



Speakers & Facilitators

Thursday, September 22
12:00 – 5:00 p.m.

Animating NASAA

Johnny Villarreal
Motion designer and illustrator



Johnny Villarreal is a visual artist, animator and educator from Austin, Texas. Since 2008 he has been developing and exhibiting his custom-built stop-motion animation studio, The Edge of Imagination Station. In 2014 he was accepted to the Texas Commission on the Arts Touring Roster. This has given him the opportunity to work with students of all ages, skill levels and abilities in schools, libraries, museums, festivals and other nonprofits across the state.

Thursday, September 22
11:45 a.m. – 12:45 p.m.

Enhancing Arts Education Opportunities through Technology

A special lunch presented by The Richard J. Stern Foundation & Mid-America Arts Alliance

Dr. David Trowbridge
William T. Kemper Associate Research Professor of Digital and Public Humanities
University of Missouri-Kansas City



As part of his research and teaching, Dr. David Trowbridge uses technology to connect the public to history. Trowbridge is the author of *A History of the United States*, a textbook published under a Creative Commons license and available to students and the public in various formats. In 2013, Trowbridge began work on [Clio](#), a website and mobile application that connects people to nearby history and culture, as a professor at Marshall University. Clio is free for everyone and has grown to more than 35,000 articles for

individual landmarks and more than 1,200 walking tours and virtual tours of museums and historic sites.

Thursday, September 22

2:30 – 3:30 p.m.

Engaging in Asset Based Capacity Building

Aisha Siddiqui, Ph.D.

Founder and Executive Director

Culture of Health-Advancing Together (CHAT)



As founder and executive director of CHAT, a nonprofit organization with a mission to foster the health and well-being of immigrant and refugee communities through education, arts, advocacy and access to care, Dr. Aisha Siddiqui is passionate about equity and equality in health. CHAT is a culmination of Dr. Siddiqui's personal experiences facing the same challenges as many other immigrant women, from navigating the streets of a new city to finding a job. Her vision is to build a self-sufficient, healthy community that meets the everyday challenges of living in

a diverse society.

Dr. Siddiqui earned a master's degree in public health in international and family health and a doctorate in public health in management, policy and community health practice from The University of Texas School of Public Health-Houston. Through CHAT, she works with immigrant and refugee communities to identify health issues of concern and leverage existing resources to develop sustainable solutions from within the community. She has more than 15 years of experience engaging the community and vulnerable populations in developing strategic partnerships and action-oriented collaboratives to address health disparities and improve outcomes for vulnerable populations. Dr. Siddiqui is currently leading an initiative with community health workers to bring to scale a community based access and health equity program in underserved communities.

Carla Patterson

**Director of Organizational Development
Mid-America Arts Alliance**



Carla Patterson is a passionate advocate for arts and cultural organizations and their place and power within their communities. Her background in anthropology anchors her approach in the primacy of place and community. Patterson coauthored the ENGAGE Houston program and served as an organizational coach for the program. She also worked with Mid-America Arts Alliance to deliver the Hands On Experiential Learning Program across the region's six-state region.

Patterson is the author of the Leadership & Community Development Curriculum series for the State of Nebraska, Department of Economic Development, and holds an M.A. in anthropology from the University of Nebraska, Lincoln. She served as director of community and business development for the state of Nebraska's Economic Development Department for several years prior to her work with Mid-America Arts Alliance.

Deborah McNulty

**Culture and Arts Advisor
Former Director, Houston Mayor's Office of Cultural Affairs**



Deborah McNulty has 20+ years of executive level nonprofit and government experience in designing and implementing business operations, establishing policies that promote organizational culture and vision, and overseeing operations and the work of executives. Her professional expertise is in systems change, equity, and helping organizations create and execute strong action plans to reach goals. Her sector experience includes the arts, cultural policy, collective impact, private philanthropy, public-private partnerships and community-led initiatives.

As director of the Houston Mayor's Office of Cultural Affairs, McNulty was the chief cultural policy advisor to Mayor Sylvester Turner, overseeing \$17 million in annual grants and commissions. Under her leadership grant awards were diversified, new grants were made to previously unfunded cultural districts, and a citywide temporary public art project was implemented in underserved areas. She directed the City's COVID-19 pandemic arts response, including \$5 million of relief grants to artists, organizations, musicians and music venues. Prior to that she served as a program officer for a \$1.5-billion private foundation, led a nonprofit art school and gallery, and helped establish Houston's percent-for-art program.

McNulty's consultancy provides services to public-sector and nonprofit clients including Arts Connect Houston, Asia Society Texas, City of Houston, Houston Metropolitan Dance Center, Lawndale Art Center, Studio One Archive Resource, University of Houston and University of Houston Clear Lake.

Leann Newton

**Curator and Program Director
Altharetta Yeargin Art Museum (AYAM)**



Leann Newton is a born and raised Texan and graduate of The University of Texas. As a curator and program director of AYAM, an ethnographic art museum in Spring Branch ISD, she works to bring art and culture to a community, many of whom have little or no exposure to museums or art venues. She soon became part of Mid-America Arts Alliance's (M-AAA) ENGAGE program. AYAM brought the love of art to children along with adult workshops and M-AAA national touring exhibits, including "The Power of Children." Newton recently retired from AYAM but it continues to thrive and grow from the foundation that ENGAGE helped to build.

Tim Richey

**Managing Director
4th Wall**



Tim Richey joined 4th Wall in 2018 after almost six years at the Alley Theatre and five years at the Houston Symphony, working in development for both organizations. As managing director he is responsible for the daily operations of 4th Wall, as well as serving as the organization's chief fundraiser. In addition, his arts expertise includes box office and ticketing management, having worked in the box offices of the Hobby Center for the Performing Arts, the Georgia Ensemble Theatre in Roswell, Georgia, the Wolf Trap Foundation for the Performing Arts in Vienna, Virginia, and the Midland Center for the Arts in Midland, Michigan. He holds a B.A. in business management from Southern Illinois University and an M.A. in sport administration from Central Michigan University.

Partnering for Pandemic Recovery

David Platts

**Executive Director
South Carolina Arts Commission**



A native South Carolinian, David Platts has served as the executive director of the South Carolina Arts Commission since July 2019. Growing up in the Palmetto State's "peach country" (Ridge Spring), he earned a bachelor of music degree as well as a master's in education and educational specialist degrees from the University of South Carolina. Platts is a practicing musician who has conducted and accompanied church choirs, as well as serving as musical director or keyboardist for local theatre groups and choral societies across the Carolinas. He has also taught in the music classroom and has served as both an assistant principal and principal,

providing him with the ability to view the arts, and their impact, through the eyes of both an artist and an educator. He is the recipient of the South Carolina Art Education Association's Art Administrator of the Year Award, and in 2020 was recognized by Columbia Business magazine as one of Columbia's "most influential" citizens.

