



Glasgow 2015 Presentation

**"BEST PRACTICES IN DIFFICULT
CIRCUMSTANCES"**

STATE CONSERVATORY OF GREECE THESSALONIKI

- Founded in 1914
- 300 students per year
- 70 teaching staff--(15 are permanent employees, 15 are employed on contracts of indefinite duration, 39 instructors are hired every year on nine-month-long contracts of definite duration.)
- No fee for the students- Government grant
- – the only such state music institution in the country, except for the music departments in Greek universities (the oldest of which was founded in 1985).



STATE CONSERVATORY

- The State Conservatory was founded in 1914 and initially was supervised by the Ministry of Education. Its program of studies took several years to take shape, until a Royal Decree of 1957 came out providing a very detailed description of the curriculum for each subject of study, year-by-year from beginner to graduate.



- This Decree became the template for each subsequent conservatory, private or municipal, that was founded. Somewhere down the line, the Ministry of Culture assumed responsibility for the State Conservatory, therefore encompassing all other conservatories under its sphere of influence.



STORY OF THE BUILDING

- 1825-1861 Villa of Jeky Abot (merchant)
- Blown up at 1903
- Build up again at 1904
- 1862-1945-8 Turkish Bank of english-French interests
- 1948-1978 Greek financial services
- 1987-until today State Conservatory



ARCHIVE PHOTOS



TODAY



ATHENS CONSERVATORY

- Founded in 1871
- Music/Dance/ Theater
- 650 students per year
- 70 teaching staff
- 10 members of the administration personnel
- Instructors are employed on contracts of indefinite duration, while about 25% of the teaching staff is hired as independent contractors

- It is housed in a Bauhaus building – a monument of modernism, built in 1970. Legendary musicians, such as Dimitri Mitropoulos and Maria Callas, for example, have studied and graduated from the Athens Conservatory.



ATHENS CONSERVATORY



ATHENS CONSERVATORY

- Although it is NOT a state institution, it however receives extra funding by the Ministry of Culture, based on a contract of exchange



TODAY



ΩΔΕΙΟΝ ΑΘΗΝΩΝ
ΜΟΥΣΙΚΗ

ΩΔΕΙΟΝ ΑΘΗΝΩΝ
ΘΕΑΤΡΟ

ΩΔΕΙΟΝ ΑΘΗΝΩΝ
ΧΟΡΟΣ



MINISTRY OF CULTURE DATA 2013-2014

229 Private Conservatories- Athens

- 18.581 students
- 727 graduates
- 3175 teaching staff

25 Municipal Conservatoires- Athens

- 3.477 students
- 52 graduates
- 341 teaching staff

301 Private Conservatories- rest of country

- 22.753 students
- 1018 graduates
- 3.181 teaching staff

89 Municipal Conservatories- rest of Greece

- 9.118 students
- 780 teaching staff



MINISTRY OF CULTURE DATA

- 530 Private Conservatories and music schools charging tuition fee
- 114 Municipal Conservatories operating under the aegis of the country's City authorities and their public entities
- 12.600 students studying at municipal conservatories and 41.000 studying at private conservatories.



MUNICIPAL CONSERVATORIES

- Municipal conservatories also do charge tuition fees but at significantly lower prices than those encountered at private conservatories, given the fact that a major percentage of their expenses is covered by the Municipality itself and not by state funding.



GENERAL INFO

- Conservatories in Greece follow a very similar system to what is found in Italian conservatories, since the programs and relevant curricula of studies are almost identical.
- The only major difference is that the latter are graded, supervised by the Ministry of Education, and accredited to confer undergraduate and graduate titles (i.e., Bachelor and Master Degrees).



GENERAL INFO

- All Greek conservatories offer programs of study that are structured by levels.
- In Piano, for example, there are four levels: **Preliminary** (2 years), **Lower** (3 years), **Intermediate** (3 years), **Advanced** (3 years), and typically a student can get the **Degree or Diploma** with 1 or 2 extra years of study.
- **Total advanced studies 3 to 5 years**



MUNICIPAL CONSERVATORY OF THERMI

- Founded in 1994
- 450 students(today)
- 65 teaching staff
- Annual fees & Municipal Support
- Fees from 500 € /per year up to 1.500 € /per year.
- Annual Municipal Funds for the Conservatory
- 2013-300.000€
- 2014-250.000€
- 2015-200.000€



MUNICIPAL CONSERVATORIES

- The teaching load for instructors typically reaches 30 hours per week and their salary is calculated on an hourly basis.
- Practically, this means that – based on the unified salary rates, which does not recognize contractors of definite duration more than 8 years of work experience – a full-time salary reaches a minimum of 1.037 euros and a maximum of 1.187 euros.
- At the same time, hourly rates begin at 9,42 euros gross, in the best possible scenario.
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UNIVERSITY MUSIC DEPARTMENTS

- Four University Music Departments were founded in the last 30 years.
- They are regulated by the Ministry of Education, which means that they adhere to the ECTS grading system, receive state funding and participate in Erasmus programs.
- The presence of state funding, however, does not really mean that their funding needs are met fully, since various funding cuts have been implemented during that last years.



