

**Society of American Archivists
Council Meeting
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Chicago, Illinois**

**Membership Committee Survey on Professional Development
Support among SAA Membership**

**(Prepared by Membership Committee Chair Matt Gorzalski,
Vice Chair Michelle Sweetser, and Member Gabrielle Spiers)**

BACKGROUND

The [Barriers to Participation](#) survey conducted by the SAA Membership Committee in early 2017 highlighted lack of financial support for the Annual Meeting and workshop attendance as a significant barrier to continuing education and greater participation in SAA. As a follow-up to that survey and as a continuation of the Committee's efforts to learn more about SAA's membership, the group developed a short survey to explore professional development support among the membership.

The survey was open from October 31 through November 22, 2017, and was announced via SAA's website and social media accounts, *In the Loop* emails, and the SAA Leader List. The survey gathered 1,006 responses, or 18% of SAA's total individual membership (using November 2017 figures). The survey consisted of six questions:

- Does your employer provide professional development support for conference or workshop attendance?
- How much financial support does your employer currently provide (per year)?
- Have you been in your current position for at least five years?
 - Has your employer's level of support changed during your employment? OR Did your professional development support change between your previous and current position?
 - Please identify an archival topic or challenge that you think needs greater emphasis among professional development offerings.
- Comments.

A categorized summary of identified professional development/continuing education topics is attached as Appendixes A and B. The survey raw data appear in Appendix C.

DISCUSSION

Key Findings and Observations

The majority of respondents (66%) receive annual professional development support from their employers. Others (25%) receive support in some years but not annually. The remaining respondents receive no support (8%) or have no access to support because they are self-employed, a student, or retired (3%).

Approximately 44% of respondents receive funding in the \$501-\$1,500 range on an annual basis. It is notable that just over 12% of respondents reported receiving no financial support for professional development from their employer. For 71% of respondents, attendance at the Annual Meeting alone would exhaust their entire annual professional development allocation.¹

The Committee was also interested in temporal trends in support of professional development. Respondents were asked if they had been with their current employer for at least 5 years, of which 45% (452) stated “yes” and 55% (552) stated “no.” For 77% of archivists who have been with their current employer for at least 5 years, professional development support has remained the same or decreased. A slight majority (51%) who have been with their employer for less than 5 years have seen an increase in support. However, the remaining 49% of these individuals have experienced stagnancy or decreases in support.

Finally, respondents were asked to name archival topics that they feel need greater emphasis among professional development offerings.

Archivists who have been with their current employer for five years or more identified the topics that were categorized into a number of themes. Thematic areas most frequently cited in this demographic were: administration / management; electronic records; general technical skills; and conservation / preservation. Within these top themes, the most frequently cited training needs were those in the areas of advocacy, management, fundraising, project management, general electronic records information, and digital preservation.

Likewise, archivists who have been with their current employer for less than five years were asked to identify topics for professional development offerings. These were categorized into a number of themes, the most prevalent of which were the areas of electronic records, digital preservation, born-digital materials, and digitization. Management training and development, including management of collections, management of people, training for new managers, developing management skills, and how to gain management experience, was also cited frequently. Archivists in this category are also interested in developing software skills, with requests for courses in specific archives-based software like ArchivesSpace, but also coding and software

¹ Assuming conference registration at the \$329 early-bird member rate; 3 nights in a hotel at \$199/night excluding applicable taxes; a \$250 flight; meals, local transportation, and gratuities.

training from an archival standpoint. Other issues that came up several times were grant-writing, career development and job-hunting, work-life balance and self-care, as well as cultural competencies including diversity and inclusivity. The crossover of archives with such other related fields as records management, especially with regard to born-digital records, museums, and libraries, was also mentioned by multiple respondents who have hybrid jobs that are not just as archivists.

RECOMMENDATIONS

That the SAA staff continue to control costs of hosting and attending the Annual Meeting. The majority of archivists face the arduous situation of decreasing or stagnant professional development support, coupled with inflation affecting the costs of travel, lodging, meals, registration fees, and other conference-related expenses. SAA staff should continue reviewing and implementing the cost-control recommendations outlined in the Annual Meeting Task Force Report of 2013 and the Membership Committee's 2017 Survey on Barriers to Participation. SAA might offset hosting costs by: establishing and utilizing an endowment to reduce reliance upon registration fees; holding joint conferences with related organizations to further distribute costs; implementing the convention center model; scheduling all events in the convention center spaces to avoid hotel fees; and holding conferences in second-tier cities. SAA might offset the cost of attending a conference by expanding access to travel award opportunities beyond students, minorities, and non-US or Canadian citizens and by promoting lodging alternatives such as Airbnb.

That the SAA staff consider cost-control strategies for non-Annual Meeting educational opportunities. While the Annual Meeting is SAA's most expensive professional development opportunity, the costs of attending other in-person educational opportunities offered throughout the year are not insignificant. An all-day workshop costs a minimum of \$199. Including expenses for travel, lodging, and meals, participation could easily exceed the \$500 threshold reported by 28% of survey respondents. SAA might control costs for non-Annual Meeting professional development opportunities by developing a funding source that provides scholarships for attending in-person workshops, exploring how co-hosting workshops with other archival organizations or library consortia may reduce attendance costs, and creating a workshop registration fee model scaled to a member's level of income or professional development support (such as how annual dues are categorized).

That the SAA staff continue to make educational content available in formats that do not require in-person participation. Because the costs of travel, lodging, and meals can prevent members from attending professional development programs, these opportunities in online venues are more likely to fit the budget profile of members. SAA might create recorded webinars of existing workshops if feasible, allow for virtual attendance by livestreaming workshops, and livestream select Annual Meeting sessions or events such as plenaries or presidential addresses. Free services such as Google's Hangouts on Air livestream events and automatically uploads them to a linked YouTube

account. SAA might provide access to resources that do not necessitate a registration fee in this way.

That the SAA staff compare professional development topics desired by survey respondents with existing course offerings. The Director of Education should review the degree to which the professional development topics identified by respondents to this survey are covered by existing workshops in the Course Catalog. Of particular concern among survey respondents are management, leadership, fundraising, and advocacy to both resource allocators and the public.

QUESTIONS FOR DISCUSSION

1. How does the Council define *accessible* and *affordable* (in the context of the SAA Strategic Plan) in light of this survey's findings related to self-reported levels of funding for professional development?
2. What amount is reasonable to expect individual members to pay out-of-pocket for professional development opportunities?
3. What impact might some of the strategies listed above and in previous reports, such as last year's Addressing Barriers Report, have on SAA's budget?

Appendix A: Categorized responses of individuals with their current employer for 5 years or more to the question “Please identify an archival topic or challenge that you think needs greater emphasis among professional development offerings.”

Administration / Management	
Advocacy (making case to higher-ups; demonstrating relevance)	14
Management / management skills	12
Fundraising (donor relations, grants, working with fundraisers)	11
Planning / project management	11
Leadership	6
Budgeting / finance	4
Supervisory skills	4
Working with limited resources / budget cuts	4
Collection planning / collection development / collection management	3
Cultural competencies	2
Soft skills	2
Burnout	1
Certification (why / why not)	1
Collaborative skills	1
Equity in hiring	1
Event planning	1
Managing change	1
Marketing self and skills (titles may not be "archivist" but skills relevant)	1
Navigating larger organizations when fighting for resources	1
Negotiating contracts (with vendors)	1
Planning for a move	1
Security	1
Space consolidation	1
Standardization in essential work processes	1
Working with volunteers and students	1

Total: Administration		87
Electronic Records		
General		22
Preservation		16
Access		7
For small / underresourced archives		4
AV materials		3
Data conversion, transformation, migration		2
Hands on / interactive learning		2
Advocacy within ER realm		1
Appraisal		1
Building and maintaining skills		1
Collaborating with IT departments		1
DAS training and testing		1
Digital asset management (not open source)		1
How to archive email and attachments		1
Integrating digital content into finding aids		1
Obsolete / deteriorating formats		1
Planning		1
Strategies for identifying and managing PII within ER		1
Tools		1
Total: Electronic Records		68
Technical skills		
General		3
Maintaining currency; opportunity for mid-career archivists to learn new skills		3
Scripting		1
Digitization basics		5
XML/XSLT		1
EAD		1
Web development		2
Programming		1
How to work with IT staff		1
How to create a video biography		1
Of patron base		1
Total: Technical skills		20
Conservation / Preservation		
Basics		5

Disaster planning and preparedness	1
Housing solutions (for objects, printed ephemera)	1
Objects	1
Pest control	1
Photo preservation	1
Procedures for lone arrangers	1
Total: Conservation / Preservation	11
Processing	
General	7
MPLP	2
Extensible	1
Large collections	1
Total: Processing	11
Special formats or collecting areas	
Lone arrangers / small shops	2
Oral history	2
Visual materials / photographic archives	2
Architectural drawings	1
Archives in public libraries	1
Church preservation	1
Corporate archives management	1
Manuscript and collecting archives	1
Subtotal: Special formats / collecting areas	11
Teaching / Archival Instruction	
General	5
Primary sources	3
instructional design	1
Primary source literacy	1
Total: Teaching / Archival Instruction	10
Collaboration	
Community archives	2
In support of digital preservation	1
Institutional cooperation in collecting	1
Local government archives and materials in local history repositories	1
With external partners	1
With internal partners	1

With IT experts	1
With librarians	1
Subtotal: Collaboration	9
Arrangement / Description	
General	3
Finding aid creation (including quality and accuracy)	2
Adequate before digitization	1
Finding aid reconceptualization for the public	1
Writing useful scope and content notes for bulk processed collections	1
Total: Arrangement / Description	8
Legal Issues	
Copyright	4
Privacy laws	2
FOIA	1
Related to digitization	1
Total: Legal Issues	8
Outreach	
General	6
Increasing awareness of the archives' holdings	1
Strategies when social media is not an option	1
Subtotal: Outreach	8
Records Management	
General	2
Retention schedules	2
Disposition practices	2
How RM and archives relate	1
Subtotal: Records Management	7
Access / Accessibility	
For those with disabilities	1
For underserved populations	1
New modes of	1
To archival literature	1
To big data	1
To government records (declassification, e.g.)	1
Subtotal: Access / Accessibility	6

Diversity	
General	2
Diversity of repository offerings; get outside C&U archives	1
Importance of diversity in archives, staffing, and collecting	1
Inclusion	1
Women's equity/standing in profession	1
Subtotal: Diversity	6
Basic archival courses	
General	2
Starting an archive	2
Standards	1
Subtotal: Basic archival courses	5
Professional Ethics	
4	
Appraisal	
General	2
AV materials	1
Subtotal: Appraisal	3
Reference	
3	
Theory of profession	
General	2
Theory combined with applied experience	1
Subtotal: Theory of profession	3
Writing / publishing / research	
3	
Cataloging	
2	
Social justice and archival activism	
Documenting current events	1
General	1
Subtotal: Social justice and archival activism	2
Accessioning	
1	
Data management	
1	
Digital scholarship	
1	
History of profession	
1	
Meeting user needs and expectations	
1	

Appendix B: Categorized responses of individuals with their current employer for less than 5 years to the question “Please identify an archival topic or challenge that you think needs greater emphasis among professional development offerings.”

Administration / Management	
Management	17
Personnel management	9
Leadership	7
Project management	5
Support for lone arrangers and independent archivists	5
Management training	4
Training students and volunteers	4
Hiring and staffing	3
Transitioning into management	2
Managing up	2
Change management	1
Managing archives in public libraries	1
Time management for lone arrangers including use of intern and volunteer labor	1
Online offerings in project management	1
Mixed-use facility management	1
Management and leadership from an organizational development standpoint	1
Business management	1
Total: Administration	65
Electronic Records	
Digital archives	12
Born-digital experience	11

Digital preservation	10
Electronic records	9
Digitization	6
Digital preservation for small archives – practical how tos with small budgets	5
Processing digital records	3
Quality metadata and standards/embedded metadata	3
Access to digital materials	2
Transition from paper to online and upkeep	1
Electronic records for smaller institutions	1
Advanced digitization techniques and workflows	1
Stop gap digital preservation	1
Workflow development for electronic records	1
Electronic records management	1
Hands on digital archiving classes	1
Total: Electronic Records	68
Technical skills	
Coding and technical skills	9
Archiving new technologies	5
ArchivesSpace	4
Working with technology	4
Managing software	3
DAM – digital asset management	3
EAD	3
Software for small archives	2
Practical email management	2
Data migration	2
Discovery systems	1
DACS	1
Total: Technical skills	34

