

Application Date



California Community Colleges

APPLICATION FOR APPROVAL—NEW OCCUPATIONAL PROGRAM

<p>Entertainment and Theatre Technology <small>PROPOSED PROGRAM TITLE</small> Saddleback College <small>COLLEGE</small> South Orange County Community College District <small>DISTRICT</small> Fall 2009 <small>PROJECTED PROGRAM START DATE</small></p>	<p>Kent McFann <small>CONTACT PERSON</small> Professor <small>TITLE</small> 949 582 4757 o 818 640 8457 m <small>PHONE NUMBER</small> kmcfann@saddleback.edu <small>E-MAIL ADDRESS</small></p>
<p> <input checked="" type="checkbox"/> CERTIFICATE <input type="checkbox"/> A.A. DEGREE <input type="checkbox"/> A.S. DEGREE <input type="checkbox"/> LIMITED DURATION, until _____ </p>	

PLANNING SUMMARY

Recommended T.O.P. Code		Estimated FTE Faculty Workload	
Units for Major—Degree		Number of New Faculty Positions	
Total Units for Degree		Est. Cost, New Equipment	
Required Units—Certificate		Type of New/Remodeled Facility	
Projected Annual Completers		Est. Cost, Library Acquisitions	
Projected Net Annual Labor Demand			

APPROVAL CRITERIA

Approval Criterion	Pg. # in App.	Section	Chancellor's Office Use
MISSION	3	1. Statement of Program Goals and Objectives	
	4	2. Catalog Description	
	4	3. Program Requirements	
	5	4. Background and Rationale	
NEED	6	5. Enrollment and Completer Projections	
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-	14. Recommendation of Regional Consortium		
QUALITY	14	15. Display of Proposed Sequence	
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FEASIBILITY	16	19. Library and/or Learning Resources Plan	
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SUBMIT THREE COPIES OF THIS FORM AND ALL ATTACHMENTS

REQUIRED SIGNATURES

Program: Entertainment and Theatre Technology _____ College Saddleback College

LIBRARY AND LEARNING RESOURCES

Library and learning resources needed to fulfill the objectives of the program are currently available or are adequately budgeted for.

DATE

SIGNATURE, CHIEF LIBRARIAN/LEARNING RESOURCES MANAGER

TYPED OR PRINTED NAME

VOCATIONAL REQUIREMENTS

Program fulfills the requirements of employers in the occupation, provides students with appropriate occupational competencies, and meets any relevant professional or licensing standards.

DATE

SIGNATURE, DEAN OF OCCUPATIONAL EDUCATION

TYPED OR PRINTED NAME

DATE

SIGNATURE, CHAIR, OCCUPATIONAL ADVISORY COMMITTEE

TYPED OR PRINTED NAME

Program was recommended for approval by Regional Occupational Consortium on _____ (date).

DATE

SIGNATURE, CHAIR, REGIONAL CONSORTIUM

TYPED OR PRINTED NAME

LOCAL CURRICULUM APPROVAL

Program and courses within the program have been approved by the curriculum committee and instructional administration, and satisfy all applicable requirements of Title 5 regulations.

DATE

SIGNATURE, CHAIR, CURRICULUM COMMITTEE

TYPED OR PRINTED NAME

DATE

SIGNATURE, CHIEF INSTRUCTIONAL OFFICER

TYPED OR PRINTED NAME

DATE

SIGNATURE, PRESIDENT, ACADEMIC SENATE

TYPED OR PRINTED NAME

COLLEGE PRESIDENT

All provisions of Title 5, Section 55130(b) have been considered. All factors, taken as a whole, support establishment and maintenance of the proposed instructional program.

DATE

SIGNATURE, PRESIDENT OF THE COLLEGE

TYPED OR PRINTED NAME

DISTRICT APPROVAL

On _____, the governing board of _____
District approved the instructional program attached to this application.

DATE

SIGNATURE, SUPERINTENDENT/CHANCELLOR OF DISTRICT

TYPED OR PRINTED NAME

Mission

1. Statement of Program Goals and Objectives

a. Mission and Objectives of the Program

Mission Statement

To provide the student with skills and knowledge for entry-level employment opportunities in the entertainment industry; including theatre, theme parks, television, movies, corporate events, trade shows, sporting events, faith based events and all other forms of live entertainment.

