

**Illinois State Museum
Board of Directors Meeting
Summary of Minutes
10 a.m., June 8, 2015
Research and Collections Center**

Attending: Guerry Suggs, Chairman; Dr. Brian Butler, Vice Chairman; Dr. Lorin Nevling, Secretary; and Board Members Jessica Jagielnik, Mary Jo Potter, Dr. George Rabb, Dr. David Sokol, Leo Welch, and Rosemary Winters. ISM Director Dr. Bonnie Styles and DNR Director Wayne Rosenthal. ISM Staff members Karen Everingham, Dr. Eric Grimm, David Hood, Charlotte Montgomery, Carolyn Patterson, Paul Stromdahl, Beth Shea, and Jim Zimmer.

1. Call to Order

Chairman Guerry Suggs called the meeting to order at 9:56 a.m.

2. Approval of the Minutes from the March 9 Board Meeting

Guerry asked if there were any corrections or additions to the minutes as presented. Hearing none he asked for a motion to approve the minutes. Dr. David Sokol moved to approve the minutes, Ms. Mary Jo Potter seconded, and the motion carried.

3. DNR Report

DNR Director Wayne Rosenthal reported there was a proposal from the Governor's Office to close the Museum System. He said he needed to thank Bonnie for all her inputs and information. He said she convinced him that we need to keep a skeleton crew in place to monitor facilities and collections. He said in the big picture this has nothing to do with the Museum itself. The Governor is faced with a \$4 billion budget deficit. He said the Museums happened to be in the first round of cuts and that there will be a lot more cuts coming. We don't know yet what those will be but until both sides come together to negotiate the structural changes that need to be made, it's going to be tough. He said it is important for staff to be professional and to do their jobs. He said again that Bonnie did a great job of laying out the tasks and mandates that must be fulfilled. He said he doesn't know exactly when these proposals will be implemented, but we must move forward on planning for the closure of the Museums and determine how to best protect the artifacts and address the requirements. He said we will continue to work with the Governor's Office to move forward. He said there will be a lot more cuts coming, and he is trying to figure out how to manage with the funds we have available. Guerry asked if this was a permanent or temporary closure. Rosenthal said he would look at it as a temporary closure, because these are services that the State wants to have. He added the question is how long will it be. He said we have to explore how to close the museum, maintain collections, meet state and federal mandates, and still be able to re-open in the future. He said he doesn't know how long the Museums will be closed. Rosemary asked what the highest priorities are for the budget. Rosenthal said he doesn't know what the highest priorities are, and that he only sees a portion of the budget. He said we will try to manage with the resources we have to the best of our ability. Having come from the legislature he noted that they worked really hard to reduce spending, then the Democrats won the elections, and we went back to borrow and spend. He said they thought of these victories as a mandate, but they haven't acknowledged that Governor Rauner won, and there is a mandate to change our structure within the state. He said we have to acknowledge that we have a structural problem in order to begin negotiations. He said that DNR has seen continual cuts from \$167 million in 2002 to \$39.5 million proposed for this year. He said he doesn't know what the highest priority is but he knows we have to fix things. Guerry asked if the proposal to close the Museums came from the Governor's Office or DNR or both. Mr. Rosenthal said it came from the Governor's Office. DNR was told here are the cuts; you plan for them. He said he was told specifically what cuts would be made and then he sat down with Bonnie to determine how to move forward. We are still negotiating on the skeleton crew and how to close the Museums to public access. Guerry asked if the closure date was still June 30 or July 1. Mr. Rosenthal said yes, so far that is the date we are looking at. Mary Jo asked Mr. Rosenthal, as the Museum's advocate, what he would recommend we do to avoid closing the Museum System. He said he wasn't sure there was anything that could be done until we have a budget that fixes everything. He said he is not sure a budget deal will be reached anytime soon because both sides are still very far apart on a lot of

