



Attendees: Dean Scheib, Elena Shtromberg, Dan Evans, Luc Vanier, Melissa Bobick, Sara Pickett, Halie Bahr, Sean Carter, Andrew Nelson, Michael Edwards, Miriam Albert-Sobrino, Steve Pecchia-Bekum, Jen Humphreys, Miguel Chuaqui, Paul Sherrill, Pam Jones, Claudia Horton, Sydney Cheek-O'Donnell, Andra Harbold, Xan Johnson, Blake Bratcher, Melonie Murray, Liz Leckie, Karineh Hovsepian, Brooke Horejsi, Kelby McIntyre-Martinez. Guests – Marina Gomberg and Seth Keeton

AGENDA

1. Approval of Minutes:
From September 18, 2020 Meeting

There are no corrections to the minutes, and they stand approved.

2. Announcements & Reports:

- Dean's Report:

Dean Scheib gives a report on the state of the CFA.

CFA Enrollment:

A recent press release from the U mentioned that even though we were concerned about this Fall's enrollment with the pandemic and the shift to online classes, the U welcomed its largest, most diverse freshman class--and set a record for the year. The overall enrollment was over 33,000 for the first time ever. Students of Color represented over 30% of the incoming class, and 48% of the incoming class were female. It's fantastic news.

How does the CFA compare? We've now been maintaining consistently over 20,000 students over the past few years. This year, the CFA was up about 3% with new student enrollment. If you count everyone, including double-majors, there are around 24,000 declared students in the CFA. Demographically, the new students in the CFA outpaced the University's averages in students of color, female students, and out-of-state students. We are more diverse than the institution broadly.

Facilities Renovations:

With the Fieldhouse Theatre project – we've been working on this for about a year/year and a half. It's a \$16M project in 2 phases. Phase one includes a seismic upgrade, which is being provided by state capital improvement funding. Phase two is the theatre-build piece, and that is funded by donors from PTC and CFA. We have a funding gap before reaching our goal there. Currently, we've completed the initial design phase, and we've been told that the theatre-build will be on hold for a year. So during that time if the fundraising goal is met, we can resume the project. Right now we're at about 2 years out for the completion of that project with a \$2M dollar shortfall.

The Film & Media Arts Building is in Phase 1, which is primarily the expansion and relocation of the current Gittins Gallery. For this project, there is a \$1.9M budget, and the design phase is completed. They are in the process of selecting the builders. Abatement begins before Thanksgiving in the evenings, and they'll do construction after that time, as well. The Phase 2 for this project is delayed, as well, but there isn't a firm timeline for that currently. Some of that might be impacted by what happens with the pandemic. Likely it will start this summer.

The John & Marcia Price Theatre Arts Building (PTAB) or Building 73, Phase 2 renovations continue, and it's continuing as planned. The hope is to have some sort of building opening naming ceremony in Fall 2021.

Faculty Searches for this Year:

We're in a hiring freeze at the moment, but we went through our typical process for the Requests for Positions (RFPs). The Faculty Counsel Committee reviewed them (and thank you to those of you on the FCC and provided service that way – we had an engaging and thoughtful conversation about that process.) We're delighted to announce the awarding of several new positions. Some were previously awarded, but were re-awarded.

Of the dozen positions that were awarded, we submitted a request for half of them to receive an exception to the hiring freeze and complete the searches right now. We were awarded all six of the ones we submitted. It wasn't an easy process, but we were ultimately successful. Some of these searches are picking up where they were in Spring and some are starting from scratch. We're excited to welcome new folks into our ranks when these searches are complete.

Update about Spring Term:

In a recent announcement was sent out, we were asked to have no more than 25-30% of our courses be offered in-person for spring semester. We're currently at about 30-40% in CFA because we have more experiential learning courses than other areas on campus. Across the university it's about 25% overall. The semester starts one week later than was originally planned, and will give a longer winter break for everyone. That will hopefully start turning the tide with the rising infection rate.

Spring break has been eliminated this year, and there is an online two-week circuit breaker again. Each month will have a three-day non-instruction "mini-break" to allow for faculty and students to have a bit of a break over a three-day stretch. One is over President's Day weekend, and then there are two others – one on March 5th, and April 5th (easter weekend). That means there is one each in Feb, March, and April.

