



AGENDA

Attendees: Paul Stout, Winston Kyan, Natalie Oliver, Kiki Karaholaios, Luc Vanier, Melonie Murray, Alex Barbia, Kevin Hanson, Paula Lee, Miguel Chuaqui, Hasse Borup, Elizabeth Craft, Cathy Clayton, Michelle Addison, Gage Williams, Sarah Shippobotham, Xan Johnson, Margo Andrews, Cece Otto, Colleen Hirst, Sarah Projansky, Liz Leckie, Karineh Hovespian, Brooke Horejsi, Sydney Cheek-O'Donnell, Dean Scheib

1. Approval of Minutes:

From September 15, 2017 Meeting

Dean Scheib welcomes everyone to the meeting. There are no changes to the minutes and they are approved.

2. Announcements & Reports:

- Dean's Report:

Dean Scheib says that this time of year is always search and budget season. He asks the chairs/directors to share the status of their searches current searches.

Gage Williams reports on the searches for Theatre: They have 2 tenure-track searches--one for MTP and one for Directing. They are excited to be running those. They just finished interviewing candidate #1 for MTP and over the next few weeks will have candidate #2 and candidate #3. He just sent off the request to bring 4 candidates for the Directing search. They have concluded Skypes with 12 candidates and now want to bring 4 candidates (one in-state). This is the 2nd try with the MTP search. Last spring they did one, but it was rushed, and they felt at the end of the process that they weren't comfortable with making a hire. They are hopeful and optimistic about both of these current searches.

Kevin Hanson reports on the searches for Film & Media Arts: They had a search last year that they didn't complete and they searched again this year. From that search they have hired Ha Na Lee to be in the Media Arts Production Emphasis. They are also in the middle of a search for an animation position, and they are currently Skyping with 5 finalists right now. The pool wasn't huge, but was had a lot of very sharp people.

Paul Stout reports on the searches for Art & Art History: They have a search in Photography and they are whittling that down to 9-10 Skype applicants. The other search in the department is an Illustration search. It's a new program for them. That position will be starting when the curriculum gets passed. There are 3 final candidates, and a question they have for the Dean. That will be asked after the meeting.

Miguel Chuaqui reports on the searches for the School of Music: They have 5 searches going on this year. In Piano, they had 54 applicants, and they are bringing in the finalists right now. In Percussion, they are looking at the finalists right now. The first one arrived for on-campus interviews on Monday. That had 48 candidates applying. The Composition/Theory search is a bit of a question mark in terms of where they are heading. Choral Music Ed is in the review process. They

have 20 applicants, and they have done the first cut for that. Music Theory is in a similar situation. They have 50 applicants for that.

Miguel Chuaqui reports on the Theatre Chair search: It's been a pleasure to get to know the faculty in Theatre. There was a pool of 20 applicants. They Skyped 8 applicants, and are checking references and potentially bringing in 4 candidates. It will become public once the candidates have been approved to come to campus.

Luc Vanier reports on the Visiting Assistant Professor that they are searching for in the School of Dance. The position has been posted for 2 weeks. They are hoping for someone who can focus on teaching the mens' class in Ballet.

Dean Scheib says that we hope to launch the Capital Campaign and the Strategic Plan at the start of next year. For the Capital Campaign, the Development Team has been restructured in the best way possible to conduct that campaign. We have a new Sr. Director of Advancement to lead the team, and they are having a lot of progress with stewarding donors. They looked at the rest of the team, as well. Devon Barnes was 50% in the CFA and 50% with Central Development, and now we have been able to find some funding to buy Devon out of her contract with Central Development. It came with it a slight promotion, and we are all happy about it. We added .5 FTE with that. We also made a change to April Goddard's FTE. She has traditionally been in the School of Music and we moved her to Full Time, and also we upped her assistant Autumn to .75 FTE. So, all-in-all we have added a full 1.0 FTE to the Development Team. We were able to do it resource-neutral by redoing some of where they are spending their time. The money was already there and we just redistributed it. We are much better set to be able to engage in this Capital Campaign because of that.

