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Photography

Department

Cycles included in report:  
Cycle #3 8/1/14 to 7/31/15

Program Name: Photography  
Program Cycle: #3 8/1/14 to 7/31/15

## 1 Program Summary contact info

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HandbookProgramReviewFall2014 [PDF 2,136 KB 9/4/14]

Revised Photography 9-8-2014 [PDF 678 KB 9/9/14]

### 1.1 Degree Offerings Degrees

Even though there are no degrees offered in the Photography Department, the department functions as a program that serves students by offering electives for students who need these kinds of elective courses for their AA degrees, students looking for personal enrichment, students transferring to 4 year colleges in photography, and students who are preparing to pursue a career in photography.

### 1.2 Certificate Offerings Certificates

There are no Certificates offered in the Photography Department.

## 2 Program Resources

Faculty members responsible for the vision of the photography department are Tom Tarnowski, professor emeritus, Philip Heying, adjunct associate professor of photography, Mary Wessel, adjunct professor of photography, Adam Long, adjunct associate professor of photography, & Larry Thomas, professor and chair of the Fine Arts and Photography Department.

## 3 Reflection on Institutional Data reflection

Effective visual communication skills have become increasingly important, if not essential, in our contemporary society. The ability to make images, to analyze and understand their meanings in a larger socio-cultural context is an essential component of all students' education. Not only should the college continue to offer courses in photography, JCCC must take the lead in recognizing this extraordinary phenomenon and should encourage every general education student to take at least one core photography class. Photography, far beyond being a fine art, applies to the sciences, to commerce, medicine, journalism, and the graphic arts, to name just a few. The Photography Department has recently experienced a reduction in faculty, however the student completion rate remains high and consistent, at around 86% to 93%. Attrition rates have remained low, varying from 6.6% in 2012-13 to 12.5% for 2013-14. Despite having gone from 1 full-time and 9 part-time faculty members in the spring of 2012 to zero full-time and 6 adjunct photo faculty members for Spring 2014, photography remains an important and essential component of the mission of Johnson County Community College.

Even though our class sizes have effectively contracted, as have classes throughout the college, student enrollment was reduced from an annual total of 626 in 2011/12 to 424 during 2013/14, and totals of 1,865 credits during 2011-12 to 1,266 credit hours for the 2013/14 school year This is an understandable and reasonable contraction during a drastic economic downturn and budgetary belt-tightening period. We also noticed that at the time our department classes narrowed, Graphic Design requirements for photography were dropped and they went to different class scheduling. We have heard anecdotally some students complaining they couldn't take some of the classes in Fine Arts and Photography because of this altered scheduling. We have no proof of this, but the timing might indicate it has had an effect on our enrollments.

Remember, the number of photographs uploaded just to Facebook every month exceeds 6 billion. We live in a world increasingly saturated with images, with photographs serving as the primary currency.

Presently the Photography Department does not offer a degree or certificate program. Options for a degree or certificate are currently and enthusiastically being investigated by the faculty with consideration for promising opportunities in the near future.

All photography courses require specialized equipment and spaces, and must be offered with considerations for time and space constraints. The Fine Arts chairperson for the department continues to provide the necessary coordination needed for the smooth operation of the Photography Program, but having a regular, full-time faculty member on-site would exponentially improve day-to-day operational coordination and oversight for the facility, equipment, technology and the members of the department.

All of the faculty in the Photography Department are professional working photographers and artists. They actively exhibit their work in galleries, museums, and publications, including the Smithsonian Museum in Washington, DC, the Museum of Modern Art in NYC, The Nelson-Atkins Museum of Art as well as many other local and regional venues. Most have won awards and other recognition, regional and national, including Individual Fellowships from the National Endowment For The Arts, for their many accomplishments.

