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This report is an expanded version of “Part 3, Highlights of the General Data Analysis,” in the Special Section on A*CENSUS (Archival Census & Education Needs Survey in the United States, published in the *American Archivist* (Fall/Winter 2006): 327-348. Available online at <http://www.archivists.org/a-census/>

1: Current Position

The A*CENSUS sought responses from the entire spectrum of individuals who are paid to work with historical records in the United States. Earlier surveys had indicated that many people working in archives are actually members of other professions, including librarians, museum curators, and records managers. Institutions in which these professionals usually work—libraries, museums, corporations, and nonprofit organizations—often contain archival records in addition to the books, artifacts, or active files that comprise the core of their holdings.¹ For example, of the 2,050 individuals who responded to a 1999 national survey on archival continuing education, just 641 (31.3%) identified themselves as archivists; 423 (20.6%) were librarians, and 180 (8.8%) were museum professionals.²

Knowing that archival records are cared for by people with a variety of professional backgrounds, the A*CENSUS Working Group decided that the only way to begin to understand and define the bounds of the archival profession would be to examine the characteristics of everyone who is paid to work with archival records in any capacity. Within that framework, it became important to establish at the outset how individuals responding to the survey identified

¹ Paul Conway, in his report on the 1985 census of archival institutions, notes that “the most basic finding of the study...was that widely diverse institutions call themselves archives.” There were 15 distinct types of organizations among the respondents he studied. Paul Conway, “Perspectives on Archival Resources: The 1985 Census of Archival Institutions,” *American Archivist* (Spring 1987): 177-78. A 1999-2000 survey by the Council of State Historical Records Coordinators (COSHR, now known as the Council of State Archivists or CoSA) found substantial numbers of public libraries with archival collections. Victoria Irons Walch, “The Archival Landscape,” in *Where History Begins: A Report on Historical Records Repositories in the United States* (May 1998): 30-32. <http://www.statarchivists.org/reports/HRRS/hrrsdocs.html>.

² This survey was conducted in advance of the National Forum on Archival Continuing Education (NFACE) which was sponsored by the Council of State Historical Records Coordinators (now known as the Council of State Archivists or CoSA). Survey results can be found on the CoSA website at <http://www.statearchivists.org/reports/NFACE/IndivEducSurvey/indivsurvsumm.htm>.

Figure 3.1.1. Current position (Q1)—first question in the survey

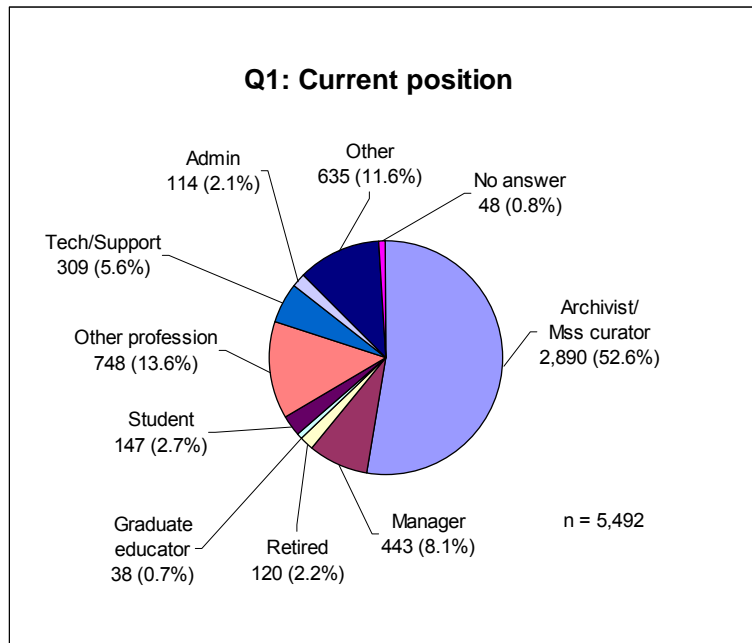


Table 3.1.1. Current position, all respondents

| Option # | Please indicate if you are: | Count | Percent |
|--------------|---|--------------|-------------|
| 1 | Archivist or manuscript curator | 2,890 | 52.6% |
| 2 | Managing a program that employs archivists | 443 | 8.1% |
| 3 | Retired from employment as an archivist | 120 | 2.2% |
| 4 | Teaching in a graduate archival education program | 38 | 0.7% |
| 5 | Studying to be an archivist | 147 | 2.7% |
| 6 | Working in another profession or occupation, but with archives-related responsibilities | 748 | 13.6% |
| 7 | Working as a technical or support staff member with archives-related responsibilities | 309 | 5.6% |
| 8 | Administering a program serving archival interests but not working directly with archival records | 114 | 2.1% |
| 9 | Other | 635 | 11.6% |
| 10 | Rather not say/no answer | 48 | 0.8% |
| Total | | 5,492 | 100% |

Source question: Q1 (current position)

the relationship between their own work and the archival profession as a whole. Therefore, the very first question in the survey offered A*CENSUS respondents ten choices from which to choose the one that best described their current position. Of the 5,620 people who responded to the A*CENSUS, only slightly more than half (52.6%) chose “archivist or manuscript curator” (Figure 3.1.1 and Table 3.1.1). More than 13% indicated that although they work with archival records, they actually are members of another profession or occupation.

Anyone choosing “Other” in this opening question was asked to provide a description of his or her position. While the open-ended responses are difficult to classify precisely, a significant number of these appear to be people working in related professions or occupations or individuals whose jobs are a mix of archival work with one or more other substantive nonarchival responsibilities. Those individuals probably should have chosen option 6, “working in another profession or occupation” (approximately 240 or 37%). More than 40 of the comments suggested that the respondents should have selected option 2, “managing a program,” and 31 said they were retired, so they should probably have chosen option 3. Of the 635 who chose “Other” in Q1, 176 or 28% did not provide any further explanation.

It is also important to note that a significant number of responses to the 1999 continuing education survey cited earlier came from volunteers (357 or 17.4%). While recognizing that many archival records are cared for by volunteers, the A*CENSUS survey focused on individuals who are paid for their work and so did not seek to collect data from volunteers. Despite this, 118 (2.2%) of A*CENSUS respondents identified themselves as volunteers.

Distribution of Individuals in Specific Positions by Region

Among A*CENSUS respondents, the proportion of archivists and manuscript curators to those working in the field in another capacity varied somewhat by region of the United States. In the West, Southwest, and Northwest, the percentage of A*CENSUS respondents who identified themselves as archivists and manuscript curators actually dropped below 50% and those indicating “Another profession” or “Other” rose (Tables 3.1.2, 3.1.3a-3.1.3d).

Table 3.1.2. Current position of all respondents in each region

| | Total, all resp | Arch/ ms curator | Manag- ing | Retired | Teach- ing | Student | Another prof | Tech / support | Admin, not archivist | Other |
|--------------------|-----------------|------------------|------------|---------|------------|---------|--------------|----------------|----------------------|-------|
| New England | 523 | 287 | 27 | 15 | 4 | 11 | 70 | 31 | 11 | 66 |
| Upper Mid-Atlantic | 864 | 468 | 63 | 16 | 7 | 28 | 115 | 33 | 24 | 102 |
| Lower Mid-Atlantic | 551 | 309 | 50 | 9 | 3 | 9 | 55 | 41 | 18 | 54 |
| South Atlantic | 575 | 315 | 47 | 15 | 6 | 12 | 82 | 25 | 10 | 60 |
| Great Lakes | 879 | 470 | 57 | 17 | 5 | 20 | 125 | 31 | 12 | 106 |
| Plains | 315 | 176 | 34 | 6 | – | 2 | 44 | 24 | 5 | 23 |
| South Central | 376 | 193 | 41 | 9 | 5 | 6 | 41 | 34 | 8 | 36 |
| Mountain | 218 | 115 | 18 | 1 | – | 2 | 39 | 14 | 6 | 22 |
| Southwest | 389 | 191 | 38 | 6 | 2 | 12 | 45 | 26 | 4 | 58 |
| West | 563 | 257 | 52 | 11 | 3 | 31 | 90 | 33 | 11 | 68 |
| Northwest | 202 | 95 | 11 | 5 | 1 | 12 | 30 | 14 | 4 | 29 |
| All respondents | 5,455 | 2,889 | 442 | 120 | 37 | 147 | 748 | 309 | 114 | 633 |

Source questions: Q1 (current position); Q4 (state or territory)

Table 3.1.3a. Percentage of each position type reported within each region, sorted from highest to lowest by the concentration of archivists/manuscript curators in each region

| | Total, all resp | Arch/ ms curator | Manag- ing | Retired | Teach- ing | Study- ing | Another prof | Tech/ support | Admin, not archivist | Other |
|------------------------|-----------------|------------------|-------------|-------------|-------------|-------------|--------------|---------------|----------------------|--------------|
| All respondents | 5,455 | 2,889 | 442 | 120 | 37 | 147 | 748 | 309 | 114 | 633 |
| | | 53.0% | 8.1% | 2.2% | 0.7% | 2.7% | 13.7% | 5.7% | 2.1% | 11.6% |
| New England | 523 | 287 | 27 | 15 | 4 | 11 | 70 | 31 | 11 | 66 |
| | | 54.9% | 5.2% | 2.9% | 0.8% | 2.1% | 13.4% | 5.9% | 2.1% | 12.6% |
| Connecticut | 88 | 55 | 2 | | | 1 | 13 | 6 | 2 | 8 |
| | 1.6% | 62.5% | 2.3% | | | 1.1% | 14.8% | 6.8% | 2.3% | 9.1% |
| Maine | 33 | 16 | 1 | 1 | | | 7 | 1 | 1 | 6 |
| | 0.6% | 48.5% | 3.0% | 3.0% | | | 21.2% | 3.0% | 3.0% | 18.2% |
| Massachusetts | 301 | 168 | 19 | 13 | 3 | 10 | 28 | 19 | 6 | 35 |
| | 5.4% | 55.8% | 6.3% | 4.3% | 1.0% | 3.3% | 9.3% | 6.3% | 2.0% | 11.6% |
| New Hampshire | 43 | 19 | 2 | | | | 7 | 1 | 1 | 13 |
| | 0.7% | 44.2% | 4.7% | | | | 16.3% | 2.3% | 2.3% | 30.2% |
| Rhode Island | 39 | 16 | 2 | | 1 | | 13 | 2 | 1 | 4 |
| | 0.6% | 41.0% | 5.1% | | 2.6% | | 33.3% | 5.1% | 2.6% | 10.3% |
| Vermont | 19 | 13 | 1 | 1 | | | 2 | 2 | | |
| | 0.4% | 68.4% | 5.3% | 5.3% | | | 10.5% | 10.5% | | |

Source questions: Q1 (current position); Q4 (state or territory)

Table 3.1.3b. Percentage of each position type reported within each region, sorted from highest to lowest by the concentration of archivists/manuscript curators in each region

| | Total, all resp | Arch/ ms curator | Manag- ing | Retired | Teach- ing | Study- ing | Another prof | Tech/ support | Admin, not archivist | Other |
|-------------------------------|-----------------------|------------------------|--------------------|--------------------|-------------------|--------------------|---------------------|--------------------|----------------------------|---------------------|
| All respondents | 5,455 | 2,889 53.0% | 442 8.1% | 120 2.2% | 37 0.7% | 147 2.7% | 748 13.7% | 309 5.7% | 114 2.1% | 633 11.6% |
| Upper Mid-Atlantic | 864 | 468 57.5% | 63 7.7% | 16 2.0% | 7 0.9% | 28 3.4% | 115 14.1% | 33 4.1% | 24 2.9% | 102 12.5% |
| New Jersey | 82 1.5% | 36 43.9% | 7 8.5% | 6 7.3% | | 2 2.4% | 17 20.7% | 4 4.9% | 1 1.2% | 6 7.3% |
| New York | 551 9.7% | 291 52.8% | 39 7.1% | 7 1.3% | 4 0.7% | 23 4.2% | 76 13.8% | 18 3.3% | 21 3.8% | 71 12.9% |
| Pennsylvania | 231 4.1% | 141 61.0% | 17 7.4% | 3 1.3% | 3 1.3% | 3 1.3% | 22 9.5% | 11 4.8% | 2 0.9% | 25 10.8% |
| Lower Mid-Atlantic | 551 | 309 58.5% | 50 9.5% | 9 1.7% | 3 0.6% | 9 1.7% | 55 10.4% | 41 7.8% | 18 3.4% | 54 10.2% |
| Delaware | 27 0.5% | 17 63.0% | 3 11.1% | | | | 3 11.1% | 2 7.4% | | 2 7.4% |
| Dist of Columbia | 220 3.9% | 126 57.3% | 16 7.3% | 7 3.2% | | 1 0.5% | 27 12.3% | 13 5.9% | 11 5.0% | 18 8.2% |
| Maryland | 290 5.2% | 161 55.5% | 28 9.7% | 2 0.7% | 3 1.0% | 8 2.8% | 21 7.2% | 26 9.0% | 6 2.1% | 33 11.4% |
| West Virginia | 14 0.3% | 5 35.7% | 3 21.4% | | | | 4 28.6% | | 1 7.1% | 1 7.1% |
| South Atlantic | 575 | 315 58.3% | 47 8.7% | 15 2.8% | 6 1.1% | 12 2.2% | 82 15.2% | 25 4.6% | 10 1.9% | 60 11.1% |
| Florida | 103 1.7% | 48 46.6% | 12 11.7% | 5 4.9% | 1 1.0% | 1 1.0% | 17 16.5% | 4 3.9% | 1 1.0% | 13 12.6% |
| Georgia | 116 2.0% | 57 49.1% | 10 8.6% | 4 3.4% | | | 22 19.0% | 6 5.2% | 6 5.2% | 11 9.5% |
| North Carolina | 121 2.2% | 75 62.0% | 6 5.0% | 4 3.3% | 2 1.7% | 8 6.6% | 8 6.6% | 8 6.6% | 2 1.7% | 7 5.8% |
| Puerto Rico | 6 0.1% | 4 66.7% | 1 16.7% | | | | | | | 1 16.7% |
| South Carolina | 104 1.8% | 53 51.0% | 7 6.7% | 1 1.0% | 3 2.9% | 3 2.9% | 18 17.3% | 3 2.9% | | 16 15.4% |
| Virginia | 125 2.3% | 78 62.4% | 11 8.8% | 1 0.8% | | | 17 13.6% | 4 3.2% | 1 0.8% | 12 9.6% |

Source questions: Q1 (current position); Q4 (state or territory)

Table 3.1.3c. Percentage of each position type reported within each region, sorted from highest to lowest by the concentration of archivists/manuscript curators in each region

| | Total, all resp | Arch/ ms curator | Manag- ing | Retired | Teach- ing | Study- ing | Another prof | Tech/ support | Admin, not archivist | Other |
|------------------------|-----------------------|------------------------|--------------------|--------------------|-------------------|--------------------|---------------------|--------------------|----------------------------|---------------------|
| All respondents | 5,455 | 2,889 53.0% | 442 8.1% | 120 2.2% | 37 0.7% | 147 2.7% | 748 13.7% | 309 5.7% | 114 2.1% | 633 11.6% |
| Great Lakes | 879 | 470 53.5% | 57 6.5% | 17 1.9% | 5 0.6% | 20 2.3% | 125 14.2% | 31 3.5% | 12 1.4% | 106 12.1% |
| Illinois | 207 3.7% | 131 63.3% | 14 6.8% | 4 1.9% | | | 32 15.5% | 9 4.3% | 1 0.5% | 14 6.8% |
| Indiana | 109 1.3% | 43 54.4% | 4 5.1% | 1 1.3% | | 2 2.5% | 9 11.4% | 3 3.8% | | 16 20.3% |
| Michigan | 148 2.6% | 69 46.6% | 13 8.8% | 4 2.7% | 3 2.0% | 8 5.4% | 18 12.2% | 6 4.1% | 4 2.7% | 23 15.5% |
| Minnesota | 79 1.4% | 47 59.5% | 5 6.3% | 2 2.5% | | | 12 15.2% | 1 1.3% | | 11 13.9% |
| Ohio | 200 3.5% | 112 56.0% | 12 6.0% | 2 1.0% | 1 0.5% | 4 2.0% | 29 14.5% | 5 2.5% | 5 2.5% | 29 14.5% |
| Wisconsin | 136 2.4% | 68 50.0% | 9 6.6% | 4 2.9% | 1 0.7% | 6 4.4% | 25 18.4% | 7 5.1% | 2 1.5% | 13 9.6% |
| Plains | 315 | 176 55.9% | 34 10.8% | 6 1.9% | 0 0.0% | 2 0.6% | 44 14.0% | 24 7.6% | 5 1.6% | 23 7.3% |
| Iowa | 48 0.9% | 34 70.8% | 5 10.4% | 1 2.1% | | | 4 8.3% | 2 4.2% | | 2 4.2% |
| Kansas | 55 1.0% | 28 50.9% | 6 10.9% | 1 1.8% | | 2 3.6% | 9 16.4% | 4 7.3% | 1 1.8% | 4 7.3% |
| Missouri | 167 3.1% | 89 53.3% | 20 12.0% | 3 1.8% | | | 25 15.0% | 15 9.0% | 4 2.4% | 10 6.0% |
| Nebraska | 21 0.4% | 8 38.1% | 1 4.8% | 1 4.8% | | | 4 19.0% | 3 14.3% | | 4 19.0% |
| North Dakota | 10 0.2% | 5 50.0% | 2 20.0% | | | | 2 20.0% | | | 1 10.0% |
| South Dakota | 14 0.3% | 12 85.7% | | | | | | | | 2 14.3% |
| South Central | 376 | 193 51.3% | 41 10.9% | 9 2.4% | 5 1.3% | 6 1.6% | 41 10.9% | 34 9.0% | 8 2.1% | 36 9.6% |
| Alabama | 63 1.1% | 34 54.0% | 8 12.7% | 3 4.8% | 2 3.2% | 1 1.6% | 4 6.3% | 4 6.3% | 1 1.6% | 4 6.3% |
| Arkansas | 23 0.4% | 14 60.9% | 3 13.0% | 1 4.3% | | | 2 8.7% | | | 2 8.7% |
| Kentucky | 87 1.6% | 51 58.6% | 8 9.2% | 1 1.1% | | 2 2.3% | 10 11.5% | 7 8.0% | 2 2.3% | 6 6.9% |
| Louisiana | 72 1.3% | 34 47.2% | 9 12.5% | 1 1.4% | 1 1.4% | 2 2.8% | 6 8.3% | 10 13.9% | 2 2.8% | 7 9.7% |
| Mississippi | 56 1.0% | 22 39.3% | 7 12.5% | 3 5.4% | | | 8 14.3% | 6 10.7% | | 10 17.9% |
| Tennessee | 75 1.3% | 38 50.7% | 6 8.0% | | | 2 2.7% | 11 14.7% | 7 9.3% | 3 4.0% | 7 9.3% |

Source questions: Q1 (current position); Q4 (state or territory)

Table 3.1.3d. Percentage of each position type reported within each region, sorted from highest to lowest by the concentration of archivists/manuscript curators in each region

| | Total, all resp | Arch/ ms curator | Manag- ing | Retired | Teach- ing | Study- ing | Another prof | Tech/ support | Admin, not archivist | Other |
|------------------------|-----------------------|------------------------|--------------------|--------------------|-------------------|--------------------|---------------------|--------------------|----------------------------|---------------------|
| All respondents | 5,455 | 2,889 53.0% | 442 8.1% | 120 2.2% | 37 0.7% | 147 2.7% | 748 13.7% | 309 5.7% | 114 2.1% | 633 11.6% |
| Mountain | 218 | 115 52.8% | 18 8.3% | 1 0.5% | 0 0.0% | 2 0.9% | 39 17.9% | 14 6.4% | 6 2.8% | 22 10.1% |
| Colorado | 86 1.6% | 44 51.2% | 5 5.8% | 1 1.2% | | 1 1.2% | 17 19.8% | 6 7.0% | 2 2.3% | 10 11.6% |
| Idaho | 13 0.2% | 9 69.2% | 2 15.4% | | | | 1 7.7% | | | 1 7.7% |
| Montana | 22 0.4% | 11 50.0% | 2 9.1% | | | | 3 13.6% | 2 9.1% | 2 9.1% | 2 9.1% |
| Utah | 57 1.0% | 33 57.9% | 7 12.3% | | | 1 1.8% | 8 14.0% | 2 3.5% | 2 3.5% | 4 7.0% |
| Wyoming | 40 0.7% | 18 45.0% | 2 5.0% | | | | 10 25.0% | 4 10.0% | | 5 12.5% |
| Southwest | 389 | 191 49.1% | 38 9.8% | 6 1.5% | 2 0.5% | 12 3.1% | 45 11.6% | 26 6.7% | 4 1.0% | 58 14.9% |
| Arizona | 56 0.9% | 24 42.9% | 5 8.9% | | | 2 3.6% | 8 14.3% | 8 14.3% | 1 1.8% | 7 12.5% |
| New Mexico | 41 0.7% | 17 41.5% | 5 12.2% | 1 2.4% | | | 7 17.1% | 1 2.4% | 1 2.4% | 8 19.5% |
| Oklahoma | 42 0.7% | 17 40.5% | 2 4.8% | 1 2.4% | | 1 2.4% | 6 14.3% | 3 7.1% | | 8 19.0% |
| Texas | 250 4.5% | 133 53.2% | 26 10.4% | 4 1.6% | 2 0.8% | 9 3.6% | 24 9.6% | 14 5.6% | 2 0.8% | 35 14.0% |
| West | 563 | 257 45.6% | 52 9.2% | 11 2.0% | 3 0.5% | 31 5.5% | 90 16.0% | 33 5.9% | 11 2.0% | 68 12.1% |
| Amer Samoa | 6 0.1% | 1 16.7% | | | | 1 16.7% | 1 16.7% | | | 1 16.7% |
| California | 501 9.0% | 234 46.7% | 42 8.4% | 9 1.8% | 2 0.4% | 30 6.0% | 75 15.0% | 32 6.4% | 10 2.0% | 61 12.2% |
| Hawaii | 28 0.5% | 14 50.0% | 3 10.7% | 2 7.1% | | | 5 17.9% | | 1 3.6% | 3 10.7% |
| Nevada | 28 0.5% | 8 28.6% | 7 25.0% | | | | 9 32.1% | 1 3.6% | | 3 10.7% |
| Northwest | 202 | 95 47.0% | 11 5.4% | 5 2.5% | 1 0.5% | 12 5.9% | 30 14.9% | 14 6.9% | 4 2.0% | 29 14.4% |
| Alaska | 32 0.6% | 17 53.1% | 1 3.1% | | | | 4 12.5% | 3 9.4% | 1 3.1% | 6 18.8% |
| Oregon | 55 1.0% | 28 50.9% | 4 7.3% | 1 1.8% | | 1 1.8% | 4 7.3% | 7 12.7% | 2 3.6% | 8 14.5% |
| Washington | 115 2.1% | 50 43.5% | 6 5.2% | 4 3.5% | 1 0.9% | 11 9.6% | 22 19.1% | 4 3.5% | 1 0.9% | 15 13.0% |

Source questions: Q1 (current position); Q4 (state or territory)

A Second Question re: Current Position

Further into the survey, we asked a second question (Q27) about current position: “Please select which of the following best describes your current position (if retired, choose the category that best describes your last position).” It followed a number of other detailed employment-related questions. The categories matched those used by SAA in a membership survey it conducted in 1996. Very specific definitions were provided for each; all of the Q27 positions included “archivist” in the definition (Table 3.1.4).

Table 3.1.4. Categories offered in the second question regarding “current position”

-
- 1 **Assistant Archivist.** Works under close supervision on tasks of limited scope (generally by subject matter area) and complexity following established procedures. The position is entry level or in training. There is limited decision-making responsibility.
 - 2 **Assistant Archivist – Technical.** Has extensive knowledge in a relevant technical area with a limited range of archival knowledge. Works under close supervision on tasks of limited scope (generally by subject matter area) and complexity following established procedures. The position is entry level or in training. There is limited decision-making responsibility.
 - 3 **Associate Archivist.** Has a working knowledge of policies and procedures, works with limited supervision on complex tasks of broad scope. Has some contact outside the work group. Exercises more decision-making than an Assistant Archivist.
 - 4 **Associate Archivist – Technical.** Has extensive knowledge in a relevant technical area with a limited range of archival knowledge. Has a working knowledge of policies and procedures and works with limited supervision on complex tasks in the appropriate technical area. Examples would be a geographer, systems analyst, photographer, attorney, etc., working in the archives field.
 - 5 **Senior Archivist.** Has extensive knowledge working independently with intermittent supervision and broad decision-making authority. May be responsible for training or assisting in the training of assistant and associate archivists. Has frequent outside contacts.
 - 6 **Senior Archivist – Technical.** Has all of the responsibilities of a full archivist plus significant specialization. The position requires knowledge gained by education or experience in additional media (e.g., electronic records), formats (e.g., visual collections), function (e.g., reference), or subject area (e.g., genealogy).
 - 7 **Supervisor.** An archivist with extensive supervisory and training responsibility which may include hiring and firing.
 - 8 **Manager.** An archivist with additional responsibility for staffing (including hiring and firing), budgeting, planning, evaluation, policy making and outside contacts. Represents the unit to others.
 - 9 **Archives Consultant.** A self-employed, full-time or part-time archivist.
 - 10 **Some other archives-related position**
-

Source question: Q27 (current position)

It is notable that Q27 responses included many more managers (1,335) than appeared in the survey’s first question, Q1 (only 443). This might be because the definition of *manager* in Q27 was phrased in such a way that it could be interpreted to include “lone arrangers” who oversee

every aspect of their repositories' operations, although respondents may not have seen themselves as “managers” when presented with the initial list of positions in Q1. There were relatively few entry-level respondents in Q27—those at the Assistant Archivist level represented only 5% of the total—while nearly 46% of the respondents reported that they were either associate or senior archivists (Figure 3.1.2 and Table 3.1.5).

Table 3.1.5. Select which of the following best describes your current position

| Current position | A*CENSUS All respondents | | 1996 SAA member survey | |
|--------------------------------------|-----------------------------|-------------|---------------------------|-------------|
| | Count | Percent | Count | Percent |
| Assistant Archivist | 239 | 5.0% | 23 | 2.0% |
| Associate Archivist | 903 | 18.9% | 120 | 10.2% |
| Senior Archivist | 1,353 | 28.3% | 282 | 23.9% |
| Supervisor | 228 | 4.8% | 66 | 5.6% |
| Manager | 1,335 | 28.0% | 422 | 35.8% |
| Archives Consultant | 115 | 2.4% | 24 | 2.0% |
| Some other archives-related position | 600 | 12.6% | 241 | 20.5% |
| Total | 4,773 | 100% | 1,178 | 100% |

Source questions: Q27 (current position); 1996 SAA membership survey

Figure 3.1.2. Current position (Q27), all respondents

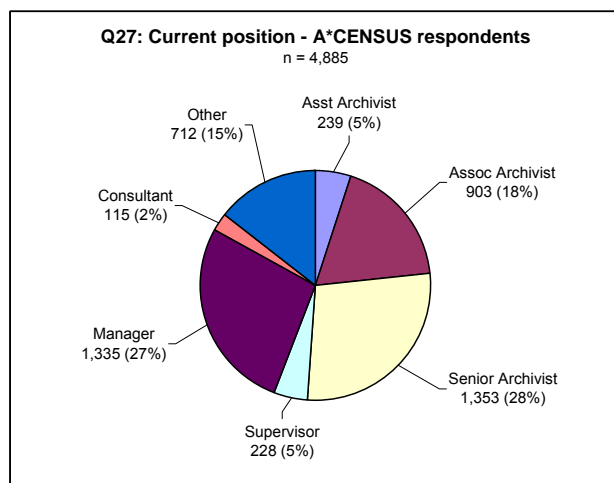
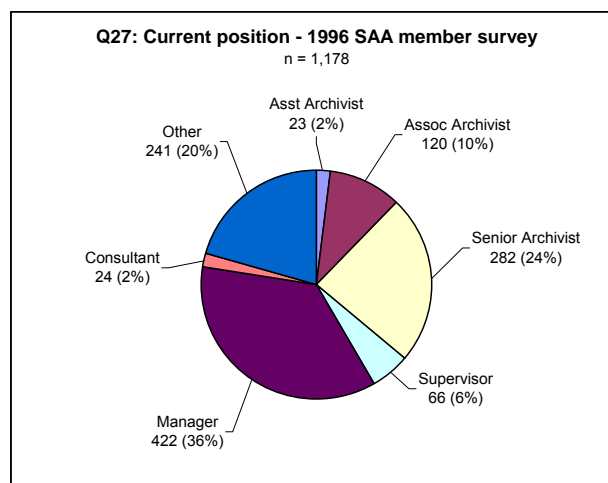


Figure 3.1.3. Current position, 1996 SAA members



In the 1996 SAA membership survey that used these same definitions, proportionally half as many respondents identified themselves as belonging in the two lowest ranks, Assistant and Associate Archivists, while 36% of the SAA members said they were managers as compared with

only 27% of the A*CENSUS respondents. SAA members also had a much larger proportion who self-identified as “Other.”

Employment Status

In addition to current position, A*CENSUS respondents were asked about their current employment status. Nearly four out of five of the respondents were employed full time with another 10% employed part time (Table 3.1.6). We also encouraged retirees to respond on the assumption that they once had been paid for their archives-related work and that their opinions on issues and professional involvement were important to include. Although 3% of the respondents identified themselves as retired, several of them told A*CENSUS staff that many of the questions in the survey were difficult to answer from the point of view of a retiree.

Table 3.1.6. Current employment status

| Employment status | All respondents | |
|------------------------------------|-----------------|-------------|
| | Count | Percent |
| Employed, full-time | 4,291 | 78.3% |
| Employed, part-time | 561 | 10.2% |
| Unemployed, seeking full-time work | 47 | 0.9% |
| Unemployed, seeking part-time work | 9 | 0.2% |
| Retired | 162 | 3.0% |
| Volunteer | 118 | 2.2% |
| Student | 100 | 1.8% |
| Other | 171 | 3.1% |
| Rather not say/no answer | 22 | 0.4% |
| Total | 5,481 | 100% |

Source question: Q20 (employment status)

2: Current Employer

The largest proportion of A*CENSUS respondents work in academic settings (36%). The second most common employer type is government (32%), which was a surprise (Figure 3.2.1 and Table 3.2.1). Most of the surveys of individual archivists done during the last two decades focused on members of various archival associations. Because these surveys heard from significantly fewer government archivists than academic archivists, it was easy to assume that they were a relatively

smaller cohort within the profession at large. What the A*CENSUS has shown is that government archivists simply do not affiliate at the same rate as do archivists working in other sectors, so these membership surveys simply did not reflect their overall numbers accurately ([Figure 3.9.1](#)). Among A*CENSUS respondents who also indicated that they were SAA members, the proportion was significantly weighted toward academic employers (43%) as compared to government employers (21.5%). Some 23% of the A*CENSUS respondents worked in nonprofits, while slightly more than 5% worked in for-profit organizations. Only 1.3% of the respondents were self-employed (Figures 3.2.1 and 3.2.2 and Table 3.2.1).

Figure 3.2.1. Current employer, all respondents

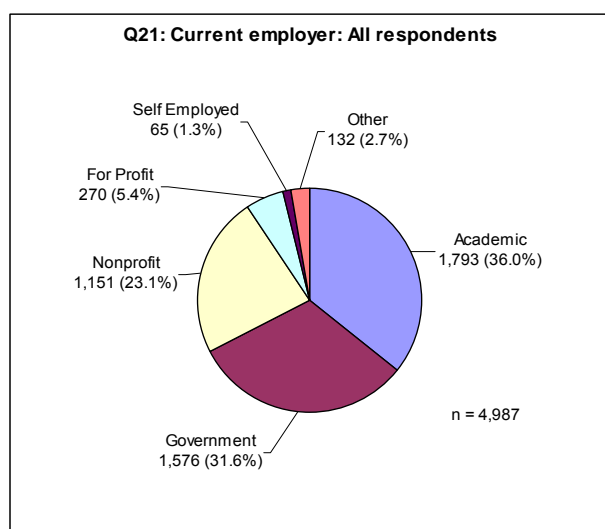


Figure 3.2.2. Current employer, SAA members

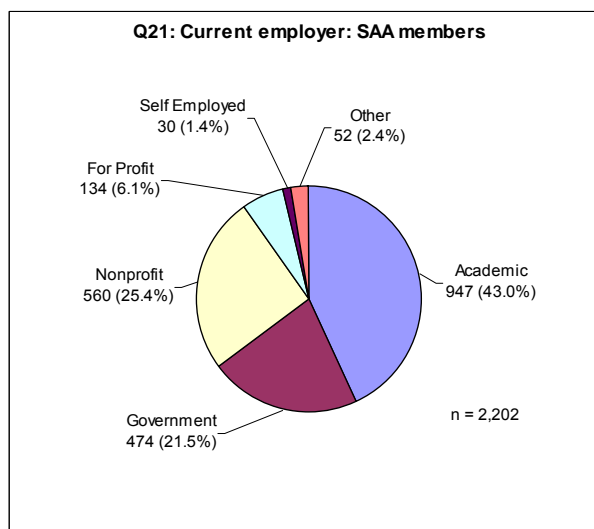


Table 3.2.1. Which of the following best describes your current employer?

| | All respondents | | SAA members | |
|-------------------------|-----------------|---------------|--------------|-------------|
| | Count | Percent | Count | Percent |
| Academic institution | 1,793 | 36.0% | 947 | 43.0% |
| Government agency | 1,576 | 31.6% | 474 | 21.5% |
| Nonprofit organization | 1,151 | 23.1% | 560 | 25.4% |
| For-profit organization | 270 | 5.4% | 134 | 6.1% |
| Self-employed | 65 | 1.3% | 30 | 1.4% |
| Other | 132 | 2.6% | 52 | 2.4% |
| Total | 4,987 | 100.0% | 2,202 | 100% |

Source question: Q21 (current employer)

The low number of government archivists among SAA members is a distinct change from the first decades of the organization. Nicholas Burckel's 1997 presidential address presented a historical analysis of SAA, including the demographics of its membership over the years. He noted that in 1940, more than half of SAA's membership worked for the National Archives alone. As late as 1965, government archivists from state and federal agencies together still comprised more than half of SAA's membership. But by 1990, college and university archivists were the largest member sector (25%), followed by archivists from manuscript repositories (24%), with government archivists having dropped below 20% of SAA's membership.³ This trend continues today and is part of a larger trend among government archivists to affiliate at a significantly lower rate than their peers with professional associations of any kind. This trend is discussed further in Section 9, *Professional Identity and Affiliation*.

The A*CENSUS also highlighted significant regional differences in the concentrations of archivists among various types of employers (Tables 3.2.2 and 3.2.3a–3.2.3d). Not surprisingly, regions that are home to National Archives and Records Administration (NARA) facilities had larger numbers of A*CENSUS respondents who were federal employees, but state governments also provide significant numbers of archival jobs in certain areas. As a result, regions that have large state programs plus a NARA-run record center or presidential library had higher concentrations of government archives employees, with the Mid-Atlantic, South Atlantic, and Plains states in the lead. The lowest proportion of government archivists was in the Great Lakes states. This may be explained in part by heavy staff reductions in state archives programs like those that have occurred in Ohio and Wisconsin over the last several years.

³ Nicholas C. Burckel, "The Society: From Birth to Maturity," presidential address delivered August 28, 1997, Chicago, IL. <http://www.archivists.org/governance/presidential/Burckel-2-1.asp>.

Table 3.2.2. Current employer, by region, percentage of each employer type reported within each region
 Shaded areas indicate employer types constituting more than one-third of their respective regions.

| Region | Total, all responses n = | Current employer | | | | | | Other |
|-----------------------|---------------------------------------|-------------------------|----------------|------------------|-------------------|-------------------|-------------|-------|
| | | Academic institution | Govt agency | Nonprofit org | For-profit org | Self- employed | | |
| Mean, all respondents | 5,455 | 1,787 36.0% | 1,564 31.5% | 1,133 22.9% | 266 5.4% | 64 1.3% | 129 2.6% | |
| New England | 523 | 41.3% | 16.8% | 22.9% | 2.3% | 2.7% | 3.1% | |
| Upper Mid-Atlantic | 864 | 30.6% | 17.0% | 31.8% | 6.6% | 1.3% | 2.7% | |
| Lower Mid-Atlantic | 551 | 12.2% | 65.2% | 10.7% | 2.5% | 1.1% | 3.6% | |
| South Atlantic | 575 | 38.3% | 33.2% | 15.5% | 4.0% | 0.3% | 1.7% | |
| Great Lakes | 879 | 35.0% | 12.4% | 28.4% | 6.6% | 1.1% | 2.5% | |
| Plains | 315 | 31.7% | 40.6% | 18.4% | 2.9% | 0.6% | 1.6% | |
| South Central | 376 | 37.2% | 40.7% | 12.2% | 1.6% | 1.1% | 0.5% | |
| Mountain | 218 | 35.8% | 33.0% | 19.7% | 3.7% | 1.8% | 1.4% | |
| Southwest | 389 | 38.0% | 29.6% | 14.7% | 3.9% | 1.3% | 3.1% | |
| West | 563 | 32.5% | 23.4% | 18.5% | 9.1% | 1.1% | 2.7% | |
| Northwest | 202 | 31.2% | 34.7% | 15.8% | 6.4% | 0.0% | 0.5% | |

Source questions: Q21 (current employer); Q4 (state or territory)

Individuals working in academic repositories generally accounted for about one-third of each region’s respondents with a few exceptions. They were relatively more numerous in New England while accounting for a much smaller proportion of the total in the Lower Mid-Atlantic which, of course, is dominated by the National Archives headquarters in the District of Columbia and Maryland.

The proportion of archivists working for nonprofits, including religious organizations and museums, was highest in the Upper Mid-Atlantic (32%) and Great Lakes (28%) states. Archivists working in for-profit organizations were most common in the West (9%) and least common in the South Central region (less than 2%).

