Long Beach City College

Dept_Plan - Communication Studies

Mission: The Communication Studies Department firmly believes that experiential learning is the most effective means of achieving the lessons of human communication and is dedicated to ensuring that students enter the world better equipped and prepared to meet future communication opportunities and challenges.

Description: The Communication Studies department has high demands placed upon it, yet consistently provides students from a variety of majors with a high quality educational experience. The full-time faculty members in our discipline are highly skilled communicators with extensive expertise in the area of human communication. In addition, our part-time faculty members are specifically selected because of their ability to uphold the same educational standards and for their extensive teaching and training experience. As one of the most in-demand disciplines, we offer a wide array of courses and maintain an impressive student course retention rate. Additionally, the Communication Studies department offers several Sign Language courses. The demand for Sign Language has continued to rise and we have been able to staff these courses with impressive, experienced, and knowledgeable instructors. While many of our students aspire to transfer to a four-year University, we are also proud to offer our courses to students who are finding their way both socially and academically. In addition, we have a large percentage of working students benefiting from the courses that we offer for the purpose of career advancement.

Summary of Access (see Help for details): Enrollment trends continue to suggest that the Communication Studies department is in high student demand. Despite the dire critical budget crisis, student enrollment in Communication Studies climbed from 4,120 students in 2012-13 to 4,620 in 2013-14.

Summary of Efficiency (see Help for details): Data suggests that the Communication Studies department has very strong efficiency rates. The Communication Studies program load rate is 530.59 and our college wide index is currently 94%.

Summary of Effectiveness (see Help for details): In 2013-14, 65 Communication Studies AA-T degrees and 9 Communication Studies AA degrees were awarded. In Spring 2013, the Communication Studies retention rate was 89% and our success rate was 78%.

Summary of Equity (see Help for details): In 2013-14, 54% of Communication Studies studies were female and 46% were male. Additionally, in 2013-14, 54.5% of students were Hispanic, 14.8% African American, 15% White, and 10.8% Asian. Statistics suggestion an equal distribution of students.

Additional Analyses (Optional): The number of degrees issued in from the Communication Studies department continues to grow. In 2011-12, the Communication Studies department issued 29 degrees. In 2012-13, 41 degrees were issued from the same department. In 2013-14, 74 of the 120 degrees awarded within the Language Arts division were from the Communication Studies department. In other words, 62% of all degrees issued within the Language Arts division derive from the Communication Studies department alone. Additionally, in 2013-14, the number of college wide degrees decreased, while the number of Communication Studies degrees nearly doubled from the previous year.

Internal Conditions (see Help for list): Due to the significant increase in the number of sections offered as well as student enrollment in the Communication Studies department, it has become necessary to hire a substantial number of part-time faculty in order to fulfill student demand for classes. Therefore the burden of ever increasing work responsibilities is placed upon the small number of full-time faculty-- both in managing departmental responsibilities and servicing student needs. The Communication Studies department will be facing more retirements in the very near future, thus placing additional responsibility on the existing full-time faculty. Additionally, 3 full-time faculty members are using computers that are well over 11 years old. These computers run extremely slow and often freeze up, making it challenging to both complete departmental tasks and communicate with students and colleagues alike.

External Conditions (see Help for list): Due to slight increases in Community College funding, students are able to enroll in more Communication Studies and Sign Language courses than they did in previous years. As such, the Communication Studies department is in need of securing additional full-time faculty, adjunct faculty, and dedicated Communication Studies classrooms.

External Condition- Industry & Labor Market Trends: Employers continue to rate "strong communication skills" as a highly desirable quality that they seek in employees. In fact, The Wall Street Journal revealed in a September 2014 publication that communications majors experienced the highest percentage salary increase within the past year with a 17.5% increase. The average salary for a recent Communication Studies degree is estimated at
$52,300. Skills that employers seek, include but are not limited to, public speaking, conflict management, leadership, debate, interpersonal, intercultural, & small group communication which are all classes taught within the Communication Studies department. Such data reveals that effective communication is a valuable and sought after commodity in our current workforce and that skillful communication is being rewarded with monetary increases.

Faculty & Staff:
In the Communication Studies Department we have 8 full-time faculty members and 28 part-time faculty members as well as 3 part-time faculty members in Sign Language. The Communication Studies department has a part-time support staff member.

