

# 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

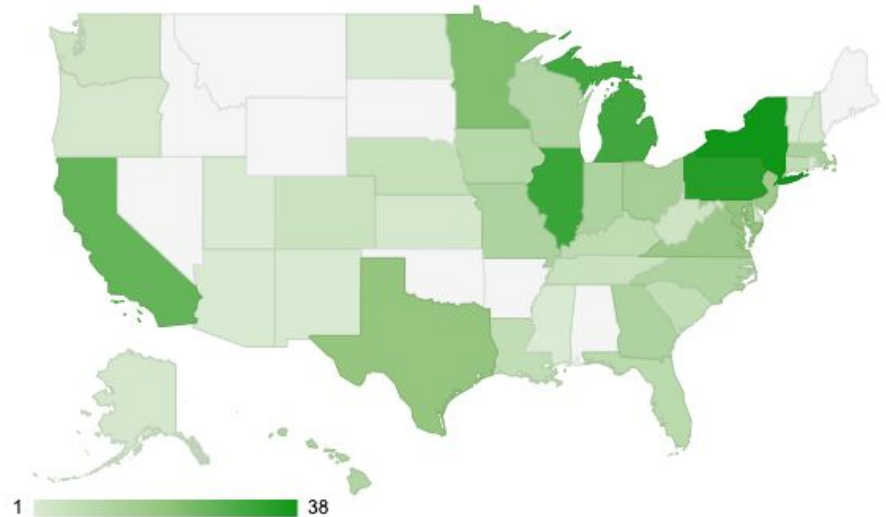


# Research Methodology & Partnership

- 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

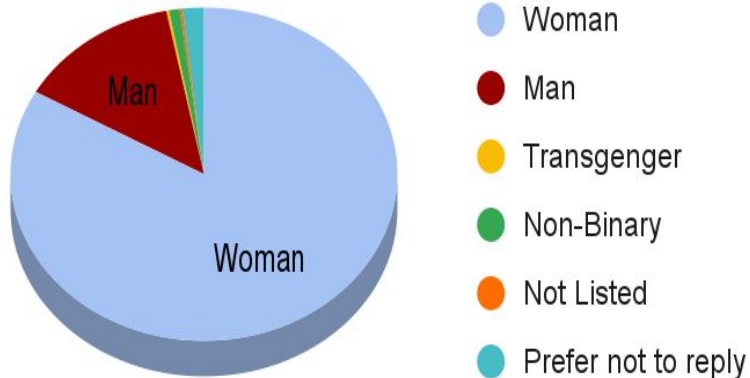
- The survey took ~20 minutes to complete 40 primary questions
- Survey was distributed nationally through more than 30 distribution lists of state, regional and national groups
- Available for four weeks in January/February 2021
- Over 500 started the survey. Of those, 449 were identified as valid responses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





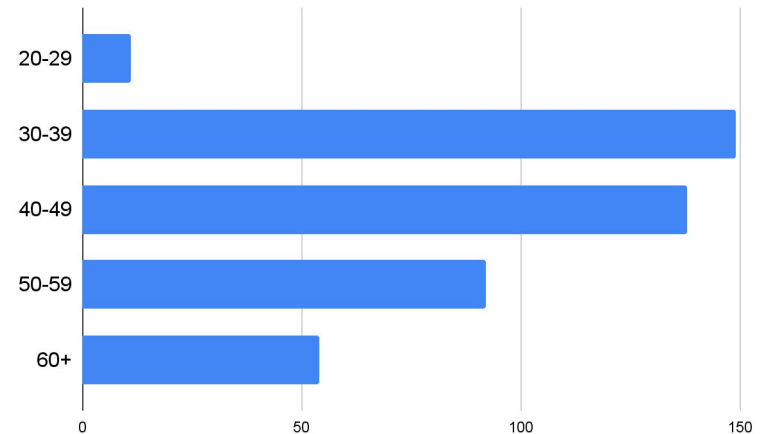
# Demographics

How do you identify?



Women made up 82.9% of respondents

What is your age?

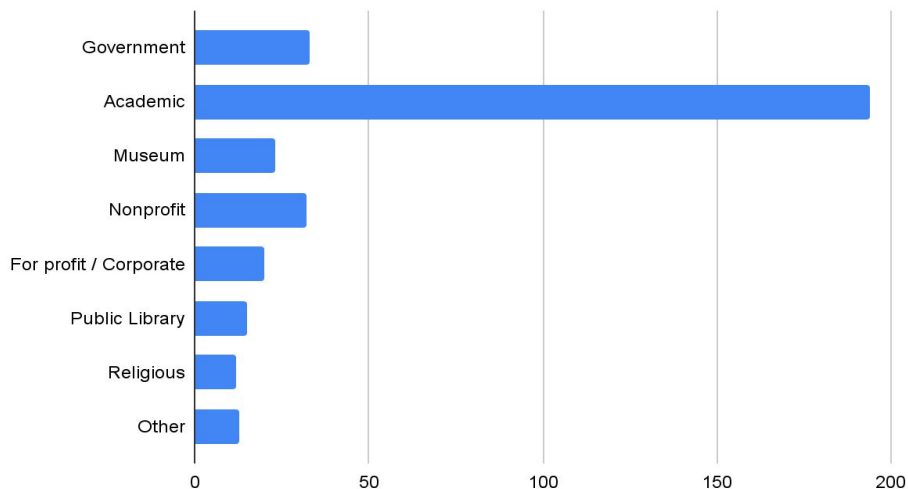


Over 60% of respondents were between the ages of 30 and 49 years old



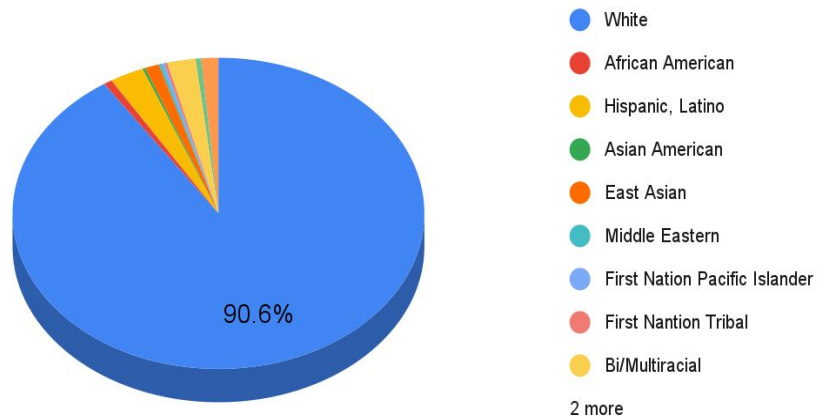
# Demographics

What kind of institution do you work for?



