

8-9-2013

Society of American Archivists Lone Arranger Roundtable Diversity Survey Addendum

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Society of American Archivists Lone Arranger Roundtable Diversity Survey Addendum

Survey authored by Alexis Braun Marks and Tiffany O'Sheal with input from the Society of American Archivists Lone Arranger Roundtable Steering Committee

Survey Administered from March 15th – May 8th 2012

Final Report authored by Alexis Braun Marks and distributed to the Society of American Archivists Lone Arranger Roundtable Steering Committee, 12 September 2012

Society of American Archivists Lone Arranger Roundtable Diversity Survey Addendum authored by Alexis Braun Marks with assistance from Emily Cottle, Doris Munson, Tiffany O'Sheal, Christina Prucha, and Shannon Walker, 9 August 2013

Survey Addendum Introduction

In January 2012, Christina Zamon, then-Chair of the Society of American Archivists Lone Arranger Roundtable (LAR), asked the LAR Steering Committee to reflect on how best the roundtable could respond to the SAA requirement to address diversity in the profession.

Alexis Braun Marks and Tiffany O'Sheal volunteered to author the survey, and used questions from the ACensus conducted by SAA in 2004 and published in 2006. The survey was vetted through the LAR Steering Committee. It was the goal of the Steering Committee to identify not only demographic information about the membership but also educational backgrounds, institution type, and professional involvement. The survey was organized into five sections: General Demographic Information, Educational and Professional Background, Current Work Environment, Professional Development, and Dissemination of information. Questions were uploaded into Survey Monkey using the SAA subscription; distributed to subscribers of the LAR list serve, the SAA general list serve and through regional list serves, starting March 15th 2012 and was open until May 8th 2012.

329 individuals started the survey, 283 completed the survey, giving us an 86% response rate. The following details of the LAR membership was shared with the membership in September of 2012 in a Final Report drafted by Braun Marks:

- We are primarily female; over 40; white; and work for institutions in and serve communities of urban areas.
- Most have received master's degrees but do not hold additional certification.
- More than 70% of respondents have been in the profession for 5 or more years, and almost 60% had a career previous to working in archives.
- 70% of respondents hold full-time positions.
- The three most common type of institution where we work are Private Colleges and Universities, Non-Profits and Religious Organizations.
- The most common salary range is \$40-49,000, less than 20% of our colleagues earn over \$60,000.
- Most respondents maintain their archives with no additional assistance (paid, volunteer or otherwise).
- 25% of respondents reported that their archives *does not* have a website.
- 59.5% of respondents indicated that they do not offer finding aids online.
- The majority of respondents indicated that they are paying out of pocket to attend professional development opportunities, conferences or the annual meetings of professional organizations.
- The two most common barriers to attended professional development opportunities or meetings were cost and time.
- Of those respondents who have attended meetings in the past 5 years, most have attended one to three regional archives meetings/conferences.

- Most respondents who hold a current membership in a regional, state or local professional organization also hold a current membership to SAA. However, it would appear from the number of respondents indicating that they have not attended a national archives conference in the past 5 years that membership in SAA does not guarantee attendance to the annual meeting.

A complete listing of questions, total number of respondents and tabulation of open-ended questions provided in the final report can be found in Appendix I.

In the fall of 2012, under the new leadership of LAR Chair and Vice-Chair /Chair Elect Michelle Ganz and Ann Keane, the LAR Steering Committee suggested a more detailed review of the questions, with a particular focus on meeting attendance, part-time employment, certification and geographic locations be completed prior to the 2013 SAA Annual Meeting. Alexis Braun Marks and Tiffany O'Sheal volunteered to complete this task and with the assistance of volunteers Emily Cottle, Doris Munson, Tiffany O'Sheal, Christina Prucha, and Shannon Walker who were assigned sections for review and analysis.

This document attempts to do just that and is organized by the survey questions that address the areas of focus previously listed.

Survey results were filtered by specific question responses; selecting a specific question and then looking only at the complete survey answers of those who selected a particular answer. For example, Question 1, 'What is your gender?' filtered for 'Male' elicited 55 respondents who selected 'Male' in Question 1. This meant that we could look at the remaining survey questions to see where the minority gender within the Lone Arrangers lives, works, etc. Additionally, we were able to complete side-by-side comparisons allowing us to see, for example, how the operational budgets of public vs. private colleges and universities compare.

The following were the specific filtered responses we initially targeted:

- (Q. 16) Demographics of those who hold additional certification.
- (Q. 19) Demographics of those who listed part-time as their current employment status.
- (Q. 38) Demographics of those who receive funding for travel and conference registration expenses.

And, these were the comparative demographics reviewed:

- (Q. 12) Comparative demographics of the various community types.
- (Q. 17) Comparative demographics of those who have been in the profession 1-4 years vs. 5-9 years.
- (Q. 42) Comparative demographics of those who attend National vs. Regional conferences and those who attend Regional vs. State and Local.

Findings

“Do you hold an additional certification?”—298 responded to this question. Of those, 85 indicated that they held additional certification. The complete filtered results for this question are listed in Appendix II.

- 17.65% are male and 82.35% are female.
- The age group with most additional certifications is the 60-64 year olds (22.35%), followed by those 55-59 years old (14.12%). The smallest groups are the 25-29 and 24-49 year olds, both with 4.71%.
- 29.76% have been in the profession 5-9 years, 16.67% have been in the profession for 30 or more years. The smallest response groups were those who have been in the profession 25-29 years (4.76%), followed by those with 20-24 years (8.33%).
- 50.59% of respondents had a career previous to working in archives.

“Which of the following best describes your current employment status?” 305 respondents answered this question, of those 56 responded that they were employed part-time. The complete filtered responses can be found in Appendix III.

- More than half of respondents (32) were over the age of 50.
- 44.64% live in urban areas.
- 78.8% do not hold additional certification.
- More than half of respondents (34) have been in the profession for fewer than 10 years.
- 75% (42) of respondents had a career prior to working in archives.
- The three most common institutions were Private Universities or colleges.(27.78%), Non-Profit organizations (33.33%), Religious organizations (20.37%).
- 70% of respondents (38) earn less than \$30,000 annually.
- On average time is spent equally between technical and public services; and appraisal, acquisitions, and donor relations.
- Although 70% responded in the affirmative to having a website, 73% responded that they do not have records in an OPAC and 69.39% responded that they do not offer finding aids online.
- Most receive no support for continuing education, if they do it is to cover the cost of conference registration first and then conference travel.
- More respondents are members of SAA than a regional organization, but on average attend more regional meetings than the annual SAA meeting.

“Professional Development—employer support. ‘What kind of financial support do you receive from your employer? *Please check all that apply.’” 290 respondents answered this question. Applied a number of filters to retrieve the following information. Filters used included, those who receive less than \$500 in travel only and/or conference

registration only; those who receive \$500-999 in travel only and/or conference registration only; those who have attended a national conference in the past 5 years. The total number of filtered respondents for each is listed below.

- Based on the responses of those attending national archives meetings (142 of 329) the following can be determined:
 - Employers are more likely to pay for travel, membership or registrations fees rather than provide a single lump sum to cover all expenses.
 - Employers are more likely to provide less than \$500 to employees to cover the cost of travel and registration attend meetings.
- 68.37% of respondents listed lack of funding as the reason they did not attend national meetings, 61.22% listed lack of staff coverage.
- Private colleges and universities; religious organizations and non-profits tended to fund employees for travel to conferences over public institutions (colleges and universities; state, local and federal government).
- Of the 42 respondents who indicated receiving \$500-999 to fund travel:
 - Half have been in the profession for fewer than 10 years.
 - 37 hold positions that are full-time with benefits.
 - 25 make \$40-59,000 annually. Other respondents were equally divided in earning categories above and below.
 - 11 were unsure of their annual budget, however 7 reported having an annual operating budget of \$10-19,000 and 9 reported having an annual operating budget of \$1-4,900.
 - 45.24% also reported receiving a similar amount for conference registration, while 54.76% reported receiving less for conference registration.
 - 34.15% indicated no institutional support for membership fees, 53.66% indicated less than \$500 of institutional support for membership, and 12.2% for amounts over \$500.
 - Despite receiving institutional support for travel and registration, 14 respondents reported 'unable to fund travel' as a major barrier to attending.
- Of the 97 respondents who receive less than \$500 of institutional support for travel:
 - More evenly divided amongst the community types, with the exception of rural (only 2 respondents) than those receiving more than \$500 of travel funding.
 - The majority of respondents (64) indicating full-time with benefits status, although 18 indicated being employed part-time and interestingly 6 reported being volunteers.
 - Despite receiving institutional support for travel and registration 67 respondents reported 'unable to fund travel' as a major barrier to attending, indicating that \$500 or less is not enough for conference travel.
 - Participation at the regional and state level archives conferences was greater than at national archives conferences.

“Community Type (*Community size and type are borrowed from the U.S. Census Bureau)” 322 responded to this question: 173 for urban communities; 50 for urban cluster metro; 80 for urban cluster non-metro; and 18 for rural communities. Filtered results for each community can be found in Appendix IV-VII.

- Although the majority of respondents working for institutions of higher learning (both public and private) are concentrated in urban areas, the rest tend to live in urban cluster non-metro communities.
- Of those respondents who work in a museum (41) half live in an urban area, but the rest are evenly divided amongst the other community types.
- Project/contract employees are concentrated in urban areas (70.59% n=17).
- No rural area respondent indicated making more than \$60,000 annually.

“Number of years in the profession”—315 responded to this question; results were filtered to those in the profession for fewer than 10 years total of 166; and then the 79 reporting to have been in the profession 1-4 were compared to the 87 reporting to have been in the profession for 5-9 years. Complete filtered and comparative results can be found in Appendix VIII.

- The age of respondents and the number of years in the profession was more or less split evenly between ages 30-49 (e.g. in the age group 44-44, 50% have been in the profession 1-4 years and 50% 5-9 years).
- With the exception of under 25 years olds, who reported 100% having been in the profession for fewer than 4 years; there was not a direct correlation between age and the number of years work experience. Under 30 and over 50 showed an average 1/3rd to 2/3rd split (e.g. 36% of 50-55 have been in the profession 1-4 years compared to 63% who have been in the profession 5-9 years. 63% of 25-29 years olds have been in the profession 1-4 years, compared to 36% who have been in the profession 5-9 years).
- Professionals with 5-9 years experience are more likely to hold an additional certification (30.49%) than those with 1-4 years of experience (10.67%).
- Professionals with 1-4 years experience are more likely to have had a career previous to working in archives than those in the profession 5-9 years (65.82% vs. 59.77%).
- Professionals with 1-4 years experience are less likely to work for a state or local government (5.43% vs. 10.68%) and more likely to work at a nonprofit organization (26.09% vs. 18.45%).
- Professionals with 1-4 years experience are more like to do electronic records management than those with 5-9 years experience (74% vs. 62%).
- The biggest difference for level of involvement can be seen at the regional level. Professionals with 1-4 years experience are more likely to attend regional meetings while professionals with 5-9 years experience are more likely to be an active committee member.

“Professional development, attendance. ‘Archives specific meetings/annual conferences.’ 292 responded to this question. The initial comparison was to be a comparison of National vs. Regional conferences as well as Regional vs. State and Local. As there was little difference between Regional vs. State and Local, redirected focus on attendees to National vs. all other archival conferences.

- 142 individuals reported to attend at least one national archival meeting.
- Those reporting to have attended more than one national archival meeting live in geographic areas closest to the SAA annual meeting locations from 2007-2011 (California, Illinois, Washington D.C., and Texas). Given that most employers do not cover travel costs for employees and that respondents who do not attend meetings listed travel costs as the greatest impediment it would explain why attendance from geographic areas outside of the four states listed above are low.
- Those reporting to have attended more than one national archival meeting are in urban areas, possibly accounting for lower travel costs.
- National meeting attendance is highest amongst those in the profession for less than 10 years (22.54% 1-3 years and 25.35% 4-9 years), although reporting was highest in the 1-3 meeting response regardless of years in the profession (78.17%). Possibly indicating that those newest to the profession attend meetings more frequently.
- National meeting attendance is highest amongst those reporting full-time with benefits employment (73.91%).
- 20% of respondents who attend national meetings receive no financial report from their employers (20.66% reporting no funding for travel and 19.83% reporting no funding for registration).

Conclusion

Demographically archivists who self-identify as a ‘Lone Arrangers’ reflect the membership of SAA as reported in the 2004 A*Census. The diversity of our community of archivists is demonstrated in other ways, with more than 70% of respondents reporting a career previous to the one they currently hold in the archival field; a wide variety of institutions, in a variety of community sizes giving us exposure to a wide range of work environments, patrons, collections, and professional support.

Other findings note that while we are committed to the profession and SAA, we find it difficult to attend national meetings given the financial burden that often comes with these annual meetings and the need to find coverage for our shops. As with our daily work, we have become accustomed to being given more and more responsibility without the necessary support (personnel, time, or compensation) and in turn make lists of priorities, needs and wants. This is likely why a greater portion of respondents have a website, but do not offer online finding aids or catalog records for their collections.

The initiative of the LAR to offer more free training and webinars online is a perfect, and direct response to the initial survey where respondents indicated that employers who were

either unable or unwilling to fund travel, registration and membership were willing to allow time at work to attend online training. It also addresses the issue faced by many respondents that finding coverage to travel to off-site training or conferences was difficult if not impossible.

Recommendations

It is unclear how SAA or the LAR could support the diversity of the LAR membership and Lone Arranger community at large. But given the responses to the LAR Diversity Survey the following might be possible initiatives for further consideration:

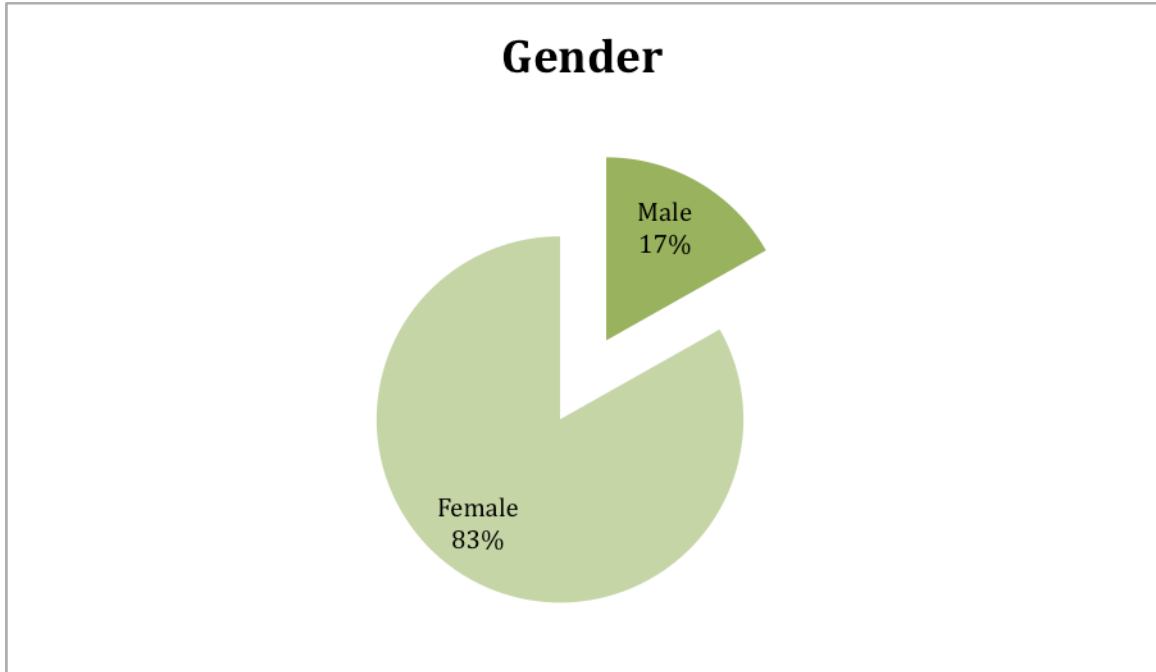
Co-op for meeting and workshop attendance. Many respondents who had travel and registration costs covered by their parent institution still did not attend meetings because they did not have ‘coverage’ for their shop. Perhaps a mechanism in which other local archivists could donate time, staff, etc. so that others could attend meetings, workshops, etc. While this might be difficult in rural and urban cluster non-metro areas it would certainly be worth further exploration in urban areas as a pilot project.

Scholarship program. Of those respondents attending meetings, at all levels are still covering a portion of the costs out of pocket. If a goal of both the LAR and SAA is to increase participation, they might want to consider a sliding scale registration similar to how they have begun to manage membership fees.

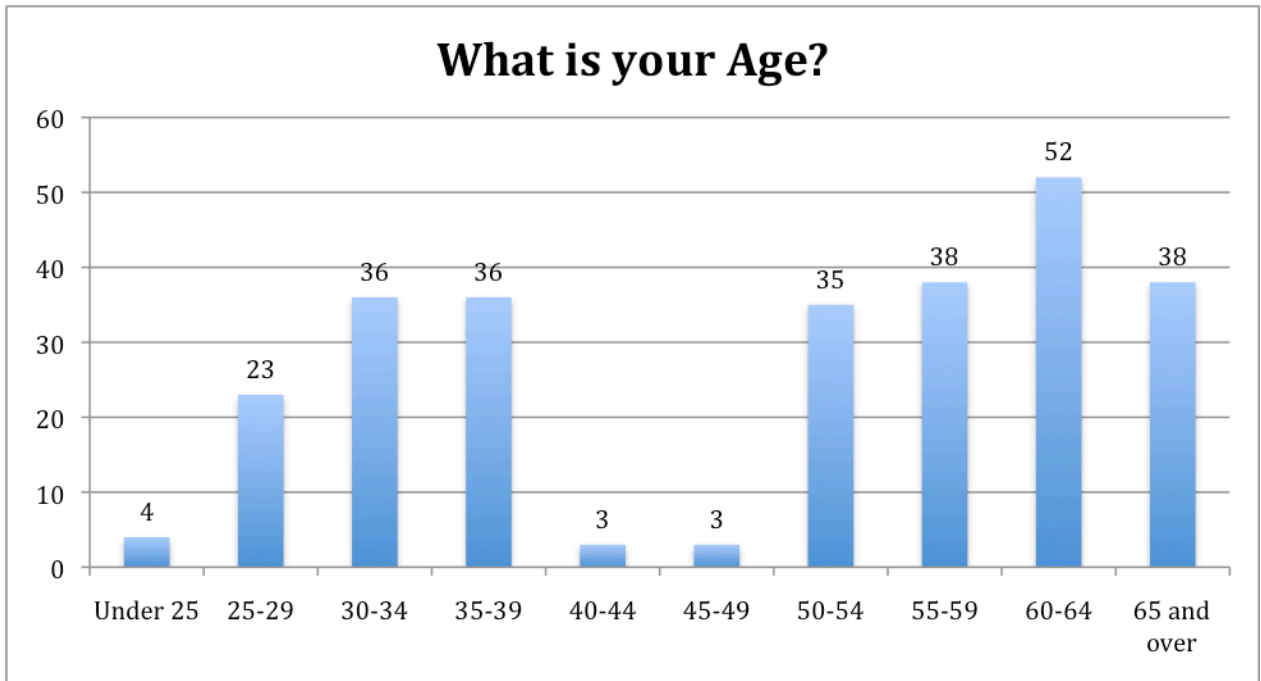
Would strongly recommend conducting the survey again in another four years, with distribution in 2017 to do a comparison and document the evolution of the self-identified ‘Lone Arranger’ five years after the original survey was conducted.

Appendix I
Non-Filtered Results for the LAR Diversity Survey

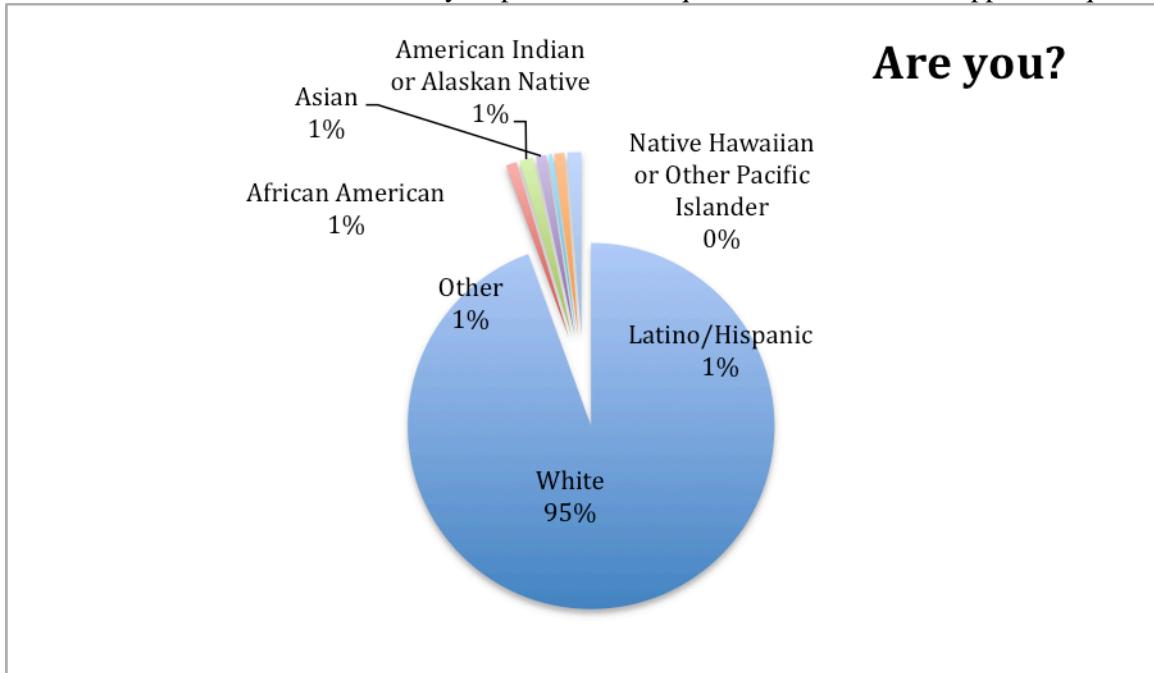
Who Are You?



327 individuals who started the survey responded to this question. 2 individuals skipped the question.



328 Individuals who started the survey responded to this question. 1 individual skipped the question.



Respondents were encouraged to select all that applied to them.

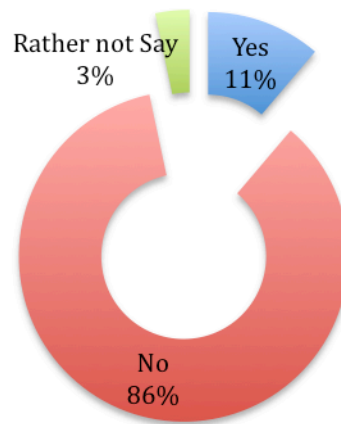
321 individuals who started the survey responded to this question. 8 individuals skipped the question.

Responses to Other included: Other, Celtic, Jewish and 'prefer not to endorse this kind of stereotyping.'



328 individuals who started the survey responded to this question. 1 individual skipped the question. *All* respondents listed English as their Native Language.

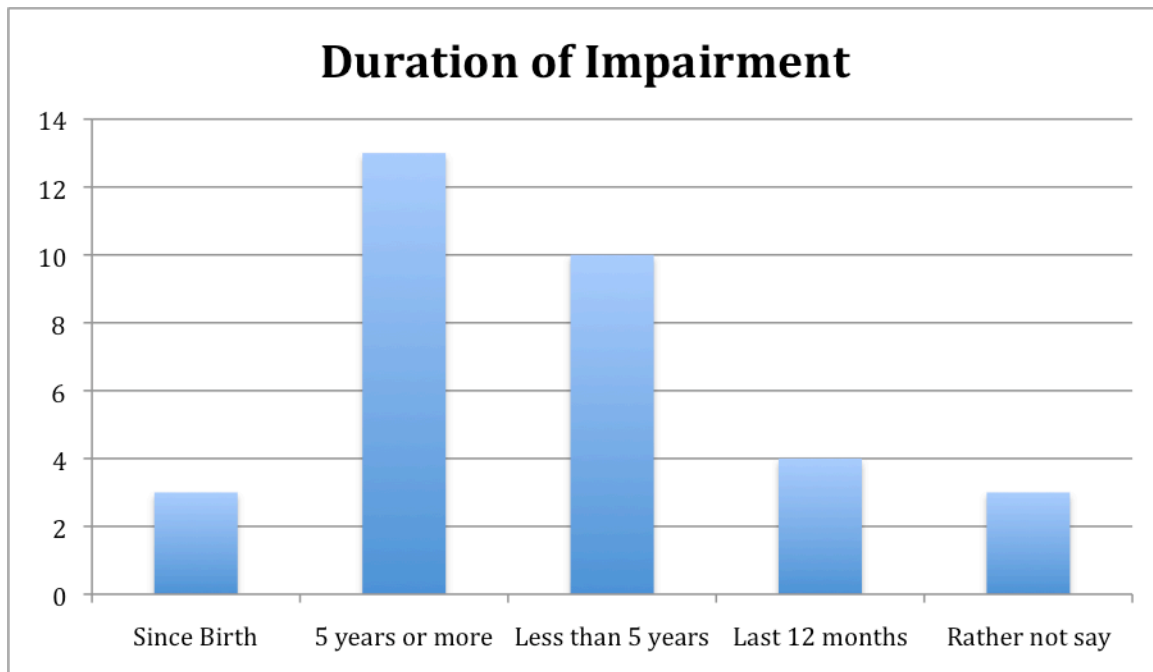
Have you ever self-reported a disability or health problem



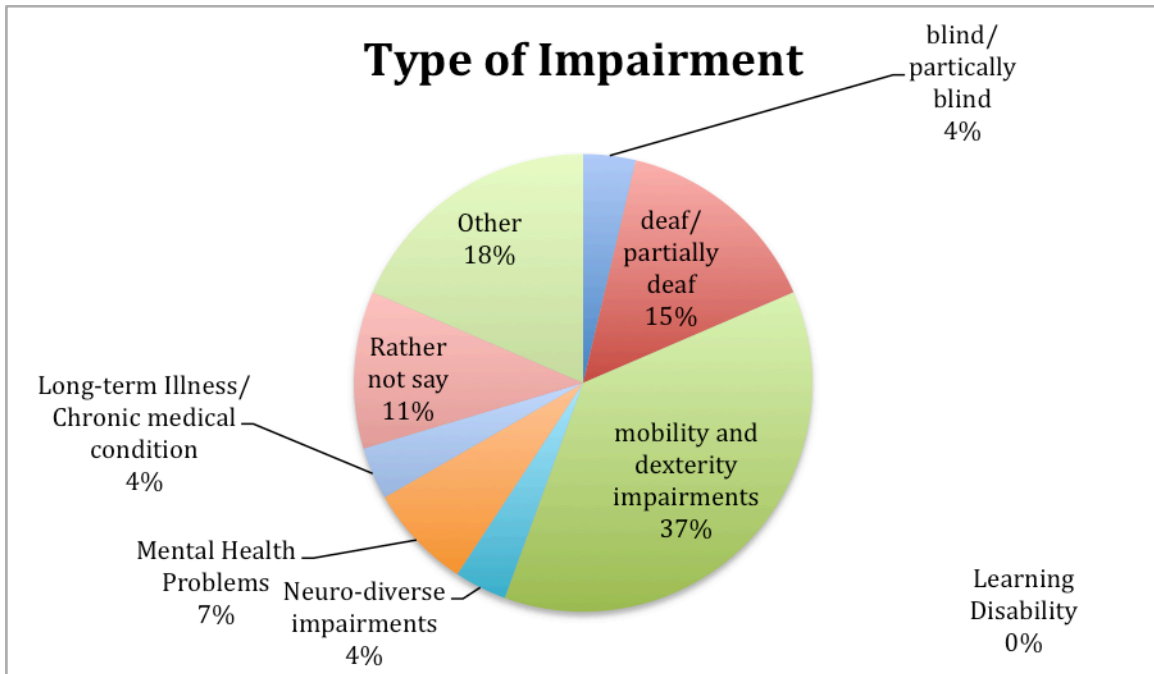
329 individuals who started the survey responded to this question. 0 individuals skipped the question.

Those who responded 'YES' to the question "Have you ever self-reported a disability of health problem to an employer were asked to complete the next four question. Those that responded 'No' or 'Rather not say' were not shown the next four questions.

Duration of Impairment

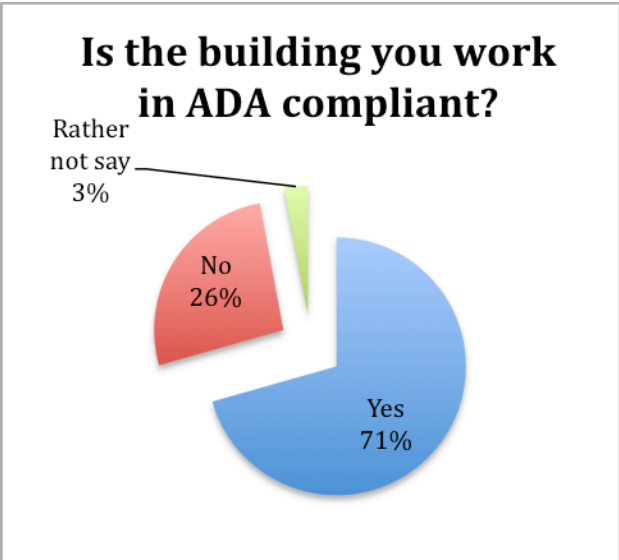
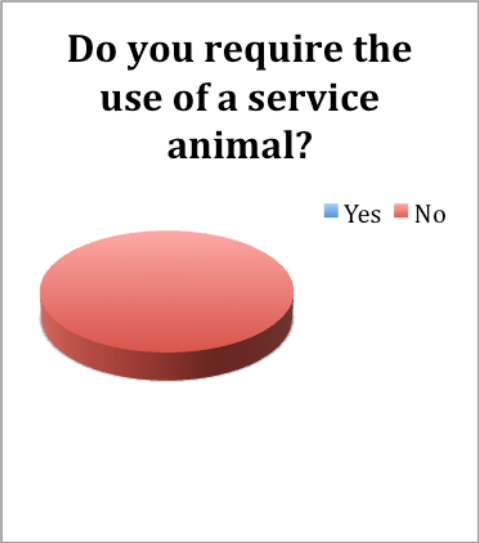


33 individuals who started the survey responded to this question. 296 individuals skipped the question.



28 individuals who started the survey responded to this question. 301 individuals skipped the question.

Responses to 'Other' included: pulmonary inflammation caused by mold at workplace, Doctor had me take a medical leave for two weeks, injured back at work - injury healed in 2 weeks, Diabetes, and Cancer and asthma.



33 individuals who started the survey

34 individuals who started the survey

responded to this question.
296 individuals skipped the question.

responded to this question. 295 individuals
skipped the question.

Where are you?

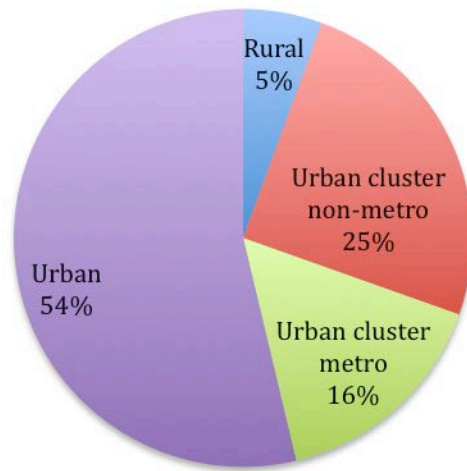
Where in the United State are you located?

Alabama	1	Louisiana	2	Ohio	5
Alaska	0	Maine	4	Oklahoma	0
Arizona	4	Maryland	15	Oregon	3
California	0	Massachusetts	35	Pennsylvania	40
Colorado	13	Michigan	7	Rhode Island	4
Connecticut	5	Minnesota	5	South Carolina	1
Delaware	8	Mississippi	0	South Dakota	0
District of Columbia (D.C.)	1	Missouri	4	Tennessee	20
Florida	6	Montana	0	Texas	12
Georgia	2	Nebraska	1	Utah	1
Hawaii	7	Nevada	0	Vermont	3
Idaho	0	New Hampshire	3	Virginia	11
Illinois	0	New Jersey	13	Washington	5
Indiana	20	New Mexico	1	West Virginia	4
Iowa	9	New York	38	Wisconsin	6
Kansas	0	North Carolina	1	Wyoming	0
Kentucky	1	North Dakota	1		

If you aren't located in the United States where are you located?

4 respondents answered this question in the 'Other' field. Upon further analysis it was determined that there responses were more specific about the place within the United States that they lived, e.g. Monroe County, Greater Los Angeles. Otherwise none of the survey respondents answered this question. Otherwise, none of the respondents live outside of the United States.

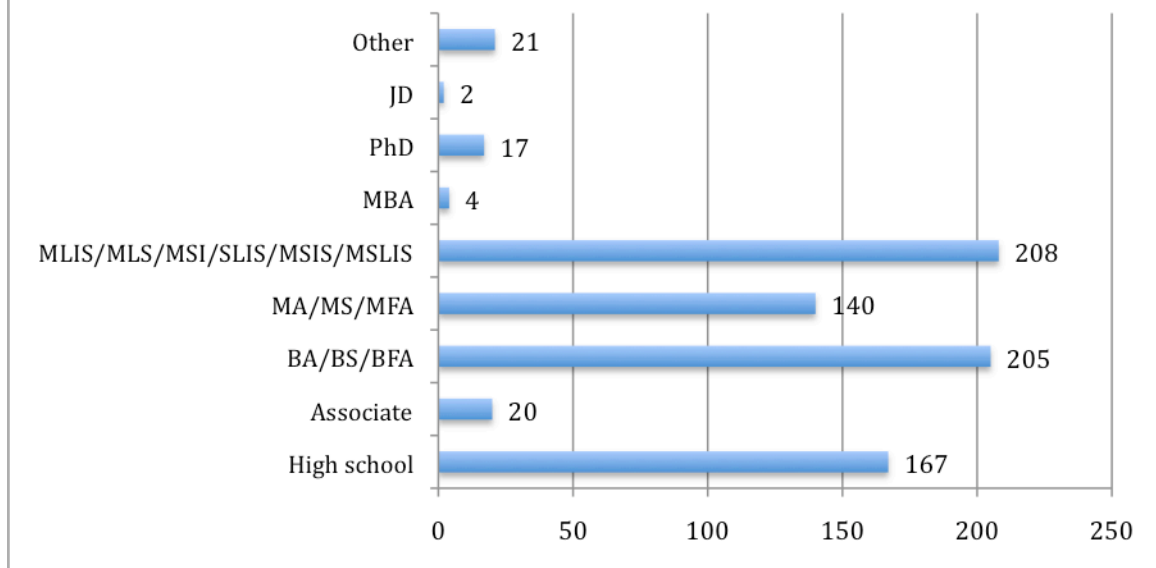
Community Type



322 individuals who started the survey responded to this question. 7 individuals skipped the question.

Education and Professional Background

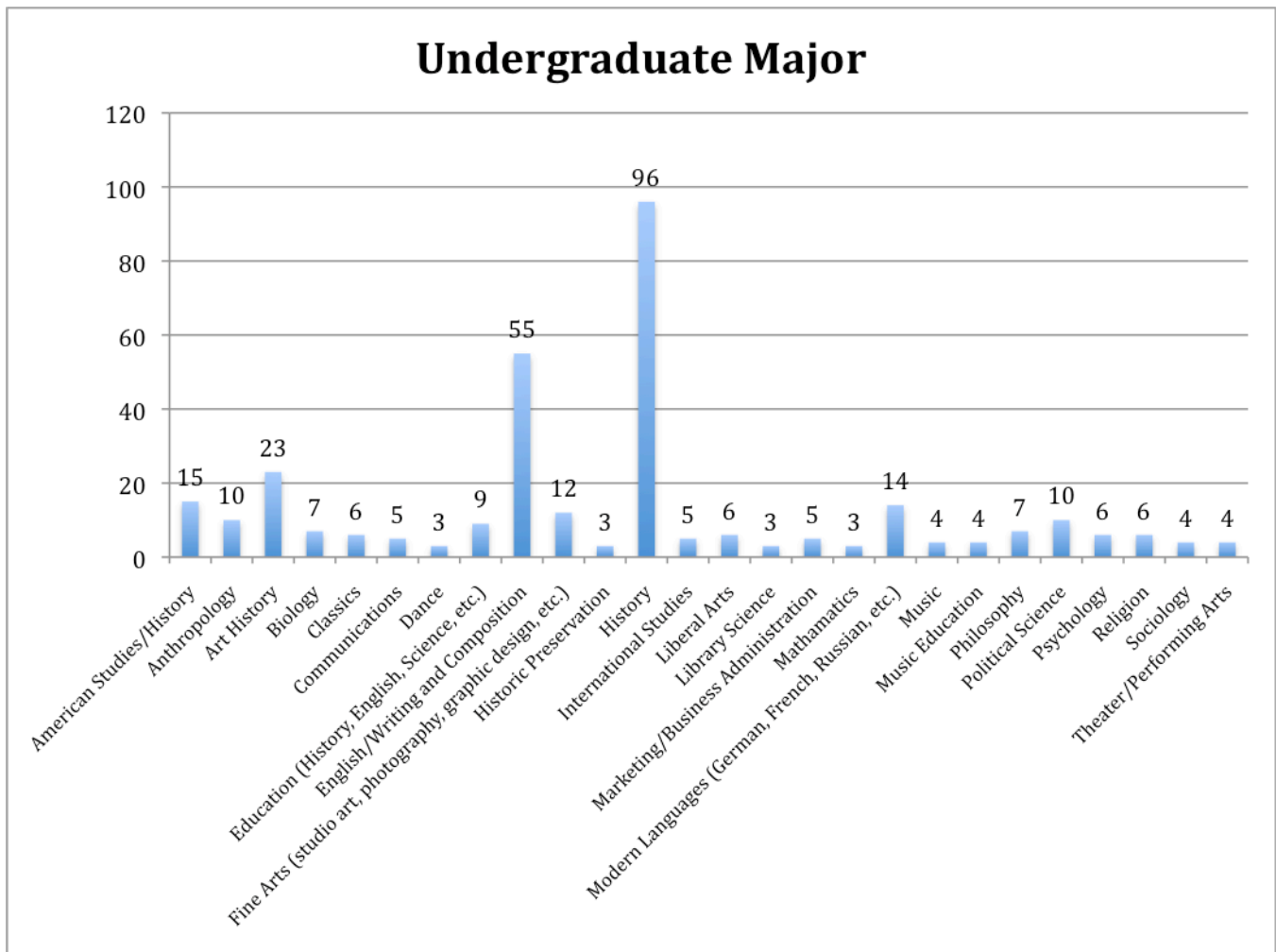
What types of degrees do you hold?



319 individuals who started the survey responded to this question. 10 individuals skipped the question.

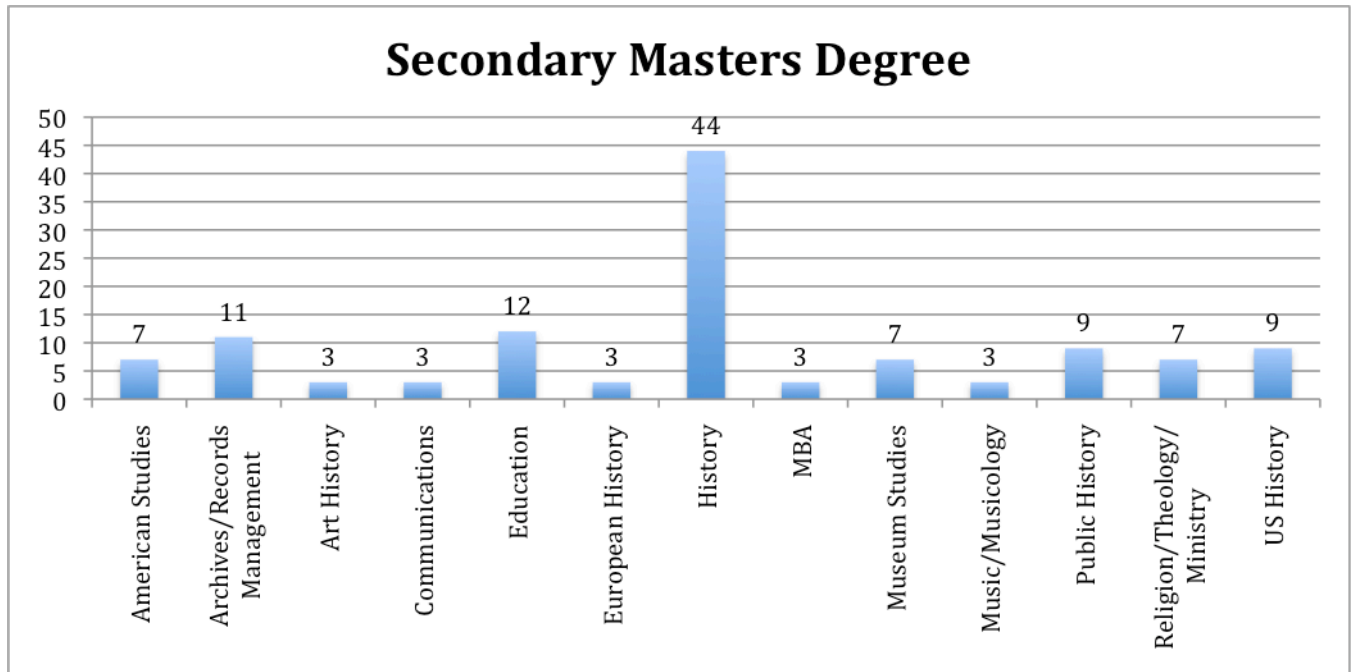
Respondents were able to select more than one answer for this question.

26 respondents selected Other and offered writing in responses. Of these, 5 were determined to be within the scope of the MLIS/MLS degree and were added to that category along with the degree type (MSIS, MSLIS/SLIS/MSI) and removed from the 'other' category. One respondent filled in MA and so that response was added to the MA category and removed from the 'other' category. This left the following fill-in responses for 'other' (there was one responses for each degree type unless otherwise indicated. They are listed in no particular order): M.Ed., MAS, R.N. (2), B. Music Ed., M. Arch, MSW, C.A.S. in History, MPA, Post Graduate diploma, ABD, MM (Master of Music), MLIS Anticipated graduation date of Fall 2012, Certificate of Archival Studies.



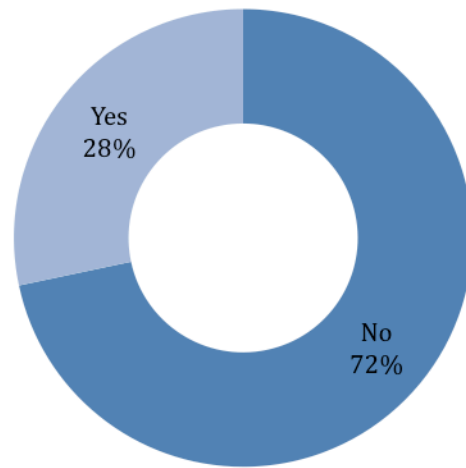
304 respondents provided their undergraduate major. 25 individuals skipped this question. There were 47 double majors who responded and 4 triple majors. Majors listed above solicited 3 or more responses of the same nature (e.g. Art History and History of Art were counted in the same category). The most common majors among respondents were History (96); English/English Literature/Writing and Composition (55); Art History (23); American Studies or American History (15), and Modern Languages (14). Of the Modern Language majors, the most popular response was German. The following undergraduate majors elicited two responses: Archaeology, Chemical Engineering, Environmental Studies, Film/Video/TV/Radio Production, Government, Journalism, Media Studies, Medieval Studies, Nursing, and Women's Studies.

The following undergraduate majors elicited a single response: African History, Architecture, Bible Studies, Biological Agriculture, British Civilizations, Chemistry, Economics, Geology, History of Science, Horticulture, Legal Studies, Mediterranean Studies, Natural Resources, Public Health, Public History, Social science, and Social work.

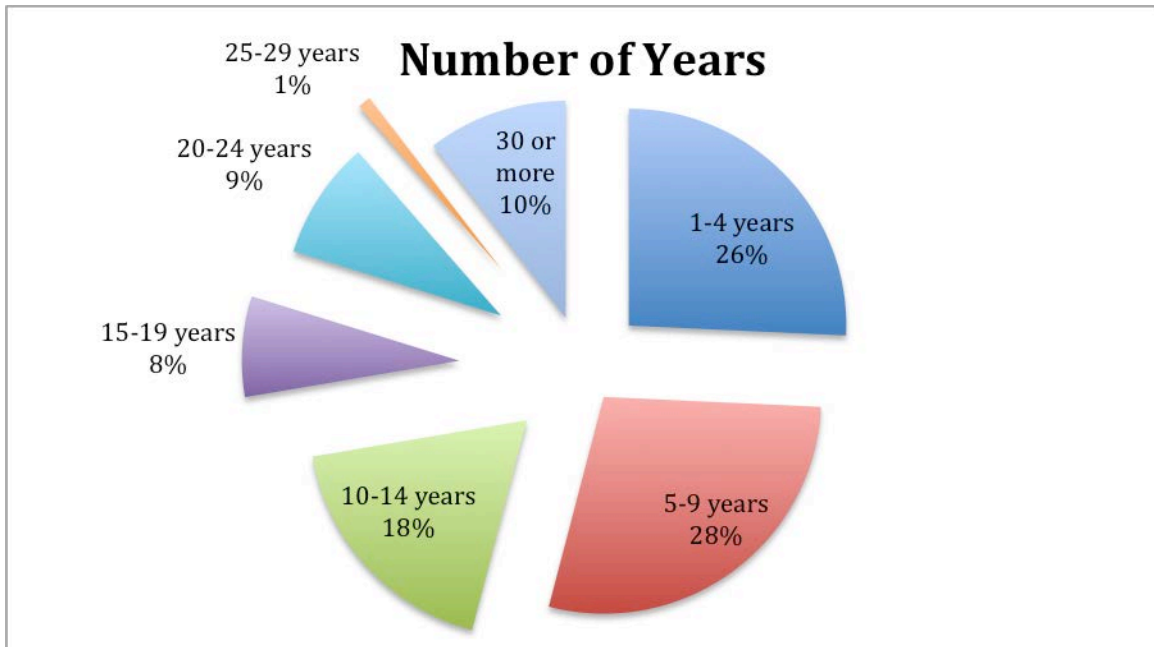


167 respondents provided information about their second and third masters degrees. 162 skipped this question. 13 respondents reported holding dual masters degrees beyond an MLIS/MLS. Of the 167 respondents 12 reported holding a variation of the MLIS/MLS degree. 5 respondents reported anticipated completion dates for their secondary masters degrees. Master degrees listed above solicited 3 or more responses. The following degrees elicited two responses: English, Modern Languages, Mathematics, Administration of Religious Education, International Administration/Management, Humanities and Historic Preservation. The following degrees elicited a single response: Philosophy of Education, Dance, Political Science, Biology, Social Work, Creative writing/translation, Ancient Near Eastern Studies, Instructional Technology, Journalism, Irish Anglo-Irish Studies, Urban Planning, Counseling and Consulting Psychology, Clinical Psychology, Industrial Management, History of Decorative Arts, Philosophy, Applied History, Film Theory/History and Media Studies, World History, Architecture, Fine Art (print making), American Social History, and Appalachian Studies. One respondent reported their Juris Doctor.

Additional Certification

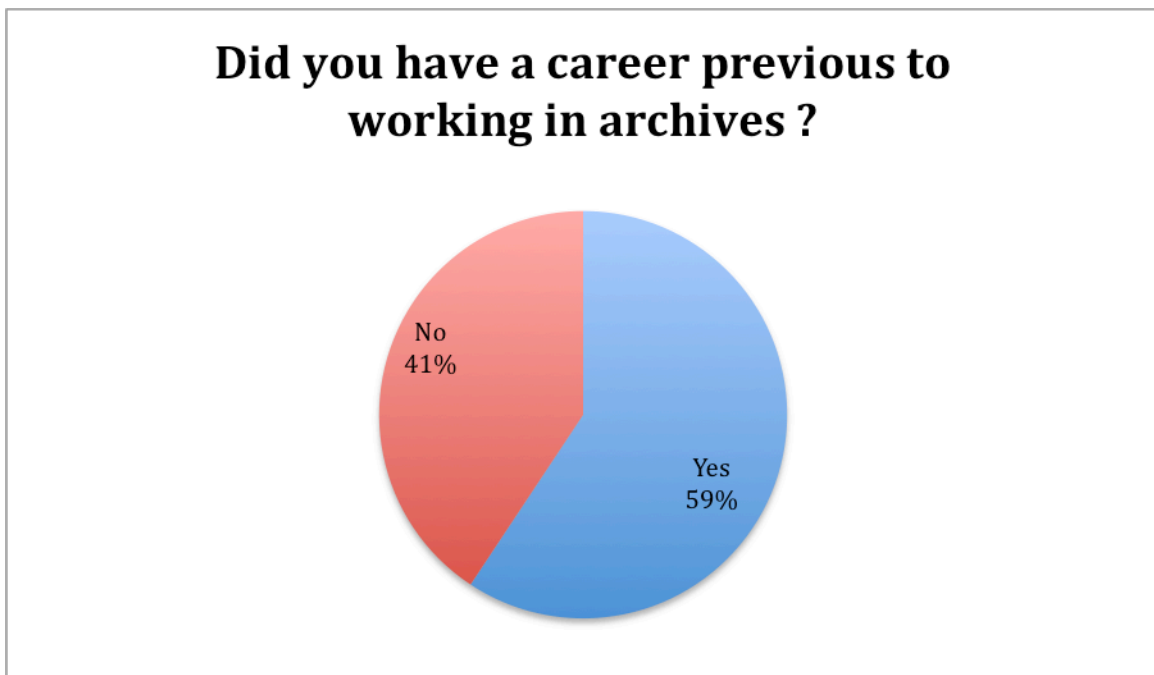


300 individuals responded to the question. 29 skipped the question. 215 responded 'No' to holding an additional certification and 85 responded 'yes' to holding an additional certification. Of those who responded yes, 86 responded with the type of certification and one was eliminated in the count because the content did not respond to the question being asked and was an incomplete answer. The majority of reported certifications are Certified Archivists (C.A.) for a total of 67 with one of those being a provisional member of the Academy of Certified Archivists. The following were the remaining responses soliciting 3 or fewer responses: CAA, Certification from TSLA, National Archives Institute, 1980, Archives Certificate (3), Certified Genealogist (2), Museum Studies (2), Preservation Management, Certified Archaeologist, CAS, Rare Books School, Instructional Design, Public Librarianship, Modern Archives Institute, AHIP, and Certified Records Manager (CRM).

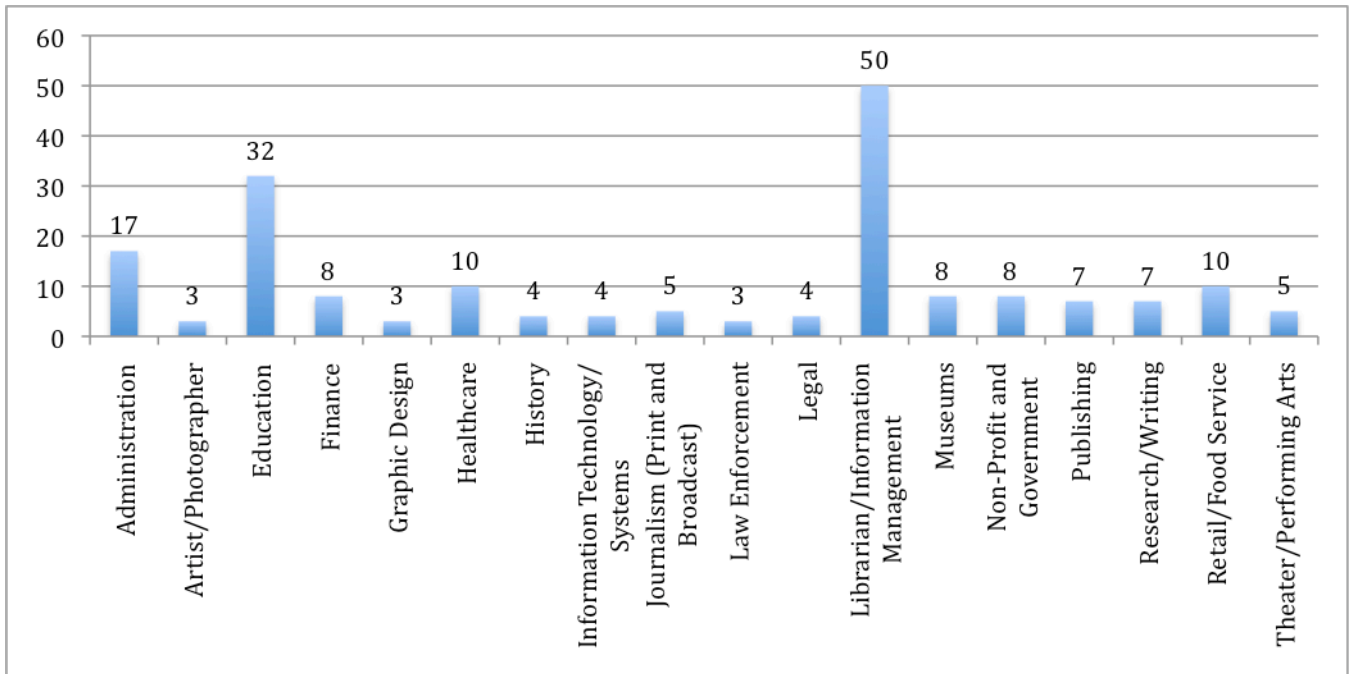


317 individuals responded to the question. 12 individuals skipped this question.

Find out how many of those who skipped are completing their degrees



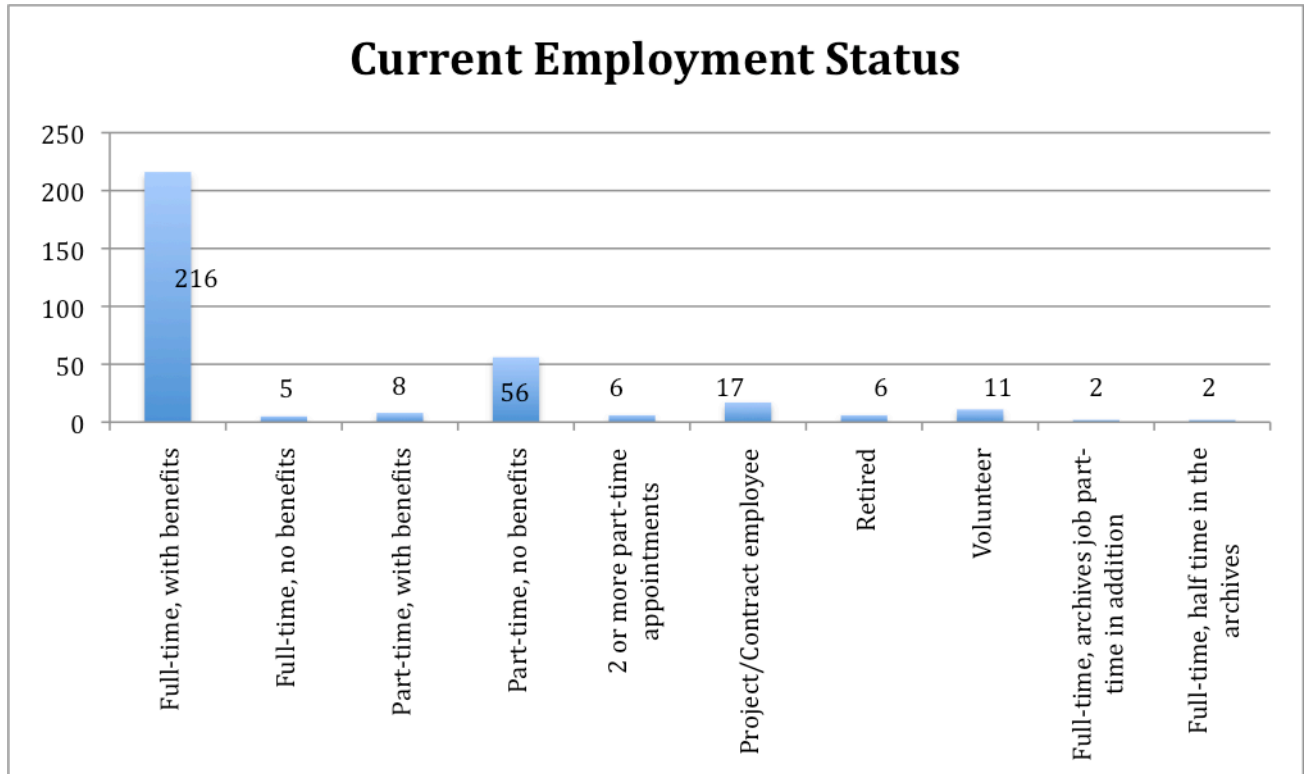
317 individuals responded to this question. 12 skipped the question. 184 of the 188 who responded 'yes' to the question provided a description of the type of work they did previously. Responses are listed below:



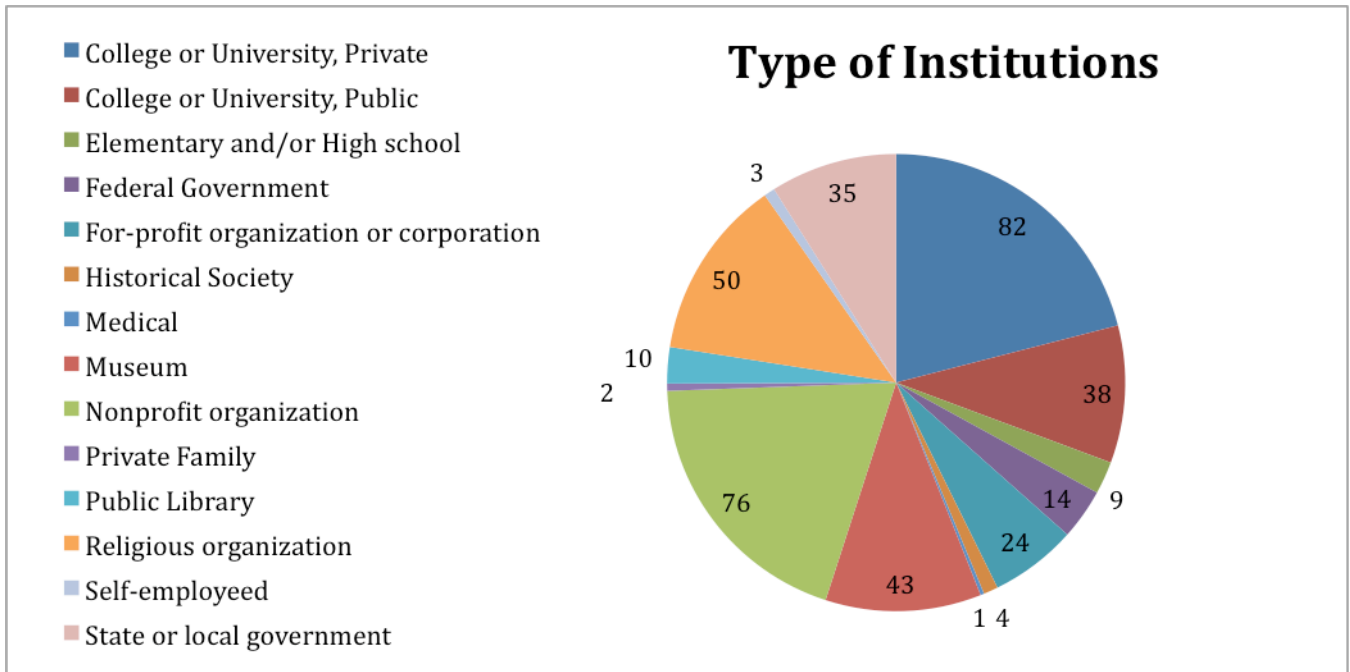
Additional responses to previous careers included the following: Social Work (2), Insurance (2), Marketing (2), Stay at home mom (2), archaeology (2), real estate sales, community development, baker, register of deeds, art historian, GIS implementation, Interior plantscaping, conference and event planning, fundraising consultant, strategic communications, geologist, documentary editor, television, 'I am a religious,' antique furniture restoration, chemistry, social science, religious communications, environmental planning, and 'varied.'

Current Work Environment

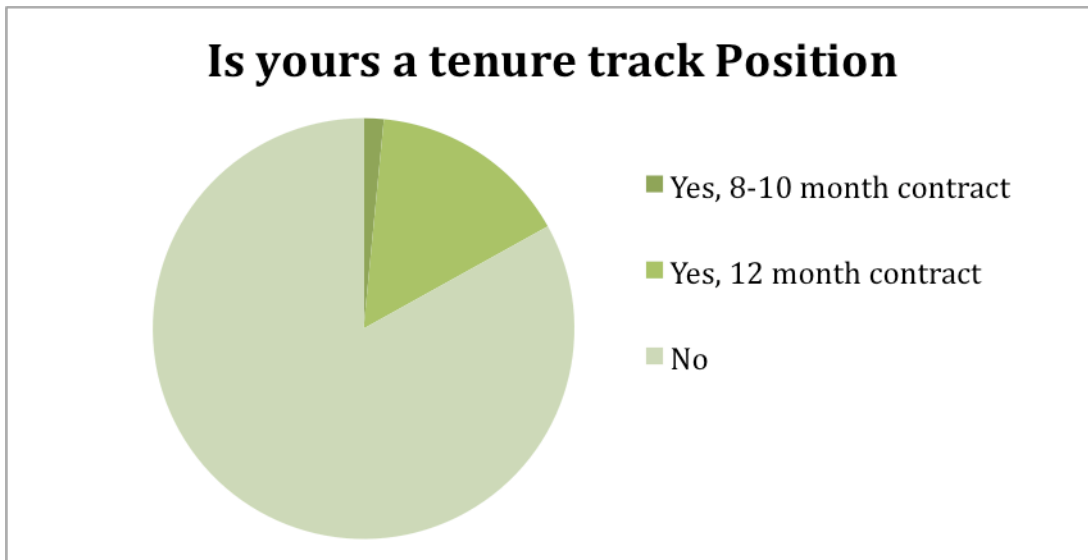
General



307 individuals responded to the question ‘Which of the following best describes your current employment status.’ 22 individuals skipped the question. 29 individuals responded ‘Other’ filling in their employment status. Those answered were all tabulated and incorporated into the above graph. The exceptions to this were the following responses: religious, started as volunteer; now receive room, board, small salary, work for religious congregation with benefits, no disability insurance. The two answer options of ‘Unemployed, seeking full-time work’ and ‘Unemployed, seeking part-time work’ received no responses.

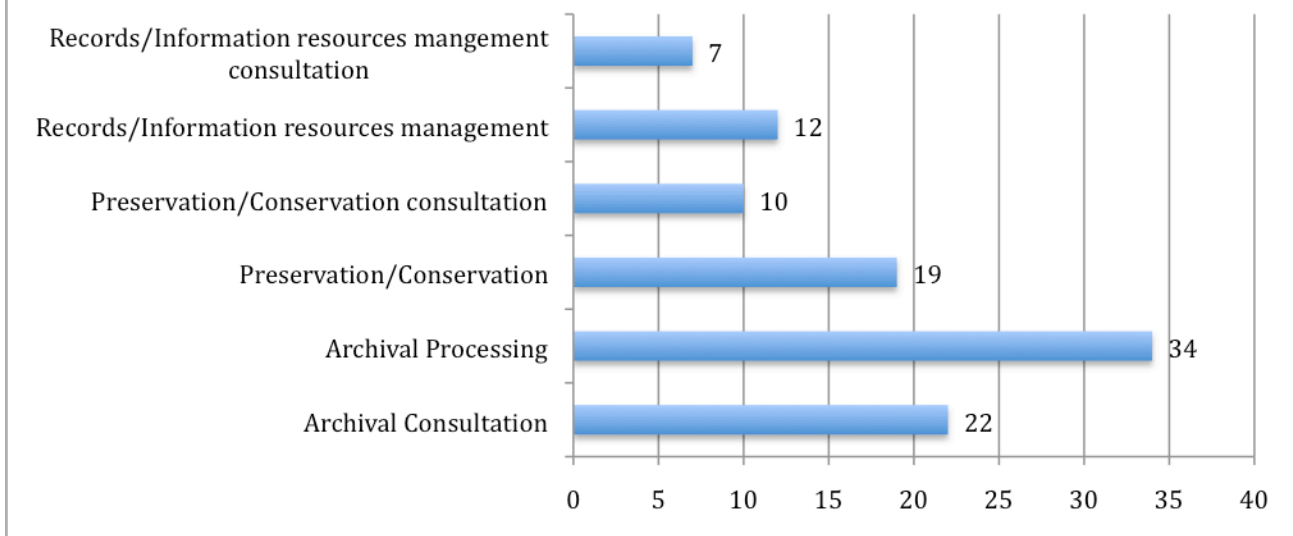


299 Individuals answered the question, while 30 individuals skipped the question. Individuals were allowed to select more than one response (designed for those who hold multiple positions at different institutions.) 31 individuals selected ‘Other’ and provided responses. Of these, Public Library, Historical Society, Private Family, Self-Employed, and Medical were added to the chart above. All others were incorporated into the count of the institutions provided in the survey, e.g. Independent School was counted as an Elementary and/or High School.



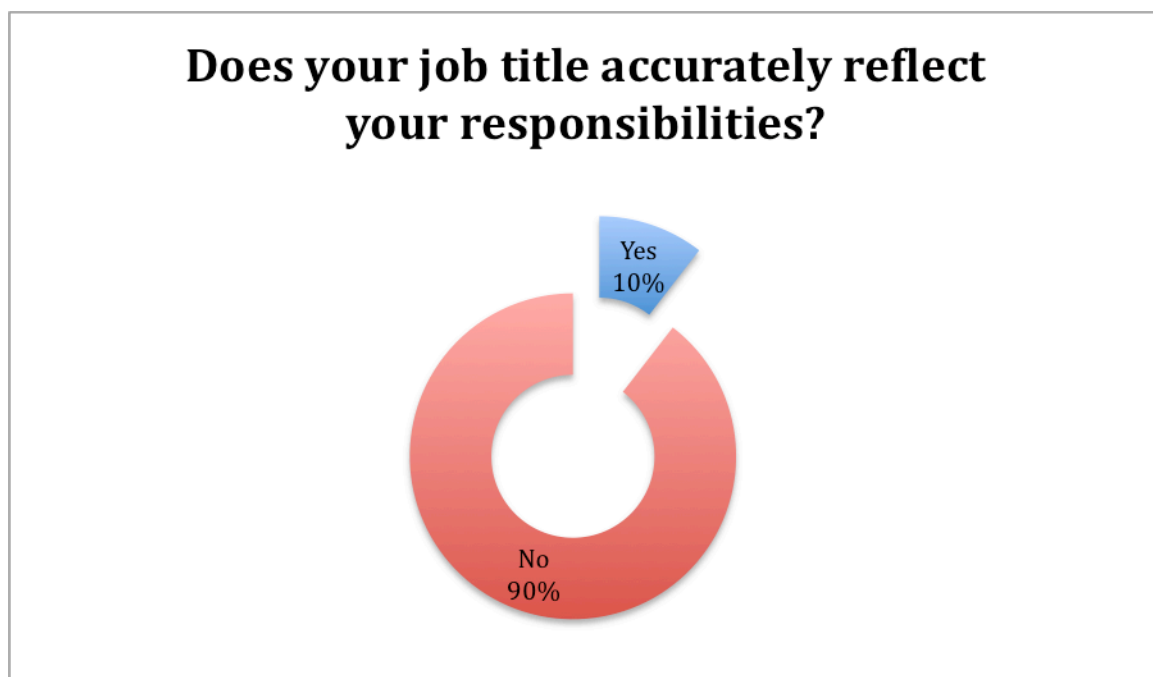
130 Individuals responded to this question. 199 skipped the question. Of those who responded to the question, 108 hold non-tenure track positions, 20 hold tenure track positions and are on a 12-month contract, only 2 responded that they hold 8-10 month contract tenure track positions.

If you are currently self-employed, which best describes the work you do?



41 Individuals answered the question responding to the nature of their self-employment., and were allowed to select ‘all that applied.’ 288 individuals skipped the question. 9 provided responses to the ‘Other’ answer provided. Most were too general to categorize and include in the chart above, and included the following responses: freelance consulting, contract work based on funds available, reference services, all aspects of archival work, N/A, public service, reference, exhibition development, grant writing, donor relations, bridge building with related disciplines, proofreading, editing, professional genealogists, self-employed consultant.

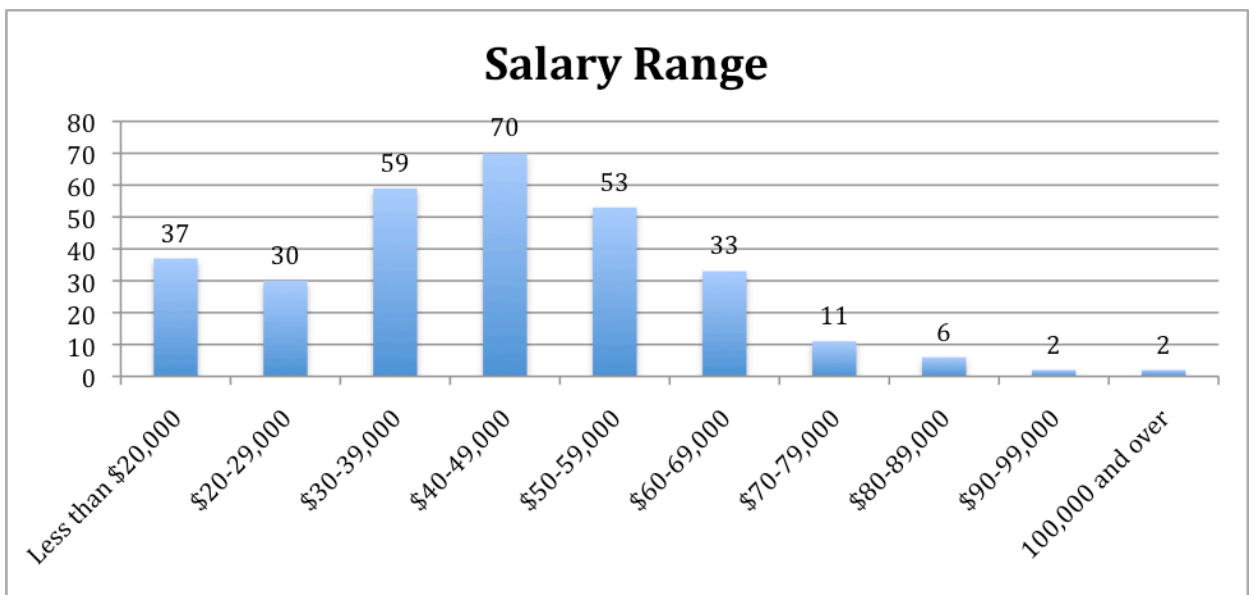
Does your job title accurately reflect your responsibilities?



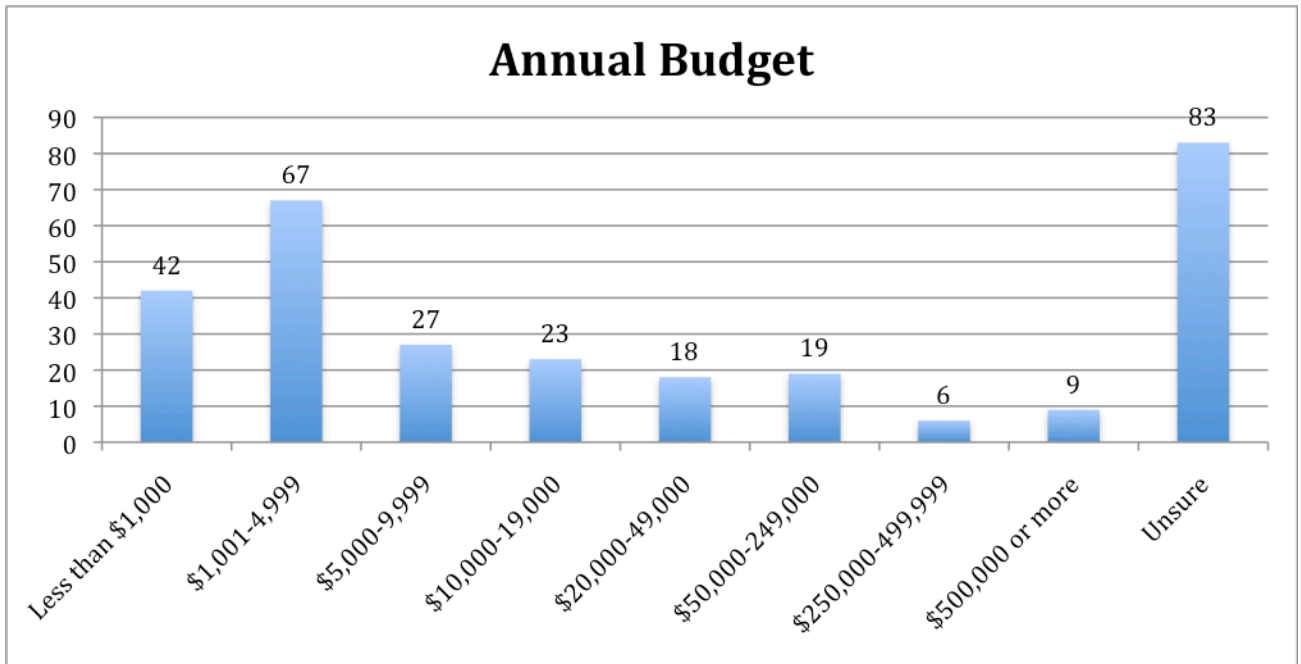
312 individuals responded to this question, 17 skipped the question. Of those who responded, 242 responded that 'yes' their job description accurately reflected their job responsibilities. 70 individuals responded that 'no' their job description did not accurately reflect their job responsibilities, and they were given an opportunity to describe why not. 68 individuals provided write in responses, they have not been categorized but provided as they were given allowing for maximum understanding of the nuance of the title versus the work. They are reflective of the anecdotal evidence that many are being asked to do more with less compensation.

I am officially in the records management field but am allowed to spend a few hours a week trying to work in the corporate archives.
I am known as "librarian" I am the director of the library and an archivist. The title librarian comes from our historic (first name) the [omitted] Library Association. The other library staff are known as either Library Ass't or Ass't Librarians.
My title is Archivist, but I'm also the Historian, head researcher, museum curator/exhibit designer, and have other communications duties
My job title is Librarian Archivist for Music Collections, but much of my work deals with things outside the archive.
In addition to being the Archivist, I also function as a public historian – teaching about nursing history and developing displays for use both in the building and traveling out into the community venues such as libraries.
my current project title is Corporate Archives Consultant. I am more like a project archivist with add'l consulting duties.
Title for contract is Assistant Archivist, actually do processing and training
also have responsibilities of asst librarian, a position that no longer exists; and some admin responsibilities such as webmaster.
I have archival, librarian and oral history responsibilities.
Librarian/archivist although I do quite a bit of curatorial work as well.
My title is Records Manager, but I do Archives management also
My title is "Associate Librarian" which doesn't reflect my responsibilities as archivist
My title is Archivist, but a portion of my work is more information science related, supporting the implementation of a news clipping database.
There is no job title for "college archivist." I'm technically the "serials coordinator" and teach college writing.
I end up being more of a glorified secretary and researcher than an Archivist.
I am the VP of Museum Services, and chief curator. In our collection are book and manuscript materials so I am also an archivist and librarian. My title represents only about 80% of my duties, not the archivist/librarian activities (as well as some others)
Title only covers library duties, not archival duties
Actually, my job classification is Computer Resource Specialist and Staff Resource Associate (2 sep. payrolls), because I cannot be technically called a librarian or archivist unless I work in the Univ. library! My job title is Digital Resources Coordinator but within the Center where I work I am called Librarian/Archivist/Digital Resources Coord. because that's what I do!
Title is Librarian, but am also an Archivist
My job title is Librarian. I am librarian and archivist, preservation manager, website manager, and more.
There has been a lot of "collection management" added to the position over the years
Position is described as an Archivist but I do more records management versus archives
Curator: My duties include all the museum and archival processing, curator duties, archivists

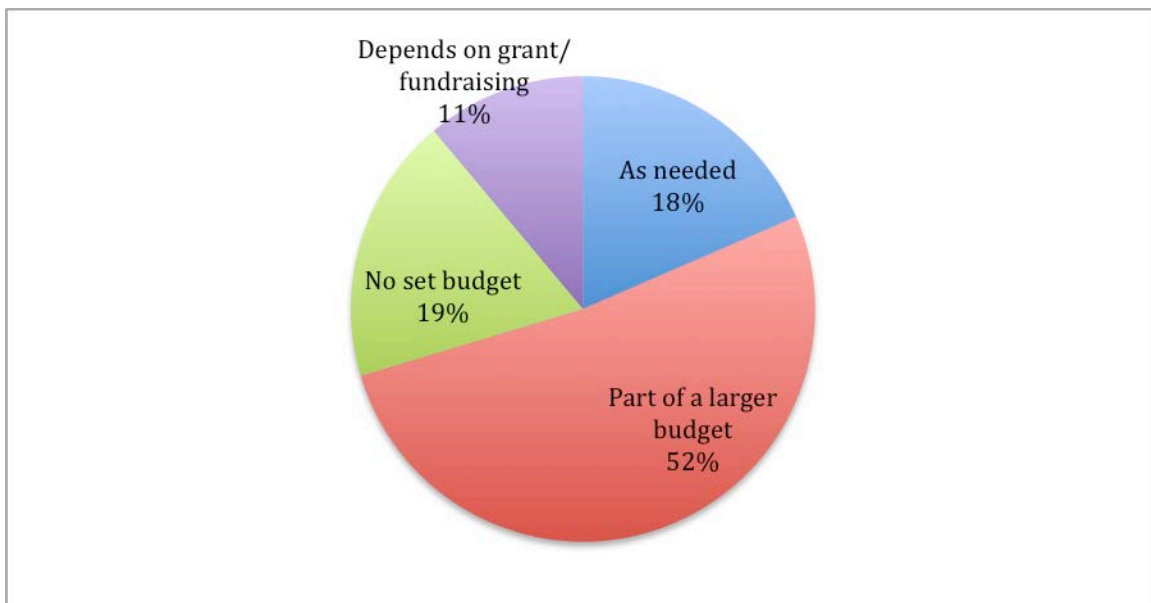
duties, and librarian duties.
My official university title is Professional Research Associate. My internal title is analog archivist.
I also do Registrar duties
My job title is a general 'program admin specialist' position but has the same description as 'archivist'. I have not been given this title because it will mean a slight pay increase, which is not possible at this point due to budget cuts.
I am a library director with a small archives in house. The archives is part of that job.
I am the Archivist/Records Manager but our new COO is deciding what projects get done when irregardless of how sensitive the items are.
Mainly a librarian
Much broader, including records management, publication production management, and consultant.
I've become much more of a content manager and editor than an archivist that processes materials, plans, and/or implements systems.
supervisor has changed it unilaterally to 90% records management, 10% archives
title is Historian and does not reflect archives and exhibits portion of my job
I write grants, manage grants, do oral history, write texts



307 individuals responded to the question regarding salary range, of those 4 had to be excluded from the count due to improper survey set-up (Salary Range was offered as an answer option). 22 skipped the question. The majority of respondents make between \$30 and 59,000 annually.

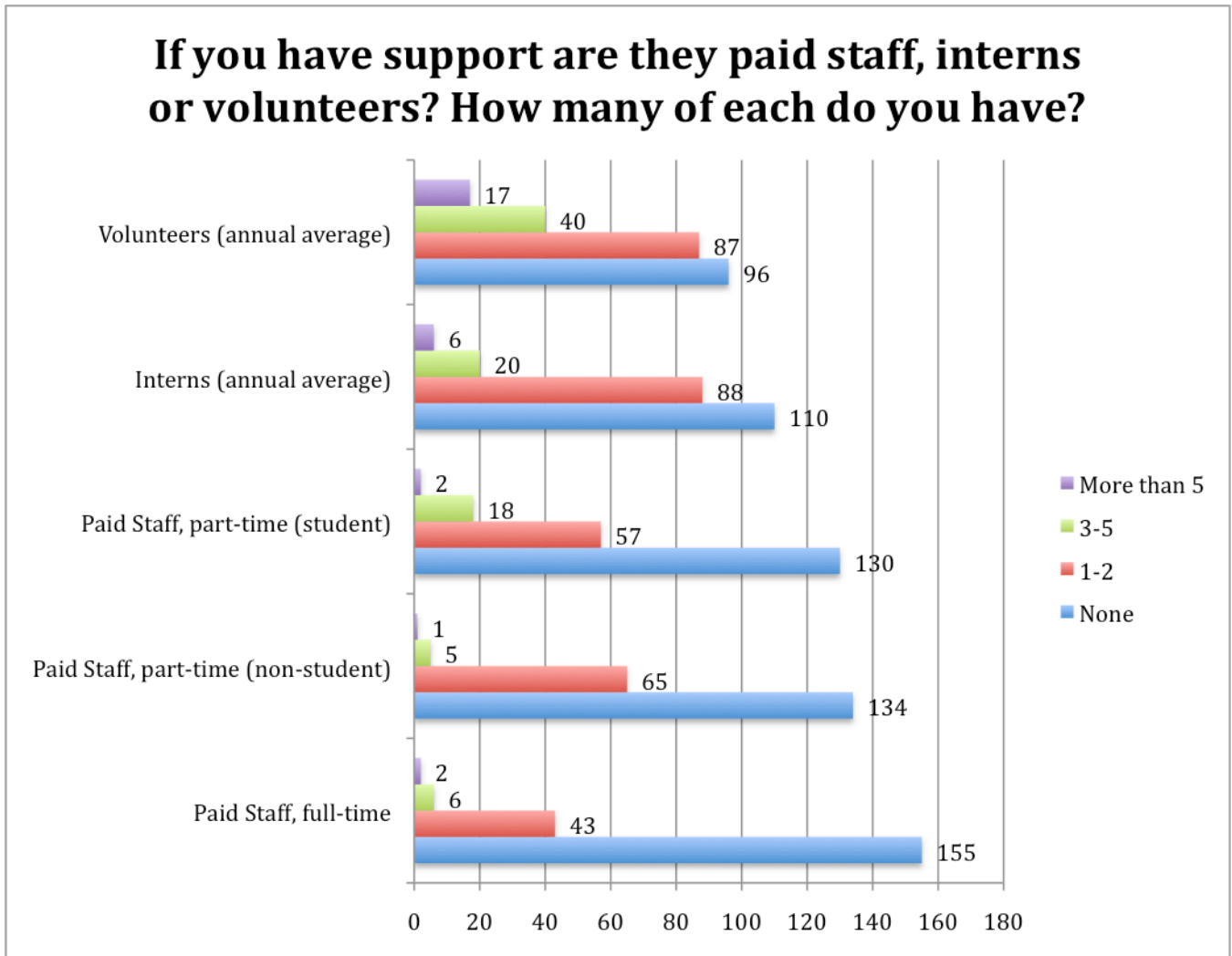


290 Individuals responded to the question regarding annual operating budget (which was not to include salary and benefits for any paid staff). 39 skipped the question. The majority of respondents were unsure of what their annual operating budget was. Of those who did have an idea of their annual budget the majority have a budget of less than \$5,000 annually. 38 individuals selected 'Other' in response to the question, 4 of those were included in the tabulation above, other answers have been categorized below:



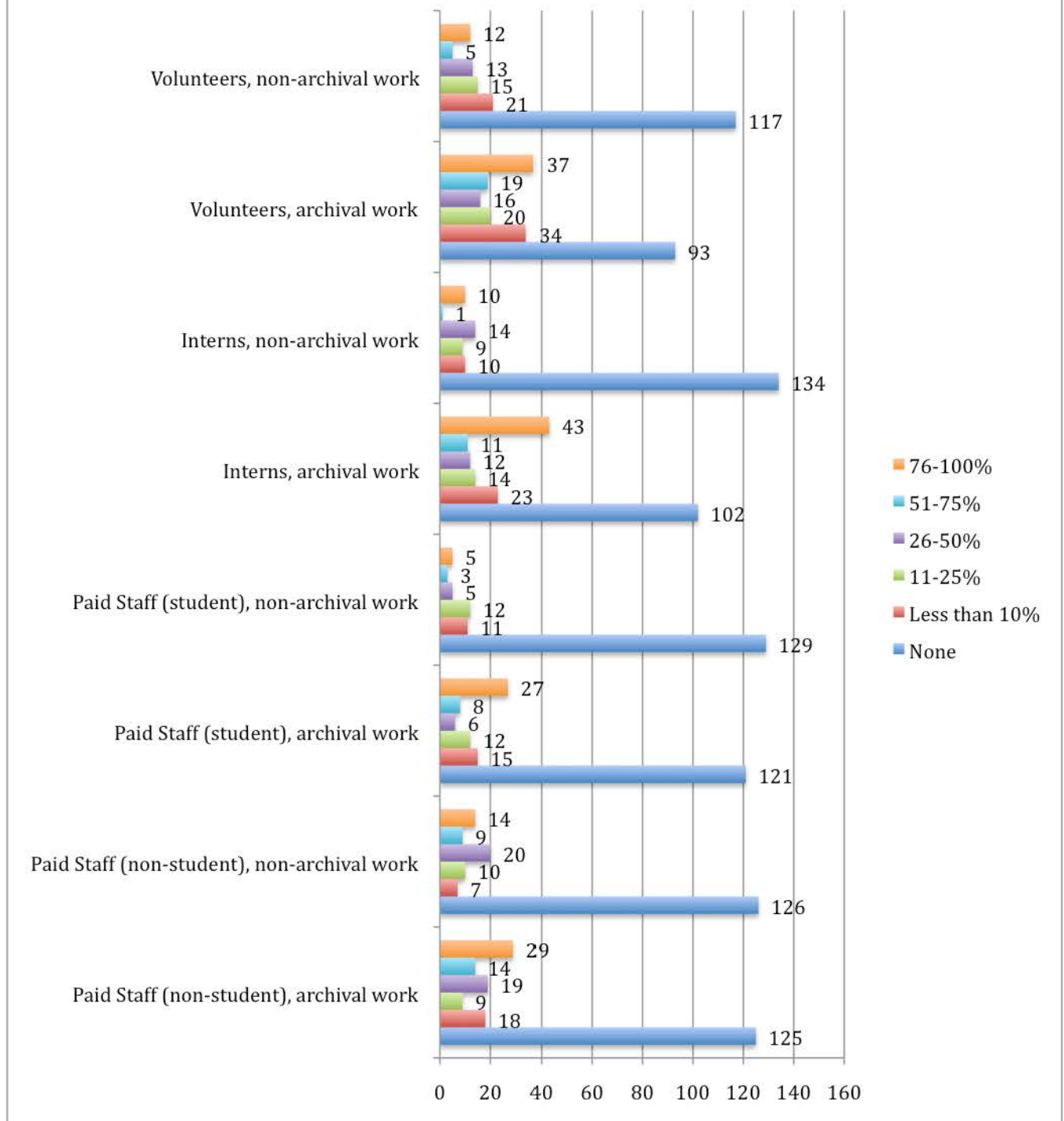
From the open-ended responses it can be gleaned that the larger annual budgets cover major overhead costs like, rent, utilities, and collections development costs.

Support



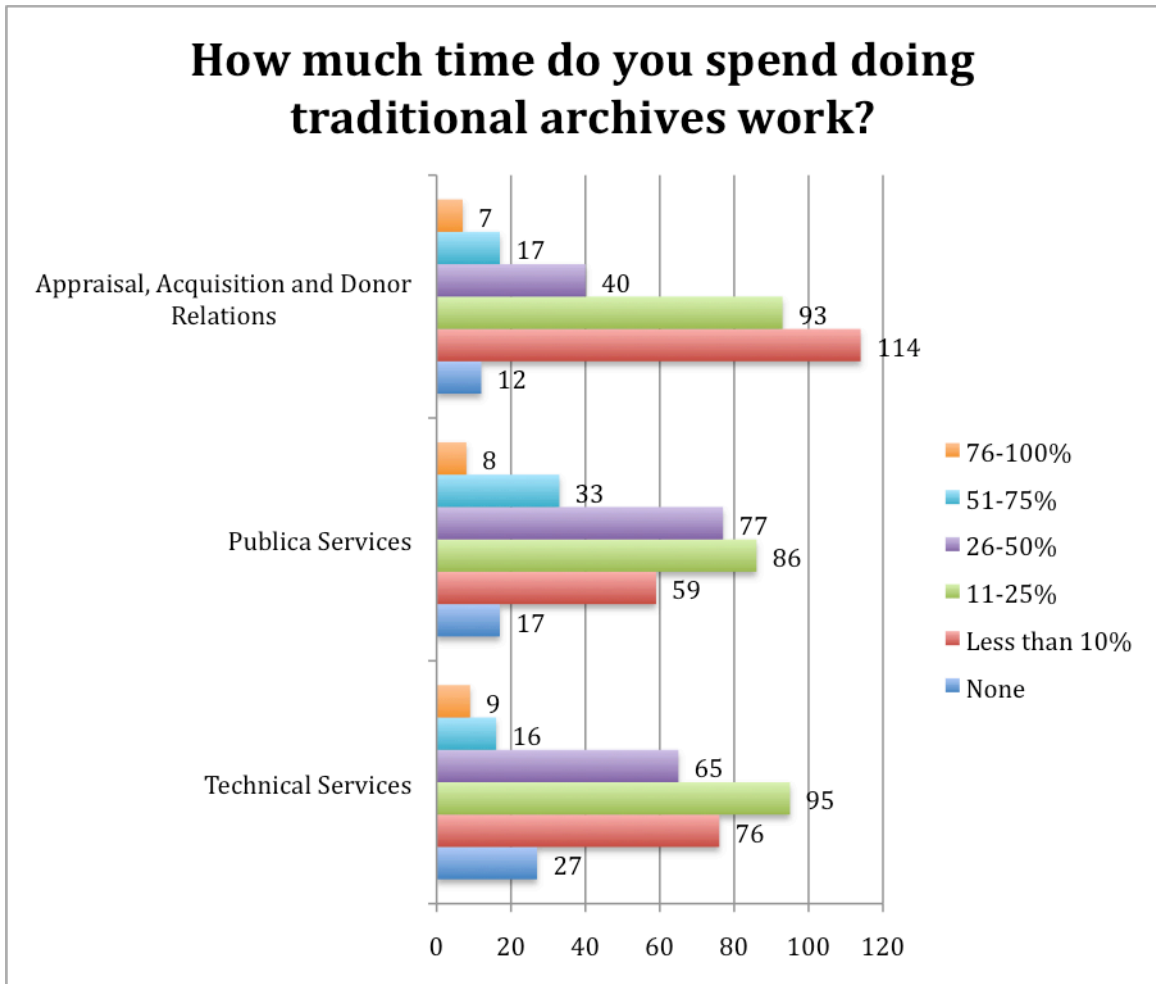
The question regarding staffing was a 5 part question, with each staffing option (Paid Staff, full-time; Paid staff, part-time (non-student), etc.) having four possible answers. A total of 296 individuals answered the overall question, but the average number of individuals who responded to each line question was 216. More responded to the option of Volunteers and Interns.

What is the dedication of your support time?



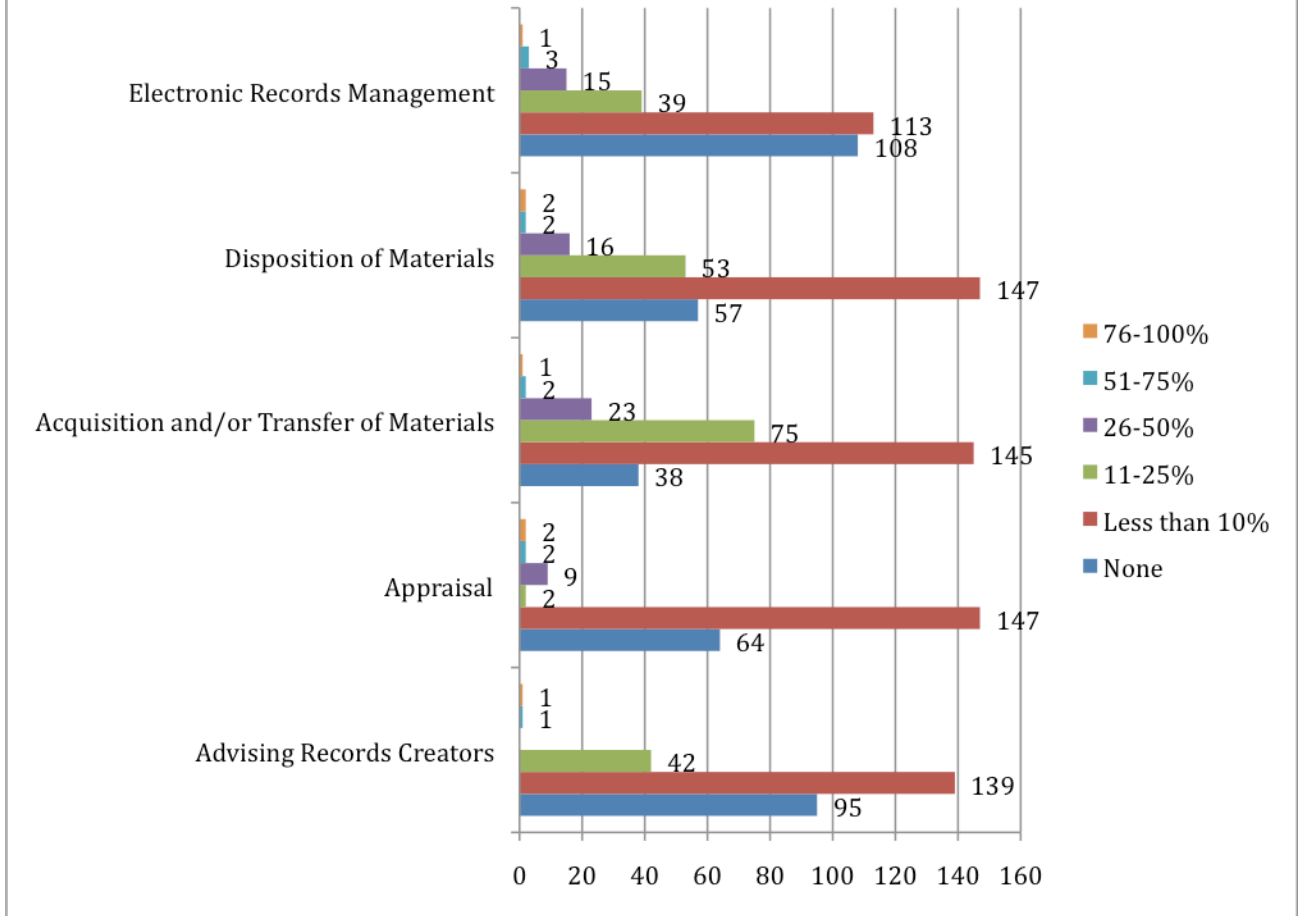
The follow up question regarding staff dedication was a 8 part question, with each staffing option (Paid Staff, full-time; Paid staff, part-time (non-student), etc.) having 6 possible answers. A total of 281 individuals answered the overall question, but the average number of individuals who responded to each line question was 192. 48 individuals skipped the question.

Daily Responsibilities



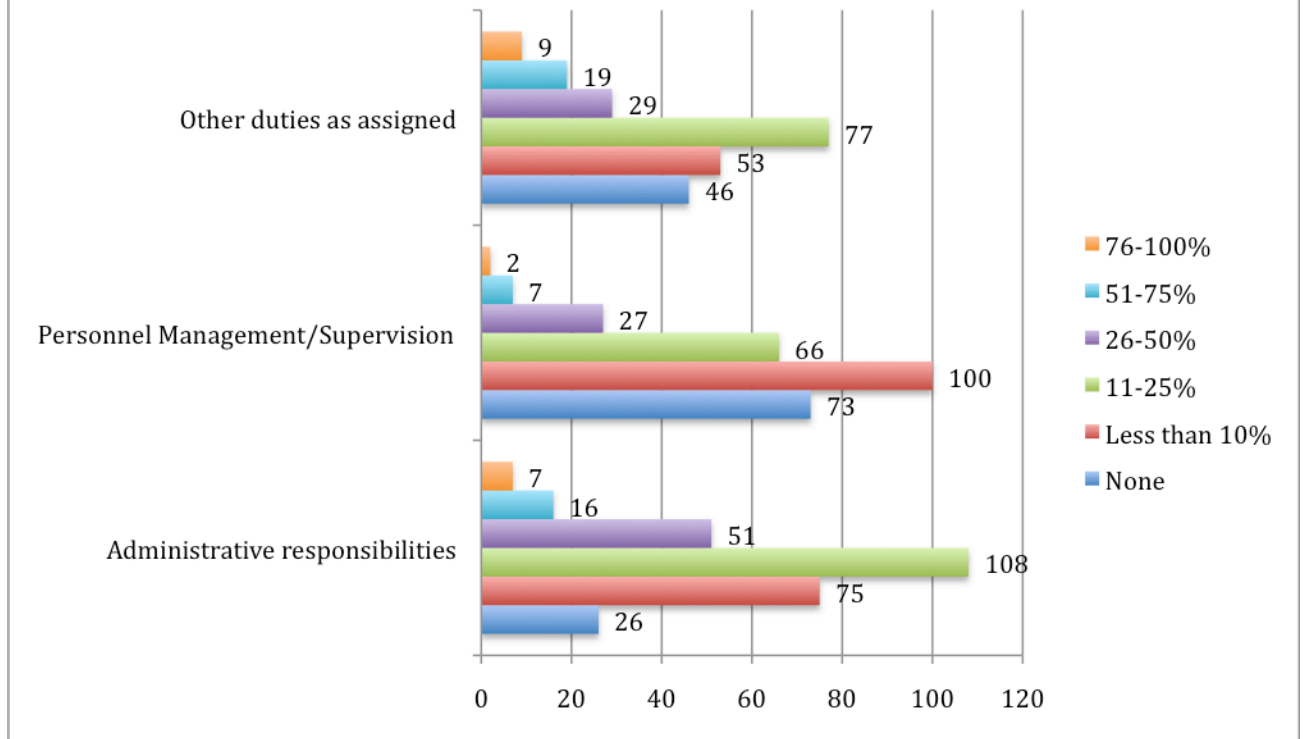
The question regarding time spent doing traditional archival work was a 3-part question with 6 possible answers. A total of 293 individuals answered portions of the overall question and 36 skipped the question altogether.

How much time do you spend doing traditional records management work?



The question regarding time spent doing traditional records management work was a 5-part question with 6 possible answers. A total of 292 individuals answered parts of the overall question and 37 skipped the question all together.

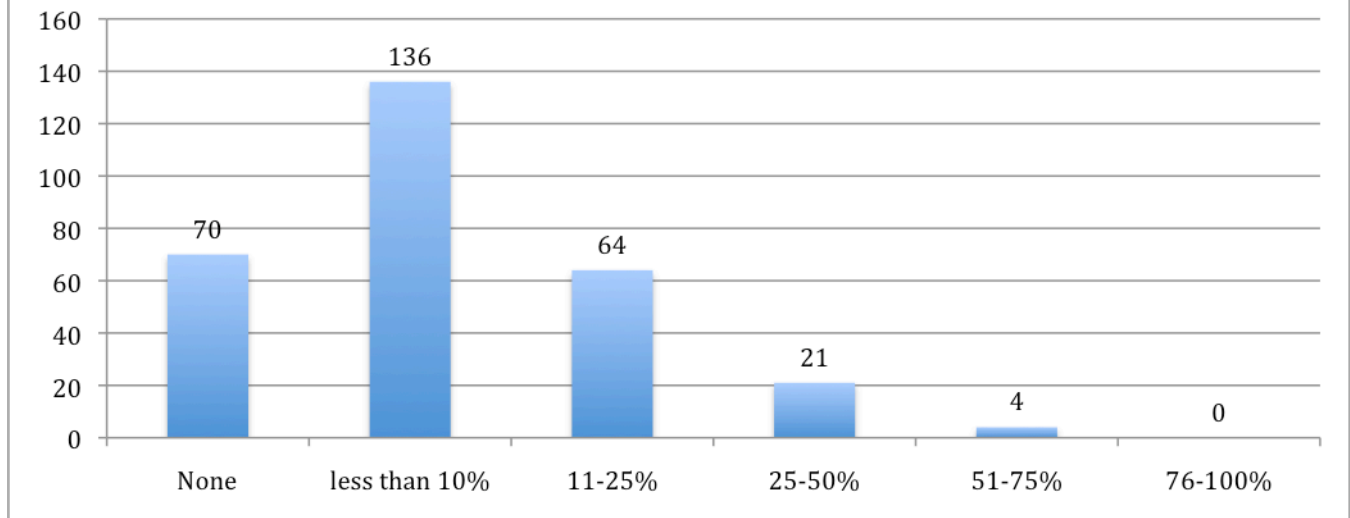
How much time do you spend on management, supervision and other assigned tasks?



The question regarding time spent on management, supervision and other assigned work was a 4-part question with 6 possible answers for the first three questions and an open-ended fourth option for respondents to describe the ‘other duties as assigned.’ A total of 292 individuals answered parts of the overall question and 37 skipped the question all together.

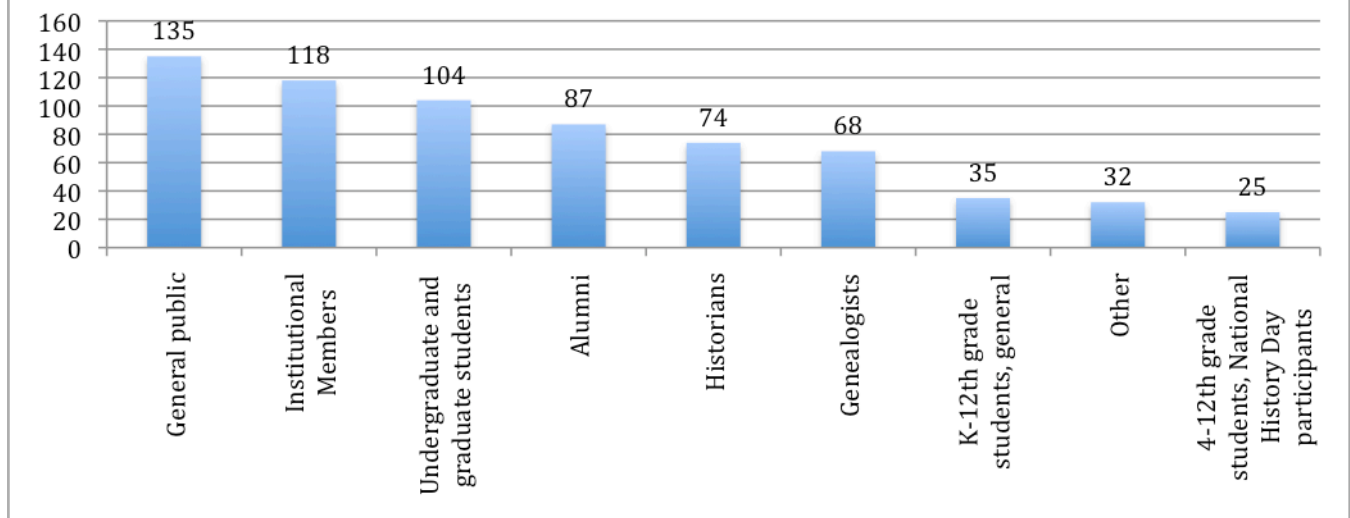
There were 103 responses to ‘Other duties as assigned,’ with most indicating more than two or three additional duties; and many including more than 4 additional assigned duties. The top 6 responses were: Reference and Research (29), Meetings and Committee responsibilities (22), Community and Internal Outreach (13), Document editing and creation (12), Event and Exhibition Planning and Execution (10), General library work (9), and Teaching and bibliographic instruction. Other examples included Collection development, cataloging, general project management, digitization, grant writing, and Webmaster responsibilities.

How much time, if any do you spend planning public programs?



295 individuals responded to the question regarding time spent on public programming. 34 skipped the question. A follow up question was asked to this question with 221 of the 295 respondents to this question answering. Their responses are listed below:

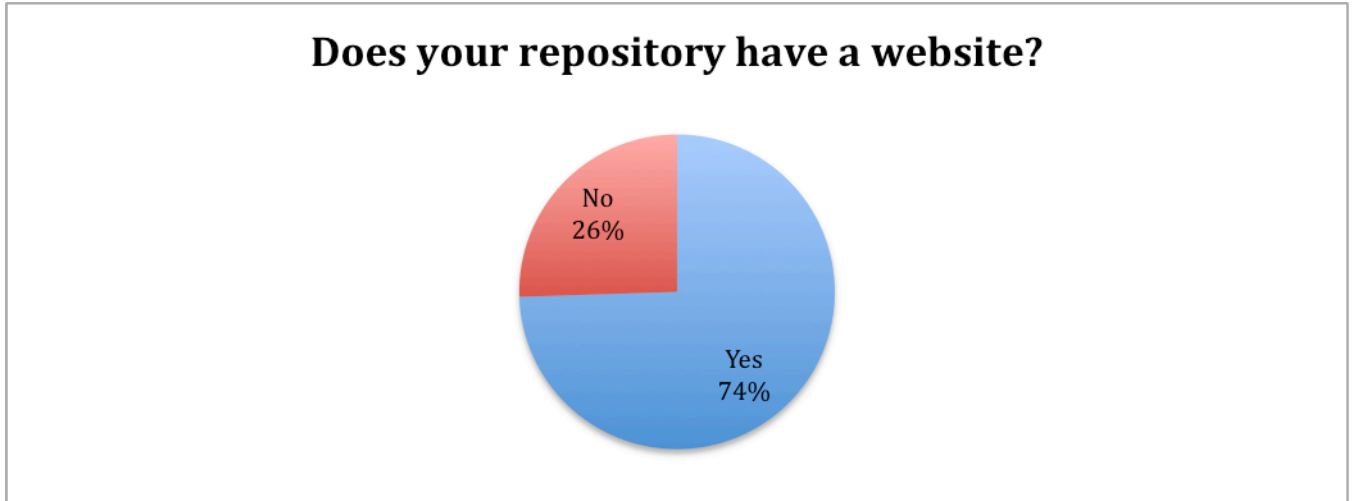
If you conduct public programming who is your target audience?



221 individuals responded to this question, and were allowed to select as many target audiences as were applicable. Of the 32 'other' responses, nearly half were identified as fitting into the 'general public,' 'alumni' and 'institutional members' audience groups. The remaining responses focused on the following audiences: Other information professionals (7), community partners (3), and area churches (3). The remaining responses listed very specific demographic groups targeted

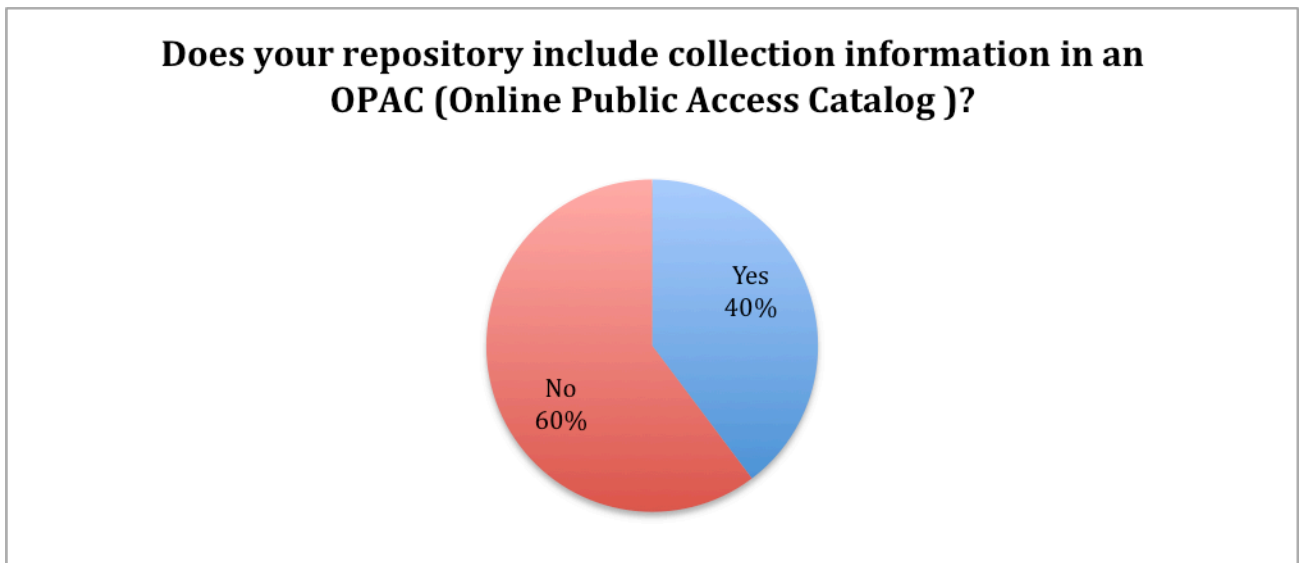
for public programming, e.g. Hispanic and Native American populations, Veterans and their family members or descendants.

