Annual Report to the College Faculty & Staff

As in previous years the deans of the USF colleges are instructed to web-post a report to the Faculty (and Staff) as the first step in the Provost’s evaluation of deans. I am very proud of the accomplishments of this College but I would be the first to recognize that no accomplishment, no success we have experienced is the result of a single individual and in the specific case of my deanship I must say up front that any and all forward movement and support of University/College/Unit goals is the result of a unified team which always includes our unit Directors, our College Associate Dean, and many, if not all of you, depending upon the specific accomplishment. Put simply, the dean is the voice and advocate for the College and the Provost, charged with assuring the Provost that we are honoring the goals and ambitions of the University and, at the same time, serving the individual and collective goals and aspirations of this College.

This brief report is organized around the six broad questions which comprise the Annual Review Survey you are being asked to complete. While you may have direct knowledge and/or experience which will serve to inform your response to that survey, I would suspect that in many cases you will have insufficient “evidence” to make an informed assessment so I am providing some highlights of my performance under the general headings that are reflected the survey. Additionally and importantly, prior to opening and completing the survey I would suggest and urge you to consider the following in order to more fully understand the effectiveness of my leadership:

- Please consider reviewing the monthly Dean’s Reports which I provide to you throughout the year, beginning with the May, June, July, and August 2008 Report through March 2008. These reports are available to you by clicking the following link http://www.arts.usf.edu/facultyandstaff/default.asp?n=deansreports
- Please take time to talk with each other and, more importantly, please talk with your Director for specific evidence and a more unit-based perspective regarding my support of and impact upon your academic world
- Please understand the performance of the College by reviewing and analyzing the most recent College Portfolio referenced in the Provost’s instructions for completing the survey and seeking clarification and interpretation through your unit Director. You can click on the following to have access to the most current profile http://www.ods.usf.edu/DSS/Resources/college-portfolios.asp. You will find six graphs which summarize what the University considers the most critical assessment dimensions of our college: enrollment, budget, fundraising, federal grant activity, and faculty profiles. You will note that while enrollments are up and fundraising is up and FTE is up, and faculty count is up, the budget is significantly down, in fact down this year by over $3 million and yet we have somehow managed to keep our doors open. (I would like to think that my leadership, in part, might account for us not having an even more disastrous fiscal experience).

**Question 1: Reflecting the University’s Strategic Priorities and Goals:**
You can access those priorities and goals at http://www.ods.usf.edu/Plans/Strategic/goals-strategies.htm I trust that you have these goals memorized as do I but just in case, take a few minutes to review them before you assess my performance relative to each.

1. **Expanded support for research (creative and scholarly)** by insisting on a minimum 25% assignment for tenure earning faculty, by dedicating as a priority College funds to support individual faculty and their research, by funding and supporting the research agenda of faculty (despite a budget reduction), by helping to find creative ways to aid faculty in their research efforts, and by petitioning the Provost for continuation of the Provost’s Summer Grant program. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.
2. Give focused attention to global and learner centered programs as evidenced by offering faculty forums focusing on inquiry based learning, by supporting unit efforts to strengthen curriculum, by being an advocate for a visiting artist/scholar program, by convening a group of the eight most outstanding teachers in the College to address how the College can improve its teaching. Additionally, work with and support of the global projects that are increasingly a part of our college provides evidence. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

3. Increased local and global engagement through the engagement of the dean in the community, by supporting the unit activities related to the community, by sponsoring an annual regional K-20 meeting, by coordinating the drafting of formal partnerships with Master Chorale, by engaging in conversations with potential partners in the community, by working with Leadership Tampa Bay, by supporting our participation in ARTÉ. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

4. Enhanced revenue and stability of the College by investing in two development personnel and an administrative assistant and in partnership with them and the Directors increasing our fundraising this year to $1,985,187.63 as of April 10, 2009 (the largest annual total ever and still 2 ½ months to go in the fundraising year! $1,631,965 in 2008; $844,670 in 2007) by lobbying on behalf of the College to obtain an equipment fee to supplement the budgets of units, by prudently managing the College budget to ensure that we do not sacrifice essential and core values during these worst of times. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

