

University of North Carolina School of the Arts
Boardroom, Seman’s Administration Building, SAAB306
Winston-Salem, North Carolina

COMMITTEE MEMBERS:

Rhoda Griffis (Chair)*, Jonah Brokaer*, Eric Flow*, David Neill*, Nia Franklin*, Kyle Petty*, Jack Sargeant*, Peter Juran* (ex officio)

* denotes voting members

COMMITTEE STAFF:

Patrick J. Sims, Executive Vice Chancellor and Provost, Karen Beres, Vice Provost and Dean of Academic Affairs, Laurel Donley, Vice Provost of Student Affairs, David L. Harrison, General Counsel, Kathryn McMillan, Staff, Amanda Balwah, Staff, Andy Paris, Chair of UNCFA Faculty Council, Victoria Nash, Staff Council Representative

AGENDA

OPEN SESSION

1. Call to Order and Confirm Quorum..... Rhoda Griffis
2. Approval of Minutes from the November 30, 2023, Meeting Rhoda Griffis
3. Student Government Association President Report..... Jack Sargeant
 - a. Campus Safety
 - i. Safety walk updates
 - ii. UNC System meetings with police chiefs
 - b. QEP Discussion
 - c. Events
 - i. Mental health goodie bags (February 14th)
 - ii. Townhall (March 4th)
 - iii. SGA office update
 - d. DLA Attendance Policy Address
 - e. ASG Update
 - i. Advocacy day
 - f. Associates
 - g. Production Evaluations
4. Faculty Council Report.....Andy Paris
 - a. Foundations of American Democracy

- i. Working with Upper Admin, along with Rachel Williams and the DLA faculty
 - ii. Feedback on 400.1.5 was developed and delivered to Faculty Assembly
 - b. Excellence in Teaching Awards
 - i. Newest winners announced
 - ii. Reexamining policy change from last year that required peer review as a prerequisite for eligibility
 - c. Improving Campus Communication
 - i. Invited Guests
 - a. Natalie Schrader, Director of Digital Media re Social Media Marketing Strategy
 - b. Elizabeth Davis and Sarah Iler re QEP
 - c. Fulton McSwain Jr. re Gender Violence Prevention and Survivor Advocacy
 - d. Wendy Emerson
- 5. Student and Academics Affairs Challenges Report Provost Team
 - a. Budget Constraints
 - b. Enrollment Thresholds
 - i. Validity of a Conservatory education
 - ii. Declines across the country
 - c. Leadership Transitions and challenges of salary comparisons
 - d. Student Success Challenges
 - i. Retention & Graduation
 - ii. Arts Conservatory culture of inclusion
 - iii. Intergenerational Dialogues
 - iv. Mental health & wellness needs
 - v. High school & college population
- 6. Student and Academics Affairs Opportunities & Successes Report..... Provost Team
 - a. Admissions Successes & Opportunities
 - i. Applications
 - ii. Spring Start Initiative
 - iii. Transfer Applications
 - b. Funding the new High School is a major success
 - i. Supporting a 9th-12th Grade Boarding Environment
 - ii. Meeting the needs of our high school population
 - c. Expansion of resources for Health & Wellness
 - i. Provided new resources for students for mental health and counseling in various ways.
 - ii. Launch of Take 5 – Health and Wellness Marketing Campaign
 - d. CSI Engagement
 - e. Library Successes
 - i. Library usage and gate counts
 - ii. Textbook avoidance rates project
 - f. Student Success Dinners
 - i. C2 – Tuesday, February 13

- ii. Graduate students – Friday, February 16
 - iii. C3/C4 – Tuesday, February 20
 - iv. C1 – Thursday, February 22
 - g. External review processes
 - h. Cohesive leadership & collaborative Deans
 - i. Meeting expectations of the Strategic Plan
 - i. Academic Success Coaching program
 - ii. Academic early warning reports
 - iii. Mid-semester feedback process
- 7. Next Steps..... Provost Team
 - a. Admissions Next Steps
 - i. Graduate Access
 - ii. Accommodating Growth
 - b. External review response plans
 - c. CSI scheduling expert
 - d. Orientation expansion
 - e. Partnerships across campus
 - i. Student Affairs / Advancement – health & wellness
 - ii. Culture Shifts – rest AND excellence in the arts
- 8. Other Business..... Rhoda Griffis
- 9. Motion to Move to Adjourn..... Rhoda Griffis
- 10. Adjourn..... Rhoda Griffis

