



**Search for the Dean, School of Drama  
University of North Carolina School of the Arts  
Winston-Salem, NC**

**THE SEARCH**

The University of North Carolina School of the Arts (UNCSA or the University), a nationally recognized public arts conservatory, seeks a strategic, courageous, people-centric, institution-builder to serve as the next Dean of the School of Drama (or the SoD). Currently ranked #3 in the 2023 Hollywood Reporter's list of the "Top 25 Schools of Drama in the World," the SoD emphasizes a classical training model with a focus on diverse and inclusive paradigms in its training process in an effort to meet the demand for actors to be technically skilled and, at the same time, creatively inspired. This vital combination of talent and skill is developed and refined by highly qualified professional faculty and through close personal attention to their students' growth. Other distinguishing aspects of the School of Drama include recruitment of a very diverse student body; a heavy performance-based curriculum; a repertoire that expresses a wide range of representative voices; a program that focuses on whole student wellness; and student graduates who are industry-ready. In fact, for years the SoD has had great success in post-graduation employment, and as an institution, it continuously produces some of the most versatile and successful actors in theater, film, and television nationally and internationally.

Reporting to the Executive Vice Chancellor and Provost, this Dean will bring a track record of strong management, artistic excellence, vision, and innovation. In this role, they will build on the strong reputation of the School of Drama, and they will articulate an organizational vision for the future that prioritizes training, innovation, inclusion, diversity, collaboration, rigor, and cohesiveness. This visionary will work closely with faculty, staff, and administrators to deliver exceptional education and support services to students and will also ensure that the SoD continues to serve as a leader on campus around equity, diversity, inclusion, and belonging (EDIB) efforts.

In addition to being a critical champion for the School of Drama, this Dean will work to foster additional collaborative opportunities across the other UNCSA conservatories, and especially with the School of Filmmaking and the School of Design and Production.

Concurrently, this leader will also serve as a strong ambassador for UNCSA writ-large, and the Dean and

the University will work together to increase and diversify the SoD's financial resources, including as a proactive partner in fundraising and the development of philanthropic priorities and relationships. Lastly, they will be expected to develop partnerships and collaborations across UNCSA and the Winston-Salem community, and throughout the artistic and creative industries nationally and internationally.

UNCSA has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications with letters of interest should be submitted in confidence to the search firm as indicated at the end of this document.

## **THE UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS**

UNCSA is a top-ranked arts conservatory and America's first state-supported arts school. As the nation's only public university of five arts disciplines on one campus, UNCSA prepares emerging artists for careers in dance, design and production, drama, filmmaking, and music at the undergraduate through post-graduate levels, as well as through a specialized high school with free tuition for in-state residents. UNCSA provides industry-leading instruction in a safe and inclusive environment where students are encouraged to leverage the arts as a mechanism for change. Interdisciplinary opportunities arising from the unique arts ecosystem on campus at UNCSA prepare artists to enter an evolving global arts and entertainment industry.

Established by the N.C. General Assembly in 1963, the School of the Arts opened in Winston-Salem ("The City of Arts and Innovation") in 1965 and became part of the University of North Carolina System when it was formed in 1972. The school is one of 17 constituent campuses in the UNC System. The unique premise upon which this institution was founded came under the initiative of former Governor Terry Sanford, guided by visionary writer John Ehle. Their creative alliance forged an unconventional institution for its time.

UNCSA provides gifted developing artists with the experience, knowledge, and skills needed to excel in their artistic disciplines and in their professional and personal lives post-graduation. The University also enriches the cultural vitality of the people of North Carolina, the South, and the United States. Students are admitted following portfolio reviews, competitive auditions, and interviews, and they come from across the United States and more than 20 countries. Within its full academic program, UNCSA awards a high school diploma, bachelor's and master's degrees, and the Professional Artist Certificate.

