

Division: Art, Media, and Communication

Name of Program/Area and Contributors

14 Responses

Program/Area Name	Name(s) of the person or people who contributed to this review:	Which PAR Template did you fill out?
Architecture	Adrian Huang	Academic Services
Art	Clayton Thiel, Bonnie Stipe	Academic Services
Art History	Diane Zuliani, Amy Raymond, Kelly Cricchio	Academic Services
Communication Studies	Jason Ames, Veronica Martinez, Stephanie Eisenberg, and Philip Enguancho	Academic Services
Digital Media	Mumtaj Ismail	Academic Services
Film	Mumtaj Ismail	Academic Services
Humanities, Philosophy & Religious Studies	Ryan Scherbart, Patricia Shannon	Academic Services
Interior Design	Adrian Huang	Academic Services
Mass Communications	Chad Mark Glen and Tom Lothian	Academic Services
Music	Jon Palacio, Tim Harris	Academic Services
Music Recording & Technology	Timothy Harris	Academic Services
Photography	Aaron Deetz	Academic Services
Theater Arts	Deborah Stephens	Academic Services

TV Station

Sujoy Sarkar

Academic Services

Responses on Student Learning Outcomes for Programs in Your Division

Explanations for programs who have not completed SLO assessments in the five-year assessment cycle:

14 Responses

Program/Area Name	If any courses in your program/discipline have not completed SLO assessments in the five-year assessment cycle, please explain why.
Architecture	All courses have completed SLO assessments.
Art	We are in the process of completing our SLO assessments and are at the end of a 5 year cycle. They will be complete by the end of the semester.
Art History	N/A. SLO assessments complete.
Communication Studies	N/A
Digital Media	We have completed SLO Assessment
Film	We have completed SLO Assessment
Humanities, Philosophy & Religious Studies	N/A
Interior Design	All courses have completed SLO assessments.
Mass Communications	All MCOM courses offered within the five-year assessment cycle have been successfully assessed.
Music	N/A

Music Recording & Technology	N/A
Photography	All SLO assessments for the photography discipline are current.
Theater Arts	I am not familiar with the state of the SLOs for this department but I will be working on getting them up to date in the 2024-2025 school year.
TV Station	N/A

Responses on Program Learning Outcomes for Programs in Your Division

Explanation for programs who have not completed PLO assessments in the five-year assessment cycle:

14 Responses

Program/Area Name	If your program/discipline has not completed PLO assessments in the five-year assessment cycle, please explain why.
Architecture	The program has completed PLO assessments.
Art	We are up to date on our PLO assessments.
Art History	N/A. PLO assessments complete.
Communication Studies	N/A
Digital Media	We have completed PLO Assessment
Film	We have completed PLO Assessment
Humanities, Philosophy & Religious Studies	N/A
Interior Design	The program has completed PLO assessments.

Mass Communications	All the MCOM PLOs have been assessed within the last 5 years.
Music	N/A
Music Recording & Technology	N/A
Photography	All PLO assessments for the photography discipline are current.
Theater Arts	As mentioned before, we are doing updates to the degree and certificate programs for Theater Arts
TV Station	N/A

Responses on Institutional Supports and Barriers

Regarding Your Program or Area

What institutional-level **supports or practices** were particularly helpful to **your program or area** in reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?

14 Responses

Program/Area Name	What institutional-level supports or practices were particularly helpful to your program or area in reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?
Architecture	Inter Club Council (ICC)
Art	The continued support of our NASAD accreditation has help our college to achieve our reaccreditation. The continued funding of the Learning Connection for embedded tutors has supported the meeting of our SLOs and PLOs.
Art History	Dean Kunkel has been an ongoing source of support for the Art History discipline, especially with respect to PAR goals, and in particular to the conservation and storage of the non-western study collection. Art History faculty have been another reliable source of support, effort, and commitment to the mission.

Communication Studies	<p>We are happy that our efforts to secure the Assistant Coach for Forensics position by solidifying it in the contract. This way, our division does not need to seek out funding to support it as it is contractually guaranteed. As forensics serves many of our majors as well as non-majors across campus, continuing to have institutional support for the program and its personnel and budget requirements will be of the utmost importance. We were also glad to benefit from the help of a student assistant to grow our marketing and student outreach efforts, however the funding and security for this position is not as strong this semester. At the institutional level, support for our COMM Lab program through the Learning Connection allows us to run a robust tutoring program for all students taking COMM courses or who need help with public speaking in other non-COMM courses.</p>
Digital Media	<p>Curriculum support and CTE support has helped our program.</p>
Film	<p>Curriculum support and CTE support has helped our program.</p>
Humanities, Philosophy & Religious Studies	<p>Our Division, Curriculum Committee, and Articulation Officer all supported our program in the creation and updating of our Philosophy AA & AA-T.</p>
Interior Design	<p>Inter Club Council (ICC)</p>
Mass Communications	<p>One particularly helpful institutional-level support for our program has been Chad Mark Glen's participation on the Outcomes and Assessment Committee. His involvement has provided valuable insight and guidance, directly benefiting the MCOM Department's efforts to align with SLOs, PLOs, and the college mission.</p> <p>Access to Institutional Research and Data through tools like the Enrollment Management Dashboard has been crucial. These resources enable us to analyze trends and make informed decisions about course offerings and student outcomes.</p> <p>Technological Infrastructure and Support has, at times, hindered our progress. While the college maintains datasets, we are still required to manually input much of the same information into various reports. This redundancy not only consumes time but also detracts from more meaningful work, such as improving curriculum and student engagement. Streamlining this process would enhance efficiency and allow faculty to focus more on teaching and student success.</p>
Music	<p>The annual planning priorities set by PRAC and the development of the Art & Design Pathway and program maps.</p>

Music Recording & Technology	The annual planning priorities set by PRAC and the development of the Art & Design Pathway and program maps.
Photography	Financial assistance and basic needs support has been beneficial to many students. Especially providing free tuition for the first year and resources such as the food pantry for students facing food insecurity.
Theater Arts	Working closely with the Dean and her supporting staff has been very helpful.
TV Station	N/A

What institutional-level **barriers or challenges** prevented or hindered **your program or area** from reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?

14 Responses

Program/Area Name	What institutional-level barriers or challenges prevented or hindered your program or area from reaching its PAR Goals, SLOs, PLOs, SAOs, and/or the college mission?
Architecture	N/A
Art	We still require a classified lab tech to support our area. We also are in need of more full-time faculty to support student achievement and meet full-time to part-time ratio NASAD standards. Our division has lost 5 full-time faculty members in recent years and none have been replaced. This has placed a great burden on the remaining faculty and limits the availability of faculty toward the work of the college and hinders the ability to serve our students
Art History	Art History has one full-timer and no reassigned time for coordinating. There are limits to how much coordinating can be done by one person whose time is committed elsewhere.

Communicati on Studies	Lack of funding and support for our special programs and events continues to challenge our department's goals of supporting our students. For example, we have been unable to host our campus-wide Great Debate event in the past couple of years due to lack of institutional support and compensation for running the event. Supporting our forensics students continues to be a challenge due to the cost of travel, judge coverage and entry fees while not having enough faculty and reassign time available to run a large team of students. New rules around planning student and campus events ahead of time also make it difficult for us to be flexible in planning for our student and campus outreach events.
Digital Media	IT software and issues related to administrative rights to computers has been a barrier that directly affects student success.
Film	IT software and issues related to administrative rights to computers has been a barrier that directly affects student success.
Humanities, Philosophy & Religious Studies	Few to no full-time hires for Arts, Media, and Communication for several academic years. Our division has been chronically under prioritized, and as a consequence, the division is making numerous requests for faculty. Given the retirement of TWO more division faculty, including one from this discipline, we are very concerned about faculty prioritization for our disciplines and the division as a whole. We do not understand why faculty for our division are not prioritized at levels commensurate with our overall FTES. We believe the faculty prioritization process is fundamentally flawed.
Interior Design	None
Mass Communicati ons	The indecision and ambiguity about facility plans have been significant barriers to reaching our PAR Goals, SLOs, PLOs, SAOs, and advancing the college mission. The facilities that we have are insufficient for meeting student enrollment capacities and this uncertainty limits our ability to plan for long-term growth and make necessary improvements to instructional spaces.
Music	Adequate staffing during concerts. These concerts are outward facing and would be a great asset in terms of marketing the college. The Jazz program has constant brought grammy winners as featured artists and the Wind program has brought high profile guest conductors throughout the years. It would be beneficial for the college for these events to be a constant success.
Music Recording & Technology	Lack of funding/commitment to replace full-time position with Eric Schultz resignation.
Photography	Complex administrative processes. Navigating administrative processes such as registration and financial aid can be challenging particularly for first-generation college students or those unfamiliar with higher education systems.

