

# DRAFT

## REPORT OF THE COMMITTEE TO REVIEW DEPARTMENT HEAD

After the completion of interviews with various segments of the community on and off campus, the committee came up with eight topics [REDACTED]

[REDACTED] They are, Advocacy for the Department, Budget, Collaboration, Gender Issues, Treatment of the Junior Faculty, Personality Issues, Student Issues, Vision for the Future.

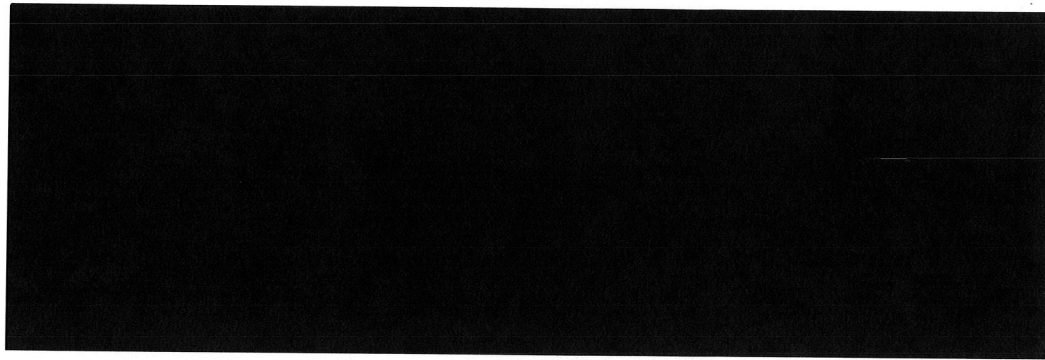
### ADVOCACY FOR THE DEPARTMENT

Many of the individuals interviewed during this review process identified advocacy for the Music Department to the higher levels of university administration and beyond to be an important function of the Department Head. [REDACTED]

[REDACTED]

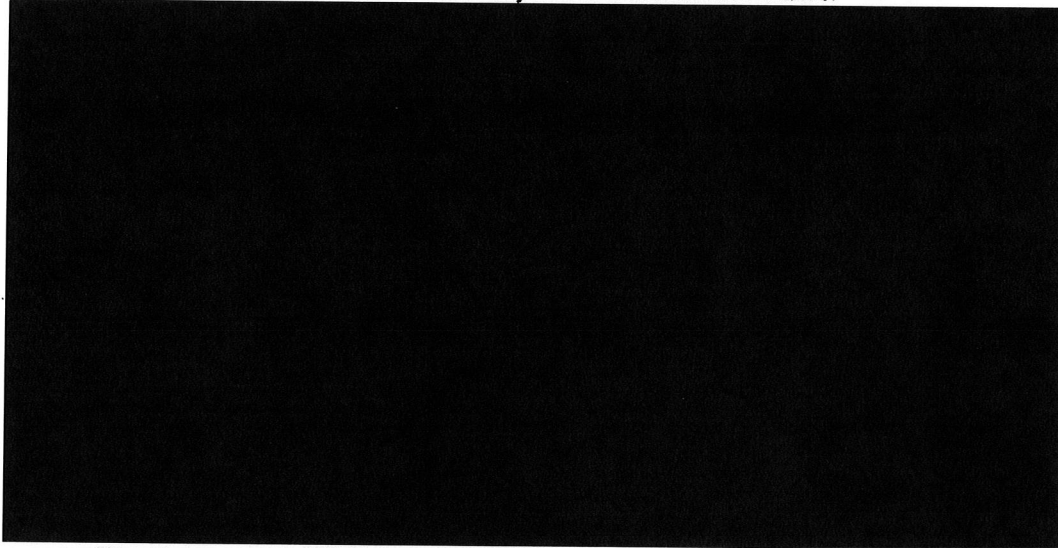
### BUDGET

[REDACTED]

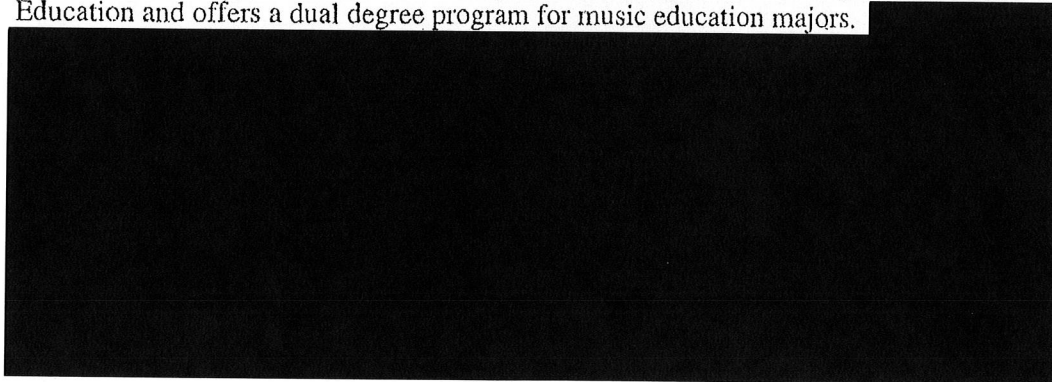


## COLLABORATION

As Head of the Music Department, Dr. Miller works with the SFA administrators and staff, as well as with administrators from the Neag School of Education and College of Continuing Studies. This section focuses on Dr. Miller's responsiveness to his colleagues' and staff's needs and his ability to collaborate with others.



The Department of Music has a close relationship with the Neag School of Education and offers a dual degree program for music education majors.



