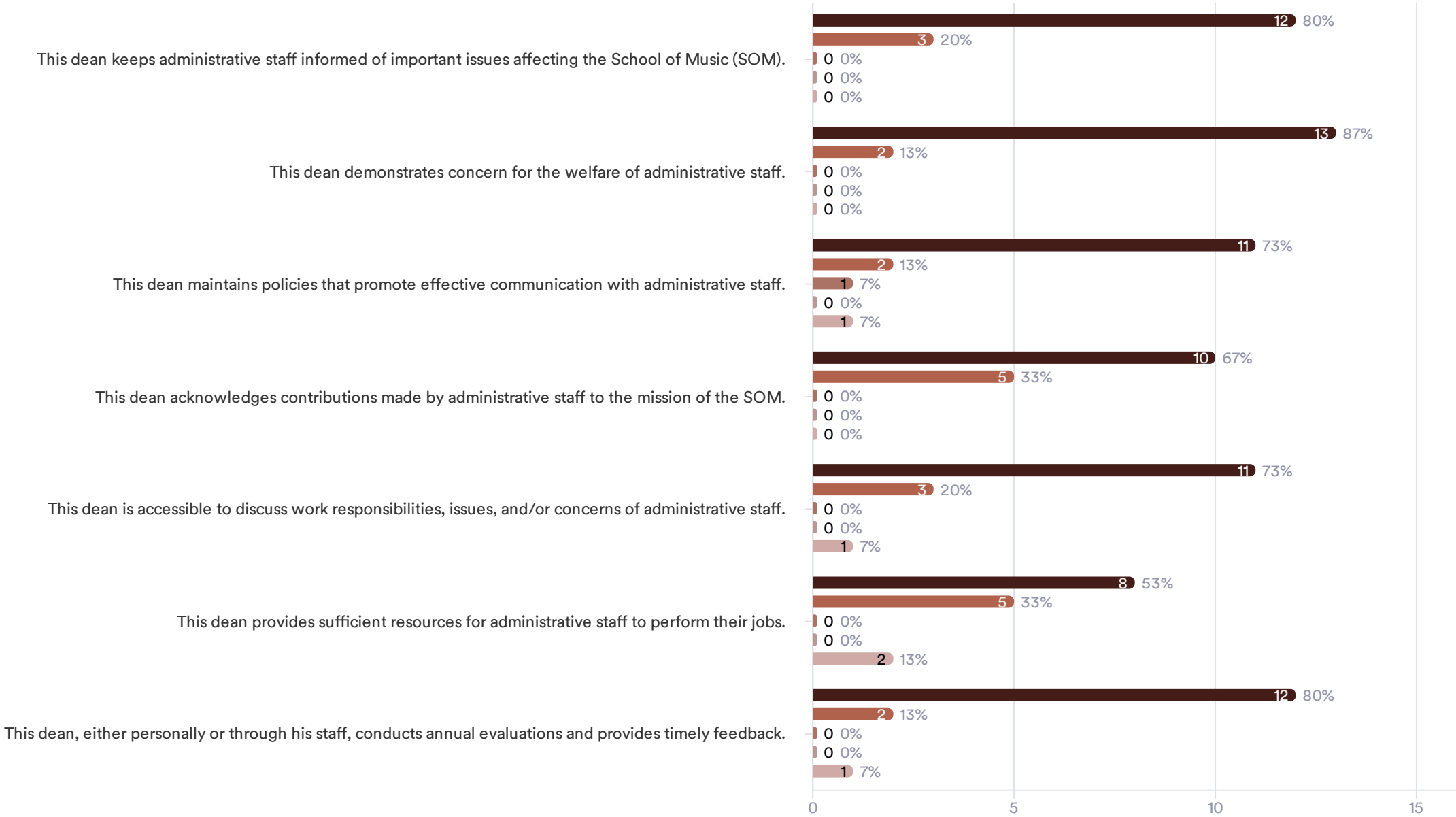


# **School of Music Dean Review Staff Survey Results**

# School of Music Dean Review Staff Survey

## Matrix

15 Responses

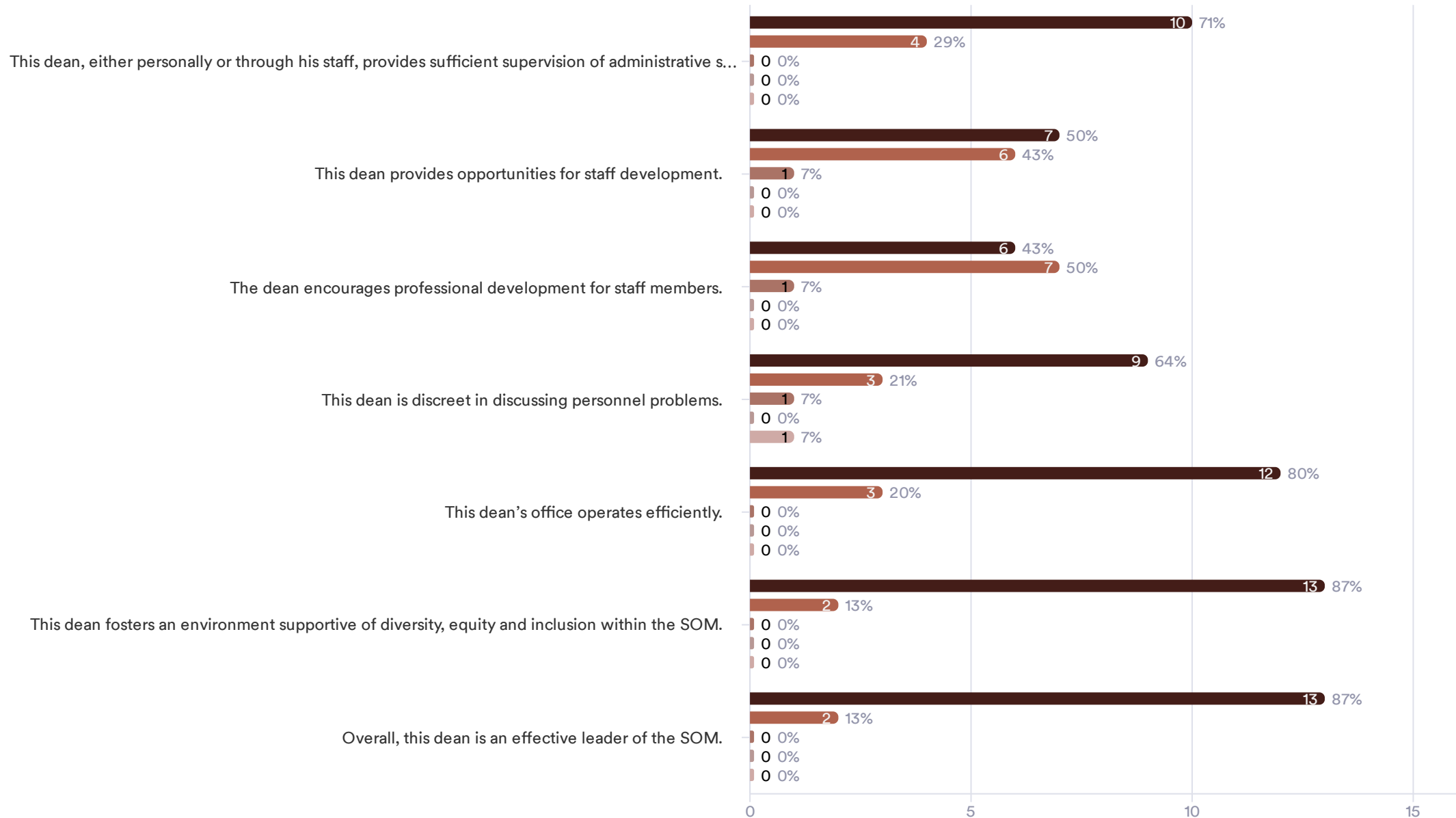


● Strongly Agree 
 ● Agree 
 ● Disagree 
 ● Strongly disagree 
 ● Not Applicable

# School of Music Dean Review Staff Survey

## Matrix

15 Responses



Strongly Agree
  Agree
  Disagree
  Strongly disagree
  Not Applicable

# School of Music Dean Review Staff Survey

What do you see as the main challenges faced by the SOM and how has the dean addressed these?

7 Responses- 8 Empty

Data	Responses
We have had a space issue (a good problem to have since it means our school is growing) and we are having additional facilities added to what we currently have.	1
Lack of space to grow has been a serious issue as we have introduced a new major, a new concentration and new faculty position. The Dean has worked well finding spaces for everyone to conduct classes and lessons, while renovating the Green St. Church so we can expand.	1
n/a	1
Lower staff salaries than at other areas across campus. Since we are a small school there is no opportunity for advancement. The Dean has recently received funds, so staff did receive long-awaited increases. They need to know that this was not a one-time occurrence.	1
Finances, space, and remaining attractive to new generations of students. Finances - Dean Harding continues to work with leaders of the University to maintain funding for SOM operations and goals. Space - Dean Harding, after years of work, has procured the Church property allowing SOM to expand not only in space but in programs. Attracting students to music means going beyond the traditional music programs. Through his leadership, SOM has recently implemented a new major in Music Industry, a minor in Music theatre, and expanding the Jazz program.	1
