



unit **PIE**

2014-15
2015-16
2016-17
2017-18

Planning for Institutional Effectiveness

Introduction

- I. Unit Information
- II. Institutional Mission
- III. Unit Mission
- IV. College Themes and Goals

Section One

Where We Are: A Summary and Analysis of the Current Year 2014-15

- I. Summary Context: Unit Goals
- II. Notable Achievements
- III. Tracking External/Internal Conditions, Trends, Impacts, Success, Critical Decisions and Outcomes Assessment
- IV. Alignment and Progress on Unit and College Goals: Closing the Loop

Section Two

Where We Are Going: Planning for the Next Three Years, 2015-16, 2016-17, 2017-18

- I. Planning Context: Unit Goals Assessed and Revised
- II. Annual Implementation Plan
- III. Resources Identified in Relation to Planning

Section Three

Recommendations for Improving the Planning Process

NOTE: This PIE Form is optimized to be used in Acrobat or [Adobe Reader 10 or later](#).



Planning for Institutional Effectiveness

Introduction

UNIT	ANIMATION	Current Year	YEAR 1	YEAR 2	YEAR 3
Contact Person	HECTOR RIVAS / SUNIL THANKAMUSHY	2014-15	2015-16	2016-17	2017-18
E-mail / Extension	hrivas@mtsac.edu - x4769 / sthankamushy@mtsac.edu - x4769	<input checked="" type="checkbox"/> Summary	<input checked="" type="checkbox"/> Planning	<input checked="" type="checkbox"/> Planning	<input checked="" type="checkbox"/> Planning

Your Unit Program Review will be recorded on this form summarizing the current year and documenting planning for the next three-year cycle. **Please remember** that all outcomes assessment work should be recorded in TracDat (<http://tracdat.mtsac.edu/tracdat>) in order for your assessment work to best contribute to institutional reports. Outcomes assessment work may include courses, programs, direct and indirect services, organizational structure, structural elements, and institutional outcomes. Respond to only the outcomes categories or types that apply to your unit.

Institutional Planning Framework

The college is unified through its demonstrated connection to the mission. Driven by the California Master Plan for Higher Education, revised by the President's Advisory Council, and approved by the Board of Trustees, it informs all planning and assessment.

Institutional Mission

The mission of Mt. San Antonio College is to support students in achieving their full educational potential in an environment of academic excellence.

Unit Mission

The mission of the 2D Animation & Gaming Department is to provide an accessible, affordable, and quality program that services the needs and interests of the Animation and Gaming students in order to prepare them for transfer to art schools, enter an animation career, or for personal professional growth.

College Themes and Goals

College themes and goals allow the campus to focus on critical issues. Articulated by the President's Advisory Council and approved by the Board of Trustees, they guide institutional planning and assessment processes.

Theme A: To Advance Academic Excellence and Student Achievement

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|-----------------|---|
| College Goal #1 | The college will prepare students for success through the development and support of exemplary programs and services. |
| College Goal #2 | The college will improve career/vocational training opportunities to help students maintain professional currency and achieve individual goals. |
| College Goal #3 | The college will utilize student learning outcome and placement assessment data to guide planning, curriculum design, pedagogy, and/or decision-making at the department/unit and institutional levels. |

Theme B: To Support Student Access and Success

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|-----------------|---|
| College Goal #4 | The college will increase access for students by strengthening recruitment opportunities for full participation in college programs and services. |
| College Goal #5 | Students entering credit programs of study will be ready for college level academic achievement. |
| College Goal #6 | The college will ensure that curricular, articulation, and counseling efforts are aligned to maximize students' successful university transfer. |

Theme C: To Secure Human, Technological, and Financial Resources to Enhance Learning and Student Achievement

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|------------------|---|
| College Goal #7 | The college will secure funding that supports exemplary programs and services. |
| College Goal #8 | The college will utilize technology to improve operational efficiency and effectiveness and maintain state-of-the-art technology in instructional and support programs. |
| College Goal #9 | The college will provide opportunities for increased diversity and equity for all across campus. |
| College Goal #10 | The college will encourage and support participation in professional development to strengthen programs and services. |
| College Goal #11 | The college will provide facilities and infrastructure that support exemplary programs and the health and safety of the campus community. |
| College Goal #12 | The college will utilize existing resources and improve operational processes to maximize efficiency of existing resources and to maintain necessary services and programs. |

