

ALL FACULTY & STAFF MEETING

Wednesday, Jan. 10, 2018



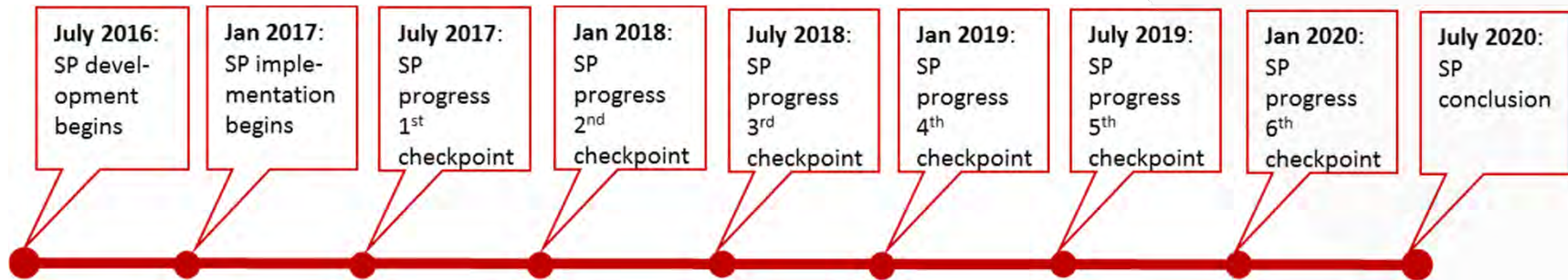
WELCOME

Dr. Melanie Corn, President




BUILDING THE FUTURE

CCAD 2017-2020 STRATEGIC PLAN



Welcome!

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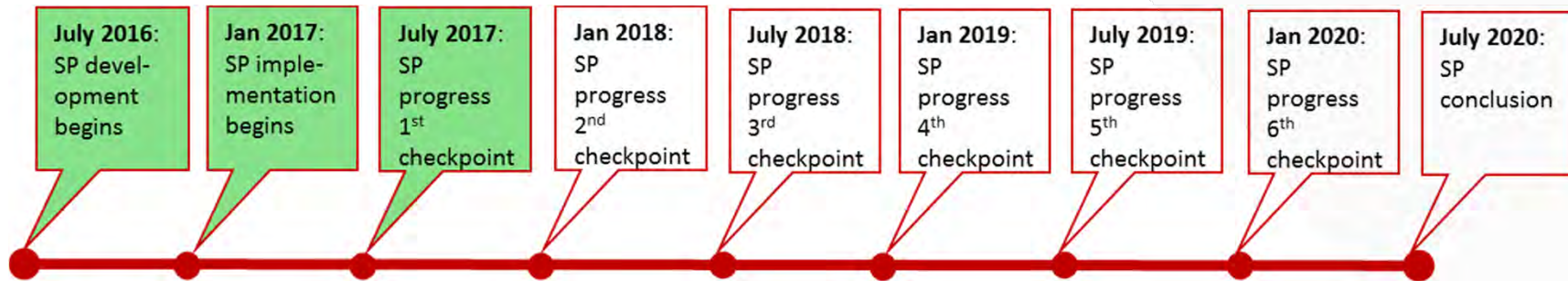
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CCAD 2017-2020 STRATEGIC PLAN



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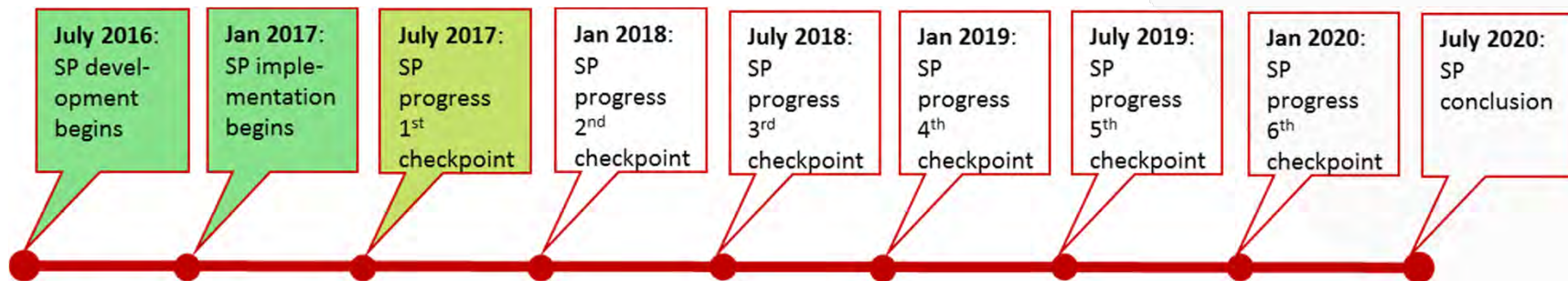
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BUILDING THE FUTURE

