



Phoenix Art Museum
STRATEGIC PLAN
2024–2030



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A large, modern concrete wall with the words "PHOENIX ART MUSEUM" in large, white, three-dimensional block letters. The wall is set against a backdrop of lush green trees and a clear blue sky with scattered white clouds. In the foreground, there are some small, spiky green plants.

PHOENIX ART MUSEUM

FROM THE DIRECTOR + CHAIR OF THE BOARD

On behalf of the Board of Trustees, staff, and volunteers of Phoenix Art Museum, we are pleased to present the institution's 2024-2030 Strategic Plan.

PhxArt is the largest visual arts institution in the southwestern United States, with a collection of more than 21,000 objects of American, Latin American, European, Asian, modern, and contemporary art and fashion, held in the public trust. Over the institution's 65-year history, tens of millions of visitors have engaged with art in our galleries through thought-provoking exhibitions, meaningful education programs, and dynamic community events that bring together people of all ages, backgrounds, and life experiences.

This Strategic Plan sets forth the mission, vision, values, strategic priorities, actions, and benchmarks that will guide all PhxArt operations and initiatives through the next five years as the institution approaches its 70th anniversary and strives to become an outstanding regional art museum. With the support of Shan Strategies, a strategic-planning and cross-cultural leadership firm, a Strategic Planning Task Force, composed of Museum Trustees, executive leadership, volunteers, and department heads, created this document over the course of a year, gathering input from their colleagues. We evaluated the institution's successes and challenges through the context of our evolving metropolitan region and state, and pinpointed specific areas of opportunity to help the Museum achieve greater inclusivity, accessibility, and financial sustainability. The result is a roadmap for the future that addresses and strengthens every part of our operations and deepens engagement with new and existing audiences.

We extend our gratitude to the Strategic Planning Task Force, Museum leadership and staff, and the Board of Trustees for their dedication to creating this plan and pursuing its ambitious goals, all to better serve our shared community. Thank you to our donors, corporate partners, Circles of Support and Museum Members, Docents and volunteers, and everyone who visits and supports Phoenix Art Museum. Your belief, dedication, passion, and investment in this cherished institution has propelled the Museum forward for 65 years of art and community, making a meaningful impact on our state and region. We look forward to many more years of achievement and inspiration at the heart of our vibrant city.



Jeremy Mikolajczak
The Sybil Harrington Director and CEO



Donald Opatrny
Chair, Board of Trustees
Chair, Strategic Planning Task Force

EXECUTIVE SUMMARY

Phoenix Art Museum officially opened its doors in 1959, but the seeds of this Museum—located for more than 65 years at Central Avenue and McDowell Road—was first planted more than 40 years prior, nurtured in the minds and through the actions and imagination of a group of thoughtful, passionate women who believed our desert home deserved an art museum. Together, they cultivated that early dream into a still flourishing reality today, more than 100 years later.

Just three years after Arizona achieved statehood, civic leaders formed the Phoenix Women’s Club. Through its art exhibition committee, the group pledged to purchase one artwork each year to improve the quality of art offerings at the Arizona State Fair. These purchases were the genesis of the Phoenix Municipal Collection, which would one day serve as the foundation for the collection of Phoenix Art Museum.

Through the decades, the creation of what would become Phoenix Art Museum was bolstered by the heroic dedication and support of volunteers, donors, and civic leaders. From WPA funding for an art center and the appointment of Philip C. Curtis as its first director, to city bonds supported overwhelmingly by taxpayer support, to major gifts of art that brought iconic works by Claude Monet, Frida Kahlo, Georgia O’Keeffe, and countless others to our galleries, community support has always been at the heart of Phoenix Art Museum—in all its iterations.

