

**Cerritos College
Instructional Program Review**

Instructional Program Review Submittal Form (Appendix F)

This form is completed and submitted as a cover sheet for the self-study report

Name of the Program Theatre Arts & Film

Date Submitted 02/11/21

Scheduled Presentation Date 03/02/21

All courses in the program have been reviewed by the Curriculum Committee within the last six year cycle (*circle one*) Yes No

Explain any exceptions for non-compliance with curriculum requirements:

The self-study report adequately addresses the following components:

| Description of the Program | Yes | | No |
|--|-----|--|----|
| Course and program content | x | | |
| Student demographics | x | | |
| Human resources | x | | |
| Instructional Improvement | Yes | | No |
| Teaching effectiveness | x | | |
| Activities to improve student learning | x | | |
| Course grading | x | | |
| Course and program completion | x | | |
| Program outcomes | x | | |
| Core indicators (if vocational) | x | | |
| Student feedback | x | | |
| Institutional data | x | | |
| Other | Yes | | No |
| Strengths and weaknesses of the program | x | | |
| Opportunities and threats of the program | x | | |
| Goals of the program | x | | |

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Reviewed by (Division Dean): Gary Pritchard

Theatre and Film Program Review 2020/2021

Final submitted 03/09/2021

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Theatre Arts & Film

Steven Hirohama

Department of Film

David Ward

Technical Director/Scenic Designer

Department of Theatre

Gary Pritchard

Instructional Dean, Fine Arts and Communications

MISSION OF THEATRE ARTS AND FILM PROGRAM

- Provide quality education and exceptional service to students that plan to transfer and earn a B.A. degree in Theatre and Film;
- Provide a multi-disciplinary education in the arts in general, and the Theatre Arts and Film in particular;
- Introduce students to the broad range of skills and occupations within the stage, film, and television industries, both as a creative art form and as a dynamic business offering many rewarding career paths;
- Prepare students for employment in the live entertainment, film, and television industries;
- Present quality theatre to the Cerritos College community, demonstrating the essential role that Theatre has played in the expression of all cultures throughout the ages; and
- Provide a comprehensive curriculum for postsecondary students covering the broad spectrum of production processes for the entertainment industry, including film production technologies.

The Department of Theatre Arts and Film supports the mission of Cerritos College by offering A.A. degrees in Theatre Arts and Film, by offering an AA-T degree for transfer to CSU and UC, by providing vocational training that is consistent with current job opportunities and employment trends, and by teaching skills that are applicable to everyday life. We seek to provide a creative outlet for members of our community who have a lifelong interest in participating in performing arts activities.

PROGRAM SUMMARY

Program Objective: Our courses are designed to meet the needs of GE students as well as for Theatre and Film majors earning AA degrees or preparing to transfer. Our courses also prepare the technical theatre students for careers in the entertainment industry. The department strives to ensure that reading, writing, and the attendance to live performances is an integral part of the curriculum. It is a department policy that all Theatre students see both productions the department produces each semester. Attendance at professional plays are required and/or encouraged in every course. Most of the Theatre classes require a written critique of each play or an element of each play.

Degrees Offered: AA Degree in Theatre Arts, AA-T in Theatre Arts, and an AA degree in Film Production. Students may also choose specialized courses in technical theatre to earn a Verification of Completion Certificate through our Entertainment Technology Occupational

Program (ETOP).

Course Outlines: The faculty of the Department of Theatre and Film maintain current updates on course outlines. Each faculty member maintains and updates the courses in his or her own area. New courses are created to meet new industry demands.

Course Credit: Our courses are designed to fulfill diverse needs. Our classes can be taken to fulfill requirements for the AA degree for General Education: under Plan A as a Fine Arts & Humanities requirement, area C, category 1; under Plan B (CSU Transfer) as Area C, category 1; or under Plan C (IGETC Transfer) as Area 3, Arts & Humanities, category A. There are eight major or certificate programs that require or recommend Theatre courses. There are four major or certificate programs that require or recommend Film courses.

STUDENT DEMOGRAPHICS [THEATRE]

According to the Spring 2020 data from the Office of Research and Planning Theatre currently has 68 majors; the majority of these (63%) are pursuing the AA-T, with 25% pursuing the AA in acting or tech. 59% report as female; 38% report as male; 3% report as unknown or neither.

The racial/ethnic diversity is: 57.35% Hispanic/Latino; 7.35% Black/African-American; 10.29% Asian; 10.29% White; 5.8% of two or more races; 1.4% American Indian or Alaskan native; and 1.4% declined to state. Compared with 2013/14, the percentage of Hispanic/Latino and Black/African-American has declined, while the percentage of White and Asian majors has risen.

The age distribution of our students is as follows: 41% of students are 20–24 years of age, 34% are 19 years old or less, 21% are 25-29 years of age, and 4% are 30 or above.

Over the last 2 years the success/completion rates of both males and females in Theatre classes have both averaged around 74%. In 2019/2020, Asian students showed the highest completion rate of any ethnicity, at 83.64%, followed by White at 79.34%.

Classes are offered online as well as on campus from the morning and into the night in order to try to attract multiple demographics.

The Office of Research and Planning was not able to furnish data in regards to the number of degrees awarded. Typically, however, the number is low in the performing arts disciplines. An AA degree in itself is of little use in a field where competition is so keen, opportunities so few, and skills can only be developed with time and practice. Students who are serious about becoming actors, directors, designers or writers know that they must transfer to a four-year school to continue developing their skills. Therefore, the vast majority of our serious students choose the transfer option and do not complete the requirements for the AA degree. The Technical Theatre students also do not need the degree in order to work. Many students take the tech classes they need and are able to transition into the workforce. This same phenomenon can

be observed in the figures for the other performing arts of music and dance. According to our recent alumni survey 97.6% of them say that the skills and experiences they learned in our program has enhanced their lives. Notably, 87% of Cerritos College students are ethnic minorities from low-socio-economic backgrounds. Many of these students are the first in their families to attend college. Through our articulation agreement with Long Beach Unified School District (initiated with Jordan High School) and another in process with Bellflower Unified, both of which serve predominantly low-income and underserved communities, the Theatre & Film department provides access to careers in the high-wage entertainment industry for these minority and low-income students.