CCAD 2017 – 2020 STRATEGIC PLAN

3

Goals

14

Objectives


57

Strategies



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BUILDING THE FUTURE MEASURING PROGRESS — WORKBOOK

CCAD Strategic Plan (2017-2020)

File Edit View Insert Format Data Tools Add-ons Help Last edit was made on November 27, 2017 by Columbus College of Art and Design

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BUILDING THE FUTURE: CCAD STRATEGIC PLAN (2017-2020)

1 BUILDING THE FUTURE: CCAD STRATEGIC PLAN (2017-2020)

2 PEOPLE: Strengthen satisfaction and success of both our students and employees with strategic investments.

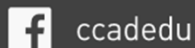
3 Objective 1D: Shape CCAD's workplace culture to focus on collaboration and success

	Primary Oversight	By June 2017*	By December 2017	By June 2018	By December 2018	
5						
6	Strategy 1Di: Promote and celebrate CCAD's newly defined Workplace Values.	Jill Moorhead	-Create & distribute cards showcasing workplace values by March 1.	-Work with HR to design and implement a peer recognition program. -Develop plan to have environmental branding in workspaces, including admissions and IT. -Have workplace values on staff and employment pages. -Also, add "artaboyz" to Abstract.	-Work with HR to continue introducing workplace values. -Provide powerpoint presentation on workplace values and branding details for all new hires.	
7	6-month progress report/assessment/update**		Done at Build the Future. HR has cards available to give to new faculty and staff.	Peer recognition program partially in process with notepads to be distributed at All Faculty & Staff Meeting. Will work on an awards system with new HR Director.		
8	Strategy 1Dii: Continue improving internal communication to share information, increase transparency, and build opportunities for faculty and staff input in decision-making processes.	Jill Moorhead	- Send out survey about The Abstract. - Encourage people to share stories through printed piece with stories from the Abstract at the next All Staff & Faculty Meeting.	Through a survey, determine areas of college where people feel they don't have adequate input, ideas for how further input could be sought, and how that input might lead to better results. - See if a committee can reconvene to provide feedback on the Abstract. (Maybe this is part of the Improvement Committee that already exists?) - Finish faculty and staff portal.	Establish lists of committees, committees chairs, and how to join, in handbook and intranet. Establish policy on hiring committees.	- Include event recaps in Abstract. - Do work that comes from committees. (r
9	6-month progress report/assessment/update		Both are finished. Only a few people responded to the survey, so we should do again. This will happen in the August meeting.			
10	Strategy 1Diii: Provide and require more professional and pedagogical development for faculty and staff, including expanded on-campus programs and increased funding for external opportunities.	(Jeff Fisher assigned to:) (1/17-6/17: Barb Davis) Linda Simpson	Research potential new avenues for professional development. Assess current programs and consider expanding online training. Organize for presentation to future committee.	Select committee consisting of both faculty and staff to evaluate the research results to add professional development options to our curriculum. -Look at requiring adjunct faculty to do certain online	Solicit and review committee ideas and determine costs. Plan and execute a tracking system for compliance with new professional development curriculum.	Communicate new professional development faculty and staff for roll out in early 2019.

1A - 1B - 1C - 1D - 1E - 2A - 2B - 2C - 2D - 3A - 3B - 3C - 3D - 3E - Ranked Priority - Financial Costs



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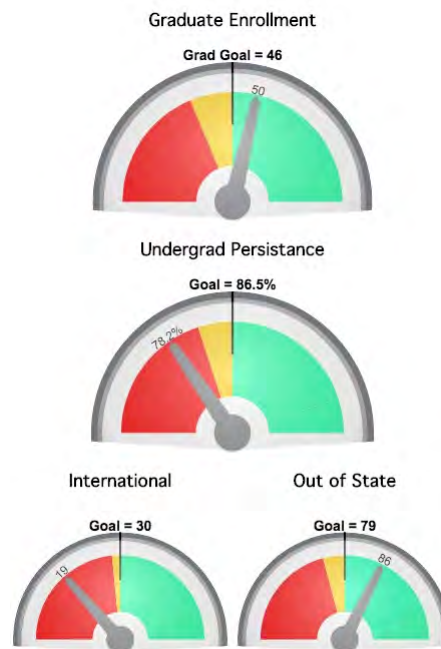


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BUILDING THE FUTURE MEASURING PROGRESS — DASHBOARD



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BUILDING THE FUTURE MEASURING PROGRESS — EXAMPLES

- **Objective 1C:** Strive to be the “Healthiest AICAD School” by fostering a connected, inclusive, and healthy student body that values both personal wellness and the passionate pursuit of excellence.
- **Objective 1E:** Implement a faculty and staff recruitment and retention strategy, and invest in salaries and benefits with the goal of improving employee diversity, satisfaction, and success.



