



JOB PROSPECTUS

DEAN OF SHENANDOAH CONSERVATORY
Shenandoah University



CONTENTS

About Shenandoah Conservatory	4
About Shenandoah University	16
The Position	20
To Apply	23

THE SEARCH

Shenandoah Conservatory, Virginia's premier center for training in music, theatre, and dance, seeks an exceptional and visionary arts leader to be the next Dean. Our conservatory stands out nationally for providing exceptional training across the performing arts within a uniquely collaborative and inclusive community where innovation and cross-disciplinary work are the norm.

As we, alongside Shenandoah University, prepare to celebrate our 150th anniversary in 2025, we stand on the cusp of an exciting new chapter, marked by the upcoming public launch of a comprehensive fundraising campaign. Central to that campaign is the creation of a new cutting-edge arts building complete with a new concert hall to complement current conservatory facilities.

We are seeking candidates with a strong record of visionary leadership in academia or the arts. The ideal candidate will be excited to lead a vibrant academic and artistic community known for collaboration and innovation. They should have a clear artistic vision, a deep passion for educational excellence, strong skills in building relationships and fundraising, and a commitment to creating an inclusive community where everyone feels a sense of belonging.

Shenandoah University welcomes candidates who foster a supportive climate for all students, faculty, and staff, and we encourage applications from all including women, people of color, LGBTQ+ individuals, veterans, and people with disabilities.

SHENANDOAH CONSERVATORY

MUSIC / THEATRE / DANCE

“As a visionary and collaborative arts community, we educate motivated students in a supportive and inclusive environment and equip them for professional success.”

– Mission Statement

Shenandoah Conservatory, one of the six schools within Shenandoah University, stands as a founding pillar of the institution since 1875. Originally established as a home for musicians and music teachers, the conservatory has evolved into a nationally prominent and innovative center for training across the performing arts.

With approximately 125 distinguished faculty members, extensive staff, and over 600 students from around the world, the conservatory offers 27 academic degree programs. Our acclaimed B.F.A. degrees in Theatre cover multiple areas, from Musical Theatre and Acting to Theatre Design & Production and Musical Theatre Accompanying. We offer both B.F.A. and B.A. degrees in Dance. In Music, we provide degrees in Composition, Conducting, Music Education, areas of music industry, Music Performance, and Voice Pedagogy, many at both undergraduate and graduate levels. Additionally, our Performing Arts Leadership and Management degree is offered entirely online at the graduate level.

Beyond traditional academic offerings, Shenandoah Conservatory includes the Shenandoah Conservatory Arts Academy and hosts an extensive performing arts season that engages over 40,000 patrons annually. A broad array of summer programs, institutes, and workshops, including our celebrated professional summer stock theatre company Shenandoah Summer Music Theatre, further enrich our vibrant community. The conservatory is also proud to be home to the Ryuji Ueno Institute for Mind & Music Experience.





DISTINGUISHED FACULTY & ALUMNI

Shenandoah Conservatory's faculty is a distinguished group of over 125 members, half of whom are full-time. It includes acclaimed musical artists, Broadway veterans, composers, researchers, theatre directors, designers, Grammy Award-winning artists, clinicians, and international competition winners. These exceptional educators are dedicated to providing a vibrant, holistic performing arts education through rigorous training and innovative, collaborative experiences.

At the heart of our success across multiple disciplines are faculty members who are both accomplished teachers and distinguished artists. Whether through personalized music instruction in studios and rehearsal spaces or dynamic training in theatre and dance, our renowned faculty mentor and guide students, embodying the conservatory's commitment to a supportive and collaborative environment that prepares them for professional success.

Our graduates, who include Grammy winners, Broadway stars, exceptional teachers, clinicians, researchers, designers, and influential leaders in the arts, showcase the institution's far-reaching impact and enduring excellence.



INNOVATIVE & INTERDISCIPLINARY PROGRAMS

Shenandoah Conservatory is renowned for its industry-leading degrees across diverse fields, from Musical Theatre to Arts Management. Our groundbreaking programs, such as the Master of Music in Contemporary Commercial Music Voice Pedagogy and the Bachelor of Arts in Contemporary Musicianship & Entrepreneur Development—which includes a built-in minor in entrepreneurship from Shenandoah’s business school—set us apart. Our diverse and cutting-edge curriculum spans music, theatre, and dance, offering both performance-oriented and academic programs, including nationally renowned programs in Music Therapy and Music Education, exemplifying our commitment to interdisciplinary integration and innovation.

