



HVAC-PLMB- Advisory Committee Minutes, Spring 2024

Date: Wednesday, January 24, 2024

Number of Attendees: 19

Called to order: 12:07 pm

Adjourned: 1:15 pm

Chairperson: Jan Loving

Recorder: Jennifer Woods

Location: CNM Advanced Tech Center and Zoom

Members present from industry: Chris Acosta, Loving & Assoc.; James Cederholm, TLC; Diana Cordova, Enterprise Bank, FMA; Jimmy Davis, Four Season P + H; John Eichorn, JATC 412; George Kerr, APS; Peter Lopez, NMGCO; Jan Loving, Loving & Assoc.; Eric Maxon, Steward's Plumbing; Caleb Miller, TLC; Eddy Nourse, Epic Controls; Kyle Redford, Anderson Air Corps; Ron Sisneros, ISHC

Members present from CNM: Jim Chong, HVAC Instructor; Sharon Gordon Moffett, Interim Dean; David Ortiz, Lab Manager; Roderigo Padilla, Interim Assoc. Dean; Ashley Prelo, WCS Outreach Manager; Jennifer Woods, Academic Tech Assistant

Next scheduled meeting: TBD for Fall 2024

I. **Welcome/Introductions:** Jan opened the meeting and everyone introduced themselves.

II. **Minutes:** Minutes from the fall 2023 meeting approved as written.

III. **Reports:**

1. **College Updates:** Sharon reported: We now have a new VP of Education and Learning, who started on January 2. She will now start the search for a new permanent Dean and two associate deans for STA. At the NM State Legislature, CNM Day will be February 8. Last Friday was the State of the College event. The college recently completed the College-wide program review (known as CIPR). The HVAC program is expected to continue on a "sustain" basis. Friday March 8 is College Day at Main Campus. Industry members are encouraged to participate. Usually, several thousand high school students attend this event. Our third annual Women in Trades Summit will be in late March at Main campus. Industry partners are welcome at this event too. SkillsUSA competition will be at Main campus April 11-13. CNM graduation is May 4.

Sharon reemphasized the fact that we need instructors in the HVAC program. Any help the advisory members can give us would be greatly appreciated. Please refer to the job postings attached to these minutes. She has also brought the issue of increased compensation to the attention of our HR department.

Jim Chong is teaching second semester classes. He has eleven students. They will either continue with their commercial studies or some may just stick with a certificate. He has fourteen students doing their internships. More information about internships is presented under New Business.

Thanks to Eddie Nourse, who has stepped up to be the SkillsUSA Chair for HVAC and Sheet Metal. Jim asked if any industry members could donate prizes for the winners. We also need judges. Please contact Jim at jchong2@cnm.edu.



Central New Mexico
Community College

School of Skilled Trades & Arts

2. **Enrollment/Graduation Updates:** Roderigo said that: Total enrollment at CNM is 16,888 for this term. Enrollment for STA is 2,969, which is slightly higher than last spring. Fill rate for HVAC is 52%, and for PLMB it is 87%. Graduations include 53 certificates in HVAC and seven Associate degrees. In PLMB, we had 20 certificates and five Associate degrees.
3. **Equipment/Perkins purchases:** We have no new equipment.

IV. Old Business: At the last meeting, Jan gave out an impromptu questionnaire to the members. She wanted to know - *If you had two employers offering you a job, and everything is equal between the two (pay, benefits, culture), what would be the deciding factor of choosing one over the other?* Money was the number one motivator, particularly among 18-30-year-old workers, and also among 50-year-old workers. Flexible schedule outweighed time off. Eric M. said that he sits on several national plumbing boards, and has found that flexible schedule is number one, and money is number two among those under 50 years old. Those over 50 said that money is number one. Younger workers do not care about 401K, but they treasure their flex time. They like to come in early, leave early, come in late, stay late, work 4 ten-hour days with Fridays off. Not being on call is a preferred benefit too. These preferences are the same for office staff too.

V. New Business: Ashley talked about the WCS. She and her team can help employers find new employees with job postings, set up internships, apprenticeships, job shadowing, mentorships, learning outcomes. There are funds available to help pay for interns and cost-sharing opportunities. The new center for the WCS will be at the Smith Brasher building on main campus, which will be a one-stop hub for employers and students. Please contact Ashley at aprelo@cnm.edu. or go to employersupport@cnm.edu.

We have included information about the curriculum and learning outcomes for HVAC and PLMB in the last meeting minutes. There are no changes in the curriculum at this point.