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WHAT'S UP WITH...?

- New VP for Administration & Operations
- Faculty & Staff Portal
- Email Signatures
- Staff COLA
- Building the Future Speaker Series
- Creative Campus Project



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CREATIVE CAMPUS



Gay Street Paving Concept
Creative Campus Streetscape Presentation

EDLZ MKSK THE CITY OF COLUMBUS
ARCHITECTS & ENGINEERS

November 2015



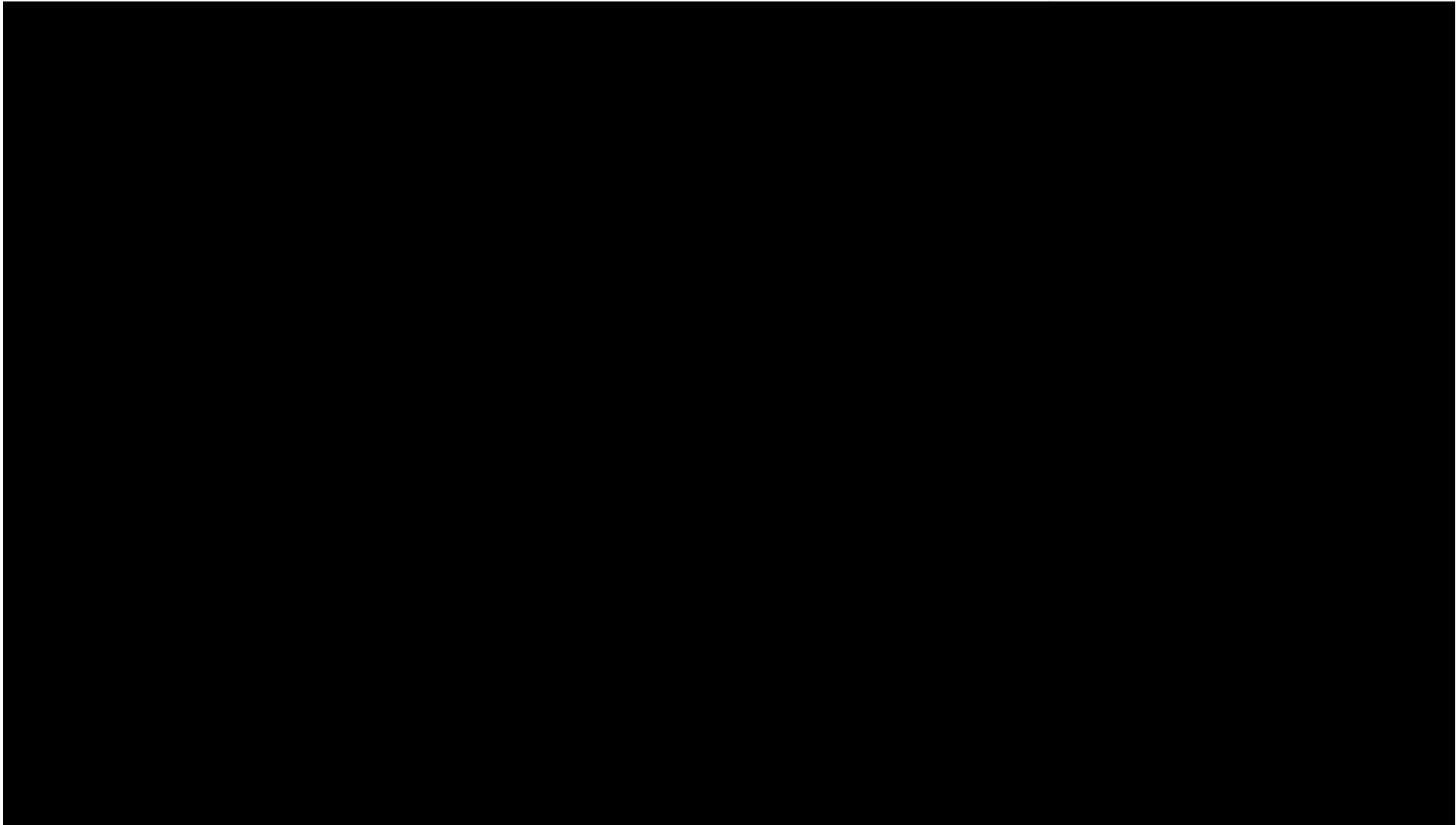
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ANIMATION CENTER & PROGRAM