things. The Governor's Office is still faced with cuts, and Speaker Madigan and President Cullerton don't want to come to the table to make changes. They just want to raise taxes and that is not an option for the Governor. She asked if the Governor's Office had been informed of our economic impacts and value. Mr. Rosenthal said the Governor's Office has all of that information, and it's all been part of their decision making process. Leo asked if there is a budget agreement, where does the Museum fall in that scenario. Mr. Rosenthal said he doesn't know. Bonnie asked if we got any indication from the Governor's Office since the press release said "closing to the public" that the intent is to lay off all the staff? You can still close to the public and still be dealing with all our mandates and collections oversight. How did we get from closing to the public to laying-off all the staff? Mr. Rosenthal said that is an HR question, and they are working through that. We are trying to determine how many people we need to maintain the collections and meet the mandates. Bonnie said she appreciates that, but she said she did that plan under the direction to retain only very few staff. Mr. Rosenthal said that is the direction we were given, to determine what staffing is needed to meet the minimum on mandates. Bonnie also asked if there had been ample consideration of the long-term negative impacts of this action. She said she thinks we will lose our accreditation. We have already lost credibility with funders, and we will lose credibility with financial and collections donors. We will have a major loss of staff, some of whom are experts in the nation on their subject matter. Those people can't wait around for an indefinite period of time. We don't even have any indication of a time frame or schedule. She said she appreciated the situation Director Rosenthal was in, but back in January when the Museum was threatened with closure, we presented the impact statement, and they backed away from closing the System. She said something has happened to change things. Director Rosenthal said it's the \$2.5 billion bigger whole than it was for the FY15 budget. Bonnie said she could think of a lot of things that could be closed in state government that would have far less long-term negative effects than an accredited Museum with 13.5 million objects. Director Rosenthal said those things are probably already on the chopping block because there is a lot more to come. He said the Museum was probably in the first round of cuts because you were already being looked at for the FY15 budget. DNR in the scheme of things is minor in the overall deficit. Bonnie said we are only a fraction of a fraction of a fraction of the cuts needed. Mr. Rosenthal said that DNR has been severely cut, and there isn't much left to cut if you want to have an agency at all. He said that is part of the problem because there is very little left to cut within the Agency. Guerry said the Museum has also taken those cuts along the way. Director Rosenthal said he is faced with cutting thirty conservation police officers and balancing the duties of those officers. He said there will be a lot more budget cuts coming, and this could be a long summer in Springfield because both sides remain far apart. Bonnie asked if DNR knew what the lay-off letters would say and when they would be sent. Rosenthal said he did not know, but that those were driven by union requirements as to language and time. He said they were shooting for June 30, but he didn't know the specifics. Bonnie said she had about a half a day to put the plan together, and there are things that were missed. She asked if she could continue to work on the plan. Mr. Rosenthal said that would be fine. The more information we have the better. He said DNR did not receive much notice on the proposed closures, but this is what we have to do and how will we manage it. He said the Governor intends to operate within the resources that are available. Bonnie said one of the things missing were the calculations on the costs of returning objects and collections from art exhibitions still on display in our facilities. She said, quite frankly, we can't do it in a month and we don't have the staff and funds to do it quickly. Dr. Eric Grimm said one of the main concerns of staff is what happens with health insurance during the lay-off, and he asked what would happen with that. Mr. Rosenthal said he didn't know, but would ask HR staff when he returned to DNR. Bonnie said she had asked Michelle Cusumano, and she didn't know. She added that when staff visited SRS they were referred back to their Agency. She said that is critical information for staff. Mr. Rosenthal said that is important information, and individuals can't make decisions until they have that information. He said those are all things that we will have to look at, and he guessed those options and information would come with the lay-off letter. Lorin asked to return to the question of being closed to the public. He said he assumed that would not include things such as forensic cooperation with federal, state, and local law enforcement. Mr. Rosenthal said he thinks that would continue. Lorin asked if the scientific and cultural communities would continue to have access. Mr. Rosenthal said he thought that was part of Bonnie's plan to continue to provide that access. Lorin also asked about access for school children. Mr. Rosenthal said school groups would likely be considered part of the public and would be excluded. Bonnie agreed with that interpretation. She said that it was her understanding that this facility and the Museum would be closed to the public. She added she thinks there is a wide range of interpretation as to what that would mean in terms of laying-off staff, but the option she was given was to retain between zero and maybe four staff. So her plan wasn't looking at the curatorial staff we would need to

