

SNAPshots

Volume 1, Issue 2 · Fall 2012



Newsletter of the Students and New Archival Professionals Roundtable, Society of American Archivists

Inside this Issue

Oh SNAP!	1
The Editor's Desk	2
All About SNAP	3
Ready Reference	3
Meet the Steering Committee	4
Virtual Conferences in the Real World	5
Conference Expectations, Part 2	5
Get to Know a Pro	6
<i>SNAPshots</i> Design Competition	7
SAA Membership	8
Annual Conferences	8
Student Studies	9
Inside Archival Internships	10
You Won't Believe What I Found!	11
Community Question	11
Mentorship Programs	12
Not Just for Pros Anymore: A Few Ways to Get Involved	13
Student Chapters News	

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Oh SNAP!

Making Waves in San Diego

By SNAP Chair Rebecca Goldman

I'd be lying if I said I wasn't nervous going into SNAP's inaugural meeting. None of your SNAP steering committee members (myself included) had ever run an SAA meeting before, and we had no idea how many SNAPPers would show up or whether they'd like the session we planned.

I'm pleased to report that we counted over 100 attendees, and we nearly ran out of time because our audience had so many thoughtful questions for our presenters. I'm well aware that most of our membership wasn't able to attend SAA, and I hope that this newsletter's coverage as well as all the live blogging and tweets various attendees put out helps make up for it a little.

We plan to take full advantage of the wifi available at SAA13 in New Orleans to tweet, live-blog, and otherwise document our meeting in real time for SNAP members tuning in from home.

So, we had our very first meeting, and by all measures it was a success. But what really excited me were all the things happening outside our own meeting. In his opening plenary, President Gregor Trinkaus-Randall asked all the student attendees to stand up and be recognized—a powerful visual reminder that new archivists make up a large percentage of SAA's membership.

In many of the sessions I attended, SNAP was mentioned as a potential partner, or as an example for engaging with section and roundtable members. Readers, we are making waves within SAA, and I hope you all are enjoying the ride as much as I am.

The Editor's Desk

By Sarah Powell

As a recent graduate and new professional, attending my first SAA Conference was quite a thrill. In addition to the copious notes I took during the many fascinating panels, I worked hard to push myself out of my comfort zone to attend social events and networking opportunities. I used the SNAP Lunch Buddies program to meet other SNAPpers, signed up for a Conference Navigator, and made a point to find half-empty tables everywhere I went so I could sit and chat with other archivists. It was exhausting, thrilling, and I left San Diego with few regrets.

This issue of *SNAPshots* focuses on the many collaborative opportunities available through the SAA along with wrapping up coverage of SAA12. While a single quarterly newsletter can't begin to describe everything that occurred in San Diego, we can reflect on the activities and highlight the accomplishments of SNAP members who participated.

After working with writers on their articles, keeping up with the many SAA listservs, and reading many Tweets and blog posts, it's clear that none of our professional colleagues want to exist in a vacuum. Everyone at every level, from Lone Arranger to SAA President, wants to work with other archivists to build up the profession, improve our professional standards and guidelines, and encourage future generations of archivists.

SNAP's first conference session a success by any measure. Plans are underway to make next year even better. We've heard from an astonishing number of SAA groups that want to involve students and new professionals in their projects while simultaneously launching our own projects and inquiries that are making waves.

The underlying theme of this issue and SNAP's continuing success is simple: you can either be a passive consumer or an active collaborator. With just a little more effort, you can help improve not just your own career but the work done by SNAP, SAA and for the standing of the archival profession.

It has been my pleasure to serve at the Newsletter Coordinator and Editor-in-Chief for *SNAPshots* and as a member of the SNAP Steering Committee during its first year. I look forward to helping SNAP grow and evolve as I work to develop my own fledgling professional career.

Call for Contributors

We're always looking for guest contributors to provide our readers with features on different archival topics and persons of interest.

If you have something you would like to share, and are interested in submitting a short article for our next newsletter or the SNAP blog, please email newarchivistsRT@gmail.com.

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All About SNAP

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Links

SNAP Microsite

<http://www2.archivists.org/groups/students-and-new-archives-professionals-snap-roundtable>

SNAP Twitter

@SNAP_Roundtable
#thatdelightfullist
#snaprt

SNAP Facebook

<https://www.facebook.com/SNAPRoundtable>

Ready Reference

SAA12 SNAP Posters and Papers:

- **Lori Birrell** in collaboration with **Melissa Mead**, Director, Digital Projects Research Center- University of Rochester, "Bridging the Gap between Analog & Digital: Post Family Papers Digitization Project." lbirrell@library.rochester.edu.
- **Christine George**, "Archives Beyond the Pale: Negotiating Legal and Ethical Entanglements After the Belfast Project." cgeorge3@buffalo.edu
- **Caroline Muglia**, "The Lebanese in North Carolina Project: Sourcing a Community for a History Only They Could Tell." cmuglia@gmail.com
- **Eira Tansey**, "Hybrids and Legacies: Challenges of Finding Aids in the Digital Age." etansey@tulane.edu.

Posters and session presentations may be found by browsing through the Program Schedule on the SAA website.

<http://www2.archivists.org/conference/2012/san-diego>

SNAP member Eira Tansey spearheaded the successful "Lunch Buddies" program at SAA12 in San Diego. This initiative allowed SNAP and SAA members to meet during meal times through the use of a collaborative Google spreadsheet to host or sign-up for a meal, snack, or gathering during the annual conference.

