

## School of Music and Dance

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Sabrina Madison-Cannon, Dean

### MEETING MINUTES

October 13, 2021

**Faculty in Attendance:** Abbott, Baird, Boss, Cherry, Crumb, Ebert, Esquivel, Fine, Garner, Gearhart, Grose, Grossman, Hatakeyama, Ho, Iddrisu, Jantzi, Kim, D. Koch, Koenigsberg, Krueger, Llinás, Madison-Cannon, McWhorter, Mentzel, Moore, Pack, Pologe, L. Rodgers, R. Rodgers, Shner, Strietelmeier, Thomas, Vacchi, Van Dreel, Wachter, Wayte, Wheeler, Wolf.

**Faculty Not in Attendance, but Excused:** Bellona, Cherry, Dossin, Iddrisu, Gries, Krueger, Mockli, Riley, Silveira, Wallmark, Phillip.

**Staff in Attendance:** Bates, Benefiel, Bostwick, Boyd, Cummings, Gorman, Hinojosa, Hsieh, J. Koch, Kenton, Klenke, Mikesell, Reiter, Rich, Shivers, Stevens.

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#### Call to Order

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

#### Approval of the Minutes

Madison-Cannon presents a motion to approve the minutes from June 10, 2020, by acclamation. Motion seconded and minutes passed.

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

NASM site visit is next week on Sunday, October 17 through Tuesday, October 19. Schedule of events include a Sunday facilities tour and opportunities for faculty, staff, and student engagement on Monday and Tuesday: drop in visits to classes and lessons and a faculty meeting on Monday (no administrators will be present).

#### Guest Visit | Discussion with Provost Patrick Phillips

Madison Cannon introduces Provost Patrick Philips.

Provost Phillips thanks SOMD faculty and staff for their time and tremendous efforts during the challenging time due to the pandemic. He appreciates the hard work and efforts we are all putting forward; it has greatly benefited the students.

Provost Phillips provides us with some campus and COVID-19 updates:

- 96 percent of students are vaccinated. All student vaccines are validated as part of the state vaccination validation system. It's a great system and we had hoped to use the same for faculty and staff, but then we learned that it would roll all of their health records into the system so we took a pause and hope to utilize a different system for fac/staff, which would be implemented later this year.

- Physiological reasons for vaccination exceptions are going away. Updates in November to the vaccine validation system for fac/staff.
- UO is in constant communication with Oregon Health and Lane County Public Health officials.
- Financial situation and status of the state is much stronger than expected. We were anticipating state cuts that didn't come. 7 percent of freshman who we expected to come did not, that impacted the tuition. HR actions like the hiring freeze helped mitigate that deficit. Global Scholars was one of the units on campus impacted the most due to no study abroad.
- There were no pay cuts for faculty and staff.

One of our values and students' values has been to be an in-person campus; students are excited to be back on our beautiful campus. We are returning back to normal and our academic priorities.

Fewer students in SOMD, wide variety of reasons. Benefit of budget model is this doesn't impact the bottom line.

Question and discussion raised by Professor Wolf regarding teaching classes in larger spaces with increased enrollment; there have been student concerns about being in the space. What is the rationale or thinking behind the number of students per space and air flow?

Provost: in general, the principal is our facilities folks analyze spaces and air flow. I'm not sure if that is a Registrar controlled space or a school-controlled space so within these spaces (SOMD), the local folks would have the best understanding of the space/student space. UO will pay for air filters, this is part of the central budget. If you have specific concerns about a space, we can follow up to see what that looks like and see if additional filters need to be added to that space.

Madison-Cannon suggests that we have a coordinated effort for any SOMD needs. Let's work with our Space Allocation Committee and submit requests to them so central isn't getting all of these one-off requests from us.

Thor Mikesell: in the OA council, we've had a great working relationship with leadership. One issue coming up is this merit-based pay increase structure and the OA council has put forward a proposal to VP Jamie Moffit on a different structure.

Provost: I haven't had a chance to see this yet. But this is a great concern to me too. And not just for OA's but also for our faculty.

