



ACA News

The Newsletter of the Academy of Certified Archivists Issue 57 Spring 2007

President's Message

Cindy Smolovik, CA

National Archives and Records Administration
Southwest Region



In the Thick of Things

The Academy's busiest season is now! Petitions for taking the exam and certification maintenance are rolling in, election ballots are on their way and regional meetings, where ACA literature is distributed and the traveling information exhibit boards are on display, are coming up fast.

The Exam Development Committee and Board of Regents held meetings March 9th - 11th at the new National Archives and Records Administration Federal Records Center in Ft. Worth, Texas. The Academy was the first professional organization to utilize the meeting space in the new records center. Special thanks to Preston Huff, CA, Regional Administrator, and Leonard Harmon, Jr., Director of Records Center Operations, for hosting the meeting.

The following issue was brought to the board by a member who contacted Vice President Judith Cetina, CA. As members of ACA progress in their careers, they often are promoted into institutional administration, such as Library Dean. Many of these members would like to continue supporting ACA by retaining the CA designation and paying dues; however, their current job duties may not qualify them for the forty points toward Certification Maintenance currently available for archival employment; furthermore, they do not meet the retired qualification for *emeritus* status.

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Academy of Certified Archivists
90 State Street, Suite 1009
Albany, NY 12207
Phone: (518) 463-8644
Fax: (518) 463-8656
www.certifiedarchivists.org

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President's Message

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At the March 12, 2007 Board Meeting, the Officers and Regents felt that there should be some level of membership and/or points for Certification Maintenance to allow these members to continue to support the Academy. A task force, chaired by Regent for Exam Administration Connell Gallagher, CA, with *ad hoc* members Judy Cetina and Shelly Croteau, CA, Regent for Certification, was formed to study the issue and make recommendations to the board at its next meeting in August. Other members of the task force are being sought out now. If you have any interest in the work of this task force please contact Connell or me. Excerpts from the Board Meeting minutes as well as additional information on the task force are provided in the "Officers and Board News" section in this issue of *ACA News*.

We have had several inquiries regarding the possibility of on-line or other computer based testing. The board is



Photograph courtesy of Lynn Smith

Earlier this year Preston Huff, CA, Regional Administrator for the Southwest Region of NARA led Mid-Winter meeting attendees on a tour of the new NARA Records Center in Ft. Worth, Texas

(L-R: Steve Grandin (ACA Secretariat), Regent for Exam Administration Connell Gallagher, Huff, and Treasurer Dick Dickerson)

investigating the security and administrative issues involved in this type of testing. This is not something we are capable of doing at this time, but we recognize that long term potential and will continue to explore this option.

The Academy will have several events in conjunction with the Society of American Archivists annual meeting to be held in Chicago this coming August. We will once again be offering the Item Writing Workshop. This is a great opportunity for insight into the exam development process. Anyone interested in taking part in this workshop should contact our current Regent for Exam Development, Brenda Gunn, CA. We will also be hosting an open forum again this year to provide a chance to talk to ACA Officers and Regents. The annual business meeting will be held on the evening of August 30th and will be followed by a reception. Members and non-members are invited, so please come and bring your friends and colleagues. The reception format seems to be a more economical and popular way to hold our annual business meeting and to visit with each other afterwards.

Finally, I would like to thank all of you for the opportunity to represent and serve the Academy.

Cindy Smolovik, President, ACA

Archival Solidarity

This article is an edited excerpt from a presentation made by Trudy Huskamp Peterson, CA, at the XIV Brazilian Congress on Archival Science held in Rio de Janeiro, Brazil in April, 2006. Her presentation drew in part on her experience as ACA representative to the International Council on Archives. For more information on the role of Academy of Certified Archivists in ICA, see the box insert on Page 4 of this issue. More information on the XIV Brazilian Congress can be found at the following URL: <http://www.aab.org.br/congresso.swf>.

When archivists talk about records, we say, “The whole is greater than the sum of its parts.” We mean that the information you get by reading all the records of a file or *fonds* gives you a much better and more complete picture of the activity that generated the record than reading any single document. We even go so far as to say there is an “archival bond” between the documents in a file that helps us to understand their meaning.

