In the spring of 2017, the Midwest Archives Conference (MAC) Membership Committee under the direction of MAC Council undertook a survey of the membership in an effort to continue to provide members with ample opportunities for professional development in a variety of settings and at a reasonable cost.

Due to the limitations of our volunteer organization a robust analysis was not possible. That said, we are making the results of the survey available to the membership, maintaining anonymity of respondents.

MAC Council was advised at the Fall Meeting in Iowa City, October 11th 2018, that any future surveys of our membership be undertaken with complex analysis and targeted research questions in mind from the outset.

All questions about the Survey, its development, deployment and distribution may be directed to Alexis Braun Marks, University Archivist at Eastern Michigan University.

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Of Note

- ❖ When the survey was distributed the membership count of MAC was 637 individual members. 374 Individuals Started the Survey and 295 Completed 100% of the Survey for a response rate of 46.3%

- ❖ 162 of 342 respondents indicated having a professional career prior to working in archives and records management

- ❖ 286 of 342 respondents are currently employed full-time with benefits

- ❖ 180 of 322 respondents are employed at an Academic Institution (includes public and private, elementary, secondary and professional technical schools.

- ❖ 200 of 287 respondents work for repositories of 6 or fewer archivists. (70 for 1, 73 for 2-3, and 57 for 4-6)

- ❖ 297 individuals responded to the question about barrier to participation. The top three responses were "too busy/too much work to do" (158), "unable to fund travel" (124), "lack of staff coverage" (100).

- ❖ 167 individuals responded to the question of whether they would consider running for MAC Office, of these respondents only 15 responded in the affirmative, 89 responded that they would consider an opportunity.

- ❖ 130 of 283 respondents listed their attendance at the Annual Meeting as the number one benefit of MAC.
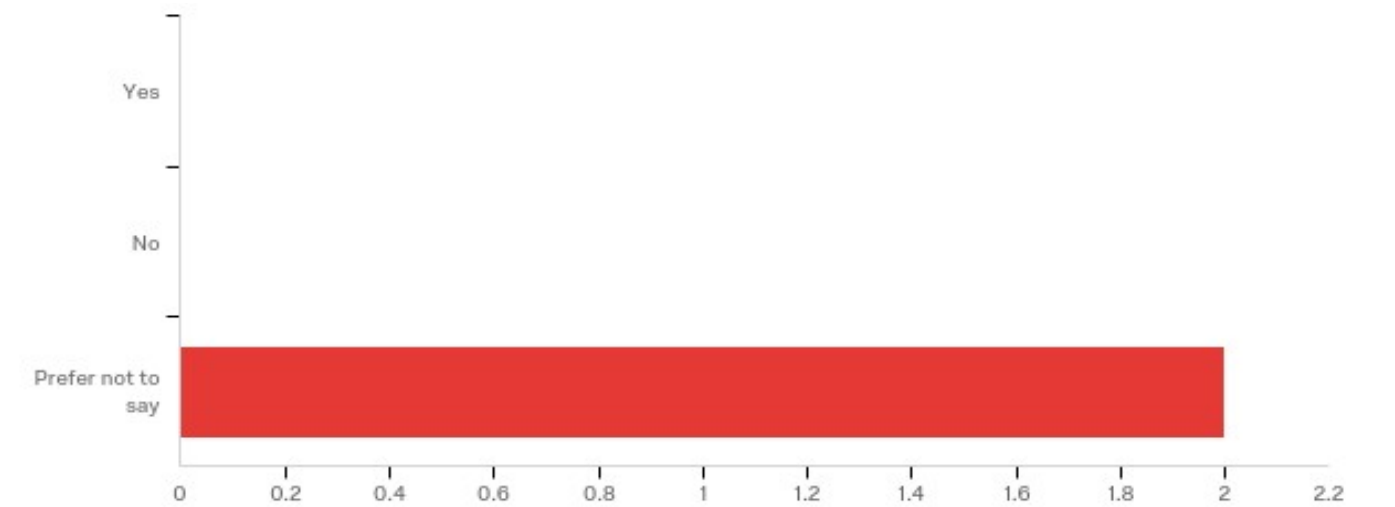
Respectfully Submitted by Alexis Braun Marks, CA   October 16, 2018

Default Report

MAC Member Survey 2017

May 26th 2017, 11:42 am CDT

1.1 - Gender
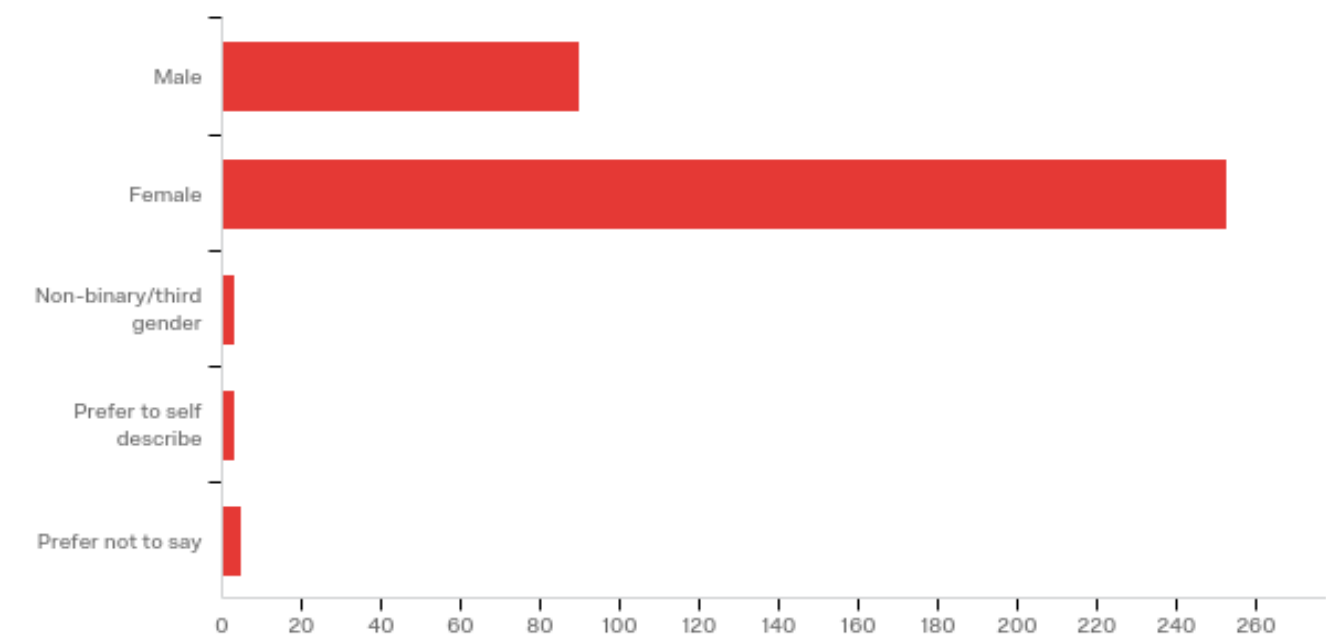
#	Answer	%	Count
1	Male	25.42%	90
2	Female	71.47%	253
3	Non-binary/third gender	0.85%	3
5	Prefer to self describe	0.85%	3
4	Prefer not to say	1.41%	5
	Total	100%	354

Q84 - Do you identify as transgender?

#	Answer	%	Count
1	Yes	0.00%	0
2	No	0.00%	0
3	Prefer not to say	100.00%	2
	Total	100%	2

Q50 - Please self describe your gender

Please self describe your gender
None of your business
gender non-conforming

1.2 - Age
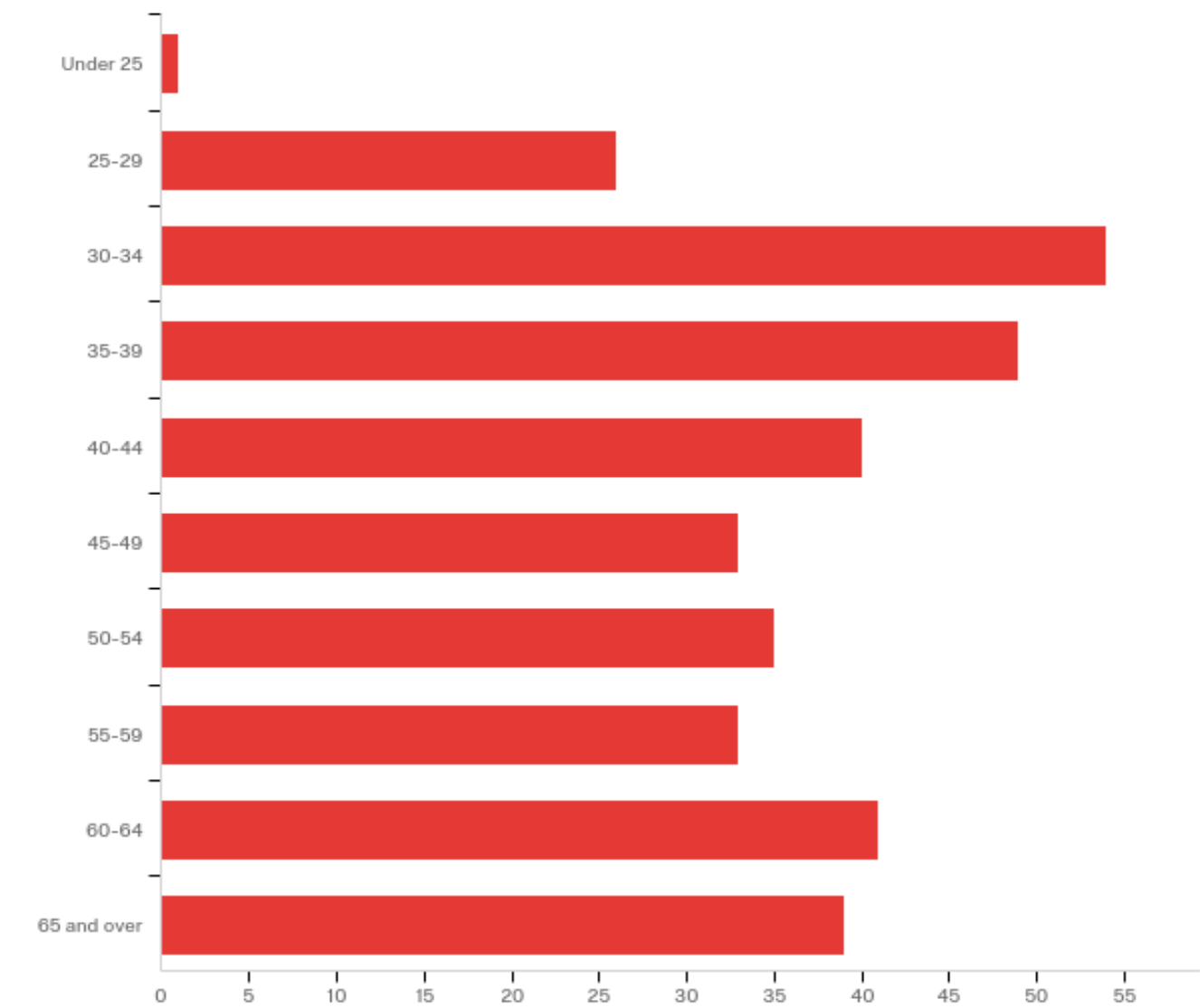
#	Answer	%	Count
1	Under 25	0.28%	1
2	25-29	7.41%	26
3	30-34	15.38%	54
4	35-39	13.96%	49
5	40-44	11.40%	40
6	45-49	9.40%	33
7	50-54	9.97%	35
8	55-59	9.40%	33

9	60-64	11.68%	41
10	65 and over	11.11%	39
	Total	100%	351

1.3 - Race/Ethnicity (Please select all that apply)
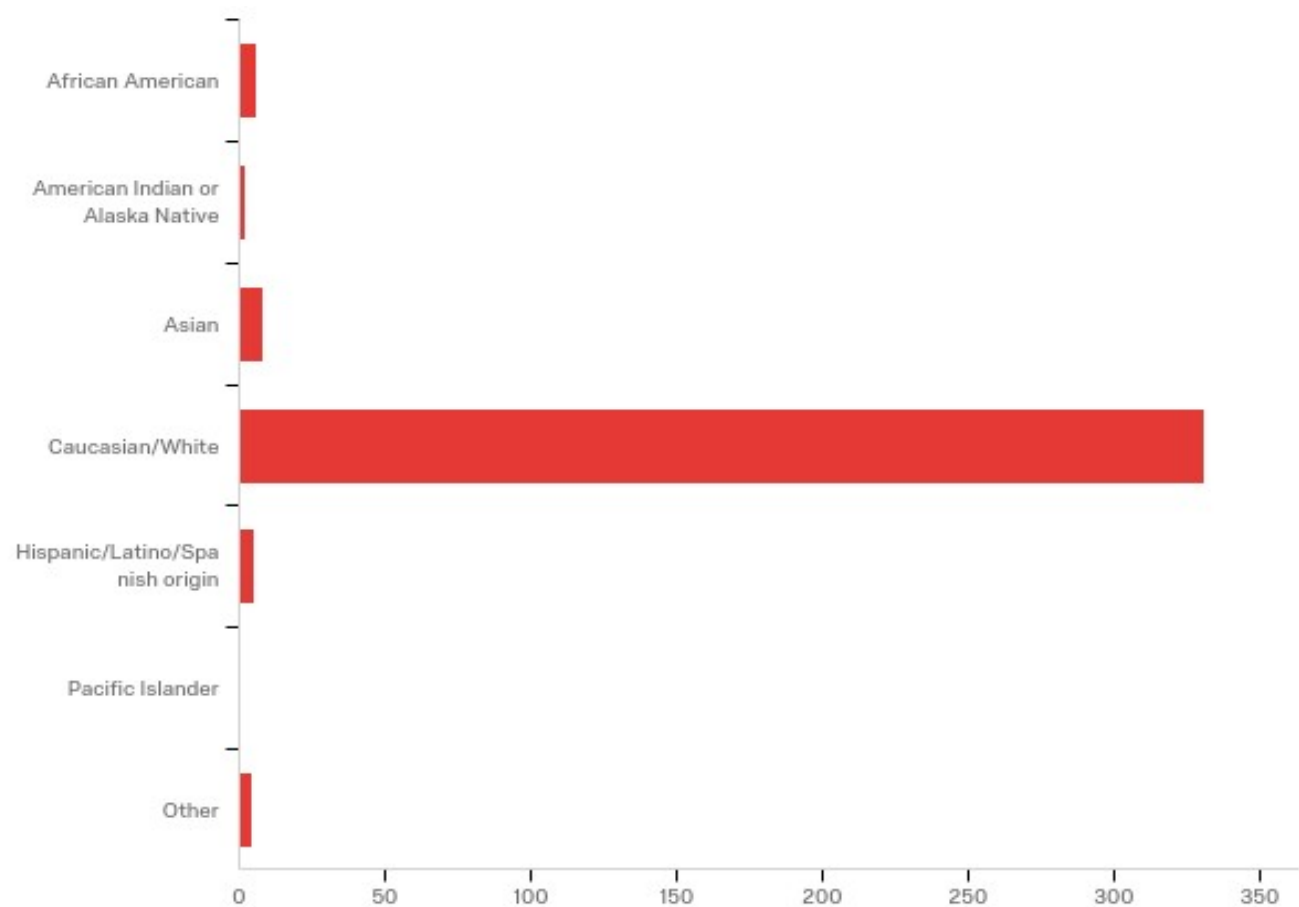
#	Answer	%	Count
1	African American	1.72%	6
2	American Indian or Alaska Native	0.57%	2
3	Asian	2.30%	8
4	Caucasian/White	95.11%	331
5	Hispanic/Latino/Spanish origin	1.44%	5
6	Pacific Islander	0.00%	0
7	Other	1.15%	4
	Total	100%	348

Q49 - Please specify other race(s).

Please specify other race(s).
American
European
prefer not to answer given the specificity of this survey

1.4 - Is English your native language?
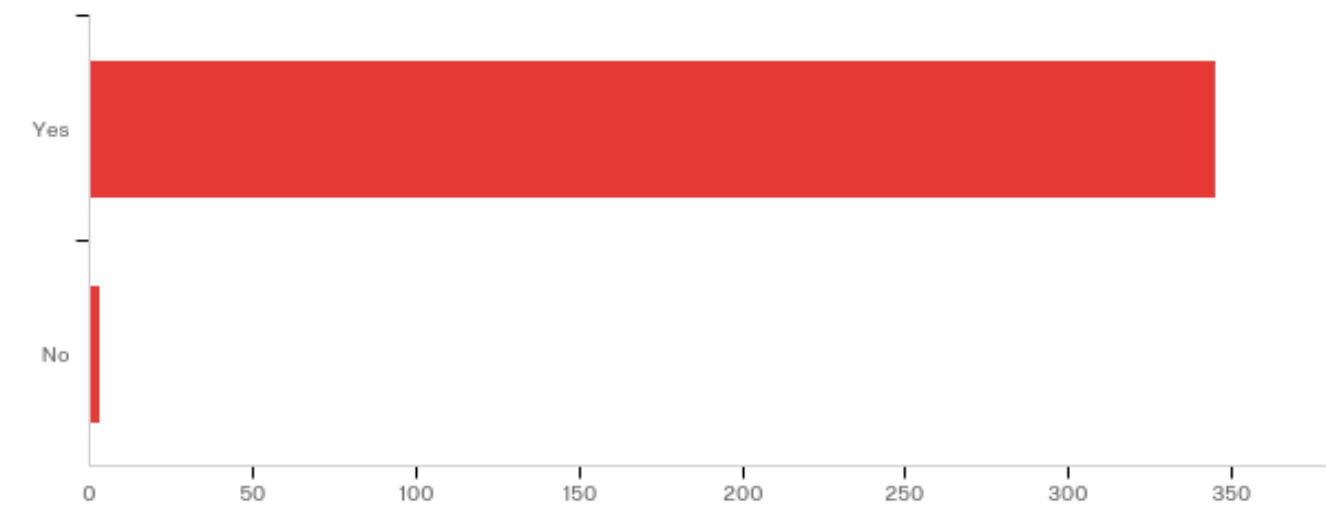
#	Answer	%	Count
1	Yes	99.14%	345
2	No	0.86%	3
	Total	100%	348

1.5 - What is primary language spoken at home? (Please specify)

If not, what is your native language? (Please specify)
Russian
German

Q81 - Do you have any long-standing physical or mental health condition, impairment or disability that has lasted or is expected to last 12 months or more? Please include those that are due to age.
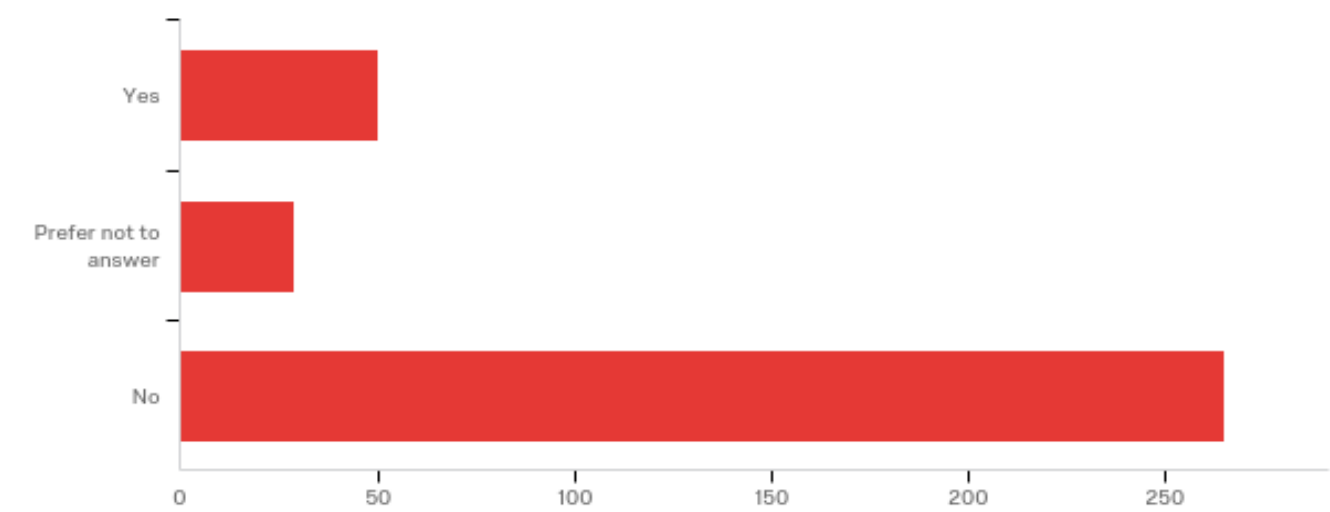
#	Answer	%	Count
1	Yes	14.53%	50
2	Prefer not to answer	8.43%	29
3	No	77.03%	265
	Total	100%	344

Q82 - Duration of impairment
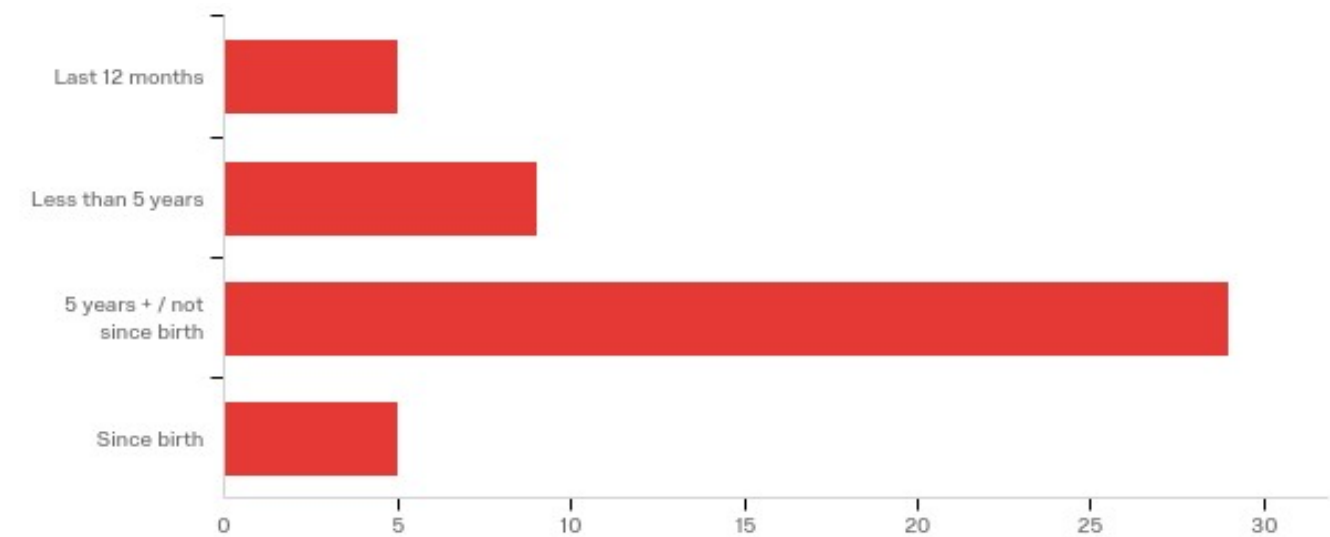
#	Answer	%	Count
1	Last 12 months	10.42%	5
2	Less than 5 years	18.75%	9
3	5 years + / not since birth	60.42%	29
4	Since birth	10.42%	5
	Total	100%	48

Q83 - Please select all that apply to you.
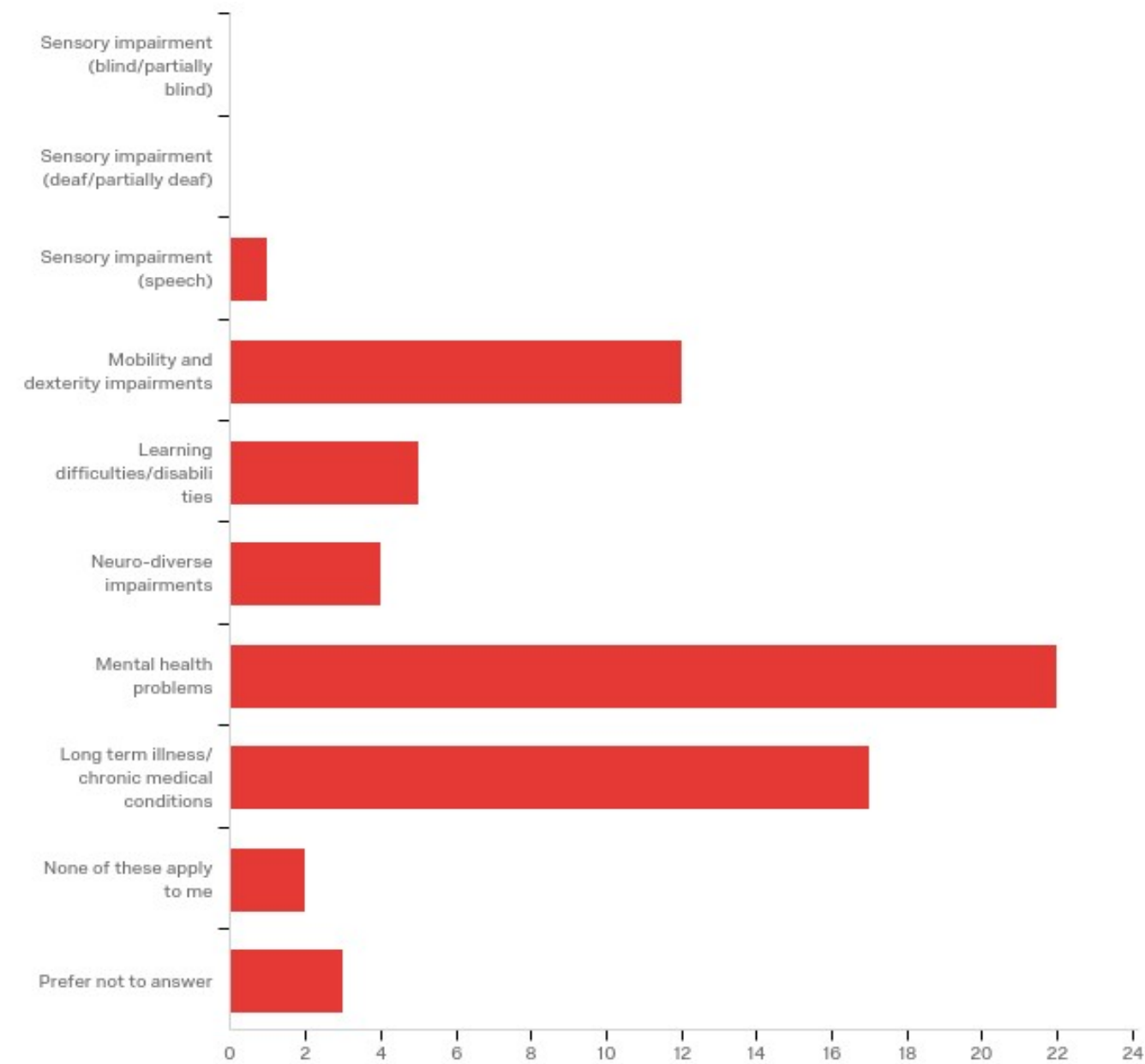
#	Answer	%	Count
1	Sensory impairment (blind/partially blind)	0.00%	0
2	Sensory impairment (deaf/partially deaf)	0.00%	0
3	Sensory impairment (speech)	1.92%	1
4	Mobility and dexterity impairments	23.08%	12
5	Learning difficulties/disabilities	9.62%	5
6	Neuro-diverse impairments	7.69%	4

7	Mental health problems	42.31%	22
8	Long term illness/ chronic medical conditions	32.69%	17
9	None of these apply to me	3.85%	2
10	Prefer not to answer	5.77%	3
	Total	100%	52

1.6 - Where are you located?
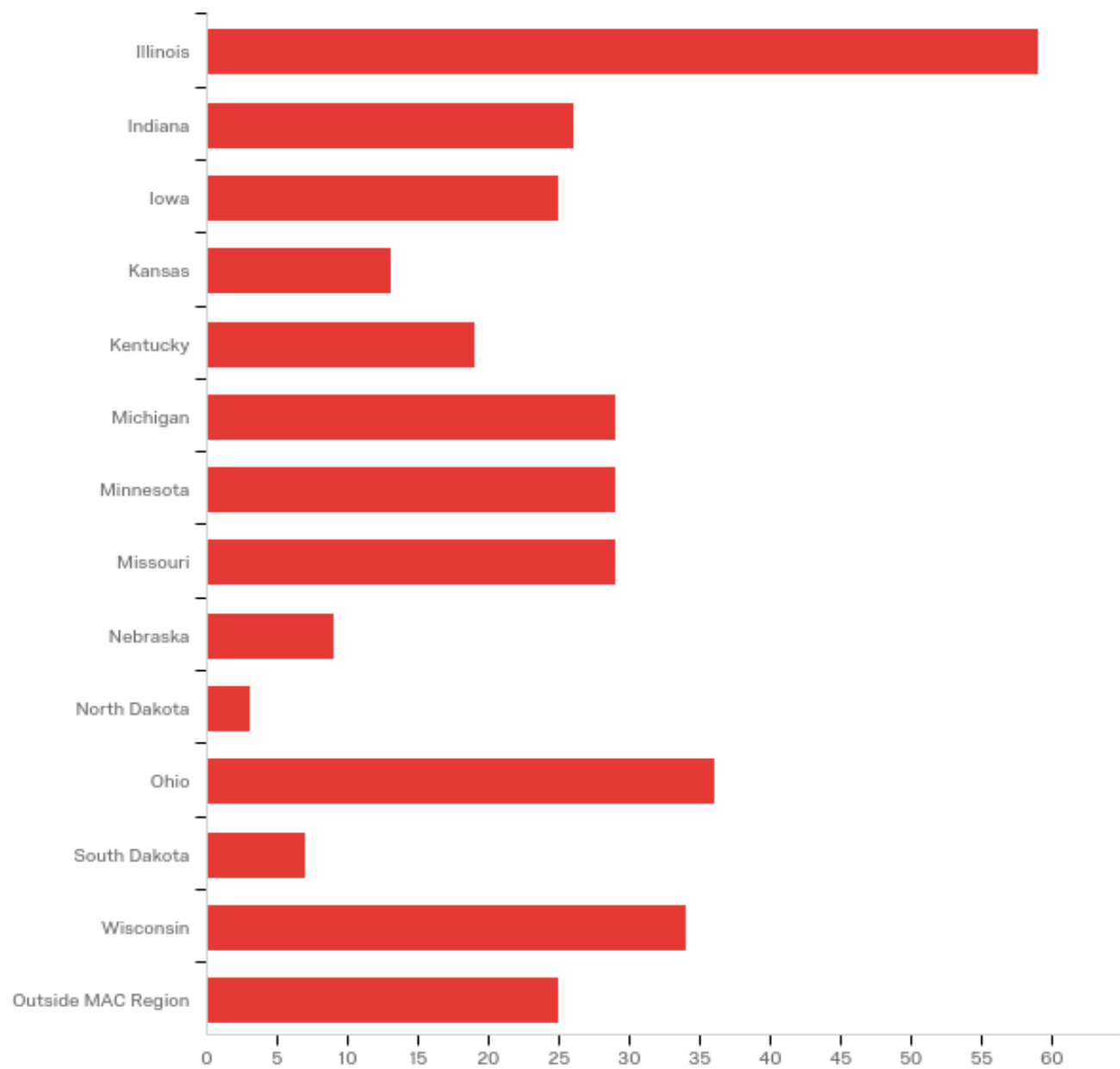
#	Answer	%	Count
2	Illinois	17.20%	59
3	Indiana	7.58%	26
4	Iowa	7.29%	25
5	Kansas	3.79%	13
6	Kentucky	5.54%	19
7	Michigan	8.45%	29

