

February 25, 2021, 1:00pm – 2:30pm
University of North Carolina School of the Arts
Zoom

COMMITTEE MEMBERS:

Greer Cawood (Chair)*, Nic Brown*, Anna Folwell*, Mark Land*, Kyle Petty*, Michael Tiemann*,
Ralph Womble* (ex officio), Sandi MacDonald

* denotes voting members

COMMITTEE STAFF:

Patrick J. Sims, Executive Vice Chancellor and Provost; Karen Beres, Vice Provost and Dean
of Academic Affairs; Tracey Ford, Vice Provost and Dean of Student Affairs; David L. Harrison,
General Counsel; Virginia Riccio, Staff; Renata Jackson, Faculty Council; Trish Casey, Faculty
Council; Elizabeth White, Staff Council

AGENDA

OPEN SESSION

1. Call to Order and Confirm Quorum..... Greer Cawood
2. Approval of Minutes from the December 3, 2020 Meeting Greer Cawood
3. Provost’s Report..... Patrick J. Sims
 - a. Deans Retreat
 - b. Equity, Diversity and Inclusion Update
 - c. Black Theatre Coalition
 - d. Search Updates
4. Academic Affairs Report..... Karen Beres
 - a. Faculty Support and Training for Online Engagement
5. Student Affairs Report Tracey Ford
 - a. Student Engagement Update
 - b. COVID Update
6. Enrollment Update..... Paul Razza
7. Faculty Council Report.....Mike Wakeford
8. Student Body President Report..... Nic Brown

9. Motion to Move to Closed Session..... Greer Cawood

CLOSED SESSION

10. Approval of Minutes from December 3, 2020 Meeting.....Greer Cawood

11. Consideration of Request for Conferral of Emeritus Status.....Patrick J. Sims

12. Motion to Return to Open Session.....Greer Cawood

OPEN SESSION

13. Other Business.....Greer Cawood

14. Adjourn.....Greer Cawood

DRAFT OPEN MINUTES

December 3, 2020 1:00pm – 2:45pm
University of North Carolina School of the Arts
Boardroom, Seman's Administration Building (Zoom)
Winston-Salem, North Carolina

TRUSTEES PRESENT

Greer Cawood (Chair)*, Nic Brown*, Anna Folwell*, Mark Land*, Kyle Petty*, Michael Tiemann*,
Ralph Womble* (ex officio), Sandi MacDonald

*denotes voting members

ADDITIONAL TRUSTEES PRESENT

None

TRUSTEES ABSENT

None

COMMITTEE STAFF PRESENT

Karen Beres, Tracey Ford, David Harrison, Virginia Riccio, Patrick J. Sims, Renata Jackson,
Elizabeth White

OTHERS PRESENT

Amanda Balwah, Frank Brinkley, Brian Cole, Jim DeCristo, Nick Gawlik, Katherine Johnson,
Claire Machamer, Lance Perl, Paul Razza, Michael Smith, Valerie Thelen, Mike Wakeford

CONVENE MEETING AND CONFIRM QUORUM

Greer Cawood convened the December 3, 2020 Academic and Student Affairs Committee Meeting at 1:01 p.m. A quorum was confirmed.

APPROVAL OF MINUTES

Greer Cawood asked the committee members to review the minutes from the September 24, 2020 meeting. She then called for a motion to approve the minutes as presented.

MOTION: Ralph Womble moved to approve the minutes from the September 24, 2020 meeting. Michael Tiemann seconded and the minutes were unanimously approved.

CLERY AND STUDENT CONDUCT REPORTS

Chief of Police, Frank Brinkley reviewed preliminary CLERY crime statistics for 2017-2019. Director of Title IX & Chief Compliance Officer, Valerie Thelen reported that Title IX cases dropped when the students left campus last spring and all violations have decreased as students are not congregating as they have in the past. Interim Associate Director for Student Conduct & Community Standards, Nick Gawlik reviewed statistics on conduct for the last five years. There has been a large spike in cases this fall related to violations of the Community Health Standards.