Those concepts could just as easily and just as appropriately be applied to professional organizations. We archivists are stronger as we work together: our whole voice as a profession is stronger than our individual voices. Archivists in association can say things and do things that no archivist could do alone; moreover, as a former Acting Archivist of the United States, I can tell you that there are times that a government archivist cannot say things but a professional association can. Furthermore, as we work together in professional associations, we create professional bonds, not unlike the archival bonds we know in our records. These reassure us that we are not describing alone or making difficult access decisions alone or struggling with ethical issues alone.

Today I want to talk about four ways in which professional archival associations support each other and the profession at large: setting standards, providing professional credentials, providing training opportunities, and publishing

professional literature. First, however, let me begin by describing the most inclusive of the international archival organizations—the International Council on Archives.

International Council on Archives

The International Council on Archives (ICA) was established in 1948, principally to assist European archives to recover from the immense damage and destruction of World War II. Headquartered in Paris, it initially was an organization of national archives only, and even today the national archives are the principal sources for funds for the organization. Over the decades, professional associations became members, as did non-national archives and individuals. Today its stated mission is “to promote the management and use of records and archives and the preservation of the archival heritage of humanity around the world, through the sharing of experiences, research and ideas on professional archival and records management matters and on the management and organization of archival institutions.”

ICA consists of regional branches, each with a chair and secretary and board, and of sections made up of members sharing a common professional interest. One of these interest groups is the Section of Records Management and Archival Professional Associations (SPA), to which every

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Archival Solidarity

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professional archival association in the world is encouraged to belong. Within SPA is a sub-group called “Archival Solidarity,” formed in 2000 with the aim of promoting cooperation to “facilitate and inspire international development projects to benefit archives and archivists” — essentially a communication effort.

The highest decision-making body in ICA is the Annual General Meeting of its members. Between the annual meetings an Executive Board manages the ICA. The Board consists of the chairs of the regions and the sections, plus an elected president, vice presidents and a treasurer. A subgroup of the Board, called the Management

Commission, manages decisions between Board meetings. ICA has a tiny paid staff of four people in the Paris office, and it relies on the voluntary

contributions of its members (both in time and funds) to carry out programs and projects.

ICA holds a worldwide general congress every four years; the next one is in 2008 at Kuala Lumpur. In the three years between the con-

gresses it holds a roundtable, known by its acronym CITRA, for national archivists and heads of sections. ICA is the official representative of the archival profession to UNESCO and a member of the Coordinating Council of Audiovisual Archives Associations and other coordinating bodies in the field of heritage and culture.

Standards

As we discuss standards, it is worth remembering how very far we as an archival profession have come in the last fifteen years. Taking the list of functions generally agreed to be

part of the archival horizon, we have, in order of activity: Records management; Appraisal and

ACA and the ICA

All professional organizations that are members of ICA are automatically members in its Section of Professional Associations (SPA). The work of SPA is guided by a Steering Committee of about 15 persons. Currently two ACA members are on the Steering Committee: Trudy Huskamp Peterson, CA, represents ACA and Shelley Sweeney, CA, represents the Canadian archival associations. The Steering Committee decides on projects that SPA will undertake on behalf of associations around the world. For example, the ICA Code of Ethics was the result of an initiative by SPA and SPA actively promotes its translation into as many language as possible — Karen Benedict, CA, has been deeply involved in this effort.

The Archival Solidarity initiative was fostered by members of SPA, and SPA is currently considering what other projects might be undertaken, such as a model records schedule for the records of archival associations. SPA member associations have been very interested in the ACA certification program, and Jim Byers, CA, spoke on it at an ICA congress in Poland last year. The national archives of Spain is hosting a conference on the future of archival associations to be held in Madrid in 2007, and ACA will once again be on the program to talk about the contribution that certification can make to the archival profession.

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Archival Solidarity

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scheduling; Accessioning; Arrangement and description; Access review; and Reference service. (I have omitted preservation because that is almost entirely a separate professional specialty that archivists may manage but do not perform.) In addition to these major functions, archivists also implement and sometimes develop archival laws, and abide by a professional code of ethics.

Today we have international standards for records management, arrangement and description, and ethical practice. We also have a number of formal international statements of best practice, such as that on the elements of an archival law or that on international archival claims.