"5 Reasons Why You Never Hear Back After Applying For A Job" by Glassdoor Blog

<http://www.glassdoor.com/blog/top-5-reasons-hear-applying-job/#ixzz23XnaGmFx>

"How to Make Your Resume Better" by CareerBuilder

<http://www.businessinsider.com/how-to-make-your-resume-better-infographic-2012-8#ixzz23XnmJojO>

"New Year, New Library: Why We Hired Who We Hired" by Jacob Berg, BeerBrarian

<http://beerbrarian.blogspot.com/2012/08/new-year-new-library-why-we-hired-who.html>

Meet the Steering Committee

Rebecca Goldman, Chair

BA in Linguistics; MS Library and Information Science from Drexel University. Rebecca is the Media and Digital Services Librarian at La Salle University (Philadelphia). She previously worked at the Drexel University Archives, and held internships at the Drexel University Libraries and the University of Pennsylvania's Schoenberg Center for Electronic Text and Image. Rebecca is the author of the Derangement and Description webcomic and a winner of SAA's 2011 haiku contest.

Andrea Boltz, Vice-Chair

MLIS from the University of South Carolina. Andrea completed her Masters degree recently and is currently seeking her first professional position. She has previously worked as a Graduate Assistant and Graduate Reference Assistant at the University of South Carolina, and also as an intern at the Smithsonian Center for Folklife and Cultural Heritage, Ralph Rinzler Archives.

Max Johnson, Secretary

BA in Russian and Literary Studies; current MLIS candidate at San Jose State University School of Library & Information Science. Max is currently a Student Assistant at Oregon Health & Science University's Historical Collections & Archives working on encoding legacy findings and uploading them to the Northwest Digital Archives and adding metadata to the digital images in the Digital Resources Library. In addition, Max works as an Archives Assistant for the City of Portland Archives & Records Center processing collections, assisting in the research room, and working with images.

Meagan Doyle, Member-at-Large

BA in Art History; MS in Library and Information Science from Simmons College. Meagan is a processing archivist for the National Park Service in Anchorage, AK. She previously worked at the Muskie Archives of Bates College as well as the Simmons College Archives. Her internships have included work for Mount Auburn Cemetery in Cambridge, MA, and Northeast Historic Film in Bucksport, ME.

Jeremy Floyd, Member-at-Large

BA Anthropology and History; MLS with specialization in Archives and Records Management from Indiana University. Jeremy is the Archivist in the Department of Special Collections at Texas A&M University - Commerce, and had previously completed internships at Whirlpool Corporation, the National Anthropological Archives and Indiana University Libraries.

Melissa Gonzales, Member-at-Large

BA in Art History; MS in Library and Information Science with an Archival Concentration from Simmons College. Melissa is the Archivist for University, Labor and Political Collections at the University of Texas at Arlington's Special Collections. She previously worked as a Processing Archivist for the Dickinson Research Center at the National Cowboy and Western Heritage Museum in Oklahoma City, and before that, she was the Goliad County Archivist in Goliad, Texas. Melissa also serves on the Executive Board of the Society of Southwest Archivists, as well as working on their membership and publicity committees.

Virtual Conferences in the Real World

By Brigitte C. Kamsler

Picture this: you get up, go about your routine in the comfort of your own home, after which you head to work, fire up your computer, and attend a conference – no extra travel time required.

What's not to like? Virtual conferences have been the hot topic of discussion in a variety of settings. Although they offer convenience and lower overall costs, they're rife with their own challenges and issues.

The American Library Association held a virtual conference in July called *Mapping Transformation: Experimentation and Innovation*. This two-day conference included multiple sessions from renowned speakers, all discussing ways in which new services are transforming not only their libraries, but their communities as well.

My employer, Columbia University in the City of New York, registered for this conference and offered the opportunity to its employees to attend. This would be Columbia's first ALA Virtual Conference.

The setup for the conference was simple – registration was made directly through the ALA Virtual Conference website hosted by Learning Times which specializes in “online learning and outreach needs” including virtual conferences, webcasts and podcasts. For \$300 the Columbia registration allowed for 15 IP addresses. ALA also offered an individual registration cost for \$69. Both of these fees would have been lower, \$225 for the group and \$51.75 for individual, had they been coupled with registration at ALA's 2012 Annual Conference.

I volunteered to be the satellite site liaison for the Burke Library and, using the information provided by the original registration, I created my own sign-in and password prior to the conference date. My main concern at this stage was the potential for computer problems on the day of the conference.

I was hopeful that students and perhaps Seminary would attend a session or two, along
Continued on page 15, “Virtual”

Conference Expectations, Part 2

By Jarrett Drake

Beyond Borders took place last month and brought close to 1,500 registrants from every part of the country.

Following up on a story from our inaugural issue, I spoke with students and recent graduates of four archival programs to gauge how their first experience at SAA's annual meeting compared to their expectations.

The theme woven into their initial responses—over three months ago—was the desire to connect with other students and new professionals.

My follow up questions, which I posed in the days immediately following the program, sought to understand whether students took away what they had hoped to from the conference and whether the trip was worth it. The responses? No and yes, respectively.

When asked to name the major outcome of the Annual Meeting, none of the SNAPPers interviewed mentioned connecting with other students and new professionals as their main outcome; yet, all stated that the overall experience more than justified the expense. So how is it that *Beyond Borders* exceeded their expectations but didn't address what they imagined to be their chief reason for attending? That's because the majority of those interviewed indicated that their greatest satisfaction at the conference came not from meeting their peers but from going outside their comfort zone and amending their plans, both of which resulted in their invaluable engagement more experienced archivists in the profession.

Hilary Swett, a Southern California resident completing her graduate degree at San Jose State, left the meeting feeling “jazzed” to enter the profession. She said that her attendance “personalized the archival profession” and allowed her to connect “experiences with names and email addresses.”

Swett mentioned that while she anticipated she would enjoy the education sessions, which she did, she hadn't projected such a strong
Continued on page 16, “Expectations”

Get to Know a Pro

Tamar Chute

University Archivist, The Ohio State University

BA, History, University of Michigan
 MLS, Archival Concentration, University of Maryland



➔ What drew you to archives?

I've always liked historical material even back in elementary school when our class visited Greenfield Village! When I graduated with my bachelor's degree in history, I originally started in a graduate program for historical building preservation. I soon realized that I should go a different direction and archives seemed to be a logical choice.

➔ What was your first internship or job?

