

## School of Music and Dance

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Sabrina Madison-Cannon, Dean

### MEETING MINUTES

June 10, 2021

**Faculty in Attendance:** Abbott, Baird, Boss, Brunkan, Cherry, Crumb, Dossin, Ebert, Esquivel, Fine, Foley, Garner, Gearhart, Ghillebaert, Grose, Grossman, Hatakeyama, Henniger, Honka, Jacobs, Jantzi, Koenigsberg, Kruckenberg, Krueger, Kyr, Llinás, Madison-Cannon, McQuilkin, Mentzel, Mockli, Moore, Nobile, Ortiz, Owen, Paul, Peña, Ponto, Roberts, L. Rodgers, S. Rodgers, Scott, Shner, Silveira, Stolet, Straka, Strietelmeier, Vacchi, Van Dreel, Vanscheeuwijck, Viens, Wachter, Wayte, Wheeler, Wiltshire, Wolf

**Faculty Not in Attendance, but Excused:** McWhorter, Pack, Phillips, Wallmark

**Staff in Attendance:** Bates, Benefiel, Cagno, Gorman, Ho, Kenton, Klenke, Mason, Mikesell, Shaffer, Spicer, Stanny

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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 3:02 p.m.

#### Approval of the Minutes

A motion to approve the minutes from the May 12, 2021 meeting was presented by Madison-Cannon. Professor Foley moves to approve the motion which is second Professor Henniger. Madison-Cannon asks if there is any discussion, questions, or modifications; none. Faculty voted via a zoom poll and the **minutes were approved with a vote of 41 yes, 1 abstain.**

#### Motions from the Dean's Office

Madison-Cannon presents a motion on behalf of the Dean's Office to propose adoption to revisions of the SOMD Internal Governance Policy.

The motion was seconded by Professor Dossin. Madison-Cannon asks if there is any discussion, questions, or modifications.

Dossin begins by thanking everyone involved in the policy revision. The document looks terrific and is a huge improvement over our previous version. Dossin shares that he has two suggested amendments.

**Amendment 1 to section 2.1 Dean.** Dossin suggests the following paragraph be added to the end of the 2.1 section:

The faculty will have an opportunity to provide input to the Provost's annually. The Dean will invite the Provost, or designee, to attend a meeting of the SOMD Faculty Academic Council. Faculty will have an opportunity to provide input to their department head and to faculty members in the SOMD Faculty Academic Council. The SOMD Faculty Academic Council will communicate to the Provost, or designee, the collective voice of the faculty regarding the Dean's use of the highly valued SOMD tradition of shared governance and the Dean's adherence to the SOMD Internal Governance Policy and other governance policies.

Motion to amend from Dossin; motion was seconded, and faculty are invited to discuss.

Clarification from Professor Van Dreel that FAC should be changed to Faculty Advisory Committee.

Additional edit from Professor Strietelmeier that the first sentence should read "...to the Provost annually," or "...to the Provost's Office annually."

Professor Mentzel shares his support for this amendment and agrees that we may not always have a Dean who prioritizes transparency and shared governance so it's best to document that now.

Dossin calls the question which is seconded by Grose.

**Motion: accept section 2.1 amendment with suggested edits from Van Dreel and Strietelmeier.**

The motion to amend section 2.1 was put before the faculty and voting was done via virtual hand raises. **The motion carries with 42 in favor.**

Dossin presents his second suggested amendment which is to **change the word from "may" to "shall" in section 2.2** (amendment to the 4th paragraph, in bold); copied below:

Associate Deans have major reviews conducted every three years by the Dean, based upon their responsibilities. The Dean **shall** solicit input (e.g., electronic, meeting) from representative faculty and staff (Department Heads, SOMD Faculty, SOMD leadership, Directors and staff) in this process.

Mentzel agrees that shall is more in line with the previous process that was in our old governance policy which included faculty input.

Clarification from Associate Dean Grose that may means optional, shall is required (must).

Dossin calls the question which is seconded by Professor Kyr. The motion was put before the faculty and voting was done via virtual hand raises; **the motion carries with 39 in favor.**

Madison-Cannon calls upon Professor Paul, who emailed questions in advance including minor grammatical edits.

Paul draws attend to Section 1.2 Tenure Track Professional Responsibilities and asks for clarification regarding NTTF involvement in curricular development.

Madison-Cannon adds that although curriculum development is not a required part of the expectation to NTTF duties, it is not the intention to keep them out of the conversation. This document is one part of the internal governance policy; we have several, including specific TTF and NTTF responsibilities documents that will clarify this more.

Van Dreel suggests for an amendment to remove the last sentence in final bullet point:

Career NTTF with purely instructional responsibilities may vote in an advisory capacity on curricular matters.

