Agenda Item 1-V.A.

Society of American Archivists
Council Meeting
July 24, 2017
Oregon Convention Center
Portland, Oregon

Membership Committee Survey of Barriers to Participation in SAA

(Prepared by Membership Committee Chair Kate Dundon)

BACKGROUND

At the 2016 SAA Annual Meeting, the Membership Committee received a directive from the SAA Council to gather information from the general membership about barriers to participating in SAA and discuss and recommend ways to break down these barriers. (The SAA Strategic Plan includes strategy 4.2.1. Address barriers, perceived and actual, to broad participation by SAA members in the activities of the organization. Activity 4.2.1.A., assigned to the Membership Committee, is to "Collect information from members about barriers preventing them from being more active in the organization, and share this information with the broad membership for comment.")

The Committee first addressed this task by informally surveying members through casual conversation at the Annual Meeting and within our individual professional networks, and we identified the following common barriers:

- Insufficient funding to attend the Annual Meeting.
- Insufficient time to commit to active involvement.
- Assumption that leadership positions are available only to those who attend the Annual Meeting.
- Lack of professional connections.
- Desire to get to know SAA before becoming actively involved.

The Committee used this feedback to create multiple-choice questions for a survey distributed to the general membership to gather more comprehensive data on barriers to participation. The Committee and the SAA staff disseminated the survey via *In the Loop*, the SAA website, the Archives and Archivists List, and the SAA Leader List. The survey was open for approximately one month, from late February to late March 2017. A total of 1,279 people responded.

In the survey, the Committee defined "participation" as active involvement in an SAA group, contributing to an email list or social media, volunteering as a mentor, attending the Annual Meeting or a workshop, or partaking in other activities or initiatives. The survey consisted of the

following three questions, which provided a free-text response option in addition to choices that could be selected concurrently:

1. Are you satisfied with your current level of participation in SAA?
2. If you do not participate, or are unsatisfied with your level of participation, what are the barriers you face?
3. Additional feedback about participation in SAA

Responses are attached as Appendixes 1 and 2.

DISCUSSION

Key Findings and Observations

Response to question 1 tells us that roughly half of the respondents (about 665) have a desire to be more involved in SAA. We see this as a good problem because it demonstrates a desire to engage with the organization. It also reveals that a number of members aren't satisfied with their involvement, which should be unpacked. We hope that by assessing the most common barriers faced by our members, we will gain a more nuanced understanding of the complex professional lives of SAA members, and will be able to suggest realistic methods of breaking down these barriers.

Response to question 2 reveals a bigger picture:
The top two barriers to participation are expense and time. Members do not receive adequate funding from their institutions to travel to the Annual Meeting and stay at a hotel, and they struggle to cover costs out of pocket. Many temporary and contract archivists are not paid when taking time off for professional development activities. Members are stretched in their jobs, coursework, and family lives. These issues are longstanding, widespread, and difficult to address.

The third most common barrier is that members who are new to the profession do not feel experienced enough to get involved in SAA. It is understandable that a student or new professional should want to take a year or two after joining SAA to get oriented to the organization and become familiar with the opportunities for involvement, and this should be respected. However, we also believe it is important to engage new members with the organization so that they feel valued and included in the profession. Furthermore, SAA benefits from the skills and perspectives of new members.

The fourth most common barrier is the lack of clarity on how to participate. We interpret this as is a communication issue. SAA leadership forms a large and complex organization of groups and subgroups that intimidates new members. We need to acknowledge the learning curve that members face in participating in SAA and consider how our organizational structure and systems of communication can obstruct engagement.

The fifth most common barrier is simply not being appointed to a position after volunteering. Some members described unsuccessful attempts at participating (rejected conference session

proposals, submitting the volunteer form but not being selected) and have become discouraged from repeated failures and/or never hearing follow-up. This is a frustrating experience. While we want all members to feel welcome to participate at the level at which they feel most comfortable, we also think it is important for leadership positions to remain competitive. SAA leadership is most effective when individuals are committed to serving in their positions, and the application process helps to ensure the value of holding a leadership position or presenting on the Annual Meeting program.

Response to question 3 and feedback in free-text "other" options in questions 1 and 2 were analyzed together. Feedback was diverse and revealing. The most common themes include the following, roughly in order of predominance:

- It is difficult to participate while unemployed, in a temporary position, or when one lacks a professional network. This speaks to economic and professional privilege enjoyed by members with permanent jobs.
- Leadership and general membership feels cliquish. Respondents expressed that one seems to have to know people in SAA in order to get involved.
- Annual Meeting programming and communication from SAA seems to focus predominantly on issues relating to archives at large established universities, which does not necessarily serve members at small institutions, corporate agencies, or government archives. Thus opportunities to participate do not necessarily align with professional interests.
- Channels for participation are not clear.
- Some members face a lack of support from their employers, managers, and colleagues in participating in SAA. This goes beyond a lack of funding. Institutional culture does not always support using work hours for service in professional associations, making time devoted to SAA a larger burden for some members.
- Several respondents, both young and old, experience ageism in SAA. This is alienating, and prevents some members from seeing themselves reflected in the organization.
- Some respondents indicated that they felt alienated by the seemingly predominant liberal politics of SAA leadership and general membership. Additionally, the A&A listserv is perceived as politically combative from both sides of the political spectrum, and is intimidating.
- Some members who have previously served in leadership positions did not find the experience fulfilling and therefore have not sought new opportunities for participation.

Additional observations on the free-text responses:

- It is clear that many members experience feelings of intimidation and "unwelcomeness" that contribute to their hesitation to participate in SAA. These include: perception of cliquish leadership and membership; first-time Annual Meeting attendees intimidated by the size of the meeting; lack of people of color in SAA; and the perception that SAA is dominated by the interests of academic archives.

- SAA has become significantly more engaging over time, particularly to younger members. One respondent stated, "SAA has long had a reputation as being an insular organization where a small group dominates. This was not true 30 years ago and is not true now. New

members have never had such opportunities for service."

- The current White House administration is seeking to ban travel from a wide array of countries. Traveling to the annual meeting may no longer be feasible for some international members. One respondent stated, "I do not live in the United States, and as of this year I am no longer able to travel safely to the United States. I have travelled to participate in SAA events in the past and taken part in training. This seems no longer possible. It is likely I will not continue my membership. Not your fault."

Addressing Barriers

We believe that we have a better understanding of the complex barriers faced by members in participating in the organization. The Committee has compiled the following suggestions for addressing these obstacles, many of which were presented to us by survey respondents.

Expense

Continue to create more opportunities to participate virtually in order to mitigate geographic and financial barriers to participation. This was the most common suggestion from survey respondents.

- Live stream Annual Meeting sessions, keynote speeches, and presidential addresses.
- Encourage committees, sections, and session speakers to livestream their meetings at annual conference. Some sections do this but it is not universal. There are free services such as Hangouts On Air.
- When feasible, provide recorded professional development workshops online for a fee. Recorded webinars in the Digital Archives Specialist courses provide precedent, and SAA already provides MP3 recordings of annual meeting sessions for purchase.

Continue to seek ways to control costs of the Annual Meeting.

- Shorten the Annual Meeting.
- Hold multiple short meetings throughout year rather than a single long meeting.
- Consider joint conferences with allied fields of public history, museums, and libraries to increase attendance and potentially lower costs.
- Continue holding meetings in "second tier" cities using the convention center model.

Encourage committees, sections, working groups, etc., to identify and promote opportunities for involvement that do not require attendance at the Annual Meeting.

Consider a sliding-scale fee for workshops, courses, etc., in the spirit of tiered membership dues.

Time

Sections and Committees might provide more specific descriptions of leadership positions with estimated time requirements, perhaps in a centralized place on the SAA website.

Experience

In addition to the First Timers and New Members reception at the Annual Meeting, SAA leaders could host a session for new members on SAA organizational structure and how to make the most of one's membership. This could also be achieved in a video available on SAA's website.

Clarity

Create a "Get Involved" section on the SAA website that clearly articulates the various paths toward involvement in committees, sections, etc., and centralizes information about all leadership positions, both elected and volunteer. Open elected positions and committee appointments could be posted in this centralized location.

Provide more transparent reporting and documentation on participation, including how leadership positions are filled, how many people apply each year, how many people participate in section and committee leadership, how many participate in the mentorship program, etc.

Produce regular profiles of current SAA leaders or volunteers with a description of their path of service that led them to their current positions, perhaps in *In the Loop*. A respondent commented, "I think I'd have a clearer picture of how to start my own service with SAA if I saw examples of how others have done it."

Set up an automated "thank you" email that is sent after a member submits the annual volunteer form. Follow-up emails should encourage members to continue pursuing service opportunities and ways to participate in the Annual Meeting. These emails would provide an opportunity to more clearly articulate how one can participate in SAA if one isn't assigned a position, such as participating in the mentoring or navigator programs or volunteering in the career center.

Other

Attempt to increase the visibility of archivists at small institutions, corporate agencies, and government archives in the Annual Meeting programming, *Archival Outlook*, and *In the Loop*.

Initiate a follow-up survey asking members to identify topics and areas that they feel are underrepresented in SAA's current offerings (section specializations, professional development opportunities, conference session topics) to broaden SAA's relevance to non-academic archival work environments.

Promote the annual "call for volunteers" sign-up form as a way to overcome the perceived cliquish nature of SAA leadership.

Members seeking to draft a statement for SAA endorsement should be reminded of the "Criteria for Advocacy Statements" adopted in August 2015. Stronger moderation of the Archives and Archivists email list may be necessary when communication becomes too combative.

Where appropriate, SAA leadership should attempt to fill their sections, committees, working groups, task forces, etc., with members from diverse institutions and geographies.

QUESTIONS FOR COUNCIL DISCUSSION

1. Expense is the most frequently cited barrier to participating in SAA. Of the identified suggestions under Addressing Barriers in the Expense category, which strategies would create the most impact in terms of involvement?

2. In the remaining categories under Addressing Barriers, which strategies align most strongly with SAA's Strategic Plan?

3. How might some of the suggestions for addressing barriers be delegated to relevant committees or sections for further work?

Appendix A

Q1 Are you satisfied with your current level of participation in SAA?

Answered: 1,250 Skipped: 29

Answer Choices	Responses	
Yes	**48.56%**	607
No, I would like to be more involved	**52.08%**	651
Total Respondents: 1,250		

Q2 If you do not participate, or are unsatisfied with your level of participation, what are the barriers you face?

Answered: 934 Skipped: 345

Answer Choices	Responses	
I do not have sufficient funding to support attendance at the annual meeting or workshops.	**57.82%**	540
I do not have enough time to devote to active participation in a group or to volunteer in another capacity.	**47.22%**	441
I am a student or new professional and do not feel experienced enough to volunteer or run for an elected position.	**27.84%**	260
I have been unsuccessful in being appointed or elected to committee, section, or group leadership.	**11.88%**	111
It is not clear how to get more involved.	**22.48%**	210
Total Respondents: 934		

Q3 Additional feedback about participation in SAA

Answered: 323 Skipped: 956

2017 Survey on SAA Participation data

Appendix B

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Yes	No, I would like to be more involved	Other (please specify)	I do not have sufficient funding to support attendance at the annual meeting or workshops.	I do not have enough time to devote to active participation in a group or to volunteer in another capacity.	I am a student or new professional and do not feel experienced enough to volunteer or run for an elected position.	I have been unsuccessful in being appointed or elected to committee, section, or group leadership.	It is not clear how to get more involved.	Other (please specify)	(Open-ended free text)
x	x	both.	x						
x		But as a retiree I can pick and choose the level of my participation now, See more in no. 3.							It is much easier now to seek appointments now than when I was young in the field 30-35 years ago. And there and a number of sections in which a person can get involved as well. This may not work as quickly as some might want but the opportunities are so much greater in number today.
	x	But I can't; the conferences are too noisy for me and make me dizzy - and have become too large and too expensive.	x			x		I was more involved before I had hearing and balance issues, when SAA was less expensive and I had a more generous conference budget. I volunteered numerous times for committees and was never even contacted. I was too busy with work and personal issues to run for section leadership, when I went to SAA every year, took workshops, the full deal. Now because I can't attend the conference I feel disconnected from the organization, and the organization itself seems far too large and impersonal. I have become involved instead in my regional archives groups.	Frankly, when Hurricane Irene was threatening the east coast during SAA in Chicago in 2011, I felt that SAA abandoned those of us who were stranded in Chicago for days, trying to get flights or a train back home. I understand that the small SAA staff was exhausted from the conference, but Chicago is your home base. It would have been nice if SAA had made some effort to keep track of those of us who were in town staying wherever we could find a bed. I haven't felt the same about SAA since then - that was the turning point for me, when I decided to put my volunteer time and energy into MARAC.
	x	but, I'm kind of busy with grad school		x	x		x		
x		By reading content on the lists, I learn from professional Archivists how to do Archives in an up-to-date manner.							
	x	Currently, I am in my last year of rotation as a member of a section steering committee, also formerly serving as Co-chair. I have always felt intimidated by many of the people in the Roundtable, now the newly formed section, there was no clear guidance at the beginning, I was unable to attend the new section leader orientation offered at SAA. When I asked for help, I was told to read the manual available online - this was not helpful. I wanted to hear about others experience, so, perhaps to co-inside with the manual, a youtube video from other leaders describing their experience or how NOT to be intimidated by the email chains would be useful.					x	I do participate, however, I think there needs to be clear steps on how to get more involved - we do band together as a profession, but there are funding discrepancies and there seems to be a push-pull effect within certain sections.	
	x	From my experience - participation links to one's current job experiences and the time it takes to hold on to it. 3 years out of GSLIS - I and other peers are struggling for sustainable (not the ultimate) employment. As this issue is more in control - I plan to attend conferences and work more actively within SAA.	x	x					
	x	Funding is always a problem.	x	x					
	x	Have applied but wasn't selected.				x			
	x	however, not a member at this time	x						I will ask my department director to put a membership in the next budget year so we may join
		I _wish_ I had the time and the resources to participate more fully.	x	x					I believe that advocacy and training are key to the future of the field.

