

DARYL K. FISCHER

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PROFESSIONAL EXPERIENCE

1993 - Present

Principal, Musynergy, Grand Haven, MI

Musynergy helps museums of all types and sizes to build strategic plans with input from internal and external stakeholders; incorporate staff and audience perspectives in interpretive planning and exhibition development; and build the capacities of internal audiences through board development, staff coaching, and volunteer training.

Strategic Planning

- Mabee-Gerrer Museum of Art. Strategic Planning Team with broad community participation conducted 70 interviews for environmental scan used in identifying critical issues and shaping strategic initiatives.
- Hunter Museum of American Art. Strategic planning process involved staff members at two sister institutions: the Tennessee Aquarium and the Creative Discovery Museum.
- University of Michigan Exhibit Museum of Natural History. Stakeholders included faculty from the Research Museums of Anthropology, Paleontology, Zoology, and the University Herbarium.
- Michigan Association of Community Arts Agencies. Long-range plan was based on a needs assessment of constituents in eight regions across the state.
- Zeeland Historical Society. An active group of volunteers and community members contributed to the organization's first strategic plan, which incorporated new buildings and facilities.

Interpretive
Planning/
Audience
Evaluation

- Minnesota Historical Society. Re-development of exhibits, programs and interpretation to increase visitation and sustainability at the Alexander Ramsey House with input from visitor panels and Advisory Steering Committee.
- Copper Country Trail National Byway. Front-end and formative evaluation of out-of-town visitors and local residents contributing to the creation of an interpretive master plan for a 47-mile stretch of road on Michigan's Keweenaw Peninsula.
- Detroit Institute of Arts. Development of visitor outcomes that guided the reinstallation of the entire permanent collection; front-end and formative evaluation of museum-wide interpretation.
- High Museum of Art. Visitor panel study for high tech interpretive devices in "The Louvre and the Masterpiece," a year-long exhibition involving a collaboration between the High, the Louvre, Georgia Tech and Accenture.
- Old Woman Creek National Estuarine Research Reserve. Visitor panel study for a renovated visitor center.
- Denver Art Museum. National dissemination of visitor panel process developed by the DAM; summative evaluation of interactive gallery experiences; professional development for education department.
- Hunter Museum of American Art. Institution-wide interpretive plan built on feedback from visitor panelists, which informed the reinstallation of the permanent collection in a new building.
- Morton Arboretum. Visitor panel studies for development of two outdoor visitor stations and the Children's Garden.
- Chicago Symphony Orchestra. Family visitor panel study of ECHO, the CSO's interactive music experience.
- Yale University Art Gallery. Front-end evaluation for exhibition of early American silver.

Board Development	<ul style="list-style-type: none"> • Co-author of <i>Templates for Trustees</i>, a four-volume series of software-based tools that help museum trustees and directors implement best practices in nonprofit governance. (See Publications.) • Presenter at state, regional and national museum conferences on topics including: Museum Governance Forum, Crafting an Ethics Code for Your Museum, Building Strong Executive/Board Partnerships, Reflecting Your Community's Voices and Values on the Board. • Mabee-Gerrer Museum of Art. Led Governance and Leadership Committee in creating board policies, handbook and leadership succession plan. • Figge Art Museum. Facilitated board retreat and worked with Board Development Task Force and four working groups to create leadership succession plan, board slate, committee job descriptions, bylaws and other board documents. • The Journey Museum. Led board retreat and worked with Board Development Committee to strengthen a board that is linked to City government.
Exhibition Development	<ul style="list-style-type: none"> • <i>Front Range Rising</i>, Longmont Museum and Cultural Center • <i>Visiones del Pueblo: The Folk Art of Latin America</i>, Toledo Museum of Art • <i>The Pioneer Room</i>, Zeeland Historical Society • <i>150 Years of Caring for the Community: Blodgett Memorial Medical Center</i>, Public Museum of Grand Rapids • <i>A Bridge to Grand Rapids: Artists in Our Community</i>, Grand Rapids Art Museum
Executive Search	<ul style="list-style-type: none"> • Holland Historical Trust, Holland, MI. Served as interim director during six-month search process. • Mabee-Gerrer Museum of Art, Shawnee, OK • Urban Institute for Contemporary Arts, Grand Rapids, MI • Camp Henry, Newaygo, MI
Docent Training	<ul style="list-style-type: none"> • Asian Art Museum of San Francisco • Denver Art Museum • Frederik Meijer Gardens • Grand Rapids Art Museum • Holland Historical Trust
1991 - 1993	<p>Director of Education, Indianapolis Museum of Art, Indianapolis, IN Supervised a staff of 18 providing public programs, school programs, performing arts events, audio-visual productions and library services to new and established museum audiences. As one of six division heads, contributed to museum-wide policy and management decisions and managed an annual departmental budget of \$500,000.</p>
1989 - 1991	<p>Curator of Education, Muskegon Museum of Art, Muskegon, MI Built an exemplary museum education program with a small staff and a dedicated volunteer corps, dramatically increasing support from schools and diverse community members.</p>
1980 - 1989	<p>Assistant Director of Education, Denver Art Museum, Denver, CO Developed permanent and temporary exhibitions with a team of educators, curators, designers and publications staff members; created innovative interpretive devices; developed and taught a nine-month docent training program.</p>
1977 - 1980	<p>Principal, SLP Architects, Denver, CO Managed interior design and space planning department of a 100-person architectural firm, designing a variety of commercial projects including offices, schools, banks, churches, government buildings and retail spaces.</p>
1975 - 1977	<p>Classroom Teacher, El Paso County School District 11, Colorado Springs, CO Taught second grade and served as co-founder of the Helen Hunt Children's Theater, which received federal funding from Title IV-C.</p>