Also, so you are aware, we are looking at an October launch for the entire University Capital Campaign. We have some facilities that are a priority for our part of the Campaign. The FMAB is about \$12-15M in terms of our need there. The first phase is about 2/3 of the way towards accomplishing that goal. There are 3 donors who are committed to the Gittins Gallery, and we just have to finish up the final 3rd to reach our goal for that. We are optimistic of getting that nailed down. Also, we have Theatre moving from PAB to Bldg 73 and redesigning that space. We submitted a pre-proposal to a foundation to get funds to assist with that, but we weren't extended an opportunity to submit a full proposal. We will try again, though. We are also trying to find donors who would be interested in it. The University would contribute and State Money would go towards it, as well. The Dean is hopeful that this would transpire in a short amount of time. That building will be open in August and we are hoping that we don't have to wait to start moving things over to that facility. But there is a potential opportunity to move in while we are still fundraising for the renovations.

A member of the Council says that they will always have one foot in PAB, because of Studio 115. But they already have an administrative suite in Bldg 73. There are classrooms and a space for faculty meetings. It'll be a big deal for the students, too, because they can gather in the center atrium for the first time. It'll really develop some synergy to be in the same space and be just across from the Babcock.

A Council member asks if they will be able to dream about moving on to another theatre?

Dean Scheib says that there is still conversation and active work on a potential shared theatre with PTC and other partners. Location and cost are still being worked on, but it would be a 400 seat proscenium theatre and with potential housing close by so it could be a Living and Learning Center. That would be

negotiated with residential housing. There could be a parking opportunity there, as well. We're not alone in wanting something like this. We also have housing and the SVP's Office involved in this, so we have a lot of campus partners that really want this to fly. If it comes to fruition, it could happen fairly quickly. He will share more as he can share more.

Dean Scheib says that, in addition, we are always looking to increase our endowments and our scholarships. And then they have yet to whittle out what the units' pieces of the campaign will be. The shared theatre space is \$30M alone. So we have to assess the capacity out there and what we can actually achieve. We typically pull in \$4M, including the Professional Arts Organizations. Our piece of that is about ¼ Million. More news will be coming as we can share it, but that's where we are at currently.

Dean Scheib says that in terms of Strategic Planning: The Subcommittee Chairs and Strategic Planning Central Committee met to discuss the four major goals that we are addressing. It was a good conversation, and we are moving forward with the next steps. Right now we are forming a survey that will go out to the different constituent groups to get some information to further inform what initiatives we should be working on. That survey is projected to launch on March 12th. There will be an e-mail from the Dean's office when that is coming. He stresses that it is critically important for everyone to fill out the survey. We're going to make sure that it's not onerous, but if you don't take part, your voice won't be heard. We are aligning resources with the plan, so if you don't align with it, you won't receive the resources. So please remind everyone in your units to complete it.

With Student Success, the questions in the survey will be around the theme of "how do you define student success and where the barriers are." The themes that come out will be where we potentially create initiatives. Tagging along with the capstone idea is immersing students into a holistic environment to have an internship, apprenticeship or residency. We've been talking about it as a college for some time this year, and the university is interested in this. Institutions across the nation are talking about this. The University is proposing a 50/50 partnership with Career Services to support hiring an Internship Coordinator that would be housed in the College. They would coordinate internships (and apprenticeships and residencies). We made a bid for it, and our proposal was accepted, so we are going to be one of 4 colleges in this pilot program. This person will also be tied into ArtsForce. We're going to launch this in the Fall. They are wanting to focus on credit-bearing internships, and that something that we should be interested in, as well. A long-term goal that we want to have is tying internships into being part of the degree. This is further down the road, but is a goal that we have.

Dean Scheib says that in the Second Goal for our Strategic Plan, that is Generating New Knowledge. The questions that might be part of the survey are trying to find where people are stalling out in terms of research productivity, and how well they feel supported in conducting research, how familiar folks are with the resources available, and specific to underrepresented populations if there are additional barriers to conducting their research. In the past we've talked about Arts & Tech, Cultural Leadership, and Looking at Sound across all the domains. So we are investigating those types of things.

In Goal 3, the Community Engaged Learning goal, we are looking at what community-engaged learning is, what it looks like, and what needs there are for that.

In Goal 4, for Sustainability, they have found some themes emerging around compensation, grad program sustainability, facilities and equipment, attracting and retaining diverse students and faculty, removing barriers to interdisciplinarity, and

trying to change the class structures that are traditionally part of higher ed. Oftentimes in academia, hierarchies are really vertical and it gets in our way when all should be valued. So we want to create a horizontal structure to make us more productive.