ShenCoLAB is a prime example of our nation-leading dedication to collaboration, interdisciplinary work, and student leadership. During this week-long event, all conservatory classes and instruction pause as students engage in innovative, cross-disciplinary, and student-led projects. Similarly, the Janette E. Ogg Voice Research Center fosters groundbreaking studies and student-faculty collaboration, supporting one of the most active graduate student cohorts in Vocal Pedagogy at major conferences nationwide.





ShenCoLAB
FESTIVAL OF ARTS, IDEAS AND EXPLORATION





A UNIQUE & NURTURING COMMUNITY

Unlike many conservatories known for their competitive atmospheres, Shenandoah fosters a strong sense of community and support. The conservatory is supported by the work of the Being Well Together Committee, comprised of students, faculty, and staff, which advocates for wellness, equity, and accessibility within the conservatory community, ensuring that every member can thrive artistically and personally.

A THRIVING DONOR COMMUNITY

Shenandoah Conservatory has built a dynamic and thriving donor community, including the Dean's Circle and the Conservatory Advisory Board. The new dean will play a critical role in leading fundraising efforts to support and advance the conservatory's mission, including a central role in the university's comprehensive campaign for a major new arts building that includes a new concert hall.

COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION

Shenandoah Conservatory is more than a center of excellence in pre-professional training in the arts; it is committed to fostering an inclusive environment where exceptional students from diverse backgrounds thrive artistically, academically, and personally. Our community celebrates diversity, equity, and inclusion, ensuring every member can flourish in a welcoming and supportive environment.



BROAD ARRAY OF FACILITIES, RESOURCES, & PERFORMANCE ENSEMBLES

Students at Shenandoah Conservatory gain hands-on experience through over 300 performances annually in vibrant and supportive environments. Our on-campus performance spaces include:

- Ohrstrom-Bryant Theatre: A 632-seat proscenium theatre with a full orchestra pit.
- Glaize Studio Theatre: A flexible 180-seat black box theatre.
- Harold Herman Lab Theatre: A uniquely adaptable teaching and student performance space.
- Armstrong Concert Hall: A 465-seat concert hall.
- Goodson Chapel – Recital Hall: An intimate recital venue with flexible seating.
- Shingleton Dance Space: A 75-seat black box space for student dance performances and the Opera Up Close series.

In addition, the conservatory performs in various venues in downtown Winchester, including the Bright Box Theater, which hosts Shenandoah New Music and other special events. Our “Conservatory in the Community” initiative extends performances to diverse locations, from Washington, D.C., to the neonatal intensive care unit of the local hospital.

We pride ourselves on state-of-the-art facilities that support pre-professional training, such as:

- Theatre Production & Design: Equipped with a scene shop, costume shop, and design lab.
- Audio Recording: Featuring the Ruebush Control Room and recording suite, one of the country’s only Immersive Audio Dolby Atmos Suites, and the Blue Room for editing and mixing.
- Collins Learning Music Suite: Enhancing instruction and multimedia capabilities for Music Education students.
- Marion Sung Music Therapy Center: Providing professional development for Music Therapy students with professional instruments and technology.

Shenandoah Conservatory boasts over twenty instrumental, choral, and dance ensembles that present numerous performances each year. Students in our award-winning ensembles perform in on-campus venues as well as across the region and around the world. These ensembles regularly collaborate with our dynamic faculty and distinguished guest artists through residencies, workshops, and unique side-by-side performance opportunities.



As an All-Steinway School, Shenandoah Conservatory is proud to maintain an exceptional fleet of Steinway instruments, including both American Hamburg Steinway grands in our concert and recital halls.