Today, this legacy continues through the determination of advocates, supporters, and friends who believe in expanding access to the visual arts, and in Spring 2023, with this history of service and boundless resolve in mind, PhxArt embarked on the strategic-planning process. Over 12 months, a core Task Force with representatives from the Board of Trustees and executive and senior leadership, with the guidance of consulting firm Shan Strategies, envisioned the next five years in the Museum’s history, drafting new mission, vision, and values statements and outlining the strategic priorities, goals, and actions that would align every Museum division in the common pursuit of excellence and an audience-centered approach. The larger Board of Trustees and several staff working groups representing all levels of Museum operations have workshopped and provided feedback on the deliverables set forth in this document.





The seven **strategic priorities** that emerged during the planning process are:

- 1. Commitment to community** | Be a space of belonging—an accessible, inclusive, and welcoming environment where visitors, residents, collaborators, and artists of the rapidly growing and evolving Greater Phoenix region can foster a lifelong appreciation of art.
- 2. Commitment to the collection** | Practice thoughtful collection stewardship by extending the scope and relevance of our collections, while focusing on future study, care, exhibition, and refinement of the Museum’s collection.
- 3. Commitment to exhibition excellence** | Present impactful art experiences by curating captivating exhibitions that demonstrate exemplary research and scholarship while sparking audience interest in new and exciting interpretations of art in a global context.
- 4. Commitment to arts education and engagement** | Serve as a center for enrichment and community by providing valuable and impactful arts-education and engagement programs that expand audiences and amplify the Museum’s artistic offerings.
- 5. Commitment to an exceptional museum experience** | Prioritize institutional capacity and agility by modernizing the Museum’s building and campus to ensure the institution can best serve and adapt to the evolving needs of contemporary audiences.
- 6. Commitment to organizational excellence** | Serve as a model for good governance and management by fostering a culture of respect, support, and advancement through comprehensive orientation, training, and engagement practices for staff, volunteers, and Trustees.
- 7. Commitment to fiscal responsibility and innovation** | Strengthen the Museum’s financial sustainability and empower the institution for growth and dynamism through expanded and enhanced contributed, earned, and endowment revenue.

The executive and senior leadership teams will monitor progress toward achieving these priorities on a quarterly basis and adjust operations and benchmarks as necessary. With the 2024-2030 Strategic Plan serving as a compass to guide our path forward, Phoenix Art Museum is poised to evolve in line with the needs of our city, ensuring its place as an exceptional regional art museum and a source of inspiration, connection, and community as we approach our 70th anniversary — and beyond.

MISSION

Phoenix Art Museum creates spaces of exchange and belonging for all audiences through dynamic exhibitions, collections, and experiences with art.



VISION

Phoenix Art Museum leads and instills pride in the cultural landscape of Greater Phoenix through art experiences that fuel participation and exchange.



CORE VALUES

Phoenix Art Museum is committed to the following core values, which represent the foundation upon which we base our decisions and actions across the institution. We welcome all segments of our community to hold us accountable to uphold these values:

- **We act in the best interest of our community** of visitors, employees, donors, and volunteers, with the understanding that we serve a unique and diverse base of supporters.
- **We value and welcome a multiplicity of thought, experiences, and perspectives** in our galleries and operations.
- **We prioritize multidimensional art exhibitions and education and engagement opportunities** to connect the visual arts with ideas, histories, and other art forms from across our world.
- **We value our history** and understand that the best way to honor the legacy of those who came before us is to act with intention, originality, bravery, and ingenuity, in response to the evolving needs of our growing region.
- **We prioritize professional management and preservation of our collection**, held in the public trust.
- **We practice efficient and thoughtful stewardship of our resources.**
- **We are transparent, authentic, and respectful in our communications and actions.**



STRATEGIC PRIORITIES

Phoenix Art Museum has identified seven strategic priorities to guide the pursuit of our mission and vision.

1. **Be a space of belonging.**
2. **Practice thoughtful collection stewardship.**
3. **Present impactful art experiences.**
4. **Serve as a center for enrichment and community-focused engagement.**
5. **Prioritize institutional capacity and agility.**
6. **Serve as a model for good governance and management.**
7. **Strengthen financial sustainability.**





1. Be a space of belonging.

Become an outstanding regional art museum that provides an accessible, inclusive, and welcoming environment for visitors, residents, collaborators, and artists of the rapidly growing and evolving Greater Phoenix region to foster a lifelong appreciation of art.

