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**AGENDA**

Attendees: Dean Tymas-Jones, Associate Dean Projansky, Assistant Dean Leckie, Assistant Dean Hovsepian, Assistant Dean Horejsi, Assistant Dean McIntyre-Martinez, Brian Snapp, Justin Diggle, Monty Paret, Nolan Baumgartner, Aaron Lang, Cheryl Sandoval, Jsutin Watson, Brent Schneider, Rob Wood, Andrea Gossels, Kevin Hanson, Connie Wilkerson, Steve Pecchia-Bekum, Karem Orrego, Stephane Glynn, Stephen Koester, Ellen Bromberg, Eric Handman, Elle Johansen, Kelly Bruce, Miguel Chuaqui, Michael Chikinda, Mike Cottle, Mitchell Bodily, Shana Osterloh, Mary Ann Dresher, Gage Williams, Sarah Shippobotham, Chris DuVal, Michael Horejsi, Leah Hassett, Penny Caywood

1. **Call to Order:**  
Dean Tymas-Jones begins the meeting at 3:00 pm. He welcomes everyone and hopes that they all had a great summer. He hopes that this academic year has gotten off to a smashing start.
2. **Approval of Minutes:**  
From April 11, 2014 Meeting  
Dean Tymas-Jones calls for an approval of the minutes. A motion is made and seconded. All are in favor to approve the minutes.
3. **Request for New Business:**  
Dean Tymas-Jones asks if there is anyone who would like to add any new business to the agenda. There is none.
4. **Consent Calendar:**  
See Appendix A  
Dean Tymas-Jones directs everyone to the back of the agenda for the consent calendar. There you will find who has resigned or retired, new administrative appointments, and faculty appointments and promotions.
5. **Dean's Report:**  
Dean Tymas-Jones says that on the 9<sup>th</sup> of Sept. he was invited to give a 20-minute presentation to the Board of Trustees. There were some PowerPoint slides that were developed for that presentation. What he is about to show everyone is an excerpt from that. He took out some of the slides so you would be aware of some of the most important points.  
  
The Dean explains that the first slide contains the "tagline" for the CFA. Last year the CFA Executive Committee met with the Summit Group to develop materials for branding the College. This is one of the statements that came out of that exercise. This language will be the tagline for the CFA, and you will see it quite frequently.  
  
Dean Tymas-Jones says that in 2014, in the US News & World Report they ranked programs across the country. In the arts, the only discipline that is ranked by US News & World Report is the Art Studios in the MFA program. In 2014, US News

ranked our studio program as #93. That is also true for 2015, which just came out. The University of Utah's overall ranking dropped, but Art stayed steady. There is also a new ranking system that we just found out about. College Factual is a ranking system that looks at the kind of support that the Visual & Performing arts gets. They ranked the top 635 schools. There are a total of 1226 across the country, but they only ranked 635. The Visual & Performing Arts programs at the U ranked #70.

The Dean says that the next slide shows the offerings that we offer as part of the Gen Ed distribution. We offer 58 FA courses, 4 Humanities, 4 diversity, and 11 upper division writing courses. But the statistic to take away from all this is that we serve about 9000 students annually (4500 each semester).

On the next slide, it shows that in 2013-14 we had 1988 majors. For last year, we awarded 382 degrees. We have a total of 231 faculty.

A member of the Council says that you should put the number of faculty next to the number of students served—that's a lot of people. The Dean says that's a good suggestion.

Dean Tymas-Jones says the next slide only speaks to headcount. We graduated more students last year than we did in 2011. This shows the effectiveness of the advising program.

The Dean says that one piece that should be in our elevator speech should be that the U is known for the three A's—Athletics, Academics, & the Arts. The next slide shows how effective the U & the Arts pass is. The first year that we offered the program, we had 1100+ events that students attended. The second year went up slightly, but the third year it almost doubled. And the anticipation is that we will continue with this growth.