Question 2: Leadership By Example

1. Visionary Planning: Every effort, every question, every action outlined herein and reflected in my other reports and activities is driven by our collective vision which is the following: The USF College of The Arts aspires to achieve national and international recognition as a distinguished center for study, creation, and research in the arts. The College will provide an innovative environment to prepare the next generation of artists, educators, scholars, and audiences. The College will support and promote creative research and production in the visual and performing arts. The College will engage in advancing the cultural vitality of the Tampa Bay region. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

2. Timely Decision Making: “Timely” means at the proper and appropriate moment, not necessarily quickly and prematurely. There is a preference for decisions to be vetted, be reviewed and informed by the various Directors (who may seek additionally the insights of their respective faculty and staff). I yield to the perspective of others regarding this dimension of leadership since “timely” and “appropriate” decisions are clearly an individually perceived response. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

3. Effective Communication: Several years ago the College Faculty Advisory Council recommended that I provide a monthly accounting of what I do and since that time I have utilized the monthly report to help everyone (who is willing to read the report) with a comprehensive view of issues, actions, topics under consideration, challenges, etc. Additionally, and through primarily my own email communication with CVPA-All as well as indirectly through the four Directors of the College keep everyone, faculty and staff alike, abreast of the status of the College and the issues/challenges/opportunities before us. The “GottaKnows” and the “CollegeMatters” have been introduced to additionally improve the communication within the College. Finally, and importantly, for the past several years I have been making a “state of the College” address to the Faculty and Staff. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.
4. **Fostering Collaboration**: Accepting the fact that “fostering” is quite different from “forcing,” I have attempted to be supportive through funds and encouragement of every interdisciplinary idea emerging from the faculty. For example, the Wheel Chair project led by Merry Lynn Morris and the interdisciplinary initiatives which are frequently profiled by Graphicstudio underscore my efforts in this arena. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

5. **Mentoring Colleagues**: As a general rule I stand supportive of all mentoring activities within the College as exemplified by convening meetings with all new faculty each year and by having constructive post midpoint review meetings with individual faculty. For administrators and potential leaders of the College I try to provide support, guidance, and encouragement but for the most part I view effective mentoring to be most successful if implemented at the unit rather than the College level. And finally the College is striving to be more proactive in arranging mentoring opportunities and those recommendations are being implemented with the next year hires. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

6. **Internal and External Advocacy**: Internally, I must emphasize that my most effective advocacy is not public and not “iron fisted” but rather it occurs at the Provost’s table or behind the closed doors of other decision makers (with the obvious exception, for example of those more “public” advocacy moments such as my presentation to the Board of Trustees on Research in the Arts or my presentation to the retired faculty of the University or the membership of the USF Club or my presentation to the attendees of the “Dining with the Arts” event, etc.) and, thus, your best way to judge my effectiveness is to consider how this College benefits or suffers and assign your conclusions to my level of effectivenes in advocacy (e.g., my continuing efforts for support from the Provost of the Summer Grant program). On occasion you may witness my advocacy externally but for the most part I would suggest that evidence of my effectiveness is embedded in the roles I have and continue to play as a leader of the arts in Florida (chairing for the past four years the Florida Higher Education Arts Network) and my position as Board member and now President Elect of the national association of arts deans (International Council of Fine Arts Deans, and as a member of the Board of Trustees of the Tampa Museum of Art).

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**Question #3: Embodiment of USF Value System:**

You can access the University value system at [http://www.ods.usf.edu/Plans/Strategic/values.htm](http://www.ods.usf.edu/Plans/Strategic/values.htm) These values are extensive and important for us to acknowledge and respect as we build our College.

