

# Brea Heidelberg, PhD

Associate Professor & Program Director

Entertainment & Arts Management Program | Department of Arts & Entertainment Enterprise

Drexel University Antoinette Westphal College of Media Arts & Design

Brea.Heidelberg@gmail.com

## EDUCATION

### The Ohio State University

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PhD Arts Administration, Education and Policy

Columbus, OH  
December 2012

- Dissertation: "The Language of Cultural Policy Advocacy: Leadership, Message, and Rhetorical Style"
- Graduate Interdisciplinary Specialization in College and University Teaching
- Graduate Minor in Survey Research

M.A. Arts Policy and Administration

August 2009

- Thesis: "Speaking Public Funding Into Existence: Tracking the National Endowment for the Arts' Use of Cultural Economic Rationales"

### Villanova University

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M.S. Human Resource Development

Villanova, PA  
August 2017

- Graduate Certificate in Nonprofit Management

### Drexel University

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B.A. International Area Studies

Philadelphia, PA

B.S. Business Administration

June 2007

Concentrations: Economics, International Business

## TEACHING EXPERIENCE

### Drexel University

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Associate Professor & Program Director

Philadelphia, PA

Assistant Professor & Associate Program Director

Sept. 2020 - Present

Entertainment & Arts Management

Sept. 2017 - Present

Teaching Load: 18-21 credits

- Developing and teaching undergraduate level courses
- Recruiting and supporting adjunct faculty
- Managing annual course projections and course scheduling
- Addressing student concerns and change of major inquiries
- Managing the undergraduate minor in Entertainment & Arts Management
- Collaborating with various programs throughout Westphal to create interdisciplinary experiences for students
- Supervising Senior Projects

### Rider University

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Assistant Professor of Arts Administration & Internship Coordinator,

Lawrenceville, NJ

Department of Fine Arts, Arts Administration Program

Sept. 2012 - Aug. 2018

- Developed and taught undergraduate level courses
- Developed and implemented revisions to the practical experience sequence
- Developed and implemented a redesigned curriculum
- Managed the placement, support, and evaluation of 40+ interns
- Developed partnerships with 50+ local arts organizations
- Recruited and supported adjunct faculty
- Advised 50+ students on course selection and career pathways

Director, Multicultural Studies Program College of Liberal Arts and Sciences	Sept. 2016 - Aug. 2018
<ul style="list-style-type: none"> <li>▪ Recruiting and advising students</li> <li>▪ Hiring and evaluating adjunct faculty</li> <li>▪ Redesigning curriculum</li> <li>▪ Creating the yearly workload</li> <li>▪ Managing the program budget</li> <li>▪ Coordinating internships</li> </ul>	

### Various Institutions

Adjunct Professor	2015 - 2017
<ul style="list-style-type: none"> <li>▪ Castleton State College, Arts Administration Program Courses Developed and Taught: Writing &amp; Research in the Arts; Leadership &amp; Strategic Planning</li> <li>▪ Colorado State University, School of Music, Theater, and Dance Course Developed and Taught: Arts Policy and Advocacy</li> <li>▪ Drexel University, Antoinette Westphal College of Media Arts &amp; Design Course Developed and Taught: Writing in the Arts</li> <li>▪ National Arts Strategies Course Developed and Facilitated: Evaluation in the Arts</li> <li>▪ University of Massachusetts Amherst, Arts Extension Service Course Developed: Cultural Equity in the Arts</li> </ul>	

