

GAIL ANDERSON

GAIL ANDERSON & ASSOCIATES
458 RIDGE ROAD • NOVATO, CALIFORNIA 94947
415.897.5616 gail@gailanderson-assoc.com

CAREER HISTORY

2002 to present

PRESIDENT, GAIL ANDERSON & ASSOCIATES
Novato, CA

Works in partnership with museums and arts and cultural organizations to: build a sustainable future with realistic goals and plans; assess and strengthen the role of their institution in the community and with the general public; help shape an open and supportive working environment for diverse board, staff, and visitors; maximize financial and human resource capabilities; and, guide executive directors and boards of trustees in enhancing their leadership skills to assure successful implementation of mission, vision, and plans.

Services include: institutional planning, governance & leadership development, community & civic engagement, institutional capacity building, professional development, and educational services. Researches and writes articles and books for the field. Makes frequent public presentations on a variety of topics about the museum field.

2001 to 2002

DEPUTY DIRECTOR, THE MEXICAN MUSEUM
San Francisco, CA

Worked closely with the Executive Director and Senior Management Team to assure the implementation of the mission and vision of the Museum while upholding industry standards, ethical guidelines, and legal regulations. Supervised staff in the areas of: collections, finance, public programs, exhibitions, public relations, development, and retail program(s) to assure the implementation of the goals of the strategic plan. Responsible for: developing and monitoring annual budget; managing personnel matters, human resource needs of the institution, and assuring compliance with union agreements; and, overseeing the general facility and operations. Implemented, monitored, and updated the institutional strategic plan. Initiated and oversaw the development and implementation of institutional policies and procedures. Managed day-to-day administrative needs of the organization including areas such as contracts, insurance, and security. Worked with Board of Trustees on specific projects.

1997 - 2001

VICE PRESIDENT, MUSEUM MANAGEMENT CONSULTANTS, INC. San Francisco, CA

Oversaw, managed, and participated in projects focused on audience research, strategic planning, fiscal management, feasibility studies, program development, evaluation research for programs and exhibitions, executive search, board of trustee retreats, docent training, and professional development seminars and conferences. Procured work on an ongoing basis.

1986-1997

CHAIR, DEPARTMENT OF MUSEUM STUDIES, JOHN F. KENNEDY UNIVERSITY, Orinda, CA (former title Director, Center for Museum Studies)

Directed the Masters Degree program in Museum Studies; supervised staff and faculty of 16 and student body of 50; developed and managed an annual operating budget; wrote and secured grants and implemented fundraising activities. In addition, responsibilities included promoting programs, conducting nationwide recruiting, teaching graduate level courses, conducting faculty training, and overseeing curriculum development. Published the bi-annual publication, the *Museum Studies Journal*, oversaw mid-career training seminars, and served on the university Diversity Task Force.

1983-1985

ASSISTANT DIRECTOR OF ADMINISTRATION AND DEVELOPMENT SOUTHWEST MUSEUM, Los Angeles, CA

Directed development activities: wrote proposals; developed fundraising materials; planned and coordinated annual giving programs, special events, and upgrading of membership program. Supervised membership campaigns. Administered museum operations: established museum policies and procedures; developed and managed budgets; supervised daily museum operations and staff in bookkeeping, development, programming, publicity, and grounds. Staff representative to Trustee Development Committee.

1982-1983

CURATOR OF EDUCATION SOUTHWEST MUSEUM, Los Angeles, CA

Designed and implemented first ever year-round schedule of educational programs for adults and children, including Festival of Native American Arts, tours, lecture series, performances and classes. Coordinated docent training program including teaching, management, and compilation of docent handbook. Supervised education assistant and docents.

1977-1981

MUSEUM EDUCATOR

MUSEUM OF NORTHERN ARIZONA, Flagstaff, AZ

Supervised and expanded docent training program, art and science day camp for children, classes for adults and children, film and lecture series, expedition program, and tours. Coordinated student art exhibitions and participated in the conceptual development and design of a permanent exhibition on native peoples of the Colorado Plateau.

SPECIAL PROJECTS

Reviewer for *Exhibit Makeovers*, written by Alice Parman and Jeffrey Jane Flowers, AltaMira Press, New York, 2008.

