

NOVEMBER 2019 IAG MEETING WASHINGTON, DC

Friday, November 22

Attending: Specialty Group, Network, and Committee Chairs; *JAIC*, *AIC News*, and Web Editors, AIC Board Members, AIC and FAIC Staff

Call to Order & Introductions

Margaret Holben Ellis, AIC President, called the meeting to order at 9:01 a.m. Ellis welcomed attendees and introduced Eryl Wentworth, AIC and FAIC Executive Director. Wentworth expressed thanks for volunteers' work and their role in AIC. She noted the incredible activity of the organization and welcomed visitors to introduce themselves.

Attendees spoke about their role in AIC and their goals as volunteer leaders. The volunteer leaders spoke about topics including:

- Collaboration with other volunteer leadership and groups within AIC and FAIC
- Improving outreach and communication within the AIC membership and to the general public
- Encouraging participation from emerging professionals
- Creating long-term and transition planning to facilitate progress
- Creating and sharing resources on online platforms and through publications
- Encouraging fiscal responsibility and sustainability for programming and initiatives

Ellis, along with Director for Committees & Networks Tom Braun, encouraged attendees to communicate the information at the meeting to membership and facilitate members in gaining the fullest from their benefits. She noted that her role in the organization is as a moderator, balancing internal and external needs and wants. She also noted the essential role that volunteer leadership plays in the organization, citing the mutual engagement of the board and staff in achieving organizational goals. Ellis then recognized Wentworth's 15 years of service as Executive Director, including statements from staff and past board presidents.

Annual Meeting Planning & Themes

Ruth Seyler, Meetings & Advocacy Director, provided insight into the 2020 Annual Meeting, reporting that over 400 abstracts were submitted, indicating high attendance in Salt Lake City. She thanked all involved with the abstract review process and noted that the full meeting program is now available on the website. Seyler also spoke about the new abstract management system, Firebird, which will cohesively handle the meeting process from abstract submission to final program. She reminded attendees to share specific programming highlights with member groups to encourage early registration.

The next Annual Meeting will be held in Jacksonville, Florida, May 11-15, 2021, and Seyler announced that the 50th Annual Meeting will be held in Los Angeles, California, May 13-17, 2022. She asked that members contact her or a board member with any ideas for programming or events special to the 50th meeting.

Seyler spoke about the complexities of site selection for the meeting, including the limitations created by the amount of meeting space required versus the number of room nights at hotels. She explained that many contracts were made possible due to AIC meeting the specific needs

of a city or hotel in that specific year, with the contract being built around other groups' usage of complementary space. She noted high room-block performance in 2017 and 2019 and that meeting attendees' usage of the room block highly affects future contracts, including the possibility of receiving contracts with convention centers. Seyler also cited the problem of rising costs in the meeting industry outstripping inflation, necessitating more intense negotiation earlier in the bidding process, which requires more time spent on site selection.

With these requirements and restrictions in mind, she put forward Kansas City, St. Louis, Cleveland, Minneapolis, and Reno as possible locations for the 2023 Annual Meeting. Concerns about local legislation impacting attendees' rights during the course of the meeting, and how that impacts site selection, was discussed. The importance of geographic diversity in meeting locations, flexibility in meeting dates, and low room rates was acknowledged, with Seyler noting that they seek to create affordable opportunities for membership to attend over time. Interest in international locations, student room rates, and livestreaming or recording sessions was also expressed.

Molly Gleeson, Director for Professional Education, discussed future Annual Meeting themes. Ideas for themes included climate change, ethics in conservation, the history of the field, emergency planning and response, equity and inclusion, and the changing role of the conservator. Membership will be asked to give input on potential themes for the next Annual Meeting via a survey in February.

Membership Designations Working Group (MDWG) Update

Nancy Pollak and Deborah Trupin, co-chairs of the MDWG, reviewed the objectives of the working group, noting that the charge of the group will end at the Annual Meeting in May. Trupin discussed the group's progress to date, including the draft membership designation proposal (shared in the member community) open to member comment. The draft has received more than 300 comments and the group is working on a second draft. There have also been additional requests for information and participation, including a survey about the proposed changes to the Fellow designation and developing subgroups on continuing professional development and the evaluation process.