## **4 Student Success**

### **4.1 Define Student Success** define student success

We define student success in the Photography Department as a student who has a high degree of technical competence, from basic image capture techniques to the expert use of image manipulation and output technologies. They also possess an informed photographic vocabulary, and the ability to critique themselves and others involving the compositional, technical, philosophical and aesthetic principles of photography and visual language. Possessing this kind of visual literacy allows successful students the understanding of how photography is used to inform and illuminate. It gives them tools to inform and persuade as well as understand how they are constantly being influenced or shaped by visual imagery.

Students who take photography courses at JCCC are normally interested for several different reasons. They are taking the courses for transfer to 4 year colleges offering photography degrees, expanding their skills and to update their knowledge of the current state of photography, and to begin building a career in one of the many photography opportunities that exist today.

### **4.2 Achieve/Promote Student Success** promotion of student succes

The department promotes student success in a number of ways to include showing student photographs in our ATB Hallway Galleries, (this would usually mean every student taking photography would be shown in these spaces at least once,) the Student Art Gallery in the Student Center (we typically have two or three shows a year in the gallery dedicated to photography involving as many sixty photo students,) by encouraging students to enter art competitions such as the League for Innovation Art Competition (any where from five to forty students involved,) The Kansas City Artists College Art Competition (any where from five to forty students involved,) and The Minds Eye literary magazine (any where from five to forty students involved.) Additionally, we offer departmental talent scholarships for exceptional students.

Furthermore, we have instructors who involve our photo students in such events and activities as the KC Chalk and Walk Festival, St. Lukes Heart Transplant Survivors Annual Reunion, TMC Healing Arts Program, Mattie Rhodes Art Center, The Guadalupe Center and various Nelson-Atkins Art Museum childrens programs. Furthermore, faculty have encouraged student to become involved with the Photo Forum Group at the Nelson Atkins Museum of Art (these events can have any where from five to forty students involved in each activity.)

### **4.3 Successful Transfer** transfer

Based on transfer guides and feedback from faculty and students at the major colleges our students transfer to, our photography courses transfer very easily. We are often complimented on the exceptional preparation our photo students have when transferring to other institutions.

## 5 Assessment of Student Learning Outcomes assessment of SLO

Assessment&#38;CurriculumChart [XLS 41 KB 9/4/14]

Photo\_Assess [XLS 32 KB 11/13/14]

### 5.1 Reflection on table provided on assessment. reflection on assessment

As noted in the Excel sheet on assessment, we have no classes being assessed at present. This is the department's largest shortcoming. Photography was merged with Fine Arts several years ago and we were under the impression we were developing SLO's for the whole department of Fine Arts and Photography. I was unaware we needed separate SLO's for the Fine Arts side and the Photography side. So a priority goal will be setting up SLO's for the department of Photography.

### 5.2 Significant Assessment Findings assessment findings

Not applicable at this time.

### 5.3 Ongoing Assessment Plans assessment plans

As noted in the entry on reflection of assessment, one of our immediate goals is to get started on developing SLO's for the department.

## 6 Curriculum Reflection

Due to the fact the department is in a transitional stage, we feel a new full-time faculty member in motion and still photography could grow the department and include Honors Contract students, in addition to creating an expanded number of courses in the photography curriculum.

### 6.1 Honors Contract(s) honors

The department has no honors contracts at this time.

### 6.2 New Course Offerings new courses

The department has not developed any new courses over the last academic year. We were in the process of modifying three courses to update them to current needs, when we decided to delay the modifications until we had completed the photography program review.

## 7 Faculty Success

### 7.1 Departmental Accomplishments accomplishments

The department has realized several significant accomplishments during the period since the last review.

We have added PHOT 129, Advanced Digital Photography to the curriculum do to the demand of students wanting to explore digital photography beyond the introductory course.

