Cover Sheet for In-State Institutions
New Program or Substantial Modification to Existing Program

Institution Submitting Proposal	Montgomery College

Each __action__ below requires a separate proposal and cover sheet.
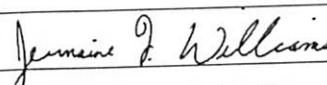
◉ New Academic Program

○ New Area of Concentration

○ New Degree Level Approval

○ New Stand-Alone Certificate

○ Off Campus Program

○ Substantial Change to a Degree Program

○ Substantial Change to an Area of Concentration

○ Substantial Change to a Certificate Program

○ Cooperative Degree Program

○ Offer Program at Regional Higher Education Center

Payment Submitted: ◉ Yes ○ No	Payment Type: ○ R*STARS # ◉ Check #	Payment Amount: $850	Date Submitted: 08/15/2022

Department Proposing Program	Academic Affairs
Degree Level and Degree Type	Associate of Arts
Title of Proposed Program	Art
Total Number of Credits	60
Suggested Codes	HEGIS: 10.01 00 CIP: 50.0699
Program Modality	◉ On-campus ○ Distance Education (*fully online*)
Program Resources	◉ Using Existing Resources ○ Requiring New Resources
Projected Implementation Date	☒ Fall ◉ Spring ○ Summer Year: ~~2022~~ 2023
Provide Link to Most Recent Academic Catalog	URL: www.montgomerycollege.edu/catalog BCC 8/22/2022

Preferred Contact for this Proposal	Name:	Ms. Betsy Leonard
	Title:	Planning & Support Specialist
	Phone:	(240) 567-8043
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President/Chief Executive	Type Name: Dr. Jermaine F. Williams
	Signature: *Jermaine F. Williams* Date: 08/08/2022
	Date of Approval/Endorsement by Governing Board: 11/15/2021

Revised 1/2021

August 1, 2022

Dr. James D. Fielder Jr.
Secretary of Higher Education
Maryland Higher Education Commission
6 North Liberty Street
Baltimore, MD 21201

Dear Dr. Fielder:

Montgomery College respectfully requests approval of the following academic program action:

Creation of the art associate of arts, HEGIS 10.0100, CIP 50.0699, effective fall 2022.

Montgomery College is prepared to offer the art associate of arts under the visual arts discipline in visual, performing, and media arts area. The 60-credit curriculum provides a liberal education degree that focuses on art within the context of a broad educational experience in the arts and humanities, the natural and physical sciences, and the social sciences that make up half of the program requirements. Therefore, it is a suitable degree for students who seek a general liberal arts degree with an art emphasis. This program will prepare students for transfer to a four-year institution to pursue a bachelor of arts, such as that at University of Maryland, College Park.

The new art associate of arts replaces the art area of concentration, arts and sciences associate of arts, with no change in curriculum. In May 2021, Montgomery College received accreditation from the National Association of Schools of Art and Design (NASAD). During the accreditation process, NASAD recommended the arts and sciences program be changed to a general associate of arts because the program contains no science requirements other than the General Education distributions. Upon approval of the new associate of arts, the former art area of concentration, arts and sciences associate of arts will be suspended up to three years for students to complete the program or change their major to the new art associate of arts, then deleted.

The associated fee of $850 for a new academic program will be sent to the Maryland Higher Education Commission via U.S. mail.

Thank you for your time and consideration of this request. Please contact Dr. Carolyn Terry, associate senior vice president for academic affairs, at carolyn.terry@montgomerycollege.edu or 240-567-4226 if you have questions.

Sincerely,
Dr. Jermaine F. Williams

President

<div align="center">

Montgomery College
Art Associate of Arts

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A. Centrality to Institutional Mission and Planning Priorities:

1. Provide a description of the program, including each area of concentration (if applicable), and how it relates to the institution's approved mission.

Montgomery College is prepared to offer the art associate of arts under the visual arts discipline in the visual, performing, and media arts area, effective fall 2022. The 60-credit curriculum provides a liberal education degree that focuses on art within the context of a broad educational experience in the arts and humanities, the natural and physical sciences, and the social sciences that make up half of the program requirements. Therefore, it is a suitable degree for students who seek a general liberal arts degree with an art emphasis. This program will prepare students for transfer to a four-year institution to pursue a bachelor of arts, such as that at University of Maryland College Park.

The new art associate of arts replaces the art area of concentration, arts and sciences associate of arts. In May 2021, Montgomery College received institutional accreditation from the [National Association of Schools of Art and Design (NASAD)](). NASAD accreditation signifies Montgomery College's alignment with national and international standards and ensures the continued viability and quality of the College's art and design programs. NASAD accreditation also improves transfer opportunities for Montgomery College students and aids in the establishment of new articulation agreements with four-year colleges and universities. During the accreditation process, NASAD recommended the program be changed from an arts and sciences to a general associate of arts because the program contains no science requirements other than the General Education distributions. There are no other revisions to the curriculum. Additional resources are not necessary as the courses are currently being offered. Upon approval of the new associate of arts, the former art area of concentration, arts and sciences associate of arts will be suspended up to three years for students to complete the program or change their major to the new art associate of arts.

This program supports [Montgomery College's mission](), which is to empower our students to change their lives, to enrich the life of the community, and to hold ourselves accountable. Art students are empowered by developing competencies in the liberal arts, including critical thinking, strong communication skills and strategies, technical skills, creative problem solving, and discipline. They are further empowered by learning to be imaginative and innovative artists who develop technical competencies in one or more art media, understand art with a historical and contemporary context, and have strengthened skills in visual problem solving. These developed competencies lead to successful transfer opportunities. Montgomery College is serving the needs of our community by providing an educated workforce to help meet the diverse needs of our citizens and community. Finally, the art program holds itself accountable through curriculum and workforce alignment, program assessment, faculty evaluations, and student feedback through evaluations.

2. Explain how the proposed program supports the institution's strategic goals and provide evidence that affirms it is an institutional priority.

Student success is at the heart of all planning at Montgomery College. The *[MC2025 Strategic Plan]()* is a five-year working document that includes strategic goals that shape the future of the College and objectives and outcomes to measure success. Every program at the College aligns to one or more goals in the strategic plan. The art associate of arts program is committed to

supporting these goals and student success. Following are examples showing alignment to the College's strategic plan:

Goal I: Empower Students to Start Smart and Succeed. The art associate of arts will provide transferring students a completion pathway for successful transfer to a liberal arts bachelor of arts program and some bachelor of fine arts (BFA) programs, such as Salisbury University's new BFA in graphic design at the Universities at Shady Grove campus (Appendix B). The program is designed to offer flexibility for students to tailor their program to their area of interest and/or chosen transfer institution. Access to program coursework is available through in-person and online course offerings. Student success is enhanced through the availability of open educational resources, z-course options, on-campus career recruitment events, community partnerships to encourage internship opportunities, access to professional artists in residence programs and other co-curricular activities, and a robust individual advising for students. The goal of the program is to provide students a seamless transition to a bachelor program while providing a strong foundation in art and career guidance and exposure early in the academic program.

Goal II: Enhance Transformational Teaching Practices and Learning Environments. Key to this goal is excellence, rigor, and equity. This is exemplified by offering students accurate and current information in the classroom, the opportunity to observe professionals in the field, and timely advising from program faculty who are most able to offer students advice on both their current academic plan as well as future career opportunities.

Goal III: Fuel the Economy and Drive Economic Mobility. The best way to ensure economic mobility is to enable students to earn meaningful degrees that allow them to secure jobs after they graduate. The art associate of arts program encourages students to continue on to completion of a four-year program, particularly in areas of projected growth such as art directors, fine artists, special effects artists and animators, graphic designers, and film and video editors. According to Appendix A, *EMSI Art AA Occupation Overview*, the monthly job posting for art-related positions in the tri-state area is 2,243 postings- an impressive 81% higher than the national average of 1,239 postings (p. 3). The combination of an academic liberal arts education with technical skills in studio arts provides students with knowledge and skills that are necessary for success in art and design professions.

3. **Provide a brief narrative of how the proposed program will be adequately funded for at least the first five years of program implementation. (Additional related information is required in section L.)**

The proposed art associate of arts will be implemented with institutional resources and personnel from the Visual, Performing, and Media Arts department supporting the art area of concentration, arts and sciences associate of arts. The new program is in degree award only and there are no changes in curriculum: the program description, requirements, electives, General Education requirements, and learning outcomes remain the same. Outstanding faculty, state-of-the-art facilities, equipment, and library resources are already in place as the courses are currently being offered. No additional resources or faculty are needed.

4. **Provide a description of the institution's commitment to:**

a) **ongoing administrative, financial, and technical support of the proposed program**

Montgomery College's institutional commitment to the arts is deep and long standing. The Art department is supported by 25 full-time faculty positions, five expert staff positions, two administrative staff and numerous experienced part-time faculty dedicated to visual arts programs.

The Art department currently supports several robust co-curricular programs, such as: an annual artist in residence program that engages students in professional work, an ArtWalk campus-wide installation of student work, multiple cross-disciplinary opportunities, and competitive internship opportunities with local non-profit art centers and museums.

On the Takoma Park/Silver Spring Campus, the Morris and Gwendolyn Cafritz Foundation Art Center is the newest arts facility at the College. It includes studios for sculpture, ceramics, printmaking, wet photography, fibers/weaving, painting, drawing, design and digital arts, as well as a lecture hall. In addition, it houses three gallery spaces, one of which is dedicated to student artwork.

On the Rockville campus, the Paul Peck Art building includes art studios for ceramics, sculpture, metals, printmaking, painting, drawing and design, and an academic classroom for art history. It also includes a central gallery space. Additional studios are housed in other buildings to accommodate sections of popular courses.

The Germantown Campus, the smallest allocation of art and design facilities, has two studio classrooms and one digital arts lab. This campus offers foundational program courses of the art associate of art.

This program proposal is proceeding with the full support of the department chair, dean, and provost under which this program was developed. The program also has the full support of the offices of the senior vice president for academic affairs and Montgomery College president, as well as the Board of Trustees.

b) continuation of the program for a period of time sufficient to allow enrolled students to complete the program.

Montgomery College is committed to providing all students an opportunity to complete their program of study. Students may elect to graduate from a program by meeting the curriculum requirements as outlined in any catalog in effect during their enrollment, provided they graduate within seven years of the chosen catalog. Since courses and programs may be discontinued at the discretion of the College, the administering academic department will provide all students affected by such decisions with assistance in choosing appropriate courses and programs for completion.

B. Critical and Compelling Regional or Statewide Need as Identified in the State Plan:

1. Demonstrate demand and need for the program in terms of meeting present and future needs of the region and the State in general based on one or more of the following:

a) The need for the advancement and evolution of knowledge

b) Societal needs, including expanding educational opportunities and choices for minority and educationally disadvantaged students at institutions of higher education

c) The need to strengthen and expand the capacity of historically black institutions to provide high quality and unique educational programs

The art associate of art is a liberal arts education that prepares students for transfer to bachelor of art and bachelor of fine art programs. The broad education afforded by this program prepares students for a wide range of careers, including but not limited to advertising and promotions managers, art directors, fine artists, illustrators, animators and special effects artists, graphic designers, fashion designers, and curators. According to Appendix A, *EMSI Art AA Occupational Overview*, the top common skills required in art-related job postings are

communications, presentations, detail orientation, innovation, research, leadership, technology and problem-solving skills (p. 11). The proposed liberal arts program affords multiple opportunities within the curriculum to strengthen these skills.

Also according to Appendix A, *EMSI Art AA Occupational Overview*, these career options within the tri-state are currently 22,843, about average with the national average of 21,829 jobs (p. 3). Earnings are higher than the national median salary of $50,073, with the local area at $63,305 (p. 3). While job posting activity is high in the tri-state, the national average for an area this size is 1,239 job postings per month, while there are 2,243 in the Washington, DC, Maryland, Virginia area. Furthermore, a ten-year projection of job growth shows a slightly higher increase of 3.8 percent for all art related careers within a fifty-mile radius from the College, compared to the State of Maryland (p. 4).

Montgomery College has a largely diverse student body, as reflected within the county. While art and design careers are about equal in gender breakdown, there remains a need for more diversity in race/ethnic breakdown within these careers. The art associate of arts program contributes to Montgomery College's stated [values](#) of inclusion by offering equal opportunity for every student, "regardless of ability, background, economic status, race, or age," to access these art and design careers through higher education.

2. **Provide evidence that the perceived need is consistent with the [Maryland State Plan for Postsecondary Education](#).**

    The *[2017–2021 Maryland State Plan for Postsecondary Education](#)* states numerous strategies to meet the goals of access, success, and innovation to support student success with less debt. Montgomery College and the art program also support the plan with the following strategies:

    Strategy 6: Improve the student experience by providing better options and services that are designed to facilitate prompt completion of degree requirements. The art associate of arts program is a liberal arts alternative to the College's studio art associate of fine arts statewide program. Both programs include identical first-years (thirty credits) to allow students time to consider their career and transfer options without losing time, money, and credits. The art associate of arts also includes nine program electives that allow students to tailor the program to their career plans and/or requirements of their chosen transfer institution.

