

April 29, 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 February 25, 2021 Meeting Greer Cawood
3. Provost’s Report..... Patrick J. Sims
 - a. Equity, Diversity and Inclusion Update
 - i. EDI Statement
 - ii. EDI Committee Recommendations
 - b. Deans Search Updates
4. Student Affairs Report Tracey Ford
 - a. Student Health and Wellness
 - b. Housing and Residence Life Update
 - c. Student Onboarding
5. Enrollment Update..... Paul Razza
6. Faculty Council Report.....Mike Wakeford
7. Student Body President Report.....Nic Brown
 - a. Year End Report

- b. Introduction of New Student Body President, Jenna Cusack
- c. Year End Report – Elaine Guo
 - i. Introduction of New High School Student Government President, Lydia Schneider
- d. Year End Report – Lydia Watt
 - i. Introduction of Graduate Student Council President, Ana Aguilera Perez
- 8. Motion to Move to Closed Session..... Greer Cawood

CLOSED SESSION

- 9. Approval of Minutes from February 25, 2021 Meeting.....Greer Cawood
- 10. Consideration of Request for Conferral of Emeritus Status.....Patrick J. Sims
- 11. Consideration of Honorary Degrees.....Patrick J. Sims
- 12. Faculty Rank Promotion Applications.....Patrick J. Sims
- 13. Motion to Return to Open Session.....Greer Cawood

OPEN SESSION

- 14. Other Business.....Greer Cawood
- 15. Adjourn.....Greer Cawood

DRAFT OPEN MINUTES

February 25, 2021 1:00pm – 2:45pm
University of North Carolina School of the Arts
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, Trish Casey,
Elizabeth White

OTHERS PRESENT

Amanda Balwah, Katherine Johnson, Claire Machamer, Paul Razza, Michael Smith, Mike
Wakeford

CONVENE MEETING AND CONFIRM QUORUM

Greer Cawood convened the February 25, 2021 Academic and Student Affairs Committee
Meeting at 1:02 p.m. A quorum was confirmed.

APPROVAL OF MINUTES

Greer Cawood asked the committee members to review the minutes from the December 3,
2020 meeting. She then called for a motion to approve the minutes as presented.

**MOTION: Mark Land moved to approve the minutes from the December 3, 2020 meeting.
Ralph Womble seconded and the minutes were unanimously approved.**

PROVOST'S REPORT

Provost Patrick Sims reported that the deans have established student health and wellness and equity, diversity and inclusion as strategic priorities at their in-person retreat in January. There are plans for the development of an on-boarding experience for first year students that would focus on these topics. Similar priorities are surfacing through the EDI Framework committee which will be submitting draft recommendations in the coming weeks. UNCOSA will be partnering with the Black Theatre Coalition to provide minority students with connections and hands on work experience with theater leaders in executive, creative and administrative areas. The searches for the Deans of Film, Music and Dance are progressing well and are on track to have hiring in place by the summer. The search committees are very pleased with the candidate pools presented by the search firm, Isaacson Miller.

ACADEMIC AFFAIRS REPORT

Vice Provost and Dean of Academic Affairs, Karen Beres reported that the Provost's Office and the Teaching and Learning Center, in conjunction with Faculty Council and the Faculty Development Committee, have developed robust training opportunities to support faculty teaching online or hybrid courses. The goal is to reduce faculty time spend seeking solutions so they can focus on their teaching.

STUDENT AFFAIRS REPORT

Vice Provost Ford discussed the importance of student engagement activities that create opportunities for wellness and connection. These activities compliment the arts education and help with retention, student success and recruitment. Reentry testing and move-in went well and allowed us to screen 15 positive cases from coming to campus. Health Services is now providing weekend hours and limited testing. We currently have 7 positive cases on campus – only .5% of students. Each of the cases has yielded 8-9 contacts requiring quarantine which has put a strain on bed capacity and the Student Affairs staff who provide services to them. It is evident when that number is so high that students are violating the community health standards.

