President’s Message
Todd Welch, CA
Utah State University
Merrill-Cazier Library
Logan, UT

Dear Certified Archivists:

I would like to take this opportunity to express my professional and personal gratitude to Gregor Trinkaus-Randall, CA for his years’ of dedicated service to the Academy. Recently, Gregor decided to step down from his ACA leadership position to concentrate on his health. Since his graduation from the University of Wisconsin-Madison under the mentorship of Gerald Ham nearly forty years ago, he has served the archival professional with distinction. He is a recognized expert and much sought-after consultant in the areas of archival preservation, security, and facilities planning. Gregor’s devotion to professional service earned him the respect of his peers, who elected him to serve in several leadership positions at the regional, national, and international levels — culminating in his election as President of the Society of American Archivists (2011-2012). Gregor became a SAA Fellow in 2006 and is a charter member of the Academy’s inaugural Class of 1989. He served the Academy as a certification petition reviewer for ten years and as the ACA representative for the Section of Professional Associations of the International Council of Archivists (2012-2014). The Academy benefited from his continued support, contributions, and involvement.

While not directly involved in the early discussions about whether or not a certifying body should exist for the profession, Gregor’s strong advocacy for archival certification pre-dates the founding of the Academy. In

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President’s Message (continued from previous page) his candidate statement last year, he wrote that the Academy’s purpose and role “provided the credentials needed to distinguish those archivists who had attained a professional status in their education, training, and experience that set them apart from all others in the field. The ACA filled that vacuum.” As a member of the “Class of 1989,” he and likeminded colleagues established the necessary traction for archival certification that, within our occupational landscape, distinguishes those who have demonstrated their knowledge of and ongoing engagement with modern professional methodology, principles, and practices through membership in the Academy. ACA is the trademark of the archival profession largely due to founding members, who believed in the need for certification and have continued to support the Academy to the present. Please join me in extending the Academy’s appreciation to Gregor and the “Class of 1989!”

Todd Welch, CA 2017-2018 President

The Academy of Certified Archivists acknowledges following vendors for their financial sponsorship of this year’s membership luncheon. Thank You!

See ads on Page 5!

ACA Officers

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Industry trailblazers.

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The Conference of Inter-Mountain Archivists (CIMA) announces the recipients of the 2018 CIMA Service Award.

CIMA recognizes **Todd Welch** for his devoted leadership as Associate Dean for Special Collections at Utah State University Special Collections, for his service within the CIMA organization, and for his inspirational career in the archival and library profession. For over thirty years, he has exemplified public service to the archival profession with outstanding expertise, good humor, and humility.

During his career, Todd Welch has steadily risen through the ranks of archival work, from an Intern to an Associate Dean. Early in his career, his strong work ethic led to employment as a project archivist at both the Washington State Historical Society and Oregon State Archives. In Oregon, he served as consortium director for the Northwest Archives Processing Initiative funded by the National Historical Publication Records, which included grant writing, reporting activities, and administration work.

In 2003, Todd Welch moved to Northern Arizona University as Digital Access Librarian, where he also served for a period as the acting Manuscripts Curator. At Northern Arizona, Welch taught classes, managed training of EAD protocols, designed departmental exhibits, and served the local community as a history scholar. His supervision of the Colorado Plateau Archives at the NAU Cline Library Special Collections was a major accomplishment. This included grappling with early adoption of born-digital content access and preservation issues. Other projects included the “Louie’s Legacy: Mountain Camus QR Code Project”.

Todd Welch is the Associate Dean for Special Collections at the Merrill-Cazier Library, Utah State University. He leads a team of six Special Collections curators, Cataloging and Metadata Services, and the Merrill-Cazier Libraries' Digital and Research Data Services.

He manages and serves his employees well, because of his mastery in all these areas. Since 2017, Welch assists in directing a multiple university project, to collect and preserve the history and heritage of the Great Salt Lake wetlands. In general, his academic writings and presentations on archival issues are noteworthy.