FACULTY RESOURCES

The Department of Theatre and Film has four full-time faculty members, each holding advanced degrees in their area of specialty. They are:

1. Rob Campolo -- Film Studies (Department Co-Chair)
2. Brandt Reiter -- Theatre Arts, Performance (Department Co-Chair)
3. Steven Hirohama -- Film Production
4. Susan Watanabe-Lonsbury -- Theatre Arts, Technical

The ratio of full time to part time faculty has fluctuated widely due to recent retirements. Only one position has been rehired. Percentage of available FTEs taught by full timers has continued to trend downward since the last Program Review.

There are 10 adjunct faculty teaching Theatre classes. The adjunct faculty members, which includes several who have been at Cerritos for nearly 20 years (and two classified employees who have been at Cerritos over 30), teach in all disciplines in Theatre. An applicant search has begun for adjuncts to teach movement classes and direct departmental shows.

STAFF RESOURCES

Three full-time classified staff members are assigned to the program covering the following areas respectively: Facilities Management, Scenery & Properties, and Lighting & Sound. We previously shared one full-time classified staff position with the Music Department covering the area of Publicity & Promotions; this position has remained unfilled since 2017 after the sudden loss of the classified employee who filled it, and its vacancy is a both a current and looming problem as we move into the new performance facility sometime this year. The duties of this position are being filled by other staff and faculty positions within both departments. This takes them away from doing their primary job functions which has resulted in less student training and engagement. We employ a varying number of adult-hourly and student lab assistants to help mount productions and to work as crew for campus events held in the Burnight Center and on outdoor staged events. They work in such areas as the scene shop, costume lab, lighting & sound operations, and the department office. These funds have been drastically cut, and have put our classified staff in increasingly difficult positions to meet deadlines.

FACILITY RESOURCES

The Film Department obtained new studio and classroom space in 2016 alongside the new Fine Arts building; it is, however, already fully booked for film classes, and though an Acting for the Camera class managed to find space there in Spring 2018 it is not assured in future semesters.

The new Performing Arts Center is scheduled to be completed and ready for use by Fall 2021. The 70,000-gross-square-foot facility will provide a 450-seat state-of-the-art theatre, a similar black box performance area, a dedicated performance rehearsal space and other support spaces. The building will also house the Music Department's instructional labs, lecture halls, band rooms, practice rooms, and faculty offices.

SCHEDULING PATTERNS

The ratio of weekly student contact hours (WSCH) to full-time instructional equivalents (FTIE) for the last five years has fluctuated. This number is used as an indicator of efficiency for a department. WSCH and FTEs have declined due to fewer sections being offered during the budget cutbacks.

Other indicators of enrollment trends/program success as identified by the program:

- Our improv classes and touring group are unique and highly successful; the Cerritos Improv troupe (GIPS) has just celebrated its 35th anniversary. New students seek out our classes every year because they saw our touring improv group at their high school and want to become part of it. We often get requests from community groups that want to book our group.
- Former theatre students are working in various capacities in the entertainment industry as a direct result of completing one or more of our theatre courses. Many are working because of faculty and/or staff recommendations. Employers include, but are not limited to: Cirque du Soleil-Las Vegas, Disneyland, Universal Studios, Cerritos Performing Arts Center, Downey Civic Theater, Knott's Berry Farm, Los Angeles Theatre Center, and many more.
- Over the last few years our acting students have been accepted into highly competitive BA and BFA acting programs, including the Yale School of Drama (2017); USC (2017); CSULB (two students admitted into their BFA program, 2020); UC Riverside (2020); and UCSB, which offers the only BFA in Acting in the UC system (2020).

- In our technical theatre program, in conjunction with ETOP, the faculty and staff have brought in projects from professional theatres for the students to work on. This gives our students professional credit to put on their resumes. The students often get paid for their work. They also get to see their work on stage in a professional venue. They meet theatre professionals and often get to tour the venue.
 - The curriculum process is driven by input from students, faculty and staff, and the entertainment community. Our faculty and classified staff not only teach and work on campus, but also are employed independently in the field outside of the college. Through their experience and contacts we constantly monitor the needs and opportunities of the professional entertainment business.
 - The recent development of our AA degree in Film and the AA-T degree in Theatre has boosted overall enrollment in the Theatre Arts and Film Department.
 - With the impact of Covid-19 starting in March 2020, online classes have played an important role in enrollment. This is particularly true in the general education film courses. Theatre enrollment during the pandemic has fared less well. Since theatre is an art that by definition depends on face-to-face contact, this is not unexpected.
 - Enrollment Retention for Film Production and Film Studies: The 2020-2021 Academic year has been the most challenging one in the history of the College.
 - The Film Production and Film Studies classes have held up very well during the pandemic despite the use of non-traditional instruction, lack of facilities for film production students, and access to equipment.
 - Also noted is that ONLINE, late start classes have been a boom to enrollment recently as pictured in the example snapshot from the end of the Fall 2020 semester.
- Snapshot of Film Studies class enrollment at the end of Fall 2020 semester:
 - Film 241 has a 100% retention rate throughout the fall 2020 semester.
 - Theatre 150 has a 97-100% enrollment retention and completion rate throughout the fall semester in various start dates as 15-Week and 9-Week class sections.



Snapshot of Film Production enrollment at end of Fall 2020 Semester

FILM 101 Motion Picture Production 3.0 Units

This is a hands-on course in motion picture production where students learn about screenwriting, and [\(More\)](#) [\(Expand All\)](#)

| Class | Times | Days | Room | Seats | Wait | Status | Instructor | Type | Hours | | |
|---|-------|------|--------|-------|------|------------------|-----------------------------|------------|-------|-----------------------|---------------|
| Regular Session (8/17/2020 - 12/18/2020) | | | | | | | | | | | |
| 21843 | | | ONLINE | 2 | | Open | Turowski, K | Lecture | 36 | Books | Online Course |
| Auto | | | ONLINE | | | | Turowski, K | Laboratory | 72 | Books | Online Course |
| 28218 | | | ONLINE | 0 | 10 | Wait List | Turowski, K | Lecture | 36 | Books | Online Course |
| Auto | | | ONLINE | | | | Turowski, K | Laboratory | 72 | Books | Online Course |
| 29423 | | | ONLINE | 1 | 10 | Wait List | Hirohama, S | Lecture | 36 | Books | Online Course |
| Auto | | | ONLINE | | | | Hirohama, S | Laboratory | 72 | Books | Online Course |
| Fifteen Week B M-F Session (9/8/2020 - 12/18/2020) | | | | | | | | | | | |
| 30797 | | | ONLINE | 4 | 10 | Wait List | Dowell, A | Lecture | 36 | Books | Online Course |
| Auto | | | ONLINE | | | | Dowell, A | Laboratory | 72 | Books | Online Course |

INSTRUCTIONAL IMPROVEMENT

Currently the Theatre Arts program offers a Verification of Completion in Entertainment Technology. Since the program began in 2009, we have enrolled 103 students, with 33% completing the verification. A Certificate of Achievement in Entertainment Technology was submitted in 2011.