Theater Arts We are short staffed and need another full-time faculty member. I am an adjunct instructor who had to step up to keep this program running but there are a lot of holes in the support I can give because I'm only part-time. We also, need a regular source of funding for the program.

TV Station N/A

Regarding Students in Reaching their Educational Goals

From your vantage point, what does Chabot do that is particularly **helpful to students** in reaching their educational milestones and/or goals? (i.e., what does Chabot do for students that we should **keep doing**?)

14 Responses

Program/Area Name	From your vantage point, what does Chabot do that is particularly helpful to students in reaching their educational milestones and/or goals? (i.e., what does Chabot do for students that we should keep doing?)
Architecture	Should keep supporting students with field trips, hands-on experiences, and not reduce students funding.
Art	The students have a lot of support towards transfer goals, which the college should continue, with better advertisement to student and faculty.
Art History	Educating. That isn't meant to be flippant. I really do believe that is what we do best at this college and we need to keep doing it.
Communication Studies	Chabot is doing well at helping students find "a home" on campus, whether it be through pathways, learning communities, on campus events, or clubs/extra-curricular activities. Students have opportunities to engage on campus beyond simply coming to class and completing their degrees. Our students who feel like they have a community on campus seem to be far more engaged and successful than their counterparts.
Digital Media	The implementation of Degree works has helped students better plan their educational goals.
Film	The implementation of Degree works has helped students better plan their educational goals.

Humanities, Philosophy & Religious Studies	Offering enough online sections and hybrid/hyflex sections to meet student demand.
Interior Design	Should keep supporting students with field trips, hands-on experiences, and not reduce students funding.
	Chabot is particularly effective at removing roadblock prerequisites from courses and eliminating testing requirements that previously delayed or discouraged students from progressing toward their educational goals.
Mass Communications	<p>1. Clear Pathways and Degree Maps: These structured program pathways give students a clear understanding of the courses they need to complete their degrees or certificates, reducing confusion and keeping them on track.</p> <p>2. Robust Academic and Student Support Services: Resources such as tutoring and financial aid advising provide essential assistance to students navigating academic challenges and personal responsibilities. However, counseling services remain difficult for students to access which presents a challenge to fully meeting students' needs for individualized academic and career guidance.</p>
Music	The operational budget has been complementary to the needs of the department.
Music Recording & Technology	Funding for equipment and having a state of the art music recording and technology facility in building 1200.
Photography	Learning communities such as FYE, Umoja and Puente help create a sense of belonging for students. The programs provide targeted support for underrepresented groups and help students clarify their academic and career goals.
Theater Arts	Chabot has a place where students can perform and learn about performing. Although we need a better space, the fact that we have space is helpful.
TV Station	N/A

From your vantage point, what does Chabot do or NOT do that is a **hindrance to students** in reaching their educational milestones and/or goals? (i.e., what does Chabot do that we should **stop doing or change** to better support our students?)

14 Responses

Program/Are a Name	From your vantage point, what does Chabot do or NOT do that is a hindrance to students in reaching their educational milestones and/or goals? (i.e., what does Chabot do that we should stop doing or change to better support our students?)
Architecture	None
Art	The unintended consequences of privatizing our bookstore, has marginalized our disadvantaged student population. Specially for obtaining supplies and materials no longer available on campus. This has impacted many of our students, as they have no other way to access materials for class. To participate in class, students require materials that are expended from semester to semester and many of our students have transportation issues or money issues that do not allow them to purchase the required materials to be able to participate in class. We need a way to help support these students, either through an increased budget to purchase bulk supplies or the ability to charge lab fees so that students have equal access to the materials required to participate in class.
Art History	Initiative fatigue is real and depletes the level of energy instructors are able to bring to the classroom.
Communication Studies	In addition to more opportunities for students to find community on campus, students could greatly benefit from more specific advising (including major advising), understanding where extra opportunities for engagement on campus exist, and access to support services on campus. It will be interesting to see if and how Guided Pathways helps students with their goals, but in general students could benefit from clearer plans of action to achieving degrees and certificates. Many students come to us saying that advising is either limited, difficult to understand or does not match up with their educational goals and have to do much of the navigating on their own. In addition, making sure students understand the benefits and disadvantages to online vs in-person learning would be helpful.
Digital Media	Marketing degree works to students and faculty and more training around degree works.
Film	Marketing degree works to students and faculty and more training around degree works.
Humanities, Philosophy & Religious Studies	N/A

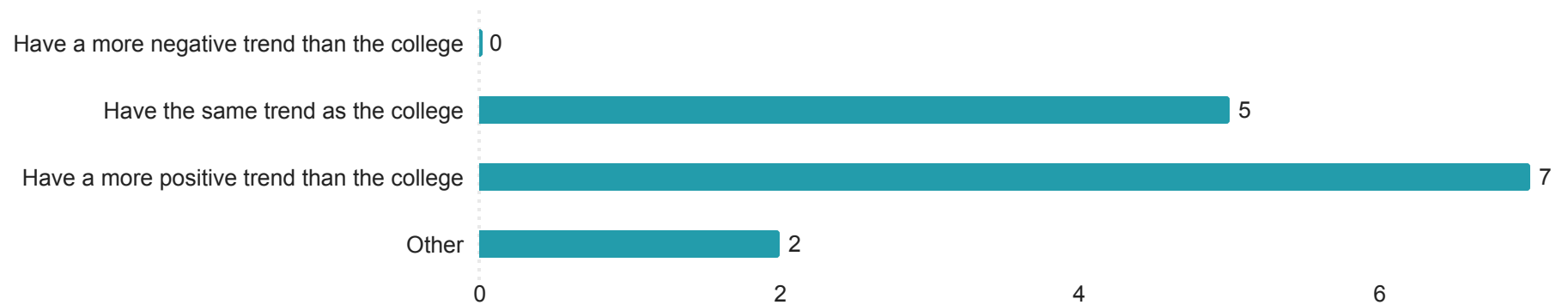
Interior Design	None
Mass Communications	<p>Chabot College does not have enough counseling capacity to meet the needs of all students, which creates barriers to receiving timely academic and career guidance. This lack of support can hinder students from staying on track with their educational goals.</p> <p>Additionally, the cost of parking presents a financial burden for many students. For those already facing economic challenges, paying for parking can become yet another obstacle to accessing education.</p>
Music	Funding for the Guest Artist/Guest conductor would be ideal for students to have an educational experience equal or superior to our four-year counterparts. Increase access to building 1200 on Saturdays for students that do not have the ability to practice at their home.
Music Recording & Technology	Lack of funding/commitment to replace full-time positions.
Photography	Advising and counseling gaps. With a high student-to-counselor ratio it can be difficult for students to receive personalized advising. Many students struggle navigating course selection for degree and transfer requirements.
Theater Arts	<ul style="list-style-type: none"> • Make registration process as streamlined and easy as possible for students • Make the campus more inviting for students taking courses on campus • Improve food services • Create a mini-market • Have better on campus presence for purchasing books (like kiosks in the library, or something like that)
TV Station	N/A

Responses on Academic Programs/Disciplines Data

FTES (Full-Time Equivalent Students) and Enrollment

Compared to the college, did your program:

14 Responses



If you selected 'Other' above, please specify.

