2018

Member Designation Survey

Preliminary Report

Tuesday, May 15, 2018

Prepared by the

Membership Designation Working Group

The Membership Designation Working Group (MDWG) developed a survey that was sent to all AIC members in January 2018. Over 900 members responded, giving us a tremendous amount of data to analyze; we are still in the midst of this, especially as many of the responses were not easily quantified. We greatly appreciate the time given by members to help us identify priorities and needs for member designation, both personally and throughout the field. We know the information captured in the survey is of great interest to many of our members, so we have made a summary of the survey results available, while bearing in mind the sensitive nature of some of the information.

Open-Ended Questions and Privacy

We would like to share as much information as possible about the results of our Member Designation Survey. However, we are aware that some of the information that was shared by respondents might be personally identifying information and we want to do our best to protect their privacy. As such, we are not sharing individual, open-ended responses. Some questions had open-ended choices as possible answers and some only asked for an open-ended response. We are sharing the data for internal, informational use only. The results are interesting and help us better understand our membership. However, the data should not be considered prescriptive or definitive about either the organization's membership or the field at-large. If you would like to use this data for anything other personal instruction, please contact the MDWG regarding the intended use.

Preliminary Analysis

In reviewing responses, suggestions on how to improve the current peer-reviewed member designation process were grouped into categories. Among the types of responses that showed up most frequently are:

- improving communication (about the review process and meaning of peer-reviewed member designations)
- making changes to the requirements
- making changes to the application process
- pursuing certification
- encouraging sponsors to offer more mentorship throughout the process
- requiring ongoing continuing education
- changing the name(s) of the peer-reviewed designation categories.

The survey also showed that a few myths and misinformation continue to exist, particularly around the idea that members with peer-reviewed designation pay higher dues than Associate members.

Survey Structure

Since the survey was tailored to address a wide variety of backgrounds, not everyone was asked the same set of questions depending upon their answers to previous questions. Below is breakdown of the survey questions and how they related to each other.

- All respondents were asked Questions 1-3.

- If the respondent said that they were becoming a conservator, had ever practiced conservation, or were currently a conservator, they were then asked Questions 4-6.
- If they answered they had primarily received program training, they were asked Questions 7-9.
- If they answered that their primary training was apprenticeship/on-the-job-training, they were asked Questions 10-11.
- If the respondent said they were either not a conservator, not becoming a conservator, or had never practiced conservation, they were asked Question 12.
- Following Question 12, 13-15 asked those respondents for information about the course of study, name of the program/school, and length of the program where the respondent pursued their training.
- Questions 13-15 were open-ended questions and are not included in this data set, but to provide a sense of scope, 52 people responded to Question 13, 49 responded to Question 14, and 48 people responded to Question 15.

- All respondents were asked Questions 16-23.

- If the respondent answered that they were an Associate member, they were asked Question 24.
- If they answered they were a Professional Associate, they were asked Questions 25 and 26.
- If they answered that they were a Fellow, they were asked Question 26.
- All respondents were asked Questions 27-33. Questions 31 and 32 were open-ended questions and are not included in this data set. 245 people responded to Question 31, which asked "What other value, if any, do you associate with peer-reviewed membership designation?" Question 32 asked "Please share any suggestions below on how to improve AIC's peer-reviewed membership designations," and 269 people responded.

Next Steps

The MDWG will:

- Continue to analyze results from this survey

- Evaluate the current application and review process considering current member priorities and needs (as identified by our working group liaisons from survey results and additional research)
- Develop a follow-up survey that will inform proposed changes to the peer-reviewed membership designation program.

If you have any questions, please contact the Membership Designation Working Group (MDWG) for more information by emailing membership@conservation-us.org.

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About the Membership Designation Working Group (MDWG)

Chairs: Stephanie Lussier was appointed as chair. In September 2017, Deborah Trupin joined as Co-chair.

Members: Laura Hortz Stanton (Collection Care Representative), Jessica Walthew (Emerging Conservation Professionals Representative), Brenna Campbell (Education and Training Representative), and Nancy Pollak (Private Practice Representative), Joanna Dunn (Paintings Conservation Representative), and Catherine Matsen (Conservation Science/Graduate Program Representative).

Staff Liaisons: Katelin Lee and Ryan Winfield

Its charge was approved by the AIC Board in April 2017 and is posted here: www.conservation-us.org/membership-designation-working-group.

Category	Percentage
Undergraduate Student	0.87%
Graduate Student	4.23%
Pre-program Intern	2.06%
Conservator	80.37%
Conservation Scientist	3.25%
Conservation Administrator	11.50%
Conservation Educator	14.86%
Collections Care Specialist	6.83%
Art Handler	2.28%
Conservation Technician	4.45%
Registrar	0.76%
Collections Manager	3.25%
Digital Imaging...	0.87%
Preservation Librarian	2.60%
Preservation Architect	1.30%
Curator	1.52%
Retired	3.58%
Not professional...	0.11%
Other (please specify)	7.27%

Q2 If you selected "Conservation Educator" in the previous question, please indicate what/where do you teach, selecting all that apply.

Answered: 155   Skipped: 767

Category	Percentage
Undergraduate conservation...	13.55%
Graduate-level conservation...	40.65%
Conservation courses in a...	17.42%
Continuing education or...	37.42%
Other (please specify)	35.48%
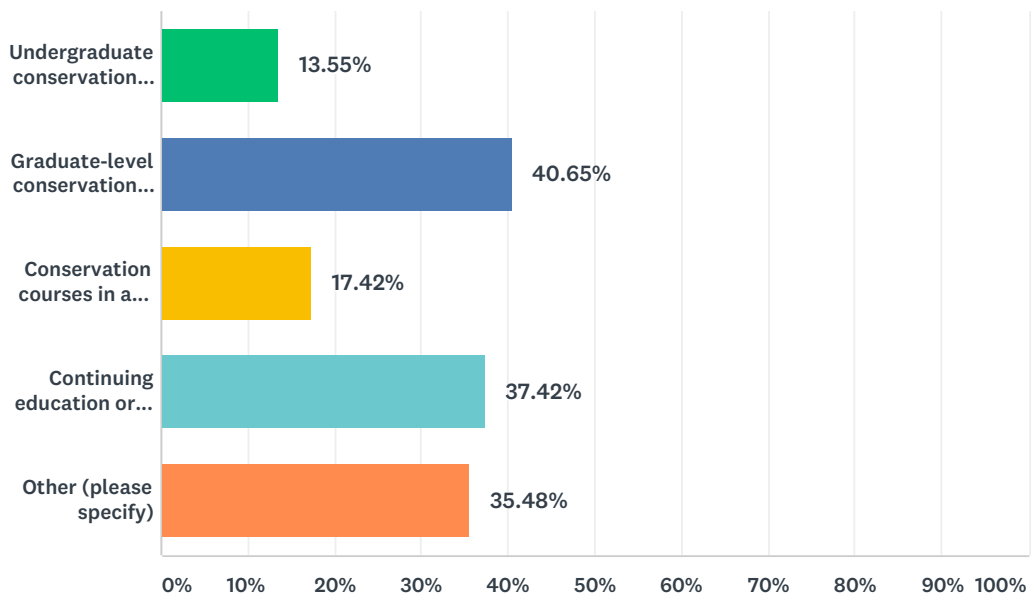
Q3 If you did not choose conservator in the previous question, are you in the process of becoming a conservator or have you ever practiced conservation?

Answered: 912   Skipped: 10

Yes — 22.04%

No — 9.43%

I am a conservator. — 68.53%
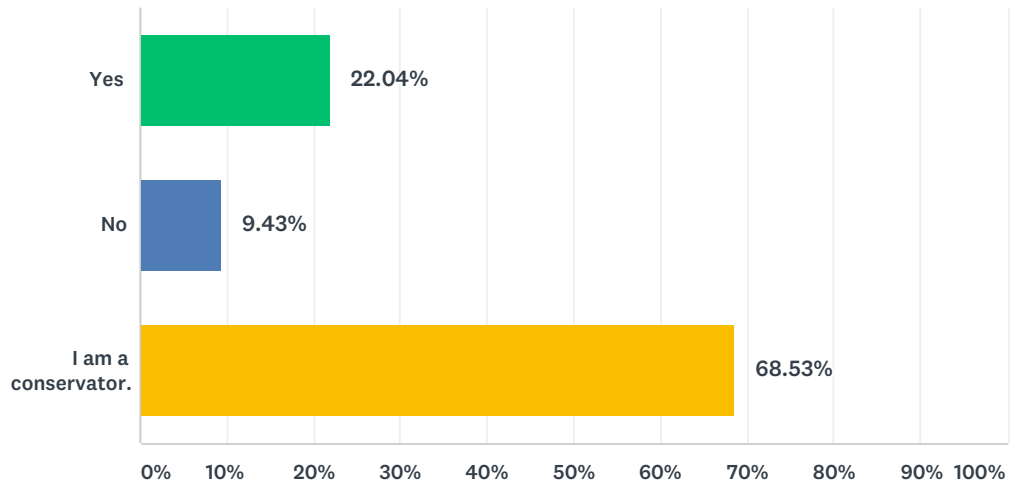
Q4 Since you said you have practiced conservation, how many years have you been in the field? Please include all years of training and education.

