

Music & Dance Faculty, Staff, GE Meeting

Minutes of 19 September 2017

Following a brief get-together for morning coffee and a light breakfast, the fall meeting of faculty, graduate employees, and staff began at 9:30 a.m. in Aasen-Hall Rehearsal Hall (Rm 190 of the Frohnmyer Music Building).

DEAN BRAD FOLEY welcomed everyone to the new year and presented his state of the school remarks.

INTRODUCTION OF NEW FACULTY, STAFF

- Faculty:
 - **Dr. Melissa Brunkan**, *assistant professor of choral music education*
 - **Dr. Wonkak Kim**, *assistant professor of clarinet*
 - **Dr. Craig Phillips**, *assistant professor of voice*
 - **Dr. Andrew Strietelmeier**, *assistant professor of music education (strings)*
 - **Dr. Jon Bellona**, *Instructor of audio production*
 - **Dr. Arnaud Ghillebaert**, *Instructor of viola and violin*
 - **Dr. Grace Choi**, *pro tempore instructor and faculty fellow in collaborative piano*
- Staff:
 - **Michelle Glenn**, *SOMD director of development*
- New GEs: The GEs were welcomed and introduced themselves

RECOGNIZE NEWLY PROMOTED AND/OR TENURED FACULTY

- Congratulations are in order for our three newly tenured faculty members—**Associate Professor Pius Cheung**, **Associate Professor Rodney Dorsey**, and **Associate Professor Melissa Peña**—and our newly promoted **Professor Eric Mentzel**, **Professor David Riley**, and **Professor Claire Wachter**.

RECENT FACULTY AWARDS AND HONORS

- Congratulations are in order for **Shannon Mockli**, associate professor of dance, who received the 2016–17 Herman Teaching Award for Specialized Pedagogy.
- **Jack Boss**, professor of theory and composition, received a 2017 Fund for Faculty Excellence Award
- **Lori Kruckenberg**, associate professor of musicology, is spending fall 2017 on an Oregon Humanities Center Fellowship
- Summer 2017 Stipends for Humanities and Creative Arts Faculty went to **Drew Nobile**, assistant professor of theory, and **Molly Barth**, professor of flute.
- **Nobile** also received a 2017 Faculty Research Award, as did **Steve Vacchi**, professor of bassoon.

SABBATICALS

- Those on sabbaticals this year include **Milagros Vargas** (fall, winter, spring) and **Marian Smith** (winter, spring)

2016–2017 ACCOMPLISHMENTS

Fundraising and Development Efforts

- \$2,579,066 Total recorded SOMD Gifts from July 1, 2016 – June 30, 2017
- \$16,153,213 Total Gifts in the current campaign from July 1, 2010 – June 30, 2017 (*104% of campaign goal*) FYI – SOMD Campaign Goal: \$15.5 million
- List of largest most recent gifts during the fiscal year:

Mark and Mari Dembrow, planned estate gift for scholarships	\$800,000
Leona and Robert DeArmond, cash and planned gifts scholarships	\$571,000
Piano Fund.....	\$10,000
Jaqueline Giustina, Dean’s Enrichment Fund to support student travel	\$251,000
Don Miller, planned estate gift to increase the Ellen Miller Scholarship	\$200,000
Julianne Underwood, 7 foot Steinway Grand Piano	\$55,750
Humphrey Strategic Communications, to increase Eric Humphrey Scholarship.....	\$30,000
Charles Wright, to increase the Charles Wright Scholarship	\$25,000
Holly Stern, to increase the Stern Piano Fund.....	\$25,000
Rosaria Haugland, Dean’s Enrichment Fund to support student travel	\$20,000
Les Breidenthal, to increase the Breidenthal Scholarship Endowment.....	\$13,500
James and Marilyn Murdock, scholarship support.....	\$11,500
Teresa Tutt, for Graduate Music Education Scholarships.....	\$10,000
Gary and Esther Tepfer, Dean’s Enrichment Fund	\$10,000
Robert Voss and Patricia Braunlich, CM@B Endowment Fund	\$10,000
Adith Moursand, Oregon Marching Band.....	\$10,000
Total (from 15 families)	\$2,052,750
- UO total results stood at \$1,709,407,960 as of June 30 or 85.47% of \$2B goal, of which 73.87% of the funds is for academic and non-athletic purposes

Faculty Creative Activities

- Our faculty have once again proven to be extremely active and productive. We altered our reporting timeline back to the academic year and not the calendar year. What that means for this section is that the 2016–17 reports covered January 2016 through June 2017.

