



Dean, Phillip and Patricia Frost School of Music

University of Miami

Coral Gables, Florida

## THE OPPORTUNITY

[The University of Miami](#) seeks a visionary, collaborative, and entrepreneurial leader to serve as Dean of the [Phillip and Patricia Frost School of Music](#) (“Frost School” or “the School”). As the leader of one of the world’s most innovative schools of music, the Dean will have the singular opportunity to shape the future of music performance, scholarship, and professions by fostering creative and scholarly excellence in the context of a world-class research university.

Recently celebrating its centennial, the Frost School transforms students’ lives through the study and performance of music and enhances the future of the field through innovative and relevant curricula. The School is devoted to excellence and a culture of collegiality, in which a broad variety of musical styles, academic pursuits, and careers are valued. It is one of the broadest and most musically diverse schools in the country, with programs in classical, jazz, and contemporary music, as well as in music engineering, media scoring and production, music education, music therapy, musicology, music theory and composition, and music industry. Students are encouraged to become well-rounded musicians and professionals by exploring across disciplinary and departmental boundaries. Beyond campus, the School connects to the community through sustained outreach efforts and strives to engage meaningfully with the cultural richness of the Greater Miami area and broader South Florida region.

The Dean will join the Frost School at a pivotal moment in its history. The community is primed for a leader to arrive on campus, assess the considerable assets and opportunities that exist, and collaboratively develop a strategic plan to guide the School forward into its second century of excellence and innovation. To ensure the success and sustainability of the School, the Dean will lead efforts to recruit and develop the world-class faculty and staff who make the Frost School excellent. Leading with deep commitments to shared governance and collaboration, the Dean will strengthen a culture of trust, transparency, and engagement. As the School has grown increasingly complex and the University has redesigned its budget model in recent years, the Dean will have the opportunity to assess the operational infrastructure of the School, and to further develop structures and processes that enable the faculty, staff, and students to work, teach, and learn fairly and effectively. More broadly, the Dean will create opportunities for strategic partnership at all levels: across disciplinary and departmental boundaries within the School; with other

schools and units across the University; and beyond campus, with surrounding communities. To support these efforts, the Dean will be an entrepreneurial financial leader for the School, developing new resources through programmatic and fundraising initiatives, and allocating existing resources strategically.

A search committee has been formed to conduct the search. The national executive search firm Isaacson, Miller has been retained to assist the search committee. All applications, inquiries, and nominations should be directed in confidence to the search firm as indicated at the end of this document.

## ABOUT THE UNIVERSITY OF MIAMI

[The University of Miami](#) is among America's top research universities, located in one of the most dynamic and multicultural cities in the world. More than 19,000 students from around the world are pursuing their academic goals at the University of Miami, a vibrant and diverse community focused on teaching and learning, the discovery of new knowledge, and service to the South Florida region and beyond.

Established in 1925 during the region's famous real estate boom, the University comprises [12 schools and colleges](#) serving undergraduate and graduate students in nearly 350 majors and programs. It is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and 27 other professional agencies. The University has competed in intercollegiate athletics since 1926 and is a member of the Atlantic Coast Conference (ACC), with 18 teams across men's and women's athletics. The [Miami Hurricanes](#) have won 21 team national championships and 87 individual national titles.

The University receives more than \$492 million in research and sponsored program funding annually. It is one of 71 members of the prestigious Association of American Universities (AAU), an organization that is considered the gold standard in American higher education. Only 3 percent of four-year institutions in the nation are invited to join the AAU, which recognizes the breadth and quality of research and scholarship at the University. While most of this work is housed at the Miller School of Medicine, investigators also conduct hundreds of studies in other areas.

The University comprises three campuses and one facility: the 240-acre Coral Gables Campus includes two colleges and eight schools; the Medical Campus, which includes the Leonard M. Miller School of Medicine and the University of Miami Health System (UHealth), consists of 70 acres within the Miami Health District; the 18-acre Marine Campus houses the Rosenstiel School of Marine, Atmospheric, and Earth Science on Virginia Key, on Biscayne Bay; and the 76-acre Richmond Facility houses research facilities for the Rosenstiel School's Center for Southeastern Tropical Advanced Remote Sensing and the Richmond Satellite Operations Center. At the end of fiscal year 2025, the endowment for the University of Miami was \$1.71 billion.

