



Elections for USITT Board of Directors

The USITT Nominations Committee is pleased to present the candidates for election to serve on the Board of Directors. The USITT Board of Directors is the governing body of the Corporation. Directors are charged with the responsibility to advise, govern, oversee policy and direction, and assist with the leadership and general promotion of the corporation to support its mission and needs. Each of the members nominated for a Board of Director position is running for a three-year term. It is critical that members participate in the election process; by doing so members invest in the future of the Institute. USITT members current as of noon, Eastern Time on January 31, 2024, are eligible to vote in the election.

Please take time to review the biographies and position statements for all candidates prior to casting your vote.

Treasurer

The Treasurer shall serve on the Board of Directors and shall provide oversight of all assets of the Corporation. He/she shall ensure appropriate financial reports are provided to the Board. He/she shall report regularly to the Board on key financial events, trends, concerns, and assessment of fiscal health. He/she shall perform other duties as may be assigned by these bylaws, the Board of Directors, and/or the President.



Jack Feivou

Position Statement

“There is no business like show business” as the song goes from Annie Get Your Gun, my first show. Since then, my career has been spent putting the right teams together and guiding them on how to get the most creative in front of the guests. Whether you have \$1,000 to spend or \$100,000 there are always lofty expectations with the goal of putting as much as possible on the stage.

As a servant leader it is my job to get the team members what they need and help guide them to success. USITT is made up of a diverse membership with a clear mission, connecting performing arts design and technology communities to ensure a vibrant dialog among practitioners, educators, and students. I have led

teams in non-profit theaters, performing arts centers, theme parks and for-profit businesses for more than three decades and understand how cultural and entertainment institutions work.

USITT has been my home since 1991 when I went to my first conference in Boston. The early years I was mentored by those who wrote the books. I have since grown to be peers with the book writers. Spending two terms on the finance committee and leading the conference committee as the VP of Conferences gives me great insights to the workings of USITT.

The future of USITT is bright. We have a new Executive Director, and coming out of a global pandemic we need to remain financially strong. I welcome the call to shepherd the finances of this great organization.

Bio

Jack Feivou has been a seasoned leader in the entertainment space for more than 30 years, working in non-profits, performing arts centers, and major theme parks throughout the world. Currently he is the Corporate Vice President of Entertainment for SeaWorld Parks and Entertainment. Previously, Jack was the Vice President of Production and Executive Producer for Enchant Christmas who produce the World's Largest Christmas Light Maze using light, art, and story to create over 10 acres of wonder, and a Partner in Keene Consulting. Jack has worked at Walt Disney World® serving as Production Manager, Producer and General Manager, where he produced the longest running show at the Magic Kingdom® Park. Additionally, as a Senior Show Producer at Universal Creative, he produced the land of Hollywood for Universal Studios Beijing. He was President & CEO of Fox Associates, where he led the Fabulous Fox Theatre in St. Louis, and at the Boston Ballet as the Director of Artistic Operations and the Chief Operating Officer. Jack has been a member of the United States Institute for Theatre Technology since 1991, serving multiple roles including the Vice President for Conferences, Commissioner for the Management Commission, Vice Commissioner for the Stage Management Mentoring Project (SMMP), a Director at Large, and Finance Committee. Jack was a SMMP Mentor for over ten years and has presented at over 17 conferences.



Tammy Honesty Position Statement

If elected as the Treasurer, I am committed to executing all the duties consistently and in a timely manner while upholding the core values of inclusion, excellence, and responsibility. I bring a perspective of the past and a dedication to developing the Institute into an innovative leader in the industry for the future. I will work with the Board, Executive Director, Office staff, and the members of the Finance Committee by guiding the financial support in the budget can help implement the mission while being cognizant of fiscal responsibility on behalf of the members. It is a privilege to assist in fulfilling the mission of the organization “to connect performing arts, design, and technology

communities to ensure a vibrant dialogue among practitioners, educators, and students.”

My work in EDI/IDEAS within the institute, my university, and my personal journey is at the heart of my service. I recognize that I had a seat at the Board table as Director and as a Vice President in the past. It is important to have a spectrum of new and experienced voices on this smaller board. It is the only way we can strive to be representatives for the members. I am dedicated to making sure that the perspective of the student/early career to the recently retired, the neurotypical/neurodiverse, the historically excluded as well as those who are temporarily able-bodied and those who have physical limitations are being considered. It is exciting to dream about what the next act of USITT will be.

