



Department and Program Review Response Letter Licensed Massage Therapy

June 6, 2025

Dear Alan and Alyssa:

Thank you for taking part in Department & Program Review (DPR) this year. The DPR process reveals critical connections that link your strengths, needs, values, priorities, and plans to those of the College. Further, it supports our commitment to innovation through continual improvement. We commend your dedication to empowering our students, engaging our communities, and supporting our values. This response to your report is based on what we see as your successes, what you and we identified as challenges, and guidance on how to proceed with the goals and needs you have described.

Successes and Kudos

LMT supports the whole learner by including college-wide student resources (i.e. Thrive, the Foodbank, and Clothing Connection) in the LMT student handbook as well as a Canvas notation about the right for the students to feel confused, etc. We appreciate you acknowledging this as normal and that LMT staff are there for students outside the classroom. In addition, you took in the students who were either enrolled or planning to attend the Sage School of Massage, upon its closure. And you do not stop caring about students when they graduate, as you connect with alumni and share information about elective classes with professionals practicing in the field who need to meet the expected 24 hours of continuing education requirements.

Another way that you have demonstrated support for your students is the expansion of the LMT Community Outreach course to locations beyond long-term care (i.e. Kids' Center, St Charles, local school district). It is valuable to students to have opportunities to practice with different populations and you emphasize the importance of employability skills in these experiences too. These changes align well with the strategic plan goal of workforce development and the Guided Pathways practice of helping students connect with others in their field beyond the classroom. You have incorporated Guided Pathways concepts into many aspects of the LMT program. Having LMT as an early and enthusiastic adopter will set the bar high for other areas and having the current program director as the co-content expert brings your program's support into the broader faculty work.

Of note, your program has more Pell-eligible students than the college average and BILAPOC students are 10% more successful in LMT than they are on average at the college. In addition, your students have high first-time pass rates on the MBLEX and consistently score well above the national average. We believe these are the results of intentional work and dedication on your part, and we commend you for this.

Challenges

Every program has challenges and LMT is not immune. We recognize that some physical space limitations have affected the work of students and the comfort of clients. For example, the massage bay sconce lights are not dimming properly. We have learned that Campus Services has ordered the parts for a new switching system that uses dimmable LED light bulbs. We hope that these five affected bays will be functional again by the end of May 2025. Also, the HVAC system is unresponsive in attempts to maintain a comfortable temperature in the rooms. It sounds like the thermostats are currently locked. The program director should work with Campus Services to see

if they can make adjustments to the set point since there will not be funds available to replace the system at this time.

And finally, the current physical space does not support growth beyond 20 students. In our DPR conversation, we brainstormed options such as having labs at different times, reconfiguring the existing rooms to each add two more bays allowing 24 students to be in there at once, or using a nearby space for additional bays. We encourage the program director to work with Campus Services and also possibly a space expert to determine the best path forward.

Goals and needs

The one goal identified by the LMT program moving forward was to convert the second full-time licensed massage therapy faculty position (currently a full-time temporary position) to tenure track. Provided your enrollment numbers and College budget support this conversion, the program director should work with the instructional dean to request this conversion for the 2026-27 academic year.

Conclusion

Thank you for your ongoing dedication to student readiness. Together, we can build on our achievements, address the challenges ahead, and meet the evolving needs of our students. If you have any questions or need further clarification, please reach out. We look forward to working collaboratively to enhance the quality and impact of the Licensed Massage Therapy program.

Sincerely yours,



Annemarie E. Hamlin
Vice President of Academic Affairs



Julie Downing
Instructional Dean



Tony Russell
Instructional Dean