November 30, 2023, 1:30pm – 3:00pm - MINUTES

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Boardroom, Seman’s Administration Building, SAAB306
Winston-Salem, North Carolina

TRUSTEES PRESENT:

Rhoda Griffis (Chair)*, Jonah Brokaer*, Eric Flow*, David Neill*, Nia Franklin*, Kyle Petty*, Jack Sargeant*, Peter Juran* (ex officio)

TRUSTEES PRESENT ONLINE:

Sandy McDowell* (ex officio)

* denotes voting members

COMMITTEE STAFF PRESENT:

Patrick J. Sims, Karen Beres, Laurel Donley, David L. Harrison, Kathryn McMillan, Amanda Balwah, Andy Paris, Victoria Nash

OTHERS PRESENT:

B. Afeni McNeely Cobham, Katherine Johnson, Jeffrey Bullock, David Lack, Jerri Irby, Patrice Goldmon, Jim DeCristo, Lissy Garrison, Tasha Myers, Maggie Williams, Fulton McSwain, Susan Santos-Mandel, Martin Ferrell, Rob Myers, Valerie Thelin, Gary Davis

AGENDA

CONVENE MEETING AND CONFIRM QUORUM

Rhoda Griffis convened the November 30th, 2023 Academic and Student Affairs Committee Meeting at 1:34 p.m. A quorum was confirmed.

APPROVAL OF MINUTES

Rhoda Griffis asked the committee members to review the minutes from the September 28th, 2023, meeting. They then called for a motion to approve the minutes as presented

MOTION: Eric Flow moved to approve the minutes from the September 28th, 2023, meeting. David Neill seconded, and the minutes were unanimously approved.

Student Government Association President Report..... Jack Sargeant

- ❖ Student Body President Jack Sargeant provided an update on the work of SGA including details around the collaboration of students with the CSI initiative and a student time audit project.
- ❖ A newsletter has been sent out to students and other stakeholders – this encloses access for students to be part of the time audit study.
- ❖ Each program area will be delivering their own version of the newsletter
- ❖ Town halls have gone well and are improving the student addressing shared information from students
- ❖ Jack also provided updates on the Association of Student Government (ASG) as well as provided updates on the new SGA space in the “What”

Faculty Council Report.....Andy Paris

- ❖ Faculty Council Chair, Andy Paris reported that faculty is working alongside the Provost's office to help shape the new system policy around workload.
- ❖ He highlighted conversations around AI and its impact on education and shared Faculty Council is continuing to build partnerships across campus.
- ❖ As technology progresses, we need to stay on top of the new systems and work to build and fortify communication pathways
- ❖ Faculty are trying to partner with constituents across campus to improve communications
- ❖ Roles of faculty and best practices have been a focal area of improvement for faculty council.

Student Affairs ReportLaurel Donley

- ❖ Student affairs reported on the success of the new online counseling program with Uwill, which offers students immediate access to mental health counselors and wellness programming.
- ❖ The focus on student assistance and support for the 23-24 year is student retention.
- ❖ There are several new and ongoing initiatives in student affairs and in the wellness center and we look forward to continuing to provide top-level service to our students

Academic Affairs Report..... Karen Beres

- ❖ Launched a pilot student coaching program and this year academic affairs is launching the full-scale program where students will be required to go to a minimum of 3 coaching sessions if on probationary students before registration for the next semester
 - Partnership program with teaching and learning center, case management, and director of learning resources to oversee and manage the coaching program, and then they match the needs of the students.
 - Almost half of the 50% who were on probation and did not participate in the program are showing up this semester for academic early warnings.
- ❖ Early warning reports have been standardized and the partnership with case management creates a system where case managers respond within 48 hours to touch base to see how they can support students and help them get back on track.

- ❖ The mid-semester feedback process has been updated and involves a facilitator to step into the class and ask “what did you appreciate about this class, what is not working so well, and what would you suggest would make the class better”. The information is then combined anonymously and shared back with the faculty in a 1:1 meeting. This gives an opportunity - 50% of faculty are engaged in this process and are working to make improvements.

