

All-Faculty Meeting Minutes

November 2, 2022

Ace Main Theatre/Zoom, 12:45pm-1:45pm

1. Call to Order/Welcome - 12:49pm
2. Chancellor Update
 - a. Introductions and personnel updates
 - i. Mark Land, Chair of the Board of Trustees
 - ii. Kim Bradfield, Director of Faculty Affairs
 - iii. Tasha Myers, Director of Intercultural Engagement
 - iv. Wendy Emerson, Interim Vice Chancellor for Finance and Administration
 - b. Campus mental health and wellness concerns
 - i. Students reaching out to faculty/staff, high demand for student services; high number of withdrawals this semester for mental/physical health and safety issues
 - ii. Wellness days (incl. Nov. 1, 2022) - opportunity to slow down, acknowledge importance of mental health care
 - iii. Sped-up timeline for increased health services
 - iv. Dr. Richard Lord, UNCSA Medical Director, Family Medical Practice at Wake Forest School of Medicine - interplay between physical and mental health; reduced numbers of providers in their office (working on re-hiring these positions); suggestions: wellness days, create community with peers, showing compassion improves lives of both parties
 - c. UNCSA to host UNC Faculty Assembly meeting, Feb. 9-10, 2023
 - d. UNC BoG to hold a meeting at UNCSA April 16-18, 2024
 - e. Strategic Plan progress report
 - i. Implementation and tracking structure

1. Subcommittees to gather data from institution for core strategies, compile dynamic list of strategic plans and actions, track and publish data; each led by a member of administrative team

ii. Update on Core Strategies

1. Institutional Sustainability

- a. Financial communication/engagement (Wendy Emerson): campus budget portal (fall) - interactive based on category, funding source, etc., built in Power BI; annual budget info session (spring)
- b. Campus tuition and fees committee proposal - flat tuition increase (\$600), part would support financial aid, the rest would support other needs (faculty salary, staff needs, inflationary needs)

2. Health & Wellness

- a. D&P working on production calendar; other departments working on workload/calendar issues
- b. Mistletoe 5k in December
- c. Expanded sexual harassment training program - ongoing training/resources will be more streamlined

3. EDIB

- a. Chief Diversity Officer - search ongoing under search chair Lissy Garrison; candidates under review, hoping to make an offer by the end of the semester
- b. Office of Intercultural Engagement - Tasha Myers; educational opportunities to campus, support/affirmation to diverse students

3. Faculty Council Chair Update (Andy Paris)

- a. Faculty Council activities

- i. Excellence in Teaching Award winners; FC addressing discrepancy around eligibility
- ii. Faculty survey - priorities were salary, workload, wellbeing, morale, CSI
 - 1. Salary - meaningful raises come largely from beyond our campus
 - 2. Workload - need for more eligible faculty to serve on committees to spread committee work around, eligibility will be open to those who have gone through a review process
 - a. Comments: need to scale the workload to pay; what does the new conservatory look like? Can we help ourselves be more efficient? What about the performance calendar? How to balance needs/anxieties of students?
 - b. CSI committee forming under FC - working on three shared days off, 2hr/week shared open hours, 12-hour work day for students and faculty
- iii. Faculty, staff are crushing it! That's why students come here.
Accomplishments should be shouted far and wide!

4. Open Q&A

- a. Abby Yager - optional wellness programming for the spring as opposed to full day off for everyone; Dr. Ford - this one came up too quickly to plan activities, but Spring day will include activities; Chancellor Cole - students have responded that the day would just be used for homework catchup
- b. Steve LaCosse - students lacking time management skills, training for first-year students could help them identify free time or diffuse some of the work buildup
- c. Abby Yager - cell phones rob us of true "down time", are there things we can do regarding communication expectations that could help reduce these issues?; Chancellor Cole - campus app coming soon to help with some communication needs, especially with students

- d. Dennis Booth - Taking away an entire day from productions merely "kicks the can" of stress down the road, if opening night does not change as well. How is this being attended to?
- e. Betsy Towns - how can we make clear the ways that we're tying Strategic Plan to teaching and learning? Chancellor Cole - Industry Relevance is an outcomes-related area, responsive to industry needs/opportunities

5. Adjourn - 1:46pm