Theme D: To Foster an Atmosphere of Cooperation and Collaboration

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|------------------|---|
| College Goal #13 | The college will improve the quality of its partnerships with business and industry, the community, and other educational institutions. |
| College Goal #14 | The college will improve effectiveness and consistency of dialogue between and among departments, committees, teams, and employee groups across the campus. |

SectionOne

Where We Are: A Summary and Analysis of the Current Year 2014-15

I. Summary Context - Unit Goals for: ANIMATION

Identify the goals that guided your Unit's work for the 2014-15 year (from your 2013-14 PIE form) in the following table and connect those goals to the College Themes. *Add rows (+) as needed. Delete rows (X).*

Unit Goal Name	Unit Goal	<u>College Theme</u>
Completion efficiency	Improve the efficiency of the Animation and Gaming certificate and degrees.	A: Academic Excellence
Completion In-reaching	Educate students about certification and degree requirements for higher completion rates.	B: Access and Success
A&G high school promotion	Promote Animation and Gaming program to our transfer 4 year feeder schools.	D: Cooperation/Collaboration
Industry partnering	Maintain strong industry partner connections for program guidance, technological needs and core skill sets.	D: Cooperation/Collaboration
Assist Special groups	Assist our special population and under represented students.	B: Access and Success

II. Notable Achievements for: ANIMATION

Enter your Unit's successes for the 2014-15 year in the table below. This provides opportunity for closing the loop on your Unit's activities completed this year. *Text boxes will expand as needed. Add rows (+), delete rows (X).*

Priority for Manager Summary	Unit Achievements for the 2014-15 Year	Connected Unit Goal/ College Theme
High	Hired new Animation and Gaming professor: A new full time professor Sunil Thankamushy was hired to strengthen the 3D gaming and animation area of the unit. Prof.Sunil comes with a 17 plus year industry and entrepreneurship experience, along with proven teaching abilities.	Unit: Completion efficiency
		C. Secure Resources

Priority for Manager Summary	Unit Achievements for the 2014-15 Year	Connected Unit Goal/ College Theme
High	<p>Tested and implemented a system to increase enrollment in upper division classes - The In-Reach program. This program was implemented when it was observed that students need help in understanding how the various classes connect together to lead up to their degrees or certificates. This help, it was assumed would lead to fuller upper classes. Animation was one of the areas chosen to try out a unique In-reaching effort. This included our in-house student counsellor walking into lower classes towards the end of the semester, and describing the way forward to the students. It was deployed in Fall 2014, to very good success in the enrollment numbers for upper classes in Spring 15.</p>	Unit: Completion In-reaching
		B. Access and Success
Med	<p>High School Articulation: We had a record breaking year with the amount of students whom reached articulation for our Intro to Animation course. The articulation program is definitely paying dividends with successful transfer candidates into our program.</p>	Unit: A&G high school promotion
		D. Cooperation/Collaboration
High	<p>ANIM 100 implementation: Anim 100, Digital Paint and Ink, is a new foundation course that we believe will create a stronger base for all of our students as it will become the entry gate course for all of our Animation and Gaming career pathways. This course is due to be taught for the first time in Summer 2015 intersession.</p>	Unit: Completion efficiency
		A. Academic Excellence
Med	<p>Created GAME FEST To build awareness and excitement for the new game production classes, we set up our first Game Fest in Fall 14. This involved students from two game classes ANIM 131, and ANIM 151 taught by Prof. Rivas, and Prof. Thankamushy showcasing their semester's work. The fest was a success, with a large attendance by dozens of outsiders, besides the class students. We are now planning Game Fest 15</p>	Unit: Industry partnering
		D. Cooperation/Collaboration
High	<p>Two new Adjunct hires: As our program starts to grow so does our adjunct base. Currently, two adjunct professor candidates are getting their paper work in to teach here at Mt SAC. It is good to see that our program is attracting new talent into the classroom. One of the professors comes from an art school and the second professor is coming from the industry working for The Walt Disney Animation Studios.</p>	Unit: Completion efficiency
		C. Secure Resources