Dean Tymas-Jones indicates that the next slide shows how we have a community impact. So all of this represents the engagement of the CFA—the students and faculty. The last slide he wants to share is that the U is now a partner with a2ru. It is a national organization with 35 partner research institutions. It is an organization that investigates how to integrate the arts and design practices across the university. So in terms of the U of U, the leaders of this activity created a value statement that speaks to the createCONNECTIONS project that advocates for the integration of the arts and design practices. This organization is not for administrators—it's for students and faculty to exchange ideas. There will be a conference this coming year for students to come together from the partner institutions to become illuminated as to practices that promote the integration of arts and design. Also, there will be a conference in November for faculty and students to talk about what is going on at various institutions.

The Dean says that he hopes you found some of the information informative. The Board of Trustees were not all aware, and we got a positive reaction from them in terms of the work we are doing.

A Council Member asks if the Gittins Gallery was being tracked in terms of the Arts Pass. The Dean says that we would like to, but at the Performing Arts venues, they have a card machine to read the ID. So we need to figure out a way to track, since the gallery is open all day, and there isn't someone there to get the data. The Dean says if you can think of a way, that would be great.

The Council Member asks for clarification on the graduation rate. The Dean says that this isn't our graduation rate—it's just in terms of the total bodies that graduated. So it shows a higher headcount actually completing a degree—so we're graduating more people, but it's not a graduation rate.

Another member of the Council asks if there is data for that? The Dean says that this came up in the Board of Trustees meeting, and the University understands that there is a push towards a graduation rate. The overall graduation rate of the U is 60%, and that's low. But the U has put together a databank to try and get that data. The Dean has been here 9 years, and that data hasn't been available. It should be available some time this year or next.

A Council Member says that our College can look a bit skewed because most of their majors are declared later than ours. It may skew some of our statistics. Assistant Dean Leckie clarifies, and says that they use different numbers—so it's not the same issue.

The Dean thanks everyone and says that there are other Dean staff reports, and we will hear from them now.

## 6. Dean's Staff Reports:

### Assistant Dean Leckie

- SNAAP Report

Liz Leckie says that she got the opportunity to work with 5 interns that were hired in May, and she worked with them over the summer about the SNAAP data we received last year.

Paul Hill introduces himself. Christina Jones introduces herself. Gloria Morin introduces herself. Today they are going to be presenting about the SNAAP data, and also about ArtsForce.

ArtsForce is a conference designed by and for students. The three of them, plus two other interns were charged with determining what the conference would look like this year. The purpose is to help students articulate the transferable skills they are developing in their arts degree.

Each year the CFA hires undergraduate students to research and design the ArtsForce conference. ArtsForce will be held on Oct. 4<sup>th</sup> at the UMFA. The participants will be involved in networking with alumni and local arts organizations. They will learn how to strategically design their career, and explore multiple career pathways. Greg Hatch from the Fine Arts Library will be coming, as well as Kelly Dries who will help students learn how to present themselves professionally. Throughout the event, they hope that students will see others working in career pathways that maybe they haven't heard about yet.

Paul says that ArtsForce is important to our College. In 2012 the CFA conducted a student survey to learn about students experiences. The students' primary needs were to have more opportunities to connect across the arts, and to transition into the workforce.

ArtsForce is a collaboration with SNAAP. SNAAP is a survey of arts alumni, and it's the first of its kind. In 2013, the CFA participated in SNAAP, and so this year at ArtsForce we will be presenting on the results of that survey. The highlights from the data—if you're interested in learning more about it, there will be a report on the ArtsForce website.

553 alumni responded to the survey. The largest group of alumni to respond were recent graduates. Something interesting to note is that 2013 grads were not included.

90% of the alumni rated their experience in the CFA as good. 76% work or worked as professional artists, and a majority (64%) continue to practice art in their free time. It disproves one of the myths that those who study the arts won't have a career in the arts. 77% of the alumni are currently or have been previously self-employed. 75% continue to find their arts education relevant, even if they don't work in the arts.

Other myths are disproved, as well. Those working in arts-related fields reported higher levels of career satisfaction. And they had overall job satisfaction. Those who weren't working in arts fields reported that they had higher income and job security—and those are the reasons that they left the arts.

Paul says in summary, a majority of the CFA Alumni are satisfied with their education and would chose the CFA again. A majority of Alumni are working as artists and if they are not, they still find their arts training relevant to their careers.

