

MassArt Administrative Council
September 6, 2017 – 9:30am-12:00pm
Room T-1101

MINUTES

Members in attendance: Don Arpino, Kathy Calnan, Ellen Carr, Jamie Costello, Mercedes Evans, Maureen Keefe, Howie LaRosee, David Nelson, Patrick O'Connor, Velda McRae-Yates, Majorie O'Malley, Ceci Mendez-Ortiz, Lyssa Palu-ay, Paul Paturzo, Bob Perry, Ernie Plowman, Jonathan Rand, Kate Russell, Susana Segat, Dan Serig, Elizabeth Smith-Freedman, Anne Marie Stein, Kurt Steinberg

Members not in attendance: Betsy Smith, Chris Wright

Guests in attendance: Jessica Ray-Mendoza (Counseling and Wellness Center)

President Nelson welcomed everyone to the first meeting of the new Admin Council of the new 2018 academic year. Several administrators have been added to Admin Council and while it is a larger group, we recognized the need to have these voices at the table. In addition, starting this September, there will be a new schedule of meetings: Admin Council will meet as a whole group from 9:30-12:00 on the first Wednesday of the month and Admin Council working groups will meet on alternate Wednesdays.

Information Updates

- The MassArt Food Pantry is up and running. Many thanks to all of those who contributed in getting it operational, as well as to those who donated. More information can be found [online](#). (Costello)
- The Presidents Office will be appointing administrators to this year's governance committees. If you have any recommendations for appointments, please send them to Kate. Contact her if you need a copy of the list of governance committees and who served last year. (Russell)
- There will be a MassArt delegation visiting the Beijing Royal School in October. The delegation includes faculty and administrators from Studio Foundation, PCE, Academic Affairs, Administration and Finance, and the International Education Center. The Beijing Royal School is interested in creating a partnership between the schools. (Serig)
- Advancement will be hosting a reception for Artward Bound students and staff in the Presidents Office on September 15th. This will be a time to welcome students who graduated from ArtWard Bound and who are now MassArt students, as well as to thank ArtWard Bound staff for their dedication. (O'Malley)

To Report

- There was a presentation on capital projects. (attachment) (Steinberg)
- The group was updated on the college's DACA response and what employees should do if an Immigration and Customs Enforcement (ICE) agent should arrive on campus. Lyssa will notify Chairs of the procedures. If there are students who have concerns, please direct them to Erica in the International Education Center (IEC). Additional information for students

can be found [online](#). The Office of Equity, Diversity, and Inclusion, Admissions, Student Development, and IEC have all been working together to ensure our students' needs are met. The State University Council of Presidents will also be sending a letter to state legislatures advocating for the continuation of DACA rights. (attachment) (Nelson)

- The group was updated on the search for a new Provost/Senior VP for Academic Affairs (David). We have received the names of the faculty who have been recommended to serve on the search committee, and will be appointing two co-chairs. The search committee will have their first meeting tomorrow. (2 attachments) (Nelson)
- The first meeting of the Strategic Planning Steering Committee will be held this afternoon. (Nelson)

