

Scientific Atlanta - ChofBdr.
retiring & moving to Boston
businessman & engineer
quietly aggressive
Sidney Topol

UM BS physics
'47
U of Cal MSEE
Naval Research Lab
Raytheon to '71
Gen Mgr,
Communications Div
Norwood

Dir. of Science Mus. of Va. '73 - Richmond
'64
'68 PhD in Astronomy
~~very~~ ~~likeable~~
very likeable
divorced & remarried
a little lowkey
Paul Knappenberger 804-367-6799

Nelson - chairman
Hendrie
Swartz
Moree
Johnson
McKenney?
Poduska?
Bachman
Cohen

Fredkin

~~Epoch term sheet~~
~~Sample term sheet~~
Cashier Search
Kapen Linsley
Hendrie Donaldson
Poduska
Shear
Everett
~~McKenney~~
Swartz ✓

Computer Museum Times

SATURDAY, AUGUST 27, 1994

Donald Trump Pays a Surprise Visit

Air Controller Hijinks at CM Airfield

When Donald Trump and his party arrived at the Computer Museum this weekend the Trump Airfield was burgeoning with future air controllers, practicing the frenetic and spine tingling requirements of take-off and landing of planes simultaneously without collision. As the "pros" took over controls of the landing gear, a crowd gathered to observe the manipulations of Trump, the master. When one of his planes failed to lower its wheels, he was heard to mutter, "I told them that maintenance was a first priority".

Second Year

The airfield simulation, designed in cooperation with and underwritten by Donald Trump, begins its second year of operations at the Computer Museum. Its three runways, 40 model planes, and air control headquarters in 2500 square feet of space, have played host to hundreds of visiting groups, including several unnamed competing air carrier executives. The realistic sense of presence goes one step beyond all of the most popular flight simulators, allowing the visitors to "take command". Local pilots, and former airlines personnel are onhand as volunteer "docents", assisting the public, and providing information about operations.

Gannett Corporation Donates Newsroom

USA Today at the Computer Museum

The Gannett Corporation announced today the gift of an operating newsroom and press to the Computer Museum. The announcement, made at the National Press Club, extolled the Computer Museum for its Outreach efforts to bring the world of technology to the non-computer literate, by stressing computer applications in the lives of ordinary citizens. No application is of more importance than access to the daily news.

The newsroom/exhibit will allow visitors to design their own stories, watch them go through editing, page design, and then printed for take home as part of an individual or group newspaper. It will also be possible to pull up stories from the USA Today database to make a complete and individualized newspaper. Many local organizations and groups have expressed interest in the possibility of aiding inhouse publications, Special school classes will have the opportunity to publish personal newspapers as part of their visits. Writing and self-expression become increasingly important skills in a visual world. The Computer Museum is committed to literacy for adults and children, and will utilize this exhibit space to reach out to new audiences.

The exhibit staff has collaborated with Gannett on the newsroom design, assuring that its accuracy is maintained, along with the constraints of museum visitor flow. The Media Lab Group from MIT, that has been working on personalized newspapers, using databases, will bring the results of their research to this prototype project. With the machines and cash now available, the USA Today Newsroom has an expected opening date of June, 1995.

Next Week:

- NSF Awards \$1.5M to Computer Museum
- Minority Intern Program with Wentworth and Northeastern, following Model of New York Hall of Science
- MIT Sandbox: Space set aside for student exhibits
- Computer Museum joins Talcott Mountain in SCISTAR a program that brings scientists to the classroom.
- Computer Museum and Massachusetts Corporation for Educational Telecommunications (MCET) will host weekly High School news show.

YOU ARE THERE

Walking with Bell, Cray, Kurzweil,
Wozniac and Jobs

A series of galleries recently completed at the Computer Museum demonstrate the intensity of creation, the frustrations and battle with time, the failures and inexorable pace of change. Walking through the labs, offices, garages of computer beginnings, accompanied by a Tracy Kidder (*Soul of A New Machine*) audio narration, the history of early computers takes on a new life. Each step through one of the five historical walks, through dramatic lighting, poetic text and realistic sound brings museum goers into close proximity to a computer and its inventor(s). Interspersed with the voices of the progenitors, their friends and competitors, the actual taping was a party full of reminiscences, bringing together many of the most important personages of the computer world.

Computer Museum, a national treasure in terms of collection, has now given these computers a voice and setting. Edward R. Murrow could not have done it better.

CM/Urban League Van Arrives in Detroit

Media Magic- Tomorrow's Family Room

Amidst great fanfare, the Media Magic Mobile Van comes to Cranbrook Institute, where 2500 dignitaries and visitors tour the Family Room of Tomorrow. The van, designed by Digital Equipment Corporation contains a fanciful set of experiences for all who enter, including surrogate travel to the Hawaiian volcanoes, satellite images from the latest flyby beyond our solar system, theatrical holography, sensory furniture accompanying an Omni roller coaster, individualized newspapers, home monitoring devices for both house and health, and changing applications modules for home business or entertainment.

Digital has donated 6 of these vans to the Computer Museum and to the Urban League as part of its "Technology is Yours" Campaign. The van will visit museums in urban centers and settlement houses, encouraging the public to learn about computer technology, that they can build and prepare for the future.

ATTENDANCE SURGES TO 250,000

Quilters Converge on Computer Museum

The attendance figures at the Computer Museum passed the 250,000 mark as yet another important group opens a "living exhibit" at the museum to demonstrate its uses of technology. The National Quilting Association, is conducting its Annual Meeting at the Computer Museum. Over 200 quilters will demonstrate the use of computers in quilt design over the next four days. They will demonstrate both traditional and new geometric patterns on the computer, along with the graphic design software that is now available for handicrafts workers, making the complexity and tedium of working out a whole pattern quick and enjoyable. Visitors to the museum will be able to interact with the quilters and receive assistance on their own designs, obtaining a printout for home use.

The Quilters' Annual Meeting follows two similar successful fairs for Model Builders and Landscape Architects. Thousands of new visitors are flocking to try their hands at well-loved crafts using new and exciting computer tools.

The Computer Museum, since its inception, a mecca for those who have an emotional engagement with computers, has recently undertaken the ambitious mission of making computers accessible to people who are frightened, cautious, and even hostile. The rapid rise in attendance attests to the importance of relating computers to human interests.

ENTER THE WORLD OF COMPUTERDOM *An Elevator Like No Other*

Few reporters have covered the opening of an elevator as an important event. Few elevators are of sufficient newsworthiness to warrant a column. However, the Great Grand Elevator Opening at the Computer Museum brought cheers from the 100 local and national reporters invited to celebrate. The elevator is a marvel. At 15'X40', it was designed to carry cars and trucks. It has been transformed into a walk-in computer, from a keyboard entrance to the central monitor and visible innards. A wall mouse allowed me to click off floors. A welcome message greeted me as I entered, asking to leave a new message for the next guests by stepping out my note on the keyboard. Not only did the crowd enjoy creating a new message (a few lewd remarks were rejected soundly by the group), but it provided that suspension of disbelief that was a buffer between the outside world, and the learning atmosphere of the refurbished Computer Museum.

57 Bedford Street, Suite 101
 Lexington, MA 02173
 617/862-3370
 Fax: 617/861-7546

QUALIFICATION MATRIX

<u>EXPERIENCE AND SKILLS</u>	<u>OLIVER STRIMPEL</u>	<u>MAC SUDDUTH</u>	<u>INABETH MILLER</u>
o Management and leadership skills -Museum/Not-for-profit			
o Ability to bring vision			
o Directing/leading fund-raising -Direct solicitation -Foundation/Corporate			
o Improve performance of organization			
o Ability to bring about change			
o Knowledge/experience with computers -At minimum, enthusiasm			
o Success in creating/executing a substantial project/activity			
o Use of proactive educational programs to promote/foster growth			

QUALIFICATION MATRIX

<u>PERSONAL QUALITIES AND CHARACTERISTICS</u>	<u>OLIVER STRIMPEL</u>	<u>MAC SUDDUTH</u>	<u>INABETH MILLER</u>
Creative			
Able to communicate a vision			
Energetic/enthusiastic			
Project oriented; well organized			
Personal integrity			
Professional image, outgoing			
Verbal and written presentation			
Committed, dedicated			
Diplomatic and politically sensitive			
Strength of convictions			

PERSON SPECIFICATION

B108

(For Internal Use By The Computer Museum Search Committee Only)

THE POSITION: Executive Director

REPORTS TO: Board of Directors, The Computer Museum

PLANNED COMPENSATION: Approximately \$90,000

EDUCATION: Bachelor's Degree, with Master's Degree preferred. A technical degree desired, but not necessary.

GEOGRAPHICAL CONSTRAINTS: East Coast/Northeastern United States

EXPERIENCE AND DEVELOPED SKILLS:

- o Proven management and leadership experience, having an educational mission, in a not-for-profit organization, ideally with a specialty museum. Other not-for-profit experience, such as philanthropic organizations or educational institutions may be appropriate.
- o Alternatively, individuals with private industry background, yet having extensive not-for-profit board level experience, may also be a possibility.
- o Ability to bring vision and to manage various constituencies and creatively utilize resources.
- o Proven performance in directing/leading fundraising activity. Personal experience in direct solicitation and exposure to foundation and corporate giving expected.
- o Demonstrated ability to improve performance of not-for-profit organization through personal leadership and creativity.

PERSON SPECIFICATION

B108

Page Two

- o Ability to bring about change in a positive and proactive manner, yet with diplomacy and political sensitivity.
- o Knowledge of and experience with computers would be ideal; but at a minimum, enthusiasm about computer technology and its applications is expected.
- o Proven success in creating, executing, and completing a substantial project or activity is required.
- o Ability to create a significantly broader appeal and heightened public awareness through use of proactive educational programs and promotion of the museum and its exhibits.

PERSONAL QUALITIES AND CHARACTERISTICS:

- o Creative and able to communicate a vision for the museum.
- o Energetic and enthusiastic; a doer.
- o Project oriented, well organized and detail oriented.
- o High level of personal integrity.
- o Polished and professional image, with outgoing and believable personality.
- o Highly developed skills in written and verbal presentation.
- o Committed, dedicated, and able to champion a cause.
- o Diplomatic and politically sensitive, but with strength of convictions.

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

July 25, 1989

Mr. David Nelson
President and Chief Executive Officer
Confluent Systems, Inc.
77 Salem End Lane
Framingham, MA 01701

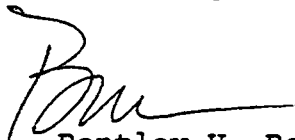
Dear Dave:

Enclosed is a Candidate Report on Mac Sudduth, who, in my opinion, could be an extremely strong candidate for The Computer Museum. As we discussed, we should be seeking to have him meet as soon as possible with you and other members of the Search Committee who might be available.

Mac states that his current compensation is comprised of a base salary of \$65,000, and he has a deferred bonus which ranges from 6 to 16%, as well as the use of a museum-owned car. He also will receive \$25,000 as a bonus if he remains with the museum through June 1991.

Please call me if you have any questions regarding Mac's candidacy.

Cordially,



Bentley H. Beaver
Vice President

BHB:amg
enclosures

CANDIDATE EVALUATION: WILLIAM McLEAN SUDDUTH

Mac Sudduth is presented as a candidate for the Executive Director position at The Computer Museum. He is recommended for the following reasons:

- o Proven management and leadership skills in three different museum settings.
- o Direct experience in developing plans and strategies which have resulted in the successful growth of museums, both directly and on a consulting basis.
- o Directly transferrable experience in leading fund-raising activities, including extensive grant writing and solicitation of foundations.
- o Proven performance in bringing about change in building from scratch and re-building organizations.
- o A strong orientation towards technology, with both Master's and Ph.D's in the History of Science. An appreciation and excitement about computer technology, including the development of articles and papers on the field.
- o A formal and informal educational orientation, using pro-active programs and exhibits.
- o On a personal level, creative and committed; a professional with a high level of energy and excellent communications skills.

BACKGROUND PROFILE

William McLean Sudduth
508 Belgravia Court
Louisville, Kentucky 40208
Home: 502/637-8970
Office: 502/561-6103

EDUCATION: Ph.D., History and Science, University of Oklahoma, 1976
M.A., History and Science, University of Oklahoma, 1974
B.S., Chemistry, University of Oklahoma, 1969

EXPERIENCE:

1984 - Present **MUSEUM OF HISTORY AND SCIENCE**
Louisville, Kentucky

President

President and Chief Executive Officer of this 140,000 square foot museum with an operating budget of \$2.7 million. Full responsibility for day-to-day operational management, exhibits, fund-raising, and education. Direct reports include Vice Presidents of Exhibits, Operations, Education and Programs, School Services, Marketing, and finance. Also responsible for the IMAX theatre built under own leadership. The Museum has 110 full time equivalent employees and an additional 300 volunteers who represent 30 full time equivalents. Under President's direction, the Museum of History and Science has grown from 54,000 attendees to almost 200,000, plus an additional 280,000 IMAX attendees. Raised \$6 million in a capital campaign for the IMAX theatre from government, corporations, and foundations.

1979 - 1984

NORTH CAROLINA MUSEUM OF LIFE AND SCIENCE
Durham, North Carolina

Executive Director

Grew this small museum from a quarter of a million dollar budget to over \$1 million in five years and achieved attendance level of 190,000. The Museum has a variety of exhibits, including a nature center and an aerospace exhibit. Established outreach program and an educational program.

1976 - 1979

OMNIPLEX, OKLAHOMA CITY

Starting in 1976 with a grant from the Kerr Foundation, developed a plan, established and opened a substantial museum in an 11-month time period which included a planetarium. Over \$7 million was raised for this project. Within three years, the organization had an operating budget of \$1 million and attendance of approximately 250,000 people.

1968 - 1972

TINKER AIR FORCE BASE
Oklahoma

Civilian Chemist (G.S. 7)

Just before and after receiving undergraduate degree in Chemistry, worked for the U.S. Government as a Civilian Chemist at Tinker Air Force Base. Left in 1972 to obtain a Master's Degree.

Other concurrent activities:

Several formal teaching assignments, including Teaching Assistant positions at the University of Oklahoma in 1969 and 1974; serving as Visiting Professor at the University of Oklahoma in 1979; and as Visiting Lecturer at Duke University from 1981 - 1982. In addition, have served from time to time as a Museum Consultant; as a Library Assistant at the University of Oklahoma (1974 - 1977); and served on the Board of Trustees of the Association of Science and Technology Centers as Vice President of that organization for a number of years; and most recently, as President of the Association of Science and Technology Centers, from 1987 to present. Have

Background Profile: William McLean Sudduth
Page Three

held a variety of other leadership positions and as a member of various committees, councils, and associations.

CANDIDATE EVALUATION OF: WILLIAM MCLEAN SUDDUTH

Mac Sudduth made an excellent first impression which held up extremely well during our two hour meeting. He is a friendly and likeable individual with a high level of personal sophistication. He is highly intelligent and demonstrated excellent verbal skills. Mac has a solid energy level, and is an enthusiastic leader. He is an easy conversationalist and a person with a wear-well style. Mac understands the museum business extremely well. He has broad-based inputs to his knowledge base, which results in his ability to come across as a highly knowledgeable and professional Museum Director.

Mac grew up in Oklahoma, where his father ran the state unemployment service. He received a scholarship to the University of Oklahoma and after completing his Bachelor's Degree, worked as a Civilian Employee at Tinker Air Force Base in Oklahoma for about four years. It was here that his educational involvement first began, as he taught a summer course in technical writing at the Air Force Base. In 1972, Mac returned to school, and based on his interest in both science and education, received a Master's Degree and then a Ph.D in the History of Science from the University of Oklahoma.

Primarily through local connections in Oklahoma, Mac, after having received his Doctorate, began a project for the Kerr Foundation to plan and then develop an Omniplex Theatre in part funded by the Oklahoma Science and Arts Foundation. After the planning stage, which took a couple of years, the Omniplex was opened and he was named Director. In 1979, Mac moved with his wife to North Carolina where she had entered a Master's program at the University of North Carolina at Durham. He found a position at the North Carolina Museum of Life and Science as Executive Director. As he described it, the museum was, at that point, a roadside attraction looking for a professional. With a budget of a quarter of million dollars, Mac took over and developed the organization to a \$1 million budget by 1984.

Through his involvement with the Association of Science and Technology Centers, Mac did an assessment of the Museum of History and Science in Louisville, which resulted in the development of a plan for that museum. Subsequently, the plan

Candidate Evaluation: William McLean Sudduth
July 25, 1989
Page Two

was put into effect and the museum invited Mac to become its President, which he did in 1984. He has since been running the Museum of History and Science and has done an admirable job of growing and developing the museum to the point where it currently has a budget of almost \$3 million. During this time frame, he was directly involved in a \$6 million capital campaign and the development of an IMAX Theatre, which has resulted in an overall attendance of 478,000 people last year.

Throughout his career, he has been involved, from time to time, in formal teaching as well as informal educational programs. He is active in a variety of organizations and, in particular, is currently serving as President of the Association of Science and Technology Centers, prior to which he was a Vice President. ASTC is an association of 271 science and technology oriented museums throughout the country. Because of his involvement and his leadership position in this organization, Mac has gained a unique insight into the mechanics and strategies of science-oriented museums across the country.

Mac Sudduth is a highly attractive candidate for The Computer Museum. He has demonstrated significant leadership in three different museum environments, having had a substantial impact on their growth and success, both building and re-building staffs, exhibits, and programs. He has an extremely strong educational orientation, which has included not only formal teaching, but the development of strong educational and outreach programs within the museum environments in which he has functioned. During his days in Durham, he even started a computer camp at Duke University. As indicated earlier, his association and involvement with ASTC has provided him with significant exposure to the industry and a distinct awareness of what works and what doesn't. On the fund-raising side, he has developed a substantial record in grant fund-raising from corporations, and particularly, foundations, and has been directly involved in major capital fund-raising efforts. Overall, Mac fits the specifications extremely well. On the personal side, he has the enthusiasm and vision to become a strong spokesperson for the Museum. His personality is highly appropriate and his professional and intellectual capabilities make him a strong candidate.

BBH:amg

August 23, 1989

Mr. David Nelson
President and Chief Executive Officer
Confluent Systems, Inc.
77 Salem End Lane
Framingham, MA 01701

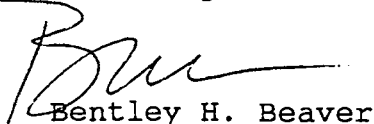
Dear David:

Attached is the candidate report on Inabeth Miller. As I mentioned, she is a bundle of energy and is someone I believe we should consider.

Inabeth would bring a strong sense of direction and vision. From the standpoint of experience, she has throughout her career focused on the melding of computer technology and education. Her background in this regard is quite unique. She brings only four years of experience in museum management. She is an extremely bright person, and based on her overall management experience, I would be comfortable that she could successfully manage the operation.

From the standpoint of compensation, Inabeth states that she is at a base salary of \$56,000 and currently receives between \$20,000 and \$30,000 a year from various consulting activities. She is not wedded to consulting; however, it has provided an attractive increment to her salary from the Museum of Science. She would be interested in talking, and although she will be on vacation the week of August 28, she will be in town until Thursday, August 31.

Cordially,


Bentley H. Beaver
Vice President

BHB:pmd
enclosures

CANDIDATE SUMMARY OF INABETH MILLER

Inabeth Miller is presented as a candidate for the position of Executive Director of The Computer Museum. She is recommended for the following reasons:

- . Proven leadership and managerial experience in the not-for-profit world, including ten years managing a graduate library at Harvard's School of Education, and four years heading external education for the Boston Museum of Science.
- . Strong and demonstrated ability to bring vision and creativity to an organization.
- . Limited experience with fund raising, but an exceptional spokesperson.
- . Extensive experience and career focus on the melding of computer technology and education, with extensive contacts.
- . Would be committed to broadening appeal of the Museum.
- . Personally, extremely high energy level, dedicated and able to champion a cause. Enthusiastic and intelligent with excellent communication skills.

BACKGROUND PROFILE

Inabeth Miller
Four Canal Park
Cambridge, MA 02141
Home: 617-577-9760
Office: 617-589-0370

EDUCATION:

Ed.D., Curriculum Development and Administration,
Boston University; dissertation: "An Examination
of Microcomputers in Educational Settings;" Pi
Lambda Theta

MS, Library Science, Simmons College

BA, English Literature and Education, Brown
University, 1956

EXPERIENCE:

1985 - Present

BOSTON MUSEUM OF SCIENCE

Head of Educational Outreach

- . Responsible for all programs for teachers, children, and adults beyond the Museum facilities.
- . Elementary Science Outreach Program serving 80 Massachusetts communities with science materials and workshops.
- . COSMOS, an after-school science program in seven communities.
- . Science-by-Mail, an outreach activity program for 1,800 children and families, together with 150 senior scientists.
- . Liaison with Massachusetts science, cultural, and academic institutions.
- . Administration of NSF Science Network Grant.

Inabeth Miller
Page Two

- . Product development initiation for a line of books, computer software, and manipulative materials.

1975 - 1985

MONROE C. GUTMAN LIBRARY, GRADUATE SCHOOL OF
EDUCATION, HARVARD UNIVERSITY

Librarian to the Faculty of Education

- . Complete management of education library-- 150,000 volumes, 50 professional and support staff employees, six divisions (administration, reference, circulation, collection development, media, technical services).
- . Developer of national education conferences and publications (print and electronic).
- . Initiated and chaired seven national conferences at Harvard University: Conference on Thinking (1984); Video Games and Human Development (1983); Censorship--Education's Response to Diversity (1983); Cable Television --A Conference for Educators and Community Leaders (1981); Microcomputers and Education (1980 and 1981); Beyond Boundaries--Museums and Education (1980).

1983 - 1985

FIPSE GRANT, "NATIONAL DATABASE OF INTERACTIVE
TECHNOLOGY APPLICATIONS IN EDUCATIONAL SETTINGS"

Administrator

Responsibilities included collection of data from 10,000 educational institutions. Mounted database on CompuServe for public access.

1971 - 1987

BOSTON COLLEGE/BOSTON UNIVERSITY/HARVARD GRADUATE
SCHOOL OF EDUCATION/NOVA UNIVERSITY

Lecturer

Courses in selection, evaluation, utilization of instructional materials, cable TV, federal funding, research in children's literature, teaching urban children, implementation of technology in education, distance learning.

Inabeth Miller
Page Three

1971 - 1978 WATERTOWN PUBLIC SCHOOLS, Watertown, MA

Director of Media Services

Responsible for all library media operations (12 schools and professional collection), federal grant writing in all curriculum areas, liaison with community agencies, equipment purchasing for schools, facilities planning, budgeting, overseeing \$250,000 annual budget, computerization of resources, staff and program evaluation, 20 professionals, 150 volunteers, 100,000 volumes, 400 journals, 20,000 non-print materials.

1969 - 1971 HOLLISTON PUBLIC SCHOOLS, Holliston, MA

Elementary Library Coordinator

Responsible for six libraries, 150 volunteers, development of preschool through grade six curriculum.

1967 - 1968 BARRINGTON PUBLIC SCHOOLS, Barrington, RI

Classroom Teacher

1956 - 1958 SCHOOL OF EDUCATION, BOSTON UNIVERSITY

Librarian

Initiated, organized, and directed Educational Resources Library combining textbooks, courses of study, and curriculum materials; book selection; cataloging of children's collection.

1955 - 1956 LABORATORY SCHOOL, UNIVERSITY OF CHICAGO

Classroom Teacher

All degrees have been verified. Prepared for the exclusive use of the Search Committee for The Computer Museum.

CANDIDATE EVALUATION OF INABETH MILLER

Inabeth Miller has a very high level of energy and is an extremely enthusiastic person. She is direct and to the point, clearly action oriented, and a doer. Inabeth strikes me as an imaginative and creative person who, in many ways, has been a catalyst for ideas throughout her career. I suspect that her management skills are perhaps somewhat less developed; however, that would need to be explored in further discussions with her. She is an excellent communicator, and I found her to be an extremely interesting individual.

After receiving her Bachelor's degree, Phi Beta Kappa and Magna Cum Laude, from Brown University in 1956, she taught school and was a librarian for two years at BU. She then took time out to have a family and returned to teaching in 1967 in the Barrington Public School System in Rhode Island. After a year, she returned to her library career in the Holliston Public School System for two years, followed by seven years as Director of Media Services in the Watertown Public School System.

In 1978, Inabeth was named Librarian to the Faculty of Education at the Gutman Library at Harvard's Graduate School of Education. During this time frame, she developed a number of educational conferences, many of which involved inter-relationships between emerging technologies and education. As Librarian, she had total responsibility for managing the Library with 50 professional and support staff employees reporting to her. Concurrently, Inabeth, through a grant, developed a database of technology applications available in over 10,000 educational institutions. In 1985, she was invited to become Head of Educational Outreach at Boston's Museum of Science, a position she has held for the past four years. Inabeth reports to the Assistant Director for Education, and has a staff of 25 employees and a budget of about \$1 million. Throughout her career, Inabeth has been actively involved in various consulting activities, has served on committees, and has had speaking engagements, all focusing on the use of computers in education.

Candidate Evaluation of Inabeth Miller
Page Two

At the present time, Inabeth Miller is not seeking a new position. She is challenged by her work at the Museum of Science. Nonetheless, she is intrigued by the potential of The Computer Museum and is interested in exploring the opportunity.

Inabeth Miller is an interesting candidate for The Computer Museum. She has had four years of experience in the museum field, all of it with the Boston Museum of Science, where she has been exposed to all aspects of museum management. She currently manages an organization and budget roughly the same size of The Computer Museum. She has, as her primary area of professional interest, the melding of education and computer technology. Inabeth has had experience with grant writing and some exposure to fund raising, but it has not been extensive. Earlier in her career, she had significant managerial experience in the not-for-profit world managing a world-renowned library, with substantial educational experience prior to that. As evidenced by her Ph.D thesis, "An Examination of Microcomputers in Educational Settings," she has a unique combination of interests which could be highly appropriate for The Computer Museum. Inabeth has a very high energy level. She is a person who can clearly and directly articulate a vision and implement programs to achieve that vision.

Dr. & Mrs. Robert R. Rathburn

2287 GLENRIDGE DRIVE • MARIETTA, GEORGIA 30062

Sept. 6, 1989

Dear Ben:

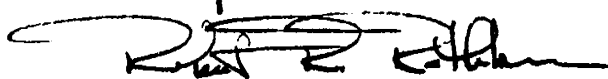
Attached are receipts for the expenses incurred on my visit to the Computer Museum. Total expenses were \$893.90.