The Department of Music also has a relationship with the College of Continuing Studies through the Three Summers Music Education Masters Program, scheduling of Summer courses and the Community School of the Arts. [REDACTED]

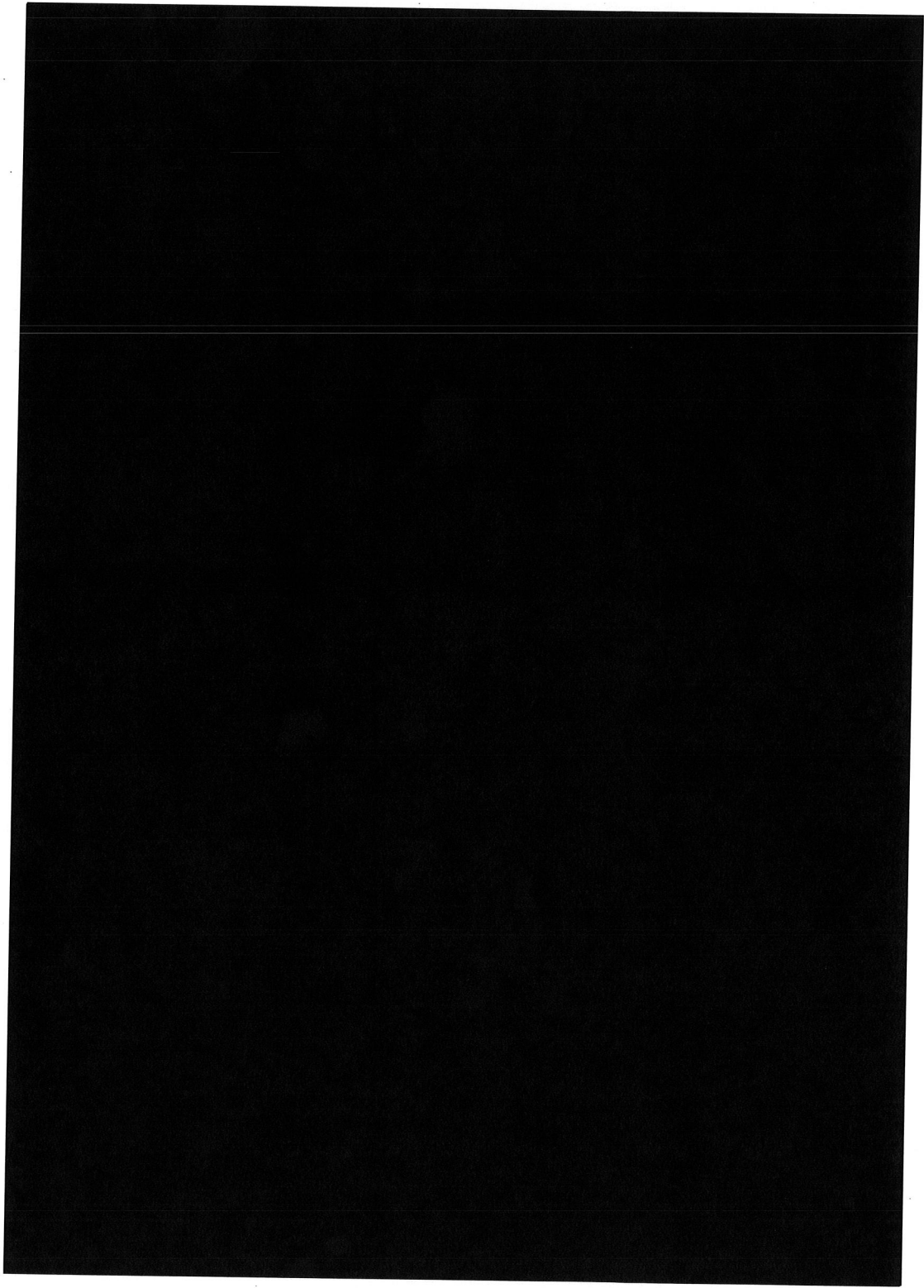
Several people interviewed voiced thoughts about the Metropolitan Opera Program. [REDACTED]

#### GENDER ISSUES

[REDACTED]

#### PERSONALITY ISSUES

None of the individuals interviewed and none of the members of the review committee are trained psychologists. [REDACTED]





[REDACTED]

#### STUDENT ISSUES

[REDACTED]

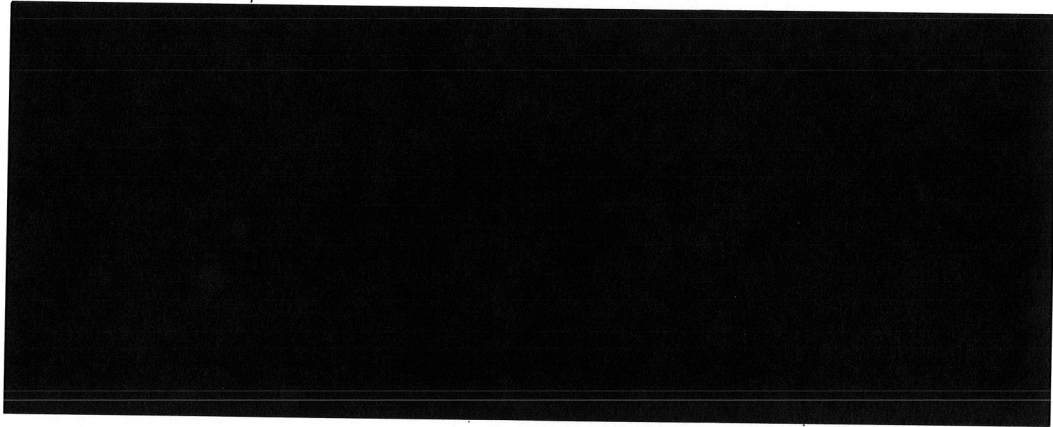
[REDACTED] related that Dr. Miller often talks of spending late evenings on-line with students, assisting them mentioned that Dr. Miller frequently invites students into his home and takes some of the students to his cabin in Vermont.

