

Academy Art Museum (AAM) Director

The Academy Art Museum seeks an experienced, dynamic arts professional to: lead a strong regional art museum; organize outstanding exhibitions, programs and education; manage the collections and the museum facilities; diversify attendance and extend embrace of the AAM in ways that continually engage ALL citizens.

Founded in 1958, the Academy Art Museum is the cultural hub of the Eastern Shore of Maryland for the visual arts, music, and arts education. AAM is a nationally-recognized art museum and the only museum accredited by the American Alliance of Museums in Maryland's Delmarva region. It offers first-tier exhibitions (eg. *Richard Diebenkorn: Beginnings, 1942-1955* for which AAM served as the only East Coast venue) educates adults and touches the lives of nearly 5,000 children a year from five surrounding counties, and owns an important and growing permanent collection of over 1500 pieces chronicling more than two centuries of art. The collection presents a distinguished survey of prints, drawings and photography from 1850 to present day and includes work by Ansel Adams, Mary Cassatt, Judy Chicago, Chuck Close, Jim Dine, Joan Miró, Robert Motherwell, Pablo Picasso, Robert Rauschenberg, Larry Rivers, James Rosenquist, James Turrell and Anne Truitt.

The Academy Art Museum is a thriving institution nestled in the downtown historic district of Easton, Maryland on the Eastern Shore of the Chesapeake Bay that enjoys proximity to Washington, D.C., Baltimore, Philadelphia and New York. Talbot County (p. 37,000) is famous for its hundreds of miles of picturesque shoreline; its towns balance rural simplicity with urban refinement and a diverse mix of residents who are proud locals with deep roots in the area as well as sophisticated transplants from top jobs in Washington, DC, Baltimore, and Philadelphia. Easton is enriched by charming boutiques, restaurants, art galleries and antique stores. Dating back to the 1660s, Talbot County has had an illustrious history. The "Talbot Resolves" of 1774 was a precursor of the Declaration of Independence. Its most famous son was abolitionist and orator Frederick Douglass.

The museum is comprised of several historic buildings. In 2005, the Museum added a new wing housing the Performing Arts Auditorium, a second story studio, and an extensive reconstruction that created two additional galleries, a new library, a music studio and renovated administrative offices. In 2020, the Museum opened its contemporary glass-cube Clark Entrance into renovated gallery spaces.

As the only visual arts museum on the Shore, it serves a diverse community of public, private, home-schooled, and pre-school age children and their families; adults of all ages and backgrounds; and a number of non-profit institutions that provide after-school services and support. Education opportunities are provided to audiences ranging from age 2 to 100+. The Museum's Art to Go program brings meaningful art projects to special adult populations, such as those with developmental disabilities, addiction issues, or dementia.

The Museum has expanded its role beyond the traditional museum to invite all citizens to participate in a broad spectrum of cultural offerings. The Museum collaborates with regional non-profit organizations, including the nation's leading Plein-Air Competition and Arts Festival, Chesapeake Film Festival, Waterfowl Festival and Chesapeake Chamber Music Festival. In conjunction with the Frederick Douglass Honor Society, the Museum sponsors an annual "Juneteenth" celebration to commemorate the Emancipation Proclamation and important

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contributions of the African-American community. The Academy Art Museum has weathered the financial impact of Covid-19 and in 2021 strives to continue to expand its programming, collections, and exhibitions; collaborate with diverse artists and organizations; and inspire and engage ALL audiences in the community.

The [Academy Art Museum](#) welcomes approximately 50,000 visitors each year (pre-Covid), is supported by substantial fundraising, earned revenue generation, and an annual endowment draw. The annual operating budget is approximately \$1.5 million, the Museum's endowment is approximately \$6 million, and it has no outstanding debt. The Museum has a dedicated and highly qualified staff of approximately 8 FT team and 8 PT members. It is governed by an active Board of Trustees, composed of 26 elected members.

BASIC FUNCTION:

Reporting to the Museum Board, the Director will manage the Academy Art Museum and orchestrate all services related to collections, exhibitions, programs, education, special events, and fundraising for the AAM.