Name of Program/Discipline/Area/Service	Other - Text
Theater Arts	N/A
Interior Design	N/A
Digital Media	N/A
Architecture	N/A
Mass Communications	N/A

Photography	N/A
Communication Studies	It's a bit up and down, however, there is some consistency: enrollments in fall tend to match the spring of the same year. However, we did see a big jump in F'23
Film	I have had fluctuations, but mostly have seen a similar trend as the college with a bit of a positive trend.
Humanities, Philosophy & Religious Studies	N/A
Music	N/A
Art	N/A
Art History	N/A
TV Station	N/A
Music Recording & Technology	N/A

Please provide a brief explanation that would help the college understand these trends in your program (e.g., tangible reasons for the increase or decrease).

14 Responses

Program/Area Name	Please provide a brief explanation that would help the college understand these trends in your program.
Architecture	More demanding of the industrial needs such as designers, drafters and construction builders...etc.
Art	The return to in-person instruction has greatly benefited our program. Our in-person classes are filling to capacity and we continue to add more. Most of our Art 2A drawing classes fill to capacity with a waitlist, and we have been able to add late-start classes to fill demand.

Art History	Dedicated faculty, excellence in teaching, responsiveness to students both as people and learners.
Communication Studies	We do not know of any factors that may have made this changes that were not pandemic related.
Digital Media	We have been promoting the programs through more student relevant channels like Instagram and YouTube
Film	We have been promoting the programs through more student relevant channels like Instagram and YouTube
Humanities, Philosophy & Religious Studies	We had a high demand for our staple courses, especially HUMN 68, PHIL 50 & 60, and RELS 50. Our trend was a bit rosier than that of the College probably because of our strong online and hybrid options as well as a greater demand for PHIL classes as the ADT grows.
Interior Design	Due to the housing market, house staging, interior design and furnishings are well needed in the field. Students are hired right after received the AS degree.
Mass Communications	<ol style="list-style-type: none"> 1. Cost of Living and Employment Opportunities: The high cost of living in the Bay Area, particularly housing, often pressures students to balance work and education. During periods of economic uncertainty, such as inflation or housing market volatility, students may delay or reduce their course loads, affecting enrollment and FTES. This could explain the slight dip from Fall 2021 to Fall 2022. 2. Post-Pandemic Adjustments: The increase in FTES by Fall 2023 may be a result of students returning to more stable routines post-pandemic, along with increased interest in career-oriented programs as the job market rebounds. Many students may also be seeking reskilling or upskilling opportunities, particularly in media and communications, as industries like tech and media undergo transformations. 3. Remote Learning Flexibility: Growth in the spring terms could be tied to continued flexibility in online and hybrid learning, which has made education more accessible to students juggling work and other responsibilities.
Music	In general, the Music Department have Some classes have thrived due to the demands of online learning. To that end, some music classes that thrive with student interaction with other music students have been disrupted due the Covid19 pandemic.
Music Recording & Technology	Marketing and outreach to Strong work force funding.
Photography	During the 21/22 AY the photography discipline completed a major revision of all courses and degrees resulting in a 62% increase in enrollment between Fall 2021 and Spring 2024.

Theater Arts As a department, we have been proactive about outreach.

TV Station More Media and Social Media attention is now being paid. We need to update our courses though to keep up with the trend.

As noted above, enrollments impact our funding. Are there specific courses/sections that, on average, across the past three years did not fill to capacity? Why might this be?

14 Responses

Program/Are a Name Are there specific courses/sections that, on average, across the past three years did not fill to capacity? Why might this be?

Architecture They are healthily grow.

Art The data in the dashboard is incorrect for our classes. Most of our classes are leveled, and have multiple sections within one class. This makes it appear that our courses are not filling, when they are actually filling to capacity.

Art History No. Occasionally there is lower-than-usual enrollment in one section of a course, but when that occurs, it's an anomaly. There are no ARTH courses that do not frequently fill to capacity.

Communication Studies Comm. Studies 48 was recovering from the pandemic and is now at an 80% fill rate. Retention in this class has been very high with 58% of the students in Comm. 48 returning from previous semesters. 80% of these students plan on returning in the S'25 semester. Our specialty courses (Comm. 10 and 11) continue to thrive asynchronously. Comm. 10 in person is doing great, and Comm. 11 in person is growing post-pandemic. We need to continue to advertise and think about how to boost our enrollments for Comm. 2 and 3. Comm. 1 classes that start in later afternoon/evening struggle. Our F2F and online Comm. 1 classes have similar enrollment numbers. Finally, we might consider putting a FT faculty member in the FYE program.

Digital Media Most classes are enrolling at 85-100%. The one class we need to promote and schedule at a time that doesn't conflict with other important courses is the DIGM20 Capstone class.

Film Film 16 and Film 17 have seen some challenges filling classes because students need Film 15 in order to take these two courses, I believe if we were able to offer 2 sections of Film 15 we would see a marked increase in the number of students in these classes.

Humanities, Philosophy & Religious Studies	Yes, our HUMN 50 course had variable content in the Course Outline that doesn't articulate well for transfer and has low enrollment numbers.
Interior Design	They are healthily grow.
Mass Communicati ons	<p>Yes, several MCOM courses (21, 22, 23, 24, 26, 44, 56, 57, 58, 59, 60, 61, 68, 69) have not consistently filled to capacity over the past three years. There are several contributing factors:</p> <ol style="list-style-type: none"> 1. Technology and Equipment & Facility Limitations: Students expect access to up-to-date technology and resources, which can be a competitive disadvantage for our program. Additionally, our negotiated enrollment caps do not align with the physical capacity of our facilities, limiting the number of students we can accommodate and creating inefficiencies in course offerings. 2. Lack of Marketing and Outreach: Our program could benefit from stronger promotional efforts to raise awareness about course offerings and career paths. Limited visibility of student media outlets also contributes to lower interest in enrollment. 3. Course Scheduling and Conflicts: Some courses are offered at times that do not align with student availability, and others conflict with popular classes, limiting enrollment opportunities. <p>Competition from Other Programs: With overlapping interests in Communication Studies, Film, and Digital Media, students are drawn toward programs that appear to offer more specialized or in-demand skill sets.</p> <p>It's worth noting that, despite these challenges, overall enrollment in the Arts, Media and Communication division is increasing. This trend signals that there is growing interest in the subjects we offer, and with strategic adjustments to course design, outreach, and resources, we can better meet the needs of our students.</p>
Music	Although the MUSA courses are a bit under capacity, these courses are essential to the development of our students. These MUSA course need skills developed before entering college. Most students will not thrive if they have minimal skills on their instruments.
Music Recording & Technology	Yes, capstone courses (3rd and 4th semester). This is due to one section of beginning funneling into 1 section of B, C and D.
Photography	Advanced level courses struggle to reach capacity due to prerequisite skills required to be successful in the course.

Theater Arts	During the pandemic, not many people wanted to take theater classes online but we have seen more and more students enrolling now that in person is available again. We also think that some of our students might be confused about the differences between theater classes and film classes.
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TV Station	N/A
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Is there anything faculty in your program would consider doing to improve overall discipline productivity* while maintaining our commitment to student learning? (e.g., taking additional students in sections with higher fill rates or changing the days/times or format (in-person, hybrid, online) of low fill-rate classes)

**productivity=(FTES or WSCH)/FTEF*

14 Responses

Program/Area Name	Is there anything faculty in your program would consider doing to improve overall discipline productivity* while maintaining our commitment to student learning?
Architecture	Good to keep as it that starting to build up the fundamental classes (to offer two Arch 2A sessions) and then intermediate classes (Arch 2B) to the advanced studios (Arch 8A & 8B).
Art	We are already teaching multiple sections within one class so that we have increased productivity. This is already a huge increase in workload and commitment from all of our faculty. They have to prepare for multiple levels, materials and topics when they are only getting paid to teach one class.
Art History	ARTH has high productivity and we already add extra students. In the last cycle, the lowest WSCH/FTEF was 570 (summer 2021), highest was 782.35 (summer 2023). Fall and Spring semesters have WSCH/FTEF between 605 and 690. These productivity numbers are well above the target goal of 526.