Answered: 796   Skipped: 126

Years	Percentage
0-2	2.76%
3-5	6.78%
5-7	6.41%
8-10	8.54%
11-15	12.31%
16-20	11.06%
21-25	13.44%
26-30	11.18%
31-35	10.05%
36-40	10.55%
41-45	4.90%
46-50	1.51%
50+	0.50%
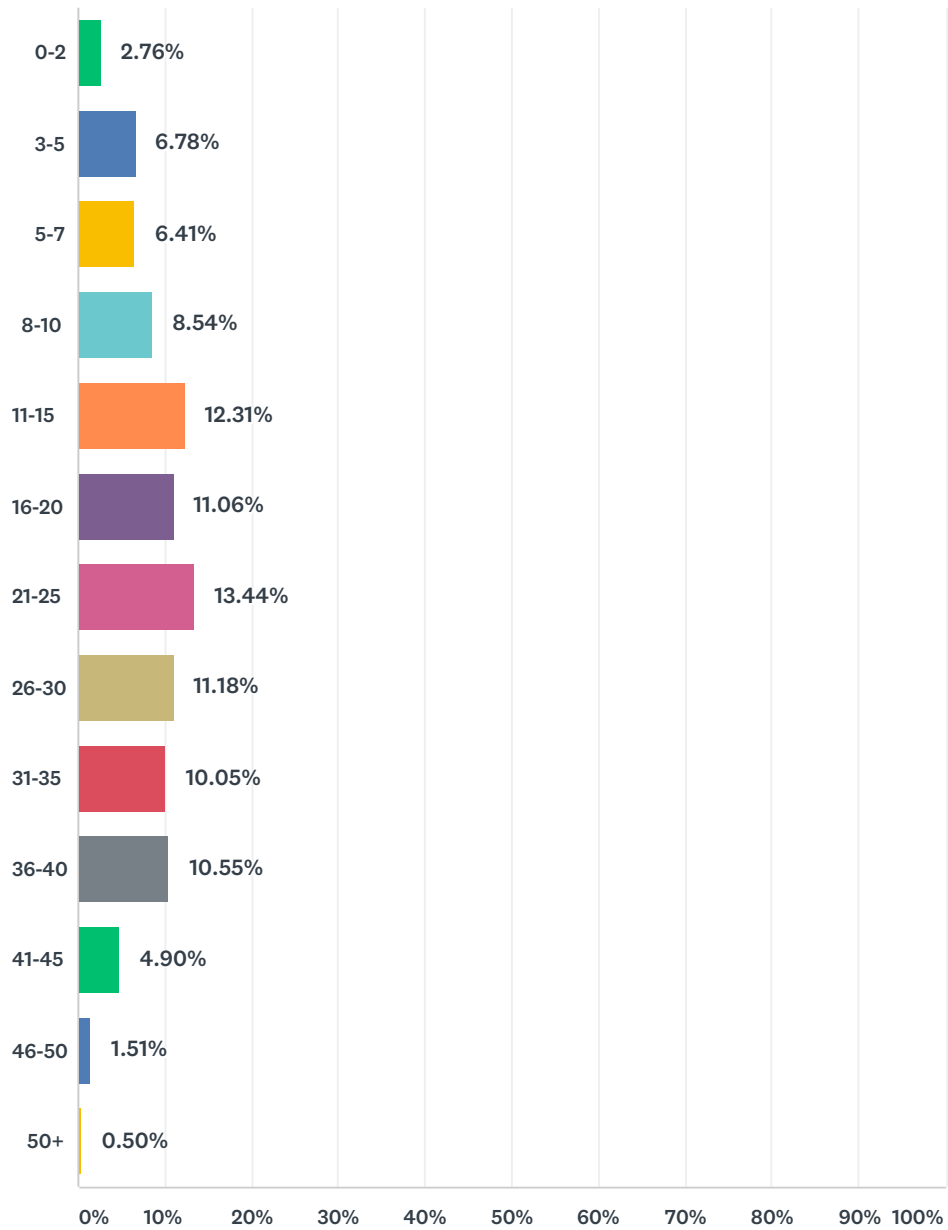
Q5 Where did you primarily train?

Answered: 810   Skipped: 112

United States/Canada		81.73%
Other country (please spec...		18.27%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
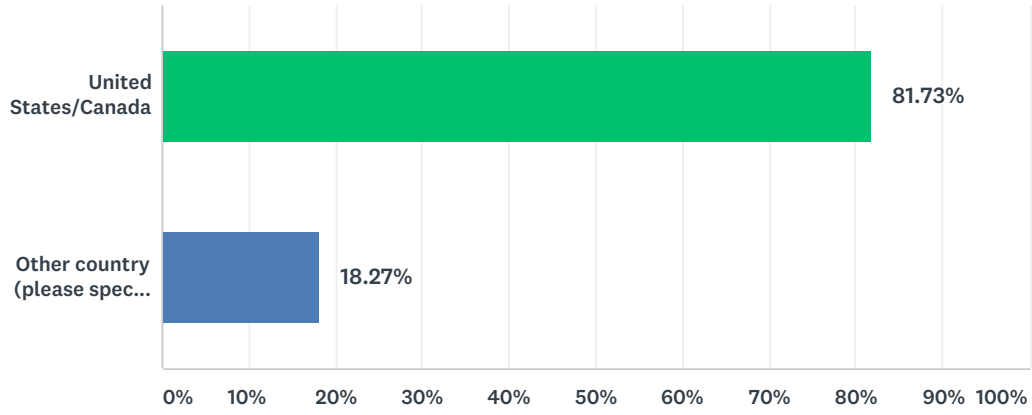
Q6 What was your primary form of conservation training?

Answered: 814   Skipped: 108

Undergraduate/Graduate program	75.18%
Apprenticeship/on-the-job	24.82%
Other (please specify)	
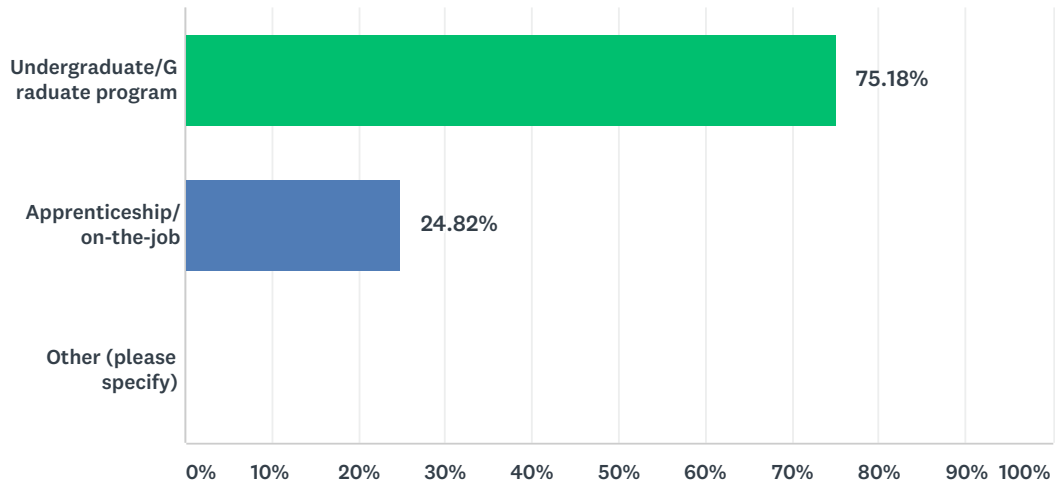
Q7 Since you indicated program training, please indicate number of pre-program years, including all years spent volunteering or working in a conservation lab:

Answered: 605   Skipped: 317

Response	Percentage
0	14.05%
1	18.84%
2	21.98%
3	17.36%
4	12.40%
5	5.95%
6	4.79%
7	1.65%
8	1.16%
9	0.17%
10	1.65%
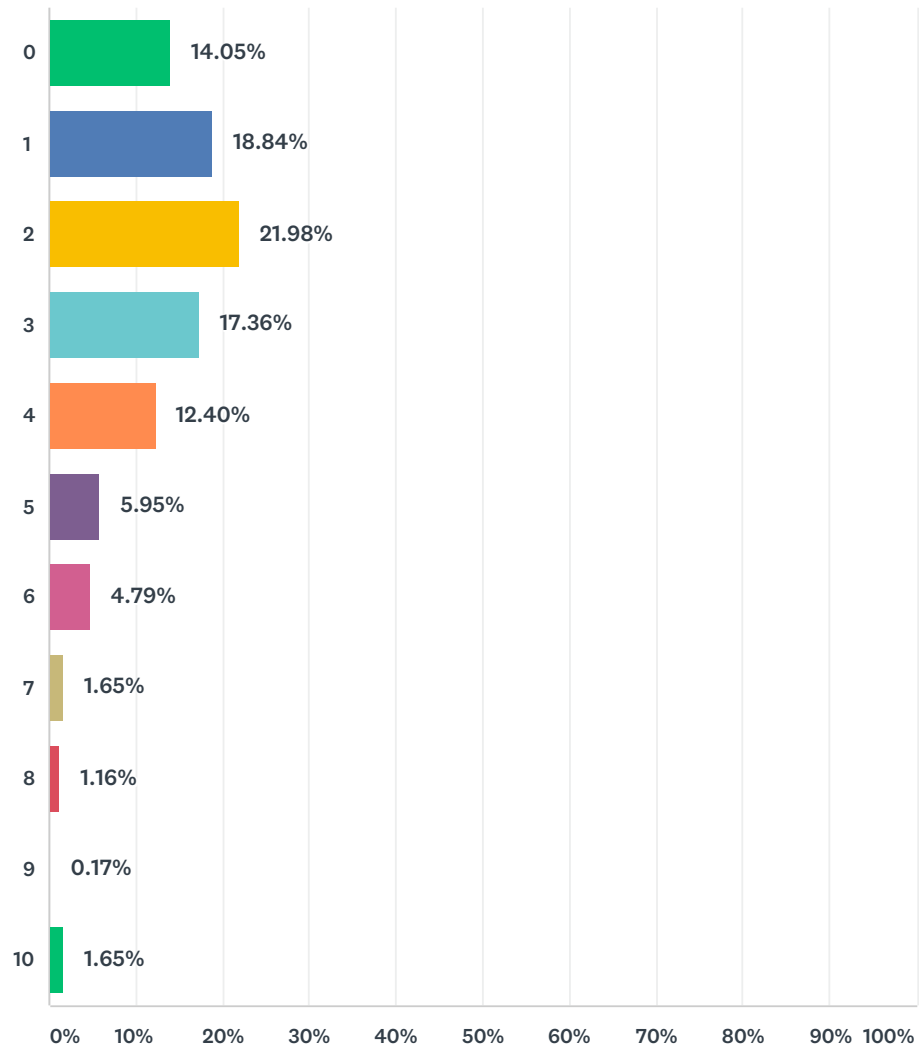
Q8 Indicate years of graduate program study:

