

School of Music and Dance

Sabrina Madison-Cannon, Dean

MEETING MINUTES

October 14, 2020

Faculty in Attendance: Abbott, Baird, Boss, Brown, Brunkan, Cherry, Cheung, Cordova-Arrington, Crumb, Dossin, Ebert, Esquivel, Fine, Foley, Garner, Gearhart, Ghillebaert, Gries, Grose, Grossman, Hatakeyama, Henniger, Kennedy, Kim, Koenigsberg, Kruckenberg, Krueger, Kyr, Llinás, Madison-Cannon, McWhorter, Mentzel, Mockli, Moore, Nobile, Ortiz, Owen, Pack, Paul, Peña, Phillips, Pologe, Ponto, Roberts, L. Rodgers, S. Rodgers, Shner, Silveira, Stolet, Straka, Strietelmeier, Vacchi, Van Dreel, Viens, Wagoner, Wallmark, Wayte

Faculty Not in Attendance, but Excused: Bellona (teach), Denny (teach), Honka (teach), Iddrisu, Jacobs (teach), Jantzi (work conflict), McQuilkin (staffing Knight Library), Phillips, Riley (teach), Wheeler (guest lecturer)

Staff in Attendance: Anderson, Bates, Benefiel, Cagno, Cummings, Glenn, Gorman, Klenke, Mason, Mikesell, Miller, Shaffer, Spicer, Stanny, Stevens, Walton, Zysett

Call to Order

Dean Sabrina Madison-Cannon welcomes SOMD faculty and staff to the remote zoom meeting and calls the meeting to order at 3:06 p.m.

Approval of the Minutes

Mike Grose moved to approve the minutes from the September 22, 2020 meeting, which was seconded by Henry Henniger. Faculty voted via a zoom and the minutes were approved as written with 51 yes votes and 1 abstain.

Guest Visit | Discussion with Provost Patrick Phillips

Provost Phillips shares that a lot is taking place right now, including a winter term updates email that was just sent; we will maintain current status (remote/hybrid). The slow and steady approach seems to be working but he is curious to hear how things are going in SOMD and wants faculty feedback.

From the public health standpoint, we will not have large in person classes for the remainder of the year. The question will be, what size classes can we have?

Thank you to SOMD, you've been so dedicated and committed to the student experience. You've worked through auditory limitations—the way you physically approach an instrument is important and hard to glean through zoom. The SOMD is the exemplar, and it's known across campus. This group of faculty has done the most and overcome the most logistical challenges. Thank you, you are awesome.

Philips shares that he meets with provosts from other AAU colleges and is not aware of any academic transitions of COVID. Every school that has implemented best practices (social distancing, limited class sizes, wearing face coverings)—there are no instances of on campus transmission, all cases are from off campus. What we are seeing is air transmission is the biggest factor. Our numbers are due to off campus activities with students. When they [students] are off campus, we don't have authority. We are working with Lane Health Authorities to help reduce the spread. But it is a challenge and we've done a lot of communicating about it.

Every university has seen a spike, and then the spike comes down. We are in the up spike. We tested every student coming into campus dorms, we did 3,000 tests. Barnhart dorm has been set aside as a space to test/quarantine. We then retested students 3 days later to ensure we didn't miss anyone.

Provost Phillips switches gears to discuss financial logistics: how will we position the university to deal with a deficient? The pay reduction plan could help, if needed, and has two potential trigger dates: Nov 1 triggered by financial loss due to tuition then July 1 triggered around state appropriations.

We were initially warned about a 17 percent cut from the state, then an 8 percent cut. Then legislation met in August and we received no cuts. The first time in history. Why did they do this? They care about education and forecasts have been much better than anticipated. There are lots of people being hit hard by COVID—people in lower income service industry positions are out of work—but there are others still paying taxes, a revenue forecast the state was not initially anticipating. We are down about 10 percent overall tuition for freshman. That could have a trickle forward effect, many are deferring. We anticipate a 25-million-dollar loss this year. Not great, but not as catastrophic as it could be. This will be balanced with some savings, like travel. We don't anticipate having to trigger the pay reduction plan, we'll try to centrally manage any deficient.

Provost shifts again to bring attention to the recent email regarding diversity work. Whatever conversations taking place at the end of last year, he hopes they continue into this year.

