



Program Review and Planning

OVERVIEW OF PROGRAM REVIEW AND PLANNING FOR INSTRUCTIONAL PROGRAMS

Program Review is about documenting the plans you have for improving student success in your program and sharing that information with the community. Through the review of and reflection on key program elements, program review and planning identifies program strengths as well as strategies necessary to improve the academic discipline, program, or service to support student success. With our new Guided Pathways plan, this review becomes even more crucial for the success of our students and college.

[We are using the Strengths, Opportunities, Aspirations, Results \(SOAR\) strategic planning technique to help us focus on our current strengths and opportunities, create a vision of future aspirations, and consider the results of this approach.](#)

BASIC PROGRAM INFORMATION

Academic Year
2018-2019

Are you completing a comprehensive or annual PRP?
Annual

Department Name
Art

Discipline Name
Art Illustration (ARTI)

Department Chair Name
Mark Hudelson

Division Name
Arts, Media and Business Administration

Website address for your discipline
<http://www.palomar.edu/art>

Discipline Mission statement

The mission of the Illustration program is aligned with the mission of Art Department.

Our goal is to create a challenging and inspiring learning environment that educates our diverse student body in Illustration, Visual Communication, and technical careers in visual communication.

Our program is based on the development of aesthetic awareness within contemporary and historical context, while providing a strong foundation in the techniques and processes of producing commercial visual art both traditionally and digitally.

We are committed to providing programs and state-of-the-art facilities that promote student learning through industry-standard methods and technologies.

We welcome and encourage interdisciplinary approaches within and outside of the professional field, and seek to provide well rounded two-year degree programs for transfer while also preparing students for careers in the Visual Arts.

We consider our program to be a partnership discipline with the ArtD (Graphic Design) program, since our students share core courses.

[\(click here for information on how to create a mission statement\)](#)

Does your discipline have at least one degree or Are any of your programs vocational (CTE/CE)?

certificate associated with it?
Yes

Yes

List all degrees and certificates offered within this discipline.

Illustration (AS)

Interactive Media Design - Emphasis in 3D Modeling and Animation (AS, CA)*

Interactive Media Design -Emphasis in Multimedia Design (AS, CA)*

Digital Animation, Compositing and Music (CP)*

*listed under Art discipline, though under the supervision of ArtD and ArtI. Cross linked with Graphic Communications department.

Please list the names and positions of everyone who helped to complete this document.

Kate (Lily) Glass

Jay Schultz

Mark Hudelson

Full-time faculty (FTEF)

1.05

Part-time faculty (FTEF)

.35

Classified & other staff positions that support this discipline

Art Department ADA, 100%

Instructional Support Assistant II (Arts Media Library), 100%, 11-month

Instructional Support Assistant I (Arts Media Library), 40%, 10-month

Note: All three positions support the three Art related disciplines (Art, ArtI, ArtD).

Additional hourly staff that support this discipline and/or department

None

PROGRAM INFORMATION

PROGRAM OUTCOMES

Begin this section by reviewing the Program Review reports for courses and programs in TracDat. All active course and program outcomes should be systematically assessed over a 3-year cycle.

- **Program** = Leads to a degree or certificate
- **Discipline** = A group of courses within a discipline

*Programs will be able to complete program completion and outcome questions.

How well do your program's learning outcomes communicate the scope and depth of the degree/certificate offered and align with employer and transfer expectations?

Our program outcomes accurately reflect the following focus:

We emphasize that capable students transfer to a BA/BFA program following Palomar. Both labor data and national guidelines (California EDD, NASAD*) agree that at minimum a four year degree is necessary to build the skills and portfolio necessary to find employment.

In general, we always check the results of our SLO's to ensure that our courses are meeting expectations.

We have an exceptional record in terms of students transferring to both State schools and private Art schools. The schools (both public and private) require students to submit portfolios for acceptance, and our students, without exception, meet those goals after completing coursework and working with instructors to prepare their work. Considering our course retention rates as well as success rates, we are pleased with the consistency in the results of our SLO's, as they mirror our course success rates.

While we don't emphasize that students push towards getting jobs either while attending Palomar or upon graduation, when we get inquiries from local businesses the feedback we get from employers is good. Students are well prepared and diligent employees. Note, however, that we only recommend students that we think will fit, so this is a somewhat self-selective assessment.

* NASAD: National Association of Schools of Art and Design

Describe your program's plan for assessing program learning outcomes.

Our assessments as a whole look at the core concepts that students need to understand the complexities of visual communication as well as technical skills necessary for illustration careers.

