

NCPH 2021 GOES VIRTUAL

MEGHAN HILLMAN / MEGHILLM@IUPUI.EDU

As I'm writing this, votes are being counted in Arizona, Nevada, Pennsylvania, and Georgia that will determine the outcome of the 2020 presidential election. As you sit reading this newsletter in December, I hope the uncertainty of this election has been resolved; I hope the rising COVID-19 cases have been brought under control. I hope we're all finding a little peace as we lean into the holiday season and reflect on a year that has been unprecedentedly challenging and has forced us all to find new ways of working, connecting, and supporting each other.

Thanks to the unwavering support of our members and sound financial management, NCPH is positioned to weather the storm of 2020. But we have not been unaffected, and chief among our tasks during the COVID-19 crisis has been to find virtual solutions that will bring us together for work we think is critical to this moment when face-to-face meetings are not possible. This has particularly impacted our annual meetings, both the 2020

conference scheduled for March in Atlanta and the 2021 conference in Salt Lake City.

When we had to cancel our in-person conference in Atlanta in March and pivot quickly to a virtual conference, we were hopeful that the timing might allow the pandemic to be under control enough by the following March to enable our in-person Salt Lake City conference to proceed. However, as the summer wore on and we did not see substantial mitigation efforts and contact tracing here in the United States, and as the pandemic took its toll on public history jobs and conference travel budgets, it became increasingly apparent that no in-person conference could be anything approaching normal by next March.

We'd rather do Salt Lake City the right way, in person and in our usual numbers, when it's safe to gather again. We don't want our presenters and attendees to risk their health or safety to travel; to face uncertainty up until the



The staff room at NCPH 2021 will look a little different than at annual meetings past. Library of Congress, Prints & Photographs Division, HAER PA.51-PHIL.712B--9.

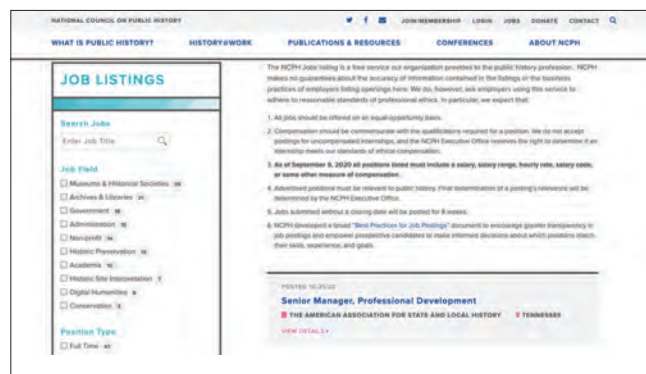
last minute about the status of the conference; or to feel pressured to spend money on travel costs that would be better spent caring for themselves or their families in these precarious times. For these reasons we have negotiated with our hotel, the Salt Lake City Hilton, to postpone our in-person Salt Lake City conference until 2024. Our 2021 annual meeting will therefore be entirely virtual.

CONTINUED ON PAGE 10 ►

WHY NCPH WILL ONLY POST JOBS WITH COMPENSATION INFORMATION

Editors' Note: As of September 9, 2020, all positions listed on the NCPH jobs page must include a salary, salary range, hourly rate, salary code, or some other measure of compensation. Below, NCPH graduate assistant Hannah Jane Smith and board member Suzanne Fischer cover some of the reasons why the Board made this change.

This piece was originally published on NCPH's History@Work blog: <https://ncph.org/history-at-work/ncph-will-only-post-jobs-with-compensation-information/>.



Screenshot of NCPH Jobs Page. Courtesy Hannah Jane Smith.

HANNAH JANE SMITH: WHY INCLUDING SALARY LISTINGS MAKE JOB SEARCHING MORE RELEVANT

When I first started working on National Council on Public History's (NCPH) jobs page, only a few weeks into my position as NCPH's graduate assistant, I was amazed by the sheer variety of jobs available to public historians. NCPH posted compensated, full- and part-

time jobs searchable by location, field, and position type. Yet the more positions I saw that did not offer even a hint as to what kind of compensation I could potentially receive, the more discouraged I became with the job market, which is tightening due to the COVID-19 pandemic. In this post, NCPH board member Suzanne Fischer and I will provide two takes on why NCPH is now following the overwhelming consensus of our

peers in the field and committing to posting only job announcements that include salary information.

I believe it's a common misconception that students entering the work force will or should simply go where the jobs are, which people

CONTINUED ON PAGE 9 ►



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NCPH inspires public engagement with the past and serves the needs of practitioners in putting history to work in the world by building community among historians, expanding professional skills and tools, fostering critical reflection on historical practice, and publicly advocating for history and historians. *Public History News* is published in March, June, September, and December. NCPH reserves the right to reject material that is not consistent with the goals and purposes of the organization. Individual membership orders, changes of address, and business and editorial correspondence should be addressed to NCPH, 127 Cavanaugh Hall – IUPUI, 425 University Blvd., Indianapolis, IN 46202-5140. E-mail: ncph@iupui.edu. Tel: 317-274-2716. Join online or renew at www.ncph.org. Headquartered on the campus of IUPUI, NCPH is grateful for the generous support of the IU School of Liberal Arts and the Department of History.

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Board of Directors

(six candidates for three positions)

Vanessa Macias Camacho, El Paso Community College

Priya Chhaya, National Trust for Historic Preservation

Elyssa Ford, Northwest Missouri State University

Jessica Knapp, Jessica Knapp Consulting

Lara Kelland, University of Missouri – St. Louis

Ari Kelman, University of California, Davis

Nominating Committee

(four candidates for two positions)

Kristen Hayashi, Japanese American National Museum

Rebecca Pattillo, University of Louisville and the Frederick Douglass Papers at the Institute for American Thought, IUPUI

Ray Rast, Gonzaga University

Valerie Wade, Lynnfield Historical Consulting



A young Black woman casts her vote in Washington, D.C. in 1964. Library of Congress, Prints and Photographs Division, LC-DIG-ppmsca-04300.