PROVOST'S REPORT

Provost Patrick Sims reported that the Equity, Diversity and Inclusion committee has launched with 54 participants made up of students, faculty and staff as an outgrowth of the EDI Framework document. The committee plans to present preliminary recommendations to the Provost and Chancellor in February/March which in turn, will be presented to the Board for endorsement in April. To gauge the impact of COVID19, Academic and Student Affairs teams developed a student check-in survey to assess how well we deliver courses in an online format as well as to determine student needs. The data showed that a majority of students are satisfied with their classes and most feel they have enough time in person for both academic and arts classes. A number of respondents took the time to make positive comments on the University's handling of the COVID crisis. When asked about non-academic concerns, almost half reported concerns about their emotional and mental health. This is in line with what is seen nationally, before COVID19.

TUITION AND FEES

Brian Cole gave an overview of the Tuition and Fees proposal for 2021-2022 which was discussed and voted on in the Finance Committee.

ACADEMIC AFFAIRS REPORT

Vice Provost and Dean of Academic Affairs, Karen Beres reported that in conjunction with Faculty Council and the Faculty Development Committee, a process is close to being finalized for faculty teaching at least one fully online course to access support for their continued development in online teaching.

STUDENT AFFAIRS REPORT

Vice Provost and Dean of Student Affairs, Tracey Ford discussed the challenges and successes of UNCSA's COVID protocols which resulted in low numbers of cases. Student Affairs established extensive quarantine procedures to care for students. In addition, Vice Provost Ford shared the utilization data for health and counseling services and case management which shows significant increases in student usage.

ENROLLMENT MANAGEMENT REPORT

The Director of Admissions, Paul Razza reported that despite all of the challenges of this recruiting season with no travel and reduced face-to-face opportunities, that they were able to realize a 19% increase in applications for a November deadline using virtual info sessions, student ambassador chats and virtual preview weeks.

FACULTY COUNCIL REPORT

Faculty Council Chair, Mike Wakeford reviewed Faculty Council's ongoing priorities of shared governance, faculty salaries, and the reinstatement of an evaluation process for upper administrators. The Council will continue collaborative efforts with the administration to address these topics.

STUDENT BODY PRESIDENT REPORT

Student Body President, Nic Brown reported that the fall was a difficult semester for students with the culture shock of COVID and its impact on classes, productions and the ability to gather. Student Government members focused on community, communications and collaboration. SGA hosted several events for students – movie nights, poetry readings, meditation and relaxation events. They also focused on voter registration before the election. EDI framework committee meetings and focus groups are going well.

MOTION TO MOVE TO CLOSED SESSION

Greer Cawood called for a motion to move to closed session.

MOTION: Michael Tiemann motioned to move to closed session. Ralph Womble seconded and the committee unanimously approved.

ADJOURN

With there being no other business, Greer Cawood called for a motion to adjourn at 2:36pm.

MOTION: Mark Land moved to adjourn the meeting. Michael Tiemann seconded and the committee unanimously voted to adjourn.

Submitted by Virginia Riccio

AGENDA ITEM

Provost Report..... Patrick J. Sims

Summary: The Executive Vice Chancellor and Provost will give updates on:

- February Deans Retreat
- Equity, Diversity and Inclusion
- The Black Theatre Coalition
- Deans Searches.

Action: For information purposes only



BTC's MISSION STATEMENT

To remove the “**ILLUSION OF INCLUSION**” in the American Theatre, by building a sustainable ethical roadmap that will increase employment opportunities for Black theatre professionals. Our vision is to reshape the working ecosystem for those who have been marginalized by systemically racist and biased ideology.

THE BTC FELLOWSHIP PROPOSAL

Through this partnership, BTC will provide a high quality experience for each of your hand-selected fellows. By creating opportunities (ie networking events, career seminars, forums and in-formal one-on-ones to name a few) for each fellow to engage with members of your group in professional based environments, this will enable relationships to form which will foster long-term mentorships and true friendships by which fellows can rely on. Therefore, providing the additional and continued fostering of talent and pastoral care in a thoughtful, organic and authentic manner.

INDUSTRY PARTNERS are responsible for at least \$30,000 of the stipend of each fellow as agreed upon, and based on New York State's Department of Labor and BTC will be responsible for funding the remainder of the fellow stipend, should the industry partner be unable to fully fund the \$57,500. **INDUSTRY PARTNER** and BTC agree that the yearly salary for **ONE** Fellow will be Fifty Seven Thousand, Five Hundred Dollars (\$57,500.00) for the twelve (12) month assignment.