[REDACTED] he is involved in students' lives.

[REDACTED]

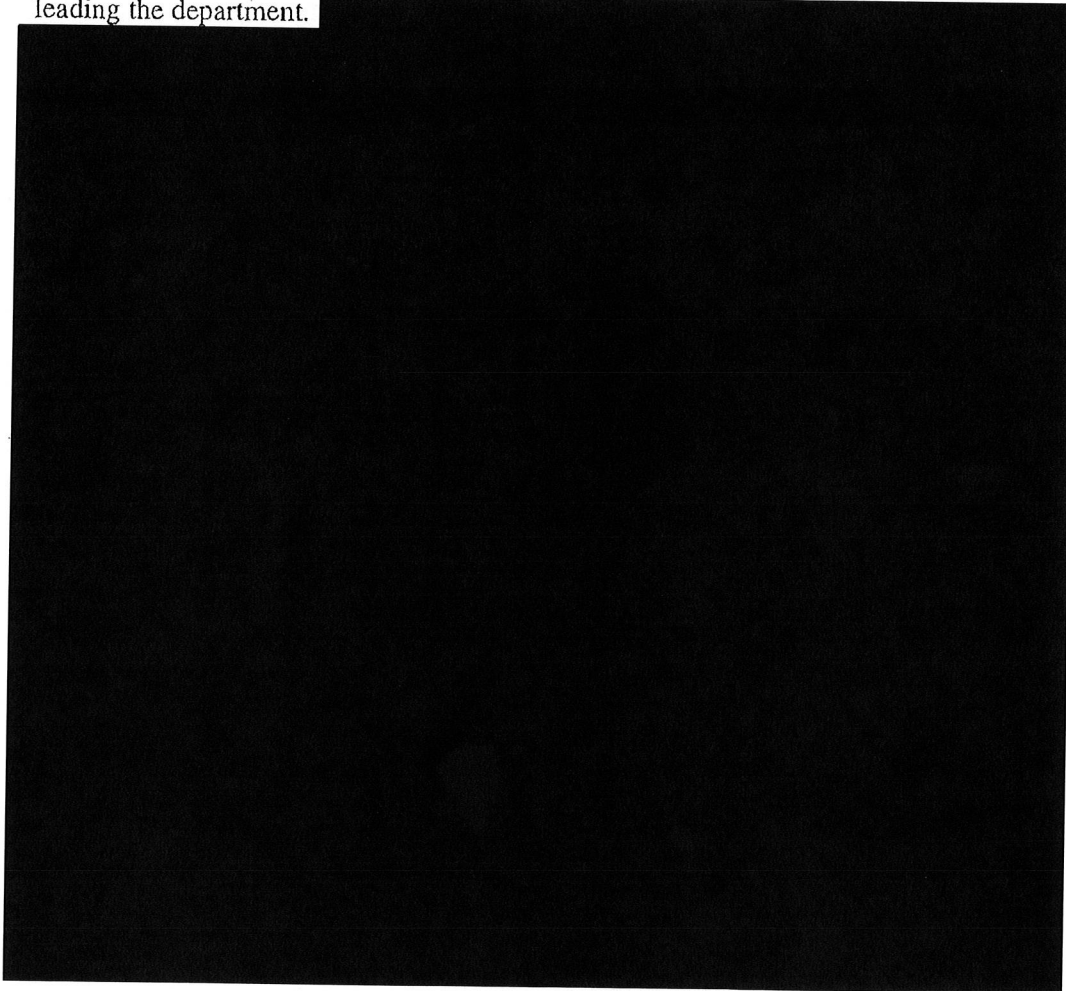
#### TREATMENT OF THE JUNIOR FACULTY