Karl Blischke

**Executive Director
Pennsylvania Council on the Arts**



Karl Blischke has held a variety of senior level, public positions and has more than 20 years of hands-on experience and overall managerial responsibility promoting vibrant and prosperous communities through cultural and economic development.

In Pennsylvania, Blischke was part of the Pennsylvania Council on the Arts from 2000-2009, directing its Arts in Education and Pennsylvania Partners in the Arts programs, which provide unprecedented access to arts funding and technical assistance for

the creative industry in the commonwealth's 67 counties.

In Florida, Blischke joined the Governor's Office of Tourism, Trade and Economic Development, where he was responsible for promoting job creation and community development in the state's rural communities and directing programs aimed at increasing access to capital for small businesses. Following this work, Blischke was named director of strategic development for the Florida Department of Economic Opportunity, focusing on the state's efforts to diversify its economy and business attraction, expansion and retention. He returned to the Pennsylvania Council on the Arts as executive director in 2018.

Michele Bailey
Senior Program Manager
Vermont Arts Council



Michele Bailey has worked in the field of arts administration at the Vermont Arts Council since 1988. As the senior program manager she works closely with Council staff and partnering organizations in developing and implementing programs, grants and services to Vermont artists, arts organizations and schools. She also serves as the Council's accessibility coordinator, helping to ensure that the Council's programs and services are equally accessible to all, and administers the Cultural Facilities grant program.

Since 1996, Bailey has been responsible for administering the Vermont Arts Council's public art programs, including the Vermont Art in State Buildings Program, a public art program for new or renovated construction of state buildings. She has worked at the Council in partnership with the multiple state agencies and other organizations to assist with the development of pilot public art and creative placemaking programs, such as the Council's Animating Infrastructure grant program, and in support of the Better Places program, administered by the Vermont Agency of Commerce and Community Development. Michele has a bachelor of fine arts in performance art with a minor in dance from Johnson State College in Johnson, Vermont.

Steps toward Greater Accessibility at Your State Arts Agency

Gabriella Huggins
Executive Director
Art Access



Gabriella Huggins is a multimedia arts practitioner and student of social work from Salt Lake City, Utah, ancestral Shoshone, Paiute, Goshute and Ute territory. Since July 2021, she has served as Executive Director of Art Access, a nonprofit working to increase accessibility in Utah's cultural sector through creative opportunities for disabled artists and education for the community and cultural institutions. A skilled facilitator and forward-thinking advocate, sociopolitical equity and justice motivates her personal and professional aspirations.

Jason Bowcutt

**Community Programs and Performing Arts Manager
Utah Division of Arts and Museums**



Jason Bowcutt has overseen Utah's Performing Arts program, launched and produced the annual statewide arts conference, and facilitated and managed the Change Leader Program, which received the Governor's Award for Excellence in 2018. He is a graduate of the University of Utah's Theatre Program and has a long history of working as a professional actor and director in New York and at theatres across the country. Bowcutt is a cofounding director of the New York Innovative Theatre Foundation, also known as the It Awards. Launched in 2004, the It Awards is a community building organization for New York's indie theatre community. Bowcutt currently serves as a board member for the Utah Arts Alliance and was a previous board member of the Utah Pride Center.

Stan Clawson (he/him)

**Community Education Facilitator
Art Access**



In addition to facilitating instruction at Art Access, Stan Clawson is an adjunct instructor in the film program at Salt Lake Community College and a freelance filmmaker. He has more than 26 years of experience in the world of disability, having served as an ADA consultant for the Salt Lake Organizing Committee and the Sundance Film Festival, and a guest lecturer on disability-related topics. Clawson has worked for the National Ability Center in public relations and currently serves as a volunteer and board member for the University of Utah's TRAILS program, which provides adaptive recreation for individuals with spinal cord injuries. In his free time, he volunteers as a mentor to patients with spinal cord injuries and loves to do illustrations.

Helping Nonprofit Arts Organizations Adopt Stronger DEI Practices

Jessica Ball

Director

Delaware Division of the Arts



Jessica Ball has served as the Director of the Delaware Division of the Arts since 2021. Ball previously served as the executive director of the Delaware Arts Alliance where she oversaw all aspects of managing a statewide nonprofit organization and developed sectorwide strategies to advance arts and culture. She served as the Delaware State Captain for Americans for the Arts's State Arts Action Network and volunteers on the Delaware Fund for Women's Young Founders Committee and the Delaware Mill Summit

Planning Committee. Ball holds dual master's degrees in historic preservation and landscape architecture from the University of Pennsylvania's School of Design and a bachelor of architecture degree from Florida International University.

Margie Johnson Reese

Principal

MJR Partners Arts Management and Leadership Development



Margie Johnson Reese is a founding faculty member of WESTAF's ELC and current faculty of LoCF. She has a 40-year portfolio as an arts advocate and arts management professional. She received a B.A. from Washington State University in Pullman, Washington, and an M.F.A. in theater from Trinity University in San Antonio, Texas. Reese is an advisor to the International Council of African Museums based in Nairobi, Kenya, and is a fellow at the Salzburg Global Seminar in Austria. She continues to serve as an advisor to

the Wichita Falls Alliance for Arts and Culture in Wichita Falls, Texas, a local arts agency that seeded and developed under her guidance as its first executive director.

Reese's work in the local arts agency arena also includes a six-year tenure as director of the Office of Cultural Affairs for the City of Dallas and general manager for the City of Los Angeles Department of Cultural Affairs. She held that position under three mayoral administrations managing grant making, arts education, festival production, cultural facilities and public art staff teams. She is credited with launching the Los Angeles International Cultural Exchange Program, leading artist delegations to represent the city in Italy, Germany, Greece, France and Brazil. Her visionary citywide music education program, Music L.A.! continues to provide music instruction, instruments and performance opportunities for young people.

Reese continues to contribute to the field of arts administration as a consultant to national, regional and local arts agencies, helping them develop inclusive arts policies that respond to contemporary civic goals. Recent clients include The Houston Arts Alliance, The Sacramento Metro Arts Commission, One Columbia (South Carolina), Mid-America Arts Alliance and Americans for the Arts. She is an adjunct professor in the graduate school of arts administration at Goucher College. She currently resides in Atlanta, Georgia.