Various local, regional, and national organizations benefit from Todd Welch and his generosity of service. He served early in his career as Secretary/Treasurer of the Northwest Archivists (1996-2002). Welch served as CIMA Vice-President (2014-2015), CIMA President (2015-2016), and CIMA Immediate Past-President (2016-2017). Additionally, he chaired the CIMA Awards Committee (2013-2014), and he chaired the CIMA Conference Program (2015-2016). Since 2015, his duties have included serving on the regional archival associations coordinating committee of the Academy of Certified Archivists (ACA).

On the national level, Welch served as Treasurer of ACA from 2012 to 2016, and he currently serves as its President. In January 2018, he hosted their midwinter conference in Houston. Currently, he is spearheading the implementation of the Academy’s strategic plan.
Working with archivists to reformat film, video and audio collections into high-quality digital masters and user-playback files for streaming and research.
The ACA has done an excellent job of maintaining its mission of supporting and promoting “the highest level of professional archival practice,” and this is still its primary role in the archives profession. The Academy unifies archivists through shared best practices as presented in the domains. Regardless of your program of graduate study or place of employment, ACA credentialing guarantees a common understanding of the field. Preparing for the exam or maintaining certification ensures that practitioners become familiar with areas they may not work in every day, and regular exam updates keep the material current as standards evolve. The recertification process also means that our education is kept up-to-date; although I finished my degree in 1995, recertifying every five years ensures that I have kept up with continuing education and professional development. By hiring CAs or encouraging employees to certify, employers know they are getting active, engaged professionals who will continue to learn throughout their careers.

Moving forward, I would like for the ACA to expand this role by targeting two specific groups. First, as we continue working with graduate programs in history, library and information science, and other allied areas, we ensure that new professionals enter the field with a strong, standards-driven background. We have made great strides in this area and continue to do so. However, I would also encourage the Academy to reach out to those “accidental” archivists, many of whom did not originally intend to

2018 Slate of Candidates were asked the question: "What do you see as the role of ACA now and in the future in the archives profession?"

Candidates for Vice President/President Elect

Laura Botts, CA

The ACA has done an excellent job of maintaining its mission of supporting and promoting “the highest level of professional archival practice,” and this is still its primary role in the archives profession. The Academy unifies archivists through shared best practices as presented in the domains. Regardless of your program of graduate study or place of employment, ACA credentialing guarantees a common understanding of the field. Preparing for the exam or maintaining certification ensures that practitioners become familiar with areas they may not work in every day, and regular exam updates keep the material current as standards evolve. The recertification process also means that our education is kept up-to-date; although I finished my degree in 1995, recertifying every five years ensures that I have kept up with continuing education and professional development. By hiring CAs or encouraging employees to certify, employers know they are getting active, engaged professionals who will continue to learn throughout their careers.

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Timothy A. Slavin, CA

The Academy of Certified Archivists (ACA) has a proud and accomplished history of serving as the credentialing body for archivists, and ensuring that the proper education, training, knowledge, and experience is achieved to perform as a certified archivist in our profession. This role is critical for certified archivists, institutions employing archivists and members of the public who interact with archivists.

While this mission of ACA is clear and direct, issues facing our profession of archives present some challenges. As our work as archivists changes, so must our credentialing. We must maintain an organic and iterative approach to defining our criteria for certification, not only allowing for changes in required knowledge and experience in archivists, but also in how archivists maintain their proficiency. Certification has proven to be an important credential for archivists and employers alike; maintaining the viability of this credential should remain the focus of ACA’s work.

More immediately, ACA should redouble its efforts to engage more archivists in seeking certification. The certified archivist designation is something which adds value to the work of the individual archivist and to our profession at large; the Certified Archivist credential deserves to be a milestone in the career of all archivists.

ACA’s strong history of serving as the accrediting body for certified archivist is something that we all
Candidates for Vice President/President Elect

Laura Botts, CA

join the profession. They may have been assigned archival duties because of their positions in libraries or historical venues, or they may have entered our ranks as they pursued second careers. Regardless, certification is a great way for these colleagues to develop archival knowledge and find a supportive network, and I hope we will reach out to this group.


