

The last Photography Department Program Review Action Update was written September 30, 2005. This document addresses all 12 of the areas mentioned in that document and adds a few more. The Photography Department Program Review document from which these areas emerge was completed June 16, 2003.

***Physical Plant: Computer Laboratory***

2003 *...greatest need is for...development of the computer laboratory component of our photography curriculum... [student productivity] has been hurt by too few computers for too many students working on deadlines...*

2005 Essentially implemented, the Department maintains a dedicated computer laboratory serving Photography and Art students. The facility is specific to the photographic craft. Peripheral hardware and unique software budgets, for new equipment and equipment replacement, are inadequate.

2008 The Department continues to maintain a dedicated computer laboratory in Miller 2, serving Photography and Art students. The facility remains essentially specific to photography. Peripheral hardware and unique software budgets had been improving until the budget published for 2008-2009. Until the budget reduction, this issue was essentially resolved.

***Physical Plant: Darkroom Laboratory***

2003 *...the computer...does not replace any part of the need for students to become effective photographers in the traditional...medium. We need a transmission densitometer, time and resources for field training, additional cameras, lenses and studio lighting devices. ...sink plumbing is decaying...*

2005 The densitometer is installed, as well as certain cameras and basic studio lighting devices. Additional minor equipment is needed, particularly for alternative processes. Sink plumbing was replaced in August, 2005.

2008 The Darkroom Laboratory is adequately outfitted, although enlargers and processors need to be serviced. The Department has outsourced maintenance of enlargers, the tabletop print processor and the film processor. Studio and portable lighting has been upgraded and the budget is adequate to maintain the lighting crib. Until the budget reduction for 2008-2009, this issue was essentially resolved.

***Physical Plant: Equipment Crib***

2003 *The Nikon D-1 camera is stalled in the repair shop. There are no field lenses for Nikon and Canon digital cameras. Film cameras and earlier lenses, tripods, exposure meters and point-source speedlights are out of date, in poor repair and often out of service for repair...*

2005 Supportive equipment applicable to student camera kits was adequate 2 years ago, is now swiftly becoming irrelevant, out of date or in disrepair. Budgets for new equipment and equipment replacement, are inadequate.

2008 The Nikon D-1 camera is now out of service, beyond repair. It was learned the chassis is bent, probably a result of having been dropped, and the repair costs exceed the cost of later model cameras. That camera has been replaced by several newer cameras, among them a

Nikon D80, a Nikon D300, a Canon XTi, and a Canon 5D. These cameras are adequate for student needs. The Department is not replacing 35mm film cameras, but maintaining those in the equipment crib. Lenses, tripods, exposure meters and speedlights have been replaced and the budget for acquisition and maintenance was adequate for them until the budget reduction of 2008-2009. Before that reduction this issue was essentially resolved.

### ***Physical Plant: Irene Carlson Gallery of Photography***

2003 *The Carlson Gallery is a significant part of the University's outreach program. The Gallery program is presently under-funded. The Photography Department Chair serves as Gallery Director, and curates most exhibitions. There is no funding for Gallery maintenance, upgrades, or exhibition production expenses...*

2005 Parts of the Director's responsibilities to the Gallery are met by participation in the Society for Photographic Education. A faculty membership and annual portfolio review attendance is sponsored by the institution. Beyond this, grant opportunities are indicated. See *Carlson Gallery Outreach*, below.

2008 The Irene Carlson Gallery of Photography continues to be a significant component of the Department and the University outreach programs. As in 2003, the Gallery program remains under-funded. The Photography Department Chair serves as Gallery Director, and curates most exhibitions. The Photography Department Manager serves as Gallery Manager, and provides administrative support. No compensation for this work accrues to either position. Furthermore, there is no funding other than that provided for class and laboratory supplies diverted for Gallery maintenance, upgrades, or exhibition production expenses. This may change soon, as the Art Department has established the new position, Gallery Director, beginning in Fall 2008. Dion Johnson, formerly the Art Department Manager, will occupy this position. By Fall 2009 Mr. Johnson will assume most of the responsibilities for the Irene Carlson Gallery of Photography. We hope Mr. Johnson will be adequately compensated for this service and that an independent operating budget for the galleries will include the Carlson Gallery. The position of Gallery Director has been long-sought by the Art Department, and inclusion of the Carlson Gallery in the consortium of galleries is supported by the Photography Department. At the successful conclusion of the 2009-2010 gallery schedule, this issue should be resolved. Unfortunately, budget restrictions for 2008-2009 may require the gallery schedule for 2008-2009 to be canceled.