Table 3.2.3a. Current employer by state and region

| | Total, all responses | Academic institution | Govt agency | Nonprofit org | For- profit org | Self- employed | Other | Don't know/ no ans |
|---------------------------|----------------------------|-------------------------|----------------|------------------|-----------------------|-------------------|-------------|--------------------------|
| All respondents | 5,455 | 1,787 | 1,564 | 1,133 | 266 | 64 | 129 | 15 |
| | 100% | 36.0% | 31.5% | 22.9% | 5.4% | 1.3% | 2.6% | 0.3% |
| New England | 523 | 216 | 88 | 120 | 12 | 14 | 16 | 0 |
| | | 41.3% | 16.8% | 22.9% | 2.3% | 2.7% | 3.1% | 0.0% |
| Connecticut | 88 | 48 | 4 | 23 | 3 | 2 | 4 | |
| | 1.60% | 54.5% | 4.5% | 26.1% | 3.4% | 2.3% | 4.5% | 0.0% |
| Maine | 33 | 11 | 4 | 9 | | 2 | 2 | |
| | 0.60% | 33.3% | 12.1% | 27.3% | 0.0% | 6.1% | 6.1% | 0.0% |
| Massachusetts | 301 | 126 | 50 | 68 | 8 | 6 | 10 | |
| | 5.40% | 41.9% | 16.6% | 22.6% | 2.7% | 2.0% | 3.3% | 0.0% |
| New Hampshire | 43 | 12 | 10 | 10 | | 3 | | |
| | 0.70% | 27.9% | 23.3% | 23.3% | 0.0% | 7.0% | 0.0% | 0.0% |
| Rhode Island | 39 | 11 | 17 | 6 | | | | |
| | 0.60% | 28.2% | 43.6% | 15.4% | 0.0% | 0.0% | 0.0% | 0.0% |
| Vermont | 19 | 8 | 3 | 4 | 1 | 1 | | |
| | 0.40% | 42.1% | 15.8% | 21.1% | 5.3% | 5.3% | 0.0% | 0.0% |
| Upper Mid-Atlantic | 864 | 264 | 147 | 275 | 57 | 11 | 23 | 4 |
| | | 30.6% | 17.0% | 31.8% | 6.6% | 1.3% | 2.7% | 0.5% |
| New Jersey | 82 | 31 | 20 | 19 | 3 | 2 | 1 | 1 |
| | 1.50% | 37.8% | 24.4% | 23.2% | 3.7% | 2.4% | 1.2% | 1.2% |
| New York | 551 | 153 | 98 | 174 | 44 | 7 | 17 | 2 |
| | 9.70% | 27.8% | 17.8% | 31.6% | 8.0% | 1.3% | 3.1% | 0.4% |
| Pennsylvania | 231 | 80 | 29 | 82 | 10 | 2 | 5 | 1 |
| | 4.10% | 34.6% | 12.6% | 35.5% | 4.3% | 0.9% | 2.2% | 0.4% |
| South Atlantic | 575 | 220 | 191 | 89 | 23 | 2 | 10 | 0 |
| | | 38.3% | 33.2% | 15.5% | 4.0% | 0.3% | 1.7% | 0.0% |
| Florida | 103 | 35 | 34 | 23 | 3 | | 1 | |
| | 1.70% | 34.0% | 33.0% | 22.3% | 2.9% | 0.0% | 1.0% | 0.0% |
| Georgia | 116 | 46 | 37 | 17 | 8 | 1 | 4 | |
| | 2.00% | 39.7% | 31.9% | 14.7% | 6.9% | 0.9% | 3.4% | 0.0% |
| North Carolina | 121 | 63 | 34 | 10 | 4 | | 1 | |
| | 2.20% | 52.1% | 28.1% | 8.3% | 3.3% | 0.0% | 0.8% | 0.0% |
| Puerto Rico | 6 | 2 | 1 | 1 | | | | |
| | 0.10% | 33.3% | 16.7% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| South Carolina | 104 | 40 | 34 | 15 | 2 | | 2 | |
| | 1.80% | 38.5% | 32.7% | 14.4% | 1.9% | 0.0% | 1.9% | 0.0% |
| Virginia | 125 | 34 | 51 | 23 | 6 | 1 | 2 | |
| | 2.30% | 27.2% | 40.8% | 18.4% | 4.8% | 0.8% | 1.6% | 0.0% |

Source questions: Q21 (current employer); Q4 (state or territory)

Table 3.2.3b. Current employer by state and region

| | Total, all responses | Academic institution | Govt agency | Nonprofit org | For- profit org | Self- employed | Other | Don't know/ no ans |
|------------------------|----------------------------|-------------------------|----------------|------------------|--------------------|-------------------|-------------|--------------------------|
| All respondents | 5,455 | 1,787 | 1,564 | 1,133 | 266 | 64 | 129 | 15 |
| | 100% | 36.0% | 31.5% | 22.9% | 5.4% | 1.3% | 2.6% | 0.3% |
| Great Lakes | 879 | 308 | 109 | 250 | 58 | 10 | 22 | 4 |
| | | 35.0% | 12.4% | 28.4% | 6.6% | 1.1% | 2.5% | 0.5% |
| Illinois | 207 | 69 | 23 | 71 | 21 | 3 | 5 | |
| | 3.70% | 33.3% | 11.1% | 34.3% | 10.1% | 1.4% | 2.4% | 0.0% |
| Indiana | 109 | 41 | 6 | 18 | | 2 | 1 | |
| | 1.30% | 37.6% | 5.5% | 16.5% | 0.0% | 1.8% | 0.9% | 0.0% |
| Michigan | 148 | 57 | 11 | 35 | 16 | 2 | 5 | 1 |
| | 2.60% | 38.5% | 7.4% | 23.6% | 10.8% | 1.4% | 3.4% | 0.7% |
| Minnesota | 79 | 33 | 8 | 24 | 5 | | 2 | 1 |
| | 1.40% | 41.8% | 10.1% | 30.4% | 6.3% | 0.0% | 2.5% | 1.3% |
| Ohio | 200 | 63 | 30 | 69 | 6 | 2 | 6 | 2 |
| | 3.50% | 31.5% | 15.0% | 34.5% | 3.0% | 1.0% | 3.0% | 1.0% |
| Wisconsin | 136 | 45 | 31 | 33 | 10 | 1 | 3 | |
| | 2.40% | 33.1% | 22.8% | 24.3% | 7.4% | 0.7% | 2.2% | 0.0% |
| Plains | 315 | 100 | 128 | 58 | 9 | 2 | 5 | 0 |
| | | 31.7% | 40.6% | 18.4% | 2.9% | 0.6% | 1.6% | 0.0% |
| Iowa | 48 | 19 | 14 | 10 | 1 | 1 | 1 | |
| | 0.90% | 39.6% | 29.2% | 20.8% | 2.1% | 2.1% | 2.1% | 0.0% |
| Kansas | 55 | 15 | 27 | 7 | | | | |
| | 1.00% | 27.3% | 49.1% | 12.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Missouri | 167 | 44 | 70 | 40 | 6 | | 4 | |
| | 3.10% | 26.3% | 41.9% | 24.0% | 3.6% | 0.0% | 2.4% | 0.0% |
| Nebraska | 21 | 9 | 10 | | 1 | 1 | | |
| | 0.40% | 42.9% | 47.6% | 0.0% | 4.8% | 4.8% | 0.0% | 0.0% |
| North Dakota | 10 | 6 | 2 | | 1 | | | |
| | 0.20% | 60.0% | 20.0% | 0.0% | 10.0% | 0.0% | 0.0% | 0.0% |
| South Dakota | 14 | 7 | 5 | 1 | | | | |
| | 0.30% | 50.0% | 35.7% | 7.1% | 0.0% | 0.0% | 0.0% | 0.0% |
| South Central | 376 | 140 | 153 | 46 | 6 | 4 | 2 | 1 |
| | | 37.2% | 40.7% | 12.2% | 1.6% | 1.1% | 0.5% | 0.3% |
| Alabama | 63 | 22 | 31 | 5 | 1 | | | |
| | 1.10% | 34.9% | 49.2% | 7.9% | 1.6% | 0.0% | 0.0% | 0.0% |
| Arkansas | 23 | 9 | 10 | 2 | | | | |
| | 0.40% | 39.1% | 43.5% | 8.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Kentucky | 87 | 36 | 26 | 13 | 3 | 1 | 1 | |
| | 1.60% | 41.4% | 29.9% | 14.9% | 3.4% | 1.1% | 1.1% | 0.0% |
| Louisiana | 72 | 32 | 19 | 14 | | 2 | | |
| | 1.30% | 44.4% | 26.4% | 19.4% | 0.0% | 2.8% | 0.0% | 0.0% |
| Mississippi | 56 | 18 | 34 | 2 | 1 | | | 1 |
| | 1.00% | 32.1% | 60.7% | 3.6% | 1.8% | 0.0% | 0.0% | 1.8% |
| Tennessee | 75 | 23 | 33 | 10 | 1 | 1 | 1 | |
| | 1.30% | 30.7% | 44.0% | 13.3% | 1.3% | 1.3% | 1.3% | 0.0% |

Source questions: Q21 (current employer); Q4 (state or territory)

Table 3.2.3c. Current employer by state and region

| | Total, all responses | Academic institution | Govt agency | Nonprofit org | For- profit org | Self- employed | Other | Don't know/ no ans |
|------------------|----------------------------|----------------------------|----------------------------|----------------------------|--------------------------|-------------------------|--------------------------|--------------------------|
| Mountain | 218 | 78 35.8% | 72 33.0% | 43 19.7% | 8 3.7% | 4 1.8% | 3 1.4% | 2 0.9% |
| Colorado | 86 1.60% | 21 24.4% | 30 34.9% | 18 20.9% | 7 8.1% | 3 3.5% | 2 2.3% | 1 1.2% |
| Idaho | 13 0.20% | 5 38.5% | 6 46.2% | 1 7.7% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| Montana | 22 0.40% | 9 40.9% | 9 40.9% | 3 13.6% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| Utah | 57 1.00% | 24 42.1% | 11 19.3% | 18 31.6% | 0 0.0% | 1 1.8% | 1 1.8% | 0 0.0% |
| Wyoming | 40 0.70% | 19 47.5% | 16 40.0% | 3 7.5% | 1 2.5% | 0 0.0% | 0 0.0% | 1 2.5% |
| Southwest | 389 | 148 38.0% | 115 29.6% | 57 14.7% | 15 3.9% | 5 1.3% | 12 3.1% | 0 0.0% |
| Arizona | 56 0.90% | 23 41.1% | 21 37.5% | 4 7.1% | 2 3.6% | 1 1.8% | 3 5.4% | 0 0.0% |
| New Mexico | 41 0.70% | 14 34.1% | 18 43.9% | 4 9.8% | 0 0.0% | 1 2.4% | 2 4.9% | 0 0.0% |
| Oklahoma | 42 0.70% | 15 35.7% | 9 21.4% | 11 26.2% | 2 4.8% | 1 2.4% | 1 2.4% | 0 0.0% |
| Texas | 250 4.50% | 96 38.4% | 67 26.8% | 38 15.2% | 11 4.4% | 2 0.8% | 6 2.4% | 0 0.0% |
| West | 563 | 183 32.5% | 132 23.4% | 104 18.5% | 51 9.1% | 6 1.1% | 15 2.7% | 1 0.2% |
| American Samoa | 6 0.10% | 0 0.0% | 2 33.3% | 1 16.7% | 0 0.0% | 1 16.7% | 0 0.0% | 0 0.0% |
| California | 501 9.00% | 163 32.5% | 112 22.4% | 92 18.4% | 51 10.2% | 5 1.0% | 11 2.2% | 1 0.2% |
| Hawaii | 28 0.50% | 12 42.9% | 6 21.4% | 7 25.0% | 0 0.0% | 0 0.0% | 1 3.6% | 0 0.0% |
| Nevada | 28 0.50% | 8 28.6% | 12 42.9% | 4 14.3% | 0 0.0% | 0 0.0% | 3 10.7% | 0 0.0% |
| Northwest | 202 | 63 31.2% | 70 34.7% | 32 15.8% | 13 6.4% | 0 0.0% | 1 0.5% | 2 1.0% |
| Alaska | 32 0.60% | 15 46.9% | 10 31.3% | 5 15.6% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| Oregon | 55 1.00% | 19 34.5% | 15 27.3% | 13 23.6% | 1 1.8% | 0 0.0% | 0 0.0% | 1 1.8% |
| Washington | 115 2.10% | 29 25.2% | 45 39.1% | 14 12.2% | 12 10.4% | 0 0.0% | 1 0.9% | 1 0.9% |

Source questions: Q21 (current employer); Q4 (state or territory)

Most of the A*CENSUS respondents who indicated that they worked in academic settings were employed by colleges and universities (1,658 or 93%) and more than three-quarters of those (1,264) worked in archives and special collections (Table 3.2.4).

Table 3.2.4. Number of respondents working in each type of academic institution and the functional areas in which they work

| | College or university | Seminary | Elementary or secondary school | Tribal school, college, university | Other academic institution | No answer | Total |
|---------------------------------------|-----------------------|-----------|--------------------------------|------------------------------------|----------------------------|-----------|--------------|
| Archives/special collections | 1,264 | 12 | 20 | 2 | 35 | 1 | 1,334 |
| Records management/corporate archives | 26 | 2 | 4 | – | 6 | – | 38 |
| Other library unit | 123 | 3 | 2 | 3 | 6 | – | 137 |
| Faculty, library/information science | 64 | 1 | 4 | 1 | 2 | – | 72 |
| Faculty, history | 21 | 1 | 1 | – | – | – | 23 |
| Faculty, other | 36 | 1 | 4 | – | 1 | – | 42 |
| Administration | 43 | 1 | – | – | 5 | – | 49 |
| Other | 78 | 1 | 6 | – | 1 | – | 86 |
| Don't know | 2 | – | – | – | – | – | 2 |
| No answer | 1 | – | 4 | – | – | – | 5 |
| Total | 1,658 | 22 | 45 | 6 | 56 | 1 | 1,788 |
| Percent of total | 92.7% | 1.2% | 2.5% | 0.3% | 3.1% | 0.1% | 100% |

Source questions: Q22a1 (type of academic institution); Q22a2 (functional unit within academic institution)

The proportion of federal and state employees among all government workers was almost equal, with each comprising just over one-third of the total number of A*CENSUS respondents employed in government settings (Table 3.2.5). Most of these worked in archives, historical societies, or records management agencies, although relatively more federal employees were in museums.

Less than one-quarter of the government employees among A*CENSUS respondents worked for local governments at either the county or municipal level. Although only 156 A*CENSUS respondents indicated that they were employed by county or municipal libraries, the 1996-97 Historical Records Repositories Survey heard from a much larger number of public libraries holding historical records.⁴ It is likely that public librarians working with historical records were significantly under-represented among A*CENSUS respondents.

Table 3.2.5. Number of respondents working in each level of government

| | Level of government | | | | | | | Total |
|---|---------------------|--------------------|------------------|------------|-----------|---------------------|----------------------|--------------|
| | Federal | State or territory | County or parish | Municipal | Tribal | Other level of govt | Don't know/no answer | |
| Archives, historical society, and/or records mgt agency | 392 | 490 | 70 | 65 | 6 | 5 | 1 | 1,029 |
| Library (including state and public libraries) | 57 | 50 | 37 | 119 | 3 | 7 | 1 | 274 |
| Museum | 44 | 15 | 9 | 12 | 5 | – | 1 | 86 |
| Historic site or house | 7 | 5 | 1 | 3 | 2 | – | – | 18 |
| Other type of agency | 59 | 33 | 15 | 23 | 8 | 3 | – | 141 |
| Don't know/ no answer | 6 | 1 | 3 | 3 | 10 | – | 2 | 25 |
| Total | 565 | 594 | 135 | 225 | 34 | 15 | 5 | 1,573 |
| Percent of total | 35.9% | 37.8% | 8.6% | 14.3% | 2.2% | 1.0% | 0.3% | 100% |

Source questions: Q22b1 (level of government); Q22b2 (type of organization or agency)

The largest proportion of nonprofit employees among A*CENSUS respondents worked in religious organizations (Table 3.2.6). There were also significant numbers working in museums (history and other) and in libraries.

⁴ Walch, “Where History Begins” (1998). <http://www.statearchivists.org/reports/HRRS/hrrsdocs.html>. Of the 3,508 repositories responding to the Historical Records Repository Survey, 21.2% were public libraries.

Table 3.2.6. Number of respondents working for each type of nonprofit employer

| Type of nonprofit employer | All respondents | | Archivists and manuscript curators only | |
|--|-----------------|-------------|---|-------------|
| | Count | Percent | Count | Percent |
| Historical society or archival repository | 238 | 20.70% | 158 | 22.40% |
| Library | 120 | 10.40% | 52 | 7.40% |
| Genealogical society | 4 | 0.30% | 2 | 0.30% |
| Museum, history | 98 | 8.50% | 49 | 6.90% |
| Museum, other | 82 | 7.10% | 48 | 6.80% |
| Historic site or house | 13 | 1.10% | 8 | 1.10% |
| Religious (e.g., diocese, synod, church, parish, congregation, order, community) | 354 | 30.80% | 264 | 37.40% |
| Foundation or grant-funding organization (nongovernmental) | 28 | 2.40% | 20 | 2.80% |
| Professional association | 35 | 3.00% | 20 | 2.80% |
| Conservation/preservation service provider | 11 | 1.00% | | |
| Medical institution, nonprofit (e.g., hospital, clinic, medical research facility) | 19 | 1.70% | 14 | 2.00% |
| Union | 7 | 0.60% | 6 | 0.80% |
| Other nonprofit | 137 | 11.90% | 62 | 8.80% |
| Don't know/no answer | 5 | 0.50% | 3 | 0.40% |
| Total | 1,151 | 100% | 706 | 100% |

Source question: Q22c (type of nonprofit employer)

Among the A*CENSUS respondents working in for-profit companies, 18.5% of them were in archives-related organizations including consulting firms and service providers. Media and financial services companies represented the two largest sectors of other for-profit companies (Table 3.2.7).

Table 3.2.7. Number of respondents working for each type of for-profit employer

| Type of for-profit employer | Count | Percent of total |
|--|------------|------------------|
| Archives-related organizations | | |
| Archival consulting firm/service provider | 27 | 10.0% |
| Conservation/preservation consulting firm/service provider | 12 | 4.4% |
| Records or information management consulting firm/service provider | 3 | 1.1% |
| Manufacturer/vendor/supplier of archival supplies or equipment | 4 | 1.5% |
| Other archives-related company | 4 | 1.5% |
| Other for-profit organizations | | |
| Advertising, public relations | 3 | 1.1% |
| Agribusiness | 1 | 0.4% |
| Architecture | 1 | 0.4% |
| Automobile | 8 | 3.0% |
| Chemical | 4 | 1.5% |
| Clothing, textiles | 4 | 1.5% |
| Consumer products | 12 | 4.4% |
| Engineering | 4 | 1.5% |
| Financial services, banking, securities | 31 | 11.5% |
| Food service/manufacturing, beverage, restaurant | 9 | 3.3% |
| Health care | 7 | 2.6% |
| Information technology, computers, software | 12 | 4.4% |
| Insurance | 12 | 4.4% |
| Manufacturing | 11 | 4.1% |
| Media, publishing, entertainment | 50 | 18.5% |
| Oil/gas | 1 | 0.4% |
| Telecommunications | 7 | 2.6% |
| Transportation, shipping | 4 | 1.5% |
| Utility, power/water | 1 | 0.4% |
| Wood/paper products | 2 | 0.7% |
| Other | 24 | 8.9% |
| Don't know | 11 | 4.1% |
| No answer | 1 | 0.4% |
| Total | 270 | 100% |

Source question: Q22d (type of for-profit employer)

3: Demographics

Gender

One of the most remarkable findings of the A*CENSUS is the gender shift that has occurred in the last half century. Of A*CENSUS respondents, 65% were female and 34% were male (1% chose not to respond to this question) (Figure 3.3.1 and Table 3.3.1).

Figure 3.3.1. Gender, all respondents⁵

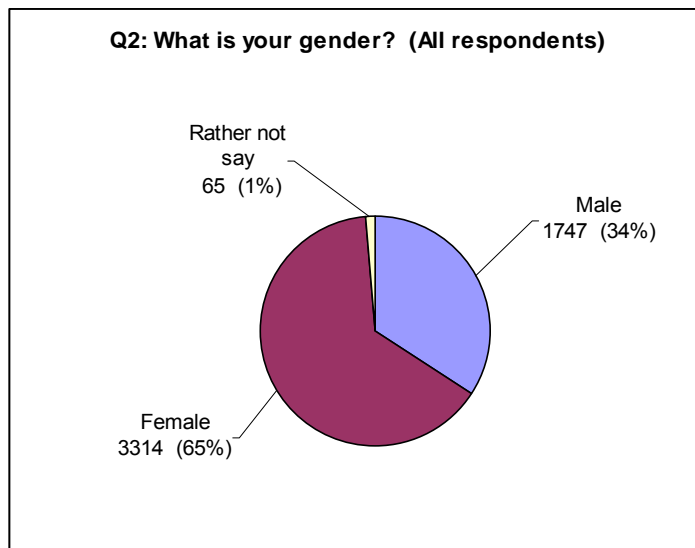


Table 3.3.1. Gender, all respondents

| Gender | Count | Percent |
|---------------------------|--------------|-------------|
| Male | 1,747 | 34.0% |
| Female | 3,314 | 64.6% |
| Rather not say, no answer | 73 | 1.4% |
| Total | 5,134 | 100% |

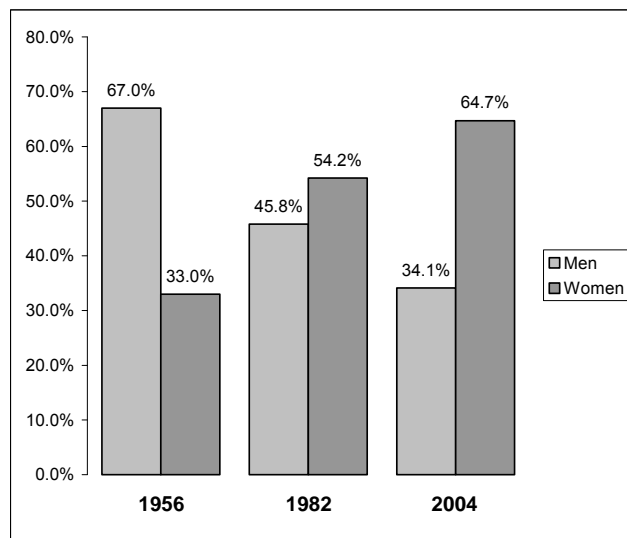
Source question: Q2 (Gender)

This profile almost exactly mirrors the proportions of men to women that Ernst Posner found in his 1956 survey of SAA members (Figure 3.3.2). Among the youngest entrants into the

⁵ While the “gender” question was assigned the number “Q2,” it was actually one of the *last* questions asked in the survey. As a result, only 5,134 out of the 5,620 who started the survey reached this point and responded to the question.

field, the proportion is about 4:1 women to men (Figure 3.3.5), so the trend seems likely to continue or even increase over the next decade.⁶

Figure 3.3.2. Gender proportions of respondents to surveys of archivists: Posner (1956), Bearman (1982), and A*CENSUS (2004)



While women outnumbered men in all employment sectors, their predominance was found to be less common in government settings and more common in nonprofit settings. Although the number of self-employed respondents was very small, those respondents were predominantly female (Table 3.3.2).

Table 3.3.2. Gender distribution by employer type

| Employer type | All respondents | Men | Women | Ratio Female to Male |
|---------------|-----------------|--------------|--------------|----------------------|
| Academic | 1,687 | 575 | 1,096 | 1.91 |
| Government | 1,485 | 606 | 849 | 1.40 |
| Nonprofit | 1,085 | 318 | 757 | 2.38 |
| For-profit | 236 | 84 | 146 | 1.74 |
| Self-employed | 63 | 18 | 45 | 2.50 |
| Total | 4,556 | 1,601 | 2,893 | 1.81 |

Source questions: Q2 (gender); Q21 (employer type)

There was some regional variation in gender distribution of respondents across the country (Tables 3.3.3, 3.3.4a–3.3.4c). The proportion of women respondents in New England was

⁶ Summaries of the findings of each of these earlier surveys are included in Appendix A.

higher (69% women; 24% men) while there was somewhat more balance in the Mountain states (except for Montana) and in the Lower Mid-Atlantic. The latter, of course, is home to the headquarters of the National Archives. Federal archival jobs are held by men at higher rates than those in other employment sectors.

Table 3.3.3. Number of respondents by region and gender

| Region/State | All respondents | Male | Female | Ratio Female to Male |
|--------------------|-----------------|--------------|--------------|----------------------|
| New England | 494 | 125 | 363 | 2.90 |
| Upper Mid-Atlantic | 799 | 276 | 513 | 1.86 |
| Lower Mid-Atlantic | 519 | 222 | 289 | 1.30 |
| South Atlantic | 542 | 170 | 366 | 2.15 |
| Great Lakes | 797 | 252 | 538 | 2.13 |
| Plains | 300 | 109 | 186 | 1.71 |
| South Central | 349 | 138 | 208 | 1.51 |
| Mountain | 198 | 80 | 114 | 1.43 |
| Southwest | 374 | 121 | 248 | 2.05 |
| West | 519 | 174 | 336 | 1.93 |
| Northwest | 185 | 64 | 119 | 1.86 |
| Total | 5,076 | 1,731 | 3,280 | 1.89 |

Source questions: Q2 (gender); Q4 (state or territory)

Table 3.3.4a. Number of respondents by region, state, and gender

| Region/State | Total, all responses | % of national total | Male | Female | Ratio Female to Male |
|---------------------------|----------------------|---------------------|------|--------|----------------------|
| New England | 494 | 9.7% | 125 | 363 | 2.90 |
| Connecticut | 83 | 1.6% | 20 | 61 | 3.05 |
| Maine | 30 | 0.6% | 6 | 23 | 3.83 |
| Massachusetts | 283 | 5.6% | 65 | 216 | 3.32 |
| New Hampshire | 42 | 0.8% | 16 | 25 | 1.56 |
| Rhode Island | 37 | 0.7% | 12 | 25 | 2.08 |
| Vermont | 19 | 0.4% | 6 | 13 | 2.17 |
| Upper Mid-Atlantic | 799 | 15.7% | 276 | 513 | 1.86 |
| New Jersey | 78 | 1.5% | 27 | 49 | 1.81 |
| New York | 512 | 10.1% | 172 | 332 | 1.93 |
| Pennsylvania | 209 | 4.1% | 77 | 132 | 1.71 |

Table 3.3.4b. Number of respondents by region, state, and gender

| Region/State | Total, all responses | % of national total | Male | Female | Ratio Female to Male |
|---------------------------|----------------------|---------------------|------|--------|----------------------|
| Lower Mid-Atlantic | 519 | 10.2% | 222 | 289 | 1.30 |
| Delaware | 25 | 0.5% | 11 | 14 | 1.27 |
| District of Columbia | 210 | 4.1% | 78 | 127 | 1.63 |
| Maryland | 271 | 5.3% | 130 | 138 | 1.06 |
| West Virginia | 13 | 0.3% | 3 | 10 | 3.33 |
| South Atlantic | 542 | 10.7% | 170 | 366 | 2.15 |
| Florida | 99 | 2.0% | 26 | 73 | 2.81 |
| Georgia | 114 | 2.2% | 28 | 86 | 3.07 |
| North Carolina | 113 | 2.2% | 40 | 72 | 1.80 |
| Puerto Rico | 5 | 0.1% | 3 | 2 | 0.67 |
| South Carolina | 95 | 1.9% | 40 | 54 | 1.35 |
| Virginia | 116 | 2.3% | 33 | 79 | 2.39 |
| Great Lakes | 797 | 15.7% | 252 | 538 | 2.13 |
| Illinois | 190 | 3.7% | 64 | 126 | 1.97 |
| Indiana | 75 | 1.5% | 31 | 44 | 1.42 |
| Michigan | 141 | 2.8% | 44 | 95 | 2.16 |
| Minnesota | 74 | 1.5% | 20 | 51 | 2.55 |
| Ohio | 191 | 3.8% | 53 | 137 | 2.58 |
| Wisconsin | 126 | 2.5% | 40 | 85 | 2.13 |
| Plains | 300 | 5.9% | 109 | 186 | 1.71 |
| Iowa | 46 | 0.9% | 17 | 29 | 1.71 |
| Kansas | 51 | 1.0% | 23 | 28 | 1.22 |
| Missouri | 158 | 3.1% | 52 | 103 | 1.98 |
| Nebraska | 21 | 0.4% | 5 | 15 | 3.00 |
| North Dakota | 10 | 0.2% | 7 | 3 | 0.43 |
| South Dakota | 14 | 0.3% | 5 | 8 | 1.60 |
| South Central | 349 | 6.9% | 138 | 208 | 1.51 |
| Alabama | 60 | 1.2% | 27 | 32 | 1.19 |
| Arkansas | 21 | 0.4% | 9 | 12 | 1.33 |
| Kentucky | 77 | 1.5% | 34 | 42 | 1.24 |
| Louisiana | 67 | 1.3% | 23 | 44 | 1.91 |
| Mississippi | 51 | 1.0% | 16 | 34 | 2.13 |
| Tennessee | 73 | 1.4% | 29 | 44 | 1.52 |

Table 3.3.4c. Number of respondents by region, state, and gender

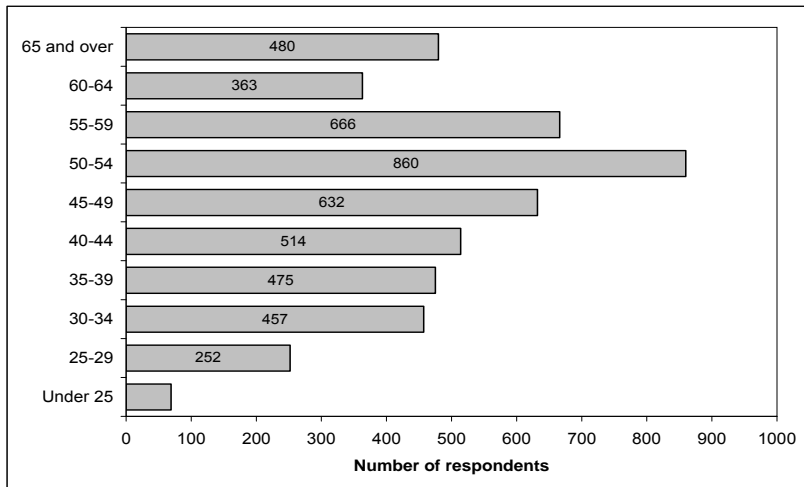
| Region/State | Total, all responses | % of national total | Male | Female | Ratio Female to Male |
|------------------|----------------------|---------------------|--------------|--------------|----------------------|
| Mountain | 198 | 3.9% | 80 | 114 | 1.43 |
| Colorado | 72 | 1.4% | 23 | 47 | 2.04 |
| Idaho | 12 | 0.2% | 9 | 3 | 0.33 |
| Montana | 22 | 0.4% | 2 | 20 | 10.00 |
| Utah | 53 | 1.0% | 34 | 19 | 0.56 |
| Wyoming | 39 | 0.8% | 12 | 25 | 2.08 |
| Southwest | 374 | 7.4% | 121 | 248 | 2.05 |
| Arizona | 54 | 1.1% | 15 | 37 | 2.47 |
| New Mexico | 38 | 0.7% | 9 | 29 | 3.22 |
| Oklahoma | 39 | 0.8% | 13 | 25 | 1.92 |
| Texas | 243 | 4.8% | 84 | 157 | 1.87 |
| West | 519 | 10.2% | 174 | 336 | 1.93 |
| American Samoa | 4 | 0.1% | 2 | 1 | 0.50 |
| California | 465 | 9.2% | 156 | 301 | 1.93 |
| Hawaii | 27 | 0.5% | 7 | 20 | 2.86 |
| Nevada | 23 | 0.5% | 9 | 14 | 1.56 |
| Northwest | 185 | 3.6% | 64 | 119 | 1.86 |
| Alaska | 29 | 0.6% | 12 | 17 | 1.42 |
| Oregon | 51 | 1.0% | 20 | 31 | 1.55 |
| Washington | 105 | 2.1% | 32 | 71 | 2.22 |
| Total | 5,076 | 100.0% | 1,731 | 3,280 | 1.89 |

Source questions: Q4 (state/territory); Q2 (gender)

Age

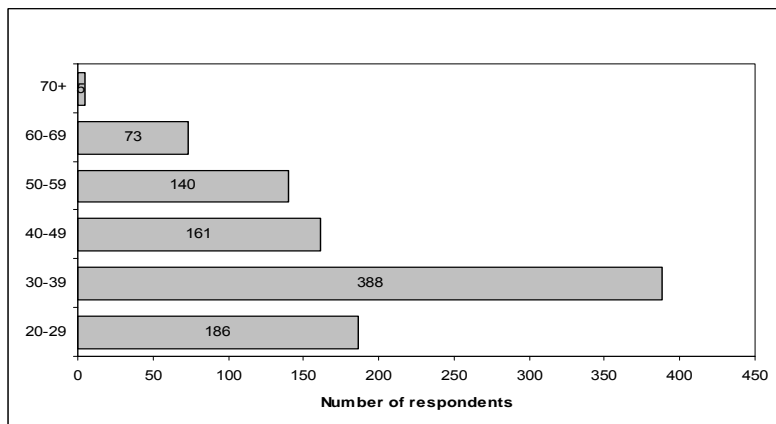
The Baby Boom generation is present in great numbers in the archival profession. Nearly half of all respondents were fifty years old or older (Figure 3.3.3). More than one-third were between the ages of forty-five and sixty. Many aspects of the profession will certainly be affected as this large cohort begins to retire in the next few years.

Figure 3.3.3. Ages of respondents to A*CENSUS



A survey of the archival profession conducted by Mabel Deutch and Ben DeWhitt in 1979 (Figure 3.3.4) showed a similarly strong presence of Baby Boomers, who were then in their thirties, in the profession.

Figure 3.3.4. Ages of respondents to 1979 survey of the archival profession (Deutch/DeWhitt)



The approximate mean age of all respondents to the A*CENSUS was 48.8 years (Table 3.3.5). The ages of men and women were related in ways that reflect the gender shift noted earlier (Figure 3.3.5). The proportion of women to men was far higher among younger respondents than among their Baby Boomer colleagues. Among those who were 25-29 years old, the female to male ratio was nearly 4:1; among those 55-59, it was closer to 3:2. This could be a function in part of the greater number of individuals who now come to the archival profession

from library schools; in 2004, 80% of all Library and Information Science graduates were women.⁷

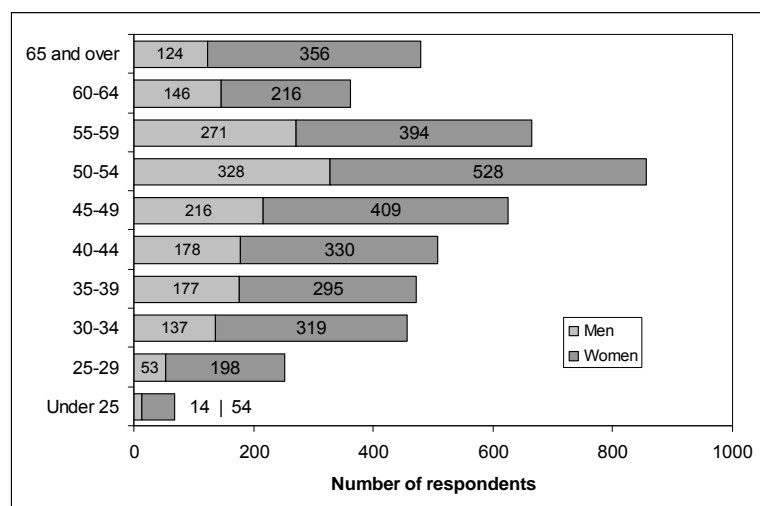
Table 3.3.5. Approximate mean* ages of all respondents, men, and women, with ratios of women to men in each age group

| Age groups | All respondents | Men | | Women | | Ratio of women to men |
|-------------------------|-----------------|--------------|---------|--------------|---------|-----------------------|
| | Count | Count | Percent | Count | Percent | |
| Under 25 | 69 | 14 | 20.3% | 54 | 78.3% | 3.86 |
| 25-29 | 252 | 53 | 21.0% | 198 | 78.6% | 3.74 |
| 30-34 | 457 | 137 | 30.0% | 319 | 69.8% | 2.33 |
| 35-39 | 475 | 177 | 37.3% | 295 | 62.2% | 1.67 |
| 40-44 | 514 | 178 | 34.6% | 330 | 64.2% | 1.85 |
| 45-49 | 632 | 216 | 34.2% | 409 | 64.7% | 1.89 |
| 50-54 | 860 | 328 | 38.1% | 528 | 61.4% | 1.61 |
| 55-59 | 666 | 271 | 40.7% | 394 | 59.2% | 1.45 |
| 60-64 | 363 | 146 | 40.2% | 216 | 59.5% | 1.48 |
| 65 and over | 480 | 124 | 25.8% | 356 | 74.2% | 2.87 |
| Rather not say | 79 | 13 | 16.5% | 27 | 34.2% | 2.08 |
| Total | 4,855 | 1,657 | | 3,126 | | 1.89 |
| Approximate mean | 48.8 | 49.4 | | 48.4 | | |

Source questions: Q2 (gender); Agefinal.

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

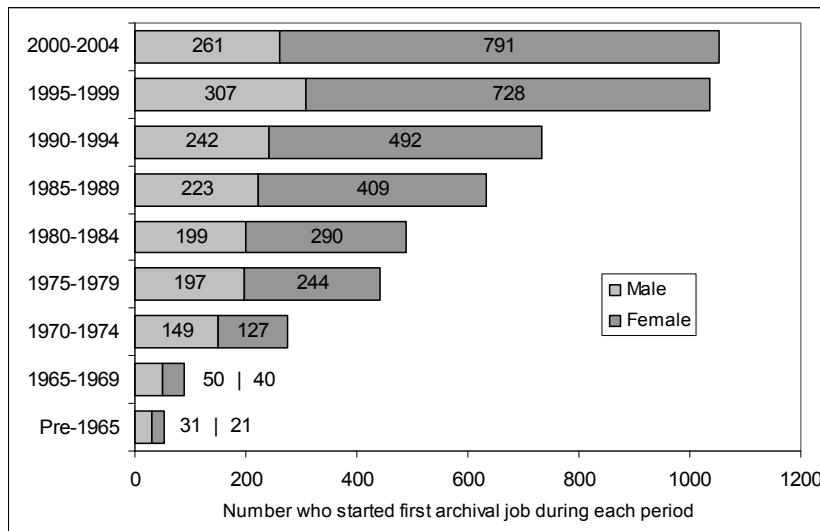
Figure 3.3.5. Ages relative to gender, all respondents



⁷ Stephanie Maatta, "Closing the Gap: Placements and Salaries 2004," *Library Journal* (October 15, 2005). <http://www.libraryjournal.com/article/CA6269428.html>.