    The following opportunities and services also provide an improved student experience and facilitate degree completion:

    ▪ offering a range of art elective courses so students can tailor their program to their area of interest or chosen transfer institution;

    ▪ researching and providing open educational resources for most courses, relieving students of the financial burden of buying textbooks;

    ▪ ensuring a scholarship fund for emergency art supplies is available for students in need;

    ▪ offering a number of competitive endowed scholarships based on portfolio and writing samples, awarding an average of fifteen to twenty students per academic year a range of $500 to $1,500 towards tuition and supplies;

    ▪ providing Blackboard-enhanced distance learning, blended, and remote learning options that save students' transportation time and cost, as well as providing scheduling flexibility for working students or students with essential personal commitments;

- embedding robust program advising and recruitment events and partnerships with community and professional organizations to encourage students to seek mentorships, internships, and potential employment in local non-profit arts and cultural institutions;

- including a program elective, [ARTT 290 Art Internship](#), that allows students to work for college credit in a museum or other professional arts organization or venue and earn a stipend of $1,000; past placements include the [Hirshhorn Museum](#), [Glenstone Museum](#), [VisArts](#), [BlackRock Center for the Arts](#), and [Arts and Humanities Council of Montgomery County](#).

Strategy 7: Enhance career advising and planning services and integrate them explicitly into academic advising and planning. The College's Counseling and Advising department onboards new students, and upon completion of twelve credits, student majors are referred to faculty program advisors who are experts in academic and career fields. Integrated within program advising are career options for students.

The proposed art associate of arts provides students an option to transfer to a wide range of university art and design programs, including the University of Maryland College Park, University of Maryland Baltimore County, Towson University, and Salisbury University. The College's studio art associate of fine arts statewide program prepares students for transfer to a multitude of independent colleges of art and design and four-year universities with bachelor of fine arts programs, with a majority of students transferring to the Maryland Institute College of Art. These options and relevant career advising and planning are integrated within a robust program advising.

The art associate of arts curriculum allows for flexibility of nine program electives, based on a student's intended career and transfer goals. This information is central to program advising.

Following are other ways the Art department supports academic advising and planning for students:

- The [Art](#) webpage contains consolidated program and transfer information on the [arts and sciences associate of arts](#) and the [studio art associate of fine arts statewide program](#). The program webpages include links to the program advising guide and program advisors and reflects current career information such as local employment and the top occupations by income. Also included are links to the College's [Employment Services](#) department where students can find help writing or updating their resumes and [Career Coach](#) for relevant data on wages, employment, and training.

- At the start of every academic year, the visual and performing arts area of the College holds a combined new student orientation, which includes an overview of the available programs, information on career options, and presentations by current and former students and discipline-specific student organizations, such as the Student Art League at the Rockville Campus.

- A collegewide advising day is scheduled each semester, at which time the art discipline coordinates a drop-in advising session for art majors to meet with a program advisor throughout the day. Each full-time faculty program advisor is assigned students to ensure they are on track for degree completion and transfer.

- Embedded advising within a gateway course, [ARTT 102 Introduction to 2D Design](#), offers an opportunity for students to complete an academic plan that they present to their college advisor or program advisor. A program requirement capstone course, [ARTT 263 Professional Practices for the Visual Artist](#), includes developing an artist statement, resume, and digital portfolio in preparation for a formal presentation that conveys their experiences

and skills as emerging artists. A portfolio event is embedded within this course that requires students to formally present their portfolio, resume and artist statement to local and national four-year institutions. An average of thirty-five institutions participate in this event. Career advising and transfer planning services are an important part of the art program.

Strategy 8: Develop new partnerships between colleges and businesses to improve workforce development and improve workforce readiness. Several courses within the art curriculum are co-listed, allowing students to enter the program through Montgomery College's [Community Arts](#) of [Workforce Development and Continuing Education](#) (non-credit) with potential transition into the credit program. The art program constituted an Advisory Board that includes representatives from both four-year transfer institutions and professional arts organizations to maintain currency in career preparation and curriculum development.

C. **Quantifiable and Reliable Evidence and Documentation of Market Supply and Demand in the Region and State**:

1. **Describe potential industry or industries, employment opportunities, and expected level of entry (*ex: mid-level management*) for graduates of the proposed program.**

   The potential career choices and employment opportunities are very broad for graduates of the art associate of arts who transfer to a four-year degree program. In addition to opportunities as studio artists, many of the options include but are not limited to advertising and promotions management, curators, art directors, craft artists, special effects artists and animators, illustrators, graphic designers, set and exhibit designers, photographers, and film and video editors. The emphasis of the program as a transfer degree does not rule out opportunities for students to gain employment upon graduation. These entry-level positions may include training on the job; however, students are encouraged to pursue a four-year bachelor degree to be more competitive in an otherwise highly competitive field. Further strength in preparing for potential employment is the nature of a liberal arts curriculum.

   Montgomery College offers a sound foundation in the technical and conceptual skills of the visual arts within the context of a broad educational experience in the arts and humanities, the natural and physical sciences, and the social sciences that make up half of the proposed program requirements. This broad educational grounding combined with talent and experience ensures mid-level entry to career opportunities at minimum for four-year graduates.

2. **Present data and analysis projecting market demand and the availability of openings in a job market to be served by the new program.**

   Emsi dataset in Appendix A shows the job posting demand in this area is high and expected to increase through 2029 (p 3). From January 2021 to September 2021, there were 8,821 unique job postings with 1,784 competing employers. The median duration of job postings was 17 days, which is 14 days shorter than typical job postings in this region (p 7). Regional employment mirrors national demand. Within a 50-mile radius of Montgomery College there are 22,843 jobs available, while nationally there are 21,829 jobs available for a region of comparable size. Overall wage compensation is 21 percent higher locally than nationally with a median wage of $63,305 locally compared to $50,073 nationally (p 3). Emsi data is derived from official government sources such as the United States Census Bureau, the Bureau of Labor Statistics, and the Bureau of Economic Analysis.

   Additionally, the *[Occupational Outlook Handbook](#)* projects job growth in the region from 2020 to 2030 in the following occupations:

Occupation	Projected Job Growth 2020-2030
Advertising, Promotions, and Marketing Managers	10 percent
Archivists, Curators, and Museum Workers	19 percent
Art Directors	11 percent
Craft and Fine Artists	14 percent
Special Effects Artists and Animators	16 percent
Graphic Designers	3 percent
Set and Exhibit Designers	9 percent
Film and Video Editors	29 percent

3. **Discuss and provide evidence of market surveys that clearly provide quantifiable and reliable data on the educational and training needs and the anticipated number of vacancies expected over the next 5 years.**

Once again referencing the Emsi dataset in Appendix A, regional jobs in art-related careers are expected to increase 3.8 percent over the next ten years, from 22,843 jobs to 23,710, which reflects an increase of 867 jobs. Regarding educational and training needs, these are determined by the specific career path under the umbrella of art. Since Montgomery College's current art area of concentration, arts and sciences associate of arts has a two + two pathway articulation agreement with the University of Salisbury at the Universities at Shady Grove into their bachelor of fine arts in graphic design, this career will be used as the example. The dataset referenced above lists 1,417 graphic design postings from January 2021 to September 2021 with 250 hires (p 8). The projected retirement is 5,586 nationally, which is average (p 12).

4. **Provide data showing the current and projected supply of prospective graduates.**

The table below reflects the projected number of graduates for the art associate of arts. The data are extrapolated from a three-year average of graduates in the art area of concentration, arts and sciences associate of arts. This estimate is based on 12 percent growth per year.

	Year 1	Year 2	Year 3	Year 4	Year 5
Projected Graduates	10	11	12	13	15

D. **Reasonableness of Program Duplication:**

1. **Identify similar programs in the state and/or same geographical area. Discuss similarities and differences between the proposed program and others in the same degree to be awarded.**

Numerous art programs exist throughout the State of Maryland:

- Allegany College of Maryland offers an art area of concentration, arts and sciences associate of arts designed for students planning to transfer to a four-year college or university with a major in art.

- Anne Arundel Community College offers a studio arts, visual arts transfer associate of arts that provides the fundamental foundation in the visual arts to prepare students for

transferring to a four-year college, university or art school to pursue a bachelor's degree in the visual arts.

- Carroll Community College offers a [visual arts concentration, arts and sciences associate of arts](#) that teaches students the technical skills to be a successful artist and prepares them for transfer to a four-year visual arts program.

- Cecil College offers an [art associate of arts](#) that provides the foundation for transfer into a bachelor of arts program at a four-year college or university.

- College of Southern Maryland offers an [art area of concentration, arts and sciences associate of arts](#) designed for students with a specific academic interest in art.

- Frederick Community College offers an [art area of concentration, arts and humanities associate of arts](#) that enables students to experience hands-on learning in art history, 2D design, drawing, acrylic, oil and watercolor painting, color theory, illustration, sculpture, and pottery.

- Hagerstown Community College offers a [visual arts concentration, arts and sciences associate of arts](#) designed for students who plan to transfer to a four-year institution and major in visual arts, visual arts education, or a related field.

- Howard Community College offers a [visual arts concentration, arts and sciences associate of arts](#) designed as a guide for students planning to transfer to a four-year institution to complete a bachelor's degree in visual arts.

- Harford Community College offers a [fine art area of concentration, art and design associate of arts](#) that offers students an associate of arts and preparation to transfer to a bachelor of arts or bachelor of fine arts art + design program.

Although comparable programs exist at other community colleges in Maryland, none are close enough geographically for duplication to be a concern. Art programs, by nature, require significant contact hours in classrooms and studios. In addition, many of the studio courses require specific equipment and tools, which require easy access for students. For this reason, program duplication is reasonable for this program.

2. **Provide justification for the proposed program.**

As stated in Section A.1., in May 2021 Montgomery College received institutional accreditation from the National Association of Schools of Art and Design (NASAD), making it one of only a few two-year schools in the country to achieve this recognition. During the accreditation process, NASAD recommended the program be changed from an arts and sciences to a general associate of arts because the program contains no science requirements other than the General Education distributions. This is simply a change in degree award from an art area of concentration, arts and sciences associate of arts to an art associate of arts. There are no changes to the program's curriculum: the program description, program requirements, electives, General Education requirements, and learning outcomes remain the same. Outstanding faculty, state-of-the-art facilities, equipment, and library resources are already in place as the courses are currently being offered.

E. **Relevance to High-Demand Programs at Historically Black Institutions (HBIs)**

1. **Discuss the program's potential impact on the implementation or maintenance of high-demand programs at HBIs.**

Montgomery College shares in commitment to HBI's mission and values in educating all students, especially African American and minority student populations. The art graduates can

transfer to undergraduate liberal arts programs at Bowie State University, Coppin State University, Morgan State University, and University of Maryland Eastern Shore.

Many students attend Montgomery College's programs for three reasons: 1) affordability, 2) location, and 3) to prepare a portfolio for successful transfer to a four-year institution of their choice. Some institutions, such as Bowie State University's art programs, require a portfolio for transfer, and when available, merit scholarships are based on the quality of the student's work included in the portfolios. The College's art associate of arts includes a required capstone course, ARTT 263 Professional Practice for the Visual Artist, which emphasizes portfolio preparation that is required of transfer applicants at institutions such as Bowie State University.

F. Relevance to the identity of Historically Black Institutions (HBIs)

1. Discuss the program's potential impact on the uniqueness and institutional identities and missions of HBIs.

Social justice and equity are central to an art education, and all art courses at Montgomery College attempt to contribute to awareness of complex social problems and improving the quality of life for all within Montgomery County, the state of Maryland, and national and global communities.

G. Adequacy of Curriculum Design, Program Modality, and Related Learning Outcomes (as outlined in COMAR 13B.02.03.10):

1. Describe how the proposed program was established, and describe the faculty who will oversee the program.

The proposed art associate of arts is due to a NASAD recommendation that the program be changed from an arts and sciences to a general associate of arts because the program contains no science requirements other than the General Education distributions. As described in section D.2., the new art associate of arts replaces the art area of concentration, arts and sciences associate of arts. The proposed change is in title only, while the program description, program requirements, program electives, General Education requirements, and learning outcomes remain the same.

Each of the three campuses have a department of art: Rockville campus, Takoma Park/Silver Spring campus, and the Germantown campus. The art program is offered on both the Rockville campus and Takoma Park/Silver Spring campus, with gateway courses offered in the smaller Germantown Art Department. All faculty provide invaluable input to the program regarding relevant gateway courses and more advanced media-specific courses. In addition, the program contributes to Montgomery College's General Education arts distribution requirements.

Twenty-five full-time faculty, five expert staff positions, two administrative staff, and numerous part-time faculty support the arts and science program. These positions will continue to support the proposed art associate of arts. Two department chairs and the dean will oversee the program.

2. Describe educational objectives and learning outcomes appropriate to the rigor, breadth, and (modality) of the program.

