

**Manufacturing and Technology
Program Review**

Reporting Period: 2019-2022

Part 1: Review of the Past 3 Years

1. Service Unit Outcomes/Program Learning Outcomes/Student Learning Outcomes Assessment

A. Summarize assessment results. Highlight successes and areas requiring improvement. Discuss what actions were taken based on the assessment results and any improvements that can be observed.

- The Manufacturing and Technology program provides degree and certificate options in the following technical subject areas.
 - a) Electromechanical Technology
 - b) Mechanical Engineering Technology
 - c) Welding Technology
 - d) Automotive/Automated Manufacturing
 - e) Biomedical Equipment Technology
- Manufacturing and Technology Learners, on average, are employed 80% by local business and Industry partners. This employment average reflects Program Learning Outcomes.
- An Alabama Advanced Manufacturing Program Career Coach has been hired to engage with new and current industry partners and to improve recruiting relationship efforts among businesses and industries.
- Employees who hire Manufacturing and Technology learners are satisfied 100% with their knowledge and technical skills.
- Based on a 4.0 Skill level Rubric, Manufacturing and Technology learners' Student Learning Outcomes (SLOs) average 3.5 in terms of technical competency and cognitive knowledge.

The actions taken to continue to improve the Manufacturing and Technology technical competency and cognitive knowledge are listed below. The results of such improvement initiatives are included next.

- The Welding Technology program won a national welding competition held in 2021. Project MFG is a national welding competition for post-secondary institutions competing for scholarships.
- The welding Technology program won two years (2020 – 2021) at the Regional SkillsUSA Competition.

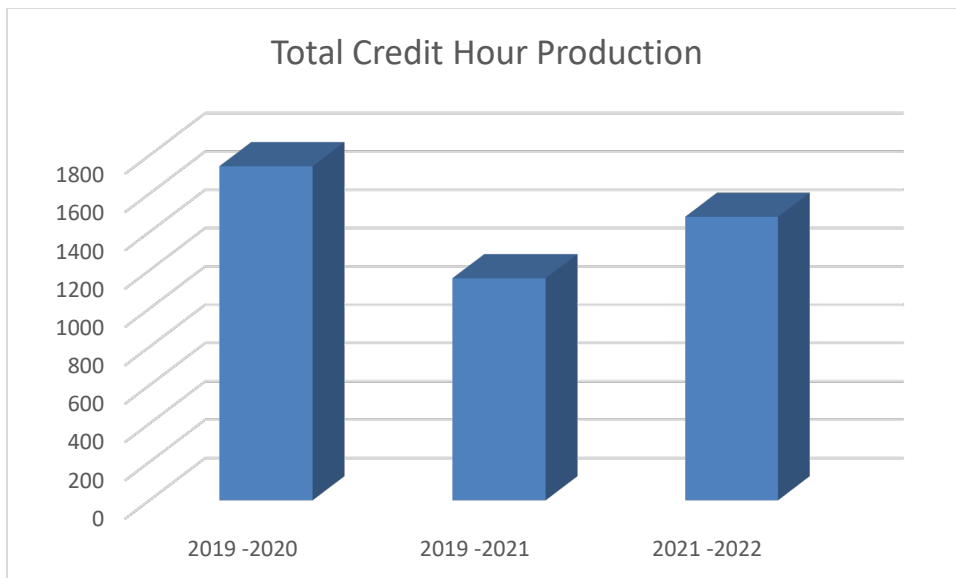
- Twenty-three welding technology learners earned NCCER credentials during the academic year of 2019 – 2020.
- Hired two Welding Technology Instructors to provide instruction and manage the State-of-the-Art Welding Laboratory at the Shelby-Hoover campus.
- Twenty-three Manufacturing Systems Technology learners earned Manufacturing Standards Skills Council (MSSC) credentials in 2019- 2020. The MSSC credentials obtained are listed below.
 - a) Quality (4)
 - b) Manufacturing Processes and Production (13)
 - c) Safety (6)
- A Biomedical Equipment Technology learner obtained an Electronic Technicians Association (ETA) DC electronics Certification in 2020 -2021.
- The Manufacturing and Technology department has purchased four smartboards for classroom instruction.
- The Computer-Aided Design Drafting (CADD) has purchased 17 new CADD workstations and three 3D printers for the CADD lab.
- The Biomedical Equipment Lab has purchased three 3D printers for the lecture classrooms.
- The Biomedical Equipment Lab has a state-of-the-art electronics lab using NIDA technology training units, function generators, oscilloscopes, and digital multimeters. The electronics training equipment was purchased to improve laboratory instruction through hands-on engagement.
- Suitcase Electrical-Electronic Systems trainers and Analog Controls trainers purchased to improve electromechanical laboratory instruction for the Electric Circuits I, Electrical Circuits II, Electronics, and Industrial Controls courses.
- Smart Cameras were purchased to improve the Automated Inspection Principles and robotics laboratory instruction. The purchased smart cameras included engaging hands-on instruction within the Automated Inspection Principles instructional curriculum.
- The College and Alabaster School district signed a Memorandum of Understanding (MOU) to establish an Industrial Maintenance Technology Short Certificate program with Thompson High School.
- Manufacturing and Technology (MT) continuously strive to recruit new students to the program. Although student enrollments in this program are successful, Manufacturing and Technology attempt to expand its learner population. The Director and the faculty of MT set an effort to maintain the credentialing status and raise this program to be the best Two-Year program nationally.

