Administrative Leadership Unit Review (ALUR) Template for FY 2021-22

Date: 4/25/2021

Division: SSCA

Division Dean/VP: Redding Lapuz

Program(s) within your division: Click or tap here to enter text.

I. **List the programs that fall within your Division.**

The Social Science & Creative Arts Division houses the following 19 academic programs:

Administration of Justice (AA, AS-T, Certificate)
Anthropology (AA-T)
Art: Studio and Art History (AA, AA-T, Certificates)
Digital Media & Design (AA, Certificate)
Drama
Economics (AA-T)
Ethnic Studies
Film
Geography (AA-T)
History (AA-T)
International Studies (AA)
Music (AA, AA-T)
Paralegal Studies (AA, Certificate)
Philosophy (AA-T)
Political Science (AA-T)
Psychology (AA, AA-T)
Social Justice Studies (AA-T)
Social Science/Interdisciplinary Studies (AA)
Sociology (AA-T)

In addition, the following programs are housed within the SSCA Division:

Honors Transfer Program
Theater
Art Gallery
Kababayan
Project Change

II. **Briefly describe any major changes to the Division or Programs' purview and functions during the past year.**

There have been no significant changes to the purview or functions of the Social Science & Creative Arts Division over the past year, with the exception of the creation of a new Ethnic Studies course indicator and department.

While still in the nascent stages of development, our intention is to create an Ethnic Studies department with a full-time faculty member, which will be prioritized in the 2021-2022 academic year. While the immediate area of importance is the offering of courses to meet the newly created Area F of the CSU transfer requirements, we will continue to develop the Ethnic Studies offerings to include a degree option.

Detail about programmatic alterations and COVID responses are below in section III.

III. **Briefly describe the major challenges and achievements for your Division over the past year.**

COVID Adaptations: Over the past year the Social Science & Creative Arts Division has adapted to a fully remote learning environment, which proved challenging and particularly disruptive to our creative arts courses. Our faculty completed QOLT training and many are finding that the use of Canvas and the flexibility of online learning are enhancing their teaching. Others are struggling and looking forward to the return to in-person learning.

In the Creative Arts, faculty adapted through the use of new technologies and augmentation of equipment (we put together technology kits for both students and faculty in music to allow for audio and video recording). Music faculty learned video and music editing software and spent countless hours behind the scenes creating edited music videos and concerts. A musical video created by Prof. Michelle Hawkins with Soundscape Vocal Jazz Ensemble was featured at the virtual President's Breakfast. Additionally, Soundscape participated in the Cabrillo Jazz Festival and were a featured group, receiving recognition in the culmination of the event. In April 2021, under the direction of Jude Navari (Music) and Gary Ferguson (Dance), with the editing support of Theater Manager Josh Harris, our first virtual Spring Musical (Tony Award-Winning Urinetown) was live streamed. The quality of these productions was excellent and the flexibility and creativity of our faculty and students is commendable.

In the 3-D arts, such as ceramics, sculpture, and photography, our faculty (Tiffany Schmierer, Arthur Takayama, and Terry Cunniff) assembled work-from-home kits that students checked out for the classes. Assignments and projects were adapted for at-home work and drop-off/pick-up sessions were scheduled to allow photos to be processed and ceramics to be fired in the kilns. For sculpture, Prof. Cunniff collaborated with the FabLab to laser-cut student projects, which were mailed back to them for assembly. Drama classes utilized zoom and video recordings to create performance scenes in their end-of-semester showcase. Our Art Gallery also adapted, offering online virtual gallery shows including the Student Art Showcase and the multimedia Pandemic Polarity, which included a multi-disciplinary collaboration with renowned computer scientist David Eisenberg, as well as domestic and international artists. The exhibition included student-led interviews, written reflections, a math tutorial video, and images of the newly created art works.

Beyond our COVID response, the SSCA Division has been hard at work developing an array of new programming.

Curriculum & Programs: In Spring 2021, the SMCCD District and Skyline College committed to creating an Ethnic Studies department and degree. We are working to develop the courses for a future transfer degree and were able to get three ETHN courses through curriculum approval for the Fall 2021 semester. We will be hiring adjunct faculty for the coming year, with the intention of hiring a full-time faculty member in Ethnic Studies in the 2021-2022 academic year. Additionally, we are hoping to develop three new AA-T degrees within our already existing programs, and have initiated curricular surveys with our articulation officer, Marianne Beck, as well as scheduled curriculum consultations with our Curriculum Committee team. The proposed degrees for development include:

- Law, Public Policy, and Society AA-T
- Film, Television, and Electronic Media AA-T
- Theater Arts AA-T

Additionally, there is discussion at the state level around Social Justice Studies and Ethnic Studies degrees, disciplines, and minimum qualifications. There will likely be some changes to the SJS degree that we will adapt to as needed. We are also in the early stages of planning for a potential Commercial Music degree option within our music department.

