

# #4

**COMPLETE**

**Collector:** Email Invitation 1 (Email)  
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Page 1: I. Program Overview and Update

**Q1** Department(s) Reviewed:

ART

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**Q2** Lead Author and Collaborators:

Dr. Marie Ramos

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**Q3** Dean:

Alicia Munoz

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## Instructional Program Review Annual Update

**Q4 Program Update (Required):** Please summarize the changes, additions, and achievements that have occurred in your program since the last program review. To access last year's program review, visit the IPRPC Intranet Page, accessible [here](#).

Cuyamaca College, in conjunction with Instructional Program Review and Planning Committee (IPRPC) and now Resource and Operations Council (ROC), needs to step up and do the right thing when it “participates in prioritization ... of request faculty” and forwarding program requests to the President and Cabinet to “finalize” hiring decisions. According to the 2018 - 2019 Accreditation report, the IPRPC and now ROC holds great power to direct the college's mission for resources, facilities and college hiring. The IPRPC process per Program Review has divided the college between the have's and have not's. Unfair and prejudicial college practices are becoming the norm as seen when programs who have a history of hiring new faculty continue hiring while other instructional programs wait years! IPRPC is to serve ALL instructional program and focus on fairness and equity for departments who are struggling with one or NO FT faculty and fighting for needed resources to conduct their classes. IPRPC and ROC do your due diligence; Level the playing field, support programs who need help.

It was the Art department belief that it was a valuable asset for the college; no more. It is difficult and beyond comprehension that writing the Comprehensive and Annual PRs for several years, the Art department fails to be listed in the top 5 for faculty new hires and does not receive the equipment or funding desired to keep current with trends and skills that art students need as they transfer and seek art careers. Indeed, the Art department has met every challenge requested particularly offering more online classes that has led to increased FTEs with student success rates exceeding the college wide online student success rates..

Since the 2018-2019 Art Comprehensive PR, despite all efforts writing new curriculum, updating curriculum per the 5-year curriculum plan, completing meta majors/degree mapping, assessing course SLOs, aligning the program to the college mission and Guided Pathways, and reviewing data that clearly indicates that art students success rates over the years is on par or higher than the college wide averages for student success, the Art dept. finds its efforts to be proactive and following the college's mission a JOKE. Frustrations are running high and morale is down particularly when other college programs, such as Math, English and Engineering, ability to hire not one but two new full-time faculty this coming year.

Cuyamaca College is not a comprehensive college. Due to the lack of help and support for the Arts including Graphic Design, the Art dept has lost faith in the program review process. It is the lack of a college vision for the arts that immediate changes are underway:

- 1) Department changes are more active reminders at college events stressing why the arts are important for a comprehensive college.
- 2) Department additions are creating more visual art that engages dialogue and continue helping our students succeed and feel valued.
- 3) Department achievements are as in the past, present and future, continue creating art that challenges minds as defined by the divine Guided Pathways. In other words, Art = validation; ART = engagement and ART = health.

The Art dept. is proactive, reflective, and has incorporated over the years a student-centered approach. The Art dept. is focused and engages students through a shared commitment for student success. Results of student-centered approach and acceptance are clearly defined by the diversity of art works on display and the Art data clearly indicates is higher than the college norm.

In October 2018, the Art chair reviewed the Art Comprehensive PR feedback and scores. With disbelief and dismay with the DATA Poor rating, the Art dept. chair emailed the IPRPC chair, for an explanation regarding the Poor DATA rating particularly after the author included all the IPRPC prior suggestions. As of this date, no response from the IPRPC chair and no explanation was given for the DATA “Poor” rating. Then, adding to the insult, seeing the new faculty hire list with ART listed at #15 with Math, Engineering and English listed TWICE on the 2018-19 hire list.

This lack of college support for the Arts is shameful. And, due to the lack of response to emails and hearing how certain programs have the ability to hire 2 FT faculty, the Art chair finds answering these PR questions insulting knowing full well, the outcome will be dire, as usual.