Instructor, "Leadership in Cultural Organizations." Cultural Resource Management Program and the School of Public Administration, University of Victoria, December 3 – 7, 2007, November 6 – 10, 2007.

Planning Committee, Museums Matter: A Tribute to Stephen Weil, University of Victoria, British Columbia, Canada, September 13 - 15, 2006.

Reviewer for Professional Journals. Reviewed articles prior to publication for *Curator* and *The Journal of Museum Management and Curatorship*, 2003, 2005.

Instructor, "Challenges in Cultural Heritage Sector Leadership Workshop." Cultural Resource Management Program and the School of Public Administration, University of Victoria, December 2004.

Reviewer of transcript prior to publication, *Codes of Ethics and Practice of Interest to Museums*, The American Association of Museums Professional Practice Series, 2000.

Project Co-Director, Museum Directors Roundtable, San Francisco Bay Area, CA, 1996.

Project Co-Director, *Reinventing the Museum: A Dialogue with Museum Leaders Committed to the Museums of the Future*, San Francisco Bay Area, CA, 1995.

Board of Advisors, Bay Area Research Project Consortium, The Fine Arts Museums of San Francisco, CA, 1992-1994.

Conference Developer and Facilitator, *Museum Staff Training and Internship Development*, Hawaii Museums Association Spring Conference, Oahu, HI, 1993.

Founder and Planning Committee Member, Alliance of Southwestern Museum Educators, Museum of Northern Arizona, AZ, 1979-1981.

ACTIVITIES IN PROFESSIONAL ORGANIZATIONS

The Museum Group

2002-present Member by invitation

2004-present Member, Nominating Committee

American Association of Museums

1995 MAP III Assessor

1994 MAP III Assessor

1993 MAP III Assessor

1992-1994 Member, National Advisory Committee on Education and Public Service

1992 Field Reviewer, *Writing a Museum Code of Ethics*

1991-1992 At-Large Board Member, Committee on Museum Professional Training

1990-1993 Regional Board Member, AAM Council

1989-1991 Member, Task Force on Museum Education that produced *Excellence and Equity: Education and the Public Dimension of Museums*

1987-1988 Project Co-Director, 1987 Museum Studies Program Graduate Survey

1986-1990 Appointed Committee Member, Museum Studies Committee

Western Museums Association (formerly Western Museums Conference)

1995 Chair, 1995 Annual Meeting Program Committee

1993-1994 Chair, Nominating Committee

1992-1994 Immediate Past President

1990-1992 President, Board of Directors

1990 Member, WMC 1990 Annual Meeting Program Committee

1987-1990 Chair, Communications/Research Committee

1986-1990 First Vice President, Board of Directors

1985-1986 Co-Chair, Local Arrangements Committee, Los Angeles Annual Meeting

1985 Program Planning Committee Member, Salt Lake City Annual Meeting

1983-1986 Secretary, Board of Directors

PROFESSIONAL PRESENTATIONS

California Association of Museums, Annual Conference, Fresno, California, February 2008, Panelist, "It's More Than Setting the Goal – Methods for Achieving Success."

Judah L. Magnes Museum, Berkeley, California, public lecture series, August 2007, Moderator for "Museum Dialogues: Ethnically-Specific Museums in the Bay Area Landscape."

Alberta Museums Association Annual Conference "Leadership on the Edge," Calgary, Alberta, September 2006, Keynote speaker, "Leadership: The Essential Ingredient."

Alberta Museums Association Annual Conference “Leadership on the Edge,” Calgary, Alberta, September 2006, Session facilitator for “Forum: The Leadership Gap.”

Museums Matter: A Tribute to Stephen Weil, University of Victoria, British Columbia, Canada, September 14, 2006, Co-facilitator for Museums Matter held at the Royal British Columbia Museum in Victoria.

American Association of Museums, Annual Conference, Boston, Massachusetts, April 2006, Co-facilitator of session, " What To Do with What We Learned from Steve Weil: Contemplation for the Future."

