

# School of Music and Dance

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Sabrina Madison-Cannon, Dean

## MEETING MINUTES

November 11, 2020

### Call to Order

Dean Sabrina Madison-Cannon welcomes SOMD faculty and staff to the remote zoom meeting and calls the meeting to order at 3:00 p.m.

### Approval of the Minutes

A motion to approve the minutes from the October 14, 2020 meeting was presented; faculty voted via a zoom poll and the **minutes were approved as written with 40 yes, 1 abstain.**

### Guest Presentation: Environment Initiative

Madison-Cannon introduces Adell Amos, Professor of Law and Director of the Environmental and Natural Resources Law Center in the School of Law, who join us to discuss guiding principles of the Environment Initiative and opportunities for SOMD faculty to participate.

Amos shares a bit of history that this was one of the initiatives identified when Patrick Phillips become provost; initial work has been led by a steering committee, which SOMD instructor Jon Bellona served on last year.

Amos reminds us of the importance of environmental work on campus, and that every discipline is needed to contribute to this momentum; a broad invitation for everyone to join. Events from spring were cancelled so Adel is connecting with campus remotely at faculty meetings such as this one.

An email from the Provost was recently sent, it details the initiative and ways to get involved: there are a series of workshops available and an asynchronous survey—another way for faculty to participate and not be in another zoom meeting, you can complete the survey.

Amos is offering to come to meetings (school/dept, committees, etc.) to talk about faculty ideas about campus wide initiatives. Workshops involve an inventory component, and asking folks to brainstorm potential ideas which will bring faculty together across disciplines; Amos hopes to have about 5 themes to move forward.

Amos is interested to see what people find as potential clusters of what faculty are currently working on or would like to work on.

Amos opens for questions.

Kyr asks how will the workshops link up in terms of the actual logistics of what work is to follow? How can you imagine that structure rolling out?

Amos responds that she's trying not to imagine that now and wants to wait until the groups meet; Patrick has not identified any incentives. Third part of the workshop will hopefully drive that part of the discussion. She sees her job as working to find resources to help support and amplify the work. Each of us can list things that would be disincentives, those are the kind of things Amos wants to know about and work on.

Another goal she sees of the initiative is to be multidisciplinary, we need to figure out how to co-teach amongst disciplines. She hopes to use her position to help unlock the potential.

Madison-cannon adds in terms of Incentives, many times faculty will want to know how that impacts their research trajectory.

Amos: I'm assuming you're referring to promotion and tenure. The last faculty group I presented to ask the same thing. This initiative is at the Provost's level so I hope that would be taken into consideration during reviews. But I understand the risk since this isn't clearly defined in our promotion guidelines yet; I didn't do this sort of work until post tenure. Even if you don't want to take the risk now, I encourage you to participate in the process. Maybe it won't be attractive now, but maybe it will be when there's less risk.

Amos reiterates that climate change is not in a disciplinary silo.

### **Motion from the Undergraduate Committee**

Associate Dean Mike Grose presents a new course proposal: MUS 487/587 Music and Emotion proposed by Assistant Professor Zach Wallmark. Grose shares details on the proposed course listed in the email sent out two weeks ago, including the course description:

A discussion- and activity-based introduction to the psychology, philosophy, and history of music and emotion, with an emphasis on contemporary approaches from cognitive science. Topics will include: evolutionary perspectives, theories of musical expectation (prediction, tonality, repetition, surprise), music and the brain, performance, social psychology and sociology of music. Students will engage with the scholarly literature on musical affect, with a focus on applying theory and research to diverse musical case studies.

Grose opens the floor for questions. The motion was put before the faculty; the motion was approved then seconded by Henniger. Grose asks for discussion and Rodgers calls the question.

Voting and ballots were submitted via an anonymous zoom poll. **The motion carries with a vote of 46, 2 abstain.**

### **Motions from the Graduate Committee**

Associate Dean Leslie Straka presents two new course proposals which have been vetted and approved by the Graduate Committee and Curriculum Committee: MUS 627 Survey of Vocal Literature I and MUS 628 Survey of Vocal Literature II, both proposed by Professor Sharon Paul.

Paul adds that these courses have already been offered in SOMD as MUS 607 topic courses and this motion is to regularize the course numbers.

The motion was put before the faculty; voting and ballots were submitted via an anonymous zoom poll. **The motion carries with a vote of 46, 2 abstain.**

### **SOMD Committee on Equity and Inclusion**

Madison-Cannon hands the floor over to committee member Stephen Rodgers to discuss and answer questions regarding the Faculty Pledge Initiative.

Rodgers clarifies a few points and questions that have been brought up via email from faculty:

1. Is the Faculty Pledge Initiative required?

No, it's an invitation and we strongly encourage you to participate. No merits or de-merits for participation. We encourage you to think carefully about how you can raise up under-represented voices in your research and teaching. I started thinking about what I can do in my own work and teaching. Everyone comes at this from different angles, the goal is to just think about it more.

2. What happens if I don't complete the Faculty Pledge Initiative?

Nothing, except you don't get to take on the challenge of thinking about how you can raise up under-represented voices in your work.

3. What form should my pledge take?

It can take whatever form you want it to be: multiple pages, one page, it can address scholarship, teaching, or both—for example.

