

**Illinois State Museum
Board of Directors Meeting
Meeting Minutes
June 13, 2016
Research & Collections Center**

Attending: Dr. Lorin Nevling, Chairman pro tem; Board Members Dr. Brian Anderson, Dr. George Rabb, Mrs. Donna Sack, Dr. David Sokol, Mr. Roger Taylor, Mrs. Rosemary Winters; Society Board Chair Mrs. Sandy Bauer, Museum Interim Director Dr. Michael Wiant, and Executive Assistant to the Director Ms. Karen Everingham; Department of Natural Resources (DNR) Chief of Staff Mr. Jason Heffley, Communications Director Mr. Chris Young, and General Counsel Mr. Brent Krebs.

1. Call to Order

Dr. Lorin Nevling called the meeting to order at 10:38 a.m. He noted that the Board remains one member short of the total needed. He welcomed new members present and asked all to introduce themselves.

2. Approval of the Minutes of the February 29, 2016 Board Meeting

Dr. Nevling asked if there were any corrections or additions to the minutes. Hearing none he asked for a motion to approve the minutes as they were presented. Dr. Brian Anderson moved to approve the minutes, Dr. David Sokol seconded, and the motion carried.

Dr. Nevling expressed his profound thanks to the staff that have stayed with the Museum and have been extraordinarily productive since the closure. He added if there are any heroes or heroines in all of this it is the staff. He also noted Dr. Michael Wiant has been working tirelessly to re-align staff duties and to move the museum forward. He thanked Mr. Chris Young for working with the Museum staff to provide greater exposure to the media for the Museum and Mr. Jason Heffley for working under frustrating circumstances to re-open the Museum and to build relationships with DNR and its staff. Finally he thanked Ms. Karen Everingham for her bright spirit, for ferreting out important information as needed, and for keeping him on the straight and narrow.

He noted that the statements of economic interest were due and he hoped all had completed the task.

3. DNR Report

a. Budget

Mr. Heffley thanked the Museum staff and Director Wiant for remaining with the Museum during these difficult times. He announced the Museum would re-open on July 2, 2016. He said there are a lot of challenges, but all hands are on deck and we will be ready. He said he is hopeful we will get a stop-gap budget to get the department through the end of the fiscal year.

b. Legislation/JCAR Update

He noted that the Museum bill did not pass, but the Joint Committee on Administrative Rules (JCAR) process was moved forward. The rule will be considered tomorrow and we expect it will be approved.

c. Layoffs/Staffing

He said he met on Friday with the Governor's office and CMS labor representatives and letters rescinding the layoffs for Museum staff at Dickson Mounds and Springfield will be sent out. The staff at the other locations

will remain in place until it is determined how to address those locations. He added that this will allow DNR to begin the hiring process for critical vacancies.

Mr. Heffley also reported that he met with the owners of the lot across from the Museum to discuss the possibility of leasing the lot for Museum parking. He said Mayor Langfelder was also involved and supportive and Mr. Heffley remains hopeful that a dedicated parking area can be secured.

Mr. Roger Taylor asked if JCAR process is successful how does that affect the Museum budget. Mr. Heffley noted that the Museum was included in the FY17 budget and that he was working with Dr. Wiant to keep staff in place based on the FY15 numbers. He added the JCAR rule will allow the Museum to collect fees that will go to support programmatic activities of the Museum.

Mrs. Rosemary Winters asked about the status of the Chicago and Lockport galleries. Mr. Heffley noted that a Lockport proposal was pitched to the Governor's office. He added that Chicago is a very important location for the Museum. He noted that Board members have also been looking for possible partnerships in Chicago as well. He said the Governor's office had asked for criteria for what we expect for satellite locations, so we can take politics out of the equation. He finished by saying the staff would remain until the issues are resolved. Mrs. Donna Sack asked at what point he wanted feedback and input from the Board. Mr. Heffley said he is happy to answer questions and will be glad to turn the Museum operations back to the Board. Mrs. Sack reiterated that her question was getting at the function of the Board. Is it advisory or governing? Mr. Heffley noted this Board runs the Museum under certain channels and constraints. He added that he sees himself as a liaison to the Museum. She said if we are looking at this from the accreditation perspective, that answer is too nebulous. She said for now it is what we have and we will work with this, but we will have to examine this further for our accreditation. She added the governance is not entirely clear. Mr. Heffley noted that all boards in state government are considered advisory, and that no government hands out money without some sort of accountability. Mr. Taylor concurred that we move forward as is, but he noted that the statutes themselves are unclear on the issue of governance versus advisory. It says it is both. He said it is clear that the Museum is under the Department of Natural Resources. Dr. Brian Anderson noted we should at some point in the future look closely at these issues as it relates to the Board and accreditation. We may need to look at the statute and realign it to match current operations. Mrs. Winters emphasized the importance of the Board and a professional staff, not political appointments. She added that politics have never played a role in museum activities, and that we should work together for the good of the Museum regardless of political affiliation. Mr. Heffley noted again that the opinion of DNR's attorney is that the Museum Board is advisory, but he added that he does not want to run the Museum. Dr. Neuling noted a little ambivalence is fine for now.

