



Director of the Sarah and Ernest Butler School of Music

The Butler School of Music at The University of Texas at Austin (UT Austin) welcomes nominations and applications for the position of **Director of the Sarah and Ernest Butler School of Music**. The new Director will be a creative, dynamic, and strategic administrative leader with demonstrated abilities in communication, team building, change management, and community engagement. The Director of the Butler School will be actively engaged in research and/or artistic practice and interested in joining a supportive and energetic creative community of likeminded colleagues and students.

The Director will also be versed in and deeply committed to centering the core values of inclusion, equity, and diversity within the School of Music. With the Dean and other leaders, faculty, staff, and students, the new Director will advocate for the essential value of the arts to the larger community, to the state of Texas, to the nation, and to the world.

The Butler School of Music is located within the College of Fine Arts (COFA). For decades, the College of Fine Arts has provided an unparalleled platform for groundbreaking critical inquiry and creative production in theatre, dance, music, art, arts education, design, and technology. COFA is distinguished by its pedagogical approach - blending a rigorous conservatory-style with a liberal arts education, multidisciplinary studio training, vanguard research, and extensive public engagement. The faculty's dynamic interdisciplinary and interprofessional collaborations across the departments and programs within the College and across the University are key to COFA's current and future success.

The Butler School of Music engages in the larger national conversation about arts education in general, and music education and performance, specifically, by seeking a balance between critical engagement with new fields and directions with study of traditional forms and practices. The new Director of the School will see this challenge as energizing and exciting.

Applications are encouraged from candidates belonging to groups that are underrepresented in higher education leadership, including women, racial and ethnic minorities, people with disabilities, and members of the LGBTQIA communities. Nominations are also welcomed.

MISSION

Through professional education of the highest caliber, the Butler School of Music at The University of Texas at Austin prepares students for productive careers as performers, teachers, composers, and scholars and for satisfying lives as informed and responsible members of a democratic society. In accordance with the University's mission, the School also seeks to extend the boundaries of knowledge and human experience through research and the creation of new music.

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While preserving the best of traditional education in music, the School seeks to prepare students for the changing realities of the modern world through engagement with diverse musical traditions, community outreach, and new technologies that can be used creatively to further the art of music. The School promotes the interdependence of performance and scholarship, innovative relationships between music and other disciplines within and outside the arts, and a wider appreciation throughout society of music and its significance.

THE BUTLER SCHOOL OF MUSIC

The [Butler School of Music](#) has a well-established mission that emphasizes classical training and repertory along with programs in composition, opera, jazz, electronic music, musicology, ethnomusicology, music theory, and music education. As a comprehensive institution, the School's degree programs range from a liberal arts BA in Music to undergraduate and graduate professional and academic degrees including the BM, MM, DMA, PhD, and Artist's Diploma. Extensive instruction is also available to non-majors who wish to study music or perform in ensembles. The Butler School also offers a variety of community music programs and summer camps and hosts state-wide competitions sponsored by the University Interscholastic League.

The Butler School has a diverse student body of approximately 360 undergraduates, 97 masters and 161 doctoral students, as well as Artist Diplomas and K-12 teaching certification. As an integral part of the thriving Austin music scene, the Butler School of Music offers an array of programs that prepare artists, scholars, and teachers to make profound contributions to music through engaging study and exceptional performance experiences.

In-state tuition for undergraduates is approximately \$11,630 per year; for non-residents, \$41,202. Full-time tuition for in-state graduate students is \$10,366; for non-residents, \$19,212. For many students, these costs are heavily discounted through merit and need-based financial aid. Merit-based and financial need scholarships and fellowships total \$1.5 million each year. Graduate students receive teaching assistantships, tuition waivers, tuition benefits, and health benefits worth another \$3 million annually. In addition, need-based grants are distributed to students through the University's Office of Financial Aid.

Statistics for the student population include: 87% of undergraduates are Texas residents, 13% are non-residents (including 4% international students); 30% of graduate students are Texas residents, 70% are non-residents (including 24% international students). In alignment with a College of Fine Arts initiative, the Butler School has a robust commitment to music teacher education, with 36% of all undergraduate majors enrolled in teacher education programs. 19% of undergraduates are first-generation college students. In 2021, music undergraduates self-identified as 44% Female, 56% Male, 15% Asian, 3% Black, 29% Hispanic, 1% international, 5% two or more races, and 46% White.

