



Board of Regents Program Action Request
Proposal to Discontinue a Program of Study
 University of Alaska

1a. UA University University of Alaska Fairbanks	1b. School or College College of Rural and Community Development	1c. Department or Program Indigenous-Community-Tribal
2. Complete Program Title: Construction Trades Technology, Certificate		
3. Type of Program:		
Undergraduate Certificate <input checked="" type="checkbox"/>	Associate <input type="checkbox"/>	Baccalaureate <input type="checkbox"/>
Master's <input type="checkbox"/>	Doctorate <input type="checkbox"/>	Post-Baccalaureate Certificate <input type="checkbox"/>
4. Type of Action: <input checked="" type="checkbox"/> Discontinue		
Implementation Semester: Fall Year: 2021		
5. Other programs affected by the proposed action, including those at other campuses (please list):		
Program Affected	Anticipated Effect	
none	N/A	
Page number of attached summary where effects on other programs are discussed: _____		
6. Specialized accreditation or other external program certification needed or anticipated. List all that apply or 'none':	7. Aligns with University or campus mission, goals, core themes, and objectives (list):	
none	Responsible stewardship of available resources, and response to student and workforce demand.	
	Page in attached summary where alignment is discussed: 2	
8. Teachout Plan (attached)	<input checked="" type="checkbox"/>	
Submitted by:	DocuSigned by: <i>Anupma Prakash</i>	March 5, 2021
	Chancellor/Provost <i>[Signature]</i>	Date:
Consensus support of AC <input checked="" type="checkbox"/>	Not supported by AC <input type="checkbox"/>	
Recommend approval by VPASR	<i>[Signature]</i>	Date: <i>March 11, 2021</i>
Recommend disapproval by VPASR		Date:

**COMMITTEE RECOMMENDATION FOR
College of Rural & Community Development
Construction Trades Technology Certificate**

STRENGTHS:

- Program personnel are connected to the community and tribal governments, which can help shape program offerings to meet the needs of local construction projects.
- Program is also able to adapt to the timelines of the subsistence lifestyle and schedule courses accordingly.
- Students have different motivations for participating in the program -- from pre-apprentice and entry-level employment to professional development to personal maintenance of their own homes.

WEAKNESSES:

- Negative trends in the economy, lack of availability of state and federal funding, and declines in new construction projects
- Students are not showing interest in continuing beyond the occupational endorsement level and certificate level.

OPPORTUNITIES:

- Focus on the communities to maintain and repair existing structures
- Current program occupational endorsements meet this need, but there is an opportunity to expand to other communities.
- Program has worked on improving and building the occupational endorsement within Construction Trades Technology, with all changes approved by Faculty Senate as of spring 2020.

THREATS:

- High cost of providing on-site training in rural communities
- Program relies heavily upon grant funding which is ultimately at risk of non-renewal.
- Hiring and retention of adjunct Instructors who are qualified in both trade and teaching skills as well as have the desire to travel and teach in rural communities is challenging.

CENTRALITY TO MISSION:

- Program is the only rural place-based construction trades program of its kind in the UA system.
- Serves the Interior region as well as several Alaska communities outside of the Interior.
- Partnerships across campuses have also formed.

INDICATORS OF QUALITY:

- Responsiveness to community needs

COST-EFFECTIVENESS:**Majors**

Metric	Detail	FY16	FY17	FY18	FY19	FY20
Majors	CT2 Construction Trades Technology	11	21	19	20	25

Degrees

Metric	Detail	FY16	FY17	FY18	FY19	FY20
Degrees	CT2 Construction Trades Technology	1	1	0	1	0

- High cost of travel to rural communities for on-site training
- High cost of commodities such as materials and tools

Construction Trades Technology Certificate

RECOMMENDATION:	ADDITIONAL COMMENTS:	DATE FOR FOLLOW-UP:
Suspension: 1 vote		
Deletion: 6 votes	Per the department's request (see below)	
Abstain: 1 vote		

Excerpt from the SWOT analysis report submitted by the department:

"In conclusion, the Construction Trades Technology Program respectfully requests that it continue with its current plan to discontinue the CTT Certificate and continue to offer Occupational Endorsements in Basic Carpentry and Facility Maintenance. The program would like to utilize the expedited review process in order to facilitate this course of action. Thank you for your time and attention to our program."

Excerpt from Dean's report:

"The elimination of the certificate should not affect the student credit hour, head count or tuition revenue as the courses that have been offered, and are the most popular, are incorporated into the newly revamped occupational endorsements."

