

archival outlook



Paving the Way!

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Paving the Way . . . Like the snow roller on the cover, several articles in this issue address how archivists pave the way for growth across the profession. Check out "Strategies for Accommodating People with Physical Impairments and Disabilities in Archives" by Daria D'Arienzo and Debra Kimok on page 6. Or flashback one hundred years in "An Archival Anniversary: Waldo G. Leland and the First Conference of Archivists in 1909" by Peter J. Wosh on page 10. And take the time to recognize a colleague or two for their groundbreaking contributions

by nominating them in the 2010 Awards Competition (see page 19). Photo credit: Snow Roller near Crystal Lake in Barton, Vermont, 1940s; Record Series A-082; Agency of Transportation/Department of Highways photographs; Vermont State Archives and Records Administration.

archival outlook

the society of american archivists
serves the education and information needs
of its members and provides leadership to
help ensure the identification, preservation
and use of the nation's historical record.

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SAA and the U.S. Archivist

As soon as SAA learned that President Obama had nominated David Ferriero as the next Archivist of the United States, we began to learn as much as we could about him as quickly as possible. Like many in the archives community, we started our research with little knowledge about

Mr. Ferriero. Although we learned a great deal during the confirmation process, we did not have an opportunity to meet and talk with Ferriero ourselves. For this reason alone, SAA took no position on his nomination. We did, however, participate as actively as we could in the recruitment of the new AUS.

Here is a chronology of our participation in the AUS nomination and confirmation process.

**I look forward
to meeting
Mr. Ferriero and
finding out more
about his ideas
for leading the
National Archives
and enhancing
the relationships
between our
organizations.**

- Upon learning of Allen Weinstein's resignation from the position of Archivist of the United States in December 2008, SAA worked with the Council of State Archivists (CoSA), the National Association of Government Archives and Records Administrators (NAGARA), the Academy of Certified Archivists (ACA), ARMA International, and the National Coalition for History to prepare "Qualities of a Successful Candidate" (<http://www.archivists.org/statements/aus-criteria08.asp>), a statement that was endorsed by 12 other professional organizations and that we forwarded to the White House on December 19.
- On January 13, 2009, SAA President Frank Boles, CoSA President David Haury, NAGARA President Tracey Berezansky, NCH Executive Director Lee White, and SAA Executive Director Nancy Beaumont met with White House transition staff members Bruce McConnell and Jane Griffith to discuss the archives community's views on the National Archives and the role of the AUS. We decided to create a list of prospective candidates to send to the White Office on Personnel Management should it ask for one. We included names of archivists who met the criteria listed in the "Qualities" statement and who agreed to follow the federal application process mandated by the Obama White House. Although

the Personnel Office didn't request our list of names, a staff member there discussed possible candidates with Frank and Nancy.

- On May 21, SAA submitted testimony for a hearing of the U.S. House Committee on Oversight and Government Reform's Subcommittee on Information Policy, Census, and National Archives. The hearing concerned policy issues that a new AUS would face. Our testimony explained the central role of archives in providing government accountability and preserving history. It emphasized NARA's importance as the repository of federal records and national memory, explaining the Archivist's senior role in the archives profession and the significance of open federal records, NARA's electronic records initiatives, compliance with the Freedom of Information Act, and support for NHPRC.
- On July 28, the White House announced the nomination of David Ferriero as AUS. We immediately sent him an invitation to attend SAA's annual meeting in Austin during the week of August 10-16. Mr. Ferriero declined that invitation, as well as our later request to meet with him after the annual meeting, explaining that his guidelines were to postpone any press conferences or public meetings until after his confirmation.
- We compiled a list of questions for nominee Ferriero, working again with CoSA, NAGARA, ARMA, and ACA. On September 28, we sent these questions to the U.S. Senate Committee on Homeland Security and Governmental Affairs for its confirmation hearing.
- On October 1, the Subcommittee on Federal Financial Management, Government Information, Federal Services, and International Security held a hearing on Ferriero's nomination. Presided over by Senator Tom Carper (DE), the hearing questions explored several areas of NARA's work, including electronic records, the presidential libraries, declassification, records security, and education and outreach. A few days after the hearing, the National Coalition for History posted the Senate Committee's pre-hearing questions—and Ferriero's

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from the executive director

Nancy P. Beaumont • nbeaumont@archivists.org

Seasonal Rhythms

Holiday decorations already adorn the windows at the Marshall Field's mother store (now Macy's) across the street from the SAA office. That must mean it's November and . . .

The **2010 Program Committee** has the daunting task during its November 12–14 meeting of culling the list of 145 program proposals to approximately 65 sessions that will form the basis for *ARCHIVES*RECORDS / DC 2010: The Joint Meeting of CoSA, NAGARA, and SAA* in Washington in August. (Didn't we just get home from Austin?)

We're on press with the **Exhibitor/Sponsor Prospectus for DC 2010**, with a target delivery date of November 30 so that our industry partners can build the meeting into their business plans for 2010.

We've scheduled five **face-to-face workshops** in November/December and added a new web seminar ("**Becoming an Archives Consultant: Practical Information and Tips**") to our existing catalog of online, on-demand web seminars that make it possible for you to continue your professional development at your desk. For more information about upcoming education opportunities, see the SAA website at www.archivists.org.

We're putting the finishing touches on Mary Lynn Ritzenhaler's *Preserving Archives and Manuscripts, 2nd Edition*, which is due for release in February. See page 5 for information about a members-only 20% discount on this essential text. Be sure to order by March 31!

The **Annual Appeal** for contributions to the SAA Special Funds (Foundation) should appear in your mailbox before Thanksgiving. There's no question that archivists face especially difficult challenges in sustaining the nation's archives, but the mission of the Foundation still rings true: "To enrich the knowledge and enhance the contributions of current and future generations by championing efforts to preserve and make accessible evidence of human activity and records of enduring value." The SAA Foundation is the nation's leading source of nonprofit funding dedicated solely to the interests of archives and archivists. We hope that you will contribute as much as you can. (To contribute online, go to www.archivists.org/forms/contributions.asp.)

Former Treasurer Ann Russell and I reported on the "state of the association" at the annual membership

meeting in Austin and my remarks were published in the September/October issue of *Archival Outlook*. But you may still be interested in a synopsis of SAA's accomplishments that we've published as the **FY 2009 Annual Report** online at www.archivists.org/governance/annualreports/2009AnnReport.pdf.

And on December 7 we will welcome **Jenny Schooley** to the staff of SAA and of *Archival Outlook* as our new editorial/production assistant. Jenny comes to us from the American Medical Association and Smith Bucklin, an association multiple-management firm at which she competently juggled the publications of several professional associations. We're looking forward to the impact of Jenny's fresh eyes on this newsletter and on all of SAA's communications. ❖

Please Share Your Visitor Statistics— and Vote for "Make an Impact!" Winners!

We're closing in on the November 30 deadline for two important opportunities for member participation associated with American Archives Month:

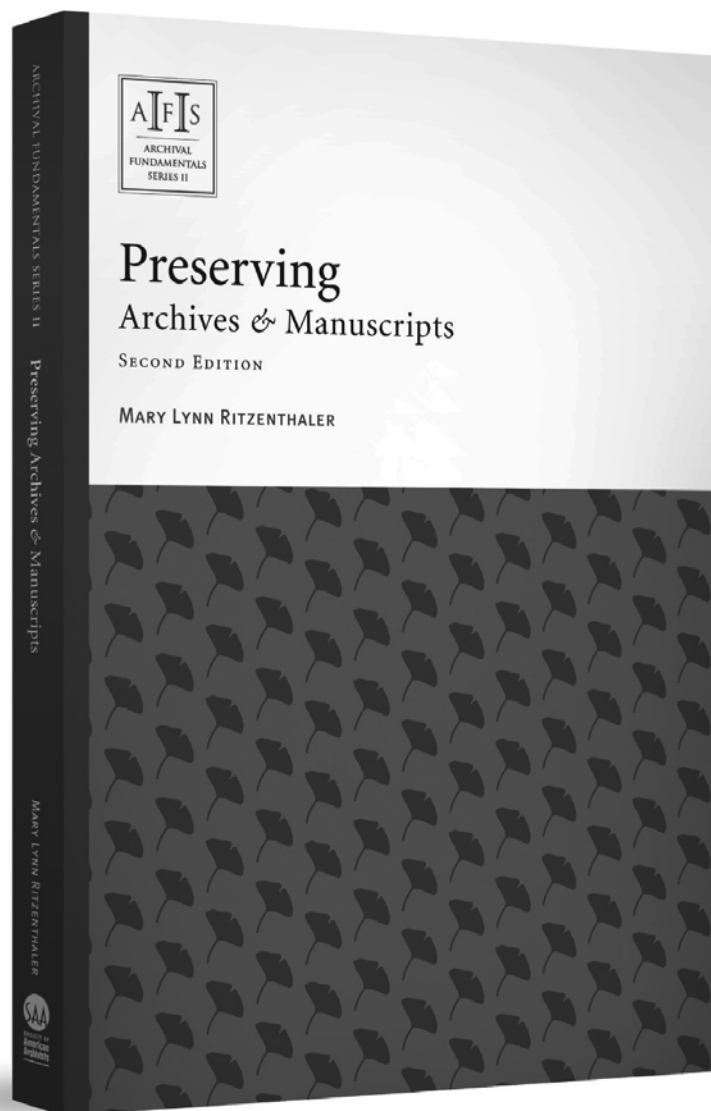
1. Because SAA believes there's strength in (BIG) numbers, we're collecting the BIG statistic that tells us how many people—nation-wide—visited an archives during American Archives Month in October. Please help! Complete the simple **Visitors2Archives Survey** (accessible from the SAA home page at www.archivists.org) by November 30.
2. And voting is now open for the **Make an Impact! Contest**. Nine entries for "Best Poster" and two for "Best Successfully Implemented Campaign" are available for viewing on the website at <http://www.archivists.org/archivesmonth/AAM2009/MakeAnImpactContest.asp>. Winners will be determined by the most votes per entry in each category and will be announced during the first week of December. Your colleagues took the time to enter; please make the time to vote! (In the process, you're bound to get some good ideas for next year's celebration at your repository!)

