

AGENDA

Attendees: Dean Tymas-Jones, Assistant Dean Leckie, Assistant Dean Hovsepian, Assistant Dean Horejsi, Paul Stout, Monty Paret, Cindy Chen, Celine Downen, Melonie Murray, Jennifer Weber, Sydney Duncan, Kevin Hanson, Sarah Sinwell, Paul Larsen, Sydney Goodwill, Stephen Koester, Eric Handman, Michael Wall, Chelle Reay, Nicole Robinson, Mike Cottle, Claudia Restrepo, Gage Williams, Chris DuVal, Denny Berry, Michael Horejsi, Carson Kohler, Penny Caywood, Marina Gomberg.

1. Call to Order:

Dean Tymas-Jones calls the meeting to order at 3:05 pm. He welcomes everyone to the meeting.

2. Approval of Minutes:

From September 25th Meeting

Dean Tymas-Jones asks for a motion for approval of the minutes. A motion is made and seconded. All are in favor and they are approved.

3. Request for New Business:

Dean Tymas-Jones asks if there is any new business that isn't already on the agenda. Hearing none, we will move on.

4. Consent Calendar:

- N/A

5. Dean's Report:

- 2016-2021 Strategic Plan

Dean Tymas-Jones says that we are in the final year of the Strategic Plan. He has asked his staff to issue a report on how well we have done. We have completed most of our six stated goals. For those of you who are new, what we did last time took us a few years to get it done. He would like to have a new plan done by next fall, if possible. Last time, we had an open meeting for faculty, chairs, and students. Anyone who was interested in helping develop a strategic plan was invited to show up. The question that was asked was "What does a College of the 21st Century look like?" And out of that came six stated goals, and then came the strategies to achieve those goals. The following summer the Executive Committee had a 2-day retreat at Snowbird and from that came the "hedgehog." We have done quite well, but we are eager to start the process again to assess how far we have come and look at specific goals for the next 5 years. What he would ask you to do is go back to your departments and announce to your colleagues that there will be a call coming for volunteers who would like to be a part of that dialogue. We probably won't start meeting until January. But at the first of next semester, we want to start the conversation, with the intent of having a plan done by March so that we can get it to the departments and be ready to embrace the plan by Fall of 2016. That's a big goal, but we can achieve it. Are there any questions? There are none.

- Nominations for Distinguished Alumni

Dean Tymas-Jones says that he has some names from your units from previous calls for nominations, people that we have been interested in and who were not selected previously or not available. But if you have new names, he is also interested. We ask for you to consider who should be nominated. He will send to the Chairs the list of who has already been considered. He will try to get these Alums selected during the Spring semester. Are there any questions? There are none.

- SNAAP Conference in March

Dean Tymas-Jones says that the Strategic National Arts Alumni Project (SNAAP) is having its annual conference at ASU. It is a conference that is open not only to faculty but also to students. We are encouraging our students to go. Does everyone know what SNAAP is?

It is an organization that since 2009 has been engaged in collecting data, information, and surveying anyone who has an arts degree from a university that is interested in getting feedback. They are asked about the degree they earned, was it valuable to them, what are the deficits, etc. The University of Utah has participated in 2009 and in again in 2013. If you go to the College's website and under the banner of Alumni, you'll see SNAAP. If you click on that, you will see what the last cohort of Alums who participated said about this program. Also, last time we participated in the process, we made available to each department specific responses from their alumni. Each department was to use that data and have conversations about it, especially in terms of any changes in terms of curricula and co-curricular activities. The purpose is to reflect, assess, and make changes where necessary. We have already joined SNAAP, but we're not going to do the evaluation again for another few years, in order to give us time to respond to their feedback. So if you are interested in hearing about what our Alums say about their experiences in the Arts, go to the website. If you are interested about your particular program, go to your department chairs.

6. Dean's Staff Reports:

Assistant Dean Horejsi

- Arts Administration (with Sherry Wagner-Henry)

Dean Tymas-Jones says that about 3 years ago the EC had a retreat and at that retreat one of the things that we talked about was reviving the development of an Arts Administration Degree program. Several years before Dean Tymas-Jones arrived, there was a program (about 25 years ago). It was a successful program—there are several successful individuals in our community who graduated from that program. There are also graduates from the program throughout the country. We have been having conversations about moving toward having a program again. And the conversations that we had were not to just jump right into that—we thought it would be better to have a fact-finder to find out what our faculty feel about it, and what the community at-large would feel about it. Brooke Horejsi made a recommendation that we bring in Sherry Wagner-Henry who started the Arts Administration program at the Bowles Center in the School of Business in University of Wisconsin. He met Sherry at the a2ru conference last year, and it was refreshing to have her come in and gather data for us to help us design a program. In terms of the conversation, we have kind of been looking at a graduate program. He has asked her today to share with you what she has learned on her two trips. She has interviewed students, community members, faculty & administration here on campus, and she has also had a conversation with our department chairs. So she has gathered information from many sectors. He is interested in getting your response to the information that she will share with you today. Then, when she comes back we will have a town-hall meeting to see if this is the direction where the College should go.