The Museum Group Conversation Series held during the American Association of Museums, Annual Conference, Boston, Massachusetts, April 2006, Co-facilitator of Conversation, "What Did You Do with What Steve Weil Taught You?"

American Association of Museums, Annual Conference, Boston, Massachusetts, April 2006, Guest speaker for Museum Education Roundtable Special Event at the Institute of Contemporary Art, “Museums and Relevancy.”

Ontario Museums Association, Annual Conference, Niagara Falls, Ontario, Canada. October 2005, Plenary Session Speaker, "Reinventing the Museum and the Role of Leadership."

Department of Museum Studies, John F. Kennedy University, Orinda, California, Invited Panelist and Reviewer for Oral Masters Project Presentations, July 2006, August 2005, August 2001, August 2000.

Museum Association of Arizona, Winter Workshop, Phoenix, Arizona, February 2005, Presenter and workshop facilitator, "Reinventing the Museum."

Western Museums Association, Annual Conference, Tacoma, Washington, October 2004, Panelist, “Resetting Your Compass: Balancing Your Personal Goals with Your Job.”

California Association of Museums, Annual Conference, Santa Rosa, California, July 2004, Guest speaker for Director's Luncheon, "Reinventing the Museum."

Western Museums Association, Annual Conference, Reno, Nevada, October 2003, Moderator/Presenter, "Institutional Change and Exhibitions: A Dynamic Relationship."

Western Museums Association, Annual Conference, Reno, Nevada, October 2003, Panelist, “Northwest by Southwest: Exploring Our Similarities.”

Western Museums Association, Annual Conference, Tucson, Arizona, September 2002, Panelist, “Preparing for the Journey: Strategic Planning for the Small Museum.”

Western Museums Association, Annual Conference, Tucson, Arizona, September 2002, Panelist, “Out of the Spotlight, Into the Shadows: Staff Retreats.”

Western Museums Association, Annual Conference, Tucson, Arizona, September 2002, Panelist, “Moving Up and Beyond: Rejuvenation and the Job.”

California Association of Museums, Annual Conference, Sacramento, July 2002, Session Chair, “Joining Forces: Sustainability Options for Museums in Today’s Environment.”

California Association of Museums, Annual Conference, Sacramento, July 2002, Panelist, “The State of Museums in the New Century: Vision and Reality in Year 2.”

Utah Museums Association, Annual Conference, Logan, Utah, October 2001, Keynote Speaker, “Growing Smart through Effective Museum Planning”, and Co-presenter for Workshop: “The Nuts and Bolts of Museum Planning: Getting Started on Growing Smart.”

California Association of Museums, Annual Conference, San Jose, July 2000, Session Chair and Main Presenter, “Mission Statements: A Fundamental Management Tool for Museums.”

American Association of Museums, Annual Conference, Baltimore, May 2000, Panelist, “Museums for a New Century - Past, Present, and Future.”

American Association of Museums, Annual Conference, Cleveland, April 1999, Panelist, “Do Our Visitors Know Why We’re Here? A Look at Mission-Related Visitor Studies.”

American Association of Museums, Annual Conference, Los Angeles, May 1998, Panelist, “Museum Mission Statements: Building a Distinct Identity.”

Central Arizona Museums Association Professional Development Seminar, Phoenix, March 1998, Keynote Speaker, “Issues, Missions, and Multiple Solutions.”

Western Museums Association, Annual Conference, San Diego, September 1997, Respondent, “Cross-Cultural Collaborations: Sharing our Resources.”

Western Museums Association, Annual Conference, San Diego, September 1997, Guest Speaker, Closing Session, “The Human Dimension in Museums.”

Western Museums Association, Annual Conference, Oakland, October 1995, Moderator, “Surviving and Thriving Through the Process of Change: A Discussion Group for Museum Employees at all Levels.”

Western Museums Association, Annual Conference, Oakland, October 1995, Panelist, "Museums and Museum Studies: Partnerships for Progress."

American Association of Museums, Annual Conference, Seattle, April 1994, Panelist, "Professional Self-Development and Developing the Profession: Writing for Professional Publications."

American Association of Museums, Annual Conference, Seattle, April 1994, Facilitator, "AAM Education Committee-COMPT Issues."