Bio

Tammy is a scenic designer, scenic artist, and educator. In Tammy’s career as an educator, she has taught both full- and part-time at a variety of universities ranging from 2-year degrees to 4-year conservatory programs with graduate students. Currently, she is an Associate Professor of Scenic Design at West Virginia University.

She recently served as the Vice President of Education & Training and continues as the leader of Women in Theatre/member of the I.D.E.A.S. committee. From 2001-2012, she was active in the Ohio Valley Section, as Board Member at Large for 3 years followed by two terms as Vice Chair of Programming. In 2009, she served as a Regional Programming Co-Coordinator for the National Conference & Stage Expo. That experience ignited her passion for serving the organization at the national level. Since then, she has been a trouble-shooter, a conference office manager, an Assistant Programming Coordinator (2013-

15), a Programming Coordinator (2016-2019), and Director of Board (2015-2019), which was both enlightening and energizing. Tammy's involvement in the various facets of USITT has helped her to become a better educator, designer, and theatrical artist. Tammy is also a member of USA Local 829 and a member of the Behind-the-Scenes Mental Health Initiative (BTSMHI) Steering Committee, the group encompasses all areas of live entertainment in North America from IATSE roadies to musicians to Broadway to TV/film to higher education.

DIRECTORS

The Nominations Committee has nominated seven (7) individuals for four (4) positions as Directors for the Class of 2024-2027.

Each member of the Board of Directors shall be a member in good standing of the Corporation as well as of a Regional Section. Directors shall determine the institute's strategic objectives and policies and monitor the progress toward achieving the objectives and policies. Directors will develop, maintain, and routinely update planning and strategy for the viability and growth of the institute. In addition, they will approve the institute's mission, vision, values, and goals and review its performance in achieving stated goals. Directors shall be elected by the Corporation's members and may chair such committees as determined by the Board and the bylaws throughout their term(s) in office.



**Jonathan Allender-Zivic
Position Statement**

USITT holds a special place in my heart and the prospect of helping guide USITT's journey forward brings me great joy. When I attended my first conference in Louisville, KY in 2006 as a double major in biology and theatre, I envisioned biology as my career and theatre as my passion. However, that conference changed everything. Meeting industry professionals and starting to create a network made me realize that theatre could be both my career and my passion.

Since that transformative conference, I've made it a point to attend every conference and stage expo, eager to give back to an organization that set me on the trajectory I'm on today. Through active participation in commission meetings, volunteering, and leadership roles. Through my many years teaching in academia and designing professionally I've gained a unique dual perspective. This perspective equips me to contribute meaningfully to the institute's future growth helping to shape the future of the institute to encourage growth for both students and professionals and continuing to help connect industry professionals with the up-and-coming generation of members.

My connections with both professionals and students will be an invaluable resource as the institute strives to expand its professional membership, enhance conference attendance, and program year-round. We must strive to offer content that is applicable to people with various levels of experience and foster even more connections between students and long-standing professional members. It's my aspiration to help USITT not only thrive but also continue to inspire the next generation of industry professionals.

With deep gratitude and enthusiasm, I look forward to the opportunity to contribute to the continued success and growth of USITT.

Bio

Jonathan (He/Him) brings over two decades of wide-ranging experience in theatrical design, operations, and education. He holds an MFA in Lighting Design and Technology from Western Illinois University and a BA in Theatre from Rocky Mountain College.

Since 2006, Jonathan has been an active and engaged member of USITT. He currently serves as one of the Commissioners of the Lighting Commission and previously held key positions including Vice Commissioner of Education and Training, Vice Commissioner of Light Lab, and Vice Commissioner of Programming (Louisville). He has also served as session chair and presenter for numerous sessions.

Professionally, Jonathan spent over 12 years as an educator at distinguished universities, attaining the rank of associate professor before leaving academia to run his own enterprise, serving as a trainer, consultant, designer, author, and inventor.

Jonathan is a certified trainer and authorized service provider for Electronic Theatre Controls and he holds US, EU, and Canadian patents for his invention Cable Munkey®, an innovative cable management solution. The book he co-authored, 'Stage Management Basics: A Primer for Performing Arts Stage Managers', is now in its second edition.

Jonathan has served on the boards of directors for two non-profit theaters, providing him with a keen understanding of non-profit leadership and valuable insights into the dynamic between artistic vision and governance.

He would embrace the opportunity to give back to an organization that has played a pivotal role in shaping him as a theatre artist and establishing his professional network.



Matt Conover

Position Statement

My participation as a member of the Board of Directors for USITT will provide the opportunity to bring my leadership experience, both in the industry and in not-for-profit membership organizations, to serve an organization with whose mission I am directly aligned.