Dissemination of Information



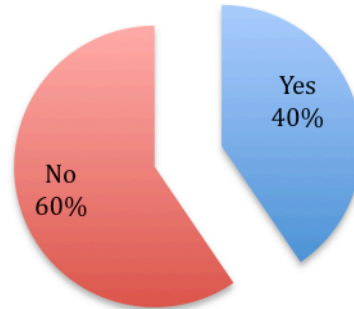
298 individuals responded to the question ‘Does your repository have a website?’ 31 skipped the question.

222 responded Yes, 76 responded no.



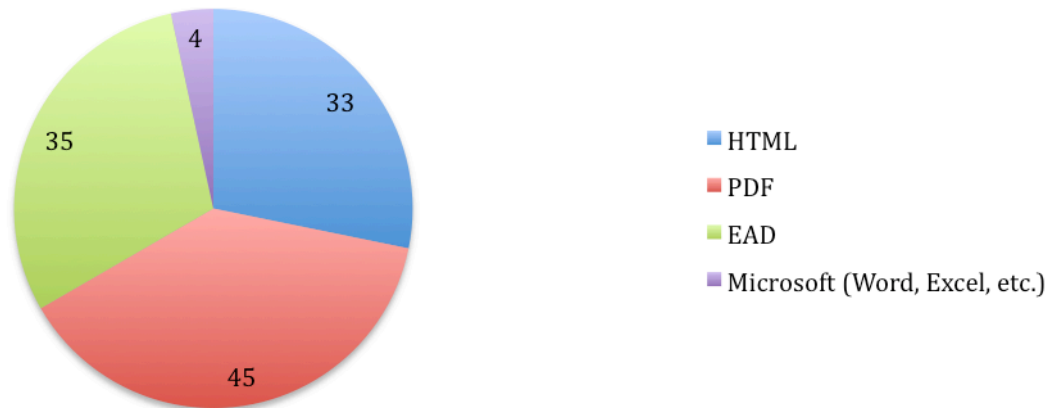
297 individuals responded to the question ‘Does your repository include information in an OPAC?’ 32 skipped the question. 118 responded Yes, 179 responded no.

Do you offer finding aids online?

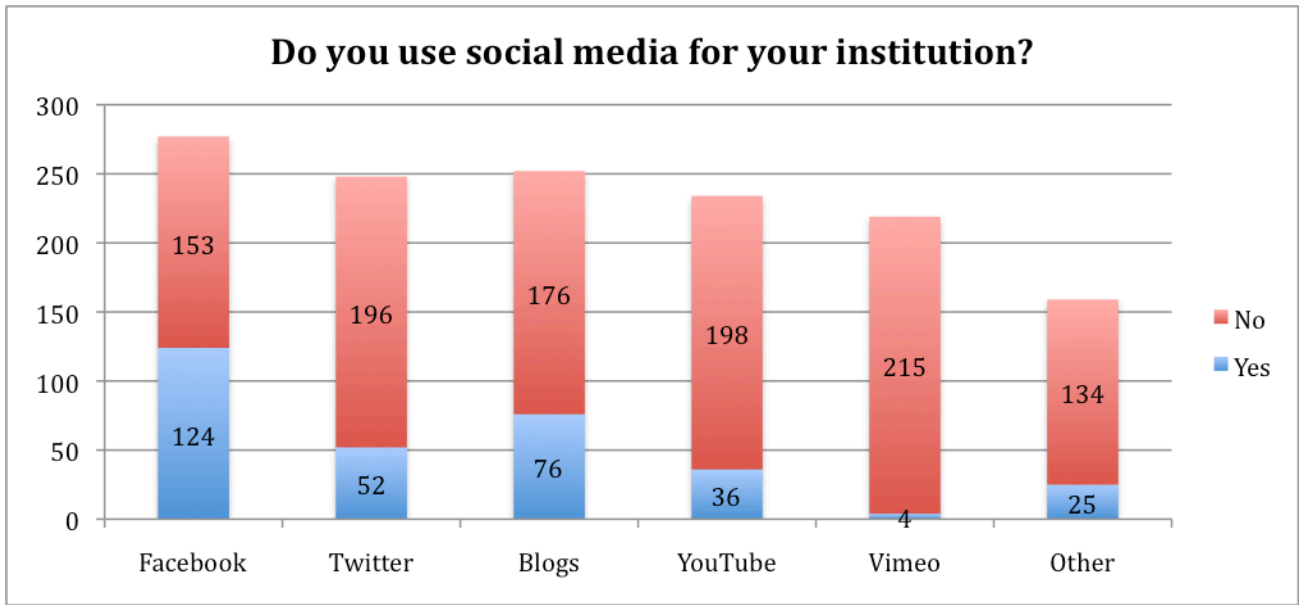


294 individuals responded to the question 'Do you offer finding aids online?' 35 skipped the question. A follow up open-ended question was asked of those who responded yes: "If yes, what format do you use to present them? HTML, PDF, EAD, etc." 100 responses were obtained from the 119 who answered 'yes' to the original question. The results of that follow up question are below:

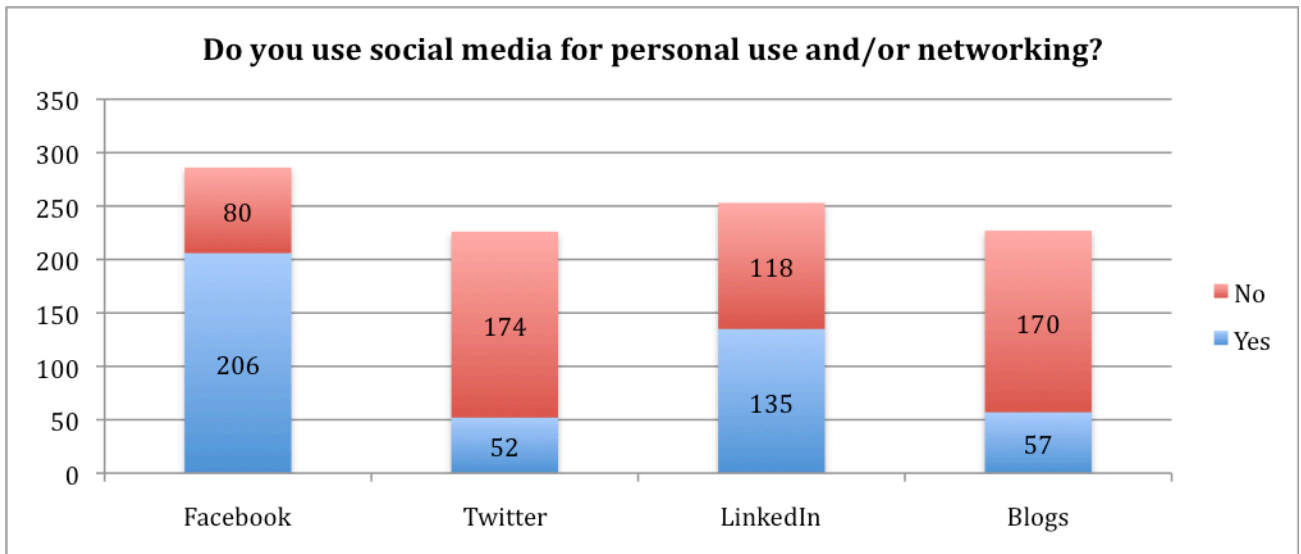
In what format do you offer online finding aids?



The majority of respondents are offering online finding aids in a single format. Only 19 of 100 respondents indicated that they were presenting finding aids in more than one format. 3 respondents indicated they were planning to implement online finding aids and all 3 said they would present them in PDF format.

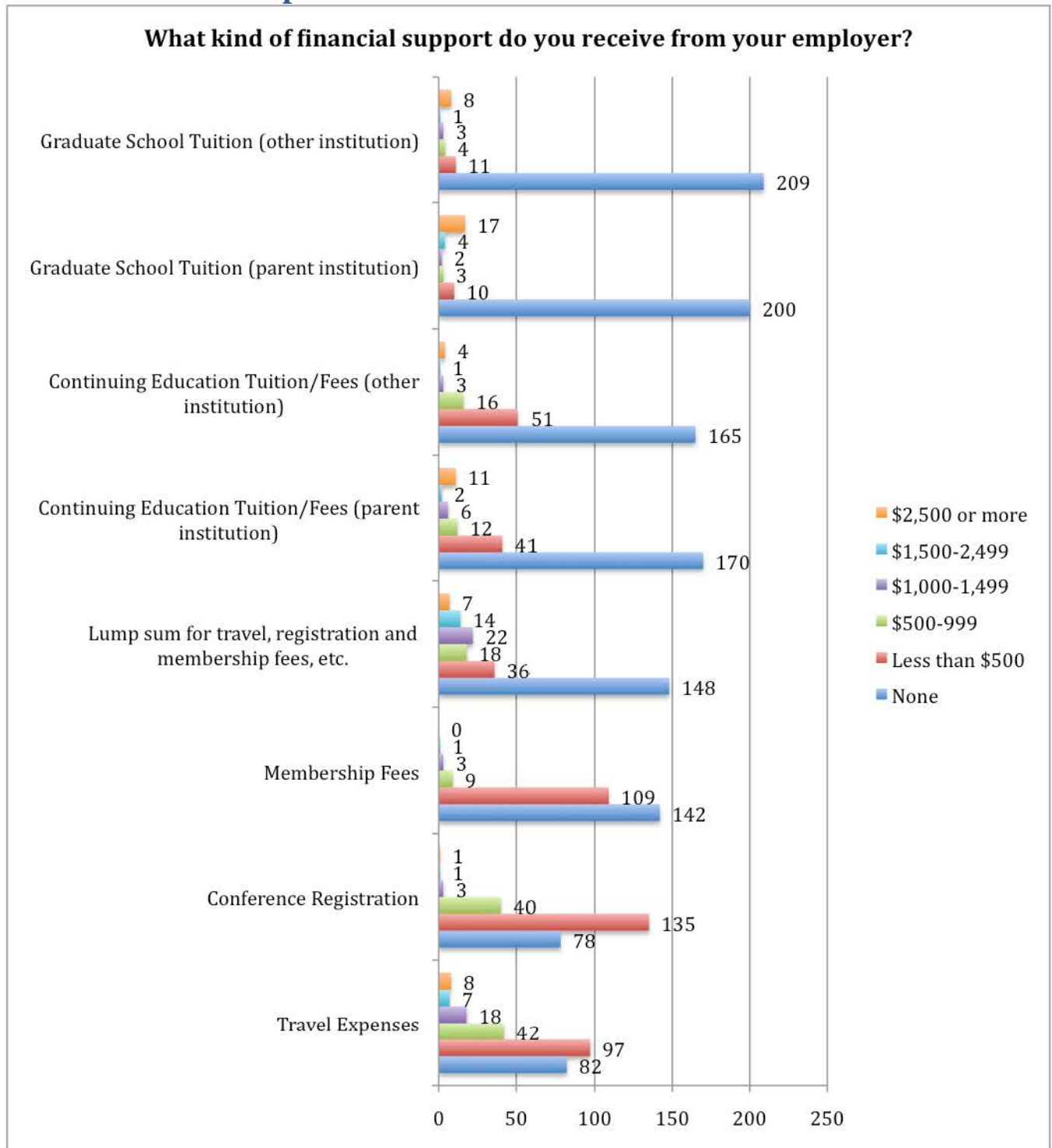


285 individuals responded to the question 'Do you use social media for your institution?' and were allowed to select all that apply to their institution. 44 skipped the question. Of the 285 respondents not all responded to each portion of the question. 45 individuals provided examples of other social media, which included Flickr, FourSquare, Pinterest, Wiki, LinkedIn, iTunesU, LibraryThing, HistoryPin, and Google+. Flickr was the most popular social media site listed.



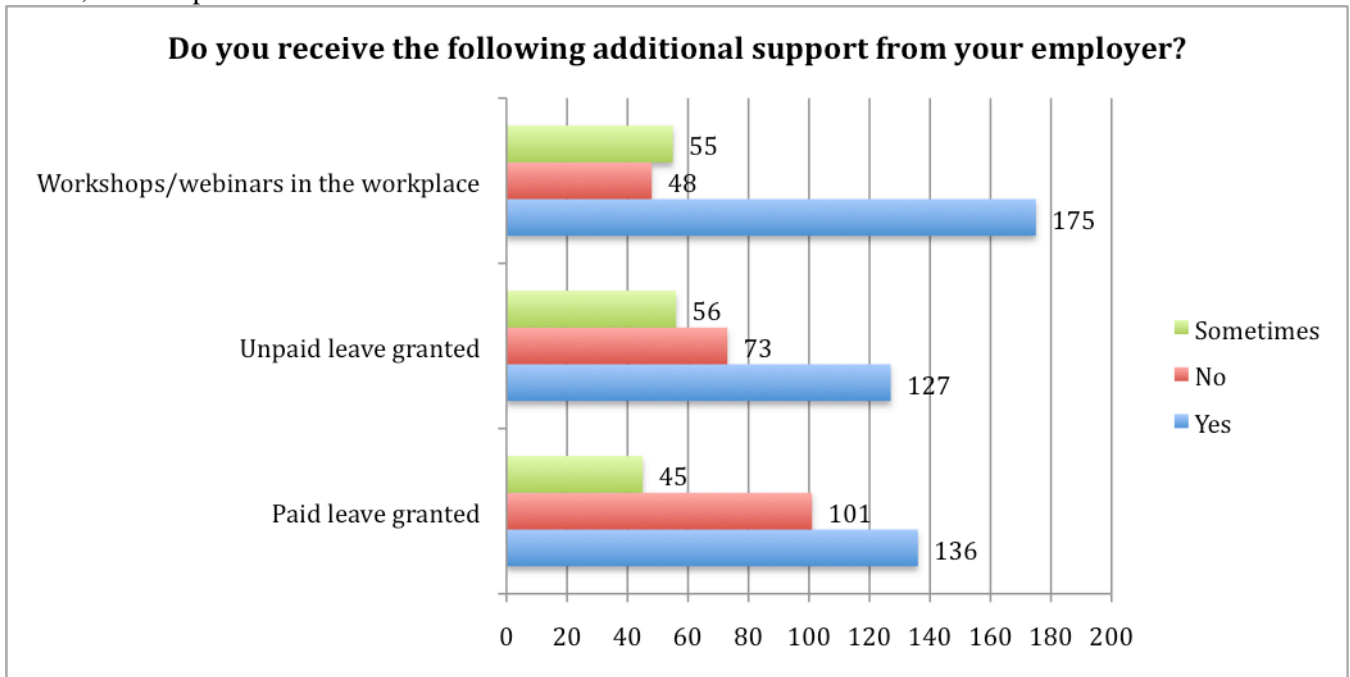
292 individuals responded to the question 'Do you use social media for personal use and/or networking?' and were allowed to select all that apply. 37 skipped the question. Of the 292 respondents not all responded to each portion of the question. Other social media sites being used for personal use/networking included Google+, Historypin, and Foursquare.

Professional Development

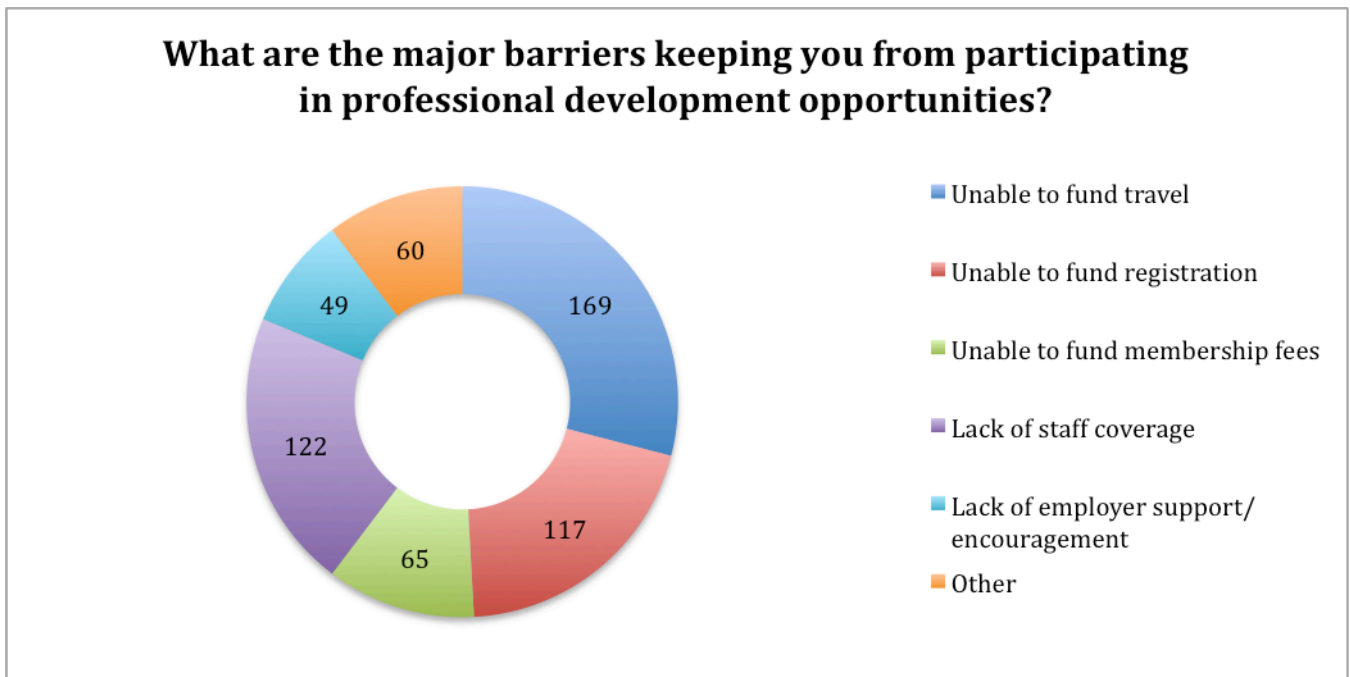


The question “What kind of financial support do you receive from your employer?” was an eight part question with 6 options for each part. Respondents were allowed to check all that applied. 291 individuals responded to this question, with the average response per question part 247. 38 individuals skipped this question altogether. The majority of respondents receive less than \$500 for travel and conference registration, and nothing for membership fees, continuing education and

tuition, or a lump sum.



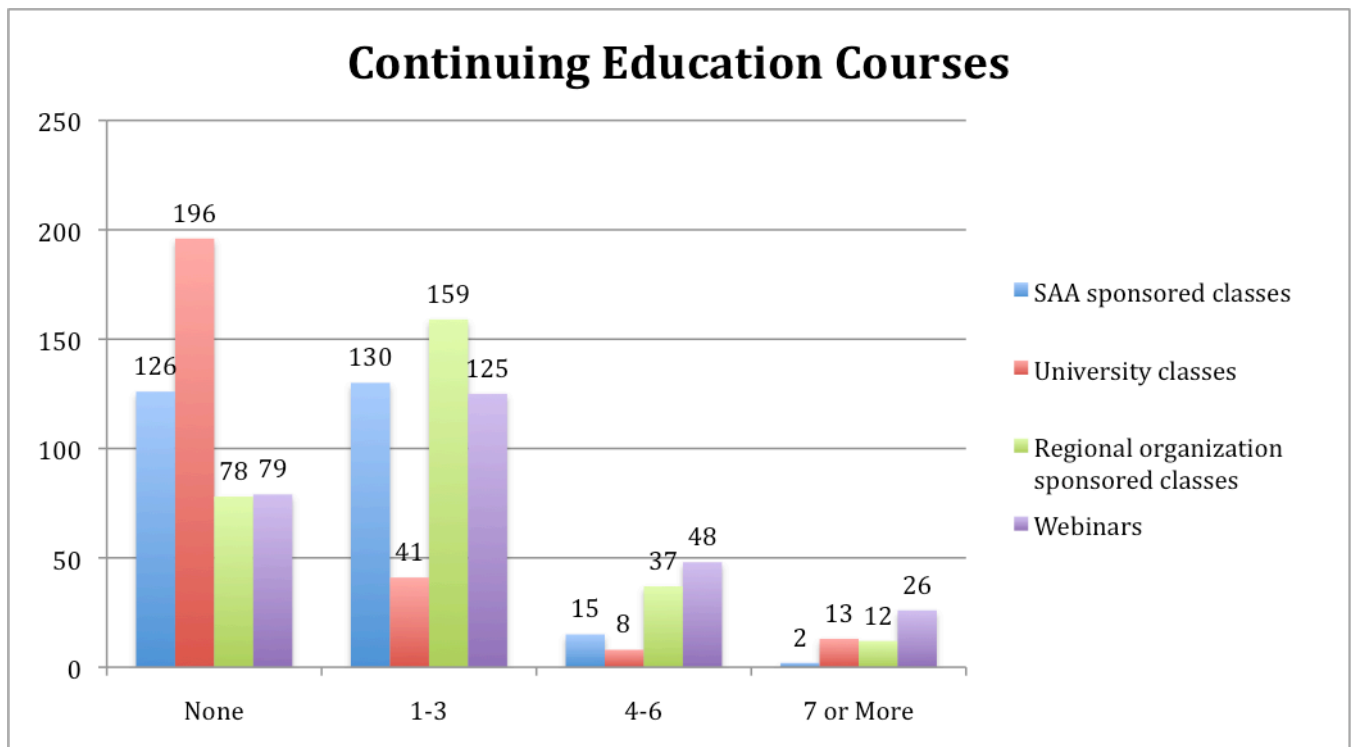
290 individuals responded to the question regarding other types of compensation/support from employers. The majority of which indicated that employers were granting both paid and unpaid leave, or time to complete workshops and webinars in the workplace. 39 individuals skipped this question.



226 individuals responded to this question, and were allowed to select all of the reasons that applied to their situation. The most common response was the inability to fund travel. Cost was also a common response among the ‘Other’ reasons listed by respondents. ‘Other’ reasons given

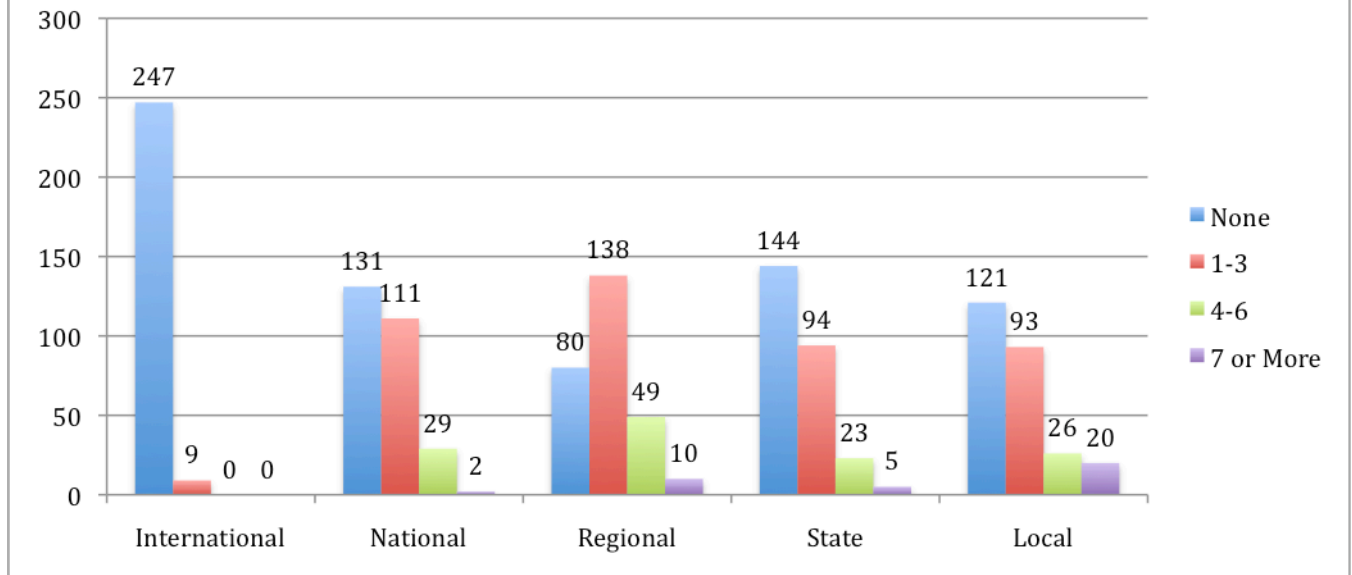
by respondents included time constraints, not because of coverage but because of job responsibilities and feeling like they couldn't get away; and family or personal constraints. Other open-ended respondents indicated that they limited participation to local or regional conferences because of the costs associated with national conferences; tightening budgets in the upcoming years; and the fact that only full-time employees were funded for professional development opportunities. 103 individuals skipped this question.

The following set of questions focused on the 'Types of Professional Development Attended in past five years.' Continuing Education Courses; Archives Specific Meetings/Annual Conferences; Library Specific Meetings/Annual Conferences; Other Meetings/Annual Conferences. All were multiple part questions where respondents were allowed to answer one or all four or five parts, although they were limited to one answer per question part.



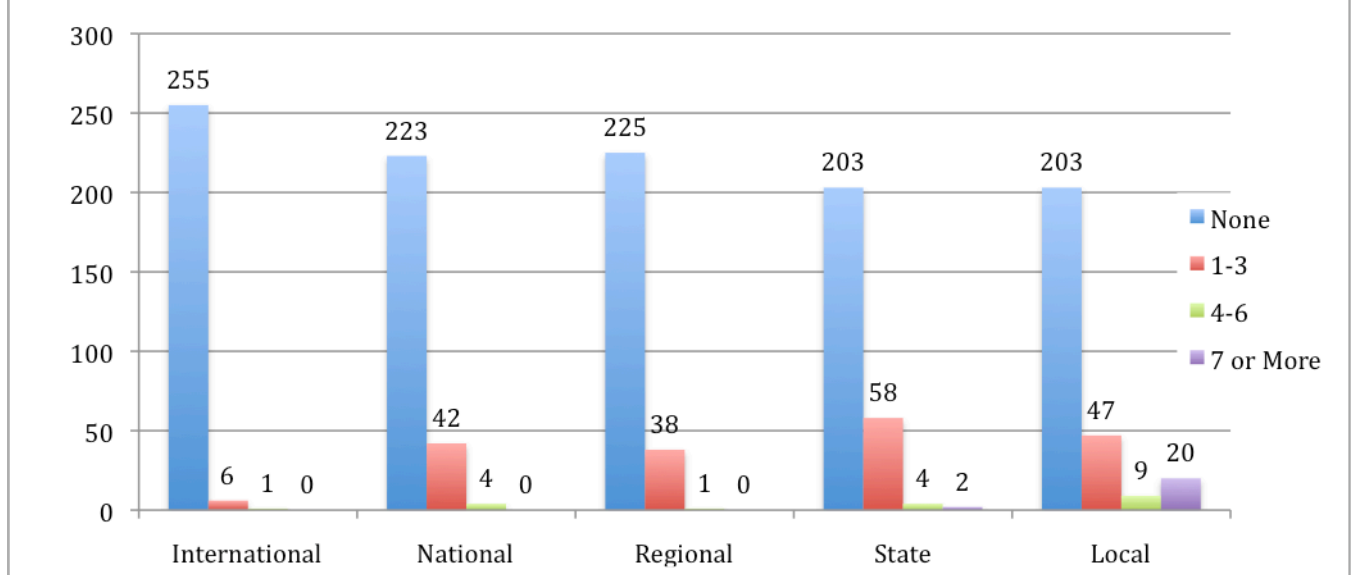
292 individuals responded to this 4-part question, with 4 possible answers per question. The average response per question was 274, with the majority of respondents taking 1-3 continuing education courses over the past 5 years. 37 individuals skipped this question.

Achives Specific Meetings/Annual Conferences

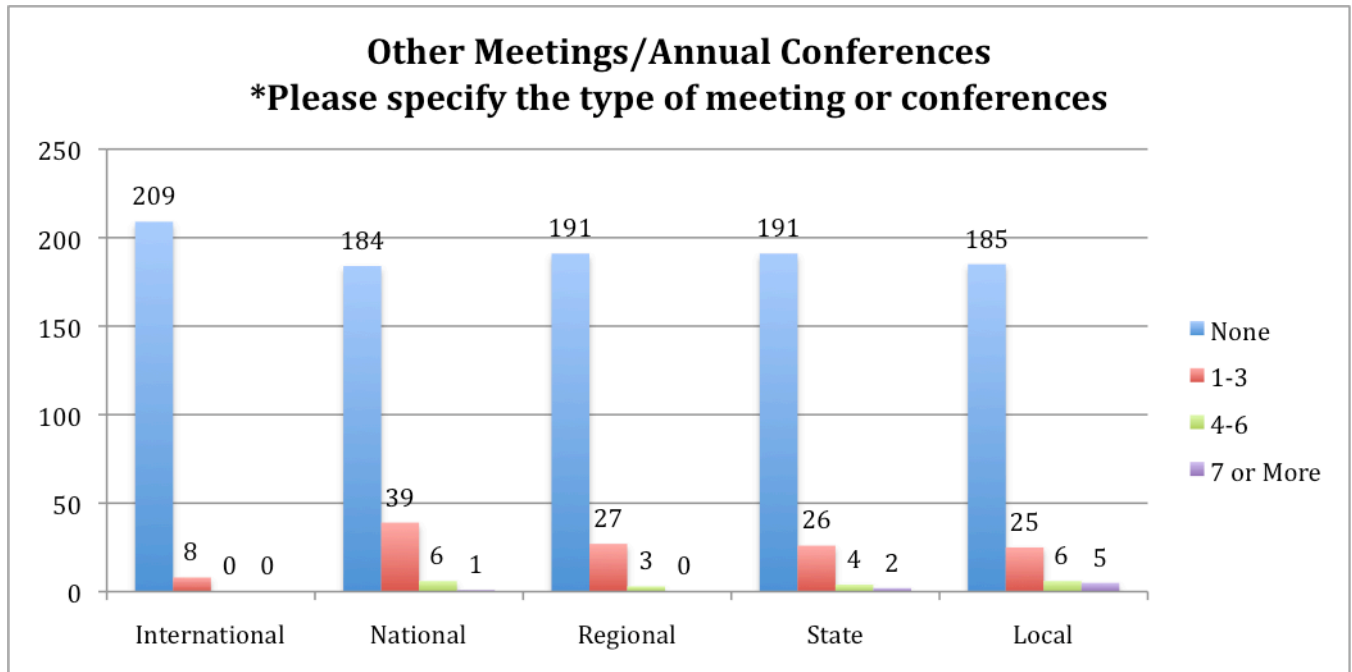


293 Individuals responded, with an average response rate of 266. 36 individuals skipped this question. The majority of respondents have attended 3 or fewer archives specific meetings over the past 5 years.

Library Specific Meetings/Annual Conferences



278 individuals responded, with the average responses rate of 265. 51 individuals skipped this question. The majority of respondents do not attend library meetings or conferences.

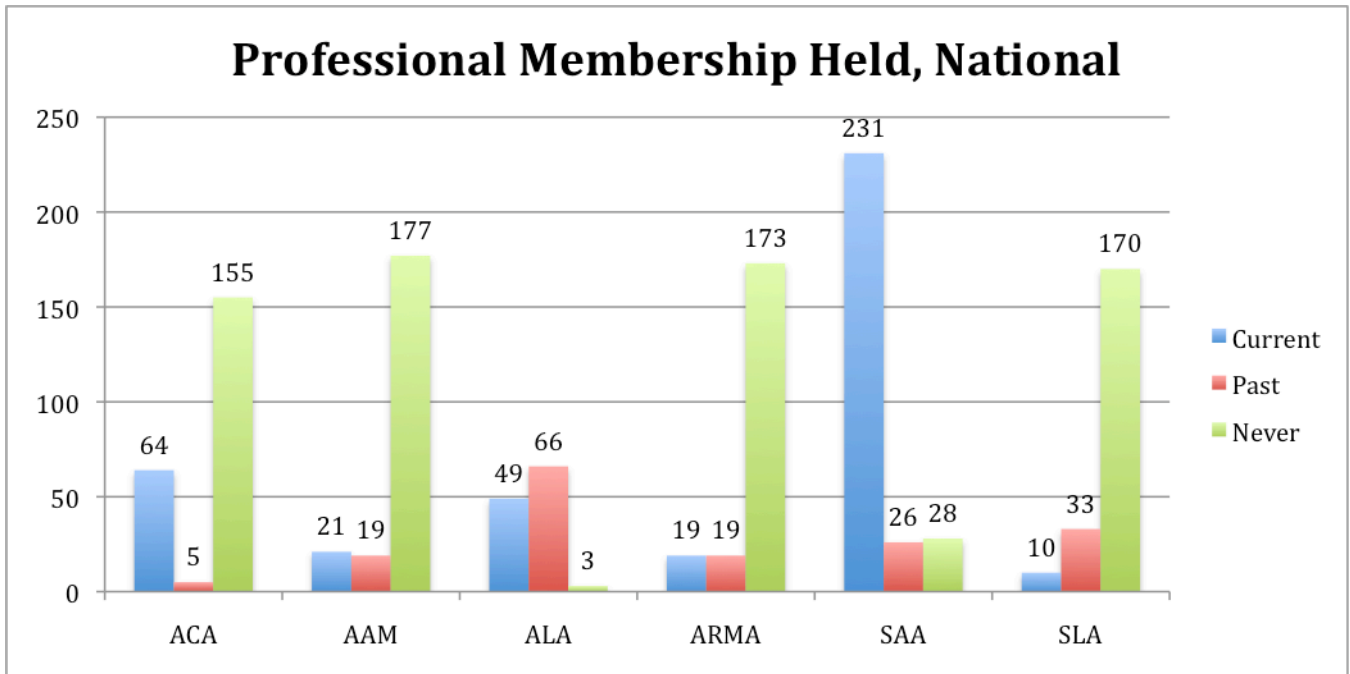


241 individuals responded to this 5 part question, with the majority responding that they are not attending other meetings or annual conferences. 75 respondents provided examples of the types of meetings or conferences they are attending and they primarily pertain to other professional groups or areas of interest: Museums, State and Local History, Oral History, Records Management, Genealogy, and Religious organizations. 88 individuals skipped this question.

Membership

The question of membership was asked in a series of four question, focusing membership to National, Regional, Local and Other. For each we asked if respondents were current, past or never members. For the regional, local and other organizations we relied on respondents to indicate the name of the organization they belonged to. Open-ended responses for the regional and local organizations solicited a number of overlapping responses. As such these organizations will be combined into a single list provided after the local membership question, thus allowing for a more accurate count in the membership.

At the national level we asked about membership to the following organizations and did not allow for respondents to provide other national organizations. Academy of Certified Archivists (ACA); American Association of Museums (AAM); American Library Association (ALA); ARMA International; Society of American Archivists (SAA); and Special Libraries Association (SLA).

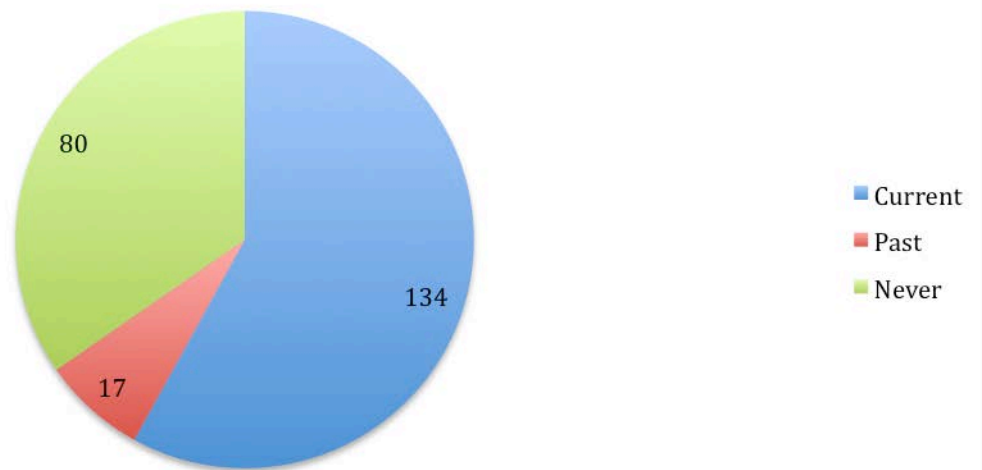


287 individuals responded to this question, 42 skipped this question. Most respondents were either current members of SAA, or had never been members of the other organizations.



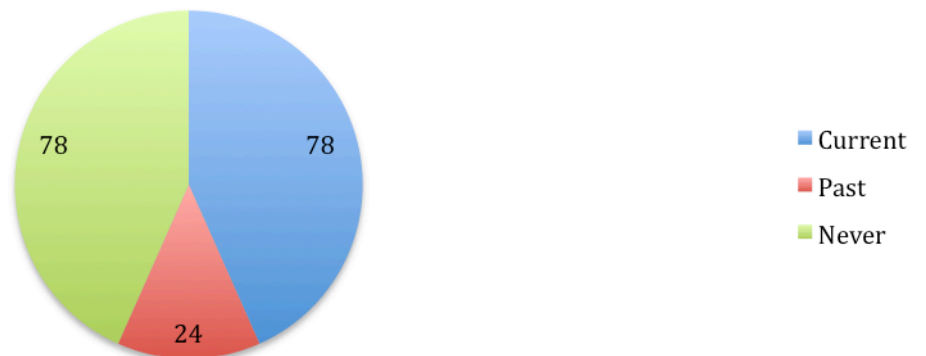
272 individuals responded to this question, 57 skipped the question. 222 responded that they are currently members of a regional organization, and the open-ended question elicited 223 responses.

Professional Membership Held, Local



231 Individuals responded to this question, 98 skipped the question. The open-ended option to list the type of organization solicited 139 responses.

Professional Membership Held, Other



180 individuals responded to this question, 149 skipped the question. The open-ended portion of the question elicited 100 responses. Of those 100 responses, many focused on local, area or subject matter historical organizations, i.e. Appalachian Studies Association, California Garden and Landscape History Society or other professional organizations, i.e. graphic artists guild, association of documentary editors, etc .

Organizations:

National

In all three questions regarding regional, local or other professional membership the following national organizations that were not included in the first question were included repeatedly:

Association of College and Research Libraries (ACRL), Oral History Association (OHA), and the American Association of State and Local History (AASLH)

Regional

Mid-Atlantic Regional Archives Conference (MARAC) 87; New England Archivists (NEA) 48; Midwest Archives Conference (MAC) 38; and Delaware Valley Archivists Group (DVAG) 16. As well as participation ranging from 3-14 members in the following organizations: Rocky Mountain Archivists; New England Museum Association; Society of Southwest Archivists; Northwest Archivists.

Statewide:

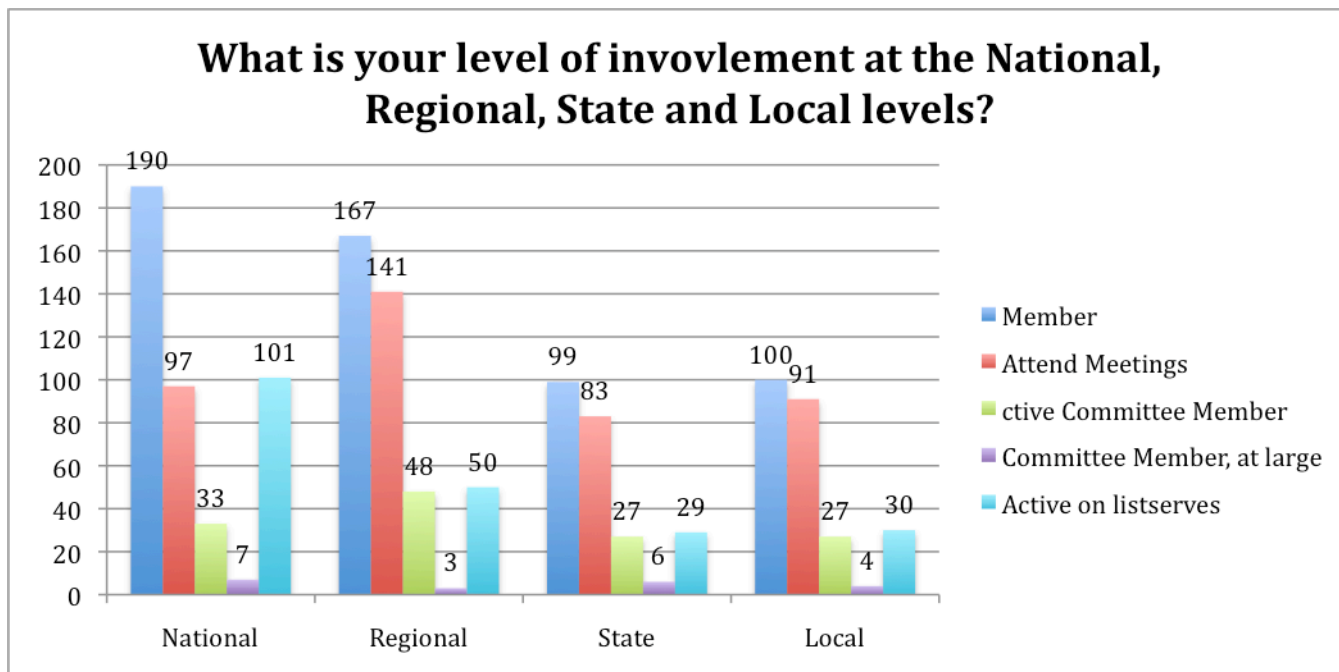
Highest membership could be found in Tennessee, California, Indiana, Maine, and Michigan. Other responses included membership in Illinois, New York (statewide and Western New York more specifically), Georgia, Alabama, North Carolina, Ohio, New Hampshire, Arizona, Vermont, Louisiana, and Maryland. Respondents also indicated membership in statewide library associations for Maryland, North Dakota, New Jersey and New York.

Local:

There were 139 responses for local groups; many being the only example of that organization, with the exception of the Chicago Area Archivists, Twin Cities Archivists Roundtable, Southeast Wisconsin Archives Group were the mostly commonly cited organizations. Listed below is a selection of examples of local organizations provided by respondents:

Archivists of the Houston Area
Beverly Archives Project
Capital Area Archivist of NY (CAANY)
Central PA Archivists
Chattanooga Area Library Association
City of Bayonne, NJ, Historical Society; NJ State Archives
CLRC-DHP College & University Roundtable
Connecticut League of History Organizations
Connecticut Library Assoc.; CT League of History Organizations
Connecticut River Archives Group (CRAG)
Gold Coast Library Network
Historical Society, Historic Preservation Commission
Institute for Historical Research
IR + Task force for Fenway Library Consortium
Irish History group
Local History Special Interest Group, Reference Association of South Suburban Libraries
Maryland History and Culture Collaborative
Maryland History and Culture Collaborative
Metroplex Archivists
Michiana History Group
New Jersey Library Association; New Jersey Studies Academic Alliance

NY Metropolitan Archivists
 NY-ATLA (New York Area Theological Library Association)
 Pioneer Val. History Network, Valley Women's History Collaborative
 Religious Archivists of the Kanawha Valley
 Roanoke Valley Library Association
 South Suburban Heritage Association, Board member
 Texas Archaeology Society
 Upper Ohio Valley Museum Consortium



279 individuals responded to this 5-part question, and were allowed to select all of the options that applied to their circumstance. 50 skipped the question. 77 individuals took the opportunity to provide responses to the open-ended portion of the question “Not involved? Please tell us why not.” The majority of responses came down to time, money to travel to and from meetings, and institutional support. But the responses listed below illustrate some of the common issues voiced by respondents of being involved at the National, Regional, State, and Local levels:

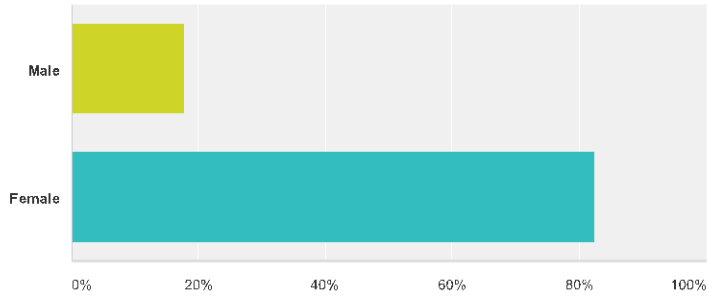
- I can never be sure of attending SAA due to location and lack of funding, so I do not try to be active in committees or round tables. I'd like to be on some committees but they either want experience or travel.
- My employer supports my attendance as professional development, but I have neither time nor support for committee participation.
- Not enough time to devote to a meaningful role in local or state group
- Too busy with starting my new job and acclimating to the responsibilities. This is something that I'd like to be more involved with in 2013.

- There is no local or state archival organization in my area or I'd be involved in some way.

Appendix II
Filtered results for those who responded ‘Yes’ to the question,
‘Do you hold additional certification?’ N= 85

Q1 What is your gender?

Answered: 85 Skipped: 0



Answer Choices	Responses
Male	17.65% 15
Female	82.35% 70
Total	85

Q2. What is your age? 85 responses no skips

Answer Choices	Responses
Under 25	0% 0
25-29	4.71% 4
30-34	9.41% 8
35-39	12.94% 11
40-44	11.76% 10
45-49	4.71% 4
50-54	12.94% 11
55-59	14.12% 12
60-64	22.35% 19
65 and over	7.06% 6
Total	85

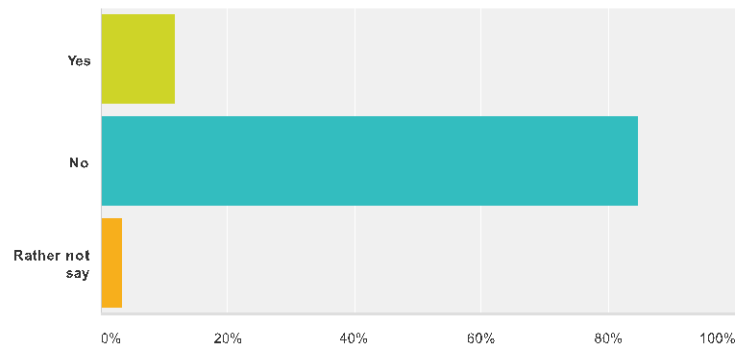
Q3. Are you? *Please check all that apply 83 responded, 2 skipped

Answer Choices	Responses	
White	100%	83
Black or African-American	0%	0
American Indian or Alaskan Native	1.20%	1
Asian	0%	0
Native Hawaiian or other Pacific Islander	0%	0
Latino/Hispanic	0%	0
Total Respondents: 83		

Q4. Is English your native language? All 85 respondents answered Yes.

Q5 Have you ever self-reported a disability or health problem to an employer?

Answered: 85 Skipped: 0



Answer Choices	Responses	
Yes	11.76%	10
No	84.71%	72
Rather not say	3.53%	3
Total		85

Those who responded ‘YES’ to the question “Have you ever self-reported a disability or health problem to an employer” were asked to complete the next four questions. Those that responded ‘No’ or ‘Rather not say’ were not shown the next four questions.

Q6. What is the duration of your impairment? 10 Answered, 75 were not shown this question.

Answer Choices	Responses	
Since birth	10%	1
5 years + (not since birth)	30%	3
Less than 5 years	40%	4
Last 12 Months	20%	2
Rather not say	0%	0
Total		10

Q7. Type of impairment? *Please check all that apply 10 Answered, 75 were not shown this question.

Answer Choices	Responses	
Blind/partially blind	0%	0
Deaf/partially deaf	22.22%	2
Mobility and dexterity impairments	22.22%	2
Learning difficulties/disabilities	0%	0
Neuro-diverse impairments	11.11%	1
Mental health problems	0%	0
Long-term illness/ chronic medical conditions	44.44%	4
Rather not say	0%	0
Total Respondents: 9		

#	Other (please specify)	Date
1	injured back at work - injury healed in 2 weeks	3/16/2012 2:38 PM

Q8. No respondents require the assistance of a service animal.

Q9. Is the building you work in ADA compliant?

Answer Choices	Responses	
Yes	80%	8
No	10%	1
Rather not say	10%	1
Total		10

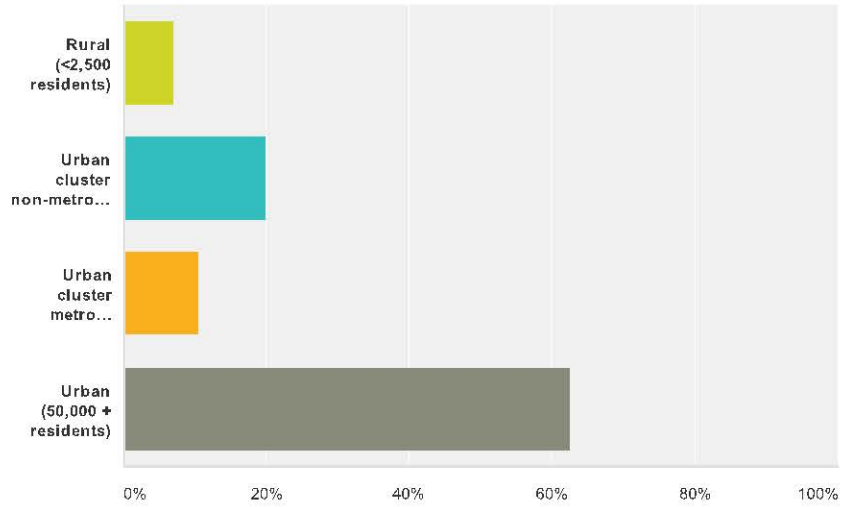
Q10. Where in the United States are you located? 84 individuals responded to this question, 1 individual skipped this question.

Arizona	1.19%	1
Arkansas	0%	0
California	3.57%	3
Colorado	3.57%	3
District of Columbia (D.C.)	4.76%	4
Florida	0%	0
Georgia	2.38%	2
Hawaii	0%	0
Idaho	0%	0
Illinois	13.10%	11
Indiana	1.19%	1
Iowa	1.19%	1
Louisiana	1.19%	1
Maine	0%	0
Maryland	4.76%	4
Massachusetts	5.95%	5
Michigan	1.19%	1
Minnesota	2.38%	2
Missouri	1.19%	1
New Hampshire	3.57%	3
New Jersey	3.57%	3
New Mexico	1.19%	1
New York	11.90%	10
Ohio	3.57%	3
Oklahoma	0%	0
Oregon	0%	0
Pennsylvania	8.33%	7
Tennessee	3.57%	3
Texas	9.52%	8
Utah	0%	0
Vermont	0%	0
Virginia	1.19%	1
Washington	3.57%	3
West Virginia	1.19%	1
Wisconsin	1.19%	1
Wyoming	0%	0
Total		84

Q11. No respondents live outside of the United States.

Q12 Community Type (*Community size and type are borrowed from the U.S. Census Bureau)

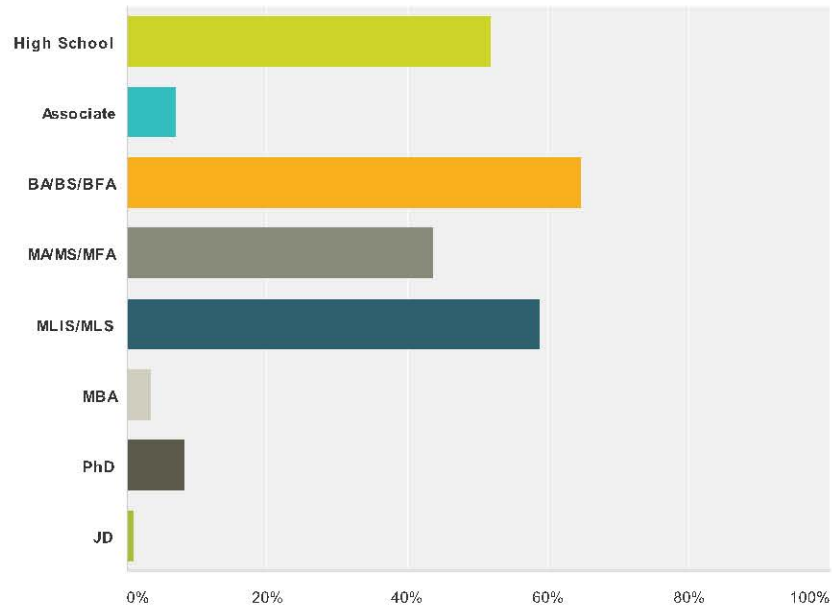
Answered: 85 Skipped: 0



Answer Choices	Responses	
Rural (<2,500 residents)	7.06%	6
Urban cluster non-metro (2,500-50,000 residents)	20%	17
Urban cluster metro (2,500-50,000 residents)	10.59%	9
Urban (50,000 + residents)	62.35%	53
Total		85

Q13 What types of degrees do you hold?
***Please check all that apply**

Answered: 85 Skipped: 0



Answer Choices	Responses
High School	51.76% 44
Associate	7.06% 6
BA/BS/BFA	64.71% 55
MA/MS/MFA	43.53% 37
MLIS/MLS	58.82% 50
MBA	3.53% 3
PhD	8.24% 7
JD	1.18% 1
Total Respondents: 85	

#	Other (please specify)
1	M.Ed.
2	M. Arch. (architecture)
3	MPA
4	working on MLIS at Kent State

Q14. Please indicate your undergraduate major. 82 respondents answered, 3 individuals skipped this question.

#	Responses
1	Philosophy
2	History of Art Fine Arts
3	Chemical Engineering
4	German
5	English
6	Majors: Organizational Communication & English Literature Minor: History
7	African History
8	History and English
9	Music
10	Anthropology
11	History
12	American History
13	English lit
14	History
15	Biology
16	Merchandising, Marketing
17	American History
18	English
19	Art History
20	International Studies
21	Journalism
22	History and Classical Civilization
23	history
24	Graphic Desgn/Art History minor
25	English
26	History
27	History
28	History /English
29	Biology
30	History
31	architecture
32	History
33	Nursing
34	History
35	Comparative Literature
36	political science
37	History
38	Political Science

39	History/Political Science
40	history
41	British Civilization
42	English
43	19th century history and literature
44	Communication/History
45	History, European Studies, and German
46	Religion
47	English
48	Art History
49	Political Science
50	History
51	History
52	American History English Literature
53	Art History
54	History
55	double major in English and Psychology
56	Art History/Legal Studies (dual major)
57	history
58	French
59	History/English double major
60	History
61	Art History
62	English and Women's Studies (double major)
63	history
64	dual: English literature and social science
65	English, Biological Agriculture
66	History
67	English
68	Anthropology/Archaeology and History
69	psychology
70	Political Science Philosophy
71	History
72	Education & French Language double major
73	history
74	Social work
75	Fine Arts
76	biology
77	English
78	Art History
79	Art History
80	History
81	History, International Studies double major
82	History

Q15. If you have a masters degrees other than an MLS/MLIS Please indicate the discipline of the degree. 47 individuals answered the question, 38 skipped the question.

#	Responses
1	History and Philosophy of Education
2	MBA in Marketing
3	In addition to my MLIS, I have an MA in Speech Communication
4	American Social History
5	US History
6	Music
7	MA in Anthropology MA in History/Public History
8	History/Archival Administration
9	American History
10	History Europe since 1815
11	History and Archives Administration
12	Partial History MA
13	Historic Preservation
14	History
15	Masters in Fine Arts major in Printmaking, minor in Art History
16	History
17	History
18	History of Science, Technology . American History , Ph.D.
19	History
20	architecture
21	History
22	PhD in Archaeology , Masters in Education
23	history
24	History/Medieval Studies
25	U.S. History
26	History, MPA
27	public history
28	Applied History
29	Religion/Church history
30	Degree is "officially" MSI - Master of Science in Information (specializing in library & info services)
31	History, 19th Century U.S. Political
32	American Studies
33	Art History
34	Museum Studies
35	MA American Studies
36	Counseling and Consulting Psychology
37	American Studies

38	public history
39	Am presently enrolled in GSLIS-Archives degree program.
40	History
41	MA-English MED- Higher Education
42	History
43	History
44	Master of Management [MBA equivalent]
45	History
46	Masters degree in History and Archival studies
47	MA in History in addition to MLS

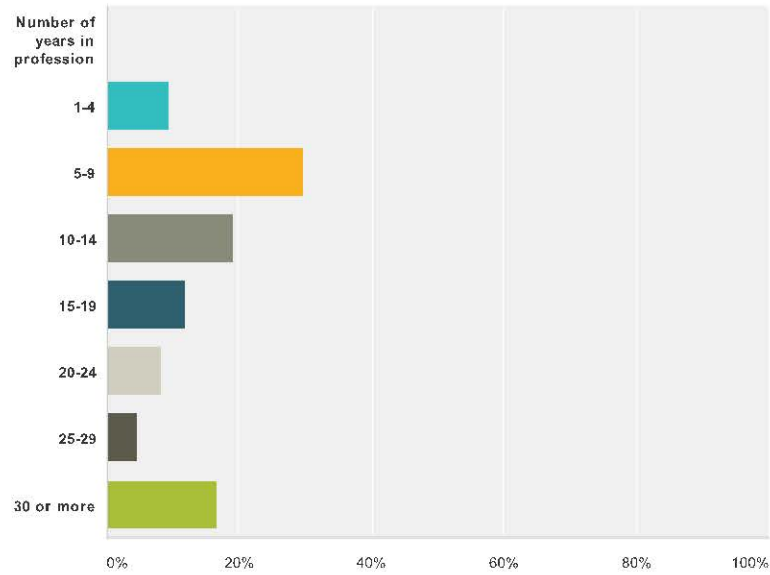
Q16. Do you hold additional certification? Only those who responded yes were filtered out. If yes, please indicate the type of certification.

#	If yes, please specify which kind (CA, CRM, etc.)
1	CA
2	CAA
3	CA
4	CA
5	CA
6	CA
7	Certification from TSLA
8	CA
9	CA
10	CA
11	CA
12	CA
13	CA
14	CA
15	CA
16	CA
17	CA
18	CA
19	Diploma in Anglo-Irish Literature
20	CA
21	CA
22	CA
23	CA
24	CA

25	C.A.
26	CA
27	Advanced Certificate in Archives (NYU)
28	CA & Archival Administration from the University of Texas
29	Preservation management
30	C.A.
31	Museum Studies
32	CA
33	CA
34	CA, Register of Professional Archaeologists
35	CA
36	CA
37	ca
38	CA
39	CA
40	CA
41	CA
42	CA
43	CAS Archives and Records Administration
44	CA
45	CA
46	CA
47	CA
48	CA
49	Rare Books School
50	CA
51	Certified Archivist
52	Provisional CA
53	CA
54	archives certificate
55	CA
56	CA, Instructional Design Certificate
57	CG -- Certified Genealogist
58	CA
59	CA
60	CA
61	CA
62	Museum Studies Program at UIC
63	CA
64	CA
65	CA
66	Public Library Certification
67	CA
68	CA
69	CA
70	CA
71	certified archivist
72	CA
73	CA
74	CA Charter member
75	Modern Archives Institute
76	CA
77	Certified Genealogist
78	AHIP (from MLA)
79	CA
80	CA
81	CA
82	CRM
83	CA
84	CA

Q17 Number of years in the profession

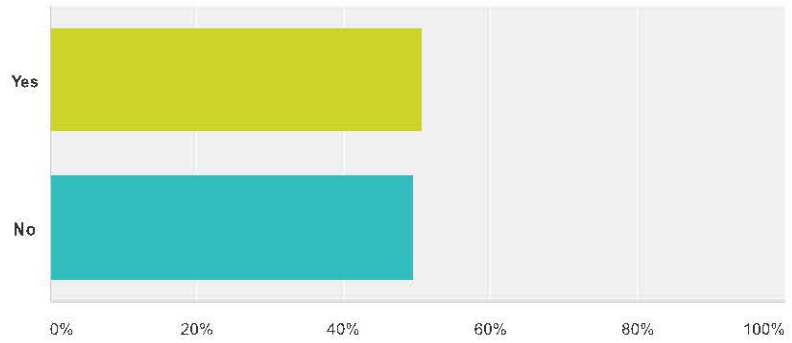
Answered: 84 Skipped: 1



Answer Choices	Responses	
Number of years in profession	0%	0
1-4	9.52%	8
5-9	29.76%	25
10-14	19.05%	16
15-19	11.90%	10
20-24	8.33%	7
25-29	4.76%	4
30 or more	16.67%	14
Total		84

Q18 Did you have a career previous to working in archives?

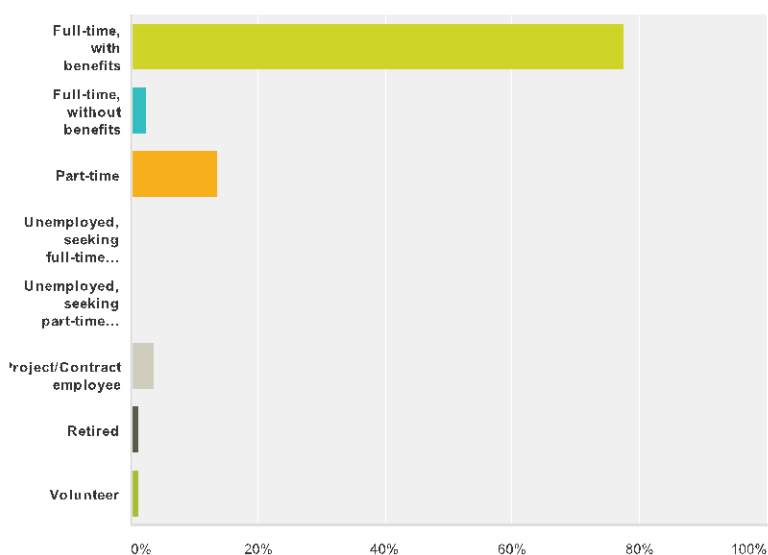
Answered: 85 Skipped: 0



Answer Choices	Responses	
Yes	50.59%	43
No	49.41%	42
Total		85

Q19 Which of the following best describes your current employment status?

Answered: 80 Skipped: 5

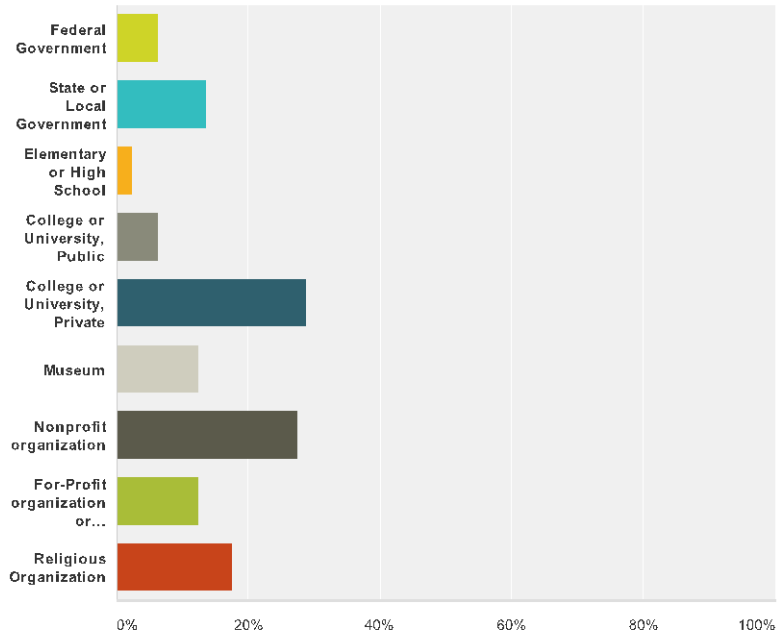


Answer Choices	Responses
Full-time, with benefits	77.50% 62
Full-time, without benefits	2.50% 2
Part-time	13.75% 11
Unemployed, seeking full-time work	0% 0
Unemployed, seeking part-time work	0% 0
Project/Contract employee	3.75% 3
Retired	1.25% 1
Volunteer	1.25% 1
Total	80

#	Other (please specify)
1	Part Time (32 hours) with benefits
2	3/4 time with benefits and I have a second job as lone arranger
3	3 part time jobs with benefits
4	3/4 time with benefits
5	Work pro bono to give back to community
6	with benefits
7	3 p/t jobs; 1 with benefits

Q20 What type of institution do you currently work for? *Please check all that apply

Answered: 80 Skipped: 5

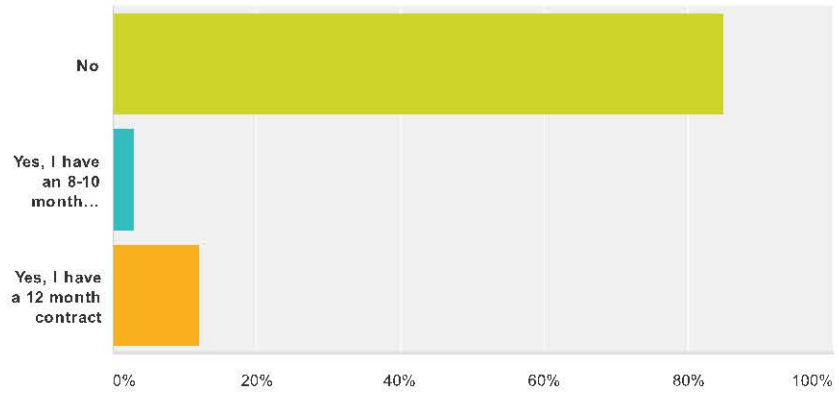


Answer Choices	Responses
Federal Government	6.25% 5
State or Local Government	13.75% 11
Elementary or High School	2.50% 2
College or University, Public	6.25% 5
College or University, Private	28.75% 23
Museum	12.50% 10
Nonprofit organization	27.50% 22
For-Profit organization or corporation	12.50% 10
Religious Organization	17.50% 14
Total Respondents: 80	

#	Other (please specify)		
1	Independent school	6	Self-employed
2	Consulting	7	I work for a seminary (so half private University / half religious org)
3	Public Library	8	2 jobs with religious; 1 with a hospital
4	city public library	9	Public Library
5	public library	10	international organization

Q21 If you work for a college or university, is yours a tenure track position?

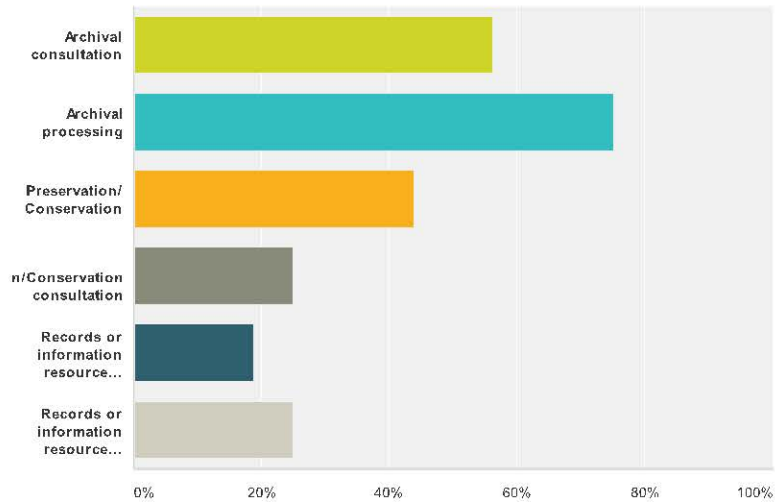
Answered: 33 Skipped: 52



Answer Choices	Responses
No	84.85% 28
Yes, I have an 8-10 month contract	3.03% 1
Yes, I have a 12 month contract	12.12% 4
Total	33

**Q22 If you are currently self-employed, which best describes the work you do?
*Please check all that apply**

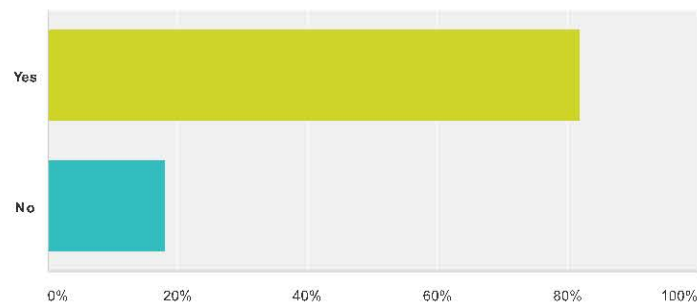
Answered: 16 Skipped: 69



Answer Choices	Responses
Archival consultation	56.25% 9
Archival processing	75% 12
Preservation/Conservation	43.75% 7
Preservation/Conservation consultation	25% 4
Records or information resource management	18.75% 3
Records or information resource management consultation	25% 4
Total Respondents: 16	

Q23 Does your job title accurately reflect your responsibilities?

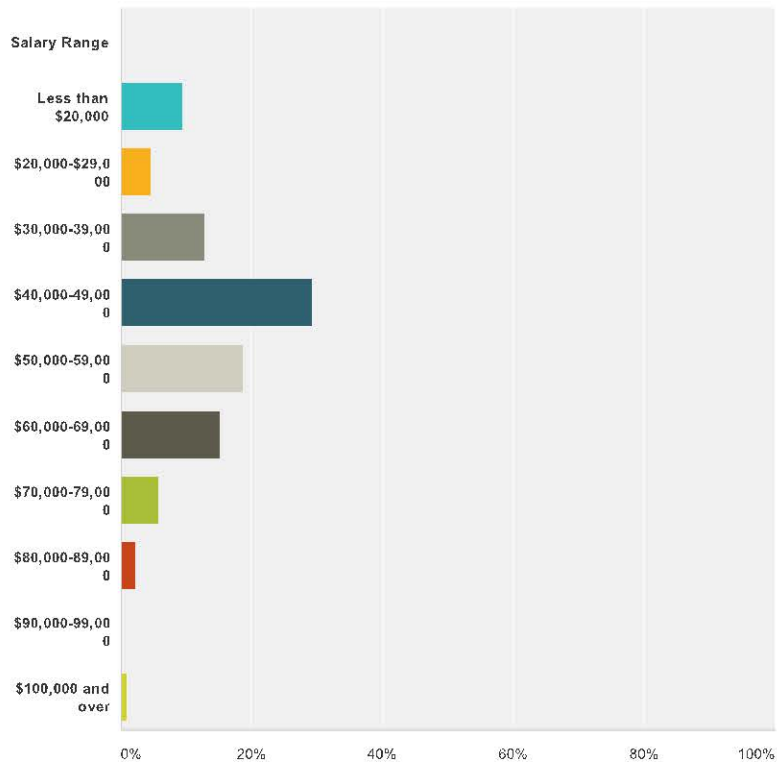
Answered: 83 Skipped: 2



Answer Choices	Responses
Yes	81.93% 68
No	18.07% 15
Total Respondents: 83	

Q24 What is your salary range?

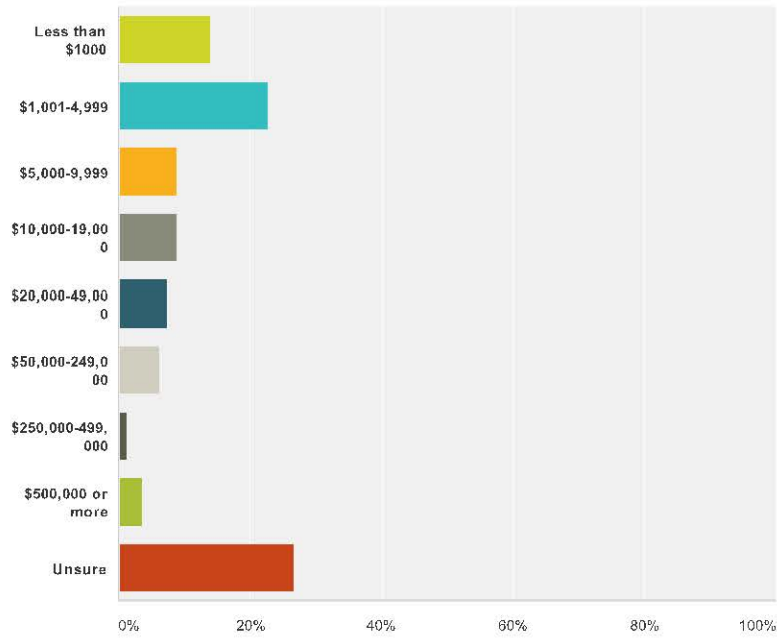
Answered: 85 Skipped: 0



Answer Choices	Responses
Salary Range	0% 0
Less than \$20,000	9.41% 8
\$20,000-\$29,000	4.71% 4
\$30,000-\$39,000	12.94% 11
\$40,000-\$49,000	29.41% 25
\$50,000-\$59,000	18.82% 16
\$60,000-\$69,000	15.29% 13
\$70,000-\$79,000	5.88% 5
\$80,000-\$89,000	2.35% 2
\$90,000-\$99,000	0% 0
\$100,000 and over	1.18% 1
Total	85

Q25 Annual Budget (does not include salary and benefits for you or any paid staff)

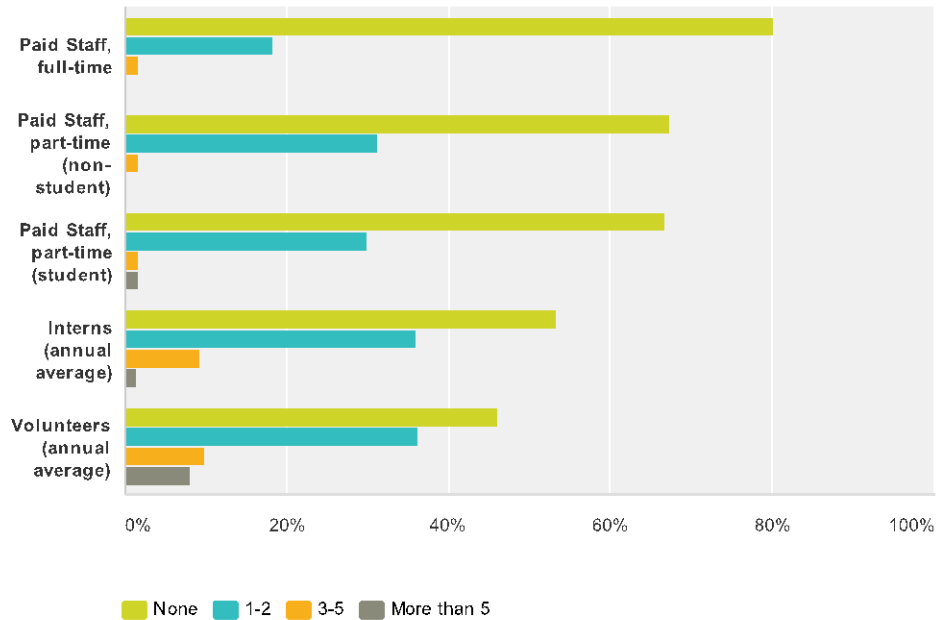
Answered: 79 Skipped: 6



Answer Choices	Responses	
Less than \$1000	13.92%	11
\$1,001-4,999	22.78%	18
\$5,000-9,999	8.86%	7
\$10,000-19,000	8.86%	7
\$20,000-49,000	7.59%	6
\$50,000-249,000	6.33%	5
\$250,000-499,000	1.27%	1
\$500,000 or more	3.80%	3
Unsure	26.58%	21
Total		79

Q26 If you have support are they Paid Staff, Interns or Volunteers? How many of each do you have?

Answered: 78 Skipped: 7

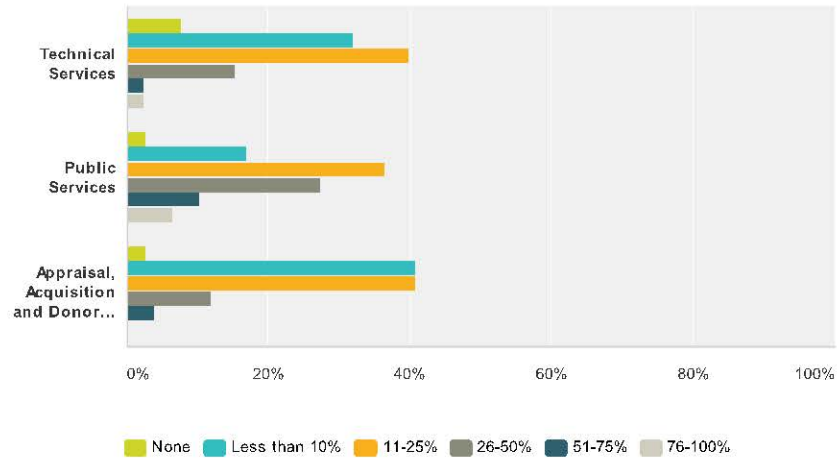


Q27. Dedication of support time. 73 responded, 12 skipped this question.

	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Paid Staff (non-student), archival work	61.67% 37	10% 6	6.67% 4	5% 3	5% 3	11.67% 7	60
Paid Staff (non-student), non-archival work	74.51% 38	5.88% 3	3.92% 2	7.84% 4	3.92% 2	3.92% 2	51
Paid Staff (student), archival work	66.07% 37	7.14% 4	1.79% 1	1.79% 1	3.57% 2	19.64% 11	56
Paid Staff (student), non-archival work	79.59% 39	4.08% 2	12.24% 6	0% 0	0% 0	4.08% 2	49
Interns, archival work	48.28% 28	8.62% 5	1.72% 1	5.17% 3	8.62% 5	27.59% 16	58
Interns, non-archival work	75% 39	3.85% 2	9.62% 5	5.77% 3	0% 0	5.77% 3	52
Volunteers, archival work	50% 28	19.64% 11	1.79% 1	3.57% 2	8.93% 5	16.07% 9	56
Volunteers, non-archival work	64.71% 33	15.69% 8	3.92% 2	3.92% 2	1.96% 1	9.80% 5	51

Q28 How much time do you spend doing traditional archives work?

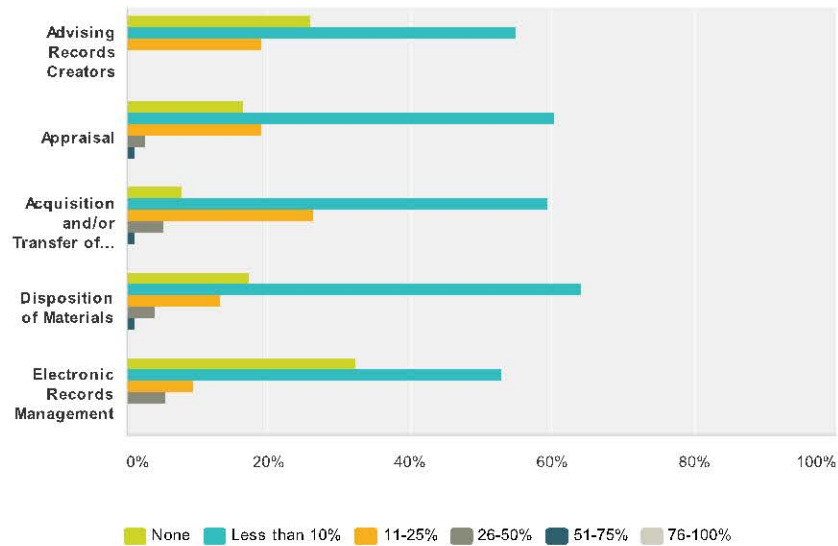
Answered: 78 Skipped: 7



	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Technical Services	7.69% 6	32.05% 25	39.74% 31	15.38% 12	2.56% 2	2.56% 2	78
Public Services	2.60% 2	16.88% 13	36.36% 28	27.27% 21	10.39% 8	6.49% 5	77
Appraisal, Acquisition and Donor Relations	2.63% 2	40.79% 31	40.79% 31	11.84% 9	3.95% 3	0% 0	76

Q29 How much time do you spend doing traditional records management work?

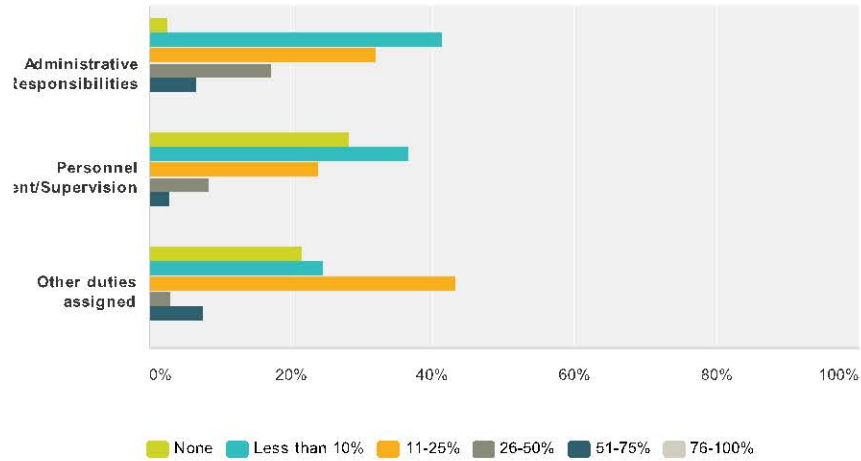
Answered: 77 Skipped: 8



	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Advising Records Creators	26.03% 19	54.79% 40	19.18% 14	0% 0	0% 0	0% 0	73
Appraisal	16.44% 12	60.27% 44	19.18% 14	2.74% 2	1.37% 1	0% 0	73
Acquisition and/or Transfer of Materials	7.89% 6	59.21% 45	26.32% 20	5.26% 4	1.32% 1	0% 0	76
Disposition of Materials	17.33% 13	64% 48	13.33% 10	4% 3	1.33% 1	0% 0	75
Electronic Records Management	32.43% 24	52.70% 39	9.46% 7	5.41% 4	0% 0	0% 0	74

Q30 How much time do you spend on management, supervision and other assigned tasks?

Answered: 78 Skipped: 7

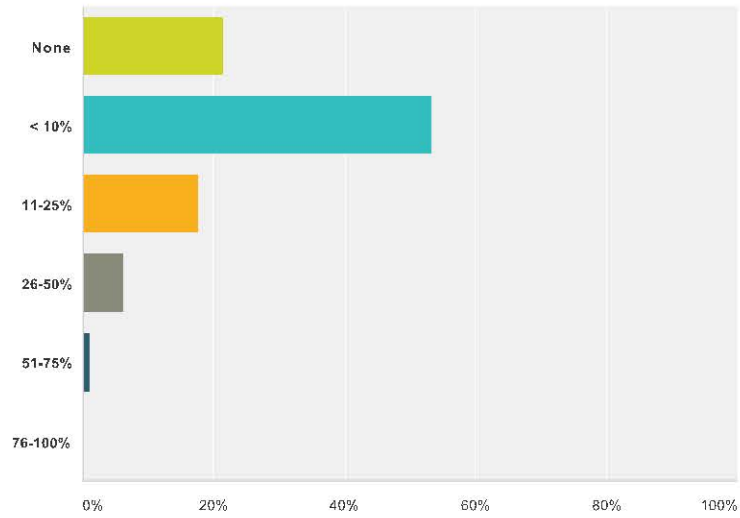


	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Administrative Responsibilities	2.67% 2	41.33% 31	32% 24	17.33% 13	6.67% 5	0% 0	75
Personnel Management/Supervision	28.17% 20	36.62% 28	23.94% 17	8.45% 6	2.82% 2	0% 0	71
Other duties assigned	21.54% 14	24.62% 16	43.08% 28	3.08% 2	7.69% 5	0% 0	65

#	If you selected other, please describe your other duties
1	I also run a small museum, am webmaster, do PR, etc.
2	Video editing
3	committee work, advisory boards, working groups within the institution. I sit on 9 committees right now, but the number varies.
4	bibliographic instruction, teaching, committee work
5	SOP and Policy preparation
6	Research in the collections
7	Library reference and instruction, library collection development, Special Collections cataloging and reference
8	Committee work, university wide initiatives
9	teach Middle School research classes
10	I have some responsibilities for public services in the library.
11	Providing exhibits for display elsewhere
12	Also manage library
13	Writing articles for reference or outreach; data entry.
14	reference librarian and book collection development
15	Graphic Design and Web Design work for the Museum
16	Research
17	I am also the Manager of Programs for the organization (conference planning, awards, etc.).
18	library reference, collection development
19	Library work, assisting with institutional effectiveness
20	work to obtain copyright clearance for materials we hope to digitize
21	Heritage Room tours; care of Heritage room
22	Exhibits, FOIA coordination, oral histories, outreach
23	Editing, proofreading, scanning, other kinds of support to other staff.
24	disaster management, public outreach

Q31 How much time, if any do you spend planning public programs?

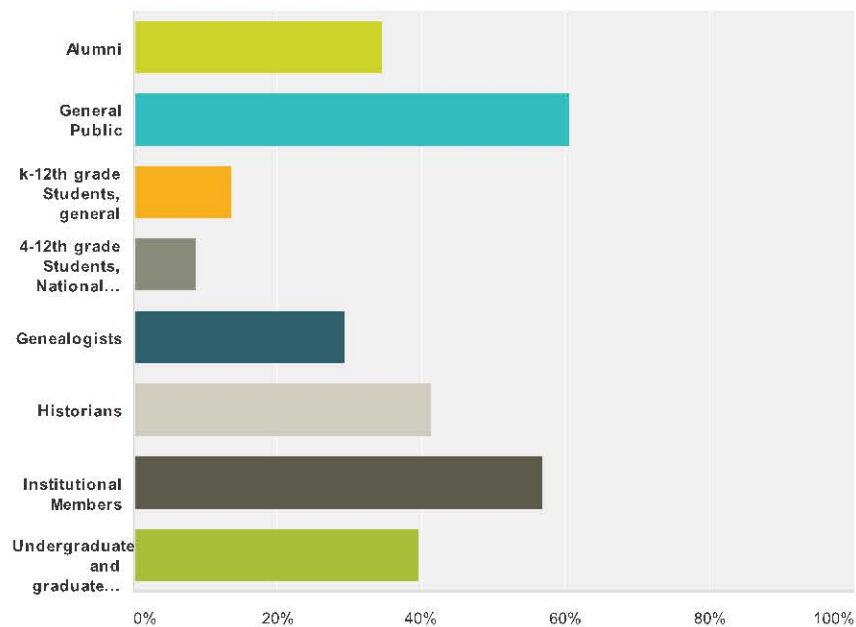
Answered: 79 Skipped: 6



Answer Choices	Responses	
None	21.52%	17
< 10%	53.16%	42
11-25%	17.72%	14
26-50%	6.33%	5
51-75%	1.27%	1
76-100%	0%	0
Total		79

Q32 If you conduct public programming who is your target audience? *Please check all that apply

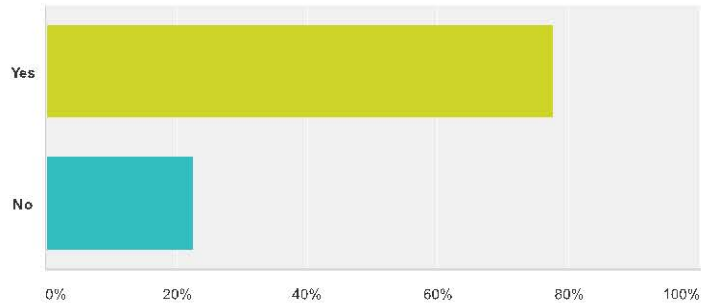
Answered: 58 Skipped: 27



Answer Choices	Responses
Alumni	34.48% 20
General Public	60.34% 35
k-12th grade Students, general	13.79% 8
4-12th grade Students, National History Day Participants	8.62% 5
Genealogists	29.31% 17
Historians	41.38% 24
Institutional Members	56.90% 33
Undergraduate and graduate students	39.66% 23
Total Respondents: 58	

Q33 Does your repository have a website?

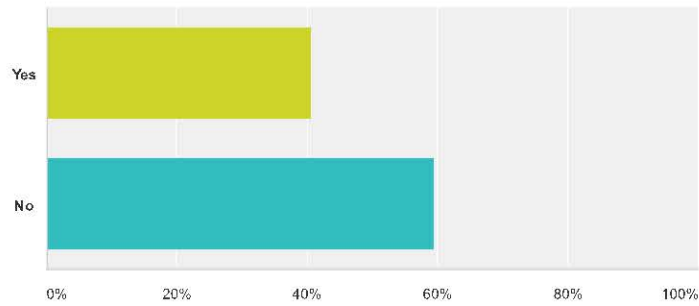
Answered: 80 Skipped: 5



Answer Choices	Responses	
Yes	77.50%	62
No	22.50%	18
Total		80

Q34 Does your repository include collection information in an OPAC (Online Public Access Catalog)?

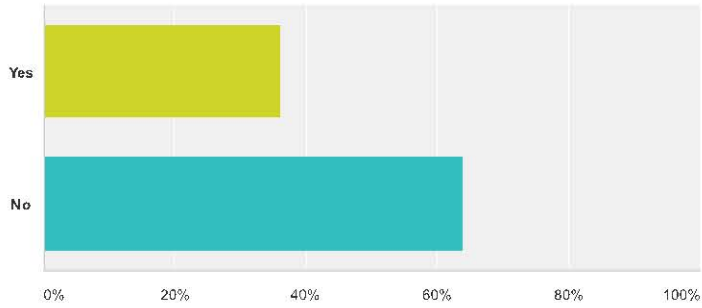
Answered: 79 Skipped: 6



Answer Choices	Responses	
Yes	40.51%	32
No	59.49%	47
Total		79

Q35 Do you offer finding aids online?

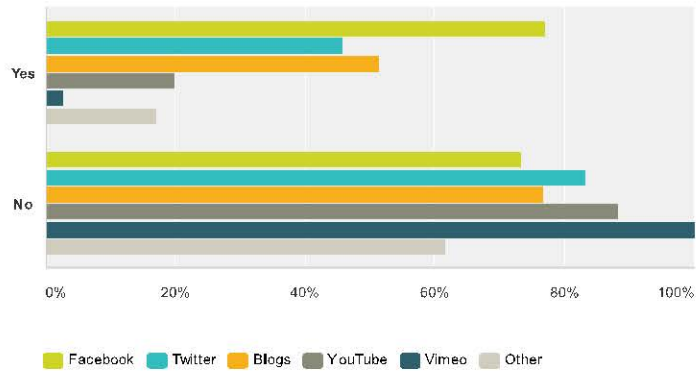
Answered: 80 Skipped: 5



Answer Choices	Responses	Count
Yes	36.25%	29
No	63.75%	51
Total		80

Q36 Do you use social media for your institution? *Please check all that apply

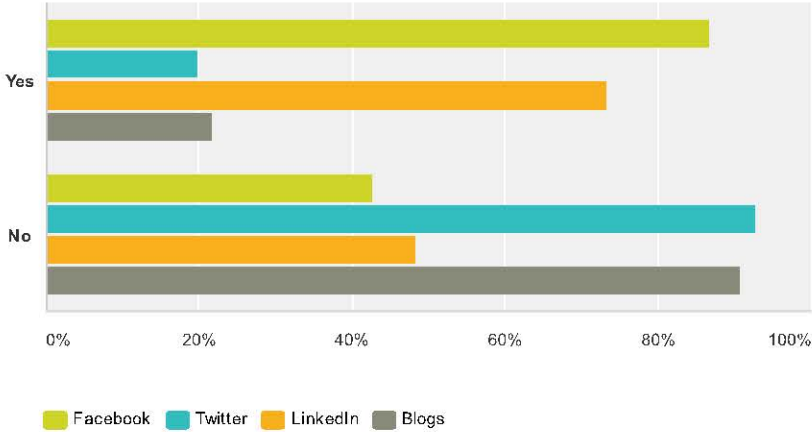
Answered: 73 Skipped: 12



	Facebook	Twitter	Blogs	YouTube	Vimeo	Other	Total Respondents
Yes	77.14% 27	45.71% 16	51.43% 18	20% 7	2.86% 1	17.14% 6	35
No	73.33% 44	83.33% 50	76.67% 46	88.33% 53	100% 60	61.67% 37	60

Q37 Do you use social media for personal use and/or networking? *Please check all that apply

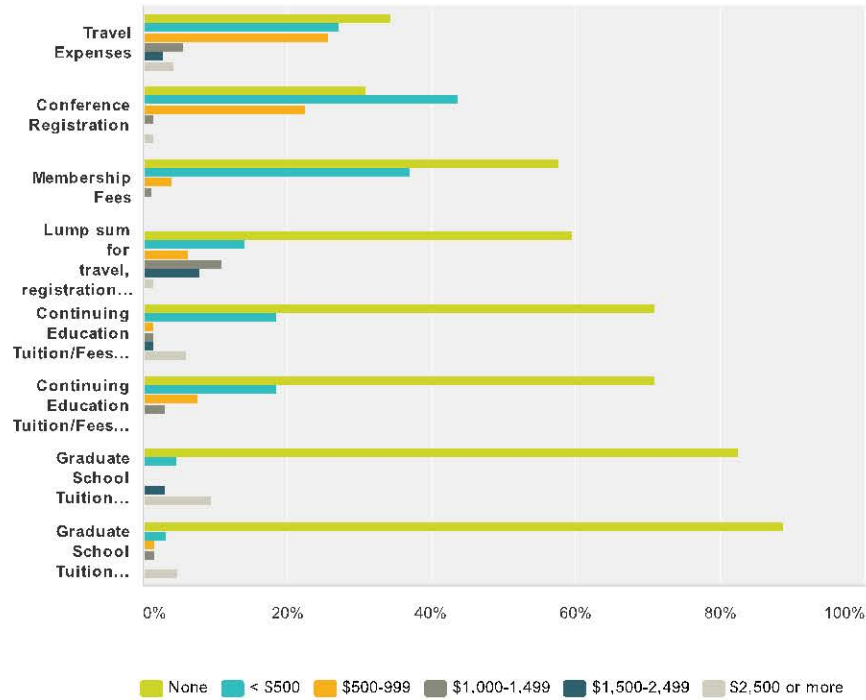
Answered: 78 Skipped: 7



	Facebook	Twitter	LinkedIn	Blogs	Total Respondents
Yes	86.67% 52	20% 12	73.33% 44	21.67% 13	60
No	42.59% 23	92.59% 50	48.15% 26	90.74% 49	54

Q38 What kind of financial support do you receive from your employer? *Please check all that apply

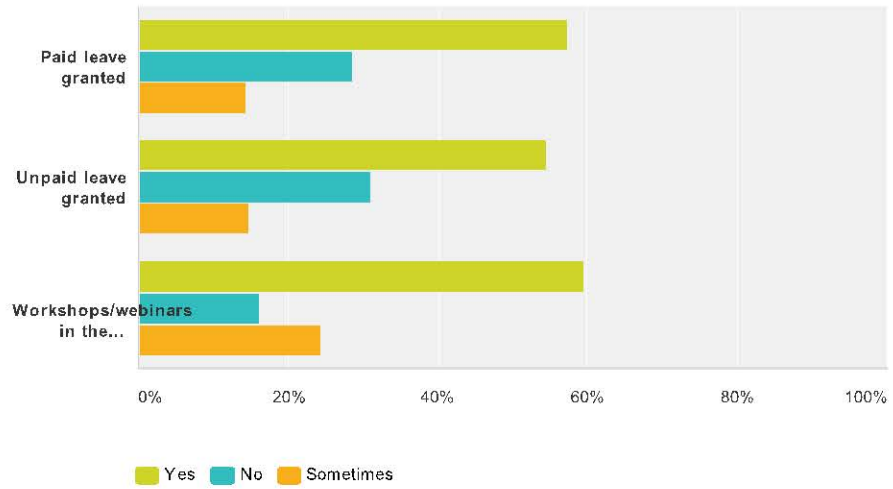
Answered: 80 Skipped: 5



	None	< \$500	\$500-999	\$1,000-1,499	\$1,500-2,499	\$2,500 or more	Total
Travel Expenses	34.29% 24	27.14% 19	25.71% 18	5.71% 4	2.86% 2	4.29% 3	70
Conference Registration	30.99% 22	43.66% 31	22.54% 16	1.41% 1	0% 0	1.41% 1	71
Membership Fees	57.53% 42	36.99% 27	4.11% 3	1.37% 1	0% 0	0% 0	73
Lump sum for travel, registration and membership fees, etc.	59.38% 38	14.06% 9	6.25% 4	10.94% 7	7.81% 5	1.56% 1	64
Continuing Education Tuition/Fees (parent institution)	70.77% 46	18.46% 12	1.54% 1	1.54% 1	1.54% 1	6.15% 4	65
Continuing Education Tuition/Fees (other institution)	70.77% 46	18.46% 12	7.69% 5	3.08% 2	0% 0	0% 0	65
Graduate School Tuition (parent institution)	82.54% 52	4.76% 3	0% 0	0% 0	3.17% 2	9.52% 6	63
Graduate School Tuition (other institution)	88.71% 55	3.23% 2	1.61% 1	1.61% 1	0% 0	4.84% 3	62

Q39 Do you receive the following additional support from your employer?

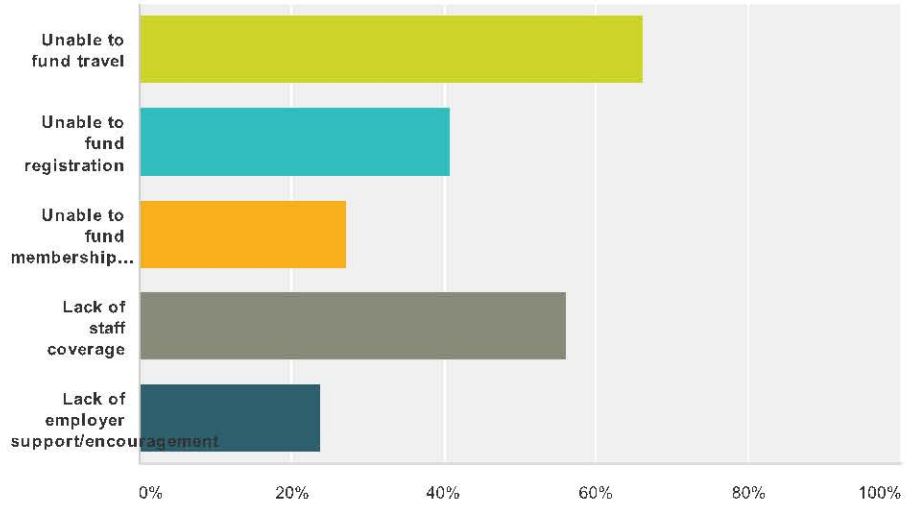
Answered: 79 Skipped: 6



	Yes	No	Sometimes	Total
Paid leave granted	57.14% 44	28.57% 22	14.29% 11	77
Unpaid leave granted	54.41% 37	30.88% 21	14.71% 10	68
Workshops/webinars in the workplace	59.46% 44	16.22% 12	24.32% 18	74

Q40 What are the major barriers keeping you from participating in professional development opportunities? *Please check all that apply

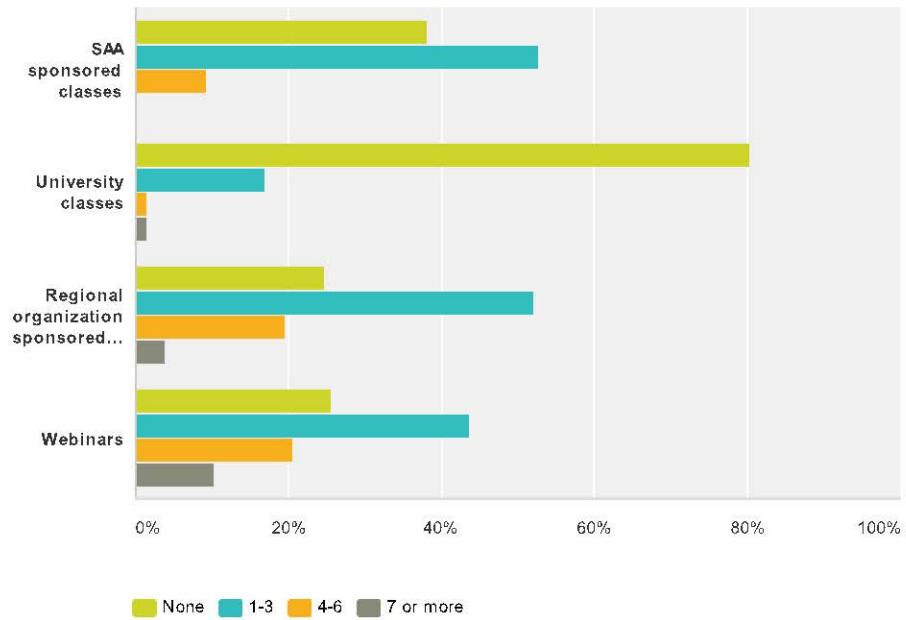
Answered: 59 Skipped: 26



Answer Choices	Responses
Unable to fund travel	66.10% 39
Unable to fund registration	40.68% 24
Unable to fund membership fees	27.12% 16
Lack of staff coverage	55.93% 33
Lack of employer support/encouragement	23.73% 14
Total Respondents: 59	

Q41 Continuing Education Courses

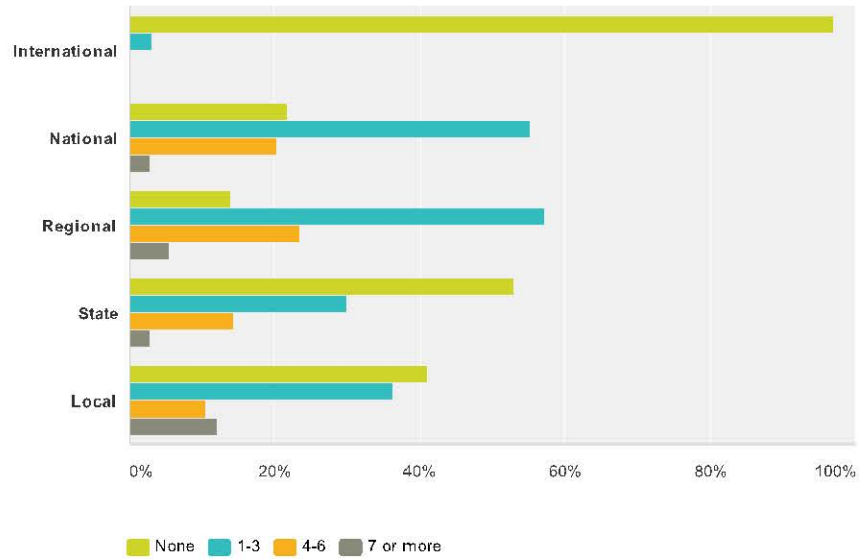
Answered: 78 Skipped: 7



	None	1-3	4-6	7 or more	Total
SAA sponsored classes	38.16% 29	52.63% 40	9.21% 7	0% 0	76
University classes	80.28% 57	16.90% 12	1.41% 1	1.41% 1	71
Regional organization sponsored classes	24.68% 19	51.95% 40	19.48% 15	3.90% 3	77
Webinars	25.64% 20	43.59% 34	20.51% 16	10.28% 8	78

Q42 Archives Specific Meetings/Annual Conferences

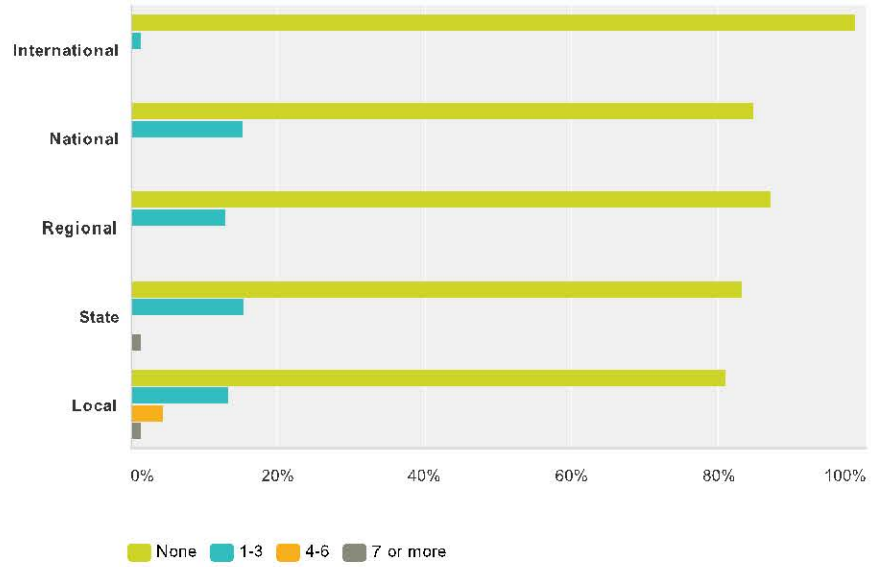
Answered: 79 Skipped: 6



	None	1-3	4-6	7 or more	Total
International	96.88% 62	3.13% 2	0% 0	0% 0	64
National	21.74% 15	55.07% 38	20.29% 14	2.90% 2	69
Regional	13.89% 10	56.94% 41	23.61% 17	5.56% 4	72
State	52.86% 37	30% 21	14.29% 10	2.86% 2	70
Local	40.91% 27	36.36% 24	10.61% 7	12.12% 8	66

Q43 Library Specific Meetings/Annual Conferences

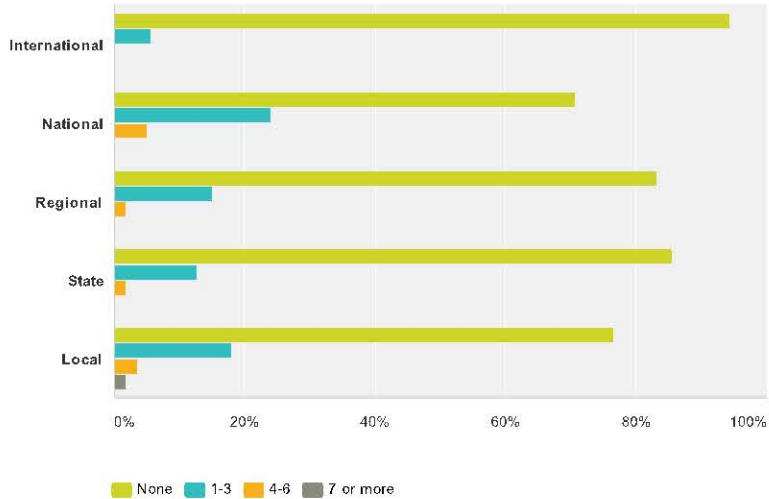
Answered: 77 Skipped: 8



	None	1-3	4-6	7 or more	Total
International	98.53% 67	1.47% 1	0% 0	0% 0	68
National	84.72% 61	15.28% 11	0% 0	0% 0	72
Regional	87.14% 61	12.86% 9	0% 0	0% 0	70
State	83.10% 59	15.49% 11	0% 0	1.41% 1	71
Local	80.88% 55	13.24% 9	4.41% 3	1.47% 1	68

Q44 Other Meetings/Annual Conferences
***Please specify the type of meeting or conference in the box provided below**

Answered: 64 Skipped: 21



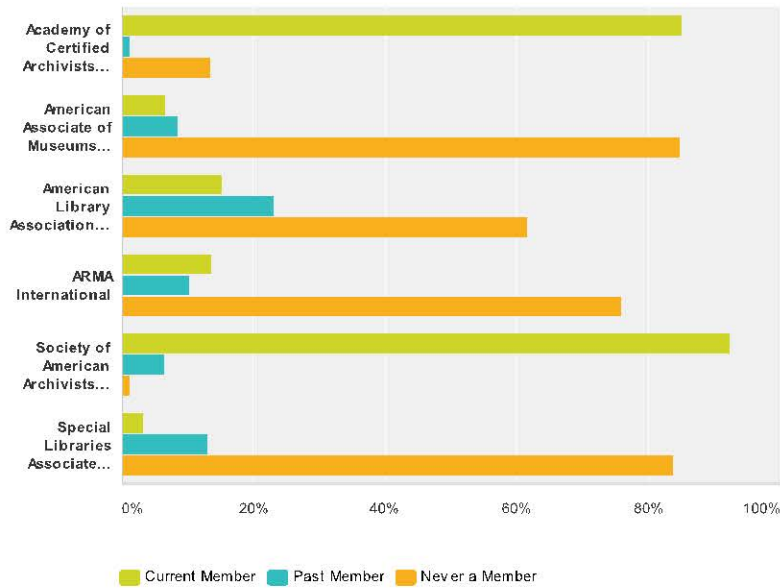
	None	1-3	4-6	7 or more	Total
International	94.34% 50	5.66% 3	0% 0	0% 0	53
National	70.69% 41	24.14% 14	5.17% 3	0% 0	58
Regional	83.02% 44	15.09% 8	1.89% 1	0% 0	53
State	85.45% 47	12.73% 7	1.82% 1	0% 0	55
Local	76.36% 42	18.18% 10	3.64% 2	1.82% 1	55

#	Other (please specify)
1	AASLH
2	History of Medicine
3	electronic records
4	local and regional history; leadership development, religious studies
5	Archives Meetings
6	Alliance for Response (preservation, disaster response)
7	Historical associations
8	Mid Atlantic Archives
9	2 day workshop for Past Perfect cataloging Pennsylvania /paid for all expenses
10	Organizational meetings
11	Previously attended oral history conferences
12	Society of American Archaeology, Texas Assn. of Museums, Texas Archaeology Society

13	OAH, AAM, CAA
14	State Historical Association meetings
15	Museum and Educator conferences
16	CONTENTdm User Group meetings
17	Society of Historians for the Early American Republic
18	Book and Book arts related; museum related
19	Conference organized by my employer, for art historians and visual artists.
20	Museum Conference
21	history
22	state historical association
23	NARA E-Records Forum
24	4-6 Museum related conferences
25	The conference of The American Theological Library Association
26	AASLH
27	History of Women Religious triannual; other history
28	OHA, AASLH
29	ARMA and OHA
30	American Society for Indexing
31	NAGARA
32	ARMA Local Chapter

Q45 Professional Membership Held

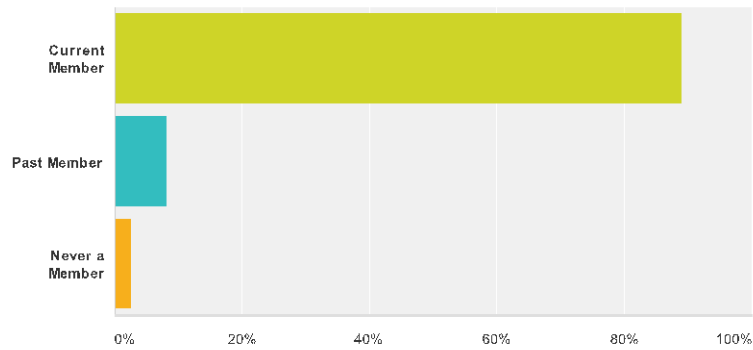
Answered: 79 Skipped: 6



	Current Member	Past Member	Never a Member	Total
Academy of Certified Archivists (ACA)	85.14% 63	1.35% 1	13.51% 10	74
American Associate of Museums (AAM)	6.78% 4	8.47% 5	84.75% 50	59
American Library Association (ALA)	15.38% 10	23.08% 15	61.54% 40	65
ARMA International	13.79% 8	10.34% 6	75.86% 44	58
Society of American Archivists (SAA)	92.31% 72	6.41% 5	1.28% 1	78
Special Libraries Associate (SLA)	3.28% 2	13.11% 8	83.61% 51	61

Q46 Professional Membership Held, Regional group

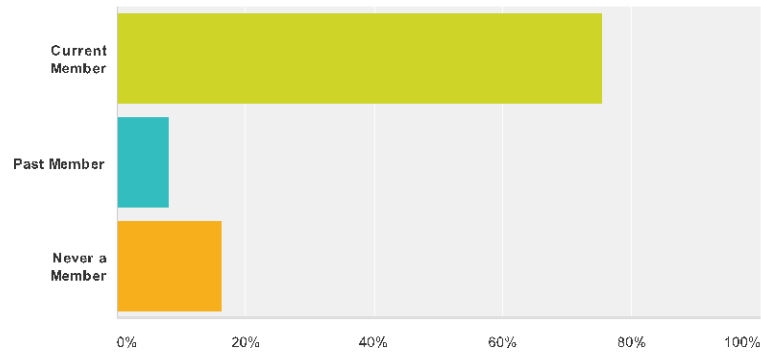
Answered: 72 Skipped: 13



Answer Choices	Responses	Count
Current Member	88.89%	64
Past Member	8.33%	6
Never a Member	2.78%	2
Total		72

Q47 Professional Membership Held, Local group

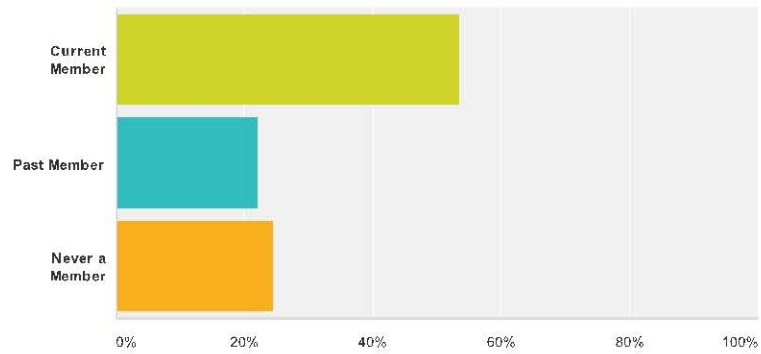
Answered: 61 Skipped: 24



Answer Choices	Responses	Count
Current Member	75.41%	46
Past Member	8.20%	5
Never a Member	16.39%	10
Total		61

Q48 Professional Membership Held, Other

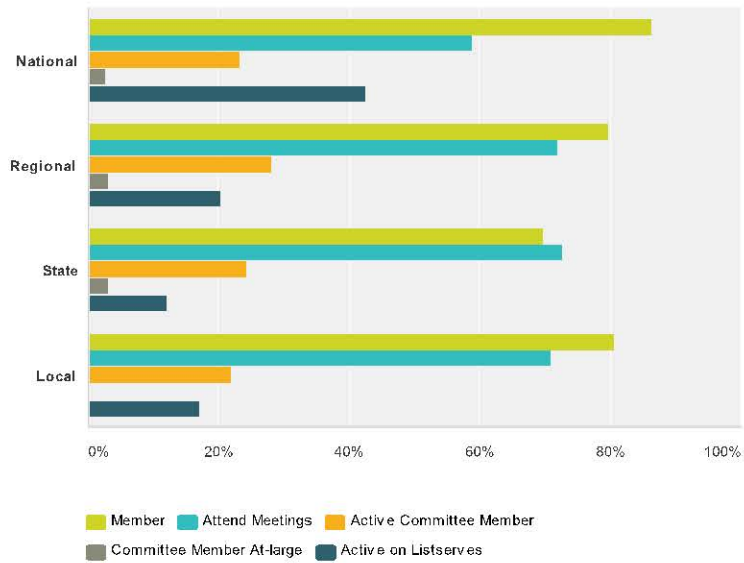
Answered: 45 Skipped: 40



Answer Choices	Responses	
Current Member	53.33%	24
Past Member	22.22%	10
Never a Member	24.44%	11
Total		45

**Q49 What is your level of involvement at the National, Regional, State and Local levels?
*Please check all that apply**

Answered: 79 Skipped: 6

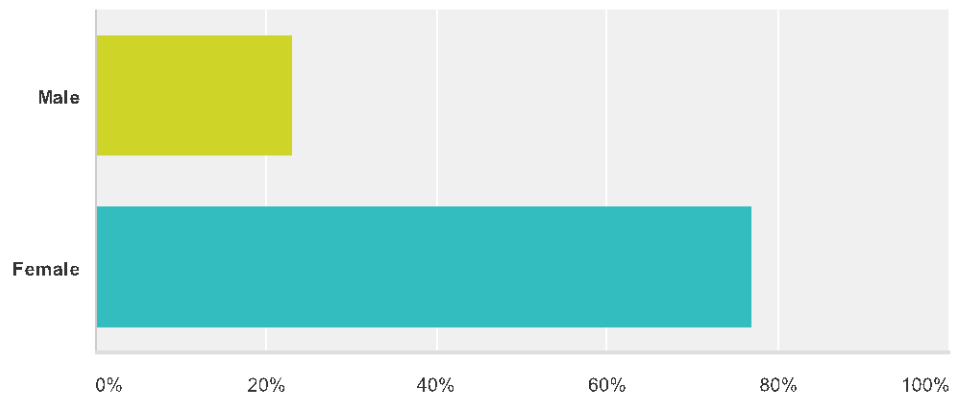


	Member	Attend Meetings	Active Committee Member	Committee Member At-large	Active on Listserves	Total Respondents
National	86.30% 63	58.90% 43	23.29% 17	2.74% 2	42.47% 31	73
Regional	79.69% 51	71.88% 46	28.13% 18	3.13% 2	20.31% 13	64
State	69.70% 23	72.73% 24	24.24% 8	3.03% 1	12.12% 4	33
Local	80.49% 33	70.73% 29	21.95% 9	0% 0	17.07% 7	41

Appendix III
‘Which of the following best describes your current employment status?’ Filtered
for those who responded ‘part-time.’ N=56.