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Preserving Archives and Manuscripts (2nd ed.) by Mary Lynn Ritzenthaler is the authoritative resource for archivists, manuscript curators, and others responsible for the preservation of archives, manuscripts, and historical collections. It covers the wide range of materials found in such holdings and addresses practical means of implementing preservation programs. The emphasis is on integrating preservation and archival management with a focus on storage, safe handling, and environmental issues.

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Strategies for Accommodating People with Physical Impairments and Disabilities in Archives

DARIA D'ARIENZO and **DEBRA KIMOK**, Co-coordinators, Archives Management Roundtable / Records Management Roundtable Joint Working Group on Diversity in Archives and Records Management

Editor's Note: This article resulted from a session at Sustainable Archives: AUSTIN 2009, the Joint Annual Meeting of the Society of American Archivists and the Council of State Archivists in Austin, Texas, last August. Session 307, "Strategies for Accommodating People with Physical Impairments and Disabilities in Archives," summarized the work of the SAA Archives Management Roundtable / Records Management Roundtable Joint Working Group on Diversity in Archives and Records Management. The speakers included Daria D'Arienzo, archival consultant; Debra Kimok, special collections librarian, SUNY Plattsburgh; Frank Serene, archivist, National Archives and Records Administration; Avery Olmstead, project specialist, Center for Community Inclusion and Disability Studies, University of Maine; and Casey Edward Greene, head of special collections, Rosenberg Library at the Galveston and Texas History Center.

Archives for All: Setting the Context

As a profession, archivists strive to be inclusive in collecting and making materials accessible. As archivists, we have found ways to provide physical and informational access to meet the needs of colleagues and patrons with physical disabilities. We have worked to break down barriers that hinder accessibility, interfere with a colleague's ability to perform job duties, or prevent patron access to research tools and materials.

Most often, solutions are *ad hoc*. What is really needed are more focused, practical, vetted recommendations for creating negotiable archives environments and better access to

**Accommodation
and access are not
disability issues—
they are human issues.**

information for colleagues and patrons with disabilities. The SAA Archives Management Roundtable / Records Management Roundtable Joint Working Group on Diversity in Archives and Records Management's research during 2007–2008 found just a single resource that explicitly provided advice for working with archives researchers and employees with disabilities, and only one for working with people with disabilities in libraries. This is beginning to change.

Advocacy, accessibility, adaptation and accommodation, education and training are priorities that need not be expensive. Developing awareness, enhancing sensitivity, overcoming fears, talking with colleagues and patrons and sharing information, identifying practical recommendations, and taking concrete actions are critical. These are the steps that build bridges and bring us back to the key factor: that accommodation and access are not disability issues—they are human issues. They benefit everyone.

Accommodating People with Disabilities in Archives

Employees with disabilities must have the same or equal opportunities for employment and career advancement, and all the other benefits and privileges of employment, as colleagues who do not have disabilities, according to Frank Serene, an

archivist at the National Archives and Records Administration for nearly 30 years. He makes this point quite eloquently in his book, *Making Archives Accessible for People with Disabilities*, which is the only accessibility publication specifically for archives, not to mention one of the most important advocacy statements on accessibility and a critical tool for every archives.

The issues of reasonable task and physical accommodations and access to institutional and public spaces are of paramount importance to Serene. Using his own work creating a catalog for WWII films held at NARA to illustrate his point, he stresses the importance of identifying the essential functions of a job and focusing on those. For example, the intellectual work of describing the films was essential to creating the catalog, while retrieving the reels and putting them on a projector was nonessential and could be accommodated by assistance from colleagues.

With regard to public accommodations, Serene recommends that archives should:

- Construct physical environments in a way that all people receive the same quality of goods and services.
- Avoid situations that might result in unequal treatment.
- Survey facilities to be sure that all public areas are connected by an accessible route. (For example, entrance via the kitchen for those with disabilities is not acceptable.)
- Create an advisory committee, representing as many people and as many types of disabilities as possible, and make it a permanent committee with real authority.

"Providing access is good practice and the right thing to do," Serene said.

Archives and Accessibility for All

Access issues are a personal and professional passion for Avery Olmstead, project specialist for the Center for Community Inclusion and Disability Studies at the University of Maine. Olmstead is a wheelchair user who has cerebral palsy.

He boldly raises the question of how people with disabilities are perceived and he advocates finding ways to build bridges, especially for working archivists and patrons. Like Serene, Olmstead firmly believes that accommodations are practical and possible for all people whose "intellect and passion" make them committed to what they do. He pointed out that accommodation and accessibility benefit everyone—both wheelchairs and baby strollers can use curb cuts.

Employee challenges are most often ergonomic; those for patrons are most often mobility-related.

By raising difficult issues openly (such as how people sometimes behave awkwardly when they meet someone with a physical disability), by warning us to be aware that not all disabilities are visible, and by reminding us to be nonjudgmental, Olmstead offered insight into how to create welcoming environments.

"Honest and open communication is at the heart of the matter," Olmstead said.

He urges everybody to seek advice and to educate themselves and the people in their institutions. Talking to each other, asking questions, and giving honest answers are crucial in creating a trusting working environment or a welcoming reading room.

"The employee is still as much a person before disclosing a disability as after disclosing a disability," Olmstead added.

And there's no need to feel awkward when encountering

someone with a disability. "It's okay to ask a person with a disability if they might need assistance," Olmstead shared. "A simple 'May I help you?' that is said to everyone is the most equal human kindness." Offering help to *all* makes everyone feel that they are wanted, valued, and safe in an archives.

Finally, Olmstead also advocates for a permanent committee within SAA, composed of a diverse group of members including people with disabilities, to address accommodation and accessibility issues.

Would You Please Repeat That?

Heading an archives is a tall order, and it can be an even greater challenge for an individual with hearing impairment. "Hearing loss shaped who and what I am, in my professional career and my private life," shared Casey Edward Greene, head of special collections at the Rosenberg Library in Galveston, Texas, about his own profound genetic hearing loss.

He spoke candidly about first coming to terms with the reality of his hearing loss, and then having to wear an assistive device because continuing without one was severely limiting his effectiveness as a department head. He admitted his initial experience with the device was "unreal" and "artificial" and it required both him and his colleagues to adapt.

Greene said that understanding the impact of his hearing loss helped him develop strengths and find ways to accommodate in order to fulfill his responsibilities. Like Olmstead, Greene believes that good communication is key to all parts of

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Librarian or Archivist?

My Special Collections Symbiosis

JENNIFER NEUMYER, Special Collections and Outreach Librarian, University of Maryland Eastern Shore

"That is the difference between librarians and archivists," my assistant has commented on a number of occasions.

Librarians are information driven in a different way than archivists.

It was said enough times that it motivated me to investigate not just the differences, but also the similarities and areas of collaboration between librarians and archivists. In the interest of full disclosure, my education is that of a librarian with an internship at a state archives and work at a university's branch campus archives. Currently, I am a special collections librarian and also oversee a university archives. This may help explain why

I am striving to connect these two worlds!

I've heard remarked that librarians just care about the information received, not the whole package or history that comes with the object in which it is received. This is in sharp contrast to archivists, who often prefer the whole-kit-and-caboodle approach, taking into account the vessel for the information, the original order, and its provenance. I am not writing in defense or support of my assistant's remark, but it

does seem that we librarians are information driven in a different way than archivists. As we cross paths with the archives world, we must also be vigilant in practicing preservation, in addition to respecting the archival principles of original order and provenance.

Librarians would immediately think of original order (or, in this case, disorder) as if some student ran amuck in their stacks and rearranged all their books out of call number sequence. How would they be able to scan the shelves for connections to similarly related subjects? It would seem extremely illogical to a librarian. Whereas an archivist working with documents or records would keep all records that originated from a particular author or creator together, regardless of the subject content. Original order is preserved to record the working methodology of creators, and thereby allow an inside view into their lives.

Provenance is a more difficult concept for librarians. This approach involves tracing the point of origin of a record, all the successive owners of the record, and the historical and functional context in which it was created. True, they have an

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International Exchange

Bentley Historical Library and State Archives Administration of China Forge Decade-Long Relationship

NANCY BARTLETT, Bentley Historical Library, University of Michigan



More than 60 Chinese and American archivists participated in the symposium, "Sharable Experiences: Ten Years of State Archives Administration of China – Bentley Historical Library Archival Cooperation," which was held at the Second Historical Archives in Nanjing in September and provided a forum for discussion of a wide range of issues in modern archival administration in the U.S. and China. Nearly all of the Chinese participants were "alumni" of the Bentley-China exchange program.

For the past ten years, the Bentley Historical Library at the University of Michigan and the State Archives Administration of China (SAAC) have enjoyed an ongoing working relationship in the form of joint seminars to pursue questions of modern archival administration. By now, more than 140 archivists from China have taken part in the seminars at the Bentley.

This year has been particularly active. A fifth delegation of twenty-five archivists from all over China visited Ann Arbor, Michigan, in April for two weeks of daily sessions at the Bentley. Afterwards the delegation traveled to the east coast for shorter visits with the National Archives in Washington, D.C., and Yale University's Manuscripts and Archives in New Haven, Conn.

In September, a delegation from the Bentley Historical Library visited China, with representation from the University of Michigan Information and Technology Services and Manuscripts and Archives at Yale University. Highlights of the visit included the signing in Beijing of a new accord between the State Archives Administration of China and the University of Michigan, to continue the program for six more years.

On the occasion of the signing of the accord, a printed volume of essays was presented to the Bentley delegation by

**It is important
to step outside
our national
boundaries and see
how archives work
in other places.**

the national archivist of China, Yang Dongquan. The volume of thirty-nine essays by "alumni" of the program at the Bentley is entitled *American Archives in the Eyes of Chinese Young Archivists: Reports on SAAC – Bentley Historical Library Joint Seminar Program (1999-2009)*.

