

December 1, 2022, 1:35pm – 3:00pm
University of North Carolina School of the Arts
Boardroom, Seman's Administration Building, SAAB306
Winston-Salem, North Carolina

COMMITTEE MEMBERS:

Greer Cawood (Chair)*, Jeffery Bullock*, Kayli Kimerer*, Rhoda Griffis*, Peter Juran* (Acting Chair), Kyle Petty*, Graydon Pleasants*, Mark Land* (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, Kathryn McMillan, Staff, Amanda Balwah, Staff, Andy Paris, Chair of UNCSEA Faculty Council, Viah Streater, Staff Council Representative

AGENDA

OPEN SESSION

1. Call to Order and Confirm Quorum.....Peter Juran
2. Approval of Minutes from the September 29, 2022 MeetingPeter Juran
3. Student Government Association President Report.....Kayli Kimerer
 - a. SGA Team
 - b. Student Concerns
 - c. Goals & Initiatives
 - d. Past and Upcoming Events/ Advocacy Campaigns
4. Faculty Council Report.....Andy Paris
 - a. Campus Safety
 - b. Workload
 - c. Collaborative Scheduling Initiative
 - d. Shared Governance
5. Academic Affairs Report..... Karen Beres
 - a. Midsemester Feedback Process (Handout)

- b. Realignment of the Warning/Probation Letter Process
 - c. Academic Student Success Coaching Pilot Program for Spring 2023 (Handout)
 - d. Library Usage Statistics
 - e. Library Support for Affordability – Student Savings Potential
- 6. Student Affairs ReportLaurel Donley
 - a. Holistic approach to student development
 - b. Approach to care for students
 - c. Approach to Care for Division of Student Affairs (DOSA) Staff
 - d. Response to Crisis
 - e. Student Affairs Goals
- 7. Enrollment Update..... Paul Razza
 - a. Fall 2023 headcount target
 - b. Fall 2023 submitted applications
- 8. Provost’s Report..... Patrick J. Sims
 - a. Academic Challenges
 - b. Academic Opportunities
 - c. Leveraging Institutional Change: Discussion Prompt
- 9. Other Business..... Peter Juran
- 10. Motion to Move to Closed Session..... Peter Juran

OPEN SESSION

- 11. Adjourn.....Peter Juran

AGENDA ITEM

Student Body President Report.....Kaylie Kimmerer

Summary: The Student Body President will provide an overview of goals for the 2022-2023 academic year and student government activities to date. She will introduce student government leaders and will briefly outline their goals for the year:

- a. SGA Team
- b. Student Concerns
- c. Goals & Initiatives
- d. Past and Upcoming Events/ Advocacy Campaigns

SGA Team

- Diego Vazquez Gomez (Student Body Vice President, 4th Year Drama, Acting)
- Rohit Liam (SGA Executive / ASG Liaison, 4th Year Film, Producer)
- Claire Schiffer (SGA Executive, 3rd Year Dance, Ballet)
- Omar Sosa (SGA Executive, 3rd Year Design & Production, Stage Management)
- Jack Sargent (SGA Executive, 2nd Year Music, Vocal)

Student Concerns

- Uprise in advisor complaints
- Decline in students mental health
- Campus safety

Goals & Initiatives

- Health & Wellness: Provide further mental health resources for students and work to further include mental health in all curriculums.
- Campus Safety & Security: Build on the relationship between students and campus police. Implement new policies to accommodate for student needs.
- Elevating student feedback regarding curriculum & faculty.
- Facilitate discussions between students & administration.
- Increase the SGA online presence & building on the relationship between SGA and strategic communications.

Past & Upcoming Events & Advocacy Campaigns

- Student Organized Art School Surveys (Nov)
- Student Voting informational Session (Nov)
- Town Hall (Nov. 29th)
- Mental Health Goodie Bags (Dec)
- We Give Here (Dec)
- Safety Walk (Dec)
- SGA Listening Session w. Grad Student Council (Jan)
- SGA Listening Session w. High School SG (Jan)

Action: For information purposes only

AGENDA ITEM

Faculty Council Update.....Andy Paris

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

- a. Campus Safety
- b. Workload
- c. Collaborative Scheduling Initiative
- d. Shared Governance

Campus Safety

- Shooting of student brings to the fore several concerns about campus safety.
- Faculty Council will be reaching out to work with the administration and campus police to further promote community policing and a healthier relationship between all stakeholders on campus.
- Faculty Council has proposed having a faculty-generated panel for Spring In-service Day to continue the Title IX and sexual harassment conversation, especially as it pertains to arts training in particular.