I worked as a graduate student assistant at the University of Maryland Archives. I did everything you would expect a student employee to do, but the University Archivist also taught me much more (creating exhibits, compiling information for an encyclopedia, working the reference desk, etc.). Having such a great experience was extremely important when I went out into the real world.

➔ How long have you been an archivist?

14 years.

➔ What's your archival passion (i.e., special collections, digitization, digital records)?

I am particularly interested in outreach of all kinds and formats. I believe that without outreach an archive can become irrelevant and therefore easy to eliminate.

➔ What's the most important thing you've learned in your career?

Every researcher brings something new!

➔ Have you had any leadership roles in SAA?

I was chair of the College and University Archives Section from 2010-2011.

➔ Do you have any advice for students or new professionals?

For students - if at all possible, work or volunteer for an archive of any kind. You will learn what you want to do and also what you can't stand. It will also make you stand out when you are job hunting! Don't be afraid to apply for a job somewhere you've never been.

For new professionals – join your regional organization and get to know the other archivists. These same archivists can help you through sticky situations or when you run up against something you have never seen before.

➔ What's your favorite part of working in this field?

Every day is different from the one before!

SNAPshots Design Competition

Now SNAPpers (that means you!) have the chance to contribute to *SNAPshots* without writing a thing.

The SNAP Steering Committee is pleased to announce the 2012 *SNAPshots* Banner Design Competition. *SNAPshots* is crafted to reflect and support our budding community of students, new professionals, and supporters in the archival profession.

We're looking for the perfect style to compliment *SNAPshots*, and you can help! We invite individual and team submissions that meet the guidelines below. After the submission deadline, SNAPpers will have one week to cast their vote for favorite banner.

The winning design will premiere in the next issue of *SNAPshots*. The winner will be featured on the upcoming SNAP blog, and recognized at the 2013 annual SAA SNAP roundtable meeting.

Let's see some SNAP creativity!

Contest Guidelines

- Banner must feature the text "SNAPshots," and "Society of American Archivists" as well as the subtext "Newsletter of the Students and New Archival Professionals Roundtable."
- Dimensions: 600 pixels wide, length size flexible. Design must be printer and letter size friendly.
- Submit all entries in a commonly used graphics format, e.g. JPG, PNG, etc.
- Images used in the design must be in the public domain, or under a Free Culture Creative Commons license.
- Designer(s) must agree to an Attribution-NonCommercial-ShareAlike Creative Commons license for the work.
- All submissions are due by 5:00 pm EST November 18, 2012.
- Multiple entries per person or group are welcome.
- Submit all files to newarchivistsRT@gmail.com with the subject line SNAPshots design contest.

SAA Membership

Annual dues

Individual Membership

- \$80 for those earning less than \$20k per year;
- \$101 for those earning \$20k-\$29k per year;
- \$124 for those earning \$30k-\$39k per year;
- \$152 for those earning \$40k-\$49k per year;
- \$180 for those earning \$50k-\$59k per year;
- \$205 for those earning \$60k-\$75k per year;
- \$225 for those earning more than \$75k per year;
- \$67 for retired persons; and
- \$47 for "bridge-rate" membership, a one-time benefit for renewing members who are unemployed.

Individual Student Membership

- \$47 per year

Individual Associate Membership

- \$80 for those residing in the United States; and
- \$95 for those residing outside of the United States.

Read more on the SAA Website: <http://www2.archivists.org/membership>

Annual Conferences

September

Society of Rocky Mountain Archivists (SRMA): September 14, 2012; Lakewood, CO

October

International Association of Sound and Audiovisual Archives (IASA) Conference:

October 7-11, 2012; New Delhi, India

National Archives Preservation Conference: October 19, 2012; Washington, D.C.

Mid-Atlantic Regional Archives (MARAC) Conference: October 25-27, 2012; Richmond, VA

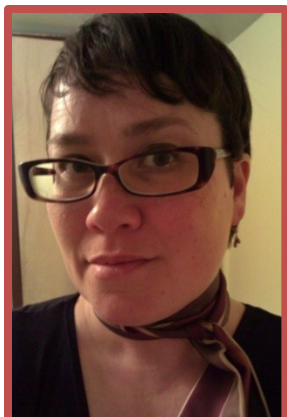
American Society for Information Science & Technology (ASIS&T): October 26-30;
Baltimore, MD

November

New England Archivists Fall Meeting: November 2-3, 2012; Boston, MA

December

Association of Moving Image Archivists: December 4-7, 2012; Seattle, WA



Student Studies

Tess McCarthy

San Jose State University, School of Library and Information Science (SJSU SLIS)

MLIS, archival concentration, San Jose State University, December 2012

↪ What drew you to archives?

People and "things." Helping researchers handle, find and examine primary sources over secondary sources really turned me on to archives. Archival resources are a lot more fun than books.

↪ What's your archival passion?

My passion is the people I come into contact with. Engaging with the community is a wonderful process. People get to see their cultural heritage(s) represented and I find this aspect really rewarding.

↪ Are you involved in a student chapter or professional organization?

I'm a student member at SJSU SLIS and also a student member of the Society of California Archivists.

↪ What class have you found particularly useful or inspiring?

I took a historical research methods class. It was great exposure to archives as a user. Now that I am on the other side of the table, I try to recreate the positive experiences I had visiting the San Francisco Public Library's archives.

I also took an archives and manuscript class. I didn't think writing out a mock strategic plan for a small archive would prepare me, but it has for the position I am currently at.

↪ What class do you wish your program offered that it didn't?

A preservation class. And, not just digital preservation. Since I'm on my own, I have to do a lot of research on how to handle what we have in our archives. Recently I came across beautiful drawings that were put in one of those magnetic photo albums. I could see the sticky backing and browning making its way to the art work. I had to ask photographers and hobbyists on what procedure to use.

↪ Have you found an opportunity to work in an archive?

The archive found me. I was a library intern at The Center for Sex & Culture Library and Archives and kept helping out with archival stuff on top of the reference questions I was handling. I am really proud to now be the volunteer archivist at this center.

