



TEXAS

The University of Texas at Austin

Dean, College of Fine Arts

The University of Texas at Austin (UT Austin) welcomes nominations and applications for the position of Dean, College of Fine Arts (COFA). The University is seeking a dynamic and experienced administrator with an established record of effective, inclusive, and collaborative leadership across disciplines and professions, an outstanding record of teaching and creative activity, and a demonstrated commitment to the arts. Adept at complex decision-making in an ever-changing society, the next Dean of the College of Fine Arts should be a forward-thinking, congenial leader with outstanding abilities in communication, team-building, research, and scholarship; equitable and progressive administration; fundraising; teaching; and community engagement. The new Dean should be well versed in and deeply committed to centering the core values of equity, inclusion, and diversity in all aspects of the College of Fine Arts.

The College of Fine Arts is distinguished as one of the few in the nation to encompass rigorous conservatory-style and liberal arts education, multidisciplinary studio training, vanguard research, and extensive public engagement. For decades, the College of Fine Arts (COFA) has provided an unparalleled platform for groundbreaking critical inquiry and creative production in theatre, dance, music, art, arts education, design, and technology. 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 College has developed partnerships with the Cockrell School of Engineering, Dell Medical School, Moody College of Communication, and McCombs School of Business, all of which expand the opportunities for the College's 2,084 students, 180 faculty, and 215 full-time staff.

As a comprehensive college of the arts grounded in an R1 university and located in one of the most vibrant cities in the U.S., COFA reflects the larger national conversation about arts education by striving to balance critical engagement with new fields and directions with the study of traditional forms and practices. The new Dean should embrace this symbiosis of the traditional and the innovative and be energized by the challenge of unlocking its full potential. The next Dean will be asked to build upon the College's significant momentum and lead COFA's faculty, staff, and students into the future with a shared vision for fulfilling its mission in a complex higher education landscape. The Dean will be a powerful and persuasive advocate for the essential value of the arts to the larger University community, to the state of Texas, to the nation, and to the world.

KEY RESPONSIBILITIES

The Dean will be asked to lead the College in addressing the following opportunities and challenges:

- Develop in collaboration with COFA faculty, staff, and students a unifying and forward-looking strategic vision that acknowledges the College's historic strengths while evolving its programs, its curricula, and its practices into the future;
- Lead the College with a combination of strategic insight, effective administration, strong communication, and sound fiscal management;
- Promote engagement and communication across departments, disciplines, positionalities (students, teachers, faculty, staff, chairs, administrators) while also providing structure and support for the varying needs of individual disciplines and programs;
- Support faculty in their work as scholars, teachers, performers, and practitioners;
- Provide both undergraduate and graduate students in every discipline with the financial resources, academic advising, career support, and other services they need to enable them to thrive at COFA and beyond;
- Advance even further the efforts of the College to ensure an inclusive climate for all, including increased hiring, mentoring, and retention of underrepresented faculty and staff as well as re-evaluation of current curricula;
- Serve as a collaborative and collegial member of the Provost's Deans Council;
- Further elevate the visibility and presence of the College by championing its mission, its people, and its accomplishments across the University, city, state, nation, and world;
- Advocate for additional resources for COFA internally via the University's governance structure and externally by maximizing and expanding new streams of funding from industry and philanthropy;
- Communicate clearly and frequently both internally and externally, ensuring that all voices are heard, that decision-making is transparent, and that the collective mission and direction of the College is clear to all; and,
- Facilitate the continued success and growth of the College's public-facing programs and expand further the connections between the College and the City of Austin, taking advantage of its vibrant music and arts landscape.

EXPERIENCE AND QUALIFICATIONS

The ideal candidate will hold a terminal degree in a relevant discipline as well as administrative leadership experience appropriate to the size and complexity of COFA. Higher education experience is preferred. In addition, the next Dean will bring many of the following experiences and qualities to their work:

- Proven ability to build consensus among faculty and staff in creating a broad and compelling vision for the future of the arts in higher education and public life, coupled with the organizational and leadership skills to bring a shared vision to fruition;
- An optimistic, graceful, and transparent approach to leadership that will bring out the best in the exceptionally talented, diverse community of faculty, staff, and students who comprise the COFA community;
- A demonstrated personal and professional commitment to diversity, equity, and inclusion with tangible results;
- Intellectual curiosity and appreciation for the full range of disciplines represented by the College; recognized accomplishment as a scholar or practitioner in an arts discipline at a level that supports a faculty appointment at the rank of full professor;

- Successful experience working collaboratively across artistic disciplines and also beyond them to enable partnerships with fields such as computer science, medicine, or business;
- Strong communication skills, including a willingness to listen to, work with, and bring together individuals from a wide range of perspectives, whether discipline or identity-based;
- Experience navigating the complex structures of a large university diplomatically and effectively; and,
- A significant record of success in raising money for the arts through adroit storytelling, passionate advocacy, indefatigable stewardship, and the drive to match donors with projects and people.