Goal: Bolster existing audiences; deepen engagement with Latinx, Spanish-speaking, African American, African diaspora, Asian, and Indigenous communities and families with children; and increase tourist and suburban audience visitation.

Strategies:

1.1 - Maintain overall visitation demographics to continue reflecting the ethnic breakdown of Greater Phoenix through mission-driven communications strategies, expanded hours of operation, and other operational changes based on audience research.

1.2 - Strengthen Latinx and Spanish-speaking audiences by building strategies to convert visitors to Members, create community outreach infrastructure, and launch effective targeted marketing strategies.

1.3 - Increase visitation of families with children by enhancing child-friendly and multigenerational activities and programs based on audience research, while expanding communication strategies to position Phoenix Art Museum as a family-friendly destination.

1.4 - Increase visitation of African American, African diaspora, Asian, and Indigenous communities by establishing community-outreach strategies, enhancing representative activities and programs, and identifying communications strategies to reach historically underserved communities.

1.5 - Increase visitation from suburban zip codes and tourists by building relationships with chambers and tourism bureaus, establishing targeted marketing campaigns that expand awareness of Phoenix Art Museum as an exciting destination, tailoring targeted marketing efforts during peak tourism season, and expanding hours of operation to meet visitation opportunities.



2. Practice thoughtful collection stewardship.

Extend the scope and relevance of our collections while focusing on future study, care, exhibition, and refinement of the Museum's collection.

Goal: Establish a clear and mission-driven roadmap for collection growth and refinement, prioritize investments in collections management, and increase public access to the collection.

Strategies:

2.1 - Conduct a comprehensive collections assessment and create a concise and action-driven Collections Plan that identifies areas of focus and growth.

2.2 - Articulate clear goals for increasing representation of artists historically excluded from museum collections and develop strategies, including funding and acquisitions, to achieve those goals.

2.3 - Prioritize collections management by investing in improved collection storage, conservation efforts, and data-management systems.

2.4 - Increase public access to the collection on-site and online through continued investment in collection gallery improvements, enhanced spotlighting of collection strengths, expanded digitization efforts, and the publication of a new collection handbook.

2.5 - Engage donors in mission-driven acquisitions and foster relationships and affiliations with significant collectors and arts-affinity donors to enhance future collection growth through planned giving and in alignment with priorities outlined in the overall Collection Plan.



3. Present impactful art experiences.

Curate captivating exhibitions that demonstrate exemplary research and scholarship while sparking audience interest in new and exciting interpretations of art in a global context.

Goal: Implement an audience-centered approach to exhibitions that grows audiences, amplifies the Museum's collection strengths, prioritizes excellence and original research, and elevates Arizona-based artists.

Strategies:

3.1 - Recalibrate annual exhibition schedules to drive audience growth, highlight the core collection and Arizona-based artists, explore new research and scholarship, and establish guidelines for a multi-year planning horizon.

3.2 - Present relevant exhibitions and interpretive experiences for a broad spectrum of local audiences based on feedback from visitors and community advisors to increase engagement with art.

3.3 - Achieve national recognition for exhibition excellence through increased media coverage of original exhibitions, an expanded traveling exhibitions program, and recognized thought leadership of Phoenix Art Museum curators.



4. Serve as a center for enrichment and community-focused engagement.

Provide valuable and impactful arts-education and engagement programs that expand audiences and amplify the Museum's artistic offerings.

Goal: Implement refreshed programmatic strategies that increase program attendance and revenue, engagement from target audiences, and Docent diversity and impact.

