

## School of Music and Dance

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Sabrina Madison-Cannon, Dean

### MEETING MINUTES

June 11, 2020

**Faculty in Attendance:** Abbott, Bellona, Boss, Brunkan, Cheung, Crumb, Dossin, Esquivel, Fine, Foley, Garner, Gearhart, Ghillebaert, Grose, Grossman, Hatakeyama, Helgeson, Henniger, Jacobs, Kerner, Kim, Koenigsberg, Kruckenberg, Krueger, Kyr, Llinás, Madison-Cannon, McQuilkin, McWhorter, Mentzel, Nobile, Owen, Pack, Paul, Peña, Phillips, Pologe, Ponto, Rodgers, Shner, Silveira, Smith, Stolet, Straka, Strietelmeier, Vacchi, Van Dreel, Viens, Wachter, Wagoner, Wallmark, Wayte, Wheeler, Wolf

**Staff in Attendance:** Bates, Benefiel, Cagno, Cummings, Eckelberger, Fyffe, Glenn, Gorman, Ho, Kenton, Klenke, Mason, McShane, Mikesell, Miller, Stanny, Stevens, Walton

**Guests in Attendance:** David Austin, Duncan Barth, Ken Loge, Provost Patrick Phillips

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#### Call to Order

Dean Sabrina Madison-Cannon welcomes SOMD faculty and staff to the remote zoom meeting and calls the meeting to order at 3:03 p.m.

#### Approval of the Minutes

The minutes of the May 13, 2020 meeting were reviewed by the faculty and approved as written by unanimous vote.

#### Introduction and Update on TransformIT Project

Madison-Cannon introduces Duncan Barth, Associate Director of User Support Service, who provides an update on the TransformIT process, how the project impacts SOMD, and shares an introduction:

#### Who am I?

Formerly Library Technologies Support, UO Graduate, and has spent 20 years in IT. After the Transform IT process is implemented, Barth will be leading the IT group that supports SOMD.

#### What is Transform IT?

- Board driven initiative to restructure IT at the UO
- Un-silo the various IT groups across campus
- Provide a consistent set of baseline IT services to all of campus
- Continue to provide support for unique needs
- Better secure university data—spread best practices around
- Provide better access to resources

### **How's this going to work?**

Department level IT units are merging

SOMD is joining with COE and UO Libraries to become the "Academic South" User Support Services group. The goal is to minimize wait time for services

### **Timeline**

Starts July 27<sup>th</sup>; moving unit by unit to make sure we have time to focus on the transition and address issues that come up

### **What's changing?**

Process is incremental—we don't want to break things

Initially—how you request help via the service portal: [service.uoregon.edu](https://service.uoregon.edu)

### **Service Portal advantage:**

We can track status of request—more transparency for what's going on in the workflow

We can better document issues—helps with question routing: quick/generic requests can be shared to a broader group and answered in a quicker timeframe. More problematic issues will be routed to the appropriate person to address

Longer term—consistent computer management, self-service options for software, etc.

IT should not get in the way when it doesn't need to be—if you need us, we are here to help. But if you can do it yourself, you should be able to.

### **IT Questions?**

Barth would love to hear from you and learn more about the exciting work that's happening at SOMD. **Contact** Duncan Barth at [dbarth@uoregon.edu](mailto:dbarth@uoregon.edu)

Question: If there is an emergency like an operating system crashes or technology theft, is service uoregon.edu still the best option?

Barth: For immediate assistance, yes. You can also call us—we want to route as much stuff through the portal as possible, but we are still people and want to hear from you. We'll probably create a ticket in the background on your behalf for tracking, but you can still call us.

Question: Will there still be somebody on-site for questions/help?

Barth: Yes, our intention is to still have help in the building. We're merging centrally to better provide service, but we aren't all physically moving.

Question: CMET involved in this merger?

Barth. CMET was moved into Information Services a few months ago.

Barth acknowledges that this is a learning experience for all of us, but reassures that they didn't come up with this project quickly; a lot of thought went into this and there is flexibility in the implementation model as we learn about the unique needs of our units.

### **Motion from Undergraduate Office**

Associate Dean Mike Grose presents two motions from the SOMD Undergraduate Office proposing the following two new courses.

