NEW OR REPLACE PROGRAM CODE

☐ **New Program Code**   ☐ **Replace Program Code**   Date: _____

REQUESTOR CONTACT INFORMATION

Name _____   Campus _____

Title _____   Email _____

Office/Dept _____   Phone _____

NEW PROGRAM CODE TO CREATE

Institution _____   Campus _____

Level _____   Effective Term _____

	Code (Max. Characters)	**Description**	**Check if requesting new code:**
College	(2) _____	_____	☐ See Banner form STVCOLL
Department	(4) _____	_____	☐ See Banner form STVDEPT
Degree/Certificate	(6) _____	_____	☐ See Banner form STVDEGC
Major	(4) _____	_____	☐ See Banner form STVMAJR
Concentration	(4) _____	_____	☐ See Banner form STVMAJR
Minor	(4) _____	_____	☐ See Banner form STVMAJR

If a similar major/concentration code exists in Banner, please list the code: _____

Justification to warrant a new major/concentration code similar to an existing major/concentration code:

_____

Is this major/concentration code being used the same way at the other UH campuses?   ☐ Yes   ☐ No

Should this program be available for applicants to select as their planned course of study on the online application? *If yes, student may select the code as their only program of study.*   ☐ Yes   ☐ No

RULES PERTAINING TO FINANCIAL AID AND 150% DIRECT SUBSIDIZED LOAN LIMIT LEGISLATION

Is 50% or greater of the classes in this program offered at a location other than the Home Campus?   ☐ Yes   ☐ No

Is this program/major/certificate financial aid eligible?   ☐ Yes   ☐ No

Does this certificate qualify as a Gainful Employment Program (Title IV-eligible certificate program)?
See http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html   ☐ Yes   ☐ No

Program Length
In academic years; decimals are acceptable. The length of the program should match what is published by the campus in any online and/or written publication. _____

Special Program Designations
See Special Program Designations Code Definitions on IRAO Program Code Request webpage   ☐ A   ☐ B   ☐ N   ☐ P   ☐ T   ☐ U

Required Terms of Enrollment: ☐ Fall   ☐ Spring   ☐ Summer   ☐ Extended

Form modified: Oct 20208

EXISTING PROGRAM CODE TO REPLACE, IF APPLICABLE

Program Code	_____	Program Description	_____
Institution	_____	Campus	_____
College	_____	Department	_____
Level	_____		

Are current students "grandfathered" under the program code? ☐ Yes ☐ No

Should the old program code be available for use in Banner? ☐ Yes ☐ No

Effective [_____] **, old program code will no longer be available to admit or recruit students.**
Term (ie. Fall 2020)

This will turn off the online application, recruitment (effects Banner forms SRASUMI and SRAQUIK) and admissions (effects Banner forms SAADCRV, SAAADMS, SAASUMI, SAAQUIK, and SAAQUAN) Banner modules.

Effective [_____] **, old program code will no longer be available to award degree to students.**
Term (ie. Fall 2020)

This will turn off the general student (effects Banner form SGASTDN) and academic history (effects Banner form SHADEGR) Banner modules.

ATTACHMENTS

BOR Approved: Sole-credential Certificate, Associate, Bachelor and Graduate Degrees, and sole credential certificates

☐ BOR Meeting Minutes & Supporting Documents   ☐ Curriculum

Chancellor Approved: Concentrations, Certificates and Associate in Technical Studies (ATS) Degree

☐ Memo from Chancellor to notify Vice President for Academic Planning and Policy regarding program action.

☐ Curriculum

CERTIFICATES ONLY: Please check one (1) statement. This certificate is a...

☐ BOR approved certificate. BOR Meeting/Approval Date: _____

☐ Chancellor approved within an authorized BOR program. BOR Program: _____

☐ Chancellor approved CO in accordance with UHCCP 5.203, Section IV.B.10.

VERIFICATIONS

By signing below, I verify that I have reviewed and confirm the above information that is pertinent to my position.

Registrar (Print Name)	**Financial Aid Officer** (Print Name)	**For Community Colleges,** **verification of consultation with** **OVPCC Academic Affairs:**
		Tammi Oyadomari-Chun
_____	_____	_____
Signature Date	Signature Date	Signature Date

ADDITIONAL COMMENTS

**UNIVERSITY
of HAWAI'I®
MĀNOA**

MEMORANDUM

TO: Michael Bruno
         Provost

VIA: Laura E. Lyons
         Interim Associate Vice Provost for Academic Excellence

         Lee Buenconsejo-Lum
         Interim Dean & Professor

         Danny Takanishi   *Danny M. Takanishi, Jr., MD, FACS, FS.*
         Interim Associate Dean for Academic Affairs & Professor

         Karen Thompson   *Karen Thompson, MD*
         Chair, Department of Pathology

FROM: Violet Nxedhlana
         Program Director, Department of Medical Technology

SUBJECT: REQUEST TO APPROVE ONLINE DELIVERY FOR THE BS IN MEDICAL TECHNOLOGY

SPECIFIC ACTION REQUESTED:
It is requested that the Provost approve the BS in Medical Technology for online delivery.

REQUESTED EFFECTIVE TERM:
Fall 2024

ADDITIONAL COST:
There are no additional costs associated with this request.

RATIONALE/PURPOSE OF PROPOSED CHANGE(S):

Provost approval is required to offer fifty percent or more of a program online. The campus Accreditation Liaison Officer will work with WASC to determine whether a full sub change request is   needed.

BACKGROUND INFORMATION:

UH Executive Policy E5.204 grants the President the authority to ensure accreditation standards are maintained for online delivered programs.

The BS in Medical Technology is designed to be offered in an online format to meet the needs of working professionals, those in the neighboring islands, and others interested in careers in Medical Technology in Hawaii and across the Pacific. The attached substantive change proposal is in compliance with WASC requirements. The proposal and budget have been reviewed positively by the Acting Dean of Outreach College Stephanie Vie.

ACTION RECOMMMENDED:

It is requested that the Provost approve the BS in Medical Technology for online delivery.

