

Institute for Music Leadership

2024 - 2025

Annual Report

The Institute for Music Leadership creates career and leadership development opportunities for musicians on and off the stage.

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EASTMAN
INSTITUTE FOR
MUSIC LEADERSHIP



EASTMAN
SCHOOL OF MUSIC
UNIVERSITY of ROCHESTER

Director's Note

Welcome to the 2024-2025 Annual Report of the Institute for Music Leadership (IML)! It is my pleasure to share this year's highlights, achievements, and impact from our work. The IML continues to empower musicians with the skills, knowledge, and opportunities they need to thrive as leaders, on and off the stage.

This year brought renewed recognition for our work. The MA in Music Leadership (MAML) was once again honored by Billboard as one of the nation's top music business programs, a testament to the relevance, rigor, and reach of our curriculum and community. Additionally, Dr. Blaire Koerner, IML Associate Director, received Eastman's 2025 Linda Muise Student Life Award, a meaningful recognition of her extraordinary commitment to student's leadership.

These moments of celebration remind us of the incredible people who shape the IML: dedicated staff and faculty, visionary students and alumni, and partners who support our mission. Together, we continue to push boundaries and define what leadership looks like in today's musical world.

I invite you to explore this report and discover how the Institute for Music Leadership's 28th year continues to serve as a catalyst for innovation and positive change in the arts.

Warmest wishes,
Rachel Roberts
Director, ESM Strategic Initiatives
Hamlin Family Director of the Institute for Music Leadership in Honor of James Doser
Associate Professor, Music Leadership

Acknowledgement



April 25, 2024 - ceremony to honor the Hamlin Family.
Left to Right: George Hamlin, Mary Hamlin, Sarah Manglesdorf,
Rachel Roberts, Jim Doser, David Figlio, Jamal Rossi

In 2016, George and Mary Hamlin endowed the Hamlin Family Director of the Institute for Music Leadership in Honor of James Doser. This milestone in the history of the IML was a continuation of a life-long commitment to the Rochester Community, the arts, education, and the Eastman School of Music. Through both their personal and professional channels (George was President of Canandaigua National Bank), the Hamlin Family embraced the greater Rochester community through both philanthropy and personal commitment. The relationship between the Hamlin Family and the Eastman School of Music began when their son, Alex, studied saxophone with former IML Director Jim Doser '79E '84E (DMA), while in middle and high school. Subsequently, Alex attended Eastman and studied with founder and IML Director Ray Ricker '73E (DMA), graduating in 2000. These personal associations with both Directors Ricker and Doser, combined with the Hamlin Family's passions for the arts, education, and entrepreneurship, led to their support of Eastman by endowing the IML Directorship. Additionally, George served on Eastman's National Council from 2009 until his passing in 2024.



584

students engaged

63% of the student body

102

guests*

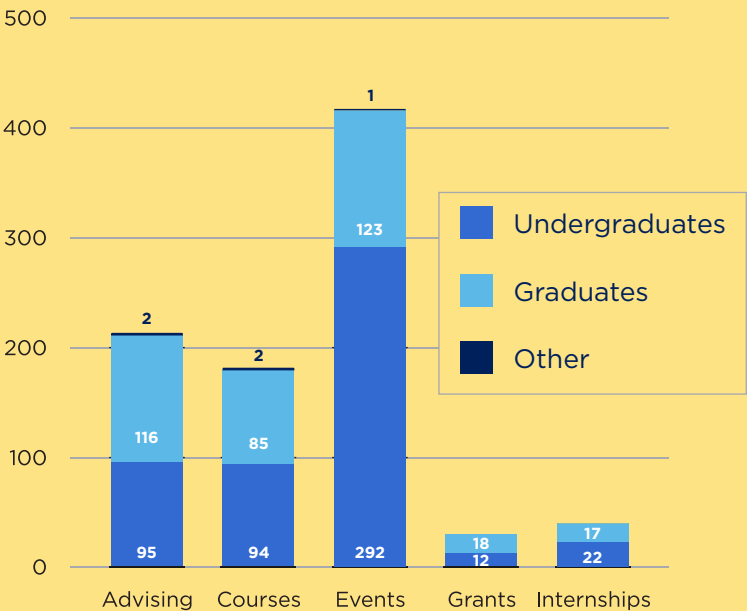
57% of guests were alums

\$116,265

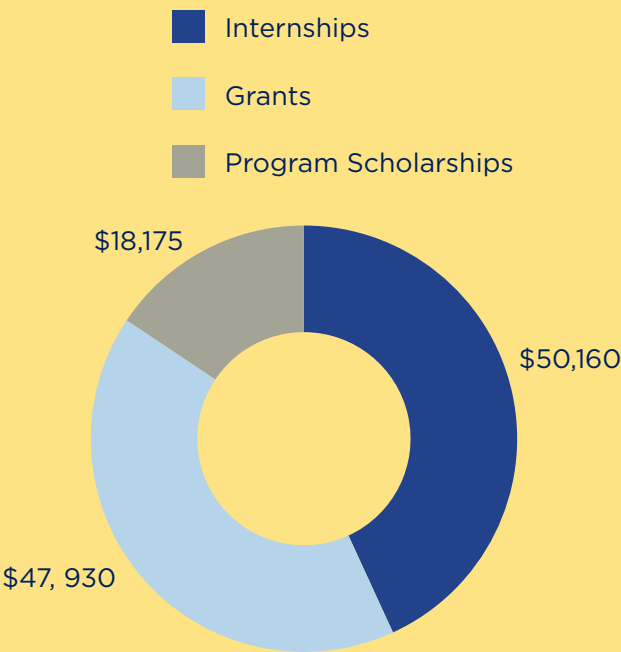
funds granted

79% was for ESM students

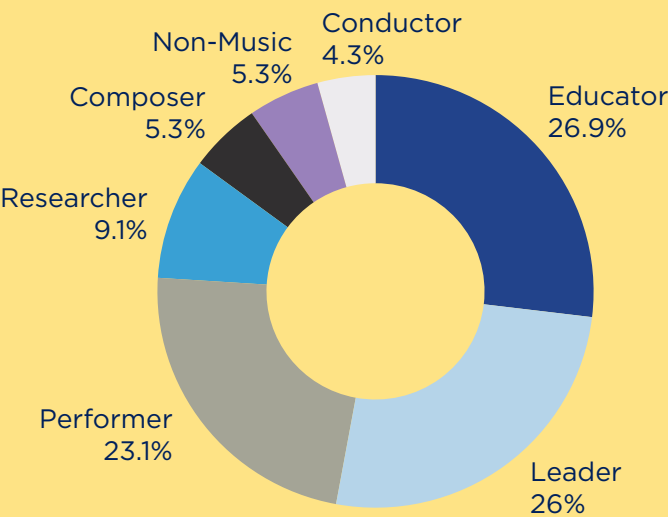
Types of Student Engagement



Funding Support



Guests' Professional Identities



The Institute for Music Leadership is essential to the careers of Eastman students. The unique opportunities, services, and insight that this robust department offers are nothing short of spectacular. Navigating the field of music as a performer, educator, composer, or administrator can feel incredibly daunting at times, and yet, the Faculty and Staff at the IML empower and equip its students with the knowledge and skills necessary to find success in the industry.”