Additionally, the JCCC photo department is a founding contributor to the Photo Forum at the Nelson-Atkins Museum of Art, which has about 200 members and is very active in the top levels of the Kansas City photography community. Activities include well-attended panel discussions featuring the most informed, sophisticated and active art photographers in our region. There have been exhibitions, and peer-reviews of member work and a constant sharing of information of the latest photography news through the groups Facebook page. JCCC faculty and students have been key participants in all of these activities. Several events have even been hosted in the JCCC photo facility raising awareness of the program and the college at large.

Since the last review period we have upgraded computers and printers and all of the photography faculty members have done extensive research on how to use, maintain and teach with this new equipment. The technology of photography is an ever-evolving phenomenon, and we have to keep pace with the industry and the feeder schools that send students to JCCC.

## **7.2 Faculty Accomplishments** faculty

The faculty members of the JCCC photography department are not only outstanding teachers, but are an exceptionally accomplished cadre of professional photographers. Below are their individual accomplishments since the last review:

Philip Heying

Exhibitions:

Solo show at Dolphin Gallery Fall 2011

Featured artist and speaker at The Prairie Festival of The Land Institute fall 2013

Works included in About Face: Contemporary Portraiture curated by April Watson and Jane Aspinwall, August 9, 2013 January 19, 2014 at the Nelson-Atkins Museum of Art, Kansas City, Missouri

Works featured in the biographical exhibition The Name Is Burroughs at ZKM, Karlsruhe, Germany, and Deichtor Hallen in Hamburg, Germany winter-fall 2012

Works featured in Memoires dune Galerie group exhibition at Galerie du Jour, Paris, France

Works included in Mummies Are Sitting Ducks, group exhibition curated by Michael Krueger at Cider Gallery, Lawrence, Kansas winter 2014

Publications:

The Pitch October 4-10, 2012 Vol. 32 No. 14

New Letters Vol. 79 No.2 / 2013

Land Report Number 106, Summer 2013 The Land Institute

Land Report Number 107, Fall 2013 The Land Institute

William S. Burroughs/Cut Axel Heil and Ian MacFadyen, catalog for the exhibition The Name Is Burroughs at ZKM, Karlsruhe, Germany The Future of the Past Vol. 2

Since 2011 The Nelson-Atkins Museum of Art has acquired 7 of my photographs for their permanent collection.

Adam Long

2013 Received M.F.A. degree in Photography, University of Hartford, Hartford, CT.

Permanent Collections

2014 Nelson Atkins Museum of Art. Kansas City, MO.

2014 Museum of Fine Arts Houston. Hirsch Library. Houston, TX.

2014 Colorado Photographic Arts Center. Denver, CO.

2010 Miller County Museum. Tuscumbia, MO.

2008 Truman Medical Center. Kansas City, MO

Grants, Juried shows, Publications

2014 INFOCUS Juried Exhibition of Self-Published Photobooks.  
 2014 H&R Block Artspace, Kansas City, MO.  
 2014 Aint-Bad Magazine.  
 2014 Fraction Magazine.  
 2014 Review Santa Fe. Santa Fe, NM.  
 2014 SEESAW Magazine  
 2014 Fotofest participant. Houston, TX.  
 2014 Recipient of an Inspiration Grant Arts Council of Metropolitan Kansas City.  
 2014 Recipient of a Professional Development Support Program Grant Mid- America Arts Alliance.  
 2014 Fotobook Festival Dummy Award (shortlisted). Kassel, Germany  
 2014 Griffin Museum of Photography. Winchester MA.  
 2014 Colorado Photographic Arts Center. Artist spotlight best in show.  
 2014 Colorado Photographic Arts Center. Denver, CO.  
 2013 Davis Orton Gallery. Hudson, NY.  
 2013 George A Spiva Arts Center. Joplin, MO.  
 2012 H&R Block Artspace, Kansas City, MO.  
 2011 Completed Artist Inc. The Arts Council of Metropolitan Kansas City & The Charlotte Street Foundation.  
 2011 Kansas City Arts Coalition. Kansas City, MO.

