

University of Louisiana at Lafayette

Detailed Assessment Report 2015-2016 Hilliard University Art Museum

As of: 11/18/2016 10:37 AM CENTRAL

(Includes those Action Plans with Budget Amounts marked *One-Time, Recurring, No Request.*)

Mission / Purpose

The Paul and Lulu Hilliard University Art Museum bridges university and community, art and education, generations and cultures and serves the students, faculty, and staff of the University of Louisiana at Lafayette and also enrich the lives of Louisiana residents by fostering an understanding and appreciation of the visual arts. The Museum seeks to achieve these goals through collection development and by organizing and presenting major exhibitions and related programming showcasing art works from all historic periods and all corners of the globe. Such varied programming will be designed to meet the educational and cultural needs of Louisiana's highly diverse population.

The museum had substantial personnel changes in the past few years, including hiring a new director. In the summer of 2015, she began to revise objectives, with plans to add measures and targets (and eventually findings) in the 2015-16 cycle.

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 1: Develop the Advisory Board to serve the diverse needs of the museum

A. Development of Advisory Board

Related Measures

M 1: Pass revised bylaws

Meet with UL Foundation Director to determine next steps.

Consult with attorney to produce final draft.

Hold a meeting of the Advisory Board to vote for approval of bylaws.

Source of Evidence: Document Analysis

Target:

Foundation director refuses to move forward on passing by-laws

Finding (2015-2016) - Target: **Not Met**

Support from upper administration is needed in order to move forward with this objective

Related Action Plans (by Established cycle, then alpha):

Implement Strategic Plan

Revise objectives to align with strategic plan

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Create plan for educational programs targeted at

specific audiences with established outcomes |

Outcome/Objective: Recruit and hire staff to fulfill programming and objectives of the museum

Measure: Fill vacant board positions | **Outcome/Objective:** Develop the Advisory Board to serve the diverse needs of the museum

Measure: Form Collections Committee of 3-5 members |

Outcome/Objective: Develop the Advisory Board to serve the diverse needs of the museum

Measure: Log 8-10 hours/semester of volunteers' time |

Outcome/Objective: Develop 3 year plan for programs and operations of the museum

Measure: Pass revised bylaws | **Outcome/Objective:**

Develop the Advisory Board to serve the diverse needs of the museum

New objectives will be set to coincide with strategic plan

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Relationships (Measure | Outcome/Objective):

Measure: Pass revised bylaws | **Outcome/Objective:**

Develop the Advisory Board to serve the diverse needs of the museum

M 2: Fill vacant board positions

Evaluate term status of all board members.

Evaluate strengths and weaknesses of overall board.

Recruit new board members.

UL Foundation and/or President Savoie formally appoints the new board member

Source of Evidence: Advisory board or community feedback on program

Target:

All board positions filled with representation of multiple communities.

Finding (2015-2016) - Target: Partially Met

One board member position remains unfilled due to foundation director's refusal to appoint a board member

Related Action Plans (by Established cycle, then alpha):

Fill vacant board positions

Evaluate term status of all board members. Evaluate strengths and weaknesses of overall board. Recruit new board members. UL Foundation and/or President Savoie formally appoints the new board members to the vacant positions

Established in Cycle: 2015-2016

Implementation Status: Finished

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Fill vacant board positions | **Outcome/Objective:**

Develop the Advisory Board to serve the diverse needs of the museum

Implementation Description: Appointed Cearley Fontenot and nominated Steve Ouber (pending)

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Objectives will be revised in FY 16-17

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Implementation Status: Planned

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Relationships (Measure | Outcome/Objective):

Measure: Fill vacant board positions | **Outcome/Objective:**

Develop the Advisory Board to serve the diverse needs of the museum

M 3: Form Collections Committee of 3-5 members

Recruit volunteers to serve on the committee.

Hold a committee meeting to review collections policy and establish goals for the coming year

Source of Evidence: Advisory board or community feedback on program

Target:

Established a committee of 3-5 members

Finding (2015-2016) - Target: Met

3 member committee has been established

Related Action Plans (by Established cycle, then alpha):

Form collections committee of 3-5 members

Recruit volunteers to serve on the committee. Hold a committee meeting to review collections policy and establish goals for the coming year.

Established in Cycle: 2015-2016

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Form Collections Committee of 3-5 members |

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Measure: Form Collections Committee of 3-5 members |

Outcome/Objective: Develop the Advisory Board to serve the diverse needs of the museum

O/O 2: Develop 3 year plan for programs and operations of the museum

A. Complete strategic plan

Related Measures

M 4: Log 8-10 hours/semester of volunteers' time

Appoint volunteer coordinator.

Identify partnering organization and /or recruit volunteers.

Develop and implement training program for volunteers to serve as art interpreters in the galleries.

Develop seasonal schedule for volunteers.

Source of Evidence: Service Quality

Target:

Total volunteer hours committed to the museum is over 100 hours

Finding (2015-2016) - Target: Met

Approximately 200 hours of volunteer time logged

Related Action Plans (by Established cycle, then alpha):**Implement Strategic Plan**

Revise objectives to align with strategic plan

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Log 12 hours/semester of volunteers' time

Appoint Jacob Spaetgens, volunteer coordinator. Identify partnering organization and/or recruit volunteers from ULL and community.

Develop and implement training program for volunteers to serve as art interpreters in the galleries. Develop seasonal schedule for volunteers.

Established in Cycle: 2015-2016

Implementation Status: Finished

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Log 8-10 hours/semester of volunteers' time |

Outcome/Objective: Develop 3 year plan for programs and operations of the museum

Responsible Person/Group: Jacob Spaetgens Volunteer coordinator

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Outcome/Objective: Develop 3 year plan for programs and operations of the museum

O/O 3: Recruit and hire staff to fulfill programming and objectives of the museum

A. Staff development

Related Measures

M 5: Create plan for educational programs targeted at specific audiences with established outcomes

Work with Hilliard Society Board to raise matching funds to support one-year salary for educator.

Hire educator to research and identify potential partners, develop plan, and curriculum. Pilot select programs based on resources and established audience.

Source of Evidence: Professional standards

Target:

Programming for K-12 and families developed and implemented

Finding (2015-2016) - Target: Met

Family Day attendance was over 200 guests and over 400 K-12 students served

Related Action Plans (by Established cycle, then alpha):

Develop and Implement Educational Programming

Work with the Hilliard Society Board to raise matching funds to support one-year salary for educator. Hire educator to research and identify potential partners, develop plan and curriculum. Pilot select programs based on resources and established audience.

Established in Cycle: 2015-2016

Implementation Status: In-Progress

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M 6: Staff Development

All staff positions filled

Source of Evidence: Administrative measure - other

Target:

Recruitment and hiring of qualified staff to fill all open positions

Finding (2015-2016) - Target: Met

Museum is now fully staffed

Related Action Plans (by Established cycle, then alpha):

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museum

Analysis Questions and Analysis Answers

How were assessment results shared and evaluated within the unit?

Annual report 2015-16 shared with staff, boards, and President Savoie

Identify which action plans [created in prior cycle(s)] were implemented in this current cycle. For each of these implemented plans, were there any measurable or perceivable effects? How, if at all, did the findings appear to be affected by the implemented action plan?

Vision Development was established by a previous director. New leadership cannot address the effects.

What has the unit learned from the current assessment cycle? What is working well, and what is working less well in achieving desired outcomes?

Staff development and strategic plan have been completed. Development of Advisory Board is pending ULL Foundation's approval.