SWOT ANALYSIS: CONSTRUCTION TRADES TECHNOLOGY PROGRAM (CTT)

Submitted By: Michael J. Hirt, CTT Program Head

General Advice:

Beginning in the spring of 2017, faculty and staff of the Construction Trades Technology Program (CTT) held a series of meetings, with the specific intent to discuss its future and the upcoming CTT Five Year Certificate Review 2014-2018, scheduled to be conducted in 2019. Discussions revolved around the program's decline of certificate completions, factors contributing to this trend, and acknowledgement of the continued demand for the CTT Occupational Endorsement (OE) and its strong completion rates. Faculty and staff thoroughly reviewed the current status of the CTT program and concluded that it was vital to continue to offer to rural Alaska place-based educational and workforce development options in the construction trades industry. At the same time, the program recognized that the demand for the Certificate level credential had steadily decreased, Certificate level completion had not been sought after by employers and student motivation to continue past the level of OE level was low. The general consensus of CTT faculty and staff was to discontinue the Certificate program, maintain the Occupational Endorsements in Basic Carpentry and begin the process of developing an enhanced OE in Facility Maintenance. The credit requirements of the OE in Basic Carpentry would remain at 14. The OE in Facility Maintenance would increase from 12 credits to 18 credits by incorporating six credits of the core technology and mathematics aspects of the Certificate into the Occupational Endorsement. This would also allow students to apply for federal financial aid for assistance in completing the credential.

In the fall of 2018, the CTT Program submitted, via CourseLeaf, and received approval for revisions to CTT F130 Introduction to Facility Maintenance, CTT F131 Interior Repairs and CTT F133 Flooring Installation. The program updated these courses in order to align with current industry trends and to hone their focus in order to provide students more class time to practice learned skills. The program also developed a new course that was formerly a component of CTT F131, Interior Repairs, titled CTT F141, Door and Window Installation. This work was undertaken with the future revision to the OE in Facility Maintenance in mind.

In the fall of 2019, the CTT Program submitted, via CourseLeaf, a Program Proposal along with modifications to current CTT courses that supported the changes to the program, i.e. the enhanced Occupational Endorsement in Facility Maintenance. Submissions were made concerning CTT 133 Cabinet Installation with Countertops, CTT 154 Fixtures, Faucets and Venting Systems, CTT 106 Construction Math (re-titled "Construction Measuring") and CTT 153 Plastic and Copper Pipe and Fittings (re-titled to "Plumbing Piping and Tools") The new CTT 153, Plumbing Piping and Tools, is a (2) credit course and is a combination of CTT 151 Introduction to Plumbing Tools and Drawings and the current CTT 153 Plastic and Copper Pipe

The Construction Trades Technology Program made these changes to the Occupational Endorsement in Facility Maintenance in order to strengthen its support of workforce development outcomes. This was done by the consensus of the program faculty and staff and reinforced by the recommendations of the Faculty Committee, the Administrator's Committee and the Chancellor's Cabinet. In 2019, the outcome of the CTT Five Year Certificate Review 2014-2018 was to continue the Certificate until such time that the program personnel developed an enhanced OE in Facility Maintenance. This OE would meet the minimum credit requirements for federal financial aid and deliver on the program's academic and community mission. Upon the approval of an updated and robust OE, the program would discontinue the Certificate program.

The Construction Trades Technology Program has achieved this goal, and as of fall 2020 the newly approved, 18 credit, Occupational Endorsement in Facility Maintenance is included in the University of Alaska Fairbanks 2020-2021 catalog.

Strengths:

We are committed to continuing to contribute to the University's mission to Educate, Prepare, Connect and Engage as an Occupational Endorsement. The Construction Trades Technology Program, as the only Rural Place-Based construction trades program of its kind in the UA system, serves the entirety of the Interior region and has also reached out to several Alaska communities outside of the Interior. We have formed partnerships with the Kuskokwim, Northwest, Chukchi, Bristol Bay and CTC campuses as well as UAS (Yakutat) and UAA (Gakona, Glennallen) to uniquely serve students in our hands on model. We have had a positive impact on the underserved population of rural communities and have a strong, long-standing network of community-based partnerships which include school districts, housing authorities, health corporations, cities, tribal governments, corporations and employers.

Our program's faculty and adjuncts are proficient tradespeople and educators who are highly responsive to the needs of rural Alaskan communities and citizens. Program personnel routinely meet with community and tribal governments in order to develop and adapt curriculum to address the current needs of local building projects. The CTT Program is also able to adapt to the timelines of the subsistence lifestyle and schedule courses accordingly.

There are some students who come to the CTT Program as Journeypersons, experienced in their trade and are looking to expand their knowledge of other trades as well. Because of the hands on methods we use, they too learn to their level of need alongside of less overall experienced students. As our courses encourage working together in team effort, both types of students are uplifted in their abilities and confidence.

Our training helps students be prepared to the level of Pre-apprentice and for entry-level employment. We provide an environment of learning that is offered at a slower pace in order to build confidence in the student's beginning abilities. We focus on the person that enters the program with little to no knowledge of the construction trades and would therefore not be considered valuable to a contractor trying to complete projects in rural Alaska, except in a remedial capacity.