APPROVED   ☐

DISAPPROVED ☐

Michael Bruno
_____

Michael Bruno   Date
Provost

ATTACHMENTS:

1. BS in Medical Technology Substantive Change Proposal

2. BS Change Budget

c: Tim Slaughter, Interim Dean, Outreach College
     Wendy Pearson, Senior Advisor to the Provost
     April Nozomi Quinn, Director of Program Development and Review

UH MĀNOA DISTANCE DELIVERY PROGRAM PROPOSAL TEMPLATE

for Bachelor's and Master's Degrees Only

Program Overview

1. Name of degree or program proposed.

   BS degree in Medical Technology

2. Type of program (distance or off-campus). If off-campus, provide the address of the site. If the program will be delivered in a hybrid/blended format, briefly explain how the program will be delivered. (Ex: The program contains a combination of face-to-face courses held on-campus, online courses, and several weekend residencies at an off-campus location.)

   Courses will be offered in an online asynchronous format to provide educational opportunities to neighboring island students who sometimes do not have access otherwise. In addition, online delivery becomes an attractive venue for educating students who cannot terminate their employment (for ex. students in the neighboring islands) and relocate to Oahu to attend MLS ground classes at UH. The MLS program (on the ground) is the only educational platform across the State that offers Medical Technology. The proposed MLTtoMLSOnline Program at UH will allow students to balance their work, school, and family responsibilities while advancing academically.

   Since the need for more laboratory personnel continues to outpace the supply, online delivery can reach larger audiences and produce sufficient numbers of certified Medical Laboratory Scientists (MLS). The MLT-to-MLS-Online Program at UH will be staffed by instructors who provide quality instruction and are experts in their respective fields.

3. Is this program currently offered through another method of delivery (i.e., on campus, via distance education, or at an off-campus location)? If so, please explain the existing delivery method.

   The program is not offered through another delivery method.

4. What is the anticipated start date of the classes for the distance program?

   Fall 2024

5. Provide the enrollment projections for the first three years of the program.

   According to our affiliates in labs across the state, we would likely enroll 16 members of their staff (MLTs) each year over the next 3 years. It is possible we may get more than 16 students, but we want to be realistic about the early projections of our brand-new program as students may need to take certain pre requisites. Our MLT-to-MLS-Online Program will attract clinical professionals who have an associate degree from a Medical Laboratory Technician (MLT) program, are certified, and are currently working, or anticipate working, in a lab at the start of the online program.

6. Attach proof of necessary campus or system approvals for this program.

   I am waiting for Outreach College to provide us with an approval letter for the MLT to-MLS-Online Program.

Program Description

1. Provide an overall description of the program including the alignment of the program philosophy, curricular design, and pedagogical methods/instructional theory with the target population, modality and degree nomenclature selected.

   Medical laboratory science is a health-care profession in which MLS perform laboratory procedures for the promotion of health and the diagnosis, monitoring, and treatment of diseases. The MLT-to-MLS-Online Program, under the John A. Burns School of Medicine, aims to offer a career-pathway curriculum online that leads up to a BS degree in Medical Technology. Eligible MLTs will be admitted to the program to complete the BS degree so they may qualify for MLS certification and advance in their careers.

   The Department of Medical Technology offers a major to educate and train future MLS. Students master clinical applications and problem-solving skills that are required of the baccalaureate level practitioners at UH Manoa. Technical skills needed to carry out MLS tasks include microscopy, venipuncture, manipulation of various labware and operation of automated instruments. Results of these procedures are essential to the delivery of quality health care. The field is broad and involves several disciplines: chemistry, hematology, immunohematology (blood banking), immunology, and microbiology.

   Medical laboratory science is a constantly evolving profession. Advances in healthcare and new career opportunities have fueled the demand for medical laboratory scientists (MLS) and the development of the online program.

Employment opportunities are in hospitals, physician's offices, reference labs, DNA labs, research, veterinary clinics, and other labs. Online education and training in Medical Technology will also enable graduates to pursue careers as physicians, forensic scientists, researchers, educators, health administrators, consultants, and many more.

The Department plans on collaborating with the Kapiolani Community College MLT program, which is part of the University of Hawaii System for recruitment. While some students will come from the island of Oahu, our graduates also include those from the neighboring islands, mainland U.S., Pacific islands, Asia and other parts of the world. UHM has a diverse student body.

The Department maintains high levels of three benchmarks: graduation rate, national certification pass rate, and employment rate. Dedicated faculty and staff along with our close relationship with the Clinical Affiliates enable the program to succeed. We have strong support from JABSOM administration and the community.

The MLT-to-MLS-Online Program is aligned with the ground BS MT program, including the resources used in the department, shared courses, and the faculty that we share and will continue to share. The program will be completed in 4 semesters (2 years) and prepare students to enter the workplace in a manner that is similar to the ground courses. In this two-year curriculum, students are expected to learn the knowledge base, master the lab skills, and acquire professionalism as MLS.

Because the ground MLS program at UH is the only one of its kind in the entire State, there is a shortage of MLS professionals to fill the vacant positions available on Oahu and the neighboring islands. The MLT-to-MLS Online Program will fulfill that need and provide the necessary workforce that the State needs.

2. How has the curricular design and pedagogical approach been adapted to the modality of this program? If this program exists in another modality/location, explain any significant differences in the design of this program.

The MLT-to-MLS-Online Program requires 38 upper division (300 + level) credits and 29 elective credits (pre-requisites) to complete the course (total 67 credits). To obtain a Bachelor of Science in Medical Technology, a minimum total of 111 credits are required (this includes the GenEd courses). GenEd courses are necessary if students want to obtain an undergraduate degree from UH Manoa. Students must satisfy: (a) General Education requirements, (b) requirements of the

student's college or school, and (c) requirements of the student's specific academic major.

The MLT-to-MLS-Online Program does not exist in another modality/location. A shift to the online platform initially occurred during the COVID-19 pandemic. Instructors adapted to this new delivery mode of online teaching as of March 2020. Instructors attended development sessions provided by   UH and JABSOM to assist them during this transition period from ground to online classes.

Please refer to document titled **"MEDT ---- BS in Medical Technology ONLINE""** which lists all courses for the major (the list includes all the Core courses, ad GenEd and Electives --- which should be taken prior to enrolling in the MLT-to-MLS-Online Program.

3. Attach a list of courses for the major or program, identifying which are required and including the units earned in each course. Also, include the number of elective units required for the program.

