



# ACA News

The Newsletter of the Academy of Certified Archivists Issue 110 Fall 2020

## President's Message

Tomaro Taylor, CA  
USF Libraries  
Tampa, FL



Assuming the role of ACA President is not without challenges; assuming the role during a global pandemic is challenging at best.

While I am honored to serve as ACA President during these difficult times, I acknowledge the singular privilege of being able to serve with a Board of Officers and Regents who not only recognize the difficulties faced in adjusting to a “new normal” but who also accept this time as an opportunity to forge a new path ahead.

This year, the Board is focused on increasing the Academy's value to both new and continuing members by adding services that will streamline the certification and recertification processes. The success of this year's online certification exam has affirmed the Board's decision to continue offering the exam online and to adopt a fully automated system that supports onboarding, engagement, and retention of new and continuing members. The membership services information system will not only help us improve communications with the Academy's members but will also allow members to more fully engage with the organization. These types of improvements are not without added expense to the Academy, and the Board is investigating ways to increase our revenues with minimal impact on current and future members. Changes to current fee structures are anticipated, with an eye towards increasing annual dues and updating certification and recertification fees.

The groundwork for this year's path was laid by outgoing ACA Officers and Regents who worked diligently to ensure continuing oper-

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**President's Message** *(continued from previous page)*

ations during uncertain times. I extend the Board's gratitude and appreciation to Jane Zhang, CA, Dara Baker, CA, Todd Welch, CA, and Timothy Slavin, CA for their service and commitment to the Academy. I also extend sincere indebtedness to Jim Havron, CA, who recently completed an extended term of service in the role of Cybersecurity/Information Security and IT.

Sometimes, the way forward is with a broken heart. On September 28, the Academy—and the archives profession at large—lost a staunch supporter and advocate in archival educator Dr. David B. Gracy II, CA. A founding member of the Academy of Certified Archivists, Dr. Gracy is lovingly remembered for his passion and enthusiasm and well regarded for his encouragement of both formal and informal students and mentees—myself included. The ACA Board expresses sincere condolences to Dr. Gracy's family, friends, and colleagues. "Hot dog!" he will be missed.



### Searching for a Job?

Look at ACA's listing of job ads that are looking to hire Certified Archivists. Go to <https://www.certifiedarchivists.org/job-postings/>.

We depend on our membership to update us about recent openings that require or prefer an ACA certification. Please email [webmaster@certifiedarchivists.org](mailto:webmaster@certifiedarchivists.org) for questions, or to list/advertise a job opening that requires or prefers an ACA certification!

## ACA Officers

President (2020-2021)	Tomaro Taylor, CA USF Libraries Tampa, FL
Vice President/ President-Elect (2020-2021)	Gerriane Schaad, CA Florida Southern College Lakeland, FL
Treasurer (2020-2022)	Laura M. Botts, CA Mercer University Macon, GA
Secretary (2019-2021)	Marie Force, CA Delta Flight Museum Atlanta, GA
Regent for Examination Administration (2019-2021)	Rosemary Pleva Flynn, CA University of North Dakota Energy & Environmental Research Center Grand Forks, ND
Regent for Examination Development (2020-2022)	Ann Hodges, CA University of Texas at Arlington Fort Worth, TX
Regent for Certification Maintenance (2019-2021)	Stephanie Bayless, CA National Archives at San Francisco San Bruno, CA
Regent for Outreach (2018-2020)	Joshua Kitchens, CA Clayton State University Morrow, GA
Regent for Membership (2020-2021)	Michelle Ganz, CA McDonough Innovations Charlottesville, VA
Immediate Past President & Re- gent for Nominations (2019-2020)	Timothy A. Slavin, CA Division of Historical and Cultural Affairs Dover, DE

Contact information for the Officers and Regents is available on the ACA website:  
[www.certifiedarchivists.org/about-us/officers.html](http://www.certifiedarchivists.org/about-us/officers.html)

### From the Regent for Membership

Michelle Ganz, CA  
McDonough Innovations  
Charlottesville, VA



Greetings everyone,

When I started thinking about the new Regent of Member Services role I had big plans that were geared towards doing things in person; after some pivoting I've come up with some new ideas.

The first is hosting regular happy hours on Zoom. Many of us are isolated from other archivists as part of our normal lives, but now more than ever it's important to stay connected. Some happy hours will have themes and others will just be open times to chat. We'll try to host them on different days and times to accommodate the numerous time zones our membership covers.

In the coming months we will start connecting members to educational opportunities and other ways to earn recertification points.

Be sure to say "hi" on social media. We're on Facebook, LinkedIn, and Twitter.