B. If applicable, identify the data regularly collected and or reported as part of program compliance.

- The following charts summarizes data provided by IRIR:
 - a. Total Credit Hour Production per academic year.
 - b. Total registrations per academic year.
 - c. Total student head count per academic year.
 - d. Total Degrees awarded per academic year. These degrees include Short Certificates, Advanced Certificates, and Associate Degrees.

Credit Hour Production

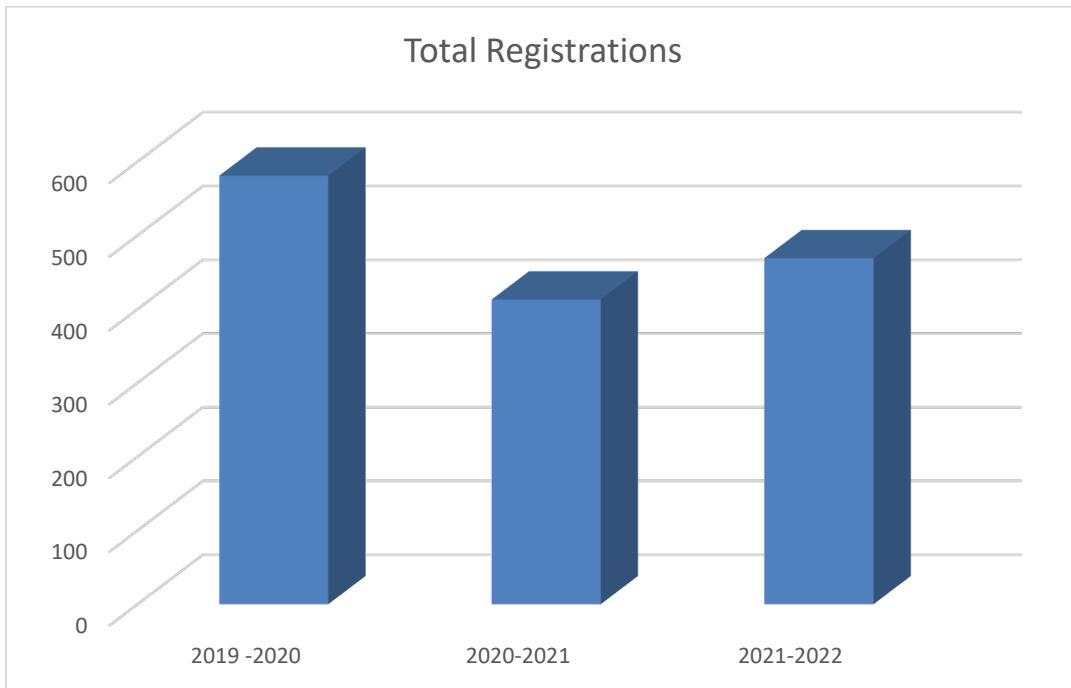
Credit Hour Production (CHP)	
Academic Year	Manufacturing and Technology (MT)
2019-2020	1743
2020-2021	1158
2021-2022	1479