- **Brandon Berlanga, '25E (MM)**

*See Appendix for a full listing

Curricular Learning

While completing the Master of Arts in Music Leadership, **Taylor Yoon '24E, '25E (ML)** was awarded the position of Office & Administrative Support Manager at the Oregon Symphony in 2025. In this role, she will serve as a central hub for day-to-day operations, managing the front-of-house, supporting leadership, and being the liaison between musicians, staff, and departments. *"While the MA in Music Leadership has provided me with language, tools, and confidence to step into this field, more importantly, it has helped me connect the dots between my artistic identity and my administrative goals. The relationships I have worked to build with peers, faculty, and mentors, have been a wonderful reminder that leadership can be thoughtful, empathetic, and community centered. This degree not only prepared me for a position but provided me with the clarity to pursue meaningful work that is rooted in who I am."*



TAYLOR YOON

MASTER OF ARTS IN MUSIC LEADERSHIP

The Master of Arts in Music Leadership (MAML) is an online graduate degree designed for musicians who aspire to lead both traditional and innovative musical arts organizations. The program blends rigorous online coursework with immersive experiences, drawing on Eastman's renowned performance and academic strengths. Students connect with prominent leaders in the Eastman community and the broader musical world while developing practical leadership skills through a capstone project and hands-on work with leading organizations and mentors. The MAML degree can be pursued as a standalone program or paired with a Master of Music (MM) at Eastman or a Master of Business Administration (MBA) from the University of Rochester's Simon Business School.



28 courses were offered with faculty representing Rochester Philharmonic Orchestra, League of American Orchestras, American Composers Orchestra, and more. **

MINOR IN MUSIC LEADERSHIP

The Minor in Music Leadership provides Eastman Doctor of Musical Arts (DMA) students with the opportunity to deepen their artistic and managerial skills in preparation for leadership roles in the musical arts. The program includes 10-12 credits selected from the Master of Arts in Music Leadership (MAML) curriculum and features individualized advising with the MAML program advisor. Each year, 5-6 DMA students are admitted through a competitive application process.



'24-25 MAML COHORT

**MAML Faculty left to right: Yuki Numata-Resnick '03E, Melissa Ngan '02E, ALP Certificate, and Caen Thomason-Redus



ARTS LEADERSHIP CERTIFICATE OF ACHIEVEMENT

Started in 1996, the Catherine Filene Shouse Arts Leadership Certificate of Achievement (ALP) is a program designed to complement high-level musical training with career and leadership development. Up to 25 students are accepted annually through an intensive review process. Students receive an individualized experience through course selection, 2 paid internships, group professional development training, networking with industry professionals, and advising. A new cohort of 3 doctoral students, 7 masters, and 15 undergraduates were accepted in Fall 2024 representing students pursuing degrees in performance, theory, composition and more*.

There are over 500 Arts Leadership Certificate alumni. Over 200 local, national and international organizations have partnered as internship hosts.



After graduating, Certificate student **Jane Vourlekis '24E (MM)** returned home as the new Operations & Production Coordinator of Maryland Classic Youth Orchestras (MCYO) of Strathmore. This youth orchestra program, supporting students grades 4-12, nurtured Jane's love of music as a teenager. Eager to give back to an institution that supported her musical growth, she now oversees the logistics of the nine orchestras and five small ensembles, including rehearsals, performances, auditions, and special events. "The ALP Certificate helped me put into perspective how I could make music more accessible and engaging for students and audience members. Much of this learning would not have happened without this program and was invaluable to my application and acceptance for this job."



JANE VOURLEKIS

OLIVER GOMEZ



One of the important skills **Oliver Gomez '24E**, learned during his time at ALP was "the importance of building meaningful relationships. I always make it a priority to be a kind and personable person in my everyday life. In doing so, I've been granted some amazing opportunities from people that I've met because of the certificate program." Oliver's network played a crucial role after graduation, as he toured for with the Glenn Miller Orchestra for over 50 shows across the United States and Canada. The connections and experiences with the Glenn Miller Orchestra has inspired and guided the creation of his own brass band in New York City.

*See Appendix for a full listing

Guided Learning



INDIVIDUAL ADVISING

The IML uses the Design Your Life framework in individual career advising for Eastman School of Music students and alumni up to five years after graduation. Using the four core concepts of Get Curious, Try Stuff Out, Talk to People, and Tell Your Story, advisors support students in career exploration, networking, and application reviews for the next step of their journeys. Individual and small groups also connect with advisors to explore entrepreneurial endeavors, review grant proposals, and seek guidance on next steps for their personal mission.

363

individuals completed
an appointment

47%

had more than one
appointment

1038

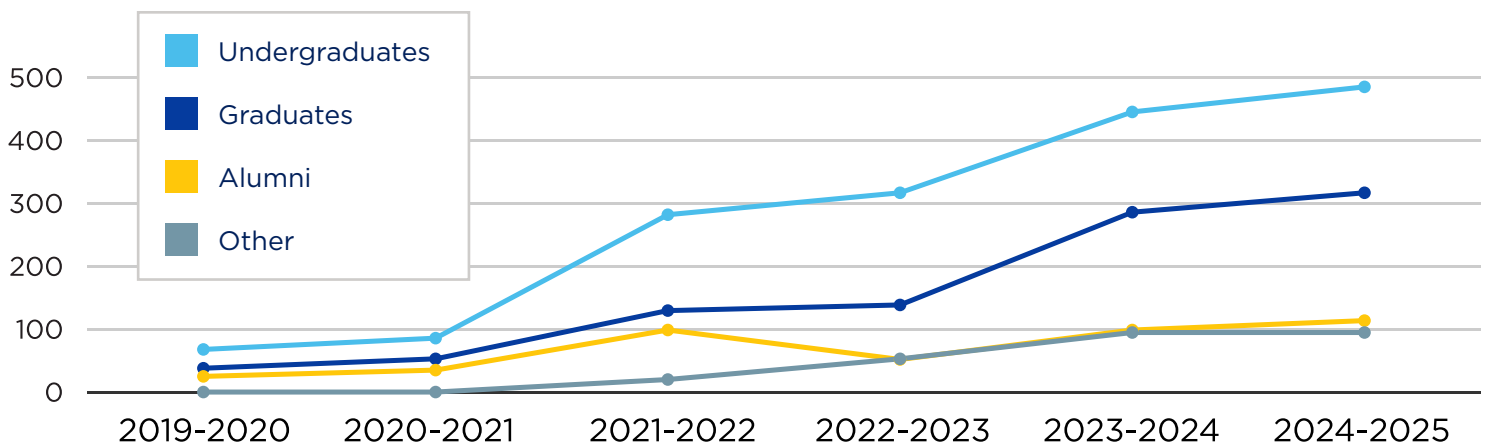
completed
appointments

“

I'm currently putting together notes for my faculty portfolio, which will be reviewed by my department chair. There's a section here for reflection on goals/challenges, and as I'm gathering my thoughts, I realize our sessions and your advice often comes to mind whenever I consider the nature of my work as a professor—what to include in my curriculum and how I teach it so that it can be engaging for my students. I can't thank you enough for all your help! I didn't even know how to begin putting together an application last year, and it's been an absolutely wonderful learning experience. I'm excited to keep on working together and sincerely hope I can return the favor one day.”