ENROLLMENT MANAGEMENT REPORT

The Director of Admissions, Paul Razza reported that though national admissions trends are down, UNCOSA has several positive indicators for our incoming class next year. Auditions and interview numbers remain consistent with previous years and deposits are trending 35% higher than in previous years.

FACULTY COUNCIL REPORT

Faculty Council Chair, Mike Wakeford reviewed Faculty Council's work towards improving the course evaluation process, development of training and support for faculty teaching online and the reinstatement of an evaluation process for upper administrators. He reminded the group of continued concerns with faculty salaries at UNCOSA.

STUDENT BODY PRESIDENT REPORT

Student Body President, Nic Brown reported that Student Government has continued to follow through on the Safety Walk Initiative with Campus Police, had regular meetings with

Administration, and worked to strengthen relationships with student clubs and organizations. Gender neutral signage has been completed. He reviewed the benefits of an app, called Ready Education to improve communication with the student body with the recommendation that the University adopt this tool next year.

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 2:35pm.

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:

- EDI Vision Statement
- EDI Committee Recommendations
- Deans Search Updates

Action: For information purposes only

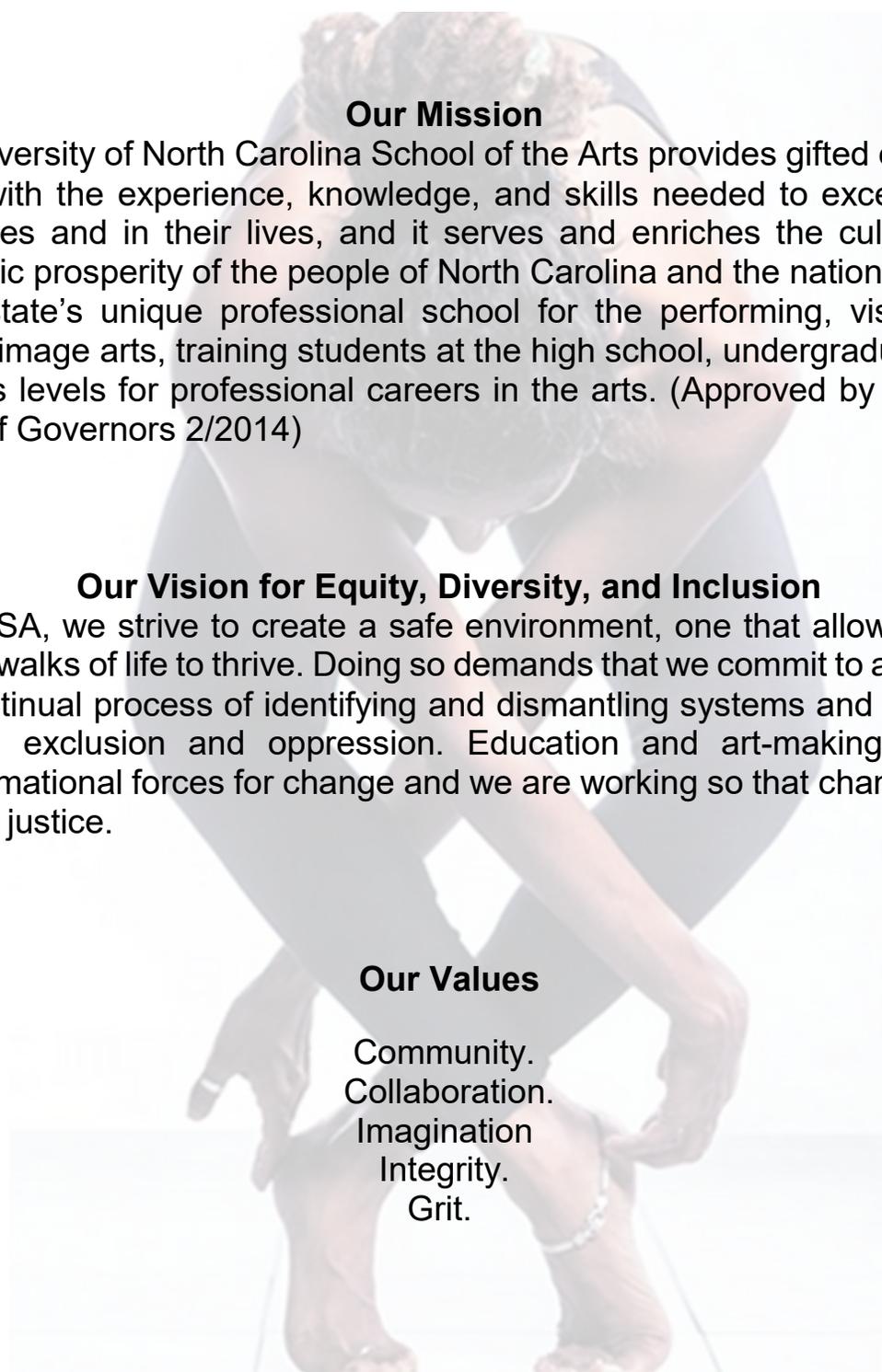
UNIVERSITY OF NORTH CAROLINA

SCHOOL
OF THE
ARTS

Equity Diversity & Inclusion Initiative

Executive Committee Recommendations

April 2021



Our Mission

The University of North Carolina School of the Arts provides gifted emerging artists with the experience, knowledge, and skills needed to excel in their disciplines and in their lives, and it serves and enriches the cultural and economic prosperity of the people of North Carolina and the nation. UNCSA is the state's unique professional school for the performing, visual, and moving image arts, training students at the high school, undergraduate, and master's levels for professional careers in the arts. (Approved by the UNC Board of Governors 2/2014)

Our Vision for Equity, Diversity, and Inclusion

At UNCSA, we strive to create a safe environment, one that allows people from all walks of life to thrive. Doing so demands that we commit to an explicit and continual process of identifying and dismantling systems and practices of bias, exclusion and oppression. Education and art-making can be transformational forces for change and we are working so that change leads towards justice.