Communication Studies	Increasing FTES/FTEF is difficult for our discipline due to the state requirements for student speaking time. This is why our caps must remain at 25/30. Looking at historical trends, hybrid courses tend to be our lowest enrolled classes, thus we have limited the number of hybrid courses available. Additionally, we have made the pedagogical decision to limit fully asynchronous public speaking classes. We believe this will help our fill rate as we've seen an increase in fill rate for our in-person classes. As a discipline, we are open to experimenting with unique start times (Friday/Saturday classes) and classes that function within a "compressed calendar model" (16-week courses). Additionally, we have courses in numerous special programs (Umoji, FYE, PACE, RISE) that may affect our FTES/FTEF rate. We need to continue to advertise and think about how to boost our enrollments for Comm. 2 and 3.
Digital Media	N/A
Film	N/A
Humanities, Philosophy & Religious Studies	We can take on a few more students in our large lecture online and hybrid sections.
Interior Design	Good to keep as it that starting to build up the fundamental classes (to offer ID 48 & ID 49 sessions every semester) and then intermediate classes (ID 50 and ID 51).
Mass Communications	Yes. We are currently teaching courses for no pay and cross-listing courses to improve productivity. We have converted, and are continuing to convert, more classes to an online or hybrid format to better meet student needs and boost enrollment. In addition, we are open to exploring other strategies, such as offering incentives for early enrollment, like T-shirts, to encourage students to register sooner. This could help improve fill rates and streamline planning.
Music	The MUSL courses have been very productive and has helped the department's productivity as a whole. As mentioned previously, some classes are very dependent on skills developed before entering college and not much can be done since this requires certain students that already have training.
Music Recording & Technology	We have done this already. The hiring of a full-time faculty member would greatly help in this area.

Photography	Photography program faculty have committed to teaching online and at nights in order to increase overall discipline productivity by reaching non-traditional students.
Theater Arts	We have been making adjustments to see if changes in day/time affect our students. We try not to schedule too many overlapping classes so students don't have to choose between classes.
TV Station	N/A

Are there any classes in your discipline which routinely fill to capacity and for which there is often a waitlist? If yes, please list here.

14 Responses

Program/Area Name	Are there any classes in your discipline which routinely fill to capacity and for which there is often a waitlist? If yes, please list here.
Architecture	Architecture 12 and 16
Art	Art 16A Intro to Ceramics, Art 24 3D foundations both fill with long waitlists. Art 24 is a foundations class and a requirement for ADT graduation.
Art History	Online sections of ARTH 1 often fill to capacity and have a waitlist. 100% of students from ARTH 1 waitlists are added to the courses they're waitlisted for.
Communication Studies	Communication Studies 1 courses have a very high fill rate
Digital Media	All classes fill and have waitlists but DIGM20
Film	FILM14, FILM 12, FILM 15, All enroll at a very high level.
Humanities, Philosophy & Religious Studies	Yes, HUMN 68, PHIL 50 & 60, and RELS 50

Interior Design	D 50 and 72
Mass Communications	No.
Music	Music 1: Introduction to Music, Music 4 History of Jazz Music, MUSL 8 Hist Rock & Roll/Popular Music
Music Recording & Technology	MUSL 8: History of Rock and Popular Music, MURT 20: Introduction to Music Technology
Photography	PHOT 1A Digital Photography I PHOT 6A Photoshop
Theater Arts	Yes, Thtr 10
TV Station	N/A

Enrollment Disaggregation

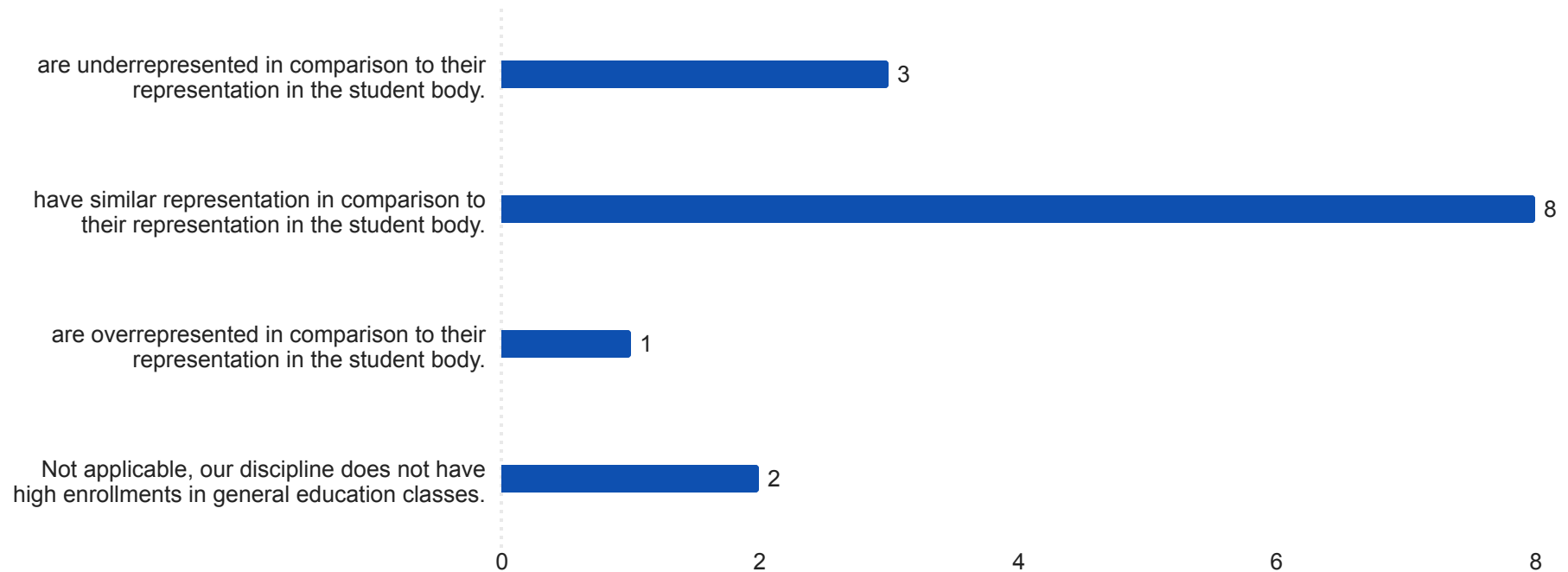
The representation of traditionally underrepresented race/ethnicity/gender student groups in our **program/major** compared to our industry/field:



For programs/disciplines with a high percentage of offerings that are required for General Education—such as English, math, or communication studies—please also compare the representation of traditionally underrepresented race/ethnicity/gender student groups in your general education classes to the overall student body population.

Traditionally underrepresented student groups in our **general education** classes:

14 Responses



Please provide a brief explanation that would help the college understand these trends (e.g., tangible reasons to understand the representation of traditionally underrepresented student groups in your discipline/major and, if applicable, general education classes at Chabot).