The gender shift noted above is even more remarkable when viewed by age and by year in which respondents began their first archival job. Although there were actually more men than women in the cohort that entered the field in the period 1970-1974, there were three times as many women as men among those who began their archival careers in the last five years (Figure 3.3.6).

Figure 3.3.6. Year respondents began first archival job, by gender (Q30)



A surprising age-related pattern is that the mean age of SAA members (47.3 years) was lower than the age of respondents who were members of most of the regional archival associations (Tables 3.9.9, 3.9.10a–3.9.10d). For instance, the mean age of those identifying themselves as members of the Midwest Archives Conference was 49.3 years. When many of the regional and state associations were founded in the 1970s, their conferences offered an affordable and more convenient alternative to the SAA meetings and often provided a more welcoming and accessible entryway into professional participation for younger archivists. In 2004, it appeared that the new crop of professionals was as or more likely to join SAA. Some 60% of 25-29 year olds responding to the A*CENSUS were SAA members, while just 46% of 50-54 year-old respondents were members, and only 31% of those respondents over 65 were members. This might point to success in SAA's student chapters as feeders for the association. In addition, it is possible that retirees find SAA's dues to be more of a burden and drop that membership after they leave the workforce.

Age also differs significantly for those coming to archives as a second career. For all of the 965 individuals who entered the field during 2000-2004, the mean age was 44.3 years. Among those in this newest group of entrants for whom archives is a first career, the mean age was 29.8 years; for those coming to archives as a second career in the same period, the mean age was 47.6 years (Table 3.3.6).

Table 3.3.6. Approximate mean ages*, by year respondents began first archival job

| Respondent sector | All respondents | | Started first archival job 1995-1999 | | Started first archival job 2000-2004 | |
|--|-----------------|----------|--------------------------------------|----------|--------------------------------------|----------|
| | Count | Mean age | Count | Mean age | Count | Mean age |
| All A*CENSUS respondents who supplied age | 4,765 | 48.7 | 949 | 42.9 | 965 | 44.3 |
| Archivists and manuscript curators only | 2,611 | 47.5 | 595 | 42.9 | 496 | 43.1 |
| Respondents for whom archives is their first career | 1,737 | 43.1 | 310 | 34.2 | 221 | 29.8 |
| Respondents who came to archival work from another field | 3,004 | 52.0 | 641 | 49.4 | 709 | 47.6 |

Source questions: Agefinal; Q30 (year started first archival job); Q1 (current position = 1-archivist/manuscript curator); Q29 (was archives first career?)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Nonprofit employee respondents were somewhat older and for-profit employee respondents somewhat younger than their counterparts in other sectors (Tables 3.3.7, 3.3.8, 3.3.9).

Table 3.3.7. Approximate mean* ages, by employer type, all respondents and archivists and manuscript curators only

| Employer type | All respondents | Archivists & manuscript curators only |
|------------------------|-----------------|---------------------------------------|
| Academic | 48.0 | 46.4 |
| Government | 48.1 | 47.1 |
| Nonprofit | 50.0 | 49.1 |
| For-profit | 44.9 | 43.2 |
| Self-employed | 54.2 | 52.5 |
| All respondents | 48.7 | 46.4 |

Source questions: Agefinal; Q21 (employer type); Q1 (current position = 1-archivist/manuscript curator)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.3.8. Approximate mean* ages, by employer type , all respondents

| Age | Academic | | Government | | Nonprofit | | For-profit | | Self-employed | |
|-----------------------|-------------|-------|-------------|-------|-------------|-------|-------------|-------|---------------|-------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Under 25 | 16 | 1.0% | 11 | 0.8% | 14 | 1.4% | 4 | 1.8% | 0 | 0.0% |
| 25-29 | 73 | 4.5% | 41 | 2.9% | 78 | 7.6% | 16 | 7.2% | 1 | 1.7% |
| 30-34 | 180 | 11.2% | 113 | 8.1% | 90 | 8.8% | 28 | 12.7% | 3 | 5.1% |
| 35-39 | 173 | 10.7% | 156 | 11.1% | 73 | 7.1% | 36 | 16.3% | 1 | 1.7% |
| 40-44 | 174 | 10.8% | 179 | 12.8% | 101 | 9.9% | 25 | 11.3% | 4 | 6.8% |
| 45-49 | 208 | 12.9% | 214 | 15.3% | 117 | 11.4% | 28 | 12.7% | 11 | 18.6% |
| 50-54 | 292 | 18.1% | 302 | 21.6% | 159 | 15.5% | 34 | 15.4% | 6 | 10.2% |
| 55-59 | 223 | 13.9% | 221 | 15.8% | 134 | 13.1% | 22 | 10.0% | 12 | 20.3% |
| 60-64 | 127 | 7.9% | 99 | 7.1% | 66 | 6.5% | 15 | 6.8% | 8 | 13.6% |
| 65 and over | 112 | 7.0% | 42 | 3.0% | 182 | 17.8% | 7 | 3.2% | 9 | 15.3% |
| Rather not say/no ans | 32 | 2.0% | 23 | 1.6% | 9 | 0.9% | 6 | 2.7% | 4 | 6.8% |
| Total | 1,610 | 100% | 1,401 | 100% | 1,023 | 100% | 221 | 100% | 59 | 100% |
| Mean age | 48.0 | | 48.1 | | 50.0 | | 44.9 | | 54.2 | |

Source question: Q21 (employer type)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.3.9. Approximate mean* ages, by employer type, for archivists and manuscript curators only

| Age | Academic | | Government | | Nonprofit | | For-profit | | Self-employed | |
|-----------------------|-------------|-------|-------------|-------|-------------|-------|-------------|-------|---------------|-------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Under 25 | 9 | 0.9% | 3 | 0.4% | 10 | 1.6% | 0 | 0.0% | 0 | 0.0% |
| 25-29 | 54 | 5.5% | 27 | 3.8% | 57 | 8.9% | 9 | 8.7% | 0 | 0.0% |
| 30-34 | 133 | 13.6% | 58 | 8.1% | 68 | 10.7% | 18 | 17.3% | 2 | 9.5% |
| 35-39 | 124 | 12.7% | 98 | 13.6% | 51 | 8.0% | 17 | 16.3% | 1 | 4.8% |
| 40-44 | 114 | 11.7% | 101 | 14.0% | 60 | 9.4% | 12 | 11.5% | 2 | 9.5% |
| 45-49 | 132 | 13.5% | 121 | 16.8% | 72 | 11.3% | 17 | 16.3% | 4 | 19.0% |
| 50-54 | 163 | 16.7% | 140 | 19.5% | 89 | 13.9% | 15 | 14.4% | 2 | 9.5% |
| 55-59 | 123 | 12.6% | 103 | 14.3% | 73 | 11.4% | 8 | 7.7% | 3 | 14.3% |
| 60-64 | 58 | 5.9% | 45 | 6.3% | 29 | 4.5% | 2 | 1.9% | 3 | 14.3% |
| 65 and over | 52 | 5.3% | 14 | 1.9% | 124 | 19.4% | 3 | 2.9% | 3 | 14.3% |
| Rather not say/no ans | 13 | 1.3% | 9 | 1.3% | 5 | 0.8% | 3 | 2.9% | 1 | 4.8% |
| Total | 975 | 100% | 719 | 100% | 638 | 100% | 104 | 100% | 21 | 100% |
| Mean age | 46.4 | | 47.1 | | 49.1 | | 43.2 | | 52.5 | |

Source question: Q21 (employer type)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Race and Ethnicity

The special consultant report prepared by Brenda Banks explores the issues raised by the A*CENSUS in the area of racial and ethnic diversity.⁸ This overview section will focus on just a few core demographic characteristics.

The A*CENSUS asked about race and ethnicity in two separate questions: “Are you of Latino or Hispanic background?” (Q3) and “Please select the racial group(s) that best describe(s) your race/ethnicity” (Q3a). Respondents were encouraged to check as many of the following as applied to them: African-American, Alaska Native, Asian, White/Caucasian, Native American, Pacific Islander, and Other. They were also provided a “Rather not say” option.

When reviewing this data, it is important to remember that these categories are not mutually exclusive and that a number of individuals indicated mixed race by selecting more than one category. As a result, the percentages do not add up to 100%. For instance, 135 respondents identified themselves as both “White/Caucasian” and as a member of one or more minority ethnic or racial groups.

Although some progress has been made in the last quarter century, the archival profession has not made sufficient strides in diversifying its racial and ethnic mix. Only 7.0% of all A*CENSUS respondents reported belonging to one or more ethnic or racial groups other than Caucasian, up from 2.8% in Bearman’s survey two decades ago (Table 3.3.10).

⁸ Brenda Banks, “Special Section on A*CENSUS, Part 6, Diversity,” *American Archivist* (Fall/Winter 2006): 396-406.

Table 3.3.10. Ethnicity and racial groups reported by all respondents to the A*CENSUS (2004) and to the Bearman survey of archivists (1982)

| Ethnicity and Racial Groups | A*CENSUS 2004 | | Bearman 1982 | |
|---|------------------|---------|-----------------|---------|
| | n = 5133 | | n = 1717 | |
| | Count | Percent | Count | Percent |
| Latino/Hispanic | 108 | 2.1% | | |
| African American | 144 | 2.8% | | 1.8% |
| Alaska Native | 5 | 0.1% | | |
| Asian | 52 | 1.0% | | |
| White/Caucasian | 4,504 | 87.7% | | |
| Native American | 97 | 1.9% | | |
| Pacific Islander | 19 | 0.4% | | |
| Other | 147 | 2.9% | | |
| Rather not say | 259 | 5.0% | | |
| Total number of individuals who indicated that they belong to one or more minority ethnic or racial groups | 494 | 9.6% | | |
| Total number of individuals who indicated that they belong to one or more minority ethnic or racial groups and are nonwhite | 359 | 7.0% | 48 | 2.8% |

Source questions: Q3 (Hispanic/Latino); Q3a_1-Q3a_6 (racial groups); Bearman (1982)

Members of minority racial and ethnic groups were much less likely to identify themselves as an archivist or manuscript curator than were other A*CENSUS respondents (Table 3.3.11). They were also much more likely to indicate that they were affiliated with another profession while working with archival collections. This was especially true among African-Americans and Native Americans—the proportion of allied professionals rose to nearly one-quarter of the respondents within these groups. The proportion of individuals working in technical or support staff positions was also more than double the average of all A*CENSUS respondents among all minority groups.

Table 3.3.11. Current position, all respondents, all minorities, African Americans, Latinos/Hispanics, and Native Americans

| | All respondents | | All minorities | | African American | | Latino/Hispanic | | Native American | |
|---|-----------------|-------------|----------------|-------------|------------------|-------------|-----------------|-------------|-----------------|-------------|
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Working as an archivist or manuscript curator | 2,890 | 52.6% | 214 | 43.3% | 59 | 41.0% | 53 | 49.1% | 30 | 30.9% |
| Managing a program that employs archivists | 443 | 8.1% | 29 | 5.9% | 6 | 4.2% | 6 | 5.6% | 7 | 7.2% |
| Retired from employment as an archivist | 120 | 2.2% | 4 | 0.8% | – | – | – | – | 1 | 1.0% |
| Teaching in a graduate archival education program | 38 | 0.7% | 1 | 0.2% | 1 | 0.7% | – | – | – | – |
| Studying to be an archivist | 147 | 2.7% | 10 | 2.0% | 3 | 2.1% | 5 | 4.6% | – | – |
| Working in another profession or occupation, but with archives-related responsibilities | 748 | 13.6% | 84 | 17.0% | 34 | 23.6% | 14 | 13.0% | 23 | 23.7% |
| Working as a technical or support staff member with archives-related responsibilities | 309 | 5.6% | 55 | 11.1% | 20 | 13.9% | 13 | 12.0% | 14 | 14.4% |
| Administering a program serving archival interests but not working directly with archival records | 114 | 2.1% | 17 | 3.4% | 4 | 2.8% | 2 | 1.9% | 4 | 4.1% |
| Other | 635 | 11.6% | 73 | 14.8% | 16 | 11.1% | 15 | 13.9% | 14 | 14.4% |
| Rather not say | 48 | 0.9% | 7 | 1.4% | 1 | 0.7% | – | – | 4 | 4.1% |
| Total | 5,492 | 100% | 494 | 100% | 144 | 100% | 108 | 100% | 97 | 100% |

Source questions: Q1 (current position); Q3 (Latino/Hispanic); Q3a_1-Q3a_6 (racial groups)

As with archivists in general, the newest minority entrants were much more likely to be female than male, especially among African-Americans (87% women) and Native Americans (84% women). Among the newest entrants, Latino/Hispanic respondents were more balanced in gender ratios with a ratio of about 2:1, women to men.

Most salaries of members of ethnic and racial groups were clustered between \$30,000 and \$50,000 just as they were for all A*CENSUS respondents (Table 3.3.12). However, minority group members were more likely to make less than \$30,000 and were generally less likely to make more than \$50,000. One exception was that slightly more African-Americans reported making between \$50,000 and \$80,000 (31.3%) than respondents as a whole (30.0%). The mean salaries reported by Native Americans were significantly lower than average.

Table 3.3.12. Total annual salary for 2003

| Salary | All respondents | | All minorities | | African American | | Latino/Hispanic | | Native American | |
|------------------------------|-----------------|---------|-----------------|---------|------------------|---------|-----------------|---------|-----------------|---------|
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Less than \$20,000 | 110 | 2.6% | 12 | 3.0% | 3 | 2.3% | 2 | 2.4% | 5 | 6.5% |
| \$20,000-\$29,999 | 414 | 9.8% | 49 | 12.3% | 15 | 11.6% | 9 | 11.0% | 16 | 20.8% |
| \$30,000-\$39,999 | 946 | 22.5% | 90 | 22.6% | 29 | 22.5% | 21 | 25.6% | 19 | 24.7% |
| \$40,000-\$49,999 | 931 | 22.1% | 101 | 25.3% | 29 | 22.5% | 22 | 26.8% | 17 | 22.1% |
| \$50,000-\$59,999 | 603 | 14.3% | 51 | 12.8% | 22 | 17.1% | 10 | 12.2% | 4 | 5.2% |
| \$60,000-\$69,999 | 388 | 9.2% | 32 | 8.0% | 9 | 7.0% | 5 | 6.1% | 5 | 6.5% |
| \$70,000-\$79,999 | 275 | 6.5% | 22 | 5.5% | 9 | 7.0% | 7 | 8.5% | 2 | 2.6% |
| \$80,000-\$89,999 | 120 | 2.9% | 10 | 2.5% | 4 | 3.1% | 2 | 2.4% | – | – |
| \$90,000-\$99,999 | 74 | 1.8% | 2 | 0.5% | 1 | 0.8% | – | – | 1 | 1.3% |
| \$100,000 and over | 118 | 2.8% | 5 | 1.3% | 2 | 1.6% | – | – | – | – |
| Rather not say/ no answer | 225 | 5.4% | 25 | 6.3% | 6 | 4.7% | 4 | 4.9% | 8 | 8.2% |
| Total | 4,204 | 100% | 399 | 100% | 129 | 100% | 82 | 100% | 97 | 100% |
| Mean* salary | \$49,315 | | \$46,056 | | \$47,683 | | \$45,513 | | \$39,058 | |

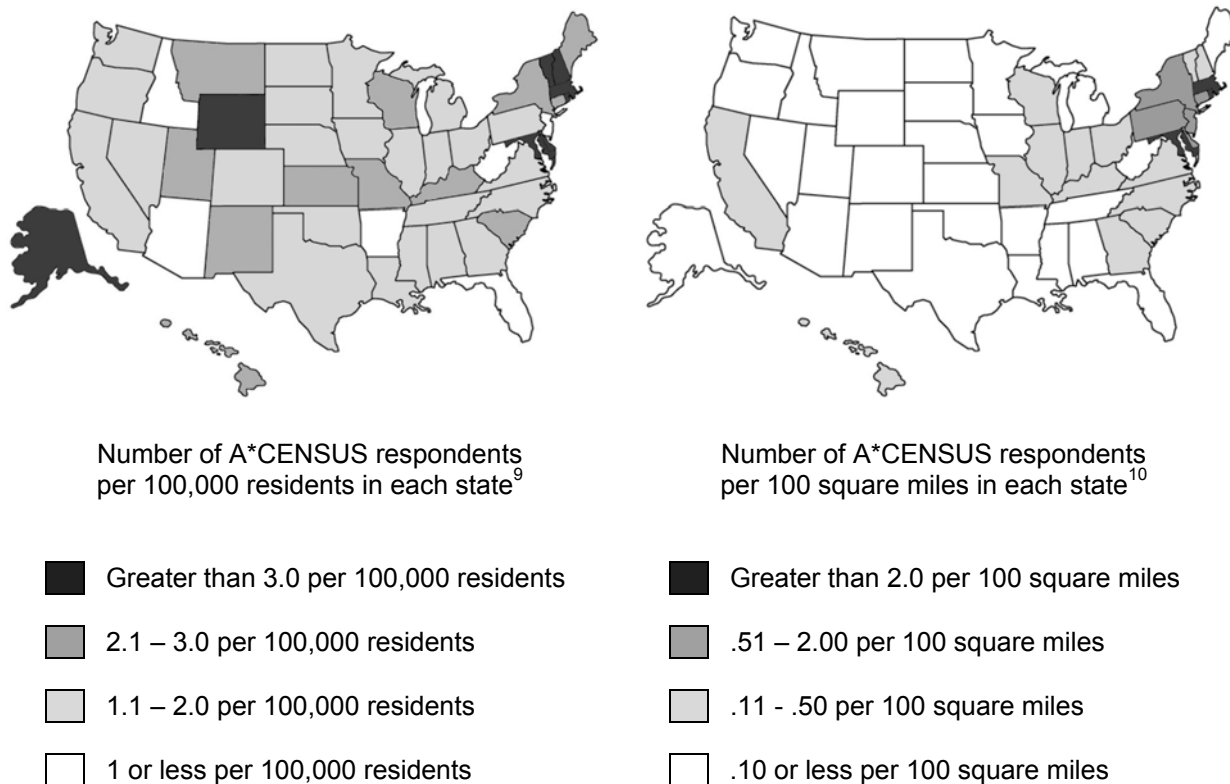
Source questions: Q34a (salaries); Q3 (Latino/Hispanic); Q3a_1-Q3a_6 (racial groups)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Geographical Distribution and Density

The geographical distribution of individuals working in the archival field is quite distinct (Figure 3.3.7).

Figure 3.3.7. Geographical distribution of A*CENSUS respondents by population and area



When comparing the number of archivists with the total number of people in each state, it is easy to see the impact of the National Archives on the District of Columbia (Table 3.3.15a-b). Washington, DC alone has more than 39 archivists per 100,000 residents, which is some 20 times the national average of 1.86 per 100,000. It is probably a surprise to most, however, to find Wyoming ranked number two, but several small states are near the top of the population density list because even a few archivists can make a big difference when there are relatively few residents. The states with large populations that are near the top include Maryland, which reflects the National Archives headquarters in College Park, and those which also have significant numbers of archival repositories, like Massachusetts, Missouri, and New York.

⁹ U.S. Bureau of the Census, Table 2: “Population 1960-2004,” in *Statistical Abstract of the United States* (2006): 8. <http://www.census.gov/prod/2005pubs/06statab/pop.pdf>.

¹⁰ Land area in each state derived from U.S. Bureau of the Census, “GCT-PH1: Population, Housing Units, Area, and Density: 2000.” http://factfinder.census.gov/servlet/GCTTable?_bm=y&-geo_id=D&-ds_name=D&-lang=en&-redoLog=false&-mt_name=DEC_2000_SF1_U_GCTPH1_US9&-format=ST-7S.

Table 3.3.15a. “Density” of individual A*CENSUS respondents in each state, by population (i.e., individual per capita)

| State | Population Estimates July 1, 2003 | Population rank | Total # responding to A*CENSUS | A*CENSUS resp per 100,000 residents | Rank |
|------------------|-----------------------------------|-----------------|--------------------------------|-------------------------------------|------|
| Dist of Columbia | 563,384 | 51 | 220 | 39.05 | 1 |
| Wyoming | 501,242 | 52 | 40 | 7.98 | 2 |
| Maryland | 5,508,909 | 19 | 290 | 5.26 | 3 |
| Alaska | 648,818 | 48 | 32 | 4.93 | 4 |
| Massachusetts | 6,433,422 | 13 | 301 | 4.68 | 5 |
| Rhode Island | 1,076,164 | 44 | 39 | 3.62 | 6 |
| New Hampshire | 1,287,687 | 42 | 43 | 3.34 | 7 |
| Delaware | 817,491 | 46 | 27 | 3.30 | 8 |
| Vermont | 619,107 | 50 | 19 | 3.07 | 9 |
| Missouri | 5,704,484 | 17 | 167 | 2.93 | 10 |
| New York | 19,190,115 | 3 | 551 | 2.87 | 11 |
| Maine | 1,305,728 | 41 | 33 | 2.53 | 12 |
| Connecticut | 3,483,372 | 30 | 88 | 2.53 | 13 |
| South Carolina | 4,147,152 | 25 | 104 | 2.51 | 14 |
| Wisconsin | 5,472,299 | 20 | 136 | 2.49 | 15 |
| Utah | 2,351,467 | 35 | 57 | 2.42 | 16 |
| Montana | 917,621 | 45 | 22 | 2.40 | 17 |
| Hawaii | 1,257,608 | 43 | 28 | 2.23 | 18 |
| New Mexico | 1,874,614 | 37 | 41 | 2.19 | 19 |
| Kentucky | 4,117,827 | 26 | 87 | 2.11 | 20 |
| Kansas | 2,723,507 | 34 | 55 | 2.02 | 21 |
| Mississippi | 2,881,281 | 32 | 56 | 1.94 | 22 |
| Colorado | 4,550,688 | 22 | 86 | 1.89 | 23 |
| Washington | 6,131,445 | 15 | 115 | 1.88 | 24 |
| Pennsylvania | 12,365,455 | 6 | 231 | 1.87 | 25 |
| South Dakota | 764,309 | 47 | 14 | 1.83 | 26 |
| Ohio | 11,435,798 | 7 | 200 | 1.75 | 27 |
| Virginia | 7,386,330 | 12 | 125 | 1.69 | 28 |
| Illinois | 12,653,544 | 5 | 207 | 1.64 | 29 |
| Iowa | 2,944,062 | 31 | 48 | 1.63 | 30 |
| Louisiana | 4,496,334 | 24 | 72 | 1.60 | 31 |
| North Dakota | 633,837 | 49 | 10 | 1.58 | 32 |
| Minnesota | 5,059,375 | 21 | 79 | 1.56 | 33 |
| Oregon | 3,559,596 | 28 | 55 | 1.55 | 34 |

Table 3.3.15b. “Density” of individual A*CENSUS respondents in each state, by population (i.e., individual per capita)

| State | Population Estimates July 1, 2003 | Population rank | Total # responding to A*CENSUS | A*CENSUS resp per 100,000 residents | Rank |
|----------------|-----------------------------------|-----------------|--------------------------------|-------------------------------------|------|
| Michigan | 10,079,985 | 8 | 148 | 1.47 | 35 |
| North Carolina | 8,407,248 | 11 | 121 | 1.44 | 36 |
| California | 35,484,453 | 1 | 501 | 1.41 | 37 |
| Alabama | 4,500,752 | 23 | 63 | 1.40 | 38 |
| Georgia | 8,684,715 | 9 | 116 | 1.34 | 39 |
| Tennessee | 5,841,748 | 16 | 75 | 1.28 | 40 |
| Indiana | 6,195,643 | 14 | 79 | 1.28 | 41 |
| Nevada | 2,241,154 | 36 | 28 | 1.25 | 42 |
| Nebraska | 1,739,291 | 39 | 21 | 1.21 | 43 |
| Oklahoma | 3,511,532 | 29 | 42 | 1.20 | 44 |
| Texas | 22,118,509 | 2 | 250 | 1.13 | 45 |
| Arizona | 5,580,811 | 18 | 56 | 1.00 | 46 |
| Idaho | 1,366,332 | 40 | 13 | 0.95 | 47 |
| New Jersey | 8,638,396 | 10 | 82 | 0.95 | 48 |
| Arkansas | 2,725,714 | 33 | 23 | 0.84 | 49 |
| West Virginia | 1,810,354 | 38 | 14 | 0.77 | 50 |
| Florida | 17,019,068 | 4 | 103 | 0.61 | 51 |
| TOTAL | 290,809,777 | | 5,413* | 1.86 | |

Source question: Q4 (state/territory)

Total population estimates from U.S. Bureau of the Census.

*207 A*CENSUS respondents did not report the state in which they were employed.

Viewing the distribution by archivists per square mile, the District of Columbia still ranked first on top by far (322 archivists per 100 square miles compared to a national average of 0.14 per 100 square miles), but the nationwide proportions shifted dramatically to the Northeast and Mid-Atlantic, which showed modest numbers. In the rest of the country, the number of archivists fell to fewer than one per 1,000 square miles (Table 3.3.16a-b). This helps explain why distance education could offer so much promise to those working with archival records throughout the U.S. In most of the country, individual archivists must travel great distances simply to find another archivist, so it is less economically feasible to offer regular in-person educational programs in the regions where archivists are so sparsely distributed.

Table 3.3.16a. “Density” of individuals working with archival records in each state, by area (i.e., individuals per square mile)

| State | Total Area square miles (land and water) | Area Rank | Total # responding to A*CENSUS | A*CENSUS resp per 100 sq miles | Rank |
|------------------|--|-----------|--------------------------------|--------------------------------|------|
| Dist of Columbia | 68 | | 220 | 321.92 | 1 |
| Massachusetts | 10,555 | 44 | 301 | 2.85 | 2 |
| Rhode Island | 1,545 | 50 | 39 | 2.52 | 3 |
| Maryland | 12,407 | 42 | 290 | 2.34 | 4 |
| Connecticut | 5,543 | 48 | 88 | 1.59 | 5 |
| Delaware | 2,489 | 49 | 27 | 1.08 | 6 |
| New York | 54,556 | 27 | 551 | 1.01 | 7 |
| New Jersey | 8,721 | 47 | 82 | 0.94 | 8 |
| Pennsylvania | 46,055 | 33 | 231 | 0.50 | 9 |
| New Hampshire | 9,350 | 46 | 43 | 0.46 | 10 |
| Ohio | 44,825 | 34 | 200 | 0.45 | 11 |
| Illinois | 57,914 | 25 | 207 | 0.36 | 12 |
| South Carolina | 32,020 | 40 | 104 | 0.32 | 13 |
| California | 163,696 | 3 | 501 | 0.31 | 14 |
| Virginia | 42,774 | 35 | 125 | 0.29 | 15 |
| Hawaii | 10,931 | 43 | 28 | 0.26 | 16 |
| Missouri | 69,704 | 21 | 167 | 0.24 | 17 |
| North Carolina | 53,819 | 28 | 121 | 0.22 | 18 |
| Indiana | 36,418 | 38 | 79 | 0.22 | 19 |
| Kentucky | 40,409 | 37 | 87 | 0.22 | 20 |
| Wisconsin | 65,498 | 23 | 136 | 0.21 | 21 |
| Vermont | 9,614 | 45 | 19 | 0.20 | 22 |
| Georgia | 59,425 | 24 | 116 | 0.20 | 23 |
| Tennessee | 42,143 | 36 | 75 | 0.18 | 24 |
| Washington | 71,300 | 18 | 115 | 0.16 | 25 |
| Florida | 65,755 | 22 | 103 | 0.16 | 26 |
| Michigan | 96,716 | 11 | 148 | 0.15 | 27 |
| Louisiana | 51,840 | 31 | 72 | 0.14 | 28 |
| Alabama | 52,419 | 30 | 63 | 0.12 | 29 |
| Mississippi | 48,430 | 32 | 56 | 0.12 | 30 |
| Maine | 35,385 | 39 | 33 | 0.09 | 31 |
| Texas | 268,581 | 2 | 250 | 0.09 | 32 |
| Minnesota | 86,939 | 12 | 79 | 0.09 | 33 |
| Iowa | 56,272 | 26 | 48 | 0.09 | 34 |

Table 3.3.16b. “Density” of individuals working with archival records in each state, by area (i.e., individuals per square mile)

| State | Total Area square miles (land and water) | Area Rank | Total # responding to A*CENSUS | A*CENSUS resp per 100 sq miles | Rank |
|---------------|--|-----------|--------------------------------|--------------------------------|------|
| Colorado | 104,094 | 8 | 86 | 0.08 | 35 |
| Utah | 84,899 | 13 | 57 | 0.07 | 36 |
| Kansas | 82,277 | 15 | 55 | 0.07 | 37 |
| Oklahoma | 69,898 | 20 | 42 | 0.06 | 38 |
| West Virginia | 24,230 | 41 | 14 | 0.06 | 39 |
| Oregon | 98,381 | 9 | 55 | 0.06 | 40 |
| Arizona | 113,998 | 6 | 56 | 0.05 | 41 |
| Arkansas | 53,179 | 29 | 23 | 0.04 | 42 |
| Wyoming | 97,814 | 10 | 40 | 0.04 | 43 |
| New Mexico | 121,589 | 5 | 41 | 0.03 | 44 |
| Nebraska | 77,354 | 16 | 21 | 0.03 | 45 |
| Nevada | 110,561 | 7 | 28 | 0.03 | 46 |
| South Dakota | 77,116 | 17 | 14 | 0.02 | 47 |
| Idaho | 83,570 | 14 | 13 | 0.02 | 48 |
| Montana | 147,042 | 4 | 22 | 0.01 | 49 |
| North Dakota | 70,700 | 19 | 10 | 0.01 | 50 |
| Alaska | 663,267 | 1 | 32 | 0.00 | 51 |
| TOTAL | 3,787,416 | | 5,413* | 0.14 | |

Source question: Q4 (state/territory)

Total population estimates from U.S. Bureau of the Census.

*207 A*CENSUS respondents did not report the state in which they were employed.

4: Credentials

Three of the special consultant reports address credentials for archival professionals, two of which focus on education. Elizabeth Yakel and Jeannette Bastian have analyzed the data related to graduate archival education;¹¹ Nancy Zimmelman has examined what the A*CENSUS reveals about archival continuing education.¹² The third is Anne Diffendal’s investigation of

¹¹ Elizabeth Yakel and Jeannette Bastian, “Special Section on A*CENSUS, Part 4, Graduate Education,” *American Archivist* (Fall/Winter 2006): 349-366.

¹² Nancy Zimmelman, “Special Section on A*CENSUS, Part 5, Continuing Education,” *American Archivist* (Fall/Winter 2006): 367-395.

archival certification.¹³ As was true in the section on Race and Ethnicity, above, this section will focus on just a few of the core demographic findings while directing readers to the much more comprehensive analyses in the special consultant reports.

Primary Sources of Education

When asked to identify their primary source of archival training or education, A*CENSUS respondents were presented with five choices: graduate school, continuing education, self-education, other, and don't know/no answer. The tables in this section and those developed by the special research consultants for their analyses are, for the most part, calculated using these five categories.

Graduate school was by far the most common source of training or education, selected by more than one-third of all respondents. About 21% said they had relied on self-education, and nearly 20% pointed to continuing education. However, nearly one-quarter indicated “other” for this question (Table 3.4.1).

Table 3.4.1. Primary source for the archival training or education you have received to date, all respondents and archivists/manuscript curators

| | All A*CENSUS respondents | | Archivists and manuscript curators | |
|----------------------|--------------------------|---------------|------------------------------------|---------------|
| | Count | Percent | Count | Percent |
| Graduate school | 1,875 | 35.1% | 1,108 | 39.0% |
| Continuing education | 1,044 | 19.6% | 555 | 19.5% |
| Self-education | 1,127 | 21.1% | 513 | 18.1% |
| Other | 1,238 | 23.2% | 650 | 22.9% |
| Don't know/no answer | 55 | 1.0% | 13 | 0.5% |
| Total | 5,339 | 100.0% | 2,839 | 100.0% |

Source questions: Q9 (primary source of training and education); Q1 (current position)

Examining “Other” Types of Training and Education

The explanations offered for this choice indicated that the respondents had received a significant amount of on-the-job training. The “Other” responses also included a fair number of

¹³ Anne Diffendal, “Special Section on A*CENSUS, Part 8, Certification,” *American Archivist* (Fall/Winter 2006): 419-438.

experiences that could have been assigned to continuing education (Table 3.4.2). It is significant that the number who chose the “Other” category was quite large, ranking second behind “Graduate school” (Table 3.4.1). Respondents choosing “Other” were offered the opportunity to specify or explain the nature of this other training or education. Of the 1,238 who selected “Other,” 1,007 provided more information in an open-ended format. A*CENSUS staff examined these explanations and assigned codes to try to identify patterns among the responses for further analysis. When the explanations incorporated several concepts (e.g., “internships and on-the-job training”), codes were assigned for all of the relevant concepts. As a result, the 1,007 individual responses yielded 1,241 separately coded explanations (Table 3.4.2).

By far the largest number of these “Other” explanations cited some form of on-the-job training, including apprenticeships. Clearly, the initial question about primary sources of training and education should have provided this as a choice, and, if it had, the number of responses for this category might well have been even higher. It appears that many of these “on the job” responses came from those who work in institutions like the National Archives which for years provided internal training programs for its staff.

Table 3.4.2. Number of “Other” explanations assigned to various categories of training and education

| Category | Count | Percent of “other” explanations |
|---|-------|---------------------------------|
| Total number of “Other” respondents providing explanations | 1,007 | 100% |
| On the job training, apprenticeship | 587 | 58.3% |
| Continuing education | 241 | 23.9% |
| Work experience | 93 | 9.2% |
| Conferences, professional activities, contact with colleagues | 81 | 8.0% |
| Self-education | 78 | 7.7% |
| Internship, work study, graduate assistantship | 70 | 7.0% |
| Graduate school | 57 | 5.7% |

Source questions: Q9 = 4 (training and education = other); Q9os (open-ended explanation of “other”)

A significant number of the people who chose “Other” probably should have chosen one of the categories offered in the original question. This was most common for those assigned by staff to the “continuing education” category and probably resulted from a lack of a common understanding about what constitutes continuing education. Many respondents offered archives

institutes and workshops as explanations, both of which A*CENSUS developers considered to fall under the definition of continuing education.

Some chose “Other” and then entered a combination of the original categories (e.g., graduate school and continuing education), defeating the purpose of asking respondents to identify their *primary* source of training or education.

Because of the variability of these open-ended responses and the uncertainty created when trying to interpret them after the fact, this analysis is based on the five original choices presented in the question. Future surveys should, however, consider the categories more carefully and, at the very least, offer respondents a choice for on-the-job training.

Analysis of the Responses within the Original Five Categories

More than one-third of A*CENSUS respondents cited graduate school as their primary source of archival training or education (Table 3.4.1). This percentage is even higher (39%) among those who identified themselves as archivists or manuscript curators in the survey’s opening question.

There are some interesting regional differences regarding primary sources of training. Nancy Zimmelman indicates that graduate education is most commonly cited as primary in New England and in the Northwest, followed closely by the Northern Mid-Atlantic, Great Lakes, and Southwest states. These same regions are home to virtually all of the major archival graduate programs. The one exception is the Lower Mid-Atlantic where the University of Maryland has offered an archival concentration for many years. However, most of the archivists working in this region are employed by the federal government, which until 2006 had no provisions in its hiring practices that recognized coursework in archival science as valid preparation for archival positions.¹⁴

Continuing education has played a stronger role for those who have been in the field for a long time (Table 3.4.3). Among those who entered in the 1970s, more than one-quarter reported continuing education as a primary source of education, a much higher rate than among those

¹⁴ See pages 54-55 for a discussion on recent changes to educational requirements for employment as an archivist in the federal government.

who have entered in the last decade. There clearly has been a strong shift to graduate education, but continuing education also remains essential. Those who have been in the field for many years are also more likely to have sought continuing education as a way to maintain and upgrade skills. We might have received a different picture if we had asked, “What was the primary source for any archival training or education you received prior to accepting your first archival position?” Designers of the next survey should keep this distinction in mind.

Table 3.4.3. Percentage of archivists and manuscript curators citing each type as the primary source of archival training or education they have received to date according to year started first archival job

| Year started first archival job | Total | Graduate school | Continuing education | Self-education | Other | Don't know |
|---|-------|-----------------|----------------------|----------------|-------|------------|
| n = | 2,771 | 1,085 | 549 | 493 | 636 | 8 |
| Before 1970 | 54 | 20.4% | 18.5% | 27.8% | 33.3% | 0.0% |
| 1970-1974 | 139 | 17.3% | 30.2% | 20.9% | 31.7% | 0.0% |
| 1975-1979 | 234 | 23.5% | 26.5% | 17.5% | 32.5% | 0.0% |
| 1980-1984 | 284 | 34.9% | 25.4% | 15.5% | 23.6% | 0.7% |
| 1985-1989 | 407 | 34.2% | 20.9% | 19.7% | 25.3% | 0.0% |
| 1990-1994 | 442 | 41.2% | 19.7% | 16.1% | 22.4% | 0.7% |
| 1995-1999 | 663 | 50.7% | 16.0% | 15.5% | 17.5% | 0.3% |
| 2000-2004 | 548 | 43.6% | 15.5% | 20.1% | 20.6% | 0.2% |
| Percent of all archivists and manuscript curators | 100% | 39.2% | 19.8% | 17.8% | 23.0% | 0.3% |

Source questions: Q9 (primary source of training/education); Q30 (year started first archival job); Q1 (current position = 1-archivist/manuscript curator)

A similar pattern appears when the primary sources of education are examined by age (Table 3.4.4). The older the respondent, the higher was the reliance on continuing education. It is impossible to tell if continuing education was the only source for their archival training, however. It could be that some in the older age groups attended graduate school and even concentrated on archives while there. But in the intervening 20-30 years, these same individuals may have also taken workshops and seminars to retool and upgrade their skills, so that they now rank these continuing education experiences as more important in their current work life.