Q1 What is your gender?

Answered: 56 Skipped: 0



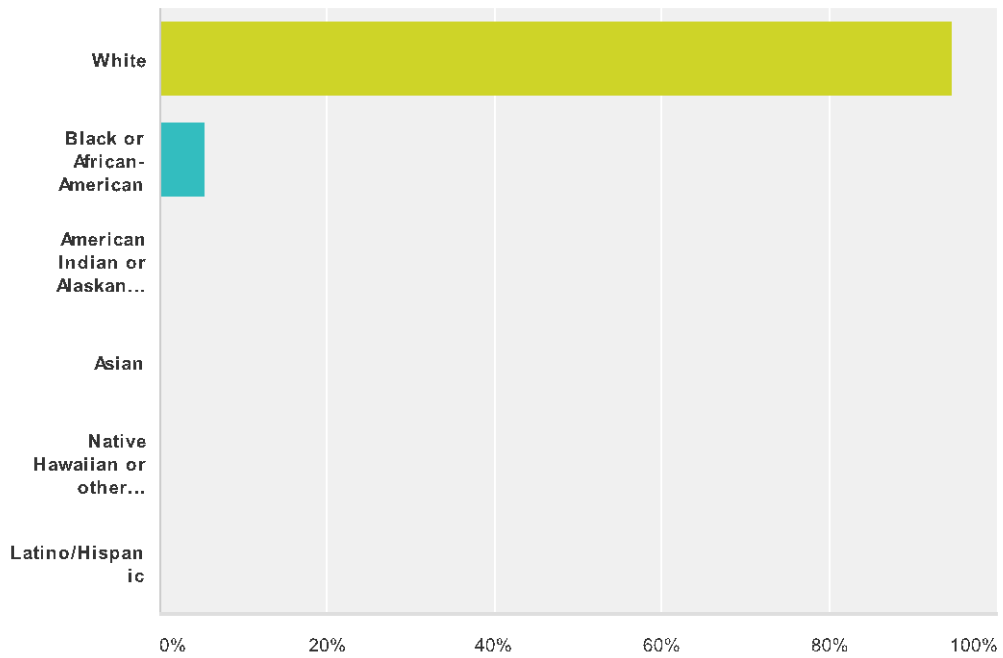
56 individuals responded to this question. 13 Male and 43 Female.

Q2. What is your age?

Answer Choices	Responses	
Under 25	3.57%	2
25-29	1.79%	1
30-34	10.71%	6
35-39	7.14%	4
40-44	10.71%	6
45-49	3.57%	2
50-54	14.29%	8
55-59	16.07%	9
60-64	10.71%	6
65 and over	21.43%	12
Total		56

Q3 Are you: *Please check all that apply

Answered: 55 Skipped: 1

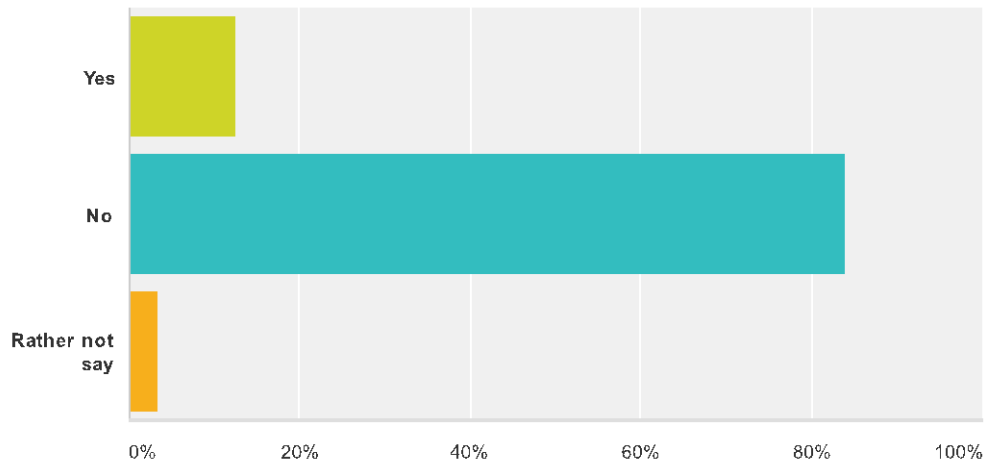


The individual who ‘skipped the question’ wrote in ‘Celtic.’ 52 responded ‘White,’ and 3 responded ‘Black or African-American.’

Q.4 Is English your Native Language? All 56 respondents answered ‘Yes.’

Q5 Have you ever self-reported a disability or health problem to an employer?

Answered: 56 Skipped: 0



56 individuals responded to this question. 47 ‘No’, 2 ‘Rather not say’ and 7 ‘Yes.’

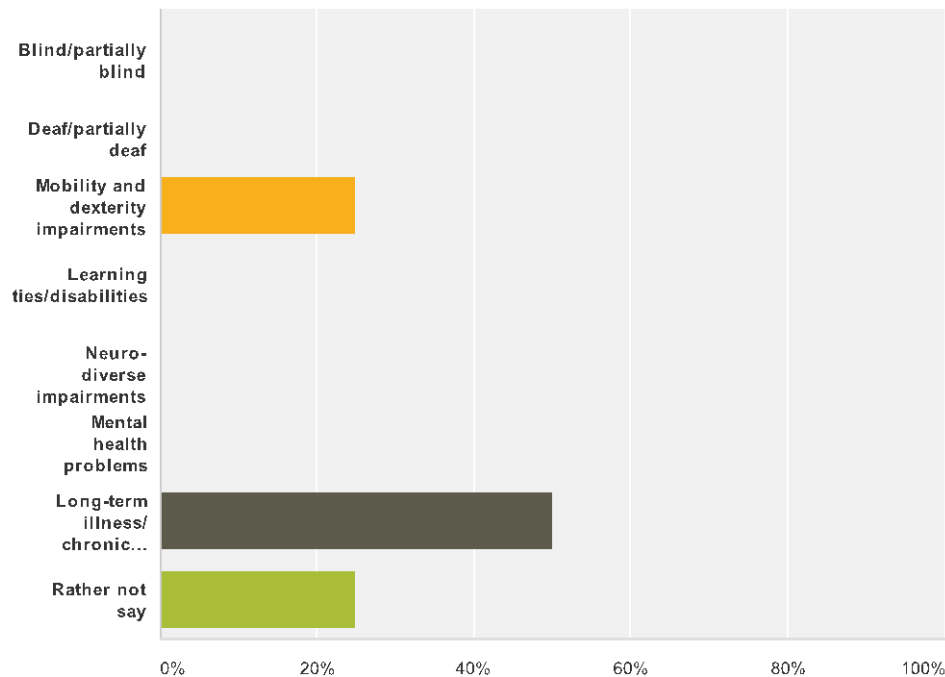
Those who responded ‘YES’ to the question “Have you ever self-reported a disability or health problem to an employer” were asked to complete the next four questions. Those that responded ‘No’ or ‘Rather not say’ were not shown the next four questions.

Q.6 Duration of impairment?

Answer Choices	Responses	
Since birth	0%	0
5 years + (not since birth)	42.86%	3
Less than 5 years	28.57%	2
Last 12 Months	14.29%	1
Rather not say	14.29%	1
Total		7

Q7 Type of impairment? *Please check all that apply

Answered: 4 Skipped: 52

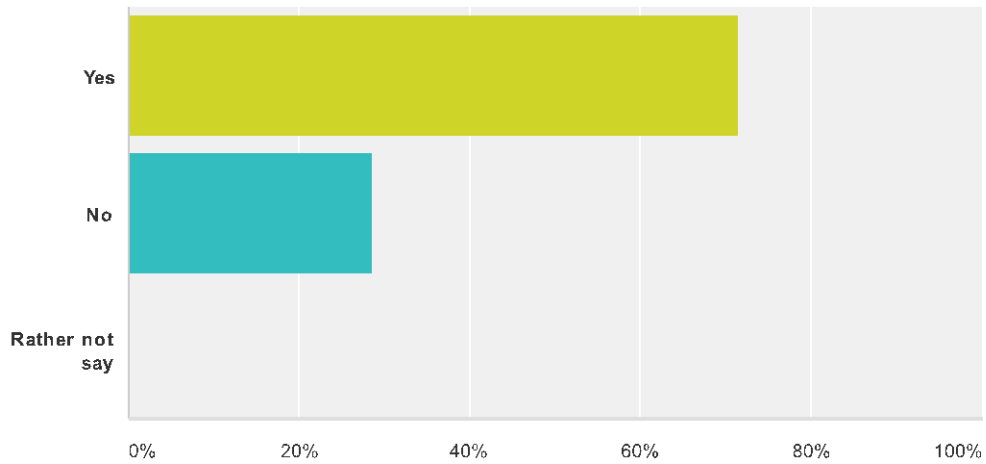


Of the 52 who ‘skipped’ this question, only 3 were shown the question. Those three wrote in the following answers: Pulmonary inflammation caused by mold at workplace; Doctor had me take a medical leave for two weeks; and diabetes.

Q8. All 7 respondents indicated that they did not need the assistance of a service animal.

Q9 Is the building you work in ADA compliant?

Answered: 7 Skipped: 49



5 responded that their building is ADA compliant, 2 indicated it was not.

Q.10 Where in the United States are you located?

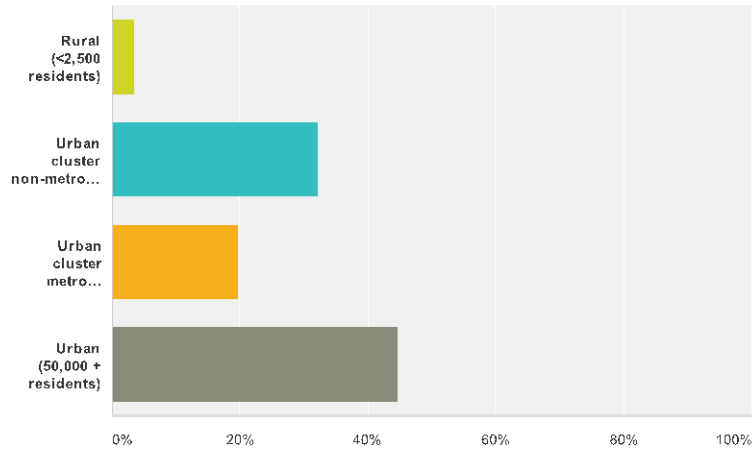
Arizona	3.64%	2
Arkansas	0%	0
California	3.64%	2
Colorado	0%	0
Connecticut	3.64%	2
Delaware	1.82%	1
Illinois	7.27%	4
Indiana	0%	0
Iowa	0%	0
Kansas	0%	0
Kentucky	1.82%	1
Louisiana	0%	0
Maine	1.82%	1
Maryland	7.27%	4
Massachusetts	9.09%	5
Michigan	3.64%	2
Minnesota	1.82%	1

Missouri	1.82%	1
Montana	0%	0
Nebraska	0%	0
Nevada	0%	0
New Hampshire	0%	0
New Jersey	5.45%	3
New Mexico	1.82%	1
New York	5.45%	3
North Carolina	0%	0
North Dakota	0%	0
Ohio	1.82%	1
Oklahoma	0%	0
Oregon	0%	0
Pennsylvania	20%	11
Rhode Island	0%	0
South Carolina	0%	0
South Dakota	0%	0
Tennessee	7.27%	4
Texas	1.82%	1
Utah	0%	0
Vermont	0%	0
Virginia	5.45%	3
Washington	1.82%	1
West Virginia	1.82%	1
Wisconsin	0%	0
Wyoming	0%	0
Total		55

Q11. If you are not located in the United States, where are you? No individual responded to this question.

Q12 Community Type (*Community size and type are borrowed from the U.S. Census Bureau)

Answered: 56 Skipped: 0



Answer Choices	Responses
Rural (<2,500 residents)	3.57% 2
Urban cluster non-metro (2,500-50,000 residents)	32.14% 18
Urban cluster metro (2,500-50,000 residents)	19.64% 11
Urban (50,000+ residents)	44.64% 25
Total	56

Q13. What types of degrees do you hold? *Please check all that apply

Answer Choices	Responses
High School	42.86% 24
Associate	1.79% 1
BA/BS/BFA	55.36% 31
MA/MS/MFA	48.21% 27
MLIS/MLS	57.14% 32
MBA	0% 0
PhD	7.14% 4
JD	0% 0
Total Respondents: 56	

#	Other (please specify)	Date
1	M.Ed.	3/26/2012 2:37 PM
2	MLIS, Archival Studies Concentration (anticipated graduation September 2012)	3/22/2012 12:31 PM
3	MAS	3/22/2012 9:42 AM
4	R.N.	3/19/2012 6:18 PM
5	MSW	3/17/2012 11:55 AM
6	Nursing - Courses, workshops, etc.	3/16/2012 8:30 AM

Q14. Please indicate your undergraduate major. 51 individuals responded to this question, 5 skipped this question.

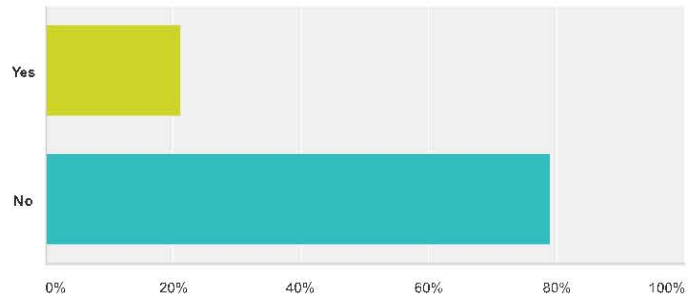
1	English
2	American Studies
3	Public history
4	German
5	African History
6	English
7	History
8	American Studies
9	History of Science
10	English
11	Sociology
12	German Language and Literature
13	communications
14	history
15	Anthropology (biological)
16	Secondary Education/Mathematics
17	American Studies
18	History
19	English
20	history / media studies
21	Graphic Desgn/Art History minor
22	Religion
23	Liberal arts
24	horticulture
25	History
26	Mathematic
27	Psychology
28	Communication -- Radio, TV & Film
29	history
30	History
31	history/women's studies
32	History
33	Comparative Religion
34	history
35	Journalism
36	English
37	Life Science
38	French
39	History
40	Art History
41	English, Biological Agriculture
42	American History , minor in Political Science
43	History
44	Ancient & Mediev al Western Studies
45	Double major, Bible and Religion
46	History
47	Fine Arts
48	History and Anthropology
49	Mediev al and Renaissance Studies
50	Anthropology/Sociology
51	Library Science/Literature

Q15. If you have a Masters degree other than an MLS/MLIS please indicate the discipline of the degree. 31 individuals responded to this question, 25 skipped this question.

#	Responses
1	U.S. History (18th Century)
2	Public history
3	American Social History
4	History
5	Education/Administration & Counseling
6	Archival Studies
7	I have a Masters degree and a Ph.D. in German literature
8	education
9	Archives
10	Mathematics and Theology
11	American Studies
12	History major, Geography minor
13	Masters in Fine Arts major in Printmaking, minor in Art History
14	International Administration
15	American history
16	history
17	Social Work
18	History
19	sociology
20	M.Ed. -- Special Education (blindness)
21	mat
22	American History
23	MA Public History MA Industrial Management
24	Counseling and Consulting Psychology
25	History
26	Am presently enrolled in GSLIS-Archives degree program.
27	MS in Library Science
28	History
29	Religion
30	History
31	Archives and Records Management

Q16 Do you hold an additional certification?

Answered: 52 Skipped: 4

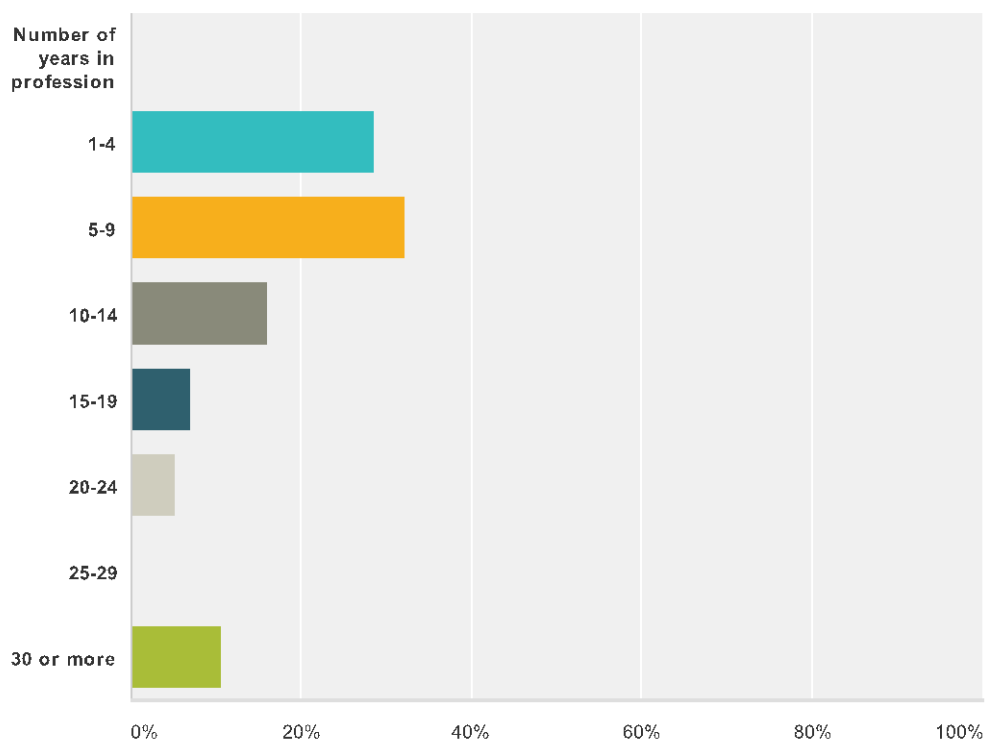


Answer Choices	Responses	
Yes	21.15%	11
No	78.85%	41
Total		52

#	If yes, please specify which kind (CA, CRM, etc.)	Date
1	CA	4/2/2012 4:41 PM
2	CA	4/2/2012 10:46 AM
3	CA	3/22/2012 10:14 PM
4	National Archives Institute, 1980	3/20/2012 8:17 AM
5	Diploma in Anglo-Irish Literature	3/20/2012 7:27 AM
6	C.A.	3/19/2012 11:38 AM
7	CA	3/15/2012 11:32 AM
8	Museum Studies Program at UIC	3/15/2012 10:45 AM
9	Public Library Certification	3/15/2012 10:30 AM
10	CA	3/15/2012 10:21 AM
11	CA	3/15/2012 10:17 AM
12	Certified Genealogist	3/15/2012 9:51 AM

Q17 Number of years in the profession

Answered: 56 Skipped: 0



Q18 ‘Did you have a career previous to working in archives?’ 56 individuals responded to this question. 42 Yes, and 14 No.

Q19 ‘Which of the following best describes your current employment status?’ All 56 responded Part-time. Of those who responded Part-time 11 included an ‘Other’ explanation/clarification:

#	Other (please specify)
1	Two 20 hr per week jobs
2	4/5 time with benefits
3	I have two part-time jobs amounting to a full-time schedule
4	Volunteer
5	Underemployed- 1 part-time; 1 project position
6	1 lone arranger job (no benefits) + 2 other part-time archives jobs
7	Part-time, with benefits
8	two part time archivist jobs
9	with benefits

10	Position is 25 hours/week but includes full benefits
11	3 p/t jobs; 1 with benefits

Q20. ‘What type of institution do you currently work for? *Please check all that apply. 54 individuals responded to this question, 2 skipped this question.

Answer Choices	Responses
Federal Government	1.85% 1
State or Local Government	12.96% 7
Elementary or High School	5.56% 3
College or University, Public	7.41% 4
College or University, Private	27.78% 15
Museum	12.96% 7
Nonprofit organization	33.33% 18
For-Profit organization or corporation	1.85% 1
Religious Organization	20.37% 11
Total Respondents: 54	

Q.21. ‘If you work for a college or university, is yours s tenure track position?’ All 20 individuals responding to this question indicated that theirs was not a tenure track position. 36 individuals skipped this question.

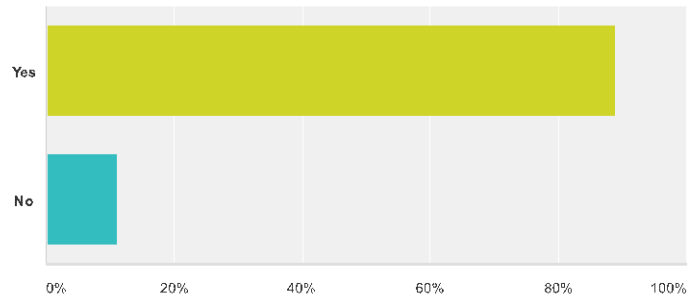
Q22 If you are currently self-employed, which best describes the work you do? *Please check all that apply

Answered: 7 Skipped: 49

Answer Choices	Responses
Archival consultation	42.86% 3
Archival processing	85.71% 6
Preservation/Conservation	42.86% 3
Preservation/Conservation consultation	0% 0
Records or information resource management	14.29% 1
Records or information resource management consultation	0% 0
Total Respondents: 7	

Q23 Does your job title accurately reflect your responsibilities?

Answered: 54 Skipped: 2



Answer Choices	Responses
Yes	88.89% 48
No	11.11% 6
Total Respondents: 54	

Q.24 ‘What is your salary range?’ 2 individuals skipped this question.

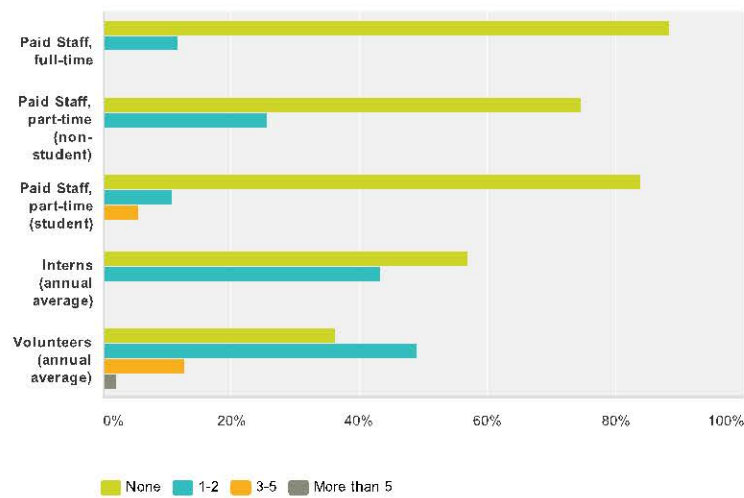
Answer Choices	Responses
Salary Range	0% 0
Less than \$20,000	44.44% 24
\$20,000-\$29,000	25.93% 14
\$30,000-39,000	20.37% 11
\$40,000-49,000	0% 0
\$50,000-59,000	5.56% 3
\$60,000-69,000	1.85% 1
\$70,000-79,000	1.85% 1
\$80,000-89,000	0% 0
\$90,000-99,000	0% 0
\$100,000 and over	0% 0
Total	54

Q.25 'What is your annual budget? (Does not include salary and benefits for staff.)' 4 individuals skipped this question.

Answer Choices	Responses	
Less than \$1000	19.23%	10
\$1,001-4,999	28.85%	15
\$5,000-9,999	9.62%	5
\$10,000-19,000	3.85%	2
\$20,000-49,000	7.69%	4
\$50,000-249,000	3.85%	2
\$250,000-499,000	0%	0
\$500,000 or more	0%	0
Unsure	26.92%	14
Total		52

Q26 If you have support are they Paid Staff, Interns or Volunteers? How many of each do you have?

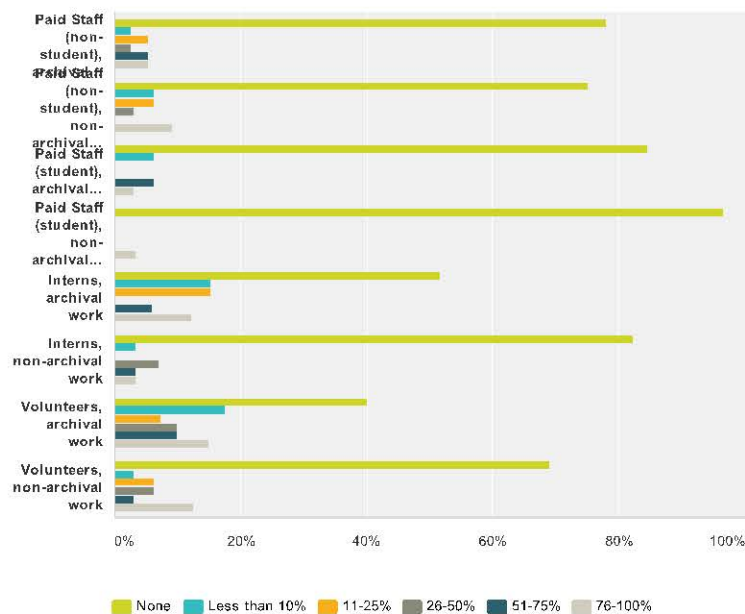
Answered: 52 Skipped: 4



	None	1-2	3-5	More than 5	Total
Paid Staff, full-time	88.24% 30	11.76% 4	0% 0	0% 0	34
Paid Staff, part-time (non-student)	74.36% 29	25.64% 10	0% 0	0% 0	39
Paid Staff, part-time (student)	83.78% 31	10.81% 4	5.41% 2	0% 0	37
Interns (annual average)	56.76% 21	43.24% 16	0% 0	0% 0	37
Volunteers (annual average)	36.17% 17	48.94% 23	12.77% 6	2.13% 1	47

Q27 Dedication of Support Time

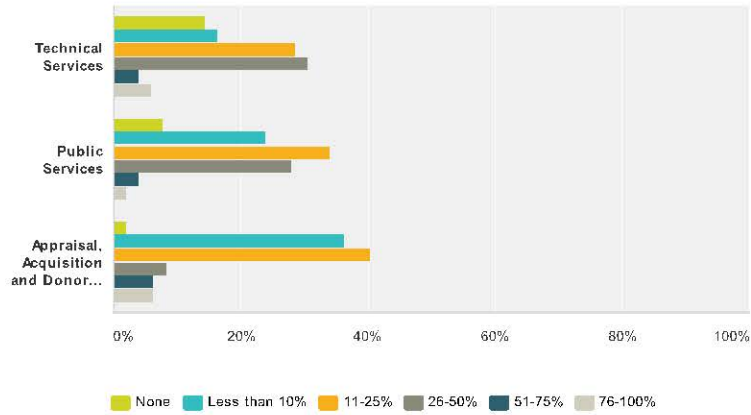
Answered: 50 Skipped: 6



	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Paid Staff (non-student), archival work	77.78% 28	2.78% 1	5.56% 2	2.78% 1	5.56% 2	5.56% 2	36
Paid Staff (non-student), non-archival work	75% 24	6.25% 2	6.25% 2	3.13% 1	0% 0	9.38% 3	32
Paid Staff (student), archival work	84.38% 27	6.25% 2	0% 0	0% 0	6.25% 2	3.13% 1	32
Paid Staff (student), non-archival work	96.43% 27	0% 0	0% 0	0% 0	0% 0	3.57% 1	28
Interns, archival work	51.52% 17	15.15% 5	15.15% 5	0% 0	6.06% 2	12.12% 4	33
Interns, non-archival work	82.14% 23	3.57% 1	0% 0	7.14% 2	3.57% 1	3.57% 1	28
Volunteers, archival work	40% 16	17.50% 7	7.50% 3	10% 4	10% 4	15% 6	40
Volunteers, non-archival work	68.75% 22	3.13% 1	6.25% 2	6.25% 2	3.13% 1	12.50% 4	32

Q28 How much time do you spend doing traditional archives work?

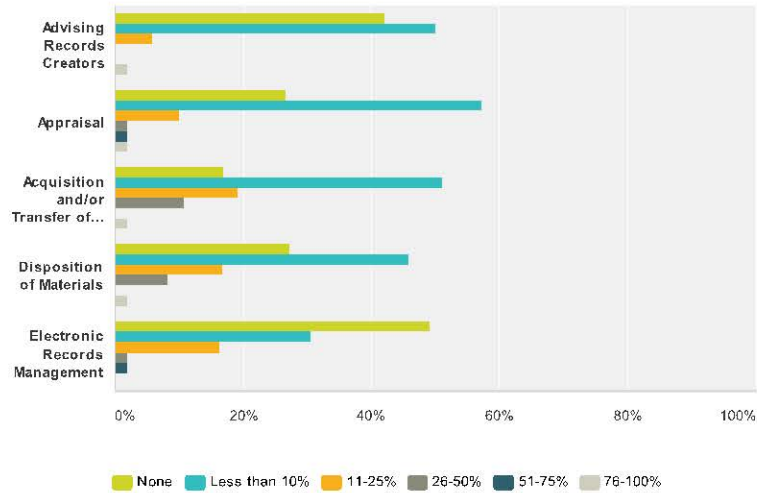
Answered: 50 Skipped: 6



	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Technical Services	14.29% 7	16.33% 8	28.57% 14	30.61% 15	4.08% 2	6.12% 3	49
Public Services	8% 4	24% 12	34% 17	28.00% 14	4% 2	2% 1	50
Appraisal, Acquisition and Donor Relations	2.13% 1	36.17% 17	40.43% 19	8.51% 4	6.38% 3	6.38% 3	47

Q29 How much time do you spend doing traditional records management work?

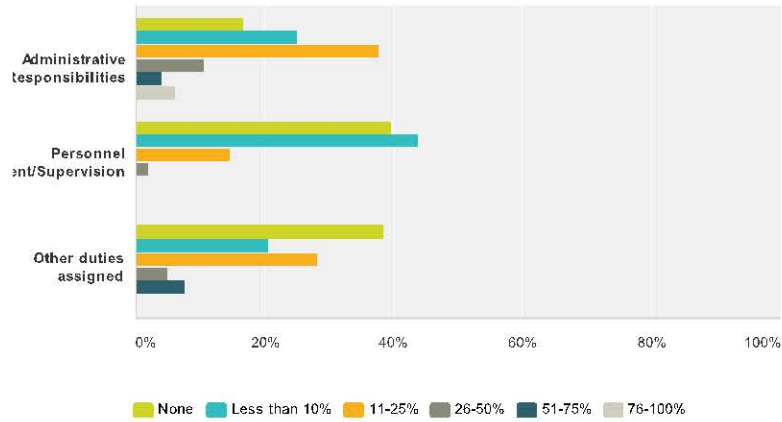
Answered: 50 Skipped: 6



	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Advising Records Creators	42% 21	50% 25	6% 3	0% 0	0% 0	2% 1	50
Appraisal	26.53% 13	57.14% 28	10.20% 5	2.04% 1	2.04% 1	2.04% 1	49
Acquisition and/or Transfer of Materials	17.02% 8	51.06% 24	19.15% 9	10.64% 5	0% 0	2.13% 1	47
Disposition of Materials	27.08% 13	45.83% 22	16.67% 8	8.33% 4	0% 0	2.08% 1	48
Electronic Records Management	48.98% 24	30.61% 15	16.33% 8	2.04% 1	2.04% 1	0% 0	49

Q30 How much time do you spend on management, supervision and other assigned tasks?

Answered: 49 Skipped: 7

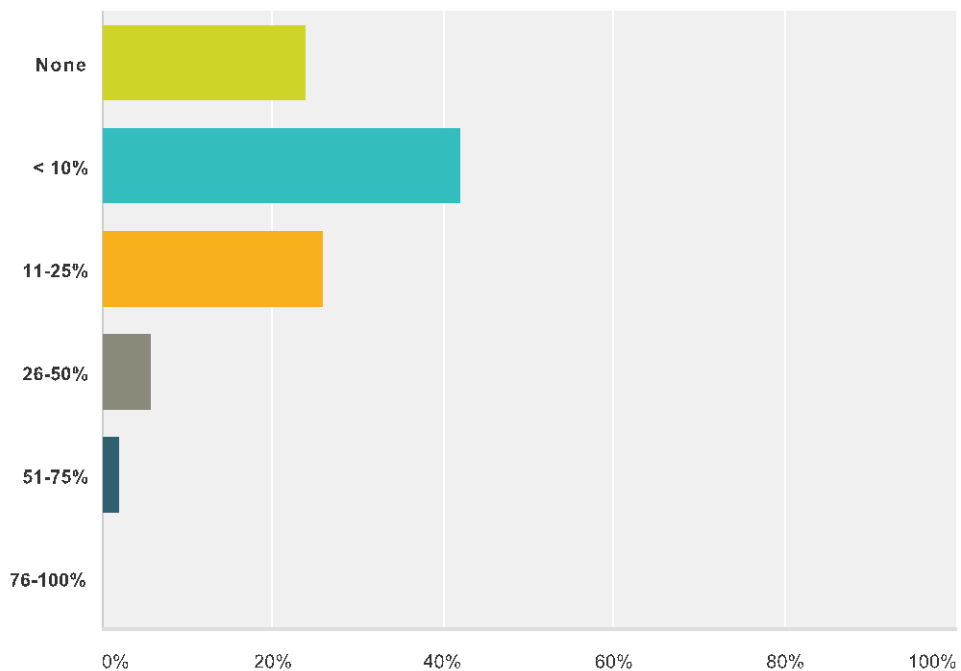


	None	Less than 10%	11-25%	26-50%	51-75%	76-100%	Total
Administrative Responsibilities	16.67% 8	25% 12	37.50% 18	10.42% 5	4.17% 2	6.25% 3	48
Personnel Management/Supervision	39.58% 19	43.75% 21	14.58% 7	2.08% 1	0% 0	0% 0	48
Other duties assigned	38.46% 15	20.51% 8	28.21% 11	5.13% 2	7.69% 3	0% 0	39

#	If you selected other, please describe your other duties
1	Religious or committee work assigned by the bishop
2	circulation desk, new library card application processing, contacting patrons with overdue materials, shelving, laminating, processing newspapers, magazines, and new books, genealogical research, community outreach
3	I am spread very thinly between one current archive project, cataloging library materials, cataloging biological specimens, overall collections management, grant writing and publications
4	committee work
5	Heritage Room, orientation of employees, committee work
6	Manage databases for periodicals; graphic design for library publications; assist with "friends of the library" functions; assist students with research
7	write articles for newsletter
8	committee work, programming
9	I get recruited to work on various projects with other departments on campus.
10	librarian duties, editing, oral history
11	writing for newsletter, giving tours, public programming
12	Collection development
13	Bibliographic instruction, reference
14	Sorting materials after major move
15	Other non-archival digital projects
16	Pinch-hitting in the library
17	Anniversary committee - temporary for the year

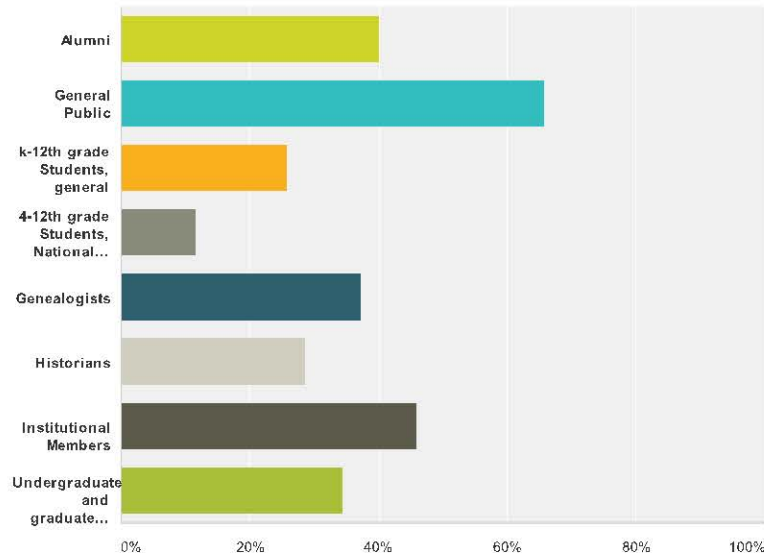
Q31 How much time, if any do you spend planning public programs?

Answered: 50 Skipped: 6



Q32 If you conduct public programming who is your target audience? *Please check all that apply

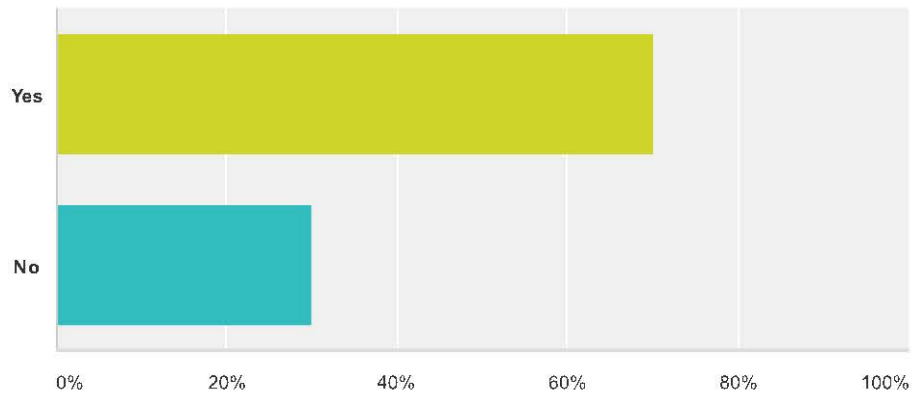
Answered: 35 Skipped: 21



Answer Choices	Responses
Alumni	40% 14
General Public	65.71% 23
k-12th grade Students, general	25.71% 9
4-12th grade Students, National History Day Participants	11.43% 4
Genealogists	37.14% 13
Historians	28.57% 10
Institutional Members	45.71% 16
Undergraduate and graduate students	34.29% 12
Total Respondents: 35	

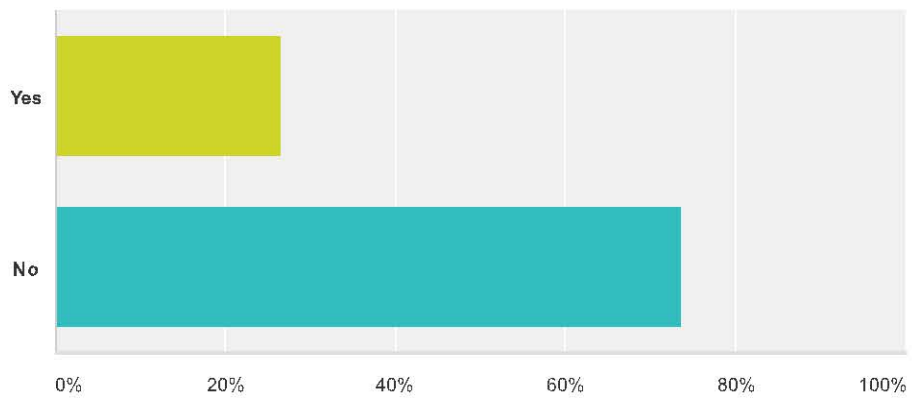
Q33 Does your repository have a website?

Answered: 50 Skipped: 6



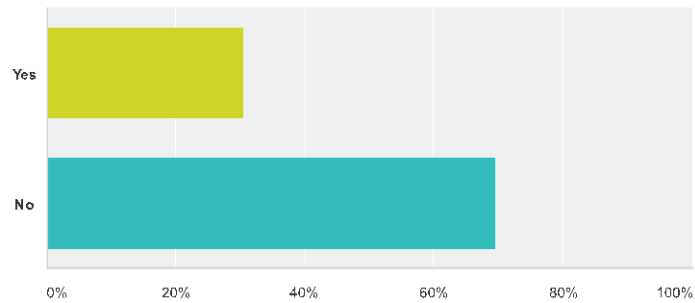
Q34 Does your repository include collection information in an OPAC (Online Public Access Catalog)?

Answered: 49 Skipped: 7



Q35 Do you offer finding aids online?

Answered: 49 Skipped: 7

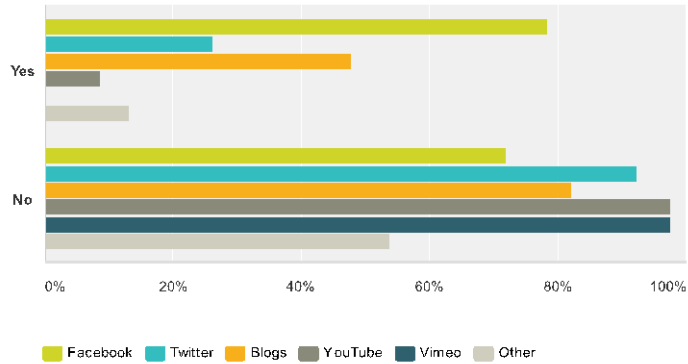


Answer Choices	Responses	
Yes	30.61%	15
No	69.39%	34
Total		49

#	If yes, what format do you use to present them? HTML, PDF, EAD, etc.
1	HTML
2	EAD on the website of a regional organization we belong to that manages the website
3	EAD uploaded to Online Archive of California
4	EAD by summer, 2012; currently use pdfs
5	Currently, I think what we have is HTML. That will not be the case in the future.
6	PDF, Excel
7	HTML
8	pdf
9	Virginia Heritage database consortium EAD
10	html
11	will in the future
12	HTML and PDF
13	EAD - generated from Archivists Toolkit
14	PDF and EAD
15	PDF

Q36 Do you use social media for your institution? *Please check all that apply

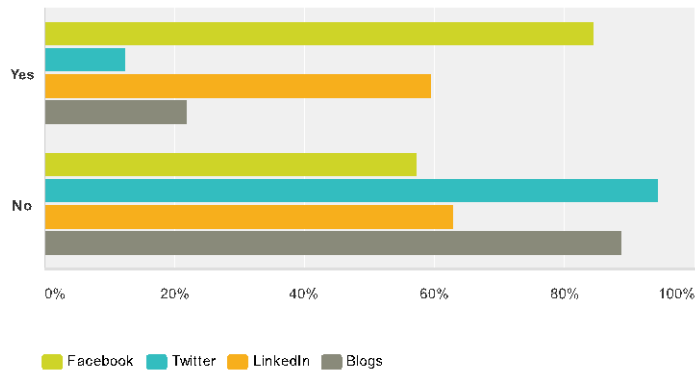
Answered: 48 Skipped: 8



	Facebook	Twitter	Blogs	YouTube	Vimeo	Other	Total Respondents
Yes	78.26% 18	26.09% 6	47.83% 11	8.70% 2	0% 0	13.04% 3	23
No	71.79% 28	92.31% 36	82.05% 32	97.44% 38	97.44% 38	53.85% 21	39

Q37 Do you use social media for personal use and/or networking? *Please check all that apply

Answered: 48 Skipped: 8

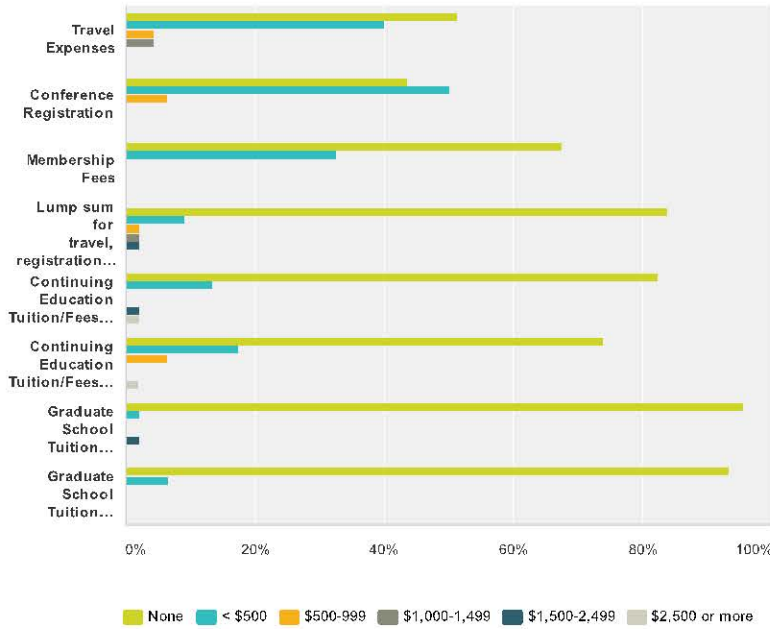


	Facebook	Twitter	LinkedIn	Blogs	Total Respondents
Yes	84.38% 27	12.50% 4	59.38% 19	21.88% 7	32
No	57.14% 20	94.29% 33	62.86% 22	88.57% 31	35

#	If not listed above (please specify)
1	just plain email and snail mail
2	Google +

Q38 What kind of financial support do you receive from your employer? *Please check all that apply

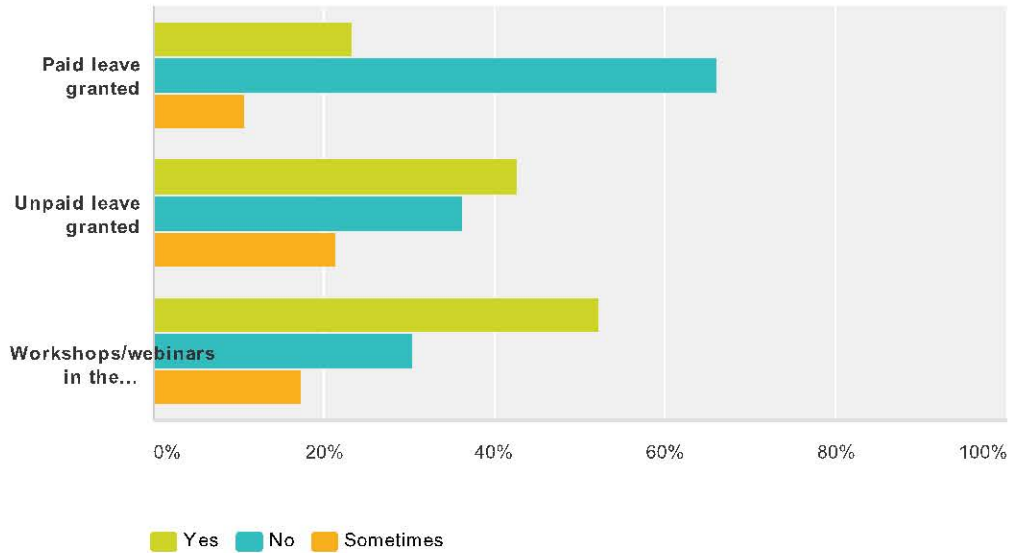
Answered: 49 Skipped: 7



	None	< \$500	\$500-999	\$1,000-1,499	\$1,500-2,499	\$2,500 or more	Total
Travel Expenses	51.11% 23	40% 18	4.44% 2	4.44% 2	0% 0	0% 0	45
Conference Registration	43.48% 20	50% 23	6.52% 3	0% 0	0% 0	0% 0	46
Membership Fees	67.39% 31	32.61% 15	0% 0	0% 0	0% 0	0% 0	46
Lump sum for travel, registration and membership fees, etc.	83.72% 36	9.30% 4	2.33% 1	2.33% 1	2.33% 1	0% 0	43
Continuing Education Tuition/Fees (parent institution)	82.22% 37	13.33% 6	0% 0	0% 0	2.22% 1	2.22% 1	45
Continuing Education Tuition/Fees (other institution)	73.91% 34	17.39% 8	6.52% 3	0% 0	0% 0	2.17% 1	46
Graduate School Tuition (parent institution)	95.45% 42	2.27% 1	0% 0	0% 0	2.27% 1	0% 0	44
Graduate School Tuition (other institution)	93.33% 42	6.67% 3	0% 0	0% 0	0% 0	0% 0	45

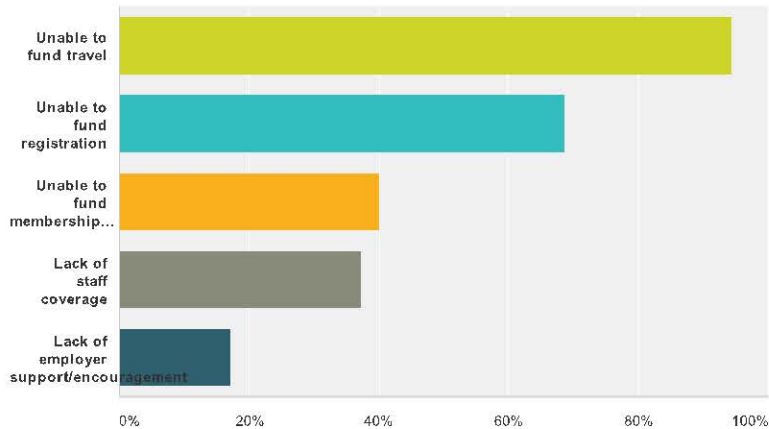
Q39 Do you receive the following additional support from your employer?

Answered: 49 Skipped: 7



Q40 What are the major barriers keeping you from participating in professional development opportunities? *Please check all that apply

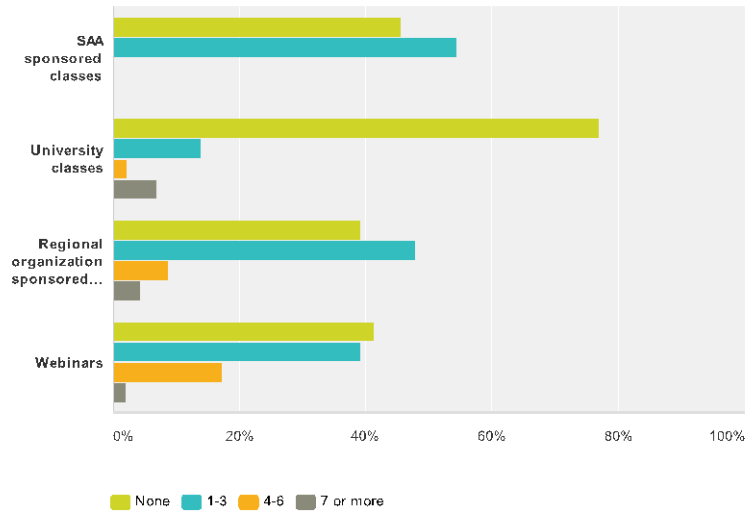
Answered: 35 Skipped: 21



Answer Choices	Responses
Unable to fund travel	94.29% 33
Unable to fund registration	68.57% 24
Unable to fund membership fees	40% 14
Lack of staff coverage	37.14% 13
Lack of employer support/encouragement	17.14% 6
Total Respondents: 35	

Q41 Continuing Education Courses

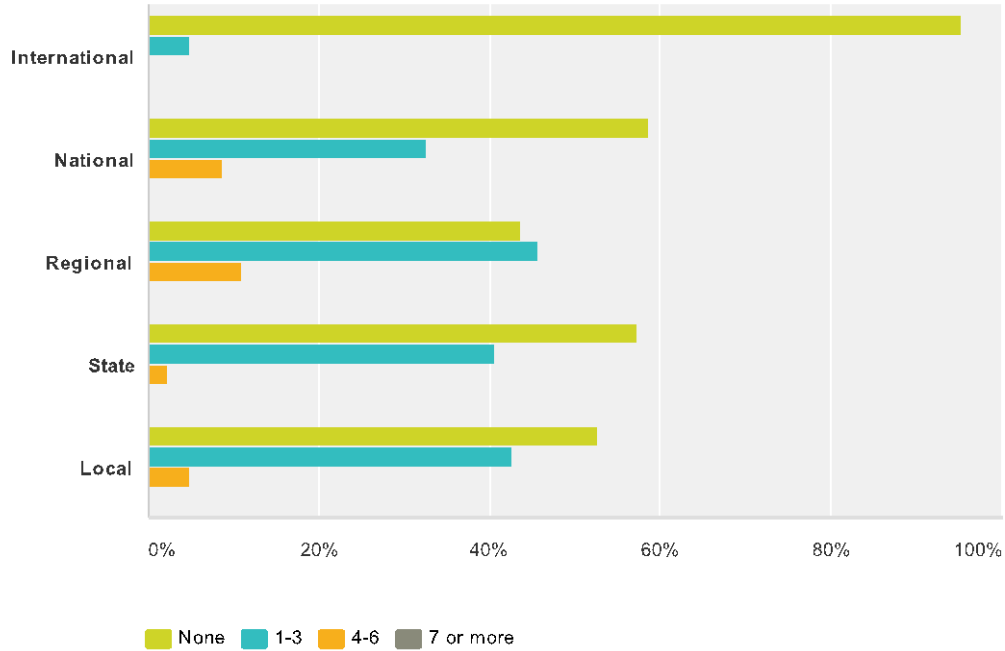
Answered: 49 Skipped: 7



	None	1-3	4-6	7 or more	Total
SAA sponsored classes	45.65% 21	54.35% 25	0% 0	0% 0	46
University classes	76.74% 33	13.95% 6	2.33% 1	6.98% 3	43
Regional organization sponsored classes	39.13% 18	47.83% 22	8.70% 4	4.35% 2	46
Webinars	41.30% 19	39.13% 18	17.39% 8	2.17% 1	46

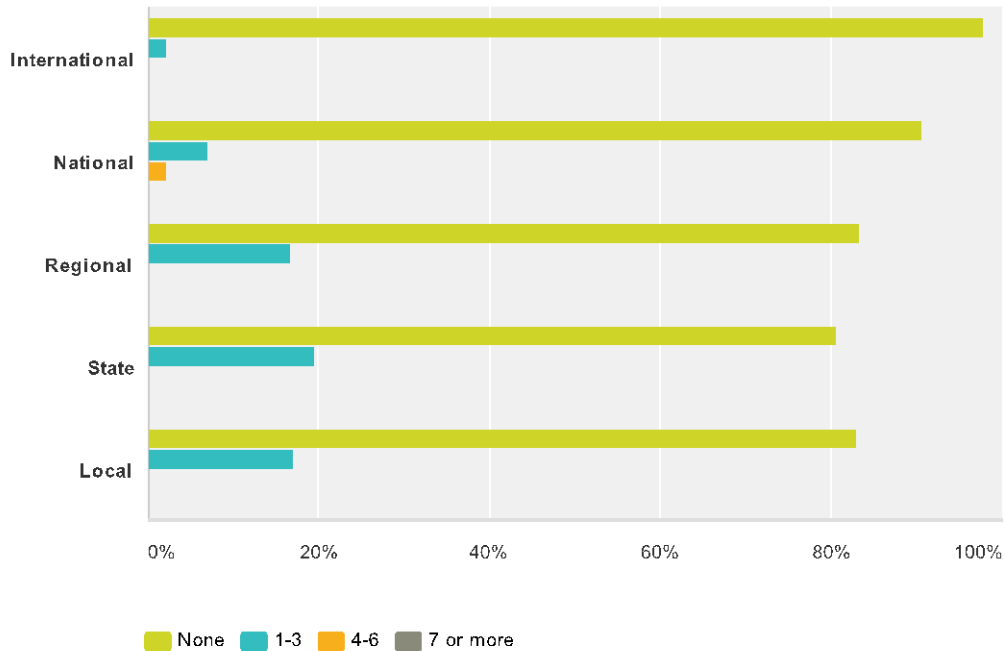
Q42 Archives Specific Meetings/Annual Conferences

Answered: 48 Skipped: 8



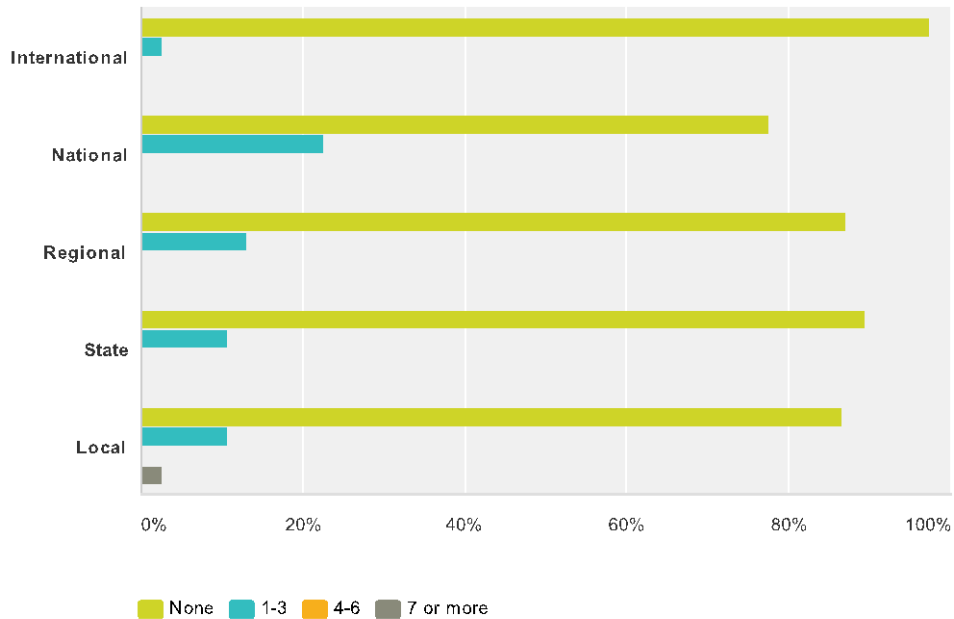
Q43 Library Specific Meetings/Annual Conferences

Answered: 45 Skipped: 11



Q44 Other Meetings/Annual Conferences
***Please specify the type of meeting or conference in the box provided below**

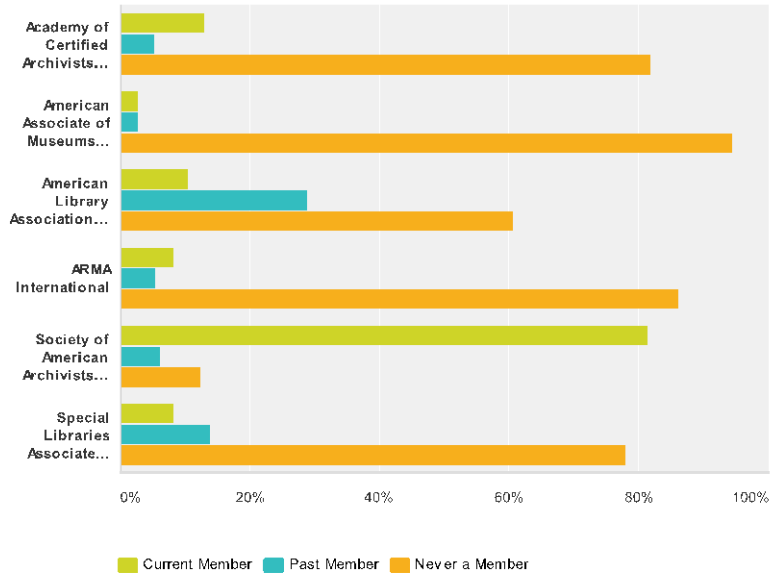
Answered: 40 Skipped: 16



#	Other (please specify)
1	Historians
2	History of Medicine
3	2 day workshop for Past Perfect cataloging Pennsylvania /paid for all expenses
4	providers of digital Jewish history materials
5	History
6	state league of history organizations
7	historical and/or grantmaking
8	Blindness-related
9	New England Museum Association (NEMA)
10	AASLH
11	Biennial conference of sponsoring denomination
12	History

Q45 Professional Membership Held

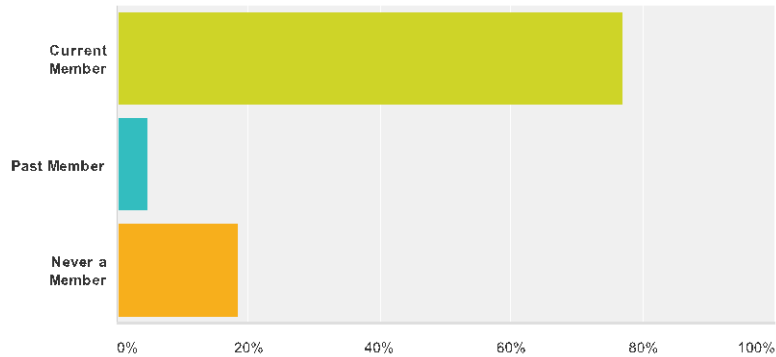
Answered: 48 Skipped: 8



	Current Member	Past Member	Never a Member	Total
Academy of Certified Archivists (ACA)	13.16% 5	5.26% 2	81.58% 31	38
American Associate of Museums (AAM)	2.86% 1	2.86% 1	94.29% 33	35
American Library Association (ALA)	10.53% 4	28.95% 11	60.53% 23	38
ARMA International	8.33% 3	5.56% 2	86.11% 31	36
Society of American Archivists (SAA)	81.25% 39	6.25% 3	12.50% 6	48
Special Libraries Associate (SLA)	8.33% 3	13.89% 5	77.78% 28	36

Q46 Professional Membership Held, Regional group

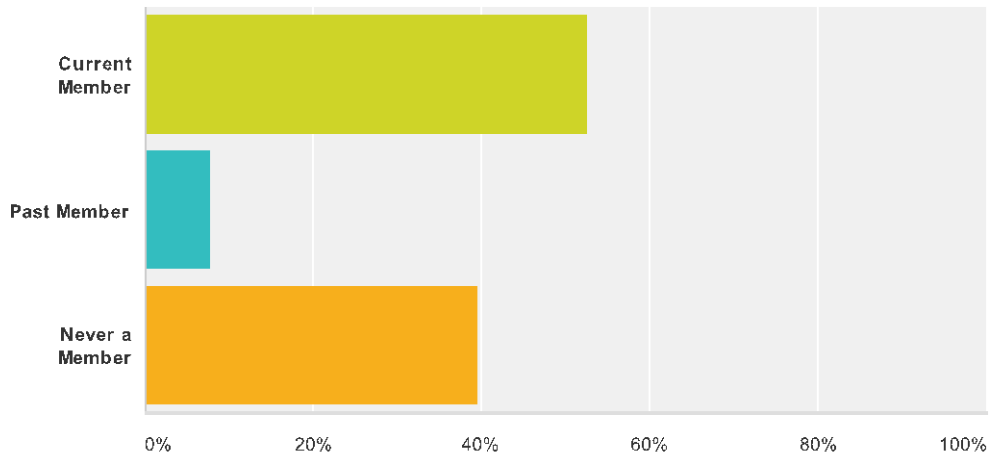
Answered: 43 Skipped: 13



Answer Choices	Responses	
Current Member	76.74%	33
Past Member	4.65%	2
Never a Member	18.60%	8
Total		43

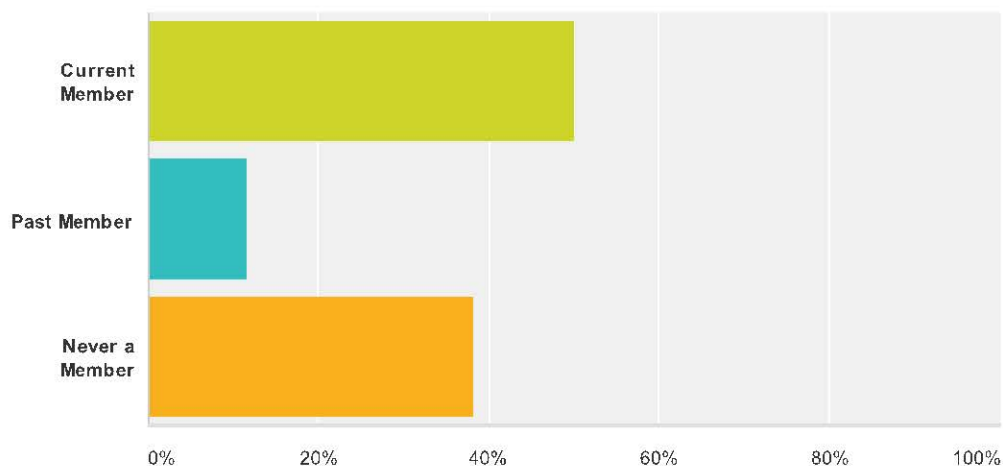
Q47 Professional Membership Held, Local group

Answered: 38 Skipped: 18



Q48 Professional Membership Held, Other

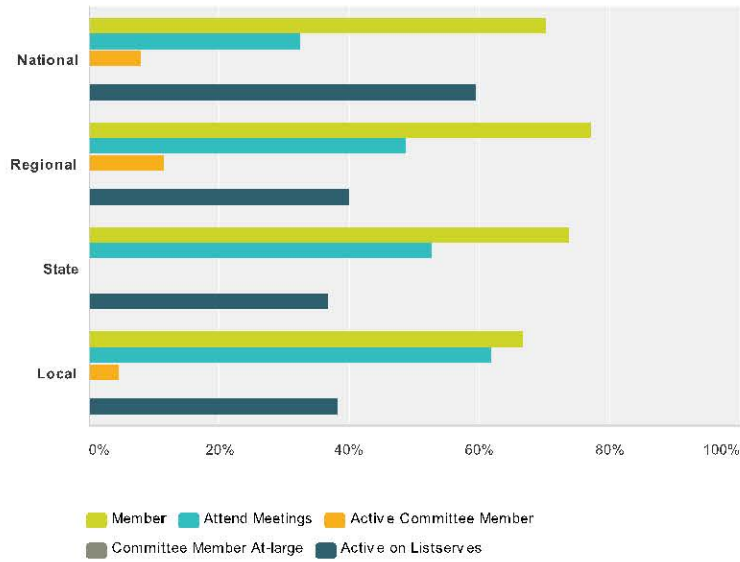
Answered: 34 Skipped: 22



#	If a member, past or present, please indicate the name of the organization
1	Organization of American Historians
2	Archivists and Librarians in the History of the Health Sciences
3	Archives of Religious Institutions
4	Society for German-American Studies and American Association of Teachers of German (both closely relate to my job); and Modern Language Association
5	Calif. Garden and Landscape History Soc.
6	National Catholic Education Association; Mercy Secondary Education Association, Michigan Mathematic Education Association
7	Tennessee Archivists Association
8	American Association State and Local History
9	Association of Documentary Editors
10	Association for the Study of African American History
11	AIC
12	AASLH; NCPH
13	Association of Christian Libraries
14	Assoc. for Education and Rehabilitation of Blind and VI
15	Heritage League of Greater Kansas City
16	AHA
17	Association of Professional Genealogists, International Society of Family History Writers and Editors
18	Vermont Library Association
19	Maryland History & Culture Collaborative
20	National Episcopal Historians & Archivists

Q49 What is your level of involvement at the National, Regional, State and Local levels?
***Please check all that apply**

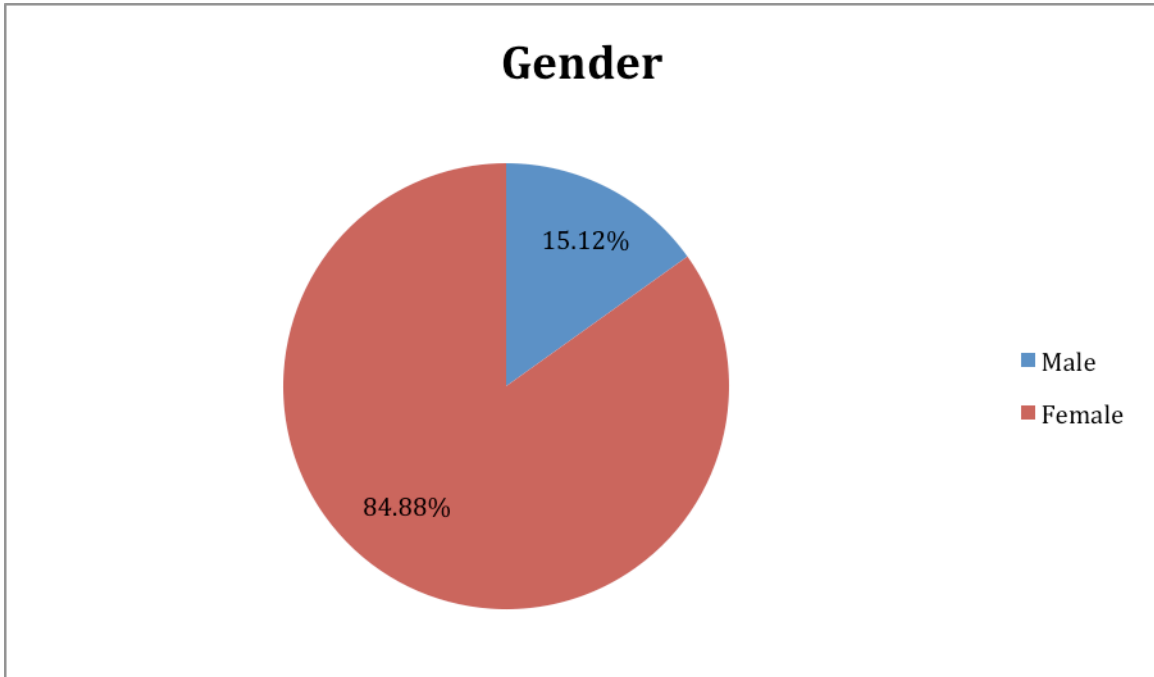
Answered: 43 Skipped: 13



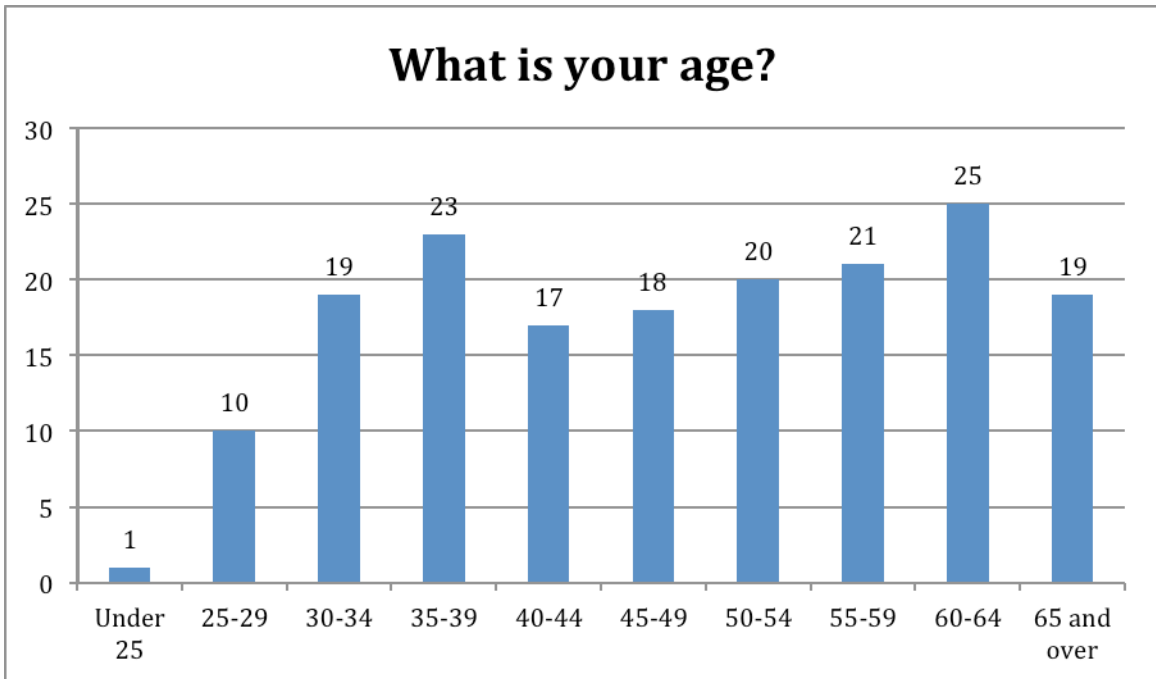
	Member	Attend Meetings	Active Committee Member	Committee Member At-large	Active on Listserves	Total Respondents
National	70.27% 26	32.43% 12	8.11% 3	0% 0	59.46% 22	37
Regional	77.14% 27	48.57% 17	11.43% 4	0% 0	40% 14	35
State	73.68% 14	52.63% 10	0% 0	0% 0	36.84% 7	19
Local	66.67% 14	61.90% 13	4.76% 1	0% 0	38.10% 8	21

Appendix IV
Filtered results for those who reported living in 'Urban areas.' N=173.

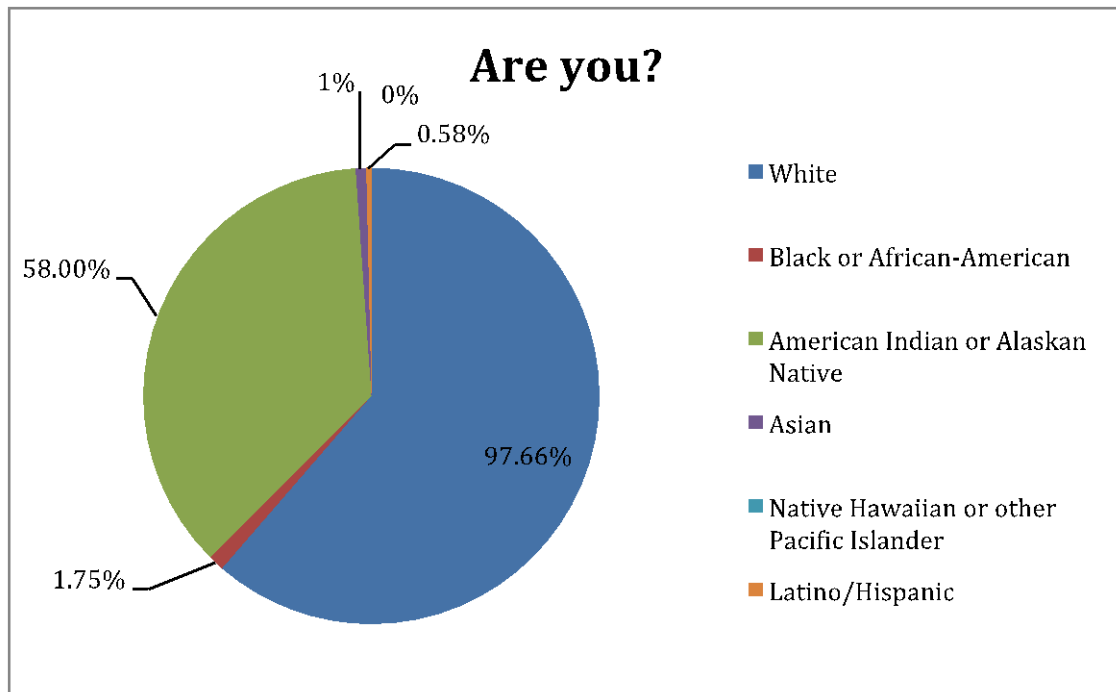
Who are you?



172 individuals who started the survey responded to this question. 1 individual skipped the question.

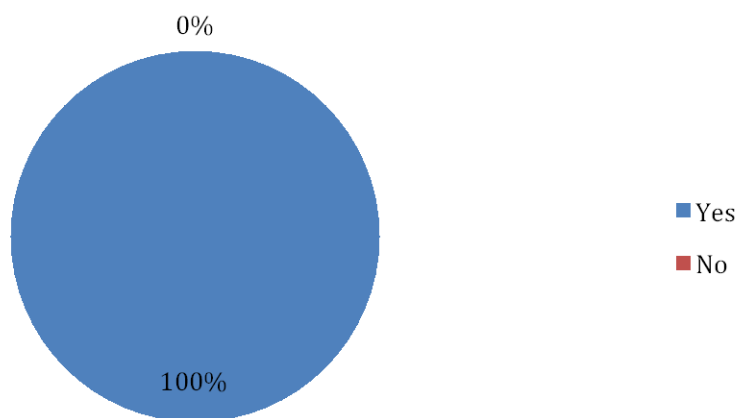


173 individuals who started the survey responded to this question. 0 individuals skipped the question.



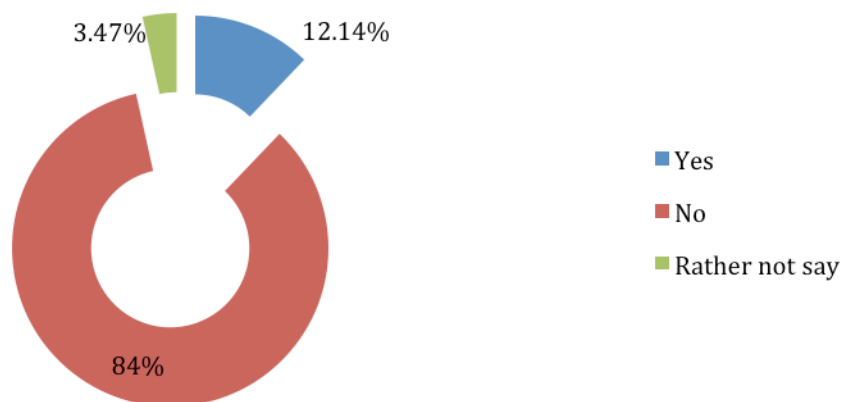
Respondents were encouraged to select all that applied to them. 171 individuals who started the survey responded to this question. 2 individual skipped the question. Other responses included other and Jewish.

Is English your native language?

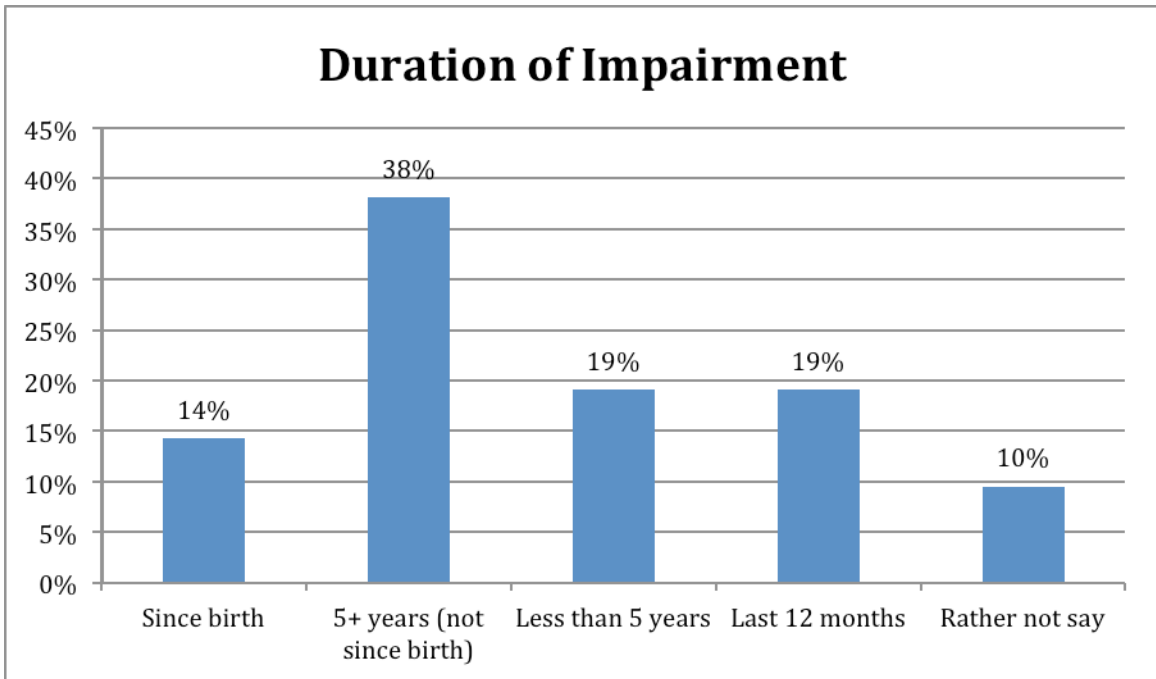


172 individuals who started the survey responded to this question. 1 individual skipped the question.

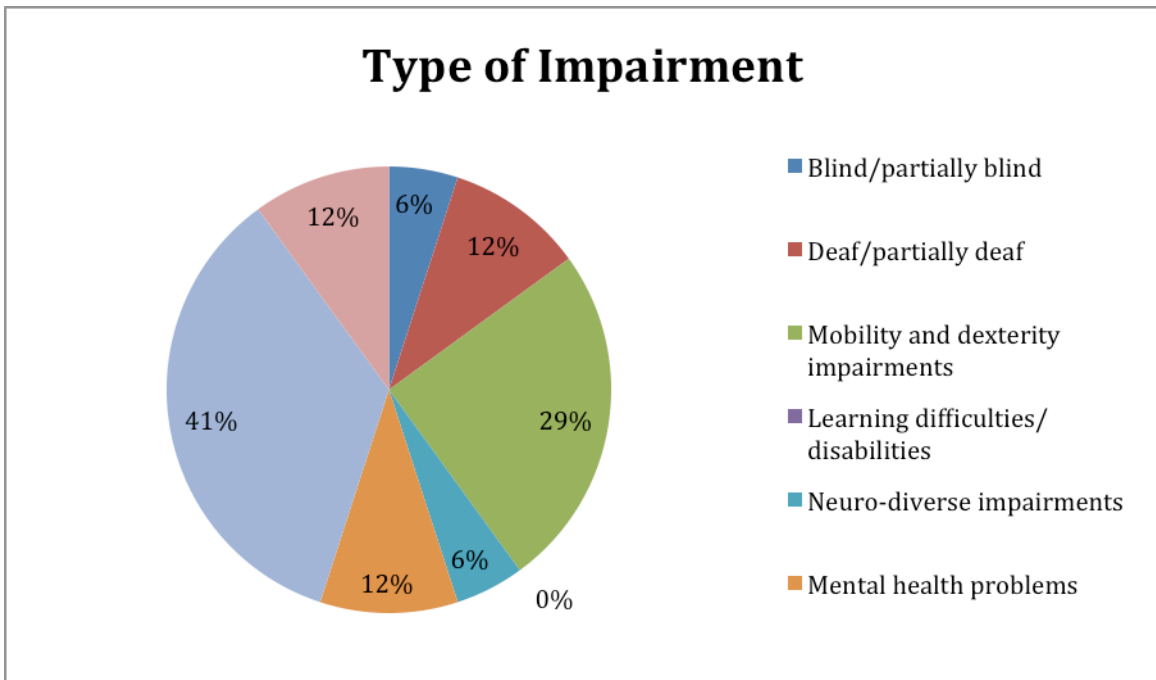
Have you ever self-reported a disability or health problem?



173 individuals who started the survey responded to this question. 0 individuals skipped the question. **Those who responded 'YES' to the question "Have you ever self-reported a disability or health problem to an employer" were asked to complete the next four questions. Those that responded 'No' or 'Rather not say' were not shown the next four questions.**

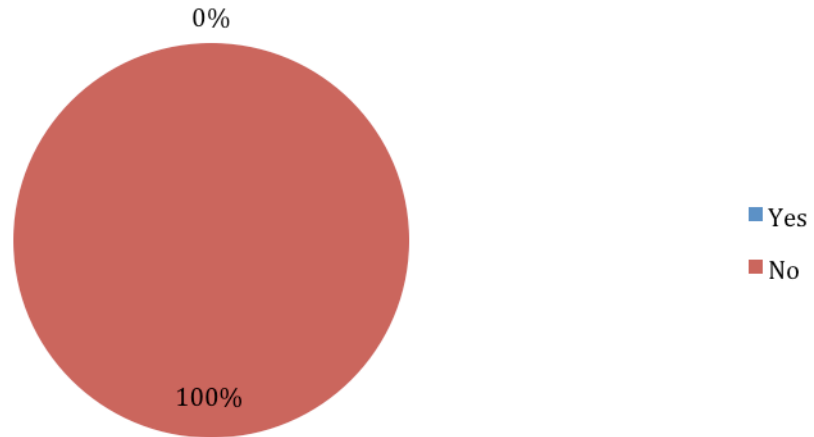


21 individuals who started the survey responded to this question. 152 individuals were not shown this question.



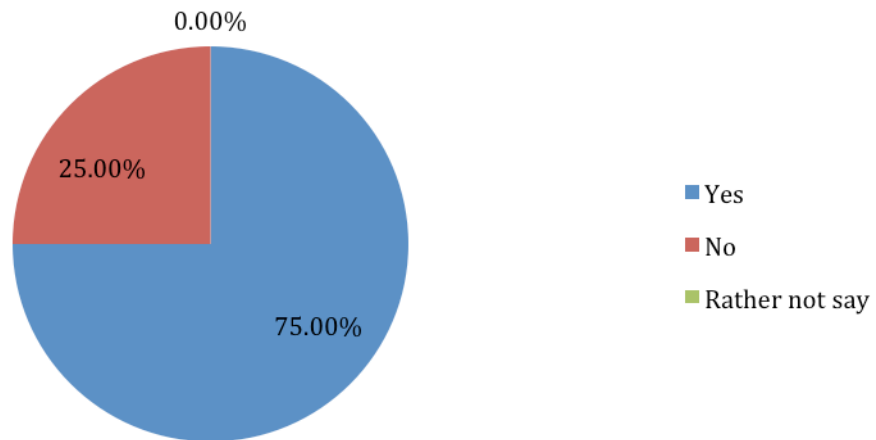
17 individuals who started the survey responded to this question. 4 individuals skipped this question and 152 individuals were not shown this question. Responses to other included: pulmonary inflammation caused by mold at workplace, injured back at work – injury healed in 2 weeks, Diabetes, and cancer and asthma.

Do you require the use of a service animal?



20 individuals who started the survey responded to this question. 1 individual skipped this question and 152 individuals were not shown this question.

Is the building you work in ADA compliant?



20 individuals who started the survey responded to this question. 1 individual skipped this question and 152 individuals were not shown this question.

Where are you?

Q.10 Where in the United States are you located?

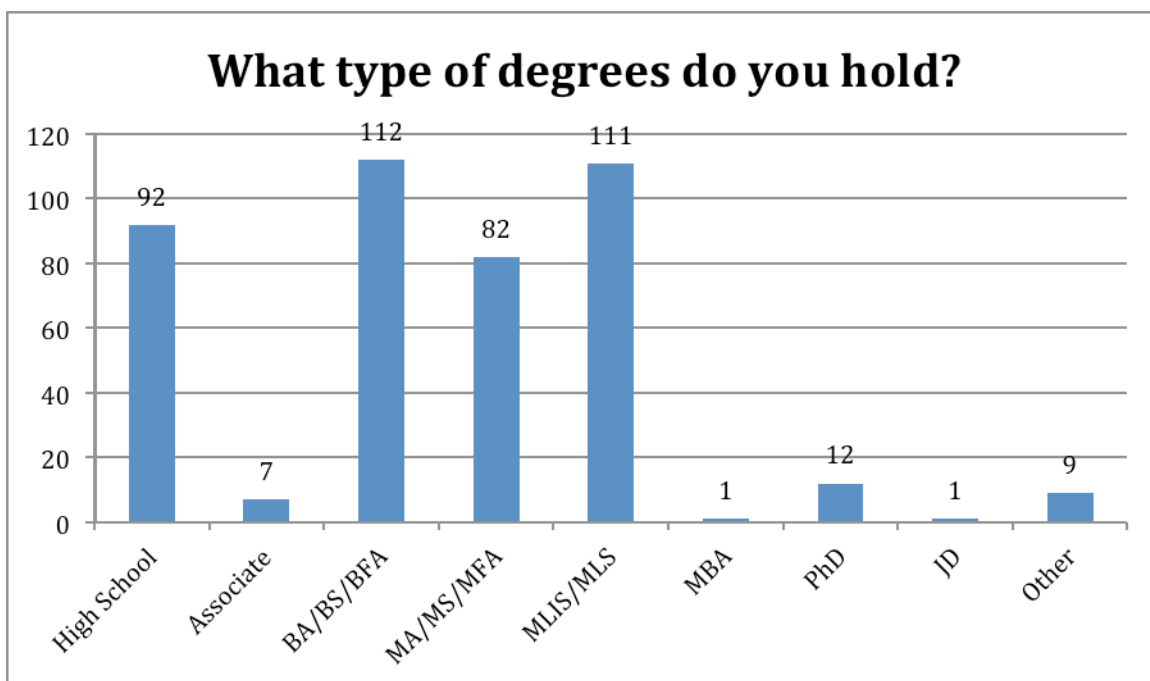
Answer Choices	Responses	
Alabama	0.58%	1
Alaska	0%	0
Arizona	1.73%	3
Arkansas	0%	0
California	6.36%	11
Colorado	1.73%	3
Connecticut	1.73%	3
Delaware	0%	0
District of Columbia (D.C.)	2.31%	4
Florida	1.16%	2
Georgia	4.05%	7
Hawaii	0%	0
Idaho	0%	0
Illinois	5.78%	10
Indiana	2.31%	4
Iowa	0.58%	1
Louisiana	0.58%	1
Maine	0.58%	1
Maryland	3.47%	6
Massachusetts	9.25%	16
Michigan	2.89%	5
Minnesota	2.31%	4
Mississippi	0%	0
Missouri	1.16%	2
Montana	0%	0
Nebraska	0.58%	1
Nevada	0%	0
New Hampshire	0.58%	1
New Jersey	1.73%	3
New Mexico	0.58%	1
New York	14.45%	25
North Carolina	0.58%	1
North Dakota	0%	0
Ohio	0%	0
Oklahoma	0%	0
Oregon	1.16%	2
Pennsylvania	9.83%	17
Rhode Island	1.16%	2

Tennessee	6.94%	12
Texas	4.62%	8
Utah	0.58%	1
Vermont	0%	0
Virginia	3.47%	6
Washington	1.73%	3
West Virginia	0.58%	1
Wisconsin	2.89%	5
Wyoming	0%	0
Total		173

173 individuals who started the survey responded to this question. 0 individuals skipped the question.

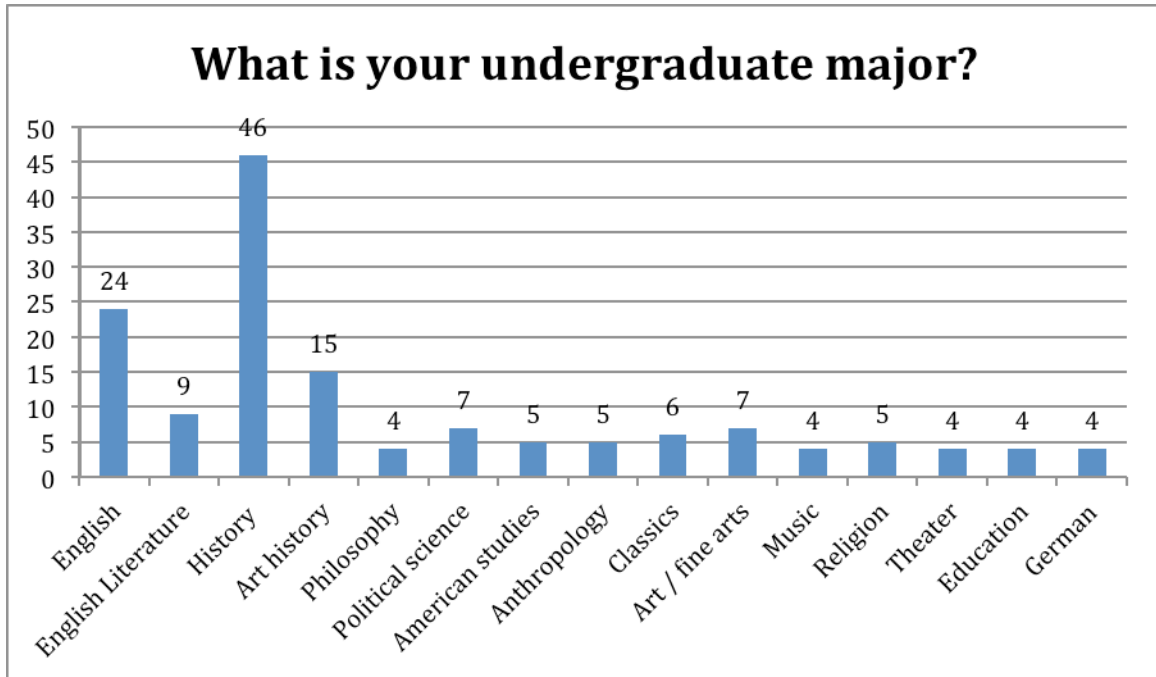
All respondents are located within the United States, so the question ‘If you aren’t located in the United States, where are you located?’ had no valid responses. Four respondents did provide further specificity on where within the United States they are located: Monroe County, New York, Greater Los Angeles, and California.

Q12. Community Type. All 173 individuals who started the survey responded ‘Urban’ to this question and so all other responses were filtered out.



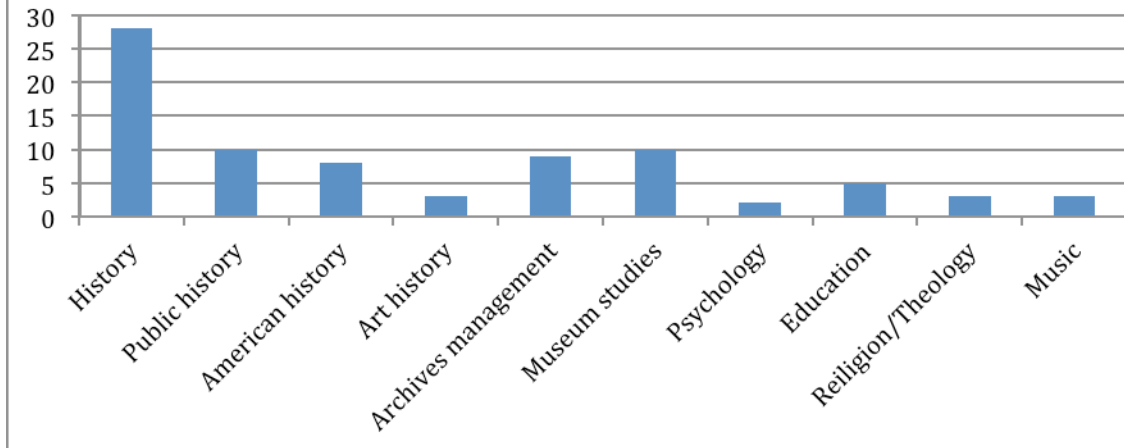
171 individuals who started the survey responded to this question. 2 individuals skipped the question. There were 4 responses for other that fell into the MLIS category, so were removed from other and placed in MLIS/MLS. Other responses included: MAS, various

college courses, M. Architecture, post graduate diploma, MPA, MN ED, masters of music, and ABD.



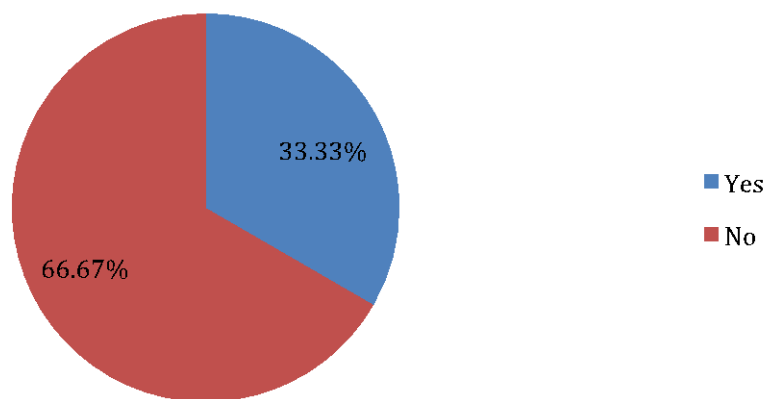
165 individuals who started the survey responded to this question. 8 individuals skipped the question. The chart shows responses that gained more than 4 or more responses. The rest of the results are as follows: with 3 respondents: American history, Psychology, Music education, Communication, Biology; with 2 respondents: Dance, French, German, Library science, Business administration, Archaeology; with 1 respondent: African history, Architecture, BFA Photography, BSN, Economics, Environmental science, Film/Video Production, General Studies, Geology, Government, Graphic Design, Historic preservation, International Studies, Journalism, Liberal Studies, Life Science, Linguistics, Marketing, Mathematics, Media Studies, Medieval and Renaissance Studies, Merchandising, Public health, Public history, Social science, Social studies, Social work, Sociology, Television and Radio production, and Women's Studies. 30 respondents reported double majors. 1 reported a triple major.

If you have a Masters degree other than an MLS/MLIS, please indicate the discipline of the degree.



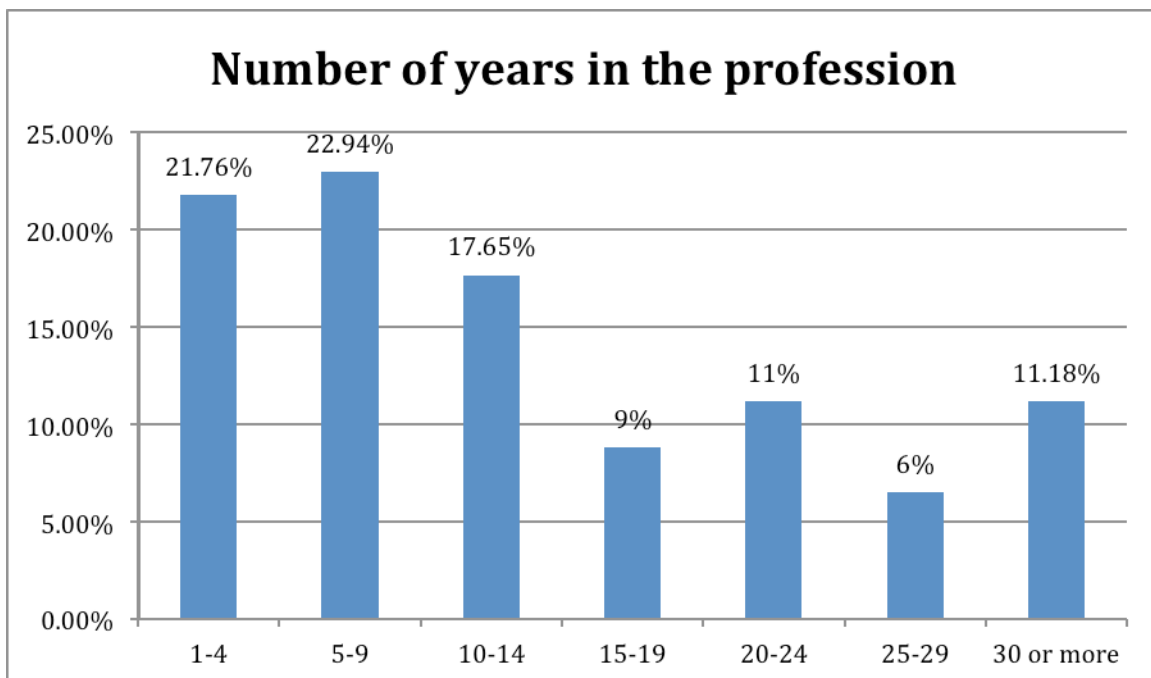
94 individuals who started the survey responded to this question. 79 individuals skipped the question. 2 respondents reported variations on the MLS/MLIS degree. The chart contains disciplines with 2 or more respondents. The following each received one response: Ancient Near Eastern Studies, Architecture, French Linguistics, Humanities, International Administration, Heritage Preservation, European history, Applied History, Film Theory, German literature, Historic Preservation, Instructional Technology, Irish Anglo-Irish Studies, Journalism, Mathematics and Theology, MBA, Media Studies, Medieval Studies, MPA, Political Science, Rhetoric & Communication, Speech Communication. 4 respondents indicated they had 2 disciplines in response to this question.

Do you hold additional certification?



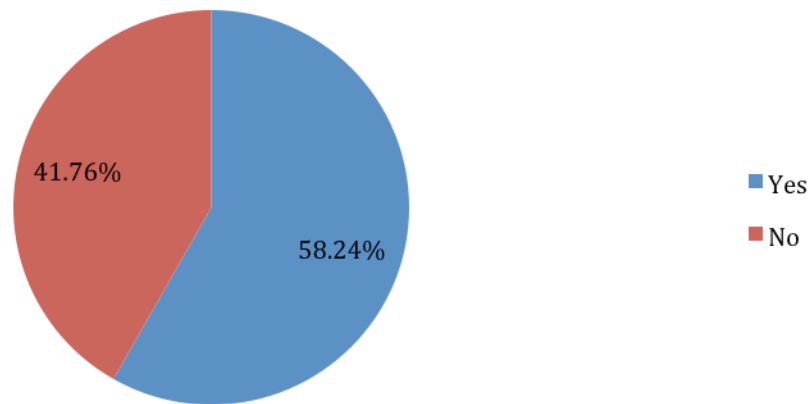
159 individuals who started the survey responded to this question. 14 individuals skipped the question. Respondents who selected yes were encouraged to identify the type of certification. By and large the most popular response, with 44, was Certified Archivist (CA). Other responses included: archives certificate (5), diploma in Anglo-Irish literature (1), National Archives Institute (1), CRM (1), AHIP (1), Museum studies (1), and Certified genealogist.

