REPORT OF THE CUSTER COMMITTEE
Submitted by Molly Tighe
July 19, 2013

<u>Committee Members</u>:
Molly Tighe, Senior Co-Chair
Elizabeth Shepard, Junior Co-Chair
Marilyn Parrish
Michele Lavoie
Tammy Hamilton
Ben Primer

<u>Summer Report</u>:

To date, the committee has received 5 submissions for the Custer award.  Reminder notices are being sent in an attempt to garner more nominations before the July 31 deadline.

The committee has also updated the Custer Award Handbook to address changes regarding the Finch Award and the roles of the committee Senior Co-Chair and Junior Co-Chair.  The Committee continues to review the award guidelines and will make recommendations in the fall for improving the handling of committee recordkeeping.  Arrangements being made to ensure that all committee members receive and review the award nominations in a timely manner.  Award winner(s) will be determined one month prior to the fall meeting.

Distinguished Service Award Committee Report
Summer 2013

Members:

- Ed Galloway – Chair
- Lauren Brown – Ex-Officio
- Claire Hope
- Karl Niederer

The nomination form has been updated for the 2014 award process and is available on the MARAC website under DSA Committee.

The website was updated to include the 2013 award winner, Lisa Mangiafico.

The portion of the MARAC Operations Manual that details the work of the DSA Committee has been updated.

The chair has informed the new committee members of their roles and responsibilities in the coming year.


Respectfully submitted,

Ed Galloway
Chair, DSA Committee

**MARAC Education Committee Report**
**Brian Keough, July 16, 2013**

**New Committee members**

Dawn M. Sherman-Fells, National Archives & Records Administration, College Park, MD

Deirdre Joyce, Central New York Library Council, Syracuse, NY.

**Fall 2013 conference travel awards**
The deadline is September 10, 2013 for the travel awards to the Fall 2013 conference in Philadelphia, November 7-9, 2013. To apply, submit a current resume, a cover letter including a statement of the expected benefits of attending the MARAC meeting and a letter or email reference from a person with knowledge of the applicant's work or educational program. All scholarship applications should be sent by email to Brian Keough (bkeough@albany.edu), current chair of the MARAC Education Committee.

**Leonard Rapport Modern Archives Institute Summer 2013 Scholarship Recipient**
Emily Cottle, Special Collections Librarian at Delaware State University, is the winner of the Summer 2013 Leonard Rapport Modern Archives Institute Scholarship, which covers the tuition, and up to $750 in travel expenses.

**Upcoming 2013 Workshops**
The Education Committee has organized the following workshops, which are eligible for Academy of Certified Archivist re-certification credit. To register for any of our upcoming workshops, please go to:
http://www.marac.info/workshops

*Basics of Digitization for Archives*, **Wednesday, September 25, 2013**
**-REGISTRATION IS OPEN!**
**Time:** 9:00 a.m. to 4:30 p.m.
**Location:** University at Albany, SUNY, Albany, NY
**Instructor:** Thomas F. R. Clareson is Senior Consultant for Digital & Preservation Services, LYRASIS
**Cost:** $85
**Parking:** Further instructions will be available after registering
**Description:** This workshop will help your institution get started in the development of a digital program. The workshop covers tools you can use for scanning; basic hardware, software, and metadata issues; use of in-house or outsourced services to digitize; collaborative digitization; and practical planning decisions for staffing and budgeting for digital activities. A special focus on digital projects of interest from around the MARAC region is planned.

*Project Management for Archival Processing*, **Friday, September 27, 2013**
**-REGISTRATION IS OPEN!**
**Time:** 9:00 a.m. to 4:30 p.m.
**Location:** National Archives & Records Administration, College Park, MD
**Instructor:** Vincent Novara, University of Maryland
**Cost:** $75
**Parking:** Further instructions will be available after registering
**Description:** This workshop focuses on introductory techniques and common tools for project management. Workshop participants will learn how to establish, define, plan, implement, and execute archival projects. Attention is given to strengthening prioritization skills and workflow planning as they pertain to processing projects executed by various levels of staffing, including the lone arranger. The workshop also addresses interpretive projects such as exhibitions and digital initiatives. Attendees will learn how to determine project

goals and objectives, compose project objective statements, establish work breakdown structures, estimate project budgets, create project and communication plans, schedule and track tasks using Gantt Charts, and conduct a post-project evaluation. Throughout the workshop, standard project management terminology is applied to common archives tasks, and an overview is given of Earned Value Assessment.

*Copyright Fundamentals for Archivists and Librarians – Wednesday,* **October 23, 2013**
**-REGISTRATION IS OPEN!**
**Time:** 9:00 a.m. to 4:30 p.m.
**Location:** University of Pittsburgh
**Instructor:** Peter Hirtle, Cornell University Library
**Cost:** $85
**Parking:** Further instructions will be available after registering
**Description:** Even in the best of times, the uncertain copyright status of archival and special collection materials makes many archivists and librarians uncomfortable. As more and more repositories think about making material available on the web, anxiety about possible copyright infringement increases. This workshop will explore what strategies special collections can follow to minimize the risks inherent when reproducing and distributing unique and/or unpublished material. Topics covered will include an introduction to basic copyright law and the Digital Millennium Copyright Act; exemptions to copyright such as fair use and the specific exemptions for libraries and archives; methods for assessing the copyright status of materials; and issues associated with particular formats. Attendees should leave with a better understanding of the basics of copyright and be in a better position to work with senior administrators to establish a mutually acceptable level of institutional risk.

July 26, 2013

**TO: MARAC STEERING COMMITTEE**

**FROM: ARIAN D. RAVANBAKHSH, CHAIR, ELECTRONIC RESOURCES COMMITTEE**

**RE: ELECTRONIC RESOURCES COMMITTEE REPORT – SUMMER 2013**

Submitted to the Steering Committee at the winter meeting on Friday, July 26, 2013 in Baltimore, MD.

## Committee Membership

No changes to report. The ERC chair will be working with the MARAC chair on reappointments of committee members whose terms have expired.

## Work of the ERC

The ERC met in May via teleconference and has the following items to report.

1) The Committee welcomed Membership Development Chair Rachel Grove Rohrbaugh to provide further insight on the member survey and identify those opportunities where members expressed specific technological concerns.
2) The ERC members are undertaking a review of the MARAC website to better identify some features that MemberClicks may provide and determine things that can be updated.

## Issues for Steering

None at this time

Finding Aids Committee Report

MARAC Steering Committee Meeting

Baltimore, MD

July 26, 2013

The committee updated our section of the Operations Manual and sent to Ed Galloway for compilation.

To date, the committee has received 2 submissions for the Finch award. Reminder notices were sent the week of July 15 in an attempt to garner more nominations before the July 31 deadline.

The committee plans on reviewing the *Finding Aid Submission Review Sheet* to improve the clarity of the evaluation percentage breakdowns.

**MARAC**
**Membership Development Committee Report**
**July 2013**

**Membership**
- Rachel Grove Rohrbaugh, Chair
- Sara Borden
- Salome A.R. Jeronimo
- Jaime Margalotti
- Carolina Palacios
- Laurie Rizzo, Secretary (ex officio)
- Jason Speck
- Laurie Thomas
- Holly Ott, MARAC Administrator (ex officio)

**Progress and news**

- Salome A.R. Jeronimo and Jason Speck joined the committee and will be members through Spring 2015.

- The committee finished a final draft of the 2012 membership survey summary, which is ready for distribution pending Steering approval.

- Holly initiated the first distribution of the $35 off workshop coupon for new members. On July 1, the coupon was sent as an e-mail attachment to 104 members who joined between January 1, 2013 and June 30, 2013. The coupons from this first distribution will expire on December 31, 2014. Coupons will be distributed every 6 months and expire 18 months from the date of issue.

- The committee discussed a revision of the membership brochure, and Jason researched the brochures and other membership recruitment measures of comparable regional archival organizations. Most of the other regionals surveyed did not have a brochure, but those that did made it available on their organization's website. One of the major recruitment efforts noted was outreach to graduate schools.

- Rachel met with the Electronic Resources Committee on May 21 to discuss the results of the 2012 membership survey.

- Rachel is working with Member-at-Large Rebecca Goldman on a proposal for an official Rideshare/Roomshare document for the Philadelphia meeting.

**MARAC Membership Survey 2012**

**Summary of Results**

**Report prepared by the Membership Development Committee, 2013**

## About MARAC

Begun in 1972, the Mid-Atlantic Regional Archives Conference (MARAC) is a volunteer, regional consortium of archivists who live and work in the states of New York, New Jersey, Pennsylvania, Maryland, Delaware, Virginia, and West Virginia, and in the District of Columbia. Its objectives are to promote cooperation and communication among individuals interested in archival and manuscript materials.