At the signing, Yang Dongquan spoke of the exchange as one of the most important initiatives in the history of the SAAC. In addition, a symposium was held at the Second Historical Archives in Nanjing to celebrate the decade-long program. More than forty "alumni" attended the symposium from throughout China.

"The work of an archivist is usually bound by the culture and practices of the country where the archive is located," commented Bentley Director Francis Blouin in his presentation. "In order to truly understand our particular system of administering archives, it is important to step outside our national boundaries and see how archives work in other places," he added.

Other seminar presenters included Nancy Bartlett of the Bentley and Wu Hongda of the SAAC Office of International Cooperation, who discussed historical perspectives of the

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An Archival Anniversary

Waldo G. Leland and the First Conference of Archivists in 1909

PETER J. WOSH, Archives/Public History Program at New York University and SAA Publications Board Chair

A bitter cold snap and severe snowstorm on Christmas day paralyzed the entire east coast of the United States during the last week of December in 1909. New York City, which was hosting the twenty-fifth annual meeting of the American Historical Association (AHA), proved particularly hard hit. The ten-inch blizzard had filled municipal shelters to overflow, and by December 30 the thermometer still hovered around the zero mark.

President William Howard Taft, who had agreed to attend the AHA meeting and address the historians in a gala Carnegie Hall opening on December 28, had to cancel his appearance at the last minute owing to the snow drifts that impeded train travel and crippled telegraph lines. Even Andrew Carnegie, who had planned to host a dinner party for Taft and the visiting historians, became victimized by a weather mishap. The prominent industrialist found himself bedridden during the AHA convention with a painful knee injury after he slipped on the ice and fell in a secluded area of Central Park, lying helpless in the snow until he was rescued by park employees.

Archivists have reasons other than severe winter weather, however, to recall the 1909 holiday season in New York City. On December 30, for the first time in American history, a self-identified group of individuals who classified themselves as "archivists" gathered together in Room 202 of Columbia University's Hamilton Hall to discuss common issues, plans, and problems.

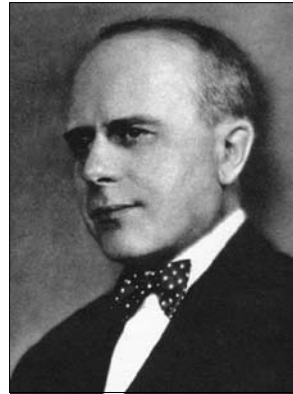
Historians and Archivists

The meeting in many ways marked the culmination of a decade-long struggle by a committed group of historians to move archival affairs to the center of their professional deliberations. A commitment to scientific methods and objective scholarship, based on extensive graduate education, intensive seminar training, and a complete immersion in primary sources, dominated professional historical discourse throughout the late-nineteenth and early-twentieth centuries.

Many historians believed that by developing a more rigorous methodology, based on careful archival analysis, their work would be enhanced and their discipline could achieve a broader public purpose. Waldo G. Leland (1879–1966), who began serving as the secretary of AHA in 1908 and who also had conducted several archival records surveys in Washington and Paris, clearly advocated this perspective. His career reflected a life-long determination to create a more sophisticated

**We must
disabuse
ourselves of
the idea that
anyone can be
an archivist.**

—Waldo G. Leland



archival infrastructure in the United States, and to make public records more accessible to scholars and academics.

Leland organized and set the agenda for the 1909 meeting, firmly believing that purely archival interests could no longer be subsumed under the AHA's existing conferences on historical societies and public archives. Since the turn of the twentieth century, departments of archives and history had

been established in Alabama, Mississippi, and West Virginia. Many other states had created commissions and divisions of records, appointing state historians and examiners of public records.

Leland himself had worked with the historian Claude Van Tyne to survey federal records in 1903, finding the archival situation deplorable and observing that, "I have been mostly living in dirt." In order for such conditions to improve, he remained convinced that "the time was now opportune for a new departure insuring a further development" of archival work. He proposed the 1909 conference as an opportunity whereby "questions of practical importance to archivists, such, for example, as the methods to be employed in the care, classification, and use of manuscript archives" might be placed front and center. In a letter to his friend and colleague Victor Paltsits (1867–1952), who was serving as New York State Historian at the time, Leland shrewdly underscored the most important purpose of the 1909 professional gathering: "It seems to me that the great thing is, after getting the people together in the conference, to get them to talking."

Lessons from 1909

The proceedings of the 1909 conference, which are preserved in the AHA Annual Report for that year, make for fascinating reading. Three points seem particularly worthy of emphasis. First, the meeting had a decidedly international flavor. Leland had traveled widely in Europe and firmly believed that the United States lagged far behind in the application of archival theory and practice.

Accordingly, he solicited several papers on the "lessons" of British, German, Italian, Dutch, Spanish, and Swedish archives. This provided one of the first structured opportunities for American archivists to learn about fundamental archival methods that had been developed in Europe over the course of the

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SAA Ballot Set for March Election

Fourteen candidates vying for three different offices have been slated for SAA's 2010 election. Carla Summers and Gregor Trinkaus-Randall will square off for the top spot as vice president/president-elect.

The candidate elected vice president will serve a one-year term beginning in August 2010 and will then become SAA's 67th president in 2011–2012. There are three available seats on the Council. Those elected will serve three-year terms beginning in August and running through the SAA Annual Meeting in August 2013. In addition, the three candidates elected to the 2011 Nominating Committee will serve one-year terms beginning immediately.

Any eligible member of SAA can be placed on the ballot by submitting a petition signed by 50 individual members. Petitions must be received at SAA headquarters in Chicago by **February 10, 2010**. Voters may also write in candidates on the ballot.

All candidates are asked to respond to a question regarding their potential position. Candidates' responses to the questions will be posted online, along with their biographical information. This year those questions are:

Vice President / President-Elect: What is your vision for the Society of American Archivists? Describe how you will help SAA achieve this vision, who you will work with, and what specific objectives you feel we must achieve, particularly in terms of the Society's top three strategic priorities.

Council: Transparent decision-making is vital in representative governance. How would you make the SAA Council's activities more transparent to the SAA membership?

Nominating Committee: How might the Nominating Committee best identify a generation of new leaders from a wide range of backgrounds to move the Society into the more diverse, technological, and interactive 21st century? What strategies and tactics should the Society undertake to cultivate a new generation of leadership?

These questions were developed by this year's Nominating Committee—Amy Cooper Cary (chair), Bruce Ambacher, Terry Baxter, Daniel Santamaria, and Diane Vogt-O'Connor.

"I would like to thank the members of the Nominating Committee for their efforts during the evaluation and selection process," said Amy Cooper Cary. "The process and the slate benefited from their commitment to honest discussion, their persistence, and their hard work."

Ballot

Candidate statements will be posted at www.archivists.org/election2010 by February. SAA members then will cast their votes online in March. For the second year, SAA is partnering with Votenet Solutions, a leading provider of secure online voting software for nonprofit associations.

2010 Election Slate

The Nominating Committee has slated the following SAA members as candidates for office in the 2010 election:



Carla Summers



Gregor Trinkaus-Randall

Vice President/President-Elect

- Carla Summers
Archives, Records Management and Special Collections Library Consulting
- Gregor Trinkaus-Randall
Massachusetts Board of Library Commissioners

Council

- Geof Huth
New York State Archives
- Donna McCrea
University of Montana
- Nancy McGovern
Interuniversity Consortium for Political and Social Research
- Dennis Meissner
Minnesota Historical Society
- Kaye Lanning Minchew
Troup County Historical Society and Archives
- Kate Theimer
Archives Next

Nominating Committee

- Maria Estorino
University of Miami
- Tamar Evangelistia-Dougherty
University of Chicago
- Cory Nimer
Brigham Young University
- Rosemary Pleva Flynn
University of North Dakota Energy and Environmental Research Center
- Arian Ravanbakhsh
National Archives and Records Administration
- Mark Shelstad
University of Texas at San Antonio



New Two-Year Program Trains Next Generation of NARA Archivists

The National Archives must continuously find ways to prepare for the future as we race to keep up with new electronic records technologies and to find new ways to make electronic records searchable in a useful way for researchers wherever they may be.

This includes the development of the Electronic Records Archives, our digitizing partnerships, our expanding Internet presence, and our diverse public outreach programs.

At the same time, we must deal with the billions of traditional media records that must be processed, reviewed, and described before they can be used by researchers.

The challenges are daunting.

We must also prepare for the time in the not too distant future when the current generation of veteran

staff retires. We are starting those preparations by recruiting and training new entry-level archivists who will help bridge that loss. They are entering NARA's new Archivist Development Program (ADP). In many ways the program is the successor to the original Archival Training Program and its successor, the Career Intern Development Program (CIDS)—training programs that produced many of NARA's current archival staff.

The ADP program began last year with funding provided by Congress in response to NARA's forced reduction in research room hours the previous year. With that new funding, we decided to seize the opportunity to re-establish a formal agency-wide archival training program that hadn't existed at NARA for more than 13 years.

The initial funding was matched by a similar request in the President's FY 2009 budget for NARA. Twelve entry-level archivists were hired in FY 2008 and are now half way through their two-year training program. An additional 13 entry-level archivists have been hired in FY 2009 and are just beginning their training, and we are very hopeful that NARA's FY 2010 budget will include funding for another 12 archivists.

Of the 25 archivist trainees who have been hired thus far, six are in the Office of Records Services—Washington, eight in Presidential libraries, and 11 in regional archives, including the fledgling archival program in St. Louis.

In addition to these group hires, we are going to extend the ADP to all newly-hired entry-level archivists, such as the 15 new archivists for the Presidential Records Act libraries (Reagan, Bush, and Clinton), the George W. Bush Library staff, and other entry-level archivists who have been hired throughout NARA.

Our recruitment efforts have been extraordinarily successful. Many highly qualified candidates are applying for and being selected for these new jobs. Many of the candidates are coming from university archival and library science programs and state and local archival programs. Therefore, these entry-level archivists are arriving with basic archival skills that NARA formerly had to include in its own archival training classes. The ADP training can be tailored to teach archival requirements that are unique to working at NARA and within the federal government environment.