Grose presents the first course, MUS 428/528 Cultures of Musical Celebrity, proposed by Assistant Professor Abigail Fine. The motion was put before the faculty, which was seconded by Henniger, and ballots were submitted via an anonymous zoom poll.

**The motion carries with a vote of 46 yes, 0 no, and 3 abstain.**

Next, Grose presents the course, MUS 436/536 World Music Ensemble, proposed by Professor Wolf. Foley moves to approve the motion which was seconded by Shner.

**The faculty took a vote via zoom poll and the motion carries with 47 yes, 1 no, 1 abstain.**

### **Motion from Graduate Office**

Associate Dean Leslie Straka presents a motion from the Graduate Committee proposing a new graduate specialization in Jazz Pedagogy. The motion was put before the faculty, which was seconded, and ballots were submitted again via a zoom poll.

**The motion carries with a vote of 47 yes, 0 no, 1 abstain.**

### **Guest Visit and Discussion with Provost Patrick Phillips**

I'm here to have a discussion—I have a few things to share first, which addresses some of questions you sent in, then there will be time for questions and discussion. There are no questions off the table. I may not have answers, but I am always open to having the discussion.

Provost thanks the group for their work over what has been an extraordinary term. I hear often from Sabrina about the unique challenges of SOMD. I'm not only the provost, but I'm also a faculty member, in biology, and run a lab of 14 people. We're working through challenges and hope to get researchers back in the lap soon.

After spring term, there's still about \$5 million dollars of loss; we lost a few hundred students, but we gained credit hours. But we also lost whole programs, like study abroad.

We also had \$25 million loss in auxiliary units, such as housing, that's been hard, and you probably recall we had to furlough about 250 staff. That was difficult and we've made commitments to healthcare, and hopefully they can join us soon in the fall.

Faculty, staff, and students—we've been successful because of the resilience.

Ideally, I'd be here with good news. As soon we got our spring term numbers, I worked closely with Jamie Moffit and President Schill to come up with the Pay Action Reduction Plan. Our intent was that we were all in it together.

Because of the calendar year of contract renewals, we had to make decisions quickly. We had to issue contracts in. Some criticize our plan wasn't progressive enough; for example, U of Arizona, minimum 5% cut for everybody and it's already been implemented. That's not where we are going to end up, but that's where we are right now. I don't like that our career faculty are in this position. At the end of the day, we hold together because of our shared mission.

There are still challenges we have as an institution, but we are now more than ever a critical role in society.

Fall challenges: State of Oregon, under a constitutional mandate to balance it's budget every 2 years. We will get a cut; the question is how much. We received initial guidance from the governor's office that we may be as much as 17 percent, but that could ease up. In 2008, we loss about 45 million. Higher ed was cut the most. State cuts may not be as bad this year, but the projection for the next two bienniums will be worse. We will face ongoing challenges even as we make it past this year.

We compensate the loss of state funding with student tuition dollars. Some polling says 15-20 percent of students won't come to a university in the fall that is not in person. 5 percent loss of students is about 25-million-dollar loss. 80 percent of expenses are personnel—many of these costs are tied up in contracts. This is the reality. It sounds horrible, but it's the uncertainty that is hard on all of us. It may be that we continue on and everything will be fine.

What are freshman going to do? Relies on the economic realities of families. Access is already an issue for us as a public institution. After 2008, we raised tuition every year. We're at the market top, we can't continue to raise—there's also the morale issue if it's the right thing to do.

Fall term: trying to plan for what in-person will look like. No answers yet, we need to wait until official word from health officials. But we are better prepared than we were in spring. Personal responsibility-like wearing face masks, which will be required in fall term. We are now equipped to test—we went from having nothing to having a certified testing center and being able to administer 10,000 tests a day.

Contact tracing. Lane County wants 60 people trained for contact tracing. We are training our students and will provide this to Lane County—it's a service we can partner with and provide.

### **Provost Phillips opens the floor to discussion and questions from faculty**

McWhorter: I had forwarded a question, but I'd like to hear a little bit more. As you see us all here, we are quite a complicated family. What makes us different, we are dependent on everybody for the curriculum to be successful—there is an inter-dependence, maybe even a co-dependence.