THE COLLEGE OF FINE ARTS

Overview

Founded in 1937, the College of Fine Arts educates artists, scholars, and future arts educators in a context that emphasizes artistic excellence, advanced technology, cultural diversity, and best professional practices. With an emphasis on research and the creation of new work, students and faculty work to master their craft every day and have ample opportunities to perform, exhibit, and present their work. COFA is proud to count among its alumni actors Matthew McConaughey, Marcia Gay Harden, Rip Torn, director Wes Anderson, choreographer Tommy Tune, and many others.

The College's divisions and departments include:

- [Butler School of Music](#)
- [Department of Art and Art History](#)
- [Department of Theatre and Dance](#)
- [School of Design and Creative Technologies](#)
- [Texas Performing Arts](#), the University's arts presenting organization
- [Landmarks](#), the University's public art program

As a comprehensive visual and performing arts college within an R1 research public university, COFA offers degrees from the B.A. to the Ph.D. The College's courses and programs encompass a large array of traditional art forms and traditions including classical music, drama, jazz, ballet, modern and contemporary dance, opera, playwriting, theatrical design, theatre, theatre history, music composition, art history, design, and the studio arts in many mediums including video, photography, sculpture and painting.

The College also includes Texas Performing Arts, a national leader in eclectic, international arts presenting, and Landmarks, the public art program of the University of Texas. Both serve as learning laboratories for the students of the College of Fine Arts.

Operations and Finances

For the academic year 2019-2020, COFA currently enrolls 1,628 undergraduate and 456 graduate students for a total of 2,084. The faculty includes 109 tenured or tenure-track members and 69 career non-tenure-track faculty. The College has 13 holders of endowed chairs, 15 endowed professorships, and 70 endowed fellows. This year, 17 new career faculty members were hired – eight

of them tenure-track, and nine non tenure-track. The Dean oversees an office staff of 17, as well as the chairs/directors of the six major academic departments and programs. The staff of the College total 215 FTEs.

COFA has an annual operating budget of \$50 million and an endowment valued at \$163 million as of September 2019. On average, the College's programs present more than 500 public events or exhibitions and welcome more than 300,000 audience members each year.

Diversity, Equity, and Inclusion

In 2012, Dean Douglas Dempster formed the [Fine Arts Diversity Committee](#) (FADC). The committee includes faculty, staff, graduate students, and undergraduate students from across COFA 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. The strategic plan outlined goals in three focused areas: Culture & Climate, Recruitment & Retention, and Curriculum & Creative Programming. As a result, the FADC has led the College in establishing and fostering a culture 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.

In recent years, The College of Fine Arts has become one of the most racially and ethnically diverse colleges at the University of Texas at Austin. As of the 2019-2020 academic year, 24% of tenured and tenure-track faculty identify as being from traditionally underrepresented groups, and 49% of undergraduate and 29% of graduate students identify similarly. COFA 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. It is our conviction as a College 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.

Fundraising

The College has raised over \$210 million in cash gifts and endowments since 2006. In 2016, COFA reorganized and enlarged its development operations to a more centralized structure and secured additional staff funding from the University's central development office. The College subsequently doubled its annual fundraising from an average of \$5-\$7 million per year (2010-2014) to a new average of \$12-\$14 million per year (2015-2019). COFA also established a \$3 million endowment for need-based scholarships to make professional internships affordable for low-income students.

The top fundraising priorities for the College of Fine Arts in 2019-2020 are renovations to existing facilities and career support and programming for students. To date, the College has raised \$14 million towards its fiscal-year goal of \$15 million.

ABOUT THE UNIVERSITY OF TEXAS AT AUSTIN

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 nine academic universities and six 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 students studying in nearly 120 bachelor degree programs and over 220 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, 223-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 15th among American public universities by the 2019 *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 more than \$650 million annually.

ABOUT THE CITY OF AUSTIN

Located in the picturesque Hill Country of Central Texas, Austin is the state capital and the fourth-largest city in Texas, which 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.

Austin serves as the corporate headquarters for Fortune 500 companies such as Dell and Whole Foods, plus successful tech start-ups. Austin also hosts research and development offices for major technology-oriented companies such as Amazon, AMD, Apple, and Google, who have established major operations in Austin to draw from the highly skilled talent the University produces. *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.

CONTACT

For best consideration, please send all nominations and applications to:



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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.