To Discuss

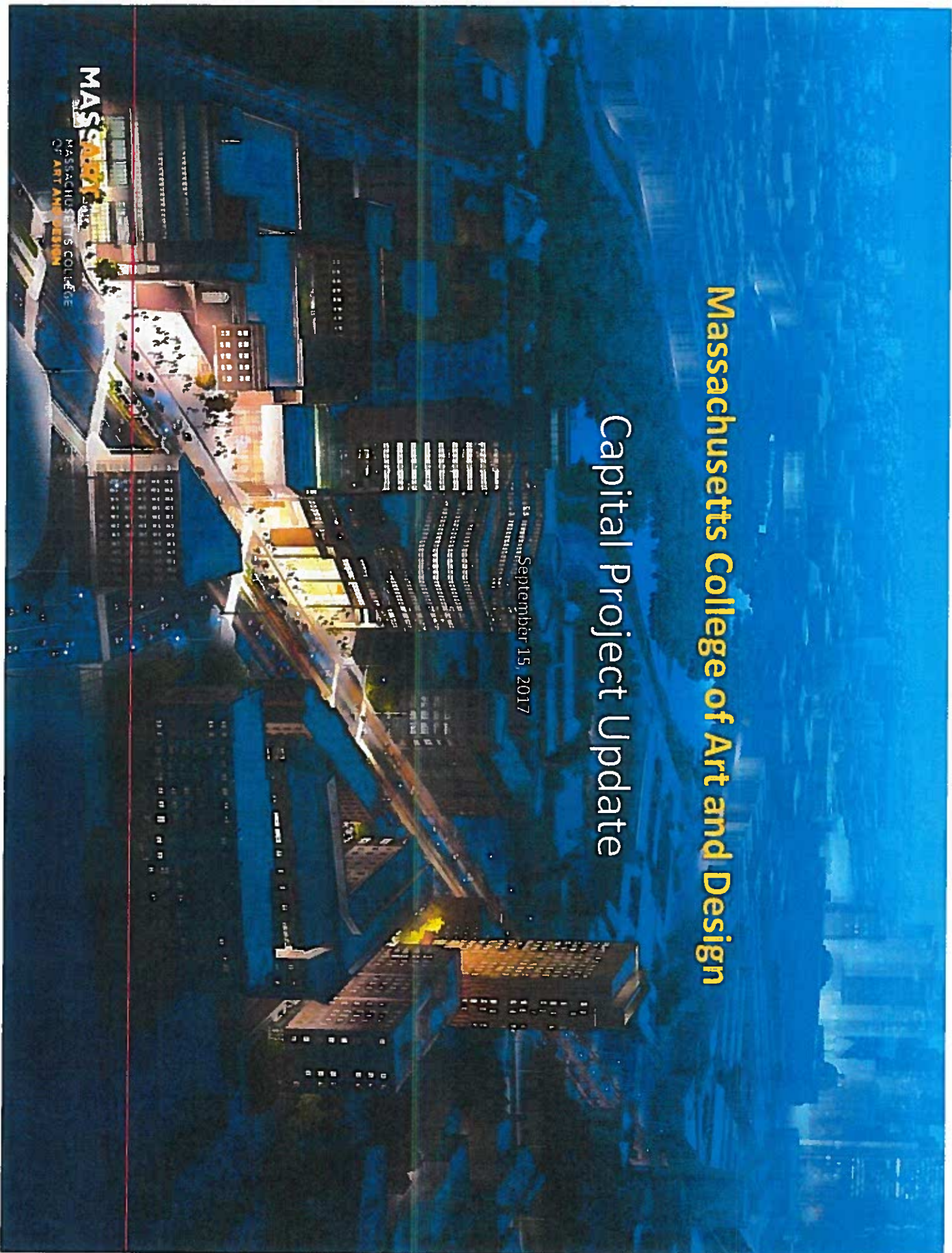
- The group reviewed how Fall Opening Day went and the principles raised in the topic of the Presidency. They then discussed in small groups how consensus building and sense making will effect their work as leaders this academic year, and reported back to the larger group. (Segat)
- Jessica Ray-Mendoza from the Counseling and Wellness Center presented information on the Diversity Learning project (attachment). (Ray-Mendoza)

Massachusetts College of Art and Design

Capital Project Update

September 15, 2017

MAS
MASSACHUSETTS COLLEGE
OF ART AND DESIGN



Tower Building Study

- MassArt has been delegated authority to engage a firm to perform a study of the Tower.
- DCAMM will partially fund this study and the paperwork for the funding transfer has begun.
- MassArt has also started the RFP process to engage a firm for this study.

Gallery Project

- Phase 1 is near completion.
- Plantings are being redesigned and will be installed at a later, more appropriate date for planting.
- Beds will be mulched as an interim measure.
- Phase 2 is on schedule and will begin the end of May 2018.

Switchgear and ADA Improvements

- Switchgear replacements in Tower, North and Collins are complete.
- North building accessibility improvements were postponed by DCAMM until fall and project restarted on September 6, 2017.

South Crackerorium/Admissions Gallery

- Painting complete.
- Floor abatement and reconditioning complete.
- Track lighting installation is being scheduled.
- New fire doors will be installed this semester.
- New display cases will be installed once lights are complete.

Dear MassArt Community,

As President Nelson mentioned on Opening Day last Friday **and in his email earlier today**, he asked me to serve as the main point of contact for our DACA and undocumented students. With the announcement this morning that the Trump administration is rescinding (in March 2018) the DACA program, the importance of having a clear and centralized resource on campus is even more apparent. I would like to communicate to those of you with questions or concerns that I am here to support you in any way I can. As a start, see the information below, which is in the process of being added to the MassArt website.

