

## Cosmetology Department Advisory Board Annual Meeting Minutes Monday, April 3, 2023

The purpose and intent of this Advisory Board meeting is to provide the cosmetology department an opportunity to communicate and brainstorm with professionals, educators, students, and business operators within the beauty industry about issues that are relevant to our students, faculty, and the industry at large. In this way, we hope to better equip both the educator and the educated with the tools necessary to perform more effectively.

### **Board Members present:**

- Debbie Perret
- Jacqueline Monge
- Ksenia Oster-Miller
- Samantha Manuel
- Andrew Chen
- Victoria Rose
- Asunta Moisan
- Marilyn Maine
- Elizabeth Hijazi
- Donald Hsiao
- Cynthia Nishi
- Phaedra Williams
- Nicole Tenace
- Ray Valdiviezo
- Chuckie Parga

### **NOTES:**

Debbie opened up the meeting with introductions, provided updates about our department, presenting full time faculty, adjunct instructors, staff and our newest member, Cosmetology Lab Assistant, Natasha Alexander. She also went over the Committees our faculty is involved in; (Department Chairs Academic Senate, Instructional Chairs, Chairs Data Coaching, Career Education, Academic Senate, FACC, Senate Committee Curriculum & New Faculty Committee). Debbie also spoke about the programs we offer (Cosmetology, Esthetics, Manicuring and Barbering Crossover) and explained because of SB803 bill, our Cosmetology program went from 1600 hours to 1000 hours starting Spring 2022. She also revealed that our programs' certificates have now been converted from "Department Certificate of Completion" to "Certificate of Achievement" (which is now recognized by the college) and it will be mentioned during graduation, something that wasn't done before. Debbie also named invited guests who have presented information to our students over the years, they are; IRS, SBA, EDD, Wella, Dry Bar and many others just to name a few. Debbie went over our funding we received and with it, we were able to renovate parts of our department, acquire new stations in our classrooms, new esthetician beds and facial machines, new smart boards and a new sound/PA system for the whole department.

### **Questions for the Committee members:**

- 1. The Board of Barbering and Cosmetology has created another license. A Hairstyling license for 600 hours. Do you think that Santa Monica College should offer a Hairstyling License?**
  - Andrew jumped in and thinks is a wonderful idea and would benefit students to learn the basics of hairstyling. Nicole asked what would fall under that license, Debbie said it would be a separate Hair Styling license consisting of; hair cutting, hair styling and disinfections, that's all the license allows. All unanimously voted that it's a great idea for our Cosmetology program to provide this license to students.

**2. The Board of Barbering and Cosmetology through SB 803 has reduced the hours for a barbering license from 1500 hours to 1000. Do you think it is a good idea to reduce the barbering program hours to 1000?**

- Debbie stated that starting in the Fall 2022 semester, we switched all Cosmetology students from the old 1600 hours program to the new 1000 hours Cosmetology program. Most of our students who are enrolled in the new 1000 hour cosmetology program may end up with more than is required because we offer optional elective classes that students can take. Most students will probably end up closer to 1200 hours instead of the 1000 hours because of that. Debbie asked everyone what they thought of the changes, Nicole (Floyds) chimed in and thought that this is a great idea professionally because it will take students a shorter amount of time to get their license and start working sooner. But, she also said that it's up to the schools to make sure the student is getting all they need (education and practical experience) for the real world, especially now that the program is shorter in length. Nicole said they do offer some programs to better equip their staff if they need that extra training.

**3. What are some of the most essential skills that students need to be salon ready as well as pass the state board exam?**

- Debbie asked everyone if they thought we needed to change or add anything to our curriculum to better equip our students for the real world? Nicole stated that what she has seen in newly hired licensed employees is that they need to improve their speed (when doing a service) and also their communication skills. She also mentioned that some of the new hires don't practice good salon protocol and maybe blames it on the schools for not teaching them enough about salon practice because they don't have to take the Board's practical exam anymore. Chucky mentioned that most of the estheticians she's seen don't know how to market themselves and that maybe the schools need to focus more on that. Victoria stated that some of these new licensed estheticians don't know too much about physiology of the skin and are lacking the proper hands on training on the new skin care machines that most skin spas carry today. Donald said that when he was enrolled in our Cosmetology program especially on the salon floor, he noticed that most students were not taking advantage of working on real people, he saw them working mostly on their doll heads. He suggested finding a way to make sure our students practice on people more than they practice on their doll heads.

