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## ICSOM CONDUCTOR EVALUATION PROGRAM

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**TO: MANAGERS AND ARTISTIC PLANNERS OF ICSOM ORCHESTRAS**  
**FROM: MICHAEL MOORE, ICSOM ADMINISTRATOR CONDUCTOR EVALUATION PROGRAM**  
**RE: ICSOM CONDUCTOR EVALUATION PROGRAM**

I am writing on behalf of the International Conference of Symphony and Opera Musicians (ICSOM), of which your orchestra is a member, to inform you about the Conductor Evaluation Program and to interest you in taking advantage of it.

ICSOM's Conductor Evaluation Program was established in 1967 to help orchestras register their collective subjective opinions and objective appraisals of conductors and to thereby help managers reach decisions in engaging music directors, resident conducting staff, and guest conductors.

Musicians provide their input by filling out a conductor evaluation form that consists of questions that range from general ("What is your overall opinion of this conductor?") to specific (e.g. "This conductor demonstrates a thorough knowledge of the score: Agree/Disagree" or "This conductor corrects faulty balance between sections: Agree/Disagree"). Forms are distributed to the musicians after a conductor's appearance with the orchestra. The forms are filled out anonymously (except to identify to which family of instruments the musician belongs—violins, lower strings, woodwinds or brass/percussion), collected, tabulated by computer at Wayne State University in Detroit, and stored there in a database which contains evaluation results back to 1982.

Similar programs are administered by the Regional Orchestra Players' Association (ROPA) and the Organization of Canadian Symphony Musicians (OCSM), and all three organizations have made their evaluation results available to the others.

Evaluation results are held in strictest confidence and can only be made available to managers, artistic planners, and conductor search committees which first submit a letter of indemnification to their orchestra's ICSOM delegate. I have included a sample of such a letter at the conclusion of this memo. For access to *your* own orchestra's evaluation results on an ongoing basis, you may include language asking for all new tabulations as they become available.

I am sure you can see the value of this resource and that you will want to use it. Musicians have a strong interest in providing input on the conductors with whom they work, and managers and artistic planners will certainly benefit from including this input in their decisions. I encourage you to speak with your orchestra's ICSOM delegate about your orchestra's participation in this program. I also invite you to contact me with any other questions you may have about the ICSOM Conductor Evaluation Program. Thank you for your interest!

Should you have any questions, please contact Michael Moore, 953 Rosedale Road NE, Atlanta GA 30306. Phone/FAX: (404) 875-8822. E-Mail: ICEPA@atlantabrass.com.

**SAMPLE TEXT:** *This letter confirms our request for evaluations of [names of conductors]. We request this information for [specific purpose]. We promise to make no other use of this material than that set forth herein, and we understand that it is given to us on this basis only. We agree that we will not show this material to, nor reveal its contents to, any conductor or to anyone outside the management of this organization, including the media. We will not copy this data. In the event you or ICSOM suffer any loss or damage as a result of our breach of the above assurances, we agree to indemnify and hold you and ICSOM harmless. Upon conclusion of our review, we will return the material to you promptly.*

**Please Note: The Conductor Evaluation Program evaluations do not represent the views of ICSOM, but rather, are a compilation of survey information gathered by ICSOM from individual orchestra members.**