Another part of this is related to developing a leadership pipeline. There is a theme across all the chair/director evaluations this year, and that is a lack of vision. The problem is that the structures within the unit make it difficult for the chair/directors to focus on more than just the minutiae. So this is looking at faculty leadership positions and government structures—looking at both the committees within the unit and the staffing in order to be more efficient and effective in the enterprise. We need to think of things in the larger perspective to see what are the better structures to move what we need to be doing to be able to free up the chairs/directors for visioning. This rolls out under sustainability for the future. We are already starting that process.

A member of the Council asks about the process for the Strategic Plan--what are the next steps? Dean Scheib says that there will be many other checks along the way—the Executive Committee will be involved, the College Council will be involved, and there will be feedback as we go through it. We still aren't developing initiatives yet--we are still finding out what the needs are. There will be mechanisms to get feedback on this. Not all of us will agree. Shared vision doesn't mean uniform or unanimous, but we can agree that in general it will be the direction we are going in for the next few years. If there is real negativity about something, we will re-evaluate. These initiatives are built on what you are telling us, though. And then we'll come back to you for feedback. If we get a low response rate, that is all we get.

- Dean's Staff Reports:

- Financial Updates – Assistant Dean Hovsepien

- Karineh says she spoke to the FCC about our tentative budget requests, but some of our requests have changed since then, so she wants to share more information. First of all, we have a search for a new Theatre Chair—and if we want to have salary partnership with the SVP's Office for an external candidate, we have to put it as a priority for our budget request. Second, this is year 5 of our 5-year faculty salary equity request of the SVP. In order to reach equity, the College would need \$642K. We are going to request that. We don't anticipate receiving all of that, but if we don't get it all, it points to the need for it to continue. And third is our request for General Education Funding.

- Sarah Projansky says that as many of you know, we teach 90-96% of the Fine Arts Gen Ed courses on campus. That is for the greater good, and something that every faculty member is committed to, but it costs us a fair amount of money to do it. The large lecture classes have TAs and the small studio classes are expensive and many of the classes we teach have to be with small groups of students in order to teach the course material. We have been doing a lot of data gathering in terms of what courses do the best recruiting, and we have eliminated a quarter of the FA designations (not the classes, but the designations). So that is the philosophy behind it, and Karineh and she will be working with the chairs/directors to put a dollar figure on what we need in order to deliver the high quality courses that we deliver.

A Council member asks if they have spoken with other people outside of this room, and what are their feelings about this? Sarah says that she has talked with other Associate Deans and with Ann Darling in UGS, and we aren't the only college who deliver a huge portion of the designations. So there is awareness on campus that this is a funding issue in a couple of pockets on campus. They won't be surprised that the Dean is going to put it in the budget proposal. We have a certain amount of power because we must continue to deliver these courses. So that gives us a position from which to argue.

The Dean says that the first step before we can make that case is that we have to reduce the FA courses to a reasonable number in their eyes. And then we look at what it costs for us to deliver it.

Sarah says that we have made that first good step, so we are on track to make that argument.

The Dean adds that if we have courses that are under-enrolling, then we want to push that enrollment into another FF course. It is being more deliberate in terms of reaching our goals.

A member of the Council says that in terms of the salaries and budget committee—the President fights hard with the legislature to get money. And a question came to the Academic Senate about how the colleges distribute that out.

Karineh says that what we do is take the Oklahoma State Report, which has average faculty salaries by rank and discipline, and we do a calculation between each person's salary and what the average should be for each rank and discipline. The amount that we request is over and above the campus standard (which has been 2% over the past few years). We have been getting more than other colleges on campus because of the case that we have been making. Even though the \$642K is a large number, 4 years ago it was \$8M. So we have come a long way, but we have a lot of work to do.

Karineh says that what has been taken off this budget request list is the Internship Coordinator, because we received that position. The other parts that we were originally going to request included previous CF&R requests that we put forward. We took both of those off the list because the acoustic retrofitting is #1 on the CF&R on the list. FMAB ADA Access is at the bottom of the CF&R list, but it sounds like it will be rolled into a different project. So both of those needs are being met in other ways.

