



## MEMORANDUM

**To:** Donna E. Shalala, President

**From:** Tomas A. Salerno  
Chair, Faculty Senate

**Date:** April 30, 2015

**Subject:** Faculty Senate Legislation #2014-40(B) – Frost School of Music Request to Increase its Number of Professor in Practice lines

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The Faculty Senate, at its April 22, 2015 meeting, voted unanimously to approve the Frost School of Music proposal to increase the number of Professor in Practice lines from eight to thirteen. The Senate concurred that due to the nature of teaching Music, often in a one-to-one scenario, this School deserves special consideration of the ratio of tenure/tenure-earning lines to non-tenured faculty lines. As stated in the enclosed proposal, “the addition of these designations will not alter the historic ratios within the Frost School’s faculty. These position designations will strengthen our school, both inwardly and in how we are perceived.”

The goal is for the School to become better, not bigger.


This legislation is now forwarded to you for your action.

TAS/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost  
Shelton Berg, Dean, Frost School of Music

**CAPSULE:** Faculty Senate Legislation #2014-40(B) – Frost School of Music Request to Increase its Number of Professor in Practice lines

APPROVED:  DATE: 5/5/2015  
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: DEAN BERG

EFFECTIVE DATE OF LEGISLATION: IMMEDIATELY  
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: \_\_\_\_\_

REMARKS (IF NOT APPROVED): \_\_\_\_\_

**FROST**  
SCHOOL OF MUSIC

TO: Tomas Salerno, Chair  
Faculty Senate

FROM: Shelton Berg *SB*  
Dean

SUBJECT: Professor in Practice

DATE: March 31, 2015

The Frost School of Music wishes to increase its number of Professor in Practice lines from eight to thirteen. Faculty voted unanimously in favor of this proposal. Adding these lines will not alter historic or current ratios of tenure track to non-tenure track, full time teachers in the Frost School. Out of 80 full time teaching positions in the School, 52 are tenure and tenure track lines, which is 65%. There are 6 more tenure lines in the Frost School than there were ten years ago, even though the student population is now 10% less.

Our goal is to be the best and most relevant music school in the country. Through excellent faculty and innovative programs we are well on our way to achieving that metric. There are three positions that require immediate promotion to the "in practice rank," the Associate Dean of Undergraduate Studies, the Assistant Director of the Music Therapy Program, and the Classical Trombone professor. All three positions are vital to student recruiting and school stature. Professors in the Frost School recruit students, one at a time in a very hands-on manner. It is difficult for a "lecturer" to convey the feeling of permanence and stability that a prospective student is seeking. Additionally, our Contemporary American Music Program, endowed by Bruce Hornsby, is one of the best in the country, and it continues to grow. We will need at least one "in practice line" to meet the teaching and recruiting needs of this program.

One-to-one teaching (private lessons) translates to a typical load for Music faculty of 21-25 contact hours per week, plus additional hours allocated to student recitals and Frost School concerts. The demands of our structure and loads require a greater number of non-tenure/tenure track faculty respective to other schools at UM.



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The Provost has approved an additional tenure line if the top candidate in our tuba search accepts our offer. We will be recruiting in the Theory and Composition department to hire an assistant professor. As our Contemporary program grows, we plan to request 1-2 tenured faculty positions.

The overarching purpose of this proposal is to retain (and attract as vacancies occur) teaching practitioners of the highest quality. The Frost School is ranked in the top twenty in the world, and our location in Miami (a hub of the music industry) allows us to engage world-class practitioners. These valued faculty deserve the recognition and affirmation that the Professor in Practice connotes, and that designation sends a strong message to our prospective students about the investment and commitment of our teachers. Additionally, Professors in Practice have opportunities for promotion based on a clear and rigorous set of guidelines (attached).

To summarize, the addition of these designations will not alter the historic ratios within the Frost School's faculty. These position designations will strengthen our school, both inwardly and in how we are perceived.