The Butler School has a tenure-track faculty of 49, 44 contingent faculty, and a staff of 25. The faculty are graduates of the leading music conservatories and universities throughout the country and world. Many enjoy national and international performance and/or scholarly careers. More than half of all full professors are holders of endowed professorships or chairs.

The Butler School of Music currently holds 147 endowments with a total market value of \$80.1 million. These endowments are restricted funds to support students through undergraduate and graduate

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scholarships and fellowships, faculty endowments (6 chairs and 11 professorships) and program endowments, including the large Sarah and Ernest Butler School of Music Endowment valued at \$22.3 million. Major gift fundraising for the school is conducted by the college's development team, and the annual fundraising is outsourced to the UT Office of Annual Giving. The school fundraising total from all sources averages approximately \$6 million per year.

Facilities

The Butler School of Music enjoys an abundance of faculty studios, practice rooms, rehearsal studios, and recital halls.

Recital and concert halls include the 700-seat Bates Recital Hall with its Visser-Rowland tracker organ; the McCullough Theater, a 400-seat proscenium theater; the 325-seat Jessen Auditorium recital hall, housing a newly installed, 31-rank Aeolian-Skinner organ; and the 175-seat Recital Studio. Ensembles have also performed in the 2900-seat Bass Concert Hall.

Students have access to 125 soundproof practice rooms including dedicated practice rooms for organ, harp, and percussion, as well as 60 practice modules equipped with grand pianos. The School has 18 "smart" classrooms and eight general-use rehearsal rooms, in addition to teaching studios, faculty offices, and administrative offices.

The School's instrument collection includes over 300 pianos, including 140 grand pianos (of which 127 are Steinway grands and 11 are Steinway Concert D grands). In addition to the Visser-Rowland performance organ, the school owns one large teaching organ, four harpsichords, and one fortepiano. The instrument inventory numbers 1,000 items for use in traditional ensembles as well as for early music and non-Western music.

The Butler School is equipped with a 24-track professional recording studio which records student, faculty and guest artists in concert at any of the School's halls or in many of the rehearsal rooms. The Electronic Music Studio is a state-of-the art lab devoted exclusively to electro-acoustic music composition and sound design.

The Performance Library houses and maintains the largest collection of performance literature in the Southwest: over 18,000 scores for choral, orchestra, concert band, jazz, opera and chamber music. The Fine Arts Library contains extensive materials on art, theatre, dance, and music, including 350,000 books and scores, 400 current serial subscriptions, 48,000 compact discs, 12,000 DVDs, 12,000 video cassettes and videodiscs, 6,200 reels of microfilm, 24,000 microfiche, and over 135,000 LPs.

Other Programs

The Butler School of Music produces more than 600 concerts and events each year. Students have the opportunity to perform in recitals, master classes, chamber groups, and instrumental and vocal ensembles. Our performing ensembles regularly engage in performances around the country and abroad. Recent highlights include a Jazz Orchestra European tour in 2018, and the Wind Ensemble's World Tour in 2014 spanning three continents, as well as frequent touring by our Trombone Choir. Our performing ensembles include a broad range of options for students including the Symphony Orchestra, Wind Ensemble, New Music Ensemble, Jazz Orchestra, Chamber Singers, Concert Chorale, and non-canonical ensembles such as the Mariachi Ensemble, Hispanic Caribbean Ensemble, Gamelan, Middle Eastern Ensemble, Svaranjali, and

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Conjunto. The Experimental and Electronic Music Studio (EEMS) is outfitted with cutting-edge technology and resources dedicated to the creation and performance of electronic and electro-acoustic music. A vibrant chamber music program features the renowned Miró Quartet who mentors students in the Young Professional Quartet Program.

The Richard E. Rainwater Fund for American Music supports the teaching, scholarship, and performance of American music of all genres. To that end, the endowment provides approximately \$250,000 annually to expand the scholarly activities of the Center for American Music, support travel and program assistance for ensembles whose repertory is drawn primarily from the Americas and bring the most inventive and diverse American composers to campus. The fund also provides Rainwater Innovation Grants to undergraduate and graduate students for initiatives aimed at challenging the usual way of doing things and reaching underserved audiences.

The school facilitates a robust Visiting Guest Composers program hosted by composition faculty in conjunction with the New Music Ensemble. Anywhere from five to ten visiting guest composers come to campus each year that represent a diverse spectrum of musical creation, and students have opportunities to partake in masterclasses, private lessons, and ensemble coaching from visiting guests. Additionally, the Butler School awards the biennial Eddie Medora King Prize in Composition—a \$50,000 award bringing a significant guest composer to campus to participate in week-long collaboration with composers and performers that honors their significant contributions to music.