- 'Thank you' note from Alex Lo '23E (DMA)

Appointments Completed 2019-2025





Jack Snelling (L) & Qingqing Kong (R)

PEER CAREER ADVISORS

After completing a pilot program in Spring 2024, the official launch of the Peer Career Advisors (PCA's) program occurred in the '24-25 academic year. Two Eastman graduate students, Jack Snelling & Qingqing Kong, were trained by IML Career Advisors to offer guidance to their fellow students by assessing and critiquing resumes and CV's. The PCA's provide three forms of engagement:

- Weekly Walk-In Events (28 held across the academic year)
- Studio Presentations & Resume collections (5 studio visits)
- Online Feedback Form (40 resume received feedback)

In total, our PCA's advised over 80 students as they prepared for graduate school applications, summer festivals and Young Artist Programs, internships, jobs, and more.

GUEST ADVISING

Each year, the IML partners with departments across Eastman to collaborate on unique and engaging campus visits by industry professionals. During these visits, our guests spend time connecting one-on-one with students to provide insights and advice on industry paths, connections, and respond to their individual questions. Across the 2024-2025 academic year over 10 guests provided individualized support to students including **Jennifer Miceli '89E (MM), '98E (PhD)** (choral director and wellness educator), **Victoria Paterson '93** (violinist and director of Mostly Modern Projects), and **Alyssa Barna '19E (PhD)** (theorist and professor).*



Steve Danyew



Victoria Paterson



Alyssa Barna



Liz Brooks



Chaowen Ting



Zoya Leybin



Mathew Duval

*See Appendix for a full listing

Experiential Learning

GRANTS

The Institute for Music Leadership houses four grant programs that provides funding for those in the Eastman community and beyond. Funded by the Eastman School of Music and donors Paul R. Judy and Catherine Filene Shouse, these grants support a wide variety of experiential opportunities in research, project design, guest residencies, and individual professional development.

30
recipients received
\$47,930

Paul R. Judy Grant - \$20,000 awarded to 3 institutions*

Offered to Eastman faculty, students and alumni, this grant provides funding for research and innovative projects that seek to understand or dismantle institutional patterns that hinder broad engagement and/or access to music-making within specific communities.



Fourth River - The Rising Artist Foundation

The Rising Artist Foundation, which fosters creative and professional growth in the early stages of a musician's career, won a \$10,000 Paul R. Judy Center grant to support "Fourth River," an autumn 2025 collaboration between the foundation and established local music collective, Honcho. Named in homage to the city's underground, essential aquifer, this program will help artists nourish and navigate their creative careers with clarity. The program will offer financial, creative and professional support to Pittsburgh's vibrant music community.

Special Opportunity Grant - \$12,430 awarded to 12 students*

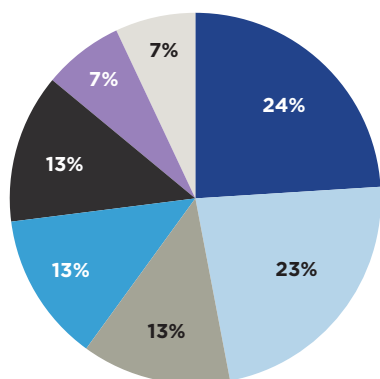
Designed to further the professional development of students and recent alumni specifically within the Arts Leadership Certificate of Achievement, this grant supports attendance at conferences, workshops, trainings, and other relevant experiences that blend musical skills on and off the stage.*



Strategem Artists & Metropolitan Opera

Nicole Khouzami '26E (MM) used her grant to support external internship with Strategem Artists, a boutique artist management company representing operatic artists. In her internship, not only did she communicate directly with clients, edited publicity materials, and connected with producing organizations, but also witnessed the execution of high-level auditions. She traveled to NYC with the Strategem team to observe the Metropolitan Opera House semi-finals and Lindemann Young Artist industry auditions from the adjudicators seats.

*See Appendix for a full listing



Types of Experiences & Projects Funded

- Educational Programming
- Performances/Recordings
- Research/Tool Creation
- Conferences/Trainings
- Fellow/Internship
- Professional Services
- Commissions

IML Mentorship Grant – \$10,000 awarded across 11 projects*

To encourage innovative ideas which benefit the music field and communities, this grant is for current Eastman students. Applicants receive guidance in developing their grant proposals and awardees are provided regular advising throughout the development and implementation of the projects.

Sounding the Philippines

Doctoral student **Ash Mach** won a grant for “Sounding the Philippines”, a digital exhibit on American-colonial/post-colonial Filipino composers and their music, featuring historical information, newly engraved sheet music, and recordings. Hosted on Scalar, the exhibit uses digital humanities tools like interactive maps and timelines to contextualize each composer in history. While the composers’ lives and artistic output are the centerpiece of the exhibit, it also discusses the impacts of colonialism on Filipino arts/culture.



Department Residency and Colloquium Grant – \$5,500 awarded to 4 departments*

This updated grant offering supports collaborations between IML and the 13 Eastman departments for a guest residency. Through presentations, panels, and advising sessions that support, these external guests engage with students in a variety of ways.

Musicology Department & Eighth Blackbird

Through engaging presentations, workshops, and mentoring sessions, Grammy-winning Eighth Blackbird members Matthew Duvall and Garrett Obrycki '13E shared their expertise in contemporary classical music performance and entrepreneurship. Their visit benefited a broad cross-section of the Eastman community, including undergraduate and graduate students across multiple studios, as well as faculty in musicology, ethnomusicology, percussion, and ECMS. The grant was awarded to Darren Mueller (Musicology), but the visit was jointly hosted by OSSIA as well.



*See Appendix for a full listing



INTERSHIPS

A core component of both the Master of Arts in Music Leadership and the Arts Leadership Certificate is gaining practical experience through internships. These for-credit and paid experiences occur via in-person, virtual, and hybrid formats to assist students in building relevant skills, industry knowledge, and professional connections in the field. During the course of the year, the IML supported **48 internships across 34 institutions both locally (26), nationally (7), and internationally (1)**. Of these internships, we developed new partnerships with eight institutions* including Nu Deco Ensemble, Buffalo Philharmonic Chorus, Society for Music Theory, Susan B. Anthony Museum, and Luzerne Music Center.



Amelia Abouljoud '24E (MM) interned with the Society for Music Theory, assisting in the planning and execution of the 47th annual conference in Jacksonville, FL. Reflecting upon the experience, Amelia stated *"it was one of the most positive work experiences I have had in my career thus far. This internship has taught me so much about myself and what I enjoy in administrative and leadership positions. It was incredibly fulfilling to see the attendees of the conference benefit from the hard work that Jennifer [internship supervisor], the board, and I put into the conference."* Upon completion of the internship, Amelia has remained in contact with the organization and has been asked to assist with the 2025 Annual Conference.