Objectives and outcomes for the program are as follows:

	Upon completion of this program, a student will be able to:	Course(s) That Support Program Outcomes
1	Demonstrate a basic comprehension of art with a historical and contemporary context.	ARTT 102, ARTT 127, ARTT 140, ARTT 200, ARTT 201, ARTT 263, ARTT 265, ARTT 266, ARTT 270, ARTT 272, ARTT 275, ARTT 278, ARTT 279, ARTT 280
2	Utilize foundational skills to demonstrate a basic competency in techniques in one or more art media.	ARTT 100, ARTT 102, ARTT 103, ARTT 105, ARTT 112, ARTT 116, ARTT 120, ARTT 123, ARTT 152, ARTT 204, ARTT 205, ARTT 206, ARTT 211, ARTT 212, ARTT 213, ARTT 220, ARTT 221, ARTT 222, ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, ARTT 233, ARTT 245, ARTT 247, ARTT 252, ARTT 255, ARTT 256, ARTT 257
3	Demonstrate visual problem-solving capability.	ARTT 100, ARTT 102, ARTT 103, ARTT 105, ARTT 112, ARTT 116, ARTT 120, ARTT 123, ARTT 152, ARTT 204, ARTT 205, ARTT 206, ARTT 211, ARTT 212, ARTT 213, ARTT 220, ARTT 221, ARTT 222, ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, ARTT 233, ARTT 245, ARTT 247, ARTT 252, ARTT 255, ARTT 256, ARTT 257

3. Explain how the institution will:

a) provide for assessment of student achievement of learning outcomes in the program

In addition to traditional written exams and assessments, students will engage in regular and scheduled studio activities to demonstrate their skills and knowledge. A portfolio of student work will be completed and assessed in the capstone course ARTT 263. An ongoing robust

assessment plan and rubrics approved through the curriculum review process utilizes student portfolios collected from all 200-level studio courses and reviewed by faculty teams.

b) document student achievement of learning outcomes in the program

Montgomery College's art and design programs are accredited every five years by NASAD to align with national and international standards and ensure the continued viability and quality of the College's art and design programs. In addition, there are several comprehensive and multifaceted assessment processes for all disciplines across the College. Montgomery College's Office of Assessment supports the College's mission and vision by providing leadership in the area of assessment and evaluation. This is achieved by:

- Providing leadership, guidance, and data support for the College's assessment of administrative areas and student learning outcomes for programs and General Education.

- Coordinating a comprehensive system of program reviews for academic areas.

- Collecting, analyzing, and distributing reports and information to the College about assessment results.

- Consulting with administrative areas, disciplines, and academic programs on assessment and evaluation projects.

Following is an overview of Montgomery College's assessment cycles:

Assessment Type	Purpose	Cycle
General Education Outcomes Assessment	To examine student acquisition of General Education competencies.	Once every three years
Program Assessment	To assess student attainment of the program's student learning outcomes for the purpose of discovering what is working well and where improvements can be made to increase student learning.	Once every three years
Program Review (also referred to as the College Area Review)	To examine the current alignment and relevance of a program's curriculum and success with retaining and matriculating students.	Once every five years
Administrative Assessment	To review an administrative area's success with achieving outcomes and institutional priorities.	Once every five years
Purpose and operations, programs, evaluation, planning and projections	To examine NASAD standards are being met in all aspects of the College's art and design programs.	Once every five years

4. Provide a list of courses with title, semester credit hours and course descriptions, along with a description of program requirements.

Program Title: Art Associate of Arts (AA Curriculum)

This collegewide degree is a liberal education degree that focuses on art within the context of a broad educational experience in the arts and humanities, the natural and physical sciences, and the social sciences that make up half of the program requirements. Therefore, it is a suitable degree for students who seek a general liberal arts degree with an art emphasis. This program will prepare students for transfer to a four-year institution to pursue a BA (bachelor of arts) degree, such as UMD College Park.

Course Designator	Title	Credits
	Semester One	
ENGL 101	Introduction to College Writing *	3
ARTT 100	Introduction to Drawing (ARTD)	3
ARTT 102	Introduction to 2D Design (GEIR)	3
ARTT 116	Digital Tools for the Visual Arts	4
ARTT 200	Art History: Ancient to 1400	3
	Semester Two	
ENGL 102	Critical Reading, Writing, and Research (ENGF)	3
MATF	Mathematics Foundation (MATF)	3
ARTT 103	Introduction to 3D Design	3
ARTT 201	Art History: 1400 to Present	3
ARTT 204 or ARTT 205	Intermediate Drawing or Figure Drawing I	3
	Semester Three	
ARTT 263	Professional Practice for the Visual Artist	1
COMM 108 or COMM 112 or HLTH (GEIR)	Foundations of Human Communication (GEIR) or Business and Professional Speech Communication (GEIR) or Any General Education HLTH Elective (GEIR)	3
BSSD	Behavioral and Social Sciences Distribution **	3
NSLD	Natural Sciences Distribution with Lab (NSLD)	4
Elective	Art Elective †	3
	Semester Four	
BSSD	Behavioral and Social Sciences Distribution **	3
HUMD	Humanities Distribution (HUMD)	3
NSLD or NSND	Natural Sciences Distribution with or without Lab (NSD)	3 or 4
Elective	Art Elective †	3
Elective	200-Level Literature or Writing Course or ARTT 123 or ARTT 221 ‡	3
	Total Credits	**60**

* ENGL 101/ENGL 101A, if needed for ENGL 102, or art elective.

** Behavioral and Social Sciences Distribution (BSSD) courses must come from different disciplines.

† Students interested in advanced study in art should choose 6 credits of ARTT electives. Students interested in advanced study in art education should choose 6 credits from among ARTT electives from ARTT 120 or ARTT 221 or one printmaking course from ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, or ARTT 233.

‡ Students interested in advanced study in art should choose from ENGL 201, ENGL 202, ENGL 205, ENGL 208, ENGL 211, ENGL 212, ENGL 213, ENGL 214, ENGL 220, ENGL 226, ENGL 227, ENGL 230, ENGL 233, ENGL 235, ENGL 241, ENGL 245, ENGL 248, ENGL 264, ENGL 272. Students interested in advanced study in art education should choose ARTT 123 or ARTT 221.

Program Outcomes:

Upon completion of this program a student will be able to:

- Demonstrate a basic comprehension of art with a historical and contemporary context.
- Utilize foundational skills to demonstrate a basic competency in techniques in one or more art media.
- Demonstrate visual problem-solving capability.

Program Title: Art Area of Concentration, Arts and Sciences Associate of Arts (Arts and Science Curriculum)

This collegewide degree is a liberal education degree that focuses on art within the context of a broad educational experience in the arts and humanities, the natural and physical sciences, and the social sciences that make up half of the program requirements. Therefore, it is a suitable degree for students who seek a general liberal arts degree with an art emphasis. This program will prepare students for transfer to a four-year institution to pursue a BA (bachelor of arts) degree, such as UMD College Park.

Course Designator	Title	Credits
Semester One		
ENGL 101	Introduction to College Writing *	3
ARTT 100	Introduction to Drawing (ARTD)	3
ARTT 102	Introduction to 2D Design (GEIR)	3
ARTT 116	Digital Tools for the Visual Arts	4
ARTT 200	Art History: Ancient to 1400	3
Semester Two		
ENGL 102	Critical Reading, Writing, and Research (ENGF)	3
MATF	Mathematics Foundation (MATF)	3
ARTT 103	Introduction to 3D Design	3
ARTT 201	Art History: 1400 to Present	3
ARTT 204 or ARTT 205	Intermediate Drawing or Figure Drawing I	3

Course Designator	Title	Credits
Semester Three		
ARTT 263	Professional Practice for the Visual Artist	1
COMM 108 or COMM 112 or HLTH (GEIR)	Foundations of Human Communication (GEIR) or Business and Professional Speech Communication (GEIR) or Any General Education HLTH Elective (GEIR)	3
BSSD	Behavioral and Social Sciences Distribution **	3
NSLD	Natural Sciences Distribution with Lab (NSLD)	4
Elective	Art Elective †	3
Semester Four		
BSSD	Behavioral and Social Sciences Distribution **	3
HUMD	Humanities Distribution (HUMD)	3
NSLD or NSND	Natural Sciences Distribution with or without Lab (NSD)	3 or 4
Elective	Art Elective †	3
Elective	200-Level Literature or Writing Course or ARTT 123 or ARTT 221 ‡	3
	Total Credits	**60**

* ENGL 101/ENGL 101A, if needed for ENGL 102, or art elective.

** Behavioral and Social Sciences Distribution (BSSD) courses must come from different disciplines.

† Students interested in advanced study in art should choose 6 credits of ARTT electives. Students interested in advanced study in art education should choose 6 credits from among ARTT electives from ARTT 120 or ARTT 221 or one printmaking course from ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, or ARTT 233.

‡ Students interested in advanced study in art should choose from ENGL 201, ENGL 202, ENGL 205, ENGL 208, ENGL 211, ENGL 212, ENGL 213, ENGL 214, ENGL 220, ENGL 226, ENGL 227, ENGL 230, ENGL 233, ENGL 235, ENGL 241, ENGL 245, ENGL 248, ENGL 264, ENGL 272. Students interested in advanced study in art education should choose ARTT 123 or ARTT 221.

Program Outcomes:

Upon completion of this program a student will be able to:

▪ Demonstrate a basic comprehension of art with a historical and contemporary context.

▪ Utilize foundational skills to demonstrate a basic competency in techniques in one or more art media.

▪ Demonstrate visual problem-solving capability.

Courses in the New Program with Title, Semester Credit Hours, and Course Descriptions:

Course Designators:

- ARTD: Arts Distribution
- CE: Credit by Exam Option
- ENGF: English Foundation
- GEIR: General Education Institutional Requirement
- RV and TP/SS only: Offered at the Rockville and Takoma Park/Silver Spring Campuses only

ARTT 100 – Introduction to Drawing (ARTD) – 3 semester hours

An introduction to drawing and creative visual problem solving. Emphasis is on the analysis and exploration of basic observational drawing techniques in the visual interpretation of natural and fabricated forms. Students will be introduced to a variety of drawing media. Two hours lecture, four hours studio each week.

ARTT 102 – Introduction to 2D Design (GEIR) – 3 semester hours

An introduction to the elements and principles of visual expression with an emphasis on two-dimensional form. Students will explore a wide range of conceptual approaches and media to develop critical visual thinking and the capacity to engage in creative problem solving. An interdisciplinary, cross-cultural approach will be stressed to connect the formal and conceptual elements of visual expression within the context of both historical and contemporary visual culture. Two hours lecture, four hours studio each week.

ARTT 103 – Introduction to 3D Design – 3 semester hours

An introduction to the elements and principles of visual expression, with an emphasis on three-dimensional form. Students will develop the visual vocabulary, technical skills, and critical thinking necessary to engage in creative problem solving. Students will employ a wide range of formal and conceptual approaches, and media, in an exploration of the interaction between surface, form, space, and time. An interdisciplinary, cross-cultural approach will be utilized in introducing methods, materials and concepts of visual expression within the context of both historical and contemporary visual culture. Two hours lecture, four hours studio each week.

ARTT 116 – Digital tools for the Visual Arts – 4 semester hours

An introduction to the digital tools used in the visual arts and the social, cultural and ethical application of those tools. Students are exposed to the theory and function of the major software packages, basic digital design principles, and collaborative processes utilized in the visual arts. Topics include operating systems, typography, vector and bitmap imaging, page layout, PDF creation and editing, timeline-based video editing, file transfer, output, web, emerging technologies, and other material relative to the digital visual arts workflow. Two hours lecture, four hours laboratory each week.

ARTT 123 – Crafts (R and TP/SS only) – 3 semester hours

An introduction to working in processes such as metalsmithing, enameling, ceramics, fiber craft, basketry, or paper craft. While cultivating respect for craft, students create functional or nonfunctional objects while they explore material as an art form. Students analyze the social and ethical aspects within craft as they develop technical competency. Coursework encourages an investigation into the potential of objects to possess visual, tactile, and conceptual information. Creative design and technical craftsmanship are emphasized. No prior experience required. Two hours lecture, four hours studio each week.

[ARTT 200 – Art History: Ancient to 1400](#) – 3 semester hours

An introduction to architecture, painting, sculpture, and artifacts in Western civilization and around the world, from the Paleolithic inception of painting and sculpture through the Middle Ages, including prehistoric, Near Eastern, Egyptian, Aegean, Greek, Etruscan, Roman, Early Christian, Byzantine, Islamic, Indian, Chinese, Japanese, Pre-Columbian, Early Medieval, Romanesque, and Gothic Art. Assessment Level(s): [ENGL 101](#)/[ENGL 011](#), [READ 120](#). Three hours each week.

[ARTT 201 – Art History: 1400 to Present](#) – 3 semester hours

A survey and analysis of major trends in architecture, painting, and sculpture in Western civilization, including Proto-Renaissance, Renaissance, mannerist, Baroque, Neoclassic, Romantic, Realist, Impressionist, Expressionist, Cubist, nonobjective, and 20th century art. There are no prerequisites, but students are advised to take the history of art courses in sequence. Assessment Level(s): [ENGL 101](#)/[ENGL 011](#), [READ 120](#). Three hours each week.

[ARTT 204 – Intermediate Drawing](#) – 3 semester hours

A continuation of ARTT 100, with the further analysis and exploration of drawing skills, techniques, and concepts. Emphasis is on more complex problem solving in the visual interpretation of natural and fabricated forms. Students will utilize a variety of black-and-white and color drawing media. PREREQUISITE(S): [ARTT 100](#) or consent of department. Two hours lecture, four hours studio each week.

[ARTT 205 – Figure Drawing I](#) – 3 semester hours

An introduction to figure drawing. Emphasis is placed on the problems involved in the visual interpretation of the human figure as a separate study, and in relation to its environment. Students will utilize a variety of drawing media. PREREQUISITE(S): [ARTT 100](#) or consent of department. Two hours lecture, four hours studio each week.