Table 3.4.4. Percentage of archivists and manuscript curators citing each type as the primary source of archival training or education they have received to date, by age

| Age | Total | Graduate school | Continuing education | Self-education | Other | Don't know |
|-------------|-------|-----------------|----------------------|----------------|-------|------------|
| | 2,395 | 867 | 505 | 450 | 567 | 6 |
| Under 25 | 24 | 41.7% | 0.0% | 29.2% | 29.2% | 0.0% |
| 25-29 | 155 | 69.0% | 9.0% | 5.8% | 15.5% | 0.6% |
| 30-34 | 287 | 65.2% | 8.7% | 9.1% | 17.1% | 0.0% |
| 35-39 | 303 | 46.5% | 17.5% | 13.2% | 22.8% | 0.0% |
| 40-44 | 300 | 39.3% | 19.7% | 20.7% | 19.7% | 0.7% |
| 45-49 | 366 | 36.3% | 22.1% | 19.1% | 21.9% | 0.5% |
| 50-54 | 431 | 33.6% | 22.0% | 16.5% | 27.8% | 0.0% |
| 55-59 | 327 | 26.9% | 26.3% | 22.3% | 24.2% | 0.3% |
| 60-64 | 149 | 17.4% | 24.2% | 26.2% | 32.2% | 0.0% |
| 65 and over | 232 | 12.5% | 30.2% | 29.7% | 27.2% | 0.4% |
| Total | 100% | 31.3% | 18.2% | 16.2% | 20.5% | 0.2% |

Source questions: Q9 (Primary source of training/education); Agefinal; Q1 (Current position = 1-archivist/manuscript curator)

Graduate school ranked far ahead of all other sources of education and training in for-profit and academic settings (Table 3.4.5). College and university archivists primarily work in libraries where an MLS or equivalent is often a prerequisite for advancement. While graduate school was also the leading source of education and training in other employment sectors, it was matched among government archivists by “Other.” Many government archives, especially the National Archives and Records Administration (NARA), have well-developed on-the-job training programs for their staff members, a category cited frequently in the explanations provided for choosing “Other” in this question. Virtually all professional staff members hired by NARA during the 1970s, 1980s, and 1990s participated in these programs regardless of prior education or experience.

Table 3.4.5. Percentage of archivists and manuscript curators citing each type as the primary source of archival training or education they have received to date, by employer type

| | Total | Graduate school | Continuing education | Self-education | Other | Don't know |
|-------------------------|-------|-----------------|----------------------|----------------|-------|------------|
| Total | 2,733 | 1,079 | 532 | 491 | 620 | 11 |
| Academic institution | 1,048 | 45.2% | 21.4% | 16.4% | 16.7% | 0.3% |
| Government agency | 789 | 32.8% | 16.0% | 17.7% | 32.8% | 0.6% |
| Nonprofit organization | 695 | 38.1% | 20.4% | 20.6% | 20.4% | 0.4% |
| For-profit organization | 116 | 45.7% | 21.6% | 15.5% | 17.2% | 0.0% |
| Self-employed | 24 | 37.5% | 4.2% | 41.7% | 16.7% | 0.0% |
| Other, don't know | 61 | 28.1% | 24.6% | 14.0% | 33.3% | 0.0% |
| Total | 100% | 39.5% | 19.5% | 18.0% | 22.7% | 0.4% |

Source questions: Q9 (Primary source of training/education); Agefinal; Q1 (Current position = 1-archivist/manuscript curator)

Degrees Held

The master's degree has clearly become a basic credential for professional archival work, especially when the 2004 findings are compared with those in earlier surveys. However, when analyzing these data, it is important to remember that the questions about degrees were not framed in exactly the same ways in the 1956, 1982, and A*CENSUS surveys. The A*CENSUS asked respondents to indicate all of the degrees they held, while earlier surveys usually asked for the highest degree. Some of the A*CENSUS respondents apparently did not catch the distinction; either that, or there are a large number of people with master's degrees who never graduated from high school and many PhDs with no bachelor's degrees.

Among all A*CENSUS respondents, 71% reported holding at least one master's, with 15% of the total holding two (usually an MA and an MLS). Among all respondents, 46% reported holding an MA/MS/MFA and 39% reported holding an MLS/MLIS (Table 3.4.6). For those identifying themselves as an archivist or manuscript curator, the percentage of those holding any master's degree was close to 80% (Table 3.4.8). Only 8.4% of A*CENSUS respondents reported having a doctorate, down from 18% in 1956 and 16% in 1982.

Table 3.4.6. Degrees held by respondents to A*CENSUS compared with those in Bearman and Posner surveys

| Degrees held | A*CENSUS 2004 All degrees held | | Bearman – 1982 Highest degree | | Posner – 1956 Highest degree | |
|-----------------------|-----------------------------------|---------|----------------------------------|---------|---------------------------------|---------|
| | Count | Percent | Count | Percent | Count | Percent |
| High school | 3,471 | 61.8% | | | | |
| Associate | 454 | 8.1% | | | | |
| BA/BS/BFA | 4,287 | 76.3% | | 18.0% | | 23.0% |
| Master's degrees, any | *3,974 | 70.7% | | | | |
| MA/MS/MFA | 2,602 | 46.3% | | 29.0% | | **37.0% |
| MLS/MLIS | 2,214 | 39.4% | | 20.0% | | |
| MBA | 48 | 0.9% | | | | |
| PhD | 473 | 8.4% | | 16.0% | | 18.0% |
| JD | 38 | 0.7% | | | | |
| Other | 975 | 17.3% | | | | 22.0% |
| None of the above | 6 | 0.1% | | | | |
| Rather not say | 39 | 0.7% | | | | |
| Total | 5,620 | | 1,717 | | 520 | |

* 864 individuals (15.4% of total) hold both an MA and an MLS/MLIS; 114 of these also hold a PhD.

** Posner's count of master's degrees included degrees from a major library school.

Source questions: Q6 (degrees held); Bearman (1982); Posner (1956)

Among A*CENSUS respondents, more men reported holding a doctoral degree and more women reported holding an MLS (Table 3.4.7).

Table 3.4.7. Degrees held by gender, all respondents, and ratios of women to men for each degree type

| Degrees held | Total | Men | Women | Ratio of women to men |
|--------------|-------|-------|-------|-----------------------|
| n = | 5,134 | 1,747 | 3,314 | 1.90 |
| BA/BS/BFA | 4,287 | 1,406 | 2,682 | 1.91 |
| MA/MS/MFA | 2,602 | 978 | 1,503 | 1.53 |
| MLS/MLIS | 2,214 | 616 | 1,489 | 2.42 |
| PhD | 473 | 242 | 204 | 0.84 |

Source questions: Q6 (degrees held); Q2 (gender)

Notable is the drop in the proportion of respondents holding PhDs, down from 18% in 1956 to 8.4% today (Table 3.4.6). The 1970s saw a glut of history PhDs coming out of graduate

school. Many who were unable to find college teaching jobs accepted positions in archives, museums, and historic preservation, although at the time some saw a stigma attached with having to “settle” for jobs outside of academia.¹⁵ This trend was apparent in the spike of PhDs among those entering the field during the 1975-1984 decade (Table 3.4.13).

This pattern could repeat itself in the next decade if archival repositories have enough open positions suitable for historians who are now in graduate school. Today history departments produce more PhDs than any other discipline outside of education and engineering.¹⁶ Recent surveys of history graduate programs show there are far more graduates than available teaching jobs. Although “the training of new PhDs concentrates primarily (and often exclusively) on a career producing monographic research . . . just 15.8% of the history PhDs find full-time employment at a history department in a doctoral or research university.” Robert F. Townsend struck this hopeful note for those who might consider archives as a career choice: “The most recent federal survey of humanities PhDs found that historians who had found a job outside academia were better paid and generally enjoyed greater job satisfaction.”¹⁷

Some criticize history departments for continuing to draw in new graduate students while knowing that there will not be jobs waiting for them on the other end of their long graduate careers (the average time to complete a history PhD is now almost eight years, longer than in any other discipline).¹⁸ A similar concern is present among some in the library community. Despite the concern among librarians about recruiting sufficient numbers to replace retiring professionals, a study found that library schools are actually recruiting more people into their MLS programs than can be placed successfully upon graduation. The study noted that while some 5,000 MLS graduates are expected each year through 2010, an average of only 4,100 library jobs will open annually. Readers of the Archives and Archivists listserv regularly see messages expressing

¹⁵ Charles F. Bryan, “Am I a Historian?” *History News* (Summer 2002): 5.

¹⁶ Data from the federal “Survey of Earned Doctorates” conducted by the National Opinion Research Center (NORC), as reported in Robert B. Townsend, “Survey Shows Marked Drop in History PhDs,” *AHA Perspectives* (February 2005). <http://www.historians.org/perspectives/issues/2005/0502/0502new1.cfm>. American History was the largest subject specialty in 2002-03 (44.1% of the total) with a total number roughly equivalent to the number of American History degrees awarded in the mid-1970s. Nearly half of the new PhDs were having difficulty finding employment following graduation, which was consistent with a January 2005 report, also by Townsend, that found a “declining number of jobs being advertised.”

¹⁷ Robert B. Townsend, “AHA Job Market Report 2004,” *AHA Perspectives* (January 2005). <http://www.historians.org/Perspectives/issues/2005/0501/0501new1.cfm>. Regarding career satisfaction, Townsend cites Linda Ingram and Prudence Brown, *Humanities Doctorates in the United States: 1995 Profile* (Washington, D.C.: National Academy Press, 1997).

¹⁸ Townsend, “AHA Job Market Report 2004.”

frustration about lengthy job searches posted by recent recipients of archival graduate degrees. While we may all worry about filling the open jobs ten years down the road, the reality seems to be that there are not enough jobs in history, library science, or archives for all of the new graduates who want to work in these fields today.

Although the relative number of PhDs among archivists has dropped in the last twenty years, the proportion of those holding some kind of master's degree is significantly higher than it was in earlier years.¹⁹ Most telling is that Ernst Posner did not distinguish between a master's degree in library science and other master's degrees in his 1956 survey because library school was not typically the way one became an archivist in the early years of the profession in the U.S. By 1982, 20% of the respondents held an MLS or equivalent and that proportion has now nearly doubled. Men hold a larger proportion of PhDs than women (Table 3.4.7), but women have received a much larger proportion of MLS/MLIS degrees. In the A*CENSUS, 864 individuals (15.4% of all respondents) reported holding both an MA and MLS (or equivalent degrees). This is about the same as the 15% who reported holding double master's degrees in 1982.

Managers are more likely to hold a PhD than the archivists and manuscript curators who work for them (Table 3.4.8), although this may reflect the seniority of the large number of history PhDs who entered the archival profession during the 1970s and have now reached the appropriate age to serve as managers.

The overall drop in the number of PhDs is a problem when we consider who will be educating the next generation of archival graduate students. Elizabeth Yakel and Jeannette Bastian have pointed out that the number of current, full-time graduate archival educators is very small and many are nearing retirement.²⁰ They urge the profession as a whole to pay attention to this issue and establish a succession plan to develop new archival faculty.

¹⁹ The museum field has also seen a rise in the number of museum professionals who hold master's degrees. Museum studies programs are a relatively recent introduction into the college curriculum, most having been established since 1970. The challenges these programs and their students face are similar to those within archival graduate programs. Graduate education is quite expensive and few scholarships or fellowships exist. Alumni are generally not very wealthy, so schools cannot expect substantial donations to keep their programs afloat. Meager entry-level salaries make it hard for students to pay back loans. Ildiko Pogany DeAngelis, "Graduate Training in Museum Studies: A Path for the Recruitment, Education, and Advancement of Museum Professionals," paper delivered at the "Choices and Challenges Symposium," Benson Ford Research Center (October 8-10, 2004).
<http://www.thehenryford.org/research/publications/symposium2004/papers/deangelis.pdf>.

²⁰ Yakel and Bastian, pp. 358-359.

Table 3.4.8. Number and percentage of advanced degrees held, by current position

| Current position | All respondents | Holding master's degrees | | Holding PhD degrees | |
|---|-----------------|--------------------------|--------------|---------------------|-------------|
| | | Count | Percent | Count | Percent |
| Working as an archivist or manuscript curator | 2,890 | 2,296 | 79.4% | 210 | 7.3% |
| Managing a program that employs archivists | 443 | 347 | 78.3% | 75 | 16.9% |
| Retired from employment as an archivist | 120 | 97 | 80.8% | 17 | 14.2% |
| Teaching in a graduate archival education program | 38 | 30 | 78.9% | 26 | 68.4% |
| Studying to be an archivist | 147 | 52 | 35.4% | 4 | 2.7% |
| Working in another profession or occupation, but with archives-related responsibilities | 748 | 524 | 70.1% | 57 | 7.6% |
| Working as a technical or support staff member with archives-related responsibilities | 309 | 112 | 36.2% | 10 | 3.2% |
| Administering a program serving archival interests but not working directly with archival records | 114 | 77 | 67.5% | 14 | 12.3% |
| Other | 635 | 423 | 66.6% | 60 | 9.4% |
| Rather not say, no answer | 48 | 16 | 33.3% | | |
| Total | 5,492 | 3,974 | 72.4% | 473 | 8.6% |

*Master's category counts individuals who hold any one or more of the following: MA, MS, MFA, MLS, MLIS, MBA.
Source questions: Q6 (degrees held); Q1 (position held)

Many graduate programs in library science schools and history departments make active use of adjunct faculty members to teach archives-related courses, although Yakel and Bastian noted that it was difficult to tease out much specific data on them from the A*CENSUS. Anecdotally we know that they are often working professionals who teach one or two courses in addition to holding a regular full-time job in a repository. Some teach evening or weekend classes while others work through distance education programs like the LEEP program offered by the University of Illinois at Urbana-Champaign.²¹

The shortage of available PhDs to teach graduate archival courses full-time means that many programs will continue to rely on these adjunct faculty members. There are advantages in the real-world experience they bring to their classrooms as well as the connections they can

²¹ LEEP program, Graduate School of Library and Information Science, University of Illinois, Urbana-Champaign. <http://www.lis.uiuc.edu/programs/leep/>.

provide between their students and potential future employers. However, the risk is that programs staffed largely or entirely by adjuncts are not likely to enjoy the same status on campus as other academic programs and may have more difficulty sustaining support and obtaining necessary resources from administrators.

We can and should encourage capable individuals to pursue PhDs in order to replace and expand the existing faculty base. However, doctoral programs will need to incorporate a significant body of experiential learning that allows candidates to work directly with archival collections, perhaps through internships or fellowships. The nursing profession is facing a similar shortage of nursing professors for similar reasons: most individuals are well equipped to be professional nurses with an RN degree, just as archivists are generally well-equipped with a master's degree. Neither sees a need for a PhD unless they want to teach. During a recent interview, faculty members from the University of Iowa College of Nursing were asked how recent PhDs could be expected to have enough direct practical knowledge to teach nursing students. They noted that nurses who train to be educators also receive extensive clinical experience during their education, not just the theory of nursing but also the real "how-to."²²

Archivists-in-training, of course, need and usually receive their own "clinical experiences" during graduate school whether they want to go on to teach or not. Yakel and Bastian note that internships are a "hallmark of most archival programs."²³ The need for internship opportunities makes the quality of graduate archival education a responsibility of all archivists and their repositories, not just those teaching in graduate programs. Repositories must think creatively and welcome interns and other student workers so that they can experience a variety of archival responsibilities and graduate with the skills they need to be productive staff members. These

²² Melanie Dreher, Dean, College of Nursing, and Geri Hall, Professor of Nursing, University of Iowa, interviewed during "Crisis in Nursing: The Shortage of Nurses and Nursing Professors," *Talk of Iowa* (WSUI: January 17, 2006). http://128.255.60.46:8080/ramgen/wsuiarc/IT01_17_06.rm.

²³ Yakel and Bastian, p. 361. An article on library schools provides a cautionary tale, noting that accreditation standards maintained by the American Library Association expect graduate library education to "provide the theoretical underpinnings for an advanced library career" but do not expect "practical training in the routine aspects of librarianship." The authors characterize this as a "great disconnect between the kind of education [students] expected to receive and the kind of education ALA expects schools to provide." Rachel Holt and Adrienne L. Strock, "The Entry Level Gap," *Library Journal* (May 1, 2005). <http://www.libraryjournal.com/article/CA527965.html>. A more positive model comes from graduate museum education programs. The George Washington University curriculum "requires an on-the-job component, which is traditionally called internship training. . . . Students are required to spend 520 hours working in at least two museums on pre-approved internship projects." DeAngelis, "Graduate Training in Museum Studies."

same internships and work study programs also can serve as powerful recruiting tools, evidenced by the number of A*CENSUS respondents who identified these kinds of experiences as the reason for taking their first archival jobs (Tables 3.7.1-3.7.3).

Major Fields of Study

The A*CENSUS asked respondents to indicate the major fields for each of their undergraduate and graduate degrees. These were entered in an open-ended field that required A*CENSUS staff to review and assign them to categories. If the responses indicated a double major or an emphasis within a discipline, they were often assigned to more than one category.

Not surprisingly, 43% of A*CENSUS respondents with an MA, MS, or MFA who provided information on their major fields of study concentrated in history (Table 3.4.9). However, it is also worth noting that history and archives majors together account for just over half of the total who reported their major fields of study at the master's level.²⁴ Clearly people are coming to archives with diverse academic backgrounds beyond historical studies. As the shift to electronic recordkeeping continues, we will certainly have to increase the number of entrants trained in science and engineering from the current 2%.

²⁴ Because the number of bachelor's degrees appears to be underreported (many respondents holding advanced degrees did not report holding a bachelor's, including 105 of the PhDs), we have not provided separate tables analyzing major fields of study for undergraduates.

Table 3.4.9. Major fields of study or concentrations identified by respondents holding a master of arts, master of science, or master of fine arts degree

| | Total number who identified major | % of total reporting majors |
|--|-----------------------------------|-----------------------------|
| Total reporting MA/MS/MFA degrees | 2,602 | |
| Total identifying major/concentration | 2,293 | 100% |
| History | 983 | 42.9% |
| Archives | 202 | 8.8% |
| Literature | 115 | 5.0% |
| Public history | 87 | 3.8% |
| Education | 84 | 3.7% |
| Museum studies | 74 | 3.2% |
| Fine arts | 68 | 3.0% |
| American studies | 59 | 2.6% |
| Library and information science (not including MLS/MLIS) | 57 | 2.5% |
| Religious studies | 48 | 2.1% |
| Science and engineering | 46 | 2.0% |

Source questions: Q6a=4 (degree held = MA/MS/MFA); Q8d (major/concentration)

Although only about 9% of those with an MA had a concentration in archives (Table 3.4.9), more than half of those receiving a Masters of Library Science or a Masters of Library and Information Science degree reported a concentration in archives or an archives-related area (Table 3.4.10).

Table 3.4.10. Major fields of study or concentrations identified by respondents holding a master of arts, master of science, or master of fine arts degree

| | Total number who identified major | % of total reporting majors |
|---|-----------------------------------|-----------------------------|
| Total reporting MLS/MLIS degrees | 2,214 | |
| Total identifying major/concentration | 1,952 | 100% |
| Number whose concentration was "archives" or archives-related, including: | | |
| Archives and records management | | |
| Archives and preservation | | |
| Archival enterprise | | |
| Archival management | | |
| Archival studies | | |
| Manuscripts | 984 | 50.4% |

Source questions: Q6a=5 (degree held = MLS/MLIS); Q8e (major/concentration)

Only 473 A*CENSUS respondents reported holding PhD degrees in any field, but nearly two-thirds of those were in history (Table 3.4.11). A total of 33 respondents reported holding a PhD in archives, underscoring the concerns raised in Yakel and Bastian’s special report on graduate education about an insufficient number of prospective faculty members to match the expanding demand for graduate archival education courses.²⁵

Table 3.4.11. Major fields of study or concentrations identified by respondents holding a PhD degree

| Major/concentration | Total number who identified major | % of total reporting majors |
|---------------------------------------|-----------------------------------|-----------------------------|
| Total reporting PhD degrees | 473 | |
| Total identifying major/concentration | 409 | 100% |
| History | 251 | 61.4% |
| Archives | 33 | 8.1% |

Source questions: Q6a=7 (degree held = PhD); Q8f (major/concentration)

Of A*CENSUS respondents, men were more likely to have a background in history, while women were more likely to come from a library and information science program (Table 3.4.12).

Table 3.4.12. Concentrations for degrees held, by gender

| Degrees/concentrations | All respondents n = 5,061 | Men n = 1,747 | Women n = 3,314 | Ratio of women to men |
|-------------------------|------------------------------|------------------|--------------------|-----------------------|
| Master’s (all) | 3,974 | 1296 | 2497 | 1.93 |
| History | 1,337 | 609 | 711 | 1.17 |
| MLS/MLIS | 1,817 | 526 | 1,270 | 2.41 |
| Archives concentration* | 1,063 | 327 | 720 | 2.20 |
| PhD | 473 | 242 | 204 | 0.84 |
| History | 229 | 150 | 75 | 0.50 |
| LIS/archives | 28 | 8 | 19 | 2.38 |

Source questions: Q6a (degrees held); Q8 (concentrations); Q2 (gender)

* The counts reported for “archives concentration” under master’s degree combine those that were part of a history or library degree, or both.

²⁵ The field of nursing is also imperiled because many nursing faculty members are retiring and there are not enough PhDs in training to replace them. The current and growing shortage of nurses in the U.S. is a result of the inability of nursing schools to find the faculty to teach them. Phil McPeck, “Big Shoes to Fill,” *NurseWeek* (July 2, 2001), <http://www.nurseweek.com/nursingstudents/part2.html>.

Newer entrants to the field are much more likely to hold an MLS/MLIS than an MA. The figures in Table 3.4.13 further illustrate the growing strength of the MLS/MLIS in preparing for archival work. The MLS seems to have overtaken the MA in history with the cohort entering the field in the early 1990s. Of A*CENSUS respondents, more than one-third of newer entrants to the profession had a concentration in archives, either within a history degree, a library degree, or both.

Table 3.4.13. Concentrations for degrees held, by year started first archival job

| Degrees/concentrations | All respondents | Before 1975 | 1975-1984 | 1985-1994 | 1995-2004 |
|-------------------------|-----------------|-------------|-----------|-----------|-----------|
| | n = 5,061 | n = 433 | n = 958 | n = 1,419 | n = 2,147 |
| Master's (all) | 3,974 | 320 | 757 | 1076 | 1580 |
| History | 1,337 | 162 | 386 | 426 | 442 |
| MLS/MLIS | 1,817 | 118 | 349 | 548 | 892 |
| Archives concentration* | 1,063 | 45 | 199 | 349 | 547 |
| Not specified | 1,681 | – | – | – | – |
| PhD | 473 | 79 | 142 | 103 | 108 |
| History | 229 | 53 | 91 | 52 | 45 |
| LIS/archives | 28 | 7 | 11 | 6 | 7 |
| Not specified | 64 | – | – | – | – |

Source questions: Q6a (degrees held); Q8 (concentrations); Q30 (year started first archival job)

* The counts reported for "archives concentration" under master's degree combine those that were part of a history or library degree, or both.

Individuals working in academic institutions are much more likely to hold a library-related master's degree than those in other employment settings (Table 3.4.14). In government agencies, MAs in history still predominate. The largest and best-paying archival repository in the United States is the National Archives. It is worth noting that, until recently, to qualify as a federal archivist in the 1420 occupational series, applicants were required to have college coursework that included at least 18 hours of American history or government but received no credit for coursework in archives, library, or information science, a provision that had been in place since 1965. These requirements obviously accommodated an MA in history better than an MLS. In 2006, however, the National Archives convinced the federal Office of Personnel Management to expand the education requirements to include archival science and other disciplines in the qualifying coursework. The education requirement now reads "Bachelor's

degree in archival science or bachelor’s with a major that includes 18 semester hours in archival science, history and/or in political science or government, and 12 semester hours in one or any combination of the following: archival science, history, American civilization, economics, political science, public administration, or government.”²⁶

Table 3.4.14. Concentrations for degrees held, by employer type

| | All respondents n = 5,008 | Academic institution n = 1,793 | Government agency n = 1,576 | Nonprofit organization n = 1,151 | For-profit organization n = 270 |
|-------------------------|------------------------------|-----------------------------------|--------------------------------|-------------------------------------|------------------------------------|
| Degrees held | | | | | |
| Master’s (all) | 3,696 | 1,507 | 1,043 | 841 | 156 |
| History | 1,337 | 501 | 508 | 287 | 49 |
| MLS/MLIS | 1,817 | 969 | 423 | 357 | 82 |
| Archives concentration* | 1,063 | 523 | 261 | 224 | 62 |
| Not specified | 1,681 | | | | |
| PhD | 437 | 230 | 115 | 64 | 10 |
| History | 229 | 107 | 87 | 31 | 6 |

Source questions: Q21 (employer type); Q6a (degrees held); Q8 (concentrations)

* The counts reported for “archives concentration” under master’s degree combine those that were part of a history or library degree, or both.

Recruiting and Hiring Criteria

Managers were asked to rank the importance of various qualifications when seeking to hire both entry-level (Table 3.4.15) and mid-level/senior archivists (Table 3.4.16).

²⁶ NARA Notice 2006-144, “Change in Federal Educational Requirement for Archivist Positions” (April 7, 2006). The new requirements took effect on March 31, 2006.

Table 3.4.15. Managers’ ranking of relative importance of certain qualifications when hiring full-time entry level archivists

| Qualification | Mean Rating for Each Employer Type | | | | |
|---|--|---------------------|-----------------------|----------------------|----------------------|
| | 1 = not at all effective <==> 7 = very effective | | | | |
| | All respondents n = 650 | Academic n = 251 | Government n = 230 | Nonprofit n = 123 | For-profit n = 30 |
| Other skills such as interpersonal and communications | 6.14 | 6.20 | 6.01 | 6.19 | 6.45 |
| References | 5.92 | 6.01 | 5.75 | 6.03 | 5.79 |
| Technical skills | 5.63 | 5.68 | 5.47 | 5.83 | 5.72 |
| Degrees held | 5.16 | 5.37 | 4.95 | 5.05 | 5.41 |
| Graduate archival courses | 5.05 | 5.32 | 4.80 | 5.09 | 5.00 |
| Postgraduate continuing education and training | 4.52 | 4.67 | 4.50 | 4.25 | 4.66 |
| Experience | 4.51 | 4.58 | 4.31 | 4.83 | 4.38 |
| Involvement in professional associations | 3.70 | 3.88 | 3.66 | 3.64 | 3.21 |
| Certification | 2.47 | 2.37 | 2.41 | 2.69 | 3.24 |

Source questions: Q21 (employer type); M17 (entry level archivist qualifications)

The most important qualifications cited by all managers were “other skills” which include technical and interpersonal skills. Their responses suggested that degrees are more important in academic and for-profit settings than in government jobs. Graduate archival courses were also an important consideration for academic employment. Archival certification was not very strong in any sector, but was more important to for-profit employers, perhaps because many for-profit employees operate in environments that also have embraced the value of the Certified Records Manager credential.

For mid-level and senior archivists, experience was the most important qualification for all employers except nonprofits, but interpersonal/communication, technical skills, and references were close behind (Table 3.4.16).

Table 3.4.16. Managers' ranking of relative importance of certain qualifications when hiring full-time mid-level or senior archivists

| Qualification | Mean Rating for Each Employer Type | | | | |
|---|------------------------------------|---------------------|-----------------------|----------------------|----------------------|
| | All respondents n = 654 | Academic n = 252 | Government n = 231 | Nonprofit n = 123 | For-profit n = 31 |
| Experience | 6.42 | 6.48 | 6.36 | 6.35 | 6.73 |
| Other skills such as interpersonal and communications | 6.38 | 6.46 | 6.25 | 6.39 | 6.71 |
| Technical skills | 5.97 | 5.93 | 5.94 | 6.03 | 6.30 |
| References | 5.92 | 5.96 | 4.84 | 4.98 | 4.80 |
| Degrees held | 5.15 | 5.25 | 4.91 | 5.28 | 5.47 |
| Graduate archival courses | 5.10 | 5.25 | 4.96 | 5.17 | 5.10 |
| Postgraduate continuing education and training | 5.04 | 5.25 | 4.87 | 4.83 | 5.27 |
| Involvement in professional associations | 4.47 | 4.89 | 4.13 | 4.46 | 3.90 |
| Certification | 3.00 | 2.69 | 3.08 | 3.45 | 3.60 |

Source questions: Q21 (employer type); M13 (mid-level or senior archivist qualifications)

5: Job Functions and Specializations

Job Functions

A*CENSUS respondents were asked to estimate the percentage of time they had spent on each of twelve functions during the previous year. The two dominant areas across all types of repositories were “arrangement and description” and “reference services and access” (Table 3.5.1). The amount of time for each of these functions was relatively lower in for-profit organizations, probably because most of them serve primarily in-house reference functions and usually do not have a lot of users from the general public.

Respondents also indicated that the “selection, appraisal, acquisition” functions command somewhat less time in governments and for-profits, but both of these are more likely to have strong records management tied to their archival programs so they do not have to continually deal with newly identified materials. Nearly one-quarter of for-profit employees were working on

“activities not directly related to archives,” more than any of their counterparts in other settings, especially government employees who were diverted to other activities only 15% of the time.

Table 3.5.1. Mean percentage of time spent on each function, by employer

| | All respondents | Academic institution | Govt agency | Nonprofit org | For-profit org |
|---|-----------------|----------------------|-------------|---------------|----------------|
| n = | 4,741 | 1,729 | 1,492 | 1,086 | 258 |
| Reference services and access | 19.9% | 18.9% | 22.7% | 18.9% | 16.9% |
| Activities not directly related to archives | 18.3% | 18.8% | 15.2% | 20.2% | 23.1% |
| Arrangement and description | 17.6% | 17.7% | 16.5% | 20.1% | 13.9% |
| Managing archival programs | 10.0% | 9.2% | 12.2% | 8.9% | 9.3% |
| Selection, appraisal, acquisition | 8.5% | 9.5% | 7.3% | 9.2% | 7.1% |
| Preservation and protection | 8.3% | 7.1% | 8.3% | 8.9% | 8.9% |
| Outreach, advocacy, or promotion | 6.5% | 7.4% | 6.3% | 6.1% | 4.7% |
| Other archives-related activities | 5.3% | 4.2% | 6.7% | 5.1% | 5.6% |
| Professional development | 4.0% | 4.7% | 3.5% | 3.8% | 3.1% |
| Consulting | 2.4% | 1.5% | 2.5% | 1.9% | 3.4% |
| Teaching archives-related courses | 1.2% | 1.9% | 0.9% | 0.7% | 0.2% |
| Seeking degree | 0.9% | 1.1% | 0.6% | 0.9% | 1.3% |

Source questions: Q21 (employer type); Q24a-24L (functions)

The two core archival functions that occupy the largest proportion of archivists’ time are “arrangement and description” (17.6%) and “reference services and access” (19.9%). Respondents also reported spending about the same amount of time (18.3%) on activities not directly related to archives (Table 3.5.1).

Job Specializations: With What Kinds of Records Do You Work?

Most of the A*CENSUS respondents worked with textual records (84%) and still images and graphic materials (71%) (Table 3.5.2). Only about one-third of the respondents worked with electronic records, although this varied by sector. Those working in for-profit settings were significantly more likely to work with electronic records and less likely to work with textual records than their counterparts elsewhere. It appears that government employees work with fewer nontextual records in general, but are about average for electronic records.

Table 3.5.2. Mean percentage of respondents who work with various types of records within each employer type

Shading indicates the rate is 50% or greater.

| | All respondents | Academic institution | Govt agency | Nonprofit org | For-profit org |
|-------------------------------------|-----------------|----------------------|-------------|---------------|----------------|
| n = | 4,633 | 1,671 | 1,455 | 1,075 | 230 |
| Textual records | 83.8% | 86.6% | 81.5% | 87.5% | 71.5% |
| Still images, graphic materials | 71.3% | 78.1% | 58.9% | 80.8% | 64.4% |
| Moving images | 40.3% | 49.5% | 26.9% | 43.8% | 50.0% |
| Sound recordings | 48.6% | 59.1% | 35.5% | 52.3% | 47.8% |
| Electronic records | 38.5% | 40.4% | 37.0% | 35.8% | 52.6% |
| Cartographic, architectural records | 42.8% | 42.9% | 44.5% | 45.4% | 24.8% |
| Other | 11.2% | 11.3% | 8.2% | 13.1% | 17.0% |

Source questions: Q21 (employer type); Q25 (types of records)

Tables 3.5.3 and 3.5.4 show differences between men and women for the types of records with which they work in each employment sector. It seems that men are more likely in general to work with nontextual records and this is especially true for electronic records. With fewer men coming into the field than ever before, the newer record types that rely heavily on technology will present staffing challenges in many ways.

Table 3.5.3. Mean percentage of male employees only who work with various types of records within each employer type

Shading indicates that rate is greater than 50%.

| | All respondents | Academic institution | Govt agency | Nonprofit org | For-profit org |
|-------------------------------------|-----------------|----------------------|-------------|---------------|----------------|
| n = | 1,639 | 575 | 606 | 318 | 84 |
| Textual records | 84.4% | 87.3% | 82.3% | 89.3% | 72.6% |
| Still images, graphic materials | 70.7% | 80.9% | 58.7% | 81.4% | 56.0% |
| Moving images | 45.0% | 56.9% | 30.0% | 52.8% | 57.1% |
| Sound recordings | 52.0% | 64.3% | 38.3% | 57.5% | 58.3% |
| Electronic records | 44.2% | 47.1% | 41.7% | 43.1% | 53.6% |
| Cartographic, architectural records | 46.9% | 49.7% | 47.4% | 50.0% | 23.8% |
| Other | 9.7% | 9.6% | 7.9% | 11.9% | 17.9% |

Source questions: Q21 (employer type); Q25 (types of records); Q2 (gender)

Table 3.5.4. Mean percentage of female employees only who work with various types of records within each employer type
Shading indicates that rate is greater than 50%.

| | All respondents | Academic institution | Govt agency | Nonprofit org | For-profit org |
|-------------------------------------|-----------------|----------------------|-------------|---------------|----------------|
| n = | 2994 | 1,096 | 849 | 757 | 146 |
| Textual records | 86.4% | 89.3% | 83.0% | 88.8% | 83.6% |
| Still images, graphic materials | 74.4% | 80.4% | 60.7% | 82.4% | 79.5% |
| Moving images | 39.1% | 47.7% | 25.1% | 41.3% | 51.4% |
| Sound recordings | 48.5% | 58.5% | 34.5% | 51.4% | 49.3% |
| Electronic records | 36.6% | 37.7% | 35.1% | 34.1% | 59.6% |
| Cartographic, architectural records | 42.5% | 41.2% | 43.6% | 45.4% | 30.8% |
| Other | 12.5% | 12.7% | 9.1% | 14.1% | 17.8% |

Source questions: Q21 (employer type); Q25 (types of records); Q2 (gender)

See also the analysis of the time spent by archival managers on core archival functions, management activities, and other functions as reported in questions M2a, M2b, and M2c (Part 3, Section 10, pp. 120-122).

6: Salaries

A*CENSUS respondents were asked to report their total salaries for FY2003. A total of 3,979 individuals provided salary data, or about 92.7% of the 4,291 respondents who reported that they were employed full-time. Respondents who said they worked part-time were asked to report total annual income in a separate question.

The mean salary in FY2003 for all A*CENSUS respondents was \$49,329, up from an average of \$40,876 (in 2003 dollars) in 1982.²⁷ For those identifying themselves as archivists and manuscript curators, the mean salary was \$46,544. The mean salary for managers responding to the A*CENSUS was \$57,387 (Table 3.6.1).

²⁷ The salary data in the tables presented in this section were calculated using “approximate means” as described in the A*CENSUS Technical Notes (see Appendix D). Note that the approximate mean for “all respondents” varies somewhat from table to table. This is a result of combining salary responses with other questions that may have received more or fewer responses depending on where they fell in the survey instrument.

Table 3.6.1. Approximate mean salaries, all respondents

| | All respondents | Men | Women |
|--|-----------------|----------|----------|
| n = | 3,817 | 1,408 | 2,372 |
| Mean age | 48.7 | 49.4 | 48.4 |
| Mean year started first archival job | 1990 | 1988 | 1991 |
| Approx mean salary, all respondents | \$49,329 | \$54,787 | \$46,151 |
| Approx mean salary, archivists/ms curators | \$46,544 | \$50,665 | \$43,947 |
| Approx mean salary, managers | \$57,387 | \$62,371 | \$52,850 |

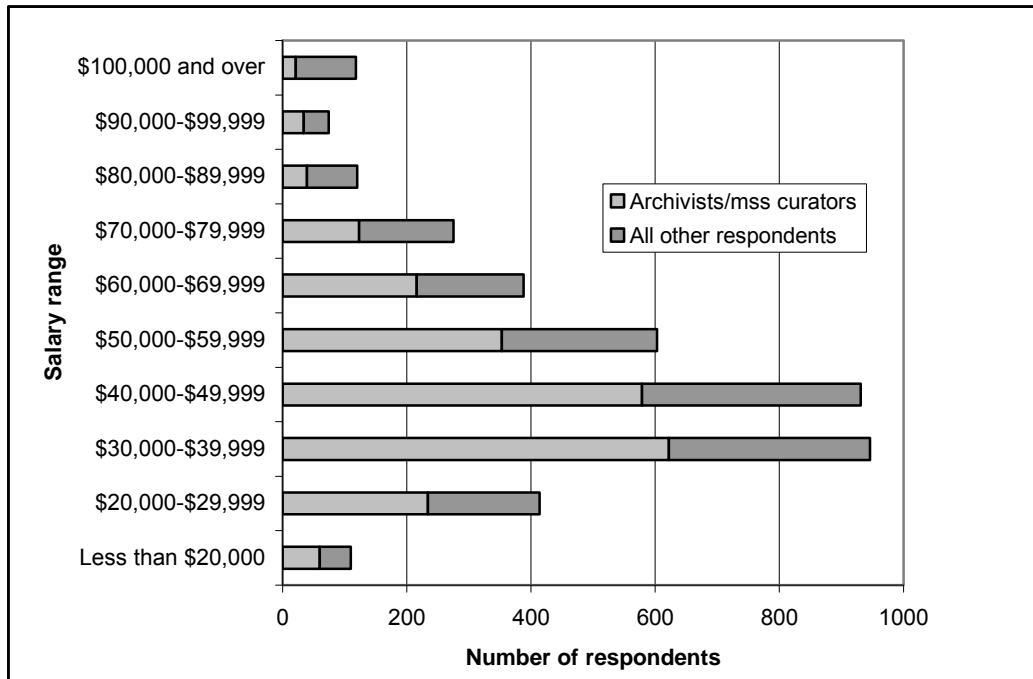
Source questions: Q1 (current position); Q2 (gender); Agefinal; Q30 (year started first archival job); Q34a (salary range); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

In May 2004, the U.S. Bureau of Labor Statistics (BLS) reported that archivists in the U.S. had an estimated mean wage of \$36,470.²⁸ The BLS estimate is significantly lower than the \$46,544 approximate mean calculated for the archivists and manuscript curators who responded to the A*CENSUS (Table 3.6.1). As noted in the discussion of Table 3.1.5, the relative number of entry-level archivists responding to the A*CENSUS may be low, so this may skew the figures higher than the actual national average for all archivists.