Workload

- Faculty Council voted to expand the pool of eligibility for Service.
- Additional faculty labor in response to Emergency Wellness Days, days off in the wake of the shooting, and the shooting itself.
- Faculty doing the labor to address workload, both faculty and student workload, though CSI.

Collaborative Scheduling Initiative

- A subcommittee has been formed. Meeting 4 days during the next 2 weeks.
- The subcommittee will be wrestling with questions being raised around the tensions between the rigors of academics and the rigors of artistic practice, along with Wellness initiatives.
- Goal of the meeting is to further define the pillars of the current CSI plan, to create action items we can implement as schools to take steps forward in that plan, and to define recommendations for the support faculty and students will need from the administration to implement those action items.

Shared Governance

- In upcoming meetings, we will be discussing principles of shared governance in the coming meetings in Faculty Council and proposing ways in which we can work better and more efficiently with all stakeholders on campus.

Action: This report is for informational purposes only.

AGENDA ITEM

Academic Affairs Report.....Karen Beres

Summary: The Vice Provost and Dean of Academic Affairs will update the committee on the following topics:

- a. Midsemester Feedback Process (Handout)
- b. Realignment of the Warning/Probation Letter Process
- c. Academic Student Success Coaching Pilot Program for Spring 2023 (Handout)
- d. Library Usage Statistics
- e. Library Support for Affordability – Student Savings Potential

Midsemester Feedback Process (Handout)

- Faculty members requesting MFP sessions: 19
Total sessions conducted: 30
- By School:
 - Dance: 4 faculty
 - D&P: 6 faculty
 - Drama: 2 faculty
 - Film: 2 faculty
 - Music: 1 faculty
 - DLA: 3 faculty
 - HSAP: 1 *(Most HSAP are on an alternate timing with their sessions in Jan/Feb)

Office for the Advancement of Teaching and Learning (OATL)

Midsemester Feedback Process (MFP)

The Midsemester Feedback Process is a service that OATL provides to help instructors gather feedback from students while their course is in progress. Instructors benefit through this opportunity to identify and address concerns and enhance the learning experience they provide, and students benefit from an improved experience as well as from realizing their responsibilities for articulating their needs in a meaningful way. Students also benefit from observing this authentic demonstration of reflective practice. The fact that an instructor allocates class time for this purpose reinforces her/his genuine interest in the students' experience.

When facilitated by a OATL professional, the student feedback session is a powerful and respectful process that promises anonymity for students and confidentiality for instructors. (These formative assessments are not required by UNCSCA and should not be used for evaluating job performance or making personnel decisions.)

How does it work?

Jill Lane, the Interim Director of the OATL, will come into your class for the final 30-45 minutes of the class session. Students will be asked, in small feedback groups, to respond to three questions:

1. What has been most helpful for your learning in this course so far?
2. What has caused you the most difficulty in terms of learning in this course so far?
3. What suggestions can you make that would enhance your learning experience in this course?

Instructors may request that questions be added or altered if they are curious about student perception of a particular aspect of the course.

Student responses to these questions will be categorized in three domains: course structure and communication; faculty-student relationships; grading and assessment.

After the session:

Faculty will schedule a meeting to discuss the feedback and possible ideas to address student suggestions. Following the meeting, faculty will be given a written summary of the feedback.

Preparing Students for a MAP

We suggest that you set the stage by letting your students know that you have requested a feedback session because you care about their learning experience. This is generally best done the class period prior to the session. You might say something like the following:

"A TLC consultant will be with us for 20-30 minutes at the end of our next class to invite you to reflect on and share your experience with me up to this point in the semester. I will leave the classroom during this time in order to give you privacy as you talk in small groups. I have requested this service from TLC because I care about your learning experience. I value your input and will consider the information you share to make changes to the course, this semester when appropriate and possible, or for future semesters when the change can't be accomplished in our remaining time together."

Talking with Students after the MAP

We suggest that you talk with students about their feedback, whether or not you are making changes to the course on the basis of the feedback. You might begin with acknowledging what you've heard, then discussing the changes you are planning to make, and finally addressing any aspects of the course that you are not changing and why.

Contact Jill to inquire about and schedule a MFP (lanej@uncsa.edu).

