

**KATHRINE G.  
McGOVERN**  
COLLEGE OF THE ARTS  
UNIVERSITY of **HOUSTON**

Invites Applications and Nominations for the  
Position of:

**Moore School of Music  
Director**

**Greenwood/Asher**  
& ASSOCIATES, LLC

## The Opportunity

The University of Houston seeks an innovative, strategic, and highly collaborative Director of the Moores School of Music, with broad perspectives on music, higher education, the role of the arts in society, and the future of all the arts disciplines. Reporting to the Dean of the Kathrine G. McGovern College of the Arts, the director will set a strategic vision for the Moores School in its context as a comprehensive school of music situated in a public, urban, community-serving, R1 university. The director will lead the school to ensure it offers a high-quality and relevant curriculum taught with innovative and student-centered approaches; an internationally recognized faculty; active collaboration among its visual and performing arts partners in the McGovern College; and active collaboration across the University in the service of university-wide goals, including growth of the research enterprise, student success, community engagement, and diversity, equity, and inclusion.



## The Role of the Moores School of Music Director



The Director serves as the chief executive officer of the Moores School of Music, providing administrative leadership and responsible fiscal management. The successful candidate will foster academic and artistic innovation and relevance, and excellence in all of the school's programs, including by supporting and stewarding implementation of new programs. The director will

lead the execution of initiatives to support the strategic plans for the McGovern College and the University of Houston, and the director will lead processes to keep the school's strategic plans and priorities relevant and up to date. In addition, the director will:

- › promote intellectual, artistic, and cultural diversity and collaboration in all facets of the school;
- › facilitate shared governance and foster open communication at all levels;
- › facilitate the recruitment, retention, and creative development of a talented and diverse faculty, including by effectively managing faculty search processes;
- › oversee and manage faculty affairs, including faculty workloads, annual performance reviews, and promotion and tenure processes;
- › oversee and manage the allocation of scholarship resources in all divisions of the Moores School;

- › work collaboratively with key academic and community partners to represent the Moores School of Music on and off campus and to develop shared programming that advances the mission of the Moores School within the University of Houston and the city of Houston;
- › collaborate with the dean and University Advancement staff on development initiatives that serve the mission of the Moores School of Music; and
- › act as principal steward of the Moores Society, collaborating with the society's officers to facilitate and lead executive committee meetings, general membership meetings, annual fundraising events, annual elections, and other activities.

The Director will address the following priorities, among others:

› **Student Success, Enrollment Management, and Innovation**

The University of Houston seeks a director with the ability to think strategically and creatively about how the Moores School of Music positions itself as a leader in student success, degree attainment, career outcomes, and in producing graduates who are productive members of society, problem solvers, and critical thinkers for the twenty-first century. The director must be able to utilize a data-driven approach for strategic enrollment management,



enrollment growth, and strategic scholarship and resource allocations. The director will play a central role in leading the faculty and staff to work collaboratively and effectively to meet school-specific and university-wide initiatives for enrollment and student success. The director will lead initiatives to innovate in the school's curriculum to meet the demands of a twenty-first century educational program in music and ensure inclusivity and continued relevance.

› **Faculty Development**

The director will lead the recruitment, retention, and development of the faculty of the Moores School of Music. The Moores School is in a period of significant faculty turnover, with senior faculty who have established the national and international reputation of the school now reaching retirement, programs at an inflection point, and numerous opportunities available to recruit dynamic junior faculty who will carry on the school's legacy and ensure its sustainability. Faculty development will be critical to supporting the overall mission of the University of Houston's strategic plan, which calls for growth and enhancement of the university's research mission in six principal areas: energy, infrastructure, space, health, data sciences, and the arts. The plan further calls for the University to gain preeminence in the arts and for the arts at the University of Houston to double their public engagement and visibility.