MOBILIZE · IMPLEMENT · TRANSFORM

THE HISTORIC INEQUITY

Since 1866, there have been



&



on **BROADWAY**



However, there have only been

17 **BLACK**
CHOREOGRAPHERS
on **BROADWAY**
(0.56%)

there have only been



11
BLACK
DIRECTORS
of a **PLAY**
(0.13%)

10
(0.3%)



2
BLACK LEAD PRODUCERS
OF A MUSICAL ON BROADWAY
(0.06%)



The numbers for Writers, Composers, Scenic, Lighting, Costume, Sound, Video, Music Contractors, Musical Directors, Arrangers, Orchestrators, Hair/Wigs/Makeup, Casting, General Management, Stage Management, Company Management, PR and Marketing/Advertising range from

5 to 0

DECEMBER 2020



The Selection Process and Model

Search for candidates will cover all parts of the industry using BTC database and connections to HBCUs (Historically Black Colleges and Universities) well known college Theatre Programs, word of mouth and those transitioning from one part of business (ie on stage/actors etc....) to management. From the list of possible applicants, BTC will choose 10 to 12 candidates for our “Symposium on Arts Management” being led by Steven Chaikelson in the fall of 2020. October 2020-December 2020

Starting in October '20, our fellows participated in a 11 session series led by Steven Chaikelson from Columbia University’s Masters in Arts Management program along with other speakers from the theater world to give candidates entrée into the business side of show business. From Stage management to Producers, they will receive firsthand information from theater professionals. The Fellows will receive, through BTC’s partnership with Mr. Chaikelson/CU in five months, the equivalent of the first year of the Master’s Program.

WHAT IS THE ECOSYSTEM?

1. When you walk into a Broadway Theatre during tech, all those tables with the little lamps for all the various creatives, management, executives... **THAT IS THE ECOSYSTEM**
2. When you open the playbill and read all of the names that don't include the people on stage...**THAT IS THE ECOSYSTEM.**
3. All the people who are not acting or singing onstage but play a role in getting a show to opening night...**THAT IS THE ECOSYSTEM.**

WHAT WILL THE BTC FELLOW EXPERIENCE BE?

1. Immersed in their division of the industry on a daily basis at the highest level.
2. Hands on work experience with Theater leaders, learning the process of theater making from the executive, creative and/or administrative areas.
3. Connecting with Theater’s power players after business hours through BTC sponsored events.
4. Mentorship and guidance through the program from Black professionals currently working in the theatre business and from accomplices within companies/offices where fellows are placed.
5. BTC will have pop up projects for e.g. a LIVE CONCERT and our PERFORMANCE SERIES where our entire ecosystem will have an opportunity to apply their skills.

THE IMPORTANCE OF GENDER EQUITY

The root of BTC’s mission statement focuses on establishing equity. It would be wrong of us to not be aware of the fact that typically when one marginalized group is uplifted, another group is overlooked. In this case, it would be typical for black males to be in the majority as benefactors of the fellowship.

The BTC Fellowship is designed to offer an equitable work opportunity that will include gender parity for all of its fellows.



BTC APPRENTICESHIP PARTNERSHIP AGREEMENT

As an initial partnership, BTC and the producers of several Broadway productions have joined forces to implement multiple paid positions as apprentices, from production to each creative design area, as shows go back into rehearsals and through opening night. These paid apprentices will support and learn from the best in the business. While each position is paid, the duration of the appointment will vary, ranging from 4-10 weeks depending on the size and need of the show.

Producers of Partnering Broadway show and BTC will form a partnership to provide an apprenticeship program to be coordinated with the reopening of said producers Broadway production.

