

Fall Semester All-Faculty Meeting
Wednesday, September 4, 12:45 – 2:00
Minutes

1. Call to order
 - a. Introduction of officers
2. Approval of minutes
 - a. Dmitri Vorobiev moves to approve minutes, Steve LaCosse seconds.
 - b. No discussion.
 - c. Minutes approved without dissent.
3. Introduction to Standing Committees (for information)
 - a. Campus Development Committee – Michael Dodds
 - i. Dodds discusses the committee's role in advising the Chancellor and administration on all aspects of the physical campus.
 - ii. The committee is responsible for information sharing and discussing the future of the campus.
 - iii. The committee established a campus art subcommittee to address protocols for acquiring, curating, displaying, and preserving art on campus.
 - iv. Dodds expressed particular interest in innovative uses of space, particularly to address needs for wellness, collaboration, reflection, and creativity, and he requested faculty reach out with ideas.
 - b. Educational Policies Committee – Janine Hawley
 - i. Hawley explains the committee's role in dealing with curricular items and its composition.
 - ii. The committee will focus on accreditation tasks in the coming two years.
 - iii. The committee will reach out to all representatives to gather faculty input on policy changes and accreditation requirements.
 - c. Faculty Development Committee – Rosemary Millar
 - i. George speaks on behalf of Millar, about the committee's primary responsibility of overseeing funds for professional development.
 - ii. Communications from Rosemary Millar will be sent out soon regarding the process for applying for grants.
 - d. Faculty Rank Committee – Steve LaCosse
 - i. Steve Lacosse explains the committee's role in making recommendations on faculty rank based on procedures and evaluations.
 - ii. The committee also helps write policy and reviews people outside the school serving on peer review committees.
 - iii. George emphasizes the importance of the faculty rank process and the work done by Steve Lacosse and others in implementing it.
 - e. Faculty Welfare Committee – Anson Koch-Rein
 - i. Koch-Rein outlines the committee's mission to keep an eye on new health insurance vendors and workload policy changes.

- ii. The committee is also interested in smaller-scale faculty wellness concerns and serves as a complaint box for less tractable faculty welfare issues.
 - iii. Koch-Rein emphasizes the importance of communication and connecting faculty with higher powers that may address their concerns.
- 4. Executive Leadership Team Introductions (for information)
 - a. Kory Kelly introduces himself as the new Vice Chancellor of Strategic Communications and shares his background in live theater marketing.
 - i. Kelly's team is focusing on recruitment, retention, performance marketing, industry thought leadership, and internal brand empowerment.
 - ii. The team will join faculty meetings in different conservatories to understand the work being done and share information.
 - b. Wendy Emerson introduces herself and thanks the faculty for their critical work in teaching students.
 - i. Emerson discusses the transition to Sodexo as the new dining partner and the feedback received from the faculty.
 - ii. Sodexo General Manager Martha Jackson and Dietitian Joni Trotter are introduced as key contacts for any dining-related needs.
 - iii. Emerson emphasizes the importance of the campus development committee and its role in providing information to the administration.
 - iv. Emerson concluded with an update on the legislative budget discussions, which might result in an updated budget after the election. North Carolina operates on a biennial budget, so we are still functioning under the parameters laid out last year.
- 5. Chancellor report (for information)
 - a. Brian Cole expresses his excitement about the start of the semester and the energy brought by the faculty.
 - b. Cole highlights the importance of shared governance and the need for better communication between faculty and administration.
 - c. Cole mentions the Faculty Council retreat and the shared governance summit to discuss shared governance on campus, as well as his visit to the Design & Production faculty retreat (along with the Provost).
 - d. Cole provides an update on the Equality in the University of North Carolina policy, adopted by the Board of Governors this past spring.
 - i. A new [Division of Institutional Engagement](#) has been created, with Dr. B. Afeni McNeely Cobham now serving as Associate Vice Chancellor and Vice Provost overseeing this work.
 - ii. Most of the action steps in the Equity, Diversity, Inclusion, and Belonging section of the Strategic Plan have been moved to the other four sections. The revised strategic plan has been approved by our Board of Trustees.
 - iii. Cole emphasized that UNCSCA remains committed to the core principle of belonging, and feels that we have been successful in preserving the important parts of our work in that area.