Number of years in the profession



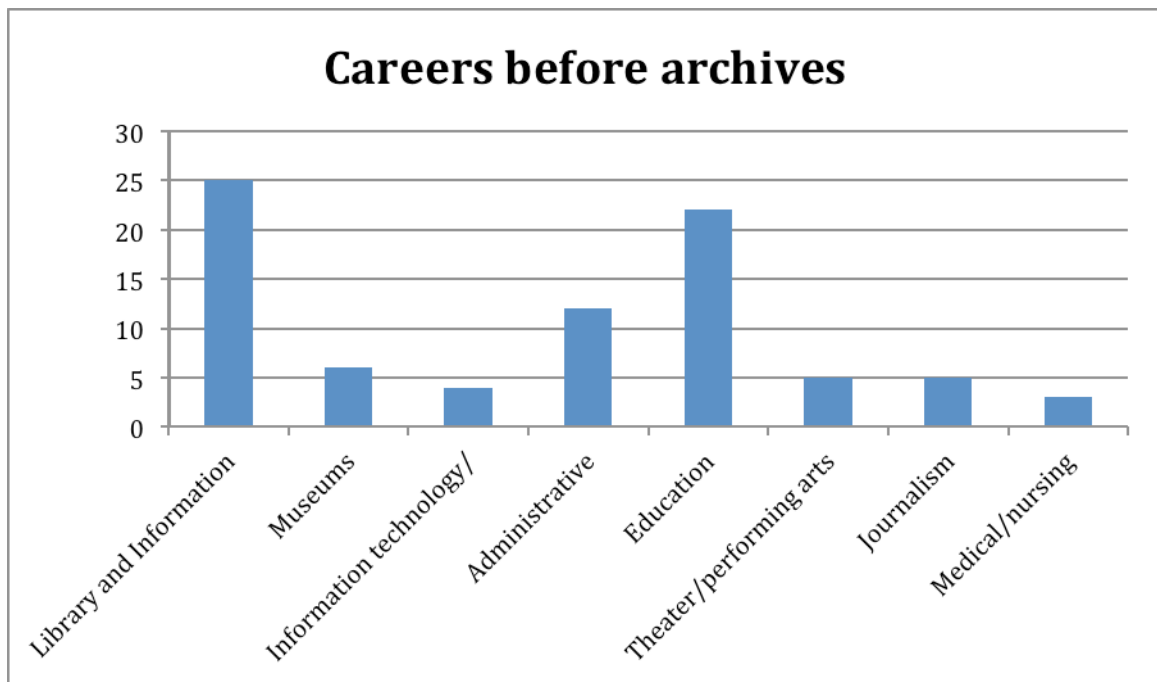
170 individuals who started the survey responded to this question. 3 individuals skipped the question.

Did you have a career previous to working in archives?



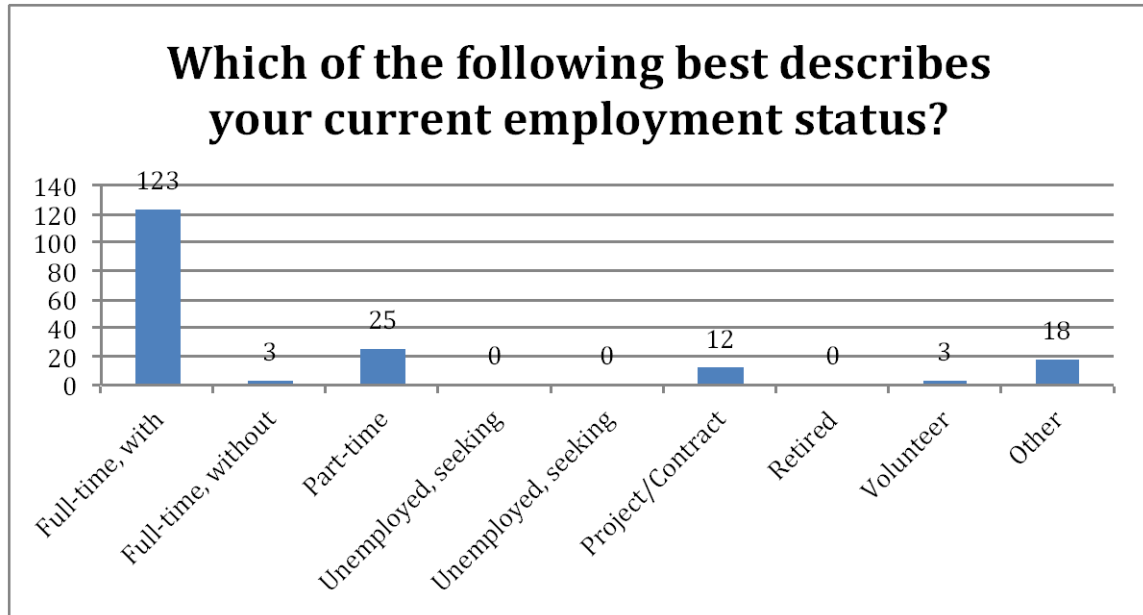
170 individuals who started the survey responded to this question. 3 individuals skipped the question. This chart shows the careers with 3 or more respondents:

Careers before archives



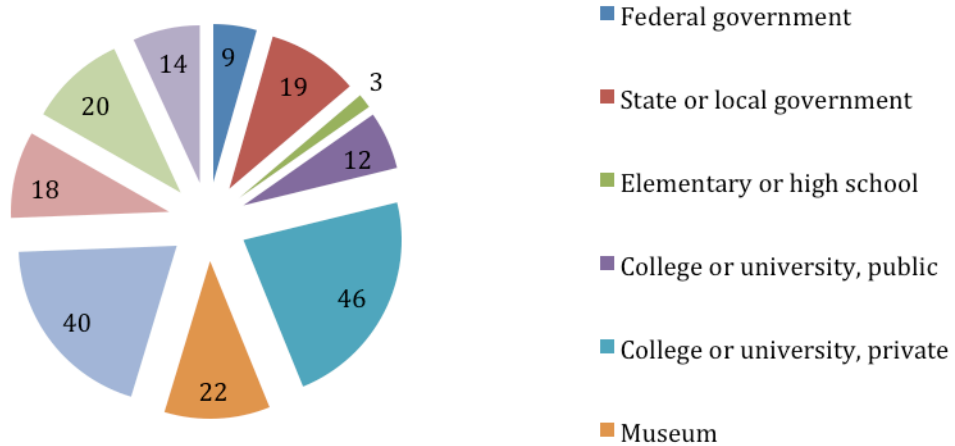
The following received 1 response each unless otherwise noted: banking (2), law (2), retail (2), journalism (2), stay-at-home parent (2), food service, photographer, Community Development, baker, Nonprofit, retail, Register of Deeds, research, historian (2), Conference and Event Planning, government, Insurance, I am a religious and wear many hats, antique furniture restoration, non-profit management, management

for state govt, Small business, Financial Analyst, Academic publishing, Religious communications, Social work, paper conservator, varied, geologist, graphic design, military, and real estate sales.



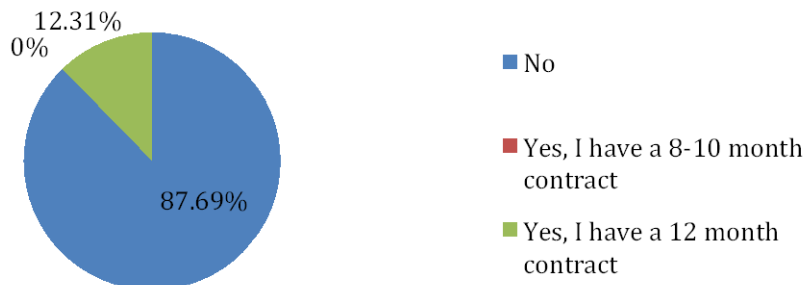
165 individuals who started the survey responded to this question. 8 individuals skipped the question. One response to other was deemed to fall under Volunteer, so was added to that category. Six respondents included in other that they have multiple part time archives jobs with no benefits. Three specified that they have part-time or ¾ time jobs with benefits. Additional responses included: and recently retired from teaching; religious; with benefits; Work for Religious congregation with benefits; No disability insurance (long term or short term); am retiring later this year; Underemployed- 1 part-time, 1 project position; and 3 part time jobs with benefits.

What type of institution do you currently work for?



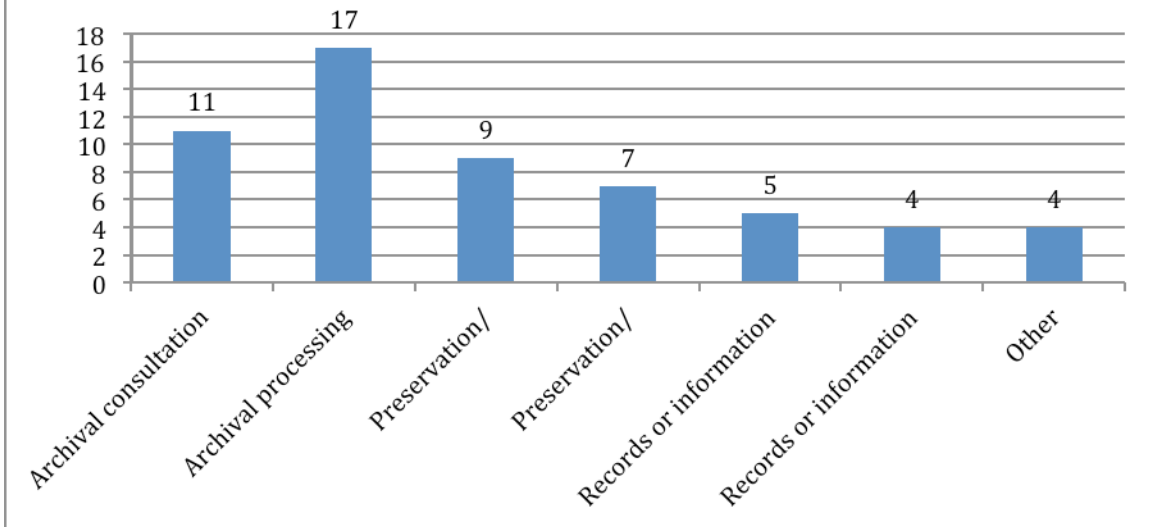
163 individuals who started the survey responded to this question. 10 individual skipped the question. Respondents were encouraged to check all that apply. Responses to other included: public library (4), independent school (2), pre-k through 12 school (1), consulting (1), ‘my lone arranger job is at a small non-profit historical/ethnic society; the other is in the rare book and manuscript library of a large private research university (1), private family collection (1), seminary, federal contractor, city-owned museum, non-profit, and international organization.

If you work for a college or university, is yours a tenure track position?



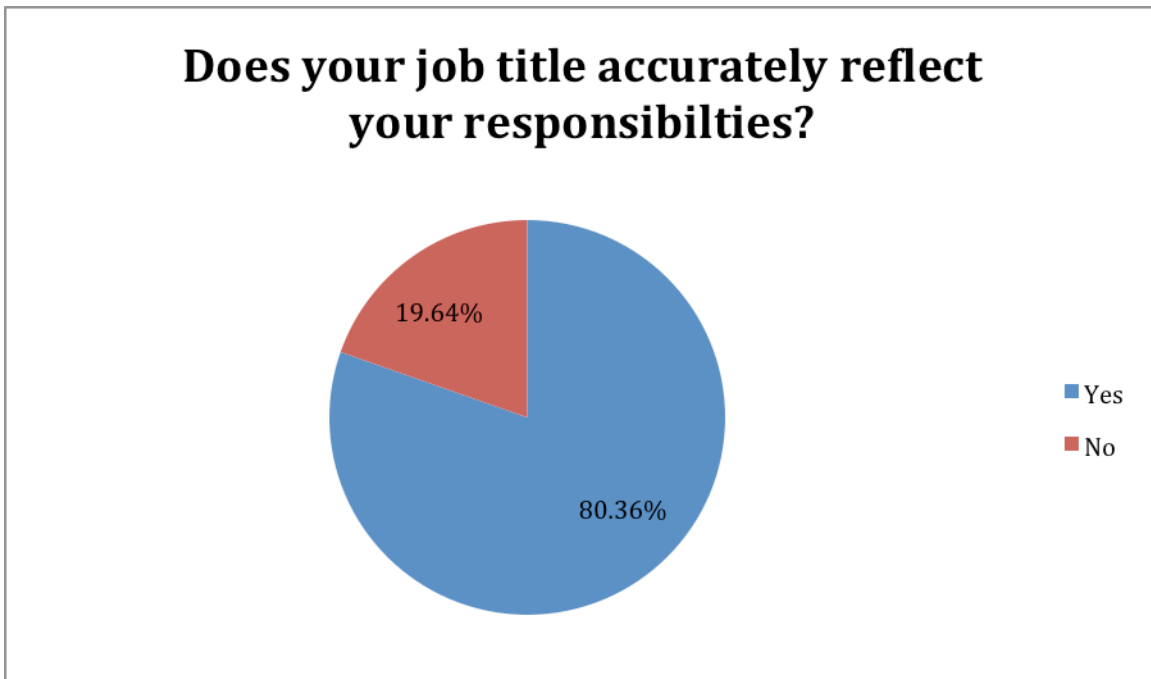
65 individuals who started the survey responded to this question. 108 individual skipped the question.

If you are currently self-employed, which best describes the work you do?



19 individuals who started the survey responded to this question. 154 individual skipped the question. Respondents were encouraged to check all that applied. Responses to other included: my second job is more of a freelance consulting position, one part time job is a contract work based on money available, provide reference service to researchers, and proofreading, editing, grading.

Does your job title accurately reflect your responsibilities?

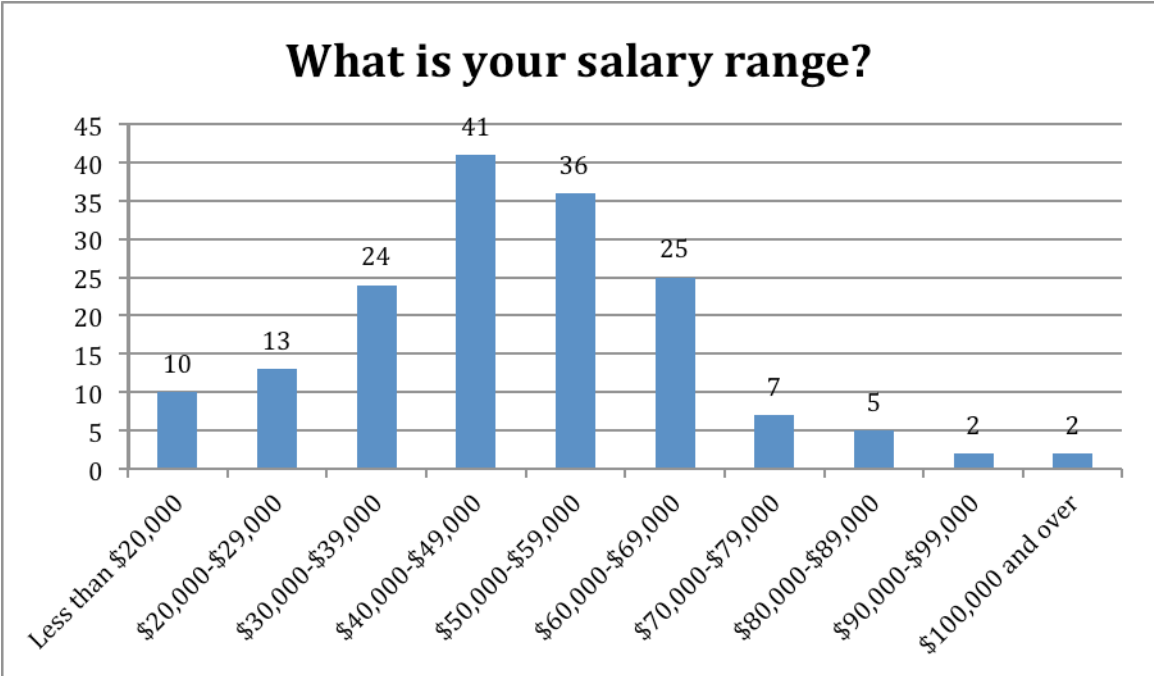


168 individuals who started the survey responded to this question. 5 individuals skipped the question. Individuals who selected no were encourage to supply a why not.

The why not responses varied widely, but common themes were being responsible for records management or other tasks outside duties their title might reflect. There were the following 29 anecdotal replies:

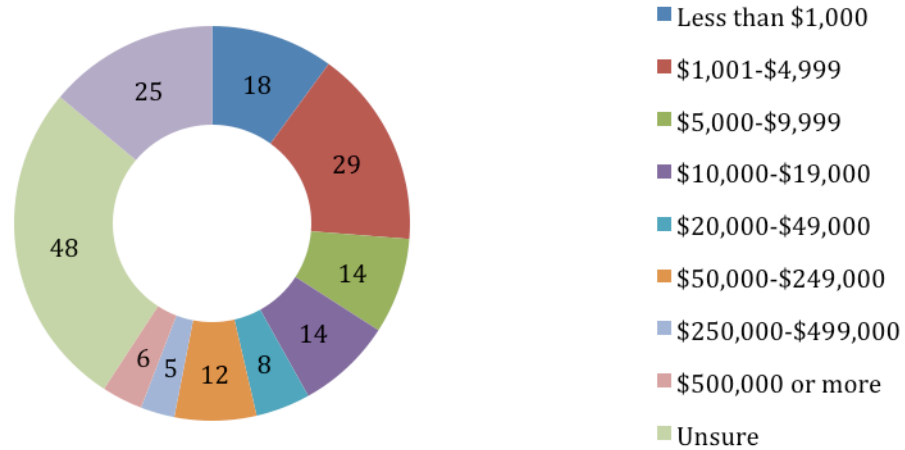
<ul style="list-style-type: none"> • My job title is a general 'program admin specialist' position but has the same description as 'archivist'. I have not been given this title because it will mean a slight pay increase, which is not possible at this point due to budget cuts.
<ul style="list-style-type: none"> • My job title is Librarian. I am librarian and archivist, preservation manager, website manager, and more.
<ul style="list-style-type: none"> • Actually, my job classification is Computer Resource Specialist and Staff Resource Associate (2 sep. payrolls), because I cannot be technically called a librarian or archivist unless I work in the Univ. library! My job title is Digital Resources Coordinator but within the Center where I work I am called Librarian/Archivist/Digital Resources Coord. because that's what I do! Salary range below is based on 100% time but I am 62%.
<ul style="list-style-type: none"> • I am the VP of Museum Services, and chief curator. In our collection are book and manuscript materials so I am also an archivist and librarian. My title represents only about 80% of my duties, not the archivist/librarian activities (as well as some others)
<ul style="list-style-type: none"> • My title is Archivist, but a portion of my work is more information science related, supporting the implementation of a news clipping database.
<ul style="list-style-type: none"> • 6 my current project title is Corporate Archives Consultant. I am more like a project archivist with add'l consulting duties.
<ul style="list-style-type: none"> • My job title is Librarian Archivist for Music Collections, but much of my work deals with things outside the archive.
<ul style="list-style-type: none"> • My title is Archivist, but I'm also the Historian, head researcher, museum curator/exhibit designer, and have other communications duties
<ul style="list-style-type: none"> • I write grants, manage grants, do oral history, write texts
<ul style="list-style-type: none"> • supervisor has changed it unilaterally to 90% records management, 10% archives
<ul style="list-style-type: none"> • I've become much more of a content manager and editor than an archivist that processes materials, plans, and/or implements systems.
<ul style="list-style-type: none"> • I am officially in the records management field but am allowed to spend a few hours a week trying to work in the corporate archives.
<ul style="list-style-type: none"> • Job title is Librarian
<ul style="list-style-type: none"> • My job title is Archivist and I am also the Records Manager
<ul style="list-style-type: none"> • Title at one job is Curator - actual work done is archival
<ul style="list-style-type: none"> • Not with respect to my attempted initiation of an archival program
<ul style="list-style-type: none"> • I am the de-facto records manager as well as the director of archives.
<ul style="list-style-type: none"> • In addition to Archival work, the position requires specialization in Legal Research and Legislative Research
<ul style="list-style-type: none"> • My job title is the general "Librarian I" - but (while I do a lot of public reference and instruction work), I work exclusively with special collections and archives.
<ul style="list-style-type: none"> • I also perform the work of corporate historian
<ul style="list-style-type: none"> • I'm classified as an "archival assistant" for hiring purposes, but I'm the only one working on my agency's archives
<ul style="list-style-type: none"> • I'm responsible for museum artifacts, exhibits, library, and archive.
<ul style="list-style-type: none"> • Title is Archives Manager, but I manage both museum collections and archives
<ul style="list-style-type: none"> • I am Manager of Preservation Projects, which doesn't indicate that I serve as the on-site archivist for the association

- I am both an archivist and a librarian, but my title reflects only my status as a librarian
- But I just found out I have no job description after being peer reviewed and promoted twice! By the way, I have a 12 month contract, not tenure track, renewable each year.
- Heritage Room Librarian is title; but I like all others in our service area are reference librarians and work multiple desks with multiple duties
- My title is Digital Archivist, but as I am the only archivist at my institution and will be for the foreseeable future, I am responsible for analog materials and records management in addition to digital projects.
- I am a Special Collections Librarian - which does not reflect any of the archival nature of my work



166 individuals who started the survey responded to this question. 7 individuals skipped the question.

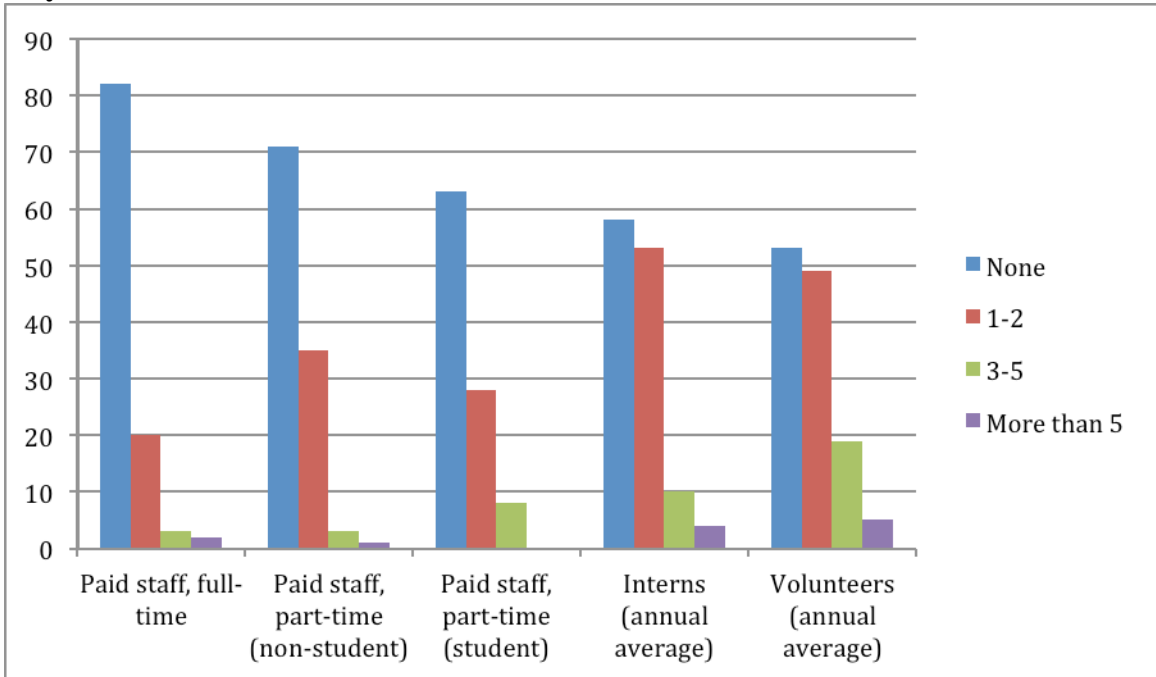
Annual budget (does not include salary and benefits for you or any paid staff.)



154 individuals who started the survey responded to this question. 19 individuals skipped the question. 16 respondents said that they have no budget as they are part of a larger organization (usually the library). Other responses included:

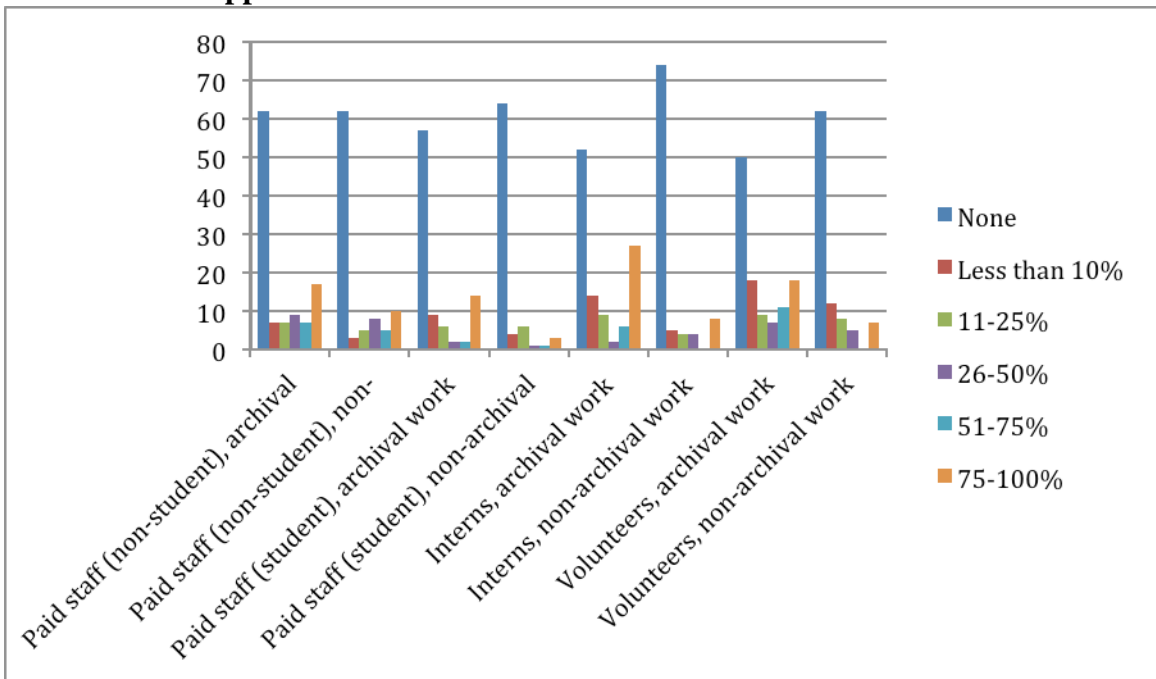
• There is no budget for my project - we have to fund raise so vary
• annual budget of what?
• Average about, but it can vary, depending on each year's needs.
• for materials only
• I have no budget other than from grant proposals I write or grant projects I am employed on.
• I don't have a line item but I'm free to spend as is appropriate.
• discretionary
• Technically, it's about \$87k, but that includes \$60k in rent and \$15k possibly one-time funds
• The Museum Library budget is \$60,000

If you have support, are they Paid Staff, Interns or Volunteers? How many of each do you have?



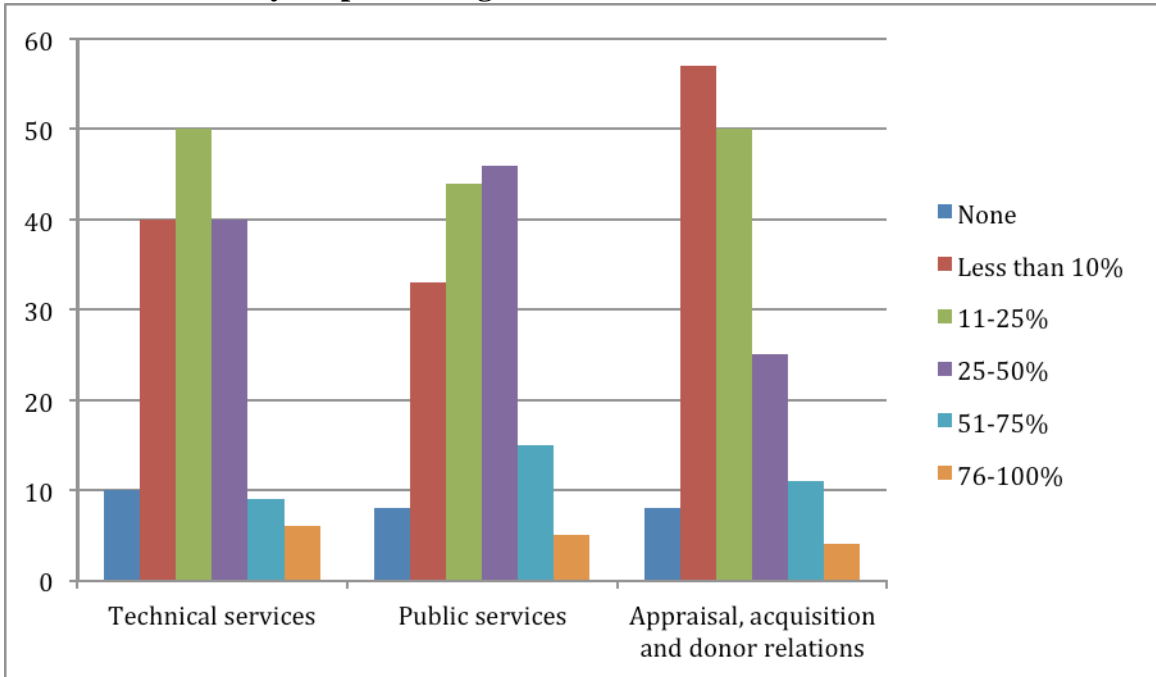
16 individuals who started the survey responded to this question. 2 individuals skipped the question.

Dedication of support time



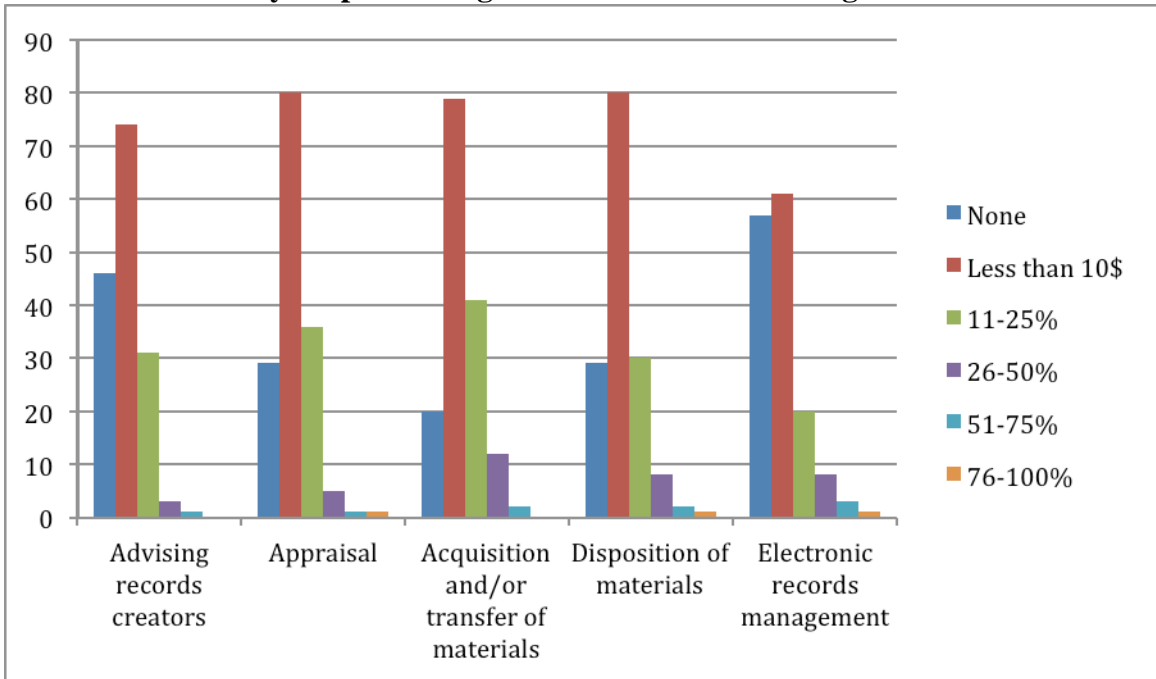
149 individuals who started the survey responded to this question. 24 individuals skipped the question.

How much time do you spend doing traditional archives work?



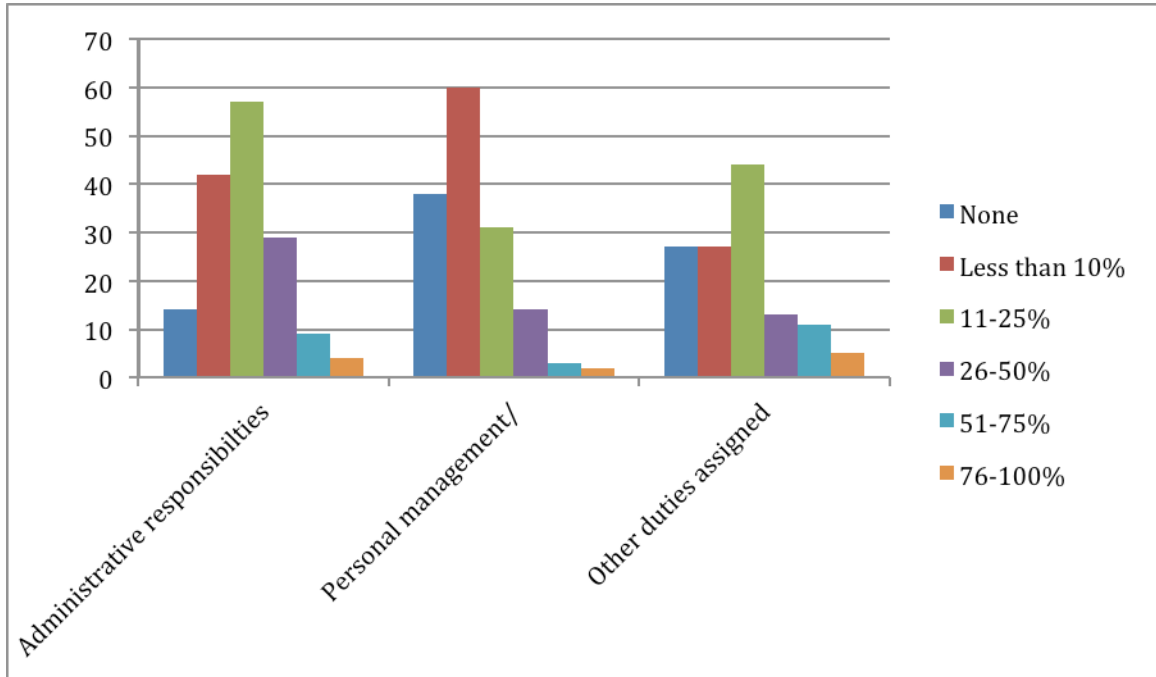
159 individuals who started the survey responded to this question. 14 individuals skipped the question.

How much time do you spend doing traditional records management work?



159 individuals who started the survey responded to this question. 14 individuals skipped the question.

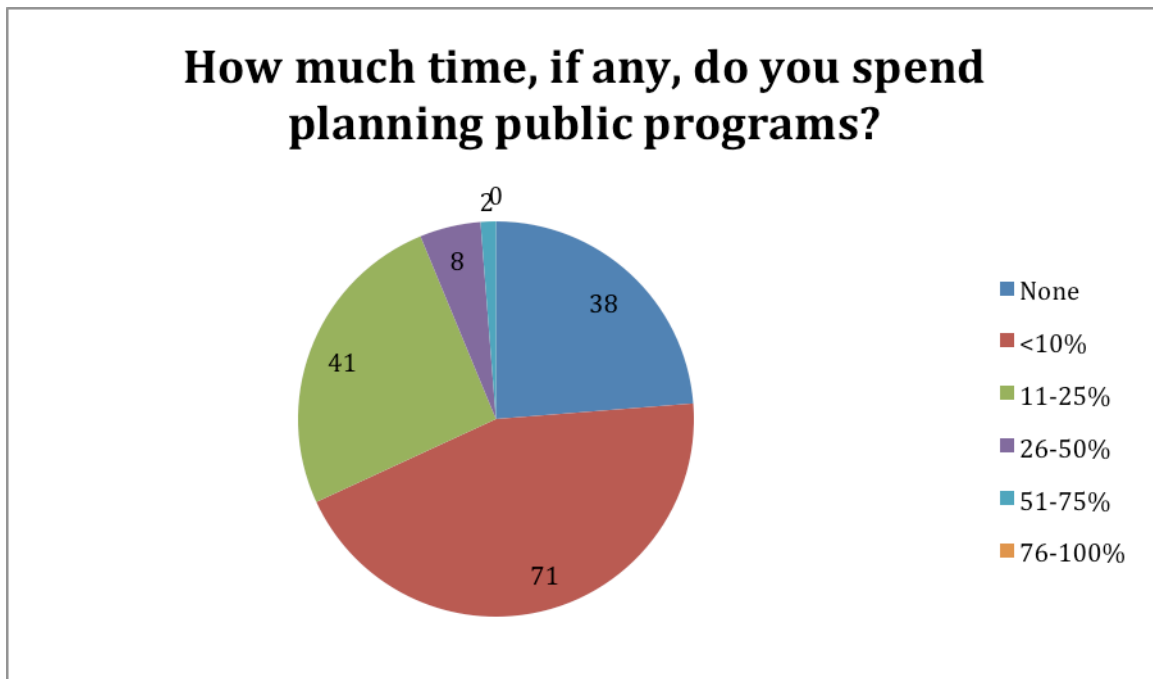
How much time do you spend on management, supervision, and other assigned tasks?



159 individuals who started the survey responded to this question. 14 individuals skipped the question. Common threads in other reported duties include providing reference services, teaching information literacy classes, digitization, research, exhibits/outreach, and committee work. Other reported assigned duties included the following anecdotal reports:

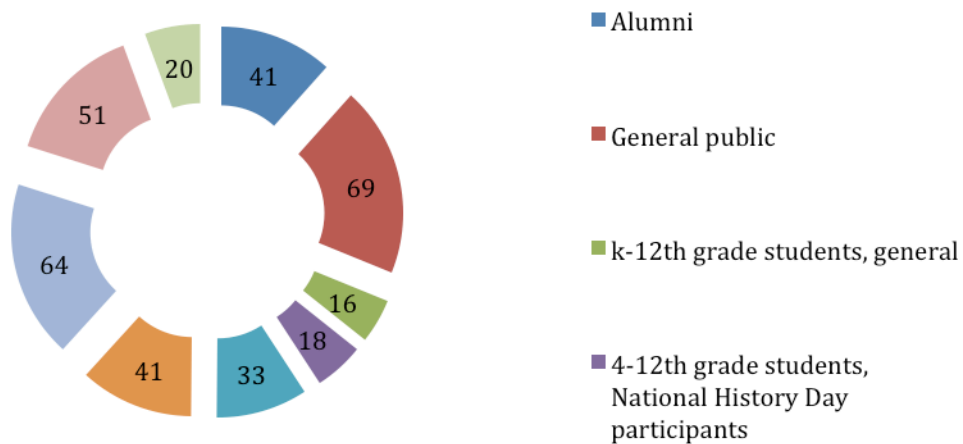
<ul style="list-style-type: none"> • answering inquiries 4/14/2012 5:28 PM
<ul style="list-style-type: none"> • spend around 1/2 time working in the Local History and Genealogy Department as reference librarian 4/14/2012 12:09 PM
<ul style="list-style-type: none"> • Event planning, exhibit planning 4/2/2012 11:44 AM
<ul style="list-style-type: none"> • committee work, advisory boards, working groups within the institution. I sit on 9 committees right now, but the number varies.
<ul style="list-style-type: none"> • committee work
<ul style="list-style-type: none"> • Education materials consulting, general administrative tasks, other duties related to the Diocese but not specifically the Archives
<ul style="list-style-type: none"> • bibliographic instruction, teaching, committee work
<ul style="list-style-type: none"> • Other duties tend to include conducting research in response to requests for information, plan & execute exhibits, provide expertise on historical resources (buildings, etc.), manage an oral history project as well as conduct interviews
<ul style="list-style-type: none"> • I am spread very thinly between one current archive project, cataloging library materials, cataloging biological specimens, overall collections management, grant writing and publications
<ul style="list-style-type: none"> • Disproportionate work for Institutional Advancement
<ul style="list-style-type: none"> • Work with church volunteers
<ul style="list-style-type: none"> • Research in the collections
<ul style="list-style-type: none"> • Heritage Room, orientation of employees, committee work
<ul style="list-style-type: none"> • Collections Mgmt. (3D), research, public speaking
<ul style="list-style-type: none"> • Library reference and instruction, library collection development, Special Collections cataloging and reference
<ul style="list-style-type: none"> • curatorial
<ul style="list-style-type: none"> • write articles for newsletter
<ul style="list-style-type: none"> • rare books and teaching
<ul style="list-style-type: none"> • Vocus PR software
<ul style="list-style-type: none"> • I have some responsibilities for public services in the library
<ul style="list-style-type: none"> • One of my job titles is "reference librarian" so I have those duties (reference desk; library instruction, etc.) along with archives & records management
<ul style="list-style-type: none"> • digitization
<ul style="list-style-type: none"> • I'm also a Librarian (one of ten) at my academic library, and I teach a required information literacy class for undergraduates each semester.
<ul style="list-style-type: none"> • Presentations, committees, research for education, development and administrative staff
<ul style="list-style-type: none"> • Communications responsibilities that have nothing to do with Archives or History
<ul style="list-style-type: none"> • Oral history and special projects
<ul style="list-style-type: none"> • I currently spend most of my time in the Records department.
<ul style="list-style-type: none"> • Website work; Exhibits
<ul style="list-style-type: none"> • Writing articles for reference or outreach; data entry.
<ul style="list-style-type: none"> • Other non-archival digital projects
<ul style="list-style-type: none"> • reference librarian and book collection development
<ul style="list-style-type: none"> • Pinch-hitting in the library

• Anniversary committee - temporary for the year
• Research
• I am also the Manager of Programs for the organization (conference planning, awards, etc.).
• Reviewing text, museum support
• accounting, "assisting" work of other department staff, original research, writing
• assigned and self-generated projects like exhibits, presentations, speeches
• Library work, assisting with institutional effectiveness
• work to obtain copyright clearance for materials we hope to digitize
• Rights and reproductions
• Instruction, Library Reference Desk, Archival Reference, Presentations, Public Relations/Outreach for institution, Coordination of archival events for College-wide events beyond the usual outreach
• institution, department, and professional committees
• I assist with fill in reference and displays and events to promote library and archives
• Exhibits, FOIA coordination, oral histories, outreach
• Special projects - museum quality exhibits, tours
• Archive is under another office
• Bulk of time on this contract is pulling together story of museum history
• disaster management, public outreach



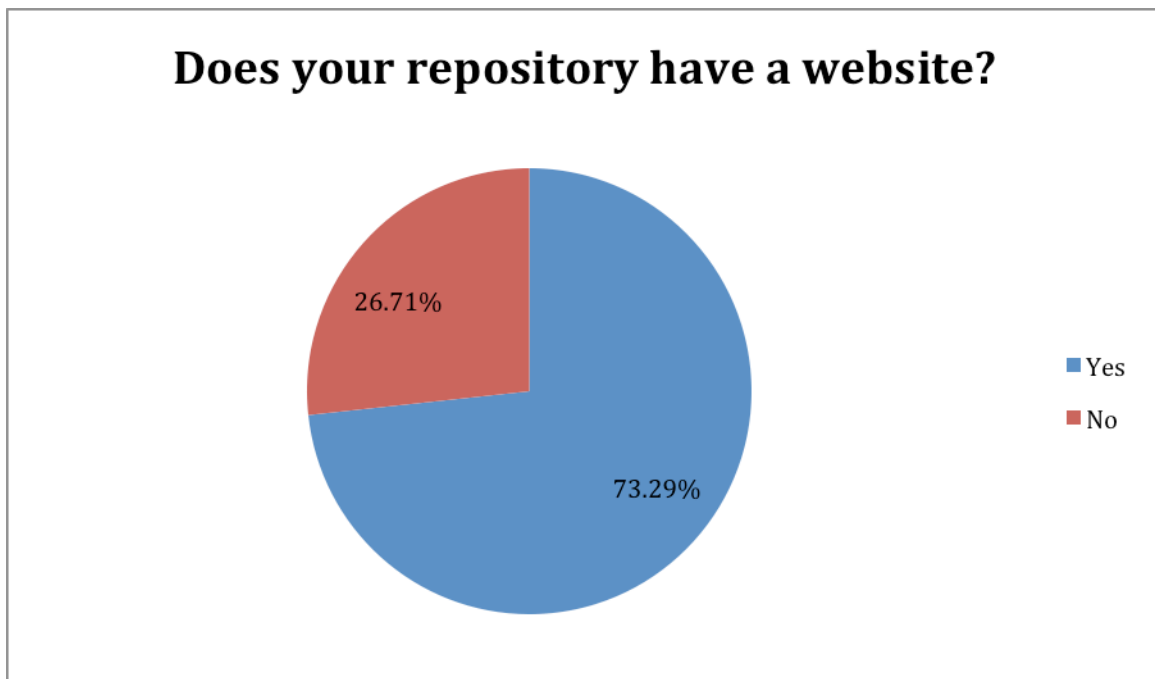
160 individuals who started the survey responded to this question. 13 individuals skipped the question.

If you conduct public programming, who is your target audience?



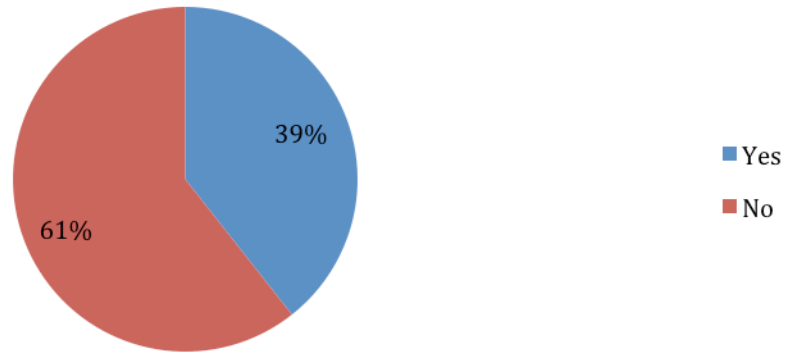
117 individuals who started the survey responded to this question. 56 individuals skipped the question. Other responses varied, but multiple respondents indicated staff of their own institution, colleagues of neighboring institutions, and members. Here are the complete anecdotal results:

• Members of the congregation-- continual attempts at outreach
• staff
• employees of institutions sponsored by the Sisters of Mercy
• university faculty
• other neighboring non-profit organizations
• members of religious congregation
• faculty
• members of the organization
• Current employees and clients
• Trustees , Regents, administrators, full-time faculty
• Employees
• Area colleagues - other area archivists, museum professionals, librarians who work with historical collections, historical society workers, etc.
• Staff
• parish staff
• Donors
• mostly librarians at theological libraries and archivists for religious bodies
• collaborate with local and regional archivists on initiatives promoting our joint collections
• Company guests and company employees
• Church archivists and record keepers
• We do programs once every few years; when we do, it's for the public



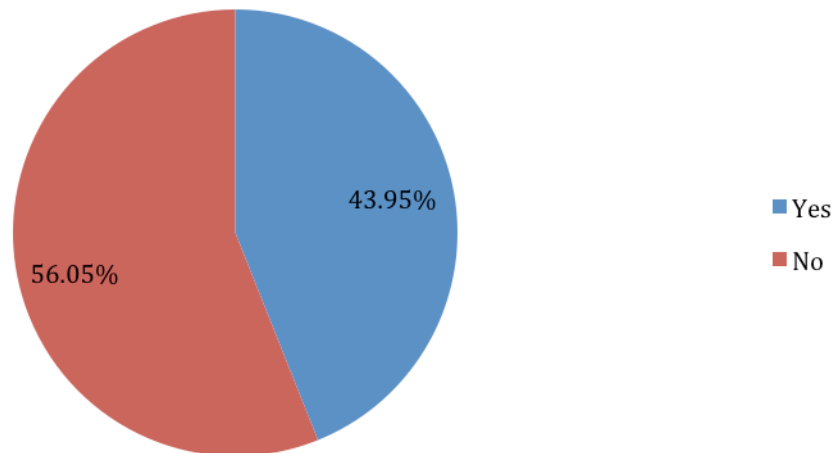
161 individuals who started the survey responded to this question. 12 individuals skipped the question.

Does your repository include collection information in an OPAC (Online Public Access Catalog)?

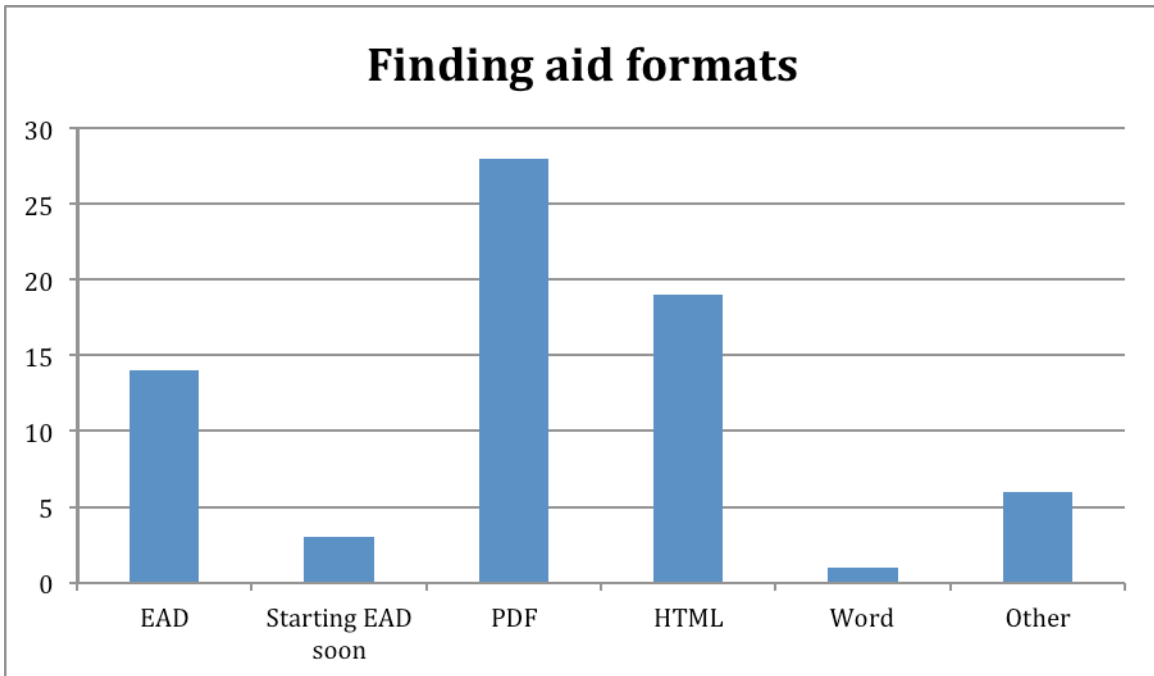


160 individuals who started the survey responded to this question. 13 individuals skipped the question.

Do you offer finding aids online?

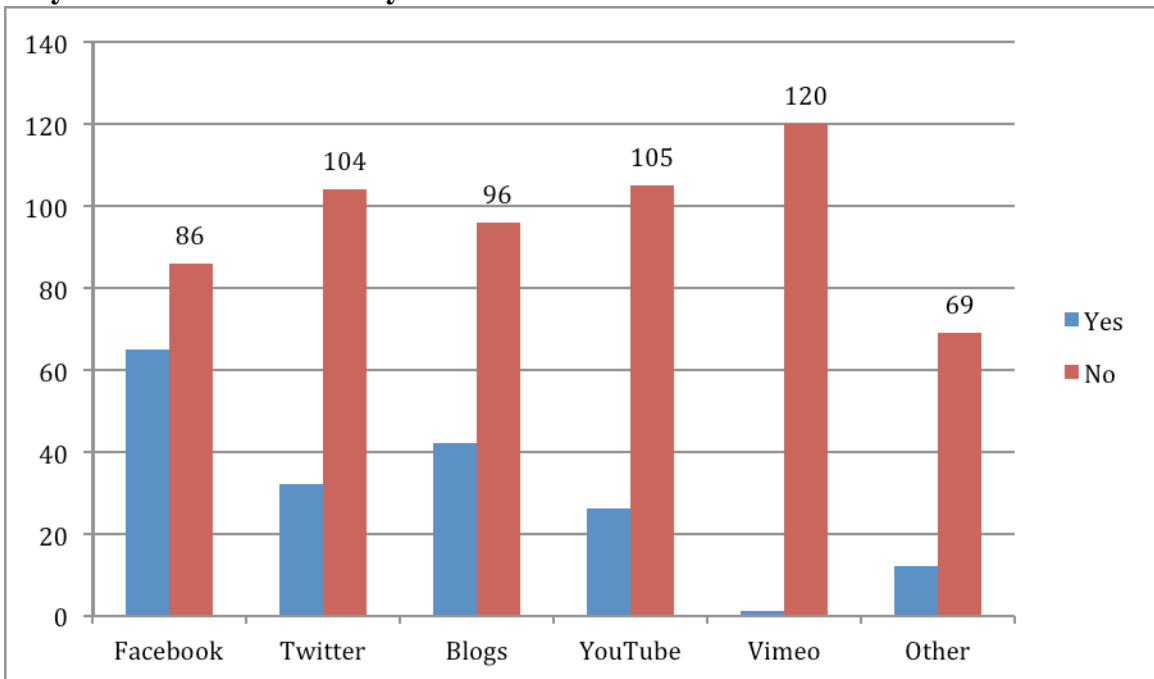


157 individuals who started the survey responded to this question. 16 individuals skipped the question. Respondents who selected yes, were asked to indicate what format they use to present. These are the results:



Responses to other included EAC-CPF and PHP. Beyond that, two participants plan to start posting finding aids online soon. Others stated that their finding aids are only available internally and another that they lack financial support to post finding aids online.

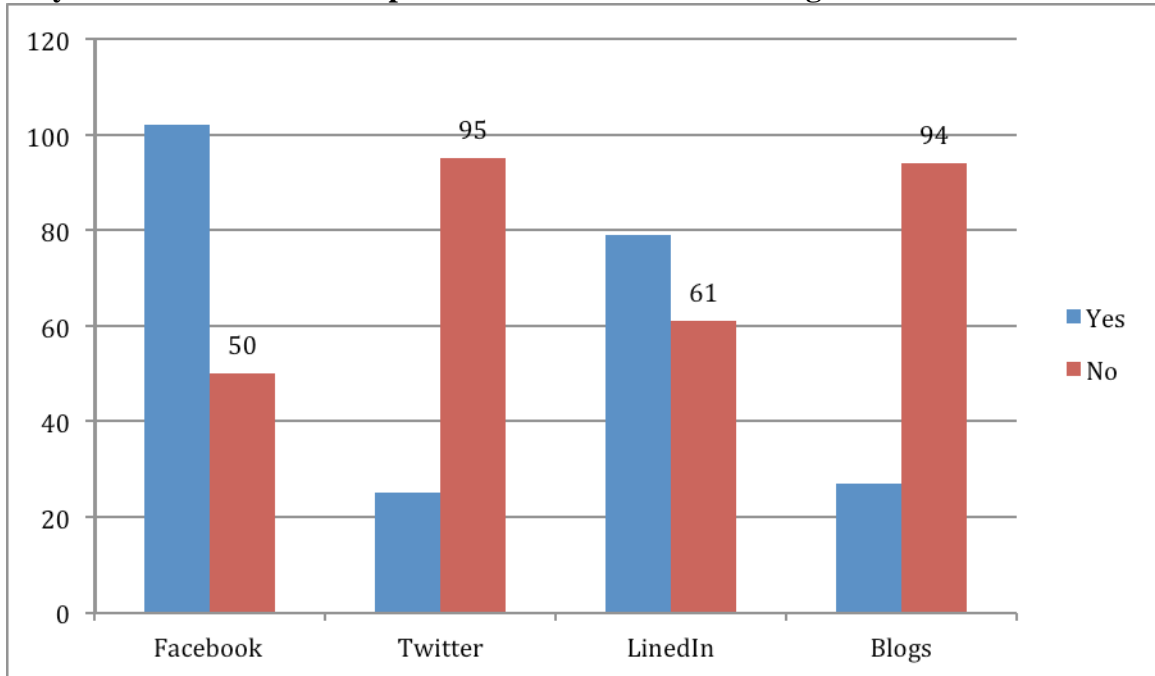
Do you use social media for your institution?



153 individuals who started the survey responded to this question. 20 individuals skipped the question. Respondents were encouraged to select all that apply.

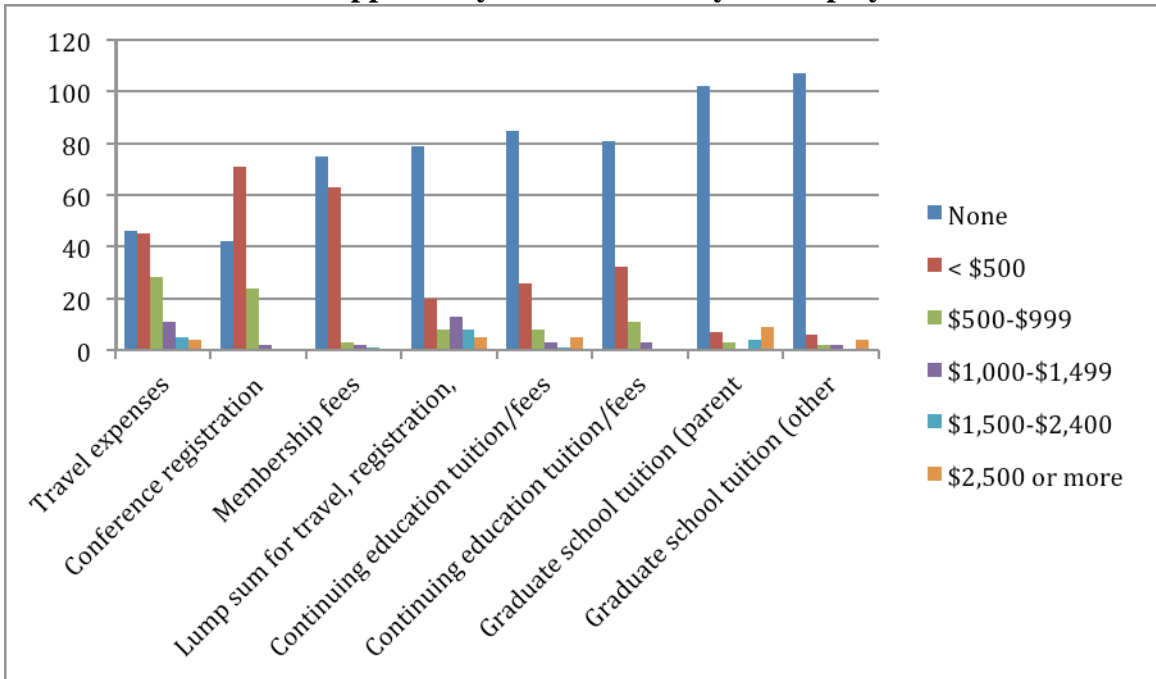
Specified other responses included: Flickr (4), Pinterist (2), internal social media sites (2), pages through the parent organization (6), LibGuides (1), website (1), wiki (1), and 'institution does not want archival presence in its social media.'

Do you use social media for personal use and/or networking?



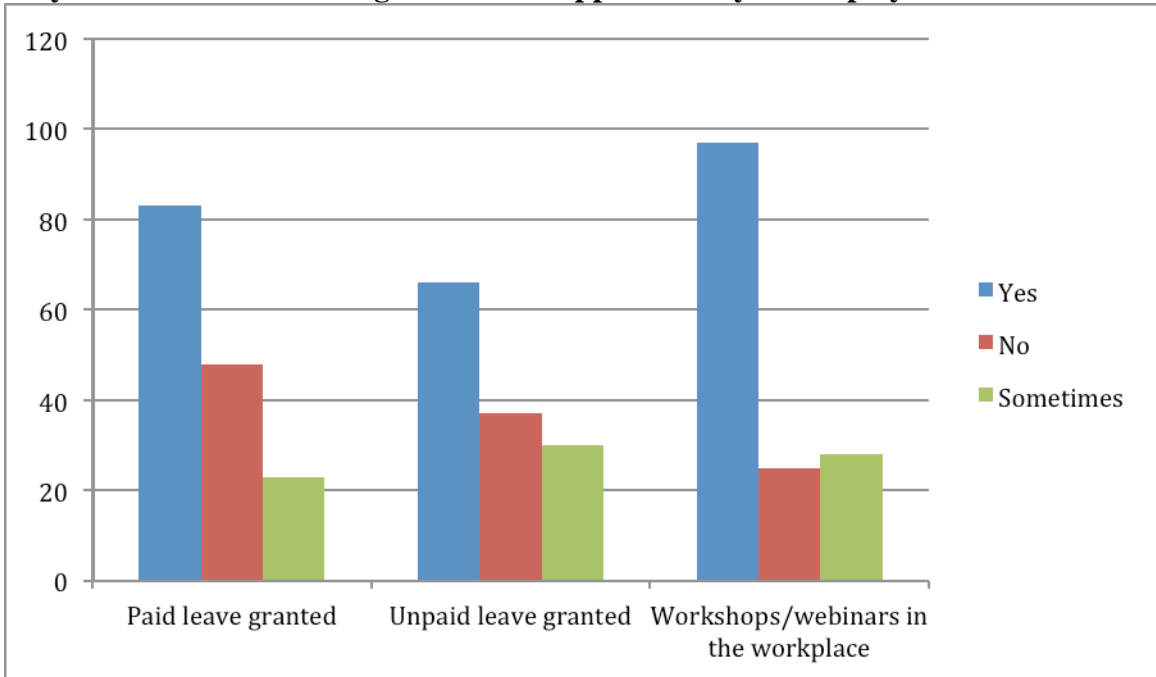
158 individuals who started the survey responded to this question. 15 individuals skipped the question. Respondents were encouraged to select all that apply. Responses listed in the other category included 'just plain email and snail mail' and 'historypin.'

What kind of financial support do you receive from your employer?



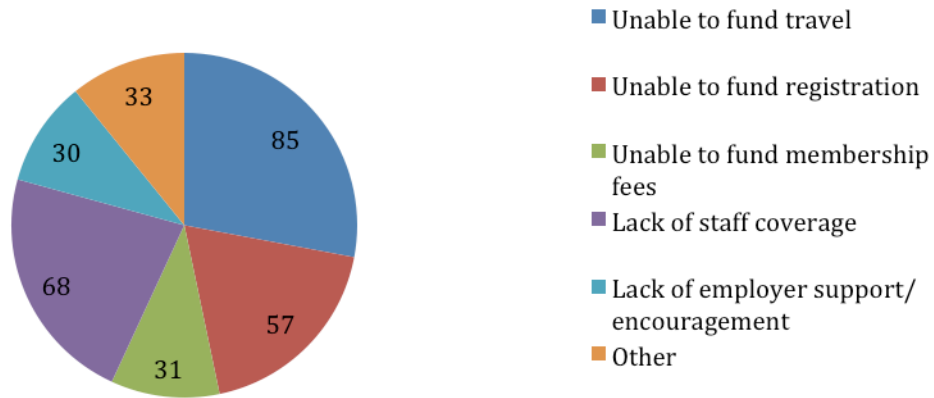
160 individuals who started the survey responded to this question. 13 individuals skipped the question. Respondents were encouraged to select all that apply.

Do you receive the following additional support from your employer?



158 individuals who started the survey responded to this question. 15 individuals skipped the question.

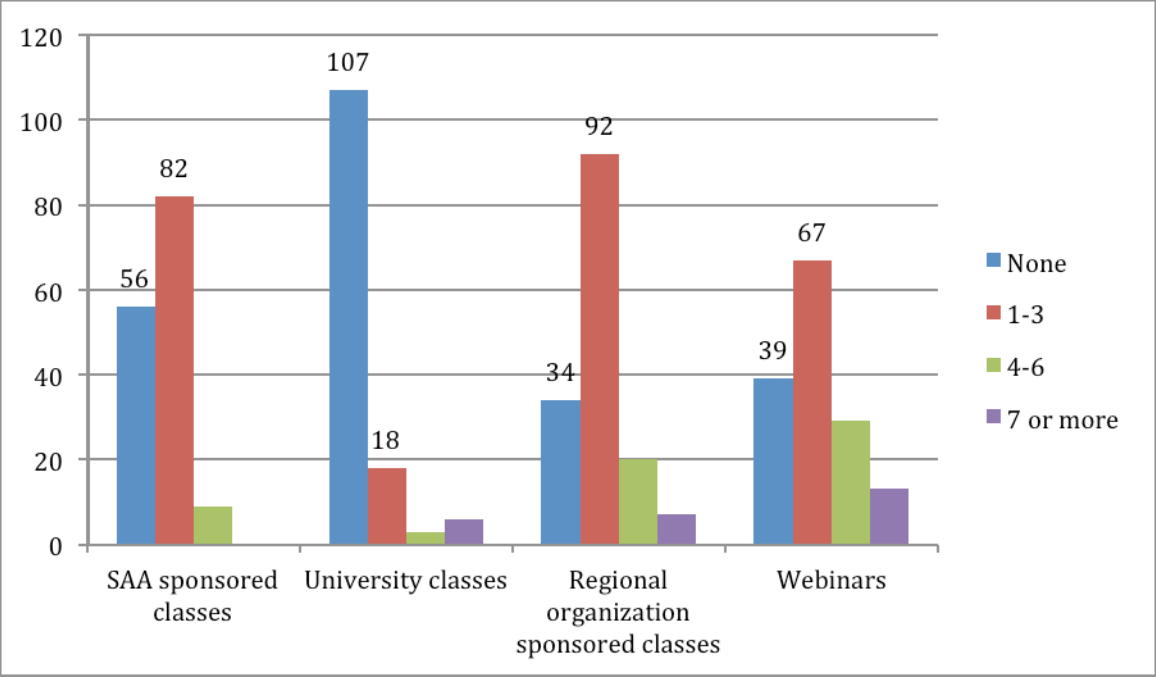
What are the major barriers keeping you from participating in professional development opportunities?



122 individuals who started the survey responded to this question. 51 individuals skipped the question. Respondents were encouraged to select all that apply. The overwhelming other response provided by 16 respondents was lack of time. 4 respondents reported they have no barriers. 4 reported they are able to participate in local and regional events, but not national ones (i.e. SAA). 1 respondent reported they pay for funding out of their own pocket. Additional anecdotal responses echo the same sentiments of lack of time and staff coverage:

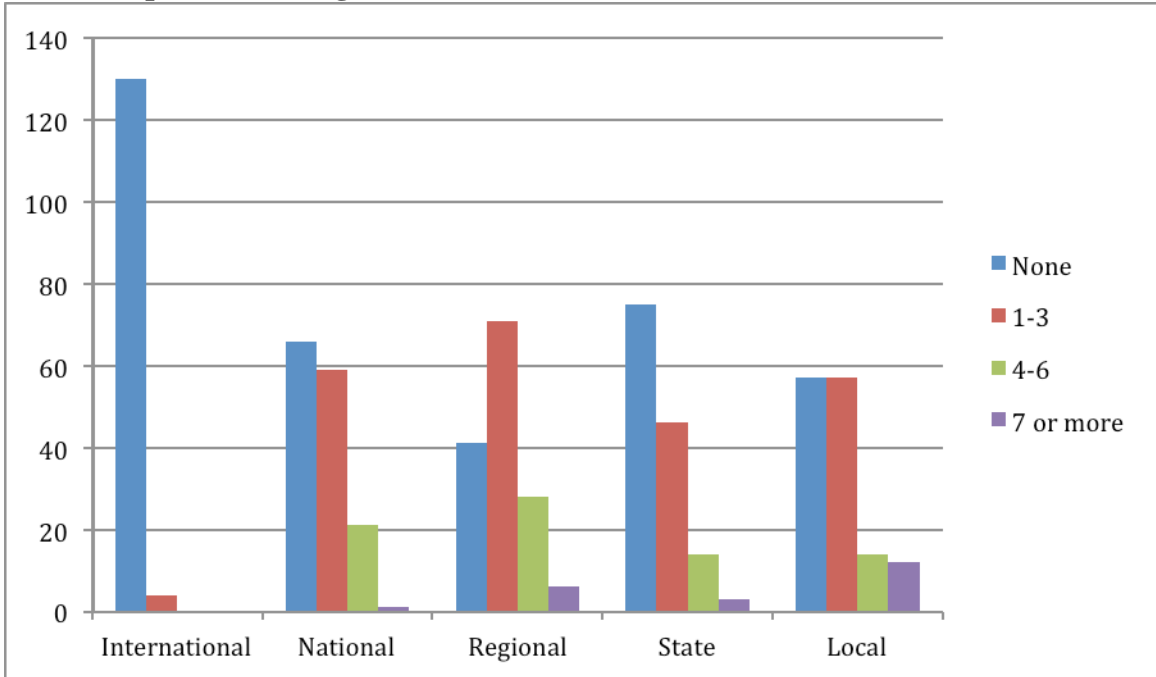
- For the past several years, professional development funds are low to non-existent. There is a college wide hold on them this year. I have successfully applied for and received some PDG's through organizations, but when the national conferences come around, I am cobbling together everything from Frequent Flyer miles to scrapping money out of drawers. I have to find desk coverage when I am out, and even vacation time is getting brutal. There aren't enough people in the institution to provide services. I feel guilty all the time about asking. And, if I am out, the one student, cannot work. My pt helper works 20 hrs per wk,w/out benefits, and even that is hard. He works two jobs and picks up what he can, when he can. This is a large urban college. Times are really hard, and I see more of this in the future. On the other hand, my employer indicates there is value to this work...albeit, I am spread thin.
- Must be selective for budget and time management reasons
- At this point I probably could not acquire funding for travel and continuing ed classes but in past years
- Family obligations restrict travel.
- Heavy workload with imminent deadlines
- I get some money but not enough for more expensive options.
- more unwilling to fund additional travel out of my pocket
- My contract fees help me pay for all professional development activities.
- New to [new] position. Budget supports some pd but not as much as I'd like.
- Not really a big problem, I have a lot of support, but the belt is tightening right now

Continuing Education Courses



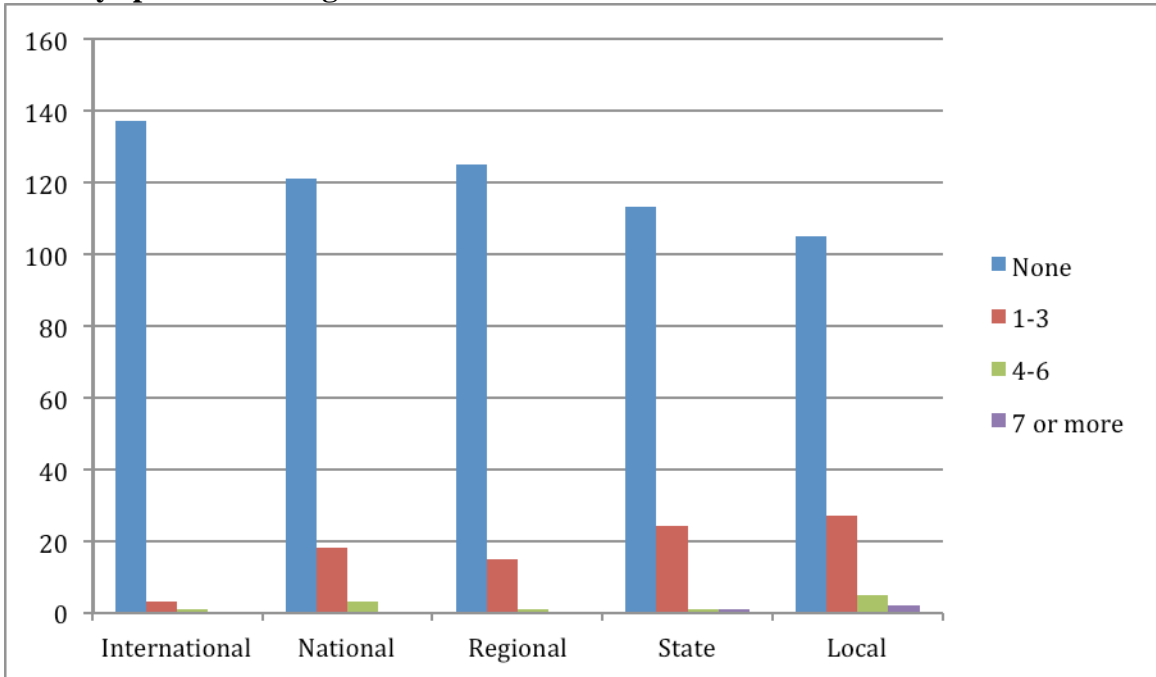
158 individuals who started the survey responded to this question. 15 individuals skipped the question.

Archives specific meetings/annual conferences



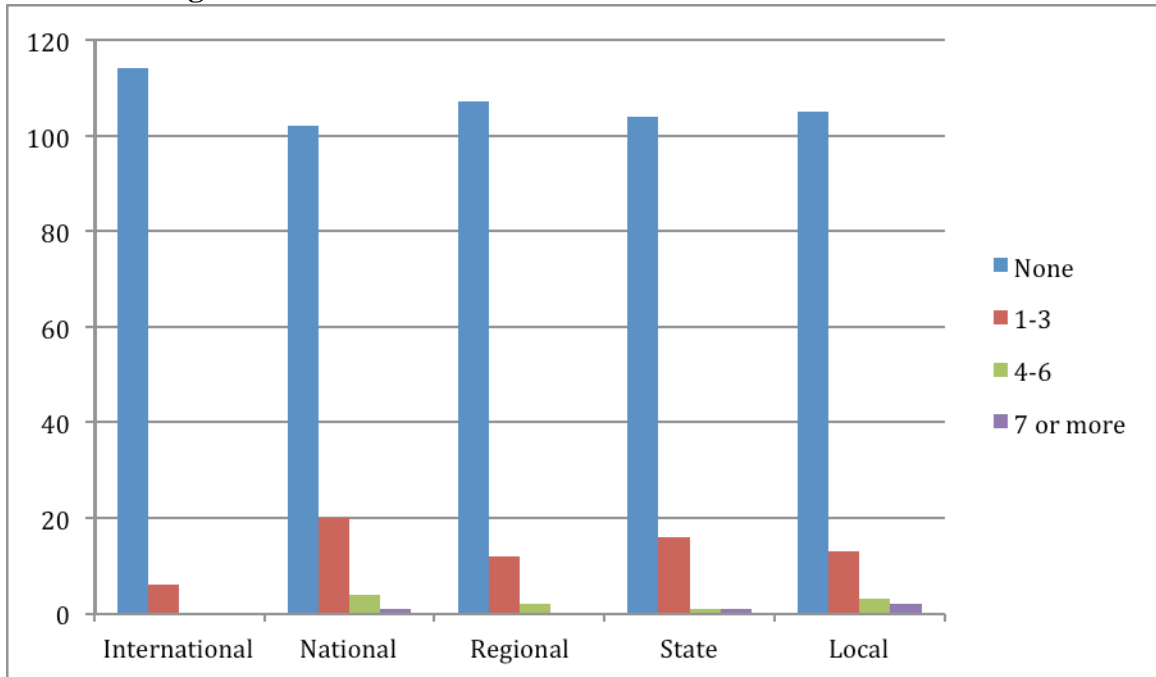
158 individuals who started the survey responded to this question. 15 individuals skipped the question.

Library specific meetings/annual conferences



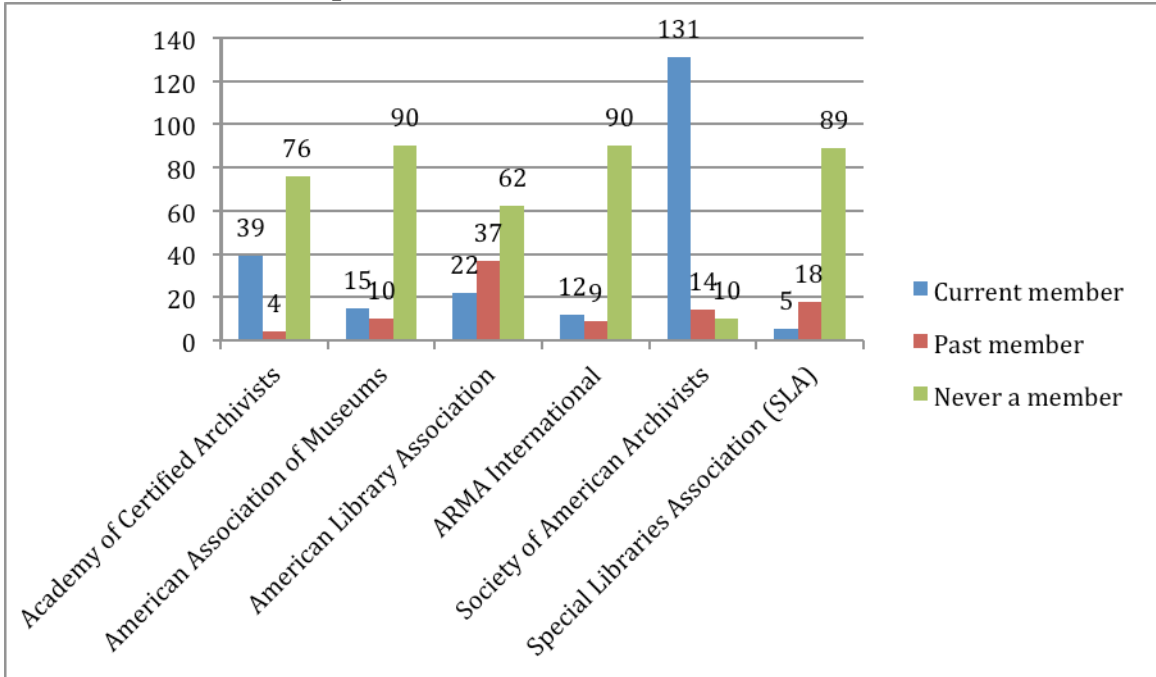
148 individuals who started the survey responded to this question. 25 individuals skipped the question.

Other meetings/annual conferences



131 individuals who started the survey responded to this question. 42 individuals skipped the question. Respondents were asked to specify the type of meeting or conference. The following were the responses received with 1 each unless otherwise noted: ARMA (3), meetings of historians/historical organizations (7), Jewish (2), museum (4), electronic records (2), Archives Meetings, Alliance for Response (preservation, disaster response), Organizational meetings, OAH (2), AAM, CAA, Michigan District Convention (Lutheran Church-Missouri Synod), CLRC College & University Round Table, Erie Canal Advisory, MARAC, Blindness-related, CONTENTdm User Group meetings, Conference organized by my employer, for art historians and visual artists, DAM, The conference of The American Theological Library Association, We do webinars of national/regional library conferences, Newspaper preservation groups, genealogy institutes/meetings, OHA (2), AASLH, academic, NAGARA, Portland Area Archivists group, Field specific - maritime museum conference, International Conference on Women and the Holocaust, Tennessee State Archives meetings, occasional workshops.

Professional memberships held

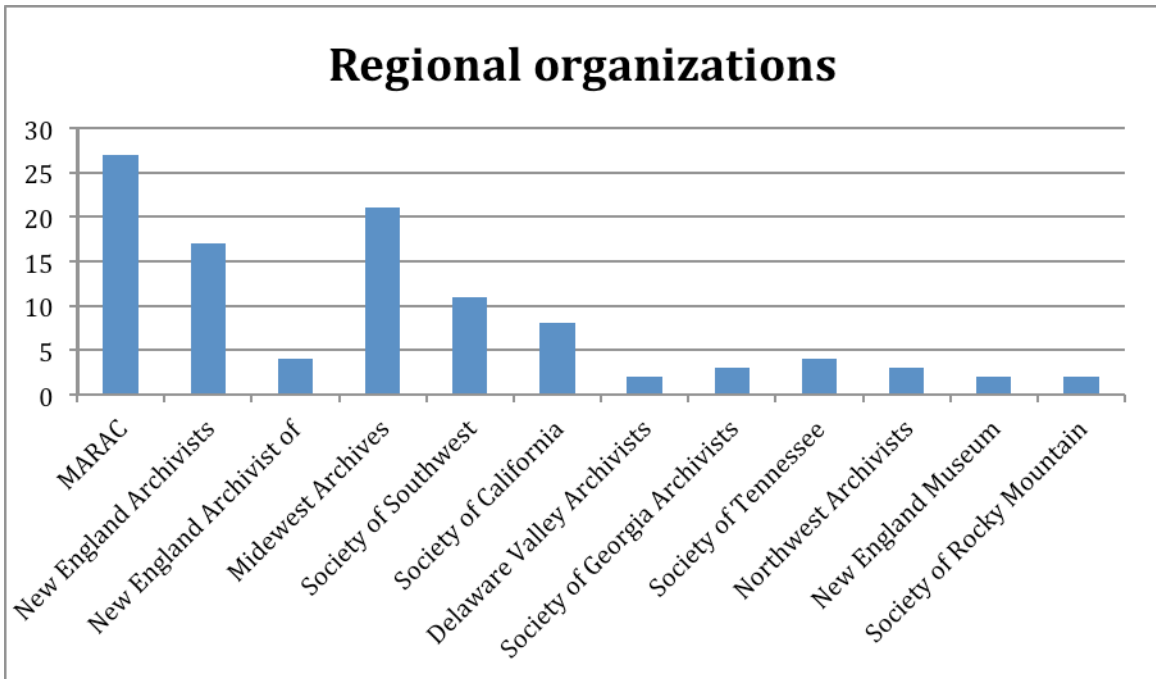


156 individuals who started the survey responded to this question. 17 individuals skipped the question.

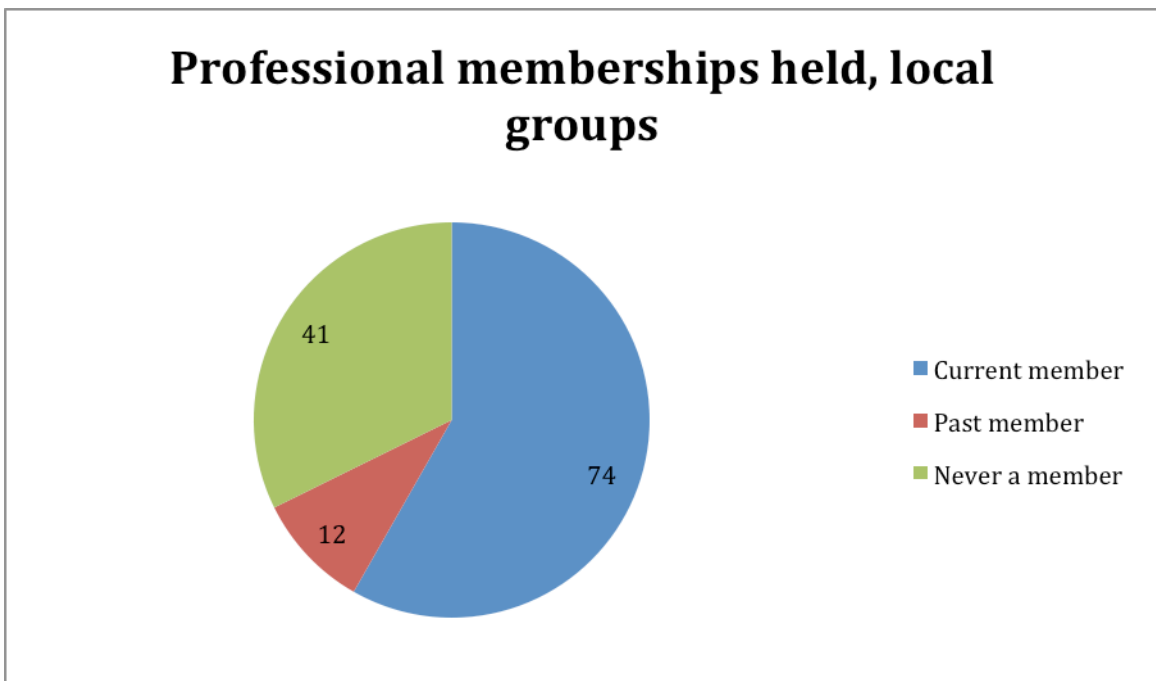
Professional memberships held, regional groups



146 individuals who started the survey responded to this question. 27 individuals skipped the question. This chart shows responses with 2 or more respondents:



The following responses were also reported with 1 respondent each: Archivists of Congregation Women's Religious, CLA, WLA, WAAL, mountain plains library association, Western New York Library Resources Council, Tennessee Association of Museums, WNYLRC, NYLA, Society of North Carolina Archivists, Society of Alabama Archivists, ALA, Virginia Association of Government Archivists and Records, West Tennessee Association of Museums.

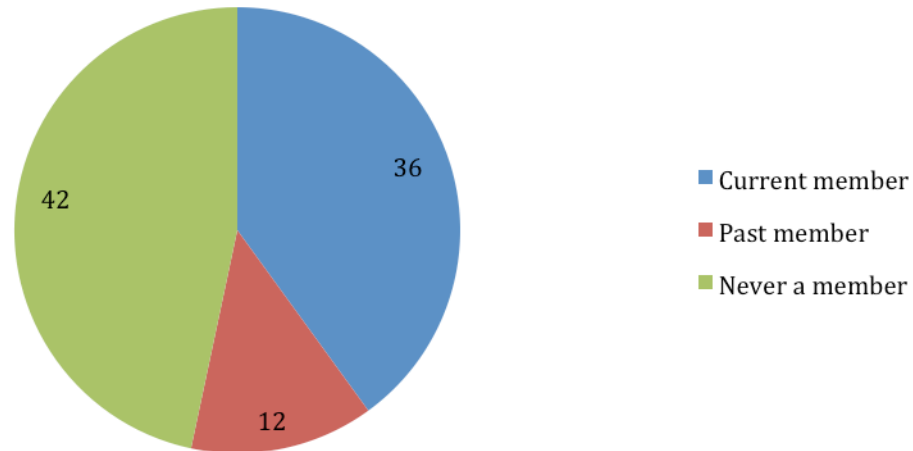


127 individuals who started the survey responded to this question. 46 individuals skipped the question. This chart includes memberships with 2 or more respondents:



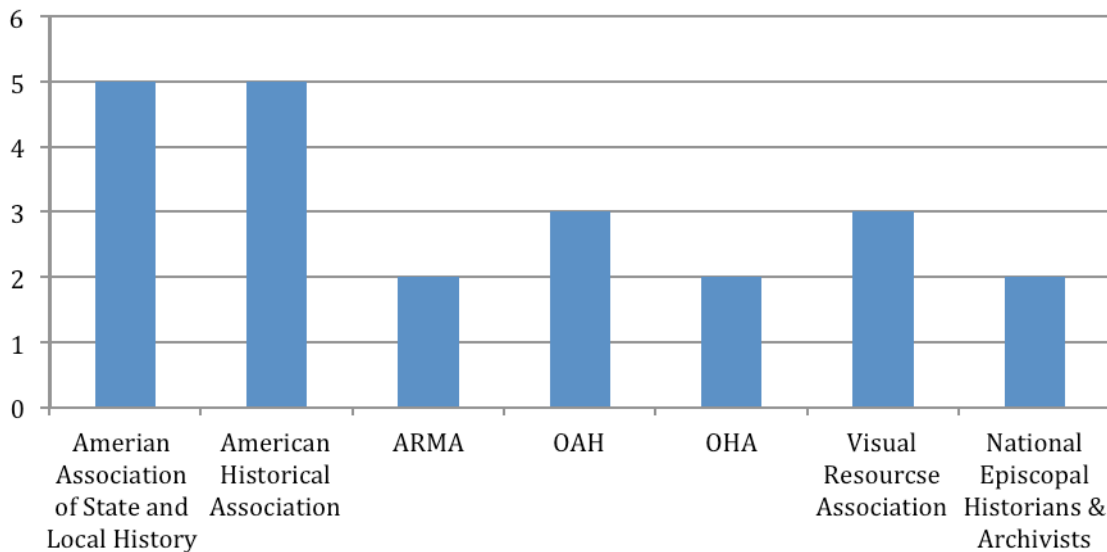
The following each had 1 response: Albuquerque Historical Society, Archivists of the Houston Area, ARI, Arizona Archives Alliance, ARMA, ART, BAA, Beverly Archives Project, Central PA Archivists, Chattanooga Area Library Association, Chicago Area Religious Archivists, City of Bayonne, NJ, Historical Society, NJ State Archives, CLRC-DHP College & University Roundtable, Connecticut River Archives Group (CRAG), Dallas/Fort Worth Metroplex Archivists, Gold Coast Archives Group, Gold Coast Library Network, informal group, Institute for Historical Research, IR + Task force for Fenway Library Consortium, Irish History group, KCAA, Maine Archives and Museums, Maryland History and Culture Collaborative, Metroplex Archivists, Metropolitan Archivists, Museum Federation, Nebraska Archives Group, New Hampshire Archives Group, New York Archives Conference, No local group in the area, NY Metropolitan Archivists, NYART, NY-ATLA (New York Area Theological Library Association), OCLA, Portland Area Archivists, Religious Archivists of the Kanawha Valley, Seattle Area Archivists, Society of Indiana Archivists, Society of rocky mountain archivists, Colorado association of libraries, SRMA, CIMA, TCART, TCART, the 'regional' groups above are focused in Philadelphia, where I am located, so are somewhat 'local' as well, Twin Cities Archives Round Table, Worcester Area Archives and Special Collections Interest Group.

Professional memberships held, other



90 individuals who started the survey responded to this question. 83 individuals skipped the question. This chart shows memberships with 2 or more respondents:

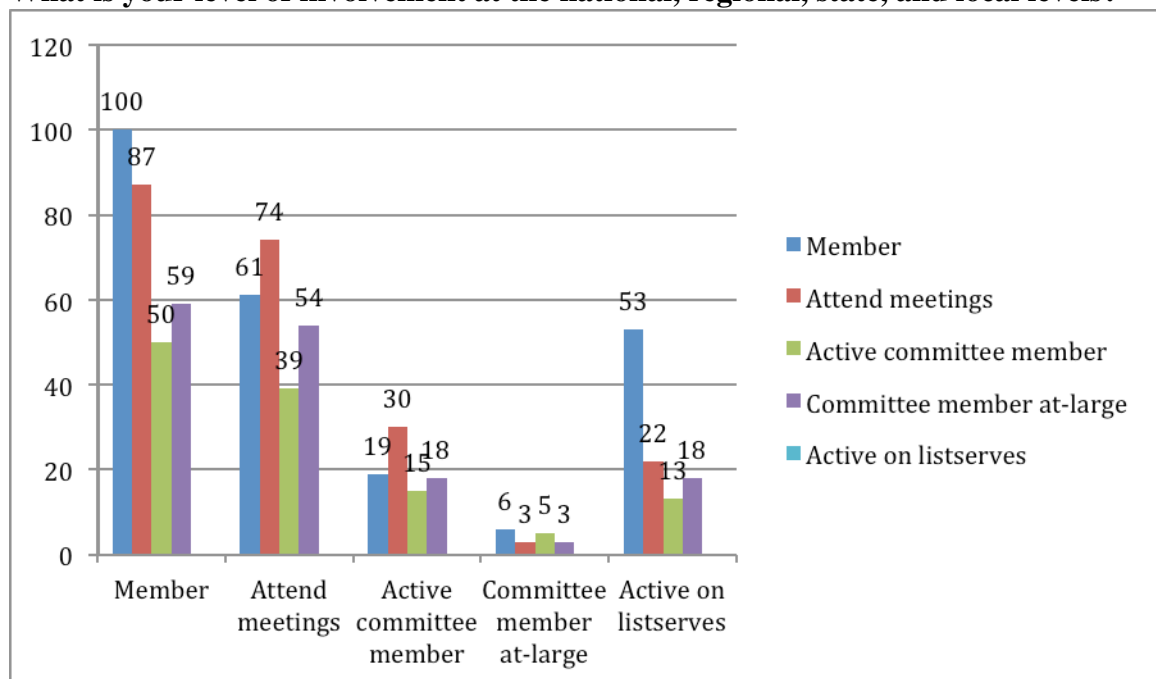
Other memberships



Other memberships listed (with one response each) included: ACRL, ACWR, American Association for the History of Medicine, American Association of Teachers of German, Archivists and Librarians in the History of the Health Sciences, ARLIS, ARLISNA, ASA, Assoc. for Education and Rehabilitation of Blind, Association of Catholic Diocesan Archivists, Association of Recorded Sound Collections, Baptist History and Heritage

Society, CAA, Calif. Garden and Landscape History Soc., California Council for the Promotion of History, Oral History Association, Canadian Archivists, Catholic Biblical Association, College Art Association, Conservation Center for Art and Historic Artifacts, Council for Horticultural and Botanical Librarians, GA Museums, Heritage League of Greater Kansas City, ICRM, Manuscript Society, MARAC, Mathematics Education Association, Mercy Secondary Education Association, Michigan, Modern Language Association, Music Library Association, National Catholic Education Association, NCPH, Nebraska SHRAB board member, New England Archivists, New England Historical Association, New York State Archivists (NYAC), SAA, SEMC, SHEAR, Society of Georgia Archivist, Society for German-American Studies, Society of Archivists (UK), Tennessee Archivists Association, VI, Westchester Historical Association, Wisconsin library association.

What is your level of involvement at the national, regional, state, and local levels?



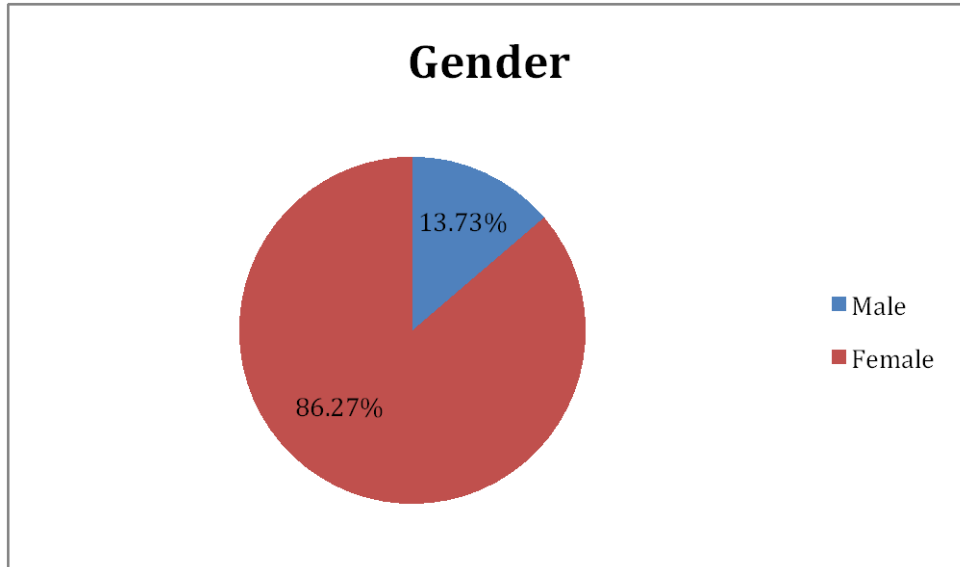
154 individuals who started the survey responded to this question. 19 individuals skipped the question. Respondents were encouraged to select all that applied. Respondents who are not involved were asked to specify why not. 15 respondents replied that they lacked time and 6 expressed they lacked funding. Other responses included:

<ul style="list-style-type: none"> • Trying to focus more on continuing education at this point, so attending a lot of workshops.
<ul style="list-style-type: none"> • I have no interest in becoming more involved in SAA. I've considered becoming more involved in NEA, but haven't because of the time commitment. I wish there was a Boston-area archivists group that I could become involved in.
<ul style="list-style-type: none"> • Don't find local organization meetings very meaningful at this stage of my career. Lack of time for involvement in MAC, plus no travel or other expenses paid by institution.
<ul style="list-style-type: none"> • Graduated 2 years ago. Accepted current FT position. Not ready to take on additional commitments.
<ul style="list-style-type: none"> • Groups don't offer anything. Local memberships allow networking.
<ul style="list-style-type: none"> • have been chair of the organization or currently am chair of committees, and programs. I have been on task force groups for SAA. Things can change over time. and in my own community. Right now, I am overloaded at work, at home,
<ul style="list-style-type: none"> • I'd like to be on some committees but they either want experience or travel.
<ul style="list-style-type: none"> • I'm not involved in a state group because we do not have one.
<ul style="list-style-type: none"> • Most conferences are not aimed at lone arrangers but IT problems for individuals with \$200,000 + budgets
<ul style="list-style-type: none"> • My employer supports my attendance as professional development, but I have neither time nor support for committee participation.
<ul style="list-style-type: none"> • My institution's archival holdings are quite limited and do not require a lot of time. I devote less than 20 hours per week to working with archival materials, supportive of WTHS and of my involvement in same. I have also done things like serve on the state historical commission and the state historic records commission, institution's history. I am very active in the West Tennessee Historical Society and my institution is very researchers, and researching and writing about our
<ul style="list-style-type: none"> • No local archivists group in existence
<ul style="list-style-type: none"> • No state or local archival groups and local and state library groups of no interest. MARAC is sufficient for archival needs. SAA too expensive and I also go to rare book conferences and also attend or speak at history and related conferences due to my research interests.
<ul style="list-style-type: none"> • Not enough time to devote to a meaningful role in local or state group
<ul style="list-style-type: none"> • Not sure if there is a local or state organization in Maryland. Honestly, never thought about it.
<ul style="list-style-type: none"> • past committee member
<ul style="list-style-type: none"> • Read listserves, respond occasionally.
<ul style="list-style-type: none"> • Some of it is cost, some of it is that I am primarily interested in the intersection of museums and archives and that's a smallish group locally and in fact I don't even know if there is a local group for museum-specific or even archives -- I know there is a New England group but don't know more local than that
<ul style="list-style-type: none"> • There is no local group of which I am aware. My workload was huge and there is a timeline that is tight for completion of backlog and overall organization.
<ul style="list-style-type: none"> • There is no local or state archival organization in my area or I'd be involved in some way.

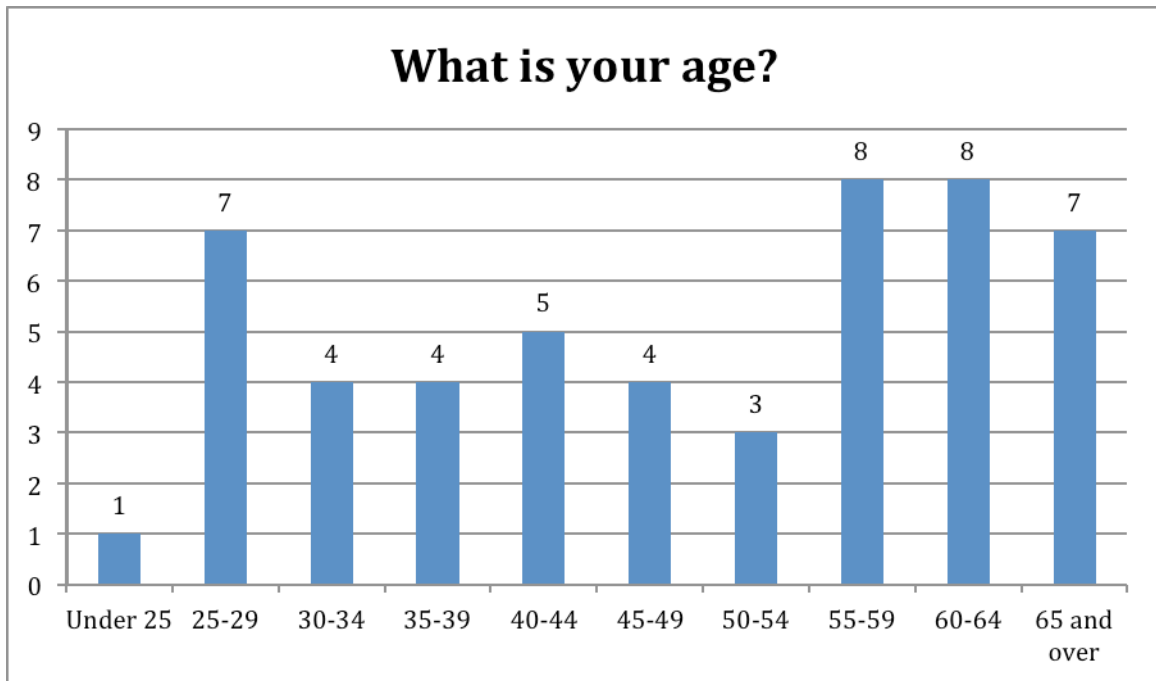
<ul style="list-style-type: none">• Time constraints. I have presented at all four levels of conference listed here, and on the State level I
<ul style="list-style-type: none">• Used to be involved with SAA as a roundtable steering committee member and roundtable webmaster. I have not been a member of SAA since I went part-time as my employer will not pay for my membership.
<ul style="list-style-type: none">• will be an a SAA committee beginning in August NYAC will be held at my institution in June

Appendix V
Filtered results for those who reported living in
'Urban cluster, metro areas.' N= 51

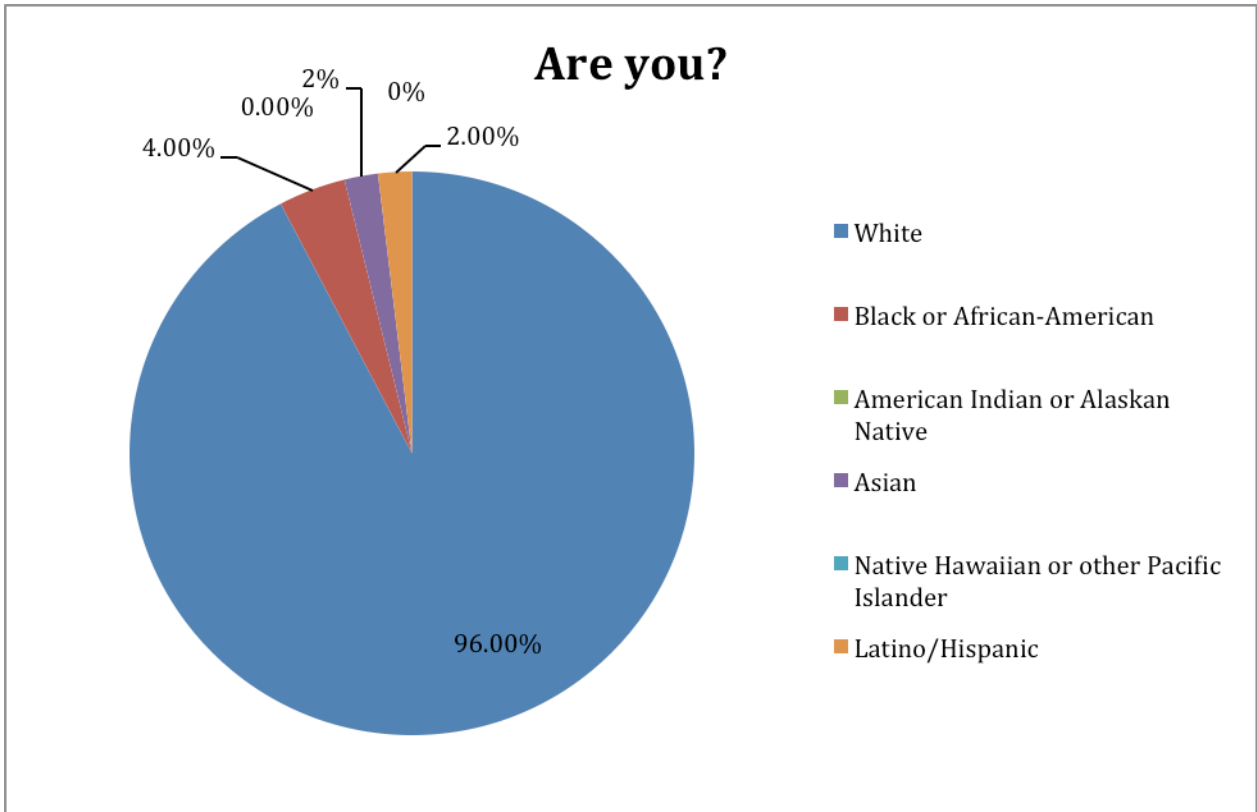
Who are you?



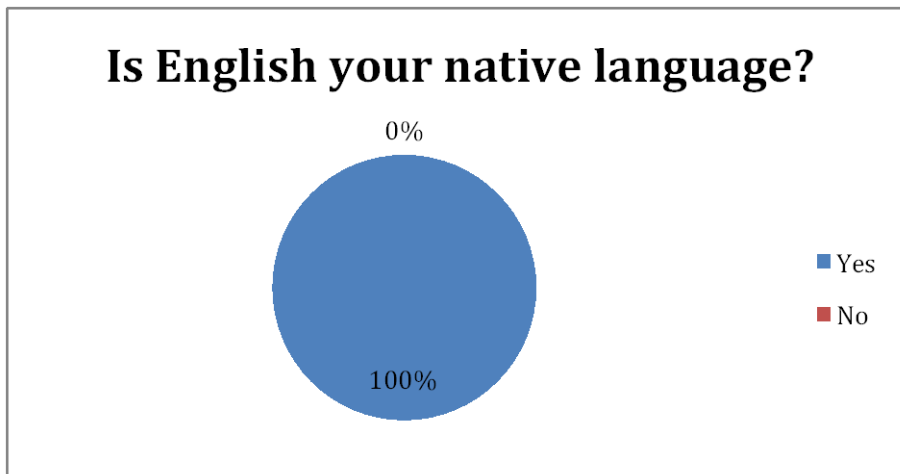
51 individuals who started the survey responded to this question. 0 individuals skipped the question.



51 individuals who started the survey responded to this question. 0 individuals skipped the question.

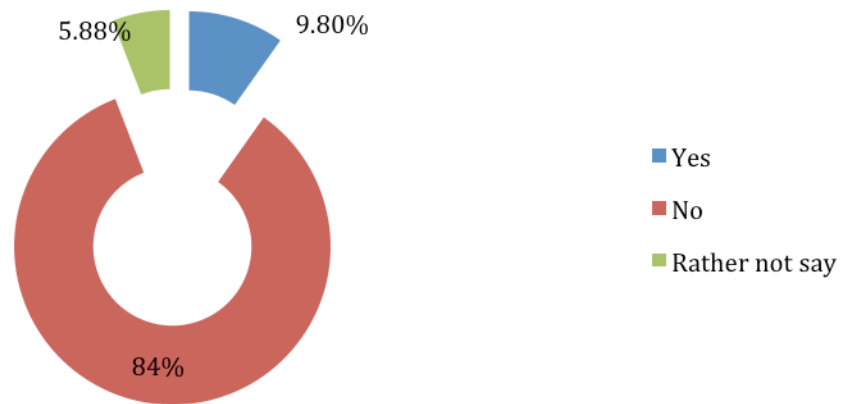


Respondents were encouraged to select all that applied to them. 50 individuals who started the survey responded to this question. 1 individual skipped the question. Other responses included Celtic and ‘prefer not to endorse this kind of stereotyping.’



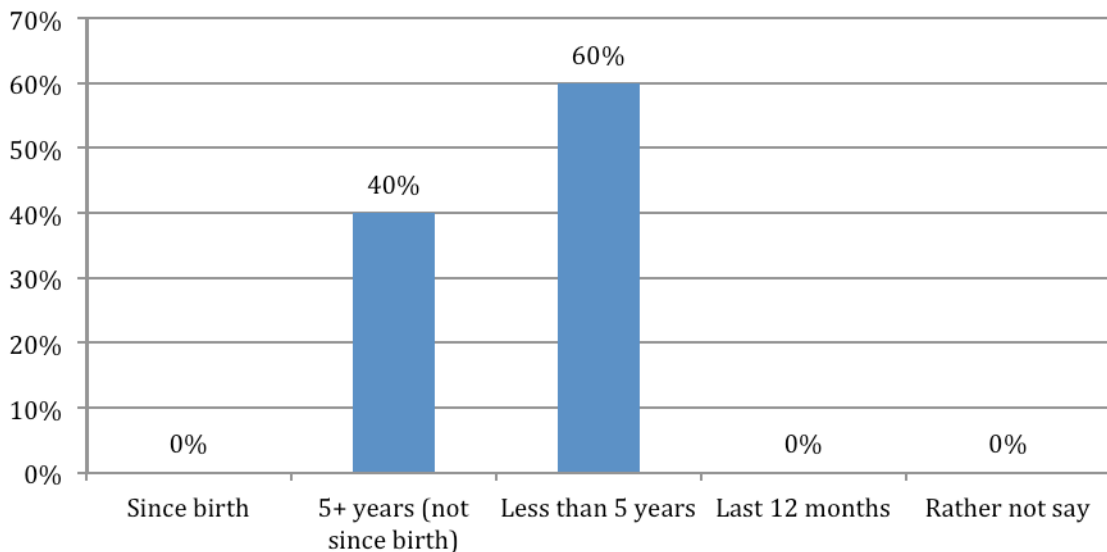
51 individuals who started the survey responded to this question. 0 individuals skipped the question.