## Instructional Program Review Annual Update

**Q5** Do you have an assessment plan on file with SLOAC? If you have not already done so, you can submit your program's assessment plan to SLO Coordinator, Tania Jabour, at [tania.jabour@gcccd.edu](mailto:tania.jabour@gcccd.edu). **Yes**

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**Q6** Please provide an analysis of your student learning outcomes (SLO) findings and what changes, if any, were made as a result.

Analysis: Definitely great findings and meaningful data that the Art program does extremely well, gathering, assessing SLOs with outcomes that also suggest great instruction. SLOs assessments indicated student success exceeds 70% as reported. As well, the ART dept. is reviewing a new rubric/assessment that was sunshine in the Fall 2018. To date, four art instructors implemented the new rubric/assessment with success levels over the 70% course success. For the upcoming Spring 2019 term, the Art chair will ask for other instructors to implement the new rubric/assessment. SLOs will remain the same and on the same SLO defined time line. To this end, no forthcoming changes.

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**Q7** Review your PLOs. Are the listed PLOs an accurate reflection of the program's current learning objectives? **Yes**

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**Q8** Are the PLOs mapped onto the course SLOs? **Yes**

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**Q9** Discuss your assessment plan for the PLOs.

PLOs and SLOs are mapped. Therefore, the assessment plan remains the same. The PLOs and SLOs for all classes offered are assessed every Fall term with 98% instructor input.

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### Page 3: IIB. Student Achievement

**Q10** How has the program's success rate changed over the past year?

The Art program success rates are strong and remain steady over the years. Starting in the Fall of 2014 to Fall 2017, the Art success and retention by course ranged from 80% to 82%, higher than the college wide success and retention by division with averages from 71% to 74% in the Fall terms.

Spring terms from 2014 - 2017, the Art success and retention rates by course range from 80% to 85% again higher than the college wide success and retention by division with averages ranging from 71% to 74% in the Fall terms. Overall, from Fall to Spring terms, Art student success rates higher than the college wide. What is meaningful, is how well the small Art department operates. Class offerings are strategically and deliberately analyzed. How best to serve students, the best times (the best instructors), and off-setting classes to promote better enrollments. Each semester prior enrollments are considered and future outlooks are also thoughtfully compared to the outside pressures (economic), student populations (students who do not take classes in the evenings), and bus schedules! All of these details help students feel valued and yes, successful. Bottom-line is the Art department cares.

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## Instructional Program Review Annual Update

**Q11** The College has set a 2024 goal of reaching a 77% course success rate (students passing with a grade of A, B, C, or P out of those enrolled at census) for the College as a whole. Consider how your will program help the College reach its long-term goal of increasing the course success rate to 77%. This is intended to provide a goal for improvement only; programs will not be penalized for not meeting the goal. What is your program's one-year goal for success rate across all courses in the program?

The Art dept. program's one-year goal for success rate across all courses is status quo; no changes. According to the Spring 2018 art data for course success rate, the Art data indicates course success rates were better than the college wide course success rate. The Art dept. suggests that to help the college reach its goal of 77% success rate, ask departments with more full-time instructors meet that challenge.

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**Q12** Which specific groups (by gender and ethnicity) have success rates lower than that of the program overall?

NONE. Comparing the ART gender and ethnicity groups success rates to the college wide success rates for gender and ethnicity, the ART program outshines and exceeds the college wide success rates with a 10 - 19% difference. ART students from specific groups are successful based on the program data and seeing students be part of the department -Helping, supporting and having fun! Our students are part of this department and they know it.

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**Q13** What program (or institutional) factors may be contributing to these lower rates of success for these groups of students?

Reflection - College wide: Institutional factors, such as the lack of instructional resources (equipment), unfair rankings of new hires, nonexistence technology updates and deficient facilities, contribute to the lower rates of success for any group. Lack of transparency and lack of leadership are institutional factors contribute to lower success for these groups and others. As well, lack of respect for employees reflects low morale and frustrations that could lead to low energy, lack of commitment, and dedication to the college mission and goals.

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**Q14** What specific steps will the program take to address these equity gaps in the 2019/20 academic year?

Specifically, the Art department addresses all forms of inclusion including equity gaps. Art work created is a voice and forum that all students can shine and not be judged. Issues and concerns regarding gender identity, power, politics, hunger and other issues, the student art produced validates others who are marginalized.

