



DIRECTOR OF DEVELOPMENT
THE SHEPHERD SCHOOL OF MUSIC
RICE UNIVERSITY
Houston, Texas

The Shepherd School of Music at Rice

The Aspen Leadership Group is proud to partner with Rice University in the search for a Director of Development, The Shepherd School of Music.

The Director of Development will serve as the chief development officer for The Shepherd School of Music and will plan, organize, and manage the development functions of the school including complex major gift support within a university setting. The Director of Development will provide critical strategic leadership for an advancement program that incorporates development and external relations goals. The Director of Development will manage development staff; oversee the membership and annual fund function for the school; and identify, cultivate, solicit, and steward major donor prospects capable of gifts at the \$100,000 to \$4.9 million level. The Director of Development will be knowledgeable of the performing arts and classical music philanthropic landscape and an excellent relationship builder that has experience developing and implementing fundraising strategies to secure major operational and programmatic commitments for special initiatives.

The Shepherd School of Music at Rice University cultivates the mastery of musical performance, combining a conservatory experience with the educational opportunities of a leading research university. Guided by a belief that talent manifests along unique paths, The Shepherd School of Music limits its student body to 290 gifted young musicians. Each music major is provided access to world class teachers dedicated to cultivating talent and professional success. The faculty at The Shepherd School is known for their individual instruction and for equipping musicians with the skills and experience necessary to develop their own esteemed careers. In just over four decades The Shepherd School of Music has become a leading international music school, making it both one of the youngest and one of the most prestigious university-level programs in the country. A consistently highly ranked school of music, The Shepherd School is currently number five in the *Niche* list of best music schools in America.

Alumni of the Shepherd School of Music go on to exceptional careers and include Pulitzer Prize and Grammy winners. They have debuted at Carnegie Hall, appeared with the Chamber Music Society of Lincoln Center and the Metropolitan Opera, and hold positions in orchestras and chamber music groups around the country and globe.

Rice University is a private, comprehensive research university, offering undergraduate or graduate degrees across six schools. Rice's robust curriculum provides a vast array of courses leading to a holistic undergraduate experience that equips its students with the knowledge, skills, and values to make a distinctive impact in the world. Located on a 300-acre tree-lined campus in Houston, Rice University is consistently ranked among the nation's top 20 universities by *U.S. News & World Report*. Rice is highly ranked for best quality of life by the *Princeton Review* and for best value among private universities by *Kiplinger's Personal Finance*.

REPORTING RELATIONSHIPS

The Director of Development, The Shepherd School of Music will report to the Senior Assistant Dean, Emily Wells. The Director of Development will serve on the school's Senior Leadership Team and will oversee a team of two staff.

FROM THE LYNETTE S. AUTREY DEAN OF MUSIC

Since its founding nearly 50 years ago, The Shepherd School of Music at Rice University has charted a unique path in a highly competitive landscape, training generations of classical musicians who exemplify mastery and musical excellence. Our continually evolving program offers a conservatory experience to a select group of students who benefit from our devoted faculty and the educational opportunities afforded by a top research university.

This is an especially exciting time to be part of the growth and development of The Shepherd School of Music. As we search for our next Professor of Orchestra Conducting and Music Director of the Shepherd School Orchestras, our students will have the unique opportunity to work with several renowned guest conductors over the next three semesters, including Andrew Grams, Cristian Măcelaru, Patrick Summers, Robert Spano, Hans Graf, William Eddins, Lidiya Yankovskaya, Miguel Harth-Bedoya, and Giancarlo Guerrero. In September 2025, we will celebrate the school's 50th anniversary—a significant milestone in our history that will bring unprecedented opportunities for active fundraising and cultivation initiatives. The recent announcement of Joshua Winograde as our new Director of Opera Studies firmly secures Shepherd's standing in the upper echelon of vocal training programs. The newly opened Brockman Hall for Opera will further support the unique performance opportunities for our students, expanding the reputation of the school and our connection with the Houston arts community.

We've recently invested in key administrative roles across the school and established a senior leadership team that can advance sophisticated development and external relations goals. The Director of Development will play an integral role on our team, serving as the chief development officer for the school. In partnership with the Senior Assistant Dean and Director of Marketing and Communications, this professional will provide critical strategic leadership to cultivate deep and longstanding relationships with donors and further develop our presence as a leader in Houston's arts and culture community.

