



Post- Program Review Response and Action Plan

Instructions: The program prepares an action plan for the next 5 years. This step is an opportunity for the program to reflect on the findings of the self-study, and external and internal program review reports. Through the development of the action plan, the program may address areas of concern with plans for improvement and/or new opportunities. Categorize all actions into one of the following areas: Program/Curriculum, Student Learning & Assessment, Student Success, Faculty, Staff, Facilities/Space, Equipment, Computing Resources, Operating Budget and Other. The Dean of the College reviews the self-study, program review reports, and action plan draft, and provides their recommendation(s). It is advisable that a draft of the action plan be shared with the program's tenured/tenure-track faculty prior to the discussion with the dean. Program tenured/tenure-track faculty sign the final document after discussion with the dean.

Name of Degree Program: Theatre B.A.

Name of Department: Theatre & New Dance

Name of College: Letters, Arts & Social Sciences

Program Response:

The Department of Theatre & New Dance deeply appreciates the opportunity to respond to the extensive and thoughtful recommendations that have been offered through the Program Review Process. The summary below attempts to integrate and crystalize the self-reflection and feedback we have received. Our collective priorities generally fall into the following major headings:

- Staff equity
 - Our previous part-time Costume Shop Manager has now departed, and the gender inequity of the position status persists despite significant faculty efforts (this issue was described as an “emergency” by our external reviewers in the 2011 program review cycle, and was also the top recommendation of this cycle’s reviewers)
- Outdated equipment
 - As indicated in detail by our External Reviewers and outlined in the USE Analysis submitted in Summer 2023, our current theatrical production equipment is far below industry standards, limiting program effectiveness
- Space needs



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- Classroom and performance space allocation is inadequate for the number of majors and sections required to meet GI 2025 goals
- Budget needs
 - In addition to equipment and space, the current operating budget is inadequate to support basic facilities maintenance; alternate funding sources must be secured
- Curriculum development
 - A need to re-design our overall curriculum to response to data gathered from assessment activities and addressing the needs of our current students
- Faculty workload
 - Faculty should review distribution of service and WTU's for production-related work

Short Term Priorities – Minimum of 5 key items identified that will take 1 to 2 years to implement

Category	Proposed Action	Responsible Party	Resources	Timeframe – Start and End
Staff	Achieve staff gender equity (raise costume shop manager to FT and PAT III) (<i>External Review, Self-study</i>)	Provost, CLASS Dean's Office	Provost/University. This has been the #1 issue in our past two program reviews	Urgent until resolved
Facilities/Space	Identify additional instructional and office spaces (<i>External Review, Self-study</i>)	CLASS Dean's Office, College Scheduler and Department Chair	May need funding to rent class space; perhaps community partnerships are built; offices in 24E	Urgent until resolved
Equipment / Operating Budget	Develop a schedule and funding strategy for yearly maintenance, waste removal and safety inspections (<i>External Review</i>)	Facilities Director / Production Faculty / Department Chair / CLASS Dean's Office	Facilities; Advancement	Urgent until resolved
Equipment	Create a timeline and budget to replace	College Development Director / Lighting	Advancement	Urgent until resolved – failure of current fixtures



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	outdated lighting fixtures <i>(External Review)</i>	Faculty / Staff Facilities Director	SPICE funding inadequate	could eventually lead to catastrophic system failure
Faculty	Determine equitable service and WTU policies amongst faculty <i>(External Review, Self-study)</i>	Chair / Department FT/TT Faculty	n/a	Fall 24 – Spring 25
Other: Administrative	Develop sustainable administrative practices surrounding annual tasks schedule and website updates <i>(All three reviews)</i>	Chair & staff	CLASS Dean's Office	Spring 24 – Fall 24

Long Term Priorities – Minimum of 5 key items identified that will take 3 to 5 years to implement.

Category	Proposed Action	Responsible Party	Resources	Timeframe – Start and End
Student Learning & Assessment / Student Success	Establish repeatable and sustainable protocols for assessment and addressing student persistence <i>(Internal Review, Self-study)</i>	Department Assessment Committee / Department Student Success Committee	Foundation line item; OAPR, Updated IRPA dashboards, CLASS LTAC	Spring 24 – Fall 26
Program/Curriculum	Redesign program curriculum considering enrollment targets, implement new SLO's and revise Dance Program <i>(External Review, Self-study)</i>	Ad Hoc Department Committee	Assigned time for the committee chair is needed, CLASS Curriculum Committee	Spring 24 – Fall 26
Equipment / Operating Budget	Create a lifetime replacement plan for production equipment	Production Staff / Production Faculty	Advancement	Spring 24 – Fall 26



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	that is supported by sustainable and predictable funding <i>(External Review)</i>			
Student Success	Cultivate ongoing theatre internship opportunities <i>(Internal Review)</i>	Department Student Success Committee / CLASS Dean's Office	Faculty stipends to develop relationships, Academic Innovation	Fall 24 – Fall 25
Other: Community	Develop relationships with other campus offices such as OUR, Career Center, Library, affinity centers, etc.	Chair / FT/TT Faculty	College Level Committees	Fall 24 – Fall 26
Faculty / Staff	Improve communication, transparency and equity <i>(Self-study)</i>	Chair	n/a	Fall 24 – Fall 26
Faculty	Hire more FT faculty to support student success in all areas <i>(External Review)</i>	Provost	Additional search lines	Fall 24 – Spring 27



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Signature Page

Department Faculty Name	Signature
Bernardo Solano	<i>Bernardo Solano</i>
C. Julian White	<i>C. Julian White</i>
Sarah Krainin	<i>[Handwritten Signature]</i>
Jesse Portillo	<i>[Handwritten Signature]</i>
Brian Newman	<i>[Handwritten Signature]</i>
Joshua Truett	<i>[Handwritten Signature]</i>
Sayda Trujillo	<i>[Handwritten Signature]</i>
<p>Instructions: All tenured and tenure track faculty should review the response and action plan, and sign the document after discussion between the college dean and department chair. The final signed copy should be sent to the Office of Assessment and Program Review, apr@cpp.edu.</p>	

Bernardo Solano

2-22-2024

Click or tap to enter a date.

Department Chair

[Handwritten Signature]
Camille Johnson (Mar 1, 2024 09:22 PST)

03/01/2024

Click or tap to enter a date.

Dean

Jocelyn S. Chong
Jocelyn S. Chong (Mar 1, 2024 09:26 PST)

03/01/2024

Click or tap to enter a date.

Office of Assessment and Program Review