AMELIA ABOULJOUD

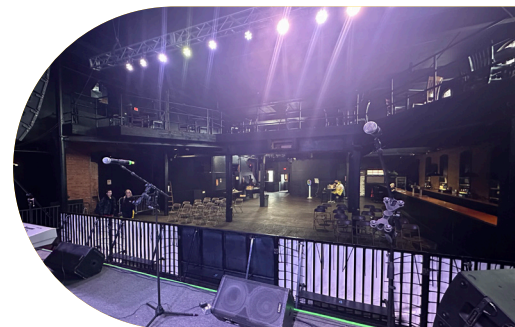
48
paid
internships



34
hosts



In addition to internships, the IML received 346 requests to hire students to perform, teach, and lead experiences in the Rochester community through the IML Job Board and Gig Service.



*See Appendix for a full listing



“

The most valuable part of the podcast episode “International Journeys for Musicians” (Season 5, Episode 11) was hearing Dr. Moore’s honest, firsthand insight to the complexities of building an international music career. Her breakdown of the visa types and emphasis on starting early by taking gigs, building connections, and pursuing teaching experiences made me reflect on how to maximize my own time as a student.”

-Vivian Li

THE IML PODCAST

This year marked the 5th season for Careers in Crescendo: Lessons for Musicians, comprised of 18 episodes that featured Eastman faculty, staff, students, and alumni, along with other local musicians. Conversations spanned career journeys, grant projects, and included perspectives of four student hosts. Notable guests this season included Alexa Tarantino '14E, Rosanna Moore '14E (MM), '19E (DMA), Sibley Librarian Rick McRae, and Matthew Duvall and Garrett Obrycki '13E of Eighth Blackbird. **This podcast had nearly 2000 unique listens this season, marking a 62% increase in plays over Season 4.**



Rosanna Moore



Alexa Tarantino



Mark Powell

Paul R. Judy Center for Research and Innovation

Founded in 2013, this center encourages musicians to engage in a new field of research, one that focuses on innovative ensembles, their business models, and their impact on contemporary culture. In particular, Mr. Judy wished to produce additional research as resources to help young musicians and seasoned professionals alike. Some current projects of the Center includes:

INDIVIDUAL FUNDING DATABASE

Published in 2024, this online database is a growing collecting of music-based funding streams that specifically focus on sponsoring an individual or small organization without requiring non-profit status. The database has expanded to include **nearly 50 resources supporting education, internship, performances, professional development and more!**

THE EASTMAN CASE STUDIES

Since 2017, this educational series of case studies examine issues and challenges that face today’s musical leaders. **There are currently 56 cases** that explore financial, artistic, operational, legal, leadership, and communication challenges of professional organizations. An additional 5 cases are being finalized to be released by end of 2025.

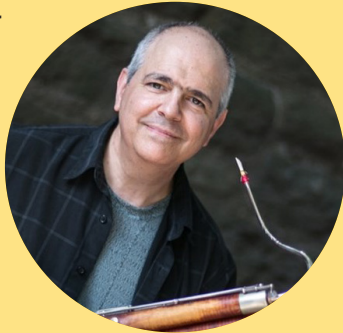
HIGHER EDUCATION FACULTY JOB OPENINGS

Since 2024, the IML has been **researching higher education music faculty job postings to determine trends in the field.** The report will highlight themes per research/creative specialty including the number of openings in 2024-2025, the level/title of the positions, secondary specialty areas requested, expected qualifications, and application materials.

Internal Collaborations



Bob Snieder



George Sakakeeny



Elinor Freer



Angela Rubin



Dean Kate Sheeran

Strategies for Performance Success Class

This Arts Leadership Curriculum (ALC) course collaborates with a rotating group of Eastman studio professors to teach crucial skills in achieving optimal performances under stress. Alongside an IML adjunct faculty, the team of four provide tips and strategies on how to prepare musically, mentally, physically, and logistically. **This year, the guest presenters included Bob Snieder from Jazz Studies and Contemporary Media, George Sakakeeny '78E from Winds, Brass, Percussion, and Elinor Freer from Piano and Chamber Music.**

ACADEMIC

Free Headshot Events

The IML collaborated with Eastman Student's Association (SA) and Graduate Student Associate (GSA) to offer two headshot events. A necessary component of any artist's photos, a professional headshot can be a financial expense that students often cannot afford. **Over 65 students received free headshots** after having their resume reviewed by an advisor.

STUDENT

AMP UP GRANT

In collaboration with **Dean Sheeran '02E** and the Office of Marketing and Communications, the IML implemented a new program that provides funding to students to bring awareness of an upcoming on-campus concert. This year, two students won \$500 each to support their degree recitals: **Angela Rubin (DMA, viola)**, who built a website and used local promotion, and **Ashley Schlusberg '25E**, who performed a series of performances in Jewish community spaces.

LEADERSHIP



Eastman Career Week

Aligning with National Career Week, the 2nd annual Career Week provided an assortment of opportunities to learn from faculty, alums and professionals. Each day featured an open, collaborative event, a guest advisor, and a social media feature of faculty members **Daniel Pesca, Joshua Conyers, Andrew McCandless, Michael Wayne, Masumi Rostad, and Joseph Johnson** on tips and strategies for a successful career in music.



DEPARTMENTS



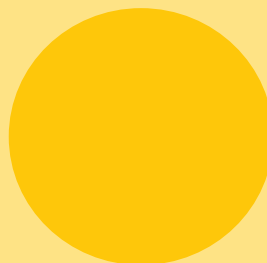
Adrian DiMatteo



Crystal Sellers Battle

Training Student Leadership

To kick off the year, the Student Living Center brought in an IML presenter to work with the student organization leaders on building and strategizing how to collaborate, communicate and navigate challenges professionally as a team.



Blaire Koerner

GROUPS

The Power of Music in Medicine: Musicians' Impact and Pathways to Healthcare Performances

In collaboration with Eastman Performing Arts Medicine (EPAM), the IML presented national symposium on music and medicine. The virtual series explored programs offering live music in hospital settings, the impact this work has on artists, and how higher education can help to prepare musicians to safely and authentically enter the healthcare environment. **The symposium featured industry specialists Jeremy Ajani Jordan, Camille Zamora, Daniel Kuehler '20E (DMA), Ferol Carytsas, Sarah Hoover, and Mary Perkinson.** The two events brought together 61 individuals who are interested in the intersection of arts and medicine.



& DIVISIONS



External Collaborations

EASTMAN'S SUMMER PROFESSIONAL DEVELOPMENT PROGRAMS

Each June, the IML hosts three professional development programs that serve musicians throughout their journey. Affectionately deemed the ABC's of Music Leadership, these programs are open to external audiences, but welcome internal participants from the Eastman community as well. Presenters for all programs are leaders from the field, feature Eastman faculty, staff, and alumni, and serve current, advancing, and future leaders in the profession.