#### Jeff and Meghan Nichols

Jeff and Meghan are both industry professionals. Jeff is a studio manager and commercial photographer. The career and professional experience they bring to the classroom is invaluable to our mission and goals in the department.

#### Craig Sands

Craig is also an industry professional. Besides teaching in the department he is a photojournalist and a free-lance photographer. He has also contributed to the department in numerous ways, which I will include in the next section.

#### Tom Tarnowski

Tom was the full-time photography instructor in the department for over 35 years. He is responsible for the top-notch facilities, the curriculum and the high regard the department has enjoyed throughout his tenure at JCCC. The photo department is considered one of the best in the region and that is primarily due to Tom's efforts over the years at JCCC. Tom retired last year. Because of his devotion to teaching and the department, he has not exhibited his work as extensively as he has wanted to. Now that he is retired and teaching as an adjunct in the department, he is able to devote more time to his photographic practice. He started off this new phase of his career by being invited to have a solo exhibition at Shorter University in Rome, GA. The exhibition and lecture he gave there were a part of Photo Atlanta.

#### Mary Wessel

##### Exhibitions

2014 UrbanSuburban X: Perception & Reflection, The Epsten Gallery, Overland Park, KS

2013 Oppenheimer@20, Nerman Museum of Contemporary Art, Overland Park, KS

2012 Abstract \* Kansas City, Nerman Museum of Contemporary Art, Overland Park, KS

2011 Art Boards, a billboard project, Art through Architecture (AtA) Missouri Bank Crossroads, Kansas City, MO; April July 2011

##### Grants and Awards

2012-2013 The Kansas City Collection II, The Collectors Fund, Kansas City, MO

2009-2010 Inspiration Grant, Arts Council of Metropolitan Kansas City, ArtsKC Fund

Public Collections

American Century Mutual Funds, Kansas City, MO

Nerman Museum of Contemporary Art, Overland Park, KS

Sprint Corporation, Overland Park, KS

Catalogues

The Kansas City Collection II, The Collectors Fund, Kansas City, MO

Worldscapes, exhibition catalog, Nerman Museum of Contemporary Art, essay by David Pagel,

Citations

Art in America, Mary Wessel, Worldscapes, Nerman Museum for Contemporary Art, by Alice Thorson, November 2010; p. 185.

Kansas City Star, 2010 year in Review: Nelson-Atkins Provides Big News, by Alice Thorson, December 26, 2010

Kansas City Star, Nerman Museum Exhibits Offer New Ways of Looking at the World, by Alice Thorson, May 23, 2010

### **7.3 Innovative Research, Teaching or Community Service** innovations

Innovative Research, Teaching or Community Service

Photo Program Review for 2011 -2014

Review is during the 2014-15 school year

Because the photography faculty all work and teach in studios of close proximity, they are constantly sharing ideas, opportunities and information about various photographic mediums, equipment and technology. This may not seem like research by a conventional definition, but the open interchange of ideas and research by this set of professional photographers is very unique for almost any educational institution or business. What they gain from each other and their individual experiences is valuable beyond measure.

One faculty member wrote, I think this is one of the brightest, most convivial, supportive and encouraging groups of people I could imagine working with. Access to our excellent equipment for research and learning is incredibly helpful. He went on to write, Larry Thomas is very supportive in all aspects of our academic endeavor and is especially capable, in what I think is a unique way, of fostering an environment where we can focus our attention on teaching, while still allowing creative space to keep our personal research lively and inspired.

Even though this is mentioned in another part of the program review, it is also pertinent for this category. The photo faculty, and in particular Philip Heying and Adam Long, have been working with April Watson, photography curator at The Nelson Atkins Museum, to plan events for the Photo Forum. The Photo Forum of the Nelson-Atkins Museum aims to connect photographers, historians, curators, and educators within the Kansas City and regional community to further build, strengthen, and expand the dialogue about contemporary photographic practice. Twice the department has brought the forum to JCCC for portfolio events which raises awareness of the program/school.