As I mentioned on the telephone the Computer Museum currently stands at a cross road. The board has set a clear direction, which in my opinion is the proper course to follow. However, without the pride of authorship in the plan I feel it would be difficult for me to successfully implement the plan as it exists. At the same time, I really cannot see any part of the plan I would change significantly. Therefore, while I do not feel it would be worthwhile for me to continue to pursue the directorship of this museum, I am willing to help you in anyway that I can.

Please pass along my best wishes to the members of the search committee with whom I met. If Hardiner would like my impressions on the exhibits, and some suggestions as to how I would change them, please have him give me a call.

I very much enjoyed meeting everyone. You have a most important mission which shows the vision of all who have been involved with the Computer Museum. I wish you well in your search for a director, and on your long range goals.

Sincerely,



OLIVER B. R. STRIMPEL

10 Rockwood Heights Road
Manchester, MA 01944
Home: (508) 526-7423
Work: (617) 426-2800

EDUCATION: OXFORD UNIVERSITY, Ph.D., 1975-1979 in Astrophysics;
Thesis title: "X-rays from Clusters of Galaxies"
SUSSEX UNIVERSITY, M.Sc., 1974-1975 in Astronomy
CAMBRIDGE UNIVERSITY, B.A. (Honors), 1971-1974
Natural Science
MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Summer
1985, "Structure and Interpretation of Computer
Programs"

AWARDS: Graduate Scholarship, Wolfson College, Oxford University,
1976-1978
Johnson Memorial Essay Prize, Oxford University, 1976
Scholarship, Clare College, Cambridge, England, 1970

WORK HISTORY:

1/84-present ASSOCIATE DIRECTOR (from 1985) AND CURATOR, The
Computer Museum, Boston
Responsible for development of exhibits and collections,
and relationships between Museum and industrial,
academic, and user computer communities. Manage 3-8
full-time staff and up to 50 volunteers. Created major
exhibitions on computer imaging and artificial intelligence
and robotics, including 50 interactive computer-based
displays for which over \$1 million dollars of equipment
and in-kind services were raised.

9/79-12/83 CURATOR, The National Museum of Science & Industry,
London, England
In charge of English National Collections of Mathematics,
Computing and Data Processing. Created three special and
one permanent exhibit. Negotiated and developed budget
and content of an information technology exhibit with UK
Department of Industry, BL Systems PLC (the major
software company associated with BL Cars) and the
"Science in India" exhibit with the Department of Science
and Technology, India.

1/81 - 12/83 GUEST LECTURER, Ravensbourne College of Art, London

- 9/77 - 5/78 RESEARCH ASSISTANT and TEACHING ASSISTANT,
University of Massachusetts, Amherst, MA.
- 10/76 - 6/77 MATHEMATICS TUTOR, Balliol College, Oxford University
- 6/76 - 8/76 COMPUTER PROGRAMMER, Rutherford Laboratory, Didcot,
England
- 1/71 - 4/71 LABORATORY TECHNICIAN, Physics Department, Milan
State University, Italy

PERMANENT EXHIBITIONS:

The Computer Museum, Boston, MA:

- Smart Machines: Robots and Artificial Intelligence (1987)
- The Computer and the Image (1984)

National Museum of Photography, Film and Television,
Bradford, England:

- Photography and Beyond - Seeing the Invisible (1983)

SPECIAL EXHIBITS:

The Computer Museum, Boston:

- Terra Firma in Focus: The Art and Science of Digital Satellite Imagery (1988-89)
- Art with the Macintosh (1988)
- The Colors of Chaos (1986)

The Science Museum, London, England:

- Information Technology (1982)
- Science in India (1982)
- The Challenge of the Chip (1980-82)

PUBLICATIONS:

Book Review: Robert Slater, Portraits in Silicon, MIT Press, ISIS, Vol. 79:1:296, (1988).

Article: Computer Graphics, Encyclopedia of Science and Technology, McGraw Hill, 1989.

Numerous articles in The Computer Museum Report, (1984-88).

Book: Computers: An Introduction, Color Library of Science Series, Orbis, London 1985.

Various papers in astronomical journals.

CONSULTATIONS:

Massachusetts Council for the Arts and Humanities, Panel
Member for Merit Aid Grants, 1988.

Time Life Books, Understanding Computers series.

PRESENTATIONS:

Royal Astronomical Association Annual Meeting, 1976,8

International Astronomical Union, 1976

American Astronomical Society Annual Conference, 1977

Lecturer at Shelburne Museum, Vermont, 1984

ACM SIGGRAPH speaker, 1984

Northeast Computer Faire speaker, 1986

Society for the History of Technology Conference, 1987

Lecturer at Cornell University, Department of the History
of Technology, 1988

Panel member, New England Museums Association
Conference, 1988

OTHER PROFESSIONAL ACTIVITIES:

Participant in Association of Science & Technology Centers
(ASTC) Workshop on Formative Evaluation, 1985

Participant in Chicago Academy of Sciences Symposium
on Informal Science Education, 1988

Participant in ASTC Workshop on Grant Proposal Writing
for Federal Agencies, 1989

FenwickPartners

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

PERSONAL AND CONFIDENTIAL

THE COMPUTER MUSEUM

SUMMARY REPORT

AUGUST 28, 1989

THE COMPUTER MUSEUM

SUMMARY REPORT

AUGUST 28, 1989

INTERVIEWED CANDIDATES

<u>NAME</u>	<u>AFFILIATION</u>
1. Barry Dressel Director	Detroit Historical Department
2. Jane Holdsworth Director & CEO	Thames Science Center
3. Russel Jones x-President	University of Delaware
4. Inabeth Miller Head of Educational Outreach	Museum of Science
5. Ray Pisney x-Exec. Dir.	Missouri Museum
6. Jerry Porter Consultant	E. Verner Johnson & Associates
7. Bob Rathburn President	Science & Technology Museum of Atlanta
8. Bob Russell x-Director	Impressions Five
9. Charlie Smith VP	Rollins-Hobbs Associates
10. Frank Smith Software Developer	Bank Street
11. Oliver Strimpel Curator	The Computer Museum
12. Mac Sudduth President	Museum of History and Science

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THE COMPUTER MUSEUM

SUMMARY REPORT

AUGUST 28, 1989

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
1. David Allison Curator of Computers	Smithsonian	Not interested (N/I). Exciting challenges in current position.
2. Peter Ames Assoc. Dir.	Science Museum of Boston	N/I, more natural science background
3. Gail Anderson Dir, Mus. Studies	JFK University	Source -- Committed to education
4. William Asprary Assoc. Dir.	Charles Babbage Institute	N/I, timing -- Took a new position
5. Joyce Bedi Acting Dir.	Center for History of Electrical Engineering	Too junior -- Insufficient experience
6. Ron Bilodeau Ass't Dir.	Science Museum of Connecticut	Not appropriate -- Wrong background
7. Minda Borun Ass't Dir. of Programs	Franklin Institute	Too junior -- Not enough experience
8. Gene Brandt VP External Affairs	Museum of Science & History	All fundraising. Expensive.
9. Roger Burch Dir, Facilities	Snug Harbor Cultural Center	Inappropriate experience
10. DeVere Burt Director	Cincinnati Museum of Natural History	Source only, no interest

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
11. Ann Butterfield Consultant	X-Dir. Development Children's Museum	Wants to stay in consulting
12. Janet Camian Chairperson	Field Museum Design & Production	Committed to current position till 1993
13. Paul Ceruzzi Curator	Smithsonian - Air & Space	N/I, wants to do research
14. Robert Clinger Dir, Devel.	Rochester Museum & Science Center	Source only
15. Kathleen Compton Exec. Dir.	Discovery Museum (Acton, MA)	N/I, new to position
16. Dwight Crandell Exec. Dir.	St. Louis Science Center	Won't relocate, involved in project
17. Margo Dundon Director	Grout Museum	Too junior
18. Linda Edeikin Exec. Dir.	American Association Youth Museum	N/A - Feels unqualified. Recently widowed.
19. Deborah Edward Director	Austin Children's Museum	Pending
20. Marilyn Eichenger Exec. Dir.	Oregon Museum Science Industry	Pending
21. Russ Etling Exec. Dir.	Museum of Science & Space Transit	Promotion & public relations background. N/I.
22. John Fenker President	Cleveland Health Education Museum	Insufficient experience -- 1 1/2 years experience.
23. Richard Flores VP, Campaign Dir.	United Way (Cleveland)	No museum experience
24. Stuart Frank Director	Kendall Whaling Museum	No interest in computers
25. Don Friary Exec. Dir.	Historic Deerfield	Source - historical museum

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
26. Alan Freedman Director	New York Hall of Science	N/I, timing inappropriate
27. Richard Fullington Interim Dir.	Dallas Museum of Natural History	Source -- no relocation
28. Ted Giatas Director	Midland Center for the Arts	Inappropriate, arts background
29. Joanna Gilbride Dir, Mktg & Devel.	Historic Society of Pennsylvania	Non-technical, limited background
30. Jim Goddard Div. Dir.	Hall of Life/Denver Museum of Science	New to position Hospital background
31. Thomas Graves Director	Winterthur	Too senior
32. Sheila Grinnel Consultant	Former Exec. Dir, ASTC	N/I, relocation
33. Samuel Gubins VP	Academy of Natural Sciences	Not strong in computers
34. George Hamilton VP Operations	Franklin Institute	N/I, near retirement
35. James Harrington Director	New England Science Center	Won't relocate
36. Mary Hiers Director	Fernbank Science Center	Wrong background
37. Don Hoke Exec. Dir.	Outagami Museum	Pending
38. Charles Howarth Exec. Dir.	Sci-Tech Center Liberty State Park, NJ	Building new museum Wrong timing.
39. Glen Ives Director	Springfield Science Museum	Source - no personal interest
40. John Jacobsen Assoc. Dir.	x-Museum of Science	Developing a new business

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
41. Robert Johnson Exec. Dir.	South Florida Science Museum	Timing bad. New to position
42. James Kahn Pres.	Museum of Science & Industry (Chicago)	Pending as source
43. Stephen Karon Exec. Dir.	Discovery Center (Syracuse)	Source - no response
44. Bryan Kocher	Association for Computing Machinery	Pending, but wrong background
45. William Landwehr Exec. Dir.	Lakeview Museum of Arts & Sciences	Limited computer experience
46. Thomas Leavitt Director	Merrimack Valley Textile Museum	Inappropriate experience
47. Steven Lubar Curator	Smithsonian-Engineering Dept.	Source-not personally interested
48. Kern Mahr Director	Discovery Center (Ft. Lauderdale)	N/I, relocation
49. Patrick Malone Director	Slater Mill	Won't relocate. Teaches at Brown
50. Mark Meister Director	Museum of Art, Science & Industry	N/I, accepted new position
51. Arthur Molella Chairman, Dept. of the History of Science and Technology	Smithsonian	Source-no referrals
52. Giles Nichols Ass't to Exec. Dir.	American Academy of Arts & Sciences	Pending
53. Tom Nicholson Director	American Museum of Natural History	No interest
54. Joel Orlen Director	American Academy of Arts & Sciences	Source only
55. Ted Penn Director	Commonwealth Museum	Sourced-never responded

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
56. Janice Richardson Ass't Dir.	Museum of Science & History	No help
57. Michael Sanden Director	Terra Museum	Arts background
58. Dennis Schatz Assoc. Dir.	Pacific Science Center	Provided inappropriate references-relocation a problem
59. Warren Seamans Director	M.I.T.	Not transferrable experience
60. Roy Shafer Pres.	Ohio Center of Science & Industry	Source, N/I, timing wrong
61. Steve Shantzis COO	National Learning Center/ Capital Children's Museum	Light museum experience
62. Mark Sinclair Director	Catawba Science Center	Timing bad; one year in position
63. John Stevens Director	John Woodman Higgins Armory	Won't relocate. Satisfied where he is.
64. John Streedman Director	Evansville Museum of Arts & Sciences	Happy, won't consider a change
65. Jeff Sturchio Corporate Archivist	Merck & Company	New in this position
66. Robert Sullivan Exec. Dir.	Virginia Living Museum	Source only- no interest
67. Keith Thomson President	Academy of Natural Sciences (Phila.)	Natural science background- not appropriate
68. Corey Van Fleet President	Detroit Science Center	No interest; reason unknown
69. Robert West Director	Cranbrook Institute of Science	Happy; won't consider change

<u>NAME</u>	<u>AFFILIATION</u>	<u>STATUS</u>
70. Dennis Wint President	St. Louis Science Center	In middle of a new building project; timing wrong
71. Sarah Wolf Exec. Dir.	Discovery Center	Won't relocate
72. Beverly Woodward Acting Dir.	Heritage Itjemkornst Interpractice Center	Cannot relocate
73. Larry Yerdon Director	Hancock Shaker Village	Wrong background

FenwickPartners

To: Computer Museum Search Committee From: Gwen Bell 9/27/89

The Search Process at The Museum of the Rockies.

1. An Ad was placed in the AAM with a deadline for applications on July 7. A package was sent out to each applicant that included an Annual Report, general materials on the Museum, a detailed job description, and a letter outlining the process and saying that there was no application form.
 2. Three references were required. On passing the first screen, each reference was called and asked 9 questions. Two people were on the phone, one asking questions and the other writing down answers.
 3. On passing this screen, the candidate had a telephone interview with the whole search committee (9 people). This was not very effective for anyone.
 4. On passing this screen, the applicant was asked to come for a 2.5 day visit. The by-laws, IMS grant application, budgets, marketing, exhibits, and education plans were sent for study and review.
 5. Meetings were held with all department heads, and these were supplemented with two dinners that included board and staff.
 - A private lunch was held with the Acting Director and another with the Chairman of the Board.
 - A 2.5 hour interview was carried out by the search committee. They asked 12 questions, and all wrote down the answers. These ranged from background and style to fundraising and lobbying.
 - The candidate presented a 1.5 hour open seminar to a group that ranged from trustees to janitors. Many questions were asked.
 - A final private dinner was held with the chairman of the Search Committee.
- During these 2.5 days the candidate was introduced to a wide variety of people and had a chance to watch the activities at the Museum.
6. Four candidates are being considered. The Museum is getting their money's worth on consulting and self-evaluation of what the institution wants and needs for leadership. The candidates will not be discussed until they all go through the process. Then, one or two people may visit candidates in their "home habitat" and confer with still more people before an offer is made.

CONCLUSION. By having an open process, administered at the Museum, a team of Board and Staff is gaining strength. They understand that this is one of the most critical decisions that they will make in the next decade. Their debate of hiring a "manager" versus a "leader" is open. The committee are busy and influential people ranging from a rancher who gave \$650,000 last year to a Dean and a Cadillac/Olds auto dealer. The search process itself is providing valuable information in the formation of their museum's future for dedicated individuals on the staff as well as on the Board of Directors.

POSITION DESCRIPTION

B108

THE POSITION:

Executive Director

Reporting to the Board of Directors, the Executive Director will bring vision and creative leadership to the museum and its programs. The Executive Director will be expected to materially improve the financial position of the museum through expanding its base of support and its appeal to the public by heading a new long-range strategy. The Director will assume leadership of the substantive programs of the museum, positioning it in its local, national, and international markets. The individual will be directly responsible for management and leadership of the staff, for creativity and leadership in fundraising, and for further expanding and developing the museum's educational programs. In addition, the Executive Director will broaden the museum's contacts with industry, foundations, and the museum community on the local, regional, and national level.

In the area of overall management and administration of the museum, the Executive Director will be responsible for managing the various internal and external constituencies and creatively utilizing available resources. In fundraising, the individual will lead the development effort and will work closely with the Director of Development and the Board of Directors to develop and execute fundraising strategies. The Executive Director will be expected to make direct solicitations, as appropriate, of individuals, foundations, corporations, and government at all levels. As a spokesperson, the Executive Director will represent the organization to the media, industry, and the educational community.

THE CLIENT:

Our client is a museum devoted exclusively to computer technology and its impact on society, and is the only museum of its kind in the world. The museum has established itself as a living classroom for people of all ages since its founding in

POSITION DESCRIPTION

B108

Page Two

1982 as a non-profit corporation. The museum combines the latest computer technologies with its historical collection and archives. Each year the museum offers recreational learning in an informal atmosphere to more than 100,000 visitors from around the world. It is housed in 53,000 square feet, has several exhibition galleries, and has additional space available for expansion. The museum is located in a rapidly growing section of a major east coast city. The museum has historically been supported by individual and corporate membership income, as well as personal donations and modest admittance charges.

THE CANDIDATE:

The selected candidate will be an accomplished manager and a proven innovative leader with several years of directly transferrable experience, ideally, in a similar not-for-profit organization. The person must have vision and be able to lead the organization by establishing attainable goals and working with the staff and the Board of Directors to achieve these goals. The candidate must have demonstrated capabilities in fundraising for non-profit organizations. Ideally, this would include experience in direct solicitation at the individual, foundation, and corporate level. The selected candidate must have the ability to expand the museum's base of support through the proactive use of educational programs which will broaden the appeal of the museum and create greater recognition. The individual must, as a spokesperson, have a professional image and strong verbal and presentation skills. On the personal side, the person must have maturity, a high level of energy and a strong orientation towards performance. Strong organizational skills, a high level of personal integrity, and well developed diplomatic capabilities are required.

COMPENSATION:

A substantial base salary will be offered reflective of the individual's level of professionalism and experience.

FOR INFORMATION:

Contact on a proprietary and confidential basis Ben Beaver or Laura Gallant, referencing assignment B108.

PERSON SPECIFICATION

B108

(For Internal Use By The Computer Museum Search Committee Only)

THE POSITION: Executive Director

REPORTS TO: Board of Directors, The Computer Museum

PLANNED COMPENSATION: Approximately \$90,000

EDUCATION: Bachelor's Degree, with Master's Degree preferred. A technical degree desired, but not necessary.

GEOGRAPHICAL CONSTRAINTS: East Coast/Northeastern United States

EXPERIENCE AND DEVELOPED SKILLS:

- o Proven management and leadership experience, having an educational mission, in a not-for-profit organization, ideally with a specialty museum. Other not-for-profit experience, such as philanthropic organizations or educational institutions may be appropriate.
- o Alternatively, individuals with private industry background, yet having extensive not-for-profit board level experience, may also be a possibility.
- o Ability to bring vision and to manage various constituencies and creatively utilize resources.
- o Proven performance in directing/leading fundraising activity. Personal experience in direct solicitation and exposure to foundation and corporate giving expected.
- o Demonstrated ability to improve performance of not-for-profit organization through personal leadership and creativity.

PERSON SPECIFICATION

B108

Page Two

- o Ability to bring about change in a positive and proactive manner, yet with diplomacy and political sensitivity.
- o Knowledge of and experience with computers would be ideal; but at a minimum, enthusiasm about computer technology and its applications is expected.
- o Proven success in creating, executing, and completing a substantial project or activity is required.
- o Ability to create a significantly broader appeal and heightened public awareness through use of proactive educational programs and promotion of the museum and its exhibits.

PERSONAL QUALITIES AND CHARACTERISTICS:

- o Creative and able to communicate a vision for the museum.
- o Energetic and enthusiastic; a doer.
- o Project oriented, well organized and detail oriented.
- o High level of personal integrity.
- o Polished and professional image, with outgoing and believable personality.
- o Highly developed skills in written and verbal presentation.
- o Committed, dedicated, and able to champion a cause.
- o Diplomatic and politically sensitive, but with strength of convictions.

POSITION DESCRIPTION

D R A F T

THE POSITION:

Executive Director

Reporting to the Board of Directors, the Executive Director will be responsible for overall leadership and for managing the day to day operations of the museum and its programs. The Executive Director will be expected to materially improve the financial position of the museum through expanding its base of support and its appeal to the public by improving its exhibits and educational programs. In the area of overall management and administration of the museum, the individual will be responsible for managing the various internal and external constituencies and creatively utilizing available resources. Regarding fundraising, the individual will be responsible for working closely with the Director of Development to develop and execute fundraising strategies and will be expected to make direct solicitations, as appropriate, of individuals, foundations, and corporations. As a spokesperson, the Executive Director will represent the organization to the media, industry, and the educational communities.

THE CLIENT:

Our client is a museum devoted exclusively to computer technology and its impact on society, and is the only museum of its kind in the world. The museum has established itself as a living classroom for people of all ages since its founding in 1982 as a non-profit corporation. The museum combines the latest computer technologies with its historical collection and archives. Each year the museum offers recreational learning in an informal atmosphere to more than 100,000 visitors from around the world. It is housed in a 53,000 square foot building with six major exhibition galleries and is located in a rapidly growing section of a major east coast city. The museum has historically been supported by individual and corporate membership income, as well as personal donations and modest admittance charges.

Position Description
April 13, 1989
Page Two

THE CANDIDATE:

The selected candidate will be an accomplished and proven general manager with at least five years of leadership and management experience in a not-for-profit organization. The person must be able to lead the organization by establishing attainable goals and working with the staff and the Board of Directors to achieve these goals. The candidate must have demonstrated capabilities in fundraising for non-profit organizations. Ideally, this would include experience in direct solicitation at both the individual and corporate level. The selected candidate must have the ability to expand the museum's base of support through broadening the appeal and creating greater recognition. As a result, the individual must, as a spokesperson, have a professional image and strong verbal and presentation skills. On the personal side, the person must have maturity, a high level of energy and a strong orientation towards performance. Strong organizational skills, a high level of personal integrity, and well developed diplomatic capabilities are required.

COMPENSATION:

A substantial base salary will be offered reflective of the individual's level of professionalism and experience.

FOR INFORMATION:

Contact on a proprietary and confidential basis Ben Beaver or Laura Gallant, referencing assignment _____.

PERSON SPECIFICATION

D R A F T

(For Internal Use By The Computer Museum Search Committee Only)

THE POSITION: Executive Director

REPORTS TO: Board of Directors, The Computer Museum

PLANNED COMPENSATION: Approximately \$90,000

EDUCATION: Bachelor's Degree, with Master's Degree preferred. A technical degree desired, but not necessary.

GEOGRAPHICAL CONSTRAINTS: Conduct a local search.

EXPERIENCE AND DEVELOPED SKILLS:

- o Minimum ten years in not-for-profit organization, with at least five years in leadership/general management role.
- o Alternatively, individuals with private industry background, yet having extensive not-for-profit board-level experience may also be considered.
- o Ability to manage various constituencies and creatively utilize resources.
- o Proven performance in directing/leading fundraising activity. Personal experience in direct solicitation and exposure to foundation/corporate giving expected.
- o Demonstrated ability to improve performance of not-for-profit organization through personal leadership.
- o Ability to bring about change in a positive and proactive manner, yet with diplomacy and political sensitivity.

Person Specification
April 14, 1989
Page Two

- o Ability to create a broader appeal and heightened public awareness through use of educational programs and promotion of the Museum and its exhibits.

PERSONAL QUALITIES AND CHARACTERISTICS:

- o High level of personal integrity.
- o Polished and professional image.
- o Outgoing and believable personality.
- o Maturity and patience, but with high energy level.
- o Highly developed verbal and presentation skills.
- o Dedicated, and able to champion a cause.
- o Organized and logical, yet also creative.
- o Diplomatic and politically sensitive, but with strength of convictions.

RESEARCH STRATEGY

D R A F T

COMPUTER MUSEUM

The following details are some of the activities that will take place in fulfilling the search assignment for the Executive Director of The Computer Museum.

I. Industry Research

The first step involves identifying specific not-for-profit organizations and their management. All relevant directories, periodicals, trade and conference materials will be examined. We may also search the electronic databases such as Dialog Information Systems for information on appropriate individuals.

We will target our research primarily towards museums in the New England area. Additional research will be focused on selected philanthropic organizations and associations, as well as certain other cultural and educational institutions or groups.

II. Candidate and Source Identification

We will then identify individuals in managerial/leadership capacities within these organizations, who will be contacted as potential candidates and sources of referrals for the position of Executive Director.

III. Proprietary Database

A search will also be made of Fenwick Partners' in-house, computerized database of prospective candidates and sources. These individuals will also be contacted as potential candidates and additional sources.

THE COMPUTER MUSEUM

EXECUTIVE DIRECTOR

PROGRAM SCHEDULE FORECAST

<u>Estimated Time Frame</u>	<u>Activity</u>
Weeks 1 and 2	Meeting to revise final specifications as necessary. Execute research strategy.
Weeks 3 and 4	Complete Research identification; initiate trial contacts and candidate development; review plan and status with client.
Weeks 5 through 8	Field interviewing; begin presentation of candidates.
Weeks 9 through 12	Continue client interviewing and evaluation of candidates.
Week 12	Negotiate finalist candidate.

April 12, 1989

Mr. Gardner Hendrie
Chairman
The Computer Museum
300 Congress Street
Boston, Massachusetts 02210

Dear Gardner:

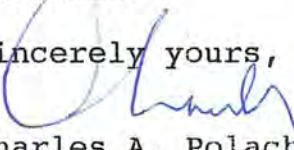
I apologize for the delay in getting this document to you. The attached will highlight our approach on the project for The Computer Museum.

In addition to the terms outlined in our engagement letter, I would like to add or confirm two additional thoughts. First, Fenwick would like to be involved on the board after the new president starts, if this is agreeable to you. Secondly, we would like to take advantage of this opportunity to publicize Fenwick's involvement with the not-for-profit community. Therefore, we would like to have Fenwick participate in the press release and announcement of the new president to the Boston community. I do not view either of these as unusual or extreme requests, and I hope that both of these are acceptable to you.

Ben and I will be working closely with your search committee to successfully acquire the appropriate person for this challenging position. We need to finalize that search committee very quickly. Please contact Ben or myself so that we may review this as soon as possible.

All of us at Fenwick look forward to working with you on this prestigious engagement. Thank you for selecting Fenwick Partners.

Sincerely yours,


Charles A. Polachi, Jr.
Executive Vice President


CAP:amg
Enclosures

Sigma Partners

FACSIMILE COVER

Number of pages (including cover sheet): 2
Date: 4/26/89
Company: Fenwick Partners
Attn: Andrea Grossman
FAX #: 617-861-7546
CC: _____
From: G.C. Hendrie

MESSAGE: Here is the signature page

_____ 

Sigma uses the NEC Nefax 14. The FAX number is ⁵⁰⁸~~617~~-393-7707.

If you did not receive all your pages, or if your copies are not legible, please call Sigma Partners at (~~617~~) 393-7396.

