20 years and growing

August 2009
Celebrating 20 years and 1000 members!
Dedicated to the Archival Profession

- Certification serves as the standard for professional ability.

- Certification is required by an increasing number of employers and is viewed as an important credential in the hiring process.
Role Delineation Statement: Foundation and Strength of the Academy

• The Role Delineation Statement (RDS) offers a comprehensive description and definition of the archival profession.

• Determines the nature of the work an archivist performs.

• Defines the tasks archivists perform, identifies what an archivist must know, and what skills are necessary.

• Provides the basis for the creation of questions for the examination.
Academy Purpose

- Establish standards and provide incentives for archivists to maintain and improve professional competency.

- Establish qualifications in education, experience and by written exam.
Academy Purpose

- Develop and administer a program of certification and certification maintenance for archivists in the United States and internationally.
- Increase knowledge of archival certification and its benefits within and outside the archival profession.
- Promote among archivists the attainment of a high level of professional knowledge.

By-Laws Section 2. Purposes.
More Than Just the Exam

- It is a common misconception that becoming a Certified Archivist only involves passing a test. In fact, passing the archival certification examination is one of three requirements candidates must meet.
  - defined educational standards.
  - defined levels of professional experience.
  - pass the archival certification examination.
Certification Maintenance

• Certification maintained every 5 years by
  – Re-taking the exam; or
  – submitting a petition demonstrating a minimum of 100 credits within five categories of activity including
    • Employment,
    • Continuing education,
    • Professional participation
    • Professional service
    • Publishing, or editing archival works.
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1984</td>
<td>SAA Council’s Committee On Education and Professional Development (CEPD) was asked to report in the Spring of 1985 on individual certification for archivists</td>
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<tr>
<td>1985</td>
<td>Survey of the profession results favored certification by a wide margin</td>
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<tr>
<td>1988</td>
<td>Certification by petition process begins</td>
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1989

The Mission Begins!

Petition phase closed

800 archivists applied for certification during the one year window of opportunity.

Certification by petition proclaimed a success at SAA Conference in St. Louis.
Stabilization and Maintenance

1991
Initial eight year certification period changed to five years by the ACA Board in an effort to keep in step with the ever evolving nature of the profession

1994
Certification Maintenance Program published in ACA NEWS

1997
Class of 1989 recertifies for the first time
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<td>2009</td>
<td>Certification maintenance cycles successful, with the majority of members electing to maintain their status as a Certified Archivist</td>
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Growth

1997 through 2007:

- Steady increase in numbers taking the exam and becoming new members
- Certification maintenance cycles successful, with the majority of members electing to maintain their status as a Certified Archivist

2009:

ACA reaches the 1000 members marker!
Looking Outward

• Informing a wider audience about the significance of archival certification and the work of the Academy.
  – The Academy has a presence at local, regional and national archival meetings with a booth and tabletop display; and certified archivists willing to answer questions about certification through one-on-one conversations.

Dick Dickerson, CA and Shelly Kelly, CA
Being a CA means....

See what some of our members have to say....
“Certification means many things to me, but most fundamentally it is what it does for the archival profession. It documents the existence of a uniform fundamental base of knowledge of archival enterprise.”

Dr. David B. Gracy II, CA

Continued, next slide
“Certification establishes a baseline against which all archivists and anyone claiming to be an archivist can be measured, attainment of which is open to all who meet the minimum education requirement.

Further, it demonstrates that we collectively and individually take seriously our profession and the knowledge essential to functioning as an archivist by personally maintaining, updating, and providing a means by which we can demonstrate our possession of that knowledge.

The requirement of continuing certification ensures that we take seriously keeping current in our knowledge.

Few things make me as proud as seeing my former students pass the certification exam the first time they take it. In no way do I teach to the test. So, passage documents that we educators are doing our job and that our graduates see themselves as part of something larger than their own immediate personal interest.”