Strategies:

- 4.1** - Recalibrate art-centered programming and engagement schedules to increase overall program attendance and revenue, while serving a greater cross-section of audiences.
- 4.2** - Drive engagement with BIPOC audiences, families with children, and suburban visitors by expanding on-site offerings for family programs, increasing off-site and hybrid engagement, and establishing partnerships with community agencies.
- 4.3** - Empower the Docent body to expand as an inclusive community of practice, vital to the institution's educational initiatives, and ensure growth of the Museum's touring program by creating enhanced Docent recruitment and engagement strategies.



5. Prioritize institutional capacity and agility.

Modernize the Museum’s campus and infrastructure to ensure the institution can best serve and adapt to the evolving needs of contemporary audiences.

Goal: Update the Museum’s facilities and technology while streamlining operations to embrace efficiency, safety, and accessibility.

Strategies:

5.1 - Develop a comprehensive Museum Campus Master Plan to identify mission-driven strategies that center the visitor experience, support collection and exhibition priorities, ensure education and engagement growth, and prioritize exterior improvements.

5.2 - Optimize and upgrade enterprise-wide use of technology, including software and data services, to meet administrative and visitor needs.

5.3 - Renovate and innovate Museum spaces to support enhanced engagement with art, increase accessibility, and improve functionality, including parking and wayfinding.

6. Serve as a model for good governance and management.

Foster a culture of respect, support, and advancement through comprehensive orientation, training, and engagement practices for staff, volunteers, and Trustees.

Goal: Build diverse and inclusive opportunities at the Board and staff levels, while streamlining operations and policies to adapt to the Museum’s evolving needs.

Strategies:

6.1 - Empower and deepen engagement with the Board of Trustees through refreshed recruitment strategies, enhanced onboarding and mentoring programs, and refined governance and policies that support increased ambassadorial and fiduciary responsibilities.

6.2 - Nurture a culture of accountability for employees and volunteers by developing an Optimal Workforce Plan that outlines strategies to support recruitment, cross-training, professional development, DEAI-literacy, and retention.



7. Strengthen financial sustainability.

Energize and empower the Museum to achieve continuous growth and vitality through expanded and enhanced contributed, earned, and endowment revenue.

Goal: Practice fiscal responsibility, create new avenues of contributed and earned revenue, and protect and grow the Museum endowment.

Strategies:

7.1 - Implement new financial controls and management systems to ensure the efficient and effective stewardship of Museum resources.

7.2 - Develop and execute multi-year strategies to increase paid visitation, develop new products and methods for expanding Membership, and enhance on-site and online retail operations.

7.3 - Refine and deploy dynamic donor-identification and engagement strategies to deepen collaboration with Museum Trustees, develop new relationships with individual donors and donor groups, reimagine major fundraising events, and build a comprehensive planned-giving strategy.

7.4 - Create and launch new strategies designed to enhance the annual-fund campaign, increase engagement with significant collectors and arts-affinity donors, and strengthen the Excellence Fund program for long-term, multi-year exhibition, education and engagement, and acquisition support.

STRATEGIC PLANNING PROCESS OVERVIEW

Phoenix Art Museum began the strategic planning process in February 2023, when Jeremy Mikolajczak, the Sybil Harrington Director and CEO, with the support of the Board of Trustees, engaged Shan Strategies, a consulting firm with extensive experience in strategic planning, cross-cultural leadership, and stakeholder engagement, to facilitate the development of the Museum's first Strategic Plan since 2016. From there, the Museum formed a Strategic Planning Task Force with representatives from the Board of Trustees and the Museum's executive and senior leadership teams. The Task Force also included two members of staff elected by the Museum's frontline employees to represent them in the development of the plan.

In March 2023, the Task Force met to kickoff the strategic-planning process, focusing first on developing drafts of the institution's new mission, vision, and core values. The group then participated in numerous discussions to identify the Museum's strategic advantages and priorities. Staff members and Trustees participated in discussions to gain a broader perspective on factors that differentiate Phoenix Art Museum from other arts and cultural institutions in the Valley as well as opportunities for growth.

