



usitt

2021 ANNUAL REPORT

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# INTRODUCTION

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Winston Churchill is alleged to have said, among many things, “If you are going through Hell, keep going.” Whether or not he actually said it, those words seem appropriate for the past year.

2021 has been a year in which we could plan for Institute activities in our pandemic world rather than reacting to the new world of the pandemic and figuring out what it all means. That’s certainly not to say that we have the whole thing figured out, but it is an acknowledgement that our leadership and membership are now living in the full reality that COVID-19 is a long-term, if not permanent, part of our world and we need to be prepared to serve within the confines that it creates.

We often speak with caution about the positives of the time since March 2020 and much of that is highlighted in the following pages. USITT has become a presence in online education. We have published national research giving a starting point from which we can measure progress in inclusion, equity, diversity, and accessibility in our industry. And we are taking the time to review our governing structure to align with the laws of the State of New York and the expectations of future generations. All of this is done through the lens of our core values of Inclusion, Excellence, and Responsibility.

USITT continues to be a place where people gather in community, even online, to share ideas and inspiration. We are a collective of strong opinions who are passionate about our art, industry, and Institute and that leads to robust conversations resulting in strong direction and ideas for the future.

This Annual Report is a snapshot of the work of individuals and groups that have offered their time, talent, and treasure to make a better organization which serves the industry of today while mentoring our future and honoring our past.

We hope these pages can encompass the incredible energy that has continued to flow through and out of USITT during these challenging times. We are making plans for what we hope will be a year of “new normal” in 2022 but let us take a moment to celebrate and reflect upon all that has been accomplished in 2021.



CAROLYN SATTER  
PRESIDENT



DAVID GRINDLE  
EXECUTIVE DIRECTOR

# CORE VALUES

OUR CORE VALUES INFORM EVERYTHING WE DO AT USITT. WE ARE EVER MINDFUL THAT OUR POLICIES, PROCEDURES, AND PLANS FOR THE FUTURE ARE UNDERPINNED BY THESE VALUES.



## INCLUSION

Acknowledging the inequitable structures established by the dominant culture, and the industry's conscious or unconscious participation in these unjust systems, USITT commits to the ongoing struggle to create equitable spaces, to embrace diverse experiences, and to uplift and encourage multiple perspectives.

## RESPONSIBILITY

Recognizing the need for continuous pursuit of the very best in our profession, our industry, and our Institute, USITT cultivates innovation in education, research, and safety.

## EXCELLENCE

Embracing a long-standing imperative to serve, USITT provides value through year-round activities, elevates the work of individuals and organizations, and heightens accountability to our members and the industry.

usitt

# CORE VALUE INCLUSION

USITT has consistently seen networking as the number one value people attribute to membership and participation in our events. An effective network must be one where everyone is welcome to bring their voices, viewpoints, and experiences, for that is what makes a great network, people who are different coming together to make something new.

The Institute has worked to have a more inclusive and representative collection of voices presenting our sessions and participating in the organization. This means reaching out to new people, addressing issues from new perspectives, and making time for those voices that have not been featured previously.

Inclusion means asking both who is here and who is not.

## OUR ENTERTAINMENT DESIGN AND TECHNOLOGY WORKFORCE DEMOGRAPHICS SURVEY SHOWED

statistically what most people knew already, our workforce is predominately male and predominately white. However, it also showed that as we look at younger generations, they are more diverse than older ones. This gives us hope that this is the trend forward. As these new generations gain experience, we can continue hearing those voices resulting in a different workforce tomorrow than the one we have today.



# COMMUNITY CONVERSATION SERIES

Through our Community Conversations series, we bring voices to the forefront to speak about what inspires them. We learn how they are impacted as creative professionals by their ethnicity and culture as well as challenges of working in predominately white institutions, as most theatre is. Featuring these voices shows future generations of creatives that someone that looks like them is making art today and that can make all the difference.

## BUILDING A MORE DIVERSE FUTURE

Training in the United States is done predominately through our colleges and universities. That can be a barrier for some. In its third year, the LDI Patricia MacKay Diversity in Design Scholarships provide support to young designers of color and female designers to pursue study.



Community Conversations: Asian-American Professionals



JORDAN HALL



BRITTANNIE TRAVIS

THIS YEAR, WE WERE PLEASED TO ADD THE COLLIER ROBERT WOODS, JR. SCHOLARSHIP AS ANOTHER WAY WE ARE SUPPORTING DIVERSIFYING OUR FUTURE GENERATIONS. ESTABLISHED IN MEMORY OF MR. WOODS, A LIGHTING DESIGNER WHO DIED IN 2020, THIS AWARD IS ANOTHER WAY IN WHICH WE SUPPORT A MORE DIVERSE INDUSTRY IN THE FUTURE.

JORDAN HALL AND BRITTANNIE TRAVIS WERE THE INAUGURAL RECIPIENTS OF THIS SCHOLARSHIP.

THE TAYNESHIA JEFFERSON FUND FOR INCLUSION HOUSES THESE SCHOLARSHIPS AND SUPPORTS ALL OTHER USITT WORK IN MAKING A MORE DIVERSE AND INCLUSIVE WORKFORCE IN THE FUTURE.

# CORE VALUE EXCELLENCE

OUR VALUE OF EXCELLENCE IS WHAT DRIVES US TO MAKE A FUTURE THAT IS FILLED WITH LEARNING, SUPPORTS CURIOSITY IN THE FIELD, AND SEEKS TO PROVIDE NEW PERSPECTIVES FROM AROUND THE WORLD.