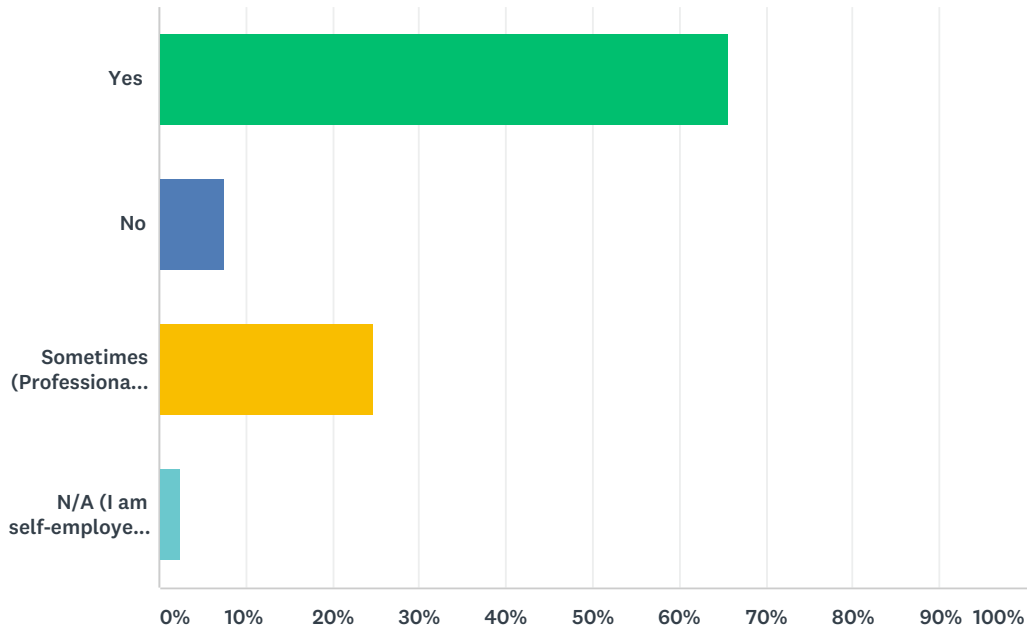
Conservation / Preservation	
Preservation	7
Hands on preservation workshops	3
Conservation	2
Analog media preservation	1
Total: Conservation / Preservation	13
Processing	
Cataloging and processing visual objects	1
Dealing with backlogs	1
MPLP	1
Total: Processing	3
Special formats or collecting areas	
Photographs	2
Film/Beta preservation	1
Women's History – Women in leadership roles	1
Standards for conducting, transcribing and preserving oral histories	1
Digital audio visual material	1
Subtotal: Special formats / collecting areas	6
Professional Development	
Job searching	8
Career development	3
Emotional labor/non-monetary obstacles	2
More options for CE/ certification/credentials	2
Salary negotiations	2
Salaries versus cost of living nationally	2
Study support for ACA	1
Dealing with overwork	1
Total: Professional Development	21
Collaboration	
Donor relations/ fundraising	3
Collaboration across the archives/library/museums	2
Navigating institutional politics and working with stakeholders	1
How to communicate with departments that don't speak our language	1

Integration of archival collections with special collections & museums	1
Subtotal: Collaboration	8
Arrangement / Description	
Arrangement and description	2
Surveying collections	1
MARC for description	1
Total: Arrangement / Description	4
Legal Issues	
Copyright	4
Total: Legal Issues	4
Advocacy	
For the value of archives	7
For archival work	1
Internal advocacy	1
Subtotal: Outreach	9
Records Management	
Records management	2
Records management at the front end of archival work	2
Overlap between archives and records management	2
Digital records management	2
Subtotal: Records Management	8
Outreach	
Outreach	5
Primary source instruction	4
Working with and supporting community archives	1
Public Services	1
Subtotal: Outreach	11
Cultural Competency	
Diversity	5
Ethics	3
Real meaning of diversity and inclusion	2
Social justice in the archives	2
Cultural competence - whiteness	2

Inclusion	1
Subtotal: Cultural Competency	15
Basic archival courses	
Grant writing	6
Basics of Being an Archivist	3
Cataloging	2
Subtotal: Basic archival courses	11
Reference	5
Archives and the environment	
Environmental impact of archives	2
Sustainability	1
Subtotal: Archives and the environment	3
Writing / publishing / research	1
Government archives	2
Unionization	1
Accessioning and Deaccessioning	3
Business Archives	4
Appraisal	4
Collection development	1

Q1 Does your employer provide professional development support for conference or workshop attendance?

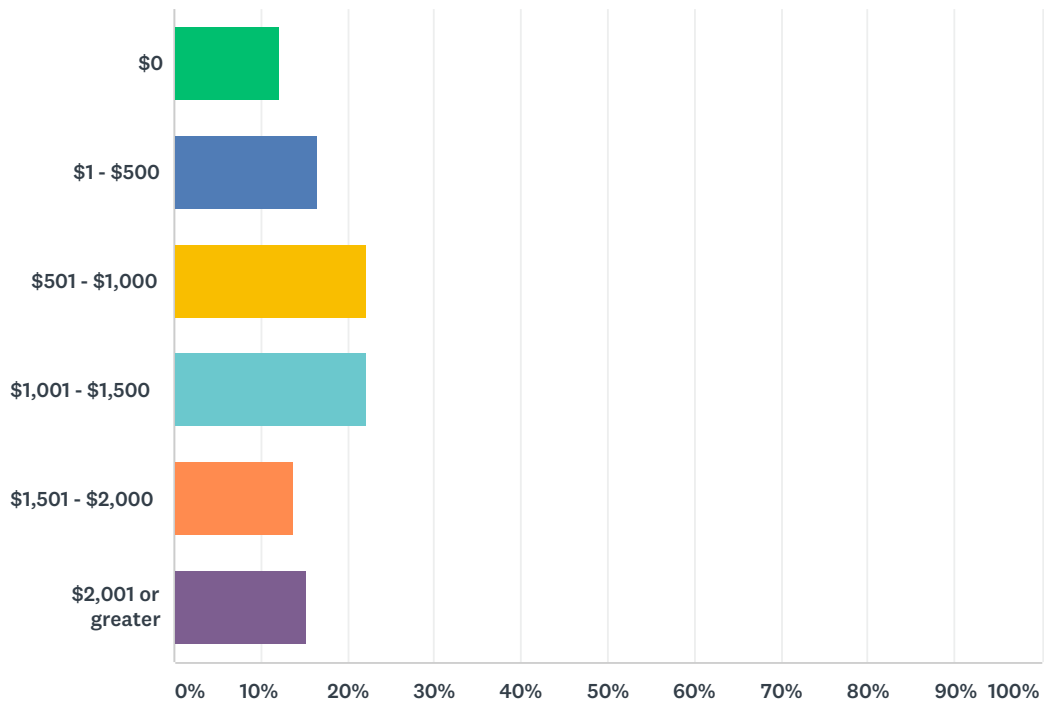
Answered: 1,006 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	65.71%	661
No	7.55%	76
Sometimes (Professional development support is granted in some years but not every year.)	24.65%	248
N/A (I am self-employed, a student, or retired.)	2.58%	26
Total Respondents: 1,006		

Q2 How much financial support does your employer currently provide (per year)?

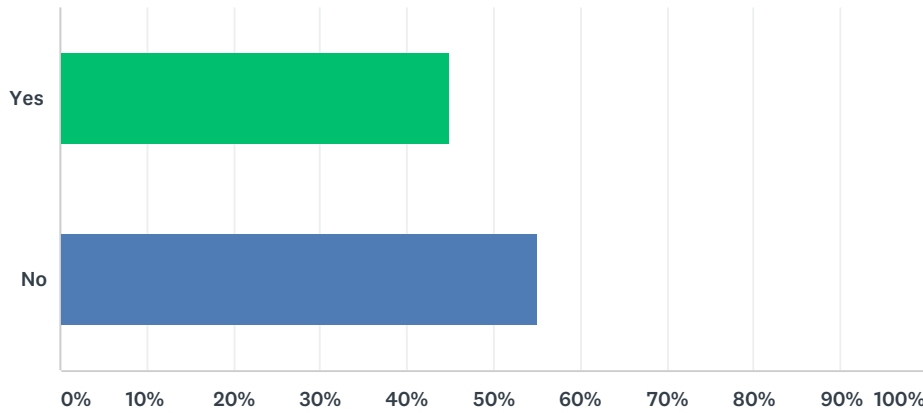
Answered: 974 Skipped: 33



ANSWER CHOICES	RESPONSES	
\$0	12.22%	119
\$1 - \$500	16.43%	160
\$501 - \$1,000	22.18%	216
\$1,001 - \$1,500	22.28%	217
\$1,501 - \$2,000	13.86%	135
\$2,001 or greater	15.20%	148
Total Respondents: 974		

Q3 Have you been in your current position for at least five years?

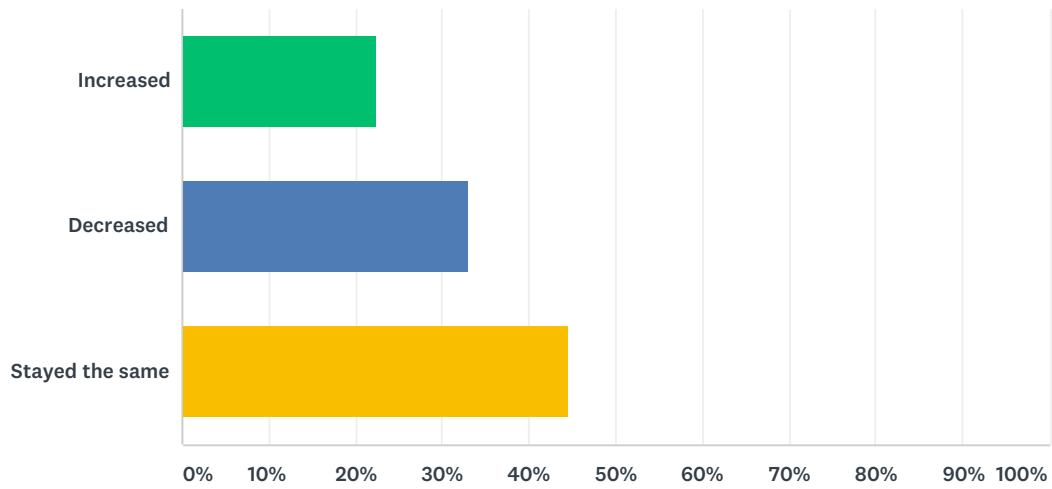
Answered: 1,004 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	45.02%	452
No	54.98%	552
TOTAL		1,004

Q4 Has your employer's level of support changed during your employment?

Answered: 430 Skipped: 577



ANSWER CHOICES	RESPONSES	
Increased	22.33%	96
Decreased	33.02%	142
Stayed the same	44.65%	192
TOTAL		430

Q5 Please identify an archival topic or challenge that you think needs greater emphasis among professional development offerings.

Answered: 200 Skipped: 807

#	RESPONSES	DATE
1	Archives administrative issues - planning - development -advocacy within the organization History of and theory of Archives and Records Management	11/22/2017 10:06 PM
2	keeping archives and the profession relevant along with preservation of electronic data, providing access, keeping up with the changing expectations of users	11/22/2017 7:57 AM
3	professional ethics, new academic findings	11/20/2017 1:46 PM
4	keeping tech skills current	11/20/2017 8:15 AM
5	OH access, cultural sensitivity to providing access, copyright, legacy OH collections	11/18/2017 11:47 AM
6	Appraisal, especially of electronic records	11/17/2017 10:38 PM
7	How to read your clientele's command of emerging computer technologies.	11/17/2017 6:11 PM
8	How digitization is NOT preservation and how to emphasize that to administrators who think it means originals can be discarded and are irrelevant!	11/17/2017 3:23 PM
9	digital preservation	11/17/2017 12:31 PM
10	Copyright.	11/17/2017 10:02 AM
11	Management and leadership	11/17/2017 8:39 AM
12	The relevancy of photographic archives in the digital age: when the ubiquity and reuse of images creates countless copies on the internet, how does this affect archival value to the community?	11/17/2017 8:28 AM
13	Teaching with primary sources for archivists. Would love to see workshops/certificate course offered that targets archivists as instructors. ACRL offers the Immersion program which is very good but doesn't focus specifically on teaching with primary sources.	11/17/2017 8:14 AM
14	Teaching with Archives; Professional Ethics	11/17/2017 6:43 AM
15	Appraisal, project planning	11/17/2017 6:10 AM
16	archival processing, digital preservation, professional ethics	11/16/2017 8:45 PM
17	Development of teaching/instruction skills	11/16/2017 8:07 PM
18	Understanding of digital technologies/options for people who've been in their positions for a long time.	11/16/2017 6:29 PM
19	Visual Materials! I am a photograph archivist and most educational offerings are focused on paper based collections. Also more educational offerings for small shop archivists, not everyone has the resources of a university!	11/16/2017 2:51 PM
20	Preserving documents on web.. making websites. how do we do this with limited people and how to upkeep them.	11/16/2017 1:50 PM
21	Quality and accuracy of online finding aids.	11/16/2017 11:40 AM
22	How to handle electronic records and how to stay sane as a lone arranger.	11/16/2017 9:15 AM
23	How to market yourself in an age where job titles are no longer as straightforward as "archivist".	11/16/2017 8:37 AM
24	Born-Digital AV Materials	11/16/2017 8:16 AM
25	Equity in hiring	11/16/2017 8:08 AM
26	project management for archivists; cataloging, processing, housing objects or printed ephemera that arrive in archival collections	11/16/2017 7:34 AM
27	Electronic records management	11/16/2017 7:13 AM