### ***UNCSA Schools and Divisions***

UNCSA is fortunate to serve as the home to five extraordinary conservatories, each dedicated to cultivating excellence in its particular discipline: Dance, Design & Production, Drama (acting and directing), Filmmaking, and Music. Alongside the top-notch artistic training provided by these schools, UNCSA's Division of Liberal Arts ensures that all undergraduate students develop critical knowledge and skills that enrich the content of their work in the arts and encourages them to participate as responsible citizens of the world. One of the ongoing opportunities and challenges for UNCSA is striking a balance between preserving the distinctiveness of a conservatory education and being responsive to today's ever-evolving real-world context in which the arts operate. UNCSA knows it must adapt to this moment by creating and sustaining a more culturally responsive curriculum and co-curricular environment that engages diversity

as a collective resource and facilitates students' self-representation of their authentic, multi-faceted identities to advance learning.

UNCSA also offers high school arts training in drama, music, dance, and visual arts. The High School Academic Program delivers top-tier academics alongside the students' immersive conservatory training in the arts. In this program, high school students spend up to half of their time dedicated to academic courses at UNCSA. High school students earn a high school diploma with an arts designation and are well prepared to enter the most competitive four-year colleges and universities, should they choose this path. High School students in the Dance and Music programs take their arts classes alongside talented undergraduate and graduate students. Given the intense course of study over a single academic year, students in the Drama program are expected to take up to four academic courses alongside their peers.

The Division of Student Affairs at UNCSA is grounded in a culture of care, by providing the necessary support systems that enable students to strike a healthy balance between their artistic and personal growth within a conservatory environment. Student Affairs offers wellness programs and medical services through Health Services, the Counseling Center, the Fitness Center, and the Case Management Offices (Student Assistance and Support). The offices of Student Engagement and Residential Education also support the student well-being through onboarding new students, the development of community programming and student leadership opportunities, and housing support services.

### ***University Leadership***

An innovative, experienced and bilingual arts leader, Brian Cole is the ninth chancellor of UNCSA. He leads approximately 1,300 students from high school through graduate school, as well as 700 summer and 500 community school students, and more than 600 faculty and staff. The UNC Board of Governors appointed Cole as chancellor on May 20, 2020. He had previously served as interim chancellor at UNCSA since August 2019.

Since becoming Chancellor, he led the development of "UNCSA Forward: Our 2022-27 Strategic Plan" (more below) and, along with the Executive Vice Chancellor and Provost, filled seven key leadership positions, including the Executive Vice Chancellor and Provost, the Vice Chancellor for Advancement, and the Executive Director of the Thomas S. Kenan Institute for the Arts, forming a talented team that will take UNCSA into the next decade. In addition, he provided leadership for the first comprehensive campaign at UNCSA in decades, Powering Creativity: The Campaign for UNCSA, leading the school across the finish line to raise more than \$75 million, surpassing the original goal by \$10 million.

Cole joined UNCSA as Dean of the School of Music in 2016. In that capacity, he also served as the Executive Director for two preprofessional graduate institutes at the school: the A.J. Fletcher Opera Institute and the Chrysalis Chamber Music Institute. In collaboration with the Vice Chancellor for Advancement, Cole doubled merit-based scholarship resources through major gifts, totaling \$4 million, and achieved a 150% increase in applications. Prior to joining UNCSA, Cole served four years as the founding Dean of Academic Affairs at Berklee College of Music's campus in Valencia, Spain. Before that, he served seven years as Associate Dean of Academic Affairs at the Puerto Rico Conservatory of Music.

An accomplished conductor, Cole has led orchestras and operas throughout the United States, Europe, South America, and the Caribbean. He has served the Cincinnati Symphony Orchestra as Conducting Assistant and also as Assistant Conductor for the May Festival. Cole has held the positions of Assistant Conductor and Director of Education and Outreach Programs for the Cincinnati Chamber Orchestra, and as Music Director of the Concert Orchestra of the University of Cincinnati College-Conservatory of Music.