Karineh says that enrollment went up just about 2% and we received Incentive Funding Model about that much, as well. What the College is doing is to hold back some money from the IM funds in anticipation of the chairs'/directors' urgent budget requests. So you get a baseline amount from the same pot of money that used to be productivity funding, and the rest is awarded based on requests.

Karineh mentions, as well, that you may have heard her complain over the years that we have had an unfunded mandate to increase the graduate TA Salaries by \$500 each year. This slide shows the negative financial impact of this unfunded mandate. If you look at the cumulative impact over 5 years, it's almost \$600K, and our budgets don't go up that much. So it erodes what we can do. We have been trying to fight that unfunded mandate. The OSU report has graduate student averages, and we are

already well over those 150 institutions. The average is around \$13,000, and we are at \$14,750. The Dean and Karineh made the case to Dean Keida, and he agreed to reduce the amount of the increase, so now it will be a funded mandate. We are stopping the hemorrhaging of the funding and the degradation of our graduate programs. In addition, we have secured \$120K in recurring graduate funding for each year. Each unit has been told of their allocations for each year.

Karineh says that for facilities, she and Evelyn Garlington spoke in the fall early-on, and Evelyn mentioned that she had done a whitepaper for the College of Science for their facilities needs. She agreed to do one for us. She is working on it for the CFA. If she hasn't already, she will be contacting the chairs and directors, and she will meet with some students, as well. For the College of Science, it resulted in significant attention and resources over the years. So it will hopefully help us, as well, to have an external source to cite.

Liz says that the student meetings have been set, but more students can come if they want. March 9th the Dance Students will meeting. March 30th the Art & Film students will meet, and then the Theatre students. Anything you want to do to help with that will be great. Sharing your opinion is a good thing to do.

Karineh says that we have had several security and safety issues—in the PAB, but also in the Art Building and FAW. So we are arranging for security assessments of every building in the College. The chairs/directors should have received invitations to meet with campus police. PAB and FAW already had this, the ART building is soon to be discussed. Also, we're planning to have college-wide trainings by campus police for safety and security situations. When you hear about them, please encourage faculty, staff, and students to attend.

A Council member says that one of the things that Music students did regarding the space, is they did a survey about practice rooms. Liz says that once Evelyn meets with the students, we'll have a better idea about how to create some more tailored questions.

Another member of the Council asks about faculty/staff salary and TA-ship needs. Is the university looking at the rising cost of housing in this area? Karineh says unfortunately not. Our average salaries are so far behind that we can only progress from here. It also hinges on what the resources of the university are. Generally the years that we've gotten less in our budget request the problem is that the university hasn't had as much to give. So hopefully the overall average includes higher housing costs.

Dean Scheib says that it's an issue for the state legislature, as well. If they are only giving us a 1% increase across the board, that is unsustainable. The resources that we can give are limited to what is allocated by the legislature. As Karineh is saying, the OSU report averages out the salaries from across the country, so it evens out and puts us in the middle.

Karineh says that it might be interesting when we reach equity to then make the cases about housing in the area. We have some solid sources to cite about just reaching equity. With graduate funding, we're above the average, so there we're a little ahead.

A member of the Council says that he has just heard about the legislative surplus. Has there been any news about that? No, but we will see what

transpires. The governor wants to offer a 3% increase, the legislature wants to offer 1%, and what happened last year was we got 2%. That will probably happen this year, but we don't know.

Another member of the Council asks what the healthcare cost increase is? Karineh says 4%, so the benefits cost overall is 2%, and individual premiums are expected to go up, as well. The university portion of 2% will be covered by the University.

- Special Reports:

- Funding for Student Capstone Projects

- Stephen Goldsmith (Undergraduate Studies)

- Stephen works in Undergraduate Studies and runs the capstone project. There is funding available for undergraduates across campus to complete their capstone projects. They have up to \$1000 for students for their capstone projects. They might need a camera or canvas, or a consultant for editing a film. He shows a film about the program:

- <https://www.youtube.com/watch?v=IDu7rHcArIM>

- A guest at the meeting asks if it the capstone has to be tied to an independent study class? No, but the UGS has an independent study course, if they need it.

- A Council member asks how many awards are offered each year? They have more funds available than they can give out.