Years	Percentage
0	1.66%
1	1.83%
2	21.93%
3	56.15%
4	14.62%
5	3.32%
6	
7	
8	0.33%
9	
10	0.17%
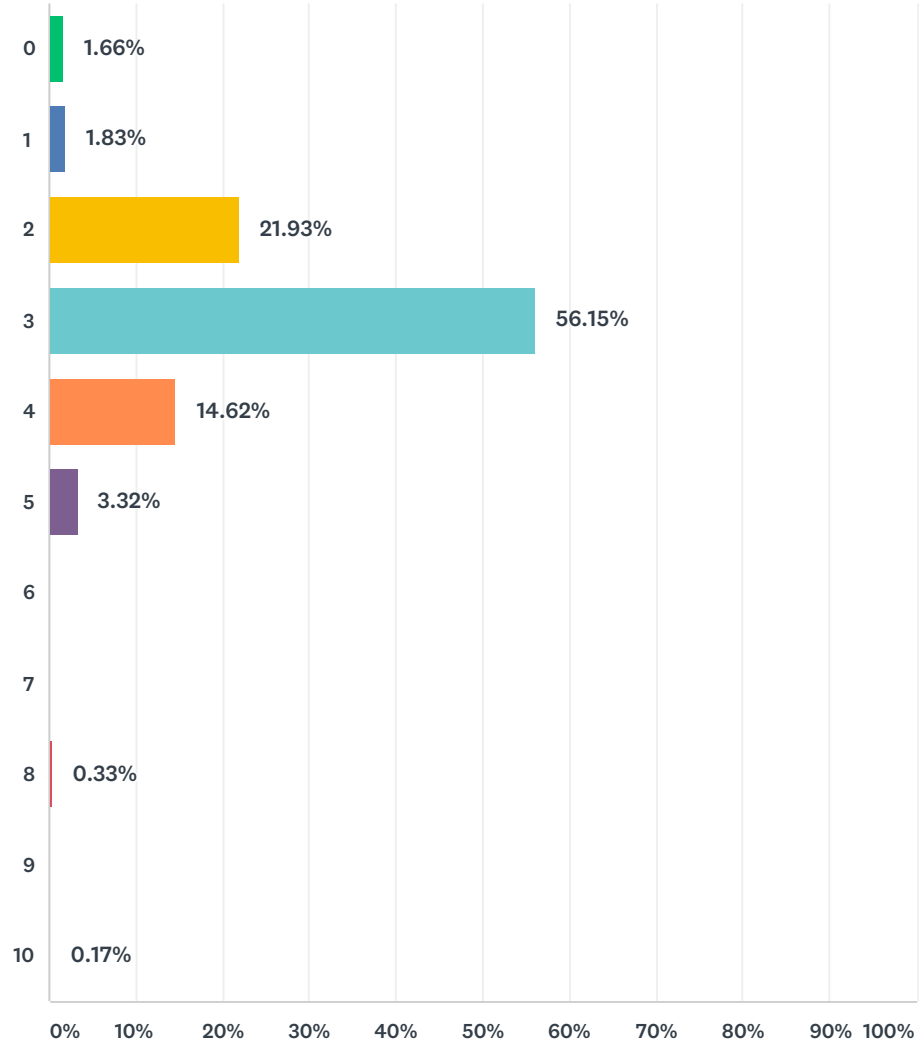
Q9 Indicate number of years practicing in the profession (post-graduation):

Answered: 609   Skipped: 313

Category	Percentage
0-5	24.30%
6-10	14.45%
11-15	10.67%
16-20	13.30%
21-25	11.00%
26-30	9.85%
31-35	8.87%
36-40	5.58%
41-45	1.48%
46-50	0.33%
51-55	0.16%
55+	
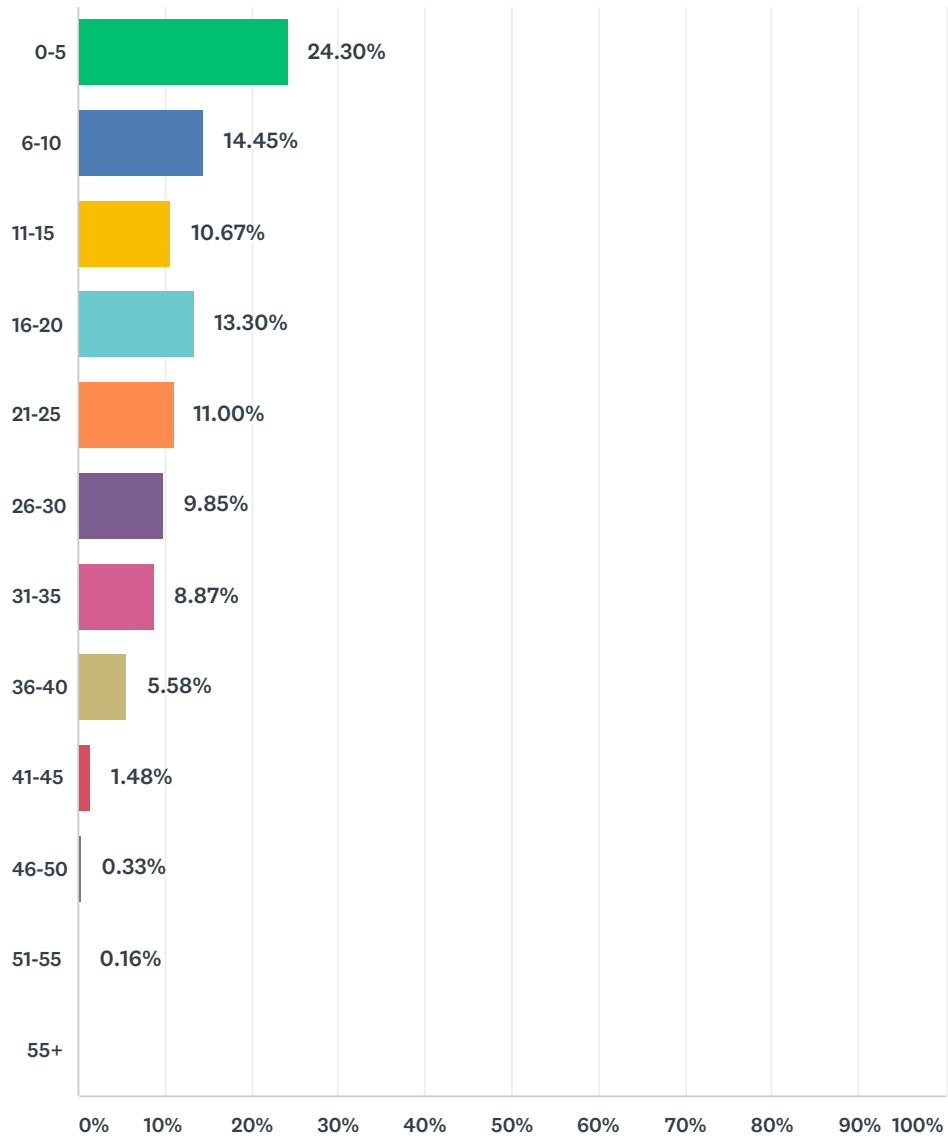
Q10 Since you chose apprenticeship/on-the-job training, please indicate length of such training:

Answered: 194   Skipped: 728

Category	Percentage
0	0.52%
1	7.22%
2	10.82%
3	14.95%
4	14.43%
5	17.01%
6	7.73%
7	4.64%
8	4.64%
9	1.55%
10	16.49%
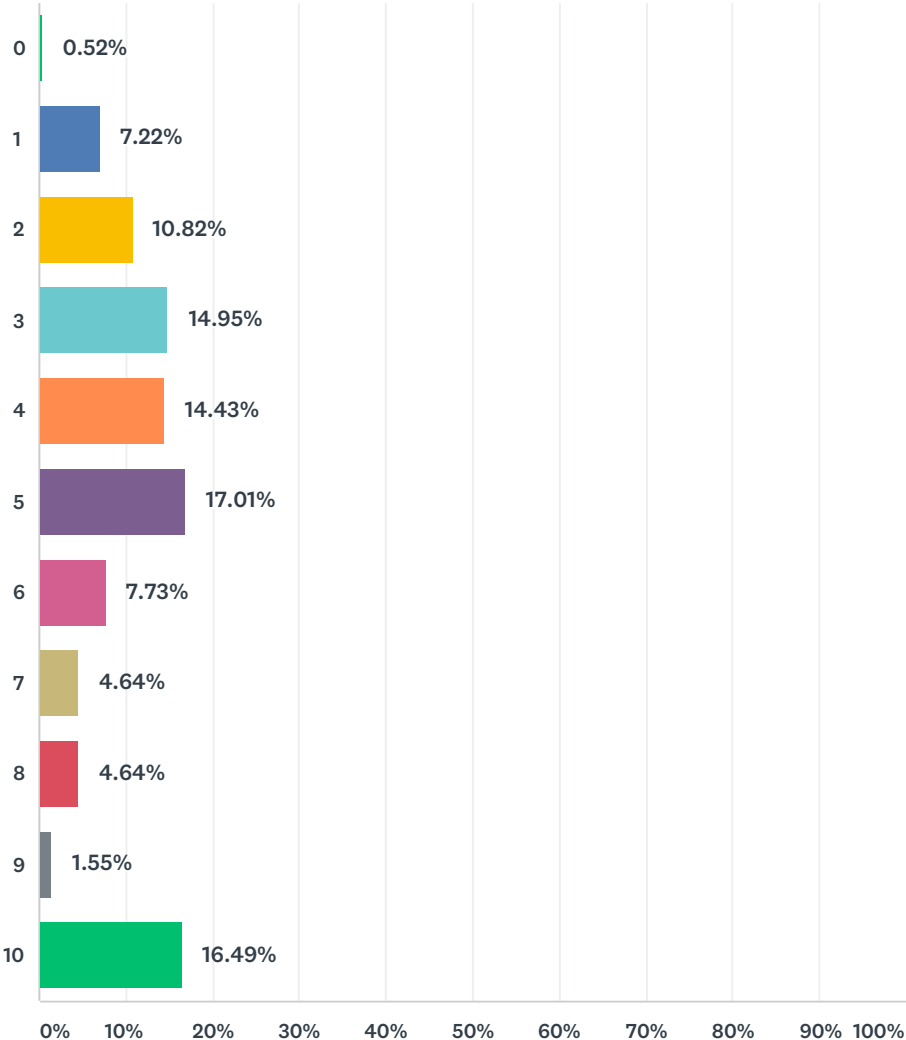
Q11 Indicate number of years practicing in the profession (post-apprenticeship):