Chancellor Cole is joined by Patrick J. Sims, who was appointed to the role of Executive Vice Chancellor and Provost (Provost) in 2020. Sims joined UNCSA from the University of Wisconsin–Madison, where he served as Deputy Vice Chancellor for Diversity and Inclusion and was the first endowed Chief Diversity Officer in the country as the Elzie Higginbottom Vice Provost and Chief Diversity Officer. At the University of Wisconsin-Madison, Sims was also the founding director of the Theatre for Cultural and Social Awareness and a professor of Theater. Sims has been instrumental in the hiring of four deans and the Vice Provost and Dean of Student Affairs.

Together Chancellor Cole and Provost Sims led UNCSA through a worldwide pandemic, ensuring that UNCSA students would continue to learn, train, and perform under the guidance of community health standards informed by scientists and the global arts and entertainment industry. He has also advocated for faculty and students to lead the industry in imagining new ways to create and innovate through the challenges presented by COVID-19.

During this same time period, UNCSA has welcomed several new deans and administrators over the last few years who are enthusiastic to work alongside the new incoming Dean of the School of Drama. In 2021, Deborah LaVine joined as the Dean of Filmmaking and Endalyn T. Outlaw joined as the Dean of Dance. Also in 2021, Saxton Rose, formerly faculty of the School of Music, became the Dean. In 2022, Rachel Williams joined as the Dean of Liberal Arts and Lissy Garrison joined as the Vice Chancellor for Advancement. Most recently, in 2023, Dr. B. Afeni McNeely Cobham, inaugural Associate Vice Chancellor, Vice Provost for Equity, Diversity, Inclusion, and Belonging (EDIB), and Laurel Donley, Vice Provost of Student Affairs, and Wendy Emerson, Vice Chancellor for Finance and Administration, joined the executive leadership team. These new members of the UNCSA leadership team join Michael Kelley, Dean of Design and Production, Martin Ferrell, Dean of the High School Academic Program, and Karen Beres, Vice Provost and Dean of Academic Affairs in leading the institution.

### ***UNCSA 2022-2027 Strategic Plan and Current Context***

In 2022, the UNCSA campus community adopted UNCSA Forward: the 2022-2027 Strategic Plan. The five-year plan will guide UNCSA into the next era as it evolves to meet the demands of a transforming arts and entertainment landscape and helps its student-artists ignite cultural change in the industry and society. The plan focuses on five core strategic priorities: institutional sustainability; maintaining and expanding industry relevance; interdisciplinary arts work; health and wellness in the arts; and equity, diversity, inclusion, and belonging (EDIB).

In recent years, UNCSA has proactively accelerated its commitment to deeply embedding EDIB into its institution. In addition to hiring its inaugural CDO in 2023, in 2021 the UNCSA campus community created

an institutional EDIB vision statement, EDIB Framework and recommendations to guide the institution forward in this area, as well as establishing an EDIB Governance Committee. In 2022, the Office of Intercultural Engagement (now known as the Office of Community and Belonging) was established. Additionally, UNCSA has led implicit bias, anti-racist, and equity and inclusivity trainings across campus; has worked to recognize and celebrate artists from marginalized and historically underrepresented groups; and has been evaluating and updating school curriculum and pedagogies to reflect the diverse tapestry of American society.

UNCSA recognizes that the health, safety, and well-being of students, faculty, and staff are integral to academic, professional, and personal success. To address this, UNCSA is working to establish a common health and wellness framework for living and working within the University community and the wider arts and entertainment industry. Examples of campus initiatives include student self-directed days to increase community interaction, connection, and well-being. In support of their continued commitment to student, staff, and faculty well-being, UNCSA has created two new positions, a High School Wellness Counselor and a Student Assistance and Support Case Manager, to increase organizational capacity to respond proactively to issues and concerns. Further, Student Affairs, in partnership with Human Resources, will launch two new programs in the Fall 2023 semester to address suicide prevention and encourage open and supportive conversations between faculty and students.

Over the past decade, one of the ongoing challenges at UNCSA has been meeting the curricular and co-curricular demands of 21<sup>st</sup> century conservatory training while also leveraging its inherent interdisciplinary opportunities, breaking down institutional silos, and supporting faculty and students to take advantage of broader and more diverse opportunities and experiences to grow into their full selves. Naturally, it can also be challenging as an institution to closely coordinate across schools given the high volume of performances, productions, and events that take place on campus. In an effort to solve for these issues and opportunities, in 2023 UNCSA adopted the Collaborative Scheduling Initiative (CSI); while still early in its formation, this initiative is a proactive step forward in promoting more interdisciplinary activity in the arts.

