

Human Resources and the Arts

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Chapter 7 Highlights

- ◆ Most arts organizations do not have separate HR departments due to limited financial resources.
- ◆ There are often informal circumstances of hiring new employees.
- ◆ It is important to consult with legal and financial experts to ensure the local, state, and federal employment laws are complied with.
- ◆ Board constitutes the legally empowered group of people that has the ultimate responsibility for the arts organization and a business - macro- rather than micromanagement.

“The Role of Human Resources in Museums” (American Alliance of Museums)

Christine Engel

*Chief human resources officer at the
Wadsworth Atheneum Museum of
Art.*



- ◆ In recent years, HR became a strategic resource for guiding the organization.
- ◆ There are many mid-size and small museums with very little HR presence.
- ◆ That puts organizations in the position of assuming unintentional risk.

- ◆ Boards by definition are not involved in day-to-day of the museum's operations.
- ◆ Succession planning, performance management, compensation strategy, and **diversity**.
- ◆ "Some of the most meaningful relationships I have experienced in my career have been with HR colleagues who worked in the same industry that I did"

Works Cited

Byrnes, W. J. (2015). *Management and the arts* (5th ed.). New York and London: Focal Press, Taylor and Francis Group.

Engel, C. (2018, March 26). The Role of Human Resources in Museums. Retrieved from <https://www.aam-us.org/2016/01/02/the-role-of-human-resources-in-museums/>