Sherry says that she will make this short and sweet. She wants to say that the Bowles Center at UW-Madison, she didn't start. That program was started in 1969 by a business professor who was also an artist. He wanted to ensure the sustainability of the arts ecosystem for years to come. She is also on the board for Arts Administration Educators, and they were interested to see what will be added to the field that is unique from Utah. For her, it was immediately apparent that we needed to start a process called "Asset Mapping." And that is digging in and talking to people. At this point she has met with people on campus inside and outside the College, she has meet with students, and just trying to assess what everyone wants to do and what would make the most impact. We wanted to see if people wanted to participate in this, how would they like to participate? The other reason for today's meeting is transparency—so that there is a lot of vetting and getting buy-in from the different constituencies. The conversation that was had with students was incredibly instrumental. We talked about their needs, and found that while Liz Leckie and others do great work with co-curricular activities, there isn't really a lot of curriculum for students to take advantage of. So we thought about two different strands of this—how to promote yourself as an artist and a business, vs a graduate program. And we don't have any preconceived notion as to what those might look like. We are just trying to get a sense of what is available to us right now.

Sherry asks if anyone has questions about what we've done so far? A Council Member asks what the next step is? Sherry says that the next step is that Dean Tymas-Jones has

asked her to do an inventory of the different models that are already out there. And at the same time, she is going to help us take a look at different degree programs that might work for our students. The people involved in this are really invested. There are also concerns—especially in terms of cost and how that might affect students. And then she will work with the College to think of options that might be applicable.

Dean Tymas-Jones says it takes a long time to get curriculum approved on this campus. Where we are sitting right now, it would be Fall 17 before we could have the first class in the program. What we are trying to do is determine--does this plan have the endorsement of the College Council so we can move ahead in terms of putting together the foundational personnel who can help us build the program? We can tell you this much, that it shows great interest among our students. Our students are interested in this option as an arts major. And the conversation that he last had with the Executive Committee, they thought it was a sound direction for the College to move in. That has been the impetus of starting down this track and trying not to create a program in a vacuum.

A Council Member asks if anything has been decided yet in terms of undergraduate or graduate track yet? Dean Tymas-Jones says no. We have only decided to do an introductory-type course. Brooke Horejsi says that we will get to the point where we will need a committee to drive it. The same Council Member says that there would be a lot of interest from the Masters students as a track or option along those lines.

Sherry says that a couple of other things that came out of her conversation with the chairs included—what do you mean by trying to do something different from what everyone else is doing across the country? You might know that there is “creative placemaking” that is coming in the future. She is betting on that becoming even stronger—to train community leaders who do that work through an arts and cultural lens. But the approach is to make the opportunities available for our students the broadest approach possible so that if they don’t make a living as a visual or performing artist, that there are other options of making a living in the arts. We had a lot of good positive feedback from the community leaders that were met with yesterday, as well. The idea of experiential learning is that they all want to contribute to internships and they wanted the students to get paid for the work that they do. And for them it was showing their investment in the idea.

A member of the Council asks if Sherry got any interesting feedback from the campus or community that would make this program unique? Sherry says she heard that the community is recognizing that the field of arts management was moving more into a community development or cultural management or non-profit work.

Brooke Horejsi says that the conversation was centered around making sure that this isn’t just a stand-alone graduate program—that there is some component so that you can opt-into exploring it as an undergraduate, or if it includes a relationship between grad and undergrads that was a mentorship structure. Usually in other areas it is where there is a TA teaching a large class. And that is unique to both the student and campus community conversations.

Sherry says that one other observation that came out was being thoughtful about who is involved in the conversation, and that there are resources available already. On the flipside, are there opportunities for existing faculty in the CFA to participate, and what would the cost for that be? And in the same way, looking at the community of practice that we have in SLC that we have.

Assistant Dean Hovsepian

- Fine Arts West

Karineh says that she wants to give everyone an update on what was formerly known as the West Institute, and now is known as Fine Arts West. At an Executive Committee meeting last May, Gage Williams brought up an idea for looking at the space that could create a dance studio that could serve the Theatre and Dance departments. So everyone involved (Brent Schneider, Gage Williams, Steve Koester, and Karineh) met to look at the building. Since then a lot of improvements have been made. The sign was just changed today from West Institute to Fine Arts West. It’s going to be part of a capital