The 2012 MARAC Strategic Plan states the following core values of the organization:

- Promoting and upholding professional standards, practices, and ethics.
- Providing high quality programming and resources at a good value.
- Encouraging community and collegiality within the archival and history communities and among their patrons and users.
- Facilitating continuous skill improvement, professional development, and education.
- Promoting the preservation, use and professional management of archival collections and institutions in the Mid-Atlantic region.

## 2012 Membership Survey

In 2012, in connection with MARAC's 40th anniversary, the organization undertook a survey of the membership. The last membership survey was conducted in 2008 and focused on members' opinions of specific activities and services. With 40 questions for the 40th anniversary, the 2012 survey was more extensive and focused on obtaining both a demographic snapshot of members in 2012 (40 years later) and a general sense of where MARAC members would like to see the organization in the future, particularly in regard to workshops and other educational opportunities. The results of this survey are expected to inform MARAC leadership as they plan programs and consider new and different ideas to grow the organization and help it respond to new challenges.

The survey was distributed via a SurveyMonkey invitation on September 24, 2012. 356 out of 1100 active members responded (32.3%).

The following is a summary of the survey results. Also included is an appendix of charts with specific data for each of the 40 questions. These charts note both the response count and percentages for each category.

**Demographics and Entry into the Profession**

**(Q1-5, Q12)**

- **The average survey respondent was white and female.**

Over two-thirds (71.2%) of the survey respondents were female, and 94.2% were white/Caucasian. After Caucasians, the most reported race/ethnicity was African-American at 3.7% of the respondents, followed by 1.1% Asian and 0.9% Latino/Hispanic. No respondents indicated that they were Native Americans or Pacific Islanders. Only one of the 12 African-American respondents was male.

- **While women were the majority in all age ranges, older respondents were more likely to be male than younger respondents.**

This shifting gender split is best seen in a comparison of the 21-29 category and the 60 or older category. 41.7% of the respondents age 60 or older were male, but just 12.8% of the 21-29 year olds were male.
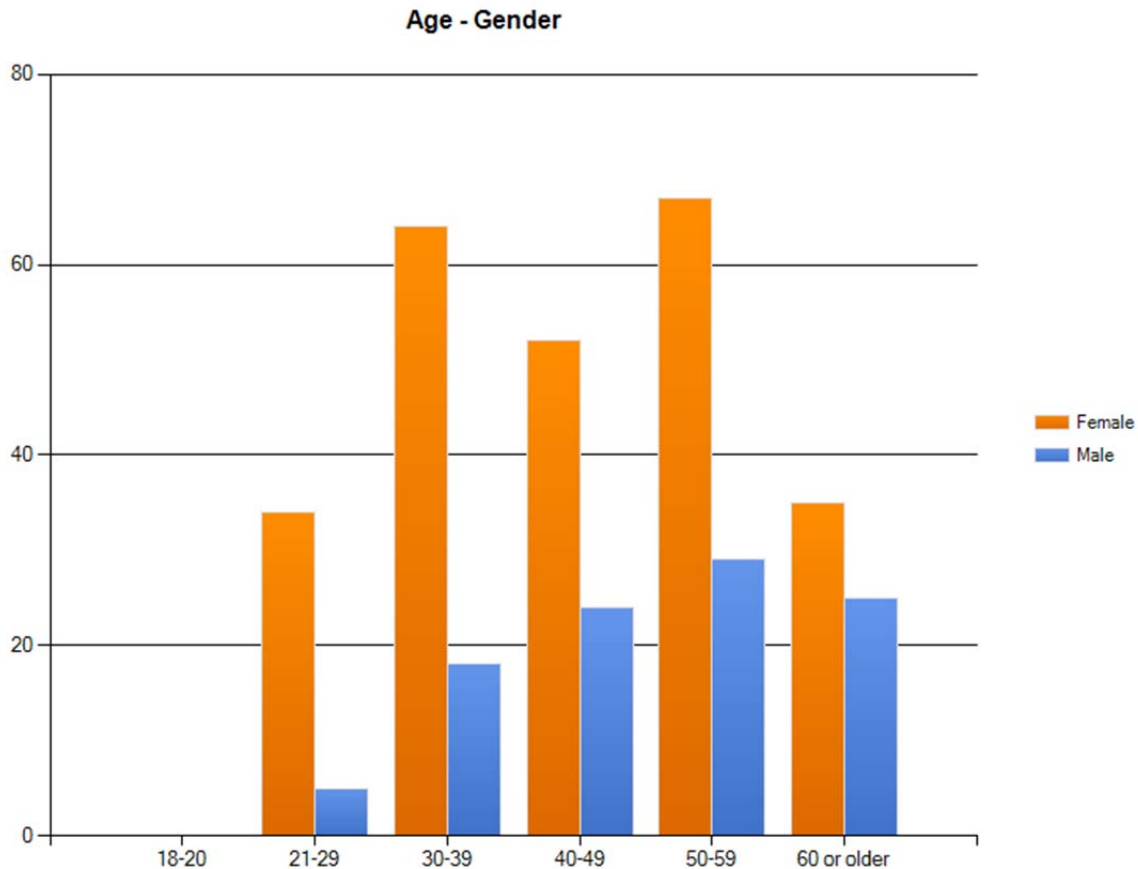


Slightly more of the respondents indicated that archives was their first career (52.7%), and the largest number of respondents (36.4%) began their first archival job in the 2000s (2000-2010). A majority of respondents in all categories younger than 50 indicated that archives was their first career, but 50.5% of the 50-59 year olds and 67.2% of those 60 or older indicated that archives was not their first career.

- **Respondents had diverse educational backgrounds.**

Given a list of common degrees, the majority of respondents noted that they have a bachelor's degree (87.2% with a BA/BS/BFA and two free responses indicating other bachelor's degrees). After the bachelor's, the most common degrees were a MLS/MLIS (the most common degree for librarians) and a MA/MS/MFA at 62.6% and 57.3% respectively. An additional 14 respondents specified another master's degree in the "Other" category, and 0.9% (3 respondents) cited that they hold an MBA. 9.5% of the respondents held an associate degree, and 6.8% noted that they hold a PhD. In the free response section, 5 respondents noted that they are Certified Archivists (CA), and 8 respondents indicated holding a certificate (preservation or preservation management the most frequently noted).

Younger respondents were more likely to have an MLS or MLIS (percentage generally increasing with each age category) and less likely to have a MA, MS, MFA, or PhD (percentage generally decreasing with each age category). For example, 75.7% of respondents in the 21-29 year old category hold an MLS or MLIS, but just 44.6% of those 60 or older held this degree. Conversely, 67.9% of those 60 or older hold a MA, MS, or MFA (and 14.3% hold a PhD), but none of the 21-29 year olds hold a PhD and just 3.9% of the 30-39 year olds. The one exception to this general trend was PhDs in the 40-49 year old category (9.6%), which exceeds the percentage in the 50-59 year old category (5.4%).

## Work Situation and Activities

**(Q6-11)**

- **Most of the respondents are employed full-time as an archivist or manuscripts curator, but respondents fill a variety of professional roles.**

When asked about their current professional role, the majority of the respondents (69.5%) indicated that they are currently working as an archivist or manuscript curator. Respondents were given the opportunity to check all that apply, and among a variety of roles (including student, archives support staff, archival educator, consultant, and retired), the two second largest categories were "Managing a program that employs archivists" at 18.9% and "Working in another profession or occupation, but with archives-related responsibilities" at 13.4%. Free responses here (40 total) were highly varied and fell into the following categories: librarians with archival responsibilities (12), records managers (6), students or interns (2), educators (3), and work with visual materials (4) or in preservation (2).

The majority of the respondents are employed full-time (81.5%). Part-time, temporary, grant-funded, volunteer, and students represented together 15.3% of the respondents. 1.2% reported being unemployed (seeking full-time work), and 2.1% reported being retired. Respondents who chose the "Other" option in the employment status question (11 total responses) most typically combined work or study within the supplied categories (e.g. a student employed part-time as an archivist) or were consultants or contractors.

- **More respondents work for colleges and universities.**

43.3% of the survey respondents work for a college or university, and the most common employers after academia were government agency (21.7%), non-profit organization (8.4%), library (8.4%, including

state/public), and archives/historical society (7.1%).  31 respondents chose "other" for the current employer question, identifying their places of work as religious archives (9), medical archives (3), government facilities (4), and special-interest institutions (6), with a few calling themselves independent contractors (2) and some unemployed (2), students (1), or retired (3).

- **Salaries generally tended to be higher for employees of academic institutions, except for the highest bracket ($100,000 or more), which was dominated by government employees.**

Respondents were also asked to report their latest total annual salary, and while responses here were broadly distributed (with most clustered in the $30,000-$70,000 range), employees of academic institutions and government agencies were the most likely to have salaries in the higher income brackets.