➤ Eastman Leadership Academy (ELA)

for collegiate music students

A weeklong virtual program, ELA participants explore non-profit mission and visions, finance and budgeting, community engagement, and leadership examples in the field of music. Keynote speakers **Tanya Chanphanitpornkit '15E** (Crescendo Orchestra of New York Youth Symphony) and **Crystal Sellers Battle** (George Walker Center) guided the cohort through project design, case studies, and discussion. **Thanks to the Yamaha Corporation, all 17 participants received a full-tuition scholarship to attend the Academy.**

➤ Eastman Leadership Bootcamp (ELB)

for advancing leaders in music

A weeklong virtual program tailored to the working music professional, this program met twice a day with faculty from the Master of Arts in Music Leadership program for intensive sessions on fundraising, finance, law, equity and inclusion, leadership as they relate to the individual and musical enterprise. **16 participants attended, with 9 receiving partial or full scholarship, and 4 El Sistema members were provided with full scholarships.**

➤ Eastman Leadership Conference (ELC)

for current and aspiring deans, department chairs, and any faculty or staff members of music schools

In 2025, IML hosted **25 leaders from 21 institutions at the 8th Eastman Leadership Conference** to develop new perspectives, skills and tools to effectively lead and manage higher education schools & departments in today's ever-evolving landscape. Lead faculty **Dean Kate Sheeran '02E** (Eastman School of Music), **Dean David Gier** (University of Michigan), and **Provost Nate Ziesler** (The Colburn School), combined with members of the Eastman Leadership team, offered hands-on training, engaging panel discussions, and case study exploration. Each year, the Yamaha Corporation provides funding to one individual from their annual Institutions of Excellence to attend the Conference.



LOCAL HIGH SCHOOL PROGRAMS

The IML currently offers two high school programs for local musicians to come participate in music-related topics on campus. Presenters of the programs are professional musicians in the local community, Eastman faculty members, and Eastman alumni to provide insight into the field of music.

► Future Leaders of Music Technology

for high school musicians & technologists

This one-week camp in July 2024 was for young musicians, grades 9-12, from Rochester interested in learning music and sound-based technologies, including new artificial-intelligence tools. During an intensive week, taught by technologist **Benjamin Guerrero '24E (PhD)** and composer **Parker Callister '24E (PhD)**, students were trained in sound synthesis, digital audio workstations, MIDI sequencing, and audio recording technologies, and AI tools that are paving the future of music technology. **The free program supported 16 students from 13 different local schools and was made possible due to a \$1.8 million grant from the National Science Foundation** to further its Future of Work at the Human-Technology Frontier program.

► Eastman Leadership Development Retreat (ELDr)

for advancing leaders in music

The IML hosted the second Eastman Leadership Development retreat in October, welcoming 20 student participants and 4 local educators to engage in a day about community engagement and leadership. **Participants represented 9 different high schools, each with their own leadership position in their school music program or Tri-M Music Honor Society.** The retreat included a children's performance by the Cantante Quartet for students to observe, a keynote address by **Herb Smith**, along with additional sessions lead by Eastman faculty and staff.



“

Having participated in the Eastman Bootcamp has been an invaluable experience. The quality and warmth of the presenters made it much easier to navigate topics that are often difficult to understand thanks to very engaging sessions. It was also wonderful to meet new colleagues, learn from their experiences, and make new connections. Many thanks to Eastman School of Music for providing quality education and training new leaders in the arts!

-Marian Gutierrez-Curiel





ACADEMIC SERVICE & INTERNATIONAL COLLABORATIONS

College Music Society

As Program Committee Chair for the 2024 College Music Society National Conference, **Director Roberts '03E** led the curation of a dynamic, inclusive program showcasing innovations in music teaching, performance, and scholarship. A highlight of the conference was the opening performance by District 5 wind quintet in collaboration with drag artist Tara Hoot, giving the world premiere of *Queentet*, a bold fusion of chamber music and drag performance that celebrated identity, artistry, and creative risk-taking.

Society for Arts Entrepreneurship Educators

As Board Member of Society for Arts Entrepreneurship Education, Associate **Director Koerner '15E (MM) '19E (DMA)** helped to organize and manage the 2025 Conference hosted at University of Missouri - Kansas City. After attending, she brought back new models, philosophies, and books on Arts Entrepreneurship to implement in '25-26 academic year courses. In addition, Dr. Koerner used this experience to prepare for the 2027 SAAEE Conference, which will be hosted at Eastman as part of the 30th Anniversary celebration of the Arts Leadership Certificate.



“ I wanted to say a big thank you for coming and working with our woodwind students today. The bassoons were very inspired and your careers talk was very interesting. In fact, after I completed the personal values activity you provided us, I brought it home so my husband could also give it a try!”
-**Jenni Phillips, Head of Woodwinds at Royal Birmingham Conservatoire**



INTERNATIONAL CONNECTIONS

Global Leaders

In April 2025, Director Roberts served as one of two lead faculty for the Global Leaders Program at the Global Innovation Summit in Panguipulli, Chile. The program supports creative leaders in accelerated career growth and sustainable impact. In Chile, Director Roberts facilitated case study discussions that engaged participants in exploring key concepts in marketing, entrepreneurship, finance, fundraising, and leadership, helping emerging leaders apply innovative strategies to their work.

Dublin & Birmingham Conservatoires

In Spring of 2025, Associate Director Dr. Blaire Koerner traveled to Europe to visit TU Dublin Conservatoire in Ireland and Royal Birmingham Conservatoire in the United Kingdom. While in residence, she performed recitals, gave masterclasses and provided career presentations. In addition, she met with faculty, staff, and leadership from both institutions to discuss Eastman and IML offerings, exploration of career service models in higher education, and potential institutional collaborations.

2024-2025 CURRENT COHORT MEMBERS

M.A. in Music Leadership, Majors

Ani Berberian
 Rachael Billmann
 Sean Hickey
 Kimberly Holder-Callender
 Michael Jones
 Alison Mack
 Kenneth Martinson
 Leah Rosenmann
 Susan Knapp Thomas
 Taylor Yoon

M.A. in Music Leadership, Minors

Austin Chanu
 D.M.A. Orchestral Conducting

 Ben Dettelback
 D.M.A., Performance and Literature, Trombone

 Iines Kiuru
 D.M.A. Performance and Literature, Clarinet

Catherine Filene Shouse Arts Leadership Certificate of Achievement

Amelia Abouljoud
 M.M. Performance and Literature, Viola

 Elijah Alexander
 B.M. Jazz Studies and Contemporary Media, Trombone

 Meihui An
 B.M. Applied Music, Piano
 B.A. Japanese

 Olly Bangia
 B.M. Applied Music, Percussion

Isaac Boone
 M.M. Performance & Literature, Saxophone

Brandon Berlanga
 M.M. Performance and Literature, Percussion

Addie Canning
 B.M. Applied Music, Tuba
 B.A. International Relations

Katherine Cheng
 D.M.A. Performance and Literature, Violin

Lucy Chugh
 B.M. Applied Music, Percussion

Zachary Costello
 M.M. Performance and Literature, Saxophone

Jack Earnhart
 M.A. in Music Education, Euphonium

Alicia Guan
 M.M. Performance and Literature, Voice

Lindsay Haukom
 B.M. Applied Music, Harp

Connor Higley
 D.M.A. Performance and Literature, Tuba

Joe Himmelberg
 M.M. Performance & Literature, Saxophone

Jacob Hunkins
 M.M. Performance and Literature, Trumpet

Mariana Iguavita
 M.M. Performance & Literature, Voice

Jarett Jean Jacques
 B.M. Applied Music, Trumpet
 B.M. Music Education

Mary Jedynak
 B.M. Applied Music, Guitar
 B.M. Music Theory, Guitar
 B.A. Brain and Cognitive Sciences