HERE FOLLOW GREECE'S FOUR UNIVERSITY MUSIC DEPARTMENTS:

- □ The Department of Music Studies, at the School of Philosophy of the Athens University, promotes musicological research in all of its modern facets.
- □ The Department of Music Studies, at the School of Fine Arts of the Aristotle University of Thessaloniki, is the oldest university music department in Greece. It was founded in 1984 and promotes musicology and music pedagogy.
- □ The Department of Music Studies of the Ionian University, which in September 2015 hosted the International Coordinators Meeting, is based in Corfu and was founded in 1992.
- □ The Department of Music Science and Art of the University of Macedonia, resides also in Thessaloniki and was founded in 1996.



PROBLEMS

- All non-private conservatories must predict already in January how many instructors they might employ nine months later !! without possibly having prior knowledge of the student body for the next academic year!
- These teaching positions are approved through a process involving 3 different ministries – those of Interior, Finance, and Administrative Reform- having no idea whatsoever of how music institutions operate.

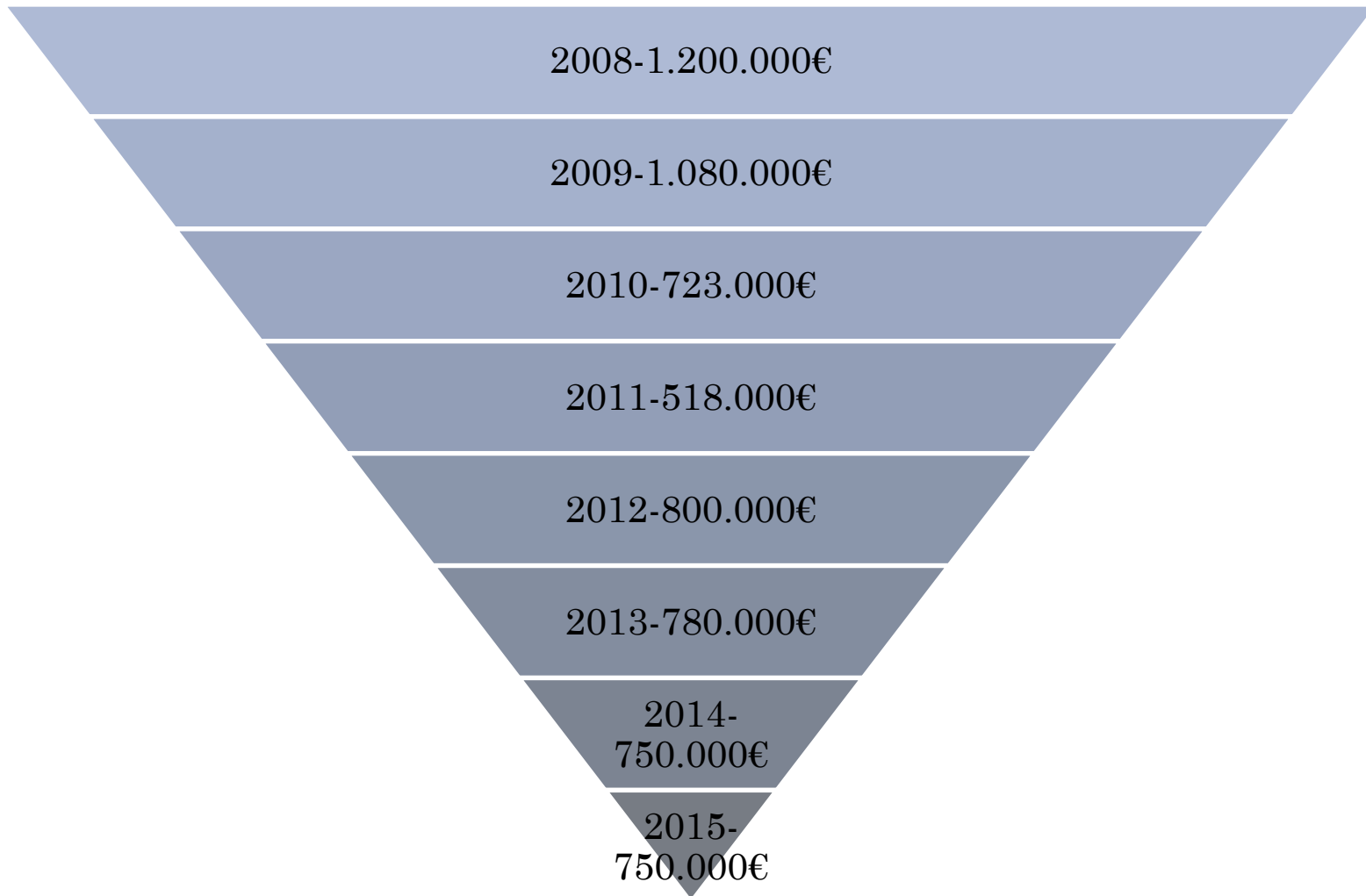


PROBLEMS

- Budget cuts up to 50%
- Salaries cuts up to 50%
- Contracts with major duration 8 months in an academic year of 10 months!
- No funds for artistic & educational programs during the year
- music-related events have decreased annually by 80%.
- Late payments
- Unemployment Funds for the staff during the summer months .
- NO unemployment Funds for the teaching staff if they didn't complete the required insurance stamps during the academic year.



STATE CONSERVATORY /GOVERNMENT GRANT



PROBLEMS

- You should take into account that the average salary in Greece is currently between 600-800 euros, while the cost of living is much higher than the European average.]