To prepare students through coursework, hands-on application, and career information for a vocational certificate, AS degree, AA degree or to transfer to a four-year university or conservatory to major in technical theatre or design.

To provide existing employees in the above stated areas with upgraded skills and technical knowledge.

Objectives:

To provide the students with essential skills and technical knowledge needed to set up and run a theatrical event while using standard practices of the industry.

To provide students with the knowledge needed for supervision of an entertainment event from conception, through construction, and installation for audio, lighting and scenic elements.

To provide students with a comprehensive foundation of technical theatre practices while providing them with the technology advances used everyday in the entertainment industry.

To assist the student through internships and cooperative work experience and to prepare them for seeking work in related area of interest.

To enable those in the industry to increase and upgrade their knowledge and skills and to keep current with emerging technologies to assist them to move up the career ladder within their industry.

To assist students seeking advanced degree at four year universities or conservatory by encouraging activities that promote the development of skills and knowledge and pursuing nearby internships for experience.

To impart a working knowledge of the Theatre and Entertainment vocabulary, techniques, safety procedures, supplies, equipment, and standard practices of the industry.

b. Department of Theatre Arts Mission Statement

To Provide Access to excellent Theatre learning opportunities that promote student success; to foster intellectual growth, individual expression, and to support a dynamic and diverse environment of innovation and collegiality.

c. Theatre Arts Department Vision

To inspire and develop through excellence in Theatre education a community of diverse learners dedicated to achieving their full potential in our global society.

2. Catalog Description

The Saddleback College Entertainment and Theatre Technology certificate program provides the student with a career preparation for entry-level positions in the professional entertainment industry. A comprehensive and intensive two-year program offers students the opportunity to explore fundamentals of a wide variety of practical career opportunities. Technical theatre students participate in the hands-on experience of creating all of the technical elements of Theatre Arts Department productions as well as other live events on the Saddleback College campus.

3. Program Requirements

Core Courses:

<u>ID</u>	<u>Title</u>	<u>Total Units</u>
TA 1	Acting	3
TA 20	Theatre Appreciation	3
TA 40	Stagecraft	4
TA 100	Theatre Practicum and Lab	6
TA 101	Fundamentals of Design and Graphics for the Theatre	3
TA 103	Entertainment Work Experience	1
TA 142	Theatre Production	2.5
	Select from Appreciation and History	3
	Select from Restricted Electives	4-7

Appreciation and History:

<u>ID</u>	<u>Title</u>	<u>Units</u>
ART 20	Art Appreciation	3
CA 30	History and Appreciation of Film	3
DANC 64	History of Dance	3
MUS 20	Music Appreciation	3
MUS 27	History of Jazz	3
MUS 28	History of Rock	3
TA 22	Musical Theatre History and Appreciation	3

Restricted Electives:

<u>ID</u>	<u>Title</u>	<u>Units</u>
MUS 118	Sound Recording	4
TA 41	Stage Lighting	3
TA 42	Costume Design	3
TA 44	Theatre Scenery Painting	2
TA 130	Theatre Management	3
TA 246	Theatre Audio Techniques	3
TA 102	Stage Management	3
TA 201	CAD for the Entertainment Industry	2

4. Background and Rationale

Based on conversations with employers in the entertainment industry in the Southern California and Las Vegas area, there is a need for knowledgeable persons to serve in the ever-expanding entertainment and theatre technology area. The Saddleback College Theatre Arts Department is often contacted by vendors in the entertainment industry to supply knowledgeable entry level technicians. Many of Saddleback College's past students are employed in Southern California's entertainment industry. Although many of our students have been successful in finding employment there has never been a formal technical theatre program at Saddleback College. Many of the courses and the production program have served as a good learning environment, and provide a general theatre education, however it did not focus on the specific knowledge needed in today's entertainment market. This left many of the students leaving Saddleback College to fill these jobs at a disadvantage and forced them to learn on the job. The Saddleback College Entertainment and Theatre Technology Certificate program will fill this void providing students with the knowledge needed to enter the industry with the specific skills needed to secure employment and provide potential employers an employee that will not need to be trained. The entertainment job market of today consists not only of theater but also theme parks, auto shows, faith based programs and venues, mass media, internet live casts, themed restaurants, casinos, corporate events, museum exhibits, convention booths, civic centers, and all the companies that support these industries. Support industries include lighting rental and retail companies, audio companies, drapery houses, prop shops, scene shops, party rentals, architectural firms, and many others. Many of these jobs need a broad knowledge of technical theater as well as the technology used in the industry today. Employers will be confident in the skill sets of a potential employee when hiring a Saddleback College Entertainment and Theatre Technology graduate.