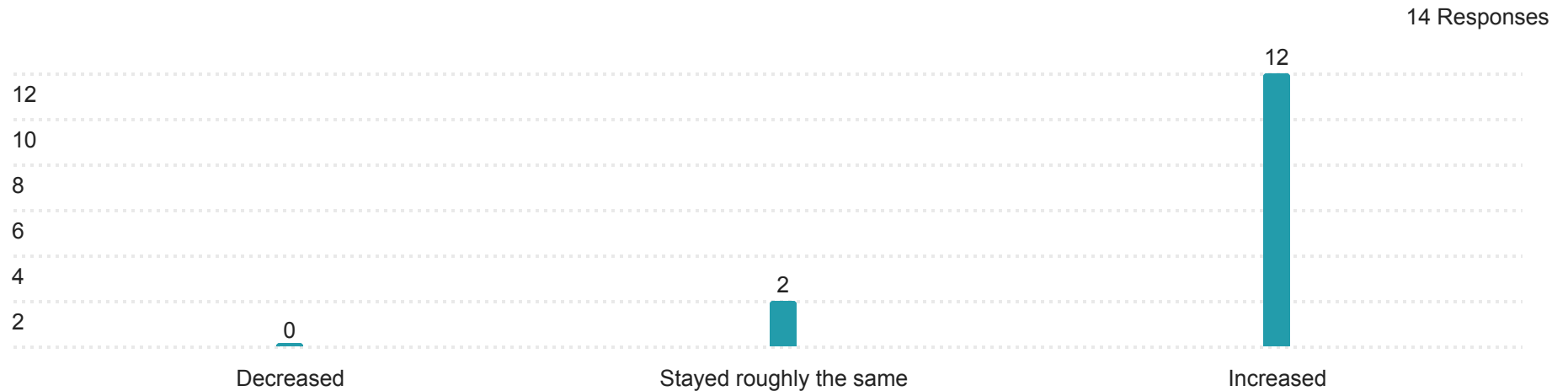
14 Responses

Program/Area Name	A brief explanation
Architecture	I think it is equally represented.
Art	Our classes are generally reflective of the population of Chabot College as a whole.
Art History	Art-making is a universal impulse and Art History faculty teach their subject from a global and inclusive perspective. The majority of students find themselves and their cultures represented in Art History course content.
Communication Studies	Our program overall nearly mimics the overall college enrollment rates when data is disaggregated. This is likely because Comm. 1, 20, and 46 are required GE courses for transfer. I believe these numbers to be inaccurate however. The data shows that we only have 4 majors in our entire program. Perhaps I'm looking at the data wrong, but this is inaccurate (whether it is data error or user error).
Digital Media	N/A
Film	Students in these courses are generally male and recruiting and retaining women filmmakers and animators has been difficult.
Humanities, Philosophy & Religious Studies	Chabot HUMN/PHIL/RELS students will likely increase the diversity of these fields, which historically haven't been overly diverse.
Interior Design	I think it is equally represented.
Mass Communications	N/A

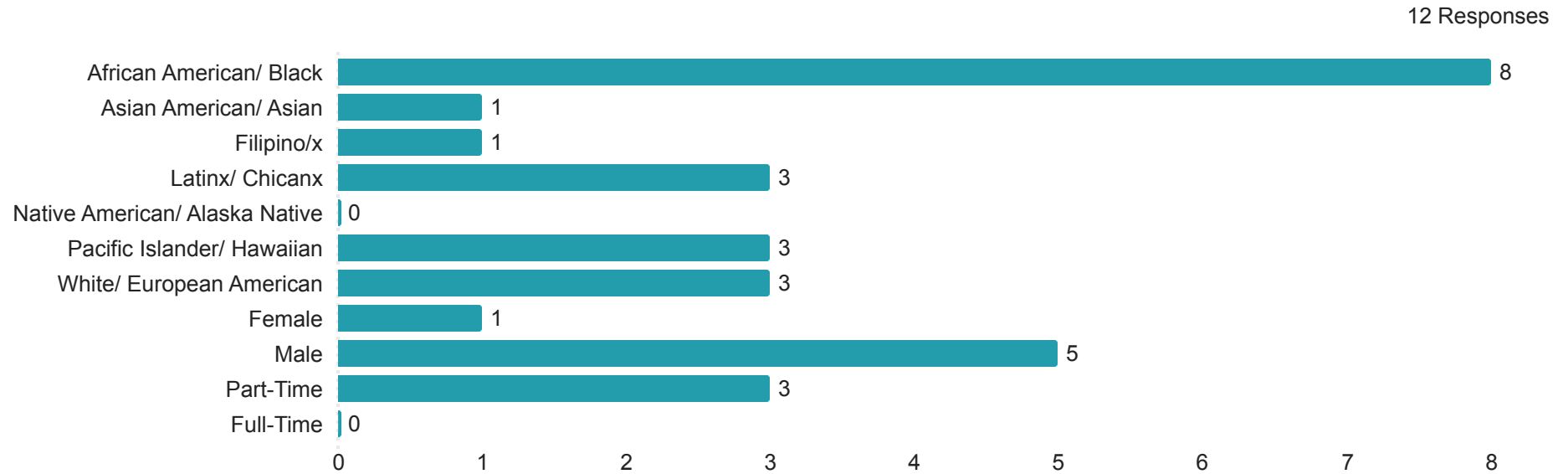
Music	Music programs have always been inclusive and often represent a very diverse population.
Music Recording & Technology	In this field and major, females would be the traditionally underrepresented population.
Photography	Traditionally underrepresented student groups in the photography discipline are at, or slightly above, the numbers for Chabot College and is reflective of the overall student body.
Theater Arts	Some of this has to do with the diverse population of the Hayward community and some of has to do with the outreach we have been doing to recruit students into our program
TV Station	Trend in the Broadcast and Social Media industry is to hire people with Video Engineering (IE Computer Network and programming) knowledge. Engineers in the industry are reaching retirement age with no Community Colleges teaching IT networking related to the SMPTE 2010 standard

Course Success Rates

Over the past three years, how have course success rates in your discipline changed? Course success rates have:



Check all groups that are succeeding at lower rates than students from other racial/ethnic, gender, full-time part-time groups, or the overall college average):



Please add any other groups that succeed at lower rates not included above. And provide a brief explanation that would help the college understand the trends in overall course success rates or any student groups that succeed at lower rates:

14 Responses

Program/Area Name	Comment/Explain
Architecture	N/A
Art	The loss of the bookstore and a full-time faculty member sabbatical coincided with a huge drop in success rates in Fall 2023. We are very concerned that the loss of the bookstore and student's ability to get materials is affecting disadvantaged students ability to participate and succeed in class.

Art History	Enrollment in ARTH by Pacific Islander/Hawaiian students is low (sometimes non-existent) and the success rates for these students is not high. Additionally, students identifying as multiracial succeed at a rate that is slightly lower than the college average.
Communication Studies	Our success rates are lower than the college by around 4 – 8%. Our withdrawal rates tend to be the same as the colleges. Given this information, I looked at success rates for these groups compared to the college as well as compared to our own success rate level. While some of the levels remained consistent with our own discipline-level success rates, the success rates for Hispanic and African-American students were still lower than other success rates. The department will continue to brainstorm better outreach and pedagogies to support these student populations.
Digital Media	N/A
Film	The film and animation industry and discipline have been dominated by male students for decades and is slowly shifting. Our African American and Asian students are slightly lower than the college average.
Humanities, Philosophy & Religious Studies	Multiracial students doing much better than Chabot average, in some cases better than any other group. African American student success is substantially higher than College as a whole. White students behind some groups like multiracial, Asian, and Filipino students in some semesters. Our increased enrollment from underrepresented groups and their success & completion is very much in line with the Presidential and PRAC goals in this area.
Interior Design	N/A
Mass Communications	The rise of “fake” students, who were designated as white, weren’t dropped therefore, they didn’t succeed in the courses.
Music	A cohort of students come from economically challenged districts, that often cannot fund music programs effectively, and as a result, these students are not equipped with the same skills as other incoming students.
Music Recording & Technology	Access to equipment, software at home. Many of the students from these populations are dependent on open Lab time to complete their course work.
Photography	Due to a lower enrollment of African American/Black students (9%, same as college) the success rate varies based on the performance of a few students. For example Fall 22 success rates were higher, Fall 24 success rates were lower.