- iv. In particular, the two realms of academic freedom in the classroom and student-driven activities are expressly protected under the new policy, and Dr. McNeely Cobham will lean into those to support faculty and students.
 - e. Cole outlines the three main institutional priorities for the year: SACS reaffirmation of accreditation, high school residence hall program expansion, and comprehensive campaign planning.
 - f. SACS Reaffirmation of Accreditation
 - i. Elizabeth Davis, Director of Academic Planning and Institutional Research, provides an overview of the SACS reaffirmation process.
 - ii. The process involves information gathering, draft writing, and submission of the report, with SACS coming on campus for interviews next year.
 - iii. The Quality Enhancement Plan (QEP) will be announced soon, focusing on a specific topic and leadership.
 - g. Cole references the CSI Initiative and ongoing work in the area of student and faculty wellness, and emphasizes the importance of following through on the steps already implemented and those that remain.
 - i. The Provost Office is working to find a scheduling consultant to help us find efficiencies, including common start and stop times for classes.
 - ii. This work overlaps with SACS in that it requires self-assessment.
 - h. High School Residence Hall Program Expansion
 - i. Cole discusses the high school residence hall program and the need for a larger residence hall to accommodate growth and new initiatives.
 - ii. The state has approved a \$24.5 million investment for a new high school residence hall, which will replace the existing capacity.
 - iii. UNCSA will be requesting a new quote that includes adding beds to the high school residence hall and creating living-learning facilities within the dorm.
 - iv. The goal is to make the high school program fully residential and to support the growth of high school programs and new initiatives.
 - v. Expansion of the high school could include a film program, which would be the only one of its kind; increasing the drama program to two years; and the possible addition of another program in D&P that would pipeline into its undergrad major programs.
 - vi. There is demonstrated demand for these high school programs, and therefore they could be the backbone of a more sustainable enrollment footprint for UNCSA.
 - i. Comprehensive Campaign Planning
 - i. Cole emphasizes the importance of the next comprehensive campaign and the need to think in big strokes about transformational ideas.
 - ii. The campaign will focus on addressing student debt and making higher education more affordable for students.
 - iii. The campaign will involve ideating, creating white papers, and planning out the big ideas and needs for the institution.
- 6. Provost report (for information)

- a. Patrick Sims discusses the importance of enrollment management and the need to build an infrastructure to support students.
 - i. The VP of enrollment management search is underway, with a goal to bring candidates to campus in January or early February.
 - ii. The position is funded from a vacant line, and we will also need to consider redesigning the position of Director of Admissions.
 - iii. In the interim, Sims will work with Registrar Sharon Hush and Assistant Director of Admissions Rob Meyers to manage enrollment.
 - b. Sims indicates that the attendance policy will be updated with guidance to ensure students are supported and can complete assignments without penalty.
 - c. Rachel Williams reassures faculty about the workload policy process and the importance of refining the process over time.
 - i. The committee is working on a formula involving percentages to create a workload plan for the spring.
 - ii. The committee is grateful for the support from colleagues and administrators in the process.
7. Open Q&A Discussion
- a. Heidi McKiver raises concerns about the alignment of classes across campus and the impact on lunch times.
 - i. Cole acknowledges the concern and emphasizes the need for better communication between deans and faculty to address these issues.
 - b. Reagan Mitchell asks about the institution's approach to addressing economic disenfranchising and student debt.
 - i. 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.
 - c. 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.
 - i. Sims indicates that sensitivity to faculty bandwidth played a factor in the composition of the search committee.
 - ii. Sims gives a brief outline of the broader picture of enrollment management, which is much more than just admissions.