Question 1: Are you satisfied with your current level of participation in SAA?			Question 2: If you do not participate, or are unsatisfied with your level of participation, what are the barriers you face?						Question 3: Additional feedback about participation in SAA
Yes	No, I would like to be more involved	Other (please specify)	I do not have sufficient funding to support attendance at the annual meeting or workshops.	I do not have enough time to devote to active participation in a group or to volunteer in another capacity.	I am a student or new professional and do not feel experienced enough to volunteer or run for an elected position.	I have been unsuccessful in being appointed or elected to committee, section, or group leadership.	It is not clear how to get more involved.	Other (please specify)	(Open-ended free text)
x		I am 73 years old; have no intention to upgrade my position; am in a small religious community archives to which I am a dedicated "paper archivist;" am overwhelmed by digital archives discussions and software; attendance at 2 digital workshops didn't help me to feel differently.		x				I tire more quickly than I used to and have to make choices regarding new commitments.	I find that ACWR conferences better suit my needs. I try to learn from the questions & answers on the "lone arrangers" list serve and from articles in SAA publications.
x		I am a member of several sections and roundtables and serve on a section subcommittee. I have attended every SAA annual meeting since 2002.							
	x	I am an overseas member and it s not easy for me to participate onsite events or courses in the States.		x			x		More online courses n workshops
		I am currently serving as a section chair and have enjoyed being actively involved with SAA. I would like to continue being actively involved once my term ends but suspect that I will not immediately be able to do so		x			x	While I have sufficient funding from my employer to attend the annual meeting, it eats up my entire fund for the year, cutting me off from not only SAA workshops and other offerings, but from participating in other organizations as well. I need to attend the upcoming SAA meeting as a Section Chair but know that I will be taking the next few years off from the SAA meeting to be able to attend other groups meetings.	SAA is too expensive for the amount of money most archivists make, both in terms of dues and the cost to attend the annual meeting. The expense has always been my biggest barrier to participating at the level that I would like to and will be for the foreseeable future
x		I am mostly satisfied, but I have spent years trying to volunteer without really ever getting selected for more than 1 or 2 things in the last 11 years. It's very disheartening				x			It seems like SAA favors the older members who are in huge institutions while the rest of us feel ignored or less-than. I know that this isn't the intent, but it makes me feel marginalized within the profession.
x		I am not very involved, but my employer will not let me go to the conferences anyway... they are too expensive, so I am focusing on my local association.	x	x				I am in school to learn a new career, and do not have time to devote.	When I was a new professional, I was pretty gung-ho. After awhile though, it became clear to me that people really don't understand what we do, and are even less likely to pay well enough to handle a student loan for it. I think SAA should spend the future trying to educate the public about Archives so that archivists can get better jobs where they are more respected and better paid.
	x	I am on a Roundtable Steering Committee that has a conference call every couple months. I don't feel that I contribute very much.					x	I am new to SAA - 3 years. It has taken a couple years to learn the ropes. Now things are changing so I don't feel like I'm stable footing.	Maybe there could be a session on the org of SAA and how to make the most of your involvement. Is that in the session for new members? I'll look for that next year. Thank you.
		I am on a section steering committee & I attend yearly. Yet I feel a bit disengaged.		x					I've had a hard time developing relationships with archivists through SAA. Not clear why.
x		I am retired from my previous job and now work from home for a non-profit so I like the webinars and other programs that keep me up-to-date on technology.	x						
		I am satisfied for now. After current commitments I may want to get more involved.					x		SAA seems cliquish and more about who you know than your level of experience and skills. I know other archivists who feel the same.
		I am satisfied with my current level of participation, but it is a struggle to participate on account of insufficient funding, lack of time, uneven institutional support where professional activity, participation and continuing education is not always valued.							
		I am satisfied with the opportunity to participate. I do know that there are others who have expressed disappointment about inability to be appointed/elected to committee, section, or group leadership.						I was elected Chair of my section prior to encountering a situation at work where we are down two people and my responsibilities have temporarily increased greatly. I wish that I had more time to devote to my role as Chair (and I will, in about a month).	

2017 Survey on SAA Participation data

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	x	I cannot be a member, because I cannot afford it.	x		x				The cost of conferences deters me from attending. I am unable to throw out anywhere from 250-450 dollars, plus hotel, and travel. I cannot even go on vacations due to my low pay as a new working professional in the field and therefore cannot make it to conference to build on my professional development. The cost of membership alone is unattainable for me and I stick with more regional groups like MARAC. Webinars for SAA would be good for people in my situation. I miss getting my archival outlook as I am no longer a student and would love to subscribe as if a magazine instead of having to pay the outrageous membership fees.
	x	I cannot participate at all beyond reading emails and Outlook. The price of everything is too restrictive. I may not be able to renew my general membership again as it is just too expensive. I have grocery bills. I wish I felt I got anything from this group, but so far all I have done is lose money.	x					I cannot participate at all beyond reading emails and Outlook. The price of everything is too restrictive.	You should work closely with ACA to figure out how to support test-takers. Test-takers are essentially hanging out to dry on their own with a daunting mountain of 200+ items to read/study.
x	x	I currently hold an appointed position in a group that I am very happy with. At the same time, I wish there were some additional ways for me to get involved with SAA. For example, I have not been able to attend an annual meeting yet because I do not have institutional support and the meetings have been too far away for me to travel.	x				x	I wish there was an easier way to check when opportunities are available within the organization. Currently, I visit the section microsites to check if any opportunities are available, but generally the microsites are not up-to-date. All section announcements, including open steering committee positions, calls for newsletter submissions, research opportunities, etc., should be posted in one place on the SAA website. In regards to the annual meeting, I wish there were some ways that I could get involved virtually since I have so far been unable to travel to attend.	I wish that the section microsites would be kept up-to-date. Some sections are better than others about posting their news. Similarly, some sections are better than others about using their listservs. As an example, I think the Issues and Advocacy Section is great about using the listserv to let members know about opportunities, and they keep their blog updated as well. I think that an active online presence will encourage my active participation in the organization and help me to know when new opportunities are available.
		I do participate in classes, sometimes attend the annual meeting and follow a number of section listservs, but I would still like to be more involved.	x	x				I do have funding to attend the annual meeting when it is local which is usually once every 4 years and I sometimes have institutional support to travel for the meeting, but usually only 1 year of the 3 when it is not local. I also do not feel that my institution is overly supportive of anything that is a time commitment so that needs to be outside of work hours and work hours are long. I also have the sense that there is a network of people within SAA leadership who know each other and while these people may be receptive to newcomers or new participants, I think a lot more could be done for outreach, particularly at annual meetings.	
	x	I feel overwhelmed by the round table listservs. I would like to consider cutting back to one or two groups so I am not bombarded with messages.		x	x				
	x	I find SAA leadership to be somewhat cliquish. I have found it difficult to get involved at higher levels if you do not know the right people	x						
	x	I find that there aren't enough opportunities that speak to my work in archival education (i.e. K-12 school outreach, rather than academic collections and working with college students). I also find it difficult to pay for my membership and event offerings.	x				x		
x		I have been active in a variety of opportunities for over 30 years and have consistently found it very worthwhile.							

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	x	I have been trying to volunteer for various groups/committees but I am never selected to participate. I am still waiting to hear back about the group I volunteered for this year.				x			
		I have just started getting more involved but it has not been an easy process!				x		I have found ways to be involved by finding roles that don't require votes. I did attend a VMS midwinter meeting this year and that helped getting appointed to a chair position.	
	x	I just don't have enough time.	x	x					
	x	I like to attend classes but the are expensive for me.	x						
		I might be willing to be more involved.			x				
		I probably I don't have time to be too much more involved now, but for years I wanted to be more involved in SAA and but didn't have many opportunities.				x	x		I participated in the mentorship program for a year or two and applied on several occasions for open committee assignments. It wasn't until I knew someone on Council that I received a committee assignment. I admit that I have not been as active in sections and groups as I could have been.
x		I read the publications, otherwise I am uninvolved, and am content.		x					Dues are outrageously high in proportion to the benefits received.
	x	I served on Council but seem to have been put out to pasture since then. I used to go to the annual meeting every year but have skipped a few over the past few years.						I admit I have been lax in trying to seek out additional opportunities. The reason for my sporadic attendance at the annual meeting of late has been the quality of the program. The sessions have been awful the last 2 meetings. Cost is also a factor but not the primary one.	
x		I subscribe to numerous lists and am active online, but I wish I could do more.	x	x					I am a lone arranger and greatly appreciate the online list and available materials for the group. I wish there were more inexpensive avenues for continuing education. Even a $100 webinar can be cost prohibitive.
	x	I work two jobs and will be starting my MLIS degree in the fall. My time is precious, but I want to provide some assistance to the archivist community! Perhaps this is temporary.		x	x				I have no other comments at this time.
		I would if it was relevant to what I do	x	x					Most of the SAA Meeting are too far away and therefore more expensive to go to. I have only attended those that are in the midwest.
	x	I would like to attend annual meetings.	x	x					I would like SAA to be significantly less political.
	x	I would like to attend the annual meetings. I would prefer that more workshops were located in my area in Texas.	x						
	x	I would like to be able to attend more conferences, but that is a workplace barrier, not the Society's barrier (well, things could be a bit cheaper but I understand the costs).	x					My University has VERY little funding to sent people to conferences and training. I try to go to a conference every 3 yrs and combo it with a training, but that doesnt always work out.	
	x	I would like to be more involved and I have volunteered and sent in proposals but am never accepted. I feel that it partially has to do with whom I work for, that we don't always have funding to go, are often rejected because the assumption is our large agency does have tons of money. It seems there is tension between SAA and my agency.	x			x		It seems there is tension between SAA and my agency.	I would like to know what steps I can take to make my self more attractive to being involved in SAA.
		I would like to be more involved but duties at work and in my personal life are preventing it right now.		x					

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	x	I would like to be more involved but I believe that the increased politicization of SAA (leftward move) and its various social media prevents me from doing so. SAA preaches how it is all about diversity but i've seen over the years an increase in leftwing politics and beliefs such that I don't believe that those who right of center are not welcome. The imposition of a code of conduct at the annual conference leads me to believe that any little action or word may result in someone being hauled up on charges. attendees are supposed to be professional. I know of no other professional association that has issued a code of conduct. ethics yes, but code of conduct no.						the political nature of SAA is what prevents me from becoming more involved. During the last administration SAA rarely took a stand about issues involving records, but shortly after the election of the current administration SAA and its administration started voicing an opinion about the new administration based upon nothing but conjecture.	Stop being political, be neutral. if you're going to issue a statement about government records issues then be objective and make sure it is a statement that the entire membership can stand behind and support. With regard to the A&A list I believe that folks who express a liberal/progressive point of view are allowed free rein to say what ever they want to. if one were to state an opinion that would be construed as being conservative the individual would be attacked.
		I would like to be more involved but work scheduling doesn't allow right now.	x	x					I originally got involved in section leadership shortly after I joined because a friend nominated me for a steering committee at the annual meeting. I understand the travel barriers, but having early distance voting also, I think, makes it less likely that newbies will nominate themselves and/or be nominated for participation. Perhaps this varies between sections and roundtables, but in my experience, the slates are largely made up of people who have been around at least for a little while. Non-newbies are also more likely to get elected based on name recognition (since the candidates aren't standing in front of the electing group when the election happens.)
	x	I would like to be more involved in committees or working groups related to my interests.	x			x	x		
	x	I would like to be more involved, but I don't know how to accomplish that.	x				x	Up until now my funding has been good for attending conferences, but I do have to choose between all of the ones I would like to attend. This has meant that I have not been able to attend every year.	
		I would like to be more involved, but I don't know what it takes to be involved and whether I have resources to be involved.					x	I don't know if my particular institution is supportive of more involvement in SAA.	I think it would be great if information on how to be involved was included when people join or renew their membership. I'm sure this information is available online, but out of sight is out of mind. If it is pushed out to me, making it easy, I'm more likely to act.
		I would like to be more involved, but it's financially difficult for me to attend every SAA conference.	x			x			
		I would like to be more involved. But as a student I have a busy work and school schedule. I aplied for a mentor but did not hear back and have not had time to reach out further.	x	x	x				
	x	I would like to do more, but it is too expensive.	x					Even webinars are too pricey for me.	I really don't see what I personally get out of it since everything is too expensive for me. Archivists make a pittance, yet SAA seems to ignore that.
	x	I would love to be able to attend the annual conference, but cannot get funding for out of state travel.	x						The dues for this organization are ludicrously high. If funding is a consistent barrier for archivist participation, why do the dues continue to rise?
	x	I would love to go to more events but am often already booked at other Meetup or Eventbrite groups. NYC is a very crowded market for Archive, info services and library events and workshops.	x	x					Cost is the main barrier. I am a consulting archivist, currently without a major, regular client. I've let my membership lapse and haven't felt a pressing need to renew. ART in NYC seems to be more active here than SAA and most local SAA events have reasonable nonmember rates, so I don't feel completely shut out as a nonmember.
	x	I would love to participate in some of the workshops, meetings, and other educational opportunities, but the cost is really steep.	x						
	x	I would love to serve on committees				x			
		I'd like to be more involved, but don't necessarily have the time. So yes and no.		x		x	x		