[ARTT 221 – Sculpture I](#) – 3 semester hours

The problems and principles of sculpture. Theory and basic techniques involved in additive and subtractive methods in both relief sculpture and sculpture in the round. Materials may include clay, wood, stone, modern plastics, plaster, and metal. PREREQUISITE(S): [ARTT 102](#) and [ARTT 103](#), or consent of department. Two hours lecture, four hours studio each week.

[ARTT 263 – Professional Practice for the Visual Artist](#) – 1 semester hour

Capstone course to develop an artist statement, résumé, and digital portfolio in preparation for a formal presentation that conveys their experiences and skills as emerging artists. PREREQUISITE(S): Completion of [ARTT 204](#) or [ARTT 205](#), and completion of [ARTT 102](#) or [ARTT 103](#), and completion of [ARTT 116](#) or [GDES 116](#). Two hours studio/laboratory each week.

[COMM 108 – Foundations of Human Communication](#) ([GEIR](#)) – 3 semester hours

A survey course that covers communication theory and develops communication skills for personal and professional relationships in interpersonal, group, and public settings. Course content includes practice in the application of the principles of listening, verbal and nonverbal communication, group dynamics, and public speaking. Assessment Level(s): [ENGL 101](#)/[ENGL 011](#), [READ 120](#). Three hours each week.

[COMM 112 – Business and Professional Speech Communication](#) **(GEIR) – 3 semester hours**

A study of communication theory as applied to business and organizational environments. Emphasis on development of effective communication skills for professional situations including team building, interviewing, public speaking, and accommodating diverse perspectives. Assessment Level(s): [ENGL 101](#)/[ENGL 011](#), [READ 120](#). Three hours each week.

[ENGL 101 - Introduction to College Writing](#) **(CE) – 3 semester hours**

An introduction to college writing. The first of two sequential freshman composition courses, this course emphasizes the process of critical thinking, reading, and writing. Student writing progresses from a personal to an academic perspective. Students write for different audiences and purposes using a variety of rhetorical strategies. Students write in response to reading and are introduced to standard documentation procedures. Students are required to submit a final portfolio that meets department requirements. PREREQUISITE(S): Placement through assessment testing; or concurrent enrollment in [ENGL 011](#); or completion of [IERW 002](#) with a grade of A; or completion of AELW 940/[ELAI 990](#) with a grade of C or better; or consent of the department. Assessment Level(s): [READ 120](#). Three hours each week.

[ENGL 102 – Critical Reading, Writing, and Research](#) **(ENGF) – 3 semester hours**

Studies in argumentation and research. A second of two sequential freshman composition courses, this course is designed to help students learn to identify, critically read, analyze and evaluate, and write arguments using logic and appropriate rhetorical techniques. Students construct thesis-driven academic essays, synthesizing and incorporating the words and ideas of others and using formal documentation. Students learn to identify audience as well as employ effective tone, word choice, and sentence patterns. To comply with Maryland state requirements for English Foundation (ENGF), [ENGL 102](#) must be completed with a final grade of C or better for a student to graduate with an associate's degree. PREREQUISITE(S): A grade of C or better in [ENGL 101](#)/[ENGL 011](#) or consent of department. Three hours each week.

5. **Discuss how general education requirements will be met, if applicable.**

Each two-year plan of study includes General Education requirements, program requirements, and program electives. General Education requirements are interspersed with program requirements for each program.

The following General Education courses are required for students to graduate with the art associate of arts and meet the external standards set forth in COMAR and Montgomery College's institutional requirements. Please see the legend below for the General Education course designators.

Art Associate of Arts				
General Education Requirements	**COMAR Credits**	**College Credits**	**Program Credits**	**Program Course**
English Foundation ([ENGF](#))	3	3	3	[ENGL 102](#)
Mathematics Foundation ([MATF](#))	3	3	3	Elective
Arts Distribution ([ARTD](#))	3	3	3	[ARTT 100](#)
Humanities Distribution ([HUMD](#))	3	3	3	Elective

Art Associate of Arts				
General Education Requirements	**COMAR Credits**	**College Credits**	**Program Credits**	**Program Course**
Art, Communications or Health Distribution (GEIR)	6	6	6	ARTT 102 and COMM 108 or COMM 112 or HLTH Elective
Behavioral and Social Sciences Distribution (BSSD, GCP) *	6	6	6	Elective
Natural Sciences Distribution with Lab (NSLD)	4	4	4	Elective
Natural Sciences Distribution without Lab (NSND)	3	3	3	Elective
Total	**31**	**31**	**31**	

* Behavioral and Social Sciences Distribution (BSSD) courses must come from different disciplines.

General Education Course Designators:

- ARTD: Arts Distribution
- BSSD: Behavioral and Social Sciences Distribution
- ENGF: English Foundation
- GCP: Global and Cultural Perspectives
- GEIR: General Education Institutional Requirement
- HUMD: Humanities Distribution
- MATF: Mathematics Foundation
- NSND: Natural Sciences without Laboratory Distribution
- NSLD: Natural Sciences with Laboratory Distribution

6. **Identify any specialized accreditation or graduate certification requirements for this program and its students.**

As of May 2021, Montgomery College received institutional accreditation with the National Accreditation of Schools of Art and Design (NASAD). Upon MHEC approval, the art associate of arts program will be listed among the College's art and design programs. The approval of this program was deferred in the NASAD Commission's action in May 2021 until the College submits a plan for approval to NASAD of the proposed art associate of arts program in fall 2022. Their decision to defer listing of the current art concentration, arts and sciences art associate of arts was based on the degree title, which the proposed art associate of arts title will resolve.

7. **If contracting with another institution or non-collegiate organization, provide a copy of the written contract.**

There are no written contracts with other institutions or non-collegiate organizations for this program.

8. **Provide assurance and any appropriate evidence that the proposed program will provide students with clear, complete, and timely information on the curriculum, course and degree requirements, nature of faculty/student interaction, assumptions about technology competence and skills, technical equipment requirements, learning management system, availability of academic support services and financial aid resources, and costs and payment policies.**

   Montgomery College's online catalog helps students quickly locate and save details about the current schedule of classes and the College's programs. The catalog is dynamic, meaning a live document that reflects changes in real time. The online catalog is located on the official policies page of the College's website at montgomerycollege.edu/catalog.

   To determine program-specific information, students can view the program advising guide aligned with any program in the catalog. These guides directly link to the catalog so they reflect real-time information. They are meant to supplement the advising process and should be used in conjunction with the College catalog and other College resources.

   Students may find general information such as availability of academic support services, financial aid resources, tuition rates, and payment policies by using the search function at montgomerycollege.edu.

   Each course syllabus clearly states materials and technology requirements for completion of assignments and projects. The departments have an emergency fund for students who may need financial assistance in acquiring course supplies. Furthermore, the Montgomery College Foundation information and application for requesting support is accessible on the College website for further financial assistance.

9. **Provide assurance and any appropriate evidence that advertising, recruiting, and admissions materials will clearly and accurately represent the proposed program and the services available.**

   If approved, the new art associate of arts will be published in the College catalog with the revised title. The Office of the Senior Vice President for Academic Affairs oversees publication and maintenance of the online catalog.

   Advertising and recruitment for the program occurs at College events such as new student orientation, major-specific fairs, guest speaker series, symposia, college recruitment fairs, and networking opportunities from outside businesses and organizations. The Office of Communications oversees publication of electronic and hard copy marketing materials.

H. **Adequacy of Articulation**

1. **If applicable, discuss how the program supports articulation with programs at partner institutions. Provide all relevant articulation agreements.**

   The arts and sciences program is a direct transfer to the University of Maryland, College Park. In addition, the arts and sciences program has a two + two pathway articulation agreement with the University of Salisbury at the Universities at Shady Grove into their bachelor of fine arts in graphic design (Appendix B). Since the proposed art associate of arts is in title only with no curricula changes, the arts and sciences agreement will be amended to reflect the new program title.

   Additional articulation agreements are in progress, as follows:

George Washington University/Corcoran is in progress for a number of art and design two + two pathways from Montgomery College, with the art associate of arts program transferring to their art bachelor of arts program.

University of Maryland Baltimore County is in progress for a two + two pathway for the art associate of art to their visual arts bachelor of arts concentrations in animation, cinematic arts, photography, and print media.

I. **Adequacy of Faculty Resources (as outlined in COMAR 13B.02.03.11)**

1. **Provide a brief narrative demonstrating the quality of program faculty. Include a summary list of faculty with appointment type, terminal degree title and field, academic title/rank, status (full-time, part-time, adjunct) and the course(s) each faculty member will teach (in this program).**

Montgomery College appoints faculty who are experienced educators and working professionals in the field of visual arts. The art and design faculty enable the College to meet the educational requirements of our programs. Our faculty specialize in a wide-range of media and techniques, each bringing professional experience in their areas of expertise into the classroom. Faculty are encouraged to maintain ongoing involvement in their field and are required to participate in ongoing professional development. The faculty maintain active national and international exhibition, research and publication within their field. They actively participate in local and national conferences to maintain currency within the field and pedagogical best practices. Faculty are required to have completed a Master's degree or exceptional professional experience in the field.

Name	Terminal Degree and Field	Academic Title/Rank	Courses (Program Requirements and Electives)
Michael Booker	M.F.A. in studio art	FT Professor	ARTT 100, ARTT 102, ARTT 204, ARTT 255, ARTT 256, ARTT 257, ARTT 263
Kevin Bowman	M.F.A. in printmaking	FT Professor	ARTT 102, ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, ARTT 233, ARTT 255, ARTT 256, ARTT 257, ARTT 263
John Carr	M.F.A. in printmaking	FT Professor	ARTT 100, ARTT 225, ARTT 226, ARTT 227, ARTT 228, ARTT 230, ARTT 233, ARTT 255, ARTT 256, ARTT 257
David Carter	M.F.A. in drawing and painting	FT Professor	ARTT 100, ARTT 102, ARTT 105, ARTT 127, ARTT 211, ARTT 212, ARTT 255, ARTT 256, ARTT 257

Name	Terminal Degree and Field	Academic Title/Rank	Courses (Program Requirements and Electives)
Cristin Cash	Ph.D. in art history	FT Professor	ARTT 127, ARTT 140, ARTT 200, ARTT 201, ARTT 270, ARTT 272, ARTT 275, ARTT 278, ARTT 279, ARTT 280
Lucy Derickson	M.F.A. in craft and material studies	FT Professor	ARTT 123, ARTT 245, ARTT 255, ARTT 256, ARTT 257
Miriam Ewers	M.F.A. in sculpture	FT Professor	ARTT 100, ARTT 103, ARTT 221, ARTT 222, ARTT 255, ARTT 256, ARTT 257
Mieke Gentis	M.F.A. in imaging and digital art	FT Faculty	ARTT 112, ARTT 152, ARTT 213, ARTT 252
Jeffrey Golden	M.F.A. in new media art: film and animation	FT Faculty	ARTT 116
Norberto Gomez	Ph.D. in media, art and text	FT Faculty	ARTT 116, ARTT 257, ARTT 263
Kenneth Jassie	Ph.D. in cultural history	FT Faculty	ARTT 127, ARTT 200, ARTT 201, ARTT 270, ARTT 272, ARTT 275, ARTT 278, ARTT 279, ARTT 280
Tendai Johnson	M.F.A. in drawing and painting	FT Faculty	ARTT 100, ARTT 102, ARTT 205, ARTT 206, ARTT 211, ARTT 212, ARTT 255, ARTT 256, ARTT 257
Sumita Kim	M.F.A. in painting	FT Faculty	ARTT 100, ARTT 211, ARTT 212, ARTT 255, ARTT 256, ARTT 257
Katherine Knight	M.F.A. in painting	FT Faculty	ARTT 100, ARTT 211, ARTT 212, ARTT 255, ARTT 256, ARTT 257, ARTT 263
David Krueger	M.F.A. in painting	FT Faculty	ARTT 100, ARTT 102, ARTT 204, ARTT 255, ARTT 256, ARTT 257

Name	Terminal Degree and Field	Academic Title/Rank	Courses (Program Requirements and Electives)
Zdeno Mayercak	M.F.A. in sculpture and drawing	FT Faculty	ARTT 102, ARTT 103, ARTT 221, ARTT 222, ARTT 255, ARTT 256, ARTT 257
Elizabeth Melanson	Ph.D. in art history (modern art)	FT Faculty	ARTT 127, ARTT 140, ARTT 200, ARTT 201, ARTT 270, ARTT 272, ARTT 275, ARTT 278, ARTT 279, ARTT 280
Robin Meyer	M.F.A. in painting	FT Faculty	ARTT 100, ARTT 102, ARTT 204, ARTT 255, ARTT 256, ARTT 257
Amanda Miller	M.A. in museum studies	FT Faculty	ARTT 100, ARTT 127, ARTT 200, ARTT 201, ARTT 225, ARTT 255, ARTT 256, ARTT 257
Molly Nuzzo	M.F.A. in painting	FT Faculty	ARTT 100, ARTT 102, ARTT 205, ARTT 206, ARTT 211, ARTT 212, ARTT 255, ARTT 256, ARTT 257, ARTT 263
Sara Parent-Ramos	M.F.A. in ceramics	FT Faculty	ARTT 103, ARTT 123, ARTT 120, ARTT 127, ARTT 220, ARTT 255, ARTT 256, ARTT 257
Michael Sellmeyer	M.F.A. in printmaking and painting	FT Faculty	ARTT 100, ARTT 102, ARTT 105, ARTT 255, ARTT 256, ARTT 257
Judith Stone	M.F.A. in sculpture	FT Faculty	ARTT 102, ARTT 103, ARTT 255, ARTT 256, ARTT 257
Megan Van Wagoner	M.F.A. in studio art	FT Faculty	ARTT 102, ARTT 103, ARTT 116, ARTT 120, ARTT 123, ARTT 220, ARTT 255, ARTT 256, ARTT 257
John Bentley	M.F.A. in painting	PT Faculty	ARTT 100, ARTT 205, ARTT 206, ARTT 263
Jennifer Carolin	M.F.A. in painting	PT Faculty	ARTT 102
Nina Dwyer	M.F.A. in painting	PT Faculty	ARTT 100