In my opinion, the greatest contribution that the International Council on Archives has made in its sixty-year history is the production of the two international standards on description and the international code of ethics. The description standards have been translated into many languages and are in use all over the world. For ICA I developed an application guideline for the basic description standard that can be used when describing records that have significant information for the exercise of human rights. These are professional tools, made by archivists, that empower archivists.

Credentials

Twenty some years ago the archivists in the United States and Canada were in a furious debate over what was the appropriate education for an archivist: What should an archivist know? How

should that knowledge be acquired? How did a potential employer know that someone knew enough to be called an archivist? The debate circled around whether to accredit programs of archival education in universities or whether—in some way—to credential individuals. After a long period of searching, the leadership of the profession settled on the idea of developing an examination that, if completed successfully, would allow the person to call himself or herself a Certified Archivist.

Today the Academy of Certified Archivists, manages the certification process. It uses a professional testing firm to help ensure that the certification exam is and remains valid. ARMA International, the professional association of records and information managers, offers its professional credential through the Institute of Certified Records Managers.

The international Code of Ethics adopted by the ICA and a Code of Professional Responsibility adopted by ARMA International reinforce these credentials. A number of national professional archival associations such as the Society of Archivists in England have national certification processes. Archivists in Europe held a conference in May of 2006 on the theme of professional competencies, including certification. A pan-European credentialing process is of particular interest in Europe because the archivists within the European Union have the right to move from one nation to another to take archival posts.

Training

Providing training opportunities is one of the oldest means of professional cooperation that

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Officers and Board News

President (2006-07)	Cindy Smolovik, CA NARA Southwest Region
Vice President/ President-Elect (2006-07)	Judy Cetina, CA Cuyahoga County (Ohio) Archives
Treasurer (2006-08)	Richard H. Dickerson, CA University of Houston Libraries
Secretary (2005-07)	Lynn Smith, CA Herbert Hoover Presidential Library
Regent for Examination Administration (2005-07)	Connell B. Gallagher, CA
Regent for Examination Development (2006-08)	Brenda Gunn, CA Center for American History
Regent for Certification Maintenance (2005-07)	Shelly Croteau, CA Missouri State Archives
Regent for Outreach (2006-08)	Laura H. McLemore, CA Noel Memorial Library Louisiana State University- Shreveport
Immediate Past President & Regent for Nominations (2006-07)	Michael Holland, CA University Archives University of Missouri- Columbia
Chair, Nominating Committee (2006-07)	Kristy Sorensen, CA Austin Presbyterian Theological Seminary

Contact information for the Officers and Regents is available on the ACA website (www.certifiedarchivists.org/html/contacta.html).

Notes from the Vice President

Judith Cetina, CA

Cuyahoga County (Ohio) Archives

Last fall my notes from the Vice President included a prediction of sorts; one that forecast my readiness to assume the duties of ACA President. I boldly proclaimed that by the beginning of June, some two months before I accepted the mantle of the presidency, I would have become familiar with the “development of the examination as well as knowledgeable about those archivists who will be sitting for the exam. And my work on the Finance Committee will have provided me with a detailed view of the Academy’s fiscal health.” I added that being Vice President also allowed me an opportunity “to keep my hand on the pulse of the Academy’s membership in the capacity of ombudsman; answering inquiries, referring certified archivists to the officer or regent who can best respond to their question, or examining at length those issues on the minds of ACA members, bringing them to the attention of the Board.” Now, as that watershed date in June fast approaches, I thought it high time to evaluate my progress and determine if my optimism was indeed warranted.

I do find myself more conversant with ACA Finances. I have had the opportunity to work with Treasurer Dick Dickerson, CA, and Finance Committee members Margery Sly, CA, and former Treasurer Ellen Garrison, CA, in making recommendations to the Board regarding a strategy that would ensure good stewardship of the Academy’s

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Vice President*(continued from page 6)*

operating and investment reserves. And my confidence in the future of the ACA grows daily as I am now reviewing the applications of archivists who wish to sit for the certification exam. Clearly the designation of Certified Archivist has become meaningful for many, including women and men new to the profession who find this credential an important tool in validating their education and skills, while better preparing themselves for a highly competitive job market. And I enjoyed my correspondence with certified archivists nationwide, and in other areas of the world, hearing about those issues and questions of concern to them. Based on our exchange of communications I was able to bring certain matters to the attention of the Board of Regents that merited further consideration.