Names & Titles of Dept:
Lynne Misajon, Department Chair
Samira Habash
Linda Joesting
Melinda Manlowe
Christina Moorhead
Analisa Ridenour
Doug Rafael
Kristina Dowlatshahi

Planning Participants:
Lynne Misajon, Department Chair
Samira Habash
Linda Joesting
Melinda Manlowe
Christina Moorhead
Analisa Ridenour
Doug Rafael
Kristina Dowlatshahi

2011-2012 Accomplishments:
The Communication Studies Department met or exceeded the following requirements:
1. a. Completed course reviews for 2 classes
   b. Completed faculty evaluations
   c. Program review completed and accepted
   d. Program SLO's completed
   e. Course SLO's completed

2. a. Restructured the department name from Speech Communication to Communication Studies.
   b. Restructured the Communicative Disorder program names to Sign Language.

3. Hired 1 full-time faculty member

4. Hired 2 part-time faculty members.

5. Organized and conducted oral Interpretation performance by Speech 50 students to the children enrolled in the L.B.C.C. Child Development Center

6. Faculty was present to represent our department at Leadership day conference.

7. The department initiated Communication Studies AA-T degree

2012-2013 Accomplishments:
a. Assessed SLO's in each one of our courses with full faculty support and compliance (Fall 2012/ Spring 2013)
b. Completed faculty evaluations
c. Completed course review
d. Completed program review
e. Completed GE0.
f. Conducting Contract Faculty Meetings

g. Committee memberships: Equity, BAC, CCA REP, Curriculum, Course Evaluation

h. Hired one full-time faculty member

i. Conducted SLO workshops for our faculty - adjunct and full-time

j. Conducted SLO workshop for Sign Language faculty

k. Conducted mentoring for adjunct new hires

l. Conducted an orientation for new adjunct faculty

m. Conducted FT interview workshop

n. Communication Studies faculty was represented at the "Neighborhood Leadership Program"

o. Oral Interpretation students performed for the LAC childcare center

p. Communication Studies faculty conducted a leadership workshop for College Ambassadors

q. Paired up an Interpersonal Communication course with a Promise Pathways Reading course

r. Developed group communication strategies for colleagues

s. Conducted personal public speaking training to community members

t. Developed public speaking assistance for instructors

u. Press Telegram Summer 2013 issue featured a cover article on a Communication Studies Professor and students

v. Developed and offered a successful public speaking course to nurses at Long Beach Memorial Hospital

w. Hired 8 adjunct faculty

Sign Language Faculty Development Accomplishments

a. Sign Language outreach at CSULB

b. Outreach at LBCC and PCC classroom Sign Demo

2013-2014 Accomplishments:

a. Assessed Student Learning Outcomes with full-time and adjunct support and compliance.

b. Completed faculty evaluations

c. Completed course review

d. Conducted contract faculty meetings

e. Committee memberships: Equity, BAC, CCA rep, Curriculum, Course Evaluation, DPPR, Academic Senate, Book Club, Mentoring Committee

f. Hired two full-time faculty members

g. Conducted SLO workshops for Sign Language faculty

h. Conducted mentoring for adjunct new hires

i. Conducted an orientation for new adjunct faculty

j. Faculty representation at NCA conference

k. Oral Interpretation students performed for the LAC child development center

l. Paired up an Interpersonal Communication course with a Promise Pathways reading course.

m. Hired 8 adjunct faculty

n. Several Communication Studies faculty were selected as EOPS Outstanding Faculty

o. Sign Language outreach at CSULB

p. Sign Language successfully completed their SLO assessments for all SLO courses

q. Program and Course SLO's completed and "closed the loop."

Projects/ Strategies

<table>
<thead>
<tr>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
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<tbody>
<tr>
<td>Resources: Two Full-time faculty salary and benefit packages for the Communication Studies</td>
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</table>

Project/ Strategy Progress Updates

Impact of resource received & Follow-Up
589 more students, 28 more course sections, and 33 more degrees illustrates growth from the previous year (2012-2013). Seventy-four of the 110 degrees (67%) issued from the Language Arts division were from the Communication Studies department alone. Despite this departmental growth, the Communication Studies department has continued to maintain an impressive 88% retention rate, 78% student success rate, with a class size average of 31.32 students - which support the potential for additional departmental growth. At present, the Communication Studies department has only 8 full-time faculty members and 29 adjunct faculty members, which equates to a FON ratio of 27% full-time faculty to 73% adjunct faculty. As one of the "core four" disciplines, Communication Studies classes are in high-demand. Our courses fill quickly and we have a notable amount of waitlisted students that we are not able to accommodate. Since the completion of Communication Studies courses are required on Plan B and an option on the IGETC, offering more sections would provide students with more access to courses needed in order to fulfill their transfer goals. For these reasons we feel that: (1) in order to both foster student success and (2) to maintain a more appropriate ratio of full-time to adjunct faculty, hiring two additional full-time faculty members would be of a great benefit to our burgeoning and growing responsibilities to our students, department, and campus.