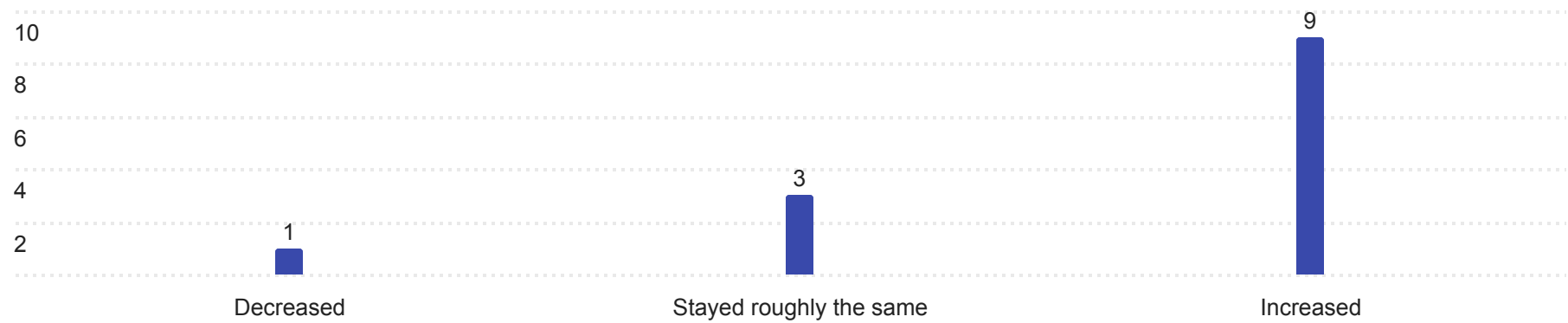
Theater Arts N/A

TV Station N/A

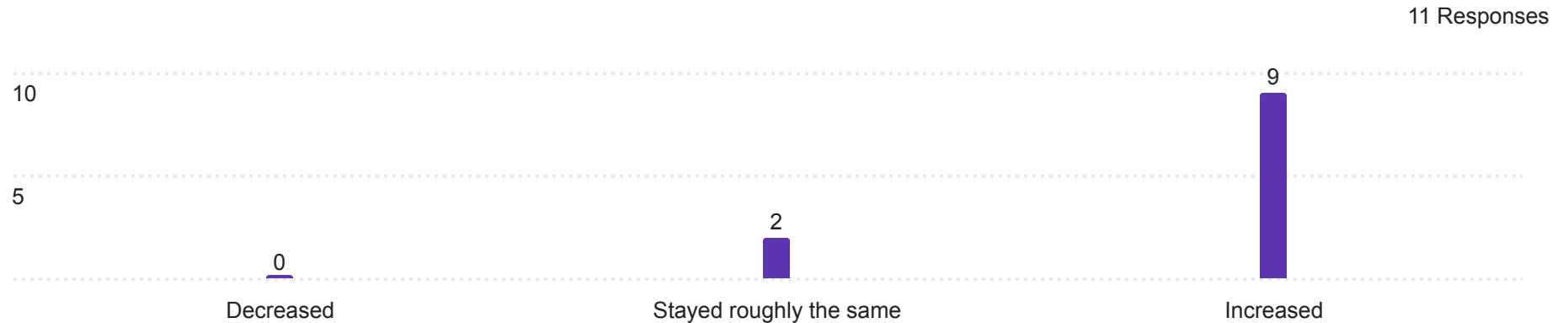
Program Completion (AD-Ts, AA/AS, Chancellor-approved Certificates

Over the past 3 years, what is the trend in Degrees awarded (AD-Ts and AA/AS) in your program(s)?

13 Responses



Over the past 3 years, what is the trend in **Chancellor-Approved** certificates (the ones that count for funding in the SCFF) awarded in your program(s)?



Please provide a brief explanation that would help the college understand these trends in degree and certificate completion in your program (e.g., tangible reasons for the increase or decrease).

14 Responses

Program/Area Name	A brief explanation
Architecture	Most of Architecture students are aiming to transfer. For the additional 3 to 4 courses to obtain AA degree that feels unnecessary. But it feels like more students who are willing to take one more semester to complete those additional courses.
Art	Vast curriculum changes to align our degrees to NASAD standards. The work has resulted in large increases in degree completion.
Art History	Art History didn't offer degrees prior to 2019.
Communication Studies	Over the past three years it has stayed roughly the same. However, it is a decrease from it's peak. We have created a majors Canvas page and a flyer. We need to continue to advertise our program to our students in a more efficient and productive manner.

Digital Media	Graphic Design and Digital Media certificates, a total of 7, account for 11.6 % of all certificates awarded within the Arts, Media, and Communications division. Additionally, Graphic Design degrees, a total of 17, represent 20% of the total degrees conferred in the division. Some tangible reasons for this is our curriculum rewrite that allowed students to clearly understand how to earn a degree. We also wrote substantive certificates that help students see a path towards a new career.
Film	Film and Animation certificates, a total of 13, account for 21% of all certificates awarded within the Arts, Media, and Communications division. Additionally, Film and Animation degrees, a total of 12, represent 14% of the total degrees conferred in the division. Some tangible reasons for this is our curriculum rewrite that allowed students to see a transfer path with Film Television and Electronic media AST. We also wrote substantive certificates that help students see a path towards a new career.
Humanities, Philosophy & Religious Studies	It's still a relatively new degree, and we have promoted it by including sending welcome letters and hosting meetings for prospective and current majors.
Interior Design	Majority of Interior Design students are career changing students. Those mentioned students who are serious about all classes. Some fully time students are looking for transfer to 4 years universities. Most of the students work in the field after obtain the Associate Degree.
Mass Communications	0The past three years have seen a rebound in degrees awarded after a significant drop in 2020-21. This upward trend indicates that more students are completing their programs.
Music	The offering the Jazz Studies certificate has added to the average of the department.
Music Recording & Technology	Student advising within the major, we have them fill out the graduation and degree forms in their capstone classes and we have structured the courses so a student can enter the program any semester with leveled courses with cross-listing.
Photography	During the 21/22 AY the photography discipline completed a major revision of all courses and degrees resulting in more degrees being awarded in the 23/24 AY than the previous four years combined.
Theater Arts	If we had another full time staff member, I believe we would be able to do more outreach and offer more support to our students to help them receive their degrees.
TV Station	N/A

If your program does not produce a lot of degrees or Chancellor-approved certificates, is there an associated industry test for which you are preparing students or non-Chancellor-approved certificates? If you have any data on success rates or numbers for the industry certification/test or for non-Chancellor-approved certificates, please share. (Optional)

14 Responses

Program/Area Name	A brief explanation/ Data
Architecture	N/A
Art	N/A
Art History	N/A
Communication Studies	N/A
Digital Media	N/A
Film	We produce a lot of certificates.
Humanities, Philosophy & Religious Studies	N/A
Interior Design	N/A
Mass Communications	N/A.
Music	Not at the moment. The Jazz Studies Certificate is the most recent one.
Music Recording & Technology	N/A
Photography	n/a
Theater Arts	N/A
TV Station	N/A

In your experience, what barriers to program completion may be disproportionately experienced by students from a particular demographic group (e.g., racial/ethnic, age, disability status, parents, etc.)

14 Responses

Program/Area Name	Barriers to program completion that may be disproportionately experienced by students from a particular demographic group
Architecture	Ages.
Art	Inability to access materials without an onsite bookstore in a huge barrier to success for disadvantaged students.
Art History	I don't have a specific answer to this, but I can say that Art History is actively working to dissolve barriers—especially access and relevance—for our Pacific Islander/Hawaiian students through the non-western art collection.
Communication Studies	Communication Apprehension
Digital Media	Facilities available for this program is a huge barrier affecting our ability to offer multiple sections of introductory level courses to ensure students have the prerequisite coursework to continue and earn the certificate or degree.
Film	Facilities available for this program is a huge barrier affecting our ability to offer multiple sections of introductory level courses to ensure students have the prerequisite coursework to continue and earn the certificate or degree.
Humanities, Philosophy & Religious Studies	N/A
Interior Design	Ages and full time jobs.
Mass Communications	Because of budget allocation, the biggest barrier for our students is the inability to offer classes as needed.
Music	The students the needs more skill building courses are inhibited by the repeatability mandates from the states. Music skills are often developed in years not in 16-18 weeks.
Music Recording & Technology	Access to equipment, hardware and software at home as previously discussed.