Academic archivists accounted for 56.4% of responses

Select which best describes you:

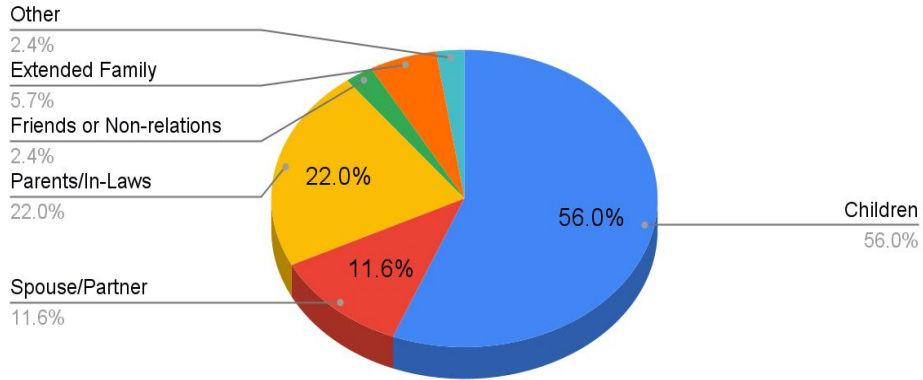


Responses for 'Bi/Multiracial', 'Hispanic' and 'Prefer not to respond' accounting for 5.2%



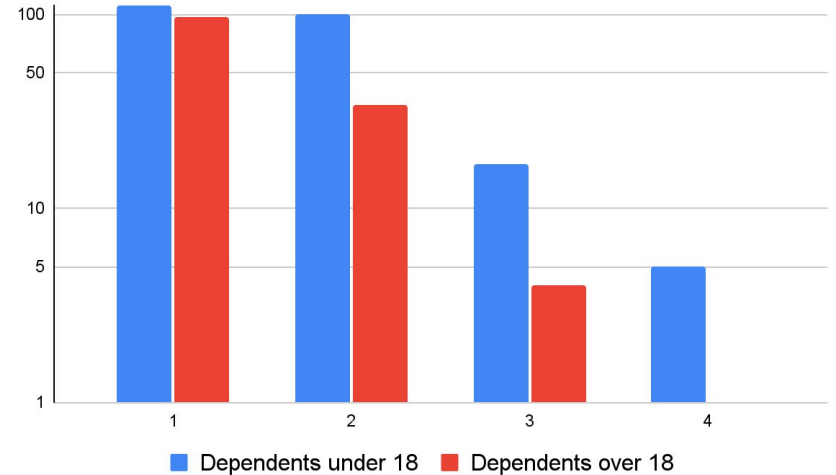
# Demographics

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?