Our Values

Community.
Collaboration.
Imagination
Integrity.
Grit.

Equity, Diversity & Inclusion Recommendations

Access & Success

- Recommendation 1: Establish recurring funding for Student Performance/Project Fund and create processes and infrastructure that would make resources easily accessible for students of color and underrepresented groups.
- Recommendation 2: Increase the recruitment and retention of diverse employees, including senior leaders, and supporters by sharing and implementing best practices for diversity, equity, and inclusion in all aspects of recruitment and onboarding.
- Recommendation 3: Increase access to admissions for prospective students from historically underrepresented groups.
- Recommendation 4: Increase curricular and co-curricular career readiness opportunities and support for student-artists, including those who historically underserved in higher education.

Capacity Building

- Recommendation 5: Develop a standing Governance Committee structured to support and guide ongoing EDI work across campus and work in partnership with a Chief Diversity Officer in the future
- Recommendation 6: Hire a Chief Diversity Officer and develop the infrastructure, under their leadership, to effectively and collaboratively steward the campus' EDI efforts.
- Recommendation 7: Establish a stronger institutional case for supporting students of color, LGBTQIA, and other historically underserved groups through ongoing fundraising efforts.
- Recommendation 8: Adopt Universal Design for Higher Education as UNCISA's standard for creating physical spaces, instruction, services, and information technology that is usable by campus constituents with various characteristics, to the greatest extent possible.
- Recommendation 9: Implement recurring campus climate survey to better understand the lived experiences and needs of students, and employees and

to measure institutional progress towards EDIB goals.

- Recommendation 10: Leverage Marketing & Strategic Communications to emphasize the value of diversity of perspective and experience to donors, patrons, alumni, and students.
- Recommendation 11: Develop and maintain an inventory of existing equity, diversity, inclusion related work to improve coordination, engagement, and utilization of resources.
- Recommendation 12: Create infrastructure for managing and maintaining a collection campus-wide that prioritizes the visual art, performances, and productions of historically underrepresented artists.
- Recommendation 13: Establish an EDI awards and recognition program sponsored and supported by campus leadership.

