

School of Music and Dance

Sabrina Madison-Cannon, Dean

MEETING MINUTES

December 7, 2022

Faculty in Attendance: Abbott, Baird, Boss, Cherry, Cheung, Crumb, Ebert, Fine, Garner, Ghillebaert, Gries, Grose, Grossman, Hatakeyama, Honka, Kennedy, Koenigsberg, Kruckenberg, Krueger, Llinás, Madison-Cannon, Nobile, Ortiz, Pack, Paul, Peña, Ramos-Kittrell, Sasaki, Stanley, Straka, Strietelmeier, Thomas, Wallmark, Wheeler.

Not in Attendance, but Excused: Benefiel, Brunkan, Castro, Esquivel, Phillips, Vacchi, Wachter.

Staff in Attendance: Bates, Bostwick, Boyd, Cagno, Cummings, Dunn, Frazer, Gorman, Gren, Hinojosa, Hsieh, Koch, Rich, Shaffer, Stevens, Taflinger, Van Ert, Nagel (guest).

Call to Order

Dean Sabrina Madison-Cannon welcomes faculty and staff to the SOMD meeting and calls the zoom meeting to order. Note: Tiffany is not able to join us today, so this meeting is being recorded so we can document minutes after the meeting.

December Motions: Ballot Results

The December notices of motion were distributed to faculty and voting was done electrically in advance of today's meeting. Here are the balloting results which were emailed to faculty after the meeting.

1. Motion from the Dean's Office: approval of the meeting minutes from November 9, 2022
The motion passed with votes of 28 yes, 0 no, and 5 abstains.
2. Motion from the Undergraduate Committee: the SOMD Undergraduate Committee recommends adoption of the following proposed courses:
 - MUE 451/551 Student Teaching in Music Education (11 credits)
 - MUE 452/552 Student Teaching Seminar in Music Education (1 credit)**The motion passed with votes of 33 yes, 0 no, and 1 abstain.**

GTFF Bargaining Update

Madison-Cannon welcomes our guest presenter from the Division of Graduate Studies, Assistant Vice Provost Jared Nagel, to share details on this year's bargaining with the Graduate Teaching Fellows Federation (GTFF) and address any questions or concerns.

- Bargaining will officially kick off sometime in January 2023
- Preparations and meetings began in fall 2022
- Current GTFF CBA ends in June of 2023
 - Originally ended June 2022; it was extended for one year by mutual agreement between the university and the union due to covid-19 and other things taking place.

Bargaining team members:

- Chris Meade, Director of Employee & Labor Relations (HR)
- Jared Nagel, Asst. Vice Provost for Graduate Studies,
- Krista Chronister, Vice Provost for Graduate Studies,
- Mark Lonergan, Professor, Chemistry and Biochemistry
- Celia Nittman, Asst. Director, Employee & Labor Relations
- Dan Currier, Assoc. Director, Employee & Labor Relations

Having regular standing meetings with GTFF members to **understand their concerns:**

- **Stipend increases**
- **Housing**—availability, policies, and timelines for finding graduate housing
- **Summer funding**—not guaranteed; students are faced with expenses over summer while they are usually away from home and no income coming in.
 - Especially an issue for international students who typically their visa requirement. Their visas don't allow for them to work off campus and typically don't allow their partners or spouses to work either.

Nagel opens the floor for any comments or concerns faculty have heard from their graduate employees.

Madison-Cannon: this isn't something I've heard from GE's recently, but something I recall from the last time we were in bargaining was that their medical benefits were a key point being bargained on. Do you know if that's something that will also bubble up this time around?

Nagel: It's not something we're currently aware of, but it might come up. However, the benefits themselves are really good for GE's. So in terms of more or better health insurance benefits, I'm not sure that's something that necessarily will be on the table but perhaps the cost or the percentage that students pay might come up.

Madison-Cannon has a follow-up question to ask, in spirit of academic continuity planning, what is the timeline? I'm optimistic you all are going to get along famously, and it's all going to work out. But let's say that it didn't. What would that timeline look like in terms of if the agreement breaks down, and we get to a place where they can lawfully strike. What would the timing look like for us in terms of the academic year?

Nagel: That's a good question and I don't know for sure. But they would probably try to make it as inconvenient time as possible. I'd guess beginning of fall term since the goal of the strike is to make it as painful as possible for the university.

If questions come up, please reach out. We'd love to hear from you. Often in the professional schools, and especially specialized schools like SOMD, there might be issues that we're not thinking of that might be specific to you that we should know about.

There are no additional comments or questions from the group so Madison-Cannon thanks Nagel for joining us.