Full candidate info at <http://bit.ly/NCPH2021Slate>

Current board and committee members are listed at <http://bit.ly/NCPHcommittees>.

Ballots and candidate statements were distributed by email to members on November 13. Please contact ncph@iupui.edu if you are a member and did not receive an electronic ballot. **The election closes January 15, 2021.** Your vote counts!

Welcome New Members!

Zaheer Ali Adelphi, MD	Elisabeth Edwards Orillia, ON, Canada	Kristen Keegan Manchester, CT	George McDaniel Summerville, SC	Alanna Shaffer Philadelphia, PA	Kim Williams-Pulfer Indianapolis, IN
Zachary Allen Orlando, FL	Jennifer England Fernandina Beach, FL	Amanda Kephart Omaha, NE	Kathryn McKee Hillsborough, NC	Lisa Shorts Land O Lakes, FL	Jack Winterbower Fulton, MO
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Nicholas Backman Park City, UT	Olivia Feldman Wellesley, MA	Caroline Klibanoff Cambridge, MA	Brian Mitchell North Little Rock, AR	Sarah Soliz San Tan Valley, AZ	NCPH would like to extend a special thanks to our new patron and partner members
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Karis Blaker Chicago, IL	Emily Fox Johnson City, TN	Rory Krupp Columbus, OH	Caren Oberg Falcon Heights, MN	Sarah Sporko Luzerne, PA	Alexandria Library (Partner) Alexandria, VA
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Carol Easterly Frankfort, KY	Johnathan Jones Downingtown, PA	David Matteson Orlando, FL	Travis Ross Southington, CT	Cris Watson Florence, AL	

ACTIONS OF THE NCPH BOARD OF DIRECTORS

At the May 11, 2020 Virtual Board Meeting the board took the following actions:

- Discussed the forthcoming search for a new Editor for *The Public Historian*.

At the June 2, 2020 Virtual Board Meeting the board took the following actions:

- Held a moment of silence in recognition of the killing of George Floyd and all the other Black Americans who have died at the hands of law enforcement.
- Issued a statement on the killing of George Floyd.
- Approved the minutes of the May 5 and May 11 Virtual Board Meetings.
- Approved a set of guidelines to govern use of the Operational Reserve Fund, to be added to the NCPH Financial Policies and Procedures.
- Reviewed a report from the Development Committee on the status of the 2020 Vision Endowment campaign.
- Reviewed the 2020 finances in light of the in-person annual meeting cancellation.
- Voted to move the entire 2019 surplus into the Operational Reserve Fund.
- Assembled an ad-hoc group of board members to review results of the COVID-19 and public historians survey and create a proposal for additional services or programs to address the needs of our public history community.

Between the June 2 Virtual Board Meeting and the August 4 Virtual Board Meeting the Board took the following actions electronically and by telephone:

- Voted to open a new Charitable Checking account with the National Bank of Indianapolis to manage execution of Task Agreements with the National Park Service and voted for President Gregory Smoak, Secretary-Treasurer Sharon Leon, and Executive Director Stephanie Rowe to be signatories on the account, as they are for the organization's other accounts.
- Voted that funds budgeted for office supplies in 2020 be redirected, at the discretion of the Secretary-Treasurer, to office staff as reimbursement for expenses related to working from home; and that, should it remain necessary, the Secretary-Treasurer is encouraged to identify and propose additional resources for this purpose should "work from home" continue beyond June 15.
- Voted to reallocate four 2020 budget lines for the purposes of virtual programming to support our community during COVID-19 based on the initial intent of the budget lines: \$5,000 for un/self-employed or furloughed folks and BIPOC public historians (drawn

from diversity and accessibility budget lines) and \$2,000 for anyone (drawn from mini-con funds and workshop seed money lines). NOTE: Information on the programs funded by this money can be found at: <https://ncph.org/conference/other-programs/>.

At the August 4, 2020 Virtual Board Meeting the board took the following actions:

- Heard and provided feedback on a proposal from the Digital Media Group to create a Digital Public History Directory.
- Voted to approve the minutes of the June 2020 Virtual Board Meeting.
- Heard an update on the forthcoming search for a new Editor for *The Public Historian*.

During the September 1, 2020 Virtual Board Meeting the board took the following actions:

- Voted to approve the minutes of the August 2020 Virtual Board Meetings.
- Voted to approve requiring a salary, range, classification code, or other wage data be included with all jobs posted to the NCPH Jobs Page.
- Voted to suspend the ban on virtual or remote presentations for the 2021 Annual Meeting due to COVID-19.
- Voted to fund the Digital Public History Directory development from the Digital Integration Fund.

At the October 3, 2020 Fall Virtual Board Meeting the board took the following actions:

- Heard a report from the President on the state of the work of the Board.
- Heard a report from the Executive Director on the status of the organization's membership, fundraising, annual meeting, social media, and other programs.
- Heard a report from the Secretary-Treasurer on the organization's finances.
- Voted to pursue rescheduling the 2021 Annual Meeting in Salt Lake City for 2024 and moving the 2021 Annual Meeting to a virtual format due to the continuing COVID-19 pandemic and appointed a small group of Board volunteers to work with staff and the 2021 Program Committee to plan for the transition to virtual.
- Reviewed reports from the NCPH committee chairs and co-chairs and discussed committee work as it relates to COVID-19 and the organization's Long Range Plan.
- Heard reports from the Editor and Co-Editor for *The Public Historian* and the NCPH Digital Media Editor.