1. **Excellence in Teaching and Learning** by continuing to support the College Teaching Committee, by convening a meeting of the eight most highly ranked teachers in the College to talk about how to improve teaching, by supporting faculty forums focused on improving teaching, by openly and strongly supporting with funding our Toward Greatness efforts to create an exciting and inquiry based learning environment. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

2. **Outstanding Research** by being a strong supporter and advocate for outstanding research, by obtaining and retaining the Provost’s Summer Grants, by making a fiscal priority of the College funding for research committee and funding for individual projects that strengthen and nurture faculty research, and by being a strong advocate for seeking the very best faculty in our search processes. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

3. **Recruiting World-Class Faculty** by effectively increasing faculty salaries so we can offer 110% of the OSU average salary so we are competitive with essentially the very best institutions, by preparing bios and a website for prospects to review and thus realize the exceptional quality of faculty who they might join, and by encouraging each Director to aggressively seek the very best faculty. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*
4. **Access to World Class Education** by hiring the very best faculty, by supporting and encouraging the research of our faculty, by helping to create an environment that is characterized as inquiry based, by supporting an increasingly ambitious artist/scholar program, by supporting the work and programs of the individual units for whom this is a central and common core value. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

5. **Student Success** by encouraging units to strengthen both their strategic recruitment and acceptance so students admitted are more predictably success oriented, by meeting with prospective students and their parents, preparing them for what to expect if they select to join us (including the showing of the new video that captures the essence of USF Arts for students), by meeting with and implementing the ideas of our most successful teachers, by encouraging Directors to be rigorous in their expectations for students and by always keeping in mind that the truth of our Toward Greatness initiative, i.e., producing faculty create rich inquiry-based environments in which and through which we can predict student success. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

6. **Cultural and Ethnic Diversity** by shepherding policies and procedures that will result in candidate pools with a greater proportion of outstanding faculty of color, by monitoring and consciously expecting quality faculty of color in the finals of searches, by encouraging and supporting programming that addresses cultural and diverse experiences and perspectives, and by asking sometimes difficult questions of directors and search committees about unit-wide efforts to achieve a large pool, make-up of the final pool, the interview process, the final recommendations, etc. to be assured that we are taking affirmative steps to diversity our faculty. More specifically, I have been instrumental in and supportive of the initiative currently taking place to assess the culture of our College and generate actions to help make positive change. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

7. **Interdisciplinary Inquiry** by supporting the new Talk of the Arts project which has as a central purpose the engagement of cross disciplinary involvement of faculty and students, by supporting the Arts/Engineering partnership, by co-sponsoring the Arts and Poetry symposium, by supporting Internet-2 initiatives, by supporting the collaboration between units for Hair, by asking Directors to give more emphasis to this effort. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

8. **Potential of Individuals** by allowing and supporting faculty to independently and without significant interruption/intervention work with their students as individuals (a basic value of the faculty in any art form) and supporting an environment that encourages artistic risk taking by students (e.g., ArtHouse, student exhibitions, Director’s composition prize during the Helps Festival). *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

9. **Shared Governance** by supporting the Bylaws of this College that are strong in ensuring the voice of all constituencies within the College, by taking requests, problems, and issues to the Faculty Advisory Councils, by recognizing and supporting the procedures and unique views of the five units within the College, by respecting the decisions and recommendations of committees and groups of faculty and/or staff relative to issues central to their concern. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

10. **Adding Value to Region, State, Nation** by personally being involved in a variety of community activities related to the arts (e.g., Arte, Tampa Bay Business Committee for the Arts, Chamber of Commerce, Mayor’s Committee on Creative Industries, The Tampa Museum), by being active in and President of the state arts deans and by serving as an officer in the national organization of arts deans and being one of the participants in the national Council for
Policy Study in Art. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

11. Collegial Environment by sponsoring socials for faculty and staff, by supporting the gathering of faculty at Faculty Forums, by demonstrating (at least I feel I do) a respect for all individuals within the College, and by being intolerant with non-collegial actions and behavior. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

12. Community Engagement/Partnerships by supporting the partnership initiatives of individual units (e.g., Music and the Master Chorale), by supporting College efforts such as hosting Tampa Connection, by encouraging Directors and units to be actively a part of this community, by personally being a part of the community and its arts initiatives. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