Library Update

Madison-Cannon shifts gears to welcome Ann Shaffer, SOMD librarian, to share library update regarding staffing, and budget collections funding for music and dance materials in the library.

Change in library administrative leadership

- Alicia Salah, new Vice Provost & University Librarian, started June 2021
- Evie Lennon, Assistant VP & University Library, started July 2021
- Associate VP positions filled in the last six months

Music staff retirements

- Terry McQuilkin, access services supervisor & Douglas Room coordinator (21 years of service)
- Neil Wilson, music cataloger (35 years of service)

Budget constraints:

- Had to cut a few things: biggest item was a streaming service focused on classical music and opera streaming video which was acquired during the remote teaching phase of the pandemic.
- New collections fund model— consolidate all of the humanities, sciences, and social sciences into a shared fund that everybody's buying out; this didn't impact SOMD much because nobody else collects in those areas.
- Limitations due to financial uncertainty and administrative turnover

Staffing update

- Mitch Hui, new music cataloger, started September 2022. Mitch has a music background with over a decade of experience as a professional percussionist and instructor, and he has also served as a clinician for the Salem-Keizer schools, doing percussion clinics for them.

Douglas Room Facilities and Services

- Douglas Room space is open when Knight Library is open.
- Reference desk is staffed Monday - Friday 11am to 5pm by a team of 3 fantastic grad students.
- Schaffer also works at that desk, and is available for reference and research help outside of that, either through individual consultations, email, phone, etc.
- Audio collection is now open stack; come in and browse the LPs and CDs yourselves
- Listening stations with USB compatible LP players; external CD/DVD drives available from the music reference desk so you can digitize music from our collection yourself.
- 5 creative musicians workstations that were expanded in the renovation; music software, notation software, and MIDI keyboards.
- Upgraded study lounge area is a great place to come study.
- Classroom 366 adjacent to Douglas classroom; holds about 20 people and is a great size for a small studio group or a small seminar type class; it can be used for instruction, for meetings, for presentations. Anything related to music and dance or needing audio visual content.

Gifts

- Last Spring we received an anonymous gift of \$10,000 for the purchase of music materials.
- Reached out to SOMD dept heads, directors, area chairs, and CEI to help coordinate requests from faculty and departments to meet programmatic needs, fill repertoire gaps, and increase diversity of underrepresented composers
- Still taking requests for one-time purchases (cannot be recurring/subscription item e.g., database or journal)

Budget

New fund line model groups all collection funds for music and dance together.

- Discretionary budget: \$7,450 (can use this to buy your requests, on a variable basis)
- Breakdown of money expected to spend on library items:
 - Serials: \$62,801
 - Standing orders: \$11,885
 - Score approvals: \$17,000
 - Stern (endowment): \$13,991
 - Higginbotham: \$3,058

Library Initiatives

Alicia Salaz, VP and University librarian started innovation grants out of her own administrative funds. These were internal library grants to fund ideas that people had, everything from putting baby changing stations in restrooms to doing technology things. Schaffer and Jon Bellona submitted an application for a grant project to create online training tutorials for the audio production studios, and were awarded \$5,000 for that project.

Schaffer wraps up her presentation and asks if there are any questions from the group.

Jack Boss asks if there are any priorities we can advocate for when we have the opportunity to speak with university leadership and administration?

Schaffer says advocating for more funding is always good. But I think the biggest area we need help with right now is staffing. We need more staffing up in the public facing side of things to help manage the space, to help manage the stacks maintenance of the audio collection and the score collections, and to help people with our facilities, especially the recording studios.

Madison-Cannon inquiries about the library's vision planning process and wonders if there any updates on that. And if the spaces that that have been dedicated for our students will change in any way. What do you see, in terms of the overall space, allocation, and configuration of the library following this this process?

Schaffer: we wrapped up a series of meetings with a consultant group who did a lot of focus group polling to help with the initial discussions. We've also convened a strategic planning committee of library people who will help shepherd that process along.

Right now we are waiting on the report back from the consulting group, which should come in around February or March.

Madison-Cannon ends by sharing her gratitude to Ann Schaffer. This was a great presentation, and thanks to not only how you steward our materials, but for your continued advocacy. I also want to reiterate what Jack Boss said, to please help us know how we can help you from the advocacy piece of things.

One of the things I said during one of the vision planning focus groups was that there are times when we turn away donor provided collection because there's no staffing, and there's no physical space for things, and it's really sad that we have to do that. And I didn't realize I opened a can of worms because several other folks in the room said that they were having the same kind of issues. So maybe part of this vision planning project will also speak to the staffing needs that this evolving library needs to have.