› **Collaborative Relationships**

The Moores School of Music is a community-engagement leader at a university that has placed a high priority on service to its immediate community and its city. In addition to seeking new, strategic opportunities for collaboration, the director will steward existing programs with, for example, the Houston Symphony, the Houston Grand Opera, Opera in the Heights, Houston Methodist Hospital's Center for Performing Arts Medicine, and the American Festival for the Arts. The director will be highly collaborative and will demonstrate the ability to bring people together to work toward a common goal while communicating the work of the school to both internal and external audiences.

› **Development**

The Moores School of Music relies heavily on external philanthropy and endowment income to support its programs and student scholarships. The director will be responsible for ensuring the school's programming is maximally efficient, cost effective, and sustainable; that student enrollment, and enrollment growth, is at an appropriate and sustainable level; and that private philanthropy, in the form of annual support and endowment funding, supports the school's mission and functions in the coming years. The director serves as the primary liaison and steward to the Moores Society, the community-based support organization for the Moores School of Music. The director will have the ability to activate and galvanize current and future members of the Moores Society and the entire Moores School of Music community in support of the mission, vision, and goals of the school, and the school's new and emerging programs.



## The Moores School of Music

The Moores School of Music is a member of the National Association of Schools of Music and the Texas Association of Music Schools. Its mission is to provide an outstanding comprehensive music education on the undergraduate and graduate levels, overseen by a faculty and staff second-to-none; to continue to develop recognition of the school at the local, national, and international levels in order to attract students of the highest caliber; and to provide the University community and the city with the highest quality performances that will both educate and entertain.

Moores School faculty come from the finest universities and professional music organizations in the world, including the Houston Symphony, the Houston Grand Opera, the Metropolitan Opera, the New York City Opera, La Scala, the Metropolitan Opera, Indiana University, Northwestern

University, and the University of Michigan, among many others. The Moores School produces over 300 concerts and events annually, on campus in three beautiful performance spaces—including the world-renowned Moores Opera House—and off-campus in the city of Houston. The school is a dynamic, exciting place that mirrors the vibrant, multicultural, and artistically vital city in which it is located.



The Moores School of Music has over 400 students from all over the world, in fields ranging from music performance to music education to musicology. The school offers a Bachelor of Music, Bachelor of Arts, Master of Music, Doctor of Musical Arts, a Certificate in Music Performance as well as minors in Music Literature/History, Music Theory, and Interdisciplinary Arts. Additionally, students already possessing an undergraduate degree in music may pursue teaching certification through a Post-Baccalaureate Certification. This rich learning environment, combined with a commitment to providing a complete and comprehensive musical experience, has led graduates to extraordinary careers and makes Moores an ideal destination for fostering musical creativity and education.



## Professional Qualifications and Personal Qualities

The ideal candidate will have the following professional qualifications, skills, experience, and personal qualities:

- › Experience in leadership, in academic administration as a department chair or associate dean, or in other comparable leadership roles.
- › Proven success in fundraising for higher education, faculty support, and capital improvements.
- › Proven commitment to enhancing diversity, equity, and inclusion for students, faculty, and staff.
- › Experience with budgeting and resource allocation.
- › Understanding of and commitment to the mission, vision, and values of a public, urban, community-serving, R1 university and a willingness to play an active role in the life of the school, college, university, and city.

- › Experience with student-success initiatives and a commitment to facilitating teaching of exceptional quality.
- › A demonstrated track record in scholarship and creative activity, including publishing or performance, or success in obtaining external grant funding.
- › The ability to communicate and work effectively with a wide range of constituencies in the arts, across the University, and in the wider community.
- › Experience with shared governance and university faculty-affairs policies and processes.
- › Personal attributes that include strategic vision, excellent leadership skills, a strong work ethic, high energy, excellent written and oral communication skills, tact and confidentiality, an ability to balance compassion and morale building with accountability, and an ability to bring people from different disciplines, organizations, and backgrounds together to work toward a common goal.
- › Terminal degree in a relevant area and a scholarly and creative record that qualifies for appointment at the rank of professor with tenure at the University of Houston.