**Salary - Employment Setting**
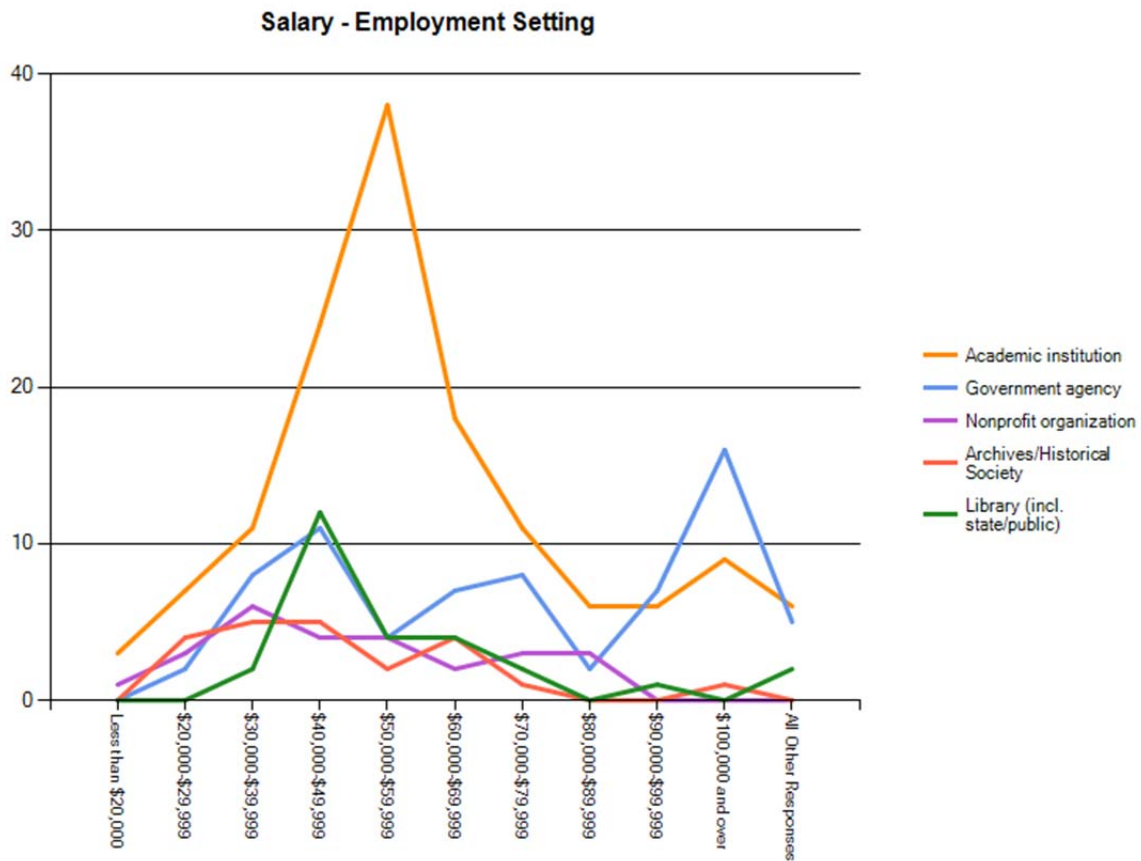
- **Respondents work with a variety of materials and  also perform a variety of archival functions**

Respondents were also asked to indicate in two separate questions the kinds of records they work with (textual, A/V, electronic, etc.) and their major work activities (reference, processing, appraisal, etc.). These questions reflected the variety in individual members' work as archivists with response rates hovering at or above 50% for most categories, and this variety was further reflected in the free responses. Just 9.8% reported not working directly with archival records.  There were a particularly large number of

free responses for the work activities question (73), with the largest number of these respondents identifying as administrators/management (33). Other activities mentioned here included records management (4), cataloging (2), creation of EAD/MARC (3), arranging and describing records (3), and digitization (15).

## Continuing Education and Involvement in Professional Organizations

**(Q13-36)**

Questions about continuing education and involvement in MARAC and other professional organizations represented the bulk of the survey questions and provide some of the richest information on what members expect to gain from their involvement in MARAC.

### Funding and Other Factors Impacting Education/Involvement

- **Most respondents receive some financial support for continuing education, but not membership fees.**

Respondents reported a variety of levels of employer support for continuing education and professional development (from none-$2,000 or more), and while the highest response percentage was "none" (at 20.8%), 76.4% reported at least some financial support for these activities. When asked how much they are willing to contribute, respondents largely reported a willingness pay less than $1,000 annually, with the largest number of respondents indicating a willingness to pay between $250 and $500. Employees of academic institutions were the most likely to receive some financial support from their employer (88%). Government employees were slightly less likely to receive this support than any other category (68%), but this was closely followed by the percentages of three other major employer categories.

A majority of respondents indicated that their employer does not specifically pay their membership fees (72%). In the free responses to this question (21 total) most said their employer will pay for one membership to a professional association (7) or the designated association for their state or profession (8).

- **Most respondents are also members of the Society of American Archivists and overall are members of a variety of library, archival, and historical associations.**

When asked about other memberships, 86.1% reported membership in the Society of American Archivists (SAA). Other popular memberships were the Academy of Certified Archivists (ACA) at 20.3% and the American Library Association at 23.9%. There were also a large number of free responses to this question (109 total), and most respondents were members of state and local archival and/or historical societies/associations/groups (55), special library organizations (6), or niche groups for specializations like religious archives (46). When asked if they would like to see MARAC hold meetings with affiliated groups, most of the respondents (79.8%), indicated, "Yes, as long as the cost is nearly the same."

The importance of cost came up as well in a question about the most common barriers to continuing education. 94.6% of the respondents noted that cost was "somewhat a barrier" or "very much a barrier."

The biggest obstacle second to cost, distance ("too far to travel, nothing available locally"), was "somewhat" or "very much a barrier" for 90.1% of the respondents.

- **Respondents joined MARAC for a variety of reasons, but those reasons are slightly different for older and younger members**

A majority of the respondents indicated that networking with other professionals, continuing education, conferences/meetings, keeping abreast of news in the field, and commitment to the profession were "extremely important" in their decision to join MARAC. Career advancement and publications were "somewhat important" to a majority of the respondents. The highest number of respondents (67.7%) indicated that networking with other professionals was "extremely important." The lowest number (14.1%) indicated that publications were "extremely important," and 28.2% reported that publications were "not at all important." Younger respondents were more likely to indicate that publications were "not at all important" than older respondents, and more likely to cite career advancement as an "extremely important" factor in their decision, particularly in the 21-29 year old category.

## Educational Opportunities

- **Respondents are overwhelmingly looking for training on both new technologies and archival work with digital media.**

Given a list of 33 education topics, 5 of the top 6 most desired topics were directly related to digital initiatives, and the lone exception, copyright, is complicated by all matters digital.

"If you think you will undertake some training, which of the following would you most like to learn more about in the next 5 years? (Select up to 10 responses)"

Most cited topics in order of percentage of respondents selecting:

1. Electronic records—appraisal, accessioning, description, access (61.7%)
2. Electronic records—preservation and storage (60.1%)
3. Digital/media asset management (56.1%)
4. Digitization (36.2%)
5. Copyright (32.8%)
6. Metadata (32.5%)

The small number of free responses (18) for the educational topics question reflected the need/desire for digital training as well. Respondents here mentioned Encoded Archival Context (EAC), care for digital records and data, database training, and the preservation and cataloging of sound recordings and digital images.

## Workshops

- **Most of the respondents have taken or wish to take a MARAC workshop but are not willing to spend more than $150 to attend.**

More respondents indicated that they do occasionally attend a MARAC pre-conference workshop (46.4%), and an additional 31.7% indicated that they "have not, but might in the future."

When asked specifically which workshops they would like to see offered in their area (select up to three), Media/Digital Asset Management was selected by 46.7% of the respondents. The next highest was New Preservation Technology at 28.5%. Desire for digital, electronic records, and new media training was also strongly indicated in the free responses for this question. Topics mentioned included digital humanities, electronic records, digitization (including audio and photographs), trusted digital repositories, and collaborative digital projects. Other topics mentioned include RDA (Resource Description and Access), textiles and other museum objects, conservation treatments (including book repair), records management, and legal issues affecting archives. When asked how much they would be willing to pay to attend one of their chosen workshops if it was offered in their area, the majority of the respondents indicated either $0-$100 (38.2%) or $101-$150 (39.4%).

## Publications
- **Most respondents find the content in the MAA to be valuable but also had suggestions for additional content.**

47.9% of the respondents indicated that they do not buy or download MARAC publications. 30.4% reported that they downloaded them, and just 7.8% reported that they buy MARAC publications. 13.9% noted that they do both (buy and download).

A majority of the respondents (85.6%) reported that they find the content of the *Mid-Atlantic Archivist* (MAA) to be valuable. Many respondents liked the notices for upcoming events and the summaries of past events. Several especially like the field reports and updates from other archives on their projects or exhibits. There were, however, concerns among the respondents that the news in the MAA is old by the time it gets published. Some wanted minutes from caucus/steering committee meetings and news regarding MARAC efforts at advocacy and other similar activities.