New and revised curriculum has been developed to meet the requirements of the Certificate of Achievement and we will be seeking additional CTE funding to help reboot the program in terms of recruitment and additional equipment, as well as revamping the curriculum for the Verification of Completion.

The courses are offered in a pattern and frequency so that students can complete their AA and AA-T in Theatre Arts in two years. TH 101 is offered each semester with 10-12 sections during the day, evening, summer, and online because it fulfills the Fine Arts general education requirement. TH 110 is also offered every semester as it is the prerequisite for many of the other acting courses and a gateway for many students into the department. After several years of declining enrollment this course is once again growing, and we hope to offer two sessions of it soon after we return to campus. The other classes are offered at least once each year or once every other year to allow degree attainment within two years.

STUDENT LEARNING OUTCOMES

Theatre

All of our classes each have 4-6 Student Learning Outcomes. These are mandated to be listed on all course syllabi, and course testing is written to ensure that students are achieving them.

Film Production

All of our Film Production and Film Studies classes each have 4-6 Student Learning Outcomes. These are mandated to be listed on all course syllabi, and course testing is written to ensure that students are achieving them.

SWOT ANALYSIS – THEATRE

STRENGTHS - THEATRE:

S1. The AA-T Degree in Theatre Arts was approved in 2014, allowing students to transfer more easily to four-year institutions with a degree.

S2. In 2014 the college granted the department one new full-time faculty position in acting to replace one of the two positions lost due to retirements. A second position was granted in 2016. (The 2014 hire was lost to an unanticipated retirement in 2019, and the line has not been replaced.) The current chair, hired in 2016, has directed two shows each year, resulting in greater continuity for the students who progress through the program and also for the staff who already have a good working relationship with him and understand his artistic thinking; as a result, the quality of the shows have risen over the past few semesters. In addition, the current chair has worked to improve cross-discipline relations and involve other departments in both the planning and performance of shows. We now use music department students for shows that require live music and music faculty to arrange and conduct the scores, rather than bringing in outside personnel; we also have an original musical revue in progress (postponed due to the pandemic from Spring 2020) that involves close collaboration with the Dance department.

S3. The Technical Theatre Program provides hands-on training to students to work as stage technicians on actual live performances. They gain practical experience and they earn production credits for their resume. This helps their transition into the entertainment workforce. According to the student survey, 60.2% of the students prefer hands-on methods of instruction. Alumni have gone on to work for Disneyland, Knott's Berry Farm, Los Angeles Theatre Center, Cerritos Center for the Performing Arts, PRG and other industry organizations.

With the advent of the new Performing Arts Center (PAC) our ability to teach entertainment technology related coursework will be greatly enhanced. We will have a brand-new facility, which of course is good in and of itself, but we will have several new lab spaces that will be of great benefit to our entertainment technology students. These spaces were either non-existent or greatly reduced in the old facility. There will be a new state of the art make-up lab that will benefit the make-up and hair vocational program. The costume shop will be much larger and have better amenities which will increase the range of training opportunities in this area. The most notable space will be an entertainment technology lab that will be unique to Cerritos College. It will provide the program with a space specifically designed to teach entertainment technology subject matter related to lighting, sound, and staging. This training will be in a hands-on manner without having to be in one of the performance venues. The benefit of this will be immeasurable. Much of this type of training must, and will still be, in the performance spaces of the PAC. However, this is often limited by the fact that the performance spaces are used regularly for performance and other events. The new lab will greatly increase the window of

opportunity to teach classes at times that are more convenient for students without sacrificing the quality of the content and equipment they will be exposed to. In addition, the lab setting will allow for easier access to equipment than is generally available in the performance venues. For example, training often takes place in control booths of the performance venues which are designed for performance needs and are not conducive to teaching a large group.

S4. ETOP has strong connections with industry professionals, many of whom are on our Technical Theatre Advisory Committee. We meet regularly for program evaluations and to receive information on developments and trends in the industry. They have helped our students get internships and jobs in the industry. For example, ETOP has an ongoing annual internship position with PRG – Production Resource Group, the largest stage lighting equipment supplier in the area.

S5. In addition to supporting Department productions, ETOP students have been setting up stages for events on campus. This gives our students additional practical hands-on experience.

S6. The improvisation classes continue to serve as an outreach/recruitment source to local schools and community groups. Alumni have worked professionally with Improv groups. The students formed an Improv Club in 2013 and have performed regularly at a local venue and at campus events.

S7. Many Theatre alumni are working in the industry. Some have begun their own theatre companies that produce plays, some also written by our alumni.

S8. The department produces four fully mounted plays per year, each with large casts. Each season provides a good variety of educational growth for both performance and technical students. One of the productions each year is a fully staged musical with a live orchestra culled and led by professors from the Music department. (See Appendix A for photos of representative shows.)

S9. While we still have a traditional box office, our web-based ticketing program has increased the access to tickets for the students and community patrons. The department has also increased its visibility by being active on Facebook and Twitter and by posting on LA Weekly, OC Weekly, Performing Arts Live, and Patch.com.

S10. Our department issues annual scholarships for outstanding student work in both performance and technical theatre.