### ***Faculty Professional Development***

2003 *...the faculty is overwhelmed with new things to learn, curriculum redesign..., courses to teach, governance responsibilities...[Photo 210] Elementary Photography [contact time] alone comes to 19 hours [weekly]. ...[Try] to reduce the faculty workload...to encourage the faculty to pursue personal work in the craft...*

2005 This problem is chronic. Administrative duties continue to mount. Elementary Photography has an unwieldy 30 students in attendance. Laboratory classes are by nature time-consuming and Carlson Gallery responsibilities are growing with the reputation of the Gallery. Exploration of lab instruction alternatives is indicated.

2008 Introduction of the new elementary photography course, Photo 230, Documentary Photography, has drawn some students away from Photo 210, Elementary Photography.

Adjunct faculty now teach Photo 210, and Photo 230 is taught by full-time faculty, Gary Colby. A seat limit of 24 has been placed on Photo 210, and a seat limit of 12 is currently placed on Photo 230. This has been made possible by the reduction in retail price of the digital single lens reflex camera, essential to the Photo 230 course. Carlson Gallery responsibilities will wane somewhat after Spring 2009, even as administrative chores increase, given three adjunct faculty members, of whom two are new to the department.

### **Staff Professional Development**

2003 ...*increasingly the photography department manager is called upon to...advise...students in projects generated in their classes. ...There is no job description transition from Classified/Technical to Faculty that describes this development...*

2005 The Lab Assistant position established with the introduction of the program in 1976 has become a complex administrative and instructional position. Last year the position was converted from classified to administrative. The position requires regular education in technology, especially computer imaging and networking technology; funding for workshops and conferences would be useful in this regard.

2008 The office of Photography Department Manager has undergone almost complete overhaul since 2003. With the departure of Mr. Kevin Holland from that position in January, 2008, the opportunity arose to completely redefine the position. The position will remain as administrative, and the same duties accrue to the new administrative member, Mr. Kevin Bowman. But the position will no longer be teaching part time and will be expected to maintain the facility with respect to regular hours, allowing the faculty freedom from logistical preparations and planning. The position description was critically assessed, analyzed and rewritten specific to the redevelopment plans for the Department. This document is essential to the growth of the Department. Essentially, the problems associated with this position are resolved.

### **Photography Department Website**

2003 *The Department's web development project was begun in Fall, 2002, but stalled when a key employee ended his professional relationship with the University...*

2005 The Department's website is now essentially completed. Go to <http://www.ulv.edu/photo>. Indicated is a change in the Carlson Gallery archives to show a single selectable image from each exhibition, to include a caption and a date associated with each.

2008 The Department's website is essentially the same as it was in 2005, except for content, which has changed as the institution has changed. The Carlson Gallery page is inactive, but provides identity. This information will be moved to the new Arts Venues website. The Department has added a page for academic advising/registration overrides, the Advisory Board and a page for Student Work. Responsibility for redevelopment lies with the Department Chair. Design and order responsibility lies with the Photography Department Manager. These pages are scheduled to go online in Fall 2008 and be subsequently included in the full reorganization of the University web presence. OIT now maintains the updates. This issue is essentially resolved, but the website will remain live and regularly updated.

**Alumni Support**

2003 *Our alumni are loyal and helpful in program development...*

2005 Alumni respond regularly to email postings and card invitations from the Irene Carlson Gallery and Harris Art Gallery. By this means we maintain an active and continuous relationship with our graduates. The professionals in this group constitute part of the advisory board. The non-professionals are combined with the identified outreach group.

2008 Increasingly, alumni are responding to postings and other contacts from the Department and the galleries. A core of this group has emerged as part of the advisory board. These individuals have agreed to have their picture and biography included among the advisory board members on the Department's Advisory Board web page. This area is perpetually in development.