III. Tracking External/Internal Conditions, Trends, Impacts, Success, Critical Decisions and Outcomes Assessment

The following table is intended to track conditions that influence planning over a multi-year period beginning with the 2014-15 year. Please include data. The "Link to Data Sources and Support Options" button will open a Mt. SAC webpage that offers suggestions and links for possible data sources for your Unit. Text boxes will expand. *Add (+) rows, delete (X) rows as needed.*

Link to Data Sources and Support Options		
Year	<i>Add item</i> External Conditions, Trends, or Impacts	Data Sources
2014-15	Employment: Employment in the areas of graphic design, illustration, animation, and photography continue to trend toward self-employed and freelance work. These positive trends are not captured in employment data. This results in inaccurate assessments of success when compared with more traditional industries.	GDC Game vault
Year	<i>Add item</i> Internal Conditions, Trends, or Impacts	Data Sources
2014-15	Hired a full time professor. This increased the availability of resources to teach, organize, and provide leadership in classes of Animation and Gaming. We are now able to plan our curriculum and classes for the next years, review and organize ourselves for greater student success in the coming years.	Internal communications
2014-15	Cintiqs: Cintiqs have been purchased and are in process to be distributed to the classroom with the help of IT. Cintiqs drawing hybrid tablets will be utilized for the first time in Summer Intersession 2015. We expect the result to be a positive experience for the students. We also anticipate to be impacted by showing higher caliber of student generated product.	Internal communications
2014-15	All the PCs in the main lab, and in the shared lab, were equipped with Yo Yo games' gaming software, 'Game Maker;. This allowed two successful classes of game development, resulting in an excellent showing at Game Fest 2014, and has improved our outlook for equipping students with real industry skills in the gaming sector.	Internal communications
2014-15	Hosted GAME FEST to promote gaming classes, and class completions in Fall 2014, to a good degree of success. With this positive feedback, we are planning to go ahead with making this a yearly event, to motivate our gaming and animation students.	Internal communications
2014-15	Promoting students industry success has always had a positive impact with current students. Taking off on this observation , we have decided to create a Wall of Fame to highlight successful students. We believe this can impact the current student body by providing a high benchmark to ascend to.	Internal communications
Year	<i>Add item</i> Success Data	Data Sources
2014-15	Hosted GAME FEST to promote gaming classes, and class completions in Fall 2014, to a good degree of success. With this positive feedback, we are planning to go ahead with making this a yearly event, to motivate our gaming and animation students.	Internal communications
2014-15	1. STUDENT TRANSFERS ii. Student transfers to four year institutions. Emily Kawamoto was accepted to multiple art schools but has accepted to attend LCAD with a partial scholarship. iii. Jeri Salazar, is attending GNOMON with an emphasis in 3D animation.	Internal data tracking

2014-15	<p>1. JOBBING OUT STUDENTS</p> <p>iv. Carlos Peñate has been accepted to work as a game developing department for Blizzard Game Studio. Carlos earned an AA degree in Animation from Mt SAC.</p> <p>v. Elisa Phillips has been accepted to work as a colorist animator for Starburn Industries. Elisa graduated with an AA degree and a Tradigital certificate from Mt SAC.</p> <p>vi. Nick Ochoa has been accepted to work as a Jr Animator for Nickelodean Studios working on Dora the Explorer. Nick took animation courses from Mt SAC but did not complete a program.</p> <p>vii. Joseph Ochoa has been accepted to work as an art teacher for a school district in Texas. Josheph completed a 3D Animation certificate from Mt SAC.</p>	Internal data tracking
2014-15	<p>1. COMPLETER STUDENTS</p> <p>viii. Completion rates continue to grow in our Animation and Gaming program. Part of this success is due to the in-reaching strategies that were suggested by Interim Dean Don Sciore.</p> <p>ix. We have students like Rhiannon Nelson that is completing the Animation Degree, Tradigital Level 1 and 2, Gaming Certificate Level 1 and two, and is applying for a 3D animation level certificate.</p>	Internal data tracking
2014-15	<p>1. OUTREACHING STUDENTS</p> <p>x. Students like Miranda Lopez is thriving in our Animation and Gaming program. Miranda is a student whom articulated from Warren HS. Her teacher Bill Austin articulates our intro to animation course. Miranda is producing stellar projects in her intermediate animation courses.</p>	Internal data tracking
2014-15	<p>1. SPECIAL POPULATION and DIVERSE STUDENTS</p> <p>xi. Autistic students like Elissa Lamson and Cristina Dazon are performing at an acceptable rate in our classes. Students are inspired by their dedication and attention to detail in their storyboards.</p> <p>xii. We also have students like Joshua Rodriguez who is deaf attending and succeeding in our animation courses. Although it was challenging to have a deaf student build storyboards due to the audio component/requirement, Joshua was able to complete all projects. It took quite a bit of collaboration from the professor, interpreters and support from parents.</p> <p>xiii. Occasionally we get students older return students like Pedro Oliva. Pedro is a working professional for Univision Television Studio. He came back to school because he heard about our storyboarding class. Currently Pedro is loving the new skill sets acquired and believes it will sharpen his work down at the TV studio. Our student tutors are a big part of helping special population students understand and remain current with class projects.</p>	Internal data tracking
Year	<div>Add item</div> <div>Critical Decisions</div>	Data Sources
2014-15	Hired a full time professor. This increased the availability of resources to teach, organize, and provide leadership in classes of Animation and Gaming. We are now able to plan our curriculum and classes for the next years, review and organize ourselves for greater student success in the coming years.	Internal communications
2014-15	Created GAME FEST to promote gaming classes, and class completions in Fall 2014, to a good degree of success. With this positive feedback, we are planning to go ahead with making this a yearly event, to motivate our gaming and animation students.	Internal communications
2014-15	Created an Animation & Gaming mascot character. This cartoon character would be the face of the Unit, and help bring in new students and awareness of the programs campuswide.	Internal communications
Year	<div>Add item</div> <div>Progress on Outcomes Assessment</div>	Data Sources