Screen capture of the NCPH Board and staff members on Zoom for the Fall Virtual Board Meeting that had previously been scheduled to be held in Salt Lake City, Utah.

- Discussed the current process of renewing and amending the MOAs with the University of California, Santa Barbara and the Mid-Atlantic Regional Center for the Humanities at Rutgers University Camden.

At the November 4, 2020 Virtual Board Meeting the board took the following actions:

- Voted to approve the minutes of the September 2020 Virtual Board Meeting.
- Reviewed and approved the 2021 operating budget and the 2019 Form 990.
- Voted to allow the four current *The Public Historian* International Consulting Editor Memorandums of Agreement to expire and to forgo issuing an RFP to re-fill those positions.

During this time, the Advocacy Committee of the Board also voted to endorse the following:

- A statement from the American Historical Association urging the retracting of executive order prohibiting the inclusion of "divisive concepts" in employee training sessions.
- A letter from the American Sociological Association to Members of Congress advocating for inclusion of institutions of higher education in future economic relief bills.
- A letter from the Modern Language Association to the Deputy Director of Immigration and Customs Enforcement (ICE) urging ICE to revisit its decision to end temporary visa exemptions for international students whose upcoming coursework will be entirely online.
- A statement from the American Historical Association on historical research during COVID-19.
- A statement from the American Historical Association on department closures and faculty firings.
- A statement from the American Council of Learned Societies on COVID-19 and the Key Role of the Humanities and Social Sciences in the United States
- The Educating for Democracy Act

PRESIDENT'S COMMENTS: WHAT'S GOOD? THE POWER OF MENTORSHIP



GREGORY E. SMOAK /
GREG.SMOAK@UTAH.EDU

No doubt, it has been a tough year. When the NCPH board met in early October we faced more hard choices, and Immediate

Past President Marla Miller suggested we begin our meeting by asking board members to reflect upon the strengths of our organization, in effect asking us all to think about what's good. Perhaps not surprisingly, the common theme that emerged was our people. NCPH is made up of an active and engaged membership infused with collaborative spirit. The exercise helped us reframe, and it also got me thinking about the good things in my life and the people who made them possible. This past spring, I was honored to be named a Distinguished Graduate Student Mentor by the University of Utah. The award meant more to me than any other recognition I might receive because it represented a legacy handed down to me by my own mentor. Good mentorship makes a difference in all aspects of life, and this is nowhere truer than in fields like public history that depend as much upon building strong personal and working relationships as they do upon technical methods. So, in the spirit of thinking about what's good I want to tell you



Floyd interviewing Lulu Spring 1971. Image courtesy American West Center, University of Utah.

about Floyd O'Neil, my mentor, and the good he did for me and so many others.

Floyd's path to becoming a public historian was unlikely. Born on the eve of the Great Depression in the rural Uintah Basin, his early years were spent on the Ute Reservation, where he forged life-long friendships with Ute families. Although he could not have known at the time, those formative experiences and lasting relationships would be the foundation of his career. By the early 1940s, Floyd's family

moved to the heart of central Utah's coal mining country, and if not for serious health problems he might have followed his father and brothers into the mines. Instead, his love of history and literature led him to a life in education. It was not a short or easy path. He was thirty before he received his BA, and after teaching high school for a few years he returned to the University of Utah to pursue graduate studies. In 1967, because of his deep knowledge of and close personal ties to Native communities, Floyd was recruited to work on the Doris Duke American Indian Oral History Project at the fledgling American West Center. It was the beginning of a five-decade career at the Center during which Floyd mentored hundreds of graduate students and helped to shape the practice of public history in the American West.

Community engagement was Floyd's greatest strength. He saw this as the greatest difference between the public and academic practice of history. He believed that universities should benefit all people and understood that doing meaningful work that truly served communities also required doing the hard work of building and maintaining relationships of trust. This led Floyd to practice aspects of decolonial scholarship before the term existed.

CONTINUED ON PAGE 10 ►

NCPH COMMITTEE UPDATES

These updates give a sampling of what NCPH volunteers are doing for the organization and the field of public history. The committees encourage your input throughout the year; committee chairs and members can be found at: <http://bit.ly/NCPHcommittees>.

2021 ANNUAL MEETING PROGRAM COMMITTEE

The Program Committee, in conjunction with the NCPH office, extended the CFP deadline to August 15, 2020, to encourage more submissions over the summer. At the deadline, we had received: 48 complete sessions; 13 individual papers; 6 working groups; and 12 workshops. In conversation with the NCPH office, the co-chairs determined that given the limited number of submissions, the regular review protocols (scoring and ranking submissions) would be less effective than an approach that worked to facilitate all the proposals submitted. The review of program submissions this year was conducted with an eye towards improving proposals in order to maximize the number of submissions received. The program committee met on September 23rd to discuss highlighting particular panels and providing

some guidance to improve other panels, though very few will need any improvement at all. In addition, in anticipation of what we now know will be a remote conference, we determined that the individual papers should not be crafted into additional sessions; instead we will ask paper submitters to pre-record their presentations for virtual delivery through a virtual platform. The co-chairs are also encouraging the NCPH office to have the posters submitted to be showcased virtually similar to NCPH 2020. We noted that this tactic was particularly successful despite the sudden transition to a virtual format last spring. We also accepted all of the proposed working groups. These are in good order and did not need to be reviewed. We asked the NCPH office to hold off on alerting those who submitted sessions and papers until the NCPH council had determined whether or not this conference would be live or online.
-Submitted by co-chairs Laurie Arnold and Leisl Carr Childers