Answered: 197   Skipped: 725

Category	Percentage
0-5	20.81%
6-10	11.68%
11-15	6.60%
16-20	10.15%
21-25	14.72%
26-30	11.17%
31-35	12.69%
36-40	6.60%
41-45	4.06%
46-50	1.02%
51-55	0.51%
55+	
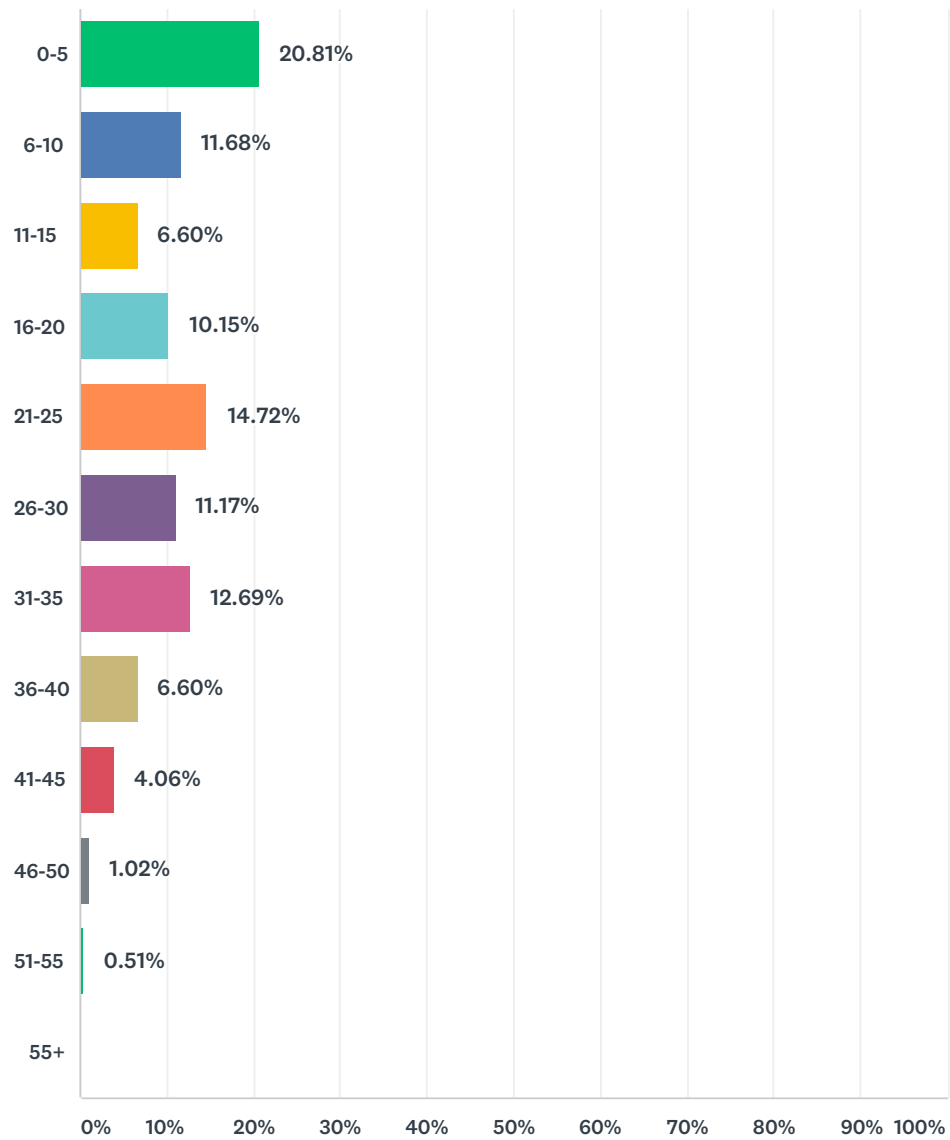
Q12 If you are an allied/collections care professional who does not hold a conservation degree, please indicate the type of degree you hold:

Answered: 53   Skipped: 869

Degree	Percentage
No degree	1.89%
Certificate/Diploma	3.77%
Associate	
Bachelors	18.87%
Masters	56.60%
PhD	18.87%
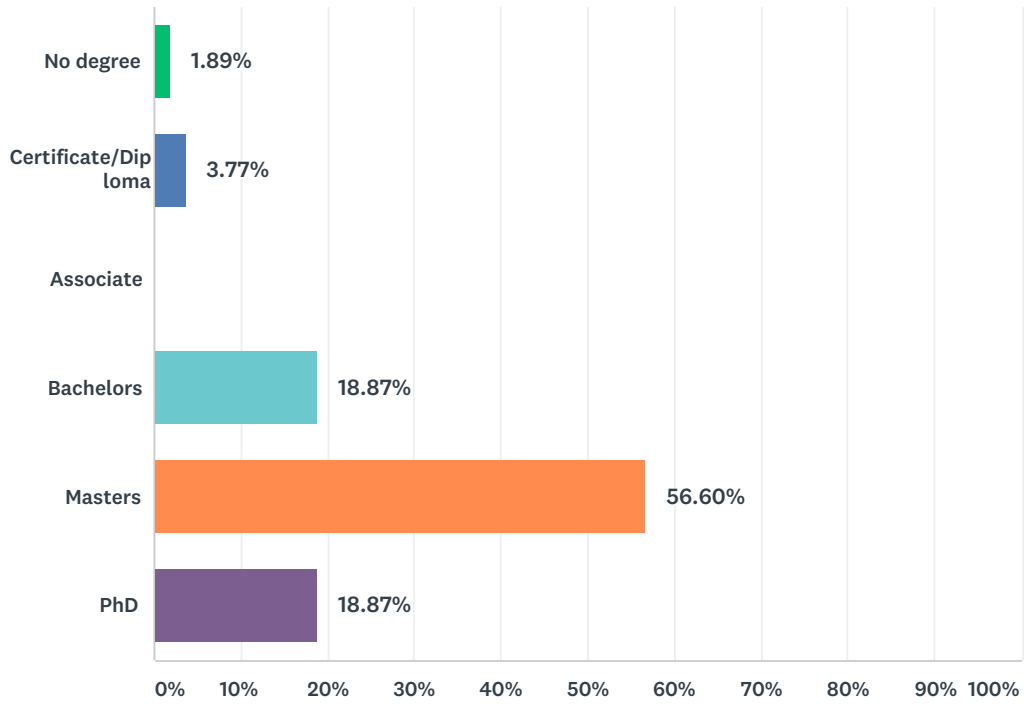
Q16 Please indicate where you work (check all that apply):

Answered: 879   Skipped: 43

Category	Percentage
Archives	9.78%
Government Agency	15.13%
Library	16.61%
Museum	45.96%
Private practice	42.78%
University	19.57%
Historic site	6.03%
Historical society	4.55%
Student	3.41%
Other (please specify)	10.81%
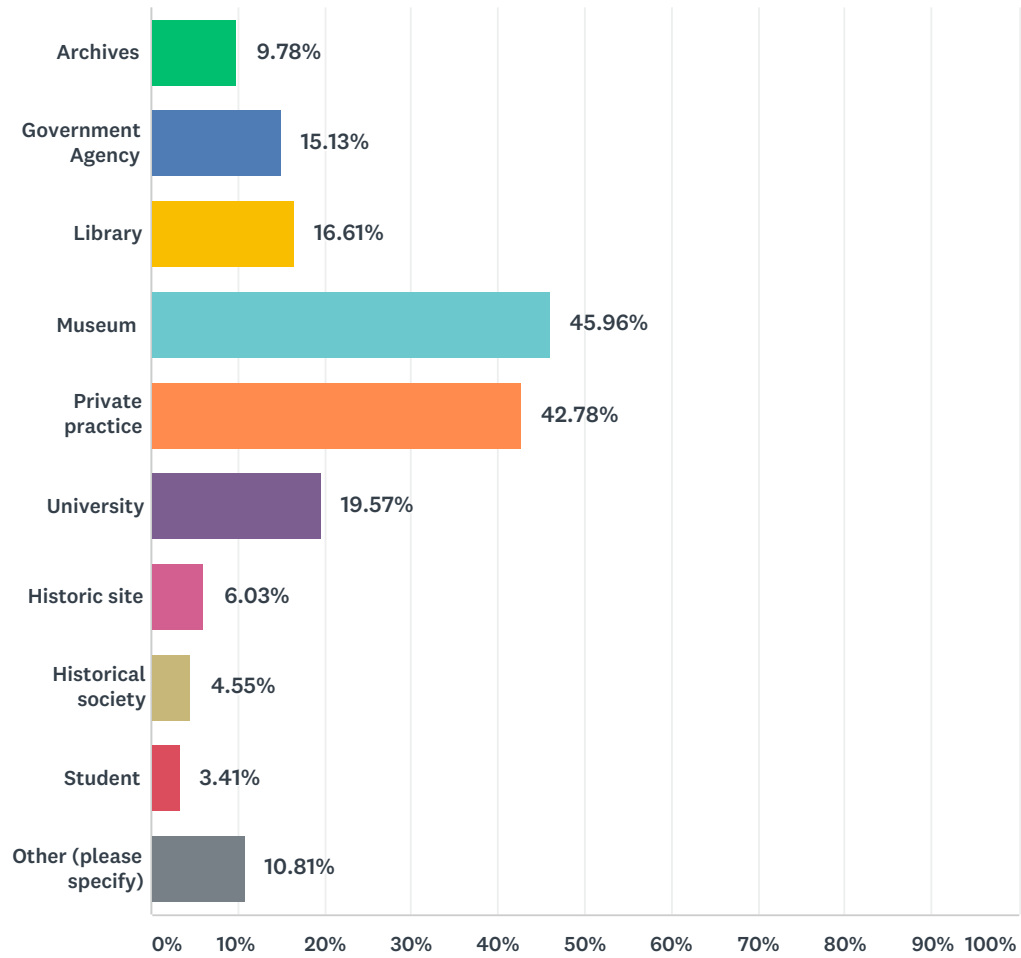
Q17 Please provide your age:

Answered: 868   Skipped: 54

Age	Percentage
under 18	0.12%
18-24	1.04%
25-34	20.05%
35-44	21.89%
45-54	19.70%
55-64	23.16%
65-74	12.56%
75 and older	1.50%
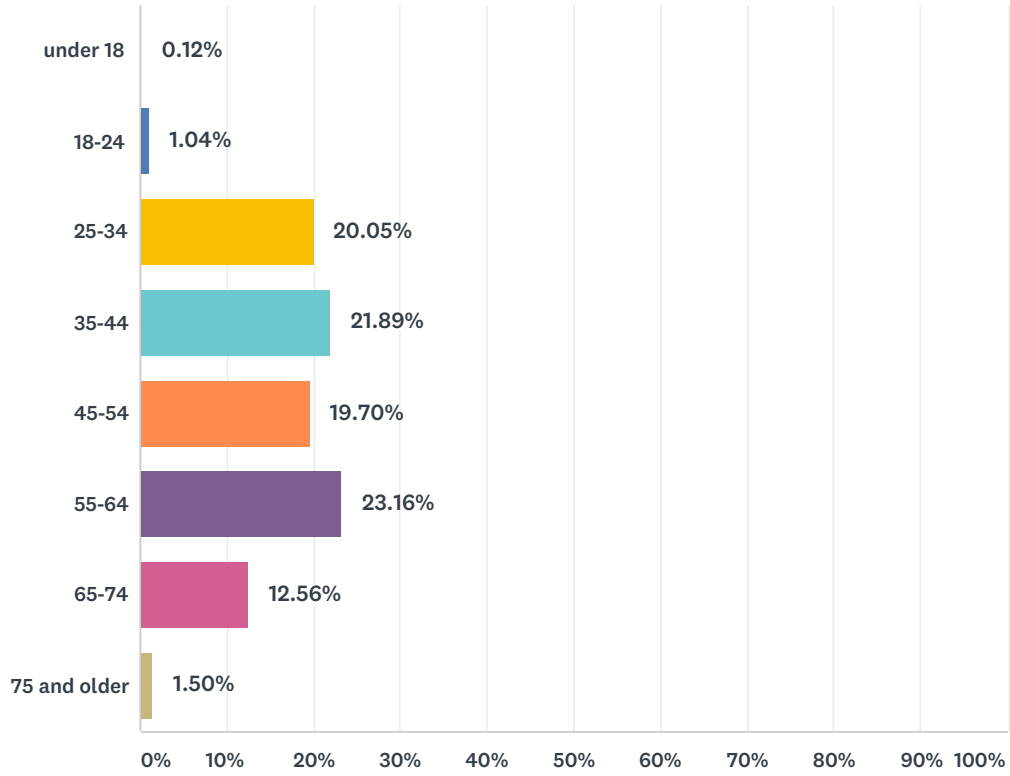
Q18 Please indicate your approximate salary/net earning range below:E

Answered: 819   Skipped: 103

Salary Range	Percentage
Under $15,000	5.62%
$15,000-$19,999	3.17%
$20,000-$24,999	3.42%
$25,000-$29,999	2.32%
$30,000-$34,999	4.03%
$35,000-$39,999	5.37%
$40,000-$44,999	6.96%
$45,000-$49,999	6.84%
$50,000-$54,999	6.35%
$55,000-$59,999	5.98%
$60,000-$64,999	7.69%
$65,000-$69,999	4.15%
$70,000-$74,999	6.11%
$75,000-$79,999	5.13%
$80,000-$84,999	4.52%
$85,000-$89,999	3.54%
$90,000-$94,999	3.42%
$95,000-$99,999	2.69%
$100,000-$109,999	4.15%

$110,000-$119,999	1.95%									
$120,000-$129,999	1.59%									
$130,000-$139,999	0.98%									
$140,000-$149,999	0.24%									
$150,000-$159,999	1.47%									
$160,000-$169,999	0.24%									
$170,000-$179,999	0.12%									
$180,000-$189,000	0.37%									
$190,000-$199,999	0.12%									
$200,000-$224,999	0.98%									
$225,000-$249,999	0.12%									
$250,000-$274,999										
$275,000-$299,999										
$300,000+	0.37%									
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%

Q19 Please provide your gender:

Answered: 872   Skipped: 50

Category	Percentage
Female	78.67%
Male	18.35%
Non-binary/third gender	0.57%
Prefer not to say	2.06%
Prefer to self-describe:	0.34%
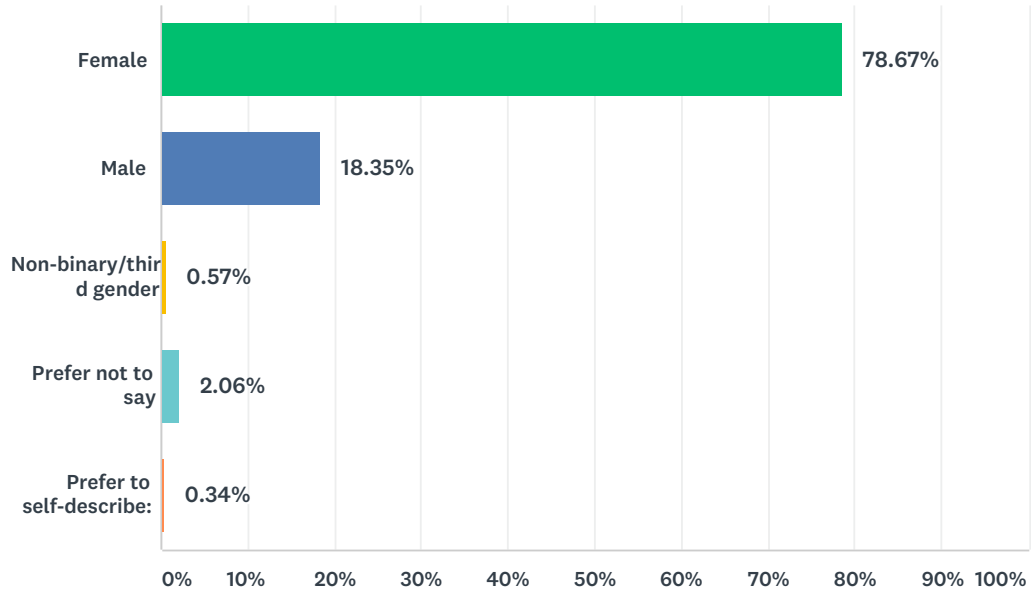
Q20 Please provide your race(s):

Answered: 854   Skipped: 68

Category	Percentage
American Indian, Firs...	1.05%
Asian	3.51%
Black or African...	0.82%
Native Hawaiian or...	0.12%
White	91.69%
Latinx	2.34%
Prefer to self-describe:	4.22%
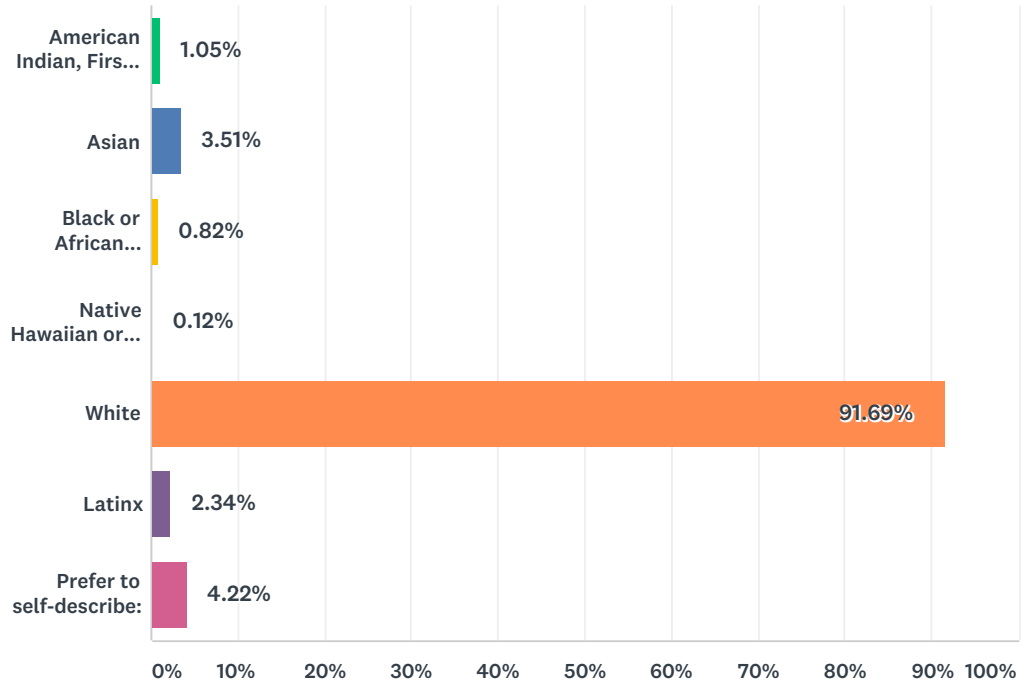
Q21 If relevant, indicate your specializations (check all that apply):

Answered: 863   Skipped: 59

Specialization	Percentage
Architectural materials	9.15%
Archaeological objects	15.41%
Book and paper	33.84%
Conservation science	5.56%
Electronic media	2.90%
Ethnographic objects	13.67%
Natural science	4.06%
Objects	30.82%
Preventive conservation	27.46%
Photographic materials	11.24%
Paintings	17.27%
Sculpture	15.18%
Textiles	13.33%
Wooden Artifacts	11.70%
Other (please specify)	8.23%

Q22 How many years have you been an AIC member?