The Computer Museum

LETTER FROM G. HENDRIE TO BOARD RE:CASHEN

300 Congress Street
Boston, MA 02210

(617) 426-2800

sent Wed 4/26

Dear

It is with regret that I inform you of Joe Cashen's decision to leave the Museum at the end of the summer to return to an active role in the computer industry. We are thankful for his leadership and his many contributions during an important period of the Museum's development. Joe's years of management experience as well as his enthusiasm for the Museum, have helped us greatly over the last few years.

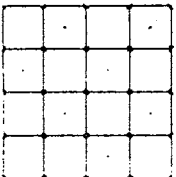
I am pleased to report that the Executive Committee has recruited an excellent Search Committee led by co-chairs Dave and Pat Nelson who are both very active in and committed to the Museum. They will be joined Ed Schwartz, Chairman of the Executive Committee, Ted Johnson, Bill Poduska, Gordon Bell, Dave Donaldson, Jim McKenney and myself. Fenwick Partners, a well-known Boston based search firm, will be assisting us.

We are committed to finding an individual with the leadership, vision, and organizational skills who can lead the Museum in its next growth phase over the coming decade. We're all confident that the Museum can attract candidates of the highest quality.

Should you have any thoughts or ideas about potential candidates, please send the information to Ben Beaver who is leading Fenwick's efforts. Fenwick Partners' address is 450 Bedford Street, Lexington, MA 02173.

Sincerely,

Gardner C. Hendrie
Chairman of the Board



April 26, 1989

Gardner Hendrie
SIGMA PARTNERS
300 Commercial Street #705
Boston, MA 02109

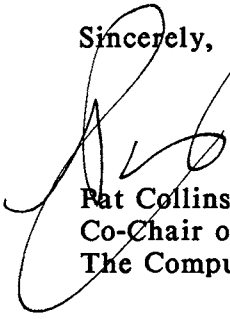
Dear Gardner:

On behalf of The Computer Museum, Dave and I would like to thank you for agreeing to serve as a member of The Search Committee. As you know, this committee has been formed to represent The Museum and work with the search firm of Fenwick Partners to identify and recruit new leadership to the position of Executive Director of The Computer Museum.

The first meeting of the full Search Committee will be held at the Fenwick Partners in Lexington on Monday, May 1, 1989, at 9:00 AM. Attached is a proposed agenda as well as contact information about members of this committee. In addition, Fenwick Partners will send you a copy of the "DRAFT" specification along with directions to their office. Please contact Dave or myself with any questions you have (508)872-4084.

We're happy to be working with you on this task of identifying new leadership. We have an important role to play in insuring The Museum's bright future.

Sincerely,


Pat Collins Nelson
Co-Chair of the Search Committee
The Computer Museum

*Gardner -
Please take
a moment to verify
your contact information
(address, phone numbers, etc.)
and let me know if there
are any changes.
Thanks.
PCN*

The Computer Museum's

Search Committee

Full Committee Meeting

May 1, 1989

9:00 AM

At Fenwick Partners, Lexington

Proposed Agenda

1. "DRAFT" Specification / Search Strategy

- Review the draft specification (to be distributed by Fenwick Partners to committee members)
- Discuss the Search Strategy
- Source of Candidates?
 - Computer Industry vs. Museum Industry
- Expectations? What is the level of expectations among committee members towards the candidates qualifications?
- Relocation? Define the territory ---- proximity to Boston.....

2. Recommendations? Search Committee Members should bring a list of potential candidates.

3. Other?

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

PERSONAL AND CONFIDENTIAL

April 13, 1989

Mr. Gardner Hendrie
Chairman
The Computer Museum
300 Congress Street
Boston, Massachusetts 02210

Dear Gardner:

This letter will confirm our engagement for Fenwick Partners to conduct a search for an Executive Director for The Computer Museum. Our engagement is to assist you in the identification and evaluation of candidates for, and the selection of Executive Director.

Draft documents for the specification and management of this project are enclosed.

As soon as this agreement is acknowledged and any additional consultation is complete, you will be forwarded any change in documentation for this project that requires your review and approval. Those documents include a position description, person specification, and research strategy. It is important that you consider these documents carefully since our own efforts will be focused on them.

Professional Fees and Expenses

Normally, our fee is 33 1/3 percent of the first year's projected cash compensation, as spelled out in a letter of employment or by the approved person specification. Projected cash compensation is defined as including base salary, guaranteed bonuses, and incentive compensation to the level prescribed for attainment of the plan objectives during the first year's employment. For the purpose of billing this engagement, our fee would be based on a targeted compensation of \$90,000, which is within the range we discussed. As per our discussion on April 6, 1989, Fenwick Partners will undertake this engagement on the following terms:

Mr. Gardner Hendrie
April 13, 1989
Page Two

- o The Computer Museum will pay \$10,000 in four installments of \$2,500 each on 4/20/89, 5/20/89, 6/20/89, and 7/20/89.
- o Fenwick Partners will make an in-kind donation of services toward this project worth \$10,000.
- o Fenwick Partners will be recognized as a corporate sponsor for the 1989 Computer Bowl, the value of which is recognized as being worth \$10,000.

Expenses

We are reimbursed for variable expenses that are directly attributable to our client engagements. These expenses are invoiced each month during the engagement. A complete description of the guidelines is attached for your future reference.

Terms of Payment

Our fee is for professional services rendered and is not contingent upon the final situation of the selected candidate with your organization.

All invoices are due and payable upon presentation. Either party may discontinue this assignment at any time. In the unlikely event that this occurs, you will be charged for the work performed up to the date of termination on a pro rata basis.

Quality Guarantee

Fenwick Partners shares in the responsibility for the successful performance of the selected finalist. A complete description of this policy is attached for your future reference.

Program Management

This project will be handled by a team at Fenwick comprised of the following:

Ben Beaver - Engagement Consultant
Charles Polachi - Engagement Manager
Laura Gallant - Senior Associate
Demetra Pulos - Director of Research

FENWICK PARTNERS

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

CLIENT EXPENSE POLICY

Out-of-pocket expenses incurred by Fenwick Partners and reimbursed by the client fall into two general categories. Both categories are groups of direct costs associated specifically with the execution of the client projects.

The first category is Candidate Development expenses. These expenses are the direct costs of travel, meals, hotel etc., associated with the interviewing and selection process and with visits to the client location. It also includes specific research tools and/or on-line computer time needed for a particular assignment. Each item is directly attributable to the client project and individually accounted for. Each month during the full course of the project an invoice will be submitted to the client for reimbursement of Candidate Development expenses incurred that month. It is our policy to have presented candidates, when interviewed by the client, reimbursed directly by the client for their travel and related expenses, unless the client requests otherwise. If these expenses are reimbursed directly by Fenwick Partners, we will add a 15 percent administrative surcharge for billing.

The second category is Fixed Expense Allocations. This group of expenses is clearly attributable to our client projects as incremental costs, but they are costs that are either difficult or impossible to attribute to each individual project. Examples of these expenses include telephone, postage, research materials, and client marketing materials, which are expenses incurred in direct support of individual projects. Accordingly, Fenwick Partners allocates these attributable expenses equally among the active client projects. Each project incurs a fixed project support allocation in the amount of \$790 each month for the first three months of the project only. Fenwick Partners reviews the amount of the distribution each six months and makes adjustments for new project confirmations as appropriate.

It is Fenwick Partners' policy that all clients be treated equally and fairly with regard to expenses and that clients will only incur those expenses attributable to the execution of the specific projects.

FENWICK PARTNERS

QUALITY GUARANTEE POLICY

Throughout the executive search and selection process, Fenwick Partners works with our client in a close, cooperative relationship. Accordingly, it is important to our firm that we share in the responsibility for the successful performance of the selected finalist. This spirit of partnership is our guarantee of the quality of our services.

After the completion of a search, it is the firm's objective to support the successful assimilation of the selected executive. If the client organization and the executive should terminate their professional relationship for any reason within the first year of employment, it is the responsibility of all parties to review the integrity of the selection process. If the reasons for termination relate to the quality of services provided by Fenwick Partners, then in the spirit of the client partnership, we will re-initiate the same defined search project and bring it to a successful conclusion. We will do this in return for expense reimbursement only, and without further professional fees.

There can be many forces at work to change the shape of a company and the responsibilities and expectations of its managers over time. Business is a dynamic and volatile activity. Within that framework, Fenwick Partners will preserve the continuity of our reputation for professionalism and integrity as business partners to our clients. That is our quality guarantee.

Mr. Gardner Hendrie
April 13, 1989
Page Three

The significant milestones to be used for managing this project to successful completion are attached.

Acknowledgement

Please indicate your acceptance of the terms and conditions set forth by signing and returning the enclosed copy of this letter as soon as possible. Work will initiate immediately upon receipt of the signed confirming letter.

We look forward to working with you and The Computer Museum's search team.

Sincerely yours,



Charles A. Polachi, Jr.
Executive Vice President

CAP:amg
Enclosures

Accepted:



Gardner Hendrie, Chairman

4/26/89

Date

In Gonna Get You, Sucka (R), today at 8:40, 2:40, 5:40, 7:30, 9:50 p.m.

John (R), today at 1, 3:15, 5:30, 8, 8:20 p.m.

Team Team PG-13, today at 12:30, 1:15, 5, 7:15, 9:45 p.m.

Ed Scorpion (R), at 12:30, 2:50, 5:10, 7:30, 9:40 p.m.

Ed Scorpion (R), at 12:40, 2:55, 5:10, 7:30, 9:40 p.m.

You in Morning (PG-13), at 12:30, 1:15, 5, 7:15, 9:45 p.m.

Red Zone (PG), at 12:30, 2:50, 5, 7:10, 9:40 p.m.

Organized Crime (R), at 12:45, 3:10, 5:20, 7:40, 10:10 p.m.

She's Out of Control (PG), at 12:30, 2:30, 4:15, 7:45, 9:50 p.m.

Major League (R), at 12:50, 3:10, 5:25, 7:40, 10:10 p.m.

Miss Man (R), at 1, 4, 7, 9:40 p.m.

Somerville Theater, Davis Square, 85-101.

In films Fri.; concert instead.

Rest of the Fest (Animation Festival), to be by and Sat.-Thurs. at 7, 9:30 p.m. Also Fri.-Sun. at 3:30 p.m.

BEYMOUTH

Sameo Theater, Columbian Square, South Weymouth, 335-2777.

Major League (R), at 7:15, 9:20 p.m.

She's Out of Control (PG), at 7:15, 9:20 p.m.

Barbthroat Mall Cinema, 789 Bridge St., (Route 34), North Weymouth, 337-840.

Ed Scorpion (R), at 7:30, 9:30 p.m.

You in Morning (PG-13), at 7, 9:15 p.m.

Organized Crime (R), at 7:30, 9:30 p.m.

Anything (PG-13), at 7:15, 9:15 p.m.

FOURN

Voburn Showcase, Routes 128 and 38, 63-5330.

Original Law (R), Honor Show (R), K-9 Pt-13, Law Boy (PG-13), all due Fri., all for times.

Ed Scorpion (R), today at 1:40, 7:40, 9:50 p.m.

Ed Scorpion (R), today at 7, 9 p.m.

You in Morning (PG-13), today at 7:25, 7:30, 9:50 p.m.

Speed Zone (PG), today at 1, 7 p.m.

Miss Man (R), today at 1:15, 9:35 p.m.

Major League (R), today at 1:20, 7:20, 9:30 p.m.

Say Anything (PG-13), today at 1:30, 7:15, 9:20 p.m.

Dream Team (PG-13), today at 1:30, 7:25, 9:55 p.m.

She's Out of Control (PG), today at 1:45, 8:50 p.m.

SPECIALS

"Issues of Cultural Representation" A Film Festival An International Symposium Boston Film/Video Foundation, 1126 Boylston St., Boston. Screenings at various Boston and Cambridge locations. Telephone 536-1540. Panel discussions free; individual admission in Brattle Theater \$5; Museum of Fine Arts \$4, all other locations \$3; symposium pass for all films \$25. Filmmakers from Tunisia, India, People's Republic of China, Cuba, France and USA will present and discuss their work; films from Brazil, Ethiopia, People's Republic of the Congo, United Kingdom and the Netherlands also presented and discussed.

Parade April 27, 7:30 p.m., Boston Public Library, Copley Square; "Escaping Probing for Consumption" with Souleymane Cisse, Anne Marie Stein, Jacqui Alexander, Raquel Ortiz, April 29, 2 p.m., BFL; "Cultural and Political Power of Cinematic Language" with Gayatri Chakravorty Spivak, Peng Xiaolin, Francis Pfaff, Helen Liu, April 30, 10:30 a.m., Vass College of Art, 621 Huntington Ave., Boston; "Can We Liberate Images?" with Wayne Wang, Gayatri Chakravorty, Alia Aroughally other filmmakers from symposium.

Screening Locations: Boston Film/Video Foundation, 1126 Boylston St. Boston, telephone 536-1540. Brattle Theater, 40 Brattle St., Cambridge, telephone 876-1226. Mass. College of Art, Tower Auditorium, 521 Mass. Ave., Boston, telephone 232-1555. Museum of Fine Arts, 465 Huntington Ave., Boston, telephone 267-9300. Quincy Community School, 885 Washington St., Boston, telephone 126-6680. Roxbury Community College, 1234 Columbus Ave., Boston, telephone 427-0060. Firehouse Multicultural Arts Center, 659 Centre St., Jamaica Plain, telephone 524-3816.

Screenings: Note: many screenings are followed by discussion.

April 27: Mass. College of Art: 10 a.m., Enrique Olivera's "Lola La Loca." 1:30

p.m., Trin T. Minh-ha's "Surname, Viet-Nam Nene Nam." Bogus Films/Video Foundation: 5 p.m., Jonathan Demme and Jo Menell's "Hail: Dreams of Democracy." Museum of Fine Arts: 5:30 p.m., Mehdi Charef's "Miss Mona." 7:30 p.m., Joe Avella and Vanessa Lee's "Kritik Kral: Tales of a Nightmarc."

CRITIC'S TIP

MOVIES: DARK COMEDY

The French film "Miss Mona" makes its U.S. premiere in the Museum of Fine Arts today at 5:30 p.m. Director Mehdi Charef followed his successful debut, "Tea in the Harem," in this darkly comic tale of an unemployed Arabic man taken under the wing of Miss Mona, a middle-aged Parisian transvestite. The hook is that Miss Mona is played by the very unfeminine character actor Jean Carmet, who's absolutely terrific.

— BETSY SHERMAN

April 28: Mass. College of Art: 10 a.m., "Prayer," Medine; "Ma Memoire," "1001 Camels," 1:30 p.m., "Sambizanga," 4 p.m., Spike Lee's "Joe's Bed-Stuy Barbershop: We Cut Heads," 7 p.m., Mehdi Charef's "Tea in the Harem," 9:45 p.m., "Po Chih Leong's "Ping Pong." Museum of Fine Arts: 5:30 p.m., Johan van der Keuken's "Eye Above the Well," 7:30 p.m., Tina Zhuangshuang's "Horse Thief," "Battiste 6 and 8 p.m., "Yeelen," Quincy Community School: 7:30 p.m., "Surname Viet/Given Name Nam," Firehouse: 7:30 p.m., "Prayer," "Lola La Loca."

April 29: Mass. College of Art: 10 a.m., "Phanyimong," 7 p.m., "Fing Pong," 9:30 p.m., "Tea in the Harem," Brattle: 6 and 8 p.m., "Yeelen," Quincy Community School: 7 p.m., "Hail: Dreams of Democracy," Roxbury Community College: 7:30 a.m., Wayne Wang's "Chan Is Missing," Firehouse: 7 p.m., "Joe's Bed-Stuy Barbershop: We Cut Heads."

At Boston Public Library Rabb Lecture Hall, Copley Square, Telephone 536-6400, ext. 535, Free, April 27, 2 p.m., "The Belle of New York," with Fred Astaire, Vera Ellen, April 27, 6:30 p.m., "A Room with a View" (1986), May 1, "The Mortal Storm," (1940) with James Stewart, Robert Young, Frank Morgan, Robert Stack, Bontia Granville.

Harvard Film Archive Carpenter Center for the Visual Arts, Lecture Hall, 24 Quincy St., Harvard University, Cambridge, Telephone 495-6200, Admission \$3, elders and children under 12 \$2; double features \$5, elders and children under 12 \$4. All films in original language with subtitles. Harvard Films Series: April 27, 5:30 p.m., Mira Nair's, "Shakti" (India, 1988), \$5, 8 p.m., Mira Nair's, "Jama Masjid Street Journal (USA, 1981), \$5, April 28, 7 and 9 p.m., "Antigone/Rites for the Dead," (1989) directed by Amy Greenfield, April 29, 7 p.m., "Semper Fi," (1987) directed by Geoffrey Luck, "Normality," (1989) directed by Cecilia Miniucchi, "Night Train," (1987) directed by Phillippe Browning, "Belzair le Cajun," (1986) directed by Glen Pitre, with Armand Assante, Gail Youngs and Michael Schoeffling, *French Revolution*, April 30, 4 and 7 p.m., "La Marseillaise" (1938), directed by Jean Renoir, with Pierre Renoir, Lisa Delamare and Louis Jouvet. *Three Directors-Hitchcock, Dreyer, Godard*, May 1, 5:30 and 8 p.m., "Tout Va Bien," (1972) directed by Jean-Luc Godard and Jean-Pierre Gorin, with Yves Montand and Jane Fonda, *Narrative Approaches*, May 2, 5:30 and 8 p.m., "Les Rendezvous D'Anna," (1978) directed by Chantal Akerman with Aureore Clement, Jean-Pierre Cassel, *Shakti*, May 3, 5:30 and 8 p.m., "Falstaff/Chimes at Midnight," (1967) directed by Orson Welles, with Orson Welles, John Gielgud and Jeanne Moreau.

Harvard-Epworth Series Harvard-Epworth Church, 1555 Mass. Ave., Cambridge, Telephone 354-0837. Screenings at 8 p.m. Donation \$3. April 27, "Mystery Street" (1950) starring Sally Forrest, Elsa Lanchester, Ricardo Montalban and Bruce Bennett, April 30, "The Beggars of Life," (1928) with Louise Brooks, Richard Arlen and Wallace Berry, May 4, "Road House," (1948) starring Jean Negulesco. **Club Club French Library in Boston, 53 Marlborough St. Telephone 286-4351, April 30-May 1, 8 p.m., "Battle of Algiers"**

ter 41 Second St., Cambridge, Telephone 577-1400, May 3, 7:30 p.m. Free. "Bitter Melons," "Box of Treasures," and "Pinto Compesino." A sampler of films from Documentary Educational Resources. "Spear of the Nation: History of the South African National Congress" First Church Congregational, Garden and Mason streets, Cambridge. Telephone 552-3200, 10 a.m., April 28, 7:30 p.m., \$2 donation. Screening of video about anti-apartheid organization in South Africa; discussion. Sponsored by Mobilization for Survival. "Great Wall" Trim Hall, Babson College Center for Language and Culture, Room 202-4, Babson Park off Forest Street, Wellesley, Telephone 239-4506, April 28, 7 p.m. Free. Comedy-rama about visit of a Chinese-American family to relatives' home in Beijing. "Focus: India" Series Cambridge Center for Adult Education, 56 Brattle St. Telephone 547-6789. Fridays through June 2. Admission \$3.50, April 28, 7 and 9:15 p.m., Part 7: "Bombay: The Future India." **At Mass. College of Art Longwood Building, Room 309, 364 Brookline Ave., Boston (entrance in rear), Telephone 232-1555, ext. 214 or 475, Wednesdays, 7:30 p.m. Donation \$2. May 3, films by Peter Kubelka: "Mosaik im Vertrauen," "Adebar," "Schwechater," "Arnulf Rainer," "Unserer Aikiraere," "Pause."**

Great Stars in Great Films Wellesley Free Library, 530 Washington St. Telephone 235-1610, Thursdays at 2 and 7:30 p.m. Free. April 27: no film. May 4, "A Letter to Three Wives," (1949) directed by Vincent Minnelli, starring Walter Pidgeon, Kirk Douglas, Ann Sothern.

At Brookline Public Library 361 Washington St., Telephone 730-2360, Wednesdays at 2 and 7:30 p.m. Free. May 3, "Pride and Prejudice" (1940), starring Greer Garson, Laurence Olivier, Maureen O'Sullivan.

At Somerville Public Library 79 Highland Ave., Somerville, Telephone 623-5000, Thursdays, 6:30 p.m. Free. April 27, "Butch Cassidy and the Sundance Kid" with Paul Newman, Robert Redford, May 4, "Three Little Words."

At Medford Public Library 111 High St., Telephone 395-7950, Thursdays at 7 p.m. Free, April 27, "Born Yesterday" with Judy Holiday, William Holden, Broderick Crawford.

At Codman Square Branch Library 690 Washington St., Boston, Telephone 436-8214, April 28 and 29, 2 p.m., "For Me and My Girl," starring Gene Kelly and Judy Garland, Free.

At Newton Free Library 414 Centre St., Telephone 552-7145, Wednesdays, 7 p.m. Free. May 3, "Inner World of Jorge Luis Borges" (1972).

At Fox Branch Library 175 Mass. Ave., Arlington, Telephone 646-1000, ext. 4323, Fridays, 2 and 7:30 p.m. Free. April features salute to Fred Astaire, April 28, "Band Wagon," Fred Astaire, Cyd Charisse.

World Travel and Adventure Series New England Hall, 225 Clarence St., Boston, Telephone 542-2479, Sunday 3 p.m., Monday at 10:30 a.m. through May. Admission \$4.50; elders \$4. April 30-May 1, "Antique Trains of Europe."

"Hill Quit Tomorrow" Pierce Hall, McLean Hospital, 115 Mill St., Belmont,

Telephone 855-2781. May 1, 7:10 p.m. Free. Film depicts effects of alcoholism on life of a young man and his family.

MUSEUMS

Many museums sponsor lectures, workshops, courses, film series, concerts and children's activities. Consult appropriate categories for more information.

OPENING

Strawbery Bank Marcy Street, Portsmouth, N.H. Telephone 603-433-1100. Opens for season May 1. Hours: daily 10 a.m.-5 p.m. Adults \$7; elders \$6; children 6-16, \$4; family rate \$18; under 6 free. 42 historic homes, 37 on their original foundations, 7 furnished houses; several working craft shops; display gardens. Collections include 25,000 examples of decorative arts and household furnishings, architectural fragments, tools, boat patterns, ceramics. *Daily Tour:* 10:30 and 11:30 a.m., 1:30 p.m., "More Than Meets the Eye," orientation tour; 2 p.m., landscape and archaeological tour; 3:30 p.m., restoration and preservation tour.

Wenham Historical Assn. and Museum Inc. 132 Main St., Route 1A, Wenham, Telephone 508-468-2377. Hours: Monday through Friday 11 a.m.-4 p.m., Saturday 1-4 p.m., Sunday 2-5 p.m. Admission \$2, ages 6-14, 75 cents, elders \$1.50. Includes old collection and 17th-century Clavin-Richards House with period furnishings. Opening April 29-May 14, "Color Studies in Fabric," rag rugs by Claudia Mills.

Currier Gallery of Art 192 Orange St., Manchester, N.H. Telephone 603-669-6144. Hours: Tuesday through Saturday 10 a.m.-4 p.m., except Thursday until 10 p.m.; Sunday 2-5 p.m. Free. Accessible to handicapped persons. Sunday at 2:15 p.m., informal 30-minute gallery tours. Opening April 30-June 11 (reception April 28, 3 p.m.). "New Exhibitions: Works by 29 emerging New England artists. Through May 7. "From Cezanne to Rouault: French Prints from Collection of Robert F. Bess Jr.," 21 prints by artists who were in the forefront of modern art movements.

Brockton Art Museum-Fuller Memorial 455 Oak St., Brockton, Telephone 568-6800. Hours: Tuesday through Sunday noon-5 p.m. Thursdays until 9 p.m. Closed major holidays. Admission \$2, children \$1; free admission Thursday 5-9 p.m. and Saturday noon-5 p.m. Opening April 30-June 20. "Cannon, Roots/Diverse Objectives: RISD Alumni in Boston," invitational exhibit of works by graduates of Rhode Island School of Design. Ongoing: "Mort and Meaning: Classicism in American Decorative Arts," art and sculpture. *In Back Space:* Through May 21, works by Arnold Trachtman. *In Museum School Gallery:* Through June 4, "People of the Mountains: Indian People of the Southwest," clay and bronze figures by Polly Egelson. *Children's Gallery:* Through May 14, "Making a Scene: Installation Art. *Monday Best Film and Lunch Series:* 12:15 p.m.; repeat of film and dessert, 7 p.m. May 4, "Spirit and Souls of American Artists: Burchfield's Vision."

Smith College Museum of Art Elm Street (Route 9) at Bedford Terrace, Northampton. Telephone 413-584-2700, ext. 2750. Hours: Tuesday through Saturday noon-5 p.m., Sunday 2-5 p.m. Free. Opening April 27-June 11 (reception April 27, 4:30-6 p.m.). "Double Take: Photographic Processes in Contemporary Printmaking." Opening May 4-Aug. 11. "Charlotte Cushman Evans '29: Paintings and Drawings, 1930-50." Through June 30, "Recent Acquisitions."

Worcester Art Museum 55 Salisbury St., Telephone 508-799-4406. Hours: Tuesday through Friday 10 a.m.-4 p.m., Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Library hours: Tuesday and Thursday 11 a.m.-4 p.m., Saturday 10 a.m.-5 p.m. Admission \$3.50, students and elders \$2; ages 18 and younger free; free to all Saturday 10 a.m.-noon. Opening May 1-10, "Art Partnerships," works by students grades K-6 from Elm Park Community School. Through May 28, "Hiroshige: Famous Places in 60-odd Provinces," an entire set of 69 woodblock prints by Japanese artist. Through May 21, "A Figurative Perspective: Recent Painting and Sculpture from Virginia Museum," 15 large-scale paintings of individual interpretations of the human figure in art. Through April, "Intimate Look at Netherlandish Painting," 13 Dutch and Flemish paintings of 16th-17th centuries. April 30, 3 p.m., lecture on Southeast Asian sculpture by Hiram Woodward.