Name	Terminal Degree and Field	Academic Title/Rank	Courses (Program Requirements and Electives)
Brandon Geurts	M.F.A. in studio art	PT Faculty	ARTT 100
Sarah Jorgensen	Ph.D. in art history candidate	PT Faculty	ARTT 127, ARTT 200, ARTT 201
Kathleen Kretz	M.F.A. in drawing and painting	PT Faculty	ARTT 100, ARTT 105, ARTT 211, ARTT 212
Ryan McDonnell	M.F.A. in ceramics	PT Faculty	ARTT 120
Paul Reuther	M.F.A. in painting	PT Faculty	ARTT 100
Alzira Ruano	M.F.A. in photography and video	PT Faculty	ARTT 112
Deborah Stokes	M.A. in museum studies	PT Faculty	ARTT 127, ARTT 200, ARTT 201
Vidya Vijayasekharan	M.A. in art history	PT Faculty	ARTT 127, ARTT 200, ARTT 201

2. **Demonstrate how the institution will provide ongoing pedagogy training for faculty in evidenced-based best practices, including training in:**

a) **Pedagogy that meets the needs of the students**

Montgomery College offers numerous in-person and online professional development course offerings for best practices in pedagogy, content delivery, and course assessment. The College also offers an educational assistance program (EAP) that provides faculty funds to support graduate and doctoral coursework and professional conferences and workshops.

Art faculty maintain active memberships in many professional organizations related to their fields, such as the College Arts Association (CAA) and Foundations in Art: Theory and Education (FATE). Faculty attend conferences and continuing education programs through these and other professional organizations.

b) **The learning management system**

Montgomery College's E-Learning, Innovation, and Teaching Excellence (ELITE) department offers many online and in-person training sessions for the College's learning management system (Blackboard), as well as Quality Matters training and semester-long training to prepare faculty for distance education courses. In summer 2020, all full and part-time faculty were instructed in the best practices for implementing structured remote instruction through the learning management system. Two experienced art faculty were mentors for this program. Faculty are also encouraged to use the learning management system to help support their in-person courses.

c) **Evidenced-based best practices for distance education, if distance education is offered.**

ELITE offers numerous training opportunities in distance education pedagogy and instructional technology. A team of instructional designers works closely with individual faculty, academic departments, and committees to design and deliver faculty professional development. In

addition, all online instructional faculty are required to complete Blackboard training prior to teaching in the online setting.

J. Adequacy of Library Resources (as outlined in COMAR 13B.02.03.12)

1. Describe the library resources available and/or the measures to be taken to ensure resources are adequate to support the proposed program.

Library resources are adequate to support the program and all proposed courses for the art associate of arts. Students have ready access to current and relevant books, journals, and reference materials needed to meet the requirements of the curriculum.

In addition to its robust online presence, the Montgomery College Library has three physical locations with comfortable facilities that are conducive to academic work. In-person library services are available 73 hours per week. The library supports the academic goals of the College's students and employees through group instruction sessions, personal research consultations, and online support. Technology available in the library includes computers, printers, charging stations, high-speed scanners, laptops, and tablets. Web-delivered subscription databases cover many academic disciplines, including visual arts.

K. Adequacy of Physical Facilities, Infrastructure and Instructional Equipment (as outlined in COMAR 13B.02.03.13)

1. Provide an assurance that physical facilities, infrastructure and instruction equipment are adequate to initiate the program, particularly as related to spaces for classrooms, staff and faculty offices, and laboratories for studies in the technologies and sciences.

The proposed art associate of arts is in title only with no changes in curriculum. Outstanding faculty, state-of-the-art facilities, equipment, and library resources are already in place as the courses are currently being offered. Therefore, there are no additional resources needed to support the art associate of arts program.

2. Provide assurance and any appropriate evidence that the institution will ensure students enrolled in and faculty teaching in distance education will have adequate access to:

a) An institutional electronic mailing system, and

b) A learning management system that provides the necessary technological support for distance education

Upon admission, every student receives a Montgomery College email account; this is the primary method for receiving correspondence and information from various College offices and departments. The College utilizes Blackboard as its learning management system. Additionally, Montgomery College promotes distance learning by providing access to online counseling, advising, library resources, tutoring, and more.

L. Adequacy of Financial Resources with Documentation (as outlined in COMAR 13B.02.03.14)

1. Complete <u>Table 1: Resources and Narrative Rationale</u>. Provide finance data for the first five years of program implementation. Enter figures into each cell and provide a total for each year. Also provide a narrative rationale for each resource category. If resources have been or will be reallocated to support the proposed program, briefly discuss the sources of those funds.

TABLE 1: PROGRAM RESOURCES

1. **Reallocated Funds:**
   - Reallocated funds include faculty, administrative, and support salaries currently supporting art concentration, arts and sciences associate of arts program. These positions will continue to support the proposed art associate of arts.

2. **Tuition and Fee Revenue:**
   - Tuition rates are based on 2021-2022 in-county tuition (89.5 percent of enrollment).
   - The credit hour rate includes both tuition and fees with an estimated annual tuition increase. The first credit hour is $201 ($132 plus minimum $50 consolidated fee and other fees); the rate is $177.40 for two or more credit hours.
   - Full-time enrollment is equivalent to 30 credit hours for the academic year; part-time enrollment is equivalent to 15 credit hours for the academic year.

3. **Grants and Contracts:**
   - No grants or external funding are needed to implement this program.

4. **Other Sources:**
   - No additional funds are needed to implement this program.

5. **Total Year:**
   - Program resources reflect a conservative projection of full-time and part-time student enrollment over five years.

Table 1: Program Resources					
Resource Categories	**Year 1 (2022-23)**	**Year 2 (2023-24)**	**Year 3 (2024-25)**	**Year 4 (2025-26)**	**Year 5 (2026-27)**
1. Reallocated Funds	$1,416,528	$1,452,331	$1,489,134	$1,526,963	$1,565,848
2. Tuition/Fee Revenue (c + g below)	$665,250	$765,240	$880,770	$1,012,704	$1,161,906
a. Number of F/T Students	65	73	82	92	103
b. Annual Tuition/Fee Rate	$5,322	$5,466	$5,610	$5,754	$5,898
c. Total F/T Revenue (a x b)	$345,930	$399,018	$460,020	$529,368	$607,494
d. Number of P/T Students	120	134	150	168	188
e. Credit Hour Rate	$177.40	$182.20	$187.00	$191.80	$196.60
f. Annual Credit Hour Rate	15	15	15	15	15
g. Total P/T Revenue (d x e x f)	$319,320	$366,222	$420,750	$483,336	$554,412
3. Grants, Contracts & Other External Sources	$0	$0	$0	$0	$0
4. Other Sources	$0	$0	$0	$0	$0
TOTAL (Add 1 – 4)	$2,081,778	$2,217,571	$2,369,904	$2,539,667	$2,727,754

2. **Complete Table 2: Program Expenditures and Narrative Rationale. Provide finance data for the first five years of program implementation. Enter figures into each cell and provide a total for each year. Also provide a narrative rationale for each expenditure category.**

TABLE 2: PROGRAM EXPENDITURES

1. **Faculty (# FTE, Salary, and Benefits):**
   - The following faculty support the art associate of arts program.
   - Faculty salaries are based on an annual increase of 2.75 percent.
   - Benefits include 7.65 percent for FICA and $9,000 per FTE for insurance.

Name	Appointment/Status	Program Time
Michael Booker	Full-Time Faculty	50%
Kevin Bowman	Full-Time Faculty	50%
John Carr	Full-Time Faculty	50%
David Carter	Full-Time Faculty	50%
Cristin Cash	Full-Time Faculty	50%
Lucy Derickson	Full-Time Faculty	50%
Miriam Ewers	Full-Time Faculty	50%
Mieke Gentis	Full-Time Faculty	50%
Jeffrey Golden	Full-Time Faculty	15%
Kenneth Jassie	Full-Time Faculty	50%
Sumita Kim	Full-Time Faculty	50%
Katherine Knight	Full-Time Faculty	50%
David Krueger	Full-Time Faculty	50%
Zdeno Mayercak	Full-Time Faculty	50%
Elizabeth Melanson	Full-Time Faculty	50%
Robin Meyer	Full-Time Faculty	50%
Amanda Miller	Full-Time Faculty	50%
Molly Nuzzo	Full-Time Faculty	50%
Sara Parent-Ramos	Full-Time Faculty	50%
Michael Sellmeyer	Full-Time Faculty	50%
Judith Stone	Full-Time Faculty	50%
Megan Van Wagoner	Full-Time Faculty	50%
John Bentley	Part-Time Faculty	25%

Name	Appointment/Status	Program Time
Jennifer Carolin	Part-Time Faculty	10%
Nina Dwyer	Part-Time Faculty	25%
Brandon Geurts	Part-Time Faculty	10%
Sarah Jorgensen	Part-Time Faculty	25%
Kathleen Kretz	Part-Time Faculty	10%
Ryan McDonnell	Part-Time Faculty	10%
Paul Reuther	Part-Time Faculty	25%
Alzira Ruano	Part-Time Faculty	25%
Deborah Stokes	Part-Time Faculty	10%
Vidya Vijayasekharan	Part-Time Faculty	25%

2. **Administrative Staff (# FTE, Salary, and Benefits):**

- Multiple administrative staff support the art program. All serve the department as a whole and are not exclusive to the art program.
- Administrative staff salaries are based on an annual increase of 3 percent.
- Benefits include 7.65 percent for FICA and $9,000 per FTE for insurance.

Name	Appointment/Status	Program Time
Norberto Gomez	Department Chair	20%
Tendai Johnson	Department Chair	20%
Frank Trezza	Dean	10%

3. **Support Staff (# FTE, Salary, and Benefits):**

- Multiple support staff support the art program. All serve the department as a whole and are not exclusive to the art program.
- Support staff salaries are based on an annual increase of 3 percent.
- Benefits include 7.65 percent for FICA and $9,000 per FTE for insurance.

Name	Appointment/Status	Program Time
Belva Hill	Administrative Aide III	25%
Priscilla Walker	Administrative Aide II	25%
Jeff Osborne	Lab Manager	20%
Jenny Walton	Lab Manager	20%
Michael Anthony	Instructional Lab Coordinator	20%
Pablo Callejo	Instructional Lab Coordinator	20%
Rick Szubielski	Instructional Lab Coordinator	20%

4. **Equipment:**
    - No additional equipment is needed to implement this program.

5. **Library:**
    - No additional library resources are needed to implement this program.

6. **New and/or Renovated Space:**
    - No additional facilities are needed to implement this program.

7. **Other Expenses:**
    - No other expenses are anticipated to implement this program.

8. **Total Year:**
    - The total expenditures include faculty, administrative, and staff salaries supporting the current art concentration, arts and sciences associate of arts. These positions will continue to support the proposed art associate of arts.

Table 2: Program Expenditures					
Expenditure Categories	**Year 1 (2022-23)**	**Year 2 (2023-24)**	**Year 3 (2024-25)**	**Year 4 (2025-26)**	**Year 5 (2026-27)**
1. Faculty (b + c below)	$1,208,488	$1,238,590	$1,269,521	$1,301,302	$1,333,957
a. Number of FTE	12.65	12.65	12.65	12.65	12.65
b. Total Salary	$1,016,849	$1,044,812	$1,073,545	$1,103,067	$1,133,401
c. Total Benefits	$191,639	$193,778	$195,976	$198,235	$200,555
2. Admin. Staff (b + c below)	$72,995	$75,050	$77,166	$79,346	$81,591
a. Number of FTE	0.50	0.50	0.50	0.50	0.50
b. Total Salary	$63,627	$65,536	$67,502	$69,527	$71,613
c. Total Benefits	$9,367	$9,514	$9,664	$9,819	$9,978
3. Support Staff (b + c below)	$135,045	$138,691	$142,447	$146,316	$150,300
a. Number of FTE	1.50	1.50	1.50	1.50	1.50
b. Total Salary	$112,908	$116,295	$119,784	$123,377	$127,078
c. Total Benefits	$22,137	$22,397	$22,663	$22,938	$23,222
4. Technical Support and Equipment	$0	$0	$0	$0	$0
5. Library	$0	$0	$0	$0	$0
6. New or Renovated Space	$0	$0	$0	$0	$0
7. Other Expenses	$0	$0	$0	$0	$0
TOTAL (Add 1 – 7)	$1,416,528	$1,452,331	$1,489,134	$1,526,963	$1,565,848

M. Adequacy of Provisions for Evaluation of Program (as outlined in COMAR 13B.02.03.15).

1. **Discuss procedures for evaluating courses, faculty, and student learning outcomes.**

    Montgomery College assesses and reviews programs on a regular basis based on the information noted in section G.3. All courses and programs at Montgomery College have clearly stated learning outcomes. The program learning outcomes align with and support the student learning outcomes of the individual courses that form a program's curriculum. The program assessment process involves assessment planning, data collection, review of results, action plan

development and implementation, and reassessment. The cyclical loop is closed by using the assessment results to improve teaching and learning experiences.