**Student Exhibition Venues**

2003 *Photo Staff is a valuable student experience, beyond its curricular relevance. It's the closest thing we have to a photography club, suggested by Dr. Chapman in 1989...*

2005 The need for continued development of a student culture within the department is increasing in importance. Photo Staff may become required within the Journalism Major. Opportunities exist with *Prism Review*. Discussion has begun regarding gallery exhibition opportunities for photography and art students who are not part of the Journalism Major.

2008 With the new Gallery Director we're hoping to provide regular and expansive exhibition opportunities for student artists and photographer in both the Departments of Art and Photography. Photo Staff continues, but changes in traditional newspaper and magazine media may force a change in that course or the relationship of that course to the Communications Department. *Prism Review* has not proven to be a reliable medium for good work, but remains available and may yet develop. The "student work" web pages may be useful and a proposed blog, available to senior students and recent alumni, may be useful in developing student collegiality. This area will always be developing and redeveloping, depending in part on reorganization of the Department and the nature of the students involved at any time.

**Student Progress Questionnaire**

2003 *Administration of the Student Progress Questionnaire is extremely time-consuming, both to write, rewrite and deliver, and from which to extract meaningful information. Nevertheless, the data collected is valuable for indications.*

2005 The need is indicated for service from the institution to the Department to implement this survey device. The Department has inadequate hourly resources to continue with the questionnaire.

2008 The Department has not continued with the questionnaire, owing to its expense. Inadequate resources exist to maintain regular administration of it; this issue is resolved.

**Irene Carlson Gallery Outreach**

2003 *Mission: The Irene Carlson Gallery of Photography exists to continually present the work of contemporary photographers as their pictures cause us to think about the effects of photography on our culture. By these presentations the University of La Verne is enabled to invite students, faculty, staff and community members to become inspired by photographs and informed by the peculiar way of knowing realized by the photographer.*

2005 Although locally significant since 1989, the Carlson Gallery is suddenly enjoying a growing national reputation as a major Los Angeles area exhibition space devoted exclusively to photography. This recent development is the result of 3 years of active participation by the Gallery Director in the annual formal portfolio review opportunities at the Society for Photographic Education convention.

Funding for shipping and receiving, gallery equipment and supplies, postage, publicity materials, reception production and gallery professional consultation is indicated. Grant possibilities to this end abound; time and personnel to write for them do not.

2008 The Carlson Gallery remains one of the most exciting outreach components of the Photography Department and the greater institution. The Gallery Director, Gary Colby, has now provided six years of service in formal portfolio reviews at the Society for Photographic Education annual convention. As a consequence of this work, the Carlson Gallery, established in 1990, continues to grow in awareness among the members as a significant exhibition venue east of Los Angeles. This year, however, the duties of Gallery Director that have been assigned to the Photography Department Chair will be transferred to the Gallery Director position newly created from within the Art Department. While the Photography Department will continue to participate in the production of and curatorial responsibility for exhibits in the Carlson Gallery, management of the facility and assignment of projects will reside principally with the new Gallery Director. This will relieve the Department Chair of the responsibilities, enabling time for redevelopment of the Photography Department. This issue is resolved.

Carlson Gallery Exhibitions, excluding student shows, 2005 - 2008

Charles Fairbanks (Curated by Gary Colby)

*Luchar es Crear: Fotografias de la Lucha Libre Mexicana*, September 6 through October 14, 2005

John Richardson (Curated by Gary Colby)

*Miele Luce de Toscana*, October 24 through December 2, 2005

Liz Lucsko (Curated by Gary Colby)

*Banning - Stagecoach Town USA*, February 6 through March 17, 2006

Engendering Diversity and Community (Curated by Ruth Trotter, Art Department Chair)

*A Group Exhibition*, March 27 through May 12, 2006

Jason DeMarte (Curated by Gary Colby)

*Restoring Memory*, September 5 through October 15, 2006

Dave Jordano (Curated by Charlotte Neill, Senior Project)

*Born Again: African-American Churches in Chicago*, October 22 through December 3, 2006

John Montich (Curated by Gary Colby)  
*Fragile Images - Abiding Ideas*, February 5 through March 15, 2007