Enrollment Update..... Rob Myers

- ❖ Travelling to all types of events and communities to recruit top talent
- ❖ Our goal for fall 2024 is 1370
- ❖ Working to ensure that we are rightsized in our student/faculty/program ratios
- ❖ 135 applied during the application-free week – this is an increased number – many of these are from tier 1 counties in NC

Provost’s Report..... Patrick J. Sims

- ❖ Lots of good things are happening in academic and student affairs and we are excited to be working on so many positive initiatives across campus.
- ❖ B. Afeeni McNeely Cobham reported on how the campus is supporting reflection and resources to address concerns, grief, and uncertainty about the impact of conflict around the world.
- ❖ There was an Introduction to the Office of Community and Belonging staff, Maggie William – Student Engagement and Administrative Services Coordinator, Fulton McSwain – Gender Violence Prevention and Survivor Advocacy, Tasha Myers – Director of the Office Community and Belonging, Susan Santos-Mandel – Leadership and Belonging High School Life Coordinator
- ❖ The Office of Community and Belonging is creating programming that meets student needs and is also very thought-provoking and enriching the lives of our students.
- ❖ National Posse Foundation is also a great opportunity that our students a
- ❖ Annual Crime Report has to be published by every school which illustrates policies and procedures for safety. This report is on our website and gives lots of statistics about the crime reports in the general area of our campus. We are a very safe campus and have one of the lowest numbers of reported crimes for schools in our system. Clery report is what has happened on our campus. These violations are handled in partnership with campus police and student conduct. We have implemented several trainings that focus on areas that our campus needs improvement in.
- ❖ Title IX office works with student affairs, the chief of staff, and others and we have been fortunate to be able to put lots of resources into increasing and implementing training. There are a few requirements that are required of the institution, but we are working to go above and beyond to give resources and educational programming. Glad to have the new gender violence position to uniquely help students when in a moment of crisis. Now requiring annual training for our students around Title IX and intimacy training. The new formatting and requirements are now showing up with more educated students who can recognize the signs and warnings of potential risks associated with Title IX violations. We are also requiring employee training and the completion rate is around 98%.
- ❖ We are engaging in a program improvement process and are excited that two programs, design and production, and drama have completed their on-site visits. Dance, Film, and Music evaluators will be on campus in the spring of 2024. The reflections of the evaluators thus far is

praising our programs, facilities, students, and faculty. It speaks to the great work that our programs are doing.

- ❖ Every other year there is a training through the UNC system for new Board of Trustee members. The information that was given during that session was great to understand the impact of what we do and how we talk about what we do. Our enterprise is higher education, but we are doing it in a nuanced way through conservatory-style artist training. UNCSA is grateful to have a village to support the work we do to support our students.

Other Business..... Rhoda Griffis

- ❖ Rhoda asked if there was any other business and thanked the committee for their hard work.

MOTION TO ADJOURN:

Rhoda Griffis called for a motion to move to adjourn.

MOTION:

David Neill motioned to adjourn the meeting. Eric Flow seconded and the committee unanimously voted to adjourn.

Submitted by: Kathryn McMillan

AGENDA ITEM

Student Body President Report.....Jack Sargeant

Summary: The Student Body President will provide an overview of goals for the current academic year and student government activities to date:

- a. Campus Safety
 - I. Safety walk updates
 - II. UNC System meetings with police chiefs
- b. QEP Discussion
- c. Events
 - I. Mental health goodie bags (February 14th)
 - II. Townhall (March 4th)
 - III. SGA office update
- d. DLA Attendance Policy Address
- e. ASG Update
 - I. Advocacy day
- f. Associates
- g. Production Evaluations

Action: For information purposes only



Production Evaluation Questions

1. How was your experience with this production?
 - a. Format: 1-10 Scale
2. What went well during this production?
 - a. Format: Free response
3. Do you feel your mental and physical wellness was valued during this production?
 - a. Format: Yes or No with a space to elaborate
4. Do you feel this production developed your artistry and prepared you for a career in the industry?
 - a. Format: Yes or No with a space to elaborate
5. What was your experience with professional leadership of the production (directors, guest artists, mentors, etc.)
 - a. Format: Free response
6. Is there anything else you'd like to voice about this production?
 - a. Format: Free response

Wednesday, January 24th, 2023**Student Government Address on the DLA Attendance Policy**

After collecting and reviewing student feedback through our various events and town halls, the Student Government Association (SGA) would like to propose changes to attendance guidelines in DLA.