EMP GOAL supported (hold CTRL to select multiple)*:
  EQUITY - A. Student Success
  EQUITY - B. Equitable Student Access
  RESOURCES - A. Human Resources

Start Date (use 8/1/year - see help text): 08/01/2015
End Date (use 7/31/year - see help text): 08/01/2016

Project/Strategy Status: NEW

Rationale:
As referenced, the Communication Studies Department

Itemized Description of Resources:
a. Two full-time salary and benefits packages.
b. Two new computers for new faculty.
c. Upgrade three computers for existing tenured faculty.

Resource Requested Category:
New Positions (Faculty, Classified, Management)

If requesting faculty, specify number:
2

List Faculty requests by priority & discipline:
2 "generalist" full-time faculty members for the Communication Studies Department

School/VP Decision re Resource Needed:
NEW
Department comprises one of the core four disciplines. We are a high demand program that serves a large student population. With the addition of 2 full-time faculty members we could fortify our strengths and ensure that we are able to fulfill our obligation to "Student Success" and support the educational master plan of the college. Having additional faculty would aid in reducing excessive waitlists, as well as ensuring we will have long term colleagues who are able to contribute to the department and campus' growing needs and obligations like college planning and course development goals. Currently, we are not able to partake in such endeavors to our fullest capacity as our current faculty are overtaxed and overburdened with responsibilities and growing obligations. Moreover, we have eminent retirements in the very near future, and we need to ensure we have a strong faculty base as our department dynamical changes; it's imperative to bring 2 additional full-time faculty members on board and train them on departmental and campus wide obligations. We would certainly be able to grow and foster our student success goals and contribute to the college's developmental planning with additional faculty.