From April through July 2023, Task Force representatives formed and led Museum Area Groups (MAGs) to dive more deeply into the operations, successes, and challenges across each Museum division and to ensure staff priorities and actions for the next five years align with the overarching Strategic Plan. The following MAGs were formed: (1) Exhibitions and Collections, composed of curatorial, registration, and exhibitions staff; (2) Audience Development, composed of external affairs staff; (3) Education and Engagement, composed of staff and Docent volunteers; (4) Governance, composed of staff from human resources and Trustees; and (5) Financial and Operational Stability, composed of staff from the finance, operations, and advancement divisions.

In each MAG session, working groups established strategies, actions, benchmarks, and workplans that will guide operations into the Museum's 70th year. Through August and September 2023, MAG leads presented these recommendations to the Strategic Planning Task Force and the full Board of Trustees at numerous feedback sessions. After each session, MAG leads synthesized feedback and reported back to their respective MAGs with any revisions.

After all MAG work sessions were completed, drafting of the Strategic Plan began in earnest, with meetings throughout October, November, and December 2023 to hone strategies, benchmarks, and overall language.

A full draft of the Strategic Plan was presented to the Strategic Planning Task Force and reviewed in late February 2024. The final draft of the plan was then sent to the Board of Trustees, affording them the time to review and send comments or suggestions before the final Board vote at the March Board meeting. On March 28, 2024, the Board of Trustees officially voted to ratify the plan in its current form.

Names of Strategic Planning Task Force members, Board members, and Museum staff appear in the appendices.

APPENDIX A: STRATEGIC PLANNING TASK FORCE

Task Force Chair

Donald Opatrny
Chair, Board of Trustees

Jeremy Mikolajczak
The Sybil Harrington Director + CEO

Allan Alvarado
Chief Financial + Operating Officer

Samantha Andreacchi
Senior Director of External Affairs

Jennifer Barnella
Retail Director

Shelley Cohn
Community Advisor

Nikki DeLeon Martin
Deputy Director + Chief Advancement Officer

David Lenhardt
Trustee

Bettina Nava
Trustee

Barbara Noble Howard
Trustee

Gail Paredes-Ewen
Past Docent President

Blair Portigal
Trustee

Paul Rogers
*The Gerry Grout Director of Education
+ Engagement*

Terry Roman
Trustee

Sara Simmons
Director of Events

Carl Thoma
Trustee

Olga Viso
*The Selig Family Chief Curator
+ Director of Curatorial Affairs*

Meredith von Arentschildt
Trustee

Laura Wenzel
Senior Director of Collections + Exhibitions

Pearl Esau
Shan Strategies, Consultant

Kim Hartmann Ed.D.
KCH Solutions LLC, Consultant

APPENDIX B: PHOENIX ART MUSEUM BOARD OF TRUSTEES 2023-2024

Donald Opatrny
Chair

David Lenhardt
Vice Chair

Blair J. Portigal
Vice Chair

Carl Thoma
Secretary

Blair J. Portigal
Treasurer

Ruben E. Alvarez

Alice Bazlen

Drew M. Brown*

Joel Coen

Mike Cohn

Andrew Cooper

Gloria P. Cowen

Jacquie Dorrance*

Carter Emerson

Robert Faver

Michele M. Feeney

Martin R. Galbut

Eric F. Garcia

Judy Goldberg

Sara T. Gordon

John W. Graham

Michael Greenbaum*

Lila Harnett*

Oliver Harper, M.D.