As an educational institution, UNCSA has always prided itself on its strong ties to industry, nationally and internationally. As the arts and entertainment industry continues to evolve, UNCSA has continued to proactively recruit deans with strong industry ties and invest resources in visiting faculty, guest artists, and other industry partners. UNCSA also strives to maintain strong ties to its alumni body, and the University has continued to support those efforts through its Office of Alumni Engagement within the Advancement division, as well as by increasing alumni representation on the Board of Trustees and other volunteer boards. Additionally, the deans have three centers/institutes on campus to leverage: the Media and Emerging Technology Lab, the Center for Design Innovation, and the Thomas S. Kenan Institute for the Arts. The Kenan Institute for the Arts alone is one of four endowed institutes affiliated with three UNC System schools and Duke University, forging a regional creative community to increase access and equity across the sector.

Quality personnel, strong enrollment, and consistent/robust state appropriations all represent the foundation of the University's long-term sustainability. To better support staff and faculty, UNCSA is developing a comprehensive employee onboarding guide and focusing on ways to increase professional development. In terms of enrollment, as of June 2023, applications across the University are up 9% and year over year, enrollment numbers are slightly ahead.

### ***Posse Arts Partnership***

UNCSA is one of three arts universities in the inaugural Posse Arts program, providing full scholarships, leadership training, and cohort support to a growing group of diverse students. Private philanthropy continues to grow, supporting students, faculty, and programs, and UNCSA is proud to have one of the highest endowment-per-student ratios in the University of North Carolina system.

To continue these successes and create the financial capacity for more visionary opportunities and transformational programs, it will be critical to strengthen the relationship between the deans and the Office of Advancement to identify potential partnerships, establish philanthropic priorities, and collaborate in the cultivation of relationships leading to funding opportunities.

You can read more about the strategic plan and recent progress in each area [here](#).

### **THE SCHOOL OF DRAMA**

Ranked for many years as one of the top drama schools in the world, UNCSA's School of Drama is an immersive educational experience that prepares talented young artists for successful careers on stage, online, and in film and television. With a commitment to educating each student's mind, body, and spirit, rigorous conservatory coursework is coupled with intensive production work to shape creatively inspired and versatile actors in the craft. Students learn a variety of acting styles and production skills from an outstanding full-time faculty, augmented by professional guest artists, including award-winning UNCSA alumni, and adjunct faculty.

The [Bachelor of Fine Arts in Acting](#) program offers students a thorough foundation in the dramatic arts, with the added perspective and benefit of liberal arts classes. This combination of performing and academic classes strives to create well-rounded artists and citizens. In this program, every student participates in a course of study which includes voice, movement, and acting for the stage and on-camera work. The curriculum also includes special skill classes ranging from mask work to stage combat, Shakespeare, accents and dialects, devised theatre, singing, theatre dance, and more. A full schedule of workshops and major productions also provides vital performing experience to build upon the in-class work. Each year, students completing the four years of actor training are invited at the recommendation of the Dean to participate in an Actor Showcase in Atlanta, New York, and Los Angeles for major agents, casting directors, and management from all branches of theatre, film, and television.

Students at UNCSA may pursue the highly selective [directing program](#), which is open to two to four students per year. More info about the School of Drama's course offerings and student evaluation criteria can be found [here](#).

The School of Drama also includes a [High School program](#), which is a one-year, intensive course of study offered to rising high school seniors, which emphasizes the importance of fusing technical skills with creative inspiration to ready students for further training. Through the program, young artists can experience focused conservatory arts training while also engaging with top-tier academics with the support of a vibrant creative community and caring faculty members and staff. UNCSA also offers a [Drama Summer Intensive](#) program for students age 15-18 and a community outreach drama program called [Acting Out](#). Both programs help students explore drama fundamentals and spark their potential interest in conservatory training.