Dean Madison-Cannon adds that we should also acknowledge the amazing staff we have; we couldn't have done this without them. Provost Phillips agrees that the uniqueness of SOMD facilities, it couldn't be done without staff. We also can't overlook the students, and the grace they've shown us. This is a team effort.

Provost Phillips opens the floor for discussion and questions from faculty

Dossin inquires how they know there is no transmission during academic settings? How can you be sure? Is there contact tracing?

Phillips responds that Lane County has been helping with the contact tracings, along with a group of students called Corona Corps. Part of the evidence, we're seeing clusters (more than a couple of cases) those can almost always be traced back to a single event, often parties, but also small

social gatherings. Contact tracing and follow up testing is how they are narrowing down the source of transmission. We set up our own on-site campus testing. We did all of the testing for dorms, and we also hope to do front line testing for staff. We hope to greatly increase our capacity in testing.

Dossin also asks about the Nov 1st pay reduction plan date and if the provost anticipates the plan being triggered?

Phillips: no, if everything maintains steady it won't kick in. What might trigger it, a catastrophic action of a lot of students deciding they have sampled classes then withdrawing. But I don't anticipate that happening.

Miller asks if UO is providing testing for faculty and staff?

Phillips: Not yet. We have robots involved in testing, and they cost about \$800,000 each. We are partnering with the state to expand our testing which will help county and state. Currently we can do about 700 tests a day and are focusing on students. Best way to protect fac/staff from getting sick is to test the populations most likely to transmit—students. I am hopeful in winter term we'll have the capacity to test anyone who wants to be tested.

Esquivel asks for clarification on what was said earlier—we will not have large classes for the remainder of the academic year, is that correct?

Phillips: Yes. It's not set in stone yet, but we need to be prepared and that's the way things look at this stage.

Fine would like to know more about hybrid models; if faculty interested in doing that for winter, will they have access to reports and feedback from faculty from fall term so they can make an informed decision to the success?

Phillips appreciates this question, although there isn't a current mechanism for tracking this data. Students say they want to be in person, but the reality is students are tending to lean to zoom. Phillips also shares feedback from a colleague in COE who is doing this hybrid approach and reported back 2-3 students attending in-person and everyone else via zoom. We are ready with the technology but need to make sure the in-person component works.

Kruckenbergs thanks the Provost for what he's been doing, and thanks him for using science and medicine to make informed decisions. Kruckenbergs asks about assessments, like midterm and ongoing evaluations—is the timing right to continue on with these? What is the value of doing these assessments right now? We're working through so many novelties right now.

Phillips agrees. Everything we've done in the OtP has been to find a balance. We're talking about multiple evaluations right now. Teaching Evaluations: what we heard in spring was that instructors had no feedback and that wasn't helpful. We're doing assessments, but they won't be

collected/counted towards reviews. Peer reviews: we are leaving this up to units to do as appropriate, focusing on junior faculty who need feedback for promotion are being prioritized. Faculty Reviews: the overall intent, any review that is not tied to a raise is not required this year, third-year post-tenure review, for example. All untenured faculty are eligible to opt for an extension for tenure. Post tenure reviews tied to a raise will continue, we decided we wouldn't take away that opportunity away for faculty. We're trying to reduce the amount of reviews and extra workload on faculty and units.

We still need to do our work and be aware there are expectations. There should be some communications coming out soon regarding reviews. We're trying to pace out our messaging from OtP so you only get one email a day.

Garner mentions that some of his colleagues in schools in CA started remote and have now moved to partially remote. It takes time to plan, like for live performances. When can we start planning for these in-person experiences?

Phillips doesn't know the specifics in terms of what the status is in dance (how often they are testing and how close they are together). The audience piece is a whole other competent we have to consider. He doesn't anticipate the world will be very much different than it is right now anytime soon. In the early days we talked about tests and ways for in-person activities on campus, but audiences are another factor. I'm happy to talk more with Sabrina to understand your current status and what your trajectory is.

Phillips reassures the faculty that they have a terrific dean. We meet weekly. If there is something you need me to know, let Sabrina know and she can get the message to me.

Kruckenbergs asks about the students who test positive and are placed in Barnhart for quarantine, what resources do they receive?