The ADP will focus on four competency areas: Understanding NARA's mission and functions; learning how to make effective use of technology to promote our mission and services; developing the ability to lead others to accomplish agency goals; and developing networks and building partnerships with other staff and stakeholders.

Participants in the program build competency in these four areas in several ways. Over the course of the two-year program, they go through at least four weeks of formal training designed to build a foundation for developing the four competencies.

In addition, each trainee selects a mentor, an experienced archivist who will help develop the specific skills and knowledge that will enhance his or her professional and personal growth and career development. The ADP also includes a short-term shadowing assignment with a more experienced archivist; the aim is not to participate, but to observe day-to-day operations and see how and why things are done at NARA.

During a trainee's second year in the ADP, the participant will have a 30-day rotational assignment in another NARA unit, federal agency, university or state archives, or similar organization to get a different perspective on archival challenges, issues, and practices.

Finally, there will be on-the-job training in which the trainees will learn specific skills related to their particular job assignments. That will vary with the types of

The Archivist Development Program is a key element in preparing NARA for the challenges that lie ahead.

continued on page 23



Senate Approves Ferriero as U.S. Archivist

On November 6, 2009, the Senate voted to confirm David Ferriero as the 10th Archivist of the United States. Ferriero was the Andrew W. Mellon Director of the New York Public Libraries. Nominated by President Obama on July 28, 2009, Ferriero will succeed Professor Allen Weinstein who resigned as Archivist in December 2008 for health reasons. Deputy Archivist Adrienne Thomas is serving as the Acting Archivist until Ferriero assumes his duties.

In early October, the Senate Committee on Homeland Security and Governmental Affairs held a hearing to consider Ferriero's nomination. The hearing was presided over by Senator Thomas Carper (D-DE), Chairman of the Subcommittee on Federal Financial Management, Government Information, Federal Services, and International Security.

Ferriero was introduced by Senator Kay Hagan (D-NC) whom he had known during his tenure as the Librarian at Duke University. Chairman Carper began with a brief opening statement welcoming the nominee and expressing his two overriding concerns with NARA, electronic records management and the costs associated with running the Presidential Library system.

After an opening statement, Ferriero responded to a round of questions from the chair. In response to a question about security breaches at NARA, Ferriero stated one of the challenges the agency faces is in striking the proper balance between providing public access while at the same time protecting sensitive information. He stated that from his own experiences security breaches were most often caused internally. Ferriero noted that NARA has established a security task force and that he would ensure as Archivist that NARA would make security a top priority.

Chairman Carper then asked the nominee what he considered the major challenges NARA faced in managing electronic records. Ferriero responded that the real issue is the lack of standards for handling records across government agencies which makes ingestion more difficult. He felt NARA needed to be more aggressive and assertive in assuring compliance with existing requirements, and provide more education and training for those employees at federal agencies with responsibility for records management.

The questioning then turned to the topic of the escalating costs of maintaining the Presidential Library system. Ferriero said he had read the report which NARA had submitted to Congress on alternative models for the Presidential Library system. He expressed concerns about the challenges in managing such a decentralized system and the capital costs of maintaining security and infrastructure at so many facilities. He also questioned the sustainability of the current model.



David Ferriero, 10th Archivist of the United States. Courtesy the New York Public Library.

Chairman Carper stated that most government agencies consider records management an afterthought. The Senator expressed his concerns about overclassification and the backlog of materials awaiting declassification by NARA. Ferriero stated the Administration's support for a National Declassification Center and the pending issuance of a new executive order dealing with classification would alleviate some of the problems. However, Ferriero felt a major problem was at the front end of the process with overclassification. He stressed the need for erring on the side of openness when faced with a classification decision.

Senator Carper then asked about the importance of maintaining NARA's reputation for independence and non-partisanship. Ferriero felt that Congress had expressed its commitment to NARA's independence by locating the new Office of Government Information Services and the National Declassification Center at the agency. He committed himself to working with the authorizing committees in Congress if he felt NARA's independence was being threatened.

Chairman Carper concluded his questioning with a question about the nominee's vision for NARA's outreach and educational role. Ferriero said that when the new Electronic Records Archive comes on-line in the near future it will ensure public access 365 days a year. He stated that NARA had a good track record of reaching out to students and teachers that would continue to be a priority under his stewardship of the agency.

New Founding Fathers Documents Available Online

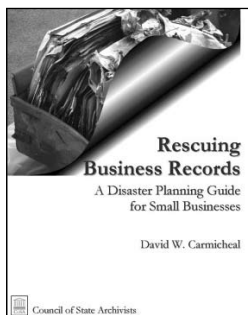
The National Historical Publications and Records Commission (NHPRC), in partnership with Documents Compass at the Virginia Foundation for the Humanities, recently announced 5,000 previously unpublished documents from the nation's founders are now available online through Rotunda, the digital imprint of The University of Virginia Press at <http://rotunda.upress.virginia.edu:8080/founders/FOEA.html>.

For the first time, letters and other papers penned by important figures can be read, searched, and browsed by users. The Founders historical documentary editions include the papers of George Washington, Benjamin Franklin, John Adams, Alexander Hamilton, Thomas Jefferson, and James Madison, as well as the Documentary History of the Ratification of the U.S. Constitution, the first Federal Congress, and the first Supreme Court. Rotunda is publishing digital editions of some of these publications in its American Founding Era Collection. ❖



CoSA's Manuals on Rescuing Records Now Available Electronically

David Carmicheal's new manual, *Rescuing Business Records: A Disaster Planning Guide for Small Businesses*, is now available. It is a companion to his earlier manual, *Rescuing Family Records*, originally issued in 2007 and updated in 2009. Both are now available as electronic downloads via Lulu.com. The electronic downloads are intended for single copy use. The Council of State Archivists (CoSA) can offer significant discounts to those who want permission to print multiple copies themselves. Contact CoSA staff at pubsales@statearchivists.org. Hard copies of both manuals are also available: *Rescuing Business Records* from Lulu.com and *Rescuing Family Records* directly from CoSA. Links to all of these options are available at <http://statearchivists.org/shop/disaster-guides-buy.htm>.



Is It Protected by Copyright?

Copyright laws are complex and can be confusing. Is a work in the public domain? Do you need permission to use it? When does copyright expire? There are three resources that can assist you in finding these answers and more.

The compact **Copyright Slider** created by the American Library Association's Office for Information Technology Policy provides fingertip access to copyright laws and guidelines. Simply align the arrows by date of publication and determine a work's copyright status and term. And the "Permission Needed" box provides a quick answer to this very important question. Here is an example of how the slide-chart works: A library in rural Pennsylvania is digitizing its local historical collection on the copper mining industry in the region. One of the collection's text, *Memoirs of a Copper Miner*, was published in 1953 and is still protected by copyright. Or is it? Align the black arrow on the slide-chart to materials published between 1923 and 1963 and discover that works originally published in the U.S. between 1923 and 1977 without a copyright symbol are in the public domain. *Memoirs of a Copper Miner* was published in 1953 and does not have a copyright symbol, so it can be digitized. Contact ALA to get this product.



A very cool **digital slider** is available at <http://www.library-copyright.net/digitalslider/>. Again, just set the arrow to the date in question and information about whether or not permission is needed is provided in the window.

The "Copyright Term and the Public Domain in the United States" chart is at <http://www.copyright.cornell.edu/resources/publicdomain.cfm>. Developed by Peter Hirtle, Senior Policy Advisor at Cornell University Library and a Fellow of SAA, this excellent copyright duration chart is more extensive than the above products and updated regularly. Add to favorites on your computer and never be confused again about copyright laws!

From Data Deluge to Useful Knowledge Webcast

With the size of digital data collections expected to double in just five years, how will it be possible to organize, share, and extract useful knowledge from this deluge of data? How will it be possible to preserve this digital information for future generations, when it can disappear with the crash of a hard drive, obsolete software applications, or proliferating proprietary formats?

Interest in meeting these challenges is high, and a large crowd recently gathered at the National Science Foundation for a "Technical Demonstration of an Integrated Preservation Infrastructure Prototype," at the invitation of NITRD, the multi-agency National Science and Technology Council subcommittee on Networking and Information Technology Research and Development.

The webcast and slides can viewed at http://irods.org/index.php/iRODS_Videos. The demonstration, which showed how it is possible to build, share, and preserve large digital collections using iRODS, the innovative Integrated Rule-Oriented Data System, was presented by Reagan Moore of the University of North Carolina at Chapel Hill along with collaborating UK researcher Paul Watry of the University of Liverpool.

Huntington Receives Papers of Science Fiction Writer Octavia Butler

The Huntington Library, Art Collections, and Botanical Gardens is the recipient of the papers of writer Octavia Butler, the most prominent African American woman in the field of science fiction. Butler, who died in 2006 at the age of 58, wrote a dozen novels, winning two Hugo Awards from the World Science Fiction Society and two Nebula Awards from the Science Fiction Writers of America, and a MacArthur "genius grant" in 1995.

The collection comprises 39 cartons and eight file cabinet drawers of manuscripts, correspondence, school papers, notebooks, photographs, and other materials. "She was a towering intellect who took copious notes about everything, and she kept it all," said Sara "Sue" Hodson, curator of literary manuscripts. "The collection is a feast of information and insight into the mind of a writer, and into the writer's process."

The collection takes a prominent position among the Huntington's holdings representing the careers of other modern literary figures such as Jack London, Christopher Isherwood, and Charles Bukowski.



Story of Early Pittsburgh Through the Lens of the Jewish Community

The University of Pittsburgh Library System (ULS) and Pittsburgh section of the National Council of Jewish Women (NCJW) launched the online oral history project "Pittsburgh and Beyond: The Experience of the Jewish Community." The website, <http://digital.library.pitt.edu/n/ncjw>, allows users to listen to more than 500 audio interviews of members of the local Jewish community compiled by a small group of volunteers over a 32-year period. The site also includes detailed abstracts of each interview.