Ohrstrom-Bryant Theatre



The Hornady-Ingham Main Stage



Harold Herman Lab Theatre



Glaize Studio Theatre



Armstrong Concert Hall



Goodson Chapel - Recital Hall



Shingleton Dance Space



Bright Box Theater



Scene Shop



Costume Shop



Immersive Audio Dolby Atmos Suite



Blue Room



Collins Learning Music Suite



Marion Sung Music Therapy Center



Outdoor Performances



All-Steinway School



HOLISTIC DEVELOPMENT & COMMUNITY SPIRIT

Shenandoah Conservatory emphasizes supportive, collaborative work among faculty and students. Initiatives like ShenCoLAB encourage creativity and interdisciplinary collaboration, while programs like Arts Management cultivate leadership and entrepreneurial skills. The Being Well Together initiative promotes physical, mental, and emotional well-being among students, faculty, and staff, addressing the unique challenges of performing arts education with strategies for hearing, vocal, and musculoskeletal health, injury prevention, and the healthy use of technology and equipment.

GLOBAL REACH & STRATEGIC LOCATION

Our campus in the stunning Shenandoah Valley offers an ideal blend of natural beauty, cultural richness, and professional access. Just 75 miles west of Washington, D.C., Shenandoah Conservatory connects students with one of the world's foremost arts hubs. Our 'Capital Performances' program brings students to premier music, theatre, and dance events in the nation's capital, enriching their professional growth through further direct exposure to world-class artistry.

We're also 52 miles from Washington Dulles International Airport—one of only two airports in the world offering nonstop flights to six continents—ensuring global access. Winchester itself, with its historic charm, festivals, unique restaurants, and proximity to outdoor treasures like the Appalachian Trail, provides a vibrant and inspiring environment for both reflection and artistic exploration. Shenandoah Conservatory's location is a powerful asset for leaders looking to elevate our national and global impact.



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SHENANDOAH UNIVERSITY

Founded in 1875, Shenandoah University is a private, nationally recognized institution with a main campus in Winchester, Virginia. Known for its innovative and interdisciplinary programs, Shenandoah enrolls approximately 4,000 students in over 200 areas of study across six schools: the College of Arts & Sciences, the School of Business, the Eleanor Wade Custer School of Nursing, the School of Health Professions, the Bernard J. Dunn School of Pharmacy, and Shenandoah Conservatory. The university prides itself on fostering a close-knit, inclusive community committed to diversity, equity, and inclusion.

THE BIG LITTLE UNIVERSITY ON THE RISE

Shenandoah University has earned national recognition as a college of distinction, celebrated for its individualized and engaging education, student success, and satisfaction. Its student-centered programs include first-year seminars, service-learning, diversity and global learning initiatives, interdisciplinary collaborations, capstone projects, study abroad opportunities, and internships.

A TOP-TIER PRIVATE INSTITUTION

Shenandoah University's academic programs consistently rank among the top in the nation. From Health Professions programs like Physician Assistant Studies and Nurse-Midwifery to multiple conservatory disciplines, Shenandoah is known for its academic excellence. The university also boasts a vibrant campus life, a supportive community, and a strategic location near Washington, D.C., offering unique professional opportunities and rich cultural experiences.

COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION

Shenandoah is dedicated to fostering a diverse and inclusive community. Initiatives like the Mosaic Center for Diversity and the [Not Just] Women's Center exemplify the university's commitment to creating a welcoming environment for all students. Diversity workshops, racial justice training, and inclusive community resources enhance cultural competence and mutual respect.

ENGAGEMENT & IMPACT

Shenandoah's dedication to service and engagement is evident in its numerous community outreach programs and partnerships. The university's focus on sustainability and innovation drives impactful initiatives in research, healthcare, and the arts, benefiting both local and global communities.