Charlotte Belland





Animation Center



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Animation Center



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Columbus College
of Art & Design



Animation Center



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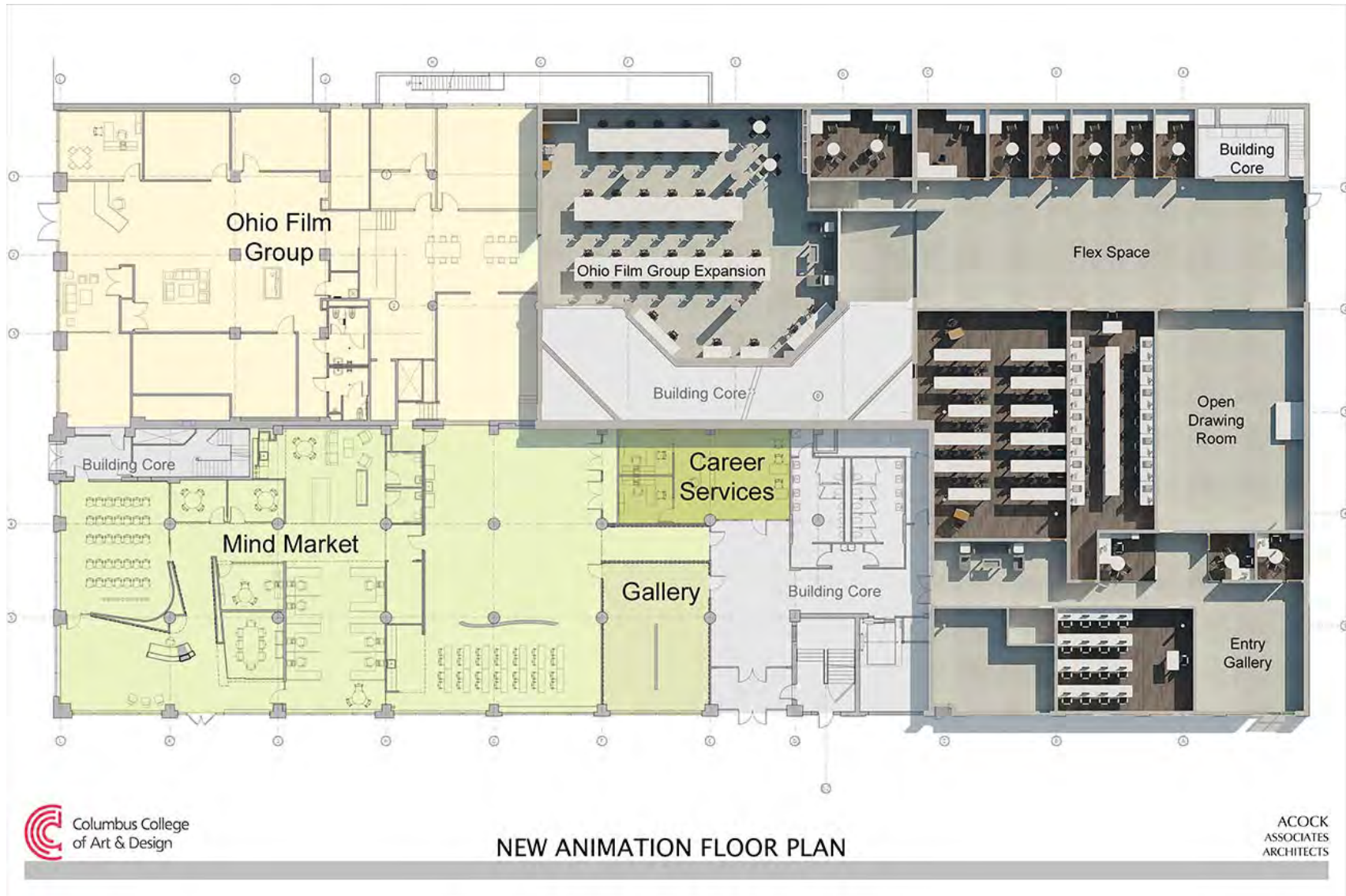


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CLOYD FAMILY ANIMATION CENTER



Animation Center



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ADVANCEMENT

Lindsey Dunleavy, Vice President for Advancement



FROM CCAD.EDU TO GIVECAMPUS.COM


MATCHING GIFT CAMPAIGN CHALLENGE FOR THE CLOYD FAMILY ANIMATION CENTER

Animation is a booming industry here in Columbus and around the world. The Cloyd Family Animation Center will be our new state-of-the-art animation facility that will help our students tell impactful stories and change the world.