We welcome applications from those who are knowledgeable of the performing arts and classical music philanthropic landscape and are eager to build relationships and fundraising strategies to support one of the country's top schools of music. The future of music is happening at The Shepherd School every day, and we are eager to build an inspired team to help create the musical success of tomorrow.

—Matthew Loden, Lynette S. Autrey Dean of Music

RICE UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Rice University views diversity, equity, and inclusion as a central and meaningful part of the overall university experience. It believes these values increase the vitality of everything it does—education, scholarship, service, and community. Dating back to the founding of Rice University, its first President, Edgar Odell Lovett, mandated that it aspire to be a world-class university of the highest standing. He envisioned students and faculty as a community of scholars, their minds exercised by spirited discourse. Therefore, as an integral part of the university's mission, it seeks a broadly diverse student body where educational diversity increases the intellectual vitality of education, scholarship, service, and communal life at Rice.

PRIMARY RESPONSIBILITIES

The Director of Development, The Shepherd School of Music will

- define, plan, initiate, and direct all aspects of the fundraising program for The Shepherd School of Music including major gifts, annual fund, planned giving, and principal gifts;
- develop and manage a portfolio of major gift prospects through the identification, cultivation, solicitation, and stewardship of donors with an emphasis on gifts of \$100,000 and above;
- serve as a principal advisor to the Dean on all aspects of development, including strategic development, management, and support of the Dean's portfolio of top donors;
- manage all aspects of the school's development strategies and initiatives, including fundraising, alumni relations, volunteer management, annual giving, capital projects, stewardship, and donor events;
- plan international engagement with alumni and donor prospects;
- collaborate with Development and Alumni Relations on university- and Presidential-level donor relationships;
- oversee management of a volunteer advisory board;
- identify fundraising priorities and devise plans and strategies to accomplish revenue goals;
- set and track department budgets;
- establish Shepherd Society membership growth for increased individual contributions;
- work collaboratively with the Dean, Senior Assistant Dean, faculty, and development colleagues in support of fundraising initiatives;
- develop and execute long-term strategies for increasing the engagement and financial support of Rice University and The Shepherd School of Music alumni, corporations, friends, and other targeted philanthropic constituencies;
- establish benchmarking metrics for The Shepherd School of Music's charitable needs in collaboration with Development and Alumni Relations;
- provide career coaching and personal development for direct reports;
- manage, lead, and evaluate staff to achieve fundraising targets, including strategic planning, solicitation strategies, and performance measurements; and
- promote a culture of high performance, integrity, and continuous improvement that values learning, collaboration, and a commitment to quality work among the development team.

LEADERSHIP

Matthew Loden

Lynette S. Autrey Dean of Music

Lynette S. Autrey Dean of Music, Matthew Loden, has performed around the world, judged competitions, served as a speaker for national conferences, and been a music panelist and university lecturer. Dean Loden has worked for some of the top music training programs throughout the U.S., from the Aspen Music Festival and School to the New England Conservatory of Music's Entrepreneurial Musicianship program, and he has been a mentor for the League of American Orchestras Management Fellowship program, a premier leadership training program designed to launch executive careers in orchestra management.

Since becoming CEO of the Toronto Symphony Orchestra in 2018, Dean Loden has redefined the role of an orchestra in a diverse international city, commissioning world-premiere works from next-generation composers and establishing new creative partnerships and performances with artists ranging from composer Samy Moussa to the soprano Erin Wall, from violinist Patricia Kopatchinskaja to pop icon Jesse Reyez. His commitment to compelling experiences has expanded audiences and increased revenue, while

his relationships throughout the music world have attracted top talent to the organization, including renowned conductor Gustavo Gimeno, who became music director in 2020.

Before assuming his role in Toronto, Dean Loden served as interim Co-president of the Philadelphia Orchestra and as its Executive Vice President for Institutional Advancement, with responsibility for sustaining strategic direction and overseeing all board, philanthropic, communications, and external relations efforts. He was part of the team that launched celebrated maestro Yannick Nézet-Séguin as Music Director while navigating the orchestra's successful comeback from Chapter 11 bankruptcy reorganization. He also served as Board Secretary for the Academy of Music, with oversight over the nation's oldest opera house, and was executive liaison with the Kimmel Center for the Performing Arts.