Pollak strongly encouraged participation in MDWG initiatives and requests for feedback. She then led a discussion about how the peer-reviewed designation would be best represented, given the proposed term of "Professional Member" and evaluation through a set of competencies specific to training. Concerns of inclusivity, changing career responsibilities, and public understanding of the terms were raised. Providing external-facing resources for those outside the organization to understand the distinctions in professional membership, particularly in the context of the "Find a Conservator" online search tool, were agreed to be essential in any outcome. The MDWG will seek member opinion on this topic as well.

Attendees also completed an exercise regarding the Essential Competencies as they would be applied to evaluating professional membership. Trupin and Pollak raised the idea of a set of "Foundational Competencies," applicable to any of the three identified competencies, which are "Conservator," "Conservation Scientist," and "Preservation Professional," to be complemented by specific sets of competencies unique to the different types of professionals. Attendees were asked to consider examples of implementation or practice of these competencies.

Trupin and Pollak asked that any questions from attendees or membership be sent to membership@culturalheritage.org.

AIC and FAIC Financial Summary

AIC Treasurer Sarah Barack presented an overview of the 2020 budget for both AIC and FAIC. Discussing the AIC budget first, she noted the difficulty of projecting income from investments, due to market volatility, and that the income and expenses for the organization are closely tied, with membership dues and expenses, and the Annual Meeting as the primary drivers. A net loss of \$85,000 is predicted, with planned Specialty Group reserve spending representing \$26,000 of the deficit. Bonnie Naugle, Communications and Membership Director spoke about how AIC is seeking to increase membership and also non-dues revenue, including placing advertisements on the website and on Higher Logic.

The FAIC proposed budget also demonstrates income tied to major expenses. Despite a projected net loss of \$119,000, this does not take into account previously booked grant income, which must be included solely in the year the grant is booked, due to Generally Accepted Accounting Principles (GAAP). With more than \$344,000 in previously booked grant income expected to be utilized, there is an expected net income of more than \$225,000.

Achieving Member Communication Goals

Board Director for Communications Brenda Bernier introduced volunteer leadership and staff to speak to changes and improvements in member communications.

Naugle noted that the ConsDistList was migrated from the CoOL server and is now the [Global Conservation Forum](#) on Higher Logic, and that upgrades to the server will be made, supported by funding from the Samuel H. Kress Foundation. Membership Manager Ryan Winfield asked attendees to speak to their reasons for being AIC members and urged attendees to speak to their colleagues about the importance of membership, highlighting the value of peer-to-peer communication. Lisa Goldberg, AIC News Editor, thanked attendees for their contributions to the newsletter and noted that some columns may also be posted on Higher Logic in future to encourage readership. Julio del Hoyo-Meléndez, JAIC Editor-in-Chief, requested that attendees promote citation of JAIC and submission of articles, especially from Annual Meeting presentations. He also noted a new Associate Editor, Mary Coughlin, and that they are seeking to increase the amount and diversity of expertise on the editorial board. The editorial board will also continue to expand outreach at the Annual Meeting and promote JAIC on social media.

AIC E-editor Rachael Arenstein spoke to the wide digital engagement with AIC resources, but acknowledged that it can be difficult to identify the correct platform to share content. She encouraged members to reach out to her for assistance in that decision, noting robust platforms including the wiki and blog. She noted that there may be changes to the Annual Meeting blogging format with the new blog and will help develop resources to aid members in blogging. FAIC Outreach Coordinator Katelin Lee requested that members reach out to her to share content featuring their work and encouraged active participation on social media, including thanking those who participated in [Ask a Conservator Day](#). She reminded attendees to share information about AIC's social media platforms, increasing public understanding of conservation.

Bernier led a discussion of proposed changes to the Publication Committee. The format of the committee does not seem to speak to the needs of its members or to the needs of membership. Bernier and Naugle have proposed a new "Communications Committee" to perform the existing functions of the Publications Committee, but also address the website, conference proceedings, and public outreach, with a core committee to help guide the full committee. The attendees discussed questions of how to populate the committee, capturing general session talks as

Postprints, concerns about additional responsibilities for Postprints editors, and what the committee would be called.