Old Sturbridge Village Route 20 west, near exit 9 of Mass. Pike and Exit 3 of Interstate 84, Sturbridge. Telephone 508-347-3362. Hours through April 28: 10 a.m.-4 p.m.; beginning April 29, daily 9 a.m.-5 p.m. Admission \$11, ages 6-15 \$8, under 6 free; group rates by advance registration. Costumed interpreters recall work, family and social life of rural 1830 New England community, 40 historical buildings. Opening April 29-Dec. 31, "To Build a House," how buildings were erected in early 1800s. Through Dec. 31, "Visiting and Other Social Enjoyments," exhibit documenting what 19th century Americans did for fun. Permanent exhibit, J. Cheney Wells Clock Gallery of early American clocks.

Worcester Historical Museum 30 Elm St., Worcester. Telephone 508-753-8278. Hours: Monday through Saturday 10 a.m.-4 p.m., Sunday 1-5 p.m. Admission \$2. Through May, "Decorative Arts of Yesterday and Tomorrow," screens, looking glasses, trays and boxes. "A Time to Play," exhibit on leisure activities. *In Salisbury Museum:* 40 Highland St., Hours: daily 1-4 p.m. Admission \$4, elders \$3, children under 18 free. Opening April 28-May 14, "Regional Needlework Show," entries from all over Northeast. Mini-seminars daily at 2 p.m. by needlework experts. Free with admission to show.

BOSTON & CAMBRIDGE

Children's Museum Museum Wharf, 300 Congress St., Boston. Telephone 426-8855 (What's Up Line). Hours: Tuesday through Sunday 10 a.m.-5 p.m., Friday until 9 p.m. Admission: \$5, children 2-15 and elders \$4, children under 2 free; Friday 5-9 p.m., \$1. Exhibits: "Backstage at Big Top," a play exhibit where youngsters may pretend to be members of circus, wear circus costumes. Through September, "From Time to Time: 75 Years at Our House," exhibit on Boston families, lifestyles, history and changes. Through June 24, City Stage actors portray historic 19th-century Boston black family. Ongoing: "Kids' Visions," works by area children reflecting ideas on future of their communities; "Design of Times"; "Mind Your Own Business: Exhibit About You and Your Body"; "Climbing Sculpture," Japanese House, *Physpace*, *Tuesday through Friday, 2:15-4:45 p.m.*; *Friday 6:30-8:30 p.m.* "Artist on the Space," performance workshops with professionals in dance, drama, mime. *Special Events:* April 28, 7 and 8 p.m., Brownie MacIntosh, "Great Music for Children," \$1.

Harvard University Art Museums On Campus, Cambridge. Telephone 495-9400. Hours: Tuesday, Wednesday, Friday and Saturday 10 a.m.-5 p.m., Thursday 10 a.m.-9 p.m., Sunday 1-5 p.m. Closed major holidays. Admission \$3, college and university students with ID and elders \$1.50, under 18, free; admit visitors to both museums on day of visit. *Arthur M. Sackler Museum, 485 Broadway:* Gallery talks Tuesday through Friday at 9 p.m. Through May 21, "The Ottomans: Images from East and West," some 30 works including miniature and album paintings, portraits and prints created by Western visitors to court of Sultan Suleyman the Magnificent. *Fogg Art Museum, 32 Quincy St. Gallery talks Tuesday through Friday at 11 a.m. Through May 14, "Rembrandt and His Contemporaries," drawings and prints by Rembrandt van Rijn, followers, friends. Ongoing: "Selections from Busch Reisinger," some 50 modern works by German, Swiss, Austrian and Russian artists. April 30, 2 p.m., "Greenwich Whimplot and Maurice Wertheim: Two Collectors and their Vision for Art at Harvard," lecture. Free with museum admission.*

MIT Museum Galleries at 77 and 265 Mass. Ave., Cambridge. Telephone 253-4444. Hours: Tuesday through Friday 9 a.m.-5 p.m., Saturday and Sunday noon-4 p.m. Closed major holidays. Admission \$2 donation. *At 265 Mass. Ave.:* through June 15, "Getting to the Surface: Mathematics of Soap Film and Bubbles," computer-generated images representing the first discovery in more than 200 years of a new complete minimal surface. Through July 2, Korean ink paintings by Chung Shin Lee. Through July 9, "Graphic Media," 62 architectural drawings by students from University of Madrid School of Architecture. Ongoing: "Light Sculptures by Bill Parker" and "Math in 3D: Geometric Sculptures by Morton C. Bradley Jr." *At Hari Nautical Galleries, 77 Mass. Ave., Building 5, First Floor.* Hours: Monday through Sunday 9 a.m.-8 p.m. Free. Closed holidays. Ongoing: "George Owen: Yacht Designer," line drawings, half-models; "Ship Models," a look at ship design and construction; "Hall Models in Naval Architecture and Ship Building." *At Compton Gallery, 77 Mass. Ave.,*

HAPPENINGS/MUSEUMS

Through Sept. 15, "Stopping Time," photographs, instruments, memorabilia documenting Harold E. Edgerton's invention and use of strobe light. Computer Museum Museum Wharf, 300 Congress St., Boston. Telephone 423-6758 for recorded information. Hours: Tuesday through Sunday 10 a.m.-5 p.m., Friday until 9 p.m. Admission: adults \$5, 67ers and students \$4, under 5 free; half price Fridays 5-9 p.m. Exhibits: through April 20, "Treasures Within Your Reach," state of the art telecommunications station that is an electronic encyclopedia for all ages to find the latest sports news, weather reports, stock market quotes, and more. Through May 1, "Terra Firma in Focus: Art and Science of Digital Satellite Imagery," new digital images taken from more than 500 miles high, then learn how computers process images for data about natural resources, floods, fires. Ongoing: "Interactive Image," six computer graphics stations. "Computer and Design," latest in computer graphics and design; "Smart Machines," with 25 hands-on stations. Tours Saturday and Sunday 1:30 and 3 p.m.; classic computer films, computer animated films shown daily, call for times; continuous rock show, April 29-30, continuous screenings 11 a.m.-4 p.m. "Signgraph Festival," 90-minute selection of best computer animation from around the world, including John Lasseter's "Tin Toy." Free with museum admission.

Harvard Semitic Museum 6 Divinity Ave., Harvard University, Cambridge. Telephone 495-6558. Hours: Monday through Friday 11 a.m.-5 p.m., Sunday 1-5 p.m. Admission \$2, under 16, free. Through July 9, "A Visual Testimony: Judaism from the Vatican Library," 56 illuminated and non-illuminated manuscripts produced by Jewish scholars between 8th and 18th centuries.

Museum of Fine Arts 465 Huntington Ave., Boston. Telephone 267-9300, recorded information 267-9377. Hours: Tuesday through Sunday 10 a.m.-5 p.m., Wednesday 10 a.m.-10 p.m.; West Wing also open Thursday and Friday until 10 p.m. Closed major holidays. Admission: \$3, elders \$4, 16 and younger free; \$4 when West Wing only open; Saturday 10 a.m.-noon, free to all. Through July 16, "Honore Daumier: An Epoch Observed," prints by 19th century painter-sculptor and graphic artist. Through May 7, "Realms of Gold," gold and gilded objects. **Gallery Talks-Free guided tours:** Tuesday through Friday 11 a.m. and 2 p.m. Free. Saturday 11:30 a.m. introductory walks through various collections; Tuesday through Friday at noon, painting and decorative art talks; Tuesday through Friday at 1 p.m., Asian, Egyptian and Greek photographs; Saturday of month at 11:30 a.m., introductory walk in Spanish. In **Grossman Gallery, Museum, 230 The Fenway, Boston.** Through May 1, juried exhibit of works by students in Fifth-Year Certificate Program.

USS Constitution Museum Charlestown Navy Yard. Telephone 426-1812. Hours: daily 9 a.m.-5 p.m. Admission: adults \$2.50, ages 6-16 \$1.50, elders \$2, under 6 free. Ongoing exhibits: hammocks to swing in; fighting top with rigging for youngsters to climb; "Treasures of Old Ironsides," "From Boarding Pike to Blunderbuss," exhibit of Federal period (1790-1820) naval small arms; slide presentation, "Honors of War," "Command Center," computerized simulation of battle from Boston to Gibraltar; "Life at Sea," story of 495 crewmen in War of 1812.

Old State House-Bostonian Society 206 Washington St., Boston. Telephone 720-3290. Hours: daily 9:30 a.m.-5 p.m. Closed holidays. Admission: adults \$1.25, elders and students 75 cents, ages 6-16, 50 cents. Massachusetts schoolchildren and under 6 free. City's oldest public building (1713) is operated by Bostonian Society, whose collections align with Boston, American Revolution and maritime history, including paintings, prints, wood carvings and ship models. Research Library at 15 State St., 3d Floor, open Monday through Friday 9:30 a.m.-4:30 p.m.

Old South Meeting House 310 Washington St., Boston. Telephone 482-6439. Hours: daily 9:30 a.m.-5 p.m. Admission adults \$1.75, elders and students \$1.25, children age 6-18, 50 cents. 19th century Puritan Meeting House, exhibits related to its history. Ongoing: "In Prayer and Protest: Old South Meeting House Remembers" story of Old South history, including role in Boston Tea Party, rescue from 1872 Great Fire.

Museum of Science Science Park, Boston. Telephone 723-2500. general information, TDD line 227-3235, 523-6664. advanced ticket reservations. Exhibit hours: daily 9 a.m.-5 p.m., Friday until 9 p.m. Omni Theater shows call for times. Exhibits only admission: \$6, ages 4-14 and elders \$4; under 4 free. **Planetarium** only admission: \$5, ages 4-14 and elders

\$3.50. **Omni Theater and Laser Show** only admissions: \$6, ages 4-14 and elders \$4. Combination tickets for museum, planetarium and/or Omni theater available. In **Omni Theater** through Oct. 22, "To the Limit," film history telling story of three world-class athletes in their quest for ultimate performance includes first endoscopic (inner body) cinematography. **Museum exhibits:** Through May 29, "Nature's Fury," experience some of earth's most powerful natural disasters, including a volcano and an earthquake. Through April 30, "Gold," exhibit focusing on science and technology of gold. Through May 14, "From the Land of the Dragons," fossils of extinct Mesozoic groups, demonstrating process of piecing together "family trees" of extinct species. **Theater of Electricity:** indoor thunder and lightning show daily at noon and 2 p.m., Friday at 7 p.m. In **Charles Hayden Planetarium:** "H Plus Factor," explores relationships of time, space, matter and energy, following path of a proton; shown Tuesday-Thursday 11 a.m. and 3:30 p.m., Friday 11 a.m., 3:30 and 7 p.m., Saturday 11:30 a.m., 12:30, 2:30 and 3:30 p.m., Sunday 12:30, 2:30 and 3:30 p.m. **Cosmoscope:** Planetarium Magazine, multimedia program explores astronomical subjects; shown Tuesday-Friday at 1:30 p.m., Saturday 12:30 and 4:30 p.m. **Shows:** "Laserium Zodiac," abstract 3-D images choreographed to popular music shown Friday, Saturday and Sunday at 5:30 p.m.; "Laserium 80," 3-D laser graphics show set to rock music, others shown Thursday at 8:30 p.m. and Saturday 8:30 and 10 p.m.; "Pink Floyd: Now and Then," abstract graphics set to music of Floyd shown Friday at 8:30 and 10 p.m.; "Rainbow Calentura," laser imagery to music by Mozart and Bizet Friday, Saturday and Sunday at 5:30 p.m.; "Grateful Dead," laser light show to music of Grateful Dead on Sunday at 8:30 p.m.

John F. Kennedy Library and Museum Adjacent to UMass-Boston, off Morrissey Boulevard, Dorchester. Telephone 929-4523. Hours: daily 9 a.m.-5 p.m. Closed major holidays. Admission: ages 16 and older \$3.50, elders \$2, under 16 free. Museum focuses on political career and family heritage of JFK. Permanent exhibits include replica of Oval Office, Robert F. Kennedy memorabilia. **Commonwealth Museum** Massachusetts Archives Building, 220 Morrissey Blvd., adjacent to John F. Kennedy Library, Dorchester. Telephone 727-9268. Hours: Monday through Friday 9 a.m.-5 p.m., Saturday 9 a.m.-3 p.m. Free. Through August, "Creating Community: African Experience in Massachusetts," exhibit explores three black communities through historic photographs and audio-visual programs, computer timeline. Ongoing audio-visual exhibits on people, places, politics of Massachusetts. A division Secretary of State's Office. **Isabella Stewart Gardner Museum** 250 The Fenway, Boston. Telephone 566-1401. Hours: Tuesday noon-6:30 p.m., Wednesday through Sunday noon-5 p.m. Closed major holidays. Admission: \$5, elders and students with valid ID \$2.50, under 12 free; Wednesday, free to all. 15th-century Venetian palace, built by Mrs. Gardner, holds nearly 2,000 objects with emphasis on Italian Renaissance and 17th-century Dutch. Tours: Thursdays at 2:30 p.m., free with museum admission. Concerts Sundays at 3 p.m., Tuesdays at 6 p.m. and Thursdays at noon.

New England Sports Museum 1175 Soldiers Field St., Boston. Telephone 787-7678. Hours: Monday through Saturday 10 a.m.-6 p.m., Sunday noon-6 p.m. Admission \$2 adults (ages 13 and up), ages 6-12, \$1; elders and under 6 free. Ongoing exhibits: "New England Champions: 1859-1987," photographs, paintings and artifacts of New England sports heroes; "Boston Baseball History" comprehensive history of major league baseballs from Boston 1876; Video Jukebox, highlights of great moments in New England sports; "Sports Video Center," hundreds of videotapes chronicling sports throughout New England.

Museum of Afro American History Abiel Smith School, 46 Joy St., Boston. Telephone 742-1854. Hours: Tuesday through Friday 10 a.m.-4 p.m. Closed major holidays. Free admission. Educational institution founded to promote awareness and study social history of New England African-American communities. Exhibits: "African Meeting House Restoration," a look at original construction and restoration; "Monument to Crispus Attucks," historic letters documenting 1888 dedication of Boston Common monument.

Harvard University Museum of Natural History 22 Oxford St., Cambridge. Telephone 495-1910. Hours: Monday through Saturday 9 a.m.-4:30 p.m., Sunday 1-4:30 p.m. Closed major holidays. Admission \$2, elders and students \$1.50; children 5-15, 50 cents; under 5 free. Four-museum complex: **Museum of**

Comparative Zoology, Peabody Museum of Archaeology and Ethnology, Botanical Museum, Mineralogical and Geological Museum, and Ornithology Museum. **Comparative Zoology, "Nomenclature: Importance of Being Named,"** exhibit exploring how and why animals are scientifically named. Through April in **Museum of Western Insects** Japanese identities," late 19th century hand-colored photographs, examples of Japanese costumes and objects of daily life. **New England Aquariums** Central Wharf, Boston. Telephone 973-5200. Hours: Monday through Saturday 9 a.m.-5 p.m., Friday until 8 p.m., Saturday, Sunday and holidays 9 a.m.-6 p.m. Admission: \$7 adults; elders, military and students \$6; ages 4-15 \$3.50; under 4 free. Exhibits: "Stick Your Neck Out: Closer Look at Turtles," includes a turtle hatchery, life-size, 12-foot fossil turtle Archelon and baby sea turtle tank. Ongoing: "Boston Harbor: The Place, The Problem, The Plan," conservation quiz, live animals, videos: 187,000-gallon Caribbean Coral Reef Tank; "Thinking Gallery," "Rivers of America: Amazon and Connecticut Rivers" examine fresh water habitats. Daily dolphin and sea lion shows, call for times; daily "Animal Interviews"; audio-tour presentations.

NORTH

Museum of American Textile History 800 Mass. Ave., North Andover. Telephone 508-686-0191. Hours: Tuesday through Friday 9 a.m.-5 p.m., Saturday and Sunday 1-5 p.m. Closed holidays. Admission \$2, children and elders \$1. Guided tours Tuesday through Friday at 10:30 a.m. and 3 p.m., Saturday and Sunday at 12:30 and 2 p.m. Permanent exhibit "Factory Labor: Shaping Work in America," 18th-20th century textile machinery and how industrial Revolution changed work. April 30, 2 p.m., "Strike for Freedom," Lawrence, Mass. 1912, with storyteller Sharon Kennedy. Signed for hearing-impaired persons. Free.

Essex Institute 132 Essex St., Salem. Telephone 508-744-3390. Hours: Tuesday through Saturday 9 a.m.-5 p.m., Sunday 1-5 p.m. Library open Tuesday through Friday 9 a.m.-4:30 p.m. Admission \$3, elders \$2.50, ages 6-16, \$1.50. Through August, "Creating Community: African Experience in Massachusetts," exhibit explores three black communities through historic photographs and audio-visual programs, computer timeline. Ongoing audio-visual exhibits on people, places, politics of Massachusetts. A division Secretary of State's Office. **Isabella Stewart Gardner Museum** 250 The Fenway, Boston. Telephone 566-1401. Hours: Tuesday noon-6:30 p.m., Wednesday through Sunday noon-5 p.m. Closed major holidays. Admission: \$5, elders and students with valid ID \$2.50, under 12 free; Wednesday, free to all. 15th-century Venetian palace, built by Mrs. Gardner, holds nearly 2,000 objects with emphasis on Italian Renaissance and 17th-century Dutch. Tours: Thursdays at 2:30 p.m., free with museum admission. Concerts Sundays at 3 p.m., Tuesdays at 6 p.m. and Thursdays at noon.

House of Seven Gables Historic Site 54 Turner St., Salem. Telephone 508-744-0991. Hours: daily 10 a.m.-4:30 p.m. Admission: adults \$5, ages 6-17 \$2, under 6 free. Guided tours through House of Seven Gables (1668), inspiration for Hawthorne tales; Hawthorne's birthplace (c. 1750). Period rooms, secret stairway. **Isabella Stewart Gardner Museum** 250 The Fenway, Boston. Telephone 566-1401. Hours: Tuesday noon-6:30 p.m., Wednesday through Sunday noon-5 p.m. Closed major holidays. Admission: \$5, elders and students with valid ID \$2.50, under 12 free; Wednesday, free to all. 15th-century Venetian palace, built by Mrs. Gardner, holds nearly 2,000 objects with emphasis on Italian Renaissance and 17th-century Dutch. Tours: Thursdays at 2:30 p.m., free with museum admission. Concerts Sundays at 3 p.m., Tuesdays at 6 p.m. and Thursdays at noon.

Salem Maritime National Historic Site, 178 Derby St., Telephone 508-744-4323. Hours: Tuesday through Saturday 9 a.m.-5 p.m. Admission \$2, children and elders \$1.50, elders and students with ID \$3; Voyagers exhibit \$2 more than regular admission. Daily at 2 p.m., guided tour of museum. Through July 15, "Magnificent Voyagers: US Explorers' Expedition of 1839-42," epic American expedition to North and South America led by Lt. Charles Wilkes, with nearly 500 artifacts, maps, sketches, portraits and other items. Through August, permanent exhibit of Asian export art, maritime history. Ongoing: "Maritime New England, more than 700 objects and works of art of seafaring in New England." "Yankee Traders and Indian Merchants," "Deepwater Trade."

Salem Maritime National Historic Site, 178 Derby St., Telephone 508-744-4323. Hours: Tuesday through Saturday 9 a.m.-5 p.m. Admission \$2, children and elders \$1.50, elders and students with ID \$3; Voyagers exhibit \$2 more than regular admission. Daily at 2 p.m., guided tour of museum. Through July 15, "Magnificent Voyagers: US Explorers' Expedition of 1839-42," epic American expedition to North and South America led by Lt. Charles Wilkes, with nearly 500 artifacts, maps, sketches, portraits and other items. Through August, permanent exhibit of Asian export art, maritime history. Ongoing: "Maritime New England, more than 700 objects and works of art of seafaring in New England." "Yankee Traders and Indian Merchants," "Deepwater Trade."

5-9 p.m. Gallery tours Tuesday through Saturday at 11 a.m. and 2 p.m., Sunday at 1 p.m. Through May 21, mixed media by Dexter Hewitt photographs by Rose Marasco; ball-point pen and paper by Michael Moore. Ongoing, "Perspectives," contemporary paintings by emerging artists.

New Hampshire Farm Museum Route 16 at Plummers Ridge, Milton, N.H. Telephone 603-622-7840. Hours: Saturday and Sunday 10 a.m.-4 p.m. Adults \$3; children under 12, 50 cents. Guided tours of farm structures of northern New England, displays, nature trail and country store, cobbler and working blacksmith shops. April 29, 10 a.m.-4 p.m., basket-making workshop. Fee \$15, pre-registration required.

Maine State Museum State Capitol Complex, Augusta, Maine. Telephone 207-289-2301. Hours: Monday through Friday 9 a.m.-5 p.m., Saturday 10 a.m.-4 p.m., Sunday 1-4 p.m. Closed holidays. Free. Ongoing: "Logging and Lumbering," with rare sawing devices, photos, graphics, brief movie. Ongoing: "Age of Steam and Sails: Selections from Allie Ryan Maritime Collection"; "Defense Story, 1799: Fragments of a Disaster in Penobscot Bay," artifacts from wreck site of privateer Defence. April 30, 1:30 p.m., demonstration on Maine Indian basketry. **Children's Museum of Portsmouth** South Meeting House, 280 Marc St., Portsmouth, N.H. Telephone 603-436-3853. Hours: Tuesday through Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Admission: \$3; elders \$2.50; infants free. Children under 9 must be with adult. Ongoing: New Mill Fish Market, Making Connections, "Reach for the Stars," exhibit of geography and space; "Laboring Days in Hampshire," lobster boat, stories on radio phone; Tower Clock, Yellow Submarine, video newsroom, computer center, radio station. **Themes evening:** all day during museum hours April 28, "Great Poetry Reading Day," read poems, write one of your own. April 29, "Print with Fruit." April 30, "May Day Celebration," make flowers and streamers. Also storytelling 16 and under at 2 p.m. with Papa Joe. May 2, "Ring Wing Flyer." May 3, "Flowers & Puppets," make up a play about spring. May 4, "Sponge Painting."

Montshire Museum of Science 45 Lyme Rd., Hanover, N.H. Telephone 603-643-5672. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Admission \$3; children \$1.50; under 4 free. Ongoing: Physics Playground, Aquaria, Seal, Tropical Ants, Honey Bee, Bumble Bee, Constrictors, Fossil Corner, Rocks and Minerals.

Cape Ann Historical Assn. 27 Pleasant St., Gloucester. Telephone 508-283-4455. Hours: daily 9 a.m.-5 p.m. Closed major holidays. Adults \$4, elders \$3.50, ages 5-15 \$1, under 5 free. Ongoing year-long observance of US Coast Guard's 200th anniversary. Current exhibit on the Lifesaving Service, predecessor of Coast Guard. "Newburyport Shipbuilding" exhibit showing process of wooden shipbuilding, development of half-hull model by Newburyport's Orlando Merrill, vessels and clipper built in local yards. Video, "A Special Place Called Newburyport," shown hourly Monday through Saturday 10:30 a.m.-3:30 p.m., Sunday 1-3 p.m.; reproduction of original customs collector's office. Research facilities in Marquand Library. 1835 Greek Revival building by Robert Mills, designer of Washington Monument.

Hammond Cassie Museum 80 Hesperus Ave., Gloucester. Telephone 508-283-2090. Hours: daily 9 a.m.-5 p.m. Closed major holidays. Adults \$4, elders \$3.50, ages 6-12, \$2.50. Medieval castle home of inventor John Hays Hammond, housing his collection of Roman, Medieval and Renaissance artifacts; 8,200-pipe organ. In **Tower Gallery:** Through May, "Military Inventions."

New England Quilt Museum 256 Marlborough St., Lowell. Telephone 508-452-4207. Hours: Tuesday through Saturday 10 a.m.-4 p.m., Sunday noon-4 p.m. Closed holidays. Admission \$2, elders and students \$1. Through May 7, "Lowell Whistler House" 243 Worthen St., Lowell. Telephone 508-452-7641. Hours: Tuesday through Friday and Sunday 1-4 p.m. Closed major holidays. Adults \$2, children free. Built in 1823 as residence of engineer of Locks and Canals Co.

birthplace of artist James McNeill Whistler (1834). **Parter Gallery,** through April 30, "Lester G. Hornby (1882-1956): Paris Prints," etchings of city through World War II. Through May 28, "Lowell on the Merrimack," historic paintings and prints of city built because of a river. Through May 28, "Linda Lovett: Quilts."

Manchester Historical Assn. 129 Akerst St., Manchester, N.H. Telephone 603-622-7531. Hours: Tuesday through Saturday 9 a.m.-4 p.m. Closed major holidays. Admission \$1.50. Ongoing: "Traveler," watercolors by New Hampshire architect and railroad enthusiast John Metoyer Jr.; "Manchester's Jewish Community, A Glance Back," photographic documents and objects about community which dates to last century when eastern European Jews settled.

Hood Museum Dartmouth College, Hanover, N.H. Telephone 603-546-2808. Hours: Tuesday through Friday and Sunday 11 a.m.-5 p.m., Saturday 11 a.m.-5 p.m. Free admission. Through June 25, "Varujan Boghosian: A Retrospective," 70 works by sculptor.

Maine Maritime Museum — 963 Washington St., Bath, Maine. Telephone 207-443-6311. Hours: daily 10 a.m.-5 p.m. Closed major holidays. Admission \$4.50; children \$2. Includes 19th-century Sewall House, Percy and Small Shipyards. Restoration shop, some 15,000 items — paintings, drawings, models, navigational instruments, furniture, journals, library. Shuttle bus runs between exhibit areas every half-hour through Fribus and optional 40-minute boat ride on Kennebec River past Bath Iron Works, historic watercraft and light stations. Boat ride: adults \$2, children \$1. Through Oct. 20, "Lobstering and the Maine Coast" includes traps, boats, live lobster and canner industry exhibit.

Bennington Museum West Main Street, Route 9, Bennington, Vt. Telephone 802-447-1571. Hours: daily 9 a.m.-5 p.m. Closed major holidays. Admission \$4, ages 12-17 and elders \$3, under 12 free. Ongoing: "Long May It Wave: The American Flag, 1791-1950," 77 rare and unusual examples of the American flag tracing its evolution. Permanent exhibit of regional history and art including decorative arts, furniture, paintings, military and historical artifacts. Through May 28, "Olney War," more than 5,000 pieces of American pressed and blown glass; Bennington pottery; works by Anna Mary Robertson Moses; genealogy library.

New Hampshire Historical Society 300 North Main St., Concord, N.H. Telephone 603-225-3381. Hours: Monday through Saturday 9 a.m.-4:30 p.m., Wednesday until 8 p.m. Library closed Saturday. Shows major holidays. Permanent exhibit of New Hampshire furniture, decorative arts, musical instruments.