Realignment of the Warning/Probation Letter Process

Academic Student Success Coaching Pilot Program for Spring 2023)

Student Success Coaching (SSC)

The International Coaching Federation defines coaching as:

“Partnering with students in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

Objectives

1. The student and coach will work together to define what success means to the student.
2. The student will learn to evaluate and coordinate planning for their general well being, as well as their academic performance.
3. Through a strengths-based coaching approach, students will be able to identify their strengths and implement them in a way that supports their plan for success.

Documents

- **Coaching contract:** outlines the intent and asks for consent from both parties
- **Student Profile Form:** student will share general information with coach
- **Session Planning Guide:** to be revised together by coach and student and develop over the course of the semester
- **Feedback and evaluation:** student will share their perspective after having finished all coaching sessions.

Process

- Student is given notice that they are required to attend SSC
- Student completes profile form and makes first communication with coach
- Student and coach have initial session and review the contract together
- Student and coach meet once every two weeks for 45 minute sessions
- Student completes evaluation

About the Coach:

Mimi Harding works in the Teaching and Learning Center as the Administrative Project Manager. With a BM in flute performance and MA in Music Leadership, she has experienced many of the challenges that students at an art school face. She is trained in Asset-Based Community Development, Student Success Coaching, as well as de-escalation and trauma informed care and resilience.

Example Session Topics

1. Developing a Success Plan
2. Identifying and overcoming obstacles
3. Tolerating/coping mechanisms
4. Decision making
5. Motivation and habit change
6. Reframing/Perspective Change

Library Usage Statistics

- July 1, 2021 - June 30, 2022 = just over 43,000 users
- July 1, 2022 - November 16, 2022 = over 26,000 users

Library Support for Affordability – Student Savings Potential

- 2021-22 - \$58,000 IMLS grant funding
 - Addition of 40 computers (in lab spaces, on each floor, and for laptop checkout)
 - In addition to existing inventory of laptops, iPads, zoom cameras, microphones, sewing machines, etc.

Action: This report is for informational purposes only.

AGENDA ITEM

Student Affairs Report.....Laurel Donley

Summary: The Assistant Dean – Student Development, Director High School Life will report on the following topics:

- a. Holistic approach to student development
- b. Approach to care for students
- c. Approach to Care for Division of Student Affairs (DOSA) Staff
- d. Response to Crisis
- e. Student Affairs Goals

Holistic approach to student development

The Division of Student Affairs facilitates the holistic development of students academically, artistically, personally, and professionally through co-curricular programs, services, and spaces where students:

- Experience a sense of belonging.
- Prioritize self-care, community health, and well-being.
- Explore their identities and those of others.
- Obtain and utilize transferrable and lifelong skills.

Student Affairs is focusing on a culture of care for our student and the staff within Student Affairs who support our students. With the focus on care we are aligning with UNCSEA Forward focusing on health and wellness.

Approach to Care for Students

- The Student Development Team encompasses: Student Engagement (student activities, clubs, organizations, new student orientation and programs), Residential Education (high school and college), Fitness Center and Student Assistance and Support. This fall Student Development has focused on providing students with opportunities to create community through small and large group programming events. During these events staff engage with students and often uncover student issues and concerns which are subsequently addressed.
- This fall Student Development contracted with Systematic Equity Solution (SES) to embark on a process to align structures and functions to deepen the impact of student support. SES is working with the Student Development Team to conduct listening sessions with students and faculty/staff to capture insight on how the division can expand its efforts to promote student well-being and success. A detailed report and plan will be provided prior to the end of March 2023.
- In order to enhance the health, wellness and safety of our high school population we also sought assistance from Outermost Education Services to engage in Student Affairs Operations Assessment. This is an effort to align the high school residential model with secondary boarding school best practices. This assessment will provide recommendations in addition to comprehensive high school student handbook revisions.

A detailed report will be provided to UNCSEA by the end of February and handbook revisions by the end of April. We worked to address well-being and create a sense of belonging among students by providing intentional programming to focus on building community for students to feel supported by peers and staff.

