

Director annual report for 2023

Francisco Souto

Apportionment: Administration 85%, Research: 10%, Service: 5%

Administration: 85%

Leadership

Communications – oral and written.

My leadership style is highly collaborative. I strongly believe in working side by side toward a common goal. I constantly aim to create an environment based on equality, transparency, inclusivity, and collegiality. I allow people to take ownership and give them full autonomy over their duties to empower a culture of trust. I welcome the perspectives of others and am a huge promoter of fairness and equity. I encourage everyone to take part in all school activities to help create a friendly, professional, and inclusive working environment with a great sense of community.

Administration 85%

Communications-Oral and written.

People management

- Completed all staff and faculty reviews and merit raise information for AY 2023
- Continue to have staff meetings every other week. This open conversation allows us to improve efficiency and collaboration. Their thoughts and opinions are valued and welcome providing a sense of ownership and community.
- Worked with the office staff to update all job duties. This included redistributing tasks to avoid overwork and to better meet school needs. E-newsletter, advising and scholarships among many other tasks.
- Worked with the staff to allow them to work remotely one day a week.
- Hired Reilly Woodward as our front desk assistance.
- Hired Julia Leggent as our new gallery director.
- Represented the faculty and staff in all official communications with the college and other units on campus.
- Oversaw school service and ensures that the school is properly represented on college and campus committees.
- Planned and organized the end of the year potluck.
- Continue to have Social Hour gathering on Fridays at 4:00pm. This allows everybody to share a moment of friendship and collegiality to continue to build a strong sense of community.
- Hosted a yearly Holiday party in my house for the entire faculty.
- Oversaw scheduling of the Eisentrager-Howard gallery, the MEDICI gallery, hallway spaces, critique spaces and other common areas.

Vision

- The role of a director requires more than just having a vision and great ideas; it requires strong decision-making skills. I continue to advocate for the school within the wider university, make compelling arguments for requesting resources, and understand how to use data to make informed decisions. I am eager to promote the value of education in the arts to diverse audiences by cultivating new relationships and strengthening existing ones with those who share the intrinsic value of the arts in our society. The talent among our faculty, staff and students is remarkable, and I am eager to continue to work together to enhance the cultural and intellectual life of the university and our community. I firmly believe that intensive discipline and boundary pushing approaches are the key to

a comprehensive artistic education. We educate our students to develop as independent artists and strive for excellence in all that they do. True excellence requires that everyone be able to work and learn in an atmosphere of respect, dignity, and acceptance. My commitment to diversity and inclusion requires each of us to continuously ensure our interactions are respectful, aligning with commitment to the ideals of a leading land-grant, comprehensive research university.

Priority and goal setting

I have made it a priority to empower faculty and staff to innovate and sustain excellence in their areas, and to leverage the school's facilities and resources to enhance our national and international recognition. I believe creative minds are at the heart of thriving societies, and creativity has become one of the most important skills in a global culture of innovation. I work very hard to increase support for the school's broader goals and programs such as faculty support, student scholarships, visiting artists and scholars, and making or strengthening connections with donors and alumni. I collaborate regularly with the college's development officer as well as independently with private donors to cultivate connections and implement the shared vision for the school.

- Planned and developed strategies to increase undergraduate scholarships and enrollment for underrepresented and first-generation students.
- Continue to seek funding opportunities to build endowments and naming opportunity for the school.
- Continue to seek opportunities to increase GTA funding to attract and recruit top graduate students.
- Continue to seek funding to improve and upgrade facilities.
- Continue to build and cultivate donor relationships for future contributions to the school.
- Planned and developed strategies to increase the undergraduate resulting on an overall enrollment yearly increase.

Operations and management

budget and financial affairs and oversight of staff, facilities, equipment and maintenance

Organization

Management

Improved procedures and operations including:

- Continue to re-structure -in collaboration with Christy Aggens- the way we manage first year graduate students so they will be under training/assisting in the first semester and ready to teach in the second semester alleviating the need for a bigger adjunct budget.
- Annual fundraiser letters and thank you letters to the donors.
- Participated in multiple Department Executive Officer (DEO) workshops organized by Judy Walker from the Executive Vice Chancellor's Office.
- Worked with Dean's office and central administration on salary adjustments for faculty for the AY 2022-2023 to be more competitive with our peer institutions.
- Through the strategic hiring plan, I was able to request two lines to fulfill two faculty hires, one in graphic design and one in printmaking.
- Increased the hourly pay for life models to \$15.00 to attract better and more reliable models.
- Continued to request GTA funding after we were granted 10 new GTA tuition remission from Graduate studies to continue to increase our GTA numbers to fulfill our recruitment goals.
- Worked with the Dean's office to decouple the GTAs to cover their stipend with foundation endowments following our strategic budgeting.
- Worked with the Big Red Business Center (BRBC) to implement our school procedures.
- Worked yearly on NASAD progress reports and submitted HEADS reports for AY 2023
- Worked with the business team to complete mandatory budget reduction cut from the school's budget (2022-2023). This cut was achieved without impacting any active faculty, staff, or graduate student.