S11. Our program teaches students valuable skills that lay a solid foundation for many career paths. This is achieved by fostering education and development through creative collaboration, serving underrepresented populations and providing a multicultural worldview. Business

executives are particularly interested in hiring people with theatre-instilled qualities like discipline, dependability, loyalty, and leadership, with communications skills, imagination, reasoning ability, and sound judgment -- qualities that theatre students learn because they *must* to be effective members of a production team. According to our survey, 90% of our alumni use skills learned while in our program in their careers. Furthermore, 97.6% say these skills have enhanced their lives.

S12. We have a number of dual enrollment partnerships with local high schools:

- a. Through our partnership with Bellflower Unified School District (BUSD), we have offered Theater 123 to students from Somerset High School since Fall 2018. We have offered this class at their high school site under the College & Career Access Pathway agreement between BUSD and Cerritos College;
- b. We have a partnership with ABC Unified School District (ABC USD), and through the College & Career Access Pathway agreement have offered classes to all high school students in ABC USD;
- c. We have an articulation agreement with Long Beach Unified School District for stage technology;
- d. We are in process on an Entertainment Technology Pathway with CalAPS. (Unfortunately the CalAPS instructor with whom we were working is no longer with CalAPS, and we are now waiting for a new instructor to be hired.)

S13. Faculty and staff regularly attend professional conferences, trade shows, classes, and workshops to remain current.

S.14. In concert with the Counseling Department in Fall 2020, both full-time and part-time Guided Pathways have been written for both the AA & AA-T, giving students a clear avenue to graduating with a degree in two to four years. (Program maps attached as Appendix B at end of document.)

WEAKNESSES - THEATRE:

W1. Although we are successful in that a lot of our former students are working in entertainment, many have not completed their AA degree requirements. This makes it difficult to document success and completion. A degree is not a requirement for employment in this industry. In 2014 Theatre was granted the AA-T degree, which allows the students to move through our program more easily in two years, and the number of our graduates have started to rise; however, Covid -19 and the move to online classes has been unsurprisingly difficult for the Theatre department; we can likely expect to see a decrease in graduates over the next two years.

W2. Course repeatability has been decreased again. This has been an ongoing detriment to the department and a disservice to our students as a whole. The Technical Theatre Advisory Committee has stated repeatedly to us that it is detrimental to the educational process of our students and leaves them less prepared when they leave our programs. They feel that our students need to repeat production classes in order to work on multiple shows and become versed in all crew positions. Even a rudimentary understanding of the skills required to work a single backstage position can not be gained by working on only one or two shows. There are six different crews on every show. Working every position is now unachievable. Also, students cannot be expected to be employable at any position after working a crew position only once. Acting students would also benefit by performing a variety of characters in many different plays of different genres. According to our survey, 80% feel theatre production courses should be repeatable because they learn new skills each time the classes are repeated. This is, in part, an equity issue. Many of our acting students do not have access to private lessons and tutoring often provided by their families, and thus with less experience may find it harder to gain acceptance into conservatory or prestigious programs as well as compete in the competitive professional world.

As the decrease in repeatability has been mandated by the state there seems little hope in reversing it. However, there may be options in creating “Families” of courses through Curriculum as well as competition in the Kennedy Center American College Theatre Festival.

W3. The Department has had its budget drastically cut in the last decade. This has negatively affected the instructional program. The adult hourly budget alone has been cut by 57%, from \$35,000 in 2007 to \$16,000 by 20/21, severely hampering our ability to mount sophisticated productions and drawing faculty and staff away from their assigned duties.

While the new PAC will be a major improvement to the needs of the department it will take 1-2 years to bring it fully online for production and performance. Staff will need to familiarize themselves with all the new lighting, sound and staging equipment, and the systems that operate them, so that all of these are operated correctly and safely. While this will have a minimal impact on the department overall, it will mean doing productions that are less technically rigorous in the early stages of occupying the new PAC.

- A. The reduced adult hourly budget has delayed production work in all areas. The reduction in the budget has eliminated the position(s) of:
 - a. A properties master on our productions (which results in props arriving too late in the rehearsal process. Student actors are adversely affected by not having the proper time to rehearse with their props.)
 - b. The two intern positions in costumes. (This was the bridge to employment.)
 - c. The crew chief in hair. (The hair supervisor that helped to train the student crews.)
- B. The department needs a full time classified staff position in costumes to supervise the Costume Lab while having to produce (1-3) costumes for twenty or more actors for 4 plays/musicals each season. Open lab hours in which the students could work on show projects and class assignments have been decreased.
- C. We previously shared one full-time classified staff position with the Music Department covering the area of Publicity & Promotions; this position has remained unfilled since 2017 after the sudden loss of the classified employee who filled it, and its vacancy is a both a current and looming problem as we move into the new performance facility sometime this year. While some duties of this position (such as the creation of advertising materials) are being filled by other staff and faculty positions within both departments, this takes them away from doing their primary job functions which has resulted in less student training and engagement.
Further, the new PAC has the potential not only to raise the profile of the Theatre Department but to make Cerritos College a magnet for the Arts both within the immediate community and in greater Southern California. To achieve this would require a full-time promotions specialist to create a seasonal master arts calendar for the college, targeted advertising and the sale of subscriptions, all of which is beyond the capabilities of present faculty and staff.

W4. We are down two full-time faculty positions due to retirements:

- a. The scenery, lights, and sound areas need the supervision and guidance of a full time faculty member.
- b. We need to replace the full-time faculty position in acting that was lost 2 years ago; however, filling the faculty design position should be our priority.
- c. This year we also lost the longtime Hair & Wigs instructor due to her relocation; as our Hair & Wigs program is unique in the area, we need to fill this position, ideally with an industry professional, as soon as possible.

OPPORTUNITIES - THEATRE:

O1. Recent achievements, notably, the award of grants and the development of focused curriculum, have provided a pathway for us to grow the offerings in both the technical and acting programs. Potentially, many of the impediments of this growth will be removed with the new Theatre Arts facility scheduled to open in Fall 2021.

O2. As many of our students aspire to work in fields in which experience counts more than degrees, Certificates of Achievement will be created and approved.

O3. Greater efforts will be implemented to start comprehensive student internship programs with local entertainment venues.

O4. The opening of the new PAC is a terrific recruiting tool. High school drama and English teachers & industry professionals should be invited for tours of the facility as soon as campus access is restored.