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		I'd like to be more involved, but find that unless you are a "known" entity to the group looking for help, you tend to be discounted and rejected for someone "known"	x	x		x			
		I'm a bit indifferent toward SAA. I can't attend because of cost from Alaska travel.	x						I'll not be able to attend to due cost. Its been this way for a decade since I moved to Alaska.
	x	I'm a new archivist and to be honest, the robust level of the members' knowledge is a bit intimidating.			x				I would like to see meetings held for members on a local level, such as within a county or a 50-mile radius. I also like the idea of when attending a regional or national conference the first time, a mentor or guide be assigned. Thanks!
		I'm a new member (but not new to the profession), so I need to determine how and when I can get involved.		x					
	x	I'm a new member and don't know what I'm doing yet.	x		x		x		
	x	I'm active on a minimal basis	x	x				Both of these barriers are a factor. I feel that I could be more active without these issues.	I really enjoy going to the meetings and always get quite a bit out of attending.
		I'm fairly new to the field and have only attended one conference in 2012. It's really difficult to make the case for attendance. See my response to question 3.	x						There is such a huge difference between what large institutions can accomplish and what we small folk can do. A lot of what was discussed at SAA the one time I attended was completely beyond our abilities to enact. I'm concerned about born-digital issues, but I'm only beginning to get people to understand how vital it is that we save our 125-year backlog. I'm the only archivist this institution has had, and 70% of my time can be used for archives, with the other 30% spent working in the library. These are the realities for many of us. We do what we can, but it's far from being enough.
	x	I'm not a member.	x				x	I don't have funds to travel or join.	The cost to membership is the primary barrier for me. Also, the conferences are not close enough for me to attend often. Why not go biannual conferences, spread them out more, and lower the costs of attending.
		I'm not, but that's my fault. I don't actively engage with the community as I should.	x						
x		I'm still getting to know my local archives association, especially when I recently got elected as a board member here. We do have a representative for SAA national.		x			x		Maybe reach out to the local professional organizations more, especially the smaller ones. Maybe do highlights of the different organizations across the country to really see what is going on. I would like to see SAA take a stance on indigenous archives as well as feature more archives or archivists working on marginalized peoples like people of color, LGBTQA+, abilism, etc.
	x	I'm still relatively new, so I'm trying to get my bearings. Very excited about new opportunities!					x		
x		I'm too old to be of much service however I do help off and on in our Community Archives.						I'm too old! 95+	I've thoroughly enjoyed my 28 years of active archival service and being able to help out even yet at 95 years old.
	x	I've applied to serve on a committee; waiting to hear later in the year.							
		I've tried to be more involved but it seems like the same people or only new archivists are selected for committees	x			x		see above; I also did the mentor program - as a mentor and the mentee just asked questions about the profession which should have been answered in library school and has not emailed me again. makes me wonder 1. what library schools are teaching and 2. if the incoming generation of archivists understands anything about collegiality or working with others versus just getting ahead. I think SAA tries to keep up with buzzwords instead of creating sustainable, well thought-out programs. and I think we have enough awards committees.	I think there are different things SAA could do - like have liaisons to the sections who actually work with the section leadership. I think my section leadership has no clue how to be part of a team and sees SAA as a resume builder only not as helping the profession. I think SAA is really old fashioned and only cares about making money on certification programs versus helping the members keep up with the profession in other ways - like webinars, free classes and more virtual conferences or local grassroots growth. It's kind of like why the current person is in the white house - the same us against them mentality can be compared to the large schools and all their resources versus smaller places where there is often one person who has to do everything and has limited resources in all areas.
	x	It feels daunting because SAA is so large. It is also about who you know. So many members but then you see the same names all the time. I choose to do more with my regional group because SAA offices are unattainable.	x			x			

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	x	It is a long time that I have not attended an annual meeting.	x						I hope to be able to have more time to devote to active participation in a group
	x	It isn't easy to get involved in SAA. It takes time and starting out in a new profession already is time consuming. Also, the profession is rather insular, and tends to move in packs.	x	x	x	x	x		SAA is a great resource but too heavily focused on academia, which creates fissures in the profession. It is also a bit elitist, where it seems the most popular, "successful" archivists revolve around the association. I am tired of lip service about diversity in archives. Diversity and inclusion were main topics at last year's annual meeting in Atlanta but almost every panel consisted of straight-looking white people (again, because probably panels are given preference if they have friends in the association or have an elite status in the field, rather than giving opportunities to archivists whose resumes or connections are less amazing, but who also do good work). For example, do we really need to hear from Bradley Westbrook again and again just because he helped develop AT and the now less exciting ArchivesSpace? Literally anyone else would do a better job.
	x	It would be great if some of the activities, events, etc. were geared to smaller or start up institutions.	x				x	Again, more attention needs to be paid to the new member and smaller institution segment, especially diverse and non-traditional archives.	More diversity and inclusion in all areas.
	x	It's difficult to participate when you are unable to attend the annual meeting for financial reasons.	x						
	x	It's not really a pressing issue for me now, but earlier in my career I would have liked to have been more involved and found it somewhat difficult to get involve -- much more than was the case with MARAC orthe AASLH	x			x	x		Again this was years ago, but I found it disappointing I didn't get more resopnse from calls for volunteers, or requests to indicate areas interested in volunteering
	x	Just can't afford the workshops or annual attendance- used to, but can't now	x						Please be aware of budgetary constraints or no budgets. Many SAA members pay for their own conference attendance, courses and books
x		Long-term I would like to participate more, but do not feel that I currently have time.	x	x	x				
		My ability to participate varies. At this time I really cannot be more involved.	x	x					The dues are too expensive, and so are the conferences and classes.
x		My age prevents me at 95.						Sorry, but age does make a difference.	I've enjoyed my years of participation and have many happy memories...
		No, I would quit SAA if I could.						I have only maintained my membership because my employer expects me to. I am looking for a new job, and one of my criteria is that I not be expected to maintain membership in SAA. If I were aware of a credible, more politically neutral, and more archives-focused organization that my employer would find acceptable, I would probably join that.	I hope I can get out of attending the annual meeting this year. Actual training on how to improve my professional effectiveness might be useful. However, based on previous statements made by SAA leadership I expect this to be nothing more than a chance to be subjected to racist, sexist, and heterophobic speech, and to be encouraged to indulge in emotional reasoning, mind reading, and the other cognitive errors that concepts like microaggression rely on for reification. I'm not going to be made to creep and crawl because of someone else's distorted worldview.
x		Publications and programs are more that I can participate in, so that is good. I think educational programs are too expensive for the average archivist trying to build skills.		x				SAA is very pro-active in seeking candidates and member involvement in the organization. I can't take advantage and get too involved, but that is due to my work schedule.	Through its website and online presence, SAA is truly more active and engaging and positive on behalf of the organization than I have witnessed in more than 30 years in the profession.
	x	Recently renewed my membership and am considering various options						At the very least, I would like to attend the annual meeting. In doing so, costs could be a factor.	Additional recent activity has included utilizing SAA's online resources such as those found within the 'Careers' menu.
x		SAA annual dues are too high to pay. Everyone should take SAA's certification examination	x				x		SAA is too oriented to the big states of the East Coast te Eastern Midwest & the Sourthern Pacific Coast I wish SAA would hold an annual meeting in~ The Prairie West The Mountain West Alaska Here's a suggestion~ hold an annual meeting at the Old Faithful Inn in Yellowstone Park
		Sort of? Part of it is having the confidence to run for sections, the other part is finding the right balance in my life.	x					Part of it is my own limitations that I set. I do get some conference funding, but I usually not enough to cover the cost.	
		The focus of my job has switched from archives to libraries, so, although I would like to do more with SAA, I don't see it happening.	x	x					

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	x	Well, I am a past president... as many have said for a long time, past presidents seem to be taken out of action and out of the loop. Seems a waste.					x	See above	It is important to bring in as many young people as possible but SAA needs to find a way not to lose the wisdom and experience of the senior members.
	x	What are some of the best ways to participate and make connections.					x		
x		Work life and not-work life are pretty hectic. Maybe in a few years from now (5 to 7) I can consider becoming more active.	x	x					
	x	Would like to be more involved but location of SAA participation activities and/or cost is a limiting factor.	x						
		Yes and no. I am somewhat satisfied with my participation in groups, committees, etc.; however, I am unsatisfied with my ability to attend more workshops. I've yet to be able to attend an annual meeting due to a lack of funding and ability to travel to where they've been held.						My funding is limited in terms of being able to attend workshops and non-existent in terms of attending annual meeting.	
x	x	Yes and no. It's much easier to get involved at the section level, much harder to be considered for SAA participation.							Nominating committees need to solicit more widely for new leadership - perhaps reaching our to section committee leaders that have just concluded at term. Nomination and election seems to be "cliche-y" - too much based on who you know or who you went to school with and less inclusive and diverse in terms of backgrounds and experience. ALI is important, but not only leadership resource. Ivy leagues are great places to work but not only career path. Thanks for asking!
x		Yes, except for not being in a working group or other group.	x				x	I hope attending this year's conference in Portland will help me understand better how I may serve.	I am an experienced academic librarian who will be retiring in the next couple of years. I am working toward my A & D certificate and hoping to find part time work near Los Angeles. Because I will be part-time then, I will have a bit more time to serve in SAA.
	x		x					1. I live in an area where there are very few archivists, so I feel I lack the professional network that may be necessary to make meaningful contributions to an SAA group. 2. Even though I am no longer a new professional I sometimes feel I still lack the experience necessary to be serve as part of an SAA group. 3. The opportunities to get involved with SAA groups do not align with my professional strengths or interests.	It's great that SAA is conducting a survey on this topic. Any efforts that can be made to draw archivists with limited resources to attend SAA events and have limited professional networks due to geographic location would be greatly appreciated.
x			x	x				A lone arranger	
	x				x		x	After graduating in 2011 (MLS/Archives Concentration), I was not able to find a job in the field.	n/a
	x						x	Also...I am a member of an appointed committee and my term is due to expire this year. I would like to be reappointed; however I have had difficulty finding a contact person to whom I could put my request.	Working groups need to more directly work with sections to tap their expertise. Sections also need to broaden their focus, addressing larger issues involved with the profession and matters affecting it.
	x		x					Although I have been an archives professional for 14 years I often hesitate to participate because of my lack of Masters' degree and certification credentials.I do not feel I will be taken seriously.	
x			x					Although I said I am satisfied, my library recently significantly cut funding for conference attendance and I may no longer be able to go on an annual basis.	

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	x							Although I'm heavily involved in my regional organization and have held increasingly responsible leadership positions, I've never served in SAA and that in and of itself feels like a barrier. I'm not sure which entry points to use with no past experience to lean on.	I would love to see a recurring feature, perhaps in "In the Loop," that profiles current SAA volunteers/leaders, with particular emphasis on the path of service that led them to their current positions. I think I'd have a clearer picture of how to start my own service with SAA if I saw examples of how others have done it.
	x							Anecdotes from several friends (all mid-career archivists, like me, who are or who have tried to be active in SAA leadership) suggest that SAA is just as clique-ish and ineffectual as many groups. If it seemed clear to me that my participation would be welcome and would actively accomplish something, I would be more involved.	
	x		x					Another barrier for me and others, particularly regarding the Archives and Archivists listserv, is other people on the listserv who are combative and seem to want to start arguments that are unprofessional, e.g. Dale Sauter most recently. Seeing reactions like that over the years, whenever something is posted to the list that even remotely brings up archives ethics, white privilege, etc., makes me not want to participate and bring my voice to the table, because those other, louder voices never seem to go away. I think the moderation of the list could be a lot stronger. If it was, younger and less confident people such as myself might participate in the forum, and other SAA activities, more.	
	x		x	x				As a federal employee, the ethics of participation are complex, while guidance is limited and the risks deferred to the individual. The same anti-intellectual trends in government which are eroding the foundational notions of the importance of records, evidence, or any intellectual rigor in public discourse, are also impeding access to professional meetings.	The proliferation of blogs, niche newsletters, and updates from my groups are a daily reminder that the majority of those who participate have access to an abundance of resources (time, technology, personnel) to engage in the important minutiae of our profession. For the sake of our profession, I am glad these people have a lot of time on their hands. But, wow. They have a lot of time on their hands. I read, marvel, and then return to the daily but losing crisis fight for basic resources and fundamental sustainability.