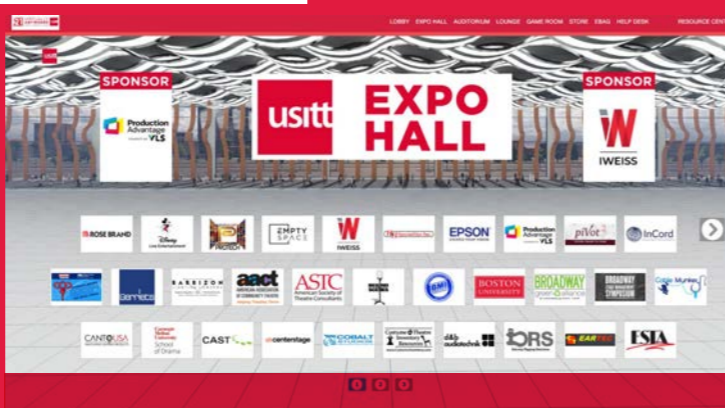
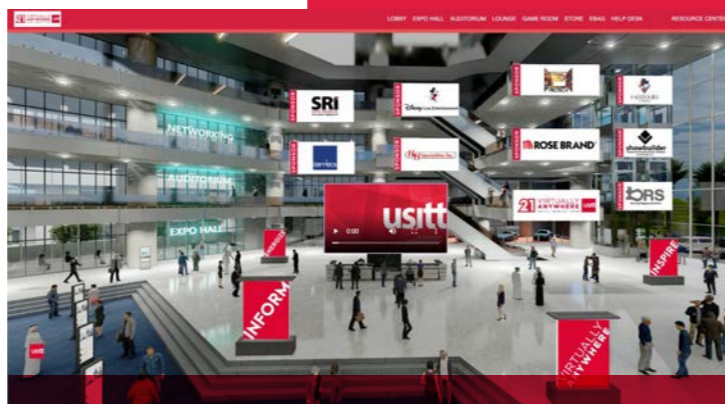
USITT has often been thought of in the terms of our Annual Conference & Stage Expo held each year in March.

This cornerstone event has marked the essence of the Institute for many people for generations. In 2021, we knew we had to bring together the industry since we weren't able to gather in Houston.

Unfortunately, global health conditions prevented us from gathering in person, but technology allowed us to gather Virtually Anywhere.

Our online conference saw 4,000 persons from around the globe meet online for learning and networking. While it isn't ideal, it met the needs of the attendees to connect and see that we were all still in the industry together.

With speakers from across the nation and across the world, March 7-12, 2021, was a week of learning that held the spirit of USITT until we can get together in person in 2022.



## WE HAVE BECOME AN ONLINE LEARNING COMMUNITY

What we have become in 2021 is an online learning community. From panel discussions to classes presented by individuals and corporations, we now present 365 Learning, a year-round offering of classes that are typically free to our members. Many of these classes are recorded for upload into our online learning platform, INNOVA. This allows for learning on individual schedules and makes access much easier regardless of time zone.

At the beginning of the pandemic, USITT's commissions began reviewing various science-based guidance on safety issued by the U.S. government and other associations seeking materials that were applicable to entertainment design and technology. This work has continued through 2021 and documents posted on our resource page are updated as new guidance comes about.



## THE FELLOWS

The Fellows of the Institute selected for that honor in 2021 were costume designer and VP of Communications, Rafael Jaen; Institute President Carolyn Satter, and costume director, Jeffrey Lieder.

The Fellows of the Institute have achieved their rank through many years of exceptional participation in various aspects of USITT and the entertainment business.

To USITT, the Fellows are members who are leaders in their craft or field and are an indispensable resource in continuing the work of the Institute. They work together as peers to support the Institute in its advancement, fundraising, and outreach efforts.

Fellows of the Institute are the embodiment of our core value of excellence.

### COVID Safety and COVID Compliance Officer Training

Exclusive USITT Member Rate \$20

New dates added for November 2021!

USITT has partnered with **Arts & Science** to offer two COVID safety and COVID Compliance Officer classes to its members. These two-hour courses are available to **USITT Members only** for the low price of \$20.

**Any interested member should register immediately as we expect these classes to fill quickly at this special low rate.**



Do you know the best practices for COVID safety backstage? Get educated with this exclusive USITT member benefit.

The role of the COVID Compliance Officer is a new reality in theatre. USITT has partnered with Arts & Science, a company founded by theatre professionals and guided by internationally respected physicians, to offer compliance officer training that has been tailored to the theatre, with a heavy emphasis on consulting local rules and regulations. The Board of Directors has approved funding from USITT's General Fund and New Century Fund for Young Professionals to subsidize this training. As a result, more than 400 members have become certified to serve as COVID Compliance Officers in their theatres.

# THEATRE DESIGN & TECHNOLOGY



**THEATRE DESIGN & TECHNOLOGY** continued its tradition of excellence in coverage of our aspects of the entertainment industry. From changes in operation brought about by the pandemic to social justice responses within theatre, the journal brought in-depth discussions on topics that can't be found in other places. We concluded our years-long series on Modern Theatres that was produced in partnership with Buehnentechnische Rundschau in Germany and Sightline in the United Kingdom. These articles highlighted some of the most innovative theatres built over the last fifty years up through today. These types of international partnerships bring new perspectives and important points of view for members.

The second in our Portfolio series, an annual special edition of the journal, was dedicated to the work of pioneering designer Wendall K. Harrington. From her work in theatre, opera, and dance to her impact on the training of the next generation, Harrington's impact on innovation and education will be felt for generations and we are excited to help document that impact.

**A limited number of copies are available for purchase. Contact USITT for details.**

## BACKstage

Technical Theatre for High Schools



This year also saw the pilot of the BACKstage exam. An outgrowth of the eSET program, BACKstage was created by a team of members to fill a need for secondary education theatre teachers for a national assessment. The pilot was supported by Stage Write Software, Barbizon Lighting Company, Elation, and IA Stage, and taken by more than 1,200 students across 30 states. In partnership with the Educational Theatre Association (EdTA) and CTE education leaders, the pilot will enter in to the second phase in 2022 to stress test the system for offering the exam.