But perhaps more than any other experience, my work with the Exam Development Committee (EDC) has impacted my apprenticeship most significantly; as knowledge about the process that informs the development of the certification examination is intrinsic to the Academy's integrity and authenticity as the credentialing agency for the archival profession. The ACA Board of Regents and the EDC meet the same time annually; and this year both bodies convened in Fort Worth, TX the weekend of March 9th-11th. The work of the EDC began the evening of March 9th, in the beautiful Board Room of the recently-dedicated Southwest Region Federal Records Center of the National Archives and Records Administration. Our labors continued on Saturday, March 10th, from approximately 9:30 a.m. to 4:30 p.m. But I

had already been working for over two months in preparation for the EDC meeting; as Committee members were asked to participate in an annual maintenance of the item bank, reviewing those questions that tested poorly, and examining references to ascertain if the sources used were current or continued to represent best practice. Everyone on the EDC was also assigned one of the archival domains, and asked to create new questions for the item bank. This preparatory work was challenging and tested my own knowledge and skills as an archivist.

I became fully immersed in the process the first evening we convened. I was impressed by the rigor with which items were examined, often involving a precise word-for-word analysis of each question to make certain it was not misleading or ambiguous.

The goal is always to produce an examination that fairly and objectively measures the knowledge and skills of professional archivists. I learned that each member of the Committee must also check his or her ego at the door; and be prepared to have questions they have constructed scrutinized with infinite care. But I can report that we all worked together most harmoniously, valuing one another's suggestions and recommendations. As incoming President, based on my own personal experience, I can now assure those who have raised doubts about the exam development process that the test is the product of many hours of hard work by a group of dedicated professionals who are committed to maintaining an item bank and crafting questions that serve as a true measure of one's skills and knowledge as an archivist.

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Archival Solidarity (continued from page 5)

exists. National archives, of course, sponsor training courses, but so do professional associations. Some are held in conjunction with conferences, while others are held as separate events.

ICA bodies regularly meet in the countries of the members of those bodies, and sometimes the country hosting the meeting will ask the group to hold a seminar for the archivists in the host country. The ICA legal committee, for example, met in Ukraine and in Macao and conducted seminars both times. Sometimes countries hosting the annual meeting of the ICA Roundtable will have a training session associated with the conference.

Finally, some regional groups of ICA have sponsored very formal training programs. The East Asia Regional Branch of ICA, for example, has held two archival training courses in conjunction with the University of Hong Kong, each course lasting three weeks.

Publication

Along with training, publishing professional literature is where the associations excel. They all have newsletters, many publish journals, some publish manuals and books. Many of these are available online.

Support and Funding

In 2002 and 2003, the Archival Solidarity committee of ICA/SPA sent a questionnaire to archives around the world, asking for information on current international outreach activities. The working group received information on 120 projects. Respondents in 23 countries reported that

they offered international development assistance. The majority (47) of the international archival development projects were funded by non-governmental organizations, governments funded 35 projects, archival associations funded 18, and the remainder were funded by foundations, the European Community, non-archival associations, and matching funds by the recipient government (some projects received funding from more than one source).

The Archival Solidarity project hopes to promote international development activities for archives and archivists by acting as an information clearinghouse and helping archives find matching partners and funding. One of the things we need most in the archival world is a central source of information on what kinds of projects might be supported by which governments or institutions—a giant archival development matching service. This is a difficult task, and one that the ICA/SPA Archival Solidarity group would like to undertake, but it in itself requires dedicated resources that are not easy to obtain.

One of the real difficulties with finding international support for archival projects is that many of them must be proposed by governments to the international funders. Sadly, most governments put requests for archival support low on their priority list for international assistance. I have personally informed archivists that a funder was willing to provide assistance to them if their government would ask for it, only to have no request come forward. I would later find out that the government would not permit the request to be made because it wanted any foreign currency to be

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**Upcoming locations for the Annual Meetings of
the Academy of Certified Archivists**

August 2007 -- Chicago, Illinois

August 2008 -- San Francisco, California

August 2009 -- Austin, Texas

Archival Solidarity

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dedicated to some other project. Requests from one professional association to another may be an easier way to obtain support.