4. Interim Director's Report

Following the previous discussion, Dr. Wiant remarked that the role of the Board changed when the staff chose union representation. As a result, the Museum's Policy and Procedure manual must be reviewed and revised to reflect changes in the Board's responsibility.

Dr. Wiant reported that while the Museum was closed to the public the staff completed a substantial amount of behind-the-scenes reorganization and cleaning of storage areas and exhibits and collection work. At the same time, staff responded to everyday work such as requests for information, access to collections, and addressing public inquiries.

Dr. Wiant also thanked Mr. Heffley for his efforts to re-open the Museum and Dr. Neuling for his work on behalf of the Museum and his counsel.

Dr. Wiant announced that the Museum and Museum Society will host an event on June 30, 2016 to celebrate with Museum supporters the July 2nd reopening to the public. Opening day activities will include a mural to

memorialize the event. He also described changes to the Museum's entrance and lobby to accommodate admission fee transactions and to create more space for exhibits and programs. He thanked the staff and Secretary of State employees for their assistance.

In addition to several reopening events at the Illinois State Museum, there will be an event at Dickson Mounds on July 9th to celebrate its reopening to the public. There will also be an opportunity for the public to tour the Research and Collections Center. Following the series of reopening events, Dr. Wiant said it will take some time to rebuild educational programming. Dr. Neuling noted that we need to keep the challenge the Museum is facing in terms of staff at the forefront by reminding all that things are not as they once were.

Mr. Chris Young proposed that we should develop a positive message about the future: we have a lot of rebuilding to do and that it will take some time. Dr. Neuling asked Mr. Young to draft elements of a message about rebuilding the Museum's future and that the process will begin immediately. He added that visitors to the Museum's web page will see that we are aggressively looking for job candidates and the process of application will be specified. Mr. Heffley concurred. He said that the Museum has a proposed budget and headcount and should begin the process of moving forward.

Dr. David Sokol opined that proceeds from the admission fee be dedicated to tangible results. Mr. Heffley said that the funds are intended to help support education programs and other needs of the Museum.

Mrs. Sack returned to the matter of crafting a Museum future message. She said that honesty is the best policy and within the museum sector there is no doubt that the museum has imploded. She also suggested that the museum sector should be considered when preparing a statement. She noted that those who might be attracted to work at the Museum might be further enticed by the ideas that they will play a role in re-framing it. She said that the Museum is not the institution it was previously, noting that the loss of 25 people is horrendous, but it is also an opportunity to rebuild. Mrs. Sacks continued by stating that the truth of the damage is well known to the field and most people express concern over coming to Illinois under the current circumstances. She said that we need to build a case that a museum professional should come to the Museum because it represents a huge opportunity. Mrs. Sacks opined that ultimately the person chosen to fill the Director's position needs to be a leader and will be key to drawing other professional staff to the Museum. Further, she said she believes the institution needs a leader and that we not fill too many jobs before we have that person in place.

Next, Dr. Wiant addressed the collection of an admission fee. He reported that the Museum acquired software used at other United States attractions and developed by a current Department of Natural Resources vendor. The web-based software runs on a specified complement of hardware.

The Interim Director then turned attention to replacing staff. He distributed a staff reorganization plan, which he noted was based on a headcount of 50.5 and the proposed FY 17 budget, and a desire to first replace critical front-of-the-Museum staff, hire educators to promote Museum programming, to improve collection management, and to reestablish the Museum's scientific enterprise. He continued by describing proposed plan, which includes administrators, curators, and technical staff, and a priority hire list. In the meantime, critical needs are being met by existing staff, 60-day emergency hiring, and 75-day personal service contracts. To complete this aspect of his report, Dr. Wiant noted the Dr. Chris Widga had accepted another position.

At present, hiring documents are being assembled for the vacancies highlighted in the proposed reorganization plan. Each portfolio consists of a job announcement, job description, an evaluation of Rutan

status, and if subject to Rutan, a list of approved questions suitable for a job interview, and other required materials.