The approximate mean salary for all A*CENSUS respondents (\$49,329) was higher than that for archivists and manuscript curators alone because it included individuals in managerial positions and other occupations. Figure 3.6.1 shows the relative proportion of archivists to all respondents in each salary category.

²⁸ U.S. Department of Labor, Bureau of Labor Statistics, "National Occupational Employment and Wage Estimates: Education, Training, and Library Occupations," SOC Code 25-4011 (May 2004). http://www.bls.gov/oes/current/oes_25Ed.htm.

Figure 3.6.1. Salary ranges for all respondents and for individuals identifying themselves as archivists or manuscript curators



Source questions: Q1 (current position); Q34a (salary range)

A comparison of A*CENSUS salary data with data reported by David Bearman in 1982 shows overall progress (Table 3.6.2). Today’s practitioners are making more than their 1982 counterparts even when adjusted for inflation. Bearman calculated the spread between men’s and women’s salaries and found that that men were making an average of 25% more than women in 1982; in 2003 that differential had dropped to 15%, still not equitable but moving toward balance.

Table 3.6.2. Comparison of mean salaries*, Bearman (1982) and A*CENSUS (2003)

| | All | Men | Women | Ratio of men's to women's salaries |
|--|----------|----------|----------|------------------------------------|
| Mean salaries reported by Bearman, 1982 actual dollars | \$21,419 | \$23,746 | \$19,009 | |
| 1982 salaries in 2003 dollars ²⁹ | \$40,876 | \$45,317 | \$36,277 | 1.25 |
| A*CENSUS, all respondents* | \$49,315 | \$54,787 | \$46,151 | 1.18 |
| A*CENSUS, archivists and manuscript curators only* | \$46,544 | \$50,665 | \$43,947 | 1.15 |

Source questions: Q1 (current position); Q2 (gender); Q34a (salary ranges); Bearman (1982)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

The gender equity trend is heading in the right direction based on when respondents entered the field. Among those starting their first archival jobs within the last 5 years, men reported earning only 2% more than women (Table 3.6.3).

Table 3.6.3. Approximate mean salaries* by year in which respondents started first archival job, all respondents, men, and women

| Year started first archival job | All | | Men | | Women | | Ratio of men's to women's salaries |
|---------------------------------|-------|-------------|-------|-------------|-------|-------------|------------------------------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary | |
| All respondents | 3,948 | \$49,206 | 1,425 | \$54,574 | 2,378 | \$46,084 | 1.18 |
| Before 1970 | 89 | \$70,647 | 53 | \$77,941 | 34 | \$60,152 | 1.30 |
| 1970-1974 | 227 | \$66,849 | 128 | \$70,285 | 89 | \$62,784 | 1.12 |
| 1975-1979 | 386 | \$63,260 | 179 | \$68,663 | 195 | \$58,486 | 1.17 |
| 1980-1984 | 428 | \$56,884 | 189 | \$60,027 | 223 | \$54,455 | 1.10 |
| 1985-1989 | 548 | \$51,376 | 193 | \$54,462 | 331 | \$49,828 | 1.09 |
| 1990-1994 | 634 | \$47,155 | 221 | \$50,478 | 390 | \$45,214 | 1.12 |
| 1995-1999 | 873 | \$42,033 | 265 | \$43,834 | 571 | \$41,171 | 1.06 |
| 2000-2004 | 763 | \$38,179 | 196 | \$38,533 | 545 | \$37,889 | 1.02 |

Source questions: Q30 (year started first archival job); Q34a (salaries); Q2 (gender)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

²⁹ Calculated using a conversion rate of 2003 dollars divided by 0.524 taken from “Consumer Price Index (CPI) Conversion Factors 1800 to estimated 2015 to Convert to Dollars of 2003” developed by Robert C. Sahr, Political Science Department, Oregon State University (revised February 2, 2005).
http://oregonstate.edu/Dept/pol_sci/fac/sahr/cv2003.pdf.

Except among the very youngest respondents, salary equity between genders also was more balanced among younger workers, gradually growing more disparate with increasing age, with a big jump after age 60 (Table 3.6.4).

Table 3.6.4. Approximate mean* salaries, by age, all respondents, men, and women

| Age | All | | Men | | Women | | Ratio of men's to women's salaries |
|-----------------|-------|-------------|-------|-------------|-------|-------------|------------------------------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary | |
| All respondents | 3,785 | \$49,825 | 1,339 | \$55,302 | 2,232 | \$46,604 | 1.19 |
| 65 and over | 148 | \$38,280 | 34 | \$55,000 | 91 | \$32,033 | 1.72 |
| 60-64 | 242 | \$58,872 | 99 | \$71,061 | 126 | \$49,484 | 1.44 |
| 55-59 | 558 | \$57,835 | 237 | \$62,996 | 300 | \$53,767 | 1.17 |
| 50-54 | 746 | \$55,249 | 285 | \$60,175 | 417 | \$51,859 | 1.16 |
| 45-49 | 541 | \$51,610 | 198 | \$54,924 | 328 | \$49,680 | 1.11 |
| 40-44 | 451 | \$48,493 | 156 | \$50,673 | 276 | \$47,174 | 1.07 |
| 35-39 | 412 | \$44,738 | 156 | \$46,314 | 241 | \$43,714 | 1.06 |
| 30-34 | 396 | \$40,678 | 126 | \$41,746 | 264 | \$40,189 | 1.04 |
| 25-29 | 188 | \$35,714 | 37 | \$38,514 | 145 | \$35,000 | 1.10 |
| Under 25 | 39 | \$25,789 | 6 | \$18,333 | 31 | \$26,935 | 0.68 |

Source questions: Agefinal; Q34a (salaries); Q2 (gender)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

The gender equity related to salaries was better among for-profit employees than in any other sector (Table 3.6.5), but the differences among the various employer types were not very great.

Table 3.6.5. Approximate mean* salaries for all respondents and managers, by employer type

| Employer type | All | | Men | | Women | | Ratio of men's to women's salaries |
|----------------------|-------|-------------|-------|-------------|-------|-------------|------------------------------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary | |
| All respondents | 3,979 | \$49,315 | 1,408 | \$54,787 | 2,372 | \$46,151 | 1.19 |
| All managers | 1,542 | \$57,416 | 618 | \$63,228 | 858 | \$53,211 | 1.19 |
| Academic, all | 1,464 | \$48,756 | 496 | \$54,113 | 898 | \$45,573 | 1.19 |
| Academic, managers | 580 | \$57,233 | 234 | \$62,842 | 323 | \$53,111 | 1.18 |
| Government, all | 1,464 | \$52,732 | 561 | \$57,736 | 750 | \$49,447 | 1.17 |
| Govt, managers | 484 | \$61,860 | 223 | \$67,220 | 239 | \$57,552 | 1.17 |
| Nonprofit, all | 815 | \$42,037 | 257 | \$47,354 | 521 | \$39,395 | 1.20 |
| Nonprofit, managers | 345 | \$48,101 | 124 | \$53,145 | 209 | \$44,952 | 1.18 |
| For-profit, all | 203 | \$61,256 | 65 | \$65,077 | 119 | \$58,487 | 1.11 |
| For-profit, managers | 97 | \$69,742 | 30 | \$75,500 | 59 | \$65,763 | 1.15 |

Source questions: Q21 (employer type); Q34a (salaries); Q2 (gender); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Mean Salaries among Regions by Gender

Archival salaries tend to mirror broad cost-of-living differences among various regions of the country. However, the highest approximate mean salaries were reported in the South Mid-Atlantic states, which include Maryland, Delaware, and the District of Columbia, because so many high paying federal jobs can be found in this region. Overall, archival salaries appear to be lower across the South than in other parts of the country (Table 3.6.6).

There is disparity from region-to-region regarding the equity of pay between men and women. In the A*CENSUS, the greatest spread was in the Midwest, especially the Plains states, where men reported earning an average of 29% more than women. In the Pacific and Southwest states, however, the spread was only 11% and in New England it was 12%.

Table 3.6.6. Approximate mean* salaries, by region and gender

| Region** | All respondents | | Men | | Women | | Ratio of men's to women's salaries |
|--------------------|-----------------|-------------|-------|-------------|-------|-------------|------------------------------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary | |
| New England | 349 | \$49,556 | 107 | \$53,318 | 238 | \$47,731 | 1.12 |
| Mid-Atlantic, all | 979 | \$56,517 | 391 | \$63,043 | 578 | \$52,215 | 1.15 |
| North Mid-Atlantic | 548 | \$50,575 | 197 | \$56,421 | 345 | \$47,188 | 1.20 |
| South Mid-Atlantic | 431 | \$64,072 | 194 | \$69,768 | 233 | \$59,657 | 1.17 |
| South Atlantic | 429 | \$43,019 | 142 | \$47,077 | 285 | \$41,053 | 1.15 |
| South Central | 281 | \$41,868 | 116 | \$46,638 | 164 | \$38,537 | 1.21 |
| Midwest, all | 818 | \$46,296 | 292 | \$52,979 | 518 | \$42,587 | 1.24 |
| Great Lakes | 570 | \$47,632 | 197 | \$54,391 | 368 | \$44,076 | 1.23 |
| Plains | 248 | \$43,226 | 95 | \$50,053 | 150 | \$38,933 | 1.29 |
| Mountain | 168 | \$46,815 | 73 | \$53,082 | 91 | \$42,308 | 1.25 |
| Southwest | 282 | \$43,901 | 99 | \$47,121 | 178 | \$42,360 | 1.11 |
| Pacific | 360 | \$55,403 | 131 | \$59,046 | 226 | \$53,186 | 1.11 |
| Northwest | 137 | \$48,905 | 53 | \$53,019 | 84 | \$46,310 | 1.14 |
| All respondents | 3,803 | \$49,329 | 1,408 | \$54,787 | 2,372 | \$46,151 | 1.19 |

Source questions: Q30 (year started first archival job); Q34a (salaries); Q2 (gender)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

** See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Mean Salaries among Regions by Position

The following four tables show approximate mean salaries within each region for each of the eight archival positions specified in Q27 (see Table 3.1.4).³⁰ The lowest starting salaries were reported in the Southwest and Plains states, but the cost of living differential was less apparent in the lowest level jobs (Tables 3.6.7a-3.6.7b).

By the time archivists reach the “senior level” the Plains is still lagging and the South Atlantic is close behind, while the salaries in the Southwest have improved a little relative to the other regions (Table 3.6.7c).

The impact of relatively high paying federal jobs in the Lower Mid-Atlantic is especially evident among senior-level archivists, supervisors, and managers (Table 3.6.7d).

³⁰ See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Table 3.6.7a. Approximate mean* salaries, by region and type of position

| Region** | All respondents | | Assistant Archivists | | Assistant Archivists – Technical | |
|--------------------|-----------------|-------------|----------------------|-------------|----------------------------------|-------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary |
| New England | 406 | \$49,365 | 16 | \$31,875 | 4 | \$37,500 |
| Upper Mid-Atlantic | 362 | \$50,632 | 22 | \$28,636 | 3 | \$25,000 |
| Lower Mid-Atlantic | 570 | \$63,687 | 13 | \$30,385 | 6 | \$46,667 |
| South Atlantic | 453 | \$43,217 | 11 | \$30,455 | 5 | \$31,000 |
| Great Lakes | 443 | \$47,517 | 20 | \$33,250 | 7 | \$27,857 |
| Plains | 592 | \$43,392 | 2 | \$25,000 | 1 | \$45,000 |
| South Central | 255 | \$41,801 | 8 | \$30,000 | 3 | \$21,667 |
| Mountain | 297 | \$45,172 | 4 | \$35,000 | 3 | \$25,000 |
| Southwest | 174 | \$43,763 | 7 | \$23,571 | 4 | \$22,500 |
| West | 291 | \$69,629 | 22 | \$35,000 | 3 | \$28,333 |
| Northwest | 142 | \$57,958 | 4 | \$32,500 | 1 | \$45,000 |
| All respondents | 3,979 | \$49,315 | 130 | \$31,038 | 40 | \$31,250 |

Source questions: Q4 (state in which employed); Q27 (archival positions); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

** See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Table 3.6.7b. Approximate mean* salaries, by region and type of position

| Region** | All respondents | | Associate Archivists | | Associate Archivists – Technical | |
|--------------------|-----------------|-------------|----------------------|-------------|----------------------------------|-------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary |
| New England | 406 | \$49,365 | 64 | \$40,000 | 6 | \$43,333 |
| Upper Mid-Atlantic | 362 | \$50,632 | 99 | \$40,051 | 9 | \$42,778 |
| Lower Mid-Atlantic | 570 | \$63,687 | 68 | \$48,676 | 19 | \$56,579 |
| South Atlantic | 453 | \$43,217 | 69 | \$32,971 | 7 | \$39,286 |
| Great Lakes | 443 | \$47,517 | 90 | \$37,778 | 12 | \$40,000 |
| Plains | 592 | \$43,392 | 50 | \$33,400 | 4 | \$47,500 |
| South Central | 255 | \$41,801 | 51 | \$32,647 | 7 | \$36,429 |
| Mountain | 297 | \$45,172 | 33 | \$38,333 | 3 | \$28,333 |
| Southwest | 174 | \$43,763 | 45 | \$34,778 | 7 | \$32,143 |
| West | 291 | \$69,629 | 67 | \$44,701 | 8 | \$41,250 |
| Northwest | 142 | \$57,958 | 19 | \$48,158 | 2 | \$55,000 |
| All respondents | 3,979 | \$49,315 | 658 | \$38,860 | 84 | \$43,452 |

Source questions: Q4 (state in which employed); Q27 (archival positions); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

** See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Table 3.6.7c. Approximate mean* salaries, by region and type of position

| Region** | All respondents | | Senior Archivists | | Senior Archivists – Technical | |
|--------------------|-----------------|-------------|-------------------|-------------|-------------------------------|-------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary |
| New England | 406 | \$49,365 | 76 | \$46,053 | 31 | \$49,839 |
| Upper Mid-Atlantic | 362 | \$50,632 | 119 | \$47,479 | 32 | \$53,125 |
| Lower Mid-Atlantic | 570 | \$63,687 | 122 | \$65,041 | 54 | \$69,444 |
| South Atlantic | 453 | \$43,217 | 88 | \$38,295 | 33 | \$38,636 |
| Great Lakes | 443 | \$47,517 | 109 | \$43,532 | 48 | \$46,667 |
| Plains | 592 | \$43,392 | 62 | \$37,258 | 17 | \$44,412 |
| South Central | 255 | \$41,801 | 51 | \$41,863 | 19 | \$36,053 |
| Mountain | 297 | \$45,172 | 33 | \$47,424 | 10 | \$39,000 |
| Southwest | 174 | \$43,763 | 51 | \$41,078 | 20 | \$43,500 |
| West | 291 | \$69,629 | 63 | \$53,571 | 33 | \$48,636 |
| Northwest | 142 | \$57,958 | 34 | \$55,000 | 10 | \$63,000 |
| All respondents | 3,979 | \$49,315 | 808 | \$47,302 | 308 | \$50,065 |

Source questions: Q4 (state in which employed); Q27 (archival positions); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

** See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Table 3.6.7d. Approximate mean* salaries, by region and type of position

| Region** | All respondents | | Supervisors | | Managers | |
|--------------------|-----------------|-------------|-------------|-------------|----------|-------------|
| | Count | Mean salary | Count | Mean salary | Count | Mean salary |
| New England | 406 | \$49,365 | 13 | \$55,769 | 100 | \$59,950 |
| Upper Mid-Atlantic | 362 | \$50,632 | 36 | \$53,611 | 163 | \$61,626 |
| Lower Mid-Atlantic | 570 | \$63,687 | 16 | \$75,313 | 98 | \$77,551 |
| South Atlantic | 453 | \$43,217 | 24 | \$46,458 | 139 | \$52,698 |
| Great Lakes | 443 | \$47,517 | 21 | \$50,714 | 193 | \$55,777 |
| Plains | 592 | \$43,392 | 19 | \$47,368 | 70 | \$55,071 |
| South Central | 255 | \$41,801 | 30 | \$45,000 | 86 | \$50,349 |
| Mountain | 297 | \$45,172 | 11 | \$45,909 | 55 | \$53,369 |
| Southwest | 174 | \$43,763 | 13 | \$45,000 | 101 | \$52,376 |
| West | 291 | \$69,629 | 15 | \$63,333 | 106 | \$66,557 |
| Northwest | 142 | \$57,958 | 7 | \$62,143 | 39 | \$66,538 |
| All respondents | 3,979 | \$49,315 | 207 | \$52,246 | 1157 | \$58,734 |

Source questions: Q4 (state in which employed); Q27 (archival positions); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

** See Tables 3.1.3a-3.1.3d for a breakdown of states assigned to each region.

Table 3.6.8. Overview, by state, of total number of respondents, ages, and approximate mean* salaries

| State | n = | Mean* age | Approx mean* salary |
|----------------------|-----|-----------|---------------------|
| Alabama | 55 | 49.7 | \$44,545 |
| Alaska | 24 | 50.6 | \$48,958 |
| American Samoa | 3 | 47.5 | \$38,333 |
| Arizona | 48 | 47.3 | \$43,021 |
| Arkansas | 17 | 52.6 | \$46,765 |
| California | 333 | 46.3 | \$56,381 |
| Colorado | 62 | 48.9 | \$47,742 |
| Connecticut | 67 | 48.9 | \$53,582 |
| Delaware | 26 | 47.8 | \$47,500 |
| District of Columbia | 184 | 49.3 | \$68,043 |
| Florida | 72 | 52.8 | \$41,250 |
| Georgia | 100 | 46.3 | \$48,800 |
| Hawaii | 20 | 53.2 | \$50,500 |
| Idaho | 11 | 52.1 | \$41,364 |
| Illinois | 155 | 49.1 | \$48,613 |
| Indiana | 55 | 49.8 | \$42,545 |
| Iowa | 35 | 50.1 | \$47,429 |
| Kansas | 42 | 51.5 | \$45,595 |
| Kentucky | 66 | 50.0 | \$41,591 |
| Louisiana | 55 | 49.7 | \$44,091 |
| Maine | 16 | 55.8 | \$37,500 |
| Maryland | 231 | 46.5 | \$63,528 |
| Massachusetts | 214 | 47.3 | \$49,977 |
| Michigan | 97 | 48.1 | \$50,979 |
| Minnesota | 56 | 49.5 | \$46,964 |
| Mississippi | 42 | 46.3 | \$35,952 |
| Missouri | 139 | 49.3 | \$41,978 |

| State | n = | Mean* age | Approx mean* salary |
|----------------|--------------|-------------|---------------------|
| Montana | 15 | 52.7 | \$37,000 |
| Nebraska | 18 | 48.4 | \$39,444 |
| Nevada | 22 | 51.3 | \$52,273 |
| New Hampshire | 21 | 51.7 | \$44,048 |
| New Jersey | 60 | 47.6 | \$53,750 |
| New Mexico | 28 | 48.9 | \$40,179 |
| New York | 349 | 49.2 | \$52,550 |
| North Carolina | 95 | 45.8 | \$43,000 |
| North Dakota | 9 | 46.4 | \$46,111 |
| Ohio | 140 | 49.7 | \$47,857 |
| Oklahoma | 27 | 53.3 | \$35,000 |
| Oregon | 37 | 48.1 | \$43,108 |
| Pennsylvania | 161 | 48.1 | \$45,311 |
| Puerto Rico | 3 | 30.9 | \$35,000 |
| Rhode Island | 30 | 51.7 | \$48,667 |
| South Carolina | 75 | 47.6 | \$37,333 |
| South Dakota | 12 | 47.3 | \$44,167 |
| Tennessee | 62 | 48.7 | \$40,161 |
| Texas | 188 | 50.5 | \$45,745 |
| Utah | 50 | 49.9 | \$49,000 |
| Vermont | 14 | 48.4 | \$42,857 |
| Virginia | 98 | 45.1 | \$43,929 |
| Washington | 81 | 47.0 | \$51,173 |
| West Virginia | 12 | 55.0 | \$35,000 |
| Wisconsin | 89 | 51.3 | \$44,719 |
| Wyoming | 36 | 46.6 | \$40,000 |
| Total | 3,957 | 48.7 | \$49,253 |

Source questions: Q4 (state in which employed); Agefinal; Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.9a. Overview, by state, of men, women, archivists/manuscript curators, and managers and their approximate mean* salaries

| State | Men | | Women | | Archivists and manuscript curators | | Managers | |
|------------------|---------------------|-----|---------------------|-----|------------------------------------|-----|---------------------|-----|
| | Approx mean* salary | n = | Approx mean* salary | n = | Approx mean* salary | n = | Approx mean* salary | n = |
| Alabama | \$52,500 | 22 | \$39,138 | 29 | \$43,971 | 34 | \$51,111 | 27 |
| Alaska | \$62,500 | 10 | \$39,286 | 15 | \$45,714 | 14 | \$63,333 | 9 |
| Amer Samoa | \$25,000 | 1 | \$25,000 | 1 | N/A | 0 | \$25,000 | 2 |
| Arizona | \$41,000 | 15 | \$45,172 | 30 | \$40,909 | 22 | \$54,737 | 19 |
| Arkansas | \$52,500 | 8 | \$40,000 | 8 | \$47,308 | 13 | \$52,500 | 9 |
| California | \$59,261 | 115 | \$54,055 | 206 | \$52,430 | 185 | \$67,197 | 140 |
| Colorado | \$46,000 | 20 | \$47,647 | 34 | \$45,000 | 34 | \$55,370 | 28 |
| Connecticut | \$62,778 | 18 | \$49,778 | 49 | \$53,404 | 50 | \$65,870 | 24 |
| Delaware | \$46,000 | 10 | \$45,357 | 14 | \$39,375 | 16 | \$61,250 | 8 |
| Dist of Columbia | \$75,985 | 66 | \$64,722 | 113 | \$64,910 | 117 | \$79,052 | 62 |
| Florida | \$44,091 | 22 | \$39,898 | 51 | \$38,143 | 36 | \$48,333 | 31 |
| Georgia | \$55,217 | 23 | \$46,883 | 77 | \$48,113 | 53 | \$55,851 | 47 |
| Hawaii | \$57,857 | 7 | \$46,538 | 15 | \$47,000 | 11 | \$53,182 | 12 |
| Idaho | \$42,143 | 7 | \$38,333 | 3 | \$40,714 | 7 | \$46,667 | 6 |
| Illinois | \$56,538 | 52 | \$44,794 | 101 | \$45,800 | 102 | \$55,156 | 67 |
| Indiana | \$51,739 | 23 | \$36,379 | 30 | \$42,667 | 31 | \$47,857 | 21 |
| Iowa | \$55,417 | 12 | \$43,095 | 21 | \$45,800 | 25 | \$58,929 | 14 |
| Kansas | \$49,474 | 19 | \$41,190 | 21 | \$42,727 | 22 | \$55,250 | 20 |
| Kentucky | \$45,893 | 28 | \$36,875 | 35 | \$37,927 | 45 | \$51,852 | 31 |
| Louisiana | \$48,000 | 20 | \$42,576 | 37 | \$39,615 | 30 | \$51,923 | 28 |
| Maine | \$41,000 | 5 | \$35,909 | 13 | \$37,222 | 11 | \$37,000 | 5 |
| Maryland | \$69,000 | 115 | \$58,398 | 106 | \$61,581 | 140 | \$74,741 | 61 |
| Massachusetts | \$53,148 | 54 | \$49,252 | 151 | \$47,878 | 140 | \$59,805 | 79 |
| Michigan | \$55,588 | 34 | \$49,561 | 59 | \$45,192 | 54 | \$59,000 | 41 |
| Minnesota | \$56,875 | 16 | \$43,108 | 39 | \$45,833 | 38 | \$54,000 | 21 |
| Mississippi | \$36,429 | 14 | \$35,800 | 30 | \$32,059 | 20 | \$47,000 | 17 |
| Missouri | \$48,617 | 47 | \$38,103 | 92 | \$37,632 | 80 | \$51,875 | 50 |
| Montana | \$55,000 | 1 | \$35,714 | 14 | \$38,333 | 6 | \$40,000 | 6 |

Table 3.6.9b. Overview, by state, of men, women, archivists/manuscript curators, and managers and their approximate mean* salaries

| State | Men | | Women | | Archivists and manuscript curators | | Managers | |
|----------------|---------------------|--------------|---------------------|--------------|------------------------------------|--------------|---------------------|--------------|
| | Approx mean* salary | n = | Approx mean* salary | n = | Approx mean* salary | n = | Approx mean* salary | n = |
| Nebraska | \$43,000 | 5 | \$38,333 | 12 | \$39,286 | 7 | \$47,000 | 5 |
| Nevada | \$61,250 | 8 | \$47,727 | 12 | \$45,000 | 7 | \$57,727 | 11 |
| New Hampshire | \$48,077 | 13 | \$37,500 | 10 | \$43,750 | 9 | \$55,000 | 9 |
| New Jersey | \$58,750 | 24 | \$49,853 | 36 | \$55,667 | 32 | \$66,731 | 27 |
| New Mexico | \$54,000 | 5 | \$37,857 | 23 | \$32,692 | 14 | \$47,917 | 13 |
| New York | \$58,547 | 117 | \$49,233 | 231 | \$48,774 | 222 | \$62,538 | 142 |
| North Carolina | \$48,939 | 33 | \$38,793 | 59 | \$41,250 | 65 | \$54,444 | 36 |
| North Dakota | \$47,857 | 7 | \$40,000 | 2 | \$39,000 | 5 | \$57,000 | 5 |
| Ohio | \$54,167 | 42 | \$44,076 | 99 | \$41,772 | 83 | \$55,089 | 58 |
| Oklahoma | \$40,714 | 7 | \$32,222 | 18 | \$35,714 | 15 | \$38,077 | 14 |
| Oregon | \$45,625 | 16 | \$41,500 | 21 | \$40,455 | 22 | \$45,000 | 13 |
| Pennsylvania | \$50,982 | 56 | \$41,667 | 102 | \$41,893 | 109 | \$51,642 | 74 |
| Puerto Rico | \$30,000 | 2 | N/A | 0 | \$25,000 | 1 | \$35,000 | 1 |
| Rhode Island | \$52,273 | 11 | \$46,579 | 19 | \$42,692 | 14 | \$65,000 | 9 |
| South Carolina | \$41,806 | 36 | \$33,108 | 39 | \$33,537 | 43 | \$42,969 | 35 |
| South Dakota | \$63,000 | 5 | \$30,714 | 7 | \$41,364 | 11 | \$48,333 | 6 |
| Tennessee | \$45,000 | 24 | \$37,432 | 38 | \$37,353 | 36 | \$46,739 | 23 |
| Texas | \$48,542 | 72 | \$44,136 | 117 | \$42,182 | 117 | \$52,711 | 89 |
| Utah | \$54,355 | 31 | \$40,000 | 16 | \$49,333 | 31 | \$53,571 | 22 |
| Vermont | \$50,000 | 6 | \$37,500 | 8 | \$42,778 | 9 | \$48,333 | 6 |
| Virginia | \$48,654 | 26 | \$41,563 | 67 | \$39,545 | 69 | \$53,472 | 38 |
| Washington | \$53,889 | 27 | \$50,200 | 50 | \$50,952 | 42 | \$59,063 | 32 |
| West Virginia | \$41,667 | 3 | \$32,500 | 8 | \$33,000 | 5 | \$45,000 | 4 |
| Wisconsin | \$50,333 | 30 | \$41,875 | 59 | \$39,889 | 49 | \$53,056 | 36 |
| Wyoming | \$48,000 | 10 | \$37,609 | 24 | \$37,500 | 18 | \$48,333 | 17 |
| Total | \$54,689 | 1,400 | \$46,086 | 2,471 | \$46,457 | 2,371 | \$57,353 | 1,610 |

Source questions: Q4 (state in which employed); Q34a (salaries); Q2 (gender); A1 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Tables 3.6.10a-3.6.10e provide a more detailed breakdown of salary data by region and position in five broad regions of the United States.

Table 3.6.10a. Approximate mean* salaries according to position, employment sector, and region for New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|--------------------------------|-------------|--|---------------------|---------------------------------|---------------------|---------------------------------|------------------|------------------------------|
| | | All respondents | Assistant Archivist | Assistant Archivist - Technical | Associate Archivist | Associate Archivist - Technical | Senior Archivist | Senior Archivist - Technical |
| All respondents in New England | mean salary | \$49,365 | \$31,875 | \$37,500 | \$40,000 | \$43,333 | \$46,053 | \$49,839 |
| | n = | 362 | 16 | 4 | 64 | 6 | 76 | 31 |
| Academic | mean salary | \$53,016 | \$33,182 | \$35,000 | \$43,387 | \$45,000 | \$50,385 | \$52,333 |
| | n = | 184 | 11 | 1 | 31 | 1 | 39 | 15 |
| Government | mean salary | \$50,068 | \$30,000 | \$45,000 | \$41,667 | \$45,000 | \$51,429 | \$50,000 |
| | n = | 73 | 2 | 2 | 15 | 3 | 14 | 8 |
| Nonprofit | mean salary | \$41,750 | \$28,333 | \$25,000 | \$32,692 | \$55,000 | \$35,000 | \$39,000 |
| | n = | 80 | 3 | 1 | 13 | 1 | 18 | 5 |
| For-profit | mean salary | \$51,875 | | | \$45,000 | | \$45,000 | \$45,000 |
| | n = | 8 | 0 | 0 | 1 | 0 | 2 | 1 |

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|--------------------------------|-------------|--|-------------|----------|----------------------|--------------------------------------|----------------------------|--|
| | | All respondents | Super-visor | Manager | Archives Consul-tant | Some other archives-related position | Rather not say / no answer | |
| All respondents in New England | mean salary | \$49,365 | \$55,769 | \$59,950 | \$45,000 | \$50,667 | \$52,500 | |
| | n = | 362 | 13 | 100 | 3 | 45 | 4 | |
| Academic | mean salary | \$53,016 | \$55,000 | \$65,000 | | \$51,905 | \$52,500 | |
| | n = | 184 | 5 | 56 | 0 | 21 | 4 | |
| Government | mean salary | \$50,068 | \$60,000 | \$61,000 | | \$47,000 | | |
| | n = | 73 | 4 | 15 | 0 | 10 | 0 | |
| Nonprofit | mean salary | \$41,750 | \$58,333 | \$46,250 | | \$53,333 | | |
| | n = | 80 | 3 | 24 | 0 | 12 | 0 | |
| For-profit | mean salary | \$51,875 | \$35,000 | \$82,500 | | \$35,000 | | |
| | n = | 8 | 1 | 2 | 0 | 1 | 0 | |

Source questions: Q4 (state in which employed); Q34a (salaries); Q27 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.10b. Approximate mean* salaries according to position, employment sector, and region for the Mid-Atlantic (Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, West Virginia)

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|-------------------------------------|-------------|--|---------------------|---------------------------------|---------------------|---------------------------------|------------------|------------------------------|
| | | All respondents | Assistant Archivist | Assistant Archivist - Technical | Associate Archivist | Associate Archivist - Technical | Senior Archivist | Senior Archivist - Technical |
| All respondents in the Mid-Atlantic | mean salary | \$56,413 | \$29,286 | \$39,444 | \$43,563 | \$52,143 | \$56,369 | \$63,372 |
| | n = | 1,023 | 35 | 9 | 167 | 28 | 241 | 86 |
| Academic | mean salary | \$51,406 | \$29,444 | \$35,000 | \$39,000 | \$41,000 | \$46,833 | \$47,778 |
| | n = | 256 | 9 | 2 | 40 | 5 | 60 | 18 |
| Government | mean salary | \$65,964 | \$28,000 | \$52,500 | \$50,441 | \$58,889 | \$69,234 | \$71,250 |
| | n = | 441 | 10 | 4 | 68 | 18 | 111 | 56 |
| Nonprofit | mean salary | \$43,621 | \$31,000 | \$30,000 | \$35,000 | \$35,000 | \$41,038 | \$43,750 |
| | n = | 232 | 10 | 2 | 44 | 3 | 53 | 8 |
| For-profit | mean salary | \$58,214 | \$35,000 | \$15,000 | \$47,000 | \$45,000 | \$57,222 | \$85,000 |
| | n = | 56 | 3 | 1 | 10 | 2 | 9 | 2 |

| Employment Sector | | Which of the following best describes your current position? | | | | | |
|-------------------------------------|-------------|--|-------------|----------|----------------------|--------------------------------------|----------------------------|
| | | All respondents | Super-visor | Manager | Archives Consul-tant | Some other archives-related position | Rather not say / no answer |
| All respondents in the Mid-Atlantic | mean salary | \$56,413 | \$60,288 | \$67,605 | \$58,214 | \$53,458 | \$54,130 |
| | n = | 1,023 | 52 | 261 | 14 | 107 | 23 |
| Academic | mean salary | \$51,406 | \$51,000 | \$61,972 | \$53,750 | \$63,387 | \$50,000 |
| | n = | 256 | 10 | 71 | 4 | 31 | 6 |
| Government | mean salary | \$65,964 | \$70,400 | \$80,435 | \$55,000 | \$56,354 | \$65,714 |
| | n = | 441 | 25 | 92 | 2 | 48 | 7 |
| Nonprofit | mean salary | \$43,621 | \$50,714 | \$53,816 | \$55,000 | \$34,444 | \$35,000 |
| | n = | 232 | 14 | 76 | 1 | 18 | 3 |
| For-profit | mean salary | \$58,214 | \$55,000 | \$75,357 | \$97,500 | \$46,667 | \$51,000 |
| | n = | 56 | 2 | 14 | 2 | 6 | 5 |

Source questions: Q4 (state in which employed); Q34a (salaries); Q27 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.10c. Approximate mean* salaries according to position, employment sector, and region for the South (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia)

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|-------------------------------------|--------------------|--|---------------------|---------------------------------|---------------------|---------------------------------|------------------|------------------------------|
| | | All respondents | Assistant Archivist | Assistant Archivist - Technical | Associate Archivist | Associate Archivist - Technical | Senior Archivist | Senior Archivist - Technical |
| Academic | mean salary | \$44,475 | \$33,000 | \$27,500 | \$34,623 | \$39,000 | \$42,231 | \$35,000 |
| | n = | 305 | 5 | 4 | 53 | 5 | 65 | 12 |
| Government | mean salary | \$41,572 | \$26,111 | \$25,000 | \$31,481 | \$38,750 | \$38,774 | \$39,667 |
| | n = | 299 | 9 | 3 | 54 | 8 | 53 | 30 |
| Nonprofit | mean salary | \$37,233 | \$35,000 | \$35,000 | \$30,556 | \$25,000 | \$31,471 | \$32,778 |
| | n = | 103 | 4 | 1 | 9 | 1 | 17 | 9 |
| For-profit | mean salary | \$56,957 | \$35,000 | | \$35,000 | | \$41,667 | \$55,000 |
| | n = | 23 | 1 | 0 | 1 | 0 | 3 | 1 |
| All respondents in the South | mean salary | \$42,649 | \$30,263 | \$27,500 | \$32,833 | \$37,857 | \$39,604 | \$37,692 |
| | n = | 740 | 19 | 8 | 120 | 14 | 139 | 52 |

| Employment Sector | | Which of the following best describes your current position? | | | | | |
|-------------------------------------|--------------------|--|-----------------|-----------------|----------------------|--------------------------------------|----------------------------|
| | | All respondents | Super-visor | Manager | Archives Consul-tant | Some other archives-related position | Rather not say / no answer |
| Academic | mean salary | \$44,475 | \$43,636 | \$53,297 | \$95,000 | \$45,263 | \$52,222 |
| | n = | 305 | 22 | 91 | 1 | 38 | 9 |
| Government | mean salary | \$41,572 | \$45,741 | \$52,716 | | \$41,429 | \$33,333 |
| | n = | 299 | 27 | 81 | 0 | 28 | 6 |
| Nonprofit | mean salary | \$37,233 | \$40,000 | \$42,297 | \$35,000 | \$39,706 | \$31,667 |
| | n = | 103 | 4 | 37 | 1 | 17 | 3 |
| For-profit | mean salary | \$56,957 | \$110,000 | \$66,667 | | \$37,500 | |
| | n = | 23 | 1 | 12 | 0 | 4 | 0 |
| All respondents in the South | mean salary | \$42,649 | \$45,648 | \$51,800 | \$61,667 | \$42,727 | \$42,500 |
| | n = | 740 | 54 | 225 | 3 | 88 | 18 |

Source questions: Q4 (state in which employed); Q34a (salaries); Q27 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.10d. Approximate mean* salaries according to position, employment sector, and region for the Midwest (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|---------------------------------------|-------------|--|---------------------|---------------------------------|---------------------|---------------------------------|------------------|------------------------------|
| | | All respondents | Assistant Archivist | Assistant Archivist - Technical | Associate Archivist | Associate Archivist - Technical | Senior Archivist | Senior Archivist - Technical |
| Academic | mean salary | \$46,563 | \$32,778 | \$30,000 | \$33,621 | \$45,000 | \$44,420 | \$50,000 |
| | n = | 336 | 9 | 2 | 58 | 5 | 69 | 14 |
| Government | mean salary | \$47,512 | \$25,000 | \$35,000 | \$38,415 | \$43,571 | \$43,333 | \$47,667 |
| | n = | 213 | 4 | 2 | 41 | 7 | 36 | 30 |
| Nonprofit | mean salary | \$40,023 | \$35,556 | \$21,667 | \$34,706 | \$28,333 | \$31,939 | \$41,000 |
| | n = | 222 | 9 | 3 | 34 | 3 | 49 | 15 |
| For-profit | mean salary | \$65,370 | | | \$53,000 | | \$51,667 | \$48,333 |
| | n = | 54 | 0 | 0 | 5 | 0 | 15 | 3 |
| All respondents in the Midwest | mean salary | \$46,275 | \$32,500 | \$30,000 | \$36,214 | \$41,875 | \$41,257 | \$46,077 |
| | n = | 847 | 22 | 8 | 140 | 16 | 171 | 65 |

| Employment Sector | | Which of the following best describes your current position? | | | | | |
|---------------------------------------|-------------|--|-----------------|-----------------|---------------------|--------------------------------------|----------------------------|
| | | All respondents | Supervisor | Manager | Archives Consultant | Some other archives-related position | Rather not say / no answer |
| Academic | mean salary | \$46,563 | \$49,667 | \$55,321 | \$25,000 | \$49,048 | \$42,273 |
| | n = | 336 | 15 | 109 | 2 | 42 | 11 |
| Government | mean salary | \$47,512 | \$50,938 | \$58,039 | \$35,000 | \$50,000 | \$60,000 |
| | n = | 213 | 16 | 51 | 1 | 23 | 2 |
| Nonprofit | mean salary | \$40,023 | \$46,250 | \$48,194 | \$35,000 | \$41,667 | \$47,000 |
| | n = | 222 | 8 | 72 | 3 | 21 | 5 |
| For-profit | mean salary | \$65,370 | | \$75,208 | \$85,000 | \$71,250 | |
| | n = | 54 | 0 | 24 | 3 | 4 | 0 |
| All respondents in the Midwest | mean salary | \$46,275 | \$49,125 | \$55,589 | \$46,818 | \$48,967 | \$44,474 |
| | n = | 847 | 40 | 263 | 11 | 92 | 19 |

Source questions: Q4 (state in which employed); Q34a (salaries); Q27 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.10e. Approximate mean* salaries according to position, employment sector, and region for the West (Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming)

| Employment Sector | | Which of the following best describes your current position? | | | | | | |
|------------------------------------|-------------|--|---------------------|---------------------------------|---------------------|---------------------------------|------------------|------------------------------|
| | | All respondents | Assistant Archivist | Assistant Archivist - Technical | Associate Archivist | Associate Archivist - Technical | Senior Archivist | Senior Archivist - Technical |
| Academic | mean salary | \$49,472 | \$33,947 | \$28,333 | \$39,384 | \$35,000 | \$46,739 | \$46,500 |
| | n = | 379 | 19 | 6 | 73 | 6 | 69 | 20 |
| Government | mean salary | \$49,145 | \$31,667 | \$22,500 | \$39,286 | \$30,000 | \$48,226 | \$48,514 |
| | n = | 345 | 9 | 4 | 56 | 8 | 62 | 37 |
| Nonprofit | mean salary | \$45,351 | \$25,000 | \$25,000 | \$41,250 | \$43,000 | \$44,412 | \$43,000 |
| | n = | 171 | 8 | 1 | 24 | 5 | 34 | 10 |
| For-profit | mean salary | \$62,083 | | | \$46,111 | \$65,000 | \$57,500 | \$41,667 |
| | n = | 60 | 0 | 0 | 9 | 1 | 12 | 3 |
| All respondents in the West | mean salary | \$49,299 | \$31,757 | \$25,909 | \$39,939 | \$36,500 | \$47,376 | \$46,507 |
| | n = | 985 | 37 | 11 | 164 | 20 | 181 | 73 |

| Employment Sector | | Which of the following best describes your current position? | | | | | |
|------------------------------------|-------------|--|-----------------|-----------------|---------------------|--------------------------------------|----------------------------|
| | | All respondents | Supervisor | Manager | Archives Consultant | Some other archives-related position | Rather not say / no answer |
| Academic | mean salary | \$49,472 | \$53,333 | \$60,896 | \$40,000 | \$53,542 | \$52,222 |
| | n = | 379 | 21 | 106 | 2 | 48 | 9 |
| Government | mean salary | \$49,145 | \$52,857 | \$58,178 | | \$50,625 | \$45,625 |
| | n = | 345 | 14 | 107 | 0 | 40 | 8 |
| Nonprofit | mean salary | \$45,351 | \$50,000 | \$48,304 | | \$55,789 | \$36,667 |
| | n = | 171 | 8 | 56 | 0 | 19 | 6 |
| For-profit | mean salary | \$62,083 | \$50,000 | \$74,348 | \$65,000 | \$51,000 | \$75,000 |
| | n = | 60 | 2 | 23 | 1 | 5 | 4 |
| All respondents in the West | mean salary | \$49,299 | \$52,283 | \$58,372 | \$57,500 | \$51,891 | \$50,185 |
| | n = | 985 | 46 | 301 | 6 | 119 | 27 |

Source questions: Q4 (state in which employed); Q34a (salaries); Q27 (position)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

For-profit employees reported earning substantially more than those in other sectors (Table 3.6.11). The relative spread was even greater among those who identified themselves as archivists and curators in the survey’s first question (Table 3.6.12).