Non-Profit Gallery Association of the Bay Area, Falkirk Cultural Center, March 1994, Presenter, "Internships in Museums and Arts Organizations."

American Association of Museums, San Francisco, CA, 1993, *Seeking Excellence: Tools for Institutional Change Workshop* Invited Faculty, *Missions: The Public Dimension*.

Hawaii Museums Association, Spring Conference, Oahu, April 1993, Keynote Speaker, "Issues Facing Museums and Implications for Training."

University of Hawaii at Manoa and Friends of Iolani Palace, Pacific Preservation Consortium, Experts in the Palace Lecture Series, Honolulu, March 1993, Guest Speaker, "Outside the Gallery Walls: Museums as Socially-Responsible Institutions."

Western Museums Conference, Annual Meeting, Riverside, October 1992, Facilitator, "Back to the Future: Implementing the Inspiration."

United States Information Agency Young Africans Leaders Project, Oakland, June 1992, Presenter, "Training of Arts Professionals."

The Museums at Blackhawk Docent Graduation, Danville, June 1992, Keynote Speaker, "The Gift and the Challenge."

Cultural Connections, Berkeley, April 1992, Panelist, "Excellence and Equity: Implementing the Report Recommendations."

Exploring Careers in the Visual Arts, ArtTable Seminar, San Francisco, March 1992, Workshop Presenter, "Professional Training."

Institute of Museum Services, Board Meeting, Reno, July 1991, Invited Panelist, "Trends on Small, Emerging Rural and Ethnic Museums in the Western Region."

American Association of Museums, Annual Meeting, Denver, May 1991, Panelist, "Managing Change at Museums: Training Future Directors for Leadership Roles."

Marin Community Foundation, Humanities and Arts, Larkspur, January 1991, Peer Review Panelist.

Western Museums Conference, Annual Meeting, San Jose, October 1990, Co-Facilitator, "Excellence and Equity: Defining the Public Dimension of Museums: A Report from the AAM Task Force on Museum Education."

Western Museums Conference, Annual Meeting, San Jose, October 1990, General Session Facilitator, "Where Do We Go From Here?"

Cooperstown Conference on Professional Training, Cooperstown, November 1989, Discussion Leader, "Training Providers: Structured Programs."

Western Museums Conference, Annual Meeting, Phoenix, October 1989, Facilitator, "Can I Hold an Ethical Line and Still Keep My Job?"

ArtTable, San Francisco, May 1989, Panelist, "Career Opportunities in the Arts."

American Association of Museums, Annual Meeting, Pittsburgh, June 1988, Panelist, "The 1987 Museums Studies Program Graduates Survey: An Analytical Report."

American Association of Museums, Annual Meeting, New York, June 1986, Panelist, "The Role of the University in Professional Museum Education."

Mountain-Plains Museums Association and Western Museums Conference, Annual Conference, Salt Lake City, October 1985, General Session Moderator, "Changes in the Workplace."

Music Center for Los Angeles County Education Division, Los Angeles, March 1984 and March 1985, Workshop Speaker, "Exploring Native American Cultures."

Museum Educators of Southern California Meeting, Santa Ana, March 1984, Guest Speaker, "Docent Recruitment and Training: How to Develop and Maintain a Successful Docent Program."

Western Association of Art Museums and Western Regional Conference, Annual Meetings, San Francisco, October 1980, Panelist, "Probing Museum and School Collaboration."

Southwestern Museum Educators Symposium, Santa Fe, May 1980, Guest Speaker, "Developing Skills in Communicating with the Public."

Southwestern Museum Educators Symposium, Flagstaff, May 1979, Symposium Coordinator and Speaker, "The Role of the Docent."

PUBLICATIONS

Author, *A Framework for Revitalizing Museums* (working title), AltaMira Press, The Rowman & Littlefield Publishing Group, Blue Ridge Summit, PA anticipated publication date 2010.

Guest editor, *Journal of Museum Education*, "Museums and Relevancy", Washington, D.C., Museum Education Roundtable, April 2006.