Another faculty member, Crag Sands, donates his time as a photographer to several causes and has involved his students in some of these including, the KC Chalk and Walk festival, St. Lukes Heart

Transplant survivors, the Music program at Park University, TMC Healing Arts program, Mattie Rhodes Art Center, the Guadalupe Center, Nelson Atkins childrens programs, and more.

## 8 Goal Setting and Action Plan

### 8.1 Long-term Goals 1st LT goal

#### Long Term Goal #1

1. SPECIFIC Research, develop and establish a photography certificate program, starting with hiring a new full-time motion and still photography instructor for fall of 2015. Then developing the certificate program over the next two years and being able to offer students the certificate degree by 2018.
2. MEASURABLE We will measure the success of this initiative if we accomplish the certificate program and then evaluate how many students successfully pursue and receive the diploma. We would like to anticipate the program would start out with around ten students and expanding that to forty or fifty students over the next six to eight years.
3. ACHIEVABLE We feel this is achievable given other departments on campus have certificate programs and there is a very successful photo certificate program at Hawkeye Community College in Waterloo, IA that we have for reference.
4. RESULTS-FOCUSED This program would benefit the department by increasing interest and enrollments, and by preparing students for a career in photography.
5. TIME-BOUND We feel this certificate program could be achieved in six to eight years.

#### *General Outcomes Links*

#### **Key Performance Indicators** Campus-wide KPIs

3 - Persistence

Persistence Fall-to-Fall

#### **8.1.1 Actions/Resources Required** action plan for 1st LT goal

This goal will require a lot of research and the need to make contacts with other schools that offer programs similar to what we are wanting to establish.

We will then need to develop the classes and requirements for the certificate.

Finally we will need to get the required approvals for the program.

#### **8.1.2 Updates on Long-Term Goals** update for LT goal #1

This is a new goal and updates will come later.

### 8.2 Long-term Goals 2nd LT goal

#### Long Term Goal #2

1. SPECIFIC Add filmmaking/video to the photography department.
2. MEASURABLE We will be able measure the success of this goal if we do the appropriate research, hire a full-time faculty and develop the necessary curriculum to attract the many students in the area who want to pursue this career path.
3. ACHIEVABLE We have already been doing research regarding this medium and feel, given the current interest in filmmaking and video, that this could be a very successful program addition.
4. RESULTS-FOCUSED This program would benefit the department and the college by increasing interest in the photography department and bolstering enrollments in general. Because of the many types of jobs in filmmaking, we think there would be interest in creating qualified graduates in film editing, camera operation, script writing, and film directing just to name a few of the kinds of jobs in this industry.
5. TIME-BOUND We feel this addition to the department could be achieved in three to five years.



*General Outcomes Links***Key Performance Indicators** Campus-wide KPIs

3 - Persistence	Persistence Fall-to-Fall (Measured by Noel-Levitz Student Satisfaction Inventory) on the following indicators: Instructional Effectiveness Registration Effectiveness Concern for Individual Academic Advising/Counseling Safety and Security
4 - Student Satisfaction	

**8.2.1 Actions/Resources Required** action plan for 2nd LT goal

This action plan will require research, and will be primarily implemented when we hire a new full-time professor in photography that is qualified to set up and teach these types of courses.

At present our photography faculty has a keen interest in seeing filmmaking/videography added to the Photography Department. We think it will enhance and improve our program. However, we are not qualified to develop a complete curriculum for this medium.

**8.2.2 Updates on Long-Term Goals** update for LT goal #2

This is a new goal and updates will come later.

**8.3 Long-term Goals** 3rd LT goal

## Long Term Goal #3

1. SPECIFIC Re-write and update all the courses in the photography department.
2. MEASURABLE We will be able to measure the success of this goal when we do all the updating and get approval from the Division Curriculum Committee and the Educational Affairs Committee.
3. ACHIEVABLE We have already been reviewing our courses and given the experience and expertise of the faculty feel we can ultimately achieve this necessary goal.
4. RESULTS-FOCUSED This review and update will help current and future faculty with teaching our curriculum, and this in turn will benefit the students in the department.
5. TIME-BOUND We feel this goal, given that it has to go through our own department review and the two other committees, can be achieved in three to five years.