fulfill all our mandates and obligations, but what we would need to ensure the safety and security of the collections, finish some of the major grants, and meet some contractual obligations. David asked about the bill to move the Museum to the Historic Preservation Agency. Mr. Rosenthal said that there are some in the legislature who want to preserve the Historic Preservation Agency, and this was their way of doing that. He said he thinks the Governor is opposed to it. Guerry said there was a bill passed in the final days of the Legislative session, but Senator Cullerton has not passed it on and that the Governor is opposed. Mr. Rosenthal said once it is released to the Governor, he has 60 days to act on it. He can sign it, veto it, or do nothing, and it will become law. But until it is released nothing will happen. Bonnie said Cullerton held the bill for review of the votes. Guerry said if the Governor vetoes the bill it could be over-ridden by the legislature in the fall veto session. Mr. Rosenthal said it takes 2/3 to override. He added we are working with the Governor on what he wants to do. He said there could be a lot of reorganization ahead but not until we have a budget. Bonnie said if there is a plan to reorganize that would affect the Museum, the Board should be involved in that planning because they are a Governing Board. She said she has been disappointed to see these things happening without consultation with the Board. Mr. Rosenthal said that came from the legislature, and they sometimes do whatever they want. Bonnie suggested there should be a meeting of all the State's cultural institutions to look at how these institutions should be organized. She asked if the ISM Board should be pursuing something such as that. Mr. Rosenthal suggested Guerry, as the Board Chairman, should send that idea to the Governor's office. Bonnie asked if DNR wants the Museum to stay in DNR or if he preferred that we find another home in state government. Mr. Rosenthal said he doesn't think there is a preference one way or the other. He said he has a military background, and he works for the boss, which is the Governor. Whatever he decides is what we will do. We will provide input and then whatever his marching orders are, that's what we are going to do. We will give them the arguments, and he will make the decisions on what they want to do. He said there hasn't been a push from him to get rid of the Museum. But there is a lot of talk about big structural changes and whatever they give me, I will manage the best I can. There is no push to get rid of the Museums, but we aren't going to say they definitely have to be with DNR. If there is a better structure or another way that is up to the Governor to decide. Guerry noted that he and George were involved 20 years ago when DNR was created. There were questions then about where the Museum should go, and eventually the decision was made to put us in DNR. But it depends on the Governor and what he wants to do. Mr. Rosenthal agreed and said that all this is based on the current proposed budget, and we have to continue to operate as best we can with what we have. He said you are all professionals, and we have to continue to operate professionally. We need to be prepared to reopen when that time comes but hopefully we won't have to close. He said unless things change quickly, it's going to be a tough summer. Guerry asked for other questions of Mr. Rosenthal. Mr. Rosenthal said DNR will continue to do the best we can with what we have. All the services throughout the state are services people want. The key is to figure out how to pay for it. He said we need to put people to work, and we can solve a lot of problems. He said that adds to those contributing and leads to prosperity. Guerry thanked Mr. Rosenthal for coming and answering the Board's questions. Mr. Rosenthal said he had to leave for another meeting and thanked the Board for their indulgence. He said he hoped we could work through all this. He said Bonnie has done a very good job of passing along information and mandates. We will continue to work through those. You present those issues and then you have to look at whether you can do those things. Bonnie asked who was looking at that information. Mr. Rosenthal said the Governor's Office of Management and Budget. Bonnie asked if there is a time frame. Mr. Rosenthal said they do not have a time frame. She said those decisions are critical to the actions that need to take place should the Museum close. She said the decisions will determine the timing of what we need to do in the next month. We need to return loans if we do not have a skeletal staff. If we do, we may not have a mad rush to get things returned. The art materials have to go back while we have the crew to deal with it. The skeletal staff recommendation was for four staff across six facilities. We would not have a crew to deal with the art issues, but the skeletal crew might be able to help us maintain collections that are being used for grants. Mr. Rosenthal said when we have the information, we will pass it along and we will work on it.