Timothy A. Slavin, CA

benefit from in our profession; I remain grateful to those who came before me and contributed to that success and would be honored to be a part of that ongoing body of work. As a member of ACA since 1989, have worked diligently to promote certification, and would welcome the opportunity to serve as President of ACA.


Education: Master of Arts in American Studies, University of Notre Dame, 1986; Bachelor of Arts in American Studies, Providence College, 1984.

Almost twenty years ago, a liberal arts doctoral student at a Canadian west coast university looked for an education opportunity for a career change and found an excellent joint program of Master of Library and Information Science (MLIS) and Master of Archival Studies (MAS) on her campus. After completion of intensive six semester coursework and practicum, she graduated with a joint degree of MLIS and MAS and started to work in the archival field. Fresh with her book knowledge of diplomatiques, respect des fonds, authority control, cataloging and metadata, the newly minted archival professional decided to continue to explore the profound theory and practice of archival science. She remembered an ACA booklet on a display table in front of her archival professor’s office and searched online for more information. A year later, she passed the certification examination and worked for another year in the field to gain the CA title.

After ten years’ professional work experience and completion of her part-time doctoral studies, the second-careered archivist returned to academia and became an archival educator in a library and information science program. As a beneficiary of archival graduate education and archival certification, she started to run workshops to introduce ACA and archival certification program to her students. The understanding of the ACA’s leadership role in defining the knowledge and abilities necessary to be a professional archivist also encouraged her to serve on the Examination Development Committee (2015-2018). She believes in the value of the ACA’s role in finding the common learning objectives in the archives profession and holding our current practitioners up to them. Certification is especially important for archivists, who come from various educational backgrounds. Whether we come from a background in library science, public history, or archives administration there are core learning objectives that we all should be meeting in our education and work experiences. My case to my colleagues who are wondering about whether or not to take the leap into certification is that the ACA is not just about administering a test, it is about making sure that our members continue to seek education opportunities and engage in professional service. Additionally, serving on the ACA’s Exam Development Committee has reinforced my knowledge that the exam is not static, it is continuously changing to keep up with trends in the archives profession.

In the future our role in the ACA should be to reach out to our colleagues at all career levels about the value of certification. There is as much advantage in meeting with a student chapter of SAA as there is in reaching out to our connections in state and regional professional organizations. The ACA also needs to continue to find better ways to help test takers prepare for the exam. There is always work being done to insure that the Handbook for Archival Certification is up to date with the most current exam information, but work can also be done to assist with exam readiness and assessing the usability of ACA-developed resources.

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Candidates for Regent for Examination Development (Continued from Page 7)

Jane Zhang, CA

of core archival knowledge and skill sets defined by ACA and is willing to contribute her time and expertise to the development and enhancement of the knowledge base of archival certification.

Professional Experience: Assistant/Associate Professor; Department of Library and Information Science, Catholic University of America: 2011-Present. Records Analyst; Harvard University Archives: 2003-2010. Assistant Archivist; University of Calgary Archives: 2001-2003. Instructor/Assistant/Associate Professor; Department of Foreign Languages and Literatures, Yunnan University, China: 1982-1996


Rachel Bussert, CA


Professional Activities: Academy of Certified Archivists: Member, 2013-present; Exam Development (continued on page 11)
Candidates for Treasurer

Gerrianne Schaad, CA

I think ACA’s role in the archives profession, now and in the future, is to advocate for the value of archival programs in regard to an organization’s business records, and the value of hiring and promoting Certified Archivists into those positions. ACA has expanded beyond the borders of the United States and become a model for people to achieve certification to prove their credentials. Let us go beyond credentialing to influencing businesses large and small, private and governmental, academic or practical, to value their history, and preserve it for their own purposes, and for the historical record.


Education: Master of Art, Library and Information Science, University of South Florida, 1991.