Extra-Curricular Programming: Over the last year we applied for and received various funding sources to develop new programming for the campus and a great deal of new innovation has occurred as a result. Many of these ideas were in process prior to COVID and we decided to move forward in a virtual modality.

- **Behind the Curtain:** *Artistic expression is at the foundation of who we are as a global community. It has the power to transcend and transform.* Born of necessity and transformed in to an online docuseries, Behind The Curtain includes monthly episodes that present creative thought leaders in the visual and performing arts as they share their personal and professional journeys, providing insight into the creative process, illuminating career pathways, and shining a spotlight on the impact of creative arts in cultural and social movements. These episodes are collaborative and often feature a faculty host who interviews a professional artist or highlights a program/initiative of Skyline Creative Arts. Organizers include Jude Navari, Josh Harris, Gary Ferguson, Chris Woo, Danni Redding Lapuz, and additional faculty support includes Amir Esfahani, Michelle Hawkins, and Tamara Perkins. This program is currently funded by a District EEOC Diversity Project Grant and will need funding to continue. https://skylinecollege.edu/btc/index.php

- *Careers in Psychology* **Speaker Series:** As one of the top majors at Skyline College, it is important to expose our students to the variety of career opportunities that are available in the field of Psychology. The Speaker Series brings professionals from varied professional background to campus (virtually this year) to learn about specific careers

and hear about their academic/career journeys. The events were organized by Jennifer Merrill and Christina Shih. https://skylinecollege.edu/psychology/careersinpsych.php

- **Legal Careers Night:** Our annual Legal Careers night featured a keynote address, as well as student and alumni panels sharing with their experiences working in the Paralegal field and transitioning to law school as a next step from Paralegal work. The virtual event was well attended and our Paralegal department experienced a high volume of interest calls and emails following the event. The event was organized by Jesse Raskin and Jesselle Hoque.

- **Project Change FLEX Presentation & Record Clearance Event:** Project Change has developed its programming by connecting to statewide initiatives such as Underground Scholars, Rising Scholars, and a host of community partners. In Spring 2021, Project Change hosted a FLEX day training on record clearance and the inaugural Skyline College Record Clearance Day, which provided one-on-one appointments for where students, employees, and community members were able to find out about support options available to them for judicial record clearance. https://skylinecollege.edu/projectchange/events.php

- **Psi Beta Honor Society:** Skyline College is now an official Psi Beta host campus. Psi Beta is a national honor society for community college students attending two-year colleges, inviting students who plan to major or minor in psychology, as well as students who simply have an interest in psychology. Our first induction ceremony will be held in May 2021. There is now an official Psi Beta campus club at Skyline College. https://skylinecollege.edu/psibeta/

- **Stories of Transformation Film Festival:** On April 29, 2021, we hosted our first annual Stories of Transformation Film Festival: Vital Voices: Voices of Middle Eastern Women. The event was attended by nearly 80 participants from throughout the district. The event included the screening of two documentary films (*The Judge* and *We Are Not Princesses*), a panel discussion with Middle Eastern faculty, staff, and students, and a Meet the Filmmaker discussion. The event was a great success and we anticipate continuing the festival as an annual offering. The event was organized by Tamara Perkins, Chris Woo, Pia Walawalkar, Clair Yeo-Sugajski. This program is currently funded by a District EEOC Diversity Project Grant and will need funding to continue. http://skylinecollege.edu/film/filmfestival.php

- **uSOAR – Undergraduate Symposium of Academic Research:** On April 28, 2021, we hosted our first annual symposium, with over 55 attendees, which focused on research in the humanities and social sciences. The event included a Skyline Faculty Research Panel, Student Research Presentations, a Keynote Presentation, and a Student Leadership Panel. The uSOAR was conceived through an interdisciplinary research collective of faculty and staff working to bring diverse voices together to celebrate

research. The event was a success and we hope to continue to expand and develop the program in the coming years. No funding was needed, but future in-person events will require funding. The event was organized by: Jennifer Merrill, Chris Woo, Danni Redding Lapuz, Janice Sapigao, Rachel Cunningham. http://skylinecollege.edu/uSOAR/