Have you ever self-reported a disability or health problem?

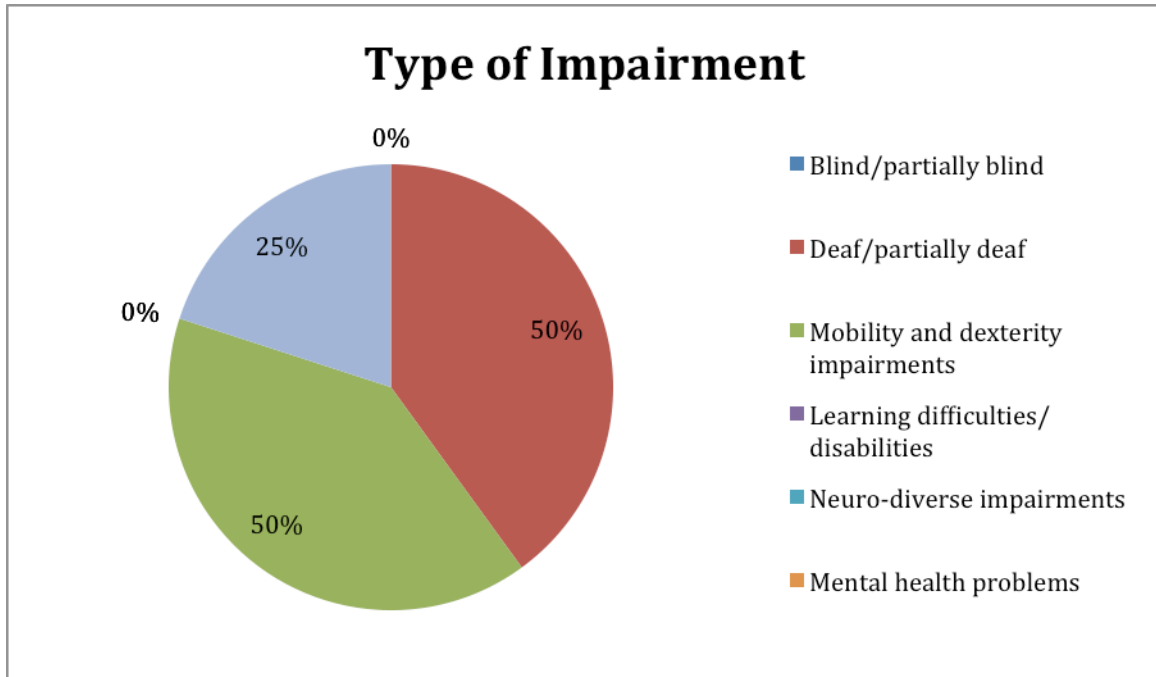


51 individuals who started the survey responded to this question. 0 individuals skipped the question. **Those who responded 'YES' to the question "Have you ever self-reported a disability or health problem to an employer" were asked to complete the next four questions. Those that responded 'No' or 'Rather not say' were not shown the next four questions.**

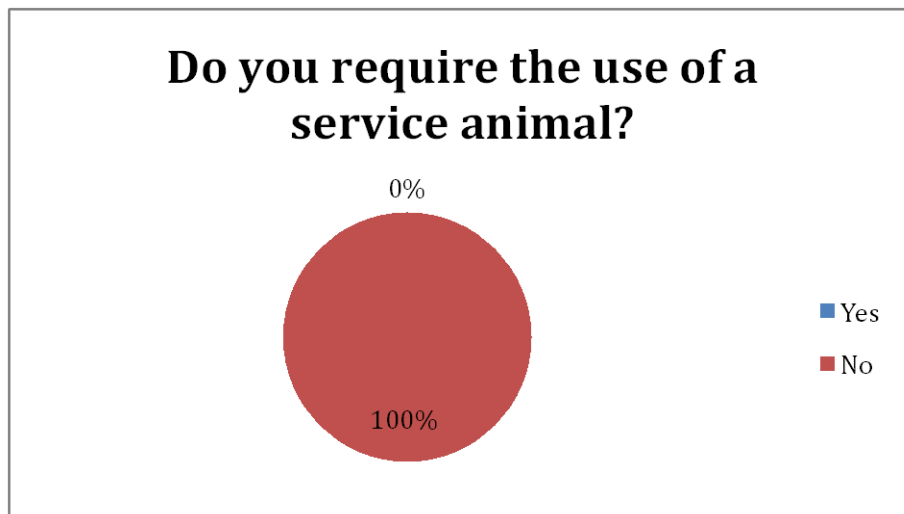
Duration of Impairment



5 individuals who started the survey responded to this question. 46 individuals were not shown this question.

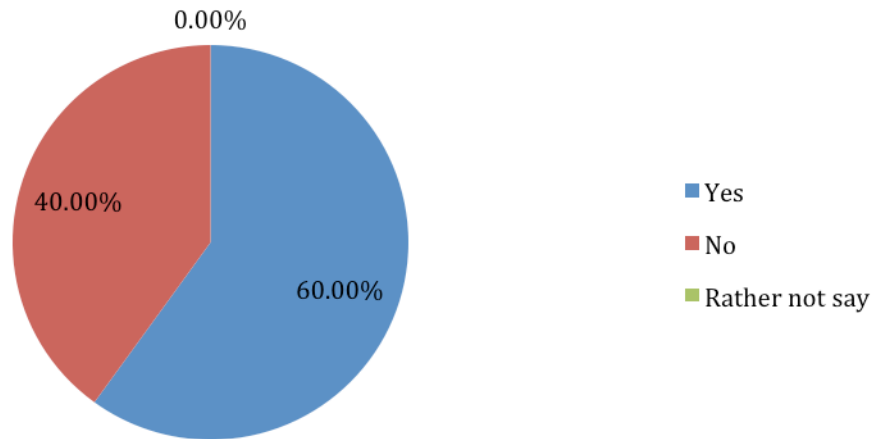


4 individuals who started the survey responded to this question, one 'other' response was given: 'doctor had me take a medical leave for two weeks.' 46 individuals were not shown this question.



5 individuals who started the survey responded to this question. 46 individuals were not shown this question.

Is the building you work in ADA compliant?



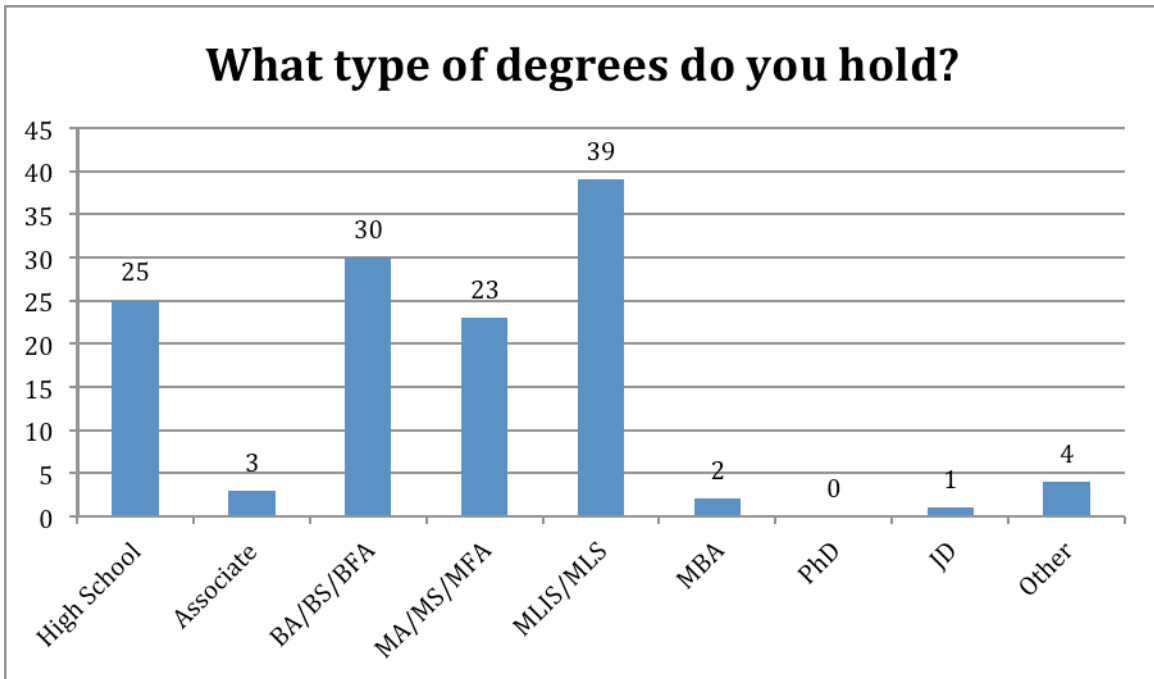
5 individuals who started the survey responded to this question. 46 individuals skipped the question.

Where in the United States are you located? 51 individuals who started the survey responded to this question. 0 individuals skipped the question.

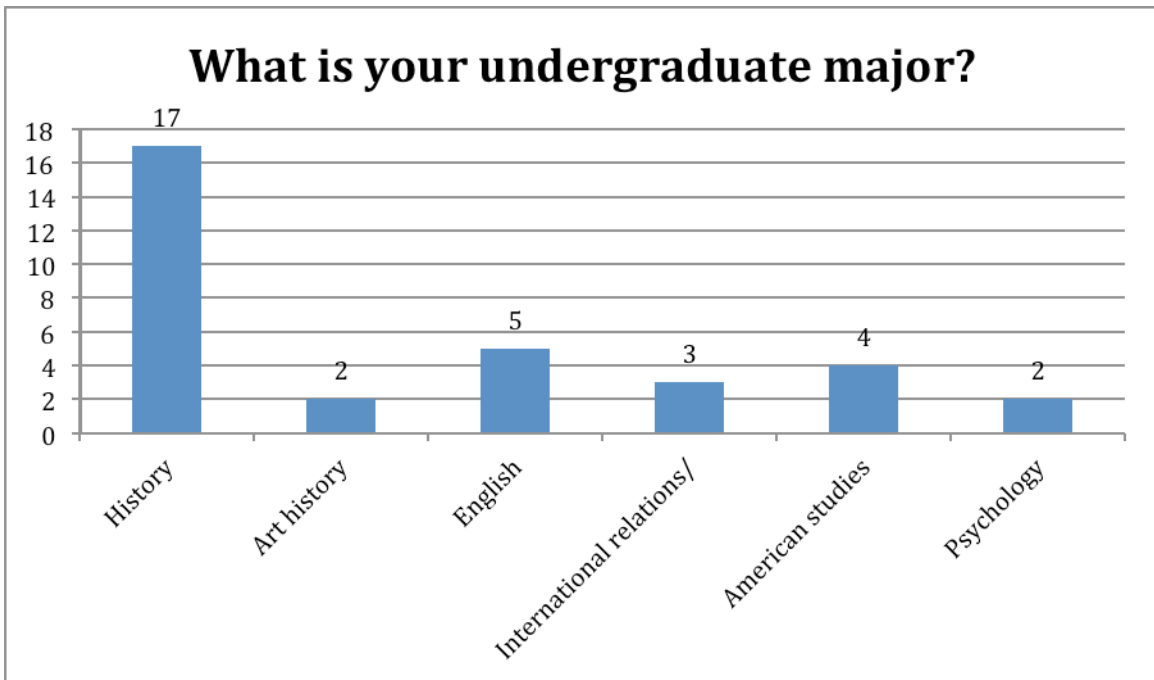
California	1.96%	1
Colorado	1.96%	1
Connecticut	3.92%	2
Delaware	0%	0
District of Columbia (D.C.)	3.92%	2
Illinois	11.76%	6
Indiana	5.88%	3
Maryland	5.88%	3
Massachusetts	17.65%	9
Michigan	1.96%	1
Missouri	1.96%	1
Montana	0%	0
Nebraska	0%	0
Nevada	0%	0
New Hampshire	0%	0
New Jersey	5.88%	3
New York	5.88%	3
North Carolina	0%	0
North Dakota	0%	0
Ohio	3.92%	2
Oklahoma	0%	0
Oregon	0%	0
Pennsylvania	19.61%	10
Rhode Island	1.96%	1
South Carolina	0%	0
South Dakota	0%	0
Tennessee	1.96%	1
Texas	1.96%	1
Wisconsin	1.96%	1
Wyoming	0%	0
Total		51

All respondents are located within the United States, so the question ‘If you aren’t located in the United States, where are you located?’ had no responses.

Q12. Community Type. All 51 individuals who started the survey responded ‘Urban cluster, metro’ to this question and so all other responses were filtered out.

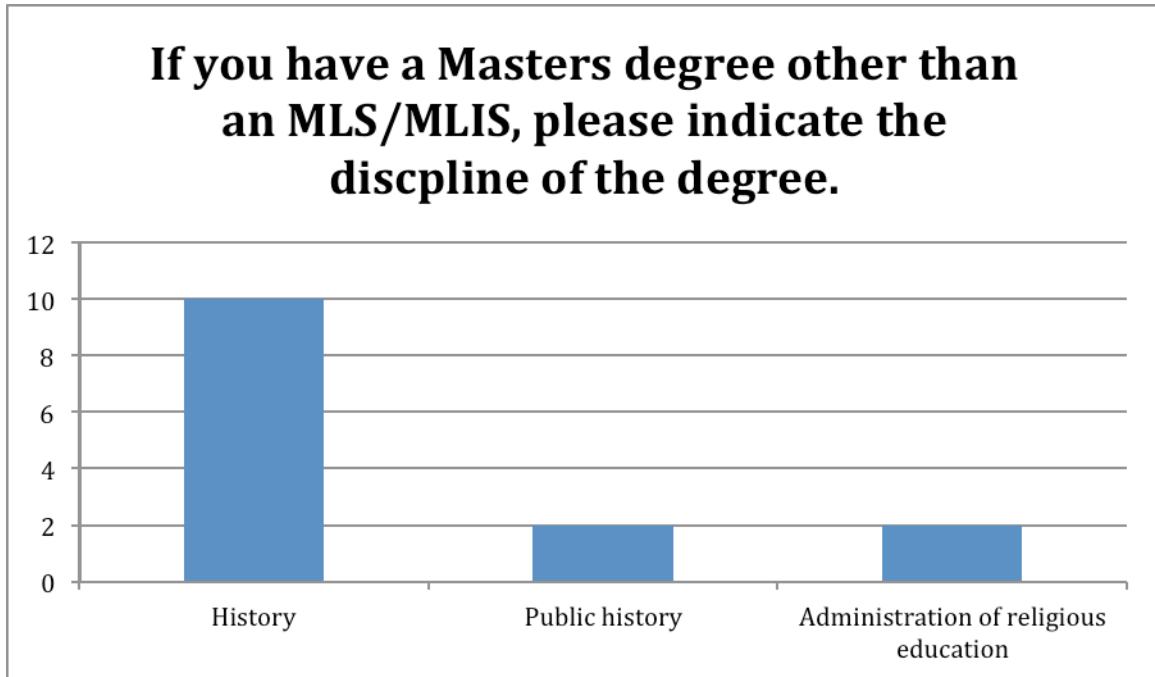


49 individuals who started the survey responded to this question. 2 individual skipped the question. Other responses included: M.Ed, MAS, MSW, and C.A.S. in History.



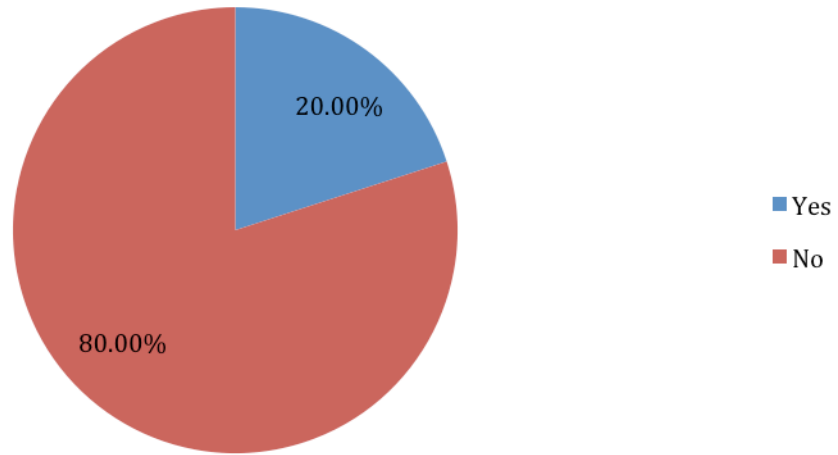
48 individuals who started the survey responded to this question. 3 individuals skipped the question. The chart shows responses that gained more than 2 or more responses. The rest of the results are as follows: with 1 respondent: American History, Anthropology (biological), Anthropology, Biology, Business, Chemical Engineering, Classical

Civilization and Philosophy, Comparative Literature, Dance, Environmental Studies, Fiction Writing, German, Government, Graphic Design, History of Art Fine Arts, horticulture, Liberal arts, Linguistics, Mediterranean Studies, Natural Resources, Political Science, women's studies, Writing. 6 respondents reported double majors. 1 reported a triple major.



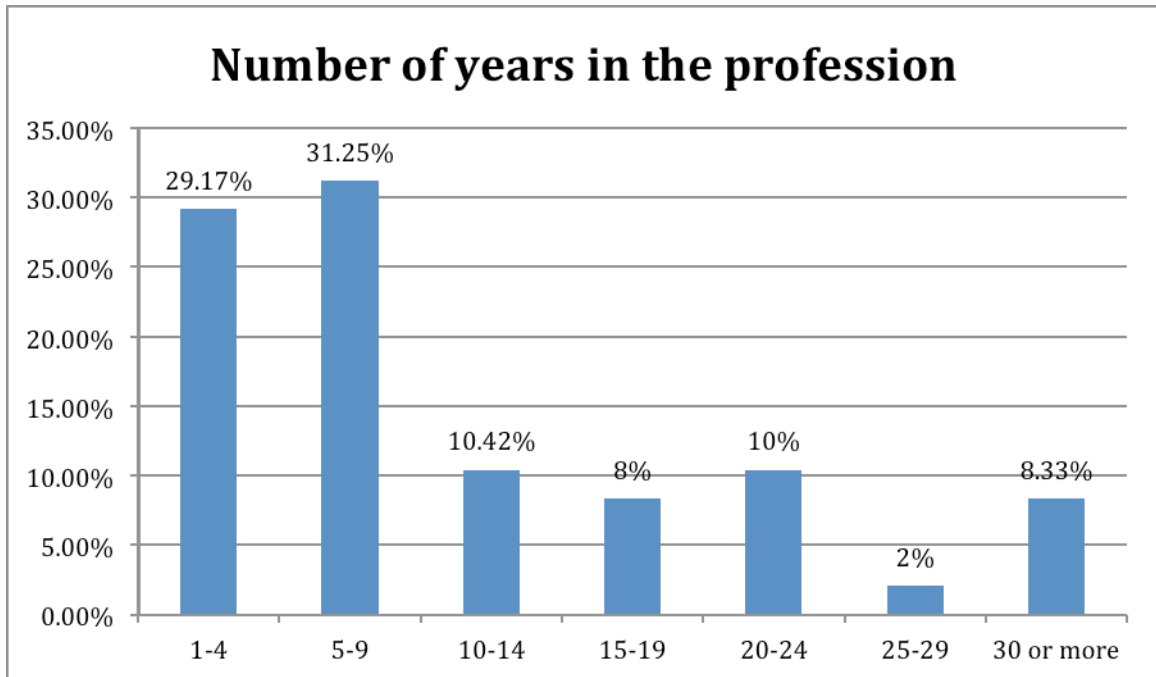
30 individuals who started the survey responded to this question. 21 individuals skipped the question. 1 respondent reported variations on the MLS/MLIS degree. The chart contains disciplines with 2 or more respondents. The following each received one response: American history, American Studies, Archives, Biology, Communication Studies, Dance, Education/Administration & Counseling, Humanities, Law (technically not a Master's -- Juris Doctor), MA in Anthropology, Master of Management [MBA equivalent], Masters in Fine Arts major in Printmaking, mat, MBA in Marketing, museum studies, Social Work, sociology, Urban Planning, World History.

Do you hold additional certification?



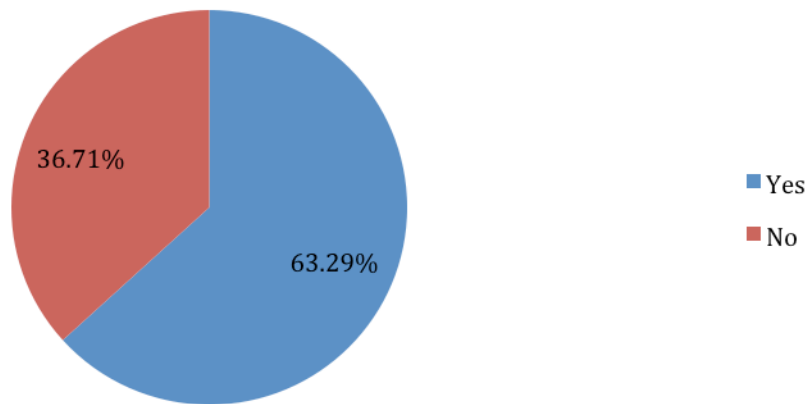
45 individuals who started the survey responded to this question. 6 individuals skipped the question. Respondents who selected yes were encouraged to identify the type of certification. 8 respondents replied they were Certified Archivists (C.A.) 1 replied with CAA and another with Instructional Design Certificate.

Number of years in the profession



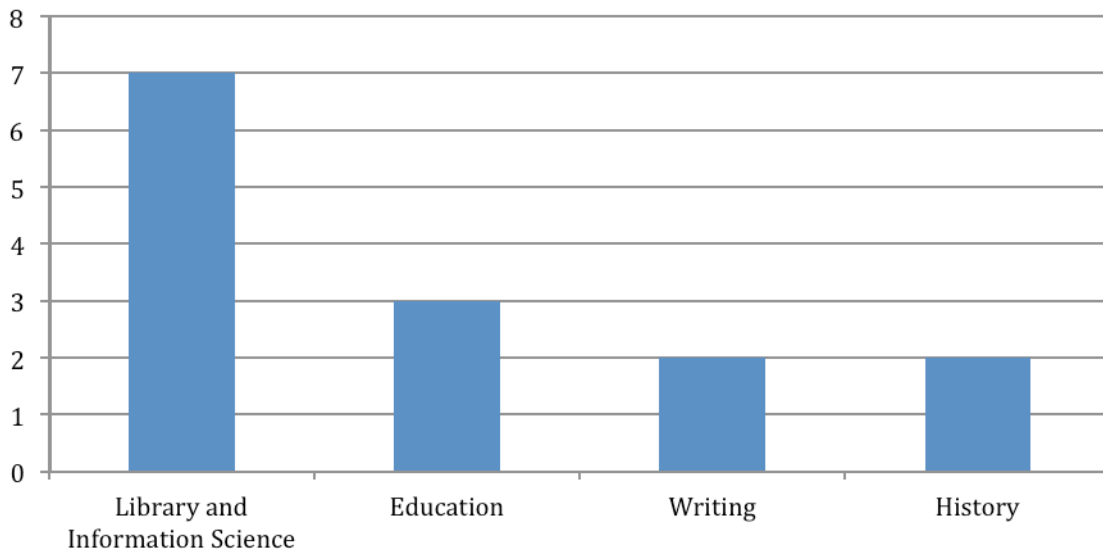
48 individuals who started the survey responded to this question. 3 individuals skipped the question.

Did you have a career previous to working in archives?

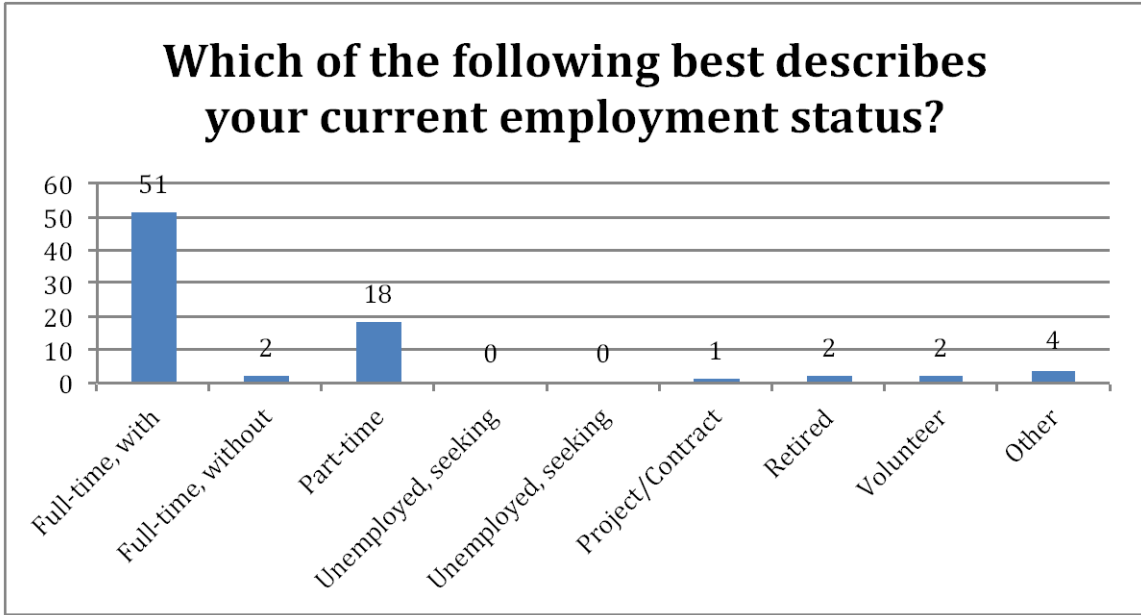


48 individuals who started the survey responded to this question. 3 individuals skipped the question. This chart shows the careers with 2 or more respondents:

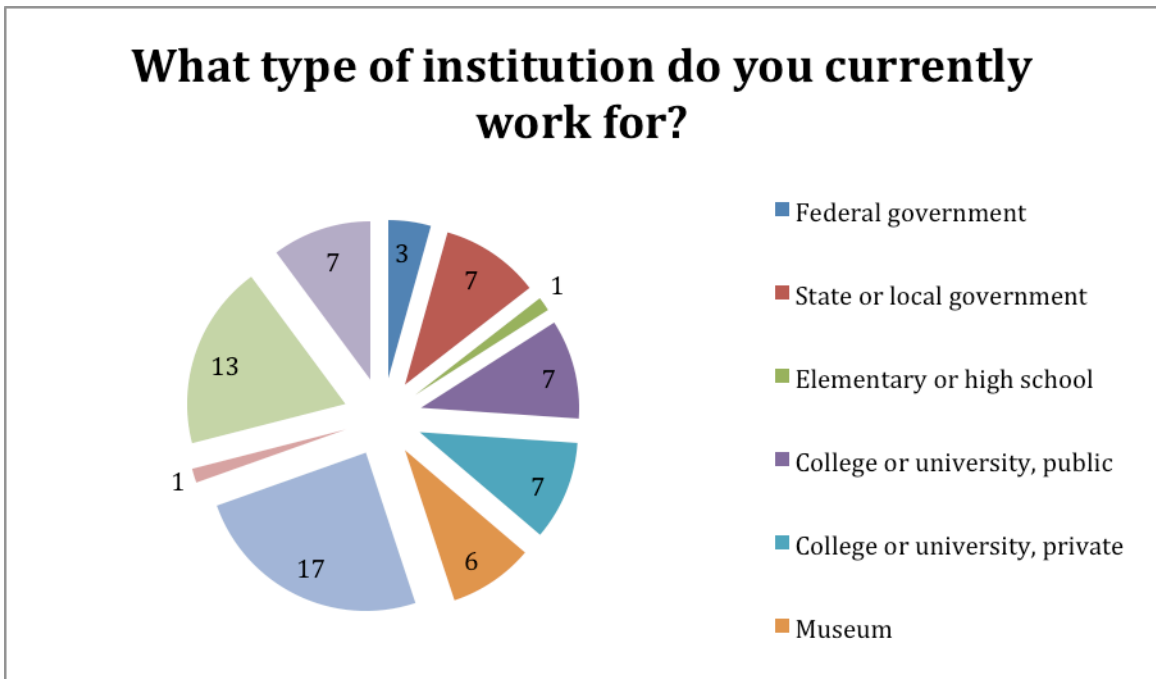
Careers before archives



The following received 1 response each unless otherwise noted: Administrative Assistant, Art Historian, Culinary Arts, Environmental planning, fundraising consultant, IT, knowledge management, law, Management, management, museum curator, Outside Sales, Process Engineer in Manufacturing, research, retail sales, social work.

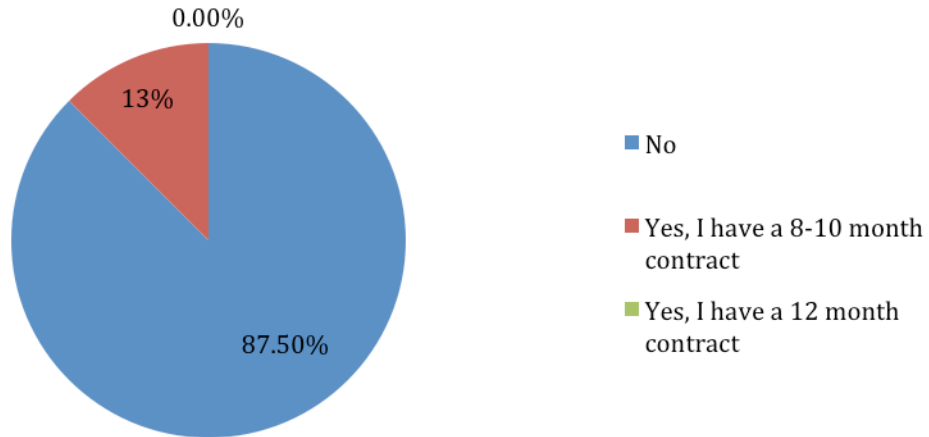


47 individuals who started the survey responded to this question. 4 individuals skipped the question. 2 respondents elaborated that they have part-time positions with benefits. 1 respondent had the following response: ‘I volunteer as archivist for my own community, 4 days weekly. I am writing a history of another community, 2 days weekly.’



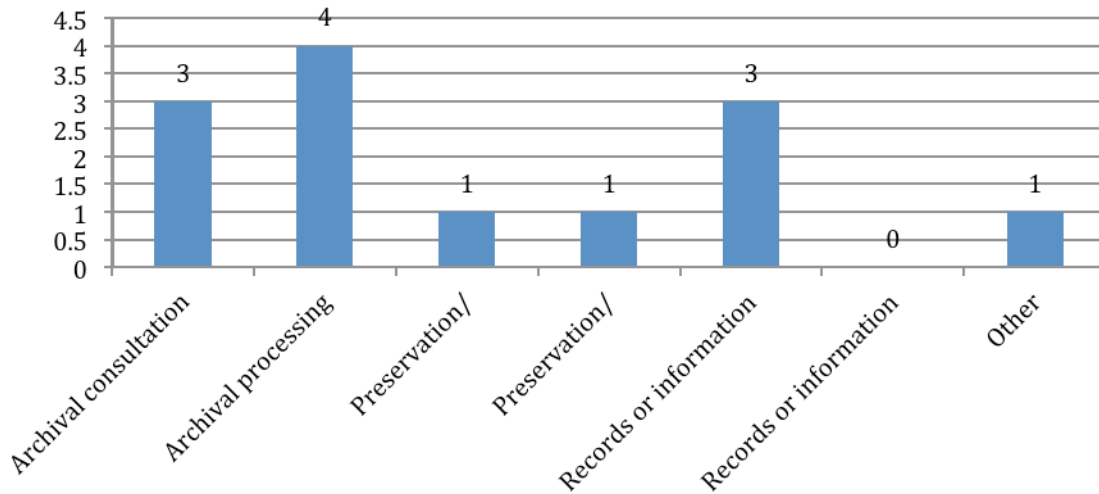
43 individuals who started the survey responded to this question. 8 individual skipped the question. Respondents were encouraged to check all that apply. Responses to other included: independent school, public library (3), historical society (2), and seminary.

If you work for a college or university, is yours a tenure track position?



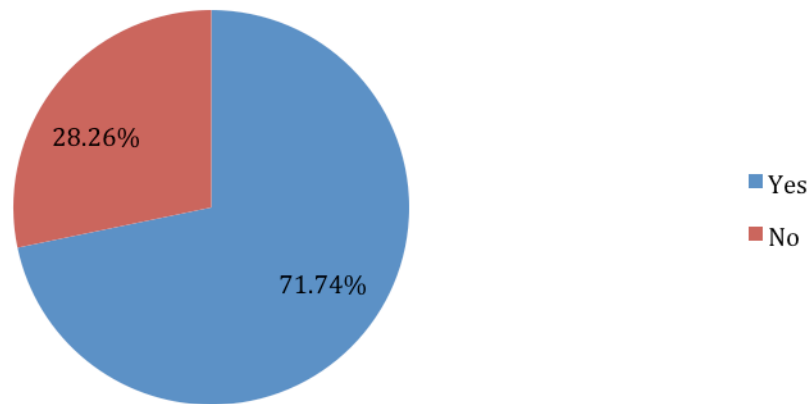
16 individuals who started the survey responded to this question. 35 individual skipped the question.

If you are currently self-employed, which best describes the work you do?



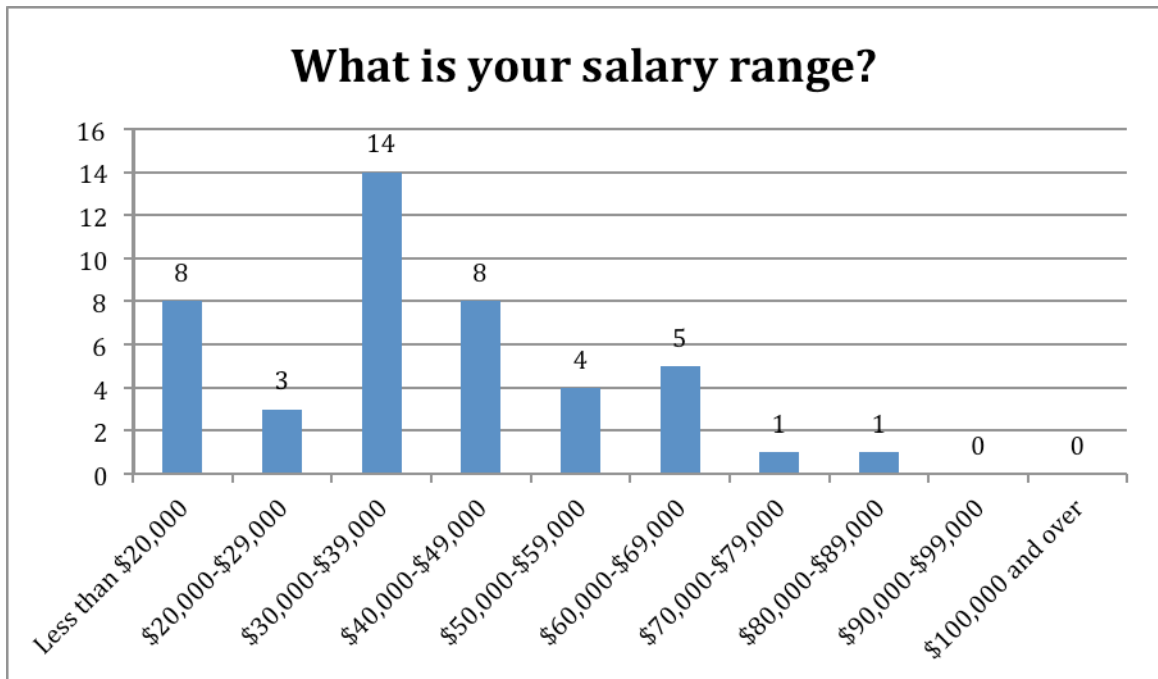
5 individuals who started the survey responded to this question. 46 individual skipped the question. Respondents were encouraged to check all that applied. Responses to other included: N/A.

Does your job title accurately reflect your responsibilities?



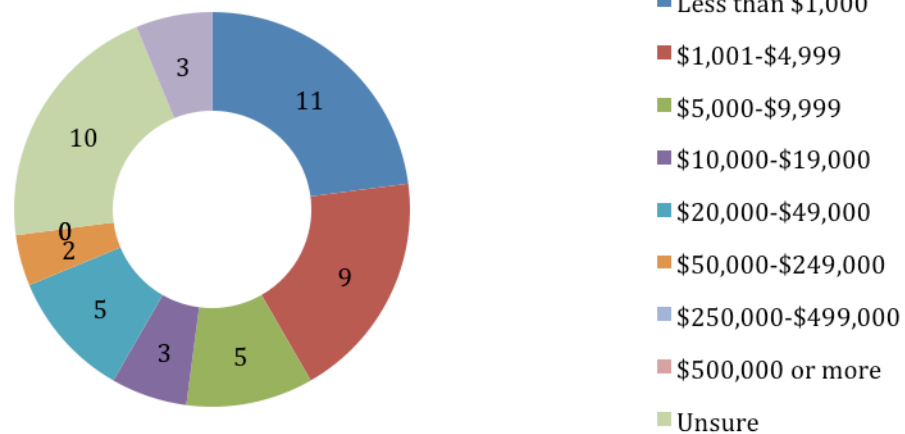
46 individuals who started the survey responded to this question. 5 individuals skipped the question. Individuals who selected no were encourage to supply a why not. The why not responses varied widely, but common themes having duties not covered by their title. There were the following 14 anecdotal replies:

<ul style="list-style-type: none"> • Mainly a librarian
<ul style="list-style-type: none"> • I also do Registrar duties
<ul style="list-style-type: none"> • My official university title is Professional Research Associate. My internal title is analog archivist.
<ul style="list-style-type: none"> • Position is described as an Archivist but I do more records management versus archives
<ul style="list-style-type: none"> • There has been a lot of "collection management" added to the position over the years
<ul style="list-style-type: none"> • Title is Librarian, but am also an Archivist
<ul style="list-style-type: none"> • Title only covers library duties, not archival duties
<ul style="list-style-type: none"> • I have two jobs at once
<ul style="list-style-type: none"> • I have archival, librarian and oral history responsibilities.
<ul style="list-style-type: none"> • title is Historian and does not reflect archives and exhibits portion of my job
<ul style="list-style-type: none"> • Title is "Library Manager." That is actually the least of my responsibilities.
<ul style="list-style-type: none"> • My job title is "archivist," but I am also the de facto records manager and director of a small professional staff (1 FTE) and paraprofessional staff (.25). It seems that "archivist and records manager" or "archives manager" or "director of archives and records management" might be more appropriate titles for this position.
<ul style="list-style-type: none"> • I am still officially a reference librarian, but everyone refers to me as the Library archivist.
<ul style="list-style-type: none"> • It does not take into account the preservation responsibilities.



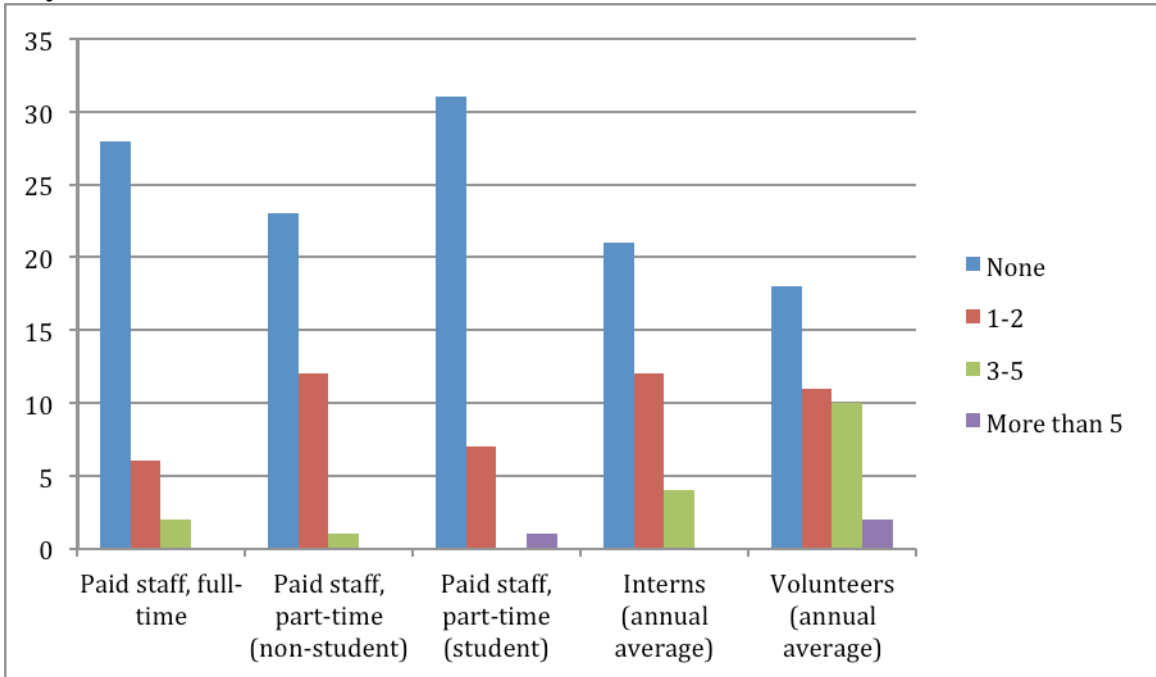
45 individuals who started the survey responded to this question. 6 individuals skipped the question.

Annual budget (does not include salary and benefits for you or any paid staff.)



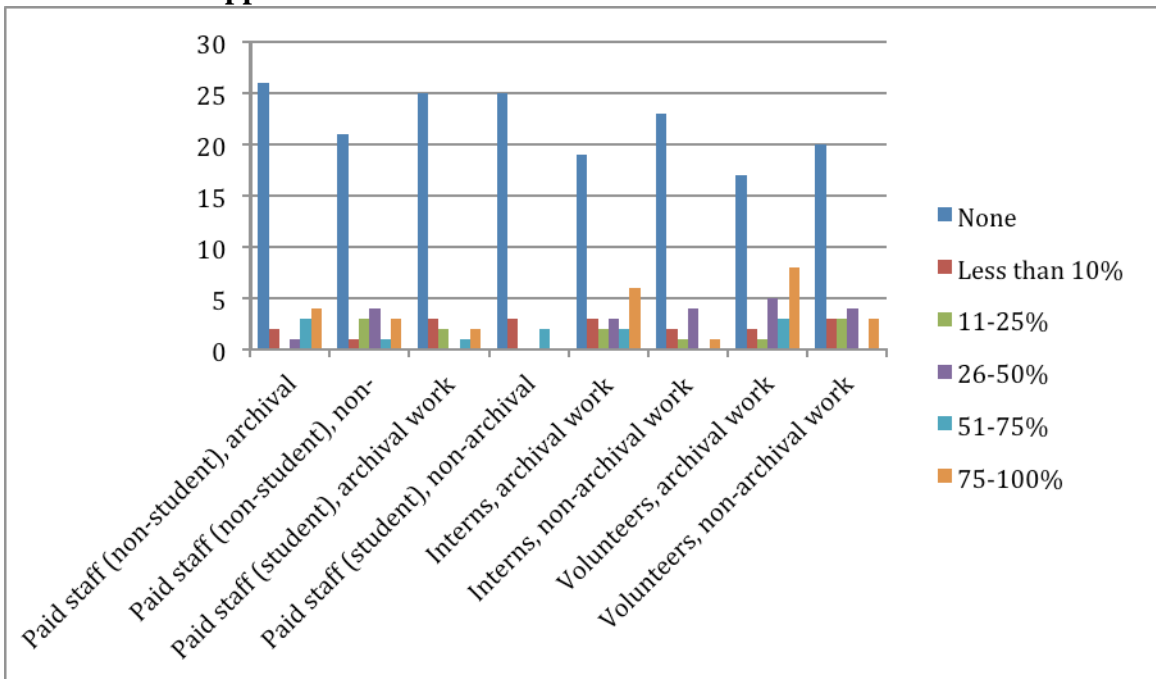
45 individuals who started the survey responded to this question. 6 individuals skipped the question. Responses to other included: just for the library, under chancery budget, no budget which I oversee.

If you have support, are they Paid Staff, Interns or Volunteers? How many of each do you have?



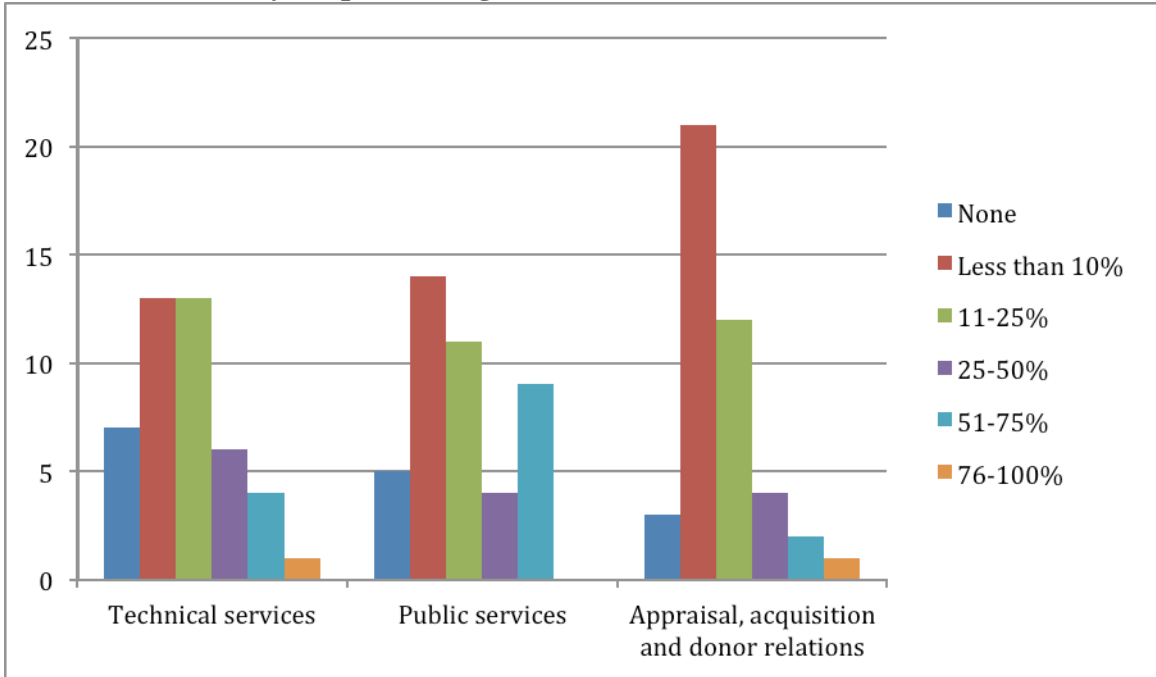
44 individuals who started the survey responded to this question. 7 individuals skipped the question.

Dedication of support time



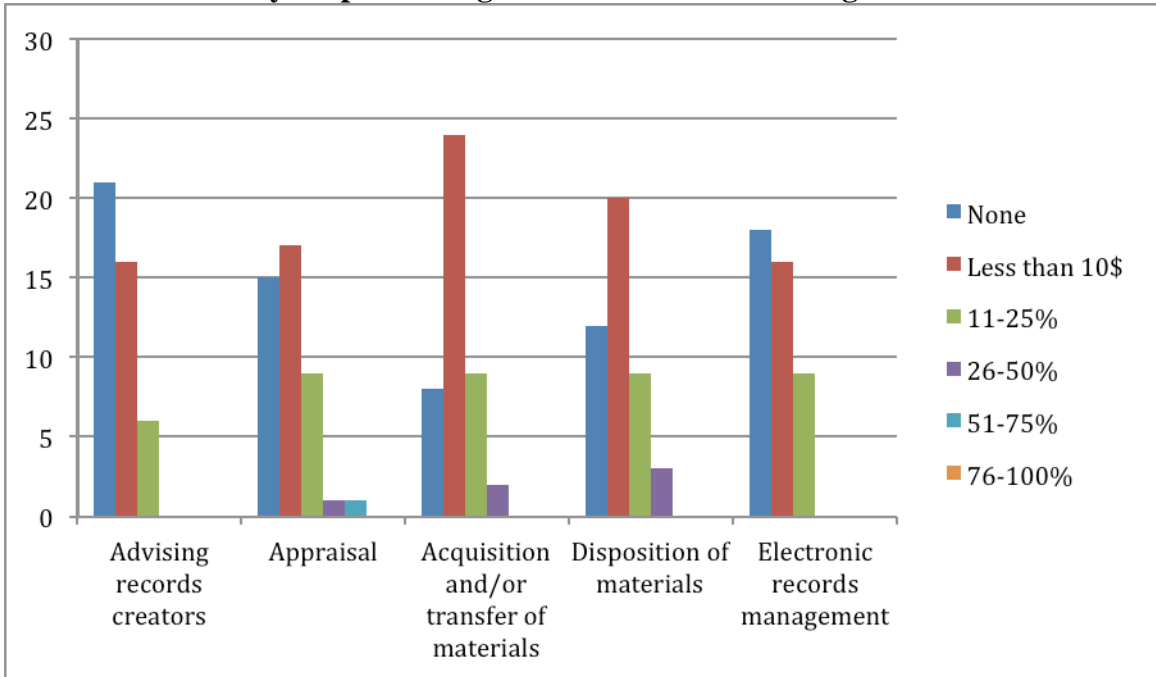
41 individuals who started the survey responded to this question. 10 individuals skipped the question.

How much time do you spend doing traditional archives work?



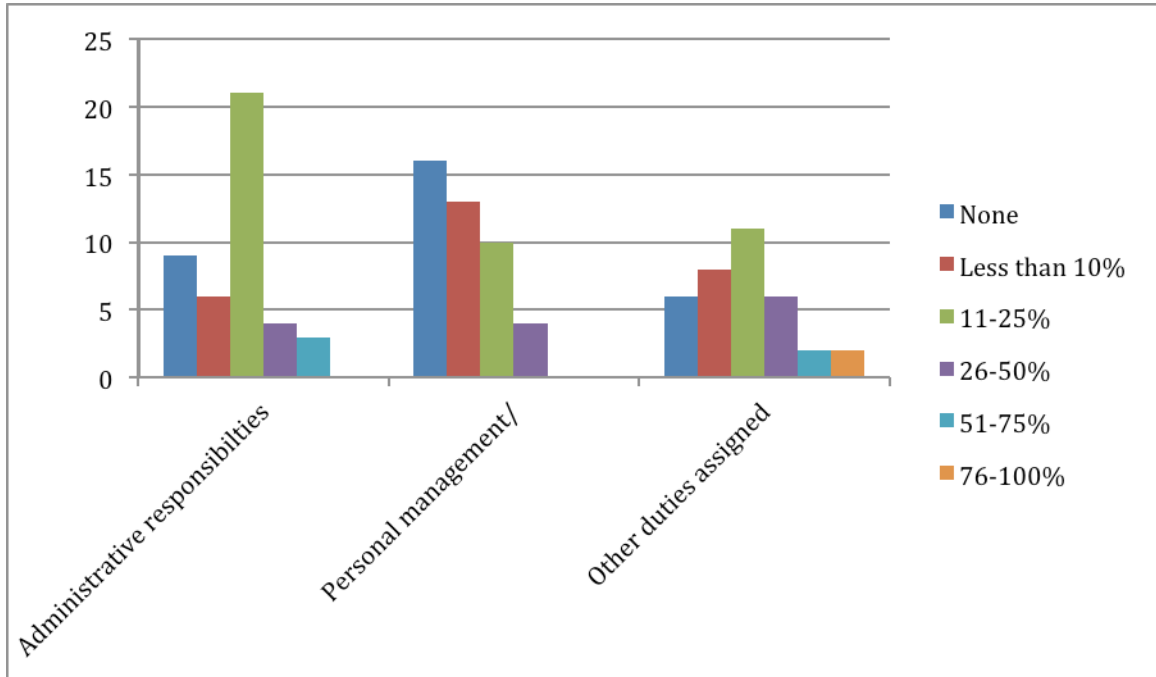
44 individuals who started the survey responded to this question. 7 individuals skipped the question.

How much time do you spend doing traditional records management work?



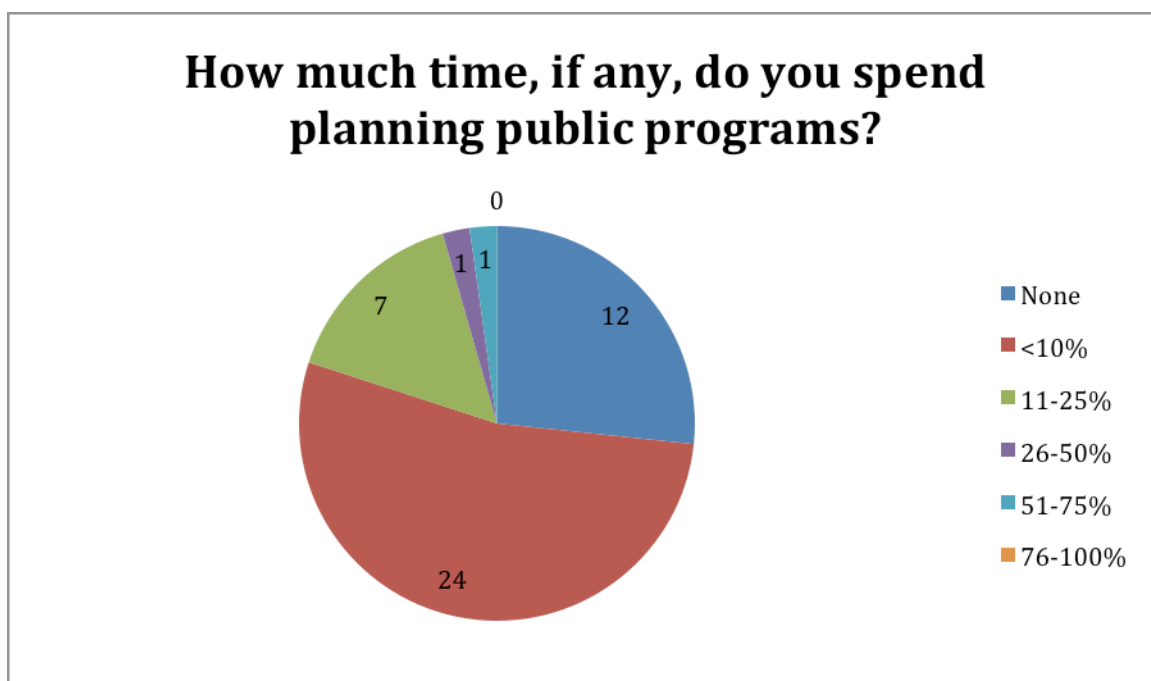
44 individuals who started the survey responded to this question. 7 individuals skipped the question.

How much time do you spend on management, supervision, and other assigned tasks?



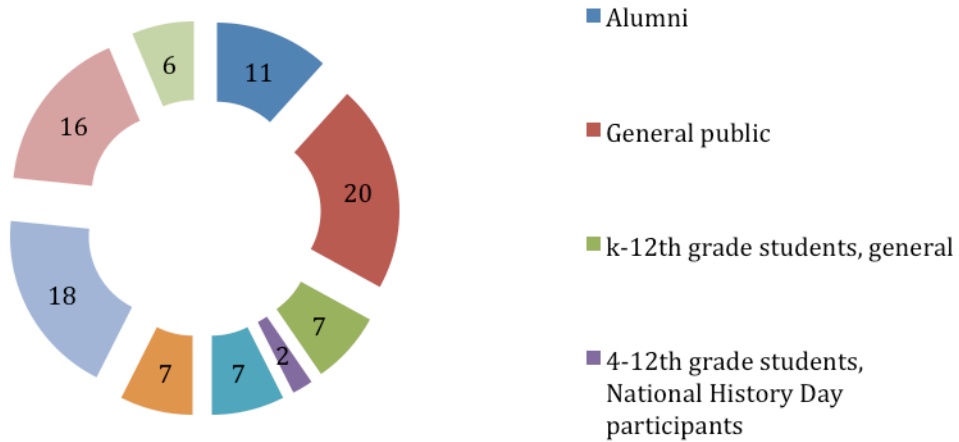
44 individuals who started the survey responded to this question. 7 individuals skipped the question. Common threads in other reported duties include providing reference services, tours/outreach, and committee work. Other reported assigned duties included the following anecdotal reports:

• Adult services, reference, pr, programming, RA, Community service, volunteer supervision....
• Also manage library
• assisting Chancellor's other responsibilities
• committee work, programming
• Committee work, university wide initiatives
• Editing, proofreading, scanning, other kinds of support to other staff.
• exhibit work
• grant research and writing, team meetings, staff meetings
• I also run a small museum, am webmaster, do PR, etc.
• I am also the Circulation Manager at my library, giving me rather limited time for the archives.
• librarian duties, editing, oral history
• Public Services in library
• Religious or committee work assigned by the bishop
• responding to external and internal requests; organizing paper collection
• responding to external and internal requests
• SOP and Policy preparation
• teach Middle School research classes
• Tours of archives and museum, front desk work in library
• Video editing



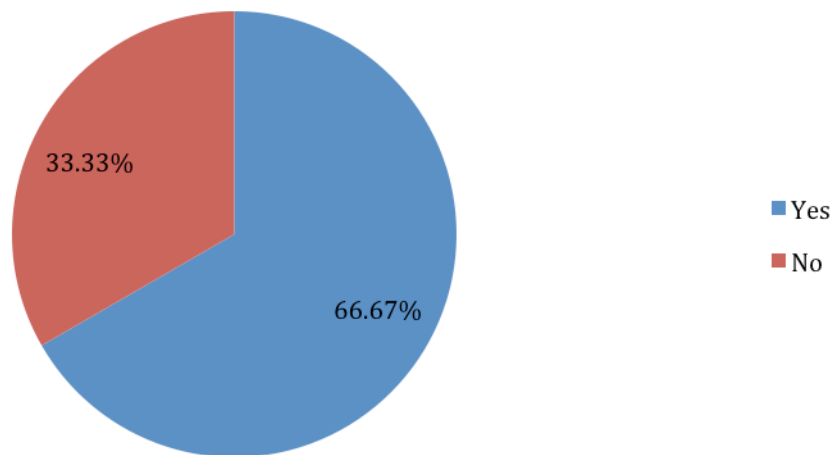
46 individuals who started the survey responded to this question. 6 individuals skipped the question.

If you conduct public programming, who is your target audience?



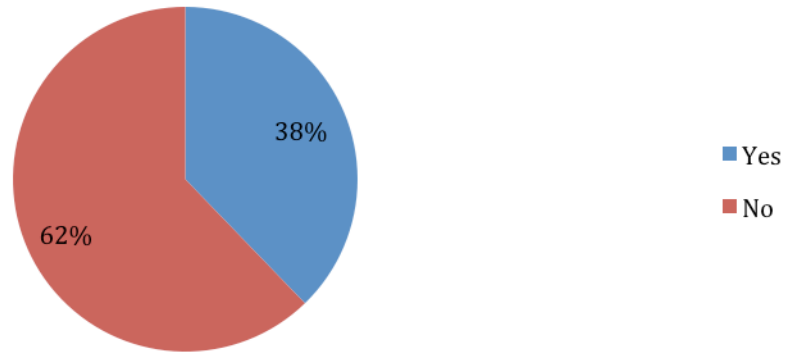
31 individuals who started the survey responded to this question. 20 individuals skipped the question. Other responses included: adults primarily, working with education & museum staff, other public programs are currently limited to exhibits, Church Archives, Veterans and their family members or descendants, and community partners.

Does your repository have a website?



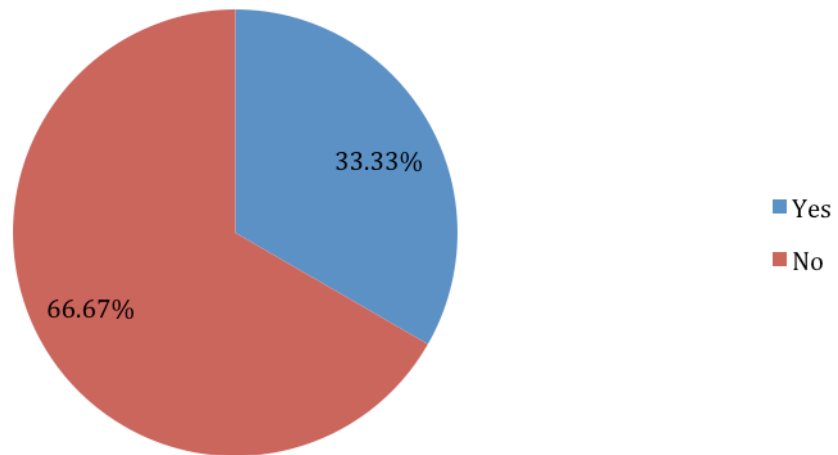
45 individuals who started the survey responded to this question. 6 individuals skipped the question.

Does your repository include collection information in an OPAC (Online Public Access Catalog)?

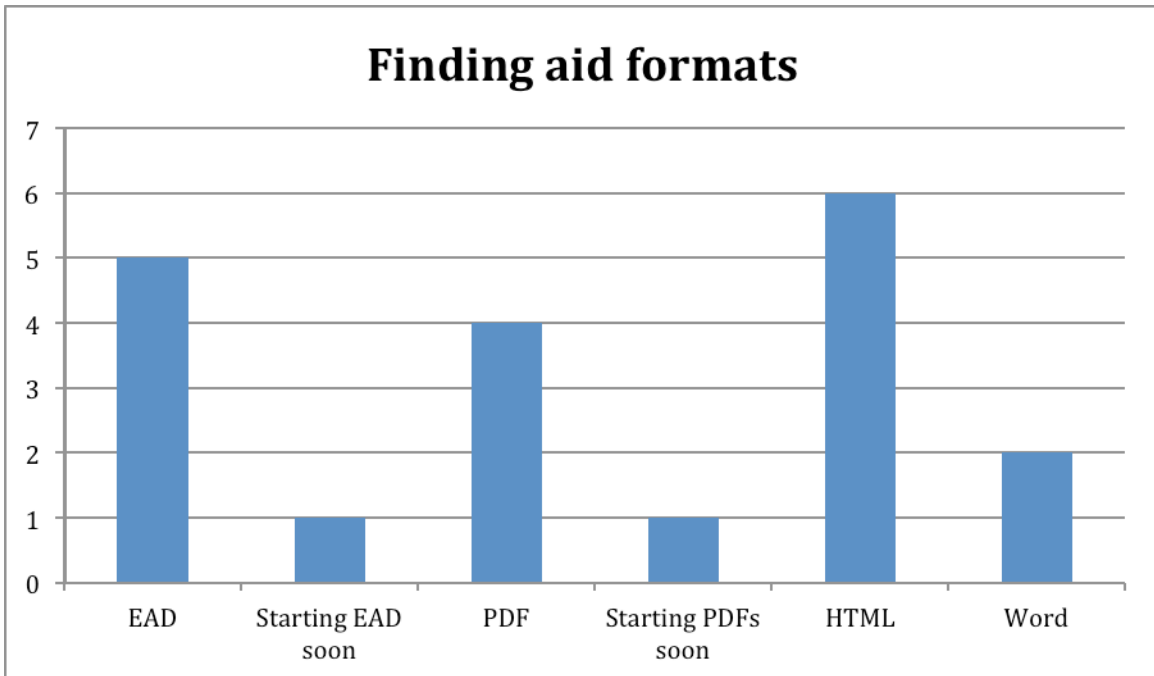


45 individuals who started the survey responded to this question. 6 individuals skipped the question.

Do you offer finding aids online?

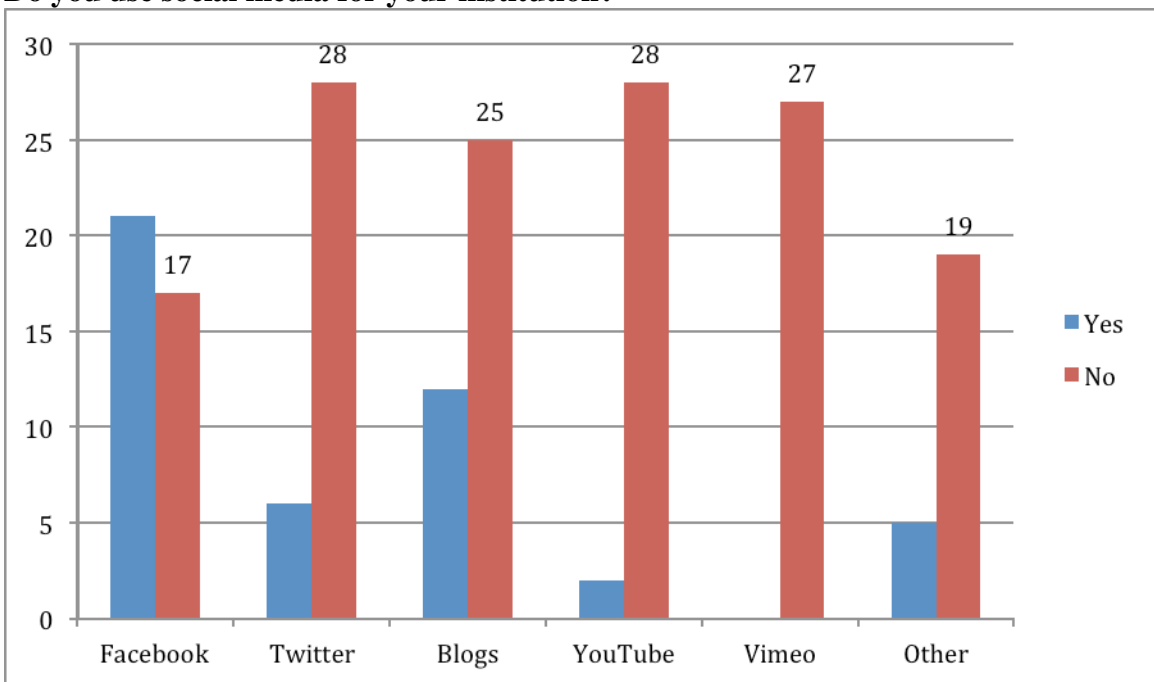


45 individuals who started the survey responded to this question. 6 individuals skipped the question. Respondents who selected yes, were asked to indicate what format they use to present. These are the results:



1 replied they are using multiple formats.

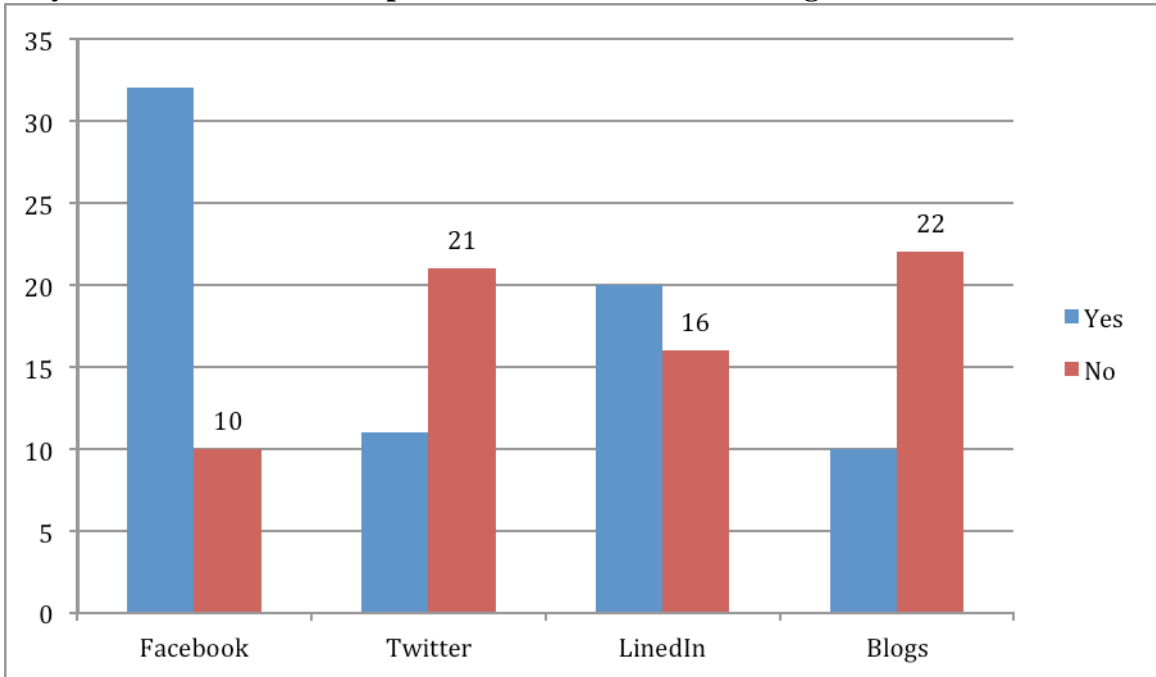
Do you use social media for your institution?



42 individuals who started the survey responded to this question. 9 individuals skipped the question. Respondents were encouraged to select all that apply. 2 respondents reported the archives doesn't have its own page but is under the umbrella of the parent organization. The following were listed under other: Flickr (3), Foursquare (1), Pinterist (1), email requests. Two respondents supplied the following anecdotal replies:

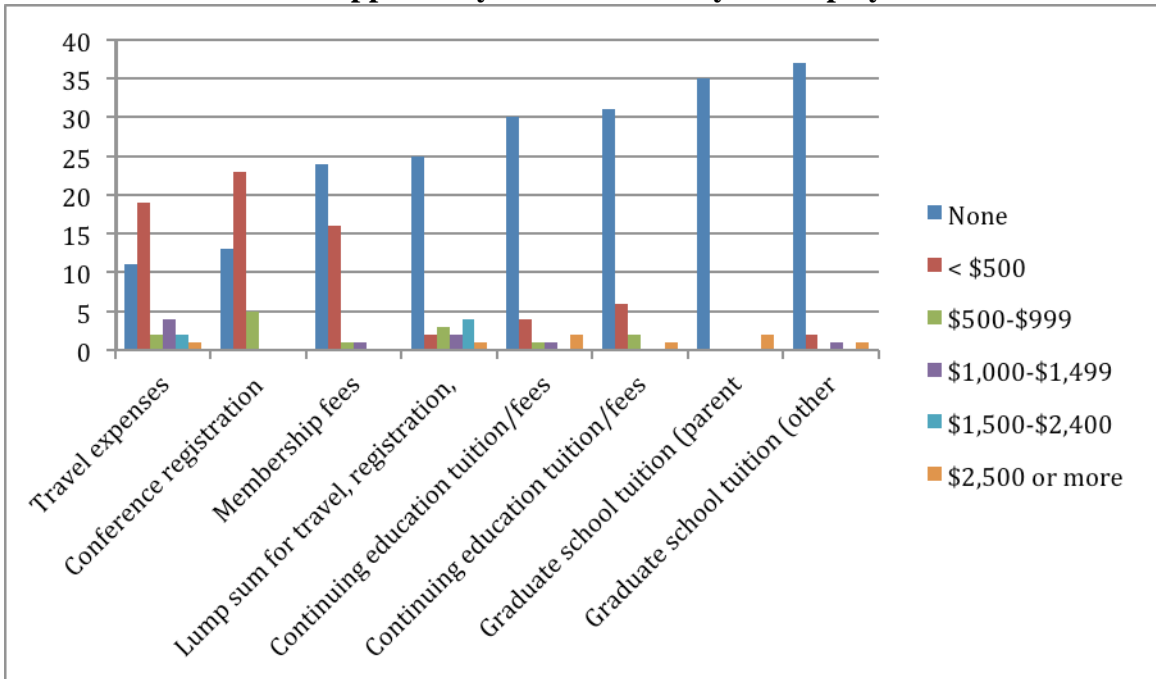
- Our organization uses most of these, and I contribute occasionally.
- I control Library's FB and Twitter; Archives has a blog. They all interact.

Do you use social media for personal use and/or networking?



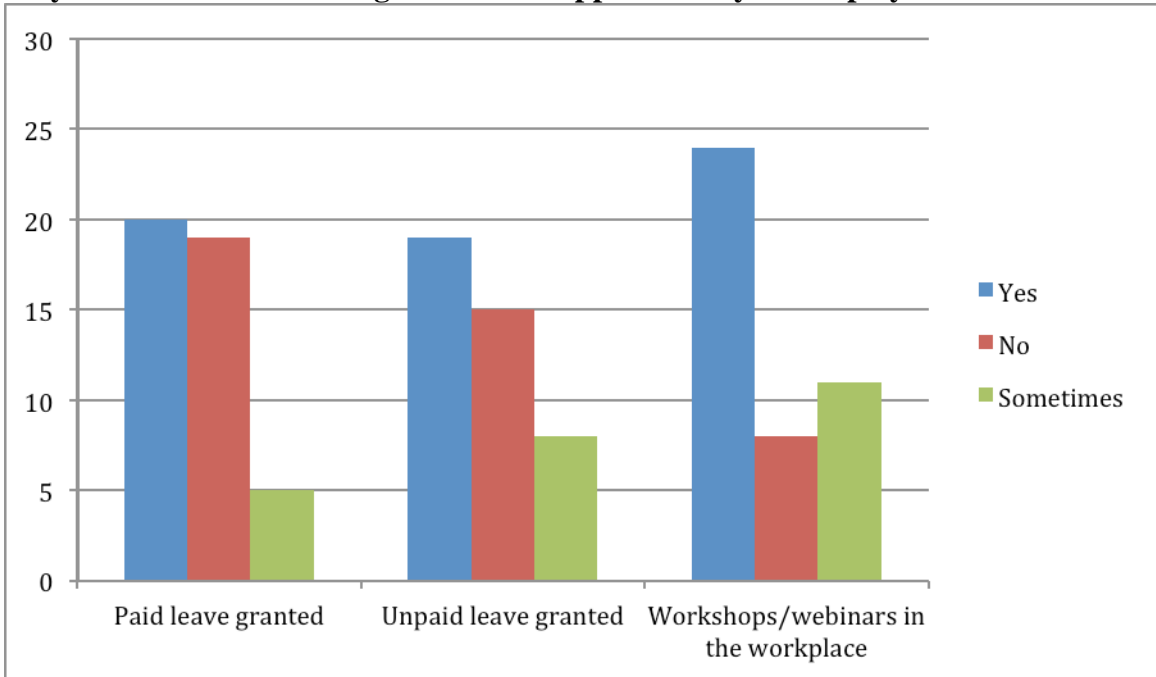
42 individuals who started the survey responded to this question. 9 individuals skipped the question. Respondents were encouraged to select all that apply. Responses listed in the other category included Foursquare, 'no, I do not face twit link or blog,' and 'note: the institution has a webpage and also a fb presence.'

What kind of financial support do you receive from your employer?



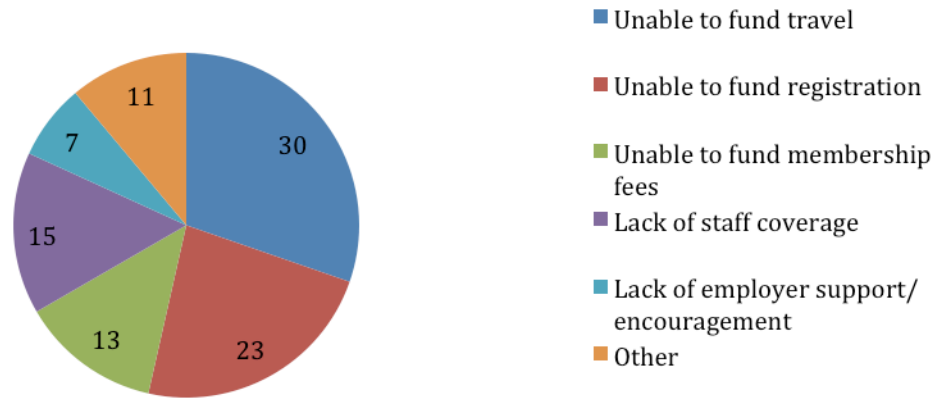
45 individuals who started the survey responded to this question. 6 individuals skipped the question. Respondents were encouraged to select all that apply.

Do you receive the following additional support from your employer?



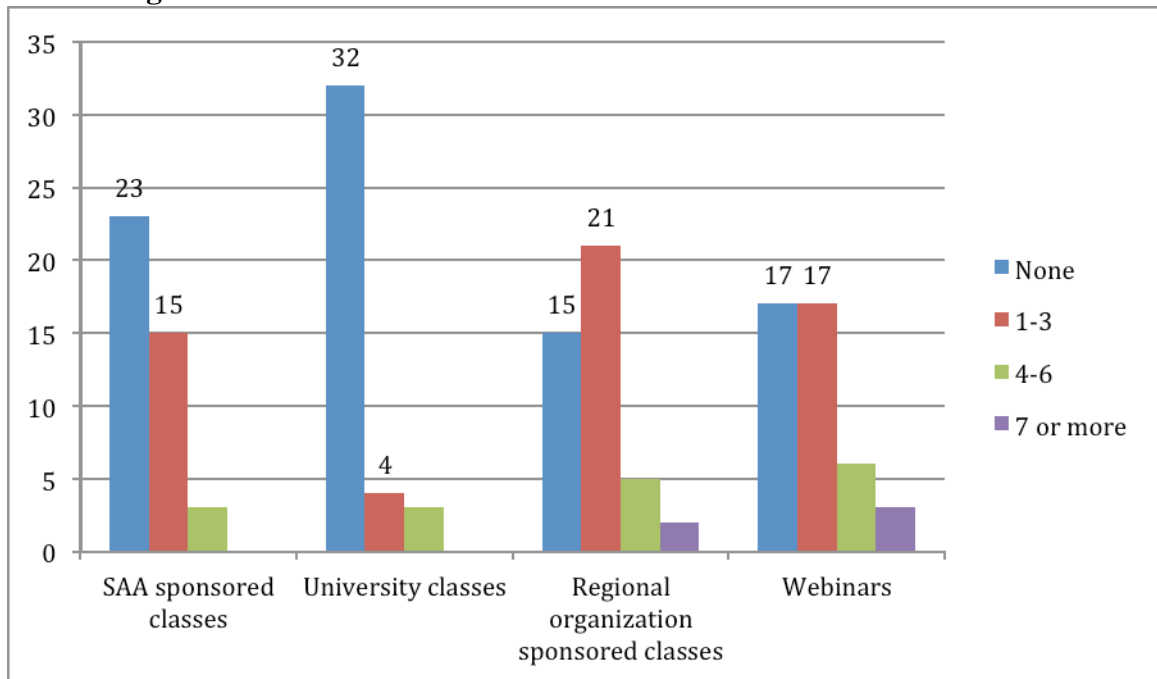
45 individuals who started the survey responded to this question. 6 individuals skipped the question.

What are the major barriers keeping you from participating in professional development opportunities?



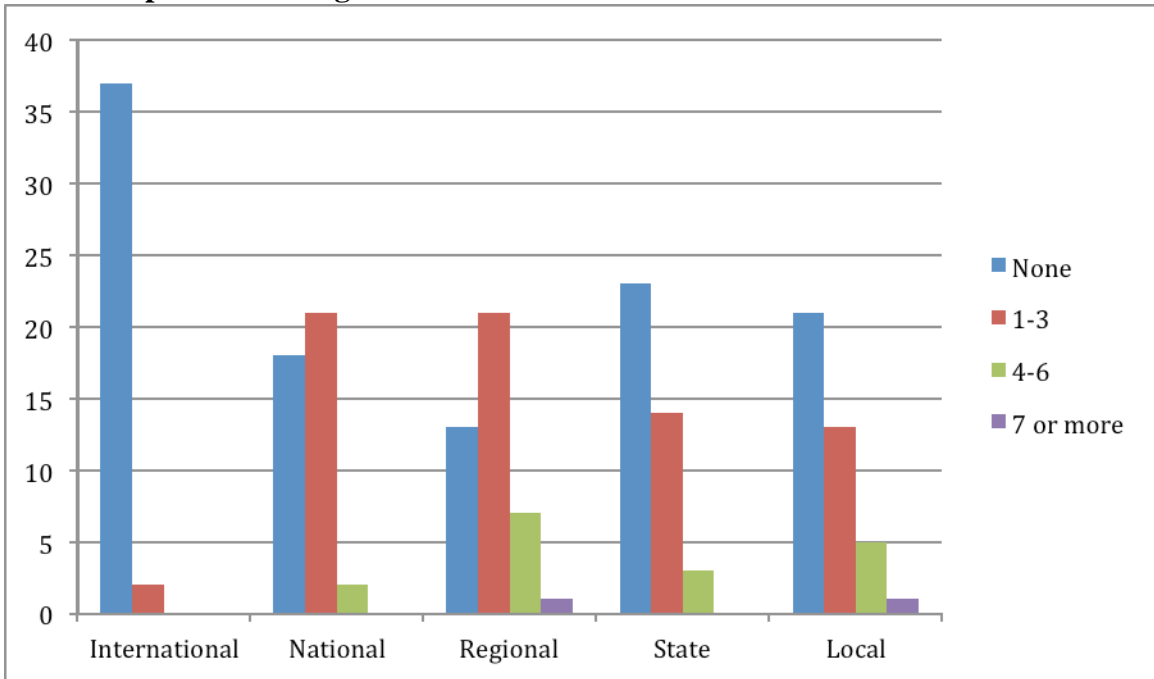
33 individuals who started the survey responded to this question. 18 individuals skipped the question. Respondents were encouraged to select all that apply. 2 respondents stated they had no barriers. 3 mentioned lack of time. 3 cited familial obligations. 4 mentioned a lack of funding availability.

Continuing Education Courses



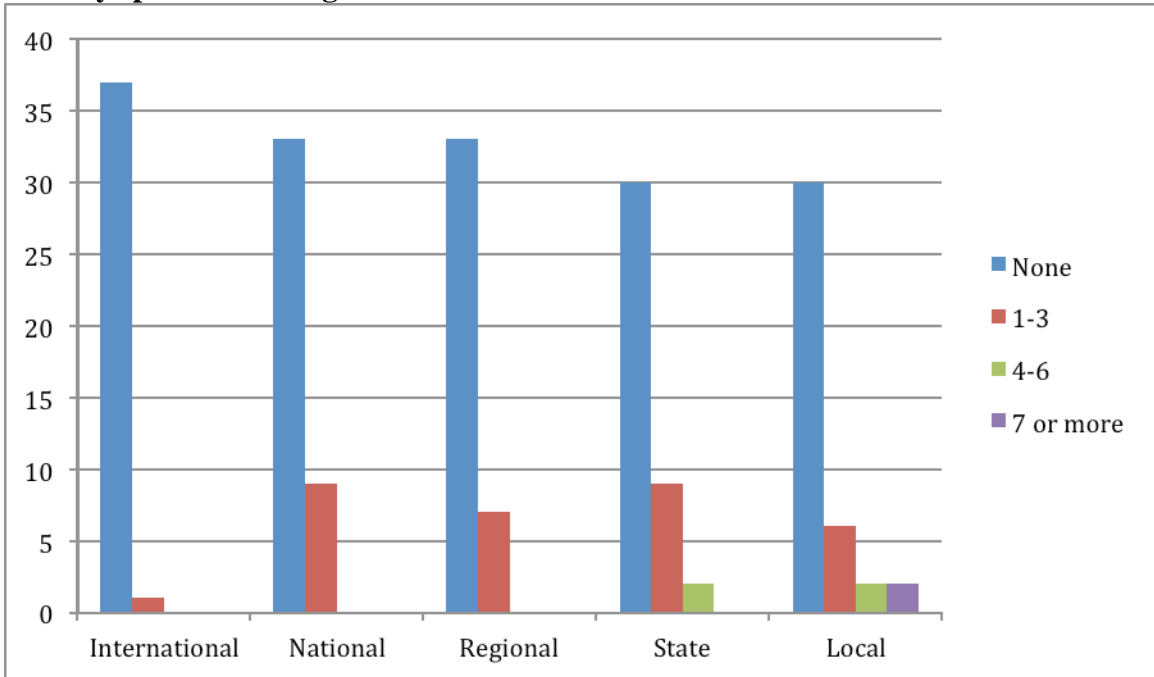
44 individuals who started the survey responded to this question. 7 individuals skipped the question.

Archives specific meetings/annual conferences



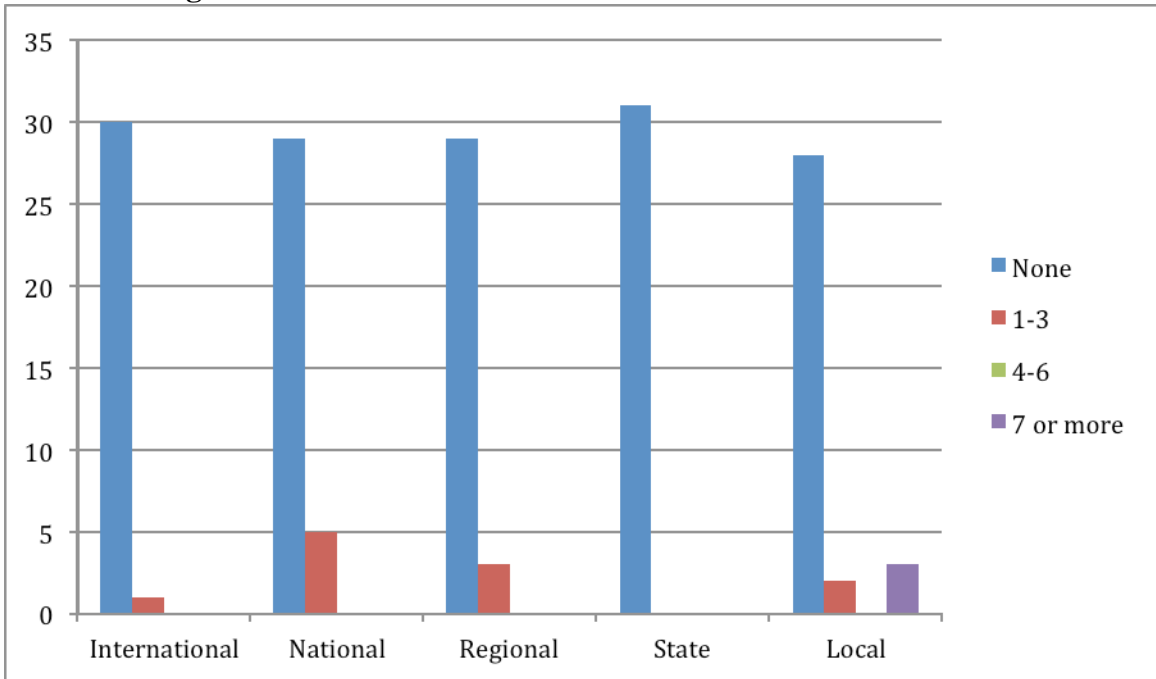
44 individuals who started the survey responded to this question. 7 individuals skipped the question.

Library specific meetings/annual conferences



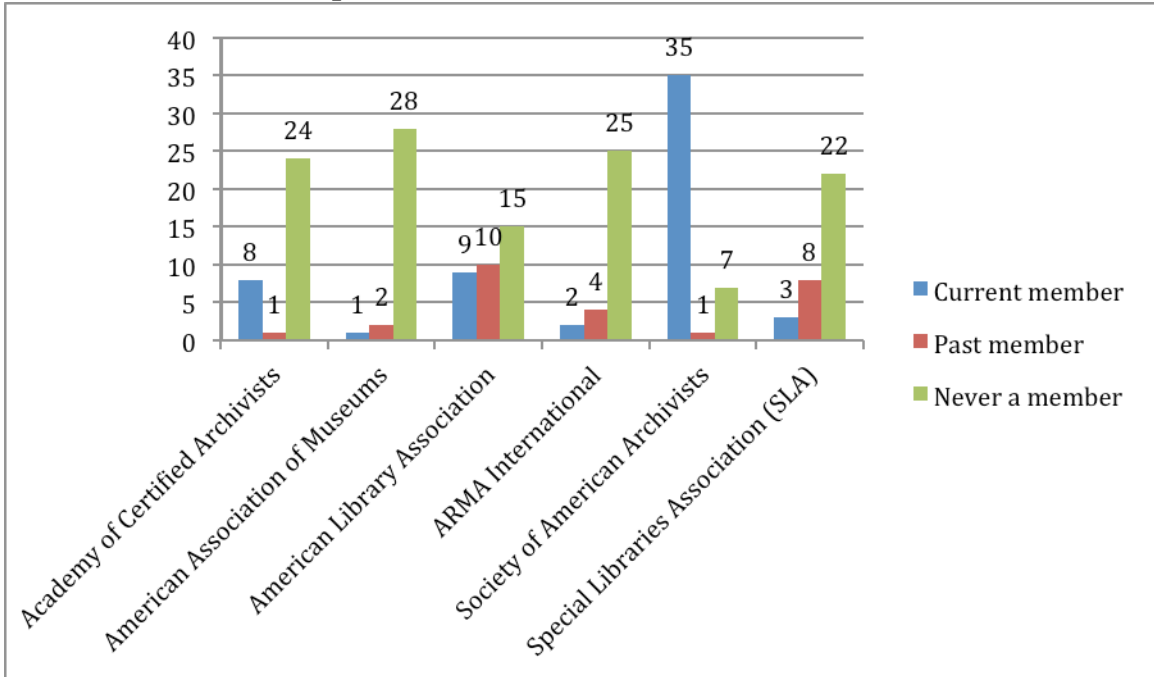
43 individuals who started the survey responded to this question. 8 individuals skipped the question.

Other meetings/annual conferences



36 individuals who started the survey responded to this question. 15 individuals skipped the question. Respondents were asked to specify the type of meeting or conference. The following were the responses received with 1 each unless otherwise noted: Mid Atlantic Archives, 2 day workshop for Past Perfect cataloging Pennsylvania, American Society for Indexing, grantmaking, History (2), History of Women Religious Conference, Local history group consortium meeting , Midwest Museum Association, Oral History Association, World Dance Alliance.

Professional memberships held

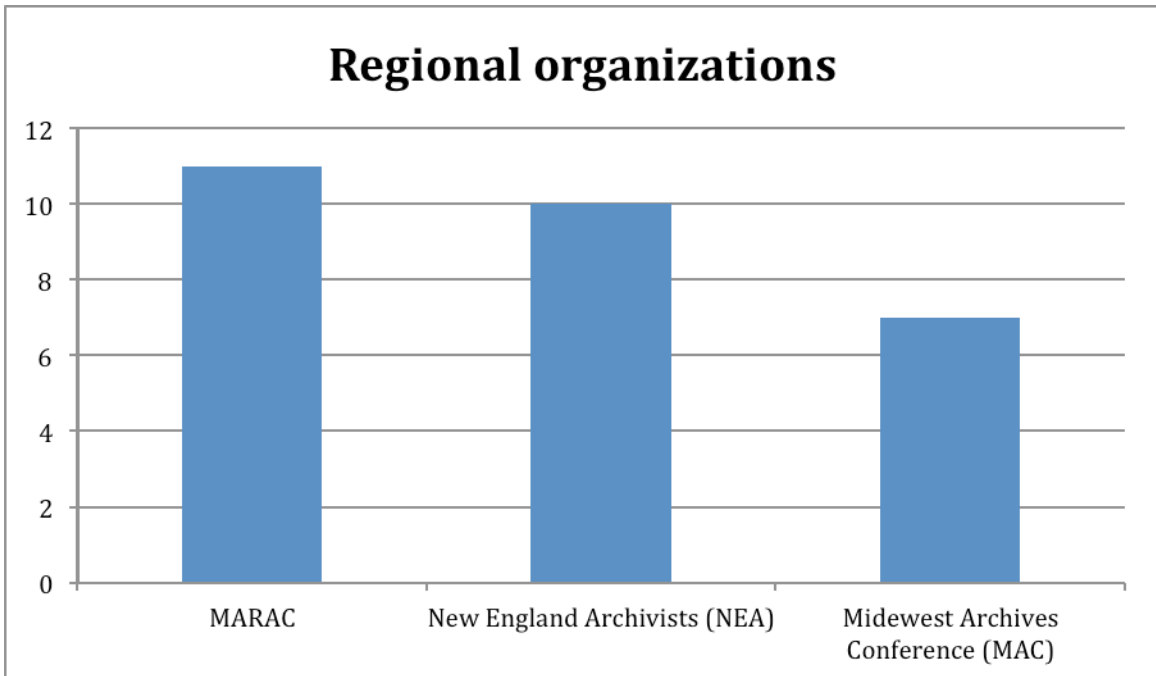


43 individuals who started the survey responded to this question. 8 individuals skipped the question.

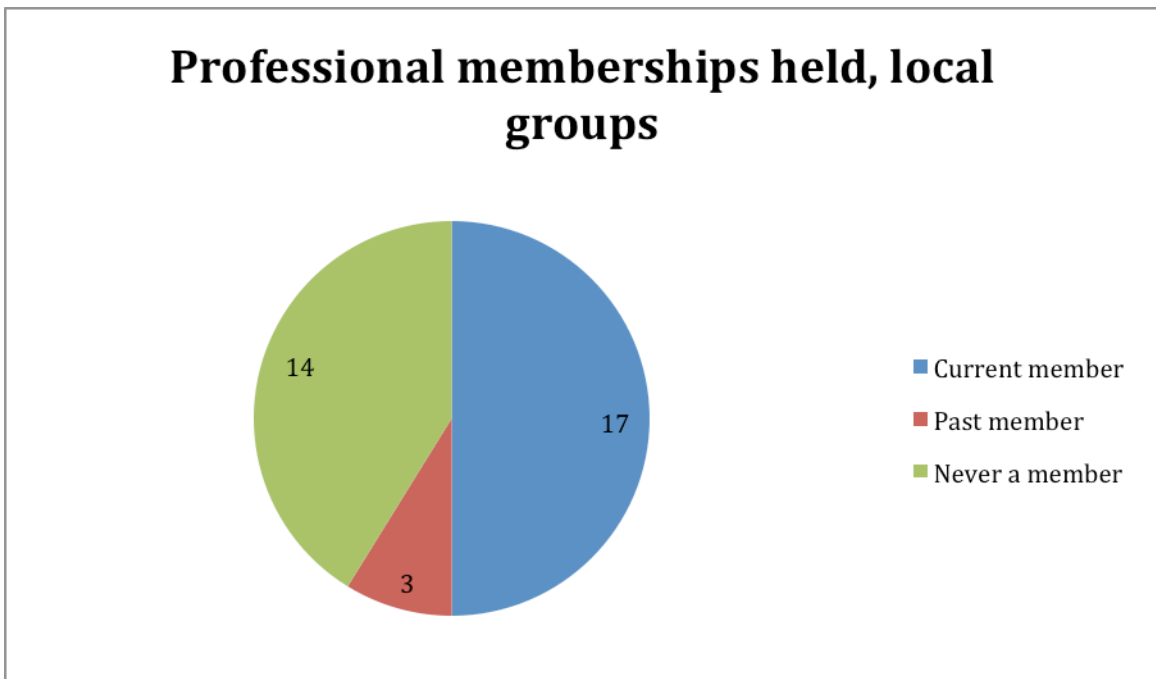
Professional memberships held, regional groups



40 individuals who started the survey responded to this question. 11 individuals skipped the question. This chart shows responses with 2 or more respondents:

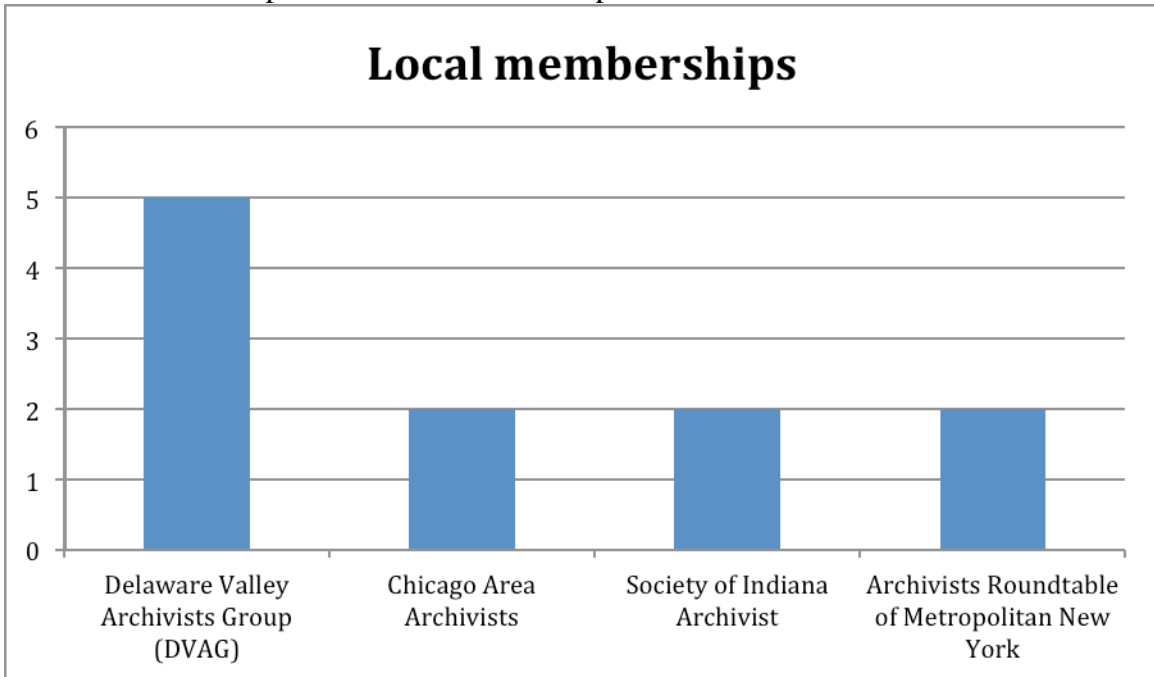


The following responses were also reported with 1 respondent each: Northwest Archivists, NYAC, SAA, NEH, Tennessee Historical Society, Society of Indiana Archivists, Society of California Archivists, Society of Rocky Mountain Archivists, and Illinois Library Assoc.

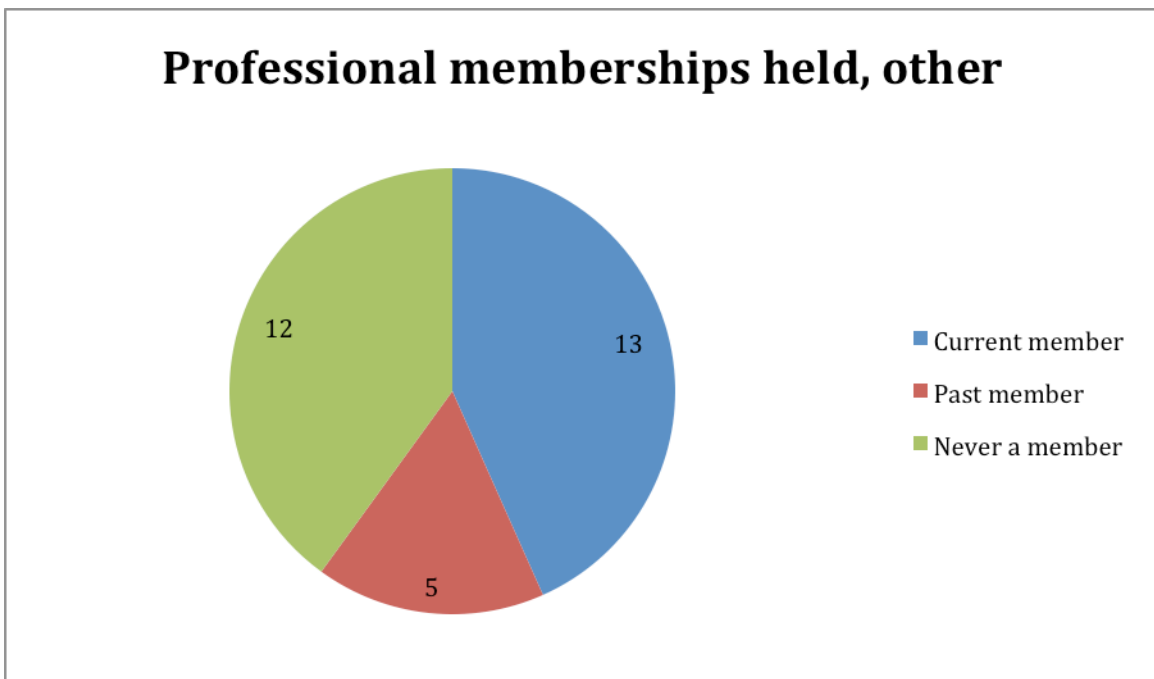


34 individuals who started the survey responded to this question. 17 individuals skipped the question.

This chart shows responses with 2 or more respondents:



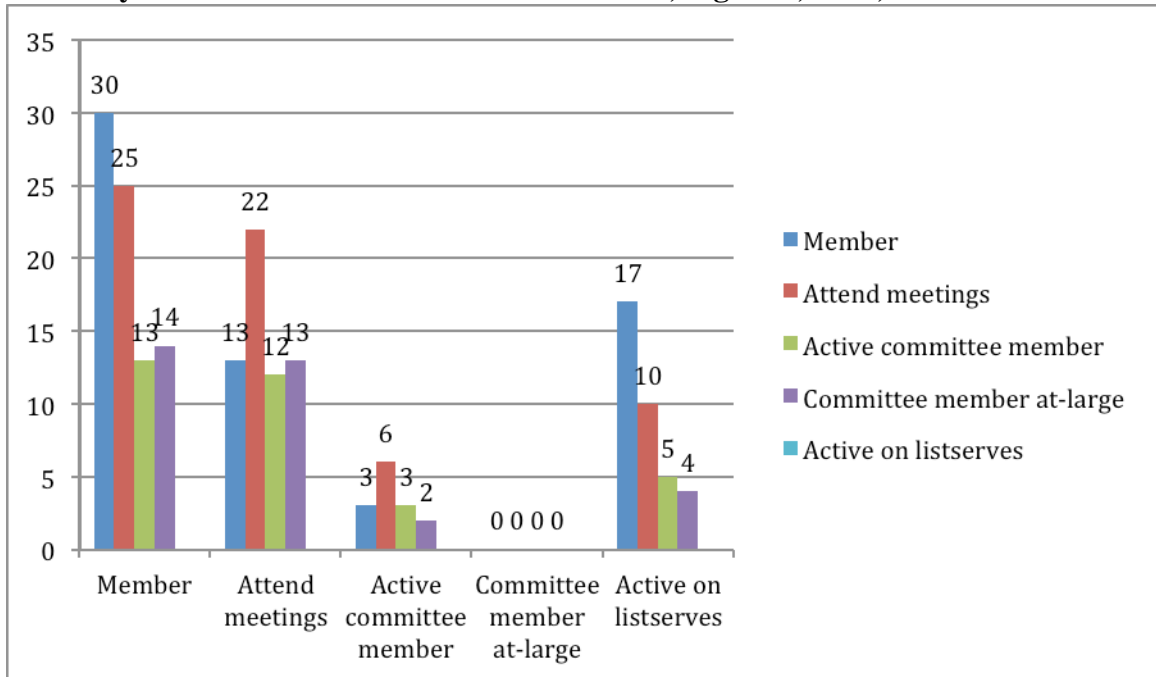
The following each had 1 response: NEMA, Chicago Area Medical Archivists, South Suburban Heritage Association, Society of Tennessee Archivists, Upper Ohio Valley Museum Consortium, Michigan Archives Association, Local History Special Interest Group, Reference Association of South Suburban Libraries.



30 individuals who started the survey responded to this question. 21 individuals skipped the question.

Memberships listed included, with 1 response each unless otherwise noted: (international) Association of Catholic Diocesan Archivists, AASLH, ACRL (2), ACWR, ADE, ALA, American Historical Assn., Archives of Religious Institutions, ARMA, Association for the Study of African American History, Association of Christian Libraries, Association of Documentary Editors, Catholic Hist. Soc. of Western PA, Heinz History Center, History of Women Religious, Lawrenceville Hist. Soc., NCPH (2), NDEO, NEMA, NEMO, New Media Consortium, Organization of American Historians (2), Polar Libraries Colloquy, Reference Forum of ILA, SHFG, SLARA, State Historical Records Advisory Board, Theatre Library Association, World Dance Alliance.

What is your level of involvement at the national, regional, state, and local levels?

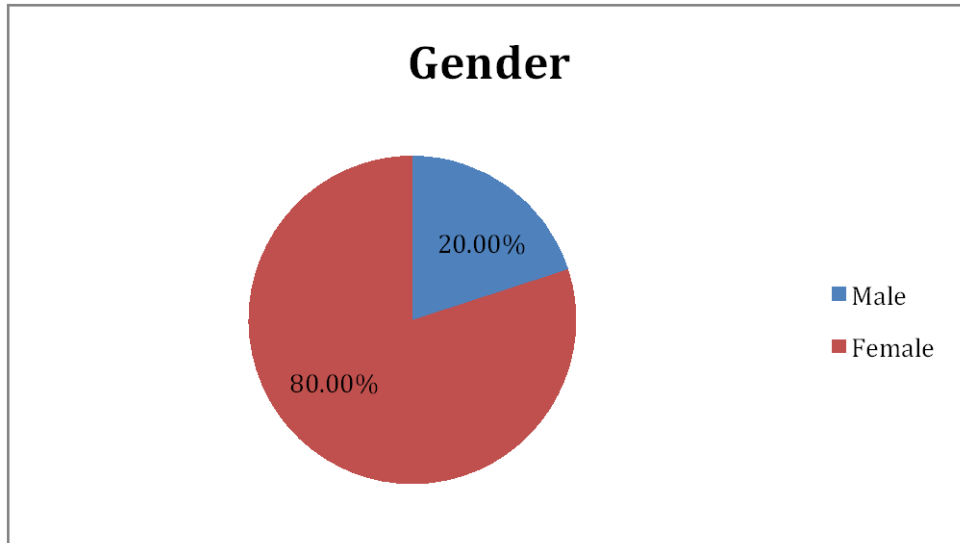


42 individuals who started the survey responded to this question. 9 individuals skipped the question. Respondents were encouraged to select all that applied. Respondents who are not involved were asked to specify why not. Frequent responses were lack of time or funding. Other responses included:

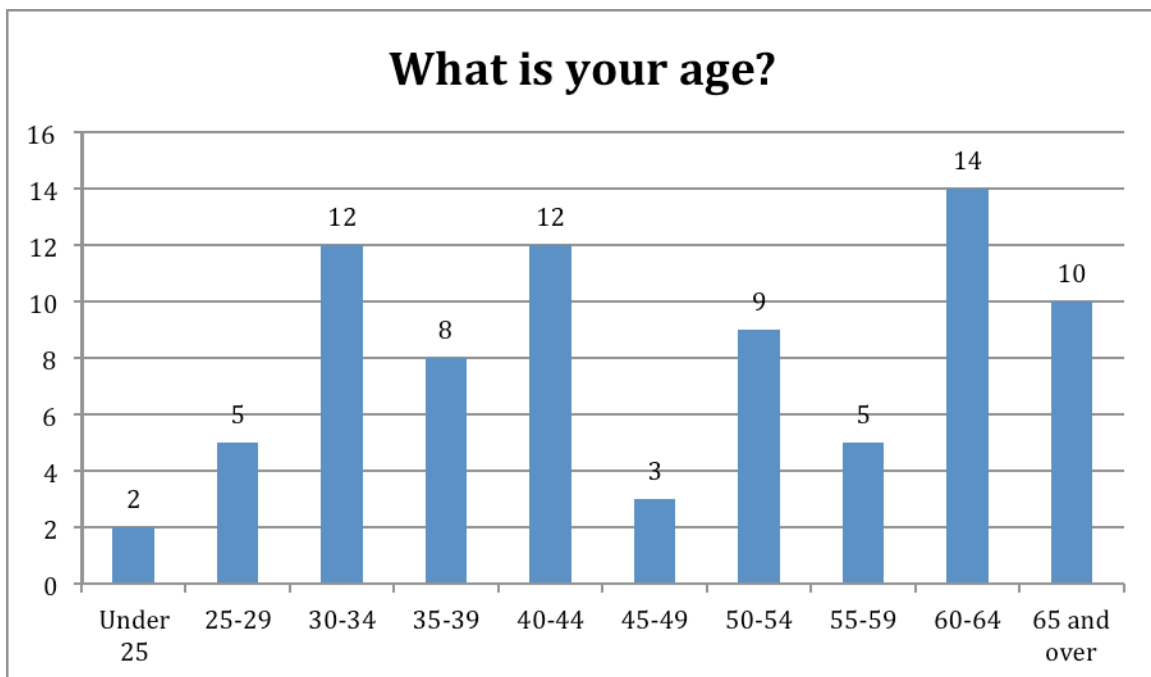
<ul style="list-style-type: none"> • I am not always able to attend and I do not always keep up with local groups.
<ul style="list-style-type: none"> • I am part time at two work places that are both every engaging.
<ul style="list-style-type: none"> • I can never be sure of attending SAA due to location and lack of funding, so I do not try to be active in committees or round tables.
<ul style="list-style-type: none"> • I have long days due to a long commute (4:30 am - 6:30 pm) and only have 2 hours each evening to do ANYthing outside of regular work. I would love to be more involved, but my current situation does not leave enough time to do so at the performance level that I'd like.
<ul style="list-style-type: none"> • I was in graduate school for the past 3 years and had no time for meetings. Now I do have time and will try to attend more events.
<ul style="list-style-type: none"> • Lack of staff coverage and increased library usage give less flexible time. Need to conserve physical energy and caring for an elderly parent limit my extra-curricular activity.
<ul style="list-style-type: none"> • Lack of time is my biggest issue. I work a full time job plus two part time jobs. Meetings often conflict with work schedule.
<ul style="list-style-type: none"> • My salary just covers my basic living expenses. My job provides no funds for professional development, so I am completely unable to attend and meetings, conferences, or classes. I do not even have flexibility in my budget to drive anywhere besides work each day. My current position consumes all my day from 6:30am until 6:00pm...which does not really allow much time for other activities. I will probably begin dropping all my professional membership dues as well this year. Since we do not receive any cost of living adjustments or raises, my salary has been the same for 10 years; however, my living expenses continue to rise...e.g. insurance, gasoline, food, health care, taxes. I love my work, but can no longer afford to stay with it. I am thankful to be employed!
<ul style="list-style-type: none"> • No time for other than attending meetings!
<ul style="list-style-type: none"> • No time.
<ul style="list-style-type: none"> • No time. Also, I read listserves, but I'm not "active" on them.
<ul style="list-style-type: none"> • Prior to the birth of my son, I was more actively involved in the state and national organizations of which I am a member. Currently I mainly attend meetings but am not involved in additional committee work.
<ul style="list-style-type: none"> • Still working to figure out how these organizations can support my professional development. I attend free webinars from NMC, but I'm not really active in SAA outside of using the job site. I need more education in archives (all my experience is from on-the-job training and not from formal education), but I can't afford more education until I get a job. And I can't get a job because I'm lacking in job experience.
<ul style="list-style-type: none"> • Time allocation
<ul style="list-style-type: none"> • Time constraints
<ul style="list-style-type: none"> • Would like to be more involved, but cannot spare many work hours to do so. This job is not like being an academic archivist who is expected to participate in professional orgs and publish as a condition of employment.