The Butler School sponsors several research and educational centers including the [Butler Opera Center](#) (with an associated performance diploma program), the [Center for American Music](#), and the [Center for Music Learning](#). The school also provides a wide range of community music programs, including the String Project, the Piano Project, and Musical Lives serving approximately 600 area music students annually, while offering graduate students valuable teaching experience and inculcating a commitment to working with underserved communities. In addition, the school maintains extensive collaborations with a variety of community collaborators, including the Austin Opera, the Austin Symphony, the Austin Classical Guitar Society, KMFA Classical 89.5, and the El Sistema-inspired Austin Soundwaves program.

The Longhorn Band, known as “The Showband of the Southwest,” is a \$1 million program providing 350 non-majors and music majors with performance opportunities while serving in ceremonial roles at milestone campus events from commencement to football games.

THE UNIVERSITY OF TEXAS AT AUSTIN and THE COLLEGE OF FINE ARTS

The [University of Texas at Austin](#) is a flagship, tier-one, research institution, situated in Austin, Texas, a city known for its charm, quality of life and active engagement with the arts. Students at The University of Texas at Austin are admitted to the undergraduate and graduate programs from a highly competitive and imaginative pool of applicants.

The University of Texas at Austin is one of the largest public universities in the United States and is the flagship of The University of Texas System, which includes eight academic universities and five health institutions statewide. The University is a driver of economic and social progress, serving its citizens as a leading center of knowledge and creativity. With origins that trace back to the 1827 Mexican government constitution for the state, the University has grown to a 431-acre main campus, enrolling over 51,000

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students studying in more than 150 bachelor's degree programs and over 230 graduate programs across 18 colleges and schools, with a faculty of 3,100 supported by 21,000 professional staff. The University also includes the nearby, 476-acre Pickle Research Campus that is home to the Bureau of Economic Geology and the Institute for Geophysics. UT Austin is widely known and respected for its academic stature and impact, ranking 10th among American public universities by the 2021 U.S. News and World Report. With 48 programs that rank among the top 10 in the nation, UT Austin's academic strengths span virtually all major disciplines. Faculty and research scientists are preeminent in virtually all fields of research and scholarship, with sponsored projects awarded a total of nearly \$800 million annually.

The Butler School is one of several programmatically integrated units and programs of the [College of Fine Arts](#), which includes the Department of Art and Art History, the Department of Theatre and Dance, the School of Design and Creative Technologies, Texas Performing Arts, and several research and education centers, as well as Landmarks, the campus public art collection. As a comprehensive visual and performing arts college within an R1 research public university, the College offers degrees from the B.A. to the Ph.D. The College has 295 faculty, 2,100 undergraduate and graduate students, and it offers a Fine Arts curriculum to all the university's 41,000 undergraduates and 11,000 graduate students.

The College of Fine Arts is committed to being the premier, public-university fine arts program in the central U.S. Its mission is to advance the arts through research and the creation of new work, preserving the past while striving to define the future of artistic traditions.

The College occupies a dozen facilities totaling over a half-million square feet. Auditoriums, concert halls, and recital halls range in size from fewer than 200 up to 3,000 seats. Other facilities include exhibition galleries in a variety of configurations, as well as many special-purpose shops, labs, and studios. The College also manages Casa Herrera, located in Antigua, Guatemala, an education and research center dedicated to Maya and Mesoamerican studies.

UTeach Fine Arts seeks to grow and improve the quality of teacher certification to meet demand in Texas, especially in underserved communities. This program includes a collaboration with the College of Education to garner state licensure to teach in K-12 schools. UTeach students in music most often land positions as choir, band or orchestra teachers. Collaborations also include an Arts Integration course for Elementary Education majors and a curriculum development collaboration with the Texas Cultural Trust to create digitally based introductory courses in the visual arts, music, theatre, and dance for Texas high schools.

[Texas Performing Arts](#) (TPA) is the professional arts presenting and producing program of The University of Texas at Austin. One of the largest and most active university-based performing arts centers in the U.S., TPA is an anchor institution in Austin's arts, cultural, and entertainment landscape. TPA operates venues on the UT campus including Austin's largest theater, the newly renovated Bass Concert Hall. Its public programs include Broadway in Austin; an annual season of dance, theater, music and more; and the Texas Welcomes series of national touring artists. TPA is an integral unit of UT's College of Fine Arts and engages students across the university in creative experiences.