Port of Portsmouth Maritime Museum and Albacore Park Market Street Extension, Portsmouth, N.H. Telephone 603-436-3680. Hours: daily 9:30 a.m.-5:30 p.m., last tour at 4 p.m. Closed holidays. Admission \$4, elders \$3, ages 7-12, \$2, under 7 free; family \$7. 1910 film and guided tour through US submarine Albacore. Walk through Memorial Garden dedicated to submariners. Sponsored by Portsmouth Submarine Memorial Assn.

SOUTH

Cape Cod Museum of Natural History, Inc. Route 6A, Brewster. Telephone 508-898-3867. Hours: Monday through Saturday 9:30 a.m.-5 p.m., Sunday 12:30-4:30 p.m. Closed major holidays. Admission: \$2.50; children 6-14, \$1.50; under 6 free. Through May 5, soft sculpture environments by Christine Boudreau. April 29, 10:30 a.m., "Salt Marsh Exploration," group walk for all ages. Wear rubber boots or sneakers. April 30, 2 p.m., film "The Run."

HAPPENINGS/

Rhode Island School of Design 224 Benefit St., Providence, R.I. Telephone 401-331-3511. Hours: Tuesday, Wednesday, Friday and Saturday 10:30 a.m.-5 p.m., Thursday noon-8 p.m., Sunday 2-5 p.m. Admission: 19 and older \$1; elders 50 cents; ages 5-18, 25 cents; voluntary admission Saturday. Through June 24, "Sculpture by Fumio Yamamura," life-size detailed replicas of man-made and natural objects, from hot dog stands and saxophones to tomato plants and anticheeks; "Recent Bookbinding by the Guild of Book Workers." Through June 4, "Chinese Textiles of Ching Dynasty," textiles from Lucy Aldrich Collection. Through May 14, "Arts of Ancient China," ceremonial robes and bronzes. Performance Video: Thursdays and Fridays at noon. April 27-28, Joan Jonas' "Left Side Right Side," "Vertical Roll"; Eleanor Antin's "The Adventures of a Nurse."

Cape Museum of Fine Arts Theater MarkPlace, Dennis. Telephone 508-385-4477. Hours: Wednesday through Friday noon-5 p.m., Saturday 10 a.m.-5 p.m. Free. Through April 29, "Art of Howard Gibbs," recently acquired paintings and drawings by Cape Cod artist (1904-70).

Art Complex Museum 189 Alden St., Duxbury. Telephone 934-6634. Hours: Wednesday through Sunday 1-4 p.m. Free. Two galleries house collection of European and American paintings, drawings, prints, Japanese ceramics, glass and Shaker furniture and artifacts. Through June 25, "Pages: Children's Book Illustration," work by Lark Carrrier, Molly Bang, Michael McCordy. Through July 30, "New England Bookbinders," a series of work by eight artists. Also a reference library and Japanese Tea House.

New Bedford Whaling Museum 18 Johnny Cake Hill, New Bedford. Telephone 508-997-0046. Hours: Monday through Saturday 9 a.m.-5 p.m., Sunday 10 a.m.-5 p.m. Closed major holidays. Admission: ages 15 and older, \$3.50; elders \$5; ages 6-14, \$2.50; under 6 free. Through May 29, "Azorean Whalermen," photo-lookbooks, views of the Azores, clothing, scrimshaw, personal effects. Ongoing exhibit of photographs of Azores, Madeira and Portugal by Hugh Hatcock. Six exhibits in historic district with paintings, decorative arts, scrimshaw, more; library includes more than 1,100 lookbooks of whaling voyages, open weekdays; half-scale model of whaling Lapoda to climb aboard; 1848 passenger cabin film "Down to the Sea in Ships" showing actual whaling chase, weekends, 2 p.m.

Quincy Historical Society Adams Academy Building, 8 Adams St., Quincy. Telephone 773-1144. Hours: Monday through Friday 9:30 a.m.-4:30 p.m., Saturday 12:30-3:30 p.m. Closed holidays. Free. Through April, "100 Years and Counting: Centennial of Quincy Becoming a City," photographs and artifacts focusing on issues of 1888 which citizens today worry about in areas of recreation, home life, transportation, city services.

Provincetown Art Assn. and Museum 450 Commercial St., Provincetown. Telephone 508-487-1750. Hours: Friday through Sunday noon-4 p.m. Closed holidays. Admission adults \$2, students with ID, elders and children \$1. Through April 30, "24 Annual Provincetown Collectors Show," works owned by selected local collectors; "Artists and the Environment," works focusing on theme of recycling and pollution; "Fine Arts Work Center Fellows," group show in a variety of media.

Carver Museum Locust Avenue, Rehoboth Village. Telephone 508-252-6547. Hours through December; second and fourth Sunday of month 2-4 p.m. Free. Exhibit: "People of the Dawn: Wampanoag Culture in Southeastern New England," archaeological artifacts from Rehoboth and southern New England.

Hancock Shaker Village Routes 20 and 41, Hancock. Telephone 413-443-0188. Hourly guided tours of selected buildings given daily 10 a.m.-3 p.m. Closed holidays. Admission \$5.50, children ages 6-12, \$1.50; elders and students \$4.85; children under 5 free, family rate \$12. Outdoor living history museum of Shaker life with 20 original buildings and gardens on 1,200 acres.

Higgins Armory Museum 100 Barber Ave., Worcester. Telephone 508-853-6015. Hours: Tuesday through Friday 9 a.m.-4 p.m., Saturday and Sunday noon-4 p.m. Closed holidays. Admission \$4, children ages 5-12 and elders \$2.75, under 5 free. Through May 14, "War and Memory: In Aftermath of Vietnam," more than 90 photographs, installation work, and folk art fashioned from surplus military material and combat shards reflecting diverse dimensions of Vietnam War experience. Permanent collections: "Introduction to Arms and Armor" and "Noble Pursuit of Hunting," Saturday and Sunday at 2:30 p.m., "How a Man Shall Be Armed," War and Memory Events: April 30, 3 p.m., panel "Vietnam: A Younger Generation's Perspective," discussion with area high school students. May 3, 2:30 p.m., panel "The Elusive Legacy of Vietnam," assessments by veterans, antiwar activists and political analysts. Museum open 6:30-10 p.m. Free with museum admission.

Museum of Our National Heritage 33 Market Road, Routes 2A and Mass. Avenue, Lexington. Telephone 861-6559; 861-0729 recorded information. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday noon-5 p.m. Closed major holidays. Free. Ongoing: "Turn of the Century," life in America, 1933-1937. Through Oct. 15, "Scipio Lodge: Time Capsule of Freemasonry," photographic exhibit documenting a historically preserved Freemason lodge building and its contents in Aurora, N.Y. plus artifacts from museum collection. Through Aug. 13, "Portraits from Industry: Charles Yesseloff of Westinghouse," industrial photographs workers at a Lester, Penn., plant of Westinghouse Electric in 1920s. Through June 25, "Folk Roots in New Roots: Folklore in American Life," objects, photographs and music examine relationships to "the folk" in the past century and how folklore has been incorporated and popularized into mainstream culture. Family Events: April 22 p.m., "Island Dreams," musician-storyteller Der Burrows presents Bahamian songs and stories. Admission \$1, children 50 cents.

Westley College Museum Jewett Arts Center, on campus, Route 135, Westley. Telephone 235-0320, ext. 2051 weekdays. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday 2-5 p.m. Free. Through June 11, "On the Boards," 100 drawings by 19th-century Boston architects. In *Corridor Gallery*: Through June 11, "Recent Acquisitions and Alumni Gifts," paintings, sculpture, prints, photographs. *Artlinks*, 20-minute lunchtime talks at 12:30 p.m. May 3, "On the Boards" with Alice Friedman, Gallery talks Sundays, 2:30 p.m., free.

Museum of Transportation Carriage House, 155 Newland Park, 15 Newland St., Brookline. Telephone 522-6140. Hours: Wednesday through Sunday 10 a.m.-5 p.m., Adults \$4, elders and children \$2. Ongoing: "Putting America on Wheels: New England Takes the Way," cars dating from 1890-1925 displayed in period settings all reflecting New England's role in birth of American auto industry. Special programs for children include "Filling Station Activity Center," "Create-A-Car Workshop," "Inventions Workshop," "Turn-of-the-Century Scavenger Hunt," *Museum Goes Month Theme Weeks*: April 29-30, 1 and 2 p.m., guided tours of "Putting America on Wheels." Free with museum admission. April 30, 10 a.m.-5 p.m., "International Bicycle Day," bicycle collectors and enthusiasts will gather with antique and vintage bicycles. Free. Throughout weekend: "Filling Station," exhibit area for children will offer games, art projects and hands-on educational activities.

Discovery Museums 177 Main St., Acton. Telephone 508-264-4200. Hours: Wednesday, Saturday and Sunday 9 a.m.-4:30 p.m., Tuesday, Thursday and Friday 1-4:30 p.m.; April 20-21 open 9 a.m.-4:30 p.m. Closed major holidays. Admission per museum: \$4.50, under 1 free. Accessible to handicapped persons. In *Children's Discovery Museum*: Hands-on exhibits for ages 1-8, including Dinosaur Room, "What's Inside?" Chain Reactions, Water Room, Ocean Space, Domino Room, Sticky Business, Discovery Ship. Programs, free with admission: May 2, 1:30-3:30 p.m., "For the Birds," help with bird nesting. In *Science Discovery Museum*: Ages 6 and older, more than 100 exhibits on science themes such as light and color, inventor's workshop, etc. New exhibits of "Magnetic Rainbow" and "Crystal Radio." Children's programs, free with admission unless otherwise noted; April 29, 10-11:30 a.m., "Simple Block Printing," fee \$12. May 4, 3-4:30 p.m., "Earth Echoes: Stories of the Sky" with storyteller Susan Tobin.

Museum of Our National Heritage 33 Market Road, Routes 2A and Mass. Avenue, Lexington. Telephone 861-6559; 861-0729 recorded information. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday noon-5 p.m. Closed major holidays. Free. Ongoing: "Turn of the Century," life in America, 1933-1937. Through Oct. 15, "Scipio Lodge: Time Capsule of Freemasonry," photographic exhibit documenting a historically preserved Freemason lodge building and its contents in Aurora, N.Y. plus artifacts from museum collection. Through Aug. 13, "Portraits from Industry: Charles Yesseloff of Westinghouse," industrial photographs workers at a Lester, Penn., plant of Westinghouse Electric in 1920s. Through June 25, "Folk Roots in New Roots: Folklore in American Life," objects, photographs and music examine relationships to "the folk" in the past century and how folklore has been incorporated and popularized into mainstream culture. Family Events: April 22 p.m., "Island Dreams," musician-storyteller Der Burrows presents Bahamian songs and stories. Admission \$1, children 50 cents.

Quadrangle Central Library and Museum Assn. 220 State St., Springfield. Museum hours: Tuesday through Sunday noon-5 p.m. Library hours: Monday through Thursday 9 a.m.-9 p.m., Friday and Saturday 9 a.m.-5 p.m., Sunday 1-5 p.m. Donations requested. Closed major holidays. Includes Springfield City Library (413-739-3871); Science Museum and Planetarium (413-733-1944); George Walker Smith Art Museum (413-732-4214); Museum of Fine Arts (413-732-6092); Connecticut Valley Historical Museum (413-732-3080). In *George Walker Smith Art Museum*: Through May 21, "Art of J. G. Brown," works by 19th-century American painter known for his scenes of street children in New York City. Admission \$2, children \$1. April 30, 3 p.m., "Orphans, Urchins and the Upper Class in Victorian England," talk by Susan Casteras. In *Valley Historical Museum*: Ongoing: "Connecticut Valley Craftsman."

DeCordova Museum and Sculpture Park Sandy Pond Road, Lincoln. Telephone 558-8355. Hours: Tuesday through Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m. Closed major holidays. Admission \$2, children and elders \$1. Do not come Saturday and Sunday at 2 p.m., free with admission. Through June 4, "Surrealism of Everyday Life," paintings and works on paper by Boston artist Gerry Bergstein; "Mark Webbi," 18 realist paintings by Maine artist. Contemporary Sculpture Park on museum's 35-acre site open daily 8 a.m.-10 p.m. *Leclerc-Gallery Talk*: April 30, 3 p.m., exhibiting artist Mark Webbi discusses his art in an informal gallery talk. Free with admission. *Film Series*: April 28, 7:30 p.m., "Reins of the Fantastic," explores works by Ensor, Beckmann, Klee, Dalí, others; "Margritte: The False Mirror," "Francis Bacon: Paintings 1944-1962," "Max Ernst: Journey into the Subconscious."

Mount Holyoke College Art Museum Route 116, South Hadley. Telephone 413-538-2245. Hours: Monday through Friday 11 a.m.-5 p.m., Saturday and Sunday 1-5 p.m. Closed major holidays. Free. Through June 18, "When the Eiffel Tower was New: French Visions of Progress at the Centennial of the Revolution," April 27, 8 p.m., lecture by Rosalind Williams, "Paris 1900: The Technological Landscape of Modern Life."

Concord Museum 200 Lexington Road, Concord. Telephone 508-369-9609. Hours: Monday through Saturday 10 a.m.-4 p.m., Sunday 1-4 p.m. Closed holidays. Admission \$4, elders \$3, children \$1.50. Guided tours of 15 period rooms and galleries. Exhibits include: Reverse ride lantern, contents of Emerson's study, Thoreau's belongings at Walden Pond. In *French Gallery*: Through July 16, "Harry Little's Concord: Domestic and Public Architecture, 1914-41," exhibit highlighting buildings in Concord designed by Little.

New England Science Center 222 Harrington Way, Worcester. Telephone 508-791-9211. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday noon-5 p.m. Closed selected holidays. Adults \$4.50; ages 3-16, college students with ID and elders \$3.50; under 3 free. Through June 4, "The Nature Quiz," question and answer exhibit includes graphics, live animals. Every Saturday and Sunday 1-3 p.m., "The Nature Quiz," hands-on exhibit, ages 3-10. Ongoing: "Bear Dec," crawl into den, information on Kodiak bear, others; planetarium; observatory; zoo.

American Jewish Historical Society 2 Thornton Road, Brandeis University campus, Waltham. Telephone 891-8710. Hours: Sunday 2-5 p.m., Monday through Thursday 9 a.m.-5 p.m., Friday 9 a.m.-2 p.m. Free. Museum and library. Ongoing: "American Miniature Portraits, 1775-1850"; "Yiddish Theater: Posters, Photographs, Programs." Videotapes: "On Common Ground: Boston Jewish Experience, 1649-1980," "Coming to America," "Haym Salomon."

Historic Deerfield Inc. Off Routes 5 and 10, Deerfield. Telephone 413-774-5581. Hours: daily 9:30 a.m.-4:30 p.m. Admission: \$7.50; ages 6-17, \$4 (valid for two consecutive days and includes entrance to all 12 sites). Twelve house museums with collections of American furniture, silver, textiles, ceramics and household objects; research library open Monday through Friday 9 a.m.-5 p.m.; slide-tape orientation to Historic Deerfield; ongoing education programs on history of Deerfield, culture of Connecticut Valley and arts in early American life.

HOUSE MUSEUMS

Barrett-Gyam Homestead 40 Byam Rd., off Route 27, Chelmsford. Telephone 256-7180. Hours: second and fourth Sunday 2-4 p.m. Admission \$1, children 50 cents. Site rooms displaying Chelmsford memorabilia; house dates from 1683.

John Greenleaf Whittier Birthplace 205 Whittier Rd., Route 110, Haverhill. Telephone 508-373-3978. Hours: Tuesday through Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Admission \$1, children and elders 50 cents. Tour of poet's birthplace and home from 1807-1836. 75-acre grounds include sites from poem, "Snow-bound."

John Greenleaf Whittier Home 85 Friend St., Amesbury. Telephone 508-388-1337. Hours beginning May 2: Tuesday through Saturday 10 a.m.-5 p.m., Sunday 2-5 p.m. Closed holidays. Adults \$2; high school students \$1; elementary school students 50 cents. Thoreau memorabilia, library, replica of Walden cabin on grounds.

Thoreau Lyceum 156 Belknap St., Concord. Telephone 508-369-5912. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday 2-5 p.m. Closed holidays. Adults \$2; high school students \$1; elementary school students 50 cents. Thoreau memorabilia, library, replica of Walden cabin on grounds.

Belcourt Castle Bellevue Avenue, Westport, R.I. Telephone 401-846-0668. Hours: daily 10 a.m.-5 p.m. Admission \$4.50, seniors and children 6-12 \$3.50, under 3 free. Family rate \$10; group rates of 20 or more upon request. 60-room mansion built in 1894 in the style of a French Renaissance chateau by architect Richard Morris Hunt for banker Oliver Belmont. Bought by Tinney family in 1956 and furnished with family art collection from 33 countries. Remains in conjunction with the Royal Arts Foundation.

Count Rumford Birthplace and Museum Elm and Main streets, Route 30, Woburn. Telephone 933-0781. Hours: Wednesday through Sunday 1-4:30 p.m. Admission free. Exhibitions accepted 1753 birthplace of Sir Benjamin Thompson (Count Rumford), British scientist, statesman, and loyalist general during the American Revolution. Inventor of central heating with steam and the Rumford Fireplace. Memorabilia and Count's works. Run by Rumford Historical Association. National Historic Landmark.

Lexington Historical Society Three Revolutionary period houses: Buckman Tavern (1709) opposite Lexington Green, telephone 862-5598; Hancock-Clarke House (1698), 26 Hancock St., telephone 861-6928; Minroe Tavern (1695), 1332 Main Ave., telephone 862-1703. Hours: Monday through Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Guided tours, last tour at 4:30 p.m. Adults \$2 per house, three for \$4.50; ages 6-16, 50 cents a house; under 6 free.

Orchard House 399 Lexington Rd., Concord. Telephone 508-369-4118. Hours: Monday through Saturday 10 a.m.-4:30 p.m., Sunday and holidays 1-4:30 p.m. Adults \$3.50, seniors and students \$3, under 18, \$2. Narrated tours of home where Louisa May Alcott wrote "Little Women" in 1868, a novel based on the life of her family. Annis Bronson Alcott, her sister, established 1841 Concord School of Philosophy on the grounds.

CALENDAR CLASSIFIED

ANTIQUE SHOPPER'S GUIDE
For further information on this directory call Mrs. Arnold 617-929-2409

BASEBALL CARDS
We buy & sell sport items
Sara Greenberg, 111-18,
P.O. Box 10817, Boston
21 Myrtle St.
Tel: 724-7677

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Sat./Sun. April 28/29, 10-8
ANTIQUE SHOW & SALE
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new finds at the same site
at Fall St. off Rte. 3, Fine
Furniture in Room, 30
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Mass. (508) 251-1712

SONIA PAINE
Antiques Gallery
We buy & sell the best in
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FURNITURE
GILGUN & CO.
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Woods, 1-3 in. or upon

EDMO HEDDLE HALL
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For further information on this directory
call Mrs. Arnold 617-929-2409

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522-3242
22 Atlantic Pk. #7
Tel. 804-388-0032

HARLEY DAVIDSON
HARLEY DAVIDSON FREEMAN CTR.
225 State St., Boston
Tel. 804-388-0032

HONDA
HONDA CYCLES
671 WASHINGTON ST.
Tel. 804-388-0032

KAWASAKI
KAWASAKI CYCLE CENTER
2000 State St., Andover
1-800-271-6328
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RIVERSIDE KAWASAKI
20 State St., Somerville 02142
Tel. 804-388-0032

TO PLACE YOUR LISTING CALL JUDY BANKS 929-2450 Week of 4-10-87

C O N F I D E N T I A L

Draft Documents - For Discussion Purposes Only
For the use of The Search Committee of
The Computer Museum only

Please do not duplicate or distribute

POSITION DESCRIPTION

D R A F T

THE POSITION:

Executive Director

Reporting to the Board of Directors, the Executive Director will be responsible for overall leadership and for managing the day to day operations of the museum and its programs. The Executive Director will be expected to materially improve the financial position of the museum through expanding its base of support and its appeal to the public by improving its exhibits and educational programs. In the area of overall management and administration of the museum, the individual will be responsible for managing the various internal and external constituencies and creatively utilizing available resources. Regarding fundraising, the individual will be responsible for working closely with the Director of Development to develop and execute fundraising strategies and will be expected to make direct solicitations, as appropriate, of individuals, foundations, and corporations. As a spokesperson, the Executive Director will represent the organization to the media, industry, and the educational communities.

THE CLIENT:

Our client is a museum devoted exclusively to computer technology and its impact on society, and is the only museum of its kind in the world. The museum has established itself as a living classroom for people of all ages since its founding in 1982 as a non-profit corporation. The museum combines the latest computer technologies with its historical collection and archives. Each year the museum offers recreational learning in an informal atmosphere to more than 100,000 visitors from around the world. It is housed in a 53,000 square foot building with six major exhibition galleries and is located in a rapidly growing section of a major east coast city. The museum has historically been supported by individual and corporate membership income, as well as personal donations and modest admittance charges.

Position Description
April 13, 1989
Page Two

THE CANDIDATE:

The selected candidate will be an accomplished and proven ^{entrepreneurial} ~~general~~ manager with at least five years of leadership and management experience in a not-for-profit organization. The person must be able to lead the organization by establishing attainable goals and working with the staff and the Board of Directors to achieve these goals. The candidate must have demonstrated capabilities in fundraising for non-profit organizations. Ideally, this would include experience in direct solicitation at both the individual and corporate level. The selected candidate must have the ability to expand the museum's base of support through broadening the appeal and creating greater recognition. As a result, the individual must, as a spokesperson, have a professional image and strong verbal and presentation skills. On the personal side, the person must have maturity, a high level of energy and a strong orientation towards performance. Strong organizational skills, a high level of personal integrity, and well developed diplomatic capabilities are required.

COMPENSATION:

A substantial base salary will be offered reflective of the individual's level of professionalism and experience.

FOR INFORMATION:

Contact on a proprietary and confidential basis Ben Beaver or Laura Gallant, referencing assignment _____.

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

leadership

fund raiser
computer knowledgeable
educator
management capability
action oriented

PERSON SPECIFICATION

D R A F T

(For Internal Use By The Computer Museum Search Committee Only)

THE POSITION: Executive Director

REPORTS TO: Board of Directors, The Computer Museum

PLANNED COMPENSATION: Approximately \$90,000

EDUCATION: Bachelor's Degree, with Master's Degree preferred. A technical degree desired, but not necessary.

GEOGRAPHICAL CONSTRAINTS: Conduct a local search.

EXPERIENCE AND DEVELOPED SKILLS:

- o Minimum ten years in not-for-profit organization, with at least five years in leadership/general management role.
- o Alternatively, individuals with private industry background, yet having extensive not-for-profit board-level experience may also be considered.
- o Ability to manage various constituencies and creatively utilize resources.
- o Proven performance in directing/leading fundraising activity. Personal experience in direct solicitation and exposure to foundation/corporate giving expected.
- o Demonstrated ability to improve performance of not-for-profit organization through personal leadership.
- o Ability to bring about change in a positive and proactive manner, yet with diplomacy and political sensitivity.

Person Specification
April 14, 1989
Page Two

- o Ability to create a broader appeal and heightened public awareness through use of educational programs and promotion of the Museum and its exhibits.

PERSONAL QUALITIES AND CHARACTERISTICS:

- o High level of personal integrity.
- o Polished and professional image.
- o Outgoing and believable personality.
- o Maturity and patience, but with high energy level.
- o Highly developed verbal and presentation skills.
- o Dedicated, and able to champion a cause.
- o Organized and logical, yet also creative.
- o Diplomatic and politically sensitive, but with strength of convictions.

fund raising
enthusiasm about computers, knowledge about computers,^{or}
action oriented or accomplishment oriented

RESEARCH STRATEGY

D R A F T

COMPUTER MUSEUM

The following details are some of the activities that will take place in fulfilling the search assignment for the Executive Director of The Computer Museum.

I. Industry Research

The first step involves identifying specific not-for-profit organizations and their management. All relevant directories, periodicals, trade and conference materials will be examined. We may also search the electronic databases such as Dialog Information Systems for information on appropriate individuals.

We will target our research primarily towards museums in the New England area. Additional research will be focused on selected philanthropic organizations and associations, as well as certain other cultural and educational institutions or groups.

II. Candidate and Source Identification

We will then identify individuals in managerial/leadership capacities within these organizations, who will be contacted as potential candidates and sources of referrals for the position of Executive Director.

III. Proprietary Database

A search will also be made of Fenwick Partners' in-house, computerized database of prospective candidates and sources. These individuals will also be contacted as potential candidates and additional sources.

THE COMPUTER MUSEUM

EXECUTIVE DIRECTOR

PROGRAM SCHEDULE FORECAST

<u>Estimated Time Frame</u>	<u>Activity</u>
Weeks 1 and 2	Meeting to revise final specifications as necessary. Execute research strategy.
Weeks 3 and 4	Complete Research identification; initiate trial contacts and candidate development; review plan and status with client.
Weeks 5 through 8	Field interviewing; begin presentation of candidates.
Weeks 9 through 12	Continue client interviewing and evaluation of candidates.
Week 12	Negotiate finalist candidate.

April 25, 1989

Mr. Gardner Hendrie
Sigma Partners
300 Commercial Street #705
Boston, MA 02109

Dear Gardner:

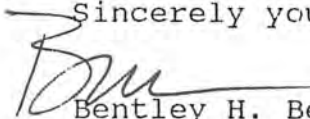
A meeting of the Search Committee of The Computer Museum will be held at the offices of Fenwick Partners, 57 Bedford Street, Suite 101, Lexington, Massachusetts, on Monday, May 1, 1989, at 9:00 a.m.

The purpose of getting together will be to discuss the search for a new Executive Director, and will include a discussion of the position description, person specification, and the search strategy. In preparation for this meeting, we have enclosed the following items:

- o Position Description Draft
- o Person Specification Draft
- o Research Strategy Draft
- o Program Schedule Forecast
- o Fenwick Partners Information
- o Article on CEO Searches
- o Directions to Fenwick Partners

We look forward to seeing you on Monday.

Sincerely yours,


Bentley H. Beaver
Vice President

BHB:amg
Enclosures

FAX COVER SHEET

Fenwick Partners
57 Bedford Street
Lexington, MA 02173
617-862-3370
Fax No.: 617-861-7546

FROM: Charley Polachi
TO: Gardner Hendrie
DATE: 04/13/89 TIME: 3:45 p.m.
PHONE: 617/ 367-0478

NUMBER OF PAGES TO FOLLOW: 12

PLEASE DELIVER IMMEDIATELY

Please call 617-862-3370 if there is a problem with this fax.

