

# Karen Pinzolo

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To Whom It May Concern:

It is with great pleasure that I write this recommendation for Dennis Paul. First, I would like to introduce myself. I have spent over 25 years in arts administration. Over my career I have worked with Theatre Communications Group, Mabou Mines Theatre, Arts and Business Council, and Americans for the Arts. Currently, I direct a program called Arts Plan NJ, a statewide initiative to create a better New Jersey through the arts, at the New Jersey State Council for the Arts. I also have extensive experience in arts education after having completed student teaching in dance and visual arts, managed artist residences, and have been part of the education programs at the National Symphony, Alliance for Arts Education in D.C., the National Endowment for the Arts, and Somerset Art Association in New Jersey.

I have known Dennis Paul for almost 20 years, first as my Development and Fundraising professor at New York University, then as my employer, but mostly as my mentor and friend. He is one of those special teachers who remain your teacher for life because it is part of who he is. In his graduate class, he taught me how to look at the organization as a whole; that all parts of the organization had to be working towards the same vision and goals. His background in education makes him see everything in terms of vision, goals, and measurable objectives. Framing everything in these terms seems like a simple lesson, but this lesson had a profound impact on my career. This lesson is where I begin every interview and every new job. Whenever, I am faced with a big project such as a proposal or currently, Arts Plan, I always run it by Dennis who analyzes it, helps me to figure out the missing link, and problem solves. He thrives on problem-solving. I truly appreciate his wisdom.

In addition to the classroom, I had the added benefit of working along side him in a large institution (Yeshiva University Museum) and a small organization (Bronx River Restoration Project). I have seen him initiate ideas and navigate projects with tremendous drive, political savvy, creativity, ethics, teamwork, respect, inclusiveness, and very little ego. I would consider Dennis Paul a tremendous asset to any organization and hope that you will give his application strong consideration.

I would be happy to answer any questions. I can be reached at 908-903-0837 or [kpinzolo@optonline.net](mailto:kpinzolo@optonline.net).

Sincerely,

Karen Pinzolo