- **Virtual Art Gallery:** In an effort to keep our thriving Art Gallery alive during COVID, we have moved to a virtual gallery format. During the 2020-2021 academic year, we hosted a Spring Exhibit: Pandemic Polarity and our Student Art Show. The former was an interdisciplinary collaboration with computer science innovator, COVID data, student interviewers, and local/national/international artists. The Student Art Show was expanded to include student submissions from our Art courses/majors, as well as independent student artists. This idea came from a collaborative discussion with the SEPS team toward bringing arts to more students across our campus. The exhibitions were organized by Amir Esfahani. http://www.pandemicpolarity.art/

IV. **List and describe the major goals for your Division – What will the Division focus on achieving over the next 1-3 years? How do your Division goals align with the College's M-V-V and Education Master Plan?**

Major goals for the SSCA Division over the next 1-3 years include:

1. **Curriculum alignment and Degree/Certificate development:**
   One of the important areas of work in the SSCA Division is the alignment of curriculum, which includes individual course alignment to statewide C-ID courses for transferability and the linking all of our courses to a certificate and/or degree program. Our goal is to offer courses with compelling content, while maximizing the impact of each course to meet the educational and career goals of our students. This work aligns directly with college's goal to "support students in attaining their educational goals" (Strategic Goals 1 & Success Initiative 15).

   Additionally, because a large amount of GE courses fall under the SSCA Division, we are streamlining and intentionally offering our GE courses, participating in thematic GE and ensuring that we have online and ZTC options for our most popular GE courses (Success Initiative 12 & 13).

2. **Develop and implement activities that support Guided Pathways and Meta Majors:**
   We have developed connections with dual enrollment (Strategic Goal 5, Success Initiatives 1) and career education in support of our Career Technical Programs. The offering of extra-curricular activities, such as our Paralegal Careers Night and Psychology Careers Speakers Series, inform students about career options in a variety of fields. We have also provided research opportunities for students through the development of our IDST Honors Seminar Course that supports the research process for our students in the Honors Transfer Program. Our goal is to continue to build this research support course,

offering multiple levels and modalities, as well as to create focus areas in STEM and the Humanities. Additionally, we hope to further build on our uSOAR Research Symposium, allowing our scholar-researchers opportunities to engage in the presentation of research. (Success Initiatives 2 & 3).

ZTC and OER development is another key initiative in SSCA and all new faculty are on-boarded with an introduction to our CTTL ZTC team and are provided with resources to develop alternative open source offerings in support of students. (Success Initiative 11)

3. **Engage in anti-racist practices in our classrooms and campus:**
(Strategic Goal 1, 2, 4, & 7)

Ethnic Studies: As we build our Ethnic Studies course offerings, we are also building the capacity and knowledge of our student body to critique systems and narratives that do not represent our diverse collective. This program will educate student with the framework and language to disrupt white supremacy and racist practices in their educational environments, as well as in their relationships and interactions on campus and beyond.

QOTL 2.0: Nearly all of the faculty in the SSCA Division have completed the CTTL QOTL training and are successfully teaching in the online modality. Many SSCA faculty have expressed the desire to move beyond the basics and learn how to better utilize technology to serve students and ensure that their courses and pedagogical approaches are equitable. We support additional training for faculty and staff in the use of Canvas and other technologies with a focus on equity with clear language and design that interrupts racist practices in the classroom.

Equity and Anti-racist PD: Skyline College has done an extraordinary job in creating innovative equity-based professional development opportunities. As we open up opportunities for our faculty (including adjunct faculty), classified professionals, and administrators to engage in courageous conversations, Intergroup Dialogue, Equity Training Series, Equity Institute programming, and the wide-ranging offerings at our campus, we will normalize anti-racist language and bring everyone into the work. In the coming years, my goal is to create space for anti-racist dialogue in our department and division meetings, as well as to support efforts to bring anti-racist pedagogy into our classrooms.

Hiring: One of the most important places that will allow us to make change within an institution is hiring. Through thoughtful and intentional hiring practices, we can ensure that students see faculty that look like them and that all new hires on our campus have a willingness to engage and further their learning around anti-racist practices. We can select employees who embody the desire to challenge the canon in our disciplines and reimagine academic environments beyond Eurocentric boundaries.