Andrew Grossman

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

April 12, 1989

Mr. Gardner Hendrie
Chairman
The Computer Museum
300 Congress Street
Boston, Massachusetts 02210

Dear Gardner:

I apologize for the delay in getting this document to you. The attached will highlight our approach on the project for The Computer Museum.

In addition to the terms outlined in our engagement letter, I would like to add or confirm two additional thoughts. First, Fenwick would like to be involved on the board after the new president starts, if this is agreeable to you. Secondly, we would like to take advantage of this opportunity to publicize Fenwick's involvement with the not-for-profit community. Therefore, we would like to have Fenwick participate in the press release and announcement of the new president to the Boston community. I do not view either of these as unusual or extreme requests, and I hope that both of these are acceptable to you.

Ben and I will be working closely with your search committee to successfully acquire the appropriate person for this challenging position. We need to finalize that search committee very quickly. Please contact Ben or myself so that we may review this as soon as possible.

All of us at Fenwick look forward to working with you on this prestigious engagement. Thank you for selecting Fenwick Partners.

Sincerely yours,


Charles A. Polachi, Jr.
Executive Vice President

CAP:amg
Enclosures

FenwickPartners

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

PERSONAL AND CONFIDENTIAL

April 13, 1989

Mr. Gardner Hendrie
Chairman
The Computer Museum
300 Congress Street
Boston, Massachusetts 02210

Dear Gardner:

This letter will confirm our engagement for Fenwick Partners to conduct a search for an Executive Director for The Computer Museum. Our engagement is to assist you in the identification and evaluation of candidates for, and the selection of Executive Director.

Draft documents for the specification and management of this project are enclosed.

As soon as this agreement is acknowledged and any additional consultation is complete, you will be forwarded any change in documentation for this project that requires your review and approval. Those documents include a position description, person specification, and research strategy. It is important that you consider these documents carefully since our own efforts will be focused on them.

Professional Fees and Expenses

Normally, our fee is 33 1/3 percent of the first year's projected cash compensation, as spelled out in a letter of employment or by the approved person specification. Projected cash compensation is defined as including base salary, guaranteed bonuses, and incentive compensation to the level prescribed for attainment of the plan objectives during the first year's employment. For the purpose of billing this engagement, our fee would be based on a targeted compensation of \$90,000, which is within the range we discussed. As per our discussion on April 6, 1989, Fenwick Partners will undertake this engagement on the following terms:

Mr. Gardner Hendrie
April 13, 1989
Page Two

- o The Computer Museum will pay \$10,000 in four installments of \$2,500 each on 4/20/89, 5/20/89, 6/20/89, and 7/20/89.
- o Fenwick Partners will make an in-kind donation of services toward this project worth \$10,000.
- o Fenwick Partners will be recognized as a corporate sponsor for the 1989 Computer Bowl, the value of which is recognized as being worth \$10,000.

Expenses

We are reimbursed for variable expenses that are directly attributable to our client engagements. These expenses are invoiced each month during the engagement. A complete description of the guidelines is attached for your future reference.

Terms of Payment

Our fee is for professional services rendered and is not contingent upon the final situation of the selected candidate with your organization.

All invoices are due and payable upon presentation. Either party may discontinue this assignment at any time. In the unlikely event that this occurs, you will be charged for the work performed up to the date of termination on a pro rata basis.

Quality Guarantee

Fenwick Partners shares in the responsibility for the successful performance of the selected finalist. A complete description of this policy is attached for your future reference.

Program Management

This project will be handled by a team at Fenwick comprised of the following:

Ben Beaver - Engagement Consultant
Charles Polachi - Engagement Manager
Laura Gallant - Senior Associate
Demetra Pulos - Director of Research

Mr. Gardner Hendrie
April 13, 1989
Page Three

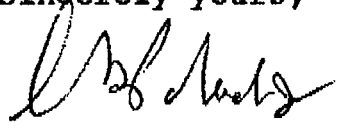
The significant milestones to be used for managing this project to successful completion are attached.

Acknowledgement

Please indicate your acceptance of the terms and conditions set forth by signing and returning the enclosed copy of this letter as soon as possible. Work will initiate immediately upon receipt of the signed confirming letter.

We look forward to working with you and The Computer Museum's search team.

Sincerely yours,



Charles A. Polachi, Jr.
Executive Vice President

CAP:amg
Enclosures

Accepted:

Gardner Hendrie, Chairman

Date

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

POSITION DESCRIPTION

D R A F T

THE POSITION:

Executive Director

Reporting to the Board of Directors, the Executive Director will be responsible for overall leadership and for managing the day to day operations of the museum and its programs. The Executive Director will be expected to materially improve the financial position of the museum through expanding its base of support and its appeal to the public by improving its exhibits and educational programs. In the area of overall management and administration of the museum, the individual will be responsible for managing the various internal and external constituencies and creatively utilizing available resources. Regarding fundraising, the individual will be responsible for working closely with the Director of Development to develop and execute fundraising strategies and will be expected to make direct solicitations, as appropriate, of individuals, foundations, and corporations. As a spokesperson, the Executive Director will represent the organization to the media, industry, and the educational communities.

THE CLIENT:

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Position Description
April 13, 1989
Page Two

THE CANDIDATE:

The selected candidate will be an accomplished and proven general manager with at least five years of leadership and management experience in a not-for-profit organization. The person must be able to lead the organization by establishing attainable goals and working with the staff and the Board of Directors to achieve these goals. The candidate must have demonstrated capabilities in fundraising for non-profit organizations. Ideally, this would include experience in direct solicitation at both the individual and corporate level. The selected candidate must have the ability to expand the museum's base of support through broadening the appeal and creating greater recognition. As a result, the individual must, as a spokesperson, have a professional image and strong verbal and presentation skills. On the personal side, the person must have maturity, a high level of energy and a strong orientation towards performance. Strong organizational skills, a high level of personal integrity, and well developed diplomatic capabilities are required.

COMPENSATION:

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FOR INFORMATION:

Contact on a proprietary and confidential basis Ben Beaver or Laura Gallant, referencing assignment _____.

FenwickPartners

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7548

PERSON SPECIFICATION**D R A F T**

(For Internal Use By The Computer Museum Search Committee Only)

THE POSITION: Executive Director

REPORTS TO: Board of Directors, The Computer Museum

PLANNED COMPENSATION: Approximately \$90,000

EDUCATION: Bachelor's Degree, with Master's Degree preferred. A technical degree desired, but not necessary.

GEOGRAPHICAL CONSTRAINTS: Conduct a local search.

EXPERIENCE AND DEVELOPED SKILLS:

- o Minimum ten years in not-for-profit organization, with at least five years in leadership/general management role.
- o Alternatively, individuals with private industry background, yet having extensive not-for-profit board-level experience may also be considered.
- o Ability to manage various constituencies and creatively utilize resources.
- o Proven performance in directing/leading fundraising activity. Personal experience in direct solicitation and exposure to foundation/corporate giving expected.
- o Demonstrated ability to improve performance of not-for-profit organization through personal leadership.
- o Ability to bring about change in a positive and proactive manner, yet with diplomacy and political sensitivity.

Person Specification
April 14, 1989
Page Two

- o Ability to create a broader appeal and heightened public awareness through use of educational programs and promotion of the Museum and its exhibits.

PERSONAL QUALITIES AND CHARACTERISTICS:

- o High level of personal integrity.
- o Polished and professional image.
- o Outgoing and believable personality.
- o Maturity and patience, but with high energy level.
- o Highly developed verbal and presentation skills.
- o Dedicated, and able to champion a cause.
- o Organized and logical, yet also creative.
- o Diplomatic and politically sensitive, but with strength of convictions.

FenwickPartners

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

RESEARCH STRATEGY

D R A F T

COMPUTER MUSEUM

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FenwickPartners

57 Bedford Street, Suite 101
 Lexington, MA 02173
 617/862-3370
 Fax: 617/861-7546

THE COMPUTER MUSEUM
 EXECUTIVE DIRECTOR

PROGRAM SCHEDULE FORECAST

<u>Estimated Time Frame</u>	<u>Activity</u>
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Weeks 9 through 12	Continue client interviewing and evaluation of candidates.
Week 12	Negotiate finalist candidate.

FenwickPartners

FENWICK PARTNERS

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

CLIENT EXPENSE POLICY

Out-of-pocket expenses incurred by Fenwick Partners and reimbursed by the client fall into two general categories. Both categories are groups of direct costs associated specifically with the execution of the client projects.

The first category is Candidate Development expenses. These expenses are the direct costs of travel, meals, hotel etc., associated with the interviewing and selection process and with visits to the client location. It also includes specific research tools and/or on-line computer time needed for a particular assignment. Each item is directly attributable to the client project and individually accounted for. Each month during the full course of the project an invoice will be submitted to the client for reimbursement of Candidate Development expenses incurred that month. It is our policy to have presented candidates, when interviewed by the client, reimbursed directly by the client for their travel and related expenses, unless the client requests otherwise. If these expenses are reimbursed directly by Fenwick Partners, we will add a 15 percent administrative surcharge for billing.

The second category is Fixed Expense Allocations. This group of expenses is clearly attributable to our client projects as incremental costs, but they are costs that are either difficult or impossible to attribute to each individual project. Examples of these expenses include telephone, postage, research materials, and client marketing materials, which are expenses incurred in direct support of individual projects. Accordingly, Fenwick Partners allocates these attributable expenses equally among the active client projects. Each project incurs a fixed project support allocation in the amount of \$790 each month for the first three months of the project only. Fenwick Partners reviews the amount of the distribution each six months and makes adjustments for new project confirmations as appropriate.

It is Fenwick Partners' policy that all clients be treated equally and fairly with regard to expenses and that clients will only incur those expenses attributable to the execution of the specific projects.

FenwickPartners

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

FENWICK PARTNERS

QUALITY GUARANTEE POLICY

Throughout the executive search and selection process, Fenwick Partners works with our client in a close, cooperative relationship. Accordingly, it is important to our firm that we share in the responsibility for the successful performance of the selected finalist. This spirit of partnership is our guarantee of the quality of our services.

After the completion of a search, it is the firm's objective to support the successful assimilation of the selected executive. If the client organization and the executive should terminate their professional relationship for any reason within the first year of employment, it is the responsibility of all parties to review the integrity of the selection process. If the reasons for termination relate to the quality of services provided by Fenwick Partners, then in the spirit of the client partnership, we will re-initiate the same defined search project and bring it to a successful conclusion. We will do this in return for expense reimbursement only, and without further professional fees.

There can be many forces at work to change the shape of a company and the responsibilities and expectations of its managers over time. Business is a dynamic and volatile activity. Within that framework, Fenwick Partners will preserve the continuity of our reputation for professionalism and integrity as business partners to our clients. That is our quality guarantee.

The Computer Museum's
SEARCH COMMITTEE

"The Working Group"

Pat Collins Nelson, Co-Chair
Dave Nelson, Co-Chair
Gardner Hendrie
Ted Johnson
Ed Schwartz
Fenwick Partners Representatives:
Ben Beaver (Primary Contact)
Laura Gallant
Charlie Polachi

"The Full Committee"

"The Working Group", plus:
Gordon Bell
Dave Donaldson
Jim McKenney
Bill Poduska

**The Computer Museum's
"SEARCH COMMITTEE"**

Pat Collins Nelson, Co-Chair
Director, Corporate Admin
Confluent Systems Inc.
77 Salem End Lane
Framingham, MA 01701
Phone: (508)872-4084
FAX: (508)872-4062

National Chairperson
The Computer Bowl
The Computer Museum
Boston, MA 02110
Phone: (617)426-2800 X-346

Dave Nelson, Co-Chair
President and
Chief Executive Officer
Confluent Systems Inc.
77 Salem End Lane
Framingham, MA 01701
Phone: (508)872-4084
FAX: (508)872-4062

Member, Board of Directors
The Computer Museum

Gardner Hendrie
Sigma Partners
300 Commercial Street #705
Boston, MA 02109
Phone: (617)227-0303
Car: (617)633-5244

Chairman, Board of Directors
The Computer Museum

Ed Schwartz, Esquire
62 Todd Pond Road
Lincoln, MA 01773
Phone: (617)259-1027

Member, Board of Directors
The Computer Museum

Ted Johnson
736 Annursnac Road
Concord, MA 01742
Phone: (508)369-2640

Member, Board of Directors
The Computer Museum

Gordon Bell

450 Old Oak Court
Los Altos, CA 94022
Home: (415)949-2735
Office: (408)732-0400

Member, Board of Trustees
The Computer Museum

Dave Donaldson, Esquire

Ropes & Gray
225 Franklin Street
Boston, MA 02110
Office: (617)423-6100

Member, Board of Directors
The Computer Museum

Jim McKenney

5 Winthrop Road
Lexington, MA 02173
Home: (617)862-3584
Office: (617)495-6595

Member, Board of Directors
The Computer Museum

Bill Poduska

Chairman & CEO
Stellar Computer Inc.
100 Wells Avenue
Newton, MA 02159
Home: (617)484-7763
Office: (617)964-1000

Member, Board of Directors
The Computer Museum

THE SEARCH FIRM

Fenwick Partners

57 Bedford Street
Suite 101
Lexington, MA 02173
Phone: (617)862-3370
FAX: (617)861-7546

Ben Beaver (Primary Contact)

Laura Gallant
Charlie Polachi

discussion with Oliver Stimpel 3/6/90

88 is fair

CEOs of startups don't make that much - Bruce McClure, Ken Wilber, Paul Severino people are paid on a growth maturity curve

Cashen had a high salary & we were young

I can have done her job before & is older & proved she could do it with

you have no experience running a museum & managing people - I think you can do it the computer bowl!

but should you be paid as though you had?

I thought we had found a way to pay you 95 without giving you salary

a positive attitude toward the museum so you try to make

if the biggest success you can

clearly you have a problem with feeling I don't support you!

lack of support for donor list for \$50K

bruns on fund raising - not a lack of confidence in you &

I'm sorry you take it that way

the Museum needs you & if you want \$5K then you are going

to get \$5K - we don't need to do another search

however I don't know where that leaves us

I don't get off on being chairman of the Board of I don't because

I don't have to do this - I give time because I have a hard time saying no

I give it \$ for the same reason even though they wanted me to help

I refused to spend full time for Sigma because I consider the

Computer Museum for & have a data conference - but results in

a significant loss in income

if you feel you need \$5K to feel good about doing the Executive Director's

job then Ed & I will pay the Executive Committee to get their

approval of

we relied on \$15K/yr of which at least \$5 goes into an annuity account -

Oliver puts

Oliver will not come back tomorrow and say it isn't all right.

OLIVER B. R. STRIMPEL

10 Rockwood Heights Road
Manchester, MA 01944
Home: (508) 526-7423
Work: (617) 426-2800

EDUCATION: OXFORD UNIVERSITY, Ph.D., 1975-1979 in Astrophysics;
Thesis title: "X-rays from Clusters of Galaxies"
SUSSEX UNIVERSITY, M.Sc., 1974-1975 in Astronomy
CAMBRIDGE UNIVERSITY, B.A. (Honors), 1971-1974
Natural Science
MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Summer
1985, "Structure and Interpretation of Computer
Programs"

74
53

AWARDS: Graduate Scholarship, Wolfson College, Oxford University,
1976-1978
Johnson Memorial Essay Prize, Oxford University, 1976
Scholarship, Clare College, Cambridge, England, 1970

WORK HISTORY:

1/84-present ASSOCIATE DIRECTOR (from 1985) AND CURATOR, The
Computer Museum, Boston
Responsible for development of exhibits and collections,
and relationships between Museum and industrial,
academic, and user computer communities. Manage 3-8
full-time staff and up to 50 volunteers. Created major
exhibitions on computer imaging and artificial intelligence
and robotics, including 50 interactive computer-based
displays for which over \$1 million dollars of equipment
and in-kind services were raised.

9/79-12/83 CURATOR, The National Museum of Science & Industry,
London, England
In charge of English National Collections of Mathematics,
Computing and Data Processing. Created three special and
one permanent exhibit. Negotiated and developed budget
and content of an information technology exhibit with UK
Department of Industry, BL Systems PLC (the major
software company associated with BL Cars) and the
"Science in India" exhibit with the Department of Science
and Technology, India.

1/81 - 12/83 GUEST LECTURER, Ravensbourne College of Art, London

- 9/77 - 5/78 RESEARCH ASSISTANT and TEACHING ASSISTANT,
University of Massachusetts, Amherst, MA.
- 10/76 - 6/77 MATHEMATICS TUTOR, Balliol College, Oxford University
- 6/76 - 8/76 COMPUTER PROGRAMMER, Rutherford Laboratory, Didcot,
England
- 1/71 - 4/71 LABORATORY TECHNICIAN, Physics Department, Milan
State University, Italy

PERMANENT EXHIBITIONS:

The Computer Museum, Boston, MA:

- Smart Machines: Robots and Artificial Intelligence (1987)
- The Computer and the Image (1984)

National Museum of Photography, Film and Television,
Bradford, England:

- Photography and Beyond - Seeing the Invisible (1983)

SPECIAL EXHIBITS:

The Computer Museum, Boston:

- Terra Firma in Focus: The Art and Science of Digital Satellite Imagery (1988-89)
- Art with the Macintosh (1988)
- The Colors of Chaos (1986)

The Science Museum, London, England:

- Information Technology (1982)
- Science in India (1982)
- The Challenge of the Chip (1980-82)

PUBLICATIONS:

Book Review: Robert Slater, Portraits in Silicon, MIT Press, ISIS, Vol. 79:1:296, (1988).

Article: Computer Graphics, Encyclopedia of Science and Technology, McGraw Hill, 1989.

Numerous articles in The Computer Museum Report, (1984-88).

Book: Computers: An Introduction, Color Library of Science Series, Orbis, London 1985.

Various papers in astronomical journals.

CONSULTATIONS:

Massachusetts Council for the Arts and Humanities, Panel
Member for Merit Aid Grants, 1988.
Time Life Books, Understanding Computers series.

PRESENTATIONS:

Royal Astronomical Association Annual Meeting, 1976,8
International Astronomical Union, 1976
American Astronomical Society Annual Conference, 1977
Lecturer at Shelburne Museum, Vermont, 1984
ACM SIGGRAPH speaker, 1984
Northeast Computer Faire speaker, 1986
Society for the History of Technology Conference, 1987
Lecturer at Cornell University, Department of the History
of Technology, 1988
Panel member, New England Museums Association
Conference, 1988

OTHER PROFESSIONAL ACTIVITIES:

Participant in Association of Science & Technology Centers
(ASTC) Workshop on Formative Evaluation, 1985
Participant in Chicago Academy of Sciences Symposium
on Informal Science Education, 1988
Participant in ASTC Workshop on Grant Proposal Writing
for Federal Agencies, 1989

10 Rockwood Heights Road
Manchester, MA 01944

March 1, 1990

Gardner Hendrie
300 Commercial Street
Boston, MA 02109

Dear Gardner,

It is important to me that I receive the salary I have requested.

I have slept on your offer. The more I think about it the more I feel it is quite wrong to offer the executive director of a museum a bonus scheme. This is particularly so at this juncture where the Museum is less than four months away from the opening of its most important exhibit ever. One cannot underestimate the importance of The Walk Through Computer for the Museum.

You may not be aware that \$7,000 of a \$95,000 salary should be counted as a pension, a benefit that was accepted by the executive committee as a condition of my joining the Museum permanently in January 1985. This was not actually implemented until 1988, and then, by Joe's request, it was simply incorporated into my salary and did not appear as a separate benefit.

I interpret my salary as a mark of trust and respect. With your support, I will do the best I can to make the Museum grow and be successful.

I would be grateful if this could be resolved by next Monday.

Yours sincerely,



Oliver Strimpel

cc: Ed Schwartz

SALARY DATA

COMPUTER MUSEUM

car = ~5K

'89 housing index { Lowell 158
Boston 195

<u>Name</u>	<u>Institution</u>	<u>Comp.</u>
Gene Brandt VP External Affairs/Devel.	Mus. of Science & Industry - Chicago (Largest Science Museum)	87.5K + 5K car & club.
Mark Meister Director	Mus. of Art, Science & Industry Bridgeport \$800K Budget	60K Benefits
Barry Dresser Director.	Detroit Historical Museum - 70 employees 300,000 attendance	66 + car + Expenses \$6500/yr.
Bob Russell Exec. Director	Impression 5 Science Mus. Lansing, Michigan 1.2M Budget	45K
Mac Sudduth President	Mus. of Hist. & Science Louisville '89 housing index 62 2.7M Budget	65K Bonus 6-16% car. 65K x 16% = 10.5K (Bonus if steep till '91 = 25K)
Ina Beth Miller Head of Educational Outreach	Bost. Museum of Science	56K + outside consult.
Bob Rathburn Pres. & Exec Director	Science & Technology Museum of Att. Tex. housing index 88 \$7.7M Budget	78K club

1985 SURVEY

DIRECTOR

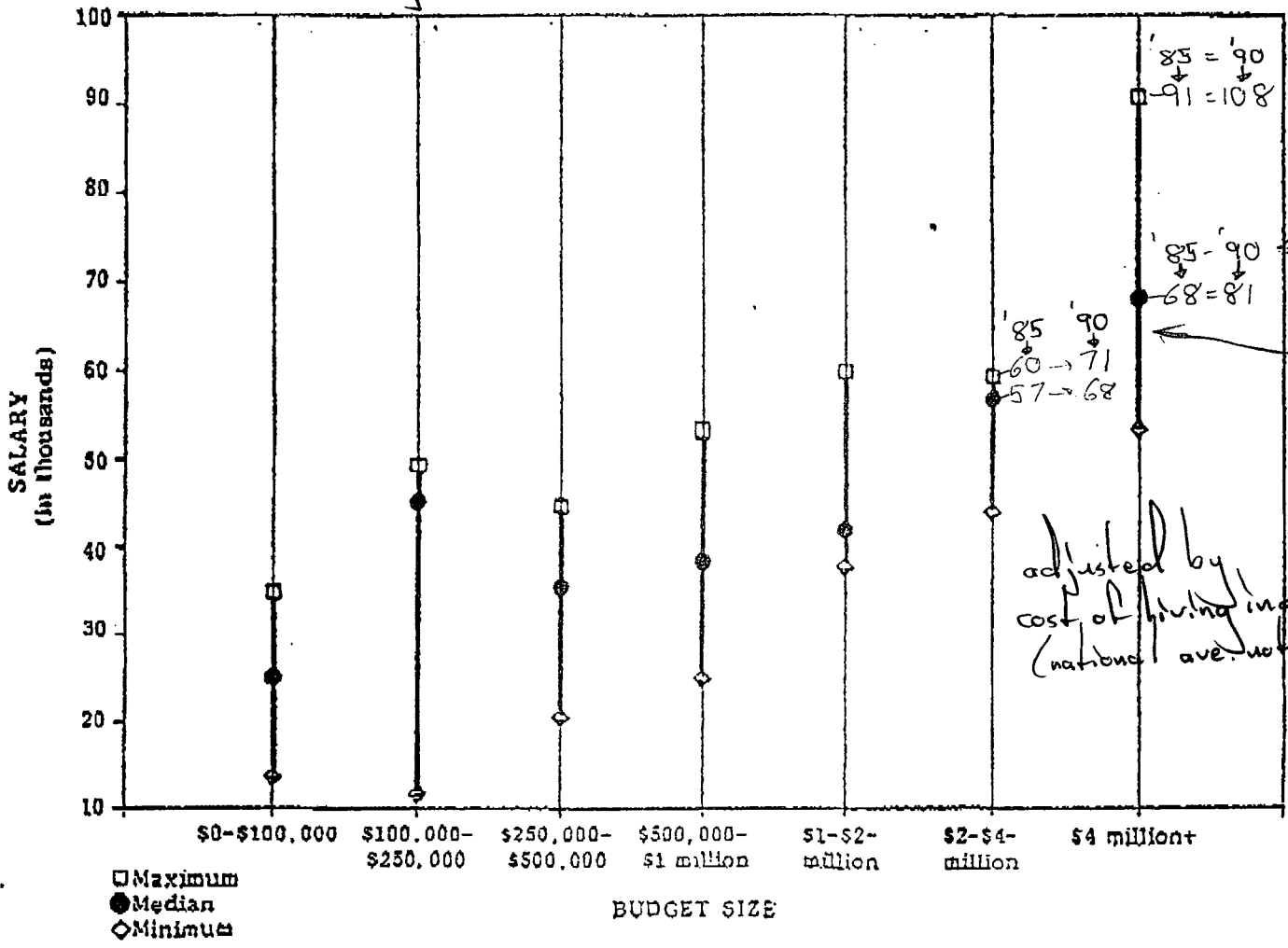
POSITION DESCRIPTION: Directs the day-to-day operations of the museum. Responsibilities and qualifications vary widely, according to museum.

SUMMARY FINDINGS: 83% of the directors are male and 17% female, with male median salary \$12,000 higher than female. Both mean and median analyses show a significant difference in salary when isolated by gender. Director is the most common position listed in museums with annual budgets below \$250,000. Median male salaries increased 13% and female salaries 11% over 1982. The ratio of male to female directors has not changed since 1982.

n=77
range \$12,000.00 - \$91,000.00
average salary \$41,863.99
median salary \$38,880.00

Lowell → 158
Boston → 195
housing index (city)
national ave. = 100

'85 survey with '90 corrections



adjusted by cost of living index (national ave. not local)

Sigma Partners

FACSIMILE COVER

Number of pages (including cover sheet): 3

Date: 2/1/90

Company: NE Legal Foundation

Attn: Ed Swartz

FAX #: 617-695-3656

CC: _____

From: Gardner

MESSAGE: Here is some data that Ben Beaver supplied. It looks like Oliver is quite well paid except for the high cost of living. Let's talk. Maybe a bonus based on fund raising from new sources might be appropriate? But then what do we do for Jan.



Sigma uses the NEC Nefax 14. The FAX number is 617-367-0478.

If you did not receive all your pages, or if your copies are not legible, please call Sigma Partners at 617-227-0303.

