



## University of Hawaii Community Colleges Instructional Annual Report of Program Data (ARPD)

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<b>Review Year:</b> 2015	<b>College:</b> Kapiolani Community College	<b>Program:</b> Medical Laboratory Technician
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### College: Kapiolani Community College Program: Medical Laboratory Technician

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The last comprehensive review for this program was on **2013**, and can be viewed at:

<http://ofie.kapiolani.hawaii.edu/wp-content/uploads/2013/01/cpr2013medicallaboratoryassisting.pdf>

## Program Description

### Program Description

The Medical Laboratory Technician program's curriculum is designed to prepare students to perform many laboratory procedures and to operate and maintain laboratory equipment. Admission to the Medical Laboratory Technician program is on a best-qualified, first-accepted basis. The prerequisite courses must be completed or in process of being completed prior to application to the program. First Aid and one rescuer CPR certification is required by January 1, prior to program entry. Courses transferred from accredited institutions are accepted if course descriptions and competencies are consistent with or at a higher level than KCC courses listed as prerequisites. The requirement for MLT 100 may be waived for individuals certified as phlebotomists with one year of clinical laboratory experience.

Graduates of this program will be eligible to challenge the national certification examination for MLT given by the American Society for Clinical Pathology (ASCP). When certified, the MLT graduate will meet the requirements to become licensed to work in the State of Hawai'i as a Medical Laboratory Technician. The MLT program is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).

## Part I. Quantitative Indicators

### Overall Program Health: **Healthy**

Majors Included: MLT   Program CIP: 51.1004

Demand Indicators		Program Year			Demand Health Call
		12-13	13-14	14-15	
1	New & Replacement Positions (State)	21	37	42	

2	<b>*New &amp; Replacement Positions (County Prorated)</b>	17	31	28	<b>Healthy</b>
3	<b>*Number of Majors</b>	25	26	24	
3a	<b>Number of Majors Native Hawaiian</b>	5	3	1	
3b	<b>Fall Full-Time</b>	35%	15%	38%	
3c	<b>Fall Part-Time</b>	65%	85%	63%	
3d	<b>Fall Part-Time who are Full-Time in System</b>	0%	0%	0%	
3e	<b>Spring Full-Time</b>	70%	59%	58%	
3f	<b>Spring Part-Time</b>	30%	41%	42%	
3g	<b>Spring Part-Time who are Full-Time in System</b>	0%	3%	0%	
4	<b>SSH Program Majors in Program Classes</b>	563	585	582	
5	<b>SSH Non-Majors in Program Classes</b>	143	128	117	
6	<b>SSH in All Program Classes</b>	706	713	699	
7	<b>FTE Enrollment in Program Classes</b>	24	24	23	
8	<b>Total Number of Classes Taught</b>	19	18	18	

Efficiency Indicators		Program Year			Efficiency Health Call
		12-13	13-14	14-15	
9	<b>Average Class Size</b>	14.5	14.8	14.3	<b>Healthy</b>
10	<b>*Fill Rate</b>	82.1%	95.6%	90.4%	
11	<b>FTE BOR Appointed Faculty</b>	1	1	1	
12	<b>*Majors to FTE BOR Appointed Faculty</b>	25	26	23.5	
13	<b>Majors to Analytic FTE Faculty</b>	13.8	14.6	13.2	
13a	<b>Analytic FTE Faculty</b>	1.8	1.8	1.8	
14	<b>Overall Program Budget Allocation</b>	\$134,442	\$174,843	\$200,529	
14a	<b>General Funded Budget Allocation</b>	\$82,752	\$148,460	\$200,529	
14b	<b>Special/Federal Budget Allocation</b>	\$0	\$0	\$0	
14c	<b>Tuition and Fees</b>	\$51,690	\$26,383	\$0	
15	<b>Cost per SSH</b>	\$190	\$245	\$287	
16	<b>Number of Low-Enrolled (&lt;10) Classes</b>	1	0	0	