Equity gaps occur in other ways. The College needs to address equity gaps between programs; programs who receive resources/staff/faculty and those programs who do not. The Art department specific steps are to continue showcasing student and faculty art. ART is power and powerful to shut down equity gaps.

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**Q15** How do these activities align with the goals set forth in your last comprehensive program review?

Activities, such as art shows and displaying semester student art in the hallways, align with the last and more specifically ALL the comprehensive ART PR goals. Promoting students, encouraging students, and giving students a voice is what the Art program does and does it very well. Guided Pathways and the Art dept are uniquely intertwined. Both enhance education for success, validates students, and meets the physical, emotional and mental needs for students to grow. As such, ART is a natural, inherent "gift" that all can benefit if given the direction and opportunity to explore in a safe and caring environment, in other words, the Art program is valuable to form human connections that are missing in today's society on a global perspective.

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## Instructional Program Review Annual Update

**Q16** OPTIONAL: If you would like to attach any charts or additional documentation (aside from the program review report prepared by the IESE Office), please upload it using the button below. You can upload PDF, Word, and image files.

f Art-Spring1.pdf (609.8KB)

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### Page 4: Distance Education

**Q17** Does your program offer any courses via distance education (online)? **Yes**

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### Page 5: Distance Education Course Success

**Q18** Are there differences in success rates for distance education (online) versus in-person sections? **Yes**

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**Q19** If there are differences in success rates for distance education (online) versus in person sections, what will the program do to address these disparities?

ART program:

On campus/in person - Fall 2016 enrollments at 433; retained 399; retention rate 92%; successful 351; success rate 81% (exceeds the college wide success and retention rates).

ART online - Fall 2016 enrollments at 172; retained 156; retention rate 91%; successful 136; success rate 79% (exceeds the college wide success and retention rates).

Regarding the disparities between online and in person education, the ART dept/program plans on keeping the same plans, agendas, teaching criteria, and rigor. Again, in comparison with the college wide online and in person success rates for distance education and in person education, the college wide falls below the ART program success rates. The Art dept. has proven what a valuable asset it is for the college particularly adding online classes as requested. (See attachments)

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### Page 6: IV. Previous Goals: Update (If Applicable)

**Q20** Would you like to provide an update for your previous program review goal(s)? **Yes**

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### Page 7: Previous Goal 1

**Q21** Previous Goal 1:

Previous goals from the last ART comprehensive program review are under evaluation due to the lack of a FT Fine Art instructor. A Call to ACTION!!

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## Instructional Program Review Annual Update

**Q22** Link to College Strategic Goal(s):

**Guided Student Pathways**,  
**Organizational Health**

**Q23** Goal Status

**Completed**

**Q24** How was the goal evaluated? If the goal is "in progress," how will it be evaluated?

Just attend Convocation, ILAT etc., and see how the lack of support or recognition of the Arts is pervasive. The Art department is changing the paradigm that the Arts are important at every opportunity, events, press, etc. Progress? Evaluation? It's a Call to ACTION!

**Q25** Please provide the rationale for this goal:

Rationale: Our Art and Graphic Design students matter!! It's recognizing great work and effort that the Art department has achieved over the years. The Art department enrollments, retention rates, success rates and fill rates are amazing. (See charts attached).

**Q26** Please provide the goal action steps for the year (previously "Activities"):

Goal action: A Call to ACTION. Ways to bring attention that the Art department/program earned the right to be on the top of the new faculty hired list.

**Q27** Do you have another goal to update?

**No**

Page 8: Previous Goal 2

**Q28** Previous Goal 2:

**Respondent skipped this question**

**Q29** Link to College Strategic Goal(s):

**Respondent skipped this question**

**Q30** Goal Status

**Respondent skipped this question**

**Q31** How was the goal evaluated? If the goal is "in progress," how will it be evaluated?

**Respondent skipped this question**

**Q32** Please provide the rationale for this goal:

**Respondent skipped this question**

**Q33** Please provide the goal action steps for the year (previously "Activities"):

**Respondent skipped this question**

Instructional Program Review Annual Update

**Q34** Do you have another goal to update? Respondent skipped this question

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Page 9: Previous Goal 3

**Q35** Previous Goal 3: Respondent skipped this question

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**Q36** Link to College Strategic Goal(s): Respondent skipped this question