↪ What's your dream job?

My dream job would be this job with pay. Perhaps bundles of pay *and* benefits while I am at it.

Ideally, I would be at a special library or university library/archive helping interface with the public. The most important position(s) for archivists and organizations to have is an outreach person. Any future outreach position puts me closer to my overall career objective, which is, to engage stakeholders, users and researchers in such a way that they fall in love with archives.

↪ What do you think of the SAA?

I really like the SAA. Like the ALA, there is a tendency for negative factions to form. For example, I have noticed in the library world that some people voice their distaste of RDA. On some level, this is healthy. On another level, too much complaining, too much flaming, is stagnating. Information professionals have to roll with the punches even though it takes larger organizations to fully transition. Nevertheless, I think the SAA rolls with change a lot faster than ALA.

Inside Archival Internships

By Rebecca Potance, Guest Writer

Between May 23rd and June 13th of this year, I invited former and current archival interns to complete an online survey about their internship experience. This survey was inspired by a robust discussion about the ethics of unpaid internships on the SNAP listserv. This conversation made it clear that what constitutes an internship varies widely depending on the person with whom you speak. The only quantitative research I could find on the subject was ten years old and only surveyed students from Simmons' Graduate School of Library and Information Science. Similar to the Simmons survey, my goal was to determine the validity of anecdotal conversation about the significance of internships to the career of archivists¹. Most importantly, I wanted to assess what the interns gained from the experience, both personally and financially.

Overall, the type of institution where participants interned was similar to the results of the Simmons survey. Academic institutions were the most common host sites in both surveys, with 40% of responses in the SNAP survey and 53% in the Simmons survey. This is unsurprising given that most of the respondents were students in colleges/universities and discovered their internships through their school. At 22%, museums were the next most frequently named internship site in the SNAP survey, which was about the same percentage as the Simmons survey. Only 2% of internships surveyed by SNAP were held in corporate archives, compared to 12% of the Simmons internships.²

The results of the compensation question I posed were consistent with my expectations based on personal and anecdotal experience. About 32% of internships surveyed offered at least partial financial assistance in the form of wages or a stipend. Almost half of internships surveyed (49%) offered academic credit as the only form of compensation. Only 1% (6 responses) indicated that their internship included some form of tuition assistance or scholarship, even though 41% of respondents stated that internships were a mandatory component of their education. The concept of having to pay full tuition to work for free did not sit well with at least one respondent. Most participants in the survey completed their internships in the last 5 years, when tuition in archival education programs regularly increased as entry-level jobs became more competitive.

After controlling for those who had not yet completed their internship, 21.8% of respondents indicated that their internship host offered them a job. This is slightly higher than the 18% reported in the Simmons survey; however, that survey only assessed full time employment offers³. The SNAP survey also shows that 29.1% of *paid* archival interns received job offers from their former internship host, compared to only 18.6 % of unpaid archival interns. This is consistent with other research that shows paid interns are generally more likely to receive job offers than unpaid interns.⁴ Two people mentioned on the survey that their internship host wanted to hire them but did not have the funds to do so. Thus, it could be speculated that organizations that can't afford to pay their interns can't afford to offer them a job either.

Contrary to stereotypes of interns making coffee for their supervisors, most people who completed an archival internship reported performing archival tasks. The most common internship duties all involved processing. At 38%, scanning was the next most frequently reported internship duty after arranging, cleaning/rehousing, and describing archival materials. Several interns indicated that they were there to work on a digitization project, for which scanning is typically the intern's responsibility. Answering reference questions (26%) and encoding EAD finding aids (21%) were the next most commonly reported duties after scanning. It is unclear from the results of this survey if the duties interns are commonly given are representative of the repository as a whole, or if processing and scanning are being designated as "intern work."

Continued on page 17, "Survey"

¹ Jeannette Bastian, "Measuring the Success of Internships in an Archives Education Program," *Journal of Education for Library and Information Science* 43 no. 2 (2002): 164.

² Bastian, "Measuring the Success of Internships," 168-169.

³ Bastian, "Measuring the Success of Internships," 170.

⁴ Adams, Susan, "Odds Are Your Internship Will Get You a Job," *Forbes*, July 25, 2012, accessed July 28, 2012, <http://www.forbes.com/sites/susanadams/2012/07/25/odds-are-your-internship-will-get-you-a-job/>.

You Won't Believe What I found!

The funniest, coolest, and weirdest items found in archival boxes

- “False teeth. These gold(?) teeth were found in a lock box in the treasurer's fonds. I have no idea what their exact provenance is, but hazard a guess that they were either given as payment for hospital services or were stored there for safekeeping after a Sister or patient...err...no longer needed them.” - **Rodney Carter, Office of the Regional Treasure fonds, St. Joseph Region Archives of the Religious Hospitallers of St. Joseph, Kingston, Ontario**
- “Glow-in-the-dark vampire teeth.” - **Adrienne Naylor**
- “Ripped pantyhose worn on set by a famous male actor.” - **Stephanie Vaillant**
- “VHS case with popcorn kernels.” - **Rebecca Goldman**
- “My co-worker and I were processing a senator's papers and found a glass jar of yellowcake uranium. The uranium and the box it had been in were removed to our fume hood and later checked by an official from the campus department of Environmental Health & Safety. The uranium was removed, but we got the box back! It had been a present from a mine in Wyoming; it was the millionth pound removed and a symbolic gift for the senator who had protected the interests of the minerals industry so well!” – **Kathryn Brooks**

Send your crazy items and any pictures you have to: newarchivistsrt@gmail.com with the subject line “Crazy Stuff”. Please specify if you would like your entry to appear anonymously. SNAPshots is not responsible for determining the confidentiality of any submissions.

Community Question

Have you benefited from the SAA and its resources?

