

**MINUTES**  
**ABRAHAM LINCOLN PRESIDENTIAL LIBRARY AND MUSEUM**  
**BOARD OF TRUSTEES' MEETINGS**

February 17, 2020  
9:30 am

**DRAFT**

**PRESENT**

Trustees

Ray LaHood, Chair

Steve Beckett

Joan Brodsky

Jessica Harris

Kathryn Harris

Gary Johnson

Melinda Spitzer Johnston

Jason Lesniewicz

Dan Monroe

Martin Sandoval (absent)

Eunice Santos

Guests

Erin Mast, ALPLF President and Chief Executive Officer

Staff

Melissa Coultas, Acting Executive Director, Chief of Staff

Toby Trimmer, Chief Operating Officer

Dave Kelm, General Counsel, Ethics Officer, FOIA Officer

Hannah Ross, Executive Assistant

## **Consent Items**

Minutes from January 20, 2020, Public Meeting.

*Trustee Mindy Spitzer Johnston made a motion to approve the minutes of January 20, 2020, public meeting. Trustee Dan Monroe seconded the motion. The minutes were unanimously approved.*

## **Public Comment**

## **Chairman Report**

The revised MOU between the foundation and ALPLM is in the possession of Deputy Governor Ruiz, Dave Kelm, and the lawyers retained by the foundation. Once the chairman and executive staff receive the agreed-upon MOU, it will be distributed to board members for review. Kelm explained that the foundation was granted another extension of the MOU until the end of March. In December, the executive staff provided the foundation a draft MOU with the ALPLM's desired changes. The most significant issues in the MOU involve the membership program and its revenue. Our draft MOU includes language that requests items regarding the state procurement code and the state's financial situation currently. Regarding the Taper collection debt, we have a separate agreement with the foundation on that collection and hold no financial responsibility.

## **Executive Director Report**

The museum has been open for a couple of weeks, and attendance has been light, but the ALPLM did allocate all their tickets on Lincoln's Birthday. The ALPLM is offering half-priced admission for the rest of the month to get patrons back into the building. It has been a busy month for the administration team as they participated in interviews with the Executive Director candidates. There was a lot of time dedicated to coordinating and organizing that process.

The ALPLM is working with the foundation on a Healing Illinois grant called No Malice, a film contest for younger students. The ALPLM is also working with the foundation's contractor to film segments of the Lincoln Leadership Prize dinner at the ALPLM. After the event, the ALPLM will have access to that film for promotional and marketing usage.

## **Chief Operating Officer Report**

Thank you again to the board for approving the collections policy presented at the last board meeting. The collections committee held its first meeting this month.

A Lincoln portrait hanging in the Vice President's office at the White House has been returned to the agency. The ALPLM also recently took back possession of an inaugural desk that was at the Old State Capitol. The desk needed significant restoration and was sent to a conservator up

north. The restoration work should take around four weeks to complete, and then the desk will be returned to the ALPLM and displayed.

After internal discussion about moving forward with ALPLM's D.E.I plans, it was decided to bring some external help in and contract with Richard Josey. Josey has 20 years of museum experience and will guide community engagement, navigate the difficult conversations that need to be had with our community, train the staff, and work with our D.E.I committee.

### **Chief Legal Officer Report**

After the board meeting in January, our legislative packet was approved. Our legislation had some cleanup language that was discussed last spring and changes to the State Historian position. The governor would like to make the State Historian position an honorary appointment to advance his mission to enhance diversity and inclusion in every agency.

There has been some mischaracterization about the cleanup language on the hiring powers of the Executive Director. Currently, the Executive Director can hire or fire two positions at the ALPLM. Any executive Director at any agency shouldn't and doesn't have the power to hire or fire in the manner that is in our current statute because of the Shakman litigation, court-ordered hiring monitor, and the state comprehensive hiring plan. As a part of our cleanup efforts, that language was deleted from our act.

The language used to make the State Historian an honorary position comes from Texas and Tennessee; these two states have honorary state historians. The Governor's Office may add an amendment to ensure it includes additional diversity language. In the past, the ALPLM's Director of research was also the state historian, but with this new language, the Director will be free to only work on historical research and his other job duties related to the ALPLM. While the honorary State Historian will expand history education across the state both geographically and demographically.

The Shakman litigation happened in 1972 and was deemed that positions based on their political affiliation or lack thereof, was not an appropriate consideration for filling those positions. There was a big hiring case at IDOT in 2014 that led to the Shakman litigation's reinvigoration. In the seven years since the IDOT case, the state has a federally appointed court hiring monitor that works closely with CMS to do systematic reviews of every at-will or exempt position in the state to limit those positions.

In 2019 the state put together a comprehensive employment plan that outlined how exempt and at-will positions are filled. The Executive Director cannot deviate from those processes based on personnel code and rules. The Executive Director will still be involved in the hiring process. Every piece of hiring paperwork will have to be signed by the Executive Director and approved by the CMS director.

Taking out this part of the language eliminates any confusion in thinking our Director has any more or less hiring power than other agency directors.

Trustee Monroe brought up the State Historical Society member's concerns about the new State Historian position. Their concern is they have a role in picking the honorary position but don't know the ethicality of making the switch and haven't been given any information. Chairman LaHood suggested inviting Deputy Governor Ruiz to the March board meeting to explain the direction they want to go with this position.

### **Foundation Update**

Mast explained that she is eager for the new Executive Director to start and looks forward to building a healthy working relationship with whoever is chosen.

Mast is almost one month into the job and is still assessing things but is pleased to see the foundation adapting and filling its mission.

The foundation has been working on the IDHS healing Illinois grant they received and is happy to report over 150 people attended the first two workshops.

The foundation is also working on their Lincoln Leadership Prize event honoring Gary Sinise. This year the event will be virtual, and they will be working with a Springfield-based production company. They are thrilled there is interest in using this footage for future education and marketing.

*Trustee Kathryn Harris made the motion to adjourn the meeting. Trustee Steve Beckett seconded the motion. The motion was unanimously approved.*