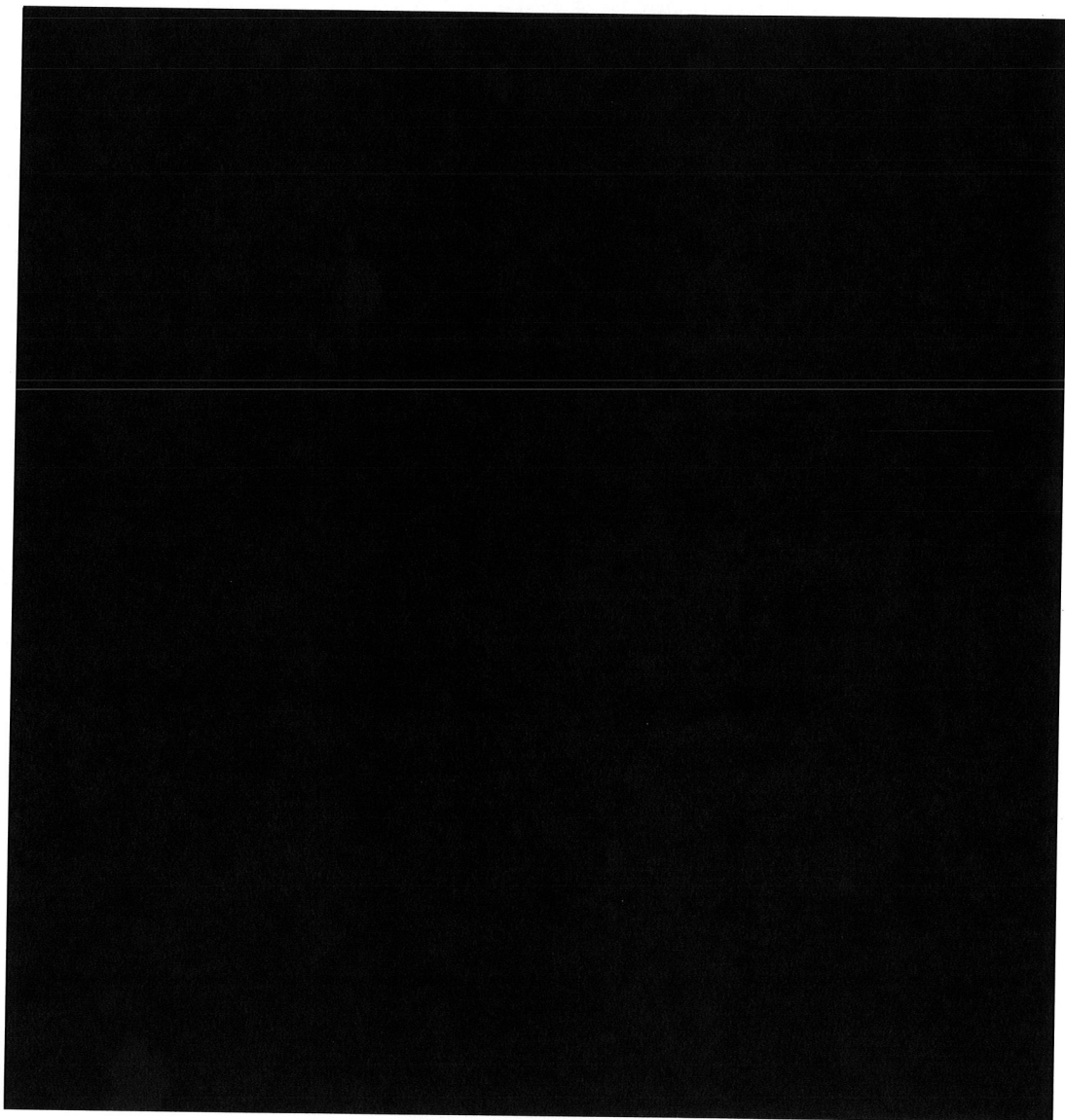
[REDACTED]



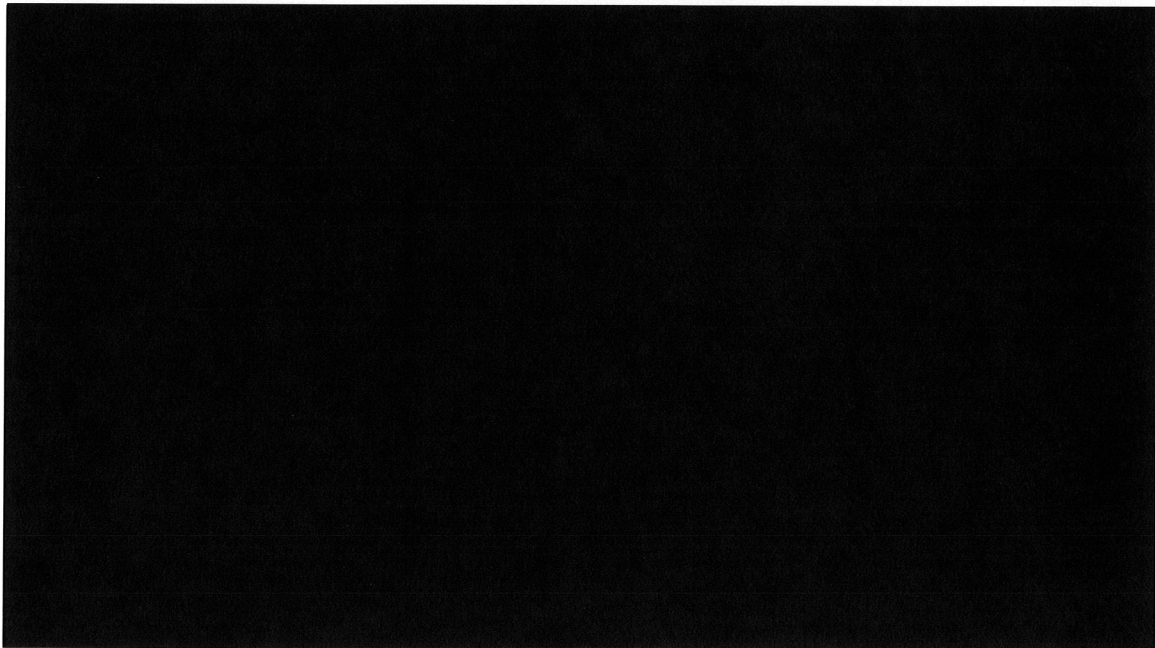
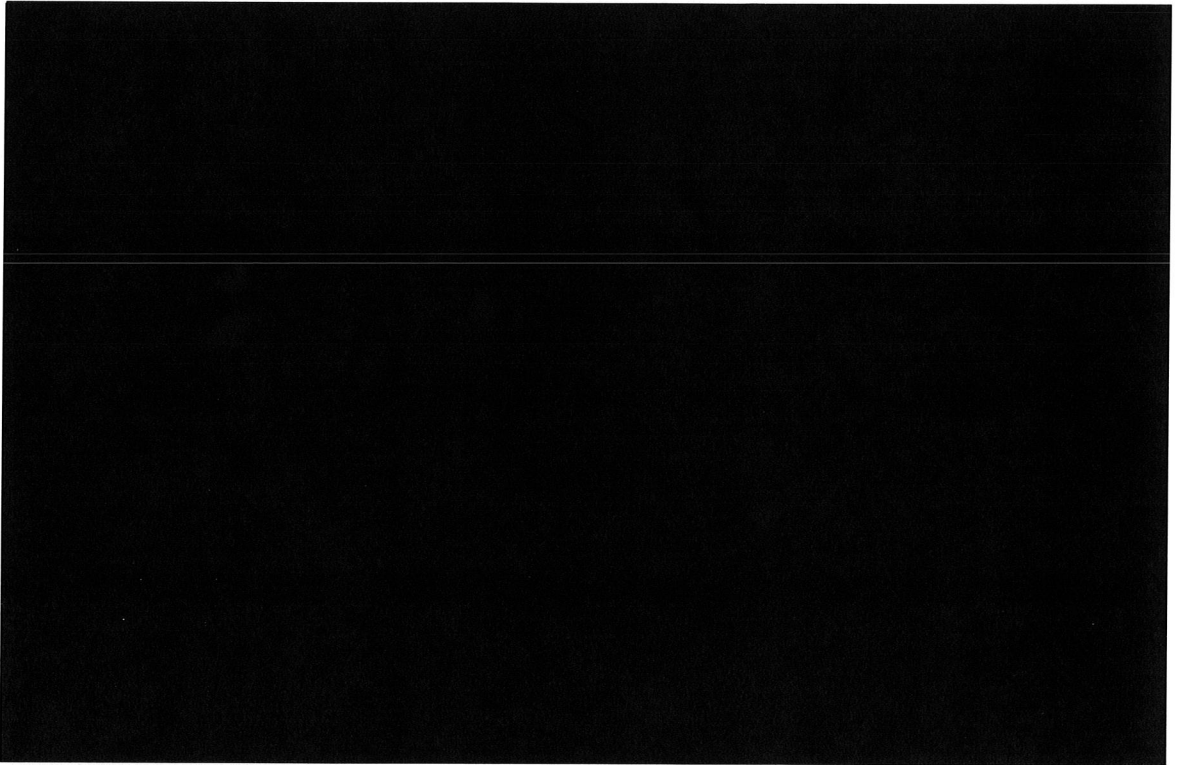
#### VISION FOR THE FUTURE