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28	Government and non-profits cannot afford SAA.	11/16/2017 6:34 AM
29	Processing a textual collection - focused on content and meaning - the intellectual work	11/16/2017 3:11 AM
30	Taking a mess and turning it into an organised, well preserved system.	11/15/2017 11:06 PM
31	communicating core archival principles with administrators	11/15/2017 10:55 PM
32	Digital projects	11/15/2017 3:57 PM
33	Electronic records	11/15/2017 3:48 PM
34	Records management for archivists.	11/15/2017 3:37 PM
35	managing change	11/15/2017 1:38 PM
36	corporate archives management	11/15/2017 1:26 PM
37	Born-digital records - preservation and curation tools	11/15/2017 12:59 PM
38	born-digital assets obsolete or deteriorating formats	11/15/2017 12:05 PM
39	The transition from paper to digital and the impact on archives and archival professionals.	11/15/2017 12:02 PM
40	Increasing awareness of institutional holdings and access to relatively underserved populations.	11/15/2017 11:48 AM
41	Finding money! Dealing with donors to encourage gift of money with collections. Small grant options. Making archives and mss. pay for themselves.	11/15/2017 11:25 AM
42	Processing large collections. Also ensuring that collections are adequately described prior to digitization projects.	11/15/2017 11:23 AM
43	Management	11/15/2017 11:16 AM
44	writing and publishing	11/15/2017 11:12 AM
45	Integrating digital content into finding aids and working with librarians as a solo archivist	11/15/2017 11:12 AM
46	Reference and outreach	11/15/2017 10:46 AM
47	General management skills like budgeting, project management, how to supervise and support your staff, etc.	11/15/2017 10:36 AM
48	More digitization/born-digital/technology workshops for more seasoned professionals who lack the experience in this area (me for instance!)	11/15/2017 10:33 AM
49	xml xslt	11/15/2017 10:14 AM
50	Archives benefit to campuses; developing collection plans	11/15/2017 10:12 AM
51	archiving and making accessible digital born records; digitizing print collections; how to work with IT departments in archiving digital records	11/15/2017 10:03 AM
52	Webinars that are inexpensive.	11/15/2017 10:00 AM
53	Digital preservation and access for small archives; creating collaborative projects with internal and external partners.	11/15/2017 9:57 AM
54	Electronic records training for extreme beginners.	11/15/2017 9:51 AM
55	Management training -- budgets, project management, working with stakeholders	11/10/2017 9:44 AM
56	Public institutions like public libraries that do not have the funds to support archival staff's professional development goals.	11/9/2017 4:51 PM
57	teaching primary source literacy	11/9/2017 7:44 AM
58	Fundraising, with an emphasis on how to make sure one's advancement office (for the organization as a whole) doesn't feel threatened.	11/9/2017 7:11 AM
59	Need more computer training.	11/8/2017 7:38 PM
60	Management Development/Fund Raising Advocacy and Budget Justification	11/8/2017 2:06 PM
61	Project management	11/8/2017 10:27 AM
62	More "hands-on" classes instead of theory.	11/8/2017 9:46 AM

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63	local government archives and archival materials in local history repositories (library special collections, museums, historical societies). this is the most neglected and overlooked area of archives, period.	11/8/2017 9:02 AM
64	Institutional co-operation in collecting. Repositories shouldn't compete with one another for collections.	11/8/2017 7:57 AM
65	Cost to attend professional development events when self-funding	11/8/2017 7:45 AM
66	Digital preservation	11/7/2017 8:32 PM
67	Making the profession and research more accessible to people with disabilities.	11/7/2017 1:30 PM
68	executive leadership - soft skills, cultural competencies, budget/ finance	11/7/2017 11:04 AM
69	Archival Instruction	11/6/2017 10:17 AM
70	managing employees planning for archive moves leading in the archive	11/6/2017 10:04 AM
71	Right now, how to document the events that are taking place now. Especially because these events tend to be very painful.	11/6/2017 9:55 AM
72	Catalog records for archival collections, photo preservation, pest control	11/6/2017 8:57 AM
73	Negotiating contracts with third party contractors, like digitization outsourcing or asset management software companies.	11/5/2017 8:53 PM
74	The strengths of diversity in Archives, staffing, and collecting.	11/3/2017 4:44 PM
75	Offerings that help mid-career archivists learn new skills - what does professional development look like for those of us who have been doing this for long enough that some of the technology is changing.	11/3/2017 12:29 PM
76	outreach, women's equity/standing within the profession, digital issues...	11/3/2017 9:51 AM
77	funding, funding, funding. increasing funding in your own institution (from the board, from the department head, from the ED, from the President, from federal grants (as long as they exist), from private funders, et al. funding for turning grant-funded positions into permanent staff positions, for long-term grant-funded processing projects, for short-term special projects.	11/2/2017 6:32 PM
78	building and maintaining skills in rapidly changing digital preservation environment	11/2/2017 1:29 PM
79	Finding aids and archival software is geared towards the archivist and is most useful as an internal tool. Challenge - how do we reconceptualize these tools for the public?	11/2/2017 1:28 PM
80	Step-by-step, practical courses in specific aspects of digitizing and handling digital archives/records. Shorter, more targeted classes or webinars showing "live" demos (since education/travel funding is limited). Resource lists are great, but showing how those systems/programs look and work would be even more helpful (such as software that can be used for the various steps - inventory, accession/ingest, verification, search, display).	11/2/2017 11:16 AM
81	Basic management skills	11/2/2017 11:15 AM
82	Managing people, workplace culture, etc.	11/2/2017 9:49 AM
83	Fundraising, event planning	11/2/2017 9:38 AM
84	-Maintaining digital records on a shoestring budget (i.e. with off the shelf software) -Dealing with budget cuts or a static budget as needs increase	11/2/2017 9:23 AM
85	?	11/2/2017 8:32 AM
86	I would like to see more opportunities for preservation/conservation training. Basic workshops would be good for people just starting out in the field, and there should also be more chances for experienced archivists to refresh and learn new skills.	11/2/2017 8:04 AM
87	Accessibility with government records - declassification issues, etc.	11/2/2017 7:12 AM
88	Advocating for the archives and how to promote the value of having an archives higher up the ladder (above and beyond information governance) managed by a professional team of experts.	11/1/2017 5:03 PM
89	Fundraising, Outreach, and Research opportunities/support.	11/1/2017 2:48 PM
90	Our biggest challenge is not having enough staff.	11/1/2017 2:08 PM
91	Need more on copyright and digital.	11/1/2017 2:03 PM

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92	Reference related issues. Access to digital files in the reading room	11/1/2017 1:43 PM
93	object conservation, digital asset management (not open source software) - some best practices.	11/1/2017 1:09 PM
94	-Doing more with less (funding, staffing, time) -Methods for minimal processing -How to tackle or manage large backlogs of unprocessed collections -Working with volunteers and students (how to manage volunteers and students, and how to develop meaningful and effective projects that are a win-win for both the volunteer/student and the archive) -Effective outreach, and how to solicit donations	11/1/2017 12:52 PM
95	Diversity	11/1/2017 12:46 PM
96	Diversity and inclusion	11/1/2017 12:43 PM
97	Digital preservation	11/1/2017 11:11 AM
98	Management, project planning,	11/1/2017 11:01 AM
99	Dealing with born digital materials/providing access	11/1/2017 10:54 AM
100	strategies for promoting collections when your institution is shy about social media	11/1/2017 10:11 AM
101	Digital Archivist training and testing	11/1/2017 10:10 AM
102	Basic electronic records curatio	11/1/2017 10:09 AM
103	Standardization in essential work processes	11/1/2017 10:05 AM
104	workflow/project management for small institutions	11/1/2017 9:50 AM
105	leadership in the context of archives/special collections	11/1/2017 9:37 AM
106	How to create a video biography.	11/1/2017 9:35 AM
107	Practical implementation of preservation strategies for digital and audio-visual materials.	11/1/2017 9:21 AM
108	Privacy laws and how they affect archives	11/1/2017 9:18 AM
109	I need a step-by-step walk through of digitization: first you do this, then you do this, third you do this	11/1/2017 8:34 AM
110	The roadmap to providing digital access to collections.	11/1/2017 8:24 AM
111	Starting from scratch in the archive...organizing, digitizing. For new archivists or people doing it with no formal training.	11/1/2017 8:20 AM
112	Marketing and making a case for your archives projects to internal and external audiences	11/1/2017 8:16 AM
113	Privacy, Institutional Ethics, Data Mangement	11/1/2017 8:06 AM
114	Digital preservation (practical approaches)	11/1/2017 8:05 AM
115	I've been fortunate to have so much support, but in previous positions that wasn't the case. The greatest challenge is getting funding from public institutions.	11/1/2017 8:04 AM
116	We need more explanation across the archival material spectrum of the actual chemistry/science behind why and how we need to preserve materials. Not too much twisting around with super science, but enough to let us be able to speak with authority about how and why paper and other materials deteriorate and need special care and equipment and handling and storage. We can't jump straight to digitizing without caring for it first!!!	11/1/2017 8:04 AM
117	copyright; space consolidation	11/1/2017 8:00 AM
118	Digital preservation (always!), audio/visual digitization, manuscript and collecting archives	11/1/2017 7:52 AM
119	Archival education--as in teaching instruction sessions for students and researchers, particularly for non-academic archivists who are being asked to do this more often as interest in primary sources for K-12 students increases.	11/1/2017 7:47 AM

Professional Development Support Survey

120	Description/finding aids for high-density content records such as minutes of decision-making bodies are a challenge. If you are working with long-term series such as Board of Trustees minutes, Ctrl-F does not work because terminology has changed so much. If you know your collection well from decades of experience, it's not as much of a problem, but for a new archivist it can skew their reference work, making them think there is no information when there is a plethora of it, but using different language. This is a serious problem especially in a setting such as business or corporate archives which serve mainly the administration and not outside researchers. They need answers quickly, and they had better be correct!	11/1/2017 7:45 AM
121	Community archives, outreach and support to extra-institutional memory work.	11/1/2017 7:44 AM
122	As advances are made in the field, we continue to need basic educational opportunities for those with limited experience and archival education.	11/1/2017 7:43 AM
123	document preservation and digital preservation	11/1/2017 7:42 AM
124	1) Communication with management 2) Project team management	11/1/2017 7:33 AM
125	I am the only archivist in my institution. Thus I am the "expert" in everything archival. I need quick and intense classes/training to keep up with what's changing, particularly in areas outside my normal work.	11/1/2017 7:32 AM
126	Please offer classes other than DACS classes. There are still some of us who don't work with digital archives.	11/1/2017 7:18 AM
127	Security for material	11/1/2017 7:10 AM
128	digital format preservation/migration	11/1/2017 7:05 AM
129	How to convince C-level that records and information are assets. My CEO says we are not in the business of records, yet tons are created each day. Records Management. Archives. How RIM and Archives relate.	11/1/2017 7:01 AM
130	Technology sessions that are geared toward the right skill sets. Frequently I find myself in sessions that try to appeal to a broad audience and that does not work well. As someone with mid-level/intermediate skills, it's not helpful to be grouped with individuals with entry level skills or those with highly advanced skills.	11/1/2017 7:00 AM
131	Working with and identifying architectural drawings. I have the Kissel & Vigneau book, but hands on teaching is essential.	11/1/2017 6:55 AM
132	More offerings that address the needs of institutions that have limited resources, e.g. digital records, records management, etc.	11/1/2017 6:43 AM
133	Management	11/1/2017 6:40 AM
134	Modern Manuscripts processing considerations	11/1/2017 6:15 AM
135	Tools and techniques for data conversion, transformation, and migration	11/1/2017 5:57 AM
136	So you want to be a manager/director/etc of an archives/Special Collections?	11/1/2017 5:40 AM
137	Born digital materials	11/1/2017 3:53 AM
138	providing instruction/teaching	10/31/2017 11:14 PM
139	born digital	10/31/2017 8:39 PM
140	The continuing evidence of disorganized paper collections in such chaos and how to use MPLP in very small archives.	10/31/2017 8:34 PM
141	Advocacy	10/31/2017 7:17 PM
142	Digital scholarship and use of archival collections in new ways; new modes of access	10/31/2017 5:12 PM
143	Description and discovery within a broader cultural heritage environment.	10/31/2017 5:04 PM
144	Access to big data - digitized records and born digital-finding one document among billions; minimal requirements for born digital records prior;	10/31/2017 4:32 PM
145	Advocacy for your archives	10/31/2017 4:05 PM
146	Digital preservation, application of FOI copyright n archives law	10/31/2017 3:45 PM
147	Oral histories.	10/31/2017 3:41 PM

Professional Development Support Survey

148	Church preservation	10/31/2017 2:51 PM
149	Training in EAD.	10/31/2017 2:23 PM
150	Electronic record keeping; conservation; ability to fund collection donations.	10/31/2017 2:19 PM
151	Leadership beyond the archives	10/31/2017 2:16 PM
152	very small institutions and electronic records	10/31/2017 2:00 PM
153	more "hands on" workshops for digital object handling skills	10/31/2017 1:52 PM
154	Maybe extensible processing?	10/31/2017 1:41 PM
155	digital archival curation	10/31/2017 1:38 PM
156	Standards, certification (why or why not)	10/31/2017 1:34 PM
157	Digital preservation and access	10/31/2017 1:25 PM
158	Honestly, the thing I wish I could change is the perception that my Public Library Directors could support just my annual memberships in SAA and maybe one other professional organization. THey'll sometimes pay for training or/travel/conference registration fees, but never for the expensive annual dues to belong to an organization.	10/31/2017 1:20 PM
159	Digital records	10/31/2017 1:18 PM
160	how to archive email and affiliated attachments	10/31/2017 1:17 PM
161	Archival collection development and processing methodology	10/31/2017 1:16 PM
162	Building coalitions/partnerships to leverage more support Digital preservation	10/31/2017 1:12 PM
163	Instructional design strategies...we do a lot of instruction as part of our work and do not always have the proper training for handling it effectively.	10/31/2017 1:07 PM
164	record retention schedules and document disposition practices	10/31/2017 12:37 PM
165	Archives working in public libraries as well as working in towns to create archives where there was none before.	10/31/2017 12:33 PM
166	Born digital access	10/31/2017 12:11 PM
167	Traditional arrangement and description, finding aid creation, writing useful scope and content notes for bulk processed collections	10/31/2017 12:10 PM
168	Web developing, scripting, programming etc. or working closely with other professionals who do	10/31/2017 12:08 PM
169	project management and other "soft" (non-tech) skills	10/31/2017 11:55 AM
170	We've focused a lot on diversity among staff. How about diversity of repositories- let's have a few more offerings that include participants from a range of repository types and sizes. It's so heavily university archives that I could barely find anything to attend that was applicable to my institution last year.	10/31/2017 11:52 AM
171	Starting an archive.	10/31/2017 11:44 AM
172	I think an outreach online workshop could be helpful.	10/31/2017 11:43 AM
173	Preservation	10/31/2017 11:42 AM
174	Digital records planing	10/31/2017 11:42 AM
175	Teaching with Archives; incorporating primary source literacy into archival instruction	10/31/2017 11:42 AM
176	Training on specific tools. Access to archival literature.	10/31/2017 11:37 AM
177	leadership and collaborative skills	10/31/2017 11:35 AM
178	management issues	10/31/2017 11:28 AM
179	working with donors fund-raising	10/31/2017 11:25 AM
180	Management, especially of staff	10/31/2017 11:20 AM
181	Donor relations.	10/31/2017 11:19 AM
182	born digital, disaster planning and preparedness, working with researchers	10/31/2017 11:15 AM

