

City of Seattle



**Director
Office of Arts & Culture**

**Confirmation Packet
November 16, 2023**

Gülgün Kayim



November 16, 2023

The Honorable Debora Juarez
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Gülgün Kayim as the Director of the Office of Arts & Culture.

The materials in this packet are divided into two sections:

A. Gülgün Kayim

This section contains Ms. Kayim's appointment, oath of office forms, and her resume.

B. Background Check

This section contains the report on Ms. Kayim's background check.

As artists and cultural organizations are primed and poised to rebound following the pandemic peak, Gülgün Kayim is precisely the kind of leader the Office of Arts and Culture needs. She brings vast experience in uplifting artists through economic and social growth, which will help stimulate Seattle's creative economy. With a proven cross-sector leadership track record and her conviction to work with various stakeholders to make the arts accessible to all, Ms. Kayim is already bringing innovative and equitable ideas to our city.

Ms. Kayim joins Seattle from the City of Minneapolis where she served as founding Director of the Office of Arts, Culture and the Creative Economy, an office focused on powering Minneapolis's economic and social growth through arts and cultural expression. During her time as Director, she oversaw the creation of several arts recovery funds for organizations impacted by the pandemic and funds for restorative art in underserved communities. Prior, she was an Assistant Director at the Archibald Bush Foundation where she managed the selection of artist fellows and supported the fellowship program. She was also the co-founder and Co-Artistic Director of Skewed Visions, a Minneapolis-based performing arts organization.

I nominated Ms. Kayim for the Council's consideration after an extensive stakeholder committee search process. An open and competitive national recruitment process was conducted by our Seattle Department of Human Resources that included marketing the job opportunity through professional and affinity career center sites, direct candidate sourcing and referrals from community. In March of this year, I established an ARTS Director Search Committee consisting of a broad array of prominent Seattle arts leaders and stakeholders. The selection committee was made up of 16 members who represented different perspectives in Seattle's diverse arts community. Selection committee members included:

- **Councilmember Tammy Morales**, District 2, Chair Neighborhoods, Education, Civil Rights and Culture Committee
- **Kate Becker**, Creative Economy Director at Office of King County Executive Dow Constantine

- **Catalina Cantu**, Board President and Co-Founding member La Sala; multi-genre writer and interdisciplinary artist; Jack Straw Fellow and VONA/Voices Alum
- **Manuel Cawaling**, Executive Director, Inspire Washington
- **Steven Eng**, Accounting Services – Employee Representative, Seattle Office of Arts + Culture
- **Josh LaBelle**, Executive Director, Seattle Theatre Group
- **Erika Lindsay**, Chief Communications Officer – Employee Representative, Seattle Office of Arts + Culture
- **Aleksa Manila**, Founder, Pride ASIA; Board Member, Historic South Downtown; Miss Gay Seattle 2003-2004; drag performance artist & activist; Public Health researcher & social worker
- **James Miles**, Assistant Professor, Seattle University; Executive Director of Third Stone
- **Nate Miles**, Vice President of Strategic Initiatives – State Government Affairs, Eli Lilly and Company
- **Eric Nelson**, Executive Director and Chief Executive Officer, National Nordic Museum
- **Sam Pailca**, Associate General Counsel, Regulatory Enforcement Litigation, Microsoft
- **Dr. Judith Rayl**, Fine Art Photographer and President of Board of Directors at Center on Contemporary Art (CoCA)
- **Steven Severin**, Co-Owner, Neumos; Co-President and Director of Music Programming, New Rising Sun (Curator and Producer of Bumbershoot: Seattle’s Arts & Music Festival)
- **Earnest Thomas**, President, Onyx Fine Arts Collective
- **Ellen Walker**, Executive Director, Pacific Northwest Ballet

The search process included art-goers, creatives, and residents from across the city – seeking insight into what community members hoped the office and its next director would elevate and champion. Seattle residents attended three community conversations to inform the search process as well. This past spring, the committee narrowed applicants, interviewed candidates, and recommended four finalists for my consideration.

After meeting with her, Gülgün Kayim stood as the clear choice to lead our Office of Arts & Culture, bringing her experience as an artist, a bridge-builder, a planner, and an advocate. She takes a strategic approach to arts investment and recognizes the value in assisting cultural organizations through capacity building, planning, and investing for the future. And, most importantly, she has a true love for the arts.

I would like to express my sincere thanks to the members of the Search Committee who offered both their time and valuable insight. Their work helped lead to the nomination of the credentialed leader by I’ve referred for your review today.

If you have any questions about the attached materials or need additional information, Deputy Mayor Greg Wong would welcome hearing from you. I appreciate your consideration.