Please know that I am here as a *confidential* resource to any DACA or undocumented students who may have questions or concerns, particularly in light of this morning's announcement. I *do not* have a list of DACA or undocumented students. I *do not* and *will not* keep a record of who requests a meeting with me. Since I can only reach out to you through community-wide messages, I would ask that if you have questions that you please call me at the number below or stop by the Student Development suite on the 2nd floor of the Kennedy Building.

Please know that support from the College reaches beyond my office. I have received several calls and emails already from concerned faculty and staff who have communicated their wish to help support our students. While I still have many questions myself based on the newness of this morning's announcement, I will be focusing on this in the coming weeks and tapping into local and national networks to be the best resource possible.

Erica

Immigration Resources

Resources for Faculty, Staff and Students Not on Visas Issued by MassArt
Including DACA and Undocumented Students*

MassArt is committed to providing our community members with a safe and supportive environment. We have developed a strong partnership between various offices, such as [Admissions](#), the [International Education Center](#), [Student Development](#), [Counseling and Wellness](#), the [Office of Equity, Diversity and Inclusion](#), and the [Academic Resource Center](#), to provide both internal support and external resources.

MassArt is dedicated to welcoming all students without discrimination, and strongly encourages all students to apply to MassArt. Applicants applying to MassArt should also apply for FASFA. When applying, please follow appropriate instructions regarding citizenship and residency in order to qualify for the proper tuition rate if admitted.

For specific situations, students are encouraged to make their own decisions based on the particulars of their personal status and we always recommend consulting an immigration attorney ([Massachusetts Bar Association Lawyer Referral Service](#)). Please see our page on the [Executive Order on Immigration](#) for more information and an extensive resource list, including links and resources for DACA and undocumented students.

Travel for DACA, TPS, Asylees, undocumented and non U.S. passport holders from the six Executive Order Travel ban (Iran, Lybia, Somalia, Sudan, Syria, Yemen) countries are advised against travel outside of the U.S. Consult an immigration attorney before any departure from the U.S.

Questions? We encourage you to contact:

Erica Puccio O'Brien, Director
International Education Center
Student Development, Kennedy 2nd Floor
erica.puccio@massart.edu
[617.879.7716](tel:617.879.7716)

*This information provides general resources for MassArt faculty, staff, and students not on visas sponsored by MassArt. International students on a legal MassArt-issued visa document for F-1 or J-1 status should contact the [International Education Center](#). This page is intended to assist all others only. For students not yet admitted to MassArt, please visit [Admissions](#) for more information.

Immigration Resources

- American Council on Education issue brief entitled [Immigration Post-Election Q & A: DACA Students, "Sanctuary Campuses," and Institutional or Community Assistance](#)
- [United We Dream](#): The largest immigrant youth-led organization in the nation
- [Educators for Fair Consideration \(E4FC\)](#): Empowers undocumented young people to achieve educational and career goals through personal, institutional and policy transformation
- [My \(Un\)Documented Life](#): Up-to-date information and resources (scholarship opportunities, navigating the educational system and more) for undocumented students
- [USCIS website](#): United States Citizen and Immigration Services
- [Temporary Protected Status \(TPS\) Updates](#): Includes TPS Information, TPS News Releases and TPS Alerts
- [DACA-Deferred Action for Childhood Arrivals](#): Information on requesting consideration of DACA
- [Asylum information](#): Information on eligibility and requesting asylum in the United States
- [DOS website](#): United States Department of State
- [Travel Warnings](#): United States Department of State: Travel Alerts and Warnings
- Exercise your rights with "[Know your Rights: National Immigration Law Center](#)"

Erica Puccio O'Brien, Director
International Education Center | IEC
Massachusetts College of Art and Design
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Provost Search Committee Members
September 5, 2017

Kathy Calnan
Joe Connelly
Jamie Costello
Rob Gainfort
Rose Glennon
Paul Hajian
Ekua Holmes
Jayme Horne
Janna Longacre
Bob Perry
Jonathan Rand
Laura Reeder
Steve Turlentes
Soon-Mi Yoo

Concerning the 2017 Search for a New Provost and the Appointment of an Interim Provost at MassArt

Ken Strickland, MassArt's Provost and Senior Vice President for Academic Affairs, recently announced his retirement effective July 21, 2017. Following are some details about how MassArt will search for his successor and how we will manage the interim between Ken's departure and the arrival of our new provost.