Nicole Khouzami
 M.M. Performance & Literature, Voice

Nathanael Kumar
 B.M. Applied Music, Euphonium
 B.M. in Composition
 B.A. Computer Science

Lexi Kunz
 B.M. Applied Music, Percussion

Kaylynn Li
 B.M. Applied Music, Violin
 B.A. Brain and Cognitive Sciences

Vivian Li
 B.M. Applied Music, Piano
 B.S. Business: Finance

Yixuan (Lisa) Ling
 B.M. in Composition, Piano

Samantha Liu
 B.M. Applied Music, Double Bass
 B.M. Music Education

Cass Lo
 B.M. Applied Music, Percussion

Ellie Loya
 B.M. Applied Music, Violin
 B.A. Brain and Cognitive Sciences

Ash Mach
 PhD in Music Theory

Nadia Magalski
 B.M. Applied Music, Double Bass
 B.A. Chemistry

Anastasia Maritsas
 B.M. Applied Music, Voice

Charlotte McIntosh
 M.M. Performance and Literature, Trumpet

Ashton Rapp
 B.M. Applied Music, Voice

Syara Robert
 M.M. Performance and Literature, Viola

Matthias Roth
 B.M. Applied Music, Saxophone
 B.S. Applied Mathematics

Ashley Schlusberg
 B.M. Applied Music, Voice
 B.A. in Psychology

Jack Snelling
 M.M. Jazz Studies and Contemporary Media, Writing

Pedro Sperb
 D.M.A. Performance and Literature, Lute

Julian Stuart-Burns
 M.A. in Music Composition

Mikhail Studenkov
 B.M. Jazz Studies and Contemporary Media, Piano
 B.A. Japanese

Aby Stumpf
 B.M. Applied Music, Horn

Seth Tupy
 B.M. Applied Music, Percussion
 B.M. Music Education

Floris Van der Veken
 PhD in Music Theory

Jane Vourlekis
 M.M. Performance and Literature, Viola

Lisa Wang
 B.M. Applied Music, Violin
 B.S. Business: Marketing

Jenny Williams
 B.M. Applied Music, Horn

Anne-Marie Wnek
 B.M. Applied Music, Violin

Catherine Zhou
 B.M. Applied Music, Piano

STAFF & STUDENT WORKERS

Staff

Kristijan Bogdanovski
Assistant Project Manager

Jeff Dunn
Program Manager

Kelly Jutsum
IML Department
Coordinator

Blaire Koerner
Associate Director

Harish Nayak
Project Manager

Rachel Roberts
Director

Contractors

Anna Reguero
Eastman Case Studies
Editor

Student Staff

Katherine Cheng
ALP Intern

Augustine Danso
Intern PhD

Abby Hanna
Marketing Team Lead

Lindsay Haukom
Summer Student Worker

Mary Jednyak
ALP Intern

Qingqing Kong
Peer Career Advisor

Wenyun “Bill” Liu
Production Team

Kimia Peykarzadeh
Summer Student Worker

Syara Robert
Marketing Team

Veronica Rokicki
Operations Team Lead

Jacob Rose
Podcast Team

Leah Rosenmann
MAML Graduate Assistant

Angela Rubin
Marketing Team
(Spring 2025)

Jack Snelling
Peer Career Advisor

Taylor Yoon
MAML Graduate Assistant

Allison Young
ALP Graduate Assistant

Zhilin Zhang
Research Team

Catherine Zhou
Research Team &
Technology Assistant

COURSE & EVENT GUESTS

Jeremy Ajani Jordan
Self-Employed
Concert pianist

Jesper Andersen
The Royal Danish Academy
of Music
*Associate Professor;
Department Coordinator*

Dean Anthony
Knoxville Opera
Producing Director

Alyssa Barna '19E (PhD)
University of Minnesota
Assistant Professor Theory

Rebecca Block
University of Rochester
*Manager of Health
Promotion Initiatives for
Student Well-Being*

Steve Bomar
Butter Chicken Brass Band
Percussionist

Kyle Brooks
Butter Chicken Brass Band
Saxophone

Liz Brooks Wentworth '02E (MM)
Metropolitan Opera Chorus
Opera Chorister

Sue Callan-Harris
University of Rochester
Senior Physical Therapist

Parker Callister '23E (PhD)
Self-employed
Composer

Ferol Carytsas
University of Florida Center
for Arts in Medicine
Director

Deirdre Chadwick '93E, '01E (MM)
University of Florida Center
for Arts in Medicine
Director

Tanya Chanphanitpornkit '15E
Nyack Public Schools/
Manhattan School of Music
Precollege Symphony
Orchestra/Music Director
of New York Youth
Symphony's Crescendo
Orchestra
*Music Teacher/Conductor/
Music Director*

Dave Chisholm '13E (DMA)
The Hochstein School
*Creativity Lab Director,
Trumpet Instructor,
Music Theory*

Colin Crake '19E, '24E (DMA)
Hana Hou Music Program
Co-founder

Kabir Dalawari
Butter Chicken Brass Band
Dhol

Khoris Dastoor
Houston Grand Opera
General Director and CEO

Alexander Davis
Sugar Hill Salon
*Founder and Artistic
Director*

Sammy DeAngelis '23 (MM)
Roberts Wesleyan College
*Community School
Percussion Instructor*

Adrian DiMatteo '12E
Sonic Institute
Founder/CEO

Christopher Dingstad '04E
Dresdner Philharmonie
Head of Artistic Planning

Felicia Dunlap
Mary, Queen of Angels, Villa
Maria Manor, and Marina
Manor East
Chief Financial Officer

COURSE & EVENT GUESTS CONT.

Matthew Duvall

Blackbird Creative Lab
Founder and Artistic Director

Jack Earnhart '25E (MM)

University of Rochester
University Health Services Intern, Prevention Coordinator

Michael Edwards

Michael Edwards Music Studio
Founder

Jacob Ertl '08E (MM), '12E (DMA)

Nazareth University School of Music
Coordinator of Keyboard Studies, Professor of Piano, Director of the Performance Program

Judith Finell

Judith Finell Music Services Inc.
President & Forensic Musicologist

Joseph Fishman

Vanderbilt University
Professor of Law

Elinor Freer

Eastman School of Music
Associate Professor of Piano and Chamber Music; Coordinator of the Certificate of Achievement in Chamber Music

Lisa French '02E

RightMove Health
Chief of Staff & Corporate Services

Brianna Garcon '23E

Black Collegiate Musicians (BCM)
Co-Founder, Director of Community Engagement

David Gier

University of Michigan
Dean, School of Music, Theatre & Dance

Emma Gierszal '20E (MM)

Crane School of Music
Assistant Professor of Percussion

Eric Goldman '02E

AARP
Business Optimization Manager

Benjamin Guerrero '24E (DMA)

Eastern Mennonite University
Assistant Professor of Music

John Hain '02E (MM), '07E (DMA)

Eastman School of Music
Senior Associate Dean of Academic and Student Affairs

Scott Harris

Hal Leonard
Head of Music Publishing, Education & Self-Publishing Content

Karin Hendricks

Boston University
Associate Professor of Music (Also President of American String Teachers Association)