Appendix VI
Filtered results for those who reported living in
'Urban cluster, non-metro areas.' N= 80 responses

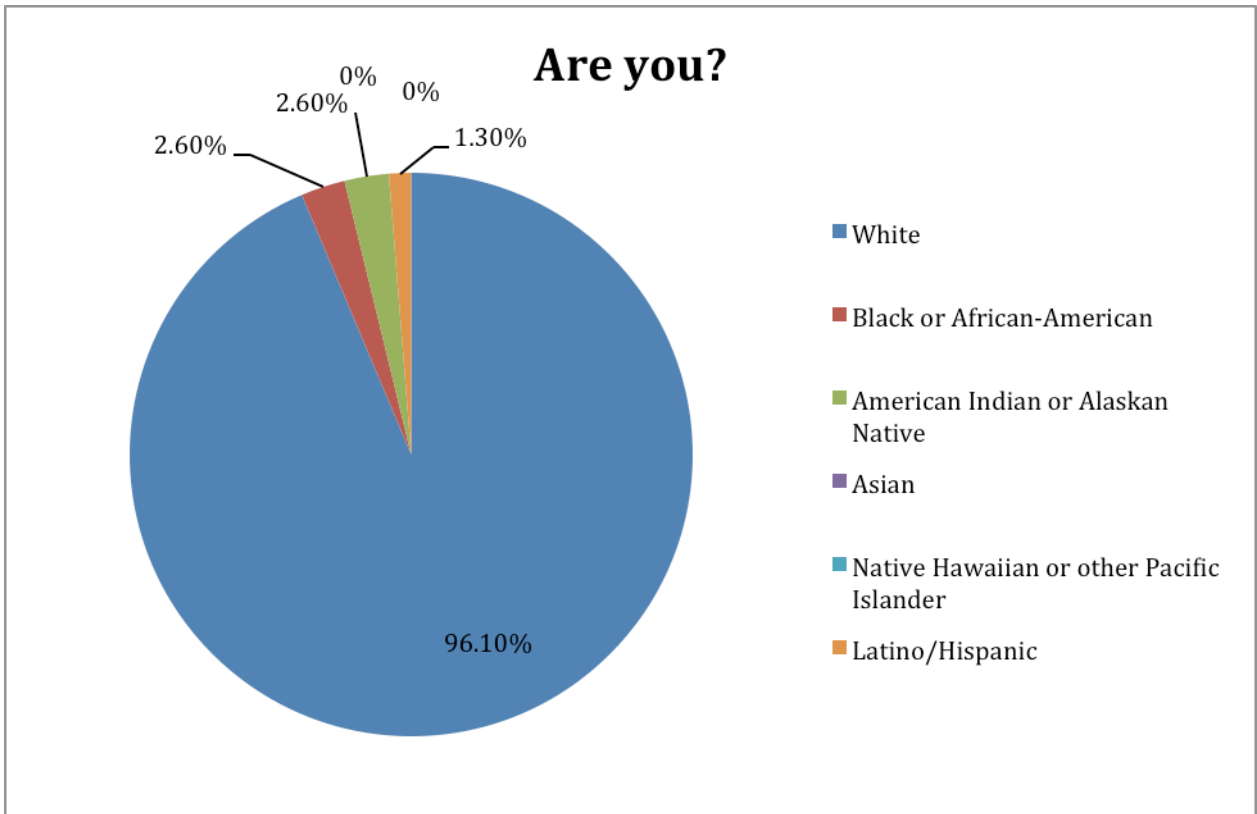
Who are you?



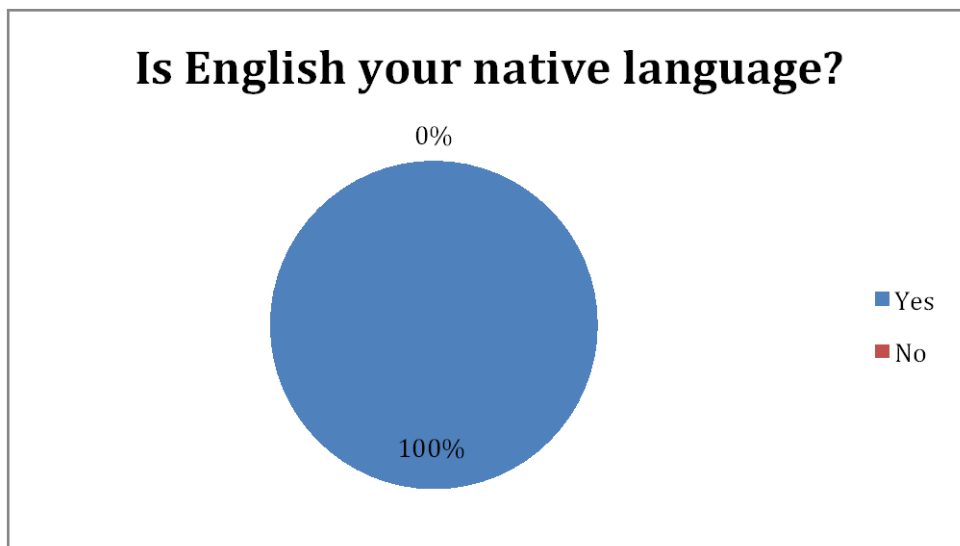
80 individuals who started the survey responded to this question. 0 individuals skipped the question.



80 individuals who started the survey responded to this question. 0 individuals skipped the question.

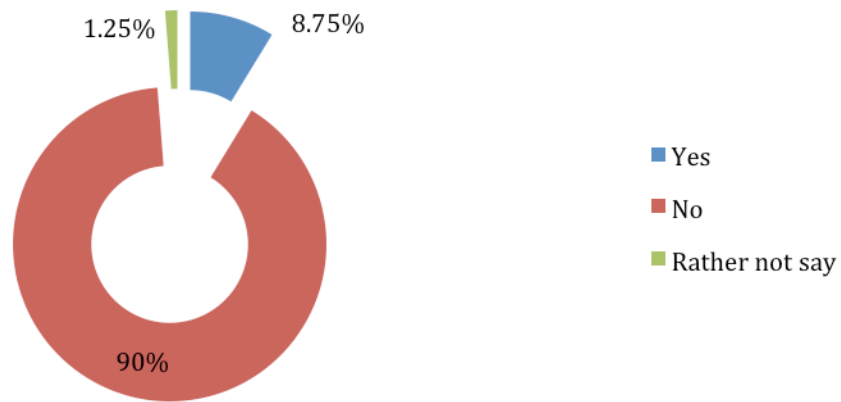


Respondents were encouraged to select all that applied to them. 77 individuals who started the survey responded to this question. 3 individual skipped the question. Other responses included Celtic and ‘prefer not to endorse this kind of stereotyping.’



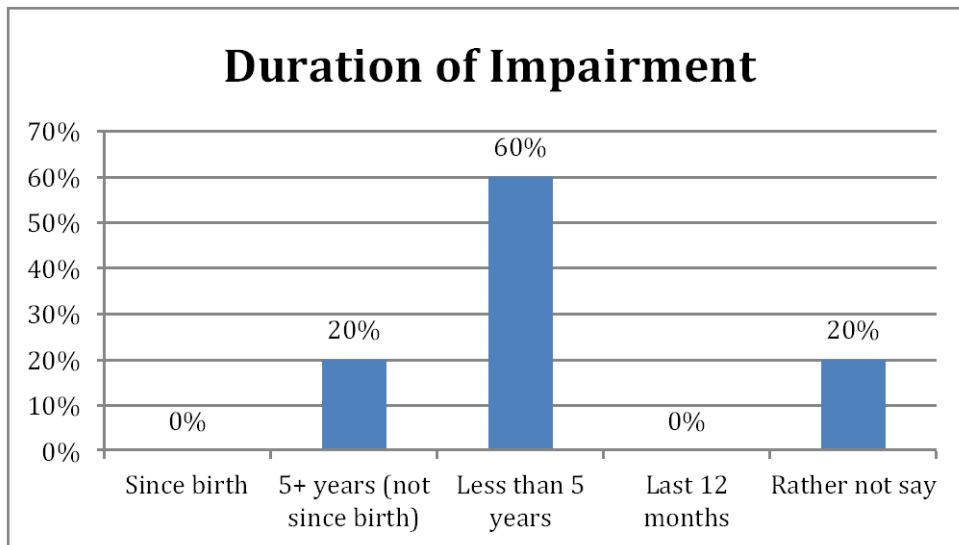
80 individuals who started the survey responded to this question. 0 individuals skipped the question.

Have you ever self-reported a disability or health problem?

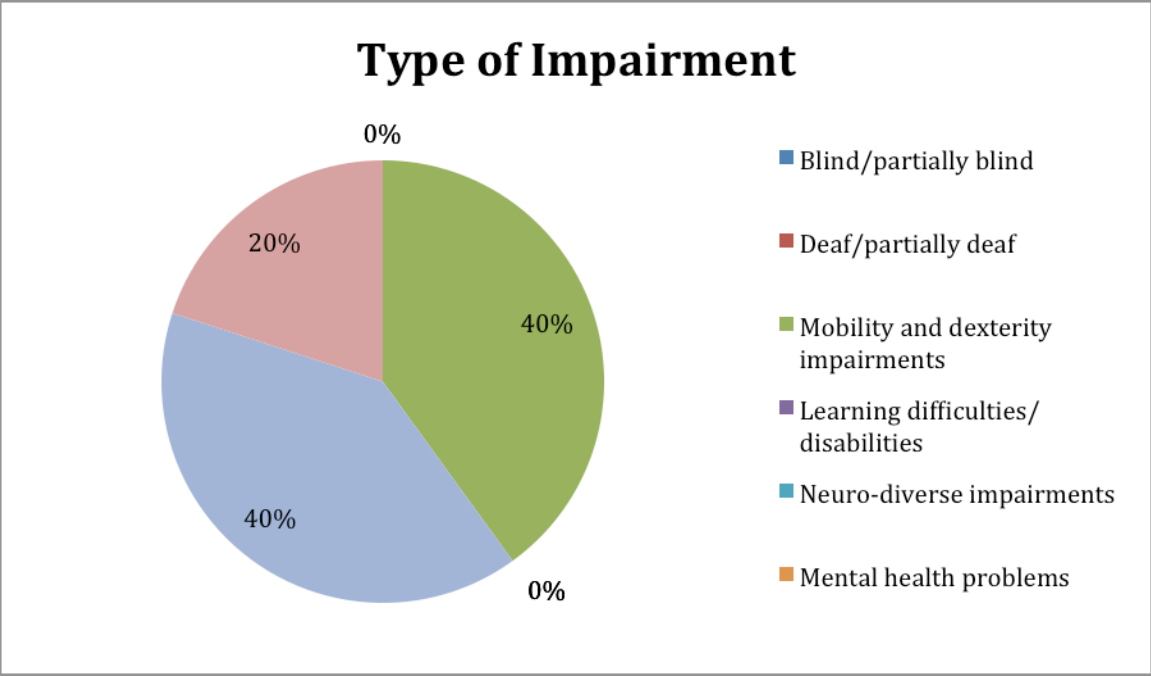


80 individuals who started the survey responded to this question. 0 individuals skipped the question. **Those who responded 'YES' to the question "Have you ever self-reported a disability or health problem to an employer" were asked to complete the next four questions. Those that responded 'No' or 'Rather not say' were not shown the next four questions.**

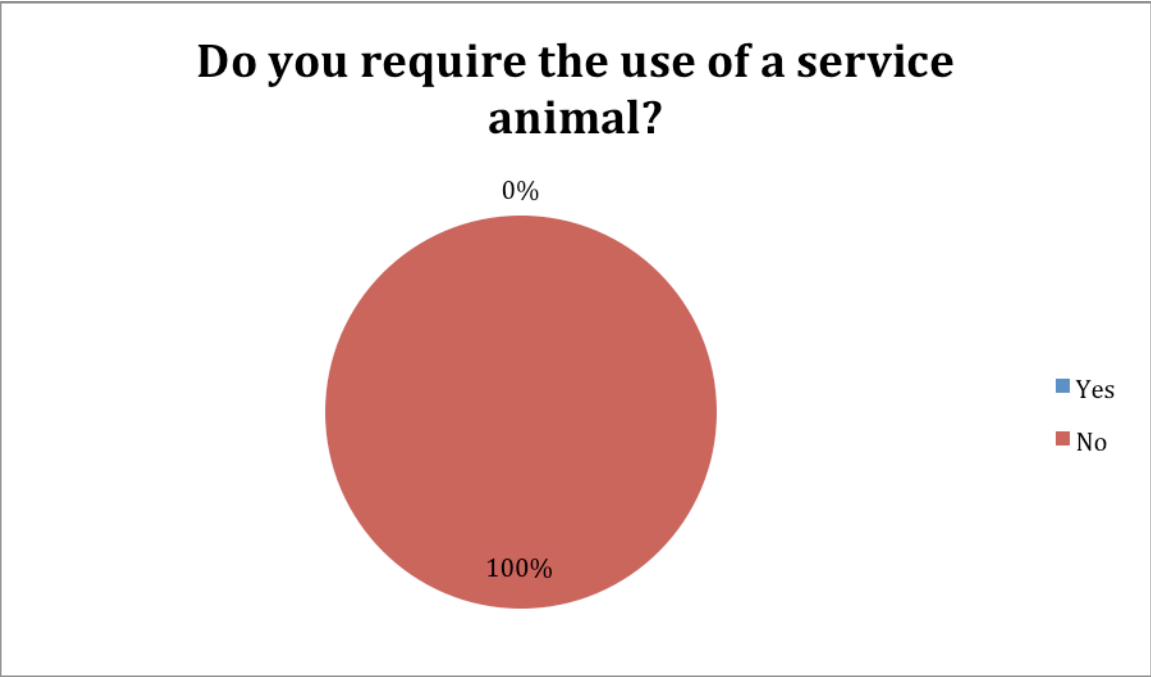
Duration of Impairment



5 individuals who started the survey responded to this question, 2 individuals skipped this question. 75 individuals were not shown this question.

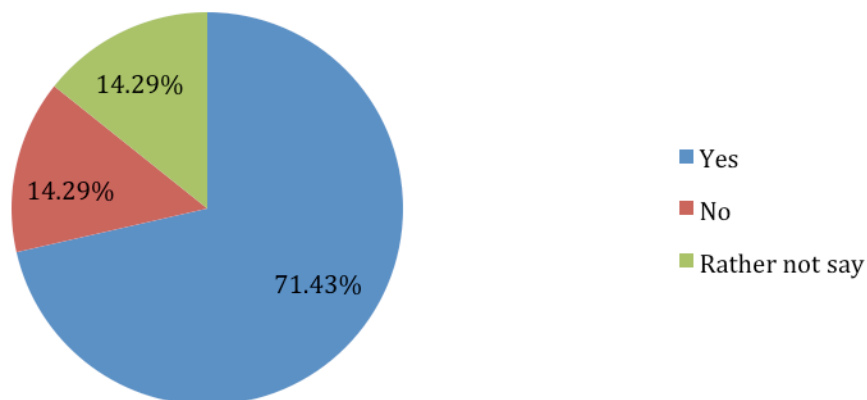


5 individuals who started the survey responded to this question, 2 individuals skipped this question. 75 individuals were not shown the question. There were no other responses given.



5 individuals who started the survey responded to this question, 2 individuals skipped this question. 73 individuals were not shown the question.

Is the building you work in ADA compliant?



7 individuals who started the survey responded to this question. 73 individuals skipped the question.

Where are you?

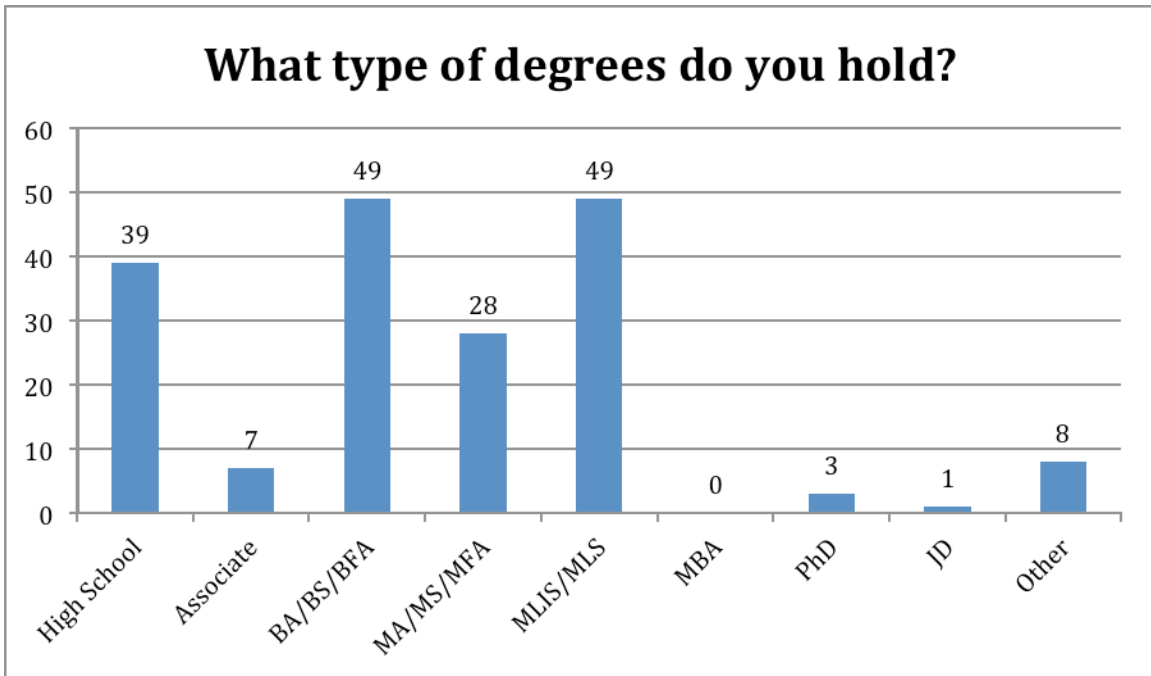
Colorado	1.25%	1
Connecticut	2.50%	2
Delaware	1.25%	1
Illinois	5%	4
Indiana	2.50%	2
Iowa	0%	0
Kansas	0%	0
Kentucky	1.25%	1
Louisiana	1.25%	1
Maine	2.50%	2
Maryland	6.25%	5
Massachusetts	10%	8
Michigan	1.25%	1
Minnesota	1.25%	1
Mississippi	0%	0
Missouri	1.25%	1
New Hampshire	2.50%	2
New Jersey	5%	4

New York	8.75%	7
North Carolina	0%	0
North Dakota	1.25%	1
Ohio	2.50%	2
Oklahoma	0%	0
Oregon	1.25%	1
Pennsylvania	13.75%	11
Rhode Island	1.25%	1
South Carolina	1.25%	1
South Dakota	0%	0
Tennessee	8.75%	7
Texas	2.50%	2
Utah	0%	0
Vermont	1.25%	1
Virginia	6.25%	5
Washington	2.50%	2
West Virginia	3.75%	3
Wisconsin	0%	0
Wyoming	0%	0
Total		80

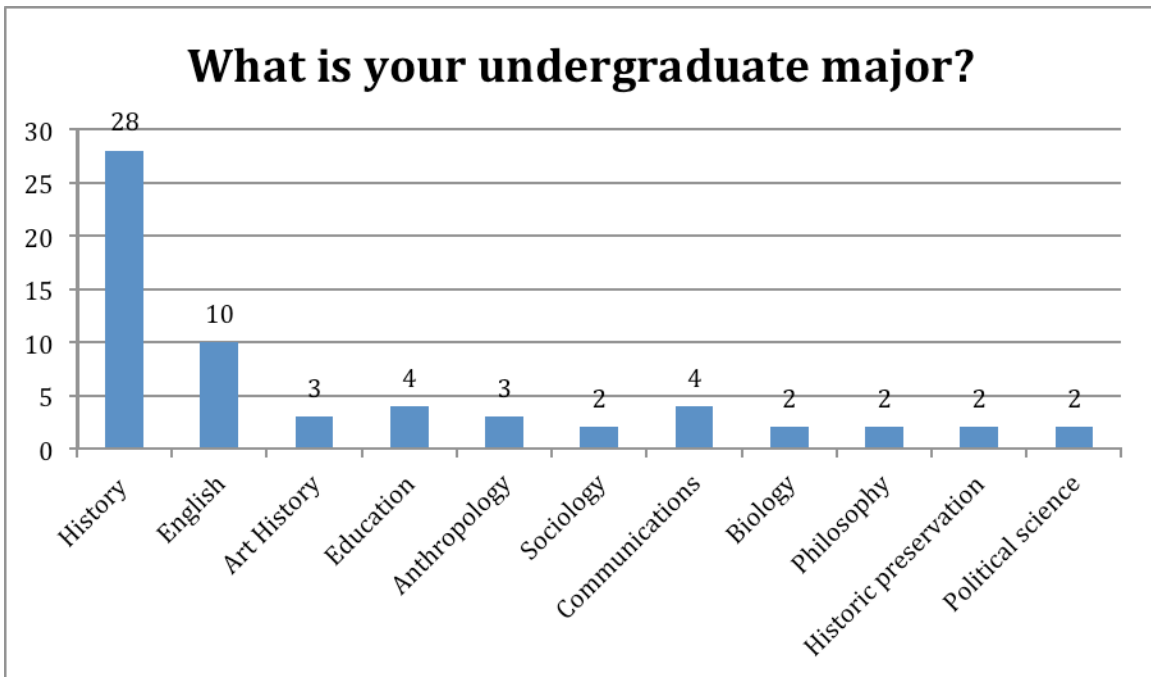
80 individuals who started the survey responded to this question. 0 individuals skipped the question.

All respondents are located within the United States, so the question ‘If you aren’t located in the United States, where are you located?’ had no responses.

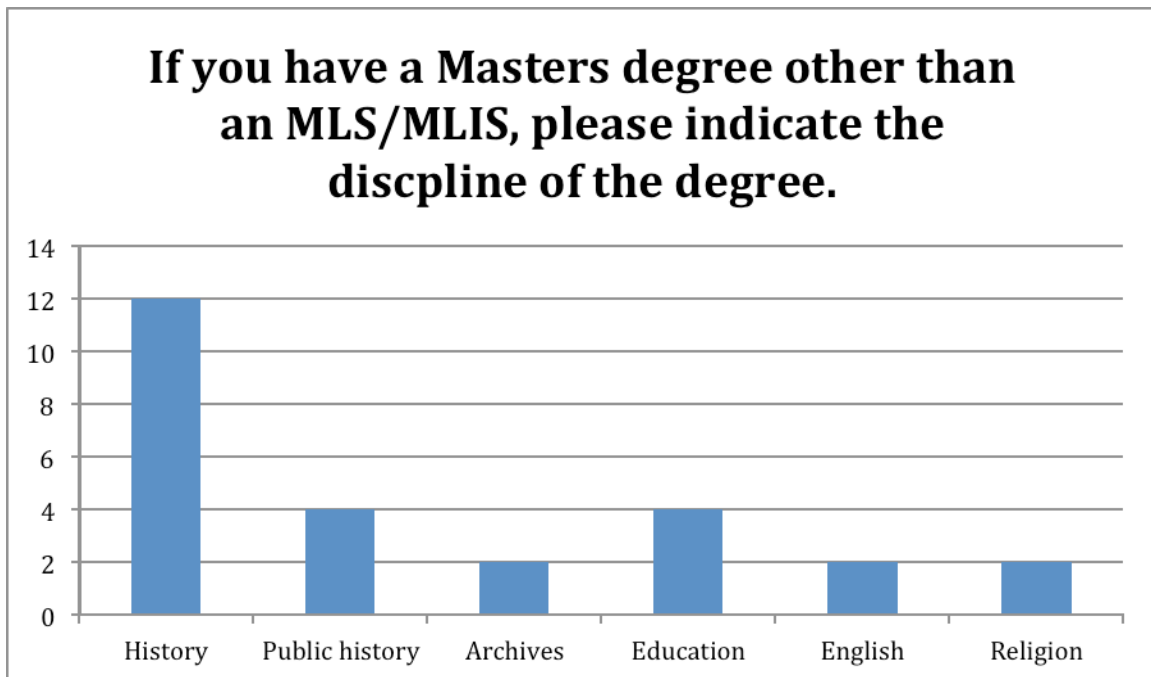
Q12. Responses were ‘Urban cluster, non-metro;’ all other responses were filtered out.



79 individuals who started the survey responded to this question. 1 individual skipped the question. There were 2 responses for other that fell into the MLIS category, so were removed from other and placed in MLIS/MLS. Other responses included: M.Ed, R.N. B. Music education, Nursing – courses, workshops, etc., certificate in archival studies, and in process of earning M.A.

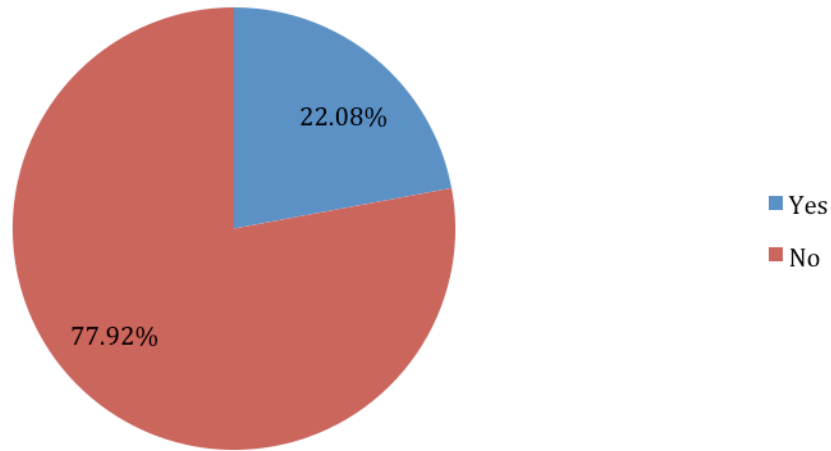


71 individuals who started the survey responded to this question. 9 individuals skipped the question. The chart shows responses that gained more than 2 or more responses. The rest of the results are as follows: with 1 respondent: American history, Bible, British Civilization, Business Administration, Classics, creative writing, European Studies, French Language, German, History of Science, Journalism, Legal Studies, Liberal Arts and Sciences (Classical Civilization), Library Science, Literature, Mathematic, Psychology, Religion, Russian, Soc Sci, Spanish, Studio Art. 11 respondents reported double majors. 1 reported a triple major.



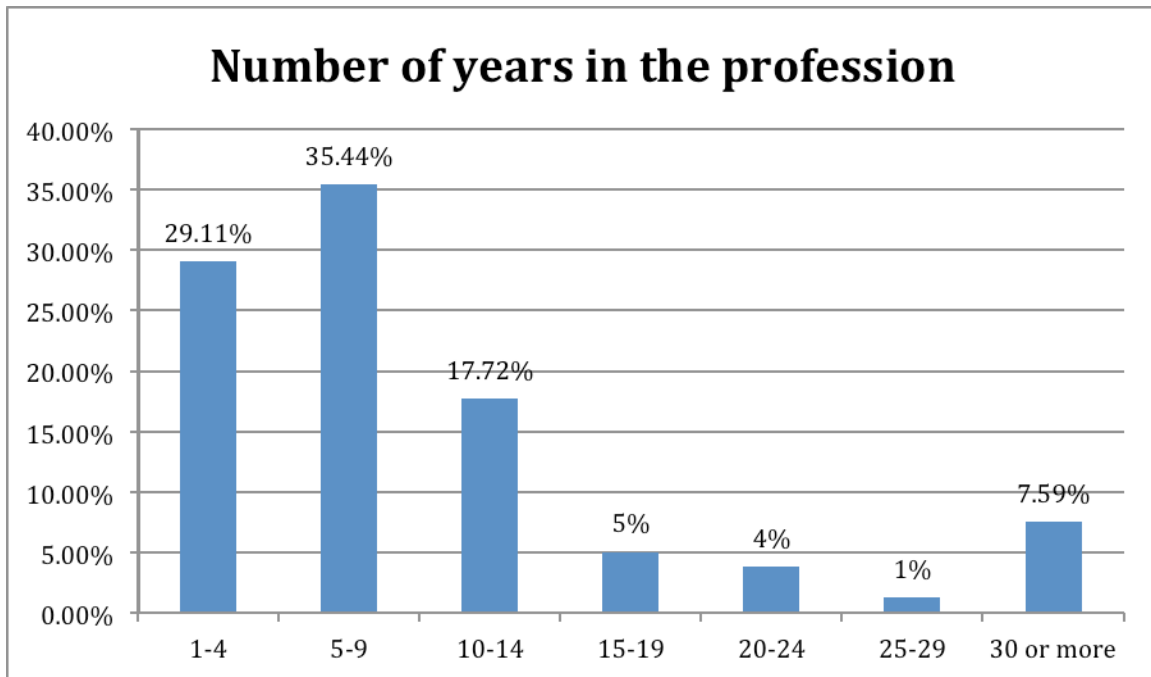
34 individuals who started the survey responded to this question. 46 individuals skipped the question. 5 respondents reported variations on the MLS/MLIS degree. The chart contains disciplines with 2 or more respondents. The following each received one response: Philosophy, IS, creating writing/translation, Appalachian studies, History of Science and Technology, Applied history, American History.

Do you hold additional certification?



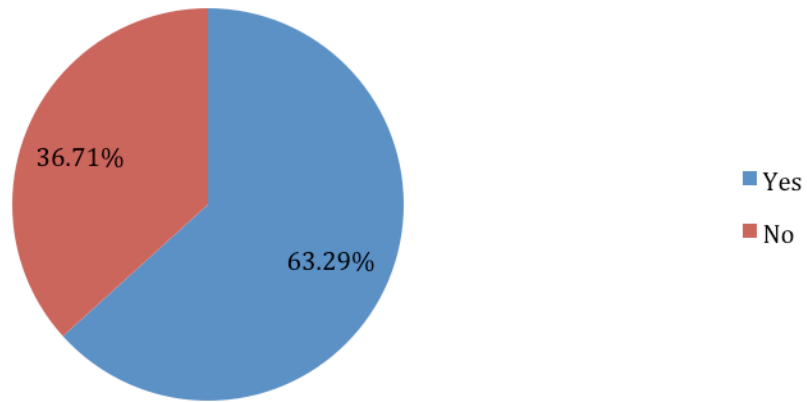
77 individuals who started the survey responded to this question. 3 individuals skipped the question. Respondents who selected yes were encouraged to identify the type of certification. By and large the most popular response, with 12, was Certified Archivist (CA). Other responses with 1 each included: Certification from TSLA, Preservation management, Rare books school, Certified genealogist, Museum studies program at UIC

Number of years in the profession



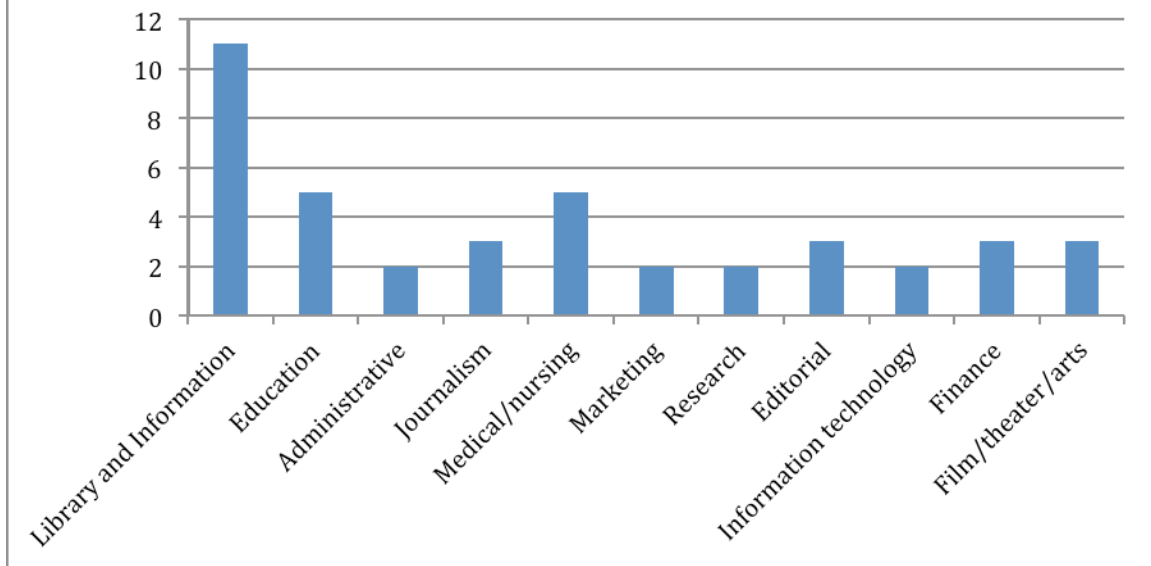
79 individuals who started the survey responded to this question. 1 individual skipped the question.

Did you have a career previous to working in archives?



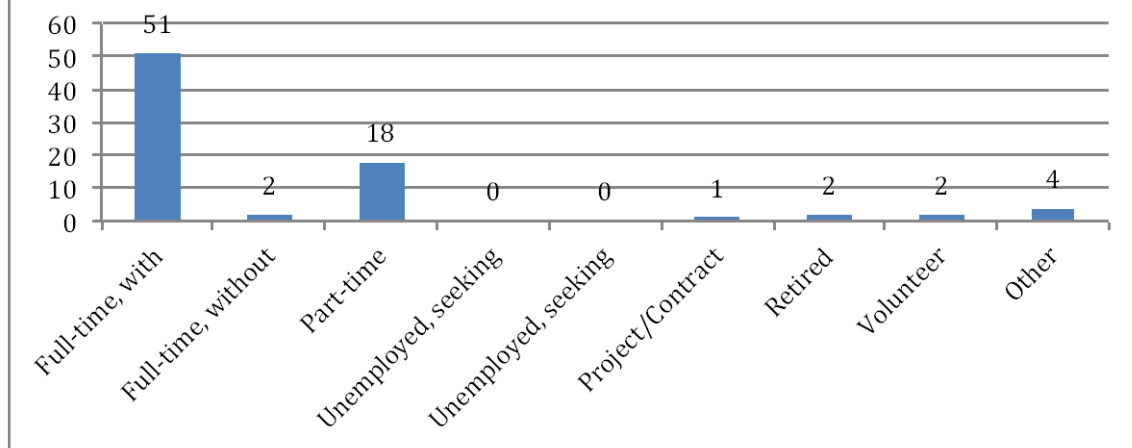
79 individuals who started the survey responded to this question. 1 individual skipped the question. This chart shows the careers with 3 or more respondents:

Careers before archives



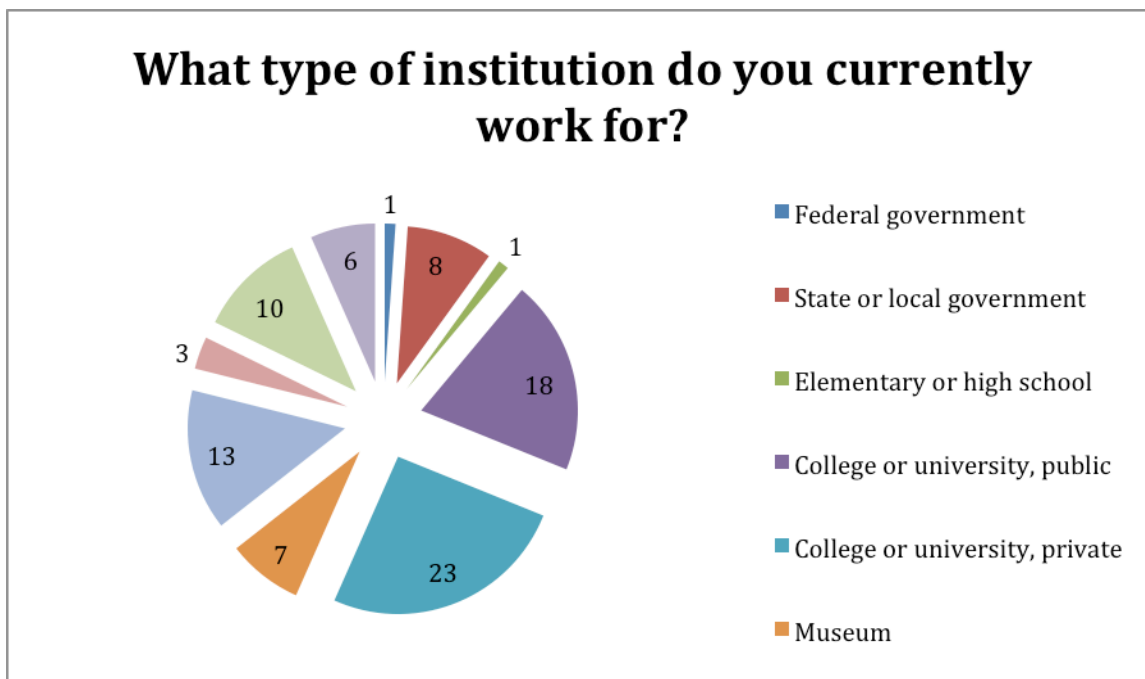
The following received 1 response each unless otherwise noted: Archaeologist, customer service / call center, Finance, Government, Insurance, Interior plantscaping, law enforcement, Lawyer, Park Ranger, Retail Management, strategic communications, US Air Force mechanic.

Which of the following best describes your current employment status?



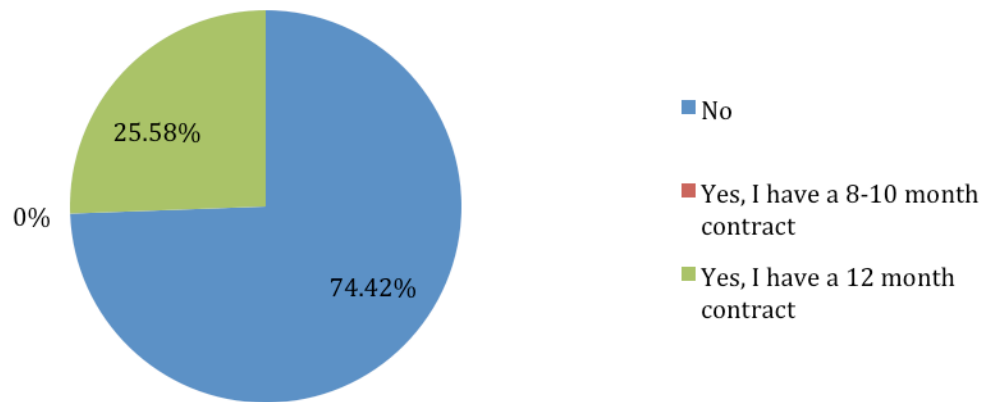
76 individuals who started the survey responded to this question. 4 individuals skipped the question. 2 respondents elaborated that they have part-time positions with benefits. Another said they are temporary with benefits. The last said they are full-time, but spend half time in archives and half time in a natural history museum.

What type of institution do you currently work for?



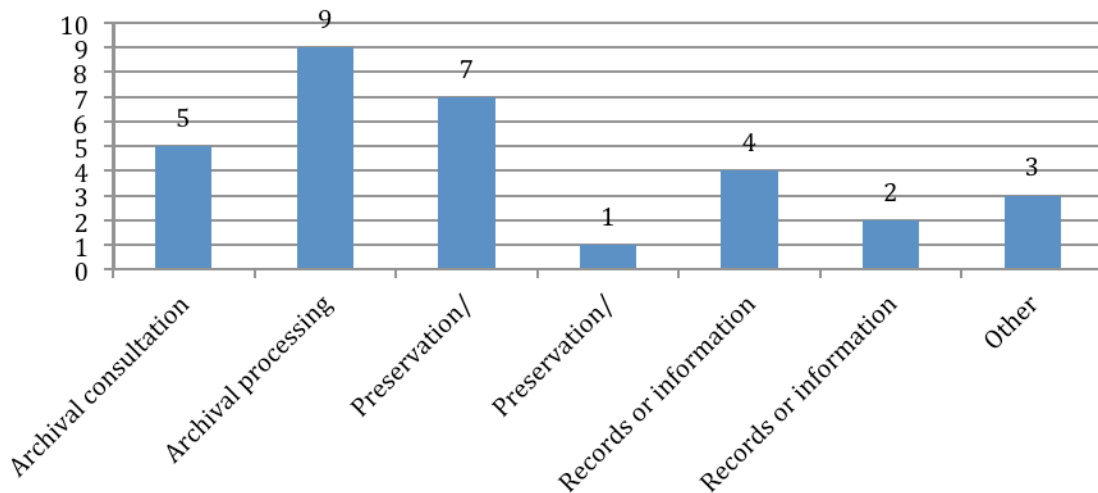
76 individuals who started the survey responded to this question. 6 individual skipped the question. Respondents were encouraged to check all that apply. Responses to other included: public library (2), self-employed (1), volunteer only (1), historical society (1). 1 respondent specified that they have 2 jobs with religious organization and 1 with a hospital.

If you work for a college or university, is yours a tenure track position?



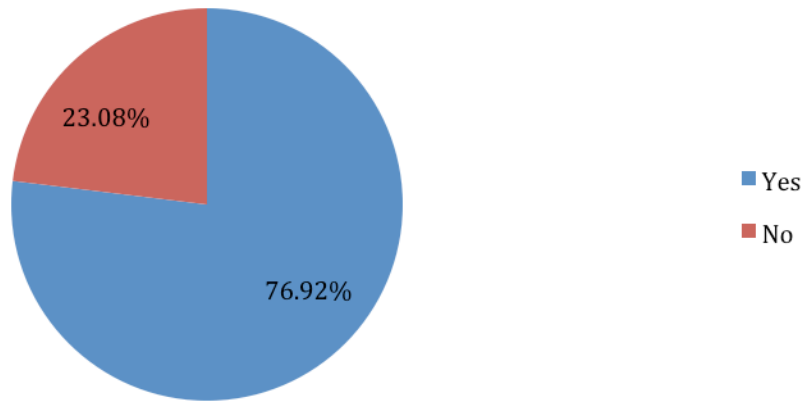
43 individuals who started the survey responded to this question. 37 individual skipped the question.

If you are currently self-employed, which best describes the work you do?



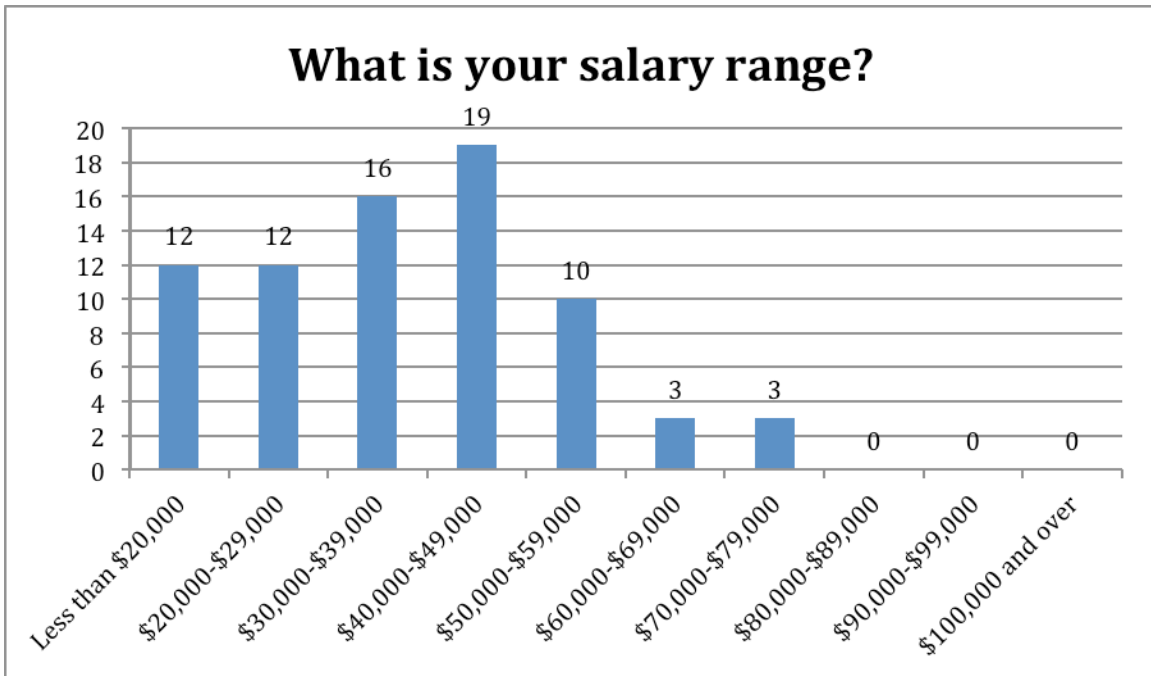
12 individuals who started the survey responded to this question. 68 individual skipped the question. Respondents were encouraged to check all that applied. Responses to other included: professional genealogist, 'my hosp position is as a self employed consultant,' and 'all aspects of archival work, incl. reference and other non-archival library duties.'

Does your job title accurately reflect your responsibilities?

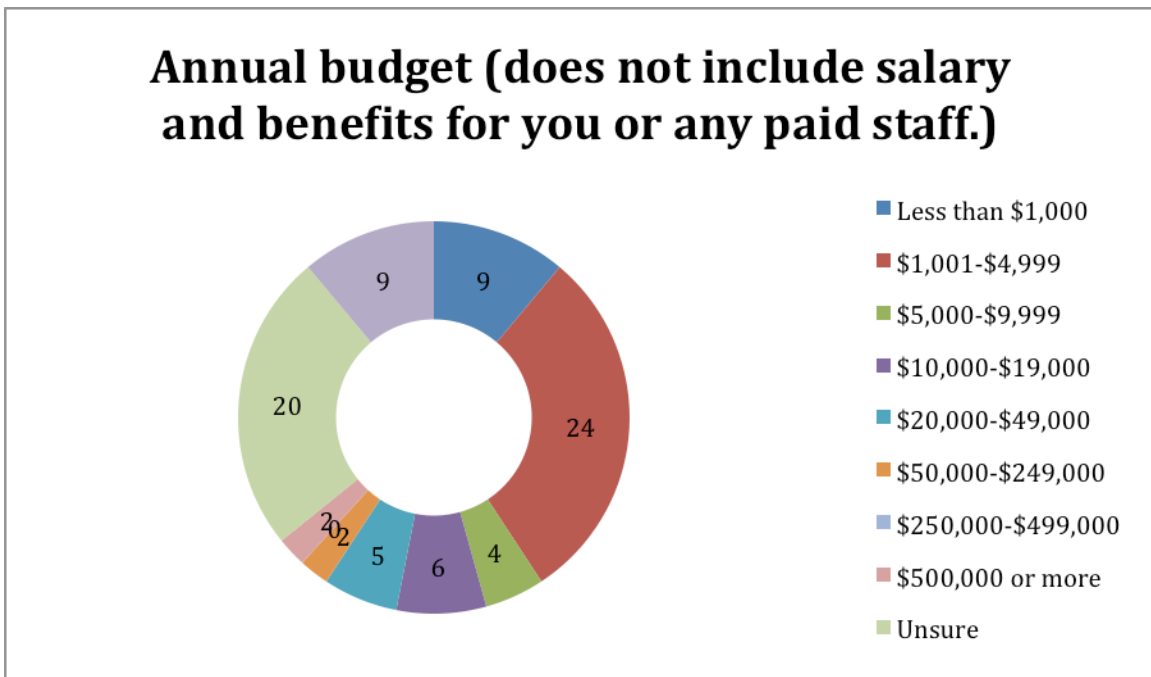


78 individuals who started the survey responded to this question. 2 individuals skipped the question. Individuals who selected no were encourage to supply a why not. The why not responses varied widely, but common themes were being responsible for records management or other tasks outside duties their title might reflect. There were the following 18 anecdotal replies:

<ul style="list-style-type: none"> Am "Archivist" but would probably be better as Special Coll. Librarian, as I do a lot of librarian stuff.
<ul style="list-style-type: none"> Curator: My duties include all the museum and archival processing, curator duties, archivists duties, and librarian duties.
<ul style="list-style-type: none"> I am a library director with a small archives in house. The archives is part of that job.
<ul style="list-style-type: none"> I am known as "librarian" I am the director of the library and an archivist. The title librarian comes from our historic (first name) the Hamilton Library Association. The other library staff are known as either Library Ass't or Ass't Librarians.
<ul style="list-style-type: none"> I end up being more of a glorified secretary and researcher than an Archivist.
<ul style="list-style-type: none"> In addition to being the Archivist, I also function as a public historian - teaching about nursing history and developing displays for use both in the building and traveling out into the community venues such as libraries.
<ul style="list-style-type: none"> Job Title Fields are usually limited to a certain number of characters, which doesn't lend itself to describing a do-it-all position
<ul style="list-style-type: none"> Job title is Manager of Library Services
<ul style="list-style-type: none"> Librarian/archivist although I do quite a bit of curatorial work as well.
<ul style="list-style-type: none"> Mostly I provide support in an academic librarian capacity to departments. I am having a good week as an archivist if I get to think about my department's long range needs for 5-10 hours over a five day period. Mostly my archives duties involve starting and checking in on student assistants doing assigned projects. I have very little time to do actual checks on their work and rely on their word that they have problems or have completed a task successfully.
<ul style="list-style-type: none"> Much broader, including records management, publication production management, and consultant.
<ul style="list-style-type: none"> My current employer uses the term "Archives Associate"; I own a new business (as of 03/12), I am an Archivist and Professional Genealogist
<ul style="list-style-type: none"> My job title is temporary until I finish my MSLIS, and then I'll get the accurate job title for this position.
<ul style="list-style-type: none"> My title is archivist but the position includes a fair amount of general library reference work too.
<ul style="list-style-type: none"> My title is Records Manager, but I do Archives management also
<ul style="list-style-type: none"> no mention of archivist in title
<ul style="list-style-type: none"> Special Collections & Outreach Librarian but I'm also in charge of the University Archives
<ul style="list-style-type: none"> There is no job title for "college archivist." I'm technically the "serials coordinator" and teach college writing.



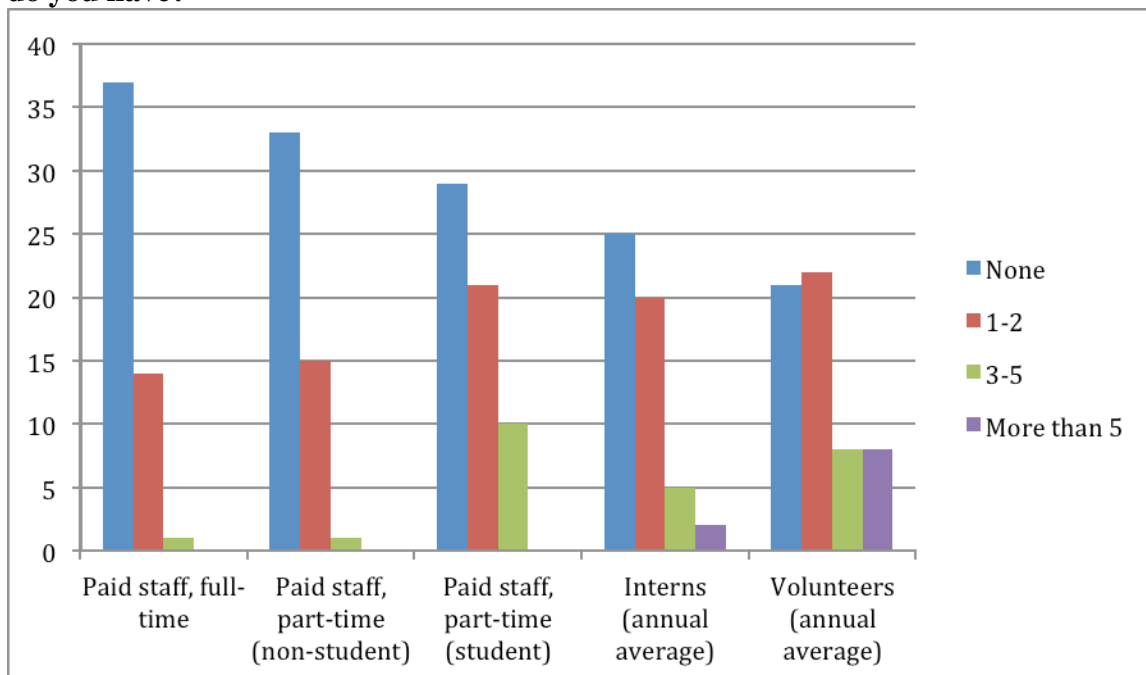
77 individuals who started the survey responded to this question. 3 individuals skipped the question.



72 individuals who started the survey responded to this question. 8 individuals skipped the question. 4 respondents said that they have no budget as they are part of a larger organization (usually the library). Other responses and elaborations included:

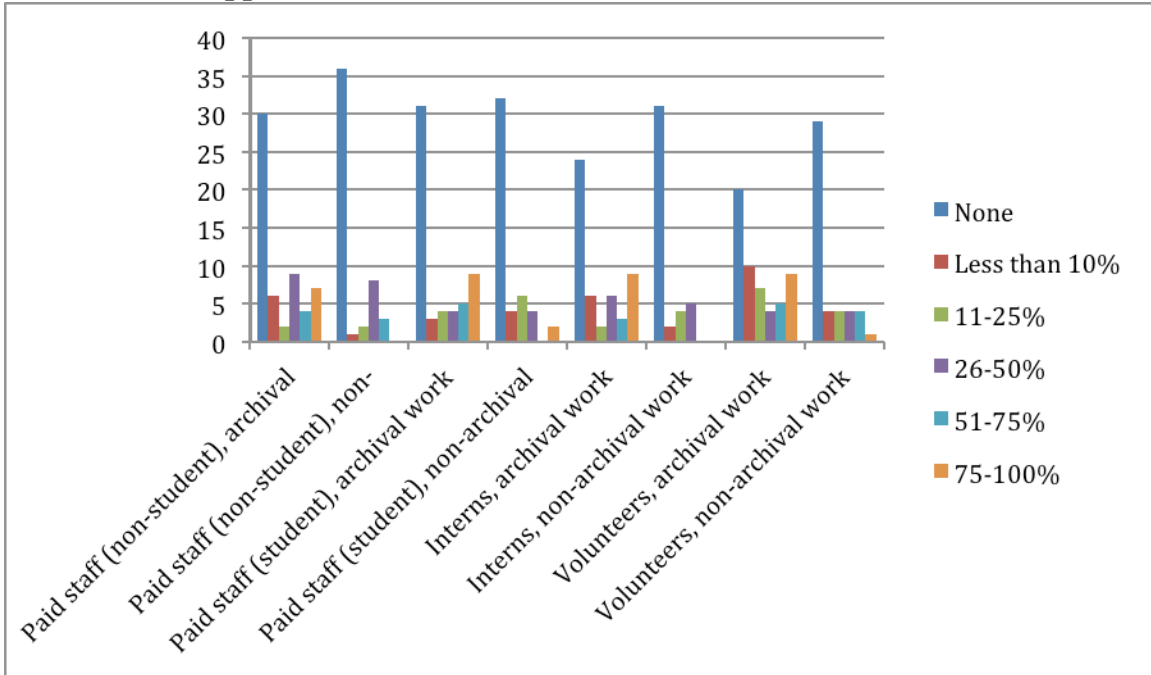
- Depends on whether I'm currently working on a grant. I have two in progress right now worth 200K, but that is absolutely NOT the norm. Things are very tight likely be less than 5K. around here these days so the norm would
- I don't get a separate budget but I am part of the library's budget
- I have funds (approx. \$2500/yr) I can use for Special Collections or archives monographs but any supply or special project needs go through my UL and the "miscellaneous" budget line or end-of-year funds. I usually do get what I need. FYI, "archives" monographs are things like faculty/alumni publications that won't circulate.
- I have to give them a figure and fight for it... justify everything
- No budget but have \$3,000.00 a yr. to use for Archival supplies
- No budget line for the Archives, however, we are under the library and receive funding "as needed."
- this budget # is true for each of the 3 jobs
- This is a bit fuzzy, since many things (student workers, materials, computers, technology) are part of the library's budget, and the archives is part of the library.
- We're in the process of establishing a budget line -- brand new local history department.

If you have support, are they Paid Staff, Interns or Volunteers? How many of each do you have?



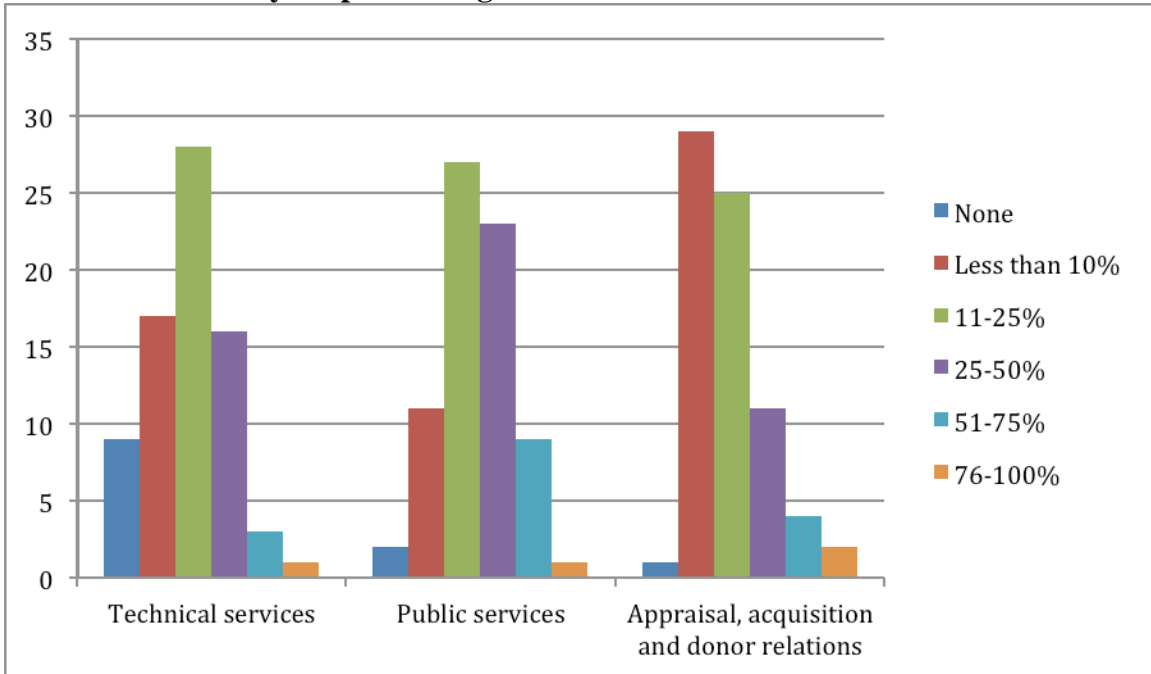
76 individuals who started the survey responded to this question. 4 individuals skipped the question.

Dedication of support time



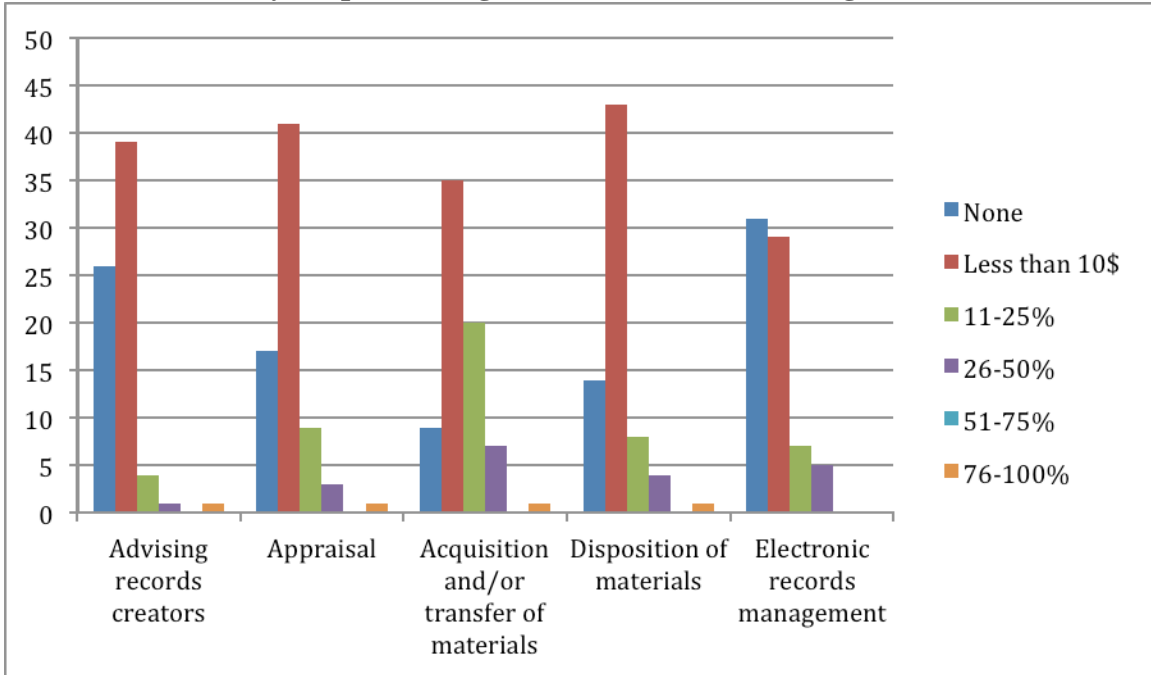
76 individuals who started the survey responded to this question. 4 individuals skipped the question.

How much time do you spend doing traditional archives work?



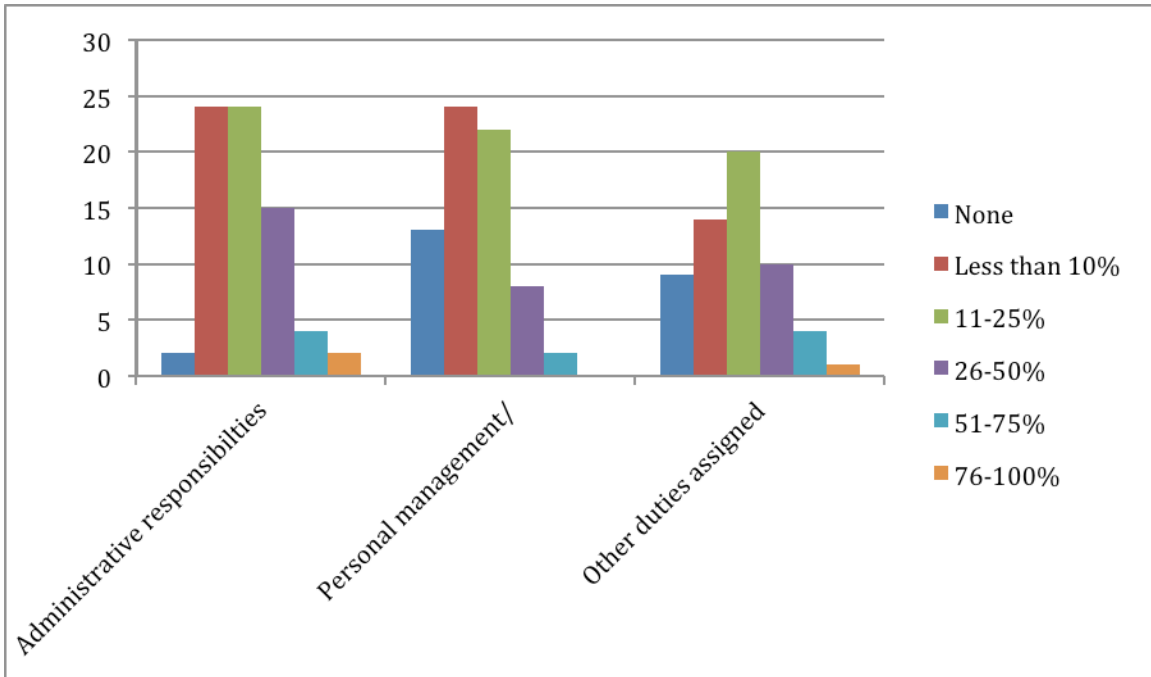
75 individuals who started the survey responded to this question. 5 individuals skipped the question.

How much time do you spend doing traditional records management work?



74 individuals who started the survey responded to this question. 6 individuals skipped the question.

How much time do you spend on management, supervision, and other assigned tasks?

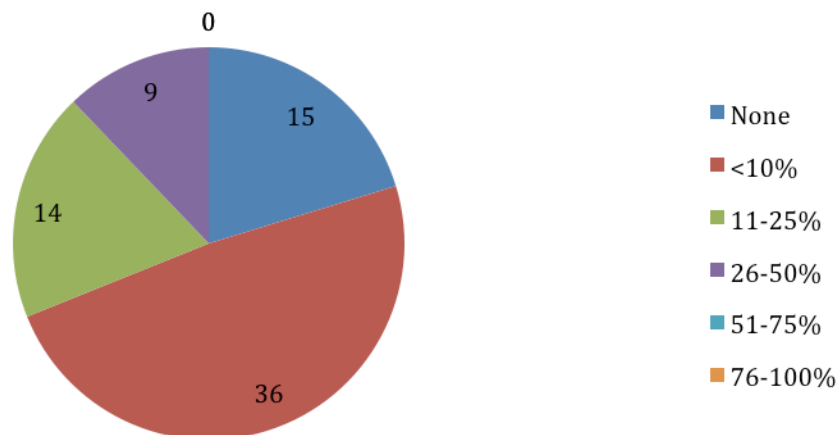


73 individuals who started the survey responded to this question. 7 individuals skipped the question.

Common threads in other reported duties include providing reference services, tours/outreach, and other administrative/supervisory tasks. Other reported assigned duties included the following anecdotal reports:

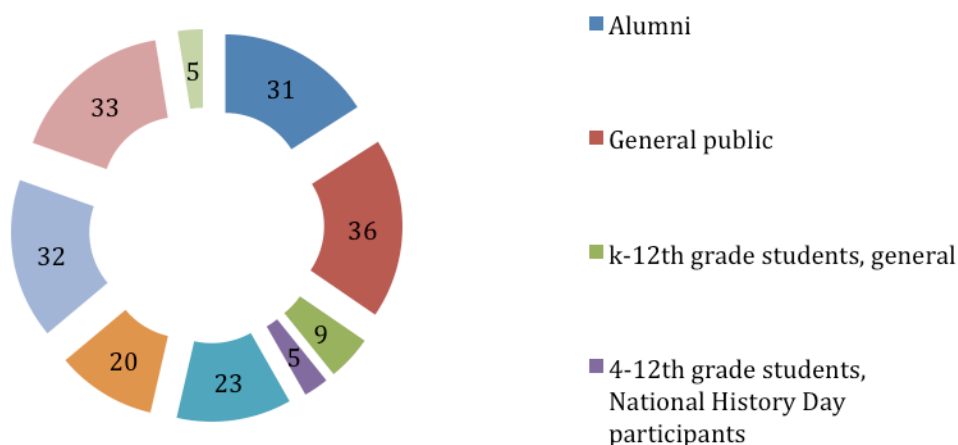
▪ About 20% duties in the library (info desk etc.)
▪ Bibliographic instruction, reference
▪ circulation desk, new library card application processing, contacting patrons with overdue materials, shelving, laminating, processing newspapers, magazines, and new books, genealogical research, community outreach
▪ Collection development
▪ committee work, library reference work, other library duties
▪ creating, mounting, striking exhibits; writing exhibition briefs;
▪ Department head to other units in library, staff, librarian responsibilities
▪ FYI, these percentages represent time segments of my total time spent on archives' work which is no more than 15% of a given work week.
▪ Graphic Design and Web Design work for the Museum
▪ Heritage Room tours; care of Heritage room
▪ I also have desk hours at the Reference desk, and I am a department liaison to the History Dept.; responsible for info lit. classes and coll. dev. for that dept.
▪ I also serve as Associate Director of the college library.
▪ I find myself forced to participate on various library and university committees.
▪ I get recruited to work on various projects with other departments on campus.
▪ I'm also a librarian, with responsibilities in acquisitions, cataloging, and serials.
▪ in depth research requests, event planning for the whole library, scanning photos on request, grant writing, creating exhibits
▪ Library internal governance, collection development, non-archival committee work at library and university level
▪ Library Liaison, other institutional Governance and committees
▪ library reference, collection development
▪ Manage databases for periodicals; graphic design for library publications; assist with "friends of the library" functions; assist students with research
▪ Only one in Archives - most of my time is spend working on the old records of the county
▪ Outreach Librarian, traditional college library reference
▪ Outreach, Reputation Management, Vendor Relations
▪ participate in historical society meetings
▪ Providing exhibits for display elsewhere
▪ rare book collection cataloging, management, etc. ; government documents (cataloging, supervise student processing, administrative), general reference
▪ Reference librarian
▪ Sorting materials after major move
▪ Work as part of general reference 20% of the week
▪ Work in Natural History Museum and also help with other events in Library.
▪ writing for newsletter, giving tours, public programming

How much time, if any, do you spend planning public programs?



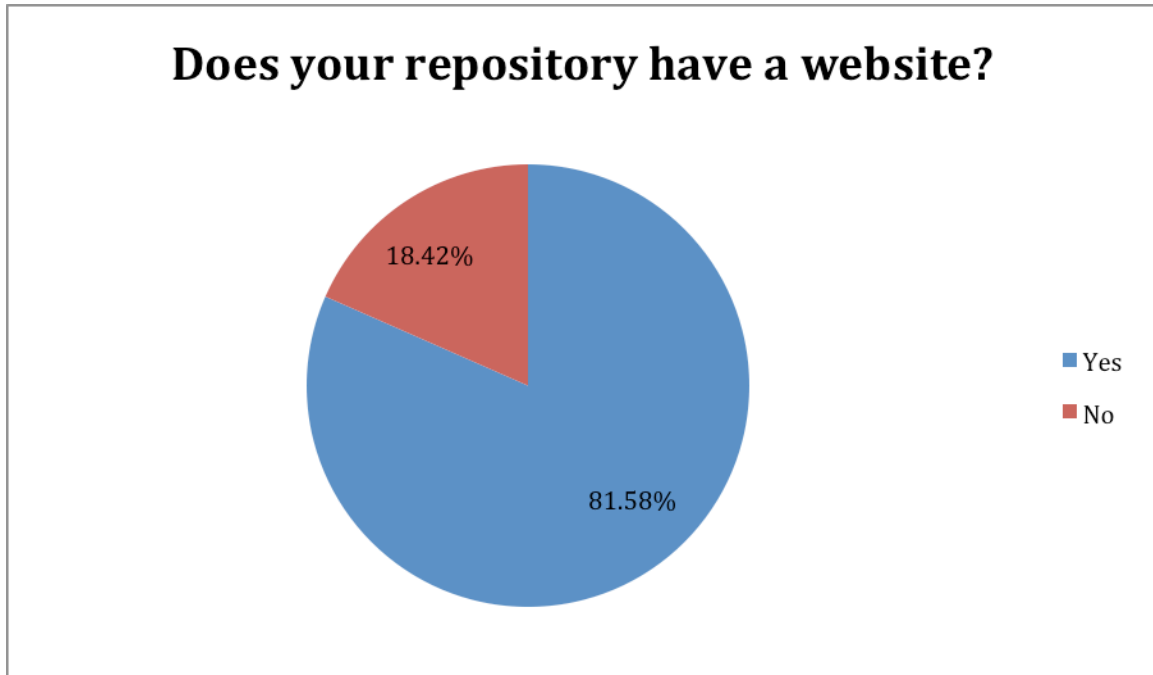
74 individuals who started the survey responded to this question. 6 individuals skipped the question.

If you conduct public programming, who is your target audience?

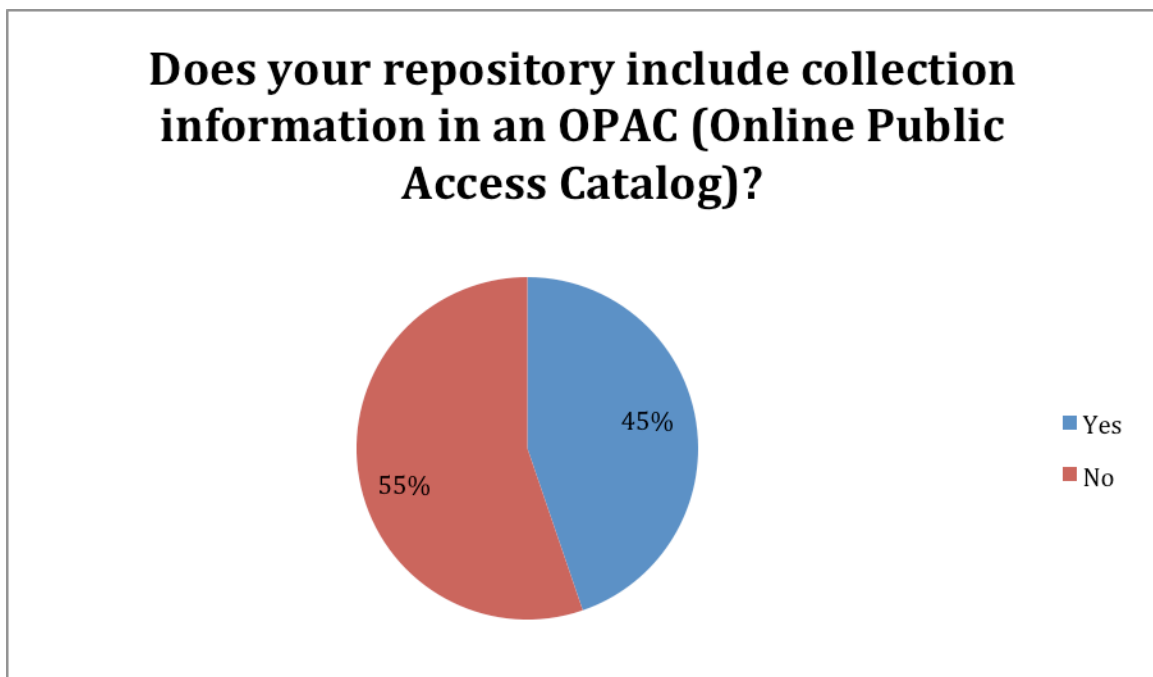


62 individuals who started the survey responded to this question. 18 individuals skipped the question. Other responses included members of local churches, faculty and staff, nursing alumni and leadership groups, nursing student groups, conference attendees at archives or genealogy conferences, and ‘I’m not really sure what you mean by ‘public

services” vs. “public programs.” Out reference center is available to the public and our primary users are scholars/historian. We don’t do any type of “advertising” per se.’

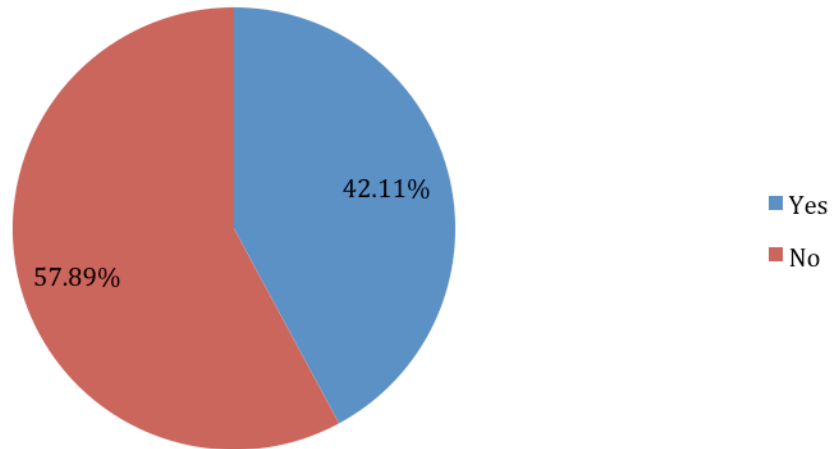


76 individuals who started the survey responded to this question. 4 individuals skipped the question.



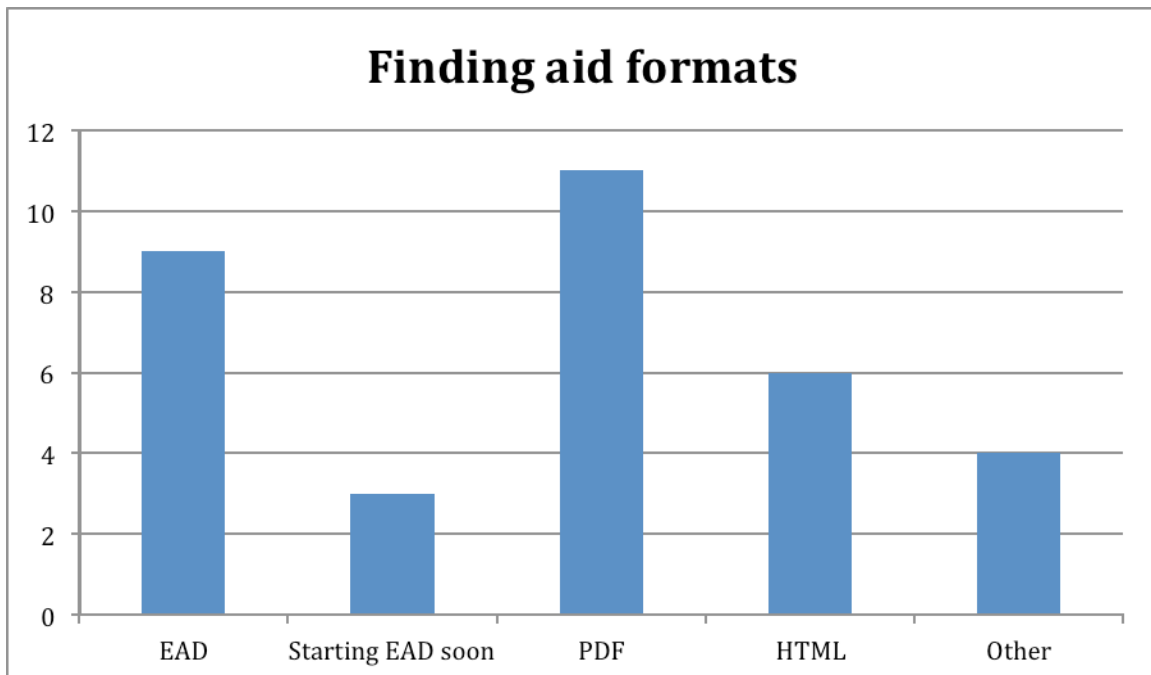
76 individuals who started the survey responded to this question. 4 individuals skipped the question.

Do you offer finding aids online?



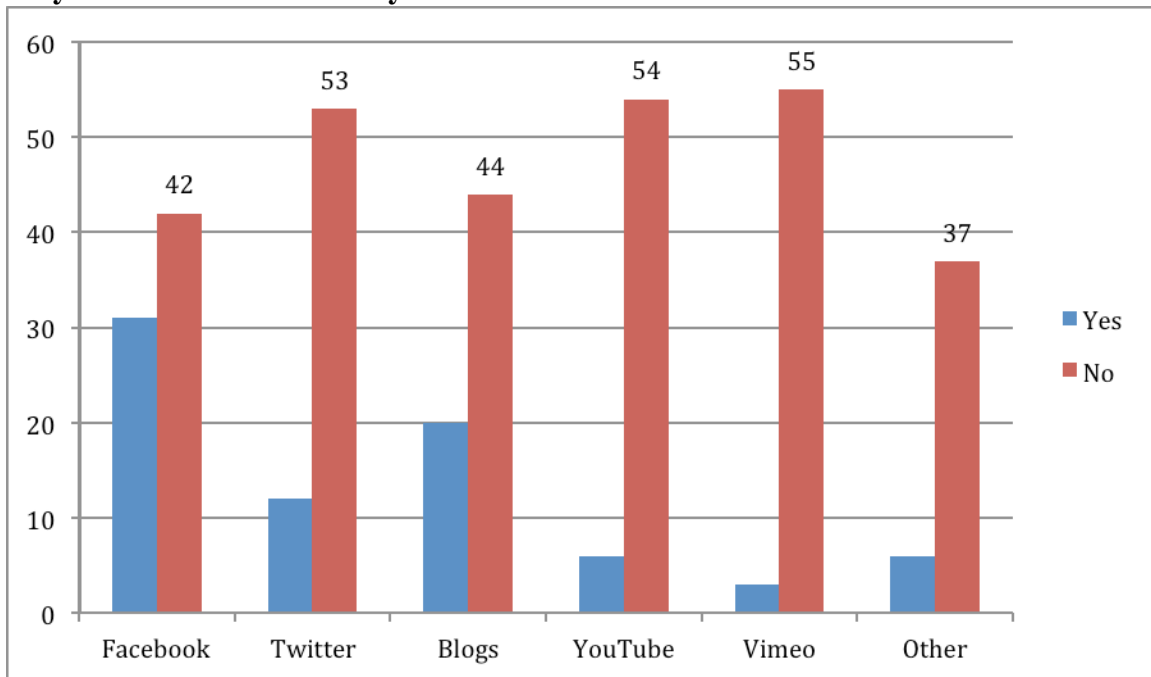
76 individuals who started the survey responded to this question. 4 individuals skipped the question. Respondents who selected yes, were asked to indicate what format they use to present. These are the results:

Finding aid formats



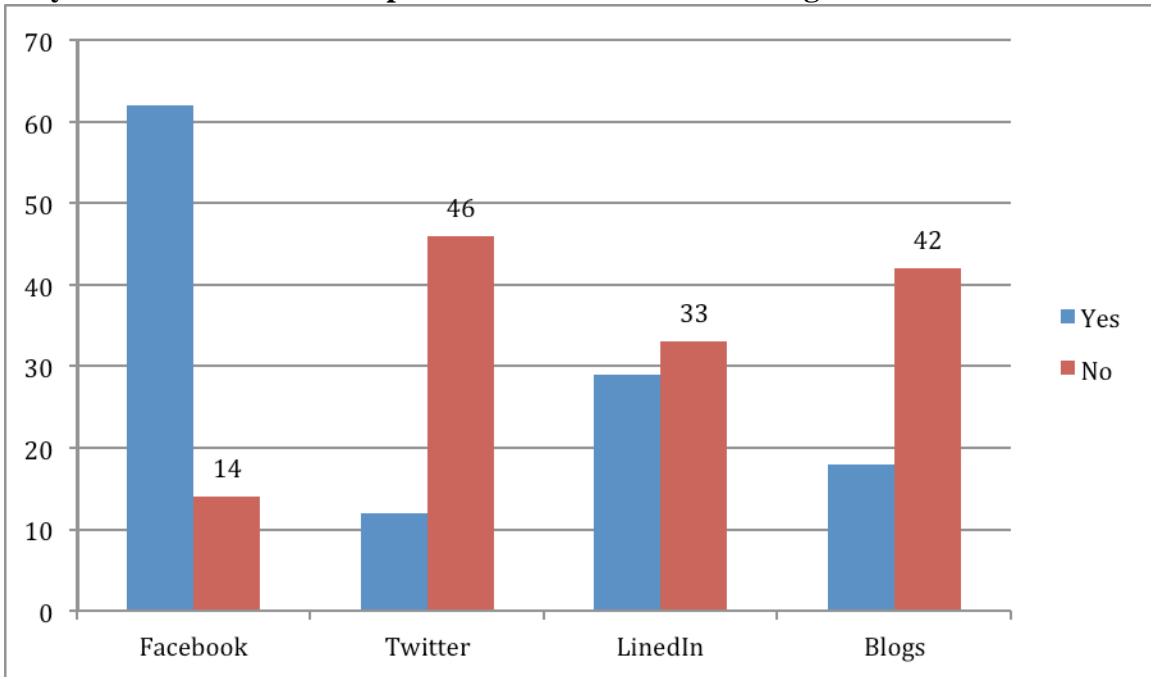
Responses to other included the following with 1 response each: Word, Excel, Archon, and moving to PDF soon. 5 replied they are using multiple formats.

Do you use social media for your institution?



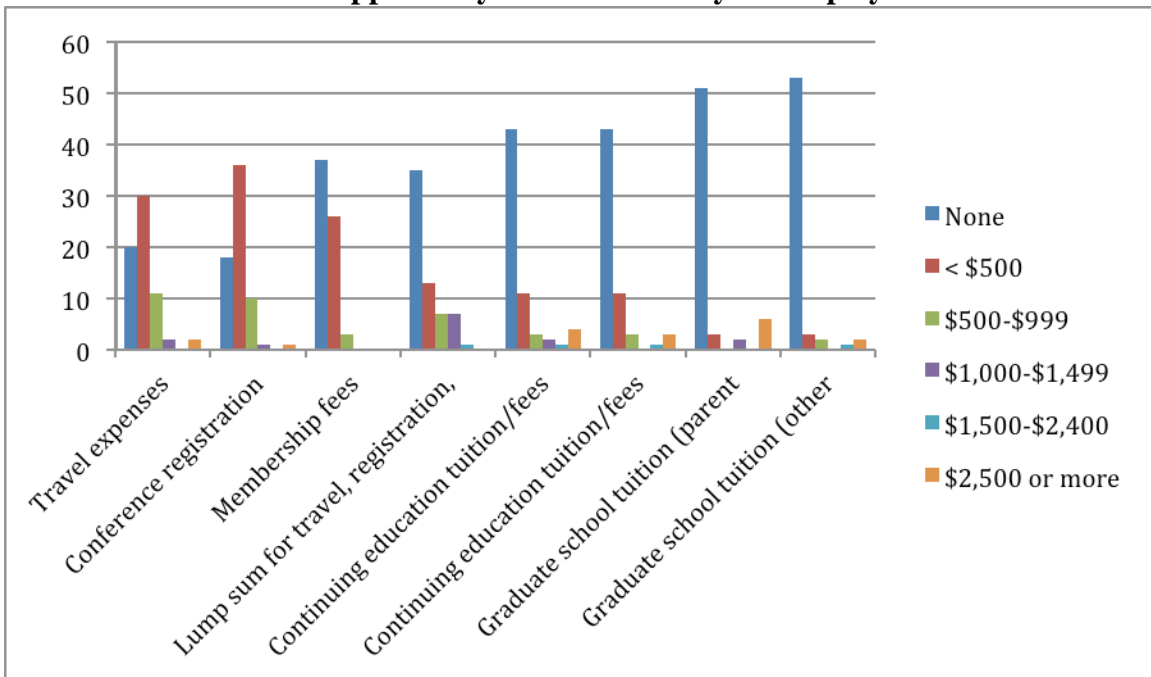
75 individuals who started the survey responded to this question. 5 individuals skipped the question. Respondents were encouraged to select all that apply. 4 respondents stated the archives doesn't have its own page but can utilize the library's. Specified other responses included (with 1 response each): LinkedIn, Flickr, oral histories on iTunesU, email blasts, Flickr. Others stated, 'I don't but our Director does' and 'Archives storage is not open.'

Do you use social media for personal use and/or networking?



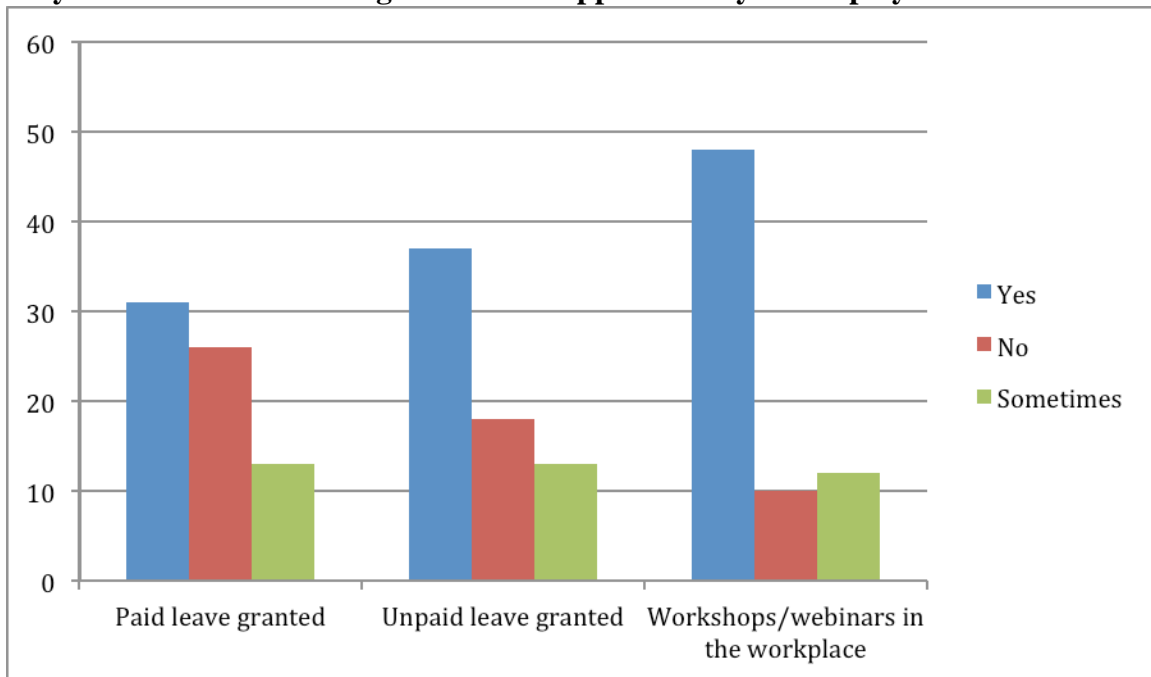
76 individuals who started the survey responded to this question. 4 individuals skipped the question. Respondents were encouraged to select all that apply. Responses listed in the other category included Google + (2).

What kind of financial support do you receive from your employer?



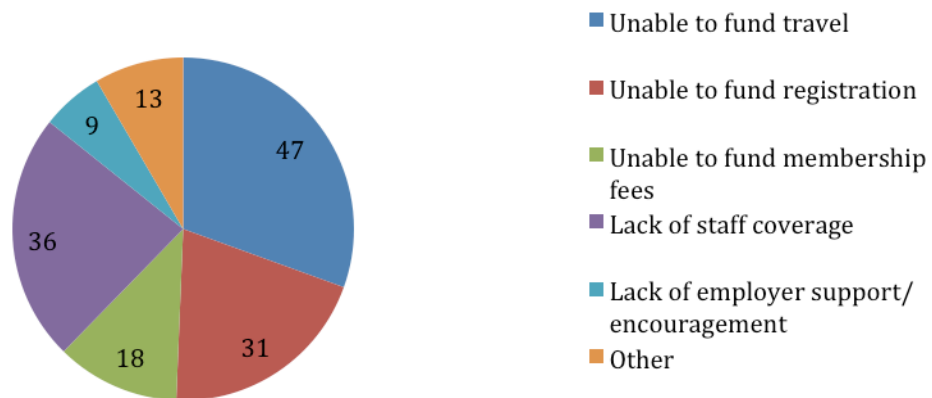
71 individuals who started the survey responded to this question. 9 individuals skipped the question. Respondents were encouraged to select all that apply.

Do you receive the following additional support from your employer?



71 individuals who started the survey responded to this question. 9 individuals skipped the question.

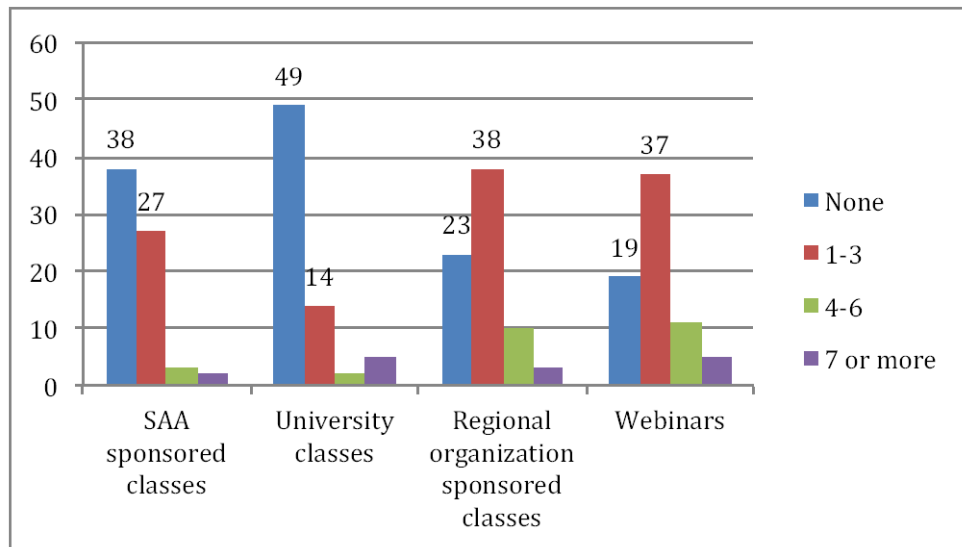
What are the major barriers keeping you from participating in professional development opportunities?



60 individuals who started the survey responded to this question. 20 individuals skipped the question. Respondents were encouraged to select all that apply. 2 respondents stated they had no barriers. 3 mentioned lack of time. 2 cited familial obligations. The following anecdotes expand on these results:

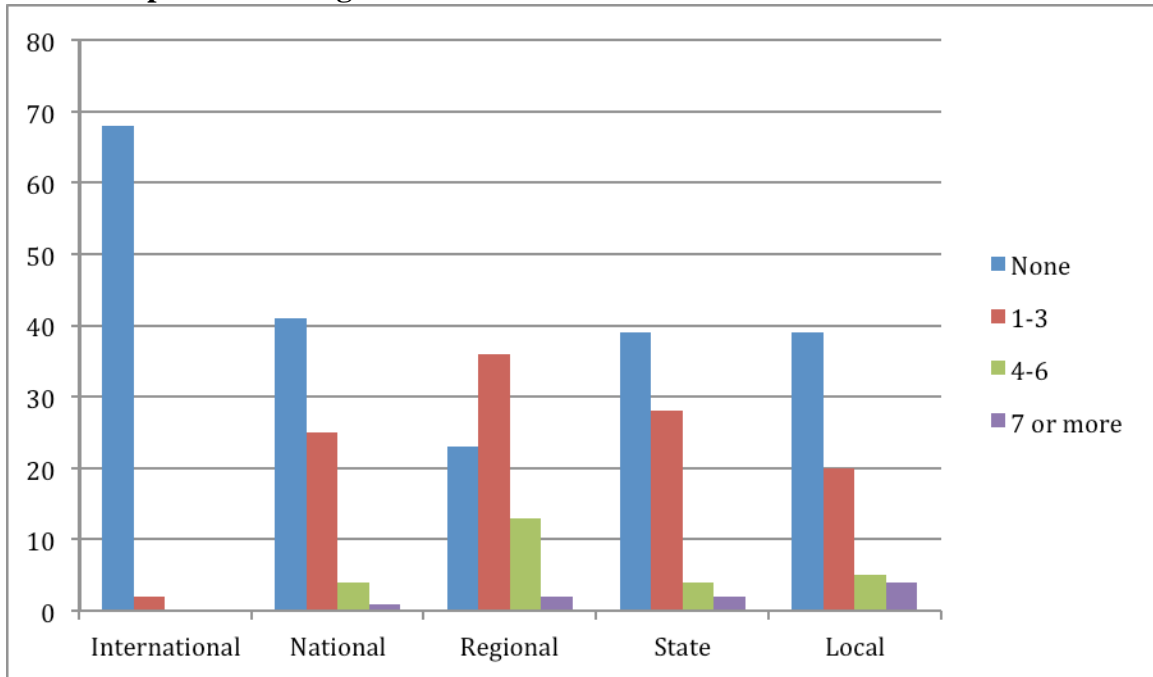
<ul style="list-style-type: none"> ▪ Budget cuts have almost eliminated travel/registration/hotel expenses, especially for events like a national conference.
<ul style="list-style-type: none"> ▪ Cannot personally afford childcare necessary for me to travel as often as I would like.
<ul style="list-style-type: none"> ▪ family considerations
<ul style="list-style-type: none"> ▪ Have to decide what to spend allotted money on and how long I can be away from my shop. In a given year, I can easily manage one conference trip but anything added to that poses challenges to funds and time.
<ul style="list-style-type: none"> ▪ I do attend regional events with registration fees around \$50
<ul style="list-style-type: none"> ▪ I'm active in state and national library (ACRL) and archives conferences, so the funding is spread thin. While I receive partial funding for two conferences a year, out-of-pocket expenses do add up. Overall, though, I'm pleased with the support I receive, and have been able to attend and present at SAA and ACRL in the last several years, and will be attending Rare Book School this year, and all of these have had 80-90% reimbursement for all expenses by my institution.
<ul style="list-style-type: none"> ▪ Lack of time
<ul style="list-style-type: none"> ▪ lack of time
<ul style="list-style-type: none"> ▪ Lack of worthwhile professional opportunities that merit the expense and effort.
<ul style="list-style-type: none"> ▪ no significant barriers
<ul style="list-style-type: none"> ▪ none, I participate in as many as humanely possible
<ul style="list-style-type: none"> ▪ One-person shop, busy with researchers
<ul style="list-style-type: none"> ▪ We've had to cut budgets A LOT this year, and will likely do the same next year. If the conference/seminar is not likely to be EXTREMELY beneficial and useful, it will likely not be approved.

Continuing Education Courses



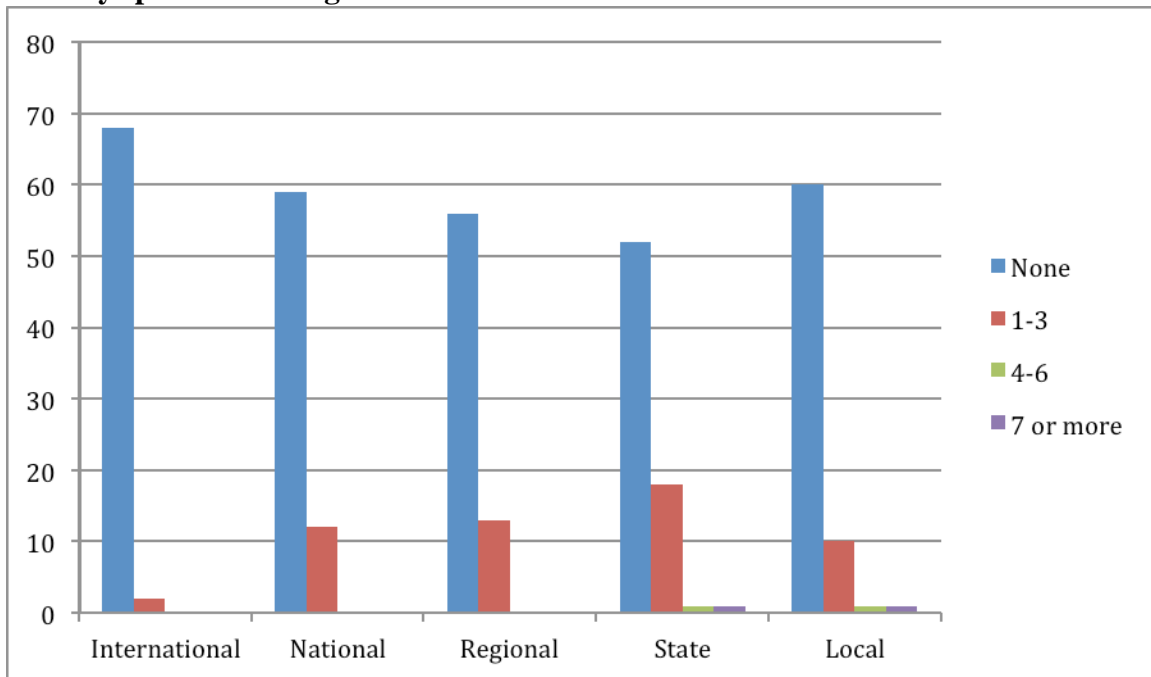
74 individuals who started the survey responded to this question. 6 individuals skipped the question.

Archives specific meetings/annual conferences



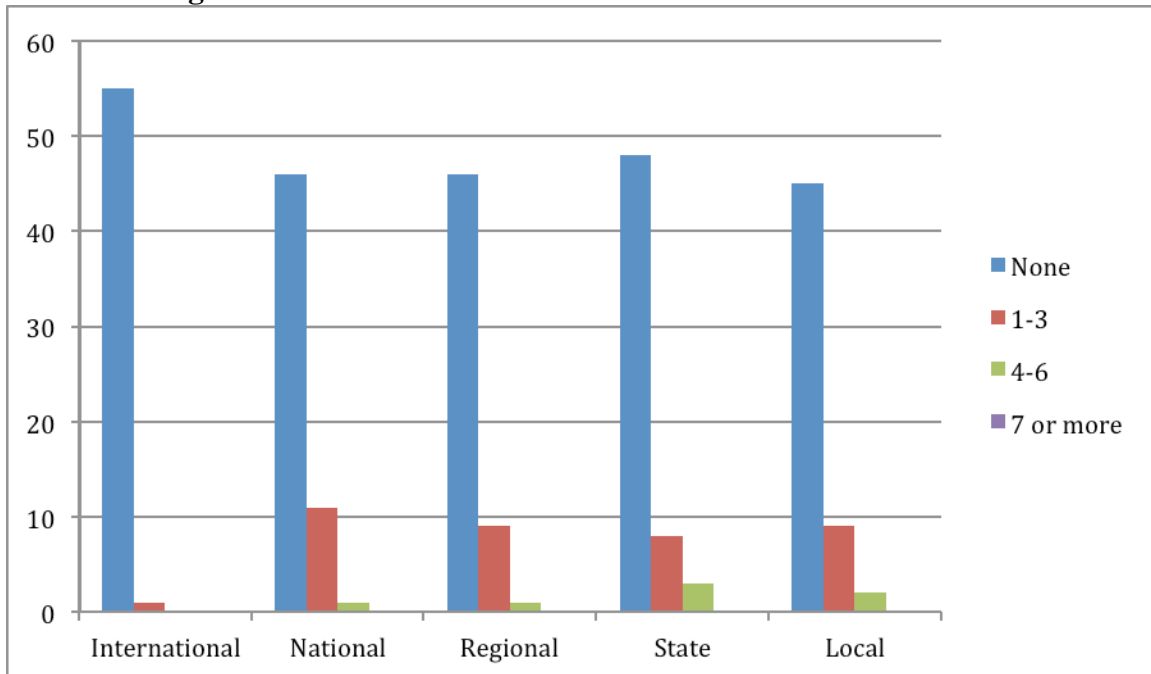
75 individuals who started the survey responded to this question. 5 individuals skipped the question.

Library specific meetings/annual conferences



72 individuals who started the survey responded to this question. 8 individuals skipped the question.

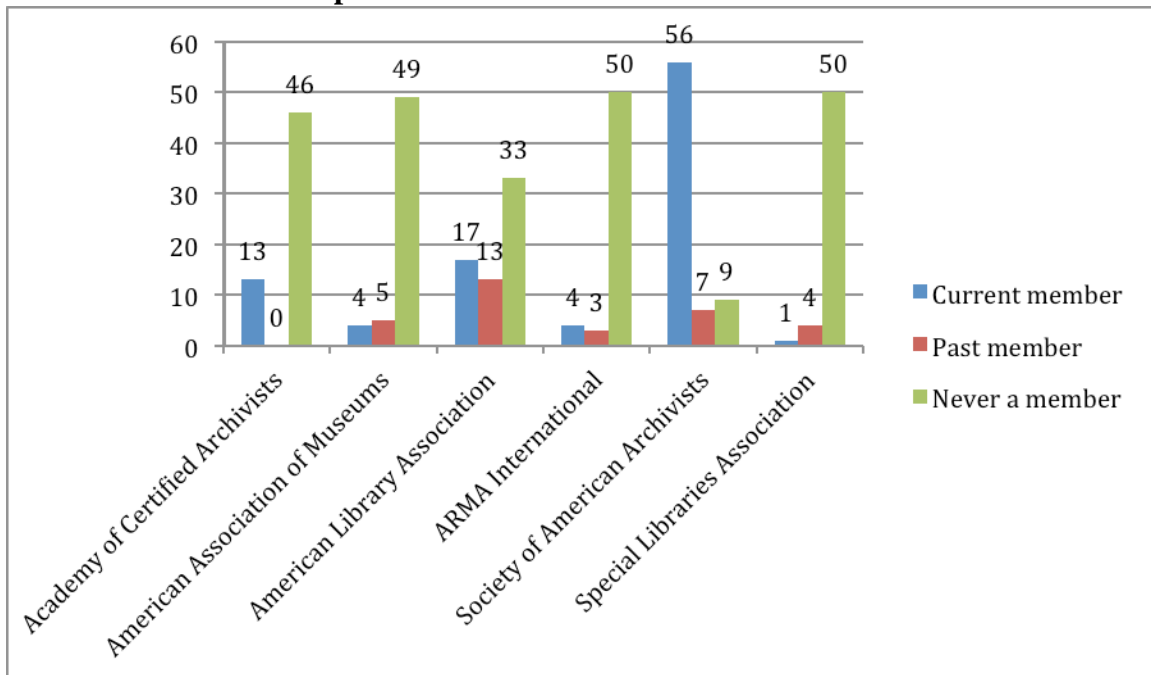
Other meetings/annual conferences



62 individuals who started the survey responded to this question. 18 individuals skipped the question. Respondents were asked to specify the type of meeting or conference. The following were the responses received with 1 each unless otherwise noted: AASLH (2),

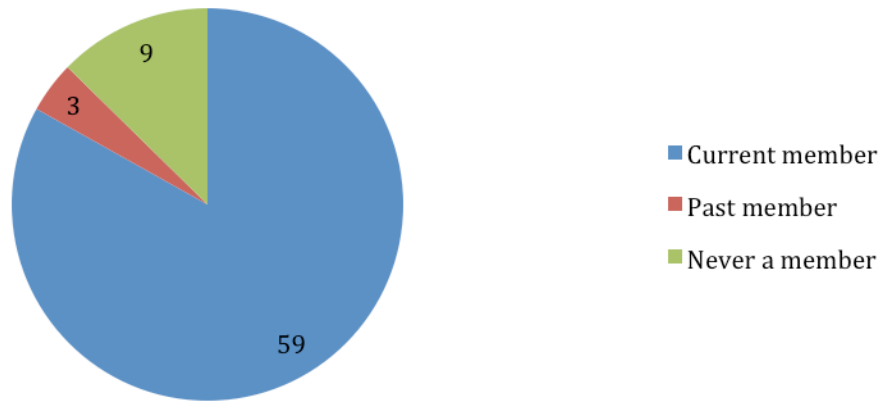
Illinois Great Rivers Conference of the United Methodist Church, North Central Jurisdiction Historical Society Meeting, ACWR Triennial Conferences, Amer. Assoc. History of Nursing; NYAC, Capital Area Archivists of NY (CAANY), ARMA, Biennial conference of sponsoring denomination, Government Document conferences, History of Women Religious triannual, Historical associations, History (2), Museum and Educator conferences, Museum related conferences, New England Museum Association (NEMA), oral history conferences, State Disaster Preparedness Workshops & Security workshop, State Historical Association meetings, state historical association, state league of history organizations, training for compliance for the Native American Graves Protection & Repatriation Act.

