

POSITION PROFILE

Executive Director and CEO

Columbus Museum of Art

Columbus, OH



THE OPPORTUNITY

The Columbus Museum of Art (CMA) is seeking an inspiring, engaging, and engaged leader to partner with the Board of Trustees in shaping a vision for and shepherding the organization into its next exciting chapter as an innovative 21st-century institution. With a genuine desire to embed themselves in the Columbus community, this individual will be a “relationship architect,” adept at forging, burnishing, and sustaining local and regional partnerships while initiating and leveraging national and global networks. They will foster and support a dedicated staff of 70 (full-time) and 45 (part-time) individuals as well as an extensive group of internal and external constituents (volunteers, donors, artists, civic leaders, community partners, and others) to enhance the CMA’s impact and continue to broaden access to the museum’s collection and programs for its varied and diverse audiences. An authentic and accessible communicator, the Executive Director and CEO will collaborate closely with the Board to develop a sustainable operational and financial model to ensure that the CMA will remain a vibrant convener and significant pillar of Columbus’ arts ecosystem, raising the museum’s profile in the broader cultural world.



Deeply embedded in the fabric of its community, the Columbus Museum of Art is an agent for positive social change. With its guiding principle to “think like an artist,” CMA nurtures the role that artists play in society to explore, question, provoke, and find beauty. Leveraging that creativity, the Museum seeks to address some of today’s most difficult challenges. CMA’s visitor-centered environment is designed to bridge differences, spark curiosity, cultivate experimentation and build shared meaning. Activated galleries showcase CMA’s outstanding 19th-21st-century collections. CMA remains committed to research and evaluation to prove that this work has real impact.

A community hub where ideas are exchanged and different voices heard, the Museum nurtures creativity through authentic relationships with diverse partners and engaging experiences. In 2015, CMA opened the Margaret M. Walter Wing to local and national acclaim. Since then, more than 1.4 million visitors have experienced what The Wall Street Journal called “a distinctive presence.” A vigorous social media presence of 100,000+ followers connects CMA to a global online audience, including 300,000+ unique web visitors and 7,300+ member households.

CMA’s permanent collection – featuring outstanding examples of late 19th and early 20th century American and European works of art – is installed in the galleries and interspersed with “connectors,” experiential moments that bring art and humans together. A commitment to collecting contemporary art, folk art, glass, and photography continues the Museum’s dedication to sharing the art of our time.



Since its inception, the Columbus Museum of Art has been dedicated to not just supporting, but closely collaborating with, contemporary artists from around the region. Housing the world's largest collections of works by beloved local artists George Bellows, Elijah Pierce, and Aminah Robinson, CMA offers emerging and established artists a platform to share their voice and vision.

CMA holds one of the largest collections of works related to social justice issues in the country. As catalysts for critical conversations now and in the future, these works of art allow for multiple interpretations and perspectives. All great art embodies this level of complexity. Recent research shows that dissecting works of art directly translates to an increased comfort level with ambiguity and critical thinking, essential skills for a compassionate 21st-century citizenry.

The Museum has established an institutional priority around IDEA work, focusing on inclusion, diversity, equity, and access. This includes not only a greater diversity of staff, volunteers, and board members, but also ensures that the CMA has the appropriate institutional culture, truths, and trust to address the principles of IDEA.



ABOUT THE COLUMBUS MUSEUM OF ART

Mission: Columbus Museum of Art's mission is to create great experiences with great art for everyone. Whether presenting an exhibition, designing an art-making activity, or giving visitors directions, CMA is guided by a vision to connect people and art. CMA nurtures that connection and removes barriers between the community and its collection.

Incorporated in 1878, Columbus Museum of Art (CMA) was built for the community by the community. Generations of families have invested in the Museum through gifts of time, talent, and treasure. From the quality of its collections and exhibitions to the quality of life in the community, the CMA strives for the ideal – celebrating the diversity of its people and its city. In 2013, the Museum was named a National Medal winner by the Institute for Museum and Library Services (IMLS), the nation's highest honor for significant and exceptional contributions to the community.

