

**ECU**  
College of  
Fine Arts and Communication

Fall Convocation 2023

# College updates

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- Faculty/staff salaries
- Strategic plan alignment
- Faculty and student opportunities

# Faculty and Staff Salaries

- State Budget
  - ~6% salary increase over next two years
  - House and senate have reached an agreement but not been made public
  - Increases will move forward when a state budget is finalized
- Labor Market adjustments
  - Staff
    - Brought up to 97%
  - Tenured/tenure track faculty
    - Analysis and approvals completed
  - Fixed term and EHRA NF
    - Will review this academic year

# Faculty and Staff Salaries

- Labor Market adjustments for tenure track and tenured faculty
- Analysis and approvals completed
  - 43 individuals/33% of faculty will receive some labor market increase
  - Used lapsed salary of \$132,000
  - Process
    - Reviewed CUPA (College/University Professional Assoc) data
    - Took the difference between salary and median by discipline and rank
    - Asst. Prof 3+ years received 50% of the difference between current salary and median
    - Assoc. 1-4 years 25%; 5+ years 50%
    - Full 1-6 years 25%; 7+ years 50%

# Strategic Plan Alignment 2023

- 2022-2023 campus wide strategic refresh process
  - Involved strategic planning committee chancellor and executive council and strategic advisory committee
  - Campus responded through surveys and forums
- Colleges now provide detailed alignment with the new strategic plan
- Must advance the goals and priorities of the university
- Must be connected to one or more of the UNC system performance metrics

# CFAC Strategic Plan Alignment Timeline

- Leadership retreat–September 6<sup>th</sup> and 7<sup>th</sup>
  - Identify mission and vision objectives that best align with CFAC schools
  - Generate draft strategies connected to the vision
- Convene college-level committee–end of September
  - Two faculty/staff from each school
  - Provide feedback; develop metrics
- Initial draft due to AA October 15
- Plan review and revision
  - College committee–late October
  - Faculty-wide meeting–Early November
  - Revise based on faculty input
- Final plan due December

# University Awards

## University wide teaching awards

- Qualtrics Nominations **due Sept 15, 2023**
- Letter of Nominations **due Oct 15, 2023**
- Nominee Application **due Nov 15, 2023**

## Global Affairs International Awards

- Nominations **due Sept 15, 2023**

# College Opportunities

## Faculty

- Study Abroad Faculty Preparatory-Travel / **due Sept 15, 2023**
- Scholar-Teacher Award / **due Oct 31, 2023**
- Research Creative Activity Award / **due Mar 15, 2024**



# College Opportunities

## CFAC Students

## Donor Appreciation Gift

- Commission+Scholarship Award / **due October 15, 2023**
  - Available to ALL CFAC students
  - Proposals for the production of up to 200 editions of donor gifts to be presented at the Pirate Nation Gives Day event in March 2024.
  - The work shall be of media and formats that best reflect the student's competency and function well as a gift.

# CFAC PoPs 23~24 Season

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- September - Work by Gerald Weckesser  
Performance by Nu Myth Trio
- October - Celebration of Pride Month Exhibition  
Performance by Music Therapy Clinic Team
- November - School of Communication featuring Countenance  
Performance by Children's Choir from Greenville Schools\*
- December - SoAD GlasStation Ornament Sale  
Performance by TubaChristmas

# CFAC PoPs 23~24 Season

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- January – DeChIt featuring Work from 2023 Graphic Design Study Abroad  
Special Evening Press with Dan Elliott and GDAF
- February – Celebration of Black History Month Exhibition  
Performance by members of Black Creatives of Pitt County
- March – School of Theatre and Dance featuring Costume+Production Design  
Performance by TBD
- April – Work by Angela Wells  
Performance by New Carolina Sinfonia\*

# **Congratulations to Our Faculty!**

2023 Promoted and Tenured Faculty

## **School of Art and Design**

**Robin Lynn Haller** Professor

**Robert Quinn** Professor

**Borim Song** Professor

**Gabrielle Duggan** Associate Professor

## **School of Communication**

**Aysel Morin** Professor

**Sachiyo Shearman** Professor

**Mary Tucker McLaughlin** Professor

## School of Music

**Jami Rhodes** Professor

**Cynthia Wagoner** Professor

**Travis Alford** Associate Professor

**Daniel Shirley** Associate Professor

**Andrea VanDeusen** Associate Professor

**Kwan Yi** Associate Professor

**Welcome, New Members of CFAC!**



## School of Art and Design



# Brian Culbertson

## Photography

Brian graduated with an MFA in Studio Art with a concentration in Fine Art Photography in 2018, and a Bachelor of Fine Arts in Studio Art with a concentration in Photography in 2015, both from ECU School of Art and Design.

## School of Communication



# Drew Ashby-King

## Critical Communication Pedagogy

Ph.D. Communication, University of Maryland, 2023

Dr. Ashby-King takes critical and interpretive approaches to researching communication in higher education contexts from instructional and organizational perspectives.

## School of Music



# Navid Bargrizan

## Musicology

Navid Bargrizan will be joining us in the area of Musicology. Dr. Bargrizan is a multi-faceted musicologist and composer who will bring a wide variety of expertise and experience to ECU.

## School of Music



# Samuel Gingher

## Piano Pedagogy

NC native, Dr. Samuel Gingher will be joining us in the area of Group Piano and Piano Pedagogy. Sam comes back to NC from Flagstaff, AZ where he was on the faculty at Northern Arizona University.

## School of Music



# Museop Kim

Voice

Professor Kim is a graduate of the Juilliard Opera Center, has performed with Los Angeles Opera, and was most recently on the faculty at La Sierra University (CA).

## School of Music



# Derek Myler

## Music Theory

Derek is a Utah native and a recent graduate from the Eastman School. His research interests vary widely and include the music of Charles Ives and various popular repertoires ranging from 1960s Motown to 2020s K-pop.

## School of Music



# Kobie Watkins

## Jazz Percussion

Professor Kobie Watkins will be continuing his excellent work in the area of Jazz Percussion and this year will be directing the Jazz Ensemble (A), coaching all of our jazz combos and teaching Rhythm Section Concepts.

## School of Theatre and Dance



# Merinda Ellis Evans

## Dance

Mama Merinda is originally from Gary, Indiana is a recurring member of Soul In Motion, Director Michael Friend, based in Germantown, MD, and had been performing and teaching West African Dance in the DMV for over 30 years.



## School of Theatre and Dance



# Austin Jones

## Theatre

Austin Jones joins the ECU School of Theatre and Dance faculty as an Associate Professor of Acting. He comes to Greenville from Ithaca, New York, where he taught all levels of acting in the BFA Performance program at Ithaca College.

## School of Theatre and Dance



# Timothy Lynch

## Dance

Timothy Lynch was born in Mineola, New York. He trained for 10 years on full scholarship at the School of American Ballet. In 1993, he left New York and Fordham University to join Pacific Northwest Ballet.

## School of Theatre and Dance



# Thad Aley

## Administrative Support Associate

Thad Aley has a BA from Va Tech in Liberal Arts concentrating in Theatre, Architecture, Mathematics, and Social Science. He recently worked as the Art Exhibits and Event Coordinator for the Arts of the Pamlico/Turnage Theatre in Washington, NC.

## College of Fine Arts and Communication



# Wagner Grubb

Director of Alumni Relations and  
Community Outreach

A long-time supporter of the arts, current president of the Friends of School of Music Board of Directors, and an SoC alumna, Wagner joins the CFAC team this fall. Photo of Wagner and her husband, Chris.

**Have a great start to another  
awesome year!!!**