Professional memberships held



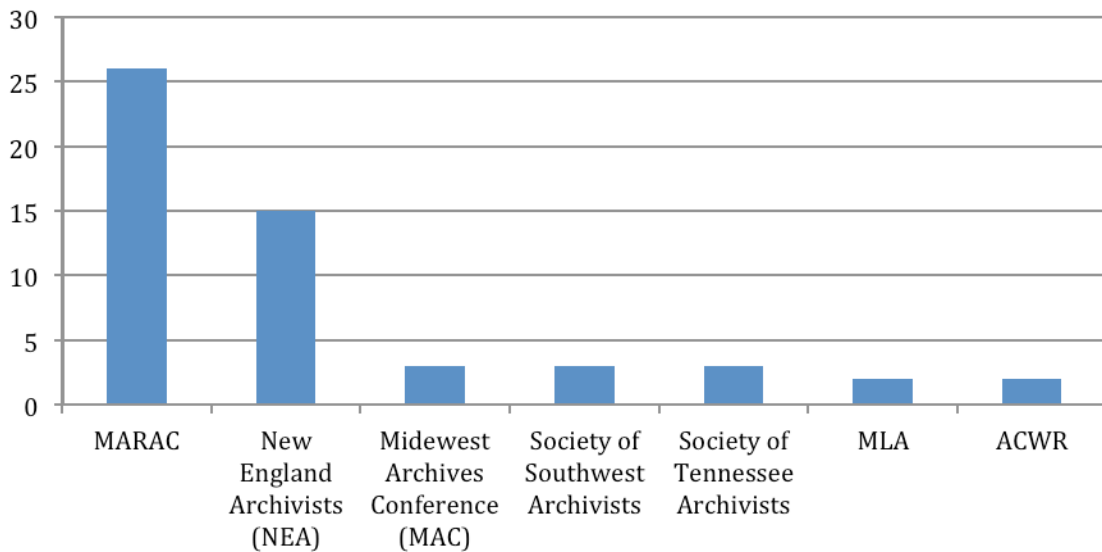
73 individuals who started the survey responded to this question. 7 individuals skipped the question.

Professional memberships held, regional groups



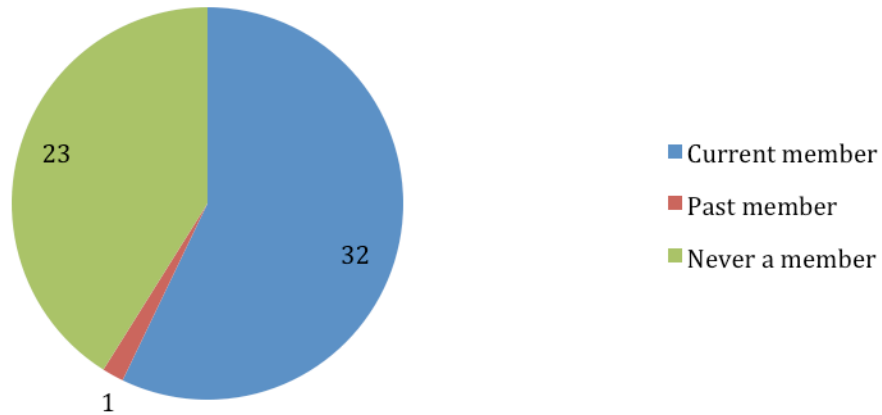
71 individuals who started the survey responded to this question. 9 individuals skipped the question. This chart shows responses with 2 or more respondents:

Regional organizations



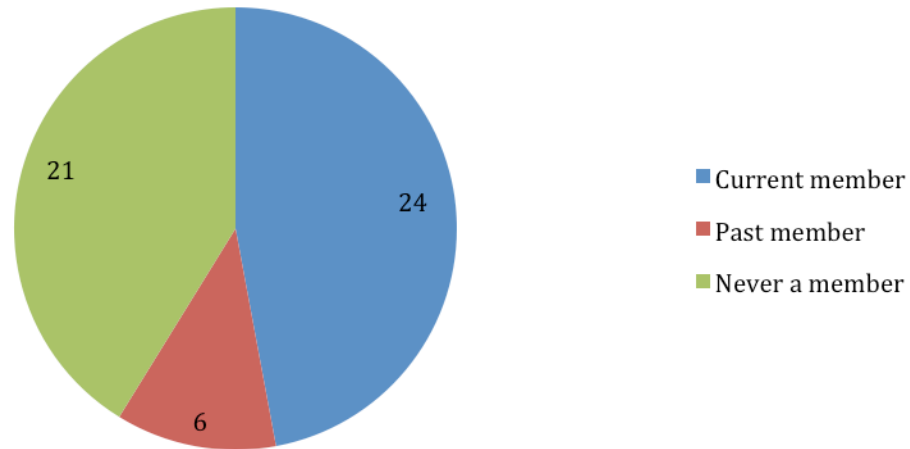
The following responses were also reported with 1 respondent each: AASLH, TCART, Association of National Park Rangers, Diocesan Archives, DVAG, Mountains Plains Library Association, NEMA, Northwest Archivists, Conference of Intermountain Archivists, SCAA, Virginia Academic Library group of ACRL (VLACRL).

Professional memberships held, local groups



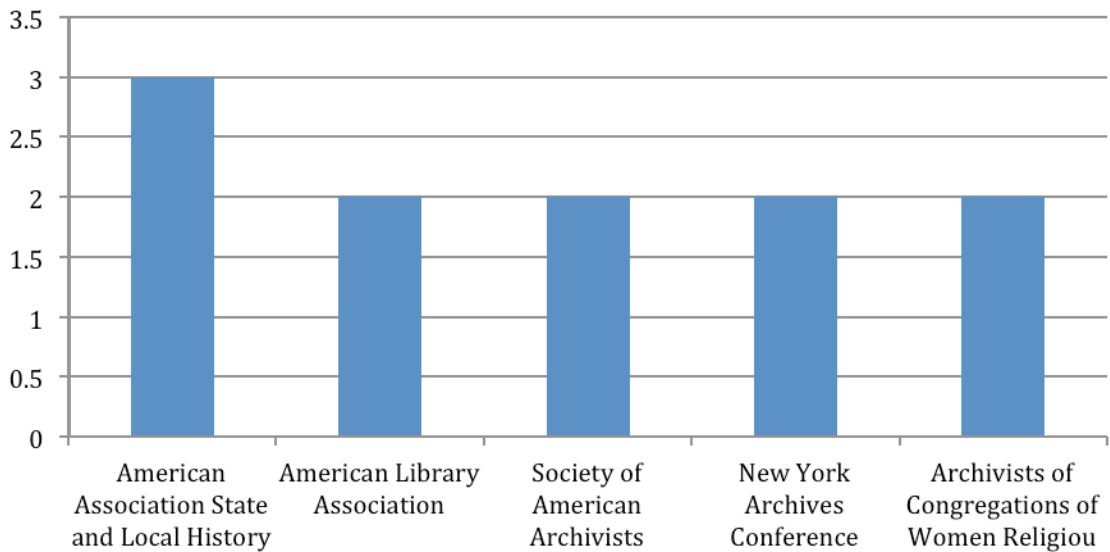
56 individuals who started the survey responded to this question. 24 individuals skipped the question. The following each had 1 response: Baltimore Area Catholic Archivists, Capital Area Archivist of NY (CAANY), Capital Area Archivists, Cleveland Archives Roundtable, Connecticut Library Assoc.; CT League of History Organizations, DVAG Delaware Valley Archivists Group, Five College Archivists, Historic Preservation Commission, Historical Society, Kansas City Area Archivist, Kentucky Council on Archives, Maryland History and Culture Collaborative, Maryland Library Assoc., Metrowest Local History group, Michigan Archival Association, NJLA (History and Preservation Section), North Dakota Library Association, Pioneer Val. History Network, Roanoke Valley Library Association, Society of Indiana Archivists, Society of Ohio Archivists, There aren't any local, other than just getting together, Valley Womens History Collaborative, Vermont Archives Network, Western New York Archivists, WV Museum Association. 2 respondents each listed Maine Archives and Museum and 'memberships in local history and genealogical societies. 3 respondents replied with Louisiana Archives and Manuscripts Association.

Professional memberships held, other



51 individuals who started the survey responded to this question. 29 individuals skipped the question. This chart shows responses with 2 or more respondents:

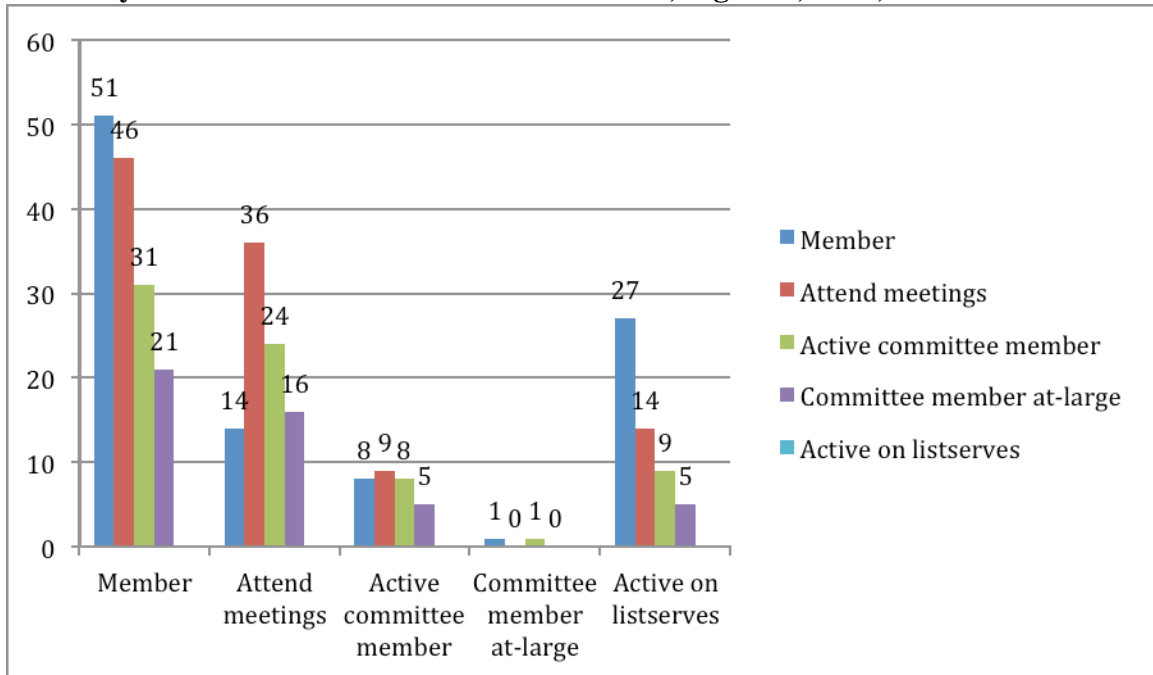
Other memberships



Memberships listed included, with 1 response each: AIC, Appalachian Studies Association, Archival Training Collaborative, Archivists of Religious Institutions, Arkansas Historical Association, Assoc. of Graveyard Studies, Association of College and Research Libraries, Association of Professional Genealogists, International Society of Family History Writers and Editors, MAC, Maine State Library Assoc., Maryland

History & Culture Collaborative, MSHRAB, NASOH, National Assoc. of Independent School Librarians, National Council of Public History, ND/MB ACRL Chapter, New Jersey Library Association History & Preservation Section, OAH, State Historical Society of Missouri, USNI, Virginia Assoc. of Museums, Visual Resources Association.

What is your level of involvement at the national, regional, state, and local levels?



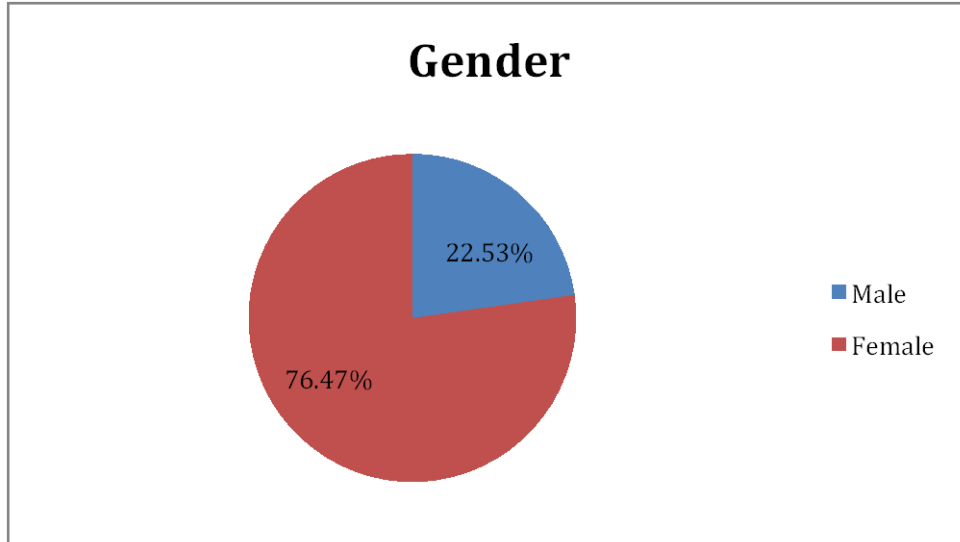
68 individuals who started the survey responded to this question. 12 individuals skipped the question. Respondents were encouraged to select all that applied. Respondents who are not involved were asked to specify why not. Frequent responses were lack of time or funding. Other responses included:

<ul style="list-style-type: none"> ▪ As a lone arranger, I find it difficult to spare the time to attend many meetings unless the subjects are very relevant to my work. Then there are the costs involved which will be a problem at least until the economy improves!
<ul style="list-style-type: none"> ▪ Been involved in the past but have recently dropped out of committees because of work load and slowing down my career and getting ready to retire.
<ul style="list-style-type: none"> ▪ I have concentrated on active involvement- elected positions, committees primarily in ACWR
<ul style="list-style-type: none"> ▪ I have not been involved at the Regional or National level as I cannot afford to attend meetings. Am thinking about the SAA Ethics Committee, but need to learn more about it.
<ul style="list-style-type: none"> ▪ I was quite involved with SAA's PLASC (helped start it, original Steering Cmte & Chair) and NEA (cmte work, presenting at workshops). I had to drop my SAA membership due to finances, and have 2 small children at home plus full-time job so I've pared down my outside activities to spend more of my nonwork hours with my kids and husband. I'll probably go back to being more involved once the money thing is better and the kids are bigger.
<ul style="list-style-type: none"> ▪ I work two jobs. A second one in retail to help cover my student loan expenses. I have 3 degrees to pay for and working for a non-profit. I have let some of my memberships slide due to financial reasons. I was able to get my company to pay for membership in the SAA again as I felt like I was being disconnected from the field. It is hard for me to have extra money to attend events and to take time off from work as I do not have vacation time with my second job. I do read the listserves but have not responded since I have rejoined the SAA. I am sorry if that was a bit of a rambling response.
<ul style="list-style-type: none"> ▪ I'm not a professional archivist and my time and ability to travel are limited.
<ul style="list-style-type: none"> ▪ Lack of sufficient formal education and expertise; budgetary constraints; the conferences I attended in earlier years were geared more to large or governmental institutions--much didn't apply or was over my head so lost interest; the ever-present backlog .
<ul style="list-style-type: none"> ▪ Limited Funds and I only have 20/week in the archives anyway so I do not feel like I can take the time. I inherited an archive that in absolute disarray and I'm having trouble just getting my head around what I have and being around all the meetings about digitization stresses me out because I'm still trying to figure out what to do with the items I have.
<ul style="list-style-type: none"> ▪ New to profession; Career change; Age
<ul style="list-style-type: none"> ▪ New to the field, not familiar with what is available.
<ul style="list-style-type: none"> ▪ New to the profession. I am not active on the listserves but I follow the discussions closely and learn a lot from them.
<ul style="list-style-type: none"> ▪ No time
<ul style="list-style-type: none"> ▪ Not sure of the in roads I need to take to join a committee, and I'm worried that I just won't have the time to devote to the work as I am overwhelmed by job responsibilities as it is. Also, I would love to be involved at a local level, but there is no real organization that unites the local entities, and many of the universities/colleges/historical societies don't have archivists anyway.
<ul style="list-style-type: none"> ▪ Our library is short on staffing. Difficult to arrange time off for travel or conferences.

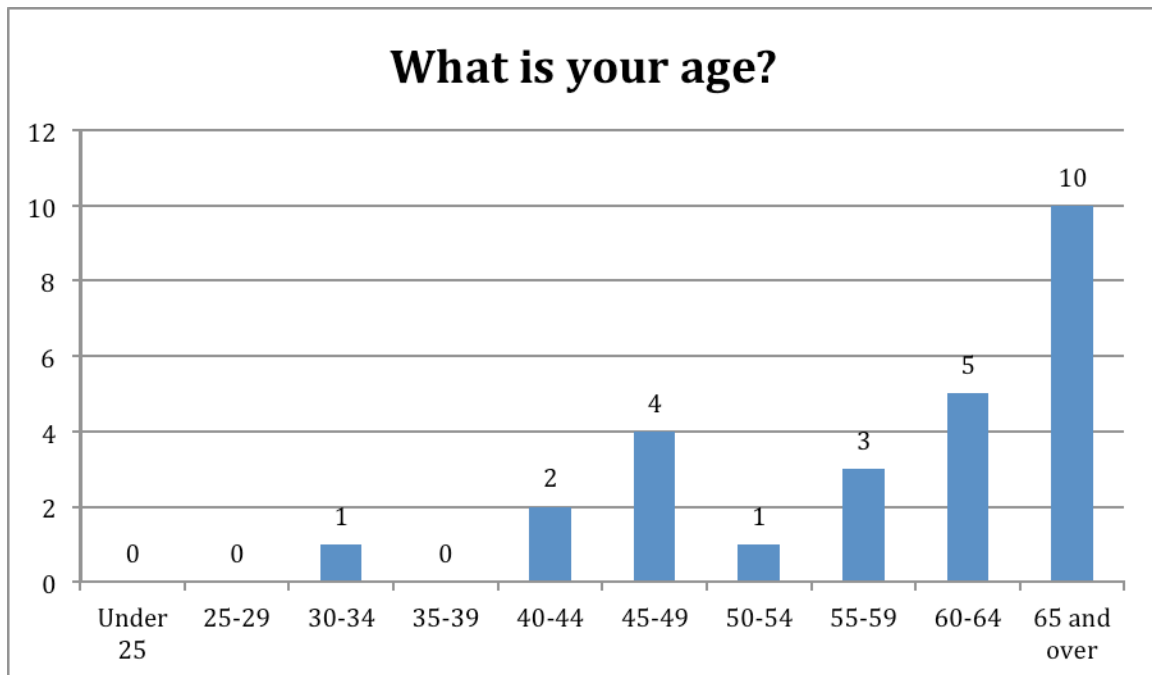
<ul style="list-style-type: none"> ▪ Read Listservs, otherwise, too busy.
<ul style="list-style-type: none"> ▪ there is a State group for NH Archivists but I've never joined because they hold their meetings during the week when it is difficult for me to be out of the office.
<ul style="list-style-type: none"> ▪ There really is no local or regional group of archivists in my area. It's really not until you get to the state level that there are sufficient numbers to warrant the creation of a group.
<ul style="list-style-type: none"> ▪ Too much other work to participate, no support from management
<ul style="list-style-type: none"> ▪ Too busy to get away. Formerly active on steering committee of MARAC, and as speaker at MARAC.
<ul style="list-style-type: none"> ▪ I don't understand the parameters of the question.

Appendix VII
Filtered results for those who reported living in 'Rural' areas. N=18

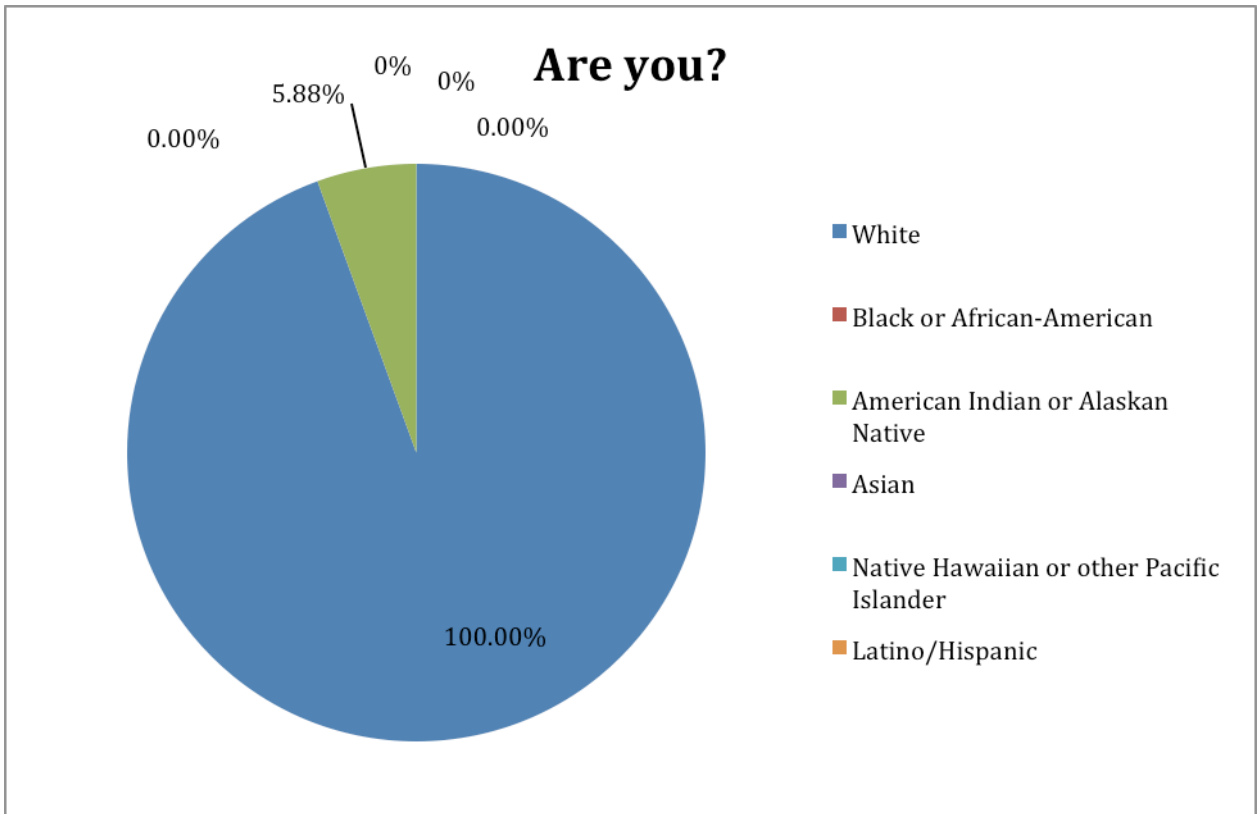
Who are you?



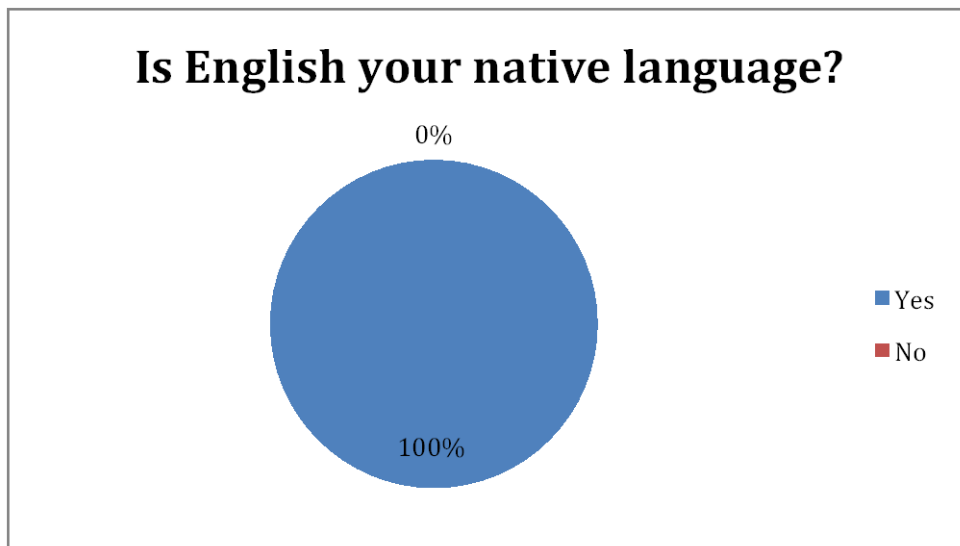
17 individuals who started the survey responded to this question. 1 individual skipped the question.



18 individuals who started the survey responded to this question. 0 individuals skipped the question.

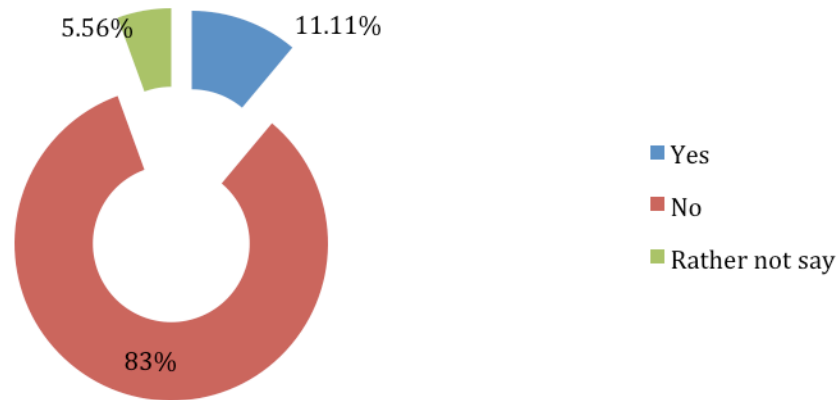


Respondents were encouraged to select all that applied to them. 17 individuals who started the survey responded to this question. 1 individual skipped the question.



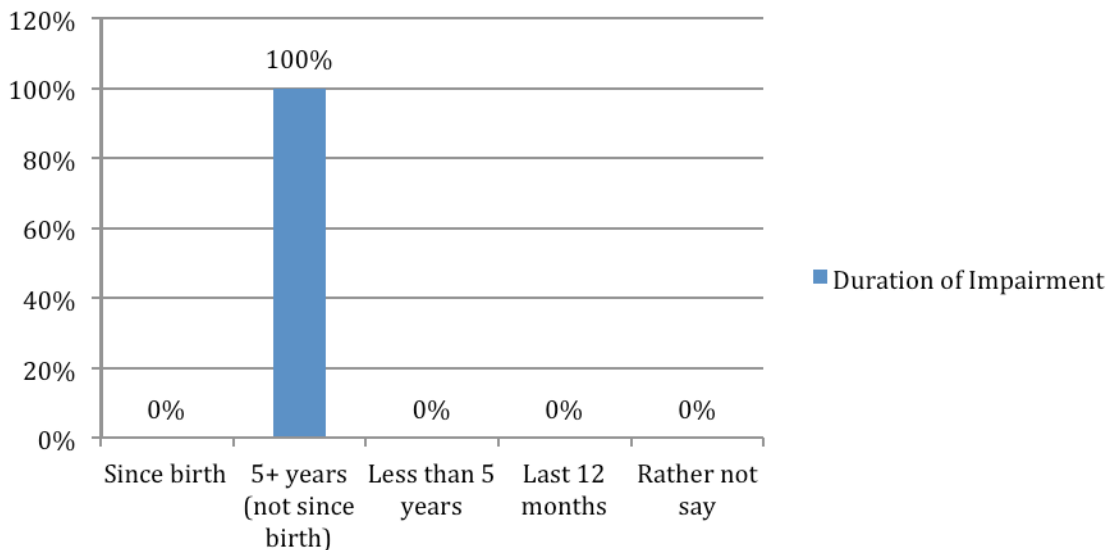
18 individuals who started the survey responded to this question. 0 individuals skipped the question.

Have you ever self-reported a disability or health problem?

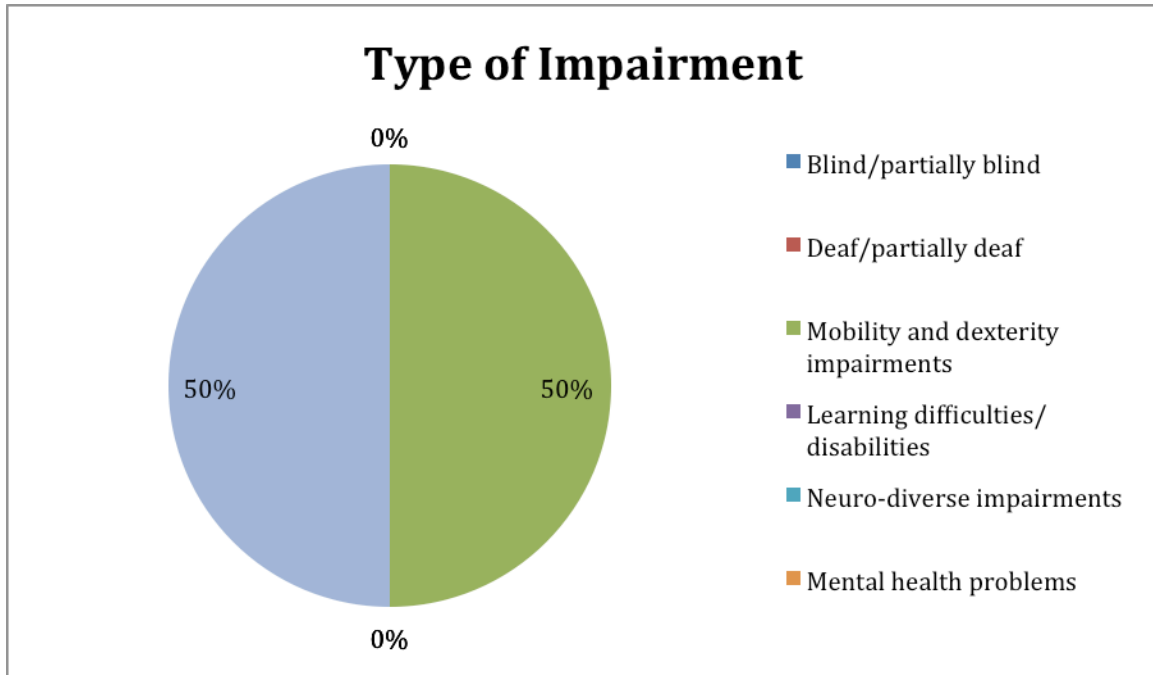


18 individuals who started the survey responded to this question. 0 individuals skipped the question. **Those who responded 'YES' to the question "Have you ever self-reported a disability or health problem to an employer" were asked to complete the next four questions. Those that responded 'No' or 'Rather not say' were not shown the next four questions.**

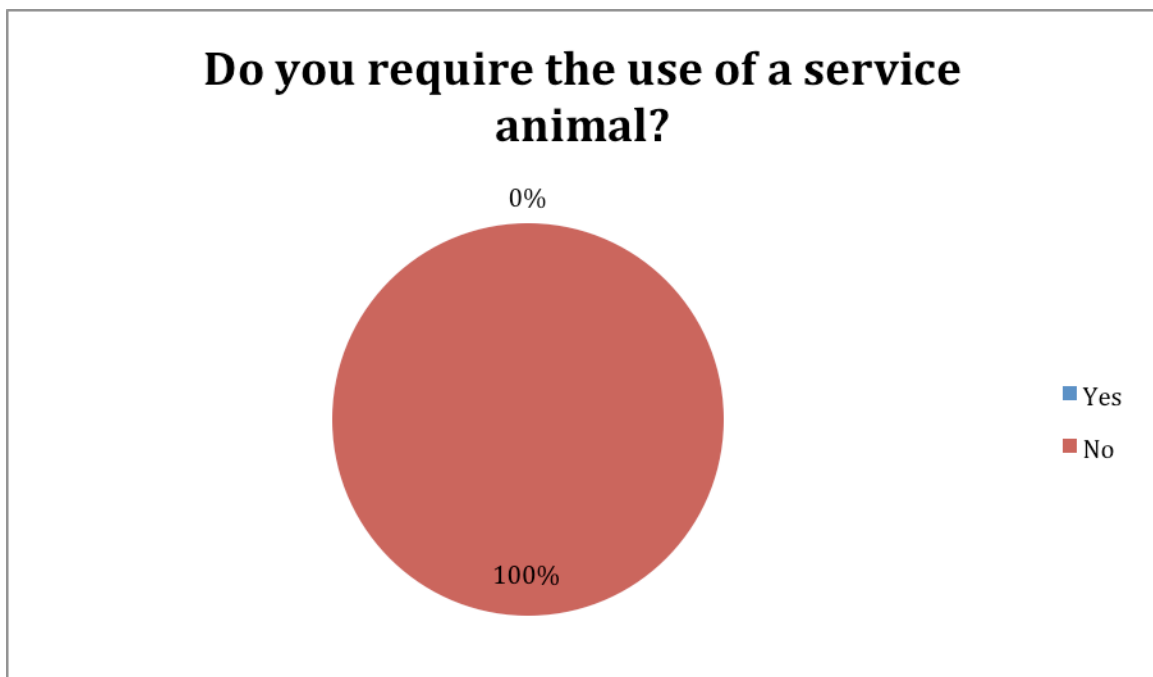
Duration of Impairment



2 individuals who started the survey responded to this question. 16 individuals were not shown the question.

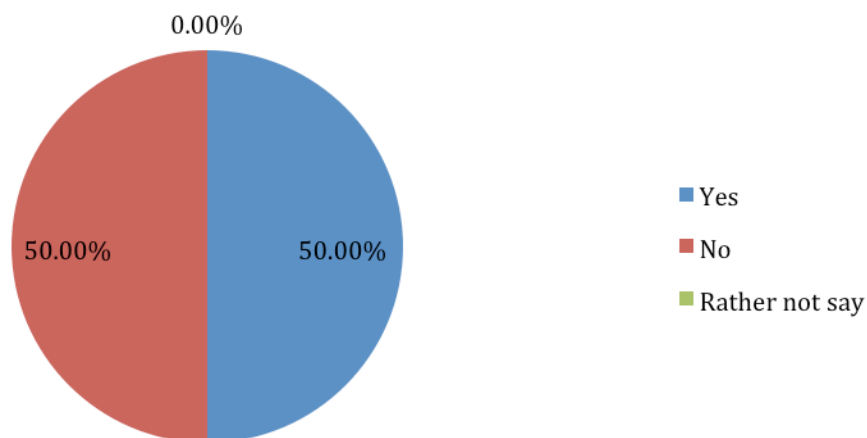


2 individuals who started the survey responded to this question. 16 individuals were not shown the question.



2 individuals who started the survey responded to this question. 16 individuals were not shown the question.

Is the building you work in ADA compliant?



2 individuals who started the survey responded to this question. 16 individuals were not shown the question.

Where are you?

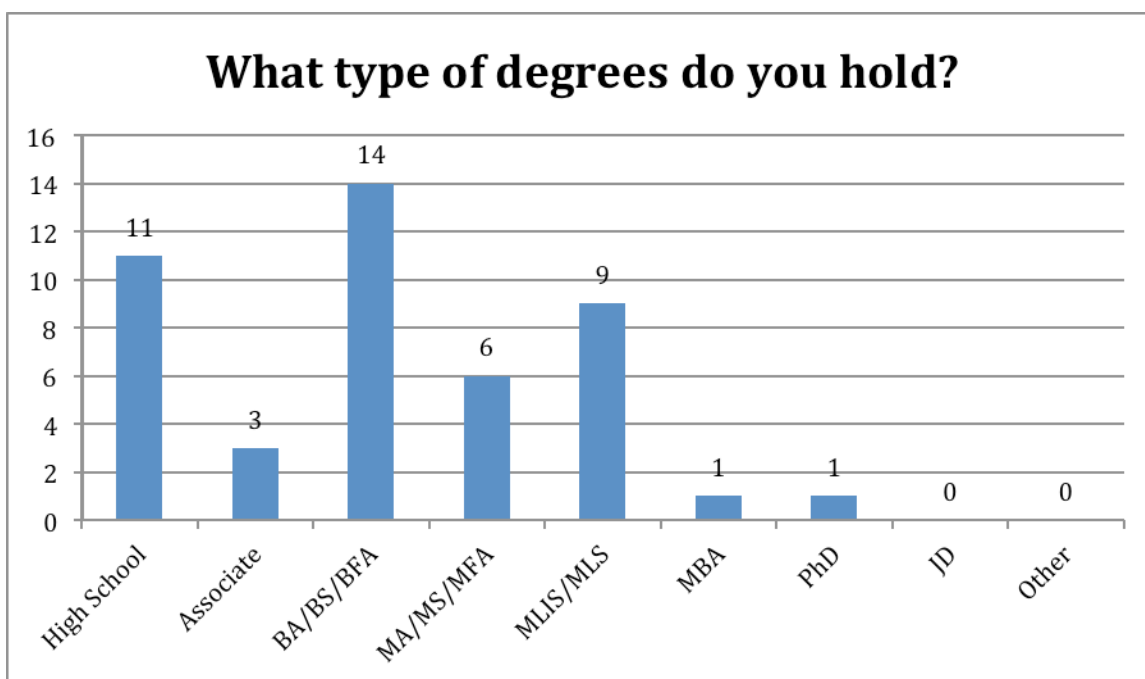
Arizona	5.88%	1
Arkansas	0%	0
California	5.88%	1
Colorado	0%	0
Connecticut	5.88%	1
Maine	5.88%	1
Maryland	5.88%	1
Massachusetts	11.76%	2
New Jersey	11.76%	2
New York	11.76%	2
North Carolina	0%	0
North Dakota	0%	0
Ohio	5.88%	1
Oklahoma	0%	0
Oregon	0%	0
Pennsylvania	11.76%	2

Texas	5.88%	1
Utah	0%	0
Vermont	11.76%	2
Virginia	0%	0
Washington	0%	0
West Virginia	0%	0
Wisconsin	0%	0
Wyoming	0%	0
Total		17

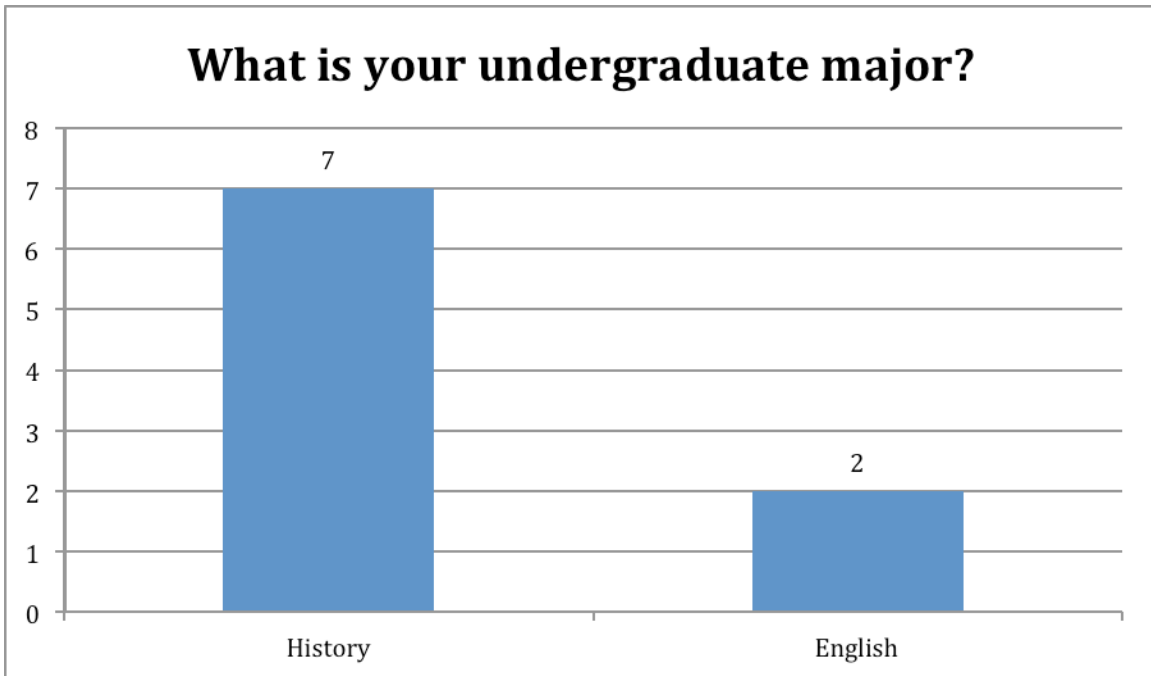
17 individuals who started the survey responded to this question. 1 individual skipped the question.

All respondents are located within the United States, so the question ‘If you aren’t located in the United States, where are you located?’ was skipped by 18 individuals.

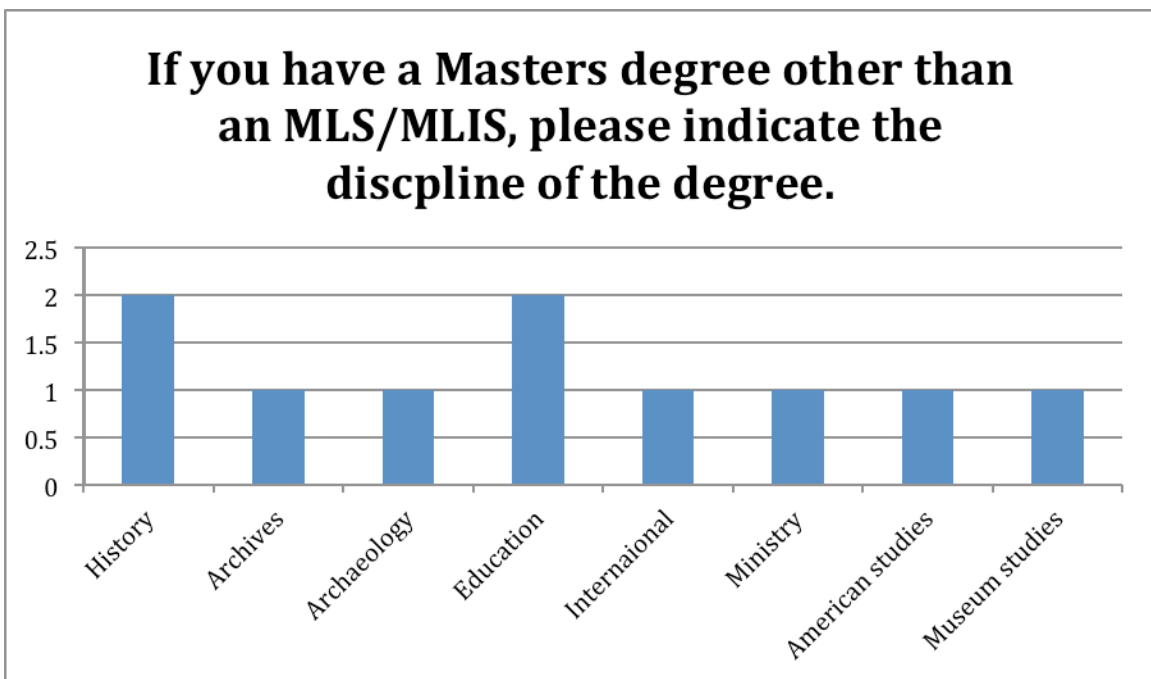
Q12. Responses were ‘Rural;’ all other responses were filtered out.



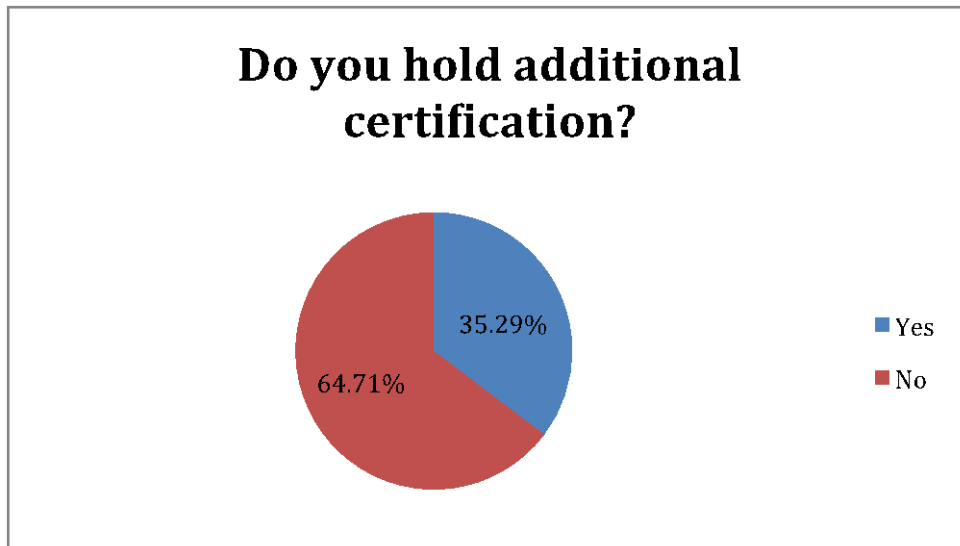
18 individuals who started the survey responded to this question. 0 individuals skipped the question. There was 1 response for other that fell into the MLIS category, so was removed from other and placed in MLIS/MLS.



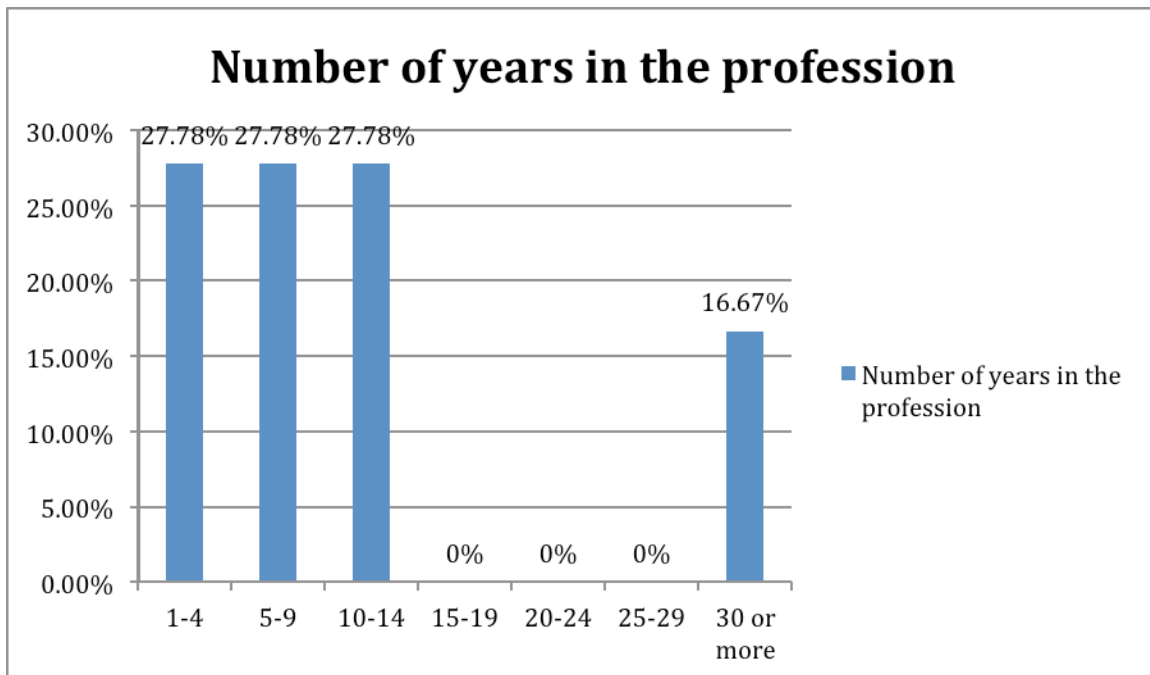
18 individuals who started the survey responded to this question. 0 individuals skipped the question. The chart shows responses that gained more than 2 responses. The rest of the following each had 1 respondent: art history, biology, English literature, international relations, chemical engineering, chemistry, biological agriculture, art, French, ancient & medieval western studies, art, sociology, and comprehensive social studies. Two respondents reported double majors.



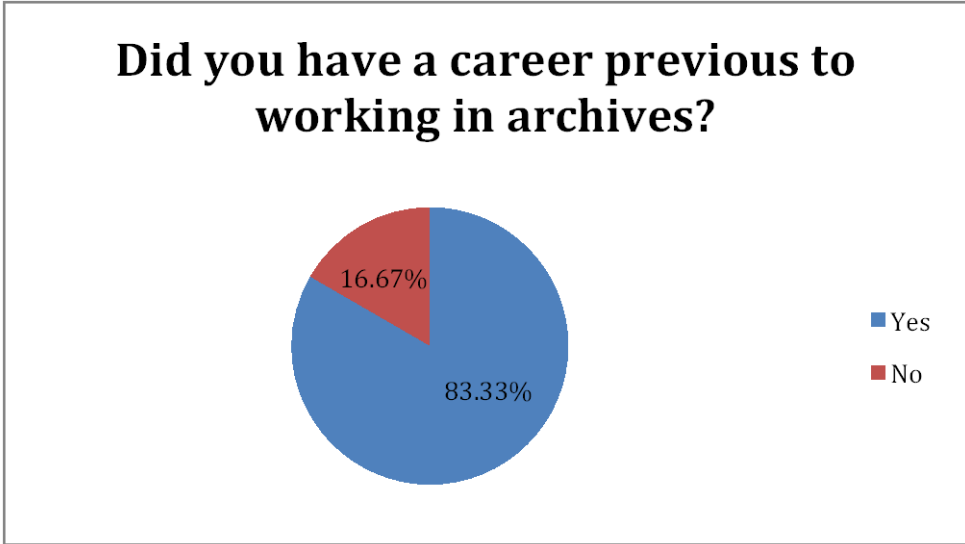
8 individuals who started the survey responded to this question. 10 individuals skipped the question.



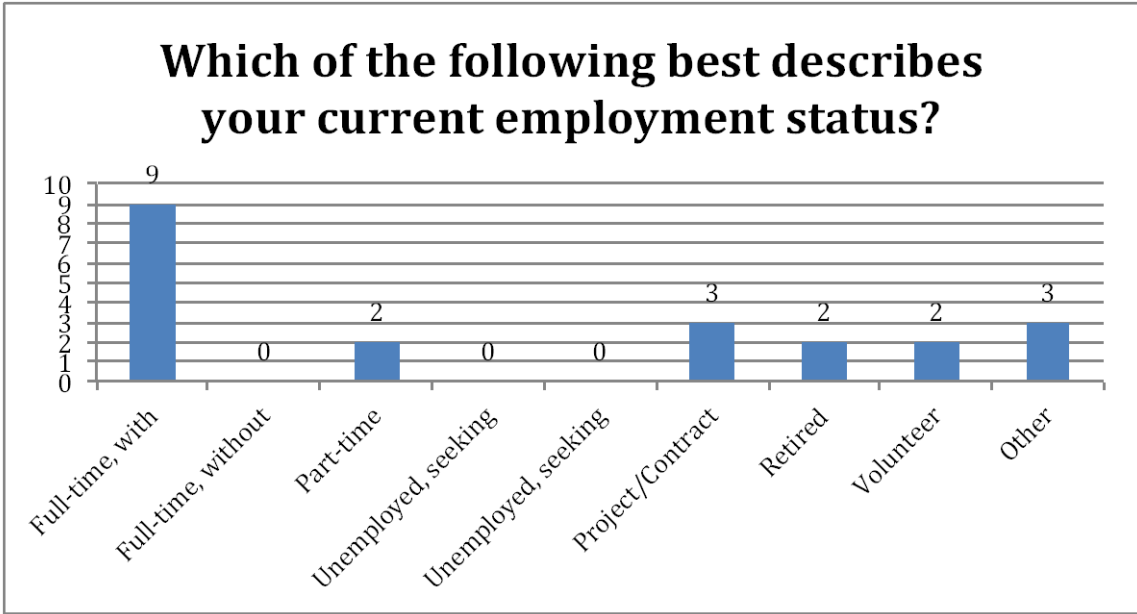
17 individuals who started the survey responded to this question. 1 individual skipped the question. Responses to other included Certified Archivist (CA), which received 4 responses, and the following with 1 response each: Register of Professional Archaeologists, Modern Archives Institute, and Public Library Certification.



18 individuals who started the survey responded to this question. 0 individuals skipped the question.

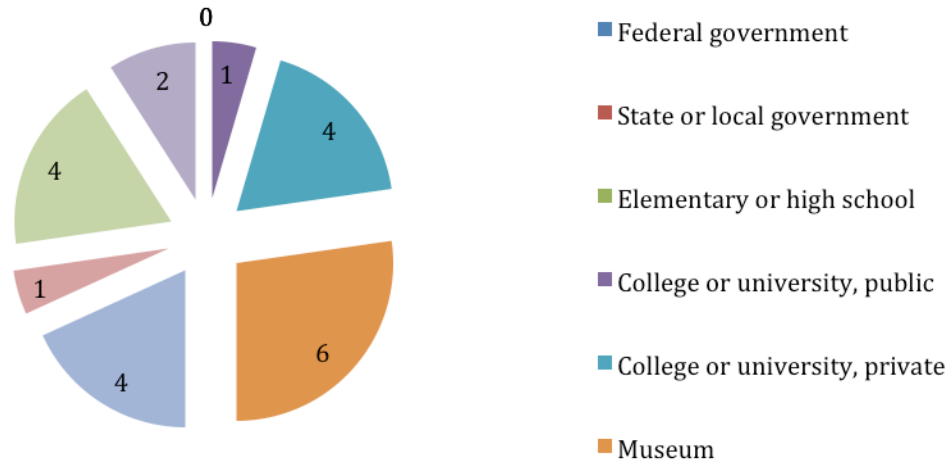


18 individuals who started the survey responded to this question. 0 individuals skipped the question. Specified results included the following with 1 response each unless otherwise noted: medical, education (3), retail (2), librarian (3), nursing, archeology, library staff, museums/historic sites, chemistry, social science, hospital administration, graphic/multimedia design, and public relations. Three respondents indicated having 2 previous careers.



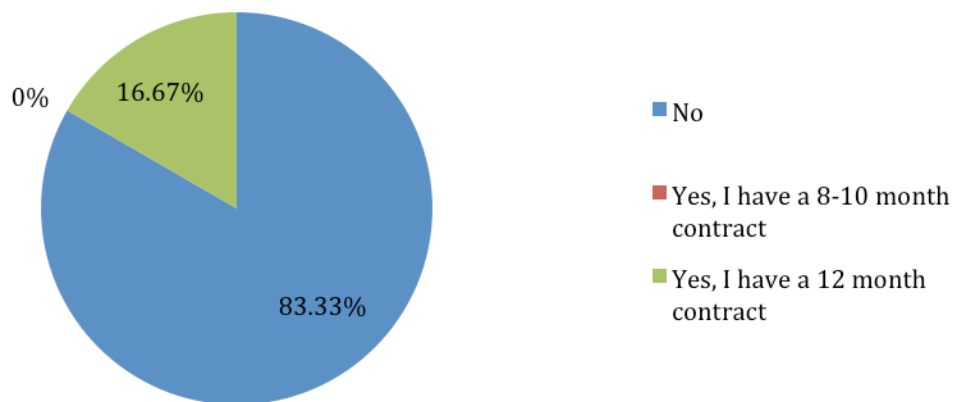
17 individuals who started the survey responded to this question. 1 individual skipped the question. There were three responses to other that included: ‘full-time with benefits, Lone Arranger position is a part time second job’ and ‘started as a volunteer; not receive room, board, small salary.’ One response to other was deemed to fall under Volunteer, so was added to that category.

What type of institution do you currently work for?



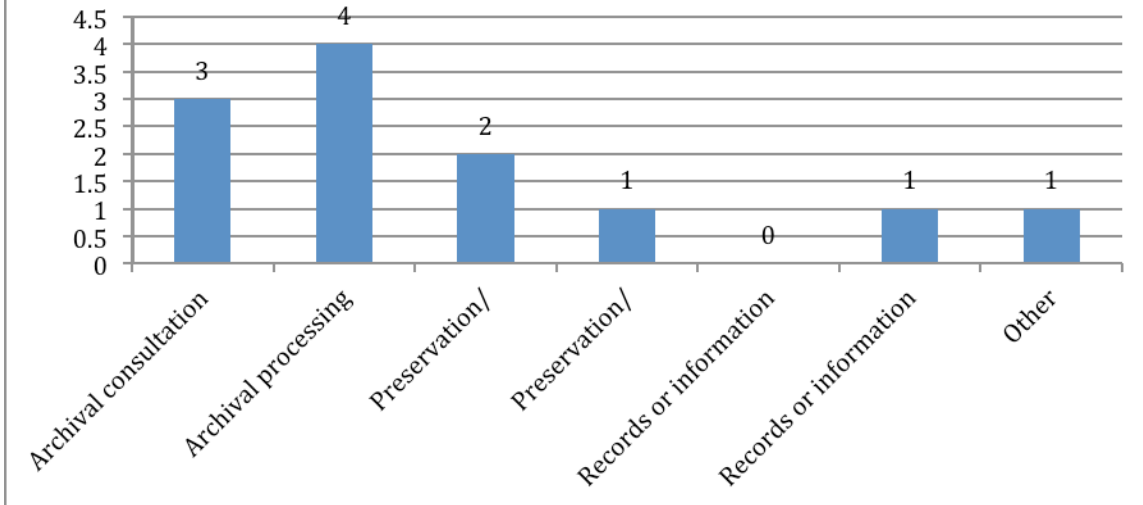
15 individuals who started the survey responded to this question. 3 individual skipped the question. Respondents were encouraged to check all that apply. Responses to other included: single family office, public library, and one response that was moved to non-profit historical organization.

If you work for a college or university, is yours a tenure track position?



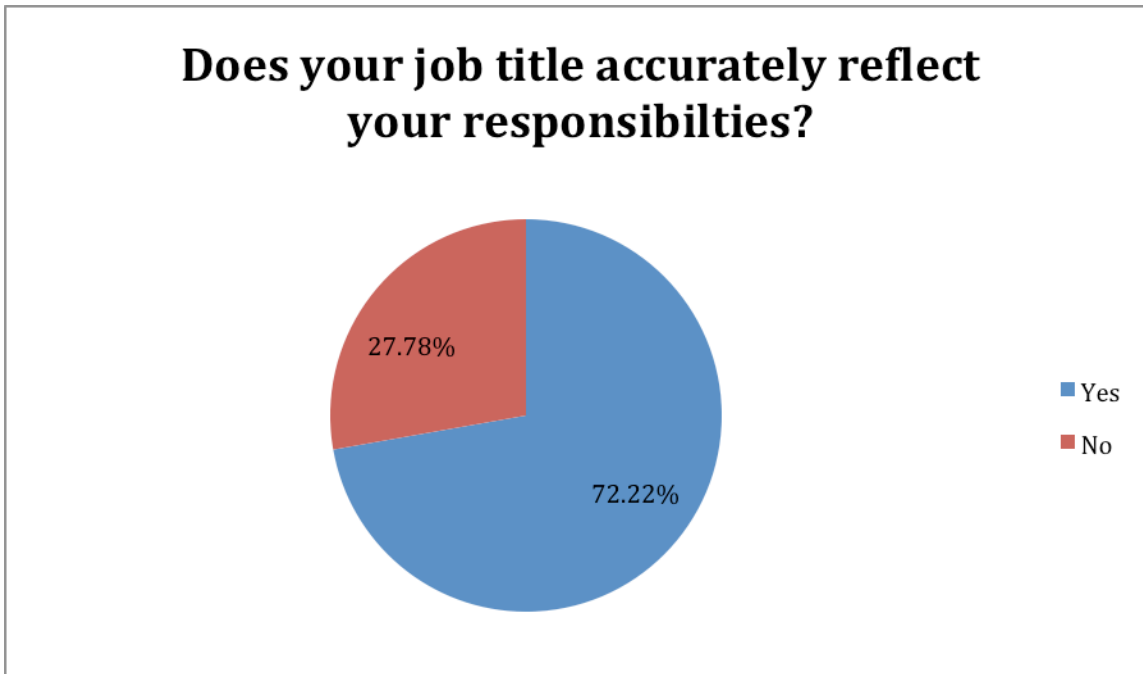
6 individuals who started the survey responded to this question. 12 individual skipped the question.

If you are currently self-employed, which best describes the work you do?



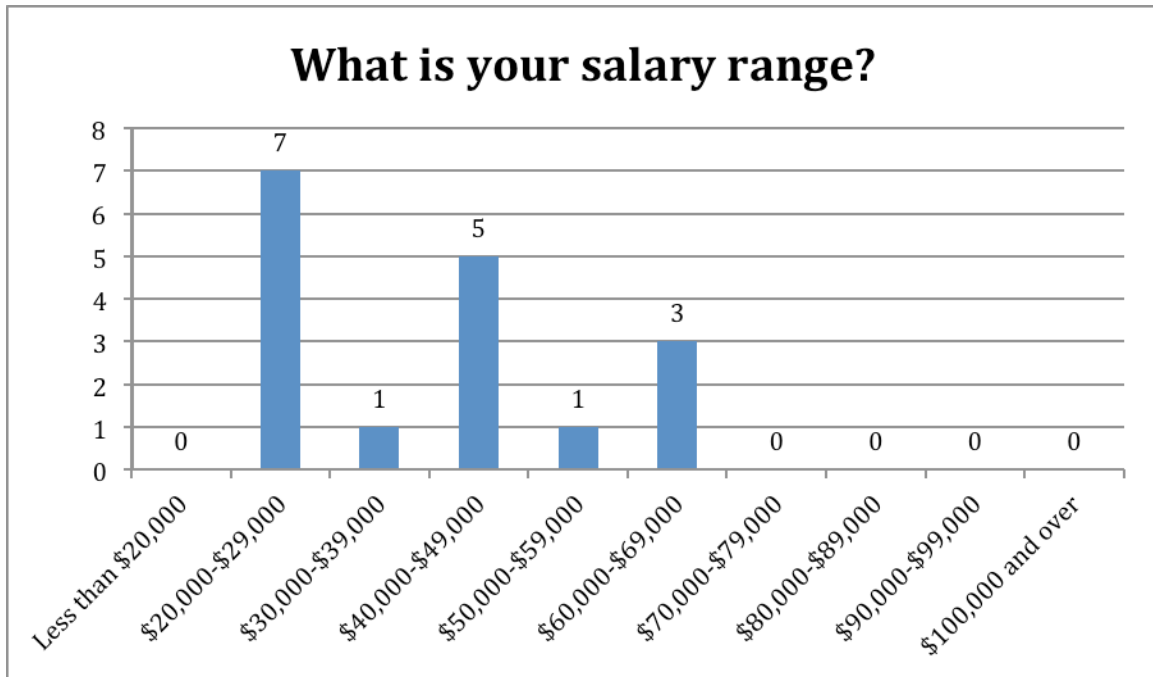
5 individuals who started the survey responded to this question. 13 individual skipped the question. Respondents were encouraged to check all that applied. One response to other included: ‘public service, reference, exhibition development, grant writing, donor relations, bridge building with related disciplines and cultural organization.’

Does your job title accurately reflect your responsibilities?



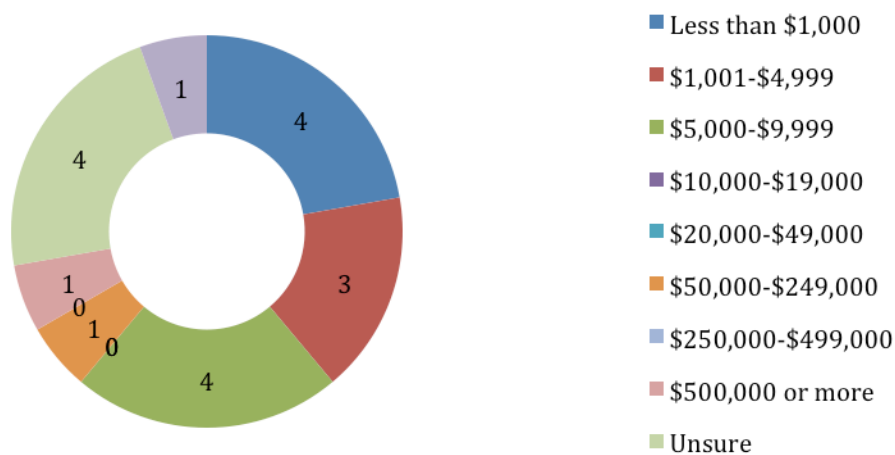
18 individuals who started the survey responded to this question. 0 individuals skipped the question. Individuals who selected no were encourage to supply a why not. There were six responses that were as follows: ‘I am the Archivist/Records Manager but our

new COO is deciding what projects get done when irregardless of how sensitive the items are,' My title is Associate Librarian which doesn't reflect my responsibilities as an archivist,' 'Title for contract is Assistant Archivist, actually do processing and training,' 'As we know-archivist can encompass nearly everything,' 'My job title does not mention archives but that is a portion of my job,' 'My official title is Corporate Librarian, but at least 75% of my work is archives related.'



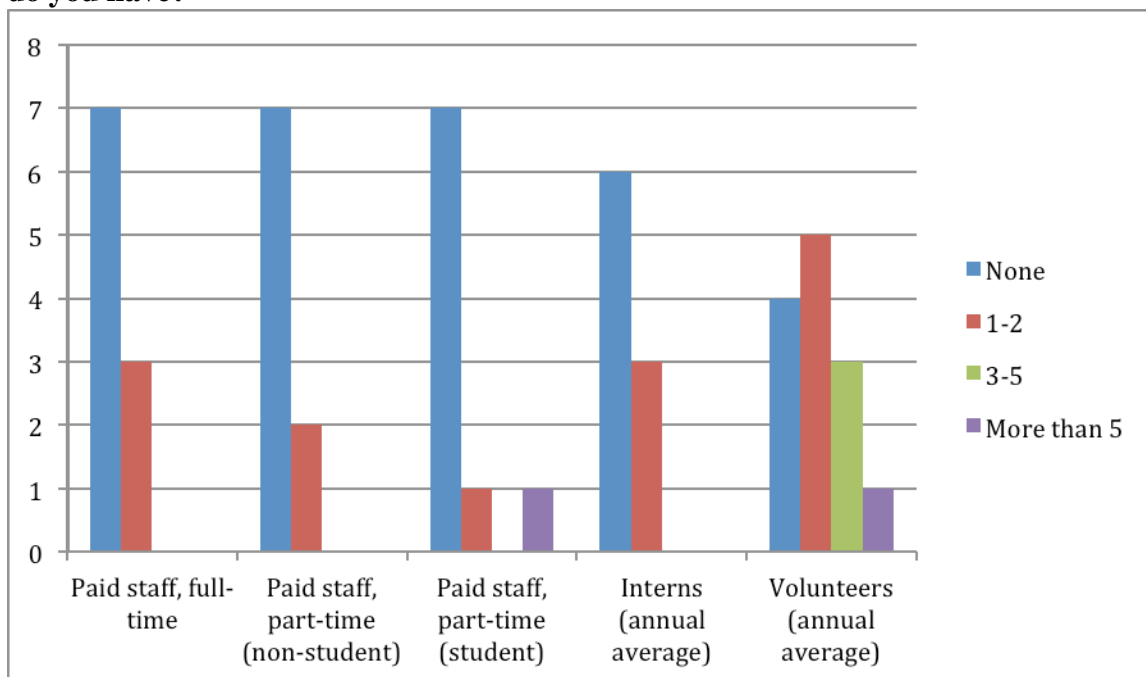
17 individuals who started the survey responded to this question. 1 individual skipped the question.

Annual budget (does not include salary and benefits for you or any paid staff.)



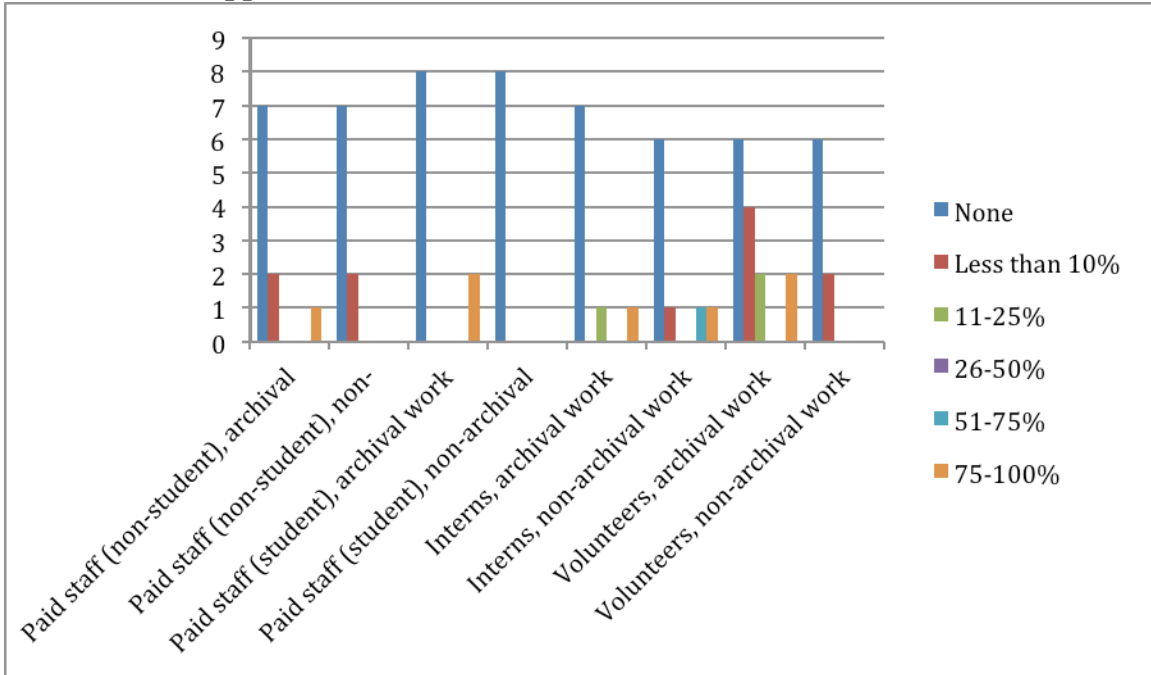
17 individuals who started the survey responded to this question. 1 individual skipped the question. The Other respondent stated, 'I don't really have a budget, things are approved case by case.'

If you have support, are they Paid Staff, Interns or Volunteers? How many of each do you have?



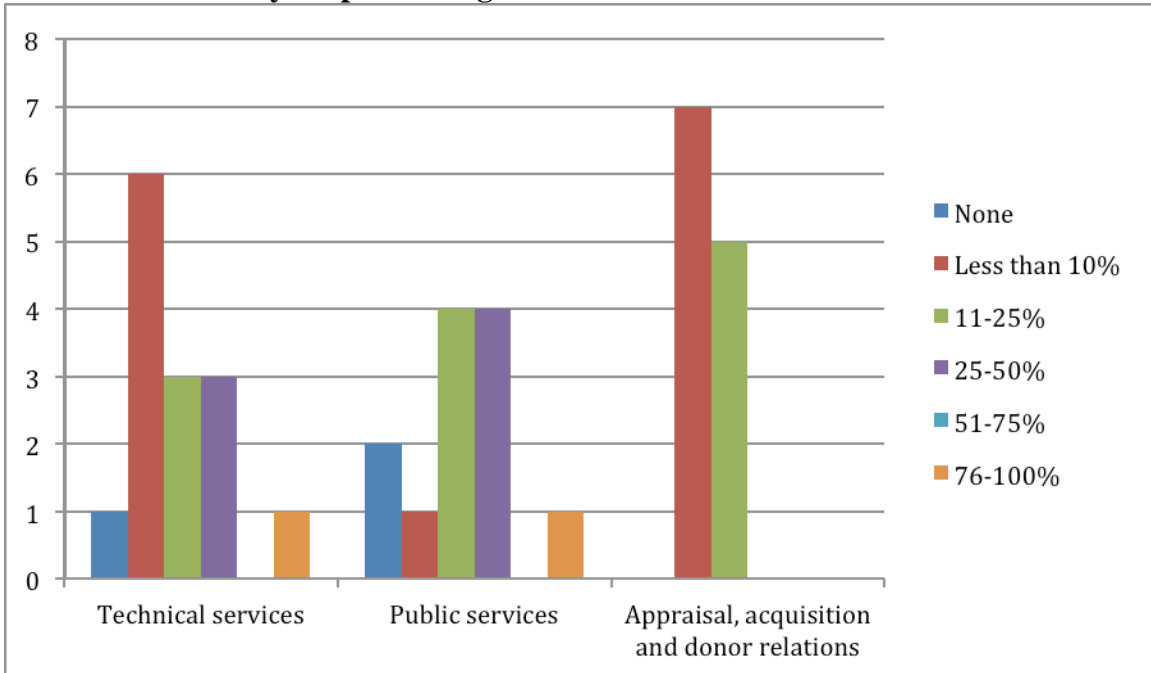
16 individuals who started the survey responded to this question. 2 individuals skipped the question.

Dedication of support time



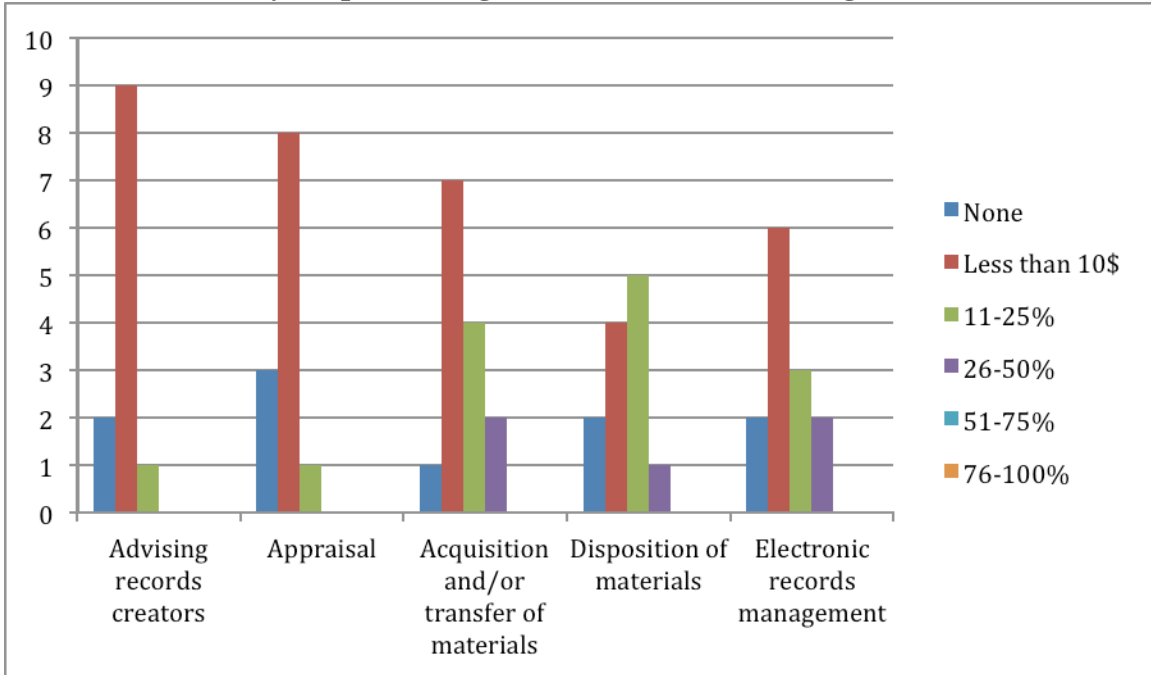
16 individuals who started the survey responded to this question. 2 individuals skipped the question.

How much time do you spend doing traditional archives work?



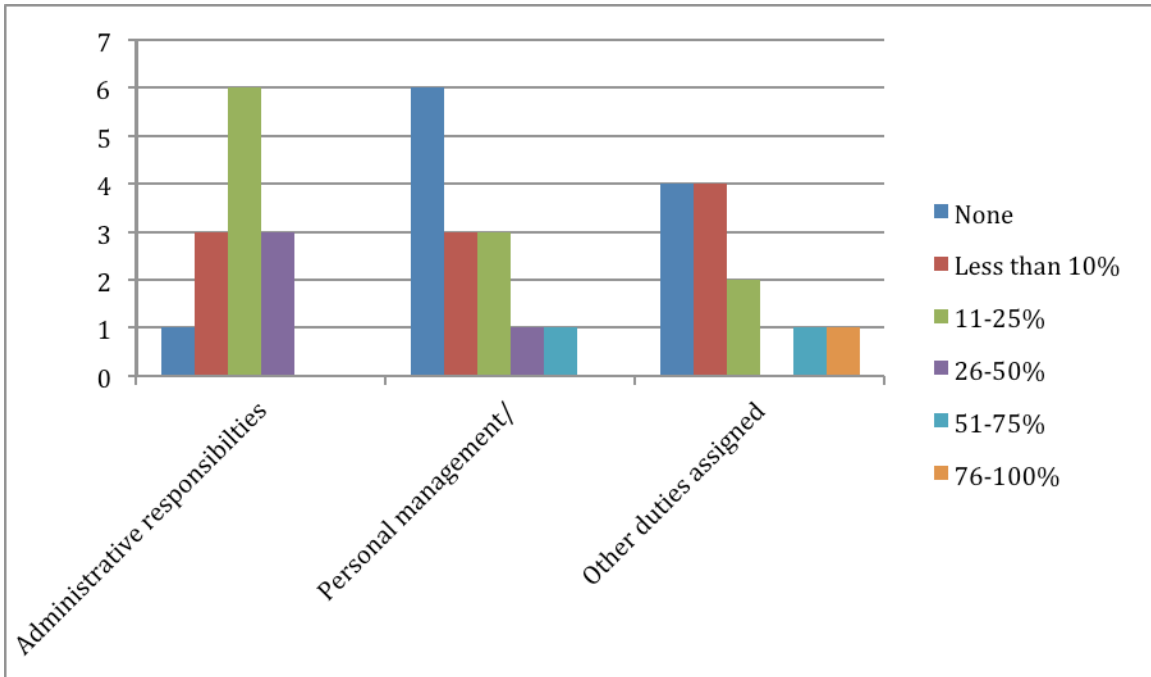
14 individuals who started the survey responded to this question. 4 individuals skipped the question.

How much time do you spend doing traditional records management work?



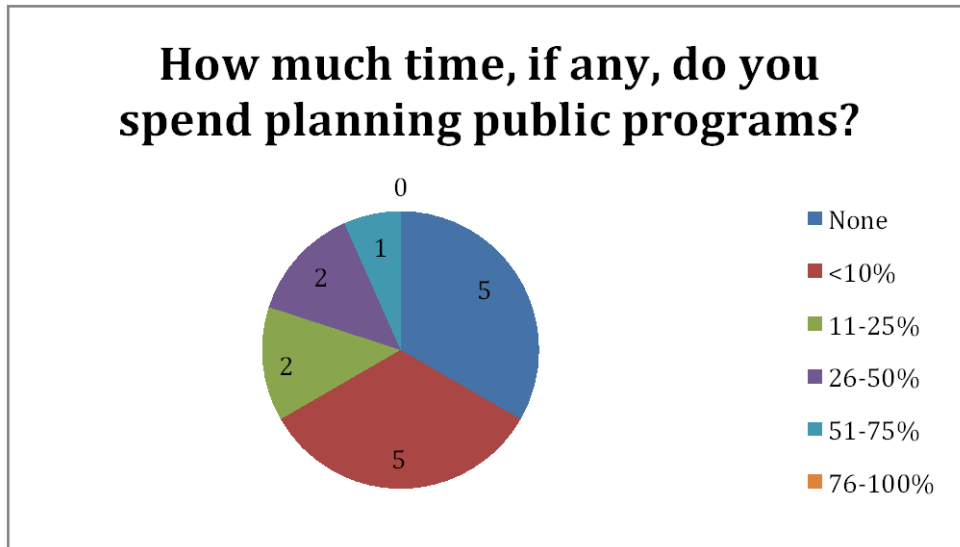
14 individuals who started the survey responded to this question. 4 individuals skipped the question.

How much time do you spend on management, supervision, and other assigned tasks?

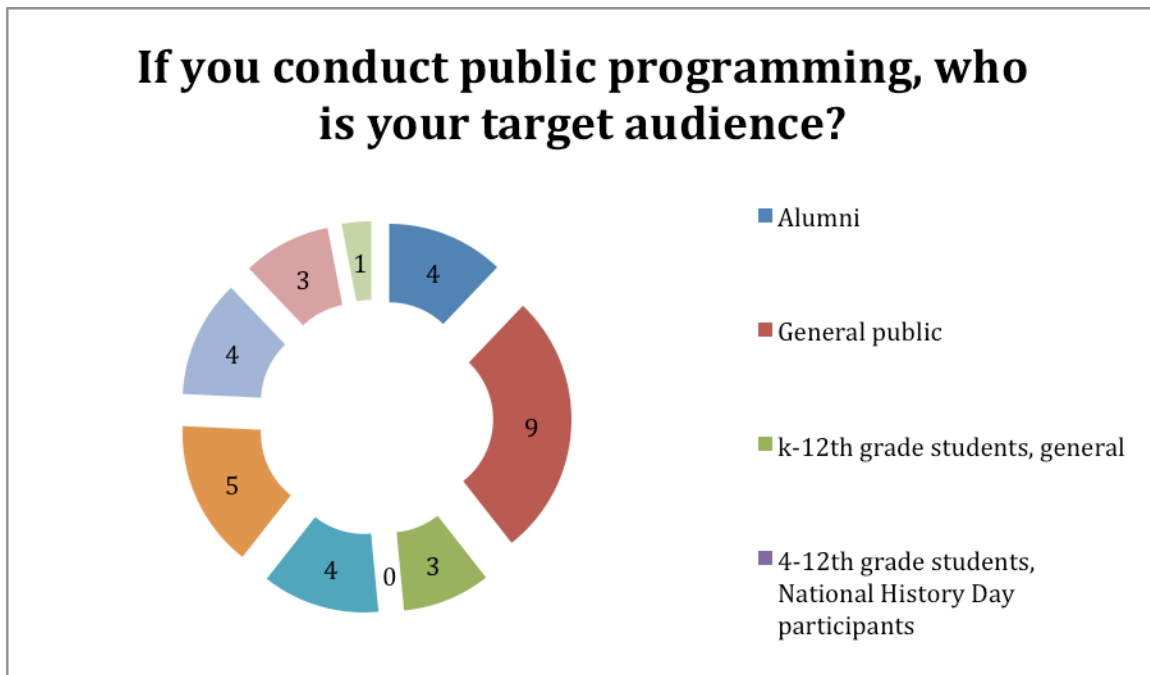


15 individuals who started the survey responded to this question. 3 individuals skipped the question.

Other reported assigned duties included: artifact curation, PR, program development, we all pitch in with whatever is necessary, answer phone, and ‘librarian duties such as research, managing print and electronic resources, etc.’

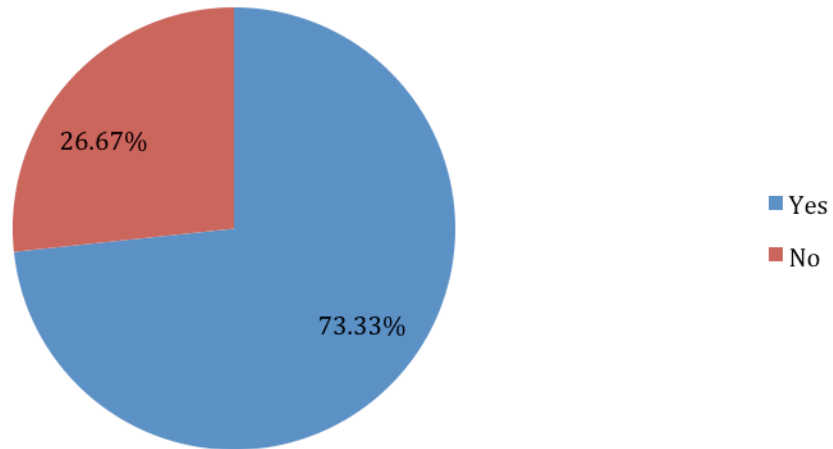


15 individuals who started the survey responded to this question. 3 individuals skipped the question.



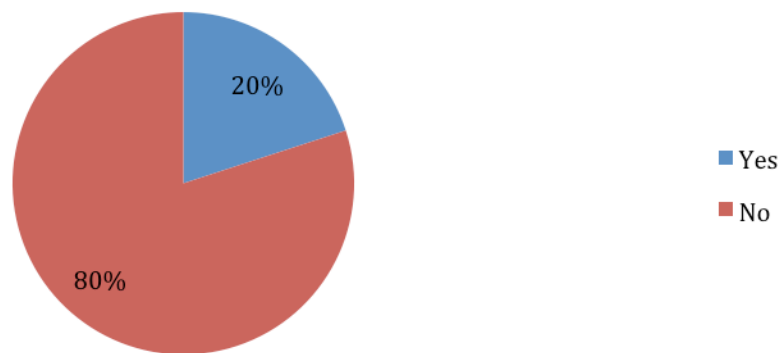
10 individuals who started the survey responded to this question. 8 individuals skipped the question. The other response stated ‘Hispanic and Native American populations.’

Does your repository have a website?



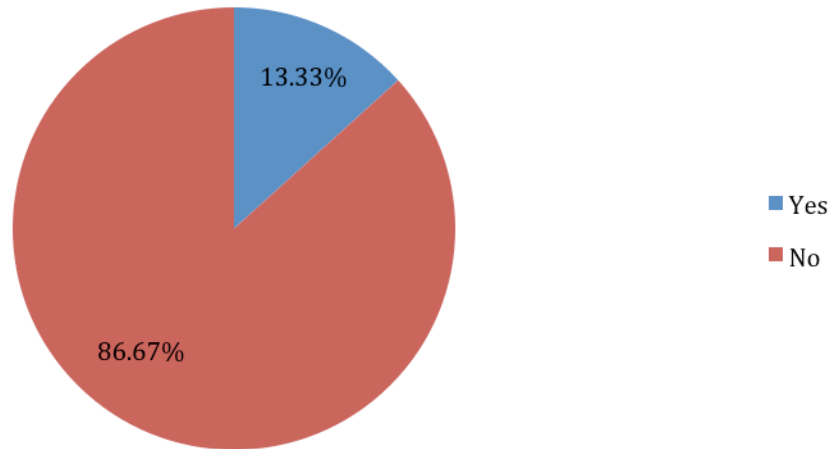
15 individuals who started the survey responded to this question. 3 individuals skipped the question.

Does your repository include collection information in an OPAC (Online Public Access Catalog)?



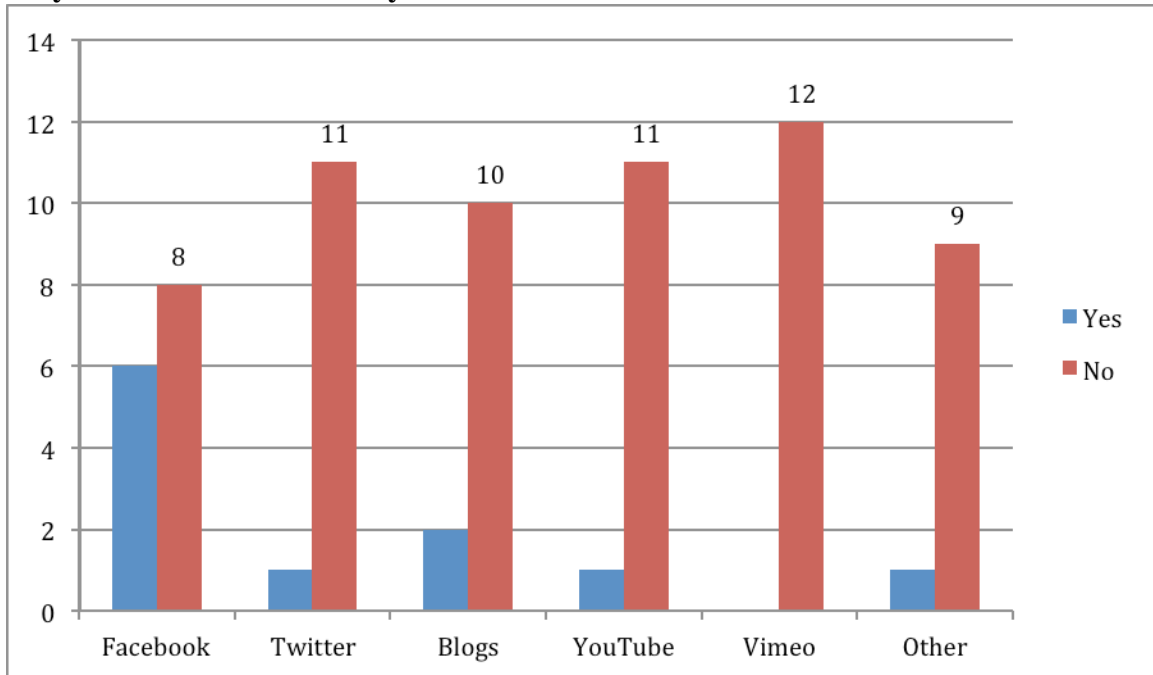
15 individuals who started the survey responded to this question. 3 individuals skipped the question.

Do you offer finding aids online?



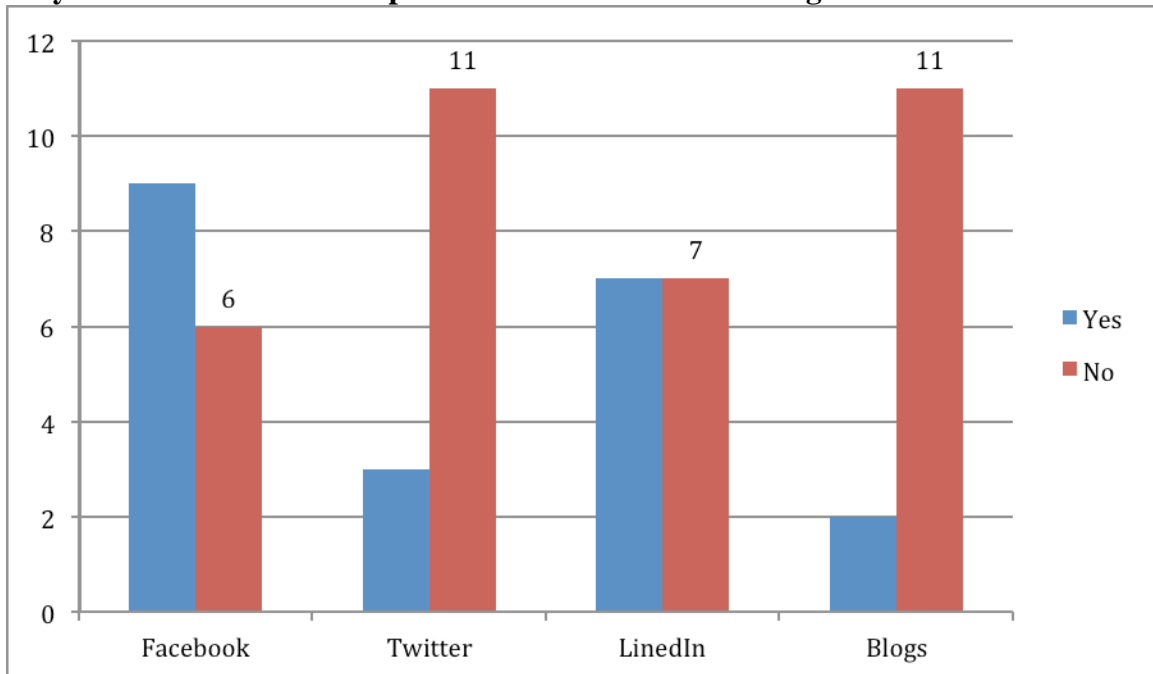
15 individuals who started the survey responded to this question. 3 individuals skipped the question. Respondents who selected yes, were asked to indicate what format they use to present them (HTML, PDF, EAD, etc.). Responses include PDF (1), EAD (1), and starting EAD soon (1).

Do you use social media for your institution?



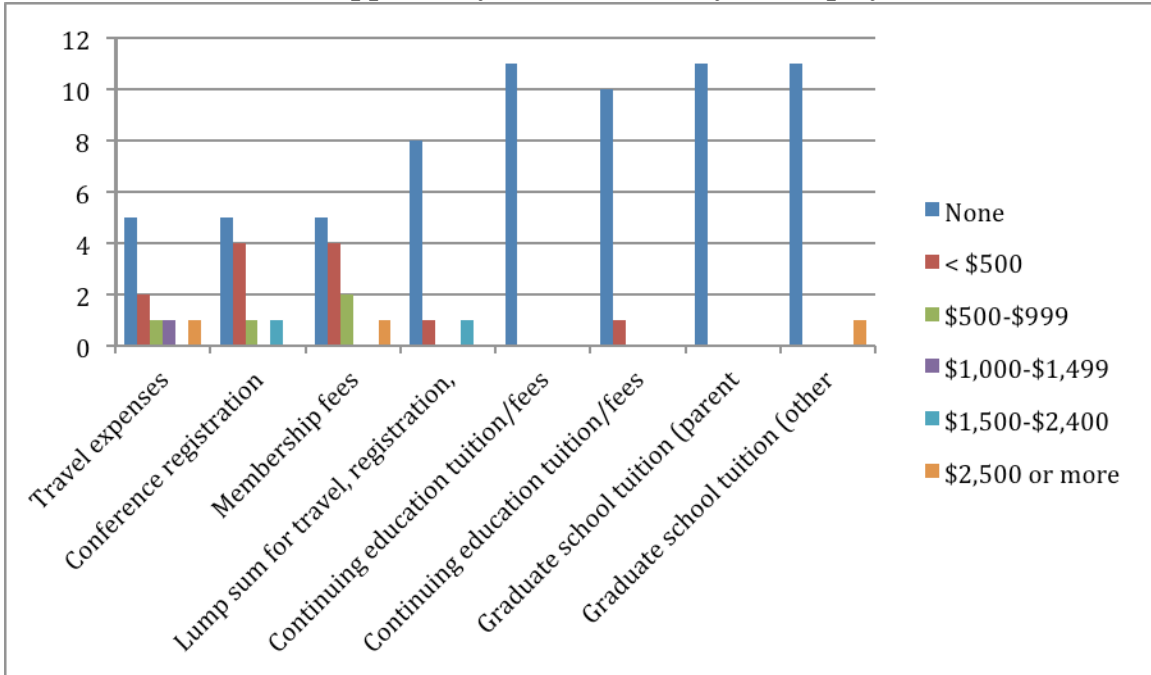
14 individuals who started the survey responded to this question. 4 individuals skipped the question. Respondents were encouraged to select all that apply.

Do you use social media for personal use and/or networking?



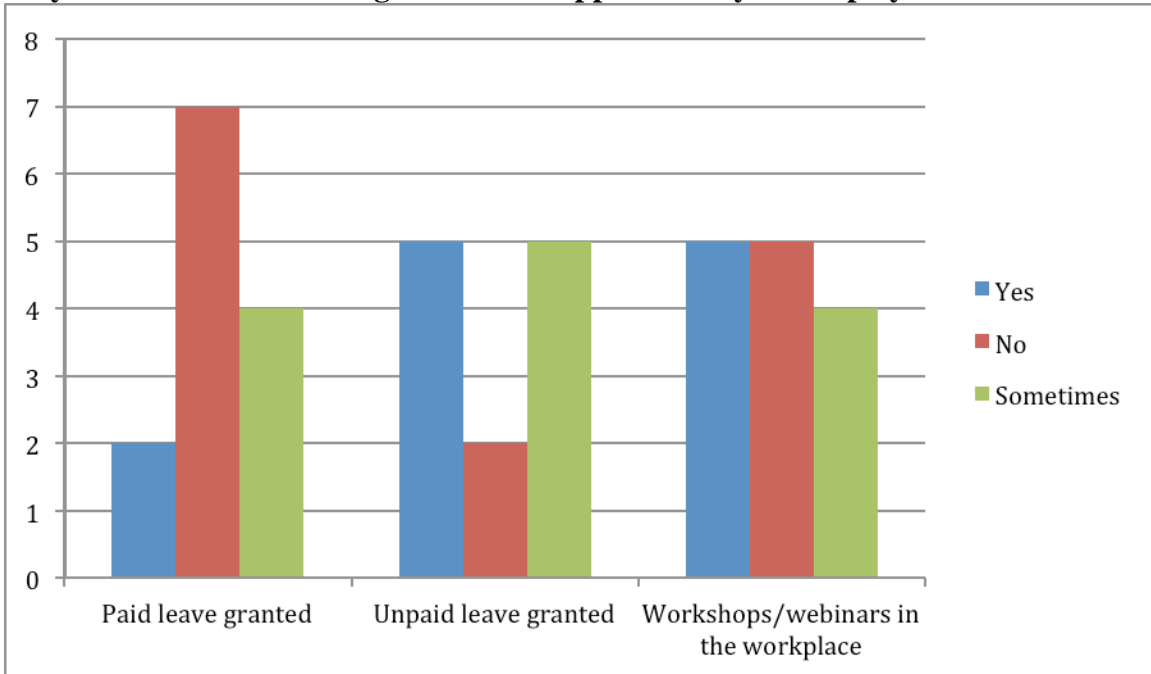
15 individuals who started the survey responded to this question. 3 individuals skipped the question. Respondents were encouraged to select all that apply.

What kind of financial support do you receive from your employer?



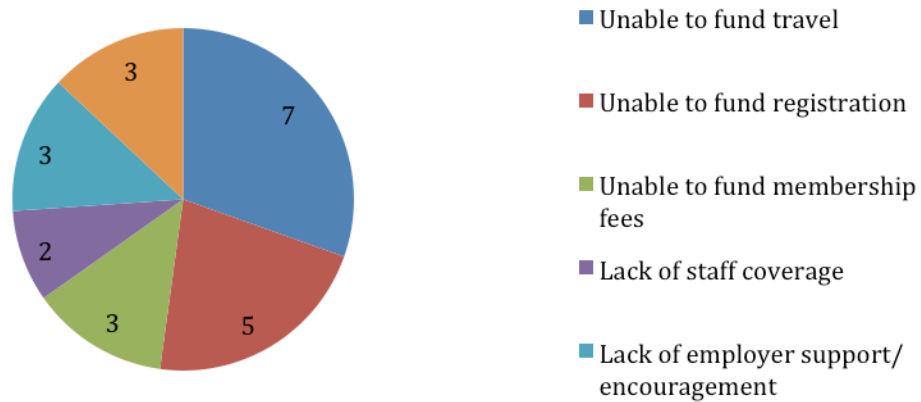
14 individuals who started the survey responded to this question. 4 individuals skipped the question. Respondents were encouraged to select all that apply.

Do you receive the following additional support from your employer?



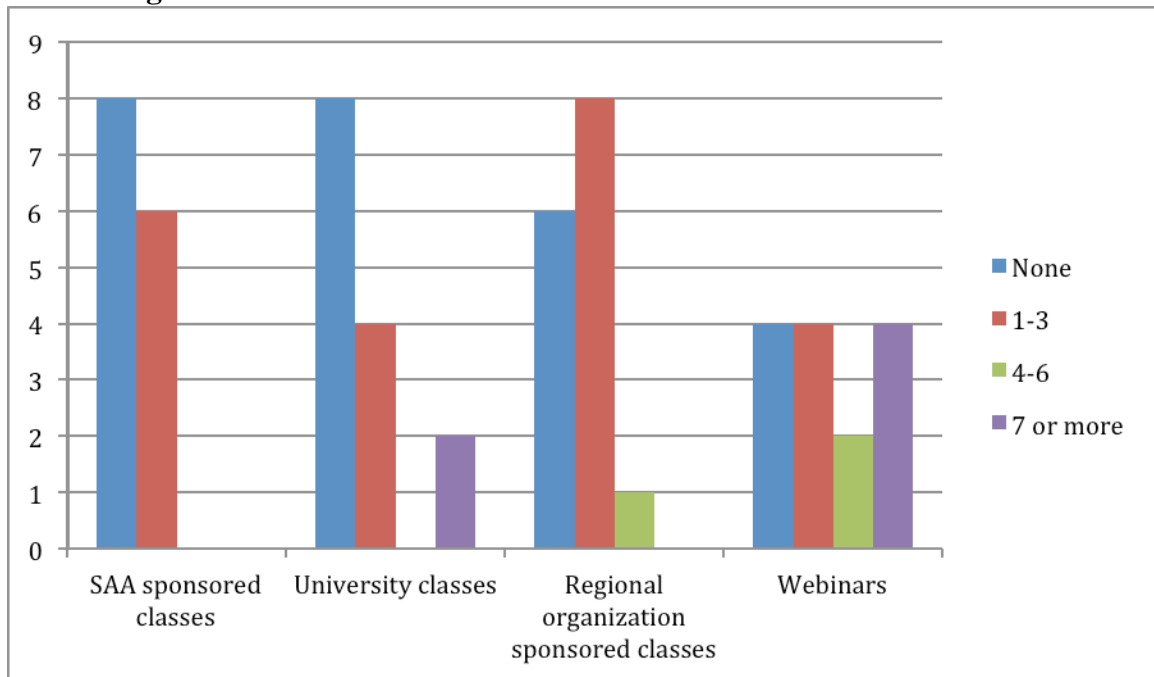
15 individuals who started the survey responded to this question. 3 individuals skipped the question.

What are the major barriers keeping you from participating in professional development opportunities?



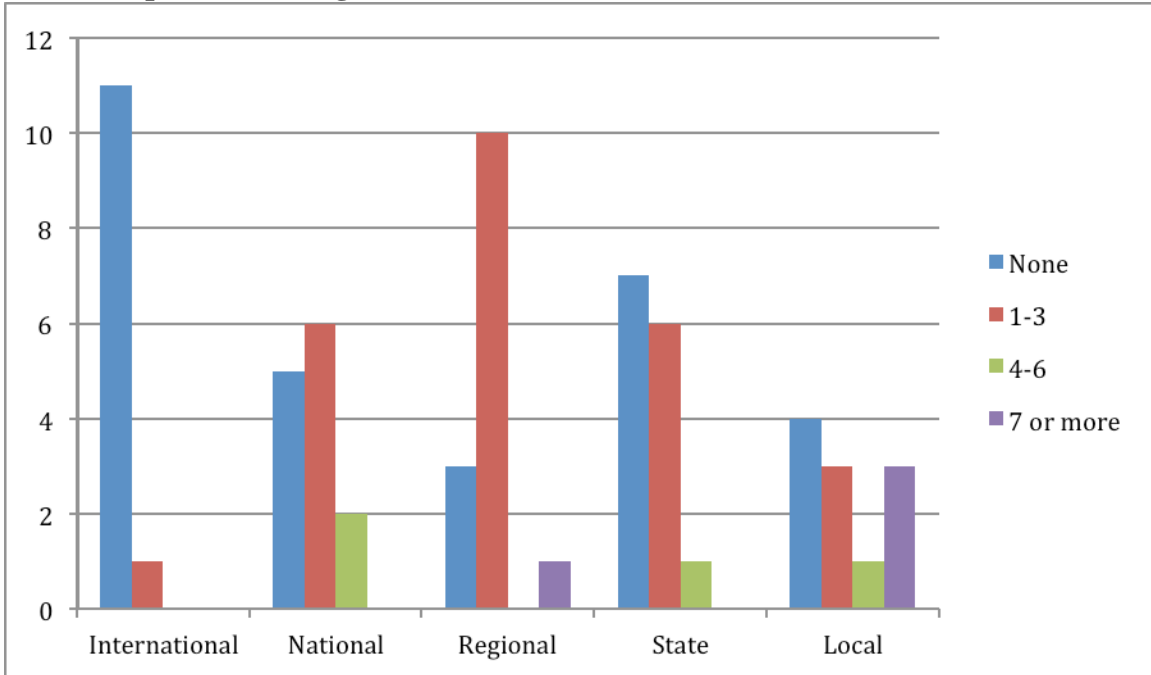
10 individuals who started the survey responded to this question. 8 individuals skipped the question. Respondents were encouraged to select all that apply. Other responses included: lack of time, I'm a freelance project archivist – participation is usually for staff members, and spending my allotment on half of grad school.

Continuing Education Courses



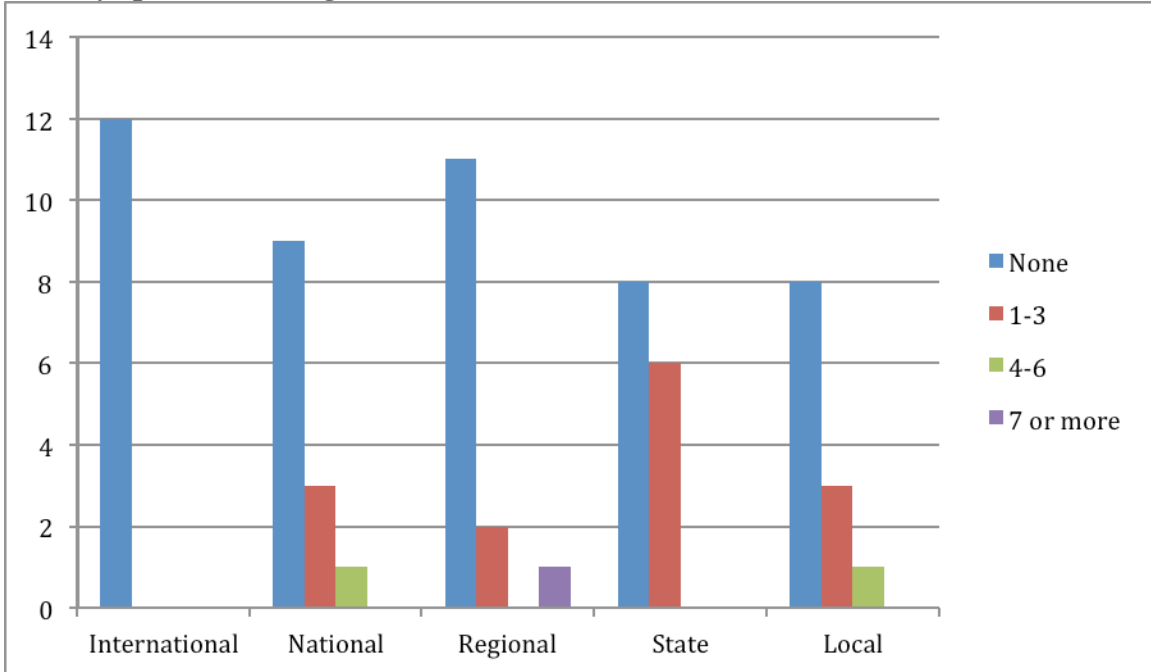
15 individuals who started the survey responded to this question. 3 individuals skipped the question.