Some of the valuable career skills that they found most valuable in their career were creative thinking and critical thinking. Incorporating feedback, working collaboratively, networking, and leadership were all skills, as well.

Some skills they found necessary weren't included in their arts education—for example, financial and business skills, entrepreneurial skills, project management skills, and networking. This is really interesting, because if you break down project management skills, it sounds like what we do every year in the CFA—preparing for a show, or a recital, or preparing lesson plans. So students aren't articulating the skills that they are learning. The networking is being addressed during ArtsForce during the networking lunch.

Paul concludes and says that these SNAAP findings will be presented at ArtsForce for students to hear, as well. To let them know that things will be OK as they study in the arts, and how they can get education. These will be presented in a video form about some of the myths about working in the arts. Right now we have about 92 students registered for the conference. They are hoping that this will be a meaningful experience for our students. This will help them be successful. If you'd like more information about this data, there will be a report posted on the website. And it will also be e-mailed out to all of you as CC members.

A Council Member asks when the registration deadline is? Sept. 26<sup>th</sup> is the preferred deadline, but they will take registrations after. There will be e-mail blast to let them know.

Another member of the Council asks if they register online? Yes. It's completely free.

A Council Member asks if there is a cap? No. The conference will be at the UMFA, so there isn't a set number for that.

A member of the Council asks if underclassmen get as much out of it as upperclassmen? Yes, the results of the survey from last year showed that it was overwhelmingly positive—for both upper and under classmen.

Christina says that depending on where they are in their education they will get different things out of it. This year a big thing will be on how to use the resources that are on campus, and just bringing up things that they haven't thought about. Networking can never start too early.

A member of the Council says that this is very reassuring. This has been a concern of his. So this is really reassuring.

A Council Member asks if the data that is up there—is there going to be any breakdown on it? Liz says that each department will have it. The Dean says that we will put it on the Executive Committee agenda, so everyone can find out how to access the information specific for their unit. The hope is to look at it in terms of curricular and co-curricular activities.

Another Council Member says he likes the broad stroke data that was shared—but he would caution them about comparing project management with homework.

Paul says he understands—and what he thinks about dance students doing choreography creating a performance on other students is similar.

Gloria says that part of the reason that the statistic is so low is because the students don't always take advantage of the opportunities available for them.

#### Assistant Dean Horejsi

- Branding for Kingsbury Hall

Brooke introduces herself and says that some of you might have met her, but some haven't. She just wants to let everyone know about what's happening with Kingsbury Hall. There was a very large initiative that the Dean initiated to take the asset that we had in terms of KH and to change the structure and make it a Center for the Arts. That particular vision has been adjusted a bit, and now we're dealing with what will happen with KH. We are engaging the same PR firm that did the PR branding for the College. And the interesting thing that most of you might not know about is that there is KH the place, and KH Presents, which is the programming. What they are hoping to do with this is to stop talking about "Kingsbury Hall," because it is a place, and re-launch themselves. In addition, her position has been expanded to be an Assistant Dean for Arts & Creative Engagement. And she is looking forward to ways she can broker relationships with you—across campus and in the community or nationally. Are there any questions? There are none.

#### David Driggs

- Development Report

Dave says that he is the Executive Director of Development and he wanted to report on last-year's earnings. We had raised \$1.5M+ from all our donors. The great thing about this is that a significant amount of this was for scholarships. This will increase our efforts in faculty initiatives. The Dean's Fund for Excellence is important—and most of the contributions to that is from the Fine Arts Advisory Board. For that, we reached \$142,403.24. We have a goal this year of raising \$250K to increase that number. He says that we brought out the piano campaign specifically because this last year was the anniversary of 100 years of the piano on campus. Many of you have made contributions to the CFA. If you haven't made a contribution, we'd like to invite you to do that.

Dave says he'd like to also talk about a shift that has happened in the Development Office. There are now 6 members of the development team who

work together. They've implemented a liaison program to provide direct service to the departments. Development is about the relationships that we create and the impact that we have. He is looking forward to partnering with everyone and engaging with our students and our alumni in terms of getting significant funding. He asks if there are any questions? There are none.

#### Associate Dean Projansky

- Update on College Charter

Sarah Projansky says that last year we did minor revisions on our College Charter, and that has gone through all the approvals and is now ready. So that is just an FYI.