Updates and Announcements from the Dean's Office

Professional development funds decisions were made today and notifications are being sent out from Melynn.

The **Board of Trustees Event** that we hosted on Monday went extremely well and was really well received. Board members, advancement council members and other Deans expressing that they had a wonderful time and were impressed by the talent of our students, and our faculty and our staff. Asking when will you do this again?

How can we do this again and how do we top ourselves? I do know that we would like to highlight our academic department more than we were able to this time.

Boss suggests that in addition to having the display cabinet, we could include a short presentation highlighting some of the aspects of people's work like their books, awards, etc.

FAC review is of the IHP proposals is underway. They are on track to finish their review in January.

The **FAC have also been reviewing a couple of draft documents for me**, like a process for evaluating **target of opportunity**, or determining whether or not we should put a request forward to the provost's office. The document will soon be going to academic leadership for their review, and then it will come to the full faculty probably sometime early to mid-winter term.

in addition, **FAC has been helping review a draft faculty absence policy**; please don't focus on the title of that, I want to call it something else. Basically, this is to help us craft clear expectations for faculty and for leadership. This will help establish what we can do to support faculty. So faculty can do the work that they're doing without there being any sort of backlash, both from administration and from students about faculty being away or being away too often.

This is about us again, setting expectations for what maybe is excessive and what is appropriate. And then also for things that we really want to support that maybe crossing the line of excessive. How do we help to support you in having those opportunities? So again, this document will come back to the full faculty for review, and in particular, this is regarding our tenure track faculty, who have a research and creative activity expectations.

Would like for this to be included in our governance policies as we tie those up, and that leads to the next thing that the FAC will be working on after the IHP process. Hopefully we can have those into the Provost's Office for review before the end of the academic year.

The **Ad hoc Vision Planning Committee** have had a few meetings, one with Mary Spilde, and there's another one with Mary tomorrow. Committee is in the process of determining: 1. what is the deliverable that they are going to have for the faculty and, 2. What is the timeline for that?

Facilities. This topic came up again at the kick-off meeting vision planning exercise; I'm re-energized by how passionately everyone was continuing to speak about our facilities needs. So that has me thinking about the next steps we can take in terms of getting administration support around this.

To start, we have asked the Hanover Consulting Group to do a research project to survey NASM accredited programs of similar size in markets of our similar also size and scope. The goal for this project is to collect

data and rationale that can help us in advocating to the university and thinking about how we can meet the needs of performing arts beyond ourselves. If you think about other arts programs, and other towns of our size, they often are the presenting institution in that in that community. We have the Hult Center, but they can't fully support all of the arts that are happening in this community.

Note: Hanover is the same group who did the recent music therapy feasibility market study. The Provost's Office will fund this study; they agreed to fund two SOMD studies/research projects with the Hanover Group, and after completing the music therapy study we have one left.

Madison-Cannon shares some of the initial rationale that was sent to the Provost's Office, which says: the School of Music and Dance has been interested for some time and replacing and updating its performance spaces. The current spaces are too small or inappropriate for the school's curricular and programming needs and the National Association of Schools and Music recently cited the facilities as a health and safety concern. The school anticipates it needs a theater of 750 to 1000 seats with a stage large enough to accommodate for orchestra, among other spaces.

In addition to serving the UO community, the new venues would also serve the regional arts community in smaller metropolitan areas. This includes spaces for community arts organizations, as well as traveling shows. Some of this is fulfilled by the Hult Center, however, at 2,448 seats the Silva Concert Hall is too big for many community organizations to fill and the Soreng Theatre, which seats 495, cannot always accommodate a full orchestra on stage. Some organizations, such as the Oregon Bach Festival and Eugene Opera, have ceased their residency relationships at the Hult Center, and others struggle to fill it.

UO has asked Hanover Group to benchmark performing arts venues at other institutions of similar size, located in smaller metropolitan areas. This information will be used to make a case to the University, performing arts community, and potential donors that a new space is needed.

The questions going out to these similar peers and will help frame the research:

1. What performance spaces are available on campus for the performing arts?
2. For the facility: what is its age, square footage, number of seats, stage capacity, off stage capacity, side stage wings, dressing rooms, orchestra pits, and what other rehearsal spaces are available?
3. Who are the users of these spaces, internal and external? What portion of this is external? What majors and programs on campus use these facilities? How many performances are there per year?
4. What other major performance spaces are there (not places of worship or small venues such as bars)?
5. What are NASM requirements regarding spaces?

Hanover is beginning their work this month and we should have that report sometime by the end of January or early February.