Each year, coordinating with a handful of other conservatory programs, the School of Drama holds auditions in New York, Chicago, Los Angeles, on-campus, and in recent years, digitally. Out of 600-900 auditions annually, the SoD offers 32 spots per year to incoming freshmen. A total of 142 students are enrolled in the SoD for the Fall 2023 semester, comprised of 122 undergraduate students and 20 high school students. The SoD also employs a total of 21 faculty members across full-time (15) and adjunct (6) positions and 3 full-time administrative staff. The faculty in the SoD bring decades of professional and educational experience, working in all corners of the industry from the Broadway stage to feature films and television.

### ***FY2024 Funding***

For FY2024, the School of Drama has an operating budget of approximately \$2.1 million, the majority of which comes from state allocation and endowment. Much of the state allocation and endowment funding goes to salaries and administrative costs, with specific endowments supporting scholarships, professorships, and visiting artist funding. Student fees are earmarked for funding main-stage productions and specific programmatic needs, including royalties, scripts, and other classroom needs. Alongside state and scholarship funding and student fees, the SoD also has a small base of foundation and donor support to assist with special projects and dean's discretionary initiatives.

### ***Current Leadership***

In 2017, Scott Zigler was named Dean of the School of Drama. After five successful years at UNCSA, Zigler is stepping down to retire. Under Zigler's leadership, the SoD's program has risen through the national and international ranks, ensuring that the next Dean has a strong base from which to work. During his tenure as Dean, Zigler has successfully worked to diversify the curriculum, productions, and student body, highlight the student experience and well-being, and ensure that students graduate with the skills necessary to gain and maintain employment in an ever-changing industry. In addition to rigorous conservatory education, Zigler has helped students engage in the full spectrum of the arts and entertainment industry. Notably, Zigler has partnered with Bob Krakower, one of the top on-camera acting teachers and coaches in the industry, to deepen students' knowledge of working in front of the camera and enhance their theatrical skillset. This versatile and well-rounded training has ensured that those in the industry can be confident that SoD graduates come equipped with the knowledge of how to be a professional, both on-stage and in front of a camera.

### **DUTIES AND RESPONSIBILITIES OF THE DEAN**

As the academic lead for UNCSA's School of Drama, the Dean provides strategic vision for and operational leadership of the SoD. Reporting to the Provost, the Dean collaborates with senior academic and administrative leaders across the University, including the deans of UNCSA's four other arts schools, and the Dean of liberal arts, the Dean of high school academics, and the Vice Provosts. The Dean is responsible for all matters related to the administration of the SoD including academic affairs, personnel, financial management, student recruitment and career placement, institutional advancement and fundraising, alumni engagement, and community and industry partnerships. The Dean's leadership team includes: Greg Walter, Assistant Dean for External Affairs, Professional Development, and Alumni; Janine Hawley, Assistant Dean for Academics and Administration; Krishna Marciano, Assistant Dean for Student Affairs and Entrepreneurship; and KayRon Lantz, University Administrative Manager.

## **OPPORTUNITIES AND CHALLENGES**

### ***Serve as a primary ambassador for the School of Drama and position it as a critical partner across UNCSA and beyond***

All the deans at UNCSA recognize that the arts are not bound by their own individual spheres and that nurturing well-rounded artists requires exposure to many different artistic modes and styles. Indeed, in its current strategic plan, UNCSA has reaffirmed its commitment to exploring work that crosses and expands artistic practices. This leader will work to collaborate across campus with other deans on programming and shared educational experiences to widen students' artistic lenses. This leader will also serve as an advocate for the SoD and as an ambassador to UNCSA and the wider campus community, cultivating genuine and mutually beneficial relationships.

It will also be important for the Dean to serve as an enthusiastic ambassador to external audiences – those from industry, arts leaders, policymakers, and other external audiences and to share the SoD's successes and ambitions moving forward. It is expected that this leader will understand future student needs and the ever-changing landscape of theatre, film, performance, the arts, and conservative training, and will leverage their broad and extensive networks in creating learning opportunities and connections for students and in raising UNCSA's visibility.