In conclusion, we all want archives to take wing, to develop and progress. My image is that of a flock of geese flying in a giant "V". Biologists tell us that as each goose flaps its wings, it creates uplift for the bird following. By flying in a V-formation, the whole flock greatly increases its flying range over one bird flying alone. Furthermore, the geese trade off which one is in front of the "V" because that is the bird that gets no lift from the rest. And, finally, geese in formation honk from behind to encourage those in front to keep up their speed.

If we as archivists, organized into associations, emulate the geese:

We will share a common direction and a sense of community to get where we want to go because we are traveling with each other's thrust.

We will trade off who is in the lead, sharing projects and initiatives.

And we will honk from behind, not to complain but to encourage those archivists and archival institutions that are at the point of the "V".



**TASK FORCE ON MEMBERSHIP LEVELS
FOR ADMINISTRATORS**

by Connell B. Gallagher, CA

Chair, Task Force on Membership Levels
for Administrators

Every year there are a few certified archivists who choose not to recertify, and we often wonder why? There are probably many reasons for this, but one major one came to our attention during the March 2007 ACA Board meeting in Fort Worth, Texas: the dilemma of certified archivists who are promoted through the administrative ranks to the point where their job becomes more and more removed from doing day-to-day archival activities. These are often persons who have been members of ACA for their entire careers, and though they no longer need certification for employment purposes, they would like to continue to support the Academy with their membership. When it comes time to recertify, some of these archivists lack the continuing education points, particularly the 40 points for archival employment, to qualify by petition, so they let their memberships lapse. Why not then take the exam? To be honest, many of these folks would not pass the exam because they have been out of touch with daily archival practice. They are also in no position to drop everything and put themselves through a rigorous study period. I was starting to fall into this category myself, but I retired early and was able to claim *emeritus* status. We should do something about this issue because ACA would like to retain all of this wisdom and experience. ACA frequently calls upon senior archivists to sing the praises of certification; I do this myself in New England.

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Vice President

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I will continue my apprenticeship over the next few months. With the valued mentorship of President Cindy Smolovik and the advice of the other fine officers and regents on the Board, I shall be ready to embrace the challenges and responsibilities of leadership for the next year. But I cannot do it alone and will appreciate your input, as members of the Academy, to help me chart the future of ACA. ◆◆◆◆

Report of the Secretary

Lynn Smith, CA

Audio-Visual Archivist

Herbert Hoover Presidential Library

Highlights from ACA Mid-Winter Board Meeting

March 11, 2007 ◆◆ Fort Worth, Texas

Officer Reports

President, Cindy Smolovik, CA, has been contacted by an on-line testing company, about using their services. The Board will invite the company to give a demonstration at the next meeting.

Vice President, Judy Cetina, CA, opened discussion about emeritus status based on a question received from a current member who is an administrator wanting to remain certified, but job duties make recertification challenging. A task force was established to study the issue and make recommendations to the board at their August 29, 2007 meeting.

Treasurer, Dick Dickerson, CA, and Judy Cetina, of the Finance Committee reviewed Academy investments. The Board voted to combine and

Membership Levels for Administrators

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Cindy Smolovik asked me to chair a task force to come up with a policy for recertifying persons who want to remain members of ACA, but who lack the work credits to make the 100 points. I would think that these persons should still see themselves as archivists, and that they should be active in the profession. They should have to go through the petition process, and each case should be judged individually. One solution might be to create a special *emeritus* status or a “senior” status for working archivists which would require applicants to petition and pay the full \$50.00/yr dues because they are still employed. I’m sure there are other solutions as well. We would like to hear from you on this issue. We are looking for a few volunteers to join the task force, and we are looking for your opinions. ACA belongs to all of us. Please contact me at: connell.gallagher@uvm.edu



consolidate Certificates of Deposits. Dues notices will go out in May.

