

## Action Plan: Professional Photography

Date Self-Study was submitted to AQA: May 2, 2022

Date of External Review: August 30, 2022

### Institutional Response

Congratulations to the faculty members in the Professional Photography department for completing their Self-Study and Action Plan. The considerable number of goals demonstrates the commitment the department has to continued evolution and the desire to respond to both the changing needs of your students and the industry itself.

These planned actions will continue the excellent work that has been completed since the previous program review.

The Dean and VP Academic are committed to supporting the Professional Photography department in achieving their goals through ongoing guidance and regular progress reviews.

Signed



\_\_\_\_\_  
Dean

July 7, 2023

\_\_\_\_\_  
Date

Signed



\_\_\_\_\_  
Provost and Vice-President

July 10, 2023

\_\_\_\_\_  
Date

**Recommendations from the Self-Study and External Review this Action Plan does NOT Address.**

*Provide a brief rationale for why each Recommendation cannot be addressed. Add or remove rows as necessary.*

<b>Recommendation</b>	<b>Self-Study or External Review (include p.#)</b>	<b>Rationale</b>
Revisit the plan for a shared Langara Photography landing page that identifies four potential study options among the RS Professional Photography program and the Continuing Studies Photography programs.	Self-study p. 10	The CS Photography program didn't survive COVID.
Approach the College with the idea of supplying monitors for student use along with computer labs.	Self-study p. 22	The idea no longer seems necessary.

**Goal 1: Update program curriculum for increased flexibility and to accommodate students' various learning priorities. Faculty to work together on the following actions:**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Update prerequisite requirements for all PHOT courses.	Eric	Summer 2023	Fall 2024	PHOT faculty met on April 12/23 for a workshop day and addressed all items listed here. We agreed on the switch to 60 required credits in a core/electives format.
Identify core vs elective courses.	Eric	Spring 2023	Fall 2024	In process
Map out 4-term, 5-term, and 6-term curriculum options that allow students to complete their Photography diploma with increased flexibility.	Eric	Spring 2023	Fall 2024	In process
Assess which courses can be delivered during the summer term for year-round learning.	Eric	Spring 2023	Fall 2024	In process
Scale the diploma requirements down to 60 required credits.	Eric	Spring 2023	Fall 2024	In process
Update PHOT program to a Core & Electives format.	Eric	Spring 2023	Fall 2024	In process
Switch from annual program enrolment to enrolment open in all three terms.	Eric	Fall 2023	complete	In process

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Update prerequisite requirements for all PHOT courses. With these updates, map out 4-term, 5-term, and 6-term curriculum options that allow students to complete their Photography diploma with increased flexibility. Assess which courses can be delivered during the summer term for year-round learning.	p. 15	

**NOTE: Add "Planned Actions" and "Recommendations" tables if there are distinct themes within each Goal.**

Which [Academic Plan 2025 Lens or Lenses](#) does this Goal supports? Add or remove rows as needed,

Academic Plan 2025 Lens (only include the title of the lens)
Transformational learning experiences.

What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.

Resources
TCDC, EdCo, consultations as appropriate

**Goal 2: Strengthen identified areas for improvement in our program and courses.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Faculty peer review of course outlines and assignment briefs to ensure learning outcomes and expectations are clear.	Eric	Summer 2023	After completion of goal #1	Workshop day scheduled for Friday July 14 to complete this work.
Survey students regarding formation of a student council within the program.	Eric	Summer 2023	Summer 2023	Agreed to formalize a student representative from each cohort, must include an international student. These students will attend PAC meetings & liaise between students and faculty as needed.
After updates to curriculum and program structure, review course names to ensure clarity and relevance.	Eric	Fall 2024	After completion of goal #1	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Explore the benefits of having a student council for the program.		p. 6
All projects/assignments that are given to students should have clear learning outcomes. Perhaps a standardized form for assignments.		p. 6
A general thought may be to think of changing the names of some courses to be more representative of content, and perhaps to a more “narrative” style, such as changing “Studio Lighting 1” to something like “Light, Shape & Space”.		p. 4

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Transformational learning experiences.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