*General Outcomes Links***Key Performance Indicators** Campus-wide KPIs

3 - Persistence	Persistence Fall-to-Fall
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**8.3.1 Actions/Resources Required** action plan for 3rd LT goal

With no full-time professor in photography this will be a challenging task. However, we will research all the course outlines and re-write and update them to reflect the changes in equipment and technology that has occurred since the last outlines were written. This will need to be a task in which all faculty will need to participate.

**8.3.2 Updates on Long-Term Goals** update for LT goal #3

This is a new goal and updates will come later.

**8.4 Short-Term Goals** 1st ST goal

## Short Term Goal #1

1. SPECIFIC Officially combine the Fine Arts and Photography Department as one department with one ORG number. Currently there are two ORG numbers. In the past this separation made sense. It

now no longer does.

2. **MEASURABLE** We will be able to measure the success of this goal if it is approved by the administration.

3. **ACHIEVABLE** A merger of this kind is timely, cost effective and will help the photography department in particular, by stream lining many of the administrative needs of this program. We think the administration will agree.

4. **RESULTS-FOCUSED** Bringing these two departments under one ORG number will not only make the department more efficient, but it will also cut down on accounting and administrative procedures in other departments on campus.

5. **TIME-BOUND** We feel this goal could be achieved by the end of this fiscal year and be up and ready by next year.

#### **8.4.1 Actions/Resources Required** action plan for 1st ST goal

This goal should be fairly easy to accomplish. We will work with the administration and staff to shift the budget from two ORG numbers to just one, 1103, the current Fine Arts ORG.

If I understand the history correctly, these ORG numbers were in place when I first came here in 1991, the 1224 ORG number was assigned to the photography department because it was a part of career program. Since that no longer applies, and a few years ago photography was grouped with fine arts, it only makes since there is simply just one ORG number.

#### **8.4.2 Updates on Short-Term Goals** update for ST goal #1

This is a new goal and updates will come later.

### **8.5 Short-Term Goals** 2nd ST goal

#### Short Term Goal #2

1. **SPECIFIC** Hire a full-time instructor that has background, credentials and experience in still photography as well as time-based (filmmaking/video) photography.

2. **MEASURABLE** We will be able to measure the success of this goal if it is approved by the administration.

3. **ACHIEVABLE** There has already been some research in finding qualified individuals who could take this undertaking on and found there a number of suitable candidates. We have already put forward this position to the administration and we faired well in the priority list of new positions, but came up short by one position being funded last year.

4. **RESULTS-FOCUSED** We feel, with the right candidate, this individual could lead this department and energize the whole program. Most filmmakers and videographers begin in still photography then branch out to filmmaking/videography. By bringing in a full-time person to develop a program combing both time-based and still photography, we feel we could fill a much wanted and needed niche to the Kansas City metropolitan area.

5. **TIME-BOUND** We hope this goal will be approved for next year.

#### *General Outcomes Links*

#### **Key Performance Indicators**

#### Campus-wide KPIs

Full-time Graduate and Transfer	Full-time Graduate and Transfer (3-year cohort)
2 - Part-time Graduation and Transfer	Part-time and Graduation and Transfer (6-year cohort)
3 - Persistence	Persistence Fall-to-Fall

#### **8.5.1 Actions/Resources Required** action plan for 2nd ST goal

Last year we did research and felt that filmmaking/videography would be a good addition to the department, and requested a full-time instructor with credentials to not only lead the photography department in still photography, but also develop a filmmaking/videography curriculum. The

administration chose 10 new full-time positions for consideration for funding. Our full-time position was number 5 in priority, but only 4 positions were funded. So our action plan is to again request a new full-time professor for photography.