What's on my mind is our nine colleagues who have received reduced contracts. It affects all of us. We are all going through the summer knowing that they are reduced contracts and uncertainty. How will our programs continue to thrive with faculty at .55 FTE?

Provost: The things we don't like are for this exact thing. How we actually do that, there can be a difference of options. We are legally obligated to pay contracts; 80% of costs are in personnel—that's a challenge for a university. We could have losses in the 50-60 million and we are trying to remain as whole as possible.

I respect every person and their contributions. I respect the grind. There are many parties in these conversations. We were rushed, and I want to acknowledge those challenges. We are going back to united academics and continuing this conversation—I want to resolve this. This isn't a faculty pay reduction, this is an everybody pay reeducation. I'm going to talk to the united academics directly, that typically doesn't happen, but I have a shared interest in making this right.

Wolf shares that he is a union steward also, with Brian. Negotiation over the pay reeducation was very much quickly done by administration and wasn't so much a negotiation, but not to dwell on that—beyond cutting FTE for faculty and cutting programs (that takes a lot of time). What is the admin doing to come up with creative ways for budget cuts? Students right now are protesting to cut the police department, fundraising? What is being done...

Provost: I agree that we did not have time for what we would like to talk about what the overall things are. I want to remind people that whatever the change is, we are talking about jobs. If we make one shift, it shifts and impacts another unit. We are looking at cuts at administration. That's not just big administration, but that's all admin—including your unit support. Cuts across all admin units is being considered. That's not my portfolio, admin, mine is academic—I'm working with dean's. We are exploring all those things. Fundraising enhances and creates opportunities, not to backfill/pay for basic operations has never been successful in fundraising.

That is probably not a satisfying answer, but that is some of the work being done. The reality is, we've been doing cuts for a long time. It is a challenging time, I recognize that. But it's not realistic to think we live in a bubble and it won't impact us. We are trying to maintain the strength of the university. Sometimes we have to make strategic decisions for the whole university.

Jacobs: you speak to the importance of being in-person, providing stats, and I know the university has been committed to teaching in-person in the fall. When might we know how to start planning? When is the most appropriate time for us to start planning for that?

Provost: in-person—we are quite far along with that. We've built a schedule, no in-person larger than 50 people. There is no universal approach to campus, each of our buildings and facilities is unique. We are doing a space by space analysis right now. That is being done right now with the Deans and the IMT team. Just like how we were able to get close to 100 practice rooms available to students despite the lock down. We were able to achieve great things together. What if the public health is not able to maintain our current status? I don't want to open in the fall then have to go to 100% remote again 2 weeks later.

Provost continues that moving forward will be unpredictable. Can we control the behavior of our students and visitors when they come back on campus?

Madison-Cannon shares that IMT now has two SOMD voices—David Mason and Thor Mikesell. Now they can hear directly about our unique challenges. Some of the guidelines and science doesn't exist for us yet.

Jacobs follow-ups by asking what steps the university is taking to message students?

Provost: We can't overpromise. We are talking about what are intentions are. We've revised our schedule. If we say 100% we'll be in person, then Lane County closes us, that's an issue. We are being careful to not be disingenuous or deceitful with our messaging. We're getting our dorm policies in place; we actually had to negotiate an umbrella agreement with all of the Oregon universities.

Madison-Cannon shares that for SOMD, we are messaging students. We put together a video addressing questions students had.

Esquivel: I know we are waiting on the science—I'm an opera singer and I realize we have unique challenges. Will there be unified guidelines across campus? What about athletics; they are also an area that exerts more energy.

Provost: High risk activities—high movement of air—are not going to be safe. Unless all individuals participating are virus free. That's a difficult one, and we don't have it figured out yet. Athletics has a well-established expectation

Kyr asks about mode of delivery—of course in person is what we'd prefer, then there's online, then there's a hybrid approach. What modes of delivery UO supporting and will tuition dollars be adjusted based on delivery method?

Provost: Yes, we support all of those modes you suggested and they are all possible. Those are being addressed at a unit level. I know you are restructuring now, and I support that, and those are questions others are having at a department level.