This program also offers many courses that are transferable to four-year colleges and universities and which in combination with general education classes could lead to an Associate of Science degree or Associate of Arts degree. This is in line with the Mission and Goals of Saddleback College, the Division of Fine Arts, and the Department of Theatre Arts.

7. Similar Programs at Other Colleges in Service Area

A Certificate of Competence in Design and Technology is offered at MiraCosta College, in Oceanside, North San Diego County, it is, however, it is not as wide ranging in the skill set and course requirements as the Saddleback College Entertainment and Theatre Technology program. This institution is over 30 miles from Saddleback College.

A Technical Theatre Certificate is offered at Cypress College in Cypress, CA, however, it is not as wide ranging in the skill set and course requirements as the Saddleback College Entertainment and Theatre Technology program. This institution is over 30 miles from Saddleback College.

Fullerton College in Fullerton, CA has a pending certificate program in technical theatre including: Scene Painting, Lighting Technician, Sound Technician, and Stage Management. Fullerton College's proposed programs are very narrow in scope and specific to particular jobs. Saddleback College's program is designed to provide the student a vast skill base and knowledge in theatrical technology so that they can enter the job market in any area of the industry with ease, having the knowledge and skill sets that the industry is looking for to excel in any area.

Saddleback College's local feeder schools, Capistrano Unified School District and Saddleback School District, will provide enough students to maintain enrollment in the program. This institution is over 30 miles from Saddleback College.

This program should not be in conflict with other existing programs in the service area. An email has been sent to Steven Pliska, Fullerton College in an attempt to eliminate any confusion and to facilitate the education of both our students. (see appendices)

8. Labor Market Information

The information which follows was downloaded from www.labormarketinfo.edd.ca.gov Spring of 2008. Estimated and projected years: 2004 – 2014

Area/ Region	Occupation	Employment		Annual Average
		Est.	Proj	Openings
San Diego County	Ushers, Lobby Atten, & Ticket Takers	1990	2360	150
	Sound Engineering Technician			
	Media and Communication Equipment Worker, all others	340	400	13
	Media and Communication Worker, all others	160	180	4
	Drafters, Others	520	600	21
	Designers, All Others	230	270	8
	Costume Attendants	120	130	4
	Contraction and Related Workers All Others	980	1010	19
	Broadcast Technicians	320	340	10
	Audio / Video Technician	450	550	21
Orange County	Ushers, Lobby Atten, & Ticket Takers	2510	3020	194
	Sound Engineering Technician	No Data		
	Set and Exhibit Designers	No Data		
	Sales Representatives, Whole Sale and Manufacturing	5800	6930	265
	Riggers	No Data		
	Media and Communication Worker, all others	230	280	8
	Media and Communication Equipment Worker, all others	489	610	23
	Managers, All Others	11620	13250	389
	Make up Artist, Theatrical and Performance	No Data		
	Entertainment and Performers, Sports and Related Worker, others	No Data		
	Entertainment Atten.& Related Workers, other	670	930	46
	Education Teachers, Post Secondary	660	840	33
	Drafters, Others	440	520	19
	Designers, All Others	660	820	28
	Costume Attendants	No Data		
	Construction and Related Workers All Others	530	590	15
	Broadcast Technicians	170	200	7
Audio / Video Technician	540	660	25	