[President Joseph James Echevarria](#), a seasoned chief executive, served as the CEO of Deloitte LLP, a global provider of professional services, from 2011 until his retirement in 2014. He has a long history of service to the University of Miami, where he earned a bachelor's degree in business administration in 1978.

Following his retirement from Deloitte and seven years of service on its Board of Trustees from 2012 to 2019, Echevarria brought his expertise to the University of Miami Health System as a Senior Advisor to former President Julio Frenk, Interim Chief Financial Officer, Chief Administrative Officer, and Interim Chief Executive Officer. He became Chief Executive Officer of UHealth in 2020 and his responsibilities as CEO grew to include the entire University in 2022. On June 12, 2024, the University of Miami Board of Trustees appointed him Acting President, and on October 18, 2024, the Board named him President.

[Provost Joel H. Samuels](#), a celebrated scholar, researcher, and expert on the rule of law, is the University of Miami's Executive Vice President for Academic Affairs and Provost. Samuels, who has more than 20 years of experience in higher education, was previously the Dean of the University of South Carolina McCausland College of Arts and Sciences. His background encompasses initiatives beyond higher education, including at the World Bank in the Office of Vice President for Africa; at the African Capacity Building Foundation in Harare, Zimbabwe; and as an associate at the law firm Covington and Burling. Samuels holds a B.A. in Politics and certificates in Russian Studies and European Cultural Studies from Princeton University, a J.D. from the University of Michigan Law School, where he was a Clarence Darrow Scholar, and an M.A. in Russian and East European Studies from the University of Michigan.

## PHILLIP AND PATRICIA FROST SCHOOL OF MUSIC

[The Phillip and Patricia Frost School of Music](#) emphasizes innovation and excellence in training well-rounded musicians, scholars, and professionals. It transforms lives through the study and performance of music and enhances the field's future by offering one of the most innovative curricula in higher education. Known for the [Frost Method](#), the School fosters broad artistic, technological, and entrepreneurial skill development to prepare students for success in the 21<sup>st</sup> century.

Approximately 500 undergraduate students and more than 400 graduate students enroll annually in the School. Students give hundreds of annual performances and regularly have opportunities to work with and perform alongside world-renowned guest artists. The students are guided in their studies and artistic development by an esteemed [faculty](#), whose accolades include Grammy, Emmy, Oscar, *DownBeat*, Lowell Mason, Rome, Van Cliburn, Fischhoff, Naumburg, and Tchaikovsky awards. Upon graduating, students join an [alumni body](#) that boasts musical luminaries and leaders across the industry.

Frost is organized into twelve departments, including [Musicology](#); [Instrumental Performance](#); [Music Education](#); [Studio Music and Jazz](#); [Theory and Composition](#); [Vocal Performance](#); [Keyboard Performance](#); [Music Therapy](#); [Music Engineering Technology](#); [Modern Artist Development and Entrepreneurship](#); [Music Industry](#); and [Media Scoring and Production](#). The School offers a wide spectrum of [academic programs](#), including B.M., B.S., B.A., M.M., M.S., M.A., D.M.A., and Ph.D. degree programs, artist diploma programs, minors, undergraduate certificates, online graduate certificates, and joint degree programs. Programs span the full scope of musical performance, scholarship, and professions, encompassing such diverse areas as classical performance, jazz, contemporary music, conducting, composition, music education, music therapy, musicology, music theory, music engineering, and music industry, among a myriad of others. The School also houses the [Henry Mancini Institute](#), a prestigious professional development

program that provides intensive, multi-genre training for graduate students in instrumental performance, jazz performance, and composition who aim to improve the world through their music.