ORGANIZATION

The Computer Museum, situated in downtown Boston, is the world's first and only museum devoted solely to computers and computing. Begun as an historic collection in 1971, the Museum was incorporated ten years later as an independent, not-for-profit institution. Annual attendance at this 55,000 square foot facility now exceeds 90,000. With an international audience and membership, the Museum seeks to educate and inspire the public through dynamic exhibitions and programs on the history, technology, application and impact of computers in society.

RESPONSIBILITIES

As chief executive and a member of the Board, the Executive Director will report to the Board of Directors and will work closely with the Executive Committee of the Board. He or she will be expected to establish institutional goals, develop short and long term operating and strategic plans, allocate resources, staff the organization, and fund its future development.

The role of Executive Director is a new position, incorporating areas of management responsibility which previously were directed by the Museum's Founding President, who now desires to focus on Exhibitions and Collections. The total staff numbers 30, with capable professionals heading curatorial, development, membership and marketing functions. In addition to continuing current programs, the Museum wishes to expand educational outreach. This will include seeking the support and involvement of other institutions, public agencies, foundations, and the private sector.

The Executive Director will be expected to build consensus and lead the Board of Directors, the Trustees, and other affiliates of the Museum in promoting its expanded mission, with particular emphasis on funding for annual and capital campaigns.

QUALIFICATIONS

We seek an outstanding leader who shares the vision of the founders and the Board of this international museum, which is to preserve, celebrate and educate the public to the history and importance of computing worldwide. Such understanding may have been gained through affiliation with a leading computer or technology company, or through a strong avocational interest in computers and their applications. This executive must have the sensitivity and experience to manage the multifunctional operations of this not-for-profit organization, as demonstrated by previous accomplishments. In order to lead the educational thrust and to identify sources of financial support for those programs, this executive should have a personal or professional interest in education. Leadership qualities of the highest caliber are needed to inspire the confidence and support of major corporations, foundations, and governmental entities, as well as to motivate the staff and Museum community towards an ambitious program of growth. Intelligent, energetic, and a team builder, this individual must be an exceptional communicator with a reputation for meeting objectives.

COMPENSATION

The Board of Directors offers an attractive compensation package commensurate with the challenge of building this institution, which is already supported broadly within the computer industry. This opportunity should be attractive to executives as a capstone to earlier career achievements.

November 10, 1986

TO: MEMBERS OF THE SEARCH COMMITTEE

RE: Minutes of the meeting, October 16th, 1986

PRESENT: Gardner Hendrie
Dave Donaldson
Bob Everett
Mitch Kapor
Ralph Linsalata
Ed Schwartz
Hal Shear
Laura Morse (Russell Reynolds)
Observers: Bill Olsen, Russell Reynolds
Associates, and Ted Johnson

The Search Committee met and reviewed the position specification, making some modifications. The Committee emphasized that we are seeking a chief executive officer and the following non-essential and essential qualities were agreed upon:

NON-ESSENTIAL

Not for profit expertise

Ph.D.

Golden resume (capstone)

Male

In depth computer experience

U.S. National

ESSENTIAL

Enthusiasm for vision

Leader, builder,
communicator

Mgmt. capabilities;
having supervised
multifunctional areas

Sensitivity/inter-
personal skills

Some knowledge of
computer community

Deals well with
uncertainty

Minutes of October 16 Meeting
Page 2

Laura Morse is revising the specification to conform the Committee's consensus.

We reviewed sources of candidates which include those earlier identified (industry, not-for-profit/academia, science museum).

Compensation was discussed and the Committee is comfortable with a \$90,000 salary. The Committee is open to the individual maintaining outside speaking engagements or limited consulting to supplement the compensation offered.

The search process will progress with Laura Morse recommending candidates to be interviewed by as many Committee members as can be scheduled. Backgrounds on candidates will be regarded as highly confidential in the interim.

The next meeting of the Committee will be November 20th, at 4:00 p.m. at the Russell Reynolds' office.

LJBM:sb

JOSEPH F. CASHEN
26 Bear Hill Road
Sherborn, MA 01770
Home: 617/653-1998

PERSONAL

Date of Birth: 9/30/34
Married, six children

EDUCATION

1957 BSEE DREXEL UNIVERSITY, Philadelphia
1957-59 Coursework toward MSEE, University of Pennsylvania

EXPERIENCE

1983 ACORN COMPUTER
Chief Executive Officer, US

1872-1983 PRIME COMPUTER
Vice President, Engineering
Managed a staff from start-up to 700 people, reporting to the Chief Executive through three management changes.

1967-1972 HONEYWELL INC.
Various engineering management roles following purchase of 3C.

1962-67 FOXBORO CORPORATION
Circuit Logic Designer, and
Engineering Manager Digital Systems Div.
Ultimately supervising hardware development

1960-1962 RCA CORPORATION
Natick Ma.
Industrial Automation Process Control

1957-1960 RCA CORPORATION
Camden, N.J.
Reported to Gardner Hendrie in Engineering Group which moved to Boston

ROBERT F. ANDERSON
304 Silver Hill Road
Concord, MA 01742
Home: 617/369-3156
Work: 617/ 895-6639

PERSONAL

Date of Birth: 7/30/27
Married, six children

EDUCATION

1950 BEE MASSACHUSETTS INSTITUTE OF TECHNOLOGY

EXPERIENCE

1956-present HONEYWELL INC.
 Minneapolis, Mn.

1984-present Vice President, Marketing Services
 Waltham, Ma.

1982-1984 Vice President & General Manager,
 Application Systems Division

1979-1982 Vice President & General Manager
 Engineering (Minicomputer hardware &
 software), Billerica

1971-1979 Vice President Marketing, Planning,
 and Administration (sequentially)
 Information Systems Division

1956-71 Various marketing positions in New York
 and Massachusetts, including Director of
 OEM Sales. (and predecessor company
 Datamation)

1950-56 E. I. du PONT de NEMOURS & COMPANY, INC.

ROBERT F. PAVELKA
6071 S.W. Thistle Terrace
Palm City, FL 33490
Home: 305/286-7470

PERSONAL

Date of Birth: 6/1/29
Married, two children

EDUCATION

1948-52 OHIO STATE UNIVERSITY
(No degree)

HARVARD AMP PROGRAM

EXPERIENCE

1962-1984

XEROX CORPORATION

1962 Branch Sales Manager
Kansas City

1963 Area Branch Manager
Chicago

1964 Branch Manager
St. Louis

1965-66 Group Product Manager,
Copier Duplications Division
Rochester, NY
(Introduced 2400 Copier)

1966-69 Zone Manager
New England and New York

1969-71 Manager
Duplication Business Center

1971-74 Vice President-Group Manager
Mid-Atlantic States

1974-77 Vice President
Copier Duplicating Marketing,
U.S. Operations
Maryland, Virginia area

1977-84 President, Special Business Div.
Rochester, NY

1952-62

STANDARD REGISTER OF OHIO

TOM LUTZ
309 Trailwood Drive
Waco, TX 76710
Home: (817) 772-8776
Home office: (817) 776-9295

PERSONAL

Date of Birth: 9/15/37
Married, three children

EDUCATION

1960	BS	SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY Rapid City, SD Mathematics
1969	MS	NEW YORK UNIVERSITY Operations Research

EXPERIENCE

1985-present	<u>BAYLOR UNIVERSITY SCHOOL OF BUSINESS</u> Waco, TX Executive in Information Systems Director, Master's Program in Information Systems Management
1983-present	<u>TOM LUTZ MANAGMENT GROUP</u> Waco, TX President
1984-85	<u>HIGHER ORDER SOFTWARE, INC</u> Cambridge, MA Vice President
1983-84	<u>NOLAN, NORTON & COMPANY</u> Lexington, MA Principal & Director of Education and Communications

EXPERIENCE, con'd

1980-1983	<u>ITT CORPORATION</u> New York, NY Director, Management & Programming Education
1973-1980	<u>MAYO FOUNDATION</u> Rochester, MN Head, Information Systems
1960-1973	<u>IBM CORPORATION</u> White Plains, NY 1972-73 Manager, Systems Science Education White Plains, NY 1969-71 Founder & Director, Systems Science Institute New York, NY 1966-69 Senior Faculty Member, System Research Institute New York, NY 1965-66 IBM Sabbatical Appointment IBM Corp., New York 1960-65 Applied Scientist St. Paul, MN

BRAD STROUP
226 Marlborough St.
Boston, Mass. 02116
Home: (617) 266-9637
Work: (617) 366-8911

PERSONAL

Date of Birth: 1931
Married; two grown children

EDUCATION

1953	MA	UNIVERSITY OF NORTH CAROLINA Major: English Literature
1952	BA	

EXPERIENCE

1974-present		<u>DATA GENERAL CORPORATION</u> Westboro, Massachusetts Vice President, Corporate Communications
1971-1974		<u>HONEYWELL - INFORMATION SYSTEMS</u> Various Marketing Communications and Public Relations positions
1956-1971		<u>GENERAL ELECTRIC CORPORATION</u> Marketing Communications, public relations, publicity, and employee communications roles

R. E. (DICK) RUTLEDGE, JR.
5 Hillendale Road
Rye Brook, NY 10573
Home: 914/765-3430
Work: 914/937-5108

PERSONAL

Date of Birth: 10/20/32
Married, 2 daughters

EDUCATION

1955	BA	UNIVERSITY OF VIRGINIA
1959	MBA	DARDEN BUSINESS SCHOOL, UNIVERSITY OF VIRGINIA

EXPERIENCE

1959-1986	IBM CORPORATION
81-86	Manager of Marketing Strategy White Plains, NY
69-81	Manager Systems Science Institute and Advanced Business Institute Manager, Corporate Litigation, IBM Corporate. District Manager of Marketing Programs IBM Data Processing Division New York City Manager of Management Development
59-68	Branch Manager Kingsport, TN Marketing Representative and Regional Manager Richmond and Charlottesville, VA

DATE: January 9, 1987 Page 1
ASSOCIATE: LJBM
ASSIGNMENT #: 9R5-B
CLIENT: Computer Museum
POSITION: Executive Director

CONTROL SHEETS

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Aitken, H. Peter (O) (H) 617/969-6284 NIF P (S) Ad	X/Brooks School X/Beaver CD School	Reply to ad. Resigned 6/86 as Head of Brooks School. Currently pursuing M.Ed. at Harvard. BA, MA/Balliol College, Oxford 6/01/37
Bair, Lavon H. (O) 215/898-4052 (H) 215/849-7785 NIF P (S) Ad	U. of PA Assoc. Dir./Admin. University Museum X/Wadsworth Atheneum X/Yale College	BS/USNA; MA/Yale 6/01/34
Bucher, John E. (O) 913/864-4326 (H) 913/841-3729 NIF P (S) Ad	U. of Kansas (Lawrence) Mgr.Admin.User Services Office of Info. Systems X/Same X/Same	Ad Response. BS,MS/Wright State;Ph.D./U.of Kansas 6/01/50
Cathcart, John D. (O) 617/891-2308 (H) 617/852-5766 NIF P (S) Ad	Bentley College Archivist/Librarian Special Collections X/ X/	Ad Response. BA/Northeastern;MLS/URI (Kingston) 5/29/45
Ecker, Michael W. (O) (H) 717/586-2784 NIF P (S) Ad	Penn State Math Dept. X/U. of Scranton X/Penn State	Ad reply.

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Emert, Victor R. (O) (H) 503/343-2213 NIF P (S) Ad	X/Serenity Lane, Inc. X/KLYT Radio, NMexico	Reply to ad. Recently received MS in Curriculum & Instruction from U. of Oregon. BFA/U.of TX (Austin) 6/01/42
Fink, Eleanor E. (O) 202/357-1626 (H) NIF P (S) Aviso Ad	Nat'l Museum of Amer. Ar Chief Office of Research Suprt X/ X/	BA/Elmira; MA/American U. 6/01/45 49
Finn, Daniel J. (O) 617/353-2210 (H) 617/536-4770 NIF P (S) Ad	Boston U. Chairman Campaign Exec. Comm. X/VP, BU X/Boston Housing Authori	Ad Response. Trustee, BU; Vice Chm. Devl't Comm./Bd. of Trustees BS/JD-BU 6/01/26
Greenlee, James W. (O) 213/207-1400 (H) 213/433-2589 NIF P (S) Ad	Candle Computer Report Managing Editor X/Computer Magazine X/Megatek Corp.	Ad Response. BA/MA/Ph.D. U. of IL (Urbana)
Hart, Michael (O) (H) 512/478-8635 NIF P (S) Ad	Austin Wilderness Counsl Therapist X/IBM (Psychologist) X/Texas A&M	Ad Response. Background not right. BA/MA-Columbia 6/01/49
Hashway, Robert M. (O) 318/274-2158 (H) 318/397-1527 NIF P (S) Ad	Grambling State U. Dir., Ed. Resource Center College of Education X/Microware, Inc. X/MA State College Syste	Ad Response. BA/Roger Williams/MA/RI College/Ph.D./BC 6/01/48

ASSOCIATE: LJBM
 ASSIGNMENT #: 9R5-B
 CLIENT: Computer Museum
 POSITION: Executive Director

CONTROL SHEETS

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Heller, Rachelle S. (O) (H) 301/942-1836 NIF P (S) Ad	Geo. Washington U. Lecturer/consultant Dept./EE & Comp.Science X/All About Compt. Syndi X/U.of MD-Comp.Sci. Dept	BS/SUNY;MS,Ph.D./U. of MD 6/01/43
Hobson, William J. (O) 409/845-5340 (H) 409/775-2982 NIF P (S) Ad	Texas A&M U. Audiovisual Specialist X/Dallas Museum of Nat.H X/Texas A&M	BS and MS/Texas A&M
Holman, Thomas S. (O) 912/435-0977 (H) 912/432-0679 NIF P (S) Ad	Albany Museum of Art Executive Director X/MN Museum of Art X/Norton Gallery & Sch.o	BA/Macalester;MA/U.of Chicago 6/01/53
Jaworski, Carole (O) (H) 401/783-1326 NIF P (S) Ad	U. of MN (Duluth) Sci. & Med. Editor X/Nuluth News-Tribune X/Duluth Budgeteer	Background not right. Letter sent. BS/U.of Wis.;MA/Oregon State
Johnston, Ralph T. (O) (H) 206/284-0464 NIF P (S) Aviso ad	Museum of Flight, Seattl Director of Exhibits X/Met. Museum of Art, NY X/CA Museum of Sci. & In	U. of MD, no degree;MPPM, Yale SOM 6/01/55
Kolstad, Robert B. (O) 214/952-0351 (H) 214/690-1297 NIF P (S) Ad	Convex Computer Corp. Computer Systems Mgr. X/Parsec Sci. Computer C X/U. of Illinois	BA/S.Methodist;MSEE/Notre Dame;Phd/UofIL 8/21/53

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Marks, Wendy L. (O) (H) 617/449-5368 NIF P (S) Ad	Non-profit organizations Admin. Consultant X/Arnold Arboretum X/Venture Corp.	Ad Response. BA/Northeastern;M.ED./Springfield Coll. 6/01/51
McCluskey, Robert A. (O) 612/442-4054 (H) Same NIF P (S) Ad	Independent Consultant X/St.Paul Bible College X/Various churches	
Medley, Donald B. (O) (H) 714/623-1894 NIF P (S) Ad	CA State Poly. U., Pomon Professor/Chairman Info. Systems Dept. X/USDept. of Agriculture X/Moorpark College, CA	Ad Response. Endless ed. See resume 6/01/29
Melberg, Lawrence P. (O) 412/648-1574 (H) 412/421-4742 NIF P (S) Ad	U. of Pittsburgh Dir. of Info. Services Grad. School of Business X/U. of Nevada X/Long. Is. U.	Ad Response. Concurrent appointment as Lecture in Bus. Admin. (Mgmt. Info. Systems) at U. of Pittsburgh. BA/BU;MS/U. of Notre Dame 6/01/42
Meyers, Allan R. (O) 617/638-5042 (H) 617/738-8296 NIF P (S) Ad	BU School of Public Heal Acting Chief Health Services Station X/Connecticut College X/Brown U.	Ad Response. BA/Dartmouth;MA,Ph.D./Cornell 6/01/46
Min, Leo Y. (O) (H) 618/529-4979 NIF P (S) Ad	S. Illinois U. See comments X/U. of Michigan (Flint) X/Gallaudet College (DC)	Ad Response (Computerworld). Positions: Acting Asst. VP for Computing; Dir. of Computing Affairs; Adjunct Faculty, Grad. School. BA/M.Ed.??--MS/Ph.D.-Stanford U.

CONTROL SHEETS

ASSOCIATE: LJBM
 ASSIGNMENT #: 9R5-B
 CLIENT: Computer Museum
 POSITION: Executive Director

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Nagarajan, Nilakantan (O) 212/579-2610 (H) 516/368-7019 NIF P (S) Ad	Fordham U. Asst. Professor Info. and Comm. Systems X/State U. of NY X/Hofstra U.	Ad Response. Background not right. MA/Madras U.; MBA/Columbia U.
Peel, Mark S. (O) 607/746-4326 (H) 607/746-3754 NIF P (S) Ad	State U. of NY (Delhi) Asst. VP/Acad. Affairs Agricultural & Tech.Coll X/UMass X/S.Central Comm.Coll/Am	Ad Response. Also Director of Academic Computing. BA/UConn;MS/S.Conn.State;Ed.D/UMass 6/01/46
Perneski, James P. (O) (H) 617/533-7329 NIF P (S) Ad	Prime Computer Manager CAD/CAM Appl. Dev't X/Sperry Computer System X/Gerber Systems Technol	Ad Response. Background not right. MA/U.Conn; BS/Lehigh
Saghafi, Behrooz (O) 312/794-2551 (H) 312/699-8067 NIF P (S) Ad	Northeastern IL U. Coordinator/Acad.Comp. Dept. of U. Computing X/Ind.U/Purdue U. X/State U.of NY-Buffalo	Ad Response. BS/Ghazali;MEd&Ph.D./State U.of NY 4/26/46
Smith, Gary R. (O) 509/963-2921 (H) 509/962-6486 NIF P (S) Ad	Central Washington U. Dir., Computer Services X/NM Inst. of Mining & T X/Area 2 Ed. Computer Ce	Ad Response. Extensive computer experience. AS/USAF(Elec.Eng.);BS/Comp.Sci.-Lawrence
Smith, Richard A. (O) 713/960-8888 (H) 713/728-0814 NIF P (S) Ad	Houston Ind't School Dis Tech. Applc. Mgr. Dept. of Technology X/Inst. for Urban & Mino X/College of Ed. U. of T	Ad Response. BA/NYU;Ph.D./U. of TX, Austin 1/06/43

CONTROL SHEETS

ASSOCIATE: LJBM
 ASSIGNMENT #: 9R5-B
 CLIENT: Computer Museum
 POSITION: Executive Director

NAME/PHONE	TITLE/AFFILIATION	SEARCH COMMENTS
Tedesco, Paul H. (O) 617/437-5912 (H) 617/785-1933 NIF P (S) Ad	Northeastern U. Chairman, Dept. of Ed. Boston-Bouve Col. of HD X/Canton Public Schools X/	Ad response. Has involved Ken Olsen and John Poduska in summer workshop program for Boston Chap. of Fin. Exec. Institute Has received funding from DEC for comp. projects for teachers. BA/Harvard; MA, Ph.D./BU 6/01/30
Ting, T.C. (O) 617/793-5252 (H) 617/756-5096 P (S) Ad	WPI Prof. Head of Dept. Computer Science X/Inst. for Comp. Sci. & Te X/GA Inst. of Tech.	B.Ed., Taiwan Normal U.; M.Ed., Central Wash. State U.; M.S. and Ph.D., Washington State U. 2/08/35
Vasiliou, William J. (O) 603/868-5934 (H) Same NIF P (S) Ad	Independent Consultant X/Tufts X/UNH	BA/Hofstra/PhD (incomplete)/SUNY 10/23/38
Verrant, James J. (O) 612/870-3818 (H) 612/925-7801 NIF P (S) Ad	Honeywell VP-Group Executive Information Systems X/ X/	BS/MS U. of Minnesota 6/01/38
Warfield, Andrea (O) 616/796-0461 (H) NIF P (S) Ad	Ferris State (Michigan) Assoc. Professor Management Dept. X/Central Mich. U. X/same	Ad Response. BA/Oakland U.; MA/MBA-Central Mich. U. 6/01/51

~~Bob White~~

~~312-951-6777~~

Bob White

415-563-7337

X 325

~~Derek Stevenson~~ ~~703-847-2937~~

SIERRA VENTURES

3000 SAND HILL ROAD
BUILDING ONE-SUITE 280
MENLO PARK, CALIFORNIA 94025

TEL: 415-854-1000
FAX: 415-854-8593

August 7, 1989

Mr. Neill Brownstein
Bessemer Venture Partners
3000 Sand Hill Road
Building 3, Suite 225
Menlo Park, California 94025

Dear Neill:

As you may be aware, I currently serve as a member of the Board of Directors of the Exploratorium, San Francisco's unique museum of science, art and human perception. In this role I have worked closely with Bob White, who will be leaving the Exploratorium's Executive Directorship effective January 1, 1990. After this time, Bob will have time available to consult with venture capital funds and portfolio companies.

Before joining the Exploratorium, Bob had a distinguished career as a Professor of Electrical Engineering and Materials Science at Stanford. Among other things, Bob served as Chairman of the Stanford's highly prestigious Electrical Engineering Department from 1981-1986.

As detailed in the attached c.v. and letter, Bob's areas of particular expertise include solid state physics, especially magnetism, magneto-optics, and optics, and medical electronics including diagnostic systems, implantable electronics, and speech analysis and synthesis. Bob has had past involvement with the venture capital community as a special limited partner of several of the Mayfield Funds and a Director of several venture-backed start-ups in his fields of interest.

If you have any companies where you think Bob's involvement might be helpful -- either as a consultant to the company, a consultant to you or a Director of the company -- I encourage you to contact Bob directly at the Exploratorium (561-0325) or at home (323-5766). Please also feel free to call me if I can provide any further information.

Sincerely,

Peter C. Wendell
General Partner

450 El Escarpado WY
Stanford, Ca 94305
August 5, 1989

Mr Peter C Wendell, General Partner
Sierra Ventures Management Co
3000 Sand Hill Rd
Building 1, Suite 280
Menlo Park, Ca 94025

Dear Peter:

As you know, I will be leaving my role as Executive Director of the Exploratorium, effective January 1, 1990. I am writing you to explore the possibility of my developing an association with you at Sierra Ventures subsequent to that date.

For the last twenty years I have been involved with varying degrees of intensity in venture capital activities. My first substantial involvement was with the Mayfield I and Mayfield II Funds as a special limited partner starting in 1969. My role with Mayfield was assisting in the investment decision through analysis of the technical merit of the proposal, the quality of the technical people, and the degree of insulation of the company against near-term competition. This role involved reading quite a few proposals, listening to presentations, and visiting really serious candidates. I am presently a special limited partner in a small fund, Rainbow Co-Investment Partners, and general partner in another very small fund, Halo Partners. I have also served on the board of four start-up companies for periods of up to four years, giving me ample opportunity to experience the decisions and management travails typical of those early years.

I enclose a copy of my curriculum vitae not only to give you a history of my professional career but to make more manifest my areas of technical expertise, which can be deduced both from my research and publication activities but also from my consulting arrangements. In summary my areas of particular expertise are solid state physics, especially magnetism, magneto-optics, and optics, and medical electronics including diagnostic systems, implantable electronics, and speech analysis and synthesis. The companies in whose evaluation or monitoring I have been involved span, however a considerably broader base.

I would be interested in exploring various forms of association, most likely involving deal assessment and/or board representation, and for current fee or equity participation.

CURRICULUM VITAE

Robert L White

7/12/89

PRESENT POSITION:

Director, THE EXPLORATORIUM
(A MUSEUM OF SCIENCE, ART, and HUMAN PERCEPTION)

ADDRESS:

1000 Plainfield, New Jersey
1000

MARRIED: Cynthia White, 1971
CHILDREN: Lauren, 21
Christopher, 27
Matthew, 22

EDUCATION:

B.A. Columbia College, Math & Physics, 1949
M.A. Columbia University, Physics, 1951
Ph.D. Columbia University, Physics, 1954

EMPLOYMENT HISTORY:

The Exploratorium:

Director, 1987 to present

Stanford University:

William E Ayer Professor of Electrical Engineering,
1985-1988
Professor of Electrical Engineering and Materials
Science and Engineering
1966-1989 (emeritus as of Feb 15, 1989)

Chairman, Department of Electrical Engineering
1981-1986

Vice Chairman, Department of Electrical Engineering
1976-1981

Associate Professor of Electrical Engineering and
Materials Science
1963-1966

GENERAL TELEPHONE & ELECTRONICS, Inc
Palo Alto Research Laboratories

Head, Magnetics Department

1961-1963

HUGHES RESEARCH LABORATORIES
Malibu, Calif.

Associate Head, Atomic Physics Dept
1954-1961

COLUMBIA UNIVERSITY (while graduate student, 1949-1954)

Lecturer in Physics
Research Assistant in Physics
Research Assistant in Chemistry
Research Assistant in Geophysics

HONORS, FELLOWSHIPS:

John Simon Guggenheim Memorial Research Fellow, 1969-1970
Held at Oxford University

Japan Association for Promotion of Science, Visiting
Professor, 1975, University of Tokyo

John Simon Guggenheim Memorial Research Fellow, 1977-1978
Held at Eidgenossichen Technische Hochschule, Zurich

Christensen Fellow, St. Catherine's College, 1986
Oxford University

Elected to Phi Beta Kappa, Sigma Xi

Listed in "Who's Who in America"; "Who's Who in the West"

Invited keynote or plenary speaker by a number of
institutions in the United States and overseas.

