



**WONSOOK KIM**  
**COLLEGE OF FINE ARTS**  
*Illinois State University*

**Planning Document**  
**FY 2021**

# Illinois State University

## Wonsook Kim College of Fine Arts

### FY21 Planning Report

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## I. Major Objectives for FY21

Wonsook Kim College of Fine Arts Strategic Focus 1: Enrich Academic and Artistic Excellence (*Educate, Connect, Elevate*, Strategic Direction II: Foster Innovation; Strategic Direction IV: Enrich Engagement)

### **I.B. Attract and Train Exceptional Faculty and Staff**

### **II.B. Support Advancement of Research, Creative Works, and Knowledge Generation**

### **IV.B. Involve More Faculty, Staff, and Students in Outreach, Engagement, and Research Opportunities Locally, Regionally, and Globally**

The Wonsook Kim College of Fine Arts completed 6 searches for tenure track faculty in 2019-2020: Art-Video, Art-Photography, Art Education, Music Education, Music-Trumpet, and Theatre Arts Administration. All were successful in attracting and securing top candidates. The College also searched for a non-tenure track 10-month Music-Associate Director of Bands position. This faculty member leads band ensembles, the Big Red Marching Machine, and Pep Bands. This search was also successfully completed.

The Wonsook Kim College of Fine Arts is requesting 7 TT positions for FY21 that will replace retiring faculty and/or serve to develop new programs and curriculum, support excellence in teaching, and create a diverse and inclusive culture. The PERS 936a spreadsheet reflects this priority order:

1. School of Music, TT in Music History/Literature
2. Creative Technologies Program, TT in Game Design
3. School of Theatre and Dance, TT in Media Design and Production
4. Wonsook Kim School of Art, TT in Graphic Design
5. School of Music, TT in Applied Double Bass and String Education
6. School of Theatre and Dance, TT in Theatre Studies
7. Wonsook Kim School of Art, TT in Art Education

### **School of Music, TT in Music History/Literature**

Since the simultaneous retirement of 2 tenured full professors several years ago, Music History/Literature courses have been covered by NTT faculty using Instructional Capacity as the funding source. The TT Music History/Literature position will provide essential core instruction to all undergraduate and graduate music majors, plus instruction in the General Education Program. Music majors must complete core instruction in music history and literature. FY20 PRPA headcount for music majors is 411, not including summers-only online MME enrollment of 20.

### **Creative Technologies Program, TT in Game Design**

The Creative Technologies Program anticipates a significant increase in majors starting in Fall 2021 due to the new Game Design sequence and minor. Sufficient sections of core and elective game-specific courses will need to be taught to serve the projected increased enrollment. The TT faculty request in

Game Design is critical to develop innovative game design curriculum and sustain instruction for a growing program.

#### **School of Theatre and Dance, TT in Media Design and Production**

The TT Media Design and Production position will support recruitment, curriculum development, and student mentoring in the Design/Production and Film/Digital Media sequences. Media Design is a growing sub-discipline in theatre, as more and more productions include media projections or replace traditional sets in their staging. The School of Theatre and Dance does not have a current faculty member with a specialization in this area, yet students are continually requesting this skill set. As an exciting new design area and growing sub-discipline in theatre design, it also represents a strong recruitment opportunity, capturing prospective student interest in digital media. Theatre students seek curriculum that is skill-based and prepares them for their future careers. Media Design and Production are overlapping specializations, with much of the projection design for theatrical production requiring skills in design and video editing. Because of the nature of this specialization, collaborations with Creative Technologies and the Wonsook Kim School of Art are anticipated.

#### **Wonsook Kim School of Art, TT in Graphic Design**

Major growth in Graphic Design enrollment continues as students have increased degree options (B.A./B.S./B.F.A.). Since fall 2015, the major enrollment has increased from 24 to 112 students. Also, the Wonsook Kim School of Art experienced a sudden faculty retirement in Graphic Design in summer 2019. Replacing this position is essential to address enrollment growth and deliver current curriculum within the sequence. This area of study needs to be less reliant on NTT faculty. In the design fields NTT faculty are extremely difficult to identify and attract, since most are engaged in professional practice outside of academia.

#### **School of Music, TT in Applied Double Bass and String Education**

The Applied Double Bass and String Education position will include applied instruction in double bass (classical and jazz), double bass pedagogy and literature, and other courses directly related to string education. Additional duties include teaching in and administration of ISU's award-winning String Project (140 students/semester). This position replaces a tenure track position previously held by a 2019 retiree and is currently covered by internal reassignment and an NTT funded by Instructional Capacity. This faculty position will impact all undergraduate music education majors, as they are required to take string methods.