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	x						x	As a registered Republican and Conservative, the constant commentary through official SAA lines of communication (official statements on ongoing political issues, statements made by SAA representatives at official events, etc.) and chatter from archivists (many of them Big and Influential Names) on social media has made it very clear that my political views are both "wrong", unwelcome, and hateful, no matter the specifics of my actual views or beliefs. Currently, I am unwilling to "out" myself out of fear of being cut from ongoing conversations; being unjustly labeled as a racist, sexist, homophobe, Islamaphobe, and whatever other -phobes are currently "in vogue"; and being subject to the hateful whisper campaigns that attack and destroy the careers of conservatives in so many different fields. It is also disheartening that any attempt to point out this double-standard, that everything BUT Conservatism should be accepted, welcomed, and tolerated, leads to many of the Big and Influential Names to write long diatribes (on personal blogs and on social media) condemning Conservatives as hateful, unwelcome bigots that should be shut-out from having any voice in SAA. I especially recall this happening in the wake of the Cleveland conference (which, notably, also featured Kathleen Roe, a brilliant archivist and wonderful former SAA President, using Conservatives as verbal punching bags during her plenary address). Disagreement of thought should not only be welcomed but encouraged. It is worrying that SAA refuses to allow these sorts of discussions from happening and instead either ignores the situation or sides with the parties demanding that any mention of discussing welcoming the voices of Conservatives be stopped at once.	
	x		x		x			As a student and archives staff member, I anticipate job and location changes after graduation and upon accepting a professional position. I am reluctant to make major time and financial commitments facing such uncertainty.	It would be useful to have clear channels for involvement through local, regional, and national organizations. Is there any clear path or relationship, for example, for someone involved in the Society of Southwest Archivists to "graduate" to SAA involvement? Or are there ways (perhaps RAAC) for regional involvement to "count" within SAA? Considered from another angle, I know that ALA and the Texas Library Association have a joint student membership option, where you can join both organizations via one form and one reduced payment.
	x		x	x				As an unemployed individual, I do not feel that I have much of a place or say in the organization. Other members of the organization who are employed made me feel (both directly and indirectly) quite uncomfortable while participating in discussions and when I was a passive observer. It was like my place was at the back of the room, away from the "real archivists" who were actively employed.	
	x		x	x				Conferences tend to be too far away, and it seems that when committee get together, they too are too distant. And while I rarely have funding, I will attend professional conferences with my own money. At the moment I am active with several other professional groups.	SAA seems rather clique-ish and snooty. I am a Certified Archivist who has chosen to work at a public library and formerly at a historical society where I can do some good. I feel as if we are not considered "real archivists" and are dismissed as non-professionals.

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	x						x	Distance from workshops. Unclear whether committees meet in-person or remotely.	
	x		x			x		Each committee cycle, I put my name forward for various committees but am never appointed. After 10 years, it is frustrating; this past year I gave up on the process/didn't put my name forward.	SAA feels like an insider's group and not being part of the group that always attends the annual meeting feels like a barrier to participation/representation. I wish for the amount of dues we pay that SAA could embrace more virtual options for members.
	x							Funding for SAA's annual meeting isn't the problem - time away from our severely understaffed department is the issue. More than one person attending the same conference means we close, which is not practical given the level of service demand.	It often seems that attendance at the annual meeting is necessary for active participation. This may be more perception than reality; but more opportunities for participation that don't require annual meeting attendance would be helpful.
	x		x					Geographic - I live in Midcoast Maine, 2 hours from the nearest major airport and 90 minutes from the nearest Amtrak station. Additionally, it can be difficult to get time off from work - I'm lucky to be very busy, but it makes travel complicated.	Used to be active when I lived in SF.
	x						x	Having information that committees require attendance may be helpful and perhaps, this already exists in one place and I have not found. I am coming to Portland but will probably rarely attend when it is on the east coast.	
	x		x	x				I am a contractor and pay my own way to all conferences, training events, etc. And I don't get paid my wages when I take time off to attend these things. I would like to be more involved, but the time and money part seem to be a barrier because I cannot attend the annual conference to even get the groundwork about SAA.	
	x				x			I am a new student member and still learning about what is available to me.	
	x						x	I am a recent grad with my MLIS. I am job seeking in libraries archives and museums. I'm not sure where to get involved in SAA atnthis time.	
x								I am at a stage in my career where I am happy to let colleagues who are more junior a). receive the travel funds to attend meetings; and b). receive the committee appointments that are critical for their career advancement and interests. However, I do miss that I am not more active in professional organizations like I used to be.	
	x			x				I am deeply involved in girl scouts for my daughter. until she's done with that, i don't have the time	
x								I am finding it increasingly hard to keep track of my involvement with SAA. Every committee or subcommittee has its own "site," newsletter, etc.	Many of my professional responsibilities overlap (acquisitions, preservation, manuscripts, digital media, etc.) and there is information from every subgroup in SAA that could be helpful in their newsletters, etc. I begin to advocate some sort of a one-stop-shop at the SAA portal which could unify information on these activities, perhaps a tracking portal.
	x				x		x	I am hard of hearing and there are a lot of barriers to participating that I cannot figure out how to solve.	
	x						x	I am heavily involved in my niche collecting area but don't feel connected to SAA as an organization.	

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	x		x					I am in charge of an archive, but have so few resources (literally no time, no money, no staff) that I can't do anything for it, much less participate in a professional group for it.	I like the email list!
	x		x		x		x	I am interested in archives but work in an adjacent area (i.e. am not an archivist myself) and so don't feel qualified/experienced enough to volunteer. Funding is also an issue in part b/c of the adjacency.	
	x						x	I am looking for more ways to get involved, and it would be great to have specific direction on what kind of skills and experience sections and committees are looking for so I am more clear on what I am qualified for.	I have really appreciated the google spreadsheet where people can connect for session ideas for the annual meeting, it was unclear to me before how to put a successful, diverse session together.
	x		x	x			x	I am not a "new" professional, but I'm still paid like one and am unable to travel out of my county to participate in activities due to financial and childcare reasons.	Even when I was a full member, I was not able to really participate - everything for my area was too far away (over 50 miles) or too expensive (including membership).
x			x					I am not American and am unsure how appropriate my participation would be.	
x								I am retired, and happy to just continue receiving info on what SAA is doing for the profession and to advocate for archives.	
x								I am retired.	Good luck.
x								I am satisfied.	
	x							I am still waiting to hear back if I made it, to serve for 2017. I applied late last year.	
	x		x	x				I am the lone arranger and have 2 other jobs as well as beign the archivist. Ours is the poorest Mission Catholic Diocese in the country, funding is biggest obstacle.	I learn a lot by reading the articles I can. Often, however, they deal with archives with much more resources than we hope to ever have.
	x						x	I applied to the mentoring program but have not been matched with a mentor.	
	x							I can attend meetings currently due to funding from my job, but I find that the annual meeting does not always address issues I face in my archive.	I have faced quite a bit of prejudice, both at the annual meeting and while searching for jobs, from the rest of the profession due to my corporate archive background and interest. I wish I knew a way to show other archivists (particularly university archivists) that just because most of our collections are closed to public access does not make those of us who work for corporations any less of an archivist.
	x		x				x	I can't guarantee the ability to pay SAA dues over consecutive years, which prevents me from joining a committee or running for an office that exceeds a 1 year term.	
	x							I cannot find a job.	There are no jobs in the archival field. Tell the grad schools to accept fewer students.
	x							I did not have funding in my early years (a decade +) in the profession to attend annual meetings regularly, and now that I can attend with more frequency, I feel like I missed the incremental steps to getting involved with SAA - I'm in an administrative leadership position and have advanced skills to offer but haven't "done my time" in SAA, getting to know how everything works and building up to a volunteer position that matches how I can best contribute to the organizaton and profession. Time is also a concern. I was unsuccessful in being appointed to a committee once, and I did submit preferences, etc. this last go-round and am hopeful that SAA thinks there's a match for my skills and the current openings.	

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x								I do feel that it feels at times with SAA that who gets chosen for "big" leadership positions are often the folks at big research universities, big corporations, big organizations. Meaning: "high profile" people. That oftentimes the folk who are - just as good, accomplished, contributing - but from smaller less "prestigious" universities/colleges, companies, organizations get looked over for positions. Especially lone arrangers.	
	x		x	x				I do not have enough time because I do not have enough staff, equipment, program support, etc., and no relief on the horizon.	I have participated in the past and found it very satisfying and helpful in building information/professional competency networks.
x								I do not have sufficient interest in participating.	
x								I do volunteer and participate	I do participate as a translator
x								I don't agree with the current SJW activist political conversation and direction of the organization, but it's the only national professional organization outside of ACA.	See above. The current tone and bullying by the new generation of progressive activists - supported by SAA leadership and staff- has made SAA a very uncomfortable place for me. I do not feel safe to speak my mind or share my opinions. You have effectively excluded a whole group of people in your demand for "inclusivity."
	x				x		x	I don't fully understand what SAA needs and where I can best help.	
	x							I feel like SAA is dominated by university archivists and it is hard for those of us who work for different types of institutions to be involved.	
x				x				I feel that SAA is somewhat disconnected from the mainstream and its views and policies are too liberal.	
	x							I have applied for committee participation this year and hope to be able to attend the annual meeting this year as well.	
x				x				I have been more actively involved with SAA in the past at the Roundtable leadership level. I am currently an officer in another professional organization. I only have time and resources to serve at that level for 1 professional organization at a time.	Moving the annual meeting into late July is not as appealing to me as it was in mid August, particularly if the meeting is going to be in a hot southern location like Atlanta.
	x		x					I have offered to serve but did not receive feedback.	too expensive to attend meetings
	x			x	x			I have social anxiety.	
	x					x		I have submitted my information to volunteer for committees/etc a number of times in recent years and haven't so much as heard a "thank you" let alone a rejection -- just no response whatsoever. No clue why not chosen. So, I stopped "volunteering." No point wasting my time if SAA doesn't need volunteers.	
	x		x			x		I have sufficient funding to support attendance at SAA meetings held on the west coast, but not in the east. I also cannot attend SAA meetings if I want to take an SAA workshop the same year, as I cannot afford both. While it is helpful to have workshops offered in conjunction with SAA, having to stay extra nights at the hotel is prohibitively expensive.	It seems to me that it is much harder to get involved in SAA if you work in the West. Most of the leadership cliques are eastern and seem satisfied with a token non-eastern member. Many of my colleagues have given up on SAA because they find it hard to get involved and feel SAA doesn't represent them and the issues they deal with. Personally, I think SAA needs a Western Caucus.
	x							I missed the deadline to volunteer for a vacancy. will do next year.	I have only been to 1 SAA annual conference, but it was a helpful experience.
	x						x	I need to try harder.	

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x								I use SAA to stay involved in the profession during retirement	
	x							I want to be active in two roundtables, but it's unclear what I can do without running for an elected position (which I'm not interested in).	
x				x				I was very involved with the Women's Collection Roundtable, but felt that younger archivists needed to take on more leadership	
	x		x	x				I work at least 55 hours per week, with absolutely no time allowed or available for any professional development and participation outside of my archives/librarian duties.	
	x		x	x			x	I would like to be able to do more, but everything SAA offers is very expensive. I also do all of my work on my own time, outside of work hours, so I have limited time. Finally, getting involved seems intimidating and confusing.	
	x				x		x	I would like to participate more. Blake Relle	
	x				x		x	I'm a new professional working with special collections, university archives, and local history and government material. I think one thing that compounds my feeling of not knowing how to get involved is working in an academic library where far more people are involved in/aware of ALA than SAA. I don't have many coworkers who know enough about both to give me advice on which professional community to prioritize or how to stay involved in both. The few of my colleagues who belong to SAA are in other departments and have different job functions (so I don't see them often and we aren't generally interested in the same roundtables, sections, etc.).	
	x			x				I'm a new professional, and would love to participate in some capacity, but I am in an academic setting that requires participation in activities on campus. I am simply having a time management problem. Also, is there any mentoring when one participates on a committee or in working group? I've done a few things in my local organization, but I really felt it was throwing someone new into a disorganized situation with no assistance.	
	x		x					I'm also not quite sure where I can be effective though I've been working with the Teaching with Primary Sources group and am working right now with the NHD Toolkit	
	x						x	I'm currently not working as an archivist and my full time job takes away any time I would like to use for outside archivist projects	
	x					x		I've only served once on an awards committee. That went well. I applied to do something else (I've now forgotten, it has been so long since I applied) and have not heard back yet, yes or no. I'm assuming it's no, since I've still not heard back and it's months into the year, March.	It's hard to know where to know you can get an appointment to serve. I know there is a list of openings, but it's still difficult to know what is needed to get on or in any appointed committees, etc.