This year marks the inaugural year of the Expanding Approaches to American Arts initiative, which fosters interdisciplinary and cross-disciplinary approaches to scholarship and research-based practice in visual, media-based, and performing arts of the United States. To support the initiative, the college has launched a multi-year strategy for hiring tenure track faculty whose research and practices represent underrepresented archives and repertoires within the United States. This year the college hired three tenured faculty whose scholarship and practices intersect diasporic Indigenous and Latinx music,

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transmedia, and performing arts. The college also hired a cohort of post-mfas and post-docs as part of the Provost's Early Career Fellows program. The new faculty and post-docs/mfas' global methodologies and frameworks will further support the college's commitment to interdisciplinarity and collaboration.

The most recent SNAAP survey of College of Fine Arts graduates indicates that 92% rate their overall experience as students as "excellent" or "good." More than 70% report that their work reflects their personality, interests and values; 40% report that they have worked in arts administration or management; 53% report that they have worked professionally as educators and 73% report that they still make or perform art. For graduates making a living outside of the arts, leading professions are in teaching, management, and sales. (See SNAAP 2015 Institutional Report [here](#).)

Austin, Texas

Located in the picturesque Hill Country of Central Texas, Austin is the state capital and the fourth largest city in Texas - and is among the top five most diverse states in the nation. As the 11th largest city in the United States, Austin is widely regarded as a progressive, friendly, innovative, and growing city and is consistently rated a national creative center that attracts talented people from across the world. U.S. News and World Report rated Austin #1 in its Best Places To Live list. Expedia ranks Austin #1 in its 21 super-cool U.S. cities list.

Renowned for live music, the city has over 200 music venues, from clubs and honky tonks to outdoor venues and arenas. Austin is home to some of the most popular festivals in the country, including South By Southwest (SXSW), and the Austin City Limits Music Festival. Austin is home to The Long Center for the Performing Arts, The Austin Symphony Orchestra, the Austin Lyric Opera, Ballet Austin, UT's Blanton Museum of Art, The Contemporary, and the Bob Bullock Texas History Museum. Austin also has a thriving business-friendly environment that includes enterprises in technology, multi-media, clean energy, life sciences, advanced manufacturing and data centers.

DIVERSITY, EQUITY, AND INCLUSION

The College of Fine Arts is committed to fostering a culture and climate of equitability that is inclusive and welcoming of students, faculty, and staff of all backgrounds, experiences, and viewpoints. The faculty and student population of the College are becoming more racially and ethnically diverse. The College strongly believes that an inclusive learning environment facilitates complex, critical, and creative thinking and that differences in identities, values, beliefs, and perspectives are fundamental to a comprehensive education.

In 2012, the [Fine Arts Diversity Council](#) (FADC) was formed. The committee includes faculty, staff, graduate students, and undergraduate students from across the College as well as staff from UT's Division of Diversity and Community Engagement and the Office for Inclusion and Equity. They were charged with creating an ambitious and comprehensive five-year plan that conveyed the College's commitment to diversity and articulated specific goals, objectives, and action plans for implementation.

Since 2014, the college has been working to implement the [Fine Arts Strategic Plan for Diversity](#). The strategic plan outlines goals in three focused areas: Culture & Climate, Recruitment & Retention, and Curriculum & Creative Programming. The FADC has led the College in establishing and fostering a culture

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of inclusivity throughout the community. The committee assists in the development of recruitment and retention strategies for underrepresented students, faculty, and staff and provides forums for mutual respect, an appreciation of differences, and cross-cultural understandings.

Additional resources, information, and documented progress towards stated goals related to diversity, equity, and inclusion in the College can be found [here](#).

LEADERSHIP

Ramón H. Rivera-Servera, Dean of the College of Fine Arts

[Dean Rivera-Servera](#) has been leading the College of Fine Arts since July 2021. Rivera-Servera came to UT Austin from Northwestern University, where he chaired the Department of Performance Studies and the Department of Theatre in the School of Communication. He was the first graduate of the Performance as Public Practice Ph.D. program in UT Austin's Department of Theatre and Dance, and he is the first Latino dean of the UT College of Fine Arts. Rivera-Servera is an interdisciplinary scholar with a focus on creative ethnography, new work development in performance and other ephemeral art forms and Black and Latinx arts and cultures in North America and the Caribbean. For more than 20 years, Rivera-Servera's scholarly work has focused on how the arts contribute to social transformation and how the arts can help us become a more intentionally collaborative and ethical society. His work documents a wide array of performance practices, ranging from theater and concert dance to social dance, fashion and speech.