### 8.5.2 Updates on Short-Term Goals update for ST goal #2

This is a new goal and updates will come later.

## 8.6 Short-Term Goals 3rd ST goal

### Short Term Goal #3

1. SPECIFIC Acquire department tutor(s.)
2. MEASURABLE We will be able to measure the success of this goal if we ultimately get the tutor and they improve student success in the various photo classes.
3. ACHIEVABLE Because there are other departments on campus who have had tutors on campus for years, we feel this is an attainable goal. This may take some research and making contacts within the college, but we feel this will not be a hindrance to our objective.
4. RESULTS-FOCUSED We feel, with the right tutor(s.) this could help retention of photography students, not only for each class, but aid in increasing the potential for students to take more advanced classes in the department.
5. TIME-BOUND We hope this goal will be approved for next year.

#### *General Outcomes Links*

**Key Performance Indicators** Campus-wide KPIs

- |                          |  |
|--------------------------|--|
| 3 - Persistence          | Persistence Fall-to-Fall<br>(Measured by Noel-Levitz Student Satisfaction Inventory) on the following indicators: Instructional Effectiveness Registration |
| 4 - Student Satisfaction | Effectiveness Concern for Individual Academic Advising/Counseling<br>Safety and Security   |

### 8.6.1 Actions/Resources Required action plan for 3rd ST goal

The action plan for this goal is to do research and find out what steps we need to follow to acquire a tutor or several tutors for the department, and then work with administration and staff to implement the necessary steps to employ the tutor(s.)

### 8.6.2 Updates on Short-Term Goals update for ST goal #3

This is a new goal and updates will come later.

## 8.7 Short-Term Goals 4th ST goal

### Short Term Goal #4

1. SPECIFIC Revise and update the department brochure and the photography page on the college website.
2. MEASURABLE We will be able to measure the success of this goal when we finish the work on an updated brochure and an updated website, and see if this attracts more and better students to our department.
3. ACHIEVABLE We feel this is achievable, particularly when we hire a full-time position for the department. If by chance we are not able to acquire a full-time professor for the department, this may have to shift to a long-term goal.
4. RESULTS-FOCUSED We have found over the years that classes filled with top quality students raises the performance and success of other less motivated students in a photography course. By attracting excellent students to the department, it raises the success of all the students taking the courses in our department.

5. TIME-BOUND Please refer above to Achievable. If a full-time professor is hired we should be able to do this within the next year or two. If not, then this may have to be shifted to a long-term goal.

#### *General Outcomes Links*

**Key Performance Indicators** Campus-wide KPIs

4 - Student Satisfaction (Measured by Noel-Levitz Student Satisfaction Inventory) on the following indicators: Instructional Effectiveness Registration Effectiveness Concern for Individual Academic Advising/Counseling Safety and Security

#### **8.7.1 Actions/Resources Required** action plan for 4th ST goal

Initially we will take numerous photographs of students and faculty working in the photography department. We will also collect photographs of student work. Then we will develop the necessary text to accompany the images for updating and revising both the department brochure and the photography web page on the college website.

Then we will work with publications for printing the brochure and web managers to upload the necessary text and images to the web site.

#### **8.7.2 Updates on Short-Term Goals** update for ST goal #4

This is a new goal and updates will come later.

### **9 Accreditation Standards** accreditation

N/A

#### **9.1 Specialized Accreditation** specialized accreditation

N/A

### **10 Resource Request/Adjustment** resource request

See XLS "resource request" attachment

BudgetChart [XLS 2,000 KB 9/4/14]

resource request [XLS 1,998 KB 11/21/14]

#### **10.1 Long-range Adjustment to Resources** resource request

This will have to be determined later when a full-time faculty is hired for the department.

#### **10.2 Educational Technology Support** educational technology support

This will have to be determined later when a full-time faculty is hired for the department.

End of report