4. **Upgrade B1 facilities and technology:**
   We are in the process of upgrading portions of B1, including offices, faculty workroom, sculpture lab, ceramics kiln garage, gallery, theater, photo lab, vocal music lab, instrumental music lab, restrooms, elevator, and external entrances. Faculty have been closely consulted with regard to their needs and ideas for improvement as we move through the design process. Over the coming two years, we will work to create academic spaces that prioritize teaching and learning. We hope to mitigate the impact on student learning and will communicate closures and adapt course offerings whenever possible, to ensure the strength and continuity of our programs for our students (Strategic Goal 3).

V. **Using the boxes below, list the resource requests that the Division is moving forward for consideration. Please note that the resource requests should be in declining order of priority, as indicated in the upper left corner of each box. For each resource request, describe how it connects with your Division goals, and the potential consequences of not securing the requested resource. In sum, please explain why filling this request should be a priority for the College.**

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
1	Music Instructional Aide II	Classified Professional FTE	Music	Grade 22, Salary Schedule 60, Step 3, $61,344 + Benefits

Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.
We have had a short-term temporary assignment in this role for the last 1.5 years. This role is critical for supporting our music program and we will not be able to provide the necessary support to our music students and music majors without a permanent role. During COVID, this role has facilitated the checking-out of instruments and recording kits, monitored on-campus practice room usage, and assisted with courses and music preparations for our B1 upgrades. This role has been requested for many years and needs to be considered highest priority.

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
2	Program Services Coordinator (Project Change)	Classified Professional FTE	Project Change	Grade 27, Salary Schedule

				60, Step 3, $69,348 + Benefits

Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.
With equity and social justice as our guiding principles, it is crucial that we develop programming to support our most vulnerable populations. Our currently-incarcerated, formally-incarcerated, and justice-impacted students are highly vulnerable and can benefit from resources and opportunities to thrive. Project Change, and specifically a PSC position, will allow Skyline College to move forward with our commitment to serve the underserved, to educated a global community of leaders, and ultimately, to change lives.

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
3	Software Licenses to support programs	Other	Paralegal & Geography	$12,000

Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.
The Paralegal Program needs Westlaw (bookstore) and NSLT ($5600) licenses for students to ensure that they are gaining experience with the technology used in the field. Geography needs ESRI's ArcGIS ($100 per student) licenses for the GIS course, which is an area with high demand jobs and we are planning to build a certificate program in future.

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
4	Dedicated Budget Allocation for Programming (Art Gallery, Project Change, uSOAR, Film Festival, Behind the Curtain)	Other	-Gallery -Project Change -uSOAR -Film Festival -Behind the Curtain	$22,000 (total for five programs)

Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.

We are currently running several programs without regular funding. To allow these programs to continue, we need to allocate an annual budget for each, to ensure that resources and time are not wasted seeking alternative funding sources each year.

- **Gallery** - $5000/year
- **Project Change** - $5000/year
- **uSOAR (Undergraduate Symposium of Academic Research)** - $3000/year
- **Stories of Transformation Film Festival** - $3000/year
- **Behind the Curtain** - $6,000/year

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
5	Performance Quality 9-foot Steinway Grand Pianos (locations: theater and choral room). Estimated cost ($150,000 + tax $15,000 + $1000 delivery) = $166,000	Equipment	Music, Musical Theater, Dance	TOTAL for two pianos $332,000
Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.				
Our current grand pianos are 50+ years old and are no longer performance quality. We were slated to get new pianos with the construction of a Creative Arts complex, and since this is no longer the plan, we need to allocate funds to replace our aging pianos. https://www.steinway.com/pianos/steinway/grand/model-d				

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount $
6	Upgrade Teaching Spaces: Music Lecture (1-107), Center for Creative Arts (1-124), Painting Lab (1-303), Lecture Classroom (1-304), Drawing Lab (1-320)	Rennovation/ Designated Space	All SSCA with emphasis on Creative Arts	$874,832
Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.				
With the limited budget allocated for the updating of B1, there are some spaces that will not be included in the renovation. I have prioritized the teaching/learning spaces that will not be upgraded in				

B1 as a first priority for facilities upgrade (amount listed are from initial budgeting process with facilities and capital projects team):

Music Lecture (1-107) = estimated $169,345

Center for Creative Arts (1-124) = estimated $379,481

Painting Lab (1-303) = estimated $146,514

Lecture Classroom (1-304) = estimated $53, 069

Drawing Lab (1-320) = estimated $126,423

If you have additional resource requests, please copy and paste new boxes below, and be sure to update the priority ranking.