\*Data element used in health call calculation

Last Updated: October 7, 2015

Effectiveness Indicators		Program Year			Effectiveness Health Call
		12-13	13-14	14-15	
17	<b>Successful Completion (Equivalent C or Higher)</b>	92%	92%	96%	<b>Healthy</b>
18	<b>Withdrawals (Grade = W)</b>	7	9	4	
19	<b>*Persistence Fall to Spring</b>	100%	80%	93.7%	
19a	<b>Persistence Fall to Fall</b>	66.6%	25%	0%	
20	<b>*Unduplicated Degrees/Certificates Awarded</b>	11	13	13	
20a	<b>Degrees Awarded</b>	11	13	13	
20b	<b>Certificates of Achievement Awarded</b>	0	0	0	
20c	<b>Advanced Professional Certificates Awarded</b>	0	0	0	
20d	<b>Other Certificates Awarded</b>	0	0	0	
21	<b>External Licensing Exams Passed</b>	100%	100%	100%	
22	<b>Transfers to UH 4-yr</b>	2	2	1	
22a	<b>Transfers with credential from program</b>	2	2	1	
22b	<b>Transfers without credential from program</b>	0	0	0	

Distance Education:	Program Year		

Completely On-line Classes		12-13	13-14	14-15
23	Number of Distance Education Classes Taught	0	0	0
24	Enrollments Distance Education Classes	N/A	N/A	N/A
25	Fill Rate	N/A	N/A	N/A
26	Successful Completion (Equivalent C or Higher)	N/A	N/A	N/A
27	Withdrawals (Grade = W)	N/A	N/A	N/A
28	Persistence (Fall to Spring Not Limited to Distance Education)	N/A	N/A	N/A

Perkins IV Core Indicators 2013-2014		Goal	Actual	Met
29	1P1 Technical Skills Attainment	91.00	92.86	Met
30	2P1 Completion	47.00	64.29	Met
31	3P1 Student Retention or Transfer	75.21	87.50	Met
32	4P1 Student Placement	68.92	66.67	Not Met
33	5P1 Nontraditional Participation	17.50	36.11	Met
34	5P2 Nontraditional Completion	16.00	13.33	Not Met

Performance Funding		Program Year		
		12-13	13-14	14-15
35	Number of Degrees and Certificates	11	13	13
36	Number of Degrees and Certificates Native Hawaiian	3	0	0
37	Number of Degrees and Certificates STEM	Not STEM	Not STEM	Not STEM
38	Number of Pell Recipients	8	9	7
39	Number of Transfers to UH 4-yr	2	2	1

\*Data element used in health call calculation

Last Updated: October 7, 2015

[Glossary](#) | [Health Call Scoring Rubric](#)

## Part II. Analysis of the Program

Since Spring 2012, MLT program has been operating with one full time faculty member and one or two lecturers per semester.

In the year 2015, the demand for the MLT program was still strong with 50 applicants. The program continues to be efficient and effective as displayed through the number of students successfully completing the program (13 out of 16) and 100% pass rate on the national certification examination given by the American Society for Clinical Pathology. Despite the challenges, the students continue to excel by exceeding the national average raw score by nearly 80 points on the certification examination.

According to the data above, the Student Placement core indicator reflects that the goal was not met. However, it should be noted that each graduate of the program who sought employment has been hired. Perhaps the explanation is that some graduates have been accepted into UH Manoa's Medical Technology baccalaureate program.

## Part III. Action Plan

In order to maintain accreditation, align the program with the College Strategic Plan and increase student engagement, learning and success the following actions are to be taken in the next calendar year:

1. Hire another full time faculty member who is a true generalist and can teach the majority of the program subject matter.
2. Purchase more state of the art instrumentation to bring the program more in line with industry standards.
3. Update all MLT courses to ensure the NAACLS standards for each subject area is addressed sufficiently.

4. Reinvigorate the clinical affiliate agreement with Wahiawa General Hospital and initiate an agreement with 15th Medical Group on Hickam Air Base to open up another clinical site for training.
5. To purchase the above instrumentation a Perkins grant proposal could be submitted.