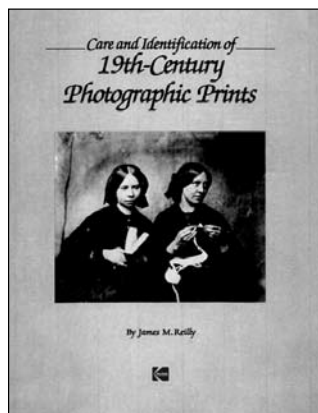
Overall, 516 individuals were interviewed between 1968 and 2001, producing 1,200 hours of material on 1,100 audiocassettes—one of the largest oral history projects of its kind. The interviewees included former Pittsburgh mayor Sophie Masloff; late musician Lincoln Maazel, father of Grammy Award-winning conductor and Pitt alumnus Lorin Maazel; the late William Block, publisher of the "Pittsburgh Post-Gazette"; pioneering breast cancer researcher Bernard Fisher, Distinguished Service Professor in Pitt's Department of Surgery; and Pitt Distinguished Service Professor Julius Youngner, senior scientist of the Pitt polio vaccine team.

The collection, held by the ULS Archives Service Center, has now been digitized and mounted online for broad dissemination.

Back in Print: *Care and Identification of 19th-Century Photographic Prints*

After being out of print for a half decade, James M. Reilly's seminal book, *Care and Identification of 19th-Century Photographic Prints* (Eastman Kodak Company, 1986), is available again in a limited press run from the Image Permanence Institute. This reference handbook addresses all aspects of the identification and preservation of 19th-century photographic and photomechanical prints. The text presents technical information in plain language and is supported throughout by high-quality color reproductions showing

the various print types and their forms of deterioration. The fine detail of print structure are pictured in numerous photomicrographs. The book is \$60 and can be ordered at <http://www.imagepermanenceinstitute.org/shopping/shopexd.asp?id=34>.



continued on page 25



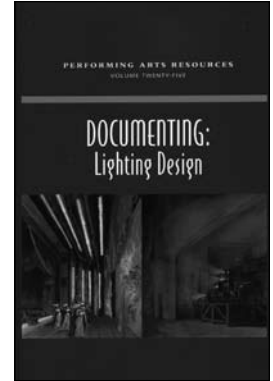
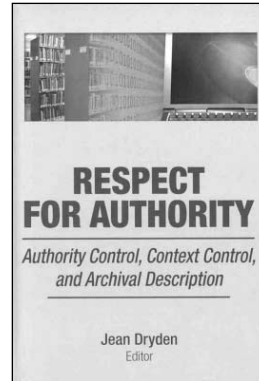
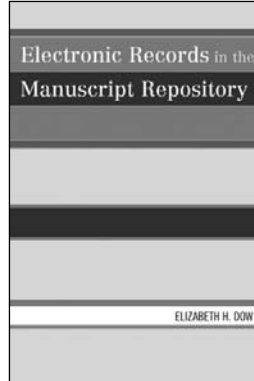
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Around SAA . . .



New Books!

Several members have recently authored or edited books, which are now available through the SAA online catalog. Check them out at www.archivists.org/catalog.

- **Copyright and Cultural Institutions: Guidelines for Digitization for U.S. Libraries, Archives, and Museums** by Peter B. Hirtle, Emily Hudson, and Andrew T. Kenyon (Cornell University Library, 2009). Based on a well-received Australian manual written by Hudson and Kenyon of the University of Melbourne, this book conforms to American law and practice and addresses the basics of copyright law and the exclusive rights of the copyright owner. It highlights the major exemptions used by cultural heritage institutions and stresses the importance of "risk assessment" when conducting any digitization project. Case studies on digitizing oral histories and student work are also included. Hard copy price: \$39.95. Product code: BOOKRES-0561. (In addition, the entire text is available as a free download through eCommons, Cornell University's institutional repository, <http://hdl.handle.net/1813/14142>.)
- **An American Political Archives Reader** by Karen Dawley Paul, Glenn R. Gray, and L. Rebecca Johnson Melvin (Scarecrow Press, Inc., 2009). The articles guide archivists through the challenges of dealing with these massive and complex collections. Price: \$66 SAA members (\$75 list). Product code: BOOKRES-0558.
- **Electronic Records in the Manuscript Repository** by Elizabeth Dow (Scarecrow Press, Inc., 2009). Provides an introduction to the vocabulary, basic concepts, and best practices to date by collecting and contextualizing data from several real-world projects. Price: \$40 SAA members (\$45 list). Product code: BOOKRES-0557.
- **Respect for Authority: Authority Control, Context Control, and Archival Description** by Jean Dryden (Taylor & Francis Publishers, 2008). The engaging essays tackle key issues of archive authority control and offer sound proposals for advancing a new course. Price: \$40 SAA members (\$50 list). Product code: BOOKRES-0560.

- **Documenting: Lighting Design** edited by Susan Brady and Nena Couch (Theatre Library Association, 2007). Provides a wealth of information and includes essays on major archival collections of lighting designers and manufacturers. Price: \$20 SAA members (\$30 list). Product code: BOOKRES-0559.

SAA's Annual Report Available Online

With a focus on meeting members' increasing needs for information, education, and representation, SAA continued to grow in numbers and influence in Fiscal Year 2009. You can find an overview of SAA activities and accomplishments as well as a financial summary at www.archivists.org/governance/annualreports/2009AnnReport.pdf.

Get Recognized!

Awards Competition and Fellow Nominations Due Feb. 28

SAA recognizes outstanding achievement in the archives profession through an annual competition that includes awards, student scholarships, and the naming of Fellows. This year SAA will offer 17 opportunities for professional recognition in the following areas: outstanding contributions to the archives field, public awareness, publishing excellence, academic scholarships, and travel assistance. **Completed forms must be postmarked by February 28, 2010 (with exceptions noted).** For more information on selection criteria and nomination forms, visit www.archivists.org/recognition/awards.asp (awards and scholarships) and www.archivists.org/recognition/fellows.asp (Fellows).

Senator Leahy Thanked for FOIA Advocacy Work

In September, by action of the Council Executive Committee, SAA signed on to a letter to Senator Patrick Leahy (D-VT) thanking him for his nearly three decades of "work to protect and advance government transparency through the Freedom of Information Act." The letter noted that because of legislation Leahy championed, "FOIA reflects the reality of modern electronic recordkeeping and accountability has been injected into the system for processing FOIA requests." More than 50 organizations signed the letter.

Your Contribution Will Make a Difference!

Even as many members face difficult challenges in sustaining their archives, the mission of the SAA Foundation still rings true: "To enrich the knowledge and enhance the contributions of current and future generations by championing the efforts to preserve and make accessible evidence of human activity and records of enduring value." With the help of more than 250 donors last year, the SAA Foundation was able to refresh the profession with new talent through scholarships and travel awards to archives students; provide critical start-up funds for new products and services; and acknowledge and motivate talented individuals via an active awards program. For more about the Foundation and the difference your gift will make, see <http://www.archivists.org/membership/funds.asp>.

Delmas Foundation Grant to Aid in Providing Universal Access to *American Archivist*

A \$12,000 grant received in October from the Gladys Kriebel Delmas Foundation will support providing universal online access to the complete contents of the *American Archivist*, SAA's semi-annual journal.

"We are grateful for the Delmas subvention because it will allow SAA to make available the entire back run of the *American Archivist* from its founding in 1938," said Mary Jo Pugh, the journal's editor. "It will enable the archives profession to study its own past, to understand its current position, and plan for the future, as well as provide access to other

scholarly disciplines interested in the archive, documentation, and its uses," Pugh added.

Volumes of the *American Archivist* from 1990 to date are available in digital form through the *American Archivist Online* website at <http://archivists.metapress.com/home/main.mpx>.

SAA is now focused on providing access to the first 52 volumes of the journal—from Volume 1, Number 1 (January 1938), through Volume 52, Number 4 (Fall 1989). Digitization and full-text conversion is currently in process and should be completed by early 2010.

The Latest *American Archivist*

In the Fall/Winter 2009 issue of *American Archivist*, Editor Mary Jo Pugh brings together a diverse range of articles, covering theory and practice and beyond. Papers address the documentation of Native Americans and lesbians, the preservation of electronic records, documentation strategy, and advocacy. Three case studies ground archivists in professional practice. Seven book reviews round out the issue and shed light on recent work done in the field and related disciplines. The print edition of the journal is being mailed in November. *American Archivist Online* may be accessed at <http://archivists.metapress.com/home/main.mpx>.



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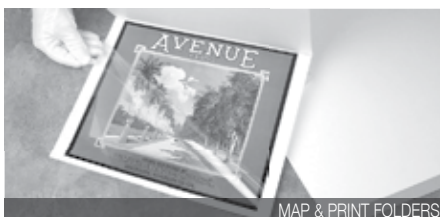
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Photo credit: Fredric L. Weber

LEE STOUT had a "sweet time" writing *Ice Cream U: The Story of the Nation's Most Successful Collegiate Creamery*, published earlier in the year by Pennsylvania State University Libraries. The gorgeously illustrated and well-researched book focuses on one of Penn State's most popular achieve-

ments—the Creamery—which has produced delicious ice cream for more than a century. The Creamery is as iconic as Nittany Lion football coach Joe Paterno and continues to draw business professionals from all over the world to learn the secrets of ice cream from the university's famous Ice Cream Short Course. "This was research I could 'sink my teeth into,'" quipped Stout, a Penn Stater for more than 40 years (including 27 as University Archivist), and a one-time Good Humor man!