Provost Search

We will form a provost search committee charged to conduct a search that is broad in scope, that solicits a pool of candidates that is diverse and qualified, and that presents our campus with a select group of candidates for interviews sometime during the spring 2018 term. Our goal is to hire a new provost to begin service by July 1, 2018.

The Position

The use of the term "provost" is relatively new to MassArt. Ken Strickland is the first person in the school's history to hold this title. Our provost, who also carries the title "Senior Vice President for Academic Affairs," is the Chief Academic Officer (CAO) at MassArt and reports directly to the president. The CAO of a university campus works with faculty, faculty affairs staff, and various offices to lead and ensure the excellence of academic programs at the institution. At MassArt, in addition to faculty and faculty affairs staff, the provost oversees ARC (Academic Resource Center), Registrar, CACP (Center for Art and Community Partnerships), PCE (Professional and Continuing Education), and Graduate Studies. All in all, the CAO is responsible for the integrity of the academic mission of MassArt.

Note that three different titles have by now been used to refer to the same position. Some clarity about the different aspects of this position is in order.

"Vice President" defines the position in relation to the president and leaders of other divisions of the university. At MassArt, we have four vice presidents: one who leads academic affairs, one who leads administration and finance, one who leads advancement, and one who leads student affairs.

"Chief Academic Officer" is the primary legal term associated with the position, defining the role of the provost with respect to its specific area of oversight. This "officer" of a college or university is responsible for anything related to the academic enterprise of the institution, just as a president is the Chief Executive Officer (CEO).

"Provost" is used in academic settings as a shorter title for the person in the role of Vice President of Academic Affairs and Chief Academic Officer. Whereas deans are leaders responsible for various units typically dealing with student learning in an academic institution and directors are leaders responsible for those units that provide support for student learning, the provost is the leader responsible for all academic units. The provost is the person who has the stewardship of these deans and directors. With the faculty, the provost is responsible for maintaining the integrity of the curriculum and of the entire learning enterprise.

By owning these three different titles, the provost holds a position of real complexity and considerable influence and responsibility. For that reason, we must be deliberate and thorough in our search for Provost Strickland's successor.

A Search that is "Broad in Scope"

MassArt is a venerable institution among universities in the United States. Given our distinction among art and design schools, we will conduct a search that is national and international in scope. We will employ a search firm that helps us with the logistics of the search and that enables us to advertise the position in a compelling way to the broadest audience possible.

A Diverse and Qualified Pool of Candidates

As president, I am determined that our search produces a diverse and qualified pool of candidates from which the search committee can select a pool of interviewees (typically 10-12). From this pool, a group of finalists (typically 3-4) will be selected who will come to MassArt for a campus interviews.

The search will officially commence with a carefully thought-out position posting and leadership profile. We will be searching for candidates who understand and appreciate the MassArt mission and who can demonstrate a history of successful leadership. That means that our candidates understand art, design, and education. Ideally, they will be practitioners of one of our disciplines. Our successful candidates will possess a proven commitment to diversity, inclusion, and justice. They will share our values, including a commitment to collaboration, shared governance, and vital participation in the MassArt community.

The Committee

The search committee will be comprised of faculty, staff, and students. I will appoint the committee in consultation with MassArt leaders (the faculty appointees will be recommended to me as per the MSCA collective bargaining agreement), and I will appoint a chair or co-chairs of the committee. Due to the MSCA schedule we will not receive faculty representatives until early September, at which point the committee will commence its work.

The Search Firm

Given the significance of the provost position, we will engage a search firm to assist us with conducting the search, to ensure a deep and diverse pool of candidates, and to manage the logistics of the search itself. We expect to interview firms during the summer, with the assistance of a small group of staff and faculty.

The Process

The hiring of a vice-president is the responsibility of the president and requires the approval of the board of trustees. I want a transparent process with campus community input.