2021 LOCAL ARRANGEMENTS COMMITTEE

For the last few months, the Local Arrangements Committee has been busy with several tasks. We have helped the Program Committee

evaluate proposals for NCPH 2021, and we have waited anxiously to see whether the pandemic would ease enough to allow for an in-person conference. With the decision to move the 2021 conference to an online-only format, we have started to transition our efforts as well. The committee is discussing whether some of our proposed tours could be converted to digital offerings, and it is also examining the best ways to deliver to NCPH members some Salt Lake City flavor online. We are hopeful that we can develop some digital offerings to members that they will find both helpful and interesting, and we look forward to a future day when we can welcome you all to Salt Lake City in person.
-Submitted by co-chairs Sasha Coles and Matthew C. Godfrey

BOARD-LED SUBCOMMITTEE ON GENDER DISCRIMINATION AND SEXUAL HARASSMENT

Our committee asks for your help to end sexual harassment and gender discrimination in public history by taking an online survey (<https://www.surveymonkey.com/r/VFK3Q8K>) developed by NCPH and the American Association for State and Local

History (AASLH). The survey will help us understand the scope of the issue and who is most at risk for being a victim. We'll use the data to develop policies and networks of support for survivors.

-Submitted by co-chairs Kristen Baldwin-Deathridge and Mary Rizzo

COMMITTEE ON ENVIRONMENTAL SUSTAINABILITY

The committee is in the final stages of completing the Green Meetings report and will deliver that to the Board shortly. We are working now to develop language and frameworks that will help national and local preservation groups recognize and protect sites associated with sustainability, climate change, and environmental racism. This represents quite a shift in the ways that historical preservation value is traditionally understood and assigned, but there is a growing Heritage in Jeopardy awareness and movement and we see this as a place where we can be of great help. We also are beginning the process of offering a Zoom event series on Public History and Sustainability. Additionally, an essay volume project entitled *Branching Out: The Public History of Trees*, which grew out of the committee and several conference panels it sponsored, received an advance contract from University of Massachusetts Press.

-Submitted by co-chairs William Ippen and Philip Levy



The Committee on Environmental Sustainability looks forward to the publication of the essay volume *Branching Out: The Public History of Trees*. Library of Congress, Prints & Photographs Division, HAER CA-269-33

COMMITTEE FOR GOVERNMENT HISTORIANS

The Committee for Government Historians' mission is to support NCPH members who work for or with local, state, and federal government agencies, recognizing that government workers' experiences and needs can be different from those of other public historians. With representatives from local, state, and federal government agencies, we strive to promote public history done by governments throughout the United States and Canada. We hold monthly committee meetings, and can be reached at NCPHgovhistorians@gmail.com.

For the coming year, we will be exploring how we can better use social media to highlight what government historians do. We will do this through existing NCPH social media accounts and via our new Twitter account—follow us @NCPHGovHist. Part of this exploration includes developing goals for our social media postings, determining what kinds of posts will have the most reach, and establishing a schedule to monitor and oversee our postings.

Our committee members are also involved in the 2021 Annual Meeting, with members on both the Program Committee and the Local Arrangements Committee. The Government Historians Committee is sponsoring session panels and a workshop on careers in government. Our committee looks forward to participating in the virtual meeting and is looking into options for holding a virtual meet-up.

Finally, the committee is also looking for opportunities for collaboration with other NCPH committees and possibly outside organizations such as the Society for History in the Federal Government. The crisis of the COVID-19 pandemic has highlighted the need for us to better work together to achieve our common goals.

-Submitted by co-chairs Rebekah Dobrasko and Jessie Kratz

CONSULTANTS COMMITTEE

The Consultants Committee's primary focuses are organizing the annual Consultant's Speakeasy, promoting the Consultant's Directory, and updating the information on the "For Consultants Page" on the NCPH website. Committee members also maintain the Consultants Committee Twitter account (@NCPHconsultants), promote the Excellence in Consulting Award, and plan meetings and check-in calls.

We are currently exploring options for holding a virtual Speakeasy that is engaging for participants and allows for the types of fruitful networking conversations that occur during the in-person event. While we already have several formats in mind as possibilities, we welcome additional ideas. Please feel free to reach out with any suggestions to committee co-chairs Cheri Szcodronski (cheri@fireflypreservation.com) and Jackie Gonzales (jgonzales@hrassoc.com).

Another major focus for committee members this year is developing a best practices document for consulting historians. Several committee members, led by Paul Sadin, are participating in a working group to develop such a document. This session was first scheduled for the 2020 conference in Atlanta and instead will be held during the 2021 virtual conference.

-Submitted by co-chairs Jackie Gonzales and Cheri Szcodronski

CURRICULUM AND TRAINING COMMITTEE

The Curriculum and Training Committee is in the final stages of reorganizing and updating the Recommended Readings list for posting on the NCPH website. We are also working with the facilitators of the Teaching Public History Online Working Group to develop appropriate best practices documents based on the materials compiled over the summer by the working group. Reviews and updates of existing best practices documents are ongoing and will add information from the reports by the Joint Task Force on Public History Education and Employment to "The MA Program in Public History" and "Public History Internships" best practices documents. We are reviewing the "Guidelines for Digital Scholarship" published by the American Historical Association in 2015 for their applicability to serve as an addendum to the "2010 Promotion and Tenure White Paper." A subcommittee, led by Elizabeth Charles, is planning the Virtual Public History Educator's Forum for the online 2021 annual meeting.