8	Minnesota	8.45%	29
9	Missouri	8.45%	29
10	Nebraska	2.62%	9
11	North Dakota	0.87%	3
14	Ohio	10.50%	36
12	South Dakota	2.04%	7
13	Wisconsin	9.91%	34
1	Outside MAC Region	7.29%	25
	Total	100%	343

1.8 - If outside of the MAC region, please specify your location (State or Country)

If outside of the MAC region, please specify your location
California
Maryland
Pennsylvania
California
Colorado
South Carolina
California
South Carolina
New Mexico
NH
Louisiana
Pennsylvania
Pennsylvania
Pennsylvania
New Mexico
North Carolina
Tennessee
Wyoming
North Carolina
Texas
Louisiana
Maryland
Pennsylvania
Massachusetts
Wyoming

2.1 - Are you currently enrolled in graduate school?
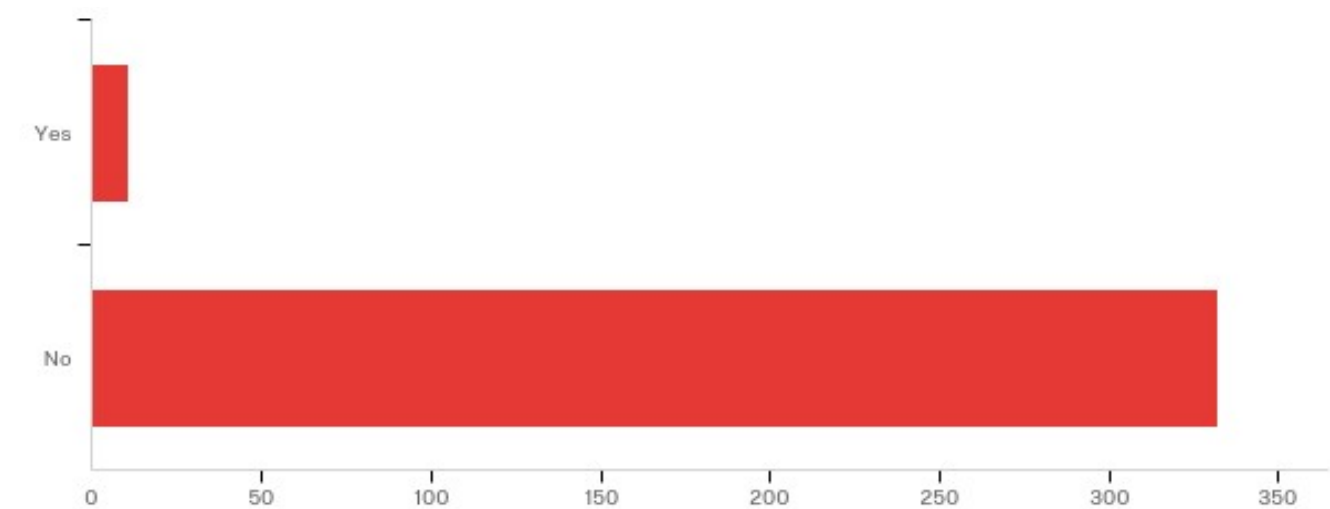
#	Answer	%	Count
1	Yes	3.21%	11
2	No	96.79%	332
	Total	100%	343

2.2 - Degree(s) Held (please select all that apply)
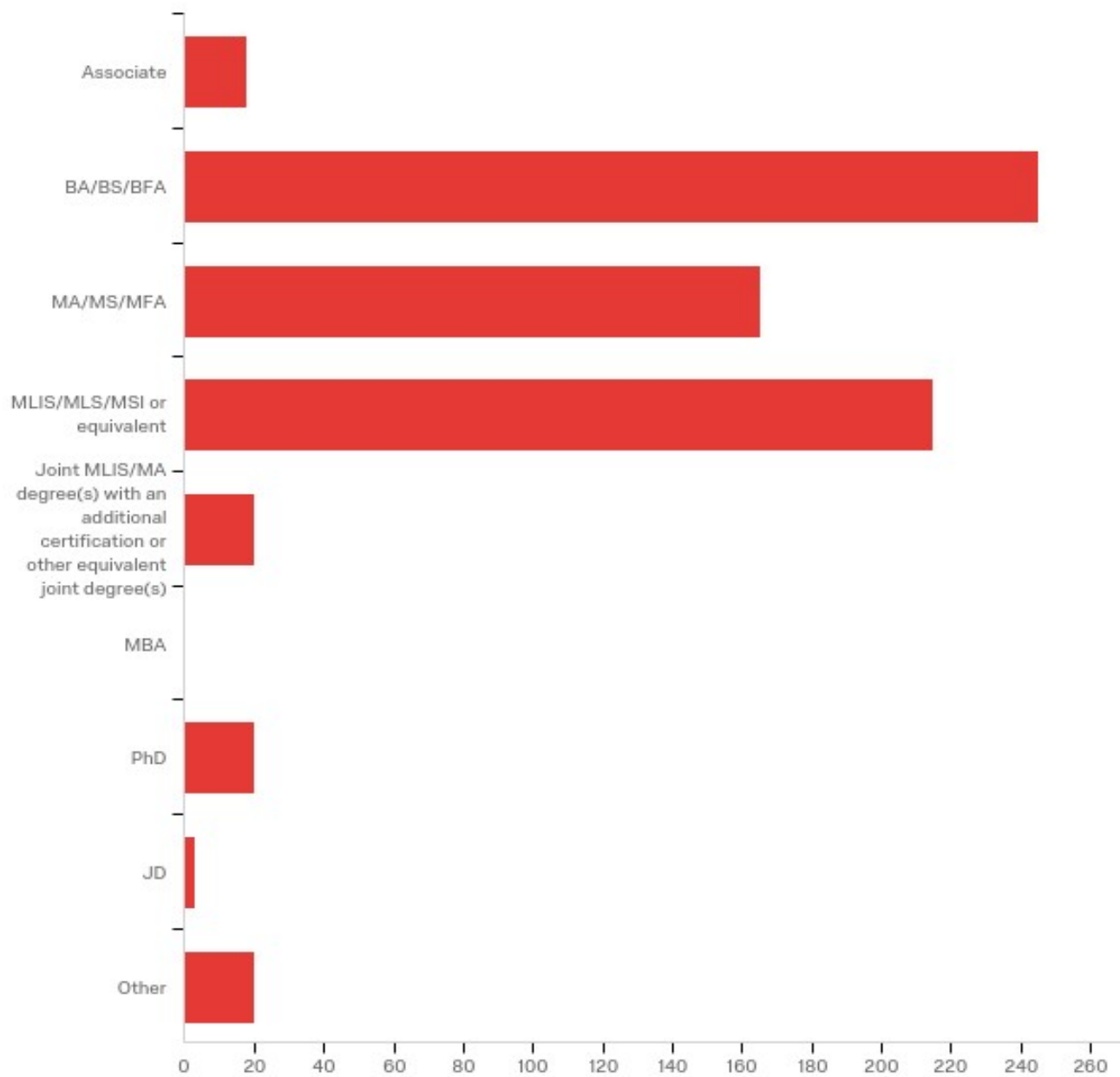
#	Answer	%	Count
1	Associate	5.25%	18
2	BA/BS/BFA	71.43%	245
3	MA/MS/MFA	48.10%	165
4	MLIS/MLS/MSI or equivalent	62.68%	215
5	Joint MLIS/MA degree(s) with an additional certification or other equivalent joint degree(s)	5.83%	20
6	MBA	0.00%	0

7		PhD	5.83%	20
8		JD	0.87%	3
9		Other	5.83%	20
		Total	100%	343

Q53 - Please indicate the discipline(s) of your MA/MS/MFA
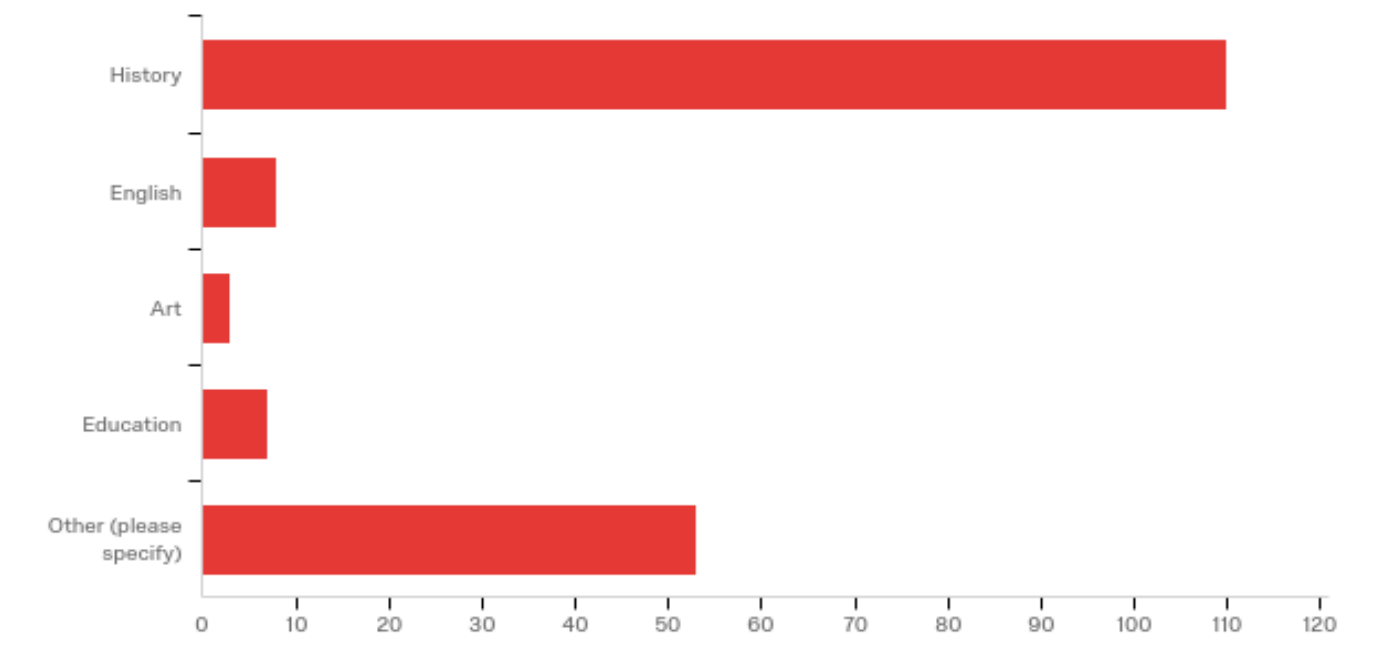
#	Answer	%	Count
1	History	66.67%	110
2	English	4.85%	8
3	Art	1.82%	3
4	Education	4.24%	7
5	Other (please specify)	32.12%	53
	Total	100%	165

Other (please specify)

| Other (please specify) |
|---|
| Religion |
| Public History; Cultural Anthropology |
| Political Science |
| Theology & Philosophy |
| Religion |
| MLIS with archives concentration |

Library Science
Museum Studies
Historical Administration
Music History
Theology and philosophy
Public History
Library Science
Library Science
Public History
Theology
Culture and Colonialism
Anthropology
Organizational Leadership
Teaching Business Subjects in High School
Photographic Preservation and Collections Management
Museum Studies
Theology
Theology
Music
Archives Administration
Library Science
Archives/public history
Journalism
Library and Information Science
History/Archival Methods
Museum Studies
Humanities
Public History
Instructional Design
Religious Studies
Religous Studies
Digital Humanities

Theology
Library and Information Science and Educational Computing
Library Science
Public History
East Asian Studies
Public History
Public History
Museum Studies
Public History
international relations
Museum Studies
Music
Geography
Comparative Literature

## Q52 - Please indicate what other degrees you hold.

Please indicate what other degrees you hold.
B.A. in history, M.A. in history and A.B. Dissertation in History
certificates in archival administration and professional communications
M.Div.
Graduate Certificate in Archival Studies
Graduate Certificate in Archives Studies
Certificate of Advanced Study in Archives and Records Administration
PhD, history; MSLS, library science; certificate, English (creative writing)
MPA, PHD (all but dissertation)
MM (Music)
Education Specialist
Graduate Certificate in Archival Administration
Graduate Certificate in Archival Administration
MDiv and Certificate Catholic U Lublin Poland
M.Ed.
Master of Public Administration (MPA)
Master of Divinity Degree
graduate certificate in archival administration
EDM

2.3 - Number of years in profession
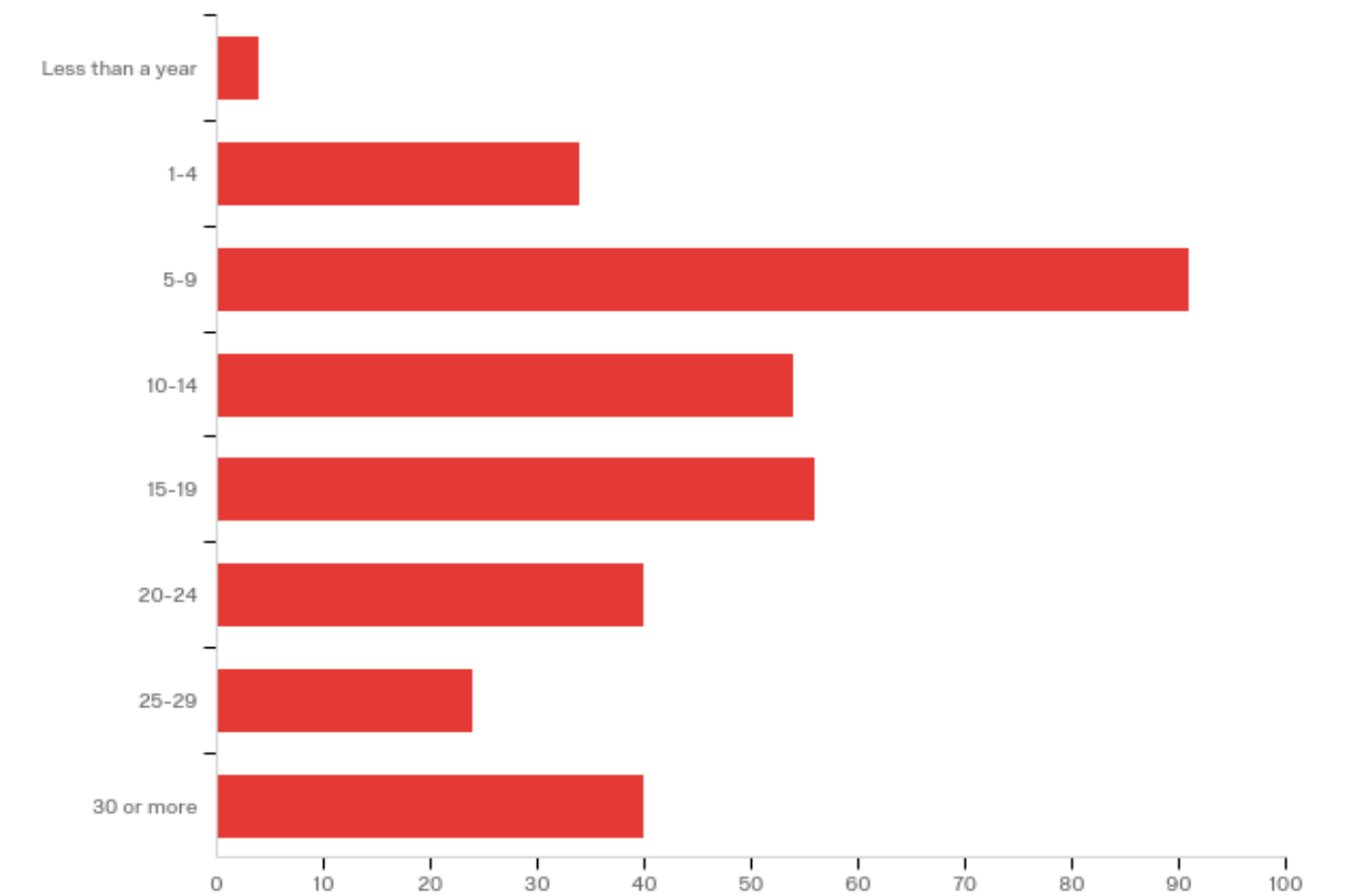
#	Answer	%	Count
8	Less than a year	1.17%	4
1	1-4	9.91%	34
2	5-9	26.53%	91
3	10-14	15.74%	54
4	15-19	16.33%	56
5	20-24	11.66%	40
6	25-29	7.00%	24
7	30 or more	11.66%	40
	Total	100%	343

2.5 - Please select professional certification(s) you hold or are actively working toward.
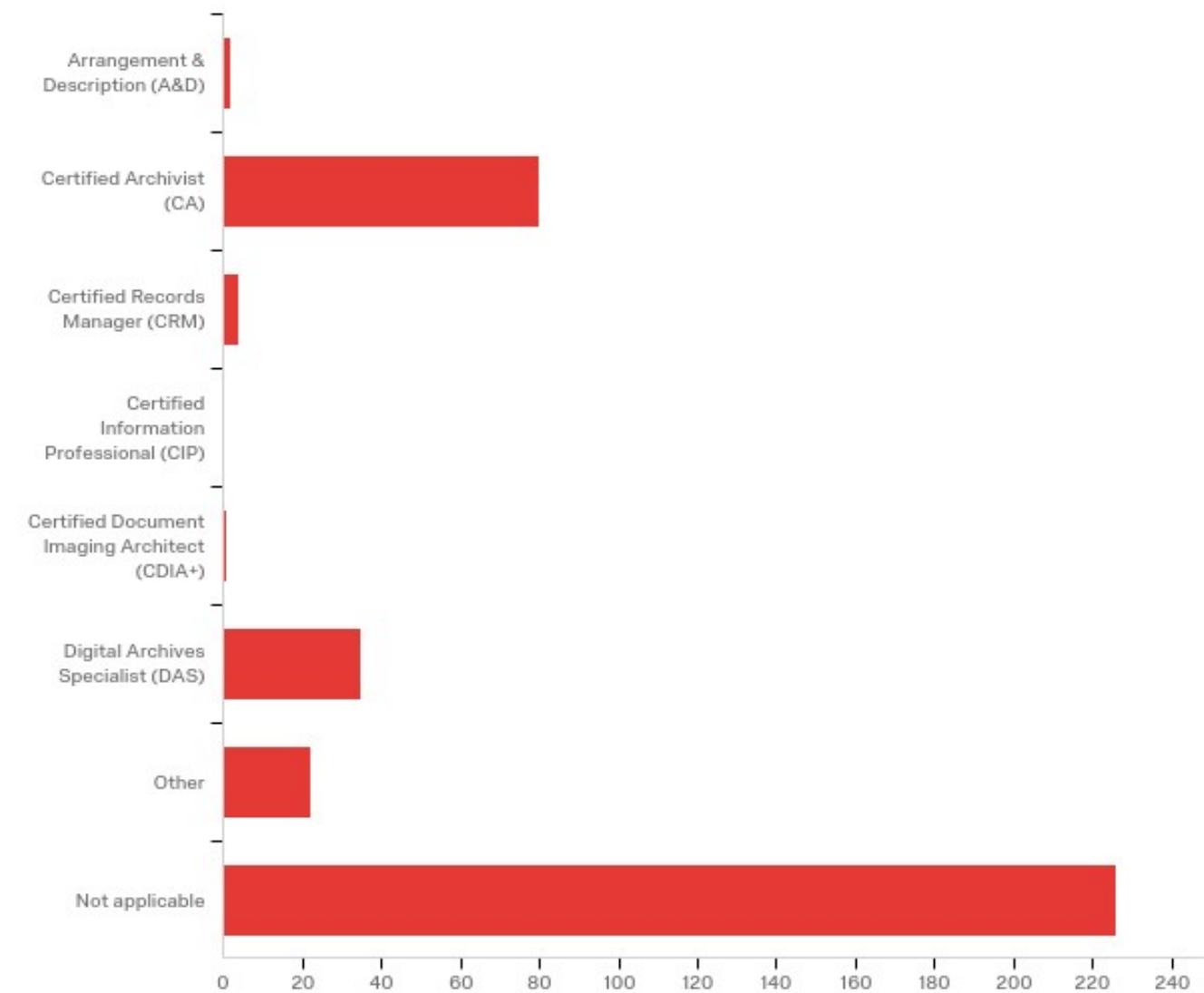
#	Answer	%	Count
1	Arrangement & Description (A&D)	0.58%	2
2	Certified Archivist (CA)	23.39%	80
3	Certified Records Manager (CRM)	1.17%	4
5	Certified Information Professional (CIP)	0.00%	0
6	Certified Document Imaging Architect (CDIA+)	0.29%	1
4	Digital Archives Specialist (DAS)	10.23%	35
7	Other	6.43%	22
8	Not applicable	66.08%	226

| | Total | 100% | 342 |

Q54 - What other certifications do you currently hold?

What other certifications do you currently hold?
Rare Books and Manuscripts
past certified archivist
Archival Certificate, New York University, Masters of History Program
PMP
Special Collections & Archives
Registered Professional Archaeologist
Certified Interpretive Guide (NAI)
Special Collections Librarian
Working toward a graduate certificate in Museum Studies
Information Governance Professional
Teaching Certificate
Seeking Facilities engineering, required for historian job with feds
Certificate in Management of Digital Assets (UMD)
Archival Administration
Kansas Destination Specialist (Travel Industry Association of Kansas) Museum Certificate (Kansas Museums Association)
PHD
Certified Interpretive Guide (NIA)
Graduate Certificate in Special Collections
Certificates from Knowledge Area training and Modern Archives Institute from NARA.

2.6 - Did you have any career(s) prior to working in archives and records management?
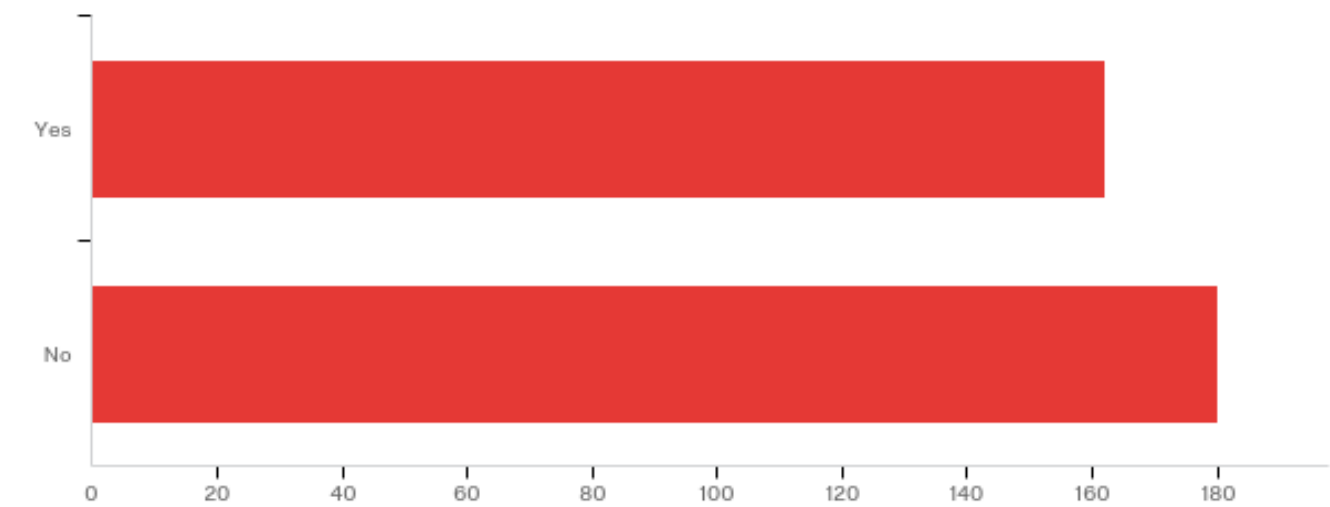
#	Answer	%	Count
1	Yes	47.37%	162
2	No	52.63%	180
	Total	100%	342

## Q55 - Please specify any other career(s) you had prior to working in archives and records management.

Please specify any other career(s) you had prior to working in archives and...
Business and Marketing
Administrative Assistant
owner of art gallery
office management
teaching
Professional Musician
teaching
Elementary Teacher
Journalist, Legislative staffer, university professional
Environmental Consulting; Editorial
Editor
Journalism, Librarianship
Retail
high school English teacher; academic librarian
teaching and admiinistration
Associate Professor of History in College
Contract Anaylsis and Administration
College history teacher
libraries
teaching and community action agency
English teacher, but not permanent career
Public library children's dept., healthcare, museum profession
Financial Aid Counselor at a University
Museum Field
Freelance musician
retail management
teaching

teacher -- junior high
rare books
Optician
Elementary School teacher and principal, Diocesan education consultant
college professor
Librarian
Public Relations
library cataloger
professional musician
art curator
High School Teacher, Instructional Technologist, College Lecturer
Archaeologist
small business owner
high school teacher, pharmaceutical lab technician and documentation specialist
Crisis Intervention Counselor (Crisis Line Call Center), Children's Librarian - Public Library
Teacher in classrooms and non-ttraditional settings, with adolescents and adults; community organizer
Librarian
Literary studies. I also left the profession for a while to work in a nonprofit cultural organization.
Editor
Research associate
Political science researcher
audio engineer
Military (U.S. Navy)
Commercial photo studio and custom lab owner
commercial loan officer at major intl bank
speech therapist
Academic Librarian
fund-raising, communications, higher education administration
Teaching, Administrative Assistant, Director of Food Pantry for persons HIV, Hospital Chaplain
Teacher
Secondary Teacher
Medical Records

internet
hospitality, social work, admin assistant, ESL teacher
Living history, NFP youth programs
Cataloging Assistant
classroom teaching in history prior and during my career in archives
Associate Director of Religious Education and Evangelization Coordinator for the Archdiocese
computer programmer
rare book cataloger
Historical society, gallery, professional association, museum jobs
Music
attorney; librarian
military support officer - USAF; Director of Quality-Corporate banking & federal govt; general contractor & developer
Development and Alumni Affairs
Retail
Waitress
College/University Academic and Career Advisor
Museum management
Social group work/community organization
U.S. Air Force, retired
Teacher [grade, high school, 2-yr college, librarian, elder care, pastoral associate
customer service, bookstore, record store
Actor, writer, bookseller, coffee barista
Paralegal
High/Middle School Teacher
Fisheries, Aerospace, Information Technology
Writing, Editing, Journalism, Librarian
Treasurer for small service business 18 yrs, homemaker, volunteer
I was a graphic artist in the Advertising field
Prior to graduate school, I worked as an undergrad student in public services at a Special Collections Library.
Service Industry
Musician/Composer; Bookkeeper; Arts Management; Parent
Consulting

Teaching
Appraisal
Teaching
Sales and customer service
Advertising & customer service
Elementary teacher, administrator, planning facilitator
academic library, non-archives
Journalism, retail
Retail
Too many rows for PDF export, try exporting to Word or CSV

3.1 - Employment Status in the field (please select any/all that apply)
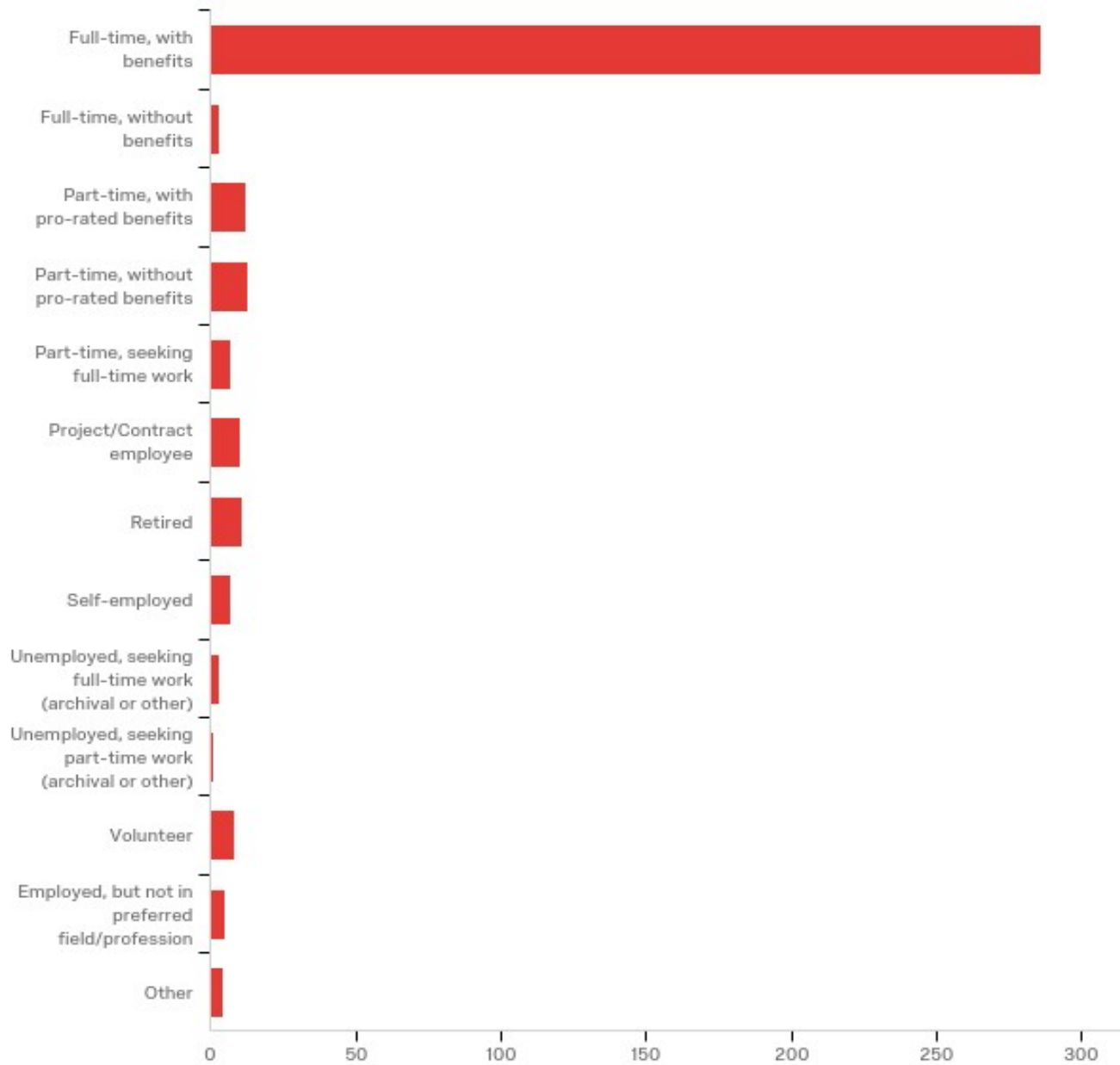
#	Answer	%	Count
194	Full-time, with benefits	83.63%	286
195	Full-time, without benefits	0.88%	3
196	Part-time, with pro-rated benefits	3.51%	12
197	Part-time, without pro-rated benefits	3.80%	13
198	Part-time, seeking full-time work	2.05%	7
199	Project/Contract employee	2.92%	10

200	Retired	3.22%	11
201	Self-employed	2.05%	7
202	Unemployed, seeking full-time work (archival or other)	0.88%	3
203	Unemployed, seeking part-time work (archival or other)	0.29%	1
204	Volunteer	2.34%	8
205	Employed, but not in preferred field/profession	1.46%	5
206	Other	1.17%	4
	Total	100%	342

Q56 - Please indicate your other employment status

Please indicate your other employment status
full time
I work for a graduate MA program that produces archivists and RIM professionals, but do not currently work in the field myself. I did concentrate on archives and RIM in my grad career, though!
member of religious community whose archives I oversee

3.2 - What do you perceive as your barriers to gaining full-time employment?
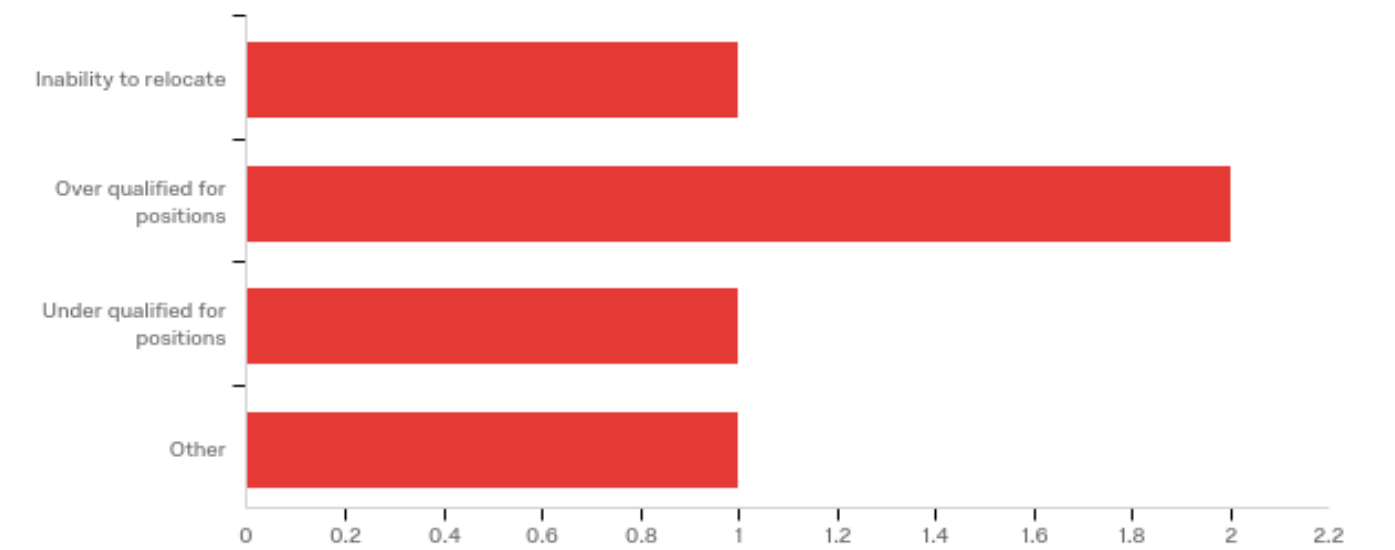
#	Answer	%	Count
1	Inability to relocate	33.33%	1
2	Over qualified for positions	66.67%	2
3	Under qualified for positions	33.33%	1
4	Other	33.33%	1
	Total	100%	3

Q57 - What other barriers do you perceive to gaining full-time employment?

