Examining the Cost of Care on Archives Professionals

SAA Research Forum
17 July 2021
Research Intention:

Investigate the effect caregiving has on managing work responsibilities, professional engagement and development opportunities, as well as the long-term effects wages and the cost of affordable care have on caregivers.
Research Methodology & Partnership

- Applied for and received IRB Approval through Eastern Michigan University (EMU)
- Internal Research Grant from EMU allowed us to hire and work with a statistician to develop, distribute and analyze data
- Revised survey to ask questions about the impact of Covid-19 on caregivers
Distribution & Preliminary Findings

- The survey took ~20 minutes to complete 40 primary questions
- Survey was distributed nationally through more than 30 distribution lists of state, regional and national groups
- Available for four weeks in January/February 2021
- Over 500 started the survey. Of those, 449 were identified as valid responses
- 700 variables of data for analysis
Demographics

How do you identify?
- Woman
- Man
- Transgender
- Non-Binary
- Not Listed
- Prefer not to reply

Women made up 82.9% of respondents

What is your age?
- 20-29
- 30-39
- 40-49
- 50-59
- 60+

Over 60% of respondents were between the ages of 30 and 49 years old
Demographics

What kind of institution do you work for?

- Government
- Academic
- Museum
- Nonprofit
- For profit / Corporate
- Public Library
- Religious
- Other

Academic archivists accounted for 56.4% of responses

Select which best describes you:

- White: 90.6%
- African American
- Hispanic, Latino
- Asian American
- East Asian
- Middle Eastern
- First Nation Pacific Islander
- First Nation Tribal
- Bi/Multiracial
- 2 more

Responses for ‘Bi/Multiracial’, ‘Hispanic’ and ‘Prefer not to respond’ accounting for 5.2%
Demographics

Who do you have caregiving responsibility for?

- Caring for Children accounted for 56% of the 519 valid responses

How many dependents do you have caregiving responsibility for?

- Majority of respondents are caring for 1-2 dependents
Time Shifting

To accommodate caregiving responsibilities that occur during "normal" work hours, do you shift assigned work to either the early morning or late evening?

- Yes: 56.6%
- No: 43.4%
Time Shifting

On average, how frequently did/do you shift assigned work to either the early morning or late evening (Prior to March 1, 2020)?

On average, how frequently did/do you shift assigned work to either the early morning or late evening (After March 1, 2020)?
Did you have a choice about work location (i.e., home versus in-person) after the pandemic set in (n=331)?

- Yes: 52.9%
- No: 47.1%
Influence of Roles in Selecting Work Location

My role as a caregiver influenced my choice of work location (n=151)

- Strongly disagree: 12
- Disagree: 14
- Neither agree nor disagree: 41
- Agree: 34
- Strongly agree: 50

My role as a manager influenced my choice of work location (n=73)

- Strongly disagree: 8
- Disagree: 9
- Neither agree nor disagree: 19
- Agree: 22
- Strongly agree: 15
Pressure to return to in-person

Did you experience pressure to return to an in-person work environment? (Select all that apply.) (n=152)

- From supervisor(s): 11.60%
- From direct reports: 3.90%
- From organization administration: 21.00%
- From users (students, faculty, etc.): 14.40%
- I did not experience pressure: 49.20%
Caregiving Arrangements--Formal*

External Caregiving Arrangements
Pre and During Covid-19 Pandemic

*No selections were made for dependents 19 years old and older for Daycare Center, Visiting Nurse, or Skilled Nursing Facility either prior or during Covid-19 pandemic.
Caregiving Arrangements--Formal

How Many Days A Week Care Arrangements Were Used for Individuals 0-18 Years Old Pre and During Covid-19 Pandemic*

*Nanny full-time, Nanny share, Au pair, Assisted Living, and Other 19 Years and Older responses are excluded from this chart due to less than five respondents for each option.
Caregiving Arrangements--Formal

How Many Hours a Day Care Arrangements Were Used for Individuals 0-18 Years Old Pre and During Covid-19 Pandemic*

*Nanny full-time, Nanny share, Au pair, Assisted Living, and Other 19 Years and Older responses are excluded from this chart due to less than five respondents for each option.
Relocation

Number Who Have Relocated for a Job

- Yes: 59.2%
- No: 40.8%

Number of times those who answered Yes have relocated

- Once: 0
- Twice: 22
- Three: 4
- Four: 17
- Five: 58
- Six: 63
Relocation

Number Who Have Relocated For A Professional Position

- Never: 32
- Sometimes: 17
- Certainly: 94
- NA: 110

Number Who Have Relocated to be Geographically Closer to Caregiving Supports, Such as Family or Friends

- Never: 42
- Sometimes: 15
- Certainly: 65
- NA: 129
Caregiving Arrangements--Informal

Informal Care Source Frequency, Pre-Pandemic vs. Pandemic

Prior to and during the pandemic, who has provided back up care when you needed additional help in an emergency?

- Always
- Sometimes
- Rarely
- Never

N=386
Missing responses: 99

Nanny and Au Pair are not included here; indicated that these were sources of informal care less than .6% of the time.
Caregiving Arrangements - Informal

Pre-pandemic Supplemental Care, Sources by Gender

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<th>Source</th>
<th>Women</th>
<th>Men</th>
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Pandemic Supplemental Care, Sources by Gender

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Number of respondents
Other Data Not Yet Analyzed

- Income
- Relationship Status
- Employment Status
- Employment Benefits (paid and unpaid)
- Professional Advancement
- Professional Development & Professional Service
- Timing of Fertility
- Direct and Indirect costs of care
Statistical Gaps and Research Challenges

- Lack of Racial Diversity
- Gender Imbalance
- Institutional Diversity
- Barriers to participation: Pandemic, Caregiving Identification, Reaching those who are no longer employed
- Learning while doing
## Next Steps

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<tr>
<th>Fall 2021</th>
<th>2022</th>
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<td>Submit preliminary findings article to Archival Outlook</td>
<td>Submit journal article(s) for publication</td>
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**Continue Data Analysis**
- *Summer/Fall 2021*
Thank you

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Resources

- Braun Marks, Alexis; Dreyer, Rachael; Johnson, Jennifer; and Sweetser, Michelle (2019) "The Cost of Care and the Impact on the Archives Profession," *Journal of Western Archives*: Vol. 10 : Iss. 1 , Article 7. Available at: https://digitalcommons.usu.edu/westernarchives/vol10/iss1/7