improvement project that is submitted to the legislature. It's an imperfect building at best, but we have hundreds of students in classes there. So we have to make the best of it. What the Dean decided to do was commit a good portion of instructional equipment and facilities funds to these improvements. The fireplace room has now become the studio. It is being used by MTP and Ballet. Brent Schneider agreed to oversee the construction of this over the summer, and we did a rush on that to get it done over the summer. Not everything was able to be done, like for example a half-wall had to be created for ADA compliance rather than a full wall like they had initially planned for. All new bannisters have been put in, and room 110 was redesigned and re-carpeted and brightened up. Room 101 was renovated and redone. And another big problem was that the whole building shared a single DSL line. All of this connectivity was shared through basically a coffee straw. We were able to work with UIT and now there is WiFi in the building. Another improvement was security measures. With the focus on the new minors policy, we had to make sure that the security measures in the building were taken care of. There are so many, it was surprising. We have installed 12 security cameras around the building—especially with Youth Theatre and Prep Division students being in there. The B TSAEC has amazing security measures, and this building had very little. The back door has now become an alarmed exit because it had been used by faculty, staff, and students before, and it was just left open.

Karineh asks Penny Caywood and Gretchen Tanner to come down to talk about issues that they have found with security in the building. She is going to send out an e-mail to everyone involved with information from legal and risk management, as well. Karineh displays some pictures of Fine Arts West.

Gretchen says that in terms of the back door, students will walk down that hall, and to keep the children safe from unwanted individuals coming through this door, it is locked and armed. However, several people have keys to it, and every day that she has checked this week, it has been unarmed.

Dean Tymas-Jones says that we have little children in this building. We have women in this building. This door, before we changed it, was the way that homeless individuals would come into the building and make themselves a home. That was problematic before, and now we will have children in that hallway. And if someone forgets to lock that door, then someone who shouldn't have access to that building could get in.

Karineh says that in August we had an incident where a homeless individual slept overnight in the building and in the morning chased a female worker into a closet with a machete. It really is a problem.

Penny says that because there is parking behind the building, people want to get to the first door to the building. And some people think that they should disarm the door during the day to let people leave, but that shouldn't take place. The other problem is that the parking lot is completely covered, so it is not a safe place for drop off and pick-up of students. If it doesn't change, we're going to have to go to a drastic conclusion where only two people have keys.

A Council Member asks about the other door. If you go through that door there is another hallway—he asks if someone could get the key to that and then take the key away from the other door. That way they don't disarm that main door. So they unlock it to get in, or the else the door locks itself.

Penny & Karineh says that they had talked about it. But the question before had been why there were too many exits.

Karineh says that they were supposed to be able to disarm the door, and then arm it again, but they're not arming it again.

A Council Member says if you take the key away and then if these two ever check that door, and it's unlocked, put an automatic lock on that door.

Dean Tymas-Jones says that the way to do it is to make it automatically lock, and then you can't unlock it.

Karineh says that often doors which automatically lock like that have been propped open. The next picture is next to room 130 in the back.

A Council Member says that nobody needs a key to that door.

Another member of the Council says that we are notorious about leaving doors propped open.

A Council Member says that it should be that the first time you find the door unlocked or propped open, then everybody loses their key.

Penny says that was the thought before when the whole building was going to be rekeyed. However, the rekeying has been put on hold.

Karineh says that the whole idea of one-strike and you're out, might be a good idea.

Gretchen says that students are leaving the building that way, as well.

A Council Member says that homeless people try to go to Fine Arts West when they can't get into PAB. A different Council Member says that FMAB has the same problem. And the University installed a C-Cure system that can be disabled by anyone who nudges it just slightly. Karineh says that they will talk more about this outside the meeting.

Penny says that the other thing they were asked to talk about is the new minors policy that is coming into play shortly. It's a draft right now. It's a policy for anyone under the age of 18 who comes to campus to do anything. And it covers any instructors working with them, and volunteers, as well. Background checks need to happen, and not being alone with minors. Also any programs that have youth programs have to register, and there will be forms that need to be filled out, as well as training that needs to be done. It's a good move for all of us, and Gretchen has met with lawyers to explain how our programs work.

A Council Member asks what happens when kids come here for recruitment trips? Liz Leckie says that the people that they are staying with have been background checked. The Council Member asks what if they want to meet with a professor while they are here? Liz says that our professors have had a background check done already.

Dean Tymas-Jones says another way to handle it is like the Prep Division is doing, have windows in your doors, or have them meet in public places.

The Council Member asks about when UTA comes here on campus? Dean Tymas-Jones recommends that he contact Krista Pickens about it for specifics.

Liz says that if a teacher or volunteer is always going to be present who has a background check, then it will be OK.

Brooke Horejsi says that UTA probably has standards that they should follow. The Council Member says that he talked to them about it, and their jaws dropped. It's people from other universities, and from out of state, etc, so they might not have had a background check.

Penny says that they have been doing background checks on their teachers for a while.