Photography	Many students from all demographics struggle with balancing academics with family responsibilities and work schedules.
Theater Arts	There are definitely financial barriers for our students.
TV Station	N/A

Responses on Staffing Analysis

Trends in staffing:

14 Responses

Program/Area Name	Full-time Faculty	Part-time Faculty	Full-time Classified Professionals	Part-time Permanent or Hourly Classified Professionals	Student Employees	Independent Contractors/Professional Experts
Architecture	1	4	N/A	N/A	N/A	N/A
Art	2	7	0	0	1	1
Art History	1	3	1	2	don't know	don't know
Communication Studies	4	16	N/A	N/A	Social Media Support	N/A
Digital Media	.5	4	2	N/A	N/A	N/A
Film	.5	2	N/A	N/A	N/A	N/A
Humanities, Philosophy & Religious Studies	2	6	0	0	0	0

Interior Design	0	4	N/A	N/A	N/A	N/A
Mass Communications	2	N/A	N/A	N/A	N/A	N/A
Music	1	18	1 (Shared with Theatre arts)	0	0	4
Music Recording & Technology	0	3	0	0	1	0
Photography	N/A	N/A	N/A	N/A	N/A	N/A
Theater Arts	1	4	1	0	0	6
TV Station	N/A	N/A	2	N/A	N/A	N/A

Compare changes over the past three years in the FTES/enrollment in your area with changes in staffing in this same time period. What do you notice?

14 Responses

Program/Area Name	Compare changes over the past three years in the FTES/enrollment in your area with changes in staffing in this same time period. What do you notice?
Architecture	Need more supports.
Art	Although our FTES has increased our full-time employees have decreased. We also have no classified support to help maintain the students. Right now that maintenance is completed by full-time faculty, and is quickly leading to burn out. We also have lost hours for our students workers who have helped to maintain the studios and run the Ceramics studio.
Art History	No discernable correlation.

Communications Studies	<p>Campus enrollment dropped considerably with the pandemic. In COMM we reduced the number of classes and thus we were not able to offer as many classes to PT faculty. In the past 3 years we have started to see enrollment increase in all of our classes. We foresee a continued increase, especially with the update to the CalGETC requirements adding COMM 10. We have also seen an increase in students joining the Forensic course (COMM 48) as well as Tutor Training (COMM 70). The addition (return) of more PTERS is a result of this increase. IMPORTANT: It is not our desire to increase the PT pool to satisfy this continued increase in enrollment. The solution is adding another FT faculty member (more in Faculty Prioritization).</p>
Digital Media	N/A
Film	This program started in 2018 and no one has ever been hired to oversee this program as a full time faculty hire.
Humanities, Philosophy & Religious Studies	Patricia Shannon is retiring at the end of this academic year (in May 2024). Without replacing her, our program will almost certainly struggle. We are currently one of the most highly productive disciplines, and it will be almost impossible to continue to be if Trish isn't replaced.
Interior Design	Need more supports.
Mass Communications	Over the past three years, there have been no changes in staffing within our department.
Music	Harmony & Musicianship success rates in sequenced courses (MUSL 2A-D) has decreased with the loss of a full Time instructor (Eric Schultz) teaching the courses. The has lowered our FTES in this area due to nonsuccess and student persistence.
Music Recording & Technology	We noticed that the FT Music (not MURT) faculty Jon Palacio and Tim Harris and greatly helping this area. We are lucky to have qualified adjunct faculty who go above and beyond of what is required of them as PT employees. This is not best practices though and NASM accreditors expressed concerns that we are not meeting accreditation standards at the current staffing levels without a full-time faculty member in this area. This is also a growing area for the college.
Photography	For the photography discipline staffing has remained roughly the same, while enrollment has increased.
Theater Arts	We have not been able to fully service our students because there is lack of full time faculty

TV Station We had 5 part time people before now we have 2 full time classified workers

Compare the representation of traditionally underrepresented populations in your program's/area's staffing (faculty, classified professionals, and administrators) to the representation of those groups in the students you serve. What do you notice? If there is a gap in representation between students and the Chabot professionals who serve them, how has your program/area addressed that gap?

14 Responses

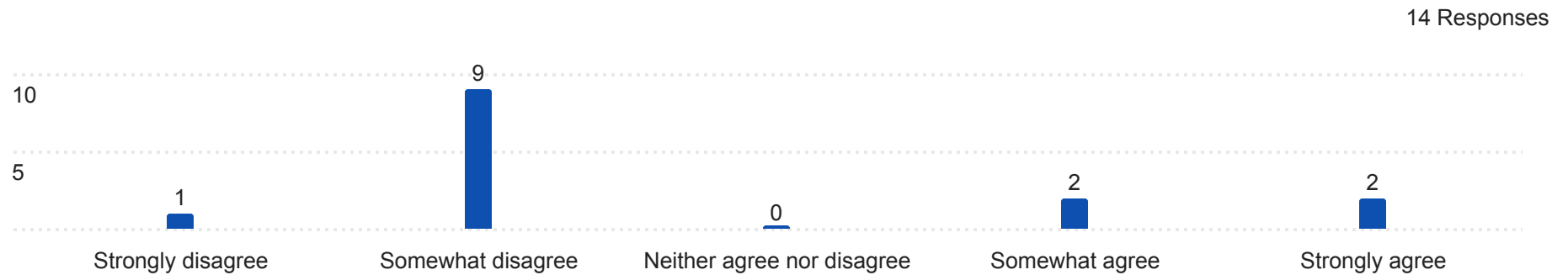
Program/Area Name	Comparison
Architecture	Interview more qualified part-time faculty
Art	There is a representation gap that we have begun to close with recent part-time hires. New full-time faculty hires are the only equitable way to solve the representation gap.
Art History	During the assessment cycle, two part-time ARTH faculty left to take full-time positions (at Foothill College and College of San Mateo). They were the discipline's most ethnically diverse faculty, both of them mixed-race (one African-American + Euro-American, the other Latinx + Euro-American). ARTH faculty is less diverse without them. The ARTH faculty is also single-gender, which is far from ideal but does reflect the heavy proportion of female graduates in the field and the high proportion of female faculty at the university level.
Communication Studies	We serve the entire campus (as a GE requirement). Chabot's demographic is, in part, 42% Latinx, 17% white, 16% Asian American. Our COMM Dept FTers make up 25% Hispanic & Native American, 25% Filipino, and 50% white. From observation, our PT pool is approximately 75% white and 25% faculty of color. While we have diversity in our Department, we are very aware that there is much work to be done in the hiring process, particularly in reaching out/advertising our open positions in communities of color. Note – In COMM our FTers identify as 50% female and 50% male, similar to the campus population.
Digital Media	We mostly have white males. We have tried to hire more diversity but have been challenged in doing so.
Film	We have been able to create some diversity within our adjunct faculty and staff in this area.

Humanities, Philosophy & Religious Studies	N/A
Interior Design	Interview more part-time faculty
Mass Communications	This disparity in representation highlights a gap between the backgrounds of our faculty and staff and the students we serve. While we strive to create an inclusive and welcoming learning environment, we recognize the importance of diversifying our team to better reflect the diversity of our student body. When positions become available we are committed to recruiting more diverse candidates, with a focus on equity-minded hiring practices. Additionally, we can leverage guest speakers and adjunct faculty from diverse backgrounds to provide varied perspectives within our curriculum.
Music	There is a little bit of a gap in this area. Would like to see more diversity in support of our students to reflect the demographics of our students. A full-time hire in the choral area could greatly aid in addressing this gap along with the full—time MURT position requested in the Music Recording and Technology program review document.
Music Recording & Technology	There is a gap in this area. The faculty is white which is not representative of the student population.
Photography	In the Photography discipline, as well as college wide, there is a lack of traditionally underrepresented groups among the faculty and staff. Hiring additional faculty or staff is the only way to address these gaps.
Theater Arts	Between our adjuncts and one full time faculty, I think our department has done decent job representing the student body.
TV Station	N/A

Responses on Department/Program/Area Needs

Technology

The **technology** in our program/area is sufficient to support student learning and/or carry out our program/area outcomes and goals.



If you strongly disagree or somewhat disagree, please explain.