Archives specific meetings/annual conferences



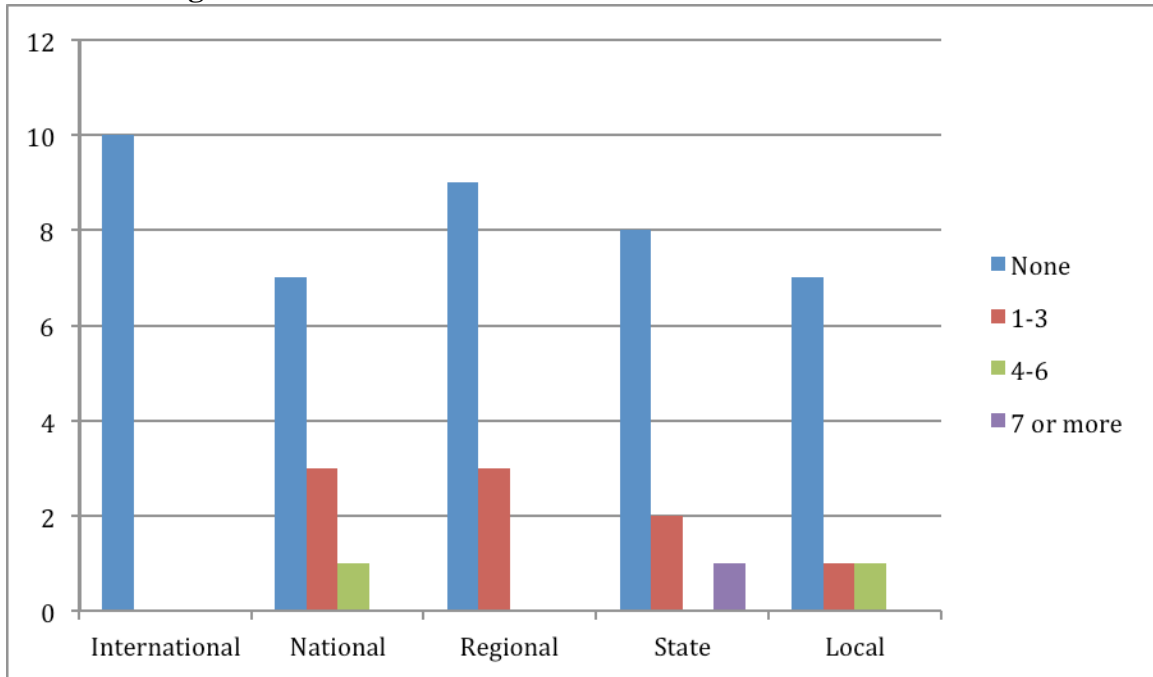
15 individuals who started the survey responded to this question. 3 individuals skipped the question.

Library specific meetings/annual conferences



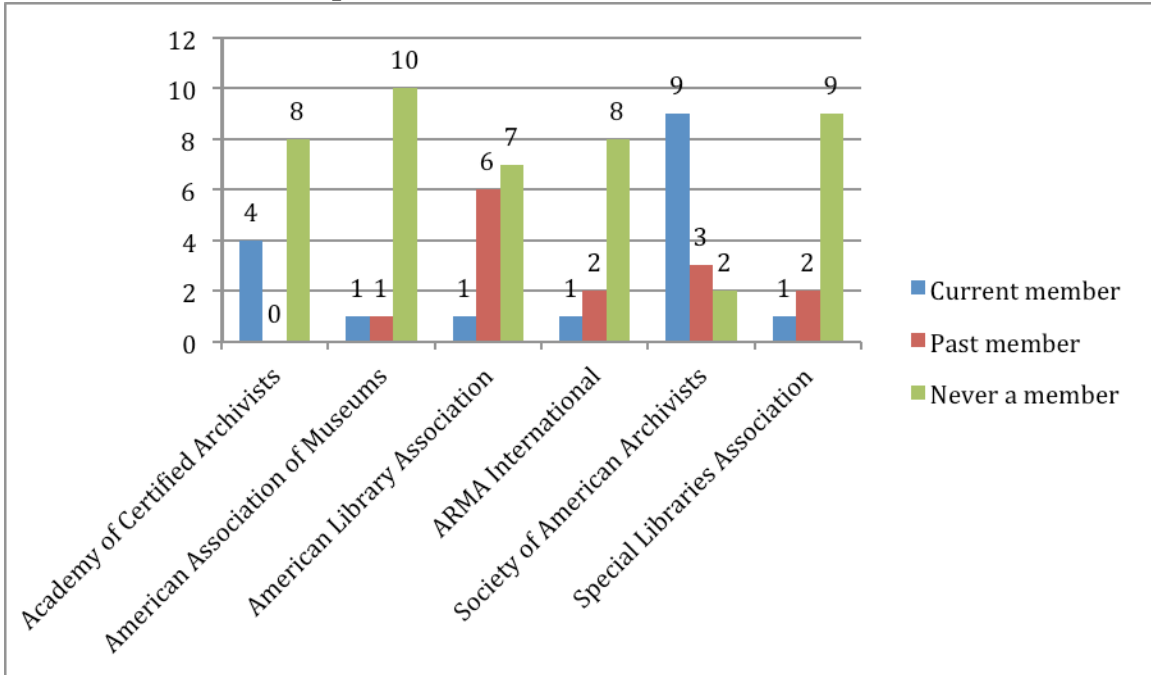
14 individuals who started the survey responded to this question. 4 individuals skipped the question.

Other meetings/annual conferences



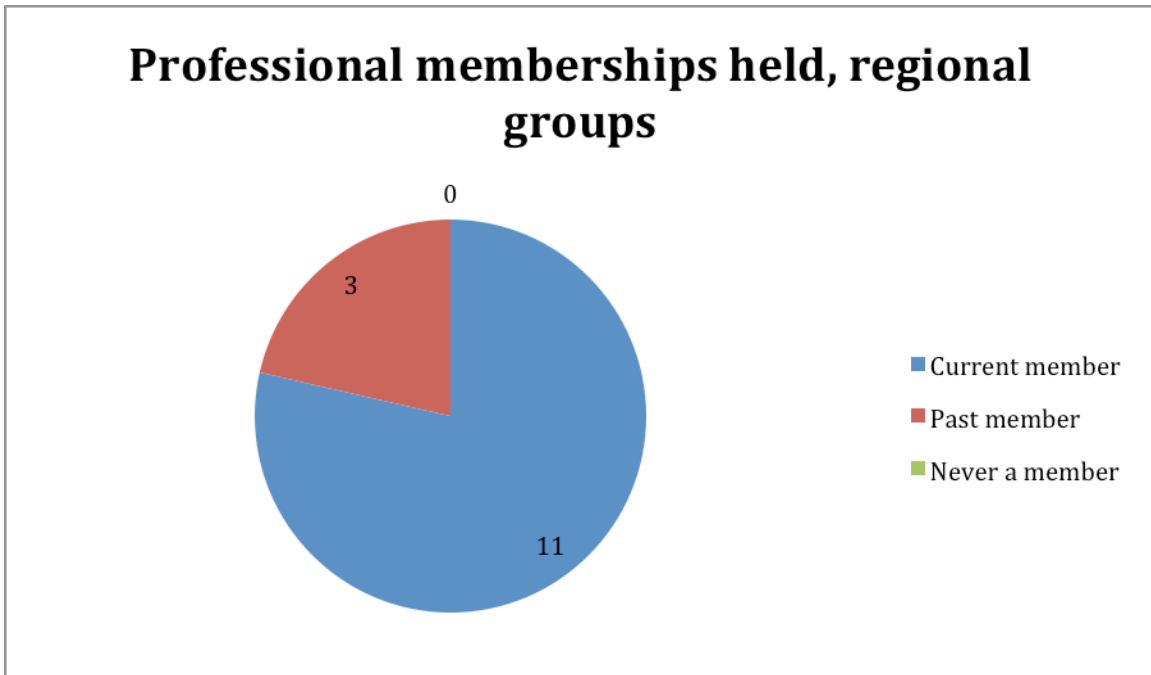
12 individuals who started the survey responded to this question. 6 individuals skipped the question. Respondents were asked to specify the type of meeting or conference. The following were the responses received with 1 each: ARMA, local and regional history, leadership development, religious studies, records management, Society of American Archaeology, Texas Association of Museum, Texas Archaeology Society, book, book arts related, museums (2), California Connecting to Collections – funding preservation grants, and personal affiliations.

Professional memberships held



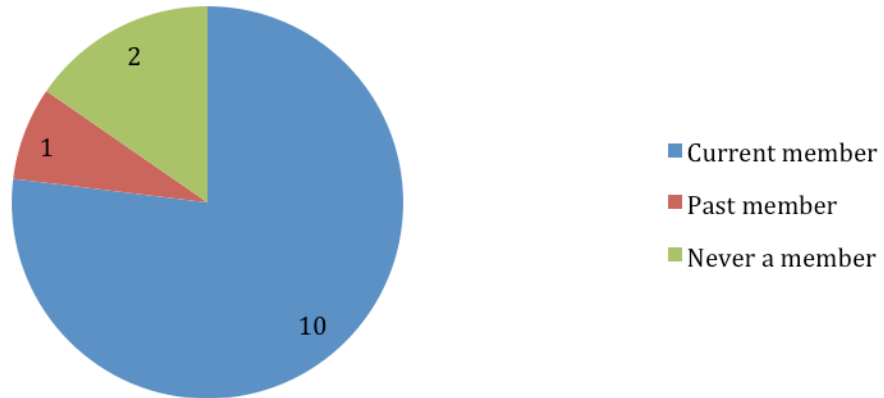
14 individuals who started the survey responded to this question. 4 individuals skipped the question.

Professional memberships held, regional groups



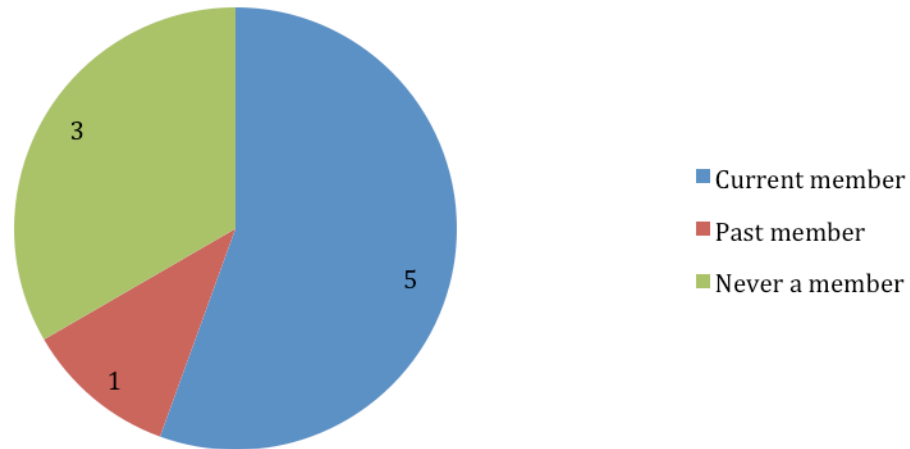
14 individuals who started the survey responded to this question. 4 individuals skipped the question. The following regional groups were specified with number of responses for each noted: MARAC (4), Society of American Archaeologists (1), New England Archivists (4), NEMA (1), CIMA, SSA, and FAZA.

Professional memberships held, local groups



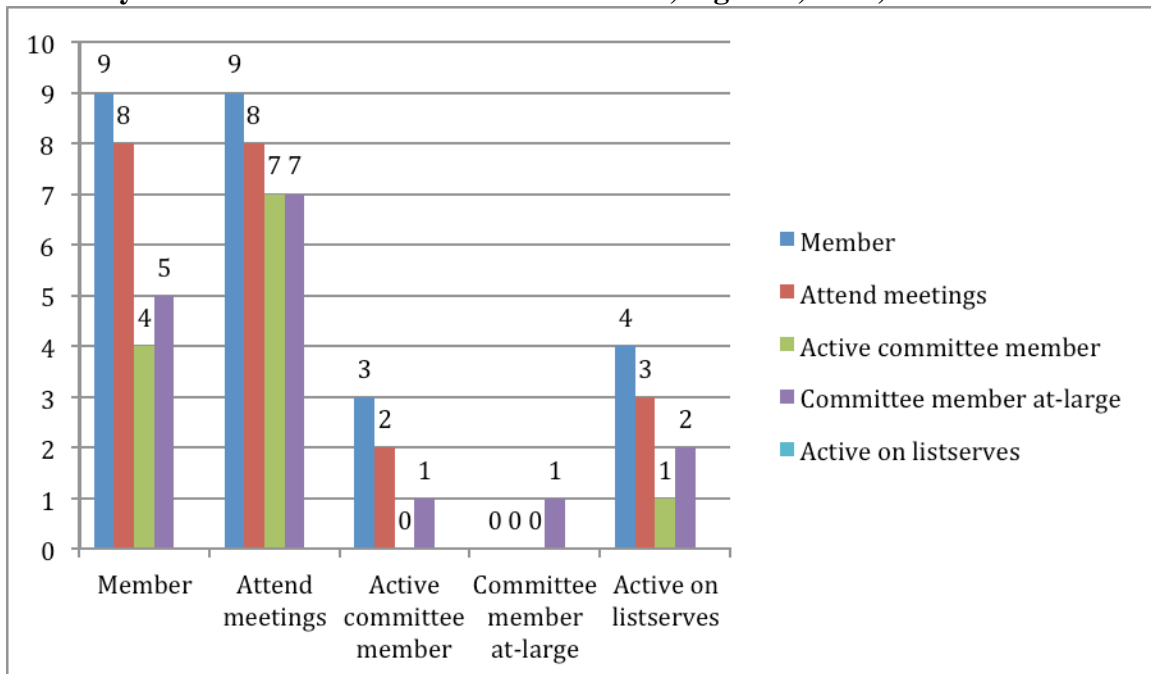
13 individuals who started the survey responded to this question. 5 individuals skipped the question. Organizations listed included: Western New York Archivists, DVAG, Maryland History and Culture Collaborative (MHCC), Texas Archaeology Society, Connecticut League of History Organization, Vermont Archivists Network (VAN), Vermont Historical League of Local Societies/Museums, NEA, Maine Archives and Museums, and NJSLA.

Professional memberships held, other



9 individuals who started the survey responded to this question. 9 individuals skipped the question. Other memberships listed included: Archivists of Congregations of Women Religious, Texas Association of Museums, ICA, Society of Women Engineers (funded membership), Vermont Library Association, and Graphic Artists Guild.

What is your level of involvement at the national, regional, state, and local levels?



14 individuals who started the survey responded to this question. 4 individuals skipped the question. Respondents were encouraged to select all that applied. Respondents who

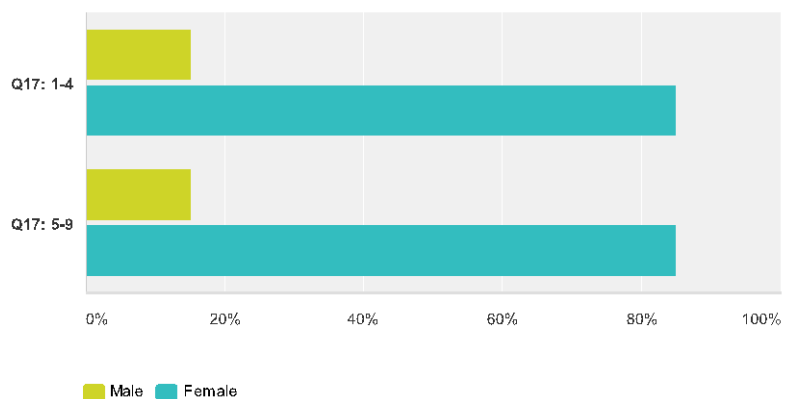
are not involved were asked to specify why not. Responses included: cost of attending meetings, which includes loss of wages (I am paid currently on an hourly basis with no benefits), Time – lone-arranger, not certified – therefore don't feel qualified, and no time.

Appendix VIII

Comparative results filtered for those who responded '1-4' and '5-9' years in the profession. 1-4 N=79, 5-9 N=87

Q1 What is your gender?

Answered: 165 Skipped: 1

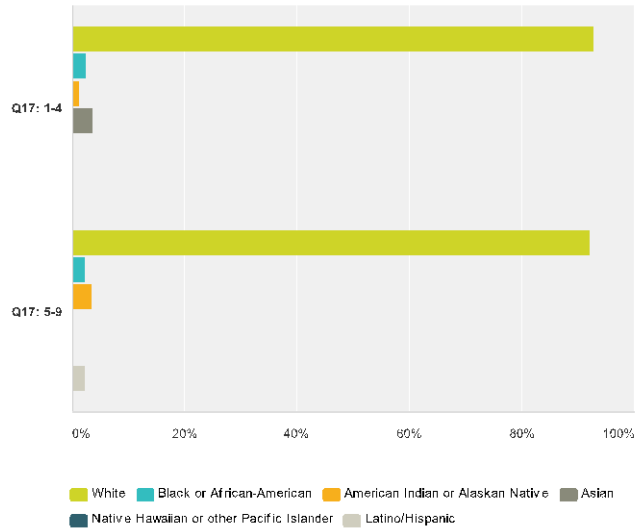


Q2. What is your age?

	Q17: 1undefined4	Q17: 5undefined9	Total
Under 25	100% 4	0% 0	4
25-29	63.64% 14	36.36% 8	22
30-34	48.48% 16	51.52% 17	33
35-39	42.31% 11	57.69% 15	26
40-44	50% 8	50% 8	16
45-49	53.33% 8	46.67% 7	15
50-54	36.36% 4	63.64% 7	11
55-59	36.36% 4	63.64% 7	11
60-64	27.27% 3	72.73% 8	11
65 and over	41.18% 7	58.82% 10	17

Q3 Are you: *Please check all that apply

Answered: 162 Skipped: 4

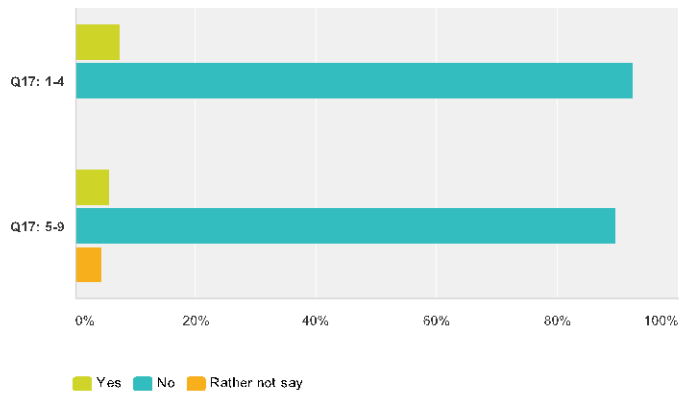


	Q17: 1undefined4	Q17: 5undefined9	Total Respondents
White	48.08% 75	51.92% 81	156
Black or African-American	50% 2	50% 2	4
American Indian or Alaskan Native	25% 1	75% 3	4
Asian	100% 3	0% 0	3
Native Hawaiian or other Pacific Islander	0% 0	0% 0	0
Latino/Hispanic	0% 0	100% 2	2

Q4. All respondents reported English as their primary language.

Q5 Have you ever self-reported a disability or health problem to an employer?

Answered: 166 Skipped: 0

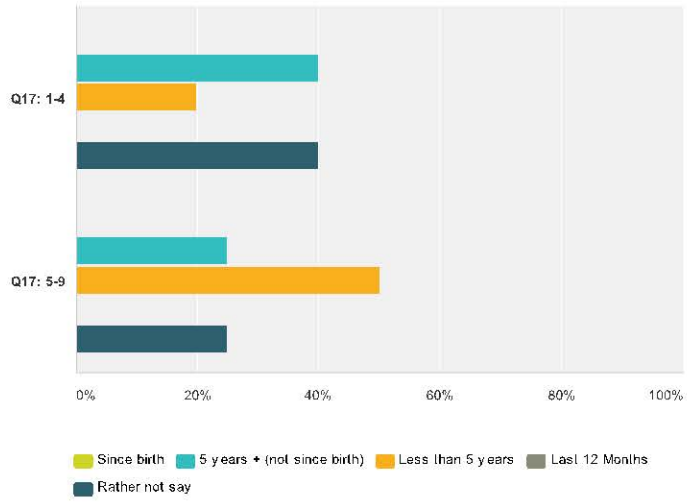


	Q17: 1undefined4	Q17: 5undefined9	Total
Yes	54.55% 6	45.45% 5	11
No	48.34% 73	51.66% 78	151
Rather not say	0% 0	100% 4	4

Those who responded ‘YES’ to the question “Have you ever self-reported a disability or health problem to an employer” were asked to complete the next four questions. Those that responded ‘No’ or ‘Rather not say’ were not shown the next four questions.

Q6 Duration of impairment?

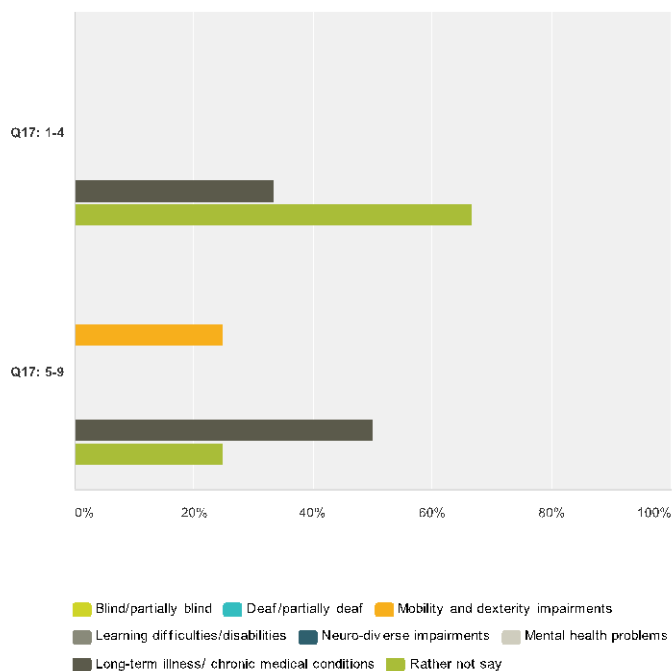
Answered: 9 Skipped: 157



	Q17: 1undefined4	Q17: 5undefined9	Total
Since birth	0% 0	0% 0	0
5 years + (not since birth)	66.67% 2	33.33% 1	3
Less than 5 years	33.33% 1	66.67% 2	3
Last 12 Months	0% 0	0% 0	0
Rather not say	66.67% 2	33.33% 1	3

Q7 Type of impairment? *Please check all that apply

Answered: 7 Skipped: 159

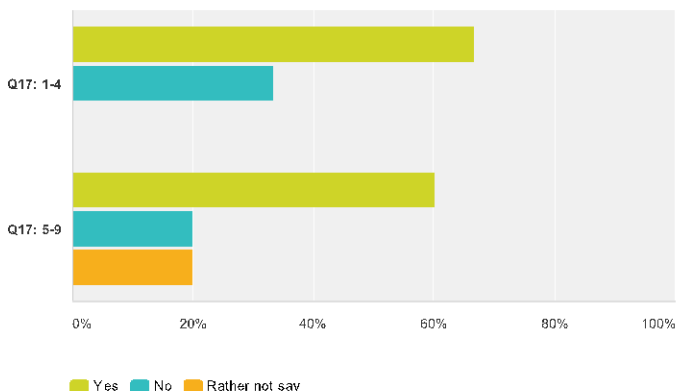


	Q17: 1undefined4	Q17: 5undefined9	Total Respondents
Blind/partially blind	0% 0	0% 0	0
Deaf/partially deaf	0% 0	0% 0	0
Mobility and dexterity impairments	0% 0	100% 1	1
Learning difficulties/disabilities	0% 0	0% 0	0
Neuro-diverse impairments	0% 0	0% 0	0
Mental health problems	0% 0	0% 0	0
Long-term illness/ chronic medical conditions	33.33% 1	66.67% 2	3
Rather not say	66.67% 2	33.33% 1	3

Q.8 No respondents require the assistance of a service animal.

Q9 Is the building you work in ADA compliant?

Answered: 11 Skipped: 155



	Q17: 1undefined4	Q17: 5undefined9	Total
Yes	57.14% 4	42.86% 3	7
No	66.67% 2	33.33% 1	3
Rather not say	0% 0	100% 1	1

Q10. Where in the United States are you? 165 responded to this question, 1 respondent skipped the question.

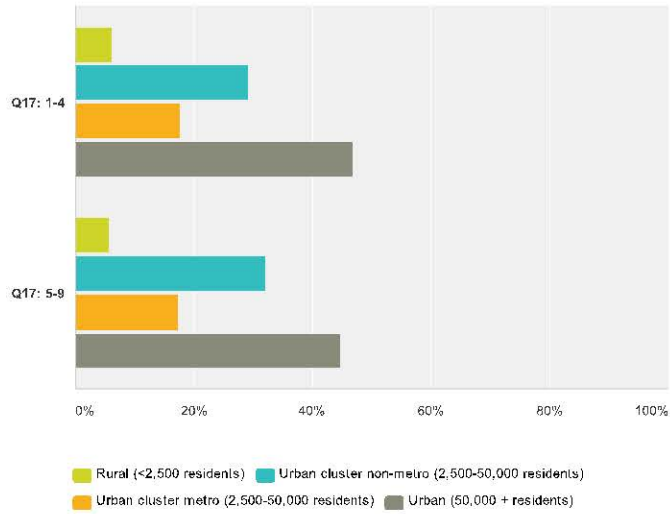
Alabama	100% 1	0% 0	1
Alaska	0% 0	0% 0	0
Arizona	33.33% 1	66.67% 2	3
Arkansas	0% 0	0% 0	0
California	66.67% 4	33.33% 2	6
Colorado	0% 0	100% 2	2
Connecticut	0% 0	100% 2	2
Delaware	0% 0	100% 1	1
District of Columbia (D.C.)	66.67% 2	33.33% 1	3
Florida	0% 0	0% 0	0
Georgia	50% 1	50% 1	2
Illinois	44.44% 4	55.56% 5	9
Indiana	42.86% 3	57.14% 4	7
Iowa	0% 0	100% 1	1
Kansas	0% 0	0% 0	0
Kentucky	100% 1	0% 0	1

Maine	50%	50%	2
	1	1	
Maryland	66.67%	33.33%	9
	6	3	
Massachusetts	35%	65%	20
	7	13	
Michigan	40%	60%	5
	2	3	
Minnesota	33.33%	66.67%	3
	1	2	
Mississippi	0%	0%	0
	0	0	
Missouri	50%	50%	2
	1	1	
Montana	0%	0%	0
	0	0	
Nebraska	0%	0%	0
	0	0	
Nevada	0%	0%	0
	0	0	
New Hampshire	0%	100%	1
	0	1	
New Jersey	60%	40%	5
	3	2	
New York	63.16%	36.84%	19
	12	7	
North Carolina	0%	100%	1
	0	1	
North Dakota	0%	0%	0
	0	0	
Ohio	100%	0%	3
	3	0	
Oklahoma	0%	0%	0
	0	0	
Oregon	100%	0%	2
	2	0	
Pennsylvania	57.14%	42.86%	21
	12	9	
Rhode Island	33.33%	66.67%	3
	1	2	
South Carolina	100%	0%	1
	1	0	
South Dakota	0%	0%	0
	0	0	
Tennessee	44.44%	55.56%	9
	4	5	
Texas	28.57%	71.43%	7
	2	5	
Utah	0%	100%	1
	0	1	
Vermont	0%	100%	1
	0	1	
Virginia	50%	50%	4
	2	2	
Washington	33.33%	66.67%	3
	1	2	
West Virginia	0%	100%	3
	0	3	
Wisconsin	100%	0%	1
	1	0	
Wyoming	0%	0%	0
	0	0	

Q11. No respondents are outside of the United States.

Q12 Community Type (*Community size and type are borrowed from the U.S. Census Bureau)

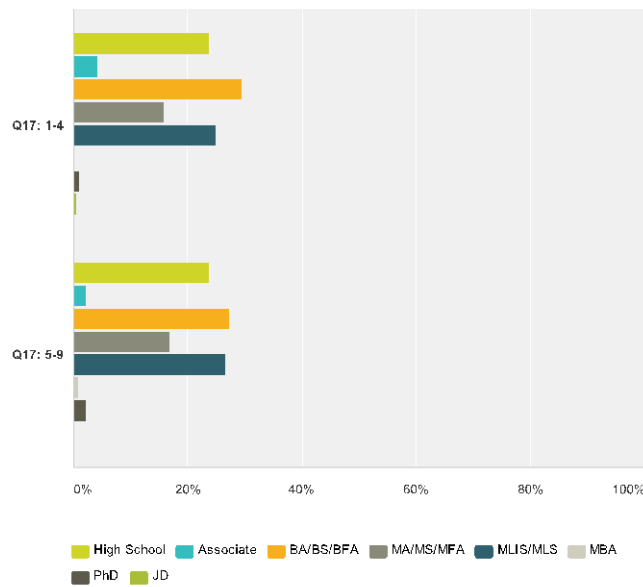
Answered: 166 Skipped: 0



	Q17: 1undefined4	Q17: 5undefined9	Total
Rural (<2,500 residents)	50% 5	50% 5	10
Urban cluster non-metro (2,500-50,000 residents)	45.10% 23	54.90% 28	51
Urban cluster metro (2,500-50,000 residents)	48.28% 14	51.72% 15	29
Urban (50,000 + residents)	48.68% 37	51.32% 39	76

Q13 What types of degrees do you hold?
***Please check all that apply**

Answered: 166 Skipped: 0



	Q17: 1-4	Q17: 5-9	Total Respondents
High School	46.39% 45	53.61% 52	97
Associate	61.54% 8	38.46% 5	13
BA/BS/BFA	48.28% 56	51.72% 60	116
MA/MS/MFA	44.78% 30	55.22% 37	67
MLIS/MLS	44.76% 47	55.24% 58	105
MBA	0% 0	100% 2	2
PhD	28.57% 2	71.43% 5	7
JD	100% 1	0% 0	1

Q14. Please indicate your undergraduate major. 159 responded to the question, 7 skipped the question. 75 respondents have been in the profession 1-4 years (47.17%) and 84 respondents have been in the profession 5-9 years (52.83%)

#	Q17: 1-4
1	Secondary Education - English/Art
2	Art History , minor in History
3	BFA Photography
4	Art History
5	English
6	Linguistics
7	History
8	Dance
9	English
10	English
11	History of Science
12	Sociology
13	History
14	Anthropology (biological)
15	Classics
16	History with minor in art history
17	Art History
18	Classical Civilization and Philosophy/Writing
19	Liberal Arts and Sciences (Classical Civilization)
20	history
21	History
22	Spanish
23	history
24	History
25	English
26	Theater
27	History
28	Art History
29	Psychology
30	History
31	History
32	History of Art Classics/Archaeology
33	Communication -- Radio, TV & Film
34	French and Music
35	Instrumental Music Education K-12
36	Dance
37	Geology
38	History
39	History , Political Science, Art History
40	History
41	history/women's studies
42	Double Major History and Literature
43	Television and Radio production
44	English and Education
45	Economics

46	Mathematics
47	Business Administration
48	Psyc/Soc Sci
49	History
50	English
51	Art History
52	History
53	Life Science
54	Classics
55	English Education / Library
56	literature
57	General Studies with minors in Spanish and Geography
58	double major in English and Psychology
59	Chemical Engineering
60	History
61	Music and History
62	American Studies
63	English/Classics
64	American History , minor in Political Science
65	Sociology
66	History
67	history , political science
68	history
69	Art and Sociology
70	Biology
71	Fiction Writing
72	History and Anthropology
73	English
74	creative writing
75	Library Science/Literature

#	Q17: 5-9
1	English
2	Chemical Engineering
3	German
4	Majors: Organizational Communication & English Literature Minor: History
5	Historic preservation
6	History and English
7	Public health/environmental science
8	Environmental Studies
9	Studio Art
10	Government
11	Anthropology
12	American Studies
13	English
14	communications
15	history
16	English
17	History
18	American Studies
19	Merchandising, Marketing
20	Secondary Education/Mathematics
21	Biology
22	Communications Media
23	Anthropology & Psychology
24	International Studies
25	Graphic Design/Art History minor
26	English
27	History, German
28	Mathematic
29	English
30	History
31	American Studies
32	History
33	History
34	History
35	history
36	Film/Video Production and Media Studies
37	History
38	History
39	British Civilization

40	English
41	Art History
42	History
43	History
44	Communication/History
45	History and Philosophy
46	English
47	Comparative Religion
48	History, European Studies, and German
49	Classics (Latin and Greek)
50	Art History
51	Art History
52	History
53	psychology
54	International Relations
55	Art History/Legal Studies (dual major)
56	chemistry
57	History
58	History
59	BSN
60	Art History
61	English and Women's Studies (double major)
62	History
63	history
64	English, Biological Agriculture
65	Art and French
66	Natural Resources
67	History
68	English
69	anthropology
70	Anthropology/Archaeology and History
71	History
72	Art History / Studio Art
73	Double major, Bible and Religion
74	History
75	History
76	Medieval and Renaissance Studies
77	American Studies
78	English
79	History
80	Russian
81	German, history
82	Anthropology/Sociology
83	Comprehensive Social Studies
84	History

Q15 If you have a Masters degree other than an MLS/MLIS please indicate the discipline of the degree

Answered: 82 Skipped: 84

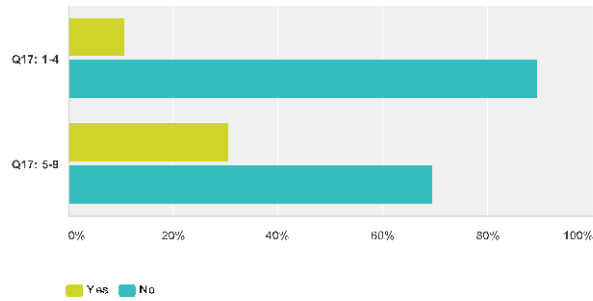
	Q17: 1undefined4	Q17: 5undefined9	Total
If you have a Masters degree other than an MLS/MLIS please indicate the discipline of the degree	46.34% 38	53.66% 44	82

#	Q17: 1-4
1	Archives and Records Management
2	MAS, Master of Archival Studies
3	Communication Studies
4	History
5	Dance
6	Archival Management
7	Archival Studies
8	Archives
9	administration of religious education; history
10	History
11	Elementary School Administration Bilingual/Bicultural Studies
12	administration of religious education history
13	M.A. in History
14	Social Work
15	French Linguistics
16	History
17	World History
18	Master of Science, Library Science with a concentration in Archives Management
19	sociology
20	Museum Studies focus public history
21	Again, technically it is a MS, but an MSLIS, so a moot point really.
22	Currently in the Archival Administration Certificate Program at Wayne State University, Detroit
23	IS
24	History, 19th Century U.S. Political
25	Art History
26	Museum Studies
27	MA Public History MA Industrial Management
28	clinical psychology
29	MA in history with public history specialization
30	History
31	Master of Arts in Library and Information Studies, specialization in Archives and Records Administration
32	Theology
33	MS in Library Science
34	Later this year I will have obtained my MA in History. It's part of a dual degree program (MSIS/MA).
35	Public History, Archival Management Concentration
36	Master of Science in Information (MSI), specialization in archives
37	Archives and Records Management
38	creative writing / translation

#	Q17: 5-9
1	MBA in Marketing
2	In addition to my MLIS, I have an MA in Speech Communication
3	US History
4	Law (technically not a Master's -- Juris Doctor)
5	MA in Anthropology MA in History/Public History
6	Education/Administration & Counseling
7	I have a Masters degree and a Ph.D. in German literature
8	education
9	History
10	Appalachian Studies
11	Partial History MA
12	Mathematics and Theology
13	Education
14	Masters in Fine Arts major in Printmaking, minor in Art History
15	History
16	MA in History (concentration on Public History)
17	History
18	History/Medieval Studies
19	public history
20	Film Theory/History and Media Studies
21	History with an emphasis on Archives & Records Management
22	Applied History
23	Applied History
24	Philosophy
25	M.Ed. -- Special Education (blindness)
26	Humanities
27	Degree is "officially" MSI - Master of Science in Information (specializing in library & info services)
28	education
29	MLS and International Management
30	M ED
31	public history
32	Am presently enrolled in GSLIS-Archives degree program.
33	Urban Planning
34	History
35	History Graduate Certificate in Museum Studies
36	Museum Studies
37	Religion
38	History
39	Library Science with a concentration in Archives Management
40	Master of Management [MBA equivalent]
41	Public History
42	MA in history
43	History for one and Ministry for the second
44	History. MSI--Master of Science in Information (ALA accredited)

Q16 Do you hold an additional certification?

Answered: 157 Skipped: 9



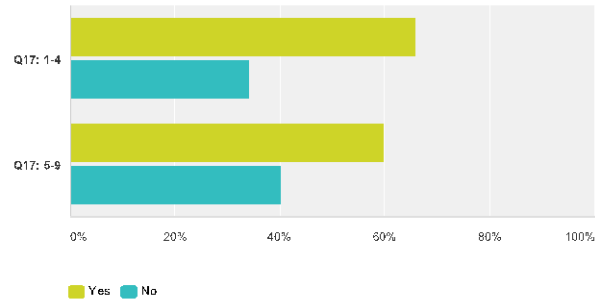
	Q17: 1-4	Q17: 5-9
Yes	24.24% 8	
No	54.03% 67	

#	Q17: 1-4
1	CA
2	Advanced Certificate in Archives (NYU)
3	CA
4	Provisional CA
5	archives certificate
6	CA
7	CA, Instructional Design Certificate
8	Modern Archives Institute
#	Q17: 5-9
1	CA
2	CA
3	CA
4	CA
5	CA
6	CA
7	CA
8	C.A.
9	CA
10	CA
11	CA
12	CA
13	CAS Archives and Records Administration
14	CA
15	CA
16	Rare Books School
17	Certified Archivist
18	CG -- Certified Genealogist
19	CA
20	Museum Studies Program at UIC
21	CA
22	CA
23	Public Library Certification
24	CA
25	CA

Q17. How many years have you worked in the profession. Only those respondents who indicated 1-4 or 5-9 years were included in the results. All others were filtered out.

Q18 Did you have a career previous to working in archives?

Answered: 166 Skipped: 0



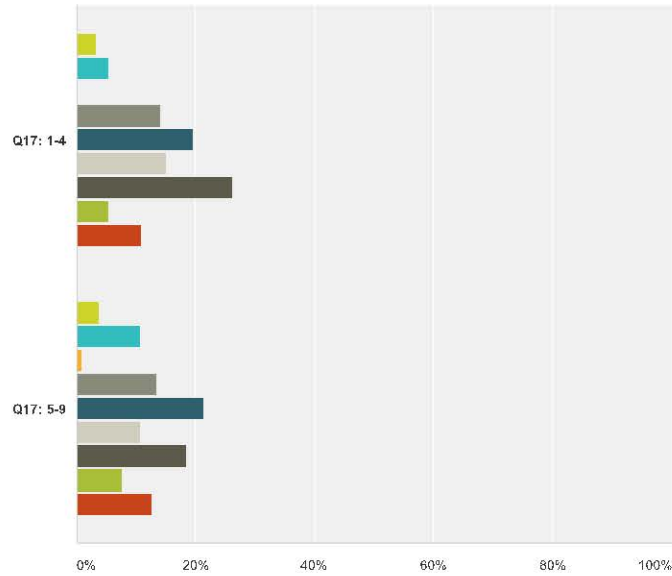
	Q17: 1undefined4	Q17: 5undefined9	Total
Yes	50% 52	50% 52	104
No	43.55% 27	56.45% 35	62

Q19. What best describes your current employment status?

	Q17: 1undefined4	Q17: 5undefined9	Total
Full-time, with benefits	44.76% 47	55.24% 58	105
Full-time, without benefits	66.67% 2	33.33% 1	3
Part-time	47.06% 16	52.94% 18	34
Unemployed, seeking full-time work	0% 0	0% 0	0
Unemployed, seeking part-time work	0% 0	0% 0	0
Project/Contract employee	60% 6	40% 4	10
Retired	66.67% 2	33.33% 1	3
Volunteer	100% 4	0% 0	4

Q20 What type of institution do you currently work for? *Please check all that apply

Answered: 159 Skipped: 7

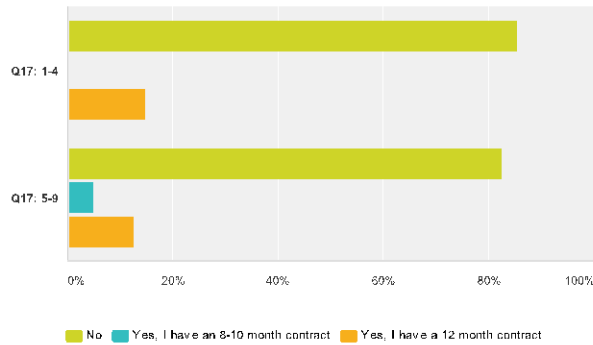


■ Federal Government
 ■ State or Local Government
 ■ Elementary or High School
■ College or University, Public
 ■ College or University, Private
 ■ Museum
■ Nonprofit organization
 ■ For-Profit organization or corporation
 ■ Religious Organization

	Q17: 1undefined4	Q17: 5undefined9	Total Respondents
Federal Government	42.86% 3	57.14% 4	7
State or Local Government	31.25% 5	68.75% 11	16
Elementary or High School	0% 0	100% 1	1
College or University, Public	48.15% 13	51.85% 14	27
College or University, Private	45% 18	55.00% 22	40
Museum	56.00% 14	44% 11	25
Nonprofit organization	55.81% 24	44.19% 19	43
For-Profit organization or corporation	38.46% 5	61.54% 8	13
Religious Organization	43.48% 10	56.52% 13	23

Q21 If you work for a college or university, is yours a tenure track position?

Answered: 74 Skipped: 92

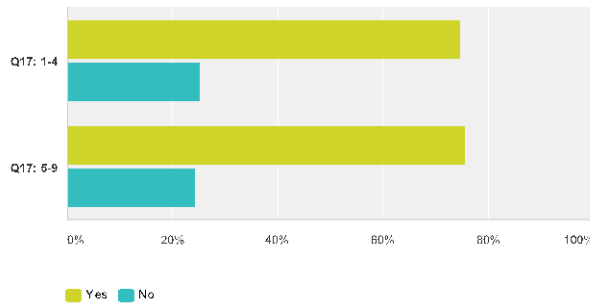


	Q17: 1undefined4	Q17: 5undefined9	Total
No	46.77% 29	53.23% 33	62
Yes, I have an 8-10 month contract	0% 0	100% 2	2
Yes, I have a 12 month contract	50% 5	50% 5	10

Q22. What was most interesting about this question was the number of respondents who indicated they were self-employed. Professionals with 1-4 years experience are more likely to be self-employed (31 of 79) than professionals with 5-9 years experience (11 or 87 respondents). The largest are of self-employment is in archival processing.

Q23 Does your job title accurately reflect your responsibilities?

Answered: 161 Skipped: 5

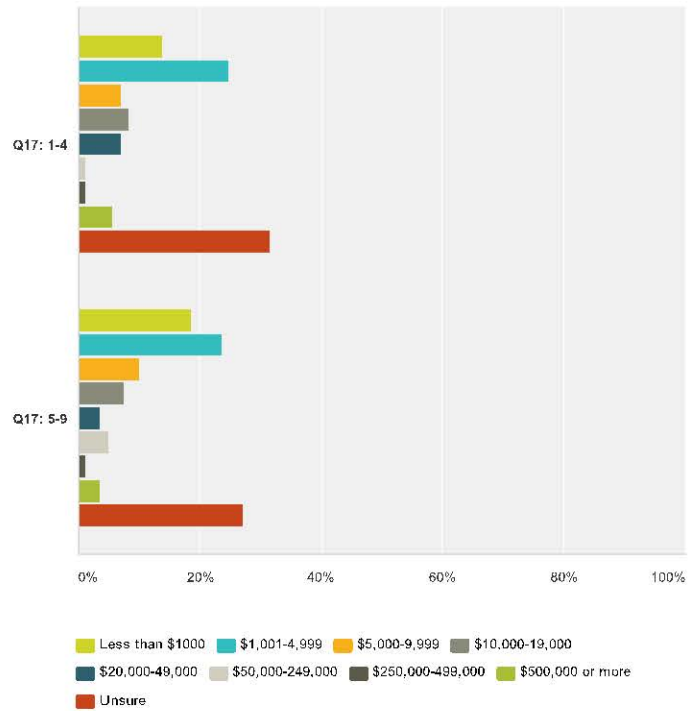


	Q17: 1undefined4	Q17: 5undefined9	Total Respondents
Yes	46.28% 56	53.72% 65	121
No	47.50% 19	52.50% 21	40

Q24. There was no real discernible discrepancy in salary. The only real difference is that two people with 1-4 years experience made \$80,000-89,000, which would be consider outliers in most surveys. All other respondents made less than \$70,000 per year.

Q25 Annual Budget (does not include salary and benefits for you or any paid staff)

Answered: 154 Skipped: 12



	Q17: 1undefined4	Q17: 5undefined9	Total
Less than \$1000	40% 10	60% 15	25
\$1,001-4,999	48.65% 18	51.35% 19	37
\$5,000-9,999	38.46% 5	61.54% 8	13
\$10,000-19,000	50% 6	50% 6	12
\$20,000-49,000	62.50% 5	37.50% 3	8
\$50,000-249,000	20% 1	80% 4	5
\$250,000-499,000	50% 1	50% 1	2
\$500,000 or more	57.14% 4	42.86% 3	7
Unsure	51.11% 23	48.89% 22	45

Q26. If you have support are they Paid staff, Interns or Volunteers? How many of each do you have?

None						
	Paid Staff, fulltime	Paid Staff, parttime (non-student)	Paid Staff, parttime (student)	Interns (annual average)	Volunteers (annual average)	Total
Q17: 1-4	24.59% 45	23.50% 43	21.86% 40	16.94% 31	13.11% 24	183
Q17: 5-9	24.86% 44	21.47% 38	20.90% 37	17.51% 31	15.25% 27	177
1-2						
	Paid Staff, fulltime	Paid Staff, parttime (non-student)	Paid Staff, parttime (student)	Interns (annual average)	Volunteers (annual average)	Total
Q17: 1-4	7.35% 5	13.24% 9	14.71% 10	25% 17	39.71% 27	68
Q17: 5-9	15.22% 14	14.13% 13	16.30% 15	27.17% 25	27.17% 25	92
3-5						
	Paid Staff, fulltime	Paid Staff, parttime (non-student)	Paid Staff, parttime (student)	Interns (annual average)	Volunteers (annual average)	Total
Q17: 1-4	8% 2	0% 0	24% 6	16% 4	52% 13	25
Q17: 5-9	3.85% 1	19.23% 5	30.77% 8	23.08% 6	23.08% 6	26
More than 5						
	Paid Staff, fulltime	Paid Staff, parttime (non-student)	Paid Staff, parttime (student)	Interns (annual average)	Volunteers (annual average)	Total
Q17: 1-4	0% 0	0% 0	25% 2	37.50% 3	37.50% 3	8
Q17: 5-9	9.09% 1	0% 0	0% 0	18.18% 2	72.73% 8	11

Q27. Dedication of support time? 151 individuals responded to this question, 15 skipped the question.

None									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	15.02% 41	13.92% 38	13.55% 37	13.55% 37	11.36% 31	12.45% 34	8.42% 23	11.72% 32	273
Q17: 5-9	12.14% 34	13.21% 37	13.57% 38	13.57% 38	10.36% 29	14.64% 41	10.36% 29	12.14% 34	280
Less than 10%									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	0% 0	8.82% 3	11.76% 4	14.71% 5	8.82% 3	8.82% 3	26.47% 9	20.59% 7	34
Q17: 5-9	13.33% 4	0% 0	6.67% 2	6.67% 2	20% 6	10% 3	23.33% 7	20% 6	30
11-25%									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	8.57% 3	2.86% 1	14.29% 5	11.43% 4	14.29% 5	11.43% 4	20% 7	17.14% 6	35
Q17: 5-9	16.67% 3	11.11% 2	5.56% 1	11.11% 2	16.67% 3	11.11% 2	16.67% 3	11.11% 2	18
26-50%									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	11.11% 4	13.89% 5	2.78% 1	2.78% 1	11.11% 4	16.67% 6	25% 9	16.67% 6	36
Q17: 5-9	24% 6	20% 5	4% 1	0% 0	12% 3	8% 2	20% 5	12% 3	25
51-75%									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	6.25% 1	12.50% 2	6.25% 1	12.50% 2	25% 4	0% 0	25% 4	12.50% 2	16
Q17: 5-9	22.73% 5	22.73% 5	13.64% 3	0% 0	9.09% 2	0% 0	22.73% 5	9.09% 2	22
76-100%									
	Paid Staff (nonundefinedstudent), archival work	Paid Staff (nonundefinedstudent), non-archival work	Paid Staff (student), archival work	Paid Staff (student), nonundefinedarchival work	Interns, archival work	Interns, nonundefinedarchival work	Volunteers, archival work	Volunteers, nonundefinedarchival work	Total
Q17: 1-4	9.68% 3	6.45% 2	19.35% 6	0% 0	16.13% 5	12.90% 4	32.26% 10	3.23% 1	31
Q17: 5-9	14.55% 8	7.27% 4	18.18% 10	5.45% 3	27.27% 15	3.64% 2	16.36% 9	7.27% 4	55

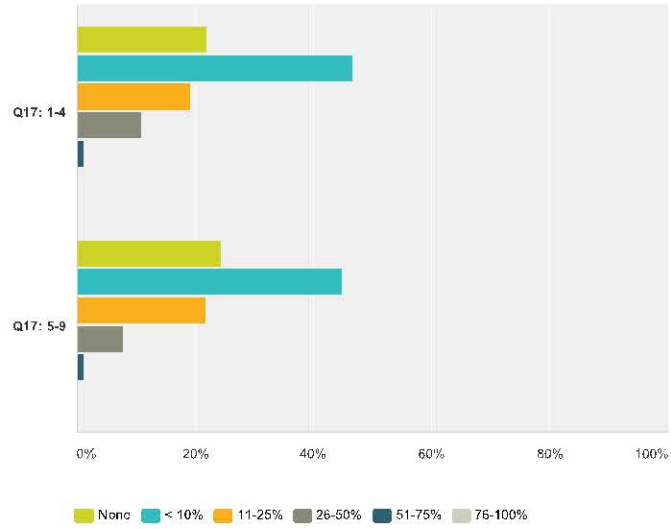
Q28. How much time do you spend doing traditional archival work?

None					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	23.08% 3	38.46% 5	38.46% 5	13	
Q17: 5-9	52.63% 10	31.58% 6	15.79% 3	19	
Less than 10%					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	30.14% 22	28.77% 21	41.10% 30	73	
Q17: 5-9	28.79% 19	24.24% 16	46.97% 31	66	
11-25%					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	38.24% 26	36.76% 25	25% 17	68	
Q17: 5-9	27.54% 19	34.78% 24	37.68% 26	69	
26-50%					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	35% 14	32.50% 13	32.50% 13	40	
Q17: 5-9	41.30% 19	43.48% 20	15.22% 7	46	
51-75%					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	31.25% 5	37.50% 6	31.25% 5	16	
Q17: 5-9	28.57% 6	42.86% 9	28.57% 6	21	
76-100%					
	Technical Services	Public Services	Appraisal, Acquisition and Donor Relations	Total	
Q17: 1-4	28.57% 2	28.57% 2	42.86% 3	7	
Q17: 5-9	57.14% 4	14.29% 1	28.57% 2	7	

Q29. Professionals with 1-4 years experience are more like to do electronic records management than those with 5-9 years experience (74% vs. 62%).

Q31 How much time, if any do you spend planning public programs?

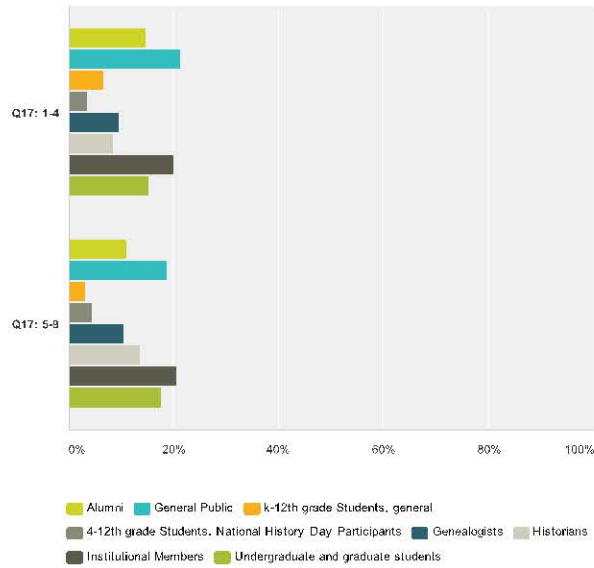
Answered: 151 Skipped: 15



	Q17: 1undefined4	Q17: 5undefined9	Total
None	45.71% 16	54.29% 19	35
< 10%	49.28% 34	50.72% 35	69
11-25%	45.16% 14	54.84% 17	31
26-50%	57.14% 8	42.86% 6	14
51-75%	50% 1	50% 1	2
76-100%	0% 0	0% 0	0

Q32 If you conduct public programming who is your target audience? *Please check all that apply

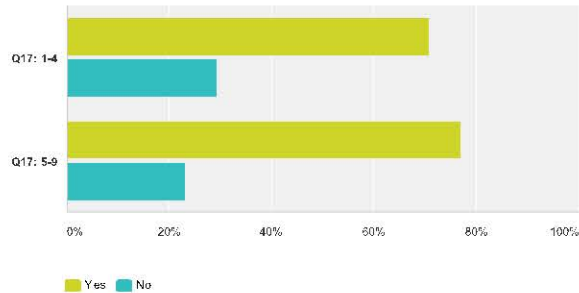
Answered: 111 Skipped: 55



	Q17: 1:undefined4	Q17: 5:undefined9	Total Respondents
Alumni	54.55% 24	45.45% 20	44
General Public	50.72% 35	49.28% 34	69
k-12th grade Students, general	64.71% 11	35.29% 5	17
4-12th grade Students, National History Day Participants	42.86% 6	57.14% 8	14
Genealogists	45.71% 16	54.29% 19	35
Historians	35.90% 14	64.10% 25	39
Institutional Members	47.14% 33	52.86% 37	70
Undergraduate and graduate students	43.86% 25	56.14% 32	57

Q33 Does your repository have a website?

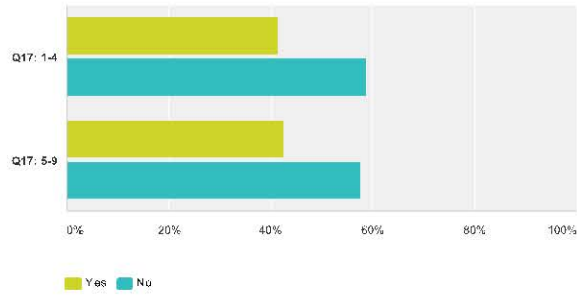
Answered: 163 Skipped: 13



	Q17: 1:undefined4	Q17: 5:undefined9	Total
Yes	46.90% 53	53.10% 60	113
No	53.09% 22	46.89% 18	40

Q34 Does your repository include collection information in an OPAC (Online Public Access Catalog)?

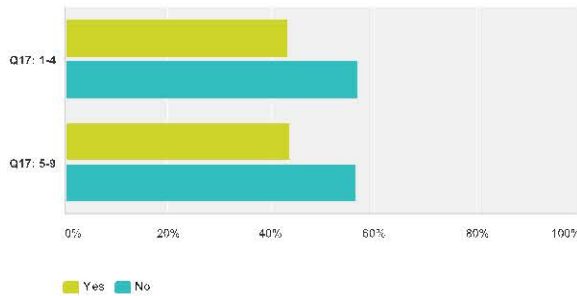
Answered: 153 Skipped: 13



	Q17: 1undefined4	Q17: 5undefined9	Total
Yes	48.44% 31	51.56% 33	64
No	49.44% 44	50.56% 45	89

Q35 Do you offer finding aids online?

Answered: 152 Skipped: 14



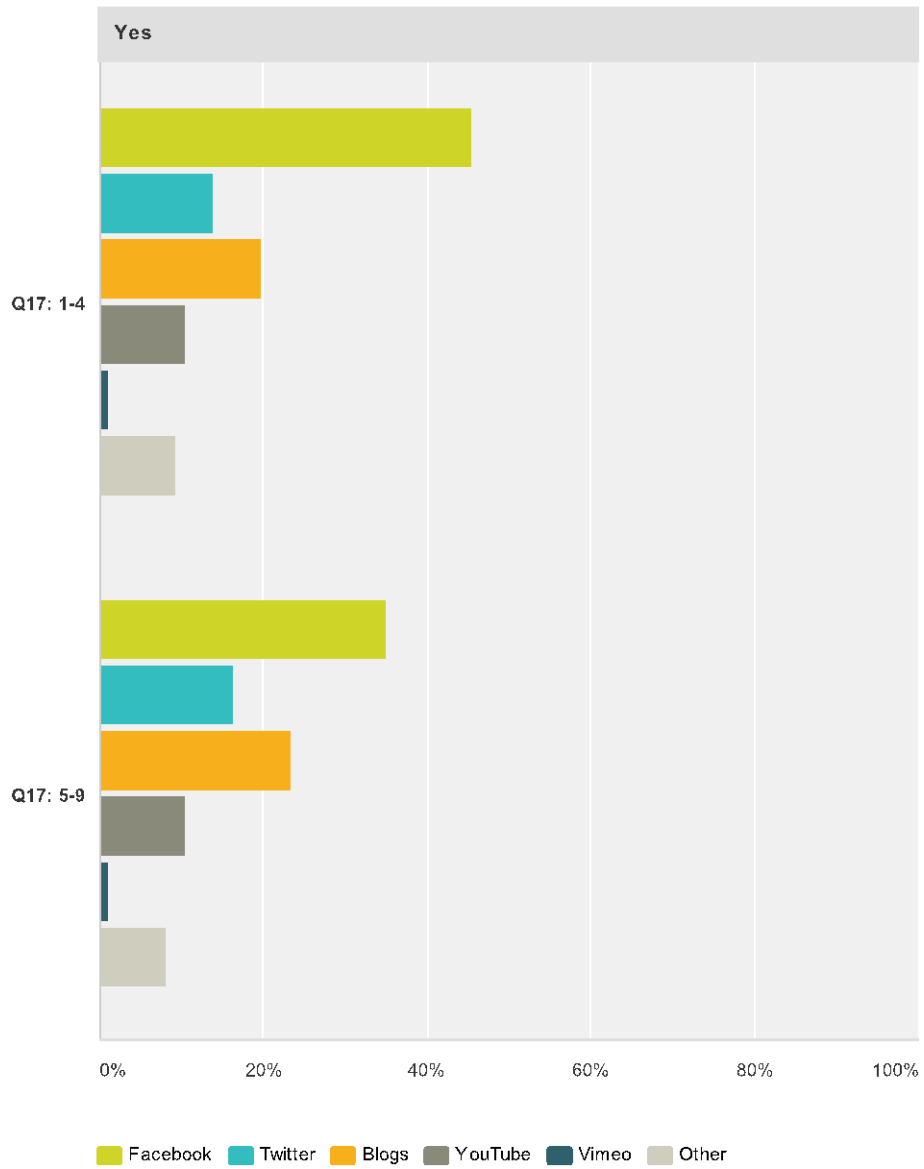
	Q17: 1undefined4	Q17: 5undefined9	Total
Yes	48.48% 32	51.52% 34	66
No	48.84% 42	51.16% 44	86

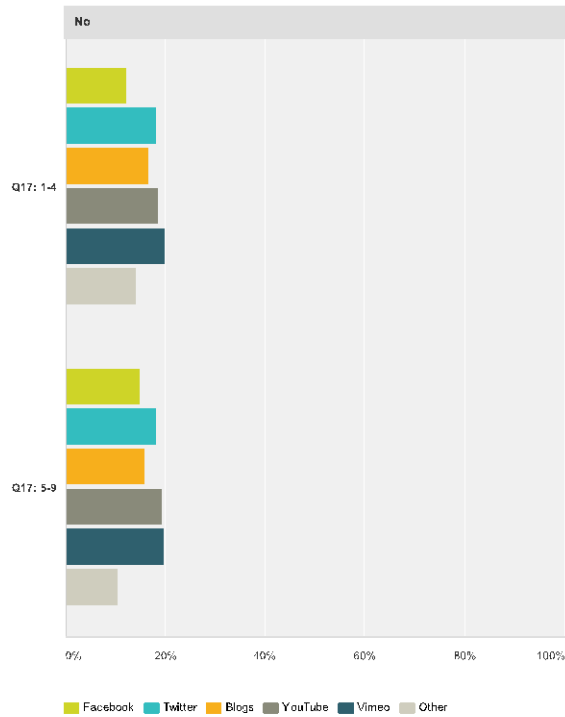
#	Q17: 1-4
1	EAD
2	EAD, I think. We create Word docs, then those get sent to another person for upload.
3	PDF
4	EAD, HTML and PDF
5	PDF
6	Word
7	currently PDF, working on EAD
8	Currently, I think what we have is HTML. That will not be the case in the future.
9	HTML
10	HTML
11	HTML
12	I use Archon so I have HTML, EAD, and text formatting
13	PDF
14	PDF
15	pdf
16	EAD
17	will in the future
18	HTML
19	HTML and PDF
20	EAD, using Archon
21	I use EAD to create both pdf's and html finding aids, although I prefer pdf's.
22	EAD - generated from Archivists Toolkit
23	EAD starting this year
24	pdf
25	starting EAD soon
26	PDF and EAD
27	HTML

#	Q17: 5-9
1	PDF, but we're moving to EAD right now.
2	HTML
3	PDF
4	EAD on the website of a regional organization we belong to that manages the website
5	EAD by summer, 2012; currently use pdfs
6	HTML generated in Archivists' Toolkit, will be converting to EAD in the next 12-24 months.
7	PDF for the moment
8	EAD
9	html
10	PDF
11	EAD converted to HTML
12	HTML, PDF and EAD
13	EAD and PDF
14	PDF, Excel
15	HTML
16	PDF
17	hoping to do so in the future. Will most likely be in PDF form.
18	PDF
19	html
20	PDF with hopes of implementing EAD
21	HTML
22	PDF, HTML, and EAD
23	EAD
24	PDF
25	EAD via Archon
26	EAD
27	PDF
28	Not yet - will use PDFs
29	pdf
30	Archon

Q36 Do you use social media for your institution? *Please check all that apply

Answered: 146 Skipped: 20

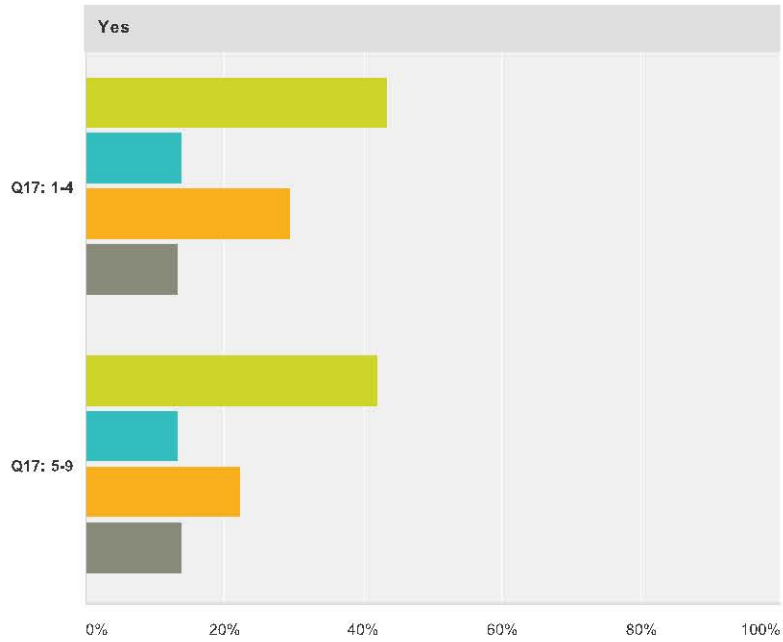




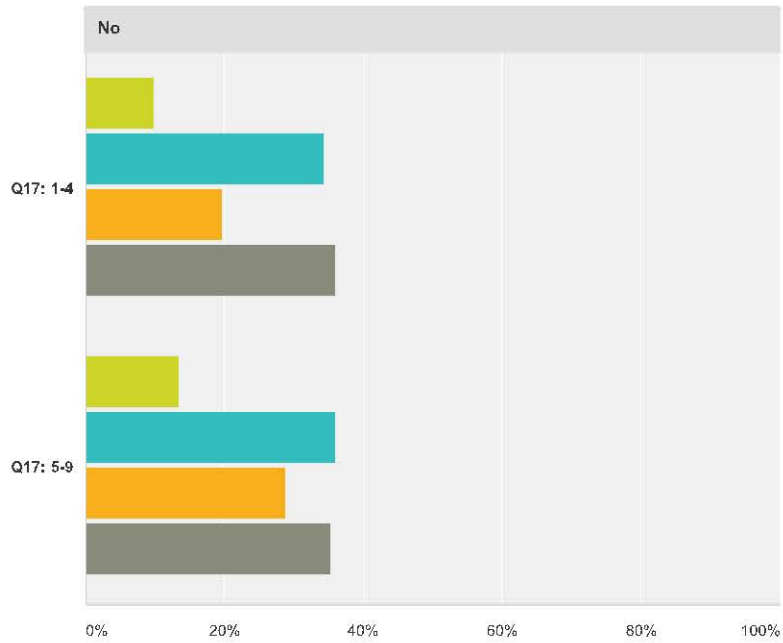
Facebook				
	Yes	No	Total	
Q17: 1-4	53.42% 39	46.58% 34		73
Q17: 5-9	42.25% 30	57.75% 41		71
Twitter				
	Yes	No	Total	
Q17: 1-4	19.35% 12	80.65% 50		62
Q17: 5-9	21.88% 14	78.13% 50		64
Blogs				
	Yes	No	Total	
Q17: 1-4	26.98% 17	73.02% 46		63
Q17: 5-9	31.25% 20	68.75% 44		64
YouTube				
	Yes	No	Total	
Q17: 1-4	15% 9	85% 51		60
Q17: 5-9	14.52% 9	85.48% 53		62
Vimeo				
	Yes	No	Total	
Q17: 1-4	1.79% 1	98.21% 55		56
Q17: 5-9	1.82% 1	98.18% 54		55
Other				
	Yes	No	Total	
Q17: 1-4	17.02% 8	82.98% 39		47
Q17: 5-9	19.44% 7	80.56% 29		36

Q37 Do you use social media for personal use and/or networking? *Please check all that apply

Answered: 152 Skipped: 14



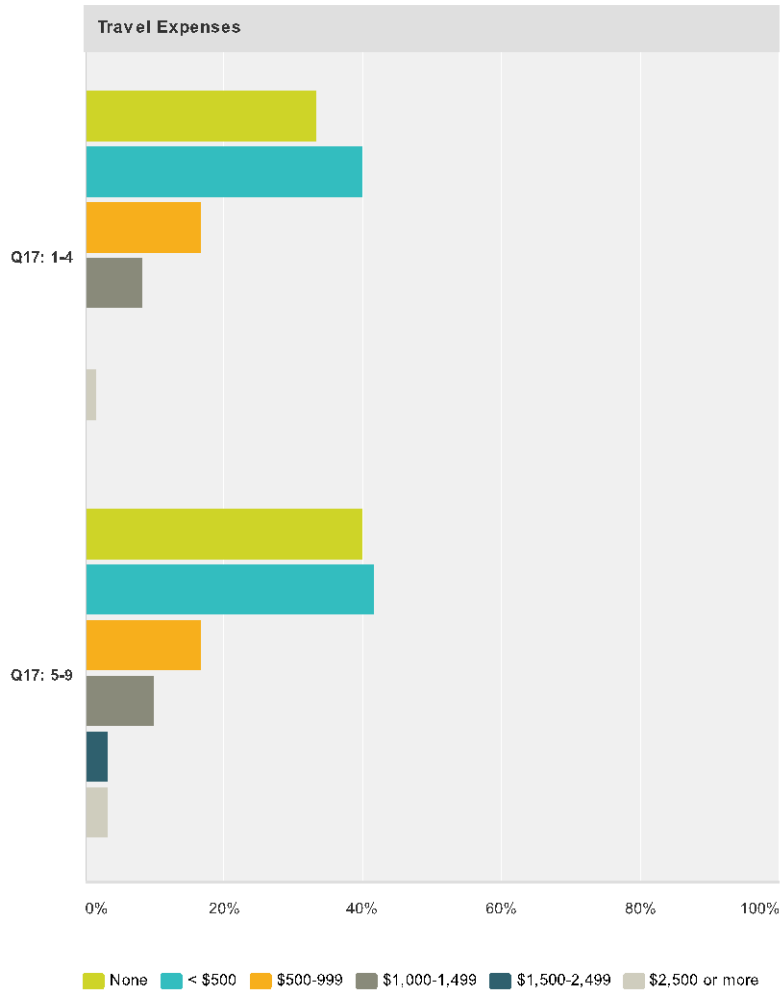
Facebook Twitter LinkedIn Blogs

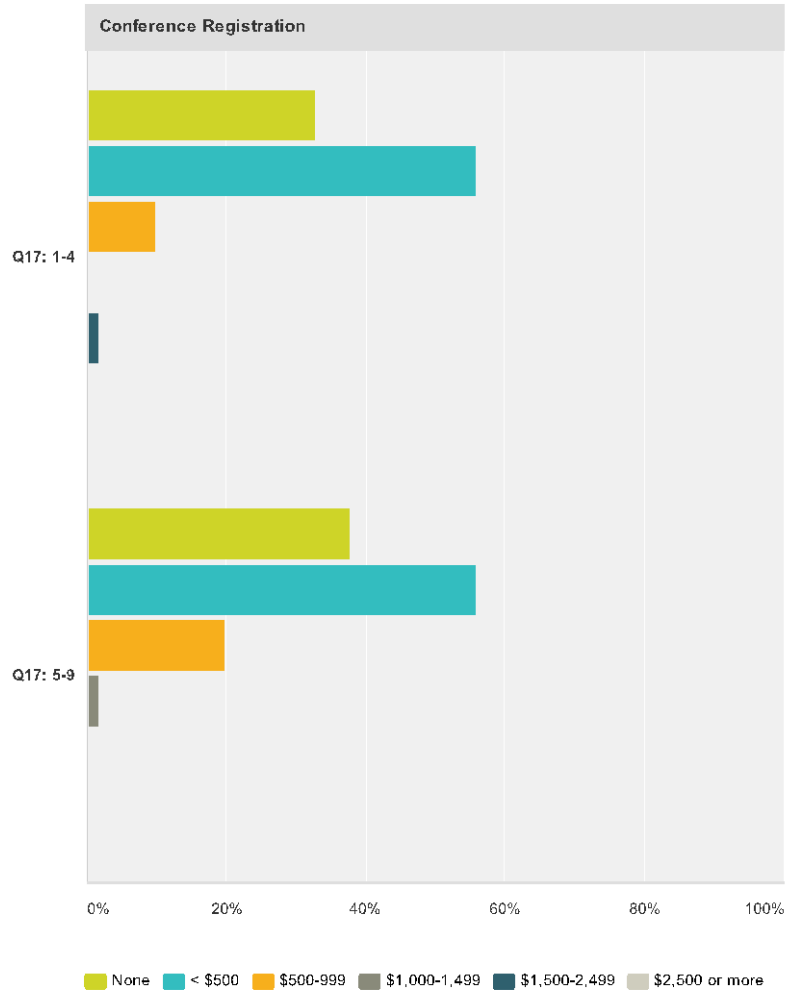


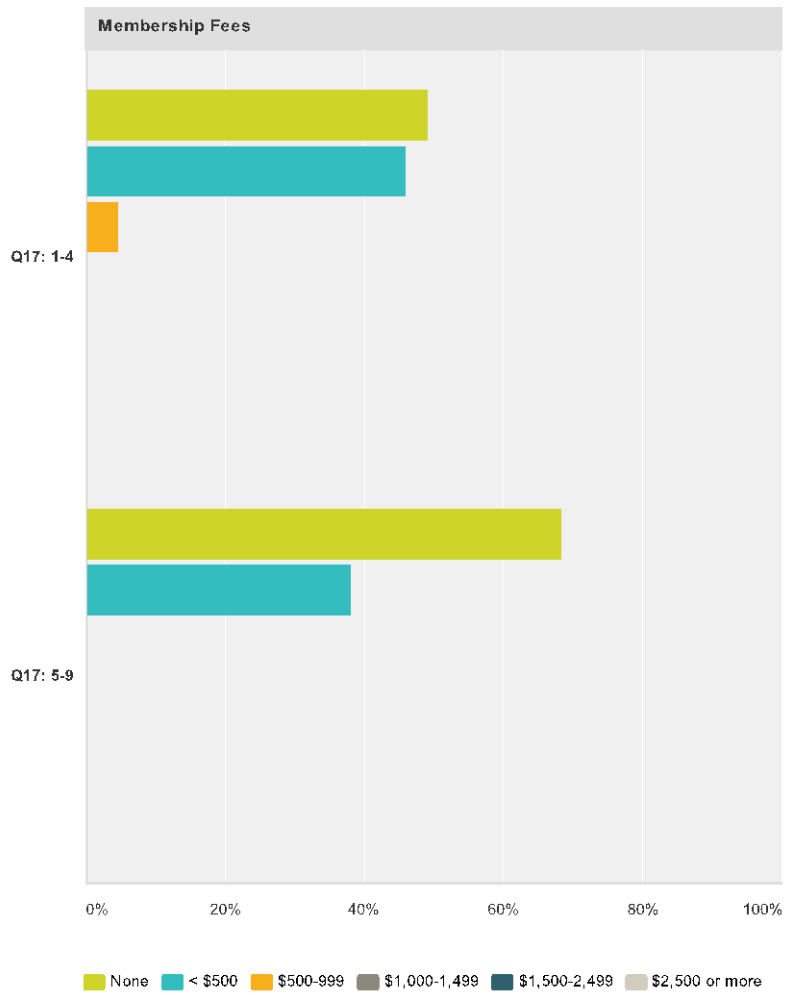
Facebook Twitter LinkedIn Blogs

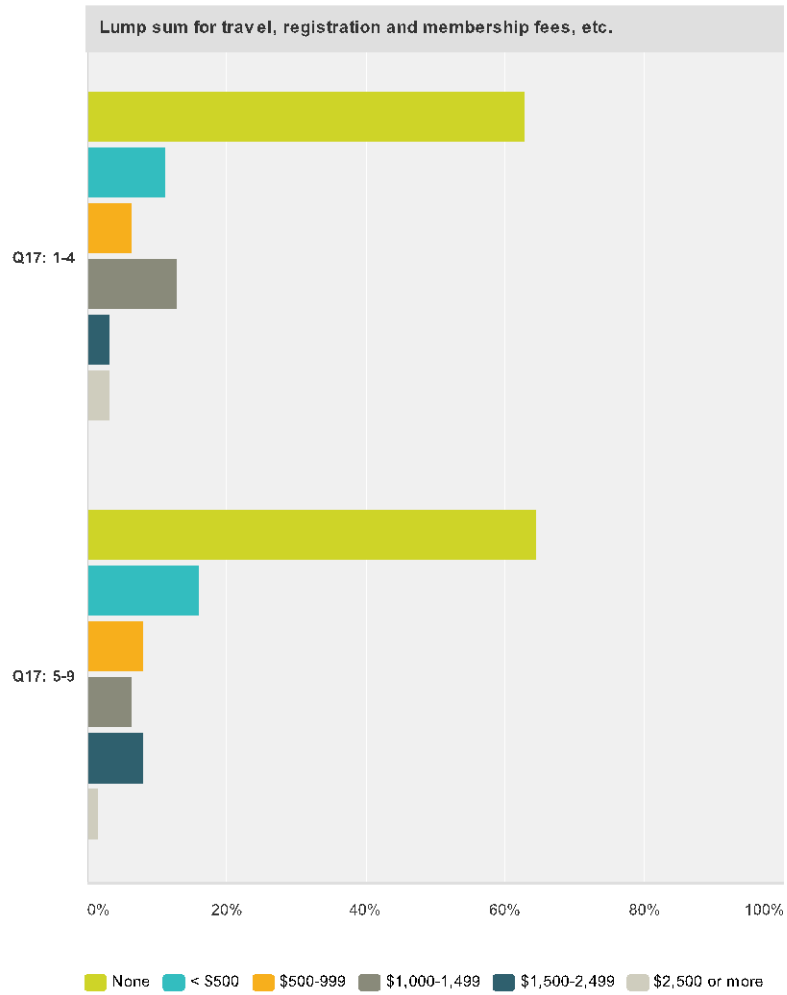
Q38 What kind of financial support do you receive from your employer? *Please check all that apply

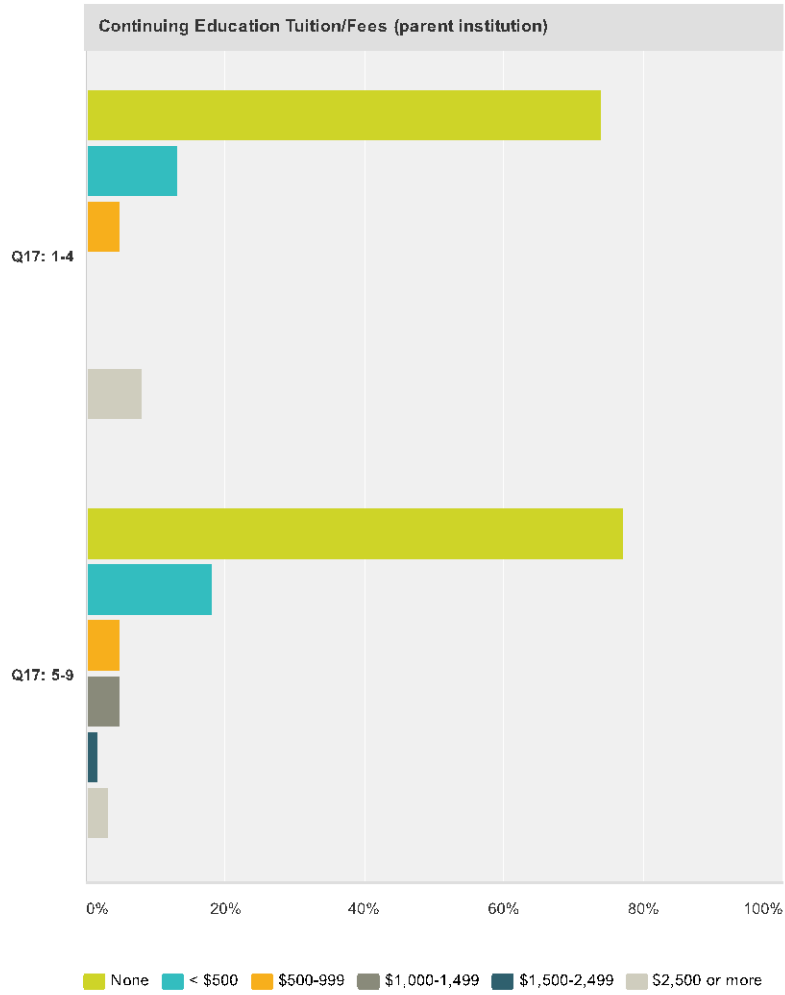
Answered: 146 Skipped: 20

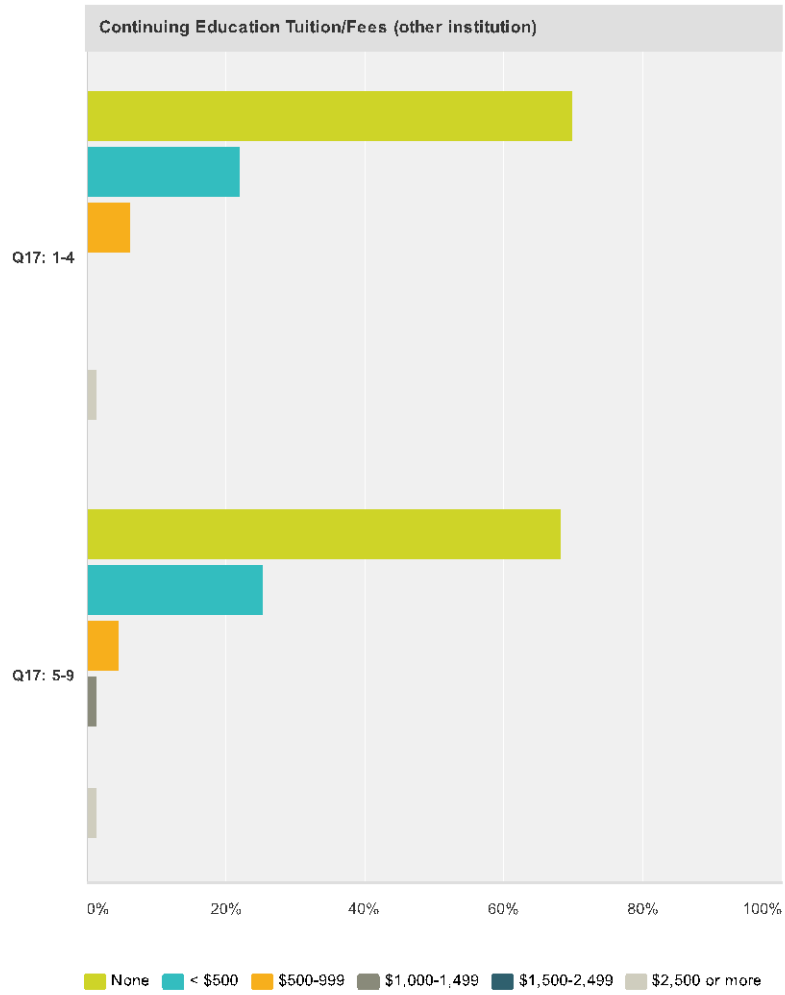


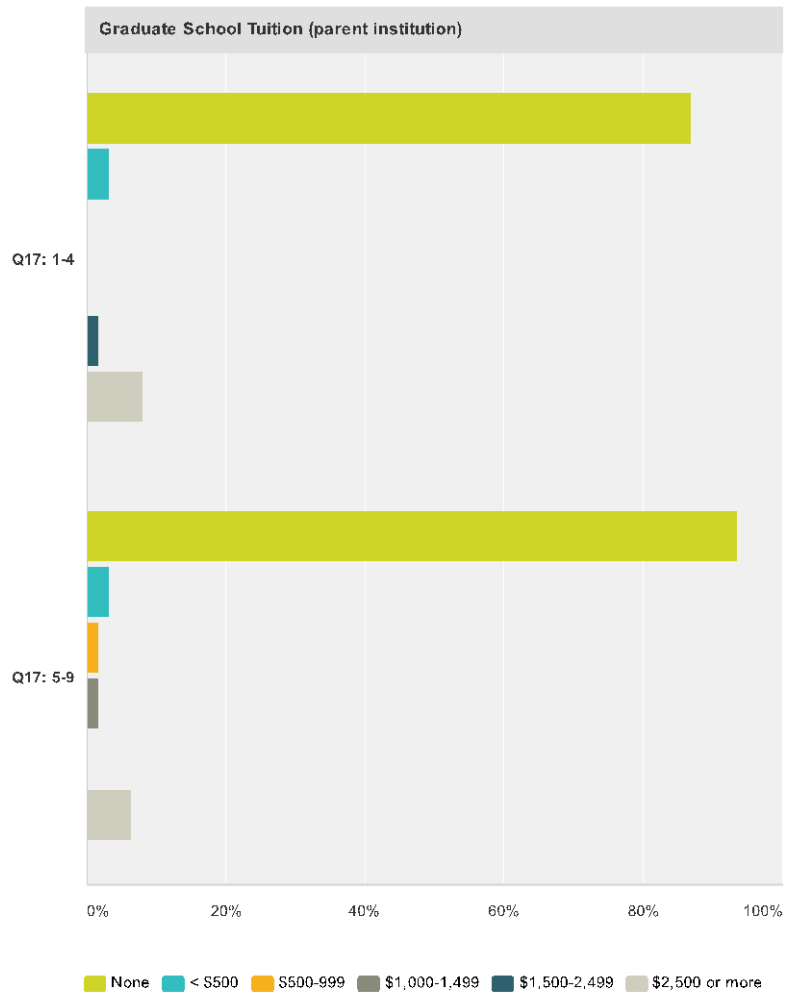


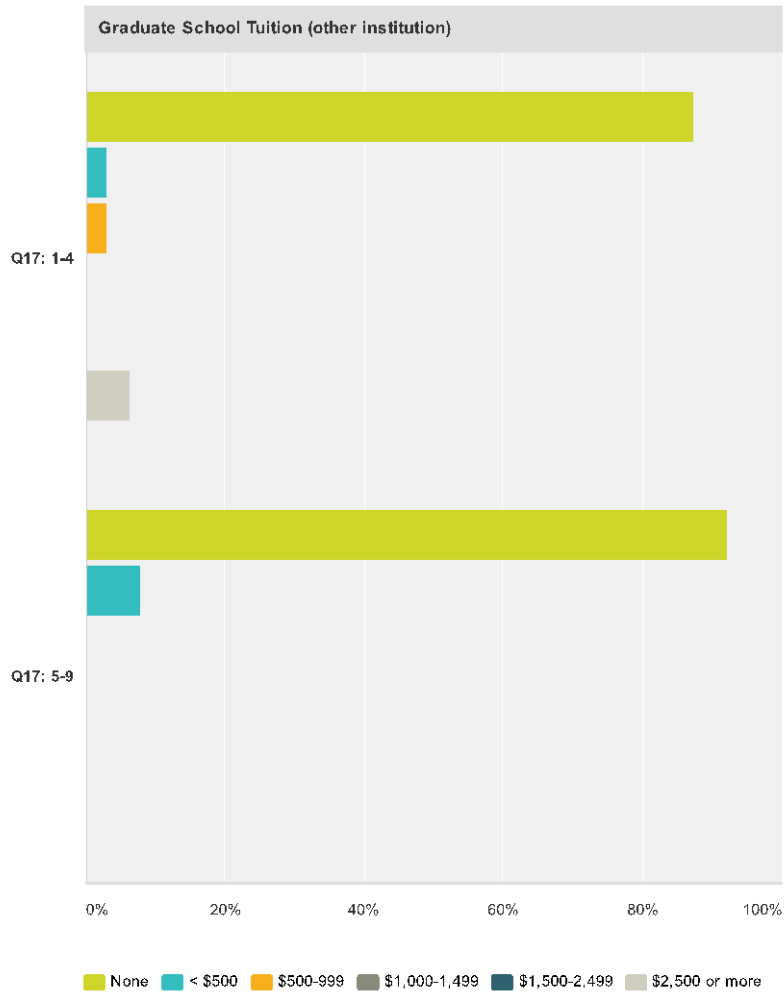












Q39. Do you receive the following additional support from your employer?

Yes				
	Paid leave granted	Unpaid leave granted	Workshops/webinars in the workplace	Total
Q17: 1-4	29.91% 32	31.78% 34	38.32% 41	107
Q17: 5-9	33.04% 37	27.68% 31	39.29% 44	112
No				
	Paid leave granted	Unpaid leave granted	Workshops/webinars in the workplace	Total
Q17: 1-4	46.97% 31	30.30% 29	22.73% 15	66
Q17: 5-9	41.67% 20	39.58% 19	18.75% 9	48
Sometimes				
	Paid leave granted	Unpaid leave granted	Workshops/webinars in the workplace	Total
Q17: 1-4	22.86% 8	31.43% 11	45.71% 16	35
Q17: 5-9	28.07% 16	35.09% 20	36.84% 21	57

Q40. The two biggest barriers for those with 1-4 experience is money and time. “Lack of time” was cited by a number of respondents but with no additional details. When additional detail was given, many respondents indicated that they couldn’t take time away from work because of their workload. Others indicated family and personal circumstances.

	Q17: 1undefined4	Q17: 5undefined9	Total Respondents
Unable to fund travel	56.38% 53	43.62% 41	94
Unable to fund registration	51.47% 35	48.53% 33	68
Unable to fund membership fees	45.24% 19	54.76% 23	42
Lack of staff coverage	56.45% 35	43.55% 27	62
Lack of employer support/encouragement	44.44% 12	55.56% 15	27

Q41. Professionals with 1-4 years experience are more likely to take university classes (38% vs. 26%) and less likely to take SAA sponsored courses (44% vs. 58%) than their colleagues with 5-9 years experience.

Q42. Professionals with 1-4 years experience are less like to attend archive related annual meetings or conferences at the state level (69% vs. 49%). Attendance at other types of annual meetings or conferences is similar for both groups, although the number attended is higher for professionals with 5-9 years experience.

None							
	International	National	Regional	State	Local	Total	
Q17: 1-4	29.13% 60	18.45% 38	11.17% 23	22.82% 47	18.45% 38	206	
Q17: 5-9	35.26% 67	18.95% 36	10% 19	18.42% 35	17.37% 33	180	
1-3							
	International	National	Regional	State	Local	Total	
Q17: 1-4	3.42% 4	25.64% 30	35.90% 42	16.24% 19	18.80% 22	117	
Q17: 5-9	2.59% 3	24.14% 28	27.59% 32	25.86% 30	19.83% 23	116	
4-6							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	15.38% 2	30.77% 4	15.38% 2	38.46% 5	13	
Q17: 5-9	0% 0	21.62% 8	56.76% 21	10.81% 4	10.81% 4	37	
7 or more							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	0% 0	0% 0	0% 0	100% 1	1	
Q17: 5-9	0% 0	0% 0	10% 1	20% 2	70% 7	10	

Q43. Library related annual meetings.

None							
	International	National	Regional	State	Local	Total	
Q17: 1-4	22.86% 64	18.93% 53	19.64% 55	18.93% 53	19.64% 55	280	
Q17: 5-9	22.76% 66	20.34% 59	19.66% 57	18.28% 53	18.97% 55	290	
1-3							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	29.55% 13	22.73% 10	27.27% 12	20.45% 9	44	
Q17: 5-9	3.51% 2	21.05% 12	22.81% 13	29.82% 17	22.81% 13	57	
4-6							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	50% 1	0% 0	0% 0	50% 1	2	
Q17: 5-9	20% 1	20% 1	20% 1	20% 1	20% 1	5	
7 or more							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	0% 0	0% 0	0% 0	0% 0	0	
Q17: 5-9	0% 0	0% 0	0% 0	66.67% 2	33.33% 1	3	

Q44. Other meetings /annual conferences* Please specify the type of meeting or conference in the box provided below.

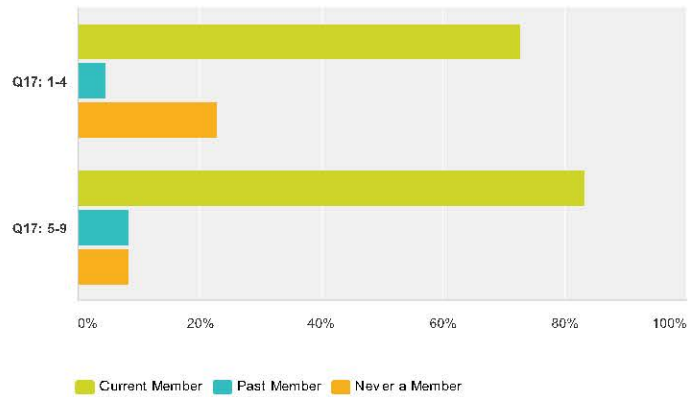
None							
	International	National	Regional	State	Local	Total	
Q17: 1-4	21.19% 57	18.59% 50	20.07% 54	20.45% 55	19.70% 53	289	
Q17: 5-9	21.62% 56	20.08% 52	19.31% 50	20.46% 53	18.53% 48	259	
1-3							
	International	National	Regional	State	Local	Total	
Q17: 1-4	4.55% 1	45.45% 10	31.82% 7	9.09% 2	9.09% 2	22	
Q17: 5-9	3.33% 1	23.33% 7	26.67% 8	23.33% 7	23.33% 7	30	
4-6							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	0% 0	0% 0	25% 1	75% 3	4	
Q17: 5-9	0% 0	25% 1	25% 1	25% 1	25% 1	4	
7 or more							
	International	National	Regional	State	Local	Total	
Q17: 1-4	0% 0	0% 0	0% 0	0% 0	100% 1	1	
Q17: 5-9	0% 0	0% 0	0% 0	0% 0	100% 1	1	

Q.45 Professional membership held

Current Member							
	Academy of Certified Archivists (ACA)	American Associate of Museums (AAM)	American Library Association (ALA)	ARMA International	Society of American Archivists (SAA)	Special Libraries Associate (SLA)	Total
Q17: 1-4	4.26% 4	7.45% 7	15.96% 15	7.45% 7	59.57% 56	5.32% 5	94
Q17: 5-9	19.19% 19	2.02% 2	11.11% 11	1.01% 1	64.65% 64	2.02% 2	99
Past Member							
	Academy of Certified Archivists (ACA)	American Associate of Museums (AAM)	American Library Association (ALA)	ARMA International	Society of American Archivists (SAA)	Special Libraries Associate (SLA)	Total
Q17: 1-4	0% 0	7.69% 3	46.15% 18	7.69% 3	20.51% 8	17.95% 7	39
Q17: 5-9	2.70% 1	8.11% 3	40.54% 15	13.51% 5	10.81% 4	24.32% 9	37
Never a Member							
	Academy of Certified Archivists (ACA)	American Associate of Museums (AAM)	American Library Association (ALA)	ARMA International	Society of American Archivists (SAA)	Special Libraries Associate (SLA)	Total
Q17: 1-4	22.94% 50	20.64% 45	12.84% 28	21.10% 46	3.21% 7	19.27% 42	218
Q17: 5-9	17.43% 42	21.99% 53	15.35% 37	21.58% 52	2.90% 7	20.75% 50	241

Q46 Professional Membership Held, Regional group

Answered: 138 Skipped: 28



	Q17: 1-4	Q17: 5-9	Total
Current Member	44.44% 48	55.56% 60	108
Past Member	33.33% 3	66.67% 6	9
Never a Member	71.43% 15	28.57% 6	21

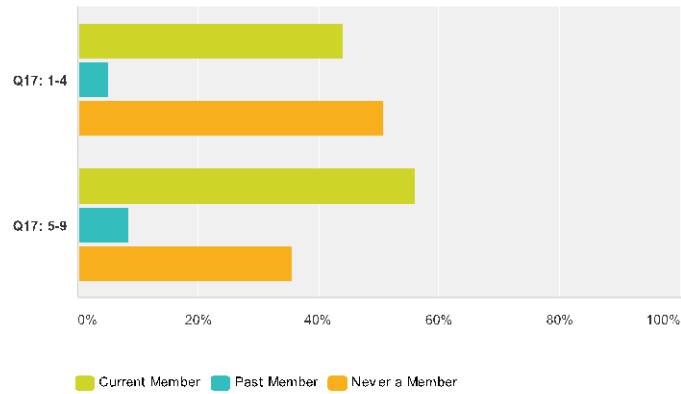
#	Q17: 1-4
1	MAC
2	New England Archivists
3	New England Archivists
4	New England Archivists; New England Museum Association
5	Society of Tennessee Archivists
6	Society of Tennessee Archivists
7	MARAC
8	MARAC - Mid-Atlantic Regional Archives
9	MARAC, MLA
10	MARAC
11	MARAC, ACWR
12	Society of Indiana Archivists
13	SCAA
14	MARAC
15	MARAC
16	MARAC, VRA
17	Mid-Atlantic Archivist
18	MARAC
19	MARAC
20	MARAC
21	Mid Atlantic Regional Archives Conference
22	MARAC
23	MARAC
24	MARAc
25	MARAC
26	NEA;
27	MARAC, NEA
28	MARAC
29	Society of Alabama Archivists

30	MARAC
31	ALA
32	NEARI
33	SCA, CLA
34	Midwest Archives Conference
35	Society of California Archivist
36	New England Archivists
37	Midwest Archives Conference
38	New England Archivists
39	New England Archivists
40	new england archivists
41	Northwest Archivists, Conference of InterMountain Archivists
42	MARAC
43	SSA
44	NEA
#	Q17: 5-9
1	Midwest Archives Conference
2	MAC
3	Midwest Archives Conference (MAC)
4	Society of Rocky Mountain Archivists
5	Association of National Park Rangers
6	New England Archivists
7	MARAC
8	NEA, SAA, NEHA
9	I personally belong to Mid-Atlantic Regional Archives Conference, and Delaware Valley Archivists Group; my institution belongs to Philadelphia Area Consortium of Special Collections Libraries
10	Western New York Library Resources Council
11	MARAC, Virginia Academic Library group of ACRL (VLACRL)
12	New England Archivists
13	Society of Southwest Archivists
14	Society of Southwest Archivist
15	Midwest Archives Conference
16	Society Of Tennessee Archivists, West Tennessee Association of Museums
17	MARAC
18	WNYLRC
19	Midwest Archives Conference
20	SCA
21	New England Archivists
22	Mid Atlantic Regional Archives Conference
23	MARAC
24	MARAC
25	MARAC
26	MARAC
27	MARAC
28	MARAC
29	Society of North Carolina Archivists
30	MARAC
31	MAC
32	MARAC
33	New England Archivists
34	Mid-Atlantic Regional Archives Conference (MARAC)
35	NEA
36	Society of Southwest Archivists (SSA)
37	Society of Southwest Archivists
38	New England Archivists. New England Archivists of Religious Institutions

39	NEMA, NEA, MLA
40	Society of California Archivists
41	Northwest Archivists
42	CIMA, SSA, FAZA
43	Society of Southwest Archivists
44	MAC
45	MARAC
46	Society of Southwest Archivists
47	New England Archivists (NEA)
48	NEA, MARAC
49	SSA
50	NEMA
51	New England Archivists
52	MAC, SSA
53	MAC, Northwest Archivists
54	Society of Georgia Archivists
55	MAC; TCART
56	MARAC
57	MAC
58	New England Archivists (NEA)
59	New England Archivists, New England Archivists of Religious Institutions
60	MARAC
61	MARAC, NEA
62	MAC
63	Midwest Archives Conference

Q47 Professional Membership Held, Local group

Answered: 118 Skipped: 48



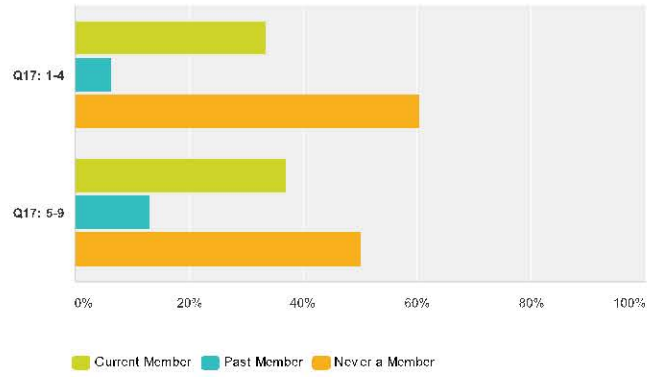
	Q17: 1-4	Q17: 5-9	Total
Current Member	44.07% 26	55.93% 33	59
Past Member	3.39% 3	6.25% 5	8
Never a Member	52.54% 30	37.82% 21	51

#	Q17: 1-4
1	TCART
2	Maine Archives and Museums
3	Delaware Valley Archivists Group
4	Upper Ohio Valley Museum Consortium
5	DVAG - Delaware Valley Archivists Group
6	Institutional Membership for local historical and genealogical societies
7	Archivists Roundtable of New York
8	Archivists Round Table of Metropolitan New York
9	Kentucky Council on Archives
10	MARAC
11	NYART
12	NJLA, History and Preservation Section
13	Archivists Roundtable of Metropolitan New York
14	NYAC
15	NEMA
16	Archivists Round Table of Metropolitan New York
17	ARI
18	OCLA
19	Chicago Area Archivists
20	Metropolitan Archivists
21	Society of Indiana Archivists
22	NJSLA
23	SRMA, CIMA
24	Chicago Area Medical Archivists
#	Q17: 5-9
1	Historical Society, Historic Preservation Commission
2	Chicago Area Archivists (CAA)
3	the 'regional' groups above are focused in Philadelphia, where I am located, so are somewhat 'local' as well
4	Western New York Archivists

5	Archivists of Central Texas
6	Metroplex Archivists
7	Society of Tennessee Archivists
8	Michigan Archives Association
9	Archivists Roundtable of Metropolitan New York
10	BAA
11	Connecticut Library Assoc.; CT League of History Organizations
12	Capital Area Archivist of NY (CAANY)
13	LAMA
14	Archivists Roundtable of New York
15	DVAG
16	Archivists of Central Texas
17	Capital Area Archivists; 2 genealogy societies, 3 local history societies
18	NY-ATLA (New York Area Theological Library Association)
19	Delaware Valley Archivists' Group (DVAG)
20	Louisiana Archives and Manuscripts Association
21	Pioneer Val. History Network, Valley Womens History Collaborative
22	Louisiana Archives and Manuscripts Association
23	Michigan Archival Association
24	Archivists of Central Texas
25	Vermont Archivists Network (VAN), Vermont Historical Society League of Local Societies/Museums
26	Arizona Archives Alliance
27	NEA
28	WV Musuem Association
29	Society of Indiana Archivists
30	Chicago Area Archivists
31	Maine Archives & Museums
32	Worcester Area Archives and Special Collections Interest Group
33	Maryland Library Assoc
34	Society of Indiana Archivists
35	Society of Indiana Archivists

Q48 Professional Membership Held, Other

Answered: 94 Skipped: 72



	Q17: 1undefined4	Q17: 5undefined9	Total
Current Member	48.48% 16	51.52% 17	33
Past Member	33.33% 3	66.67% 6	9
Never a Member	55.77% 29	44.23% 23	52

#	Q17: 1-4
1	World Dance Alliance, New Media Consortium, Theatre Library Association, Past Member ACRL and NDEO
2	National Episcopal Historians and Archivists
3	Visual Resources Association
4	SAA
5	History of Women Religious; Heinz History Center; Catholic Hist. Soc. of Western PA; Lawrenceville Hist. Soc.
6	Assoc of Graveyard Studies
7	Association for the Study of African American History
8	ARLISNA, VRA
9	AIC
10	Music Library Association
11	NASOH
12	AASLH; NCPH
13	SHEAR, AHA
14	ACWR
15	AHA
16	Association of Recorded Sound Collections
17	Society of Women Engineers (funded membership)
18	ALA, SAA
#	Q17: 5-9
1	SLARA, ACWR, ALA
2	Polar Libraries Colloquy
3	Archives of Religious Institutions
4	Society for German-American Studies and American Association of Teachers of German (both closely relate to my job); and Modern Language Association
5	Appalachian Studies Association
6	New England Historical Association
7	National Catholic Education Association; Mercy Secondary Education Association, Michigan Mathematic Education Association
8	New Jersey Library Association History & Preservation Section
9	Association of Documentary Editors
10	American Library Association, Association of College and Research Libraries
11	New York Archives Conference (NYAC)
12	MAC
13	Society of Archivists (UK)
14	Association of Christian Libraries
15	Assoc. for Education and Rehabilitation of Blind and VI
16	Arkansas Historical Association
17	Archival Training Collaborative
18	Association of Professional Genealogists, International Society of Family History Writers and Editors
19	Vermont Library Association
20	Graphic Artists Guild
21	ACRL
22	OAH; USNI
23	MSHRAB

Q49. What is your level of involvement at the National, Regional, State and Local levels?
*Please check all that apply. 139 individuals responded to this question, 27 skipped the question.

Member					
	National	Regional	State	Local	Total
Q17: 1-4	36.92% 48	27.69% 36	17.69% 23	17.69% 23	130
Q17: 5-9	36.08% 57	32.91% 52	16.46% 26	14.56% 23	158
Attend Meetings					
	National	Regional	State	Local	Total
Q17: 1-4	17.50% 14	40% 32	17.50% 14	25% 20	80
Q17: 5-9	24.49% 24	33.67% 33	23.47% 23	18.37% 18	98
Active Committee Member					
	National	Regional	State	Local	Total
Q17: 1-4	33.33% 8	29.17% 7	12.50% 3	25% 6	24
Q17: 5-9	25.71% 9	42.86% 15	17.14% 6	14.29% 5	35
Committee Member At-Large					
	National	Regional	State	Local	Total
Q17: 1-4	0% 0	0% 0	0% 0	0% 0	0
Q17: 5-9	60% 3	20% 1	20% 1	0% 0	5
Active on Listserves					
	National	Regional	State	Local	Total
Q17: 1-4	56.00% 28	20% 10	10% 5	14.00% 7	50
Q17: 5-9	45.16% 28	27.42% 17	12.90% 8	14.52% 9	62

#	Q17: 1-4
1	Still working to figure out how these organizations can support my professional development. I attend free webinars from NMC, but I'm not really active in SAA outside of using the job site. I need more education in archives (all my experience is from on-the-job training and not from formal education), but I can't afford more education until I get a job. And I can't get a job because I'm lacking in job experience.
2	New to the field, not familiar with what is available.
3	Lack of time is my biggest issue. I work a full time job plus two part time jobs. Meetings often conflict with work schedule.
4	I am part time at two work places that are both very engaging.
5	New to profession; Career change; Age
6	Mostly because I don't have time.
7	Not sure if there is a local or state organization in Maryland. Honestly, never thought about it.
8	Not sure of the in roads I need to take to join a committee, and I'm worried that I just won't have the time to devote to the work as I am overwhelmed by job responsibilities as it is. Also, I would love to be involved at a local level, but there is no real organization that unites the local entities, and many of the universities/colleges/historical societies don't have archivists anyway.
9	Time is difficult to find
10	Time, budgetary constraints
11	Trying to focus more on continuing education at this point, so attending a lot of workshops.
12	Graduated 2 years ago. Accepted current FT position. Not ready to take on additional commitments.
13	There really is no local or regional group of archivists in my area. It's really not until you get to the state level that there are sufficient numbers to warrant the creation of a group.
14	New to the profession. I am not active on the listserves but I follow the discussions closely and learn a lot from them.
15	Limited Funds and I only have 20/week in the archives anyway so I do not feel like I can take the time. I inherited an archive that in absolute dissary and I'm having trouble just getting my head around what I have and being around all the meetings about digitization stresses me out because I'm still trying to figure out what to do with the items I have.
16	I have no interest in becoming more involved in SAA. I've considered becoming more involved in NEA, but haven't because of the time commitment. I wish there was a Boston-area archivists group that I could become involved in.
17	To much other work to participate, no support from management

#	Q17: 5-9
1	I used to be much more active in CAA, but time became an issue.
2	I don't understand the parameters of the question.
3	No time. Also, I read listserves, but I'm not "active" on them.
4	Time allocation
5	There is no local group of which I am aware. My workload was huge and there is a timeline that is tight for completion of backlog and overall organization.
6	I'd like to be on some committees but they either want experience or travel.
7	I have not been involved at the Regional or National level as I cannot afford to attend meetings. Am thinking about the SAA Ethics Committee, but need to learn more about it.
8	Not enough time to devote to a meaningful role in local or state group
9	Lack of time prevents me from participating.
10	Besides being a member of SAA, I do not have the time or resources to participate more.
11	I work two jobs. A second one in retail to help cover my student loan expenses. I have 3 degrees to pay for and working for a non-profit. I have let some of my memberships slide due to financial reasons. I was able to get my company to pay for membership in the SAA again as I felt like I was being disconnected from the field. It is hard for me to have extra money to attend events and to take time off from work as I do not have vacation time with my second job. I do read the listserves but have not responded since I have rejoined the SAA. I am sorry if that was a bit of a rambling response.
12	Not enough time. I am only a part-time archivist; I spend the majority of my time as a librarian. I am also on several committees in the state-level library community.
13	Not enough time
14	No time.
15	I attend meetings/conferences when I can but often must attend on my own (vacation) time, and pay my own registration/travel expenses.
16	Time - lone-arranger, not certified - therefore don't feel qualified
17	No time
18	My salary just covers my basic living expenses. My job provides no funds for professional development, so I am completely unable to attend and meetings, conferences, or classes. I do not even have flexibility in my budget to drive anywhere besides work each day. My current position consumes all my day from 6:30am until 6:00pm...which does not really allow much time for other activities. I will probably begin dropping all my professional membership dues as well this year. Since we do not receive any cost of living adjustments or raises, my salary has been the same for 10 years; however, my living expenses continue to rise...e.g. insurance, gasoline, food, health care, taxes. I love my work, but can no longer afford to stay with it. I am thankful to be employed!
19	Read Listservs, otherwise, too busy.
20	Used to be involved with SAA as a roundtable steering committee member and roundtable webmaster. I have not been a member of SAA since I went part-time as my employer will not pay for my membership.
21	Would like to be more involved, but cannot spare many work hours to do so. This job is not like being an academic archivist who is expected to participate in professional orgs and publish as a condition of employment.
22	I was quite involved with SAA's PLASC (helped start it, original Steering Cmte & Chair) and NEA (cmte work, presenting at workshops). I had to drop my SAA membership due to finances, and have 2 small children at home plus full-time job so I've pared down my outside activities to spend more of my non-work hours with my kids and husband. I'll probably go back to being more involved once the money thing is better and the kids are bigger.
23	No time