USITT IS PLEASED TO ANNOUNCE AND CONGRATULATE OUR 2021 AWARD WINNERS. WINNERS WERE HONORED DURING USITT21 VIRTUALLY ANYWHERE, MARCH 8-12, 2021.

## OUR 2021 HONOREES ARE:

**RICHARD HAY**  
USITT AWARD

**ELIZABET PUKSTO**  
THE RISING STAR AWARD  
SPONSORED BY LDI/LIVE DESIGN

**REID NESLAGE**  
JOEL E. RUBIN FOUNDER'S AWARD

**TANYA HARPER**  
WALLY RUSSELL PROFESSIONAL  
MENTORING AWARD

**BEVERLY GORE  
NORCROSS & JAMES  
GLAVAN FOR "STAGE  
MAKEUP 11TH EDITION"**  
OSCAR G. BROCKETT GOLDEN PEN AWARD

**THE JEROME LAWRENCE  
& ROBERT E. LEE THEATRE  
RESEARCH INSTITUTE**  
THOMAS DEGAETANI AWARD

**MARCO CHAN**  
SPECIAL CITATION

## DISTINGUISHED ACHIEVEMENT AWARDS

**KATHY A. PERKINS**  
EDUCATION AND LIGHTING DESIGN

**MOLLY DILL**  
MANAGEMENT

**EDUARDO SICANGCO**  
SCENE DESIGN

**ALAN HENDRICKSON**  
ENGINEERING

**CARIN FORD**  
SOUND DESIGN

**BILL SAPSIS**  
TECHNICAL PRODUCTION

**PAUL TAZEWELL**  
COSTUME DESIGN

# ARCHITECTURE AWARD WINNERS



HONOR

**RECITAL HALL**  
PENN STATE UNIVERSITY, UNIVERSITY PARK, PENNSYLVANIA

**XIQU CENTRE**  
HONG KONG



MERIT

**BAM STRONG**  
BROOKLYN ACADEMY OF MUSIC, BROOKLYN, NEW YORK

**RUBENSTEIN ARTS CENTER**  
DUKE UNIVERSITY, DURHAM, NORTH CAROLINA

**JANET WALLACE FINE ARTS CENTER**  
MACALESTER COLLEGE, ST PAUL, MINNESOTA

## HERBERT D. GREGGS AWARD WINNERS

HONOR

**DEEPSIKHA CHATTERJEE**

MERIT

**FRANK LUDWIG**

**BYRON HARRISON**

# CORE VALUE RESPONSIBILITY

USITT continues to be a place where engaging conversations on difficult subjects can be had. In 2021 we partnered with an emerging group of theatre professionals to host a series of conversations on the impact of the practice known as the “10-out-of-12” in theatre. This practice, where actors may be called for 10 of 12 consecutive hours of rehearsal, usually results in designers, technicians, and managers working 12 or more hours to prepare and close the rehearsals.

With our industry effectively shut down, USITT was honored to host these conversations that discussed the impact of this practice on our community and put ideas forward as to how it could change when we reopen.

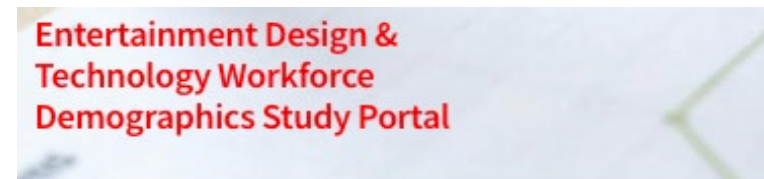
Being the home for reflective conversation is one way in which USITT seeks to express our value of responsibility. We must be a place open to discussion and debate that tackles hard questions and gives people space to share viewpoints aimed at making our industry a sustainable work environment.

The Entertainment Design & Technology Workforce Demographic Survey indicated that one quarter of those who left the industry during the pandemic do not plan to return. Work-life balance was one of the primary reasons. USITT seeks to be a place where the discussions of that and other essential topics can come to the forefront.

Part of our responsibility includes self-assessment. During this year USITT discovered our bylaws were no longer in compliance with the New York State Not-for-Profit Corporation Law. The Board of Directors has begun to take steps to bring us in to compliance with the requirements and the structure of governance and operations.

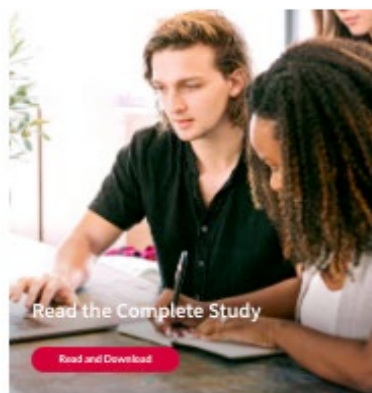
As we move in to 2022, the role of committees of the corporation will increase while working in partnership with the staff under the direction of the Executive Director. The Board of Directors will focus on the governance roles of assessment and direction. We are seeking out the places where we are not following contemporary best practice and seeking to grow our transparency and communication. This includes requiring minutes from all committees make their way to our website so that people can know more about the working of these groups.

By growing the role of our committees and staff working in concert to produce the activities of the Institute we can identify new leaders within the organization. We are also working to build systems that allow for both long-term and short-term volunteer opportunities to better fit the varied availability of our members in today’s world.



Welcome to the 2021 USITT Entertainment Design & Technology Workforce Demographics Study (WDS), the first study of its kind to explore the demographics of who is working in the design and technology industry. Please explore various aspects of the study below.