My experience in building strong teams which by organizational necessity must collaborate, is the kind of experience that I believe will benefit USITT in the long run. USITT is an organization run by volunteer leaders, spread all over, who must want to collaborate and build a strong team, despite the distances, to succeed in the mission

of ensuring a vibrant dialogue among all constituents – industry practitioners, educators, and students. The resulting connection and collaboration are a must to build pathways and programs for the next generation of theatre professionals, in addition to furthering the potential of those in the field of arts education and the industry today.

A role as a member of the Board of Directors fits my experience very well - both in acting as Treasurer and President on several not-for-profit Boards and with my fiscal experience managing multi-million dollars projects and businesses for the Walt Disney Company.

Bio

I have been a member of USITT as a leader in a Contributing Member organization (Disney Live Entertainment) for more than 18 years, attended Conference and Stage Expo for 14 of those years.

I have a degree in Lighting Design from SUNY-Purchase and have been a leader in the live entertainment business since graduation in 1988. My Disney career started as a stage technician and includes 18 roles in my 31-year career. I have produced dozens of projects across all 12 Disney parks and 4 cruise ships. Since 1998, I have been an executive leader, leading teams from 30 to 4,000 in local and global

organizations. My strengths are building and sustaining high-performing teams of collaborative, creative leaders and executive producing large high-profile events and projects.

My outside leadership has included multiple board service roles including for the Orange County (CA) School of the Arts and Ladera Ranch Little League. From 2009-2019 I served on the Board of Directors of the Educational Theatre Association, serving as Board Treasurer 2011-2019. As Treasurer, I supported the organization which grew from about \$3M in annual revenue to more than \$10M this current year. In addition, in 2017 the Educational Theatre Foundation formed to enable the Association on the membership, while the Foundation focused on fundraising. I serve as the Chair of the Foundation Board of Trustees. The Foundation has grown from a fundraising base of around \$400,000 in its first year and well on its way to \$3M this coming year.



Kimberly Corbett Oates

Position Statement

My Board service so far has been rewarding and illuminating. Becoming a governance-based rather than operational Board, shifting our mindset to “what” rather than “how”, has been a big move for the Institute. I see the outcome as giving our staff more agency while keeping the Board focused on the forest rather than getting lost in the trees so that we can shape who the Institute is and what we will be.

The opportunities for the Institute’s growth excite me! We’ve seen more interdisciplinary collaboration, increased quality of programming, higher awareness of health and safety, and a commitment towards more inclusive practices. We have renewed opportunities for partnerships with related organizations, reaching even more people in the industry when that makes sense as part of our greater mission. We are thinking more about the whole-person well-being and asking new questions about what “getting it done” and creating live entertainment can look like.

I continue to be interested in our support for members – how can we better benefit allied professionals and young professionals, particularly those who do not feel they fit in a neat “box” in the traditional theatre disciplines? How do we keep a growing membership base engaged, especially outside the Annual Conference?

In returning to the Board for a second term, I want to help steer the Institute through embracing these opportunities. I hope to continue the work we’ve started, maintain a healthy standing for the Institute, and lay foundation for its success and growth for many more decades.

Bio

Kimberly Corbett Oates, ASTC, is a Partner at Schuler Shook, a consultancy specializing in theatre planning, architectural lighting, and audio video design. Her recent projects include: the Scheidt Family Performing Arts Center at the University of Memphis, TN and Buddy Holly Hall of Performing Arts and Sciences, Lubbock, TX.

Kimberly joined USITT in 2005, attending her first Conference that year. She was a young dancer and later musician, but backstage production became her passion. Her theatrical credits include lighting and scenic design, a variety of technician positions, and stage and production management. In her volunteer work, she runs audio, graphics, and video production for weekly livestreams.

Kimberly is currently on the USITT Board. She has sat on the Audit, Research, and Membership Committees. Kimberly is past Commissioner for the Engineering Commission, where she helped increase participation and membership. In this role, she became familiar with conference programming. She has been a contributor to TD&T and panelist at the Annual Conference for multiple sessions.

Kimberly holds a BS in mechanical engineering with theatre minor from Lafayette College and an MFA from the Yale School of Drama. She is a member of the American Society of Theatre Consultants (ASTC), International Association of Venue Managers (IAVM) and AIA Dallas chapter, and the International Council of Fine Arts Deans (ICFAD). She is on the Board of Directors for IAVM Region 6. Kimberly was previously a member of the ESTA Technical Standards Program, serving on the TSC and Floors, Rigging, and Control Protocols Working Groups.