Tony Manfredi

Executive Director

Nevada Arts Council



Tony Manfredi joined the Nevada Arts Council as executive director in 2017. Manfredi provides the strategic direction and leadership for the organization; assessing and overseeing current programming, optimizing business development opportunities for artists, arts organizations and the public; representing the agency and state in regional and national forums; and managing the staff and budget housed within state government. His professional background combines 28 years of strategic planning, management, marketing, creative and fundraising services for both

local and international businesses and organizations. Manfredi is a graduate of the University of San Diego with degrees in communication studies and art with a dual emphasis in graphic communication and painting.

Dr. Tamara Holmes Brothers

Deputy Director

North Carolina Arts Council



Dr. Tamara Holmes Brothers is a native of Fayetteville, N.C., and has a bachelor's degree in art and a Ph.D. in educational management from Hampton University. Her dissertation at Hampton focused on the potential of arts integration to help students learn more effectively. Dr. Brothers also has a master's

degree in sport management from West Virginia University, a certificate in historic preservation from the University of North Carolina at Greensboro, certificates in curating and art as an alternate investment from Sotheby's Art Institute, and a certificate in nonprofit management from Duke University.

As a volunteer, Dr. Brothers has served as a member of the boards of the Winston-Salem State University Foundation, Preservation NC, the North Carolina African American Heritage Commission, the North Carolina Arts Foundation, Arts North Carolina, and the North Carolina National Register Advisory Committee and on the national advisory board of Museum Hue, an arts platform for professionals of color.

She was the second African American female president of the West Fayetteville Rotary Club and is a former member of the boards of the Second Harvest Food Bank and the Partnership for Children of Cumberland County, a former member of the City of Fayetteville's Historic Resources Commission, and a founding steering committee member of the Friends of African & African American Art at the Fayetteville/Cumberland County Arts Council. She was president of the board of the Hampton University Museum Foundation.

Previously, Dr. Brothers was the director of development & major gifts at the Nasher Museum of Art at Duke University and director of corporate & foundation relations at Fayetteville State University, where she led development and major gift efforts and played a central role in achieving the university's capital campaign goals.

Successful State Level Advocacy Collaborations

Victoria Panella Bourns

Director

Utah Division of Arts & Museums



Victoria (Vicki) Panella Bourns was appointed director of the Utah Division of Arts & Museums in 2017. During her tenure, the agency has distributed approximately \$19.5M million in Coronavirus Aid, Relief and Economic Security Act funding from the state of Utah and the National Endowment for the Arts. Bourns has guided an increase in the agency's grants budget of 467% (from \$940,000 to \$7 million). Previously, she directed the Salt Lake County ZAP program. She is on the board of WESTAF, State of Utah Executive Residence Commission, and ZAP Tier I Advisory Board. Bourns was director of the Utah Cultural Alliance and served as treasurer for SAALA. In 2021, she was recognized by the Sundance Institute and Zions Bank as one of eight women who guided Utah through the challenges of 2020, and she received the 2020 public service award from the Utah Museums Association. She served as treasurer for the Performing Arts Coalition during the planning and implementation of the highly utilized Rose Wagner Performing Arts Center. Bourns has degrees in modern dance and arts administration, proving a person can get a job with an arts degree.

Nicholas Cohen
Executive Director
Maryland Citizens for the Arts



Over the past 15 years, Nicholas Cohen has strongly advocated for the arts in Maryland as a musician, educator, and administrator. At Maryland Citizens for the Arts, he oversees the statewide strategy, implementation and engagement for advancing public policy and investment in the Maryland arts sector. Utilizing strong grassroots advocacy networks, Cohen has overseen record investment for the sector, helping to vault the state's per capita arts investment to third nationally. Before coming to MCA, he served as director of community engagement & education programs for the Baltimore

Symphony Orchestra, overseeing programming that provided access to music and arts for the Mid-Atlantic region. Nicholas has also served on the City of Baltimore's Youth Development Committee and Baltimore City Mayoral Transition Committee for Arts and Culture and cochaired Maryland Gov. Larry Hogan's COVID Task Force Committee for the Arts.

An avid musician, Cohen is currently the contrabassoonist with the National Philharmonic Orchestra in Bethesda, Maryland, and has performed with the Annapolis Symphony, Maryland Symphony Orchestra, Richmond Symphony Orchestra and other ensembles throughout North America.

Steven Skerritt-Davis
Executive Director
Maryland State Arts Council



Steven Skerritt-Davis joined the Maryland State Arts Council in 2017 as program director, then served as deputy director for several years, overseeing the County Arts Agencies of Maryland, Arts & Entertainment Districts, and marketing and communications. Skerritt-Davis grew up in Tulsa, Oklahoma, and danced

professionally with Tulsa Ballet, American Ballet Theater Studio Company and Ballet West. After retiring from a 10-year career, he earned his bachelor's degree magna cum laude from Brown University where he focused his studies on philanthropy and nonprofit management. Prior to joining the Arts Council, Skerritt-Davis worked as program coordinator for the National Dance Project at the New England Foundation for the Arts and as director of external relations for Lumberyard Contemporary Performing Arts, where he helped secure grants and partnerships that brought the organization to national prominence and he helped conceive and initiate a creative placemaking effort in upstate New York.

Crystal Young
Executive Director
Utah Cultural Alliance



Motivated by an intense desire to leave the world better than she found it, Crystal Young holds a core belief that spreading the gospel of the arts and culture will heal the world. She has more than 20 years of experience working in nonprofit management, consulting, branding, fundraising, event planning, lobbying and elections. Young has led Utah Cultural Alliance since 2010. Awards: 2022 Alene Valkanas Arts Advocacy Award from Americans for the Arts, two-time Enlightened 50 recipient from the Community Foundation of Utah, a certified Utah Change Leader, was named one of Utah Business Magazine's 40 under 40 in 2013, received a 2020 Star Award from the SCERA, has been featured as a Utah's Educated Woman of the Week, and received the 2022 Legislative Award for Excellence in Political Affairs and Library Advocacy Award from Utah Library Association in 2022. Young serves on the boards of Utah Arts Alliance, Tanner Humanities Center, Creative States Coalition, Utah Women & Politics PAC, BYU Political Affairs Society - UT chapter (cochair), Better Utah Institute and Utah Women's Forum. She is a composer and coloratura soprano. She earned her bachelor's degree in music theory with minors in humanities, economics and marketing as an undergrad at Brigham Young University and earned her master's degree in musicology and composition from the Aaron Copland School of Music (Queens College, City University of New York).