### The Ohio State University

Teaching Orientation Facilitator, Center for the Advancement of Teaching	Columbus, OH Sept. 2009 - Sept. 2012
<ul style="list-style-type: none"> <li>▪ Facilitated two sessions of “An Overview of Teaching at the University” to 25 incoming professors and graduate teaching assistants</li> <li>▪ Facilitated three sessions of “Facilitating Class Discussions” to 30 incoming professors and graduate teaching assistants</li> <li>▪ Facilitated one session of “Fair and Efficient Grading” to 30 incoming professors and graduate teaching assistants</li> <li>▪ Facilitated three sessions of How to Give Effective Presentations to 30 incoming professors and graduate teaching assistants</li> </ul>	
Graduate Teaching Assistant, Department of Arts Administration, Education and Policy	Sept. 2008 - Jun. 2012
<ul style="list-style-type: none"> <li>▪ Developed and taught undergraduate writing-intensive courses that focused on the arts as a means of intercultural communication</li> </ul>	
Assistant Coordinator of the Professional Writing Minor The OSU Center for the Study and Teaching of Writing	Jun. 2010 - Jun. 2011
<ul style="list-style-type: none"> <li>▪ Promoted the program to undergraduates, faculty, advisors, and partnering organizations</li> <li>▪ Developed and maintained print- and web-based materials for students and partners</li> <li>▪ Assisted students with internship applications to ensure successful placement</li> <li>▪ Designed and implemented three workshops and two training modules for internal and external stakeholders</li> </ul>	

## Courses Developed and Taught

### *Drexel University*

- Audience Development
- Overview of Entertainment & Arts Management
- Strategic Management for Entertainment & Arts Management
- Writing for Arts Managers
- Writing in the Arts

### *Rider University*

- Arts Administration Lab
- Arts Education & Outreach
- Survey of Arts Institutions
- Arts Administration Practicum I and II
- Arts Venues & Patron Services
- Arts Management Internship
- Gender & Sexuality in Hip-Hop and R&B
- Race, Class, and Gender in American Society
- Multicultural Television Criticism

### *The Ohio State University*

- Criticizing Television
- Ethnic Art: A Means of Intercultural Exchange

## SCHOLARSHIP

My scholarly activity spans both traditional research and scholarship in practice through practical work with cultural organizations. My work focuses on the professionalization of the field of arts management – particularly as it pertains to the development of field-specific theories designed to help grow and strengthen the field. This work manifests itself in a desire to understand how theory from other fields can inform the way arts managers are trained, professionally socialized, and effectively managed. My work pays particular attention to the ways arts managers can advance the field while also including traditionally marginalized communities with a focus on equity and social justice.

## PUBLICATIONS

### Peer Reviewed Journal Articles and Book Chapters

*Under Review.* Heidelberg, B. “Evaluating Equity: Using Developmental Evaluation to Help Diversify the Field of Arts Administration.” *Cultural Trends*

Heidelberg, B. (2020). “Teaching Culturally Responsive Performing Arts Management in Higher Education.” In T. Stein (Ed.) *Workforce Diversity and the Arts*.

Heidelberg, B. (2020). “Artful Avoidance: Initial Considerations for Measuring Diversity Resistance in Cultural Organizations.” In K. Thomas (Ed.) *Diversity Resistance in Organizations*. New York, NY: Routledge.

Heidelberg, B. (2020). “Strategic Staffing for Arts Organizations.” In W. Byrnes and A. Brkić (Eds.) *The Routledge Companion to Arts Management*. New York, NY: Routledge.

Heidelberg, B. (2019). “The Professionalization of Arts Management in the United States: Are We There Yet?” *Cultural Management: Science and Education*, 3(1).

Heidelberg, B. (2019). “Learning from Negative Space: Categorizing Success in Arts Policy Entrepreneurship.” *Artivate: A Journal of Entrepreneurship in the Arts*, 8(1).