Regent Reports

Regent for Examination Administration, Connell Gallagher, CA, suggested the deadline for the Travel Assistance Award be changed to a date after the exam application deadline. The Board voted to make the deadline July 1st. Since August, he received six petitions from Provisionally Certified Archivists who completed the work requirement. All were approved to move up to Full Certification.

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Michael Bullington - Manager Golden Archives, McDonald's Corporation, Elk Grove, Illinois

by Linda Hocking, CA

Michael Bullington, CA, is the Archives Manager at the McDonald's Corporation's Golden Archives. He initially sought certification while employed at Rush Medical Center in Chicago. He explains:

During this period, I studied how medical education had evolved from the 19th century and the role that board certification played in advancing the medical profession and individual physicians. I concluded that the Academy was attempting to do [the same] for the archival profession and that I needed to do my best to become a member.

Bullington is a strong advocate for certification, having recertified twice by petition. He feels that it has benefited him professionally, as well as the Golden Archives. He states, "I strongly believe that the status of the department has been elevated within the corporation as a direct result of my Academy membership. I insist that my business cards carry the CA designation." While he agrees that the exam could possibly be made better, he calls it, "...the most effective tool that is currently employed to identify the fundamental skills that an archivist must possess to do his or her job. It measures the basis. As professionals we should be striving to continue to learn and develop ourselves



Photograph courtesy of Michael Bullington

for enrichment and do a better job."

His designation as certified archivist has led to questions from senior managers within the McDonald's Corporation, and opportunities to discuss the archival profession. Bullington says, "When I present a colleague my business card, I'm often asked about what the "CA" represents?"

This leads into a discussion about the Academy and the role that it plays in awarding credentials to archivists. I firmly believe that the CA designation elevates the status of an archivist to a respected professional."

The Golden Archives existed for approximately 15 years before Bullington's arrival. Its mission can be summed up as follows:

The McDonald's Golden Archives® collects records of enduring value that document the history of the brand. These records include: minutes, policy and procedure documents, manuals, photographs, annual and quarterly reports, publications, packaging, crew

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Academy Profile

This feature profiles members of the Academy of Certified Archivists. If you would like to suggest someone to be featured, or if you yourself would like to appear in the column, please contact:

Linda Hocking, CA

archivist@litchfieldhistoricalsociety.org

Highlights from ACA Mid-Winter Board Meeting

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Regent for Examination Development, Brenda Gunn, CA, reported that 32 new questions were added to the test bank. There will be an item-writing workshop at the SAA meeting Chicago—date and time to be determined.

Regent for Certification Maintenance, Shelly Croteau, CA, reported that she is developing and testing a form to help archivists, who are collecting data for the certification maintenance process, to better track their credits.

Regent for Outreach, Laura McLemore, CA, is compiling a database of organizations with information about newsletters, meetings, and contacts. She contacted the Society of Human Resource Managers about promoting ACA. Due to increased demand, a third folding exhibit board has been purchased.

Committee and Administration Reports

Secretariat, Steve Grandin, reported that membership is 906, a total equal to membership before dues were instated. One half the members have joined since 1999.

Webmaster, David B. Malone, CA, reported that there were 400,000 hits per year to the ACA website, 7,500 visits per month to the membership directory, and 300 visits per month to the certification pages.

Reports and minutes can be found on the ACA website at: <http://www.certifiedarchivists.org/boardinfo/index.html>



Outside the NARA complex in Fort Worth, TX (L-R: Steve Grandin (ACA Secretariat), Regent for Outreach Laura McLemore, Secretary Lynn Smith, Webmaster David Malone, President Cindy Smolovik, Regent for Exam Development Brenda Gunn, Vice President Judy Cetina, and Regent for Exam Administration Connell Gallagher)

Photographs courtesy of Lynn Smith



Vice President Judy Cetina, and Webmaster David Malone (both facing camera) take part in the discussions at the 2007 Mid-Winter meetings in Fort Worth this past March

Certified Archivists in the A*CENSUS: An Overview

By Anne P. Diffendal, CA

The Archival Census and Education Needs Survey in the United States (A*CENSUS) was conducted by the Society of American Archivists (SAA) from 2003 to 2005 with a grant from the Institute of Museum and Library Services. The project was developed by a broad-based working group including representatives from many archival associations including Gregory S. Hunter, CA, for the Academy of Certified Archivists (ACA).