Area/ Region	Occupation	Employment		Annual Average
		Est.	Proj	Openings
LA County	Wood Worker All Others	No Data		
	Users, Lobby Atten, & Ticket Takers	4270	4460	262
	Sound Engineering Technician	2850	3480	133
	Set and Exhibit Designers	840	830	11
	Sales Representatives, Whole Sale and Manufacturing	8320	8990	286
	Riggers	470	520	16
	Model Makers, Wood			
	Media and Communication Equipment Worker, all others	No Data		
	Media and Communication Worker, all others	1750	1980	44
	Managers, All Others	25990	27610	668
	Make up Artist, Theatrical and Performance	260	290	8
	Entertainment and Performers, Sports and Related Worker, others	50870	55130	1046
	Entertainment Atten.& Related Workers, other	470	610	28
	Education Teachers, Post Secondary	1130	1400	105
	Drafters, Others	720	760	21
	Designers, All Others	730	830	23
	Costume Attendants	140	160	6
	Construction and Related Workers All Others	1320	1480	37
	Broadcast Technicians	2530	2930	102
	Audio / Video Technician	4310	5020	25
California	Woodworker All Others	2400	2200	70
	Users, Lobby Atten, & Ticket Takers	16100	17500	1060
	Sound Engineering Technician	3300	4100	160
	Set and Exhibit Designers	1700	1800	30
	Sales Representatives, Whole Sale and Manufacturing	47600	55900	2080
	Riggers	1200	1400	50
	Model Makers, Wood	No Data		
	Media and Communication Worker, all others	No Data		
	Managers, All Others	103400	115800	32600
	Make up Artist, Theatrical and Performance	No Data		
	Entertainment and Performers, Sports and Related Worker, others	49300	61700	1840
	Entertainment Atten.& Related Workers, other	2900	3600	160
	Education Teachers, Post Secondary	4200	5500	220
	Drafters, Others	3100	3600	130

Designers, All Others	2100	2600	90
Costume Attendants	No Data		
Construction and Related Workers All Others	9300	12100	430
Broadcast Technicians	4500	5300	190

9. Job Market Analysis

The information which follows was downloaded from www.labormarketinfo.edd.ca.gov Spring of 2008. Estimated and projected years: 2004 – 2014
County: Orange County, CA

Occupation	Annual Average Openings	Annual Mean Wage
Ushers, Lobby Atten, & Ticket Takers	194	\$17,564.00
Sales Representatives, Whole Sale and Manufacturing	265	\$80,931.00
Riggers	N/D	\$47,474.00
Media and Communication Worker, all others	8	\$42,794.00
Media and Communication Equipment Worker, all others	23	\$35,102.00
Managers, All Others	389	\$99,608.00
Entertainment Atten.& Related Workers, other	46	\$21,849.00
Education Teachers, Post Secondary	33	\$84,534.00
Drafters, Others	19	\$47,078.00
Designers, All Others	28	\$46,717.00
Construction and Related Workers All Others	15	\$42,486.00
Broadcast Technicians	7	\$40,264.00
Audio / Video Technician	25	\$58,548.00

10. Employer Survey

An informal survey was conducted by phone in the Fall of 2007. This survey was informal and consisted of a conversation with potential employers and companies who may be interested in providing internship and employment opportunities to students at Saddleback College. The companies surveyed included companies in the Orange County and LA County areas. The overwhelming response at that time was both positive and encouraging. Every one of the companies surveyed responded that they would preferentially hire students from Saddleback College over an applicant with no training.

In the Spring of 2008 a more formal survey was conducted by phone and email.

Questions:

Number of opening employer anticipates in the next year

Does the employer feel that this program would qualify students for entry level positions within their companies:

Would the employer preferentially hire students who have completed this program:

Answers: (see appendices)

11. Explanation of Employer Relationship

12 List of Members of Advisory Committee

Tim Swiss

Lighting Designer, Saddleback College

Professional Lighting designer, staff and faculty member of Saddleback College

Theatre Arts Department. Has knowledge of both educational, as well as professional needs of the industry.

Joe D. Aldridge

Coordinator of Entertainment Engineering and Design Program,

University of Nevada, Las Vegas

Coordinator of a new and exciting program combining the School of Engineering and School of Theatre at UNLV. Has knowledge of the needs of theatrical technicians in venues which use modern automated and computerized scenery, as well traditional practices. Vice President of USITT. Member of ESTA certification council. Faculty member at transfer institution.

Irene Hutton

Owner

California Stage and Lighting

Possible employer of students and possible internships. Owner of one the largest rental and retail shops in Orange County.

Bob Cox

Partner / Owner

Scenic Highlights

Scenic Highlights is an independent shop in the heart of the Hollywood industry. Bob Cox can provide insight into the skills and knowledge needed at today's shops and production houses.

Robert Barnhart

Television Lighting Designer

Full Flood, inc

Professional Lighting designer, Robert Barnhart can provide insight and knowledge into the ever-changing television and special event lighting industry Robert Barnhart has numerous Emmy awards and has worked on some of the biggest awards shows and television specials currently produced.