Many of the concerns raised by students stem from the lack of standardization regarding attendance practices. During our fall town hall, students requested an increase in the number of allotted, unexcused absences. Reasons for this increase included unpredictable sickness, need for personal mental health days (especially during productions), and overwhelming workload during certain periods in the semester. As a testament to this, we have included a link to data from our time audit study conducted in the fall. We asked a sample group of students from each art school to track how many hours a week they spend in class, doing homework, eating, sleeping, etc. The goal of this was to report the data to the CSI committee so that they can better understand the scheduling needs of the students. Please [click here](#) to view our findings.

Upon further conversations with students, there appears to be significant discrepancies amongst faculty on what constitutes an excused vs. an unexcused absence. In response to this, we would like to suggest a clear, department-wide definition of each type of absence. Additionally, it would be appreciated by students to have clear communication from professors through email correspondence when they are absent. Perhaps the faculty member can include a direct statement at the bottom of their email stating whether that particular absence will be excused or unexcused. This will allow the students to keep track of how many allotted absences they have left so it does not come as a surprise when their grade begins to be affected.

Although clear communication can increase the students' knowledge of their attendance standing, SGA also recommends that a tracking policy be implemented in DLA. If attendance can be logged consistently in canvas within a day or two of class, both students and professors will have a more accurate picture and mistakes can be clarified before the end of the semester.

We feel that these adjustments in transparency, policy, and communication can diminish the need for an increase in unexcused absences. However, we would still ask you to consider amending the policy to include 4 unexcused absences during the semester. This may not be necessary once definitions are established but we would like to make space for and keep in mind the initial reasons for the request. These again include mental health, sickness, and workload.

The student government team appreciates your consideration of these concerns and looks forward to further collaboration with the Division of Liberal Arts in effort to improve student lifestyle and success.

Jack Sargeant
Student Body President



Claire Schiffer
Student Body Vice President



Trey Mazza
Executive- D&P



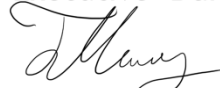
Ari Khavin
Executive- Drama



Onyx Velez
Executive- Music



Trisha Mohta
Executive- Dance



Karo Sandecka
Executive- Film



AGENDA ITEM

Faculty Council Update.....Andy Paris

Summary: The Faculty Council Chair will report on the following topics:

- a. Foundations of American Democracy
 - i. Working with Upper Admin, along with Rachel Williams and the DLA faculty
 - ii. Feedback on 400.1.5 was developed and delivered to Faculty Assembly
- b. Excellence in Teaching Awards
 - i. Newest winners announced
 - ii. Reexamining policy change from last year that required peer review as a prerequisite for eligibility
- c. Improving Campus Communication—Invited Guests
 - i. Invited Guests
 - a. Natalie Schrader, Director of Digital Media re Social Media Marketing Strategy
 - b. Elizabeth Davis and Sarah Iler re QEP
 - c. Fulton McSwain Jr. re Gender Violence Prevention and Survivor Advocacy
 - d. Wendy Emerson

Action: This report is for informational purposes only.

AGENDA ITEM

Student and Academic Affairs Challenges Report..... Provost Team

Summary: The Provost team will give an update on the challenges each division is facing:

- a. Budget Constraints
- b. Enrollment Thresholds
 - i. Validity of a Conservatory education
 - a. The validity of a conservatory education is in question; Social media and ease of access to talent undermine traditional arts training
 - ii. Declines across the country - Higher education is seeing declines across the country - UNCSCA is no different in that regard
 - a. Today, fewer people are going to college than in recent years. In 2021, *15.4 million students* were enrolled in an undergraduate degree program. That's the lowest fall in enrollment since 2006.
 - b. More than 6 in 10 Americans said that the financial burden of earning a degree made college inaccessible. (*Inside Higher Ed*)
 - c. Following an economic recession in the early 1990s, the U.S. birth rate fell. This was the primary cause for the enrollment decline 18 years later. Another enrollment cliff is set to cause an additional dip in 18-year-olds in the year 2025. (*Fortune*)
- c. Leadership transitions and challenges of salary comparisons
 - i. University Librarian Sarah Falls, leaving on March 18 for a new position at the Library of Virginia
- d. Student Success Challenges – providing appropriate student success supports to serve our diverse student body, with an intention to increase retention and graduation rates
 - i. Retention & Graduation
 - ii. Arts Conservatory culture of inclusion
 - iii. Intergenerational Dialogues
 - iv. Mental health & wellness needs
 - a. Demand exceeds the available on-campus resources.
 - b. We have expanded resources with grant funding and the financial support for those resources ends June 30, 2024
 - Case Management Expansion
 - Off Campus Financial Support for Community Counseling
 - itMatters -
 - QPR