THREATS - THEATRE

T1. The budget to run the facility was drastically reduced. Upgrades to keep up with technology in both equipment and software should be built into the annual budget. The department should not have to be dependent on faculty spending many uncompensated hours to write grants just to keep up with technology.

- A. Burnight Center used to have a budget to pay adult hourly to work events that are not Theatre Department related like Convocation, Dental Hygiene Graduation, Academic Excellence Awards, and many others. Theatre continues to cover these costs out of the theatre department budget to the detriment of its own educational programs, and the cost will no doubt rise in the new facility.
- B. Theatre continues to pay for the replacement lamps for the exterior and interior (non-stage) lighting fixtures of the Burnight Center and Studio Theaters, even as the facility is used by other departments and outside rentals. This can not continue in the new facility which will have significantly more non-production related space.

T2. We need to increase the number of majors by participating in more recruitment activities. Additional “early outreach activities” need to be developed to increase the awareness of our programs to middle and high school students as well as looking to create more Pathway opportunities with K-12 districts in our area:

- A. Site visitations
- B. Professional brochures

T3. If the trend to cut our programs continues, we will become another generic theatre program. Over the years, primarily due to budget decreases, the special theatre programs that brought notoriety to our department and to the college have been cut: The Summer Theatre Festival, The National Lee Korf Playwriting Competition, The Dinner Theatre Program, and Renaissance Costume Competition. (Appendix B - Programs Lost) We need to hold on to the remaining special programs (GIPS, ETOP, and Wigs and Hair) that make us unique.

T4. We have a 70 million dollar performance facility set to come online Fall 2021 without a full-time facility manager and a promotions and publicity person to assist in building audiences to fill it.

T5. Our three current classified employees -- shop manager, production manager & lighting supervisor -- are all nearing or well beyond retirement age. We will likely be facing more retirements in the next several years while the classified position of promotions & publicity person remains unfilled. This makes the hiring of a full-time technical theatre faculty a priority.

Goals -- Theatre

| Ref. | Goals | Action to be Taken | Time Frame | Persons Assigned |
|------------------------------|--|--|--------------|--------------------|
| W3 T1 T3 | Look for additional funding streams that might increase the Department's budget to the 2007 budget levels | Meet with FA Dean to justify the need for additional funds; discuss a budget augmentation, additional ETOP funds, an operations fee charged to the other departments when they use the PAC | Spring 21-22 | Walton |
| W4 T3 T4 T5 | Prepare and present a justification to hire a full time faculty in technical theatre, acting, and a classified staff position in costuming | Gather information regarding the need for full time faculty members, write a justification on the benefits for the college community of hiring a full time faculty member, present the justification to the Planning and Budget Commission, as well as commence a search for an experienced hair & wigs adjunct. | Fall 21-22 | Reiter Watanabe |
| O1 O4 T2 T3 | Recruit Theatre majors | Visit local high schools Increase the number of summer dual enrollment classes Create a brochure to advertise the acting program Print additional brochures for the tech programs | ongoing | Watanabe |
| S1 S08 S10 W2 W3 | Have students compete, attend workshops, see the best college productions from this region at ACTF | Adjudicate local college productions, enter one or more of our productions, prepare students for the competitions, register for the competitions, make trip arrangements | ongoing | Reiter |

| | | | | |
|----------------|---|--|-----------|---------------------------------------|
| O4 | Start new student internship programs with local entertainment venues | Volunteer at local entertainment venues to build a relationship with venue supervisors and learn the types and level of interns each would require | ongoing | Watanabe Ward Crother Walton |
| W3 T4 O4 | Hire publicity & promotions manager | Reiterate importance of position to administration to maximize potential of new PAC | 2021-22 | Reiter Walton |
| W2 | Address course repeatability | Work with Curriculum to create Families of Courses; seek exception for KCACTF competition | Fall 2021 | Reiter |

SWOT ANALYSIS – FILM



STRENGTHS - FILM

S1. The Film Program was awarded 7 IPII Perkins grants totaling \$379,125. Through his ingenuity, hard work and diligence, full time faculty member Steven Hirohama manages to keep this program up to current technology of the film industry.

S2. Since the approval of the AA degree in Film in 2013, there has been a 50% increase in the number of Film majors

S3. The Film and Television Production courses have been developed to introduce students to a broad range of industry occupations. Career opportunities in film and television production include everything from producing and directing, to editing and screenwriting.

S4. The Film Production Program is rapidly growing under the strong leadership of faculty member, Steven Hirohama. He remains informed on trends in the entertainment and advertising production industries by having regular meetings with his advisors composed of industry professionals and media companies. He also attends national conferences, trade

shows, and film festivals, maintains industry memberships, and collaborates with professional organizations and guilds. Several of the media companies such as FMC Training of NYC which puts on world class events at NAB in Las Vegas and NYC, continue to provide internship opportunities to the students.

S5. Film Studies courses such as Film History/Appreciation, World Cinema, Great Film Directors and Screenwriting have been powerful enrollment drivers for this area with the advent of traditional, hybrid and online sections. Flexible scheduling such as late start classes are allowing more adult students greater access to these classes. With the advent of and impact of Covid-19 in 2020, these flexible sections have served students well during this challenging academic year of 2020 - 2021.

S6. Film Studies courses fill to capacity and remain among the most popular of the department because they fulfill the Fine Arts G.E. requirement. The Film Production Courses are unique and interesting to the students. Former students are returning to take the new film courses.

S7. Students are mentored on advanced projects under the direction of the faculty supervisor.

S8. The Film Production Program engages in community outreach activities. Students in the recently formed IN PRODUCTION CLUB, with the assistance of the college's Coordinator of Community Relations, have reached out to ten area Chambers of Commerce to offer its services in film production for nonprofits. Film Production's strength is the ability to create content for specific targeted audiences by producing public service announcements (PSAs), promotional videos, and commercials.