When asked specifically what kind of content they would like to see in the MAA, respondents offered a variety of ideas, with most emphasizing more content beyond institutional news:

- More about upcoming events
- More meeting minutes, synopses, and reports—from both MARAC events and from other related events happening in the field
- More information on emerging digital technologies, trends, and best practices
- Tips for lone arrangers and institutional collaborations, particularly with an eye to stretching tight budgets
- Reviews of books and websites
- Spotlights on innovative individuals or institutions
- More content for/by students
- Features and research articles on new techniques and real-world implementation of theories and procedures

In regard to format, several respondents asked that MAA transition to a more blog-like format, particularly for news features.

## State Caucus Attendance and Expectations

- **Participation and individual goals for state caucus attendance were also mixed.**

In the respondent pool overall, state caucus attendance was almost evenly split with 50.9% answering yes, they do attend state caucus meeting and 49.1% answering no, they do not attend. Respondents who have entered the profession since 2010 were the only group to answer "no" more than "yes" to this question of caucus attendance.

**Decade of First Archival Job - Caucus Attendance**
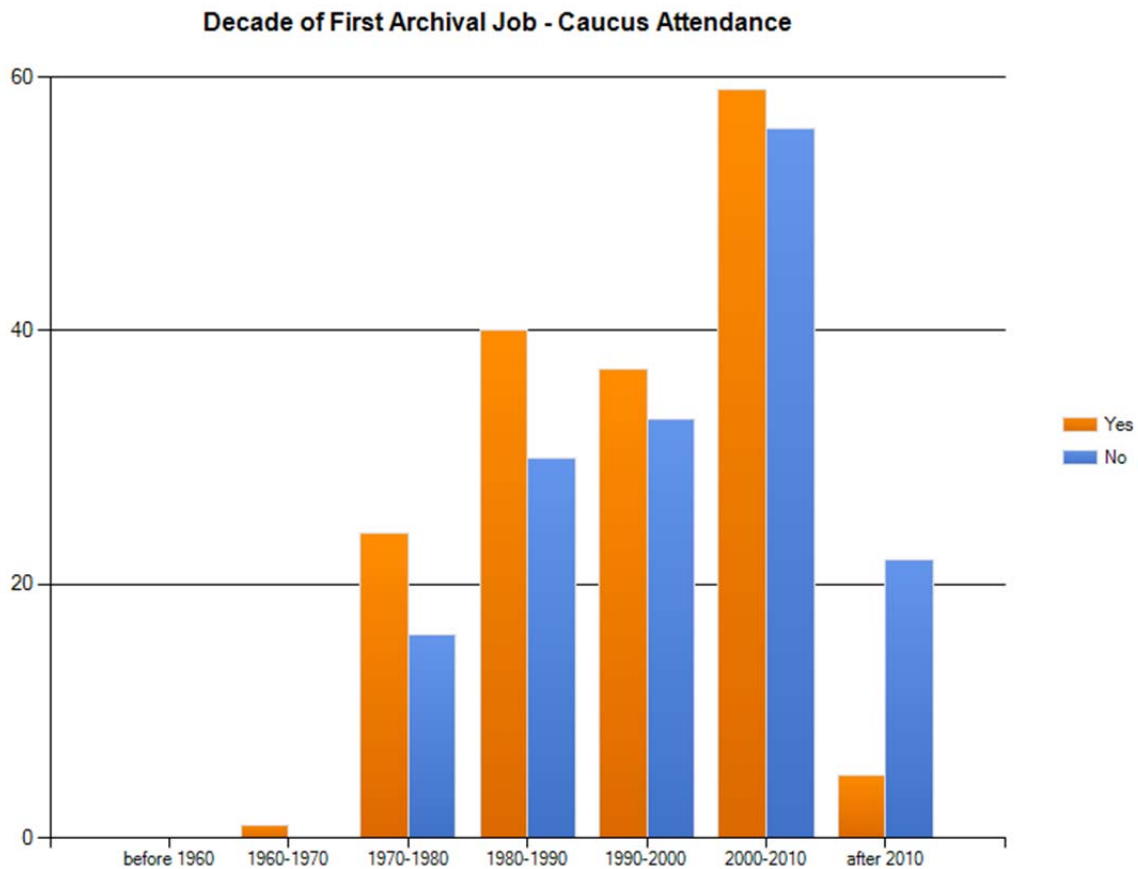


36.2% of the respondents (129) answered a free response question asking what they hoped to gain by attending state caucus meetings. The vast majority of these responses indicated that they look for networking opportunities and the updates/news from their state, including legislative activities affecting archives and information on collections that they can use for patron referrals. A few additional responses mentioned the value of facilities tours and collaborative projects.

<center>**Value and Participation in MARAC**</center>

- **Respondents find MARAC membership to be a good value.**

The majority of the survey takers responded that yes, MARAC programming helps them to perform their job duties (36.7%) or at least some of those duties (53.7%). Just 9.6% responded "no" to this question, and more respondents (45 versus 30) skipped this question than answered "no." An overwhelming number of the respondents (319, 99.1%) indicated that MARAC membership is a good value and would recommend membership to others who work in the field.

- **Variety of topics offered and geographic location most impact participation at meetings and workshops.**

When asked to rate the factors that affect their attendance at MARAC meetings or workshops, variety of topics and convenience of geographic location were both commonly cited as being "very important" (55.1% and 60.4% respectively). More cited informal networking opportunities and cost as being "somewhat important." 13 survey takers offered answers to the free response portion of this question, and the two biggest concerns regarding their ability to attend meetings or workshops were affordability and accessibility by public transit.

- **Respondents emphasized the importance of meetings, advocacy, and networking.**

Presented with a list of seven different MARAC programs and services, the three respondents cited most frequently as "very important" were meetings, advocacy, and networking. The newsletter, website, workshops, and scholarship programs were most often indicated to be "somewhat important."

68% of the respondent indicated that they have not held a leadership position within MARAC, and not surprisingly, respondents who began their first archival job more recently were less likely to have ever held a leadership position. Of those that indicated, yes, they had held an office or leadership position, the majority (63.6%) held this position for 1-5 years.


## Important Issues and Comments

**(Q37-40)**

- **Free response comments reflected respondents wide-ranging concerns, but a number of themes emerged.**

Three free response questions at the end of the survey (Q37-39) asked respondents, "What are the three most important issues that MARAC should address in the next 5 years?" There were a total of 519 useable comments, which were analyzed and grouped into categories. These categories, in order of magnitude are: **Electronic/Digital, Advocacy & Outreach, MARAC itself, Education, Jobs, Other, Funding, and Collaboration**. There is significant overlap between categories, and MARAC was often called on to provide leadership in these areas through facilitating contact between professionals, providing access to workshops and information sessions, and finding ways to represent its constituents to allied professions, the government, and the public.

## Free Response Summary
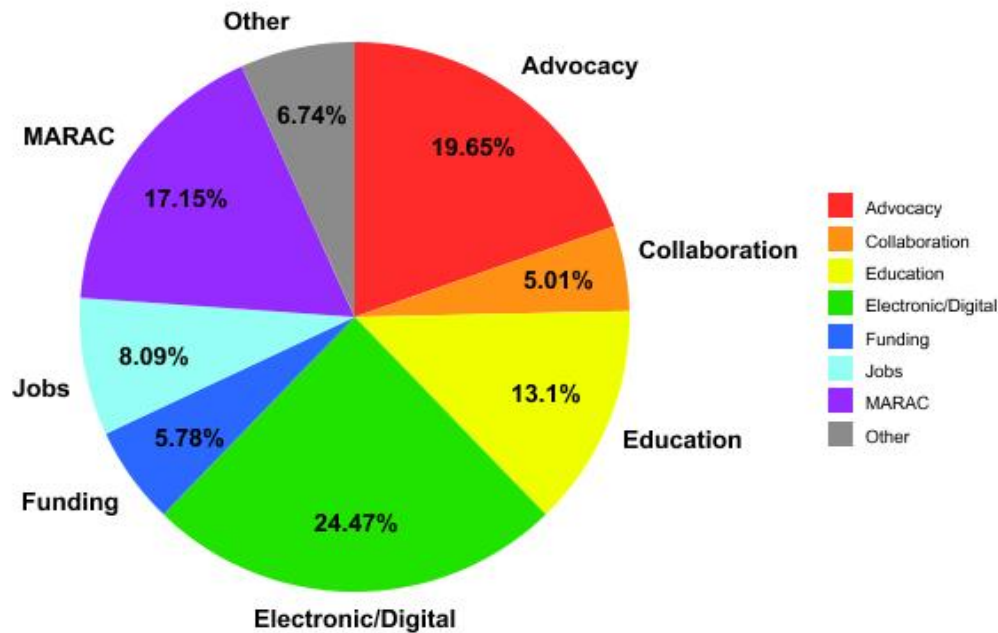


MARAC Member Survey 2012

**Electronic/Digital** (127 comments, 24.37%)

The phrase "electronic records management" is one of the most often recurring in the responses and refers to both born digital records and programs to digitize traditional analog resources.  The need for immediate action was frequently stressed, as the records will quickly become irretrievable; however, respondents noted that the requirements for dealing with such materials require fundamental changes to workflow and the nature of collections management.