College faculty undergo an extensive and comprehensive evaluation process in compliance with the agreements between the College and the Montgomery College Chapter of American Association of University Professors (full-time faculty) and the Service Employees International Union (part-time faculty). This process includes student evaluations, self-evaluations, peer reviews, classroom observations, department chair reviews, and dean evaluation. The evaluation schedule varies from annually to every five years, depending on the faculty contract type and contract year. Evaluations determine if faculty members demonstrate high-quality performance in their teaching assignments, seek professional growth in their teaching area, are available to students, meet special objectives from preceding evaluations, and demonstrate substantial progress in service to their campus, College, and/or community. The purpose of a performance review is to promote the highest quality teaching techniques, to ensure knowledge of subject matter, to encourage professional growth and development of faculty, to assess strengths and weaknesses in faculty performance, and to assess service to the College community.

2. **Explain how the institution will evaluate the proposed program's educational effectiveness, including assessments of student learning outcomes, student retention, student and faculty satisfaction, and cost-effectiveness.**

All programs at Montgomery College go through an academic program review every five years to determine program viability. The academic program review ensures all programs support the College's mission, effectively use the College's instructional resources, and serve the needs of students and the College community. The art associate of arts will go through the academic program review process as all other programs at Montgomery College.

Montgomery College is proud to be selected as an [Achieving the Dream (ATD)](#) institution. ATD is a nationwide network of higher education institutions committed to systemic change to increase student success and completion, especially among disadvantaged students. As an ATD institution, Montgomery College works to build a culture of evidence that uses data to make informed decisions for student success. One example of the College's use of data is the [Student Success Score Card](#), which is a summary of indicators used to track student achievement.

The academic program review process and the student success scorecard provide actionable information to help the College assess and improve its focus on achievement and the success of every student.

N. **Consistency with the State's Minority Student Achievement Goals** (as outlined in COMAR 13B.02.03.05).

1. **Discuss how the proposed program addresses minority student access & success, and the institution's cultural diversity goals and initiatives.**

Montgomery College is committed to creating a welcoming and inclusive environment for all students. As a whole, the Montgomery College community promotes an equity and inclusion focus where radical inclusion—or a deeply rooted value of welcoming all individuals seeking higher education or continuing education—is an essential element of the College's fabric. The College's steadfast commitment to radical inclusion creates an inclusive, respectful learning environment that fosters critical thinking and civil discourse.

The art program is committed to serving Montgomery College's diverse student body and promoting equity and inclusion by: (1) encouraging participation through co-curricular activities, such as Artist in Residence, ArtWalk, and Artist Lecture Series opportunities that

speak to diverse students, (2) providing a safe space for artistic growth, and (3) providing a solid, skills-based curriculum designed for student success, retention, and completion.

O. Relationship to Low Productivity Programs Identified by the Commission

1. If the proposed program is directly related to an identified low productivity program, discuss how the fiscal resources (including faculty, administration, library resources and general operating expenses) may be redistributed to this program.

Not applicable. This program is not related to low-productivity programs identified by the Maryland Higher Education Commission.

P. Adequacy of Distance Education Programs (as outlined in COMAR 13B.02.03.22)

1. Provide affirmation and any appropriate evidence that the institution is eligible to provide Distance Education.

Montgomery College received Commission approval to provide distance education programs. Montgomery College currently offers numerous degrees and certificates with a fully online delivery option, all of which have been approved by the Commission.

2. Provide assurance and any appropriate evidence that the institution complies with the C-RAC guidelines, particularly as it relates to the proposed program.

C-RAC guidelines are not related to the proposed art associate of arts because the program does not have a fully online delivery option.

The Middle States Commission on Higher Education is the accrediting body for Montgomery College. The College follows the appropriate guidelines and adheres to the national standards and integrity for our distance education programs. Montgomery College received a positive outcome at the 2018 reaccreditation.

Art AA Occupational Overview
in 50-Mile Radius from the College

Emsi Q3 2021 Data Set | www.economicmodeling.com
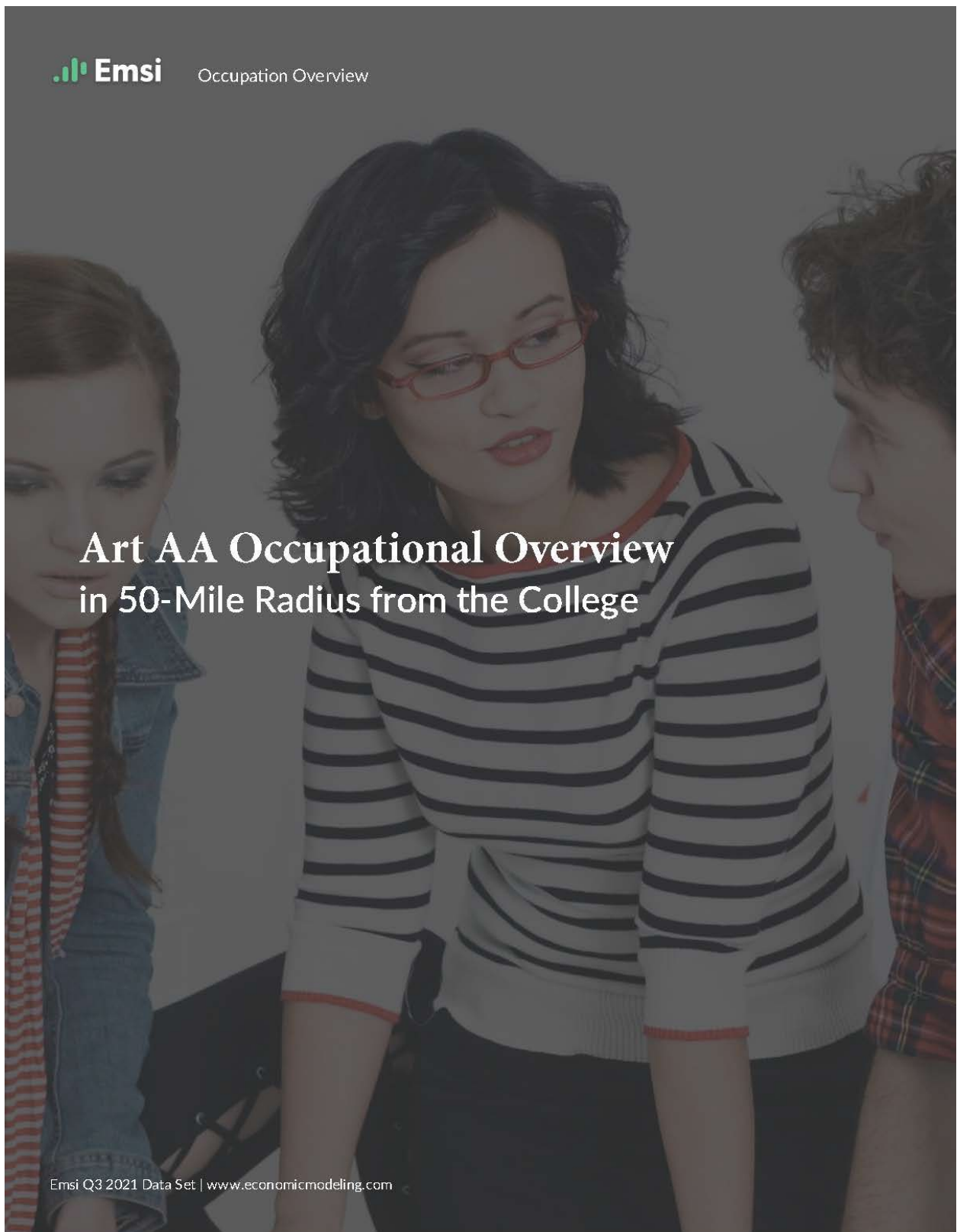
Contents

What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

12 Occupations

11-2011	Advertising and Promotions Managers	27-1019	Artists and Related Workers, All Other
27-1011	Art Directors	27-1024	Graphic Designers
27-1012	Craft Artists	27-1029	Designers, All Other
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	25-4012	Curators
			See Appendix A for all 12 Occupations
27-1014	Special Effects Artists and Animators		

20 Counties

11001	District of Columbia County, DC	24021	Frederick County, MD
24003	Anne Arundel County, MD	24027	Howard County, MD
24005	Baltimore County, MD	24031	Montgomery County, MD
24013	Carroll County, MD	24033	Prince George's County, MD
24017	Charles County, MD		*See Appendix B for all 20 Counties*

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupations and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over an Average Supply of Regional Jobs

22,843

Jobs (2021)

Your area is about average for this kind of job. The national average for an area this size is 21,829* employees, while there are 22,843 here.

$63,305

Compensation

Earnings are high in your area. The national median salary for your occupations is $50,073, compared to $63,305 here.

2,243

Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 1,239* job posting/mo, while there are 2,243 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is About Equal to the National Average

An average area of this size typically has 21,829* jobs, while there are 22,843 here.
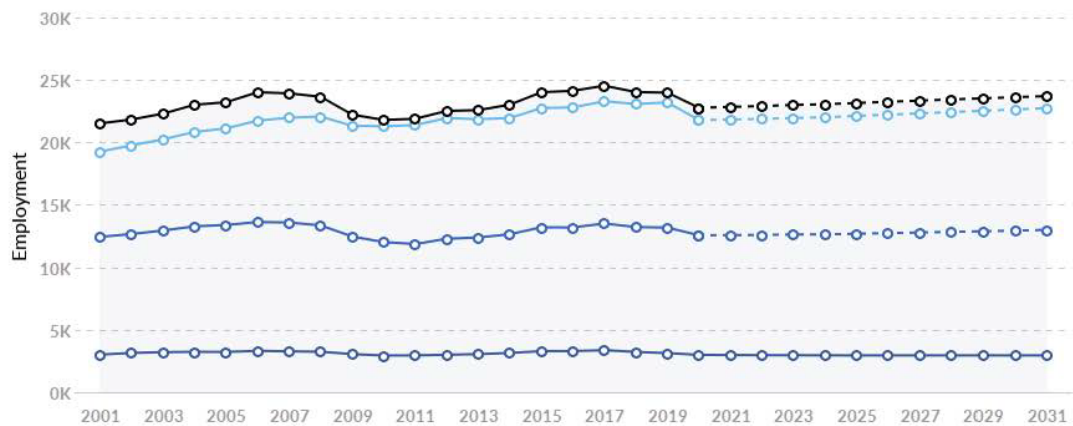
	Region	2021 Jobs	2031 Jobs	Change	% Change
●	50-Mile Radius from the College	22,843	23,710	867	3.8%
●	National Average	21,829	22,749	919	4.2%
●	Maryland	12,577	12,998	421	3.3%
●	Montgomery County, MD	2,981	2,955	-26	-0.9%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
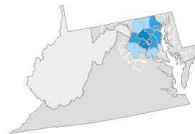
County	2021 Jobs
District of Columbia County, DC	5,359
Fairfax County, VA	3,184
Montgomery County, MD	2,981
Baltimore County, MD	1,638
Baltimore City County, MD	1,623

Most Jobs are Found in the Other Professional, Scientific, and Technical Services Industry Sector
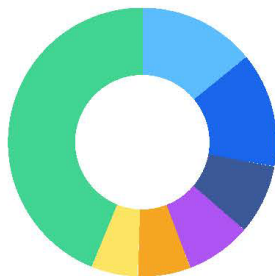
Industry	% of Occupation in Industry (2021)
● Other Professional, Scientific, and Technical Services	14.0%
● Specialized Design Services	13.8%
● Independent Artists, Writers, and Performers	8.4%
● Federal Government, Civilian	7.9%
● Advertising, Public Relations, and Related Services	6.4%
● Management, Scientific, and Technical Consulting Services	5.6%
● Other	43.9%

Compensation

Regional Compensation Is 26% Higher Than National Compensation

For your occupations, the 2020 median wage in your area is $63,305, while the national median wage is $50,073.
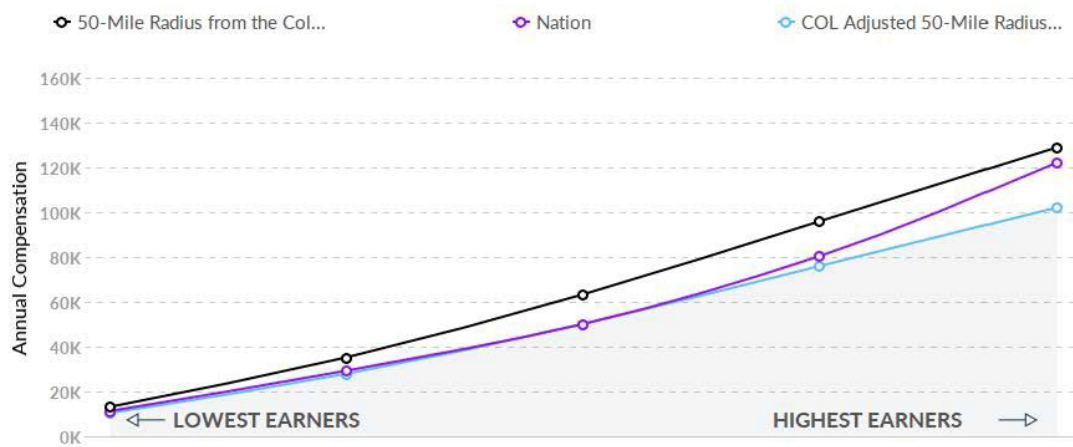
Job Posting Activity

8,821 Unique Job Postings

The number of unique postings for this job from Jan 2021 to Sep 2021.

1,784 Employers Competing

All employers in the region who posted for this job from Jan 2021 to Sep 2021.

17 Day Median Duration

Posting duration is 14 days shorter than what's typical in the region.

.ıl**Emsi**   Occupation Overview
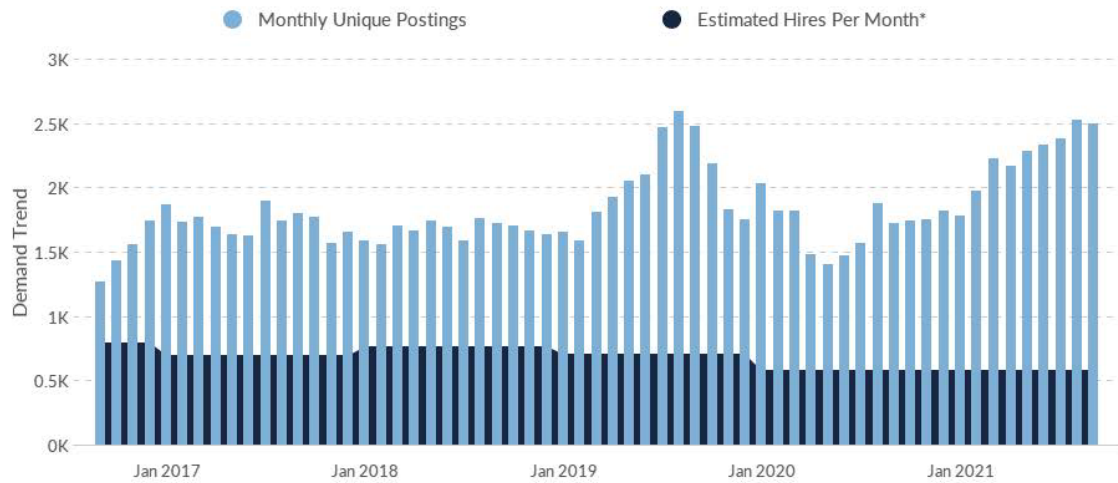
Occupation	Avg Monthly Postings (Jan 2021 - Sep 2021)	Avg Monthly Hires (Jan 2021 - Sep 2021)
Graphic Designers	1,417	250
Advertising and Promotions Managers	258	31
Photographers	91	52
Special Effects Artists and Animators	147	39
Art Directors	152	55
Film and Video Editors	92	35
Curators	49	14
Fine Artists, Including Painters, Sculptors, and Illustrators	23	14
Set and Exhibit Designers	9	22
Craft Artists	2	5
Artists and Related Workers, All Other	2	41
Designers, All Other	1	19

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Emsi Q3 2021 Data Set | www.economicmodeling.com   8

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Creative Circle LLC	162	▬	Graphic Designers	907	▬▬
Deloitte LLP	113	▬	Partner Graphic Designers	191	▪
Booz Allen Hamilton Holding Co...	98	▬	Video Editors	155	▪
Oracle Corporation	86	▬	Visual Designers	136	▪
Leidos Holdings, Inc.	69	▬	Art Directors	130	▪
Zenimax Media Inc.	65	▬	Photographers	123	▪
Science Applications Internation...	59	▬	Creative Directors	112	▪
Freelancer Technology Pty Limit...	58	▬	Multimedia Designers	99	▪
Caci International Inc	50	▬	Motion Graphics Designers	92	▪
Accenture PLC	48	▬	Designers	91	▪

Top Hard Skills

● Frequency in Job Postings   ● Frequency in Profiles
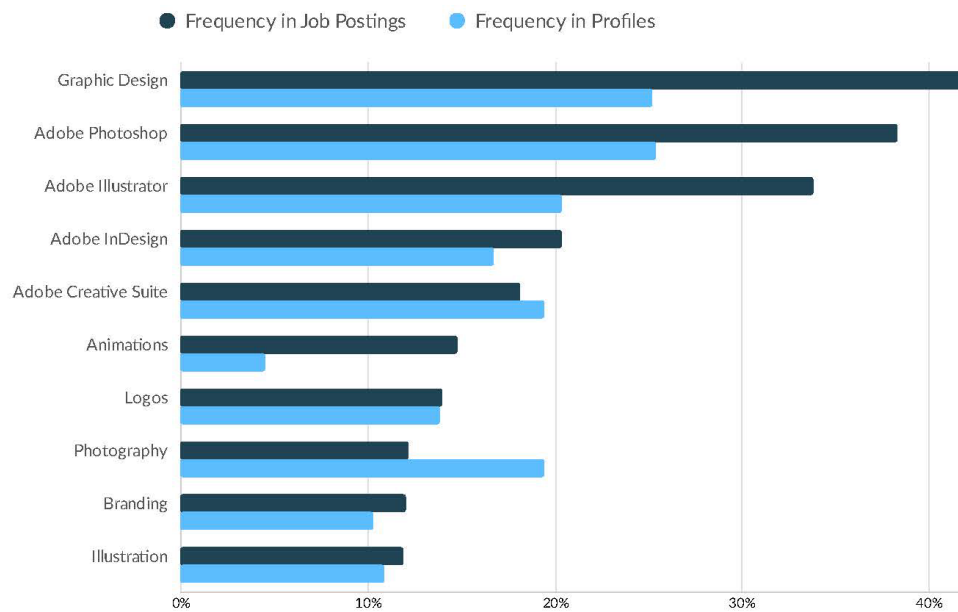
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Graphic Design	3,706	42%	7,431	25%
Adobe Photoshop	3,380	38%	7,498	25%
Adobe Illustrator	2,984	34%	6,001	20%
Adobe InDesign	1,794	20%	4,941	17%
Adobe Creative Suite	1,601	18%	5,739	19%
Animations	1,306	15%	1,338	5%
Logos	1,235	14%	4,082	14%
Photography	1,071	12%	5,724	19%
Branding	1,064	12%	3,044	10%
Illustration	1,051	12%	3,211	11%

Top Common Skills

● Frequency in Job Postings   ● Frequency in Profiles
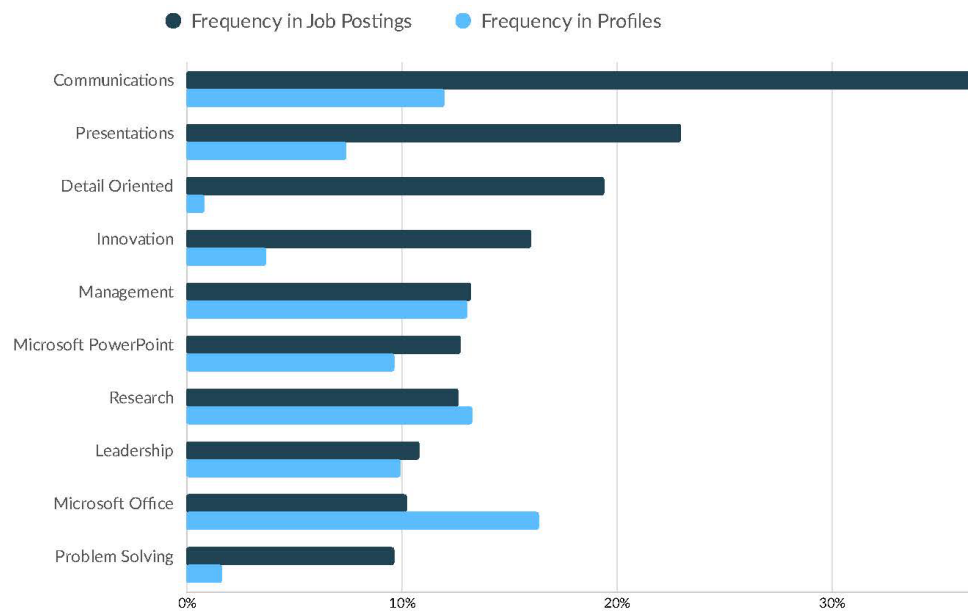
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	3,223	37%	3,538	12%
Presentations	2,027	23%	2,185	7%
Detail Oriented	1,712	19%	242	1%
Innovation	1,411	16%	1,091	4%
Management	1,166	13%	3,852	13%
Microsoft PowerPoint	1,123	13%	2,839	10%
Research	1,116	13%	3,918	13%
Leadership	953	11%	2,939	10%
Microsoft Office	905	10%	4,823	16%
Problem Solving	849	10%	483	2%

Demographics

Retirement Risk Is About Average, While Overall Diversity Is About Average
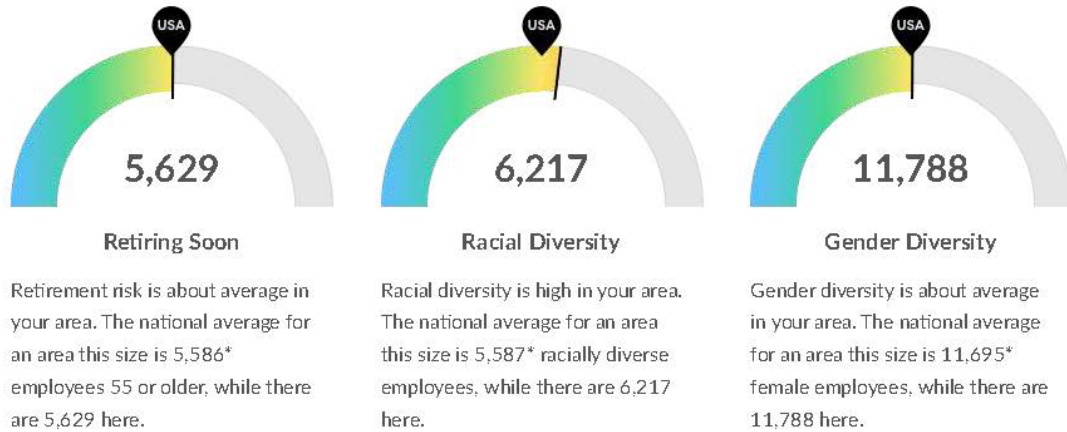
5,629
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 5,586* employees 55 or older, while there are 5,629 here.

6,217
Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 5,587* racially diverse employees, while there are 6,217 here.

11,788
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 11,695* female employees, while there are 11,788 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

	% of Jobs	Jobs
14-18	0.8%	187
19-24	6.7%	1,535
25-34	27.8%	6,338
35-44	21.8%	4,962
45-54	18.1%	4,122
55-64	15.4%	3,502
65+	9.3%	2,127
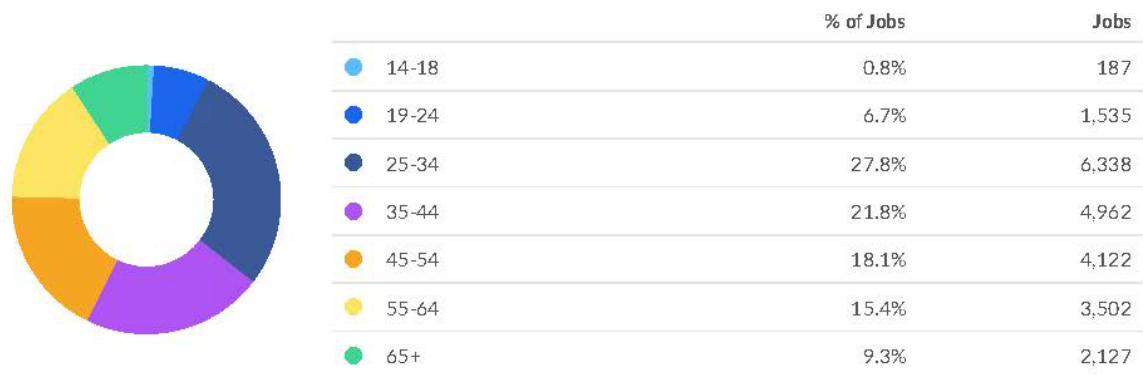
Occupation Race/Ethnicity Breakdown

		% of Jobs	Jobs
●	White	72.7%	16,556
●	Black or African American	10.5%	2,400
●	Hispanic or Latino	7.5%	1,719
●	Asian	6.7%	1,514
●	Two or More Races	2.4%	546
●	American Indian or Alaska Native	0.1%	23
●	Native Hawaiian or Other Pacific Islander	0.1%	15

Occupation Gender Breakdown

		% of Jobs	Jobs
●	Males	48.2%	10,984
●	Females	51.8%	11,788

Occupational Programs

66 Programs

Of the programs that can train for this job, 66 have produced completions in the last 5 years.

7,118 Completions (2020)

The completions from all regional institutions for all degree types.

2,249 Openings (2020)

The average number of openings for an occupation in the region is 652.