News from FAIC

FAIC staff members Tiffani Emig, Programs Director & Administrative Manager; Eric Pourchot, Institutional Advancement Director; Sarah Saetren, Education Coordinator; Elizabeth Handwerk-Kurt, CAP Program Assistant; and Lee, gave attendees an opportunity to demonstrate their knowledge of FAIC programs with an interactive game.

The questions included:

- How many people attended FAIC professional development programs in 2019: 766
- The amount of money FAIC awarded in scholarships in 2019: \$328,850
- The average amount of support in dollars received by a museum in the 2019 CAP cohort: \$7,440
- The number of free webinars presented by Connecting to Collections Care since FAIC took over in 2015: 74
- The number of people who made donations to FAIC in 2018: 401
- The combined number of volunteers who serve on the Mellon Photo Committee, CAP Steering Committee, C2C Care Advisory Group, and the NHR Working Group in 2018: 31
- The number of calls to the NHR hotline in 2018: 31
- The number of states that have organizations that have received CAP assessments since 2017: 48
- The number of people receiving the ConsDistList as of November 22: 0. (The ConsDistList is now the Global Conservation Forum.)

This game provided an opportunity to dispel common misconceptions about FAIC's work and increase understanding of the wide reach of FAIC's programs.

Equity and Inclusion Committee Update

Anisha Gupta, Equity & Inclusion Committee Co-chair, spoke about the need for the committee to lead the membership in speaking about sensitive topics and having difficult conversations. Gupta acknowledged that this would require gaining further expertise in the equity and inclusion field and will necessitate a more cohesive, strategic vision for the committee moving forward. The committee will be holding a strategic planning session in early December to allow committee members to receive training from a facilitator and develop a strategic plan with both long- and short-term goals. The plan will build upon the [Equity and Inclusion Working Group's report](#) to identify concrete next steps through a work plan. The committee will also prioritize seeking grant funding to ensure sustainable programming and compensation instructors and speakers.

Gupta also spoke to the importance of talking about a wide variety of topics in equity and inclusion, creating an equitable workforce and addressing structural inequality. The committee seeks to create a supportive community, not just specific opportunities for people with diverse backgrounds. She acknowledged that it would also be essential to make sure that the field focuses on a truly intersectional equality. Gupta asked that attendees and members provide feedback on initiatives from this or allied organizations addressing topics of equity and inclusion. She added that the strategic and work plans will be shared with membership following the strategic planning to encourage transparency and communication on the committee's goals.

Gleeson and Gupta also spoke about requests to require salary information in position postings on the AIC website and Higher Logic. Gleeson spoke to the board's decision last year to encourage that salary information be included but not to require that it be included. She stressed the board's commitment to seeking pay equity and providing resources to assist members in salary negotiation but noted that the board had expressed concerns that requiring salary information would not benefit position seekers, due to research showing it can negatively impact negotiation. With research indicating that salary transparency does help increase pay equity, Gleeson noted upcoming resources on salary transparency, including an early career salary survey from ECPN and that FAIC will be holding another compensation survey, updating the [data from 2014](#). Additional resources on negotiation and salary transparency from ECPN were discussed, as well as resources on hiring best practices from the committee.

Gupta encouraged membership to reach out to committee members with suggestions or concerns about possible programming and topics (such as implicit bias and outreach) and spoke to the importance of all members engaging with equity and inclusion topics.

Friends of Conservation

Katelin Lee spoke about the benefits of the [Friends of Conservation program](#), which provides members of the public with information about conservation and encourages their advocacy for the field while providing financial support for FAIC programs. Lee noted that requests for membership to share information about the Friends program had met with little response and asked attendees to provide feedback about possible tools or resources that would be helpful in sharing the program. Attendees suggested providing more information about the need for unrestricted funding for FAIC as well as providing more opportunities for members to ask questions about the program.

Wrap-up

Ellis thanked all attendees for their participation and noted that with a better understanding of the organization, members can more easily benefit from AIC and move the field forward. She also expressed the importance of the information disseminated during the meeting and attendees' role in sharing the insights provided.

The meeting was adjourned at 3:57.