Situated on the northwest corner of campus and overlooking Lake Osceola, the Frost School houses stunning concert and recital halls, premier recording studios and labs, a growing technology center, a world-class music library, and an array of rehearsal and practice rooms. Significant facilities include the [Knight Center for Music Innovation](#), [Maurice Gusman Concert Hall](#), [Victor E. Clarke Recital Hall](#), [L. Austin Weeks Center for Recording and Performance](#), [Patricia Louise Frost Studios](#), [Kline Lazarus Percussion Studio](#), [Bertha Foster Memorial Music Building](#), and [Messinger Music Executive Building](#).

## ROLE OF THE DEAN

Reporting directly to the Provost of the University, the Dean serves as the chief administrative officer of the School. As such, the Dean provides strategic vision for and operational leadership of the School, which has an annual operating budget of approximately \$30 million (exclusive of shared University functions such as Facilities and IT). The Dean leads efforts within the School to support creative and artistic accomplishment, scholarly activity, pedagogical innovations, and community engagement efforts. In particular, the Dean is responsible for leading faculty and staff recruitment and development; encouraging entrepreneurial program development; enabling cross-disciplinary and interdepartmental efforts both within the School and across the University; representing the School to external constituencies, including leading fundraising efforts and developing community partnerships; and raising the reputation and standing of the School globally. The Dean leads approximately [120 faculty](#) and [50 staff](#) in this work.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

### **Craft an ambitious vision and shared identity to guide the School forward.**

The Frost School is one of the nation's most eminent schools of music. It boasts a world-class faculty, esteemed programs across the full spectrum of music, and an enviable location in South Florida. The School uniquely blends tradition with forward-looking, innovative approaches, as represented in its promotion of experiential musicianship and curricular throughlines embodied in the [Frost Method](#) and its future-ready design for an ever-changing world. Taken together, these elements create a School that is singularly positioned to define music performance, scholarship, research, education, and professions for the 21<sup>st</sup> century. The Dean will have the opportunity to realize this possibility, employing the University's "Great Schools" framework and working closely with the faculty, staff, students, University leadership, and advisory board to craft a shared sense of identity and ambitious vision for the School. This identity and vision will bring together the 12 distinct departments and strengthen the School's position as a leader in the broader music landscape.

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**Ensure the financial health and sustainability of the School.**

Collegiate music education is an expensive endeavor, and schools across the country are growing increasingly competitive by expanding aid to students at all levels of instruction. As the city of Miami grows, the cost of living continues to rise, impacting faculty, staff, and students alike. An enterprising Dean will ensure the financial health and sustainability of the School on multiple fronts. Internally, they will guide efforts to ensure operational efficiency, allocating existing resources prudently and strategically. In addition, they will work closely with the faculty, staff, and University leadership to identify opportunities to develop new sources of revenue. Externally, they will lead ambitious fundraising efforts, cultivating new and existing donors and engaging broadly with alumni.

**Recruit, develop, and champion world-class faculty and staff.**

The faculty at the Frost School are distinguished in all departments and disciplines represented in the School. The Dean will be responsible for continuing to recruit world-class faculty to the School, strengthening the structures that enable their development, and championing their scholarly, artistic, and pedagogical achievements. Equally important, the Dean will oversee the recruitment, retention, and professional development of staff, who are similarly impressive and deeply dedicated to the School and its students.

**Assess the operational infrastructure of the School and further develop structures and processes.**

Frost has grown over time, and its disciplines and departments have become increasingly broad and diverse. The School recently reorganized from 8 departments into 12. As such, the Dean will lead efforts to assess the operational infrastructure of the School and will work closely with the faculty and staff to develop needed structures and processes. These efforts might include developing a framework for resource allocation and decision making; codifying promotion, tenure, and advancement pathways; clarifying service, teaching, and scholarship expectations; enhancing assessment efforts; and enabling interdisciplinary and collaborative work. In this work, the Dean will balance the need for robust structure with a desire for operational efficiency. As the Dean leads these efforts, they will have the opportunity to bring faculty and staff together across departmental boundaries and include them in relevant strategic discussions, thereby building trust and strengthening the School's commitments to transparent and collaborative governance.