As with any multidimensional ingredient in the performance of department head's duties, none is more elusive and difficult to create a specific track record than that of vision in leading the department.





**Comments from faculty:**



[REDACTED]

[REDACTED]

[REDACTED]

#5.

[REDACTED]

Dr. Miller spends much too much time with students, walking the halls, visiting with them, helping them with English papers, taking them on trips to Vermont. [REDACTED]

[REDACTED]

[REDACTED]



#6. Dr. Miller's Strengths

- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]

Dr. Miller's Weaknesses

- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]

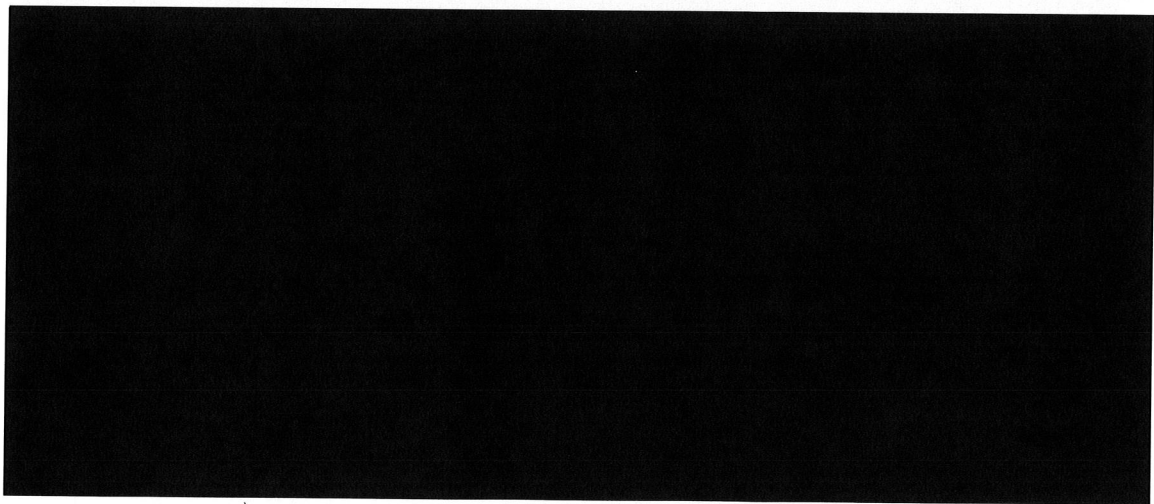
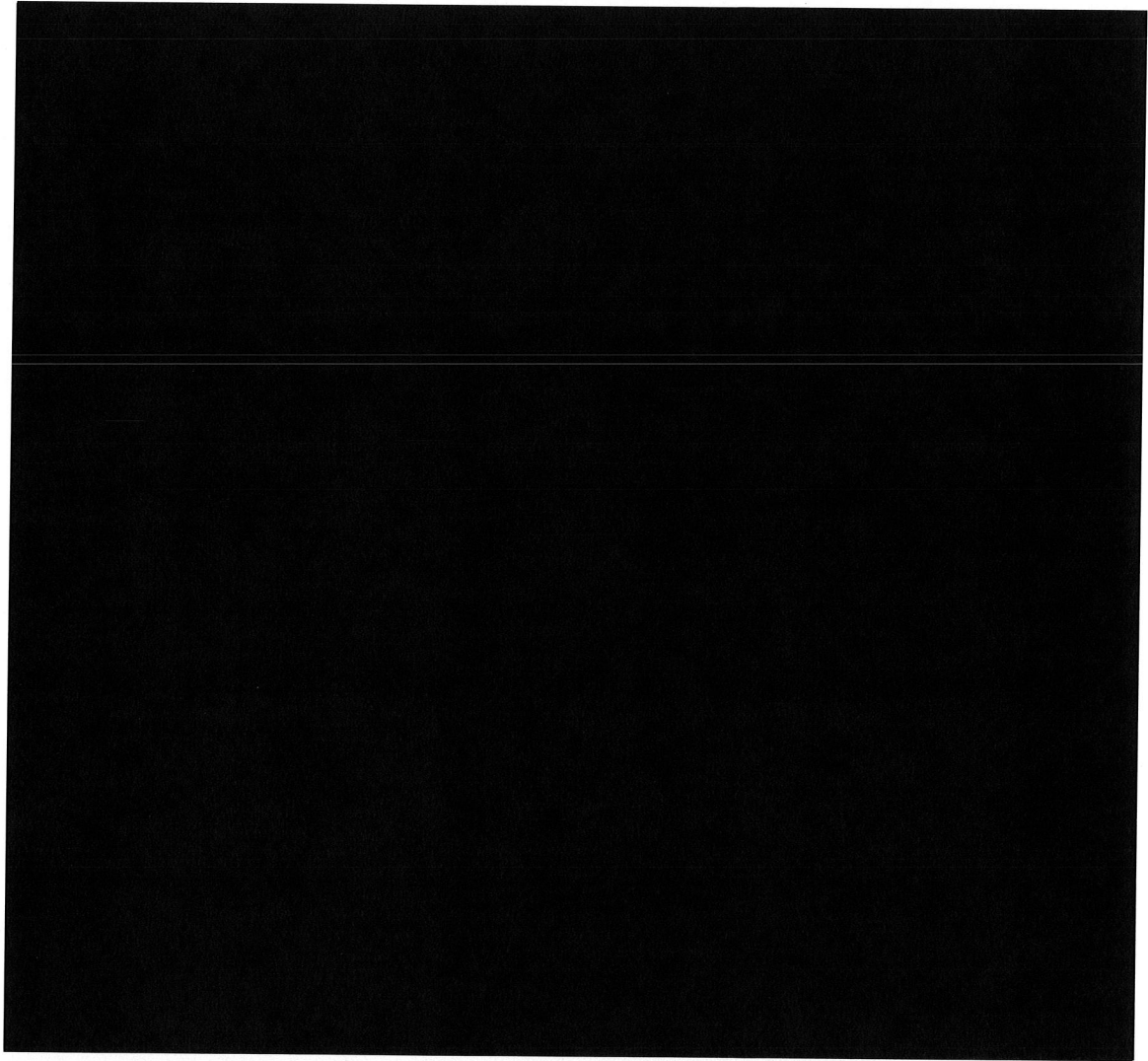
- inappropriate student relationships ("instant messaging" at 2 AM, late night practice room visits, writing student papers, inviting students to his Vermont cabin for the weekend)