Sincerely,



Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

November 6, 2023

Gülgün Kayim
Seattle, WA
Transmitted via e-mail

Dear Gülgün,

It gives me great pleasure to appoint you to the position of Director of the Office of Arts & Culture at an annual salary of \$180,006.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, you serve at the pleasure of the Mayor.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Office will thrive under your leadership.

Sincerely,

A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Gülgün Kayim</i>	
City Department Name: <i>Office of Arts & Culture</i>	Position Title: <i>Director</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to Mayor's Discretion <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Background: Ms. Kayim joins Seattle from the City of Minneapolis where she served as founding Director of the Office of Arts, Culture and the Creative Economy, an office focused on powering Minneapolis's economic and social growth through arts and cultural expression. During her time as Director, she oversaw the creation of several arts recovery funds for organizations impacted by the pandemic and funds for restorative art in underserved communities. Prior, she was an Assistant Director at the Archibald Bush Foundation where she managed the selection of artist fellows and supported the fellowship program. She was also the co-founder and Co-Artistic Director of Skewed Visions, a Minneapolis-based performing arts organization.	
Authorizing Signature:  Date Signed: November 16, 2023	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Gülgün Kayim, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Office of Arts & Culture; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as Director of the Office of Arts & Culture.

Gülgün Kayim

Subscribed and sworn to before me

this ____ day of _____, 2023.

[Seal]

Scheereen Dedman, City Clerk

GÜLGÜN KAYIM

[linkedin.com/in/ gülgün-kayim-68a81412/](https://www.linkedin.com/in/gülgün-kayim-68a81412/)

KEY COMPETENCIES

Experienced collaborative leader and manager of innovative arts programming from design through implementation in government, philanthropic, educational, and non-profit settings with a focus on municipal systems change to support racial equity, inclusion and belonging:

- Experience working in a government setting to integrate the arts into community development in collaboration with policymakers, department leadership, city staff, community artists and activists.
- Strong experience launching and managing projects, programs, special events and initiatives in municipal settings.
- Strong experience managing permanent and temporary public art commissions and programming
- Demonstrated experience producing a wide variety of events such as festivals, civic commemorations, exhibits, performances and convenings
- Effective at leading and directing a team, assigning work, developing workplans and supervising budgets of up to \$5 million
- Experienced communicator working with a wide variety of stakeholders such as elected officials, commissions, board members, businesses, community leaders, arts organizations, artists and activists.
- Strong experience developing municipal plans, arts sector metrics, economic reports, policies, reports and evaluations for local government and private foundations.
- Demonstrated success developing strategic partnerships, managing external relations and communications

EXPERIENCE

2011-PRESENT

DIR. ARTS, CULTURE & THE CREATIVE ECONOMY, CITY OF MINNEAPOLIS, MN

Provide arts and culture strategic vision, leadership and policy direction. Create and manage arts programs and partnerships in support of community development goals. Work with Mayor and elected officials, Minneapolis Arts Commission, City Departments and community stakeholders to achieve goals. Track and measure creative sector economics and represent the City of Minneapolis in local and national convenings, events and gatherings. Provide written and oral communication, manage budget and staff, raised \$3.5 million in grant funding to operate programs.

- Founding Director of new municipal arts and culture division
- Led the city's cultural vision and planning
- Led legislative process to create a new Dept of Arts and Cultural Affairs in 2021
- Launched several major program initiatives focused on innovation, cross-sector collaboration, arts-based community development and eliminating racial disparities
- Responsible for program related strategic partnerships and collaborations

- Responsible for producing a variety of convenings, civic festivals, commemoration events, exhibits and performances
- Launched bi-annual creative sector economic research and reporting
- Managed design and launch of website, content and related communications
www.minneapoliscreates.org

2008 – 2011

ASST. DIR, ARTIST FELLOWSHIP PROGRAM, BUSH FOUNDATION, MN

Managed two multi-disciplinary arts fellowship programs for individual artists in Minnesota, South and North Dakota with budget of \$1.5 million. Managed all aspects of fellows' selection process, orientation, and communications. Developed and managed artist technical assistance and annual and quarterly convenings. Oversaw transition of legacy grants worth \$5 million to regional arts and cultural organizations through the Regional Arts Development program.

- Managed transition of legacy grants to regional arts and cultural organizations through the Regional Arts Development program
- Collaborated on the development of the new Bush Leadership Fellows program
- Researched, managed convenings and recommended foundation's strategic revisioning of arts-based investments

2005- 2015

ADJUNCT FACULTY – DEPT OF THEATRE ARTS & DANCE. UNIVERSITY OF MN

Taught core curriculum, fundamentals of acting, directing, race and culture in performance and special projects in the BA program in performance. Additional classes taught in cross departmental collaborative arts program.