- Update on the Career-line Faculty Review Policy

Sarah says that the more complicated issue to discuss today is the Career-line Policy. Last year in February we submitted this. We got feedback a week ago. So she has been working very hard on it. What she has done is organized the changes that we might like to make. The first is the cosmetic and factual changes. What they want to do is give us provisional approval. But there are two conditions to that—so we won't get final approval until we get the "work in progress" sections completed. The recommendation that we would like to make is to move this to the debate calendar.

It is motioned to move it to the debate calendar. It is seconded. All are in favor and it is moved to the debate calendar.

Sarah says that the first thing that was changed is the organization and some renaming. The second is additional quotations from University Policy. The third is additional factual information. For example, we have to list Assistant Professor, Associate Professor, and Professor in terms of the categories.

Also, there were two things that we have to make in terms of compliance with University Regulations. The policy that we created said that a career-line faculty member on a multi-year contract would not have to be reviewed every year. University Policy says that we have to review every year. So it will be adjusted slightly to say that the Chair will review the faculty member by looking at Student Evals.

Also there is the possibility of department/school appendices. So if criteria needs to be more fleshed-out in a particular department, we allowed for that—but we have to change that language that it would be in an official appendix, and it would need to go through the same approval process. So the departments can still add those details, but it will need to go through this process.

A Council Member says that there was a time when they prohibited us from quoting policy. Has that changed? Sarah says we don't have to, but it was recommended.

Another Council Member says that if the progression and the career steps is unclear--are we then supposed to provide how to move from one step to another? Sarah says yes. These are the different ranks, and a later section will say this is how you get there.

A member of the Council says that the last statement about the additional rights—would that apply to adjunct faculty? Since Music has multiple adjuncts, can they

have multiple review committees? Sarah says yes. That would be codified in an appendix.

Another Council Member says that it would be important to include in this statement that units don't have the discretion to circumvent this policy.

Sarah says yes, that's why the University wants this to go through the same approval process.

Sarah moves on and says that there are two conditions that we have to address to get provisional approval. Basically, we have to provide rules that provide criteria, standards, evidence, and procedures. We didn't define standards—we only defined criteria. In the policy we said that the departments would define standards. And that is incorrect. So what they want for us to do is say New Section: Standards (work in progress). And if the departments want to do it, the departments would have to make appendices.

Sarah asks if there are any questions? There are none.

Sarah says that the second work in progress is how we make the decision of how someone is deserving of a multi-year appointment. We don't explain that in the current version of the document.

A Council Member asks when we are talking about resources, this is confusing. The appointments haven't been based on resources—they've been based on needs of courses to be taught. Sarah says that this is rather vague. As we know, there are two separate things—appointment, and employment. The assumption is that the department wouldn't do a 3-year appointment unless they were reasonably sure that they would have the resources to hire them for the entire time. She says that the new suggested paragraph would be "when making multi-year appointments, the appointing unit will consider..."

Another member of the Council says that this last paragraph is really good. That was something that they really considered.

Sarah says that it is up to College Council to see if this should be a College policy, or if it should be up to departments.

Dean Tymas-Jones interrupts as a Point of Order. Does Sarah wish for the Council to vote on what we have heard so far? She says yes. A Council Member makes the motion. It is seconded. All are in favor and the motion passes.

The Dean asks-- for the first part of the document where there were the changes that were cosmetic in nature, is there a motion to approve those changes? There is a motion. It is seconded. All are in favor and the motion passes.

The Dean asks about the section that says "work in progress" – is there a motion to approve those? A Council Member asks if we will be doing this without the standards in place? Are they telling us is that we can go ahead with the policy and not have the standards in place? Sarah says that the criteria is in place, the policy is in place. Another Council Member says that this section is slowing down the policy—and we can move forward with this as it stands and come back to it.

There is a motion to approve this as it is. It is seconded. There is one abstention, and the motion passes.

The Dean asks about the section that talks about the multi-year appointments. Is there a motion to approve that section? A member of the Council asks if we should be doing multi-year appointments this year, then, if we don't have the standards? If we approve this, and we don't have the criteria, he feels uncomfortable with this.