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	x		x	x		x		If participation involves travel and time away from my library/archives, this is another barrier because of inadequate staffing at my institution.	Thanks for conducting this survey. I'm glad that someone out there cares about us.
	x							It feels like there is a certain amount of ageism in the profession - SAA tends to feel very dominated by older, white women.	
	x		x		x			It is also not clear to me if my participation is welcome given I don't have enough hours yet to take the certified archivist test. I am in charge of my small institution's archive and I don't know where I sit in social pecking order as a new professional.	A chat board would be so much easier to participate on. I get inundated with emails I never have a chance to catch up on. I could also read when I wanted to and participate more comfortably.
	x				x	x	x	It seems like the same people always get elected to things. Experience matters, but we need to mentor new members, too.	I have continuously filled out a volunteer form only for it to go unanswered. If there is no position for me, tell me. The organization risks alienating new members and turning them off from being involved in the future if it does not engage with them now.
	x			x				It's also difficult when the more experienced colleagues in my department all attend the Annual Meeting. Someone has to stay behind to run the department and it's usually me. Therefore I've wound up having less experience with SAA than they do.	
	x		x	x				lack of management support prevents pursuit of certificate programs	
	x		x	x	x			Largely, graduate school commitments and work make it hard to get involved at this time. It's contextual, and I think I could be more involved once I've achieved my degrees.	
	x		x					Meetings at expensive cities or distant locations make it difficult to attend	
	x		x					Membership fee is a barrier for me in my current position. Cost of living here prohibits any extraneous spending. Previous employers either provided membership dues as part of Prof. Dev. or as outreach costs. Current employer does not consider membership as Prof. Dev. I appreciate that SAA took a staggered-fee approach a few years ago, but $164 is a choice between living expenses and membership when you are making that salary range in California. The bridge-rate is a great option (so thank you for adding that!), but I am not unemployed, just "under employed". I really enjoyed being involved and can't wait to get back into it. Maybe next year : (I'm saving my pocket change!	Leadership of working groups and sections makes such a big difference in the experience. I have been on both - those with active, communicative, and supportive leaders, and those with hands-off leaders. My experience is that the teams get more done with the more supportive and communicative leaders. All the experience in the field can't make you a better communicator or leader. Maybe there is a way to vet the elected team leaders for actual group/task leadership skills?
	x		x		x			membership fees are very high	Those of us with more niche positions in the archives don't have enough opportunities to present or learn from each others' experiences at the conference because our needs don't appeal to a wide enough SAA audience
	x		x					More suggestions of how to get involved would be appreciated.	Perhaps some type of documentation of the participation that could be used for evaluations and so forth might be helpful.
x								Most things are held in Atlanta, thats too far away for me to participate as much as I'd like.	
	x		x	x			x	Mostly this is an issue of time.	
	x		x					My current place of employment does not value its records, or the organization, preservation, management thereof.	If you could help find/fund more permanent archival positions in Western New York & Buffalo, that would be helpful. It is hard to survive on underfunded project jobs. Several long-term archival positions have been cut/lost in the last few years.
	x		x	x			x	My employer doesn't value or support active participation in SAA	

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x								My health is not what it was so being more involved is not so easy though I could always do something via e-mail	
	x			x	x			My job covers so many areas that I can't give sufficient attention to any of them.	
	x		x		x			My professional position is only somewhat archives-adjacent (digital collections metadata), so I'm not sure where my skills and interests fit best.	
	x		x		x			My workplace will never be on the cutting edge of anything, so I feel like I don't have a lot to contribute.	
x								N/A	I'll probably be phasing out due to a change in job (and the nature of my collection), but I had a very fulfilling time participating.
x								n/a	n/a
x								na	na
	x		x				x	Not clear on which posts are appointed and which elected.	Biggest hurdle is cost, as funding is very sparse for professional development and travel at my institution.
	x							not sure my specific interests are aligned with SAA committees	
x								Retired, undecided about continued membership.	
	x		x					Right now it seems difficult to match my available time and talents to area where SAA needs another participant.	
	x			x				scheduling seems to conflict with existing work responsibilities, or requires missing a large amount of time from work in a given day.	
	x							See the volunteer selection process as highly competitive and am uncertain that I can begin being involved.	
	x				x			Since I do not have a full time archives job right now, it makes me feel unprofessional to respond to the listserv or run for positions. Most people in responding to the listserv include their work signature to make them look credentialed. Since the listserv comes to my personal email, I don't have an archives looking signature to respond. Same goes for holding elected positions. I would like to be involved, but it doesn't seem like I would be elected without having an archives position	
	x		x	x				Small non-profit means we have little funding, wear many hats, and therefore are very busy (and possibly tired).	
	x		x					The lack of funding impacts not only attendance at the annual conference, but also the ability to participate on committees when some of that is completed at the conference. Recently time has also been scarce.	SAA seems to represent my perspective less and less. Lack of funds to attend regularly, which I did before 2007 and to some extent time to read the newsletter contribute to feeling less connected. Combined with my perception of SAA's priorities make me even less inclined to pay out of my pocket to attend.
	x							The main SAA event, the Conference, occurs on July-August. I can never attend during those two months. What is the point of serving in any form if I can never meet the people with whom I am supposed to collaborate?	I am happy to help when occasionally I am asked for something but I have lost the sense of what the SAA is now that I can no longer attend the conferences, as I used to do when they occurred in September-October.
x								There are no opportunities for service with SAA that seem appealing, as I derive very little professional value from the organization, beyond annual meetings.	SAA is not a friendly or welcoming group that goes out of its way to invite participation on committees

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	x		x		x			There are not many workshops in my area.(South East)	
x			x					This is not unusual in today's public sector. I attend AGMs that are close to me.	
	x		x					Time for participation is an issue too, although not as great as cost. Webinars have been most helpful to me when it comes to continuing education.	
	x							trying to find additional ways to be involved. It seems that it is easy to get pigeonholed into one area (reference, tech services, digital) and that opportunities become naturally limited as more people get involved - as they should.	
	x		x			x		Unwelcoming obstacle of upper level 'leadership'. Over educated 'academics' not in academia creates a snotty, class-based hierarchical structure.	
x				x				We tried for a session at SAA a couple years ago and were rejected. That was understandable since there were so many other proposals, but then when we wanted to do a poster, it seems that one can't apply for that if the idea was rejected for something else. Isn't the purpose of having various levels of presentation the idea that if you can't present a full session you might still have a chance to present in some other form? Or do you have to guess right the first time or you're "out"?	Participation on committees in our local archival group or the state organization is easier, less expensive, and far less daunting for people in small archival institutions (or new archivists) than at the regional and national level. My organization does provide some funding for national and other meetings if I am on the program as a presenter, but not for other types of participation.
x								When we want to participate we are turned down. For example we had 5 submissions for the annual conference and not one was accepted even though a couple were complete with speakers and addressed topics that are very timely. Seems like everything in SAA is heavily weighted to manuscripts and universities.	If you want younger professionals to get involved, then you need to be more open to their participation in the annual meetings. Seems like if you are on the outside of the SAA clique, there is no way to break in and participate.
x								While funding is not currently an active concern, indications are that it will be in the next few years.	
x					x				Because SAA is such a large organization in so many members are parts of colleges and universities I find it intimidating being the archivist at a public library to be involved. Also goes along with the idea that part of us that work for historical society's and public libraries make up a very small percentage of SAA.
x									Ability to attend the annual meeting to network with other members of SAA still seems to be the best route to increased participation. Those who are not able to attend an annual meeting, for whatever reason, may not ever be able to become fully engaged.
x									Although I have resources of personal time and personal funds that I can use if institutional time off and funding is unavailable), but many archivists--no matter where on the career trajectory they are. SAA must stop relying on the notion that institutional time and funding are available for individuals to hold office in affinity groups or other governance groups.
	x				x	x			Although the student rates for conference registration and classes are decent, I feel that there is still a financial barrier preventing some individuals from fully participating in SAA. Although I have been able to personally afford to travel to SAA and take classes, I have heard friends and colleagues voice concerns about the cost of the conference, especially those who are new professionals. I think if SAA wishes to diversify, making more funding available to students and new professionals, as well as more outreach and educational opportunities, would make our profession as a whole more accessible.
x									Always a pleasure. But trying to get less involved!
	x						x		Are there SAA local chapters? (That's not rhetorical, I really don't know.) If one doesn't live in the Annual Meeting's host city, I'm not sure how to volunteer for things.
	x			x	x				As a full-time grad student working part time in an archive, it is very difficult to find the time to participate in sections or committees, but I do try and keep up with reading the publications, emails, listservs, and attend the annual meeting.

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x									as a lonearranger, the forums of listserve discussion and webinar offer important 'light' on practice and sanity
	x		x	x					As a working professional, I still cannot afford an individual membership and the cost of attending the annual meeting is usually beyond what I can budget for through my employer.
x									As a young professional, it was unclear how to get more involved. I found getting onto the listservs for the sections I was interested in very difficult. However after renewing my SAA membership and selecting the listservs I wanted to participate in, it was much easier to identify opportunities for involvement.
x									As an experienced archivist I have rotated out of my leadership posts and I'm glad to make room for the next generations. I need to do more to work with constituent groups to develop program proposals that would enable me to stay involved.
x									As someone in a niche part of the field, it's difficult to feel welcome in the larger body. I attend the annual conference and generally find the crowd to be unwelcoming to the stranger. Perhaps some initial outreach to new members, like an email once or twice from another member to welcome them and offer advice about ways to start being involved, would be a low-cost way to make members feel like more than a number.
	x			x					As soon as I can establish a little free time in my schedule, I would like to participate in an SAA group/section (beyond attending annual conference).
	x			x					As we all know, most archivists have numerous responsibilities to complete during their regularly scheduled work hours. Participating in SAA in a meaningful way or taking part in other professional development opportunities -- in addition to our daily workload -- can be very difficult due to there simply not being enough hours in the day to do it all. "Scheduling time" is a concept that can be particularly challenging for the lone-arranger type of archivist who has to run the whole shop on his or her own. It seems that every single day "something" unexpected comes up (a reference question, an unannounced walk-in patron, etc.), that changes my entire schedule for the rest of the day. My schedule doesn't fill up months in advance. It fills up days in advance if I'm lucky, but more often than not, "to-do" items are added to my daily calendar on the same day they need to be taken care of. Archives are too often underfunded and understaffed. Too many of us are routinely challenged with a perceived lack of value for the services we provide by our own institutions that we work for. SAA leadership needs to prioritize helping its members "message" our value in an effective way. Frankly, more "respect" from the institutions that we work for is needed. Hopefully this will lead to more money and more staff, either of which will buy us "time" to be more engaged with SAA.
	x		x			x	x		Being in SAA lately feels a lot like being back in high school where there's a cool kids table and those select few get to participate and be involved in committees and leadership, they appoint their friends to serve, and if you aren't part of their group there's no place for you at the table. I work in a public library that does not provide funds for travel to national conferences and cannot afford the costs of attending the annual meeting on my own (plus using vacation time) and have been unsuccessful in getting involved with the committees or areas of archives that really interest me.
	x				x	x			Besides wishing to be more active, I just want to say how much I appreciate SAA as being progressive, active, and engaging. RBMS can easily get bogged down in bureaucracy and SAA seems much more agile, relevant, and dynamic.
x									Better information on how to get appointed to committees and encouraging more involvement in sections from younger professionals would be good.
x				x					Beyond the business archive group, there does not seem to be much for business archivists participation levels to be increased.
	x						x		Change of roundtables to sections sounds like an effort to get rid of some of the roundtables, which will eliminate opportunities for involvement
x				x					Conference time is often just when the academic year is starting. Often this is not good with my university work schedule.
x			x						cost of membership remains too high. If it weren't for my employer picking up the cost of dues, I would not be able to afford to belong, and I am a career archivist with over 27 years.
x									Decoupling SAA's broad mandate from the annual meeting would allow broader levels of participation without requiring annual meeting attendance.
x									Distance/virtual collaboration will increase participation.
	x		x						Do not have sufficient funding and cost of meetings and workshops is too high to be able to attend. I choose MAC meetings because it is a more affordable and although I do not get as many session options, the ones I do get to choose from are almost always of very high quality.
	x		x		x				Do you have anyway to connect virtually (live chat) or other means of participation in addition to face-to-face participation?
	x		x	x					Dues amounts/conference expenses limit individual membership and participation by many of our staff members.
x			x	x					Dues and the cost of attending the annual meeting are a huge barrier to me. Don't get me wrong, you get a lot for the money, but my institution has cut back on support for travel and other professional development opportunities.