- Heidelberg, B. (2018). "The State of Arts Management Education Literature in the United States." In L. Wroblewski, Z. Dacko-Pikiewicz, and J. Liu (Eds.) *Cultural Management: From Theory to Practice*. London, UK: WSB University.
- Heidelberg, B. (2018). "Conceptualizations of Quality in Arts Management Education." *Arts Management Quarterly* 128
- Heidelberg, B. (2017). "Diversity and Inclusion in the Arts: A Literature Snapshot." In E. Rosewall and R. Shane (Eds.) *Arts and Cultural Management: Critical and Seminal Sources*. New York, NY: Bloomsbury Press.
- Heidelberg, B. (2017). "Diversity and Inclusion in the Arts: A Literature Snapshot." *American Journal of Arts Management*, 5(1).
- Heidelberg, B. (2016). "Initial Considerations for Seeking Cultural Competence in Arts Management Education." *American Journal of Arts Management*, 4(3).
- Heidelberg, B. (2015). "Transition courses in the arts management curriculum: Creating a professional development series." In O. Kuhlke, A. Schramme, R. Kooyman (Eds.) *Creating Cultural Capital: Cultural Entrepreneurship in Theory, Pedagogy, and Practice*. Chicago, IL: University of Chicago Press.
- Heidelberg, B. (2015). "Arts and intra-community strength." In *Arts in America: Arts, Culture, and the Future of America's Communities*. C. Lord (Ed.). Washington, DC: Americans for the Arts.
- Heidelberg, B., Cuyler, A. (2014). "Integrating diversity into arts management education." *American Journal of Arts Management*, 2(1).
- Heidelberg, B. (2010). "The Need for arts researchers in arts organizations." *The Journal of Arts Management, Law and Society* 40(3), 235-237.

### Published Blog Posts

- Heidelberg, B. (May 7, 2018). "Welcome to the Emerging Leaders Blog Salon." Americans for the Arts – Artsblog: <https://www.americansforthearts.org/2018/05/07/welcome-to-the-emerging-leaders-blog-salon>
- Heidelberg, B. (October 4, 2017). "We Need More Arts Data Skills." SMU Data Arts: <https://mcs.smu.edu/artsresearch2014/ArtsDataSalon17-BH>
- Heidelberg, B. (April 17, 2017). "We Resolve to Create a Better Arts Field." Americans for Arts – Artsblog: <https://www.americansforthearts.org/2017/04/17/we-resolve-to-create-a-better-arts-field>
- Heidelberg, B. (April 26, 2016). "How to Be (or be an asset to) an Emerging Arts Leader of Color." Americans for the Arts – Artsblog: <https://blog.americansforthearts.org/2016/04/26/how-to-be-or-be-an-asset-to-an-emerging-arts-leader-of-color>
- Heidelberg, B. (March 14, 2016). "Diversity in Arts Administration is not inevitable." Americans for the Arts – Artsblog: <https://blog.americansforthearts.org/2016/03/14/diversity-in-arts-administration-is-not-inevitable>
- Heidelberg, B. (April 15, 2015). "Cards Against Humanity: Arts Management Expansion Pack." Americans for the Arts – Artsblog: <https://blog.americansforthearts.org/2015/04/15/cards-against-humanity-arts-management-expansion-pack>

Heidelberg, B. (April 14, 2014). “With a Little Help from My Friends – A Verbose Thank You to Emerging Arts Leaders.” Americans for the Arts – Artsblog: <https://blog.americansforthearts.org/2014/04/14/with-a-little-help-from-my-friends-%E2%80%93-a-verbose-thank-you-to-emerging-arts-leaders>.

## PRESENTATIONS AND LECTURES

### Peer-Reviewed Presentations

**12th International Conference on The Inclusive Museum | Buenos Aires, Argentina, November 2019**  
*Diversifying the Museum Leadership Pipeline in the U.S*

**45th International Conference on Social Theory, Politics & the Arts | New Orleans, LA, October 2019**  
*A Materialist Critique of Cultural Equity “Work” in the United States*

**38<sup>th</sup> Annual Association of Arts Administration Educators Conference | Madison, WI, June 2019**  
*Examining the Arts Management Education Pipeline: A Content Analysis of Position Descriptions*

**A Symposium on New Frontiers in Arts Research | Bloomington, IN, May 2019**  
*Evaluating Equity: Using Developmental Evaluation to Help Diversify the Field of Arts Administration*

**44th International Conference on Social Theory, Politics & the Arts | Manchester, UK, November 2018**  
*Promoting Equity in Cultural Organizations Through the Recruitment, Selection, and Onboarding Processes*

**37<sup>th</sup> Annual Association of Arts Administration Educators Conference | Houston, TX, June 2018**  
*Social Justice: Approaches to Teaching in Arts Administration*