#### **School of Theatre and Dance, TT in Theatre Studies**

School of Theatre and Dance Theatre Studies Professor, Ann Haugo, was hired as director of the School, starting July 2020. Moving from her faculty position to the director's role leaves the Theatre Studies area with only one TT faculty at the assistant professor level, currently in their third-year of teaching. This individual is responsible for guiding the graduate-level program and mentoring both graduate and undergraduate students in the Dramaturgy program. All Theatre students complete required Theatre Studies courses.

### **Wonsook Kim School of Art, TT in Art Education**

Art Teacher Education has been operating with a shortage of faculty over the past six years. In 2014, the Art Education faculty included five tenure-track colleagues to deliver an education to 36 Art Teacher Education majors. Currently, there are only two tenure-track faculty due to retirements and a sudden resignation in spring 2020. Since Fall 2015, Art Teacher Education majors have increased from 36 to 77 majors, demonstrating a clear need for faculty to deliver the curriculum and provide the necessary service work that Art Teacher Education requires. The FY21 IC need will increase due to the resignation of an assistant professor in spring 2020 and NTT costs for student teacher supervision.

The request for three new staff positions are listed on the PERM spreadsheet and include:

1. Marketing and Website staff position for the College
2. FT Advisor in the School of Music
3. Full-Time CFA-IT Technology Support Specialist to serve CFA's increasing technology program(s) demands

The Marketing and Website position was identified as the top priority staff position by the College's deans and directors. The College enjoys an expansive public profile, offering over 300 public events a year, including the Illinois Shakespeare Festival, Red Note New Music Festival, University Galleries, Community School of the Arts, String Project, Concerts on the Quad, and more. The College needs to attract audiences to its visual and performing arts venues every week to generate revenue and provide opportunities for community engagement. This person would also supervise and manage the College's website pages to present an appropriate College brand identity and ensure relevancy and accuracy.

The FT Advisor in the School of Music was requested previously in the past three budget cycles. This position will replace a long-time NTT faculty member/advisor who is planning to retire.

The FT CFA-IT Technology Support Specialist is requested due to growth and expansion in the Graphic Design, Digital Media, and Creative Technologies Program, along with anticipated needs of 6 new TT faculty requiring technology support (Video, Photography, Art Education, Music Education, Music-Trumpet, and Theatre Arts Administration.) Additionally, CFA-IT is experiencing a surge in student support needs and as the College has moved towards a "bring your own device" model, there has been an increase in the issues brought on by a BYOD environment. Additional support surrounding growing technology needs is necessary.

Increasing numbers of summer study abroad opportunities are being offered to students in the Wonsook Kim College of Fine Arts. This growth has been stimulated in part by the 3 + 1 Graphic Design partnership between the College's Wonsook Kim School of Art and Tianhua College in Shanghai and the continuing visits by Southwest Normal University (SWU-Chongqing, China) music and art students. In spring 2020, plans for Tianhua students to transfer to ISU to complete their 4<sup>th</sup> year and graduate with both Tianhua College and ISU degrees were postponed due to the COVID-19 situation.

Below is a snapshot indicating the growth of recent study abroad opportunities in the Wonsook Kim

## College of Fine Arts:

### Summer 2019

- Prague, Czech Republic– Theatre
- Uganda – Theatre
- Australia - Art
- London, UK – Music
- Orvieto, Italy– Art, History

### Summer 2020

- Incheon, South Korea – Theatre (cancelled due to COVID-19)
- Ghana – Music (cancelled due to low enrollment)
- Orvieto, Italy – Art, History (canceled due to COVID-19)
- Italy (Valle Gianni Field School) – Art, History, Anthropology (canceled due to COVID-19)

### Anticipated Summer 2021

- Incheon, South Korea – Theatre
- Orvieto, Italy – Art, History
- Italy (Valle Gianni Field School) – Art, History, Anthropology
- London – Music
- Cyprus – Dance
- Australia – Art

To provide a rich educational environment, the Wonsook Kim College of Fine Arts offers over 300 events, lectures, performances, and exhibitions each year on campus at the Center for the Performing Arts, Braden Auditorium, Westhoff Theatre, Dance Studio Space, Kemp Recital Hall, Transpace Galleries in CVA, the Quad, University Galleries in Uptown Normal, Central Illinois Regional Airport, and at Ewing Manor Cultural Center. All events are open to the public.

