

REAPPRAISING OUR PROFESSIONAL IDENTITY:

*Addressing the Knowledge Gap with
Tenure and Promotion for Academic Archivists*

Presented by Rachel Walton, Elizabeth Marzuoli Scott, Heidi Abbey Moyer & Rebecca Hankins



**SOCIETY OF
American
Archivists**

ARCHIVES ★ RECORDS 2020

SAA Research Forum | “Foundations and Innovations”

Virtual Meeting via Zoom | Session #2

Wednesday, August 5, 2020 | 11:30 AM – 12:30 PM CST

SESSION SPEAKERS



**Rachel
Walton**

Chair and Moderator
Assistant Professor
Digital Archivist and
Librarian

Rollins College



**Elizabeth
Marzuoli Scott**

Assistant Professor
Archivist and Special
Collections Librarian

East Stroudsburg
University



**EAST
STROUDSBURG
UNIVERSITY**



**Heidi
Abbey Moyer**

Associate Librarian
Archivist & Humanities
Reference Librarian

Penn State Harrisburg



PennState
Harrisburg



**Rebecca
Hankins**

Professor
Africana, Women's
and Gender Studies
Archivist/Librarian

Texas A&M University



BACKGROUND & INTRODUCTION

Moderator:
Rachel
Walton

- **Central Research Question:** What is the Landscape of the Academic Archivist Profession? How Does the Institution of Promotion and Tenure (P&T) Dictate Our Work and Professional Identity?
- **Genesis of Our Research:** Received positive feedback on our Webinar to the Pennsylvania Library Association (2018) and SAA Panel (2019)
- **Research to Date:** Autoethnographic among our group! Completed Initial Literature Review on P&T for Archivists, Yielded Gap in Scholarship.
- **We still have More Questions than Answers!**

[Note: COVID-19 has made this research even more relevant!]

RESEARCH QUESTIONS

Moderator:
Rachel
Walton

Related Research Questions

- What Data Exists on Promotion & Tenure* for Archivists?
- What to Expect in a Tenure-Track Archives Position?
- What are P&T Standards for Archivists?
- What are P&T Challenges and Inequities for Archivists?
- What Support is Integral to the P&T Process for Archivists?
- What Additional Data Needs to be Gathered?

***Please Note:** To be as concise and inclusive as possible throughout the presentation, we will refer to “Promotion and Tenure” as “P&T”

WHAT DATA EXISTS?

Speaker:
Elizabeth
Scott

- **A*Census Survey of U.S. Archives Profession (2004)**

1st comprehensive survey

35.8% of archivists reported working in “academia”

- **MARAC Membership Survey (2012)**

43% listed “academic” as affiliation in membership directory

- **WArS-SAA Salary Survey (2017)**

39% of archivists/records managers listed “academic”

- **Forthcoming Survey, A*Census II - Funded by IMLS (2020)**

- **Literature Review**



WHAT TO EXPECT?

Speaker:
Elizabeth
Scott

- Job Prospects?
- Qualifications for Tenure Position – Minimum & Desirable
 - ALA-accredited master's (MLS/MLIS) or equivalent (MA in history or other subject)
 - 2nd master's degree in subject area (sometimes)
 - Serving dual role as librarian/archivist
- “Hidden” Job Expectations – Unspoken P&T Culture
 - Scholarly activity
 - Professional service commitments
 - Networking/Visibility/Outreach – “Who are your connections?”



WHAT ARE P&T STANDARDS?

Speaker:
Rachel
Walton

- Local, Institutional P&T Criteria is **EVERYTHING** – This is your roadmap to success!
- Typical Pillars/Measures
 - Librarianship/Teaching (?), Research and Publication, Service
- It seems simple, right? **BUT...**
 - There are so many more considerations!



WHAT ARE P&T STANDARDS?

Speaker:
Rachel
Walton

- How and where does your work count within these criteria?
- What does NOT fit? How do you make it fit?
- How are these categories weighted? Is that clear or written down somewhere or is it open to interpretation?
- Your time is valuable and limited!



WHAT ARE P&T STANDARDS?

Speaker:
Rachel
Walton

- What are the other unwritten rules about your P&T criteria that you need to know (ASAP)?
- Know the pay off – what will be your reward when you “make it”?
- Because it’s a marathon not a sprint and it can be relentless!



WHAT ARE P&T CHALLENGES?

Speaker:
Heidi
Abbey
Moyer

- **Time**

Research/scholarship, service that intersects with and reciprocally enhances librarianship and research

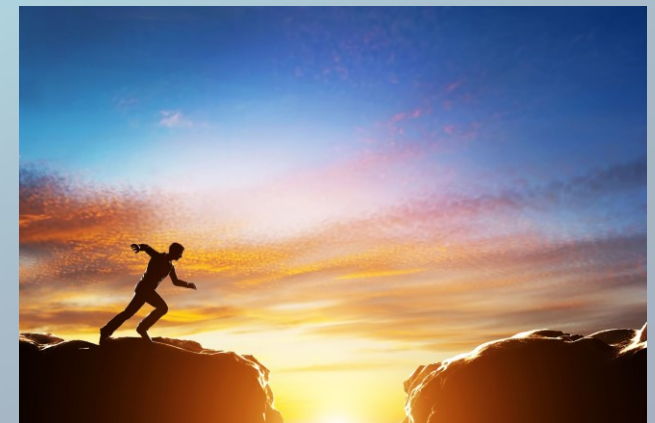
- **Lack of Support, Inequality, Discrimination**

Administrative, cultural, financial, personal, professional

- **Lack of knowledge**

Unclear tenure guidelines criteria, conflicting advice
Objectivity vs. subjectivity of process

- **Stress/Pressure**



WHAT ARE P&T INEQUITIES?

