

ICSOM Governing Board - Post Conference

August 23, 2008

Bruce Ridge, Brian Rood, Laura Ross, Richard Levine, Matt Comerford, Paul Gunther, Cathy Payne, Len Leibowitz, Michael Moore (Meredith Snow was absent)

Conference evaluations need to be distributed earlier (this was due to a communication breakdown between Laura Ross and Robert Levine. They will be distributed earlier going forward.) Laura will compile the evaluation results everyone just reviewed and send them out.

Bruce has been asked to visit Alabama and St. Paul (where they will soon have a new CEO to replace Bruce Coppock.)

Billy Linneman and Bob McGrew seemed very receptive to the conference.

Bob McGrew told Bruce he would call Tom Lee to let him know about the RMA resolution. Following that conversation Bruce will call Tom Lee to tell him about the resolution.

The *Variety* article that appeared in the mailboxes came from Robert Levine, who acknowledged during the conference that he was the one who distributed it. This was evidently the outcome of an e-mail exchange between Tom Lee and Robert.

Bruce and Brian had breakfast with Bob Wagner and Robert Levine in their capacity as LAO board members.

Timing is everything – Jacksonville just announced they have hired a new executive director, but they did it on Day 5 while attention was still on Hurricane Fay that was ravaging the coast.

There was a brief discussion about the Washington Opera negotiations.

Each board member discussed their opinion of the conference, what worked and what didn't. There were also suggested changes for next year's conference. All agreed that the Americans for the Arts presentation by Randy Cohen was great and we look forward to beginning a relationship with this organization. Maureen Kilkelly was also terrific in both her presentation and how she managed to address delegate concerns; she should return frequently, perhaps every other year to keep the delegates updated. The only request from some was that Maureen's presentation might include a PowerPoint presentation because people want to bring information back to their orchestra. The MAL/delegate luncheon was also a hit with very animated discussion and there were various questions about whether the timing could be better, perhaps earlier. Tom Hall's presentation was very informative. The Mixer was great but a little too close to the end of the session (the hall tour pushed the time up). Many found the IEB panel to be very enlightening and hope they will return every year. More than one MAL had multiple requests for more town meetings or more time to talk and mingle with others. Cathy proposed "speed dating" for a brief period of time to allow many delegates to speak to each other and find out what they had in common so they can talk to them more at a later time. The timing of the breakout sessions was discussed, perhaps moving them to the morning or early afternoon. Some topics of interest discussed for future conferences include: job satisfaction, music medicine, dealing with a hostile work environment and age discrimination.

Once again there were comments that breakout session moderators need to be better moderated; the media discussion was a bit confusing with committee members, Bill Foster and Debbie all up front. There was a suggestion that some of the "nuts and bolts" topics

could be scheduled as a break out. Some of the sessions were not as we had envisioned; some were just disappointing. Laura suggested that the “workshop” does not always have to include everyone; sometimes it can be a few “actors” with the rest as passive participants demonstrating a variety of scenarios. The idea of focusing on health issues next conference was of interest – Janet Horvath and/or Alice Brandfonbrener have been involved in music medicine and playing “less” hurt. The audiologist from Ottawa, Marshall Chasin, is also a possibility and we can look once again for a health insurance consultant who might share insights about the industry. Any panel discussions must include more opportunities for interaction with the panelists.

August 24, 2008

There was a brief discussion about the role of the conference host/coordinator and whether we should consider having one person, the same person, be the coordinator each year. Once the hotel contract is negotiated by Michael, the coordinator needs to be aware of what the contract terms are and we need to provide a more detailed list of what we require each day (Laura and Michael will work on this) and which assigned tasks are the responsibility of which officer. Conference coordinators really must reach out for former coordinators to get a sense of what their responsibilities are; a few names and phone numbers can be included in the information packet for the coordinator. Tom Reel, a former ROPA and ICSOM delegate and committee chair has already been designated for the Norfolk conference.

After much searching, February 16, 2009 was designated as the midwinter conference meeting and will be held in Chicago.

Senza Sordino will include a conference report (Laura will write this), we will ask Randy Cohen to write something from Americans for the Arts (AFTA) that will include information on how to join, Bruce’s column will include an appeal for musicians to join AFTA, and of course there will be plenty of room for newsletters. The deadline for articles is Sept. 15.

The resolutions and any pending action was reviewed:

Resolution #1 – Laura will send a copy to Jan Gippo

Resolution #2 – Bruce will draft a letter to find out which delegates or orchestra members might be interested in serving on the education committee with Paul and Bruce. The letter can go out with the delegate packets in mid-Sept. and then be posted on Delegate-L. Paul said many who attending the education breakout session were invited to participate on this committee if they so desired.

Resolution #3 – Laura will send a copy of the resolution to June Chanson and Michael will send a check for \$250 to the Local.

Resolutions #4 & 5 – Laura will send copies to James Nickel and Theresa Naglieri.

Resolution #6 – Bruce will draft a press release and will send it when appropriate to Columbus and surrounding Ohio city papers as well as the NY Times and Wall Street Journal.

Resolution #7 – This will be published in *Senza Sordino*.

Resolution #8 – Bruce will draft a press release to send to the Shreveport paper and to Chris Durham and the Shreveport orchestra committee.

Resolution #9 – both Columbus and Shreveport made mention of the Flanagan report. The press releases could also mention the condemnation of this report at the conference. Susan Feder also should be informed of the resolution. Bruce will reach out to her later in Sept.

Resolution #10 – Len will look for information and will work with Mary Plaine to write an article for *Senza Sordino*.

Resolution #11 – the recommendation that the AFM hire a health care advisor/consultant must wait for the appointment of a new SSD director. Brian will work with Mary Plaine and Jane Marvine to begin researching and also including this as a possible topic for the next conference.

Resolution #12 – Laura will send a copy to Laura Brownell.

Resolution #13 – Bruce will be communicating with both Tom Lee and Phil Ayling.

Ideas were discussed about new and updated ideas the board would like to see on the ICSOM website. Paul will contact Bruce Christensen to discuss some of these ideas, including a link to Americans for the Arts, featuring pictures from the conference that people submit, speeches, the password protected area, an RSS-type feed on the home page of news items and a “new” box when there are recent posts.

There was a discussion about when a call to action is appropriate, the Emergency Relief Fund (we never were able to discuss during the conference) and that so far, Columbus has not needed to request ERF.

There was discussion regarding the SSD Director ad for the *International Musician* and potential applicants.

The meeting ended with a discussion of the electronic media committee and some of the concerns raised during the conference by delegates, the governing board and media committee members. There was also discussion of what the make-up of “off the record” groups and a smaller negotiating group would consist of during the upcoming negotiations for the integrated agreement. There were also questions about the inclusion and participation of ROPA, OCSM and RMA in these groups and in the full negotiating sessions.