

Kimberly D. Davis, Ed.D.

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EDUCATION

Ed.D.: Leadership & Innovation Arizona State University – Mary Lou Fulton Teachers College
Dissertation Title: Glass Cliffs No More: Black Women Leaders Building Leadership Self-Efficacy Through an Arts-Based Sister Circle Model

Post-Graduate: Management The Pennsylvania State University

MS: Recreation, Sport and Tourism University of Illinois at Urbana-Champaign

BA: Psychology Columbia College of Missouri at Columbia, MO

CERTIFICATIONS

Institute for Coaching Excellence – Certified Life, Leadership & Executive Coach – *Anticipated July 2024*

PROFESSIONAL WORK EXPERIENCE

FIVE/6TEEN CONSULTING, LLC – Chicago, IL

Founder & Principal, 2022 – Present

After years of personal and professional experience in the arts and culture space, I founded Five/6teen Consulting to assist individuals and teams in reaching their leadership potential. Calling upon an arts-based research paradigm, I use a person's own artistic practice to elicit positive movement forward.

- Available services include:
 - Coaching & Mentoring – 1:1; Team Building & Strategy; Artist Residency Mentoring
 - Virtual & In-Person Workshops on a variety of topics
 - Public Speaking on a variety of topics
 - Facilitation
 - Board Recruitment & Development
 - Panel Representation on a variety of topics
 - Contractual Services such as Executive Search, Program Design & Implementation
- *For a full listing of past and current collaborations, please visit my website at [Five/6teen Consulting](#).*

OLD TOWN SCHOOL OF FOLK MUSIC – Chicago, IL

Senior Director of Education, 2017 to 2022

Dance & Movement Program Manager, 2014 to 2017

- Served on the organization's senior leadership team.
- Managed the program implementation team that coordinates all local and global programming, more than 700 classes, workshops, and branch programs weekly taught by more than 250 faculty.
- Served as Chair of the Equity Advisory Group.
- Served as an administrative member on the inaugural faculty union contract negotiations team.
- Oversaw new and evolving partnership with Columbia College Chicago.
- Staff liaison for Education & DEIA Committee of the Board of Directors; staff liaison for the Student Advisory Council.
- Managed a matrix team responsible for program design and administration.
- Established goals and objectives and monitored KPIs for the Education Department.
- Created content and disseminated departmental communications.
- Distributed and managed the evaluation and assessment instruments for faculty and students.
- Collaborated with all departments to meet the needs of the School.
- Facilitation of the School's accreditation through the Accrediting Commission for Community and Precollegiate Arts Schools.
- Oversaw the recruitment and supervision of the departmental internship program.

Key Accomplishments

- Spearheaded the creation of and oversaw the implementation of Old Town School's Equity Advisory Group, which is dedicated to creating an equitable environment for its community stakeholders.
- Facilitated monthly anti-racism discussions with staff.
- Led fundraising campaign to cover the operating expenses of the organization's new equity, diversity, and inclusion program resulting in new donations and grants of \$125K and growing.
- Managed the education department's operational budget amounting to \$5.2M
- Shepherded the emergency transition of all education programs to a virtual platform within seven days due to the COVID-19 shutdown resulting in a current global reach of participants in 46 states and 13 countries.
- Partnered with Lawyers for the Creative Arts to offer free workshops for artists on various topics.
- Developed and curated monthly celebrations of underrepresented groups, offering culturally relevant workshops and events to the community.
- Launched new programs within three weeks following announcing a new partnership with Columbia College Chicago.
- Developed, curated, and administered the Dance Program Creative Residency.
- Led partnership between Old Town School and C.H.I.: Chicago House Institute and Producer of "El Trains and Alley Entrances: Navigating Chicago Through House Music" exhibit.

LINKS HALL – Chicago, IL

Art of Rehearsal Mentor, 2016 to 2022

- Deliver mentoring services to Links Hall's Co-MISSIONS artist residency program.
- Provide workshops and in-process rehearsal visits to artists from beginning of residency through end of residency performances.

THE PENNSYLVANIA STATE UNIVERSITY – University Park, PA

Graduate Teaching and Research Assistant, 2011 to 2014

Responsible for assisting the assigned faculty with research projects and/or classroom management and administration, including but not limited to grading assignments, grade book management, answering student inquiries, proctoring exams and quizzes, and holding office hours. Additional responsibilities included lecturing and class attendance.