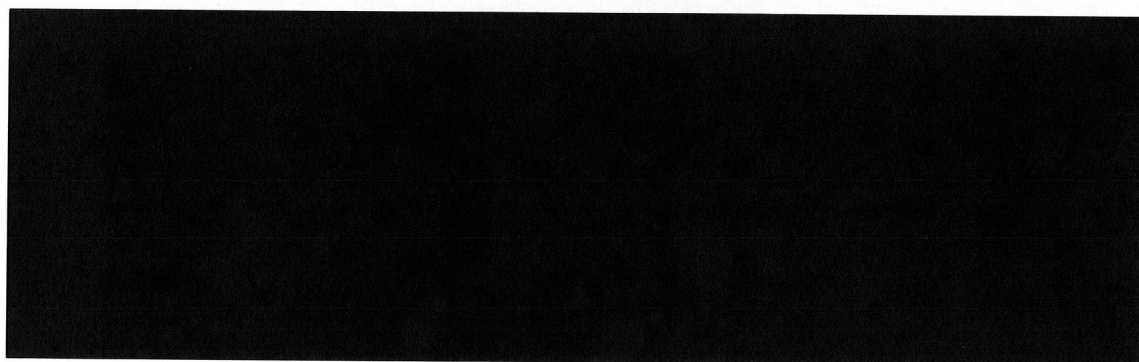
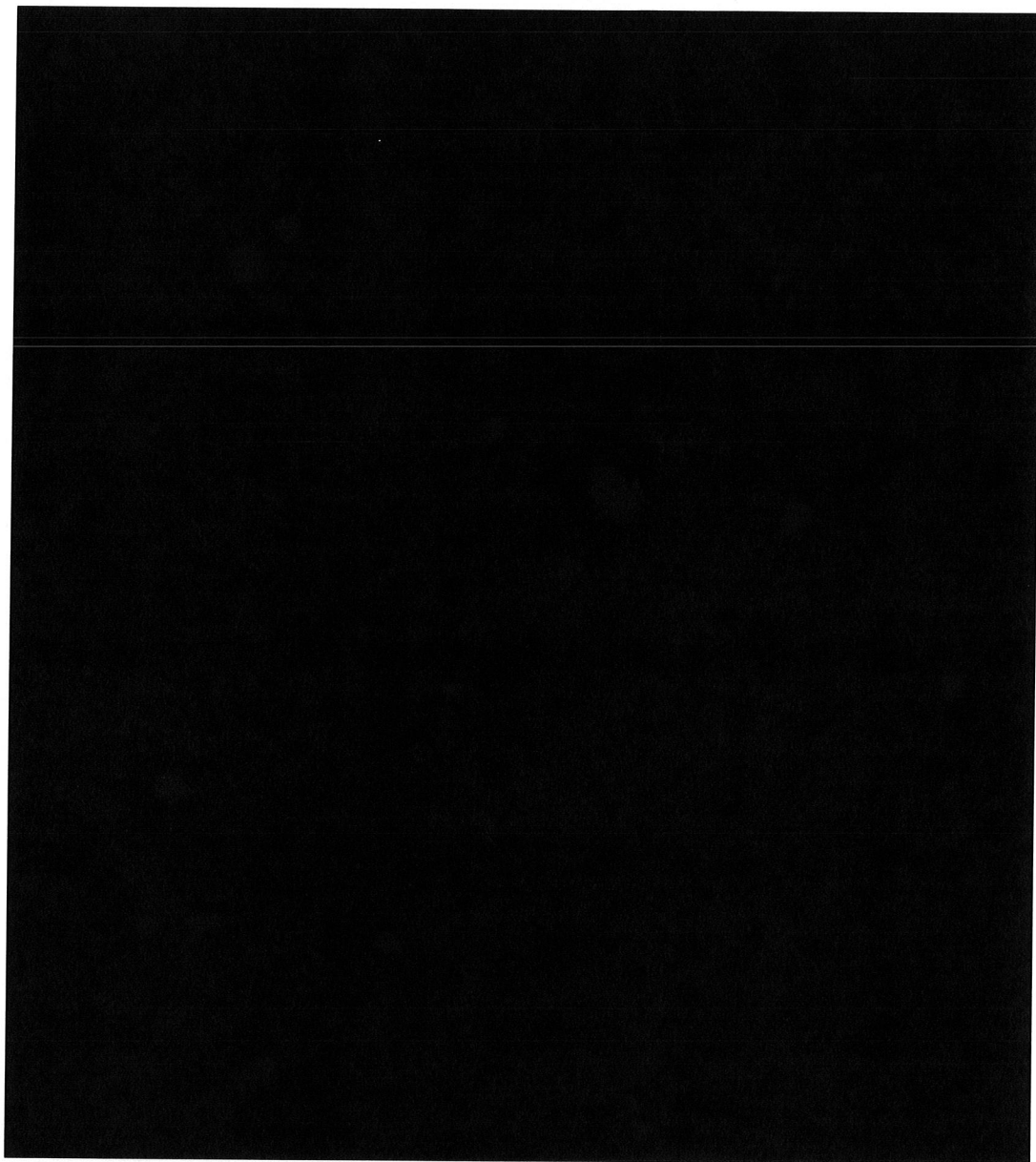
- [REDACTED]  
- [REDACTED]  
- [REDACTED]