Kelly J. Barsdate
Chief Program and Planning Officer
National Assembly of State Arts Agencies



Kelly Barsdate is the chief architect of NASAA's strategic plan and oversees NASAA's member service portfolio. Drawing on more than 30 years of experience, she leads NASAA's technical assistance services, providing support for state arts agencies that are advocating to grow their resources, navigating legislative crises, retooling their grant programs, tackling equity challenges or developing new strategic plans. Barsdate has led policy collaborations with the National Governors Association, the National Conference of State Legislatures, National Alliance of Community Economic Development Associations, ArtPlace America and the National Endowment for the Arts, among other partners. She originated NASAA's Practical Advocate and Policy Briefs series and was the first author of *Why Should Government Support the Arts?* Kelly designs and facilitates NASAA's "Boot Camp," a leadership development program for state arts agency executive directors.

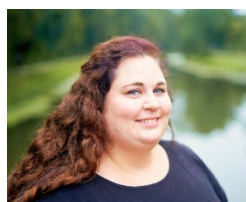
She holds an Executive Certificate of Facilitation from Georgetown University, a Change Leader certification from the State of Utah, and an English degree from Oberlin College.

Friday, September 23
2:00 – 5:00 p.m.

Supporting Teaching Artists' Work in BIPOC Communities

Abby Witt

Administrative Assistant and Teaching Fellow
Butler Community Arts School

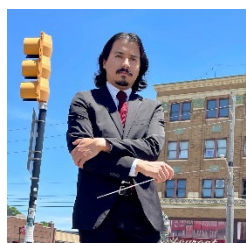


Abby Witt is passionate about providing arts education to all in the Indianapolis community. Prior to her work at Butler in Indianapolis, she was a member of the Lexington Chamber Orchestra in Lexington, Kentucky, and a strings teacher in the Friends in Music program of the Central Kentucky Youth Orchestra. As a cellist, she attended the Brevard Summer Music Festival in Brevard, North Carolina, in summer 2016 and 2017, and attended the Vienna Summer Music Festival in Austria in summer 2018. She was selected to perform in the collegiate cello master class at the 2016 American String Teachers Association (ASTA) Conference in Pittsburgh, Pennsylvania, and has won several competitions in Kentucky, including the Eastern Kentucky University Symphony's concerto competition.

Witt obtained her bachelor's degree in cello performance from Eastern Kentucky University, a master's degree in cello performance from Butler University, and an associate's degree in business management from Eastern Gateway Community College. In addition to her administrative duties at BCAS, she maintains a private cello studio and assists with the Butler Community Arts School's adult strings ensembles.

Alejandro Reyna

Assistant Conductor
Butler University Chorale



Alejandro Reyna is a choral conductor and tenor completing his choral conducting master's degree at Butler University's Jordan College of the Arts. As assistant conductor for Butler's University Chorale, Reyna assists in vocal warm-ups, rehearsals and performances. Reyna is the 2020-2022cConducting fellow for the Indianapolis Symphonic Choir, where he gains valuable

mentorship from Artistic Director Eric Stark. This past summer, he participated in Seraphic Fire's Professional Choral Institute at the Aspen Music Festival and School. In May, Reyna had his solo debut at Carnegie Hall with the Indianapolis Symphonic Choir at Carnegie Hall as a chorister and soloist for Herbert Howell's *Requiem*. Reyna is also in his second year as a private voice instructor at Butler Community Arts School, where he instructs non-majors, children, and adults of all ages and backgrounds. After completing his degree, he hopes to return to his hometown of Houston, Texas, and continue his career as an educator, conductor and performing tenor.

Christie Dobson

Accessibility Specialist

Kansas Creative Arts Industries Commission



Christie is a registered drama therapist, film and theatre artist, and advocate. A seasoned nonprofit professional, a collaborative leader and most recently a doctoral candidate in the Department of Special Education at the University of Kansas, Dobson aligns professional, academic and artistic experience over a 40-year career into a singular focus: to foster inclusion and equity in communities and organizational settings, across the lifespan, through the arts.

During her professional tenure in Kansas, Dobson has developed numerous successful programs, in the private sector and in educational spaces, and has helped nurture many projects, engaging in mission visioning, fund strategizing and program sustaining. She has connected with policymakers and has maintained professional relationships and a healthy network. While her intention has been to work with people of all ages, her most heartfelt point of convergence is kids. To honor this commitment, she has continually sought opportunities to engage the arts as a space for healing and transformation for our youth.

Currently, Dobson is a transitions specialist for Lawrence Unified School District 497 and Douglas County Youth Services, supporting adjudicated secondary students as they navigate reentry to their home schools. This position evolved from being a teaching artist, in partnership with Lawrence Arts Center, offering arts based programming to the facility for more than 30 years. This work has had a profound impact on Dobson as she sees firsthand opportunities to support multiply marginalized adolescents in garnering resilience and forward momentum out of systems designed to restrict them. Concurrently, her consulting work with Kansas Creative Arts Industries Commission has offered the opportunity to launch cross-sector initiatives in arts in education, accessibility in the arts, arts and health, and creative aging.

Ivonne Chand O'Neal, Ph.D.
Founder and Principal
MUSE Research



Ivonne Chand O'Neal, Ph.D., is the founder and principal of MUSE Research, LLC, a creativity and arts impact research firm that provides arts impact assessment, research design and arts evaluation services for multinational companies, community and government development programs, and educational institutions. She currently serves as chief research strategist for Crayola and is senior research fellow for Creativity Testing Services, a creativity assessment firm examining creativity with such organizations as Red Bull, Lego and Disney. Prior to her current position, O'Neal served as founding director of research and evaluation for the John F. Kennedy Center for the Performing Arts, where she created the center's first comprehensive research agenda of more than 25 studies designed to examine the impact of the arts on society on local, national and international scales. She currently serves as the cochair for the Arts, Culture and Museums Division of the American Evaluation Association; serves on the editorial board for the Creativity Research Journal, the Research Advisory Board for the University of Pennsylvania's Human Flourishing Initiative and the AP Research Development Committee for the College Board; and has worked actively with the entertainment industry (Disney, NBC, TNBC) to increase creative thinking skills in educational television programs for children and teens.

