



ACA News

The Newsletter of the Academy of Certified Archivists Issue 108 Spring 2020

President's Message

Timothy A. Slavin, CA
Division of Historical and Cultural Affairs
Dover, DE



To the Academy,

The Board of Regents of the Academy of Certified Archivists extends our hope that we are all successfully navigating our way through the challenges this pandemic has presented.

The ACA Board decided that the 2020 annual certification exam will be offered online. We have decided on this course of action to help ensure that our community stays safe and healthy, to allow the Academy the time to transition to an online exam format, and to do our best to mitigate the cost to our exam takers given the economic situation.

The 2020 exam will only be offered online, there will be no in-person option. We are working on identifying how best to deliver and execute the exam. The following is the current state regarding ACA-related deadlines:

- The date of the exam is still set for August 5, 2020.
- The format of the exam –100 multiple-choice questions– will remain the same.
- Deadlines for the exam application and for re-certification remain in place and are due on May 31, 2020 at 11:59PM EDT.

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President's Message *(continued from previous page)*

- Information on the status of and application for exam travel awards will be updated soon.

If you have not heard from us yet regarding your application, we will be in touch shortly. Our focus has been directed towards the online exam in recent weeks.

Since this is a fluid situation, the Board will be meeting frequently and we will update you as policies and procedures are finalized.

As always, if you have questions or concerns, please reach out to the responsible Regent or Board Member.



Searching for a Job?

Look at ACA's listing of job ads that are looking to hire Certified Archivists. Go to <https://www.certifiedarchivists.org/job-postings/>.

We depend on our membership to update us about recent openings that require or prefer an ACA certification. Please email webmaster@certifiedarchivists.org for questions, or to list/advertise a job opening that requires or prefers an ACA certification!

ACA Officers

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Contact information for the Officers and Regents is available on the ACA website:
www.certifiedarchivists.org/about-us/officers.html

From the Regent for Outreach

Dara Baker, CA
National Archives and Records Administration
College Park, MD



Hi everyone!

It's an absolutely beautiful spring here in the metro DC area, and that's not the only thing that feels odd. I had planned to write a column about the upcoming certification maintenance cycle, to remind anyone who took the exam in 2017, 2018 or 2019 as a provisional member to contact the Academy about getting your provisional status converted, about the upcoming opportunities to meet and greet other CA's at conferences and happy hours across the country.

Now, we as a profession and an organization, are focused on the health of our members and our communities, the role of the archives profession in COVID-19 records and memory, and helping our members and our potential members as the deadlines for certification and the exam application and exam come closer: May 31, 2020 will arrive sooner than we think.

In this issue you will see an article from David Spriegel on his experiences as a CA with disabilities completing the recertification process. The Academy will be calling together a Disability Task Force, which will be meeting in the coming months, to address a number of the issue David raises, and to help the Academy move toward a stronger digital and collaborative footprint.

The Board met remotely the weekend of

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From the Regent for Outreach *(continued from previous page)*

March 28-29. Since then we've continued discussions on how best to reach out to our members, assess your current and potential needs, determine how best to address questions related to certification maintenance, the upcoming exam, and the Academy's future growth. For the first time, we are looking seriously at moving our exam online, for the health and safety of our exam takers, our potential proctors and our families and coworkers. We will provide you with more information going forward. We will be placing updates and announcements on the website and in all-CA emails. I post frequently on Facebook, Twitter, and LinkedIn. If you haven't followed us there, I would definitely suggest doing so. If you aren't on any of those platforms, but are somewhere else in the digi-verse please let me know and we will try to reach out there.

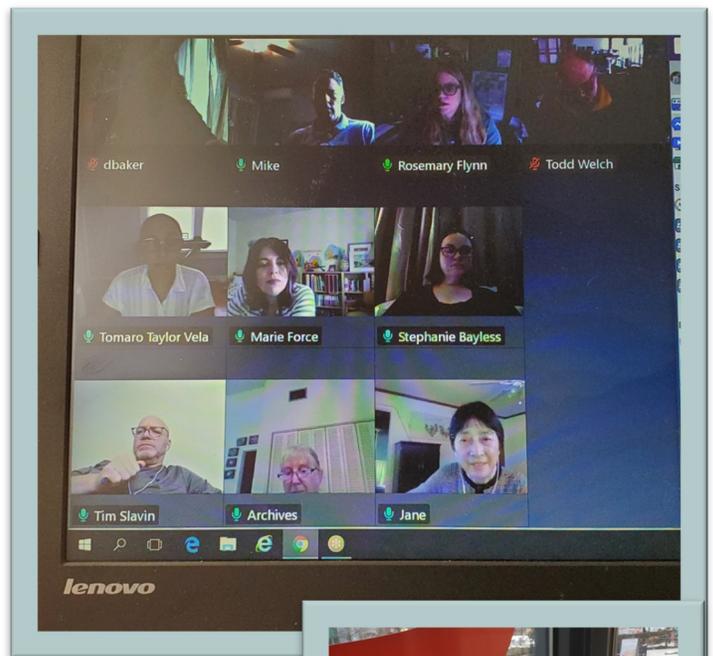
Here at Outreach, I'm working on plans for "virtual" happy hours and information sessions via Zoom and Google Hangouts. I've been in touch with some of our prospective members who are testing their focus as they study for the exam. We know that many of you have been affected in many ways by the virus and our institutions' resulting decisions. Please respond to our survey here <https://www.surveymonkey.com/r/JZ7FZVH> so we get a better sense of impacts of COVID-19 on our members.