As we anticipate the search committee's formation, I am working to ensure we conduct the search in a timely manner while also garnering input from campus constituencies. I have consulted with our board, our vice-presidents, MSCA leadership, faculty chairs, and academic affairs staff to confer about the process and to solicit input about the posting for the position, about the selection of a search firm, and about the interim provost appointment. I will continue to involve a number of people in the process until our provost search committee is formed and begins their work in September.

The search committee will commence its work in September 2017. They will work with the search firm to conduct the search and identify finalists for the position. While I will be available for consultation with the committee at any time they wish, I will leave it in their hands to conduct the search, to interview whichever candidates they wish to know better, and to identify the finalists. After the final campus interviews, the committee and I will evaluate the feedback from the campus community and then I will make a recommendation to the board of trustees for the person who will be MassArt's next provost.

Our goal is for the new provost to assume the post by July 1, 2018. If the search committee does not feel the initial pool of candidates is sufficiently diverse and qualified, the committee will have the freedom to advertise the position until they are so satisfied. If, after interviewing a pool of candidates, the committee does not feel they can bring a qualified group of finalists for campus interviews, the committee has the freedom to extend the search. I will leave that decision to the committee to ensure we have a highly qualified group of finalists from which to select our next provost.

Interim Provost

While we conduct the search for a new provost, we must of course have interim leadership once Ken departs on July 21st. I am conferring with a variety of people regarding the appointment of an interim provost, including faculty chairs, academic affairs staff, and vice-presidents. I want to be transparent and state clear expectations for this interim position, including characteristics for an appointee, the term of the appointment, and the priorities for academic affairs in academic year 2017/18. The following is a working draft of a document formed from the input I have received:

The Interim Provost will:

- Understand, embrace, and support the MassArt mission.
- Be responsible for the regular operations of academic affairs, including:
 - Maintaining/improving the quality of curricula, including student support and success (e.g., Compass, ARC);
 - The recruitment, retention, and development of quality faculty;
 - Supporting faculty research and creative activity;
 - Familiarity/respect for collective bargaining agreements.
- Be keenly aware of and committed to MassArt's efforts to fulfill our commitments to equity, diversity, and inclusion, and to carry out our efforts to address issues related to bias, racism, and injustice.
- Play a leading role in our strategic planning process and shaping the future of MassArt's vision for its academic programs, community engagement, and exhibition.
- Communicate clearly and transparently with the MassArt community about all matters related to academic affairs.
- Represent academic affairs on the President's Cabinet (comprised of the president and vice-presidents), MassArt's Administrative Council, and Rapid Response Team.
 - Collaborates with Admissions, Financial Aid, PCE, CACP, Grad Programs.
 - Collaborates with Student Affairs to cultivate a student-centered environment, including interaction with students and families.
 - Collaborates with Administration and Finance regarding budget process and oversight, facilities needs, and human resources.
 - Collaborates with Institutional Advancement and the MassArt Foundation.
- Represents the interests of MassArt's Academic Affairs division to the Department of Higher Education, Board of Higher Education, and to other constituencies and organizations as necessary (e.g., NEASC, NASAD, NAAB, AICAD, MassArt Foundation, MassArt Corporate Advisory Council).
- Manages resources, allocation of resources, classes and schedules, budget process, distribution of funds, dealing with space issues.

I plan to name an Interim Provost sometime this week to serve until the new Provost arrives on campus (we hope by July 1, 2018). We will continue to keep you informed about the provost search as the process unfolds.

MASSART

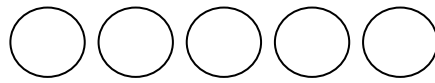
MASSACHUSETTS COLLEGE
OF **ART AND DESIGN**

**Anti-Racist/Bias
Learning Plan Proposal**

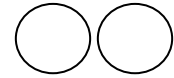
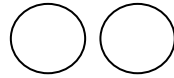
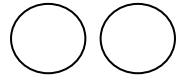
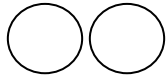
“Dominant culture has tried to keep us all afraid, to make us choose safety instead of risk, sameness instead of diversity. Moving through that fear, finding out **what connects us, revelling in our differences**; this is the process that **brings us closer**, that gives us a **world of shared values**, of **meaningful community.**”

bell hooks, *Teaching Community: A Pedagogy of Hope*

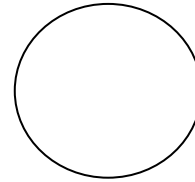
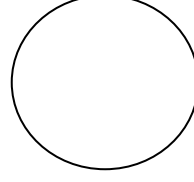
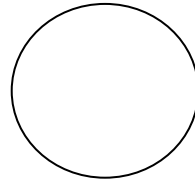
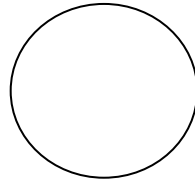
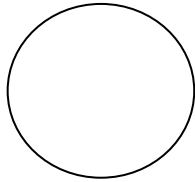
“a community of collaborators”