**43rd International Conference on Social Theory, Politics & the Arts | Minneapolis, MN, October 2017**  
*Workforce Planning for Arts Managers: The Special Case of Small and Mid-sized Arts Organizations*

**42nd International Conference on Social Theory, Politics & the Arts | Montreal, Quebec, October 2016**  
*A Human Resources Research Agenda for the Nonprofit Arts*

**24th ENCATC Annual Conference | Valencia, Spain, October 2016**  
*Diverse Network Weaving: Creating & Maintaining an Inclusive Arts Ecology*

**2016 European Sociological Association Conference | Porto, Portugal, September 2016**  
*The Professionalization of Arts Management in the U.S.: Are We There Yet?*

**35th Annual Association of Arts Administration Educators Conference | Philadelphia, PA, June 2016**  
*Scholarship of Teaching & Learning in Arts Management Education: Implications for Teaching, Research, and Service*

**9th International Conference on Cultural Policy Research | Seoul, South Korea, July 2016**  
*Historiographies of National Arts Leadership: How Personal Narratives Complete Legislative Histories in Arts Policy*

**41st International Conference on Social Theory, Politics & the Arts | Adelaide, Australia, December 2015**  
*Identifying & Assessing Knowledge Expectation Gaps in Entry-Level Arts Management Jobs*

**23rd ENCATC Annual Conference | Lecce, Italy, October 2015**  
*Exploring Barriers to Entry for Cultural Administrators of Color*  
*Culture Flash: A Lightning Round of Arts Engagement Case Studies*

**2015 European Sociological Association Conference | Prague, Czech Republic, August 2015***Professionalizing Future Arts Managers: The Case for Transition Courses***Creative Placemaking Knowledge Exchange | Newark, NJ, June 2015***Creating the Space to Talk About Place***1st Cultural and Creative Entrepreneurship Training and Education Conference | Duluth, MN, June 2015***Holistic Career Preparation: Development of a Professional Development Series***34th Annual Association of Arts Administration Educators Conference | Portland, OR, April 2015***Butts in Our OWN Seats: Advocacy and Recruitment Strategies for Sustainability in Arts Administration Education**The Big Bang Theory of Arts Management Education***The 40th International Conference on Social Theory, Politics & the Arts | Ottawa, Canada, October 2014***Professionalization of SAA EDs How Oral History Research helps Identify & Articulate Professional Identity & Practice***8th International Conference on Cultural Policy Research | Hildesheim, Germany, September 2014***The Evolving Rhetoric and Practice of Arts Management Education***8th Conference of the Research Network Sociology of the Arts | Cluj-Napoca, Romania, September 2014***The Evolving Rhetoric and Practice of Educating Arts Managers***18th International Conference on Cultural Economics | Montreal, Quebec, June 2014***Unwitting Members of the Policy Community: A Rhetorical Investigation of How Arts Advocates Jazz-up Concepts and Data from the Field of Cultural Economics***33rd Annual Association of Arts Administration Educators Conference | Montreal, Quebec, May 2014***Building Community: Arts Administration Programs, Arts Administrators, and Arts Institutions**Affirming Diversity in Arts Administration***21st ENCATC Annual Conference | Antwerp, Belgium, November 2013***Integrating Diversity into Cultural Management & Policy Education*

Co-author Antonio C. Cuyler, PhD, Florida State University

**11th Annual Hawaii International Conference on the Arts and Humanities | Honolulu, HI, January 2013***Fortifying the Bridge Between the Tower and the Field: Balancing Academic Rigor with Professional Relevance***38th International Conference on Social Theory, Politics & the Arts | Baton Rouge, LA, October 2012***International Street Cred and Domestic Bullshitting: The Case of Hip-Hop in the U.S.***7th International Conference on Cultural Policy Research | Barcelona, Spain July 2012***International Street Cred and Domestic Bullshitting: The Case of Hip-Hop in the U.S.***32nd Annual Association of Arts Administration Educators Annual Conference | Claremont, CA, June 2012***Rethinking National Funding Systems and Policies for the Arts**New Perspectives on Internships in Arts Management***10th Annual Hawaii International Conference on the Arts and Humanities | Honolulu, HI, January 2012***Hip-Hop and Cultural Diplomacy: Blending Beats and Boundaries***37th International Conference on Social Theory, Politics & the Arts | Lexington, KY, October 2011***The Only Critic Without Ambition: A Timeline of the National Endowment for the Arts*