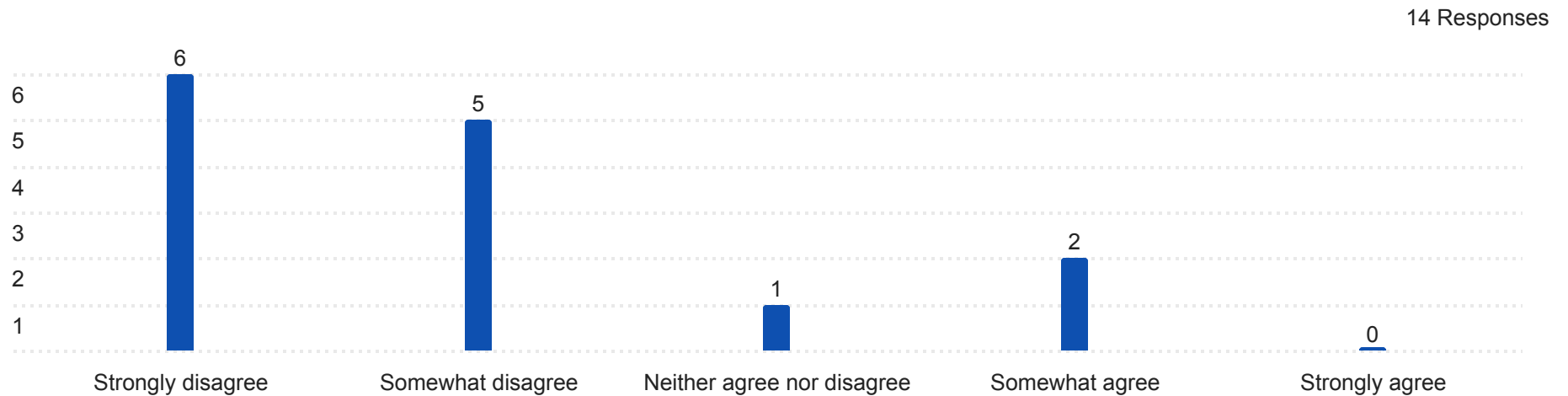
14 Responses

Program/Area Name	Explanation
Architecture	Need more updated software and computers. The smart classrooms instructor's console must be upgraded: Room 905 and 907.
Art	Students need to occasionally use a computer lab.
Art History	N/A
Communication Studies	N/A
Digital Media	N/A

Film	N/A
Humanities, Philosophy & Religious Studies	It would be great to have access to a state-of-the-art hybrid (sometimes classed HyFlex) classroom that could livestream class to students online while the instructor and in-person students are physically in the classroom.
Interior Design	Need to upgrade the instructor station console in 905 & 907.
Mass Communications	<p>We strongly disagree that the current technology is sufficient to support student learning and meet our program goals.</p> <ol style="list-style-type: none"> 1. TV Studio: The studio needs to transition to industry-standard (SMPTE 2010 Upgrade) UHD cameras and the control room requires a complete rebuild to align with modern production standards. 2. Network Limitations: IT has consistently declined upgrades and purchases necessary for transmitting production material over the IP network, limiting our ability to efficiently manage and share content. 3. Radio Studio: IT removed the telephone system that enabled calls into the radio studio, eliminating a valuable tool for live and interactive broadcasts. <p>These challenges hinder our ability to provide students with relevant, real-world learning experiences and meet program outcomes effectively.</p>
Music	Students need computer access in the practice studios to record assignments. This would be beneficial for students that do not have the capability of doing this in their homes.
Music Recording & Technology	N/A
Photography	Although we have strong support for computer and equipment technology. We struggle with having the labs updated with the most current software programs. Often students have more recent versions at home than we have in the labs.
Theater Arts	We used to have a tracking system for students when they attended lab ours but that broke and it has not been replaced
TV Station	We need to research the current industries and find out what is trending out there. Attending conferences like NAB, Siggraph and Cine Gear by not only the employees in the field but by administrators is essential. So they know what courses to offer and what the latest trends are.

Facilities

The **facilities** in our program/area are sufficient to support student learning and/or carry out our program/area outcomes and goals.



If you strongly disagree or somewhat disagree, please explain.

14 Responses

Program/Area Name	Explanation
Architecture	Need more storage spaces.
Art	Substandard electrical and plumbing is an ongoing disruption. No HVAC cooling unit in 1000 has resulted in class cancellations with the recent heat wave. The spot lights in 1002, 1006, 1008 are no longer working and instructors are unable to light the room appropriately for models and professional quality lighting for art shows.
Art History	N/A
Communication Studies	N/A

Digital Media	Facilities is a significant issue for our area, and we are unable to grow into a meaningful program at the college. We need dedicated labs, maker space, and storage space for supplies.
Film	We do not have a dedicated lighting studio, our equipment is housed in building 100 so we spend class time retrieving equipment for demos. We also do not have a dedicated lab, instead we share a lab with the Graphic design program, and the Architecture program. Facilities is a significant issue for our area, and we are unable to grow into a meaningful program at the college.
Humanities, Philosophy & Religious Studies	It would be great to have access to a state-of-the-art hybrid (sometimes classed HyFlex) classroom that could livestream class to students online while the instructor and in-person students are physically in the classroom.
Interior Design	Need more storage spaces.
Mass Communications	<p>We strongly disagree that the current facilities are sufficient to support student learning and meet our program outcomes.</p> <ol style="list-style-type: none"> 1. TV Studio: There is insufficient space to build or store physical sets, limiting students' ability to engage in comprehensive production work. 2. Editing Spaces: TV students lack private editing spaces, making it difficult for them to work efficiently on projects. 3. Newspaper Office: The newspaper staff no longer has a dedicated office, which impacts their ability to collaborate and produce content effectively. 4. Radio Studio: Radio students have only three studio spaces, restricting access and opportunities for hands-on learning. 5. Uncertainty with Facilities: Building 100 is slated for demolition, but there is no clear plan for the programs currently housed there. Additionally, the master plan for Building 2300 might not include dedicated space for the student newspaper, raising concerns about the future of that program. <p>These facility challenges limit our ability to provide quality, real-world learning experiences and jeopardize our ability to meet program outcomes effectively.</p>
Music	Sound bleeding is a significant issue on all of the practice room and rehearsal rooms
Music Recording & Technology	A mini-split HVAC unit needs to be added in the control room due to the excessive heat produced from the equipment.
Photography	Facilities upgrades are one of the primary needs for the program, especially regarding a lighting studio that is essential for growing the program

Theater Arts We've needed improvements in our classroom area for several years now, including a new floor, and support in the Costume shop.

TV Station N/A

Responses on Program Maps and Course Scheduling

Are your program maps accurate and up to date?

12 Responses



Does the way your required courses are scheduled generally meet the needs of the students working towards degrees or certificates in your area? In what way could your schedule better meet their needs, and what changes would be needed to ensure students access to the courses they need to complete their program?

14 Responses

Program/Area Name	Explanations
Architecture	N/A
Art	Wood Sculpture and Art 22 Lost Wax Casting. We need a full-time faculty with skill sets in these areas.
Art History	EMD and Degree/Completion data indicates current scheduling is meeting student needs.
Communication Studies	Students should be able to reach their degree and certificate goals on the planned timeline based on our course offerings and program maps. The largest barrier to this is when classes get canceled due to under-enrollment (for example, some of our courses like COMM 2, COMM 6 and COMM 12 are only offered once a year or once every two years so these classes should be prioritized for keeping on the schedule even when underenrolled.)
Digital Media	N/A
Film	If we had facilities we would be able to provide more sections of the introductory level courses allowing students to graduate or earn certificates quickly.
Humanities, Philosophy & Religious Studies	We should continue to offer PHIL 55 every semester, as it is the core requirement of the major. We might think to offer it in summer. We should also continue to offer PHIL 65 and PHIL 70 each once an academic year.
Interior Design	N/A

Mass Communications	Yes, we schedule classes with the goal of meeting student needs and ensuring access to the courses required to complete their degrees. To better serve our students, we are exploring the expansion of hybrid course offerings to provide more flexibility. Additionally, we are considering developing shared lab classes that could meet the needs of multiple courses, optimizing resources while still supporting students' progress.
Music	Yes, courses are programs for students to finish degrees and certificates in 2 years. Sequence courses are offered in succession and alternating offerings minimizes issues.
Music Recording & Technology	Yes
Photography	Advanced level courses are offered every third semester, more frequent offerings would help student success. However, advanced courses also struggle to reach capacity and it's unknown how increasing frequency would impact enrollment.
Theater Arts	We are currently redoing the course mapping to better fit our student's needs.
TV Station	I would not know this I am a Classified Employee