Instructor Wayte agrees; that sentence speaks to career NTTF responsibilities and not to TTF responsibilities, which is what the section is defining. Also, nothing in the document speaks to NTTF in respect to career faculty responsibilities in relation to governance policy and what the expected role in faculty governance per se.

Van Dreel suggests that we make a point to include that future policy documents will speak to NTTF role in governance polices.

Professor Peña asks that since this is under the faculty membership section; would it make sense to change title of section to “Faculty Professional Responsibilities”?

A comment is added that there are items (in 1.2) that speak specifically to TTF, like developing guidelines for TTF tenure and promotion so it wouldn’t make sense for this to section to be responsibilities for both TTF and NTTF.

Wolf agrees and suggesting removing the last sentence (as Van Dreel noted) and table a suggestion to add a specific NTTF Professional Responsibilities section. The amendment would be to strike last sentence and add a “1.3 NTTF Professional Responsibilities” then rename the current “1.3” section to 1.4.

Madison-Cannon brings up a concern that she doesn’t want empty sections in something we are voting on to approve.

Grose suggests that we could table this for next faculty meeting or pass.

Madison-Cannon asks for clarification that we would be moving to table this section or tabling the whole discussion of the policy?

Professor Silveira adds that we could do a division of question to table the discussion of section 1.2 then continue with the review; the motion is moved by Silveira and Grose seconds.

**Motion: move to divide the question; discussion regarding section 1.2 is tabled and we will move forward with reviewing the document.**

Motion is put before the faculty and voting is done via virtual hand raises. **The motion carries with 36 yes.**

Next Paul asks for clarification of inconsistency with reporting responsibilities with the Graduate and Undergraduate Committees; Undergraduate Committee reports to the Dean at the end of the year, but Graduate Committee does not.

Associate Dean Straka clarifies that the Graduate Committee could report to the Dean at the end of the year. This wasn’t brought up to her before, but she doesn’t see an issue with making this change.

Kyr shares that this was discussed several times in the Implementation Committee, and they commented on it in the draft document; it may have been accidently overlooked.

Instructor Ebert adds (to the chat) an agreement that it may have just gotten lost in translation during updates.

Madison-Cannon notes that this is not a substantive change: make grad and undergrad committee reporting consistent. Let’s hold minor edits to the end and vote on them all together.

Next Paul addresses the FAC membership selection process. Document reads that all members are “Department Elected, with the exception of the at-large positions, which are appointed by the Dean.”

Professor Hatakeyama shares that the FAC discussed this, and the intent is to make sure we have broad representation from departmental areas and ranks. The at-large members being appointed by Dean creates space for the Dean to invite faculty from areas and ranks not represented in the elected positions.

Paul addresses a concern of how this appointment process could be handled with future deans and that they may use this as an opportunity to include faculty with similar opinions to theirs; it's not an issue or concern now with Dean Madison-Cannon, but it could be interpreted differently by future deans.

Wolf asks if we can clarify this in the policy so it reflects this idea.

Silveira suggests a change that instead of appointed by the dean, nominated by the dean and full faculty vote.

Paul agrees with Silveira's suggestion and that would address the concern. Faculty are still choosing the membership, but the dean is helping to ensure diversification of the committee.

Comment added in chat to change selection language to "at-large positions, which are nominated by the Dean and elected by the faculty".

Madison-Cannon agrees that this section needs some additional wordsmithing and reminds the group that we can, and should, continue to review this document and edit. She recommends that the FAC section is moved to be tabled; seconded by Silveira. **Motion to table FAC selection process is carried with 42 in favor.**

Madison-Cannon asks if there are other questions or discussions on the governance policy revisions.

Professor Vacchi points out small edit that the Admissions and Recruitment Committee should read "nine" in membership rather than seven (page 9) to match the membership make-up.

Professor Boss brings up the Trotter Visiting Professor (TVP) Review Committee and asks what the rationale is for changing committee representation from all members of academic areas to three members from the academic department.

Madison-Cannon says that this came up from FAC and wanting more performance faculty representatives. Performance faculty were added, and the committee was quite large. There was also a question about equity amongst department representatives, do we create the same amount of equity and have equal members of academic and performance faculty? Generally, for proposals coming through it would be good to have a diverse voice of faculty involved. The intent is that the committee will ask the faculty submitting the proposal to join the committee to discuss their submission as needed.

Van Dreel adds that this is already in the policy (last sentence in paragraph under committee charge and responsibility): "The committee members may query the individual(s) submitting the proposals as needed."

Hatakeyama also points out on page 9, section 5.1, at the beginning of committee article a sentence was already added to give this option of inviting ad hoc members to the committee; this applies to all committees:

As needed, committee chairs will invite faculty members from appropriate areas and ranks for additional input as ad hoc (ex officio, non-voting) members.