If you have questions about the WDS, please send us an email.



## Explore the WDS

New Category Analysis Released Throughout 2021



# USITT MEMBERS HAVE DEVELOPED PERSONAL LIBRARIES THAT ARE A TREASURE



Professor Charles Nwadigwe (right) receiving 11 boxes of books donated by USITT members to be used by university libraries in Nigeria.

USITT members have developed personal libraries that are a treasure. Many of our members have indicated they would like these libraries to go to good use but had difficulty finding people who needed the volumes. That’s where our international partnerships came into play.

Through a partnership with the African Theatre Association, USITT was able to ship more than 200 books on theatre design and technology to Nigeria where they are being added to university collections that do not have large numbers of resources on the topic. By getting information into the hands of our colleagues around the world, rather than gathering dust on our personal shelves, USITT is showing its commitment to responsibility and connecting those resources to those that can use them.

With the support of our Samuel Scripps International Fund, we can impact the training of colleagues across the world.

USITT has continued to feel the impact of the world-wide pandemic just as have others in the industry and in our world. The economic realities that have befallen our individual and organizational members have been real and cannot be ignored. The USITT Board of Directors approved, for the first time in many years, a deficit budget for fiscal year 2021. While we were not able to show a positive balance at the end of the year, the operations of the Institute concluded the year with a smaller deficit than planned. The value of our restricted funds grew during 2021 through the generosity of our donors and the prowess of our investment firms.

We will continue to move with caution as the entertainment economy cautiously reopens. The Board of Directors and Finance Committee both believe that we must focus on doing what is right while maintaining fiscal stewardship of resources. There is a continued focus on providing exceptional quality for a fair price and negotiating the best deals for the Institute.

This stewardship, modeled by those who came before us, has made it possible to weather the challenges of the past two years. We remain vigilant and focused on protecting resources while providing services so that USITT will be around to do the same thing when we are needed next.





# VIRTUALLY ANYWHERE — QUOTES —

I LOVE HOW IN THIS YEAR'S 2021 CONFERENCE, WE WERE ALL GUINEA PIGS IN THIS NEW REALITY WHILE BREAKING DOWN WALLS OF INCLUSION AND ACCESSIBILITY NO MATTER IF YOU WERE NEXT DOOR WITH A DISABILITY OR NOT, OR IF YOU WERE LOGGED IN FROM AROUND THE WORLD.



IT WAS REASSURING TO KNOW THAT WE ARE ALL DEALING WITH THE SAME ISSUES AND EVERYONE WAS EXCITED TO BE "THERE" AND OFFER ASKS ASK FOR HELP FROM PEERS.



YOUR VIRTUAL CONFERENCE WAS ONE OF THE BEST I HAVE ATTENDED INCLUDING THE ONE I HAVE ORGANIZED. AND THIS IS VERY BEFITTING OF AN ORGANIZATION THAT REPRESENTS THOSE IN THE PERFORMING ARTS INDUSTRY.

I DESPERATELY NEEDED TO CONNECT WITH OTHER PROFESSIONALS. I'M A DESIGN/TECH DEPARTMENT OF ONE. I FEEL REVITALIZED!

# TEAMWORK



USITT would be nothing if not for the people that make up its members, sponsors, staff, and leadership.

Inclusion, Excellence, and Responsibility are values that must be lived and embodied in the individuals that make up the organization.

We have survived the pandemic and the 60 years prior because of the time, talent, and treasure offered by people to make USITT what it is.

Thank you to the people listed in the following pages for their work in making USITT a place that serves the entertainment design and technology community.

## HONORING CAROL CARRIGAN

We would also like to honor Carol Carrigan, USITT's Director of Finance and HR, who retired in October 2021. Her 23 years of service were a key part of the growth and success of the Institute.





**OUR VALUE OF EXCELLENCE IS WHAT DRIVES US TO MAKE A FUTURE THAT IS FILLED WITH LEARNING, SUPPORTS CURIOSITY IN THE FIELD, AND SEEKS TO PROVIDE NEW PERSPECTIVES FROM AROUND THE WORLD.**