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	x		x	x	x		x		Dues are prohibitive, especially for students and new professionals. Annual meeting travel costs are high in a time when many institutions are not covering all or part of travel, registration, lodging, etc. When I have gone to the annual meetings, all of the sessions have been really valuable and thought-provoking. However, the networking opportunities are terrible - I've never felt less welcome trying to meet people than I have at SAA events. Everyone seems incredibly cynical about the future of the profession at the receptions and only wants to congregate with their immediate colleagues. No one seems interested in meeting new professionals or trying to get to know people outside of their own institutional circle. Roundtable sessions are sometimes the exception, but there is never enough time at these to really get to know people.
x			x	x					Dues are very expensive
x									Early in my career, volunteering or being elected for roles in roundtables and sections widened my network and familiarized others with my name and willingness to help out. Since then I haven't had an issue seeking service when I felt able to serve.
	x		x		x		x		Encouraging general SAA or round-table meet-ups in more cities (not just the formal conference) to both facilitate networking and explain how new professionals can get involved when they might feel intimidated by the prospect of jumping in with less experience or unsure how to begin at all.
x									Even though I'm involved, the annual dues are pretty hefty and a barrier to participation. Also, until very recently, I was unable to regularly attend the annual meeting, which seems to be important to being able to participate.
	x		x		x				Funding a major component for me. I am currently in a librarian position due to limited job availability in my location, but I want to stay connected to my field in the mean time. My current job does not help out with conferences, and my other archival jobs did not either, which made it hard to attend conferences.
x									Get rid of the internship system for sections. There are better ways to get students/recent grads involved in leadership. (If you can't think of any, check with SNAP leaders.) SAA needs more short-term opportunities for involvement. Even task forces require a year's commitment. More support/encouragement for mentors
x									Get the cliques out! We have an ALI management clique that is dampening spirit and filling positions with their favorites.
x									Governance needs to be more diverse in terms of archives types. example: out of 15 members, 10 of 15 of the SAA Publications Board are in academic archives. One religious archives represented, no government archives represented. I know you can do better!
x									Have been very active in section and roundtables in the past but currently have very limited time. I frequently counsel new archivists to volunteer for section and roundtable activities as I think this is one of the best ways for people to feel connected to the larger organization as well as to other professionals in their archival area of interest, and give them another reason to attend the annual meetings,
x				x			x		I 'm not sure how I would get more involved if I wanted to do so. However, other professional activities keep me very busy.
	x		x	x					I am a lone arranger in the middle of the country where, in general, archives are not plentiful and lack resources and support. Here, the need/opportunities for support and professional development are scarce or not available.
x			x	x					I am a long time member of SAA and am happy to lurk in the background for now.
	x				x				I am a member of SNAP, which is very interesting. Once I'm through my Archives Management program I will have more time to participate in SAA (I also work full time).
x			x	x					I am a member of the Lone Arrangers listserv and value it beyond measure.
	x					x	x		I am a mid career professional who does not fit in to committee categories. I do not work permanent jobs and do not have a home institution and always feel disrespected and alienated at conferences.
	x				x				I am a new professional and do not know how to get started in being more involved.
	x		x	x		x			I am also a member of ACRL/RBMS and local archivist associations. All are valuable but sometimes I feel like I have to juggle which one to be more involved with and rotate which conferences I can go to each year, because I can't do all of them at once.
x									I am currently a "new professional intern" for an SAA Section and feel very active, welcomed, included, and encouraged in this role. It has been a fantastic means to learn and take part in SAA "behind the scenes" operations as well as other folks in the community which is exactly why I signed up! The term is only for 1 year, however, and I will be looking at what my next step(s) will be to continue to be involved in collective activities.
	x					x			I am dept head at a medium/large university and I've tried for at least 6 years to get appointed to a committee.
x									I am fortunate to be supported with travel time and funds to be able to be an active member and in leadership role in my section. This is by far the biggest barrier facing members, in general. The other is cost of membership. I think SAA might think about having regional meetings in the future in addition to a national gathering - perhaps midwinter meetings? This would enable wide participation at a grassroots level, maybe by region or by even by state. Would already-existing groups be willing to go under SAA's wing? Just a thought!

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	x				x				I am new to the United States, and thus do not have the professional or college-peer network that those who have studied/interned/worked here do. Therefore, I find it daunting to participate in groups where there are already-established networks and shared experiences and common knowledge, that I do not have. It might just be a lack of commonality in my educational/work history with the United States and may alleviate the longer I am here and the more I learn about local procedure and practice. I am a new archivist (long-time librarian) so as per my answer in question 2, I also don't feel experienced enough to volunteer.
x			x	x					I am not a certified archivist, but serve as an archives manager. I benefit primarily through the print and electronic publications available from SAA.
	x		x						I am not a new professional -- it's just that I've been involved in other organizations. I don't know how to get started in SAA, since committees are always looking for people who are either young or experienced with SAA. I'm not sure whether there is a place for me to get involved at all.
	x		x		x				I am not currently in an archivist position and hope to attend the SAA meeting for the 1st time this year. I also hope to move to an archivist position within the next 6 months and will seek greater participation at that point.
x				x					I am proud of my association with SAA but am getting old and, with it, have less energy. I do wish SAA would spend more effort on professional issues and less on social issues. While I am progressive, I realize that how a person votes, worships, or participates in social movements is irrelevant to their contributions to the archival community.
	x		x	x					I am relatively active in my regional archives conference, MARAC. So it is a balance between time and money devoted to which organizations.
x									I am retired. I keep up with the profession through reading and email, but I probably could not manage being really involved. Retirement is more challenging than I thought it would be!
x									I am satisfied with my involvement in a major committee, however, traveling to SAA annual meetings is very expensive and difficult for me. Therefore, I have never been to one. I have also noticed a pattern in SAA meeting locations. The same locations are recycled through the years. There needs to be wider geographic presence to increase broard and diverse participation.
	x			x					I am satisfied with SAA outreach in general. The only suggestion I can think of is asking members to get in touch with new members in their area and try to get them to participate. I am new, and will start taking classes this summer (KSU Cert of Advanced Studies) towards becoming certified eventually. Maybe I will be able to hook up with other members regionally through the school.
x									I am very happy with the listservs that I am on - they are extremely helpful. I am a solo archivist, just getting my archives off the ground (finished the first 3 finding aids last month! YAH!) and fit this activity around being a librarian. I don't think that I will ever participate more, but am so glad to have SAA available. I also use the website for ideas, best practices, and such.
x					x				I am very new to SAA and do not feel established enough to participate.
x									I applaud efforts like this to encourage participation by members and to identify barriers to participation. It might be good to examine what we mean by "participation" and see if we can broaden that concept too.
x									I believe that SAA offers many and varied opportunities for participation, and they are not necessarily dependent upon travel and employer resources.
x									I believe this was addressed by the affinity group task force, but some sections are hard to get involved with...I was on steering for a section and actually found it hard to be active as the other steering members seemed disengaged/not interested in making changes to have broader discussion (a reason I didn't seek a seat on steering again). I felt like the section was essentially a listserv with a once a year meeting component. As far as participating on listservs, I have A&A set to digest mode (which I did reluctantly after taking a break from it because I found it so contentious). I skim the digest and only send something/respond to the listserv once or twice a year.
	x		x						I can not participate in all the surveys due to corporate rules on privacy.
	x		x	x					I can only attend SAA about every other or every third year. While virtual participation in committees is good, it's just not the same as being "in the room where it happens."
x									I can see how the first four statements in question 2 could be barriers for some members. To me, statement 5 is ridiculous. Just being an active member (reading although not necesarily responding to) of an email list is the easiest may to be involved.
	x		x						I cannot afford the annual membership fee, and do not receive sufficient travel support from my institution. I would like to increase my participation in SAA, but have limited my contributions to my regional professional organization due to cost.
x			x	x					I do not live in the United States, and as of this year I am no longer able to travel safely to the United States. I have travelled to participate in SAA events in the past and taken part in training. This seems no longer possible. It is likely I will not continue my membership. Not your fault.
x									I do participate, but I do that because of personal commitment. I realize not everyone is willing or able to commit personal funds to participate in SAA. I make that choice, and I am happy to do it. I consider it a service to the profession, and I also consider it a privilege to serve. I do think that for service at the leadership level, it is important for individuals to be willing and able to make a commitment of time and resources to attend ALL meetings -- committee meetings AND annual meetings, both virtual and on-site. I have seen too many leaders who are not willing to attend meetings, and I think that weakens the organization.

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	x					x			I don't believe SAA is receptive to offering opportunities to people unknown to a small group of insiders.
x									I don't really have the time to participate properly but I fit it in anyway, finding time in the evenings and weekends.
	x		x						I feel as though to get a position within SAA, especially elected, it is largely based on who you know, not qualifications.
	x				x		x		I feel I need a mentor or some other means of getting involved/securing a job or internship after just having graduated last year.
	x		x	x	x				I feel intimidated because there are not a lot of people of color in the profession. I do not think that some of the members could relate to my life experiences and my interpretation of historical events.
x									I feel like I am growing into SAA more every year
	x								I feel that SAA caters to university and college archives that have administration support. There is a disconnect between these universities and museums, religious, corporation, and historical societies. Yes, I have noticed that the nominating committee is trying hard to bring diversity to the Board and other voting committees and that is commendable. I am sure there are several members who have to fight for funding and to be heard by their administration. I would also encourage the SAA Board to bring down the cost of their education classes, these are cost prohibitive to many people who are not provided funding by their institution.
	x		x						I find the SAA invaluable to my work how ever
	x						x		I go to yearly meetings, and I have served on one awards sub-committee, but it seems like I just don't see other opportunities to volunteer for service.
x									I had had the opportunity to engage is various roundtable and section groups, including holding office and mentoring new archivists to the profession. I depend on the support of my SAA peers and leadership for my own professional growth and learning, so am very grateful for the on-going development outreach, workshops and annual conferences.
x									I have been able to participate in SAA on a level that meets my own professional goals since 2011. I think that one thing that could be helpful is having an info booth or session at the Annual Meeting (and a write-up/post later in Outlook or the email newsletter + online session/Hangout/Twitter chat) about how to get started participating. Having moved from volunteering to do stuff to getting appointed to do stuff it's very clear that there is a natural progression to involvement, but that might not be super clear to new members or members just beginning to get involved.
x									I have done a lot of groundwork to participate in SAA at the level I do. I have not ever been asked to be a part of any component group, I have never been nominated for any position, and I have been passed over several times for appointed groups. That said, I stick with it and I am currently happy with how busy I am with my various SAA responsibilities.
	x		x	x					I have had more funding available for attending the meetings or workshop in the past and hope that I will be able to afford to attend again in the not too distant future.
	x					x			I have often put my name in for a volunteer opportunity, but I am never chosen. So, it seems you really don't need that many volunteers, despite the "call for action" I see continuously.
x			x		x				I have only been able to find part time work after grad school. I can't afford anything
x									I have participated in the Career Center activities as a way to mentor new professionals, but I have been disappointed in the turnout of people wanting to use the services. Perhaps there could be ways to expand the messaging to reach more young or new professionals.
	x					x	x		I have run for several things in sections or groups and also fill out the application form to be a part of other committees each year but never get elected/selected. In which case, some guidance on what committees are looking for would be helpful or how to write a successful application
x			x						I have served as PLASC chair, as a mentor and on the program committee over the years. Enjoyed it all! My public library has limited funding , so I have to pick my participation wisely.
	x		x						I have struggled with this problem in regards to the DAS certification process (especially the exam) as well as in regards to attending annual conferences. We were informed recently by a university dean who is directly over the Library that we are not permitted tø attend national and international conferences. Not only would we have to pay our own way - including registration fees - but also would have to use our vacation days.
	x		x	x					I have sufficient funding to do local workshops but not to do the annual meeting.
	x		x		x				I hope to eventually become more involved, but the costs of conferences and workshops are too high.
	x			x					I hope to get more involved when my daughter is older.
x					x				I just joined and have enjoyed reading the information posted to date.
x									I know that many of my friends and colleagues do not have the funding to attend SAA annual meetings and their employers often do not give release time elected or volunteer positions. In the almost 10 years since I joined SAA, I think the process of becoming active has become much more transparent and is less of a barrier than when I first joined.
	x					x	x		I know there are ways for students/new professionals to participate, but there is kind of a gap when you are no longer brand new, but you are not a seasoned veteran or at a leading institution that puts you at the forefront of the profession. I would like to present at the conference or be an active part of a session, but I don't really know where to start.
x									I like the website because it's easy to navigate.