- “I’m a graduate student who joined SAA for the first time last year. I’ve enjoyed the access to *American Archivist*, book store discounts, and the latest news from roundtable listservs. Being able to present a poster at this year’s annual conference has been the latest plus to my membership – and has sparked my enthusiasm for getting involved in the profession and SAA!” - **Christine Parker**
- “After graduation and with the increase in the cost of dues, I feel SAA membership is no longer worth the cost for me. I originally signed up to network, to search for jobs, to buy my textbooks, and to additional opportunities for education. Other than the discount on bookstore items, I’ve found I don’t really get anything for my membership fees.
 - “I repeatedly tried to become part of the internship program and was told there was no one in my area. I know there are plenty of archivists in my area, so it feels that SAA isn't doing much to promote the mentorship side of the mentor program!
 - “The conferences and continuing education is all way too expensive.
 - “There are never jobs posted for my geographical area on the SAA Careers page when I can typically find several on alternative jobs sites, leading me to question how reliable a resource it is.
 - “Networking has been virtually nonexistent.
 “I let my membership expire this month and won’t be renewing. Rather, I’ve become a member of several local organizations that I feel do a better job of helping to connect archivists and facilitate the work and education of their members.” - **Cassie**
- “As a recent MSLS graduate, I am still involved in several projects from my time as a student. I presented at the student poster session to garner support and to brainstorm new ideas to enhance the website and archive for one of those projects. SAA allowed me to talk with professionals doing work with oral histories, web development and linked data that I can bring to my work.” - **Caroline Muglia**

Mentorship Programs

By Hannah Marshall

The SAA Mentoring Program began in 1994 with the goal of bringing together professionally experienced SAA members and new professionals seeking guidance and expertise. The program is seen as a way of facilitating career development, generating inter-generational dialog, and strengthening the sense of a community within SAA and the archival community at large.

In the sense that form follows function, there are many ways in which the SAA Mentoring Program is very well suited to these goals and to the needs of new archival professionals. The program acts as a networking supplement and, in so doing, lowers the barrier-to-entry into the professional archival world for new archivists.

By bringing together seasoned veterans and emerging professionals, the program hopes that these one-on-one relationships will generate lasting ones, which will in turn produce meaningful exchanges enriching both the archival profession and the culture of the discipline. Mentors offer guidance, connections, and insight, while protégés offer a fresh perspective that prompts discussion and self-examination.

The professional advantage of a program that creates interpersonal connections is especially valuable in the world of archives, which is often one of low budgets, small staffs, and self-directed projects being tackled by lone arrangers - all of which inhibit networking among archival professionals. In the absence of proximate networking opportunities, professional organizations like the SAA take on an enhanced role in facilitating communication, collaboration, and discussion within the discipline by tapping into online media to bridge the geospatial divides that prevent organic connections.

This is especially relevant to the concerns of emerging professionals who likely lack existing networks and may end up in solitary or remote work environments. The SAA Mentoring Program is one of many ways that SAA reaches out to individuals in this position by offering an alternate space in which to gain exposure and form connections.

Participating in the program is simple: Prospective mentors and protégés fill out an application through [SAA's website \(http://www2.archivists.org/membership/mentoring\)](http://www2.archivists.org/membership/mentoring). The Mentoring Program Subcommittee then reviews the applications and matches mentors and protégés based on a consideration of mutual interests and geographical proximity. The time it takes to make these matches varies depending on the pool of applicants and the time of year, ranging from about one week to six months.

According to Teresa Mora, current co-chair of the Mentoring Program Subcommittee, the program experiences a somewhat chronic lack of mentors. At the time of this writing, for instance, she reports fifteen protégés and only two available mentors. Even when mentors work with multiple protégés, they are barely able to meet the demand, resulting in some protégés waiting several months before being matched to a mentor.

There is no special requirement for becoming a mentor besides being a member of SAA, though a less experienced archival professional is asked to illustrate what they have to offer as a mentor. Professionals of all levels are encouraged to participate according to the SAA's belief that mentors and protégés come in all shapes and sizes, from all backgrounds and levels of expertise. Even so, there seems to be a widespread diffidence among potential mentors.

"I think a lot of professionals don't see themselves in the mentorship role and therefore don't volunteer, regardless of the fact that they'd be great!" says Mora of the imbalance.

In a February 2012 [blog post \(http://attilaarchivist.blogspot.com/2012/02/upping-game.html\)](http://attilaarchivist.blogspot.com/2012/02/upping-game.html) own
Continued on page 18, "Mentoring"

Not Just For Pros Anymore: A Few Ways to Get Involved

By Jill Nagy Anderson

As a student or a new archivist, one may be hard-pressed to know how or when to be involved with SAA. After all, the job of a student is acquiring knowledge - so dispensing what you know may seem counter-intuitive. For the newly-employed, the rigmarole of finding a job is merely replaced by the hustle and rush of that new position. So how best to stay - or become - connected and involved with SAA?

Two ways of adding to your professional experience with SAA are through leadership and publishing. Use our very own chair, Rebecca Goldman, as the paragon of taking initiative in leadership. Rebecca saw an opportunity to start the Students and New Archives Professionals Roundtable after seeing a similar group in the American Library Association. SNAP is a crucial new element of SAA, as the sole group dedicated to the unique needs and concerns of archival students and new archival professionals.

If out-in-front leadership isn't your style, consider building some publishing experience. Student papers are eligible for the Theodore Calvin Pease Award, which results in publication of the paper in *American Archivist* and often requires little extra editing on the part of the student. SAA also accepts proposals for future publications so think about submitting one as an author or as an editor of a multi-author volume and, upon acceptance, begin working with a "shepherd" to bring the next SAA book to fruition. Full-fledged ideas for a research article, case study or archival theories needing similar shepherding can be submitted to *American Archivist* or other SAA publications. Details and criteria for submission of a book proposal or article are available under the "Publications" tab at www.archivists.org.

Another avenue for active involvement comes once a year during the Annual Meeting. Don't let the scale and intensity of the Annual Meeting intimidate you, because there are multiple ways to be involved, all with the advantages of being relatively short-term commitments with varying levels of responsibility and preparation required.