Tate Abdullah	Tom Bollard	Chrissy Curtis	Carin Ford	Clem Harrod	Casey Kearns	Karl McGrotty	Tony Penna	Zac Schmitt	Jacob VanTuyl
June Abernathy	Dylan Bomgardner	Kent Cyr	Holger Forterer	Michele Harvey	Dana Keeton	Patrick McLaughlin	Kathy A. Perkins	Marla Schweppe	Adena Varner
Mike Adamovich	Alexandra Bonds	Chris Daly	Alexis Foster	Thomas Haughey	Jenny Kenyon	Anne McMills	Greg Petruska	Kevin Sciotto	Alex Vasquez
Jennifer Adams	Jerildy Bosch	Elaine Daugherty	Neaco Fox	Matt Hazard	William Kenyon	Troy McVey	Matthew Phillips	Kim Scott	Dheming
Judy Adamson	Alexandra Bowden	Gretta Daughtrey	Phillip Franck	Mitchell Hefter	Hana Sooyeon Kim	Nathan McWilliams	Richard Pilbrow	Natalia Sedano	April Viczko
Steven Adelman	Shawn Boyle	Brad Davies	Katherine Freerer	David Heguy	Scott Kincaid	Chuck Meacham	Joe Pino	Mary Jean Sedlock	David Vieira
Kristen Ahern	Boyd Branch	Clarence Davis	Katherine Freer	Allison Heishman	Joe Klug	Anne Medlock	Jordan Plath	MJ Sedlock	Joseph Villanueva
Erik Alberg	Tanner Brants	Kathryn Davis	Bradley Fritz	Elena Helvajian	Jody Kovalick	Kaitlyn Meegan	Christopher Plummer	William Sexton	Jonathan Wacker
Joshua Alemany	Will Brants	F. Randy deCelle	Troy Fujimura	Alan Hendrickson	Debra Krajec	Joe Menhart	Holly Poe Durbin	Tina Shackelford	Darrell Wagner
Eben Alguire	Frank Brault	Nykol DeDreu	Jana Henry Funderburk	Brent Mickey Henry	Edward Kraus	Colleen Metzger	Jesse Portillo	Mark Shanda	Conner Wallace
Matthew Allar	Molly Braverman	Matthew DeJong	Davin Gaddy	Adrian Hernandez	Rebecca Krull Kraling	Rebel Mickelson	Katie Preissner	Jane Shaw	Taylor Walsh
Kasey Allee-Foreman	Michael Broh	Karen Deneau	Brian Gale	Danielle Hernandez	Christopher Kulesa	Jack Miller	Greg Pretuska	Jay Sheehan	Matt Walters
Kelsey Allen	Heather Brown	Bridgette Dennette	Sadaf Ganji	Deborah Hertzberg	Howard Kurtz	John Miller	Sarah Prince	Steven Shelley	Brad Ward
Jonathan Allender-Zivic	Japonica Brown	Charlie Deull	Lily Gardner	Crissie Higgins	Laurie Kurutz	Justin Miller	Sadah Espii Proctor	Corey Shelsta	Steven Warner
Lizz Allers	Heather Browning	Jonathan Deull	Pete Ed Garrett	Douglas Hildeman	Nicole Lala	Leonard Miller	Todd Proffitt	Stirling Shelton	Amanda Warriner
Rob Almanza	William Browning	Katherine DeVault	Caitlyn Garrity	Jocelyn Ho	Pat Landers	Nic Minetor	Jenni Propst	Deb Sherrer	Christina
Rosie Almbaugh	Paul Brunner	Michael Devine	Samatha Gashette	David Holcomb	Jonathan Langberg	Margaret Mitchell	Nicole Queenan	Jenn Sheshko	Watanabe
Amy Altadonna	Richard Bryant	Bob Dickinson	Ben Gasper	Don Holder	Jerrilyn Lanier	Eric Mongerson	Lea Ann Quimby	Jonathan Shimon	Matt Weber
Shaminda Amarakoon	Quinn Buchanan	Jim Digby	Ryan Gastelum	Bruce Holland	Tyler Lavonas	Mike Monsos	Caitlin Quinn	Sierra Shreves	Wan-Jung Wei
Carey Anderson	Trevor Stirling Burk	Bill Digneit	Courtney Gaston	Tammy Honesty	Rosa Lazaro	Siena Moraff	Declan Randall	Jenn Shuron	Mollie West
Destiny Andrews	Jason Butler	Molly Dill	Lauren Gaston	Adam Honore	Marsha LeBouef	Megan Morey	Declar Randall	Eduardo Sicangco	Paul Whitaker
Mercer Aplin	Irene Byrne Ohl	Kearston Dillard-Scott	Brett Gearity	Audrey Hoo	Jim LeBrecht	Christopher Morris	Mark Rapach	Betty Siegel	Corbin White
Tania Arabian	Ariadne Calvano	Floyd Dillman	Joe Geigel	Le Hook	Finn Lefevre	Edward T. Morris	Rick Reeves	Brian Smallwood	Josh Wickham
David Armelino	Seth Campbell	Richard Dionne	Matthew George	Tara Houston	Carl Lefko	Jay Morris	Megan Reilly	James Smith	Jordan Wiggins
Lea Asbell-Swanger	Jim Capfer	Alison Dobbins	Georgeson	Jason Huerta	Jasmine Lesane	Bryan Moses	Bill Reynolds	Abby Sorese	Robert Willard
Kali Ashurst	Anne Carncross	Damian Dominguez	Kaylin Gess	Bryan Huneycutt	Steven Levine	Lawrence Moten	Matthew Reynolds	Michelle Souza	Alec Williams
Erin Auble	Alessia Carpoca	Kathleen Donnelly	Marley Giggey	Robb Hunter	Ellen Licitra	Martha Mountain	Tales Ribeiro	Valerie St. Pierre Smith	Amariah Williams
Shan Ayers	Carol Carrigan	Dennis Dorn	Cary Gillett	Collin Huse	Jeffrey Lieder	Rob Eastman Mullins	Kevin Richie	Jane Stein	Yolanda Williams