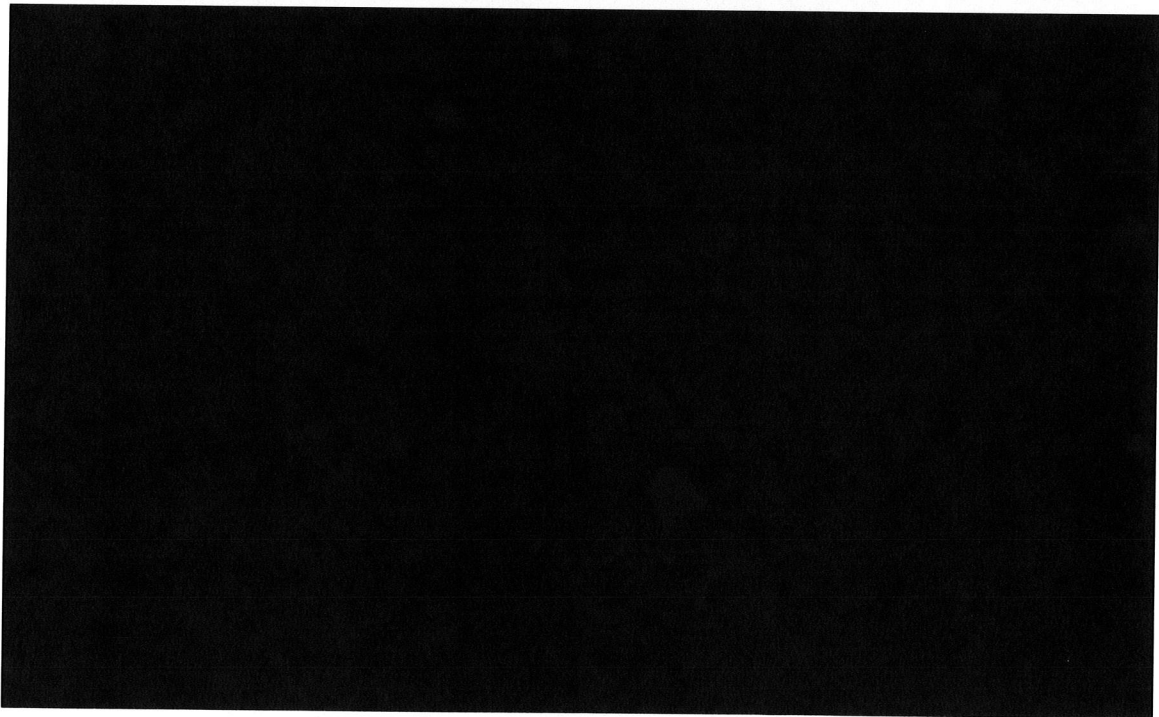
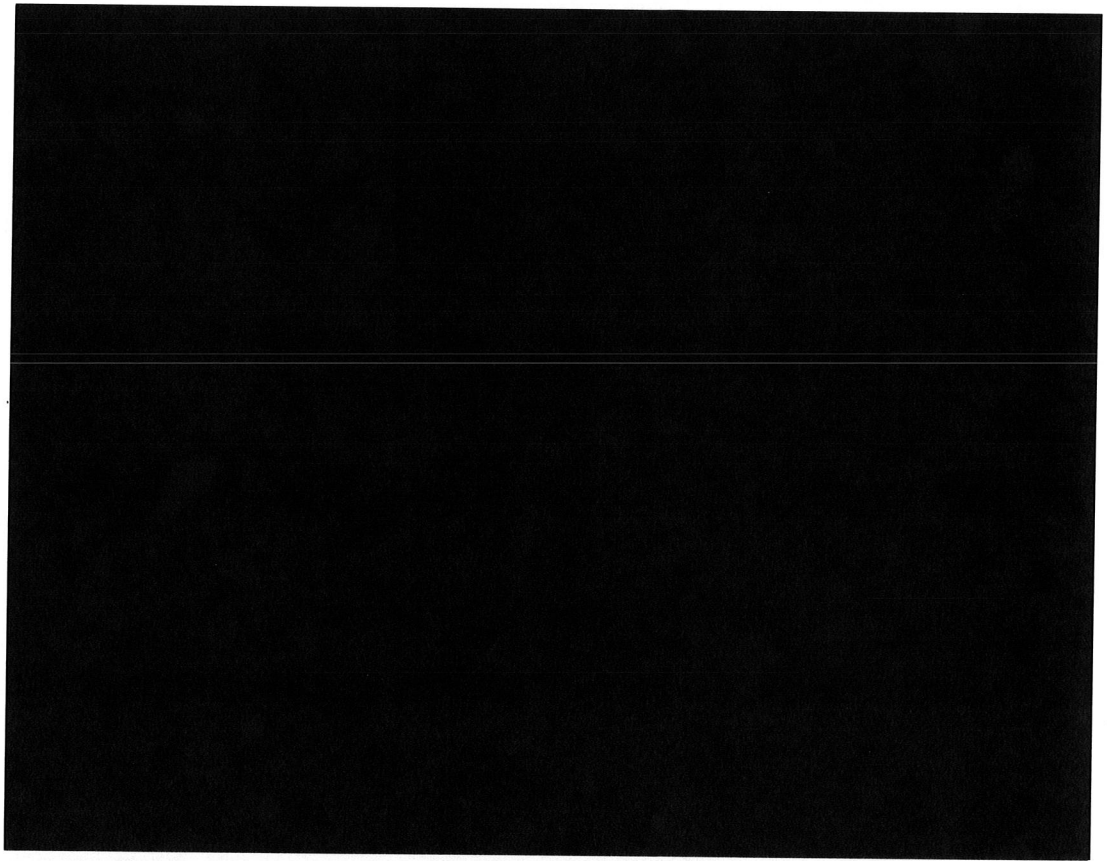
[REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]  