This column sounds positive and a bit perky, be assured, I, too, am feeling the stress, the dislocation, and the oddness of this time—but I am serious when I say that I am here for you—as an individual or as part of our community. I encourage you to reach out with questions, concerns, or worries, once we know what they are we can work together to find solutions that can help you right now and in the immediate future.

We will be running our election on time and our exam will be given, as scheduled on August 5, 2020. If you are open to writing something about your experience or speaking to students/prospective exam takers on Twitter, in a Facebook Chat, or through a webinar/Zoom event, please contact me at outreach@certifiedarchivists.org. I am hoping that we can come together as a community and that the Academy can be a contributing part to our success in meeting the challenge of COVID-19.

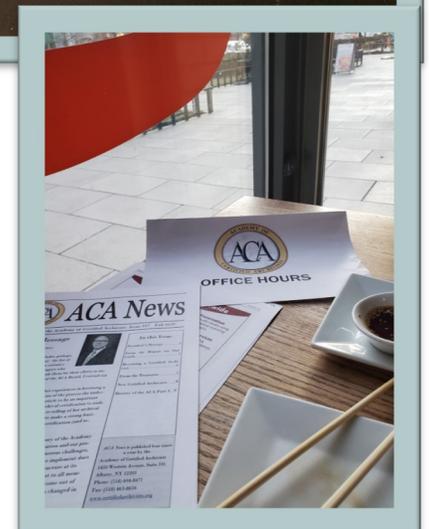
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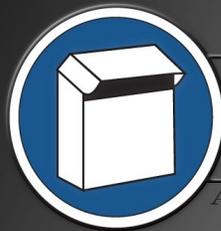
Dara A. Baker
Regent for Outreach



Top: ACA Virtual Board Meeting.

Right: ACA Happy Hour.





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ACA Recertification Process with a Disabled Perspective by David A. Spriegel



My name is David Spriegel. I'm a Certified Archivist with two, unrelated, disabilities: central auditory processing disorder and mild cerebral palsy. Stated simply my two disabilities, though mild, affect my ability to do basic tasks, such as completing the ACA recertification worksheet. Cerebral palsy, "is [a] group of neurological disorders that appear in infancy or early childhood and permanently affect body movement, muscle coordination, posture, and balance" (National Institute of Neurological Disorders and Stroke). Cerebral palsy affects my ability to "access [my] strong cognitive and academic functioning" (Physco-Educational Re-Evaluation). Central auditory processing disorder, is a condition where the brain is wired slightly differently to process sound signals. For example, I have trouble with "recogniz[ing] subtle differences between sounds in words...tell[ing] where sounds are coming from...mak[ing] sense of the order of sounds...[and] block[ing] out competing background noises" (LDAmerica). Perhaps both conditions make my approach to completing tasks, such as the ACA recertification worksheet, overly literal; such as the ability to interpret and apply the directions in an orderly manner. Being overly literal, and unsure when completing a self-directed task, impacted the time and energy it took to determine what to include as experience.

I believe that my disabilities make the recertification process harder than I anticipated; particularly the processing disorder. I'm writing this statement so that my experience may benefit others who are in similar circumstances.

What I found challenging when filling out the recertification worksheet was: 1) identifying and recording all my experiences from different personal records; and 2) quantifying and translating those experiences, using the official guidelines, into the correct

point values. Both these issues led me to "become anxious when completing tasks that are unfamiliar and without delineation" (Physco-Educational Re-Evaluation). Working in the quiet, distraction free-environment, of my kitchen assisted me in filling out the form. I found it easier to concentrate in familiar surroundings, with some music to increase my mood and energy; overhearing verbal conversations and being around people (such as in coffee shops or public libraries) distracts me, and makes it more difficult to focus.

Re-certifying by petition is a self-directed process; that self-direction increased my nervousness during the process. The structure for a self-directed assignment comes from within the individual; whereas I seek the structure for an assignment externally; for me the structure came through reading, and re-reading, the guidelines; and making notes before entering data in the spreadsheet. Creating the structure by re-reading the guidelines, allowed me to absorb the finer points of each detailed section and then recalculate the point values. Similarly, making notes allowed me to visually see the calculations behind translating my freelance projects into the appropriate point values. The question of where and how to begin an unfamiliar assignment, is a normal uncertainty for everyone, but my learning disability makes it more difficult. My mind conceives of instructions too literally, and thus the necessary quick abstraction to form new ideas and connections comes more slowly. Despite these two complicating issues, I was able to complete the recertification form and continue with the larger recertification process. Some of the useful solutions, during this process were:

Solutions: I created a word document to track my professional activities, because it's immediately more familiar for me to use than an excel sheet. I connected with a long-time ACA member to review my form and help me fill things out. I emailed staff at the ACA to get confirmation on certain areas where further clarification was needed. I wish I had known to use the ACA spread-

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sheet from the beginning, so as not to have to transfer information from one place to another.