Note: The chart includes data from all Manufacturing Technology Degree offerings

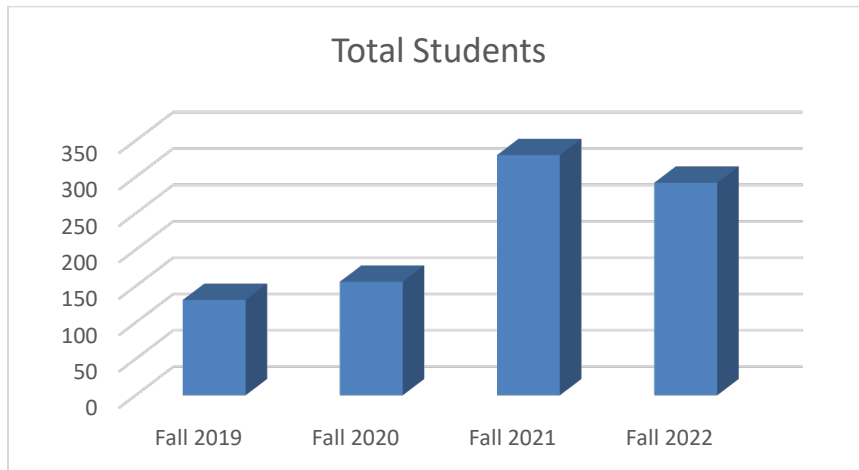
Total Registrations

Total Registrations per academic year	
Academic Year	Manufacturing and Technology (MT)
2019-2020	581
2020-2021	413
2021-2022	469



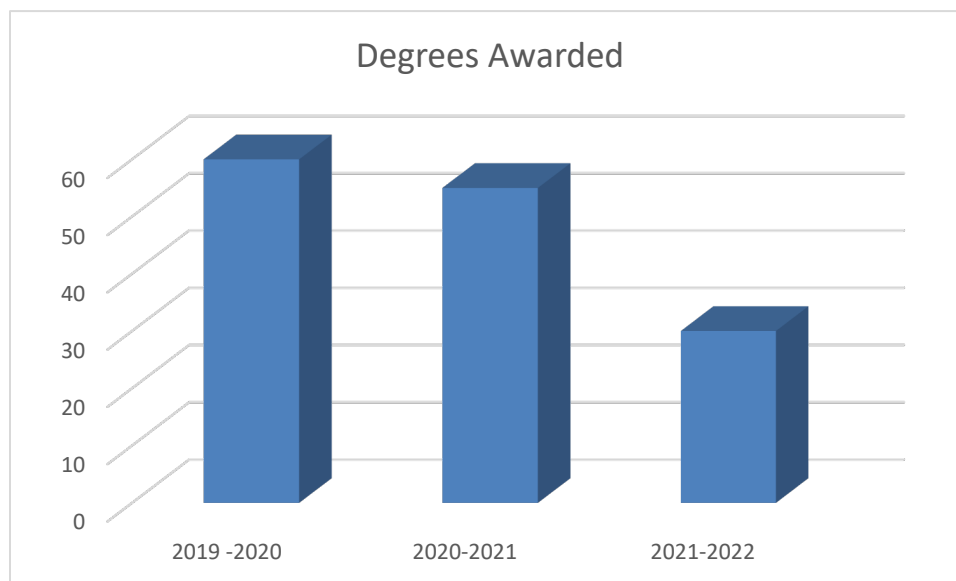
Total Students

Total Students per Academic Year	
Academic Year	Manufacturing and Technology (MT)
Fall 2019	131
Fall 2020	156
Fall 2021	330
Fall 2022	292



Total Degrees Awarded

Total Degrees awarded academic years	
Academic Year	Manufacturing and Technology (MT)
2019-2020	60
2020-2021	55
2021-2022	30



2. Analysis (as it relates to progress in achieving unit goals)

A. External Conditions that have impacted the unit. Describe the ones most significantly affected the unit and what actions the unit took to respond to those conditions.