Photo credit: Justin Knight

KATHERINE WISSER recently joined the faculty of Simmons College Graduate School of Library and Information Science in Boston. She earned her PhD and master's degree in library and information science from the University of North Carolina, Chapel Hill. She also holds a master's

degree in early American history from the University of New Hampshire. Wisser previously served as the metadata coordinator for North Carolina ECHO, a statewide program supporting the use of appropriate metadata by member institutions to ensure online access to cultural heritage information facilitation, workshop instruction, and individual institutional consultation.

in memoriam

GARY HARRINGTON, 61, completed his earthly journey September 8, 2009. Harrington attended the College of the Ozarks in Arkansas where he met his soul mate and loving wife of 39 years, Netta. After college graduation he served in the Air Force and was stationed at Plattsburg AFB for seven years while continuing his post-graduate education. After his discharge from the service he went to Oklahoma City and became the head Archivist for the State of Oklahoma for 27 years. He retired his position with the state and then took a professorship at Oklahoma State University in the special projects unit where he was documenting the files of American financier T. Boone Pickens. Harrington was an avid outdoorsman who enjoyed caving, marathon and recreational biking, and mountain climbing. His gentle nature, quick smile and remarkable intelligence will be missed by all who knew him.

—The Daily Oklahoman

2010 Awards Competition and Fellows Nominations

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www.archivists.org/recognition
Fellows: www.archivists.org/recognition/fellows.asp

Completed forms must be postmarked
by Feb. 28, 2010, with exceptions noted.

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- Distinguished Fellows
- Distinguished Service Award
- Sister M. Claude Lane, OP, Memorial Award
- Spotlight Award

PUBLIC AWARENESS

- J. Franklin Jameson Archival Advocacy Award
- Philip M. Hamer—Elizabeth Hamer Kegan Award

PUBLISHING EXCELLENCE

- C.F.W. Coker Award
- Fellows' Ernst Posner Award
- Preservation Publication Award
- Theodore Calvin Pease Award
- Waldo Gifford Leland Award

SCHOLARSHIPS

- Mosaic Scholarship
- F. Gerald Ham Scholarship
- Colonial Dames of America Scholarship

TRAVEL ASSISTANCE

- Harold T. Pinkett Minority Student Award
- Oliver Wendell Holmes Travel Award
- Donald Peterson Student Award



Physical Impairments and Disabilities

continued from page 7

an archivist's job. He overcame his fears by developing a direct and focused speaking style and sharpening his writing skills.

Greene offered practical observations for archivists and records managers with hearing impairments:

- Use email for reference inquiries from patrons.
- Keep colleagues and supervisors updated by email and foster exchanges this way.
- Remain mindful that computers do not see facial expressions, so always weigh the appropriateness of both your spoken and written remarks.
- Bring a colleague to meetings as an aid to confirm what is being heard as well as to assist in understanding the nuances of the discussion.

"I do not view my hearing loss as a disability," Greene concluded. "I see it as a chance to build on my strengths to be the best archivist possible."

The Physical Disabilities Project and Survey

Two years ago, the SAA Council charged the Archives Management Roundtable / Records Management Roundtable Joint Working Group on Diversity in Archives and Records Management to

contact and network with persons with physical impairments in the archives and records management profession (archivists, records managers, and researchers/patrons),

identify and study the challenges for them in same, and develop tools to assist them in overcoming these challenges.

One of the first things that Joint Working Group members learned as they began their project was the importance of using respectful and sensitive language. People-first language is preferred by people with disabilities (e.g., "person with disability" rather than "disabled person"). Terms such as "handicapped" and "differently abled" should *not* be used.

Following the charge from SAA, the group chose to "network" with archival colleagues through an anonymous survey that asked them about their experiences with people with disabilities in their workplaces—including themselves, colleagues, and patrons. The number of responses was modest but the contents substantive, with some individuals willing to be contacted personally to discuss their responses. The qualitative responses—the specific challenges faced and solutions implemented—constitute the most important information gleaned from the survey.

The survey findings indicate that most institutions work with employees to make the accommodations needed, while accommodations for patrons are most often limited to those mandated by the Americans with Disabilities Act. Responses indicated that employee challenges are most often ergonomic; those for patrons are most often mobility-related.

Two Sets of Recommendations

Based on information gathered through the survey and from two significant publications—Frank Serene's *Making Archives Accessible for People with Disabilities* (www.archives.gov/publications/misc/making-archives-accessible.pdf) and the *Library Accessibility Toolkit* by the Association of Specialized and Cooperative Library Agencies (www.ala.org/ala/ascla/asclaprotools/accessibilitytipsheets/)—the Joint Working Group created two sets of recommendations:

- **Recommendations for Working with Archives Employees with Physical Disabilities**
www.archivists.org/saagroups/archmgmt/amrt-accessibility-recommendations—employees_080709.pdf; and
- **Recommendations for Working with Archives Researchers with Physical Disabilities**
www.archivists.org/saagroups/archmgmt/amrt-accessibility-recommendations—researchers_080709.pdf.

The recommendations provide a checklist of practices specific to archives.

We Want to Hear from You!

Although the Joint Working Group's initial charge focused on physical disabilities and impairments, the group realized that there are a range of issues (for example, cognitive impairments) that should ultimately be addressed. The group's work in support of SAA's strategic agenda continues. Your input is welcome and wanted! Please be in touch with the Joint Working Group co-coordinators Debra Kimok (debra.kimok@plattsburgh.edu) and Daria D'Arienzo (daria.dariento@live.com). ❖

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An Archival Anniversary

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nineteenth century, an especially significant achievement since virtually no English language archival literature existed.

Presenters introduced such issues as provenance, custody, arrangement, classification schemes, and preservation problems to the AHA audience, and the meeting proved an important precursor to the first international conference of archivists

I would have been a very poor archivist, but I have enjoyed telling others how records should be managed.

**—Waldo G. Leland,
1957 address to the
National Archives**

way in which "local records had been pillaged by enterprising antiquaries," on the "piracy and fraud" that led to forgery and falsification in many historical repositories, and on the manner in which the New York State Library in Albany had jammed archival materials "into one of the most inadequate rooms of the capitol, with only one crescent window swinging on a pivot as the sole avenue of natural light and air, and subject to heat and stuffiness."

Paltsits tempered his conclusions a bit, allowing that New York "has not been wholly derelict toward the State records," but his presentation mirrored the sense of urgency, activism, and mission that permeated the conference. Like most historians in attendance, he viewed previous archival endeavors as "unscientific" and placed great faith in classic early-twentieth-century virtues to correct the situation: archivists needed to take a more "progressive" and "systematic" approach to their labors.

American Archival Problems

Finally, Leland's brief but prescient address to the gathering, aptly titled "American Archival Problems," remains a classic text and should constitute required reading in all graduate archival seminars. Leland ranged widely over the archival landscape, discoursing on topics that ranged from the desirability for steel shelving to the need for legislation to secure the papers of public officials.

He especially focused on the importance of better education and publications to develop the profession. Leland clearly and directly noted that, "we must disabuse ourselves of the idea that anyone can be an archivist. The time was when anyone who liked books and was unfit for anything else could be a librarian, but that time has long been past." His proclamation remains an important moment in the archival

that would be held in Belgium the following year. Speakers also urged American archivists to think beyond governmental records and embrace a more universal conception of archives: "Those of the Steel Trust are much more important than those of Delaware, and should, in time belong as fully to the public."

Second, preservation and disaster planning dominated much discussion. Paltsits delivered a paper on "Tragedies in New York's Public Records" that focused largely on neglect, destruction, alienation, fires, poor storage conditions, and incompetent public officials. He lamented the

professionalization process, though his subsequent observation that archivists needed "a training both historical and legal" has fared less well.

Leland also called for the creation of a "basic manual" for American archivists, along the lines of the 1898 *Manual for the Arrangement and Description of Archives* by Dutch archivists Muller, Feith and Fruin. That project never achieved fruition either, owing largely to tardy authors and some confusion over purpose.

Celebrating the Centennial of a Visionary Group

Still, the ideas percolating around New York City in December of 1909 constituted a beginning as well as a culmination. Archivists continued to meet annually in conjunction with the American Historical Association until 1936, when a new movement for professional identity resulted in the creation of the Society of American Archivists. Leland, ever the archival pioneer, served as SAA's second president from 1939 to 1941.

As 2009 draws to a close, we should take some time to celebrate and reflect on the centennial of the visionary group that came together in the icebound streets near Morningside Heights a century ago. Their first tentative steps toward creating a coherent archives profession in the United States took many unanticipated turns over the course of the twentieth century. Interestingly, many of the original issues that they grappled with involving publications, education, preservation, and globalization remain high on our professional agenda today. ❖

Peter J. Wosh is currently compiling selected writings of Waldo G. Leland for publication and may be reached at pw1@nyu.edu.

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Librarian or Archivist?

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understanding of a book's lineage: for example, the author's name, the publishing house where it was printed, and from which book vendor it was purchased. However, librarians are generally not that concerned with a record's point of origin, and all its peregrinations and hands passed through on its journey to their doorstep. Archivists, on the other hand, strive to understand the context in which the information was found and used, as well as the original order. In general terms, provenance is as important to archivists to verify the authenticity of documents as finding scholarly resources for college students is to a reference librarian.

Questions and Answers

Reference work, particularly fulfilling requests for collection materials, is one area of expertise at which both librarians and archivists excel. The tried-and-true reference interview, which all librarians undoubtedly practiced in library school, is a key component of the most basic interaction between user

Collection development and federated searching are both avenues leading to common goals of greater accessibility and exposure for the resources that libraries and archives have to offer.

and conservator. Questions are posed from both parties until an understanding is reached about what record or information is needed. Archivists, too, are well-schooled in this technique, which is especially necessary because much of their holdings reside in a closed-stacks environment, not suitable for patron browsing.

Both archivists and librarians are positioned to share their expertise for the common good of their patrons. This represents one point in my insistence that there exists a librarian-archivist

symbiosis, although some archivists in my experience may feel a greater affinity for the preservation of the actual documents under their purview than for assisting patrons. However, there is an important service aspect to the responsibilities of an archivist to share the important history of these resources with the public, as there is to the duties of a librarian to share the information located within their stacks and online. This service aspect and resulting statistics can be especially important when making the case for additional funding from a university or through donor generosity.