A Council Member says that we currently have multi-year appointments. Another Council Member says that it can sometimes be the only way to recruit the faculty members.

A member of the Council asks if we're doing it already, is the way we've been operating going to change that dramatically? Another Council Member says that in his department, they don't have any multi-year appointments. Sarah says that they can then continue to not have multi-year appointments, if they like.

A student asks when this is going to be completed? The Dean says that he would like to have this done this academic year.

A member of the Council asks if the standards on the aforementioned page and the qualification will be related? Sarah says its not done yet, so that will be part of the conversation.

A motion is made to approve the changes. A vote is taken. All are in favor and the motion passes.

Sarah thanks everyone, because that took a lot of time to get done.

Sarah says that the next question is a little more complicated. Should the College allow full-time, long-serving career-line faculty members to vote on the appointment of Adjunct and Visiting faculty members? There is contradiction in University Regulations. 6-300 says that we may permit career-line faculty members to vote on other faculty in their respective peer categories. So the way we understood that last year was that the career-line could vote only on career-line and advise on others. 6-302 says that auxiliary faculty may serve as voting members on cases of other auxiliary faculty. So the question is how 6-302 will be revised. Because we brought this to their attention, Academic Senate will now also be revising 6-300. Several people in the SVP's office said that 6-302 trumps 6-300. So we can revise our policy accordingly. So we need to consider whether we want to consider it.

A Council Member asks how long-serving is defined? Sarah says .50 FTE or above for 5 consecutive years or more. So not every career-line faculty will be voting. And the tenure-line still have to have the majority say. But some portion of their voting committee would include career-line faculty.

Another Council Member asks for clarification about career-line definitions. Sarah says that career-line faculty are at .50 FTE, and it's generally a more long-term situation. Adjunct faculty are usually someone coming in to do one class.

A different Council Member asks about peer categories. Can only full professors elevate associate professors to full professors (lecturers)? Sarah says yes, that's they way it was written. But that is now in question due to the SVP's office.

A member of the Council says that the second one doesn't conflict, and he's confused. Another member of the Council agrees.

Sarah says that if you include “respective peer category” to mean that only Career-line can vote on Career-line, then Career-line faculty couldn’t vote on adjunct faculty. So the question is if Career-line faculty can vote on adjunct faculty.

A Council Member asks if that is a problem?

Another member of the Council says he wouldn’t like a visiting faculty members to vote on other Career-line. Sarah says that a visiting faculty member couldn’t be long-term, so they wouldn’t be eligible to vote.

A Council Member says that the idea is good, only because departments have different needs and different ways of operating. From personal experience, the idea of voting brings inclusiveness into a small department. So those additional voices would benefit. So the department making the choice is important.

A different Council Member says they have been doing this for a long time in his area.

Another member of the Council says that as long as the department has a final say, then he would like the policy to be as inclusive as possible.

A motion is made to accept 6-302 in place of the 6-300. Clarification. So that would mean that career-line could vote? Yes. It is seconded. Discussion: A Council Member says that we would like to standardize the language. In particular cases, they would be doing every case they are eligible for. Another Council Member says that they mean “individual” rather than “particular.” The first Council Member says that we are going to be back here in a year. Sarah says that we will have to quote this, but she can clarify it. A different Council Member says that hopefully they will do that. The Dean says for the purposes of this vote, does the one who made the motion accept that change? Yes. Does everyone understand the change? Yes. All are in favor, and the motion passes.

Sarah says that the second question is whether or not the College should allow the Department Chair to serve on the Review Committee. She reminds everyone about what we decided last year. Our current statement says that the Chair/Director “may also” be elected to the RC in addition to the other tenure-lien faculty members. The SVP’s office said that was weird. So the two options that are on the table from the SVP’s office is to allow the Chair/Director to serve ex officio, or we could exclude the Chair/Director from RC.

A member of the Council says that he would strongly recommend excluding the chair/director, because even non-voting, they can sway the vote. It’s just bad business, in his opinion. Another Council Member seconds that opinion.

A different Council Member agrees, but that’s because the Chair needs to come to a separate conclusion. If the Chair is part of it, then it’s not a two-stage process. Sarah clarifies that it’s actually a three-step process.