- The Credentialing and certification fees are derived from the Alabama Community College System and National Science Foundation Advanced Technological Education grants received. These grant funding agencies support capital equipment to improve hands-on instruction within the seven Manufacturing and Technology (MT) degree and certificate options. These funds, along with the Jefferson State budget for MT, provide enough support for the department to purchase the necessary technology, equipment, and other needs of this department. The college's Financial Services Department and the MT Department work together to manage the balance of this account.
- Manufacturing and Technology and its Industry Advisory Committee (IAC) work closely to advance the program. This committee greatly impacts the MT curriculum and its network with the local industrial and manufacturing industries.
- In 2022, Manufacturing and Technology signed a Memorandum of Understanding agreement with the Alabaster School District. Based on this agreement, Thompson High School Dual Enrollment learners can earn a Short Certificate in Industrial Maintenance Technology. The Thompson High School Dual Enrollment learners may take Industrial Maintenance Technology courses in the tenth grade. Thompson High School Dual Enrollment learners will earn college credit upon completing Industrial Maintenance Technology courses satisfactorily.

B. Internal Conditions that have impacted the unit. Describe the ones most significantly affected the unit and what actions the unit took to respond to those conditions.

- MT faculty and administration openly communicate with upper administration in the college.
- All the required needs in the MT department get collaborated for purchasing, updating, and placement without complications.
- The Dean of the Career and Technical Education has a clear understanding of MT and is well accommodating to the needs of the program.
- The bidirectional communication flow is open from MT to upper administration.

3. Primary Functions/Primary Purpose/Unit Mission

- The primary function and the mission of Manufacturing and Technology remain the same. The general mission of the Manufacturing and Technology Program, as contained in the Mission of the College, is to offer programs and activities that reflect those characteristics that help define an educated person. Therefore, the mission of the Manufacturing and Technology Department continues to provide the manufacturing and automation industry with graduates that can function effectively in the workplace.
- The student learning outcome in the Manufacturing Systems Technology program follows the direct requirements for Student Learning Outcomes (SLO) of the Manufacturing Standards Skills Council for the Certified Production Technology certification program.
- Based on our employer survey, 90% of employers indicate that graduates were adequately prepared for entry-level positions.

4. Goal Progress

- In October, 20157 Dr. Don Wilcher was hired as the Department's Director of Manufacturing and Technology. Dr. Don Wilcher brings decades of K12, postsecondary higher education teaching, administration, electrical-electronic system engineering, and project management industry experience with him.
- Held a 2-day Manufacturing Expo Event at Pell City for recruiting potential WKW Advanced Machine Operators, campus learners, and potential community learners for the Manufacturing Systems Technology program.
- Presented a showcase and demo at the Annual NSF PI ATE Conference. The showcase presented was on Disrupting Production Technology. The demo provided information on using digital manipulatives (Arduinos, micro: bits, and littleBits electronics) for engaging learners attending a Jefferson State Community College (JSCC) STEM Summer Camp.
- A Registered Welding Apprenticeship program has been initiated with 58 Inc.
- Related Technical Instruction (RTI) for Industrial Maintenance has been initiated with Central Six.
- Formed an Educational Partnership with PowerUp Organization teaching 8th-grade girls Coding and Electronics at Fairfield Middle School.
- Held the 4th annual Hard Hats- High Heels Manufacturing Day Event. Approximately 70 high school girls participated in the one-day event with hands-on demonstrations, Industry partner table presentations, and door prizes.
- Presented an Amatrol Skill Boss demonstration and MSCC Certification discussion with high school learners at Thompson Tractor in Alabaster, AL. The event was in celebration of Manufacturing Day sponsored by 58 Inc.

- Formed an Industry Partnership with Buffalo Rock to provide Industrial Maintenance Apprentices. Currently, 3 Manufacturing Technology technical learners are employed with Buffalo Rock.
- Assisted in writing a proposal for an ACCS STEAM Grant. Notice of funding for the STEAM Grant award was announced in December 2018 by email.
- Formed an Industry Partnership with Insight Global to provide maintenance technicians. Currently, a Manufacturing Technology technical learner is employed as a full-time maintenance technician at Benjamin Moore Paint Company of Pell City.
- Formed an Industry Partnership with Jay Industrial Repair to provide Industrial Technology apprentices.
- Formed a Research and Development Partnership with UAB Mechanical and Materials Engineering Departments. Welding Technology learners will develop testing jigs for highway R&D projects awarded to UAB's Mechanical Engineering Department.
- Formed an Industry Partnership with Rockwell Automation. Rockwell Automation will present improvement concepts for upgrading the PLC lab. Also, developing a Technology Update workshop for local Industry Partners, Community Colleges, and High Industrial Maintenance Instructors with Rockwell Automation.
- JSCC will be the 2019 SkillsUSA District Competition Host site for Jefferson County.
- Laptops for Amatrol Mechatronics and MSCC training have been procured.
- Smartboards have been purchased and installed in the Welding and Manufacturing Technology Labs. Biomedical Equipment Technology's Smartboard will be installed with the lab upgrade project.
- Purchased four VR headsets to provide unique learner engagement experiences through technology integration in technical subject courses like Mechanical Systems I (MET220), Quality Control Concepts (ADM106), and Introduction to Robotics (AUT106).
- Purchased six smart camera (vision systems) units to provide unique learner engagement experiences through technology integration in technical subject courses like Inspection Principles (MET237), Electric Circuits I& II (ELM200 & ELM201), and Industrial Controls I (ELM215).
- Purchased six Industrial Electrical-Electronics suitcase trainers to support education and training for Electric Circuits I& II (ELM200 & ELM201), Industrial Controls I (ELM215), and AUT208 Automated Systems Diagnosis and Troubleshooting Courses.
- Grand Opening of the Shelby-Hoover Welding lab. The new welding lab will support the community by providing an education and training facility to

support potential learners and industry incumbent workers. Further, the new welding lab will support Shelby and St. Clair County Manufacturing Industry with entry-level welders.

A. Describe your unit's progress in achieving its goals. Highlight achievements or areas that need continued focus and the evidence to support these claims. Indicate any factors that impacted progress toward achieving a goal.

- The Director, faculty, and Industry Advisory Committee (IAC) of manufacturing and industrial businesses collectively determine the department's needs.
- The Director reviews these needs and includes them in the annual departmental budget to be provided.

B. Describe the adequacy of resources to achieve goals.

- The departmental budget, in addition to the Alabama Community College System and National Science Foundation Manufacturing Improvement grants, has been adequate to provide the department's needs.

C. Describe the impact of any resource allocations you have received over the past three years in terms of the effectiveness of your unit.

- The Alabama Community College System STEAM and Improving Manufacturing Technology grant funds are used for purchasing industrial robots, state of welding machines, plasma cutters, 3D printers, programmable logic controllers, and electrical-electronics systems trainers. The grant funds' size depends on the manufacturing industry's changing needs. The number of students graduating with industrial credentials and assessment fees is included in the grant proposals funding budget for instruction and equipment purchase needs.
- The college's Financial Services Department and the Construction and Building Science Department work together to manage the balance of the grant proposal funding needs. This account supports some faculty and student travel and needed building materials and office supplies. Most of this account is reserved for purchasing computer hardware and software.

Part 2: Implications of Program Review for Developing 3 Year Plan

1. Vision and Direction of Unit

A. As a result of your evaluation, what direction do you see your unit taking in the next three years?

- MT at Jefferson State is the only community college with hands-on labs for hybrid instruction. The selected kits used in these hands-on labs include electronics, coding

and CAD software, and robotics. The MT department is a community testing site for Electronic Technician Associations (ETA) certification testing. The Director and the faculty of MT set an effort to maintain the ETA certification status and raise this program to be the best Two-Year program nationally.

B. Are there any anticipated conditions or trends that might impact the unit?

- None currently

C. What changes in collaborative relationships are needed to make this unit more effective in its missions?

- None currently

D. Identify any areas where communication could be improved.

- None currently

E. Describe the feasibility of making the plan you have outlined a reality. What are the resources or support needed? What challenges do you anticipate?

- Manufacturing and Technology at Jefferson State is known to include innovative hybrid instruction using homebased labs recognized by the Industrial Advisory Committee. The Manufacturing Systems Technology and Electronics programs certifications are nationally and internationally recognized competency awards obtained by Manufacturing Technology degree learners. The MSSC is a nationally recognized industry credential, with the ETA being a nationally and internationally recognized certification.
- Manufacturing Technology graduates are hired to work for local industry and manufacturing companies like Honda, Buffalo Rock, XZY Automation, BBP Sales, Altec, and Mercedes Benz.
- The Biomedical Equipment Technology degree is the only instructional two-year program in Alabama.
- The Department's reputation and history of providing well-educated Welding, Electronics, Industrial Maintenance, and Automotive/Automated Manufacturing professionals is a great resource that will continue to attract new Manufacturing and Technology learners.
- With the quality of MT's academic curriculum, its well-qualified faculty, the support from its IAC members, its available technologies, and the support of the college, It is well practicable for MT to be the best two-year industrial maintenance technology, electronics, automotive/automated manufacturing, and welding community college programs within the state of Alabama.

Instructional Unit - Program Review

Part 1: Program Overview

Program Name:

Manufacturing and Technology

Program Mission and Description:

The mission of this department is to provide all learners access to quality STEAM-related technical educational opportunities and experiences that will meet the ever-changing and increasing demands of manufacturing and the general industry.

The department will implement this mission through the following initiatives:

- Provide Associate in Applied Science (AAS) degree programs and career certificates that enable graduates to obtain gainful employment.
- Expand learning opportunities through the integration of technology with instruction.
- Provide courses that help those already employed acquire specialized skills due to technological advances and/or job advancement.
- Evaluate programs and courses for relevancy, ensure that they meet local industries' current and future needs, and make appropriate changes.
- Maintain a professional and knowledgeable faculty.
- Support Secondary Education by providing articulated dual-credit courses.
- Support Secondary Education by informing students of available Career Pathways in STEAM-related technical careers.
- Keep abreast of statewide and regional workforce development initiatives that meet the needs of industry and develop appropriate plans, including pursuing grants to meet those needs. The major initiative associated with statewide and regional workforce development is manufacturing-based apprenticeships.
- Keep abreast of national STEAM initiatives that meet the needs of local industry and develop appropriate plans, including pursuing grants, such as National Science Foundation (NSF) awards, to meet those needs.

Program Admission and Awards:

The Manufacturing and Technology (MT) department adheres to the college's admission process. Listed are certifications, credentials, and awards the MT department participated in and achieved.

- The Welding Technology program won a national welding competition held in 2021. Project MFG is a national welding competition for post-secondary institutions learners competing for scholarships.

- The welding Technology program won two years (2020 and 2021) at the Regional SkillsUSA Competition.
- Twenty-three welding technology learners earned NCCER credentials during the academic year of 2019 – 2020.
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Program Demographics

Category	Student Totals (3yrs)	Percentage (of total students)
Total Students	1219	4%
Number of Male	1043	11%
Number of Female	176	1%
Age 18-25	750	4%
Age 26-40	333	6%
Age 41+	86	5%
African American Students	230	4%
Asian Students	3	0%
Caucasian Students	884	5%
Hispanic Students	17	3%

The data shows that there are more Caucasian learners enrolled in Manufacturing and Technology courses compared to the other demographic groups. Asian learners are the lowest ethnic demographic enrolled in Manufacturing and Technology courses. More male learners are enrolled in the Manufacturing and Technology courses than female learners. These trends may be addressed by working with local universities to establish bridge programs allowing low minority groups to obtain two-year and four degrees through established Memorandum Of Understanding (MOU) agreements. Further, reaching out to minority K12 schools to promote and recruit from these low populations of learners may address this enrollment concern.

Mode of Delivery

The Manufacturing and Technology department currently delivers technical instruction using traditional onsite, hybrid, online, and independent study approaches. These Modes of Delivery allow various teaching approaches to reach and engage with the diverse learners listed in the

Program Demographics table. Future plans include delivering technical instruction for online learners, thus providing a greater reach to educate and train nationally.

Program Department Goals:

The section provides information on the Manufacturing and Technology Program Department Goals.

Goal Progress

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- Grand Opening of the Shelby-Hoover Welding lab. The new welding lab will support the community by providing an education and training facility to support potential learners and industry incumbent workers. Further, the new welding lab will support Shelby County Manufacturing Industry with entry-level welders.
- The Industrial Maintenance Technology (IMT) program is a Registered Apprenticeship program with the Department of Labor.

Program/Department Outcomes Achievement

The following items provide the Manufacturing and Technology department's outcomes achievement.

- Manufacturing and Technology at Jefferson State is known to include innovative hybrid instruction using homebased labs recognized by the Industrial Advisory Committee. The Manufacturing Systems Technology and Electronics programs certifications are nationally and internationally recognized competency awards obtained by Manufacturing Technology degree learners. The MSSC is a nationally recognized industry credential, with the ETA being a nationally and internationally recognized certification.
- Manufacturing Technology graduates are hired to work for local industry and manufacturing companies like Honda, Buffalo Rock, XZY Automation, BBP Sales, Altec, and Mercedes Benz.
- The Biomedical Equipment Technology degree is the only instructional two-year program in Alabama.
- The Department's reputation and history of providing well-educated Welding, Electronics, Industrial Maintenance, and Automotive/Automated Manufacturing professionals is a great resource that will continue to attract new Manufacturing and Technology learners.
- With the quality of MT's academic curriculum, its well-qualified faculty, the support from its IAC members, its available technologies, and the support of the college, It is well practicable for MT to be the best two-year industrial maintenance technology, electronics, automotive/automated manufacturing, and welding community college programs within the state of Alabama.
- Student enrollments increased nearly 40% in Fall 2021 compared to the previous three years' average.
- Student satisfaction rates of the faculty and the department are high, typically averaging 80%.
- Employer satisfaction rates of the MT graduates are high (100%)
- With a grading rubric Skill Level Scale of 4, MT learners average 3.5 based on technical competencies.
- With the increasing Dual Enrollments and industry technicians seeking to upskill their technical knowledge, additional equipment and material will be needed.

Part 2: Program/Department Change

The following items provide the Manufacturing and Technology department's program changes.

- The Manufacturing Standards Skills Council, American Welding Society, and the Electronic Technicians Association certification and credential

assessments are being used to improve instructional content for the seven MT programs' curricula.

- The Student Learning Assessment in the MT courses will align with the Manufacturing Standards Skills Council, American Welding Society, and the Electronic Technicians Association certification and credential assessments standards.
- The faculty assess each course's student learning outcomes at the end of each semester. These assessments show the strengths, concerns, and weaknesses which may occur in the course.
- The Student Learning Outcome Assessments are reviewed at the end of each semester. They are tools to improve teaching methods and provide adequate equipment or suitable technology to reach the desired SLO without influencing credentialing and certification of SLO standards.

Part 3: Evidence of Staff Participation in Program Review

Describe how the unit staff participated in the program review process. Include specific dates for meetings held or activities conducted.

- The Manufacturing and Technology Program currently has six full-time instructors, one of whom is the Program Director of the MT. During this review, the current instructors have been utilized in the review process and have been instrumental in developing the current program and student learning outcomes.
- The Manufacturing and Technology Program Industry Advisory Committee meets twice a year. One meeting is arranged in the Fall semester, and the second is in the Spring semester. This group comprises professionals in manufacturing and industrial industries and education. The advisory committee receives program information, providing valuable feedback and input to the program, which contributes to the program's overall success.

Attach advisory committee minutes (if applicable) and list of members. Describe any changes made in the unit as a result of input from the advisory committee.

- The Manufacturing and Technology Program Industry Advisory Committee (IAC) meets twice a year. Members of the Manufacturing and Technology Industry Advisory Committee include the following:
 - Dr. Mittie Cannon, Committee Chair, PowerUp Inc
 - Mr. Shane Drefts, XYZ Automation
 - Mr. Melville Gillison, Praxair Distribution
 - Mr. Troy Gurkin, Lincoln Electric
 - Mr. Chris Harned, Altec
 - Mr. Joe Hendrix, Kamtek
 - Mrs. Courtney Nolan, Buffalo Rock Company

Mrs. Donna West, Buffalo Rock Company
Mrs. Lavada Varner, Alabama Technology Network
Dr. Don Wilcher, Program Director, Manufacturing Technology,
Jefferson State Community College

- The industry advisory committee receives program information, providing valuable feedback and input to the program, which contributes to the program's overall success.
- The Manufacturing and Technology Industry Advisory Committee meeting minutes are on file and available in the department for review.

List names and titles of all participants in this program review.

- Dr. Don Wilcher
Director/MT Instructor/Advisor
- Kelley Burroughs
MT Instructor/ Advisor
- Jeff Wiley
Welding Technology Instructor/Advisor
- Dale Acker
Welding Technology Instructor/Advisor
- James Scott
Welding Technology Instructor/Advisor
- Eric Carwell
Biomedical Equipment Technology
Program Assistant/Instructor/Advisor