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x				x					I like to be involved in short-term hands on activities like the NHD Toolkit redesign - small, defined and do-able.
x				x					I plan on being more active after I complete my graduate program.
x			x	x					I really appreciate the SAA. I enjoy reading "The Archivist" and "Outlook." I participate in the elections process and am grateful for how it works. Our country should do as good a job as SAA does! The Lone Arrangers Listserv is an invaluable resource. I wish I could afford to pay for myself so I could attend the annual meeting, but life just doesn't always cooperation. Thank you to all the members who do find the time and energy to serve in the myriad ways they do. You really are wonderful!
	x					x	x		I really don't know how to go about getting involved more involved in SAA; some pointers about this for new members would be very appreciated!
x									I recently switched positions from somebody who worked at a government institution to an educational institution--this has helped tremendously with both professional development funding and with allowing for more time for service opportunities. I've also seen across the board in SAA and in other professional associations that they are dominated by individuals working in educational institutions, I suspect for these very reasons.
x			x						I still have two part time jobs and feel split down the middle, somewhat stymied by ageism, in need of a fellowship but missed out on the National Digital Stewardship opportunities because I graduated the year before they started outside of DC. Therefore my work leaves me little time beyond the DAS certification which I completed 2 years ago.
	x		x	x	x				I think SAA does a very good job at making it clear how to become more involved with the program.
x				x					I think SAA is a terrific resource. I expect to be more fully involved in a few years.
x									I think some sort of informal, bulletin board would be helpful to connect persons needing assistance on a particular project or wanting to collaborate on writing an article. This could spur engagement via member-to-member, rather than having to generate participation through the sections or committees. Also, not everyone feels comfortable posting to the listserv!
	x			x		x			I think the membership rates and conference rates are too expensive. We have so many allied professional fields (ex: public history, museums, libraries, etc) that I think we should join forces for some programming, including some conferences, to increase membership and participation numbers and therefore reduce individual financial costs.
x									I thought your statement entitled "SAA Statement on Executive Order Restricting Entry into the United States by Individuals from Seven Muslim-Majority Countries" was inappropriate. To call it discriminatory was wrong. This is a complex issue, and it would be more appropriate for SAA to present arguments from a variety of perspectives on the topic, rather than clamining that everyone in the society is against it. Apparently, I am a horrible monster because I support the ban. I won't be giving the SAA any money in the future.
	x		x	x					I used to have more time to devote to sorting through the numerous emails from the listserv but now that I am a manager, I do not and become too overwhelmed. So, I no longer subscribe. Instead, I rely on my local archives group and their support.
	x		x			x	x		I volunteered for a committee position back in 2015 and never heard a word from anyone.
	x		x						I wanted to say that for number two I selected funding because even though I try to go to the annual meeting as often as possible, it is not always a guarantee and so many of the participation opportunities require attendance at the annual conference.
x									I was a member of SAA for a few years before I became more involved, but I am very satisfied with my level of engagement now. I do think the move to more transparent election processes and online ballots for the sections has helped this. Perhaps one step further would be to issue a consistent call for nominees for section leadership rather than relying on the sections to do the notifications--put it In the Loop, etc.
x			x						I was involved as I wanted to be, and am so now. I sort of lost my taste for it.
	x		x		x	x			I was suggested to the Manuscript Repositories Section Nominating Committee as a candidate for the Steering Committee. However, members are expected to attend the Steering Committee meeting at SAA's annual meeting. Since I was unable to attend the annual meeting due to financing, I couldn't run for the Steering Committee. I very much would have liked to run for the Steering Committee.
	x		x	x					I work a split position in an academic library, part reference and instruction, part archives. We have a very small staff overall and time is very much an issue but so is money.
x									I work in an academic setting and have worked in government and nonprofit. It would be great to identify ways to involve more corporate and government archivists in SAA and in leadership roles.
x									I would be sad to know that lack of travel funds affected participation. While I know that face to face involvement is a wonderful way to get to know fellow SAA members, it is possible to be very active, and contribute a great deal, via phone, email, online shared documents, and chats. I hope we make sure everyone who would like to contribute knows they can accomplish a great deal right from home!
	x			x					I would definitely like to be more involved but between full-time work, 2 grad school classes, and trying to maintain some semblance of work-school-life balance I don't think it's possible for me right now.
x							x		I would like it to be more clear or just provide an explanation of the processes about how to be involved in various groups, committees, etc... As I feel there are opportunities I may be missing that I would benefit from.

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	x		x	x					I would like to attend at least part of some annual meetings, but cannot afford it. I live near Washington DC and in the past have attended for one day, but even that cost has gotten outrageous. Overall, SAA is very expensive, and I have considered dropping my membership. I find my regional association is very much more cost effective and conference offerings are more helpful to be. SAA seems only to aim at large to huge institutions.
x									I would like to be more involved, but I do not have enough time to devote. My work place is supportive, but our staff is small and I can't take time off to attend more meetings or participate in conference calls.
	x				x				I would love to participate more in SAA. As a new professional I recognize that in order to obtain tenure I need to be active and provide service to our profession. I'm just not very sure how to start. I'm not a CA, but plan on becoming one. I guess I'm just feeling like a newb to it all. Currently, I am unable to attend the large SAA meeting due to lack of enough professional funds, but this is definitely in my on my list in my three year plan.
x									I would participate more, but I don't currently have time and my job is temporary (grant-funded). I can't take on responsibilities not knowing what my career and life will look like in a year.
x									I would suggest the Sections have more "at-large" steering committee members to allow new/young professionals to see how the committees operate before nominating themselves (or being nominated) for officer positions. It would take a little of the uncertainty out of what they might be getting into.
x			x						I'd love to see a more robust "virtual conference" model for watching and interacting with the conference at a distance.
x									I'm currently satisfied with my participation, and feel that SAA has offered plenty of opportunity to stay engaged.
	x		x	x	x	x	x		I'm currently seeking employment. I don't have a bachelor or masters degree in archiving but I'm willing to start at a low level job.
x									I'm fortunate enough to work for an institution that recognizes the importance of professional development/participation. My trip the the SAA annual conference has been funded by my institution for the past couple years. I know that funding and time can be major barriers to meaningful participation.
x									I'm fortunate in that my institution supports my participation but I think all of the above points are valid barriers that many face.
x			x						I'm happy
x			x				x		I'm not really sure what level of participation is expected.
	x		x		x				I'm often uncertain about whether or not I want to be more involved, the more I learn about the way the organization actually operates.
x									I'm pleased to see that SAA has been doing more lightening talks at the annual conference. Lightening talks are a very effective way of getting more archivists involved in sessions. They also force presenters to get right to a point, rather than rambling. Thus, lightening talks give the audience more to think about and take away. :)
x				x					I've been focusing my efforts more in the state and a region of the state.
	x								I've had difficulty finding others to partner with on presentations. I'm an introvert and it's not easy to make small talk. Seems there should be clearer ways to find others for meaningful collaboration than through the haphazard meet ups at conferences and scattered listservs or google docs.
	x					x	x		I've recently been appointed to a section, but there's practically zero effort required from me in my position - I've proactively asked if I can do anything, but was informed was really happening at the moment (which was 4 months ago). Nothing has happened since. Also, prior to last year's conference, I submitted papers to the annual conference, as well as attempted to get elected to ANY group associated with SAA, and was largely unsuccessful. After two years of trying, I almost gave up on SAA entirely, and I would imagine that many others feel the same way. Now, even after having completed a presentation at SAA, I would rather not submit another paper because of my earlier experiences - it's been a bit discouraging.
	x			x					Imposter sydrome also has probably something to do with my lack of involvement in SAA. And I figure volunteers probably really aren't needed anyways... Thanks for asking!
x			x						Institutional support for conference attendance is dwindling across our profession. I have not been supported to participate in an SAA conference since 2005. My workplace - state government - will not pay for any of it even when I am speaking or have been an officer in an active Section. This is a real problem as in latter years I have had to stay in hostels and in camp grounds in order to make the conference even semi-affordable paying all expenses out of my own pocket. My salary is ~$50,00/yr and I have been in the profession for 28 years. Think about a new professional just out of school and making $35,000/yr, paying off college loans, and trying to be involved in SAA with no institutional support. They are totally priced out by the current high registration fees not to mention the expense of the typical conference hotel. We have got to do something about keeping registration fees down - maybe basing the registration fee on salary, too, just like the annual dues are.
	x					x	x		It always seems like the people appointed to leadership or committee positions in SAA come from the same small pool of people who went to or have jobs at the 'big' schools and are located on either coast. There needs to be more geographic and institutional diversity in appointments along with a diversity in skills and backgrounds.
	x		x				x		It can feel like SAA only wants published authors from big name institutions to participate. While their expertise is welcome, the practicing archivist in a variety of institutions also has plenty offer SAA. Theory is just step one, asking those who implement this theory into practice to participate is also valuable.

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	x			x					It is easy to get involved. It is hard to make the time to get involved.
x				x		x			It is expensive to go to conferences and such, but on top of that some of my participation has been pretty lackluster in seeing it help me professionally.
x									It seems to me that there are plenty of ways to get involved in SAA, whether one can attend annual meetings regularly or not, although more opportunities to participate on committees virtually would be appreciated by some.
x									It took me years to get the name recognition to win SAA elections or to get selected for volunteer work. More transparency about how the VP slots volunteers, how many people apply, how many people participate in section leadership and the mentorship program, etc would be really useful. If SAA releases that information, it's not at in a form that I can revisit, like Archival Outlook, and I don't remember seeing those numbers at the annual membership meeting (tho I could be wrong)
	x			x			x		It would be great if there was a section on the SAA website called "Get Involved" that explained exactly how one can participate in the various committees, sections, etc.
	x		x		x				It would be helpful for me to have examples from SAA leadership about how they first got more involved as a new professional. I am also hesitant to volunteer for a position or run for an elected position because I am working in a contract-based grant-funded position and I do not know if I will have funding to attend the annual conference each year. I am more likely to attend local events or volunteer in a local setting because I do not have the funding to attend a conference that is far away.
	x		x	x	x		x		It's expensive!
x									It's kind of a weird complaint, but sometimes it can be difficult to determine if I'm volunteering too much, and potentially taking an opportunity away from someone else. I don't know if you have more volunteers than opportunities, opportunities than volunteers, or if that depends on the committee. I guess (if feasible) it might be useful to provide more contextual information (we really need volunteers here!) for example. Just a suggestion, SAA does good work and I would volunteer more, but I don't want to be greedy either. Thank you.
x									It's one of my favorite things!!
	x		x				x		It's seems very big and the upper levels seem very exclusive. It's also cost prohibitive
x			x						Keep prices more affordable, please!
	x		x						Lack of managerial support in professional development.
x									Life is choice. I juggle going to a number of conferences each year, so I cannot go to SAA every year. Funding and time are resources. But I do have concern that the cost of going to SAA is difficult for entry-level people, and I'd like to encourage continued efforts to include non-affiliated archivists, scholars, students, and entry-level archivists, as well as people from smaller institutions.
x									Looking back when I was starting my career, I think having a mentor that advises on networking or just having someone introduce me to people would have been helpful. I seek professional mentors on my own now, but didn't have the wherewithal to do it when I was a beginning professional.
x			x						Love the Lone Arrangers site.
x									Luckily I have some institutional support when it comes to attending the SAA annual meeting, but the cost is high and I can see it being a major barrier to many people being able to attend.
	x		x				x		Meetings, programs, classes are not close enough to attend.
x				x					Membership dues, annual meeting registration, and workshop registrations are too high; also the new A&D is a joke with the new requirements against online courses and is pretty much prohibitive of sharing the information within an institutional membership. This is a shame given the success of the DAS program; I will not be participating in the A&D program for this reason.
	x		x		x				Membership fees are expensive for paraprofessionals with MLIS' who do not yet have professional positions. It's unclear how paying that much money for a membership is beneficial to your career, especially if you do not have the funding to attend meetings and workshops
x			x	x					Membership fees are high, especially for young professionals!!
	x		x		x				Membership is way, way too expensive!! I cannot justify membership fees, and feel that I do not professionally benefit from SAA. I have let my membership lapse, though I am very interested and active in the archival profession (reading literature, presenting at conferences, etc).
x									My organization has very limited funds for professional development. I can only participate if I have a specific reason, such as being appointed to a committee or having a session proposal accepted because my attending means there is no money left for other staff to attend professional development opportunities in their fields. I realize nothing replaces an in person meeting, but with existing technology we should be able to find ways to include those who are unable to travel for whatever reason. I think this would help create more diversity in terms of the type of institution able to participate.
x									my participation may be limited but I do utilize the resources which are the most important part.
	x						x		My participation would need to be virtual or voice communication. I volunteer at a museum in the documents and manuscript area and am on the Board of the museum. I am not funded from the museum to take trips. It would be helpful to have maybe a list of activities or projects that need to get done and ask for participation that way. I am quite busy and projects that would require short periods of time might better fit my needs and people in my situation. A direct email to members would be more effective, I think instead of posting on the website. By the way, I have skills.
x									My perception is that there is ample opportunity to participate in SAA to the level one would want to. Thanks for asking!