Answered: 872   Skipped: 50

Category	Percentage
0-5	23.39%
6-10	17.32%
11-15	12.16%
16-20	11.12%
21-25	9.52%
26-30	9.75%
31-35	6.77%
36-40	5.96%
41-45	2.98%
46-50	0.57%
50+	0.46%
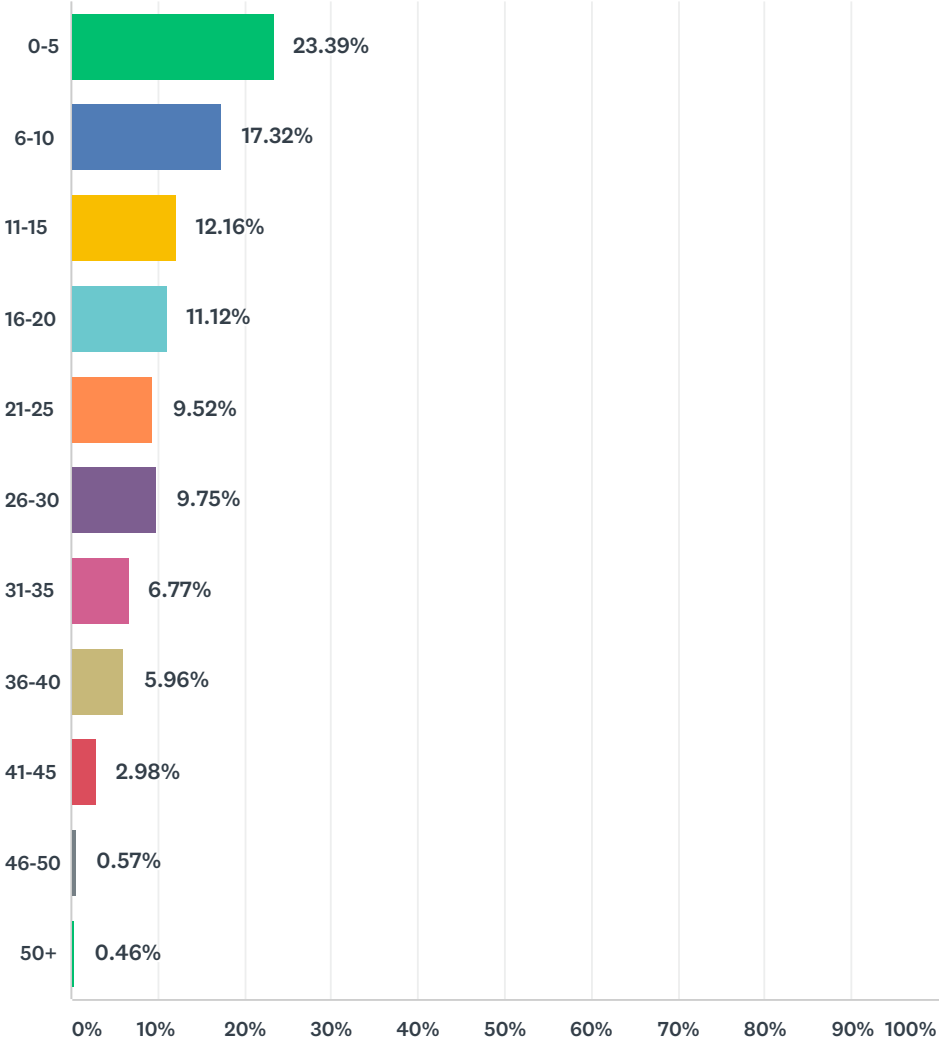
Q23 What is your AIC membership type?

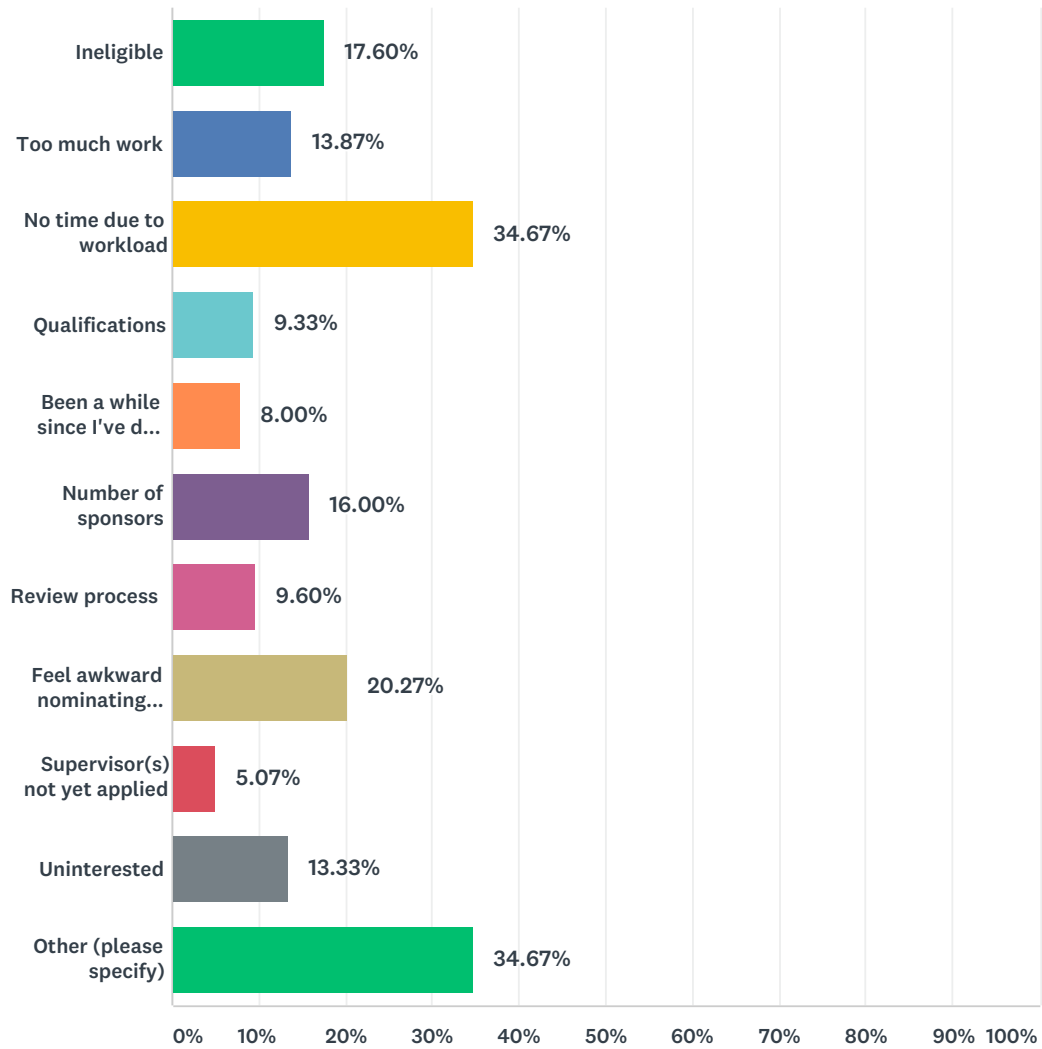| Membership type	Percentage
Student member	6.03%
Post-graduate member	4.10%
Associate	29.69%
Professional Associate	41.98%
Fellow	11.60%
Honorary member	
Associate	
Receive member benefits...	2.28%
Not a member	0.57%
Not sure/don't know	3.75%
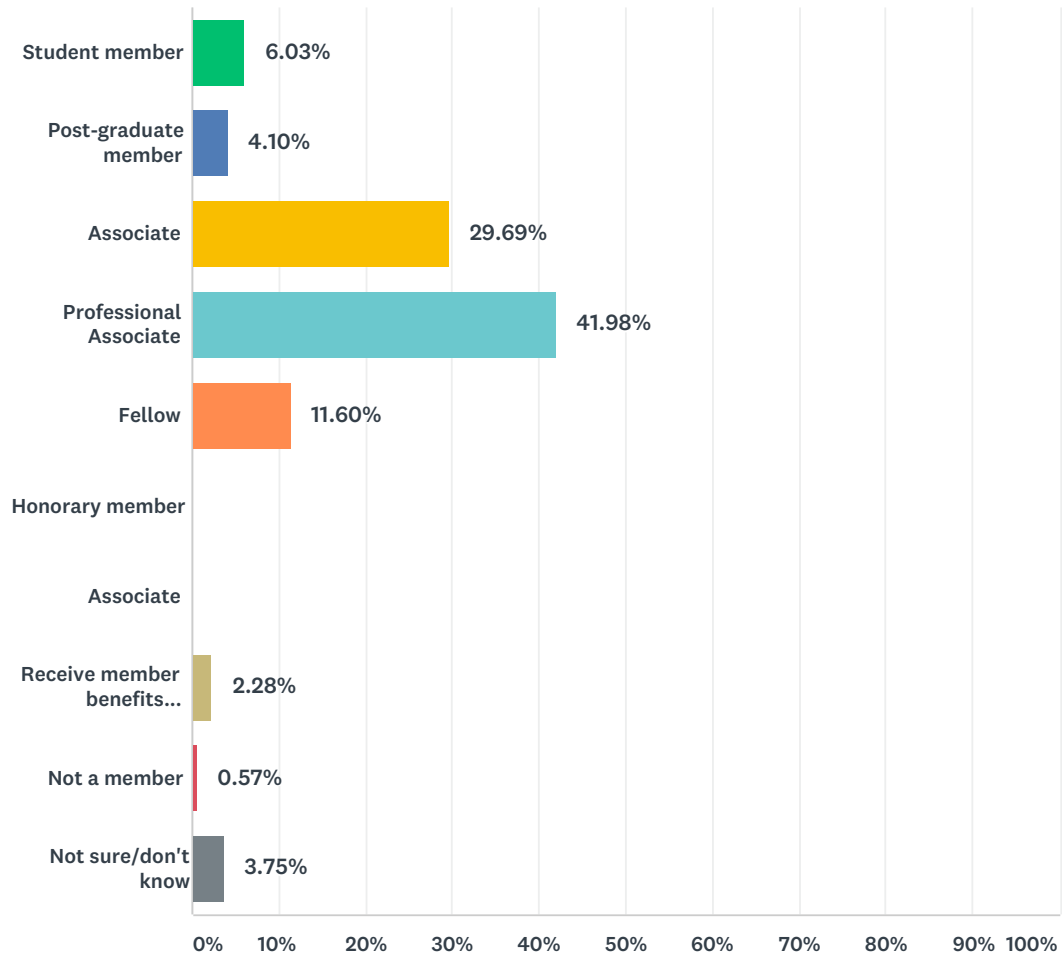
Q24 Since you are an Associate member, what are the reasons/concerns that have prevented you from applying to become a Professional Associate (PA)? Please select all that apply.