4. Executive Session to Discuss Recommendations for Promotion and Salary Adjustments

The Board went into executive session to discuss promotions and salary adjustments from 10:30 a.m. to 10:45 a.m. Guerry asked for a motion to approve the recommendations of promotions and raises as presented by Director Styles. David moved to approve the recommendations, Jessica seconded, and the motion carried. Guerry asked for a motion to retain past executive session minutes because of current union

contract negotiations. Leo moved to retain the executive session minutes, Lorin seconded, and the motion carried.

5. Directors Report

Bonnie emphasized the extremely short notice we have had for the potential closure of the Museum. She said she got a call on June 2 at 3:05 p.m. from Director Rosenthal to let her know that a press release announcing the Museum closure had gone out at 3 p.m. She said the first time he called her, he said that the Museum would be closed until further notice, the staff laid off, and that it would save \$6.5M. She said they have now backed away from that amount because she had emphasized the need to maintain the environmental controls to protect the collections. They are now saying \$4.8M. He said that he thought the closure was temporary. The process would begin now, and the state would maintain the artifacts and the facilities. Bonnie asked when this would go into effect. Director Rosenthal told her July 1, and he was adamant that all media inquiries on the closure were to be forwarded to Chris Young at DNR. Bonnie read the press release for the Board members. She noted that on June 3, we had an all staff meeting. She said she held the meeting because there were so many programmatic issues that had to be discussed related to the potential closure. We needed to plan and discuss strategy for the closure. On June 4, Director Rosenthal and Michele Cusumano, DNR's HR Director, came to the Museum to meet with her and Charlotte. Bonnie said they were given about an hour to put together a list of questions and concerns for the meeting. She said that during the course of the meeting they went through the concerns we had, and we provided them with the impact statement that was done previously and had dissuaded GOMB from closing the museum. We also gave them our educational and economic impact statement and a copy of the concerns that were raised. We were instructed at that time to plan for an indefinite period of time for closure of the Museum effective July 1. At that time the date seemed firm, but she indicated that Director Rosenthal seemed to be backing away from that a bit here today. Guerry concurred, but said we should proceed as though July 1 is still the closure date. Bonnie said that Director Rosenthal indicated to her that the plan was to close the Museum and hire contractual security to protect the buildings and collections. At that point, Bonnie explained why that was not an acceptable practice and would not work in a museum. She said they seemed to understand that they would have to continue to pay CMS for the RCC and Dickson Mounds Museum facilities and SOS would need to continue to maintain the environmental controls and monitor systems in the main Museum. She said she explained that no museum would allow contractual security in the collections ranges, and we do not allow CMS or the SOS in the ranges alone either. She said she told them we need staff with curatorial expertise for the main collections-holding facilities. She said they reiterated their intent to lay off the entire staff. Bonnie again emphasized the need for a skeletal crew and laid out a plan to keep us from defaulting on state and federal contracts and to ensure the safeguarding and care of the collections. She said the plan was not intended to address all our state mandates including public education and development of exhibitions among other things. She initially asked if the entire leadership team could stay on but was told no. She was told four or five people, which was eventually diminished to three or four. She did a plan for four people and provided the justifications. She argued that you have to have staff at the collections-holding facilities including Dickson Mounds Museum, the RCC, and the main Museum. She said at least they are considering the plan she submitted. David Sokol expressed concern about the partnerships at Dickson Mounds Museum. She said DNR agreed to maintain the facilities and the security of the artifacts. She said she built off of that. She said she wasn't given the option to keep enough staff to meet all of our mandates. She said she went through a very detailed list of mandates and issues including the NSF grants we have, the Archaeological and Paleontological Resources Protection Act, the human skeletal remains legislation, the fact that we continually receive items from public lands to be curated, the numerous curatorial agreements we have, and the agreement we have with the U.S. Army Corp of Engineers. She also informed them that the statutes allow for space for the Illinois State Academy of Science and the Museum Society, which will still exist. She raised the question of access for the Museum Society staff, who will continue to have work. She said she went through all these issues with Director Rosenthal and Michele Cusumano.