Queen Bees (Curated under the auspices of the Women's, Gender & Sexuality Studies Program), *Eco-Actions and Collective Organizing*, A Group Exhibition, Mar. 21 - May 4, 2007

Jeff Curto (Curated by Gary Colby)  
*Evidence of Hands on Stone*, September 4 through October 13, 2007

Jane Schreibman (Curated by Gary Colby)  
*Lime Turf: Rajasthan, India*, October 21 through December 1, 2007

Kitty Hubbard (Curated by Gary Colby)  
*re:memory*, February 4 through March 15, 2008

Nick Ut (Curated by Randy Miller)  
*A Career in Photography*, March 31 through May 10, 2008

## Action Update Items, 2008 -2009

### **Replacing the full-time Photography Department Manager**

In January, 2008, Mr. Kevin Holland, the Photography Department Manager who had served in the position for approximately 17 years, left the institution.

Two temporary employees were hired to replace him. Mr. Adam Omernik was hired as a part-time temporary employee to redevelop the equipment checkout system, assist with the computer laboratory assessment and account management, and develop a strategy for cataloging existing archives of photographs. Mr. Omernik's work was concluded within the first six weeks of the Spring Semester, 2008. Mr. Kevin Bowman was hired as a full-time temporary employee to take over the duties of the Department Manager as outlined in the position description. Mr. Bowman's temporary assignment concluded at the end of June, 2008.

During the Spring Semester a comprehensive and thorough search was undertaken to find and hire a full-time Photography Department Manager. A final list of 10 qualified applicants was narrowed to 7 who were interviewed by telephone, and again to 4 who were brought to campus for an additional interview. From that group of 4 Mr. Kevin Bowman's experience and technical background exceeded those with whom he was in competition and he was offered the position. Gratefully, Mr. Bowman accepted the offer to start full-time permanent employment July 1, 2008.

This issue is resolved.

### **Redeveloping the Photography Department**

Changes in the technology of the photographic craft, careers for photographers in new media, and the arrival of new department personnel have opened up opportunities for redevelopment of the Photography Department that were not viable a year ago. What follows is a list of some of these opportunities, arranged in order of highest priority first.

#### **Photography Major**

The Photography Department supports a Concentration in Photography in the Art Department under the Art major and a Concentration in Photojournalism in the Communications Department, under the Journalism major. The Department also offers a Minor in Photography. The Department has been developing a new Photography major. The College of Arts and Sciences Strategic Plan 2007-2012 shows among the Strategic Initiatives item 1.1.5, "Develop a B.A. degree program in Photography." Secondary responsibility for this development is Ruth Trotter. Target date for the new major is Fall 2009.

The major involves significant recruiting effort, already underway at local high schools and community colleges. The idea is to bring new students to La Verne, students who would not otherwise have chosen La Verne. The proposal is written to not only add the major, but to preserve and enhance the Concentrations in Art and Journalism and to reinforce the Minor.

This proposal rests on four premises. First, photography programs in Southern California high schools and community colleges are robust. More than one instructor and department chair has indicated an interest in referring students to the University of La Verne for the Bachelors Degree. Second, students who would attend the University of La Verne would not attend Art Center College of Design or Brooks Institute; the opportunities and student profiles are different. Third, there is no other college with which we compare ourselves that offers a similar photography major; other institutions only offer photography embedded in allied departments. Fourth, the College of Arts and Sciences supports the idea of a small major with a required minor. In our opinion the minor is

important for a trained photographer, who otherwise might not have a point of view from which to make relevant and significant photographs.

### **Recruitment**

This item goes hand-in-hand with the Photography Major. For the success of department redevelopment it will be essential for the full-time faculty, the Department Chair, to make regular and personal visits and telephone calls to the high schools and community colleges where the photography offerings are richest. Many of these institutions have already been identified and discussions with faculty and administrators begun. Among the ideas for recruitment are personal visits to other institutions, invitations to students at other institutions to visit La Verne, and a campus-sponsored event, such as a photography competition for students at other institutions. To continue this work it will be necessary to reduce the Department Chair's teaching and administrative load for at least two years, until the formal and informal relationships have been developed.