**Resources**

EdCo, consultations as appropriate, institutional research

**Goal 3: Ensure business skills are taught to effectively prepare Photography graduates for self-employment and freelance work in the future economy.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Identify where business skills are taught in the program. Assess & update the efficacy and congruence of each engagement.	Eric	Summer 2023	After completion of goal #1	Faculty workshops started Summer 2023, and will continue after the completion of goal #1.
Identify opportunities to further integrate social media as a key avenue for both paid work and for personal marketing throughout the program.	Eric	Summer 2023	After completion of goal #1	
Identify opportunities to increase skills development for treatments, pitches, estimating, and networking throughout the program.	Eric	Summer 2023	After completion of goal #1	
Update course and program curricula accordingly.	Eric	Summer 2023	After completion of goal #1	
Reassess BUSM 1901 and BUSM 1902 within the program.	Eric	Summer 2023	After completion of goal #1	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Ensure business skills are taught to effectively prepare Photography graduates for self-employment and freelance work in the future economy. Further integrate social media as a key avenue for both paid work and for personal marketing.	p. 15	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

Which [Academic Plan 2025 Lens or Lenses](#) does this Goal supports? Add or remove rows as needed,

Academic Plan 2025 Lens (only include the title of the lens)
Transformational learning experiences.
Holistic student engagement and support.

What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.

Resources
Faculty workshop day, EdCo.

**Goal 4: Strengthen our students’ skills in critical thinking, concept development and ideation, and verbal and written expression of the student’s ideas.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Faculty conversation to clarify how we define these skills and how to teach them.	Eric	Summer 2024	Summer 2025	
Consult with TCDC as needed.	Eric	Summer 2024	Summer 2025	
Identify where we can teach these skills with more intention throughout the program.	Eric	Summer 2024	Summer 2025	
Update appropriate course curricula to integrate critical thinking skills.	Eric	Summer 2024	Summer 2025	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
We would recommend that students get the opportunity to learn about how to describe their projects, explain why they are planning to do a project in a certain way, who it is meant for, among other things. These tools, while difficult to teach and grade, are extremely valuable to start early so it becomes a skill that is not a shock when they have to produce these things in the future. Creating an artist statement, making a bio/CV, etc. are quite useful outside of the art world as well. Allowing students to speak conceptually and convey a message is critical when working alongside other creatives and clients in a real-world setting.		p. 5

**NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.**

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**Academic Plan 2025 Lens (only include the title of the lens)**

Transformational learning experiences.

Curiosity, creativity, and innovation: create the future together.

Holistic student engagement and support.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

**Resources**

Faculty workshop, EdCo

**Goal 5: Update PHOT 2485: Portfolio Development and Practicum to prioritize personal presentation, branding, individuality, creation of portfolio work and connections with industry.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Assess separating portfolio development from practicum experience.	Eric	Summer 2023	2025	Two stages. One under the current course structure and again under any new structure coming from goal #1.
Assess where practicum experience and community outreach can be integrated throughout the diploma program.	Eric	Summer 2023	2025	Two stages. One under the current course structure and again under any new structure coming from goal #1.
Based on this work, update PHOT 2485 with new priorities.	Eric	Summer 2023	2025	

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Recommendation	Self-Study (specify page #)	External Review (specify page #)
Update PHOT 2485: Portfolio Development and Practicum to prioritize personal presentation, branding, individuality, creation of portfolio work and connections with industry.		p. 19

**NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.**

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Holistic student engagement and support.
Transformational learning experiences.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

## Resources

Faculty workshop day

**Goal 6: Conduct a post-covid survey addressing students' satisfaction the quality and efficacy of their Photography education in preparing them for the workforce.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Once all Professional Photography students have begun the program past the time when they have been directly or generationally affected by the COVID-19 pandemic (perhaps 2025 or 2026), coordinate with TCDC.	Eric	Spring 2025	2026	

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Recommendation	Self-Study (specify page #)	External Review (specify page #)
Once all Professional Photography students have begun the program past the time when they have been directly or generationally affected by the COVID-19 pandemic (perhaps 2025 or 2026), coordinate with the Teaching and Curriculum Development Centre (TCDC) to conduct a survey addressing students' satisfaction the quality and efficacy of their Photography education in preparing them for the workforce.	p. 10	