As a student, I opted to initiate my involvement in SAA with a poster presentation for SAA12: Beyond Borders, using my in-progress graduate research into Basque oral histories as subject matter. After my proposal was accepted, I received a few regularly-spaced emails with the instructions and criteria for the poster from the Student Program Subcommittee and contact information for the member coordinating poster presentations, who was available to answer any questions.

I ended up answering many diverse questions from conference attendees. Having a chance to see what other students have been working on was an invaluable benefit and proved the creativity and significance of SAA student members in developing areas of archival theory. It was an immensely rewarding experience and I hope that I'll run into many of the same folks next year. Based on conversations with Amy Jankowski, a panel speaker, I hope to include a panel presentation at SAA sometime in the future.

Amy Jankowski, Assistant Librarian at San Diego Zoo Global, spoke about the experience holding dual roles as part of the panel 306, "Beyond Allied Professions: When You're the Archivist and the Librarian." Responding to an open call for panel presenters on the Lone Arrangers Roundtable listerv, Amy was able to use her position as a new professional as a way to inform other archivists about the unique challenges facing archivists tasked with non-archival professional responsibilities. In contrast with poster preparation, panel sessions require greater diligence, responsibility, and involvement. Amy was actively involved with the session chair and co-presenters in developing the panel, with periodic deadlines for paper and PowerPoint completion, conferencing over the phone, and exchanging feedback via email.

Continued on page 19, "Involved"

Student Chapters News

University of Michigan School of Information - The University of Michigan Student Chapter of the Society of American Archivists (<http://saa.cms.si.umich.edu/>)

By Miriely Guerrero, Officer

As the student chapter for the Society of American Archivists at the University of Michigan, we are working toward building a stronger SAA community and exposing our chapter members to the multifaceted opportunities that abound in the industry. The Students in the Field blog was created with the intention of providing a vehicle for students to showcase their work this summer and to serve as an outlet to build up their public presence. Our hope was the series would inspire readers to explore aspects of archival work they may not have considered or deemed too intimidating or beyond their reach.

New York University, Tisch School of Arts, Association of Moving Image Archivists Student Chapter (AMIA @ NYU)

New York, New York

By Kristin MacDonough, Vice-President (NYU.AMIA@gmail.com)

AMIA @ NYU is based in the Moving Image Archiving and Preservation program in the Tisch School of the Arts at NYU. Our organization endeavors to promote knowledge and awareness in the field of audiovisual preservation. We collaborate with other student chapters and organizations as well as professional groups in order to further this mission and help promote preservation in all fields.

We are thrilled to announce two great events for this fall: Archiving the Arts (#ata12) and World Day for Audio Visual Heritage 2012 (#wdavh2012).

“Archiving the Arts” (10/13/2012) is a symposium that aims to explore and enhance the dialogue between media artists and A/V archivists. AMIA @ NYU is partnering with Independent Media Arts Preservation (IMAP) to host this event in New York City, venue to be determined. Follow AMIA @ NYU online (information below) to stay up to date on this debut event.”

“World Day for Audiovisual Heritage” (10/27/2012) is a program of archival screenings and discussions from audiovisual archives around New York City. This year’s theme is *Electing Change: Images and Sounds of Political Transition* and will take place at the Museum of Modern Art in New York City.

For more information or to contact AMIA @ NYU, please email us at NYU.AMIA@gmail.com. Also, visit us at <http://amiastudentsnyc.com/> or find us on twitter @AMIAatNYU. We look forward to connecting more with SAA and SNAP!

University of Maryland College of Information Studies – Student Archivists of Maryland (<http://studentorg.umd.edu/sam/>)

By Molly Schwartz, President

Our new adviser is Dr. Michael Kurtz (mkurtz1@umd.edu). Our 2012-2013 officers are me (president), Kate Aras (secretary and treasurer) and Rebecca Hopman (webmaster). Our website has been redesigned and we frequently update our events page. We are also active on our Facebook page: <http://www.facebook.com/studentarchivists?ref=hl>

Did your chapter do something special for Archives Month? Contact “SNAPshots” so we can feature it in the next issue!

Email: newarchivistsRT@gmail.com

Virtual

Continued from page 5

with Columbia employees who had previously been notified of the conference. I advertised about the site location on Facebook and Twitter and posted notices throughout the library. Although Burke Library staff did attend multiple sessions, especially on the second day, the combination of lack of advertising with the lower student population during the summer semester meant no students attended the sessions.

The ease of setting up and using the live conference stream was one of the great things about this conference, as I was able to use my advanced registration to directly access and enter each session. Once one session ended, it automatically started the next. Additionally, the sessions were being recorded, so registrants will be able to revisit each session for up to six months.

Unfortunately, there were a few technological hurdles to overcome. The chat box option was hard to follow along with during the presentations themselves, as many of the comments were “good morning” type comments and real questions and comments scrolled too quickly to comprehend. Another issue could have been the fault of the speakers I was using, but many of the sessions were difficult to hear **clearly** when turned up in volume. Presenters sounded different with each session, possibly because each person was located in various places and using different ways of tuning in.

Overall, as the ‘satellite site liaison,’ it was very easy and straightforward to register and access each session. I appreciate the option of being able to reexamine sessions in the future, and I got to engage in learning from a familiar, comfortable location without taking time off, paying for, or stressing about any travels plans. ALA, naturally, focuses on a number of topics outside my usual range of professional interests but the areas of overlap combined with the invigorating effects of participating in a professional conference resulted in a positive afternoon collaborating and learning with other information professionals.

The virtual conference was effective in that I thought about my everyday work in a new way regarding a variety of ideas, including quality versus timeliness; quality versus control; and not ‘more with less’ but ‘better and more efficient with less.’ Because my main goal was to learn from the speakers, I did not feel the technological issues negatively impacted me and that I was missing something by not being able to follow the chat box. If there had been multiple sessions running at one time, I would have the option of returning to the recording and thus not miss any important information.