The survey reached a significant portion of the archival community. The participants' names were drawn from the membership lists of fifty-nine archival associations, among other sources. A total of 5,620 individuals responded from a mailing list of just under 12,000, for an overall response rate of 47.2%. The proportion of respondents who were members of archival associations was much higher, ranging as high as 77.5% for ACA and 82.7% for SAA.

The project's principal research consultant was Victoria Irons Walch, CA. Special consultants analyzed and interpreted the data in five areas of focus: Elizabeth Yakel and Jeannette A. Bastian (graduate archival education), Nancy Zimmelman, CA (continuing education), Brenda Banks (diversity), Susan E. Davis (leadership), and Anne P. Diffendal (certification). The project's final report has been published in an issue of *The American Archivist* (Vol. 69, No. 2; fall/winter 2006). Additional data is available on the SAA website.

The A*CENSUS has provided an opportunity to

compare archivists who have earned the CA credential with their peers, in ways that have not been possible before. The initial analysis of the survey results as they relate to certification focuses primarily on the areas in which the members of ACA seem to differ most markedly from other archivists. The following is a brief overview of these findings.

A certified archivist is more likely to be male, be slightly older, and have been employed somewhat longer in the profession than either the average member of SAA or a member of the profession as a whole. In 2004, men comprised 41.7% of the ACA membership compared to 32.2% of SAA members. A certified archivist is an average 2.8 years older than an SAA member, and 1.1 years older than a member of the profession generally. On average, ACA members have been in the profession 6 years longer than the other two groups. The mean year of first archival job is 1984 for ACA members and 1990 for SAA members and for all respondents to the survey.

ACA members, both men and women, earn higher salaries than SAA members and the profession at large. The mean salaries of those ACA members who have been in the profession the longest are generally higher than the salaries of SAA members and all respondents for the corresponding lengths of time. Overall, the mean salary for certified archivists is highest of the three groups. This result is probably due to two factors that seem to be related to higher salary levels: the greater proportion of men and the longer professional employment represented by ACA members.

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Academy Profile - Michael Bullington

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uniforms, and a variety of artifacts—including Happy Meal® toys. The bulk of our collections are U.S. centric but we are receiving an increasing number of international materials.

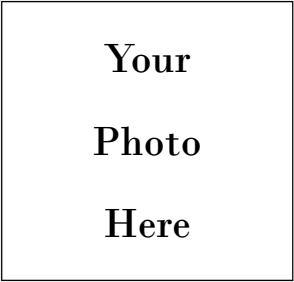
Furthermore, Bullington feels that, “My predecessors did a great job of documenting the history of the brand during their tenure.”

Even with this strong foundation, Bullington finds that his greatest challenge is time. He and his staff of a full-time employee and a part-time contract archivist “have to balance processing collections at the same time as serving the needs of the corporation: through outreach, oral history interviews, meetings and other activities that take me away from the office.” In addition, the department is

responsible for exhibits at Hamburger University and manages the Number One Store in Des Plaines, Illinois where Ray Kroc opened the first restaurant. Bullington is the media spokesman for inquiries about McDonald’s history.

New areas of opportunity for the archives include documenting an increasingly global brand and managing electronic records. Restaurants operate in 118 countries. Marketing and advertising materials make up the bulk of what is collected, and usually come to the archives with an English translation. About electronic records, Bullington explains, “Our IT department is spearheading this issue. A document management system has recently been launched. The corporation already has a process in place to

W A N T E D



Archivists at Work

To illustrate what archivists do, the Academy is seeking images of archivists at work for the website. Do you have digital photographs of yourself that could be used for this purpose? If so, please contact ACA Webmaster David Malone (david.b.malone@wheaton.edu) or ACA President Cindy Smolovik (cindy.smolovik@nara.gov)

Upcoming ACA Events & Deadlines - 2007

- June 1** ELECTION BALLOTS Due
- August 29 - 30** ANNUAL MEETING (in conjunction with SAA) Chicago, Illinois
- August 29** • Board Meeting
- August 30** • Item-Writing Workshop
- Open Forum on Certification
- Business Meeting & Member Reception

manage its digital assets—still and moving. These systems provide access to these materials to corporate employees, owner/operators and suppliers.”