**Responsible Parties:**
Human Resources, Faculty of Communication Studies, & Administration

**Campus supported by this goal/project/strategy:**
Both

**Specify if project/strategy is for dept or program:**
Department

**Other Area impacted by this goal/project/strategy:**
Human Resources

<table>
<thead>
<tr>
<th>Dept_Plan - Communication Studies - Department Retreat Workshop - Our department would like to rejuvenate their commitment and energy to their work and colleagues by utilizing the opportunity to have an off-campus retreat</th>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
<th>Project/ Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources: Financial support</td>
<td>Itemized Description of Resources: 2,500 dollars</td>
<td>10/30/2014 12:24 AM Generated by TracDat a product of Nuventive.</td>
<td>Page 5 of 18</td>
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<tr>
<td>Projects/ Strategies</td>
<td>Resources Needed &amp; Additional Comments / Resources Needed</td>
<td>Project/ Strategy Progress Updates</td>
<td>Impact of resource received &amp; Follow-Up</td>
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<td>where we can work on a project that fosters creativity in a relaxed environment.</td>
<td>Resource Requested Category: Department-wide Training or Professional Development beyond what is normally available</td>
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<td>EMP GOAL supported (hold CTRL to select multiple)*:</td>
<td>Estimated Cost: 2500</td>
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<tr>
<td>COMMUNITY - A. Internal Community of Students, Faculty and Staff</td>
<td>School/ VP Decision re Resource Needed: NEW</td>
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<td>STUDENT SUCCESS - C. Quality of Academic Programs and Services</td>
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<td>Start Date (use 8/1/year - see help text): 08/01/2015</td>
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<td>End Date (use 7/31/year - see help text): 07/31/2016</td>
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<td>Project/ Strategy Status: NEW</td>
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<td>Rationale: For the past several years our department, has been overburdened with internal workloads, which leaves little time for fostering creativity as well as living little room or energy to develop any novelty to our program. Simple put, we have been doing more, with no support staff, repeated faculty retired amongst a campus environment where a positive morale has degenerated. Just recently we have had the good fortune of adding new faculty. As such, it could be of great benefit to have an off campus project retreat where we can reestablish ties and foster a renewed energy around a department project. Building and fostering a collective environment is of paramount importance as half of our faculty is in the process of tenure. It is critical, at this juncture to ensure we share and foster the same collective vision of our department's future as we move forward.</td>
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<td>Responsible Parties: Department of Communication Studies</td>
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<td>Campus supported by this goal/project/strategy: Both</td>
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<td>Specify if project/strategy is for dept or program: Department</td>
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<td>Other Area impacted by this goal/project/strategy: Faculty Professional Development</td>
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<td>Projects/ Strategies</td>
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<td>Dept_Plan - Communication Studies - NCA Lifetime Departmental Membership - We would like to secure a lifetime membership to the National Communication Association (NCA). NCA is the premiere and leading professional and academic membership in our discipline. By securing such a membership, it would ensure that our faculty have access to most current research in our discipline as well as a plethora of media related access. In turn, such accessibility to our discipline's emerging studies will enable us as educators to rely such currency of research and scholarship to our students. EMP GOAL supported (hold CTRL to select multiple)*: EQUITY - A. Student Success Start Date (use 8/1/year - see help text): 08/01/2015 End Date (use 7/31/year - see help text): 08/01/2016 Project/ Strategy Status: NEW Rationale: The field of Communication Studies is dynamically evolving. With the heavy influx of computer mediated communication dominating the way people communicate personally, socially, and professionally having sustained accessibility to current research is an invaluable resource for our faculty as well as our students. Responsible Parties: The Communication Studies Department. Campus supported by this goal/project/strategy: Both Specify if project/strategy is for dept or program: Department</td>
<td>Resources: Financial Support Itemized Description of Resources: 1) A one-time payment to secure a lifetime department membership. Resource Requested Category: Department-wide Training or Professional Development beyond what is normally available Estimated Cost: 4500 Additional Comments: This membership would give to the future department members to come constant ongoing access to the most available research in the discipline. It would be an invaluable resource to both the faculty and the student who will benefit as well. School/ VP Decision re Resource Needed: NEW</td>
<td>Impact of resource received &amp; Follow-Up</td>
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<td>Dept_Plan - Communication Studies - Replacement of Equipment - Four of our six full-time faculty members are using computers that are 10 years or older. In academia the use of a well functioning computer is important in Resources: To provide funding for the replacement of 6 faculty computers in Communication Studies. Itemized Description of Resources: 08/12/2014 - Only 1 of 4 faculty members that needed a new computer received a new computer. The remainder of the faculty members are</td>
<td>Project/ Strategy Status:</td>
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servicing the workload and communication of our faculty with colleagues and students alike. Likewise, our adjunct faculty could benefit from 2 new computers, as they are working with extremely outdated equipment in their office space.

EMP GOAL supported (hold CTRL to select multiple)*:
RESOURCES - C. Facilities and Technology Plans

Start Date (use 8/1/year - see help text): 08/01/2013
End Date (use 7/31/year - see help text): 07/01/2015

Project/ Strategy Status: In Progress

Rationale:
In today’s every changing technological world it is critical to ensure our faculty are able to function with reliable technological support to communicate, engage in research, and prepare lessons. The computers of four of our six full-time faculty are no longer reliable and are posing multiple issues that are impeding effectiveness and efficiency. Additionally, our adjunct are in the same position and could benefit from 2 computers in their adjunct office.

Responsible Parties:
The Department and IITS

Campus supported by this goal/project/strategy:
Both

Specify if project/strategy is for dept or program:
Department

Name of program or area of concentration:
Communication Studies

Other Area impacted by this goal/project/strategy:
IITS (Instr & Info Tech Svcs)

Dept_Plan - Communication Studies - Course Program(s) - To investigate the feasibility and effectiveness of the AA Degree and the AA-T Degree patterns. Data will be reviewed and evaluated to determine whether both programs

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<tr>
<th>Project/ Strategy Progress Updates</th>
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<tr>
<td>Continue working on project/strategy</td>
<td>Decision pending on resource requested</td>
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</table>

**Decision re Resource Request:**

Resource Requested Category:
Upgrade and/or replacement of equipment

List Faculty requests by priority & discipline:
Computer replacements are for the following Communication Studies faculty members:
- Linda Joesting (PC)
- Lynne Misajon (Mac laptop)
- Analisa Ridenour (PC)
- Samira Habash. (PC)
- Adjunct office (2 PC's)

Estimated Cost:
85000

Additional Comments:
This request has only been marginally fulfilled. Only one of the four faculty members has received new equipment. We still have 3 full-time faculty with equipment that is over 10 years old and posing many functionality problems.