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**Q37** Goal Status Respondent skipped this question

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**Q38** How was the goal evaluated? If the goal is "in progress," how will it be evaluated? Respondent skipped this question

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**Q39** Please provide the rationale for this goal: Respondent skipped this question

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**Q40** Please provide the goal action steps for the year (previously "Activities"): Respondent skipped this question

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**Q41** Do you have another goal to update? Respondent skipped this question

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Page 10: Previous Goal 4

**Q42** Previous Goal 4: Respondent skipped this question

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**Q43** Link to College Strategic Goal(s): Respondent skipped this question

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**Q44** Goal Status Respondent skipped this question

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**Q45** How was the goal evaluated? If the goal is "in progress," how will it be evaluated? Respondent skipped this question

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**Q46** Please provide the rationale for this goal: Respondent skipped this question

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**Q47** Please provide the goal action steps for the year (previously "Activities"): Respondent skipped this question

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Page 11: V. New Goals (If Applicable)

## Instructional Program Review Annual Update

**Q48** Would you like to propose any new goal(s)? **Yes**

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Page 12: New Goal 1

**Q49** New Goal 1:

Replace all previous goals with a Call to Action. How to continue building and maintaining the ARTs.

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**Q50** Link to College Strategic Goal(s): **Guided Student Pathways** , **Student Validation and Engagement** , **Organizational Health**

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**Q51** Please provide the rationale for this goal:

The rationale is simple. A Call to ACTION! Replacing a FT Art instructor retirement is imperative! Sharing the day-to-day responsibilities and all the other activities that lead to increase enrollments and FTEs, the Art dept. will keep the pressure on and at every opportunity show that "Art and Graphic Design Students Matter."

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**Q52** Please provide the goal action steps for the year (previously "Activities"):

STEPS: At every opportunity from classroom discussions to conversations regarding program development, the new goal is a Call to Action. Support for the Arts is vital not only for the benefits of our students, but for the overall health of our society. ART is powerful and heals.

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**Q53** How will the goal be evaluated?

Goal: When the conversations on campus at various meetings and committees include the ARTS as a major player, the goal for equity and balance will be achieved. When the President and the Cabinet do their due diligence to support the ARTS with a replaced FT Art hire, the goal can be evaluated for its merit.

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**Q54** Do you have another new goal? **No**

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Page 13: New Goal 2

**Q55** New Goal 2: **Respondent skipped this question**

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**Q56** Link to College Strategic Goal(s): **Respondent skipped this question**

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**Q57** Please provide the rationale for this goal: **Respondent skipped this question**

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Instructional Program Review Annual Update

**Q58** Please provide the goal action steps for the year (previously "Activities"): **Respondent skipped this question**

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**Q59** How will the goal be evaluated? **Respondent skipped this question**

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**Q60** Do you have another new goal? **Respondent skipped this question**

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Page 14: New Goal 3

**Q61** New Goal 3: **Respondent skipped this question**

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**Q62** Link to College Strategic Goal(s): **Respondent skipped this question**

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**Q63** Please provide the rationale for this goal: **Respondent skipped this question**

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**Q64** Please provide the goal action steps for the year (previously "Activities"): **Respondent skipped this question**

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**Q65** How will the goal be evaluated? **Respondent skipped this question**

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**Q66** Do you have another new goal? **Respondent skipped this question**

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Page 15: New Goal 4

**Q67** New Goal 4: **Respondent skipped this question**

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**Q68** Link to College Strategic Goal(s): **Respondent skipped this question**

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**Q69** Please provide the rationale for this goal: **Respondent skipped this question**

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**Q70** Please provide the goal action steps for the year (previously "Activities"): **Respondent skipped this question**

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**Q71** How will the goal be evaluated? **Respondent skipped this question**

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Page 16: VI. Resources Needed to Fully Achieve Goal(s)

## Instructional Program Review Annual Update

**Q72** Is the program requesting resources this year to achieve this goal? **Yes**

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Page 17: V. Faculty Resource Needs

**Q73** Are you requesting one or more faculty positions to achieve this goal? **Yes**

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Page 18: Faculty Position Request(s)

**Q74** Please remember to complete the Faculty Position Request Form (accessible here, under Staffing Request Information) for this position that you are requesting and upload it using the button below. The Faculty Position Request Form (In Word) can be located here (under Staffing Request Information). Brief Description of the Position Requested:

Full Time Art instructor teaching a combination of studio art classes, art histories and coordinating the new CE ART and DESIGN degree and coordinating all the requirements for Strong Workforce and Perkins grants.

