

**Year Three Review Action Plan - Department of Dance**

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**Part 1 - Updates and Reflection on APR Action Items**

Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
Establish course competencies for the sequence in Contemporary Dance Techniques	✓			<b>Completed.</b> The Department has completed the competencies and included with its Optional Response to the National Association of Schools of Dance (NASD) Visitors Report <i>in July 2018</i> .
Enhancing and improving the public image of the Dance program and its performances and events	✓	✓	✓	<b>Completed.</b> Support for design, printing and mailing of Department recruitment poster, and for recruitment card to be distributed at UMBC and Department recruitment events. Total estimated cost: \$1320.00. Timeline: Fall 2018. <i>Completed in Summer 2018. The recruitment poster was sent to just about every Maryland public high school that has a dance program, as well as to community colleges and private studios. The poster and card are also distributed at UMBC recruitment events.</i>
Faculty diversification - pilot one year Artist in Residence FY'19	✓	✓		<b>Completed.</b> Increase the Artist in Residence position to a full year with inclusion of African/African Diaspora dance techniques. (Currently piloting in AY18-19; Department will review with Dean in Spring 2019.) <i>We have had a full-time full year Artist in Residence from AY 18-19 through AY-21-22. In Fall 2019 we hired an Assistant Professor whose specialty is Umfundalai Contemporary African Dance Technique, further diversifying both the faculty and the curriculum.</i>

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Plan for expansion of full-time faculty	✓	✓	✓	<b>Completed</b> Department will develop request; Dean will review within the standard CAHSS budget prioritization process. <i>The full-year Artist in Residence position expanded the full-time faculty, but was achieved with support from CAHSS and the Department's return of part-time faculty funds to CAHSS, and thereby shrank the part-time faculty. The Department's proposal to convert the Artist in Residence position to a Lecturer Position was approved and a search is under way. This conversion stabilizes the full-time faculty with a permanent faculty member that will provide teaching and service. The Department hired Assistant Professor Shaness Kemp, a specialist in Umfundalai African Contemporary Dance, in Fall 2019, diversifying the faculty and the curriculum, replacing Professor Doug Hamby who retired.</i>
Sustainability of Dance spaces in the PAHB - secure funding for future expenditures and replacement of equipment	✓	✓	✓	<b>Not completed.</b> Establish a multi-year strategy for purchase of 12 LED lights and 3-5 moving lights for the Dance Cube Estimated Cost:LED's- \$12,078. Moving lights - \$25,500 - \$42,500. Timeline: discussion 2018-19, as part of PAHB sustainability planning; funding as possible thereafter. <i>CAHSS former Dean Casper, and Facilities Manager Cael Mulcahy worked with the four arts departments to develop a plan for maintaining, repairing, and replacing equipment necessary for their programs. Some funding was secured but not enough. When COVID necessitated budget reductions, this fund may have been reduced due to a take back. The details are not known.</i> Multi-year strategy for achieving these upgrades: FY23 - Purchase 12 LED's @ \$12,078 FY 24 purchase - one center Moving Light with high capability @ \$12,000, FY 25 Purchase 4 Moving Lights @ \$6,000 per light.
Increase frequency of some course offerings		✓		<b>Not completed.</b> Chair and Dean will examine the 'one semester per year' course offerings and determine where the pressures lie in terms of students' ability to graduate on time, then establish strategy for increasing specific course frequencies. Timeline: 2018-2020. <i>Due to COVID-19, reduced enrollments, and budget constraints, the department has not increased the frequency of the courses it wanted to increase. The Department did modify the semesters in which certain courses are offered, in a better balance of courses between semesters, and is making it clear to students which courses are spring-only or fall-only classes so they can better plan their paths to graduation. The Chair will work further on this with the Dean.</i>

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<p>Replace computers and software, purchase new or upgraded software in the Sonic Computer Lab</p>		✓	✓	<p><b>Not completed.</b> Computers in the Sonic Computer Lab were purchased in Summer 2014. The Lab supports courses in Dance, Music and Theatre. In the next couple of years, those computers will need to be replaced with newer models. The three Performing Arts Departments should work with CAHSS to set a timetable for replacing the computers and software. Cost of computers: @\$32K. Cost of software: TBD. Timeline: discussion 2018-19, as part of PAHB sustainability planning; funding as possible thereafter. <i>This affects three departments and is quickly becoming an emergency.</i> This is currently in progress, with expected completing by start of the Fall 2022 semester.</p>
<p>Refresh and enhance Department's Costume Inventory</p>	✓	✓	✓	<p><b>Completed.</b> The Department needs \$2500 per year for 2018-19 and 2019-20; funding as possible thereafter. Provost's Office will provide as one-time funds for 2018-19 and 2019-20. <i>There is now an inventory of costumes that have been used in multiple performances.</i></p>
<p>Increase Allocations for visiting performers and dance companies</p>		✓	✓	<p><b>Not completed.</b> Current Inter Arts allocation from CIRCA of \$5k for years 1-3 years and \$10K for year 4 is inadequate support for a dance company to travel to UMBC to perform. Department will pursue additional funding through the College and other potential sources. <i>CIRCA's budget was cut due to COVID-19, and this allocation has been reduced. There is no longer a "year 4" bump. The current budget does not offer sufficient support for bringing a dance company to UMBC to perform.</i></p>