Technically, we look at the appropriate use of narrative, representation, composition and technique when developing ideas and ensuring they communicate effectively. We also ensure that students will demonstrate the understanding and technical competency to navigate a range of interfaces, produce and manage digital 2D illustrations in pixel based environments at a professional level, since nearly all contemporary illustration is pixel based at present, or must be compatible with pixel based reproduction. To assess the aesthetic component of our program, students are assessed on their ability to research, document, present, and relate to aesthetic and/or contextual source material and influences through the presentation of sketchbooks, journals or digital presentations.

Summarize the major findings of your program outcomes assessments.

Our findings reflect what we see in both retention and transfer numbers. Namely, that we have created assessments that accurately describe outcomes that ensure student success in subsequent (especially transfer) coursework.

For example, our assessments evaluate how students develop and discuss their work. To that end our students consistently engage in presentations of their coursework that includes the student's conceptual intent, and processes employed. Criticism and feedback from fellow students as well as instructors helps develop these skills. We constantly stress professionalism and technical competency, which prepares them both for the rigor they will find upon transferring as well as professional work following graduation. Anecdotally, we regularly hear from students who have transferred into programs at 4 year schools. They tell us that we have not only prepared them well, but that our coursework was often more difficult than what they are getting as Juniors at state schools.

Depending on the degree or transfer goals of our students, they have the choice of three different GE pathways:

- [Associate Degree GE Requirements](#)
- [CSU GE Requirements](#)
- [IGETC Requirements](#)

Palomar College has identified a set of General Education/Institutional Learning Outcomes, which represent the overall set of abilities and qualities a student graduating from Palomar should possess. [Click here for a link to Palomar's GE/ILOs.](#)

PROGRAM COMPLETIONS

Student success is at the core of what we do in assisting students in achieving their goals.

The Chancellor's Office Vision for Success stresses the importance of Program Completion as a major goal for our students. In addition, transfer and career readiness are key components of Palomar College's mission statement. This year, our funding formula has also changed reflecting this emphasis, providing additional funding as a function of the number of completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for program completions.

The standards represent the lowest number of program completions deemed acceptable by the College. In other words, if you were to notice a drop below the set standard, you would seek further information to examine why this occurred and strategies to increase completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for programs.

List the number of completions for each degree/certificate for the previous year.

10

I'm including ArtD and ArtI degrees and certificates in this list, since the two primary AS degrees (Graphic Design and Illustration) share so many courses that they should be seen as a unified discipline for purposes of assessment.

Note that, as identified in a previous PRP, a significant number of students complete Degrees and/or Certificates that are dually listed with our Disciplines along with Graphic Communications. However, for whatever reason, we do not see these degrees in our Research and Planning data.

Have your program completions Increased, decreased, or stayed the same over the last 5 years?

Increased

What factors have influenced your completion trends?

We have been emphasizing the degree programs and stressing to our students early in the semester how important it is to follow course rotations to make the best use of their time. With the implementation of Guided Pathways and program maps, hopefully students will get more specifics about this from counseling upon admission to Palomar, rather than relying on instructors to convey this information. Often by the time we see students they have already started on a path that is not opportune.

The Chancellor's Office Vision for Success stresses the importance of reducing equity gaps through faster improvements of underrepresented groups.

ACCJC also requires that colleges establish institutional and program level standards in the area of success rates. These standards represent the lowest success rate deemed acceptable by the College. In other words, if you were to notice a drop below the rate, you would seek further information to examine why the drop occurred and strategies to address the rate.

[Click on this link to review the course success rates \(A, B, C, or Credit\) for your discipline.](#)

In this section we will identify a course success rate standards and a stretch goal (what you would like to move toward) for programs.

Course Success Rates by gender, age, ethnicity, special population, location, and modality (You can access the Student Equity Plan on the SSEC website <https://www2.palomar.edu/pages/ssec/>)

COURSE INFORMATION

COURSE SUCCESS AND RETENTION

What is your program's standard for Discipline COURSE Success Rate?

80.0%

Why did you choose this standard?

Our success rates over the past five years has ranged from 81% to 85%. Thus 80% seems to be a consistently achievable number.

What is your Stretch goal for COURSE success rates?

85.0%

How did you decide upon the goal?

We hit 85% in the 16/17 year. Current numbers (17/18) is 83%, so we feel it is a realistic goal.

COURSE OUTCOMES

How have you improved course-level assessment methods since the last PRP?

Our assessments have not changed since the last PRP.

Summarize the major findings of your course outcomes assessments.

We feel our assessments continue to be solid indicators of success in subsequent courses. And, as an aside, for the most part we keep the assessments software agnostic, relying on underlying, significant concepts and principles rather than specific tasks that might change from year to year.

Our combined (ArtI and ArtD) fill rate last year was 99%, our success rate was 83%, and our retention rate was 96%. I think our outcomes speak for themselves.

This section is intentionally blank for annual PRPs. Please click "Next" to continue.