With help from alumni & friends of CCAD, we can make this dream a reality. Right now, all alumni gifts will be matched dollar for dollar!

[Learn more](#) and make your gift today and [make your gift today!](#)

Cloyd Family Animation Center Campaign



\$0 donated
0% donated of \$15,000 goal

0 donors

383 Days remaining

[GIVE NOW!](#)

[Share](#) [Tweet](#) [Text](#) [Email](#)

This campaign ends on December 31 at 11:59PM EST

Matching Gifts

[Offer a Matching Gift](#)

Challenges

[ABOUT](#) [DONORS](#) [ADVOCATES \(1\)](#)

This is your opportunity to create a cutting-edge home for Animation at Columbus College of Art & Design with the Cloyd Family Animation Center!

You know that CCAD's Animation program is a gem.

From its humble beginnings in 1988 to its current status as one of the largest majors at the college, Animation is thriving — making waves here in Columbus that ripple far beyond to industry.



FROM CCAD.EDU TO GIVECAMPUS.COM



OTHER WAYS TO GIVE

Text: Text CCAD to 50555

Call: 614.222.3238

Mail: Checks payable to

Columbus College of Art & Design

(60 Cleveland Ave. Columbus, OH 43215)

Make a Gift
For Columbus College of Art & Design
Each fund and every gift makes a difference in the lives of our talented student body!

\$100 **\$50** **\$25**

Amount* \$ Make this gift recurring

Designation

[Log into your existing account with email or Facebook](#)

Name*

Email*

Mailing address*

Country ▼

Zip code*

Phone number

In honor of

Joint gift? ▼

In Memory Of

Affiliation:
 Alumnus/a
 Student
 Parent
 Faculty/Staff
 Friend

I have read and agree to the terms of service*

Go to Checkout

* Indicates required field



Advancement



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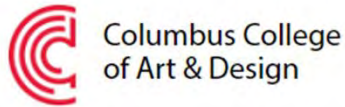


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GIVING TO CCAD: CCAD.EDU/GIVING



[NEWS & EVENTS](#) [TAKE A CLASS](#) [EXPERIENCE ART](#) [HIRE OUR STUDENTS](#)

[GIVING](#)

[APPLY](#)



[ABOUT US](#)

[ACADEMICS](#)

[ADMISSIONS](#)

[LIFE AT CCAD](#)

[I AM](#)



MATCHING GIFT CAMPAIGN CHALLENGE FOR THE CLOYD FAMILY ANIMATION CENTER

Animation is a booming industry here in Columbus and around the world. The Cloyd Family Animation Center will be our new state-of-the-art animation facility that will help our students tell impactful stories and change the world.

With help from alumni & friends of CCAD, we can make this dream a reality. Right now, all alumni gifts will be matched dollar for dollar!

[Learn more](#) and make your gift today and [make your gift today!](#)

Visit the [CCAD Alumni Page](#) for updates, events, & information.

MAKE A GIFT

[ONLINE](#)

OTHER WAYS TO GIVE

Text: Text CCAD to 50555

Call: [614.222.3238](tel:614.222.3238)

Mail: Checks payable to

Columbus College of Art & Design

(60 Cleveland Ave. Columbus, OH 43215)



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GIVING TO CCAD: BECOME AN ADVOCATE

Matching Gifts

Offer a Matching Gift

Challenges

Offer a Challenge

ABOUT DONORS **ADVOCATES (1)**

Become an Advocate and be recognized for your impact!

SHARE WITH YOUR NETWORK

Sign up or Log in and share the campaign to track the number of clicks, gifts, and dollars you generate! (Note: If you share without signing up or logging in, your impact will be counted as a Community Advocate.)

Share Tweet Text Email

INSPIRE YOUR FRIENDS AND PEERS

Encourage others to give with a Matching Gift or Challenge.

Offer a Matching Gift Offer a Challenge

TELL YOUR STORY

Create a Personal Plea video encouraging others to join you in supporting the campaign.

Create your Personal Plea

G

Sebastian First-Advocate (EXAMPLE)

- generated 135 clicks and 11 donations, totaling \$1,200
- matched 10 donations for a total of \$200
- Gave \$500 because 50 people gave in 1 day



SPRING ALUMNI EVENTS

Alumni Tour — Orlando: Thursday, March 15, 2018



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CHROMA

Wednesday, May 9, 2018



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FASHION SHOW

Friday, May 11, 2018

New location: Greater Columbus Convention Center



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NEW EVENT FORMS



Events Request Form

- Will help facilitate event planning and get all details about an event in one place
- Live date: March 2018

Classroom Reservation Form

- Use this form to reserve a classroom to host a presentation or meeting that does not include requests for AV, Catering, or Facilities
 - Not applicable to non-classroom spaces (i.e. Canzani Multipurpose Room)
 - Live date: Now
- ccad.edu/classroomrequest



ENROLLMENT

Jean Hester, Vice President for Enrollment Management



UPDATE #1

Spring 18 Enrollment



Enrollment



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UPDATE #2

Fall 18 Enrollment



Enrollment



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RECRUITMENT AND RETENTION

- Everyone has a role to play
- Help us help you



Enrollment



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AND NOW...