During the academic year, 326 students in the Big Red Marching Machine (BRMM) and Pep Band, led and taught by School of Music faculty, perform at football, volleyball, and basketball games. They participate in parades, campus events, and civic engagement events. BRMM and the Pep Band provide students with a group of ISU friends from freshman through senior years, and beyond. The students' shared history, challenges, and successes enhance retention and alumni engagement in the College and the other colleges.

Wonsook Kim College of Fine Arts Strategic Focus 2: Foster a Diverse and Inclusive Environment (*Educate, Connect, Elevate*, Strategic Direction I: Nurture Diversity and Inclusion)

The Wonsook Kim College of Fine Arts' 6 new TT faculty, starting in August 2020, will enhance diversity in the Wonsook Kim School of Art, School of Music, School of Theatre and Dance, and Creative Technologies Program. The new faculty hires possess expertise from a variety of educational experiences and represent a range of diverse cultural backgrounds.

In FY21, University Galleries will continue to promote equity, diversity and inclusion by exhibiting artists from traditionally underrepresented backgrounds, while developing programming that facilitates dialogue about current issues and events. University Galleries will partner with community organizations and schools to expand audiences. The director and senior curator will expand University Galleries' permanent collection of artists representing diverse backgrounds and present the collected works to the public. ISU students will use the collection as a resource for their studies.

The Crossroads Project in the School of Theatre and Dance (SOTD) is in its 19<sup>th</sup> year. In addition to promoting the work of U.S. playwrights of color, Crossroads collaborates across campus units to invite notable international theatre artists to ISU to work with students and engage with the larger community through guest lectures, public talks, and other events. Crossroads will continue these initiatives in FY21.

The School of Theatre and Dance and Illinois Shakespeare Festival will support non-traditional casting and continue to have auditions and opportunities open to all of campus and beyond. SOTD's practices strive to identify and eliminate unfair biases, stereotypes, or barriers that may limit full participation of Wonsook Kim College of Fine Arts students and Equity actors in their productions.

Through the Wonsook Kim School of Art's Visiting Artist Program, the School of Music's numerous choral and instrumental programs, Community School for the Arts, Illinois Shakespeare Festival, String Project, Saturday Morning Creative Art and Drama classes, the School of Theatre and Dance's productions, student organizations, and guest artists/lecturers/speakers, the College has endless opportunities to enhance its diversity. This has been a priority in FY17, FY18, FY19, FY20, and will continue to be in FY21.

Wonsook Kim College of Fine Arts Strategic Focus 3: Enhance Student Success Through Enrollment, Retention, and Civic Engagement (*Educate, Connect, Elevate*, Strategic Direction I: Enhance Strength and Stability)

The academic directors, dean, associate and assistant deans, and advisors are working together to attain a goal of 1500 fine arts majors and graduate students by FY23.

The Wonsook Kim College of Fine Art undergraduate major and graduate enrollment for FY20 increased from 1,155 to 1,238 students. Since fall 2017, the College has increased by 113 students. In FY20, growth occurred in Art, Music, and Creative Technologies. It is anticipated that an additional 100 students will enroll as fine arts majors in FY21, seeking Graphic Design, Media Design and Production, and Creative Technologies programs. With the new Game Design curriculum in place, an additional 162-200 majors are anticipated over the next 3 years.

Due to most students self-identifying as fine artists when they enter ISU, as well as the individualized attention and academic support the College provides, retention is strong (FTIC's retained in any group fall to fall = 82.7% and new transfers retained in any group fall to fall = 86.7%). To improve these percentages, the assistant dean, directors, and advisors are evaluating DFW courses to see where improvements can be made. They recognize that student mental health issues across campus continues

to be a challenge with retention. This is a work in progress that has included QPR and mental health first aid training for academic advisors. Mid-term grade collection has been a priority since advisors understand it can be an indicator of students who are struggling.

Community Engagement: Anticipating the collection of scholarly and creative activities in Digital Measures in FY21, the College looks forward to a more robust, efficient, and unified method for collecting the community engagement and service learning work of our faculty. Faculty are engaging in this work, however capturing the data has been a challenge.

Wonsook Kim College of Fine Arts Strategic Focus 4: Expand and Promote Research and Creative Scholarship (*Educate, Connect, Elevate*, Strategic Direction II: Foster Innovation, Strategic Direction IV Enrich Engagement)

The dean, associate and assistant deans, directors, and University Advancement have been successful in securing scholarships and undergraduate/graduate research and travel funds for students. The Wonsook Kim Endowment gift funds will provide support for strategic initiatives for faculty and student scholarly and creative work. In FY21, The College will continue to make efforts to increase faculty and staff support funds through college and unit funding. The associate dean for research and planning will work with faculty and staff to seek internal and external grants and continue to act as the liaison to the Office of Research and Sponsored Programs and facilitate the College Research Committee (CRC). The CRC received 20 University Research Grant proposals requesting funding for creative activity, research projects, and/or faculty development that will occur in FY21, an increase from FY20.