Collections: Of the people and for the people of Columbus

CMA's galleries are filled with works that manifest creativity. The collection includes outstanding examples of late 19th and early 20th-century American and European modernist works. CMA houses the world's largest collections of works by beloved Columbus-connected artists Aminah Brenda Lynn Robinson, Elijah Pierce, and George Bellows; and acclaimed collections including The Photo League, the Sirak Collection, the Howald Collection, the Schiller Collection of American Social Commentary Art, 1930-1970, and most recently the Scantland Collection. A commitment to contemporary art, folk art, and photography continues the Museum's dedication to showcasing art of our time.

In January 2019, the Pizzuti Collection museum was gifted to CMA, creating the Pizzuti Collection of the Columbus Museum of Art, a second location for the Museum. Ron and Ann Pizzuti are recognized nationally and internationally for their contemporary art collection and their decades-long passion for supporting global contemporary artists. The Pizzutis also gifted CMA 40 works by contemporary artists.

When Columbus Artist Aminah Brenda Lynn Robinson died in 2015, she entrusted the Columbus Museum of Art with her estate. The Museum's Aminah Robinson Legacy Project preserves and promotes the artist's rich legacy for an ever-growing audience in Ohio and beyond. It includes the recent acclaimed exhibition and catalogue, *Raggin' On: The Art of Aminah Brenda Lynn Robinson's House and Journals*; renovation of Robinson's

Shepard neighborhood home, supported by The Columbus Foundation; a partnership with Greater Columbus Arts Council to host an annual fellowship program to benefit African American artists. CMA welcomed its first artist residency recipient in summer 2021 and will introduce a new writers' residency in 2022.

A schedule of thought-provoking, nationally acclaimed original exhibitions engages audiences and presents new scholarship. Recent examples include Art after Stonewall, 1969-1989; I, Too, Sing America: The Harlem Renaissance at 100; and A Dangerous Woman: Subversion and Surrealism in the Art of Honoré Sharrer. In 2020 ARTnews named Art After Stonewall one of the top 25 "essential exhibitions of the decade". The Museum is recognized as a national model for initiatives such as Wonder School, a laboratory preschool collaboration with Columbus State Community College that fosters curiosity in an arts-rich, child-centered responsive learning ecosystem for young children and the next generation of early childhood educators.

LEARN MORE:

columbusmuseum.org





ABOUT THE REGION: COLUMBUS, OH

With a forward-thinking approach to life, business and ideas, Columbus has cultivated a unique environment of thriving communities, companies, institutions, and entertainment. One of the fastest-growing cities in the U.S., Columbus is full of charm, rich neighborhoods, and the nation's best suburbs for employees and families to live. Columbus is made real by its diversity and energetic blend of arts and culture: inspired culinary, fashion, music, and entertainment scenes; unbridled passion for collegiate and professional sports; career-advancing opportunities and entrepreneurial spirit.

From ExperienceColumbus.com, "As the 14th largest city in the country and the largest and fastest-growing city in Ohio, Columbus is collaborative, open, and dynamic. Between incredible arts and entertainment, exciting collegiate and professional sports, and a spectacular downtown riverfront of sprawling greenspace, Columbus has something for everyone." Please see their website for information about [relocating](#) to Columbus.

For more information about living in Columbus, please explore the following links about the city and surrounding area:

- * findyourohio.com/columbus
- * columbusregion.com

MAIN FOCUS, PRIORITIES, AND KEY RESPONSIBILITIES

The Executive Director and CEO plans and directs all of the CMA's activities and operations. They are responsible for the museum's artistic direction, as well as public and educational programming. This executive will have financial oversight and responsibility for an annual operating budget which has ranged between \$11M and \$13M over the past five years and an endowment which has a balance of \$45.3M (as of July 2022).