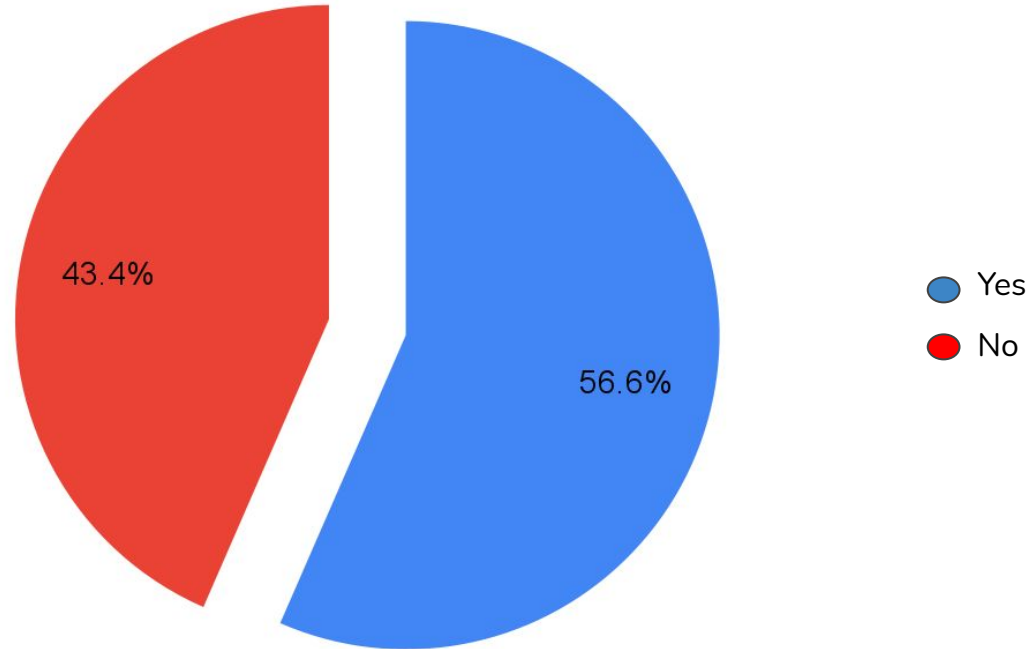


Majority of respondents are caring for 1-2 dependents



# Time Shifting

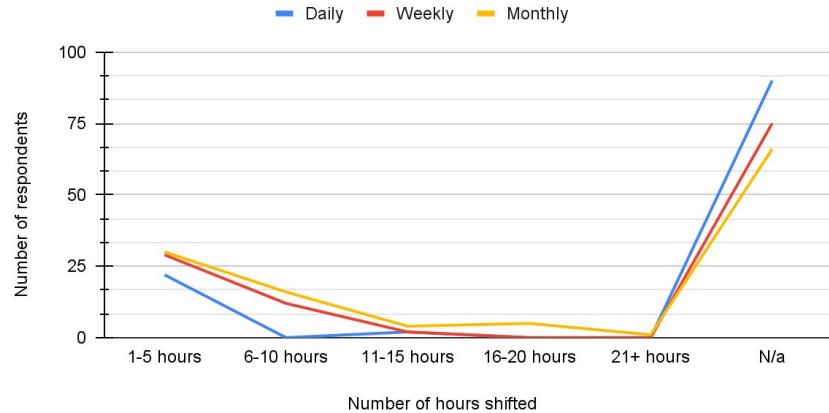
To accommodate caregiving responsibilities that occur during "normal" work hours, do you shift assigned work to either the early morning or late evening?



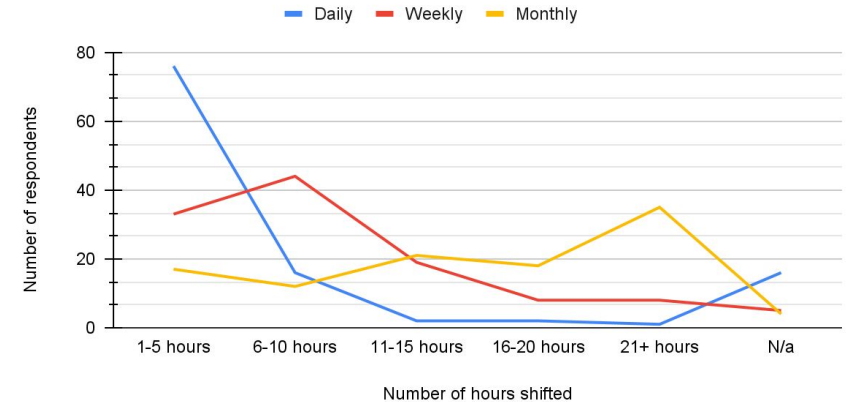


# Time Shifting

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



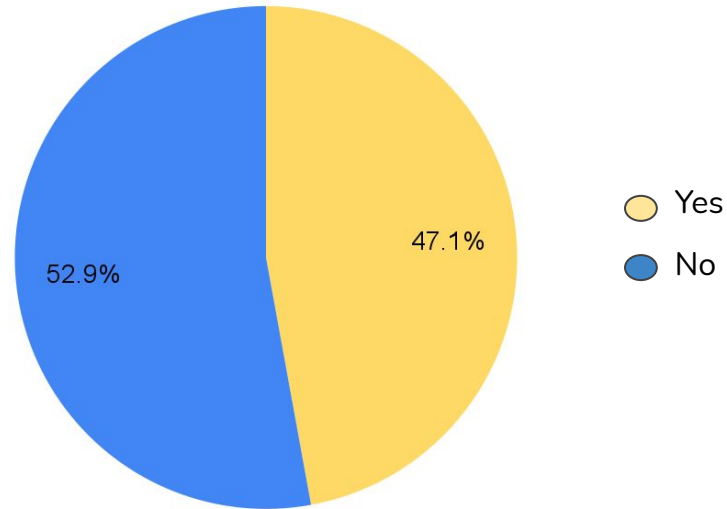
On average, how frequently did/do you shift assigned work to either the early morning or late evening (After March 1, 2020)?





# Returning to Work

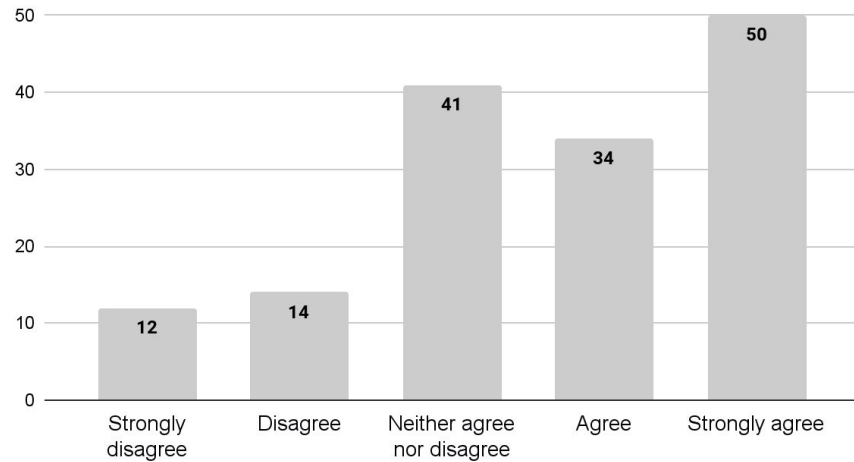
Did you have a choice about work location (i.e., home versus in-person) after the pandemic set in (n=331)?