Michael Nagy, CA

The ACA occupies a unique place within the professional archival landscape. Its standing has been maintained for almost thirty years by hundreds of CAs with their participation in maintaining ACA and their achievements within the profession. The ACA’s role is to provide trustworthiness to those who are CAs and to maintain a system of authentication for archivists to initially become CAs and continue to maintain the CA status. ACA’s role in maintaining trust and authentication for its members rests upon its independence. It is not part of any professional organization, degree-granting program, or continuing education provider. Therefore, it can assess the mixture of necessary work experience, college education, continuing education, and professional participation needed to qualify or recertify based on its own criteria. ACA must rigorously maintain the Role Delineation Statement, domains of knowledge, and bank of test questions that define what a Certified Archivist is. The continued cultivation of these tools is a service to its members, the archival profession, allied professionals, and employers seeking candidates.

The future, in addition to the above, leveraging its growing international role, the ACA is poised to become a voice for more archivists outside the US seeking a means to authenticate and credential their knowledge and continuing education and professional development. As the ACA adds to its numbers and becomes even more mature, the value added by having the credential as a pre-

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Candidates for Treasurer (Continued from Previous Page)
Gerrianne Schaad, CA


Michael Nagy, CA

Preferred qualification for employment would be an increasing benefit for the members. In addition to this advocacy for the Certified Archivist as an employment candidate, the ACA, because of its decades of refining the Role Delineation, can have a voice in the cycle of convergence and specialization of roles archivists within allied professions play – namely to keep the creator and its documentary output in the aggregate at the center of archival work.

Professional Experience: Director and Archivist, The Salvation Army Southern Historical Center at Evangeline Booth College, 2005 - present; Previous titles: Associate Director; Curator; Registrar, 1997-2005; Graduate Student Assistant, Georgia State Library Special Collections, 1995-1997; Paid Internship, Pennsylvania Historical and Museum Commission, 1996.

Education: MLIS, Valdosta State 2007; Master of Heritage Preservation (MHP), Georgia State 1997; BA, Political Science and Philosophy, History minor; U of Oklahoma 1995; SAA-DAS certificate (in progress)

Professional Activities: ACA: class of 2002; Georgia Archives Institute: Board, 2015-present, Treasurer 2016-present; Society of Georgia Archivists: Fellow 2016, Member since 1997, Treasurer, 2012-2016, Mentor, Archivist, Investments Committee, Mentorship Committee, Scholarship Committee; Society of American Archivists: Member since 2000, Other archives-related memberships include: RBMS, SSA, MAC, AMIA, ACA – Canada, ARMA.

Candidates for Regent for Exam Development Rachel Bussert, CA
(Continued from Page 9)

Candidates for Regent for Outreach

Daniel McCormack, CA

Archives, and the very work of archivists, reflect commitment. We keep and preserve not merely documents, but in a greater sense, faith, trust, and truth. Archives hold enduring value but do not remain static. As the archival universe evolves, the Academy of Certified Archivists stands positioned to guide change while maintaining the highest ideals and standards of the profession.

The Academy and its members strengthen the profession by creating a community devoted to professional responsibility and stewardship. Certification brings not only recognition but the support of a community sharing similar high standards. The Academy notes and celebrates the qualifications and achievement of its members and its work supports and empowers archivists everywhere. With recognition as a Certified Archivist comes also the responsibility and expectation of continued professional growth, commitment, and involvement. The recognition of qualifications, support for our wider mission, and adherence to high standards in all phases of archival work makes the ACA a strong and dynamic organization.

Ideas of who is an “archivist,” notions of what – or who – should be included, and approaches to keeping archives, are changing almost before our eyes – and they should. The Academy can credibly play a role in this by maintaining its own standards while promoting the importance and benefits of certification to all, especially

Dara Baker, CA

The Academy of Certified Archivists provides a unifying role for archivists across the profession helping to define--for students, practitioners, and academics--the core competencies of being an archivist and promoting Archives as a profession as well as a career and an avocation. For myself, ACA certification played a critical role in being hired for my first jobs as an archivist and the goal of recertification has kept me more active in the profession--in leadership positions and at conferences.