EDI/Cultural Intelligence

- Recommendation 14: Expand EDI related professional development opportunities and resources for students and employees to build their capacity for demonstrating commitment to diversity, equity, and inclusion.
- Recommendation 15: Create a culturally responsive curriculum that engages diversity as a collective resource and facilitates students' self-representation of their identities to advance learning.

Support & Advocacy

- Recommendation 16: Create meaningful practices, policies, and programming that help foster a safe and welcoming climate for members of the campus and the broader community.
- Recommendation 17: Assess and improve campus-wide programming, support, and resources designed to increase students' and employees' sense of belonging, personal safety, and wellbeing.
- Recommendation 18: Cultivate alumni relations through consistent and meaningful support and engagement.
- Recommendation 19: Intentionally acknowledge women in senior leadership positions.
- Recommendation 20: Create a greater sense of belonging, support, and connection for student-artists and alums with disabilities.

AGENDA ITEM

Student Affairs Report.....Tracey Ford

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

- a. Student Health and Wellness
- b. Housing and Residence Life Update
- c. Student Onboarding

Action: This report is for informational purposes only.

April 2021 BOT Materials

Student Health and Wellness

Student health and wellbeing continues to be a top priority for student affairs.

During the last several weeks, weekly surveillance testing results show a drastic improvement from the early part of the semester. The UNCSA dashboard reflects less cases and reduced number of students in quarantine. This recent success is attributed to campus leadership firmly addressing the issues and an overwhelming response from our students to adhere to the safety protocols. UNCSA held two vaccine clinics which were very successful and a third clinic will address the vaccine needs of the high school population (16 and 17 year olds) specifically. The final Wellness Wednesday was held on April 14th. The carnival like atmosphere provided much needed fun and relaxation for the students. The student body has expressed sincere appreciation for the opportunity to relax given there was no spring break this semester.

Housing and Residence Life Update

- The new college residence hall will open in January 2022
 - Students living in A-F will transition to new residence hall in late December 2021 or early January 2022.
 - Students living in The Lofts who are subject to the mandatory live-on requirement will move to the new residence hall. Students who are not required to live on campus can remain in The Lofts but must work directly with the owners of the property to continue their living arrangements. UNCSA will no longer provide staff or other amenities such as furniture, internet, transportation or maintenance.
- Housing applications are on pace so we expect all available beds to be filled.

New and Return Student Orientation and Onboarding

As UNCSA prepares for “normal” operations beginning fall 2021, we will onboard both new and returning students to the campus. Students and parents will be introduced to the “new normal” while being allowed to connect both virtually and in person.

- A Hybrid model consisting of online and in-person activities will be utilized for orientation and onboarding.
- Move-in will take place over 3 day period.
- Community Health Standards will change based on CDC, NCDHHS, UNCSA, and UNCSA system guidelines.

AGENDA ITEM

Enrollment Update.....Paul Razza

Summary: The Director of Admissions will give an update on incoming student enrollment and the potential impact of COVID.

Action: This report is for informational purposes only.

Recruitment and admissions for the Fall 2021 incoming cohort has been every bit as challenging as one might imagine. Yet, the Office of Admissions has been invigorated by the innovation and new practices employed.

Perspective:

During a typical recruitment season, the Office of Admissions will host tours for approximately 900 families and welcome over 1,000 prospective students and family members to our Preview Day events on campus. Both of these key recruitment tools were off the table this season. In addition, recruitment travel was suspended, eliminating hundreds of interactions with prospective students at college fairs and at their high schools.

Actions: *data as of 4/11/2021*

The Office of Admissions created a supplemental recruitment plan to achieve those vital connections generated during a “normal” season.

Virtual information sessions and chats

- By the end of this recruitment season, Admissions will reach almost 600 prospective families via our daily information sessions or interactive student ambassador chats.

Virtual counselor meetings

- Our Admissions Counselors will host over 480 video meetings with prospective students and families. These meetings allow counselors to dig deeper into the prospective students' artistic and academic goals and inform them of next steps to take towards application and enrollment.

Virtual Preview Weeks

- Replacing our highly anticipated Preview Days, UNCSCA welcomed 875 families to one of three online Preview Week events. The weeklong conferences incorporated over 20 sessions ranging from virtual tours, performances, sample classes and discussions with faculty and staff. In addition, participants engaged in bonus social media content throughout the week.