### **Adjunct Faculty**

With the departure of the Photography Department Manager in January, 2008, and the adjunct faculty teaching Art/Photo 356, Digital Portfolio, Photo 310, Photoshop Art 390, Experimental Animation in July, 2008, opportunities opened up to modify the curriculum and bring new talent to the Department. A search was undertaken in the Summer, 2008, directed by Gary Colby and managed by Kevin Bowman, to find adjunct faculty with appropriate terminal degrees and exceptional teaching experience and expertise in computer-based drawing, animation and the fundamentals of Photoshop applied to photography and computer-derived art. Two new adjunct faculty members were hired. Michael Pace, who holds the MFA from Durban University in South Africa, and Sunny Siu, who holds the MFA from Cal State Fullerton, will be teaching Photoshop and Experimental Animation, respectively. Art/Photo 356, Digital Portfolio will be canceled for the Fall 2008. Including Anita Bunn, an MFA from Claremont Graduate University who teaches Photo 210, Elementary Photography, three excellent new teachers are in place.

### **Arts Venues Website**

Development of a proposal by Gary Colby for the University to host a community outreach website devoted to the arts at the University of La Verne was begun during his sabbatical, Spring 2008. The website, now fully developed, provides public announcement information based on the common venues for the visual and performing arts, including but not limited to Founders Auditorium, Dailey Theater, Tall Wall Space, Harris Gallery, and the Irene Carlson Gallery of Photography. Each department will be required to maintain its section of the site, with older events being automatically archived. This will serve principle two purposes. First, the website will provide significant new community outreach resource. Second, the website will provide important events archiving for assessment purposes. Responsibility for redesign of the graphics for the website, now under Steve Biondo, Gary Colby and Kevin Bowman, was recently turned over to Melissa Zhuo, Web Developer for OIT. We hope to get the site up before Stamates assumes responsibility for the University web presence.

### **Carlson Gallery**

After a long period of negotiation and proposal submissions, the Art Department finally succeeded in establishing a position of Gallery Director to serve, from within the Art Department, the consortium of three galleries, the Harris Gallery, The Tall Wall Space, and the Irene Carlson Gallery of Photography.



The Irene Carlson Gallery of Photography already has its schedule set for 2008 - 2008. The first two exhibitions feature Caroline Burghardt and Karen Tapia for Fall, 2008. The second two exhibitions feature Anthony Thompson and Glenn Hansen, and Rene West for Spring, 2009. As the Carlson Gallery makes the transition into the consortium, the new Gallery Director will develop the schedule for Fall 2009 - Spring 2010. This will relieve the Photography Department Chair of most of the principal administrative duties in the gallery, freeing time for recruitment and development of the major. The Irene Carlson Gallery of Photography has been funded out of the operational budget of the Photography Department. With the budget reductions for 2008 -2009 this can no longer continue.

### **Curriculum**

The curriculum needs to be overhauled. With development of the major all the courses will be redesigned, some eliminated and others created in service to revised learning outcomes and career opportunities.

We hope to change a course to include alternative processes. We hope to add lighting, portraiture, portfolio development and an advanced course in Photoshop. We shall revise the basic photography courses, Elementary Photography and Documentary Photography, as well as Photoshop. Staff Photography would remain essentially as it has been, in service to the Journalism Department laboratory publications *Campus Times* and *La Verne Magazine*.

Additionally, a certification course in photography has been proposed for the summer terms. This course would attract adult students who are newly drawn to digital photography, for those who seek either vocational or avocational training.

### **Integration with Art**

The existing major in Art, Concentration in Photography will be reexamined and redeveloped in concert with the Art Department, particularly with respect to increased offerings in computer based drawing and opportunities in curatorial studies.

### **Integration with Journalism**

The existing major in Communications, Major in Journalism, Concentration in Photojournalism will be reexamined and redeveloped in concert with the Journalism faculty. Profound changes are underway in media generally and photojournalism specifically. Addressing opportunities and challenges offered by new media will be essential to the continued success of this 30-year-old curriculum.

### **Budget Stability**

The budget printout to start the July 1, 2008 fiscal year shows a drastic, perhaps lethal reduction in non-compensation funding over last year's budget. We shall campaign vigorously to restore these funds and cannot plan to continue operating beyond Fall 2008 without them. We hope to bring budget stability to the program, to maintain progress toward the goals of redevelopment.