Additional Updates

Travel restrictions will continue for all University faculty and students until March 15th.

Commencement and Convocations are likely looking at being virtual again. There may be an opportunity for small group gatherings, but right now there will some virtual component.

We will continue restrictions for the first part of the term for any arts and culture events. We should all be planning similarly to what we've done here in the fall – at least for the first half of next semester.

The Dean also received an updated today on what is happening state-wide, and the Utah Board of Higher Education has been considering the current state of affairs and how the pandemic might impact our start of Spring Semester in January. If USHE announces something as a mandate, we'll have to follow suit, but there are conversations right now about whether it would be important for all state institutions to go fully online at the beginning of the semester (like for a month or a week). We are in conversations with USHE about that. Pres. Watkins will argue that the U has a plan in place, and right now the U campus has one of the lowest infection rates in the state. We're also an R1 institution, with a different mission, and we have healthcare education as part of our campus, which is important in-person during this time. Also state board licensing requires that our students have those experiences in order to move on in the fields. Several Deans, including Dean Scheib, voiced opposition to opening all online and in favor of having some latitude. 40% of our curriculum can't be delivered online – it needs to be conducted in person in the CFA. So it's not something we would want to do. We should know sometime after Thanksgiving the decision on that.

There are also conversations with USHE about mandatory weekly testing for students who have some aspect of in-person learning. It's a significant undertaking and cost. There wouldn't be teeth to the mandatory testing for students, but teeth to the University to provide the testing. Institutions would have to create the structure and coerce students to apply. That conversation is going on, and might be part of what is being rolled out in the next week or so. If we receive anything, we'll distribute it through our regular communication channels.

Continuing Strategic Plan Progress

Transfer Pathways from other USHE schools are being discussed, with clear and consistent articulation agreements between them. There could be much easier transfer pathways and students would not lose a lot of credits when they transfer. This is a state-wide initiative.

Learning Outcome Assessment Plans for all of our programs are mandated by both our institution and the accrediting bodies. It measures the success of the programs, and whether students can achieve those learning outcomes. These plans are due for all programs this semester. So we'll need to have those in place this semester and implementation would then begin in January to assess how we're doing with them. That will be a recurring cycle.

Similar to how we developed with the college-wide JEDI committee to have department/school components, we've now been asked to have a College Safety Committee. All colleges at the institution will be undertaking this. Representation will be at the department level, with a college safety committee from there that reports to the University. It comes from laboratory research safety – but we have research spaces in CFA, as well. That committee will be formed shortly and we'll be getting more progress on that soon. The CFA Executive Committee will be discussing next week.

Questions from Council Members:

Do you anticipate that the travel restrictions will continue beyond March 15th? It's quite possible, if things continue as they are. But if a vaccine is readily available, it could change things. But we can't really forecast things out beyond that timeframe.

Who is involved in conducting the Learning Outcome Assessments? Melonie Murray in the Dean's Office, with the Charis/Directors who are steering that within the units. Melonie adds that it's often the DOUGS, but each unit has selected people to oversee that. What most people don't realize is that each unit is on a 7-

year program review, and now they've tied a 3 & 5 year assessment report to that, and it is due to the Office for UGS. This is the department assessing themselves, and then reporting on that.

Could you talk through the student weekly testing? What is the likely percentage of students that are actually tested weekly? Will we know what percentage of CFA students have been tested as we begin spring semester? We don't know where that is going to land with weekly testing yet – but it would be conducted through the Dean of Students' office. The mandate would be 100% of every student who has an in-person component to their curriculum. Right now, the testing that is going on is for every student to get a test before they leave for Thanksgiving break.

Along with that... are faculty voices/perspectives involved with this institution-wide argument to meet in person during a possible "all online" mandate? I believe there are faculty who are worried about their own safety, even though there might be pressure within their discipline to teach in person. There are always ways for individual faculty members to teach online. This is a conversation about the institution as a whole. And what we are arguing for is that they can be exceptions to the requirement to have all courses online. Nothing is in stone yet, there are just conversations about it. We will know more in the next couple of weeks.

- Dean's Staff Reports:

- CFA Workshops – Associate Dean Murray

This year's CFA Workshop Series is a bit different this year. There will be targeted scheduling for Faculty Review workshops (Doodle Polling and scheduling them around faculty members' schedules). There are JEDI-focused workshops to fit with our Strategic Plan, and the workshops will be open for Staff members and Graduate TAs for topics that are relevant for them. Also, all of them are remote this year.