Below: A summary of the guided pathway/program mapping for the A.A. Degree in Film Production:

New Students and/or 1st Semester Students

should take the following recommended classes:

- FILM 101 (3 Units) Motion Picture Production
- FILM 107 (3 Units) Motion Picture Editing
- ART 114 (Film) (3 Units) Storyboarding and Animation
- ART 192 (3 Units) Photoshop/Digital Imaging
- FILM 159 (3 Units) World Film
- FILM 160 (3 Units) Great Film Directors
- FILM 241 (3 Units) Screenwriting
- ENGL 241 (3 Units) Screenwriting
- MUS 100 (3 Units) Music Appreciation
- MUS 104B (3 Units) History of Rock Music
- PHOT 100 (3 Units) Introductory Photography
- PHOT 110 (3 Units) Introduction to Digital Photography
- PHOT 160 (3 Units) History of Photography
- TH 150 (3 Units) Appreciation and History of the Motion Picture
- TH 151 (3 Units) Motion Pictures/Radio and Television
- RTV 151 (3 Units) Motion Pictures, Radio, and Television

2nd Semester Students and/or Continuing Students

should take any of the following classes in conjunction with the 1st Semester recommended classes and/or in later pursuit of Associates in Arts Degree:

- FILM 102 (3 Units) Television Production
- FILM 104 (3 Units) Motion Picture and Digital Cinematography

3rd Semester Students and/or Continuing Students

should take any of the following classes in conjunction with the 2nd Semester recommended classes and/or in later pursuit of Associates in Arts Degree:

- FILM 102 (3 Units) Television Production
- FILM 104 (3 Units) Motion Picture and Digital Cinematography

WEAKNESSES - FILM

W1. When the Film Program was created it should have been given its own budget for equipment (cameras, lighting, editing, audio, computers, etc.), repairs, and a technician to maintain and check in and out the equipment. This new program should not have had to draw its funds out of an already dwindling Theatre budget. Periodic upgrades should have been built into the budget, much like the computer replacement rotation that is a mainstay in the college budget as a means to maintain currency. Film equipment should be on a similar rotation. Our students need to be versed in the equipment currently being used in the entertainment industry and not the outdated cameras and low-tech lights the department owns. The equipment needs to be upgraded in order to properly prepare our students for employment.

W2. The Film program needs instructors to teach additional course offerings in order for the Film majors to complete the required courses in a timely manner.

W3. In order to provide additional production courses to the growing Film program, the adult hourly, equipment tech's position (currently servicing 160 production students) should be converted to a full-time classified position. This will be even more imperative when the Fine Arts Complex is completed. This position will also have to monitor the use and scheduling of the new sound stage. In the meantime, it is critical that this position's hours be, at the very least, increased to 24 hours/week.

W4. Staff Development Funds need to be made available to help keep faculty and staff versed in the newest trends in the Entertainment Industry. Attendance to work-related trade shows and conferences should be part of their workload.

- a. The Equipment Technician needs to attend trade shows and training classes to keep up with the latest technology and be aware of the types of advancement in skills and creation of content for all media.

OPPORTUNITIES – FILM

O1. Alumni return to share their success stories, screen their projects, and offer employment and/or mentoring opportunities to current students.

O2. The Film Program is now in a state of the art sound stage, computer lab, equipment storage room, and screening room (shared with Art History) in the new Fine Arts Complex.

O3. Dual enrollment courses such as Film 159 World Film offered in Summer sessions have great success with high school students looking to take classes in our program.

O4. With the online conversion of the Film Production classes due to Covid-19, it's become evident that some courses could be offered in the future as online instead of as in-person traditional classes. By doing so, it has the potential of enrolling students from anywhere in the world to take Film Production classes at Cerritos College. At the moment, when the college returns to the in-person instruction in the Film classroom - the 12 classes would take up to 12 hours/day on Mondays - Saturdays. Converting some of those classes to online will allow for more growth of the program.

THREATS – FILM

T1. Over the past 7 years there has been a marked decrease in the amount of the department's budget allocations even though costs have risen. The Film Program is rapidly growing. In order for the program to remain viable and current, significant funds need to be allocated annually. The program should not have to rely so heavily on the grant writing of one faculty member.

T2. The Film Program cannot grow unless a full-time classified staff equipment technician position is created. Without this position the department risks several thousands of dollars-worth of loss and damages.

The Benefits of a classified staff:

The Film Program urgently needs to have the Adult Hourly position converted (upgraded) to a FT Classified position. There are safety and property issues to consider. Students are not always monitored by the instructors as they work between the classroom, sound stage and conference room. Because of the limitation of work hours, the Adult Hourly is not always present. Increasing the hours to a FT workload nearly doubles the current 24 hours/week limit. The additional hours and classification upgrade would allow the employee to work in the ER unsupervised to do all of the prepwork and inventorying of equipment, work the sound stage by supervising students who wish to work on projects independent of the class sessions and run film lab and equipment repair errands.

T3. Additional film classes need to be offered each semester for students to earn their degree within the 2-year window. The Film Program cannot grow unless additional faculty is hired to teach film production classes.

CHALLENGES - FILM

1. The issue of storage – we have outgrown the Equipment Room (ER) and 30 percent of the larger/less expensive and less prone to be stolen items are stored either on the stage or the conference room. Items have been stolen off the stage and from the conference room. Purchasing any more equipment would mean that the new items would have to be added to those 2 areas and not into the ER.

2. The issue of servicing the students and equipment - when things return to normal (checkouts for all classes) – students will once again be given select access to film equipment. There is 1 Adult Hourly working 24 hours/week who has to prep and service all of the equipment as well as accommodate all instructor needs for the class sessions by prepping and servicing equipment requests and setting up the Film Stage for class use.

In Summary

The Film Program urgently needs to have the Adult Hourly position converted (upgraded) to a FT Classified position. There are safety and property issues to consider. Students are not always monitored by the instructors as they work between the classroom, sound stage and conference room. Because of the limitation of work hours, the Adult Hourly is not always present. Increasing the hours to a FT workload nearly doubles the current 24 hours/week limit. The additional hours and classification upgrade would allow the employee to work in the ER unsupervised to do all of the prep-work and inventorying of equipment, work the sound stage by supervising students who wish to work on projects independent of the class sessions and run film lab and equipment repair errands. This would also alleviate Hirohama from spending on some weeks up to 12 hours doing these equipment-room related duties. He has suffered physical injury twice - falling off a step ladder to retrieve an equipment case and has injured his shoulder/elbow from the lifting of heavy lighting cases.