(continued from previous slide)
"As an employer, we have always preferred Certified Archivists. The CA is a credential that establishes an applicant's familiarity with basic archival knowledge, and their on-going commitment to professional development. It is often a decisive factor in our hiring decisions."

**Martin Levitt, CA**
“The ACA designation, provides me with firm recognition as a respected professional within my organization.”

Michael Bullington, CA
“Certification is the validation that your education and training was correct. We all know that there are many archival education courses taught at many universities. To really know that the courses and training you had was all on target, take the certification examination and pass it. Then you know.”

James Byers, CA
“Certification is a way for those of us later in our careers to demonstrate that we are committed to on-going professional development. Certification and working for ACA has provided me with continual professional growth”

Margery Sly, CA
“As a charter member of ACA, I initially saw the value of the CA for the archival profession in the US. But now, as I bid on consultant contracts in other countries, I find that the CA gives the contracting office that extra assurance that they are hiring someone with a mastery of the fundamentals of the profession. I wouldn't be without it!”

“CA: don't leave the US without it!”

Trudy Huskamp Peterson, CA
“Certification has defined and identified me as a professional with the knowledge and skills to carry out my duties as Archivist for Cuyahoga County, Ohio. And serving on the Academy’s Board of Regents has been my privilege; affording me the opportunity to work with dedicated individuals who are committed to a common goal and conduct the business of the organization with cordiality and good cheer. Congratulations ACA on your Twentieth Anniversary. I look forward with confidence to the next twenty years with our members growing in number, over 2,000 I trust, and strength.”

Judith Cetina, CA
“Becoming certified was a strong personal decision and a leap of faith (in 1988-89, no other Canadian archivists in my sphere would even consider it). Being certified keeps me involved, engaged, dedicated to the profession- and in the company of the most inspiring group of archivists I have ever known.”

Jane Nokes, CA
“Certification is a personal choice. It represents a commitment to the profession, and it requires something from me in return.

To gain certification requires a test of your knowledge and skills, which in itself can be seen as a personal achievement. However, maintaining the certification is what gives you the satisfaction of expanding your knowledge, contributing your skills as an archivist through attendance at workshops, conferences, and as a leader through participation on committees, boards and other professional activities.”

Cindy C. Smolovik, CA
“As a university archivist holding the MS in History in place of the traditional MLS, the Certified Archivist designation conveys to the academic librarians and faculty that I have a professional level of education, experience, and dedication. When the University Library recently re-examined their promotion guidelines, I successfully argued for archival certification to replace the required MLS as the necessary level of education for the Archivist position to attain promotion. I look forward to supporting the ACA to help spread the importance of certification to employers and administrators.”

Shelly Henley Kelly, CA
“While in the Masters of Archival Studies program at the University of British Columbia, the first full-time masters program for archivists in North America, I was very aware of the importance of credentials and was eager to obtain the designation of Certified Archivist. The title provides instant recognition for the public, that the person so designated belongs to a group dedicated to the highest standards of professionalism in maintaining and promoting archival records. Whether members of the public have a clear idea of what archives are or not, they understand this concept; it only waits for us to provide them with the tools to appreciate archives and to ensure as many archivists as possible that work in archives join us in gaining certification.”

Shelley Sweeney, CA
Connell Gallagher, CA

see next slide
“I am a member of the original class of 1989. I decided to apply for certification because I really believed in it, and my faith in it has come to fruition as we move to over 1,000 members. The certification process has offered members of the profession a way to broaden and strengthen their knowledge and skills by mastering each of the seven domains and by pursuing a vigorous continuing education and life-long learning program. These opportunities are available to all archivists wherever they live and whatever type of archival work they do. During my four years as ACA Regent for Examination Administration, I have welcomed many archivists from many situations into the Academy. Some of these individuals were from Public History, Museum Studies, Records Management and other allied programs, but all saw the need to strengthen their archival credentials in order to become better stewards in their chosen professions. I congratulate ACA for providing an important service for the profession and for reaching this pinnacle in just 20 years, and I congratulate all of the members for their support and for their belief in the importance of certification for individual archivists.”