Catie Hickey '07E

Brass Beyond Binaries
Founder

Tara Hoot

Self-employed
Drag Queen

Sarah Hoover

Peabody Institute of Music
Associate Dean for Innovation in the Arts and Health

Vincent Huang '22E (MM)

Eastman School of Music
Student

Akshat Jain

Butter Chicken Brass Band
Sousaphone

Caitleen Kahn '15E (MM)

Lynx Project
Executive Director

Dagmar Kauffman

University of Rochester
Assistant Professor of Clinical Psychiatry

Laura Kaufman Mowry '11E

District5
Flutist

Mark Kellogg '86E

Eastman School of Music
Professor of Trombone, Chair of Winds Brass & Percussion

Dan Kuehler '21E (DMA)

Hillsdale College
Artists/Teacher of Piano

Han Lash '04E

Indiana University Jacobs School of Music
Associate Professor of Music in Composition

Cameron Leach '18E (MM)

N/A
Concert Percussionist

YoungKyoung Lee '24E (DMA)

3D Percussion
Founding Member

Laura Lentz

fivebyfive
Artistic Director

Zoya Leybin

N/A
Retired Violinist and Educator

Yi-Ning Lo '20E (MM), '24E (DMA)

Rochester Institute of Technology
Assistant Professor of Composition

Dave Loeb '79E (MM)

University of Nevada, Las Vegas, School of Music
Chair of Jazz and Commercial Music; Professor of Music

Tim Long '92E (MM)

Eastman School of Music
Artistic and Music Director of Opera; Associate Professor of Opera

Curtis Long

Rochester Philharmonic Orchestra
President and CEO

Alison Lowell '06E

District5
Oboe

Glenn McClure

McClure Productions Inc.
Founder/President

Rick McRae

Sibely Music Library at Eastman School of Music
Catalog/Reference Librarian

Jennifer Miceli '89E (MM), '98E (PhD)

Belle Voci Intergenerational Choral Society
Founding Director

Rosanna Moore '4E (MM), '19E (DMA)

Self-employed
Professional Freelance Harpist, Teacher, and Actor

Carolyn Nishon

Portland Symphony Orchestra
Executive Director

Garrett Obrycki '13E

Blackbird Creative Lab
Lab Director

Victoria Paterson '93

Mostly Modern Projects
General Director

Hannah Pearson '17E (MM), '20E (MA)

The College Music Society
Managing Director

Mary Perkinson

Sound Health: Bringing Music to Medicine
Founder

COURSE & EVENT GUESTS CONT.

Molly Pow

The Hochstein School
*Board Certified Music
Therapist*

Mark Powell '19E (DMA)

Orchestra Activities at the
University of Rochester
Director

Leila Ramagopal

Lawrence University
*Instructor in Music
Education*

James Ray

Western Washington
University
*Associate Professor of
Music Education*

**Sarah Rhee-Tirre '01E,
'08E (DMA)**

Nazareth School of Music
*Adjunct in Theatre & Dance
and Piano*

Liz Rosa '17E

Disney Theatrical
Teaching Artists

Jamal Rossi '87E (DMA)

Eastman School of Music
*Former Joan and Martin
Messinger Dean*

George Sakakeeny '78E

Eastman School of Music
Professor of Bassoon

Aaron Sanko '05E

UIA Talent Agency
*CEO, Partner, and head
of the Theatre, Film, TV, &
Literary*

**Leah Schuman '96E (MM),
'01E (DMA)**

VanderCook College of
Music
*Executive Director of One
City, Associate Professor
of Music, and Development
Director*

Laurie Scott

Butler School of Music
*Associate Professor of
Music and Human Learning*

Lisa Seischab '90E

George Eastman Museum
*Vice President of
Development*

Crystal Sellers Battle

Eastman School of Music
*Associate Dean & Director,
George Walker Center;
Professor of Music
Leadership*

Dustin Seo '17E

Laós Chamber Music
Artistic Director

Noah Sesling '22E

IMG Artists
Associate Artist Manager

Kate Sheeran '02E

Eastman School of Music
*Joan and Martin Messinger
Dean*

Chad Smith '98E (MM)

N/A
*Musician, Composer,
Educator*

Bob Sneider '93

Eastman School of Music
*Associate Professor of
Guitar*

Wilson Southerland

Eastman School of Music
*Associate Music Director
of Eastman Opera Theatre;
Assistant Professor of
Opera*

Nancy Strelau

Nazareth School of Music
*Associate in Professional
Studies, Director of String
Studies*

Alexa Tarantino '14E

Rockport Jazz Workshop
Founder and Director

Christen Taylor Homes

Self-employed
Composer

Josh Thompson

District5
Horn

Chaowen Ting '14E (DMA)

Georgia Institute of
Technology
*Director of Orchestral
Studies; Associate
Professor of Music*

Rich Wattie

Eastman School of Music
Audio/Multimedia Engineer

**Patty Welch '91E,
'97E (MM)**

West Irondequoit Central
School District
Music Educator

Justin Werner

Stratagem Artists
Founder and President

Michael Witt '23E

Zephyr Ensemble
Founder

Larry Zalkind

Eastman School of Music
Professor of Trombone

Camille Zamora

Sing for Hope
Co-Founder

Nate Zeisler

Colburn
*Provost: Chief Academic
Officer*

**Danny Ziemann '12E,
'19E (MM)**

Self-employed
*Jazz bassist, educator and
composer*

COURSE OFFERINGS

Fall 2024

Arts Funding – How Do You Get It?

ALC 219 & 419, 1 cr.
Jacob Langerak

Arts Leadership Internship

ALC 280 & 480, 0.5-1 cr.
Blaire Koerner

Building Your Audience

ALC 206 & 406, 1 cr.
(online)
Kara LaMoure

Creating a Modern Music Career

ALC 212 & 412, 2 cr.
Blaire Koerner & Jeff Dunn

Designing Music

Enterprises: Practicum

ML 422, 3 cr. (online)
Rachel Roberts

Development and Fundraising in Music

ML 432, 3 cr. (online)
Toni Paz

Entrepreneurial Thinking

ALC 210 & 410, JCM 261,
2 cr. (online)
James Doser

Introduction to Financial Management

ML 412, 3 cr. (online)
Lisa French

Introduction to Arts & Heath

ALC 234 & 434, 1 cr. (online)
Gaelen McCormick

Leadership Issues in Music

ALC 211 & 411, MTL 421, 1 cr.
(online)
James Doser

Preparing Future Music Faculty

ALC 425, MTL 504, 2 cr.
Lisa Caravan

Singers Guide to the Professional Journey

ALC 213A & 413 A, 1 cr.
Kathy Cowdrick

Strategies for Audition Success

ALC 228, 1 cr.
Elinor Freer, Bob Sneider,
George Sakakeeny

Spring 2025

Arts Leadership Internship

ALC 280 & 480, 0.5-1 cr.
Blaire Koerner

Building Your Audience

ALC 206 & 406, 1 cr.
(online)
Lauren MacDonough

Creating a Modern Music Career

ALC 212 & 412, 2 cr. (online)
Blaire Koerner & Jeff Dunn

Community Engagement

ALC 216 & 416, 1 cr.
Armand Hall

Consent & Performance: “Me Too”