13. Entrepreneurial and Innovative by supporting Internet 2 initiatives (e.g., utilizing Internet2 with the BRIT program), by considering new programs and by distributing essays to Directors suggesting new approaches and new ideas, by supporting new research (e.g., the Wheel Chair project), by facilitating the initiation of a new innovative program on design university wide. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

14. Technologies by continuing to be an advocate for Internet 2 use within our College, by growing the most advanced and strongest technology unit within the Colleges at USF, by supporting Faculty Forums which have given direct and indirect attention to technology. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

15. Aligning Budget with Priorities by directing the precious few resources we have that are beyond those needed to support the core expectations of instruction toward supporting research, teaching, diversity, community engagement, and strengthening our infrastructure. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

Question #4: Effective Management
This set of questions begs for me to provide my philosophy of “management” and allow you and your colleagues to judge both the legitimacy of my view and the efficacy my view to have and allow positive and healthily environments within each unit and within the College as a whole. In other words, here is what I believe and you decide!

1. Of People by hiring, appointing, and working with Faculty and Staff who are bright, self-motivated, competent, and capable and leaving them alone to deliver within their realms of responsibility and expertise and within a context informed by the University and College strategic vision and goals, and by being constantly on the lookout for opportunities to bring diversity to the college through diversity enhancement funding and trailing spousal hires with funding from external sources. Only when intervention is needed do I intervene; only when something is broken do I become concerned; only when we are not achieving as we might expect do I question; only when external forces compel us to realign, do I intercede. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.

2. Of Policies by keeping to a minimum College-specific policies and only then in order to protect and/or assure or clarify/demystify practice. Practice is informed by vision and mission and goals, not policies and, therefore, setting “rules” of behavior should be cautiously developed so the maximum in creative and individual inventiveness and customization can occur. For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.
3. **Of Programs** by letting units and Schools and Faculty bring their expertise to the action of generating and modifying programs. While the dean should suggest, even prod on certain occasions, programs are the outcome of the energy, passion, and commitment of faculty and deans should support and perhaps shape but not invent. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

4. **Of Facilities and Equipment** by allowing the greatest autonomy possible (recognizing that the dean is contractually responsible for assuring the University that space and equipment is managed to assure maintenance, safety, and effective use). *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

5. **Of Budget** by coordinating the setting of the mission, vision, and goals of the College and allowing the greatest autonomy possible to the individual units in how funds can best accomplish our goals and ambitions. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

**Question #5: Generating New Revenues and Allocation of Resources to Priorities**

*These five questions are asked to all College Faculty and may be more appropriate to Colleges other than this one. Nevertheless, we are making some headway in assuring the College of other “streams” of funding other than the E&G that is allocated each academic year by the Provost.*

1. I have worked to make the administration of USF aware of the opportunity to introduce an equipment fee that will help with virtually every one of our arts disciplines and that is now begin implemented. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

2. I have invested aggressively in a new development office (appointing two new professionals, one focused on gifts exceeding and one focused on gifts less than $100,000. This “team” has only been in place for a little over a year but it is already evident that we can anticipate significant increases in fundraising success, realizing one of the most successful years on record. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

3. I dedicate and will continue to dedicate a considerable amount of my time to cobbling resources from a variety of sources throughout the campus as supplements to the traditional funding and as a means of sustaining/retaining the level of support necessary to ensure excellence. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

4. And finally, and within the context of the currently devastating budget cutting environment, my energies are focused upon methods to retain and reduce the negative impact upon our College. *For more specific examples, please see the listing of activities at the end of this report, please talk with others who might have greater knowledge of my activities and leadership, and please discuss your perceptions with your Director to confirm your perceptions/assessment.*

*See the listing of specific activities found on the following pages*
Selective Examples of Activities to Demonstrate Leadership of the College

For Your Reference:
The following listing may be of value to you. I have tried to generate a list of activities, actions, successes, etc. that I think in aggregate summarize my deanship over the past year. I do not offer them in any organized order since many reflect and tend to support more than one part of our mission and vision, and definitely more than one of the goals of the University and/or College. And most importantly I recognized and take pride in the fact that not one of the following can be attributed solely to me, or for that matter any one of us…we are a family, a community, and a team.