**4. If you have employed any students from SMC what can we add to the curriculum to further improve the student's skill set?**

- Debbie stated that this question is similar to question 3, but was looking for more specific technical skills other than soft skills. Victoria said that skin analysis is important for estheticians to understand. Andrew thinks that time management is really important as well for all students. Nicole praised SMC for the students she hired and never had a problem but also says that some skills are learned on the job with time and experience. Ksenia has hired a lot of our students over the years and has also said that she's never had an issue with our students. However, she has noticed in some instances, that our Cosmetology students sometimes lack the knowledge of all three programs, most of them are proficient in two but not necessarily all three. She does train them if needed though.

**5. What can we do to better prepare students for the workforce?**

- Nicole thinks making sure that barbers (cosmetologists) clean up their blending techniques and get fast at giving haircuts so they become more efficient. Andrew asked if SMC helps students to build a clientele? Samantha teaches salon management (Cosm. 64) and teaches students time management, consultation, booking and help students with consultation. She thinks this class should be a hybrid instead of teaching solely online. Marilyn suggested creating more advanced classes (advanced makeup, advanced hairstyling, wig making, etc.) for recent graduates so they get more training, maybe they should bring in their own models. Victoria suggested utilizing vendors and inviting them over to speak with our students and teaching them about the products they offer.

**6. How can the Santa Monica Cosmetology department help students get jobs?**

- Debbie explained that some of our funding will focus on this issue. Ksenia mentioned that some new hires lack work ethic and she does train them to better improve that but it doesn't always work out. Victoria used to put together job fairs and invite salon owners to speak to their students and explain what they were looking for in a licensed Cosmetologist, Esthetician and Manicurist. She believes that all schools should invite salon owners and speak to the students and offer them real world advice, so they are better prepared. Mostly everyone agreed that it really comes down to the student and how motivated they are to working after being in school.

**7. SMC does not currently offer an externship for Cosmetology. The passage of SB 803 now allows for community college cosmetology students to do a portion of their work based training and education in a salon and receive compensation. Do you think it is a good idea for SMC cosmetology students to do a portion of their training as an extern?**

- Marilyn says that most private schools do not offer externships anymore, she doesn't know why that is. Debbie says that Compton college is working on an externship but it's not up and running yet. Debbie believes that an externship has a lot of moving parts (extra teacher pay, more paperwork, etc.) maybe that is why no one is doing externships at this time. Andrew kind of did this during his time at SMC and really benefited from it, his time in the salon was life altering. He said that what he learned during his externship, he practiced on the salon floor, he made a lot of connections and eventually landed a job because of that. Everyone unanimously voted a "yes" for us to offer an externship for our Cosmetology students.

**8. SMC wants to offer advanced makeup classes for students who want to go into the makeup industry. What does the committee suggest that the makeup classes focus on so that students can get jobs doing makeup in the industry?**

- The committee all agreed that it is a great idea for SMC to offer an advanced class to students. Jackee says that a lot of students from the makeup industry come and take classes at SMC to get their license as Estheticians but she believes having an advanced class or classes (after they are licensed) would benefit them greatly. Chucky thinks it's a great idea and used to do makeup for TV and went and got training in Burbank, she learned so much and really benefited from the extra training. Phaedra is also a makeup artist in the industry and thinks it's a great idea for SMC to have advanced classes and also offer makeup training for different skin care complexions, focus more on hair removal, contouring, etc. Victoria suggested that SMC could offer makeup classes and focus on how to apply makeup depending on lighting environments. Andrew also shared that what a student sees with their eyes could look very different on screen, everyone agreed with him.