2014-15	High School Articulation: We had a record breaking year with the amount of students whom reached articulation for our Intro to Animation course. The articulation program is definitely paying dividends with successful transfer candidates into our program.	Internal communications
2014-15	Completion rates continue to grow in our Animation and Gaming program. Part of this success is due to the in-reaching strategies that were suggested by Asst. Dean Don Sciore.	Internal data tracking

IV. Alignment and Progress on Unit and College Goals: Closing the Loop

This section serves as a "reporting" function. It shows how your Unit closes the loop and connects planning to budget allocation: How did the prioritized college resources connect to your Unit's outcomes? What progress has your Unit made with the resources provided? Include progress on plans that did not require new resources if applicable. You are also prioritizing your Unit's progress or outcome for inclusion in your manager's summary. The **Plan Status** drop-down offers a time-frame update on the progress of your plan.

Some information has been pre-loaded into this form by your manager. Add rows (+) as needed. Delete rows (X).


Priority for Manager Summary	Plan from Previous PIE (2013-14) and Resources Obtained (if any)		Resources Secured (if any)	Progress/Outcomes/Result/Impact (Resource requests should be based on outcomes assessment)	Connected Unit Goal/ College Theme
High	20-Cintiq Digital Interactive Displays Advisory, Industry Standards 14-Cintiq Companion Hybrid		\$ 44,434.94	Cintiqs: Cintiqs have been purchased and are in process to be distributed to the classroom with the help of IT. Cintiqs drawing hybrid tablets will be utilized for the first time in Summer Intersession 2015. We expect the result to be a positive experience for the students. We also anticipate to be impacted by showing higher caliber of student generated product.	Unit: Completion efficiency
			Instr. Equipment		A. Academic Excellence
	Plan Status	Complete	Perkins Grant		
Med	Student Workers		\$ 8,613.00	The student workers were deployed/ The presence of Student workers had a very positive impact to all students, but in particular to the special populations and under represented groups	Unit: Assist Special groups
			Perkins Grant		C. Secure Resources
	Plan Status	Complete	District Budget		
High	Apple, iMac, Tablet, G-Raid Hard drive Instructional Supplies		\$ 2,959.69	These systems were deployed./ Updation of these hardware helped update the teaching quality in the digital art classes. They helped raise the standards of training acquired by students.	Unit: Completion efficiency
			District Budget		A. Academic Excellence
	Plan Status	Complete	Source 2		
High	Yo Yo Games Computer/Technology		\$ 2,512.48	All the PCs in the main lab, and in the shared lab, were equipped with Yo Yo games' gaming software, 'Game Maker;. This allowed two successful classes of game development, resulting in an excellent showing at Game Fest 2014, and has improved our outlook for equipping students with real industry skills in the gaming sector.	Unit: Completion efficiency
			District Budget		A. Academic Excellence
	Plan Status	Complete	Source 2		