Facilities:

- Converted two bathrooms into gender neutral bathroom per multiple requests from students. (Second floor Richard's Hall)
- Completed the resurfacing of all the main floors in Richards Hall.
- Raised funds of \$23,000 to outfit audio and video capabilities for a graphic design studio, camera kits for beginning photo classes and light equipment for the documentation studio.
- Completed a new track lighting system second floor Richards for critiques.
- Requested and granted \$65,000 in support from Dean's office to upgrade Richards room 17 with new computers. It includes 18 brand new 27-inch iMac workstations.
- Requested and granted \$75,000 support from the College Student Technology Fee to upgrade computers and improve classroom technology and permanently install projectors in classrooms.

In this \$75,000 proposal budget several areas in the school was considered:

Graphic Design: Upgrade all 21 computer stations for the Graphic Design Lab WAB 208.

Fabrication space: 3 new 3D printers and a new 3D scanner

Digital Lab: Upgrade 11 current iMacs with an M2 Max chip, or Mac Studios, plus separate monitors

Ceramics: Upgrade computer workstation for ceramics 3D printer

Painting/Drawing: Install ceiling projector and AV update in Richards room 112A.

Foundations: Install ceiling projector and AV update Richards room 106

Photography: Upgrade two iMacs computer in the digital darkroom in photography

Printmaking/Photography: New Risograph printer with 4 color drums.

Digital lab: New wide format printer and a multi material cutter.

General area: Overall network jacks wired in RH 117, RH 118. WAB 13 and WAB 11

- Authorized the purchase of new wide format printers for the digital lab.
- Upgraded computer for the laser cutters and 3D printers in the fabrication space.
- New exhaust upgrades in the fabrication space for better air quality.
- Authorized the purchase of new iPads in the digital lab for student check out.

Academic Planning:

curriculum, class scheduling, faculty assignments, strategic planning, policy development and compliance, and commitment to diversity efforts

- Developed a strategic hiring plan for the academic year 2022-2023 in response to the university-wide hiring freeze. Two new lines were approved: A 3D Foundations coordinator and a Tenure line for Graphic Design
- Worked with the School's executive committee on updating the Bylaws. Last updated in 2004
- Worked on NASAD progress reports and submissions.
- Worked with Christy Aggens in developing the class schedule while meeting the school, faculty and graduate student's needs.
- Continued to find ways to fulfill faculty teaching demands and the needs of the school while preserving a mature, respectful, and collegial working relationship.
- Worked on NASAD in preparation for reaccreditation.
- Overhauled the procedure to allocate scholarships to new and returning students and align them with strategic recruitment efforts.
- Attended the university-wide ADA workshop.

Student Support:

Recruitment, enrollments, retention and student success, scholarships, and fellowships

- Procured an additional private endowment of \$90,000 to the existing “Karen Oneth Janovy Scholarship” to support recruitment and retention of undergraduate students.
- Secured a private endowment of \$30,000. The “Liu Shimming foundation” to support scholarships for undergraduate students pursuing BFA in studio Art.
- Established new funding for recruiting of graduate students from the Cather endowment. Requested and received financial support from private donor to fund a graduate student in Studio Art. Final commitment of \$75,000 for the graduate teaching assistantships GTA.
- Reduce the GTA contact hours from 19.6 to 15 hours per week to allow them more time to develop their research. This action came after multiple requests and conversation from students.
- Supported multiple graduate students to travel to attend conferences and present research. This opportunity came after the deadline for H-L student travel grant application passed.
- Continued to work with graduate students in printmaking, Painting, Ceramics, sculpture, and Photography on a regular basis.
- Applied and received extra funding from the Dean’s office to support Graduate student recruitment Travel.
- Continue to work with Alum Peggy Gomez to support the Gomez Achievement Award and committed to donate two \$1,200 cash awards per year for any students during the Capstone exhibition.
- Established and reconfigured the Cather endowment funding for recruiting and support of incoming graduate students through strategic budgeting.