Table 3.6.11. Approximate mean* salaries, by employer type

| Salary range | All respondents | Academic employees | Government employees | Nonprofit employees | For-profit employees |
|----------------------|-----------------|--------------------|----------------------|---------------------|----------------------|
| | n = 4,185 | n = 1,518 | n = 1,440 | n = 872 | n = 226 |
| Approx mean salaries | \$49,315 | \$48,576 | \$52,732 | \$42,037 | \$61,256 |

Source questions: Q21 (employer); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.12. Approximate mean* salaries, by employer type, archivists and manuscript curators only

| Salary range | All respondents | Academic employees | Government employees | Nonprofit employees | For-profit employees |
|----------------------|-----------------|--------------------|----------------------|---------------------|----------------------|
| | n = 2,224 | n = 897 | n = 728 | n = 501 | n = 98 |
| Approx mean salaries | \$46,502 | \$45,491 | \$51,016 | \$39,261 | \$59,235 |

Source questions: Q1=1 (current position=archivist/manuscript curator); Q21 (employer); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

The most remarkable differences among salaries within the academic community were the very low compensation rates reported for those working in tribal institutions. However, with only six respondents, it is difficult to generalize from these data.

Table 3.6.13. Approximate mean* salaries, by type of academic employer

| Salary range | All academic employees | College/univ employees | Seminary employees | K-12 employees | Tribal school/college/univ employees | Other academic |
|----------------------|------------------------|------------------------|--------------------|----------------|--------------------------------------|----------------|
| | n = 1,518 | n = 1,418 | n = 17 | n = 25 | n = 6 | n = 52 |
| Approx mean salaries | \$48,576 | \$48,864 | \$41,875 | \$41,667 | \$23,000 | \$47,245 |

Source questions: Q21 (employer); Q22a2 (functional unit within academic institution); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

There were substantial differences in rates of pay among levels of government (Tables 3.6.14a-b). Federal employees averaged substantially higher salaries than other government employees. Respondents who reported the second highest average salary in the government sector were municipal employees, with tribal employees earning substantially less than the others. More than one-quarter of all federal employees reported salaries greater than \$80,000, more

than double the rate among all A*CENSUS respondents of whom only 12.4% earned more than \$80,000.

Table 3.6.14a. Approximate mean* salaries, by level of government

| Salary range | All government n = 1,440 | Federal n = 529 | State n = 558 | County/parish n = 118 |
|----------------------|-----------------------------|--------------------|------------------|--------------------------|
| Approx mean salaries | \$52,732 | \$66,749 | \$44,306 | \$42,000 |

Source questions: Q21 (employer); Q22b1 (level of government); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.6.14b. Approximate mean* salaries, by level of government

| Salary range | All government n = 1,440 | Municipal n = 307 | Tribal n = 30 | Other govt n = 13 |
|----------------------|-----------------------------|----------------------|------------------|----------------------|
| Approx mean salaries | \$52,732 | \$46,375 | \$33,929 | \$41,923 |

Source questions: Q21 (employer); Q22b1 (level of government); Q34a (salaries)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

7: Career Paths

What Led to First Archival Job?

In an effort to determine why people choose to enter the archival field, A*CENSUS respondents were asked, “What led you to begin working in your first archives-related job?”

A significant number of people working in archives appears to be “accidental archivists.” The most common reason cited for taking a first archival job among all age groups was that they had, essentially, stumbled into it, discovering an archival position while they were looking for work (Table 3.7.1). Older workers also reported that they had simply been assigned archives-related responsibilities by their employers. Younger respondents were more likely to cite an “archives-related class” or “work study” as the factor that led to their first archival job.

Table 3.7.1. What led to first archival job, by age

Shaded areas indicate those factors most often cited within each age group.

| | Age range | | | | | | | | | | |
|---|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | All | < 25 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 + |
| n = | 5,261 | 69 | 252 | 457 | 475 | 514 | 632 | 860 | 666 | 363 | 480 |
| Learned about the value of archives from using them | 12.2% | 10.1% | 11.5% | 11.8% | 13.7% | 13.0% | 15.2% | 12.6% | 12.0% | 15.2% | 13.1% |
| Knew someone who was an archivist | 3.3% | 1.4% | 1.6% | 3.3% | 5.7% | 3.3% | 3.2% | 3.7% | 3.5% | 2.8% | 4.8% |
| Took an archives-related class in college or graduate school | 11.8% | 14.5% | 17.9% | 18.6% | 14.1% | 14.4% | 16.8% | 11.3% | 11.0% | 6.6% | 2.9% |
| Held a work-study position in an archives while in college | 8.7% | 15.9% | 19.0% | 12.7% | 13.3% | 9.9% | 10.8% | 8.0% | 7.5% | 5.5% | 0.8% |
| Volunteered in an archives | 5.6% | 14.5% | 7.1% | 9.6% | 5.9% | 4.7% | 3.5% | 4.7% | 3.9% | 6.9% | 9.4% |
| Discovered that an archival job was available when I was looking for work | 16.1% | 15.9% | 13.1% | 11.8% | 15.6% | 18.9% | 16.1% | 18.7% | 22.5% | 18.5% | 13.3% |
| Read about archival work and thought it sounded interesting | 4.8% | 7.2% | 9.9% | 10.7% | 8.2% | 7.0% | 3.8% | 4.1% | 2.9% | 1.4% | 1.7% |
| Was assigned archives-related responsibilities by my employer | 15.6% | 8.7% | 6.7% | 8.8% | 9.9% | 12.3% | 14.2% | 19.5% | 20.1% | 24.2% | 33.3% |
| Other | 13.7% | 8.7% | 11.9% | 11.8% | 12.8% | 15.2% | 15.7% | 15.6% | 14.6% | 15.2% | 18.1% |

Source questions: Agefinal; Q28x2 (prompt for first archival job)

A somewhat different pattern emerges when the reasons are aligned by year in which respondents started their first archival jobs (Table 3.7.2). “Assigned responsibilities by my employer” ranked first for the newest entrants. The accidental archivists who discovered archival positions while looking for work were first overall and second among the newest entrants to the field. The next most common reason cited was “took an archives-related class,” presumably correlating to the larger number of individuals now coming into the field with an academic background that includes an archival concentration.

Table 3.7.2. What led to first archival job, by year started

Shaded areas indicate those factors most often cited within each 5-year time span.

| | All | 2000-2004 | 1995-1999 | 1990-1994 | 1985-1989 | 1980-1984 | 1975-1979 | 1970-1974 | 1965-1969 | Pre-1965 |
|---|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|
| n = | 5,231 | 1,073 | 1,073 | 760 | 659 | 504 | 454 | 288 | 93 | 52 |
| Learned about the value of archives from using them | 13.1% | 12.5% | 12.0% | 12.2% | 13.8% | 13.9% | 15.4% | 12.2% | 7.5% | 21.2% |
| Knew someone who was an archivist | 3.6% | 1.9% | 3.9% | 4.9% | 4.2% | 3.4% | 2.6% | 4.9% | 1.1% | 3.8% |
| Took an archives-related class in college or graduate school | 12.6% | 13.4% | 14.6% | 13.8% | 11.8% | 15.3% | 11.2% | 8.0% | 3.2% | 7.7% |
| Held a work-study position in an archives while in college | 9.3% | 5.2% | 9.6% | 11.6% | 10.3% | 10.9% | 12.1% | 13.2% | 14.0% | 3.8% |
| Volunteered in an archives | 6.0% | 6.2% | 9.3% | 6.3% | 4.2% | 3.8% | 5.3% | 3.1% | 3.2% | 9.6% |
| Discovered that an archival job was available when I was looking for work | 17.2% | 16.6% | 11.2% | 17.5% | 19.1% | 19.8% | 22.2% | 31.3% | 36.6% | 1.9% |
| Read about archival work and thought it sounded interesting | 5.1% | 7.1% | 6.6% | 4.6% | 4.4% | 4.4% | 2.6% | 1.0% | | 26.9% |
| Was assigned archives-related responsibilities by my employer | 16.6% | 20.2% | 18.7% | 14.5% | 16.4% | 14.1% | 13.9% | 11.5% | 17.2% | 21.2% |
| Other | 14.7% | 15.6% | 13.4% | 14.1% | 14.0% | 13.7% | 13.4% | 14.2% | 16.1% | 1.9% |

Source questions: Q30 (year started); Q28x2 (prompt for first archival job)

Respondents in academic settings were more likely to have made a deliberate choice to enter archives based on their own research experiences or academic preparation (Table 3.7.3). Government employees and the self-employed were much more likely than those in other sectors to have discovered an archival job while looking for work.

Table 3.7.3. What led to first archival job, by type of employer

Shaded areas indicate those factors most often cited within each employment sector.

| | All | Academic | Government | Nonprofit | For-profit | Self-employed | Other |
|---|-------|----------|------------|-----------|------------|---------------|-------|
| n = | 5,231 | 1,728 | 1519 | 1111 | 245 | 63 | 124 |
| Learned about the value of archives from using them | 13.1% | 13.7% | 13.0% | 11.4% | 10.6% | 17.5% | 12.1% |
| Knew someone who was an archivist | 3.6% | 3.4% | 4.3% | 3.2% | 2.4% | 6.3% | 5.6% |
| Took an archives-related class in college or graduate school | 12.6% | 15.1% | 12.4% | 11.2% | 9.4% | 7.9% | 6.5% |
| Held a work-study position in an archives while in college | 9.3% | 11.1% | 9.6% | 8.9% | 5.3% | 3.2% | 11.3% |
| Volunteered in an archives | 6.0% | 5.2% | 4.5% | 6.1% | 4.9% | 7.9% | 4.8% |
| Discovered that an archival job was available when I was looking for work | 17.2% | 13.5% | 24.0% | 17.1% | 19.2% | 23.8% | 16.1% |
| Read about archival work and thought it sounded interesting | 5.1% | 17.2% | 4.3% | 5.3% | 7.8% | 3.2% | 4.0% |
| Was assigned archives-related responsibilities by my employer | 16.6% | 14.7% | 13.6% | 21.4% | 20.0% | 9.5% | 20.2% |
| Other | 14.7% | 0.8% | 12.3% | 13.8% | 15.9% | 17.5% | 17.7% |
| Don't know | 1.4% | 0.3% | 1.4% | 1.2% | 4.5% | 1.6% | 1.6% |

Source questions: Q21 (employer type); Q28x2 (prompt for first archival job)

First Career vs. Prior Career

Among all A*CENSUS respondents, the ratio of those coming to archives as a second career to those choosing it as a first career was 1.73 (Table 3.7.4). However, the most recent entrants to the field were much more likely to have come from another occupation. The second-to-first career ratio was 2.07 for those who started working in archives between 1995 and 1999, and 3.21 for those who started between 2000 and 2004. This could be a significant consideration when developing recruitment efforts, suggesting a need to reach out to practicing history teachers and librarians, among others (see prior careers in Table 3.7.5 for likely recruiting areas). However, it is important to note that many practicing librarians are already in their second career; a 2004 study found that 53% of graduates from LIS programs in that year were seeking second or third careers.³¹ This trend also indicates a need for strong continuing education programs to retrain and retool these individuals for their new work environments. It is also notable that the newest second career workers are coming into archives in their mid- to late-

³¹ Maatta, "Closing the Gap."

forties. As a follow-up study, it would be interesting to conduct interviews to determine what prompted the transition at this relatively late point in their careers.

The mean age of entry for individuals who chose archives as their first career was in the late twenties (assuming that the people who started in 1995-1999 are naturally 5 years older than those who started in 2000-2004). Again, interviews would be helpful to determine what they were doing to support themselves up to that point. It is possible that many were in graduate school.

Table 3.7.4. Characteristics of those who report entering archival work from another field

| Respondent sector | All respondents | | Started 1st archival job 1995-1999 | | Started 1st archival job 2000-2004 | |
|--|-----------------|-----------|------------------------------------|-----------|------------------------------------|-----------|
| | Count | Mean* age | Count | Mean* age | Count | Mean* age |
| All A*CENSUS respondents who supplied age | 4,765 | 48.7 | 949 | 42.9 | 965 | 44.3 |
| Archivists and manuscript curators only | 2,611 | 47.5 | 595 | 42.9 | 496 | 43.1 |
| Respondents for whom archives is their first career | 1,737 | 43.1 | 310 | 34.2 | 221 | 29.8 |
| Respondents who came to archival work from another field | 3,004 | 52.0 | 641 | 49.4 | 709 | 47.6 |
| Ratio of second career to first career archivists | 1.73 | | 2.07 | | 3.21 | |

Source questions: Age final; Q1=1 (current position=archivist/manuscript curator; Q29 (first career)
 *See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Of the 3,004 individuals who reported that archives was not their first career, 2,293 provided information about their work prior to entering the archival field. Their open-ended responses are categorized in Table 3.7.5. Teaching at the primary, secondary, or college level was the most common prior career reported. A substantial number also came in from librarianship.

Table 3.7.5. Prior careers of those who report that archives was not their first career

| First career (prior to archival work) | Count | First career (prior to archival work) | Count |
|--|-------|--|-------|
| Education (teachers, professors) | 572 | Law | 41 |
| Other academic (not teaching) | 44 | Military | 41 |
| Libraries | 478 | Archaeology | 39 |
| Fine arts | 152 | Business | 39 |
| Administration | 132 | Clergy | 31 |
| History | 124 | Government, other | 31 |
| Publishing | 123 | PR/advertising/ marketing | 25 |
| Museums | 116 | Industrial/manufacturing | 24 |
| Financial services | 72 | Broadcast media | 22 |
| Sales | 72 | Records management | 21 |
| Nursing | 55 | Nonprofit, other | 11 |
| Computers | 50 | Conservation/preservation | 7 |
| Sciences | 43 | Cultural management | 5 |
| Social work | 42 | Other | 183 |

Source question: Q29a (explanation of prior career)

Although this trend was apparent among newest entrants to the field (Table 3.7.7), it was not as strong among younger respondents (Table 3.7.6). This may suggest either that archival work appeals to older individuals who no longer want to put up with the day-to-day stresses of classroom teaching, or it may simply reflect the large number of Baby Boomers in the teaching workforce who eventually became available to fill archival positions. It was a little surprising to see publishing cited more often than museums as a prior occupation, especially among the youngest entrants to the field (Table 3.7.6). This same table shows that the military also was a more prevalent precursor among the youngest workers; many with this background go on to work in government archives.

Table 3.7.8 shows prior careers by employment sector. According to the responses, former librarians more commonly found work in academic archives. Prior work in education was most common in nonprofit archives where it accounted for nearly one-third of all prior careers. Similarly, libraries were first employers for nearly one-third of the academic archivists who came to archives as a second career. Administration was more likely to be a prior career for employees of for-profit organizations than in other employment sectors.

Table 3.7.6. Prior careers of those who report that archives was not their first career, by age
Darker shading indicates rates above 20% within each age group; lighter shading indicates 10-20%.

| Career prior to first archival job | Age | | | | | |
|------------------------------------|--------------------|--------------------|------------------|------------------|------------------|---------------------------|
| | Total n = 2,098 | Under 30 n = 59 | 30-39 n = 320 | 40-49 n = 505 | 50-59 n = 743 | 60 and over n = 444 |
| Administration | 5.5% | 8.5% | 3.4% | 5.7% | 5.4% | 6.3% |
| Archaeology | 1.7% | 0.0% | 3.1% | 2.0% | 1.9% | 0.2% |
| Broadcast media | 1.0% | 1.7% | 1.3% | 1.8% | 0.4% | 0.5% |
| Business | 1.5% | 0.0% | 0.6% | 2.2% | 1.5% | 1.8% |
| Clergy | 1.4% | 1.7% | 0.6% | 0.8% | 1.2% | 3.2% |
| Computers | 2.2% | 3.4% | 3.1% | 2.6% | 2.0% | 1.6% |
| Education (teachers, professors) | 25.5% | 11.9% | 16.6% | 13.9% | 21.5% | 52.7% |
| Elementary * | 2.5% | 1.7% | 0.6% | 1.0% | 2.2% | 6.5% |
| Secondary * | 3.2% | 1.7% | 2.5% | 1.2% | 2.6% | 7.2% |
| College/university * | 3.9% | 0.0% | 3.1% | 2.0% | 2.4% | 9.0% |
| Other academic (not teaching) | 2.0% | 3.4% | 2.8% | 1.8% | 2.6% | 0.7% |
| Financial services | 3.1% | 1.7% | 3.8% | 3.4% | 3.2% | 2.3% |
| Fine arts | 6.1% | 5.1% | 7.2% | 7.9% | 5.9% | 3.8% |
| Government, other | 1.2% | 1.7% | 1.3% | 2.2% | 0.9% | 0.7% |
| History | 5.3% | 5.1% | 5.0% | 4.2% | 5.9% | 5.6% |
| Industrial/manufacturing | 1.0% | 0.0% | 0.3% | 1.2% | 1.5% | 0.9% |
| Law | 1.8% | 0.0% | 2.8% | 3.0% | 1.5% | 0.5% |
| Libraries | 20.6% | 16.9% | 15.0% | 20.6% | 26.2% | 15.5% |
| Military | 6.7% | 11.9% | 10.9% | 8.7% | 5.7% | 2.5% |
| Museums | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Nonprofit, other | 0.4% | 3.4% | 0.3% | 0.2% | 0.7% | 0.0% |
| Nursing | 2.6% | 1.7% | 0.3% | 0.8% | 4.2% | 3.8% |
| PR/advertising/marketing | 1.0% | 0.0% | 2.5% | 1.2% | 0.7% | 0.5% |
| Publishing | 5.4% | 10.2% | 7.2% | 6.1% | 4.2% | 4.7% |
| Records management | 0.9% | 0.0% | 0.9% | 1.8% | 0.9% | 0.0% |
| Sales | 3.1% | 5.1% | 6.3% | 5.1% | 2.0% | 0.2% |
| Social work | 1.9% | 0.0% | 1.3% | 1.6% | 2.6% | 1.8% |
| Sciences | 1.9% | 0.0% | 1.3% | 1.4% | 1.5% | 3.8% |
| Other | 13.8% | 23.7% | 21.9% | 16.2% | 12.5% | 6.1% |

Source questions: Agefinal; Q29a (explanation of prior career)

* Not all respondents indicated at which level their teaching took place.

Table 3.7.7. Prior careers of those who reported that archives was not their first career, by year started first archival position

Darker shading indicates rates above 20% within each decade; lighter shading indicates 10-20%.

| Career prior to first archival job | Year started first archival job | | | | |
|------------------------------------|---------------------------------|------------------------|----------------------|----------------------|------------------------|
| | Total n = 2,098 | Before 1975 n = 124 | 1975-1984 n = 331 | 1985-1994 n = 645 | 1995-2004 n = 1,182 |
| Administration | 5.5% | 3.2% | 3.9% | 6.0% | 5.9% |
| Archaeology | 1.7% | 0.8% | 2.1% | 1.7% | 1.7% |
| Broadcast media | 1.0% | 0.0% | 0.9% | 1.4% | 0.8% |
| Business | 1.5% | 0.8% | 1.5% | 1.7% | 1.9% |
| Clergy | 1.4% | 2.4% | 1.2% | 2.0% | 0.9% |
| Computers | 2.2% | 0.8% | 0.9% | 2.2% | 2.7% |
| Education (teachers, professors) | 25.5% | 45.2% | 29.6% | 24.0% | 22.1% |
| Elementary* | 2.5% | 3.2% | 3.0% | 2.2% | 2.1% |
| Secondary* | 3.2% | 8.1% | 4.2% | 3.6% | 2.0% |
| College/university* | 3.9% | 12.9% | 5.4% | 2.9% | 2.5% |
| Other academic (not teaching) | 2.0% | 1.6% | 1.2% | 2.6% | 1.7% |
| Financial services | 3.1% | 1.6% | 1.8% | 2.8% | 3.9% |
| Fine arts | 6.1% | 2.4% | 5.4% | 5.9% | 6.9% |
| Government, other | 1.2% | 0.8% | 1.2% | 1.9% | 1.0% |
| History | 5.3% | 7.3% | 7.3% | 4.7% | 5.0% |
| Industrial/manufacturing | 1.0% | 0.8% | 1.8% | 1.4% | 0.7% |
| Law | 1.8% | 1.6% | 0.9% | 1.6% | 2.2% |
| Libraries | 20.6% | 17.7% | 24.5% | 19.7% | 20.6% |
| Military | 6.7% | 8.1% | 7.3% | 6.8% | 6.6% |
| Museums | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Nonprofit, other | 0.4% | 0.0% | 0.3% | 0.3% | 0.5% |
| Nursing | 2.6% | 0.0% | 1.2% | 2.5% | 2.9% |
| PR/advertising/ marketing | 1.0% | 0.0% | 0.3% | 1.2% | 1.2% |
| Publishing | 5.4% | 7.3% | 4.5% | 5.1% | 5.6% |
| Records management | 0.9% | 0.0% | 0.9% | 1.2% | 0.8% |
| Sales | 3.1% | 0.0% | 2.4% | 3.3% | 3.6% |
| Social work | 1.9% | 0.8% | 3.0% | 2.0% | 1.4% |
| Sciences | 1.9% | 0.8% | 1.2% | 2.0% | 2.1% |
| Other | 13.8% | 11.3% | 12.7% | 14.0% | 14.5% |

Source questions: Q29a (explanation of prior career); Q30 (year started first archival job)

* Not all respondents indicated at which level their teaching took place.

Table 3.7.8. Prior careers of those who report that archives was not their first career, by type of employer
 Darker shading indicates rates above 20% within each employment sector; lighter shading indicates 10-20%.

| Career prior to first archival job | Employer type | | | | |
|------------------------------------|---------------|----------------------|-------------------|------------------------|-------------------------|
| | Total | Academic institution | Government agency | Nonprofit organization | For-profit organization |
| | n = 2,098 | n = 784 | n = 623 | n = 494 | n = 119 |
| Administration | 5.5% | 3.3% | 6.3% | 5.3% | 10.1% |
| Archaeology | 1.7% | 1.4% | 2.2% | 0.6% | 2.5% |
| Broadcast media | 1.0% | 0.5% | 0.5% | 1.2% | 4.2% |
| Business | 1.5% | 1.4% | 1.9% | 1.2% | 1.7% |
| Clergy | 1.4% | 1.0% | 0.0% | 3.8% | 0.0% |
| Computers | 2.2% | 1.3% | 3.2% | 1.4% | 1.7% |
| Education (teachers, professors) | 25.5% | 25.9% | 20.9% | 32.4% | 11.8% |
| Elementary* | 2.5% | 1.3% | 0.6% | 5.5% | 4.2% |
| Secondary* | 3.2% | 3.2% | 1.9% | 3.6% | 0.8% |
| College/university* | 3.9% | 4.5% | 4.5% | 2.6% | 0.0% |
| Other academic (not teaching) | 2.0% | 3.1% | 1.4% | 1.2% | 1.7% |
| Financial services | 3.1% | 2.6% | 3.5% | 2.0% | 9.2% |
| Fine arts | 6.1% | 6.4% | 4.2% | 7.1% | 8.4% |
| Government, other | 1.2% | 0.5% | 2.6% | 0.6% | 0.0% |
| History | 5.3% | 4.2% | 7.2% | 5.1% | 2.5% |
| Industrial/manufacturing | 1.0% | 1.0% | 1.6% | 0.6% | 0.8% |
| Law | 1.8% | 1.5% | 2.2% | 1.2% | 2.5% |
| Libraries | 20.6% | 32.0% | 17.3% | 15.6% | 15.1% |
| Military | 6.7% | 3.1% | 11.7% | 8.3% | 4.2% |
| Museums | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Nonprofit, other | 0.4% | 0.5% | 0.3% | 0.6% | 0.0% |
| Nursing | 2.6% | 2.7% | 1.4% | 2.8% | 0.0% |
| PR/advertising/marketing | 1.0% | 1.1% | 0.6% | 0.8% | 2.5% |
| Publishing | 5.4% | 4.8% | 5.0% | 5.9% | 7.6% |
| Records management | 0.9% | 0.5% | 1.4% | 0.4% | 2.5% |
| Sales | 3.1% | 2.7% | 3.7% | 4.0% | 2.5% |
| Social work | 1.9% | 1.0% | 2.1% | 2.6% | 2.5% |
| Sciences | 1.9% | 1.9% | 1.0% | 2.0% | 0.8% |
| Other | 13.8% | 10.7% | 15.9% | 14.2% | 20.2% |

Source questions: Q4 (employer); Q29a (explanation of prior career)
 * Not all respondents indicated at which level their teaching took place.

Retirement Plans

When asked “If you expect to end your career while still working in the archival field, when do you plan to do so?”, more than one-quarter of all respondents and nearly one-third of all managers indicated that they had plans to retire before 2014 (Table 3.7.9).

Table 3.7.9. When expecting to end archival career, all respondents and managers

| When expected to end archival career | All respondents | | Managers | |
|--------------------------------------|-----------------|---------|------------|---------|
| | (n = 5256) | | (n = 1741) | |
| | Count | Percent | Count | Percent |
| Within 3 years | 420 | 8.0% | 157 | 9.0% |
| 3 - 9 years | 1,037 | 19.7% | 417 | 24.0% |
| 10 - 19 years | 1,205 | 22.9% | 522 | 30.0% |
| 20 - 29 years | 796 | 15.1% | 257 | 14.8% |
| 30+ years | 585 | 11.1% | 139 | 8.0% |
| Don't know/no answer | 1,213 | 23.1% | 249 | 14.3% |

Source questions: Q33 (end career); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

A higher percentage of those working in government positions indicated that they plan to retire in the next decade than did those working in other sectors (Table 3.7.10). More than one-third of government archivists reported that they expect to leave the archival field in the next nine years, while only about one-quarter of those in academic and nonprofit settings said they expect to do the same.

Table 3.7.10. When respondents expect to end archival career, by employer type

| When expected to end archival career | All respondents | Academic employees | Government employees | Nonprofit employees | For-profit employees |
|--------------------------------------|-----------------|--------------------|----------------------|---------------------|----------------------|
| | n = 4,805 | n = 1,724 | n = 1,518 | n = 1,111 | n = 245 |
| Within 3 years | 8.0% | 7.1% | 9.5% | 7.3% | 9.4% |
| 3 - 9 years | 20.3% | 17.9% | 24.0% | 20.7% | 15.5% |
| 10 - 19 years | 24.1% | 26.3% | 25.0% | 21.3% | 18.4% |
| 20 - 29 years | 15.5% | 16.5% | 16.8% | 12.3% | 18.4% |
| 30+ years | 10.7% | 12.4% | 8.0% | 12.7% | 12.2% |
| Don't know/no ans | 21.4% | 19.9% | 16.7% | 25.7% | 26.1% |

Source questions: Q21 (employer); Q33 (when expecting to leave archival work)

Although it is possible to project forward in time to a significant wave of retirements after 2014, fewer than 1,350 of all A*CENSUS respondents indicated an intention to leave the profession in the next 10 years. The same pool of A*CENSUS respondents also documented that at least 2,000 individuals have entered the field in the last decade (Figure 3.3.5). It is possible to conclude that finding sufficient numbers of workers to replace the current generation may not be as big an issue as ensuring that new entrants have the right skills to deal with the changing nature of recordkeeping and preservation technologies.

Table 3.7.11. When respondents expect to end archival career, by age

| When expected to end archival career | All respondents | Under 30 | 30-39 | 40-49 | 50-59 | 60 and over |
|--------------------------------------|-----------------|----------|---------|-----------|-----------|-------------|
| | n = 4,661 | n = 319 | n = 926 | n = 1,126 | n = 1,506 | n = 784 |
| Within 3 years | 8.0% | 6.3% | 3.1% | 3.1% | 7.2% | 23.1% |
| 3 – 9 years | 20.7% | 3.4% | 5.0% | 9.5% | 31.7% | 40.9% |
| 10 – 19 years | 24.3% | 1.6% | 5.2% | 32.6% | 43.3% | 7.5% |
| 20 – 29 years | 15.9% | 10.0% | 31.1% | 31.6% | 3.7% | 1.3% |
| 30+ years | 10.8% | 42.0% | 32.1% | 3.9% | 1.2% | 1.3% |
| Don't know/no ans | 20.4% | 36.7% | 23.5% | 19.3% | 12.9% | 25.9% |

Source questions: Agefinal; Q33 (when expecting to leave archival work)

8: Issues

Respondents to the A*CENSUS were asked to identify the three most important issues that archival organizations should address in the next five years. In reply, 3,195 A*CENSUS respondents provided a total of 8,993 open-ended responses to the question. In order to analyze them, A*CENSUS staff reviewed each response and assigned topical categories to each whenever possible.

Many of these responses incorporated more than one concept, so a response like “working to increase the amount of federal funds available for digital preservation” was coded in at least four of the general concepts used: funding, advocacy, digitization, and preservation. Therefore, the total number of responses by category is significantly greater than the total number of actual responses received to this question. This process resulted in a total of 10,565 issues/topics being identified during the coding process.

Some comments also consisted solely of phrases like “not applicable” and “none.” These cases were not coded nor were they included in the overall count provided here.

It appears that some respondents interpreted “organization” to be their employing institutions while others applied it to their professional associations. In most cases, the issues identified apply to the profession as a whole.

Several broad concepts emerged as issues of most significance to A*CENSUS respondents during this process.

- ***Electronic records*** is clearly the front-runner among issues of concern and is especially strong among government archivists.
- ***Access*** encompasses a number of concepts, including open access to government records, traditional arrangement and description activities, and providing remote and/or electronic access to holdings. It was ranked highly by respondents working in all employment sectors and all age groups.
- ***Advocacy*** and ***Outreach*** are similar, but when possible to differentiate the two, A*CENSUS staff defined *advocacy* as focusing on the need to educate the public, legislators, and other resource allocators about the importance of archives and to encourage them to provide additional support to these programs. *Outreach* was defined as seeking to broaden the user base for archival collections and assisting teachers and others in learning how to use archival holdings for their own work. Like *access*, these issues were ranked highly by respondents working in all employment sectors and all age groups.
- ***Preservation*** and ***Conservation*** together ranked fourth overall in significance among all respondents who often cited specific media, formats, or record types about which they had specific concerns, such as digital, video, or photographs.
- ***Funding*** is a perennial challenge for all archival institutions, so it is not a surprise to find a concentration of concern on this issue among A*CENSUS respondents.
- ***Digitization*** and ***Digital Preservation*** each received a significant number of citations but, except for a few cases, it was impossible to distinguish whether the

respondents were referring to (a) the preservation of “born digital” records, or (b) the conversion of records in paper or other media to digital form in order to preserve the content or facilitate access, or (c) both of these concepts.

- **Education** and **Training** were cited often in general terms and sometimes more specifically, as when respondents pointed to the need for graduate, continuing, or basic training opportunities. These issues were relatively more important for older workers than younger ones, perhaps reflecting the second career workers entering the field in their forties who require continuing education to adapt and upgrade existing skills to their new archival positions.

Table 3.8.1 provides an overview of issues ranked according to type of employer and shows some modest differences in the extent of concern for specific issues among employment sectors. Electronic access and EAD were ranked somewhat higher on average for government archivists, but lower among for-profit respondents. Copyright and intellectual property rights, along with standards issues, were of greater concern to academics, while ethics rose to an above average ranking in the nonprofit sector. Salaries and better pay were a great concern among for-profit archivists who, according to the A*CENSUS, are already as a group earning more than their archival colleagues who work in other settings (Table 3.6.5). Security was most important to government archivists, but was only a minor concern in for-profit organizations.

Notably, very few respondents cited disaster planning and prevention as an important issue. If we were to ask this question again today, in the wake of the 2005 hurricane season, we would certainly find concern about these issues to have risen within the archival profession. The low key responses in the A*CENSUS are a reminder that continued vigilance by individuals and institutions is important even when conditions are relatively calm for extended periods.