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## From the Secretary

Marie Force, CA  
Delta Flight Museum  
Atlanta, GA



At their August 13, 2020 meeting, held online via Zoom, the Board of Regents:

Reviewed 2019-20 work with the incoming 2020-21 Board, including response to issues caused by the COVID-19 pandemic.

Noted several items of unfinished business due to COVID-19 disruptions: purchase an association management system, review financial reserves, and review potential barriers to certification and membership.

Motion passed to continue contract with online exam provider Prolydian for a period of one year.

Motion passed to move forward with having Prolydian convert ACA's existing item bank in order to ingest it into the Prolydian online exam system.

Motion passed to approve the updated retention schedule.

Resolution recognized Regent for Exam Administration Rosemary Pleva Flynn, CA and Secretariat Mike Breslin for their outstanding work in the vendor selection, preparation and administration of ACA's first online exam, ensuring the success of the 2020 ACA exam.

At the August 20, 2020 Business Meeting, which was the first virtual ACA Business Meeting and held online via Zoom:

Members heard reports from board members and were briefed on activities and ongoing initiatives. Highlights:

Cultural Competency domain is in development for the 2022 exam.

Transitioned to online exam in 2020.

Recertification period extended by one year for all ACA members due to COVID-19 disruptions. There will be no review of recertification petitions in 2021.

Louis Jones, CA and James T. Havron, CA were presented with Distinguished Service Awards.

All 2019-2020 volunteers were recognized. Names listed below. \*Indicates served in more than one volunteer role.

### 2019-2020 Volunteers

Jennifer Andreola, CA; Nora Blackmon, CA; Maurice Blackson, CA; Randall Bowman, CA; Ruth Bryan, CA; Sharon Carlson, CA; Laura DeMuro, CA; Elaine DeNiro, CA; Sarah Denison, CA; Amanda Dietz, CA; Dan DiLandro, CA; Anton duPlessis, CA; Sean Evans, CA; Michelle Ganz\*, CA; Grant Gerlich, CA; Cara Griggs\*, CA; Kayla Harris, CA; James T. Havron, CA; Margaret Hewitt, CA; Linda Hocking, CA; Sharalyn Howcrofts, CA; Kimberly Johnson, CA; Louis Jones, CA; Morgan Jones-King, CA; Nancy Kaczmarek, CA; Jeremy Katz, CA; Rose Kimball, CA; Joshua Kitchens\*, CA; Ryan Lee, CA; Emilia Mahaffey, CA; Raymond Maxwell, CA; Laurel McCondray, CA; Daniel McCormack, CA; Bob McInnes, CA; Lonna McKinley, CA; Lisa Mix, CA; Lynn Moulton, CA; Pamela Nye, CA; Cheryl Oestriecher, CA; Maren Read, CA; Barbara Russell, CA; Michelle Sayers, CA; Kristina Schulz, CA; Sarah Shipley, CA; Kristy Sorenson\*, CA; Aaron Speight, CA; Laney Stevenson, CA; Audrey Swartz, CA; Lynn Whitfield, CA; Amelia Winstead, CA; Van Wood, CA; Noraleen Young, CA; Kellyn Younggren, CA.

## From the Regent for Certification Maintenance

Stephanie Bayless, CA  
National Archives at San Francisco  
San Bruno, CA



Wow! This has been an interesting year and definitely not what I expected to be doing during my first recertification period as Regent. Thank you all so much for your patience and understanding as we work through these issues brought forth by the pandemic.

As you learned at our annual meeting, every CA active as of August 1, 2020, will have an additional year to complete activities and reach the 100-credit minimum for recertification. I've had some questions about what "active as of August 1, 2020" means. Let me clear that up - this extension applies to all CAs who would be counting activities in 2020 for recertification credits.

It does not apply to new CAs who took the exam in August 2020, because their first recertification period will cover activities from January 1, 2021-December 31, 2025. For the few members who were granted an extension on recertification due to personal situations, I'll be working with you directly on your expected timeline.

Everyone will receive a new digital certificate with updated dates. The first batch to go out will be to our CAs who recertified this year. In the meantime, if you need proof of your current status - an employer is requesting it, for example - please contact me or the ACA Secretariat.

In the coming weeks, I'll be asking for volunteers who are interested in helping to develop guidelines and instructions for the adjusted recertification period, creating a more robust catalog of courses with pre-approved recertification credits, and investigating ways to improve the regular recertification cycle. Let's use this year off from petition review to our benefit!

## ACA Call for Volunteers

The Academy of Certified Archivists has an immediate need for volunteers. For more information, contact the Officer or Regent identified with each volunteer opportunity.