A member of the Council asks about the role of the chair in the Advisory Committee? Sarah says that they are ex officio.

A Council Member moves to exclude the Chair/Director from the RC. Another Council Member seconds it. One abstention and the rest are in favor. The motion passes.

The Dean says that a lot of time was spent on this in our office. So thank you all for your work. It is good to have this moving forward.

7. Special Committee Reports:  
N/A

8. Notice of Intent:

- Refined CFA Absence Policy
- Faculty Lines Policy Process

Dean Tymas-Jones says that these are two issues that we will be discussing at our next College Council meeting. What he will do is share these items with the Executive Committee and then take their advice as to what is happening. These are a direct result of a recent CAD meeting. We're not changing the policy for when the faculty line becomes vacant, but the process in terms of how it is carried out.

9. Debate Calendar:

10. Information Calendar:

11. Adjournment:

Dean Tymas-Jones asks if there is anything else for the good of the order? No. There is a motion to adjourn. It is seconded, and the meeting adjourns at 4:31 pm.

Future Meetings: November 14<sup>th</sup>, February 20<sup>th</sup>, April 17<sup>th</sup>

## **Appendix A**

### **Resignations, Retirements, & Appointments**

#### Resignations

1. Russell Schmidt (Associate Professor – School of Music, Effective July 1, 2014)

#### Retirements

1. Sam Wilson (Professor – Art & Art History, Effective July 1, 2014)
2. Abby Fiat (Professor – Modern Dance, Effective July 1, 2014)

#### Administrative Appointments

1. Brooke Horejsi, Assistant Dean of Arts & Creative Engagement, Effective July 1, 2014
2. Kelby McIntyre-Martinez, Assistant Dean for Arts Education & Community Engagement, Effective Sept. 1, 2014
3. Miguel Chuaqui, Interim Director of the School of Music, Effective July 1, 2014
4. Brent Schneider, Acting Chair of the Department of Ballet, Effective July 1, 2014

#### Tenure-Line Faculty Appointments

1. Melonie Murray, Associate Professor - Ballet, Effective August 16, 2014
2. Juan Carlos Claudio, Assistant Professor – Modern Dance, Effective August 16, 2014
3. Nicole Robinson, Professor with Tenure – School of Music, Effective August 16, 2014
4. Martine Kei Green-Rogers, Assistant Professor – Theatre, Effective August 16, 2014

#### Tenure-Line Faculty Promotions

1. Allison Denyer, Associate Professor – Art & Art History, Effective July 1, 2014
2. Lien Fan Shen, Associate Professor – Film & Media Arts, Effective July 1, 2014
3. Eric Handman, Associate Professor – Modern Dance, Effective July 1, 2014
4. Sydney Cheek-O'Donnell, Associate Professor – Theatre, Effective July 1, 2014
5. Sarah Shippobotham, Professor – Theatre, Effective July 1, 2014

#### Career-Line, Adjunct, and Visiting Faculty Appointments

1. Sara Beth Levavy, Assistant Professor Lecturer – Art & Art History, Effective August 16, 2014
2. Jennifer Weber, Assistant Professor Lecturer – Ballet, Effective August 16, 2014
3. Eloy Barragan, Adjunct Associate Professor – Ballet & Modern Dance, Effective August 16, 2014
4. Alexander Johnstone, Adjunct Assistant Professor – Film & Media Arts, Effective August 16, 2014
5. Douglas Cunningham, Adjunct Assistant Professor – Film & Media Arts, Effective August 16, 2014
6. A'Keitha Carey, Visiting Professor – Modern Dance, Effective August 16, 2014
7. Daniel Clifton, Visiting Professor – Modern Dance, Effective August 16, 2014
8. Sara Pickett, Adjunct Assistant Professor – Modern Dance, Effective August 16, 2014
9. Jonathan Campbell, Assistant Professor Lecturer – School of Music, Effective August 16, 2014
10. Anne McNamara, Morales Fellow – School of Music, Effective August 16, 2014
11. Michael Horejsi, Assistant Professor Clinical – Theatre, Effective August 16, 2014
12. Julie Rada, Morales Fellow – Theatre, Effective August 16, 2014