Professional Development Support Survey

183	Project management Appraisal	10/31/2017 11:15 AM
184	Management skills	10/31/2017 11:08 AM
185	Preservation of digital assets Advocacy - maybe in relation to working with our librarian colleagues since they seem to have been doing the advocacy thing longer	10/31/2017 11:04 AM
186	Management topics	10/31/2017 11:00 AM
187	IT Project Mgmt for Electronic Records Managers and Archivists: What we need to know - Getting and keeping a seat at the IT table in times of reduced budgets and conflicting priorities, especially in small organizations focused on internal records.	10/31/2017 11:00 AM
188	There is so much out there on digitization. I could use, for example, something on dealing with growing number of collections including artifacts. Also, a colleague recently sat in on a webinar focused on accessioning (streamlining and making information available more readily to patrons.) She found it very useful.	10/31/2017 10:56 AM
189	Leadership/management - specifically, training to support archivists moving from technical or other early/mid career positions into management roles.	10/31/2017 10:52 AM
190	Appraisal issues, particularly in regards to AV and born digital records.	10/31/2017 10:51 AM
191	collections management ; managing born digital	10/31/2017 10:50 AM
192	Strategies for identifying and managing PII in electronic records	10/31/2017 10:50 AM
193	Preservation procedures for lone arrangers	10/31/2017 10:50 AM
194	I've been to more than one digital forensics/digital preservation workshop, and yet, when we sat down to develop our digital ingest/preservation workflows, I felt like I had a bunch of parts and no road map for assembling them. Plus I had some extra parts that were really not necessary for my shop. So maybe what I'm asking for is a very practical, step by step, realistic, workshop on how you decide on a workflow and then "do" digital ingest and preservation.	10/31/2017 10:50 AM
195	Burnout	10/31/2017 10:48 AM
196	fundamentals of theory; applied experience to balance the theoretical knowledge; as much programming as possible	10/31/2017 10:48 AM
197	Electronic records management. Revision of retention schedules. Digital preservation. Legal implications of digitization.	10/31/2017 10:48 AM
198	Digital initiatives, basic preservation	10/31/2017 10:42 AM
199	cultural competency; social justice and archival activism; community archives partnerships	10/31/2017 10:37 AM
200	Broad picture topics. How to fit within larger organizations when all fighting for same pool of money.	10/31/2017 10:36 AM

Professional Development Support Survey

Q6 Comments

Answered: 67 Skipped: 940

#	RESPONSES	DATE
1	My employer does NOT pay for any professional dues; rarely pays for professional conferences for non-managerial positions. On average, I spend at least \$500 year on prof. organization dues from my own pocket. I spend between \$500-\$1000 every other year to attend conferences. My employer does, however, generally provide paid time off to attend conferences, even though the bulk of the expense (registration, hotels, travel, meals) is at my own expense. Worst yet, is that although my personal prof. development efforts are personally and professional rewarding to myself, my employer has shown very little interest in me actually USING and SHARING the skills and knowledge I gain. And I certainly have not been compensated in way of salary or increased position(s) or responsibilities. I've obtained a lot of really great training and knowledge --- that has been left to die on the vine or evaporate once I return to work.	11/17/2017 3:23 PM
2	My employer's monetary support has increased from \$0 to @\$1k/year in the last 5 years, but it is still not enough to attend SAA, let alone SAA combined with other conferences or PD opportunities.	11/17/2017 8:28 AM
3	Our institution has funding for professional development but it varies we don't get a set amount of funding per person each year. It also varies on how far the conference is. So in 2017 we didn't attend SAA or MAC due to distance.	11/16/2017 2:51 PM
4	SAA focuses too much on things that only impact university Special Collections and are making themselves irrelevant to other archivists.	11/16/2017 8:41 AM
5	My employer varies the amount provided depending on whether you are a participant or not. Full registration fees are always covered. Ground transportation is capped at a certain dollar amount and all meals are capped at \$35 per day. Transport is only covered to a certain amount if only attending but covered in full if participating. But in either case they cap the hotel amount which is allowed which is never enough to cover the entire cost.	11/16/2017 8:28 AM
6	Our support has gone up and down, depending on the economy.	11/16/2017 8:04 AM
7	SAA needs to focus on core archival matters and be less political. It is turning people off to the organization. Pretty soon you will be branded "fake archives" if you don't stop.	11/15/2017 2:40 PM
8	My employer will only pay for professional conference attendance for employees if they are actually on the program as a presenter. This severely limits professional development opportunities for staff. They do provide a modest training budget for webinars, workshops, etc. The total amount per employee is usually around \$200 - \$250 annually.	11/15/2017 12:02 PM
9	We get the time to go to meetings and workshops, just not the funding.	11/15/2017 11:48 AM
10	It is great that SAA takes these surveys, but I can't even afford to belong, much less attend conferences.	11/15/2017 11:25 AM
11	It might be good to have, under whether or not support is provided, an option for "support if presenting a paper or participating on a committee" and to have, under employer's level of support, an option to select "Has varied over the years and with changes in leadership"	11/15/2017 11:23 AM
12	So much of the focus is on back-end work, especially digital archives/preservation (which is obviously important), but the research experience AND the relevance of our work to "regular" people and community practitioners is somewhat ignored.	11/15/2017 10:46 AM
13	Questions 2 and 4 are kind of broad and difficult to answer. For the question "How much financial support does your employer provide?" Do you mean to me personally? Or the average amount per person for our unit? Across the entire library? For this year, last year, or previous years? Also, my institution doesn't provide a fixed amount to each person, or even for each department. Everyone submits their PD requests to a committee, the committee then decides who gets what. If I don't apply for any, I get zero, but that doesn't mean they weren't willing to give it to me if I *had* applied. So the amounts we get can vary a lot from year to year, or from person to person. Same with "has level of support changed" - no idea, since there's no fixed amount per person.	11/15/2017 10:41 AM
14	Costs are very high for small organizations and training focuses a lot of high level not basics.	11/15/2017 9:51 AM

Professional Development Support Survey

15	N/A	11/9/2017 4:51 PM
16	Funding has been decreasing every year (almost zero now) because of budget cuts	11/8/2017 7:45 AM
17	The funding for training is variable. Sometimes the way to get approval to attend a conference is tied to presenting.	11/7/2017 8:32 PM
18	SAA workshops [including DAS and A&D] are way to expensive, bring the costs down!	11/6/2017 10:04 AM
19	I receive additional travel incentives depending on my role at a conference: presenting, officer for state level organization, officer for national level organization	11/6/2017 8:57 AM
20	I left blank the question on how much funding we are given for professional development. A few years ago I wrangled \$1000/staff member in my group; that seems to have disappeared and it's now on a case by case basis. Sometimes and for some people it's one conference a year (SAA is well over \$1000, MARAC less; local workshops far less); often a workshop or day-long course is covered but it's subjective and distastefully inequitable. And I speak as someone who generally gets what I ask for in terms of funding - not everyone speaks up or knows they can.	11/2/2017 6:32 PM
21	In regard to question #4, my employer's support has increased in dollar value over the years due to increased costs, but overall the number of professional development activities I participate in has stayed roughly the same.	11/2/2017 4:50 PM
22	I think the situation is often more complicated than these survey questions allow. For example, my training funding varies greatly from year to year. Ultimately it is at the mercy of our overall agency budget. Sometimes we get no training or travel money, sometimes we get training (local only) with no travel money, and sometimes we have enough money for both training and travel. Also, money is allocated to our department, not to a specific person, so I really have no idea how much is available.	11/2/2017 12:38 PM
23	It was tough for me to answer the question about how much support is provided. My repository has a limited budget used to fund all professional development requests. The process is that I and others request support, the amount available is compared to the total requested, and we're notified about how much of our request can be funded. We do generally get enough to cover most, if not all, of lodging and transportation costs to one conference per year. Registration costs are pretty well always covered. Meals are never covered.	11/2/2017 9:48 AM
24	There are a lot of great topics provided by SAA the problem is that with some of them I have to travel across the county to attend them. I have a choice to go to SAA annual or to attend a one day workshop. If SAA could somehow make some of them available streaming live online I would be able to attend easier. The problem with webinars or watching later is the interaction with the instructor. I live in the middle of nowhere and have to travel 4 hours to get to the big city so we cannot host workshops.	11/1/2017 2:03 PM
25	The amount of our PD funding reflects the high cost of flying out of the city I live in to attend out-of-state PD opportunities	11/1/2017 1:31 PM
26	Entry level positions are extremely rare, competitive, and massively underpaid. If SAA wants to encourage professional development, this major issue needs to be addressed.	11/1/2017 10:10 AM
27	Alot of the SAA offerings directed to well funded operations	11/1/2017 10:09 AM
28	It would be very helpful to have flexible bundling options for webinars. I've seen some recently, but am not sure how flexible those bundles can be.	11/1/2017 8:59 AM
29	Budget for this is not a set amount, FWIW.	11/1/2017 8:41 AM
30	An understanding of first steps to server space to hosting of content of items born digital and scanned.	11/1/2017 8:24 AM
31	Dropping the prices for SAA courses and workshops. This is a very long-standing problem--the very people that NEED the workshops you put on do not have the budget to travel to the workshops, but they might be able to take that on themselves if the fees were not so high. I see this with other professional associations as well--to the point that they get so carried away about covering their administrative expenses that they end up ensuring that few people can attend. The webinars are helping a lot in that regard.	11/1/2017 8:04 AM
32	I am new to supervising the University Archivist (she is a staff member, I have an MLS). I've signed up for a metadata workshop through AMIGOS and hope that will help me as we think about the challenge of organizing and tagging digital images (new and scanned images of archives content)	11/1/2017 8:02 AM

Professional Development Support Survey

33	I skipped question 2 because our allocation is not a flat annual amount. There is budget for the library system, and a limit of support for each request for support. I can apply for support for multiple trips / training sessions, and these each need to be approved by management. Professional development (conferences) are funded differently than training (workshops) and the limit is higher if an employee is a participant at a conference, rather than simply an attendee.	11/1/2017 7:54 AM
34	Caveat - my level of professional development support is due to being a paraprofessional. Professionals get more financial support for conferences.	11/1/2017 7:52 AM
35	Question 2 doesn't apply as stated here. My employer does not provide a set amount for these things but responds to requests and evaluates them individually. In 2008 I got a very substantial amount because I was doing something (overseas) that directly helped an institutional project, but normally they would not approve even a fraction of that amount (never did before or since).	11/1/2017 7:45 AM
36	Our funding is not set at an amount. Our team gets a certain amount as a group and the supervisor doles it out as needed. Support for my participation increased when I became a specialist on staff. I also bring in money to the unit via workshop instruction.	11/1/2017 7:44 AM
37	Our professional development travel is under revision and we are in a transition year. Normally the cap is \$1000, but this year some additional funding was made available and my allotment rose to \$1350. It could well go back to \$1,000 next year, so I chose two answers for that question.	11/1/2017 7:33 AM
38	I am able to use my professional development funds for conferences, webinars and memberships.	11/1/2017 7:32 AM
39	Support at my institution differs for management. Management gets 100% reimbursement (perhaps unlimited) for travel and conference. Professional staff receive \$1500. This is not right	11/1/2017 7:10 AM
40	The biggest challenge that I face is deciding how to spend the development support money. I had to skip SAA this year because of the cost (~\$1800 including travel), but will spend the money on two digital preservation meetings (NDSA and BPE). I believe that I have made the better investment.	11/1/2017 6:55 AM
41	The amount given each year can vary depending on the Director's discretionary funds. It has stayed the same for the past few years.	11/1/2017 6:40 AM
42	I can get annual trip to SAA paid for, but nothing else. so the cost will vary depending on place, how long...	11/1/2017 5:25 AM
43	When I do these surveys I am always trying to balance on which of my three employers -one as a contractor-I should base my answers on. I wish that the surveys would allow for more than one answer per question. How many of us are working in two or three different archives at the same time? That might an interesting survey to find out how many are stringing part time work together and have multiple situations on which to answer these types of surveys.	10/31/2017 8:34 PM
44	Because of budget cuts we are facing a decrease in PD money in the coming year.	10/31/2017 3:52 PM
45	Employer no longer supports archival-related professional development, because archives is not strictly aligned with my job duties.	10/31/2017 3:36 PM
46	The word support in question 1 should be clarified: support financially, or support the concept or ideal of professional development (that is, "you're on your own, but you can have the time off"; or "find free webinars, etc").	10/31/2017 2:19 PM
47	We should lobby institutions where our membersreport a decrease in monetary support coming with increase in expectations for participation.	10/31/2017 2:09 PM
48	Generally, we're supported to attend one conference a year. But if we are speaking at a second or third conference they may be able to come up with additional funds.	10/31/2017 1:51 PM
49	Professional development funding is available to our campus as a whole on a first-come, first-serve basis, so conferences towards the end of the fiscal year can be difficult to get funding for without sufficient lead time to estimate costs and dates of attendance - earlier information is always better, even if bare bones, to put in funding requests.	10/31/2017 1:41 PM
50	Thanks for conducting this survey.	10/31/2017 1:38 PM