Goals -- Film

| Ref. | Goals | Action to be Taken | Time Frame | Persons Assigned |
|----------------|--|---|---------------------------------|---------------------|
| C 1-2 | Need more storage for film equipment | Advocate for additional storage equipment room in new performing arts complex when construction is completed. | Fall 2021 through Fall 2022 | Hirohama |
| W2 T3 | Complete the hiring process for adjunct film professors | Screen applications, interview, hire, and mentor | Fall 2020 | Hirohama Campolo |
| W 1 T2 | Advocate for a classified staff FT Technician position to support Film Production The Benefit of a full-time employee is managing the equipment room, and prepwork, maintenance of equipment and the soundstage facility. | Create a classified Film Tech - Full time | Spring 2021 through Spring 2022 | Hirohama Campolo |
| W4 | Adapt impact Covid-19 to film Production classes | Production classes have had to adapt to of Covid-19, where students have no or limited access to film studio, editing labs and equipment checkout Lack of full-time equipment technician | Fall - Spring 2020- 2021 | Hirohama |
| W5 S3 S4 | Professional Growth -Certified Trainer | Self study - Blackmagic Resolve | Ongoing | Hirohama |

| | | | | |
|----|--|--|-----------------------|------------------|
| O2 | Increase the marketability of the students | Create a broader base of film industry internship opportunities with Film Studios and production companies | Fall 2021 though 2025 | Hirohama Campolo |
|----|--|--|-----------------------|------------------|

APPENDIX A

Department Shows

“Our Lady of 121st Street”, Spring 2017



“Twilight: Los Angeles, 1992,” Spring 2018



“Oedipus the King”, Fall 2018



“Adding Machine: A Musical”, Spring 2019



“All My Sons”, Fall 2019



“The Chalk Circle”, Spring 2020



APPENDIX B

Theatre Guided Pathways

Cerritos College
THEATRE ARTS - Associate in Arts for Transfer

Full-time map using Plan C

| TERM 1 | | | |
|---------------------------------------|--------------|------------------|----------------------|
| Course | Units | Completed | Advising Note |
| TH 101 - Introduction to the Theater* | 3 | C | *or TH 102 |
| TH 110 - Fundamentals of Acting | 3.5 | C | |
| ENGL 100 - Freshman Composition | 4 | C | |
| GE - Social Sciences/US Govt** | 3 | C | **POL 101 or 201 |
| GE - Oral Communication | 3 | C | |
| Total: | | 16.5 | |

| TERM 2 | | | |
|--------------------------------|--------------|------------------|---|
| Course | Units | Completed | Advising Note |
| TH 133 - Stage Crew Activity* | 1 | C | *or TH 130 and 131, or TH 132 |
| TH 134 - Technical Production* | 2 | C | |
| List A - Choose one** | 3 | C | **See Theatre Arts AA-T major sheet for complete list |
| GE - Mathematical Concepts | 4 | C | |
| GE - Critical Thinking | 3 | C | |
| Elective*** | 1+ | C | ***TH 108, TH 114, or TH 115 recommended |
| Total: | | 14+ | |

| TERM 3 | | | |
|-----------------------------------|--------------|------------------|--|
| Course | Units | Completed | Advising Note |
| List A - Choose one* | 3 | C | *See Theatre Arts AA-T major sheet for complete list |
| GE - Biological Sciences | 3 | C | |
| GE - Social Sciences/US History** | 3 | C | ** HIST 102 or 103 |
| GE - Humanities | 3 | C | |
| Elective*** | 3 | C | ***TH 108, TH 114, or TH 115 recommended |
| Total: | | 15 | |

TERM 4

| Course | Units | Completed | Advising Note |
|--|--------------|------------------|--|
| List A - Choose one* | 3 | C | *See Theatre Arts AA-T major sheet for complete list |
| GE - Physical Sciences | 3 | C | |
| GE - Physical or Biological Sciences lab | 1 | C | |
| GE - Social Sciences | 3 | C | |
| GE - Arts or Humanities | 3 | C | |
| Electives*** | 2+ | C | ***TH 108, TH 114, or TH 115 recommended |

Total: 15+

Cerritos College

THEATRE ARTS - Associate in Arts for Transfer

Part-time map using Plan C

TERM 1

| Course | Units | Completed | Advising Note |
|---------------------------------|-------|-----------|---------------|
| TH 110 | 3.5 | C | |
| ENGL 100 - Freshman Composition | 4 | C | |
| Total: | | 7.5 | |

TERM 2

| Course | Units | Completed | Advising Note |
|----------------------------|-------|-----------|---------------|
| TH101* | 3 | C | *or TH102 |
| GE - Mathematical Concepts | 4 | C | |
| Total: | | 7 | |

TERM 3

| Course | Units | Completed | Advising Note |
|--------------------------------|-------|-----------|-------------------------------|
| TH 133 - Stage Crew Activity* | 1+ | C | *or TH 130 and 131, or TH 132 |
| TH 134 - Technical Production* | 2 | C | |
| GE - Social Sciences/US Govt** | 3 | C | **POL 101 or 201 |
| Total: | | 6+ | |

TERM 4

| Course | Units | Completed | Advising Note |
|------------------------|-------|-----------|--|
| List A - Choose one* | 3+ | C | *See Theatre Arts AA-T major sheet for complete list |
| GE - Critical Thinking | 3 | C | |
| Elective | 1+ | C | |
| Total: | | 7+ | |

TERM 5

| Course | Units | Completed | Advising Note |
|--------------------------|-------|-----------|--|
| List A - Choose one* | 3+ | C | *See Theatre Arts AA-T major sheet for complete list |
| GE - Biological Sciences | 3 | C | |
| Elective | 1+ | C | |
| Total: | | 7+ | |

| TERM 6 | | | |
|-------------------------|-------|-----------|--|
| Course | Units | Completed | Advising Note |
| List A - Choose one* | 3+ | C | *See Theatre Arts AA-T major sheet for complete list |
| GE - Oral Communication | 3 | C | |
| GE - Social Sciences | 3 | C | |
| Total: | | 9+ | |

| TERM 7 | | | |
|----------------------------------|-------|-----------|---|
| Course | Units | Completed | Advising Note |
| GE - Social Sciences/US History* | 3 | C | *HIST 102 or 103 |
| GE - Arts or Humanities | 3 | C | |
| Elective** | 3 | C | **TH 108, TH 114, or TH 115 recommended |
| Total: | | 9+ | |

| TERM 8 | | | |
|--|-------|-----------|---------------|
| Course | Units | Completed | Advising Note |
| GE - Humanities | 3 | C | |
| Elective | 1+ | C | |
| GE - Physical Sciences | 3 | C | |
| GE - Physical or Biological Sciences lab | 1 | C | |
| Total: | | 8+ | |