Mikesell replies that he doesn't have all the details, but it's essentially an Inverse PPR—those at the top, receive a smaller increase.

Provost: Merit raises are a problem with our institution. When you get a merit raise that is small, it's bad for morale. We are dedicated to doing this better.

Follow-up discussion from Mikesell regarding space and facility's needs; we are bursting out of our space and there is only so much money this unit has for things like our school's classroom technology, chairs, and music stands.

Provost: to address the facility needs, we are considering other tuition models for the school; I'm working with Sabrina on strategic needs for the school. Philanthropy: how can we package what we do and its institutional value. We have arts in multiple units, which is of value to our students. How can we leverage this as the cultural heart of UO? This school is a true exemplar of what that means. Coming out of COVID, we can start focusing on our inspirational aspects and goals for our community.

Grose relays messages from chat: Can you ask him if he is aware of how much the lack of an adequate performance hall negatively impacts our curricula, and if there is a plan to start a capital campaign to build a performing arts hall on campus?

Provost: Sabrina brought this up in our first or second meeting, Awareness is not an issue. I totally appreciate why this would be a great thing. I would like to find a way forward to do this. Building a coherent story and vision showcasing how it's a pillar of institutional strength. Performance Hall analysis, costs, space, we don't have discretionary money. Can we identify a suite of donors for this? If we don't systematically work through the process. It's not realistic at this point, but we can still do the work to prepare for. We just ended a capital campaign. A performance hall could be something we consider adding to this, but we are just starting those conversations since the campaign ended. Beyond a value to the university, this is a community value. Potential for folks who are non-UO affiliates to use and attract new interest and resources. The Bach Festival has been an example of this.

Faculty comment: President has said a main goal was research, but now I'm hearing that community engagement is important.

Provost: I don't see it as either or. I don't think there's anything that needs to be done in terms of metrics. What is the systematic plan that we'll do? We are a research university and that is one of our core values. I say research to include scholarly activity and performance. Many of our financial drivers at this point are reputation. We have a mission to educate our students, our primary mission. We also have a scholarly mission. And those things combined, project out into the world equal community engagement. Previous Provosts haven't leaned into that part as much as I have.

Follow-up faculty comments speaking to research within SOMD; a new performance hall would serve the researchers in this room and community.

Boss clarifies that SOMD also has an active scholarly/academic unit

Provost: thank you for bringing that up. it's a core part of the school and we should continue to seek opportunities for outreach.

Faculty comment and discussion about cost of living. There are limited housing options in Eugene for entry level salaries which affects recruitment. There are places like Stanford who have housing arrangements for faculty.

Provost agrees and this isn't something he's currently working on, but thinks there could be opportunities and this is something we could look at. How to balance our needs and values though – we have a finite number of resources and what do we invest them in.

Faculty discussion about scholarship and resources (scholarship funds) to offer students. We already have limited qualified applicants. We are getting to the tipping point where the school is too expensive and is as expensive as places like Eastman; what do we have to offer that's better.

Provost assures the group that Sabrina is already on this and is dedicated to a multi-year effort to bring in scholarship dollars.

No additional comments or questions from the group; SOMD thanks Provost Phillips for this time.

#### **Final announcements from the Dean's Office**

Madison-Cannon welcomes James Boyd, the new Director of Programming and Administration for the Oregon Bach Festival, then opens the floor for questions or comments from the group.

Mikesell asks how do we start the conversations about moving things forward in terms of facilities?

Madison-Cannon shares that pre-covid, we were about to do a program study. I started talking about it in terms of programable space to make it relatable to leadership: not just performance space, but classroom space, etc. I was starting to do a program needs study. Then covid hit and we moved to crisis mode. I'm ready to pivot back and put together a group.

One other thing we might want to think about is leveraging the Hult Center. Either long term or short term. Thinking about the performance space, what are the logistics and financial feasibility of that? We need to think creatively.

#### **Adjournment**

There is no further discussion so Madison-Cannon thanks the group for their time and the meeting was adjourned at 4:19 p.m.