Immediate priorities include:

- Understand all facets of the Academy Art Museum, including the Museum's history, culture, staff, collections, exhibits, finances, and strategic plan, as well as its organization, interrelationships, and operations;
- Review the current status of the Museum's exhibitions and education programming and take charge of in-process work related to the permanent collection, current and planned special exhibitions, events, performances and demonstrations, educational publications, docent tours, and school programming;
- Develop a strong relationship with the Board, with business and civic organizations, government officials, and with arts leaders and artists throughout the Eastern Shore of Maryland and the museum world;
- Work with the staff to understand their contributions, strengths, and concerns; build on the strong sense of partnership and cohesion existent across the organization;
- Build and diversify earned and contributed income; build and diversify embrace of the AAM among different Talbot County communities, with a continued objective of having the Board and visitor mix reflect the demographics of Talbot County;
- Work with the Board and staff to create and implement a new strategic plan which will provide a roadmap for artistic, educational, financial, technological, marketing, development, community engagement, and facilities goals in the next three years.

Other responsibilities include:

LEADERSHIP & GENERAL MANAGEMENT

- Manage the business affairs of the Academy Art Museum with the intent of supporting its mission and goals while achieving greater financial growth, funding diversity, and supporting permanent sustainability;

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- With the Board, communicate the mission of the Museum to the larger community and articulate the Museum's place among cultural institutions in Talbot County, the state of Maryland, the United States, and globally;
- Hire, supervise, motivate, develop and evaluate staff, ensuring that staffing is appropriate to meet the organization's goals; ensure that approved policies are consistently implemented;
- Ensure that all programs, activities, and services of the Museum are consistent with high ethical and professional standards;
- Oversee the preservation and maintenance of the Museum's physical assets (the collections, the building and the infrastructure of the campus); continue to build out the Museum campus.

EXHIBITIONS, COLLECTIONS, AND PROGRAMS

- Provide direction for the development of new exhibitions, outreach efforts, and education programs; leverage the collections in ways that are locally relevant and that promote recognition of the collections throughout Maryland, the region, and the United States; deepen visitors' appreciation for art and culture from around the world;
- Work collaboratively and appropriately manage various relationships with other museums, collections, schools, universities, patrons, volunteers and other community members;
- Work with staff to develop a comprehensive plan to preserve, strengthen, and enrich the Museum's collections; develop relationships with collectors and artists that may lead to appropriate gifts to the Academy Art Museum.

REVENUE AND COMMUNICATIONS

- Serve as the chief fundraiser for the museum; work closely with the staff, the Board, and advisors to expand and diversify revenue streams from licensing, facility rentals, concessions, and other sources; set high expectations for increased financial support from foundations, corporations, individuals, government, and other philanthropic sources for the Museum's programs, exhibitions, and capital projects;
- Serve as an articulate and persuasive spokesperson for the Museum; represent Academy Art Museum to all of its constituencies, including funders, the arts and collector communities, civic organizations, business alliances, and current and prospective visitors; cultivate strong and supportive relationships with other institutions in the region and in the arts community;

GOVERNANCE

- With the Board and under the direction of the Board's President, set the strategic direction for AAM by creating and implementing a new strategic plan; enact Board policies, goals, priorities, and objectives; keep the Board informed of all relevant issues; attend all Board meetings and committee meetings as required;
- Identify and help recruit new Board members who reflect the evolving demographics of greater Talbot County and whose talents, interests, and commitment will help further AAM's mission and collection, and help expand funding opportunities;

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IDEAL QUALIFICATIONS and PERSONAL CHARACTERISTICS

The successful candidate will:

- Have an advanced degree in art history, museum studies, or a related field and at least five years of experience in an art museum, visual arts organization, or arts center as a director, deputy director, division or department head, or chief curator.
- Have the ability to work successfully with donors, community leaders, artists and curators, the Museum board and staff, and city government to strengthen the Museum in various ways.
- Be a strong oral and written communicator who will have a positive presence across all media, and in a variety of interpersonal settings, to effectively position the Museum in sometimes challenging times
- Have a sophisticated understanding of digital technology and its application in the museum context
- Be an outcome-oriented, hard worker with high energy and initiative; a “doer” with willingness to work hands-on; experience in budgeting, program evaluation, planning, and management are essential.
- Be a good listener and strategist; a partner able to flexibly collaborate with people and organizations with diverse expertise, experience, cultures and personalities;
- An individual who realizes that flexibility and creativity are necessary to respond to the uncertainty that the events of 2020/21 have imposed on the world and recognizes that the Museum will continue to be impacted by Covid-19 and that incorporating the tenets of Diversity, Equity, Inclusion, and Access is essential to sustaining the Museum.
- Be an emotionally mature individual with strong self-awareness and a good sense of humor.

For more information please contact:

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