**36th International Conference on Social Theory, Politics & the Arts | Arlington, VA, October 2010***Accidental Advocates: How the Work of Cultural Economics Impacts the Work of Arts Advocates***16th Conference on Cultural Economics | Copenhagen, Denmark, June 2010***Re-gifting Ideas: How Arts Advocates Use the Ideas of Cultural Economists***35th International Conference on Social Theory, Politics & the Arts | London, UK, October 2009***Words and/or vs. Actions: An Investigation of the Discourse of Arts Administration Training***34th International Conference on Social Theory, Politics & the Arts | Baltimore, MD, October 2008***Professionalism, Politics and Public Service: A Look into State Art Agencies 1995-2005***Invited Presentations****Arts Administrators of Color Annual Convening | Washington, DC, November 2019***Pathways to Arts Leadership***19th Annual National Arts Marketing Project Conference | Miami, FL, November 2019***Workshop for the Pennsylvania Council on the Arts Learning Cohort***Delaware Division of the Arts | Wilmington, DE, October 2019***Equitable Evaluation in the Arts***C4 Atlanta | Atlanta, GA, August 2019***Organizational Culture & Its Impact on the Arts & Cultural Ecosystem***New Jersey Performing Arts Center | Newark, NJ, May 2019***Diversity, Equity, and Inclusion for those Managing Arts Education Programming***2019 Association of Performing Arts Service Organizations Conference | Dallas, TX, May 2019***Opening Keynote: Shifting Organizational Culture – Working Toward Equity***Americans for the Arts – Arts U | April 2019***Promoting Equitable Hiring in the Arts: Removing Bias from the Hiring Process in Cultural Institutions***Antoinette Westphal College of Media Arts & Design All-College Research Day | March 2019***Pracademia: Strategically Combining Research & Practice in Arts Management***New England Foundation for the Arts (NEFA) | Boston, MA, February 2019***Facilitating Equitable Meetings***Arts Administrators of Color Annual Convening | Baltimore, MD, September 2018***Strategic Skill Building***18th Annual National Arts Marketing Project Conference | Seattle, WA, November 2018***Intentionally Inclusive Messaging – Workshop for the Pennsylvania Council on the Arts Learning Cohort***Pennsylvania Council on the Arts – Arts in Education Partnership | Harrisburg, PA, June 2018***Affecting Change from Where You Are***Americans for the Arts – Artists Learning Group | Denver, CO, May 2018**

*Inclusive Messaging & Authentic Community Engagement*

**17th Annual National Arts Marketing Project Conference | Memphis, TN, November 2017**

*Intentionally Inclusive Messaging – Workshop for the Pennsylvania Council on the Arts Learning Cohort*

**16th Annual National Arts Marketing Project Conference | Austin, TX, November 2016**

*In the Market for Diversity & Inclusion: Board Edition*

**Atlanta Regional Commission | Atlanta, GA, August 2016**

*Cultural Equity Forum*

**Americans for the Arts 2016 National Convention | Boston, MA, June 2016**

*Widening the Leadership Pipeline*

**Americans for the Arts, 2015 Annual Convention | Chicago, IL, June 2015**

*Diversity & Inclusion: A Primer*

**Americans for the Arts, 2014 Annual Convention | Nashville, TN, June 2014**

*Arts Leadership Preconference: 21st Century Arts Leaders and the Future of Arts Organizations, Current Trends in Arts Research  
Expert Roundtable on Cultural (Re)appropriation*

**Americans for the Arts, Arts Advocacy Day | Washington, DC, March 2014**

*Student Session at Arts Advocacy Day Training*

**Guest Lectures**

“Diversity, Equity, and Inclusion in Arts Management Education,” Showa University, September 2019, Tokyo, Japan