Virtual college fairs

- Admissions Counselors attended and presented at 50 virtual college fairs throughout the season.

Cappex.com

- UNCSCA received 180 submitted applications through our partnership with one of the largest college and scholarship search engines, Cappex.com. Of this group, 74 students achieved admit status. Currently, 29 of those students have placed an enrollment deposit.

On campus tours

- Our campus tour remains one of our most vital recruitment tools. With extreme caution, we will host just over 280 prospective families this season.

Results: *data as of 4/11/2021*

Submitted applications

- Submitted applications, in total, are currently 8% down in comparison to the last two years.
- It is not surprising to note, graduate applications are up 29% compared to 2019 and 2020.

Auditions

- Auditions and interviews encountered the most drastic process change, with all auditions/interviews moving to an online or digital format. In total, we are seeing a 2% drop in auditions compared to previous years.

Admits

- Here is where the narrative starts to turn towards the positive. To date, we've experienced a 10% increase in admitted students. While the assumption may be a sacrifice in quality, this is not what we are experiencing. In fact, in some areas, it is quite the opposite. The online audition format has opened up access to remarkable applicants from areas not previously reached.
- It will be interesting to work with the conservatories when we are able to audition students in person, again, and utilize online formats in unison.

Enrollment deposits

- The enrollment deposit remains a strong indicator of incoming student enrollment. Currently, UNCSCA is experiencing a 22% increase in deposits compared to 2020. In addition, UNCSCA is residing 5% above the enrollment deposits of 2019, a record-breaking enrollment year for the institution.

AGENDA ITEM

Faculty Council Update.....Mike Wakeford

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

- Spring All-Faculty Meeting
- Highlights of FC Chair's End-of-Year Report
- Faculty Manual Updates

Action: This report is for informational purposes only.

AGENDA ITEM

Student Body President Report.....Nic Brown

Summary: The Student Body President will provide a year-end summary and introduce next year's Student Government Leaders.

Accomplishments:

- Interviewed candidates for Chancellor, Provost, Vice Provost & Dean of Student Affairs position
- Helped structure EDI Taskforce plan as well as participate in Executive/Sub-Committee meetings
- Helped create COVID-19 Protocol for the Academic year as well as utilizing our IG page to share information/updates
- Organized monthly advocacy-based events to engage the community
- Partnered with Staff Council and GSC to help students register to vote for 2020 Presidential election
- Co-chaired Tuition & Fees committee with Brian Cole and proposed 3% increase in annual tuition for all out-of-state students, which was later approved by the UNC BOG
- Held monthly meetings with Student Clubs & Orgs, GSC, and HS SG which led to an event (Pickle Appreciation Day) hosted by all of us together
- Completed the two-year initiative for installing 29 Gender Neutral bathroom signs
- Participated in weekly 21st Century Policing initiative, as well as establishing a Community-Policing Advisory Board
- Participated in an International collaboration with members of the Student Government at Habib University in Karachi, Pakistan
- Conducted annual Safety Walk
- Held Virtual Town Hall with admin/informational table and conducted a survey on UNCSA mental Health Resources
- Met with Chancellors Executive team a few times to address students concerns

Moving Forward:

- Continue partnership with Chancellors Cabinet, Student Clubs & Orgs, GSC, and HS SG
- Utilizing the SGA IG page to share information/updates with students regarding the innerworkings of the university and UNC System
- Continue engaging with the EDI discussions

Next Year's Leaders:

SGA

Student Body President- Jenna Cusack (Rising fourth year, School of Film)

Student Body Vice President- Taylor Pinney (Rising fourth year, School of Dance)

Graduate Student Council

President- Ana Aguilera (Rising fourth year Grad, School of D&P)

Vice President- Lance Pearl (Rising fourth year Grad, School of D&P)

High School Student Government

President- Lydia Schneider (Rising Senior, School of Dance)

Vice President- Emma Cilke (Rising Junior, School of Dance)

Action: For information purposes only