School/ VP Decision re Resource Needed:
Dept still requests funding

08/12/2014 - The Communication Studies department is tracking and comparing the number of students who are graduating with an AA vs. AAT in Communication Studies in order to
<table>
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</thead>
<tbody>
<tr>
<td>STUDENT SUCCESS - A. Student Preparedness</td>
<td>To ensure student support and success, we want a program that is viable to all students. Data will be reviewed and evaluated to determine whether both programs should be maintained or one or the other should be eliminated.</td>
<td>offering an AA degree.</td>
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<tr>
<td>STUDENT SUCCESS - B. Student Goal Attainment</td>
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<td>Project/ Strategy Status:</td>
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<tr>
<td>STUDENT SUCCESS - C. Quality of Academic Programs and Services</td>
<td>Responsible Parties: Communication Studies Department Chair and Full-time Faculty.</td>
<td>Decision re Resource Request:</td>
<td>No resources requested</td>
</tr>
<tr>
<td>Start Date (use 8/1/year - see help text): 08/01/2012</td>
<td>Campus supported by this goal/project/strategy: Both</td>
<td>Start Date (use 8/1/year - see help text): 08/02/2012</td>
<td>10/09/2012 - We are continuing to evaluate this project. To date, defining data has not been determined for a final decision.</td>
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<tr>
<td>End Date (use 7/31/year - see help text): 07/31/2013</td>
<td>Specify if project/strategy is for dept or program: Department</td>
<td>End Date (use 7/31/year - see help text): 07/31/2013</td>
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<tr>
<td>Resources:</td>
<td>Decision re Resource Request:</td>
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<td>No resources requested</td>
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<tr>
<td>Training materials</td>
<td>Project/ Strategy Status:</td>
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<tr>
<td>Itemized Description of Resources:</td>
<td>Continue working on project/ strategy</td>
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<td>It would be highly desirable to offer our colleagues, hand-outs, flyers and other advertising materials about our department. Such materials can be costly and tax our existing department budget, therefore having some supplemental funds to support such an effort would allow us to initiate this strategy.</td>
<td>No resources requested</td>
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<tr>
<td>Resource Requested Category: Other (please provide details in &quot;additional comments&quot; section)</td>
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### Projects/Strategies

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<tr>
<th>In Progress</th>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
<th>Project/Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rationale: With limited course offerings and increased student fees, the understanding of course content and application is paramount.</td>
<td>Estimated Cost: 2500</td>
<td>08/12/2014 - The department chair of the Communication Studies department met with Mr. P Juerta to provide information regarding the scope of our discipline.</td>
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<tr>
<td>Responsible Parties: Communication Studies Department Chair and Full-time Faculty.</td>
<td>Additional Comments: We are asking for financial resources beyond our department budget to initiate and ensure the viability of this goal.</td>
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<td>Campus supported by this goal/project/strategy: Both</td>
<td>School/VP Decision re Resource Needed: NEW</td>
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<td>Specify if project/strategy is for dept or program: Department</td>
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**Dept_Plan - Communication Studies - Community Outreach - Survey opportunities for offering our expertise in the business, non-profit and educational settings in order to represent Long Beach City College while building good-will with the community.**

**EMP GOAL supported (hold CTRL to select multiple)*:**

COMMUNITY - B. Partnerships with Business and Industry

<table>
<thead>
<tr>
<th>Start Date (use 8/1/year - see help text): 08/01/2012</th>
<th>End Date (use 7/31/year - see help text): 07/31/2016</th>
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</table>

**Project/Strategy Status:** In Progress

**Rationale:** Resources:

- Training and Promotional Materials

**Itemized Description of Resources:**

It would be highly desirable and advantageous to create a promotional video of our department offerings. Additionally, we would also like to create high quality hand-outs, flyers and other advertising materials about our department to outside sources. Such materials can be costly and tax our existing department budget, therefore having some additional resources would help to initiate this strategy.

Additionally, we would like to provide light refreshments to outside sources that we may have the opportunity to visit when the occasion arises.

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08/12/2014 - The department chair of the Communication Studies department met with Mr. P Juerta to provide information regarding the scope of our discipline.

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:** No resources requested

10/09/2012 - While we still consider this the be an important department goal, other more pressing responsibilities and obligations required our immediate attention. However, postponing this project will allow us to modify our information as necessary to adapt to the new college mission.

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:** No resources requested
<table>
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<tr>
<th>Projects/Strategies</th>
<th>Resources Needed &amp; Additional Comments/Resources Needed</th>
<th>Project/Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
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<tr>
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<td>Resource Requested Category: Other (please provide details in &quot;additional comments&quot; section)</td>
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<td></td>
<td>Estimated Cost: 3500</td>
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<td>Additional Comments:</td>
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<td></td>
<td>We are asking for financial resources beyond our department budget to initiate and ensure the viability of this goal</td>
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<td></td>
<td>School/VP Decision re Resource Needed: Dept still requests funding</td>
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Our intention is to promote positive visibility and accessibility in our community especially during these tense economic times.

