

James Abruzzo

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DHR International **Managing Director, Nonprofit Practice** (www.dhrnonprofit.com) **2001 – Present**

- Founded and continue to lead global practice specializing in nonprofit organizations for the 5th largest executive search firm in the U.S.
- Member of the firm's Executive Committee
- Provide strategy for business development, close new business and oversee execution of searches
- Hired and trained specialist recruiters in Chicago, St. Louis, Cincinnati, New York City, San Francisco and Washington, D.C. to expand the nonprofit practice reach
- Continue long-term client relationships established earlier and develop new relationships with major nonprofit organizations
- Manage the NJ general practice office for DHR International
- Oversee the operations of DHR Gallery One, a corporate gallery within the space of DHR's NJ office

Rutgers University Business School **Co-Founder and Co-Director, Center for Nonprofit and Philanthropic Leadership** (www.npleadership.rutgers.edu) **2003 – Present** (concurrent with position at DHR, see above)

- Conceived and launched an Academic Center at Rutgers Business School
- CNPL is dedicated to identifying and developing leaders in the nonprofit and philanthropic sector
- Developed and teach a course in business school (Special Topics in Nonprofit Leadership)
- Developed and teach in the Certificate Program in Nonprofit Leadership
- Developing three other courses as part of a planned concentration in Nonprofit and Philanthropic Leadership
- Developed the product and oversee the research for the New Jersey Nonprofit Leadership Index
- Developed and oversee the Common Ground program for experienced nonprofit leaders in the state
- Raised over \$800,000 in foundation grants in the first three years of operation
- Faculty member of the Department of Global Business Management

**A.T. Kearney, Inc. Managing Director, Nonprofit Practice
1990 – 2001**

- Founded and led global practice within Executive Search Division. Developed new business, executed assignments, hired and supervised personnel and developed brand of nonprofit practice in the arts and culture, higher education, social service, foundation and association sectors.
- Developed long-term client relationships with US Committee for UNICEF, New Jersey Performing Arts Center, National Aquarium in Baltimore, University of Maryland, Indiana University and others
- Converted nonprofit board relationships into corporate search assignments
- Won and managed multi-national search assignments overseeing efforts of A.T. Kearney offices in Europe, Hong Kong and the US
- Extended practice to Europe in 1996 and Hong Kong in 1998. Clients in Europe include the South Bank Centre and the Arts Council of England, the government of Berlin and the American University in Paris
- Created innovative marketing and intellectual capital programs including numerous publications in conjunction with trade organizations and the “A.T. Kearney Metropolitan Cultural Index” in association with *Crain’s*
- A.T. Kearney Executive Search Nonprofit Practice cited as one of three “top of mind” search practices among nonprofit organizations in a survey conducted by CSR, an independent market research firm
- Member of the ten person global leadership team that includes practice leaders and geographic heads
- Achieved eleven consecutive years of meeting or exceeding income targets and profitability for the practice

**Managing Director, New York Office, A. T. Kearney Executive Search
1996 – 2001**

- Over three years built the New York office from staff of three to over thirty, increasing billings to \$ 6 million in 1998
- Recruited head of Media and Entertainment Practice and recruited staff in financial services and general practice
- Initiated Gallery 28North, an internal corporate art gallery
- Member of Northeast Marketing Committee of A.T. Kearney, Inc.
- Oversee and coordinate A. T. Kearney, Inc. pro bono consulting practice

**Boyden
International, Inc.**

**Vice President and Partner
1988 – 1990**

- Elected as youngest member to partnership in the US firm (Boyden International) and international corporation (Boyden World Corporation)

**Vice President
1987 – 1990**

- Responsible for business development and search execution, specializing in nonprofit organizations
- Qualified for and earned performance bonuses in each year of employment
- Formed and led a national nonprofit practice consisting of Vice Presidents and associates in the US
- Developed periodic newsletters, publications and internal and external communications
- Clients included San Francisco Ballet, Japan Society, New World Symphony Orchestra, Entertainment Corporation and Metropolitan Museum of Art

**Tarnow
International, Inc.**

**Vice President
1985 – 1987**

- Responsible for business development and search execution for this regional, retained executive search firm.
- Clients included Pepsico, Warner Lambert, Capital Holding Insurance and various nonprofit organizations

**Opportunity
Resources for the
Arts**

**Program Director
1980 – 1985**

- Responsible for business development and search execution for retained searches in the cultural and nonprofit sector

**Teaching
Experience**

**Rutgers
University**

**Clinical Professor, Special Topics: Nonprofit Leadership
2004 – Present**

**Frei University
Berlin, Germany**

**Visiting Instructor, Department of Arts and Media Management
1996 – Present**

**Columbia
University**

**Associate Professor, Arts Management
1985 – 1990**

**City University of
New York**

**Adjunct Lecturer
1974 – 1980**

- Instructor in music and arts management in three colleges within the City University of New York
- Concurrently, performed as a professional pianist and conductor

Education

Brooklyn College

- MFA, Arts Management, 1976
- BA, 1972 (elected to Phi Beta Kappa)

Queens College

- MA, Music, 1974

**Related
Professional
Activities**

- Trustee, Alvin Ailey America Dance Theater, NY
- Chairman (former), Dieu Donne Papermill, Inc., NY
- President (former), Staten Island Museum, NY

**Selected
Publications**

- "The Leadership Gap in Art Museums." ArtsManagement.Net, 2008
- Co-author, Jobs in Arts and Media Management, (ACA Press, NY), now in its third edition
- Creator and author, "A.T. Kearney Metropolitan Cultural Index"
- Author of various by-lined articles for National Employment Weekly, Nonprofit Times , Curator Magazine and other industry publications
- Quoted frequently on National Public Radio, WHYY, The Chronicle of Philanthropy, Wall Street Journal and The New York Times.

Personal

- Born: May 11, 1950
- Married with two adult children