PROFESSIONAL SOCIETY MEMBERSHIP:

Fellow, Institute of Electrical and Electronic Engineers
Fellow, American Physical Society
Honorary Member, Institute of Biomedical Engineers,
(Australia)
Member, Acoustical Society of America
Member, Association of Science and Technology Centers
Member, American Association of Museums
Member, California Association of Museums

PROFESSIONAL SOCIETY SERVICE:

General Chairman, Annual Conference on Magnetism and
Magnetic Materials, 1975

Chairman, Gordon Conference on Magnetic Oxides, 1973

Chairman, Gordon Conference on Auditory Prostheses, 1983

Chairman, Fellows Selection Committee, IEEE Society for Engineering in Biology and Medicine. 1982-1984

Member, Board of Directors, ASTC, 1987-

Member, Board of Directors, Calif Assoc of Museums, 1987-

BUSINESS & PROFESSIONAL ACTIVITIES:

Directorships:

Analog Design Tools, Inc, 1983-1987

Biostim Inc, 1980-1984

Spectrotherm, Inc, 1970-1972

Infomax, Inc, 1971-1973

Venture Capital Fund Participation

Special Initial Limited Partner

Mayfield Fund, 1969-1979

Mayfield II, 1975-1982

Rainbow Co-investment Partners, 1985-

General Partner

Halo Partners, 1987-

Limited Partner

Alpha II, 1983-

Member, Advisory Board, A T Kearney Technology, Inc

Member, Advisory Board, Resound Corporation

CONSULTANT TO:

IBM, San Jose and Yorktown Heights (magnetic materials, magneto-optics, bubble domain memories)

Lockheed Space and Missiles Co, (microwave magnetics, magneto-optics, communication systems)

Ampex, Inc, (recording materials, head design, recording physics)

U S Navy (magnetic materials)

Varian Associates, (medical electronics, ultrasonic imaging, CAT scan imaging)

Novacor, Inc, (ventricular assist devices)

Data Products, Inc (computer printer head design)

Biostim, Inc (artificial implantable ear)

RESEARCH AND PUBLICATIONS:

Research Areas:

Microwave spectroscopy of gasses;

Solid state physics, especially magnetism. Atomic origins of magnetic properties. Optical and magnetic

resonance. Magneto-optics. Bubble domain physics. Microwave and magnetic recording materials. Laser materials.

Medical electronics;

Artificial implantable ear. Neurophysiology. Implantable electronics, electrode arrays and sensors, thin film fabrication with exotic materials, speech recognition, speech synthesis, hearing impairment.

Publications:

Over 100 articles in technical journals.

Two books:

Basic Quantum Mechanics, McGraw Hill, 1967

Magnetism and Magnetic Materials (with K A Wickersheim) Academic Press, 1966

UNIVERSITY ADMINISTRATION OR SERVICE:

Chairman, Department of Electrical Engineering, 1981-1986

Vice-Chairman, Department of Electrical Engineering, 1975-81

Director, Solid State Affiliates Program, 1976-1987

Director, Institute for Electronics in Medicine, 1974-1987

Member, Executive Committees:

School of Engineering

Department of Electrical Engineering

Center for Materials Research

Member, Academic Senate

Member, Stanford Judiciary Board

Member, various search and budgetary committees

Alumni Association speaker

Fund raising for Department, School, and University

Member, Visiting Committees to U of Washington, U of

Michigan, U of Calif Irvine

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

M E M O R A N D U M

TO: Gardner Hendrie, Dave Nelson, Ed Schwartz
FROM: Ben Beaver *BW*
DATE: July 12, 1989
SUBJECT: RUSSELL JONES
=====

Below is a tentative schedule for a series of meetings with Russel Jones for the Executive Director position at The Computer Museum.

Date: Friday, July 21, 1989
Location: Fenwick Partners
57 Bedford Street
Suite 101
Lexington, Massachusetts 02173
Phone: 617/862-3370
(Directions attached)

Schedule

10:30 a.m. Dave Nelson
12:00 noon Lunch: Russel Jones, Dave Nelson,
Pat Nelson, Ted Johnson, Ben Beaver
1:30 p.m. Gardner Hendrie
2:30 p.m. Ed Schwartz

Please contact me or Andrea Grossman of my office if this schedule is not convenient. Thank you.

BHB:amg

RUSSEL C. JONES - CANDIDATE REPORT

Russel C. Jones is presented as a candidate for the position of Executive Director of The Computer Museum. He is recommended for the following reasons:

- o Proven leadership and impressive record of increasingly substantial, high visibility, managerial positions in the not-for-profit community
- o Extensive experience in managing different constituencies and in growing and building educational and support organizations
- o Direct experience in fund-raising, including responsibilities in a \$200 million capital campaign
- o Strong technical orientation and a proponent of expanded computer usage in education
- o On the personal side, a high-energy, accomplishment-oriented professional. Dedicated and able to diplomatically communicate his ideas to achieve defined goals. Intelligent and articulate.

BACKGROUND PROFILE

Russel C. Jones
12 Boysenberry Court
Hockessin, Delaware 19707
Home: 302/234-0336

EDUCATION: B.S.C.E., Carnegie Institute of Technology (now Carnegie-Mellon Institute), 1957
M.S.C.E., Carnegie Institute of Technology, 1960
Ph.D., Carnegie Institute of Technology, 1963
Harvard Business School, Institute for Educational Management

PROFESSIONAL EXPERIENCE:

7/87 - Present **UNIVERSITY OF DELAWARE**
10/88 - Present University Research Professor
7/87 - 10/88 President

As President, served as Chief Administrative and Academic Officer for the University. Served as member of the Board of Trustees, ex-officio. The University of Delaware has a \$350 million operating budget and 18,000 students. Had full responsibility, reporting to the Board of Trustees for the operation of the University. Resigned in October 1988 and currently serve as tenured University Research Professor.

1981 - 1987 **BOSTON UNIVERSITY**
1981 - 1987 Vice President for Academic Affairs
1985 - 1987 Vice President for Academic Development

Held direct line responsibility for 13 academic units, including the Law School, the College of Engineering, the School of Management, and others. Served on University and external committees.

BACKGROUND PROFILE: RUSSEL C. JONES
Page Two

Position of Vice President for Academic Development held concurrently with that of Vice President for Academic Affairs. Held line responsibility for fund-raising, the Office of Academic/Corporate Relations, and other academically-related development activities.

1977 - 1981

UNIVERSITY OF MASSACHUSETTS

Dean, School of Engineering

Professor, Department of Civil Engineering

Responsible for all activities for the School of Engineering, including developing and managing resources, curricula, and the day-to-day management of the School of Engineering.

1971 - 1976

OHIO STATE UNIVERSITY

Professor and Chairman, Department of Civil Engineering

1966 - 1971

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Associate Professor of Civil Engineering

1963 - 1965

Assistant Professor of Civil Engineering

1957 - 1959

HUNTING, LARSEN AND DUNNELS
Pittsburgh, Pennsylvania

Worked as a Consulting Engineer in this structural engineering firm, after receiving a Bachelor's Degree.

Degree verification pending - 7/7/89

Prepared for the exclusive use of the Search Committee of The Computer Museum

7/89

CANDIDATE EVALUATION OF RUSSEL C. JONES

Russ Jones made an excellent first impression which held up extremely well during our meeting. Russ is a mature and seasoned academic professional. He is a highly intelligent and articulate individual who asked thoughtful and probing questions. I found him to be highly professional and poised, yet at the same time, he had a wear-well style. I would expect him to be comfortable in almost any setting. He has well-developed leadership capabilities and a pleasant and warm style. His presentation was direct and to the point and his social interaction skills are well-developed.

Russ has developed an impressive record of performance in the academic community. After two years in consulting, Russ joined M.I.T. as an Assistant Professor of Civil Engineering. He was then made Associate Professor of Civil Engineering, and subsequently went on to Ohio State University, where he became Chairman of the Civil Engineering Department. Here, he was responsible for building the Civil Engineering department, doubling its size over a five-year period. It was here that Russ gained his first experience with direct fund-raising.

In 1977, Russ joined the University of Massachusetts as the Dean of the School of Engineering. At the University of Massachusetts, Russ was charged with doubling the size of the School of Engineering. He was responsible for developing and then executing long-range plans for the school, and upgrading and enhancing its undergraduate and graduate programs in all respects. He developed a major capital fund campaign for the School of Engineering and developed outreach programs, which included developing cooperative programs with high technology industries in Massachusetts.

In 1981, Russ was recruited by John Silber to join Boston University as Vice President for Academic Affairs. As the chief academic officer, Russ had line responsibility for over a dozen academic units. With the various Deans reporting to him, he was responsible for the attraction and retention of faculty, and for

CANDIDATE EVALUATION OF RUSSEL C. JONES

July 6, 1989

Page Two

management of all resources. He was responsible for building University-Industry interaction programs; developed a Computer Science Department; and provided leadership in the development of the academic computing system. Russ played a key role in establishing the Microelectronics Center, and served as a Director from 1982-1987.

In 1985, Russ was given additional responsibilities as Vice President for Academic Development. Here, he was directly involved in fund-raising, working with the Vice President of Development in Boston University's \$200 million Capital Campaign, focusing on the high technology environment.

With the long-standing goal of becoming President of a University, Russ was selected as President of the University of Delaware in 1987. He was in this position for only 15 months before resigning, as a result of the unwillingness of the Board of Directors to allow him the leadership freedom which had been laid out when he accepted the position. The Board granted Russ full tenure as University Research Professor upon his resignation, which essentially allows a continuation of his compensation arrangements and the opportunity to seek new professional relationships.

Russ Jones could be a highly attractive candidate for the position of Executive Director of The Computer Museum. He has had 26 years of experience in academic environments, most of which has been in management. He has had a continuing record of performance in well-known and highly visible academic institutions. He has a strong technical orientation, and throughout his career, has dealt with computer technology. This has included chairing a task force on the use of computer technology for the American Society for Engineering Education. He has held leadership positions in a wide range of professional societies, boards, and associations. He would be comfortable and at home in the Boston area, having taught at M.I.T. for nine years in the 1960's, having been at the University of Massachusetts for three years in the late 1970's, followed by five years at Boston University. He has had direct interaction with the technology environment in Massachusetts and played a role in establishing the Microelectronics Center, where he served as Director from 1982 to 1987. He also served on the Board of Directors of Lexidata Corporation from 1983 to 1986, and as a member of the Board of Directors for two years at Coolidge Bank and Trust Company in Boston.

CANDIDATE EVALUATION OF RUSSEL C. JONES

July 6, 1989

Page Three

Russ has had substantial experience in fund-raising and in the management of not-for-profit organizations. While he does not have hands-on experience in museum management, he does serve on the Board of Trustees of the Winterthur Museum and Gardens, as well as serving on the Board of Trustees for the Delaware Symphony Association; the University of Delaware Library Associates; and the Grand Opera House; as well as involvement with other local Boards in Delaware.

Russ Jones is a high impact, poised and professional individual, who, in my opinion, would be an excellent spokesperson for The Computer Museum. He is interested in and intrigued by computer technology. With his extensive experience in the academic not-for-profit world, as well as the Boston community, he could be a very strong candidate for The Computer Museum.

BHB:amg

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

July 25, 1989

Mr. David Nelson
President and Chief Executive Officer
Confluent Systems, Inc.
77 Salem End Lane
Framingham, MA 01701

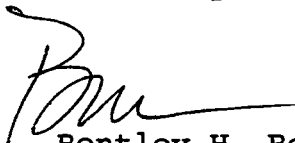
Dear Dave:

Enclosed is a Candidate Report on Mac Sudduth, who, in my opinion, could be an extremely strong candidate for The Computer Museum. As we discussed, we should be seeking to have him meet as soon as possible with you and other members of the Search Committee who might be available.

Mac states that his current compensation is comprised of a base salary of \$65,000, and he has a deferred bonus which ranges from 6 to 16%, as well as the use of a museum-owned car. He also will receive \$25,000 as a bonus if he remains with the museum through June 1991.

Please call me if you have any questions regarding Mac's candidacy.

Cordially,



Bentley H. Beaver
Vice President

BHB:amg
enclosures

CANDIDATE EVALUATION: WILLIAM McLEAN SUDDUTH

Mac Sudduth is presented as a candidate for the Executive Director position at The Computer Museum. He is recommended for the following reasons:

- o Proven management and leadership skills in three different museum settings.
- o Direct experience in developing plans and strategies which have resulted in the successful growth of museums, both directly and on a consulting basis.
- o Directly transferrable experience in leading fund-raising activities, including extensive grant writing and solicitation of foundations.
- o Proven performance in bringing about change in building from scratch and re-building organizations.
- o A strong orientation towards technology, with both Master's and Ph.D's in the History of Science. An appreciation and excitement about computer technology, including the development of articles and papers on the field.
- o A formal and informal educational orientation, using pro-active programs and exhibits.
- o On a personal level, creative and committed; a professional with a high level of energy and excellent communications skills.

BACKGROUND PROFILE

William McLean Sudduth
508 Belgravia Court
Louisville, Kentucky 40208
Home: 502/637-8970
Office: 502/561-6103

EDUCATION: Ph.D., History and Science, University of Oklahoma, 1976
M.A., History and Science, University of Oklahoma, 1974
B.S., Chemistry, University of Oklahoma, 1969

EXPERIENCE:

1984 - Present

MUSEUM OF HISTORY AND SCIENCE
Louisville, Kentucky

President

President and Chief Executive Officer of this 140,000 square foot museum with an operating budget of \$2.7 million. Full responsibility for day-to-day operational management, exhibits, fund-raising, and education. Direct reports include Vice Presidents of Exhibits, Operations, Education and Programs, School Services, Marketing, and finance. Also responsible for the IMAX theatre built under own leadership. The Museum has 110 full time equivalent employees and an additional 300 volunteers who represent 30 full time equivalents. Under President's direction, the Museum of History and Science has grown from 54,000 attendees to almost 200,000, plus an additional 280,000 IMAX attendees. Raised \$6 million in a capital campaign for the IMAX theatre from government, corporations, and foundations.

1979 - 1984

NORTH CAROLINA MUSEUM OF LIFE AND SCIENCE
Durham, North Carolina

Executive Director

Grew this small museum from a quarter of a million dollar budget to over \$1 million in five years and achieved attendance level of 190,000. The Museum has a variety of exhibits, including a nature center and an aerospace exhibit. Established outreach program and an educational program.

1976 - 1979

OMNIPLEX, OKLAHOMA CITY

Starting in 1976 with a grant from the Kerr Foundation, developed a plan, established and opened a substantial museum in an 11-month time period which included a planetarium. Over \$7 million was raised for this project. Within three years, the organization had an operating budget of \$1 million and attendance of approximately 250,000 people.

1968 - 1972

TINKER AIR FORCE BASE
Oklahoma

Civilian Chemist (G.S. 7)

Just before and after receiving undergraduate degree in Chemistry, worked for the U.S. Government as a Civilian Chemist at Tinker Air Force Base. Left in 1972 to obtain a Master's Degree.

Other concurrent activities:

Several formal teaching assignments, including Teaching Assistant positions at the University of Oklahoma in 1969 and 1974; serving as Visiting Professor at the University of Oklahoma in 1979; and as Visiting Lecturer at Duke University from 1981 - 1982. In addition, have served from time to time as a Museum Consultant; as a Library Assistant at the University of Oklahoma (1974 - 1977); and served on the Board of Trustees of the Association of Science and Technology Centers as Vice President of that organization for a number of years; and most recently, as President of the Association of Science and Technology Centers, from 1987 to present. Have

held a variety of other leadership positions and as a member of various committees, councils, and associations.

CANDIDATE EVALUATION OF: WILLIAM McLEAN SUDDUTH

Mac Sudduth made an excellent first impression which held up extremely well during our two hour meeting. He is a friendly and likeable individual with a high level of personal sophistication. He is highly intelligent and demonstrated excellent verbal skills. Mac has a solid energy level, and is an enthusiastic leader. He is an easy conversationalist and a person with a wear-well style. Mac understands the museum business extremely well. He has broad-based inputs to his knowledge base, which results in his ability to come across as a highly knowledgeable and professional Museum Director.

Mac grew up in Oklahoma, where his father ran the state unemployment service. He received a scholarship to the University of Oklahoma and after completing his Bachelor's Degree, worked as a Civilian Employee at Tinker Air Force Base in Oklahoma for about four years. It was here that his educational involvement first began, as he taught a summer course in technical writing at the Air Force Base. In 1972, Mac returned to school, and based on his interest in both science and education, received a Master's Degree and then a Ph.D in the History of Science from the University of Oklahoma.

Primarily through local connections in Oklahoma, Mac, after having received his Doctorate, began a project for the Kerr Foundation to plan and then develop an Omniplex Theatre in part funded by the Oklahoma Science and Arts Foundation. After the planning stage, which took a couple of years, the Omniplex was opened and he was named Director. In 1979, Mac moved with his wife to North Carolina where she had entered a Master's program at the University of North Carolina at Durham. He found a position at the North Carolina Museum of Life and Science as Executive Director. As he described it, the museum was, at that point, a roadside attraction looking for a professional. With a budget of a quarter of million dollars, Mac took over and developed the organization to a \$1 million budget by 1984.

Through his involvement with the Association of Science and Technology Centers, Mac did an assessment of the Museum of History and Science in Louisville, which resulted in the development of a plan for that museum. Subsequently, the plan

Candidate Evaluation: William McLean Sudduth
July 25, 1989
Page Two

was put into effect and the museum invited Mac to become its President, which he did in 1984. He has since been running the Museum of History and Science and has done an admirable job of growing and developing the museum to the point where it currently has a budget of almost \$3 million. During this time frame, he was directly involved in a \$6 million capital campaign and the development of an IMAX Theatre, which has resulted in an overall attendance of 478,000 people last year.

Throughout his career, he has been involved, from time to time, in formal teaching as well as informal educational programs. He is active in a variety of organizations and, in particular, is currently serving as President of the Association of Science and Technology Centers, prior to which he was a Vice President. ASTC is an association of 271 science and technology oriented museums throughout the country. Because of his involvement and his leadership position in this organization, Mac has gained a unique insight into the mechanics and strategies of science-oriented museums across the country.

Mac Sudduth is a highly attractive candidate for The Computer Museum. He has demonstrated significant leadership in three different museum environments, having had a substantial impact on their growth and success, both building and re-building staffs, exhibits, and programs. He has an extremely strong educational orientation, which has included not only formal teaching, but the development of strong educational and outreach programs within the museum environments in which he has functioned. During his days in Durham, he even started a computer camp at Duke University. As indicated earlier, his association and involvement with ASTC has provided him with significant exposure to the industry and a distinct awareness of what works and what doesn't. On the fund-raising side, he has developed a substantial record in grant fund-raising from corporations, and particularly, foundations, and has been directly involved in major capital fund-raising efforts. Overall, Mac fits the specifications extremely well. On the personal side, he has the enthusiasm and vision to become a strong spokesperson for the Museum. His personality is highly appropriate and his professional and intellectual capabilities make him a strong candidate.

BBH:amg

57 Bedford Street, Suite 101
Lexington, MA 02173
617/862-3370
Fax: 617/861-7546

August 15, 1989

Mr. David Nelson
President and Chief Executive Officer
Confluent Systems, Inc.
77 Salem End Lane
Framingham, MA 01701

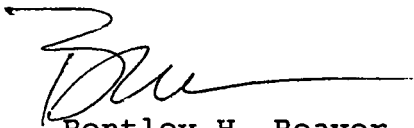
Dear Dave:

Enclosed is a candidate report on Bob Rathburn, who I feel is a strong candidate for us to consider.

As you will see, he had directly transferrable experience and has a solid level of energy and enthusiasm. Bob is interested in exploring the opportunity. Nonetheless, he feels he will be challenged where he is for the near future. He will need to reach the conclusion that The Computer Museum affords a unique career opportunity for him, which I believe it does.

We are seeking to schedule a visit for Bob from Atlanta to Boston.

Regards,



Bentley H. Beaver
Vice President

BHB:amg
enclosures

CANDIDATE SUMMARY OF ROBERT R. RATHBURN

Bob Rathburn is presented as a candidate for the position of Executive Director of The Computer Museum. He is recommended for the following reasons:

- o Seven years of proven management and experience in two educationally-oriented museum environments.
- o Strong educational interest stemming from seven years in higher education.
- o Has built major new exhibits; has developed the vision and plan and opened a rapidly growing science-oriented museum from scratch.
- o Proven short-term experience in fund-raising and working with Board of Directors.
- o While lacking strong computer expertise, highly enthusiastic about computer applications and impact on society, and in particular, about the message The Computer Museum can deliver.
- o Professional and mature, with good leadership, interpersonal and communication skills.

BACKGROUND PROFILE

Robert R. Rathburn
2287 Glenridge Drive
Marietta, Georgia 30062
Home: 404/977-2365
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EDUCATION:

A.A., General Studies, Contra Costa College, 1966
B.A., Anthropology, California State University-
Sacramento, 1968
M.A., Anthropology, California State University-
Sacramento, 1970
Ph.D., Anthropology (Major); Linguistics (Minor),
The University of Wisconsin-Madison

EXPERIENCE:

5/87 - Present

SCIENCE AND TECHNOLOGY MUSEUM OF ATLANTA

President and Executive Director

Responsible to the Board of Trustees for defining and articulating the mission and vision for the Museum, for creating and then executing a plan to establish exhibits, staff the Museum, and open it to the public. Joined the Museum at the conceptual stage. Museum began operations in October, 1988. It currently has a budget of \$2.2 million per year, has 70,000 square feet available, and has exhibits currently occupying 20,000 square feet. This physical science museum, which is primarily made up of interactive exhibits, has a strong educational mission, oriented towards children.

6/82 - 5/87

MILWAUKEE PUBLIC MUSEUM

7/84 - 5/87

Deputy Director for Programs

Served as the number two individual in this 368,000 square foot county-funded Museum, which has 200 employees and a budget in excess of \$6.5 million. The Milwaukee Public Museum is the fourth largest natural history museum in the country, and has over 300,000 visitors per year. Reported to the Executive Director with responsibility for exhibits, collections, education, research, conservation, and support (library and publications), with a staff of 125 people and \$4.5 million budget. Also reporting to the President is a Deputy Director for Operations, who is responsible for security, financial matters, maintenance, personnel, and operation of the gift shop.

1975 - 1982

**LOUISIANA STATE UNIVERSITY
DEPARTMENT OF GEOGRAPHY AND ANTHROPOLOGY**

1976 - 1982

Assistant Professor of Anthropology

1975 - 1976

Instructor of Anthropology

CANDIDATE EVALUATION OF ROBERT R. RATHBURN

Bob Rathburn is a friendly and pleasant individual who is professional in appearance and style. He was conservatively well dressed for our meeting. Bob is a relaxed and confident individual, who demonstrated good communications skills and a very believable style. He has an excellent sense of humor and displayed a dry wit and a solid sense of humility. Bob is an achievement-oriented individual, who demonstrated significant enthusiasm and energy.

Bob grew up in California, in the East Bay area of San Francisco. He described himself as not being a particularly strong student in high school. After receiving an Associate's Degree, he went on to get a Bachelor's Degree and then a Master's Degree, and in 1976, while working part-time, he completed his Doctorate Degree. After receiving his Ph.D, he taught at Louisiana State University for about seven years, teaching cultural and linguistic anthropology. It was here that he had his first exposure to museums, in that L.S.U. had a small anthropology museum. Bob began to become interested in how a museum could play a significant role in education. Gravitating towards the field, he applied for a position as Director of Education at the Milwaukee Public Museum. As a result of his background and education, Bob was a strong candidate, and he was selected from a substantial field of candidates. He served for two years as Director of Education and then, following a re-organization, became Deputy Museum Director.

Among other accomplishments, Bob developed a highly successful interactive exhibit area for children in 12,000 square feet of unused space in the Museum. The Museum, which is the fourth largest natural history museum in the country, is county-funded. As such, the Museum is staffed by civil service employees who are members of a union. Bob found it extremely frustrating and difficult to release incompetent people and to promote good performers. After five years, Bob had managed almost all of the operational areas of responsibility in this major museum, and felt there were few challenges left for him. His desire to run an institution on his own, coupled with a cutback of funding from the county, caused him to decide to seek a new opportunity. After having applied for an Executive Director position for a Museum in the Pacific Northwest, Bob was approached by the Chairman of the Board of the Science and Technology Museum of

Atlanta, a non-profit corporation. The Museum was, at that point, in the development stage. The Board expressed the desire to open a science museum, however, had no real vision of what kind of science museum they had in mind. Working with the Board, Bob developed a strategy, and a plan to develop an interactive physical science museum, which would have a strong educational orientation. Starting with a concept and a substantial building, the Atlanta Civic Center exhibit hall, which was city-owned, and in a downtown location, Bob began the process of building and developing the Museum from scratch. His plan was approved and fund-raising from corporations and foundations was undertaken. In a short period of time, by late October of 1988, the Museum opened 20,000 square feet of exhibit space. In less than a year, the Museum is earning \$1.8 million in revenue (62% from admissions), towards its \$2.2 million budget. Between 1,000 and 1,200 visitors per day are now attending the Museum, and July 1989 saw a record attendance of 35,000 people. Bob is the chief spokesperson for the Museum and states that he has speaking engagements several times each week. He is involved with the Board of Trustees in fund-raising and direct solicitation of corporations.

Bob Rathburn is not actively seeking a new opportunity. The Science and Technology Museum of Atlanta has been operating for less than a year, and Bob has substantial plans for additional exhibits and floor space over the next four to five years. Nonetheless, he has expressed some interest in The Computer Museum opportunity. He recognizes it as a unique situation and he demonstrated a high level of enthusiasm regarding the opportunity to grow the Museum and to make a highly visible contribution. He recognizes that from a career standpoint, success in building and growing The Computer Museum would afford great visibility because of the uniqueness of the institution. A complication is that his wife is in her last year of orthodontist school at Emory University. Nonetheless, Bob is sufficiently interested to want to visit the Museum and meet with the Search Committee.

Bob Rathburn is a very attractive potential candidate for The Computer Museum. With seven years of experience as an educator, and seven years in museum management, Bob brings highly transferable and appropriate experience. He has functioned as the number two person in a large and well-recognized natural history museum, where he has had significant responsibility. In his current position, he has built the Atlanta Museum from scratch, and although it has been operating for less than a year,

Candidate Evaluation of Robert R. Rathburn
August 14, 1989
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its numbers in terms of attendance and budget are impressive. Bob is a builder who derives significant satisfaction from bringing about change and creating organizations and institutions. He has operated effectively in both large and small museum environments. In Atlanta, working with the Chairman of the Board, the Chief Executive Officer of Georgia Power and Light, Bob has established a mission and vision for the museum, and has executed a plan. He has direct experience with fund-raising, however, it has been limited to the past two years of his experience. He is a spokesperson for the Museum and conducts numerous speaking engagements. On the negative side, he has no substantive computer knowledge, but he is highly enthusiastic about the message of The Computer Museum, and has the vision and interest in seeing the Museum achieve its potential as a national and international institution.

BHB:amg

Rathburn,

Real talker

doesn't like details

likes conceptual part

poor student

wife is a real hotshot dentist (12 yrs younger)

can move since doesn't have practice yet

sees opportunity for networking in Boston

really market & customer oriented

not as able or smart a person as
Jan or Oliver or Arelina