- Another member of the Council asks how should they access the funds? They should go directly to the capstone program and apply.

- A Council member asks if it is a rolling deadline? Yes. They want to be responsive program.

- A different member of the Council says that if he goes to the website, it goes to submit an online application. Is that how they do it? Yes.

- Stephen mentions that if there is an Independent Study for the capstone experience, the SCH goes to the CFA.

- A Council member asks if the Theatre students did a senior project, could they get some lights? Yes. And could they leave them behind for other students? Yes. They have purchased equipment up to \$1,000. If students needed headshots, could they do that? If it was part of a capstone course, then yes.

- A guest at the meeting asks if students buy the camera, do they get to keep the camera afterwards? Yes.

- A Council member asks if the internal class has to have capstone in the title, or can it just be in the syllabus? It can be in the syllabus. So Senior Thesis, Senior Exhibition, Senior Dance Project can all fit.

Dean Scheib asks if there can be more than one capstone program in the units? Yes, especially if there are more than one-on-one with the professor.

- Academic Senate & University Committee Reports

- Winston Kyan – Academic Senate

Winston says that the Academic Senate meeting on Jan. 17th was when the 3 presidential candidates came to present to the Academic Senate. There was Ruth Watkins from the U, and Nick Jones from Penn State, and Tom Castellias from UVA. The other two candidates were engineers and provosts. The main issues that came up were donor influence and how they would deal with that. The power of athletic programs, navigating the legislature, Academic Analytics, and undergraduate student success.

There wasn't a lot of discussion about the arts in the meeting. There was some hesitancy to bring up specific programs, but the larger questions might resonate with some of you.

A member of the Council says that it was a huge turnout for the discussion, and it was well-represented. And Ruth Watkins referenced the humanities and the arts a couple of times.

- Justin Diggle – Senate Faculty Review Standards Committee & Senate Advisory Ad Hoc Committee on Faculty Review of Administration

Justin is on two committees, but the Review Standards Committee hasn't yet met this semester. A Council member asks Justin if there is anything he can do about that? The committee has had the Theatre RPT document for 7-8 months. It's followed the template and is ready to go, but it appears to be stalled. Is there anything we can do to move that forward?

Justin says that the number one thing that comes up is that people haven't followed the template and used the required language. So most of the meeting is spent crossing out the language and putting it back to the template form. He'll endeavor to give it a good read. A member of the Council asks Justin and Cathy Clayton to try and nudge them to move, since they are on the committee.

Dean Scheib asks if the committee is "editing by committee?" Justin says yes. A Council member asks if there is any other way to do it so it could be more efficient? They were doing that within his unit, and it took a long time.

A member of the Council says that he can try to expedite it if there is a complaint.

Another member of the Council says that the template is poorly written, and there are a lot of inconsistencies. Justin suggests that he contact Lincoln Davies about that.

A Council member says if the cycle is too slow, they have to expedite it. Justin agrees. A lot of the meetings, though, are getting bogged down in minutiae.

Sarah Projansky says that before it comes out of the College, she makes sure that it is as close to the template as the unit would allow.

Another Council member says that the model is a little confusing. What they are telling him is that there is a template that they want followed and not changed at all, rather than letting the units change it. This is very centralized, and hasn't been communicated to him in that way. The template is an RPT document itself, but they don't have the freedom to come up with their own guidelines.

Justin says that there are elements in the template that you cannot change. There are other places where you can change it. But there are certain areas that you cannot change.

A Council member would appreciate it if it was made more clear.

A different Council member says that Sarah did a great job matching the Theatre document to the template, and she sent it off on June 21st. But the committee hasn't even seen it yet.

Another member of the Council says that the productive thing to come out of this conversation is that College Council is deeply frustrated. Dean Scheib suggests doing a triage to look at the documents that are in the queue that will go through more quickly, rather than in the order that they arrived.

Justin says that is tricky, because Lincoln does a lot of it. Some seem simple, but are not. So it's harder to assess what is quick.

The Dean asks if this is the first time that members of the committee have heard that there are problems and people are frustrated? Cathy Clayton says they have heard it from other people in other areas. The Dean says that when it gets sent out and has to come back, it should go to the bottom of the pile.

A Council member says that the rules can be clearer. Cathy says they will take that back to the committee.