SectionTwo

Where We Are Going: Planning for the Next Three Years: 2015-16, 2016-17, 2017-18

I. Planning Context - Unit Goals Assessed and Revised for: ANIMATION

This table contains your goals as noted in Section One for 2014-15. Review your Unit's goals and revise, add new goals or remove goals that are no longer relevant as appropriate for planning for 2015-16, 2016-17, and 2017-18. *Add rows (+) as needed. Delete rows (X).*

Unit Goal Name	Unit Goal	College Theme
Completion efficiency	Improve the efficiency of the Animation and Gaming certificate and degrees.	A: Academic Excellence
Completion In-reaching	Educate students about certification and degree requirements for higher completion rates.	B: Access and Success
A&G high school promotion 	Promote Animation and Gaming program to our transfer 4 year feeder schools.	D: Cooperation/Collaboration
Industry partnering	Maintain strong industry partner connections for program guidance, technological needs and core skill sets.	D: Cooperation/Collaboration
Assist Special groups	Assist our special population and under represented students.	B: Access and Success

II. Annual Implementation Plan for: ANIMATION

This section serves as a "planning" function. This is where you ask for resources and record new action plans, activities, or interventions necessary to achieve success. Use the Expected Outcomes section to describe how the plan and resources requested is supported by your Unit's to outcomes assessment plan. This section will also be used to record revisions to plans as needed across the three years of planning.

Add rows (+) as needed. Delete rows (X).

Priority for Manager Summary	Plans, Activities, or Interventions		Resources Needed (if any)	Expected Outcomes / Criteria for Success (Resource requests should be based on outcomes assessment)	Connected Unit Goal/ College Theme
Med	Promote completion of certificates by tying in bleeding edge technology into the program - purchase 3D printer		\$ <input type="text" value="\$1,350.00"/>	High technology classes such as this one will increase enrollments in the upper division classes, and boost the completion rates as well. This can be tracked by analyzing the number of completes in the upper division 3D classes from previous years.	Unit: Completion efficiency
			Perkins Grant		B. Access and Success
Status	Projected Completion	2016-17	Source 2	Person Responsible	<input type="text" value="Sunil Thankamushy"/>

Priority for Manager Summary	Plans, Activities, or Interventions		Resources Needed (if any)	Expected Outcomes / Criteria for Success (Resource requests should be based on outcomes assessment)		Connected Unit Goal/ College Theme
Med	Host GAME FEST to promote gaming classes, and class completions		\$ \$500.00	Students campus wide become aware of it, and participate. Criteria: More than 30 entries in the show floor, and More than 100 students attend.		Unit: Industry partnering
			Foundation			
New	Projected Completion	2015-16	Source 2	Person Responsible	Sunil Thankamushy	D. Cooperation/Collaboration
Low	Host an annual Adjuncts day to connect all the instructors of the program together		\$ \$700.00	We view this as a way to create a greater cohesion between the lower and upper division classes Criteria: Signed paper showing attendance, and agenda, and course outlines for lower and upper division classes that show greater connectivity		Unit: Completion efficiency
			Foundation			
New	Projected Completion	2015-16	Source 2	Person Responsible	Hector Rivas	A. Academic Excellence
High	Z brush software (10)-for advanced modeling class		\$ \$4,490.00	We need current industry standard software such as Z brush to teach higher level skills in the 3D area. Increased attendance in the upper division 3D classes. Criteria: Portfolio that is more in sync with current industry work, and portfolio from other 3D programs nationwide.		Unit: Completion efficiency
			Perkins Grant			
Ongoing	Projected Completion	2016-17	Source 2	Person Responsible	Sunil Thankamushy	A. Academic Excellence
High	Articulate with local high-schools:		\$ \$3,000.00	Ariculate with local High Schools: The Animation and Gaming program continues to foster relations with our High School partners. This process consists of first, identifying the local high school that feed our program. Secondly, stablishing relationships with the teachers who are teaching animation courses within these schools. Followed by coming up with an articulation contract that assures the same curriculum is being covered by all. Finally, the students whom receive a letter grade of B or better are invited to take a final exam at Mt SAC's A&G program.		Unit: A&G high school promoti
			Foundation			
Ongoing	Projected Completion	2015-16	Source 2	Person Responsible	Hector Rivas	D. Cooperation/Collaboration
Med	Wall of Fame wall		\$ \$790.00	Setting up a Wall of Fame would be a very powerful tool to motivate students to be successful completers, transfers, and job gainers. Criteria for success: More completion of degrees and certificates, as compared to past years.		Unit: Completion In-reaching
			Perkins Grant			
New	Projected Completion	2016-17	Source 2	Person Responsible	Hector Rivas	B. Access and Success