**Cultivate meaningful partnerships in the surrounding communities and across South Florida.**

The Dean will lead the Frost School in strengthening its engagement across Miami-Dade County and the broader South Florida region, including by developing mutually beneficial partnerships with nearby communities and organizations and serving as a public face for the School. This work has already begun, for instance through the award-winning [Donna E. Shalala MusicReach](#) program, the [Frost Preparatory Program](#), and the [Frost Summer Experience](#). With its prime location in a growing region that is home to many rich musical traditions, Frost has abundant opportunities to engage further, and the Dean will lead

the faculty, staff, and students in identifying opportunities for collaborations that serve the needs of both the School and the surrounding communities.

### **Elevate the School's standing nationally and globally.**

Through its world-class faculty, successful alumni, and cultivation of excellence in all artistic and academic initiatives, the Frost School has earned an outstanding reputation that spans the globe. Leveraging this status, the Dean will serve as a public ambassador of the School on national and global stages. In championing the School's distinct commitments to tradition and innovation, the Dean will broadcast the excellent work of the faculty, staff, and students, thereby strengthening the School's brand and impact across the country and around the world.

### **Build and strengthen connections to the other Colleges and Schools across the University.**

A key characteristic of the School is its position within the University of Miami, a top tier research university. This organizational context comes with resources and opportunities that span the full scope of scholarly inquiry and professional practice, including medicine, health studies, business, law, education, engineering, the arts and sciences, and beyond. An enterprising Dean will lead the School in maximizing opportunities for collaboration across the University, building and strengthening connections that enable faculty to do groundbreaking work, empower students to broaden their horizons, and enhance the quality of the School's programs.

## **QUALIFICATIONS AND CHARACTERISTICS**

The successful Dean will possess many, if not all, of the following qualifications and characteristics:

- Demonstrated record of successful leadership; a collaborative and transparent approach to leadership; experience partnering across institutional boundaries; the ability to bring a broad range of constituents to actionable consensus;
- The broad perspective and innovative vision needed to inspire the Frost School community;
- The presence and skill to serve as the public face of the School to audiences across the city, region, nation, and world; experience with external relations and an established track record of productive fundraising efforts;
- A commitment to advocating for and developing a world-class, distinguished, and preeminent faculty;
- A meaningful commitment to and appreciation for the student campus and classroom experience; familiarity with the ever-changing landscape of music and its impact on career options for students;
- Experience or familiarity with recruitment efforts and strategies for attracting music students at both the undergraduate and graduate levels;
- Experience defining budget priorities and responsibly stewarding institutional resources;
- Excellent communication skills; the disposition to listen and consult broadly before making strategic decisions; the ability to build alignment and unity among disparate groups;

- A highly developed understanding of academic values and culture, including shared governance; a curiosity that extends across the full scope of disciplines comprising the School and University;
- An understanding of the trends that will affect the future of higher education broadly and collegiate music education more specifically, including the impact of emerging technologies such as artificial intelligence and social media, along with the ability to adapt to a changing environment while sustaining high-level artistic, academic, and professional programs;
- A nationally or internationally recognized record of musical, professional, or scholarly accomplishment; credentials that merit appointment at the rank of full professor at the University of Miami; an earned doctorate or equivalent terminal degree is preferred.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (including CV and cover letter), inquiries, and nominations should be submitted in confidence to Ben Tobin, Katie Rockman, Keith Mason, and Alaine Small via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-miami-frost-school-music/dean>.

*It is the policy of the University to provide equal opportunity to all applicants and employees. The University prohibits discrimination on the basis of race, color, religion/creed, sex (including pregnancy), sexual orientation, gender identity, genetic information, national origin (including shared ancestry and shared characteristics), age, disability, marital status, familial status, citizenship status, or other protected classification. This prohibition includes harassment based upon any of the aforementioned protected classifications, including sexual harassment. The University also prohibits retaliation against anyone who files a complaint of discrimination; anyone against whom such a complaint is filed; or anyone who participates in an investigation of such a complaint Click [here](#) for additional information.*

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