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**Q75** Faculty Position Request 1 - Related Program Goal(s):

GOAL: A Call to Action: Promoting the ARTS and the program by whatever means. A FT Fine Art instructor to continue addressing the college's Guided Pathways with more vigor and energy. The replacement will address class wait lists, committee presence on and off campus, and offer necessary support for all 4 ART degrees.

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**Q76** Faculty Position Request Upload 1: Please upload the completed faculty request form for the above position using the button below. You can access the Word version of the Faculty Position Request Form here (under Staffing Request Information).

**FacultyPositionRequestForm-2018-19FINAL.docx (33.1KB)**

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**Q77** Faculty Position Request 2 (if applicable): Please remember to complete the Faculty Position Request Form (accessible here, under Staffing Request Information) for this position that you are requesting and upload it using the button below. The Faculty Position Request Form (In Word) can be located here (under Staffing Request Information). Brief Description of Position Requested: **Respondent skipped this question**

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**Q78** Faculty Position Request 2 - Related Program Goal(s): **Respondent skipped this question**

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**Q79** Faculty Position Request Upload 2: Please upload the completed faculty request form for the above position using the button below. You can access the Word version of the Faculty Position Request Form here. **Respondent skipped this question**

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Page 19: VI. Classified Staff Resource Needs

**Q80** Are you requesting one or more classified positions to achieve this goal? **No**

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Page 20: Classified Staff Position Request(s)

**Q81** Classified Staff Position Request 1: Please remember to complete the Classified Staff Position Request Form (accessible here, under Staffing Request Information) for this position you are requesting. Brief Description of Position Requested: **Respondent skipped this question**

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**Q82** Classified Staff Position 1 Related Program Goal(s): **Respondent skipped this question**

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**Q83** Classified Staff Position 1 Request Upload: Please upload a completed Classified Position Request Form for this request using the button below. You can access the Word version of the Classified Position Request Form here. **Respondent skipped this question**

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**Q84** \*\*\*OPTIONAL\*\*\* Please use the button below to upload the position classification description (obtained from HR). **Respondent skipped this question**

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**Q85** Classified Staff Position Request 2: Please remember to complete the Classified Staff Position Request Form (accessible here, under Staffing Request Information) for each position you are requesting. Brief Description of Position Requested: **Respondent skipped this question**

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**Q86** Classified Staff Position 2 Related Program Goal(s): **Respondent skipped this question**

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**Q87** Classified Staff Position Request 2 Upload: Please upload a completed Classified Position Request Form for this request using the button below. You can access the Word version of the Classified Position Request Form here (under Staffing Request Information). **Respondent skipped this question**

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**Q88** \*\*\*OPTIONAL\*\*\* Please use the button below to upload the position classification description (obtained from HR). **Respondent skipped this question**

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Page 21: VII. Technology Resource Needs

## Instructional Program Review Annual Update

**Q89** Are you requesting technology resources to achieve this goal? **Yes**

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### Page 22: Technology Request(s)

**Q90** Technology Request 1: Please remember to complete a Technology Request Form for each request you are submitting. You can access the online Technology Request Form here: [Technology Request Form](#)

Description:	<b>MAC computer</b>
One time or On-going	<b>one time</b>
Amount Requested \$	<b>\$2,000.00</b>
Related Program Review Goal(s):	<b>Goal: marketing and supporting efforts to communicate art shows, student projects, and printed materials for posters to advertise various events. Also, the older MAC is unable to process some of the district programs.</b>

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**Q91** Technology Request 2: Please remember to complete a Technology Request Form for each request you are submitting. You can access the online Technology Request Form here: [Technology Request Form](#)

**Respondent skipped this question**

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### Page 23: VIII. Perkins and Strong Workforce Resource Needs

**Q92** Are you requesting Perkins and/or Strong Workforce resources to achieve this goal? **No**

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### Page 24: Perkins Request and Strong Workforce

**Q93** Perkins Request and Strong Workforce 1: Please remember to complete the Perkins Request Form and submit it via the annual Perkins/Strong Workforce request process/cycle.