Professional Development Support Survey

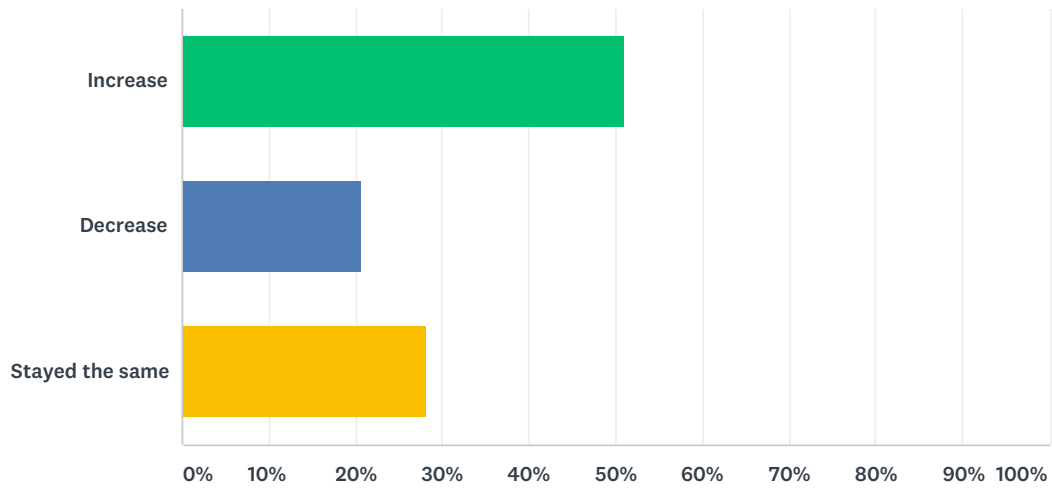
51	Question 2 was limited to people who are given a financial amount of support annually and presupposes that the individual then determines how to apply that amount. In my workplace we need to make the argument that there is a reason we need to attend something and then get approval based on an approximate or anticipated cost. We are required to submit these annually the month prior to the next annual budget and get approval for an entire year. Since our budget starts in October, we might not be able to include something we don't know about because it is a year out. None of the questions really address this aspect of professional development support.	10/31/2017 1:25 PM
52	Professional development at my institution is class-based and biased to tenure-track faculty. My support is given as a faculty member; if I were still a staff employee I would have to justify attending any conference or professional development opportunity.	10/31/2017 12:41 PM
53	My employer supports *two* conferences per year, with a first choice and a second choice. In lean years, choice #2 may not be supported at all... So the amount of support really varies. It is not a consistent amount, but based on the number of conferences one attends.. also, a percentage of the full amount is given. 50% is common, with 75% if you are doing a presentation or are a part of leadership.	10/31/2017 12:38 PM
54	Our funding fluctuates enormously depending on how much funding the Library has available at any one time. 2016-17 was an exceptionally good year, but we usually have about half as much (~\$1,200 or so) in professional development funding. Funding is also extremely hard to come by as a staff person (as opposed to a "professional" line) - they generally get about \$800 every 2 years or so unless a strong case can be made that they must attend a workshop or conference. We also have an incredibly difficult time getting to SAA because funding is only allocated once per fiscal year, which is about 2 months after SAA ends. Because SAA takes place right after the turn of the fiscal year, we have to front all the costs ourselves and then argue with the finance office about reimbursement. Generally speaking, even if funding is available, we end up paying \$400 or so out of pocket due to technicalities. We also don't have nearly enough funding to both go to SAA's conference and attend SAA workshops in the same year.	10/31/2017 12:29 PM
55	DAS courses don't always cut it for what's expected of incoming archivists and younger archivists are finding it difficult to access and gain experience with the technological "stuff" often expected in the field.	10/31/2017 12:08 PM
56	There is one budget for our entire staff. A conference like SAA, particularly if airfare is required, will absorb the entire budget.	10/31/2017 11:52 AM
57	Stop being so clickish. You need to include NARA employees to a larger extent.	10/31/2017 11:42 AM
58	Support generally depends on the total cost. FYI travel to Portland was higher than previous conferences closer to my employment, but we had funding this year to support it.	10/31/2017 11:42 AM
59	For those of us at public institutions, state budget and economic climates have a major influence on institutional budgets and subsequently our level of professional development support. Unless you're employed at a large state university (Big 10, SEC, etc.) or prestigious private institution (Notre Dame, etc.), the level of support remains stagnant at best.	10/31/2017 11:21 AM
60	Support not consistent or predictable but varies year to year depending on budget outlook	10/31/2017 11:20 AM
61	We can receive as set by our collectively bargained contract a set stipend amount each fiscal year. Our employer will cover additional professional development costs if resources are available.	10/31/2017 11:15 AM
62	I do not get a set amount of professional development support. It is on a case-by-case basis. I need to provide an argument of how a particular workshop or conference will help me on the job.	10/31/2017 11:04 AM
63	My employer does NOT provide a fixed amount of \$\$ per year, but pays a certain percentage of the travel costs and typically full registration for one conference per year. A request justifying attendance must be submitted for each opportunity.	10/31/2017 11:01 AM
64	Money varies depending on costs. I don't get to decide where I spend it. I get support for SAA registration, but not SAA membership, support for airfare, but only partial hotel, no support for food. Out-of-pocket cost to me for SAA in DC might be \$500. Cost for me in Oregon might be \$1500-\$2000.	10/31/2017 11:01 AM
65	It's not so much that my employer provides support, but there is willingness for me to designate part of the archives budget (I try for \$800-900) to support conference attendance. Unfortunately the archives budget is not being increased in line with expenses, so travel/professional development funds are the first area for me to cut the budget so the money available is likely to shrink	10/31/2017 10:51 AM

Professional Development Support Survey

66	Where do I start? Employers need to know that archivists need professional development in order to remain fresh and relevant in their work. Employers need to fund this, or at least provide a specific level of funding each year to help finance training. When archivists have the opportunity to revise or rewrite their job descriptions they need to include the requirement of continuing training and note the need for employer support.	10/31/2017 10:48 AM
67	Thanks for doing this survey.	10/31/2017 10:36 AM

Q7 Did your professional development support change between your previous and current position?

Answered: 496 Skipped: 511



ANSWER CHOICES	RESPONSES	
Increase	51.01%	253
Decrease	20.77%	103
Stayed the same	28.23%	140
TOTAL		496

Q8 Please identify an archival topic or challenge that you think needs greater emphasis among professional development offerings.

Answered: 292 Skipped: 715

#	RESPONSES	DATE
1	Archives Management and Arrangement	11/27/2017 8:57 AM
2	I just want easier and cheaper access to webinars on a large variety of topics that I watch at my own convenience.	11/24/2017 3:09 PM
3	Managing software such as ArchivesSpace with little budget and staff. How can we keep up with the changes to the technology? What are minimal records standards for creating public access to collections? Balancing multiple management duties with little time or staff.	11/22/2017 11:20 AM
4	Appraisal; donor relations; de-accessioning.	11/22/2017 9:56 AM
5	Having \$ to attend non-SAA professional meetings, most of which are not too expensive. SAA is so expensive, I cannot afford to even be a member, much less participate in their workshops or attend the yearly conference. (I have not missed my membership as everything cost too much anyway, so I was getting no benefit from spending the money.	11/22/2017 9:42 AM
6	Change management Integration of archival collections management with special collections library and museum materials	11/22/2017 9:31 AM
7	Quality metadata and standards	11/22/2017 9:23 AM
8	Need a greater emphasis on records management at the front end of archival work, especially with the shifting focus to information governance	11/22/2017 9:05 AM
9	dealing with electronic records - especially for smaller institutions	11/22/2017 8:21 AM
10	Cultural competency, real understanding of diversity and inclusion.	11/22/2017 7:42 AM
11	Management - Managing for managers and also personal time management	11/22/2017 7:24 AM
12	standards for conducting, transcribing and preserving oral histories in various formats	11/20/2017 1:41 PM
13	I'd like to see more training opportunities geared towards navigating institutional politics and working with stakeholders across varying organizational levels in ways that benefit archival repositories.	11/20/2017 12:13 PM
14	Project management	11/20/2017 10:18 AM
15	Managing & Records Management	11/20/2017 7:56 AM
16	I would like to see more support for those of us that have "graduated" from SNAP but are not in management roles. I would also like to see more virtual workshops and webinars for those of us who cannot attend conferences.	11/19/2017 3:09 PM
17	Basics!! Basic on grant writing, digitization, cataloging for those with no dedicated catalogers, preservation for those with no budget!	11/18/2017 7:32 PM
18	Training to become a Manager.	11/17/2017 11:47 PM
19	the transition from paper to online (digitization) and upkeep	11/17/2017 11:23 PM
20	Advocacy--for value of archivists, not just archives generally	11/17/2017 4:18 PM
21	do it yourself digitization - presenting digital materials	11/17/2017 3:22 PM
22	Project management; electronic records and archives; leadership, management, and advocacy	11/17/2017 12:48 PM
23	There's a significant need for archivists to work together at conferences and workshops. Working with colleagues to identify challenges and possible solutions in order to advance professional development offerings could be an area of focus in the future.	11/17/2017 11:16 AM
24	In increasing complexity of systems not matching the skillsets of current archivists	11/17/2017 10:20 AM

Professional Development Support Survey

25	managing archives in public libraries (or in other small institutions where archival job duties are combined with other functions.)	11/17/2017 9:01 AM
26	ArchivesSpace	11/17/2017 6:58 AM
27	Integration, metadata standards, emerging trends in data reuse. Privacy and security of information esp for agents/names/EAC	11/17/2017 6:12 AM
28	How to organize a union at your workplace.	11/16/2017 9:34 PM
29	N/A	11/16/2017 8:16 PM
30	I'd like to see more offerings about copyright and other legal issues, as it is such a complicated subject.	11/16/2017 6:29 PM
31	I feel like most everything gets some coverage.	11/16/2017 5:04 PM
32	More training and support for integrating/using collections featuring diverse and/or marginalized people in the digital realm	11/16/2017 3:58 PM
33	I would like to learn more about time management and workflow for lone arrangers, and in particular how to best utilize intern and volunteer labor. As I also work in Interlibrary Loan, I've come to think that resource-sharing among archives and special collections, and various forms that that might take, is an under-explored topic.	11/16/2017 1:58 PM
34	Archives and the environment. Archival preservation, in house and digital, standards which keep our planet in mind. Also developing and caring for collections based on our ecological surroundings	11/16/2017 1:53 PM
35	Management training	11/16/2017 1:23 PM
36	Electronic records	11/16/2017 1:19 PM
37	Film/Beta Preservation	11/16/2017 1:10 PM
38	Digital preservation and storage architecture!	11/16/2017 1:05 PM
39	Online offerings in project management (including cost and personnel management), ASpace, coding, digital preservation, advanced digitization techniques and workflows, intercultural and intergenerational communication, online brown bag discussions about the future of the profession.	11/16/2017 11:49 AM
40	Hands on born-digital experience.	11/16/2017 11:31 AM
41	Reference	11/16/2017 10:57 AM
42	At last year's SAA, it was great to see a number of sections addressing white supremacy in the field, as well as activist archiving in general (thinking of Walidah Imarisha's talk). There was much discussion of needing to bring structural change to the field. Yet, attendance at the meeting continues to be very white, and more male than I know the field to be. One way to elevate diverse perspectives would be to support archivists of color with professional development funding. I think this needs to happen on a broad level (not just a token scholarship). Our institutions should prioritize an equitable distribution of professional development funding among the staff, and not just send the same (usually senior person) every year, when there is limited funding. SAA could help create best practice policies.	11/16/2017 10:42 AM
43	Digital preservation; increasing public engagement with archival materials (online exhibits, etc.)	11/16/2017 10:01 AM
44	Administration/Management	11/16/2017 9:38 AM
45	Basically, emotional labor/non-monetary obstacles. I get \$\$ to go to conferences, and I'm very active in leadership roles within the field. But I am not allowed to work on this stuff at work because we are very understaffed. If I talk to my supervisor about the great leadership work I'm doing externally there's a perception that I'm not doing my day job. So I can't share my successes in leadership in the field effectively, and this work remains invisible because it's not done during the work day. This is a specific institutional context, obviously, but I'm really interested to hear if others have non-monetary obstacles to effective development and how to better communicate or advocate to overcome them.	11/16/2017 9:07 AM
46	Professional identity, esp in organizations where you are the only archivist - how to get a seat at the table with the other professionals - how to elevate what we do into the overall operations.	11/16/2017 8:59 AM
47	Discovery systems	11/16/2017 8:42 AM