Costs of tuition is not going down because courses are online or hybrid. A true online course has an online fee and we are waiving those for the next year. It's not the same as reducing tuition for remote delivery. Our costs are actually going up so reducing the tuition would just take on more financial burden for the institution. This is historically the trade off, the fact is, we are highly tuition dependent.

Glenn questions that if we do across the board salary cuts that will still not be enough; will we still need to look at layoffs?

Provost: I was hoping to have a plan in place, then not have to use it. University of Arizona has already implemented 5% cuts, minimum. Our suggested plan started at about 2-3%. In an ideal world, we wouldn't make any cuts. We are planning for cuts; in case we are faced with these financial challenges. The faculty union would like to have other cuts first, like OA groups. We are going back to UA—in the interim, the OA council has been amazing. They brought a lot a creative solution to the table. Other conversations taking place: creating early retirement incentive programs, not short-term budget help but it does long term.

Glenn asks when would they have to implement these things?

Madison-Cannon: this is the charge of the UO Task force that both me and Terry are on. We are taking a look at expense across the university and will make recommendations along the way. It will be an iterative process and they will look to us to make an assessment based on the data and guiding principles. Having context for those numbers; its important to have our pillars and values clearly defined so we protect those.

Owen: on behalf of all of our NTTF, I hear we all want to be in the boat, we they have been left out of the boat. I don't know what happened and what discussions are made. But they are integral to what we do. If we have cuts, let's do them across the board.

Madison-Cannon: maybe I'm naive, but we have very specialized courses being taught by specialized faculty. If the FTE is there, course enrollment, there will be increases. I'm heartbroken that this is where we are. I'm at a loss at how to give comfort to those who need it.

### **Updates and Announcements from the Dean's Office**

Madison-Cannon gives a special thanks to the Restructuring Committee for helping us develop an interim plan for the next academic year.

I'm pleased to announce that our interim dept heads will be:

- Jack Boss, Interim Head of the Department of Academic Music
- Sharon Paul, Interim Head of the Department of Music Performance

Madison-Cannon thanks the new interim heads for stepping up during a year that is very unclear.

Madison-Cannon also shares that Sharon Paul has been reappointed as the Robert M. Trotter Chair of Music for another six-year term from 2020-2026

Phillip H. Knight Chair update: SOMD received 1 chair this round. We've had two in the past, but they don't belong to us, endowed chair positions are held within the Provost's Office and the Provost makes the final decision. The SOMD faculty member receiving this position will be notified next week and I'll make the official announcement then.

As a reminder, in the fall we'll welcome two new faculty: Camille Ortiz, Assistant Professor of Voice, and Rosanna Moore, Instructor of Harp.

This spring we had two successful career instructor promotions:

- Tyler Abbott promoted to Senior Instructor II of Double Bass
- Mike Denny promoted to Senior Instructor II of Guitar and Jazz Studies

### **Upcoming**

SOMD Fall Kick-off Meeting will most likely virtual—details TBA

Hiring is frozen

- Exceptions for NTTF, pro-temp, staff
- Most have been denied
- IHP is frozen for the year

We'll communicate over the summer about fall term planning as information develops. Please keep an eye on your email

### **Future Goals**

- Develop ways to engage with the Knight Campus
- Develop new, innovative, and more culturally relevant curriculum
- Clarify SOMD vision and mission
- Strengthen SOMD assessment practices
- Find more ways for music and dance students to collaborate
- Revisit our diversity action plan; more intentional focus on creating a more diverse and welcoming environment
- Strategic growth
- Grow endowment funds

### **Madison-Cannon makes a final call for any questions or discussion.**

Foley reminds us about the NASM self-study.

Boss: thank you for trusting me with this important role. I want to do what I can to make your jobs easier.

Dossin inquiries about the Knight Professor positions and if we lost a position; if so, was it awarded to another unit?

Foley provides some backstory and shares that in the past the Knight Professor was split in half into two Knight Chairs in SOMD—we never had two knight professors.

### **Adjournment**

Madison-Cannon thanks everyone for their time and joining the virtual meeting. The meeting was adjourned by Dean Madison-Cannon at 4:15 p.m.

Minutes submitted by

Tiffany Benefiel, Dean's Office

June 12, 2020