

**Society of American Archivists
Council Meeting
May 17, 2021
Virtual Meeting**

**Report: Archival Compensation Task Force
(Prepared by: Greta Pittenger, Chair)**

ACTF Report: April 2020 - December 2020

The Archival Compensation Task Force, created by SAA Council in March 2020, met ten times between April 2020 and December 2020 to address the following charge:

The Archival Compensation Task Force is responsible for 1) identifying issues related to archival compensation, including benefits, salary negotiations, working conditions, etc.; 2) studying and evaluating archival compensation in its entirety using past, current, and new data generated on the subject; 3) creating and disseminating an archival compensation survey to SAA members; and 4) exploring the feasibility of creating a standing body within SAA to liaise and communicate with non-archival entities (such as O-Net, the Bureau of Labor Statistics, the Regulatory Affairs Professionals Society, and others) to ensure that SAA continues advocacy efforts and activities, including research and documentation pertaining to these groups.

In attendance at these meetings were: Stephanie Bayless, Mike Bullington, Peter Carlson (SAA Director of Finance & Administration), Elena Colon-Marrero, Melissa Gonzales (SAA Council Liaison), Haven Hawley, David Kay, Jenny Kinniff, Maria Leighton, Greta Pittenger (Chair)

During the April to December 2020 time period, the ACTF worked on the following:

Setting plans and timelines for outcomes of task force

The ACTF will create at least two resource hubs - one for SAA members and one for supervisors hiring or managing archivists; create and deploy a compensation survey of SAA members; and deliver a final report to SAA Council that includes the task force's summary of resources and the survey results as well as recommendations for how SAA can serve members in areas related to compensation.

Data gathering and analysis of archival job descriptions, duties, salaries

Data come from sources such as O-Net, Bureau of Labor Statistics, self-reported salary surveys, and SAA and other job boards. Data were examined to determine any patterns in position title, salary, geography, and expected duties. This analysis is being used to inform the ACTF's work, and the datasets will be included in the resources toolkits.

Examining salary transparency on job boards

The ACTF researched and discussed trends in regional and other job boards in archives, museums, libraries, and public history institutions pertaining to salary and compensation transparency requirements. This resulted in the ACTF's decision to recommend salary transparency be required on SAA Job Board postings.

ACTF Report: January 2021 - April 2021

The Archival Compensation Task Force, created by SAA Council in March 2020, met twice between January 2021 and April 2021 to address the following charge:

The Archival Compensation Task Force is responsible for 1) identifying issues related to archival compensation, including benefits, salary negotiations, working conditions, etc.; 2) studying and evaluating archival compensation in its entirety using past, current, and new data generated on the subject; 3) creating and disseminating an archival compensation survey to SAA members; and 4) exploring the feasibility of creating a standing body within SAA to liaise and communicate with non-archival entities (such as O-Net, the Bureau of Labor Statistics, the Regulatory Affairs Professionals Society, and others) to ensure that SAA continues advocacy efforts and activities, including research and documentation pertaining to these groups.

In attendance at these meetings were: Stephanie Bayless, Mike Bullington, Peter Carlson (SAA Director of Finance & Administration), Elena Colon-Marrero, Melissa Gonzales (SAA Council Liaison), Haven Hawley, David Kay, Jenny Kinniff, Greta Pittenger (Chair). Not in attendance was new member Monte Abbott.

During the January to April 2021 time period, the ACTF worked on the following:

Compensation survey for SAA members

Drafted questions and began experimenting with SurveyMonkey formatting for questions. Discussion of best time to deliver survey, considering upcoming A*CENSUS II survey may cause survey fatigue or confusion.

Creation of Resources on Archival Compensation page

The Resources on Archival Compensation page (currently private, as it is still in draft form) will be a resource toolkit for SAA members. It contains statistics, survey data, and professional literature pertinent to archival compensation that can be updated as more current data and publications become available. This is one of two toolkits the ACTF plans to create.

Recommendation to SAA Council salary transparency in job postings

The ACTF submitted a letter of support to SAA Council to require salary or compensation information on job postings to the SAA Job Board. The ACTF worked with SAA Council Liaison Melissa Gonzales to receive and answer Council's discussion questions on this matter.