What other barriers do you perceive to gaining full-time employment?
I do not want full time employment at this time of my life.

Q87 - What do you perceive as your barriers to gaining full-time employment?
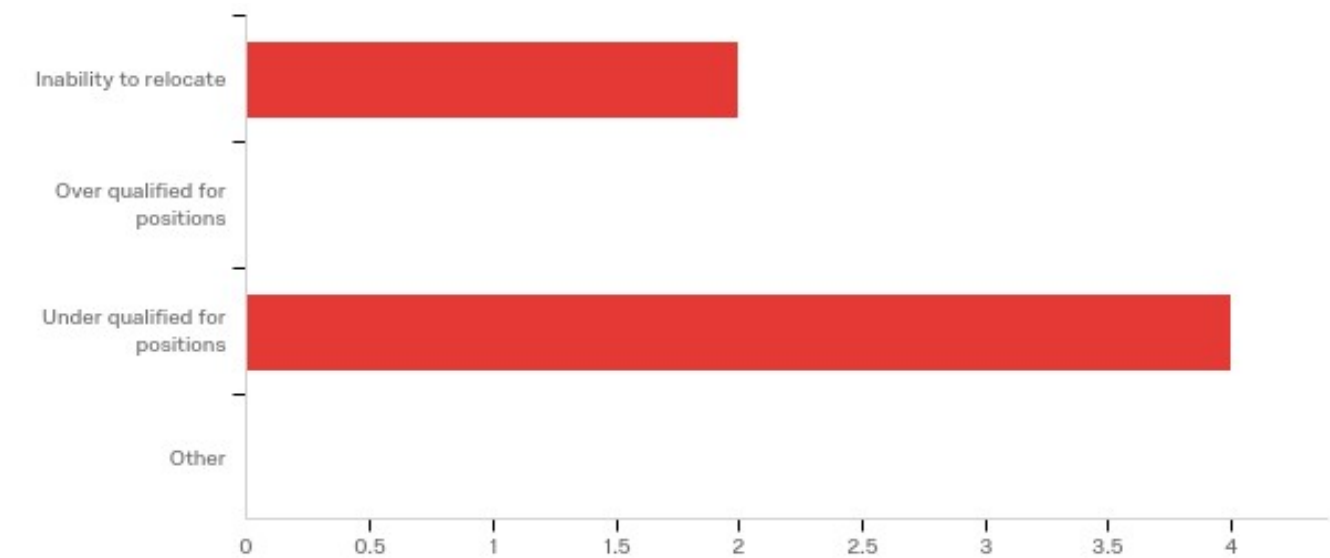
#	Answer	%	Count
4	Inability to relocate	33.33%	2
5	Over qualified for positions	0.00%	0
6	Under qualified for positions	66.67%	4
3	Other	0.00%	0
	Total	100%	6

Q88 - What other barriers do you perceive to gaining full-time employment?

What other barriers do you perceive to gaining full-time employment?

3.3 - If you are self-employed which best describes the work you do?
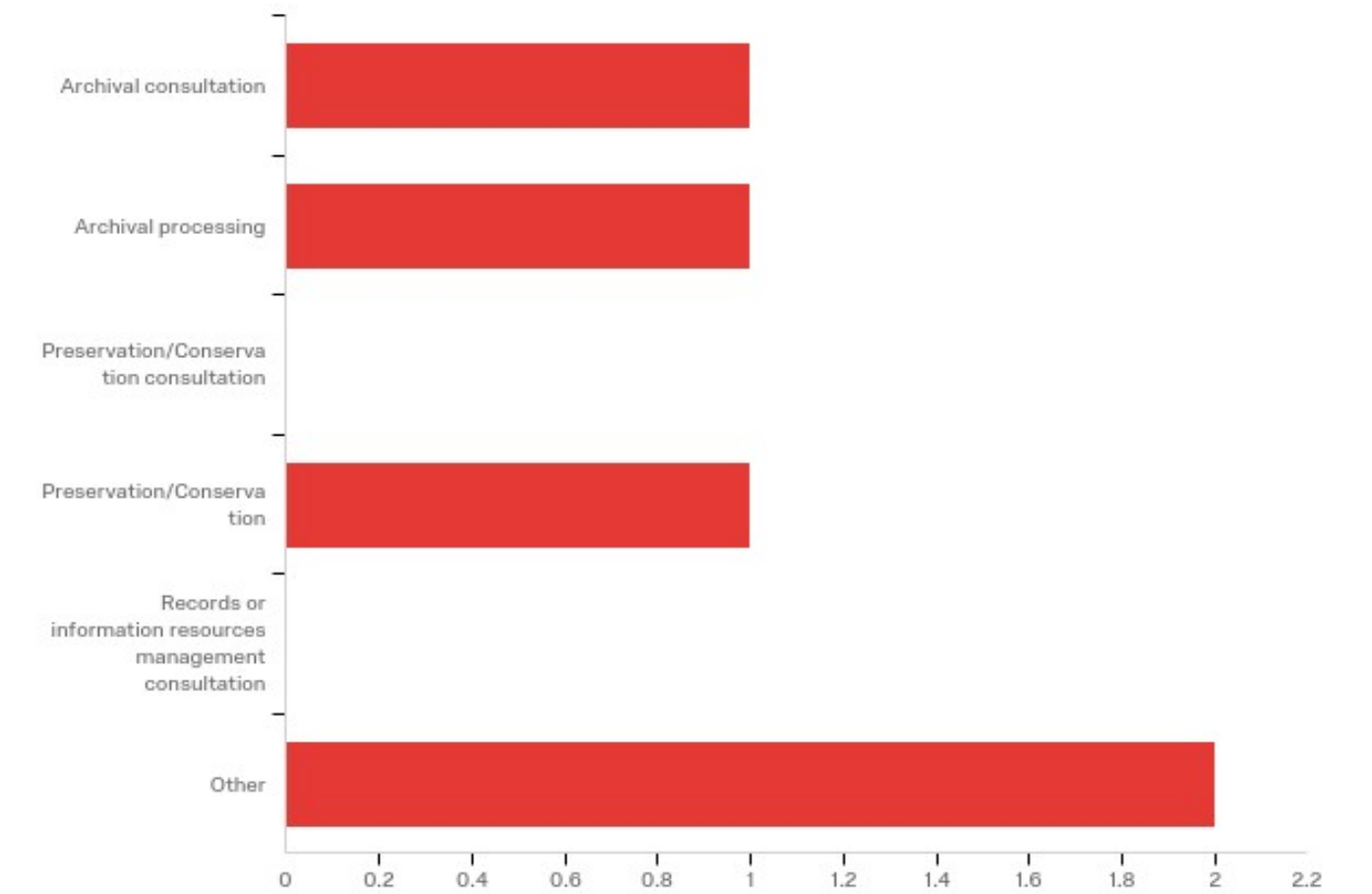
#	Answer	%	Count
1	Archival consultation	20.00%	1
2	Archival processing	20.00%	1
3	Preservation/Conservation consultation	0.00%	0
4	Preservation/Conservation	20.00%	1
5	Records or information resources management consultation	0.00%	0
6	Other	40.00%	2
	Total	100%	5

Q58 - What other description best describes your self-employed work?

What other description best describes your self-employed work?
Writing/editing
education, research, and consultation

3.4 - Institution Type (select all that apply)
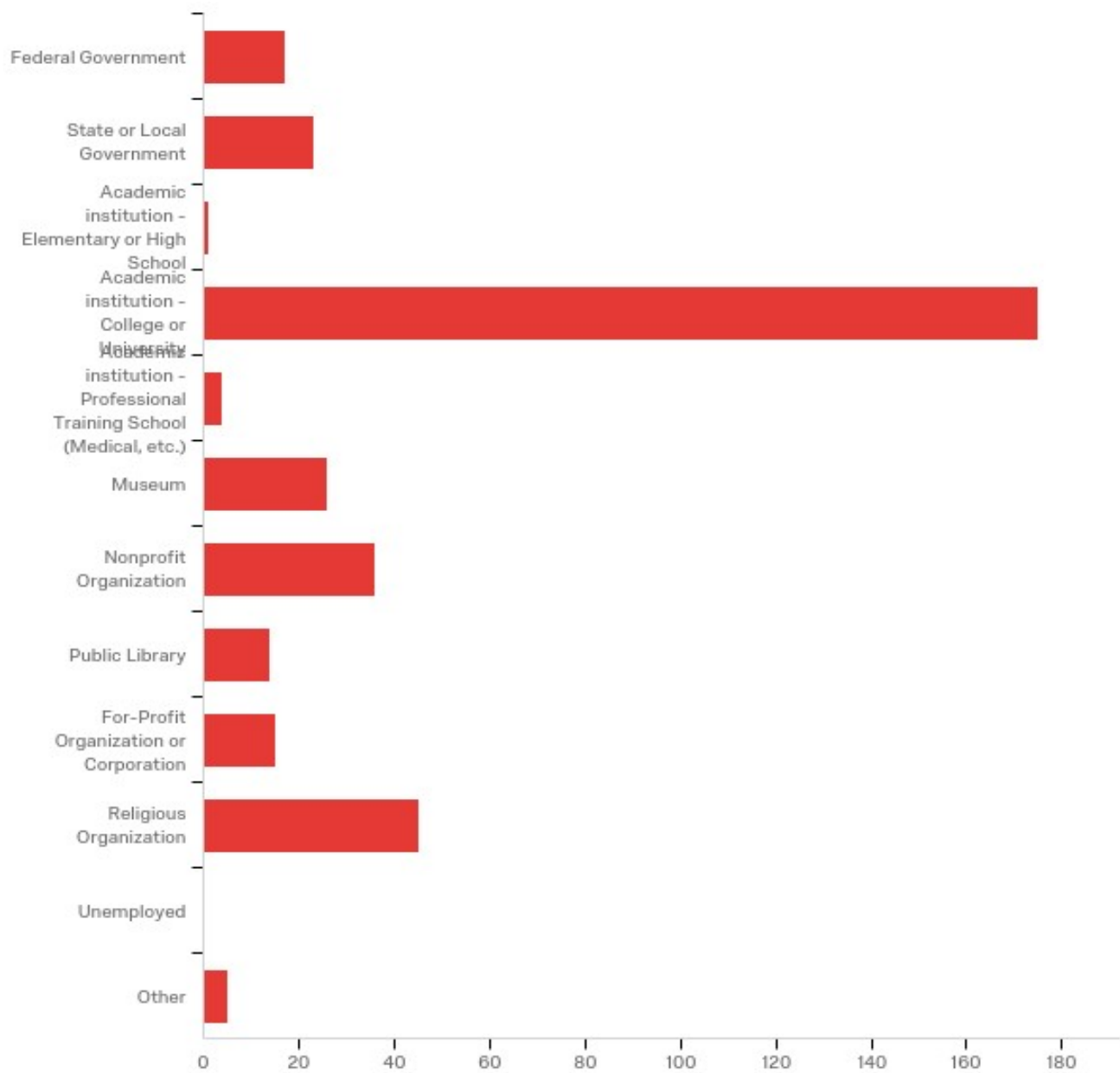
#	Answer	%	Count
1	Federal Government	5.28%	17
2	State or Local Government	7.14%	23
3	Academic institution - Elementary or High School	0.31%	1
4	Academic institution - College or University	54.35%	175
5	Academic institution - Professional Training School (Medical, etc.)	1.24%	4
6	Museum	8.07%	26

7	Nonprofit Organization	11.18%	36
8	Public Library	4.35%	14
9	For-Profit Organization or Corporation	4.66%	15
10	Religious Organization	13.98%	45
11	Unemployed	0.00%	0
12	Other	1.55%	5
	Total	100%	322

Q59 - What other type of institution do you work for?

What other type of institution do you work for?
large medical/research institution (has medical school and is non-profit but isn't really primarily academic or typical "non-profit")
Private City Club
Historical Society (state)
Independent research library
Book company

3.5 - What is your salary range?
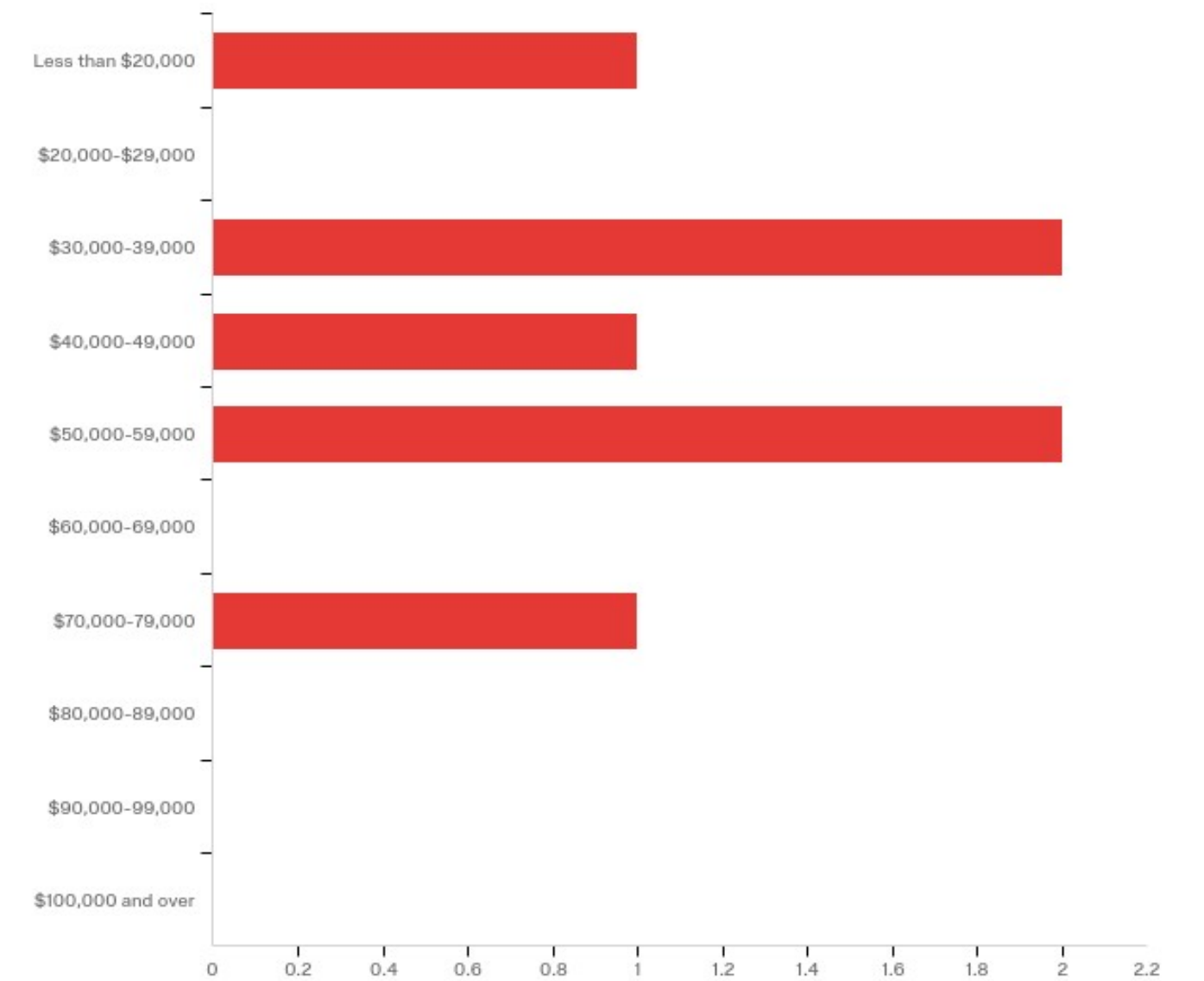
#	Answer	%	Count
1	Less than $20,000	14.29%	1
2	$20,000-$29,000	0.00%	0
3	$30,000-39,000	28.57%	2
4	$40,000-49,000	14.29%	1
5	$50,000-59,000	28.57%	2
6	$60,000-69,000	0.00%	0
7	$70,000-79,000	14.29%	1

8	$80,000-89,000	0.00%	0
9	$90,000-99,000	0.00%	0
10	$100,000 and over	0.00%	0
	Total	100%	7

Q99 - What is your salary range?
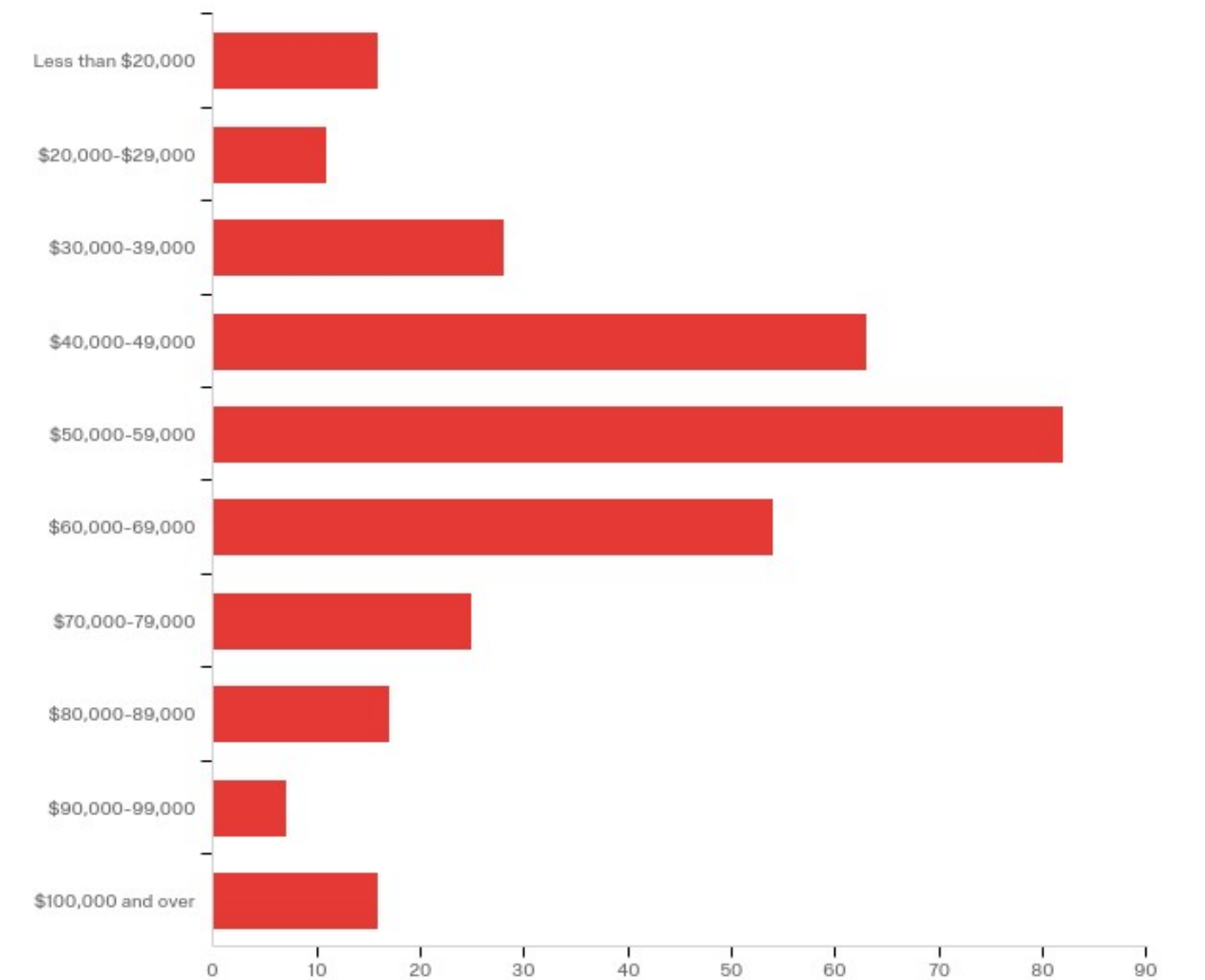
#	Answer	%	Count
1	Less than $20,000	5.02%	16
2	$20,000-$29,000	3.45%	11
3	$30,000-39,000	8.78%	28
4	$40,000-49,000	19.75%	63
5	$50,000-59,000	25.71%	82
6	$60,000-69,000	16.93%	54
7	$70,000-79,000	7.84%	25

8	$80,000-89,000	5.33%	17
9	$90,000-99,000	2.19%	7
10	$100,000 and over	5.02%	16
	Total	100%	319

Q94 - Does your job title accurately reflect your responsibilities?
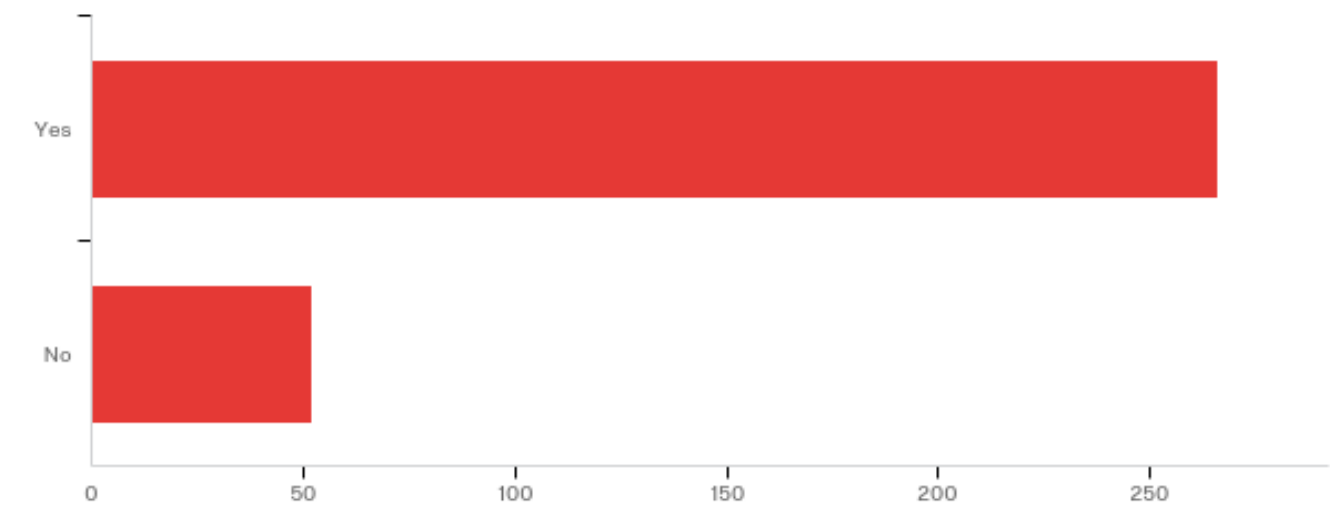
#	Answer	%	Count
1	Yes	83.65%	266
2	No	16.35%	52
	Total	100%	318

Q100 - If not, please describe why not and please list your current job title.

| If not, please describe why not and please list your current job title. |
| --- |
| Archival Operations and Reference Specialist

This is a professional position, running a small archives and special collections library unit. |
| Current title is University Archivist. Previous title was Director of Archives and University Archivist. I retain many directorial and repository-wide responsibilities, although the title has changed. |
| I do many many more tasks than can be combined into one job title, for example social media management and website management, event planner, logistics coordinator, community collaborator, etc. |
| My title is archivist, but my responsibilities relate more to a director's position. As I'm the only person in the archives and our organization only has a staff of 4, it's not a huge problem, except to other people in the field. |
| I am also audio video and computer repair go to person |
| It did describe my responsibilities, but there have been some staff changes so I have additional responsibilities that are not currently reflected in my title. My supervisor is working on that but it may take a bit (red tape). |
| My job title is Librarian, but I am a Curator in Special Collections. |
| My title is Library Assistant in Special Collections and Archives, but in reality what I do is the work of the Assistant Archivist. The current title is a product of human resources not really understanding what we do. |
| My job has evolved a bit and I have more responsibilities. |
| Title is Processing Archivist, but doing a variety of other things |
| My current job title is Archeological Technician, but most of my work involves processing and curating museum collections, archives, and associated data management |
| At the time I took over from my predecessor, the person in charge of our collection was called "Archivist" although she was an administrative head as well as working archivist. I continue to have both layers of responsibility. When we succeed in hiring a fully qualified archivist, my work will be described properly as "Executive Director" |
| College Archivist & Special Collections Librarian, Archivist of the United Methodist Church West Michigan Conference:

These titles do not necessarily indicate that I run two repositories, and am on the board of the UMC Historical Society ex officio |
| Current job title is simply "archivist". I manage the processing of both manuscripts and university archives as well as processing staff.   I think collections management archivist would be a more suitable title and better reflect what I do. |
| State government hiring levels; Supervisor III |
| I do records management which is not explicitly indicated in my job description or title. I also am forced to work at any other job in the office that needs to be done such as receptions, proof reader, etc. |
| My current job title is, Non-Instructional Academic Staff Academic Librarian. I feel that this title does not accurately reflect what I do because a great deal of my time is spent teaching both information literacy and content specific classes in the university archives. Plus, I do a lot of one-on-one research assistance with students. Moreover, I feel that academic archivist rather than academic librarian would more accurately describe what I do. |
| My job title is Library Assistant - Special Collections and Archives, but what I really do is the work of an assistant archivist. The title is a function of HR. |
| My job title is "archival assistant." My job was created as a paraprofessional role, not requiring an MLS or equivalent degree (though requiring an undergraduate degree), and the title reflects that. My position description was rewritten before I was hired as a professional position requiring an MLS-equivalent degree. But the title wasn't |

changed.

archival collections cataloger. while I am a cataloger, it does not reflect that my specialty is government records, that I also do work on the reference desk, that I am also a coordinator with the IT department, and that I also process records as well as catalog them (we do not have any processors any more in the institution)

Archivist and Digital Librarian - have taken on many more higher level responsibilities, including donor relations, social media, content and digital strategist, web development and more with no title change

Officially I am a Serials Librarian, but I also work with the archives.

Job title is "Librarian I" and is explicitly stated as an "entry level" position performing "basic library tasks." NONE of those statements have EVER applied to my position - not even during the first six months of my employment. After 15 years, my job title and salary level REMAIN at this level.
I am an *archivist* not a librarian, and in my position I don't even perform "basic" archival duties but rather "multiple advanced and experienced duties" - processing, description, original MARC cataloging, preservation, MPLP, public programs and exhibits, project planning, supervision and training of volunteers and new staff, including many w/ no previous archives experience, donor relations, backlog management and processing priorities, and on and on and on.
Previous question did not have this as an option, but I am most definitely "underemployed" and perform well above and beyond - on a routine, daily basis - what my formal job description and job title entails.

Archives and Special Collections Librarian, with responsibilities that also include general library instruction, general library reference, technology support, website management, general library statistics, event planning, electronic resources access management, and general library student worker training.

CHFM Specialist is my job title. (CHFM means Center for the History of Family Medicine) This title is meaningless outside of my institution. I am an archivist and that's what I put down for my profession/job title everywhere else.

I function more as an historian, project manager, and team leader for archival and artifacts management and curatorial products. This is an evolution from archives/special collections duties because I (like many archivists) was more adept at managing multiple projects and people and could approach artifacts with an Mplp mindset focused on outcomes.

I do editing of historical monographs & footnotes; I provide computer support; I do administrative tasks not associated with my position

Digital Initiatives Coordinator is title. Thre is little to coordination--I am running digitization services, responsible for digital preservation, digital collections, and social media specific to unique digital collections.

That's funny. Not enough room here.

My current job title is digital archivist; while work responsibilities do include digital collections and archival processing, I am also responsible for instruction and outreach work.

Access Coordinator - St. Louis & Midwest. Responsible for 5 federal archives employing over 80 personnel with responsibilities for over 2 million cubic feet of archived records and growing. Responsible for all aspects of management, leadership and administration over said operations: personnel, budget, procurement, contingency planning, training & development, reporting, customer service, reference, processing, accessioning, description, digitization, preservation and public programming & outreach.

It lacks to address the responsibilities that are director-esque in everything but title

Special Collections Librarian

Current title, Manuscript Archivist. Also responsible for photo request/image use enquiries. Other duties include patron research requests, map research/requests, website, social media, public relations, preservation questions, etc. etc.

Current job title: Information and Digitization Specialist. While I do have responsibilities in both information and digitization, this title doesn't convey to most people that I am an archivist and librarian.

Job creep. As librarians have left or retired and positions went unfilled, I took on many additional responsibilities. My official title reflects only Archives responsibilities, whereas my actual work currently is weighted heavily towards general library duties.

Current job title: Manuscript Specialist. Work is primarily with photographs, and archivist is more accurately descriptive.
Title is Archives Manager but I'm also the Records Manager and Manuscript Curator for exhibits. These three jobs were combined into one during budget cuts.
My current job title is Media Relations Specialist, but I spend a lot of my time working on social media, records management, and archives.
officially listed as "archives technician" but have more informal title as collections archivist, and supervise a project archivist
Reference Librarian. Full-time Local History & Genealogy Librarian, only part time in Archives as part of my full-time responsibilities. Do minimal conservation/preservation work, refer mostly to outside entity.
My job title only covers part of my duties
Current job title: Special Collections and Formats Cataloger I do spend half my time cataloging monographs, serials, etc. for our Special Collections Department, but I also spend half my time processing archival collections for Special Collections.
My title is Reference Archivist. I work in a combination library/archives with a relatively small staff so I end up doing a little bit of everything from circulation to digital projects, but no archival reference.
I do way more and supervise other areas than listed in the title - this survey is actually getting way too specific and personal to be anonymous at this point. I'm going back and editing answers because they are too specific and personally identifiable.
Digital Resources Librarian - I coordinate our digitization efforts, but I also am our only cataloger, I do instruction, reference, and digital humanities
I have more responsibilities than my job title, which is Government Records Assisitant. I do a lot of work independently and my job title and description haven't kept up with my actual job duties.