While I did miss seeing familiar faces, creating spontaneous connections, and further developing my professional network, I would be interested in attending virtual conferences in the future. The ease of access, the option to return and re-watch sessions, combined with the lack of significant disruption to my daily routine and work all factor into this decision. The best of both worlds would be the option for both virtual and in-person conferences on a variety of topics.

Check back in the next issue for a look at how this can be applied to SAA, what SAA is doing to work towards making virtual conferences a reality, the comparative analysis between ALA and the theoretical SAA broadcast, and comments and quotes from SNAP members.

Expectations

Continued from page 5

“emotional response” to meeting advanced career professionals. The meeting has left her more eager than ever to join the professional ranks and do her part to foster community within the field.

Rebecca Potance reflected with a similar sentiment. A recent graduate of the University of Pittsburgh, Potance wisely chose to attend a variety of program options, including section meetings for Business Archives and Reference, Access, and Outreach, as well as roundtable meetings for SNAP and Records Management. Potance also had the chance to meet with the mentor from SAA’s mentoring program. The encounter, coupled with an impromptu conversation with an archivist from Harley Davidson, contributed to Potance’s response that *Beyond Borders* “was everything I hoped it would be.” When asked how she struck up a conversation with such seasoned professionals, Potance stated that they actually initiated the interactions, with her mentor approaching Potance before their arranged meeting time as the two happened to be in the networking café. The archivist from Harley Davidson started casual conversation as the two attended a social event that Potance hadn’t planned to attend; only going last minute at the suggestion of a friend.

Nick Krabbenhoef, entering his second year at Michigan, seconded Potance’s willingness to do something unplanned and go somewhere new. While on his way to the program’s final session, Krabbenhoef ran into recent Michigan Ph.D. Ricardo Punzalan, who convinced him to change his selection and accompany Punzalan to session 705 about the digital flood instead. Krabbenhoef agreed and became thankful for the late switch, calling the two final sessions the best of the week.

Krabbenhoef’s willingness to make changes on the go was echoed by classmate Allison Bailey, who during her poster presentation was advised to attend the Oral History Section meeting. Given her work at the Voice/Vision Holocaust Survivor Oral History Archive, Bailey greatly benefitted from what she learned regarding a new Drupal plug-in. The new knowledge will not only further the mission of Archive, but also assist Bailey in her plans to take a Drupal course this fall at Michigan.

The one snag many first-timers expressed revolved around logistics. Unfortunately, Kait Dorsky of UNC was unable to attend and had to follow the conversation on Twitter. But the volume of tweets to #saa12 made the hashtag “overwhelming,” leading Dorsky to follow particular Twitter accounts to gain their perspectives. These included Kate Theimer, Sasha Griffin, and Rebecca Goldman. Had Dorsky not already been connected with them over Twitter, however, her virtual attendance may not have been as fruitful.

Navigating the hotel conference rooms proved to be just as fraught with confusion as the Twitterverse. Both Bailey and Swett noted that they would have benefitted from taking a tour of the rooms to account for the possibility of getting lost. Also related to logistics, many interviewed shared difficulty selecting a time and place to eat, leaving some to fend for themselves in the massive Starbucks line or the expensive hotel convenience store. Lastly, poster presenters for next year would be well served to heed Bailey’s advice that if travelling via airplane it’s much easier (and cost-efficient) to print posters once at the conference, not before.

There are many things that first-time attendees have to consider before making a trip to SAA. The impetus for these students and new professionals’ attendance—connecting with their peers—differs from the final result. So while it’s safe to say that having a plan is a good idea, it might be safer to say that your plans and expectations will undoubtedly change. That’s not a bad thing; rather, therein is the worth of the trip. Nick Krabbenhoef shares the most salient advice for first-timers heading to New Orleans next year: “There’s a temptation to go with what you know, but [SAA’s annual meeting] is a great time to...jump into something tangentially related or completely unrelated...one of the best chances to get a deep introduction into a topic very quickly.” This was clearly evident from this group of first-timers who made the most of their *Beyond Borders* experience.

Survey

Continued from page 10

The most commonly cited archival materials interns worked with were analog text-based and graphic materials. Archival education programs place a great deal of emphasis on the importance of digital preservation, but the results of this survey indicate that most new archivists are not getting experience in digital preservation techniques. Only 14% of interns indicated that they worked with born-digital records, and 21% with digitized records. As one respondent put it, "I found it frustrating that, while I was constantly hearing of the importance of developing digital skills and software/standards proficiencies, my internship exposed me only to very traditional, paper-based processing and bare bones, hard copy finding aid production."

Most interns indicated that they learned something, even if it was not what they expected to learn. Only 13% of respondents indicated that they did not learn much that they didn't already know. However, 28% of respondents indicated that they learned only about the specific materials or technology available at the internship site, and not how to apply archival theory into practice. This finding is disconcerting because learning how to apply theory into practice is a key distinction between an internship and a job.

Interns had few complaints, but inadequate supervision and training were the most frequently cited problem areas. This is consistent with the Simmons survey's suggestion that "the internship supervisor plays a key role in the success of an internship."⁵ According to SAA's "Guidelines for a Graduate Program in Archival Studies," "Practical experience also provides students with structured feedback on their applied archival skills and with mentoring by records professionals working in the field."⁶ However, a small majority of interns (52%) stated that they did not receive structured feedback, and some interns (8%) were being supervised by someone who was not a records professional. A few respondents also mentioned that the internship in general was not structured. The second most frequently cited problem with archival internships was that they were not challenging and/or did not relate to the intern's career goals.

Overwhelmingly, respondents had positive things to say about their internship experience. The vast majority would probably or definitely recommend their internship to someone else. A few people stated that their internship was what inspired them to work with archival materials in the future or led indirectly to their current position in the field. Some respondents stated that they formed relationships with people whom they met there that lasted after the internship ended.