1993 - 2008

FOUNDING MEMBER & CO –ARTISTIC DIR, SKEWED VISIONS, MN

One of three founders and core artists of interdisciplinary, experimental performance collective. Responsibilities included guiding overall artistic vision, strategy, mission and season. Grant writing, marketing and oversight of general administrative operations. Produced and coordinated events and international touring and residency series. Wrote, directed and produced award winning company performances.

1993-1999

COORDINATOR PUBLIC ART ON CAMPUS, WEISMAN ART MUSEUM, MN

Founding Coordinator of public art programming. Developed administrative structure, rules, procedures, and implementation criteria for \$2 million in percent for art commissions and launched \$150,000 Jerome/Lilly temporary public art commissions. Managed all aspects of selection process, project design, contracting, reporting and budget supervision.

1988-1989

ASST. COORDINATOR, SHARING THE ARTS, NJ STATE COUNCIL FOR THE ARTS

Developed and managed visual, literary and performing arts programming to serve underserved audiences at three regional arts centers in New Jersey. Coordinated program related outreach and events at art centers, area schools and hospitals.

1987 – 1988

DRAMA PROJECT COORDINATOR, TURKISH CYPRIOT CULTURAL ASSC, LONDON

Created and implemented theatre classes and workshops for inner city Turkish youth, developed program curriculum publicity and materials, hired teachers and workshop leaders.

INDEPENDENT CURATORIAL AND CONSULTING

2018

(Im)permanence: FAMAGUSTA WHITE NIGHTS FESTIVAL. Co-curated temporary public art residency program in the ancient, walled City of Famagusta, Cyprus.

2012

McKnight Artist Fellowship Program, Minneapolis College of Art and Design, MN. Consultant, provided technical assistance to 2012 visual arts fellows.

2010

Art in the Union Depot, St. PAUL PUBLIC ART, MN. Consultant, part of a multidisciplinary team to design a curatorial plan for Union Depot.

2008/9

International Symposium on Site-Specific Performance, MARTIN SEGEL CENTER, CUNY NYC. Co-curated and coordinated International performance symposium for curators, artists, scholars

2003-2004

Adjunct Arts Consultant, SPRINGBOARD FOR THE ARTS, MN. Artist career consultant.

2003-2004

Adjunct Curator – Art Inside/Outside Space, INTERMEDIA ARTS, MN. Managed all aspects of Jerome Foundation funded visual artist commission program.

2004

Dir. Site-Specific Visible Fringe, MN FRINGE FESTIVAL. Conceived, curated, and managed pilot program and multi-disciplinary visual arts event in tandem with the Minnesota Fringe Festival.

2000

Community Outreach Consultant, FORECAST PUBLIC ARTWORKS, MN. Consultant, Developed and led public forums to solicit community input on aesthetic qualities of the Hiawatha Light Rail Transit Corridor for the Metropolitan Council.

EDUCATION

1993

MFA THEATRE DIRECTING, UNIVERSITY OF MINNESOTA

1992

MA THEATRE THEORY & PRACTICE, UNIVERSITY OF WISCONSIN- MADISON
Asian experimental performance with a focus on intercultural practices

1987

BA (HONS) THEATRE & FILM, UNIVERSITY OF MIDDLESEX, LONDON UK
Magna Cum Lauda

FIELD LEADERSHIP

Memberships - Grant Makers in the Arts, Americans for the Arts, United States Urban Arts Federation. Grant Reviewer – Artplace America, NEA, Jerome Foundation, MRAC and MN State Arts Board

- 2022 – Workgroup, Asset Mapping Handbook, Americans for the Arts
- 2021- Policy Workgroup – National Coalition for Arts Preparedness and Emergency Response
- 2020-2022, Steering Committee, *Put Creative Workers Back to Work*
- 2019- 2021, Executive Committee, United States Urban Arts Federation – Americans for the Arts
- 2019, Workgroup, Municipal Strategies in Creative Placemaking- Artplace America & Civic Arts
- 2019 Workgroup, Artist and Civic Partnerships, Animating Democracy
- 2018, Creative Cities Fellow – Stanford Arts Institute, Stanford University, CA

- 2018, Arts Workgroup, Government Alliance on Race and Equity
- 2014-2020 Workgroup, Creative Minnesota, Minnesota Citizens for the Arts
- 2014, Rising Star Award – Women in Public Service, Hamline University Business School, MN
- 2010-2011, James Shannon Leadership Fellow, Wilder Foundation, MN
- 2004-2005 Bush Foundation Fellow, MN

References available on request

SECTION

B



City of Seattle

Seattle Department of Human Resources

Kimberly Loving, Director

June 26, 2023

TO: Pam Inch – Senior Executive Recruiter SDHR

FROM: Annie Nguyen - Seattle Department of Human Resources

SUBJECT: Background check for Gulgun Hayati Kayim

The Seattle Department of Human Resources has received a copy of **Gulgun Hayati Kayim's** background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

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