Allison Baker	Cate Carter	Nicholas Drashner	Miranda Giurleo	Davin Huston	Jim Lile	John Munoz	Kevin Rigdon	Mandalyn (Mandi)	Joshua Williamson
Andrea Ball	Autum Casey	Connie Dubinski	Anna Glover	John Iacoveli	Natashia Lindsey	Kellie Murphy	Batul Rizvi	Stevens	Aaron Wilson
Nia Banks	Frankie Castrovillari	Grubbs	Clifford (C.J) Glowacki	Katie Ingersoll	William Liotta	Mike Murphy	Patrick Rizzotti	Matthew Stratton	Bryon Winn
Michael Banta	Ben Cattaneo	Jay Duckworth	David Glowacki	Abril Istre	Kevin Loeffler	Patrick Murtha	Seth Robinson	Jim Streeter	Marc Winski
JbAR Barkley	Anna Catton	Annmarie Duggan	Sandra Goldmark	Zachory Ivans	Miguel Angel Lopez	Colleen Muscha	Frani Rollins	Zachary Stribling	Elizabeth Wislar
Jessica Barnhill	Erica Causi	Raul Duran	Laura Goodman	Matthew Jackson	Anna Louizos	Christianne Myers	Jason Romney	Caleb Stroman	Amanda Wolf
Sarah Bay-Cheng	Manuel R. Cawaling	Randy Earle	Naomi Gordon	Abe Jacob	Rosa Lozaro	Jerry Nadal	Peggy Rosefeldt	Abigail Sturgis	Becky Wolpert
Jeff Bazemore	Josefina Cerda Puga	Therrin Eber	Jerry Gorrell	Jenn Jacobs	Sarah Lozoff	Christine Nichlos	Marcus Ross	Scott Sugden	Aaron Wood
La Beene	Adam Chamberlin	Laura Eckelman	Latiana Gourzong	Carrie Jamieson	Wendy Luedtke	Jeremy Niez	Kristi Ross-Clausen	Andrew Sullivan	Chris Wood
Lara Beene	Jan Chambers	Matt Eckstein	Lucas Granholm	Carolina Jimenez	JR Luker	Sabrina	Nicola Rossini	Tom Sullivan	Alexander
Robert Bell	Robert Chantigian	Brandon Eckstorm	Chontelle Gray	Flores	Andi Lyons	Notarfrancisco	Christine Rossi-Wright	Peter Svitavsky	Woodward
Tyler Bell	Frankie Charles	Shelby Edwards	Karen Greenfield	J.E. Johnson	Ebony Madry	Rose Nuchims	Leon Rothenberg	Erin Joy Swank	Jim Woodward
Ashley Bellet	Wei-Ping Chen	Tameka Ellington	David Grindle	Rebecca Johnson	Meredith Magoun	Michelle Ohumukini	Sooner Routhier	Adam Tackett	Marly Wooster
Camille Benda	Kelly Chiaradonna	Beverly Emmons	Kelsie Gripentrog	Kimberley Jones	Richard Mahaney	Patrick O'Keefe	Tim Routledge	Tess Tanenbaum	Dinesh Yadav
Justin Bennett	Jane Childs	Victoria Esquibell	Charlene Gross	Ronel Jordaan	Michael Mahoney	Kerstin O'Leary	Joel E. Rubin	Jordan Tani	Kenton Yeager
Lawrence Bennett	Derek Christiansen	Pinky Estell	Jody Grossman	Ryan Joyner	Karen Maness	Alex Oliszewski	Lori Rubinstein	Dana Taylor	Paul Yeates
Kiira Benzing	Alana Clapp	Darian Etter	John Gruber	Mindy Judson-	Sean Mangan	Vincent Olivieri	Lisa Russell	Fran Taylor	Caitlin Yost
Lara Berich	Ken Clothier	Laura Lee Everett	Jason Grundy	Garcia	Beth Martell	Kaylee Osentowski	Wendy Russell	Sam Thompson	Paul Zagajeski
Andrea Bilkey	Christina Cogswell	Sandy Everett	Casey Hagwood	David Kahn	Eric Martell	Dan Ozminkowski	Marty Sachs	Juan Torres	Catherine Zublin
Anthony Bizzarro	Aby Cohen	Tim Fandrei	Jennifer Halpern	Steve Kaliski	Alicia Martin	Chelsea Pace	Giovanni Salinas	C Touchet	
Mark Blackmon	Matt Conover	Erin Featherston	Rose Hamill	Shane Jerome	Kenneth Martin	Johanna Pan	David Zucker Saltz	Christopher Treviño	
Mary Black	Megan Cooperman	Jack Feivou	Cody Hann	Kanter	Britton Mauk	Tim Parati	Josh Samuels	Anita Tripathi	
Travis Blackwell	Stan Crocker	Michael Ferguson	Roger Hanna	Beth Kates	Adam Maxfield	Inseung Park	Caisa Sanburg	Christine Troscher	
Brittany Bland	Lindsay Crone	Tiffany Fier	Jessica Hansen	Mike Katz	Tori Mays	Scott Parker	Jo Sanburg	Hideaki Tsutsui	
Inda Blatch-Geib	Laura Crow	Daniel Fine	Tony Hardin	Michele Kay	Heather McAvoy	Don Parman	Jorge Sandoval	Shawn Tuohey	
Matthew Blessing	Nicole Cruz	Deanna Fitzgerald	Austin Harleson	Deena Kaye	Kevin McBee	Laura Pates	Jorge Sandoval	Kyle Tyler	
Issy Block	Dan Culhane	Rich Fleming	Bobby Harrell	Eloise Kazan	Mary McClung	Michael Patterson	Bill Sapsis	John Uthoff	
Tei Blow	Rebecca	Donna J Flor	Jody Harris	Elynmarie Kazle	Jennifer McClure	Joe Payne	Carolyn Satter	Meg Schedel	
Lesley Boeckman	Cunningham	Jeff Flowers	Ryan Harris	Kyla Kazuschyk	David McGraw	Katie Pearl	Meg Schedel	Dan Schmidt	