STUDENT-CENTERED EXCELLENCE

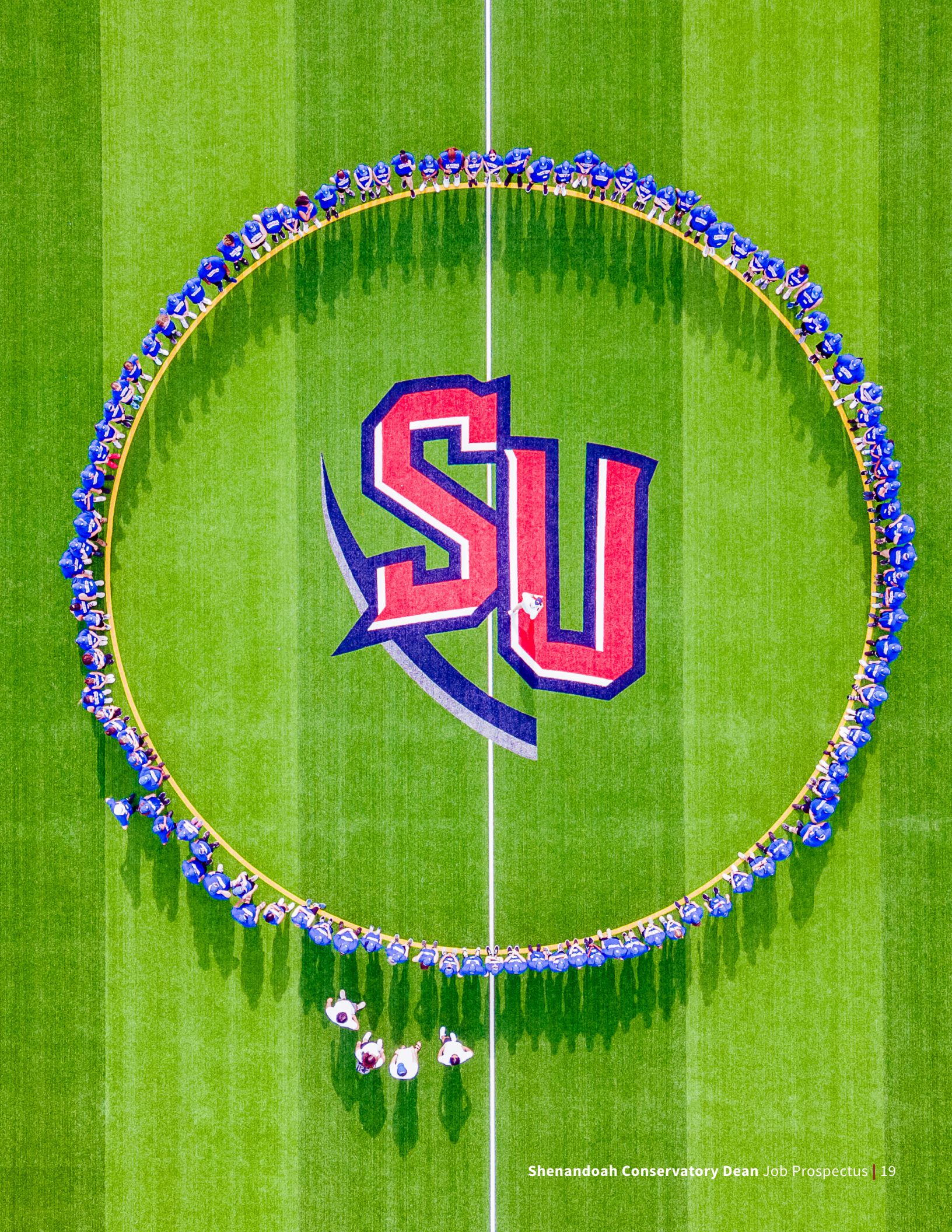
Shenandoah University's mission is to educate and inspire individuals to be critical thinkers, lifelong learners, and ethical, compassionate citizens. With a student-to-faculty ratio of 10:1, personalized attention and mentorship are integral to the Shenandoah experience. The university's emphasis on holistic development ensures that students thrive academically, personally, and professionally.

MULTIPLE CAMPUS LOCATIONS

Shenandoah operates several campuses, including the main residential campus in Winchester, the Health Professions Building at Winchester Medical Center, the James L. Bowman Building in downtown Winchester, the Cool Spring River Campus for outdoor and environmental studies, and the Loudoun location in Leesburg, Virginia. These diverse settings provide a range of environments to support various academic and professional pursuits.

Shenandoah University is more than an institution; it is a community where creativity, innovation, and compassion converge to shape the leaders of tomorrow.







THE POSITION

POSITION SUMMARY

The incoming Dean will be a visionary and inclusive leader, further elevating the success and national profile of the conservatory's people and programs. Besides being a forward-thinking advocate for excellence in the arts and transformative education, they will be a champion for Shenandoah Conservatory's uniquely innovative, inclusive, and collaborative community.

Honoring tradition while driving innovation, the Dean will inspire both internal and external constituencies, including faculty, students, staff, and donors. The incoming Dean will lead significant fundraising initiatives, purposefully manage and strengthen financial operations, and play a pivotal role in our current campaign for a new arts building, ensuring Shenandoah Conservatory's continued success and growth. They will provide strategic leadership in financial management and personnel support, and their passion for the arts will be matched by an awareness of industry trends and career-readiness issues, helping faculty ensure our graduates are well-prepared for professional success.