Professional Development Support Survey

48	Stop-gap digital preservation; history 101/historiography for archivists; race/gender studies seminars	11/16/2017 8:04 AM
49	Mixed-use facility management - cataloging and preservation inside a small library.	11/16/2017 7:49 AM
50	More options for continuing education / certification	11/16/2017 7:41 AM
51	working with born digital materials; keeping current with technologies	11/16/2017 7:23 AM
52	electronic records management -- modern archival work begins here -- what can be done in the early stages of an electronic record's lifecycle to position it for potential long-term or permanent/archival access?	11/16/2017 6:49 AM
53	collections care	11/15/2017 8:51 PM
54	How to communicate more effectively with other departments or colleagues that don't "speak our language."	11/15/2017 6:14 PM
55	Management; challenges of job-hunting at mid-late career (of the 40 jobs on the SAA site right now, I think there's, like, 2, for someone w more than 10 yrs of experience); navigating the tenure-track process.	11/15/2017 5:37 PM
56	neoliberalism in access services/outreach practices, finding aid language, and collection policies	11/15/2017 3:31 PM
57	advocacy for archival work, negotiation	11/15/2017 2:40 PM
58	DAM--digital asset management	11/15/2017 2:25 PM
59	one-day hands-on repair for a variety of media (paper, film, etc.)	11/15/2017 2:21 PM
60	Management	11/15/2017 1:55 PM
61	cultural competence, whiteness	11/15/2017 1:40 PM
62	Business archives	11/15/2017 1:19 PM
63	I would like to see more on accession work and working with social media in understanding and reference for collections.	11/15/2017 1:19 PM
64	How to advocate for yourself to have a salary increase.	11/15/2017 1:12 PM
65	Training in software use for archival management programs. Most students are taught one program in grad school, often not helpful for future positions if the institution uses a different program.	11/15/2017 1:08 PM
66	Transitioning into management/leadership opportunities (strategic planning, managing employees, etc.)	11/15/2017 12:24 PM
67	inclusion	11/15/2017 12:12 PM
68	Digitization, training for new Archivists, skill refreshers	11/15/2017 12:11 PM
69	reference training	11/15/2017 12:09 PM
70	Collaboration across the archives/library	11/15/2017 12:06 PM
71	All things dealing with electronic records. Archival advocacy within and without the profession.	11/15/2017 11:56 AM
72	Digital preservation	11/15/2017 11:47 AM
73	More technological emphasis - use of different software programs. Perhaps a Lynda.com-like site but for various archivally-related programs?	11/15/2017 11:18 AM
74	Digital preservation for small archives. It is being addressed in general but even more consideration is needed for practical how-to's for those with minimal IT support.	11/15/2017 11:07 AM
75	Processing digital records	11/15/2017 11:00 AM
76	culturally competent description	11/15/2017 10:46 AM
77	N/A	11/15/2017 10:41 AM
78	Study support for the ACA exam.	11/15/2017 10:36 AM
79	Women's History Women in Leadership roles - the next Archivist of the USA should be a woman.	11/15/2017 10:36 AM

Professional Development Support Survey

80	I'd like to see some kind of offering on management and leadership from an organizational development standpoint. There's a "managing archival programs" section in SAA's course offerings, but those seem to be mostly focused on project management, establishing an archives, planning new facilities, writing grant proposals, etc. What about managing staff? Being an effective manager? Leader? There are surely some great opportunities here for more seasoned archivists to share their management strategies!	11/15/2017 10:30 AM
81	Digital Preservation; embedded metadata; digital asset management	11/15/2017 10:24 AM
82	Working with IT; user-centered design; usability/accessibility in digital resources; agile project management	11/15/2017 10:23 AM
83	Dealing with overwork, management skills in library and archives work, balancing MPLP with very real concerns about poorly-processed legacy or new collections with private or restricted information in them	11/15/2017 10:19 AM
84	Workflow development for projects, especially electronic records	11/15/2017 10:06 AM
85	Working with technology.	11/15/2017 10:04 AM
86	Diversity. Sustainability. Less digital archival theory more on tangible.	11/15/2017 9:59 AM
87	Electronic records management, digital preservation tools for small archival departments, IT skills for archivists.	11/15/2017 9:57 AM
88	Management. Also, digital preservation/curation for people with limited resources.	11/15/2017 9:50 AM
89	EAD - got none of this in library school and yet it's the hugest thing I need as an archivist now. And there is virtually NO training available.	11/12/2017 7:56 PM
90	Basics of being an archivist. With so much emphasis on outreach, instruction, and public service, we have created a dilemma in our workplace in that actual processing of records suffers. There needs to be a better balance.	11/10/2017 7:53 AM
91	How to create a career in archives.	11/9/2017 1:17 PM
92	Collection development and appraisal	11/9/2017 10:18 AM
93	Reference	11/9/2017 5:39 AM
94	DACS	11/8/2017 6:52 PM
95	Born digital, with hands-on experience and not just "here are some tools"	11/8/2017 8:47 AM
96	Options for software, outreach, digital collections, etc. for small archives.	11/8/2017 7:21 AM
97	Leadership and fundraising.	11/7/2017 11:35 AM
98	Training effective student workers and volunteers is a topic that I think should be discussed more. Teaching people to think archivally is a challenge, even for trained archivists.	11/7/2017 11:02 AM
99	Working with donors	11/7/2017 9:34 AM
100	-Connecting with donors and content creators. We shouldn't wait until someone is a director to start honing those skills. It would be helpful to lone arrangers and those in University Archives.	11/7/2017 9:30 AM
101	How to stay engaged and cultivate a professional network even without professional development financial support. How to negotiate w/ administration (e.g. for salary, for department budget, etc.).	11/6/2017 4:49 PM
102	diversity and outreach, preservation, conservation	11/6/2017 3:11 PM
103	Project management and "Managing up"	11/6/2017 10:25 AM
104	how to work with and support community archives; inclusion, diversity, and social justice in the workplace and in our work (acquisition, description, instruction, access).	11/6/2017 8:35 AM
105	Internal advocacy - showing your institution how the archives provides value.	11/5/2017 9:45 PM
106	Hands-on software training	11/5/2017 10:30 AM
107	Staffing and space	11/5/2017 7:26 AM
108	Unaware of the importance of archival management by the management of the organization.	11/4/2017 12:31 AM
109	Job searching	11/3/2017 2:35 PM
110	Practical email management solutions	11/3/2017 2:03 PM

Professional Development Support Survey

111	Grant writing	11/3/2017 9:30 AM
112	Really practical classes in digital archiving, versus straight lecture/seminars. Also there's more disaster response classes than I know what to do with here in the south. But rarely any practical digital stuff, unless SAA comes within 300 miles of us.	11/3/2017 9:04 AM
113	Cataloging and processing visual objects that are not photographs or posters.	11/2/2017 1:44 PM
114	Dealing with backlogs - practical quick and dirty description tactics and workflows	11/2/2017 1:37 PM
115	Issues for independent archivists - running a business, leveraging social media, building a client base, etc.	11/2/2017 1:23 PM
116	Would love to see the Business Archives course happen every year. I have not yet been able to attend.	11/2/2017 12:14 PM
117	Digital Archives	11/2/2017 9:07 AM
118	Grant writing; Navigating journal publication process	11/2/2017 7:42 AM
119	Research and professional writing in the field	11/2/2017 7:41 AM
120	Archiving new technologies and formats e.g. apps	11/2/2017 7:26 AM
121	Digital records management	11/2/2017 7:12 AM
122	Analog media preservation, including digitization; born-digital preservation strategies; grant writing.	11/2/2017 7:06 AM
123	Salaries versus cost of living versus support for travel to conferences. It seems to me that the cost of living in many parts of the country is rising faster than merit raises can accommodate and mean while, at least at my institution, travel funding is decreasing. How can we advocate for better salaries for staff and encourage virtual conference participation?	11/2/2017 6:38 AM
124	Variety; too much focus on the Digital certification. Need courses on basics archival practices like A&D, coding XML, marketing, social media etc.	11/2/2017 6:15 AM
125	EAD	11/1/2017 7:16 PM
126	Management and leadership training; tech	11/1/2017 6:41 PM
127	Outreach. Showing people who we are and how we are useful.	11/1/2017 5:14 PM
128	Professional clarity of job responsibilities and expectations.	11/1/2017 3:35 PM
129	Email	11/1/2017 2:23 PM
130	Born-digital preservation for dummies and people or "talent" management in underappreciated professions	11/1/2017 1:41 PM
131	Large scale digitization projects on a small budget (i.e. in a municipality)	11/1/2017 12:58 PM
132	Dealing with the emotional side of archival work, self-care for archivists, working with traumatic subject matter within collections, preparing our student workers and other part-time staff for handling these materials.	11/1/2017 12:49 PM
133	Salary and benefit negotiations.	11/1/2017 12:02 PM
134	advocacy	11/1/2017 11:50 AM
135	Born-digital collections management	11/1/2017 10:54 AM
136	Management, project management	11/1/2017 10:41 AM
137	Management/leadership	11/1/2017 10:24 AM
138	Resume review, interview techniques	11/1/2017 10:00 AM
139	How to effectively reach necessary stakeholders and interest groups for your Archives in a way that fits within your institutional context, i.e. is manageable for your job position. For example, how can a lone arranger efficiently and effectively advocate for and create awareness of their Archives while also completing the many other tasks required of them?	11/1/2017 9:56 AM
140	sustainable web archiving solutions that small institutions can afford long-term	11/1/2017 9:47 AM
141	I like being able to do distance education (webinars, etc), but I'd really like if there were more courses that weren't one-offs available... like a series of webinars and online workshops over the course of a few weeks or months, similar to the NEDCC's Preservation 101 offering.	11/1/2017 9:47 AM

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142	Digital archives	11/1/2017 9:35 AM
143	Business management skill sets	11/1/2017 9:24 AM
144	Job market, and opportunities for archivists in non-traditional settings. Utilization of archival science skillset in non-archives jobs. How archives training crosses multiple disciplines and the value of this training in the marketplace.	11/1/2017 9:23 AM
145	appraisal, MPLP, and including diversity in describing and cataloging archival collections.	11/1/2017 9:19 AM
146	How supervisors treat staff in a multi-generational environment.	11/1/2017 9:18 AM
147	advocacy and outreach re born-digital records	11/1/2017 9:16 AM
148	Digital archiving	11/1/2017 9:15 AM
149	Additional in-depth development offering on born-digital files.	11/1/2017 9:15 AM
150	Copyright.	11/1/2017 8:53 AM
151	not sure if it's a "neglected" topic but I'm always interested in primary source instruction for classes/tours as a lone arranger/archivist with a small staff	11/1/2017 8:49 AM
152	Collaborative collecting (shared responsibility within a geographic area or consortium) and how to approach, plan, and create proper deed/transfer procedures for a large collection that may need distributed care based on sheer size, or formats (including digital), or reference staff, etc.	11/1/2017 8:31 AM
153	Advocacy	11/1/2017 8:29 AM
154	Increasing overlap between records management and archives work - particularly digital	11/1/2017 8:23 AM
155	digital preservation	11/1/2017 8:15 AM
156	I'm a digital processing archivist with only a rudimentary knowledge of technically-complex skills like Python scripting, database management, and regular expressions, each of which could significantly impact how I go about my work. I've found a frustrating gulf between archivists and librarians who don't generally need these skills and those who come from a tech or coding background and have these skills mastered. The workshops and classes I have taken have been very Digital Humanities-focused, which is somewhat more approachable but still not always very useful. As a result I sometimes feel like I'm on my own to develop these skills. What would help me is professional development opportunities for early career archivists and students who are generally technically proficient (i.e. who understand basic command line operations and may be seen as the "tech person" at their repository) but who lack formal coding or computer science skills. Ideally these professional development opportunities would be focused specifically on archival needs and processes (scripting the batch ingest of materials, the processing of metadata file sets, or data scraping, for example) which these archivists could take back and apply to their existing workflows.	11/1/2017 8:10 AM
157	Management, technologies	11/1/2017 8:07 AM
158	Locations! So many courses are not available in every area. Taking a class is difficult enough financially without having to modify to accommodate the location. I think every course I have tried to take is at least two hours away. Make classes available online.	11/1/2017 8:05 AM
159	Management skills/strategies; linked data/authority control; description for born-digital	11/1/2017 8:04 AM
160	Support for lone arrangers. Simple technology solutions for complex problems.	11/1/2017 7:56 AM
161	Born digital processing and ways to access by patrons. The challenge of conveying the needs of archives and special collections to the IT department.	11/1/2017 7:55 AM
162	Confronting white supremacy in archival methodology; audiovisual archiving;	11/1/2017 7:55 AM
163	archivists pay scale (nationally) - differences, reasons, what one should expect, etc.	11/1/2017 7:53 AM
164	Public speaking, interview skills (for media), blog writing.	11/1/2017 7:46 AM
165	Digital/electronic archives	11/1/2017 7:45 AM
166	Basic tech skills that make everything easier. Example: Excel tricks, like how to batch transform, or how to change the dates so they're ISO-8601 compliant. Many archivists did not learn these skills in school, and are now struggling through digital tasks that shouldn't be this hard! The last intern I supervised didn't even know you could resize a column in excel.	11/1/2017 7:42 AM
167	electronic records in institutions that don't have \$\$ or staff.	11/1/2017 7:40 AM