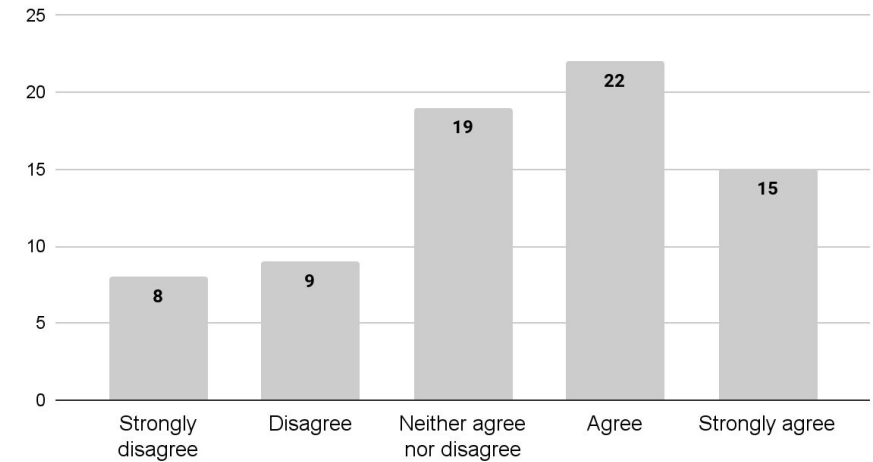


# Influence of Roles in Selecting Work Location

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

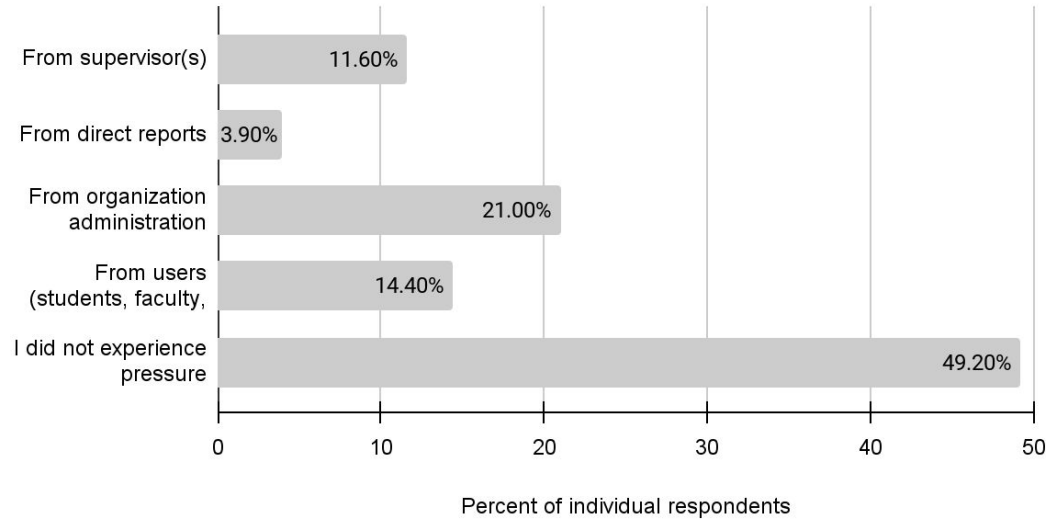


My role as a manager influenced my choice of work location (n=73)