John Horseman

Barbara Noble Howard

Jon Hulburd

Jane Jozoff

Ellen Katz*

Don Kile

Sally Lehmann

David Lenhardt

Mitch Menchaca**

Bettina Nava

Ann M. Ocaña

Sally A. Odegard

Doris Ong

Donald Opatrny

Rose Papp

Blair J. Portigal

Terry Roman

Jordan Rose

Vanessa Ruiz

Ann Siner

Iris C. Singer

Rob Taylor

Carl D. Thoma

*Honorary **Ex-Officio

APPENDIX C: PHXART STAFF 2023 – 2024

Gillian Adair
Membership + Guest Services Associate

Allan Alvarado
Chief Financial + Operating Officer

Daisy Amaro
Gallery Attendant

Samantha Andreacchi
Senior Director of External Affairs

Teresa Andreno
Retail Sales Supervisor

Alex Atchley-Carey
Gallery Attendant

Giovana Aviles
Men's Arts Council (MAC) Curator of Engagement

Joel Ayala
Security Officer

Hilda Ayala
Gallery Attendant

Jude Baker
Gallery Attendant

Jennifer Barnella
Retail Director

Michael Bartley
Director of Marketing + Creative Services

Marc Basil
Gallery Attendant

Dulce Bautista
Gallery Attendant

Bryan Beckon
Gallery Attendant

Raeanna Begay
Gallery Attendant

Henry Bellavia
Lead Preparator

Jeff Blain
Director of Security

Rowen Blair
Gallery Attendant

Christina Brown
Senior Director of Development

Jessica Bryza
Membership + Guest Services Lead Associate

Andrew Bunag
Gallery Attendant

Richard Cabrera
Gallery Attendant

Lindsay Caglio
Security Dispatch Operator

Kali Caldwell
Associate Corporate Giving Officer

Emile Campas
Gallery Attendant

Holly Carlson
Assistant Beverage Manager

Devin Carreon
Gallery Attendant

Christopher Chandler
Security Officer

Alicia Chavez
Associate Registrar of Collections

Presley Cheshire
Gallery Attendant

Liz Colton
Gallery Attendant

Chamisa Colvin
Director of Institutional Giving

Kara Cooper
Gallery Attendant

Tom Cooper
Maintenance Technician

Adam Corona
Gallery Attendant

Njyla Curd
Gallery Attendant

Aries Curiel
Gallery Attendant

Kay Dale
Director of Membership + Guest Services

Nikki DeLeon Martin
Deputy Director + Chief Advancement Officer

Amanda Denmark-Gessel
Chief Preparator

Marisol Diaz-Alvarez
Development Information Services Coordinator

Sofia Dominguez Yanes
Education Assistant

Marion Donaldson
Assistant Director of Development – Major Gifts

Jazz Enriquez
Gallery Attendant

Betsy Fahlman
Adjunct Curator of American Art

John Fasolino
Gallery Attendant

Isaiah Flores
Security Officer

Serena Fonze
Bartender

Lisa Forrest
Marketing Specialist

Courtney Gaertner
Library Assistant

Gifford Garcia
Bartender

Marisol Garcia
Gallery Attendant

Veronica Garcia
Lead Custodian

Tiff Gibbs
Gallery Attendant

Alexis Gilmore
Gallery Attendant

Esmeralda Gonzalez
Gallery Attendant

Grant Goodman
Retail Operations Supervisor

Josh Griswold
Gallery Attendant

Angelica Gulinson
Assistant Director of Development – Individual + Planned Giving