- Activities and Events Fall 2022:
 - Six weeks of Welcome – Activities focused specifically on new students and their transition to campus
 - Fall Festival – Outdoor games, campus pumpkin patch and fair food treats – over 400 students attended
 - Rocky Horror Picture Show — Attended by over 500 college/graduate students (no High School students), presented by college club UNCSEA Live
 - November (daily) – Relaxation and wellness focused activities and spaces
 - Still I Rise Thanksgiving – Community Thanksgiving for students who cannot return home – a tradition that was started by Dr. Maya Angelou.
 - Exam Break – Late Night Breakfast
- Activities and Events Spring 2023:
 - College Wellness Retreat – January 6th – 8th
 - Welcome Back Weekend – January 20th – 22nd – Hanes Student Commons
 - Spring Carnival – March
 - High School Prom – April
 - College and Graduate Spring Formal Event – April
 - Graduation Recognition Events – May
- Wellness Center (Medical, Athletic Training, Nutrition and Counseling Services) has continued to provide care for our students to address the increasing physical and emotional needs.

Approach to Care for Division of Student Affairs (DOSA) Staff

- During our departmental meeting this fall we spent time focusing on wellness. This division spends a significant amount of time caring for students from care in the residential spaces, to providing activities that promote community, to transportation to performance venues and events. We addressed student well-being, discussing the challenges that our areas identify as barriers to students and potential solutions.
- Themes to student well-being: balance, boundaries, prevention, belonging, identity.
- Barriers – lack of time in schedule to address well-being, the mindset that students feel the need to choose performance (art) over self-care and the production driven culture.
- We also dedicated time during our staff meeting to discuss our own well-being and identified barriers. We began working to address some to those barriers to implement strategies for our staff departmental well-being. We dedicated time to discuss what well-being means for ourselves and discussed the barriers that exist in addressing our own well-being.
- Themes to student affairs staff well-being: balance, boundaries, empathy and grace.
- Barriers for student affairs staff well-being: self-guilt of letting team down when need arises to exercise self-care, self-pressure, prioritizing students over self, lack of time to breathe and reflect.

Response to Crisis

Our team cares for the physical and emotional well-being for our entire campus student population. Student Affairs staff members are the first responders to a campus crisis along with Campus Police. This fall semester we had several events that have required crisis response. We responded to several mental health challenges which have led to emergency hospitalizations and most recently responded when a college student was injured in an off-campus shooting.

1. VPDOSA received the call from campus police about the shooting. Within 30 minutes members of the DOSA leadership team were on site at the hospital, D&P, and Artist Village. Our team stayed on site for a few hours to support students and participate in administrative meetings. Full DOSA leadership team met at 6:30 am that morning to discuss the student support plan for the day and future days. We increased the availability for counseling, case management, relaxation, and reflection exercises. DOSA continued to increase visible support for students throughout the week for those who still needing support.
2. DOSA supported students and provided information along with Chancellor Cole, Provost Sims and Chief Brinkley at all six art school meetings (high school, music, dance, film, drama, and design and production), which began at 8 am. We concluded our information sessions with a zoom meeting for high school parents.
3. Student Assistance and Support worked with the injured student and family, offered support, coordinated hotel stay, etc. Counseling Services, and other DOSA areas provided ongoing support to the campus community in the days following.
4. The following week DOSA leadership team conducted a review of incident, highlighted departmental successes, and discussed areas of improvement.

Goals for Student Affairs

- Entire Student Affairs Staff trained in Mental Health First Aid by 2/1/2023
- Review of current postvention protocol for campus crisis i.e. suicide, traumatic events, etc.
- Training for Threat Assessment Team

Action: This report is for informational purposes only.

AGENDA ITEM

Enrollment Update.....Paul C. Razza

Summary: The Director of Admissions will report on the following topics:

- a. Fall 2023 headcount target
- b. Fall 2023 submitted applications

Action: This report is for informational purposes only.

In collaboration with the Office of the Provost, Institutional Research, the Registrar, the Division of Finance and each conservatory, the Fall 2023 student headcount target has been established and shared across campus. Our total enrollment target is 1,370 students, with an expected need of 555 incoming students for Fall 2023. This goal accounts for the highest enrollment target, to date, for UNCSA. The Fall 2023 enrollment target marks a 0.7% increase over the Fall 2022 target of 1,360 and a 1.4% increase over the Fall 2022 headcount at census of 1,351.

Outlined in the charts below are the enrollment goals for the Fall 2023 term - based on degree level, conservatory, and in-state (I) / out-of-state (O) targets.