CIP Code	Top Programs	Completions (2020)	
54.0101	History, General	895	
52.1401	Marketing/Marketing Management, General	855	
09.0102	Mass Communication/Media Studies	408	
09.0401	Journalism	342	
24.0103	Humanities/Humanistic Studies	263	
09.0902	Public Relations/Image Management	246	
50.0702	Fine/Studio Arts, General	243	
50.0701	Art/Art Studies, General	235	
09.0100	Communication, General	202	
45.0201	Anthropology, General	193	

Top Schools	Completions (2020)	
University of Maryland-College Park	795	
Towson University	785	
George Washington University	616	
American University	612	
Maryland Institute College of Art	561	
George Mason University	547	
Northern Virginia Community College	445	
Johns Hopkins University	370	
Georgetown University	364	
University of Maryland-Baltimore County	252	

Appendix A (Occupations)

Code	Description
11-2011	Advertising and Promotions Managers
27-1011	Art Directors
27-1012	Craft Artists
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
27-1014	Special Effects Artists and Animators
27-1019	Artists and Related Workers, All Other

Code	Description
27-1024	Graphic Designers
27-1029	Designers, All Other
25-4012	Curators
27-1027	Set and Exhibit Designers
27-4021	Photographers
27-4032	Film and Video Editors

Appendix B (Geographies)

Code	Description	Code	Description
11001	District of Columbia County, DC	51013	Arlington County, VA
24003	Anne Arundel County, MD	51059	Fairfax County, VA
24005	Baltimore County, MD	51061	Fauquier County, VA
24013	Carroll County, MD	51107	Loudoun County, VA
24017	Charles County, MD	51153	Prince William County, VA
24021	Frederick County, MD	51510	Alexandria City County, VA
24027	Howard County, MD	51600	Fairfax City County, VA
24031	Montgomery County, MD	51610	Falls Church City County, VA
24033	Prince George's County, MD	51683	Manassas City County, VA
24510	Baltimore City County, MD	51685	Manassas Park City County, VA

Appendix B – Institutional Articulated Pathway Agreement between Montgomery College and Salisbury University

INSTITUTIONAL ARTICULATED PATHWAY AGREEMENT

between

MONTGOMERY COLLEGE AND SALISBURY UNIVERSITY

This Institutional Articulated Pathway Agreement ("Agreement") is entered into as of the date of full execution below between Montgomery College ("Montgomery College"), located in Montgomery County, Maryland, and Salisbury University ("Salisbury University"), a constituent institution of the University System of Maryland located in Salisbury, Maryland (collectively, the "Parties").

<u>Recitals</u>

Whereas, the Parties are committed to providing a smooth transition for students wishing to earn an associate of arts degree and a baccalaureate degree; and

Whereas, the intent of the Parties is to avoid duplication of curricula, where appropriate, within articulated programs of studies; and

Whereas, the Parties agree that the educational growth of students is better served through cooperative educational planning and optimal utilization of resources.

Therefore, this Agreement commits the Parties to full support of an articulation process to deliver coursework for students, resulting in the associate of arts degree from Montgomery College and credit toward a baccalaureate degree at Salisbury University. The Parties agree to the following:

1. <u>Purpose</u>

   This Agreement serves as the formal collaboration document for Montgomery College and Salisbury University to deliver seamless pathways from completion of an associate's degree in the Art Area of Concentration, Arts and Sciences at Montgomery College, to completion of a Bachelor of Fine Arts in Art with a Graphic Design track from Salisbury University. The approved pathways are described in Appendix A, which is made a part of this Agreement.

2. <u>Joint Institutional Responsibilities</u>

   (a) Both institutions agree to follow the joint program curriculum and course-by-course articulation delineated in this Agreement and attached as Appendix A, and as may be amended from time to time.

   (b) Both educational institutions will cooperate toward developing, disseminating, and presenting the articulated program information to students.

1

3. Academic Requirements

   (a) Graduates of Montgomery College who have completed the approved degree programs with a 2.0 or higher will be considered for admission in accordance with Salisbury University's Transfer Student Policies.

   (b) Students intending to transfer should apply for admission by the priority deadline for the semester in which they intend to enroll.

   (c) When enrolled in a Salisbury University course, the student is subject to all policies and procedures applicable to Salisbury University students. When enrolled in a Montgomery College course, a student is subject to all policies and procedures applicable to Montgomery College students. Additional joint policies and procedures may be adopted and implemented at the discretion of both Parties.

   (d) The Parties recognize that course scheduling beyond the associate's degree level resides exclusively with Salisbury University and will be coordinated with Montgomery College by the designated Salisbury University representative. Where academic calendars differ, the partners will work together to coordinate class offerings and class schedules.

   (e) Students are subject to all specific policies pertaining to students admitted to the Salisbury University baccalaureate degree program in Art with a Graphic Design track.

4. Ongoing Collaboration/Modification/Termination

   This Agreement is based on the present curricula contained in the attached Appendix A. The degree requirements will be reviewed biennially to re-examine this Agreement. Both institutions agree to communicate program changes in a timely manner to avoid disruption to student progress toward degree completion. This Agreement may not be modified without prior written consent between both parties. Neither party may assign any rights or interests or delegate its duties and responsibilities under this Agreement, in whole or in part, without the express prior written consent of the other party.

5. Term

   (a) This Agreement shall be effective from July 1, 2021 for a period of five (5) years through June 30, 2026 and shall automatically renew for additional one (1) year periods unless any party provides prior written notice of termination. Either party may terminate this Agreement upon sixty (60) days written notice to the point of contact listed in this Agreement, via email or USPS. In the event of termination, each party agrees, to the extent reasonably and financially practicable, to permit any student fully or conditionally admitted to the program the opportunity to complete the degree, where possible.

   (b) Both Parties may at any time may initiate changes to this Agreement, including   Appendix A. Both Parties reserve the right to modify the programs as deemed necessary and agree to inform the appropriate representatives of the other Institution of recommended changes. This

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Agreement may be modified only by a writing signed by both parties. Changes should be shared in written format executed by both parties, via email or USPS, with at least thirty (30) days' notice for implementation.

6. Privacy

The disclosure of information related to individual students is governed and limited by the federal Family Educational Rights and Privacy Act (FERPA).

7. Designated Representatives and Notices

Each party has identified an individual as the designated program representative for their institution for purposes of implementing this Agreement and for any notices required to be given under this Agreement. All notices under this Agreement must be in writing and must be delivered in person, by U.S. mail or by email.

For Montgomery College:

Justin Edgar
Articulation and Transfer Program Manager
Montgomery College
Rockville, MD 20850
justin.edgar@montgomerycollege.edu

For Salisbury University:

Amy S. Benjamin
Director for Satellite and
Affiliate Operations
Salisbury University
Salisbury, MD 21801
asbenjamin@salisbury.edu

8. General Provisions

(a) Each Institution is responsible for the administration of its respective courses, including content, requirements, faculty and student services (to include, but not limited to, admissions, financial aid, class registration, etc.).

(b) The Parties shall publicize any joint offerings in their respective catalogs, website, and other materials as appropriate. Notwithstanding the foregoing, neither Party may use the names or marks of the other without the prior approval of the other Party.

(c) The Parties shall inform students in their respective programs of the complementary program opportunities available at each other's respective institution, support each other's marketing efforts toward the same, and encourage such students to apply to programs consistent with an individual student's interests.

(d) Nothing in this Agreement is intended to form a joint venture between the Parties. Nothing in this MOU is intended to create rights or benefits for any person or entity other than the Parties.

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(e) This Agreement integrates the entire agreement of the Parties and supersedes any and all prior and/or contemporaneous agreements between the Parties, written or oral, with respect to the subject matter of this Agreement.
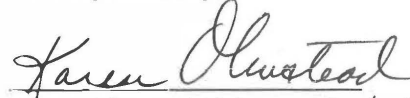
The Parties signing below are the authorized representatives of their respective institution.

Montgomery College
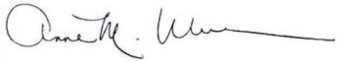
Sanjay K Rai
_____
Dr. Sanjay Rai
Senior Vice President for Academic Affairs

Salisbury University

Karen Olmstead
_____ 10/12/21
Karen L. Olmstead, Ph.D.
Provost and Senior Vice President
for Academic Affairs

Universities at Shady Grove

Anne M. Khademian
_____ 11-11-21
Dr. Anne Khademian
Executive Director

University System of Maryland

Antoinette A. Coleman
_____ 11-11-2021
Dr. Antionette Coleman
Associate Vice Chancellor
for Academic Affairs

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APPENDIX A

As part of this Agreement, the following has been included:

1. Recommended Transfer Pathways for completion of Montgomery College and Salisbury University requirements:

    AA in Art Area of Concentration to BFA in Art with a Graphic Design track

2. Montgomery College students must adhere to the requirements attached, as amended from time to time. Montgomery College students who do so may transfer from Montgomery College to Salisbury University in accordance with Salisbury University's Transfer Student Policy.

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Suggested Transfer Pathway
Montgomery College A.A. in Art Area of Concentration, Arts and Sciences to Salisbury University B.F.A. in Art – Graphic Design
Total Credits: 60, Catalog Year: 2021-2022

0 - 31 Credits – Montgomery College (Courses may be taken in any order, pending prerequisites)

Fall Semester	Cr
ENGL101 Introduction to College Writing (if needed for ENGL102)	3
ARTT100 Introduction to Drawing	3
ARTT102 Introduction to 2D Design (GEEL)	3
ARTT116 Digital Tools for the Visual Arts	4
ARTT200 Art History: Ancient to 1400	3
Total Credits	16

Spring Semester	Cr
ENGL102 Critical Reading, Writing, and Research	3
MATH117 or higher	3
ARTT103 Introduction to 3D Design	3
ARTT201 Art History: 1400 to Present	3
ARTT204 Intermediate Drawing or ARTT205 Figure Drawing I	3
Total Credits	15

32 - 60 Credits – Montgomery College

Fall Semester	Cr
ARTT263 Professional Practice for the Visual Art	1
COMM108 or COMM112	3
Behavioral and Social Science Distribution (BSSD)**	3
Natural Sciences Distribution with Lab (NSLD)	4
ART112 Digital Photography for Fine Arts I	3
Total Credits	14

Spring Semester	Cr
Behavioral and Social Science Distribution (BSSD)**	3
Humanities Distribution (HUMD)	3
Natural Sciences Distribution (NSND)	3
GDES210 Graphic Design I	3
ARTT221 Sculpture I	3
Total Credits	15

Apply to graduate from Montgomery College with an Associate of Arts in Arts and Sciences

** Behavioral and social sciences distribution (BSSD) courses must come from different disciplines.

Year Three – Salisbury University @ USG

Fall Semester	Cr
ART 326 Graphic Design II	4
Free Elective//Suggested: ART 312 Web Design	4
ART XXX Art History	4
Free Elective//Suggested: ART 328 Illustration	4
Total Credits	16

Spring Semester	Cr
ART 426 Graphic Design III	4
Free Elective//Suggested: ART 381 User Experience Design	4
ART 299 Sophomore Seminar (pending change to Design Seminar)	2
Free Elective//Suggested: ART 355 Digital Imaging	4
Total Credits	14

Year Four – Salisbury University @ USG

Fall Semester	Cr
ART 491 Internship	4
ART 495 Graphic Design Agency	4
Free Elective//Suggested: ART 359 Advanced Digital Photography	4
Free Elective//Suggested: ART 313 Interactive Animation	4
Total Credits	16

Spring Semester	Cr
Free Elective//Suggested: ART 382 Advanced Web Design	4
ART 499 Senior Exhibition	2
ART XXX Art History	4
ART 490 Independent Study	2
Free Elective//Suggested: ART 397 Professional Practices	2
Total Credits	14

MC A.A. in Art Area of Concentration, Arts and Sciences to Salisbury University B.F.A. in Art – Graphic Design
Total Credits: 60, Catalog Year 2021-2022

Name:	Date:	ID#	
General Education Courses	COURSE	HRS	GRADE
English Foundation (ENGL102, Critical Reading, Writing and Research)	ENGL102	3	
Math Foundation	MATH117 or higher	3	
Distribution Courses	COURSE	HRS	GRADE
Natural Sciences Distribution with Lab		4	
Introduction to Drawing	ARTT100	3	
Behavioral and Social Sciences Distribution		6	
Humanities Distribution		3	
Natural Sciences Distribution without Lab		3	
Program Requirements	COURSE	HRS	GRADE
Foundations of Human Communication or Business and Professional Speech	COMM108 or COMM112	3	
Introduction to 2D Design	ARTT102	3	
Introduction to College Writing	ENGL101	3	
Introduction to 3D Design	ARTT103	3	
ART 112 Digital Photography for Fine Arts I	ARTT112	3	
Digital Tools for the Visual Arts	ARTT116	4	
Art History: Ancient to 1400	ARTT200	3	
Art History: 1400 to Present	ARTT201	3	
Intermediate Drawing or Figure Drawing I	ARTT204	3	
Professional Practice for the Visual Artist	ARTT263	3	
Graphic Design I	GDES210	3	
Sculpture I	ARTT221	3	

Montgomery College Contact:
Tendai Johnson
Department Chair – Art
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240-567-7649

Salisbury University Contact:
William Wolff
Art Department Chair
exbrown@salisbury.edu
410-677-5431