As Vice President and General Manager at the Aspen Music Festival and School, Dean Loden supervised operations for approximately 400 musical events each summer, including operations for five orchestras, opera productions, chamber music programs, master classes, and lectures for 650 students. He was also responsible for implementing Aspen's first-ever live opera simulcasts and streamed performances on MediciTV. Additionally, he was part of the design and building teams for a new \$75 million redevelopment of the school's 38-acre Bucksbaum Campus.

As a violinist, Dean Loden performed regularly with the Kennedy Center Opera and Ballet orchestras, the National Symphony Orchestra, the Houston Grand Opera and Ballet orchestras, the American Composers Orchestra, and he has been the concertmaster for the Washington Bach Consort and a principal player in the American Symphony Orchestra at Lincoln Center and Carnegie Hall. Dean Loden has also performed with the Broadway productions of *Cabaret*, *Once Upon a Mattress*, *High Society*, and *The Lion King*.

A native Houstonian, Dean Loden is a graduate of the High School for the Performing and Visual Arts and in his early years studied violin with Fredell Lack. His advanced college studies include training with renowned teachers Stephen Clapp, Andrew Jennings, and Zvi Zeitlin. He has also studied with Shepherd School of Music faculty Kenneth Goldsmith and Kathleen Winkler.

Emily Wells

Senior Assistant Dean

Emily Wells is the Senior Assistant Dean of the Shepherd School of Music. She works closely with the Dean on strategic planning and implementation of department and school initiatives, oversees the management of the Shepherd administrative staff leadership team, and is responsible for external relations, earned, and contributed revenue through oversight of communications, public relations, marketing, and specific development functions.

Wells joined Shepherd in July 2022 after a decade working in arts administration, most recently in New York at The Juilliard School. She began working at Juilliard in 2013 and became the Director of Administration of the Marcus Institute for Vocal Arts in 2020. In this capacity, Wells partnered with senior leadership on strategic planning for the department's curricular and artistic initiatives and programs, supported admissions and recruitment, oversaw departmental finances, and managed an annual season of over 50 diverse performance activities and special projects. She also oversaw all aspects of faculty and student administration and development in the department.

Before Juilliard, Wells held positions with the Aspen Music Festival and the Flagstaff Symphony Orchestra. She earned a BM from Syracuse University and MM from Northern Arizona University with a focus in opera/voice.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Rice University seeks a Director of Development, The Shepherd School of Music with

- a commitment to the mission of The Shepherd School of Music—to cultivate the mastery of musical performance, combining a conservatory experience with the educational opportunities of a leading research university;
- experience successfully cultivating, soliciting, and stewarding major individual gifts;
- experience working with individual donors capable of making gifts with significant institutional impact;
- an ability to develop a compelling case for The Shepherd School of Music and position the philanthropic priorities of the school among diverse stakeholders;
- experience working in a comprehensive fundraising campaign;
- experience leading a team of development professionals and working with institutional leadership and senior administrators in external relations on fundraising initiatives;
- the presence and refined interpersonal skills needed to build relationships at all levels and to engage and motivate groups of diverse individuals;
- an ability to stimulate, invigorate, and motivate volunteer leadership;
- exceptional verbal and written communications skills;
- a commitment to promoting and supporting an environment of diversity, equity, and inclusion;
- an ability to contribute to the advancement of the field of philanthropy through the development and communication of leading-edge knowledge;
- advanced problem-solving, data analysis, and project management skills, and attention to detail; and
- working knowledge of Tessitura database software and/or Blackbaud CRM.

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least seven years of professional development work with five years of direct major gift fundraising experience, preferably within performing arts or higher education. Familiarity with the Houston arts and cultural philanthropy landscape is a plus.

SALARY AND BENEFITS

The salary range for this position is \$120,000 to \$140,000 annually. Rice University offers a comprehensive [package of benefits](#).

LOCATION

This position is in Houston, Texas and requires travel (15%).

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of The Shepherd School of Music as well as the responsibilities and qualifications stated in the position prospectus.*** Preference will be given to applications received by March 28, 2023.

To apply for this position, visit: [Director of Development, The Shepherd School of Music, Rice University](#).

To nominate a candidate, please contact Anne Johnson, annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.