## The Kathrine G. McGovern College of the Arts

Bringing together the performing and visual arts entities at the University of Houston, the Kathrine G. McGovern College of the Arts includes the Schools of Art, Music, and Theatre and Dance, the M.A. in Arts Leadership Program, the Blaffer Art Museum, and the Cynthia Woods Mitchell Center for the Arts. The faculty are award-winning and internationally distinguished, providing top-quality instruction to the talented, emerging student artists, teachers, and scholars in more than thirty programs of study.

### Moore School of Music:

- › #1 in College Factual's Best Colleges for Music (2020)
- › 418 students (spring 2022)
- › 75 faculty
- › 2nd-largest Music Education program in the State of Texas
- › Over 95% job placement rate for Music Education graduates
- › 300 concerts and events annually
- › 4 full-length operas annually
- › 40+ guest artists and scholars annually
- › 3 beautiful performance spaces
- › Moores Opera Center 2021 winner of the American Prize in Opera Performance

### Kathrine G. McGovern College of the Arts:

- › 7 major performing and visual arts venues
- › 39,280 number of tickets issued (2018-2020)
- › 1,942 total number of seats within the college performance venues

### University of Houston:

- › 47,000+ students
- › 2,800+ faculty
- › \$203M research expenditures (2020-2021)

The McGovern College provides education in the classical traditions and in innovative practices across the visual and performing arts; cross-disciplinary training through collaborations between the College and other academic units on campus; and professional, social, and entrepreneurial experiences through collaborations with arts and cultural organizations in the city of Houston.

The College is responsible for numerous cultural, professional, professional-development, and leadership programs, among them the annual Texas Music Festival and Houston Shakespeare Festival, as well as other initiatives such as the CounterCurrent Festival and the Leadership in the Arts Summit—all on top of year-round exhibitions and performances on the University of Houston campus, located in one of Houston’s most active, dynamic, and innovative arts neighborhoods.

The Kathrine G. McGovern College of the Arts seeks to positively impact the community and to empower its students to use their talents, critical thinking, and collaborative spirit to change the world.

## About the University of Houston

Founded in 1927, the University of Houston (UH) is the leading public research university in Houston and the third largest university in Texas. In 2021, UH enrolled more than 47,000 students in 276 undergraduate and graduate academic programs – both on campus and online. UH awards more than 11,000 degrees annually and has more than 360,000 alumni. Expanding its community reach, UH also serves students through instructional sites in Sugar Land and Katy. In 2020, the University launched a College of Medicine to meet the health care needs of underserved populations in the region and state.



The student body at UH is one of the most diverse in the nation among research universities for its ethnic diversity, with no majority race on campus, and is also very international in character, with students from more than 125 nations. With more than 500 student organizations and 17 intercollegiate sports teams, campus life at UH is vibrant and engaging.

The University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate, master's, professional, and doctoral degrees.

## The City of Houston



The City of Houston is America’s fourth-largest city and one of America’s great arts destination cities for the twenty-first century. Boasting a host of renowned visual and performing arts organizations (including the Houston Symphony, Houston Grand Opera, Houston Ballet, multiple chamber and period-instrument ensembles, the Museum of Fine Arts, Houston, and the Menil Collection,

among many others), Houston is second only to New York City in the scale of its cultural district. Beyond the inspiration of a thriving arts scene, students and faculty benefit from the deep roots and frequent collaborations with Houston's artists, educators, and communities.

## Nomination and Application Process

### Salary

Salary will be competitive and commensurate with qualifications and experience.

### How to Apply

Greenwood/Asher & Associates, LLC is assisting the University of Houston in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher and Associates. For a full application package, please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

#### **Please direct inquiries, nominations, and application materials to:**

Betty Turner Asher, Founder, Greenwood/Asher & Associates

E-mail: [bettyasher@greenwoodsearch.com](mailto:bettyasher@greenwoodsearch.com)

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*The University of Houston is an Equal Opportunity/Affirmative Action institution. Minorities, women, veterans and persons with disabilities are encouraged to apply. Additionally, the University prohibits discrimination in employment on the basis of sexual orientation, gender identity or gender expression.*

*All offers of employment are subject to and contingent upon satisfactory completion of all pre-employment background checks.*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Houston documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*