Bonnie reported that our concerns include issues such as curation of archaeological and paleontological collections that by statute come to the Museum, who will take care of the human remains per the Human Skeletal Remains Protection Act, and who will consult with Native American tribes under NAGPRA. She also pointed out that we are in the midst of negotiations for repatriation of remains and that failure to respond to NAGPRA inquiries from tribes within a specified time frame will lead to Federal penalties. She also said we

are concerned about who will handle access to federally owned collections such as those we curate for the U.S. Army Corp of Engineers and other curation agreements that we have such as with the Center for American Archeology. She said we have 10,000 boxes from the CAA that came here under a Save America's Treasures grant. We are obligated to provide access to those collections as well as the Peoria Tribal material. She said she asked who will deal with queries from collections donors. She also asked about the lead time for the return of items that are on loan to us. Many of these loans are part of grant projects. She said she talked at length about security and environmental controls for the collections-holding facilities. She asked about access for students working on Master's thesis and PhD dissertations with our collections. She also asked about administrative issues and the projected time frame for lay-offs and closures. We were told they did not know. We were told to send invoices and vouchers to DNR as soon as possible so they could take over the management of financial issues during the closure. Bonnie asked if all six facilities were being closed given that the press release only referred to five facilities. She was told that the RCC was counted with the main Museum building and that all branches would be closed. She again asked about access for the Museum Society office staff as well as the Academy of Science offices noting that cooperation is required by statute. She asked about the length of the closure because that will affect our accreditation with AAM if we are not open for the required hours. She also asked about other options to complete closure of the system that would reduce the long-term negative impacts of closure. She was told that there would be no dialogue on that. She also asked who would maintain the website and answer inquiries from the public. They had no definitive answers to our questions. They did ask for a list of federal grants and contracts that would be in danger, including the NSF grants. They also asked for copies of donation, loan, and curatorial agreement forms. They asked for a list of staff with their home addresses and for verification of the required open days for accreditation. They also asked Bonnie for a plan to maintain the security and integrity of the collections. She said she explained that there is more to securing the collections than just maintaining the temperature. She said the plan was due the following day and she prepared a plan that was fully justified based on the impact statement. The plan included maintaining one staff person at the ISM-Springfield to provide access as agreed to in contracts and statute, security and monitoring of collections, and process incoming mail. She asked for two staff members at the RCC because this is where the bulk of the collections are held. She said the collection is too diverse for one curatorial expert. She said those individuals would have to accept collections that come in and handle NAGPRA queries. She requested one person for Dickson Mounds Museum to provide security, monitor collections and the grounds. She said she was asked to plan for zero staff or up to four or five by Director Rosenthal. She said it sounds as if they are considering her plan, but she hopes that closure doesn't take place. She said her plan would allow some Society staff working on grants to have access. She said it's a terrible plan to have to put forward. She said she did not plan for zero staff because it will not work. She said sadly we have to move forward with procedures for closure. We have asked staff members to remove personal items from offices and staff members are looking at retirement and other options. If this closure takes place, there will be an incredible loss of knowledge and institutional memory. We have not been given an answer with regard to access and maintenance of Museum Society offices at the main Museum. We are returning items that have been loaned to us, but if we could get an answer on the skeletal crew, then we could be much more strategic in terms of what is returned and when. We are not getting answers to questions that would allow us to plan. We must return loaned objects in art exhibitions and all the consigned Illinois Artisan pieces. If we are closed only temporarily, then we will have to start all over again. David Sokol asked about items that the Museum has loaned to others. Bonnie noted that we are working to get those back because we don't know if we will be here to get items when the loans end. We have notified all volunteers and are ready to cancel five internships that were fully funded by another entity. We have tentatively cancelled programs planned after June 30. We are planning to contact financial donors to programs that now potentially have to be cancelled. Changing art exhibitions with loaned objects are closing, and the Artisans works are being returned. If we can maintain Museum Society offices, we could retain Society staff working on grant projects. Other Society employees such as store staff would have to be laid off. We are cancelling subscriptions to web-based program such as constant contact. We plan to contact members to ask for their support. She said this potential closure has already been terribly detrimental to the Museum.