THE ROLE OF THE DIRECTOR

The Director is the primary academic, administrative, and external affairs officer of the Butler School of Music and reports to the Dean of the College of Fine Arts while overseeing a team of 25 staff and managing a budget of approximately \$15 million. The Director serves on the senior leadership team in the College of Fine arts and is expected to collaborate with colleagues across the institution in ongoing programs and projects as well as strategic planning and implementation.

The Director will be responsible for leading the School in all aspects of teaching, research, and service and will guide the School's efforts to:

- build a shared artistic and operational vision for the Butler School by providing bold, inclusive, and collaborative leadership;
- recruit, retain, and support a diverse faculty, staff, and student body in ways that promote an equitable and inclusive working and learning environment;
- expand its curricular and programmatic offerings to better reflect the increasing diversity of scholarship and performance in the field;
- plan strategic advances in the quality, reputation, diversity, and affordability of undergraduate, graduate, and non-majors' programs; and will
- actively participate in a collaborative administrative team in the College;
- provide exemplary support for the well-being and professional advancement of all employees;

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- foster positive relationships between the School and its various local, regional, and national constituencies, and forge new relationships with underrepresented groups;
- advocate for the Butler School and the music professions within the university and beyond.

OPPORTUNITIES AND CHALLENGES

The next Director of the Butler School of Music will have the opportunity to lead with an eye towards an inclusive future while contributing to and strengthening a notably strong School community. Opportunities include:

Fully integrate the School within the College of Fine Arts

In this role, the Director acts as an ambassador and advocate for the School within the College of Fine Arts, UT Austin, and beyond. There are ongoing opportunities to cultivate a culture of engaged and open communication within the School and to creatively reimagine and cultivate interdisciplinary academic programs that are rigorous, yet flexible enough to accommodate the diverse career goals of 21st-century music students.

Plan for current and future facility needs

The facilities of the Butler School of Music, which were last designed some 40 to 60 years ago, must be rethought and redesigned to address the ways that technology, globalization, artistic creativity, and invention are changing our cultural and educational practices. The Director will lead the efforts to update and modernize the Butler School to frame the work of faculty staff, and students in a physical setting worthy of their abilities and potential.

Innovate and imagine the future of music education

This is a unique opportunity for a creative leader and big thinker to bring faculty and staff together to respond to changes in the music world. The Director will further refine the programmatic vision of the expansive world of music innovations and traditions in contemporary culture and redefine curricular programs in ways that effectively prepare students for successful and joyful lives in music.

Connect with Austin and central Texas music communities

The Butler School of Music is uniquely placed in the middle of Austin - a city with a celebrated and robust live music and recording scene. The Director will have an opportunity to strengthen connections with local and regional music-makers, building a network that enriches both the school and the broader community.

Refine and improve School operations

There are opportunities to think critically and efficiently about internal operations and practices as they integrate with the College of Fine Arts and UT Austin. This work is wide ranging and critical – from data management to staff and faculty recruitment, support, and retention.

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DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be an articulate, empathetic, and creative academic leader who holds a terminal degree in a relevant music discipline and demonstrates evidence of:

- professional and/or academic accomplishments as a performer, scholar, or teacher commensurate with the rank of full professor with tenure or current institutional equivalent;
- a distinguished record of music administrative leadership in higher education;
- an optimistic view of the future of music in society and the ability to forge partnerships and build consensus toward advancing the goal of diversifying the music community in higher education;
- a record of working productively with people of diverse races, ethnicities, nationalities, gender identities, sexual orientations, ages, and abilities, and demonstrated success in increasing diversity, equity, access and inclusion in music;
- effective advocacy for the role of the arts in contemporary society;
- administrative skills that overcome obstacles and accomplish strategic goals in a complex environment;
- respect for shared governance along with an ability for decision making;
- an eagerness to foster and nurture partnerships within the College of Fine Arts and the university;
- an approachable and engaging manner that can attract support and advocacy to the Butler School.

Please send all inquiries, nominations, and/or applications (CV and a letter of interest) to:



Susan VanGilder, Managing Director
Lareese Hall, Senior Associate
UTButlerMusic@storbecksearch.com

The University of Texas at Austin is committed to providing an inclusive educational environment in which all students, faculty, and staff can learn, research, create, work and thrive free from all forms of harassment, discrimination, and misconduct. As an equal opportunity/affirmative action employer, UT Austin complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions.