

Advisory Committee Meeting Record

CHAIRPERSON: Abdul Subhani, Centex Technologies, President & CEO		
MEETING DATE: 17 November 2020	MEETING TIME: 10:00	MEETING PLACE: WebEx Virtual
RECORDER: László Eösze		PREVIOUS MEETING: 08 November 2019

MEMBERS: (P = Present)

OTHERS PRESENT:

(P?)	Name and Title (List all)	Business Affiliation	Name and Title
P	Mr. Abdul Subhani	Centex Technologies, President & CEO	Dr. Tina Ady, Deputy Chancellor, Central Texas College
P	Ms. Ashley Hamil	First National Bank Texas, Dir. Application Solutions, Sr. Vice President	Ms. Kerstin Brooks, Associate Dean, Central Campus
P	Mr. Norman Veit	CGI Group, Inc., Technologies & Solutions, IT Director	Mr. Bryan Oakes, Career Development Specialist
	Mr. Adam Ward	Bell County, Director, Technology Services	Ms. Lesley McGough, Coord., Instructional Program Support Services
P	Mr. John Hocking	KISD, Director of Network & Security Operations	
P	Mr. Carl Elkins	Metroplex Health Systems, IT Director	
P	Mr. Willie Resto	City of Killeen, Executive Director, IT Services	
P	Mr. Charley Ayers	Workforce Solutions of Central Texas, Director, Industry-Education Partnerships	
P	Dr. Katherine Oser	Department Chair, Computer Info Tech & Systems	
P	Mr. Doug Edwards	Professor, CITS	
P	Mr. Shawn Grigsby	Professor, CITS	
P	Ms. Tracy Martin	Professor, CITS	
P	Ms. Jacqueline Van Dyke	Professor, CITS	
P	Mr. W. Joe Welch	Professor, CITS	
	Mr. Norman Ahlhelm	Professor, CITS	
P	Ms. Karen Owens	Online Manager & Professor, CITS	
P	Mr. Laszlo Eosze	Lab Coordinator, CITS	

P	Mr. Brian Menadue	Assistant Lab Coordinator, CITS	
P	Ms. Kira Savage	Office Assistant, CITS	

## AGENDA

Agenda Item	Action, Discussion, Information	Responsibility
Introductions		
Review Minutes from Last Meeting	<a href="https://www.taskstream.com/ts/oser/ComputerScienceAdvisoryCouncil">https://www.taskstream.com/ts/oser/ComputerScienceAdvisoryCouncil</a>	
Old Business:	Initiatives	
New Business:	Campus Initiatives Updates	
	Program Development/Recruitment-Retention	
	Instructions and Curriculum - Recent degree plan changes - Proposed changes	
	Industry Perspective and Discussion - Employment trends - Knowledge, Skills & Abilities recommendations	
Curriculum Decisions:	Curriculum changes	
Other:		

## MINUTES

Key Discussion Points	Discussion
Old Business:	Please review Minutes (at link) and contact us if they need correcting.
New Business:	Degree Plan changes
	<p><b>Campus Initiatives</b></p> <ul style="list-style-type: none"> <li>- Covid-19 dominates; Dr. Ady updated our status. (Synchronous Virtual Online, Online, Mask requirements, etc.)</li> <li>- Brian Oakes (<a href="mailto:boakes@ctcd.edu">boakes@ctcd.edu</a> or <a href="mailto:career.centers@ctcd.edu">career.centers@ctcd.edu</a>) would love input, especially of available jobs.</li> <li>- Dr. Oser would like input on interview and resume content and processes changes.</li> </ul>