Jasmine Hung (they/them)
Guitarist, Composer and Teacher



Jasmine Hung is a guitarist, composer and teacher hailing from Newton, Massachusetts. They have been teaching music in Indiana for four years as a private instructor in guitar/music production, and as a teaching fellow at the Butler Community Arts School. Hung holds a B.A. in music from Bowdoin College and an M.M. in music composition from Butler University. They frequently perform throughout the Indianapolis community, contributing guitar as well as other stringed instruments. As a composer, Hung has performed and produced music in the Butler classroom as demonstrations for students, and has had their own compositions premiered throughout the Butler community.

Lauren Shelton
Director
Butler Community Arts School



Lauren Shelton is the founding executive director of the Indianapolis Center for Arts Education and Innovation at Butler University (the Center). Shelton continues to oversee the Butler Community Arts School as one of the Center's initiatives. Shelton has a strong background in arts education, arts advocacy and arts management. She has been a classroom educator and the music director for the San Diego Children's Choir and Girl Scouts San Diego, and began the Community Opus Project with the San Diego Youth Symphony in 2010. Prior to arriving at Butler University, Shelton implemented the return of the visual and performing arts to the Chula Vista Elementary School District, using the district's investment of \$18 million dollars to employ 94 arts teachers at 47 schools districtwide. She also served as faculty for the Longy School of Music of Bard College Masters of Arts in Teaching program at the Los Angeles Campus. Shelton advocates for equitable arts education for all students and has held speaking engagements at The Western Positive Psychology Association Conference; NAMM Show, Non-Profit Institute; Little Kids Rock Virtual Summit; Save The Music Foundation; and Grantmakers in Education Conference, to name a few.

Shelton holds a California teaching credential and a California administrative credential and completed her masters in educational leadership with a focus on arts integration and Common Core Standards implementation with honors. In June 2015 she was a recipient of the Yale School of Music Distinguished Educator of the Year Award, and most recently received the Outstanding Administrator Award from the California Music Educators Association at the state and local level. Shelton currently serves on the board of directors for El Sistema USA, which supports a nationwide alliance of El Sistema-inspired organizations to effect social change through music for children.

Seth David
Composer, Pianist, Music Educator and Content Creator



Seth David's music often explores the human condition through a tongue-in-cheek sensibility, drawing inspiration from cultural environments, personal experience and expectations of what is considered "art." David was the recipient of an ERASMUS+ grant and was studying at the Academy of Music in Kraków when the COVID-19 global pandemic ensued. During this time he ventured into a deep exploration of electronic music and assimilation of pop media in an effort to combat isolation and social frustration. Through the process of fusing music education and pop media, David has garnered over 100,000 followers

on Instagram, 50,000 on TikTok and 35,000 on YouTube. As a pianist, David is an ardent disciple of jazz music and performs with his combo regularly in the greater Indianapolis area. As a music educator, he seeks to advance the understanding and appreciation of new music and popular music and encourages his students to grow into sensible, well informed, independent musicians.

Leading DEI Change through Public Art

Michelle Laflamme-Childs

Executive Director
New Mexico Arts



Michelle Laflamme-Childs works to develop creative ideas to strengthen, evolve and diversify programs at her agency while forging partnerships to address the changing needs of the arts across New Mexico. In addition, she supervises annual grant programs, statewide percent for public art and other services, as well as providing leadership and advocacy for the cultural community, building critical relationships, leading collaborations and initiatives, and working to significantly increase access to and engagement with the arts.

A native of the Berkshires of western Massachusetts, Laflamme-Childs has called Santa Fe home for more than 20 years. She is a poet and essayist, with one published chapbook and a book-length manuscript in the works. When not working with AIPP to make important and exciting contemporary art accessible to everyone in our community, Laflamme-Childs can be found spinning fresh beats on local radio station 98.1 Radio Free Santa Fe. As an appointed member of the Santa Fe County Arts, Culture and Cultural Tourism Committee and core member of the Santa Fe based Cut+Paste Society, Laflamme-Childs is active in the arts as both an administrator and creative practitioner.

Laflamme-Childs holds a B.A. in English literature from the University of Massachusetts and an M.A. from St. John's College in Santa Fe and is very intermittently working on an M.F.A. in creative writing at the University of Texas, El Paso.

Amber Sharples
Executive Director
Oklahoma Arts Council



Amber Sharples has been on staff with the Oklahoma Arts Council since 2006. Originally hired as visual arts director, she was promoted to assistant director in 2011. In that position, Sharples spearheaded the agency's strategic planning process, managed staff evaluations, and developed policies and procedures. During her stint as visual arts director, her efforts earned the agency a grant for assessing the conservation needs of the Oklahoma state capitol and the capitol artwork. Prior to working for the Arts Council, Sharples served in the public affairs office at the U.S.-

Mexico Foundation for Culture in Mexico City. She holds a master of arts degree in art history from the University of Oklahoma and a graduate certificate in museum collections management and care from The George Washington University.

Valerie Peterman
Projects Manager, Art In Public Places
Washington State Arts Commission (ArtsWA)



Valerie Peterman manages public art projects for ArtsWA's Art in Public Places program. She works with artists to bring new artworks to diverse communities across Washington state. Valerie joined ArtsWA in 2016. She previously served as the researcher and writer for My Public Art Portal, the online version of the State Art Collection. She then served as curated projects coordinator for the Art in Public Places team. Before joining ArtsWA, Peterman administered the publication of fine art editions at Gemini G.E.L. in

Los Angeles. She holds an M.A. in philosophy and the arts from SUNY Stony Brook University and a B.A. in philosophy from Colorado College.

Peterman is dedicated to lifelong learning and transformative work to advance diversity, equity and inclusion in her community. Public art has the power to enliven spaces while also challenging the status quo with grace and honesty. It can encourage us to find personal meaning in an artwork, while also asking us to think about the community and environment that surrounds us. It helps us to embrace the stories and spaces that we share together.

Jarica Walsh

**Director of Visual and Public Art
Oklahoma Arts Council**



Jarica Walsh is a graduate of the University of Oklahoma, having received her bachelor of fine arts degree in media arts with an emphasis in filmmaking. She previously served as associate director of the Oklahoma Visual Arts Coalition, where she managed the Artist Survival Kit professional development series and oversaw artist grants and fellowship programs. At the Oklahoma Arts Council, Walsh is the department lead for the visual and public art staff. In this role, she provides oversight of the agency's Art in Public Places program, guides the delivery of high-quality curriculum resources, shepherds the curation of artworks exhibited in the Oklahoma State Capitol, and manages the collections of art owned by the State of Oklahoma—including the Capitol Art Collection, the State Art Collection and the Public Art Collection, among others. A member of the Osage Nation, Walsh is an active visual artist working in ceramics and cyanotypes.