“Human Resource Development & Management in the Arts,” University of Connecticut, March 2019, Storrs, CT

“Human Resources in the Arts,” Florida State University, September 2018, Tallahassee, FL

“Self-Advocacy 101: Amplifying Your Voice,” Women of Color in the Arts, June 2018, New York, NY

“Human Resources in the Nonprofit Arts,” Muhlenberg College, April 2018, Allentown, PA

“Human Resources: Current Issues in the Arts,” Florida State University, November 2017, Tallahassee, FL

“Diversity, Equity, and Inclusion – Beyond Cultural Equity Statements,” New York University, September 2017, New York, NY



## Research Experience

### CultureLab

Fellow, Leadership Library

San Francisco, CA  
Jul. - Oct. 2016

I curated an arts management leadership library. This collection is comprised of sources that touch upon the many facets of Arts Management Leadership.

### The Ohio State University, Department of Arts Administration, Education and Policy

Research Assistant, *State Arts Agency Oral History Project*

Lead Researchers: Dr. Wayne Lawson & Dr. Margaret Wyszomirski

Columbus, OH  
Jun. 2008 - Aug. 2009

Interviews collected during this project were used to explore the challenges, tactics, political, and artistic circumstances state arts agencies leaders faced during the years 1995-2005. I organized interview data including release forms, contact information, and interview transcripts and documented research progress by tracking the number of interviews conducted and states represented. I also conducted rhetorical and textual analysis - choosing quotes to illustrate established themes in the data.

### Curb Center for Arts, Enterprise, and Public Policy

Research Assistant, *National Performing Arts Convention*

Lead Researchers: Andrew Taylor & Dr. Elizabeth Lingo

Nashville, TN  
June 2008

This research was conducted for the Bolz Center for Arts Administration, Madison, WI and explored the performing arts infrastructure in the United States, and its efforts toward collective action. The research culminated in the Curb Center report 2008 National Performing Arts Convention: Assessing the Field's Capacity for Collective Action. I conducted qualitative research on session proceedings, facilitated informal interviews, and utilized ethnographic methodologies to observe various convention sessions

### Drexel University, Arts and Entertainment Enterprise Department

Research Assistant

Lead Researcher: Ximena Varela

Philadelphia, PA  
Sept. 2006 - Jun. 2007

Entered arts participation survey data and produced preliminary reports assisting in the Greater Philadelphia Cultural Alliance's publication Arts, Culture, & Economic Prosperity in Greater Philadelphia. I also constructed an Endnote Library of arts administration resources.

## PROFESSIONAL PRACTICE

### Consulting Engagements

My professional practice focuses on increasing organizational capacity in the areas of human resource development. I am particularly interested in working with organizations on their work to create and sustain equitable practices throughout their internal and external work. My professional work mirrors much of my scholarly research, while also allowing me to maintain an up-to-date understanding of the issues facing arts administrators. This understanding directly impacts the methods I use to teach and the information I prioritize in the classroom.

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**Rhode Island State Council on the Arts**

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Consultant, Equity Facilitator

Providence, RI  
June 2019 - Present

Developed a three-part workshop series for a cohort of 5 small and mid-sized cultural organizations to increase their equity capacity. After the workshops conclude, I will work one-on-one with each organization to help them create an equity plan for their organization.

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**Art Institute of Chicago**

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Consultant, Diversifying Art Museum Leadership Initiative (DAMLI) Evaluator

Chicago, IL  
June 2018 - Present

Developed evaluation materials and protocol for internal evaluation of the DAMLI program. I also developed and facilitated evaluation workshop, focused on equitable evaluation practices, to help increase internal evaluation capacity in the organization.

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**Dance/USA**

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Consultant, Virtual Training Facilitator

New York, NY  
March 2019

Developed and delivered two virtual leadership trainings for Dance/USA's Emerging Dance Leaders mentorship program. I presented "Sharing Your Full Self to help Build and Strengthen the Field" to program mentors and "Strategic Professional Development: Building Your Toolkit & Practicing Self-Care" to mentees.