Karineh shows another picture and says that the door going into the apartment at FAW is going to be sealed over. The HVAC is still having problems, and there are temporary measures right now. They are going to try and put in the capital improvement proposal so that it will go in next summer, but it will probably be the next summer after that. Any questions?

A member of the Council asks about the storage door in the studio where the sound equipment is kept. They have the keys to it, but there is another lock that is often locked, and then they don't have access. They put in a work order, but they are still having problems. Karineh says that she will talk to them about it.

A Council Member asks what is the proposal that is going to the state legislature? Karineh says to upgrade the electrical and the HVAC. Dean Tymas-Jones says that it is just a conversation at this point, because the university has to decide if they are going to put additional monies into it beyond the allocation from the state. We would need \$2M, but could only get \$½ Million. So the total amount would be considerably large. With the UMFA building that is getting ready to be renovated in terms of the structural needs, that is the same sort of money. It's coming from a state allocation, and we're hoping in terms of that building that the need to upgrade it won't be more than \$2.5M.

The Council Member asks if there are any plans to turn the other two rooms into dance studios? Dean Tymas-Jones says that suggestion is not coming from us. What happens with the HVAC, the University has to decide if they are going to put that much money into the building without making it useful, or if they are going to tear it down and make a better building.

Karineh says that the problem is that it comes from two different pots of money. We can't use the state money for a new building. So although it would be better spent that way, it's not an option.

7. Special Reports:

- **Kevin Hanson to report on timeline and structure for Standards & Criteria for Promotion of Career-line Faculty & Awarding of Multi-year Appointments**
Kevin says that he is filling in for Associate Dean Projansky today. He is going to read the statement she prepared for him.

Report to College Council on the Revision Process for "University of Utah, College of Fine Arts Statement for Appointment, Review, Reappointment, and Promotion of Career-line, Adjunct, and Visiting Faculty"
November 20, 2015

In September 2014 the Senate Faculty Review Standards Committee ("Standards Committee") provisionally approved the "University of Utah, College of Fine Arts Statement for Appointment, Review, Reappointment, and Promotion of Career-line, Adjunct, and Visiting Faculty" (hereafter: "The Statement").

This approval was provisional, pending revision of the statement to insert two additional sections:

- (1) The Standards for the appointment or reappointment of a career-line, adjunct, or visiting faculty member at a particular rank (i.e., Instructor, Assistant Professor, Associate Professor, or Professor)
- (2) What factors the Department/School will consider when making multi-year appointments (please note that this is only for multi-year appointments, not contracts—which are different)

In June 2015 the Executive Committee of the College took up the responsibility for revising The Statement, to then present the document to the College Council for discussion and approval. The timeline for this process is as follows:

- **November 2015 through January 2016:** The Executive Committee revises the Statement (these revisions are now in process)
- **January 22, 2016:** The Dean's Office distributes the revised Statement to the CFA faculty for their review
- **January 29, 2016, 3:00-5:00:** Town Hall discussion of the revised Statement
 - The Dean's Office will accept written comments from faculty members unable to attend the Town Hall
- **February 2016:** Dean's Office revises the Statement, if needed, following the Town Hall
- **February 12, 2016:** Dean's Office distributes the revised Statement to College Council, along with the agenda for the forthcoming meeting

- **February 19, 2016:** College Council considers and votes on the revised Statement
- **Week of February 21, 2016:** Assuming College Council approval on February 19, the Dean's Office submits the revised Statement to the Standards Committee for approval. Assuming that the University approves the Statement, we will begin using it for AY2016-17.

As a reminder, based on the current appointments of all career-line, adjunct, and visiting faculty members in each department/school, this Spring the departments/school will use the *current* provisionally approved Statement to carry out the following reviews:

Art & Art History:	11 reappointment reviews, 9 five-year reviews
Ballet:	15 reappointment reviews, 3 five-year reviews
Film & Media Arts	11 reappointment reviews, 3 five-year reviews
Modern Dance	15 reappointment reviews, 0 five-year reviews
Music	57 reappointment reviews, 11 five-year reviews
Theatre	22 reappointment reviews, 5 five-year reviews

Kevin asks if there are any questions? There are none.

8. Notice of Intent:

- Standards & Criteria for Promotion of Career-line Faculty & Awarding of Multi-year Appointments: Revision of the “University of Utah – College of Fine Arts Statement of Appointment, Review, Reappointment and Promotion of Career-line, Adjunct, and Visiting Faculty”
Dean Tymas-Jones says that the vote on this policy will take place in February.

9. Debate Calendar:
N/A

10. Information Calendar:
N/A

11. Adjournment:
Future College Council Meetings: February 19th, April 22nd
Future Faculty Counsel Committee (FCC) Meetings: January 22nd, March 25th

Dean Tymas-Jones asks if there is any other business? There is none. There is a motion to adjourn and it is seconded. The meeting concludes at 4:17 pm.