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
   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

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Linda Elliott-Nelson, Board President

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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