1. Dedicated a great deal of time, especially during the summer and fall of 2009 to the merger of the School of Architecture and Community Design into the College.
2. With the new College development team, have established a new Donor Prospect base.
3. Serve on the Board of Trustees of the Tampa Museum of Art.
4. Continued monthly Dean's Reports to the faculty and staff in order to communicate the topics, issues, problems, and challenges that are daily a part of the administrative life of the College.
5. Selected as one of fifteen international “experts” in the arts in higher education by the Delphi Project.
6. Represented the College at the Prints and Poetry event in the Library last spring.
7. Committed to the summer orientation program.
8. Created and sustain a cooperative, collegial climate among the unit Directors.
9. Achieved a major goal of leadership when the Music Building groundbreaking occurred.
10. Implemented and funded a new Visiting Artists/Scholars program for a second year, “Talk of the Arts.”
11. Attended a number of shows, concerts, exhibitions, performances, and lectures to symbolically and factually demonstrate the importance of these activities to the life of the College.
12. Continued efforts to keep the basic tenants of Toward Greatness before the College as decisions are made about our future.
13. Begun the process of developing community by organizing the student organizations throughout the College.
14. Sponsored another very successful Scholarship Luncheon that brought scholarship donors and their recipients together to celebrate their success.
15. Continue to maintain an “open door” policy for all faculty and staff and students.
16. Worked hard to keep the College in the spotlight on campus as central to and essential to the entire institution.
17. Try to be open, “transparent,” and receptive to ideas/criticism/guidance from all corners of the College.
18. Where possible and appropriate try to get students within our College highlighted before the public, before the administration, before the board, before donors, and before the university at large.
19. Represented the arts at USF at national/international venues through activities in ICFAD.
20. Have met with significantly more donors, have helped make significantly more asks, and have been involved indirectly with significantly more strategy session related to fundraising.
21. Quoted in the Chronicle with credit to USF Arts.
22. Participated in and given greater attention to the annual fund and the tele-fund as vehicles for generating additional resources for the College.
23. Worked with NAAB to obtain accreditation for the School of Architecture and Community Design.
24. Initiated and continue meetings with all tenure track faculty, new faculty, and midpoint reviewed faculty in order to bring clarity and purpose to the processes we use.
25. Established a peer comparison of data with other institutions in order to demonstrate the quality and need for support for the arts from this university.
26. Meet annually with the full time non-tenure earning faculty, with the Administrative and support staff of the College.
27. Organized USF’s participation in the Greater Tampa Chamber of Commerce Luncheon on the Arts.
28. Met with parents of registering students throughout the summer orientation programs.
29. Continued the Scholarship Luncheon as a way of keeping scholarship donors connected to their scholarship’s students.
30. Met with all the new faculty discussing how we could improve their first year and issues they were facing.
31. Oversight of an ambitious data comparison between the Arts at USF and 10 AAU University Arts programs that has been used to establish a comparative profile of the College.
32. Met with graduate students in School of Architecture and Community Design.
33. Worked with David K. Williams in understanding the College budget as he represented us on a university committee on budgets.
34. Enthusiastically supportive of the role the arts can play in the education of Honors College students
35. Participated in the final development of the program and the resolution of issues related to the new Music Building
36. Worked to improve the management and leadership of the BRIT program
37. Helped establish a new role for Internet 2 and Ja.NET in Great Britain as related to the BRIT program
38. Chair the Collections Committee of the Tampa Museum of Art
39. During this year increased the emphasis upon marketing and branding our College, including more aggressive marketing to university-wide student body
40. Very proud of a positive, upbeat, and more helpful central college staff
41. Continued to profile our college with comparative data from the Higher Education Arts Database
42. Member of the Search Committee for a new Executive Director of the Tampa Museum of Art
43. Finally got the University to label HRS as “Architecture”
44. Continued electronic newsletters from both the College and from the Alumni Association