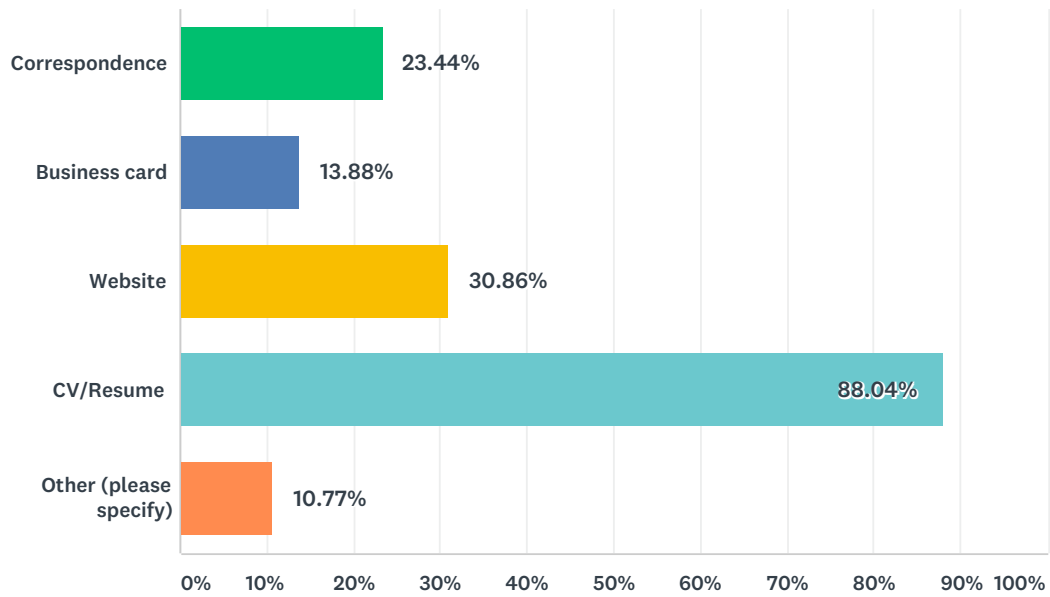| Category	Percentage
Ineligible	13.65%
Too much work	12.63%
No time due to workload	34.47%
Qualifications	11.95%
Been a while since I've d...	7.17%
Number of sponsors	15.02%
Review process	11.60%
Supervisor(s) not yet applied	2.05%
Uninterested	12.63%
Other (please specify)	43.34%
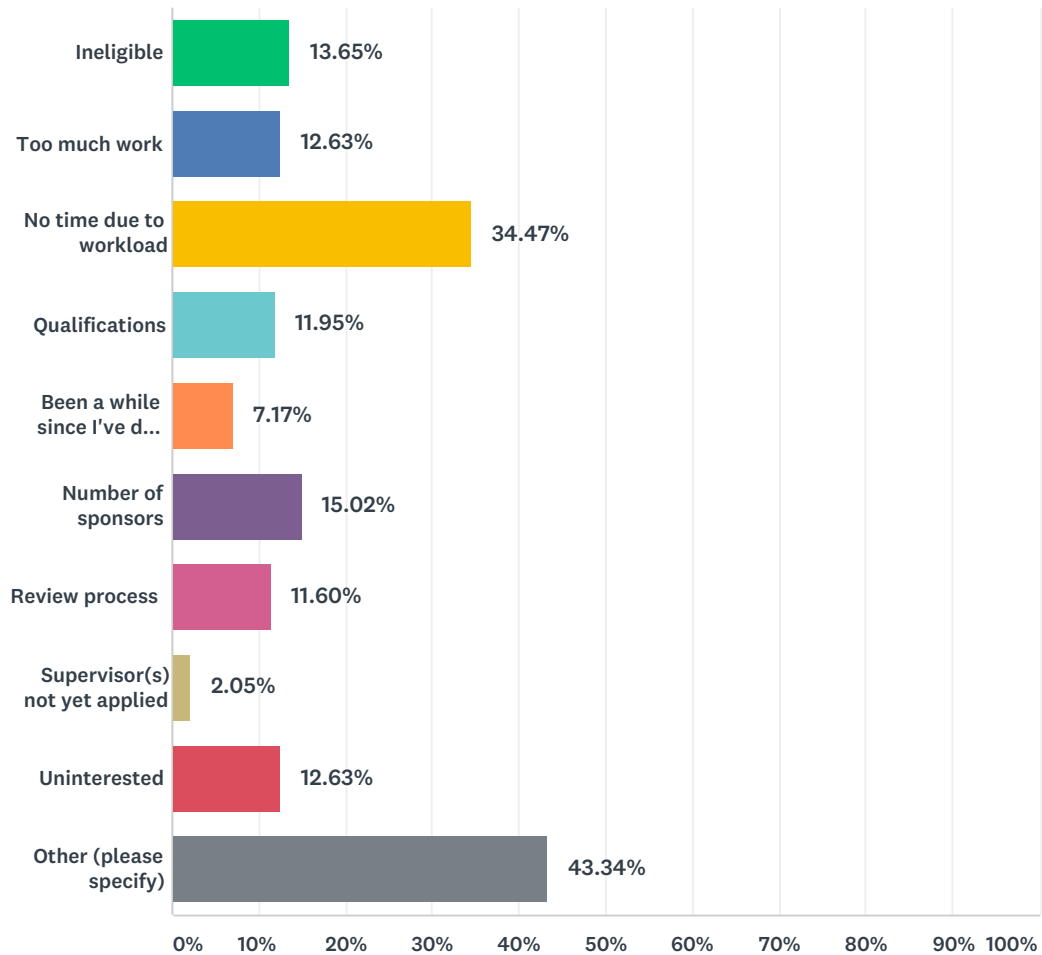
Q25 As a Professional Associate, what are the reasons/concerns that have prevented you from applying to become a Fellow? Please select all that apply.
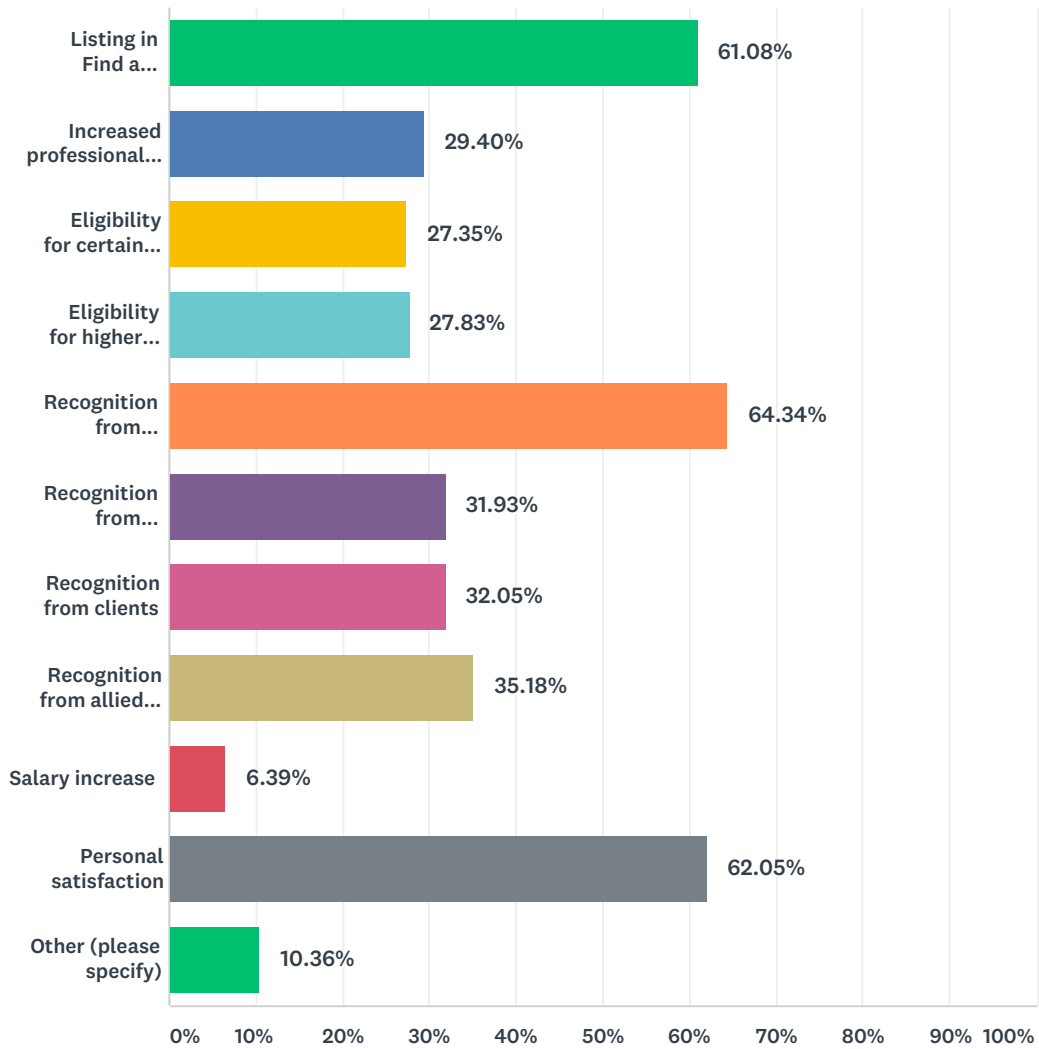
Answered: 375   Skipped: 547