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CAREER AND LABOR MARKET DATA

The Chancellor's Office Vision for Success stresses the importance of increasing the percent of exiting students who report being employed in their field of study. It is important for us to consider how all of our programs connect to future careers.

Go to this website <https://www.onetonline.org/> and enter your discipline in the bubble on the top right for ideas about potential occupations. Click on an example to see more detail.

The following websites are for CTE related data:

- [Centers of Excellence](#) (many other data resources besides supply and demand) Password: GetLMI
- [LaunchBoard](#)
- [LaunchBoard Resource Library](#)
- [Chancellor's Office Data Mart](#)
- [San Diego Workforce Partnership](#)
- [State of CA EDD](#)
- [Career One Stop](#)

What kinds of careers are available for people who complete your programs (and/or transfer)? (Refer to link above) Are there any new or emerging careers and if so how would the new or emerging careers impact your future planning?

Concept Artist (Entertainment Design), UX Design (user interface), Courtroom Illustrator, Forensic Artist, Storyboard Artist (Film, Television), Medical Illustration, Fashion Illustrator, Book and/or Editorial Illustrator, Fine Art Illustration.

Regarding new careers, UX (user interface) design is growing considerably as more industries as well as consumer products use custom applications that require interaction between machines and humans.

What are the associated knowledge, skills, abilities (KSA's) needed for the occupations listed above? (click examples in the link above to get ideas)

Visual aptitude, exceptional perceptual skills (particularly color), fine motor skills, organization qualities, and good communication.

How does your program help students build these KSA's?

All of our degree required courses emphasize both technical skills as well as aesthetic development. Students are made aware at all times that they must develop both attributes to succeed in the courses as well as in the workplace.

Different courses have different emphases, but all demand that students build aesthetic and communication skills while meeting the requirements of the specific class.

Have you incorporated work based learning (work experience, internships, and/or service learning) into your program?

No

Do you want more information about or need assistance integrating work-based learning into your program?

No

How do you engage with the community to keep them apprised of opportunities in your program?

We don't have a formal system in place to apprise the community regarding opportunities in our program. We do meet with individuals as well as businesses during our annual Open House (in early May), and help businesses find qualified students to apply for jobs or projects when they contact us.

What is the regional three-year projected occupational growth for your program(s)?

Illustrators don't have a specific category, but since our two CTE disciplines overlap considerably, here are the numbers in which Illustration majors might reasonably find employment:

In any case, here are some numbers:

Graphic Designers: 1311 projected job openings.

Multimedia Artists and Animators: 2612 projected job openings.

Set and Exhibit Designers: 518 projected job openings.

Web Developers: 257 projected job openings.

Art Directors: 598 projected job openings.

What is being done at the program level to assist students with job placement and workforce preparedness?

Our degree realistically requires completion of a four year degree for employment. A fundamental issue for our students (and this has been around for at least 25 years) is that students need to have a way to distinguish our programs and courses from Graphic Communications, which offers similar classes but has a significant emphasis on employment and job training, rather than transfer.

When was your program's last advisory meeting held? What significant information was learned from that meeting?

May 2018. It reaffirmed our understanding that to compete in the field, a BA or BFA is a minimum requirement. A discussion I had with a local owner of a design studio since our last meeting laid it out bluntly: "If I hire an intern, we both need to benefit. I can't lose money training someone who doesn't have

the skills I need to make use of them and help them advance...".

This is our ongoing dilemma: how to be simultaneously a CTE program and a Transfer program, when we know the transfer aspect is the reality in the industry.

What are the San Diego County/Imperial County Job Openings?

Multimedia Artists and Animators: 298 projected job openings.

Web Developers: 40 projected job openings.

Program Goals

In the previous sections, you identified opportunities for improvement. Using these opportunities, develop 3-year [SMART goals](#) for your department. Goals should be Specific, Measurable, Attainable, Relevant, Time-Specific. Ensure your goals align with the mission of your department and/or [the College's strategic plan](#).

Please list all discipline goals for this three-year planning cycle. [Click here for previous PRPs and goal information](#).

Goals

Goal 1

Brief Description

Ensure students are aware of course sequence and mapping for Illustration AS degree

Is this a new or existing goal?

New

How will you complete this goal?

Ensure that all courses in the major review our map/rotations with students at the start of the semester, as well as give them a printed handout summarizing the information.

Outcome(s) expected (qualitative/quantitative)

Qualitative: awareness of the courses required for majors.

Quantitative: more degree completions.

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

Our mission statement includes the following: we seek to provide well rounded two-year degree programs for transfer while also preparing students for careers in the Visual Arts. Ensuring they are aware of the possible degrees in Design and Illustration bolsters that statement.