-Submitted by co-chairs Jennifer Dickey and Leslie Madsen

DEVELOPMENT COMMITTEE

COVID-19 may have led to the cancellation of our in-person meeting in Atlanta and prevented 2020 *Vision: Endowment Campaign for a Brighter Future* from achieving a successful conclusion at the conference, but both have persevered and adapted to these unique times. After a hiatus taken with the unfilled hope that the chaos of the pandemic would subside, the Development Committee recommitted itself in the fall to meeting the campaign's goal of raising donations and pledges that will ultimately bring the NCPH endowment to at least \$1 million. We were on the cusp of attaining that lofty objective in March, and there is no reason it cannot now be met by the time of our 2021 virtual annual meeting.

The committee has decided to employ several strategies to accomplish its task. At the board's initiative, the membership is being asked to consider donating to the endowment as part of their end-of-year giving. For some, this may be a first-time contribution to the campaign, and for others a generous addition to their existing financial commitment to NCPH's future. The committee is also contacting those who made pledges and have yet to fulfill them completely. These individuals are being encouraged to fulfill their pledges as originally intended, or restructure them if desired. This revision can include increasing the time to meet the pledge or, better yet, extending the pledge—and thus the contribution—farther into the future. Those who have fulfilled their pledges are similarly being asked to consider extending their original pledge, make a new pledge, or make a new one-time donation.

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By the time you are reading this, these strategies will have been employed and hopefully yielding results. If you have received any of these requests to contribute to the endowment campaign and have yet to respond, please consider making this important investment in NCPH's future. Be it a new donation, completing an existing pledge, or augmenting a completed pledge, these contributions will enable the endowment campaign to succeed and for NCPH to enjoy a truly brighter future.



Outgoing NCPH Development Committee chair Dee Harris with an Endowment campaign brochure at the 2019 Annual Meeting Awards Breakfast. Image by Melody Hunter-Pillion.

In closing, the committee would like to recognize Dee Harris, who recently needed to resign as its co-chair. Dee's leadership and wise counsel was, and continues to be, integral to the success of *2020 Vision: Endowment Campaign for a Brighter Future*.
-Submitted by chair Bill Bryans

DIGITAL MEDIA GROUP

The Digital Media Group (DMG) is working hard to maintain and to innovate on NCPH's many digital publishing and communications platforms including *History@Work*, Facebook, Twitter, and Instagram, and the new Digital Public History Projects Directory set to launch to the broader community in conjunction with the NCPH virtual conference this spring. Members of the DMG are also working toward a variety of goals associated with the NCPH Long Range Plan to increase collaboration with other committees and to bring more diverse perspectives to *History@Work* through the publication of Q&As focused on community public history projects and other initiatives rooted in the work of people who may not think of themselves as public historians. If you know of such a project, feel free to suggest it to me. You can find me on Twitter @Artiflection. The DMG will also be working hard to welcome people from within the NCPH community to become more involved in our publishing and communications projects. Stay tuned for informal opportunities to meet with members of the DMG during the virtual conference!

-Submitted by chair Adina Langer

FINANCE COMMITTEE

The Finance Committee's work this summer and fall has been focused on how best to ensure financial stability for NCPH in the context of the pandemic. In June we reviewed our asset allocation in response to the Development

Committee's concerns about recent market trends. We recommended maintaining our current asset allocation and approved a rebalancing of our investment funds to keep them in line with the approved allocation.

At our September 4 meeting, we reviewed the draft FY 2021 budget, paying close attention to three potential scenarios the staff created for how the annual meeting might affect the budget. From a financial perspective, the committee was hoping for scenario two (canceled in-person but all virtual meeting with reduced or no cancellation fee), but would have been comfortable with scenario one (canceled in-person but all virtual meeting, paying the hotel a cancellation fee). The committee also reviewed potential places to cut the budget and recommended that, if necessary, the line for board travel could be eliminated and that several other expenses could be reviewed for cutting if circumstances changed during the year after the board approved the budget. On October 23, the committee received an updated 2021 budget draft after NCPH staff were able to negotiate rebooking the Salt Lake City conference hotel so that we would not incur any financial penalties. The committee then asked for two additional line item cuts, with the caveat that they can be reinstituted if 2021 income levels are greater than predicted. The committee is thankful for the stewardship the staff have shown as they have navigated the NCPH finances during this unprecedented time.

-Submitted by co-chairs Rosalind Beiler and Amy Wilson

GOVERNANCE COMMITTEE

The Governance Committee continues to work on a number of projects, including reviewing and revising onboarding and exit processes for NCPH board members; NCPH insurance coverage; and conference ombud possibilities. The Committee is currently working to create a one-pager which outlines the differences between committees, board-led subcommittees, working groups, and task forces. Lastly, the Governance Committee continues to work on revising the NCPH Code of Ethics and Professional Conduct.

-Submitted by chair Krista McCracken

LONG RANGE PLANNING COMMITTEE

Over the past few months, the Long Range Planning (LRP) Committee has been primarily focused on implementing the new system, developed last year, for tracking our progress as an organization towards achieving the goals set forth in the 2017-2022 Long Range Plan. Under this new system, each member of the LRP Committee signed up to be a liaison to at least two committees and/or NCPH staff tasked with the implementation of at least one goal or activity in the LRP. The liaisons then created customized Google Forms for their chosen committees and/or staff, which highlighted only those goals and activities for which their committees and/or

staff were responsible. It is our hope that this will simplify the tracking process for everyone involved.

In response to the ongoing coronavirus pandemic, each form also incorporated a question seeking feedback from chairs and staff on how the LRP might need to adjust its current goals for the realities of our new normal.