Training will be vital to "combine working with both old formats and new ones, since many institutions will not be able to hire separate digital or media archivists."  Skills include appraisal, preservation of obsolete formats, and the ability to articulate your technical needs to IT staff and upper management. One respondent forcefully declares:

> Digital digital digital! Help people understand what needs to be done. Give them the skills. Hand-hold those who need it…but also look to giving some advanced workshops/discussion groups. Help people find others going through the same struggles with born digital content.

It is also reiterated that different institutions will have different needs, so such discussions should place "[e]mphasis on tailoring electronic records preservation to institutional conditions, needs, budgets."

The concerns for born digital record issues far exceed digitization programs, but they are still touched on in the responses.  A lengthier comment on this area asks for:

Guidelines for digitization - because not every collection can or should be fully digitized. We're telling people how to digitize things, but maybe we should teach them how to ask "Why am I digitizing this?"

**Advocacy & Outreach** (102 comments, 19.65%)

Advocacy & Outreach came in as the second-largest concern of participants. Advocacy was discussed both on behalf of the profession as a whole and within one's own organization. The situation at the Georgia State Archives was frequently invoked as a reason why advocacy was necessary. Many respondents specifically tied advocacy to funding, particularly at the state and federal level. Some asked that advocacy be extended on behalf of smaller or less prominent institutions, and several commenters supported broader community engagement, particularly with young people and in schools.

Technology's impact on outreach was described in both positive and negative ways. Institutions were encouraged to embrace its potential for reaching users in new ways. However, many were faced with the need to manage expectations about how much of their collections could reasonably be made available online.

Diversity was invoked in several contexts. Respondents wished for diversity in the profession, in archival holdings, and in the communities for which archivists focus outreach efforts.

**MARAC** (89 comments, 17.15%)

Many of the responses were less about the profession than about MARAC itself, specifically its organization and functions.

One of the most cited concerns was that MARAC remain affordable with regards to both its membership fees and conference registrations. Numerous respondents described little or no funding for professional development provided by their home institutions. Several requested broadening of MARAC's scholarship programs. Others questioned the need for two meetings, asked that the organization look into virtual participation in meetings or workshops, and called for greater geographic diversity of meeting locations.

Another concern which recurred was the need for MARAC to continue to grow, but still balance the needs of its diverse membership: new and seasoned professionals; small and large institutions; libraries, museums, or other types of cultural institutions. Several calls were made to offer greater support to new members, particularly to increase diversity, and to find better ways to encourage networking through technological means, such as social media, as well as to find ways of collaborating with other organizations. Additional suggestions included writing a new strategic plan and sponsoring a scholarly journal like the Midwest Archives Conference (MAC). Speaking to MARAC's identity, one respondent summarized:

Making sure the mission stays current and balanced with other archival professional organizations. There is a strong role for a regional association, but it may change based on what local groups or SAA does in the future. [W]e need to be nimble and focus on what we can do better than others.

New professionals were singled out by the respondents as most needing MARAC to provide resources. Generally this was described as mentoring, both broadly defined and to encourage organizational participation.

**Education** (68 comments, 13.1%)

Education applies to both graduate programs and continuing education, along with some general comments along the lines of "Making sure education keeps up with the changing field."

Those that addressed archival education had concerns about programs acting as "degree mills," leaving many graduates unemployed and/or depressing the job market. Others were unsure as to how a person would best prepare for a modern archival career: History, Library Science, Information Technology or some combination thereof.

By far, the largest group of education-related responses was concerned with access to continuing education, especially as it applied to broadening skill sets to handle new forms of records and standards of practice/systems (i.e. digital records, EAD, RDA, etc.). Of particular concern was the widening gap between institutions with resources to keep up with such changes and those that could not easily afford to do so, often "working at institutions with little to no other IT/professional support":

> Making sure that all archivists are up-to-speed on current practice and theory. This concerns me very much - the divide between practitioners seems to be deepening, and it does not reflect well on us as a whole.

There was also a call to focus on management training, both "employee management and project management":

> How to educate the mid-career archivist to be the leaders of the future. There is not much forward movement in the field and it is hard to get experience with these important skills.

**Jobs** (42 comments, 8.09%)

The Jobs category is very closely aligned with the Education category. While not about the nature of the educational preparation itself, many of the comments do pertain to the concern that there are "Too many graduates for two few jobs." Commenters also worried about low salaries, particularly because of the high cost of education. Related trends are "deprofessionalization" and "underemployment," often in temporary and/or grant-funded positions. In light of these concerns, there was a call to expose members to alternate careers in allied professions, such as records or information management, non-traditional settings, and free-lancing opportunities.

**Other** (35 comments, 6.74%)

While the "Other" category is a catchall for miscellaneous comments and concerns, there were a few small trends that appeared: disaster prevention, planning, and recovery; ethics; and security. Legal issues were most frequently addressed, specifically "copyright, privacy, confidentiality, donor relations." Concerns for the sustainability of small institutions, often with lone arrangers, were raised. Several wondered about standards and practices, particularly the impact of MPLP.

**Funding** (30 comments, 5.78%)

Funding impacts private and public institutions, as well as those both large and small.  In addition to direct budgetary concerns, respondents mentioned cuts in funding to granting agencies and other programs that support projects.  Many of the comments here directly echo the concerns in the Advocacy and Outreach section and the worries about exacerbating the divide between institutions.

**Collaboration** (26 comments, 5.01%)

Collaboration is defined at the level of the individual, organization, and the entire profession.

Responses indicated that cross-organizational cooperation is especially significant with increasingly limited resources.  It also makes possible regional digital repositories with common standards or combined catalogs.  This organizational collaboration also applies to MARAC itself, with several individuals suggesting the organization find ways to partner with SAA or other regional groups.

Several respondents took a broad view encouraging collaboration with libraries, museums, schools, businesses, and community groups.  The records management field was specifically invoked as a potential ally.

- **In the final question, which asked for additional comments, the vast majority of the responses were positive and congratulatory of MARAC's recent anniversary.**

MARAC was repeatedly described as a "bargain" compared to other archival organizations.  Respondents praised its regional focus and ability to foster networking opportunities.  One member explained: "Our emphasis on low-cost and new-professional / student-friendly environment is a 'best feature' for this organization."

- **Many of the critical comments clustered around issues of programming, both in terms of the content of programs and the structure of the program committee.**

Several individuals felt that the process of setting the biannual meeting programs was insufficiently transparent and suggestions were made to adopt more of an "open call" approach.  Others described the sessions themselves as "repetitive" and one respondent suggested: "I think we need to stretch outside of our comfort zones and include more innovative and advanced topics, perhaps bring in speakers from other regions to inject new energy and ideas into the organization.  I often enjoy the plenary sessions.  More interactive sessions, like THAT camp, and idea/brainstorming sessions might liven things up a bit."  Also related to the biannual meetings were concerns about hotel costs, especially when in more expensive cities, and ability to reach venues by public transportation.

- **A smaller cluster of commentary formed around the issue of communication either from the organization to the members or amongst the members themselves.**

Several members felt like the MARAC website was insufficiently updated, with the job listings specifically mentioned.  One member explained: "From the perspective of a new member and new archives professional, MARAC seems significantly less active than SAA.  The website, for instance, doesn't give the impression of people discussing issues, advertising events, etc.  Perhaps that isn't needed
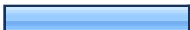
by the group because other organizations like SAA fill that gap. It just seems odd to have such an empty-seeming events calendar and a rarely-used blog. What about a weekly or monthly digest email?" Several respondents felt that the organization did not sufficiently convey how people could get involved. One person suggested: "Maybe to get more people involved in service positions, MARAC could put a flyer in the registration packet that briefly explains some of the open roles for both the volunteer and upcoming elected positions?"


## MARAC at 40
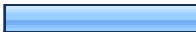
The 2012 membership survey provides a wealth of information to guide the future of the organization, and the results highlight a number of areas for discussion and attention. Respondents overwhelmingly value the opportunities for education and networking membership provides but continued affordability will be critical. MARAC will have to address the needs of a demographically shifting membership and encourage the involvement of members representing a variety of work situations and years in the profession. Advocacy emerges as a common concern, second only to training and guidance for dealing with new technologies and electronic records.

MARAC at 40 shows tremendous potential for growth and improvement, and the 2012 membership survey demonstrates that there is no shortage of ideas to set the course for the next 40 years.