Q90 - Do you feel that you received sufficient graduate school or on-the-job training to accomplish your assigned tasks?
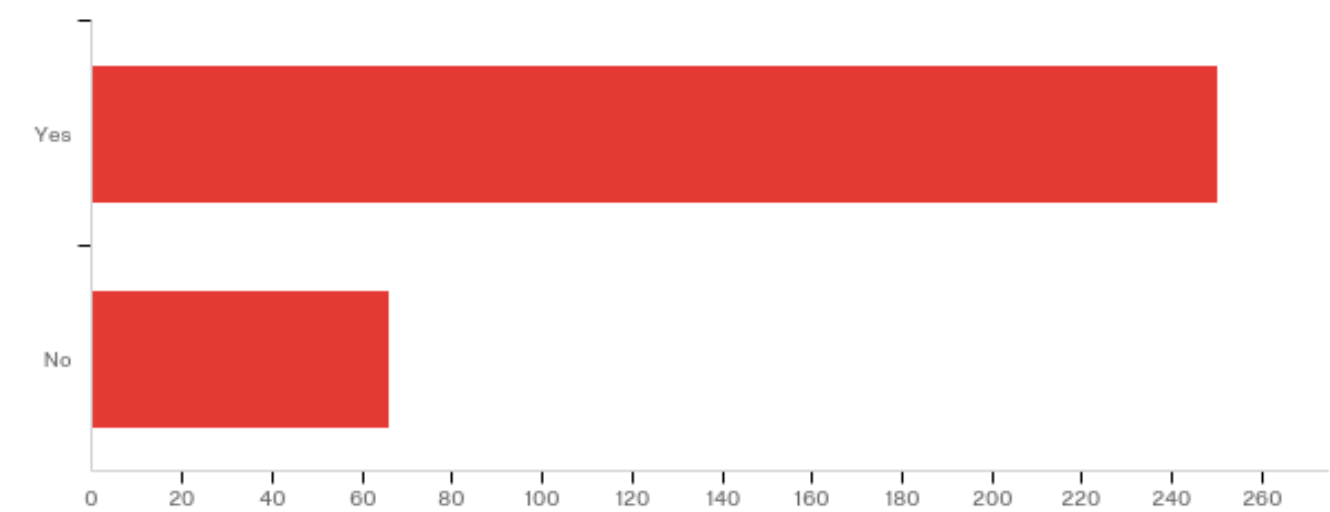
#	Answer	%	Count
1	Yes	79.11%	250
2	No	20.89%	66
	Total	100%	316

Q98 - If no, what training would have better prepared you? Please describe

If no, what training would have better prepared you? Please describe

Practical training on acquisition and appraisal.

Social media training, web management

More courses in archival management would have been helpful, but they weren't offered at the campus I attended. I've built the archives from scratch, but more knowledge about technology, collection management systems, arrangement and description, and metadata would have been helpful. On the other hand, I don't spend a lot of time overthinking options.

My library school should have offered courses in archival or special collections work.

MLIS

My MLIS program did not include an archives/records management component, thus I have sought information elsewhere for "self training."

Archives 101!

workshops and conferences

MAnagement and supervision

More training in metadata, digitization methods

I am a librarian, but five years ago the archivist left my institution, and I was told that I could take on all her duties. So I am now the librarian and archivist, but I have had no formal training in archives/records management, except for what I can get at SAA and MAC. I also took a Rare Book School course on archives for special collections librarians.

I did not take enough archival-related classes while getting my degree.

Ideal would have been both academic and practical training in archival management with heavy emphasis on processing and description.

Making the move from hands-on / doing archives, to management, administration, and leadership required a wholly different set of skills.

Shadowing a head archivist or archives director for weeks, months

I would have benefitted from more hands-on experience with archival collections. I would have also benefited from more hands-on experience working with electronic records (although I received my MLIS in 2007 so I think strategies, tools, and software were still nascent).

I had on-site training

I am responsible for our department's instruction program. I have enrolled in post-degree professional development training programs in order to learn about pedagogy and build a network with other professional archivists responsible for teaching with primary sources. I would like to see more graduate programs offering courses in this area of our field.

Types of databases available for archives

Honestly I think on the job training and conferences have prepared me more than anything else. I do feel that my history education helped with the position as well.

I took many, many MAC and SAA workshops over the years to improve my skills, since graduate education was only three courses in archives administration.   Needed more in preservation and also participated in a larger NEH funded program that included 3 separate weeks of training.   I tried to do more with electronic records and

cataloging/description, but no one at my job is interested, so taking workshops was a waste of money - took some, paid my own way, and then never able to apply them.   By the way, when I went to graduate school it was before PPM, DAS, etc. etc., so all had to be learned via workshops since no one at my institutions were able to do anything or would not.

Management of people/facilities; more records management

General management and specifically accounting.

My lack of training was a result of having managers in the profession who were unqualified for the positions they held. No guidance was provided. Anything I learned was through professional organizations, workshops, and peer mentorships.

Library school didn't require a teaching course and I learned how to do that by myself until a continuing ed opportunity arose. I greatly value continuing ed opportunities through archives groups, too. I don't think any school can teach the variety of issues that arise across institution types.

It would have been good to have some hands-on appraisal experience. Also, the experience I got was mostly from employment as a student and not from classes I took.

I was in graduate school before the development of the web. I have learned arrangement and description, and preservation of digital records on the job, through research and conferences, a very patchwork method. More legal training on writing legal contracts for donors including variations for art and images, the archives licensing its rights, including rights for material to be used in film not just photocopying a photo for a published book. Some basics of computer science/how an IT dept might be structured, their vocabulary, some of the work they do that might support our work as an archives. How to do basic command line work to say do a batch upload into DSpace or other tasks we might perform with some of the less complex archival applications. Donor development like the development office approaches it, not the archives thanking people who offer us their records when they come to us and give it for free, for example how to ask for funds to go with the records.

Implementation of open source projects, i.e. hands-on; scripting language experience; workflows and policy development practice and understanding of real world factors. Career pathways and pitfalls.

Marketing
Exhibition design
Graphic Design

I am using transferable skills and was not trained in the field I'm currently serving in.

Management of projects, people

Reference, technical training

I'm a digital archivist, and there aren't a lot of strongly digital-preservation-oriented programs out there. I think an extra LIS course or two and perhaps some more encouragement/freedom to take classes outside of LIS would have been very helpful.

Being freed to achieve certification in a two or more year program

Records management, electronic records (all aspects), oral history.

These questions are starting to become quite annoying.

More training in graduate school for instruction activities in an archives and/or special collection setting would be very useful, especially as more institutions are expecting instruction as part of the job. More hands-on processing and description of collections in graduate school or professional development settings would also be beneficial.

Needed more training as it pertains to digital preservation and project management.

Grad school did not expose us to the standards and collection management tools.

Leadership
Grant Writing
Budgeting

Project Management

Trained as a historian, not as an archivist specifically.

Training in how to handle electronic records

Graduate school training was very much based in theory, which did not adequately address the needs of day-to-day functioning. Theory is important, but there wasn't the balance necessary to create job-ready archivists. I would've appreciated experience with processing collections, archival reference work, and especially archival instruction.

Any type of training to get a background in managing a small archives for a nonprofit institution.

More training in digital field

Ever-changing IT matters.

More Electronic Records training, up to and including coding. Database Design would also have helped.

Born digital collections, more on general arrangement & description.

Project management
Personnel management
Grant writing
Pedagogy - how to teach information and archival literacy to a variety of ages

More hands on experience, more training and familiarity with digital/born-digital collections

I hadn't planned to become an archivist, so my training was nonexistent.

Would have liked to have had more training in archives, but was not sure that was where my career was headed at that time. Have always had an interest in Archival Management, Preservation & Conservation of materials.

I spend a great deal of time enforcing compliance (legal) for which grad school did not prepare me.

more practical hands on

More interaction with general computer programs and database software structure.

More in-depth knowledge about appraisal, working with donors, copright, and digitization would have been helpful. Esp working with donors, though.

There is so much hands-on work in archiving that you just about have to learn it on the job, during extended internships, or working as a graduate assistant in an archival setting. This includes processing, conservation/preservation, donor relations, emergency and disaster preparedness, cataloging and metadata, and many of the things that aren't driven by technology. I see people coming out of MLIS programs with some experience using a lot of software programs, and with experience in digitizing and building websites, etc., but the old-school hands-on with hard copy skills often have to be learned on the job.

More training related to instruction, although since instruction is one of my main duties within my position, I probably would have benefited from more instruction training than the average archivist.

More training in records management, cataloging

I am still in school and have not had any opportunities for archives classes. They are adding one this fall, but I graduate in summer so it does not help me. Any courses would have helped me: archives courses that would cover A&D, records management, digital archives, etc would be quite beneficial.

Maybe more professional development opportunities close to where I work. I have young children and, therefore, do not travel much.

I attended graduate school during a transitional period (1998-2000), but classes that better addressed the digital turn, systems, and archival research methods would have been preferred to more traditional library offerings at the time. On the job training is more or less sufficient, particularly with access to webinars and conferences such as MAC, actually. With changes in how we disseminate, describe, and assess our work, additional opportunities for

professional development are always welcome.
Training specific to instruction would have been very helpful in relation to my current position.
Project management, proposal writing, influencing people, workflow management

Q102 - If yes, what was some of the most useful experiences in graduate school or on-the-job training?

| If yes, what was some of the most useful experiences in graduate school or... |
| --- |
| The most useful on the job training was learning to work with donors. Learning this skill from an experienced archivist has made all the difference. |
| Grad school: Archives course, Digital Imaging course, Reference course, Cataloging course

On-the-job: workshops, conference sessions, literature of the profession--especially on preservation, copyright/legal issues, AV materials, management |
| Volunteering, internships, and part-time jobs in a variety of archival institutions. Learning the step-by-step process of accessioning, processing collections, and making available collections to the public; working on a variety of digitizing projects. |
| Archives basic classes; training in disaster response and photograph identification; management; in on the ground floor with EAD; archival cataloging and description from a pro; consortial relationships/committee work |
| Grad school - internship, practicum with a great mentor, good relationships with others in class and most of the professors;
On the job training - employer very supportive of continuing education, having a great person to manage with |
| seminar in ethics and rights; course in acquisition and appraisal; processing and description "immersion" course (can't think of proper term - but a course in which included discussion along with beginning-to-end processing and description work for an assigned collection) |
| SAA workshops |
| Acquisition of subject knowledge about the historical experience of my group of donors via my academic experience and on-the-job training for a Kansas Humanities Grant and experience on an NHPRS grant. |
| My degrees program required students to work in the archival profession either in a series of internships supported by the University or at a paying job, most students did both and received training in various institutions and archival settings. |
| On the job training was learning about records management |
| On-the-job training was the most useful. While the theory I received in school was helpful (I was unable to do an internship due to a full-time job), the practice from a part-time, temporary archives position was invaluable. |
| Hands on processing |
| Intense workshops on photo identification, disaster training |
| Learned the principles or archival management in graduate school, particularly during internship; also received training from my predecessor at current job |
| Processing, reference work, exhibit design |
| Archives class, Digital Imaging class, Reference class, and a variety of other library classes in grad school
Continuing Education--workshops, conferences, etc.--especially in preservation, management, copyright |
| contacting potential donors and negotiating for acquisition of donated materials |
| Hands on experience processing records while taking graduate courses. |
| some things that come to mind: practicums/internships; cataloging; indexing; computer skills (although they were very primitive when I got my education!); a good grasp of historical method |
| Collection management, exhibition planning & development |

The practical fieldwork I did and the internships I pursued. Working on case studies was great too!

Graduate school was not related to what I do in my job, except for some archival processing during internships. On the job training was the most important.

Grad School: preservation assessment project

Collection Management class
Museum Informatics class
Records Management class
Instruction class
Marketing for Libraries & Museums class
All classes had components of assignments reflecting "real world" situations
Hands-on processing of archives collection for class & internship

My graduate assistantship and Internship were key to being prepared for my first job out of grad school. In class did not do as well preparing me, especially concerning preservation and conservation standards and methods.

hanaads-on tasks

Hands-on processing experience both in graduate school and on-the-job. Attending conferences and attending professional development classes has also been very helpful.

Volunteering opportunities, such as week-long internships with diverse institutions, like the Benson Ford Research Center and the Maryland State Archives.

Student organizations looking to help with professional development, such as SAA.

professional in service opportunities for education

My work-study assignment and working in the university archive during graduate school were the most useful experiences I had to prepare me for my current position.

In grad school, the archives administration class and the archives seminar. The reading, practice, etc. was incredibly valuable. I also feel historical research was useful to understand researchers. Field work was very, very valuable, as I could experience a couple kinds of archives and had a lot of different tasks. In work, generally, in many iterations, I benefited from being asked to do new and unknown things and having to live up to expectations.

Reference classes in graduate school, Government Documents course, arrangement and description SAA course.

I took a one-week, one-on-one, workshop with an archivist who was at that time working full time in a religious community similar to the one in which I now work. In addition to that, my MA in Library Science was invaluable for this kind of work.

teaching assistantships, internships, collections management coursework

Practicum and hands-on working with collections

on the job: collaborative work on large collections, opportunities for instruction
graduate school: archival theory and mentoring by field experience supervisor

Webinar on audiovisual materials was a confidence builder.

School: Class in Special Collections
Work: Processing a large, sprawling collection

Preservation class, digital preservation, processing internships

Internship and 18 hours/credits in graduate archival studies

In graduate school, I was in a museum studies graduate certificate program that provided courses in the basics of managing a museum collection with additional workshops in building storage boxes, choosing proper storage materials, and conducting visitor surveys and outreach programs.

For me, learning through internships and volunteer opportunities was far more valuable than graduate school. There are limited options and classes to train specifically in archives in library schools, and students on-site have greater advantages. But tuition and work were factors prohibiting me from attending school on-campus.

digital work, conservation techniques

assistantship in library school

Practicum experience in an archival repository. Hands-on processing projects as part of coursework. One-on-one instruction during office hours for learning new skills like cataloging with new metadata schema.

This was a tricky question. I took rare books/manuscripts classes in library school but that was a long time ago. Obviously thinks have changed a lot, so I had to get a lot of on the job, or prof development, training in electronic archvinig.

Most of my transferable knowledge has been acquired on the job and through continuing education and professional development opportunities. My primary grad school training was in cataloging and processing of rare books and archives, and now I find myself teaching and working in digital content management, two specialties for which I don't have formal education.

I had previous internships and a position in which I was performing the duties of an archivist. That along with working with experienced archivist was my most useful on-the-job training.

Summer internship before graduate school, internship during graduate school, and on-the-job training in appraisal, arrangement and description, EAD, DACS, preservation and conservation, reference services, and similar topics.

Internships, professional workshops

Supplementing graduate school coursework with on-the-job training in a student job at the National Archives. Too bad they don't offer those anymore.

Modern Archives Institute, Professional Seminars (SAA, etc.)

core LIS classes as well as archives and cultural heritage classes

The mandatory semester long internship in a special collections repository where I not only processed collections, but sat on the reference desk, reading room desk, and assisted with two class instruction sessions.

Internship within a university archive; part-time paid, student position within archive

Arranging collections, digitizing, etc.

Grad School - Practicum and work in the Archives. The actual archives fundamental classes too. Working in library reference. Library classes on

While a graduate student working in university archives went out on donor visits.

No relevant experience in graduate school. All experience came from hand-son internships and jobs

Internships with seasoned professionals with an open mind to change that I brought.

As the head of a unit, some of the best experience I had was simply in exposure to all aspects of archival work, both in my graduate school and earlier professional career. It helps to be fluent in these many areas to be able to discuss day-to-day issues with my staff and to plan for the long-term.

Processing collections

Internships, making lots of mistakes, asking stupid questions

Making professional contacts; internships; class on management / administration tasks such as writing press releases and grant proposals

I attended Loyola University Chicago, with Patrick Quinn from whom I received a sold foundation in archival theory and practice. One of the most useful experiences in school was as an assignment in which I had to find an institution and process a small collection and create a finding aid. At work, I started off in a paraprofessional position, processing collections. This gave me a experience. In my current professional position, my boss would give me an assignment, like assist this researcher when he or she comes in or department x is looking for

information on x subject. Being through to the wolves, sort of speaking, by my boss has been a great way to learn. Also, she is very supportive of me attending conferences, mostly SAA, SSA, ARMA.

I've been in the field many years, so I'm not sure grad school experiences are the same as today's young professionals. I always promote internships, though. Grad school gave me a good base, but there are areas where I've had to learn from other professionals or do research on my own.

Mostly learning from other archivists (successes and their mistakes). And also learning from archives users' experiences (both mine as a researcher and others')

experience, communication with colleagues, certified archivist training, professional development workshops and meetings

My assistantship working in an archives was the most useful experience. Actually getting hands-on, practical experience working in a collection was far more beneficial than very minimal archival courses available.

Hands on work processing collections, learning basic preservation and handling skills, and mini-labs on Saturdays covering a variety of archival topics, including photographs, rare books, preservation, and record management.

Working with an archives consultant when I began this job; SAA Archives & Archivists list advice - particularly to prioritize research requests over processing; being taught in law school that the answers are out there, and you're only one or two people removed from the person who knows; but a lot I have had to learn on the job

supervisory experience in GAship, and hard-core processing and finding aid writing experience

project management, quality improvement, leadership

Practical experience, real-world group projects

practicum

Hands-on activities and/or assignments (working with collections); practicum and volunteer experience processing collections and using content management systems.

My internships were the most valuable grad school experiences.

Internship requirement was the most helpful, as were other hands on classes. Management of Libraries was also a very helpful course.

Hands-on experiences with archival materials, at several different institutions while in graduate school. Those experiences, coupled with academic coursework, provided beneficial insight that coursework alone could not.

archival processing
preservation classes
digital presservation

Primary responsibility for processing (arrangement, description); supervision & mentoring by archivist with nationally respected experience and expertise in African American history and culture; graduate school emphasis on history writing; a variety of repositories in which I could work either for pay or as a volunteer; a strong local archivists' organization that organizes a variety of training and networking events, and of course MAC

On-the-job training beats graduate school every time in terms of "useful experiences." I was lucky enough to be in a work situation (while in graduate school) that gave me equal time helping to manage collections and spending time with collections users. Seeing both kinds of work in action (and how the one influences the other) was invaluable.

Processing physical collections, cataloging, training on DAM systems.

Working in large groups to accomplish tasks

So far I have found that my master's degree in history has provided better training in and a stronger overview of the purpose of the archives profession. I am about 90 percent done with the graduate work required to obtain an MLIS with a concentration in archives from UW-Milwaukee. Overall, I have been disappointed with the lack of intellectual analysis in the MLIS coursework. Most classes require concrete thought at best. Moreover, many of the archives specific classes have an overt concentration on librarianship and very rarely even touch on the archives undeniable connection to the history discipline and profession.

Processing experience, using a variety of content management software systems
workshops/webinars from SAA, MAC, AMIA on broad range of topics (digitization, born digital records, digital preservation, digital media, etc.). On the job training in arrangement, description, reference, etc. Also attended Modern Archives Institute (first real introduction to archival management topics).
Archives course required evaluating a collection and writing a processing plan, which was discussed in class.
My graduate assistantship and internship were invaluable at providing real world applications to what I'd been learning in class. Without them, I wouldn't have felt properly prepared upon entering the field.
Hands on work during Practicum
Problem solving assignments, project management, visits to different types of archives
project management - being able to look at a large project and break it down into achievable chunks so that I am not paralyzed with fear over the size of the work that needs to be done now that I have moved from a small archive to a large library - my reference training is especially helpful because I used to know most of the collections and now I am being asked about topics with which I am not at all familiar. My internship processing experience - you need hands on experience in processing and that is much of what I do now. Students these days won't need this, but I learned social media and promotion on the job and it made a huge difference to our program. People would come in every week and say "I never even knew we had an archive." I was determined to change that and started getting information out on social media and those comments stopped.
Practicum (basically internship for course credit, offered both as faculty-defined and student-defined opportunities) Internship (summer, competitive selection at local institution, summer during grad school) Core Curriculum courses - search/retrieval, technology, etc. Group projects - semester long project with a team of students culminated in final report and presentation
Doing a processing practicum in graduate school, and everything I've learned since being on the job is useful!
On the job training - being given time to read particular resources and discuss matters with professional colleagues. Attending conferences. Taking on projects.
A great class in archival fundamentals and a web design class
My most useful training was in the part-time work and internships I completed while in grad school, as well as my previous professional position.
National Archives 2 week training course. MAC Membership.
grad school: internships, practicums on the job training - actual training in support of new tasks and supervisors who pushed me to take on new responsibilities
graduate school was pretty much useless for archival records. my mentor at this institution and the person who's job I now have is totally responsible for all the information I have learned so far and I am deeply indebted to her for everything I know
Too many rows for PDF export, try exporting to Word or CSV

Q92 - Do you have people in your institution that you collaborate with on projects related to archival administration and records management? (For example, Human Resources, Marketing, etc.)
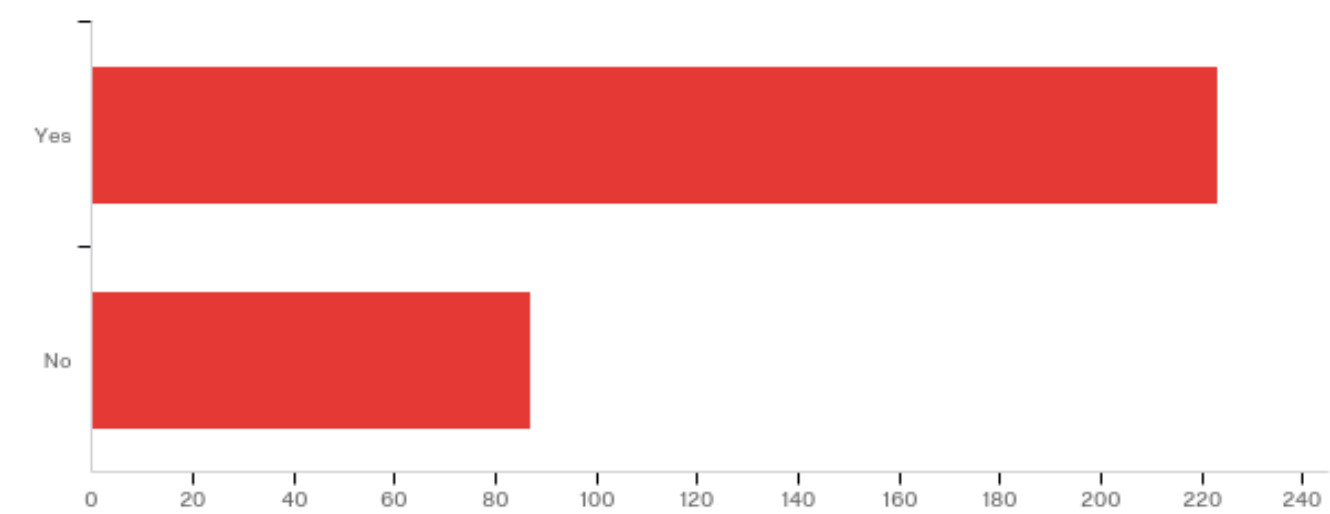
#	Answer	%	Count
1	Yes	71.94%	223
2	No	28.06%	87
	Total	100%	310

Q106 - Which of these departments/people within your organization do you work with on archival administration and records management? Please select all that apply.
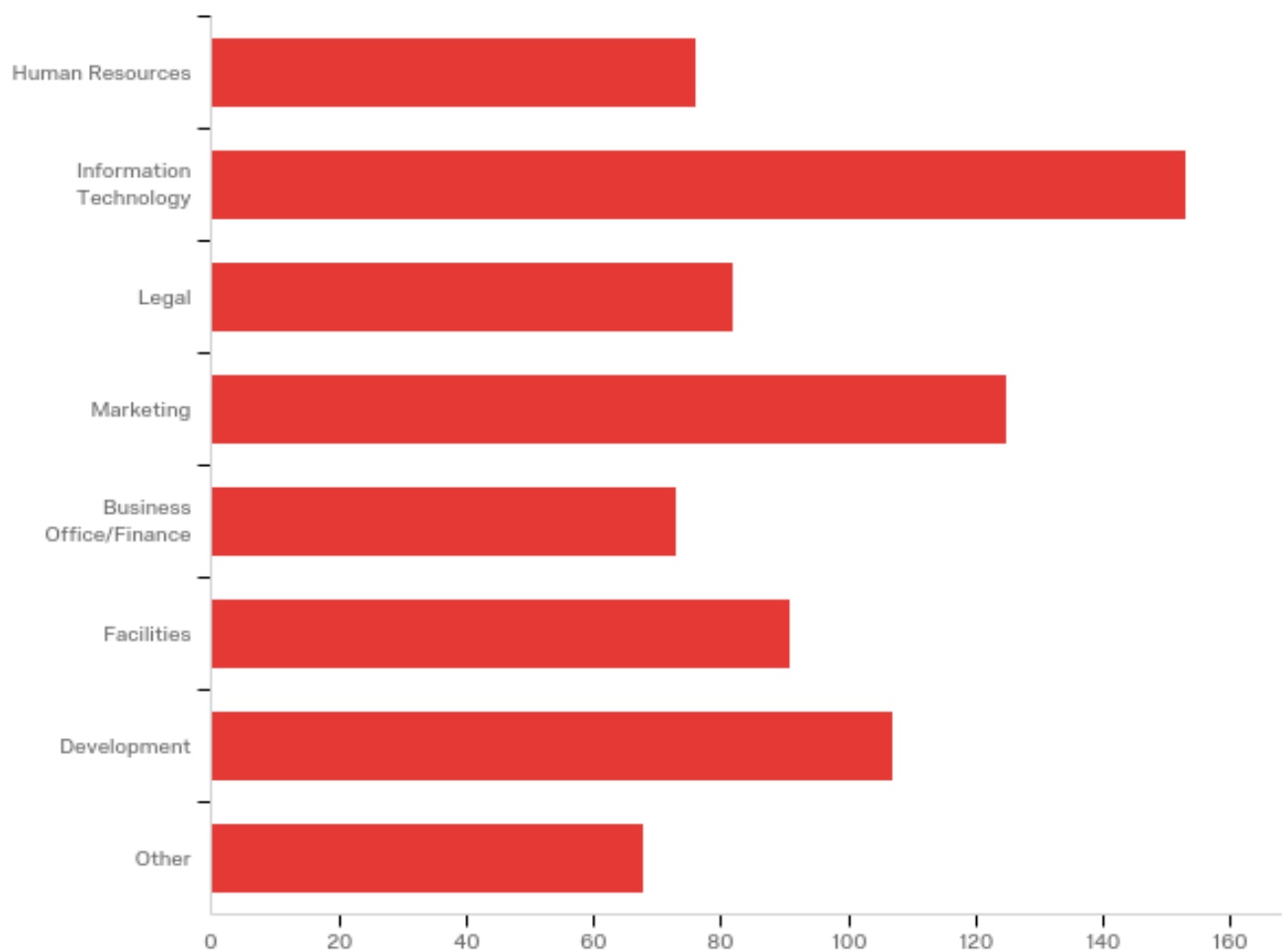
#	Answer	%	Count
1	Human Resources	34.23%	76
2	Information Technology	68.92%	153
3	Legal	36.94%	82
4	Marketing	56.31%	125
5	Business Office/Finance	32.88%	73
14	Facilities	40.99%	91
15	Development	48.20%	107
6	Other	30.63%	68
	Total	100%	222

Q104 - What other departments within your organization do you work with on archival administration and records management?

What other departments within your organization do you work with on archiva...
University communications,university alumni association
Education, Visitor Services, Publications
We really work with ALL departments because you can't just make directives or policies - you have to actually work with each department in their specific situation. The main departments in formulating and executing policies are Legal and IT, and these provide the basis for all the rest.
Student Health Clinic and Office of Disability Services.
Department of Development and Alumni Relations
I work within an LIS program and collaborate with the Archives & Special Collections at my institution as well as others in the community.
communications
Registration (Museum Registrar), Curator
I have a person who does all my electronic photo work.
Registrar, other archives
Preservation, Conservation, Circulation, Reference, ILL
Various agencies, offices and churches participate in the archival program by asking for assistance with their archives, or donating materials.
Alumni Engagement, Center for Diversity and Inclusion, Academic Departments (various), Athletics.
Academic departments and many other departments at an academic institution.
municipal agencies
Preservation Department. The AV and [born] digital librarians reside in that department.
Academic departments
alumni association
Administrative Offices (Dean, President)
Provincial Administration
Building Office
library
Office of Communications, Media Services
Athletics, Colleges, President's Office
I'm unclear what work specifically you are thinking of by "archival administration and records management." does that only mean records mgt, and records transfers or the full range of work the dept does? I work with academic

faculty for archival instruction; we work with any academic dept we can who is willing to participate in records mgt; we work with Marketing/PR to provide them with images & information for the web, their publications, or other needs of upper administration; I work with Legal on contracts; the Development Office to "book" donations and work involving donors; Procurement? for insurance on art that is lent out or borrowed; Accounting for items of sufficient value that they are tracked on the institution's annual physical inventory; IT for server support and questions as we develop our digital records program; Athletics to provide historical information or photos, etc.

My university has a records manager who does not report to me

The history department

we have LOTS of departments. Also reference, collections, conservation, exhibits... to name a few

Library and College Archives; we are a separate unit under the Library Dean's supervision along with a Faculty Director associated with the Music Department

One of our professors is a historian who sometimes consults with us on potential donations.

Alumni, Provost office, Presidents office, Institutional Research, academic departments, Student organizations

In the library--Cataloging (or whatever it's called now), Preservation.
In the larger institution--faculty, department and office adminstration

Membership, governance, board office

President's Office

My institution has a separate Library that we collaborate with.

Communications, Digital Library Services

Specific disciplines/teaching departments - History, Sociology, Political Science, English; Office of the President; Marketing and Communications

collections management, design, curatorial

all departments (including exhibits, education, programming, diversity/inclusion, publishing, and those already listed)

our school

Web development

Exhibits development and numerous Navy offices and training depts.

Corporate Communications; Public Affairs

Various academic departments across campus.

Information Governance

Digital Initiatives and Services

Academic units

Other teaching faculty on campus from a variety of departments including Historic Preservation, Theatre, and Art. Also work closely with alumni relations.