Courses as a Teaching Assistant

- RPTM 356 (3 credits) Programming in Recreation Services, Fall 2012 & Spring 2013, The Pennsylvania State University
- RPTM 277 (3 credits) Recreation for Persons with Disabilities, Fall 2011 & Spring 2012, The Pennsylvania State University

Service to The Pennsylvania State University

- Department of Recreation, Park, and Tourism Management Faculty Search Committee, Member, 2013
- Recreation, Park, and Tourism Management Graduate Student Association, President, 2012-2013
- Department of Recreation, Park, and Tourism Management, Graduate Student Representative to Faculty Meetings, 2011-2013

WAUKEGAN PARK DISTRICT – Waukegan, IL

Consultant, 2012

- Facilitated community-wide needs assessment survey.
- Services included but not limited to research and design of survey instruments, post-survey analysis and report, and presentation to the Board of Commissioners.

MUNICIPAL RECREATION DUTIES

**The following positions include the following job duties:*

- Supervision included budgeting, marketing, researching new programs, staffing, and instruction.
- Reviewed, prepared, monitored, and maintained program budget areas, including tracking program offerings and participation.
- Evaluated programs based upon accurate record keeping of participation and cost analysis.
- Researched, recommended, and implemented new programs to meet the growing demands of the community.
- Wholly responsible for all aspects of program management: fiscal, personnel, and marketing.
- Conducted training for new and returning staff, focusing on teamwork, initiative, and customer service.

- Responsible for recruiting, orienting, training, and supervising more than 75 staff for various program areas, including program coordinators, and oversight of staff performance, evaluation, and payroll.
- Secured volunteer staff as necessary.
- Purchased and maintained inventory for programs.
- Established goals and objectives for the department.
- Collaborated with multiple departments to create, proofread, and edit a community-wide seasonal brochure.

DOWNERS GROVE PARK DISTRICT – Downers Grove, IL

***Cultural Arts & Recreation Supervisor, 2009 to 2011**

Key Accomplishments:

- Created and developed new programs, including the writing of mission, vision, and values statements for the new Downers Grove School of the Arts and the new Downers Grove School of Dance. Researched, developed curriculum, and designed an in-house graded dance program syllabus.
- Chosen for performing arts expertise to assist with the design, build, and grand opening of the district’s new Veterans Memorial Pavilion.
- Designed and developed a new professional development program. Developed and presented several sessions for internal staff and administration.
- Curated Annual *Tuesday Night Concerts Series*
- Consistent increase in program revenues and participation averaging 33% within one year and increased net income in program areas of 12%.

FOX VALLEY PARK DISTRICT - Aurora, IL

***Performing Arts Supervisor, 2007 to 2009**

Key Accomplishments:

- Served as Artistic Director of a comprehensive dance program of more than 1000 novice to pre-professional dancers.
- Served as Executive Producer of a community theater program with casts ranging from 30 to 200+ actors producing fully mounted and ticketed shows, including *The Wizard of Oz*, *Joseph and the Amazing Technicolor Dreamcoat*, *Hot Mikado*, *Guys and Dolls*, *Disney’s Beauty and the Beast*, *The Best Christmas Pageant Ever*, *Babes in Toyland*, and *Disney’s Aladdin Jr.*
- Led branding and design of the logo and supporting ephemera of the new A-Factor Dance Company of the Fox Valley Park District Dance Studio. Researched and developed a curriculum for a new graded dance program syllabus.
- Designed and launched new programs, including but not limited to Dancing with the Fox Valley Stars, the Fox Valley Players (a traveling community theater troupe), and various dance seminars, workshops, and technique classes.
- Curated several concert series: Fox Music Fest, Wednesday Night Series, Thursday Night Series
- Consistent increase in program revenues and participation averaging 27% within one year.
- Served as representative for the 2008 Park District Risk Management Agency facility audit.
- Researched and designed a dance program survey regarding tuition, salaries, and program offerings of Illinois recreation agency dance programs.