Category	Percentage
Ineligible	17.60%
Too much work	13.87%
No time due to workload	34.67%
Qualifications	9.33%
Been a while since I've d...	8.00%
Number of sponsors	16.00%
Review process	9.60%
Feel awkward nominating...	20.27%
Supervisor(s) not yet applied	5.07%
Uninterested	13.33%
Other (please specify)	34.67%

Q26 Do you use/list your peer-reviewed membership designation in any of the following places:

Answered: 418   Skipped: 504

| Category	Percentage
Correspondence	23.44%
Business card	13.88%
Website	30.86%
CV/Resume	88.04%
Other (please specify)	10.77%

Q27 Whether you have obtained one or not, which benefits do you associate with peer-reviewed membership designation (Professional Associate and Fellow) [check all that apply]?

Category	Percentage
Listing in Find a...	61.08%
Increased professional...	29.40%
Eligibility for certain...	27.35%
Eligibility for higher...	27.83%
Recognition from...	64.34%
Recognition from...	31.93%
Recognition from clients	32.05%
Recognition from allied...	35.18%
Salary increase	6.39%
Personal satisfaction	62.05%
Other (please specify)	10.36%

Q28 Please indicate how much value these constituents give peer-reviewed membership designation:

Answered: 845   Skipped: 77
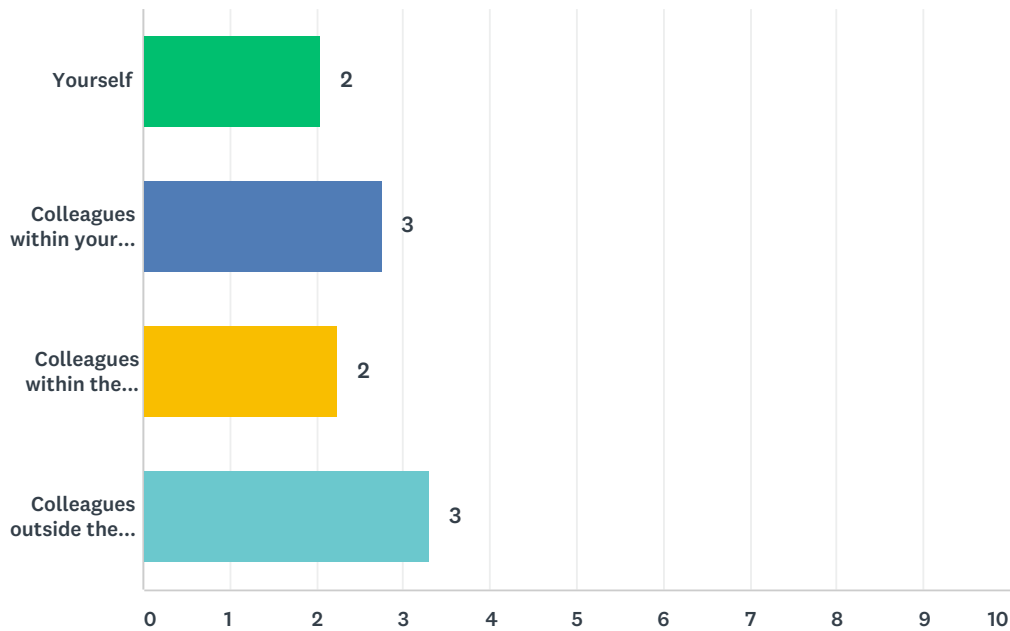
|	A LOT	SOME	LITTLE	NONE	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Yourself	31.56% 237	46.34% 348	12.65% 95	4.26% 32	5.19% 39	751	2.05
Colleagues within your work environment	12.69% 106	37.96% 317	23.83% 199	11.50% 96	14.01% 117	835	2.76
Colleagues within the field of conservation	26.01% 218	50.72% 425	9.79% 82	0.95% 8	12.53% 105	838	2.23
Colleagues outside the field of conservation	6.52% 55	25.27% 213	22.66% 191	21.35% 180	24.20% 204	843	3.31

Q29 Do you hold a peer-reviewed membership designation, certification, or credential with another organization?

Answered: 847   Skipped: 75
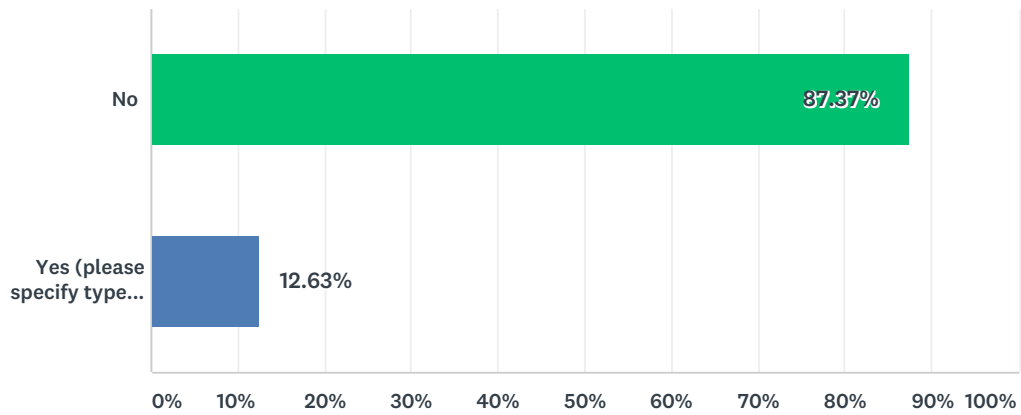
Q30 What do you most value in any peer-reviewed membership designation? Rank the following values in order of importance, 1 being the most important.

Answered: 742   Skipped: 180
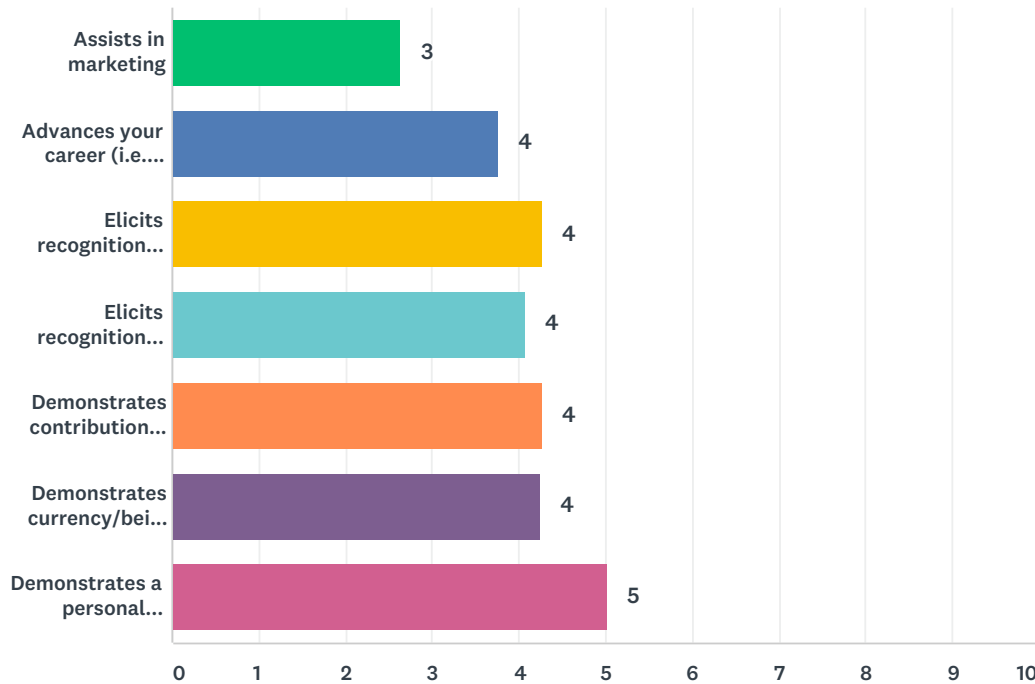
	1	2	3	4	5	6	7	TOTAL	SCORE
Assists in marketing	8.25% 51	6.63% 41	6.47% 40	9.71% 60	7.93% 49	10.68% 66	50.32% 311	618	2.64
Advances your career (i.e. for use in reviews or promotions)	15.53% 93	8.85% 53	10.35% 62	15.36% 92	14.86% 89	21.87% 131	13.19% 79	599	3.76
Elicits recognition from your peers	10.64% 68	18.00% 115	18.78% 120	18.78% 120	13.77% 88	13.62% 87	6.42% 41	639	4.26
Elicits recognition from employers/clients	10.92% 70	15.76% 101	14.04% 90	15.29% 98	22.62% 145	15.44% 99	5.93% 38	641	4.07
Demonstrates contributions to the field	14.53% 93	15.78% 101	17.19% 110	14.69% 94	16.88% 108	13.28% 85	7.66% 49	640	4.26
Demonstrates currency/being up-to-date in the field	11.80% 76	17.70% 114	20.03% 129	15.84% 102	12.89% 83	12.42% 80	9.32% 60	644	4.25
Demonstrates a personal professional accomplishment	32.27% 233	18.28% 132	15.65% 113	10.39% 75	8.73% 63	7.20% 52	7.48% 54	722	5.03