

*Harmony*TM

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Organizational Consultation and Research Programs



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The Institute continues to evaluate how best and more broadly to support and directly assist North American symphony orchestra organizations which seek significant positive change in the ways in which they function. We are considering various ideas and exploring a variety of avenues. Meanwhile, the Institute is continuing to work with the **Hartford Symphony Orchestra** and the **Philadelphia Orchestra** institutions in customized organizational improvement and development programs.

The Conductor Evaluation Data Analysis Project (CEDAP) is moving along slowly. Recently, with the excellent cooperation of the personnel managers of 16 orchestra organizations included in the CEDAP orchestra universe, the Institute was able to collect the average age and length of service of orchestra members over a 10-year period, which data, along with other orchestral factors, will advance the project analysis. Similar factorial data, generally in the public domain but requiring individual research, is being collected on a range of conductors in the CEDAP universe in order to complete this research project.

Nearing completion is the research into comparative orchestral musician stress and job satisfaction which was initiated by Dr. John Breda under a 1996 doctoral research grant. Publication of the findings of this research is now expected in late November or early December.