

Guest Conductor Policy

Proposed: April 15, 2020

Guest conductors are an essential component of the programming of every professional symphony orchestra. For the following reasons, the RSO commits to hiring guest conductors for the main series on a regular basis:

- Conductors bring with them their own unique experiences, training, expectations, and expertise. By collaborating with a variety of excellent conductors, musicians develop a full range of talents, techniques, musical styles, and musical periods. The entire organization grows artistically.
- Guest conductors are crucial to the establishment of the RSO's reputation within the community of American and International orchestras. When conductors are impressed by the musicians and staff of the RSO, they share their observations broadly within the symphonic world.
- When viewed as part of a long-term strategy, the hiring of guest conductors presents the RSO with an opportunity to articulate and pursue artistic and institutional goals, including its stated goals of diversity and inclusion.
- A guest conductor is a guest artist. Our audience deserves to hear different interpretations from different voices.
- Performing with dynamic conductors not only energizes the orchestra and captivates the audience; it also establishes a base of possible candidates when the position of Music Director becomes vacant.

The Board's Artistic Excellence Committee and the Musicians' Artistic Advisory Committee recommend that the RSO invite a minimum of three guest conductors each season. These conductors should be chosen for the symphony's signature series, Masterworks and Metro.

The Music Director will meet annually with the Artistic Advisory Committee to solicit names, to discuss potential guest conductors, and review past ones. The Music Director, in consultation with the Artistic Advisory Committee, the Executive Director and the Director of Artistic Planning and Orchestral Operations, will select guest conductors for engagement and recommend them to the Board of Directors for approval.

This policy should be reviewed every four years to make sure it is consistent with current organizational structure.