Areas for Improvement: I would have loved to have the option to have a formal mentor to help me through the process; having alternate forms/worksheets; a webinar or instructional video would have made it easier for me to get confirmation for myself. I've recently contacted the ACA's Regents to share my experiences and potential solutions. I appreciated their willingness to listen and move these issues forward.



From the Regent for Certification Maintenance

Stephanie Bayless, CA
National Archives at San Francisco
San Bruno, CA



We are right in the middle of another recertification period and our volunteer review teams have been hard at work reviewing the petitions submitted since January. Our turnaround time may increase as the COVID-19 public health crisis complicates the timeline, but - rest assured! - if you submit it, we will review it.

With the May 31 deadline fast approaching, I wanted to share these steps for filling out the recertification petition:

[Step #1: Download the “Qualifying Experience Document” \(Word\) and the “Recertification Definitions and Credit Values” \(PDF\).](#) Read through these documents so that you can see what types of activities count towards recertification points. For those recertifying in 2020, only those activities from January 1, 2015 to December 31, 2019, are counted on the recertification petition.

Tip: Check out the Pre-Approved Archival Recertification Credits lists for continuing education courses that have prequalified for credits. Courses don't have to be listed here to be claimed on your petition, but the lists are very helpful for reference.

Step #2: Complete your “Qualifying Experience Document” and save as PDF (preferred). Best practice is to have a complete name of each item (workshops, classes, conferences, books, articles, etc.), specific dates, and a web link (if available). If the correlation to the archival domains won't be obvious to our reviewers, feel free to include a short description.

Tip: Each item should be on its own line. For example, don't just put “SAA Conference, 2015-2019,” but list them out individually. This makes the petition easier to read and review.

Step #3: Complete the online form. This will be easy, as you will be working directly off of your completed “Qualifying Experience Document.” Don't forget to attach the document to your form before submitting. You should receive an automatic response that your submission has been received.

Tip: If you are using the petition worksheet (excel) to track your activities, that is great! Please don't attach it to your online form, however; our petition teams will not review it.

You can reach me at certificationmaintenance@certifiedarchivists.org for questions, concerns, and assistance. Please Note: While we are not adjusting the May 31 petition deadline, I will work with anyone who is unable to submit on time due to COVID-19. Email me towards the end of May if you are affected.

Academy of Certified Archivists**2020 Election Candidates**

Candidate question: “*As the Academy enters its 4th decade, what do you see as the role of ACA within the archives profession?*”

Vice-President/President-elect**EMILY HUGHES DOMINICK, CA****Professional Experience:**

Head of Technical Services, University of Washington Libraries Special Collections, 2017-present; Technical Services Archivist, University of Washington Libraries Special Collections, 2015-2017; Associate Archivist, Providence Archives, Seattle, 2007-2015; Project Archivist, Augustana College Special Collections, 2006-2007; Archives Technician, Unity Library and Archives, 2005-2006; Archives Contractor, National Archives and Records Administration, Central Plains Region, 2004-2005.

Education:

Master of Arts in Museum Studies, Area of Emphasis: American Studies, University of Kansas, 2004; Bachelor of Arts in History, Areas of Emphasis: American history and Women’s studies, St. Olaf College, 1999.

Professional Activities:

Academy of Certified Archivists, Member, 2007-present; Secretary, 2016-2019; Exam Development Committee, 2009-2012. Society of American Archivists, Member of the M. Claude Lane Memorial Award Committee, 2014-2016. Northwest Archivists, Secretary, 2014-2016; Website Administrator, 2009-2016; Local Arrangements Committee for Western Roundup Super-regional meeting, 2009-2010. Seattle Area Archivists: Chair of steering committee, 2009-2010; member of steering committee, 2008-2010. Kansas City Area Archivists, Membership Chair, 2006. Archives Leadership Institute, 2018.

Question Response:

When I decided to certify, my understanding and hope was that ACA would provide me with a credential that would help me land a professional position in the archives field. Over the years as a member of the Exam Development Committee and later as Secretary, I gained new perspectives about ACA’s role and the potential for what it could be. At the core of our work as an organization is establishing and upholding a set of standards of what it is to be a professional archivist. The Academy sets and maintains these standards and raises the visibility of archivists as unique among information professionals. The CA credential goes beyond what an academic degree provides because it demonstrates understanding of the knowledge and skills necessary for archival work. Because the archival landscape is ever-changing—especially as we face an onslaught of digital records, budget cuts, and now a pandemic (!)—these standards must be constantly reviewed and updated to meet the new reality. In part, we depend on the support and input of our partners. For example, the Graduate Course Preapproval Program, a

standing committee of ACA works directly with educators to verify that their courses meet the criteria as eligible archival coursework making exam applications easier to process and putting applicants at ease knowing their classes are meeting the set standards. This and all other ACA work depends foremost on our members who bring their expertise and knowledge to committee work and participation on the ACA Board. We need to continue to grow our membership of Certified Archivists as well as develop member leaders. We will do this by continuing engaging in conversations about standards in the profession, participating in professional presentations, and advocating for certified archivists. A bigger and stronger ACA will help lift individuals and the profession.

