

**Meeting Minutes of the Executive
Committee of the Board of Directors of
the Arizona Historical Society**

November 6, 2023

Mission: Connecting people through the power of Arizona's history.

Minutes

- 1. Call to Order** – By President Linda Elliott-Nelson at 12:01pm
- 2. Roll Call** – Secretary Deborah Bateman
 - a. Present – Robert Ballard, Desirae Barquin, Deborah Bateman, DeNise Bauer, Linda Elliott-Nelson, Thomas Foster, Jim Snitzer, Linda Whitaker, Bruce Gwynn
 - b. Absent – No members absent.
 - c. Staff – David Breeckner, Melba Davis, Rebekah Tabah-Percivel, Vince Bradley, David Turpie
- 3. Call to the Public** – Linda Elliott-Nelson
 - a. No members of the public present.
- 4. Discussion: Staff Recruitment and Retention**

David Breeckner invited senior leaders to present on the topic of Arizona Historical Society (AHS) staff recruitment and retention. Rebekah Tabah-Percivel observed that AHS is at a crossroads. Her team is down a quarter of its staff. She cannot fill positions due to market competition. Team members have shared with her that AHS is not competitive. Staff is tasked with more and more, they feel like they are in a reactive mode, and priorities shift often. Staff are pulled off projects and are tasked with duties outside of their jobs. Exit interviews from staff have noted that they obtained jobs with more pay and fewer duties than their positions at AHS. Vince Bradley reiterated Rebekah's observations. He has been two months on the job and sees that comparisons during the sunset review show AHS salaries as lower and graphs show visual discrepancies, with AHS closer to minimum wage for those AHS staff members at the lowest wage level. The AHS candidate pool is less qualified; out of 12 resumes, Human Resources (HR) only flagged 2 of these resumes as meeting qualifications. David Turpie said that he supports what the other leaders have stated. AHS needs to be sustainable and he is concerned about the workload of staff.

Deborah Bateman asked Mel Davis to speak about the current recruitment practices. Mel Davis stated that AHS uses resources such as Intuit that are available and free. Mel added

that candidates are not meeting background requirements. Out of 114 applicants, only 23 applicants have the minimal qualifications for the job. Deborah Bateman asked if AHS uses state recruitment. Mel Davis answered that there is a recruiter assigned to AHS by state recruitment. David Breeckner added that there are AHS positions that have been open for a year and he is very concerned about losing several years of positions being backlogged. Bruce Gwynn asked if there were any other reasons people are leaving AHS. David Breeckner shared a letter from an employee leaving AHS that was sent to Executive Committee members.

a. Executive Session

i. Start at 12:15pm. End at 1:52pm.

5. Announcements and other matters for consideration in future board or committee meetings.

a. No announcements.

6. Adjournment – 1:53pm by Linda Elliott-Nelson

Dated this 6th day of November 2023.

Arizona Historical Society

Linda Elliott-Nelson, Board President

The Arizona Historical Society does not discriminate on the basis of disability in the administration of its program and services as prescribed by Title II of the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended. Persons with a disability may request a reasonable accommodation such as a sign language interpreter or alternative formats, by contacting AHS Administration at 520-617-1169. Requests should be made as early as possible to allow time to arrange for the accommodation.

Upcoming Executive Committee Meetings

Noon and Virtual unless announced otherwise

Click the date to register for the meeting; all meetings are hosted are live-streamed via Zoom

Upcoming State Board Meetings

Noon and Virtual unless announced otherwise

Click the date to register for the meeting; all meetings are hosted are live-streamed via Zoom