Boss agrees that this addition satisfies this point.

Wolf notes that although he was not able to attend the last meeting and the mission and vision statements were already voted on, he would like to suggest that the vision and mission statements be edited; something we aspire to and something we are already doing.

Madison-Cannon reminds us that we can continue to edit and refine the document and should. The push to put forward the mission and vision statements early was because we needed them for our NASM accreditation.

There is no further discussion so Madison-Cannon puts forward the motion discussed earlier, **motion to add that the Graduate committee will have reporting responsibilities to the dean** (consistent with undergrad committee).

The motion is moved by Paul and seconded by Boss. Motion was put before the faculty and voting was done by virtual hand raises; **the motion carries with 45 in favor.**

With no additional questions or discussion regarding the governance policy, Madison-Cannon puts forward the motion to accept the revised **SOMD Governance Policy with the proposed amendments.**

Motion is seconded and put before the faculty. Voting was done via a zoom poll and **the motion carries with 46 in favor.**

#### **Workload Workgroup Update**

Madison-Cannon moves the discussion to the Workload Workgroup, which is co-chaired by Professor Silveira and Instructor Wayte.

Wayte shares an update that the workgroup has have been meeting regularly and workgroup member, Van Dreef, sent out a great summary via email.

Wayte continues that the intent is to not delay this process, but the goal would be to review and update these policies at a department level. During their discussions, they realized the unique needs and policies within each department that needs to be documented separately. As a result of our work and a seminar from the CBA, unit can be either school or department. Our recommendation is that this work continue at a department level and not a school level.

Madison-Cannon asks if there are any questions or concerns regarding this suggestion.

Paul asks for clarification that there would be a committee within each department working to form these revisions, is that correct?

Boss confirms; the Academic Music Department has already started this discussion and is forming a committee to work on this.

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

*Madison-Cannon screen shares a presentation summarizing highlights from the year and items to look forward to*

**Special thanks** to the Implementation Committee members, some have been part of this since it was the Restructuring and Implementation Committee, and special thanks to the FAC, including honorary member Sarah Ebert, for all of their work on the governance policy revisions.

**Department Heads Announced:**

Dr. Jack Boss, Head of Department of Academic Music  
Dr. Sharon Paul, Head of Department of Music Performance  
Professor Brad Garner continuing as Head of Department of Dance

**Inaugural appointment of the Edmund A. Cykler Chair in Music to Dr. Stephen Rodgers**

Dr. Rodgers will serve in this role from 2021 through 2027  
*Group unmutes and claps/congratulates Dr. Rodgers*

**New Faculty Introductions:**

Hannah Thomas, Assistant Professor of Dance  
Grace Ho, Instructor of Secondary Piano and Piano Pedagogy

**New Staff Introductions:**

Julie Koch, Assistant Dean of Admissions and Enrollment Management  
Holly Roberts, Graduate Advisor and Department Coordinator  
Alyssa Hinojosa, Interim Marketing Specialist

**Promotion Announcements:**

**Career Faculty Promotions:**

Dr. Jon Bellona promoted to Senior Instructor I of Audio Production  
Sarah Ebert promoted to Senior Instructor I of Dance

**Tenure Promotions**

Dr. Melissa Brunkan, promoted with tenure to Associate Professor of Choral Music Education  
Dr. Wonkak Kim, promoted with tenure to Associate Professor of Clarinet  
Dr. Drew Nobile, promoted with tenure to Associate Professor of Music Theory

**Full Professor Promotions:**

Brian McWhorter, promoted to Full Professor of Music

**Sabbaticals Announcements 2021-22**

Lori Kruckenberg  
Drew Nobile  
Melissa Pena  
Ed Wolf

**Retirement Announcements 2021**

Michael Anderson –OBF  
Mike Denny  
Brad Foley  
Gary Hobbs  
Terry McQuilkin  
Bob Ponto

One of the hard things about the pandemic is not being able to celebrate in person. Stay tuned for updates over summer regarding our fall Kick-Off meeting and ways we can celebrate and honor our retirees in person.