One thing I have committed to memory is a passage from *Managing Archives: Foundations, Principles and Practice* by Caroline Williams: "Different traditions lead to different practices and methodologies. This makes it difficult and dangerous to make generalizations about what is the ideal way of doing anything. It all depends on your circumstances." This truly is a best practice in any management situation. Yes, there are differences in the treatment of collections and we must be careful not to force too much of one belief over another.

I have learned through my archival training to think beyond the confines of subject terms into the broader world of scope and content notes and series descriptions. I would never force arrangement and description by simple subject terms on my archival collections; however, I dutifully fill in some general subject terms in the software system we use. This allows people to search by the familiar subject field if they are so inclined. One reason for the difficulty with assigning subject terms to archival collections is the sheer expanse of topics uncovered within those multi-item collections.

The Heart of the Symbiosis

What commonalities or mutually symbiotic qualities do we share? What can I say to counter some of my colleagues in the field?

Skills, such as creating exhibits and other outreach to the community of users, research assistance, and arrangement and description of records or books, are integral parts of both worlds. Although library cataloging uses an entirely different method, it is a form of arrangement and description and a finding aid. In addition, both libraries and archives are concerned with access, not just collecting and preserving their resources.

Both the Association of College and Research Libraries (ACRL) and the Society of American Archivists (SAA) have professional ethics and standards to uphold. The ACRL even has competencies for special collections professionals, which directs them to the standards and best practices of SAA. In both professions there is also a sense of camaraderie in a community that values shared opinions and findings.

When you consider technology, it goes beyond the dawn in the 1980s of the online public access catalog and Encoded Archival Description in the 1990s. Nowadays greater accessibility is in the forefront again, with mass digitization projects in both spheres. Some feel that digitization will lead the way toward a lasting partnership. There is a sense of urgency for this modern media. Photographs, documents, and books have succumbed to the insatiable demand of feeding the online frenzy.

Archivists and librarians also share a common concern about the potential disappearance of records in their electronic form. E-mails, databases, electronic documents, digital image collections, and websites provide great preservation challenges for archivists. Librarians frequently voice their concern for the seemingly inevitable disappearance of electronic journal articles from databases should vendors remove them from their selections.

Convergence?

Libraries and archives—and even museums—are collaborating in innovative ways. In addition to digitization, collection development and federated searching are both avenues leading to common goals of greater accessibility and exposure for the resources that libraries and archives have to offer. In my library, we have collected books relating to planned exhibits which also will feature images and documents from our

archives, thus combining several types of collections into one endeavor and marketing their versatility.

The OCLC report *Beyond the Silos of the LAMS: Collaboration among Libraries, Archives and Museums* shares an interesting perspective. In departments in which library, archives, and museum functions are closely integrated, there appears to be a demystification of one group's processes for another team: "This 'demystification' was so profound among staff at one campus that they hesitated to identify themselves as librarians, archivists, or museum professionals. Although they were trained in one of these traditions, some of their current roles were in other domains and some crosscut them all." This is a wonderful example that shifts beyond collaboration into a convergence of roles.

One thing that I'm working into my own repertoire is flexibility—acknowledging the differences in the collections and working with them, bending my own professional tenets a little where necessary. If you are not impaired by a stringent and sometimes blinding adherence to your own professional opinions, you are much more likely to embrace collaboration and convergence for a truly mutually beneficial symbiosis!

A Symbiotic Summary

Librarians and archivists may differ on the extent of information they may wish to glean from a book or record, but librarians (and I suspect archivists) must keep making advances in preservation. We can assist one another in the areas in

which we excel. There are enduring professional standards and ethics that we both embrace when working with our collections. Collection management is an essential area of expertise shared by the two professions. Technology is an immense and growing magnet that will continually attract the professions through its preservation and refreshment challenges. Above all, collaboration and integration represent the future for the library and archives professions.

As I continue on my professional journey, I have embraced Caroline Williams's assertion in *Managing Archives* that "once comparative practices are understood within their specific professional contexts, you can start to tease out common elements in theory and practice." ❖

NARA Archivists

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records the trainees are working with, as well as their office and location within NARA.

We believe this program can equip entry-level archivists with tools they need to work successfully at NARA. And it allows the National Archives to make the best use of the skills these highly-qualified archivists bring to NARA from their formal education and prior work experiences. It will also set them on a career path that will provide NARA with its next generation of leaders. The ADP is a key element in preparing NARA for the challenges that lie ahead. ❖

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President's Message

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responses—at <http://historycoalition.org/wp-content/uploads/2009/10/Ferriero-Pre-Hearing-Questions-2009-09-16.pdf>.

This document includes 55 substantive questions about major federal records policies, NARA's legal responsibilities and program operations, and administrative issues.

- On November 6, the Senate voted to confirm David Ferriero as the 10th Archivist of the United States.

Throughout this process, SAA members voiced differing opinions about Ferriero's nomination. In online discussions, some archivists criticized Ferriero's nomination because he is not an archivist and lacks experience with government records. Other archivists who have worked with him at the research libraries he has directed contacted SAA to praise his leadership skills, vision, and understanding of digital information issues.

I believe that Mr. Ferriero's record of accomplishments and reputation speak to his capability to manage large institutions that include archival collections. His testimony at the confirmation hearing on October 1 (which I attended) and his answers to the pre-hearing questions from the Senate subcommittee show that he grasps many of NARA's roles and current issues. I look forward to meeting Mr. Ferriero as soon as possible and finding out more about his ideas for leading the National Archives and enhancing the relationships that his predecessors at NARA, and mine at SAA, have established between our organizations. ❖



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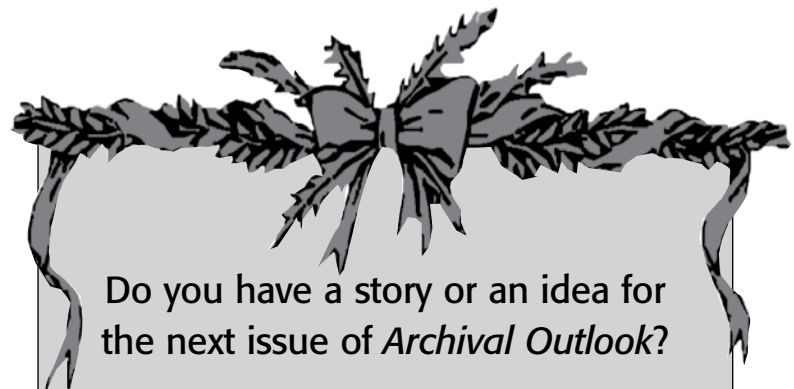
continued from page 9

exchange. Michael Loviska, director of Shared Services within the University of Michigan Information and Technology Services, addressed partnering in a digital environment, and Kevin Glick of Manuscripts and Archives at Yale University spoke on digital records in American manuscript repositories. Tang Daoluan, former director of the Nanjing University Archives, spoke about innovations in contemporary archives and Yang Bin of the Second Historical Archives addressed the arrangement of archival materials in the digital era.



On September 2, 2009, Wu Hongda of the International Cooperation Department, State Archives Administration of China (SAAC), and Francis Blouin of the Bentley Historical Library, University of Michigan, signed a new accord in Beijing, to continue the ongoing Joint Seminar on Archival Methods of the SAAC and the Bentley. Observing the signing ceremony were (from left) Kevin Glick, Yale University; Du Mei, SAAC; Yang Dongquan, National Archivist of China; and Nancy Bartlett, Olga Virakhovskaya, and Michael Loviska of the Bentley Historical Library.

With a new accord signed, plans are already underway at the Bentley in anticipation of the next visit by Chinese archivists in 2010. For more information on this important dimension of the Bentley Historical Library's international programs, see www.bentley.umich.edu/academic/china/index.php. ❖



Do you have a story or an idea for the next issue of *Archival Outlook*?

Send to tbrinati@archivists.org.
SAA welcomes your comments and suggestions.

National News

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New York State Archives Launches Innovative Tool for Educators

Document Showcase, a quarterly feature recently launched on the New York State Archives' website (www.archives.nysed.gov), highlights iconic records by investigating specific historical topics. Submissions will feature a display of three to five hand-picked historical records on a selected topic, background information on those records, a link to educational activities for classroom use, and other related information. All learning activities are being developed by classroom teachers, are based on the New York 7th and 8th grade social studies core curriculum, and relate to New York State learning standards.

October's edition of *Document Showcase* examines industrialization and child labor in New York State. The records include: a Factory Investigating Commission brief sent to the state Supreme Court supporting restrictions on the manufacture of goods in tenement houses; letters for and against child labor from Governor Lehman's subject and correspondence files; excerpts from chapter 529 of the laws of 1913 restricting child labor; and a union label from the Cigar Makers' International Union of America expressing opposition to tenement-house manufacturing and other non-union labor. The records of the Factory Investigating Commission, created after the devastating Triangle Shirtwaist Factory Fire in 1911, uncovered a range of substandard working conditions being experienced by low-paid factory workers throughout New York State, many of whom were immigrants and/or women and children.

"This is a great opportunity for us to bring records into the classroom, helping teachers and students see how the state records we hold contribute to a better understanding of New York State's history," said State Archivist Christine Ward. "*Document Showcase* records are organized around topics that are studied in schools across New York and offer students the ability to experience the Empire State's past as if they themselves were part of that history," she said.

Goucher Acquires Chrystelle Trump Bond Dance and Sheet Music Collection

The Special Collections and Archives at Goucher College in Baltimore, Maryland, acquired the Chrystelle Trump Bond Dance and Sheet Music Collection (1820–1960). The collection includes more than 1,000 pieces of American and European dance sheet music and hundreds of dance programs, dance instruction manuals, rare books, and various portfolios of prints and periodical literature documenting social and theatrical dance in America since the early 19th century. It also includes the papers of ballerina Lillian Moore (1911–1967), whose dance research files are held at the New York Public Library for the Performing Arts. The processing of the collection is supported by the Council on Library and Information Resources, which awarded the library a \$200,000 grant under a national program funded by the Andrew W. Mellon foundation to identify and catalog hidden special collections and archives.

