

November 3, 2023

Vacancy Replacement Request: Studio Art

Professor Denise Erickson, Art History

Dean James Carranza, Humanities and Social Sciences

- 1. Title of position:** Professor of Art (Studio)
- 2. Job description (approximately two sentences):**

Full-time Art Studio faculty teach studio art classes, both lecture and lab, while ensuring facilities meet the dynamic, academic needs of students and the program. The faculty member develops curricula and programming, participates in course development, stays abreast of current teaching techniques, methodologies, and technologies, maintains campus office hours, consults with students, participates in division and college duties, supports general institutional needs, and performs other duties as required and per the faculty contract. The art instructor also serves as representative and college liaison for the art gallery, incorporating the gallery space into the art program as an extension of the program and in support of student experiential learning. The gallery provides studio art and digital art students a campus forum through which to gain practical expertise in exhibiting both their own art and that of community members, alumni, and/or professional artists. The gallery affords students a learning environment in which to actively engage in the arts on campus.

- 3. If applicable, justify any proposed changes in the position or job description since last hire. For example, an English generalist instructor retires but the department would like to make an argument for a basic skills instructor.**

Not Applicable

- 4. Does the vacancy bring that department to having no full-time faculty?**

Yes, and without a new hire the department is reliant on as many as three part-time faculty. In the past two semesters and as we plan for Spring 2024, we are struggling to hire part-time faculty to teach the variety of Art Studio courses. In Spring 2023, we offered no Art Studio courses because of the difficulty we faced in hiring. Often in the Arts, we find that we may hire working or professional artists who may be able to teach in the program temporarily, and while this provides our students an exciting opportunity to learn from a professional, it creates uncertainty in our programming, and makes it difficult for the program to manage a predictable student-centered schedule.

- 5. Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?**

No.

6. How does the position support the goals of the Educational Master Plan or other strategic college plans?

The Art Studio position ensures (particularly part-time students) the opportunity to experience a sense of belonging and connection to the college that helps them persist and complete their goals. It supports innovative teaching that creates more equitable and antiracist learning environments, which helps lead and sustain an inclusive, antiracist, and equity-minded campus culture. The Art Studio position helps make the college the best choice for local high school students to achieve their transfer goals in a variety of majors, and helps students explore and find employment in fields of their choice.

Art Studio instruction reflects the following College Values:

Equity (Highlights)

- Students are provided equitable access and resources in consideration of all their identities to ensure a community of support
- Students are valued as whole human beings and are empowered to express themselves fully in pursuit of their goals

Transforming Lives (Highlights)

- Students are provided a supportive environment where they are given the opportunity to continue (or discover) the work of transforming their lives

Community Partnerships (Highlights)

- Provide access to a college education for members of the community
- Enrich academic programs and create pipelines for students to explore and enter careers

Cañada College's Strategic Initiatives (Highlights)

Art Studio instruction supports the following College Strategic Initiatives:

- Ensure students (particularly part-time students) experience a sense of belonging and connection to the College that helps them persist and complete
- Support innovative teaching that creates more equitable and antiracist learning environments
- Create and sustain an inclusive, antiracist, and equity-minded campus culture
- Be the best college choice for local high school students
- Strengthen K-16 pathways and transfer
- Help students explore and find employment in fields of their choice
- Better share what Cañada offers

Educational Master Plan

Art Studio courses support the Goals of the College in the Educational Master Plan:

EMP College Goal #1 – Student Access, Success, and Completion

- Art Studio courses ensure student access to relevant and transformative instructional programs that are inclusive, diverse, equitable, and anti-racist
- 1.8 Ensure all academic degree and certificate programs remain viable and strong and that they adapt to the changing needs of students and employers in Cañada’s service area (requires a full-time instructor)
- Ensure Students (particularly part-time students) experience a sense of belonging and connection to the college that helps them persist and complete

EMP College Goal #2 – Equity-Minded and Antiracist College Culture

- Art Studio courses reflect the fundamental importance of individualized learning experiences, the shared building of knowledge, and promoting social justice at Cañada College
- 2.1 Art Studio faculty provide timely, individualized attention to students in each class by critiquing students’ work while they are working
- 2.2 Instructors use culturally relevant curriculum in lectures

EMP College Goal #3 – Community Connections

- Art Studio courses better share what Cañada offers in both instructional classes and on-campus art exhibitions
- 3.2 – The Art Studio instructor transforms where we share what Cañada has to offer by reaching new outreach audiences that help strengthen our ties to BIPOC communities by visiting our feeder high schools and developing partnerships with high school art teachers
- Art Studio courses strengthen K-16 pathways and transfer by fulfilling requirements for Art Majors
- Art Studio courses help students explore and find employment in fields of their choice

EMP College Goal #4 – Accessible Infrastructure and Innovation

- 4.4 – Make the campus more visually welcoming and inviting to the diverse community through murals and activities that represent and appreciate the cultures of the student body is accomplished through art on campus

Dual Enrollment/Sequoia Union High School District MOU and Community

Partnerships

ART Studio courses provide the college a unique opportunity to engage in dual enrollment partnerships with Sequoia Union high schools and local community schools and organizations, including the college’s upcoming work in support of the five-year Rising Scholars/Project Change grant—which is specifically intended to support incarcerated and justice involved San Mateo County youth.