Dr. Anderson suggested separate education and exhibit departments. Mrs. Sack noted that the public face of the Museum and what drives it forward will reside with the education department. She said that activities that are tied to community engagement and education are the current trend in museums. She also said that there was too much emphasis on curation, which, while important, is largely silent. Dr. Anderson concurred, and he added that there may be some possibility for short-term collaboration for collection curation with the Natural History Survey. Dr. Sokol asked how we might turn the examination of these issues between now and the next Board meeting.

Mr. Heffley said that the proposed budget includes a substantial amount of money for contracts and that the proposed 50.5 headcount does not include staff at Lockport and Chicago. He encouraged the Board and staff to expeditiously advance a hiring plan because the hiring process is time consuming and because there is a long list of critical jobs to fill in the Department of Natural Resources.

Dr. Wiant acknowledged the importance of community engagement. He noted that there is more than one way to do so by citing both hands-on, minds-on programs and via digital resources. He opined that one means of community engagement is improving access to the Museum's collection, a process that requires the collection being in good order.

Noting the long-running success of Museum staff securing grant and contract funds, Dr. Wiant underscored the productive interrelationship between grant and contract funded research and the Museum's education and exhibits program. He expressed concern about the near-term future of a grant-contract revenue stream. He concluded by saying that he welcomed further conversation about hiring priority.

Dr. Anderson expressed the opinion that the Museum may not be able to attract high-quality scientists given the employee benefit schedule and other state government issues. He suggested that these factors account for some of the difficulty the University of Illinois is currently having in attracting new faculty. Dr. Anderson concluded that it will take time to restore the scientific stature once enjoyed by the Museum.

This discussion was brought to a close by Mrs. Sack who noted that grants from IMLS, NEH, and NEA are available for community engagement and education and not limited to scientific research. Dr. Sokol concurred and noted that education grants are also available from tribal groups and Chicago foundations.

Dr. Nevling called for a five minute break.

5. Report on Discussion with Robert Morris College

Dr. Sokol noted that a written report was distributed to the Board of his meeting with Ms. Beth Shadur and Ms. Shelley Lamantia of the Robert Morris Gallery. He said he has since had an additional meeting with Ms. Lamantia to explore a potential Chicago location for the Museum's gallery at Robert Morris College. Dr. Sokol noted the location allows for flexible hours of operation if security staff could be funded. He noted the gallery's schedule is fairly modest, but the Museum could introduce a series of exhibitions perhaps as early as next year. He said that the Museum would offer its curatorial expertise among other assets in exchange for gallery space. He said the building's environmental controls do not meet Museum standards but the building is air conditioned. Mr. Heffley asked if security functions could be rolled into other duties of existing staff. Dr. Sokol noted that the college has security for the building, but would need assistance to extend hours for additional open hours or special exhibits. The group generally discussed partnerships in Chicago including

the State Street Gallery. Mrs. Sack asked if we have any other proposals. Dr. Sokol indicated there were none at present. Mr. Heffley noted that this represents a public/private partnership and would be appealing to the Governor's office. He added he is happy to pitch any of the possibilities. But we need to be mindful of staffing needs. Dr. Nevling asked how the Board wanted to proceed. Mr. Taylor moved that the Board empower Dr. Sokol and his committee to work with Mr. Heffley to create a proposal based on the parameters the Board has established. Mrs. Sack seconded the motion. The Board discussed hiring and the budget issues as they related to the satellite facilities. Mrs. Sack emphasized the critical need for a Chicago presence to enhance the Museum's visibility. She asked if the Museum has the flexibility to assign staff as needed based on the budget figures of \$5.5 million and 51 staff. Mr. Heffley noted that the uncertainty surrounding the status of the James R. Thompson Center as well as Lockport creates a problem. He added these details need to be worked out and he needed guidance on what the priorities are for the two locations. The group further discussed the options on the table. Dr. Nevling reminded the Board of the motion on the floor and with the conclusion of the discussion asked for the vote. The Board approved the motion.

Dr. Nevling asked the Board to gather their lunches so the Board could continue to work.

6. ISMS Report

Dr. Nevling said he attended the last meeting of the Museum Society Board in April. He noted that the Society Board moved to postpone the election of Society Board and officers until they could identify candidates. He said the Society finances were summarized by Dr. Wiant. He added that the National Science Foundation had requested an audit to re-establish the Society's indirect rate. This happens from time to time and is independent of the Museum closure. The required paperwork has been submitted and we await the response. He noted that the Society Board was concerned about the expected income from fundraising. Dr. Nevling said he assured the group there was no particular dollar amount expected, just an active and engaged attempt to do so. Dr. Nevling noted that many of the Society Board were interested in reviving the Artisans Program. He asked that the Museum Board keep this in mind as we move forward. He finished by noting that the Society Board is in the process of examining and working on revising the Society by-laws. Society Board Chair Mrs. Sandy Bauer noted that there were two exceptional candidates retained to serve on the Society Board and that the slate of officers for the board is under development and on track. She said the Society Board members were writing personal thank you notes to staff and other supporters. She finished by highlighting the upcoming thank-you event planned for Thursday, June 30th, and thanking Dr. Anderson and Mr. Taylor for joining the Museum Society, and for Mr. Taylor's substantial lunch contribution.

