

## **September 4 All Faculty Meeting**

The September 4 All Faculty Meeting focused on several key issues and updates. The Sodexo transition to dining services was addressed, with feedback on service improvements. The high school residence hall expansion was announced, aiming to increase capacity and support. The faculty workload policy was discussed, with a focus on balancing teaching, research, and service. The meeting concluded with a Q&A session addressing concerns about class scheduling and student debt.

### **Action Items**

- [ ] Elizabeth Davis to officially announce the Quality Enhancement Plan topic and leadership tomorrow
- [ ] Deans to meet with faculty before end of year to discuss workload plans for spring using percentage-based formula
- [ ] Patrick Sims, Rob Myers, and Sharon Hush to provide continuity in admissions process in absence of Director of Admissions

### **Outline**

#### **Approval of Previous Meeting Minutes**

- Jeffrey George calls for the approval of the minutes from the last meeting, which were sent to faculty council members.
- Dimitri moves to approve the minutes, seconded by Steve Lacosse.
- The minutes are approved without opposition.
- Jeffrey George introduces the chairs of the five standing committees to speak briefly on their work.

#### **Educational Policies Committee (EPC)**

- Janine Hawley, co-chair of the EPC, explains the committee's role in dealing with curricular items and its composition.
- The committee will focus on accreditation tasks in the coming two years.
- The committee will reach out to all representatives to gather faculty input on policy changes and accreditation requirements.

#### **Faculty Development Committee**

- Jeffrey George speaks on behalf of Rosemary Millar, who is unable to attend, about the committee's primary responsibility of overseeing funds for professional development.
- The committee had a good year last year in terms of allocating funds for travel expenses and other professional development opportunities.

- Communications from Rosemary Millar will be sent out soon regarding the process for applying for grants.

### **Faculty Rank Committee**

- Steve Lacosse explains the committee's role in making recommendations on faculty rank based on procedures and evaluations.
- The committee also helps write policy and reviews people outside the school serving on peer review committees.
- Jeff George emphasizes the importance of the faculty rank process and the work done by Steve Lacosse and others in implementing it.

### **Campus Development Committee**

- Michael Dodds, Chair of the Campus Development Committee, discusses the committee's role in advising the Chancellor and administration on all aspects of the physical campus.
- The committee is responsible for information sharing and discussing the future of the campus.
- The committee established a campus art subcommittee to address protocols for acquiring, curating, displaying, and preserving art on campus.

### **Faculty Welfare Committee**

- Anson Koch-Rein, Chair of the Faculty Welfare Committee, outlines the committee's mission to keep an eye on new health insurance vendors and workload policy changes.
- The committee is also interested in smaller-scale faculty wellness concerns and serves as a complaint box for less tractable faculty welfare issues.
- Anson emphasizes the importance of communication and connecting faculty with higher powers that may address their concerns.

### **Introduction of Kory Kelly, Vice Chancellor of Strategic Communications**

- Kory Kelly introduces himself as the new Vice Chancellor of Strategic Communications and shares his background in live theater marketing.
- Kory Kelly's team is focusing on recruitment, retention, performance marketing, industry thought leadership, and internal brand empowerment.
- The team will join faculty meetings in different conservatories to understand the work being done and share information.

### **Introduction of Wendy Emerson, Vice Chancellor of Finance and Administration**

- Wendy Emerson introduces herself and thanks the faculty for their critical work in teaching students.

- Wendy Emerson discusses the transition to Sodexo as the new dining partner and the feedback received from the faculty.
- Sodexo General Manager Martha Jackson and Dietitian Joni Trotter are introduced as key contacts for any dining-related needs.
- Wendy Emerson emphasizes the importance of the campus development committee and the role of the ABC facility in providing information to the administration.

### **Chancellor's Remarks and Institutional Priorities**

- Brian Cole expresses his excitement about the start of the semester and the energy brought by the faculty.
- Brian Cole highlights the importance of shared governance and the need for better communication between faculty and administration.
- Brian Cole mentions the Faculty Council retreat and the shared governance summit to discuss shared governance on campus.
- Brian Cole outlines the three main institutional priorities for the year: SACS reaffirmation of accreditation, high school residence hall program expansion, and comprehensive campaign planning.

### **SACS Reaffirmation of Accreditation**

- Elizabeth Davis, Director of Academic Planning and Institutional Research, provides an overview of the SACS reaffirmation process.
- The process involves information gathering, draft writing, and submission of the report, with SACS coming on campus for interviews next year.
- The Quality Enhancement Plan (QEP) will be announced soon, focusing on a specific topic and leadership.

### **High School Residence Hall Program Expansion**

- Brian Cole discusses the high school residence hall program and the need for a larger residence hall to accommodate growth and new initiatives.
- The state has approved a \$24.5 million investment for a new high school residence hall, which will replace the existing capacity.
- The proposal includes adding beds to the high school residence hall and creating living-learning facilities within the dorm.
- The goal is to make the high school program fully residential and to support the growth of high school programs and new initiatives.

### **Comprehensive Campaign Planning**

- Brian Cole emphasizes the importance of the next comprehensive campaign and the need to think in big strokes about transformational ideas.
- The campaign will focus on addressing student debt and making higher education more affordable for students.
- The campaign will involve ideating, creating white papers, and planning out the big ideas and needs for the institution.

### **Enrollment Management and Attendance Policy**

- Patrick Sims discusses the importance of enrollment management and the need to build an infrastructure to support students.
- The attendance policy will be updated with guidance to ensure students are supported and can complete assignments without penalty.
- The enrollment management search is underway, with a goal to bring candidates to campus in early February.

### **Faculty Workload and Service Committee Update**

- Rachel Williams reassures faculty about the workload policy process and the importance of refining the process over time.
- The committee is working on a formula involving percentages to create a workload plan for the spring.
- The committee is grateful for the support from colleagues and administrators in the process.

### **Q&A Session**

- Heidi McKiver raises concerns about the alignment of classes across campus and the impact on lunch times.
- Brian Cole acknowledges the concern and emphasizes the need for better communication between deans and faculty to address these issues.
- Reagan Mitchell asks about the institution's approach to addressing economic disenfranchising and student debt.
- Brian Cole discusses the need to think about a blended approach, similar to the Peabody Conservatory's model, to address student debt without going tuition-free.
- Eric Nottke and Jason Romney ask about the make-up of the search committee for VP of Enrollment Management, and about strategies for wrap-around services and retention after admissions decisions.