Table 3.8.1a. Number of respondents citing specific issues as among the three most important, by type of employer

The shaded cells indicate those issues/topics that more than 20% of respondents in that category cited.

| | All respondents | Academic institution | Government agency | Nonprofit org | For-profit org |
|-----------------------------------|-----------------|----------------------|-------------------|---------------|----------------|
| | n = 3,195 | n = 1,063 | n = 871 | n = 581 | n = 137 |
| [Archives and records functions] | | | | | |
| Access, arrangement & description | 26.5% | 29.0% | 27.0% | 23.4% | 22.6% |
| Electronic access / EAD | 12.1% | 12.1% | 14.6% | 11.9% | 6.6% |
| Metadata | 1.6% | 2.4% | 0.9% | 1.9% | 1.5% |
| Appraisal | 2.8% | 2.9% | 3.0% | 3.3% | 2.2% |
| Acquisition | 2.6% | 3.1% | 2.5% | 3.6% | 1.5% |
| Facilities/space | 2.6% | 1.0% | 3.1% | 1.7% | 0.7% |
| Records management | 1.7% | 0.9% | 2.4% | 2.4% | 2.9% |
| [Professional issues] | | | | | |
| Certification | 1.7% | 1.7% | 1.6% | 2.6% | 2.2% |
| Ethics | 3.5% | 3.2% | 2.6% | 5.2% | 4.4% |
| Leadership | 1.0% | 1.0% | 1.4% | 0.7% | 0.7% |
| Standards | 7.7% | 10.2% | 6.2% | 7.9% | 6.6% |
| Collaboration | 6.3% | 6.6% | 6.1% | 6.4% | 8.0% |
| Archivist of the US | 1.2% | 1.5% | 1.4% | 0.2% | 2.2% |
| Staffing | 1.2% | 0.8% | 1.8% | 1.9% | 2.9% |
| Diversity | 3.1% | 4.3% | 3.0% | 3.4% | 1.5% |
| Recruitment | 6.3% | 6.5% | 7.6% | 5.5% | 8.8% |
| Salaries, better pay | 7.9% | 8.7% | 7.1% | 9.1% | 10.2% |
| Funding | 22.8% | 22.8% | 23.5% | 24.3% | 11.7% |
| Advocacy | 25.7% | 28.0% | 23.1% | 26.2% | 28.5% |
| Outreach | 9.8% | 9.3% | 10.6% | 7.7% | 7.3% |
| Education/training | 15.7% | 17.3% | 16.8% | 14.3% | 15.3% |
| Graduate | 4.0% | 5.0% | 4.2% | 4.0% | 0.7% |
| Continuing | 9.9% | 10.1% | 10.3% | 10.2% | 9.5% |
| Basic training | 1.3% | 1.8% | 1.5% | 0.3% | 1.5% |

Table 3.8.1b, Number of respondents citing specific issues as among the three most important, by type of employer

| | All respondents n = 3,195 | Academic institution n = 1,063 | Government agency n = 871 | Nonprofit org n = 581 | For profit org n = 137 |
|--|------------------------------|-----------------------------------|------------------------------|--------------------------|---------------------------|
| [Preservation/conservation/ reformatting] | | | | | |
| Preservation | 21.9% | 23.0% | 23.8% | 21.5% | 19.7% |
| Digital preservation | 18.0% | 20.4% | 19.9% | 13.6% | 19.7% |
| Conservation | 3.4% | 2.7% | 3.9% | 5.0% | 3.6% |
| Disaster prep, prevention | 1.4% | 0.9% | 3.0% | 2.8% | 2.9% |
| Micrographics | 0.5% | 0.1% | 1.1% | 1.0% | 0.0% |
| Security | 3.1% | 2.2% | 4.4% | 3.6% | 0.7% |
| [Technology] | | | | | |
| Technological change | 7.9% | 8.1% | 7.3% | 9.8% | 9.5% |
| Electronic records (including email) | 39.0% | 36.6% | 45.2% | 34.6% | 37.2% |
| Digitization | 16.9% | 18.5% | 13.8% | 18.2% | 21.9% |
| Legal issues | 6.6% | 8.9% | 4.7% | 5.9% | 8.8% |
| Copyright/intellectual property | 8.0% | ↑ 11.1% | 5.1% | 8.3% | 10.2% |
| Privacy/confidentiality | 6.4% | 7.2% | 6.8% | 7.4% | ↓ 3.6% |
| Other | 18.5% | 17.1% | 17.4% | 21.2% | 25.5% |

Source questions: Q21 (employer type); Q51 (issues)

In Table 3.8.2, issues are tracked by the ages of respondents. Technological issues, in general, were of greater concern among younger archivists, and included both technological applications for managing collections (e.g., EAD, metadata) and those affecting the nature of the records themselves (e.g., electronic records and digitization). Concern about technological change increased with age. Salaries and better pay were naturally a bigger concern for the youngest workers, while education and training were more important for older workers.

Table 3.8.2a. Number of respondents citing specific issues as among the three most important, by age group

The lighter shaded cells indicate those issues/topics which more than 20% of respondents in that category cited; the darker shaded cells indicate values greater than 40%.

| | All respondents | Under 30 | 30-39 | 40-49 | 50-59 | 60 and over |
|-------------------------------------|-----------------|----------|---------|---------|---------|-------------|
| | n = 3,195 | n = 202 | n = 648 | n = 750 | n = 942 | n = 401 |
| [Archives and records functions] | | | | | | |
| Access, arrangement and description | 26.5% | 31.7% | 31.8% | 27.2% | 23.5% | 23.9% |
| Electronic access / EAD | 12.1% | 17.3% | 11.7% | 11.6% | 12.5% | 9.7% |
| Metadata | 1.6% | 3.0% | 1.7% | 1.6% | 0.8% | 1.7% |
| Appraisal | 2.8% | 2.5% | 2.2% | 2.1% | 3.6% | 3.5% |
| Acquisition | 2.6% | 1.5% | 1.9% | 3.2% | 2.5% | 4.0% |
| Facilities/space | 2.6% | 1.5% | 1.7% | 1.7% | 2.1% | 1.7% |
| Records mgnt | 1.7% | 2.5% | 1.2% | 1.5% | 2.1% | 1.5% |
| [Professional issues] | | | | | | |
| Certification | 1.7% | 1.0% | 1.2% | 1.7% | 2.2% | 1.2% |
| Ethics | 3.5% | 4.5% | 2.2% | 2.3% | 3.7% | 7.2% |
| Leadership | 1.0% | 1.0% | 0.8% | 0.8% | 1.2% | 1.0% |
| Standards | 7.7% | 12.9% | 10.0% | 9.9% | 5.4% | 3.2% |
| Collaboration | 6.3% | 5.9% | 6.6% | 7.6% | 5.2% | 6.2% |
| Archivist of the US | 1.2% | 1.5% | 0.6% | 1.3% | 1.4% | 1.7% |
| Staffing | 1.2% | 1.0% | 1.1% | 1.3% | 1.5% | 2.5% |
| Diversity | 3.1% | 5.0% | 4.0% | 4.1% | 2.2% | 1.7% |
| Recruitment | 6.3% | 5.9% | 8.3% | 4.0% | 6.8% | 5.7% |
| Salaries, better pay | 7.9% | 11.4% | 10.8% | 7.6% | 6.6% | 3.5% |
| Funding | 22.8% | 24.3% | 21.9% | 23.6% | 23.9% | 19.5% |
| Advocacy | 25.7% | 22.3% | 27.8% | 27.7% | 25.7% | 23.2% |
| Outreach | 9.8% | 12.9% | 12.2% | 7.9% | 8.5% | 9.7% |
| Education/training | 15.7% | 11.4% | 13.9% | 18.1% | 17.0% | 14.0% |
| Graduate | 4.0% | 5.9% | 5.4% | 3.2% | 3.6% | 3.5% |
| Continuing | 9.9% | 9.4% | 11.4% | 10.4% | 10.4% | 7.2% |
| Basic training | 1.3% | 0.5% | 1.1% | 1.6% | 1.5% | 1.5% |

Table 3.8.2b. Number of respondents citing specific issues as among the three most important, by age group

| | All respondents | Under 30 | 30-39 | 40-49 | 50-59 | 60 and over |
|--|-----------------|----------|---------|---------|---------|-------------|
| | n = 3,195 | n = 202 | n = 648 | n = 750 | n = 942 | n = 401 |
| [Preservation/conservation/ reformatting] | | | | | | |
| Preservation | 21.9% | 17.3% | 16.7% | 20.5% | 24.3% | 30.7% |
| Digital preservation | 18.0% | 15.8% | 19.3% | 19.2% | 18.0% | 18.5% |
| Conservation | 3.4% | 1.0% | 2.5% | 4.3% | 3.4% | 3.0% |
| Disaster prep, prevention | 1.4% | 1.5% | 1.4% | 1.9% | 2.4% | 3.0% |
| Micrographics | 0.5% | 0.5% | 0.2% | 0.4% | 0.5% | 1.0% |
| Security | 3.1% | 4.0% | 2.6% | 3.3% | 2.8% | 4.5% |
| [Technology] | | | | | | |
| Technological change | 7.9% | 7.4% | 6.5% | 8.0% | 8.2% | 10.7% |
| Electronic records (including email) | 39.0% | 37.6% | 44.6% | 40.9% | 36.6% | 31.9% |
| Digitization | 16.9% | 16.8% | 16.2% | 16.5% | 17.4% | 16.7% |
| Legal issues | | | | | | |
| Copyright/intellectual property | 8.0% | 9.9% | 8.3% | 7.7% | 8.5% | 6.0% |
| Privacy/confidentiality | 6.4% | 5.0% | 6.5% | 6.4% | 7.1% | 7.7% |
| Other | 0.1% | 0.0% | 0.2% | 0.3% | 0.0% | 0.0% |

Source questions: Q21 (employer type); Q51 (issues); Agefinal

9: Professional Identity and Affiliation

A number of questions in the survey focused on archivists' professional identity and their affiliation with professional associations. With roots in the history profession and strong ties to librarianship, archivists in the United States have struggled for the last century to identify what makes the profession unique and different from these and other disciplines. Is it possible now to view archives as an entirely separate enterprise that shares interests, practices, and priorities with

these two groups? The questions raised by the first generation of American archivists more than a century ago are with us still.³²

While there is no one date that can be singled out as the start of the archival profession in this country, an historical overview by Richard Cox notes that American archivists first came together in the late 19th century under the aegis of the American Historical Association (AHA) which had sponsored the Historical Manuscript Commission in 1895 and the Public Archives Commission in 1899.³³

Out of this early activity came the creation of an AHA subgroup, the Conference of Archivists, which met for the first time in 1909. At that meeting, Waldo Gifford Leland foresaw a time in which “the archivist would emerge as an independent professional with standard methodologies and specialized education.” When the Conference met for the last time in 1935, Theodore Blegan declared that the recent establishment of the National Archives “heralds a new era” for archivists and called for “an autonomous professional association.” The first national association for archivists in the U.S., the Society of American Archivists, was established in 1936.³⁴

But the creation of a national profession association did not put to rest the question of professional identity. More than three decades later, Frank Evans and Robert Warner observed that “the boundaries of the profession still remain undefined and the professional identity of its members is uncertain.”³⁵ In his 1973 SAA Presidential address, Wilfred Smith noted that archivists were “still not sure what a professional archivist is or what makes him [sic] so, or how he is distinct from a nonprofessional or unprofessional archivist.”³⁶ By the early 1990s, however, a group of distinguished archivists examining the relationship between the historical and archival

³² James O’Toole devotes an entire chapter to “The History of Archives and the Archives Profession,” in *Understanding Archives and Manuscripts* (Chicago: Society of American Archivists, 1990), pp. 27-47.

³³ Richard Cox, “American Archival History: Its Development, Needs, and Opportunities,” *American Archivist* 46 (Winter 1983): 31.

³⁴ Richard Cox, “Professionalism and Archivists in the United States,” *American Archivist* 49 (Summer 1986): 230.

³⁵ Frank B. Evans and Robert M. Warner, “American Archivists and Their Society: A Composite View,” *American Archivist* (April 1971): 172.

³⁶ Wilfred I. Smith, “Broad Horizons: Opportunities for Archivists,” *American Archivist* 37 (January 1974): 11.

professions concluded “archives is no longer an historical sub-discipline, but rather an independent profession based upon a distinct professional perspective.”³⁷

The responses to the A*CENSUS confirm several things about the nature of archival profession in the United States at the beginning of the 21st century. First, the boundaries are still very fluid. Many people working with archival collections do not identify themselves primarily as archivists (see the analysis of Q1: current position, on pages 1-10).

Also present in the profession is a large number of “accidental archivists” who have stumbled into the field after training in another discipline, although the relative proportion of this group seems to be declining while those who made a deliberate decision to become an archivist by pursuing graduate archival education is on the rise. Among A*CENSUS respondents, the number of people who have come to archives as a second career (3,004) is nearly double the number who started their working lives as archivists (1,737) (Table 3.7.4).

Timothy Ericson has speculated on the reasons why so many “accidental archivists” exist. One factor is that the archival profession has “almost no meaningful presence among the pre-college population,” which means that those entering post-secondary education rarely consider archives as a career choice. He also cites the fact that, for many years, graduate archival education was delivered primarily as an add-on within history departments or library schools, often by adjunct instructors rather than full-time faculty. While full-time faculty who focus primarily on archives are more prevalent now, Yakel and Bastian warn in their special consultant report that there is a looming exodus of retirees among current faculty and insufficient numbers in training to take their places.³⁸ Ericson also points to the lack of racial and ethnic diversity in the archival profession as a significant impediment for remaining “a credible presence during the coming century.”³⁹

³⁷ F. Gerald Ham, Frank Boles, Gregory S. Hunter, James M. O’Toole, “Is the Past Still Prologue?: History and Archival Education,” in *Historians and Archivists: Educating the Next Generation*, a report of the Joint Committee on Historians and Archivists (1993): 23. <http://www.oah.org/pubs/archivists/historiansandarchivists.pdf>.

³⁸ Yakel and Bastian, pp. 358-359.

³⁹ Timothy L. Ericson, “Still the ‘Accidental Archivist?’: Recruiting Professionals for the Twenty-first Century,” presented at the Choices and Challenges Symposium, Henry Ford Museum and Greenfield Village (October 8-10, 2004). http://www.hfmvgv.org/research/publications/symposium2004/papers/ericsm_prcis.pdf.

Ties to Archival Profession

Whatever their paths into the field, however, another important truth is that, once archivists find themselves working in the profession, they become passionate about what they do. When given the opportunity to express any final thought at the conclusion of the A*CENSUS survey form, one of the A*CENSUS respondents wrote the following, which speaks for many in the archival field:

This is the single most entertaining profession I can imagine. It combines the past and future in the current moment. It ranges from minute detail to broadest perspective. It is personal and social. It spans human experience. It provides a way to know people who lived long before you and the chance to affect people who come after. I love what I do.

In fact, this passion for archival work seems to be universal, shared with other archivists worldwide. In analyzing a 1999 survey of the archival profession in Australia, Ann Pederson found that “archival work inspires great commitment from those in its service. In fact the words used by many respondents had an evangelical character.”⁴⁰

Findings in the A*CENSUS are much the same. A*CENSUS respondents collectively expressed remarkably strong ties to the archival profession. On a seven-point scale where 1 is “not strong at all” and 7 is “very strong,” the mean response regarding ties to the profession among all respondents was 5.00 (Table 3.9.1). Among those who identified themselves as archivists and manuscript curators, the mean rating rose to 5.34, and for graduate archival educators it was 6.06 (Table 3.9.3).

Respondents employed by academic institutions reported stronger ties to the profession than any other group (Table 3.9.1). For-profit employees and government employees, especially at the county/parish level, had slightly weaker ties, but individuals in these positions were more

⁴⁰ Anne Pederson, “Understanding Ourselves and Others: Australian Archivists and Temperament.” 1999 Australian Society of Archivists Conference. <http://www.archivists.org.au/events/conf99/pederson.html>. Pederson also noted that the Levy report on a study conducted for SAA in the 1980s “documented archivists’ devotion to their work but cast it in a more negative light, asserting that chronic under-funding of archival programs was a result of resource allocators’ recognition that archivists were willing to ‘work diligently with meager resources.’”

likely to have responsibilities that involved both archival and records management competence, so they may feel equally connected to both fields.

Table 3.9.1. Strength of ties to the archival profession by type of employer

| Respondent category | Count | Ranking 1 = not strong at all <==> 7 = very strong |
|----------------------------|-------|---|
| All respondents | 5,055 | 5.00 |
| Employer types | | |
| Academic employees (all) | 1,670 | 5.17 |
| Government employees (all) | 1,462 | 4.94 |
| Federal | 528 | 5.02 |
| State | 558 | 4.98 |
| County/parish | 121 | 4.74 |
| Municipal | 205 | 4.92 |
| Nonprofit employees | 1,073 | 4.98 |
| For-profit employees | 235 | 4.91 |
| Self-employed | 59 | 4.68 |

Source questions: Q51 (strength of ties); Q21 (current employer); Q22b1 (level of govt)

Overall, managers reported stronger ties than average within each employment sector, perhaps a reflection of their longer time in service than more junior employees (Table 3.9.2).

Table 3.9.2. Strength of ties to the archival profession, all managers and by sector

| Respondent category | Count | 1 = not strong at all <==> 7 = very strong |
|---------------------|-------|--|
| All managers | 1,689 | 5.34 |
| Academic managers | 618 | 5.52 |
| Government managers | 504 | 5.20 |
| Nonprofit managers | 413 | 5.31 |
| For-profit managers | 102 | 5.20 |

Source questions: Q51 (strength of ties); Q21 (current employer); Q22b1 (level of govt); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

When viewed from the perspective of current position as posed in Q1, the strength of ties among those who self-identify as “archivists or manuscript curators” (Table 3.9.3) is essentially as strong as that of the managers (Table 3.9.2). It is not surprising that the large number of individuals included in the survey who identified themselves as being part of another profession or as technical/support staff did not report being as closely tied to the archival profession. Since these workers were included in the overall counts by employer in Table 3.9.1, their lower ties help explain why managers’ rankings were stronger than their employees as a whole. Those serving as graduate educators showed the strongest ties among all of the types of positions held.

Table 3.9.3. Strength of ties to the archival profession by current position

| Respondent category | n = | 1 = not strong at all <==> 7 = very strong |
|-------------------------------|-------|--|
| Current position | | |
| Archivist/manuscript curator | 2,726 | 5.34 |
| Manager | 408 | 5.39 |
| Retired | 102 | 4.72 |
| Graduate educator | 34 | 6.06 |
| Studying to be an archivist | 134 | 5.11 |
| In another prof/occupation | 678 | 4.19 |
| Technical/support staff | 277 | 4.40 |
| Program w/ archival interests | 98 | 4.82 |
| Other | 565 | 4.41 |

Source questions: Q1 (position); Q51 (ties to profession)

Those for whom archives was a first and only career reported significantly stronger ties to the profession than those who came to archives as a second career (Table 3.9.4).

Table 3.9.4. Mean strength of ties to the archival profession depending on whether or not archives is a first career

| | 1 = not strong at all <==> 7 = very strong | | |
|--|--|------------------|----------------|
| | First career | Not first career | Rather not say |
| N = (sample size used to calculate mean) | 1,848 | 3,099 | 91 |
| Mean strength of ties | 5.45 | 4.77 | 4.09 |

Source questions: Q51 (ties to profession); Q29 (archives as first career).
[A9-Q51Ties / Q29-1stcareer]

Strength of ties did not vary much between the ages of 25 and 60 (Table 3.9.5), but it generally increased with length of service in the field (Table 3.9.6).

Table 3.9.5. Mean strength of ties to the archival profession relative to age of respondents

| Year started first archival job | Count | 1 = not strong at all <==> 7 = very strong |
|---------------------------------|-------|--|
| All respondents | 4865 | 5.07 |
| Under 25 | 69 | 4.35 |
| 25-29 | 252 | 5.02 |
| 30-34 | 457 | 5.00 |
| 35-39 | 475 | 5.05 |
| 40-44 | 514 | 5.02 |
| 45-49 | 632 | 5.03 |
| 50-54 | 860 | 5.05 |
| 55-59 | 666 | 4.98 |
| 60-64 | 363 | 4.61 |
| 65 and over | 480 | 4.45 |
| Rather not say | 79 | 4.53 |

Source questions: Q51 (ties to profession); Agefinal

Table 3.9.6. Mean strength of ties to the archival profession relative to when respondents started their first archival job

| Year started first archival job | Count | 1 = not strong at all <==> 7 = very strong |
|---------------------------------|-------|--|
| All respondents | 4865 | 5.07 |
| 2000-2004 | 1035 | 4.66 |
| 1995-1999 | 1033 | 5.04 |
| 1990-1994 | 742 | 5.15 |
| 1985-1989 | 631 | 5.17 |
| 1980-1984 | 491 | 5.23 |
| 1975-1979 | 439 | 5.42 |
| 1970-1974 | 280 | 5.40 |
| 1965-1969 | 87 | 5.56 |
| Pre-1965 | 49 | 5.08 |

Source questions: Q51 (ties to profession); Q30 (first job)

Affiliation with Archival Professional Associations

A major component of establishing professional identity is affiliation with professional associations. Susan Davis and Richard Cox have both pointed to the emergence of professional associations as hallmarks of professions.⁴¹ The A*CENSUS makes it evident that archivists in the U.S. affiliate with great frequency, so much so that there are now at least 85 separate professional associations in the U.S. serving archivists at the national, regional, state, and local levels.

During the compilation of the mailing list for the A*CENSUS, the staff found a good deal of overlap among the associations' memberships, with many people belonging to three, four, or more associations. Nearly 80% of all A*CENSUS respondents reported belonging to at least one association serving archivists, and more than half reported membership in an association serving another field (Table 3.9.7). Fewer than 9% did not belong to any professional associations at all.

Table 3.9.7. Membership in professional associations among all A*CENSUS respondents

| | Count | Percent |
|---|-------|---------|
| All A*CENSUS respondents | 5,256 | 100% |
| A professional assn serving archivists | 4,176 | 79.5% |
| A professional assn serving another field | 2,723 | 51.8% |
| A tribal assn | 53 | 0.1% |
| I do not belong to any professional assns | 470 | 8.9% |

Source question: Q35 (association membership)

Of the 3,519 respondents who declared specific archival association memberships, 1,543 (43.8%) belonged to two organizations, 384 (10.9%) belonged to three, and 96 (2.7%) belonged to four or more. Patterns among these overlapping memberships are explored in more detail in the discussion of Tables 3.9.13a-3.9.13d, below.

⁴¹ Richard Cox, "Professionalism and Archivists in the United States," *American Archivist* 49 (Summer 1986): 229-247; Susan Davis, special consultant report on leadership in Part 7 of the A*CENSUS report.

While this high affiliation among survey respondents may have resulted in part from the process used to compile the A*CENSUS mailing list—most of the names were obtained from professional association membership lists—developers also made a concerted effort to reach beyond this core group through publicity and institutional contacts.

Susan Davis notes that archivists work in a “wide range of public and private institutions in which archives and records are not primary functions.” She believes that this “relative isolation” in the work place leads archivists to a higher level of identity with the profession at large.⁴² This is underscored by the reasons that A*CENSUS respondents gave to the question about why they decided to join professional associations (Table 3.9.8). Their responses reflected the strong ties reported earlier. The top two reasons were the relatively altruistic “commitment to the profession” and “networking with other professionals.” The least important factor was the more self-serving “career advancement.”

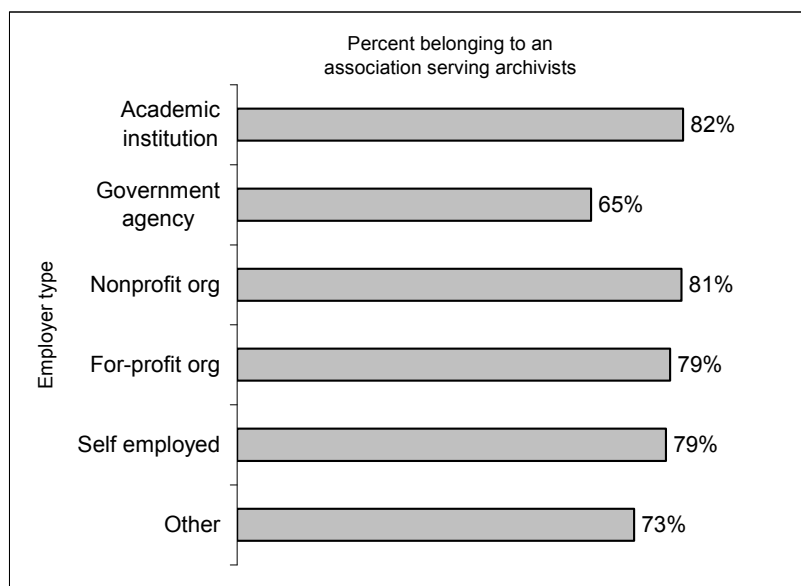
Table 3.9.8. Importance of factors leading to decision to join professional associations, all respondents and archivists/manuscript curators only

| Decision factors | 1 = not at all important <==> 7 = extremely important | |
|--------------------------------------|---|--|
| | All respondents n = 4,458 | Archivists/ms curators only n = 2,460 |
| My commitment to the profession | 5.83 | 5.83 |
| Networking with other professionals | 5.82 | 5.84 |
| Keeping abreast of news in the field | 5.76 | 5.69 |
| Conferences/meetings | 5.56 | 5.62 |
| Continuing education | 5.24 | 5.27 |
| Publications | 4.85 | 4.71 |
| Career advancement | 4.29 | 4.29 |

Source questions: Q1 (position); Q40 (decision to join)

⁴² Davis, pp. 408-409.

Figure 3.9.1. Percentage of respondents belonging to an association serving archivists by employer type



Source questions: Q21 (employer type); Q35 (association membership)

Table 3.9.9. Membership in professional associations, by type of employer

| | All respondents | Academic institution | Government agency | Nonprofit org | For-profit org |
|---|-----------------|----------------------|-------------------|---------------|----------------|
| | n = 5,256 | n = 1,793 | n = 1,576 | n = 1,151 | n = 270 |
| A professional assn serving archivists | 79.5% | 81.7% | 64.8% | 81.4% | 79.3% |
| A professional assn serving another field | 51.8% | 58.1% | 45.2% | 47.9% | 48.1% |
| A tribal assn | 0.1% | 0.8% | 1.2% | 0.6% | 0.4% |
| I do not belong to any professional assns | 8.9% | 4.5% | 17.4% | 6.3% | 2.6% |

Source questions: Q35 (association membership); Q21 (employer type)

Despite a strong tendency to join professional associations in general, it is important to understand that there are differences in membership based on where archivists work. Over the last 30 years, the proportion of college and university archivists among SAA members has grown while the relative number of government archivists has shrunk. In fact, government archivists are almost twice as likely not to belong to any associations at all. Among those who responded to the A*CENSUS, government employees comprised 21.5% of SAA's members (Table 3.2.1), and just 18.5% of the Midwest Archives Conference's members.

The government sector presents a challenge to the associations that want to draw in all sectors of the archival community. One factor that probably influences the professional involvement of state archives employees is that many state governments limit or ban out-of-state travel funding. Some have even placed restrictions on paid leave for conference attendance.⁴³ Nancy Zimmelman's report indicates that government employees in general receive less support from their employers for professional development and continuing education.⁴⁴ This can make it very difficult to participate in professional association meetings or other volunteer activities. Another factor is that there is rarely an employment-related reward or incentive for government employees who attend professional conferences, write for publication in journals, or serve in leadership positions. Academic archivists, on the other hand, are generally encouraged to do all of these and are rewarded with advancement for doing so. For those who are eligible for tenure, evidence of such participation becomes a critical consideration.

Characteristics of Members and Patterns of Affiliation

The A*CENSUS suggests some distinctive demographic patterns among members of specific associations. SAA's members (Table 3.9.10a) are slightly younger than the members of all of the regional associations (Table 3.9.10b) and even most of the state and local associations (Tables 3.9.10c and 3.9.10d). This was something of a surprise as it showed a deviation from age-related patterns of membership from the early years of the regional associations in the 1970s. At that time, the regionals, with their less expensive dues and meetings in nearby cities, were often the starting point for new practitioners, giving them an introduction to participation and leadership that they then carried on to involvement in the national organization. The relative affordability and proximity of regional associations now allow them to better accommodate individuals late in their careers or in retirement, so regional and local associations are retaining the oldest archivists longer than SAA does. SAA also has an active student chapter program which encourages early involvement by the youngest newly minted professionals, another factor that could be skewing the average age downward.

⁴³ Some states are unwilling to assume the insurance liability involved in granting paid leave because they risk having to pay significant compensation if employees are injured or die while they are on "official" travel of any kind.

⁴⁴ Zimmelman, p. 383.

The members of the religious archival organizations are considerably older, probably because many have come to archives after long working lives in their ministries. The state archivists who comprise CoSA's members are also older than those in other associations and on average took their first archival job nine years before the typical A*CENSUS respondent, but this is certainly because they are, by virtue of their positions, all managers who can be expected to be older and to have more experience as a group. This managerial component probably also explains CoSA's collective higher-than-average score on ties to the profession, because managers and those with longer service have been shown to have stronger ties (Table 3.9.2 and 3.9.6).

Another characteristic that CoSA shares with NAGARA, the other all-government organization, is that they are the only two national organizations in which men outnumber women. Table 3.3.2 shows that the government sector served by these organizations has more women than men, although the spread is not as great as among academic or nonprofit employers. Still the number of women in CoSA represents a better balance than existed a decade earlier; in 1993 only seven of the states had female state archivists (a ratio of women to men of 0.14).⁴⁵

⁴⁵ Victoria Irons Walch, *Recognizing Leadership and Partnership: A Report on the Conditions of Historical Records in the States and Efforts to Ensure Their Preservation and Use*. Council of State Historical Records Coordinators (April 1993). <http://www.statearchivists.org/reports/1993rpt/1993report.pdf>.

Table 3.9.10a. Characteristics of individuals identifying themselves as members of archival professional associations

| | Total # members responding | Ratio Women to Men | Mean age* | Mean year started first archival job* | Mean ties to archival profession* | Approx mean salary* |
|--|----------------------------------|--------------------------|--------------|---|---|---------------------------|
| All respondents | – | 1.90 | 48.7 | 1990 | 5.00 | \$49,315 |
| National Associations | | | | | | |
| Academy of Certified Archivists | 593 | 1.40 | 49.8 | 1985 | 5.89 | \$55,132 |
| Archivists for Congregations of Women Religious | 179 | 58.33 | 65.6 | 1994 | 5.22 | \$24,357 |
| Association of Catholic Diocesan Archivists | 91 | 1.65 | 54.4 | 1991 | 5.20 | \$39,831 |
| Association of Moving Image Archivists (AMIA) | 238 | 1.08 | 45.7 | 1991 | 5.72 | \$55,476 |
| Council of State Archivists | 55 | 0.46 | 53.3 | 1981 | 6.21 | \$65,926 |
| National Association of Govt Archives and Records Administrators | 191 | 0.92 | 50.5 | 1984 | 5.71 | \$61,158 |
| Rare Books and Manuscripts Section of American Library Association | 343 | 2.33 | 47.1 | 1990 | 5.38 | \$53,552 |
| Society of American Archivists | 2,409 | 2.08 | 47.1 | 1991 | 5.51 | \$51,189 |

Source questions: Q36a-36f (association memberships); Q2 (gender); Agefinal; Q30 (year started first archival job); Q51 (ties); Q34a (salary)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.9.10b. Characteristics of individuals identifying themselves as members of archival professional associations

| | Total # members responding | Ratio Women to Men | Mean age* | Mean year started first archival job* | Mean ties to archival profession* | Approx mean salary* |
|--|----------------------------------|--------------------------|--------------|---|---|---------------------------|
| All respondents | – | 1.90 | 48.7 | 1990 | 5.00 | \$49,315 |
| Regional Associations | | | | | | |
| Conference of Inter-Mountain Archivists | 84 | 0.55 | 49.9 | 1987 | 5.78 | \$49,459 |
| Mid-Atlantic Regional Archives Conference | 748 | 1.85 | 48.5 | 1988 | 5.43 | \$55,251 |
| Midwest Archives Conference | 695 | 1.88 | 49.2 | 1989 | 5.47 | \$49,578 |
| New England Archivists | 399 | 2.86 | 48.0 | 1990 | 5.52 | \$50,738 |
| New England Archivists of Religious Institutions | 49 | 7.17 | 59.7 | 1993 | 5.30 | \$43,000 |
| Northwest Archivists, Inc | 133 | 1.69 | 48.5 | 1989 | 5.65 | \$48,883 |
| Society of Rocky Mountain Archivists | 95 | 1.62 | 48.4 | 1989 | 5.48 | \$45,676 |
| Society of Southwest Archivists | 377 | 1.62 | 49.5 | 1990 | 5.58 | \$46,580 |

Source questions: Q36a-36f (association memberships); Q2 (gender); Agefinal; Q30 (year started first archival job); Q51 (ties); Q34a (salary)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.9.10c. Characteristics of individuals identifying themselves as members of archival professional associations

| | Total # members responding | Ratio Women to Men | Mean age* | Mean year started first archival job* | Mean ties to archival profession* | Approx mean salary* |
|---|----------------------------------|--------------------------|--------------|---|---|---------------------------|
| All respondents | – | 1.90 | 48.7 | 1990 | 5.00 | \$49,315 |
| State Associations | | | | | | |
| Arizona Paper and Photograph Conservation Group | 13 | 0.54 | 46.3 | 1989 | 5.83 | \$46,538 |
| Association of Hawaii Archivists | 24 | 0.79 | 52.1 | 1991 | 6.18 | \$49,118 |
| Consortium of Iowa Archivists | 16 | 3.00 | 43.4 | 1990 | 6.13 | \$45,714 |
| Kentucky Council on Archives | 66 | 1.33 | 50.6 | 1990 | 5.51 | \$43,431 |
| Louisiana Archives and Manuscripts Association | 45 | 1.50 | 48.5 | 1991 | 5.89 | \$45,263 |
| Michigan Archival Association | 102 | 2.38 | 49.2 | 1992 | 5.03 | \$48,929 |
| New Hampshire Archives Group | 23 | 2.14 | 51.1 | 1986 | 4.77 | \$47,727 |
| Oklahoma Conservation Congress | 14 | 2.50 | 60.1 | 1990 | 5.64 | \$42,143 |
| Palmetto Archives, Libraries and Museum Council on Preservation (PALMCOP) | 22 | 2.14 | 51.2 | 1990 | 5.45 | \$35,000 |
| Society of Alabama Archivists | 51 | 1.04 | 49.9 | 1988 | 5.41 | \$45,556 |
| Society of California Archivists | 299 | 2.65 | 46.2 | 1992 | 5.39 | \$55,721 |
| Society of Florida Archivists | 83 | 2.56 | 52.7 | 1992 | 5.20 | \$42,288 |
| Society of Georgia Archivists | 121 | 2.10 | 47.2 | 1989 | 5.66 | \$50,701 |
| Society of Indiana Archivists | 45 | 1.00 | 51.5 | 1991 | 4.95 | \$42,941 |
| Society of Mississippi Archivists | 29 | 2.38 | 50.2 | 1989 | 5.73 | \$44,130 |
| Society of North Carolina Archivists | 100 | 2.03 | 46.0 | 1990 | 5.72 | \$43,780 |
| Society of Ohio Archivists | 100 | 2.70 | 46.9 | 1991 | 5.42 | \$45,542 |
| Society of Tennessee Archivists | 60 | 1.86 | 49.7 | 1989 | 5.46 | \$42,340 |
| South Carolina Archival Association | 76 | 1.74 | 48.0 | 1991 | 5.56 | \$40,877 |

Source questions: Q36a-36f (association memberships); Q2 (gender); Agefinal; Q30 (year started first archival job); Q51 (ties); Q34a (salary)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.9.10d. Characteristics of individuals identifying themselves as members of archival professional associations

| | Total # members responding | Ratio Women to Men | Mean age* | Mean year started first archival job* | Mean ties to archival profession* | Approx mean salary* |
|--|----------------------------------|--------------------------|--------------|---|---|---------------------------|
| All respondents | – | 1.90 | 48.7 | 1990 | 5.00 | \$49,315 |
| Local Associations | | | | | | |
| Archivists of Religious Institutions | 57 | 1.89 | 60.3 | 1993 | 5.70 | \$45,192 |
| Archivists of the Houston Area | 24 | 1.67 | 51.6 | 1989 | 6.17 | \$52,895 |
| Archivists Round Table of Metropolitan New York | 204 | 1.95 | 47.4 | 1991 | 5.36 | \$55,728 |
| Association of St. Louis Area Archivists | 58 | 3.07 | 50.6 | 1992 | 5.17 | \$40,106 |
| Bay Area Archivists | 61 | 5.44 | 42.4 | 1993 | 5.39 | \$57,386 |
| Capital Area Archivists (NY) | 18 | 2.00 | 44.8 | 1990 | 5.72 | \$52,941 |
| Charleston Archives, Libraries and Museums Council (CALM) | 15 | 2.50 | 52.0 | 1994 | 4.54 | \$30,385 |
| Chicago Area Archivists | 93 | 1.60 | 47.5 | 1988 | 5.24 | \$50,592 |
| Cleveland Archival Roundtable | 28 | 2.50 | 50.2 | 1988 | 4.89 | \$53,750 |
| Coalition of Archivists and Records Professionals in Western Pennsylvania | 7 | 1.00 | 55.5 | 1991 | 6.17 | \$63,750 |
| Delaware Valley Archivists Group | 98 | 1.88 | 47.2 | 1990 | 5.28 | \$45,125 |
| Greater New Orleans Archivists | 20 | 1.22 | 51.8 | 1986 | 5.84 | \$43,125 |
| Kansas City Area Archivists | 71 | 2.04 | 51.3 | 1987 | 5.29 | \$41,250 |
| Library Council of Southeastern Wisconsin, Archives Committee | 15 | 0.88 | 50.8 | 1989 | 5.40 | \$51,000 |
| Metroplex Archivists | 22 | 1.75 | 51.2 | 1989 | 6.05 | \$48,824 |
| Miami Valley Archives Roundtable | 22 | 4.50 | 46.6 | 1991 | 5.95 | \$45,625 |
| New York Archives Conference (formerly the Lake Ontario Archives Conference) | 45 | 1.65 | 50.5 | 1986 | 5.11 | \$51,935 |
| Seattle Area Archivists | 44 | 3.10 | 47.5 | 1990 | 5.55 | \$58,333 |
| Twin Cities Archives Roundtable | 44 | 1.53 | 50.2 | 1987 | 5.20 | \$51,129 |

Source questions: Q36a-36f (association memberships); Q2 (gender); Agefinal; Q30 (year started first archival job); Q51 (ties); Q34a (salary)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Characteristics of Individuals Who Do Not Belong to Associations

While association membership is remarkably high among those working with archival records, 470 respondents to the A*CENSUS indicated that they do not belong to any professional associations (Table 3.9.11). Their characteristics were not very different from the overall profile of respondents who do belong to associations. The nonmembers were slightly younger on average and there were proportionally more men in this group than among the joiners. Most significant was their much lower score on “ties to the archival profession.”