Our liaisons circulated the forms to the appropriate chairs and staff in May/June 2020. The responses we received were then incorporated into an evolving tracking document and summarized for the NCPH Board's October meeting. These updates have provided us with a better sense of our overall progress towards the implementation of the LRP thus far, as well as highlighted several areas in which we might need to renew focus in the coming years. The responses to the COVID-19 question have been particularly enlightening and may encourage us to readjust our expectations as an organization, at least until our field begins to truly recover from the current circumstances.

-Submitted by co-chairs Abby Gautreau and Will Stoutamire

MEMBERSHIP COMMITTEE

The Membership Committee is continuing to refine its work-plan for 2020-2021, recognizing that its members and the entire NCPH community are facing new realities. Although the committee did not send out lapsed member emails during the previous quarters, committee members will resume the practice of contacting lapsed NCPH members with a personalized email, asking them to consider renewing their memberships. Instead of planning and holding in-person "NCPH After Work" events, the Committee is exploring ways to adapt "After Work" to a virtual program. Committee members are discussing what forms of outreach they will undertake at the annual meeting, recognizing that a pivot to an online meeting requires adapting the traditional in-person events to a digital format. This past spring, we converted the "NCPH Pros" session into a YouTube roundtable and Twitter chat; this suggests that we will be able to do so in converting to an online meeting again in 2021. The committee welcomes the opportunity to collaborate with the New Professional and Student Committee and the Professional Development Committee in developing new or augmented online resources for the NCPH website.

-Submitted by co-chairs Kristin Ahlberg and Hannah Schmidl

NEW PROFESSIONAL AND STUDENT COMMITTEE

With the recent name change to formally recognize the inclusion of all students in

NCPH COMMITTEE UPDATES // CONT'D. FROM PAGE 7

committee programming, the New Professional and Student Committee remains dedicated to its mission to support these important NCPH constituencies. The committee is happy to welcome its first undergraduate member and looks forward to engaging public historians at all stages of their education in addition to continuing to support new professionals. This year, committee members are lending their expertise to specific initiatives, including communication, programming, and member resources. Want to hear more from our committee members? The NCPH community will have the opportunity to hear from the committee from its Twitter account (@NCPHnewgrad) and planned contributions to the *History@Work* blog. Enjoy the committee's offerings at the annual meeting and wonder what to expect for Virtual NCPH 2021? The committee is working to adapt its usual events for the virtual annual meeting and intends to expand its programming to year-round activities. Need resources for navigating public history programs, internships, the job market, and more? Students and new professionals should keep an eye out for an updated and expanded *Public History Navigator*, which will be edited to better reflect the current reality of the public history field. The New Professional and Student Committee looks forward to another year of serving the NCPH community.

-Submitted by co-chairs Hilary Miller and Brian Whetstone

NOMINATING COMMITTEE

The Nominating Committee met several times over the summer and fall to develop a roster of potential candidates for open Board and Nominating Committee positions. We generated a list of 33 names for the Board and 27 for the Nominating Committee (including nominations submitted through the NCPH call). We selected nominees with the goal of promoting diversity on the Board and Nominating Committees in terms of race, gender, location, and field. For the Board, we prioritized colleagues who have shown commitment to the organization and promise on other committees, or who we felt could bring talents and networks that are not presently represented among Board members. For the Nominating Committee, we prioritized more junior colleagues who might bring with them untapped networks, since continuing committee members are on the whole more senior or mid-career. You can see the full slate of this year's nominees on page three of this newsletter.

-Submitted by co-chairs Julia Brock and Tracy Neumann

PROFESSIONAL DEVELOPMENT COMMITTEE

The Professional Development Committee's planning for the year is well underway, and we look forward to providing the membership with a wider range of activities to further engage others in the profession. We understand that this is a

challenging time for all teachers, learners, and enthusiasts, and we have elected to embrace our virtual conference in the name of accessibility and universal design to enable public historians across all intersections to participate and enjoy. We've successfully evaluated and selected this year's workshop proposals, and we plan to think through options with presenters to allow us to offer better virtual opportunities for collaboration. The co-chairs met with the Membership and New Professional and Student Committees to expand on those areas of collaboration, and we are excited to work with them on professional development activities such as resume review and the job market-focused *Public History Navigator* that's in the works. We'll also be looking into the committee charges in conjunction with the Long Range Plan to see where we overlap with other teams to reach similar goals. Our biggest challenge is planning a successful Speed Networking event and cultivating it to meet the pace of the conference. This year, we want to focus on helping those at every stage of their public history career, including those in all school levels (including K-12 teachers and students) and those in career transition. We know we'll be working within a limited capacity, but we aim to take the steps needed to set ourselves and the membership up for success in the future.

-Submitted by co-chairs Patrice Green and Tracy Neumann





AASLH

AMERICAN ASSOCIATION for STATE and LOCAL HISTORY

Academic Membership

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Learn more about professional development resources for public history professionals at aaslh.org.

often encourage us to do. I worked hard to learn and grow in this field, so I want a job that is right and in a place that is fitting for me. It narrows my options immensely when prospective employers do not provide an anticipated salary or salary range for a given job. It would be very difficult for me to apply for a job without knowing the benefits, either. Public historians are not ultra-altruistic people who will do the work for under a livable wage just because they enjoy what they do. I like what I do. I like my field. And *because* of that, I want to know that I will, in turn, be appropriately compensated for my work.

