

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

"#\$%&'()*+,-./0121/!

3456!78-9(! : (%\$ (-5*!+\$&; 4&.<8%5!=9>4&-?0!@ (55&94!A> (B0!+B)-(C!A88, (-5'8960!D4#.!E->4-)0!@4FIG (&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' (%&9!-49&5%!)>45!.. ()! '8!0 (C!JSDT A!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(1&) (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&. (1&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!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!8B8B!-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!.(!)]//>/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