Kent McFann

College Professor, Profession Designer

Saddleback College

Head of the technical theatre program at Saddleback College. Professional Art Director for television and set designer for theatre.

April Sayegh

Stage Manager, Educator

Has a BA in theatre with completed units in both acting and technical theatre. MFA in Stage management. MS in education. Past employment in professional theatre including LA waver theatre, summer theatre, summer stock, theme park, and Las Vegas entertainment.

Stephanie Young

Production Manger, Educator

California Institute of the Arts

Founder and developer of Santa Rosa Repertory Theatre. Production manager for SRT and Colorado Shakespeare Festival. Board of Directors of USITT, Asst. Dean, General Manager, Head of Stage management Program of Theatre at CalArts.

Mark McQuown

Entertainment Professional

Freelance art director and technician in the entertainment industry and educator. Has worked in almost every aspect of the entertainment industry. A member of AEA, writers guild, and others. Has knowledge of what skills are needed to stay employed in the industry. Past chair of the theatre program at University of Denver, Boulder, past faculty of CalArts, and present adjunct faculty at Saddleback College.

Kate Realista

Director of Performing Arts, Operations

Saddleback College

Member of AEA, stage manager, actress, worked as artistic director, producer and educator. B.A. Cal State Fullerton, Music; M.F.A. San Diego State University, Fullerton, Musical Theatre; M.A. San Diego State University, Performance Theory. Has worked in various regional theatres across the U.S. Ms. Realista has an extensive background in theatrical management with Pixar, Disney, Buena Vista Pictures and Universal. Director of Performing Arts Operations and director of the Saddleback College International Guest Artist Series. 1997 U.S. Citizen Cultural Ambassador to the People's Republic of China.

Rocco Cifone

Division of Fine Arts, Dean

Saddleback College

13. Minutes of Key Meeting / Recommendations

See appendices

14 Recommendation of Regional Consortium

QUALITY

15. Displays of Proposed Sequence

Semester 1			
TA 20	Theatre Appreciation		3
TA 40	Stage Craft		4
TA 142	Production		.5
TA 100	Theatre Practicum and Lab		2
	Semester Total		9.5
Semester 2			
TA 100	Theatre Practicum and Lab		2
TA 142	Theatre Production		.5
TA 240	Advanced Stage Crafts		3
TA 101	Fundamentals of Design and Graphics for the Theatre		3
	Semester Total		8.5
Semester 3			
TA 1	Acting		3
TA 100	Theatre Practicum and Lab		2
TA 142	Theatre Production		.5
	Select 1 from Restricted Electives		3
	Semester Total		8.5
Semester 4			
TA 103	Entertainment Work Experience		1
TA 142	Theatre Production		1
	Select 1 from Appreciation and History		3
	Select 1 from Restricted Electives		2-4
	Semester Total		7-9
	Total Credits Needed for Certificate		32.5 – 35.5

16. Outlines of Record for Required Courses

Attached

17. Transfer Applicability

The program has many courses that are transferable to institutions of higher learning including colleges in the University of California (UC) and California State University (CSU) systems. Courses may also lead to an Associate of Arts or Associate of Science Degree in theatre. This is in alignment with the Mission Statement and Purpose of Saddleback College.

Core Courses

ID No	Title	Transfer	AA	AS
TA 1	Acting	CSU, UC	yes	Yes
TA 20	Theatre Appreciation	CSU, UC	yes	Yes
TA 40	Stagecraft	CSU, UC	yes	Yes
TA 100	Theatre Practicum and Lab	CSU,	yes	Yes
TA 101	Fundamentals of Design and Graphics for the Theatre	CSU,	yes	Yes
TA 103	Entertainment Work Experience			Yes
TA 142	Theatre Production	CSU	yes	Yes

Appreciation and History

ID No	Title	Transfer	AA	AS
ART 20	Art Appreciation	CSU, UC		Yes
CA 30	The History and Appreciation of Film	CSU, UC		Yes
DANC 64	History of Dance	CSU, UC		Yes
MUS 20	Music Appreciation	CSU, UC		Yes
MUS 27	History of Jazz	CSU, UC		Yes
MUS 28	History of Rock	CSU, UC		Yes
TA 22	Musical Theatre History and Appreciation	CSU, UC		Yes