Access & reference operations, Processing, budgeting, administration.

curatorial

Policy and Government Affairs

Digital Initiatives and Services

Alumni, other collections (art and ethnographic).
Diversity Center, Student Life, academic departments
Register of Deeds
Library subject specialists Library departments for different ages: children and teens
Communications
provost, president, deans, alumni relations
Education, museum
President's office
public policy institute
Sports, administration (president's office on down), every college, alumni office, etc.
Advising, basically all of the departments within my school.
Public Affairs
I manage our digital collections department, so I'll include me here. I would also include our digital humanities lab, and faculty partners in History, English, and other relevant departments.
My position is archives-adjacent, and I work with our Digital Services department on a regular basis.
Cataloging, Special Collections Description and Access, Copyright, Research Services

Q96 - How many staff (paraprofessional or professionally trained), with time dedicated specifically to archives and records management, are employed at your institution?
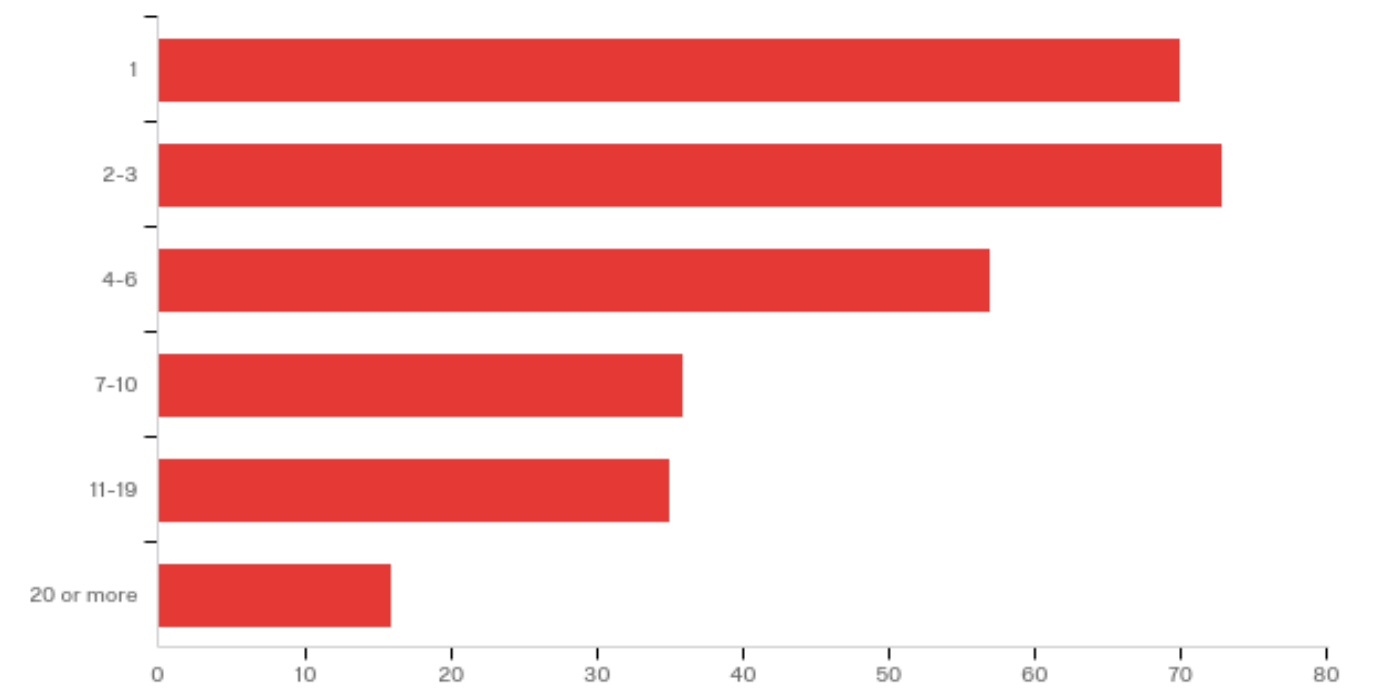
#	Answer	%	Count
1	1	24.39%	70
2	2-3	25.44%	73
6	4-6	19.86%	57
3	7-10	12.54%	36
4	11-19	12.20%	35
5	20 or more	5.57%	16
	Total	100%	287

Q89#1 - Click to write Column 1

Legend:
- Institution - Annual Lump Sum
- Institution - Membership Fees
- Institution - Travel Expenses
- Institution - Conference Fees
- Institution - Continuing Education
- Institution - Graduate School Tuition
- Individual - Annual Lump Sum
- Individual - Membership Fees
- Individual - Travel Expenses
- Individual - Conference Fees
- Individual - Continuing Education
- Individual - Graduate School Tuition

#	Question	None		Less than $500		$500-999		$1000-1499		$1500-2499		$2500 or more		Total
1	Institution - Annual Lump Sum	54.90%	157	3.85%	11	8.74%	25	13.29%	38	11.19%	32	8.04%	23	286
2	Institution - Membership Fees	68.18%	195	21.68%	62	6.29%	18	1.75%	5	0.70%	2	1.40%	4	286
3	Institution - Travel Expenses	37.06%	106	17.13%	49	18.88%	54	11.19%	32	9.44%	27	6.29%	18	286

#		%		%		%		%		%		%		Total
4	Institution - Conference Fees	41.61%	119	30.07%	86	16.43%	47	4.55%	13	3.85%	11	3.50%	10	286
5	Institution - Continuing Education	53.15%	152	24.83%	71	10.14%	29	5.24%	15	3.15%	9	3.50%	10	286
6	Institution - Graduate School Tuition	88.81%	254	1.05%	3	0.35%	1	1.75%	5	1.75%	5	6.29%	18	286
7	Individual - Annual Lump Sum	66.78%	191	17.83%	51	5.59%	16	4.90%	14	3.85%	11	1.05%	3	286
8	Individual - Membership Fees	34.62%	99	56.99%	163	6.99%	20	1.40%	4	0.00%	0	0.00%	0	286
9	Individual - Travel Expenses	34.27%	98	36.71%	105	16.08%	46	6.64%	19	3.85%	11	2.45%	7	286
10	Individual - Conference Fees	49.65%	142	38.46%	110	7.69%	22	1.05%	3	2.45%	7	0.70%	2	286
11	Individual - Continuing Education	60.49%	173	31.47%	90	3.15%	9	1.75%	5	1.75%	5	1.40%	4	286
12	Individual - Graduate School Tuition	91.96%	263	2.10%	6	1.05%	3	1.05%	3	0.70%	2	3.15%	9	286

Q81 - Is paid leave granted by your organization to attend professional development activities?
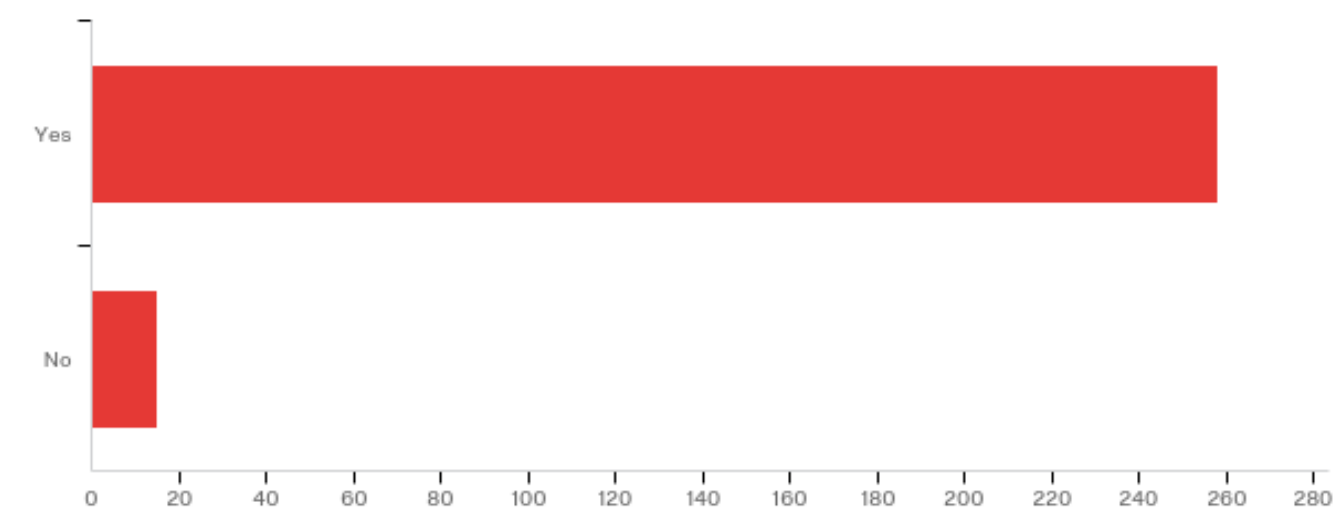
#	Answer	%	Count
1	Yes	94.51%	258
2	No	5.49%	15
	Total	100%	273

Q83 - Is time given to attend workshops/seminars at your workplace (examples such as webinars, training sessions by colleagues, etc.)?
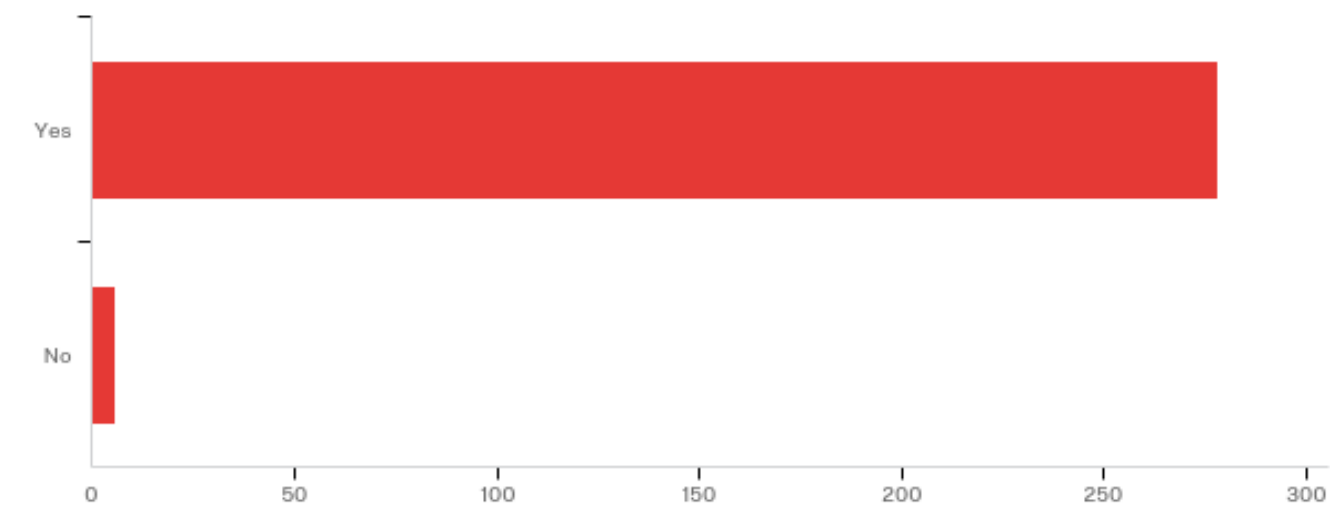
#	Answer	%	Count
1	Yes	97.89%	278
2	No	2.11%	6
	Total	100%	284

Q85 - Is unpaid leave granted by your organization to attend professional development activities?
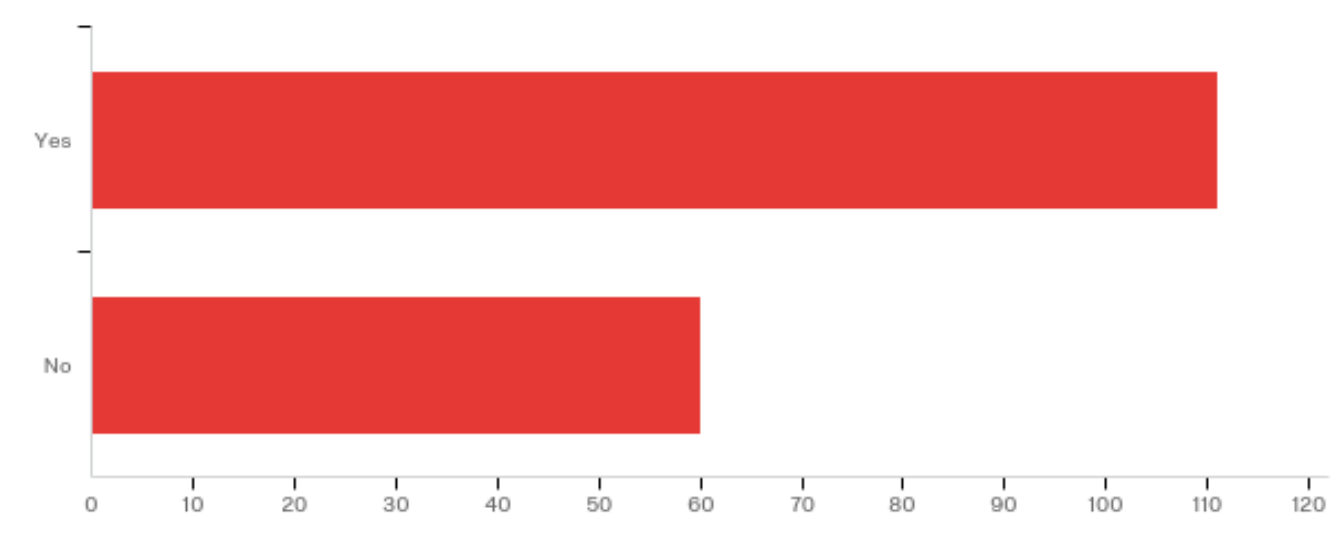
#	Answer	%	Count
1	Yes	64.91%	111
2	No	35.09%	60
	Total	100%	171

5.5 - What barriers do you have to professional development? (please check all that apply)
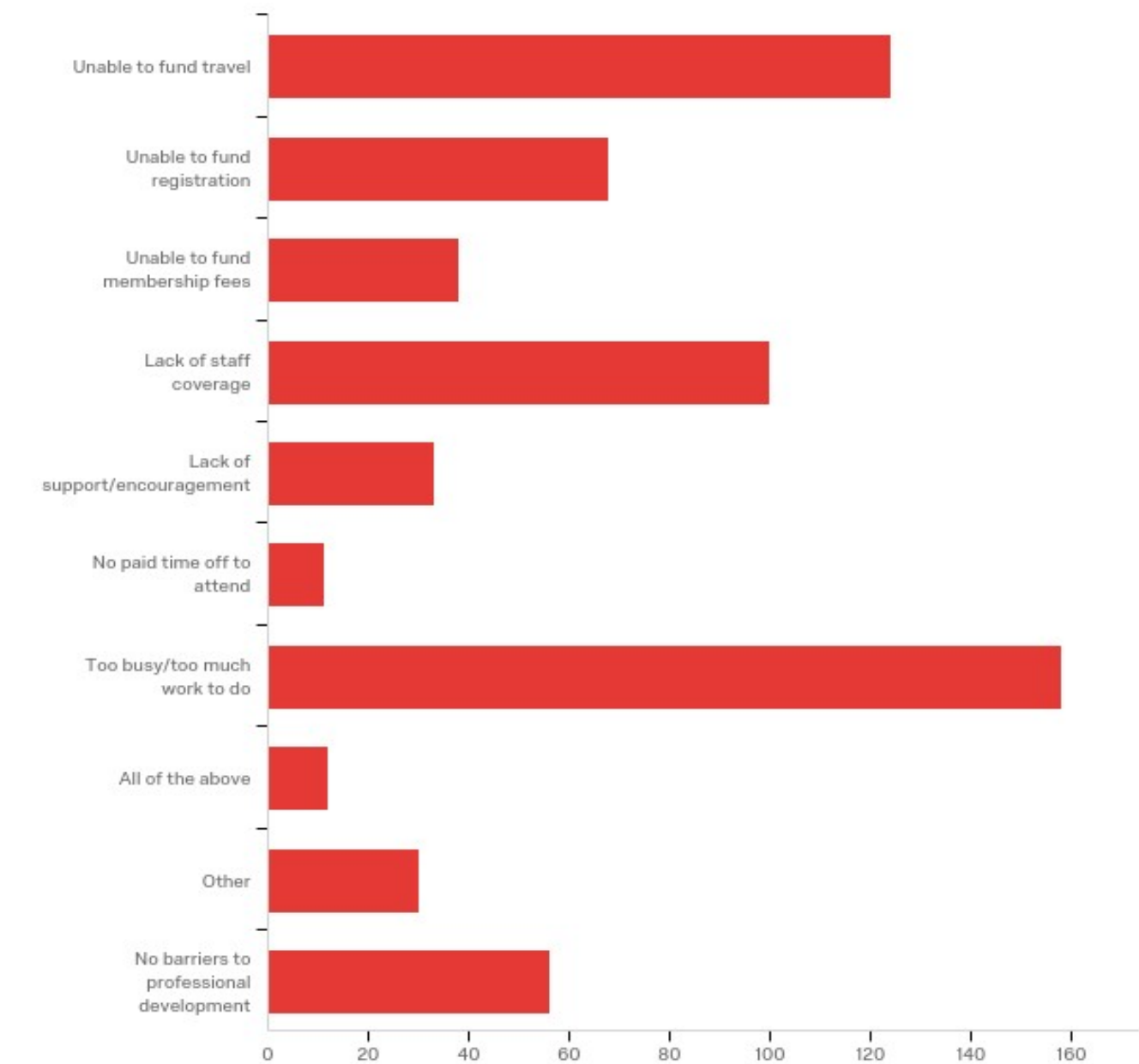
#	Answer	%	Count
1	Unable to fund travel	41.75%	124
2	Unable to fund registration	22.90%	68
3	Unable to fund membership fees	12.79%	38
4	Lack of staff coverage	33.67%	100
5	Lack of support/encouragement	11.11%	33

8	No paid time off to attend	3.70%	11
9	Too busy/too much work to do	53.20%	158
7	All of the above	4.04%	12
6	Other	10.10%	30
10	No barriers to professional development	18.86%	56
	Total	100%	297

Q62 - Please describe your other barriers to professional development

Please describe your other barriers to professional development
Age
A lack of professional development opportunities in my geographic area. My organization funds travel to professional conferences and workshops held at those conferences. However, workshops and conferences are rarely held in my area and it is cost-prohibitive to attend them outside of the region.
For many years my employer prohibited out of state travel.
No in-house IT department
Situation at home makes it difficult to travel to meetings/courses
Health
Finding topics that apply to Religious Congregations
Family care responsibilities make it challenging to travel
family obligations and personal issues
Since my institution does not want to do anything beyond the basics, any $$ I put in, including taking vacation days is wasted since I cannot apply anything I learn at conferences and that is extremely frustrating and demoralizing. I would like to change jobs, but I cannot move at this time and being at the end of my career, most job opportunities are nil. No one even interviews you if you are in my age bracket. No "advancement" within the current job either.
Family obligations
I just want to note that because I am a contract employee I don't participate in the benefits received by staff on the institution's payroll.
lack of mobility; distances to conferences/workshops too great; nothing offered locally
There is some funding available but priority is given to those presenting or on committees.
We only get paid conference attendance once every three years, and then only if presenting or have other "compelling reason" to attend. We are given administrative (paid) leave to attend other events at the boss's discretion, but travel, registration, etc., are not paid.
Lack of professional development relevant to our institutional and organizational needs.
I have a large extended family, a husband, and I two kids in school. Right now they are my priorities so more often than not, I have conflicts with their schedules and other family obligations.
Personal barriers such as caregiving responsibilities
Time, availability of relevant development programs
Personal / family commitments make it impossible to be away much for training or conferences.
My attendance at any conference has to be proposed to a high-ranking naval officer in Washington. It's often hard to carry out learning in a federal ofiganuzation of uncreat
Hard to justify attendance when few workshops or sessions apply directly to my current job activities. Distance to meetings is also a factor.
Lack of opportunities for professional development in the area/state.

lack of time and staff

Although we have some funding and time available for professional development, it is limited.

The lump sum amount given by my institution, while generous considering that many institutions do not support their staff at all, is not always enough to cover all expenses for even one conference.

Personal caregiving responsibilities at home prevent me from traveling too much unless I can bring my family with me.

Personal issues - pet care, mental health, etc.

Generally have not been able to personally justify the cost of conferences/workshops. Most I've seen have either been too basic/general and cover information I already know...or the more indepth training does not relate to my day-to-day work activities.

Already mentioned - young family, don't travel much, not much training within 2 hours drive time. - Also, the last question you asked about how much my institution spends on certain things - I just don't know most of that and there's no option for that - some of us are not privy to that information

5.6 - Types of professional development you've attended in past five years: Continuing Education
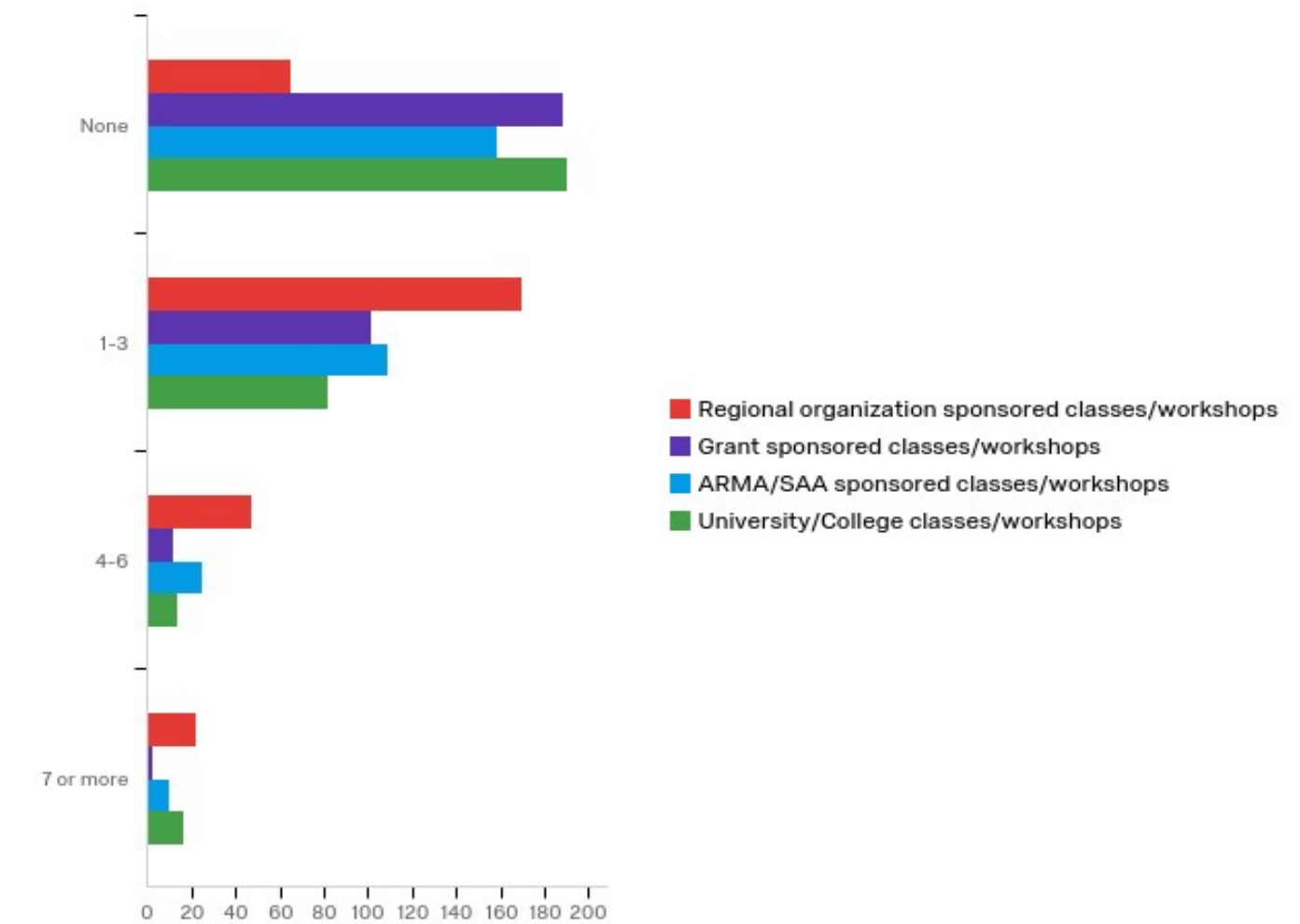
#	Question	None		1-3		4-6		7 or more		Total
1	Regional organization sponsored classes/workshops	21.38%	65	55.92%	170	15.46%	47	7.24%	22	304
2	Grant sponsored classes/workshops	62.05%	188	33.33%	101	3.96%	12	0.66%	2	303
3	ARMA/SAA sponsored classes/workshops	52.32%	158	36.09%	109	8.28%	25	3.31%	10	302
4	University/College classes/workshops	62.91%	190	27.15%	82	4.64%	14	5.30%	16	302

5.7 - Types of professional development you've attended in past five years: Archives Specific Meetings/Annual Conferences
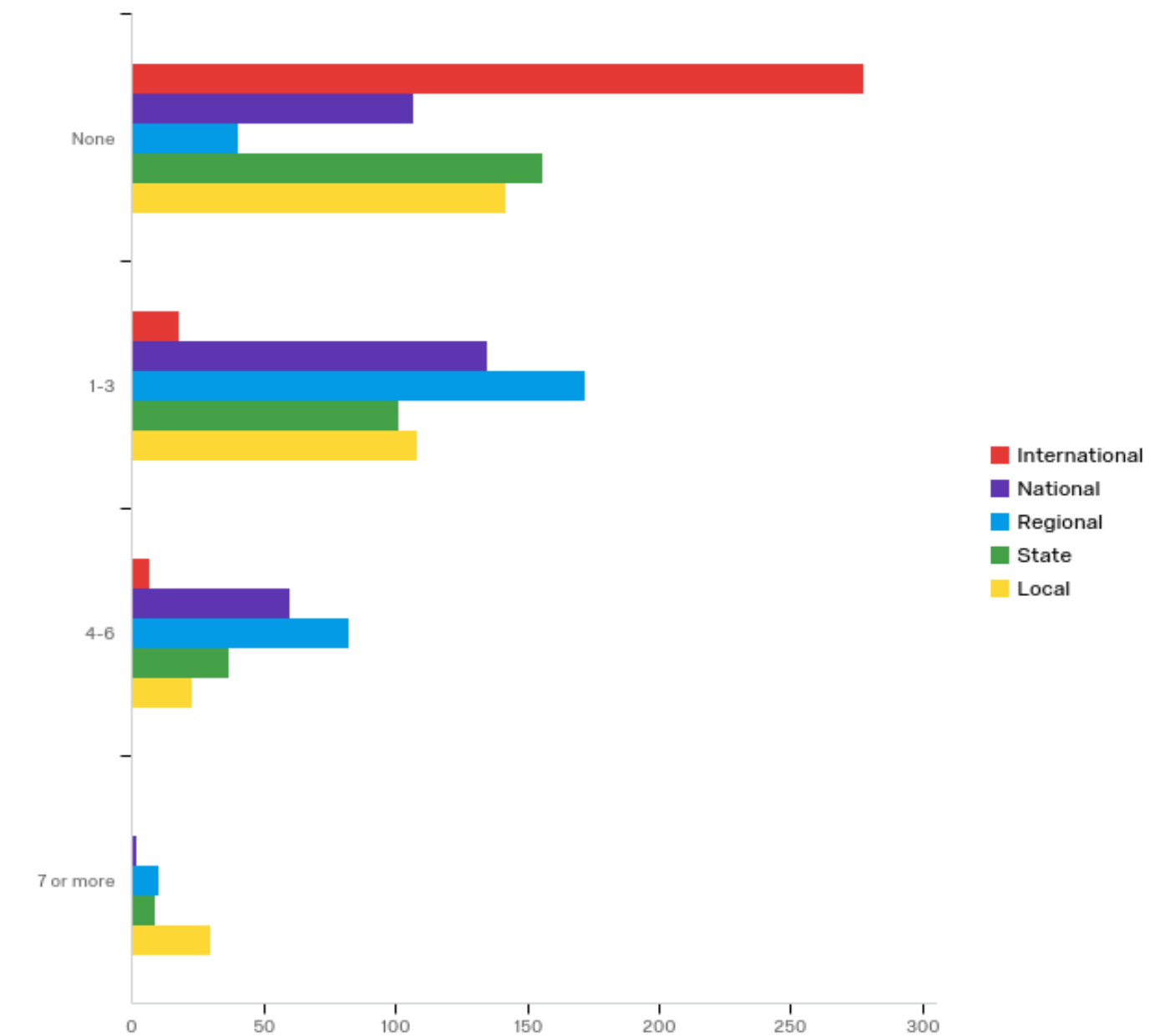
#	Question	None		1-3		4-6		7 or more		Total
1	International	91.75%	278	5.94%	18	2.31%	7	0.00%	0	303
2	National	35.20%	107	44.41%	135	19.74%	60	0.66%	2	304
3	Regional	13.16%	40	56.58%	172	26.97%	82	3.29%	10	304
4	State	51.49%	156	33.33%	101	12.21%	37	2.97%	9	303
5	Local	46.86%	142	35.64%	108	7.59%	23	9.90%	30	303

5.8 - Types of professional development you've attended in past five years: Library Specific Meetings/Annual Conferences
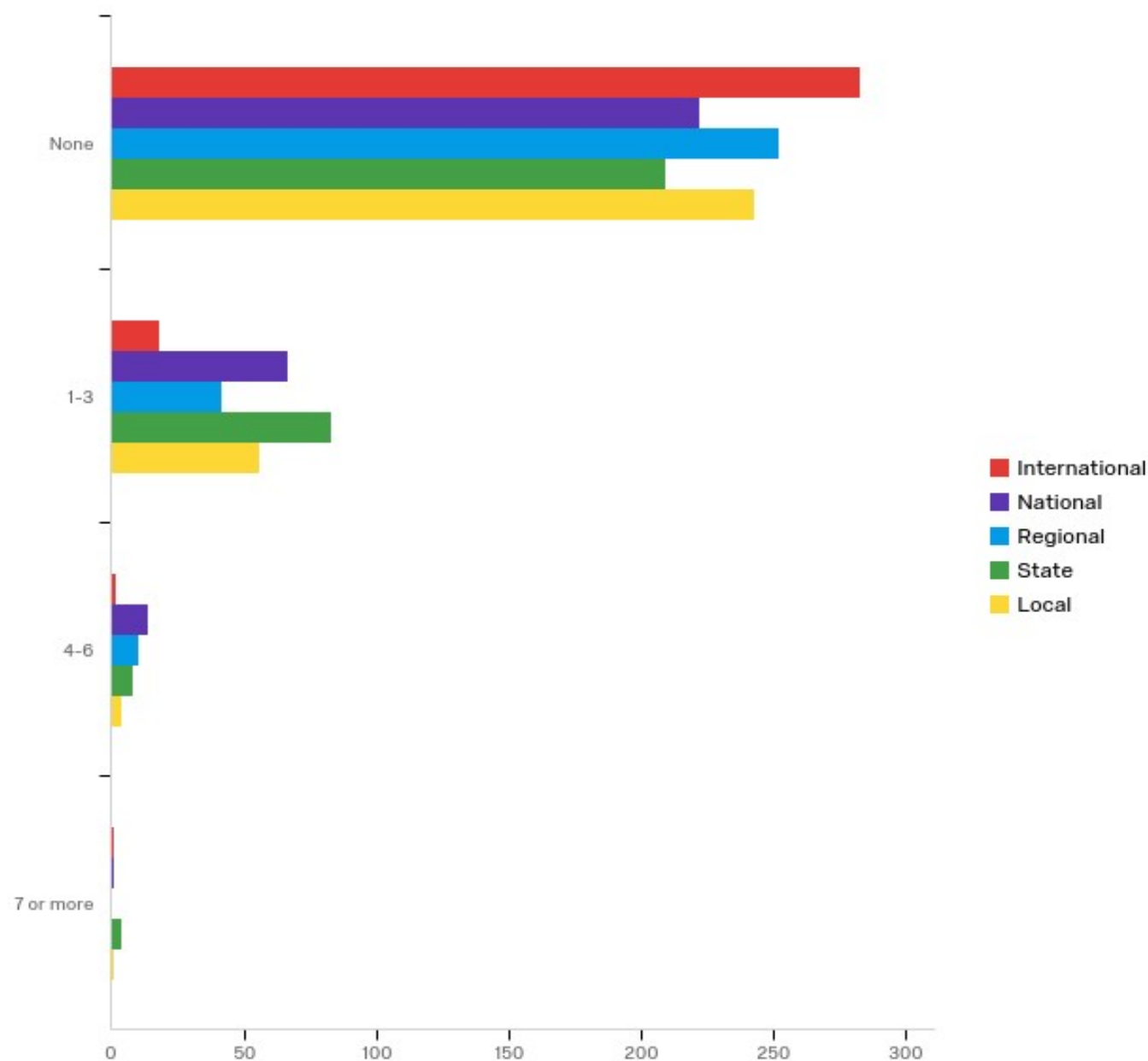
#	Question	None		1-3		4-6		7 or more		Total
1	International	93.09%	283	5.92%	18	0.66%	2	0.33%	1	304
2	National	73.03%	222	22.04%	67	4.61%	14	0.33%	1	304
3	Regional	82.89%	252	13.82%	42	3.29%	10	0.00%	0	304
4	State	68.75%	209	27.30%	83	2.63%	8	1.32%	4	304
5	Local	79.93%	243	18.42%	56	1.32%	4	0.33%	1	304