- GUIDE
 - NC Neuropsychiatry
 - UWill – (funded through August 2025)
- v. Distinct populations population (High School, College, and Graduate Students)
- a. High School Students require significant oversight and supervision.
 - b. High School Student Affairs staff serve as in loco parentis for students.
 - c. College students have different needs than even our graduate student population.
 - d. Student Affairs serves all populations and needs to differentiate programming and supports for these populations

Action: This report is for informational purposes only.

AGENDA ITEM

Student and Academic Affairs Opportunities & Successes Report.....Provost Team

Summary: The Provost team will give an update on the opportunities and successes of each division:

- a. Admissions Successes & Opportunities
 - i. Applications are up for Fall '24 & Admissions decisions are being released quicker; giving applicants more time to compare apples to-apples
 - ii. Spring Start Initiative was a success. The goal was 10, we enrolled 12. Next Spring the goal is 30. This can alleviate some of the strain from Fall enrollment declines and deficits
 - iii. Transfer Applications - Working with DLA, Registrar & art schools to make transfer applicants more desirable and more apt to enroll
- b. Funding the new High School is a major success
 - i. Supporting a 9th-12th Grade Boarding Environment – Opportunity to create a building structure to truly support our UNCSA residential boarding school students and staff who live in and provide oversight and support.
 - ii. Meeting the needs of our high school population - Adequate space for high school students to socialize and be distinctly separate from college and graduate students. The current residential has limited space for students to socialize and often relies on shared space with college students in Hanes Student Commons
- c. Expansion of resources for Health & Wellness
 - i. Provided new resources for students for mental health and counseling in various ways.
 - ii. Launch of Take 5 – Health and Wellness Marketing Campaign
- d. CSI Engagement
- e. Library Successes
 - i. Library usage and gate counts
 - a. Materials (digital and physical)
 - b. Makerspace
 - ii. Textbook avoidance rates project
 - a. For our current school year, our potential textbook savings for students is over \$44,000. We will have final numbers soon, but I believe that the library's investment with help from the Division of Liberal Arts was \$3-4K. Potential avoidance rates are determined by looking at the cost per textbook x the number of enrolled students. We make unlimited usage eBooks available whenever possible and purchase 1 print copy per 4-5 enrolled students when we must buy print.

- f. Student Success Dinners
 - i. C2 – Tuesday, February 13
 - ii. Graduate students – Friday, February 16
 - iii. C3/C4 – Tuesday, February 20
 - iv. C1 – Thursday, February 22
- g. External review processes
- h. Meeting expectations of the Strategic Plan
 - i. Academic Success Coaching program
 - ii. Academic early warning reports
 - iii. Mid-semester feedback process

Action: For information purposes only

AGENDA ITEM

ASA Committee Next Steps.....Provost Team

Summary: The Provost team will give an update on the next steps for each division:

- a. Admissions Next Steps
 - i. Graduate Access – More promotion and transparency of transferrable skills, job placement, cross-training, and inside access to reputable employers
 - ii. Accommodating Growth - Each art school needs to be ‘right-sized’ to accommodate the need for growth and ease the stressors of those programs that are over-enrolled.
- b. External review response plans
 - i. Creating action plans from PIP reports (external evaluators), including addressing the lack of time in student schedules to access existing supports and extracurricular opportunities
- c. CSI scheduling experts
- d. Orientation Expansion
 - i. In-person orientation for parents and students with updated content based on student and parent feedback.
 - ii. Specialized orientation for International Students to assist with acclimation to campus
- e. Partnerships across campus
 - i. Student Affairs / Advancement – health & wellness
 - 1. Expanding partnerships with Advancement to support the decrease in grant funding to financially support current and new initiatives to support student success
 - ii. Culture Shifts – rest AND excellence in the arts

Action: This report is for informational purposes only.