The Cañada College dual enrollment program's *Community College-SUHSD Course Equivalencies* identifies the following ART courses as "A-G area Doorways." The Art Studio courses below fulfill the SUHSD Fine Arts graduation requirement and are UC/CSU transferrable:

ART 204: Drawing I	(UC/CSU)
ART 205: Drawing II	(UC/CSU)
ART 207: Life Drawing I	(UC/CSU)
ART 213: Life Drawing II	(UC/CSU)
ART 214: Color	(UC/CSU)

A replacement full-time faculty member will make it possible for the department, division, and college to work proactively in supporting dual enrollment and community partnership initiatives. Art Studio is well positioned to incorporate ART courses in dual enrollment, community partnership, and early college programming.

7. Describe program review or other data that indicate a demonstrated program/service need.

The below UC/CSU transferrable Studio Arts courses support the Studio Arts Associate Degree and Studio Arts Associate Degree for Transfer:

ART 204: Drawing I
ART 205: Drawing II
ART 207: Life Drawing I
ART 213: Life Drawing II
ART 214: Color
ART 221: Painting I
ART 222: Painting II

Art 204 is a core course in the Art History, AA-T. ART 205, 207, 214, and 221 serve as elective courses in both the Art History AA-T and in the Art History AA.

Art 207 (Life Drawing) is a core requirement for both the AA degree and Certificate of Achievement in 3D Animation and Videogame Art.

Number of Students:

2020 to 2023, The Studio Arts program served roughly 70 students per semester and 140 annually, excluding Spring 2023, the semester immediately following the retirement of the long-time full-time Studio Art faculty member. The program was unable to identify part-time faculty and so was unable to offer sections.

Success rates in the past two years have averaged roughly 80%, which outpaces the college average, and Withdrawal rates averaged 7% over the same time period. When students take

Studio Art classes they succeed and very few Withdraw. Notably, the success rate for 1st generation students for the last two years is 80.4%.

Latinx (“Hispanic”) are the highest performing students in the Studio Art classes, 2022 to the present. Their success rate averages 82% for the past two years.

Enrollment Trends:

Enrollments in Art Studio are difficult to analyze, given the unexpected need to cancel ALL Studio classes for Spring 2023 (due to the sudden departure of full-time faculty and the difficulty of identifying part-time staffing). This accounts for the precipitous drop in the data chart. However, enrollments this semester (not included in the data packet) have been stronger than ever, indicating great student interest in our art program.

The overall success rate in Studio Art trended down for two academic years, going from 84% in 2018-2019 to a five-year low of 72% in 2020-2021. This was followed by an increase for the next two academic years ending at 86% in 2022-2023. Retention rates for all Art Studio students, 91%, are consistently higher than the college average, 85%, Fall 2018 to Spring 2023. And the corollary Withdrawal rates for all Art Studio students, 9%, are consistently lower than the college average, 15%. For 2022-2023, Latinx students were retained at a notable 96.6%.

Art Studio provides students a unique experience and creative outlet that can inform and inspire their thinking and understanding in other disciplines. Artistic expression allows for students to learn to express themselves visually and differently than they might in other classes. Art enriches our campus community.

Job Employment Outlook

Art Studio courses are required for students who transfer to a 4-year school as an Art Major or another major requiring an art background. Recent data supplied by the PRIE Office indicates that the Bay Area is a “Hotspot” for careers in Art. This is due to the large number of cultural institutions and Silicon Valley companies hiring people with a background in Art. Please see p.12 of the following document to see the top areas they are hiring in:

<https://canadacollege.edu/prie/data-packets/2023-packets/lmi-packets-2023-24/art-lmi-data-2023.pdf>

Local schools mentioned in the report that offer excellent programs for career preparation include De Anza and Evergreen. Cañada College has the opportunity to become the college of choice for Redwood City art students who want a career in Silicon Valley. Please see p. 13.

The greatest boost to help our students take advantage of this career trend would be replacing our full-time Art Studio position. The ideas about curriculum development and course scheduling which a new faculty member could provide would strengthen and re-vitalize our

Art Studio program. We could also try offering Art Studio courses online, or Hybrid, or possibly at night.

8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position:

a) Addresses access, equity, retention issues

b) Circumvents an extraordinary difficulty of hiring adjuncts

A full-time faculty helps us to circumvent difficulty in staffing studio art courses. In spring 2023, the department was unable to offer courses for lack of faculty. A short notice retirement at the end of fall 2022 contributed to the difficulty but is not solely the cause. It is very difficult to hire studio art faculty and build consistency in staffing as many potential hires are working artists with professional commitments.

c) Addresses department plans and innovation

A full-time faculty member is necessary for completing program review, resource, and facilities requests, planning and scheduling courses, and considering innovative approaches and opportunities for offering studio art classes—evenings, online, weekends, and in the community.

A full-time faculty member will coordinate and facilitate “shows” in collaboration with the Digital Arts program and more generally the Business, Design, and Workforce division—helping to successfully integrate the gallery into the educational art studio programming.