Table 3.9.11. Characteristics of individuals indicating that they do not belong to any professional associations, compared to selected national, regional, state, and local associations

| | Total # responding | Ratio women to men | Mean age* | Mean year started first archival job* | Mean ties to archival profession* | Mean salary |
|---|-----------------------|--------------------------|--------------|---|---|----------------|
| Nonmembers | 470 | 1.18 | 46.8 | 1991 | 4.04 | \$45,381 |
| Members of selected professional association | 4,339 | 2.00 | 48.7 | 1990 | 5.12 | \$49,793 |

Source questions: Q35 (member/nonmember); Q41 (why don't belong)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

A breakdown of nonmembers by type of employer shows that cost is an issue of high concern across all employer types (Table 3.9.12). The data also underscores the relatively larger number of government employees who do not belong to associations than those from any other employment sector. They were also more likely than others, except for-profit employees, to cite “don’t see a need” when asked why they do not belong. If Susan Davis is correct in asserting that “relative isolation” is a factor driving archivists to join associations, then that may explain the lower affiliation rate among government archivists. Most federal and many state archival employees work in settings with relatively large numbers of archival professionals.

Table 3.9.12. Reasons given by nonmembers for not belonging to any professional associations

| | All respondents | Non-members | Reasons for not belonging | | | | |
|--|-----------------|-------------|---------------------------|-------|------------------|-------|------------|
| | | | Cost | Time | Don't see a need | Other | Don't know |
| n = | 4,987 | 470 | 196 | 111 | 161 | 83 | 61 |
| Percentage of all nonmembers citing reason | | | 41.7% | 23.6% | 34.3% | 17.7% | 13.0% |
| Academic institution | 1,793 | 80 | 58.8% | 22.5% | 20.0% | 26.3% | 7.5% |
| Government agency | 1,576 | 275 | 39.3% | 27.6% | 42.5% | 13.1% | 15.3% |
| Nonprofit org | 1,151 | 73 | 43.8% | 20.5% | 28.8% | 27.4% | 17.8% |
| For-profit org | 270 | 7 | 42.9% | 14.3% | 42.9% | 42.9% | 0.0% |
| Self-employed | 65 | 3 | 33.3% | 0.0% | 33.3% | 33.3% | 0.0% |
| Other, no answer | 132 | 32 | 3.8% | 0.8% | 2.3% | 1.5% | 0.0% |

Source questions: Q21 (employer type); Q35 (member/nonmember); Q41 (why don't belong)

In the A*CENSUS data, it is common to find individuals who belong to more than one archival association, and some intriguing patterns manifested themselves in the survey. Of those belonging to any archival association, 55% said they belong to at least two and 14% said they belong to three or more. An analysis of overlap among the membership rolls of national and regional archival associations shows that about two-thirds of the members of both the Midwest Archives Conference and the Mid-Atlantic Regional Archives Conference belong to SAA. Each conference's membership bloc constitutes about 20% of SAA's total membership. Some 79% of the membership of the Academy of Certified Archivists belongs to SAA, but only 20% of SAA members are Certified Archivists. Similarly, although 74% of the members of ALA's Rare Books and Manuscripts Section (RBMS) belong to SAA, only 11% of SAA members belong to RBMS. The Midwest Archives Conference has a larger overlap with other organizations than any of the other regional organizations, perhaps because active professionals want to receive a subscription to its journal, *Archival Issues* (Tables 3.9.13a, 3.9.13b, 3.9.13c, and 3.9.13d).

Table 3.9.13a. Membership overlap among national and regional archival associations

| | | Percentage of those who report being members of | | | | | | | |
|-------------------------------|--------|---|-------|------|-------|------|-------|------|-------|
| | | ACA | | ACWR | | ACDA | | AMIA | |
| | | # | % | # | % | # | % | # | % |
| Who also report belonging to: | ACA | 593 | 100% | 10 | 5.6% | 12 | 13.2% | 21 | 8.8% |
| | ACWR | 10 | 1.7% | 179 | 100% | 15 | 16.5% | 1 | 0.4% |
| | ACDA | 12 | 2.0% | 15 | 8.4% | 91 | 100% | 2 | 0.8% |
| | AMIA | 21 | 3.5% | 1 | 0.6% | 2 | 2.2% | 238 | 100% |
| | COSHRC | 16 | 2.7% | 1 | 0.6% | 1 | 1.1% | 3 | 1.3% |
| | NAGARA | 56 | 9.4% | 1 | 0.6% | 2 | 2.2% | 7 | 2.9% |
| | RBMS | 54 | 9.1% | 1 | 0.6% | 2 | 2.2% | 10 | 4.2% |
| | SAA | 469 | 79.1% | 86 | 48.0% | 53 | 58.2% | 78 | 32.8% |
| | CIMA | 29 | 4.9% | 1 | 0.6% | 2 | 2.2% | 4 | 1.7% |
| | MARAC | 132 | 22.3% | 27 | 15.1% | 14 | 15.4% | 18 | 7.6% |
| | MAC | 134 | 22.6% | 43 | 24.0% | 25 | 27.5% | 29 | 12.2% |
| | NEA | 40 | 6.7% | 9 | 5.0% | 6 | 6.6% | 12 | 5.0% |
| | NEARI | 4 | 0.7% | 17 | 9.5% | 5 | 5.5% | 2 | 0.8% |
| | NWA | 38 | 6.4% | 3 | 1.7% | 3 | 3.3% | 7 | 2.9% |
| | SCA | 32 | 5.4% | 4 | 2.2% | 5 | 5.5% | 12 | 5.0% |
| | SRMA | 30 | 5.1% | 1 | 0.6% | 2 | 2.2% | 4 | 1.7% |
| | SSA | 120 | 20.2% | 8 | 4.5% | 10 | 11.0% | 12 | 5.0% |

Source questions: Q36a1-8 (national associations); Q36b1-8 (regional associations)

Table 3.9.13b. Membership overlap among national and regional archival associations

| | | Percentage of those who report being members of | | | | | | | |
|------------------------------|--------|---|-------|--------|-------|------|-------|-------|-------|
| | | COSHRC | | NAGARA | | RBMS | | SAA | |
| | | # | % | # | % | # | % | # | % |
| Who also report belonging to | ACA | 16 | 29.1% | 56 | 29.3% | 54 | 15.7% | 469 | 19.5% |
| | ACWR | 1 | 1.8% | 1 | 0.5% | 1 | 0.3% | 86 | 3.6% |
| | ACDA | 1 | 1.8% | 2 | 1.0% | 2 | 0.6% | 53 | 2.2% |
| | AMIA | 3 | 5.5% | 7 | 3.7% | 10 | 2.9% | 78 | 3.2% |
| | COSHRC | 55 | 100% | 43 | 22.5% | 2 | 0.6% | 35 | 1.5% |
| | NAGARA | 43 | 78.2% | 191 | 100% | 5 | 1.5% | 115 | 4.8% |
| | RBMS | 2 | 3.6% | 5 | 2.6% | 343 | 100% | 254 | 10.5% |
| | SAA | 35 | 63.6% | 115 | 60.2% | 254 | 74.1% | 2,409 | 100% |
| | CIMA | 6 | 10.9% | 13 | 6.8% | 6 | 1.7% | 51 | 2.1% |
| | MARAC | 10 | 18.2% | 35 | 18.3% | 67 | 19.5% | 476 | 19.8% |
| | MAC | 13 | 23.6% | 39 | 20.4% | 68 | 19.8% | 467 | 19.4% |
| | NEA | 5 | 9.1% | 23 | 12.0% | 46 | 13.4% | 290 | 12.0% |
| | NEARI | 1 | 1.8% | 1 | 0.5% | 3 | 0.9% | 23 | 1.0% |
| | NWA | 7 | 12.7% | 14 | 7.3% | 9 | 2.6% | 86 | 3.6% |
| | SCA | 2 | 3.6% | 8 | 4.2% | 39 | 11.4% | 182 | 7.6% |
| | SRMA | 4 | 7.3% | 6 | 3.1% | 10 | 2.9% | 57 | 2.4% |
| | SSA | 4 | 7.3% | 23 | 12.0% | 38 | 11.1% | 231 | 9.6% |

Source questions: Q36a1-8 (national associations); Q36b1-8 (regional associations)

Table 3.9.13c. Membership overlap among national and regional archival associations

| | | Percentage of those who report being members of | | | | | | | | | |
|-------------------------------|--------|---|-------|-------|-------|-----|-------|-----|-------|-------|-------|
| | | CIMA | | MARAC | | MAC | | NEA | | NEARI | |
| | | # | % | # | % | # | % | # | % | # | % |
| Who also report belonging to: | ACA | 29 | 34.5% | 132 | 17.6% | 134 | 19.3% | 40 | 10.0% | 4 | 8.2% |
| | ACWR | 1 | 1.2% | 27 | 3.6% | 43 | 6.2% | 9 | 2.3% | 17 | 34.7% |
| | ACDA | 2 | 2.4% | 14 | 1.9% | 25 | 3.6% | 6 | 1.5% | 5 | 10.2% |
| | AMIA | 4 | 4.8% | 18 | 2.4% | 29 | 4.2% | 12 | 3.0% | 2 | 4.1% |
| | COSHRC | 6 | 7.1% | 10 | 1.3% | 13 | 1.9% | 5 | 1.3% | 1 | 2.0% |
| | NAGARA | 13 | 15.5% | 35 | 4.7% | 39 | 5.6% | 23 | 5.8% | 1 | 2.0% |
| | RBMS | 6 | 7.1% | 67 | 9.0% | 68 | 9.8% | 46 | 11.5% | 3 | 6.1% |
| | SAA | 51 | 60.7% | 476 | 63.6% | 467 | 67.2% | 290 | 72.7% | 23 | 46.9% |
| | CIMA | 84 | 100% | 7 | 0.9% | 10 | 1.4% | 4 | 1.0% | 1 | 2.0% |
| | MARAC | 7 | 8.3% | 748 | 100% | 54 | 7.8% | 46 | 11.5% | 10 | 20.4% |
| | MAC | 10 | 11.9% | 54 | 7.2% | 695 | 100% | 24 | 6.0% | 3 | 6.1% |
| | NEA | 4 | 4.8% | 46 | 6.1% | 24 | 3.5% | 399 | 100% | 16 | 32.7% |
| | NEARI | 1 | 1.2% | 10 | 1.3% | 3 | 0.4% | 16 | 4.0% | 49 | 100% |
| | NWA | 7 | 8.3% | 5 | 0.7% | 8 | 1.2% | 5 | 1.3% | 2 | 4.1% |
| | SCA | 7 | 8.3% | 6 | 0.8% | 15 | 2.2% | 6 | 1.5% | 1 | 2.0% |
| | SRMA | 8 | 9.5% | 7 | 0.9% | 22 | 3.2% | 6 | 1.5% | 1 | 2.0% |
| | SSA | 20 | 23.8% | 24 | 3.2% | 40 | 5.8% | 10 | 2.5% | 1 | 2.0% |

Source questions: Q36a1-8 (national associations); Q36b1-8 (regional associations)

Table 3.9.13d. Membership overlap among national and regional archival associations

| | | Percentage of those who report being members of | | | | | | | |
|-------------------------------|--------|---|-------|-----|-------|------|-------|-----|-------|
| | | NWA | | SCA | | SRMA | | SSA | |
| | | # | % | # | % | # | % | # | % |
| Who also report belonging to: | ACA | 38 | 28.6% | 32 | 10.7% | 30 | 31.6% | 120 | 31.8% |
| | ACWR | 3 | 2.3% | 4 | 1.3% | 1 | 1.1% | 8 | 2.1% |
| | ACDA | 3 | 2.3% | 5 | 1.7% | 2 | 2.1% | 10 | 2.7% |
| | AMIA | 7 | 5.3% | 12 | 4.0% | 4 | 4.2% | 12 | 3.2% |
| | COSHR | 7 | 5.3% | 2 | 0.7% | 4 | 4.2% | 4 | 1.1% |
| | NAGARA | 14 | 10.5% | 8 | 2.7% | 6 | 6.3% | 23 | 6.1% |
| | RBMS | 9 | 6.8% | 39 | 13.0% | 10 | 10.5% | 38 | 10.1% |
| | SAA | 86 | 64.7% | 182 | 60.9% | 57 | 60.0% | 231 | 61.3% |
| | CIMA | 7 | 5.3% | 7 | 2.3% | 8 | 8.4% | 20 | 5.3% |
| | MARAC | 5 | 3.8% | 6 | 2.0% | 7 | 7.4% | 24 | 6.4% |
| | MAC | 8 | 6.0% | 15 | 5.0% | 22 | 23.2% | 40 | 10.6% |
| | NEA | 5 | 3.8% | 6 | 2.0% | 6 | 6.3% | 10 | 2.7% |
| | NEARI | 2 | 1.5% | 1 | 0.3% | 1 | 1.1% | 1 | 0.3% |
| | NWA | 133 | 100% | 8 | 2.7% | 7 | 7.4% | 6 | 1.6% |
| | SCA | 8 | 6.0% | 299 | 100% | 3 | 3.2% | 9 | 2.4% |
| | SRMA | 7 | 5.3% | 3 | 1.0% | 95 | 100% | 10 | 2.7% |
| | SSA | 6 | 4.5% | 9 | 3.0% | 10 | 10.5% | 377 | 100% |

Source questions: Q36a1-8 (national associations); Q36b1-8 (regional associations)

A*CENSUS respondents were asked to identify the organizations that they considered to be their two “primary” affiliations. SAA and the Association of Moving Image Archivists topped the list, with the Archivists for Congregations of Women Religious, a cluster of regional associations, and the Council of State Archivists following them (Table 3.9.14).

Table 3.9.14. Number of respondents who identified each archival association as one of their two “primary” affiliations

| | Total # members among respondents | Identified as primary organization | % of those who are members who said this was a “primary” org |
|--|-----------------------------------|------------------------------------|--|
| Society of American Archivists | 2,409 | 1,820 | 75.6% |
| Association of Moving Image Archivists | 238 | 177 | 74.4% |
| New England Archivists | 399 | 271 | 67.9% |
| Archivists for Congregations of Women Religious | 179 | 115 | 64.2% |
| Mid-Atlantic Regional Archives Conference | 748 | 476 | 63.6% |
| Northwest Archivists, Inc. | 133 | 83 | 62.4% |
| Council of State Archivists | 55 | 33 | 60.0% |
| Midwest Archives Conference | 695 | 412 | 59.3% |
| Conference of Inter-Mountain Archivists | 84 | 49 | 58.3% |
| Society of Rocky Mountain Archivists | 95 | 52 | 54.7% |
| Miami Valley Archives Roundtable | 22 | 12 | 54.5% |
| Society of Southwest Archivists | 377 | 201 | 53.3% |
| Association of Catholic Diocesan Archivists | 91 | 47 | 51.6% |
| Kansas City Area Archivists | 71 | 36 | 50.7% |
| National Assn of Government Archives and Records Administrators (NAGARA) | 191 | 92 | 48.2% |
| Association of St. Louis Area Archivists | 58 | 25 | 43.1% |
| Society of Ohio Archivists | 100 | 43 | 43.0% |
| Rare Books and Manuscripts Section, ACRL, ALA | 343 | 129 | 37.6% |
| Consortium of Iowa Archivists | 16 | 6 | 37.5% |
| Michigan Archival Association | 102 | 37 | 36.3% |
| New England Archivists of Religious Institutions | 49 | 17 | 34.7% |
| Academy of Certified Archivists | 593 | 205 | 34.6% |
| Twin Cities Archives Roundtable | 44 | 15 | 34.1% |
| Cleveland Archival Roundtable | 28 | 8 | 28.6% |
| Society of Indiana Archivists | 45 | 12 | 26.7% |

Source question: Q37 (primary associations)

10: Archival Managers

The final section of the survey consisted of a series of questions directed at individuals who manage archival programs. The analysis of the data on managers will first examine the characteristics gathered in the main part of the survey and then turn to responses to the final set of questions.

For the purposes of this analysis, *managers* is defined as anyone who responded to any one (or more) of the following questions as indicated:

| Question | Number who responded “yes” to each question |
|--|---|
| Q1. Please indicate if you currently are: <u>Response 2:</u> “Managing a program that employs archivists.” | 443 |
| Q27. Please select which of the following best describes your current position. <u>Response 8:</u> “Manager. An archivist with additional responsibility for staffing (including hiring and firing), budgeting, planning, evaluation, policy making, and outside contacts. Represents the unit to others.” | 1,335 |
| Q28. Please indicate your primary position below (only asked of those who indicated that they held “some other archives-related position” in Q27). <u>Response 17:</u> Manager/administrator, nonarchivist (supervises archivists but is not an archivist him/herself). | 31 |
| M1. Do your responsibilities include managing or supervising archivists (including hiring and firing)? <u>Response 1:</u> Yes. | 1,297 |
| Any combinations of the above. Because of overlapping responses, this constitutes the total number of individuals who responded positively to any one or more of the above four questions and who therefore are considered “managers” for many of the calculations in this section. | 1,787 |

There was, of course, a great deal of overlap among these responses, since many chose two or more of these categories. There were 1,787 individuals who responded positively to any one or more of the four management-related questions in Table 3.10.1. This comprises 32.5% of the 5,492 who answered any questions in the A*CENSUS survey. Most of the calculations in the first part of this section have been based on this composite group of 1,787. As with other sections in the survey, the “n” may be smaller than that for any given question on its own, especially those

falling later in the survey (like the “age” question in Table 3.10.3, below) because some respondents exited the survey before completing it.

Although the A*CENSUS indicates that nearly twice as many women as men work in the archival field (Table 3.3.1), men make up a larger proportion of managers (Table 3.10.2). The relative proportion of women to men among managers is closer to 3:2. This is probably a function of seniority, since the relative proportion of men to women shrinks almost to 1.00 among older managers. It is very likely that the proportion of female managers will grow as the large number of women now entering the field progress through their careers.

Table 3.10.2. Gender of managers compared to all respondents

| | Number who provided information on gender | Men | Women | Ratio of women to men |
|-----------------|---|-------|-------|-----------------------|
| All respondents | 5,061 | 1,747 | 3,314 | 1.90 |
| Managers | 1,693 | 691 | 1,002 | 1.45 |

Source questions: Q2 (gender); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

The overall mean age of female managers (49.2 years) is only slightly lower than that of male managers (50.9 years). In fact, there is already a spike among women managers in their early forties (Table 3.10.3).

Table 3.10.3. Ages of individuals indicating that they are managers and ratios of women to men, by age

| Age | All managers | Men managers | Women managers | Ratio of women to men |
|------------------|--------------|--------------|----------------|-----------------------|
| Under 25 | 5 | 0 | 5 | N/A |
| 25-29 | 27 | 7 | 20 | 2.86 |
| 30-34 | 105 | 36 | 69 | 1.92 |
| 35-39 | 137 | 51 | 86 | 1.69 |
| 40-44 | 171 | 54 | 116 | 2.15 |
| 45-49 | 264 | 105 | 156 | 1.49 |
| 50-54 | 365 | 159 | 204 | 1.28 |
| 55-59 | 290 | 141 | 149 | 1.06 |
| 60-64 | 142 | 76 | 66 | 0.87 |
| 65 and over | 105 | 32 | 73 | 2.28 |
| Rather not say | 25 | 6 | 9 | 1.50 |
| Total | 1,636 | 667 | 953 | 1.43 |
| Mean* age | 49.6 | 50.9 | 49.2 | |

Source questions: Agefinal; Q2 (gender); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

The average male manager started his first archival job much earlier (1984) than the average female manager (1989). The mean starting year for all respondents was 1991 and the mean starting year for all managers was 1987 (Table 3.10.4). This helps explain the discrepancy between the proportion of women managers and women in the field at large. Because female managers typically began five years later than their male counterparts, they are less likely to have risen to leadership roles as of yet.

Table 3.10.4. Mean* year started first archival job for all archivists and manuscript curators, all managers, and managers by gender

| | Total | Mean year started first archival job |
|--|-------|--------------------------------------|
| All archivists and manuscript curators | 2,773 | 1991 |
| All managers | 1,696 | 1987 |
| Male managers | 676 | 1984 |
| Female managers | 977 | 1989 |

Source questions: Q30 (year started first archival job); Q2 (gender); and combination of Q1=2 (current position); Q27=8 (current position); Q28=17 (current position, nonarchival); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Questions Directed at Managers

The remaining analysis reflects responses only from the 1,297 who responded to the management-specific questions at the end of the survey. The last section of the A*CENSUS contained a series of 26 questions that were specifically targeted at archival managers. The first question in this section (M1), “Do your responsibilities include managing or supervising archivists (including hiring and firing)?” was asked of the 2,095 individuals who had responded “yes” to any of the first three management-related questions contained in the main body of the A*CENSUS which are listed in Table 3.10.1, above. Of these, 1,297 said “yes” (62%), 769 said “no” (37%), and 29 said “don’t know” (1%).

The rest of the “M” questions were presented only to the 1,297 individuals who responded “yes” to question M1. Not all of those completed all of the management section.

We know from anecdotal evidence that some managers chose not to complete this section of the survey even though the nature of their responsibilities qualified them to respond “yes” to question M1. Two archival managers told A*CENSUS staff that they had answered “no” to M1 because they knew a positive answer would trigger more questions and they did not have more time to spend on the survey. We can assume that this was a common problem for archival managers who would have reached this point in the A*CENSUS after already devoting an average of 45 minutes to answering questions.

Tables 3.10.5-3.10.7 show, in broad strokes, how managers in different types of employment settings divide their time among core archival functions, management responsibilities, and other responsibilities. It appears that government managers are less likely to be performing core archival functions and more likely to be engaged in management than their peers, probably because they have larger staffs and budgets to oversee (see Tables 3.10.8 and 3.10.9). Larger staffs are also more likely to lead to greater differentiation among each individual’s responsibilities. Archival managers in nongovernmental employment sectors are more likely to work alone or in settings with only a few other professionals and therefore must remain engaged in all related functions.

Table 3.10.5. Percentage of time spent personally performing core archival functions by managers working for each type of employer

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|---|--------------|----------------------|-------------------|---------------|----------------|
| | n = 1,293 | n = 487 | n = 397 | n = 303 | n = 72 |
| Approx mean percentage of time spent, all managers* | 32.2% | 33.6% | 27.7% | 34.8% | 37.1% |
| 76-100% | 8.4% | 8.0% | 6.0% | 11.2% | 12.5% |
| 51-75% | 15.2% | 17.9% | 10.3% | 17.5% | 15.3% |
| 26-50% | 22.3% | 22.4% | 22.4% | 20.5% | 30.6% |
| 11-25% | 27.8% | 29.8% | 27.7% | 26.4% | 19.4% |
| Less than 10% | 24.4% | 20.5% | 30.2% | 23.4% | 20.8% |
| Don't have these responsibilities | 1.8% | 1.0% | 3.3% | 1.0% | 1.4% |

Source questions: M2A (time spent personally on core archival functions); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.10.6. Percentage of time spent on management responsibilities by managers working for each type of employer

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|---|--------------|----------------------|-------------------|---------------|----------------|
| | n = 1,293 | n = 487 | n = 397 | n = 303 | n = 72 |
| Approx mean percentage of time spent, all managers* | 45.3% | 42.5% | 52.3% | 40.7% | 45.1% |
| 76-100% | 17.2% | 13.3% | 24.7% | 12.9% | 16.7% |
| 51-75% | 23.8% | 22.2% | 28.7% | 21.1% | 23.6% |
| 26-50% | 27.5% | 31.0% | 23.9% | 26.1% | 27.8% |
| 11-25% | 25.4% | 26.3% | 18.9% | 32.0% | 27.8% |
| Less than 10% | 5.9% | 7.0% | 3.5% | 7.6% | 4.2% |
| Don't have these responsibilities | 0.1% | – | 0.3% | – | – |

Source questions: M2B (time spent personally on management responsibilities); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Nonprofit managers and government managers appear to spend somewhat more time on “other” responsibilities than those in other employment settings (Table 3.10.7). A typical government manager is responsible for overseeing the work of far more people (both employees and volunteers) than managers in other sectors (Table 3.10.8). It is also clear from these results that governments and nonprofit organizations rely more on volunteer labor than other types of archival repositories.

Table 3.10.7. Percentage of time spent on other responsibilities by managers working for each type of employer

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|---|--------------|----------------------|-------------------|---------------|----------------|
| | n = 1,293 | n = 487 | n = 397 | n = 303 | n = 72 |
| Approx mean percentage of time spent, all managers* | 24.1% | 21.8% | 21.0% | 28.4% | 30.4% |
| 76-100% | 5.3% | 4.1% | 3.8% | 8.3% | 12.5% |
| 51-75% | 5.9% | 4.3% | 5.0% | 8.3% | 8.3% |
| 26-50% | 14.8% | 14.0% | 13.1% | 17.5% | 16.7% |
| 11-25% | 34.6% | 39.8% | 30.5% | 33.0% | 30.6% |
| Less than 10% | 32.0% | 31.8% | 37.8% | 25.7% | 29.2% |
| Don't have these responsibilities | 4.0% | 2.5% | 6.0% | 4.6% | 1.4% |

Source questions: M2C (time spent on other responsibilities); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Table 3.10.8. Number of paid individuals and volunteers who report directly or indirectly to managers and number of full-time equivalents (FTEs) they constitute, by employer type

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|---|--------------|----------------------|-------------------|---------------|----------------|
| | n = 1,289 | n = 484 | n = 396 | n = 303 | n = 72 |
| Total # of employees who report directly or indirectly to managers | 18,240 | 5,573 | 9,924 | 2,026 | 509 |
| Mean # of employees | 14.15 | 11.51 | 25.06 | 6.69 | 7.07 |
| Total # of FTEs comprised by these employees | 4,944 | 1,467 | 2,910 | 438 | 78 |
| Mean # of FTEs | 8.81 | 7.02 | 16.92 | 3.22 | 2.6 |
| Total # of volunteers who report directly or indirectly to managers | 5,958 | 752 | 2,699 | 2,270 | 50 |
| Mean # of volunteers | 4.62 | 1.55 | 6.82 | 7.49 | 0.69 |

Source questions: M3 (# of employees reporting to manager); M4 (employee FTEs reporting to manager); M6 (volunteer FTEs reporting to manager), M1 (managers)

Government managers' budgets are typically much larger than in other types of repositories, while nonprofit managers' budgets are substantially less (Table 3.10.9).

Table 3.10.9. Total annual budget for which managers are responsible, by employer type

| | All managers n = 1,288 | Academic institution n = 484 | Government agency n = 396 | Nonprofit org n = 302 | For-profit org n = 72 |
|-----------------------|---------------------------|------------------------------------|---------------------------------|--------------------------|--------------------------|
| Total annual budget | | | | | |
| Less than \$1,000 | 12 | 5 | 3 | 4 | 0 |
| \$1,001 - \$4,999 | 16 | 5 | 3 | 6 | 0 |
| \$5,000 - \$9,999 | 24 | 8 | 2 | 12 | 1 |
| \$10,000 - \$19,999 | 34 | 10 | 5 | 15 | 1 |
| \$20,000 - \$49,999 | 55 | 17 | 14 | 19 | 3 |
| \$50,000 - \$99,999 | 120 | 41 | 18 | 55 | 5 |
| \$100,000 - \$249,999 | 287 | 129 | 63 | 79 | 9 |
| \$250,000 - \$499,999 | 180 | 68 | 62 | 32 | 14 |
| \$500,000 or more | 269 | 71 | 131 | 41 | 20 |
| Not sure | 291 | 130 | 95 | 39 | 19 |
| Approx mean budgets* | \$345,631 | \$307,267 | \$468,490 | \$242,395 | \$440,142 |

Source questions: M8a (total annual budget for which managers are responsible); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

Only 43% of all managers provided responses when asked to identify what percentage of their budgets were allocated to personnel or professional development for staff.

Table 3.10.10. Percentage of budget allocated to personnel and professional development

| | All managers n = 559 | Academic institution n = 209 | Government agency n = 171 | Nonprofit org n = 135 | For-profit org n = 30 |
|---|-------------------------|------------------------------------|---------------------------------|--------------------------|--------------------------|
| Mean percentages* of budget allocations to: | | | | | |
| Personnel | 63.8% | 67.4% | 65.5% | 58.6% | 56.1% |
| Professional development for staff | 6.3% | 5.0% | 6.3% | 7.1% | 8.8% |

Source questions: M8b (percent of budget allocated to personnel); M8c (percent of budget allocated to professional development); M1 (managers)

*See Appendix D for process used to calculate approximate means for questions using ranges in the A*CENSUS.

It appears that government agencies have been the most active in hiring entry-level staff (59%), while academic institutions have been more active in hiring at the mid-level or senior levels (57%) than other types of employers during the last five years (Tables 3.10.11 and 3.10.12).

Table 3.10.11. Number of managers responsible for hiring new archival employees, by employer type

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|-------------------------------|--------------|----------------------|-------------------|---------------|----------------|
| | n = 1276 | n = 480 | n = 393 | n = 301 | n = 68 |
| Number responsible for hiring | 1,109 | 433 | 336 | 253 | 61 |
| % of all in employer types | 86.9% | 90.2% | 85.5% | 84.1% | 89.7% |

Source questions: M9 (responsible for hiring); M1 (managers)
[A8-Managers.Indexed.xls / M9-11-12-16]

Table 3.10.12. Managers who have hired a full-time, entry-level, mid-level, or senior archivist in the last 5 years

| | All managers | Academic institution | Government agency | Nonprofit org | For-profit org |
|--|--------------|----------------------|-------------------|---------------|----------------|
| | n = 651 | n = 251 | n = 230 | n = 124 | n = 32 |
| Number who have hired entry-level archivists in last 5 years | 651 | 251 | 230 | 124 | 32 |
| % of all in employer types | 51.3% | 52.7% | 58.8% | 41.5% | 47.1% |
| Number who have hired mid-level or senior archivists in last 5 years | 309 | 102 | 132 | 55 | 14 |
| % of all in employer types | 40.6% | 57.4% | 44.4% | 43.8% | 40.6% |

Source questions: M11 (hired entry-level archivist in last 5 years); M12 (hired mid-level or senior archivists in last 5 years); M1 (managers)
[A8-Managers.Indexed.xls / M9-11-12-16]

“Referral from a trusted colleague” was reported as the most effective method of finding new employees by managers in all sectors. Connections made through professional associations, including websites and interactions at conferences, also showed strong support (Table 3.10.13).

Table 3.10.13. Managers' ranking of the relative effectiveness of various methods used to find new archival employees (ranked from most to least effective)

| Method to find new archival employees | Mean Rating for Each Employer Type 1 = not at all effective <==> 7 = very effective | | | | |
|--|--|---------------------|-----------------|----------------------|----------------------|
| | All n = 1109 | Academic n = 431 | Govt n = 335 | Nonprofit n = 253 | For-profit n = 61 |
| Referral from a trusted colleague | 5.38 | 5.35 | 5.04 | 5.72 | 5.96 |
| Advertisement on professional association website | 4.91 | 5.18 | 4.43 | 5.03 | 5.02 |
| Recruiting archival professionals with whom you are acquainted | 4.84 | 4.88 | 4.60 | 5.00 | 5.13 |
| Recruiting candidates from graduate archival education programs | 4.82 | 4.80 | 4.77 | 4.84 | 4.96 |
| Advertisement in professional publications | 4.67 | 5.10 | 4.27 | 4.46 | 4.22 |
| Advertisement on listservs | 4.62 | 4.92 | 4.33 | 4.60 | 4.47 |
| Meeting potential candidates at professional meetings and conferences | 4.33 | 4.43 | 4.03 | 4.49 | 3.87 |
| Advertisement within your institution | 3.64 | 3.70 | 4.05 | 3.15 | 2.95 |
| Referring to official list of eligible candidates provided by employer | 3.43 | 2.91 | 4.43 | 2.59 | 2.89 |
| Advertisement in newspapers | 2.78 | 2.64 | 2.93 | 2.83 | 2.73 |
| Advertisement on Internet job site (e.g., Monster.com) | 2.84 | 2.67 | 2.90 | 3.03 | 3.16 |

Source questions: M10a-10k (methods of finding new archival employees)

Most employers somewhat support professional development for their staff members, but academic institutions are more likely to provide such support than other types of employers, while government agencies lag the rest (Table 3.10.14).

Table 3.10.14. Percentage of employers that provide institutional support for staff participation in professional development activities, by employer type

| | All managers n = 1,262 | Academic institution n = 475 | Government agency n = 390 | Nonprofit org n = 298 | For-profit org n = 65 |
|-------------------------------------|---------------------------|---------------------------------|------------------------------|--------------------------|--------------------------|
| Employer provides support | 1,139 | 446 | 337 | 266 | 59 |
| Percentage of all in employer types | 90.3% | 93.9% | 86.4% | 89.3% | 90.8% |

Source questions: M19 (employer supports professional development); M1 (managers)

Nearly 80% of all employers provide support for conference fees and travel expenses, with for-profit employees being more likely to receive these benefits than government employees (Table 3.10.15). Expenses for graduate education are most likely to be covered by for-profit and academic employers.

Table 3.10.15. Percentage of employers that provide specific types of institutional support for staff participation in professional development activities

| Employer pays for: | All managers n = 1,262 | Academic institution n = 475 | Government agency n = 390 | Nonprofit org n = 298 | For-profit org n = 65 |
|----------------------------------|---------------------------|---------------------------------|------------------------------|--------------------------|--------------------------|
| Travel expenses | 77.3% | 81.7% | 72.6% | 75.2% | 86.2% |
| Conference fees | 79.9% | 80.8% | 76.4% | 81.5% | 89.2% |
| Continuing education tuition | 59.9% | 63.6% | 54.1% | 59.4% | 76.9% |
| Graduate school tuition | 28.3% | 32.8% | 27.2% | 20.5% | 47.7% |
| Paid leave granted | 49.0% | 54.5% | 55.6% | 37.6% | 24.6% |
| Unpaid leave granted | 19.5% | 22.9% | 21.8% | 11.1% | 16.9% |
| Workshops/ seminars at workplace | 46.1% | 49.1% | 54.1% | 32.6% | 35.4% |
| Other | 6.6% | 9.1% | 5.9% | 3.7% | 4.6% |

Source questions: M20 (ways employer supports professional development); M1 (managers)

Overall, funding was reported as the biggest barrier to obtaining professional development, especially among government and non-profit employees, although lack of staff coverage was also a concern among all employee sectors (Table 3.10.16). State employees cited inability to fund out-of-state travel as a barrier at a rate of 5.18 out of 7.00, significantly higher than other sectors. As noted earlier, many state governments have issued blanket rules that severely restrict out-of-state travel in an effort to address the enormous deficits experienced in the last decade.

Table 3.10.16. Barriers to obtaining professional development, all A*CENSUS respondents
(ranked from larger to smaller barrier)

| Barrier | Mean Rating for Each Employer Type | | | | |
|---|------------------------------------|---------------------|-----------------------|----------------------|----------------------|
| | All respondents n = 1260 | Academic n = 474 | Government n = 387 | Nonprofit n = 253 | For-profit n = 61 |
| Unable to fund international travel | 5.26 | 4.69 | 5.94 | 5.34 | 4.75 |
| Lack of funding | 4.73 | 4.62 | 5.18 | 4.60 | 3.41 |
| Lack of staff coverage | 4.26 | 4.25 | 4.44 | 4.05 | 4.08 |
| Unable to fund out-of-state travel | 3.80 | 3.31 | 4.60 | 3.70 | 2.89 |
| Unable to fund any travel | 3.48 | 3.08 | 4.13 | 3.37 | 2.65 |
| Lack of interest on part of staff | 2.86 | 2.82 | 3.26 | 2.43 | 3.05 |
| Lack of support/encouragement from upper management | 2.75 | 2.65 | 3.01 | 2.57 | 2.79 |

Source questions: M21a-g (barriers to obtaining professional development)

When asked about their own professional development plans, managers most often cited a desire to obtain specialty training in an archives-related function, like electronic records (Table 3.10.17). They were also interested in management-related training. Few expected to pursue additional graduate-level education.

Table 3.10.17. Managers' own personal professional development plans

| Activity | Count | Percentage of all managers |
|---|-------|----------------------------|
| Total, all managers responding to this question | 1,253 | 100% |
| Specialized training in an archives-related function (e.g., electronic records) | 607 | 12.1% |
| Continuing education courses targeted toward managing archives | 421 | 8.4% |
| Specialized training toward a nontechnical function | 301 | 6.0% |
| Continuing education courses targeted toward managing people | 284 | 5.7% |
| Specialized training in records management | 214 | 4.3% |
| No professional development plans | 191 | 3.8% |
| Pursue a PhD in business or nonarchival field | 108 | 2.2% |
| Other | 142 | 2.8% |
| Pursue a master's degree in business or nonarchival field | 101 | 2.0% |
| Don't know | 94 | 1.9% |

Source questions: M22 (managers' personal professional development plans)

Of the specific factors named, personnel management was the most important in preparing individuals to assume their managerial responsibilities (Table 3.10.18). It was especially strong among government managers who tend to have larger staffs to oversee (Table 3.10.8), but less so among those in nonprofits.

Table 3.10.18. Importance of various factors in preparing individuals to be archival managers

| Barrier | Mean Rating for Each Employer Type | | | | |
|---|------------------------------------|---------------------|-----------------------|----------------------|----------------------|
| | All respondents n = 1260 | Academic n = 474 | Government n = 387 | Nonprofit n = 253 | For-profit n = 61 |
| Personnel management experience/training | 5.08 | 5.05 | 5.24 | 4.85 | 5.39 |
| Experience/training in a specialized archival topic | 4.85 | 4.87 | 4.81 | 4.78 | 4.89 |
| Strategic planning experience/training | 4.55 | 4.47 | 4.64 | 4.44 | 4.88 |
| Financial management experience/training | 4.10 | 4.09 | 4.10 | 3.99 | 4.48 |
| Other experience/training | 5.25 | 5.17 | 5.30 | 5.26 | 5.42 |

Source questions: M24a-e (factors in preparing to be archival manager)

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