As we all know, our jobs can change from day to day and the nature of our profession must change with it. As more jobs include elements of Records Management, Information Technology, and Knowledge Management, and additional education requirements, I believe that ACA's future lies with our ability keep up with these trends and to incorporate them into our certification process. As more members of our profession enter having earned a Master's degree in the field, ACA's role in providing continuing education guidelines and goals, will only increase. The systems we use may change, but the underlying goal of an archivist: manage, preserve, and provide access for the present and the future the material under our care and our responsibility should remain the same.

Professional Experience: Archivist; Franklin D. Roosevelt Presidential Library/NARA: 2017-Present. Head Archivist; Naval Historical Collection at U.S. Naval War College: 2015-2017. Assistant Archivist; Naval Historical Collection at U.S.
Candidates for Regent for Outreach (Continued from Previous Page)

Daniel McCormack, CA

those diverse audiences entering the profession. Certification needs to be seen not as a barrier to participation or achievement, but recognition of achievement. We need to support archives and archivists and must further promote ACA’s efforts within the archival community to those who are not certified or do not understand the benefits of certification. As the profession renews itself, we will grow our presence by undertaking more outreach and providing more support to archivists and among those in fields allied with ours.


Dara Baker, CA


Candidates for Nominating Committee

Christina Zamon, CA

The Academy of Certified Archivists plays an essential role in recognizing archivists who have gone above and beyond to meet educational and experience requirements necessary for archivists to remain cognizant of the ever-changing demands of the profession. As it stands, individual members demonstrate their commitment to the profession by seeking certification and maintaining it throughout their career.

Going forward, I see the Academy providing members with guidance throughout their career by encouraging them to seek a broader knowledge of skills necessary to be a successful archivist in the 21st century. These skills will include a mastery of not only the standard practices in the profession but also a mastery of those same practices in the digital realm. I look forward to serving in a position that will continue to shape the Academy as well as the future of the profession.


Elena Perez-Lizano, CA

The Academy of Certified Archivists plays a vital role in the archives profession. It ensures that archivists have the necessary education and background to be eligible for the certified archivist examination, and facilitates continuing education credits for the recertification process. As archivists are not required to be certified, meeting the requirements and passing the exam represent a professional milestone. As an accredited degree program does not yet exist for the archival profession, as there is for the library profession, a Certified Archivist designation is a valuable resource; the Graduate Course Preapproval Program is a step towards full accreditation. Recertifying helps archivists keep current with evolving professional standards and best practices. Indeed, the recognized benefits of certification continue to grow, as 192 applicants took the test in 2013 at 17 locations according to Mott Linn, “Not Waiting for Godot: The History of the Academy of Certified Archivists and the Professionalization of the Archival Field. The American Archivist, 78(1), 2015. The ACA website reported this record was surpassed in 2016, with 231 applicants at 20 locations!

I see the role of the Academy of Certified Archivists as continuing this momentum. Archivists recognize the value of certification, and this value could be further enhanced with continued outreach. We must engage the archival community and our colleagues in the allied LAM professions (libraries, archives and museums) to develop best practices and innovative ideas to keep this momentum going. I believe the Academy could play a vital role in full accreditation as well. I value the work that the Academy does and look forward to future developments and emerging

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Candidates for Nominating Committee (Continued from Previous Page)

Christina Zamon, CA

Master of Arts in History, University of Maryland: 2004.


Elena Perez-Lizano, CA

Professional Experience: Senior Archivist, State Archives of New Mexico, Santa Fe, NM, 2015 – present; Visiting Electronic Resources Librarian, Western New Mexico University, Silver City, NM, 2011-2014; Archives Technician, National Archives and Record Administration, New York, NY, Summer 2010

Education: M.A., Information Resources and Library Science, University of Arizona, 2008; M.S., Anthropology, University of Wisconsin-Milwaukee, 2003; B.A., Anthropology, University of Washington, 1999