What do we do with that information? The next step would be to convene an internal group to conduct a program study to determine what are the spaces that we need. We know we need a performance space, but what else do we need in that space? Rehearsal rooms, practice rooms, more offices, classroom or graduate seminar space, space for the community music Institute, space for our popular music ensembles. Dream big – what are all the things we need in a space?

This is what we need this internal group to help with. Then the next step would be to see if the university will provide funding to do a feasibility study and that would take a deeper dive into this, and potentially lead us to the place where we could kick off some type of capital campaign to raise funds.

Madison-Cannon opens the floor for comments and questions from the group.

Dennis Llinás: one thing to keep in mind is the marching band needs storage it desperately. They have equipment that is rotting, so there's a lot of thousands of dollars that are that are getting wasted there.

Madison-Cannon: what I'm hearing is that you're volunteering to be part of this group?

Llinás: Yes, I'd be happy to help.

Madison-Cannon: Wonderful. We definitely need an ensemble director perspective.

Sharon Paul adds that having dedicated space for choral orchestral would be beneficial; like a loft for the choir and Karen might like fly space for opera scenery.

Further discussion about space and facilities needs from the dance department are mentioned by Rita Honka and Brad Garner, such as warm up studio or a rehearsal space would t be great, especially if we're having any incoming guest performers use the use the venue.

Madison-Cannon appreciates all of the initial brainstorming from the group. What I'm really asking is, what do you all feel about this process that we're following to get to where we want to get to?

I love all of these ideas, and I think it says to me that we're going to have a really good time brainstorming. And I would encourage us to think really big about all of the things we could ever need or want in a space, because invariably when the rubber meets the road, we're probably going have to pair some things down. But I think we start off with sort of the flagship of this is what we dream.

What I'd like to get through today is, do you feel like something is missing from this process? We start off with this study/research project with the Hanover Group, which is going to help us know how we could impact community as well as impact our current students benchmarking us against other similar programs and similar markets.

Then our internal group, doing exactly what you were doing today, will move to the brainstorming piece so we can focus on figuring out what do we really need? Then, what is most feasible? And then shifting that over to asking the university to fund a feasibility study, because I think we need that before we can even think about launching any kind of a campaign.

Are there other compelling bits of information or data that you see is important? Some of you have been on this campus way longer than I have and have been having these conversations for a really long time, and so you might have some suggestions about what else we could be bringing to the table to help the administration understand what we need.

Leslie Straka: I am immensely grateful that you are taking the steps to advocate for us to the administration. This is just out of my own curiosity, how much does the study of this scale cost?

Madison-Cannon: around \$10,000. Technically we have the discretionary funds to pay for this ourselves, but I want the university to have skin in the game, to show that this is a viable project that they will find ways to help support. The university will most likely not have the resources to give to (from the general fund; there are no state resources will be coming for new buildings) so this will have to be fully funded from the private sector.

When I say university support, this means needing the university's support for resources to help us fundraise, which will be of paramount importance. We're not going to be able to do this without it being an institutional initiative. And it's not lost on me that right now we've got shifting leadership. This is the time to pounce and not wait until we have a new President in the door, but for a new president to come in and know that this is already an institutional commitment from our current administration.

Brad Garner: I'm interested in maybe being part of this process as well. I'm thinking also about not just the use for music and dance, but maybe this being something that the broader campus could use: art galleries, spaces for commencements or hosting major speakers – a space to bring us together since we are spread out all over campus.

Madison-Cannon: you bring up a good point. At some stage of this it might be good to bring in some of our arts partners on campus to say, how could a space like this serve you?

Lisa Bostwick asks whether or not this initial phase of data gathering could also include taking a look at any organizations that have recently gone through this process, and how the proper facility has affected their student enrollment or their outcomes, so that we have outcome-based information as well as comparative on the facilities themselves.

Madison-Cannon asks if there are any additional updates or announcements for the good of the order.

Jack Boss shares a UO Senate update regarding a recent commencement discussion; essentially commencement is being squeezed into a single day (Tuesday, June 20) due to an event happening on the track. This is mostly impacting CAS ceremonies; ours is not affected at all. There will be a large university ceremony in the morning. and then we have our usual event in Bell Hall in the afternoon.

Brooke Cagno shares an announcement that we are hosting OMEA in winter term, January 12-15; several classrooms will be used and classes scheduled in those classrooms will be affected. Please stay tuned; the scheduling and production offices will be working to accommodate OMEA activities in our spaces.

There are no additional updates or announcements from the group.

Adjournment

Madison-Cannon congratulates the group for a successful term and wishes everyone a wonderful break. She thanks the group for their time and the meeting was adjourned.

Minutes submitted by

Tiffany Benefiel, Dean's Office

January 4, 2022