GERRIANNE SCHAAD, CA

Professional Experience:

Director of the McKay Archives, Florida Southern College, 2015-present. Director of the Dickinson Research Center, National Cowboy and Western Heritage Museum, Oklahoma City, 2010-2015; Curator, Image Collections and Fieldwork Archives, Dumbarton Oaks Research Library & Collection, Harvard University, Washington, D.C., 2007-2010; Head, Archives and Special Collections, University of Texas at San Antonio, 2001-2007; Curator of Historical Manuscripts, Virginia Polytechnic Institute & State University, 2000-2001; Archivist and Special Collections Librarian, Rice University, 1997-2000; Curator of Manuscripts, University of Texas at El Paso, 1994-1997; Project Archivist, Schlesinger Library, Radcliffe College, Harvard University, 1994; Project Archivist, National Anthropological Archives, Smithsonian Institution, 1991-1994.



Education:

Master of Art in Library and Information Science, University of South Florida, 1991.

Professional Activities:

Academy of Certified Archivists, Treasurer 2016-present; Nominating Committee, 2008-2010; Exam Development Committee, 2004-2007; Role Delineation Review Task Force, 2003-2004; Recertification Petition Review Committee, 2001-2002. American Library Association, Rare Books and Manuscripts Section, Membership Committee, 1999-2003. Society of American Archivists, Appointments Committee, 2011-2012; Membership Committee, 1998-2006, Chair, 2005-2006; Career Development Subcommittee, 2013-2017; Mentor, 2003 – 2014; Visual Materials Section, Chair/Vice-Chair, 2015-2018. Society of Florida Archivists, Executive Board 2016-2020; Awards Committee, 2015. Society of Southwest Archivists, Chair/Vice-Chair, Diversity Committee 2017-2020; Distinguished Service Award Committee, 2013-2014; Treasurer, 2005-2011; Executive Board, 2001-2005; Program Committee, 2014-2015, 2015-2016; Site Selection Committee, 1998-2004, Chair, 2001-2004; 2004 Annual Conference Local Arrangements Committee, Chair 2003-2004. Oklahoma Historical Records Advisory Board, 2011-2014. Texas Historical Records Advisory Board, 2002-2007.

Question Response:

As the Academy enters its fourth decade, I continue to firmly believe that its role within the Archives Profession is "to provide independent verification of archival knowledge, skills, and abilities through the examination and

recertification process which benefits archivists, the profession, and its stakeholders." This new mission statement was passed by the ACA Board and voted upon by the membership last summer, along with several other changes including a new Regent for Member Services position.

The mission statement and several other initiatives were birthed at the 2017 strategic planning meeting I attended in Portland, Oregon as the Academy's treasurer. If I am elected, I would like to follow through on the third goal to come out of the strategic plan - to investigate, evaluate, and recommend a membership management software platform that improves and extends the functionality and capabilities of front-end services and administrative activities. This goal will cost the Academy money, but I believe we need to invest in the software to improve the functionality of the secretariat, to provide more in-depth data to the Board as they make decisions, and to support our members as we continue to grow and change. As an (almost) past treasurer I know I have experience with the finances and budgeting process, and insights into the workings of the board, to help lead the Academy to continued success.

I believe that all three initiatives, along with exploring the issue of adding cultural competencies into the question databank, will improve the Academy's ability to communicate and engage with a wide-range of stakeholders within the archives profession, including our existing members, prospective members, archival employers, and the general public.

Treasurer

LAURA M. BOTTS, CA

Professional Experience:

Assistant Dean for Archives and Digital Initiatives; Mercer University: 2016-present. Associate Director for Special Collections; Mercer University: 2014-2016. Head of Special Collections; Mercer University: 2006-2014. Popular Music Archivist; Georgia State University: 2003-2006. Music Librarian / Archivist; Georgia Music Hall of Fame: 1996-2002.



Education:

Master of Business Administration, Mercer University: 2018. Master of Science in Library and Information Studies, Florida State University: 1995. Bachelor of Arts in History and Political Science, Shorter College: 1993.

Professional Activities:

Academy of Certified Archivists: Member, 2005-present; Webmaster / Digital Community Coordinator, 2010-2014. Society of American Archivists: Member, ca. 2002-present. Society of Georgia Archivists: Member, ca. 1997-present; Fellow, 2017; Secretary, 2011-2012; Nominating Committee, 2006, 2009; *SGA Newsletter* staff, 2000-2002, 2009-2010; *Provenance* Board, 2003-2006, 2009. Association of Librarians and Archivists at Baptist Institutions: Member, 2006-present; Vice President, 2012-2014; President, 2014-2016. Atlanta Regional Council for Higher Education Archives Council: Member, 2015-present; Secretary, 2019-present. Phi Kappa Phi honor society: Member, 2017-present; Mercer University Chapter Treasurer, 2018-present.

Question Response:

The world has certainly changed since the ACA Class of 1989 first proclaimed the benefits of archival certification. New formats of records are constantly emerging—even as older technology becomes obsolete—and in spite of our move to the so-called "paperless society," we find ourselves buried in the stuff. Preservation and access requirements have been adapted to these various physical, digital, and virtual creations while archival outreach and programming options have grown to welcome new audiences. Legal requirements and ethical decisions continue to evolve as society seeks new ways to use or misuse records. Through all of these changes, however, the Academy has upheld its mission of "[verifying] archival knowledge, skills, and abilities through its examination and recertification processes," which is still its primary role.