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**Artists U**

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Consultant, Data Analyst

Baltimore, MD  
January 2019

Analyzed data from surveys and focus groups held in order to assess the current status and needs of Baltimore artists. I presented my findings to Artists U board members and external stakeholders.

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**Young Audiences of New Jersey and Eastern Pennsylvania**

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Consultant, Equity Facilitator

Lawrenceville, NJ  
April 2019

Developed and delivered a workshop, "Working Toward Equity," designed to help working artists, arts administrators, and others engaged in community building through arts education identify and correct inequitable practices within their work and their working environments. I also provided facilitator training to Young Audiences staff to enable them to assist with group discussions.

Developed and delivered a workshop, "Infusing Diversity, Equity, and Inclusion into Your Artistic Practice" for teaching artists.

September 2018

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**National Arts Strategies**

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Consultant, Program Evaluation

Arlington, VA  
January – May 2017

Assessed the initial draft of the NAS internal evaluation plan before developing and deploying evaluation surveys for all training programs. I also developed interview protocols for continuous data gathering.

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**National Assembly of State Arts Agencies**

Consultant, Strategic Planning Research

Washington, DC  
Jul. 2016 - Dec. 2016

Conducted comparative organization analysis. I also created a diversity and inclusion plan to help the organization attract a more diverse applicant pool for future openings.

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**Ballet Lubbock**

Consultant, Business Manager Job Search

Lubbock, TX  
August 2015

Created a position description for the Business Manager position. I also created a diversity and inclusion plan to help the organization attract a diverse applicant pool for the position.

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**ArtWell**

Consultant, Strategic Planning

Philadelphia, PA  
Mar. 2015 - Sept. 2015

I assisted the board with the development of a strategic plan by facilitating brainstorming and goal-setting sessions, coordinating internal and external stakeholder data-gathering efforts, and assisting organizational leadership with data analysis and planning.

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**Americans for the Arts**

Consultant, Arts Leadership Digital Classroom Facilitator

Washington, DC  
Jun. 2014 - Oct. 2014

I coordinated a digital classroom series focused on arts leadership. I developed learning objectives and session outlines as well as researching readings and resources for each session. I also developed and facilitated the "Leading Arts People" class session designed to help participants think about arts leadership in ways that are not tied to a hierarchy-based position within an organization

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**Leah Stein Dance Company**

Consultant, Board Development

Philadelphia, PA  
Sept. 2013 - Jun. 2014

Conducted a bylaws review and analyzed organizational communication regarding board responsibilities. I also facilitated sessions where board members developed a strategic plan for board development.

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**Wild Goose Creative**

Consultant, Volunteer Program Developer

Columbus, OH  
Mar. 2010 - Jun. 2010

Created and implemented a Volunteer Program that helped the organization retain current volunteers and recruit new ones in a systematic way that met the needs of the organization as well as the volunteer base.

## RELEVANT WORK EXPERIENCE

### **The OSU Urban Arts Space**

Marketing Assistant	Columbus, OH Mar. 2008 – Apr. 2009
<ul style="list-style-type: none"> <li>▪ Built and maintained relationships with media outlets to increase awareness of the new student-centered arts space</li> <li>▪ Formulated and implemented a marketing plan for the first full year of the organization's existence</li> <li>▪ Managed print and online advertisements for a full season of art exhibitions, performances, and artist lectures</li> <li>▪ Wrote press releases and articles for the general public and the university community</li> </ul>	

### **Ohio Arts Council**

Public Information Office Assistant	Columbus, OH Nov. 2007 - Mar. 2008
<ul style="list-style-type: none"> <li>▪ Maintained correspondence for the Council's International Partnership Program in South America</li> <li>▪ Analyzed website effectiveness and completed a report to increase user-friendly design and content</li> </ul>	

### **Jeanne Ruddy Dance Company**

Marketing and Development Assistant	Philadelphia, PA Sept. 2006 - Jun 2007
<ul style="list-style-type: none"> <li>▪ Conducted donor research, maintained donor communication and records</li> <li>▪ Assisted with the creation and implementation of season marketing plan</li> <li>▪ Coordinated qualitative audience research</li> </ul>	