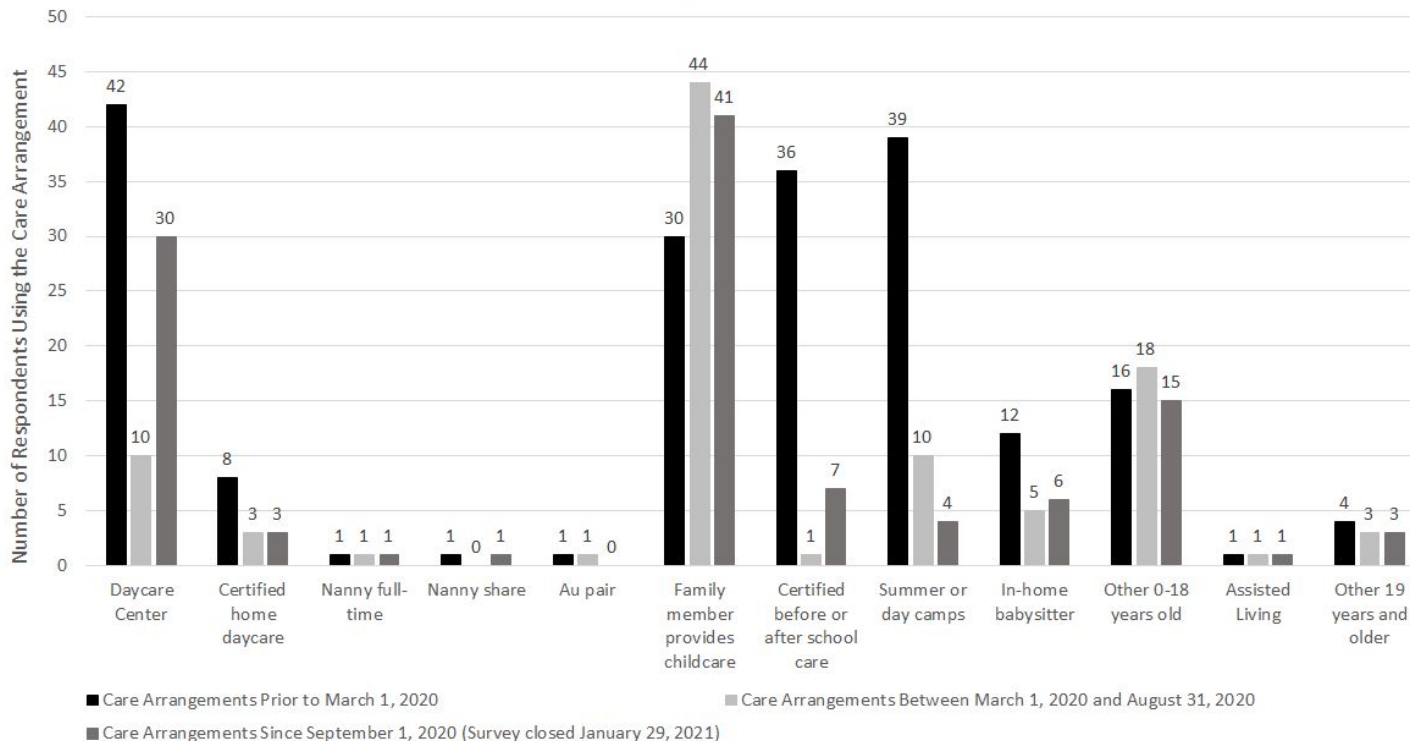
# Pressure to return to in-person

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



# Caregiving Arrangements--Formal\*

External Caregiving Arrangements  
Pre and During Covid-19 Pandemic

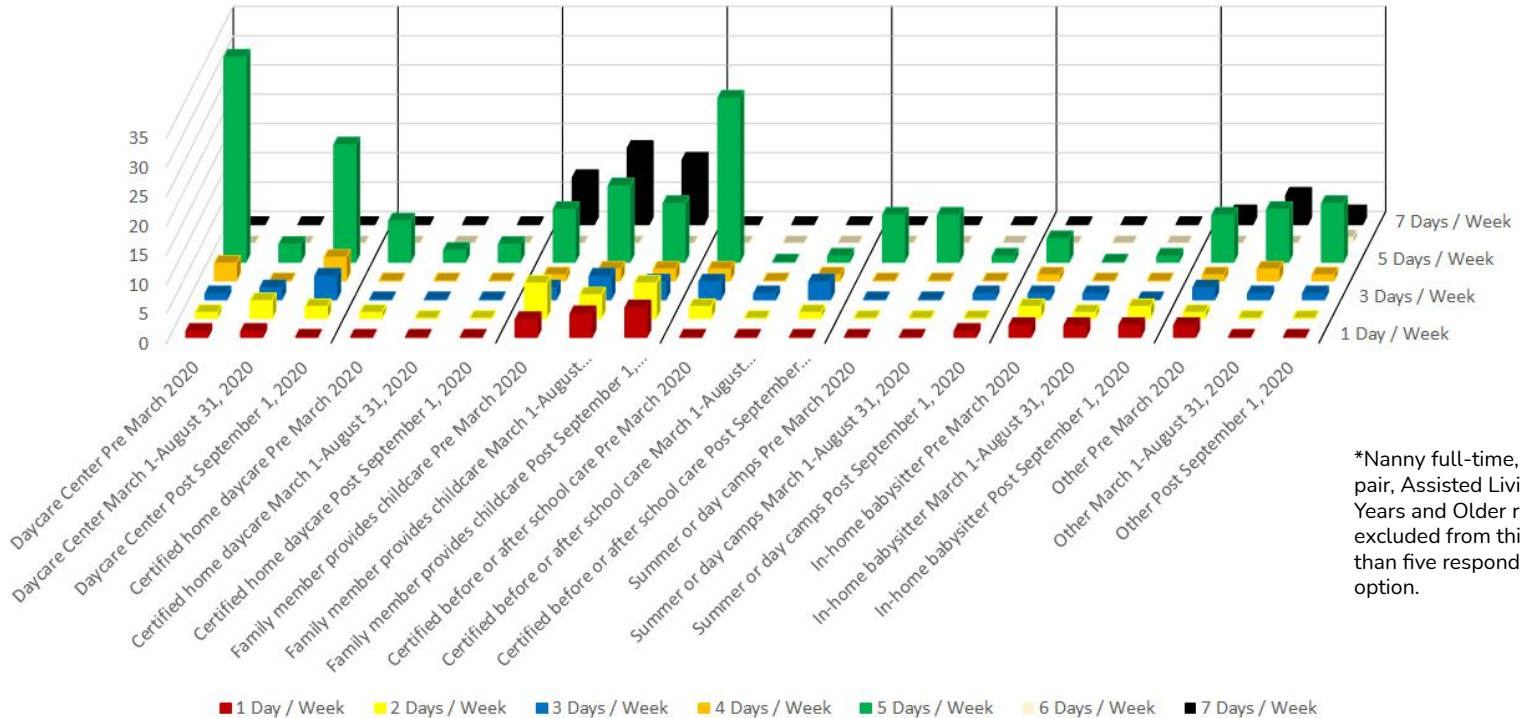


\*No selections were made for dependents 19 years old and older for Daycare Center, Visiting Nurse, or Skilled Nursing Facility either prior or during Covid-19 pandemic.