Currently, there is not an individual printed piece for communicating the scholarship within the College. Faculty will be recognized at the fall kick-off, mid-year, and end-of- year College meetings for their recent promotions and outstanding research and creative activities. A selected list of accomplishments anticipated for FY21 is indicated below:

- Aaron Gomez, MM '20, is a finalist for the Fulbright U.S. Student Program. In FY21, Gomez intends to research traditional Chinese music and compose a concerto for cello and pipa with orchestra. It will be performed at the Taiwan National University of the Arts.
- Art historian Dr. Lea Cline and historian Dr. Kathryn Jasper will further develop their plan to conduct field studies of the Ville Gianni archeological site in Italy. This opportunity grew from their research and successful study abroad trips to Orvieto, Italy in recent years. Cline and Jasper act as the conveners of Illinois universities to support the project, since this is an expansive research initiative that will require additional resources, faculty, and students to work at the site, apply conservation practices, and document findings. In summer 2021, they will escort 20 students to Italy for study abroad courses in Italian language, culture, and history and organize a field study opportunity.
- Dr. Justin Vickers, Associate Professor of Voice in the School of Music, was awarded a Fulbright U.S. Scholar Program award to conduct research at University of Surrey, Guildford, in the United



Kingdom. He will conduct research at the BBC Written Archives, Archives of the Royal Opera House, and the Britten-Pears Foundation, and complete the manuscript for his extensive monograph *The Aldeburgh Festival of Music and the Arts: A History of the Britten and Pears, Era, 1948-1986* (The Boydell Press). He will also host a conference, lead masterclasses, and perform in recital appearances during his residence.

Pre-tenure faculty are working on new and interesting research projects and creative activity that speaks to the College's Strategic Plan and the future of their collective disciplines. Select examples include:

- Kee-Yoon Nahm, Assistant Professor in Theatre Studies, will conduct archival research on the work of Theresa Hak Kyung Cha. The research project will result in an academic article on Cha's exploration of Korean diasporic identity through media and performance as part of a larger book project and inform the performance text for a future devised theatre piece.
- Saskia Beranek, Assistant Professor in Art History, will complete archival research in Amsterdam to substantially advance the final chapter of an on-going book project related to architecture and painting in the seventeenth-century Dutch Republic.
- Sercan Sengun, Assistant Professor in Creative Technologies-Game Design, will perform a preliminary analysis and prototype for a collaborative online game database. The project will be submitted to NEH's Digital Projects for the Public1 grant in the future.
- Kristin Carlson, Assistant Professor in Creative Technologies, will develop an interactive, inverse version of the seminal 1999 project *Ghostcatching* between OpenEndedGroup and Bill T. Jones, recreating the project in virtual reality using live motion capture data. Project outcomes will include publishing the research process and a VR experience that will be exhibited at conferences.

Wonsook Kim College of Fine Arts Strategic Focus 5: Improve Teaching and Learning Spaces and Infrastructure (*Educate, Connect, Elevate*, Strategic Direction I: Enhance Strength and Stability)

Fine Arts facilities continue to fail. Roof and water leaks in the Center for the Performing Arts, Cook Hall, and Centennial East and West continue to be a regular occurrence. The downtown Bloomington M.F.A. art studios are in poor condition and lack appropriate cooling systems during the summer months. Demands for additional offices related to new TT hires and additional spaces and classrooms needed for the new programs in Game Design, Graphic Design, and Creative Technologies are putting additional stresses on current space allocations.

In FY21, ISU Facilities Planning and Construction (FPC) will work with Wonsook Kim College of Fine Arts leadership to plan for the \$61.9M Fine Arts Rehabilitation Project. Preliminary meetings with FPC, the State of Illinois Capital Development Board, and Ratio Architects have occurred this spring to begin the process of resuming the project. College leadership has met with FPC to discuss project implementation

and temporary space needs to accommodate the 5-6 year phased construction period. It is anticipated that continued work on the program analysis and moving into the schematic design and design development phases will be the focus during FY21.