Justin moves on and says that he is also on the Senate Advisory Ad Hoc Committee on Faculty Review of Administration. This has been going for about 2 years now, and he's going to give a bit of history. The feeling was that the reviews of chairs/directors across the University were not consistent. So to begin with, they surveyed units and came up with some points. The solicitation of input from faculty, staff, and students was inconsistent, and the

information from the surveys were not provided back to the faculty, staff, and students. And there was a huge variety of ways that the reviews were done. The consensus of the committee was to explore the possibility of UofU faculty administrating the reviews. The upside was consistent reviews and faculty governance, and the downside was a lot more committees. Justin asked for input last year and got a lot of replies. The idea is that when a chair has a review, there would be high-ranking faculty from outside the college who would look at it. It wouldn't be published, but it would be an outside assessment to give a review point in the process. It got to the point where that was going to be presented to the Academic Senate, but it got stalled. The AVP for Faculty and SVP were reviewing their process for reviewing Deans. So the committee and AVP agreed to work together. People within the committee still feel that having an outside review of chairs and deans would still be relevant. There is resistance to that from the administration. And he thinks rather than a shorter narrative, they want an extended narrative that has a range of comments that include the survey results. Sometimes the narratives given back on the chair/dean review are not as extensive. There have been issues in various colleges where reviews have been done, but the information hasn't been shared. Some of this work from the committee has been given to the Academic Senate.

A Council member says that in looking at other institutions, San Diego has no faculty input whatsoever, and Colorado publishes it all online. The main thing that the committee was pushing for was outside reviews of chairs and deans, as well as being reviewed by the administration. Justin says one of the reasons for that is that everyone should know what was said. But that some faculty's voices could be lost and that some of the comments could be lost. They are in a holding zone right now, as the AVP finalizes how Upper Administration feels about it.

- Sarah Shippobotham – Senate Committee on Academic Policy
Sarah is the CFA representative on the Senate Committee on Academic Policy, and they are looking at Finals Week. In Theatre they have their finals the week before finals week, and then meet with their students to go over the results during finals week. Other PAC-12 institutions do it the same way. There is going to be a rule added potentially to the procedures to allow us to do our non-traditional finals during the last week of classes. Also, there will be a definition of what is considered a final.

A member of the Council says that on the academic calendar that Art (not Fine Arts, just Art) can hold their finals at a different time. And when she listens to students talk, one of the things that becomes problematic is that we often hold extensive finals

outside of finals week, because that impacts their courses outside of the college.

Sarah says that theoretically, most of the finals shouldn't overlap. From her department, they only schedule it during the class time and can't go over. A Council member says that going over is happening. So it would be good if language states that the time doesn't go over.

Sarah says that the rule isn't going to be finite, it will just give room. And it comes from a sense that we are shortchanging our students' time. It just needs to happen in a time when people are available.

Dean Scheib says at other institutions, if you are giving a final outside of the finals block, you have to alert administration about it.

Sarah says that it should go in writing in some respect that we can do finals outside of the finals week. Again, because the departments know what they are doing, and giving room in the policy to show that we are experts in the field. This is just holding people accountable.

A Council member asks about Reading Day. He's always asked to schedule things on Reading Day, is it a rule not to schedule anything on Reading Day? Yes. Liz Leckie says that if it is student initiated, then yes. But it can't be required by the faculty.

- Ad-hoc Committee on Career-line Review Policy

- Sarah Projansky

- Sarah Projansky says that the Ad Hoc Committee has started its work on the "Career-line Policy." The goal is still to bring it to this body this semester, but it might not happen. She encourages everyone to reach out to their representative if they have thoughts about this. They are starting a companion document that can't go into the policy, but are issues that have come out around this. The reps are: Winston Kyan, Mike Wall, Cathy Clayton, Connie Wilkerson, and Michael Horejsi. After this policy is approved, it will go to Justin and Cathy's committee. Any comments or suggestions, give them to Sarah.

3. Action Items: N/A

4. New Business:

The Date for the April College Council Meeting has been changed due to the Dean's Travel Schedule. Please note the new date and new time: It will now be on **April 6th from 3:00 – 5:00 pm.**

The meeting is adjourned at 4:07 pm

Future College Council Meetings: April 20th

Future Faculty Counsel Committee (FCC) Meetings: March 16th