- one of the latest measures enforced by the EU and the IMF is the implementation of an added 23% tax on annual tuition fees in private educational institutions – a measure leading students and their families to utter despair.



WE CAN NOT CHOOSE THE CRISIS- BUT WE CAN CHOOSE HOW TO DEAL WITH !



BEST PRACTICES

- Learn to do many things!
- Try different solutions
- We try to give a solution to a problem although we find in front of us a problem to any solution!
- Brainstorming ideas and try applying them
- Be creative no matter what!



BEST PRACTICES

**DON'T LIMIT YOUR
CHALLENGES
CHALLENGE
YOUR LIMITS**

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BEST PRACTICES

- Creative NEW projects without money
- Support graduates via the Conservatories Network
- 3 international summer music academies were planned and organized successfully.
- Income covers expenses / All activities are self-funded



BEST PRACTICES

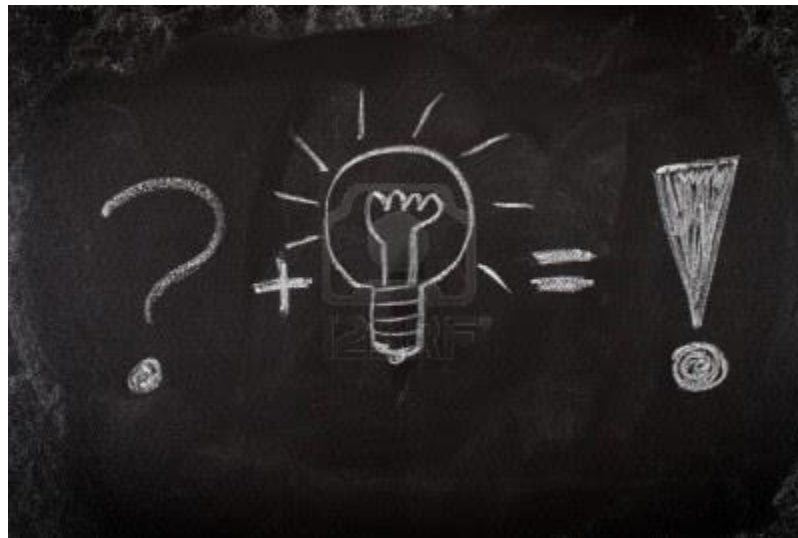
- Search for private sponsors-Difficult to find cause of the crisis
- the Artistic Directors attempt to organize master classes for students at the lowest cost possible.
- Most artists perform either gratis or for a purely symbolic fee, so that they can act as student-magnets in small cities.
- We try to adapt quickly to new data



BEST PRACTICES



EXAMPLES



EXAMPLES

- The State Conservatory of Thessaloniki organized a week-long forum entitled “Music courses... otherwise”.
- The Athens Conservatory and other institutions organize concerts in which admission is by ticket only
- The Municipal Conservatory of Thermi organizes an International festival of contemporary music in cooperation with the civil non-profit society “BeArtive”, and all profit is used to cover the cost of the festival.



