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