ESSENTIAL JOB FUNCTIONS:

- Provides the vision and personal leadership for the institution's growth and development, allowing it to continue to welcome and serve its community with a sense of ambition to attain national prominence and recognition; develops strategies and initiatives to fulfill the CMA's mission, increase its audiences' participation, and ensure its financial stability and growth.
- Protects, maintains, and stewards the CMA's collections in accordance with the highest professional and ethical standards.
- Advances inclusion, diversity, equity, and access, working in close partnership with Board members as well as staff on infusing IDEA in all the work that the museum does.
- Through supervision of a committed leadership team, strategically plans, organizes, and directs the activities of professional and non-professional staff; prioritizes and organizes human and financial resources; develops, coordinates, approves and executes policies, methods and procedures affecting all areas of the CMA.
- Serves as spokesperson and advocate of the CMA; effectively represents the institution to all community, professional, governmental, civic, and private agencies; enhances the organization's public image to expand interest and support.
- Actively solicits outside private support from individual donors, foundations, corporations, and others; cultivates gifts (funds as well as artworks), develops sponsorships, and establishes bequests.
- Working with the Board of Trustees, provides the overall leadership, direction and the information required to make decisions and take actions.
- Works with stakeholders to develop a new strategic plan and refine it as necessary.
- Responsible for coordinating the annual implementation plan including all budgetary implications.
- Work with volunteers in a positive and constructive manner.

CANDIDATE PROFILE

While it is understood that no one candidate will bring every desired skill, characteristic, and experience, the following offers a reflection of the ideal candidate profile.

EXPERIENCE: Top candidates will possess at least ten years of progressively responsible experience in a museum or related educational/research organization; at least five years at a senior managerial level.

EDUCATION: Advanced degree or equivalent knowledge in Art History, Fine Arts, Education, Museum Studies, Nonprofit Management, Arts or Business Administration, or other related and allied fields. Our client is also interested in candidates who have equivalent professional experience and a track record of accomplishment in the cultural sector.

SKILLS AND ABILITIES:

- Ability to provide strong leadership, vision, and strategic direction
- Ability to inspire and motivate staff, volunteers, and donors
- Ability to speak and write credibly and effectively about a wide range of art-related topics
- Must establish and maintain effective working relationships with a variety of representatives of public and private organizations, members of boards, foundations, commissions and support groups, civic and government officials, and the general public.
- Ability to analyze financial statements and statistical data
- Must be able to work evening and weekend hours and travel extensively as needed.



The next Executive Director and CEO of the CMA will also demonstrate the following professional and personal qualities and characteristics:

Passion for the Mission

Deep personal interest in art with a nuanced appreciation for the evolving role of museums, and an active voice as part of this conversation.

Knowledge of and commitment to art history and museums. Expertise in the principal functions of art museums and best practices in the field.

A high level of energy and enthusiasm for art and its role, purpose, and opportunities in today's world, and a desire to engage the community with and through art.

