



CENTER FOR RESEARCH
AND EVALUATION

Lifelong Learning Group

Competency Profile: Mature-stage Science Museum Professional

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Competency Profile of a Mature-Stage Science Museum Professional

Determine Institutional Direction

A-1
Establish a Shared Sense of Mission

A-2
Plan Institutional Strategies

A-3
Champion the Strategic Plan

A-4
Implement Institutional Plans

A-5
Adjust Institutional Plans

Ensure Institutional Sustainability

B-1
Maintain Institutional Relevance

B-2
Build Sustainable Funding Model

B-3
Create a Culture of Fiscal Responsibility

B-4
Build Operational Efficiencies

B-5
Maintain Functional Redundancies

B-6
Develop Risk Management Plans

Cultivate Engaged Audiences

C-1
Provide Attractive Well-Functioning Facility

C-2
Create Audience Base

C-3
Fulfill Audience Needs and Expectations

C-4
Foster Long-Term Relationships

Provide Learning Opportunities

D-1
Align Experiences w/ Institutional Mission and Resources

D-2
Present Engaging, Educational Exhibits

D-3
Deliver Engaging, Educational Programs

D-4
Connect Audiences to Additional Resources

Manage Human Resources

E-1
Ensure Optimal Staffing

E-2
Implement Staff Compensation Plan

E-3
Implement Benefits Program

E-4
Ensure Training and Professional Development

E-5
Mentor Personnel

E-6
Maximize Personnel Effectiveness

E-7
Facilitate Communication Among Personnel

E-8
Advocate on Behalf of Personnel

Lead Institutional Processes

F-1
Create Institutional Policies and Procedures

F-2
Enforce Institutional Policies and Procedures

F-3
Develop the Budget in Alignment with Institutional Strategies

F-4
Manage Institutional Expenses and Revenues

Manage External Relationships

G-1
Build Community Support

G-2
Promote Positive Brand Awareness

G-3
Cultivate Mutually Beneficial Relationships

G-4
Match Opportunities with Internal Needs

G-5
Administer Partnership Agreements

G-6
Advocate on Behalf of the Museum Sector

Steward Board Relations

H-1
Facilitate Effective Board Governance

H-2
Recruit New Board Members

H-3
Facilitate Board Development

H-4
Incorporate Board Expertise

H-5
Foster Positive Board-Staff Relationships

Additional info

The goal of the competency profile is to understand what job responsibilities science museum professionals need to be able to perform in order to be successful in informal science learning (ISL) institutions across three career stages. The profile was developed using the well-tested DACUM process, then verified and reviewed by science center and museum professionals across the United States. The chart below shows overarching job duties with necessary supporting tasks. On the second page are lists of skills, knowledge, and characteristics required of a professional at each career stage. For more information about this project, visit <http://www.astc.org/professional-development/building-an-evidence-based-isl-professional-framework/>.

Skills

- Interpersonal
- Administrative/organizational
- Teaching
- Decision making
- Problem solving
- Balancing multiple priorities
- Conflict resolution
- Financial
- Time management
- Leadership
- Job-specific skills
- Advocacy

Knowledge:

- Institutional procedures and policies
- Project management
- Community
- How to budget
- Customer service
- Job-specific knowledge
- Organization's mission, vision, goals, etc.
- Institutional history
- History of the field

Characteristics:

- Passionate
- Collaborative
- Productive
- Creative
- Visionary
- Enthusiastic
- Tenacious
- Flexible
- Loyal
- Respectful
- Pragmatic
- Sense of Humor
- Reflective
- Articulate
- Eloquent
- Patient
- Supportive
- Fair
- Learner

DACUM Panelists:

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Kentucky Science Center

Mary Fortney
The Children's Museum of Indianapolis

Regina Hall
Cincinnati Museum Center

Catherine Olmer
Wonderlab Museum of Science,
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