Carolyn Patterson reported that in Southern Illinois we've been returning work since the 15th of last month with the goal of returning more than 10,000 objects by June 13. She said that is about wrapped up and whatever is leftover will go to Chicago. The works at Chicago will also be returned, and we will have to lay off the staff there. She said we have almost 5,000 objects at the Chicago store and we will begin returning

Artisan work back from the Springfield store and those staff members including Cheryl Staley will have to be laid off as well. Bonnie said we are already losing a number of staff to retirement because of this threat such as Carole Petersen and Drs. Tim Cashatt, Jeff Saunders and Jonathan Reyman. Eric noted that we have ten science curators, three of which have already retired, and we have four more that are eligible for retirement. That represents 70% of the staff and we would lose the entire anthropology staff. Eric pointed out that it would be very difficult to hire good staff under these circumstances. He also said the rest will be looking elsewhere for work. Bonnie questioned who would want to work here under these circumstances. Guerry said this may be a good time to discuss what we want to do. Lorin asked if we have art works in the offices of legislators and the Governor. Bonnie said we do, and we have planned to bring them back. We also have a lot of items at the Governor's Mansion that must only be handled by us.

David moved to go into Executive session, Brian seconded, and the motion carried.

6. Executive Session

The Board again went into executive session at 11:16 a.m. to discuss the pending closure. The executive session concluded at 11:52 a.m. Guerry asked Leo to make his motion. Leo moved that we act on George's letter as amended, George seconded the motion, and the motion carried. Guerry said he agreed that staff should not comment on the closure to the media.

7. Development and Fundraising Committee Report

Guerry said it seems a little optimistic to ask Rosemary to talk about the fundraising committee. Rosemary said the most important thing to do now is to act on this and make contact with people we know to get them behind us and our efforts to save the Museum. Bonnie said that a \$120M endowment would allow for privatization and would support a budget of about \$6M per year. She said the state budget will continue to be diminished. Bonnie said the Society already supports about 30% of our overall budget, but it needs to provide more.

8. ISMS Report

Guerry said the Museum Society Board met and that grants from the *1877 Fund* were approved. Bonnie noted that it is critical that the Society continue, and we keep members. Guerry said the grants that were approved were for the Monticello Intern and additional funds for Satur-Play programs.

9. New Business

Bonnie reported that we drafted resolutions of thanks for Drs. Tim Cashatt, Jeffrey Saunders, Jonathan Reyman, and Carole Petersen that we hope the Board will approve. She said they will be presented at the June staff meeting or at the retirement party on June 27 at Dr. Eric Grimm's home. Bonnie said Board members are welcome to come to the party and that she would distribute details to interested Board members. Brian moved to approve the resolutions, Rosemary seconded, and the motion carried.

Bonnie said we may not be able to have our next meeting in Lockport or at the main Museum if the facilities are closed. We will look at where we can hold Board meetings should that happen.

10. Adjournment

Guerry adjourned the meeting at 12:04 p.m.

Approved:

Guerry Suggs, Chair

Date

Lorin Nevling, Secretary

Date