Strategic and Visionary Leadership

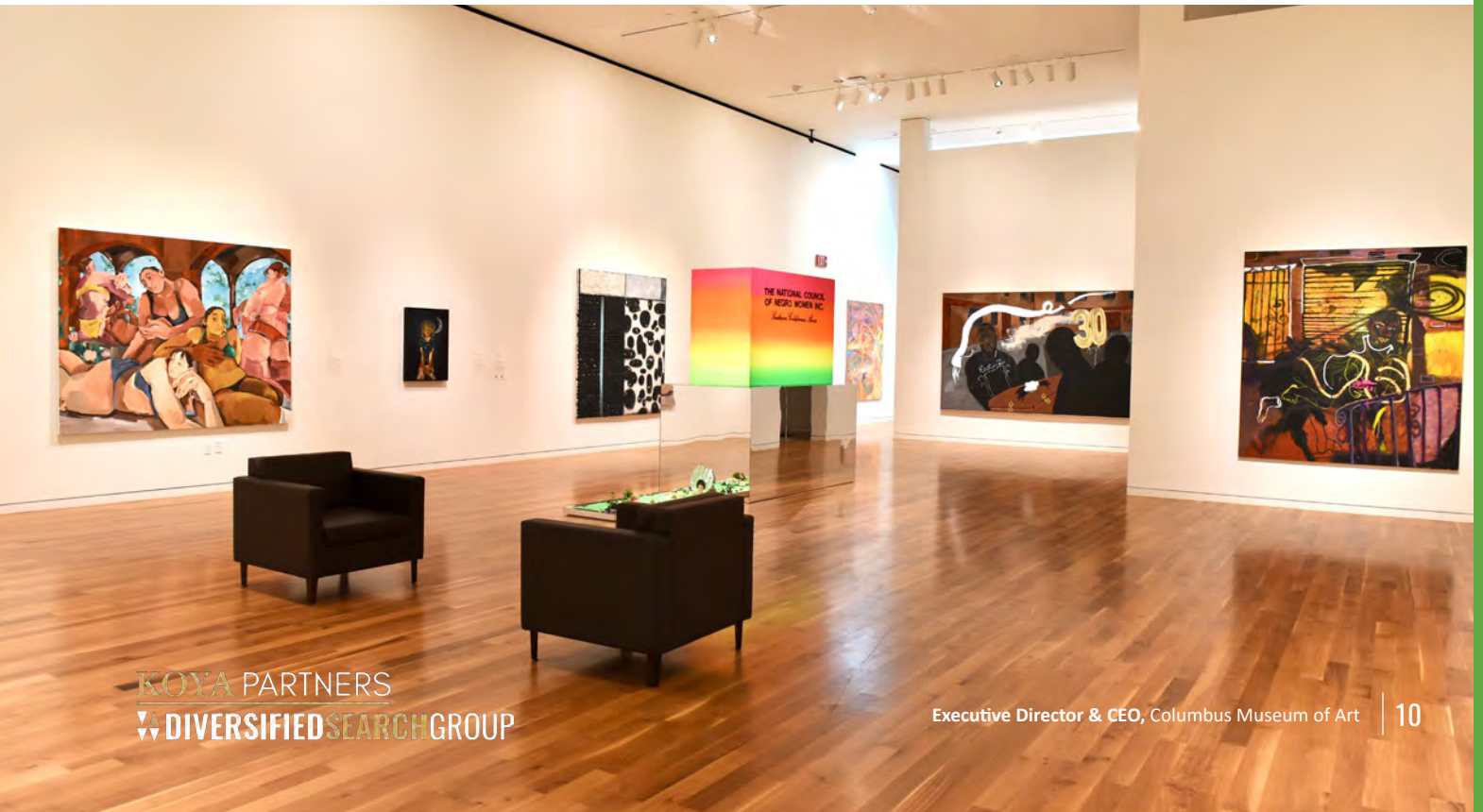
A collaborative leader who has been successful working with a range of constituents to define and refine long-term institutional goals, creating and executing new strategic plans.

Genuine and broad intellectual interests and openness to new ideas, thinking, perspectives, and experiences, with the ability to serve as an effective thought leader in weaving these concepts directly into the work of an institution.

Commitment to Inclusion, Diversity, Equity, and Access

Genuine belief in and abiding commitment to the values of inclusion, diversity, equity, and access.

Experience and success in advancing inclusion, diversity, equity, and access work in an organization or community context. Ideally the next Director will have material prior experience in IDEA work.



Authentic Spokesperson and Adept Partnership Builder

An enthusiastic, credible, and persuasive spokesperson to a range of external audiences locally, nationally, and internationally, underscoring the role of art and culture to these communities and across the field of art museums generally.

A person energized and engaged by the opportunity for dialogue, conversation, and communication with others. Dedicated to reaching out to people and serving as an ambassador in the community and for the community itself.

An Effective Friend- and Fundraiser

Understanding of fundraising principles and strategy with experience building philanthropic relationships. Able to provide high-touch engagement with a range of constituents.

Adept at cultivating major gifts from individual donors and stewarding the institution's most significant past and current donors, while also engaging with potential supporters.