The ACA has remained steadfast in its commitment to strengthening graduate archival education and striving for the best professional practices as presented in the seven archival domains. The consistent review and revision of these standards, combined with the necessarily rigorous requirements for recertification, ensure that Certified Archivists remain current with professional trends as they move through their careers. By hiring CAs and encouraging employees to certify, employers may rest assured that they are supporting active, engaged professionals who will not remain satisfied with the status quo. These professionals, then, are not only the result of the standards developed and promoted by the Academy in its vital work, but also those best qualified to support it in the decade ahead.

JIM KICHAS, CA**Professional Experience:**

Assistant Director; Utah State Archives and Records Service: 2017-Present. Archives and Patron Services Section Manager; Utah State Archives and Records Service: 2016-2017. Processing and Reference Archivist; Utah State Archives and Records Service: 2002-2016.

**Education:**

Master of Science in Library and Information Science, Drexel University: 2016. Master of Science in Environmental Humanities, University of Utah: 2012. Bachelor of Science in Anthropology, University of Utah: 2002.

Professional Activities:

Academy of Certified Archivists: Member, 2013-present. Conference of Intermountain Archivists (CIMA): Member, 2012-present; Treasurer, 2012-2016; President-Elect, 2016-2017; President, 2017-2018; Immediate Past-President, 2018-2019. Council of State Archivists (CoSA): State Electronic Records Initiative (SERI) Outreach and Advocacy Subcommittee, 2016-2017. National Association of Government Archives and Records Administrators (NAGARA): Member, 2018-present. Utah Manuscripts Association (UMA): Member, 2010-present; Chair, 2018.

Question Response:

As the Academy of Certified Archivists enters its fourth decade, I see it as being uniquely situated to have an

unrivaled impact on the archives profession in the decade(s) ahead. The professional world that the Academy was born into in 1989 has fundamentally changed, and the organization now has 31 years of institutional experience and credibility that it well-earned amidst those changes.

The Academy enters its fourth decade in the significant position to act as a stabilizing force for the archival profession by providing a foundation of shared knowledge and general standards for professional archivists. In addition to this stabilizing presence, the Academy is also uniquely situated to take an active and vital role in increasing and expanding the knowledge and skills of certified archivists to meet the rapidly changing needs we face as professionals.

The Academy remains an essential part of the archival profession, serving as the standard-bearer for the certification process that marks our profession as unique and vital. Certification is a critical process that identifies our professionals as specialized practitioners with expert-level knowledge and training that we use to fundamentally benefit and improve our institutions (and society at large). As the Academy enters its fourth decade it is well positioned to build on this important role and continue to make critical inroads as a much needed outreach and advocacy voice for archivists and the unique issues and challenges we face.

I am honored to be considered for the role of Treasurer for the Academy, and feel that my past professional experience and service will serve me well in this position. With your vote, I commit to playing my part in helping the Academy flourish and continue to evolve as it enters its next exciting decade of existence!

Regent for Exam Development

JEANNETTE BERARD, CA

Professional Experience:

Librarian and Archivist for Special Collections, Thousand Oaks Library, 2002-present. Librarian and Archivist for the Research Library, Autry Museum of the American West, 1998-Dec. 2001. Photo Archivist for the Langley Research Library and Photo Archives NASA Langley, 1995-1998. Library Automation, DRA in St. Louis, Missouri. 1992-1995. Volunteer, photo archives metadata creation, Jefferson National Expansion Memorial, NPS, 1991-1994.

Education:

Master of Library Science, University of California, Los Angeles: 1991. Master of Arts, University of California, Irvine: 1987. Bachelor of Arts, University of California, Irvine: 1985.

Professional Activities:

Academy of Certified Archivists: Exam Development Committee, 2012-2015. Society of California Archivists: Education Committee Co-Chair 2004-2010; Development Committee Co-Chair, 2010-2015; Awards Committee member, 2016-present.



Question Response:

The ACA has a dynamic role in the archives profession promoting standards of education, practice and employment. As employment changes in this gig economy, I see certification as a key to assuring uniform standards across many forms of employment. As the ACA enters its forties, we see the entire world in a state of change. Evolving is a challenge to every profession, but by keeping standards current and relevant we can help assure the future of our profession.

ANN HODGES, CA**Professional Experience:**

Director of Special Collections, Mary Coats Burnett Library, Texas Christian University, 2019-present. Director of Special Collections and Archives, Mary and Jeff Bell Library, Texas A&M University-Corpus Christi, 2014-2019. Director of Grants and Research, University of Texas at Arlington Libraries, 2013- 2014. Special Collections Program Coordinator, University of Texas at Arlington Libraries, 2003-2013. Assistant Head of Special Collections, University of Texas at Arlington Libraries, 2000-2003. Cataloger for Archives, Manuscripts, and Maps, University of Texas at Arlington Libraries, 1996-2000. Project Archivist, Mexican Archives Project, Benson Latin American Collection, University of Texas at Austin, 1993-1995.

**Education:**

Master of Science in Applied History, University of North Texas: 1993. Master of Science in Library Science, University of North Texas: 1992. Bachelor of Arts in History, University of Texas at Austin.