Ryan Patterson

**Public Art Project Manager
Maryland State Arts Council**



Ryan Patterson is an artist and arts administrator who lives in Baltimore's Better Waverly neighborhood. Patterson moved to Baltimore from South Florida in 2002 to attend the Maryland Institute College of Art (GSS '06). He initiated and collaborated on a number of arts based public programs and social events, including Big Draw in the Dell, Evergreen Commons and Camp Camp. In 2013 he was offered a Community Artist in Residency at the Kentucky School of Art, where he and students organized the Smoke Town Social Club project and exhibition. As an arts administrator, he organized programming and exhibitions for the Parks & People Foundation from 2007-2010 and previously served the Baltimore Office of Promotion & The Arts as public art program manager from 2013-2019.

Independent Filmmaking: Supporting the Artists and Community

Bruce Bales

Director of Photography and Film Producer



Bruce James Bales has been making films and images since the days of his family's VHS camcorder and 35mm still camera. Today Bales is a director of photography and film producer living and working in Des Moines, Iowa. Having lensed more than 20 short films, four documentaries, and three feature films, he has developed a love for lighting, camera movement and poetic storytelling. Time spent on his rollerblades and playing hockey have influenced the fluidity of his camera operating, often pulling out his skates to get a shot. Bales also runs DEFT Productions, a small film production company focused on modern storytelling and filmmaking.

Michelle Davidson

Filmmaker, Actress, Writer

President, Missouri Motion Media Association



Michelle Davidson is a five-time regional Emmy Award-winning writer, producer and TV host. Michelle cowrote the feature film ARBOR DEMON with Director Patrick Rea, starring Fiona Dourif and Jake Busey. The thriller had a limited theatrical release and is currently available on Amazon Prime, Google Play and various digital platforms. Michelle wrote seven episodes of the family TV show *The Inspectors* on CBS. She wrote, directed and produced the regional Emmy Award winning comedic short film "A Senior Moment," also recognized with a Celtx Seed Grant and audience choice awards at various film festivals. She directed the musical short film "The Perfect Note," which won Best Heartland Short Film at KC FilmFest and Best Musical at the Austin Revolution Film Festival. Davidson's shorts films have screened at Palm Springs International Shorts Fest, Holly Shorts, Reel Shorts in Canada, San Francisco Women's Film Festival, Palm Beach Film Festival and Rincon Festival in Puerto Rico. She hosted the TV shows *Kansas City Live* on NBC and *CinemaKC* on PBS.

Davidson is the president of the Missouri Motion Media Association, a statewide organization that advocates for the reinstatement of Missouri's statewide film incentive. This important economic development program will make Missouri competitive for film and television work, resulting in millions of dollars of spend in our state, jobs and workforce development in an expanding field.

Liz Gilman
Executive Producer
Produce Iowa



Liz Gilman is the executive producer of Produce Iowa and serves as the state's film commissioner. Since launching the office in 2013, Gilman has focused on attracting the film and television industry to Iowa while building sustainability with its residents. She was instrumental in launching The Film Lounge on Iowa PBS, the Iowa Writers Room at the University of Iowa, and Greenlight Grants through the Iowa Arts Council to help move projects from script to screen and elevate quality stories important to Iowans.

Prior to her work for the state, Gilman produced numerous live television projects reaching millions of households nationwide from locations ranging from Walt Disney World to the MGM Grand to Warner Bros. Studios and for clients such as HBO, Comcast and Time Warner Cable, to name a few.

Jordan Young
Director of Media Arts
South Arts



Jordan Young is a media artist, educator, and arts advocate based in Atlanta, Georgia. As director of media arts with South Arts, Young oversees media arts initiatives and directs the Southern Circuit Tour of Independent Filmmakers. In his role as design manager, he coordinates media design for South Arts communications. Young cochairs the South Arts Equity Committee, helping to lead efforts to prioritize equity values in all aspects of South Arts. He is the cofounder of Fort Psych Media & Events, and holds an M.A. in media arts from University of South Carolina and a B.A. in production studies in performing arts from Clemson University.

Saturday, September 24
10:00 – 11:00 a.m.

Advocates Abound!

David Holland

Deputy Director

Western States Arts Federation (WESTAF)



David Holland joined WESTAF in 2019 as director of public policy to lead its advocacy and public policy programs and services and serve as the primary liaison with federal agencies, regional arts organizations, state and local arts agencies, and state arts advocacy groups. His role has evolved to also drive the impact of WESTAF's leadership and professional development programming, grant making, and technical assistance and consulting services across teams as deputy director. He is leading a new Bay Area Arts Policy and Leadership Seminar and codirecting the development of the state of Washington's Creative Economy Strategic Plan. Since joining WESTAF, he has also launched the Creative Vitality™ Summit; authored the Creative Economies and Economic Recovery report in partnership with NASAA; chaired the redesign of the National Endowment for the Arts Performing Arts Discovery program working with regional and national partners; established the Western Arts Advocacy Network; collaborated on developing new equity-focused relief and resilience grant-making programs in the West and the Commonwealth of the Northern Mariana Islands; spearheaded WESTAF's Arts and the Rural West gathering; reimaged its Arts Leadership and Advocacy Seminar; joined the faculty of the Emerging Leaders of Color program; and secured private and public investment for WESTAF's programs.

Holland previously served as associate director of the Arts and Business Council of Greater Boston. Other prior roles include leadership and senior management positions with VCU da Vinci Center for Innovation, VCU School of the Arts, ART 180, the Latin Ballet of Virginia, Arts & Business, and the U.K. innovation foundation Nesta. Holland served as a senior consultant with BOP Consulting and worked as campaigns officer for the U.K.'s National Campaign for the Arts.

For more than 13 years, Holland has served as an independent management consultant and is currently on the faculty of the M.A. in Arts Administration program at Goucher College. He serves as a panelist and on steering committees for the National Endowment for the Arts, Colorado Creative Industries and the Oregon Arts Commission. He is also cochair of the Creative States Coalition and serves on the national Cultural Advocacy Group. He is a Salzburg Global Fellow, Evan Carroll Commager Fellow, and a fellow of the Royal Society of Arts. Holland holds a bachelor's degree in economics and Asian studies from Amherst College and

master's degrees in international studies and diplomacy and the history of art from the University of London, SOAS.