	<p><b>Program Development/Student Recruitment, Retention</b></p> <p>- There have been successful joint meetings of department chairs at CTC and TAMU-CT. The goal is to create a seamless transfer plan and a good transfer experience for the students: (1) Increase number of transferring students; (2) Increase number of 4-year completions; (3) Reduce time required for completion. (A real "2+2", where 60 credit hours at CTC and 60 hrs at TAMU-CT = a 120 credit hour Bachelors degree.</p>
	<p>To accomplish this with our offerings, we scrubbed our degree plans to allow a maximum number of potential course transfers. These are our proposals, along with some sequencing changes:</p> <ul style="list-style-type: none"> <li>- CS.AS: we created a "clean Core": instead of specific courses, we require courses from the standard core areas.</li> <li>- IT.AAS: Remove ITNW1316 (Network Admin) and add Core Lang, Phil &amp; Culture (040).</li> <li>- Network Sys Admin.AAS: Remove ITNW1345 (Implementing Netwk Dir Svcs) and add Core Govt/PolSci (070).</li> <li>- CDIA.AAS: Remove ITNW1345 (Implementing Netwk Dir Svcs) and ITSC2325 (Adv. Linux) and add 2 Core components (040, 070).</li> <li>- CDIA.Cert: Remove ITSC2325 (Adv Linux) (now 25 hrs)</li> <li>- IT Network Analyst.Cert: Remove the obsolete ITNW1345 (Implementing Netwk Dir Svcs) and add ITNW1309 (Fundamentals of Cloud Computing).</li> </ul>
	<p><b>Discussion of Changes:</b></p> <p>Total degrees and certificates subject to changes: 6; One course to be retired: ITNW1345 (Implementing Network Directory Services).</p> <ul style="list-style-type: none"> <li>- Mr. Elkins thought that this 2+2 was a great idea, but what about students who want to change degrees? Dr. Oser explained that most of our first semester courses are identical or nearly so, on purpose: to allow students to change early on without losing time, credits, or money.</li> <li>- Mr. Subhani made motion to approve changes. Seconded. Motion passed.</li> </ul>
	<p>Mr. Veit asked "What is being taught in various programming courses?" (Syllabi are insufficiently specific). Dr. Oser recommended that the primary programming instructors (Edwards, Welch, and Van Dyke) should contact him directly.</p>
	<p>Mr. Hocking says he is having to keep training new employees. Is there some way to get a heads-up of good candidates? Mr. Welch stated that the instructors know their students pretty well and should be able to identify outstanding candidates. Ms. Hamil agreed that finding talent is challenging.</p>
	<p>Mr. Veit asked for more explanation on our pathways initiatives. Dr. Oser stated that we went from students in the Computer Science AS having to take 136 hrs to achieve a 120 hr BS degree, because TAMU-CT has excessive elective courses built into their Bachelor's degree.</p>

	<p>Discussion with Ms. Hamil and Mr. Resto leading: Finding talent is challenging. There are lots of applicants but they are short on talent. He understands that part of this is financial. Another problem is that new graduates are not primed to answer questions; they don't have the work ethic, and wanting to learn. The employers ended up having to do extra training, and spoon feeding the new hires.</p> <p>The students need to understand that the learning process needs to continue, especially in IT.</p> <p>Students also need to know how their business functions. "You don't just need to know HOW to do it, but also WHY."</p> <p>Some applicants were totally unprepared, when onboarding a project. For internship applicants Dr. Oser insists they pass her muster before allowing them to apply.</p>
	<p>Dr. Oser asked if group work is still required, because she is getting so much push-back from the students. "Absolutely needed!" Employees must understand Agile methods and team work, and also that not everyone may be as motivated as they are. Each team must find work-arounds to get things done. "We have employees in India, East Coast, West Coast..." We must learn to synchronize and interact. These challenges are a reality.</p> <p>In smaller teams, employees must figure out who likes and who is able to do what best (user interface, coding, etc.). The end goal must be the success of the project. 'I didn't like it either when I was a student, but it is critical.'</p>
	<p>Mr. Resto asked if CTC provided non-matriculating courses for training his employees (if one course is all that's needed). Dr; Oser: "This is generally done through Continuing Education, but we should be able to work out something."</p> <p>There is also the option of applying for a grant through Workforce.</p>
	<p>Mr. Ayers then put in a plug for CTC and CGI, and our support of the upcoming Virtual Job Fair coming December 3<sup>rd</sup>, with 17 colleges and 16 employers contributing.</p>
	<b>Other Discussion:</b>
	None
	Meeting adjourned at 10:55
Curriculum Decisions:	Approved by vote
Other:	

CHAIRPERSON SIGNATURE (or designee): Dr. Katherine Oser	DATE: 11/18/2020	NEXT MEETING: April 2021
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