***NOTE: Add "Planned Actions" and "Recommendations" tables if there are distinct themes within each Goal.***

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Transformational learning experiences.
Social responsibility/ community relationships

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

## Resources

Institutional research

**Goal 7: Reconfigure the program intake process so more faculty members review applicants and accept students in a collaborative model.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Once Workday Student is implemented, assess how our intake process can be more effectively supported by Workday.	Eric	Post-Workday implementation	Post-Workday implementation	
Based on this assessment, design an intake process that shares the workload among faculty.	Eric	October 2023	Post-Workday implementation	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Reconfigure the program intake process so more faculty members review applicants and accept students in a collaborative model. This will share the work to select each cohort and diversify the relationships between new students and Photography faculty.	p. 10	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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Social responsibility/ community relationships.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

## Resources

Workday, Registration, faculty consultations

**Goal 8: Formalize transfer agreements between Langara Professional Photography and Sheridan College, Fanshawe College, and Emily Carr University of Art + Design.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Collaborate with RES to submit paperwork for these processes.	Eric	Spring 2023	Summer 2023	Underway

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Formalize transfer agreements between Langara Professional Photography and Sheridan College, Fanshawe College, and Emily Carr University of Art + Design.	p. 19	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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Social responsibility/ community relationships
Transformational learning experiences.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

Resources
Registration, Lisa Randel

**Goal 9: Increase the number of domestic applicants to the Professional Photography program.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Consult with Global about the makeup and recruiting needs of our program.	Eric	Fall 2022	ongoing	
Supply Global with marketing collateral.	Eric	Fall 2022	Fall 2023	
Attend recruiting events targeting domestic applicants.	Eric	Fall 2022	ongoing	Eric & Jon attended recruiting events during Fall 2022.

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Collaborate with Langara Global to target Photography Program recruitment efforts towards domestic applicants.	p. 10	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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Holistic student engagement and support.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

Resources
Langara Global

**Goal 10: Update the Professional Photography program to reflect inclusive and equitable values and practices that welcome students and faculty from all backgrounds and identities.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Consult with TCDC, Equity Diversity and Inclusion, and Intercultural Engagement colleagues to design professional development training specifically for the Professional Photography program faculty & staff.	Sara	Spring 2023	2026	
Embark on education about decolonization for all Photography faculty.	Sara	Summer 2023	2026	This is beginning to happen organically. Format faculty sessions will be planned for 2024-2026.
Audit all lesson material to ensure a balanced representation of race, gender, ability, and body size that reflects our desired student community and portrays the inclusive world we want to live in.	Sara	Fall 2024	2026	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Embark on education about decolonization for all Photography faculty, which precedes integrating indigenous ways of knowing and learning. Audit all lesson material to ensure a balanced representation of race, gender, ability, and body size that reflects our desired student community and portrays the inclusive world we want to live in.	p. 15	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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**Academic Plan 2025 Lens (only include the title of the lens)**

Holistic student engagement and support.

Social responsibility/ community relationships.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

**Resources**

TCDC, Centre for Intercultural Engagement, faculty workshops, external facilitators as appropriate

**Goal 11: Encourage professional development for Photography program faculty and staff to keep up with changes in technology and the industry.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Identify opportunities for training, applied research, conferences, peer learning, guest speakers.	Eric	Spring 2023	ongoing	
Design a schedule or program to maintain this priority throughout the year.	Eric	Spring 2023	ongoing	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Support participation of Faculty in applied research projects, continue supporting Faculty in Professional development activities, and find new ways to support Professional development activities for the Technician Staff.		p. 8

***NOTE: Add "Planned Actions" and "Recommendations" tables if there are distinct themes within each Goal.***

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Transformational learning experiences.
Social responsibility/ community relationships.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

## Resources

Faculty consultations

**Goal 12: Support PHOT Lab Technician with professional development opportunities and additional workplace resources.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Identify opportunities for professional development.	Andrew Hudyma	Spring 2023	ongoing	
Allocate department budget to support PD for our Lab Technician.	Eric	Spring 2023	Summer 2023	Completed. Lab Tech will get the same funding as faculty for yearly PD.
Discuss a p/t addition to share increasing workload.	Eric	Summer 2023	Summer 2024	Need to ask for more funding for our on call photo lab assistants.