PROFESSIONAL SERVICE and AFFILIATIONS

- 1996 - present **The Museum Group**
- Vice President 2004-2008
- 1980 - Present **American Association of Museums**
- Excellence in Exhibition Judge, 2010
 - Museum Assessment Program, MAP III Assessor, 1991-1993
 - Education Committee (EdCom), Regional Chair, 1991-1994
 - Committee on Audience Research and Evaluation (CARE), Regional Chair, 1990-1992
- 2000 - present **Visitor Studies Association**
- Vice President for Organizational Development, 2006-2009
 - Secretary, 2003-2005
 - Local Host Chair, 2006 Conference
- 1991 - Present **Association of Midwest Museums**
- Council Member, Standing Professional Committee Council Chair, 1991-1995
- 1994 - Present **Michigan Museums Association**
- 2000 - Present **BoardSource** (formerly National Center for Nonprofit Boards)
- 2009 - Present **Western Association of Museums**
- 1995 - Present **Urban Institute for Contemporary Arts**
- Vice President, 1995-1999
 - Capital Campaign Cabinet, 1997-1998

PUBLICATIONS

- "Strengthening Museum Leadership through Assessment," *Hand-to-Hand*, 24/3. Fall 2010.
- "Redefining Successful Interpretation in Art Museums," *Curator*, 53/4, July 2010, 299-323. With Lisa Levinson.
- "New Roles for Evaluation at the Detroit Institute of Arts," *Curator*, 52/1, January 2009, 45-65. With Matt Sikora, Beverly Serrell, Deborah Perry, and Ken Morris.
- "The Incredible Disappearing Committee," *Board Member*, December 2004.
- *Strategic Thinking and Planning, Templates for Trustees*, Vol. 4. Washington, D.C.: Museum Trustee Association, 2004.
- *Executive Transitions, Templates for Trustees*, Vol. 3. Washington, D.C.: Museum Trustee Association, 2003.
- *The Leadership Partnership, Templates for Trustees*, Vol. 2. Washington, D.C.: Museum Trustee Association, 2002.
- *Building Museum Boards, Templates for Trustees*, Vol. 1. Washington, D.C.: Museum Trustee Association, 2001.
- "Value-Added Consulting: Teaching Clients How to Fish," *Curator*, 44/1, January 2001, 75-88.
- *Museums, Trustees, and Communities: Building Reciprocal Relationships*. Washington, D.C.: American Association of Museums, Technical Information Services, 1997.
- "Visitor Panels: In-house Evaluation of Exhibit Interpretation," *Visitor Studies: Theory, Research, and Practice*, Vol. 9 (August 1996), 51-62. Jacksonville, AL: Visitor Studies Association.

- "Connecting with Visitor Panels," *Museum News*, May/June 1997, 33-37.
- *Art Museums and the Price of Success: An International Comparison*. Book Review, *Curator*, vol. 38, no. 1 (March 1995): 63-68.
- "Turning Points: Voices from Other Fields." Guest Editor, *Journal of Museum Education*, vol. 18, no. 3 (Fall 1993): 2-4.
- *New Frontiers in Touring Techniques*. Denver: National Docent Symposium, 1992.
- "Visitor Studies on a Shoestring: Small Studies with Big Impact on Didactic Labels." *Annual Review*. Midwest Museums Conference, 1991: 97-102.
- "Asking Questions: Parents and Kids as Partners in Art Education," *Muskegon Magazine*. April/May 1990: 6-12.

EDUCATION

- 1982 **The University of Denver, M.A. Art History** (Museum Studies emphasis).
Charles Ramus Art History Scholar Award.
- 1974 **The Colorado College, B.A., Art History, B.A., Elementary Education.**
Summa cum laude.