Faculty Support:

faculty and staff evaluation, hiring, and support for research, creative activity, and teaching.

- Completed all reappointments, tenure-leading reviews, and merit matrix salary increases processes for AY 2023.
- Completed the strategic hiring plan of two new faculty for the academic year 2023.

Among the duties on these hires include:

- Generated a job description and ad with and approval of the dean.
- Established a search committee chair and membership with approval of the dean about the position expectations/job description aligning with the mission of the school.
- Convened the search committee and give them directions and expectations for timeline and progress.

Carlie Antes, Professor of Practice and 3D Foundations coordinator

Josh Lowe, Assistant Professor of Graphic Design

- Procured a private endowment of \$70,000 to establish the “Embury American Art History Faculty Award”.
- Completed all tenure-leading reappointment procedures.
- In charged of assigning mentors to newly hired faculty.
- Supported multiple faculty requests including additional research funding, travel funds and book publication subvention.
- Increased faculty presence in the UNL Research Fair and Booklet
- Successfully sponsored two Faculty Development Leave
- Funded guest speakers for the Capstone class. Honoraria for Capstone speakers

Outreach and Promotion

marketing fundraising

community relations

Effectively communicates units needs to external stakeholders.

Fundraising

- Procured two private endowments of \$140,000 to support undergraduate scholarship. (See details under student support section)
- Secured a private funding of \$10,000 from Sue and Tom Tallman to continue to support the “Lincoln Collects exhibition series.”

- Helped organized and support the third exhibition on the series: “Lincoln Collects: The Sue and Tom Tallman collection”. The exhibition was the third on an ongoing series hosted by the School of Art, Art History & Design to showcase works belonging to notable art collectors in the Lincoln area to increase community engagement.

- Requested and received financial support from private donor to fund graduate students in Studio Art. Final commitment of \$25,000 a year for 3 years for a total of \$75,000 to support graduate teaching assistantships GTA.
- Continue to receive financial support from Dr. Stuart Embury of Holdrege, Nebraska to fund a graduate student in Art History. This is the third year of \$10,000 of a commitment of 4 years for a total of \$40,000 to support a graduate teaching assistantship GTA.
- Continue with the Director’s purchase Award for the undergraduate Juried exhibition.
 - Wrote and received H-L support in multiple grants:
 - Eisentrager-Howard Gallery program support \$15,000 for one year.
 - Visiting artist lectures series \$25,000 for one year.
 - Continue to receive funding for the new Hixson-Lied Student and Faculty Exchange for \$10,000 over one year.
 - Applied for Hixson-Lied renewal of our International Education Program. \$20,000 for one year or up to \$2,5000 per student.

Teaching: (Not included in the apportionment)

Served as member in 4 MFA committees in, Printmaking, Painting. Served as a member in 2 DMA committees at the Glenn Korff School of Music (GKSOM) in piano performance and conducting. Continued to work with graduate students (independent hours) in printmaking, Painting, Ceramics, Photography, and sculpture on a regular basis.

Service: 5%

University and community (Selected)

- Member of the advisory board for the Office of Research and Economic Development (ORED)

- Served on the search committee for the University’s Executive Vice Chancellor for Academic affairs.

- Serve on the University N2025 Strategic Planning Committee
- Member of the UNL Global Education Center. UNL Office of Global Strategies
- Serve on the Arts Committee for the Nebraska 1% for Art.

Research 10%

Solo Exhibitions:

- **On beauty and displacement.** Kiechel Fine Arts. Lincoln, Nebraska October 13 – December 1, 2023

A solo exhibition of 22 highly detailed colored pencils drawings.

Exhibition statement

Making art objects with its aesthetics complexities takes time. There is an inherent power to this process that progressively embeds the content into the work. There is a symbiotic correlation between the act of making and the intimacy in the act of looking.

These drawings are an attempt to offer a collective experience of struggle and perseverance. It is about people and their humanity in times of adverse reality.

They address the shared vision of humanity through their meticulous execution and their material vocabulary.

It is through this material presence that art should be experienced; as a way of thinking through an image, a testimony of a life lived.