1. **SELECTION AND ASSIGNMENT OF APPRENTICES:** The parties agree that the exact scope and specifics of the partnership are still being determined, but BTC will be responsible for seeking candidates for up to ten paid apprenticeships (the "Apprentices"). BTC and Producer will mutually agree on all aspects of the selection process for Apprentices, and Producer will consult with BTC to determine which departments of the Broadway Production the Apprentices will work in and for what length of time when the Broadway Production resumes.
2. **FUNDING/BUDGET:** Producer will raise the necessary funds to cover the full cost (budget) of the apprentice program, to be allocated towards the expenses of said producers Broadway show.. Producer and BTC agree that the estimated weekly salary for Apprentices will be One Thousand and Ninety-Six Dollars (\$1096.00) per week and that Producer will accommodate up to ten apprentices. Any remaining funds shall be allocated for mutually agreed upon and approved expenses which may include but not be limited to extended weeks for some Apprentices, travel or housing expenses, payroll taxes, administrative and management expenses.

Donated funds shall be donated via The Tank, a 501(c)(3) fiscal sponsor for BTC. BTC (via The Tank) shall be responsible for all legal requirements for accepting tax deductible contributions and providing the necessary acknowledgement letters and documentation for all donations and for accounting and tracking the funds earmarked for said producers Program. BTC will notify the Producer immediately if its fiscal sponsor relationship with The Tank should terminate for any reason during the term of this Agreement, it being understood that the maintenance of a fiscal sponsor relationship (or BTC's achievement of non-profit status in its own right) is a material condition of this Agreement.

AGENDA ITEM

Academic Affairs Report.....Karen Beres

Summary: The Vice Provost and Dean of Academic Affairs will update the committee on faculty support and training for online engagement.

Action: For information purposes only

AGENDA ITEM

Student Affairs Report.....Tracey Ford

Summary: The Vice Provost and Dean of Student Affairs will report on the following topics:

1. Student Engagement Update
2. COVID Update

Action: This report is for informational purposes only.

Student Engagement Update – February 2021

During **Fall semester**, a mix of virtual and in-person activities were available to students every week, including:

- Weekly in-person open mic (featuring music and storytelling) and a virtual open mic.
- Weekly Outdoor Movie nights on Wednesday and Saturday nights while the weather was warm.
- Thursday afternoons outdoor games on The Hill and Daniels Plaza.
- Graduate Students were able to include 3 in-person meet-ups off campus, and offered small group activities for outdoor recreation.
- Wellness Wednesdays during Fall Semester offered opportunities for students to connect with all the Student Organizations. Activities included: meditation, outdoor yoga classes, collaborative chalk paint sidewalk project, outdoor off-campus excursions.
- Fall Festival in late October included an outdoor festival on The Hill with games, crafts, and pumpkin carving. Excursions to Doc Southern Farms Pumpkin Patch were well attended.
- Student Leadership, including High School and Graduate leadership groups, hosted a socially distanced, in-person evening of celebration in mid-November, that included student performances, screenings, swag, and food for students.

Spring Semester will likely include a large all-campus celebration in May. While the Beaux Arts Ball will remain on hold, student leaders have an interest in elevating what has traditionally been the afternoon carnival into a day of celebrating the arts by hosting a student band festival, student performances, and visual art installations.

- This month, we are welcoming students back with lunch time programming in Hanes, a movie craft night on Valentine's Day, and our weekly open mic, movie and craft nights. Student leaders are in the planning stages for two significant Spring traditions, Project Love and the Live Art Museum by Artists of Color.
- Student organization, Artists of Color, is hosting the Black History Festival 2021: Soul. Several photo and sound installations and set up around campus that pay homage to Black pioneers in various arts fields. Students are creating a filmed performance featuring a variety of student performances, and an in-person Open Mic Celebration at the end of the month.
- There has been interest in student organizations this semester, including students wanting to start a Neurodiversity Club that can create space and dialogue for students to talk about thinking and learning differences.
- Recruitment for Student Engagement Leaders 2021-22 will kick-off in February, which includes finding students to lead the Cohort Project, a summer outreach program for all incoming students that builds student connection and prepares new students for their arrival to campus.
- In March we hope to be able to bring back some favorite afternoon outdoor activities, including a petting zoo therapy, carnival games, and occasional inflatable slide on the hill.
- Movie nights in Eisenberg, socially distanced.
- Depending on safety protocols for the Spring, we hope to broaden our opportunities to include off campus excursions offering more social and recreational programming, like roller skating and bowling. We will continue to offer transportation to outdoor recreational opportunities.