5.9 - Types of professional development you've attended in past five years: Other Professional Meetings/Annual Conferences
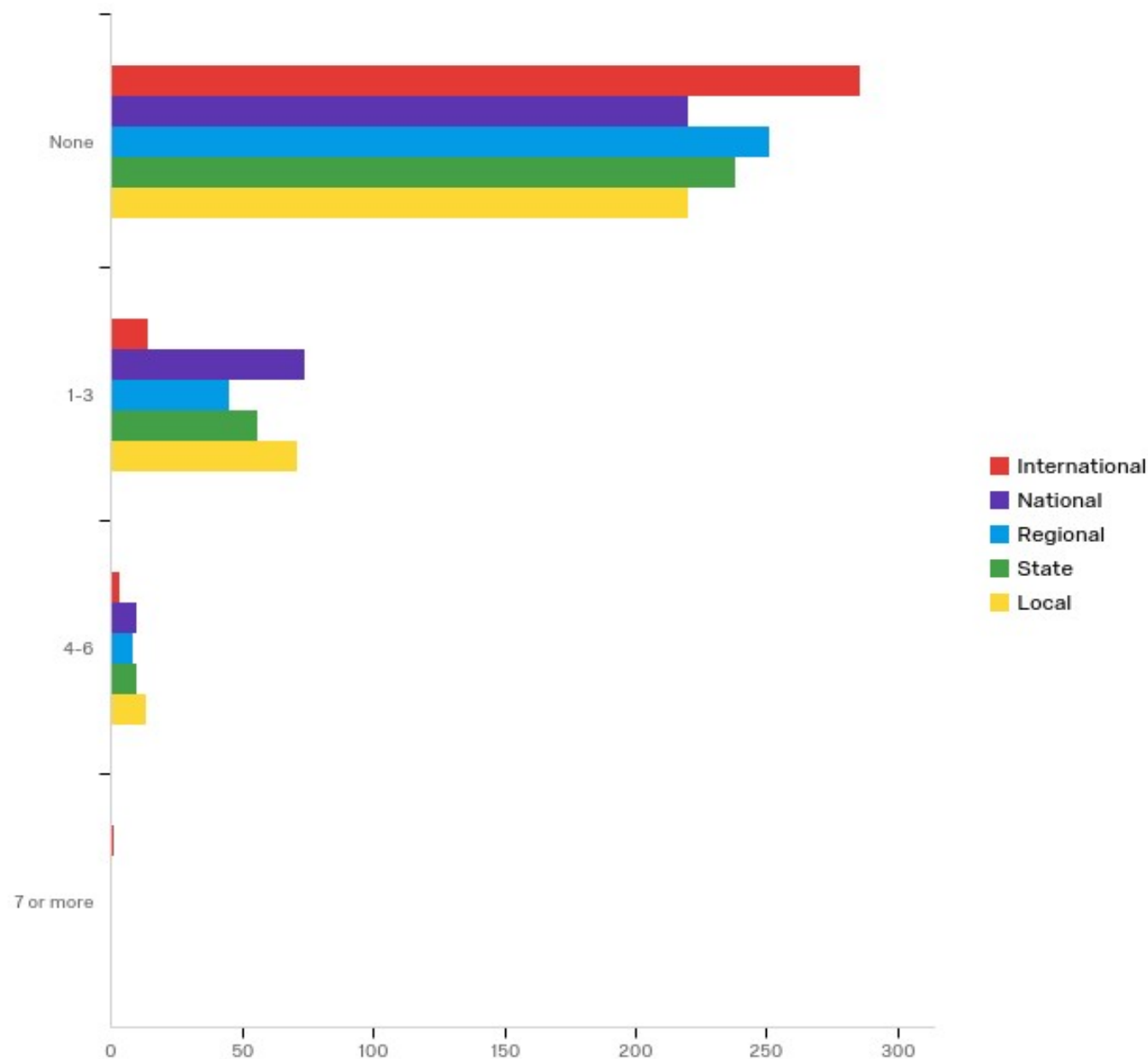
#	Question	None		1-3		4-6		7 or more		Total
1	International	94.08%	286	4.61%	14	0.99%	3	0.33%	1	304
2	National	72.37%	220	24.34%	74	3.29%	10	0.00%	0	304
3	Regional	82.57%	251	14.80%	45	2.63%	8	0.00%	0	304
4	State	78.29%	238	18.42%	56	3.29%	10	0.00%	0	304
5	Local	72.37%	220	23.36%	71	4.28%	13	0.00%	0	304

5.10 - Professional Memberships Held

Legend:
- ARMA International
- American Association of Museums (AAM)
- American Association of State and Local History (AASLH)
- American Library Association (ALA)
- Midwest Archives Conference (MAC)
- Society of American Archivists (SAA)
- Special Libraries Association (SLA)
- Other Regional Conference Group
- State/Local Group
- Other
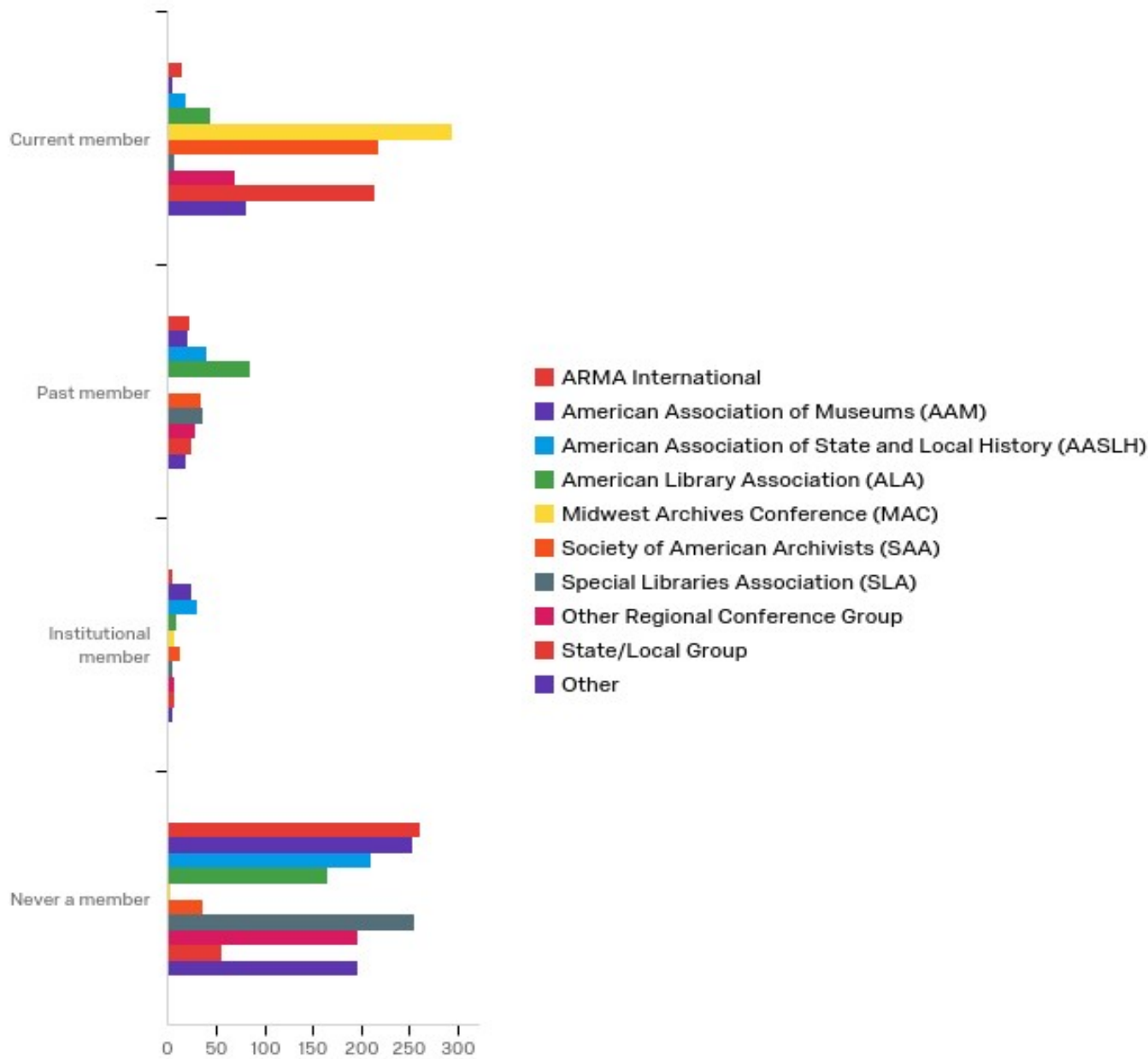
#	Question	Current member		Past member		Institutional member		Never a member		Total
6	ARMA International	4.65%	14	7.64%	23	1.33%	4	86.38%	260	301
2	American Association of Museums (AAM)	1.32%	4	6.95%	21	8.28%	25	83.44%	252	302
1	American Association of State and Local History (AASLH)	6.31%	19	13.62%	41	10.30%	31	69.77%	210	301
4	American Library Association (ALA)	14.24%	43	27.81%	84	2.98%	9	54.97%	166	302

7	Midwest Archives Conference (MAC)	97.02%	293	0.33%	1	1.99%	6	0.66%	2	302
3	Society of American Archivists (SAA)	72.19%	218	11.26%	34	4.30%	13	12.25%	37	302
5	Special Libraries Association (SLA)	2.33%	7	11.96%	36	1.33%	4	84.39%	254	301
8	Other Regional Conference Group	23.18%	70	9.60%	29	1.99%	6	65.23%	197	302
9	State/Local Group	70.86%	214	8.28%	25	2.32%	7	18.54%	56	302
10	Other	27.33%	82	6.00%	18	1.33%	4	65.33%	196	300

5.11 - Please specify which regional conference group(s) (beyond MAC) that you belong/belonged to.

Please specify which regional conference group(s) (beyond MAC) that you bel...
SAA
Kansas City Area Archivists; Twin Cities Archives Round Table; Northwest Archivists
Kansas City Area Archivists
MAC, MARAC
Kansas City Area Archivists
Mountain Plains Museums Assoc
?
Only MAC
Society of Rocky Mountain Archivist
Cleveland Archival Roundtable
Association for Recorded Sound Collections
None
Kenctucky Archives Council
Mid-Michigan Digital Practitioners,
Society of Rocky Mountain Archivists, Kansas City Area Archivists
Mac only
MARAC
NEA, MARAC
MARAC
Dominican
Association for the Advancement of Dutch American Studies
Chicago Area Archivists
Society of Southwest Archvists
SSA
MARAC
MARAC
Association of Catholic Diocesan Archivists

SGA, MARAC
Ohio Museums Association
Archivists for Congregations of Women Religious (ACWR)
North Carolina Archivists
SSA
Society of Southwest Archivists
LITA
New England Archivists 1993-2007;
New England Archivists
prior member of MARAC
Midwest Archon User Group
MARAC, RAAC
none
North Central Jurisdiction Archives & History, Society of Ohio Archivists, Ohio Preservation Council, Ohio Theological Libraries Assn.
Chicago area art catalogers group
MARAC, NEA
Chicago Area Archivists
Ohio Valley Group of Technical Service Librarians
Marac
SSA
Society of Southwest Archivists
Chicago Archivists Assoc
Society of Southwest Archivists
NEA
Society of Southwest Archivists
ASLAA, SLARA in Missouri
Tri-State Catholic Archivists
Mountain Plains Museums Association
Kentucky Library Association, Kentucky Council on Archives, Kentucky Heritage and Museum Association
KCAA
Society of Southwest Archivists
MARAC

ACWR
Midwest Historical Association
MARAC
Society of Rocky Mountain Archivists
MARAC (past)
Association for Gravestone Studies
SLARA, ASLAA
Northwest Archives Conference in the past
CIMA, SSA
Society of Indiana Archivists
MARAC
acrl
New England Archivists
Society of Southwest Archvists
Society of Southwest Archivists
Music Library Association Midwest Chapter
Association of Midwest Museums
Upper Midwest Digital Collections Conference; Wisconsin Library Association; Wisconsin Association of Academic Libraries
MARAC
MARAC
Nebraska library association
CRRA

5.12 - Please specify which state/local group(s) you belong/belonged to.

Please specify which state/local group(s) you belong/belonged to.
Kentucky Council on Archives; Society of North Carolina Archivists; Michigan Museums Association; Michigan Archival Association
MAA
Consortium of Iowa Archivists
Consortium of Iowa Archivists
Society of Indiana Archivists
University of Wisconsin Records Officers Council; University of Wisconsin System Archives Conference; genealogy groups
Kansas City Area Archivists
Art Libraries North America Twin Cities
Chicago Area Archivists
Consortia of Religious Archives
Society of Ohio Archivists, New York Archives Conference
none
Kansas City Area Archivists
SWAG - Southeastern Wisconsin Archives Group - we don't pay any dues and it's a bit of an informal group but it's a wonderful group!
Chicago Area Archivists
Southeastern WI Archives Group
Society of Rocky Mountain Archivist
MAC, local group called Consortium of Religious Archivists
Society of Ohio Archivists
State Archives association, local heritage organisation group
Chicago Area Archivists
TCART
ILA
Society of Indiana Archivists
Kenctucky Archives Council
Society of Indiana Archivists
Chicago Area Archivists (CAA), Association of St. Louis Area Archivists (ASLAA), St. Louis Regional Historical Societies, St. Louis Area Religious Archivists (SLARA)

Chicago Area Religious Archivists (CARA)
Historical Society of Michigan, Michigan Archival Association
Kentucky Archivists
Wisconsin Library Association
MIchigan Museums Association
Wisconsin Library Association
Michigan Archival Association, Twin Cities Archives Roundtable, Chicago Area Archivists
SHRAB, Chicago Area Archivists, Chicago Area Special Collections Librarians, Chicago Area Museum Librarians, Caxton Club
Kansas City Area Archivists
MAC, Consortium of Religious Archivists
chicago area archivists
Consortium of Iowa Archivists
Chicago Area Archivists
Michigan Archival Association
None
Society of Indiana Archivists; Indiana Library Federation
Chicago Area Archivists
Bismarck Historical Society
TCART
NH Archives Conference, ARMA Boston chapter
Nebraska Library Association
Michigan Archival Association; Metro Detroit Archivists League (MEDAL)
TCART - Twin Cities Archives Round Table
Michigan Archivist Association
Chicago Area Archivists, Chicago Area Religious Archivists
Dutch Heritage Coordinating Council, Holland Area Historical Society, Holland Historic Trust
Society of Ohio Archivists
Chicago Area Archivists
CAA, CARA
CARLI
Assoc of St. Louis area archivists
Louisiana Archives and Manuscripts Association, Greater New Orleans Archivists, and New England Archivists

MAMA
Association of St. Louis Area Archivists (ASLAA)
Society of Indiana Archivists
Kansas City Area Archivists
Chicago Area Archivists
Chicago Area Archivists
Kentucky Library Association, Missouri Library Association, Kentucky Council on Archives
Consortium of Iowa Archivists
South Dakota State Historical Society; Mitchell Area Historical Society
Kentucky Council on Archives
Society of Ohio Archivists, Cleveland Archival Roundtable
Society of Indiana Archivists
Chicago Area Archivists
MIchigan Archival Association
Kentucky Council on Archives
Society of Ohio Archivists
Society of Indiana Archivists
South Carolina
Society of Ohio Archivists
Society of Ohio Archivists, Ohio Preservaton Council, Ohio Digitization Interest Group, Miami Valley Archives Roundtable
Chicago Area Archivists, Chicago Area Women's History Conference, Chicago Oral History Roundtable
St. Louis Area Religious Archivists (SLARA); Association of St. Louis Area Archivists (ASLAA)
Society of Indiana Archivists
Southeastern Wisconsin Archives Group
Chicago Area Archivists
Michigan Archival Association
Association of St. Louis Area Archivists
Wisconsin Library Association
Society of Ohio archivists
Council of Iowa Archivists; Association of St Louis Archivists; Kansas City Area Archivists
Michigan Archival Association
Consortium of Iowa Archivists

| |
|---|
| Michigan Archival Association |
| ASLAA |
| Twin Cities Archives Round Table (TCART) |
| Michigan Archival Association |
| Michigan Archival Association, Mid-Michigan ARMA |
| Kentucky Council on Archives; Kentucky Library Association |
| Michigan Archival Association (MAA) |
| TCART |
| Archival roundtable of state library association |
| Too many rows for PDF export, try exporting to Word or CSV |

5.13 - Please specify which other group(s) you belong/belonged to.

Please specify which other group(s) you belong/belonged to.
National Council on Public History; Academy of Certified Archivists
Edsel and Eleanor Ford House
ARMA Big Sky Chapter
Association for the Study of African American Life and History
Archivists of Congregations of Women Religious (ACWR)
NAGARA
Association des archivistes du Québec; Association of Canadian Archivists
Archivists for Congregations of Women Religious
Society of American Archivists and Association for the Study of African American Life and History
Missouri State Library group
Academy of Certified Archivists
AGOA (Europe, briefly)
Visual Resources Association
Association for the Study of African American Life and History
Archivists of Communities of Religious Women
other national history associations
ARMA Chicago, Society for the History of the Federal Government
International Council Archives
Current: AASLH, MAC. Past: AHA
Association for Recorded Sound Collections, International Association of Sound and Audiovisual Archives
OAH, AMIA
Westerners
NAGARA, NCPH
Society of American Archivists, Midwest Archives Conference, Archivists of Women's Religious Collections
Archivist For Congregations of Women Religious
Association of Information Technology Professionals and Association of Computing Machinery
ARSC, ACA
, National Conference on Public History

AAUP, FTRF
Catholic Library Association (CLA)
AMIA
Mid Michigan Digital Practitioners
AMIA- Association of Moving Image Archivists
Michigan Women in Technology, Information Technology Service Management
New England Museum Assn 2000-2004; Academy of Certified Archivists since 2000; ACRL & RBMS 2011-2014;
ARSC, IASA
Perry County Historical Society; Perry County Lutheran Historical Society; Concordia Historical Institute
National Council on Public History,
Association for the History of Chiropractic
DLF
software specific user groups
Society for the History of the Gilded Age & Progressive Era
National Council on Public History; Organization of American Historians; Society of Civil War Historians; National Genealogical Society; Association for the Study of African American Life and History; others
ACWR Archivists for Congregations of Women Religious
Michigan Area United Methodist Church Historical Society
ASIS&T
Community of Industrial Relations Librarians
United Methodist Historical Society of Ohio, Historical Society of the UMC
Visual Resources Association; Art Libraries Society of North America
Public Library Assiciation
Chinese-American Museum of Chicago, Shore Libe Interurban Historical Society, Indiana Landmarks, Indiana historical society
Society of Ohio Archivists, local genealogical society
ASIST, AIIM
AMIA, SCMS
NA
Archivists for Congregations of Women Religious; Charity Federation Archivists
Member of numerous state historical societies--Missouri, Kansas, South Dakota
Missouri Association of Museums and Archives
CAG (Catholic Archivist Group in Canada)

Society of American Baseball Research
Academy of Certified Archivists; American Bar Association
Archives of Congregations of Women Religious
ACWR Archivist of Congregations of Women Religious; American Association of State and Local History
Norwegian American Historical Assocation
Local Historical Societies
Society of Civil War Historians
NA
National Council on Public History
OAH; AHA
Association of Moving Image Archivists
Cincinnati Preservation Collective
National Council on Public History
Archivists and Librarians in the History of Health Sciences
National Council on Public History
Association of Catholic Diocesan Archivists
ACWR
Conference of Quaker Historians and Archivists
National Association for Interpretation
Music Library Association, International Association of Music Libraries, Archives, and Documentation Centers
Midwest Archives Conference
National Council of Public History
Digital Library Federation
Indiana Library Federation
ACA
College Art Association
Academy of Certified Archivists
ARL-RBMS

5.15 - Please indicate your involvement in the Midwest Archives Conference over the past five years.
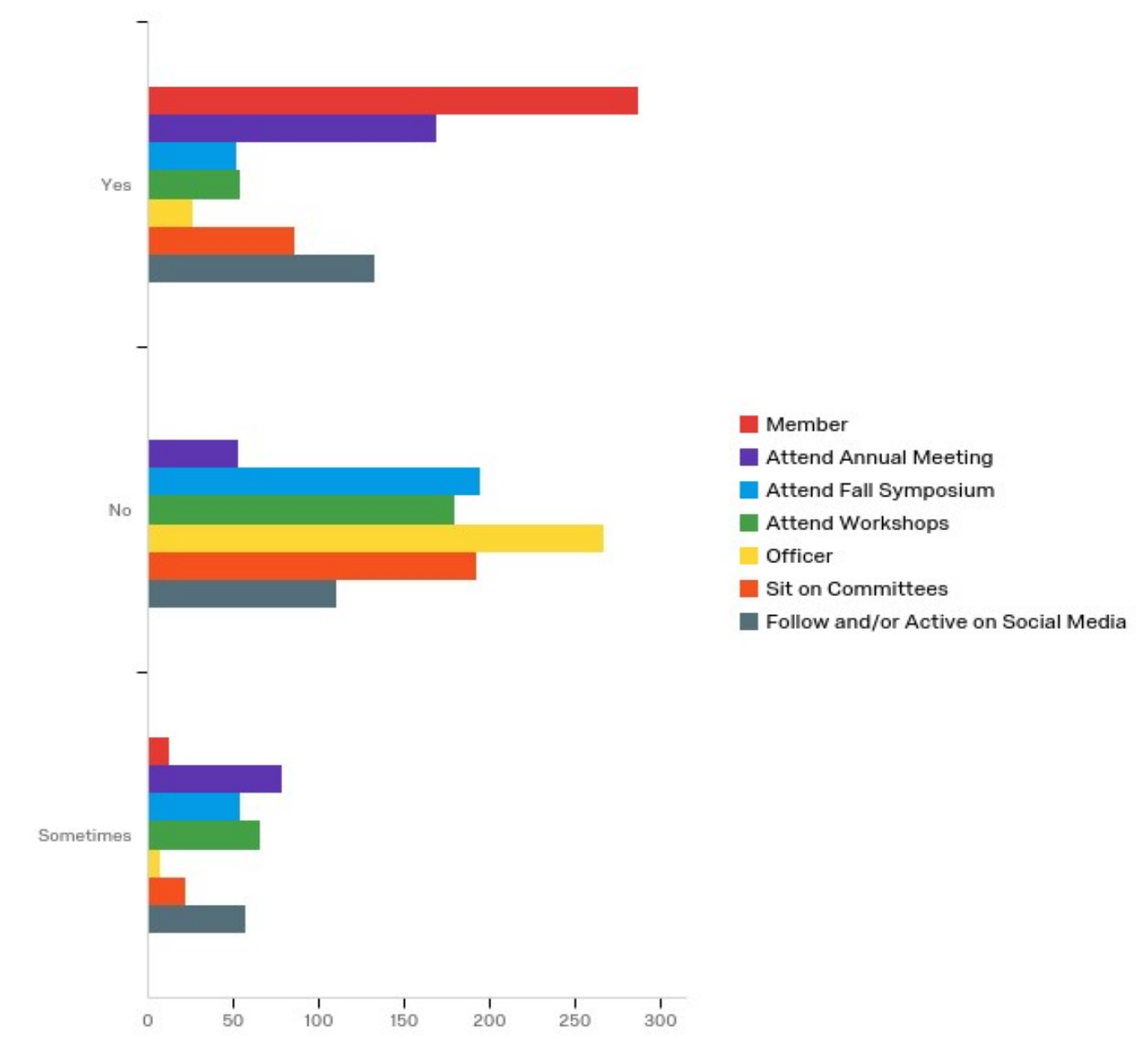
#	Question	Yes		No		Sometimes		Total
1	Member	95.67%	287	0.33%	1	4.00%	12	300
2	Attend Annual Meeting	56.33%	169	17.67%	53	26.00%	78	300
7	Attend Fall Symposium	17.33%	52	64.67%	194	18.00%	54	300
6	Attend Workshops	18.00%	54	60.00%	180	22.00%	66	300
3	Officer	8.67%	26	89.00%	267	2.33%	7	300

| 4 | Sit on Committees | 28.67% | 86 | 64.00% | 192 | 7.33% | 22 | 300 |
| 5 | Follow and/or Active on Social Media | 44.33% | 133 | 36.67% | 110 | 19.00% | 57 | 300 |

Q65 - Please indicate why you have not been a member of MAC over the last five years

Please indicate why you have not been a member of MAC over the last five ye...

Q66 - Please indicate why you have not attended MAC annual meetings over the last five years

Please indicate why you have not attended MAC meetings over the last five y...
Time, travel, expense
Money and travel limitations
Combination of convenience of travel, work needs and session relevance
I have limited time available for professional development. Beyond the temporary contract worker we have for digital initiatives, I am the only full-time staffer with responsibilities to our growing collections. My professional development is largely limited to short-term web-based presentations that don't require travel.
I was in grad school for 3 years and then was holding down 3 part-time jobs which didn't allow me time to attend. After that, I am new to my job and did not have the time or funds to attend.
Only funded for one professional development opportunity.
I am unable to fly, and most of them have been too far away to drive or no one else in the area wishes to drive.
conflicts with my teaching/final exam scedule
Time
I have been busy and sometimes deployed overseas due to military reserves.
Health/husband's health; cost
Out of region
Lack of staff to cover my absence.
Meeting dates haven't fit with other commitments
Our budget is limited, so I am allowed to choose one or two conferences to attend a year. I normally go to SAA, ARMA, International or Society of Southwest Archivists because this is the region I am part.
Family reasons primarily
No time or funding from employer.
Too far away
I just haven't been able to fit into my schedule. Would love to go to one someday though, I have heard they are great conferences,
No institutional support
Distance
never held in my area
No funding - funding is sometimes available for conference/meeting attendance and travel, but must be budgeted in current year's department budget, and may be approved only if applicant anticipates presenting at the conference or serving as an officer at the meeting.
Very difficult to obtain funding and support to attend a regional organization which is outside of my present region. (However, I was registered to attend the meeting in Kansas City a few years ago; had to cancel at last minute due to family emergency). Sometimes proximity and/or timing of MAC conference may impact the

likelihood or inability of me to attend, especially if I must do so at my own expense.

Funding/time

Time

Because I've only had enough travel funding to attend one out-of-state conference, so I had to use the money for the conference where I was presenting.

Finances and inability to leave service desk in Special Collections

location, cost, work support

Can't afford (would have to pay for it myself); usually don't see much on the program to make the expense worthwhile.

Just started as archivist and unable to schedule attendance with commitment conflict

I have funding for two conferences a year. I have chosen conferences that bring me into contact with those who will use the collections or who have students who will do so.

I attend CAG's annual meeting.

Work will only pay for a non-local conference if presenting. My presentation was not chosen for this year.

Travel has been prohibitive, but next conference is closer by so I intend to attend.

Current employer does not provide out of state conference/PD assistance. I am a single parent.

Distance.

Too difficult to be away from work (small shop)

Too busy

Has not been convenient

Either time conflicted with other obligations, or not enough of interest/relevant on the program.

Distance. Travel outside of state is not funded.

Live outside of the region.

I did not feel I could justify the cost based on what I would get out of the sessions offered. Most were very basic or did not relate to my day-to-day work.

Lack of funding

I just joined and couldn't afford to go to Baltimore or leave my children. It's too far.

only recently joined MAC; not big on travelling to conferences

Q75 - Please indicate why you have not attended MAC fall symposia over the last five years

Please indicate why you have not attended MAC fall symposia over the last f...
Expense.
I do not have sufficient staff coverage to leave during the semester.
I usually travel to Ireland during that time.
I would have attended the meeting in Omaha but I ended up moving and more importantly there was nothing about for-profit/corporate archives - it was hard for me to justify going to my employer.
Try to attend MAC in the springtime. Not enough money in the budget to cover SAA, ARSC, MAC, SIA, and other professional development opportunities so I pick and choose.
too busy
Couldn't get away
Time, travel, expense
Money and travel limitations
Combination of convenience of travel, work needs and session relevance
Location and topics covered
No funding available from institution
I have limited time available for professional development. Beyond the temporary contract worker we have for digital initiatives, I am the only full-time staffer with responsibilities to our growing collections. My professional development is largely limited to short-term web-based presentations that don't require travel.
Same as above
Cost of travel, distance of locations
lack of time. Other archivist more relevant.
First time member, Only funded for one professional development opportunity.
I am unable to fly, and most of them have been too far away to drive or no one else in the area wishes to drive.
Too busy
It's difficult to leave during the fall semester.
Timing and expense
Timing and staff coverage problems.
I have only just begun working with archives in the last few months.
It costs too much. With the MAC conference in the Spring, it is difficult to justify the symposium in the Fall. My colleagues and I have to split the professional development budget, and we each have the chance to go to one conference each year. This usually ends up being MAC, SAA or the local ARMA conference.
Topic not of interest

It typically conflicts with a busy time during our archival instruction season in the fall semester.
Time
I attend MAC as part of outreach efforts for my LIS program, so it's better to go to the spring annual meeting. Since I am not an archivist, the symposia are not professionally relevant to me.
Lack of institutional funding
Budgetary constraints.
Funding, time and parenting constraints.
Scheduling conflicts and distance.
content has not been relevant to my job or funds did not exist at that time.
Funding and location.
Same as above
Health/husband's health; cost
Out of region
No strong interest in topics and prioritizing professional development funds elsewhere.
Other conferences/educational opportunities take precedence.
I don't really know! Either a lack of time, money, or interest/applicablity in the particular topic. Possibly because fall is my busy time, and it's difficult for me to leave.
I do not have the funding for more than one conference a year.
Lack of staff to cover my absence.
Generally speaking, the time has been bad for me personally and the topic (secondarily) has not been as directly tied to my day-to-day work as I might have liked. Furthermore, my former employer limited the number of "meetings" I could attend, so if I'd attended, it would have been entirely out of pocket.
Meeting dates haven't fit with other commitments
No subject of interest
no funding / not on topic for my job
Our budget is limited, so I am allowed to choose one or two conferences to attend a year. I normally go to SAA, ARMA, International or Society of Southwest Archivists because this is the region I am part.
I've attended when it's relevant to my work AND costs weren't a large consideration. For example, I attended the MPLP symposium in Omaha, but that's been more than 5 years ago.
I am retired from my career in archives.
Family reasons primarily
Not relevant subject matter. Or not enough travel money.
scheduling
Lack funds to support travel. Not all topics interest me, of course.
Mostly topics have not matched job function, though travel also plays a part
No time or funding from employer.