Budget constraints have always been a concern, as incoming funds do not offset expenses for a School of Music. Dean Harding's approach to budgeting and ability to work with University officials have at least allowed the School of Music to remain solvent if not flourish in some areas. The areas which can flourish are strategically chosen, and even in hind-site, one can see that Dean Harding is always attempting to do what is best for the School.	1
Enrollment. Dean Harding wisely prepared for national music enrollment challenges with the creation of new degrees and program revisions that better serve/prepare our students and are attractive to new recruits. In addition, most of his faculty hires are skilled recruiters and understand the importance of that part of their jobs. Facilities. As our School has evolved, space in our building has been stretched to a premium and the main building has endured quite a bit of wear and tear. Since Dean Harding has been here, we acquired/built the String Project building, the Johnson Hall performance space, the Greene St. church, the Koger partnership, and the Copenhaver Band Hall. Though the SoM needs many repairs and updates (including the HVAC system), Dean Harding is aware of these pressing issues and I feel confident he will come up with a plan to address them, too. Covid. Covid was a frightening situation, and Dean Harding led us during that time with reassurance; his leadership helped us keep our footing through the worst of it. Dean Harding worked closely with faculty to come up with creative solutions for providing opportunities for students to continue to learn and perform safely during the shutdown and did his best to appeal to all faculty/staff with various levels of approval for social interaction. I believe students, faculty, and staff were all comforted by Tayloe's positive "we'll get through this" messaging. The alma mater video we made was a nice bonding moment among faculty and staff during a scary time.	1