# MARAC membership survey 2012

## 1. Which category below includes your age?

|  | | Response Percent | Response Count |
|---|---|---|---|
| 18-20 | | 0.0% | 0 |
| 21-29 | | 11.0% | 39 |
| 30-39 | | 23.1% | 82 |
| 40-49 | | 21.4% | 76 |
| **50-59** | | **27.3%** | **97** |
| 60 or older | | 17.2% | 61 |
| | answered question | | 355 |
| | skipped question | | 1 |

## 2. What is your gender?

|  | | Response Percent | Response Count |
|---|---|---|---|
| **Female** | | **71.2%** | **252** |
| Male | | 28.8% | 102 |
| | answered question | | 354 |
| | skipped question | | 2 |

## 3. Please select the racial group(s) that best describes your race/ethnicity.

| | | Response Percent | Response Count |
|---|---|---|---|
| African-American | | 3.7% | 13 |
| Latino or Hispanic | | 0.9% | 3 |
| Asian | | 1.1% | 4 |
| **White/Caucasian** | | **94.3%** | **328** |
| Native American | | 0.0% | 0 |
| Pacific Islander | | 0.0% | 0 |
| Other (please specify) | | | 3 |
| | answered question | | 348 |
| | skipped question | | 8 |

## 4. Is archives your first career?

| | | Response Percent | Response Count |
|---|---|---|---|
| **Yes** | | **52.7%** | **183** |
| No | | 47.3% | 164 |
| | answered question | | 347 |
| | skipped question | | 9 |

## 5. In what decade did you begin your first archival job?

| | | Response Percent | Response Count |
|---|---|---|---|
| before 1960 | | 0.0% | 0 |
| 1960-1970 | | 0.3% | 1 |
| 1970-1980 | | 12.8% | 44 |
| 1980-1990 | | 20.7% | 71 |
| 1990-2000 | | 20.7% | 71 |
| **2000-2010** | | **36.4%** | **125** |
| after 2010 | | 9.0% | 31 |
| | **answered question** | | **343** |
| | **skipped question** | | **13** |

## 6. Please indicate your latest total annual salary

| | | Response Percent | Response Count |
|---|---|---|---|
| Less than $20,000 | | 3.5% | 12 |
| $20,000-$29,999 | | 5.5% | 19 |
| $30,000-$39,999 | | 10.8% | 37 |
| **$40,000-$49,999** | | **18.6%** | **64** |
| $50,000-$59,999 | | 16.0% | 55 |
| $60,000-$69,999 | | 11.9% | 41 |
| $70,000-$79,999 | | 8.4% | 29 |
| $80,000-$89,999 | | 4.4% | 15 |
| $90,000-$99,999 | | 4.4% | 15 |
| $100,000 and over | | 9.3% | 32 |
| Rather not say | | 7.3% | 25 |
| | | **answered question** | **344** |
| | | **skipped question** | **12** |

## 7. Please indicate if you currently are (check all that apply):

| | | Response Percent | Response Count |
|---|---|---|---|
| **Working as an archivist or manuscript curator** | | **69.5%** | **228** |
| Managing a program that employs archivists | | 18.9% | 62 |
| Retired from employment as an archivist | | 4.6% | 15 |
| Teaching in a graduate archival education program | | 4.9% | 16 |
| Studying to be an archivist | | 4.0% | 13 |
| Working in another profession or occupation, but with archives-related responsibilities | | 13.4% | 44 |
| Working as a technical or support staff member with archives-related responsibilities | | 5.8% | 19 |
| Administering a program serving archival interests but not working directly with archival records (e.g., granting agency, education provider, professional association) | | 3.0% | 10 |
| Consultant | | 7.0% | 23 |
| Other (please specify) | | | 40 |

| | |
|---|---|
| answered question | 328 |
| skipped question | 28 |

## 8. Which of the following best describes your current employment status?

| | | Response Percent | Response Count |
|---|---|---|---|
| **Employed, full time** | | **81.5%** | **278** |
| Employed, part time | | 9.4% | 32 |
| Temporary | | 1.8% | 6 |
| Grant-funded | | 2.3% | 8 |
| Unemployed, seeking full-time work | | 1.2% | 4 |
| Unemployed, seeking part-time work | | 0.0% | 0 |
| Retired | | 2.1% | 7 |
| Volunteer | | 0.9% | 3 |
| Student | | 0.9% | 3 |
| Other (please specify) | | | 11 |

| | |
|---|---|
| **answered question** | **341** |
| **skipped question** | **15** |
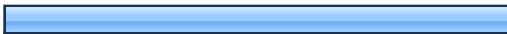
## 9. Which of the following best describes your current employer?

| | | Response Percent | Response Count |
|---|---|---|---|
| **Academic institution** | | **43.3%** | **140** |
| Government agency | | 21.7% | 70 |
| Nonprofit organization | | 8.4% | 27 |
| For-profit organization | | 5.0% | 16 |
| Self employed | | 1.2% | 4 |
| Archives/Historical Society | | 7.1% | 23 |
| Records Management | | 0.0% | 0 |
| Library (incl. state/public) | | 8.4% | 27 |
| Museum | | 4.3% | 14 |
| Historic site or house | | 0.6% | 2 |
| Other (please specify) | | | 31 |

| | |
|---|---|
| **answered question** | **323** |
| **skipped question** | **33** |
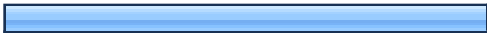
## 10. With which of the following kinds of records do you work? (Select all that apply)

| | | Response Percent | Response Count |
|---|---|---|---|
| Textual records (e.g., documents, manuscripts, paper files, journals) | | 87.2% | 293 |
| Still images and graphic materials | | 78.3% | 263 |
| Moving images | | 47.3% | 159 |
| Sound recordings | | 52.7% | 177 |
| Electronic records | | 56.3% | 189 |
| Cartographic or architectural records | | 50.3% | 169 |
| Artifacts | | 53.6% | 180 |
| Do not work directly with archival records | | 9.8% | 33 |
| Other (please specify) | | | 17 |
| answered question | | | 336 |
| skipped question | | | 20 |

## 11. Which major activity or activities do you perform at work? (Select all that apply.)

| | Response Percent | Response Count |
|---|---|---|
| reference | 75.9% | 230 |
| processing | 75.9% | 230 |
| appraisal | 53.8% | 163 |
| accessioning | 56.8% | 172 |
| education | 49.2% | 149 |
| exhibits | 49.5% | 150 |
| preservation | 55.8% | 169 |
| Other (please specify) | | 73 |

| | |
|---|---|
| answered question | 303 |
| skipped question | 53 |
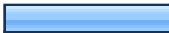
**12. Please indicate ALL of the degrees you hold. If you hold a second BA/BS, MA/MS, etc., please enter it in the box next to "Other." (Select all that apply)**

|  | | Response Percent | Response Count |
|---|---|---|---|
| High school | | 72.4% | 244 |
| Associate | | 9.5% | 32 |
| **BA/BS/BFA** | | **87.2%** | **294** |
| MA/MS/MFA | | 57.3% | 193 |
| MLS/MLIS | | 62.6% | 211 |
| MBA | | 0.9% | 3 |
| PhD | | 6.8% | 23 |
| JD | | 0.6% | 2 |
| None of the above | | 0.0% | 0 |
| | Other (please specify) | | 37 |

| | |
|---|---|
| **answered question** | **337** |
| **skipped question** | **19** |

**13. How much financial support did you receive from your employer last year for continuing education and professional development (e.g., workshops, seminars, conferences, association meetings)?**

| | | Response Percent | Response Count |
|---|---|---|---|
| **None** | | **20.8%** | **69** |
| Less than $250 | | 11.7% | 39 |
| $250 to $500 | | 11.1% | 37 |
| $500 to $999 | | 16.9% | 56 |
| $1,000 to $1,499 | | 18.1% | 60 |
| $1,500 to $1,999 | | 8.4% | 28 |
| $2,000 or more | | 10.2% | 34 |
| Rather not say | | 2.7% | 9 |
| | | answered question | 332 |
| | | skipped question | 24 |

**14. If your employer does not provide full funding for continuing education, how much are you willing to contribute to professional development activities yourself (per year)?**
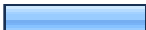
|  |  | Response Percent | Response Count |
|---|---|---|---|
| Less than $250 |  | 24.6% | 80 |
| **$250 to $500** |  | **32.6%** | **106** |
| $500 to $999 |  | 13.2% | 43 |
| $1,000 to $1,499 |  | 4.9% | 16 |
| $1,500 to $1,999 |  | 1.8% | 6 |
| $2,000 or more |  | 2.8% | 9 |
| Employer provides full funding |  | 12.3% | 40 |
| Rather not say |  | 7.7% | 25 |
|  | answered question |  | 325 |
|  | skipped question |  | 31 |

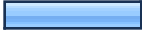## 15. When seeking learning opportunities how much of a barrier is each of the following?