VI. Reports from Industry Members: George said that he now has 323 interns. He and his team are focused on on-the-job training experiences for all APS students. He hopes that APS can be a steady pipeline of students to CNM. APS is realigning all the trades courses, so the plan is to have more vocational classes for the students, and send more students to CNM for dual credit classes.

Caleb said that he is doing some plumbing training at the School of Dreams Academy in Los Lunas. His goal is to change students' perceptions about what the trades are. This will align APS with PED in all the career clusters. There will be career pathways, beginning in elementary schools, middle schools and high schools.

Ron S. said that he may have an employee who could fill in part time with the program. He has been hiring very young workers, and expects that in about five years, he will have a well-trained crew.

Jimmy said that the pendulum is swinging in favor of the trades.

Peter L. said he has done a lot of hiring, but they are all young people, so he needs to do a lot of training. He has a shortage of workers on the construction side such as excavating, welding, plumbing. The training department is strapped for time to develop curriculum.

John E. with the union said he has 438 apprentices. The union has had to move into two new locations for teaching classes.

VII. Adjournment: 1:15 pm

VIII. Addendum attached – job postings

STUDENT LEARNING OUTCOMES

Heating, Ventilating, Air Conditioning and Refrigeration Technology, Associate of Applied Science

Upon successful completion of this program, the students will be able to:

1. Successful completion of the Core section of Residential ICE certification.
2. Successful completion of the Air Conditioning section of Residential ICE certification.
3. Successful completion of the Air Distribution section of Residential ICE certification.

Plumbing and Gas Fitting, Certificate of Completion

Upon successful completion of this program, the students will be able to:

1. Identify and assess safety compliance for mechanical & plumbing industries.
2. Properly assemble various types of piping/fittings and accessories commonly used in plumbing systems.
3. Demonstrate the ability to interpret and follow codes regarding installation of component parts within a plumbing system.
4. Perform mathematical computations for offsets, allowances, area and volume.

Full Time Instructor 3 Term - HVAC

job requisition id: JR104062

Compensation:

\$72,355.00-\$78,845.00

Position Summary

CNM faculty are vital to the College's vision of changing lives, building community. This vision is evidenced by a commitment to teaching and learning that supports our goals of student success, increased student retention, and improved graduation rates. Faculty are responsible for providing high quality instruction that meets the needs of diverse learners so that each student may meet course outcomes and achieve their educational goals. Full-time faculty are also expected to perform college service in addition to the instructional duties listed below. This service beyond instruction is integral to the collaborative and innovative work we engage in with our internal and external community members to continuously improve the student learning experience, CNM's organizational excellence, and the larger community's success.

Duties & Responsibilities

- Instructional Duties:
 - Effectively prepare, teach, grade, and assess student learning in courses assigned.
 - Create and model a quality learning environment to support a diverse student population, including students with disabilities or special learning needs.
 - Structure classes and curriculum to correspond with program and course outcomes.
 - Prepare, distribute and utilize instructional support materials, including course syllabi, supplementary materials, instructional media and other devices as appropriate.
 - Convene classes as scheduled and respond to student inquiries in a timely manner.
 - Provide assistance to students outside the classroom through posted office hours.
 - Incorporate, as pedagogically appropriate, current technology in a variety of teaching environments.
 - Maintain student records and provide documentation for incompletes within established College timelines.
 - Attend in-service sessions, college/school/department meetings, and convocation, as required.
 - Utilize a variety of technology-based resources to access and input information related to student records and college/school/department processes.
 - Provide for the security of facilities, equipment, and instructional materials and maintain safe working conditions.
 - Abide by all college policies and regulations.
 - Participate in the development and review of course and program outcomes.
 - Update and revise curriculum to maintain currency.
 - Perform other instructional responsibilities as assigned by the Dean.
- Professional Development:
 - Regularly participate in professional development activities to maintain current knowledge in the field as well as industry credentials required by the program. maintain current credentials or licensures as required by program or accreditation.

- Participate in professional development opportunities to advance teaching skills and strategies.
- Participate in other appropriate development activities as may be determined by the Dean.
- College, School, Program/Discipline Service:
 - Participate in school and college activities such as, but not limited to, developing new curriculum or student recruitment.
 - Collaborate with faculty and staff from other schools/departments to promote communication, coordinate schedules, and support student success.
 - Collaborate with high schools, universities, business and industry or external agencies as appropriate, and assist with program advisory committees as requested.
 - Support collegiality by actively participating in the professional development of new and veteran faculty (for example, mentoring, peer observations).
 - Serve on department, school, and college committees and task teams.
 - Participate in and assist with student activities and clubs.
 - Participate in other activities as appropriate and approved by the dean.
 - Performs other job related duties as assigned.