Group Exhibitions:

- **Fucking flowers.** K Contemporary Gallery. Denver, Colorado. May 13 -June 10, 2023

Fucking Flowers takes the art historical trope of still-life genre painting to new extremes. Featuring a bouquet of artists including Elizabeth Alexander, Marc Dennis, Andrew Jensdotter, Daisy Patton, Viktor Frešo, Angel Ricardo Ricardo Rios, Nina Tichava, Matt Tripodi, Kaitlyn Tucek, Suchitra Mattai, Melissa Furness, Kevin Sloan, Shawn Huckins, Jason Hackenwerth, Kristopher Wright, and Francisco Souto, the exhibition spans materials and styles with an array of mixed media art that ranges from the representational to the conceptual. This brazen, fun, spring-with-an-edge show is the antidote to a burly winter.

- **As of Now.** K Contemporary Gallery. Denver, Colorado. January 14, – February 25, 2023

As of Now is K Contemporary's annual group exhibition showcasing the evolution of K Contemporary's innovative artists and projects. It highlights where its artists have been and where they are going with revelatory work kicking off the New Year and celebrating what is so distinctly K Contemporary. The show features work by newly signed artists exhibiting with K Contemporary in Denver for the first time.

Whether our artists are exploring the complexity of American values, the subtle power of iconography, technical processes and materiality, personal histories, human connection, or contradiction and perception, ultimately all return to a similar conclusion: that art, no matter how it is rendered, provides a sanctuary for the soul.

Art fairs:

- **Intersect Palm Springs Art Fair**. Palm Spring Convention Center. February 8-11, 2024

Intersect Palm Springs is an art and design fair that brings together a dynamic mix of modern and contemporary galleries and is activated by timely and original programming.

Intersect Art connect galleries with art lovers and collectors, highlighting art and design locally, regionally, and globally. The Intersect team is committed to building community and connectivity in the locations of the fairs. Through cultural partners, programming, and curatorial vision, Intersect offers year-round opportunities for dialogue, engagement, and inspiration.

K Contemporary's booth features Anne von Freyburg, Viktor Frešo, Jason Craighead, Kaitlyn Tucek, Francisco Souto, and Marc Dennis, as well as a special engagement with an installation of works Kevin Sloan.

Recognitions and Awards:

- **Willa Cather Professorship**

Willa Cather professorships recognize faculty members with the rank of full professor who have established exceptional records of distinguished scholarship or creative activity. The professorships are awarded for five-year terms and appointments may be renewed following review in the fifth year. The professorships recognize two individuals associated with the early University of Nebraska. Willa Cather, a University of Nebraska alumna and winner of the 1922 Pulitzer Prize for her novel "One of Ours," is widely recognized as one of America's premiere authors.

- **Image reproduction on a book chapter:**

One of my prints was included on Carol Wax's book: [The Mezzotint: History and Technique](#). My image was reproduced on the chapter on contemporary methods which discuss the combination of mezzotint with silkscreen. This book -in its new second edition- is considered the "bible" for the process, and it is the most comprehensive resource for this technique, The book was released in November 2023.

Articles and reviews:

- L.Kent Wolgamott. "L. Kent's most memorable culture stories" [LINCOLN JOURNAL STAR](#). December 29th, 2023. Lincoln, NE

The end of each year brings the annual listings of the best albums and best shows of the preceding 12 months. My exhibition: "[On beauty and displacement](#)" was ranked top 4 for the year.

https://journalstar.com/life-entertainment/local/art-theater/l-kents-most-memorable-culture-stories-of-the-year/article_b1e8994e-9e9e-11ee-8546-ffe382cf8917.html

- L.Kent Wolgamott. “ Francisco Souto’s sculptural drawings resonate with color and symbolism” LINCOLN JOURNAL STAR. October 19th, 2023. Lincoln, NE

https://journalstar.com/life-entertainment/local/art-theater/soutos-sculptural-drawings-resonate-color-and-symbolism/article_8adf098e-66f7-11ee-b665-2f1de2b5c1e7.html

- L.Kent Wolgamott. “ On the beat: Kiechel exhibition features work that will be included in Venice art show” LINCOLN JOURNAL STAR. October 15th, 2023. Lincoln, NE

https://journalstar.com/life-entertainment/local/art-theater/on-the-beat-kiechel-exhibition-features-work-that-will-be-included-in-venice-art-show/article_6122d78c-686a-11ee-a1b4-0fb0de091ba6.html

Gallery representation:

K Contemporary. Denver, Colorado
Ebo Gallery. New York, New York
Kiechel Fine Arts. Lincoln, Nebraska
Warnock Fine Arts. Palm Spring, California