FY21 Provost Enhancement requests to improve teaching and learning include:

- The School of Theatre and Dance requests additional funds to replace the Scene Shop floor in Centennial East. This project was initially funded as part of FY20 Provost Enhancement requests, to repair the top layer of flooring. After further consultation with an external architectural company, the scope of repair work has significantly increased with the need to address further structural and safety concerns. The new request is represented on the PERS 937 form to include the new quote, and a request to SBC the remaining funds originally allocated for this project in FY20. This instructional space serves students in multiple courses within the School of Theatre and Dance curriculum including Stagecraft, Scene Painting, and Theatre Practicum, in addition to serving as the building space for all theatrical productions. Note-The Centennial East Scene Shop will not be included in the Fine Arts Rehabilitation, as stated in the 2015 Program Analysis Addendum.
- The School of Music requests the rehabilitation of several adjacent teaching studios on the second floor of Cook Hall. The instructional spaces include Cook Hall 203, 204, 205, 206, and 207 and are similar in size and scope for repair and renovation. This project would significantly renovate the teaching studios located on the north side of the second floor of Cook Hall and include the replacement of flooring and ceiling, necessary patch and paint, replacement of existing acoustical panels, replacement of doors, updated lighting, and new window treatments. The estimate from ISU Facilities Planning and Construction states that a 10% savings will be achieved if all five teaching studios are renovated at the same time. Cook Hall continues to be a building with multiple maintenance and repair issues. This request will address a portion of the larger work needed within the learning spaces in this facility. Note-Cook Hall will not be included in the Fine Arts Rehabilitation, as stated in the 2015 Program Analysis Addendum.
- The Wonsook Kim College of Fine Arts requests the renovation of CVA 140. This classroom is currently a "traditional" computer lab teaching space, which poses multiple limitations to serving the increased need and expanded coursework in our technology heavy areas. Through the redesign of this classroom, the space will be able to serve seminar style instruction, the continued need for a traditional lab, as well as potential lecture classes. This will be a shared flexible learning space within our college that specifically speaks to our growing enrollments in Graphic Design and Creative Technologies. Note-CVA 140 is not included in the Center for the Visual Arts rehabilitation, as stated in the 2015 Program Analysis Addendum.

Wonsook Kim College of Fine Arts Strategic Focus 6: Strengthen Alumni and Friend Engagement and Development (*Educate, Connect, Elevate*, Strategic Direction I: Enhance Strength and Stability)

The dean, directors, and director of development will work with University Advancement and Office of Alumni Engagement to continue raising funds from donors, alumni, and corporations. In FY20, the College's efforts totaled \$25M for the entire Redbirds Rising Campaign (as of February 2020). This is \$12.5M over the goal. In FY21, funds from the Wonsook Kim naming gift will impact the College.

In June 2021, the College plans to host the annual 8-day New York City Community Theatre Trip with 100 alumni, friends, and donors. The trip includes an annual alumni event hosted at a local New York restaurant. ISU will host Alumni Night at the Illinois Shakespeare Festival before the July 24 performance. College of Fine Arts Alumni Events are open to all ISU alumni, regardless of major.

Throughout the year, the Wonsook Kim College of Fine Arts works closely with the Office of Alumni Engagement to create arts immersion opportunities for alumni and donors. Friends of the Arts hosts friend-raising events, including the *Messiah* Sing-along and Trivia Night. The Illinois Shakespeare Festival Board hosts the John Stevens Memorial Golf Outing in June and the ISF Bard Bash at Ewing Manor Cultural Center in August. The College purchases a table at many ISU and community fundraisers and events, with the dean inviting donors as guests.

## II. Permanent Funding Requests (PERM spreadsheet)

1. Marketing and Website staff position for the College
2. FT Advisor in the School of Music
3. Full-Time CFA-IT Technology Support Specialist to serve CFA's increasing technology demands
4. Graduate Assistantship Funding for Creative Technologies

Please refer to the PERM spreadsheet for details on these requests

## III. Strategic Budget Carryover (SBC) Requests (PERS 937)

For official information regarding SBC for FY21, please refer to the PERS 937-SBC spreadsheet that will be submitted on June 12, 2020.

## IV. Provost Enhancement (PE) Requests (PERS 937)

Please refer to the PERS 937 spreadsheet.

## V. Base Instructional Capacity Requests

Unknown at this time--Please refer to the FY20-ICAR for totals of distributed Instructional Capacity from the previous year.

VI. Supplemental Instructional Capacity Request.

Unknown at this time-SUP-IC requests will be determined and submitted in September 2020.

VII. Personnel Requests: Tenure Track Faculty (PERS 936a)

Please refer to the PERS 936a spreadsheet.

VIII. Personnel Requests: Tenure Track Faculty Non-Reappointment or Tenure Denial/Death (PERS 936b)

No requests for FY21.

IX. Personnel Requests: Non-Tenure Track Positions (PERS 936c)

Please refer to the PERS 936c spreadsheet.