Additionally, it dovetails nicely with the intent of the Guided Pathways program.

Expected Goal Completion Date

5/23/2021

STAFFING AND RESOURCE NEEDS

Instructions

1. Refer to [Strategic Plan](#).

2. See [Data](#).
3. See career info (In PRP)

Are you requesting additional full-time faculty?

Yes

Are you requesting additional Staff, CAST or AA?

No

In the last ten years, what is the net change in number of FT Faculty in the department? (FT faculty loss vs. gain)

3

% of FTEF for on-going reassigned time (department chair, program director, coordinator, etc.)

2016-2017 % FTEF (on-going reassigned time)

0

2017-2018 % FTEF (on-going reassigned time)

0

2018-2019 % FTEF (on-going reassigned time)

0

% of FTEF for temporary reassigned time (grant activity, sabbaticals, leaves, other reasons)

2016-2017 % FTEF (temporary reassigned time)

0

2017-2018 % FTEF (temporary reassigned time)

0

2018-2019 % FTEF (temporary reassigned time)

0

NOTE: If you are requesting full-time faculty, you must go back to the Labor Market section of the form to complete that section. It is required when requesting additional faculty positions.

REQUEST FOR ADDITIONAL FULL-TIME FACULTY

Faculty Request 1

Title of Full-Time Faculty position you are requesting

Associate Professor, Art

How will this faculty position help meet district (Guided Pathways, Strategic Enrollment Management etc.), department and/or discipline goals?

Just noting that this is a combined request between our two disciplines (ArtI and ArtD) since a number of the digital courses taught overlap these two instructional disciplines. The department has discussed this position and determined it should be ranked as #1 within the Art department.

Is there a scarcity of qualified Part-Time Faculty (for example: Specialized degree/experience, emerging/rapidly changing technology, high demand)

Faculty needs to hold at least a BFA degree in Illustration or Graphic Design and present a professional portfolio or reel that evidences both traditional and digital Illustration/Design skills, as well as skills in 3-D modeling and/or 2D and 3D animation. Currently it is extremely problematic to attempt to recruit and hire new and highly qualified part-time faculty since it is difficult to recruit locally; the vast majority of qualified instructors are industry professionals based in the Los Angeles area.

Are you requesting this position for accreditation, regulatory, legislative, health and safety requirements? Please explain.

No

Please summarize the discipline productivity, efficiency, and any regional career education needs for this discipline.

Our number one goal is to grow our programs and increase enrollments, while at the same time also increasing our success rates. Over the last five years over 104 degrees and certificates that require ArtI and ArtD courses have been awarded, not only under the umbrella of the Art Department, but also collaboratively with Graphics Communications. The interdisciplinary approach we have been taking has served our students exceptionally well, and is in line with the Strategic Plan's Goal 1: Implement instructional strategies that strengthen and connect teaching and learning across the college. Our success rate of 83% lies well above the college's goal of 75%.

Our retention rate has been steady at above 90%. We could do so much more. We envision opportunities that would take us much further, in terms of courses and programs we offer, and in terms of the number of students we are able to serve. We need additional faculty to help us develop our ideas and to make them a reality. This falls into the Strategic Plan's Goal 4: Strengthen, promote, and support the college's diverse workforce through strategies focused on recruitment, hiring, and retention and:

We want to create additional, new and innovative educational pathways that lead our students into real 21st century careers in the commercial area of Visual Art.

Students ask for a special program or certificate in Entertainment Design so they can find jobs in gaming and the movie industry, they want to take courses in U/X (user interface) design, so they can meet and be prepared for the creative challenges in an interactive world. But our hands are tied.

We are in desperate need for help, commitment and dedication to our programs. This can only be gained via the complete investment of full-time faculty, in terms of curriculum development, and in terms of staying ahead of the most current creative developments in software and technologies. In order to serve our students and the college we need to be able to offer the programs that reflect not only current, but future community and industry needs, and at this time we cannot develop and add programs we know would be a success simply because we don't have the faculty we need so we can grow. Currently we are having to rely on more than half of our course preparations being done by adjunct faculty. Without an additional full-time instructor who can grow our disciplines together with us it is impossible for us to reach our potential.

ArtI and ArtD are the Art Department's only two CTE programs, and we would like nothing more than to add more. We would love to be able to participate in additional Strong Workforce opportunities but we can't because we lack the necessary faculty.

ArtI and ArtD are and have been the programs with most immediate potential for student success within the Art department. Based on labor market data the field of digital commercial arts is the largest and fastest growing, with more than 10 times as many job opportunities for our students than in any other related field.

We strive for innovation and creativity in our courses and programs every day that we engage with our students, but we could do so much more. As more vocational opportunities develop from technologically we want to be in the forefront of providing solid, practical training for our students.