45. Celebrated the accreditation renewal for School of Architecture and Community Design this year
46. Increased support for Faculty Research within the College
47. Continued to utilize access to deans of the arts in AAU institutions for comparative profiles to our University administration
48. Met with the student organization leadership of the College
49. Honor the Bylaws of the College and respect the bylaws of the individual units
50. Try to demonstrate to students and faculty support for their efforts by attending as many events, concerts, symposia, lectures, shows, exhibitions, and performances as humanly possible
51. Provide modest funding to support many of the student travel and project initiatives
52. Met with all the midpoint review faculty and their respective Directors to discuss the review and their future
53. Worked with the faculty of the School of Architecture and Community Design to develop a vision and identify distinguishing characteristics of the School
54. Guided the Directors in discussions related to establishing a sense of Community within the College
55. Shepherded the effort to have the University do a RFP for design of a center for advanced study of the visual arts
56. Continued negotiations with new VP for Technology for management of IT support for the College
57. Serve as Chair of the University Faculty/Staff Campaign, utilizing the arts to kick off the 2009 campaign
58. Continued to work with the Dean of Engineering to continue support of the Wheel Chair project
59. Arranged for the Library to purchase ArtStore for image use in the College
60. Improved the delivery and distribution of our GottaKnows (formerly Did You Knows) which share our accomplishments with the University and greater community
61. Participated in the work and action plan for the University Taskforce on Community Engagement
62. In the final stages of arranging a formal partnership agreement with the Master Chorale of Tampa Bay
63. Assumed the presidency of the International Council of Fine Arts Deans
64. Oversight of project to have photographs and bios for each of the College Faculty
65. In order to communicate better and share information, established CollegeMatters
66. In spite of declining budgets has maintained and increased support for faculty research and artist/scholar residencies
67. Have recommended a series of issues and topics and challenges to the College Faculty Advisory Board including the new name of the College, budget reduction issues, etc.
68. Continued the process of addressing the renovation of FAH post the exit of Music to a new facility
69. Have continued to emphasize and implement actions to improve the diversity of the College
70. Meet regularly with all leaders and support personnel to listen and discuss issues/challenges/initiatives
71. Have had the undesirable pleasure of overseeing the various budget reductions that have characterized this academic year
72. Continued to support the efforts of the College Diversity Committee and its work with the Office of Diversity to better understand the climate of the college
73. Negotiated with the new VP for University Advancement the creation of a professional team to support the arts at USF
74. Serve as the Chair of the Search Committee for the Executive Director of Academic Budgets
75. Arranged for Provost presentations to the College faculty and staff
76. Continue to expand the mailing lists and email lists for distribution of programming and informational material about the arts at USF
77. When necessary and with considerable consultation, can make the difficult decisions
78. Diligent attention to retaining our SCH productivity during challenging times
79. Committed to marketing the quality of our faculty and staff and student through new, improved You GottaKNow
80. Successfully lobbied to keep the special Provost Summer Grant funding for the faculty
81. Total commitment to the value of IRA and the Florida Center in achieving the goals of the University and College
82. Participated in the improvements to the event calendar and scheduling procedures efforts
83. Obtained continuing fair funding for new faculty start up support
84. Overseeing the development of strategies to improve the SAT profile of our incoming students
85. Proudly moderated the groundbreaking for the new Music Building
86. Provided workshops on inquiry based learning
87. Principal in getting the University to establish a relationship with Pininfarina and Franco Lodato
88. Initiated a 50% use of carry forward funds for this and next year to minimize the impact of a declining budget (also established a 10% holdback for emergencies)
89. Built a great fundraising team (Susan, Karen, Torrie) during our greatest “hours of need”
90. Attend all unit meetings unless obligated by conflicting meetings
91. I do not micro-manage units and Directors
92. Provide a monthly accounting of activities and topics being addressed