Speaker:
Heidi
Abbey
Moyer

- **Time: Overcome with Planning**
- **Lack of Support, Inequality, and Discrimination:**
Address with Mentoring and Dialogue. Start and continue conversations to break culture of silence, dynamics of power/control.
- **Lack of Knowledge: Embrace Leadership**
Gain knowledge. Share it. Network with your colleagues.
- **Stress: Counter with Emotional Resilience!** Tenure stays. Personal wellness strategies. Keep a balance. Recognize that working in academia is not just a job/career but a **lifestyle**.



WHAT ARE TENURE ATTRITION RATES?

Speaker:
Heidi
Abbey
Moyer

- **Attrition = Rate of Leaving Employment/Academia Over Time**
- **What do we know?** Lack of data.
- **Who is impacted?** Demographics of success/denial with tenure.
- **What factors affect attrition?**



WHAT SUPPORT EXISTS?

Speaker:
Rebecca
Hankins

- **For Tenured Archivists**
 - Within the professional community, if any?
 - Within an organization?
- **Types of Support**
 - Formal
 - Informal



PLANNING, MENTORING, LEADERSHIP

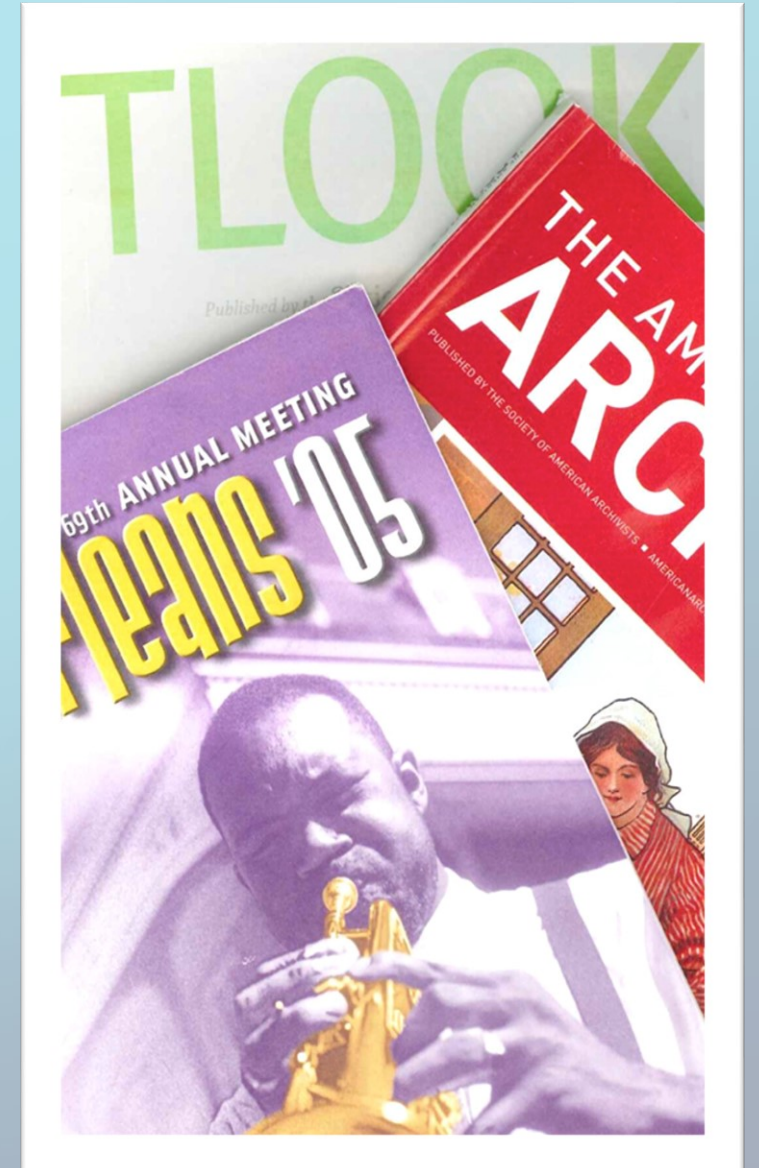
Speaker:
Rebecca
Hankins

- Planning
- Mentoring
- Leadership



MOVING FORWARD

- Increase dialogue through publications and online forums
 - Our forthcoming journal article (2021)
 - Create blog and self-reporting surveys
- Provide input on P&T issues to SAA Sections and Committees
- Improve Advocacy
 - Get Involved! Pay It Forward!
 - Take Action Locally, Regionally, Nationally



THANK YOU FOR LISTENING!



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Texas A&M University



QUESTIONS & ANSWERS

If you are interested in our topic, or if you have further questions and feedback that you would like to share, please contact one of us!

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