

# MARAC

Mid-Atlantic Regional Archives Conference

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Delaware • District of Columbia • Maryland • New Jersey  
New York • Pennsylvania • Virginia • West Virginia

**Business Meeting**  
**Friday, October 30, 2020 11:00 AM- 12:00 PM**  
**Zoom Meeting**  
**MINUTES**

**I. Call to Order (5 min)**

- A) Meeting called to order at **11:02 AM**
- B) House Keeping and Basic Zoom Protocol

**II. Approval of the Agenda**

- A) Any revisions to the agenda? No revisions.
- B) Motion approved. Motion Seconded. Agenda approved by the membership.

**III. Approval of the Spring 2020 Business Meeting Minutes**

- A) Please review minutes at [Spring 2020 Business Minutes Draft](#)
- B) Any revisions to the minutes? No revisions.
- C) Motion approved. Motion Seconded. Minutes approved by the membership.
- D) Reminder that the Business Meeting minutes and the Steering Committee minutes are always posted on the website at regular intervals. If anyone has any questions regarding our minutes, they should feel free to contact the Chair and the Administrator for additional details regarding the minutes.

**IV. Chair's Report (Knies)**

- A) Happy Halloween! It's been a very unusual year, so I would like to thank everyone here today for sticking with us and sticking with MARAC. I'm sorry that we're not at Long Branch where we were supposed to be today, but I do want to say thank you to the program committee members and local arrangement committee who did so much work. I want to mention how much amazing work had been done during this year and during this period. I want to thank everyone for that work.

- B) We have postponed Saratoga Springs for Spring 2021. We will be holding a virtual meeting in place of this meeting in April 2021, but Mary Mannix will discuss more at length.
- C) I am going to also take a moment to talk about the work of the Meeting Model Task Force and to thank the co-chairs Liz Scott and Hillary Kativa who have done such a thorough job reporting on their survey and analysis. We discussed this work in the Steering Committee last week. I want to highlight that work and the three potential recommendations that came out of the work. At this point, we have not made any decisions regarding these recommendations. As luck would have it, the pandemic has meant that we are beginning to test out these recommendations.
- i) Recommendation 1 was that we have 1 meeting per year with increased state caucus activities.
  - ii) Recommendation 2 is to have 2 meetings per year except one will be in person and one will be virtual. We will incidentally be testing out that model in 2021 because of the pandemic.
  - iii) Recommendation 3 is to have 1 meeting per year with the length of the meeting expanded to 3-4 days which would allow more community engagement, in-service days, member opportunities, etc. We were exploring test-driving this option for 2022's College Park meeting.
  - iv) The main take away is that we want to provide the right balance of offerings and we will be trying out different options over the next few years. If anyone is interested in seeing the full report, we are happy to share. We will soon address this more directly with the membership.
- D) Another thing we would like to highlight is the introduction of E-Lists. There are now 6 E-Lists with volunteer moderators hoping to engage conversations around topical interests rather than geographic organization by caucus. I just want to highlight that those lists are there and some there are instructions up on the screen on how to join an e-list. If you have questions though, you can always reach out to Sara Predmore, our Administrator for more details.
- E) I also want to highlight our recent offerings on Occasional Webinars presentations. We had three presentations ("Bethlehem Steel, Industry, and the 1918 Influenza", "Publishing and Archiving the Lehigh University Newspapers Brown and White During the Covid19 Pandemic," and "Reopening the Archives"). The Diversity and Inclusion Committee has also added forums around this work to. If you'd like to suggest an occasional webinar there is a web form here: <https://www.marac.info/workshops>.
- i) The webinars are recorded and will eventually be posted, but we are currently looking for the best spot on the web sites to place those. Once they are available, we will send out a notification to members.
- F) Membership Survey Report is also now available. We will discuss later in the meeting. However, in speaking about members, I also want to mention the new Member Minute Blog (<https://themaracblog.wordpress.com/2020/10/28/the-marac-member-minute/>). We sent out an invitation to members to respond and we had over 30 members that have responded. Josette Schluter, Member at Large, has taken over this for the moment being.
- G) One more note related to membership. We made a decision to extend membership renewal until the end of the year this year. If you haven't been able to pay your membership, you are still a member through December 31, 2020. After that, you will have to renew.
- H) Nominations are Open! You can nominate yourself or a colleague using this form: : <https://go.rutgers.edu/maracelection>. Our goal is not to have any positions run uncontested. So please consider running for positions. These are not the only way to get involved, but these are

the elected positions and they are all really great ways to get involved in MARAC. A particular plug to consider a Member-at-Large if you are new, but even Chair is not difficult. If you're interested and have questions, check out the Operations Manual or feel free to contact folks serving in those positions. Positions are

- I) Distinguished Service Award nominations are due! Nominations are due January 31, 2021 and there is a nomination form on the website at: <https://www.marac.info/distinguished-service-award>. Letters of support are strongly encouraged!