As students complete our courses and the OE and develop beginning abilities, they, as future employees, will be able to better understand and anticipate contractor needs. The ability of the employee to anticipate is always noticed by employers as a great asset. The slower pace and environment of learning better prepares students for the Fast Pace of Production (FPP) an employer demands, than does "on the job" training that only sometimes is successful. Often the FPP is humiliating and discouraging for beginners and leads to a negative experience, perhaps to the point of terminating employment and a feeling of failure which is carried forward into future endeavors.

In various rural, Alaskan regions/communities there are several employers who find our courses invaluable in their effort to provide professional development to their workers. Our effort to train to the level of Pre-apprentice fills a great need throughout Alaska for those wishing to pursue construction as a trade.

Many students are enrolled in the CTT Program in order to better maintain their own home instead of relying on costly commercial companies. For rural students, the ability to perform minor home repairs is especially useful as companies who perform regular maintenance and/or construction usually are flown in from neighboring, larger cities or villages and are only available during long term projects and are extremely expensive. While attending CTT courses, the students learn basic skills and practice in class what they later do in their own homes and becomes a valuable part of the foundation of self-reliance. Students are also encouraged to help others, especially their elders, in order to reinforce what they have learned and practice the skills acquired in class in lieu of monetary compensation. This model supports cultural expectations of strong family and communities.

Weaknesses:

Since its inception, the CTT Program's mission has been to offer workforce development options for rural communities. Initially, faculty and students would complete theoretical learning in a classroom setting within their community and the hands on, practical learning would be done in conjunction with a local building project. Over time, with negative trends in the economy and the lack of availability of state and federal funding, new construction projects declined. Along with the lack of new building projects, the CTT Program also contends with having a short teaching window due to the accommodation of the seasonal, subsistence calendar of rural communities.

In addition, we have found that the construction industry does not require Certificate level students for entry-level employment, but are requesting and in need of well-educated, well-rounded students who have obtained the level of Occupational Endorsement. Students are not showing interest in continuing beyond the OE level and Certificate level. Enrollment and completion rates have continued to decline over the past five year period and do not support the need for the Certificate.

Threats:

The budgetary needs associated with the CTT Program consists of Faculty FTE, the cost of travel to communities served, and commodities such as materials and tools. There is a high cost in order to accomplish the important mission of providing on-site training in rural communities. In order to meet travel costs, the program relies heavily upon grant funding which is ultimately at risk of non-renewal.

The hiring and retention of Adjunct Instructors who are qualified in both trade and teaching skills and have the desire to travel and teach in rural communities is an ongoing challenge.

Opportunities:

While there has been declining enrollment in and completion of the Construction Trades Technology Certificate, demand for CTT classes remains high. Over time, community priorities have shifted from new construction to the maintenance and repair of existing structures. Communities require trained individuals to provide this ongoing maintenance, which our Occupational Endorsements in Basic Carpentry and Facility Maintenance provide. There is a large, untapped market of communities still to be partnered with and with which construction trades and facility maintenance curriculum would be beneficial. The CTT Program will continue to provide skill based courses to rural, host communities, increasing qualified workers in areas where the ability to obtain carpentry and maintenance services is scarce.

In conclusion, the Construction Trades Technology Program respectfully requests that it continue with its current plan to discontinue the CTT Certificate and continue to offer Occupational Endorsements in Basic Carpentry and Facility Maintenance. The program would like to utilize the expedited review process in order to facilitate this course of action. Thank you for your time and attention to our program.



INTERIOR ALASKA CAMPUS

University of Alaska Fairbanks

COLLEGE OF RURAL AND COMMUNITY DEVELOPMENT

P.O. Box 756720, Fairbanks, Alaska 99775-6720

To: **Anupma Prakash** 
Provost and Executive Vice Chancellor

From: **Michael J. Hirt** 
Department Head, Construction Trades Technology Program (CTT)

Date: March 3, 2021

RE: Teach-Out Plan for Construction Trades Technology Certificate

The following constitutes the teach-out plan for the deleted, per the Expedited Academic Review Process, Construction Trades Technology Certificate:

Notification of Currently Enrolled Students: Students will be notified via email, to an approved UA email address. Students will also be notified via telephone.

Teach-Out Timeframe: The teach-out period will be Academic Year 2021-2022. The required courses will be taught as follows:

Fall 2021

- CTT 100 Construction Technology Core (3 credit)
- CTT 130 Introduction to Facility Maintenance (1 credit)
- CTT 131 Interior Repairs (1 credit)
- CTT 141 Door and Window Replacement (1 credit)
- CTT 137 Appliance Troubleshooting and Repair (2 credit)
- CTT 153 Plumbing Piping and Tools (2 credit)
- CTT 250 Basic Weatherization (1 credit)

Spring 2022

- CTT 106 Construction Measuring (3 credit)
- CTT 132 Flooring Installation (1 credit)
- CTT 133 Cabinet Installation with Countertops (1 credit)
- CTT 135 Boiler Troubleshooting and Burner Repair (2 credit)
- CTT 138 Residential Heating Controls (2 credit)
- CTT 154 Fixtures, Faucets and Venting Systems (1 credit)
- CTT 199 Student Practicum I (3 credit)