Nothing close enough
more fun to go to the big conference
Time, $
Never had time or funding
Just haven't found the time.
Not of interest or were not relevant to my job situation and my career level.
Interest in topic has not justified expenses or time away from job.
Topic and sent others from my institution
No institutional support
No solid reason
Distance
Have to pick and choose which ones I'm willing to travel for. Two trips for professional conferences is enough in one year.
never held in my area
Usually there is sufficient funding for me to attend the annual meeting, but not the fall symposia. In some cases, the symposia topics haven't been relevant to my work.
I'm a recent member, joining after fall symposia. If the topic is of interest in the future and the location easy for me to get to, I would consider going.
no travel money and small children i can't leave alone
Cost, location, topic
Topics not relevant; worked for institution that prohibited out of state travel (from Missouri)
Too far to travel, topics not relevant
I honestly don't know much about the fall symposia, so no real reason for not attending other than not having unlimited time/money for professional development.
No time and/or topic not relevant
Could not afford for such a short event.
I was not a MAC member until 2 years ago, as I did not live/work in the MAC region. Fall symposia have never been at topics/locations/prices that made sense for me at the time.
I just recently rejoined as a MAC member.
Too far to travel, unrelated to my work/needs
No funding - funding is sometimes available for conference/meeting attendance and travel, but must be budgeted in current year's department budget, and may be approved only if applicant anticipates presenting at the conference or serving as an officer at the meeting.
Not on topics relevant to my work
Content more pertinent to others in my organization. I attended one in 2008 0r 2009 that was content appropriate for me.
Lack of time, topics not vital
Same as above.

The topics have not interested me/Topics have not applied to my work or have not been offered at a convenient time.
funding, location, topic
I just rejoined MAC last year.
Time
No travel funding available.
I have been attending SAA and get funded for only one conference per year.
Finances and inability to leave service desk in Special Collections
just joined
Not enough funds to travel to symposia in addition to other conferences/workshops
The topics have not interested me and I have a limited travel/conference budget.
$$ and time and family commitments
Topics were not of interest
not funded, not quite what I need, lack of time
not relevant to job
My work is specific to digitization/digital preservation and not many of the symposia cover that. I attended the DP one in KS in 2009.
Too many rows for PDF export, try exporting to Word or CSV

Q76 - Please indicate why you have not attended MAC workshops over the last five years

Please indicate why you have not attended MAC workshops over the last five...
I can't afford to go to workshops and annual MAC Meetings. I prefer to go to the Annual Meeting
I haven't had funding and/or been interested enough to spend my own money.
I am at the stage of my career where I do not have much need (nor time, for that matter) for workshops. (I am within 5 years of retirement, in a large organization where there are other staff with specialized knowledge such as IT and preservation/conservation.
not interested in offerings
I did attend a MAC workshop on teaching several years ago
Time
Money and travel limitations
Combination of convenience of travel, work needs and session relevance
I attend the SAA workshop held at MAC every year.
Still relatively new to the Midwest
I attended one meeting - institution paid registration fee, I paid travel and accommodation.
I have limited time available for professional development. Beyond the temporary contract worker we have for digital initiatives, I am the only full-time staffer with responsibilities to our growing collections. My professional development is largely limited to short-term web-based presentations that don't require travel.
Same as above
Frist time member Only funded for one professional development opportunity.
Too basic. Need more workshops for mid-level career archivists
not enough professional development funds at my previous institution
Never applicable to my position
I have only just begun working with archives in the last few months.
Time
They haven't really been relevant to my specific management position, or other people in my department have attended.
See above.
Lack of salient topics
Budgetary constraints mostly, or the topic has not been relevant to my continuing education needs.
Limited budget, Staff shortage to cover responsibilites at home institution
content has not been relevant to my job
Health/husband's health; cost

| |
|---|
| Out of region |
| No awareness of topics. |
| Other conferences/educational opportunities take precedence. |
| I don't really know! Either a lack of time, money, or interest/applicablity in the particular topic. |
| Meeting dates haven't fit with other commitments |
| What are MAC workshops? |
| no funding |
| Our budget is limited, so I am allowed to choose one or two conferences to attend a year. I normally go to SAA, ARMA, International or Society of Southwest Archivists because this is the region I am part. |
| Location and cost. My institution has a set limit per year ($1000) for professional development. I will sometimes cover costs myself, but it has to seem very useful to my work. |
| Retired |
| Family reasons primarily |
| Lack of travel money. |
| Lack of time. |
| Not convenient to travel to MAC region. |
| Travel and cost. All comes out of my pocket. |
| No time or funding from employer. |
| Nothing close enough |
| none close enough to me, haven't seen any worth attending |
| Time, $ |
| Just haven't found the time. |
| Interest in topic has not justified expenses or time away from job. |
| Timing usually conflicts with other meetings |
| No institutional support |
| No solid reason |
| Nothing interested me. |
| Either Not close enough, not relevant, nor money and time available. |
| never held in my area |
| Topics did not interest me but planning to attend this fall's workshop |
| no money |
| Didn't know about them? Are they before the annual meeting? If those, usually cost and additional time away. |
| No interest |

I've felt that the distance to travel and the cost were too much for me personally. I'm not faculty, so the number of meetings/conferences/workshops I'm allowed to attend are limited. I want to save the money the college is willing to spend on my continuing education for things like the MAC annual conference.
Limited to number of conferences I can attend: usually attend SAA and local events
Cost and scheduling
If I did not attend a MAC conference it was because we had problems with coverage or I was moving at the time of the conference and unable to attend.
Family obligations
Topics not relevant
Could not afford on top of the conference.
Cost. I get little to no support from my institution. Since I have to pay out of my own pocket, I rarely attend MAC.
I was not a MAC member until 2 years ago, as I did not live/work in the MAC region. Workshops have never been at topics/locations/prices that made sense for me at the time.
I just recently rejoined MAC.
I've attended SAA workshops offered during the annual meeting, but the MAC workshops rarely fit my work responsibilities.
No funding - funding is sometimes available for conference/meeting attendance and travel, but must be budgeted in current year's department budget, and may be approved only if applicant anticipates presenting at the conference or serving as an officer at the meeting.
Content not pertinent to my role or too basic for my level of experience
Mostly lack of time
Same as above.
Topics have not applied to my work.
funding, location, topic
I just rejoined MAC last year.
None close to me or relevant to my job.
Topics in accessible locations not of interest or need.
Finances and inability to leave service desk in Special Collections
too expensive to fund extra day of travel
Not enough funds to travel to symposia in addition to other conferences/workshops
There hasn't been one at a good location on a topic of interest.
Not enough money in our conference budget and travel costs.
The topics have not interested me.
Mine I needed to take; don't live in region
not funded, not quite what I need, lack of time
lack of interesting sessions relating to job

Can't afford.
New member
They have not pertained to my work or interests
I am not aware of what has been offered in the past 1.5 years as far as workshops.
Financial reasons
Too busy / lack of interest.
Subject matter not of interest; additional cost ffor registration and travel.
expense
Has not fit into my schedule, or the workshops which most interested me have not been close to where I was living.
No available time
Lack of time; other colleagues chose to attend on behalf of the organization.
Usually cost and timing.
Time
The MAC workshops I've seen are before the Annual Meeting, and it would be expensive to attend one - not because of the registration cost, but because of the extra night in a hotel. If a workshop were local I might attend if the topic is of interest.
Too many rows for PDF export, try exporting to Word or CSV

Q67 - Please indicate which best describes your reasons for not being a MAC officer over the last five years. (Select all that apply)

Data source misconfigured for this visualization

Q77 - Are you interested to run for MAC office?
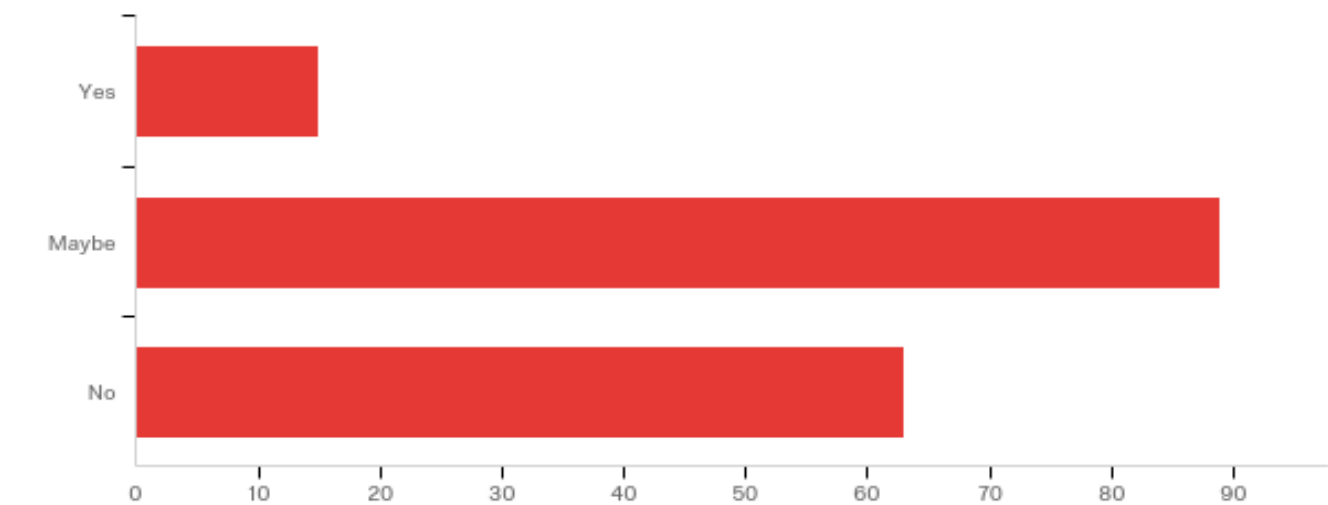
#	Answer	%	Count
1	Yes	8.98%	15
2	Maybe	53.29%	89
3	No	37.72%	63
	Total	100%	167

Q78 - Please indicate other reasons for not serving as a MAC officer over the last five years.

Please indicate other reasons for not serving as a MAC officer over the las...
I am a part-time archivist with limited time and budget. I am not sure what the time and financial expectations of holding office might be--what are the travel expectations, could I fulfill my duties well on my own time, etc.
I haven't found MAC members to be particularly welcoming. I'm not sure a newcomer to the organization would be electable, and out of all the other things I do and can do, being snubbed isn't high on my list.
Work load plus family health problems to which I had to dedicate myself.
I don't want to serve as an officer. Have served as an officer for SIA and have family and job commitments that take priority as well as volunteering for other organizations.
Lack of professional degree, have not attended meetings, will retire soon
I don't have an interest in serving as a MAC officer
Lack of time, personal recognition of not being leadership oriented.
I have no time to give to larger profession. My institution has a small staff, and I'm single-handedly working to correct 45+ years of mismanagement of the collections.
This being my second year in this job, I intend to become more active in MAC. Up until now, I was holding down 1 full-time and 2 part-time jobs and did not have the time.
I live outside MAC and first time member
I am currently employed as a professor of history and historic preservation, with specialization in archives. Since I am not an archivist professionally, I have not felt comfortable stepping forward to a leadership position in MAC.
Not a member
Time commitments.
I have only been a MAC member for about a month.
Didn't feel like I had the time.
competing priorities/time (didn't want to commit to something I couldn't devote adequate time)
Lack of time and coverage due to limited staffing.
Work load does not permit involvement
Have not had the time.
Not prepared/confident
Health/husband's health; cost
Out of region
Other professional service responsibilities.
Other duties take precedence.
I have a limited amount of time that can devote to professional service, and until this month I was an assistant editor for the MAC Newsletter for 6+ years. Also...I feel like I don't have the archival credentials to really justify asking people to vote for me, although I'm happy to be a behind-the-scenes volunteer.

I am a new archivist
I do not have the energy at the moment.
I feel I don't have the knowledge to serve
Time committment
It has never occurred to me. I'm also active on CAA and personal volunteer activities.
involved with other organizations
The time commitment - I can't spare the time during my working hours, nor do I have spare time away from work. It would be too stressful to try to fit in the work
Time,
Do not have necessary breadth of training and experience
would not be able to get to meetings
Lack of time to commit to serving.
My institution is understaffed which means a lack of time for professional service. Otherwise, I would like to serve.
Not sure if I have the time to commit
Already busy on Membership Committee/MAC Pals task force; no employer support for the time required to serve in this role
Ive been active locally with organizations
New to the profession and do not feel comfortable serving as an officer with so little professional experience.
Insufficient funds to be able to regularly attend meetings to perform duties/attend committee meetings held at conference; busy at work earning tenure, completing grants, writing 2 books. I routinely was funded to attend NEA, I knew more of the members so had friends at the meeting; MAC is a large region and I don't know as many people as well so am slightly less inclined to attend when combined with funding issues and workload.
Am currently an ex-officio officer.
A lack of available time and money.
I just recently rejoined MAC.
I ran for office, but then realized after I pursued this that there would be no funding for me to actually fulfill my role and that, in fact, I would be effectively punished for doing any work for MAC within work hours. I probably shouldn't even be filling out this survey, but I strongly support all that MAC does and would love to be more involved, but am not allowed to be.
Workload and downsizing has made it difficult to find time to serve in professional organizations.
No time - I work part-time and am very busy with current duties.
Involved in other organizations. I am outside of MAC region so do not feel appropropriate to serve.
Leading a regional group seems taunting; unclear what leadership entails; how do meetings work (remote, in-person, etc), what experience is needed. I work for a membership organization and I would like to suggest something they do...a student position and a young physician position. These young leaders only serve for a year and are elected by their peers. Oftentimes, once they complete school/residency, they come back and run for Board positions. I wonder if something similar could be adapted to MAC to get young archive professionals interested in MAC leadership. Also, something Chicago Area Archivists has done to peel back the curtain on our Steering Committee is have current serving leaders write posts about what it is like to work on CAA (time

commitment, projects, networking, etc.). We've done it the past two years and this year we had 9 volunteers for 4 positions.

Not interested

Time, workload

No interested in this type of involvement -- greatest help to me are the MAC publications

just joined

I would like to be further into my career before considering serving as an officer.

Right now I do not have the time to devote to being an officer.

My job and family responsibilties

I'm librarian primarily, and archivist on the side. I spend several years on the advisory board of CAA and am involved with a number of committees in library associations, so MAC would just be too much for me. Plus I'm probably not as qualified (not a full-time archivist) as many others. Short answer ... time!

Not interested.

Limited time, get more out of SAA, have more peers there

I haven't really considered it in the past, mostly because I have been busy with other professional commitments. I am thinking about it now that I am starting to find some more time for other endeavors in my life.

Not interested

New and retired

I would like to have more experience as an archivist before I take on a leadership role. I am still gaining confidence in my role as an archivist, and I have not yet been in my first professional position a year.

Archives is only a percentage of my responsibilities.

Time

It is difficult to get permission from our Ethics office to participate in board level positions.

I have to be careful with committing to non-work-related time away from my main tasks here. My institution is generally supportive, but I have too many irons in the fire to add another distraction at the moment. I am four years away from retirement eligibility, so I want to focus on wrapping up what I can at my job.

I have been an officer on CAG.

First year as a member

Are we counting ex officio as MAC officers? In which case, I'm currently serving as one. If we're not, my current ex officio status as a committee co-chair is sufficient leadership for me currently.

no time

I'm a recently joined member, so haven't had much time to get involved.

I am not active enough in the organization to consider being an officer

Time and Interest

Undergraduate and graduate student. I'd like to run in the future at some point, but I've run into problems simply volunteering my time. I've filled out the volunteer surveys a few times and no one follows up with me. Thankfully, I am able to contact people I know to help out, but if MAC truly does need help MAC needs to connect with people who want to volunteer. Otherwise there will come a point people we tire of not getting reached out to and wont want to volunteer. I know I am not the first person to say this or even realize this.

I don't know that I can commit the time required.
Do not have the time to dedicate to serving as a MAC officer.
Don't feel adequate to the job
Have not attended any meetings.
I do not feel good enough. Also I am already busy.
Family, personal responsibilities
Only recently joined
Too busy with work and/or other outside activities.
I am rarely able to attend conferences or meetings, and I feel that an officer should be able to do those things.
New to profession
No interest
Time commitment; I'm also not strictly an archivist as I run our digital collections and work with archives so I wonder if I'm the right person to serve? On the other hand, I do think this is a vital area that deserves more attention.
time commitment and support from agency

Q68 - Please indicate why you have not served on a MAC committee over the last five years

Please indicate why you have not served on a MAC committee over the last fi...
I am a part-time archivist with limited time and budget. I am not sure what the time and financial needs of holding office might be--what are the travel expectations, could I fulfill my duties well on my own time, etc.
I have only been a member for 4 1/2 years
Same as above.
I've been building an archives.
never asked, not aware of the committees
Demands of ongoing job resonsibilities
Lack of professional degree, have not attended meetings, will retire soon
I don't have an interest at this time
Lack of time, personal recognition of not being leadership oriented.
Do not have the time commit to it.
Still relatively new to the Midwest, have not felt that I have been at a point where I have enough time to dedicate
Same as above.
Volunteered but not selected for service
I live outside MAC and first time member
This is my first year of membership in MAC.
I am a solo librarian and lone arranger, so I don't really have time at this point to serve on a committee
Volunteered but not chosen
had thought about it but hadn't gotten around to that level of involvement before leaving the region
Not a member
Too busy and never asked.
Time commitments.
I have only been a MAC member for about a month.
I will serve on my first committee soon - 2018 MAC Program Planning Committee. I did not feel that I had the experience or time to serve on committees in the past.
I'm not very familiar with the committee opportunities with MAC.
Time
Didn't feel like I had the time.
Have been otherwise engaged

Already have numerous service obligations with SAA, state, and institution.
Same as above
I feel like I don't know many people in MAC, even though I've been to three of your most recent conferences. It makes it a little intimidating to consider being a member.
Have not had the time.
not prepared/confident
Still getting to know members.
Out of region
I am a new archivist
I do not have the energy at the moment.
Lack of staff to cover my absence.
Lack of knowledge
It has never occurred to me.
no time
Never asked.
Time -- adding something else to the "to do" list can be overwhelming.
Retired
Have been a very inactive member with limited time and energy to serve.
Never been asked.
involved with other organizations
Lack of time and not been asked.
I do not live in the MAC region and also I have not had the time to take on additional responsibilities.
The time commitment - I can't spare the time during my working hours, nor do I have spare time away from work. It would be too stressful to try to fit in the work
Time
I don't have the time, am already swamped at work.
I feel that I am still new to the profession (<4 years), and so am not yet qualified
been too involved with other things
Was completing a second Masters degree and have been serving as an officer for State Archives organization, so no time.
see above
would not be able to get to meetings
Lack of time to commit to serving.

My institution is understaffed which means a lack of time for professional service. Otherwise, I would like to serve.
Not sure if I have the time to commit
I don't know anything about the MAC committees or what they do. I've also never been asked to run.
Ive been active locally with organizations
Never was asked to be on a committee, and did not feel like I could as a new professional.
No time
Busy! And don't know the benefits
A lack of available time and money.
I don't really know what my chances of being selected for anything are given my early-professional status, and it's all a little intimidating. I'm also busy and miss deadlines, and I don't know what sort of committee I'd be most interested in.
I just recently rejoined MAC.
I was an officer or council member during this time.
Same as above (workload and downsizing--no time!)
No time - I work part-time and am very busy with current duties.
Limited time to devote to professional development
I have been involved with sectional leadership in SAA and had 2 statewide roles and was asked by my supervisors to curtail my external commitments
Too much work. Job rewards national involvement, not regional.
Same as above
I have no service requirements (e.g.: for tenure, since my position is not tenured) so I have thought it best to leave those opportunities for others who do. It might be time for me to rethink that position.
Leading a regional group seems taunting; unclear what leadership entails; how do meetings work (remote, in-person, etc), what experience is needed. I think reaching out to specific people MAC leadership meets at the Annual could go a long way.
New to organization, never asked
I just rejoined MAC last year.
Not interested
Time, workload
Never asked
just joined
I would like to be further into my career before considering serving on a committee.
Right now, I do not have the time to devote to serving on a committee.
Not asked; served over 5 years ago
My job and family responsibilies

I'm librarian primarily, and archivist on the side. I spend several years on the advisory board of CAA and am involved with a number of committees in library associations, so MAC would just be too much for me. Plus I'm probably not as qualified (not a full-time archivist) as many others. Short answer … time!
Not asked. Too many cliques in which the same people (or friends of) get appointed over and over
Too much work to do, too close to retirement, younger blood is needed.
never been asked
Not interested.
New member
See above
See previous answer.
Not interested
new and retired
Too busy.
New to the profession.
Not aware of committees.
I would like to have more experience as an archivist before I take on a committee role. I am still gaining confidence in my role as an archivist, and I have not yet been in my first professional position a year.
Too many rows for PDF export, try exporting to Word or CSV

## Q69 - Please indicate why you have not followed or been active on MAC social media over the last five years

Please indicate why you have not followed or been active on MAC listserves...
I just do not spend time on social media as I am on the computer all day at work.
There's far too much to follow these days, and I've had to make choices in order to not have far too much to do. Only very occasionally do I follow MAC social media.
I'm really not sure what social media you mean. Does MAC have a Facebook page or a blog, or Tumblr or twitter? If so I don't know about it. I might occasionally look at a MAC Facebook or Blog if it contained information I needed but I have very little time in my day for that sort of thing. I don't do Tumblr or Twitter because I don't feel I get enough out of it to make it worth the time. And I prefer to have some balance in my life, and don't want to spend time in the evenings on work- or profession-related social media. I do receive announcements by email from MAC and find them very helpful.
Have to use social media for work. Don't care to use it for other things.
not interested
Not a follower of social media
I need to do better here and I do receive and read the journal
Simply haven't thought about this aspect.
Do not use social media professionally
I do not have a Facebook, Twitter, Instagram, Pinterest, whatever account.
Not interested in Social Media
Do not use a lot of social media.
I have only been a MAC member for about a month.
No good reason. Maybe just feeling a bit of an info overload in general.
Time
Hasn't seemed like enough going on to follow.
I don't do social media.
Do not follow social media
was not aware
I am not interested in following social media generally.
Too much to do and too little time
It never really occured to me to follow MAC...but I just did.
I dislike social media as I have mostly found it a pointless time-suck.
I do not follow any professional social media.

i really don't participate in social media
Not interested in social media.
I am not on social media, and I sporadically view only the social media that are publicly accessible - such as an organization's Facebook page
I don't use social media.
I just haven't really looked into the social media.
Not very active on social media at all.
Not really interested.
social media . . . I'm limited to local CAA listserve and the SAA roundtables (e.g. Archivists & Archives of Color)
limited use of social media
I get communication in other ways.
I'm not a big social media user.
No interest
Ive been active locally with organizations
I don't have a lot of personal time [see above busy writing books, earning tenure, work overload as dept mgr], and don't see the value in social media. I communicate directly with friends and am uninterested in broadcasting my life to strangers. I expect MAC to use other forms of communication for important information, social media would be the less valuable chitchat.
Do not participate actively in social media
I just recently rejoined MAC.
Not familiar with their accounts
Not a social media follower
no reason, follow sometimes
just joined, not much of a presence
I prefer a distillation in publications and have no time for all the different history orgs
I'm getting tired of social media! See this 60 Minutes story on over-use of smart phones, which I lump in a very similar category: http://www.cbsnews.com/news/hooked-on-phones/ I think I'll go for a walk!
not interested
dislike social media
I try not to spend too much time on social media in general.
Do not use social media.
Don't use social media apart from e-mail
Not interested
new and retired

Not interested.

Not interested.

I'm trying to do LESS on social media.

I did not realize MAC had a social media presence.

Most of my social media activity is personal not professional.

I don't do social media. It's garbage.

I'm not active on social media.

Hmmmm. Not really a big social media person except for FB.

I am not an active user of Social Media in general.

I use CAG's social media.

Social media doesn't engage or interest me. Am busy enough without it.

I do follow, but since retirement I'm not active

Too busy learning the job here.

I don't follow any social media.

I don't do social media.

I don't engage in much social media in general.

Generally don't mix personal social media with professional.

I am generally not active on social media and read the MAC newsletter and Archival Issues to stay informed.

Not interested

I don't do social media

not very active on social media generally

I am not a frequent social media user

Don't really follow social media except Facebook, for personal reasons.

Not on social media.

Too busy.

I feel that social media is simply a distraction.

Not active on social media for any organization

I am not active on any social media

Too busy with work and/or other outside activities.

I am not a big social media person

I don't do social media very much. No tablet, no smartphone.

No interest
I dislike social media and avoid it in both my personal and professional lives as much as possible.
Do not follow social media generally.
Too busy
I don't use social media
I haven't held a full time archival job yet.
Not my style--I save social media for my hobbies, not my career.

5.14 - For professional organizations, other than MAC, please indicate your involvement over the past five years. Your answers can represent all other organizations you are involved in.
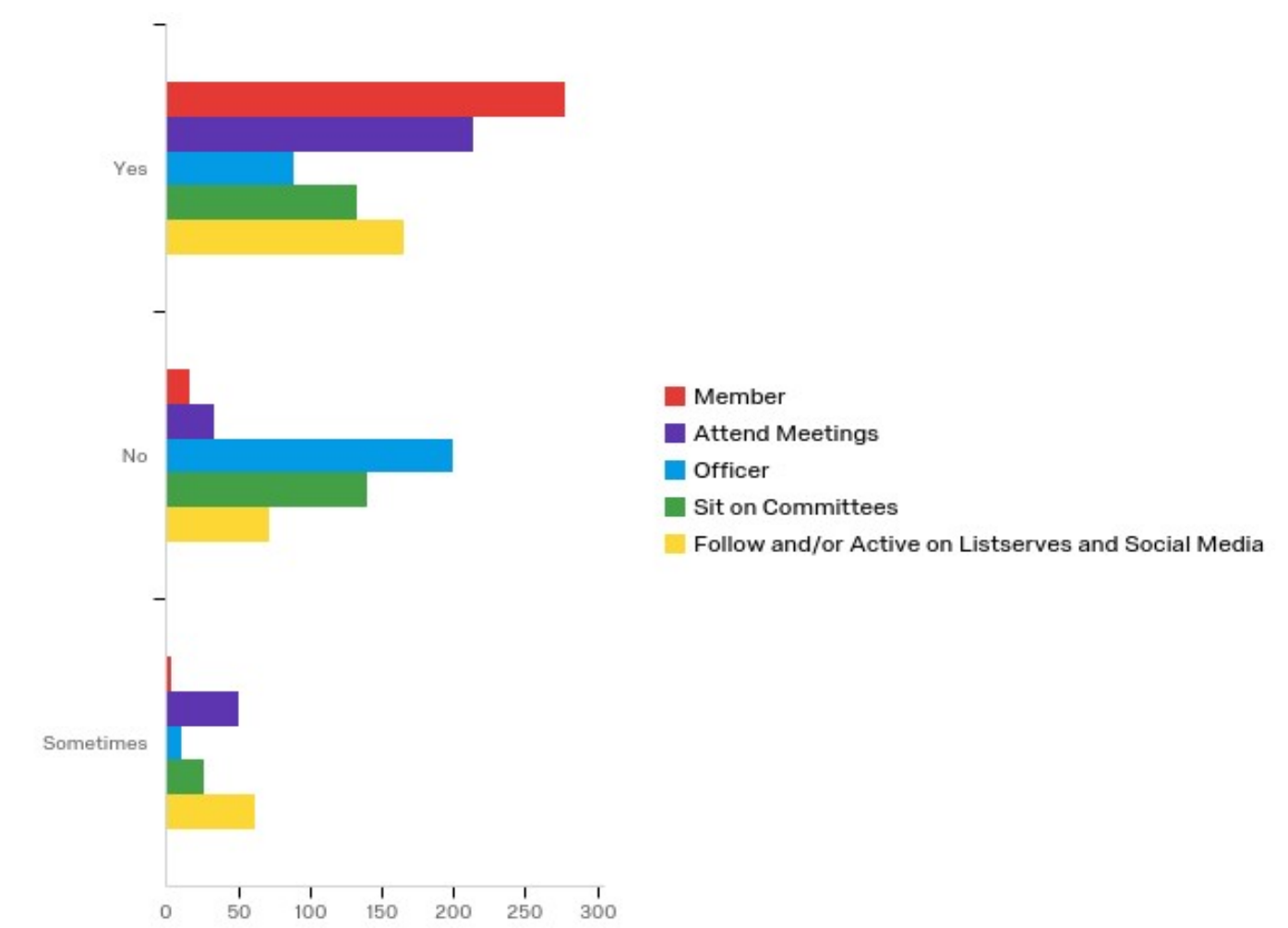
#	Question	Yes		No		Sometimes		Total
1	Member	92.98%	278	5.69%	17	1.34%	4	299
2	Attend Meetings	71.57%	214	11.37%	34	17.06%	51	299
3	Officer	29.77%	89	66.89%	200	3.34%	10	299
4	Sit on Committees	44.48%	133	46.82%	140	8.70%	26	299
5	Follow and/or Active on Listserves and Social Media	55.18%	165	24.08%	72	20.74%	62	299

Q70 - Please indicate why you have not been a member of other professional organizations over the last five years

Please indicate why you have not been a member of other professional organi...
I am not particularly interested in professional development or professional organizations. MAC and SAA are enough for me. I may attend ILA this year but the orgs and the meetings very seldom offer anything for me. There is little to nothing regarding pop culture or genre fiction, ephemera, etc. offered, and for that reason, I stay away and don't join.
I do not have the money for it
Feeling of comparative lack of experience and education. Lack of time.
I have no interest
Not a member.
Not interested and then retired
Not that involved as I used to be. Limited time to devote to professional organizations. Local organizations and MAC give me enough professional involvement.
Time
Membership is too expensive. Conferences/workshops offered are not in my area (South Dakota)
No interest
Don't belong to any other professional organizations.
Cost
Money

Q71 - Please indicate why you have not attended other professional organizations meetings over the last five years

| Please indicate why you have not attended other professional organizations... |
| --- |
| I can't afford it or didn't want to go to the place where the meeting was held |
| see above |
| I do not have the money for it |
| I'm still paying back by student loans, plus I've been paying for full-time childcare for 2 young children so my budget is tight. I get 75% support for up to 2 conferences a year if I'm presenting or heavily involved in the conference/organization. If I'm just a conference attendee I only get 50% support. There are many conference I'd LOVE to attend but I choose not to attend for the financial reasons given. |
| Cost of attendance, travel |
| I am 79 years old, and running out of energy. Plus the travel is prohibitive at my age. |
| Lack of institutional funding |
| Retired |
| No time or funding from employer. |
| Time $ |
| No institutional support |
| My institution is understaffed which means a lack of time. Moreover, often the meetings are based more on libraries than archives which is of less interest to me. |
| Employed at institution that prohibited out of state travel (from Missouri). |
| I have no interest |
| Not a member. |
| It might be logical for me to attend SAA, but I have never done so, mainly because of the expense. And MAC meetings generally give me plenty of professional development to chew on. |
| time, expense, workload |
| Cost. Lack of interest. |
| Time |
| Membership is too expensive. Conferences/workshops offered are not in my area (South Dakota) |
| Preparing for retirement. |
| Cost, distance |
| Expense, lack of staff coverage, geographic locations. |
| Cost of attending; my professional development budget and support from my employer is pretty limited |
| Too difficult to be away from work (small shop) |

Don't belong to any other professional organizations.
Too busy with work and/or could not justify cost based on how training would apply to my day-to-day work.
not encouraged / paid for at former position
Money