ALC 233 & 433, 1 cr.
Lindsay Baker

Copyright & Licensing for Musicians

ALC 217 & 417, 1 cr.
Stephen Danyew

Development and Fundraising in Music

ML 432, 3 cr. (online)
Yuki Numata-Resnick

Economics Musical Arts Organization

ML 411, 3 cr. (online)
Caen Thomason-Redus

Entrepreneurial Ideas in Music

ML 423, 3 cr. (online)
Melissa Ngan

Entrepreneurial Thinking

ALC 210 & 410, 2 cr.
James Doser

Equity and Inclusion as Performer, Teacher and Leader

ALC 237 & 437, 1 cr. (online)
Crystal Sellers Battle

Creative and Innovative Leadership in Musical Arts Organizations

ML 420, 3 cr. (online)
Rachel Roberts

Introduction to Music Therapy

ALC 222 & 422, 1 cr.
Betsey King

Marketing Music Enterprises

ML 431, 3 cr. (online)
Vince Ford

Money Sources for the Individual Artist

ALC 218 & 418, 1 cr.
Jack Langerak

Preparing Future Music Faculty

ALC 425, MTL 504, 2 cr.
Armand Hall

Studio Teaching: An Essential Career Component

ALC 229 & 429, 1 cr.
Chisato Marling

Using Technology in Music Performance

ALC 236 & 436, 2 cr.
Rachel Roberts &
Blaire Koerner

Summer 2025

Arts Leadership Internship

ALC 280 & 480, 0.5-1 cr.
Blaire Koerner

Law and Music

ML 413, 2 cr. (online)
David Munkittrick

Music Administration & Governance

ML 410, 4 cr. (online)
Rachel Roberts

Music Leadership Capstone

ML 480, 3 cr. (online)
Blaire Koerner

GRANT WINNERS

Paul R. Judy Center for Innovation and Research Grant

Brass Beyond, Catie Hickey
Statewide Side-by-Side

Lakes Area Music Festival (LAMF), Scott Lykins
2025 LAMF Season

Rising Artist Foundation
Fourth River

IML Mentorship Grant

Daniel Davis & Cass Lo
Expanding Percussive Canon

Dongwon Shin and HaEun Yang
Gabriela Lena Frank Piano Duo
Recording

Jack Earnhart & Jacob Factor
Correlates of Brass Instrument
Mouthpiece Mass and Perception

Qingqing Kong
Harmonies of Heritage

Ash Mach
Sounding the Philippines

Charlotte McIntosh
My Practice Room

Pedro Sperb
LUTE4KIDS

Aaron Tan
L'orgue Moderne Recording

Locus Trio
Commission Performance at
Rochester Museum & Science
Center

Zhilin Zhang
A Pedagogical Framework to
Dismantle Musical Stereotypes:
Using the Chinese Music
Curriculum as a Model

Department Residency and Colloquium Grant

Winds, Brass & Percussion
Butter Chicken Brass Band
Residency

Strings, Harp & Guitar
Zoya Leybin Residency

Music Teaching & Learning
Jesper Andersen Residency

Musicology
Eighth Blackbird Residency
with Mathew Duvall and
Garrett Obrycki

Special Opportunity Grant

Olly Bangia
Arts Empowering Life Summer
Residency Program

Addie Canning
International Women's Brass
Conference

Zachary Costello
Yamaha Young Performing
Artists Program

Sammy DeAngelis
Volunteer Lawyers for the Arts
New York Yearly Membership

Jack Earnhart
Engineering-enhanced
ergonomics: an interdisciplinary
approach to performance health

Nicole Khouzami
Stratagem Artists Internship

Samantha Liu
Altschuler Summer Music
Institute Internship

Ash Mach
Timbre and Orchestration in
Popular Song Conference

Nadia Magalski
Music Preservation Institute

Ashley Schusselberg
German Exchange Fellowship

Julian Stuart-Burns
Mentorship for Conducting
Strings Concert

Floris Van der Veken
14th international Ensemble
and Composers Academy for
Contemporary Music

PUBLICATIONS

Podcasts

S5E1 – Reflections on Jazz Education, Creative Projects, and Touring with Alexa Tarantino
Alexa Tarantino

S5E2 – Creating Harmony in Maui with Colin Crake and the Hana Hou Music Program
Colin Crake

S5E3 – The Beat of Impact with One City’s Drum Line and Leah Schuman
Leah Schuman

S5E4 – Sharing insights with Laura Lentz
Laura Lentz

S5E5 – From Concept to Stage: Crafting Refract with 3D Percussion

S5E6 – The Music of the Earth
Glenn McClure

S5E7 – Eastman Leadership Conference
Guests & Presenters of the Eastman Leadership Conference

S5E8 – The Art Behind the Stage with Noah Sesling and Chris Dingstad
Ellie Loya, Noah Sesling, and Chris Dingstad

S5E9 – The Winds of Change with the Zephyr Ensemble and Michael Witt
Michael Witt

S5E10 – Decolonizing Classical Music with Sugar Hill Salon
Alexander Davis & Brianna Garcon

S5E11 – International Journeys for Musicians with Rosanna Moore
Rosanna Moore & Blaire Koerner

S5E12 – Breaking into Broadway
Chad Smith

S5E13 – Behind the Stacks of the Sibley Music Library
Rick McRae

S5E14 – Global Impact with the China International Low Brass Elite Seminar and Vincent Huang

S5E15 – Unconventional Storytelling with District5 and Tara Hoot
District5, Tara Hoot, Christen Taylor Holmes

S5E16 – Sparking Scintillations with Blacktop Percussion
Brandon Berlanga, Michael-Lee Smith & John Dawson

S5E17 – Creating a Visionary Ensemble with Eighth Blackbird
Uday Singh, Julian Stuart-Burns, Matthew Duvall & Garrett Obrycki

S5E18 – Behind the Baton with Dr. Mark Powell
Jacob Rose, Mark Powell

INTERNSHIP HOST ORGANIZATIONS

Local

BIODANCE

Carbon Records

Eastman Community Music School

ESM, Admissions

ESM, Institute for Music Leadership

ESM, Music for All

ESM, Office of Communications

ESM, Performing Arts Medicine

Fingers Lakes Opera

fivebyfive

Gateways Music Festival

GirlsRock!

Hats+Heel Duo

Hochstein School of Music & Dance

Joseph Avenue Arts & Culture Alliance

Luzerne Music Center

Pegasus Early Music

RocMusic Collective

Rochester Philharmonic Orchestra

Susan B. Anthony Museum

Teaching Artists Roc

University of Rochester Health Services

WXXI Classical Radio

National

Alarm Will Sound
New York, NY

Buffalo Philharmonic Chorus
Buffalo, NY

New Music on the Point
Lake Dunmore, Vermont

Nu Deco Ensemble
Miami, Florida

Society for Music Theory
Bloomington, IN

Third Coast Percussion
Chicago, Illinois

Vivace Music Foundation
Wilmington, NC

International

McGill University
Montreal, Quebec