Cerritos College
THEATRE ARTS: ACTING & TECHNICAL - Associate in Arts

Full-time map using Plan A

| TERM 1 | | | |
|---|--------------|------------------|-------------------------------------|
| Course | Units | Completed | Advising Note |
| TH 101 - Introduction to the Theater | 3 | c | |
| TH 110 - Fundamentals of Acting | 3.5 | c | |
| TH 133 - Stage Crew Activity | 1 | c | |
| ENGL 100 - Freshman Composition | 4 | c | |
| GE - Social Sciences/American Institutions* | 3 | c | *HIST 102 or 103, or POL 101 or 201 |
| Total: | | 14.5 | |

| TERM 2 | | | |
|---|--------------|------------------|--|
| Course | Units | Completed | Advising Note |
| TH 102 - History of the Classical Theatre | 3 | c | |
| TH 111 - Intermediate Acting to Characterization* | 3.5 | c | *or TH 114 or TH 115 |
| TH 134 - Technical Production | 2 | c | |
| TH 130 - Rehearsal/Performance for the Minor Role** | 1 | c | **by audition only |
| GE - Math/Communication & Analytical Thinking*** | 4 | c | ***MATH 112 or PSYC 210 recommended for transfer |
| Health & Wellness Proficiency**** | 1+ | c | ****DANC 105 or 106A recommended |
| Total: | | 14.5+ | |

| TERM 3 | | | |
|---|--------------|------------------|----------------------------|
| Course | Units | Completed | Advising Note |
| TH 103 - History of the Modern Theatre | 3 | c | |
| TH 131 - Rehearsal/Performance for Supporting Role* | 2 | c | *by audition only |
| TH 120 - Theatre Stagecraft** | 3 | c | **or TH 221 or TH 222 |
| TH Elective*** | 3 | c | ***See catalog for options |

| | | |
|-----------------------|-----|---|
| GE - Natural Sciences | 3 | c |
| Elective | 1+ | c |
| Total: | 15+ | |

| TERM 4 | | | |
|--|--------------|------------------|----------------------------|
| Course | Units | Completed | Advising Note |
| TH 132 - Rehearsal/Performance for the Leading Role* | 3 | c | *by audition only |
| TH 221 - Costuming for the Stage** | 3 | c | **or TH 120 or TH 222 |
| TH Elective*** | 3 | c | ***See catalog for options |
| Elective or additional GE if needed | 3 | c | |
| Elective | 3 | c | |
| Elective | 2+ | c | |
| Total: | 16+ | | |

Cerritos College
THEATRE ARTS: ACTING & TECHNICAL - Associate in Arts

Part-time map using Plan A

| TERM 1 | | | |
|--------------------------------------|--------------|------------------|----------------------|
| Course | Units | Completed | Advising Note |
| TH 101 - Introduction to the Theater | 3 | c | |
| TH 110 - Fundamentals of Acting | 3.5 | c | |
| TH 133 - Stage Crew Activity | 1 | c | |
| Total: | 7.5 | | |

| TERM 2 | | | |
|---|--------------|------------------|----------------------|
| Course | Units | Completed | Advising Note |
| TH 111 - Intermediate Acting to Characterization* | 3.5 | c | *or TH 114 or TH 115 |
| ENGL 100 - Freshman Composition | 4 | c | |
| Total: | 7.5 | | |

| TERM 3 | | | |
|--|--------------|------------------|--------------------------|
| Course | Units | Completed | Advising Note |
| TH 102 - History of the Classical Theatre* | 3 | c | *or TH103 |
| TH134 - Technical Production | 2 | c | |
| TH Elective** | 3 | c | *See catalog for options |
| Total: | 8 | | |

| TERM 4 | | | |
|--|--------------|------------------|---------------------------------|
| Course | Units | Completed | Advising Note |
| TH103 - History of the Modern Theatre* | 3 | c | *or TH102 |
| TH 120 - Theatre Stagecraft** | 3 | c | **or TH 221 or TH 222 |
| Health & Wellness Proficiency*** | 1+ | c | ***DANC 105 or 106A recommended |
| Total: | 7+ | | |

| TERM 5 | | | |
|--|--------------|------------------|--------------------------------------|
| Course | Units | Completed | Advising Note |
| TH221 - Costuming for the Stage* | 3 | | *or TH120 or TH222 |
| GE - Social Sciences/American Institutions** | 3 | c | **HIST 102 or 103, or POL 101 or 201 |
| TH Elective** | 2+ | c | ***See catalog for options |
| Total: | | 7+ | |

| TERM 6 | | | |
|--|--------------|------------------|---|
| Course | Units | Completed | Advising Note |
| TH 130 - Rehearsal/Performance for the Minor Role* | 1 | c | *by audition only |
| GE - Math/Communication & Analytical Thinking** | 4 | c | **MATH 112 or PSYC 210 recommended for transfer |
| Elective | 2+ | c | |
| Total: | | 7+ | |

| TERM 7 | | | |
|---|--------------|------------------|----------------------|
| Course | Units | Completed | Advising Note |
| TH 131 - Rehearsal/Performance for Supporting Role* | 2 | c | *by audition only |
| GE - Natural Sciences | 3 | c | |
| Elective | 3 | c | |
| Total: | | 8 | |

| TERM 8 | | | |
|--|--------------|------------------|----------------------|
| Course | Units | Completed | Advising Note |
| TH 132 - Rehearsal/Performance for the Leading Role* | 3 | c | *by audition only |
| Elective or additional GE if needed** | 3 | c | |
| Elective | 2+ | c | |
| Total: | | 8+ | |