Professional Activities:

Academy of Certified Archivists: Member, 1994-present; Exam Development Committee member, 2013-2016. Society of Southwest Archivists: Chair, Nominating Committee, 2019-2020; member, Nominating Committee, 2018-2019; Recipient of Distinguished Service Award, 2017; Co-Chair, Annual Meeting Local Arrangements Committee, 2013-2015; Chair, Distinguished Service Award Committee, 2009-2010; President, 2008-2009; Vice-President and Program Chair, 2007-2008; member of Executive Board, 2004-2006; Chair, Membership Committee, 2001-2003. Texas Archival Resources Online: Steering Committee member, 2011-2017; Funding Subcommittee Co-Chair, 2014-2017. Society of American Archivists: Description Section Newsletter Editor, 1996-2001; Description Section Steering Committee member, 2004-2006. Texas Heritage Online: Funding Committee 2004; Steering Committee Chair, 2008, Secretary, 2010. Texas Map Society: 1st Vice-President, 2019-2020.

Question Response:

I see ACA's role as multifaceted. At its core, it sets a standard for a basic level of knowledge that our profession expects its members to possess. Additionally, it is not only a mechanism through which we promote the value of archives and archivists but also a resource to members for networking and for keeping their professional knowledge fresh. ACA is an organization from which members can benefit and to which they can contribute,

both by acquiring a credential and a network of colleagues as well as by returning support to others as they grow in experience and expertise. It also is a vehicle through which archivists can educate non-archivists--both employers of archivists and users of archives--about the education, experience, and skills necessary to be a professional archivist, and about how archivists contribute to society. As we all strive to apply our expertise to electronic records and digital assets, and in an unstable climate in which the understanding of the importance of access to authentic records is challenged, it is all the more important to have an organization such as ACA.

ACA needs our constant nurturing to remain strong and well-regarded, and even to grow in esteem. It has benefited from the contributions of many archivists who were dedicated to making it strong. I believe it is important to invest our own time and energy to uphold and enhance their efforts.

Regent for Member Services

MICHELLE GANZ, CA

Professional Experience:

Archives Director, McDonough Innovation 2015-present. Museum/Library Archivist and Special Collections librarian, Lincoln Memorial University 2007-2015.

Education:

Certified Archivist, The Academy of Certified Archivists: 2008, Recertified 2013, 2019. Master of Information and Library Science, University of Arizona: 2006. Bachelor of Arts, Humanities, Ohio State University: 2003.

Professional Activities:

Academy of Certified Archivists (ACA) Exam proctor: 2014, 2018, 2019; ACA Item writing workshop: 2014, 2015, 2016, 2018, 2019; ACA Role Delineation Statement (RDS) Review Task Force: 2019-2020; ACA Exam Development Committee Member: 2016-2019; ACA Petition Review Committee Member: 2016-2019; ACA Outreach Committee Member: 2010-2015; ACA Outreach Speaker: 2009-2015; Society of American Archivists (SAA) Professional Writers Virtual Group Co-Leader : 2019-2020; SAA Accessibility and Disability Section Co-Chair: 2019-2021; SAA Archives History Section Steering Committee Member: 2019-2020; SAA Independent Archivists Section Chair: 2018-2019; SAA Independent Archivist Section Vice Chair/Chair-elect: 2017-2018; SAA-ACRL/RBMS Joint Task Force to Revise Statement on Access Co-Chair: 2017-2019; SAA Mentoring Program Subcommittee Member: 2016-2018; SAA Diversity Committee Member: 2014-2016; SAA Accessibility Working Group Member: 2013-2014; SAA Lone Arrangers Section Chair: 2012-2014

Question Response:

The ACA has been bridging the gaps between student and professional, between hiring managers and applicants, and between new and mid-career archivists for over 30 years. In the current landscape the ACA is positioned to create opportunities for archivists to connect with their peers, find new educational avenues, and guide their careers to meet professional goals and aspirations. Over the past few years the ACA is looking to expand



current offerings and update methodologies. I would be honored to help bring existing projects from conception to reality and set the foundation for new projects to come.

I have been a member of the ACA for 12 years and in that time I have made friends, built connections, developed countless skills (including how to write exam questions) and learned so much about how to be a better archivist, activist, and leader. Building on the momentum of the last 40 years, I want to set the stage for decades of service to archival professionals.

As the first Regent of Member Services, I want to seek out new opportunities, create new programs, and find new ways for the ACA to meet our member's unique needs and set the foundations for future Regent success. I would be honored to serve the membership as Regent of Member Services.

Regent for Outreach

JOSHUA KITCHENS, CA

Professional Experience:

Program Director, Master of Archival Studies Program; Clayton State University: 2015-present. Archivist; Georgia College and State University Russell Library 2008-2015.

Education:

Ph.D. History, Georgia State University: In Process. Master of Archival Studies, Clayton State University: 2014. Master of Applied History, George Mason University: 2008. Bachelor of Arts in History, Georgia College and State University: 2005.

Professional Activities:

Society of Georgia Archivist: Member 2008-present, Local Arrangements Committee (2019); Education Committee (2016-2018, 2020); Listserv Manager (2013-2015); Newsletter Editor and Assistant Editor (2011-2012); Provenance Editorial Board, Society of Georgia Archivist (2014-present). Academy of Certified Archivist: Exam Development Committee (2017-2019), GCPAC Committee (2016-2019), Chair RDS Review Committee (2019-2020). Society of American Archivist: Member 2008-present, Electronic Records Section Blog Editorial Group (2017-present), Professional Writing Micro Section (2019-present).