OVERSIGHT RESPONSIBILITIES

The Dean reports to the Provost and serves on the University and Academic Cabinets. As the conservatory's chief academic and operating officer, the incoming Dean oversees all academic, administrative, and operational activities. Key oversight responsibilities include leading a dedicated senior leadership team, which comprises Associate and Assistant Deans, Division Chairs and Program Directors, the Executive Director of Performances & Engagement, the Senior Coordinator for Conservatory Recruitment, the Arts Academy Executive Director, and the Producing Artistic Director of Shenandoah Summer Music Theatre. The Dean also nurtures 125 faculty and staff across 27 academic programs, oversees budget officers across 57 budgets, and works directly with the Shenandoah Conservatory Student Council, ensuring the voices and needs of students are heard and supported. The Dean collaborates closely with the University President and Advancement Office on fundraising and the comprehensive campaign, works directly with the Conservatory Advisory Board and the Dean's Circle, the conservatory's core donor group, and maintains a strategic relationship with the university's Recruitment and Admissions office.

KEY CANDIDATE QUALITIES

Shenandoah University invites applications from arts leaders, both from within and outside of academia, who can demonstrate the following qualities or reveal exceptional potential for success in same:

Artistic Vision: A deep commitment to artistic excellence in music, theatre, or dance, with a passionate understanding of what makes a great performance in at least one of these disciplines. Balances respect for tradition with an innovative, forward-looking approach that prepares graduates for successful and dynamic careers.

Collaborative Leadership: An inspiring communicator who consistently reveals integrity, kindness, tenacity, and a sense of humor. Champions shared governance, empowers leadership among faculty, staff, and students, and fosters collaboration across disciplines.

Commitment to Academic Excellence: A passionate advocate for academic excellence, promoting inclusive, high-achieving communities. Through inspiring vision and a deep investment in the success of others, drives faculty leadership, student achievement, program reputation, and recruitment growth.

Diversity & Inclusion: A committed advocate for diversity and inclusion, fostering a culture of respect, fairness, and opportunity for all. Supports efforts to address historical inequities while ensuring every community member feels valued and connected to a shared sense of belonging.

Fundraising & Community Engagement: Skilled at fostering a culture of philanthropy, cultivating strong donor relationships, helping to define fundraising strategies, and securing major gifts to support the conservatory's vision and growth.

Strategic & Entrepreneurial Orientation: Visionary and innovative, with a deep understanding of industry trends in the performing arts. Skilled at leading strategic planning, and able to propel a shared vision that further drives growth and innovation for the conservatory.

Administrative Skills: Exceptional at developing leaders, navigating personnel matters with diplomacy, and managing complex budgets and operations with financial expertise.

OTHER REQUIREMENTS

Educational Credentials: The Dean is expected to hold an earned terminal degree or possess equivalent professional experience in the performing arts. Candidates with relevant scholarly and teaching achievements may be appointed as a full professor.

Leadership Background & Fit with Higher Education: We warmly welcome candidates with a proven record of transformational leadership in either academia or arts organizations. Regardless of background, the ideal candidate will be motivated to lead a diverse and dynamic academic community, understanding the vital importance of shared governance and bringing a driving passion for educational excellence.

Authorization to Work in the USA: Applicants must be legally authorized to work in the United States.



To Apply

Applicants should submit the following two documents (in separate PDFs), and do so through the employment portal at Shenandoah University (www.su.edu/human-resources):

- An up-to-date and detailed curriculum vitae, including contact information for three professional references
- A brief, 1–2 page letter of interest, explaining how their qualifications relate to the seven qualities outlined above.

Shenandoah University is committed to enriching its educational experience and culture through the diversity of its faculty, administration, and staff. All candidates are strongly encouraged to include a statement in their cover letters addressing ways in which they may be able to contribute to that commitment. Note: A pre-employment background check will be required.

Shenandoah University values the unique and diverse perspectives of individuals and communities locally and globally. It seeks to foster mutual understanding in an inviting community where individuals are welcome and respected. The university does not discriminate on the basis of race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, physical, or mental disability, genetic information, veteran's status, or on any other basis protected under applicable law.





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