UCSB Ethnic and Multicultural Archive Launches Teatro Campesino Online

More than 100 vintage video recordings of the world-renowned Latino theater company El Teatro Campesino are now available

online courtesy of the California Ethnic and Multicultural Archives (CEMA) at the University of California, Santa Barbara's Davidson Library. The digitized videos, 118 in all, make up the Teatro Campesino Online Collection, and can be accessed on CEMA's ImaginArte website at http://cemaweb.library.ucsb.edu/project_description.html. The most

influential Latino theater company in the country, El Teatro Campesino has made major contributions to Chicano culture in the United States and, more broadly, to the development and expansion of the boundaries of theater. ♦



Actors perform a scene from the play "El Corrido."

Photo credit: Melvyn Richardson. Courtesy of the California Ethnic and Multicultural Archive, UCSB Davidson Library

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SAA EDUCATION CALENDAR

Web Seminar—Save the Date

March 30 • Basic Electronic Records

SAA Web Seminars are also available via audio CDs at www.archivists.org/catalog (click on "CDs") and Online on Demand Multimedia Recordings (with two-month access) via the Education Calendar under the Education & Events menu at www.archivists.org.

Workshops

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December 11 • Philadelphia, PA

Records Management for Archivists

February 4–5 • Nashville, TN

Fundamentals of Acquisition & Appraisal

March 15 • Princeton, NJ

Project Management for Archivists

March 19 • Amherst, MA

Visual Literacy for Photograph Collections

April 6 • Washington, DC

Oral History: From Planning to Preservation

April 30 • Newport News, VA

Advanced Appraisal for Archivists

June 14 • Austin, TX

Style Sheets for EAD: Delivering Your Finding Aids on the Web

June 10–11 • Greeley, CO

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CALL FOR PAPERS

On, Archives! Celebrating 50 Years of the Wisconsin Center for Film and Theater Research

In 2010 the Wisconsin Center for Film and Theater Research will celebrate its 50th anniversary by hosting a conference on media, theater and history on July 6–9 in Madison, WI. It will focus on film, radio, television and theater history, and on the challenges of archiving in these areas. A broad range of scholarship touching on the concerns of the collections at Madison is invited, particularly those whose work has brought them to Madison to consult the Center's papers, films, recordings, and graphic materials in the course of their work. Equally important are considerations of archiving popular, aural, and visual culture. Also invited are presentations of historical work—and contemporary work with roots in the historical—in the fields of film, theater, and broadcasting, and in archival issues and debates, for the four-day celebration of the study of media and performance culture in America and around the world.

A call for papers in any of the below areas, or on related subjects, and particularly work that makes use of the Center's or the Wisconsin State Historical Society's collections, or that of other archival venues.

- The history of film production, exhibition, and distribution in the US and abroad
- The history of broadcasting in the United States, and its transnational influences
- The history of American theater production and performance
- Issues and challenges of media archiving, including the digital future
- The role of history in the study of media and popular culture
- Historiographical methods and theory
- Creative authorship in film, broadcasting, and theater
- The future of media and theater history

Details of the proposal process can be found on the conference website at www.wcftr.com-marts.wisc.edu/conference. Send paper, panel,

or workshop proposals of no more than 300 words to Michele Hilmes at wcfr50@gmail.com. **Deadline: January 30, 2010.**

A separate symposium on "Broadcasting in the 1930s: New Media in a Time of Crisis" will run concurrently with the On, Archives! Conference. For more details: www.wcftr.com-marts.wisc.edu/conference/symposium. Participants are invited to attend all sessions for both events.

Symposium on Information Management

The 2nd International Symposium on Information Management in a Changing World will be held September 22–24, 2010, in Ankara, Turkey. The theme is "The Impact of Technological Convergence and Social Networks on Information Management." The symposium is organized by the Department of Information Management of Hacettepe University. It will bring together researchers and practitioners to discuss the impact of technological convergence and social networks such as Facebook and Twitter on current information management practices in libraries, archives and museums and their implications for education for library and information science.

In addition to papers, posters, workshops and panels on the impact of convergence and social networks on information management, papers on information and records management in general are also welcome. Student papers and posters will also be considered. Detailed information at <http://by2010.bilgiyonetimi.net/english.html>.

Last date to send papers and posters: January 18, 2010. For more information, contact: Yaar Tonta, Chair of the Organizing Committee, Serap Kurbanolu, Chair of the Programme Committee, tonta@hacettepe.edu.tr or serap@hacettepe.edu.tr.

2010 Archives Leadership Institute

The University of Wisconsin-Madison is pleased to announce the third Archives Leadership Institute for archives professionals July 18–24, 2010. The program is directed primarily at mid-level to senior staff—archivists who aspire to leadership roles in their organizations and/or professional associations. 25 archivists will be selected to spend the week at UW-Madison's beautiful lakeshore conference center. A mix of panels, workshops and small group discussions explore topics such as policy issues for archivists, communication and media relations, legislative advocacy, strategies and sources for funding, collaboration and coalition building. Most of the costs are covered by a grant from the National Historical Publications and Records Commission (NHPRC) and a registration fee of \$600 includes tuition, instructional materials, hotel and some meals. A number of scholarships for travel and tuition will also be awarded, so don't let a lack of funding keep you from applying! For more info: www.slis.wisc.edu/continued/archivesinst/. Any questions, contact Meredith Lowe at 608/890-0364.



Archives ★ Records

The Joint Meeting of the Council of State Archivists, the National Association of Government Archives and Records Administrators, and the Society of American Archivists

CALL FOR STUDENT PAPER AND POSTER PRESENTATIONS

The 2010 Student Program Subcommittee is accepting proposals for two special sessions dedicated to student scholarship at ARCHIVES*RECORDS: DC 2010, the Joint Meeting of CoSA, NAGARA, and SAA in Washington, D.C., August 10–15.

Work from both Master's and PhD students will be considered.

GRADUATE STUDENT PAPER SESSION

The work of three current archives students will be selected for presentation. Each speaker will be allotted 15 minutes to present a paper. Thirty minutes will be reserved for audience questions. Proposals may relate to any research topic of interest to the student and to the larger archives community. The Subcommittee will select participants based on the quality of proposals. Presenters and topics will be listed in the Preliminary Program.

GRADUATE STUDENT POSTER SESSION

The 10th annual Graduate Student Poster Session will showcase the work of both individual students and SAA Student Chapters.

Individual posters may describe applied or theoretical research that is completed or underway; discuss interesting collections with which students have worked; or report on archives and records projects in which students have participated (e.g., development of finding aids, public outreach, database construction, etc.). Submissions should focus on research or activity conducted within the previous academic year.

Student Chapter posters may describe chapter activities, events, and/or other involvement with the archives and records professions. A single representative should coordinate the submission of each Student Chapter proposal.

SUBMISSION INSTRUCTIONS AND DEADLINES

Submissions must include the following:

- Your name, postal address, telephone number, and email address;
- The name and address of your college or university;
- Your degree program (e.g., M.A., MLIS, Ph.D., etc.);
- For paper proposals: Your paper title and a 250-word abstract;
- For poster proposals: A brief description of your poster topic (not to exceed 250 words);
- A one-sentence statement affirming your commitment to attend ARCHIVES*RECORDS / DC 2010 and present your paper/poster in person if selected by the Subcommittee.

PROPOSALS MUST BE RECEIVED NO LATER THAN JANUARY 22, 2010, AND MUST BE SENT ELECTRONICALLY TO:

2010 Student Program Subcommittee
studentsessions@archivists.org

If you have any questions, please contact Subcommittee Chair Tony Kurtz at tony.kurtz@wwu.edu.

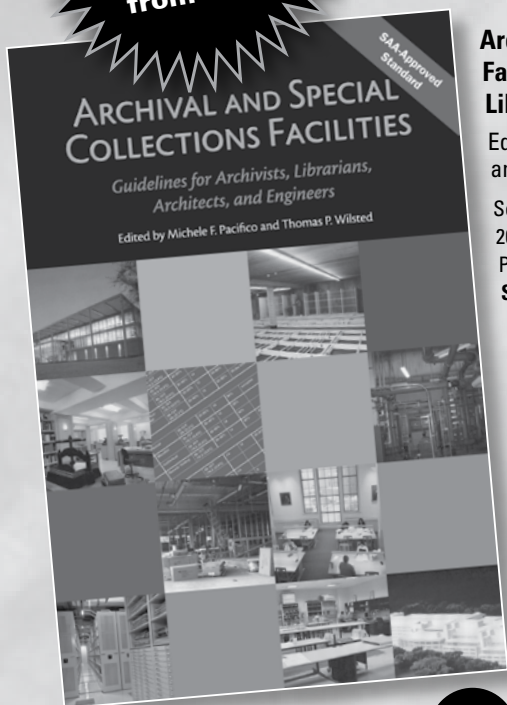


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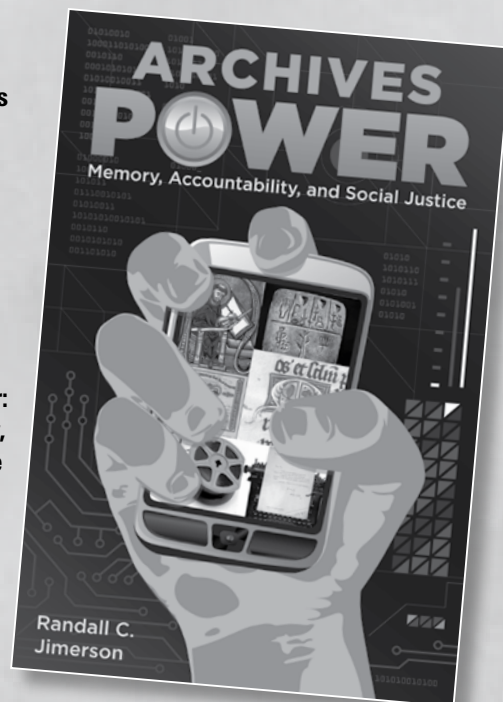
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