Question Response:

The academy, the archival profession, and the world are entering a period of considerable uncertainty. Only by joining together and helping can archivist hope to find ways to stand up for our core values and work. The academy's role is just as vital in this process as it was in past decades. The academy is not just a body that maintains a certification process. The academy, as I see it, is a community of archivists that encourages and supports each other in difficult times. I see ACA's role in helping not only its members but those wishing to obtain certification by promoting all types of educational opportunities, including ones that may go beyond traditional workshops. I see the academy looking for new ways to engage its members and prospective applicants to help them



share their collective knowledge not just through research but in other forms that are less formal than traditional scholarly writing. I believe going forward that the academy needs to work not only with its members but with other organizations to promote and support that are underrepresented or marginalized within our collections and our profession. The academy must do all it can to support diverse archives. These roles are essential, and I hope if elected as the Regent for Outreach that I can assist the academy in accomplishing. These ideas for the future should build on and not minimize the great work that the academy has done. I believe fundamentally that the work of the academy ensures that those in our profession are well prepared for the significant responsibilities of being an archivist. I hope to help to build on and expand upon this great work. I think our next forty years will be about supporting archival diverse archival workers in the many complexities of the archival profession.

DAN McCORMACK, CA

Professional Experience:

Library Assistant, Massachusetts Historical Society, 1996-2000. Public Relations Coordinator, American Antiquarian Society, 1997-1998. Adult Service Reference Librarian, Brockton (MA) Public Library, 2000-2002. Archivist/Records Manager, Town of Burlington, 2002-present.



Education:

BA, Providence College, 1985. MA, UMass-Boston (History – concentration in Archival Methods), 1997. MS, Simmons College (Library Science – concentration in Archives Management), 2000.

Professional Activities:

Academy of Certified Archivists, Member, 2011-present, New England Archivists (selected) – Public Relations Coordinator, 1998-2008. Membership Retention and Recruitment Task Force, 2008. Membership Committee, 2008-2017. Constituencies Task Force, 2015-2016. Also, three Nominating Committees between 2004 and 2013; Member, Massachusetts State Historical Records Advisory Board, 2013-present; Grant Reviewer, Society of American Archivists Foundation, National Disaster Recovery Fund for Archives, 2014-present; Advisory Committee member, Northeast Document Conservation Center, 2014-present; Steering Committee member, SAA Privacy and Confidentiality Roundtable/Section, 2016-2017, 2019-2020; Vice Chair/Chair-Elect, SAA Privacy and Confidentiality Section, 2017-2018; Steering Committee member, SAA Human Rights Section, 2017-present.

Question Response:

If the recent past is prologue, the future will be a season of change for archives and archivists. As the Academy embarks on its fourth decade, it also embraces changes in the profession. Its commitment to standards and involvement gives it a unique opportunity to help guide that change. At times of volatility, the ACA and its members must continue to serve as examples of trust, progress, and stability.

Moving forward, the profession will evolve. In the future, our co-workers will represent a wider variety of backgrounds, job responsibilities and viewpoints than what we see today. What is considered archival service will

extend beyond the traditional work of the field. However, what should not change is the significance of certification. All who have gone through the certification process have shown that they demonstrate a high level of expertise and commitment. By maintaining its own standards while promoting the importance and benefits of certification to all, the Academy can continue to unify and strengthen the profession.

It will be important to increase our presence throughout the archival universe, and in doing so, the Academy and its members must be visible, active and proactive. We need to recognize and incorporate new and evolving approaches to archival thinking in the examination and certification process. At the same time it will be crucial to explore opportunities for greater inclusion, especially by identifying a wider variety of archivists as candidates for the examination.

Going forward, we must continually examine and refresh the Academy's messaging and branding. Membership needs to be closely identified with the importance of archives to our institutions and the communities we serve. The CA designation reflects credibility, gives members instant recognition, and as Regent for Outreach I will continuously promote this among archivists and throughout the profession.

Nominations Committee

MEREDITH MITCHEM, CA

Professional Experience:

Archivist; Atlanta Housing: 2014-present. Archival Assistant; Columbia Theological Seminary: 2010-2014. NEH Grant Preservation and Cataloging Assistant; Manuscript, Archives, and Rare Book Library, Emory University: 2009-2010. Archives Intern; Georgia Archives: 2007-2009. Assistant to the Conservator; Memorial Library, University of Wisconsin: 2005-2007.



Education:

Masters in Library and Information Studies, University of Wisconsin, Madison: 2007. Bachelor of Arts in English, University of South Carolina, Columbia: 2002.

Professional Activities:

Academy of Certified Archivists: Member, 2015-present. Society of American Archivists: Member, 2005-present, Business Archives Section Newsletter Editor, 2018-2019, Vice Editor, 2017-2018. Heritage Emergency Response Alliance Cooperative Disaster Network (HERA Atlanta): Member, 2008-present, Chair of Communications, 2012-2017. Society of Georgia Archivists: Membership, 2009-present, Scholarship Chair: 2015.

Question Response:

As ACA enters its 4th decade, I see its role within the archival profession as a continuance of defining and advancing archival education, issues, and concepts while also promoting and adding value to professional certification.