# Caregiving Arrangements--Formal

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

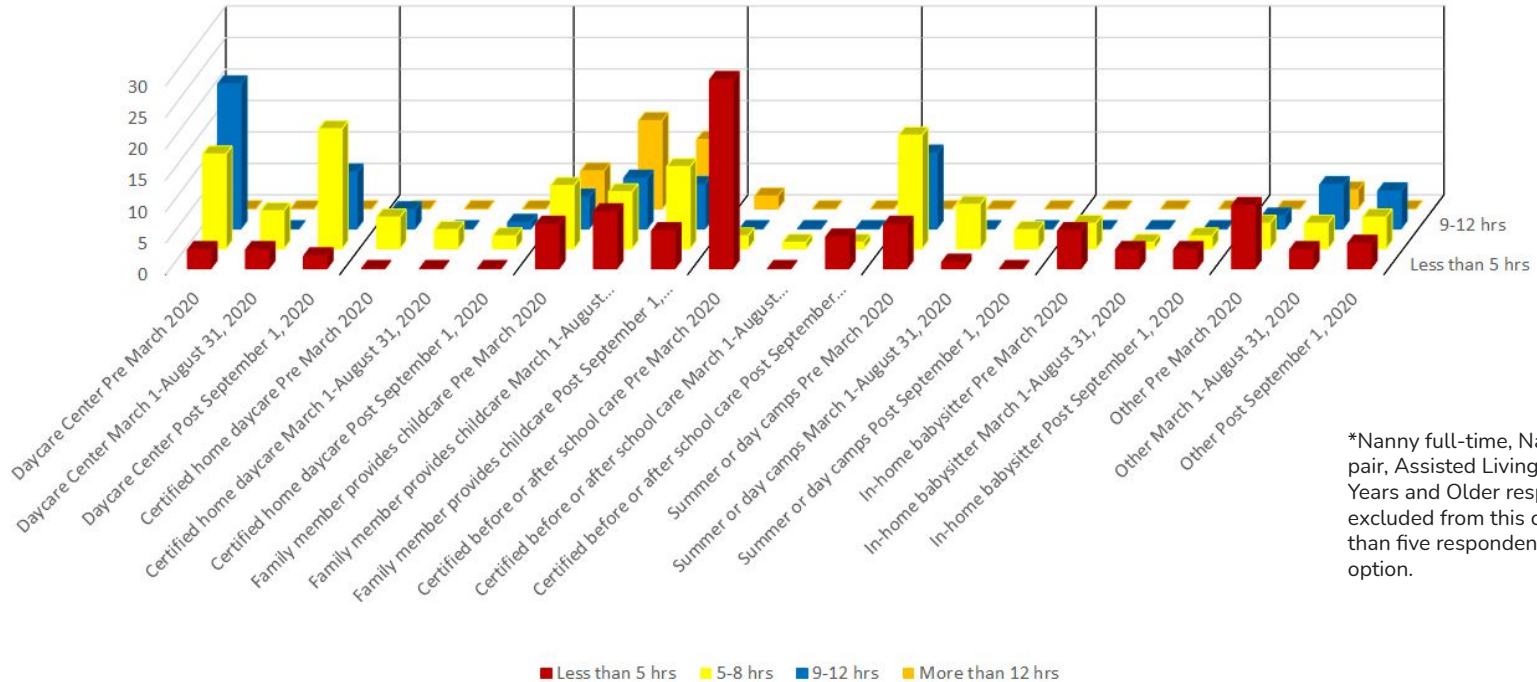


\*Nanny full-time, Nanny share, Au pair, Assisted Living, and Other 19 Years and Older responses are excluded from this chart due to less than five respondents for each option.



# Caregiving Arrangements--Formal

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

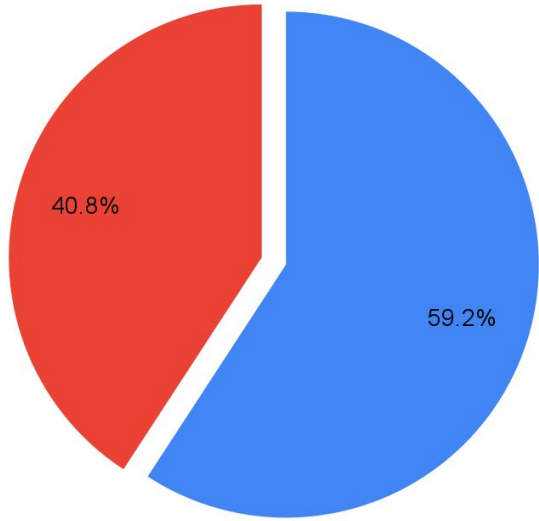


\*Nanny full-time, Nanny share, Au pair, Assisted Living, and Other 19 Years and Older responses are excluded from this chart due to less than five respondents for each option.

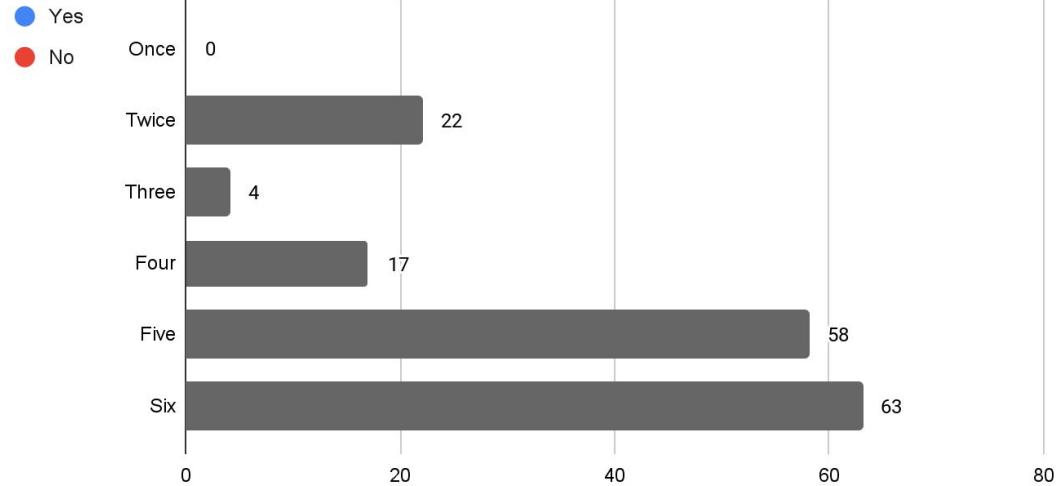


# Relocation

Number Who Have Relocated for a Job



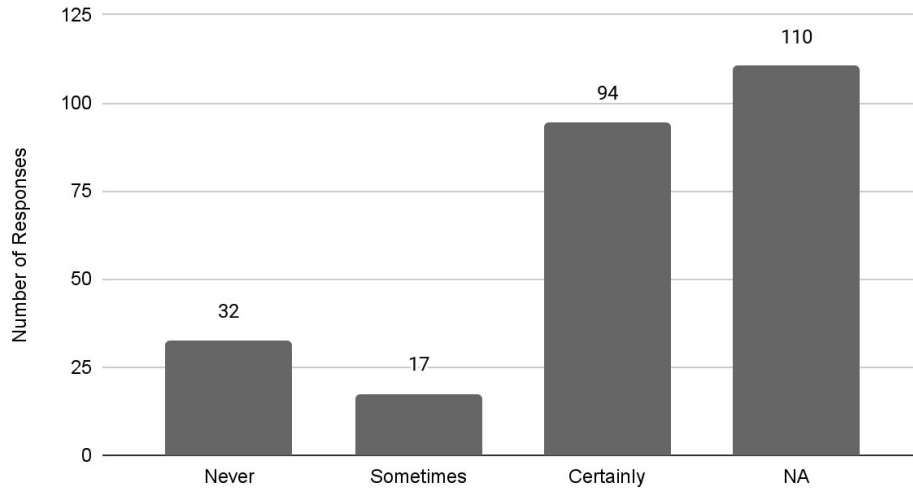
Number of times those who answered Yes have relocated