#### **V. Meeting Coordinator's Report and Service Awards (Mannix)**

- A) Mary Mannix is having some difficulties, so we will skip ahead to the Treasurer's report and come back.
- B) Upcoming Conferences:
  - i) Spring 2021 (Virtual) April 12, 2021
  - ii) Fall 2021
- C) From Tara: Melissa and I would like to thank the Long Branch LAC for all their wonderful work: Jeff Moy, Elsalyn Palmisano, Fred Pachman, Gary Saretzky, Bryan Dickerson, Eileen Chapman, Alexandra Plante, Fernanda Perrone, John Celardo, Elizabeth Surlles, Stephanie Crawford, Bob Vietrogoski, Mary Hussey, Bob Golon, Alexandra Deangelis, Deb Schiff, Sheridan Sayles, Eboni Jones, Yesenia Lopez, Beth Zak-Cohen, Lindsey Meyer, Matthew Beland, Jamie Martin, and Michael Montalbano

#### **VI. Treasurer's Report (May)**

- A) Treasurer's Report available at [MARAC Treasurer Report FY21 Q1](#)
- B) The first quarter report has been sent out with the agenda. If you have any questions, you can reach out to Amanda May directly. Our first quarter went well—we brought in more than we spent. Our finances are stable and there is nothing to be concerned about at the moment. We should be able to make it through the pandemic.
- C) One thing that I am concerned about is that our membership numbers are down. Jennie Knies did talk about this with the membership extensions. So, if you haven't renewed please consider renewing. The conference numbers will probably be down for Spring, but we will encourage you to attend and to become a member if you are not already a member.
- D) Thank you so much to everyone who made a donation with their membership renewals and conference registrations. We have fundraising opportunities for the rest of the year, and so want to encourage folks to consider donating to the Disaster Relief Funds and the Scholarship funds.
- E) Please plan to attend Virtual MARAC in the Spring and Gettysburg Conference in the Fall.

#### **VII. Awards Announcements & Presentations (Knies)**

- A) Arline Custer Memorial Award (presented by Jasmine Smith)
  - i) Arline Custer Memorial recognizes the best books and articles written and compiled by individuals and institutions in the MARAC region. The award honors the memory of Arline Cust (1909-1975).

This year the award is given to Barry Loveland and William Burton for their book *Out in Central Pennsylvania: The History of an LGBTQ Community* for a book submission. This

year the award is given to Sarah Hedlund, “At the Hands of Parties Unknown: The 1880 Lynchings in Montgomery County, Maryland,” in the *Montgomery County Story*, Summer 2020 for an article submission.

B) Herbert Finch Award (presented by Danna Bell)

- i) Herbert Find Award recognizes the best online publications, including virtual exhibitions, web sites and web pages devoted to the promotion of archival materials, created by individuals or institutions in the MARAC region. The award was established in Memory of C. Herbert Find following his passing in 2005.

This year the award is given to two separate submissions (an unprecedented accomplishment that reflects the quality of submissions): the Library of Congress Prints and Photographs Division for *Susie King Taylor: An African American Nurse and Teacher in the Civil War Story Map* and the University of Virginia Law Library for *Marshalling May Days: UVA Law and the 1970 Student Anti-War Movement*.

## VIII. Old Business

A) Membership Survey Results (Sara Borden)

- i) Background: Most recent survey completed in 2012 and we were overdue for a new survey. Moving forward we would like to aim for a new survey every 5 years. We had quite a few questions regarding what the membership would like.
- ii) We received 288 responses out of 835 recipients. The average respondent was a white woman between the ages of 30-39. The vast majority of our membership is female and cis-gender. Only 2.78% identifies as gender non-confirming. We are still overwhelmingly white as an organization, but I've included some graphs to break down those demographics. All of this data is available, so if you would like more information please feel free to reach out to Sarah Borden.
- iii) We also investigated employment scenarios. Most respondents got their first job between 2000-2009. Only a little over 1% had held over ten jobs. We also found out some salary data. Our average yearly salary is between 40k-80k. The largest percentage make between 60-69k. Most members were employed by academic institutions followed by government agencies.
- iv) We also looked at membership benefits that were desired. The most common cited reason was networking and conferences followed by professional commitment, continuing education, and archival news.
- v) Desired educational offerings included targeted themes for conferences and session topics/workshops.
- vi) Value and Financial Concerns: most members stated that received no employer support for professional development and most were willing to spend 250-500 for development out of pocket. We hear you, we are taking it to heart, and our reevaluating cost structures. It is important to note that this is from before Covid-19 so we can expect that there has been even more impact now.
- vii) Feasibility of conferences: Many members expressed concern that twice-year conferences were too much. Respondents said that they didn't get enough institutional support to make this structure feasible.

- viii) Suggestions for Improvement: Many members would like to see MARAC undertake more advocacy towards low pay/gig work/temporary employment, improve DI efforts, and work more closely with SAA.
- ix) Open Ended Responses: Many respondents wanted more mid-career support, more activity with caucuses, and more interested groups based on topics. Respondents also felt a perceived divide between generational divide for archivists, many wanted to see MARAC address bias in the profession, embrace more types of institutions beyond academic, put out calls for involvement in presentations.
- x) The take away is that we are doing more with less. We want to offer inexpensive options, but we are still a good value for the cost. We want to evaluate whether to continue with twice-yearly conferences. We want to know how to reach more people virtually and we need to do a better job of publicizing benefits. Many helpful comments on publications.

#### **IX. New Business (Knies)**

A) Any new business? No.

#### **X. Question and Answer (Knies)**

A) Before we end, I thought we would just leave a moment to see if there any questions/announcements.

#### **XI. Announcements & Adjournment**

A) Any announcements?

- i) Reminder to nominate yourself for positions! Go here: <https://go.rutgers.edu/maracelection>
- ii) Reminder to submit Occasional Webinar ideas! Go here: <https://www.marac.info/workshops>
- iii) Reminder to submit Distinguished Service Award nominations! Go here: <https://www.marac.info/distinguished-service-award>
- iv) Reminder to check out the Member Minute! Go here: (<https://themaracblog.wordpress.com/2020/10/28/the-marac-member-minute>)
- v) James suggests a Wikipedia Seminar/Edit-a-thon. For anyone interested, contact Paige Newman!
- vi) Reminder to attend the virtual meeting in the spring!

B) Motion to Adjourn. Motion seconded.

**Meeting adjourned at 12:03 PM**

**Signed by: [Secretary / date]**

