

# CU-BOULDER COLLEGE OF MUSIC DEI FACULTY HIRING TASK FORCE REPORT

"#\$%&'()\*+,-./0123456789:;!@<=>?@ (55!94!A>(B0!+B)-(C!A88, (-5'8960!D4#.!E->4-)0!@4F!G(&5'(-0! +.(H! I (8-; (0!J-4)! I 88) (0!+.(H4B)-4!<;#F(B0!+-!4BB(!D8C(..0!G(B)4.&4!" , (B9(-0!KFBB!"-'(-(-!

!<3>(!749#.F!L&B; !3456!78-9(!C45!9>4-; )!\$F!>(!+..F!+)M8949F!A8%%&'('(!4B)!>(!N&M(-5!F!A8%%&'('(! '8!08-%#.#4'(!-(98%%(B)4'!8B5!'>4'!C8#.)!B9-(45(!>(!)M(-5!F0!(P#!F0!4B)!B9.#5!M!F!80!'>(!98..(; (05! 049#.FR!"F5'(%

#(B!\88%]M#4!.(9'#-(50!%45'(-9.455(50!4B)!  
-(5&)(B9&(5!=(008-'5!5>8#.)!\$(!%4)('!8!98B5&)(-!>(5(!;#(5'5!45!94B)&)4'(5!08-!0#'#-(!3!33!  
,85!&8B5?R!!  
Z! +, , ,F!, -(55#-(!8B!94%, #5!.(4) (-5>&, !'8!4..8C!08-!4B!4, , (4.!, -89(55!8-!4..8C!(H9(, '8B5!'8!>(!  
'>-(YF(4-!-(5'-!9'!8B!8B!'4, , &B;!B'8!'>(!749#.F!^494B9F!\_ (4..894'!8B!=7^\_?!0#B)&B;R!!  
Z! A>4B9(..8-5!N&M(-5!F!7(..8C5>&, !5!4!C4F!8!(H, 4B)!, (-%4B(B'!)&M(-5(!049#.FR!!  
a! UB&M(-5!F!0#B)&B;!98#.)!\$(!.M(-4; )!08-!4!/YF(4-!AN70!'>(B!'>5!, (-58B!C8#.)!\$(!  
, -!8-!&b(!)B!7^\_!-(P#(5'5!C>(B!'>(-!4-(!3!33!8, (B&B;5R!!  
!  
\_ ( ; 4-) &B; !'>(!049#.F!5(4-9>!, -89(550!%8-(!0.(H!\$!&'F!5!B( ( ) )!&B!8-)(-!8!-(5, 8B)!8!'>(!9>4B; &B;!  
&B'(-5'5!4B)!B( ( )5!80!'>(!5'#)(B'5R!3>(!M8.M&B;!, -80(55!8B4!.!4B)594, (!-(P#&-(5!'>4'!C(!-(Y(M4.#4'(!8#-!  
9#--!9#.4-1800(-!B; 5!8!(B5#-(!>4'!5'#)(B'5!4-(!\$(5'!, -(, 4-( )!08-!5#99(55R!3-4B508-%&B;!8#-!, -8; -4%%4'!9!  
598, (!C8#.)!\$-84)(B!4B)!&M(-5!0F!'>(!, 88.!80!94B)&)4'(50!45!C(..!45!'>(!, -80(55!8B4.19-( ) (B'!4.5!B( ( ) )!  
'8!)(.M(-!>(5(!800(-!B; 5R!+5!4!98..(; (!C!(B( ( )!'8!, -8M(!>4'!C(!94B!49'!8B!8#-!8CB!5'4' ( )!; 84.50!4B)!>(!  
#B&M(-5!F!5!98%%&'% (B'!45!5, (..( )!8#!'!B!'>(!7N+D!0!c4''-49'0!>(-0!4B)!-('4!B!P#4.80&( )!&B)&M&#4.5!C>85(!  
9-(4'&M(!C8-6!8-!-(5(4-9>0!'(49>&B; 0!4B)!5(-M&9(!C&..!98B'-!\$#'(!'8!)&M(-5!F!4B)! (P#4.!8, , 8-#B&'F!&B!>&;>(-!  
( )#94'!8B!&B9.#)&B;!59>8.4-5!C>8!%4F!\$-!B;!4!9-!&94!.!, (-5, (9'&M(!>4'!98%(5!0-8%!4!8B8Y'-4)'!&8B4!  
( )#

\_(98%%(B)4'8B5!'8!>(!5(4-9>!, -89(55\*!

D85'8B!N(59-4, '8B!D85'B;!!

Z!

Z!

Z! >'.5\*]CCC:98.8-4)8R()#]>-]M(-5'FY!B9.#5M(Y(H9(..(B9(!=K!B6!B9.#) (5!B08-%4'!8B!  
\$(.8Q?!