THANK YOU TO THE PEOPLE WHO GAVE THEIR  
 TIME + TALENT TO USITT THIS YEAR

# THANK YOU FOR GIVING

**\*USITT IS GRATEFUL TO THE FOLLOWING INDIVIDUALS FOR THEIR GENEROUS FINANCIAL GIFTS IN THE PAST YEAR. THIS LIST COVERS THE PERIOD OCTOBER 16, 2020 THROUGH OCTOBER 15, 2021.**

## USITT FELLOWS FUND

Supports efforts that often have no other home in Institute funding and are beneficial to all Institute members. This is a restricted fund.

Alexandra Bonds  
Leon Brauner  
William Browning  
Richard Dunham

Edie Happe  
*In memory of Pete Happe*  
Mitch Hefter  
Timothy Kelly

Patricia MacKay  
Richard Pilbrow  
Michael Ramsaur  
LeRoy Stoner

Richard Thomas  
Paul Vincent  
Kimb Williamson

## USITT FUTURE FUND

Provides support through interest and earnings to support the Institute's endeavors.

Anonymous  
Lea Asbell-Swanger  
William Browning  
Dan Culhane  
Richard Dunham  
Randy Earle  
Jack Feivou

Brian Gonner  
Dan Gray  
David Grindle  
Tammy Honesty  
Rafael Jaen  
Linda Janosko  
Debra Krajec

Marilyn Larsen  
Brian Lawlor  
Carl Lefko  
Andi Lyons  
Karen Maness  
Martha Marking  
Leslie Marqua

Verda Beth Martell  
Michael Mehler  
Jean Montgomery  
Brian Reed  
Mark Shanda  
Stephanie Young  
Anonymous

## GENERAL OPERATIONS FUND

Is unrestricted giving that supports the daily operations of USITT. While not project specific or glamorous, the General Operations Fund ensures that USITT can continue the work it is doing on a day-to-day basis.

Martin Alcocer  
Elizabeth Allers  
Brock Baird  
Sarah Bay-Cheng  
Jameson Bernhagen  
Alex Blatt  
Issy Block  
Michael Broh  
William Browning  
Deb Bruner  
Jim Capfer  
Xander Claypool  
Greg Cook  
Richard Devin  
Kathleen Donnelly  
Dennis Dorn  
Jerald Dougherty  
Randy Earle  
Johnnie Ferrell  
Donna J. Flor

Timothy Francis  
Matthew Georgeson  
Ricky Greenwell  
David Grindle  
Chad Gross  
Michelle Harvey  
Mitch Hefter  
Brent Mickey Henry  
Gregg Hillmar  
Paul Horpedahl  
Bryan Huneycutt  
Brent Innes  
Rafael Jaen  
Joseph Jeremy  
Michael Katz  
Sara Keller  
Neil Kutner  
Melanie Leeds  
James Lile  
Leslie Marqua

Verda Beth Martell  
Kathy Martin  
Michael Mehler  
Becky Merold  
Tim Miller  
Margaret Mitchell  
Jean Montgomery  
Mike Murphy  
Reid Neslage  
Bobbi Owen  
Jasmine Pai  
Sylvia Pannell  
Greg Petruska  
Erin Rodgers  
Michael Rolleri  
Carolyn Ross  
Brian Russman  
Caisa Sanburg  
Paul Sanow  
Carolyn Satter

Ellen Douglas Schlaefel  
Loren Schreiber  
Kim Scott  
Mary Jean (MJ) Sedlock  
Deb Sherrer  
Anne Sorenson  
Shannon Sumpter  
Justin Thomas  
Joe Tilford  
Thor Tivol  
Clyde Tyndale  
*In memory of John Lucas*  
Ryan Volna  
Erik Walstad  
Lukas White  
LeeAnn Yeckley  
Anonymous  
Disney Live Entertainment  
H&H Specialties Inc.

## EDWARD F. KOOK FUND FOR RESEARCH

Funds small and large projects that will advance the industry. The Kook Fund provided a portion of the seed money to develop the LED Ellipsoidal Fixture. It has also supported research to determine safe operations during the COVID-19 pandemic.

Elizabeth Allers  
Alexandra Bonds  
Dennis Dorn  
Richard Dunham

Paul Epton  
Mitch Hefter  
Bryan Huneycutt  
Andi Lyons

Sylvia Pannell  
Richard Pilbrow  
Loren Schreiber  
Mark Shanda

Richard Stephens  
Paul Vincent  
Electronic Theatre Controls (ETC)

## NEW CENTURY FUND FOR YOUNG PROFESSIONALS

Supports the Young Designers, Managers, and Technicians Awards and other activities that are focused on young professionals.

Anonymous  
Judy Adamson  
Richard Arnold, Jr.  
Ashley Bellet  
Heather Brown  
Paul Epton  
Jason Foreman  
June Gaeke  
Ryan Gardner

Emily Gill  
Sara Glerum  
Dan Gray  
Carey Hanson  
Tammy Honesty  
Bryan Huneycutt  
Abe Jacob  
Rafael Jaen  
Ira Lichtman

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Jerome Sheehan  
Dana Taylor  
*In memory of Robert E. Stoll*  
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Stephanie Young  
Thern Stage Equipment

# DONORS

## PROFESSIONAL DEVELOPMENT FUND

was created by the Board of Directors in 2020 to focus on activities that support professionals in mid to later career growth. Items including the Ken Vannice Electrical Education program or the Sherry Wagner-Henry Leadership Development Initiative are open to members throughout their career.

Sara Glerum  
*In Memory of Sherry Wagner Henry*

Steven Beavers  
Ashley Bellet  
Annmarie Duggan

Sara Glerum  
Mitch Hefter  
Questex LLC

The Wally Russell Foundation  
Anonymous

## RIGGING SAFETY FUND

Supports USITT's Rigging Safety Initiative to provide inspections and training for secondary schools in the United States.

Anonymous  
Kevin Gerstner  
Brent Mickey Henry  
Bryan Huneycutt  
Steven Jacobs  
*In memory of RJ Mike Nielsen*

Shane Kelly  
Debra Krajec  
Luke Lewkowicz  
Andi Lyons  
Verda Beth Martell

Jill Maurer  
Reid Neslage  
*In memory of Dr. Randall Davidson*  
Michael Reed  
Loren Schreiber

Dana Taylor  
Paul Vincent  
Kimb Williamson

## SAMUEL SCRIPPS INTERNATIONAL FUND

Supports USITT's efforts in connecting with colleagues around the world. Travel Grants, Prague Quadrennial Exhibition, and other international efforts are supported by gifts and growth in this fund.