Professional Development Support Survey

168	The diverse skill sets needed for being a solo practitioner.	11/1/2017 7:37 AM
169	Managing professional staff and how to acquire this experience How to gain management experience How to move from archival roles to curatorial roles	11/1/2017 7:36 AM
170	Acquisitions! As a new professional and a lone arranger, tips about where to look for possible items (whether to purchase or solicit donations, etc) and best tips on how to build collections would be very helpful and encouraging.	11/1/2017 7:30 AM
171	archival reference	11/1/2017 7:28 AM
172	Starting a born-digital collection management from literally square one.	11/1/2017 7:18 AM
173	Digital archives, management training (many archivists who are managers don't have previous management experience or formal training).	11/1/2017 7:10 AM
174	Instruction/Innovative outreach	11/1/2017 6:56 AM
175	coding	11/1/2017 6:56 AM
176	Scripting, working with APIs	11/1/2017 6:54 AM
177	Working with a museum board	11/1/2017 6:50 AM
178	training for archival professionals on how to communicate and "manage up" with an aim to advocate for the needs for the archive	11/1/2017 6:44 AM
179	Peripheral skills, coding, programming.	11/1/2017 6:42 AM
180	Electronic records keeping. As companies, governments, etc., move business operations away from paper, archivists must know how to preserve them, and figure out how to get involved in upstream operations before they get transferred to archives.	11/1/2017 6:42 AM
181	Corporate archives and RM Small archives - managing digital records	11/1/2017 6:41 AM
182	Management and Organizational Leadership	11/1/2017 6:41 AM
183	Archivists new to the field - archivists who are "learning on the job" due to varying backgrounds/college education/unrelated field experience	11/1/2017 6:41 AM
184	providing access to digital records; project management	11/1/2017 6:24 AM
185	Digitization project management.	11/1/2017 6:23 AM
186	Very basic digital archiving for smaller institutions.	11/1/2017 6:03 AM
187	Digitization copyright issues	11/1/2017 5:48 AM
188	Archiving in changing political climates. Lone arranger issues	11/1/2017 5:16 AM
189	government archives and classification	11/1/2017 5:05 AM
190	Preservation of paper and AV materials.	11/1/2017 4:03 AM
191	Photographs. Arrangement and description, preservation.	10/31/2017 10:00 PM
192	Appraisal techniques and processing workflows. I go to regional conferences to learn more about what other institutions are doing, and I wish conference planning committees will try to keep that in mind.	10/31/2017 9:49 PM
193	Describing digital objects	10/31/2017 8:59 PM
194	Transitioning from individual contributor to a people leader in his/her role at the organization	10/31/2017 8:44 PM
195	1. managing student workers in archives 2.accessibility and archives (topics such as web accessibility, universal design, etc.)	10/31/2017 8:33 PM
196	navigating your particular work environment --how to succeed in your work environment.	10/31/2017 8:31 PM
197	Management	10/31/2017 8:06 PM
198	I worked PT in an academic library as student employee (Metadata Specialist) for nearly four years. I received no professional development - even after completing my MLS. Instead of being considered for a FT staff position (as discussed in yearly reviews), I was told my position must be given to a current student. I was then let go, despite my desire to keep the position.	10/31/2017 7:05 PM

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199	The misnomer that we deal with static records. More and more we are dealing with records created last week or last month. This idea that we just put things in a box needs to be addressed and we need to help some archivists accept that.	10/31/2017 7:02 PM
200	Lack of diversity in the profession.	10/31/2017 7:01 PM
201	more on outreach, especially relating to explaining how much work it takes to be an archivist. something along the lines of quantifying the work (time, people, supplies, etc) or how to explain the work and what we need to non-archivists. more than an elevator speech. it is ridiculous how little our salaries are compared to the professions and how under resourced and over worked we all are. let's fix this!	10/31/2017 6:44 PM
202	Crowd sourced, aggregated, user contribution databases	10/31/2017 6:31 PM
203	Credentials, something that is complex in any field but I have found is especially complex in the archival field.	10/31/2017 6:30 PM
204	1) Rare books for archivists. 2) Surveying archival collections	10/31/2017 6:27 PM
205	Archival reference interviews.	10/31/2017 6:04 PM
206	Diversifying collections.	10/31/2017 5:59 PM
207	Outsourcing digitization projects on a small budget. Most conferences have examples from large places with money, staff or both.	10/31/2017 5:03 PM
208	I am enjoying the trend toward more hands-on workshop programs in the pre-conference schedule. Would love it if more sessions had a participatory component.	10/31/2017 4:44 PM
209	Technology and digital initiatives	10/31/2017 4:39 PM
210	Informal, local gatherings for more chances to make connections with colleagues	10/31/2017 4:18 PM
211	archival management; appraisal & selection; collection development/donor relations; cross-departmental/unit collaborations/communications	10/31/2017 4:00 PM
212	equity in the field digital digital as a mode of equity	10/31/2017 3:49 PM
213	open source deployment and installation	10/31/2017 3:34 PM
214	Definite Intellectual Property and Copyright in LIS/LAM institutions. Also, Deaccessioning in LIS/LAM institutions.	10/31/2017 3:30 PM
215	I would like more opportunities for training courses to expand my knowledge and skills.	10/31/2017 3:22 PM
216	Leadership	10/31/2017 3:13 PM
217	a) EAD b) Digital Archives for the non-Digital Archivist (meaning that many of us still work primarily with paper materials but are often confronted with minimal digital files that need care without access to a full DAMS, retro-software, and dedicated server). c) Working with programs such as PastPerfect, ArchivesSpace, Islandora, etc. We don't get a whole lot of hands-on training in LibSchool. Workshops like these can be invaluable assets to newbies in the field who can apply that workshop knowledge to different systems.	10/31/2017 3:06 PM
218	Data migration	10/31/2017 2:59 PM
219	Issues facing smaller departments, libraries, and institutions and the solutions they found.	10/31/2017 2:58 PM
220	dealing with digital material, including born-digital	10/31/2017 2:53 PM
221	Archiving born digital materials, including emails, as well as archiving audio files	10/31/2017 2:43 PM
222	Digital audio-visual material: preservation requirements for transfers and born-digital.	10/31/2017 2:42 PM
223	Social justice and archives	10/31/2017 2:35 PM
224	digital preservation/coding	10/31/2017 2:34 PM
225	project management	10/31/2017 2:30 PM
226	'Senior' archivists and the job search...	10/31/2017 2:29 PM
227	All aspects of working with digital collections, including born-digital. Also, practical training in applying linked data and semantic web concepts in archives and special collections: what do you need to know, and how can one use these concepts in which positions effectively? I'm interested specifically in how one applies linked data to metadata creation in cultural heritage institutions.	10/31/2017 2:14 PM

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228	Career development for people already employed.	10/31/2017 1:58 PM
229	Grant writing/procurement of outside funding for conservation and processing	10/31/2017 1:58 PM
230	Labor, decolonization of archives, radical critical feminist approaches to management and organizational change	10/31/2017 1:50 PM
231	Public services	10/31/2017 1:44 PM
232	Digital Archives, Digital asset management, digital preservation	10/31/2017 1:35 PM
233	Digitization, Corporate Archives, Advocacy	10/31/2017 1:35 PM
234	The specifics of collection development - not collection development theory, but how to build donor relationships, how to track paperwork and collection control files, how to handle bad past practices like not tracking deeds of gift for old accessions, etc.	10/31/2017 1:30 PM
235	Instruction and assessment	10/31/2017 1:20 PM
236	A-Z Webinars on setting up and operating an archive database which can be viewed continuously.	10/31/2017 1:15 PM
237	digital skills, digital humanities, research	10/31/2017 1:15 PM
238	Access to born-digital materials	10/31/2017 1:06 PM
239	Mentoring and supervision of student assistants	10/31/2017 1:06 PM
240	donor relations and management issues	10/31/2017 12:58 PM
241	I would like more course offerings for the A&D certificate. Currently it is impossible to complete without traveling.	10/31/2017 12:28 PM
242	Leadership and management skill development.	10/31/2017 12:12 PM
243	There are a lot of things I would be interested in taking, but the courses are too expensive.	10/31/2017 12:08 PM
244	Visual Materials	10/31/2017 12:03 PM
245	Post MLIS education options especially online. Archival records management topics.	10/31/2017 12:03 PM
246	Sharing of local policies and procedures documents, more low cost webinars as a means of sharing information and skills	10/31/2017 12:01 PM
247	How to get started when your organization has archival items, but you are the first archivist on the ground. My institution has zero archives policies, finding tools, software, etc. I purchased some archival supplies ...	10/31/2017 11:58 AM
248	Teaching with primary sources	10/31/2017 11:56 AM
249	Assessment - I'm more interested in the public services side of things, but all areas would be beneficial. Anything related to leadership or team-building. Reducing the number of short-term project positions in the profession. Additional support for new archivists and support for career development.	10/31/2017 11:54 AM
250	I don't know how big the market is for this, but I am a librarian transitioning to archives. So I would like some basics on arranging and classification	10/31/2017 11:54 AM
251	Respect, ethics, climate change	10/31/2017 11:44 AM
252	Archiving social media	10/31/2017 11:44 AM
253	MARC/BIBFRAME for archival description. Sadly, I never was able to fit in a cataloging course into my curriculum and now am reliant on catalogers to complete creating access points for our archival collections (we catalog our finding aids). I would love to be more self-sufficient, but the in-person MARC workshops are not offered in my area.	10/31/2017 11:42 AM
254	leadership, management, strategic planning, advocacy for greater resources, data gathering and assessment	10/31/2017 11:41 AM
255	Personnel management; archival and library managers do not know how to professionally manager their staff which leads to tons of HR issues. Many of those managers work their way up and don't get the training along the way because they learn from bad managers.	10/31/2017 11:41 AM
256	Appraisal	10/31/2017 11:40 AM
257	Public services	10/31/2017 11:39 AM

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258	Appraisal!	10/31/2017 11:38 AM
259	Digital object management for small institutions with limited budgets and/or staff.	10/31/2017 11:38 AM
260	Management	10/31/2017 11:37 AM
261	born digital records	10/31/2017 11:32 AM
262	digital archiving workflows	10/31/2017 11:31 AM
263	Preservation and housing	10/31/2017 11:31 AM
264	finding "good" options when the best possible course of action is not possible (e.g. when you can't afford a whole HVAC system, what can you do with what you have?)	10/31/2017 11:31 AM
265	New media	10/31/2017 11:29 AM
266	managing people in addition to programs/repositories	10/31/2017 11:28 AM
267	Collection Development strategies of Government Archives in Rural States	10/31/2017 11:18 AM
268	How to connect with underrepresented community's respectfully.	10/31/2017 11:17 AM
269	Preservation technologies and best practices are changing very rapidly. It would be wonderful to have more opportunities to learn from those who are engaged in this research.	10/31/2017 11:12 AM
270	Personnel management/leadership	10/31/2017 11:12 AM
271	management, emotional intelligence, leadership development	10/31/2017 11:10 AM
272	Records management for digital records Privacy Impact Assessments	10/31/2017 11:10 AM
273	digital preservation, grant-writing, and software tools	10/31/2017 11:09 AM
274	Preservation Conservation Training	10/31/2017 11:06 AM
275	Transforming leadership and theory behind diversity/inclusiveness/cultural aware into practical workflows and outcomes.	10/31/2017 11:06 AM
276	management of multicultural archives, collections; hiring process of archival workers (professionals)	10/31/2017 11:05 AM
277	Peer-to-peer mentoring for already-practicing (and somewhat seasoned) professionals. i.e. NOT newbies, students. This would be more a place where people who have been in the profession for some time can touch base with peers.	10/31/2017 11:05 AM
278	I think we need to address labor and equity in professional development offerings. By that there needs to be more support for those who cannot afford to pay their own way to conferences and whose institutions do not provide funding for conferences or workshops. DLF is a great example of a professional organization that has made a great effort to diversify their conference attendees through monetary support for conference attendance. This year they offered 42 fellowships that provided funding for those who would not have otherwise been able to attend the forum. SAA is a much larger conference and provides far fewer fellowship opportunities. I think DLF could serve as a great example for SAA.	10/31/2017 11:04 AM
279	The job market. It is so hard to get a job in this field. Project and part time positions do not cut it for someone who has to get a Master's degree to be in that position.	10/31/2017 11:02 AM
280	Advocacy & outreach, leadership & management; I also think continuing to offer up-to-date professional development opportunities in digital archives is important to keep up with changes in technology	10/31/2017 10:58 AM
281	born digital and web archiving	10/31/2017 10:56 AM
282	management skills, empathy, self-advocacy, work-life balance, accessioning, appraisal	10/31/2017 10:56 AM
283	Cost of attending conferences; this is especially high for students and new professionals, who often would benefit most from attending. The huge differences in conference price between SAA members and non-members are also exclusionary and it can feel like being charged twice as an early professional.	10/31/2017 10:54 AM
284	Prescriptive (i.e. this is exactly what you should do and how to do it) digital preservation. There is a lot offered about theories, but no "this is a really good way" type offerings.	10/31/2017 10:52 AM
285	hands-on preservation and conservation skills	10/31/2017 10:51 AM

Professional Development Support Survey

286	challenges with AV collections in academic libraries	10/31/2017 10:50 AM
287	managing non-traditional formats digital storage issues	10/31/2017 10:45 AM
288	The job market-how to stay hopeful when faced with job insecurity, being underpaid, temporary and part-time jobs, how to advocate for more full-time permanent positions in the field, what are we doing wrong that this is the status of archival employment?	10/31/2017 10:42 AM
289	Leadership development/middle management skills	10/31/2017 10:41 AM
290	Representing the significance of our holdings to the general public -- not class-based instruction, but something more general and compelling to a non-captive audience.	10/31/2017 10:38 AM
291	Hands-on training with widely adopted tools	10/31/2017 10:37 AM
292	Management and interpersonal skills!	10/31/2017 10:36 AM