HOMEWOOD-FLOSSMOOR PARK DISTRICT - Homewood, IL

***Cultural Arts Supervisor, 2004 to 2006**

Key Accomplishments:

- Researched, recommended, and implemented new programs to meet the growing demands of the community. New program offerings included: adult cooking, youth arts classes, preschool and youth pajama parties, preschool and youth drama, preschool arts, and free writing contests for Mother’s and Father’s Days.
- Redesigned the dance program and increased offerings from 2 classes to a full-scale program complete with a yearly recital. Increased dance program participation by over 600%. Created a Parent Handbook detailing policies and procedures.
- Assisted with the development of the district’s community needs assessment survey.
- Managed park district fundraisers and secured sponsorships and vendors. \$12,000 secured in sponsorships and in-kind donations.
- Named as the district’s preschool director. Redesigned the preschool’s monthly newsletter. Managed fundraisers and sponsorships. Oversaw curriculum and inventory. Recruited, oriented, trained, supervised, and evaluated new and returning preschool staff. Increased the district’s preschool enrollment by 18%.
- Curated Annual *Summer Family Entertainment Series*
- Served as a member of the social committee, planning all the employee and family outings hosted by the district.

HONORS, AWARDS, PRIZES

- Leadership & Innovation Research Scholarship, Emerging Scholar Award, Arizona State University, 2021 – 2024
- Nominee, Leaders for a New Chicago, The Field Foundation of Illinois & MacArthur Foundation, 2021
- Conference Scholarship, Arts Alliance Illinois, One State Together in the Arts Conference, 2015, \$350
- Bunton Waller Scholarship, The Pennsylvania State University, 2011-2014, Full Tuition with stipend
- Global Campus Scholarship, University of Illinois Urbana-Champaign, 2008-2010, Full Tuition
- Child of Veteran Scholarship, University of Illinois Urbana-Champaign, 2008-2010, Partial Tuition
- Recreation Section Scholarship, Illinois Park & Recreation Association, 2009

PUBLICATIONS

Davis, K. D. (2024). *Glass Cliffs No More: Black Women Amplifying Leadership Self-efficacy Through an Arts-Based Sister Circle Model* (Order No. 31142467). Available from Dissertations & Theses @ Arizona State University; ProQuest Dissertations & Theses Global. (3034955143). <http://login.ezproxy1.lib.asu.edu/login?url=https://www-proquest-com.ezproxy1.lib.asu.edu/dissertations-theses/glass-cliffs-no-more-black-women-amplifying/docview/3034955143/se-2>

LECTURES AND PRESENTATIONS

Poster Presentations (Peer-Reviewed)

- Presenter, “Glass Cliffs No More: Black Women Leaders Building Leadership Self-Efficacy Through an Arts-Based Sister Circle Model”, Arizona State University – Teachers College Doctoral Council – 10th Annual Education Research Conference, February 9, 2024.

Invited Presentations & Panels

- Presenter, “Navigating the Glass Cliff: Building Equitable Leadership in Education”, Evanston Skokie School District 65 – Equity in Action 2024, January 8, 2024.
- Panelist, “The Call’s Coming from Inside the House” – Arts Administrators of Color Network Annual Convening 2023
- Panelist, “Show Me the Money” – Sphinx Organization – SphinxConnect Conference 2023
- Presenter, “Examining the Role of an Equity, Diversity, and Inclusion Plan on an Arts Organization’s Journey Towards Equity”, Arizona State University – Mary Lou Fulton Teachers College – Doctoral Research Conference 2022, April 30, 2022.
- Guest Speaker, Topics in Arts Administration, Indiana University O’Neill School of Public and Environmental Affairs, March 9, 2022.
- Guest Speaker, Topics in Arts Administration, Indiana University O’Neill School of Public and Environmental Affairs, March 17, 2021.
- Facilitator, “Professional Development Round Table”, Healthy People Penn State, The Pennsylvania State University, October 18, 2012.
- Guest Speaker, “It’s Your Party Too!”, Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 27 – 29, 2011.
- Guest Speaker, “Let’s Beg, Steal, and Borrow”, Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 27 – 29, 2011.
- Guest Speaker, “Getting Involved: Why You Should Get Involved in the Recreation Section”, Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 28 – 30, 2010.
- Chair, “Giving Back: Constructing and Maintaining Strong Volunteer Programs”, Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 28 – 30, 2010.
- Chair, “My Park District is Being Run by a 17-year-old!”, Fox Valley Park District: Building Excellent Service Together Academy, Aurora, IL; May 13, 2009.
- Speaker, “How to Build Your Dance Program and Increase Participation and Offerings”, Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 24 – 26, 2008.
- Guest Speaker, “Dance Open Forum.” Illinois Association of Park Districts/Illinois Park and Recreation Association, Chicago, IL; January 24 – 26, 2008.