Derek Epstein
Position Statement

I am delighted to be nominated for the Board of Directors, and to have the opportunity to deepen my relationship with USITT and the membership in a new and exciting way. After attending my first USITT conference as a college student, I was hooked! Following that first conference I was one of the founding members of the USITT Student Chapter at my University. Soon after that, I was fortunate enough to be invited to join the Membership Committee where I've had the great pleasure of working with many inspirational members of the USITT. Having sat on and now chairing the Membership Committee has allowed me the opportunity to see the institute from a unique perspective but has also allowed me to meet some phenomenal people. I believe I would flourish and strive in as a member of the board during the Institutes current transitional environment. This is something I excel at and have grown to enjoy from my years of project management.

If elected to the USITT Board of Directors, I look forward to helping guide and shape the Institute. My goal will be to provide the best organization possible to our membership and to also create opportunities for members to become more active and aid in the growth and development of the institute. I am also interested in working with USITT to strengthen and expand its partnerships with other performing arts organizations, schools and other associations.

For the reasons presented above I would appreciate your vote!

Bio

Derek Epstein is a Rigging Manager for Encore and is based in Boston Massachusetts. Derek is a proud member of the United States Institute of Theater Technology (USITT) where he is a Chair of the Membership Committee. He attended the University of Wyoming and graduated with a BFA in Theater and Dance with an emphasis on Scenic Design. Derek spent his college summers working at theaters including the Contemporary American Theater Festival (CATF) in West Virginia and Connecticut Repertory Theater. After graduating, he became a scenic carpenter at the Tony Award winning South Coast Repertory Regional theater in Costa Mesa, California. After three years in California, Derek moved to Boston where he taught Technical Theater and Carpentry at Emerson College for two years. Most recently, Derek worked as the Project Manager for a Boston-area entertainment production company that partnered with theaters, event venues, escape rooms and dance companies throughout the New England region. His collaborations include: The Lyric Stage Company of Boston, Boston Lyric, Speakeasy Stage Company, Jose Mateo Ballet Theatre and Trapology. In his free time, you can find Derek playing board games with friends, attending local theater events, and hanging out with his wife Linda and cats, Lego and Ami. Derek recently earned his ETCP Rigging Certification!



Shane Kelly

Position Statement

If I am elected to serve again on the USITT Board of Directors, the three areas I want to focus on and the lenses I will view every conversation through are:

- 1) How can USITT be recognized as a leader in anti-oppressive practices, advancements, and training for the theatre and live entertainment industry?
- 2) How can USITT advocate for and create an industry that is entirely human-centered?
- 3) How can USITT ensure the continued existence of theatre and embrace

the growth avenue of live entertainment in this post-pandemic world?

People have always been our greatest resource in USITT and the industry as a whole, but often that resource has been exploited instead of nurtured. In order to ensure the future growth, change and prosperity of theatre and live entertainment while the financial, creative, and environmental stakes change, we must care for our greatest resource. Evolving in ways that being anti-oppressive and human-centered is automatic in everything the institute does will ensure theatre and live entertainment thrives and morphs to something wonderful beyond our greatest imaginings.

Bio

Shane Kelly is Professor and Head of The Theatre Technology Program at The Theatre School at DePaul University. He is the co-author (with Jay O. Glerum) of the upcoming 4th edition of the *Stage Rigging Handbook*. Shane has been rigging for 25 years and conducts inspections, installations, specification of systems, and safety training via his company Shane Kelly Rigging.

He has been a USITT member since 2003 and have served the institute at all levels during his career. Shane has served as the USITT Midwest Regional Section chair and vice-chair for programming and is the faculty advisor for the DePaul University student chapter. He previously served on the Board of Directors from 2014-2020 and has served on the nominations, publications, international, and tech expo committees and is an active member of the technical production, management, and international commissions. Shane was the faculty coordinator of USITT's/Cirque du Soleil Elite Training Las Vegas from 2011-2018 and is one of the Jay O. Glerum Rigging Masterclass instructors leading the advanced track.

Shane is an ETCP Certified Rigger (Arena and Theatre), ETCP Recognized Trainer, OSHA Authorized General Industry Outreach Trainer, and American Red Cross Authorized Training Provider.

Shane's professional practice and research is focused on sustainability and ecodramaturgy. He worked as a producer, production manager, technical director, and rigger and was the Associate Director of Education for SpaceLab at the 2015 Prague Quadrennial and Technical Director for *Six Acts* at the 2011 Prague Quadrennial Scenofest.