## Part IV. Resource Implications

The resource implications to implement the goals outline in the action plan are as follows:

1. An additional, full- time faculty position in under recruitment as a permanent, tenure-track position.
2. Require additional funding for instrumentation for Hematology, Clinical Biochemistry, Microbiology, and Immunohematology instruction. For Hematology - funding required to purchase reagents and maintenance agreements; Clinical Biochemistry - funding required for two additional spectrophotometers; Microbiology - funding required for replacement of microorganisms, biochemical testing strips and cultivation media; and Immunohematology - funding for purchase of eight serofuges.
3. All 16 MLT courses have been updated in Curriculum Central as of 23 October 2015 and course proposals reflect the objectives outlined by NAACLS.
4. The clinical affiliation agreements will not have any resource implications.

## Program Student Learning Outcomes

For the 2014-2015 program year, some or all of the following P-SLOs were reviewed by the program:

Assessed this year?	Program Student Learning Outcomes	
<b>1</b>	<b>Yes</b>	Perform routine clinical laboratory procedures within acceptable quality control parameters in Hematology, Chemistry, Immunohematology, Immunology/Serology, and Microbiology under the general supervision of a Medical Technologist/Medical Laboratory Scientist, or Pathologist.
<b>2</b>	<b>Yes</b>	Demonstrate technical skills, social behavior, and professional awareness incumbent upon a laboratory technician as defined by the American Society for Clinical Pathology and American Society for Clinical Laboratory Science.
<b>3</b>	<b>Yes</b>	Effect a transition of information and experiences learned in the MLT program to employment situations and performance on the certification examination conducted by the American Society for Clinical Pathology.
<b>4</b>	<b>Yes</b>	Apply systematized problem solving techniques to identify and correct procedural errors, identify instrument malfunctions and seek proper supervisory assistance, and verify the accuracy of laboratory results obtained.
<b>5</b>	<b>Yes</b>	Operate and maintain laboratory equipment, utilizing appropriate quality control and safety procedures.
<b>6</b>	<b>Yes</b>	Perform within the guidelines of the code of ethics of the American Society for Clinical Pathology and the American Society for Clinical Laboratory Science, in addition to the restrictions established by local, state, and federal regulatory agencies.
<b>7</b>	<b>Yes</b>	Recognize and participate in activities which will provide current knowledge and continuing education in an effort to upgrade skills in clinical laboratory medicine.

### A) Evidence of Industry Validation

Evidence of industry validation is noted in the 100% pass rate on the national certification examination given by the

American Society for Clinical Pathology. The graduates continue to meet and/or exceed the standards as is indicated by the raw scores which have increased remarkably in the last four years (2012 - 2015).

## B) Expected Level Achievement

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The expected level of achievement for the national certification examination pass rate is 90%. For 2015, it is again 100%. Additionally 85% of the students entering the program each Spring semester will successfully complete the program as expected 16 months later.

## C) Courses Assessed

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All 15 MLT courses are assessed annually to address the need for curriculum updates and student learning, engagement, and overall success in each course. MLT 105 was not taught this academic year and will be assessed when it is next offered in Spring 2017.

## D) Assessment Strategy/Instrument

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The non-clinical courses (MLT 100, MLT 107, MLT 108, MLT 118, MLT 204, MLT 207, MLT 211, MLT 212) are assessed through grades achieved on laboratory exercises, examinations, and class exercises.

Clinical courses (MLT 100B, MLT 242B, MLT 242C, MLT 242D, MLT 242E) are assessed through final clinical evaluations given at each training site.

MLT 240, a seminar course is evaluated partially on the final clinical evaluation for the general rotation and also grades achieved on the online assignments.

## E) Results of Program Assessment

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The program was assessed during the external accreditation site in fall 2014 and received continued approval by NAACLS in fall 2015. The next accreditation visit will be 2020.

## F) Other Comments

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No content.

## G) Next Steps

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In order to enhance the efficiency, efficacy and success of the MLT program, the following actions will be taken:

1. Hire another full-time program faculty member to begin 01 January 2016.
2. Procure the instrumentation outlined in the resource allocation section for each major area of clinical laboratory sciences.
3. Follow up on the clinical affiliation agreements with Wahiawa General Hospital and Hickam Field Laboratory.

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