Lectures

- Lecture, “Leisure Education”, RPTM 277 – Recreation for Persons with Disabilities, The Pennsylvania State University, February 23, 2012.
- Lecture, “Universal Design”, RPTM 277 – Recreation for Persons with Disabilities, The Pennsylvania State University, February 16, 2012.
- Lecture, “Support Families”, RPTM 277 – Recreation for Persons with Disabilities, The Pennsylvania State University, February 7, 2012.
- Lecture, “Sensitive Terminology”, RPTM 277 – Recreation for Persons with Disabilities, The Pennsylvania State University, September 20, 2011.

Workshops

- Facilitator, “2010/2011 Program Brainstorming Workshop”, Downers Grove Park District, Downers Grove, IL; October 27, 2010.
- Facilitator, “Leadership Tools for Effective Teams”, Fox Valley Park District: Building Excellent Service Together Academy, Aurora, IL; May 13, 2009.

CERTIFICATES

Cornell University - Certificate in Women’s Entrepreneurship

Muma College of Business - Ethical and Inclusive Leadership, University of South Florida

Muma College of Business - Diversity, Equity, and Inclusion in the Workplace, University of South Florida

TTI Success Insights - Style Insights - DISC

TTI Success Insights - 12 Driving Forces™

CONTINUING EDUCATION

2023	LinkedIn - Executive Coaching
2023	LinkedIn – Inclusive Female Leadership
2023	LinkedIn – Learning Gantt Charts
2020-2021	National Guild for Community Arts Education (NGCAE), Anti-Racism as Organizational Compass series
2020-2021	NGCAE Grounding Community Arts Education Beyond the Pandemic series
2020	Courageous Conversations, Beyond Diversity™
2018	Chicago Regional Organizing for Antiracism, Caucus Facilitation Training
2016	The People’s Institute for Survival and Beyond, Undoing Racism®
2015	Arts Alliance Illinois, One State Together in the Arts Conference
2003-2011	Illinois Association of Park Districts/Illinois Park and Recreation Association (IPRA), Annual Park and Recreation Administration conference
2004-2011	Park District Risk Management Agency (PDRMA), trainings on various topics
2008-2010	IPRA, Professional Development School, Graduate
2006 & 2009	IPRA, Supervisor’s Symposium
2005-2009	Annual Chicago Southland Festivals & Events Workshops
2008	PDRMA, Human Resources Employment Liability Program, certificate
2003-2008	Dupree Dance Expo, Dance Technique and Pedagogy
2007	IPRA Camp Director’s Training
2004-2006	PDRMA, Risk Management Institute
2001-2002	New York City Dance Alliance, Dance Technique and Pedagogy

PROFESSIONAL SERVICE & AFFILIATIONS (partial list)

- Executive Committee Member – Board of Directors of Links Hall, 2019-present
- Serve on various Dance Grant panels nationally and in the Chicago metropolitan area, 2016 - present
- Elevate Chicago Dance – Task Force Member, 2017

- Served on New England for the Arts – National Dance Project – Regional Dance Development Initiative – Chicago Presenter Exchange, 2016
- Illinois Park and Recreation Association (IPRA), Member, 2004 – 2012
- Co-Creator & Chair of the IPRA Dance Showcase, 2007 – 2011
- IPRA Recreation Section, Awards Committee, Co-Chair 2009 – 2011
- IPRA Arts and Events Committee, Co-Chair 2010 – 2011
- IPRA Arts and Events Committee, Secretary 2008 – 2010
- National Recreation and Park Association, Member 2009

COMMUNITY SERVICE (partial list)

- Alpha Kappa Alpha Sorority, Inc., Member, 1993 to Present
- American Legion Auxiliary, Member, 1995 to Present
- Township High School District 113, Equity and Inclusion Committee Member, 2020-2021
- American Cancer Society, Relay for Life, Team Member and Volunteer, 2003 to 2020
- Downers Grove North High School Music Boosters, Treasurer of Orchestra Accounts, 2008-2009