**Responsible Parties:** Communication Studies Department Chair and Full-time Faculty.

**Campus supported by this goal/project/strategy:** Both

**Specify if project/strategy is for dept or program:** Department

**Other Area impacted by this goal/project/strategy:** Community Relations & Marketing

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10/29/2014 - A questionnaire was created in order to attain testimonials from Communication Studies alumni and majors regarding their experiences in our courses. The questionnaire was administered to students enrolled in COMM 31 (Leadership) courses as a pilot and will be administered to students enrolled in other Communication Studies courses. Alumni have been contacted and asked to complete the questionnaire and send us their pictures. Anyone whose personal information is used in promotional items is required to complete it.

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:**

Decision pending on resource requested

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08/12/2014 - We have secured tableclothes and we have created brochures for this venture. Our faculty has had an opportunity to visit CSULB as well as aid in our on-campus endeavors with the LBUSD visits to our campus. However, due to internal campus obligations, we have yet to fully investigate this goal. However, it is still an endeavour we wish to pursue and continue to

**Project/Strategy Status:**

Continue working on project/strategy

**Decision re Resource Request:**

Decision pending on resource requested

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10/07/2013 - While we still consider this the be an important department goal, other more pressing responsibilities and obligations required our immediate attention in this past academic year. However, the resources requested can help our
| Dept_Plan - Communication Studies - Communication Studies - AA Degree - To investigate existing Communication Studies courses offered under Long Beach City College's Plan A degree requirements. Specifically, we will investigate the possibilities of: (1) placing Communication Studies 25 as a Social Science course option under Plan A and (2) as a long term goal, making a Communication Studies course a mandatory requirement for LBCC's Plan A. EMP GOAL supported (hold CTRL to select multiple)*: STUDENT SUCCESS - A. Student Preparedness STUDENT SUCCESS - B. Student Goal Attainment STUDENT SUCCESS - C. Quality of Academic Programs and Services Start Date (use 8/1/year - see help text): 08/14/2009 End Date (use 7/31/year - see help text): 07/31/2013 Project/Strategy Status: In Progress Rationale: Comm 25 Requirement: Comm 25 is currently offered as a requirement option under the Social Sciences Area for both Plan B and Plan C, but not Plan A. If students are given the option to enroll in Comm 25 in order to fulfill a Social Science requirement for Plans B and C, then they should equally be given the same opportunity to complete Comm 25 for Plan A. Communication Requirement Under Plan A: While Plan B (Area A1) and Plan C (Area 1C) of Long Beach City College's General Education Plan both require students to complete a course, Plan A of LBCC's General

| Resources Needed & Additional Comments / Resources Needed |
| Project/Strategy Status: Continue working on project/strategy |
| Decision re Resource Request: Decision pending on resource requested |

08/13/2014 - Department representatives have reached out to the appropriate Curriculum committee in order to investigate the appropriate placement of Communication Studies courses within Plan A. The department is currently looking to find a viable placement for a Communication course for the Plan A pattern. 

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:** No resources requested

03/21/2013 - As our department represents on of the "core four" we feel it is critical to student success that a Communication Studies course be a mandatory requirement. Moreover, such a requirement would underscore the college's GEO's. As such we have begun initial talks (Spring 2013) with the AD/GE committee as well as communications with Trevor Rodriguez regarding

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:** No resources requested

10/09/2012 - While we still consider this the be an important department goal, other more pressing responsibilities and obligations required our immediate attention. With the L.B.C.C.'s sharpened focus on graduation and transfer this project has increased viability and importance.

**Project/Strategy Status:** Continue working on project/strategy

**Decision re Resource Request:** No resources requested

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Education Plan does not. If students are required to complete a Comm course in order to fulfill the course requirements on Plan B and Plan C, then students should also be required to complete a Communication Studies course in order to adequately complete requirements of Plan A.