Minimum Qualifications:

- Five (5) years recent experience in Heating, Ventilating, Air Conditioning, and Refrigeration industry in residential and/or commercial service, installation, and maintenance or equivalent combination of experience and education.
- Hold a valid HVAC/R NM Journeyman Mechanical License (JR, secondary MM3, MM4, MM98).
- Hold a valid EPA Section 608 Universal Technician Certification.

AND

- Must have earned ONE of the following: certificate, diploma, associate, or bachelor's degree in the discipline being accredited (BAS, GMS, HVACR), or be a graduate of a Department of Labor approved apprenticeship program. Examples of degrees include building automation systems, building science, engineering, environmental science, or HVACR. Full-time HVACR instructors are required to hold the title of Certified Master HVACR Educator (CMHE) or be actively working towards earning the CMHE title. This process entails taking a minimum of two credentialing exams per calendar year, with the requirement of passing at least one exam successfully. Moreover, instructors shall have a maximum of 5 years to complete the CMHE program successfully.

PREFERENCES:

- Mentoring Experience.
- Teaching in HVAC/R Accredited Trades and Occupational Training Facility.
- NATE certifications in HVAC/R and ICE.- Teaching in HVAC/R Accredited Trades and Occupational Training Facility.
- Mechanical contractor's license.

Best Consideration Date: 11/24/2023

Part-Time Instructor-HVAC

job requisition id: JR103538

Compensation

Compensation dependent on courses taught

Limited Term End Date

7-24-2025

Position Summary

CNM faculty are vital to the College's vision of "changing lives, building community." This vision is evidenced by a commitment to teaching and learning that supports our goals of student success, increased student retention, and improved graduation rates. Faculty are responsible for providing high quality instruction that meets the needs of diverse learners so that each student may meet course outcomes and achieve their educational goals. An instructor is responsible for providing high quality instruction so that each student may meet course outcomes. Collaborate with the Dean and colleagues to improve the student learning experience. Being hired into the regular part-time instructor pool is not a guarantee of employment. Classes are assigned on an as-needed basis. Hours will vary each class and by term. The number of openings for instructors is dependent upon student enrollment.

Duties & Responsibilities

- Responsible for effectively preparing, teaching, grading, and assessing student learning in courses assigned.
- Create and model a quality learning environment to support a diverse student population including students with disabilities or special learning needs.
- Maintain student records and provide documentation for in-completes within established College timelines.
- Utilize a variety of technology-based programs to access and input information related to student records and college/school/department processes.
- Assist students with registration, advising, and graduation processes.
- Structure classes and curriculum to correspond with program and course outcomes.
- Prepare, distribute and utilize instructional support materials, including course syllabi, supplementary materials, instructional media and other devices as appropriate.
- Convene classes as scheduled and respond to student inquiries.
- Assist students outside the classroom through posted office hours.
- Attend in-service sessions, college/school/department meetings, graduation and convocation as required.
- Performs other job-related duties as assigned

Minimum Qualifications:

- Five (5) years recent experience in Heating, Ventilating, Air Conditioning, and Refrigeration industry in residential and/or commercial service, installation, and maintenance or equivalent combination of experience and education.
- Hold a valid HVAC/R NM Journeyman Mechanical License (JR, JG, JSM, secondary MM2, MM3, MM4, MM98).
- Hold a valid EPA Section 608 Universal Technician Certification.
- Meet one of the following: - Be a graduate of an HVACR program consisting of a minimum of 600 hours of training - Hold an associate degree in HVACR technology - Hold the title of Certified Master HVACR Educator "CMHE" - Be working towards their CMHE by completing two educator specific credentialing exams each calendar year - Hold a bachelor's degree in HVACR or building science trades technology-Adjunct instructors must pass an educator specific credentialing exam in each of the disciplines that directly relate to the competencies that they teach, within 12 months of employment.

Preferences:

- Associate degree from an accredited institution.
- Ability to relate to and interact with a non-traditional diverse employee and student population.
- Mentoring Experience.
- Teaching in HVAC/R Accredited Trades and Occupational Training Facility.
- NATE certifications in HVAC/R and ICE.- Teaching in HVAC/R Accredited Trades and Occupational Training Facility.
- Mechanical contractor's license.
- NATE certifications in HVAC/R and ICE.

Additional Comments:

Complete application would consist of the following:
resume, cover letter, official transcripts, and licensure.

Best Consideration Date: 9/18/2023

Department: STA