

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!05!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%!)89#%(B'!)]/@")@4X k[ND/KE7)Ao'@>CJ< : L8Y
22>2\!(!)!

R & O P (C M)
Z! >' ,5*]M(R;88:.(R98%!)0!.(1)]//>/AG;p "G<60'<HEN0K5MUA \bFBH3970]M!(C!

C
Z! >' ,5*]CCC:98.8-4)8R()#]>-]5! (5) (04#. '0!.(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>%*+%# , (-. %/'# (AF%' * ; "%\$%<*"\$ ('%#< , -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

45(7\$4-\$+(<\$@\$/-)

¥! =+%#''7-7'9#)('#*+;'#

H` -AJ#

#

!#\$%&'()* \$

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

#

45(7\$4-\$4"&, >\$C2D-\$8"&\$7\$E(F-
=+%#N(-%.%#()#O8";, #D%-, (\$%"#, 7<A;A7*%"#D+ ("%"#7KK' (7, +* (#*%7, +;<. #7<A#K%') ('\$;<. #7'%#
;<<(F7*;F%?#A;F%'%"#?#7<A#%<*%K'%<%8';7-G##

#

%;-32(,\$6;;,23Q"<\$G<17)&3#2"<1
=+%#)((- (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