### ***Continue to refine the pedagogy, organizational structure, and internal culture of the School of Drama***

This Dean will continue to build on the successes of the School of Drama while ensuring that students graduate prepared for the full arc of their professional careers and are supported in thinking about their own artistry as an entrepreneurial venture within an increasingly complex and demanding industry. This leader will be responsible for setting and articulating a shared vision for the SoD that is aligned with UNCSA's mission and strategic priorities, rooted in core conservatory training, and balanced with new and innovative creative practices to craft well-rounded actors. Working alongside faculty, staff, and other administrators, they will assess and calibrate the SoD's artistic, organizational, and academic structures to create a shared pedagogical vision that centers on student success and artistic growth and ensures that faculty are empowered and resourced to lead and teach at the top of their abilities. As the SoD continues to evolve into the future, there is further opportunity to reflect on the needs of the next-generation students and the next-generation artists and to proactively build strong pipelines for recruitment and retention.

### ***Expand the School of Drama's financial resources to ensure the continued excellence of its teaching, learning, and performance opportunities***

In recent years, there has been a cultural shift regarding philanthropy at UNCSA, and today there is a clear expectation that school deans will play an active role in fund development. As Dean of the School of Drama, this leader will be expected to work closely with the University's Office of Advancement, University leadership, and faculty to develop compelling and effective opportunities to attract philanthropic support. The Dean will also be expected to spend time engaging with the community and with individual donors to build and maintain relationships, participate in the development and presentation of proposals, and effectively and thoughtfully steward relationships with existing donors. The Dean will be expected to maintain regular contact with top donors to the SoD, as well as with loyal contributors, including members of the Dean's Circle, who provide valuable annual discretionary support to the SoD.



The success of this role will be intimately tied to the Dean's ability to leverage their own network and connections to bring resources, both financial and programmatic, to the SoD. In addition, working in partnership with the Office of Alumni Engagement within the Advancement division, the Dean will facilitate more engagement opportunities for alumni to ensure connection with the school over their lifetime. They will also work to strengthen the partnership between the SoD and the Kenan Institute for the Arts as it relates to co-curricular work, creative research, and program development to advance industry partnerships. Looking toward the future, this Dean will activate the SoD's alumni base as potential donors, employers, and mentors for current students.

***Continue to embed equity, diversity, inclusion, and belonging into the foundations of the School of Drama***

The arts have long been a place of exclusion across multiple identities. This is especially true of arts conservatories with strong foundational roots in a western canon and tradition. Many still struggle with the tension between acknowledging traditional forms and embracing modernity. In recent years, the School of Drama has done critical and intentional work to recruit a more diverse community of students and expand artistic horizons to include works by artists from all walks of life, including those who hold historically marginalized identities. To build on these successes, the next Dean must further diversify the faculty and staff to prepare for emerging demands within the industry. This leader will assess strategies and future investment around EDIB to ensure a diverse pipeline of students, faculty, and staff exists, as well as ensuring that all constituents feel included and welcomed for their entire tenure at UNCSA. In collaboration with the Associate Vice Chancellor and Vice Provost for Equity, Diversity, Inclusion, and Belonging, as well as a dedicated campus community, the Dean will continue to build a program wherein everyone can see themselves reflected in the repertoire and stories that UNCSA produces. The most effective leader is one who can place tradition in conversation with progress.

***Ensure the health and well-being of students, faculty, and staff***

Conservatory training by its nature is intense physically and mentally for students and faculty. Over the last few years, that intensity has been exacerbated by a global pandemic, racial and social unrest, and the restriction of rights for many who have been historically marginalized. The School of Drama has and will continue to bring more diverse people and voices into the work. The Dean must ensure that all students, faculty, and staff have access to resources that strengthen their mental and physical well-being and contribute to a supportive campus community. Leading with kindness and empathy, along with rigor and clear expectations, this Dean will work to build a culture of mutual trust and respect that gives faculty the ability to lead within their classrooms and gives students the tools to navigate and incorporate constructive criticism of their work.