EVERYTHING HAS A LIMIT

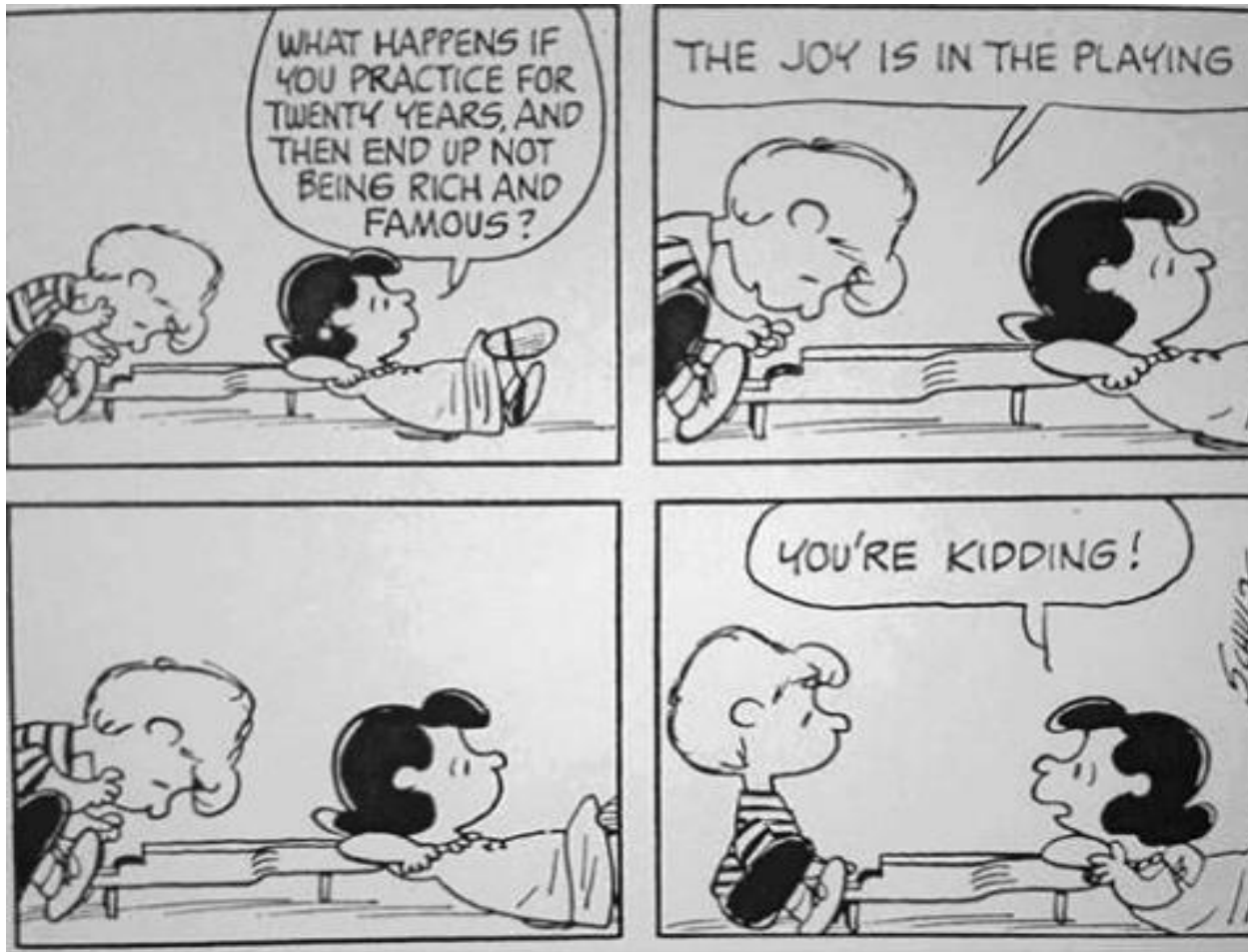
- The aforementioned initiatives, however, can go only to a certain extent, because the state is obligated to support Education, Culture and all artists in essence and not in theory.

**“THE DIFFERENCE BETWEEN GENIUS
AND STUPIDITY IS; GENIUS HAS
ITS LIMITS.”**

ALBERT EINSTEIN



YES OR NO? HUMOR IN OUR LIFE'S!



CULTURE IS FOR US A BREATH OF LIFE AND NOT SIMPLY OUR PROFESSION.

- Thank you for your attention and your time!



- Erato Alakiozidou
- Director | Thermi Municipal Conservatory
- Prof.IRC | State Conservatory of Thessaloniki
- Founder & Representative of Directors Network