**Respondent skipped this question**

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**Q94** Perkins Request and Strong Workforce 2: Please remember to complete the Perkins Request Form and submit it via the annual Perkins/Strong Workforce request process/cycle.

**Respondent skipped this question**

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### Page 25: IX. Supplies/Equipment Resource Needs

**Q95** Are you requesting supplies and/or equipment resources to achieve this goal? **Yes**

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Page 26: Supplies/Equipment Request(s)

**Q96** Supplies/Equipment Request 1: In the boxes below please provide information on your request. Supplies/Equipment requests will be considered on a one-time funding basis.

Description:	<b>25 Industrial Packing tables (Wood top work tables) and chairs for heavy construction/art projects</b>
Amount Requested \$:	<b>\$ 6,000 - 11,000 approximate total</b>
Related Program Review Goal(s):	<b>Goal: A Call to ACTION: Data shows student enrollment increasing, thus providing equipment to help better serve students are needed to address SLO #1 .</b>

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**Q97** Supplies/Equipment Documentation 1: Please upload any supplies/equipment quotes or additional documentation for this request.

Respondent skipped this question

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**Q98** Supplies/Equipment Request 2: In the boxes below please provide information on your request. Supplies/Equipment requests will be considered on a one-time funding basis.

Description:	<b>10 Wood drawing horses (Blick)</b>
Amount Requested \$:	<b>\$1,300 approximate total</b>
Related Program Review Goal(s):	<b>Goal: A Call to ACTION: Having drawing wood horses for Drawing I, II, and Figure Drawing I, II, III, IV. helps provide students the ability to drawing and learn from a different perspective which is ties to the SLOs. "successfully completing drawings" college.</b>

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**Q99** Supplies/Equipment Documentation 2 : Please upload any supplies/equipment quotes or additional documentation for this request.

Respondent skipped this question

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Page 27: X. Facilities Resource Needs

**Q100** Are you requesting facilities resources to achieve this goal? **No**

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Page 28: Facilities Request

**Q101** Facilities Request 1: Please provide the information below and remember to complete a Facilities Request Form accessible here: [Facilities Request Form](#)

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Respondent skipped this question

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Instructional Program Review Annual Update

**Q102** Facilities Request 2: Please provide the information below and remember to complete a Facilities Request Form, accessible here:Facilities Request Form

Respondent skipped this question

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Page 29: XI. Professional Development Resource Needs

**Q103** Are you requesting professional development resources to achieve this goal?

No

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Page 30: Professional Development Request

**Q104** Professional Development Request 1: Please provide the information identified below and follow the process for requesting professional development funds, outlined here.

Respondent skipped this question

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**Q105** Professional Development Request 2: Please provide the information identified below and follow the process for requesting professional development funds, outlined here.

Respondent skipped this question

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Page 31: XII. Other Resource Needs

**Q106** Are you requesting any other resources to achieve this goal? Yes

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Page 32: Other Resource Requests

**Q107** Other Resource Requests 1: Other resource requests will be considered on a one-time funding basis. Please fill in the information below.

Description:

**Increase pay for 10 models from \$20.00 to \$25.00. The district must keep pace with the prevailing pay awarded to the models working in SD.**

Amount Requested \$:

**\$810.00 per year**

Related Program Review Goal(s):

**Goal: A Call to ACTION: Models are critical for our Figure Drawing classes that are in our 4 art degrees and tied to #1 SLO**

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**Q108** Other Resource Requests 2: Other resource requests will be considered on a one-time funding basis. Please fill in the information below.

Respondent skipped this question

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Page 33

## Instructional Program Review Annual Update

**Q109** Are you ready to submit your program review? If you click "No," you will be redirected to the start of the program review module. **Yes**

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