Quinn Hardison
Gallery Attendant

Christian Haros
Gallery Attendant

Autumn Harris
Membership + Guest Services Coordinator

Kiki Hartz
Gallery Attendant

John Hatch
Gallery Attendant

Rachel Hawthorne
Events Specialist

Amy Hernandez
Assistant Security Manager

Iris Hernandez
Custodian

Amber Holeyfield
Gallery Attendant

Kevin Hortealez
Security Supervisor

Elise Hurtado
Retail Associate

Leon Huynh
Gallery Attendant

Jessica Jacobson
Assistant Director of Education + Engagement

Elizabeth James
*Executive Assistant to the CFOO
+ Board Liaison*

Helen Jean
*The Jacquie Dorrance Curator of Fashion
Design*

Elliot Joel
Gallery attendant

Katie Jones-Weinert
Digital Assets Manager

Sally Jordan
Security Systems Administrator

Airi Katsuta
Creative Media and Design Specialist

Piper Kvanvig
Gallery Attendant

Kimberly Larios
Gallery Attendant

Rosa Ledesma
Gallery Attendant

Ozzy Ledezma
Executive Assistant to the CEO

Kaleb Lee
Gallery Attendant

Alyssa Linares
Gallery Attendant

Tiffany Lippincott
Curator of Education

Legend Logsdon
IS/AV Support Technician

Claudia Lopez
Bilingual Communications Specialist

Jesse Lopez
Librarian

Evan Lowry
Gallery Attendant

Scott Martin
Director of Data + Research

Jessica Martin
Data and Research Manager

Tori Menge
Membership + Guest Services Associate

Jeremy Mikolajczak
The Sybil Harrington Director + CEO

Saul Millan
Gallery Attendant

SJ Molina
Senior Events Specialist

Rebekah Monahan
Digitization Coordinator

Martha Montour
Gallery Attendant

Destiny Montoya
Gallery Attendant

Teresa Munoz
Exhibitions Assistant

Holly Mutascio
Director of Exhibitions

Karen Nazario Moranchel
Preparator

Cera Nelson
*Executive Assistant to the Deputy Director
+ CAO*

Steve Oberhansly
Director of Facilities + Operations

Geary O'Donnell
Director of Information Technology

Juan Oliveros Saldana
Gallery Attendant

Lisa Pagel
Development Program Specialist

Dana Parsons
Receptionist

Elleanor Payette
Gallery Attendant

Andrea Peeck
Security Dispatch Operator

Lesly Perez
School Programs Assistant

Braden Pickering
Security Dispatch Operator

Lauren Prioreshi
Retail Manager

Charlotte Quinney
Interpretation Manager

Urbana Rafique
Gallery Attendant

Christian Ramirez
*Cohn Assistant Curator of Contemporary
+ Community Art Initiatives*

Bella Ramirez
Gallery Attendant

Taylor Ramirez
Gallery Attendant

Myia Ramirez
Gallery Attendant

Maxwel Reede
Gallery Attendant

Andrew Reichert
Membership + Guest Services Associate

Jeremy Retter
Beverage Manager

Aspen Reynolds
Archivist

Vicki Richardson
Men's Arts Council (MAC) Program Manager

Arlyn Rico
Human Resources Coordinator

Paul Rogers
*The Gerry Grout Director of Education
+ Engagement*

Angel Rosales
Bartender

Carol Rosensteel
Gallery Attendant

Camilo Sanchez
Bartender

Dalen Sanchez Carreon
Membership + Guest Services Lead Associate

Karen Santos
Gallery Attendant

Samantha Santos
Communications Specialist

April Sargent
Security Supervisor

Lindsey Saya
Gallery Attendant

Laura Schwemm
Security Manager

John Shaw
Senior Director of Human Resources

Daniel Shimel
Security Officer

Brennie Shoup
Gallery Attendant

Angel Silva
Membership + Guest Services Associate

Sara Simmons
Director of Events

Nick Slovik
Gallery Attendant

Christine Song
Gallery Attendant

Shasca Stephenson
Gallery Attendant

Indya Stewart
Curatorial Administrator

Sam Tew
Gallery Attendant

Zach Thomas
Gallery Attendant

Nancy Thomas
Digitization Associate

Mo Tuttle
Gallery Attendant

Marisa Vargas
Bartender

Olga Viso
*The Selig Family Chief Curator
+ Director of Curatorial Affairs*

Cassie Von Alst
Membership and Guest Services Manager

Nick Waldow
Systems Administrator

Kari Walters
Associate Registrar of Exhibitions

Priscilla Washington
Retail Associate

Jacob Welty
Bartender

Laura Wenzel
Senior Director of Collections + Exhibitions

Kaylee Weyrauch
Development Events Specialist

Ben Willis
Lead Preparator

Scarlett Wong
Membership + Guest Services Associate

Ella Wrather
Retail Associate

Savi Yohannes
Gallery Attendant

Summer Young
Preparator

Rachel Sadvary Zebro
Associate Curator of Collections

Ting Zeng
Controller

Amy Zhang
Staff Accountant

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Phoenix Art Museum



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