Phillips shares that students are well tended for. They receive food service and medical support when needed; students for the most part are healthy so they may be carrying the virus but don't always need medical attention.

Gorman inquires how faculty can connect to the HyFlex group? Most of our Dance classes are being taught this way, but I'm not sure if all our faculty have been involved with the group.

Phillips acknowledges that some faculty may be doing things campus doesn't know about. If there is a group of faculty doing it, but they aren't formally connected, I'm sure Janet Woodruff-Borden would be interested to know about it.

Follow up from Kruckenbergs, when is a positive student allowed to come back?

Phillips says students are in quarantine for two weeks. However, most freshman at UO are taking the larger courses that are remote so they wouldn't be going back to in-person class anyway.

There are no further questions. Provost Phillips thanks the group for their time and leaves the meeting.

Final Updates and Announcements from the Dean's Office

Dean Madison-Cannon directs the group to check their email regarding a new idea—SOMD Wellness Corner. There will probably be a Qualtrics survey in your near future. This came up from taking with faculty and staff and because my own son, who is a freshman this year, has been falling asleep before dinner because he's so exhausted with zoom. We need a way to promote wellness with our students so they aren't getting burnt out.

Pack asks is there any more we can do to promote the learning glass? I am currently the only faculty member throughout the UO using it. We certainly would not want to lose that resource.

Madison-Cannon reminds faculty to review the communication sent from Steve Fyffe.

Pack explains that the learning glass is part of a full video production studio; they want more people to come, I'm the only one using it now. Jack [learning glass staff] does all of the technical stuff, he moves the camera around, the lighting, the audio—it's a full production studio—the only thing I do is teach.

Garner asks who to contact for guidelines regarding incidents—if a student gets hurt at home while doing a zoom (dance class)? And If we have students who are interested in touring our facilities, are we allowed to give tours?

Mason responds that prospective student tours are official UO business so as long as they are following UO guidelines, like social distancing and wearing a mask, they can visit. If it's more than one tour/multiple visits, we would need to talk.

Brooke suggests Risk Management as place to start regarding incident, they help with workplace accidents, etc.

Dossin asks if ensembles are meeting under these guidelines?

Llinás shares that the wind ensemble is meeting in a hybrid fashion. They were able to book the outdoor space for rehearsals, maintaining distance and wearing masks until bell covers come in, then meeting remotely for the rest of the lessons.

Cordova-Arrington asks in terms of larger conversations with UO, what are some university strategies that may help student retention? What are some things we could do to align ourselves with their approach?

Madison-Cannon responds that the primary focus has been on the student experience related to teaching. Making sure we are delivering curriculum well and making sure technology is place. I

think we can be a leader in creating affinity groups for students to be part of, perhaps this wellness corner, a way for students be part of a community engagement.

Our headcount is not down, but our credit hours are down; we have a similar number of students, but they are taking less classes. How can we get them into the fold more? MUP credit hours are lower than usual. MUE is steady, perhaps it's because music ed is densely packed major and know they can't miss a class to stay on track and there is more flexibility with other majors.

Grossman wants to know about admissions and scholarships for next year and if we are under any reductions/restrictions for next year?

Madison-Cannon: not at this time. I asked the provost about what we can anticipate in terms of budget cuts and it doesn't look like we'll have much, if any.

Glenn reminds us that the amount of scholarship money is largely dependent on how our endowment is doing. We did not have good endowment performance this last year. We have to wait from UO foundation to see what our payout will be for this year.

Madison-Cannon has no concerns at this time due to the payout of the foundation funds being low enough to mitigate the volatility in the market

Glenn shares a wonderful example of partnering with faculty for fundraising efforts. David Jacobs gave us a referral about a year ago that there was somebody in Seattle we need to know—he grew up in Eugene. Grossman and the strings area had a string quartet proposal; they (Grossman and Glenn) had a zoom meeting with prospective donor today and after 10 minutes, he loved the idea and wanted to be part of it. Faculty don't have to do the ask or any of the leg work—they just need to share the proposal ideas to get donors excited to be involved.

Grossman notes that he is also available for cocktail parties.

Madison-Cannon congratulates Grossman and Glenn.

Adjournment

There is no further discussion so Madison-Cannon thanks the group for their time and joining the virtual meeting. The meeting was adjourned by Dean Madison-Cannon at 4:04 p.m.