The UCV project that was revamping FAR has been postponed, so late January will be workshops for FAR.

Also, there is a new series of workshops for Staff, Grad TAs and Faculty Workshops. The first one was this morning, and the next one will be Jan. 15th. Staff are invited to attend the Inclusive Teaching Strategies workshop, as well. The time/date for all of the workshops will be on the website.

- Special Reports:

- JEDI Committee Report – Marina Gomberg

There are a couple of updates from the JEDI Committee. We now have student members of the committee. Applications were opened up in the Fall, and originally they were trying to have two graduate students and one undergraduate student. They didn't get any graduate student applications, and so they re-opened the call for that, and now have a graduate student from Dance.

The two main initiatives are to create educational opportunities and create a dialogue series that would include students, as well. The Committee has gone through an assessment to see where they are. And now they are looking at education opportunities for the whole college. They have invited someone to present a proposal for hosting those opportunities both at the

college level and also discipline-specific. So they're excited to look at it at both levels. They're also looking at combining the education and dialogue sessions in order to create trust. So keep an eye out from the committee on that.

We have a JEDI page on the CFA's website. It expresses our commitment, takes you to the Strategic Plan, lists the committee members, and has a Jedi committee e-mail address. Also, the JEDI committee has partnered with the office for Inclusive Excellence to report incidents of bias either anonymously or by name. It allows us to work with folks in the OIE to tag-team with us to respond, and we'll get annual reports, etc. It allows us to communicate what is going on and touch in with experts

The last thing Marina wanted to provide is an update on an incident that happened recently. It was handled by the department, not the JEDI committee. There was a Zoom meeting that was Zoom-bombed by a bevy of racist folks. It was an unfortunate event that was traumatizing for the people who were a part of it. The School of Music handled it very well. They stopped the meeting to remove the offenders, and were able to continue the meeting with a majority of the original attendees.

Marina says that what we have learned is that there are people who are searching for zoom links in order to bomb them. So we need to be cautious of that.

- Academic Senate Report – Seth Keeton

Seth mentions that this is his first year on the Academic Senate. If you want to know exactly what happens at the meetings, you can get the materials at this website:

<https://go.boarddocs.com/ut/utah/Board.nsf/Public>

Most of the things that are discussed come out in e-mails from the University. So that's a way to keep informed, as well.

A recent conversation was about certificates. In every meeting there is an update from President Watkins and from SVP Good. Mostly it's about COVID. Pres. Watkins was able to talk about our strategies with Deborah Birx and Robert Redfield from the President's Coronavirus team when they were here. We are doing randomized testing, and only a small percentage of those tested were positive. They are also testing wastewater, and the only place they have found the virus is where they knew students were living who had COVID.

Deborah Birx recommended testing students weekly, and also weekly for healthcare workers, and then faculty and staff regularly. The tests that they are thinking of are self-administered, and have a 15-minute turnaround.

In response to the Trump administration's push to remove bias and diversity training, the Academic Senate had a unanimous vote to incorporate a statement of support for bias and diversity training.

The Dean thanks Seth and his fellow faculty members for their service and their significant voice in faculty governance.

3. Upcoming Action Items:

- N/A

4. New Business:

The Dean says that we are very fortunate to be working here at the University. It's amazing what we've been able to do individually and collectively. The conversations nationally among the International Council of Fine Arts Deans (ICFAD) are very similar around the board, but the Dean is so proud to be able to share the answers to the problems that a lot of them are having. We've been able to figure out ways to approach them.

It's a difficult time, and there are morale concerns and issues. It's tough to do this day-in and day-out, and all of us are feeling this. But we haven't let this get us all down and turn on each other – we're lifting each other up. So thank you for all the work you are doing. It is sincere and heartfelt gratitude. He hopes that all of you are able to not have those responsibilities and wear those hats any more, that you get to recharge and rejuvenate and put on the hat of just being yourself. And take time just for you.

It's important for you to come back in Spring and be refreshed, and you've all earned it.

The meeting adjourns at 3:23 pm

Future College Council Meetings: Feb. 26th, and April 23rd

Future Faculty Counsel Committee (FCC) Meetings: March 26th (if needed)