### **Columbus Museum of Art**

Summer Fun Coordinator	Columbus, OH Jun. 2011 - Sept. 2011
<ul style="list-style-type: none"> <li>▪ Coordinated the development, planning and implementation of all Summer Fun family-oriented programming</li> <li>▪ Maintained the budget for the Community Capers program</li> <li>▪ Coordinated collaboration with community partners and presenters and worked interdepartmentally to market and execute programming</li> <li>▪ Managed 8 interns - coordinated schedules, provided daily tasks and long-term assignments, provided weekly feedback</li> </ul>	

## LEADERSHIP AND SERVICE TO THE FIELD

Board of Directors, Emerging Arts Leaders: Philadelphia, 2019 – Present

Board of Directors, ArtPride NJ, 2015 – 2017

Board of Directors, Association of Arts Administration Educators, 2014 - 2019

Council Member, Americans for the Arts Emerging Leaders Council, 2014 – Present

Council Co-Lead, Americans for the Arts Emerging Leaders Council, 2015 - 2017

Editorial Board, *American Journal of Arts Management*, 2015 - Present

Peer Reviewer, American Evaluation Association Annual Conference, 2015 - 2016

Peer Reviewer, *Journal of Arts Management, Law and Society*, 2014 - Present

Peer Reviewer, *International Journal on Arts Management*, 2019 - Present

Grant Panelist, Cuyahoga Arts & Culture Project Support, 2016 - 2018

Grant Panelist, Pennsylvania Partners in the Arts, 2015 – 2017

Grant Panelist, The Arts Community Alliance, 2019

Session Chair, European Sociological Association, 2014

Session Chair, Social Theory, Politics and the Arts Annual Conference, 2013, 2017, 2018

### **LEADERSHIP AND SERVICE TO THE UNIVERSITY, COLLEGE, AND PROGRAM**

#### **Drexel University**

Chair, Entertainment & Arts Management Program Alignment & Review Committee, 2019 – Present

Member, Diversity Liaison Program, 2017 – Present

Member, Global Learning Community, 2018

Panel Member, Dance Threshold Review Panel, 2018

Search Committee Chair, Assistant Professor, Entertainment & Arts Management, 2019

Search Committee Member, Assistant Professor, Music Industry Program, 2018

Search Committee Member, Assistant Professor, Music Industry Program, 2017

Thesis Advising, Jonecia Lewis Master's Thesis, June – November 2018

Westphal Representative, Social Science Research Committee, 2019 - Present

#### **Rider University**

Academic Advisor, Arts Administration majors & minors, 2012 - 2017

Faculty Advisor, Arts Management Association, 2012 – 2015

Faculty Advisor, Rider Dance Ensemble, 2014 – 2016

Gender and Sexuality Studies Faculty, 2014 – 2016

Investigation Committee, Music Business Program, 2015

Orientation Faculty Leader, 2014 and 2016

Planning Committee Member, Gender and Sexuality Studies Colloquium, 2013 – 2014

Search Committee Member, Westminster College of the Arts Dean Search, 2014 – 2015

School of Fine & Performing Arts Academic Policy Committee, 2014 – 2016

Minority Affairs Tripartite Committee, 2013 – 2015

Multicultural Studies Faculty, 2013 – 2017

University Academic Policy Committee, 2014 – 2016

#### **PROFESSIONAL AFFILIATIONS**

Americans for the Arts, 2007 – Present

Association of Arts Administration Educators, 2008 – Present

Association for Cultural Economics International, 2009 – Present

Association for Nonprofit Management, 2010 – Present

Society for Human Resource Management, 2010 – Present

#### **HONORS AND AWARDS**

Summer Research Fellowship, Rider University, 2015; 2016; 2017

Professional Development Grant, Rider University, 2013

Barnett Dissertation Fellow, The Ohio State University, 2012

Columbus Foundation Fellow, The Columbus Foundation, 2011

Judith Huggins Balfe Award for Emerging Young Scholars in the field of Cultural Policy, 2010

Association for Cultural Economics International Young Researcher, 2010