Grand Total of Creative Work — 2,281 items from 70 individuals

Performances	1,504 Total
International	60
National	220
Local, State, Regional	1,224
Presentations	477 Total
International	56
National	153
Local, State, Regional	268
Publications	165 Total
Books, Books edited	7
Book Chapters	7
Articles	36
Reviews & Other Written Materials	40
CD Products	28
Video Products	12
Musical Compositions, Arrangements, Editions	35
Choreography — New & Restaged	39 Total
Grant Applications	35 Total
Consultations/Adjudications	61 Total

International Venues— Australia, Austria, Belgium, Brazil, Canada, Chile, China, Columbia, Croatia, England, Finland, France, Germany, Ireland, Israel, Italy, Japan, Mexico, Nepal, Netherlands, Russia, Scotland, and Spain (23)

U.S. Venues— Alabama, Alaska, Arizona, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Missouri, Minnesota, Montana, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Carolina,

Tennessee, Texas, Utah, Vermont, Virginia, Washington, Wisconsin, Wyoming, and the District of Columbia (41+DC)

Oregon Locations— Albany, Ashland, Astoria, Beaverton, Bend, Canby, Central Point, Clackamas, Coos Bay, Corvallis, Cottage Grove, Crater Lake, Dallas, Eagle Point, Eugene, Florence, Grants Pass, Gresham, Hermiston, Hillsboro, Hood River, Jacksonville, Junction City, Klamath Falls, Lake Oswego, Mazama, McMinnville, Medford, Monmouth, Newburg, Newport, Oakland, Oregon City, Phoenix, Portland, Redmond, Roseburg, Salem, Sherwood, Sisters, Springfield, Sun River, Talent, Tigard, Tualatin, Union, and West Linn (47)

UPCOMING ACTIVITIES

The **50th year of our signature chamber series, ChamberMusic@Beall**, brings some amazing, world-class artists to campus, and I encourage your attendance at their events beginning on October 1 with the **Shanghai Quartet**. The **Ahn Trio** performs on October 22 with an 8:00 pm master class “The Performer Ensemble.” To round out the fall, **Les Delices, Baroque Ensemble** will play November 12 and present a master class and a baroque dance workshop on November 11.

Winter term will feature **Chanticleer** will be on Saturday evening February 3. The **Danish String Quartet** plays February 18 with an 8:00 pm master class. And pianist **Simone Dinnerstein** will perform on March 18 with a master class on March 19.

2017–18 Robert M. Trotter Visiting Professors

- **Janet Schmalfeldt**—Professor emerita, Tufts University; past president of the Society for Music Theory; 19th and 20th c. specialist and pianist, October 23–27, 2017
- **Mark Kosower**—Principal Cello, Cleveland Orchestra; Cello Professor, Cleveland Institute of Music, October 29–November 4, 2017.
- **Guido Olivieri**—University of Texas at Austin, 18th c. musicology specialist, Naples; Winter Term 2018
- **Luisa Nardini**—University of Texas at Austin, medievalist; Winter or Spring Term 2018

Foley encourages everyone to begin developing proposals for the next cycle of Visiting Trotter applications that will likely be due in January.

Other Fall Guests known as of today include:

- Pianists **Joyce Yang**, Sept. 26 and **Conrad Tao**, Oct. 17, master classes with ESO soloists, Beall
- Clarinetist **David Shifrin**, Oct. 6, Master Class with this OMP soloist, Beall
- Dance Guests – **NW Screen Dance Exposition**, Oct. 13-14 and **Vincent Mantose**, Oct. 28, DDT
- World Music Series – **Trio Mochima**, Oct. 15, Beall
- Piano Master Classes – **Alexander Tutunov**, Oct. 28; **Michael Kirkendoll**, Nov. 8 Recital, Nov. 9 MC

DIVERSITY PLAN

Last year the FAC spent time crafting a new 5-year strategic plan as well as a diversity plan. Equity and Diversity recently announced implementation of the campus-wide IDEAL plan and they are seeking people who are interested in serving. Please contact Anne Merydith by next week if you are interested.

SOMD will create its own internal diversity committee that will start with a planning meeting as soon as possible. Please tell Foley or Merydith if you have an interest.