- [REDACTED]

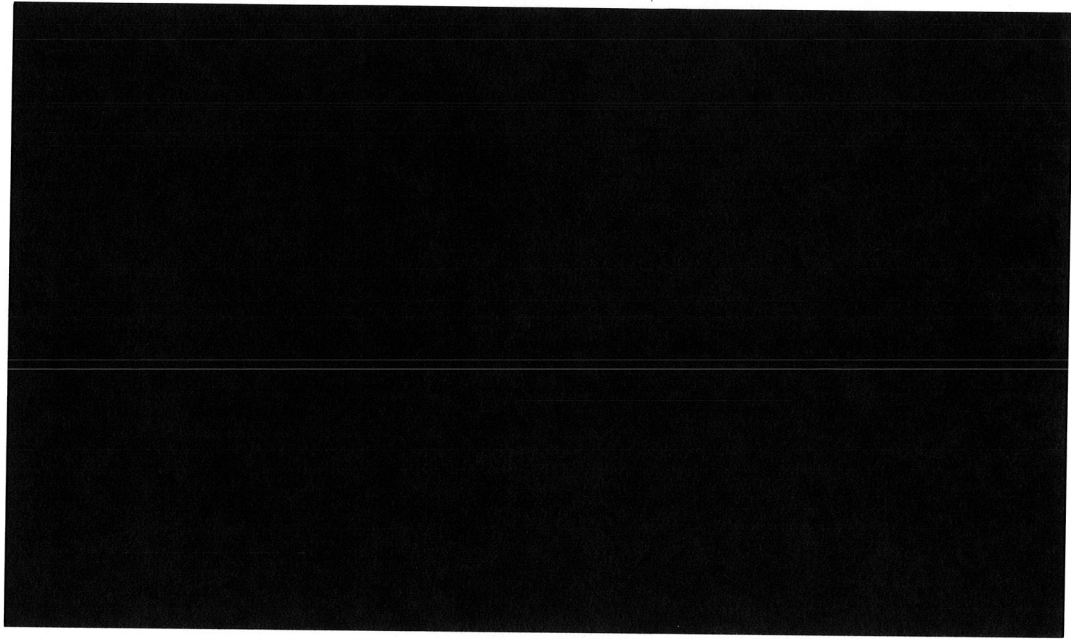
[REDACTED]

[REDACTED]









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