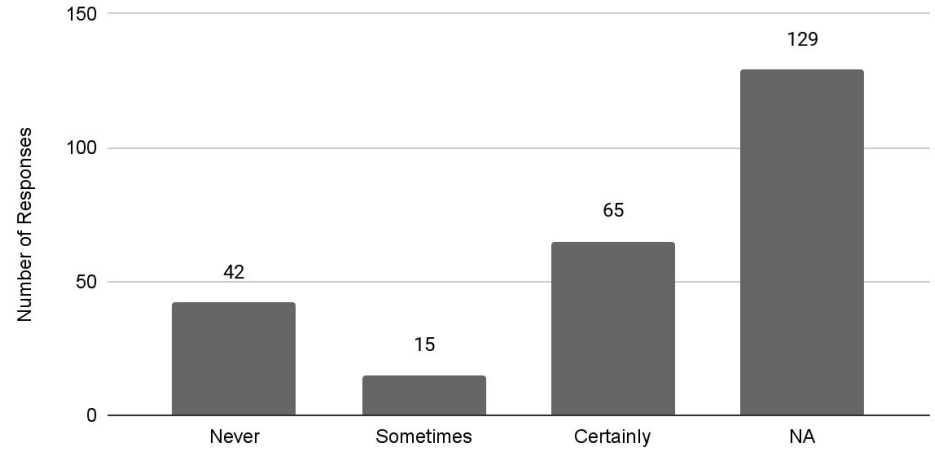


# Relocation

## Number Who Have Relocated For A Professional Position



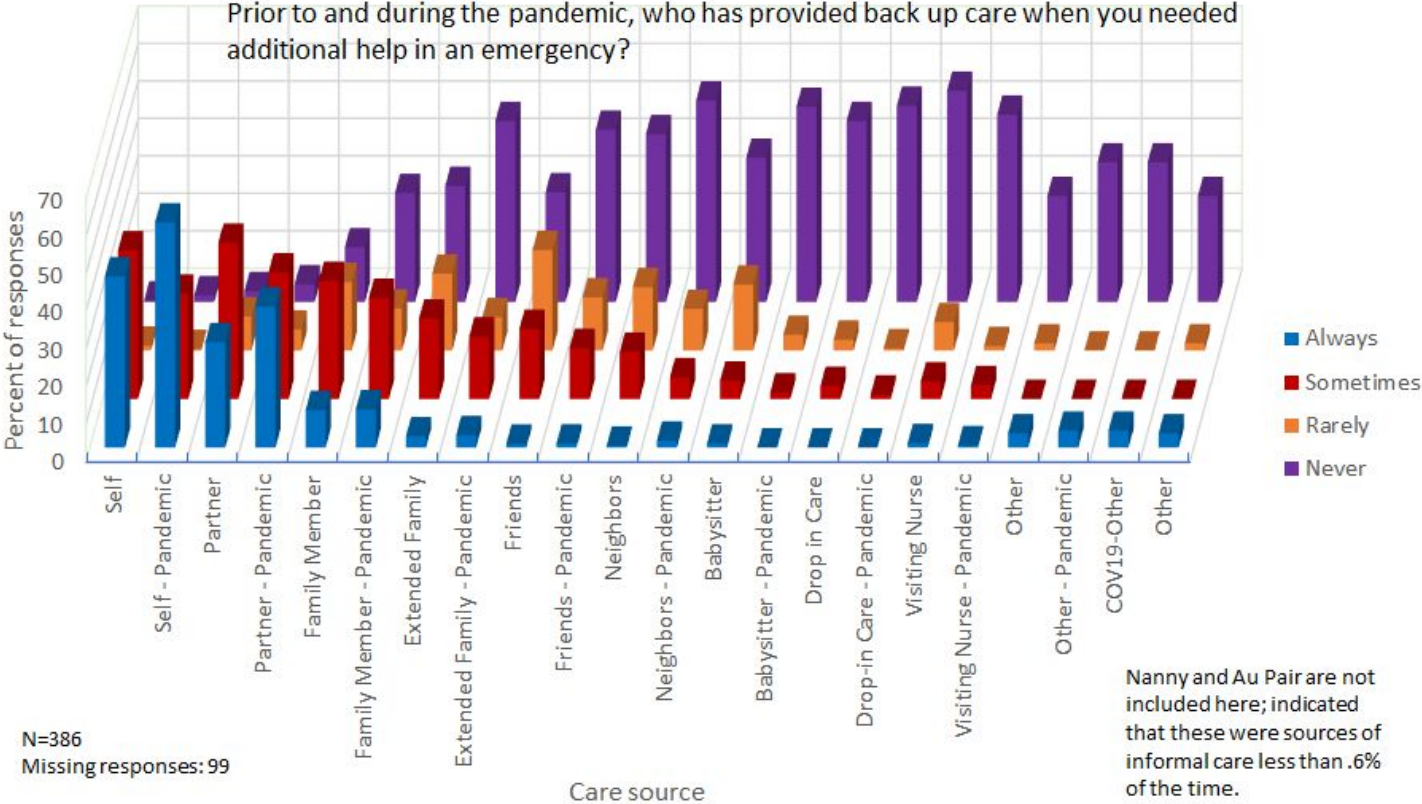
## Number Who Have Relocated to be Geographically Closer to Caregiving Supports, Such as Family or Friends