As for my perspective as NCPH's graduate assistant who adds posts to the NCPH jobs page (<https://ncph.org/jobs/>), I think requiring jobs listed here to provide salary information is a step in the right direction for NCPH. Assuming most students and job seekers think as I do with regard to wanting to see a salary or salary range, the page will be even more usable and beneficial. It is ethical to list a salary for plenty of reasons but, most important to me, it is ethical because doing so offers more transparency to potential employees, and it saves time for both applicants and hiring officers. Neither side wants to waste time going through the application and interview process only to find the candidate is not a good fit for the job because of the salary. By only posting jobs with salary listings, the NCPH jobs page will be a place where people can feel confident in job searching. For other examples of organizations

that require compensation information on their job boards, see the Association of Midwest Museums (midwestmuseums.org) and the American Association for State and Local History (<https://jobs.aaslh.org/>).



A graduate student consults with a seasoned professional at the NCPH 2019 Speed Networking event, one of several resources NCPH provides for students and new professionals heading onto the job market. Image by Melody Hunter-Pillion.

SUZANNE FISCHER: WHY POSTING SALARY RANGES IMPROVES THE SEARCH PROCESS

As an NCPH Board member and chair of the NCPH Advocacy Committee, I've been proud of NCPH's efforts to model more equitable practices for the field as they relate to hiring. See, for instance, our 2008 internship best practices¹, our rationale for not posting uncompensated internships², and our best practices for job postings³. So I'm delighted that we're building on existing work and implementing this new policy for the NCPH jobs page. Posting salary ranges makes public history job searching more transparent and fair. How you're paid should not depend solely on your proficiency in salary negotiation: that is clearly discriminatory, as nonprofit blogger Vu Le demonstrates⁴.

As a hiring manager, I want to find great people for open positions at my museum and I want to compensate them fairly. Treating job candidates well throughout the search process shows them that we are an organization that treats employees well. Posting a salary range with the job ad is part of that process. Luckily, I'm part of a government organization that posts salary ranges by statute. Setting shared expectations in all public history settings will help make any projects a new employee works on successful, and it's the same with a posted salary range.

Low compensation for public history jobs is a very real problem, but clearly seeing the salaries being offered for jobs will help us begin to tackle it as a field.

-Hannah Jane Smith is the graduate assistant for NCPH and a Public History MA student at Indiana University-Purdue University, Indianapolis.

-Suzanne Fischer is the museum director of the Michigan History Center and a member of the NCPH Board.

1 NCPH Curriculum and Training Committee, "Best Practices in Public History: Public History Internships," May 2008. <https://ncph.org/wp-content/uploads/2010/08/Internship-Best-Practice.pdf>

2 Meghan Hillman, "On unpaid internships, professional ethical standards, and the NCPH jobs page," *History@Work*, December 4, 2017. <https://ncph.org/history-at-work/on-unpaid-internships-professional-ethical-standards-and-the-ncph-jobs-page/>

3 NCPH Professional Development and NCPH New Professional and Student Committees, "Best Practices in Public History: Job Postings," March 2019. <https://ncph.org/wp-content/uploads/2019/03/Best-Practices-for-Job-Postings.pdf>

4 Vu Le, "When you don't disclose salary range on a job posting, a unicorn loses its wings," *Nonprofit AF*, June 1, 2015. <https://nonprofitaf.com/2015/06/when-you-dont-disclose-salary-range-on-a-job-posting-a-unicorn-loses-its-wings/>

THANK YOU TO NCPH'S SUSTAINING-LEVEL MEMBERS! SUSTAINING MEMBERS MAKE THE WORK OF NCPH POSSIBLE.

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PRESIDENT'S COMMENTS: WHAT'S GOOD? THE POWER OF MENTORSHIP

// CONT'D. FROM PAGE 5

Working for tribal governments he coordinated research on major land claims cases, oversaw the creation of tribal archives, and, working directly with tribal authors—Clyde Benally, Fred Conetah, and Winona Manning to name a few—managed the publication of over two dozen tribal histories. Moreover, he insisted that the tribes, rather than the University or the Center, would own the copyright on publications. From Tohono O'odham to Lummi, Ute Mountain to Hupa, Floyd became a familiar and trusted presence. And as a result, the American West Center was often better known in Indian Country than on its own campus.

The same qualities that made Floyd a successful public historian made him an extraordinary mentor. When I came to the University of Utah in 1987 there was no public history program, but there was Floyd and the American West Center. I first began working summers at the Center as an editor of oral history transcripts, and then moved on to research and write contract reports, organize archives, and record oral histories of my own. Working for Floyd was like being part of a craft guild where one learned by doing. Just as important as his direct guidance was the



Floyd O'Neil (right) with current NCPH President Gregory Smoak (left) in February 2018. Image courtesy American West Center, University of Utah.

respect he showed to his graduate students, and which he in turn demanded that we show to our community partners. Working with Floyd was also a trip—both literally and figuratively. Working with tribal Nations meant traveling to reservation communities as well as libraries and archives. But whether on the road or at the Center, going to work was fun. Floyd had a legendary sense of humor and

was well known for his homespun aphorisms. Often as I struggled to write my dissertation he would burst into my office and implore me to “make an end” and “get my damned union card!”—aka my PhD. Finish I did, and although I went on to teach in Minnesota and Colorado, Floyd remained one of my dearest friends and staunchest supporters. With some good luck and timing, I returned to direct the American West Center and got to spend eight more years with Floyd, who continued to serve as director emeritus. Floyd passed away in April of 2018 at the age of 90. While the world still feels emptier without him, the power of his friendship and mentorship stay with me.

As we near the end of a tragic and historic year, let's not lose sight of what's good, especially the people in our lives. Thinking about what's good will not restore the losses we have felt or ease the challenges we face. Nor should it lessen our resolve to change what we can and must. But thinking about what's good can remind us of what we value most and why we do what we do.