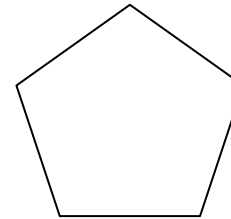
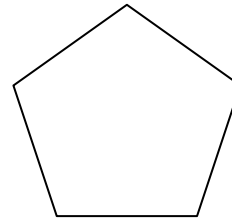
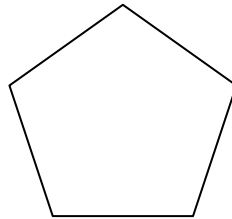
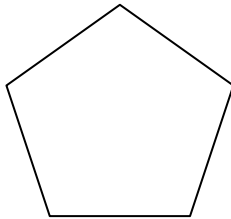
cohort of mentors



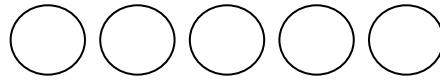
peer learners



experiential communities

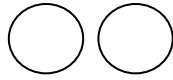
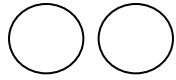
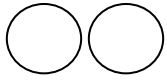


four learning experiences

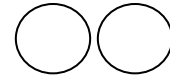
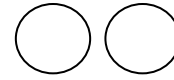


cohort of mentors

- a combination of faculty and staff
- community building skills
- knowledgeable and passionate about racism and race in our society
- self-reflective
- interpersonal
- encouragers
- praxis driven



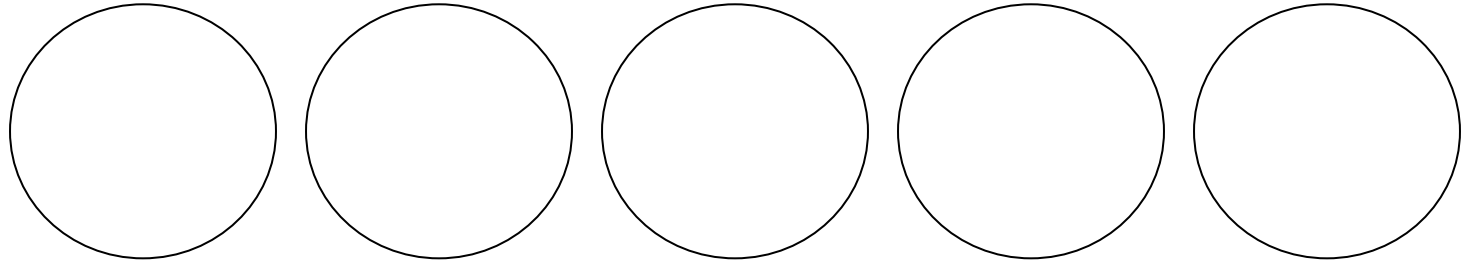
peer learners



- a combination of faculty and staff
- open to learning
- collaborative
- interested
- differing skills