Ideally, it would be beneficial for SNAP to conduct another internship survey in the future to assess any changes and address additional questions. For example, I did not focus the survey on internships outside the United States, but was contacted several international students interested in having their voices heard. Because labor laws and educational standards differ by location, it would be necessary for respondents to identify where the internship was held in order to understand the effect of local and national regulations.

This survey helps clarify what interns are doing, earning, and learning in archives. It is my goal for archivists and archival educators to use the results of this survey to improve upon their internship programs. I hope that future surveys will conclude that the current areas of weakness have been minimized. Lastly, I would like to thank everyone who participated in this survey for your contribution.

For the complete list of responses, please contact me at rpotance@gmail.com.

⁵ Bastian, "Measuring the Success of Internships," 168.

⁶ Society of American Archivists, "Guidelines for a Graduate Program in Archival Studies," last modified in 2011, <http://www2.archivists.org/gpas/administration>.

Mentoring

Continued from page 12

In a February 2012 [blog post](http://attilaarchivist.blogspot.com/2012/02/upping-game.html) (<http://attilaarchivist.blogspot.com/2012/02/upping-game.html>) entitled, “Upping the Game”, Arlene Schmuland, head of Archives and Special Collections at the University of Alaska Anchorage, discusses the hesitance of professionals to sign on as mentors and her own experience as a mentor in the program. In the post, she discusses her struggle to constructively mentor her protégé while grappling with the structure and dynamics of the relationship. Schmuland has participated in the program for eight years, having belonged to SAA for six years before being inspired to act as a mentor by a colleague in a similar program. Interestingly, Schmuland’s current protégé belonged to SAA for four years before deciding to pursue a mentor, reflecting the degree to which the qualifying experience for both roles is highly subjective.

Schmuland and her current protégé structured an extremely rewarding mentorship relationship and plan to publish an article about the mentor/protégé relationship based on their experience in SAA’s Mentoring Program.

While experienced SAA members may still struggle to see themselves in a mentorship role, there are many reasons for new members to consider applying to be a protégé. Lisa Huntsha, a recently matched protégé, was drawn to the program for its ability to offer a point of contact.

“I think it is beneficial to have someone specific to reach out to when seeking help/guidance. While listservs are great for collective wisdom, sometimes reaching out to a confidant is more appropriate for a situation” says Huntsha. Huntsha’s perspective illustrates a uniquely valuable dynamic of the mentor/protégé relationship; in addition to being a professional connection, it is a personal relationship and therefore a direct point of contact in a professional world that, to a new transplant, can seem impersonal and opaque. A mentor is a private alternative to the very public forum of a listserv or the daunting “cold email”.

Once matched, mentors and protégés are given some broad outlines for their relationship, which is expected to last for one year. In the SAA Mentoring Program, the responsibility to initiate interaction falls equally on both the mentor and the protégé. Mentors are encouraged to act as a resource, make introductions, and advise on professional and educational development whereas protégés are steered toward engaging mentors in ongoing dialogues about the profession and seeking guidance. For long distance mentors and protégés, there is a Mentor/Protégé Coffee Break at SAA’s Annual Meeting where both parties can meet.

After the first year of the relationship, participants may decide to continue their relationship outside of the program. There is a hope that matches made through the program will result in long-lasting and mutually enriching relationships.

Ultimately, the SAA Mentoring program’s purpose is a facilitative one, inspired by archivists who have personally benefitted from the types of relationships the program hopes to create.

“Much of my own career has been shaped by informal mentorships and I continue to hold those relationships in the highest regard, the SAA program is simply a way to better facilitate such relationships” says Mora. Mentor/protégé relationships are important not only as a way of involving new professionals but also for fostering intergenerational dialog within the profession. Any SAA member who thinks they have something to learn or something to teach should take advantage of this opportunity to network and communicate with their peers.

Involved

Continued from page 13

Amy already had a poster presentation under her belt from Chicago 2011 and entered the panel session experience understanding the need for greater formal preparation to communicate her experiences as a librarian-archivist to a larger audience in a limited amount of time. "Though the poster presentation was definitely a good starting point," Amy recalls, "the presentation experience this year was more intense, and overall I felt that I was able to connect with more people at a deeper level of understanding."

As a lone arranger and new professional, this kind of involvement facilitates Amy's goals of greater professional development and "growing as an archivist," she says. "Presenting at SAA was a great way to hold myself accountable, to be engaged, think critically, analyze my work, and garner some experiential wisdom from my co-presenters as well as participants in the audience. I do not know what the future will ultimately hold for me professionally, but I want to be a well-rounded, active professional regardless of where I find myself."

Communication and preparation are always crucial to any kind of involvement at the Annual Meeting. Amy was in constant contact with her panel chair and co-presenters and sought feedback regularly, working through several drafts of both her paper and her PowerPoint. Amy praises the "ongoing dialogue" her group established, which built rapport between these geographically-distant professionals and helped to ease presentation jitters.

Being prepared and putting in the necessary forethought and practice made for a well-received and successful panel session, and made the experience easier for Amy personally. "I still get pretty nervous speaking in front of an audience - as evidenced by my glass of water shaking in my hand as I went to take a sip on stage before I headed to the podium - but practice made all the difference in easing the worst of the anxiety," Amy recalls.

Just as I hope to keep involvement in SAA and the Annual Meeting a top professional priority, Amy similarly counts involvement as key to her professional goals and encourages other new professionals to be active, despite their newness. "I've only been out of grad school for a little over a year, so I feel like I still have much to learn and accomplish, though I also think the perspectives of new professionals add a valuable dimension to the professional discussion. I highly encourage others to consider putting together a proposal for next year's conference in New Orleans!" - adding that "it's already a fine time to start brainstorming," since proposals for posters and sessions for the CoSA/SAA Joint Meeting in NOLA in 2013 are due October 5.

In the meantime, take advantage of the other opportunities and experiences SAA offers, by networking, participating in roundtables, and developing articles or book proposals. Build on the support that SAA offers to become a more active professional, and don't forget to be the hand-up for students and new professionals to come.