**Responsible Parties:**
Communication Studies Department Chair and Full-time Faculty.

**Campus supported by this goal/project/strategy:**
Both

**Specify if project/strategy is for dept or program:**
Department

<table>
<thead>
<tr>
<th>Dept_Plan - Communication Studies - Two Faculty Replacement positions - Due to a wave of Communication Studies faculty retirements as well as impending retirements, in an effort to continue to improve student success, it is of paramount importance to secure 2 full-time Communication Studies faculty positions. With the recent retirement of 3 faculty members and 2 more pending in the very near future, we need to secure positions in order to enable both the students and the department to thrive. In 2010-11, the Communication Studies department offered 147 sections, in 2011-12 the same department offered 150 sections, and in 2012-2013 the Communication Studies offered 147 sections. In sum, the Communication Studies department has offered approximately the same amount of sections three years in a row. However, with a high student demand for Communication Studies courses coupled with extensive wait lists, additional sections would benefit students. Having the support of additional full-time faculty would enable us to offer more sections of our courses. Since the completion of Communication Studies courses are required on Plan B and an option on the IGETC, offering more sections would provide students with more access to courses needed in order to fulfill their transfer goals. For these reasons, it is of paramount importance to secure 2 full-time Communication Studies faculty positions.</th>
</tr>
</thead>
</table>
| **Resources:**
Salary and Benefits

**Itemized Description of Resources:**
1. 2 Full-time faculty salary and benefit packages for the Communication Studies Department.

**Resource Requested Category:**
Faculty Replacement Positions

If requesting faculty, specify number:
2

**List Faculty requests by priority & discipline:**
2 positions in the Communication Studies department

**Estimated Cost:**
800000

**Additional Comments:**
It is estimated that each full-time new hire is 80,000 each.

**School/ VP Decision re Resource Needed:**
Funded

08/12/2014 - We were fortunate to have 1 full-time faculty hired in the midst of difficult financial times. However, with some eminent retirements in the near future it will be of paramount importance to secure additional full-time faculty to meet the needs of the student body and the demands of Project/ Strategy Status:
Project completed/ Strategy implemented
Reasons we feel that, in order to improve student success by providing students with increased faculty access, the Communication Studies department are in need of two additional full-time Communication Studies faculty members.

**EMP GOAL supported (hold CTRL to select multiple)**:
- EQUITY - A. Student Success
- STUDENT SUCCESS - A. Student Preparedness
- STUDENT SUCCESS - B. Student Goal Attainment
- STUDENT SUCCESS - C. Quality of Academic Programs and Services

**Start Date (use 8/1/year - see help text):**
08/01/2013

**End Date (use 7/31/year - see help text):**
07/31/2015

**Project/Strategy Status:**
Completed

**Rationale:**
Despite the economic crisis facing us, we want to enable our department to flourish. As our department is one of the “golden four” it is critical that we fortify our department with two Coimmmunication Studies full-time faculty members to ensure its continued success. We are a high demand department and we want to continue to provide our campus community and student body with a strong Communication Studies Department.

**Responsible Parties:**
Communication Studies Department and LBCC administration.

**Campus supported by this goal/project/strategy:**
Both

**Specify if project/strategy is for dept or program:**
Department

**Name of program or area of concentration:**
Communication Studies

**Other Area impacted by this goal/project/strategy:**
Human Resources

<table>
<thead>
<tr>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
<th>Project/Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
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</thead>
<tbody>
<tr>
<td>Resource request approved and funded (describe impact of resources received)</td>
<td>10/09/2012 - While we still hope to increase our course offerings, with the support of the school we have been able to maintain a high number of</td>
<td></td>
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<tr>
<td>Continue working on project/strategy</td>
<td>No resources requested</td>
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</table>

