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

"#$%&''()*!+,-&.!/0!121/!

3456!78-9(!:(%$(-5*!+$&;4&.!<&%5!=9>4&-?0!@(55&94!A>(B0!+B)-(C!A88,(-5'8960!D4#.!E->4-)0!@4F!G(&5'(-0!+.(H!I(8-;(0!J-4)!I88)(0!+.(H4B)-4!<;#F(B0!+-&4BB(!D8C(..0!G(B)4.&4!",(B9(-0!KFBB!"'-((''(-!

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3>(!749#.'F!L&-&B;!3456!78-9(!C45!9>4-;()!$F!'>(!+..F!+)M8949F!A8%%&''((!4B)!'>(!N&M(-5&'F!A8%%&''((!'8!08-%#.4'(!-(98%%(B)4'&8B5!'>4'!C8#.)!&B9-(45(!'>(!)&M(-5&'F0!(P#&'F0!4B)!&B9.#5&M&'F!80!'>(!98..(;(05!049#.'FR!"F5'(%&9!-49&5%!>45!.()!'8!0(C!JSDTA!049#.'F!&B!59>88.5!80!%#5&90!&B9.#)&B;!AU!J8#.)(-05!A8..(;(!80!:#5&9R!T0!'>(!VW!049#.'F!&B!'>(!A8..(;(!80!:#5&90!8B.F!8B(!&)(B'&0&(5!45!J.4960!8B(!45!<4'&M(!+%(-&94B0!'>-((!45!L&5,4B&9!4B)!B&B(!45!+5&4BR!3>#50!'>(!049#.'F!,-80&.(!&5!)(9&)().F!X>&'(R!X>&.(!(H&5'&B;!049#.'F!-4-(.F!98B5&)(-!'>(%5(.M(5!-49&5'0!#B98B59&8#5!$&45(5!&B!94B)&)4'(!(M4.#4'&8B!4B)!5(.(9'&8B!,(-,('#4'(!'>(!5'4'#5!P#8R!3>(-(!4-(!.8B;Y5'4B)&B;!5F5'(%&9!5'-#9'#-(5!&B!,.49(!C>&9>!>4M(!9-(4'()!'>&5!5&'#4'&8B0!4

#(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!0!8-!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!!

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_(;4-)&B;!'>(!049#.'F!5(4-9>!,-89(550!%8-(!0.(H&$&.&'F!&5!B(()()!&B!8-)(-!'8!-(5,8B)!'8!'>(!9>4B;&B;!B'(-(5'5!4B)!B(()5!80!'>(!5'#)(B'5R!3>(!(M8.M&B;!,-80(55&8B4.!.4B)594,(!-(P#&-(5!'>4'!C(!-(Y(M4.#4'(!8#-!9#--&9#.4-!800(-&B;5!'8!(B5#-(!'>4'!5'#)(B'5!4-(!$(5('!,-(,4-()!08-!5#99(55R!3-4B50-%&B;!8#-!,-8;-4%%4'&9!598,(!C8#.)!$-84)(B!4B)!)&M(-5&0F!'>(!,88.!80!94B)&)4'(50!45!C(..!45!'>(!,-80(55&8B4.!9-()(B'&4.5!B(()()!'8!)(.&M(-!'>(5(!800(-&B;5R!+5!4!98..(;(!C(B!()!'8!,-8M(!'>4'!C(!94B!49'!8B!8#-!8CB!5'4'()!;84.50!4B)!'>(!#B&M(-5&'F0!98%%&'%(B'!45!5,(..()8#'!&B!'>(!7N+D0c4''-49'0!>&-(0!4B)!-('4&B!P#4.&0&()!&B)&M&)#4.5!C>85(!9-(4'&M(!C8-6!8-!-(5(4-9>0!'(49>&B;0!4B)!5(-M&9(!C&..!98B'-&$#'(!'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!B8BY'-4)&'&8B4.!()#

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

D85&'&8B!N(59-&,'&8B]D85'&B;!!

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D L & D

Z! AU!8B!A8#-5(-4*!+B'&Y_49&5%!S!

Z! AU!8B!A8#-5(-4*!SB9.#5&M(!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!D8.&9&(5!4B)!K4C!Y!>'',5*]]CCCR98.8-4)8R()#],8.&9&(5](P#4.Y8,,8-'#B&'F400&-%4'&M(Y49'&8BY,8.&9F!

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Z! >'',5*]])895R;88;.(R98%])89#%(B'])]/@"_)@4XK[ND/KE7)Ao'@>CJ<:L8Y22>2\](),&'!

R & O P (C M)

Z! >'',5*]])-&M(R;88;.(R98%]0&.(])]//>/AG;p"G<60'<HEN0K5MUA\bFBH3970]M&(C!

C

Z! >'',5*]]CCCR98.8-4)8R()#]>-]5&'(5])(04#.']0&.(5]4''49>()Y0&.(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"#*(#$7>%#*+%#,(--%.%/"#Ɛ(&#7AF%'*;"%$%<*"#$('%#;<,-8";F%#7<A#7**'7,*;F%#*(#A;F%'"%#,($$8<;*;%"Ꮆ##=+%#)(--(D;<.#H<%DI(-AJ#Ɛ(&#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$7<#M%"(8',%"#3%K7'*$%<*Ꮆ##=+%#H<%DJ#Ɛ(&#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'%#()#&%-(<.;<.Ꮆ##=+%#+(K%#;"#*+7*#*+%#)(--(D;<.#H<%DJ#Ɛ(&#K("*;<.#,7<#"%'F%#7"#7#*%$K-7*%#)('#)8*8'%#)7,8-*9#"%7',+%"#7*#*+%#N(--%.%#()#O8";,Ꮆ#
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=+%#N(--%.%#()#O8";,#D%-,($%"#,7<A;A7*%"#D+("%#7KK'(7,+#*(#*%7,+;<.#7<A#K%')('$;<.#7'%#
;<<(F7*;F%?#A;F%'"%?#7<A#%<*'%K'%<%8';7-G##
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%;-32(,$6;;,237(2"<$G<17)&378"<1
=+%#)(--(D;<.#7KK-;,7*;(<#$7*%';7-"#7'%#*(#&%#"8&$;**%A#(<-;<%#7*#+**K"XIIDDDG,(-('7A(G%A8IE(&"I#
K("*;<.#20d21X#
#
M%"8$%#I#N8'';,8-8$#c;*7%#
N(F%'#b%**%'#
`<-;<%#-;<>"#*(#'%,%<*?#-;F%#K%')('$7<,%#'%,('A;<."G#b7'.%#);-%"#D;--#&%#7,,%K*%A#;<#-;%8#()#-;<>"#&8*#7'%#
<(*#K'%)%''%AG