Fall 2023 Total Student Headcount Enrollment Target

School	High School			Undergraduate			Graduate			Grand Total		
	I	O	ST	I	O	ST	I	O	ST	I	O	ST
Dance	56	47	103	52	70	122	.	.	.	108	117	225
D&P	36	1	37	123	128	251	42	32	74	201	161	362
Drama	19	1	20	33	84	117	.	.	.	52	85	137
Film	.	.	.	203	128	331	32	11	43	235	139	374
Music	85	7	92	95	24	119	22	39	61	202	70	272
Total	196	56	252	506	434	940	96	82	178	798	572	1,370

Fall 2023 New Student Recruitment Need

School	High School			Undergraduate			Graduate			Grand Total		
	I	O	ST	I	O	ST	I	O	ST	I	O	ST
Dance	24	28	52	14	18	32	.	.	.	38	46	84
D&P	23	1	24	55	39	94	28	0	28	106	40	146
Drama	19	1	20	12	18	30	.	.	.	31	19	50
Film	.	.	.	76	28	104	24	1	25	100	29	129
Music	43	2	45	47	10	57	19	25	44	109	37	146
Total	109	32	141	204	113	317	71	26	97	384	171	555

Fall 2023 Submitted Applications

After a 2 ½ year hiatus, due to COVID, the Office of Admissions has returned to recruitment travel. During the Fall 2022 term, Admissions Counselors traveled to over 60 locations and participated in high school presentations, college fairs, studio visits, and arts-based conferences. The goal of these trips is to provide access to all communities, while recruiting top artists from across the country.

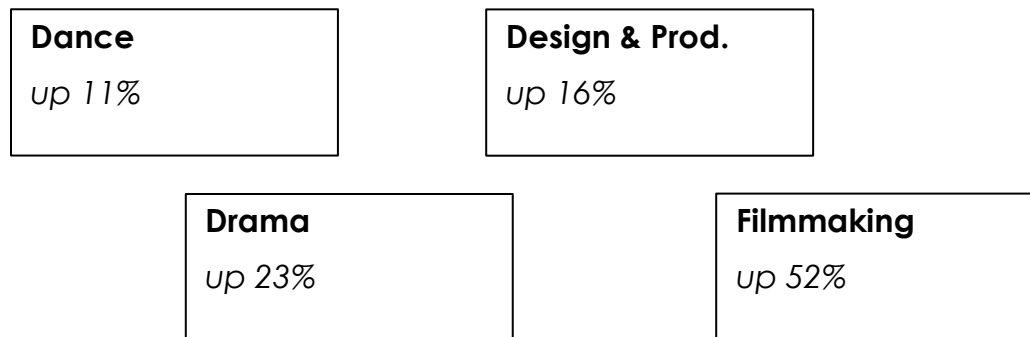
In addition, UNCSA participated in the statewide initiative NC Countdown to College (C2C), where North Carolina high school seniors complete three important college enrollment steps: residency, FAFSA (Free Application for Federal Student Aid), and college applications during the week of October 17 – 21. To support college access, college application fees are waived during this time. UNCSA C2C participation rendered:

- 105 applications, across all conservatories.
- Proving the initiative's goal, 96% of applications received are from North Carolina Tier I or II counties which are defined as economically distressed counties.
- 25% of applicants indicated they are first-generation to college.

The return to recruitment travel, the C2C initiative, Strategic Communications marketing and social media campaigns, and faculty recruitment travel have boosted year-to-date submitted applications. Utilizing the November 2nd application deadline as a milestone, year-to-date Fall 2023 applications are:

- Up 22% across all conservatories and degree levels.
 - Undergraduate applications are up 25%.
 - Graduate applications are up 14%.

Below outlines how these increases are spread across our conservatories:



Note: The School of Music did not have a November 2, 2022 application deadline. Based on peer institutions, the first deadline for Music is December 1, 2022.

AGENDA ITEM

Provost Report.....Patrick Sims

Summary: The Vice Provost and Dean of Academic Affairs will update the committee on the following topics:

- a. Academic Challenges
- b. Academic Opportunities
- c. Leveraging Institutional Change: Discussion Prompt

Academic Challenges

- Salary Compression
- Declining Enrollments
- Mental Health & Wellness (students and faculty)
- Need and Merit-Based Financial Aid

Academic Opportunities

- Develop relationships with influential stakeholders and decision-makers at the state and local levels
- Utilize industry relationships/partnerships to better position graduates for gainful employment
- Strong strategic planning in collaboration with Advancement

BOT Discussion Prompt

How do we leverage your voices and connections to address institutional challenges and support the implementation of the campus strategic plan?

Action: This report is for informational purposes only.