Q100 - Please indicate which best describes your reasons for not serving as an other professional organizations officer over the last five years. (Select all that apply)
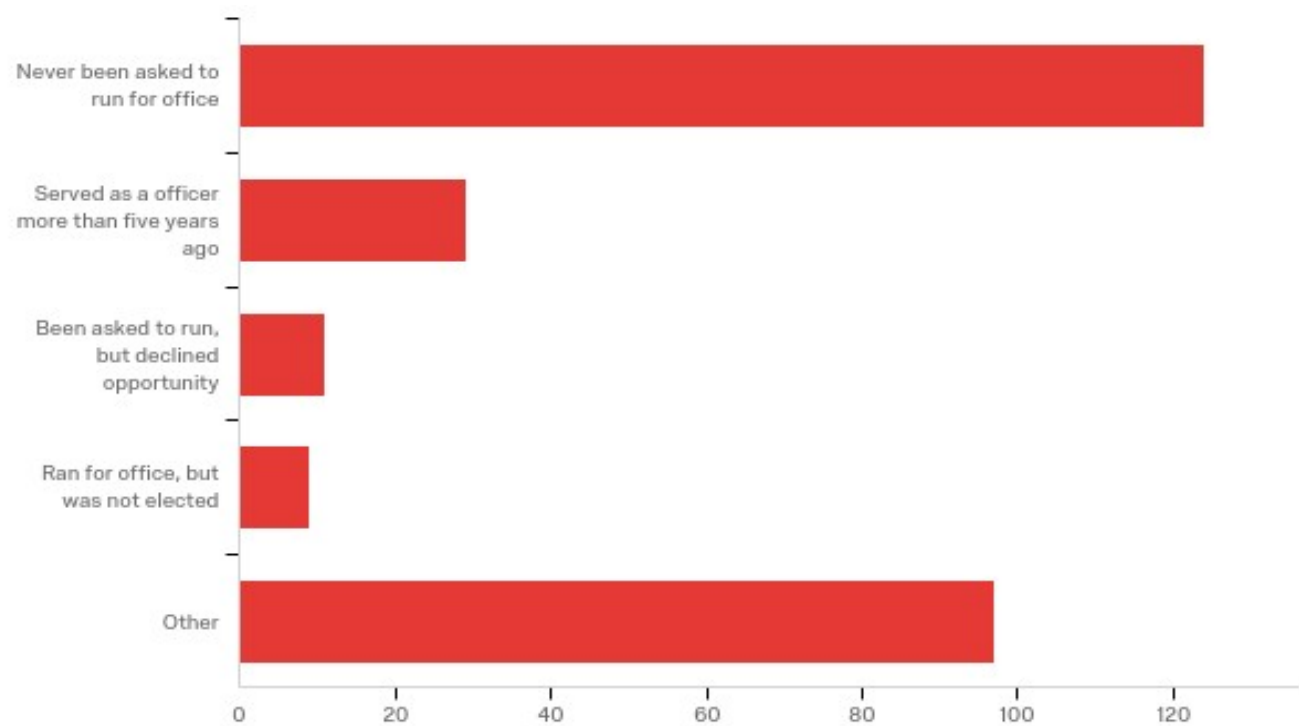
#	Answer	%	Count
2	Never been asked to run for office	52.10%	124
1	Served as a officer more than five years ago	12.18%	29
3	Been asked to run, but declined opportunity	4.62%	11
4	Ran for office, but was not elected	3.78%	9
5	Other	40.76%	97
	Total	100%	238

Q73 - Please indicate why you have not served on other professional organizations committees over the last five years

Please indicate why you have not served on other professional organizations...
I am a new professional and only started going to conferences and getting more involved in organizations after graduate school
I am too busy; as one of two staff members in a small archives, I cannot afford the time it would take away from my work. I also feel there are many kinds of leaders, not all of them elected to office.
Lack of professional education, did not always attend meetings, will retire soon
time commitments
Lack of time, personal recognition of not being leadership oriented.
No time, as noted in previous answer.
Holding 1 full-time and 2 part-time jobs didn't allow me enough time.
Volunteered for service, but not selected
did not want to
Not enough time
I am 79 years old, and running out of energy. Plus the travel is prohibitive at my age.
never been asked
No time
Very few committees. I leave it to the "real" archivists.
Too busy, never asked
Time and family commitments.
I have only been a MAC member for about a month.
Many organizations require an individual membership to run for office and for financial reasons I generally rely on my institutional membership whenever possible.
Not interested
time
Lack of institutional support
Work load does not permit involvement--lack of travel funds
Time and parenting constraints, lack of institutional support.
Again, I didn't feel as though I know many people in the organizations, and didn't feel comfortable taking on such a role.
Feeling of comparative lack of experience and education.
I don't want to serve. I don't need extra work

New position; was part of a Committee several years ago.
I have never volunteered. I was either too busy with MAC or work.
Not interested
I am a new archivist and I have NO TIME.
Lack of knowledge
Retired
Age and other limitations
Not been asked.
too expensive and too much time
Time, $
Same response as given for this question regarding MAC
Lack of time.
My institution is understaffed which means a lack of time.
Not sure if I had the time to commit
Not enough free time
I'm already a board member at the local historical museum and an active member and officer in a philanthropic educational organization. I'm quite busy outside of work, and don't want even more to do.
New to those organizations.
I felt that I was too busy with my job to serve on committees in the past few years.
I don't have the time to serve the organizations the way they deserve to be served
I have no interest
Not a member.
I have been most involved in MAC and found the most satisfaction going to MAC meetings, being on LAC committees, etc.. SAA is prohibitively expensive and always an out-of-state conference, so not allowed any more for staff at our institution; local groups are great for networking within the local community, but I've intuited that the work involved in being a part of these groups usually is a stepping-stone to MAC and SAA and often thankless
No time - I work part-time and am very busy with current duties.
Tired of serving, wanted to give others (esp younger/newer people) the opportunity
Lack of professional training in field. Travel. Time
Same answer as before.
Unable to make time commitment.
My job duties have precluded me from doing this.
Not interested
time, workload, need to prioritize other things

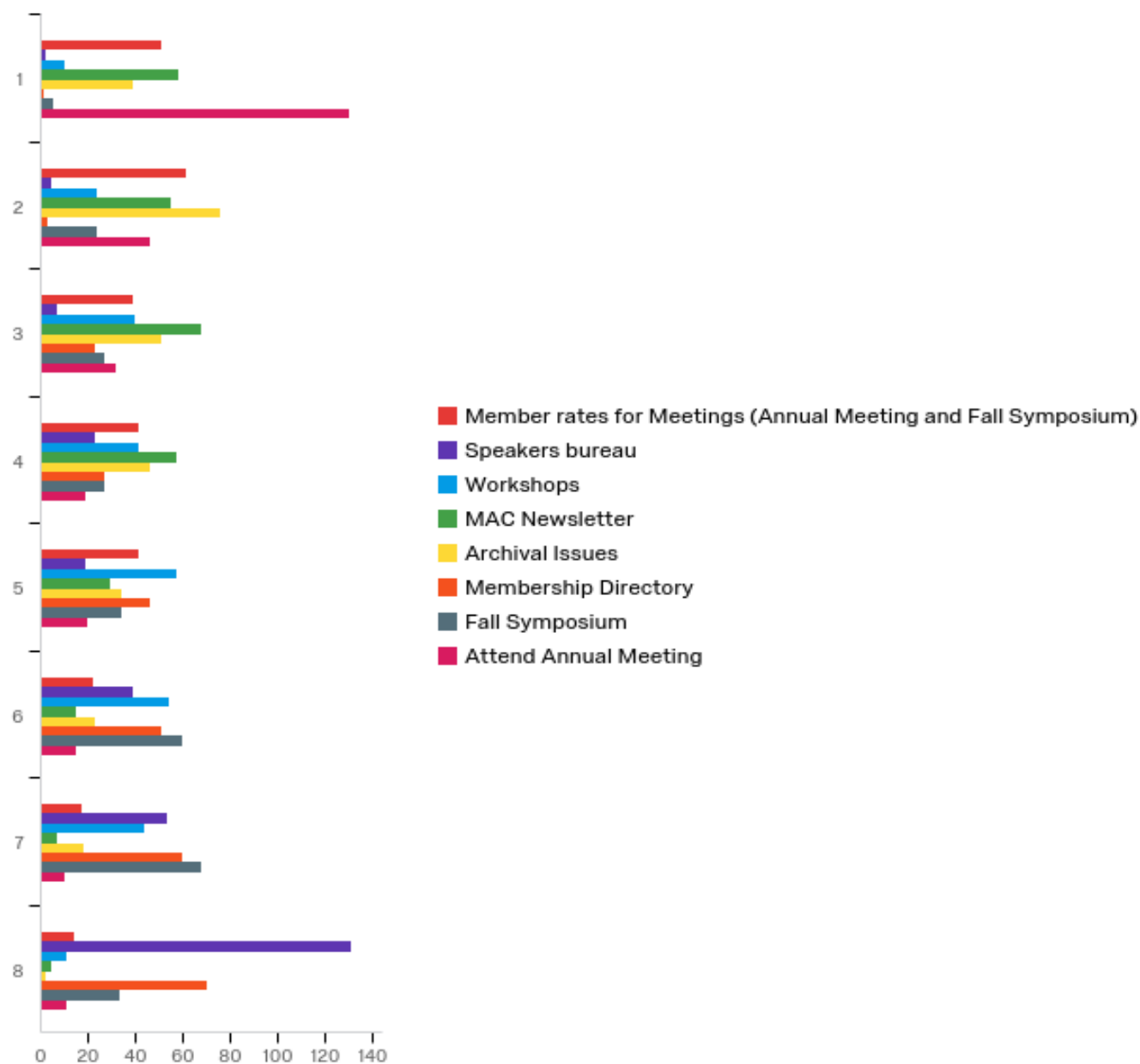| |
|---|
| Not applicable |
| I would like to be further into my career before considering serving as an officer. |
| Right now, I do not have the time to serve on committees. |
| Too busy, not enough hours in the day (the days are more often 9-10 hours long than not) |
| I was young in the profession and my previous 2 jobs I did not see as long term in those positions. |
| Not interested |
| Neither time nor interest. |
| Lack of interest. |
| New to the profession. |
| I would like to have more experience as an archivist before I take on committee roles. I am still gaining confidence in my role as an archivist, and I have not yet been in my first professional position a year. |
| Time |
| Not interested at this point in my career. |
| Too much on-task time on my own large projects here, trying to get thousands of court case files processed and imaged. |
| no time |
| Preparing for retirement. |
| I am learning this job and have no extra time or energy to do anything else. |
| As an archivist in historical organizations, I am an outlier. |
| Same as MAC - never been asked and I believe I'm still a little too green to truly have much to offer at this point. |
| No interest |
| Undergraduate and graduate student. At some point maybe. |
| I have not been nominated to run for an office nor gain appointment to committees (as is the case with SAA). |
| I haven't been asked, and not being able to attend the annual meetings makes it difficult to participate in committees |
| Do not have the time to dedicate to serving as an officer. |
| I have only recently joined the local organization, having just moved to a new position (and geographic location). |
| Obligations both in and outside of work. |
| Don't belong to any other professional organizations. |
| Never asked |
| I do not feel good enough. Also I am already busy. |
| family; personal responsibilities |
| Not a member of any other. |
| only so much time in the day |

Only recently joined.
Too busy with work and/or other outside interest/commitments.
New to profession
Not been asked
I've been busy serving on a MAC committee during that time.
Didn't think it was worth the time I'd spend.
Never been asked, because I rarely attended meetings.
Money
Not sure where or what I can contribute

Q74 - Please indicate why you have not followed or been active on other professional organizations listserves and social media over the last five years

Please indicate why you have not followed or been active on other professio...
I do not spend free time on social media.
Not interested.
Not interested in social media
Do not use social media for professional/career
I am 79 years old, and running out of energy. Plus the travel is prohibitive at my age.
We don't have a lstserv. I am not active on social media except tumblr.
not interested
Have been on listserves.
I have only been a MAC member for about a month.
Not interested
Do not follow social media
Not interested
I don't use social media
Lack of interest in social media.
My institution is understaffed which means a lack of time. Plus, the social media is based on libraries not archives, so they are of less interest to me.
No interest
I have no interest
Not a member.
Not a social media person
I am not very active on social media.
Do not use social media.
Not accessible
No interest. Too many distractions already.
Lack of interest.
Trying to do LESS on social media.
Most of my social media activity is personal not professional.
Time and have no use for social media garbage.

| |
|---|
| Not a big user of Social Media in general |
| Not aware of professional organizations listserves/social media |
| I don't do social media. |
| Generally don't mix personal social media with professional. |
| I do follow the Lone Arrangers list serve, but I don't ever get involved in social media - too time consuming. |
| Don't belong to any other professional organizations. |
| Not on social media. |
| Too busy |
| I have enough to do without the distractions of social media. |
| Not familiar with their activities. Difficult to penetrate. |
| I am not active on any social media |
| Too busy with work and/or other outside interest/commitments. |
| New to profession |
| I don't follow social media and many listservs are way too active. I actually have work to do - I don't have time to argue on listservs about whatever or follow what others are arguing about (I'm thinking of cataloging listservs mostly). |
| Not a big user of social media |
| I dislike social media. |
| They don't have social media accounts. |
| Too busy |
| Again, not my style. I follow along but do not contribute. |

5.16 - Please rank the specific benefits you receive from your MAC Membership from 1-8 with 1 being the most important and 8 being the least important.

Legend:
- Member rates for Meetings (Annual Meeting and Fall Symposium)
- Speakers bureau
- Workshops
- MAC Newsletter
- Archival Issues
- Membership Directory
- Fall Symposium
- Attend Annual Meeting

#	Question	1		2		3		4		5		6		7		8		Total
1	Member rates for Meetings (Annual	17.83%	51	21.33%	61	13.64%	39	14.34%	41	14.34%	41	7.69%	22	5.94%	17	4.90%	14	286

	Meeting and Fall Symposium)																
2	Speakers bureau	0.72%	2	1.44%	4	2.52%	7	8.27%	23	6.83%	19	14.03%	39	19.06%	53	47.12%	131	278
3	Workshops	3.56%	10	8.54%	24	14.23%	40	14.59%	41	20.28%	57	19.22%	54	15.66%	44	3.91%	11	281
4	MAC Newsletter	19.80%	58	18.77%	55	23.21%	68	19.45%	57	9.90%	29	5.12%	15	2.39%	7	1.37%	4	293
5	Archival Issues	13.49%	39	26.30%	76	17.65%	51	15.92%	46	11.76%	34	7.96%	23	6.23%	18	0.69%	2	289
6	Membership Directory	0.36%	1	1.07%	3	8.19%	23	9.61%	27	16.37%	46	18.15%	51	21.35%	60	24.91%	70	281
7	Fall Symposium	1.80%	5	8.63%	24	9.71%	27	9.71%	27	12.23%	34	21.58%	60	24.46%	68	11.87%	33	278
8	Attend Annual Meeting	45.94%	130	16.25%	46	11.31%	32	6.71%	19	7.07%	20	5.30%	15	3.53%	10	3.89%	11	283

Q85 - Do you feel your racial identity is reflected in MAC membership?
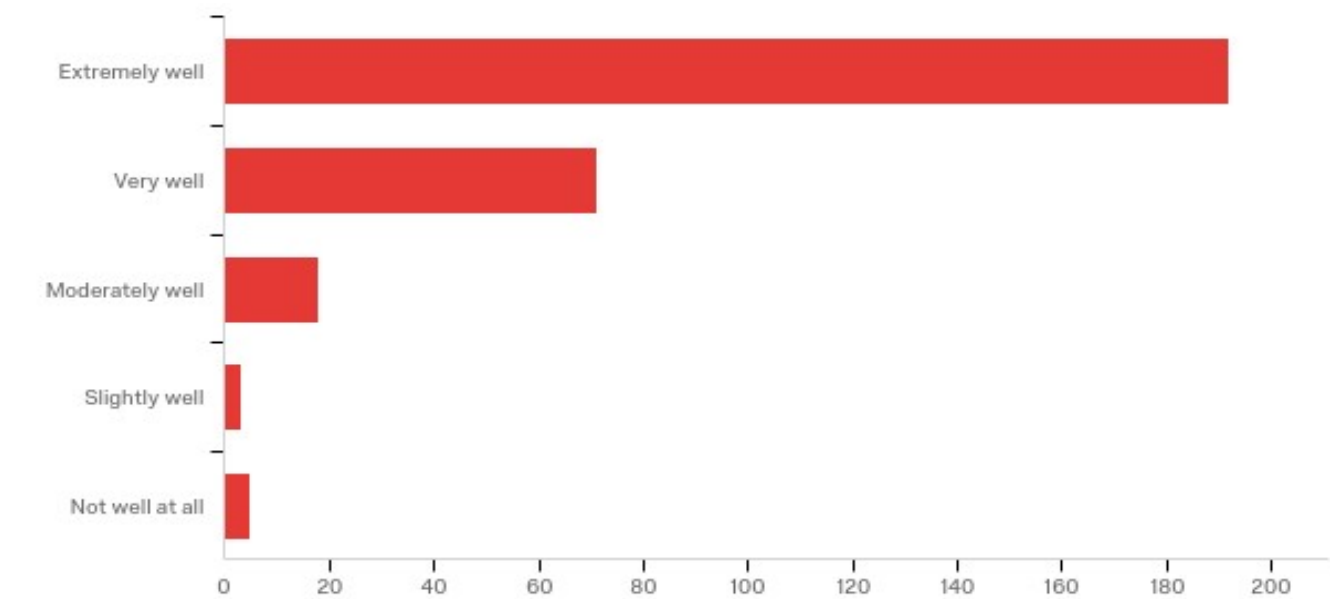
#	Answer	%	Count
1	Extremely well	66.44%	192
2	Very well	24.57%	71
3	Moderately well	6.23%	18
4	Slightly well	1.04%	3
5	Not well at all	1.73%	5
	Total	100%	289

Q86 - Do you feel your racial/ethnic identity is reflected in MAC leadership?
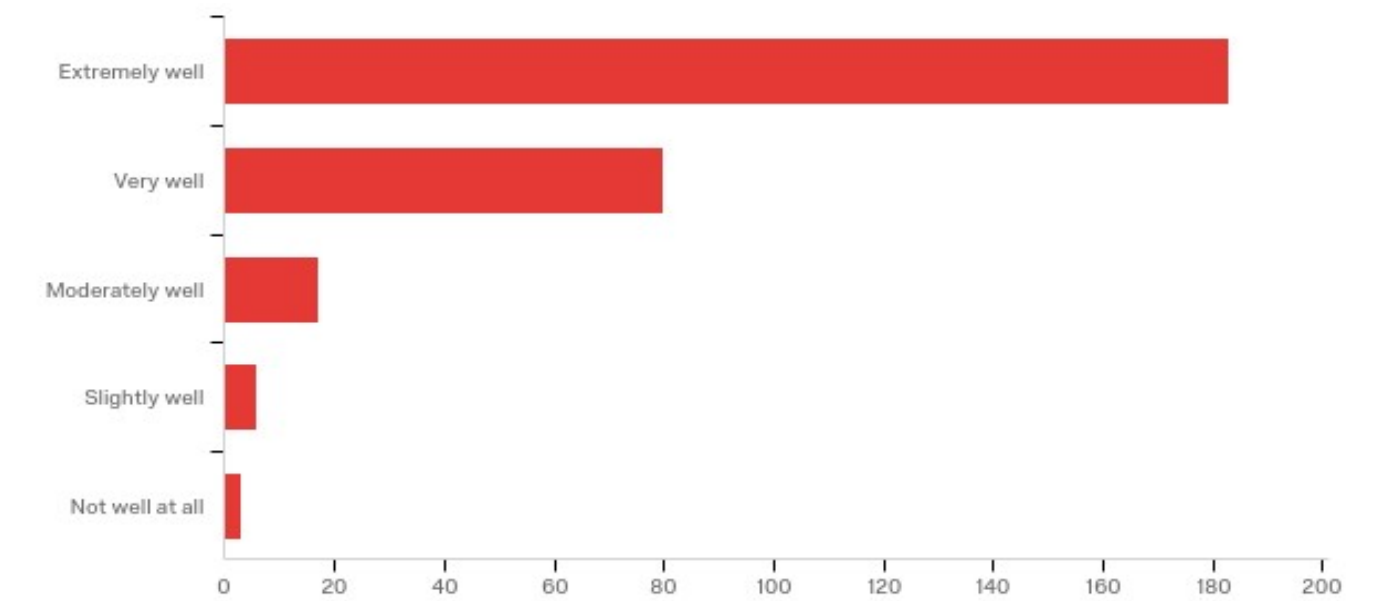
#	Answer	%	Count
1	Extremely well	63.32%	183
2	Very well	27.68%	80
3	Moderately well	5.88%	17
4	Slightly well	2.08%	6
5	Not well at all	1.04%	3
	Total	100%	289

Q88 - Do you feel your racial identity is reflected in Annual Meeting programs?
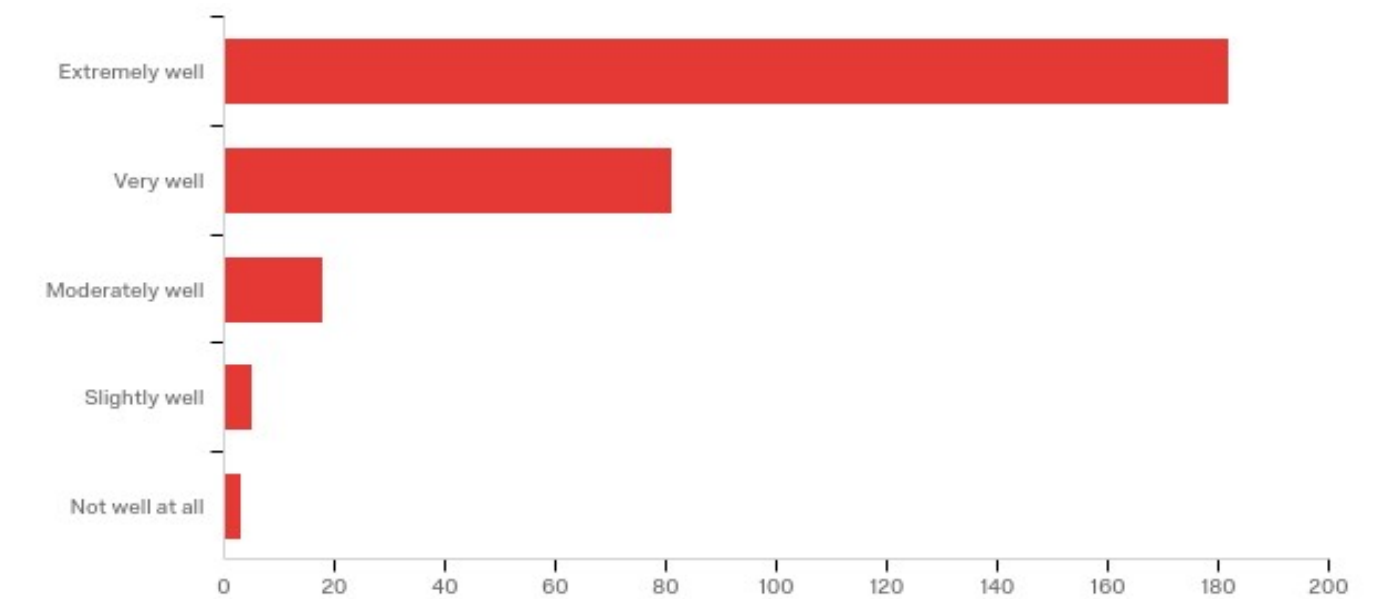
#	Answer	%	Count
1	Extremely well	62.98%	182
2	Very well	28.03%	81
3	Moderately well	6.23%	18
4	Slightly well	1.73%	5
5	Not well at all	1.04%	3
	Total	100%	289

Q87 - Have you experienced any barriers to participation in MAC due to your racial identity?
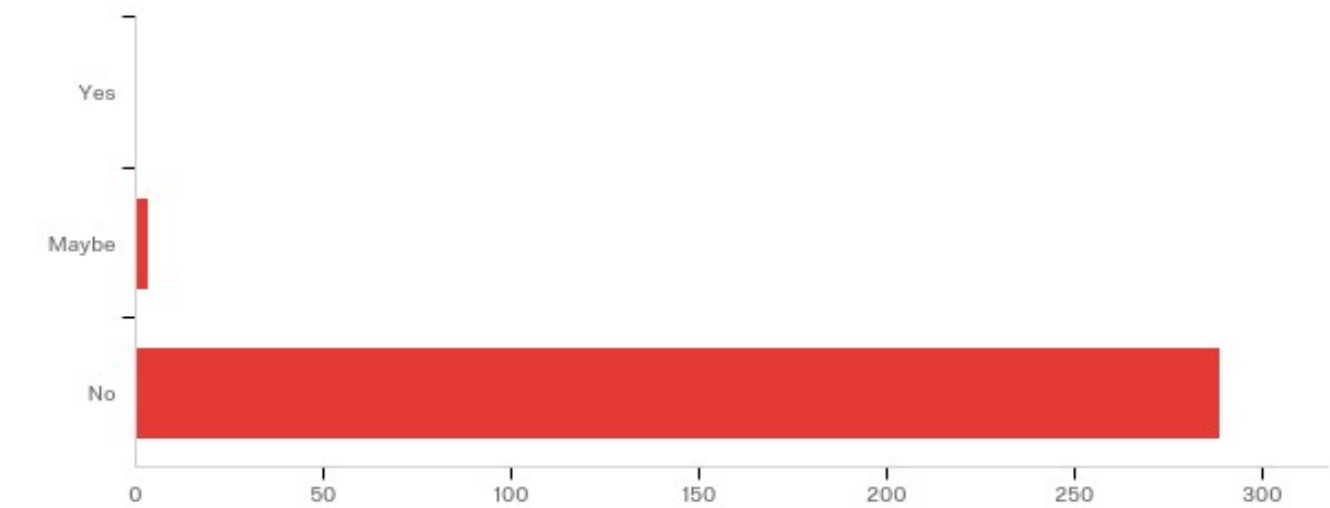
#	Answer	%	Count
1	Yes	0.00%	0
2	Maybe	1.03%	3
3	No	98.97%	289
	Total	100%	292

Q89 - Please describe how you've experienced barriers to participation in MAC due to your racial identity.

Please describe how you've experienced barriers to participation in MAC due...

5.17 - Please rank the intangible benefits you received from your MAC Membership from 1-5 with 1 being the most important and 5 being the least important. Please note, if you do not have any "other" intangible benefits to belonging to MAC rank them from 1-4.

Legend:
- Networking
- Community of Members
- Inclusivity of the Organization
- Fulfillment of Employer Expectations
- Other (please describe)
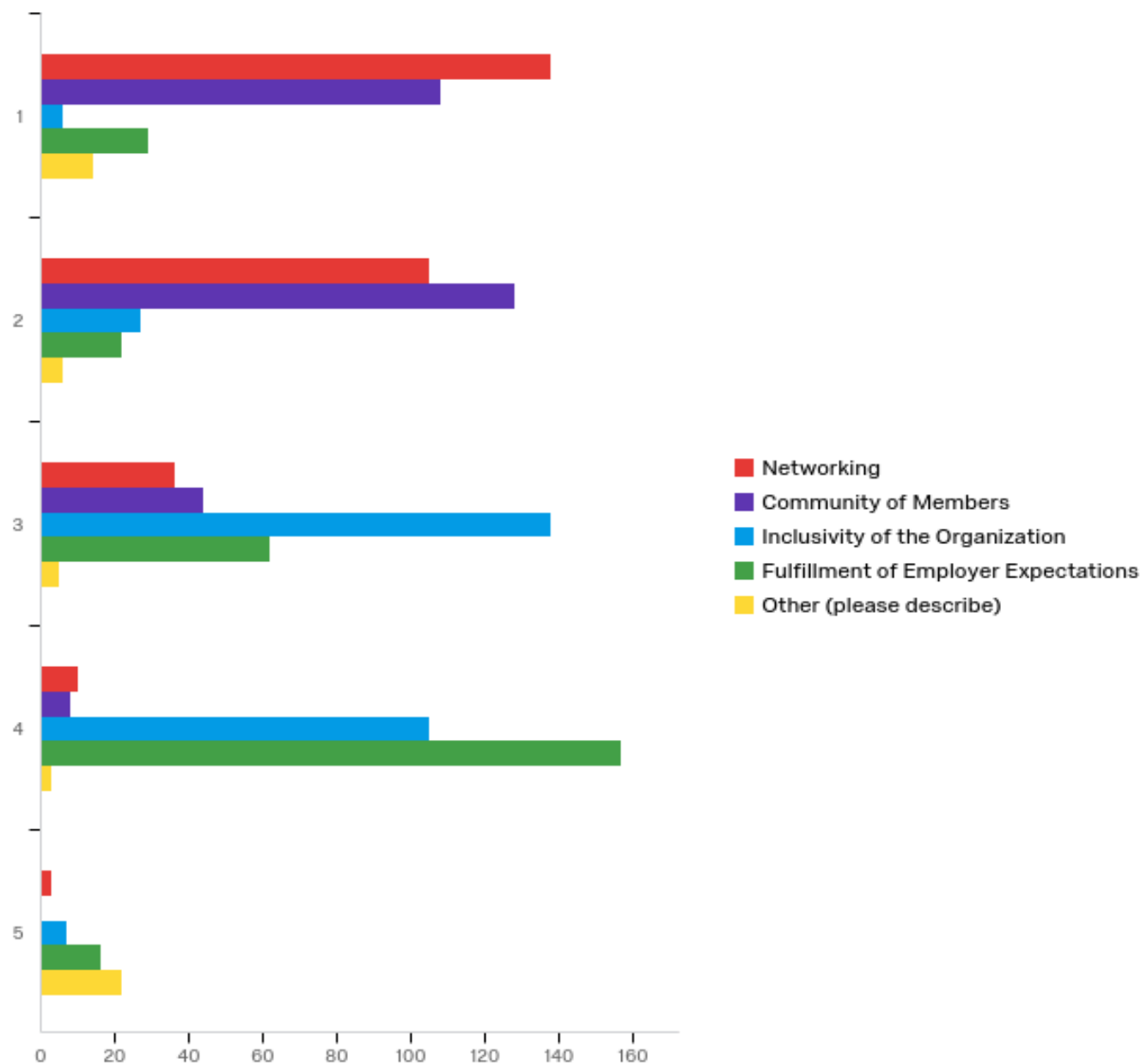
#	Question	1		2		3		4		5		Total
1	Networking	47.26%	138	35.96%	105	12.33%	36	3.42%	10	1.03%	3	292
2	Community of Members	37.50%	108	44.44%	128	15.28%	44	2.78%	8	0.00%	0	288
3	Inclusivity of the Organization	2.12%	6	9.54%	27	48.76%	138	37.10%	105	2.47%	7	283

4	Fulfillment of Employer Expectations	10.14 %	29	7.69%	22	21.68%	62	54.90%	157	5.59%	16	286
5	Other (please describe)	28.00 %	14	12.00%	6	10.00%	5	6.00%	3	44.00%	22	50

Other (please describe)

Other (please describe)
I love MAC and MAC members! I love learning and sharing with each other. I come back refreshed after I attend the Annual Meeting. Go MAC!
Deepening understanding of archival practices
Education within the field
Publications
Publications and other studies
useful info & ideas provided in publications
MAC is a supportive organization that resembles a kind and loving family.
Journal/Newsletter
Louisa Bowen scholarship, honoring late spouse
It's part of being a professional
Sharing of work experience & ideas
xxxxxxxxxxx   Frankly, I do not experience any of these intangible benefits. you should disregard my responses.
the chance to speak publicly
Meeting programs
sharing professional knowledge and opportunities
Affordable. Practical-based professionalism, not esoteric and theoretical. I can routinely use info in my daily job. I like the down to earth Midwestern sensibilities of MAC.
Chance to contribute to my profession
Practicality and affordability of everything MAC does
MAC has always been an approachable group for new and young archivists who also can gain good professional experience. These are some of MAC's biggest benefits.
Keeping current with the profession
Keeping up with trends
Seeing how other similar sized archives handle situations and solve problems
Too Much White Guilt!
information relevant to my job

Not able to participate
Knowledge obtained
Learning
Service opportunities. I really enjoy working with other MAC members on projects (committees, panel presentations, etc.).
Staying apprised of important archival issues and developments