

Action Plan For a Six-Year Program Review Cycle Years: 2020 - 2026

Department: Theatre Arts

Please address the applicable areas of your program improvement and arrange them according to their priority.

	A brief description of each proposed change	A brief rationale and evidence that support the proposed change	Six-year timeline for the proposed changes and actions	Who is in charge if known
1 Curriculum / Program				
A	Increased equity, inclusion, and diversity in program	External Reviewer, Program Review report, TA Faculty, Alumni Survey, Westmont administration	<ol style="list-style-type: none"> 1. Continued prioritizing of diverse adjunct hiring (year 1) 2. Review all syllabi for equitable and inclusive context, methods, and materials (year 1) 3. Develop guiding anti-racism statement as department (year 1) 4. Develop Artist/Scholar in Residence program (years 2 - 5) 5. Hire FTE faculty member of color (year 5) 	Chair
B	Add digital platform management and outreach consultant	External Reviewer, TA Faculty, Program Review report	<ol style="list-style-type: none"> 1. Create small position with existing adjunct funds (year 1) 2. Develop fundraising support for expansion of management position into publicity, outreach, and development (years 3-5) 	Faculty

Action Plan For a Six-Year Program Review Cycle
Years: 2020 - 2026

C	Add costume/costume shop staff faculty hybrid	PR report, External Reviewer, TA Faculty	1. Re-balance adjunct units to create ½ time position (year 2-3)	Chair
D	Collaborations with Music and Film Studies	PR report, External Reviewer, Alumni, PRC, TA faculty	1. Make film (year 1) 2. Continue bi-annual musical offering (2, 4) 3. Develop Film production opportunities for college (all years)	Chair
E	Develop advisory board/council	TA Faculty	1. After hiring of outreach and development manager, develop more extensive community relations and council/board (years 3-5)	Chair
2 Initiatives to improve teaching and learning				
A	Faith learning integration	PRC, External Reviewer, Program Review report, TA faculty, College-wide outcome	1. Review all syllabi for opportunity for faith learning (year 2) 2. Include faith learning portfolio in senior seminar (year 2) 3. Consider PLO of faith learning (year 3) 4. Look for ways for students to nourish their faith development in theatre (years 4-5)	Chair
B	Diversify faculty, staff, and students	PRC, External Reviewer, Program Review report, TA faculty, College-wide outcome	1. Continued prioritizing of diverse adjunct hiring (year 1)	Chair

Action Plan For a Six-Year Program Review Cycle
Years: 2020 - 2026

			<ol style="list-style-type: none"> 2. Review all syllabi for equitable and inclusive context, methods, and materials (year 1) 3. Develop guiding anti-racism statement as department (year 1) 4. Develop Artist/Scholar in Residence program (years 2 - 5) 5. Hire FTE faculty member of color (year 5) 6. Increase mainstage offerings by BIPOC writers 	
C	Development of internship program	External Reviewer, Program Review Report, TA faculty	<ol style="list-style-type: none"> 1. Develop curriculum elective for internship experience (year 1) 2. Identify potential internships (year 2) 3. Offer internships (year 3-5) 	Hicks
D	Increase professional learning opportunities	External Reviewer, Program Review Report, TA faculty	<ol style="list-style-type: none"> 1. Create an environment of student design on mainstage productions (years 2-3) 	Hicks
E	Add costume design course(s)	Program Review report, TA faculty	<ol style="list-style-type: none"> 1. Add costume design course (year 1) 2. Re-balance adjunct units to create ½ time position (year 2-3) 	Chair
3 Possible adjustments in faculty priorities or responsibilities				

Action Plan For a Six-Year Program Review Cycle
Years: 2020 - 2026

A	Development of internship program	External Reviewer, Program Review Report, TA faculty	<ol style="list-style-type: none"> 1. Develop curriculum elective for internship experience (year 1) 2. Identify potential internships (year 2) 3. Offer internships (year 3-5) 	Hicks
B	Increased oversight of production program	External Reviewer, Program Review Report, TA faculty	<ol style="list-style-type: none"> 1. Create an environment of student design on mainstage productions (year 2-3) 	Hicks
C	Implement equity, inclusion, and diversity initiatives	See above - Diversity	See above - Diversity	Chair
D	Increased recruitment for students and advocacy for program resources	TA faculty, External Reviewer, Program Review report	<ol style="list-style-type: none"> 1. Work with outreach and development coordinator for increased PR (years 3-5) 2. Work with admissions for developing program (all years) 3. Work with Provost for increased resources for program (years 2-5) 	Chair
E	Develop alumni advocacy and annual engagement opportunities	PRC, External Reviewer, Program Review report, TA faculty	<ol style="list-style-type: none"> 1. Create/obtain alumni contact list (year 1) 2. Confirm 2-3 alumni advocates (year 2) 3. Offer alumni events during homecoming (year 3) 4. Offer alumni events beyond homecoming (year 4-5) 	Hicks

**Action Plan For a Six-Year Program Review Cycle
Years: 2020 - 2026**

4 Learning outcomes that the department will assess in the subsequent years				
A	PLO and Mission reboot	TA faculty, PRC, Program Review report	1. Faculty-led process of re-imagining Mission and PLOs for next cycle (years 2-3)	Faculty
B	Writing re-imagination	TA faculty, PRC, Program Review report	1. Engage faculty in revision and transformation of PLO Outcome in disciplinary writing (year 3)	Blondell
C	Development of 3 rd PLO	TA faculty, Program Review report	1. Faculty-led process of re-imagining Mission and PLOs for next cycle (years 3-4)	Faculty
5 Reallocation or acquisition of resources that would be necessary or helpful in the pursuit of these goals				
A	Addition of FTE line	TA faculty, External Reviewer, Program Review report	Year 4	Chair
B	Increase number of adjunct units	TA faculty, External Reviewer, Program Review report	Year 2	Chair
C	Add development and publicity coordinator	TA faculty, External Reviewer, Program Review report	Year 2	Chair
D	Secure endowed chair	TA faculty, External Reviewer, Program Review report	Year 4	Chair

Action Plan For a Six-Year Program Review Cycle
Years: 2020 - 2026

E	Add full time office manager	TA faculty, External Reviewer, Program Review report	Year 4	Chair
F	Increase technical & production budget	TA faculty, External Reviewer, Program Review report	Years 2-3	Hicks / Chair
G	Curricular reallocation and collaborations with other departments	TA faculty, External Reviewer, PRC, Program Review report	Years 1-2	Chair