Linda Hocking is the Curator of Library and Archives at the Litchfield Historical Society in Litchfield, Connecticut.

Certified Archivists in the A*CENSUS

(continued from page 13)

Respondents were asked to indicate the strength of their ties to the archival profession by choosing a number from 7 (very strong) to 1 (not strong at all). Forty-three percent of certified archivists indicated that their ties are very strong compared to 29% of SAA members and 22% of the profession at large.

Compared to their peers, ACA members generally participate more frequently in a wide range of professional activities. For example, 71.0% of certified archivists reported holding an office or leadership position in a professional association at some time during the course of their careers, while 51.1% of SAA members and 43.3% of the profession at large reported this type of service.

Certified archivists also participate in archives-related continuing education in proportionately greater numbers than do SAA members and members of the profession generally. On a list of various kinds of continuing education and training, the percentage of ACA members participating ranked highest in 13 of the 17 categories as compared to SAA members and all respondents to the survey.

These higher levels of ties to the profession, professional activity, and participation in continuing education extend across the range of years of experience, from newly certified archivists to the most experienced. The data do not reveal whether the effort of studying for the examination and maintaining certification engenders these levels of affinity and activity, or if individuals who are already very attached to or involved in the profession are more likely to pursue certification.

Archival managers were asked to rank nine qualifications according to their importance when hiring entry-level and mid-level or senior archivists. Certification ranks as the least important of the qualifications for both questions by all respondents, by SAA members, as well as by the archival managers who are certified. Here, also, the data do not explain the reasons for this result. Are the managers reflecting their personal opinions? Or do their answers respond to the hiring policies and practices at their institutions, situations over which they may have little or no control?

Future surveys might usefully inquire about the reasons and motivations for respondents' answers.

Anne Diffendal, former Executive Director of the Society of American Archivists, is an independent historian and consultant.

Certification Maintenance 2007

EXAMINATION OPTION

Application deadline: **May 15, 2007**

All necessary forms are available from the ACA website:

www.certifiedarchivists.org/html/pdf/application2007.pdf

PETITION OPTION

Submission deadline: **June 1, 2007**

All necessary forms are available from the ACA website:

www.certifiedarchivists.org/html/pdf/maintenance2007.pdf

Editor's Endpaper

In closing this issue of *ACA News*, I'd like to look to the future, in particular the future of the Academy. Our annual election allows the membership to take the first step in setting the direction for the organization's future. Kristy Sorensen, CA and Chair of the Nominating Committee, has kindly provided us with this year's slate in anticipation of the mailing of the ballots.

Certified archivists will receive their ballots for the 2007 election in May. Review the excellent slate of nominees and send in your ballot by **June 1st**!

Participating in the annual election is an important step in shaping the future of our organization.

If you have potential nominees in mind for the 2008 election, complete the nominations form included with your ballot. Self-nominations are encouraged!

Questions? Contact Kristy Sorensen,
ksorensen@austinseminary.edu

Please send any comments, ideas, or suggestions about *ACA News* to:

ACA News
 c/o Academy of Certified Archivists
 90 State Street, Suite 1009
 Albany, NY 12207
aca@caphill.com

or contact the editor directly:

Anselm Huelsbergen, CA
 726 Lewis Hall
 University of Missouri-Columbia
 Columbia, MO 65211
huelsbergena@missouri.edu

2007 ACA Election Slate

Vice President/President-Elect

G. David Anderson, CA, George Washington University
 Martin L. Levitt, CA, American Philosophical Society

Secretary

Todd M. Gilliom, CA, Missouri Office of the Secretary of State
 Shelly H. Kelly, CA, University of Houston-Clear Lake
 Lynn A. Smith, CA, Herbert Hoover Presidential Library

Regent for Exam Administration

Matthew Eidson, CA, NARA
 Connell B. Gallagher, CA, University of Vermont, Library

Regent for Certification Maintenance

Shelly J. Croteau, CA, Missouri State Archives
 Pam Hackbart-Dean, CA, Southern Illinois University

Nominating Committee

Morgan R. Davis, CA, Missouri Historical Society
 William D. Welge, CA, Oklahoma Historical Society