Book review of *The Source: Twelve Principles of Governance That Power Exceptional Boards*, published by Boardsource, for *Museum Management and Curatorship*, Vol 21. Calgary, Alberta, Canada, Winter 2006.

Contributing author, "Remembering Stephen E. Weil," *Museum News*, Washington, D.C.: American Association of Museums, November/December 2005.

Contributing case study respondent, "Tough Decisions," *Board Member*, BoardSource, Washington, D.C., February/March 2005, Vol. 14, No. 1.

Editor, *Reinventing the Museum: Historical and Contemporary Perspectives on the Paradigm Shift*, AltaMira Press, Walnut Creek, CA, February 2004.

Co-author with Adrienne Horn. "Charting the Impact of Museum Exhibitions and Programs: Understanding the Publics Perspective," American Association of State and Local History, Technical Leaflet, *History News*, Volume 54, #1, Nashville, Winter 1999.

Editor and Principal Contributing Author. *Museum Mission Statements: Building a Distinct Identity*, American Association of Museums, Technical Information Services, Washington, D.C., 1998.

Author, "The Human Dimension in Museums," *West Muse*, Western Museums Association, Oakland, Winter 1998.

Author, "Why Museum Professionals Must Write," *Writing for Professional Museum Publications: Advancing the Museum Profession through Self-Development*, AAM Technical Information Service Publication, Washington, D.C., 1995.

Author, "Back to the Future: Implementing the Inspirations," *Western Museums Conference Newsletter*, Western Museums Conference, Los Angeles, Winter 1992-93.

Contributing Author. "A Challenge at the Core: Reflections on Excellence and Equity," *Journal of Museum Education*, Museum Education Roundtable, Washington, D.C., Vol. 16, No. 3, Fall 1991.

Contributor, "Training Providers: Structured Programs," *Cooperstown Conference on Professional Training: Needs, Issues, and Opportunities for the Future*, American Association for State and Local History, Nashville, 1990.

Co-author, "Museum Studies Programs: 1987 Survey Examines Graduates Impact on Museum Field," *Museum News*, November/December, American Association of Museums, Washington, D.C., 1988.

Author, "A New Perspective on the Museum as a Workplace," *Museum Studies Journal*, John F. Kennedy University, San Francisco, 1986

Author, "Changes in the Workplace," *Western Museums Conference Newsletter*, Western Museums Conference, Portland, 1985.

Author, "Looking Ahead: Identifying the Shape of the Future," *Report for Use by Members of the Commission on Museums for a New Century*, American Association of Museums, Washington, D.C., June 1982.

Author, "Visible Energy in the Museum Galleries," *Museum Notes*, Vol. 9, No. 1, Museum of Northern Arizona Press, Flagstaff, 1981.

Author, "Museum of Northern Arizona Sponsors First Annual Southwestern Educators Symposium," *Roundtable Reports*, Vol. 4, No. 3, Smithsonian Institution, Washington, D.C., 1979.

AWARDS

Annual student scholarship award, *Gail Anderson Award for Outstanding Scholarship in Museums and Social Responsibility* established by the Department of Museum Studies, John F. Kennedy University, Orinda, California, 1999.

Director's Chair Award for Excellence in Service to the Museum Field in the Western Region, Western Museums Association, San Diego, 1997.

Harry L. Morrison Distinguished Teaching Award, John F. Kennedy University, Orinda, CA, 1996.

Dean's Award for Service to the School of Liberal Arts, John F. Kennedy University, Orinda, CA, 1995.

COMMUNITY VOLUNTEERING

Parent Volunteer Coordinator, Broadway Bound Kids, 2004 to present.

Parent Volunteer, Broadway Bound Kids, 2003.

Parent Volunteer, Pleasant Valley Elementary School, 2002 to present.

Alumni Volunteer, The Colorado College, 1986 – 1991.

EDUCATION AND TRAINING

Museum Management Institute, sponsored by the J Paul Getty Trust (now Getty Leadership Institute) in conjunction with the Art Museum Association at the University of California, Berkeley, July-August 1983.

Master of Arts in Teaching (M.A.T.), Museum Education, 1983, George Washington University.

Bachelor of Arts Degree (B.A.), Art, 1976, The Colorado College.