

The application deadline is
December 15, 2017

**DEVOS INSTITUTE
OF ARTS MANAGEMENT**
AT THE UNIVERSITY OF MARYLAND

Michael M. Kaiser Chairman
Brett Egan President

Fellowship

The DeVos Institute's Fellowship program is offered free of charge to arts managers from across the United States and around the world who are selected through a competitive application process. These fellows attend a four-week program in residence in Washington, D.C. each summer for three consecutive years.

The Fellowship includes:

- Intensive academic training in nonprofit management, finance, planning, fundraising, evaluation, and marketing
- Access to leaders of cultural institutions from throughout the United States, including site visits to select institutions
- Intensive, collaborative group work
- Ongoing personalized mentoring, both during and between the month-long residencies

Fellows have served in senior positions at such organizations as the AFCA Foundation for Arts and Culture (Egypt), American Conservatory Theater (San Francisco), Arts Council England, Atlanta Ballet, Bosnian National Theatre Zenica, Cameri Theatre of Tel Aviv (Israel), Center for Asian American Media (San Francisco), Ciudad Cultural Konex (Argentina), Cultural Center of the Philippines, Dance UK, Estonian Philharmonic Chamber Choir, Icelandic Opera, Ivan Honchar Museum & National Center of Folk Culture (Ukraine), Lincoln Center for the Performing Arts (New York), Los Angeles Chamber Orchestra, Mexican Center for Music and Sonic Arts, Moscow Virtuosi Chamber Orchestra (Russia), Nashville Children's Theatre, National Arts Council of Zimbabwe, National Centre for the Performing Arts (China), Queensland Performing Arts Centre (Australia), Singapore Repertory Theatre, and Vancouver International Film Festival (Canada).

"This has by far been the most impactful program of my professional life. Rich content, wonderful colleagues, brilliant faculty, and inspiring case studies of organizations in the field. I especially appreciate that the content of the fellowship curriculum is not only theoretical and inspiring, but also tactical and portable. I feel confident that I can go back to work and use what I've learned. I highly recommend the fellowship for 'restless' leaders seeking to take their arts organization's work to the next level."

DeAnna Cummings
Chief Executive Officer, Juxtaposition Arts
Minneapolis, Minnesota

Applicant Criteria:

- Have a minimum of five years working experience in an administrative capacity in an arts or cultural organization
- Currently serve as the executive director (or equivalent) or the head of a major department within an arts or cultural organization
- Have an excellent command of business English, orally and written
- Be able to commit to the full term of the Fellowship (Washington D.C. residency dates are June 25–July 20, 2018; July 1–26, 2019; and June 29–July 24, 2020. Fellows receive personalized mentoring and participate in virtual activities in between residencies.)

Fellows receive:

- Air and ground transportation between Washington, D.C. and their home residence
- Lodging during the Fellowship
- Per diem to cover living expenses during the Fellowship
- Visa sponsorship (for international applicants)
- Program materials

"I recommend this program for arts administrators who want to challenge themselves and significantly deepen the impact of their work. The fellowship provides an environment of trust and support where talented arts leaders from around the world share their knowledge, and collaborate generously. The program has helped me to think strategically about the future of my organization."

Elaine Delgado, Director of Development, The Hispanic Society of America, New York, New York

About the Fellowship

The Fellowship is comprised of three parts:

1. Residencies in downtown Washington, D.C.

Fellows visit Washington, D.C. for one month each year for three consecutive years on the following dates: June 25–July 20, 2018; July 1–26, 2019; and June 29–July 24, 2020. During residencies, Fellows participate in seminars, strategic planning exercises, and independent and collective learning opportunities designed for the needs of the cohort.

2. Strategic Planning at each Fellow's Home Organization

From their home organizations, Fellows engage key staff members and their board (if applicable) in strategic planning activities that establish a framework for planning and support the process of developing and implementing a strategic plan. Fellows participate in quarterly executive roundtables led by Fellowship alumni on the Institute's online learning platform. These sessions provide a group setting where strategies and challenges can be shared among a group of peers and alumni for facilitated feedback and shared learning. In addition, Fellows have access to the Institute's virtual activities, including webinars, master classes, and video archives.

3. Mentoring

Each Fellow is paired with an Institute Advisor in their region or discipline for ongoing support tailored to the needs of the Fellow. Advisors support Fellows as they pursue their organizational objectives and in developing and implementing their strategic plan within their home organization.

“The leaders of this program are true global game changers in the arts and it was a true privilege and inspiration to have the opportunity to learn from their vision and experience. The level of leadership, quality of the content, and the professional excellence was even higher than I anticipated. The program has been intensely inspiring and every moment has been a unique and empowering experience.”

Steinunn Birna Ragnarsdóttir
Chief Executive Officer
Icelandic Opera
Reykjavík, Iceland

“The program allowed me to conceptualize my day-to-day practice and create a coherent strategic plan for my organization, leveraging all the assets. The dialogue challenged and re-shaped my vision of arts management around the globe. The program is carefully designed to engage you in a process of new thinking.”

Claudio Marcelo Kogon
Deputy Director
Suzanne Dellal Center for Dance and Theater
Tel Aviv, Israel

About the Institute

The DeVos Institute of Arts Management provides training, consultation, and implementation support for arts managers and their boards.

It operates on the premise that while much is spent to train artists, too little is spent to support the managers and boards who keep those artists at work.

The DeVos Institute has served more than 1,000 organizations from over 80 countries since Michael M. Kaiser founded it during his tenure as President of the John F. Kennedy Center for the Performing Arts in Washington, D.C. While environments, objectives, and disciplines vary, each of our clients shares the desire to create, market, and sustain exemplary cultural programs.

The DeVos Institute has designed its services to assist a wide range of institutions, from traditional performing and presenting organizations, museums, galleries, art schools, and libraries, to botanical gardens, glass-making studios, public art trusts, and nonprofit cinemas, to name a few.

In 2014, the DeVos Institute transitioned to the University of Maryland, where it continues to offer support to individuals, organizations, and—in collaboration with foundations and governments—to communities of organizations around the world.

“A must have for arts managers who are grappling with fledgling arts organizations faced with funding issues—especially related to why they exist in the first place. A great opportunity to introspect, discuss and clear doubts with top managers from around the world.”

Jay Shah
Vice President, Cultural Outreach, Internal Communications, and Global Recruit Program
Mahindra & Mahindra Limited
Mumbai, India