

Services & Activities Fee Annual Program Review

Program Name: Theatre Arts Student Employment
Program Manager: Christina Barrigan
Fiscal Year: FY2023

1. In what ways does your program support CWU students? Please be specific, yet concise.

We provide students an employment opportunity in fabrication shops and entertainment venue that helps them root academic experiences in the professional world, experience a typical work environment, and develop pertinent experience easing the transition from University study to the workplace. We are the only organization within 35 miles of Ellensburg to offer theatre-based entertainment work, and the only fabrication shops operating during the academic year within 100 miles.

The results of these activities are public events which enrich the campus community.

2. What are your specific program goals or learning/operational objectives? How are you assessing the effectiveness of your program in achieving those targets?

Our goals include the successful construction, installation, and facilitation of theatrical events in the McConnell auditorium and Tower Theatres. One measure of success is the completion of these activities.

Another goal is to offer students the opportunity to gain skills in a professional environment and build workplace skills. We are currently working on more granular assessment tools to offer greater structure to the employee experience, assess it's overall success, and identify areas for improvement.

Assessment of this program was substantially disrupted this year as the person taking lead with that effort had a medical emergency that led to a six month medical leave. We will return to these efforts next year.

3. What is the overall purpose of your program and what service(s) does your program provide?
 - a. Are there overlaps or intersections with other university programs who have a similar purpose or service?

We provide students an employment opportunity in fabrication shops and entertainment venue that does not exist within a reasonable daily commute to Ellensburg. The products of these activities support community use of CWU venues and provide support for some cocurricular activities in Theatre Arts.

- a. Employment in the SURC events area may be considered a similar area, but does not offer fabrication experience or work with theatre machinery in support of events. It is similar but not equivalent.

4. How does your program align with the purpose of S&A funding? *“Supporting cocurricular and extracurricular activities and programs participated in by students in the furtherance of their education.”*

Students involved in our employment program apply skills gained in classes to real world situations thereby creating a cocurricular experience. The products of this employment supporting public events helps support co curricular and extra curricular experiences for the whole campus.

5. How does your program support CWU’s mission and goals? (<https://www.cwu.edu/mission/>)

CWU’s New Mission is:

Vision: Central Washington University will be a model learning community of equity and belonging.

Mission: In order to build a community of equity and belonging, Central Washington University nurtures culturally sustaining practices that expand access and success to all students. We are committed to fostering high impact practices, sustainability, and authentic community partnerships that are grounded in meaningful relationships.

This program supports the above stated mission by offering students the opportunity to practice applying their skills in a professionally modelled fabrication shop where they work one-on-one with faculty and staff in an apprentice-like environment. Often, this work asks the student employees to take lead on projects and work with a “client” as either a larger project that has specifically articulated needs, or a community partner using our facilities. These opportunities are High Impact Learning Practices.

As per the old strategic plan as the University develops a new one:

These student employment opportunities address the following strategic outcomes as per the Strategic plan found here: [Microsoft Word - CWU Strategic Plan Fall 2018.docx](#)

Objective 1.1: Enhance student success by continually improving curricular, co-curricular, and extracurricular programs

Outcome 1.1.1: Students will achieve programmatic learning outcomes.

Indicator 1.1.1.3: Post-graduation job and graduate/professional school placement rates.

Outcome 1.1.3: Students and faculty will be increasingly engaged in the learning process in and outside of the classroom.

Objective 4.1: Enhance the level of engagement, collaboration, and goodwill between the university and surrounding communities.

Outcome 4.1.1: Increase campus and surrounding communities’ participation in CWU cultural, educational, service, and recreational activities, such as performances, exhibitions, presentations, and sporting events.

Indicator 4.1.1.1: Annual number of cultural, educational, service, and recreational activities, such as performances, exhibitions, presentations, and sporting events, available to

CWU and its surrounding communities from academic year 2009-10 through academic year 2017-18.

Outcome 4.1.2: Increase the number of collaborations and partnerships with surrounding community entities and organizations.

6. Please provide detailed information regarding who utilizes your program? (*Students, faculty, staff, community? Specific demographic information? Class standing, gender, ethnicity, transfer, campus location, etc.*)

Of the 18 employed students:

11% first years

5% sophomore

45% juniors

39% seniors preparing for the transition to the workplace

5% are transfers

16% are non-theatre majors

100% are on Ellensburg campus

Further demographics are unreliable at this time. We will endeavor to collect these for future reports.

7. How many unique CWU students utilize your program or services?
- How do you gather these metrics?
 - If you do not, what is preventing you from getting that data and how are you determining usage by CWU students?

18 unique student employees employed in 26 positions are direct beneficiaries of our employment program.

116 unique students benefit strongly from the products of this employment: support for theatrical events in our spaces which are integrated into their plans of study.

The entire campus benefits from potential attendance at these events.

- We gather these metrics by counting students employed, how many job lines are filled, and how many majors/minors are in the plans of study which benefit from the products of this employment.

8. Are there any current vacant positions in your program?

Yes. There are approximately 3

9. Given the budget reductions taking place and continuing for the remainder of the funding cycle, please tell us what specific impacts those reductions have had on your program compared to what was originally planned and including in your initial base funding request.

We would be unable to fully return to pre-pandemic levels of student employment and keeping in line with minimum wage increases may mean we need to reduce the number of students employed.

10. Are there any circumstances or challenges that are currently impacting your ability to use your base funding allocation this year?

We are gradually returning to our pre-pandemic levels of employment. Some challenges include a decrease in appropriately skilled job candidates. This is under review and we will likely be able to overcome it soon.

11. What growth or increases would you like to see in your program in the future?

We would like to see funding growth that supports the increase in minimum wage across 4 years. Without that growth, we will need to diminish the number of possible employees over time to accommodate this increase.

We would also like to return to offering students subsidized tickets for reduced or no cost to Theatre Arts events. Ideally, fully subsidized, so every event is no cost to our students. We believe removing this financial barrier would make our cultural programming more accessible to the campus as a whole. This funding was cut in the 2022-2025 quadrennial allocation.