

Theatre Post - APR Action Plan

September 19, 2017

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Category of Recommendations	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Recommendations and Planned Actions
Vision and Planning				1. Continue developing Department Vision:
	X			Action: Complete a clear, directional Department Vision Statement that will both outwardly identify the department, and inwardly guide faculty and staff in prioritizing, planning, and strategizing for the department's future.
				Completion: 1 year
				2. Increase expression of traditionally under represented stories and people in the UMBC Theatre seasons.
	X			Action: Commit to inclusive excellence as a value in the annual season selection process, and actively look for material that places the "stories, voices and bodies" of underrepresented groups on the UMBC Theatre stage.
				Completion: 2 years
				3. Increase UMBC Theatre's national visibility:
	X	X		Action: Seek approval from faculty to explore NAST Accreditation.
				Completion: If feasible, complete NAST review process in place of 2023 APR (7 years)
Assessment				1. Revise the Department learning outcomes assessment process:
	X			Action: Working with the Faculty Development Center, create a straightforward system of periodic assessment that meets both college and university's current expectations and supports better overall alignment between individual course and curriculum learning objectives.
				Completion: 1-2 years
Faculty Creative Work				1. Improve resources for faculty creative work:
	X	X		Action: Analyze the needs of individual and collective faculty research support, and make recommendations for new grants, or improvements to the guidelines for existing grants (if any) to best align them to the particular needs of Theatre Dept. faculty research.

				Completion: 1 to 2 years
Student Recruitment				1. Increase number of majors entering all Theater degree programs, including transfers, new freshmen, and out-of-state students in a two-year recruitment push.
	X			Action: TRANSFERS - Continue fostering relationships with Maryland community college theatre programs. Complete transfer pathways with CCBC, HCC, and Carroll Community Colleges. Reach out to program heads at Anne Arundel and Montgomery Community Colleges.
				Completion: 3 years
	X			Action: FRESHMEN - Continue developing strategies to bring high school theatre students to campus, and UMBC faculty (or their representative students or alumni) into their schools and/or communities. These may include on-campus workshops, workshops at the schools, visiting artist master classes and/or productions, and/or high school visit days. Regularize these events where possible.
				Completion: 2 years
	X	X	X	Action: OUT OF STATE STUDENTS - Explore options for ways to increase presence of Theatre faculty (or their representative students or alumni) at regional conferences and festivals specifically for recruitment purposes. Investigate existence of Theatre programs at Delaware universities to determine if students would be eligible for the Academic Common Market.
				Completion: 1-5 years
	X	X	X	Action: ALUMNI AMBASSADORS -- Utilize recent alumni to support the above actions, supplementing time contributions of Theatre faculty and the Visual and Performing Arts Admissions Counselor who cannot cover all events. Explore and consider options for involving alumni in Department visibility and in support of the activities listed above.
				Completion: 2 years
				3. Increase Theatre course enrollments for non-majors.

	X			Action: Increase Department's on-campus visibility by exploring a presence at Welcome Week and/or other University-wide events by Theatre student clubs or Linehan Artist Scholars (LAS) students, and through regular contact with the various UMBC student organizations who focus on performance.
				Completion: ongoing
	X			Action: Individual faculty will identify specific courses they regularly teach that align with specific fields within and behind the arts (such as Engineering students for Technical Production courses or Visual Arts majors for Design). The Chair will reach out to those area heads to discuss these options and share with their academic advisors. Discuss involving the advising community in this effort with Ken Baron.
				Completion: 2 years
Resources: Operating Budget				1. Stabilize the Department budget by converting annual support funds from Dean's and Provost's offices to base budget:
		X	X	Action: Increase the Department annual base budget by \$44K (\$29.2K currently funded annually 50-50 by Dean & Provost; \$14.6K currently funded annually by Dean's Office).
				Completion: The Dean will request that this need be funded through the University's strategic budget process, ideally within 1-2 years.
		X	X	Action: Until such time as the need is funded through the strategic budget process, the Dean's Office and the Provost's Office will continue to share equally the annual funding for it.
				Completion: Until increase to base budget
Resources: Faculty Hiring				1. Replace the Prof. of Theatre - Movement Specialist with a new tenure-track faculty:
	X	X		Action: Conduct a faculty search in AY18, working with STRIDE Fellows on strategies to seek a diverse applicant pool and conduct an inclusive process.
				Completion: One year
				2. Increase faculty diversity in Theatre:
	X	X	X	Action: Recruit Postdoctoral Fellowship for Faculty Diversity. Prior to the 2018 call for applications, work with the CAHSS Dean and Vice Provost on recommendations to the program to make it more appropriate for applicants in the arts.
				Completion: 2 years

Facilities				1. Determine responsibilities for facility equipment repair.
	X	X	X	Action: Formally determine the responsibility and relationships between PAHB divisions and departments (most importantly: Theatre, Dance, and Music), Facilities Management, PAHB Operations, and Do IT in addressing the repair and replacement of PAHB equipment, and the system for call and response to issues in all areas. Engage the above parties in a series of goal-directed meetings, resulting in a formal written document.
				Completion: 2 years
				2. Determine funding for facility equipment repair:
		X	X	Action: Create a plan for funding the substantial costs forecasted for replacement and upgrade of PAHB equipment for the short and long-term. University administration will use the extensive information provided by Theatre faculty in the 2017 APR self-study to hold a series of university-level meetings to resolve a plan to secure the necessary funding to upkeep the PAHB.
				Completion: 2 years