# School of Music Dean Review Staff Survey

What do you see as the main strengths of the SOM and to what extent do you think these are attributable to the dean?

8 Responses- 7 Empty

Data	Responses
<p>I think the sense of community within our school is very strong, and while the dean is not the only person who contributes to it, he certainly is a major player. We have had a lot of unrest in the past few years due to inequity and to my knowledge he has been very supportive of different programs honoring and acknowledging those who have been mistreated. He appears to be very supportive of students when they have concerns and makes them feel heard.</p>	<p>1</p>
<p>Our diverse faculty. Our Dean has done a wonderful job bringing in highly qualified faculty from different ethnic backgrounds. I believe this will help further diversify our student body who often are looking for representation.</p>	<p>1</p>
<p>n/a</p>	<p>1</p>
<p>A main strength is that faculty and students feel supported and appreciated by the Dean and by other faculty for the their work and creative activities.</p>	<p>1</p>
<p>The School of Music is a great place to work. The Staff and the Faculty, for the most part, are hired and stay for many years. People enjoy their jobs and enjoy working together. The people who were hired this past year, completely attributable to Dean Harding, and the Search Committees, have brought excitement and greater diversity to the School of Music.</p>	<p>1</p>
<p>SOM has been able flexible to reach out and engage the community, and students, and address issues impacting society. Through collaboration with teams of faculty and staff, Music was able to provide music to communities during the pandemic (live-streaming and community concerts), celebrate the heroes, address DEI issues and celebrate DEI. These efforts illustrate that his vision is not just about teaching students to learn to play and sing, but the power of music and how to share the music with the community.</p>	<p>1</p>
<p>The School of Music is one of the top music institutions among state schools, and provides nationwide leadership in as many areas. Seeking and maintaining a high functioning group of faculty and staff is integral to that success. Dean Harding not only facilitates a high caliber of incoming talent, but also does well to maintain and grow the satisfaction of both faculty and staff, allowing everyone the opportunity to perform at their</p>	<p>1</p>
<p>We are nationally known as a leader in Schools of Music, largely due to his leadership on the national front in organizations such as the College Music Society and the National Association of Schools of Music. We have hosted summits here that have shaped the national vision of the "new School of Music" and Dean Harding is known and respected as a key leader of this movement. Our reputation on a state and national level has improved with each year Dean Harding has served. Dean Harding won the Governor's Award for the Arts, and recently he was elected Vice President of NASM and will become President after that, a very prestigious honor in the field. The excellence of our faculty is one of the biggest strengths of our School of Music. We have a wealth of top scholars and artist teachers in every area within the School. Dean Harding negotiated the hires of the faculty and staff from the last 17 years or so -- a very impressive track record. It is well known nationally that we are a great place to work and learn. Faculty and staff have autonomy here to do the work that they love and to serve the students, the university, and our communities.</p>	<p>1</p>

# School of Music Dean Review Staff Survey

Please add additional comments here. If you desire, you may send a detailed letter (emailed PDF or Hardcopy) to the review committee addressed to Dean Reichert c/o Office of the Provost (email: provacaf@mailbox.sc.edu). Your letter will become part of a portfolio of information that the committee will collect and use as a basis for Dean Harding’s evaluation. The letter may be signed or left unsigned, as you wish. Please note that our report and all documents collected will be submitted to the provost, made available to Dean Harding and are subject to Freedom of Information Requests.

3 Responses- 12 Empty

Data	Responses
I believe Dean Harding truly cares for the SOM students, staff and faculty. I often see him light up with pride as he describes a project our students or faculty are involved in.	1
n/a	1
Dean Harding is honestly one of the best leaders I've had the privilege to work for. Being associated with the university for several decades, I've had the opportunity to observe a wide variety of leaders and Dean Harding is among the best in regards to planning, insight, communication, and trustworthy leadership.	1