As certification provides a standard by which employers select its employees, I hope to see ACA take an increasingly active outreach role in promoting increased earning potential and certification desirability to employers and recruiters with: information supportive of the merit of hiring a certified archivist, access to directories of certified members, ACA conducted case studies and statistics of certification benefits, and making non archivists aware of the requirements to obtain and maintain certification.

Above all, I hope to see ACA strengthen its benefits to its membership through its provision of increased support in empowering resources such as: its mentorship, ACA lead certification study groups, educational and professional development opportunities, recognitions, and enhanced social networks and connections among its members.

KELLYN YOUNGGREN, CA

Professional Experience:

Senior Photograph Archivist; Montana Historical Society: 2018-present. Photograph Archivist; Montana Historical Society: 2017-2018. Archives Technician; University of Montana: 2012-2017.

Education:

Master of Arts in History, University of Wyoming: 2010. Bachelor of Arts in History, University of Idaho: 2008.

Professional Activities:

Academy of Certified Archivists: Member, 2016-present; Petition Review Team Member, 2020. Northwest Archivists: Montana Representative, 2016-present; Election Committee, 2017; Western Archivists Meeting Site Selection Committee, 2017-2018; Annual Conference Planning Committee Chair, 2018-2019.

Question Response:

I recently volunteered to serve on an ACA recertification review team. As part of that team, I reviewed petitions for recertification from certified archivists and scored them based on ACA criteria. One of the things that stood out to me was the variety of amazing work archivists do outside of their regular duties. They write articles, teach workshops, take classes to hone their craft, and generally work to expand their knowledge, skills, and abilities.

The ACA assumes a critical role in the archives profession by holding archivists accountable for improving their professional skills. While many archivists work in environments where there are requirements for professional development, those requirements are not always specific to the field; certification through the ACA encourages certified archivists to engage with and contribute to the profession throughout their career. Another important role of the ACA is its maintenance of the Role Delineation Statement (RDS) for Professional Archivists. As the field continues to grow and change over time, the RDS does the same in its definition of the knowledge and skills required of a professional archivist. The guidelines put forth for certification and recertification, as well as a broad but comprehensive definition of a professional archivist in the RDS, give the profession a sense of cohesion.



The History of ACA Part IV

Contributed by Mott Linn, CA

ACA's Recent Past and Future

Arguably, ACA's most important advance since the solving of the budget crisis of the mid-1990s involved exam locations. After the first year, the exam always took place at five predetermined sites. However, because so many archivists had very limited travel budgets, many could not afford to go take the exam. To rectify that, Lee Miller conceived of the "pick your site" program. This allows archivists to ask to have an exam site located anywhere as long as 5 candidates are willing to take the test there. ACA instituted the program in 1998 and it was an immediate success, more than doubling the previous year's number of candidates (77 vs. 37).

However, the additional locations were not announced until after the application deadline, which kept ACA from marketing these new sites to more prospective applicants. So, in 2016 Mott Linn created the "early bird deadline." This allows ACA to announce most of the "pick your site" locations in the early spring. This was such a success that in its first 3 years of existence it helped bring about 3 of the 4 largest number of exam applications in ACA's history.

A critical part of ACA's success is its consistent and strong support by a very large number of its members. They understand that the more widely accepted ACA is, the stronger the profession will be. To honor those who have made out-standing individual contributions to ACA, in 2001, the Board of Regents created the Distinguished Service Award, which Marty Levitt suggested and for which he donated the initial funding.

Back in the 1970s when ACA was first conceived, there were too few opportunities for archival education. Now, one of the biggest problems for the profession involves the fact that universities have created too many archival education programs of varying

quality and that they are creating too many new archivists given how few jobs are available. In response, in 2016 ACA created a program to pre-approve courses, which allows colleges to designate which of their classes ACA has pre-approved. ACA is to review these pre-approved classes every 5 years.

This program 1) allows ACA to quickly determine if a given class qualifies when somebody applies for the exam; 2) assures prospective students that the classes that they will take will qualify for the exam; 3) enables archives education programs to market the fact that their classes meet ACA's standards; and 4) raises ACA's profile, especially among new archivists. This program has grown rapidly during its first few years.

In 2017, ACA conducted a strategic planning session. The main finding was that ACA needed to improve the way it serves its members. This resulted in a new position called the Regent for Member Services. In 2019 the membership approved of this addition and in 2020 the first CA will be elected to this position.

ACA's situation has improved greatly over the past three decades. In 1990, after the petitioning process and the first year's exam results, ACA had 716 members. In the wake of ACA's budget crisis, membership slumped to its nadir of 665 in 2000. As of July 1, 2019, that number had grown to 1,301. The number taking the exam has also risen. In 1989, 21 took the exam at the SAA conference site; in 2016, a record 232 candidates took it at one of a record 20 locations. Furthermore, ACA's financial situation has slowly improved. Although its budgets are still tight, ACA's reserves have grown over the decades so that the organization can now withstand an unforeseen financial shock.

After 30 years, ACA is poised for further growth. Hopefully, ACA will soon fulfill its founders' vision: to be the universally acknowledged way of determining who is and who is not qualified to be a professional archivist.

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Upcoming ACA Leadership and Board Elections

Please be on the lookout for the election dates announcement in your email. The election will be run from May 11– May 25th 2020!

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

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