

## School of Music and Dance

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Sabrina Madison-Cannon, Dean

### MEETING MINUTES

April 12, 2023

**Faculty in Attendance:** Boss, Brunkan, Cherry, Cordova-Arrington, Crumb, Esquivel, Fine, Ghillebaert, Grossman, Hatakeyama, Henniger, Honka, Kim, Koenigsberg, Kruckenberg, Krueger, Madison-Cannon, Mockli, Nobile, Pack, Peña, Phillips, Pologe, Ramos-Kittrell, Ramsey, S. Rodgers, Sasaki, Shner, Stanley, Straka, Vacchi, Wallmark, Wayne, Wheeler, Wiltshire, Wolf (36 faculty).

**Not in Attendance, but Excused:** Bellona (teach), Dossin (travel), Gries (teach), Kennedy (teach), Klenke, Llinás (travel), Riley (teach), Roberts (leave), L. Rodgers, Schaffer (senate), Silveira (teach), Strietelmeier (travel), Mikesell (leave), Moore (travel), Ortiz (travel).

**Staff in Attendance:** Bates, Benefiel, Bostwick, Cagno, Cummings, Dunn, Frazer, Goudy, Gren, Harris, Hinojosa, Hsieh, Hudgins, Koch, Miller, Rich, Stevens, Taflinger, Van Ert, Wachter, Walton (21 staff).

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#### Call to Order

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

#### Motion from the Dean's Office

Madison-Cannon presents a motion to approve the minutes from March 8, 2023 by acclamation. Motion moved, and no corrections or discussion from the group. The motion is seconded and passed.

#### Climate Survey Introduction

Madison-Cannon asks the group if they had a chance to review the climate survey results, which were sent out to faculty and staff via email in advance. The climate survey was a university-wide survey sent out to faculty, staff, and graduate employees during spring 2022.

Look at the survey data: what things have we been doing well, what things are a concern, what things can we do better. Have discussion in your groups. Some responses may be straightforward some may not be as clear. For example, what does it mean when somebody says, "I haven't been given clear direction". That may mean something different for different employee groups.

After this, we'll discuss next steps and how to we filter this information down into a few things we can focus on. How can we use this information to move forward and make change on a few things that are the most important. Let's create a plan so if we survey the group again, they will have different feelings about some of these topics we focus on.

Considerations for discussion:

- Don't treat each question as a "thing". Look at the questions and topics that are under one umbrella like mentorship or communication, which could be discussed together.
- See what things rise to top as an urgent need.
- When people are answering a question, are they thinking about it broadly or thinking about it at a unit level?

- Maybe it's not something we need to address as a school-wide issue, maybe it's a department or even drilled down as an area-level issue.
- Open safe space discussion. Respect the ideas and conversations coming from your colleagues.
- Let's approach this discussion that we are all in the place where we want to work together to improve our climate.

Reminder: assign a recorder from your group to take notes on the conversation and send notes to the dean's office after the meeting.

### **Group Discussion**

*Madison-Cannon hands out colored squares of paper to attendees in order to randomize discussion groups.*

SOMD faculty and staff break into groups to discuss the results and identify topics from the survey they would like the school to prioritize over the upcoming year.

### **Wrap up and next steps**

Madison-Cannon thanks everyone for their discussions and asks the group what we'd like the next step/next discussion to look like:

- move discussions into the department meetings (for faculty) and staff meetings (for OA and classified staff; OBF staff joining the all staff meeting or meeting separately together), and a separate meeting for GE's.
- Or do we need another opportunity to come together in mixed groups?
- Some units are meeting by employee type (pre-tenured, career instructors, classified staff, etc.) so that could also be an option, but some groups would be small.

Some feedback from the group notes that the mixed format was helpful in hearing perspectives from different people. Some expressed concerns that there will be more meetings and less actionable items.

Madison-Cannon responds that this meeting was somewhat generic in that we are coming together for initial conversations. The next meetings will be more focused based on the notes from this meeting; Madison-Cannon will look over and find the common themes.

Madison-Cannon asks the group what is needed for us to move this forward.

Rodgers suggests that the results from this conversation could be shared out to the group then we could come together as the large group once more to see the common threads are before we break out into smaller groups.

Madison-Cannon: Once we receive all the discussion notes, it will be clearer what the next steps should be. These are not things we can change in one term. But instead, we can create policies to prioritize these topics. It will be an ongoing conversation. We won't resolve this by the end of the year, but we need to make an effort to make a plan to address these next years.

We talked about what to change. But we didn't make space today to talk about what we're doing well, and things we should continue doing. That's a conversation we should have too.

Madison-Cannon will consider surveying the group again after we start this work to see if responses are improving. This survey came out during covid and before we started our vision planning so that timing could impact the results and some people may be in a different place now already.

This work is important because I need to know what your continued needs are so I can advocate for them.

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

Incoming President Scholl will be visiting campus in two weeks. During his visit he wants to hear a performance, so he'll be attending orchestra concert on April 28. It would be great to have faculty in attendance to show how much you support our students.

Madison-Cannon asks if there are any additional updates or announcements from the group.

Straka reminds faculty that the call for area awards and GE excellence awards was recently sent out. Area award email just went to area chairs. Please work with their areas to determine these student awards; deadlines coming up quickly. Contact Leslie in the graduate office with questions.

Hsieh lets the group know about an upcoming student event and asks faculty to encourage students to participate: Performing Arts Networking & Career Fair – April 28 from 12:00-4:00 p.m.

#### **Adjournment**

Madison-Cannon thanks the group for their time and the meeting was adjourned at 4:08 p.m.

Minutes submitted by

Tiffany Benefiel, Dean's Office

April 13, 2023