Ernesto Balderas

**Communications Director
Utah Cultural Alliance**



After growing up in Cali, Colombia, and southern California, Ernesto Balderas moved to Utah to attend Southern Utah University. There, he graduated in 2017 with a bachelor of science degree in dance performance and assumed the role of program director for the Red Hills Art Center in St. George, Utah. Balderas resumed his graduate studies in 2018 and received a master of fine arts degree in arts administration in 2020. Inspired by his curricular studies in cultural advocacy, he interned with Utah Cultural Alliance (UCA) as a programs coordinator and, in Balderas currently lives in Price, Utah, working partially remotely to lobby for

cultural policy, funding, and programs that benefit and support cultural businesses and creative workers.

Jean Cook

**Program Associate, Technology and Society
Ford Foundation**



Jean Cook is an artist, producer and advocate for musicians, and serves on the Steering Committee of Music Workers Alliance. From 2005-2015, Cook directed policy research, education and advocacy initiatives at the intersection of music, copyright and technology for Future of Music Coalition. She was codirector of the coalition's Artist Revenue Streams research project, assembling the broadest and deepest data set on U.S. based musician income and copyright to date. As a musician, she has performed on more than 100 albums and concert films, including two Grammy nominations,

and has toured more than 1,000 dates on four continents with various groups including Art Ensemble of Chicago, Jon Langford and Ida. Cook currently serves on the board of directors of the Association of Performing Arts Professionals.

Jennifer Grace Makholm (she/her/hers)
Cofounder & Coexecutive Director
Arts Workers United (home of the Be An #ArtsHero campaign)



Jenny Grace Makholm is a polymath Brooklyn based writer, actor, director, visual artist, activist and producer committed to creating and participating in intersectional feminist work. In 2020, Makholm, alongside Brooke Ishibashi, Carson Elrod and Matthew-Lee Erlbach, founded Arts Workers United (AWU), a 501(c)(4) social welfare organization that exists to reposition the arts and culture sector and arts workers as legislative priorities at the city, state and federal levels.

In January 2022, AWU lobbied effectively for the first House hearing on the whole of the creative economy in U.S. history, speaking before Congress on "The Power, Peril, and Promise of the Creative Economy." In March 2022, AWU launched a new arts advocacy TV series with Ovation TV, *The Green Room* with Nadia Brown. Arts Workers United's powerful arts advocacy messages have been featured in *The New York Times*, *The Washington Post*, NPR, CNN, MSNBC, *The Guardian*, *Forbes*, *New York Magazine* and PBS, among dozens of other publications and outlets. The campaign has been represented on television by Billy Porter, B.D. Wong, Jane Krakowski, Phillipa Soo and Jeremy O. Harris and amplified on social media by the likes of Ariana Debose, Cher, Jordan Fisher, Bette Midler and Hillary Clinton.

Joshua Reynolds
Government Affairs Coordinator
Americans for the Arts



Josh Reynolds's advocacy experience includes working inside the Texas Legislature, in a nationwide property management company and now within Americans for the Arts, where he focuses on local, state and federal advocacy efforts. He is passionate about work that centers equitable policy to support and uplift the creative sector. Reynolds graduated from the University of North Texas with a bachelor's degree in history and from American University with a master's degree in public history.

Artist Workforce Strategies

Ayanna L. Kiburi (she/her)
Deputy Director
California Arts Council



Ayanna Lalia Kiburi serves as the deputy director for the California Arts Council. Kiburi serves as the primary advisor to the council and director and oversees the agency's programs and administrative operations and achievement of sections of the strategic plan. She has more than 15 years of service with the state of California, including her roles as branch chief at the Office of AIDS and manager of Breast Cancer Early Detection Programs in the California Department of Public Health. She holds a master's degree in public health from San Jose State University and two bachelor's degrees, in sociology and African-American Studies, from UC Davis. Kiburi is a creative and has been a lifelong artist and supporter of the arts, performing in theater and dance troupes from a young age. She is a member of Authentic Voices, a Sacramento based reader's theater designed to stimulate authentic dialogue on inherent equality through personal life experiences and societal perceptions. Kiburi believes that access to and expression of arts is a social determinant of healthy individuals and communities, and ensuring that is a huge passion of hers.

Bella Desai
Director of Strategic Initiatives, Artist Employment Program
Creatives Rebuild New York



Creatives Rebuild New York is a three-year, \$125 million private philanthropic initiative that is providing guaranteed income and employment opportunities for 2,700 artists in New York state. Bella Desai directly oversees the program that is funding W-2 employment for 300 artists in collaboration with community based organizations around the state. Previously, Desai led Exhibition Education and Public Programs for 14 years at the American Museum of Natural History. She brings deep expertise in informal education, public programs and a diverse range of media arts. She is passionate about the intersection of art, science and social impact.

Prior to the Museum, she was manager of content strategy and partnership development at Sesame Workshop India and educational outreach coordinator at WGBH in Boston. As web producer of education at National Geographic from 2000-2004, she managed online education strategy and producing award-winning interactive features. Desai holds a B.S. in geology & geophysics and history from Yale University and an Ed.M. in technology, innovation, and education from Harvard University.

Margaret Hunt
Director
Colorado Creative Industries



Margaret Hunt has served as director of Colorado Creative Industries in the Governor's Office of Economic Development since 2013 under Democratic Govs. Jared Polis and John Hickenlooper. She previously served as director of the Utah Division of Arts and Museums beginning in 2005 under Republican Govs. Jon Huntsman and Gary Herbert. She was executive director of community and economic development for Salt Lake City, where she oversaw housing, planning & zoning, business licensing, transportation and the Salt Lake City Arts Council. She is rooted in community building and strategic planning from her days as manager of economic development for PacifiCorp Energy Company in a seven-state western region. She served as director of the International Microfinance Training Program for Naropa University; and vice president of a fundraising consulting group leading capital campaigns for nonprofits. Hunt has served as a trustee of NASAA and WESTAF and has received leadership awards including the Utah Governor's Leadership Award from Utah Small Cities, Inc.; the Pathfinder award for mentoring women in business from the Salt Lake Area Chamber of Commerce; the Governor's Helping Hands Award for corporate volunteer programs in Utah schools; and United Way's Volunteer of the Year award. Hunt is a visual artist with work hanging in the Salt Lake City International Airport and is a published author. She currently chairs Philanthropy Colorado's Arts & Culture Funders Group and is a member of the International Women's Forum of Colorado.