Culture Champion Who Cares for All Team Members

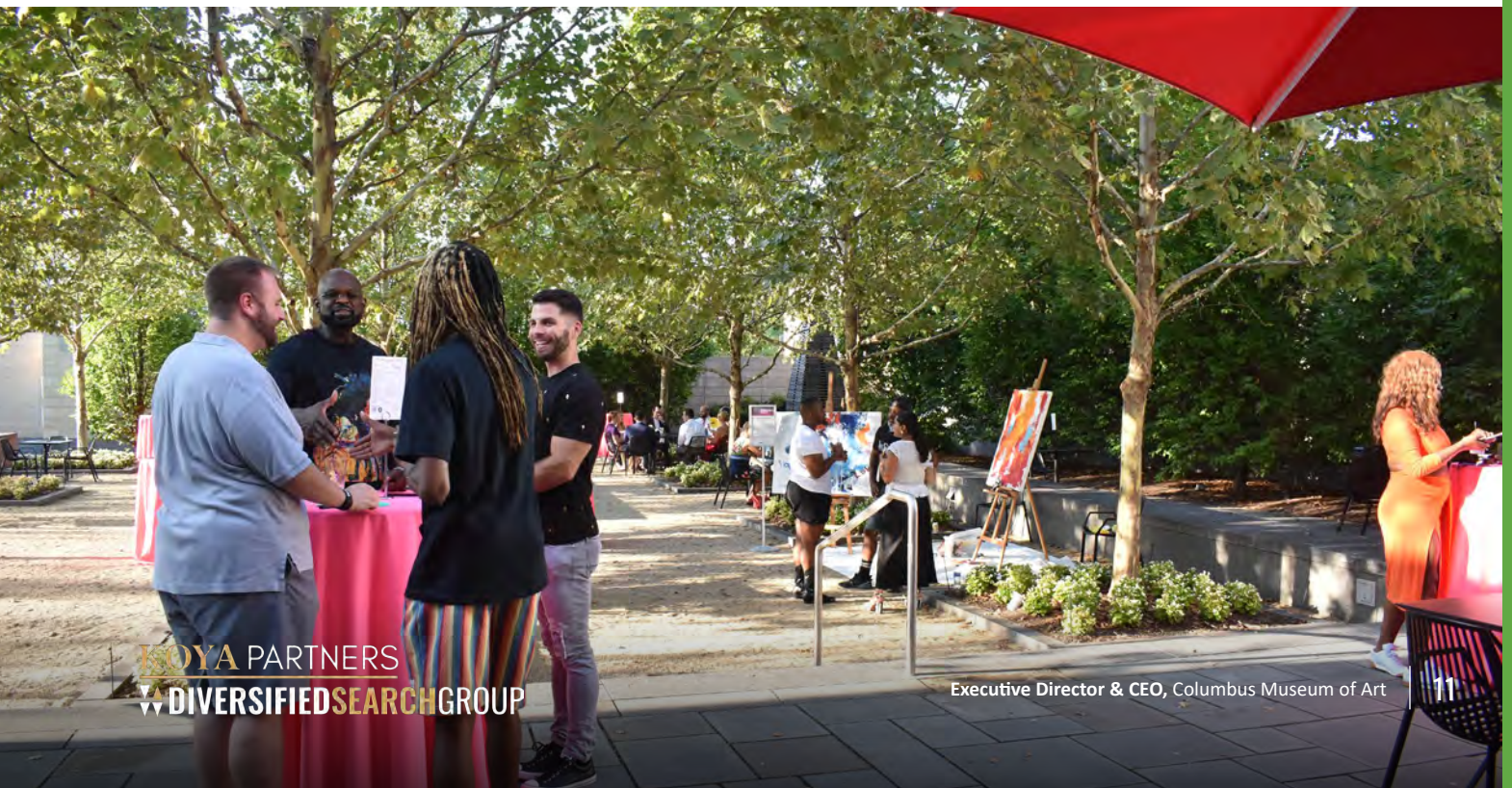
Foster a positive working environment for the entire organization, enriching staff morale, and advancing an atmosphere of teamwork and mutual support among all staff.

A person who encourages the engagement, growth, and achievement of others as an aspect of their leadership. Results-oriented with a collegial and collaborative working style.

Operational Excellence and Financial Management

Knowledge of and experience in the funding models and strategies of multifaceted cultural institutions, including private as well as public funding.

A strong record of successful oversight and management of finance and operations, with the perspective to consider the impact of decisions and make sound recommendations.



COMPENSATION & BENEFITS

The target annual salary for this position begins at \$300,000.
The CMA also offers a competitive benefits package.



CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Naree W.S. Viner and Stephen Milbauer are leading this search. To make recommendations or to express your interest in this role please visit this [link](#) or email smilbauer@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

The Columbus Museum of Art is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit www.koyapartners.com.