Q9 Comments

Answered: 72 Skipped: 935

#	RESPONSES	DATE
1	thanks for doing this survey! I look forward to the results.	11/20/2017 1:41 PM
2	We don't have a set amount. As a tenure track faculty member if I get accepted to present somewhere they will try to make funding happen since it is needed for tenure.	11/19/2017 5:18 PM
3	There is support at my institution overall, but it seems to favor those in management and electronic records. This has left the more junior staff members who are dealing with processing and appraising hybrid collections.	11/19/2017 3:09 PM
4	I am interested in anything/ everything but I see a lot of lone arrangers and digitization and upkeep	11/17/2017 11:23 PM
5	My previous position was student, so question 4 is n/a. The dollar value is flexible, we are allowed to attend one conference a year, with approval.	11/17/2017 10:10 AM
6	I would describe myself as about 20% of a lone arranger -- the only one in my institution dealing with archival collections and they constitute well less than half of my responsibilities or work time. I want to do things right, and do have some formal archival training, but figuring out pragmatic solutions in a real world context is a constant struggle.	11/17/2017 9:01 AM
7	I had to attend a conference in Portland for a denomination and that meant I could not attend SAA. I guess, as always, there is only so much money.	11/17/2017 6:58 AM
8	N/A	11/16/2017 8:16 PM
9	None of the professional development stuff is available to anyone but the two high level administrators at my institution - so us recent grads and staff members aren't allowed to get things like that. :-(11/16/2017 1:05 PM
10	I am a paraprofessional and am able to attend two in person events per fiscal year; one local, one out of state if needed. I can attend webinars with justification. My employer will not pay SAA or other dues and I cannot afford to pay them myself so I don't belong to any professional organizations.	11/16/2017 11:49 AM
11	Funding from institution does not even cover one professional conference. Workshops, multiple conferences, etc. not a realistic possibility.	11/16/2017 11:31 AM
12	I am staff. Every year the Dean at our University provides around \$5000 for staff to attend conferences. Staff apply for this money and it's first come first serve. There's never money left in the pot by the time SAA comes around.	11/16/2017 8:32 AM
13	SAA is VERY expensive. I can barely pay for one conference a year with support from my institution, and this does not include dues.	11/16/2017 8:04 AM
14	I am not an SAA member - employer support is limited to 1 organization.	11/16/2017 7:49 AM
15	I chose "decrease" in q4 because I didn't actually know my limit before (and never it hit it) but now have a hard limit.	11/15/2017 5:37 PM
16	I can't speak to support change because I am still in my very first archives job, and I can't speak to the amount because it depends on the budget, the conference, etc.	11/15/2017 1:55 PM
17	Please lower the prices of the webinars. I do not make enough money to offset both annual meeting and taking additional training through webinars. I know that I am not alone. We are not a well paid profession. The prices for both the annual meeting and the webinars make it difficult to keep up with advances in the profession.	11/15/2017 10:00 AM
18	Can we pull archives education out of library science?! Maybe merge it with museum studies?! After just 5 yrs in the field it is super clear that a) librarians don't understand archives and b) archives are much closer to museum practices than individual book cataloging	11/12/2017 7:56 PM

Professional Development Support Survey

19	My previous employer (which I recently left) made me use personal funds and vacation time to attend a professional conference, and then reprimanded me for taking time off work. I found this extremely unprofessional as my conference related directly to my work and the organization's long range plan, and directly benefited my employer. This is a terrible position to be in for any professional.	11/8/2017 7:21 AM
20	My professional development funding information may be skewed - I manage my own budget and can allot whatever percentage of it as I see fit for workshops, etc. The figure I gave is the range I've spent in the last 2 years I've held the position.	11/7/2017 11:02 AM
21	I don't receive a set yearly amount. Instead, I apply for funding for each professional development opportunity I would like to attend. Amount of funding provided depends on my level of involvement (presenting vs. attending, etc.).	11/7/2017 9:34 AM
22	The two topics above are topics that most of us learn the hard way. It's part of being a professional and they may be soft skills, but they're necessary skills that serve the greater profession.	11/6/2017 4:49 PM
23	Design archives issues are not addressed in the the special collections, visual materials, or design (architectural) archives group in SAA — which I realized after attending last year's SAA conference in Portland. As a new professional, it was disheartening to find that there are few resources available for my specific facet of the field, even at a national scale. I know there are several other archivists working directly with design (graphic design, fashion, etc.) materials. My professional development would greatly benefit from having access to a community of archivists dealing with the same issues I do. Separately, as a new professional, I would like to participate in a mentorship, but I see regular emails calling for more mentors. Knowing that there are a lack of mentors has discouraged me from signing up to be a mentee.	11/2/2017 1:44 PM
24	I would like to note that question #2 is impossible for some of us to answer and I recommend changing your survey for the next go around. In my case, I am offered a percentage of funding so I can't quantify it is a dollar value. For example, if I am attending a conference but have no role in it other than attending, I get 50% of costs reimbursed (travel, registration, meals, accommodations). If I have a role in the conference like presenting or on a committee, I get 60% of costs reimbursed. So the total amount I'm given can vary greatly based on how many conferences I attend in a year, and I have no way to express this in your question #2 answer options.	11/2/2017 7:21 AM
25	Thank you.	11/1/2017 7:16 PM
26	The way in which questions 1 & 2 are structured do not allow me to accurately represent my situation. In terms of my employer, each request for professional development funding is reviewed separately. There is no fixed amount or scheduled. A request could be funded completely, capped at some limit, or denied each year.	11/1/2017 12:02 PM
27	Question 2 needs refining. Along with the suggested amounts, there should be an option for those of us who receive support but with no pre-set amounts per year. The amount we receive is based on reimbursement: old job was full, new job is only partial reimbursement of expenses incurred. There is no yearly predetermined budget.	11/1/2017 10:16 AM
28	Where I work, library staff are not given a set amount of money for professional development. Instead we submit requests at the beginning of the year, and some or all are approved.	11/1/2017 9:26 AM
29	N/a	11/1/2017 9:24 AM
30	Professional development at my workplace is meted out in my opinion based on favoritism by the division head, and not in any sort of way that is fair or makes sense, making it frustrating if you're not one of the head's favorites.	11/1/2017 9:19 AM
31	I am also doing consultation it would be great to have a webinar program on consultations, estimating costs and writing of proposals for RFP.	11/1/2017 9:15 AM
32	Thank you!	11/1/2017 8:49 AM
33	SAA PD offerings are currently unaffordable for me, even as an SAA member. I would really appreciate lower (or scaled based on income) prices and more webinar options, as I cannot afford travel costs.	11/1/2017 8:07 AM
34	The figure I have included covers my combined annual travel and conference fee budget .	11/1/2017 7:56 AM
35	Archival institutions rarely care about your professional development if you're not part of the administrative staff. I don't know any processing archivists that receive any aid for professional development activities.	11/1/2017 7:55 AM

Professional Development Support Survey

36	Today is my last day of work at an institution that has provided spotty professional development funding. I answered the survey according to professional development funding at my new job, which is much more transparent and supportive with their funding for prof. development.	11/1/2017 7:42 AM
37	Often the workshops are led by archivists from institutions that have a lot of money and/or staff to make the work they talk about possible. They say the work is scaleable for other institutions without their resources, but it would be nice to have them specifically talk about ways to scale the projects. What is easiest to cut? What is absolutely necessary to have? Basically have a best case scenario where you're fully staffed and funded, and what one can do in a more average institution.	11/1/2017 7:40 AM
38	As coordinator of engineering records at a US public transit agency, I do all functions: records management, disposition/ archiving, policy writing, reference drawing search support and training, preservation, pest management.	11/1/2017 7:37 AM
39	Thank you for conducting this survey!	11/1/2017 6:41 AM
40	I am a part-time employee, so while my employer provides PD to full time employees, I am not allotted funds for PD.	11/1/2017 6:03 AM
41	I have never had employer support for professional activities and have always funded my various memberships, attending the SAA annual meeting, any books, and the few educational opportunities I can afford out of my own pocket.	11/1/2017 4:09 AM
42	There needs to be more useful content offered during conference sessions, and the titles of the sessions need to be more relevant to what is actually being offered. SAA is getting increasingly expensive, and it's getting increasingly difficult to justify the expense of the membership, and attending conferences.	10/31/2017 8:31 PM
43	A lot of people let. Like a lot of people left. One of the reason was the difficulty in getting professional development. In theory we all have \$1,500 BUT we are a small subset of the organization, so it was extremely difficult for years to get archival professional development because it didn't fit in with what the rest of the organization needs in terms of professional development.	10/31/2017 7:02 PM
44	these questions don't quite represent what my professional development support is. it isn't a set amount of money. but I get to attend ONE conference per year. nor based on \$\$ ampunt. no other support is given.	10/31/2017 6:44 PM
45	Citizen archivists	10/31/2017 6:31 PM
46	My current employer is paying for 2/3 of my MLIS degree at the moment, and I took this professional development into account when addressing the first few questions.	10/31/2017 6:27 PM
47	Professional development support considered on case-by-case basis, so cannot be counted on regardless of merit.	10/31/2017 4:39 PM
48	AFFORDABLE workshops. As a student I certainly could not afford over \$300 for a workshop. Now as a staff member making crap I still can't afford even a \$195 workshop. Either advocate for better pay in the field or make workshops and courses more affordable!!	10/31/2017 3:06 PM
49	My employer's professional development budget is shared between two employees. Depending on the cost of PD programs, this can mean only one of us actually receives PD in a given year.	10/31/2017 2:53 PM
50	Providing access to professional development that isn't cost prohibitive, same people talk at conferences because they can afford it	10/31/2017 2:34 PM
51	I think the whole topic of professional development, and who pays for it, is crucial. One aspect that is under-covered is the extent to which people in this field are expected to pay for most or all of the costs of expensive continuing education, certificates, and conferences. This, coupled with our low salaries AND the horrible trend of creating only project/contract jobs rather than permanent ones, makes working in archives and special collections pretty much out of reach for many. Honestly, administrators in this field who are letting this happen or even encouraging this state of affairs should be ashamed of themselves--they definitely wouldn't want to live the way they're quite comfortable having others live!	10/31/2017 2:14 PM
52	Just wanted to add that for some archivists (particularly government archivists) professional development depends on the economy. If the economy is bad, development will be very limited. If the economy is good, funds spent on professional development increase.	10/31/2017 2:03 PM
53	It seems like people in middle management and above get professional support for conferences but early career people don't. This leads to a less diverse voice at conferences.	10/31/2017 1:58 PM

Professional Development Support Survey

54	Our budgets fluctuate year to year, so it varies how much my employer can provide financial support for professional development. I try to take advantage of free training when possible because usually my employer will pay my salary for the length of the training (i.e. I don't have to take vacation time) if there is no registration fee.	10/31/2017 1:58 PM
55	I had to make my best guesses on the \$ amount and the increase/decrease question because my current institution doesn't give a set dollar amount. They instead fund a percentage of prof. development opportunities (from 60-80%, depending on whether you are a presenter or on a committee).	10/31/2017 1:44 PM
56	I am a historian who was hired for an archivist position. I am still learning about the SAA and what it has to offer.	10/31/2017 1:24 PM
57	a related issue is making development affordable and location friendly	10/31/2017 1:15 PM
58	Wish SAA certificates were 100% online. Travel is a huge barrier to access.	10/31/2017 12:03 PM
59	I am a contractor working for a federal agency so it really depends on who wins the contract. I am new to the position and the current company I'm with says it will evaluate all my requests on a case-by-case basis. So far, they allowed me to attend a conference, and paid me work hours, but did not reimburse me for any conference fees.	10/31/2017 11:58 AM
60	My employer does not offer a set amount of money for professional development support. My supervisor and department chair are very supportive in granting paid time off to attend conferences/symposiums/workshops, and have been able to reimburse conference fees or travel fees on a case-by-case basis. The dollar amount I listed reflects what was reimbursed to me for fees/hotel expenses, but does not include PTO.	10/31/2017 11:56 AM
61	Question 4 isn't applicable if you're discussing your first job out of school.	10/31/2017 11:42 AM
62	Even though my employee provides \$1500 support. That is generally enough for only one conference (as long as it is close to my location). Being in a remote area, flights take up the majority of the budget with little left over for Hotels, Registration and everything else that goes with traveling.	10/31/2017 11:17 AM
63	It would be wonderful if SAA workshops could follow the example of ALA and ACRL workshops, which allow for a group rate in addition to an individual rate.	10/31/2017 11:12 AM
64	Working for an academic repository in a tenure-track position, *I* receive professional development funds "automatically," but staff working for me do not have automatic funding but must instead apply each year and are unlikely to receive nearly the same amount I am. I also have more access to additional pots of money that could potentially be used toward professional development due to my tenure-track status. Previously I worked in a government archives where there was no guarantee of professional development funding but my supervisor happened to strongly support professional development and worked to ensure that I & others in his department received what funding he could pull together from year to year.	10/31/2017 11:12 AM
65	My annual budget is exactly \$1,500. I have the option to apply for additional funding if I am a presenter at a conference, the training is required, etc.	10/31/2017 10:58 AM
66	My institution doesn't have a set amount of professional development money per person. It is decided on case by case basis.	10/31/2017 10:52 AM
67	Thanks for all of the great work!	10/31/2017 10:52 AM
68	thanks!	10/31/2017 10:50 AM
69	I would love to see a tiered payment system for workshops/webinars/seminars kind of like how we pay for dues. It seems unfair that I pay the same as someone who makes 4 times as much as I do and has an actual budget for development.	10/31/2017 10:45 AM
70	We have done a disservice to our profession by, I believe, people in tenured and permanent positions being okay with hiring part-time, grant-funded, and project-based archivists, etc. leading to a total lack of sustainable work in archives. What have we done and how can we fix the problem?	10/31/2017 10:42 AM
71	Professional development support is capped per conference at \$700 (attending) or \$1500 (presenting). Actual costs are often higher.	10/31/2017 10:36 AM
72	Non-DAS courses are still needed.	10/31/2017 10:36 AM