Ford Sellers

Position Statement

For the Institute to thrive, I believe it needs to find ways to encourage more active professional members to mentor, and engage our younger professional membership. We must find ways to incentivize both continued membership, and participation of members throughout their careers to offer keep USITT relevant.

The institute must become more relevant to working professionals. Theatre is the crucial backbone to the development of technically focused entertainment professionals, but it is not the only career. It's far more likely that our members will move into adjacent technical fields. We should work harder to assist them in those endeavors, and continue to bring the academic and professional sides of

our industry together under the USITT banner. This will increase the relevance of the Institute, provide more career development opportunities for our members, and help us serve our membership better.

We've made positive steps in this direction already with closer coordination with ESTA. However, there is a long way to go for us to deliver true value to professional designers and technicians in the broader entertainment industry(s).

We need to expand our outreach, develop tools and services to assist working professionals, and keep them engaged in the Institute so that as they continue in their careers, they will give back to the Institute and it's student members.

With my professional background (Production, Educational Theatre, and Manufacturing), and my relationships with other industry professionals and organizations, I'm particularly well situated to help the institute in this regard.

Bio

I have over 30 years of experience in the lighting industry, beginning in Las Vegas, as an electrician, spot-op, and board-op on large production shows, and transitioning to Corporate A/V. I returned to academic theatre in 2001 as the Master Electrician for Cornell University's School of Theatre, Film, and Dance where I reconnected with USITT. When I left Cornell to become the Sr Product Manager for Chauvet in 2010, I held-on to the idea that USITT can have a greater impact beyond academia. I've worked with Chauvet to engage with the institute, and it's mission to promote the advancement of the knowledge and skills of its members and to facilitate communication among performing arts practitioners, entertainment industry professionals, educators, and students.

For the last decade, my volunteer work with USITT has primarily consisted of:

- Serving on the Lighting Commission (8 yrs, Currently as Vendor Liason)
- Hosting sessions at several Expos
- Being a reviewer for the Young Designers Managers & Technician Awards
- Presenting a 90min Webinar for USITT's FORUM@4: "Mixing different LED color systems in a single lighting rig"
- Chairing Sessions at various Expo on topics including fixture maintenance, Concert Lighting Design, among others.
- Volunteering both on the Lighting Commission, and at the Expos.

Throughout my career, I've strived to educate & elevate my peers. Whether by mentoring, developing training courses, teaching, pushing for inclusion on my teams, or by presenting at the USITT and PLASA Expos, my goal has always been to educate and invigorate the teams on which I've served.



Jim Streeter

Position Statement

As the VP for Special Exhibitions, I am proud of what we have accomplished with our last two in-person conferences. As a board member, I am equally proud of the Board of Directors for the work we've been doing in starting to move us from an operational model to a governance model. This has been a tough road for us as a board and an organization. I can tell you firsthand about the dedication, enthusiasm, and professionalism of this amazing group of volunteers. That all stems from the leadership of the current and future leaders of this organization. As we move forward, I believe my experience with the board would make me an ideal candidate to help continue this work. We as an organization and board are facing big choices in the direction of this institute. We are also facing issues around Equity, Diversity, and Inclusion. I believe that as an institute and a board, we can help ease the transition of the organization and our members. Working with our executive director, we will need to set our sights on the future of this institute. I believe my experience and dedication to this institute would make me an ideal candidate.

Bio

Jim Streeter is currently the Production Manager for Princeton University's Production Arts Services at the Frist Theatre. Prior to that, he was the Resident Lighting Designer and Master Electrician for Princeton's Program in Theatre and Dance (now part of The Lewis Center for the Arts). He is a current member of the Board of Directors as the VP for Exhibitions, the Conference Committee as chair of the Emerging Creatives Showcase (formerly The Young Designers, Managers and Technicians Forum), and the I.D.E.A.S. Committee. He also served on the Executive Director Search Committee. He is a former VC for Equity, Diversity, and Inclusion for the Lighting Design and Technology Commission, having served in that role from 2014 - to 2021. From 2004 – to 2010, he was part of the group that revived the NY Area Section serving as By-Laws Committee chair, Vice Chairman, and Chairman of the section. He has twice been a mentor in the Gateway Program. At the 2017 Conference, he presented, with former alumni, the session "Polakov and The Studio and Forum of Stage Design. At the 2015 Conference, he presented, with Daunte Kenner, the session "Why Can't I use Green? Lighting for the Multi-Ethnic Cast" and was also a panelist for the "Thomas Skelton Retrospective". He is a graduate of the Center for Media Arts and studied lighting design at The Studio and Forum of Stage Design in New York City.