### **SOMD Fall Kick-Off**

- Details TBA
- Team building retreat
- Faculty/staff meeting kick-off meeting
- Retirement reception – 2020 and 2021 retirees

### **Hiring freeze—slightly thawed**

SOMD was awarded two Institutional Hiring Plan (IHP) tenure-related searches next year:

- Assistant Professor of Jazz and Contemporary Piano (search chair Paul Krueger)
- Assistant Professor of Trumpet (search chair Henry Henniger)

### **Other searches underway**

- Director of Strategic Communications and Marketing (search chair Thor Mikesell)
- SOMD Receptionist (search chair Brooke Cagno)
- Director for Artistic Administration and Operations –OBF

### **NASM site visit | October 17-20, 2021**

Site Evaluators

- Jim Forger, Dean, College of Music, Michigan State University
- Bob Walzel, Dean, School of Music, The University of Kansas
- Ed Reid, Director, Fred Fox School of Music, The University of Arizona

### **Future Goals:**

1. Launch a new scholarship fundraising campaign
  - Use our in-person collage concert at the Hult Center will be a kick-off for the campaign.
  - Collage concert(s) highlights how we are comprehensive; if we have several we can showcase and highlight the diverse array of programs and disciplines in SOMD.
  - Campaign will last 2-3 years
  - Have series of events throughout the campaign that highlight our students and faculty; including informal events; pop-up events, events around town
  - Dean's executive committee is excited, and I'll be announcing this at our full Dean's Advancement Council meeting tomorrow
2. Revise remaining SOMD governance policies
3. Continue to find more way for music and dance students to collaborate
  - Our curriculum committee will be up and running next year and looking to see if there are there things that can be augmented to create cross disciplinary curricular opportunities; also finding non-curriculum opportunities for collaboration
4. Revisit or Diversity Action Plan, DEI Goals and CEI role
  - More intentional focus on creating a more diverse and welcoming environment
  - Mini grants for faculty and students related to their DEI goals; I'll be devoting some of the deanship funds to this and working with Steve Rodgers and Sarah Ebert (new CEI co-chairs) to come up with criteria for these grants

5. Strategic Enrollment Growth

6. Grow Endowment Funds

In the spirit of shared governance and living up to this amazing award that some of you nominated me for, what are some of your goals that should be included in this list?

Van Dreel brings up the topic of the importance of a new collaborative performance hall. I know this has been brought up, but it should still be in discussion as a goal for the school.

Madison-Cannon agrees and says If our upper admin truly values our disciplines, we'll have to see how they support this. We are hamstrung by a lot of things, like the amount of state funds. And you just heard me speak about a scholarship fundraiser. Do we launch a fundraiser for a new building at the same time? The hard thing is that Beall Hall is beautiful. We need to keep sharing with people its limitation. My hope is that the report that comes out of NASM helps highlight our need.

Kyr adds that scholarship is important, and he would like to tie that to diversity equity and inclusion initiatives.

Dossin suggests that the funds from the deanship should go to scholarships. We (UO/SOMD) are charging almost as much as Julliard for out of state students. We need scholarships to attract students.

Madison-Cannon explains that the deanship is paid out as a pledge, once its paid out fully, in 2023, it comes to about \$200,000 a year. It would move the needle a little bit, but not enough. There are other needs for our school, like operations and facilities; marketing and communications efforts so people know who we are and what we do; and recruiting efforts. Our school has a lot of operational needs that the funds are going towards, about \$80,000 a year. Once its fully funded, we have more flexibility. I could see it as an emergency fund for scholarships, a way for us to secure top students who need that extra amount of scholarship, like two or three thousand, to secure their acceptance. I don't think the intent of the deanship was directly for scholarships only.

Dossin comments that we can bring them here and attract them, but we don't have the money to keep them. Other schools have more money and the arability to attract and offer them scholarships.

Madison-Cannon adds that we can't bring students here if we can't update our facilities and take care of deferred maintenance. There are some things that we must do. I also want dollars to go as far as possible. Putting money into a specific marketing campaign, like concerts and events, could increase our visibility and drive ticket sales. Or I could take the \$200,000 and spread it out amongst all of you, but would that have as much impact?

Another thing to address is our GE positions and working with the Graduate School on how we can have the level of GE support we need to draw and retain graduate students, that is in line with our peers. We also need to ask ourselves if we are allocating the GE's we have appropriately. If we give it to an area that desperately need it from an area that desperately wants it.

Madison-Cannon asks if there are any other announcements or updates to share.

Jay Silveira has an event announcement (copied from chat):

LGBTQ Studies and Music Education/MayDay Group Colloquium Joint Conference (Virtual Event)  
June 29–July 1, 2021



Home Page: <https://center.uoregon.edu/QMUE4MDG/2021/>

Schedule: <https://center.uoregon.edu/QMUE4MDG/2021/schedule.php>

Registration: \$65 (non-student); \$20 (grad student); \$10 (undergrad students)

Mentzel shares that the united academics end of year picnic at Alton Baker Park is tomorrow afternoon.

Madison-Cannon closes with reiterating her appreciation for the hard work everyone is doing. She looks forward to coming back in the fall with renewed energy.

If you think of other things related to future goals, please send them to me.

### **Adjournment**

Madison-Cannon thanks everyone for their time and the meeting was adjourned at 5:00 p.m.

Minutes submitted by

Tiffany Benefiel, Dean's Office

June 11, 2021