Connell B. Gallagher, CA Emeritus
“As an original Academy of Certified Archivists (ACA) charter member in 1989, I remember feeling that the ACA established archival and academic standards to promote the professional credibility for the archival profession. With the ACA now celebrating its 20th anniversary, we now know that the initiative to establish ACA proved to be a correct professional strategy. I am proud to be an ACA charter member and proud of my service as a member of the ACA governing board in the early 1990s.”

Wilda Logan, CA
"I've been on the ACA board twice and both times were wonderful experiences. What made it so unusual was the total lack of politics and ego; instead, everyone worked hard to simply do the right thing."

Leon C. Miller, CA
“Congratulations to ACA on its 20th anniversary and 1000th members. Class of 1989”
“When those of us who founded the Academy of Certified Archivists two decades ago decided to do so I thought that it would be a significant and much needed step forward for the archival profession and that it would be a major contribution to improving and standardizing the professional training of archivists and raising the quality of archival practice. Now, two decades later I am all the more convinced that what we decided to do when we founded the Academy was exactly the right thing to do. The contributions that the ACA has made to the archival professional over the past twenty years are at once impressive and undeniable and I am looking forward to the contributions that the Academy will make during the next twenty years.”

Patrick Quinn, CA
“The Academy of Certified Archivists remains the only organization in my past I keep up with and remain very proud of. I am thrilled it has reached 1000 members and know how hard the board works from year to year. I hear from past colleagues and employees from time to time -- mostly when they need a reference for a new job which I am very happy to do.”

Susie Maclin, CA
“ACA is relevant because it fulfills a unique function. SAA has established guidelines for archival education. They serve educators and students well. ACA has established guidelines for practice. They are helpful to employers. Yes, there are many more graduate archival studies programs than there were when ACA first instituted the certification exam. But graduate archival studies programs still differ widely from institution to institution. Since the ACA exam is practice oriented, it provides a way of demonstrating that those who take it have mastered established elements of archival practice, regardless of where they received their degrees. It is the natural next step for graduates in securing their professional credentials. Likewise, certification maintenance assures employers, in our mobile society, that the individual remains engaged professionally and abreast of changes in practice. Personally, involvement with ACA has been among the most rewarding activities of my career.”

Laura McLemore, CA
“My first reason for certification was belonging to a profession that could define distinctive and unique knowledge and skills; later when I was a consultant, I was happy to have certification as a credential; in my current job, my boss tells me that my archival certification was one of the reasons I was hired.”

Mary Elizabeth Ruwell, CA
“Initially, as a new archivist, it was a means to provide myself some credibility in the profession and to show employers I was serious about my career. It also enabled me to receive faculty status at the University of Georgia, my first permanent position. Over the years I've found that recertification is an essential part of the CA designation as it demonstrates a person's continuing professional involvement and activities, as well as leadership in various associations. So, here's to another 20 years (or more) for the Academy!”

Beth Bensman, CA
“Achieving the Certified Archivist designation was an important milestone accomplishment in my career. I am first and foremost an Archivist and the designation reflects my commitment to the profession.”

C. Preston Huff, CA
“Becoming certified this year helped me brush up on important archiving principles. I became even more aware of the responsibility I share in: to train government agencies in the management of records, to preserve historical government records, and to provide access to public records. I appreciate the opportunity to be a member of the Academy of Certified Archivists.”

Susan Mumford, MLS, CA
“Being a Certified Archivist makes me more aware of the professionalism of the profession”

Sister Emma Cecilla Busam, CA
“I was one of those that spent a considerable amount of time at SAA meetings attempting to persuade other members that we were a profession...a defined profession! We were not just a group of people that shuffled paper, tossed some and saved others. We did professional work and serious work. So when we "just hired" someone to do the work of an archivist we were hurting our own professionalism. When we finally gained the "certification" process we passed a line that helped define our profession and made it more than a group of people "shuffling" paper. To the employers we now would be taken seriously and we were able to push our agenda for more professionalism, larger budgets, respect, etc. I was and remain a stronger advocate of the certification process. It helps define who we as professionals do and that it is a responsible and respectable profession.”