Student Affairs COVID-19 Updates

The Division of Student Affairs (DOSA) is excited to welcome students back to campus. Building on the success of fall semester, staff have modified processes, increased support for students in quarantine and implemented limited on-campus testing. We continue to work with Deans, faculty, staff, parents and especially our students to enhance COVID-19 safety on campus. Below are a few highlights of our work.

- UNCSA has successfully onboarded students back to campus for spring 2021.
- Move-In took place over 7 days which allowed for social distancing
- UNCSA implemented Reentry testing requirements for all faculty, students and staff. Students were required to submit a negative PCR test within 3-4 days of campus arrival
- 15 Students were identified as positive through the re-entry test allowing them to quarantine at home and not return to UNCSA positive
- Case Management and Counseling services have been selected to present at the UNC System Spring 2021 Behavioral Health Conference on our wellness strategies utilized to support students during the pandemic
- COVID-19 Dashboard continues to provide relevant data for the campus community
- Health Services now has limited capabilities to conduct testing of symptomatic and students who have been exposed
- Weekend hours are available in the Health Center to provide expanded opportunities for students to seek care
- Surveillance Testing started on February 12th and will continue every Friday for the remainder of the semester
- Community Health Standards remain in place and will be enforced as done in fall semester
- Planning for **Wellness Wednesdays** is underway. These are days “off” for students, however, students will be encouraged to attend the many programs planned to promote health and wellbeing

AGENDA ITEM

Enrollment Update.....Paul Razza

Summary: The Director of Admissions will give an update on admissions and the potential impact of COVID on next year’s enrollment.

Action: This report is for informational purposes only.

The Fall 2020 term marked an unprecedented year for college enrollment, with 2021 shaping up to be just as interesting. Outlined below is the perspective and indicators being utilized to forecast what UNCSCA may see at our Fall 2021 census.

Fall 2020 National Perspective

- Overall, college enrollment declined 2.5%
- Freshman enrollment was down 13.1%
- High school graduates going straight to college, down by 22%
- Graduate school enrollment was up by 3.6%.

UNC System Fall 2020 Enrollment

- Overall enrollment increased by 1%
 - Graduate enrollment up 4%
 - Undergraduate enrollment up by 0.2%

UNCSCA Fall 2020 Census

- Overall, a 0.7% enrollment increase
 - Graduate enrollment down 4.4%
 - Undergraduate enrollment down 0.9%
 - High school enrollment was up 10%

Fall 2021 Forecast

- Graduate enrollment at UNCSCA will be strong this fall, with undergraduate and high school remaining stable.
 - Graduate applications are averaging 30% above previous years
 - Undergraduate and high school applications are slightly down
- Indicating that undergraduate enrollment will continue to be a challenge,
 - Free Application for Federal Student Aid (FAFSA) filings are down 14%
 - North Carolina Residency Determination filings are down 12%

Note: While submitted applications are down, in certain degree levels, auditions and interviews remain consistent with past years. Also, due to moving auditions and interviews online, UNCSCA has been able to review applicant files faster and deliver admission decisions sooner. The result, **enrollment deposits are trending 85 - 90% higher** than previous years. Both the number of auditions and the enrollment deposit remain to be our most clear indicator of what the fall will look like at UNCSCA.

Updates Needed

The Office of Admissions is due for an organizational update to better reflect recruitment strategies, EDI initiatives and to remain competitive with our peer institutions. The Director of Admissions will send a proposal to Provost Sims for approval to move forward with administrative actions that support these needs.

AGENDA ITEM

Faculty Council Update.....Mike Wakeford

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

1. Update on Course Evaluation Task Force recommendations; plans for implementation
2. Update on on-going training opportunities for online teaching
3. Update on Upper Administration Evaluation discussion

Action: This report is for informational purposes only.

AGENDA ITEM

Student Body President Report.....Nic Brown

Summary: The Student Body President will provide an overview of student government goals and projects that have been completed and are still in the works for the 2020-2021 academic year.

Goals

- Follow through with safety walk Initiative
- Hold follow up meeting with Administration
- Strengthen partnership between clubs/orgs and Student Governments
- Help create transparency around COVID protocols

Projects

- Gender Neutral Single Restroom Signage – Completed
- Water Filter Stations - Still in the works
- Ready Education Campus mobile app - Still in the works

Action: For information purposes only