**QUALIFICATIONS, EXPERIENCES, AND CHARACTERISTICS**

The following experiences, leadership characteristics, and abilities are desired, understanding that no single candidate will have all the ideal qualifications:

- A commitment to the conservatory model of education and a deep respect for the traditions that have shaped the School of Drama, coupled with a forward-looking, open-minded, and adaptable vision for its future.

- Demonstrated leadership and administrative ability including strong financial acumen, the ability to lead and delegate, and the ability to forecast, plan, drive change, build sustainable organizational infrastructure and systems, and make decisive choices with finite resources. Additionally, a track record in making timely, transparent, and collaborative decisions.
- A team player who is effective at championing one's own division/organization, while simultaneously supporting and working towards larger and shared institutional goals, at the university level.
- A leader who will also bring strong emotional intelligence and communication skills, maturity, approachability, compassion, and integrity to their work. A strategic doer and thoughtful delegator who relishes the success of others and inspires the best in everyone, and who is committed to nurturing organizational culture for all and advancing forward-moving institutional change.
- A track record of raising the public profile and building enthusiasm for an organization, division, or program and a desire to shape an academic environment that attracts top talent of students, faculty, and staff.
- A profound artistic sensibility and a track record of artistic excellence and innovation, along with deep experience and an unwavering commitment to both classical and contemporary theater training.
- A passion for young people (high school and college students), an understanding of the needs of students, faculty, and staff, and the ability to effectively navigate in an environment of higher education, especially one that sits within a public university system.
- A proven and engaging relationship-builder with strong, demonstrated fundraising skills. An enthusiastic appetite to raise institutional resources along with the ability to lead conversations with donors, community leaders, the national arts community, and other strategic external partners.
- A demonstrated commitment to proactively advancing EDIB within an organizational context. Must also bring an intersectional approach to EDIB, which is mindful of the ways in which overlapping marginalized identities are structurally affected by the academy and the arts.

## LOCATION AND COMPENSATION

### *Winston-Salem*

UNCSA is located in Winston-Salem, North Carolina on a 78-acre campus. The city of Winston-Salem has a population of 250,765. Although historically associated with the textile, furniture, and tobacco industries, Winston-Salem has evolved into becoming a leader in the nanotech, high-tech, and biotech fields. Also known as "The City of Arts and Innovation," Winston-Salem has a vibrant visual and performing arts community where residents can enjoy a Gallery Hop in the downtown Arts District, see a film at a/perture, an art house cinema on Fourth Street, or explore the Southeastern Center for Contemporary Art (SECCA) and Reynolda House Museum of American Art. Winston-Salem is also home to the Delta Arts Center, an organization meant to increase the interest and awareness of the arts with a specific emphasis on the contributions of African-Americans, and the North Carolina Black Repertory Company, producers

of the National Black Theater Festival. The city has a lively culinary scene, and there are several local vineyards and breweries within driving distance. The University maintains its own presence in downtown Winston-Salem with its 1,300-seat Stevens Center, which is home to many of UNCSA's performances. Winston-Salem also houses six colleges and universities, including UNCSA; others include Salem College, Wake Forest University, Winston-Salem State University, Carolina University, and Forsyth Technical Community College.

### **Compensation**

In accordance with UNC System guidelines, the salary range for this position is \$160K-\$165K.

### **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs/resumes with letters of interest should be sent via the Isaacson, Miller website for the search [linked here](#).

Rebecca Swartz (she/her), Partner

Angelo Alexander (they/them), Senior Associate

Rachel Banderob (she/her), Senior Search Coordinator

*The University of North Carolina School of the Arts strives to cultivate an environment that is diverse, inclusive, and free from discrimination. UNCSA is committed to prohibiting employment discrimination based on race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age, political affiliation, National Guard or Veteran status, genetic information, or a disability.*

*UNCSA also is committed to providing a safe and secure environment for faculty, staff, students, and visitors, and publishes an annual security and fire safety report.*