Restricted Electives

ID No	Title	Transfer	AA	AS
MUS 118	Sound Recording	CSU		Yes
TA 41	Stage Lighting	CSU, UC	yes	Yes
TA 42	Costume Design	CSU, UC	yes	Yes
TA 44	Theatre Scenery Painting	CSU, UC	yes	Yes
TA 130	Theatre Management	CSU	yes	Yes
TA 246	Theatre Audio Techniques			Yes
TA 102	Stage Management	CSU	yes	Yes
TA 201	CAD for the Entertainment Industry			Yes

18. Program Evaluation Plan

Curriculum has been developed to ensure quality and consistency with the mission statement and goals of the program. Monthly meetings will bring faculty and staff members together to evaluate the program, students, and course offerings. Changes to the courses will be made as needed due to changes in the technology used in the industry. These changes will be identified by industry experts, the advisory committee and staff/faculty of the program. An annual evaluation will include, but not be limited to:

1. Flow and content of the individual courses and program
2. Facilities and equipment
3. Curriculum
4. Financial viability
5. Student enrollment, retention, and completion
6. Employer satisfaction with graduates

Graduates will be tracked and surveyed to assess the quality of the program

Student Learning Outcomes will be assessed annually by the department to discover if students are, in fact, learning what they are expected to learn in the courses offered by the program. SLOs are an integral part of the accrediting standards used by the accrediting agency for California Community Colleges (ACCJC) and is also a requirement of Saddleback College as a means of continual self-examination and reflection with the goal of improving the programs offered by the college.

Faculty evaluations are conducted according to the association contract.
Staff evaluations are conducted according to their contract.

19. Library and/or Learning Resource Plan

No new library or Learning Resources needed

20 Facilities and Equipment Plan

No new facilities or equipment are needed at this time. Facilities and equipment will be evaluated, by both staff and faculty and advisory board, on a continual basis so that the learning environment can stay current with standards of the industry. The McKinney Theatre has recently gone through a remodel of its lighting and sound system bringing it up to date with industry standards.

21 Financial Support Plan

No new funding will be needed.

22 Faculty Qualifications and Availability

a. The program will be staffed and managed by faculty who meet or exceed the State minimum qualifications. Most classified staff and faculty will have advanced degrees. Some of the specialized classes will be instructed by part time faculty who are “working” professionals and meet the State standards for instructors.

b. List of current faculty (see appendices for staff listing)

Kent McFann – Full Time Faculty – Technical Theatre and Design

Entertainment and Theatre Technology coordinator

California Institute of the Arts – BFA – Technical Theatre

SUNY Purchase – MFA – Set Design

Mr. McFann has worked a variety of positions from stagehand to Production Designer. His recent work has been as an Art Director/Production Designer for television. Mr. McFann was nominated for a Primetime EMMY award for his work on *Cher Live from the MGM*. He has also worked on designs for exhibits, museums and retail stores. Besides his work on productions, he is the co-creator of the MUT Handle and patented Pinsplitter.

Timothy Clark Swiss - Faculty/ Staff – Lighting and Sound

Syracuse University, B.F.A. – Drama – Focus in Lighting Design

Penn State University, M.F.A. (In progress) – Lighting Design

Member of I.A.T.S.E local 22

Mr Swiss is a lighting professional and educator. Mr Swiss served as the master electrician for the award winning Bay Street Theatre. Mr Swiss is the resident designer for the Celebration Theatre in Los Angeles where his design for the production of *The Bacchae* was nominated for the coveted Ovation award. Other credits include National tour of *A Christmas Carol* and Leslie Jordan’s one man show, *My Life on the Pink Carpet*. Mr. Swiss’ other credits include art exhibits and internet web-casts.

Diane Lewis - Faculty/ Staff - Costumes

23 Model Curriculum

There currently is no model curriculum available for this program.

24 Licensing or Accreditation Standards

Not Applicable

25 Student Selection and Fees

The program is open to all students according to the provisions of the South Orange County Community College District and Saddleback College. There are no fee other than standard fees set by Saddleback College and SOCCCD.

26 Programs Provided by Contract

Not applicable

Appendices Index

1. Minutes of Key Meeting / Recommendations
2. List of staff
3. Employer Survey
4. Fullerton College communications