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### Projects/Strategies

<table>
<thead>
<tr>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
<th>Project/Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dept_Plan - Communication Studies - Mentoring - To develop a formalized mentoring program between full-time and part-time faculty. EMP GOAL supported (hold CTRL to select multiple)*: COMMUNITY - A. Internal Community of Students, Faculty and Staff <strong>Start Date</strong> (use 8/1/year - see help text): 08/14/2009 <strong>End Date</strong> (use 7/31/year - see help text): 07/31/2015 <strong>Project/Strategy Status:</strong> Completed <strong>Rationale:</strong> By creating a stronger relationship amongst faculty we can collectively focus on departmental goals related to student success and professional development. Moreover, we are practicing the theory of what we teach in terms of fostering interpersonal relationships amongst colleagues. Engaging in an active mentoring program allows the full-time faculty to ensure that our newer as well as seasoned adjunct faculty are complying with departmental policies and student learning outcomes. Likewise, the full-time faculty can benefit from our adjunct’s knowledge and resources that they bring from other campuses that may, in turn, strengthen our department to its fullest potential. <strong>Responsible Parties:</strong> Communication Studies Department Chair and Full-time Faculty. <strong>Campus supported by this goal/project/strategy:</strong> Both <strong>Specify if project/strategy is for dept or program:</strong> Department 10/09/2012 - With the addition of two full-time faculty members and the influx of new adjunct faculty we have created a strong, and in-depth orientation to the department and the college with our most recent addition. We feel we have provided a solid foundation to ensure our faculty will have a successful and positive teaching experience. While we have completed the strategy we feel that our department mentoring is organic to our department composition and, as such will continue to be a mainstay of how we operate. <strong>Project/Strategy Status:</strong> Project completed/Strategy implemented <strong>Decision re Resource Request:</strong> No resources requested</td>
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<tr>
<td>Dept_Plan - Communication Studies - Department Restructuring - We will research and gather data regarding trends in Speech Communication/Communication Studies department structures. This will help determine the viability of re-naming the Department to Communication Studies and Sign Language. 10/09/2012 - Effective Fall, 2012, our department name officially became Communication Studies and Sign Language. <strong>Project/Strategy Status:</strong> Project completed/Strategy implemented</td>
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<table>
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<tr>
<th>Projects/ Strategies</th>
<th>Resources Needed &amp; Additional Comments / Resources Needed</th>
<th>Project/ Strategy Progress Updates</th>
<th>Impact of resource received &amp; Follow-Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>include Speech Communication/Communication Studies and Communicative Disorders/Sign Language under one department name.</td>
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<tr>
<td>EMP GOAL supported (hold CTRL to select multiple)*:</td>
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<tr>
<td>STUDENT SUCCESS - A. Student Preparedness</td>
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<td>STUDENT SUCCESS - B. Student Goal Attainment</td>
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<td>STUDENT SUCCESS - C. Quality of Academic Programs and Services</td>
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<tr>
<td>Start Date (use 8/1/year - see help text):</td>
<td>08/1/2009</td>
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<tr>
<td>End Date (use 7/31/year - see help text):</td>
<td>08/1/2011</td>
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<tr>
<td>Project/ Strategy Status:</td>
<td>Completed</td>
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<tr>
<td>Rationale:</td>
<td>The Department consists of two programs; Speech Communication/Communication Studies and Communication Disorders. Several community colleges and universities in our area have changed the department name of Speech Communication to Communication Studies. It is possible the name change will alleviate any confusion regarding discipline content and course titles. The Communicative Disorders title is misleading and non-compliant with the standard for Sign Language and Lip Reading. With this change it will now be social conscious. We will create a course of study that students will find user-friendly and ensure course viability.</td>
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<tr>
<td>Responsible Parties:</td>
<td>Communication Studies Department Chair and Full-time Faculty.</td>
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<tr>
<td>Campus supported by this goal/project/strategy:</td>
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<td>Specify if project/strategy is for dept or program:</td>
<td>Program</td>
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<tr>
<td>Name of program or area of concentration:</td>
<td>Speech Communication/Communication Studies and Communicative Disorders/Sign Language and Lip Reading</td>
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No resources requested
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<tr>
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</thead>
<tbody>
<tr>
<td>Dept_Plan - Communication Studies - Online/hybrid courses - With the evolving dynamics of education and educational access to students, we would like to investigate the plausibility of online/hybrid classes in our discipline. Many surrounding campuses have engaged in offering communication courses online and, as such, we would like to investigate the implementation and success of such courses. EMP GOAL supported (hold CTRL to select multiple)*:</td>
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<tr>
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<td>End Date (use 7/31/year - see help text): 07/01/2014</td>
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<td>Project/ Strategy Status: Dropped</td>
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<td>Rationale: With the increase popularity of hybrid/online classes, it would serve us well to critically evaluate how such courses could substantiate and impact our program. Students seek a variety of ways to complete their education and the rise in online classes demonstrates that student demographics are changing.</td>
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<td>Responsible Parties: The Communication Studies Department</td>
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<td>Specify if project/strategy is for dept or program: Department</td>
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<td>Name of program or area of concentration: Communication Studies</td>
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<td>Other Area impacted by this goal/project/strategy: Distance Learning</td>
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<tr>
<td>Project/ Strategy Progress Updates:</td>
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<tr>
<td>08/26/2014 - At this time, our department has decided to drop this project. We currently have many other obligatory items that need immediate attention. However, we will revisit item in the future when our current workload allows for a</td>
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<td>Project/ Strategy Status: Dropped</td>
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<td>Decision re Resource Request: No resources requested</td>
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