- An Enrollment Haiku



Q&A



Q&A



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STUDENT AFFAIRS

Chris Mundell, Vice President for Student
Affairs & Dean of Students



A CULTURE OF SHARED RESPECT AND ACCOUNTABILITY

Understanding and Preventing Sexual
Misconduct and Gender-Based Discrimination



ASSESSING CAMPUS CULTURE

19% think sexual violence is a problem on this campus

7% have observed a situation they believe was or could have led to *sexual assault*

15% know someone who has been sexually assaulted *within the last year*

Spring 2016 Changing Campus Culture Climate Survey, N = 195



Sexual Misconduct Prevention



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A LEGAL AND ETHICAL IMPERATIVE

LEGAL AND REGULATORY COMPLIANCE

- Jeanne Clery Act
 - Primary prevention and awareness training
- Title IX
 - Prohibition of gender- or sex-based discrimination
- Title VII
 - Equal opportunity and right to harassment-free workplace

CAMPUS VALUES, CULTURE, AND CLIMATE

- CCAD Workplace Values
 - Respect
 - Accountability



TYPES OF MISCONDUCT

Sexual misconduct can take many forms and occurs across a continuum of severity.

Sexual Harassment

Stalking

**Non-Consensual
Contact**

**Intimate Partner
Violence**

Sexual Exploitation

Sexual Assault



IMPORTANT CONSIDERATIONS

- Women ages 18 – 24 are at an elevated risk of sexual violence
 - CCAD's student population is 70% female-identified
- Colleges inherently produce multifaceted roles and complex power differentials
 - Teacher? Collaborator? Advisor? Supervisor? Mentor?

In this environment, it is critical to establish clear, firm, and equitable boundaries with co-workers, supervisees, and students.



EMPLOYEE/STUDENT RELATIONSHIP POLICY

- College “vehemently discourages” amorous relationships between students and employees.
- College forbids relationships when employee has responsibility over the student related to teaching, advising, departmental, committee, or other professional obligations.
- When in doubt about appropriate boundaries with students, contact your direct supervisor or department chair for guidance.



TITLE IX

- Federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.
- Dictates how colleges must respond to reports of sexual harassment and sexual misconduct.
- Applies to any unwelcome and non-consensual conduct or gender-based discrimination, including:
 - Sexual assault
 - Sex- or gender-identity-based discrimination
 - Discrimination based on pregnancy status
 - Domestic or dating violence
 - Stalking
 - Sexual harassment (unwelcome sexual advances — severe, pervasive, persistent)



TITLE IX COORDINATOR

- Responsible for ensuring compliance with Title IX
- Takes immediate and effective action to:
 - Stop the harassment or misconduct
 - Remedy its effects
 - Prevent its future recurrence



SEXUAL MISCONDUCT RESPONSE PROTOCOL

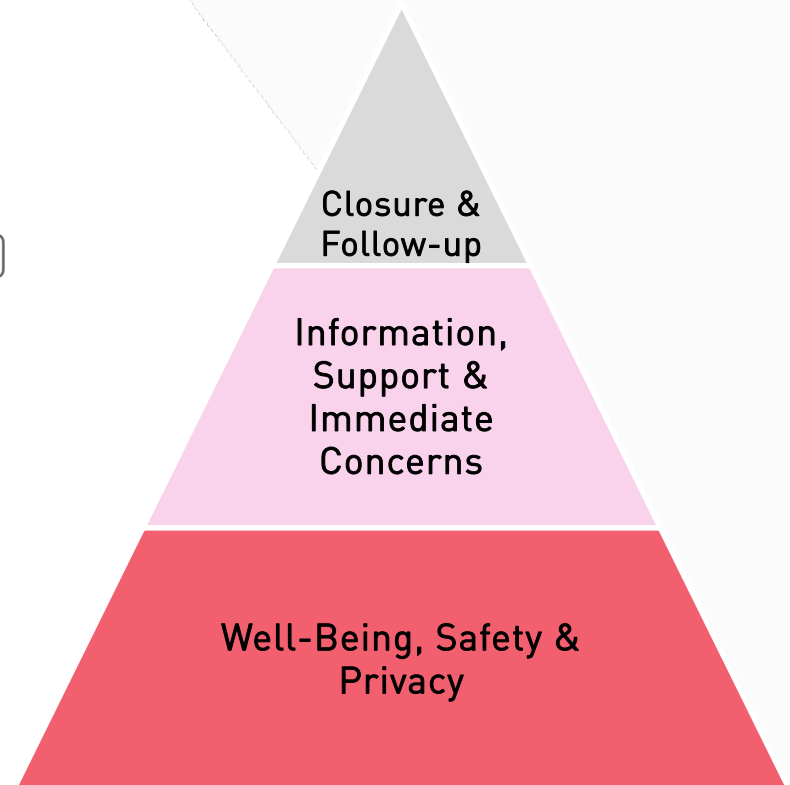
MUST DOs:

1. Inform the individual who comes forward of your duty to report instances of sexual misconduct to appropriate institutional authorities (“people who need to know in order to help”)
2. Notify the Title IX Coordinator and/or Director of Human Resources
3. Follow any directives given by Title IX coordinator or designee about accommodations or workplace adjustments



NAVIGATING SENSITIVE DISCUSSIONS

1. Ensure privacy
2. Assess well-being (physical/mental)
3. Determine immediate concerns
4. Provide non-judgmental support
5. Ensure closure
6. Communicate a plan for follow-up



#UOKCCAD? RESOURCE CARD

How to Get Help

CCAD does not tolerate any form of sexual misconduct, including sexual harassment, sexual assault, dating violence, or stalking. The list below offers a quick overview of on-campus resources and what each can offer to you.

Resources	What they can offer	What happens next
Counseling & Wellness Center (CWC) 614.222.4000 counseling@ccad.edu	<ul style="list-style-type: none"> Information and support Mental health counseling Referrals to campus or community resources 	Information about sexual violence is kept confidential and not shared; If currently under 18, protective services may be notified.
Chris Mundell Title IX Coordinator 614.222.4015 cmundell@ccad.edu Athena Sanders 614.222.3251 Title IX Investigator asanders@ccad.edu	<ul style="list-style-type: none"> Information and support Formal complaint/report Changing academic and/or living situations "No-Contact" orders and other campus assistance 	An incident report is filed. You will receive outreach, and if enough information is available, an investigation may be opened.
Safety & Security 614.222.6165 ccad_security@ccad.edu	<ul style="list-style-type: none"> Information and support Emergency assistance 24/7 Formal complaint/report Transportation to medical services 	An incident report is filed with Title IX Coordinator for follow-up and possible investigation.
All CCAD employees including Resident Advisors (RA)	<ul style="list-style-type: none"> Information and support Referral to campus or community resources 	Information is shared with Title IX Coordinator for follow-up and possible investigation.

At CCAD, we stand up and speak out for each other.

Learn more at:
rainn.org
bravo-ohio.org
circleof6app.com
loveisrespect.org
itsabuse.com

SARNCO 24/7
Survivor Assistance & Advocacy
Helpline
614.267.7020

Bravo 24/7 LGBTQIA Helpline
1.866.86BRAVO (27286)

CHOICES 24/7 Crisis Line & Shelter
614.224.4663

Publication supported by a Victim of Crime Act (VOCA) and/or State Victim Assistance Act (SVAA) [Grant awarded by the Ohio Attorney General's Office]
"Victims of federal crimes will be served"

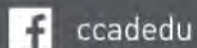
#UOKCCAD?

More than a question. The UOKCCAD? program strengthens our culture of shared respect, care, and responsibility by promoting:

- Awareness about sexual violence and abuse relationship
- Prevention and bystander intervention education
- Empowerment, advocacy, and support of survivors of sexual violence



Sexual Misconduct Prevention



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REPORTING OPTIONS

Situations involving STUDENTS MUST be reported to:

Chris Mundell
VP for Student Affairs and
Title IX Coordinator

cmundell@ccad.edu
614.222.4015

- Student-to-student
- Student-to-employee
- Employee-to-student

Situations involving EMPLOYEES MUST be reported to:

Linda Simpson
Director of Human Resources

lsimpson@ccad.edu
614.222.4035

Employee-to-employee

Students can also be referred to the Counseling & Wellness Center (CWC) for confidential support: 614.222.4000 or counseling@ccad.edu



HOW REPORTS ARE HANDLED



ONGOING TRAINING AND PREVENTION

- Required Online Courses
- Bystander intervention training
- #UOKCCAD: Prevention, Education, and Empowerment Week



Want to get involved? Contact:

Lisa Hayes (lhayes@ccad.edu) or
Athena Sanders (asanders@ccad.edu)



Sexual Misconduct Prevention



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COUNSELING & WELLNESS UPDATES

my.ccad.edu/counseling-wellness

I'M NEW STUDENT SERVICES CAMPUS SERVICES EVENTS

COUNSELING & WELLNESS

Services Provided
Hours, Location & Contact
Appointments & Getting Started
Emergency Resources & Crisis Response
Click "read more" to see a list of FAQs

Read More

RESOURCES

REQUEST AN APPOINTMENT
GET HELP FOR A FRIEND
REFERRALS IN THE COMMUNITY

WELCOME TO THE COUNSELING & WELLNESS CENTER!