|  | Not at all a barrier | Somewhat a barrier | Very much a barrier | Don't know | Rating Average | Response Count |
|---|---|---|---|---|---|---|
| Distance (too far to travel, nothing available locally) | 9.6% (32) | **50.3% (168)** | 39.8% (133) | 0.3% (1) | 2.30 | 334 |
| Cost | 5.4% (18) | **50.8% (169)** | 43.8% (146) | 0.0% (0) | 2.38 | 333 |
| Time away from work | 34.5% (113) | **46.3% (152)** | 18.9% (62) | 0.3% (1) | 1.84 | 328 |
| Time away from family/home | **47.3% (155)** | 38.4% (126) | 14.3% (47) | 0.0% (0) | 1.67 | 328 |
| Lack of employer support | **51.4% (170)** | 34.1% (113) | 13.9% (46) | 0.6% (2) | 1.61 | 331 |
| Lack of courses relevant to my needs | 32.3% (105) | **48.3% (157)** | 16.6% (54) | 2.8% (9) | 1.79 | 325 |

| | |
|---|---|
| Other (please specify) | 5 |

| | |
|---|---|
| **answered question** | **334** |
| **skipped question** | **22** |

**16. If you think you will undertake some training, which of the following would you most like to learn more about in the next 5 years? (Select up to 10 responses)**

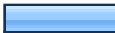| | | Response Percent | Response Count |
|---|---|---|---|
| Acquisition and appraisal | | 14.7% | 48 |
| Arrangement | | 10.4% | 34 |
| Cataloging | | 17.2% | 56 |
| Conservation | | 16.0% | 52 |
| Copyright | | 32.8% | 107 |
| Description | | 13.8% | 45 |
| Digital/media asset management | | 56.1% | 183 |
| Digitization | | 36.2% | 118 |
| Disaster preparedness/recovery | | 14.1% | 46 |
| Donor relations | | 9.8% | 32 |
| EAD (Encoded Archival Description) | | 25.5% | 83 |
| **Electronic records – appraisal, accessioning, description, access** | | **61.7%** | **201** |
| Electronic records – preservation and storage | | 60.1% | 196 |
| Ethics | | 3.4% | 11 |
| Ethnic and minority archives | | 6.1% | 20 |
| Exhibits | | 16.9% | 55 |
| Fundraising/Grants | | 25.2% | 82 |
| Information management | | 16.0% | 52 |
| Legal & Privacy | | 27.3% | 89 |
| Management of cultural institutions | | 13.8% | 45 |

| | | | |
|---|---|---|---|
| Metadata | | 32.5% | 106 |
| Micrographics/reformatting | | 4.0% | 13 |
| Moving images (film, video) | | 18.4% | 60 |
| Outreach/public relations | | 23.3% | 76 |
| Preservation | | 22.1% | 72 |
| Publications | | 6.1% | 20 |
| Records management | | 27.3% | 89 |
| Reference and access | | 14.7% | 48 |
| Security | | 11.7% | 38 |
| Sound recordings | | 9.5% | 31 |
| Tribal archives | | 2.5% | 8 |
| Visual materials (architectural records, cartographic materials, and still photos) | | 21.2% | 69 |
| Web site creation/management | | 26.1% | 85 |
| Other (please specify) | | | 18 |

| | |
|---|---|
| **answered question** | **326** |
| **skipped question** | **30** |

## 17. Do you belong to any other Archival Associations, Records Management, Historical, or Library Associations?

|  | | Response Percent | Response Count |
|---|---|---|---|
| Council of State Historical Records Coordinators | | 1.2% | 3 |
| **Society of American Archivists** | | **86.1%** | **216** |
| Academy of Certified Archivists | | 20.3% | 51 |
| Organization of American Historians (OAH) | | 4.4% | 11 |
| American Historical Association (AHA) | | 2.8% | 7 |
| National Council on Public History (NCPH) | | 2.4% | 6 |
| ARMA International | | 5.2% | 13 |
| American Library Association (ALA) | | 23.9% | 60 |
| Other (please specify) | | | 109 |

| | | |
|---|---|---|
| **answered question** | | **251** |
| **skipped question** | | **105** |

## 18. Does your employer pay for membership in your professional associations?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes – individual membership only | | 16.4% | 52 |
| Yes – institutional membership only | | 5.3% | 17 |
| Yes – individual and institutional members | | 5.0% | 16 |
| **No** | | **72.0%** | **229** |
| Don't know | | 1.3% | 4 |
| | Other (please specify) | | 21 |

| | |
|---|---|
| answered question | 318 |
| skipped question | 38 |

## 19. How important were the following in your decision to join MARAC?

| | Not at all important | Somewhat important | Extremely important | Rating Average | Response Count |
|---|---|---|---|---|---|
| Networking with other professionals | 1.5% (5) | 30.8% (102) | **67.7% (224)** | 2.66 | 331 |
| Continuing education | 4.6% (15) | 44.1% (145) | **51.4% (169)** | 2.47 | 329 |
| Career advancement | 23.9% (77) | **54.3% (175)** | 21.7% (70) | 1.98 | 322 |
| Conferences /meetings | 1.5% (5) | 39.9% (131) | **58.5% (192)** | 2.57 | 328 |
| Publications | 28.2% (92) | **57.7% (188)** | 14.1% (46) | 1.86 | 326 |
| Keeping abreast of news in the field | 5.1% (17) | 43.1% (143) | **51.8% (172)** | 2.47 | 332 |
| My commitment to the profession | 2.8% (9) | 38.0% (124) | **59.2% (193)** | 2.56 | 326 |
| | | | Other (please specify) | | 6 |

| | |
|---|---|
| answered question | 334 |
| skipped question | 22 |

## 20. Would you like to see MARAC continue to hold meetings with affiliated groups?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes, as long as the cost is nearly the same | | **79.8%** | **265** |
| Yes, even if the conference costs more | | 19.0% | 63 |
| No | | 1.2% | 4 |
| | answered question | | 332 |
| | skipped question | | 24 |

## 21. How often do you attend a MARAC pre-conference workshop?

| | | Response Percent | Response Count |
|---|---|---|---|
| Every conference | | 2.1% | 7 |
| Every other conference | | 5.4% | 18 |
| **Occasionally** | | **46.4%** | **155** |
| Have not, but might in the future | | 31.7% | 106 |
| Never | | 13.8% | 46 |
| Rather not say | | 0.6% | 2 |
| | answered question | | 334 |
| | skipped question | | 22 |

## 22. Do you buy MARAC publications or download them?

| | | Response Percent | Response Count |
|---|---|---|---|
| Buy | | 7.8% | 26 |
| Download | | 30.4% | 101 |
| Both | | 13.9% | 46 |
| **Neither** | | **47.9%** | **159** |
| | answered question | | 332 |
| | skipped question | | 24 |

## 23. Is the Mid-Atlantic Archivist (MAA) content valuable to you?

| | | Response Percent | Response Count |
|---|---|---|---|
| **Yes** | | **85.6%** | **274** |
| No | | 14.4% | 46 |
| | answered question | | 320 |
| | skipped question | | 36 |

## 24. What do you find valuable? What is not valuable?

| | Response Count |
|---|---|
| | 121 |
| answered question | 121 |
| skipped question | 235 |

## 25. What kind of content would you like to see in the MAA?

| | Response Count |
|---|---|
| | 78 |
| answered question | 78 |
| skipped question | 278 |

## 26. Do you attend state caucus meetings?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes | | 50.9% | 166 |
| No | | 49.1% | 160 |
| | answered question | | 326 |
| | skipped question | | 30 |

## 27. What do you gain (or hope to gain) by attending the state caucus meetings?

| | Response Count |
|---|---|
| | 129 |
| answered question | 129 |
| skipped question | 227 |

**28. Please select the three workshop topics that you would be most interested in seeing offered in your area: (Select up to three from the list. If not on list, please name. )**
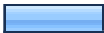
| | | Response Percent | Response Count |
|---|---|---|---|
| Appraisal | | 10.7% | 34 |
| Arrangement | | 7.5% | 24 |
| Cataloging | | 11.0% | 35 |
| Reference/Use | | 11.6% | 37 |
| **Media/Digital Asset Management** | | **46.7%** | **149** |
| Accompanying Documentation | | 4.4% | 14 |
| Fundraising/Grants | | 17.6% | 56 |
| Copyright | | 26.0% | 83 |
| History of Technology | | 5.0% | 16 |
| Outreach | | 16.6% | 53 |
| New Preservation Technology | | 28.5% | 91 |
| Digitizing Film/Video | | 15.7% | 50 |
| Preservation Planning | | 11.9% | 38 |
| Disaster Recovery | | 6.9% | 22 |
| Digital Restoration | | 16.3% | 52 |
| Obsolete Formats | | 20.7% | 66 |
| New Formats | | 21.9% | 70 |
| None | | 0.9% | 3 |
| Don't know | | 2.2% | 7 |
| Other (please specify) | | | 45 |
| | **answered question** | | **319** |
| | **skipped question** | | **37** |