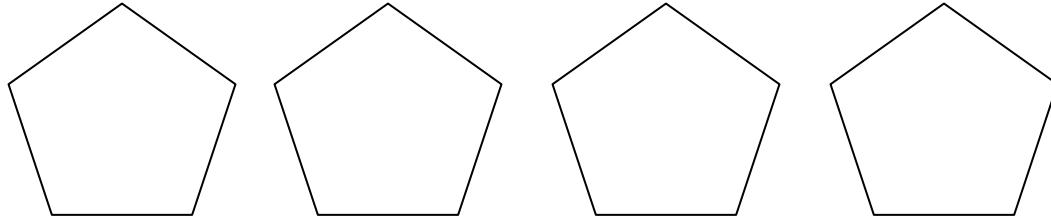
potential trainings

- IISC
- <https://tinyurl.com/peaceingit>
- SURJ



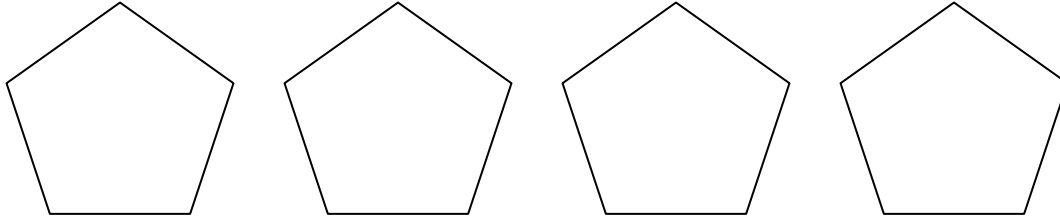
experiential communities

- a combination of faculty and staff
- across departments or departmental?
- not mandated
- non-hierarchical? or hierarchical?
- how do we determine capacity?
- maintain accessibility while being continuous across experiences (tier learning?)
- affinity based?

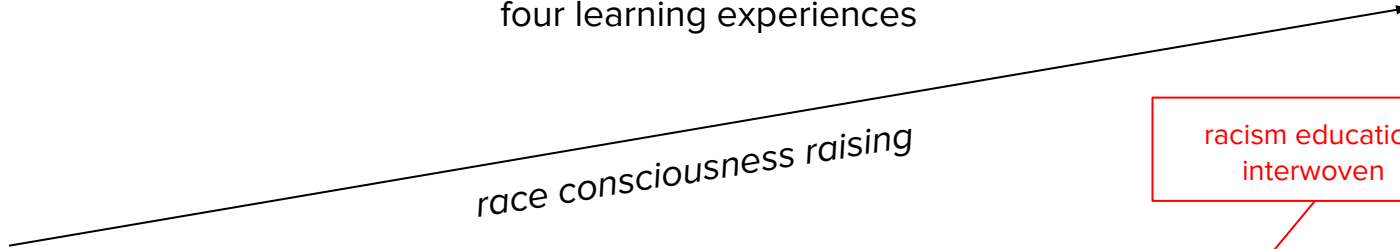


four learning experiences

- experiential learning (mind & heart)
 - *dynamic* not **static**
 - enlightening race-based content
 - student informed
 - builds community
 - shifts culture
 - disarms
 - raises consciousness and self-awareness
 - evaluated/ongoing feedback
- ideas
- story circles
 - courageous conversations
 - how can we bridge these with Marika's project?
 - MassArt RealTalk
 - civil conversations



four learning experiences



racism education
interwoven

Why? Building trust Commonality Building community	What are my social identities? Who am I in our community?	How do I see our students? Who are our students? How do the students see me?	How do we connect? How can I grow relationships across difference? Who do we want to be as a community?
Community Building Culture Change Rules of engagement	Growing self-awareness Growing empathy	Identifying assumptions and bias	Cultural Humility Interpersonal Skills Domination behaviors

The scaffolding...

timeline

fall 2017	spring 2018	fall 2018
building a cohort of peer learners	four learning experiences	Undoing Racism® Workshop(s)

for our community to experience this learning...

Vision

Our vision is that the community of MassArt would have an awareness of race and racism in our society in order to transform how we teach, learn, and work with our students.

Goal

In order to transform our teaching, learning and community, MassArt faculty and staff will:

- build community with one another across (or within?) departments
- be able to have a reflective analysis of their individual racial identities
- gain a comprehension of race and racism in the United States of America
- learn skills and behaviors that increase connection with other cross-racially
- reflect on and evaluate this process and experiences so that MassArt can continue on its path to transforming how we teach, learn, and work with our students

Objectives

- Build a community of core faculty/staff mentors and peer learners with strong community building skills to skill share and prepare for experiential learning experiences with participants from across the MassArt community.
- Form learning communities that will engage together in four experiences to build community, empathy, awareness, and skills related to race/racism.
- Invite The People's Institute to campus for two Undoing Racism® workshops for those participating in the year-long community and racial awareness building. Prerequisite of hosting workshops is members of the president's cabinet attend an Undoing Racism® workshop.
- Implement evaluation measures prior, during and post learning plan.

To what end?

What could come next?

How does a community of learners become a community of sharers?

What things are in place for what comes afterwards?

How does this work progress?

What other sort of questions are we not asking?

References

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