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	x		x		x				My work overlaps with other organizations (primarily RBMS) and I cannot afford to be actively involved in all of them. Membership fees are simply too high.
x				x	x				New member learning the ropes. Once more experienced in what the SAA has to offer I could see participating more.
	x		x			x			no comment
	x		x		x				None
x			x						none
x			x	x					None.
x				x					Not enough time
	x		x	x					Offer more courses and workshops online. Offer more resources for support staff. Not every member is an archivist.
x									One of the things you might want to consider is that while SAA needs to focus on how to include new(er) professionals, more seasoned professionals, particularly past-presidents and past Council members are often "put out to pasture" (or perceive they are) once they have served--there is a real challenge in finding the way to ensure opportunities for our colleagues of every age grouping/years of experience, and each "generation" has something to offer SAA.
x					x				One suggestion---as a "newbie" member, i signed up for different workshops and still learning my way around the SAA website and all it has to offer. Perhaps having a "newbie" toolkit that takes you thru basic info and questions you generally have as a new member. There may already be something like this....or even a quick video that introduces to things. Just a suggestion. You get hit with and inundated with soooo much, this may help people get their footing quicker and better understand how and where they can participate. Have a good weekend! A happy SAA "newbie" member!
	x		x						Our institution has had severe cutbacks and we don't receive any sort of travel funds. Therefore, I've had to focus upon participating in local conferences or workshops. I do miss participating in SAA, as I felt I learned a lot from the pre-conference workshops, as well as the conference sessions and interaction with colleagues.
	x		x		x				Overall funding for professional development is a huge barrier when I don't even have a dedicated budget for my day to day work in my institution. Membership cost alone is a sacrifice at $21,000 a year salary.
	x					x	x		Participation in leadership especially program committee has always appeared very cliquish to me. I have been a member for decades and tried to get on two program committees but never even heard back. Always appear to be filled with "friends" or colleagues of the chairs. This has discouraged me from volunteering further. Especially discouraged about awards. This committee needs to be more proactive identifying worthy recipients besides just reacting to nominations. Perhaps SAA membership coordinators could reassess their role to help get more people involved in SAA activities.
	x			x					Perhaps it is available and I just missed it, but it would be helpful to include time commitments when asking for individuals to serve on committees. I am heavily involved with two other archival organizations (one local and one national) and while I would like to become more involved with SAA, the lack of information about the time commitment involved makes me hesitant.
x			x	x			x		Pretty much all I can afford to do is take part in free online workshops and online group communications when I feel brave enough. Some of the people who offer opinions seem very well educated and well-informed and some seem terribly naive and terribly unsuited to the jobs they are doing, but I know it is important to be very careful when offering ideas and opinions on the listservs. One thing that I especially saw was when people working for religious institutions said were grossed out by photographs of deceased nuns and people who had lived their lives in some of these institutions and did not wish to keep them. I found that profoundly ignorant and sad. I felt that these people were in the wrong profession and were not showing the proper respect for the institutions they were working in and for the people they should be remembering.
x									Recently I have found it easier to participate in SAA than my regional archival association. That certainly wasn't the case 10 years ago. Kudos to SAA for opening things up to member involvement!
	x		x	x					Record and live stream things like the Research Forum that inspire new ideas and partnerships
	x		x		x				Regional events closer to me (New England) would encourage more participation.
	x		x	x					SAA Annual Meetings feel like all of the more experienced archivists have their own acquaintances and colleagues and don't want to be bothered to interact with newer archivists. The meeting feels large and impersonal rather than welcoming.
	x		x						SAA can be intimidating for me as a lone arranger.
x			x						SAA dues are very high since they relate to income and penalize people in places with high costs of living.
	x					x			SAA feels a bit snobbish to me at times. Who decides who the "cool kids" are and how do we break that down?
	x						x		SAA feels like it is controlled by university archivists and promotes the interests of university archivists and does not represent the entire archival community.
x				x	x				SAA for me feels kind of far and distant and like more of a "once-a-year" event. I think if I were to be more involved it would be with a regional/local organization.

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x									SAA has long had a reputation as being an insular organization where a small group dominates. This was not true 30 years ago and is not true now. New members have never had such opportunities for service.
	x		x						SAA is a nice, large, professional organization, with fine publications that sets appropriate standards for our work. It does a fine job representing our profession at a national level. It is however inordinately expensive to belong to, with conferences that are too expensive to attend on any sort of ongoing basis (which calls into question the very reason to belong), ignoring entirely the realities of the world in which we work. Recommendation: to better disseminate education, professionalism, knowledge and more, hold smaller, regional events that are shorter and easier to attend, and in more modest locations. Cut membership fees by about 50% and see if that grows the ranks. Meanwhile, realize that SAA competes for membership (and time and dollars) with smaller and more nimble regional archival entities that put on very good and relatively inexpensive conferences, and that are very affordable to belong to. Like many, I can more easily partake in those groups, and get support from my institution to attend because I can get on panels, committees, and present.
x				x					SAA is wonderful. I wish I had more time to participate!
x									SAA needs to do more to include members from governments. Too many examples to name here of bias in favor of academic archivists (and I've worked in both).
x									SAA offers a wide range of ways for new members and students to access services and meetings. So far, so good!
	x		x						SAA on the whole feels like it is focused on for college and university archivists--it is not as welcoming to government archivists.
x									SAA provides a lot of opportunities for involvement, at least that's the way it appears to me having gotten started at a graduate student chapter way back in the late 1990s.
	x		x						Setting up remote access for people unable to attend meetings - video, phone, go to meeting, skype, etc.
x			x	x					Shortage of time due to work load is the no. 1 reason.
x									Since archives is only one aspect of my work, and a small and underappreciated aspect of the organization I work for, there is little if any encouragement from my executive director to be involved in organizations like SAA. If you could somehow advocate to upper level administrators, that might help them see the value of carving out a little of my time to stay involved.
	x		x						Sliding scale fees for conferences and workshops would be great.
	x						x		Some of the most interesting initiatives/task forces don't seem to have a way to volunteer unless you know someone. There seems to be a very clear "in" group within SAA where the same people get appointed to multiple committees and annual meeting sessions. I would like to see some sort of cooling-off period that keeps the leadership of SAA groups, committees, and presentations fresh and allows others to get involved. There also needs to be MUCH better communication and call for participation whenever SAA sponsors some kind of group or initiative.
	x		x			x			Sometimes it seems that SAA appoints people from only big, well-funded institutions with "prestige" (whatever that means): universities and colleges, corporations, nonprofits. It often feels that good and strong leaders at smaller/lesser-known universities and colleges, companies, nonprofits - particularly lone arrangers - are overlooked.
x									Thanks for doing this survey.
x			x						Thanks for the opportunity to comment!
	x		x			x			The annual meeting is cost prohibitive for many archivists, and there seems to be a long line of us waiting patiently to volunteer our time on committees and subcommittees. Most of us rely our more welcoming regional or local organizations for engagement and participation in the profession.
	x			x		x			The appointment process is very un-transparent from my point of view. I had nominated myself for the past three years to differing degrees of availability and was rejected each time; I've stopped trying. I understand there are limited seats and that there are efforts to ensure diversity of institution type, region, etc. but it was discouraging nonetheless. I continue to see the same names in group membership and I'm not sure if that's because these folks are doing extremely important work and should continue being appointed in these capacities, or if it's more of an in-group that I just don't belong to.
x									The Archives & Archivists list should be a good option for people to participate in discussions with colleagues, but, instead, it is often a frustrating embarrassment to the profession. I wish I had a suggestion for fixing it or a better alternative to suggest, but I don't.
	x		x	x	x				The biggest issue of all is TIME - working a full time job AND working on my graduate degree doesn't leave me with time to be actively involved. If there were ways for members to interact or participate that weren't time-sensitive (such as online forums or publications or wikis where participation can be fit in when and where I have time), I might be able to participate or contribute. Even if it is just asking members to help research an issue or provide support to standing committees in some way, that would be helpful.

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x			x	x					The cost of SAA membership versus the return-on-investment is proportionally a poor investment. SAA has high operating costs and appears to be in an organizational post-maturity period, characterized by a lack of agility and inability to recognize the cultural heritage sector on the whole is threatened. Membership numbers are not an indicator of the health of the sector Other organizations, such as the American Association for State and Local History (AASLH), act more in tune with where the cultural heritage sector is headed and provide much more educational opportunities at lower membership cost and with more robust impacts. The fact that the annual meeting is seen as a profit-generating activity, rather than a sector-empowering activity that may clear a small excess of revenue, indicates that the organization has possibly entered a downward slope in the life-cycle of organizations. The American Library Association is much stronger for mobilizing members for sector power and for providing robust benefits for members. SAA is at risk of becoming ineffective in comparison with allied professional organizations, much the way AAM has become ineffective for the majority of museums.
	x		x	x					The expense of travel, hotel, and entry fee to SAA is cost-prohibitive to many of us who do not receive employer sponsorship. Additionally, there are many of us that, rather than receiving paid administrative leave, are required to take our vacation time to attend the conference, which just adds to the overall cost. Working solo in an organization makes getting time away from work during the week almost impossible because there is no one to cover for the absence.
	x		x						The fees are too expensive. I cannot afford to join SAA. It is the most expensive professional group out of all of the groups I am interested or involved in.
	x		x	x					The high cost of both the annual meeting and individual workshops are the largest barrier. Especially since the recession it seems that only large universities and other affluent organizations can afford to support attendance for their employees. Thus, I and many of my colleagues in historical societies and archives have been much more active in our regional archival group, which offers equally high-quality programs for a fraction of the cost.
	x		x		x	x	x		The registration and conference fees are FAR too expensive. I have been involved in other liberal arts national conferences and don't understand why the Archives conference is so much more expensive. I absolutely think that the print magazine should go, if that is part of the expense. (Is it? or does it generate enough advertising revenue to be self-sustaining...I doubt it...). Offer that to members for an additional add-on $$ and let individual members opt-in if they can afford it. Then look for any and all other ways to reduce conference costs. Fewer days?
	x		x						The SAA appointments sometimes seem to be a popularity contest, based on who you're friends with. While the candidates have all been qualified and impressive, it has discouraged me from wanting to become more involved.
x			x	x			x		The webinars are crazy expensive, so I don't ever do them, although I would like to. I guess I'm spoiled by always-free webinars provided by vendors, especially surrounding digital asset management. I don't see many benefits for being a paid member. Having more free webinars for paid members would make it more attractive (I noticed & attended one in the past year). I don't have the time or budget to go to the annual conference every year, so I really only pay for membership the years I do to get the discount.
x									There are many ways to become more involved - contacting section leadership, various committees, etc
x									Things have greatly improved since I first joined SAA, when certain roundtables functioned more like exclusive clubs.
x									This is a poorly-designed "survey." It doesn't measure what the "current level of participation in SAA" is for each respondent. Or ask how satisfied or unsatisfied the respondent is.
x									This is my first year being active on a committee and co-chairing a subcommittee. Admittedly, in years past I found it difficult to get information about how to become more active in SAA. Yes there were email blasts but these often got buried in the barrage of daily messages. Perhaps annual information sharing webinars that interested folks could attend might help spread the word a bit more. I have enjoyed participating more this year and hope that my colleagues will follow suit - word of mouth is also a great way to drum up more participation!
	x				x				Though I read the forums, I generally don't participate in the discussions because I don't feel qualified to do so.
	x		x		x		x		To get new members more involved, it might be helpful to send their contact info to the nearest SAA group. Receiving a "welcome, come join us at our next meeting" email or "here's a little info about our local group and ways to become involved" might be all it takes. Right now I have to look around on the website to learn more about the nearest SAA group and haven't done so yet.
x			x	x					Too focused on academic archives - makes other types of archives relate for participating
	x						x		Unsure whether my participation is supported by my employer.
	x		x	x		x			Up youth involvement.
	x		x		x				We have a very active local Archivists Roundtable group, and I think this would make it difficult for a local SAA chapter to also be active.
x			x	x					When compared to workload as well as other priorities and responsibilities, I don't feel that its a good use of time to attend the annual meeting, even though the workshops and sessions look interesting and relevant.

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	x		x	x			x		When the call for volunteers (for committees, etc.) goes out, it is very difficult to understand what you are actually volunteering to do--and, in some cases, what the committee even does. There's no where to learn about the time commitment or scope or responsibility you'd have if you volunteer for something, and I'm unwilling to volunteer for something without knowing more information like this. Annual conference has been unaffordable for the past 15+ years I've been in the profession--lots of professional archivists do not have travel/continuing ed support, and the expense of the conference is not something I have the financial capacity to cover on my own--though, annual membership dues also remain tough to cover (especially since it has to be paid all at once), and every year I seriously consider dropping my SAA membership because the cost is such a burden. Overall, I find SAA difficult to participate in because participation is so strongly linked to financial ability, and I find the organization is increasingly tone-deaf to us many professional (para-professional, etc.) archivists out here who don't make "professional" salaries.
x				x					While active in the appropriate workshops and affinity groups, I generally find the program at the Annual Meeting to be uninteresting. I've attended the last couple years for networking opportunities, but increasingly look to other organizations for stronger programming.
x									While I am satisfied with my personal level of participation, I know we have colleagues that are not sure how to get involved with SAA bodies they seek to join, and see membership fees, conference registration fees, class fees, and travel considerations as strong barriers to participation, education, and certification. I applaud our current conversations about diversity and inclusivity in the Society, and I hope that SAA leaders are considering financial status along with other demographic markers.
x									While I have been able to participate in SAA, I think the issue of sufficient funding is a true barrier to participation for many of my archival colleagues who don't receive travel or professional development funding from their institutions. In some cases, these archivists have turned to state or regional archival associations to be involved professionally, and many of these organizations are thriving. I think it is incumbent upon SAA to develop creative ways for archivists of insufficient means to be able to participate. Live streaming of sessions. Free or very low-cost webinars. Non-member access to email lists. These are just a few ideas.
	x						x		While I was elected to a steering committee last year, I haven't really been asked to do anything.
x									while I've always had some institutional support to attend SAA, I know the cost of registering, traveling to, and staying at, SAA meetings is a barrier to some of my colleagues. I think it's a little more difficult to fully participate - in committees, etc. - if you don't make it to meetings. There are some committees, like the scholarship committees, that are "doable" but my colleagues who have been involved with those committees have found them less satisfying than being involved as a section steering committee member, for example.
x			x						with a group so large, I feel it is really hard to get involved. I have been more involved with SCA (Society of California Archivists) as they seem to fit my needs more.
x				x					With the reduction of staffing, and funding, it is becoming more and more difficult to find the time and ability to be more involved.
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	x		x				x		
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