Josy Miller, Ph.D.
Arts Program Specialist
California Arts Council



Josy Miller manages six grant programs at the California Arts Council, including JUMP StArts, the agency's program that supports arts residencies for system-engaged youth. She is the cochair of the Arts Education Working Group for the National Assembly of State Arts Agencies, and convenes that organization's Subcommittee on Inclusion, Diversity, Equity and Access in the Arts. A theatre director and scholar, she received her Ph.D. in performance studies from the University of California, Davis. Miller is a recipient of the Center for Cultural Innovation's Emerging Arts Leader Award, the Mellon Foundation Teaching/Research Fellowship in Early Modern Studies and the University of California Institute for Research in the Arts's Major Grant Award (for her production of *The Dogs of War* at the 2014 Edinburgh Fringe Festival). Her article "Performing Collective Trauma: 9/11 and the Reconstruction of American Identity"

appears in the collection *History, Memory, Performance*, published by Palgrave Macmillan in 2015. She is coeditor, with Peter Lichtenfels, of *Shakespeare and Realism: On the Politics of Style*, forthcoming from Fairleigh Dickinson University Press.

The Promise and Problems of the Arts in Rural Communities

Beth Flowers

Creator and Executive Director
Air Collaborative



Beth Flowers has 30 years of executive level experience with nonprofits, governmental agencies, broadcast media and the arts. She is a visionary thinker and a talented communicator. Flowers has created messaging and strategies for victorious political candidates and issues, inspired citizen participation in government, managed public planning efforts, repositioned struggling organizations, and developed innovative programming that connects people. Flowers is a national leader in the fields of arts professional development, community development and entrepreneurship. As the creator and executive director of the Air Collaborative, she is at the forefront of connecting artists and creatives to their communities in new ways that truly raise the value of art and creativity.

Climate Change, Migration and Sustaining Culture

Maida Owens

Director
Louisiana Division of the Arts Folklife Program



Maida Owens has worked with tradition bearers and communities to document and present their traditions to the public for more than 30 years. She has conducted folklife surveys, produced exhibits and documentaries, published both virtual and print books, managed grants programs for projects and apprenticeships, and curated the [Folklife in Louisiana website](#) and the [Louisiana Voices Educator's Guide](#).

Since 2019, Owens has partnered with the [Louisiana Folklore Society's Bayou Culture Collaborative](#) to help Louisiana sustain its traditional cultures in the face of increasing disruption and migration due to land loss. Monthly online Bayou Culture Gatherings serve as a hub for those who want to support efforts for the state to fully

address the human dimension in environmental planning, including preparing receiving communities to welcome newcomers. She is a cofounder of the collaborative and serves on its management team. Through this partnership, the Folklife Program funds Passing It On workshops for master tradition bearers to teach their traditions and offers Sense of Place and Loss workshops to help the arts and culture networks become involved in the climate change dialogue about community resilience.

The Equity GAP Project

Kelly J. Barsdate

Chief Program and Planning Officer

National Assembly of State Arts Agencies



Kelly Barsdate is the chief architect of NASAA's strategic plan and oversees NASAA's member service portfolio. Drawing on more than 30 years of experience, she leads NASAA's technical assistance services, providing support for state arts agencies that are advocating to grow their resources, navigating legislative crises, retooling their grant programs, tackling equity challenges or developing new strategic plans. Barsdate has led policy collaborations with the National Governors Association, the National Conference of State Legislatures, National Alliance of Community Economic Development Associations, ArtPlace America

and the National Endowment for the Arts, among other partners. She originated NASAA's Practical Advocate and Policy Briefs series and was the first author of *Why Should Government Support the Arts?* Kelly designs and facilitates NASAA's "Boot Camp," a leadership development program for state arts agency executive directors. She holds an Executive Certificate of Facilitation from Georgetown University, a Change Leader certification from the State of Utah, and an English degree from Oberlin College.

Donna Collins

Executive Director

Ohio Arts Council



Donna Collins brings more than 30 years of experience in leading a state agency and statewide nonprofit organizations, demonstrating consistent success and solid results that impact policy, education, economic development, and arts and culture. At the state level, Collins is a founding member of the Ohio Prison Arts Connection and a fellow with the Ohio Art Education Association, and served as the leader in residence at Marietta

College. In 2015 Ohio Gov. John R. Kasich inducted Collins into the Association of Ohio Commodores, whose mission is to assist the state of Ohio in its advancement in all areas contributing to the economic growth and development of the state, and the greater prosperity of its citizens. At the national level, Collins is an elected board member of the National Assembly of State Arts Agencies.

Feby Emelio

**Executive Associate to the Chief Program and Planning Officer
National Assembly of State Arts Agencies**



Feby Emelio assists members with technical assistance requests and coordinates NASAA's onboarding and orientation activities for new state arts agency leaders. She also leads special projects, conducts research, and manages events relating to advocacy, communications and strategic planning. Emelio first joined the NASAA team in 2017 as special projects manager, coordinating advocacy, strategic messaging and convenings in conjunction with a major communications grant. Before joining NASAA, Emelio founded an artist management company in India and led public relations initiatives for Sangeet Natak Akademi (National Academy

of Performing Arts) under the Ministry of Culture in India. She has been a congressional fellow at the office of Congressman Jim McDermott. A Fulbright scholar, she has two master's degrees, in arts management and English literature, and a postgraduate diploma in copywriting. Feby speaks more than five languages. As a cross-cultural arts manager, she has worked in three capital cities of the world.

Angela Han

**Partner
Third Eye Cultural Collaborative**



Angela Han's experience in the nonprofit cultural sector has included local and national organizations in a broad range of capacities. She has worked as an executive director for an orchestra, a science educator for a museum, and a policy researcher. She has also worked in the arts world on policy issues, serving for several years as the director of research for the National Assembly of State Arts Agencies, where she supported the work of arts grant makers across the country. Her grant panel service has included serving on panels for the Massachusetts Cultural Council, DC Commission on the Arts and Humanities, Rhode Island Council on the Humanities, New England Foundation for the Arts, and the National Endowment for the Arts. Han earned her B.S. in physics from the California Institute of Technology, a B.M.A. in music from the University of Windsor, and an M.B.A. in arts administration from the University of Wisconsin-Madison.