RETIREMENTS

Jenifer Craig retired earlier this month on September 1

Kathryn Lucktenberg will retire on December 31, 2017

OTHER ANNOUNCEMENTS

Ed Wolf announced that we have a courtesy professor from Korea this year: Myungwon Yoon. He may be involved with a Korean ensemble during winter term.

Akiko Hatakeyama announced that SEAMUS will be on campus this year and will be a high profile event. Collaborators are needed. Please talk with her or Jeff Stolet about this.

THE GRADUATE SCHOOL, LABOR RELATIONS, AND THE BARE BONES YOU REALLY NEED TO KNOW ABOUT GE EMPLOYMENT

A compact and information rich presentation was delivered by Sara Hodges, interim dean of the Graduate School, Kellie Geldreich, academic affairs manager at the Graduate School, and Peter Fehrs, senior labor relations coordinator at Human Resources.

The first part of the presentation centered on the relationship between faculty and graduate students in general. Hodges described it as similar to an arranged marriage (minus the romance). There's courting (recruiting) and learning to trust (develop a close relationship between mentor and student). A graduate student is not just an indentured servant to do as a faculty member wishes. And the relationship can be complicated if the student also is a GE. Supervising a graduate student (mentorship) is different than supervising a GE. Other salient points were:

- GEs are students first. Mentor them, give feedback, connect them with other professionals, explore with them professional goals.
- There must be a yearly written evaluation at the minimum for graduate students.
- If a student is struggling, it is the mentor's responsibility to check in and see what's going on.
- Please don't be disrespectful of the GTFF (union) or its rules.
- When a GE has an assignment, there is a corresponding FTE. It is illegal to expect work beyond that FTE.
- Avoid retaliatory behavior; if things are going south, don't fire a GE in an emotional fit. Talk with Leslie Straka, music associate dean for graduate studies. Find out the correct procedures for termination. There should be prior written feedback and notice of problems and the GE must have a reasonable timeline to correct issues.
- The faculty/graduate student mentor/mentee model has a lot going for it but graduate students may feel unable to say "no" to a request, e.g., "let's meet once a week at my home office that is 20 miles out of town" or "please host this visiting artist for the entire weekend."
- Please check out the university's updated policy on required reporting of sexual harassment or domestic abuse.
- Become familiar with resources for student needs. Faculty are encouraged to normalize the seeking of assistance through counseling center, adaptive learning, etc.
- Last piece of advice: listen to your graduate students. Listen respectfully, even if their desires would take them away from your chosen path.

Pete Fehrs of Human Resources gave the second part of the presentation, focusing on supervising GEs. His notes are encapsulated in the attached PDF copy of his PowerPoint presentation. Please take the time to review that file. The highlights are:

- Become familiar with the Collective Bargaining Agreement (CBA) and the General Duties and Responsibilities Statement (GDRS) that govern GE employment and supervision.
- If you don't answer their questions, they will find out or make up their own answers.
- Expectations must be clear. Coaching for a better performance: if they never knew what the job was to be with, how are they to know if they are meeting the goals.
- If you get a grievance—which is a tool—your first contact should be Human Resources.

IMPLICIT BIAS

Dean Foley explained that the president and provost are expecting everyone to go through implicit bias training and this year SOMD decided to provide this training to everyone. UO law professor Erik Girvan gave an engaging presentation on the issue of implicit bias: what it is, how to identify it, and how to adjust to negate it.

Professor Girvan wears two professional hats: as a litigating attorney, and with a Ph.D. in social psychology, which is where he comes from on this issue.

Attached to these minutes is a PDF version of Girvan's PowerPoint presentation. [There is also an on-line version: <https://is-cc-media.uoregon.edu/media/CODAC/20160211implicitbias.mp4>]

PROVOST JAYANTH BANAVAR

After lunch, the UO's new provost, Jayanth Banavar, joined us to introduce himself and to meet and show his support for the School of Music and Dance. A physicist, he does not have a background in music, but said that while science can make life better, it is music, dance, arts, and humanities that make life worthwhile. He opened the floor for an open discussion and many

SEARCH COMMITTEE OPEN FORUM

With the business concluded, those who had an interest stayed longer to speak with the members of the SOMD Dean Search Committee at an open forum.

ADJOURNMENT

Respectfully compiled from submitted reports by

Anne Merydith
Dean's Office

Attachments:

SOMD Supervision Presentation- Pete Fehrs Sept 2017.pdf
Grad Student Related Resources.pdf
Implicit Bias 1 hour Music reduced.pdf

minutes 2014-09-23.docx