Questions you might want to consider when creating your pledge: what have you done in the past, what are you planning to do this year, and what are your plans for the future?

4. How will some of these ideas I share get shared with others?

We hope to showcase some of the great ideas you have on the CEI and/or SOMD website. Rodgers and Ebert will be collecting responses, reviewing, and extracting excerpts. Before anything is shared publicly, CEI will reach out to you and ask if you are interested in having the excerpt of your pledge shared.

Madison-Cannon thanks Rodgers for the update; She also shares that faculty and staff will be contacted in the near future with a survey that was put together by Revolve Consulting in consultation with CEI and SOMD leadership. This survey will give our consulting firm multiple perspectives from SOMD to have a better understanding of conversations that are going.

The survey is not required but Madison-Cannon strongly encourages everyone to engage in this process

CEI Co-chair Van Dreel adds that although this pledge and survey is not required, faculty are required to discuss equity and inclusion as part of their P&T dossier and it's listed in our promotion and tenure guidelines; equity and inclusion is part of your contract so this is a great way to start the conversations and prepare for that promotion requirement.

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

Madison-Cannon shares updates on what's going on in SOMD including progress updates from committees:

- NASM self-study—work is underway, thanks to Steve Vacchi's help to organize the progress. Please adhere to deadlines and requests you receive.
- Implementation Committee—the committee started meeting last week. Divided into sub-committees to tackle the remaining tasks leftover from the great work the Restructuring Committee completed last year. Rob Kyr and Fritz Gearhart are co-chairs.

Paul inquires about what the committee is working on this year.

Madison-Cannon replies that they will be updating our governance policies in coordination with FAC; reviewing the three dept structure to make sure it's organized correctly; developing an outline for the department head evaluation and appointment criteria; reviewing committee make-up.

Co-chair Kyr adds to the conversation with a committee update: the committee has been broken into three sub-committees focusing on different themes:

1. Alignment: reviewing and organizing updated governance policies in coordination with other groups such as FAC; organizing policies into school and dept level policies
2. Structure: reviewing SOMD standing committees, current and proposed; make recommendations on the faculty/staff make-up of these committees
3. Reviews and workload: identify areas for process update in promotion and annual reviews; work to clarify voting structure across dept/school/rank.

Timeline: The committee will complete their work in spring, faculty can review deliberate, provide feedback, revisions made, then a vote on official department structure

- Faculty Advisory Committee—committee work for the year is underway; they are currently reviewing annual reports, then will review IHP proposals, and work on rewriting governance policies.

### **Institutional Hiring Plan (IHP)**

The Office of the Provost (OtP) just announced IHP for 2021-22. We're still in a hiring freeze, but campus leadership and administration realize we still need to operate; faculty leave/retire and positions need to be replaced.

Internal IHP process for SOMD: FAC will receive proposals submitted from areas, FAC will review and rank, proposals will be reviewed by SOMD leadership for review rank; SOMD proposals are submitted to OtP for a UO committee review who makes recommendations to the Provost.

Madison-Cannon clarifies that if you submitted something last year, it will need to be resubmitted this year for consideration using a revised proposal template. We'll send a call with the revised template and deadline. The revised template aims to be more robust and intentional about diversity, equity, and inclusion; I'm hoping department level conversations will happen. I don't expect everything we submit to be funded.

Deadlines:

SOMD proposals are due to OtP by Feb 26<sup>th</sup>; proposals from faculty/areas will be due by Jan 8<sup>th</sup>.

### **Development News**

Madison-Cannon shares that the Department of Dance received a named gift for the Guistina Lounge in Gerlinger Annex, soft opening set for fall 2021.

### **SOMD Wellness Corner**

Thank you for your contributions to SOMD Wellness Corner. Provost is excited about our work and wants me to talk to the Dean's Council about it; please email me any positive things that are coming out of your sessions. I'm also going to talk to DSAC about what other things they would like included.

### **SOMD Enrollment**

Our head count is remaining steady, but our student credit hours are down. Students are not enrolling in as many courses and paying as much in course fees. I think this is practically due to the pivot from in-person to hybrid to remote at the last minute. Now that we know in advance what winter looks like, I'm hopeful students will register for more credits.

Financial impacts: We project a \$140k deficient at the end of the year due to reduction in course fees. These fees don't just pay for technology and needs related to courses, but also contribute to our general fund and help pay for faculty salaries.

We also have a lack of revenue from ticket sales and renting out our facilities. This is a COVID-19 related impact that we can't really do anything about. Provost is going to think through ways how our unit can be supported.

Mentzel brings up the restructuring of studio lessons—students used to take 4 credits and now they are taking 2 credits.

Straka clarifies that music ed students are still paying the applied lesson fee; the fee is linked to the length of the lesson and not the number of credits.

Owen adds that the limitations to the schedule are making it difficult to schedule lessons.

Madison-Cannon shares that we now have more student workers as building monitors, and we hope to open our building hours more during winter term.

### **SOMD Happy Hours**

These afternoon events will still take place throughout the year. They are optional but a way for us to stay connected. It's not the same as being together in person, but it's better than not seeing each other at all. If you can think of other ways for us to remain engaged as a community, please let me know.

### **Adjournment**

Madison-Cannon thanks everyone for their time and joining the virtual meeting. The meeting was adjourned by Dean Madison-Cannon at 4:04 p.m.