Keith Richard, CA
"Having come to archives work after a full teaching career, with appropriate academic degrees and experience in researching in many archives, I felt it was important to obtain certification to demonstrate my knowledge, commitment, and the importance of continuing education to the field."

Sister Mary Denis Maher, CA
“Being a certified archivist is a dream come true for me and because I found this profession late in my career, the time I get to spend in archives helping people is treasured. Nearly every day I have the opportunity to assist someone in locating something they very much need to help them create a sense of identity for themselves or piece something interesting together for the rest of us.”

Susana K. Soy, CA
“When the archival certification program started, in 1989, I was in the process of taking examinations for the CRM program. I was pleased to have the opportunity to apply for the designation of Certified Archivist, and I was accepted in the first year of the program. At that time I was not working full-time as an archivist, and the need to re-certify was important, as it pushed me to be sure to maintain and increase my archival activities.

For several years I have been on the review and appeals teams for re-certification. Reading the applications every year has given me an overview of the work of archivists, and I have been most favorably impressed by the variety of tasks that archivists do and the extent of their expertise in many areas.

David Horn, CA
“Being a Certified Archivist has meant adventure to me!”

“Since I became a Certified Archivist in September 1991, by examination, until retiring from full-time archival work in May 2008 (assuming emeritus status), it has been an amazing eighteen years. I’ve had the privilege of working in archives across the United States—Belfast, Maine’s local history collections; Fort Belknap, Montana, and the tribal archives of the Gros Ventre and Assiniboine; the Mary Baker Eddy Library in Boston; and Baylor University’s Mayborn Museum in Texas. It has been journey full of excitement, intrigue, good friends and the ordinary enjoyment of being in contact with the real documents of history—insuring the public’s access to these records, while maintaining the best care possible for these documents. Doors of opportunity for my varied adventures were opened by the professional excellence fostered by the ACA certification process—it encouraged me to be part of an active community of skilled and well-educated archivists and assured my employers that I met and maintained the highest standards of the archival profession.”

Tom Proctor, CA
“Being a Certified Archivist means that I abide by the standards of ethical and professional behavior as approved by the ACA; it means that I am qualified to do my job and offer advise to others regarding archival issues. On a personal level, being a Certified Archivist is a testament to the hard work I have put forth to become a highly trained professional Archivist.”

Michelle Ganz, MILS, CA
“It would be 20 years this year since I qualified as a member of the Academy of Certified Archivists, the first Filipina to become so. As a chartered member, I felt the confidence of becoming a true professional even as we archivists were making the effort to be recognized as such. It was the same year when I was designated Director of Archives for the Archdiocese of Manila, Philippines, and our archives became a showcase of the Philippine Church when foreign Church dignitaries visited. Periodically I applied for recertification, and this became my inspiration to expand my professional services to other dioceses in the Philippines as well as to become involved in the training of government records managers through the program of the National Commission on Culture and the Arts.”

Sister Maria Rita Ferraris, RVM, PhD, CA
Bob McInnes, CA

See letter on next slide
Dear CA’s,

Sorry I couldn’t make it to Austin for the SAA annual meeting and ACA anniversary. I really wanted to be there, but with budget cutbacks, it won’t be possible this year. Instead, I’ll be with you in spirit.

I was among the very first to take the ACA exam in St. Louis, Missouri, back in 1989—the very first year that the exam was offered. I am pleased to say that I passed and have been enthusiastically certified ever since!