The following 38 credits courses are **required** in the program curriculum (core courses online):

JUNIOR, FALL (10 credits)
PHYL 301 (Human) -- 4 hrs.
MEDT 331 (Lab Mgmt) – 3 hrs.
MICR 461 (Immunology) – 3 hrs.

JUNIOR, SPRING (10 credits)
PHYL 302 (Human) -- 4 hrs.
TRMD 431 (Parasitology) – 2 hrs.
MEDT 471 (Clin Biochem I) -- 4 hrs.

SENIOR, FALL (9 credits)
MEDT 451 (Hematology) – 1 hr.
MEDT 477 (Meth & Analyses I) – 3hrs.
MEDT 472 (Clin Biochem II) -- 4 hrs.
MEDT 481 (Professional Issues) -- 1hr.

SENIOR, SPRING (9 credits)
MEDT 478 (Meth & Analyse II) – 3 hrs.
MEDT 464 (Immunoheme) – 3 hrs.
MICR 463 (Pathogens) -- 3 hrs.

Credit hours (total = 38)

Elective Courses/Pre-Reqs. offered in the UH system
(Students can take these courses whenever possible but prior to graduation – these courses are needed for a student to graduate with a BS in Medical Technology at UH.)

A list of required and Elective Courses

CHEM 272 + L (Organic I) --- 5 hrs

BIOL 172 (Intro II) --- 3 hrs

CHEM 273 (Organic II) --- 3 hrs

BIOL 275 (Cell Mol Biol) --- 3 hrs

Total units/credits --- 14 hours

4. Attach program learning outcomes that articulate what the student will be able to do after he/she completes the program and are appropriate to the level of the degree.

   General Student Learning Outcomes

   After completion of the MLT-to-MLS-Online Program baccalaureate curriculum and Clinical Training, graduates are expected to:

   - Meet the MLS entry-level skills for each discipline. Skills include preanalytical
     (e.g., specimen procurement, preparation, equipment calibration), analytical (e.g., analysis, instrument operation, quality control), and postanalytical (e.g., reporting, follow up). Major disciplines within the field include Hematology/Hemostasis (HE), Clinical Chemistry (CH), Clinical Microbiology (MI), Urinalysis/Body Fluids/Microscopy (UA), Molecular Diagnostics (MO) Immunology/Serology (IM), Immunohematology (BB), Phlebotomy (PH), and Laboratory Management (LM).
   - Demonstrate MLS entry-level knowledge of each discipline.   Knowledge include principle of analysis, sources of error, correlations, interpretations, managing unexpected outcomes, communication.

   - Demonstrate MLS entry-level professionalism. Professional traits include reliability, flexibility, integrity, ethics, initiative, and interpersonal relations.

5. Attach a curricular map articulating the alignment between program learning outcomes and course learning outcomes and demonstrating the progression from introductory to advanced levels.

Attachment: Curriculum Map June 2023

Assessment

1. Describe the plan for assessing the program at various stages in the first year including achievement of student learning outcomes.

   When the new cohort starts their first semester in the MLT-to-MLS-Online Program, the department's academic advisors will help individual students develop a course program plan. The plan will outline the order of courses, the timeline to complete each course, and the number of credits allocated per course. Academic advisors will meet with students at the beginning and end of each semester to assess student progress and to make any necessary changes pertaining to student goals. As part of the department's Continuous Quality Improvement and assessment, progress evaluations and learning outcomes for students will be measured and discussed.

   Students are required to take the following core courses (PHYL 301, MEDT 331, MICR 461, PHYL 302, TRMD 431, MEDT 471, MEDT 451, MEDT 477, MEDT 472, MEDT 481, MEDT 478, MEDT 464, MICR 463) and electives (BIOL 171+L, BIO 172, BIO 275, CHEM 161+L, CHEM 162+L, CHEM 272+L, CHEM 273, MATH 140). In examining the core courses, the focus will be on the course learning outcomes that ultimately become the learning outcomes for the program.

   The faculty, in consultation with the Program Director, will evaluate student performance based on the courses taught each semester. The evaluation will determine whether students met or did not meet the required goals and student learning outcomes (SLOs). Any concerns that arise from the evaluation or SLOs will be addressed. The program's progress will be measured by the number of students who successfully pass the program (didactic portion), obtain a Bachelor's degree, pass the national board exam and proceed to work as licensed practitioners in a clinical laboratory.

   The department will also assess and improve the quality of the program by analyzing the Program Outcomes such as certification, placement, graduation, and attrition rates. Direct measures (such as the ASCP board exams/licensure exams) and indirect assessment methods (graduate surveys given to students as they finish the didactic part of the program and those students who graduated 6-12 months ago) will be used. Median scores or results from past board exams are used as an assessment tool to restructure the program. Successful results indicate the credibility of the curriculum compared to other educational programs in the nation.

   Surveys indirectly assess a program's effectiveness and the results can be used to influence modifications and improvements in the program. For example, the

introduction of more case studies and practice exams throughout the semester can help students prepare and perform better in their board exams. The goal of these activities is to evaluate student critical thinking, retention, and test-taking skills.

How will findings from the review be used to improve the program? Attach the **assessment plan**. (The attached assessment template is provided as a model but is not required. Feel free to modify the template as appropriate.)

An assessment plan example has been attached.

2. If this program already exists in another modality, please describe any changes that have been incorporated into the program as a result of the annual learning outcomes assessment and/or program review that have implications for this program.

This is a brand-new program.

Faculty

Resources

1. Provide the number and FTE of faculty (distinguishing between full-time and adjunct/part-time) allocated to support the program in terms of developing the curriculum, delivering instruction to students, supervising internships and dissertations, and evaluating educational effectiveness. Include any plans for new hires as enrollment grows.

There are 7 faculty members who account for 5.35 FTE (3 full-time, 1 parttime, and 3 adjuncts or casual hires) and one (1) administrative staff). The 7 members are responsible for supporting and developing the online asynchronous curriculum, delivering instruction to students, and evaluating educational effectiveness. The current faculty members have served as instructors and academic advisors for the program. There is no need for additional faculty or admin staff required. However, the program will hire new casual hires/adjuncts from the affiliate labs as enrollment numbers and workload increase.

Physical Resources

1. For all off-campus locations, describe the physical resources provided to support the proposed program(s)/site. This includes, but is not limited to the physical learning environment, such as classrooms, study spaces, student support areas.

2. Please attach MOU's or other agreements that support the proposed location or program.

Not applicable.

3. Provide the budget projections for at least the first three years of the proposed program, based on the enrollment projections and including projected revenues and costs. The budget should include all budgetary assumptions.

(The attached budget template is provided as a model of the level of detail the WASC Committee expects, but use of this template is not required. The template may be modified as appropriate.)

Please see the budget projections following this document.

Here are the updates:

1. Course development budget (lines 13-16): Are they paying stipends to faculty for developing the courses with these funds?

Outreach College (OC) pays stipends for faculty to develop their courses: an initial $3,000.00 to develop and adapt content for online delivery prior to the first offering of a course; a subsequent $1500.00 for revision and updating content prior to the second offering.

2. If so, I'm interested in their plans for making the content re-usable by others (copyright and licensing; also, CBA considerations).

For all courses (except PHYL 301 & 302), our department faculty have expressed their full support for the creation of an online BS degree in Medical Technology as well as a willingness to create "master" courses that can be shared with other department instructors (should the original faculty be unavailable) to use to teach the courses as created using the previously created content.

For PHYL 301 and 302, which are a part of the Anatomy, Biochemistry and Physiology (ABP) Department, the materials for these courses are the property of the department, with the department expressing concerns regarding the sharing of materials with non-ABP faculty. However, other qualified faculty members already work within the department who are available to teach PHYL 301 and 302 online should the assigned instructor be unable to do so. Specifically, the instructor has readily agreed to provide all

digital and hard copies of materials to whomever (within the ABP dept) would teach the courses.

3. More so, are they using these funds for instructional design assistance and media development? This would be ideal, especially given the nature of the content... I imagine that many videos will be used, and getting skilled assistance with that is important.

   The funds are specific to the instructors who will teach the courses; OC's Instructional Design team is not included in the budget as their expertise is provided by OC to assist the faculty with successful course adaptation and creation.

4. The "Faculty payroll" section of the budget assumes I5 overloads throughout. I'd like to see the specifics of who is planned to do instruction, as overloads (both the number allowed and faculty willingness to continually work on overload) are finite.

   The spreadsheet for the budget follows this document.

Course	Name	Rank
MEDT 451/481	Jovikka Antallan	I-2
MEDT 464	Yoko Zak	I-2
MEDT 471/472 /MICR 461	Tatdanai Kitjawat	I-2
TRMD 431/MICR 463	Edwin Kamau	I-2
MEDT 477/478	Thomas Yeo	I-2
MEDT 331	Violet Nxedhlana	I-4

Revenue	Fall 1	Spring 1	Fall 2	Spring 2
OC tuition per credit	$471.00	$471.00	$471.00	$471.00
Number of credits taken	10	10	19	19
Number of students enrolled	10	10	20	20
Total tuition collected	$47,100.00	$47,100.00	$178,980.00	$178,980.00

Expenses	Fall 1	Spring 1	Fall 2	Spring 2
OC Admin Fee-27%	$12,717.00	$12,717.00	$48,324.60	$48,324.60
Marketing/Recruitment	$2,500.00	$2,500.00	$2,500.00	$2,500.00
Course Development (CD)				
Per Course-1st iteration: $300	$9,000.00	$9,000.00	$12,000.00	$9,000.00
Per Course-2nd iteration: $150	$0.00	$0.00	$4,500.00	$4,500.00
Total	$9,000.00	$9,000.00	$16,500.00	$13,500.00
Total Payroll (see Row 48)	$11,670.00	$10,350.00	$27,195.00	$25,875.00
Total expenses	$35,887.00	$34,567.00	$94,519.60	$90,199.60

Surplus	Fall 1	Spring 1	Fall 2	Spring 2
Surplus	$11,213.00	$12,533.00	$84,460.40	$88,780.40

Rank (fringe not included)	1 credit	2 credits	3 credits	4 credits
LA	$1,911	$3,822	$5,733	$7,644
LB	$2,297	$4,594	$6,891	$9,188
LC	$2,682	$5,364	$8,046	$10,728
I-2	$1,725	$3,450	$5,175	$6,900
I-3	$1,990	$3,980	$5,970	$7,960
I-4	$2,165	$4,330	$6,495	$8,660
I-5	$2,429	$4,858	$7,287	$9,716

Courses/credits	Fall 1	Spring 1	Fall 2	Spring 2
	Phyl 301 (4 cr)	Phyl 302 (4 cr)	Fall 1	Spring 1
	MICR 461 (3 cr)	MEDT 471 (4 cr)	MEDT 451 (1 c	MEDT 478 (3 cr)
	MEDT 331 (3 cr)	TRMD 431 (2 cr)	MEDT 477 (3 c	MEDT 464 (3 cr)
			MEDT 472 (4 c	MICR 463 (3 cr)
			MEDT 481 (1 cr)	

Phyl 301 & 302 (WOC)	$0.00	$0.00	$0.00	$0.00
MICR 461 & MEDT 471	$5,175.00	$6,900.00	$5,175.00	$6,900.00
MEDT 331 & TRMD 431	$6,495.00	$3,450.00	$6,495.00	$3,450.00
MEDT 451 & 478	$0.00	$0.00	$1,725.00	$5,175.00
MEDT 477 & 464	$0.00	$0.00	$5,175.00	$5,175.00
MEDT 472 & 463	$0.00	$0.00	$6,900.00	$5,175.00
MEDT 481	$0.00	$0.00	$1,725.00	$0.00
Total Payroll per semester	**$11,670.00**	**$10,350.00**	**$27,195.00**	**$25,875.00**

Course	Name	Rank
MEDT 451/481	Jovikka Antallan	I-2
MEDT 464	Yoko Zak	I-2
MEDT 471/472 /MICR 461	Tatdanai Kitjawat	I-2
TRMD 431/MICR 463	Edwin Kamau	I-2
MEDT 477/478	Thomas Yeo	I-2
MEDT 331	Violet Nxedhlana	I-4

	A	B	C	D	E
Undergraduate Tuition per credit:			$471		
Outreach College Admin %:			27%		
Fringe Benefit Rate:			2.12%		

Faculty Salary Schedule

RANK	1	2	3	4
I-2	$1,725	$3,450	$5,175	$6,900.00
I-3	$1,990	$3,980	$5,970	$7,960.00
I-4	$2,165	$4,330	$6,495	$8,660.00
I-5	$2,429	$4,858	$7,287	$9,716.00

Minimum Enrollment for Faculty to receive full salary

	RANK	$/Cr.	w/Fringes	Breakeven
	I-2	$1,725	$1,762	6
Faculty	I-3	$1,990	$2,032	6
Overload	I-4	$2,165	$2,211	7
	I-5	$2,429	$2,480	8

Lecturer Salary Schedule

RANK	1	2	3	4
A	$1,671	$3,342	$5,013	$6,684.00
B	$2,009	$4,018	$6,027	$8,036.00
C	$2,345	$4,690	$7,035	$9,380.00

Minimum Enrollment for Lecturer to receive full salary

	RANK	$/Cr.	w/Fringes	Breakeven
Casual	A	$1,671	$1,706	5
Appointment	B	$2,009	$2,052	6
	C	$2,345	$2,395	7

Fall 2	Spring 2	Total
$471.00	$471.00	
19	19	
20	20	
$178,980.00	$178,980.00	$810,120.00

Fall 2	Spring 2	
$48,324.60	$48,324.60	$218,732.40
$2,500.00	$2,500.00	$15,000.00
$0.00	$0.00	$39,000.00
$6,000.00	$4,500.00	$19,500.00
$6,000.00	$4,500.00	$58,500.00
$27,195.00	$25,875.00	$128,160.00

$84,019.60	$81,199.60	$420,392.40

Fall 3	Spring 3	
$94,960.40	$97,780.40	$389,727.60

Fall 3	Spring 3
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
$0.00	$0.00
$5,175.00	$6,900.00
$6,495.00	$3,450.00
$1,725.00	$5,175.00
$5,175.00	$5,175.00
$6,900.00	$5,175.00
$1,725.00	$0.00
$27,195.00	**$25,875.00**

Revenue	Fall 1	Spring 1	Fall 2	Spring 2
OC tuition per credit	$471.00	$471.00	$471.00	$471.00
Number of credits taken	10	10	19	19
Number of students enrolled	15	15	20	20
Total tuition collected	$70,650.00	$70,650.00	$178,980.00	$178,980.00

Expenses	Fall 1	Spring 1	Fall 2	Spring 2
OC Admin Fee-27%	$19,075.50	$19,075.50	$48,324.60	$48,324.60
Marketing/Recruitment	$2,500.00	$2,500.00	$2,500.00	$2,500.00
Course Development (CD)				
Per Course-1st iteration: $300	$9,000.00	$9,000.00	$12,000.00	$9,000.00
Per Course-2nd iteration: $150	$0.00	$0.00	$4,500.00	$4,500.00
Total	$9,000.00	$9,000.00	$16,500.00	$13,500.00
Total Payroll (see Row 48)	$11,670.00	$10,350.00	$27,195.00	$25,875.00
Total expenses	$42,245.50	$40,925.50	$94,519.60	$90,199.60

Surplus	Fall 1	Spring 1	Fall 2	Spring 2
Surplus	$28,404.50	$29,724.50	$84,460.40	$88,780.40

Rank (fringe not included)	1 credit	2 credits	3 credits	4 credits
LA	$1,911	$3,822	$5,733	$7,644
LB	$2,297	$4,594	$6,891	$9,188
LC	$2,682	$5,364	$8,046	$10,728
I-2	$1,725	$3,450	$5,175	$6,900
I-3	$1,990	$3,980	$5,970	$7,960
I-4	$2,165	$4,330	$6,495	$8,660
I-5	$2,429	$4,858	$7,287	$9,716

Courses/credits	Fall 1	Spring 1	Fall 2	Spring 2
	Phyl 301 (4 cr)	Phyl 302 (4 cr)	Fall 1	Spring 1
	MICR 461 (3 cr)	MEDT 471 (4 cr)	MEDT 451 (1 cr)	MEDT 478 (3 cr)
	MEDT 331 (3 cr)	TRMD 431 (2 cr)	MEDT 477 (3 cr)	MEDT 464 (3 cr)
			MEDT 472 (4 cr)	MICR 463 (3 cr)
			MEDT 481 (1 cr)	

Phyl 301 & 302 (WOC)	$0.00	$0.00	$0.00	$0.00
MICR 461 & MEDT 471	$5,175.00	$6,900.00	$5,175.00	$6,900.00
MEDT 331 & TRMD 431	$6,495.00	$3,450.00	$6,495.00	$3,450.00
MEDT 451 & 478	$0.00	$0.00	$1,725.00	$5,175.00
MEDT 477 & 464	$0.00	$0.00	$5,175.00	$5,175.00
MEDT 472 & 463	$0.00	$0.00	$6,900.00	$5,175.00
MEDT 481	$0.00	$0.00	$1,725.00	$0.00
Total Payroll per semester	**$11,670.00**	**$10,350.00**	**$27,195.00**	**$25,875.00**

Course	Name	Rank
MEDT 451/481	Jovikka Antallan	I-2
MEDT 464	Yoko Zak	I-2
MEDT 471/472 /MICR 461	Tatdanai Kitjawat	I-2
TRMD 431/MICR 463	Edwin Kamau	I-2
MEDT 477/478	Thomas Yeo	I-2
MEDT 331	Violet Nxedhlana	I-4

	A	B	C	D	E
	Undergraduate Tuition per credit:		$471		
	Outreach College Admin %:		27%		
	Fringe Benefit Rate:		2.12%		
	Faculty Salary Schedule				
	RANK	1	2	3	4
	I-2	$1,725	$3,450	$5,175	$6,900.00
	I-3	$1,990	$3,980	$5,970	$7,960.00
	I-4	$2,165	$4,330	$6,495	$8,660.00
	I-5	$2,429	$4,858	$7,287	$9,716.00

Minimum Enrollment for Faculty to receive full salary

	RANK	$/Cr.	w/Fringes	Breakeven
	I-2	$1,725	$1,762	6
Faculty	I-3	$1,990	$2,032	6
Overload	I-4	$2,165	$2,211	7
	I-5	$2,429	$2,480	8

Lecturer Salary Schedule

RANK	1	2	3	4
A	$1,671	$3,342	$5,013	$6,684.00
B	$2,009	$4,018	$6,027	$8,036.00
C	$2,345	$4,690	$7,035	$9,380.00

Minimum Enrollment for Lecturer to receive full salary

	RANK	$/Cr.	w/Fringes	Breakeven
Casual	A	$1,671	$1,706	5
Appointment	B	$2,009	$2,052	6
	C	$2,345	$2,395	7

Fall 2	Spring 2	Total
$471.00	$471.00	
19	19	
20	20	
$178,980.00	$178,980.00	$857,220.00

Fall 2	Spring 2	
$48,324.60	$48,324.60	$231,449.40
$2,500.00	$2,500.00	$15,000.00
$0.00	$0.00	$39,000.00
$6,000.00	$4,500.00	$19,500.00
$6,000.00	$4,500.00	$58,500.00
$27,195.00	$25,875.00	$128,160.00

$84,019.60 $81,199.60 $433,109.40

Fall 3	Spring 3	
$94,960.40	$97,780.40	$424,110.60

Fall 3	Spring 3
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2

$0.00	$0.00
$5,175.00	$6,900.00
$6,495.00	$3,450.00
$1,725.00	$5,175.00
$5,175.00	$5,175.00
$6,900.00	$5,175.00
$1,725.00	$0.00
$27,195.00	**$25,875.00**

Revenue	Fall 1	Spring 1	Fall 2	Spring 2
OC tuition per credit	$471.00	$471.00	$471.00	$471.00
Number of credits taken	10	10	19	19
Number of students enrolled	20	20	40	40
Total tuition collected	$94,200.00	$94,200.00	$357,960.00	$357,960.00

Expenses	Fall 1	Spring 1	Fall 2	Spring 2
OC Admin Fee-27%	$25,434.00	$25,434.00	$96,649.20	$96,649.20
Marketing/Recruitment	$2,500.00	$2,500.00	$2,500.00	$2,500.00
Course Development (CD)				
Per Course-1st iteration: $300	$9,000.00	$9,000.00	$12,000.00	$9,000.00
Per Course-2nd iteration: $150	$0.00	$0.00	$4,500.00	$4,500.00
Total	$9,000.00	$9,000.00	$16,500.00	$13,500.00
Total Payroll (see Row 48)	$11,670.00	$10,350.00	$27,195.00	$25,875.00
Total expenses	$48,604.00	$47,284.00	$142,844.20	$138,524.20

Surplus	Fall 1	Spring 1	Fall 2	Spring 2
Surplus	$45,596.00	$46,916.00	$215,115.80	$219,435.80

Rank (fringe not included)	1 credit	2 credits	3 credits	4 credits
LA	$1,911	$3,822	$5,733	$7,644
LB	$2,297	$4,594	$6,891	$9,188
LC	$2,682	$5,364	$8,046	$10,728
I-2	$1,725	$3,450	$5,175	$6,900
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I-4	$2,165	$4,330	$6,495	$8,660
I-5	$2,429	$4,858	$7,287	$9,716

Courses/credits	Fall 1	Spring 1	Fall 2	Spring 2
	Phyl 301 (4 cr)	Phyl 302 (4 cr)	Fall 1	Spring 1
	MICR 461 (3 cr)	MEDT 471 (4 cr)	MEDT 451 (1 cr) MEDT 478 (3 cr)	
	MEDT 331 (3 cr)	TRMD 431 (2 cr)	MEDT 477 (3 cr) MEDT 464 (3 cr)	
			MEDT 472 (4 cr) MICR 463 (3 cr)	
			MEDT 481 (1 cr)	

Total Payroll per semester

Phyl 301 & 302 (WOC)	$0.00	$0.00	$0.00	$0.00
MICR 461 & MEDT 471	$5,175.00	$6,900.00	$5,175.00	$6,900.00
MEDT 331 & TRMD 431	$6,495.00	$3,450.00	$6,495.00	$3,450.00
MEDT 451 & 478	$0.00	$0.00	$1,725.00	$5,175.00
MEDT 477 & 464	$0.00	$0.00	$5,175.00	$5,175.00
MEDT 472 & 463	$0.00	$0.00	$6,900.00	$5,175.00
MEDT 481	$0.00	$0.00	$1,725.00	$0.00
Total Payroll per semester	**$11,670.00**	**$10,350.00**	**$27,195.00**	**$25,875.00**

Course	Name	Rank
MEDT 451/481	Jovikka Antallan	I-2
MEDT 464	Yoko Zak	I-2
MEDT 471/472 /MICR 461	Tatdanai Kitjawat	I-2
TRMD 431/MICR 463	Edwin Kamau	I-2
MEDT 477/478	Thomas Yeo	I-2
MEDT 331	Violet Nxedhlana	I-4

	A	B	C	D	E
	Undergraduate Tuition per credit:	$471			
	Outreach College Admin %:	27%			
	Fringe Benefit Rate:	2.12%			
	Faculty Salary Schedule				
	RANK	1	2	3	4
	I-2	$1,725	$3,450	$5,175	$6,900.00
	I-3	$1,990	$3,980	$5,970	$7,960.00
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	I-5	$2,429	$4,858	$7,287	$9,716.00
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	Faculty	I-3	$1,990	$2,032	6
	Overload	I-4	$2,165	$2,211	7
		I-5	$2,429	$2,480	8
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	B	$2,009	$4,018	$6,027	$8,036.00
	C	$2,345	$4,690	$7,035	$9,380.00
	Minimum Enrollment for Lecturer to receive full salary				
		RANK	$/Cr.	w/Fringes	Breakeven
	Casual	A	$1,671	$1,706	5
	Appointment	B	$2,009	$2,052	6
		C	$2,345	$2,395	7

Fall 2	Spring 2	Total
$471.00	$471.00	
19	19	
40	40	
$357,960.00	$357,960.00	$1,620,240.00

Fall 2	Spring 2	
$96,649.20	$96,649.20	$437,464.80
$2,500.00	$2,500.00	$15,000.00
$0.00	$0.00	$39,000.00
$6,000.00	$4,500.00	$19,500.00
$6,000.00	$4,500.00	$58,500.00
$27,195.00	$25,875.00	$128,160.00
$132,344.20	$129,524.20	$639,124.80

Fall 3	Spring 3	
$225,615.80	$228,435.80	$981,115.20

Signature:

Email: violetnx@hawaii.edu

Fall 3	Spring 3
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
Fall 1 & 2	Spring 1 & 2
$0.00	$0.00
$5,175.00	$6,900.00
$6,495.00	$3,450.00
$1,725.00	$5,175.00
$5,175.00	$5,175.00
$6,900.00	$5,175.00
$1,725.00	$0.00
$27,195.00	**$25,875.00**

University of Hawaii at Manoa
John A. Burns School of Medicine
Department of Medical Technology

Curriculum Map
Update: June 2023

Program Mission Statement

- EDUCATE: Prepare students to become medical technologists (medical laboratory scientists, MLS); •
  COLLABORATE: Promote partnerships with the community to expand knowledge and resources, and;
- INNOVATE: Discover, develop and implement advances in Medical Laboratory Science.

Career Entry Level MLS

An MLS is a health care professional who performs laboratory tests, interprets data, and manages the clinical laboratory. Tests are done on blood, urine, and other specimens to help diagnose and treat diseases, and to monitor health status.

- Able to perform the functions with minimal direction and occasional supervision.
- Requires the necessary orientation for new hires.
- Capable of organizing and planning routines.
- Capable of evaluating, troubleshooting, and problem solving where indicated.

General Student Learning Outcomes

- Meet the MLS entry-level skills for each discipline as specified by the Curriculum Subcommittees. Skills include preanalytical (e.g., specimen procurement, preparation, equipment calibration), analytical (e.g., analysis, instrument operation, quality control), and post-analytical (e.g., reporting, follow up). Major disciplines within the field include

Hematology/Hemostasis (HE), Clinical Chemistry (CH), Clinical Microbiology (MI), Urinalysis/Body Fluids/Microscopy (UA), Molecular Diagnostics (MO) Immunology/Serology (IM), Immunohematology (BB), Phlebotomy (PH), Human (PHYL), and Laboratory Management (LM).

- Demonstrate MLS entry-level knowledge of each discipline as specified by the Curriculum Subcommittees. Knowledge include principle of analysis, sources of error, correlations, interpretations, managing unexpected outcomes, communications.
- Demonstrate MLS entry-level professionalism as specified by the Curriculum Subcommittees. Professional traits include reliability, flexibility, integrity, ethics, initiative, and interpersonal relations.

MLS-Related Tasks (Terminal Competency Levels) Assessed
- Able to perform the functions of MLS with minimal direction and occasional supervision.
- Able to organize and plan routines of MLS duties at a career-entry level.
- Able to evaluate, troubleshoot, and problem solve as MLS at a career-entry level.
- Able to effectively communicate orally and present professional issues.

Map for MLT-to-MLS Students (students admitted with MLT certification) I:
Introduced
R: Reinforced, practiced
M: Mastery at the career-entry level
A: Assessment evidence collected

	Able to perform the functions of MLS with minimal direction and occasional supervision.										Able to organize and plan routines of MLS duties at a career-entry level.	Able to evaluate, troubleshoot, and problem solve as MLS at a career entry level.	Able to effectively communicate orally and present professional issues.
	HE	CH	MI	UA	MO	IM	BB	PH	PHYL	LM			
MLT Program	I,R	I,R	I,R	I,R	I,R	I,R	I,R	I,R			I	I	I
MEDT 331 Lab Mgt										R			
MEDT/TRMD 431 Parasitology			R			R					R	R	
MEDT 451 Hematology	R				R			R			R	R	
MEDT 464 Blood Bank						R	R				R	R	R
MEDT 471/472 Clin Biochemistry		R			R								
MEDT 477/478 Meth & Analyses	R	R			R			R			R	R	
MEDT 481 Prof Issues										R			M,A

Non-MEDT Courses													
MICR 461 Immunology						R							
MICR 463 Pathogens			R										
PHYL 301 (Human)									R				
PHYL 302 (Human)									R				

<u>Overall Program Assessment Tools</u>
- Final comprehensive exam
- ASCP Certification Exam scores
- Employer (Clinical Affiliate) survey
- Graduate survey
- MLT/MT Joint Advisory Committee

General Information:

We recommend that you review the Online and Hybrid Program Recognition Guidelines prior to completing this form.

(http://go.hawaii.edu/2xQ)

Requestor Name	Email
Violet Nxedhlana	violetnx@hawaii.edu

Title

Program Director and Associate Professor

Phone Number

8089598632

Campus

University of Hawaii at Manoa

Program Name

BS degree in Medical Technology

Program Type (if multiple types are being requested please include information about all types being requested at the end of this form in the upload area)

Bachelor's

Provide any additional program information that will be helpful in describing your program.

The State of Hawaii is experiencing a severe shortage of medical technologists, both medical laboratory technicians (MLT) and especially medical laboratory scientists (MLS). This program will serve to: (1) increasing the number of available clinical traning sites, which is a major bottleneck in increasing the medical technology program class size (2) thus increasing the MLS program class size significantly, which will go a long way to (3) decreasing the medical technologist shortage in the Islands, most especially on the Neighbor Islands, where this shortage is acutely felt.

List any program concentrations included with this request. (please include information about all concentrations being requested at the end of this form in the upload area)

There will be no program concentrations offered with this program. Specialty concentrations, such as Chemistry and Microbiology, will be separate from the asynchronous online program.

What is the total number of required credits to earn award (include all credits not just those in the major)?

111

Program Information

Which program designation is being sought?

Online

Which semester will the program begin as a online or hybrid program?

Fall

What year will the program begin as a online or hybrid program?

2024

Which semester(s) can students begin enrollment in this program? (check all that apply)

Fall

Spring

Summer

If a certificate program, will the certificate be available for students to select as their planned course of study on the application
for admission or must the student be enrolled in a parent program.

N/A (not a Certificate)

What is the Certificate Parent Program (only if required for enrollment)?

N/A

Is this program financial aid eligible?

Yes-but the Financial Aid Office has not yet updated the Eligibility and Certificate of Approval Report (ECAR) or have the letter of administrative approval on file

Will students in the program be part of a structured cohort?

Yes-but non-cohort students be able to register for the courses on a space available basis?

Which part of term(s) will the program be offering classes? If parts of term courses are used, dates must follow the approved calendar?

16-week

Does this program include synchronous online courses?

No

If the program includes synchronous course(s), please list them here.

N/A

Describe any in-person ON CAMPUS requirements that are part of the program If none, write N/A

N/A

Describe any in-person OFF CAMPUS requirements that are part of the program If none, write N/A

N/A

Provide the list of program courses, prerequisites, and other requirements. This may be a program map or advising
sheet. (a URL is preferred but you may upload the program map at the end of this form)

Attached a BS in Medical Technology ONLINE Courses List (see Supporting Documents in Other section below)

Student Location, Accreditation, and State Authorization

Where can students be located? (mark all that apply).

Only Hawai'i
Specific County(s) in the State of Hawai'i
All 50 U.S. States
Specific U.S. State(s)
Specific Countries or U.S. Territories

List any specific county, countries or U.S. Territories where students may be located if indicated above.

Hawaii, California, Guam, Saipan, American Samoa, Hawaii Counties: Hawaii, Maui, Kalawao, Honolulu, and Kauai

List any additional clarification regarding where students can be located.

Hawaii, California, Guam, Saipan, American Samoa

Hawaii County
Maui County
Kalawao County
Honolulu County
Kauai County

Has the program received subchange approval from the appropriate accrediting body?

Yes

Please upload any supporting documentation for the subchange approval such as the subchange request or administrative approval from the accrediting body.

Approved Subchange.pdf

Does the program lead to professional certification or licensure?

Yes

Other

Use this area to upload any supporting documents such as the program map or additional information about multiple concentrations.

MEDT --- BS in Medical Technology ONLINE.pdf

Use this area to upload any supporting documents such as the program map or additional information about multiple concentrations.

Curriculum Map 20223 - FINAL.pdf

Use this area to upload any supporting documents such as the program map or additional information about multiple concentrations.

Professional licensure & Misc Writeup.pdf

UH Online Review

1. Is the Program Title: B.S. in Medical Technology or MLT to MLS Online Program?
2. Is Lana'i included as a location?
3. Since the curriculum is different than the on-site degree program (no labs) and target includes distance students, will this online program have a specific program website (example: https://nursing.hawaii.edu/nursing-bachelor/online-rn-to-bsn/ or https://coe.hawaii.edu/krs/programs/ms-rehab-counseling/)?

OVPAE Review

-The degree program title is BS in Medical Technology- be sure not to use other titles in promotional materials/website, etc. You can market the MLT to MLS nature of the program but the degree program name should be clear.
-Campus-level sub-change request has been completed and approved.
-Could revise to say Maui County (including Lāna'i and Molokai)

Registrar and Financial Aid Review

UNIVERSITY
of HAWAI'I
SYSTEM

Grant Kim <grantkim@hawaii.edu>

Online and Hybrid Program Recognition Approval

Kuali Notifications <no-reply@mail.kualibuild.com>   Sat, Sep 30, 2023 at 10:39 AM
To: grantkim@hawaii.edu

UNIVERSITY
of HAWAI'I®
SYSTEM

This email is to inform you that the request to have BS degree in Medical Technology at University of Hawaii at Manoa recognized as an online or hybrid program has been approved.

This email was automatically generated.

📄 **document-0185-20230930T203932Z.pdf**
26K

General Information:

We recommend that you review the Online and Hybrid Program Recognition Guidelines prior to completing this form.

(http://go.hawaii.edu/2xQ)

Requestor Name	Email
Violet Nxedhlana	violetnx@hawaii.edu

Title

Program Director and Associate Professor

Phone Number

8089598632

Campus

University of Hawaii at Manoa

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Spring

Summer

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Approved Subchange.pdf

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MEDT --- BS in Medical Technology ONLINE.pdf

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[Curriculum Map 20223 - FINAL.pdf](#)

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[Professional licensure & Misc Writeup.pdf](#)

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-Could revise to say Maui County (including Lānaʻi and Molokai)

Registrar and Financial Aid Review

Form Submission - Proposer

Submitted for Approval | Proposer

Violet Nxedhlana - August 21, 2023 at 4:59 PM (Pacific/Honolulu)

Acknowledge

Acknowledged

UH System Distance Learning - August 28, 2023 at 9:37 AM (Pacific/Honolulu)

1. Is the Program Title: B.S. in Medical Technology or MLT to MLS Online Program?
2. Is Lanaʻi included as a location?
3. Since the curriculum is different than the on-site degree program (no labs) and target includes distance students, will this online program have a specific program website (example: https://nursing.hawaii.edu/nursing-bachelor/online-rn-to-bsn/ or https://coe.hawaii.edu/krs/programs/ms-rehab-counseling/)?

Acknowledge

Acknowledged

Stephanie E Vie - August 22, 2023 at 8:07 AM (Pacific/Honolulu)

Approval

Approved

April N Quinn - September 1, 2023 at 2:18 PM (Pacific/Honolulu)

Approval

Approved

Paul B McKimmy - September 4, 2023 at 8:05 AM (Pacific/Honolulu)

Approval

Approved

Pheng Xiong - September 5, 2023 at 5:44 AM (Pacific/Honolulu)

Approved but with comment: Students must have a minimum of 120 credits in order to graduate with a bachelor's degree. Its understood the reason for 111 vs 123, but how will students make up the difference to meet the minimum required for a 4-year degree?

Approval

Approved

Jodie M Kuba - September 29, 2023 at 1:12 PM (Pacific/Honolulu)

> Per Wendy Pearson, financial aid approval based on the program start in Fall 2024 once WASC updated.

Acknowledge

Acknowledgement Requested

Nikki K Chun

Approval

Approved

Laura E Lyons - September 29, 2023 at 4:28 PM (Pacific/Honolulu)

Interim Vice Provost for Academic Excellence

UHM Academic Excellence

Paul B McKimmy

April N Quinn

Approval

Approved

Michael Bruno - September 30, 2023 at 10:38 AM (Pacific/Honolulu)

Robyn L Okumura

Provost Departmental Account

Sheila H Izuka

Osamu B Makiguchi

Kevin T Urasaki

Notification

Notification Sent

UH System Distance Learning - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

Notification

Notification Sent

April N Quinn - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

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Paul B McKimmy - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

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academic@hawaii.edu - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

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Pheng Xiong - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

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Timothy R Slaughter - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

Stephanie E Vie - September 30, 2023 at 10:39 AM (Pacific/Honolulu)

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Grant T Kim

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Violet Nxedhlana