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**Part 2 - Current/Ongoing Action Items for YTR**

Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
Increase enrollment	✓	✓		<b>Timeline: Ongoing</b> Work with admissions to strategize outreach to prospective students.
Resume and expand upon recruitment activities	✓	✓		<b>Timeline: Beginning AY 22-23 or AY 23-24:</b> Increase opportunities for prospective students to visit UMBC. Increase the number of live public performances, resume "High School Dance Visit Day," a fall event for high school seniors, resume hosting the Maryland All-State Auditions (which we have done every December for several years, bringing over 100 prospective students to our studios), resume live auditions. All of these things had to be curtailed due to COVID-19 and will depend on the status of COVID-19. Look for additional visit opportunities for prospective students. The Admissions Office will have to be involved.
"Increase student opportunity to be chosen for, rehearse in, and perform in faculty dance works, providing a more frequent professional level rehearsal experience for students in the program" - <i>Recommendation for Short-Term Improvement, NASD Visitors Report, 2018</i>	✓	✓		<b>Timeline: Spring 2023</b> The faculty is very interested in offering students this opportunity in Spring semesters, beginning Spring 2023. This would require additional funding for part-time faculty to teach an additional course every spring, to free up full time faculty to do this. The Chair will work with the Dean on this.
"Possibility for an Assistant Chair position to aid the Department Chair in administrative duties" - <i>Recommendation for Short-Term Improvement, NASD Visitors Report, 2018</i>	✓	✓		<b>Timeline: As soon as feasible</b> While small, leading the Department is labor intensive, due to the number of performances and events we offer. Faculty that would be candidates to take on this role are both Assistant Professors currently.

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<p>Replace 1080p cameras with 4K cameras</p>		<p align="center">✓</p>	<p align="center">✓</p>	<p><b>Timeline: AY 22-23</b> Screen resolutions have increased to 4K on most computers and projectors. The two cameras that were bought for the Department when Phase 2 opened in 2014 are no longer state of the art. The Department needs new high quality cameras suitable for documenting Department-performances, and capable of recording faculty screendance projects. @\$5,000 per camera, including peripherals. As part of a multi-year strategy, one camera could be purchased in FY 23, and the second camera in FY 24</p>
<p>"Sustainability of the new facility and its equipment, and securing funding for future expenditures and replacement of state of the art equipment"- <i>Primary Futures Issue, NASD Visitors Report, 2018</i></p>		<p align="center">✓</p>	<p align="center">✓</p>	<p><b>Timeline: As soon as possible</b> Replacement for the following: <i>2014 Mac Pro Production Computer</i> (beyond expected usability lifespan) in Dance Cube tech booth @\$5205.00; Soundcraft analog console (not current technology for teaching) - students should be learning digital sound boards) @\$5,138.</p>
<p>"Sustainability of the new facility and its equipment, and securing funding for future expenditures and replacement of state of the art equipment"- <i>Primary Futures Issue, NASD Visitors Report, 2018</i></p>		<p align="center">✓</p>	<p align="center">✓</p>	<p><b>Timeline: AY 24-25 and beyond</b> The vinyl dance flooring ("marley") in both the Dance Cube and the Dance and Technology Studio is approaching its expected 10-12 year lifespan. The Dance Cube floor has become slippery in spots. Because of the amount of sunlight that shines directly onto the Dance Cube floor, along with the increased wear and tear of moving heavy equipment across that floor for performances, we recommend replacing the Dance Cube floor every 10 years, and the Dance and Technology Studio floor every 12 years @\$14,000 per studio. This means the Dance Cube floor in 2024 and the Dance and Technology Studio floor in 2026, and Fine Arts 317 Floor in 2029. Estimated cost of replacing Dance Cube Floor in 2024 @\$16,000.00.</p>
<p>Sustainability of Dance Technology Studio Facility,classroom needs replacement</p>		<p align="center">✓</p>	<p align="center">✓</p>	<p><b>Timeline: ASAP</b> : Retrofit or replace architectural lighting to provide brighter light and longer lamp life in Dance Technology Studio. Require consultation with Facilities Management for cost estimate. The lighting in the Dance Technology Studio is extremely poor. The hanging fixtures provide spotty lighting and the room is dismal. The fixtures do not provide adequate lighting in the room, either because the bulbs are not correct, or because the fixtures themselves need to be changed. Faculty and students complain regularly about the dim lighting in the space.</p>