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20 Participants Selected for League of American Orchestras' First Orchestra Personnel Management Intensive

Program to take place March 2026 at Indiana University in Bloomington, IN

New York, NY (February 4, 2026) – Twenty orchestra professionals from across the U.S. have been selected for the first **Orchestra Intensive** from the League of American Orchestras. A four-day, deep-dive professional development program, the **Orchestra Personnel Management Intensive** will be the first in a series of Intensives focused on specific roles in orchestra administration. This program is presented in collaboration with Arts Administration programs at the O'Neill School of Public and Environmental Affairs, Indiana University, and will take place March 16-19, 2026, in Bloomington, IN.

The Orchestra Personnel Management Intensive is made possible by a generous grant from **The Dr. M. Lee Pearce Foundation, Inc.**

"We had an incredible response to the announcement of the first year of this program," said League of American Orchestras President and CEO Simon Woods. "This cohort is experienced, dedicated, and passionate about serving American orchestras. For decades, we've seen the impact of programs like this in strengthening and catalyzing our field—and we're eager to see what this new class will achieve."

Orchestra Intensives are intended to be complementary to the League's long-standing *Essentials of Orchestra Management* program, which has created a pathway to future leadership and career success for over 25 years. Demand for similar programs with a more specialized approach drove the League to invest in developing these new opportunities. The Orchestra Personnel Management Intensive will be the first in the series, to be followed

by an Orchestra Artistic Administrators Intensive in Fall 2026 and an Orchestra Operations Management Intensive in Spring 2027.

Curriculum topics at the Orchestra Personnel Management Intensive will include musician management and hiring, collective bargaining agreements, the audition and tenure process, building inclusive cultures, conflict resolution, crisis problem-solving, employment law, and more. The program also emphasizes networking and leadership development, with time for peer exchange and guided reflection.

This program is taught and directed by a faculty comprised of expert leaders of the orchestra field and beyond, including:

Faculty Leadership:

Beth Paine, Director of Orchestra Personnel, Pittsburgh Symphony Orchestra

Shana Bey, Director of Orchestra Management, Los Angeles Philharmonic

League Leadership:

Simon Woods, President and CEO

Caen Thomason-Redus, Vice President, Inclusion and Learning

David Styers, Director, Learning and Leadership Programs

Guest Faculty:

Rochelle Skolnick, Director of Symphonic Services and Special Counsel, American Federation of Musicians

Kyle Wynn-Sivashankar, SHRM-CP, PHR, Chief People Officer, Cincinnati Symphony Orchestra

Timothy Zavadil, Clarinetist, Minnesota Orchestra

The 2026 Orchestra Personnel Management Intensive cohort is comprised entirely of professionals working in personnel management for U.S. orchestras, seeking to strengthen or advance their careers. Participants include:

Kayla Aftahi Pavel, Orchestra Personnel Manager, Fort Worth Symphony Orchestra

David Allen, Personnel Manager and Principal Clarinet, Western Piedmont Symphony

Kristin Baird, Director of Orchestra, New World Symphony

Taylor Crawford, Orchestra Personnel Manager, Las Vegas Philharmonic
Matthew Creek, Manager of Popular Programming, Indianapolis Symphony Orchestra
Daniel Dardon, Manager of Visiting Faculty & Entrepreneurship, New World Symphony
Jordan DeWester, Personnel and Operations Manager, Kalamazoo Symphony Orchestra
Erin Eady, Director of Orchestra Personnel, Charlotte Symphony Orchestra
Natalie Fernandez, Personnel Manager and Education Director, Symphony of Northwest Arkansas
Heidi Herbert-Lovern, President, Anchorage Symphony Orchestra Players' Association
Christopher Herman, Personnel Manager, Tucson Symphony Orchestra
Sabrina Romney Lloyd, Personnel Manager, Wyoming Symphony Orchestra
Angelo Monroy, Personnel Manager, Reno Chamber Orchestra
Adam Norton, Orchestra Personnel Manager, San Diego Symphony
Maria-Camila Patiño, Personnel Manager and Strings Teacher, Mississippi Symphony Orchestra
Estefan Perez, Orchestra Personnel Manager and Education Coordinator, Memphis Symphony Orchestra
Eric Reichelt, Artistic Operations Manager, Peoria Symphony Orchestra
Nicholas Taylor, Manager of Orchestra Personnel, Colorado Symphony Association
Sonja Thoms, Director of Operations, Chattanooga Symphony & Opera
Jeff Whitsett, Orchestra Personnel Manager and Librarian, Winston-Salem Symphony

The **League of American Orchestras** champions the vitality of music and the orchestral experience, supports the orchestra community, and leads change boldly. The only national organization dedicated to orchestras and their communities, the League supports the field through advocacy, research, convenings, leadership development, artistic programs, and grants. Founded in 1942 and chartered by Congress in 1962, the League includes nearly 25,000 musicians, conductors, orchestra staff, board members, volunteers, and business partners working within our membership of 1,600 world-renowned orchestras, community groups, summer festivals, student and youth ensembles, conservatories and libraries, businesses serving orchestras, and individuals who love symphonic music. Visit americanorchestras.org.