

**Society of American Archivists
Council Meeting
December 3-5, 2019
Chicago, Illinois**

**Recommendation for Archival Salaries Task Force
(Prepared by Melissa Gonzales)**

On the October 14th conference call, the Council discussed the work of the Ad-hoc Working Group on Archivist Salary Transparency and the creation of a task force or other such group to serve as a hub to gather, disseminate, and develop solutions to improve compensation for the profession that is on par with our professional peers. As such, I am proposing the formation of a task force with a two-year charge composed of 10-12 members from designated SAA Groups (e.g. Committee on Research, Data, and Assessment; Business Archives Section; and other allied sections), in addition to people who were engaged in the Ad-hoc Working Group on Archivist Salary Transparency. There will also be collaboration between this task force and other SAA groups engaged in similar projects or who can provide research (such as CORDA, A*CENSUS, and COPP) since decisions and work may affect SAA policies or new program initiatives. The task force would report to SAA during Council meetings with the understanding there will be an eventual final written report.

This task force will study and evaluate the archival salary issue in its entirety using past, current, and new data generated on the subject with the idea of recommending actions to be approved by the Council. An additional purpose of this task force would be to explore the feasibility of the formation of a standing body within SAA that would foster and consolidate research from within and without SAA on cultural heritage salary issues, in addition to developing solutions. This standing body would also liaise and communicate with non-archival entities (such as O-Net, BLS, the Regulatory Affairs Certification, and others) to ensure we continue advocacy and action efforts since this issue will not be solved in 2 years' time. This group will consolidate SAA's efforts and look outside the profession to explore all possibilities. Furthermore, this task force would support SAA's core organizational goals of fostering collaboration and experimentation, in addition to advancing the visibility of archivists and ensuring the inclusion and sustainability of diverse groups within the profession.

According to SAA's task force structure in the Governance Manual, I am aware that it is unorthodox for a Council member to be appointed as a task force chair. Since I have been involved with a few groups focused on archival salary advocacy these past six months and it is an endeavor close to my heart, I would like to ask the Vice President/President-Elect to make an exception for this task force and consider appointing me as the chair. During the 2019 Joint Annual Meeting, I was able to solicit volunteers interested in working on this project, and we have been discussing possible solutions and approaches. As such, I have been the focal point for

these informal meetings via email and have begun gathering data, resources, and ideas to help kick-start the potential task force.

Since we are now in receipt of the final reports from the Ad-hoc Working Group on Archivist Salary Transparency, I would also like to take this time to obtain support from the Council to vote in favor of salary transparency in our job postings. For example, it was proposed at the annual meeting that SAA could waive job post fees for those agencies and institutions willing to post salaries, and those who do not wish to participate in salary transparency efforts would still be charged the fee. Those funds could then be allocated toward projects specifically focused on archival salary advocacy endeavors. Alternatively, we could vote on making salary transparency mandatory as the Society of Southwest Archivists and other regional groups have successfully done. We could use an allotted time to experiment with this project and decide how to move forward depending on its outcomes.