THINK. DO. THRIVE.
Challenge happens. Thrive on.

Being human and being in college means experiencing some challenge while you learn, grow, and live life. You can thrive - not just survive - through challenge and the CWC is here to help you understand your process, move toward your goals, connect with others, and be holistically well here at CCAD. You lead the way in taking risks and building on your strengths. We've got your back and partner with you while you try out new ways to think, do, and thrive.

MEET THE STAFF

Erin Vlach, MA, LPPC-S Lisa Hayes, MSW, LISW-S Caleb Tipple, MA, LPCC

CWC Staff

- Licensed mental health professionals: Director + 1 FT Therapist + 3 PT Therapists
- Contracted psychiatrist

What They Offer

- Individual counseling (12 sessions per year)
- Group counseling
- Psychiatric medications
- Crisis intervention
- Consultation
- Wellness education & programming
- Survivor services & advocacy referrals (VOCA funding)



Community of Care



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A COMMUNITY OF CARE

CWC FALL 2017 OVERVIEW

- 23 students currently waitlisted for appointments
- PT counselor average caseload of 25 students
- 149 unique students seen since July 2017 (roughly 14% of student body)
- 21.5% identify as trans or self-identify gender
- Rising number with history of trauma, abuse, self-injury, or prior hospitalization

WHAT YOU CAN DO TO HELP

- Regular “check ins” to normalize communication of progress and support needs
- Recognize changes in behavior, affect, attendance, etc.
- Be willing to offer temporary accommodations and/or flexibility in the workplace or classroom
- Engage your resources, seek consultation, call Safety & Security if concerned about imminent safety



ACADEMIC AFFAIRS

Dona Lantz, Provost



INSTITUTIONAL LEARNING OUTCOMES (ILO) UPDATE

- Oct. 6 — ILO Faculty & Staff Workshop #1
- Oct. 27 — ILO Faculty & Staff Workshop #2
- Nov. 3 — ILO Faculty & Staff Workshop #3
- Nov. 12-26 — Student Co-Creations Sessions
- Dec. 14 — Final presentation



MISSION

CCAD fosters a community that educates diverse students so that they can unleash their creative power to shape culture and commerce.



TOP 9 DESCRIPTORS ABOUT CCAD GRADUATES IDENTIFIED BY FACULTY & STAFF

- Confident/Fearless
- Leader/Change Agent
- Ethical/Open-Minded
- Responsible/Prepared
- Risk-Taker
- Curious/Intellectually Persistent
- Problem-Solver/Analytical
- Skilled
- Adaptable



I WENT TO CCAD AND BECAME _____

- Self-confident
- Competent
- Marketable
- An influencer
- Visionary
- A maker



MAIN THEMES IN STUDENT CCAD EXPERIENCE

- Community
- Confidence
- Consistency
- Clarity



TOP 6 DESCRIPTORS IDENTIFIED BY CCAD STUDENTS

- Enlightened
- Ambassador
- Catalyst
- Valuable
- Relevant
- Adaptable



INSTITUTIONAL LEARNING OUTCOMES (ILO) — NEXT STEPS

- Open call for writers
- Goal date: Jan. 31, 2018



NEW MINOR & NEW SPECIAL TOPICS COURSES

- New Minor
 - Social Practice minor launching in Fall 2018
- New Special Topics Courses:
 - ILLU — Introduction to Biomedical Illustration
 - LIBA — Gender and Sexuality
 - CORE — Podcasting and Storytelling



NEW PROJECT-BASED REAL WORLD COURSES

- CORE — Cardboard Enrichment Design Fabrications for the Columbus Zoo
- ADVE — Anti-Human Trafficking
- INTE — SODA Airstream



NEW SPONSORED PROJECTS & PARTNERSHIPS

- ADVE — SMART CITIES & Columbus Foundation electric vehicle charging station wraps
- MDes — Pilot collaboration with Otterbein's MBA program



BEELER GALLERY SPRING SEASON



Academic Affairs



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Q&A



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