Priority for Manager Summary	Plans, Activities, or Interventions		Resources Needed (if any)	Expected Outcomes / Criteria for Success (Resource requests should be based on outcomes assessment)	Connected Unit Goal/ College Theme
High	Monitors/Displays in DTC hallways.		\$ 1,000.00	We would like to support our In-Reach activities with monitors in the DTC hallways and lobby. The displays would showcase student work, promote the programs, and inform students of course content, current scheduling and degree/certificate requirements.	Unit: Completion In-reaching
			Perkins Grant		
New	Projected Completion	2015-16	Source 2		B. Access and Success
				Person Responsible Sunil Thankamushy	
High	Funding for Program and Department Marketing.		\$ 5,000.00	Promoting our Program (and CEA Department) to potential new students is a vital component in maintaining consistent enrollment (outreach), informing our current students (in-reach), tracking and networking with alumni, and interfacing with feeder high schools and awareness of Programs and CEA. We need funding for our promotional materials and web presence.	Unit: Industry partnering
			Foundation		
New	Projected Completion	2016-17	Source 2		C. Secure Resources
				Person Responsible Hector Rivas	
Low	Secure staffing, professional development, hardware and software to support inter-departmental technology in Shared Lab in Design Technology Center (13-1225)		\$ 2,500.00	: Currently staff and equipment (hardware/software) for the Shared Lab is partially funded by CEA Program Perkins Grants. Since the lab serves students from across many programs, departments and divisions, College funding for fully staffing and equipping the lab is requested.	Unit: Completion efficiency
			Foundation		
Ongoing			Source 2		C. Secure Resources
	Projected Completion	2015-16		Person Responsible Hector Rivas	
Med	Counseling Liaison dedicated to CEA Programs:		\$ 5,000.00	We need a counseling liaison familiar with our industries and programs to serve the specific needs of our students and assist them in moving through their respective Programs. The Counseling Liaison would also assist with outreach to industry and our feeder high schools.	Unit: Completion efficiency
			Foundation		
New	Projected Completion	2015-16	Source 2		C. Secure Resources
				Person Responsible Hector Rivas	
Med	Professional development by attending relevant industry conferences		\$ 3,884.00	We are looking to involve professors for professional development by attending relevant industry conferences to stay current with industry trends:	Unit: Industry partnering
			Perkins Grant		
Status	Projected Completion	2016-17	Source 2	Person Responsible Sunil Thankamushy	A. Academic Excellence

III. Resources Identified in Relation to Planning

This section will serve the budget prioritization function in the Manager's PIE. Your manager will inform you when actual quotes are due.

SectionThree

Recommendations for Improving the Planning Process

What additional information should the College provide to assist your Unit's planning?

It would be useful to get current industry data for areas such as Animation, and Gaming accessible

What suggestions do you have for improving the planning process for your Unit?

It would be useful for us to get a workshop on the various funding sources our unit may look to for funding, in addition to Perkins and the Animation budget. Clarity on this, may help us plan better by asking for items from the appropriate funds.

Enter your name as contributing to and approving of this Unit PIE Plan below. *Add rows (+) as needed.*

Contributer		Contributer	
Sunil Thankamushy	<input checked="" type="checkbox"/> Approve	Hector Rivas	<input checked="" type="checkbox"/> Approve

Thank you for completing the Unit PIE form summarizing 2014-15, and initiating your Unit's planning for the 2015-16, 2016-17, and 2017-18 three-year cycle.

Please save this form and forward to your Unit's manager by 06/30/ 2015.
Questions regarding this form? Send an email to Don Sciore, Interim Associate Dean of Arts, member IEC, at dsciore@mtsac.edu