

# 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!"-'(-(!-!

!<br>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(!& ) (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)!<br>- (5&) (B9&(5!=(008-'5!5>8#. )!\$(!%4) (!'8!98B5& ) (-!'>(5 (!; # (5'5!45!94B)&)4' (5!08-!0#'#-(!3!33!  
,85&'&8B5?R!!<br>Z! +, , , F!, - (55#- (!8B!94%, #5!. (4) (-5>&, !'8!4..8C!08-!4B!4, , (4.!, -89(55!8-!4..8C!(H9(, '&8B5!'8!'>(!<br>'>-( (YF(4-!-(5'-&9'&8B!8B!'4, , &B;!&B'8!'>(!749#. 'F!^494B9F!\_ (4..894'&8B!=7^\_? !0#B)&B;R!!<br>Z! A>4B9(..8-5!N&M(-5&'F!7(..8C5>&, !&5!4!C4F!'8!(H, 4B)!, (-%4B(B'!)&M(-5(!049#. 'FR!!<br>a! UB&M(-5&'F!0#B)&B;!98#. )!\$(!. (M(-4; ( )!08-!4!/YF(4-!AN70!'>(B!'>&5!, (-58B!C8#.)!\$(!<br>, -&8-&'&b ( )!&B!7^\_!-(P#(5'5!C>(B!'>-( !4- (!3!33!8, (B&B;5R!!<br>!<br>\_ ( ; 4-) &B;!>(!049#. 'F!5(4-9>!, -89(550!%8- (!0. (H&\$&. &'F!&5!B( ( ) )!&B!8-) (-!8!-(5, 8B)!8!'>(!9>4B; &B;!<br>&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#-!<br>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)!>(!<br>#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(!<br>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\*!B9.#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>%#\*+%# , (--% . %/'#&(#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#

#  
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#

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