## 29. If MARAC were to offer a full-day workshop on one of your chosen topics in your area, what is the most you would be willing to pay to help cover the costs for such a program?

| | | Response Percent | Response Count |
|---|---|---|---|
| $0 - $100 | | 38.2% | 124 |
| **$101 - $150** | | **39.4%** | **128** |
| $151 - $200 | | 14.5% | 47 |
| $201 or more | | 3.1% | 10 |
| Unsure | | 4.9% | 16 |
| | answered question | | 325 |
| | skipped question | | 31 |

## 30. Does the educational programming offered by MARAC help you to better perform your job duties?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes | | 36.7% | 114 |
| **Some** | | **53.7%** | **167** |
| No | | 9.6% | 30 |
| | answered question | | 311 |
| | skipped question | | 45 |

## 31. How important are the following in determining your attendance at MARAC meetings or workshops?

|  | Not important | Somewhat important | Very important | Rating Average | Response Count |
|---|---|---|---|---|---|
| Variety of topics | 4.3% (14) | 40.6% (132) | **55.1% (179)** | 2.51 | 325 |
| Informal networking opportunities | 14.2% (46) | **52.6% (170)** | 33.1% (107) | 2.19 | 323 |
| Convenience of geographic location | 2.8% (9) | 36.8% (120) | **60.4% (197)** | 2.58 | 326 |
| Cost | 7.3% (23) | **50.2% (159)** | 42.6% (135) | 2.35 | 317 |
| Other (please specify) | | | | | 13 |
| answered question | | | | | 326 |
| skipped question | | | | | 30 |

## 32. How important are the following MARAC programs or services?

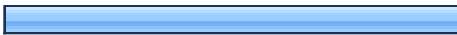|  | Not important | Somewhat important | Very important | Rating Average | Response Count |
|---|---|---|---|---|---|
| Meetings | 3.8% (12) | 35.0% (112) | **61.3% (196)** | 2.58 | 320 |
| Newsletter | 11.8% (38) | **57.3% (184)** | 30.8% (99) | 2.19 | 321 |
| Website | 8.4% (27) | **56.4% (181)** | 35.2% (113) | 2.27 | 321 |
| Workshops | 5.3% (17) | **57.3% (185)** | 37.5% (121) | 2.32 | 323 |
| Advocacy on archival issues | 5.0% (16) | 42.0% (133) | **53.0% (168)** | 2.48 | 317 |
| Scholarship programs | 25.3% (79) | **47.8% (149)** | 26.9% (84) | 2.02 | 312 |
| As a networking resource | 5.1% (16) | 39.7% (124) | **55.1% (172)** | 2.50 | 312 |
| Other (please specify) | | | | | 1 |
| answered question | | | | | 325 |
| skipped question | | | | | 31 |

## 33. Do you consider your membership to be a good value and if so, would you recommend MARAC to other who work in the field?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes | | 99.1% | 319 |
| No | | 0.9% | 3 |
| | answered question | | 322 |
| | skipped question | | 34 |

## 34. If no, why not?

| | Response Count |
|---|---|
| | 5 |
| answered question | 5 |
| skipped question | 351 |

## 35. Have you ever held an office or other leadership position within MARAC?

| | | Response Percent | Response Count |
|---|---|---|---|
| Yes | | 32.0% | 105 |
| No | | 68.0% | 223 |
| | answered question | | 328 |
| | skipped question | | 28 |

## 36. If yes, please indicate number of years you held an office or leadership position in MARAC

| | | Response Percent | Response Count |
|---|---|---|---|
| Less than 1 year | | 9.3% | 10 |
| **1 year to 5 years** | | **63.6%** | **68** |
| 5 years to 10 years | | 19.6% | 21 |
| 10 years to 15 years | | 4.7% | 5 |
| 15 years to 20 years | | 1.9% | 2 |
| More than 20 years | | 0.9% | 1 |
| | answered question | | 107 |
| | skipped question | | 249 |

## 37. Important Issue 1

| | Response Count |
|---|---|
| | 201 |
| answered question | 201 |
| skipped question | 155 |

## 38. Important Issue 2

| | Response Count |
|---|---|
| | 184 |
| answered question | 184 |
| skipped question | 172 |

## 39. Important Issue 3

|  | Response Count |
|---|---|
|  | 139 |
| answered question | 139 |
| skipped question | 217 |

## 40. Do you have any other comments?

|  | Response Count |
|---|---|
|  | 78 |
| answered question | 78 |
| skipped question | 278 |

Nominations & Elections Committee Report

MARAC Steering Committee Meeting
Baltimore, MD

July 26, 2013

Appreciation is extended to the outgoing N&E Committee for their outstanding service on behalf of MARAC over the past year.  A sincere thank you is also offered to former leader Ms. Kira Dietz (Virginia Tech) in particular for her guidance on operations and transition protocols.

Following the Spring MARAC Erie Conference, the 2013-14 N&E Committee has been formalized and consists of elected representatives Mr. Dan Horvath (Carnegie Mellon University) and Ms. Jenny Kinniff (George Washington University) along with myself.  Mr. Dan Linke (Princeton University) and Ms. Tammy Hamilton (Hershey Community Archives) have also been appointed to this body by current MARAC Chair Mr. John LeGloahec.  Mr. Matt Strauss (Senator John Heinz Historical Center), the MARAC Webmaster will serve as an ex-officio member.

A brief timeline and introductory message to the committee was sent to the membership in June. Plans are being made for a more intensive exchange of information and assignment choices beginning in late August and early September.

Minor edits were made to the existing Nominations & Elections operations manual in early July as part of an integrated MARAC master guidebook being worked upon by Mr. Ed Galloway, Chair Emeritus.


Respectfully Submitted By
Alan Delozier
Chair

Date:   24 July 2013

To:     Members of the MARAC Steering Committee
From:   Heidi N. Abbey, Chair, MARAC Outreach Committee
Re:     Summary of MARAC Outreach Committee Activities (May-July 2013) for the Summer Steering Committee Meeting, Baltimore, Maryland


On May 21, 2013, I was appointed the new Chair of the MARAC Outreach Committee through Spring 2015.  Members of the committee including the following:

Heidi N. Abbey, Chair
Natalie Baur
Sarah Malcolm
Lori Birrell
Barbara Anne Beaucar
Valerie Wingfield
Elizabeth Scott
John LeGloahec, Ex-Officio and MARAC Chair
Jennifer McDaid, At-Large Steering Committee Members

Since May, I have spent the majority of my efforts working with Tammy Hamilton, a former member of the Outreach Committee, to assume management and maintenance of the MARAC Blog.  Regular blog posts have been made to keep the content current and have largely focused on informing blog readers about MARAC activities, including hiring a new MARAC Administrator.  Work is in progress to update the blog with short biographies of new committee members.  I also submitted information about the Outreach Committee, including user and submission guidelines for the MARAC Blog, to Ed Galloway for the MARAC Operations Manual.

While the Outreach Committee has not yet held a formal meeting, plans are in development to convene current as well as new members via a telephone conference call later this summer and a meet-up during the Fall MARAC Meeting in Philadelphia this November.

Committee goals for 2013-2014 will include selecting a theme for "Archives Month," further developing the MARAC Blog and working with members of the Philadelphia Local Arrangements and Program Committees to advertise the Fall MARAC Meeting, collaborating with SAA and other regional archives organizations, and developing new goals, objectives and strategies for promoting MARAC.

I look forward to working with the members of the Outreach Committee over the next two years to further advocate for MARAC and the archives profession.

**Publications Committee Report**
**Steering Committee Meeting**
**Baltimore, MD**
**July 26, 2013**

*Mid-Atlantic Archivist*
The Summer issue of the MAA will be published shortly. Michael Martin, MAA editor, reports that we received longer and additional content as we requested. This is great; however, editing is taking a bit longer than usual.  The deadline for the Summer Issue is August 15.

**Technical Leaflets**
Maureen Cech, Technical Leaflet's editor, reports the following are in various stages of draft form:
1. Bill Carpenter is still in the drafting stages of Technical Leaflet #7.
2. Jason Byrd and Leah Richardson are still in the drafting stages on the archival outreach and instruction leaflet.
3. She is in the process of editing Dale Patterson's draft leaflet on religious archives.

**MARAC Operations Manual**
While editing the job description for the MAA Editor, I realized that we did not have job descriptions for the Advertising and Technical Leaflets Editors. With assistance from Maureen Cech and Ilhan Citak, we now have job descriptions for both positions.

**Committee Membership**
Kathryn Puerini was appointed to the committee. Maureen Cech, Ilhan Citak, and Iren Snavely were re-appointed.


Respectfully submitted,
Sharmila Bhatia
Chair, Publications Committee