# 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?

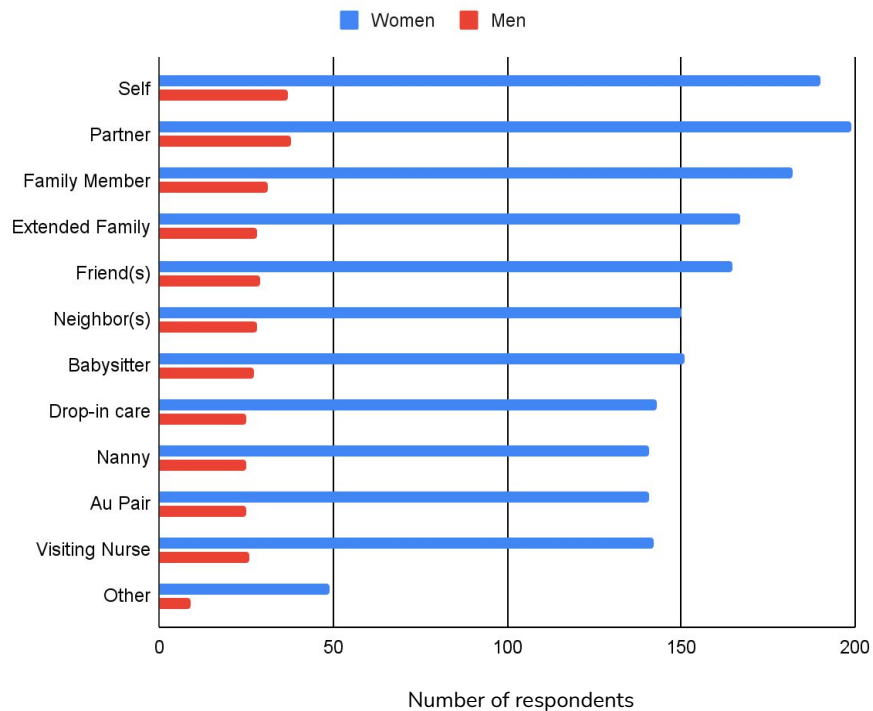


N=386  
Missing responses: 99

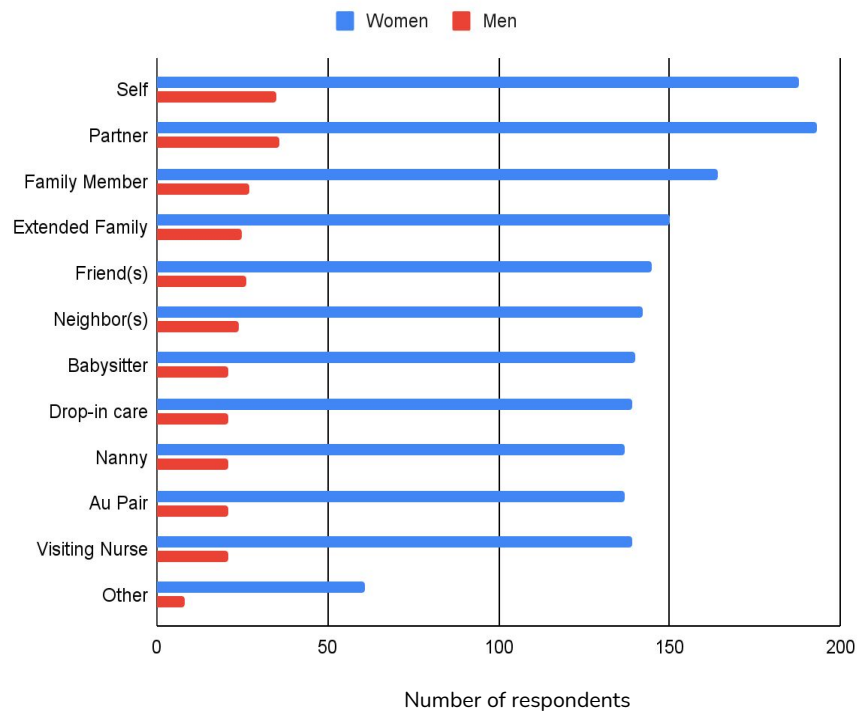
Nanny and Au Pair are not included here; indicated that these were sources of informal care less than .6% of the time.

# Caregiving Arrangements - Informal

## Pre-pandemic Supplemental Care, Sources by Gender



## Pandemic Supplemental Care, Sources by Gender





## 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



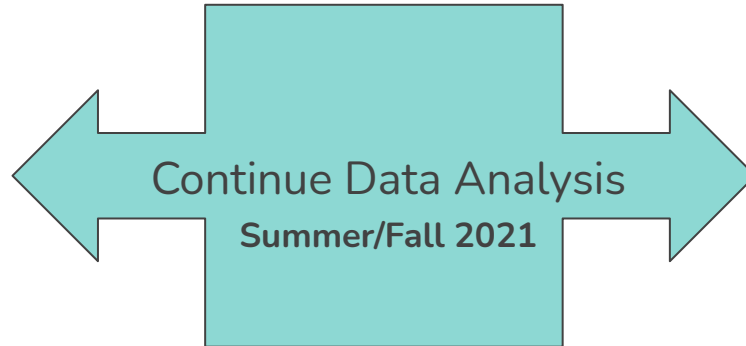
# Statistical Gaps and Research Challenges

- 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

Fall 2021
Submit preliminary findings article to Archival Outlook



2022
Submit journal article(s) for publication



# 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>
- Robin H. Israel and Jodi R. Eyre, "The 2017 WArS/SAA Salary Survey: Initial Results and Analysis" (Chicago: Society of American Archivists, Women Archivists Section, 2017), 8,  
<https://www2.archivists.org/sites/all/files/WArS-SAASalary-Survey-Report.pdf>.
- Society of American Archivists, "2015 SAA Employment Survey: Full Results (Chicago, June 16, 2015)," 17,  
[http://files.archivists.org/membership/surveys/employment2015/SAA-EmploymentSurvey2015-fullresults\\_0615.pdf](http://files.archivists.org/membership/surveys/employment2015/SAA-EmploymentSurvey2015-fullresults_0615.pdf).