A few years ago “they” asked if I would like to serve on the ACA Exam Development Committee, and I agreed to make my contribution. In case you didn’t know, developing tests and test questions is no easy task, and I must say how impressed I am with my fellow EDC members in their knowledge, their sense of professionalism and their dedication to archival certification. To those of you who have recently taken the exam, rest assured that every precaution has been taken to ensure that the test constitutes a reliable indicator of a thorough archival knowledge base. If you passed the exam, you have every right to be proud of your accomplishment. The test questions are challenging, developed from the most prominent archival literature, and are written by experienced (and certified) archivists.

Concerning our latest milestone—twenty years and a thousand members—those too are great and encouraging accomplishments for us as an organization. Slowly but surely more institutions are requiring their staff, or at least their new applicants be certified—or go through the process of certification. I believe it is just a matter of time before this credential will be universally required among archivists.

Congratulations to those who have taken the exam and passed it, to those who have maintained their certification over the years, to those who have served this organization as officers and to those who, through their service, have sustained the ACA.

Yours in Archival Fellowship,

Bob McInnes

Robert A. McInnes, CA
“As a member of the first class of ACA, I have been a proud witness to the tremendous growth and development of the organization since 1989. Congratulations to members for the remarkable progress, and happy birthday to ACA!”

Jean Currie Church, CA
“Certification means to me that I am a professional with the weight of the ACA behind me, particularly when I make recommendations to people with no archival experience.”

Annie Tilden, CA
“I am working as Processing Archivist for Naropa University, and I think that Certification was a factor in my getting the job.”

Anne Hunter, CA
“I am certain that being able to add that “CA” after my name was instrumental in helping to land some of the consulting jobs I worked on…”

Tim Hawkins, CA
“I feel a sense of pride and accomplishment that the Academy of Certified Archivists has reached the milestone of 20 years of serving as a means for archivist across the nation to enhance their skills through education and continuing to increase their capabilities because of the standards established by the Academy. As one of the founding members, I saw this organization as an integral part of an individuals success in the profession. Early on in order for the ACA to have substance for budding archivists in Oklahoma, we included being a member of the Academy as essential for employment. In 1990, the Office of Personnel Management agreed and it was added as a requirement with Archivist and Records Management Specialists duties.”

William D. Welge, CA

I extend best wishes to the Academy for all it has accomplished over the last twenty years!!”
“ACA has been an important part of my professional career”

Charles E. Nodler Jr., CA
“Having spent 28 years as the only professional archivist at several institutions, my ACA credentials have lent an added professional integrity to my status.”

Edward L. Galvin, CA
"Archival certification is a way for individuals who have worked with archival and manuscript materials to affirm and demonstrate their professionalism"

Diane Vogt-O’Connor, CA

Through the efforts of Diane Vogt-O’Connor, the National Park Service (NPS) embraced the idea of ACA and certification on a slow, but steady basis with an ever increasing number of park archivists beginning to plan for or take the exam.
“Being a Certified Archivist enables me stand out and prompts me to keep up with changes in the profession.”

Lynn Smith, CA
“Since my retirement in 2007, I have no longer been an active archivist, but I will always be an emeritus Certified Archivist. I enjoyed and supported ACA from the time I first became a member as soon as possible after my year of active service. May ACA continue and grow forever, attracting great people and serving as the cornerstone of the archival profession.”

Rob Sherer, CA
(formerly Tulane University Archivist)
“I was privileged to be a charter member of the Academy of Certified Archivists. At the time I was working with one of the greatest of all American archivists, Frank Evans, at the National Archives. Dr. Evans was instrumental in many educational and professional initiatives and made me aware of the importance of this professional certification program. I went on to serve as a Regent of the Academy and to encourage many others on my staffs at the National Archives to apply for the certification. I left the National Archives after more than 30 years to accept a position as a Senior Executive at the FBI, serving as Chief of Records Policy. Even in retirement, I continue to display the CA certification proudly as I give seminars across the country.”
“To be a Certified Archivist has earned me respect for my professional work from two significant constituencies: from career professionals in the library, museum, and academic community and from younger generations of students beginning their archival education.”