D L & D  
Z! AU!8B!A8#-5(-4\*!+B'!Y\_49!5%!S!  
Z! AU!8B!A8#-5(-4\*!SB9.#5M(!K(4) (-5>!,!  
Z! \_49!4.!EP#!F!388.5! I .8554-F!!

D S & H  
Z! !K!B6!Y!!N!M(-5'F!" (4-9>!4B)!L!-!B;!TB.!B(!A8#-5(0! : 4B#4.!4B)! I #) (\$8865!

A A  
Z! +00!-%4'!M(!+9'!8B!D!8.!9! (5!4B)!K4C!Y!>'.5\*]CCC:98.8-4)8R()#],8.!9!(5)(P#4.Y  
8.,8-#B'F400!-%4'!M(Y49'!8BY,8.!9F!

S D S Q -A A  
Z! >'.5\*]895R;88:.(R98%1)89#%(B'1)]/@")@4X k[ND/KE7)Ao'@>CJ< : L8Y  
22>2\1()!&!

R & O P ( C M )  
Z! >'.5\*]-!M(R;88:.(R98%10!.(1)]//>/AG;p "G<60'<HEN0K5MUA \bFBH3970]M!(C!

C  
Z! >'.5\*]CCC:98.8-4)8R()#]>-15! (5) (04#.10!. (5)4''49>()Y  
0!. (5)M(-5'Fj8#'- (49>j- (58#-9(5j/R.,)0!

! "#\$%&'()\*+,# (-. %/'#0102#345#67, 8-9# : ; < . #=7">#6 (' , %?#@78-#4' +7' A#7<A#! -%B#C% (' . %#) ( , 8""A# (<#D79""# (\$7>%\*+%# , (-. %/'# (&#7AF%' \* , "%\$%<\*"#\$ ('%#< , -8";F%#7<A#7\*\*'7 , \* , F%#\* (#A;F%' ""# , (\$\$8< ; \* ; "%G##=+%#) (--(D; < . #H<%DI (-AJ# (&#K ("\* ; < . #B%' ; ; "%#< , -8A%"# , +7< . %"\$7A%#&9#4' +7' A#7<A# C% (' . %?#7- (< . #D ; \* +7AA ; \* ; (<7-# , +7< . %""8 . . %""A#7<A#%F ; %D%A#&9#\*+%# , (-. %/'#A;F%' ; \*9#L#(8\*%7 , +# , (('A ; <7\* ('7<A#\*+%#8< ; F%' ; \*9/'# : 8\$7<#M%" ('8' , %"#3%K7'\*\$%<\*G##=+%#H<%DJ# (&#K ("\* ; < . #B7\$K-%D7"# 7-" (#'8<#+' (8. +7<#78. \$%<\*"A#D' ; \* ; < . #K-7\*) ('\$# , 7--%A#! "#\$&?#D+ ; , +#K' (F ; A%"#7AF7< , %A#7< . 87. %# ; < ; . +""#\*+7\*#+%-K#&8 ; -A#7# , 8-8'%#)#&%- (< . ; < . G##=+%#+ (K%# , "#\*+7\*#+%#) (--(D ; < . #H<%DJ# (&#K ("\* ; < . # , 7<# "%'F%#7""#7#%\$K-7\*%#) ('#)8\*8'%#)7 , 8-9#'%7' , +%''#7\*#+%#N (--. %#()#O8" ; , G#

#  
#  
#

#

HP%DJ#J

- $= +\% \# ' 7 - 7 ' 9 \# ) ( ' \# * + ; ' \#$

H` -AJ#  
#

=+%#N(--%.%#()#O8";, #7\*#+%#Q<;F%'";\*9#()#N(-('7A(#R(8-A%'#"%>"#7#A;"\*;<. 8;" +%A#K%')('\$%'#7<A#



#

=+%#N(--. % #()#O8";, #D%-, (\$%"#, 7<A;A7\*%"#D+ ("7KK' (7, +\* (#%7, +;<. #7<A#K%')('\$;<. #7'##  
;<<(F7\*;F%?#A;F%'?#7<A#%<\*'K'%'<%8';7-G##

#

=+%#)(--(D;<. #7KK-;, 7\*; (<#\$7\*%' ;7-"#7'%' (#&%'8&\$; \*\*A# (<-;<%#7\*#+ \*\*K"XIIDDDG, (-('7A(G%A8IE(&"I#  
K("\*; <. #20d21X#

#

M%"8\$%#1#N8''; , 8-8\$#c; \*7%#

N(F%'#b%\*%'#

`<-;<%#;<>"#\* (#% , %<\*?#;F%#K%')('\$7<, %#% , ('A;<. "G#b7' . %#);-#"#D;--#&%#7, , %K\*A#<#;%8#()#;<>"#&8\*#7'##  
<(\*#K'%)%'%AG