-Gregory E. Smoak is the President of NCPH and is director of the American West Center and Associate Professor of History at University of Utah.

NCPH 2021 GOES VIRTUAL

// CONT'D. FROM PAGE 1

What will Virtual NCPH 2021 look like?

As I write this, we're still working out the details, but it's likely that Virtual NCPH 2021 will look very different than the in-person NCPH meetings of years past, and very different than the Virtual NCPH 2020 experience. We've learned over the last eight months that people do virtual conferences differently than they do in-person conferences, which creates opportunities to play with format and scheduling to better suit a born-virtual conference experience. We're planning for shorter conference days spread over a longer time frame in March 2021 so attendees don't burn out, with flexibility for presenters in terms of live sessions or pre-recording. We're brainstorming ways to preserve the networking experiences that make conferences productive and joyful, with plenty of opportunities for attendees to “run into” each other in the virtual space.

With no associated travel costs and reduced registration fees, this will be our most accessible conference ever. Between the costs

of a virtual platform and increased accessibility costs for live CART captioning, a good virtual conference is not inexpensive to produce—but it is *less* expensive than an in-person conference, and we've taken a careful look at our 2021 budget and priced rates as low as we feasibly can without endangering NCPH's ability to cover essential expenses like staff salaries. In addition to lower registration fees across the board (between 35%-60% lower than 2020's registration rates, with the highest cost savings for students), we're also offering a reduced rate for people whose employment circumstances in light of COVID-19 make the regular rates prohibitive. We'll take this on the honor system, and those who register at the regular member and nonmember rates will be helping to make this lower rate possible.

What's next?

Registration opened for presenters in mid-November and will open to all registrants shortly after the new year. We hope to have a preliminary digital program to share by that point, which will let people peruse the offerings, get used to this year's conference

schedule—which will look different than in years past—and get priority sessions and events on your personal calendars. We'll also be preparing a number of FAQs to help attendees and presenters get in the swing of things and learn how to use our virtual platform. There will be more opportunities to participate in Virtual NCPH 2021 coming in the next couple of months, including a call for late-breaking session proposals.

Thanks to all for your patience as we gathered information and worked with our hotel to make this shift to a virtual format. It was important to us to negotiate a transition that respected the efforts of everyone who had already begun work on an in-person 2021 conference and did not leave us in a vulnerable position financially. We're excited to now turn our efforts to planning Virtual NCPH 2021, and to explore the new possibilities and opportunities a wholly online conference experience has to offer. Still, I'll look forward to a time when I can see you all in person again.

-Meghan Hillman is NCPH's Program Manager

IN MEMORIAM: DAVID NEUFELD

SHARON BABAIAN / SBABAIAN@INGENIUMCANADA.ORG

The international public history community lost a forceful and engaging voice and a good friend with the sudden death of David Neufeld this past September. Many NCPH members will remember David as an active participant in the organization at all levels. He served on the Board from 1999 to 2002; as program co-chair in 2001; and on the professional standards and ethics, education and professional practice, and awards committees at various times over the years.

David was Parks Canada's Yukon and Western Arctic historian for over 25 years and, in that position, became a distinguished multi-disciplinary scholar in environmental history, the history of technology, and industrial heritage. Perhaps his greatest contribution, though, came as a long-standing and passionate champion of Indigenous heritage and culture. A southerner by birth and education, David unreservedly embraced the North and all of its peoples by getting out onto the land and experiencing it firsthand. His guides on this journey were the many Indigenous knowledge-keepers who welcomed him into their communities, cherished his openness to their ways of knowing, and

rewarded it by sharing their culture and heritage with him.

As a scholar, David embodied all that was best in public history. He lived to learn and to do. He combined an abiding commitment to historical scholarship with a love of the land and a constant curiosity about people and their ways of life. When offered an opportunity to try something new—from skinning a fur-bearing animal to making a babiche bag—David was brave enough to try, to make mistakes, and to learn. He hiked the Chilkoot Pass many times and was a constant presence on the Yukon River, an experience he shared with countless friends and colleagues. What he learned from these places and their peoples often changed his mind about something he thought he knew.

David drew sustenance and inspiration from the North, its land, and its peoples and



David Neufeld navigating Miles Canyon in May 2013. Courtesy J. Luedee.

used it to help create a more expansive and inclusive understanding of history, heritage, community, and identity. That is a legacy from which we all can learn.

-Sharon Babaian is Curator of Land and Marine Transportation at Ingenium: Canada's Museums of Science and Innovation and a Past President of NCPH. She is privileged to have been a friend of David's and a member-in-good-standing of his NCPH conference posse.



IUPUI Graduate Program in Public History

Established in 1984, the Graduate Program in Public History at Indiana University – Purdue University Indianapolis (IUPUI) trains historians in the research, analytical, and communications skills needed to apply their work in the public arena. Students benefit from a combination of classroom instruction and practical experiences that prepare them for a wide range of public history occupations. Campus adjacent to downtown Indianapolis, which serves as a learning laboratory for public history students.

Program highlights include:

- A nationally-recognized public history degree program, with opportunities for students to pursue additional qualifications and certifications in Library Science, Museum Studies, and Documentary Editing
- Two academic years of half-time paid internships in local institutions provide significant practical training (interns also receive a substantial tuition remission and health insurance)
- Situated near several long-time partner institutions and research repositories (including the Indiana Historical Society, Indiana State Library and Historical Bureau, and Eiteljorg Museum of American Indians and Western Art)

Graduate public history courses include: Digital Humanities, Historical Administration, Historic Preservation, Historic Site Interpretation, Introduction to Archival Practices, and Local and Community History

For more information, contact Dr. Philip V. Scarpino, Director of Public History:
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