Burt Altman, CA
“I worked at Penfield Library, State University of New York, from 1980-1998. During a part of that time one of my responsibilities was to be Special Collections librarian. I worked closely with Dr. Judith Wellman of the SUNY Oswego History Department and we were able to get several grants thanks to my colleague Blanche Judd, Assistant Director of the Library. My ACA certification was a buttressing factor in making Special Collections a serious and frequently-used aspect of the college and the larger community.

I have appreciated being able to maintain a retired membership. This has not happened in most of the organizations in which I was involved as an academic librarian, so I would like to put in a good word for this inclusive effort on the part of ACA.”

Nancy Seale Osborne, CA
“Certification by the Academy of Certified Archivists has deepened my knowledge about the archival field and has played an important part in my professionalization as an archivist. I confidently say this having learned a great deal from studying for the certification exam fifteen years ago and from the Academy's requirement that its members remain professionally involved as a prerequisite to pursuing re-certification every five years. For this, I am thankful.”

Louis Jones, CA
“As an archivist working for a library association, certification has meant a lot to me. It’s given me a professional standing with my fellow staff members, and with our association members, that I would otherwise not have. In addition, certification has provided me with several opportunities to share with them the complexities of archives work. When they ask me what is involved in the ACA certification process, I tell them, and in the process am able to give them a greater appreciation for what archivists do. I serve as the in-house collecting and processing archivist for the association’s archives, as well. My Certified Archivist credential helps to reassure association staff and members that the collection and preservation of the documentation of their history will be managed well.”

Diane Pugh, CA
“Archival certification provides me with expanded professional opportunities and more importantly a support network of colleagues with a core set of values.”

Daphne Arnaiz-DeLeon, CA
“Certification gives me that extra credential that says I’m a knowledgeable professional, critical when doing consulting work.”

Nicole Willard, M.A., CA
“Working with ACA colleagues recently, as a member of the Board of Regents, was the most satisfying professional association service in which I've ever participated. I highly recommend same.”

Dick Dickerson, CA
“The ACA Certification provides professional credentials in the business world. It provides a meaningful standard of excellence for professional archivists.”

Ann Howell, CA
“ACA accreditation – don’t leave home without it.”

John Slate, CA
My journey to become an archivist has been atypical and circuitous. When certification became available in 1989, I promised myself that I would someday attain that goal. And I did! It took me thirty years, but I fulfilled my dream in 2002. Happy Anniversary ACA!

Brenda McClurkin, CA
“What I most appreciate about my professional certifications is knowing that I have met the highest standards of my profession and these professional and ethical achievements are recognized by my peers and colleagues.”

Aimee Felkner, CA
"Certification may have had more impact on my situation than on most of my ACA colleagues. I had been in private industry for decades, so I had one of those "career changes" when I entered service with The National Archives. Certification was not a next, progressive step (from the library), but an about face and solid footing. The research and preparation for examination and the ACA experience are resources I tap every workday".

Kevin Smith, CA
More Member Faces
John Fleckner, CA
Michael Holland, CA
Gerrieanne Schaad, CA
Lawrence Landis, CA
Jill Severn, CA
Foreground: Connell Gallagher, CA (left) and Dick Dickerson, CA (right), Background: Steve Grandin (left) and Preston Huff, CA (right)
Lynn Smith, CA, Judith Cetina, CA and Cindy Smolovik, CA
Dot Fields, CA
Willow Powers, CA and Trudy Huskamp Peterson, CA
Peter Gunther, CA
Megan Sniffin-Marinoff, CA
From Left to Right: Steve Grandin, Laura McLemore, Lynn Smith, David Malone, Cindy Smolovik, Brenda Gunn, Judy Cetina, and Connell Gallagher.
HAPPY 20TH ANNIVERSARY

Here’s to another twenty years of service to the archival profession!