7. New Business

a. Resolutions for Retiring Staff Members

Dr. Wiant introduced resolutions of appreciation for retiring staff members including: Irene Boyer, Alan Harn, and Nina Walthall. He added that these individuals represent a substantial chapter in Museum history and will be sorely missed. He asked for a motion to approve the resolutions. Dr. Sokol moved to approve the resolutions. Mrs. Rosemary Winters seconded the motion and the motion carried unanimously. Dr. Sokol inquired as to the status of Mrs. Angela Goebel-Bain. Dr. Wiant said she had taken a job at the Maine State Museum.

Mrs. Sack asked if was possible to get a list of Museum personnel who have left and where they have landed. She said that it is sad, but powerful that our staff are fulfilling important roles elsewhere.

b. Approval of Three Deaccession Requests

Dr. Wiant introduced three requests for deaccessioning items: 1) A collection of Scientific American magazines that duplicates those in the library. 2) Fifteen boxes of artifacts from the Labras Lake site.

Excavated by the University of Illinois, a portion of the collection was sent to the Museum for analysis. The University retains the remainder of the collection. 3) Native American skeletal remains. Curated by the Museum per terms of agreement with U.S. Army Corps, St. Louis District, regulated by the Native American Graves Protection and Repatriation Act, and subject to a Corps-approved request for repatriation. Dr. Nevling asked that the Board consider each item separately, due to the importance of deaccessioning.

i. *Scientific American*

Mrs. Winters moved to approve the deaccession of the Scientific American journals; Dr. Anderson seconded the motion and the motion carried.

ii. Labras Lake Site

Dr. Sokol asked if the UIUC asked for the return. Dr. Wiant confirmed they did. Dr. Anderson moved to approve the deaccession of the Labras Lake Site materials; Mr. Taylor seconded the motion and the motion carried.

iii. USACE

Dr. Sokol moved to approve the deaccession of the USACE materials; Mrs. Winters seconded the motion and the motion carried.

Dr. Wiant received a request for the return of objects in the Museum's collection from the Board of the Clayville Historical Society. The Museum acquired at auction objects from the Clayville Tavern then owned by Sangamon State University, now the University of Illinois—Springfield. The University acquired the property and objects from Dr. Emmet Pearson. Dr. Wiant reported that this is the second request for return of the objects, the initial request in 2013 was rejected. Copies of correspondence documenting the acquisition of the objects will be circulated to Board members for review. Dr. Sokol asked for clarification as to the circumstances of Clayville's disposal of items to the University. Dr. Wiant noted that the property and objects had been willingly sold. Dr. Sokol said he saw no compelling reasons to return the items. The Board discussed the matter at length and agreed to consider the issue at the next Board meeting after they had further opportunity to examine documents.

8. Election of Officers

Dr. Nevling noted that the personnel committee to carry out the search for the new director had not been appointed at the last meeting. He also noted the election of officers was postponed. Dr. Nevling presented the slate for the election of officers as follows: Dr. Lorin Nevling, Chair; Mr. Leo Welch, Vice Chair; and Dr. Brian Anderson, Secretary. Dr. Anderson moved to approve the slate as presented. Mrs. Sack seconded the motion and the motion carried.

9. Old Business

Dr. Nevling appointed Dr. George Rabb as chair of the Personnel Committee with members Mrs. Donna Sack and Mr. Roger Taylor. He further appointed Dr. Brian Anderson as chair of the Finance Committee with Mr. Leo Welch and Mr. Taylor. Finally, Dr. Nevling constituted a new ad hoc committee to explore partnerships in the Chicago area to be called the Metropolitan Outreach Committee. He appointed Dr. David Sokol as chair with members Ms. Beth Shadur and Mrs. Rosemary Winters.

Mr. Heffley reminded the Board again that there is a vacancy on the Board and requested input on a potential candidate.

10. Adjournment

Dr. Nevling asked for a motion to adjourn. Dr. Sokol moved to adjourn the meeting. Mrs. Rosemary Winters seconded the motion, and the motion carried. The meeting adjourned at 2:08 p.m.

Approved:

Lorin Nevling, Chairman

Date

Brian Anderson, Secretary

Date