Shan Ayers  
Alexandra Bonds  
Paul Brunner  
William Byrnes

Barry Cleveland  
Rob Eastman-Mullins  
Bryan Huneycutt  
Andi Lyons

Richard Pilbrow  
Michael Ramsaur  
Kevin Rigdon  
Stephanie A. Schoelzel

Loren Schreiber  
Carl Walling  
Paige Willson  
*In memory of C A Willson*

## SHERRY WAGNER-HENRY LEADERSHIP DEVELOPMENT INITIATIVE

Lea Asbell-Swanger  
Cary Gillett  
R. Michael Gros  
Linda Henry

Brian Reed  
Bonnie Schock  
*In memory of Sherry Wagner-Henry*

Mark Shanda  
*In memory of Sherry and her commitment to developing future leaders*

Deb Sherrer  
Ann Terlizzi

## TAYNESHIA JEFFERSON FUND FOR INCLUSION

Supports USITT's efforts to increase equity, diversity, and inclusion in the organization and the industry. The Gateway Program and the LDI/Pat MacKay Scholarship are examples of activities that are housed in this fund.

Kasey Allee-Foreman  
Nan Arceneaux  
Lea Asbell-Swanger  
Ashley Bellet  
David Boevers  
William Browning  
William Byrnes  
Janice Ceasar  
*In Memory of Tayneshia Jefferson*  
LaToya Christian

Jean Christopher  
*In memory of Tayneshia Jefferson*  
Jared Clarkin  
Wanda Collins  
Bryan Comer  
Bertha Crawford  
*In memory of Tayneshia Jefferson*  
Paula Davis  
Clarence Deville

Rachael Ellis  
Paul Epton  
The BP Foundation  
Joseph Gaines  
Madilyn Garcia  
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Cary Gillett  
Anna Glover  
Tony Hardin  
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*In memory of George & Lucille Joseph*  
Tammy Honesty  
Bryan Huneycutt  
Chris Jaehnig  
Rafael Jaen

## TAYNESHIA JEFFERSON FUND FOR INCLUSION

Supports USITT's efforts to increase equity, diversity, and inclusion in the organization and the industry. The Gateway Program and the LDI/Pat MacKay Scholarship are examples of activities that are housed in this fund.

Janice Jefferson  
*In Memory of Tayneshia Jefferson*  
Ricky Jefferson  
Joyce Jones  
Monica Jones  
*In Memory of Tayneshia Jefferson*  
Michael Katz  
Michele Kay  
*In Memory of Tayneshia Jefferson and everything she taught us*  
Shane Kelly  
Laquetta Kennedy  
*In Memory of Tayneshia Jefferson*  
Martha Kent  
Connie Leday  
Dorothy Leday  
Eric Lin  
Andi Lyons  
Martha Marking  
Anne Medlock  
Michael Mehler  
James Neal  
Amy Nylén  
*In Memory of Tayneshia Jefferson*  
Nicole Queenan  
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Michelle Rios  
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Paul Vincent  
Shirley Walker  
LaToya Warnie  
Evangeline Whitlock  
Mary Williams  
Yolanda Williams  
Deborah Williams Bilbo  
Kimb Williamson  
Stephanie Young  
Anonymous  
Disney Live  
Entertainment  
Electronic Theatre  
Controls (ETC)  
Questex LLC



USITT BOARD MEMBER TAYNESHIA JEFFERSON

This fund honors the memory of USITT Board Member Tayneshia Jefferson, who dedicated her life to the idea of inclusion in design and technology.

## COLLIER ROBERT WOODS JR. SCHOLARSHIP

Gifts to support this program made in memory of Mr. Woods.

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Michelle Aravena  
Katherine Arvin  
Anjali Austin  
Christopher Bennion  
Jason Bernard  
Justine Bernard  
Annie Biske  
Parri Black  
Laurel Blaine  
David Bornheimer  
Craig Bradshaw  
Inger Brandal  
Mary Reid Brown  
William Browning  
Arthur & Joe Ann Burgess  
Thomas Burke  
Darrin Byrd  
Susan Carey  
Joanne Cascone  
Autum Casey  
Charles Catotti  
Norl Clayton  
Annali Clevenger  
William Cloonan  
Deanna Cochener  
Dillon Cody  
Clementina Coleman

Donna Cotterell  
Alan Crawshaw  
David Curwen  
Judith Daniels  
Richard DeLay  
Richard Devin  
Bill Droege  
Terra Duggan  
Jeff Ellis  
Sam Ellis  
Phillip Franck  
Alexandra Frohlinger  
Mary Louise Geiger  
Donna Goberish  
James Grawl  
Colleen Guinn  
SF Gyrotonic  
Gisela Harna  
Courtney Harris  
Shani Harris  
Janet Hayward  
Lynn Hocker  
William Hopkins  
Catherine Horta-Hayden  
Allen Hughes  
Dominic Iacono  
Michael Jaworek

Brian Judd  
Christine Kaiser  
Emmet Kaiser  
Peter Kallok  
Curtis Kasefang  
TJ King  
Kevin A. Krist  
Eugene Lauze  
Brian Lawlor  
Andrew Luft  
Michael Maag  
Patricia Mathieu  
Trevor Maynard  
David McCullough  
Jean Montgomery  
Eimer Murphy  
Apon Nichols  
Sharon Oberst  
Jacquelyn Owens  
Kathy Perkins  
Melanie Person  
Carla Peterson  
Anthony Pittsley  
Johanna Polit  
Michael Ramsaur  
Charles (Chip) Scott  
Karen and Owen Sharp  
Brian Shoemaker

Jacqueline Singleton  
Lorin Sly  
Austin Smart  
Julienne Smith  
Rachel Smith  
Janet Snyder  
Abbie Strassler  
Andrew Sullivan  
Bess Sullivan  
János Szablya  
Sandra Tisdale  
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