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Technology, as well as current trends and practices, are changing rapidly. It is very important that Faculty and the technician be given time and resources to research and keep up with changes in technology and in the industry. Some of that is supported through the PD funds available to Faculty, but no such funds exist for the Technician employee. That position depends on the technician himself keeping current on new gear, software and how the photography industry is working. We recommend that the department / College explore options so that the technician also be given access and support for Professional development.		p. 6

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Social responsibility/ community relationships.

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**Resources**

Dean, Faculty of Arts

**Goal 13: Upgrade campus studios and equipment storage areas to faculty satisfaction.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
List studios and facilities requiring upgrades.	Andrew Hudyma	Fall 2022	Fall 2023	Andrew is liasing with facilities.
Consult with College to identify budgets and timeline.	Andrew Hudyma	Fall 2022	ongoing	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Upgrade campus studios and equipment storage areas to faculty satisfaction.	p. 22	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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Resources
Facilities

**Goal 14: Use the Professional Photography PAC more effectively to inform and support our program’s educational and outreach goals.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Re-evaluate industry areas where PAC representation is necessary.	Eric	Spring 2023	Fall 2023	
Assess diversity and inclusion in PAC membership, identify opportunities to strengthen inclusive representation.	Eric	Spring 2023	Fall 2023	
Update the PAC membership to include professions that collaborate with photographers, such as art directors and event planners, and members of other educational PACs.	Eric	spring	Fall 2023	
Before each PAC meeting, survey faculty and students for questions that PAC members can assist with.	Eric	spring	Spring 2023	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
Re-evaluate industry areas where PAC representation is necessary. Update the PAC membership to include professions that collaborate with photographers, such as art directors and event planners, and members of other educational PACs.	p. 24	

***NOTE: Add “Planned Actions” and “Recommendations” tables if there are distinct themes within each Goal.***

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Social responsibility / community relationships

**Academic Plan 2025 Lens (only include the title of the lens)**

Transformational learning experiences.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

**Resources**

PAC, Faculty workshops

**Goal 15: Build an engaged Professional Photography alumni community that continues learning post-graduation from Langara and nourishes the student learning experience.**

*Planned Actions: What Planned Actions will the department complete to achieve this goal? Add or remove rows as needed.*

Planned Actions	Led by	Begin on	Anticipated Completion	Notes
Build an alumnus registry.	Catharine	Spring 2023	Spring 2024	
Identify outreach & communication channels.	Eric	Summer 2023	Summer 2024	Faculty conversation
Assess the gap left by Continuing Studies Photography withdrawal.	Eric	Fall 2023	Fall 2024	
Identify programing to support Photography alumni from RS and CS programs.	Eric	Fall 2023	ongoing	
Assess viability of delivering extended, advanced programs and events.	Eric	Fall 2023	ongoing	

*What Self-Study or External Review Recommendations do the Planned Actions support? Check the appropriate column to indicate if the Recommendation is from the Self-Study or External Review. Add or remove rows as needed.*

Recommendation	Self-Study (specify page #)	External Review (specify page #)
The department should be given access to their alumni list or find a way to reach out to alumni more effectively. This is one of the greatest resources in determining where there may be holes in curriculum, or practices within the program. This can help determine where alumni are successful, what types of jobs are actually available, and what things they wish they had learned in their time at langara College. This could also help fill positions with the PAC.		p. 7

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Social responsibility / community relationships

**Academic Plan 2025 Lens (only include the title of the lens)**

Holistic student engagement and support

Curiosity, creativity, and innovation: create the future together.

Transformational learning experiences.

*What resources will be used to achieve this Goal? Indicate if existing resources will be used or if additional resources are requested.*

**Resources**

Continuing Studies, IR, Communications