**Cultural Competency Task Force:** 6-10 volunteers are needed to review current literature on cultural competency, create task and knowledge statements for the Academy of Certified Archivists Handbook for Archival Certification, and draft questions for the new Cultural Competency domain. President:

[president@certifiedarchivists.org](mailto:president@certifiedarchivists.org)

**Oral History Transcription:** 3-4 volunteers are needed to transcribe oral history interviews with David Gracy, CA, Leon Miller, CA, and Steve Grandin. Secretary:

[secretary@certifiedarchivists.org](mailto:secretary@certifiedarchivists.org)

**Outreach:** Several volunteers are needed for presentations to student groups and other forms of outreach. Regent for Outreach:

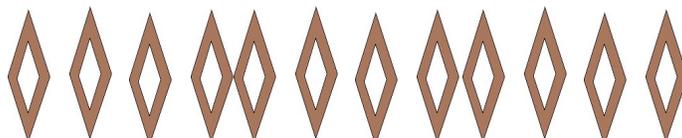
[outreach@certifiedarchivists.org](mailto:outreach@certifiedarchivists.org)

**Recertification Guidelines and Instructions:** This team will develop guidelines and instructions for the adjusted recertification period, create a more robust catalog of courses with pre-approved certification credits, and investigate ways to improve the regular certification cycle. Regent for Certification Maintenance:

[certificationmaintenance@certifiedarchivists.org](mailto:certificationmaintenance@certifiedarchivists.org)

**Social Media:** 3-4 volunteers are needed to help amplify messaging and engage with ACA's social media audiences. Regent for Member Services:

[memberservices@certifiedarchivists.org](mailto:memberservices@certifiedarchivists.org)



### Member Tributes to Dr. David B. Gracy II, CA

Regent, 1990-1993

VP/President Elect, 1998-1999

President, 1999-2000

Regent for Nominations, 2000-2001

Dr. Gracy's obituary is online at:

<https://www.dignitymemorial.com/obituaries/austin-tx/david-gracy-9379031>

It is a measure of David Gracy's commitment to the profession and to individual archivists that he was an early supporter of certification and served as a board member and ultimately President of the Academy in 1999-2000.

Many of us will remember being "Gracy-ed" at SAA annual meetings. Receiving a "hook-em-horns" sticker on your badge was just a prelude to a conversation with David, who inevitably left you feeling better about everything. His interest and enthusiasm for everyone he met made him the perfect ambassador for archivists, the profession, and the ACA. David loved the people, his students (both in and out of the classroom), and the entire "archival enterprise"—and he illustrated that in everything he did.

When David asked, "Who is the I in Archives?" the answer was inevitably Dr. David Gracy, CA and, through extension, all of us.

—Submitted by Margery Sly, CA  
ACA President, 2013-2014

David B. Gracy, II, passed away on September 26, 2020. ACA gave him the Distinguished Service Award in 2011 for many reasons. Yes, he served as Regent in 1990-1993 (before ACA's Regents had specific duties) and as President during 1998-2001. However, he also helped ACA in many other ways. It was during his SAA presidency in 1983-1984 that the process of creating ACA began. Foremost, he used his hearty and warm personality as well as his extraordinary energy and dedication to promote certification; he was the primary reason why the southwest is still the region of the country where ACA has its most members.

Like many archivists of my generation, I first encountered David Gracy intellectually, not physically; it was when I first became an archivist and I read his "Arrangement & Description" from SAA's Basic Manual Series (I read it more times a few years later when I prepared to take the ACA exam). Although it was published in 1977, Gracy's manual was the go-to source on the topic until SAA's first Archival Fundamentals Series books came out in the early 1990s. The manual was so popular that by the time I bought my copy in the late 1980s it was in its sixth printing. It was a most helpful work to a new archivist, such as myself.

I only met Gracy a few times, but I did an ACA oral history interview with him at SAA's 2019 Annual Meeting in Austin. I will use some of his own words to give you a better idea about him and his thoughts about certification.



Dara Baker, David Gracy, & Gerianne Schaad at  
SAA 2019

### Member Tributes to Dr. David B. Gracy II (continued from previous page)

Today, the archives profession's greatest challenge is that there are too many archival education programs that graduate far too many students, which results in many of them not being able to find jobs in archives. Sixty years ago, the situation was quite the opposite. When Gracy started his career, formal archival education programs were unheard of. As a result, like most archivists of his era, his archival training came "on the job, pure and simple....[I] was given my first job by the state archivist of Texas in 1959."

Like ACA's other founders and most of its early supporters, "I personally did not benefit from being able to demonstrate that I had the knowledge [needed to be a Certified Archivist]....[Instead, he supported ACA as a way of] doing my part to provide a means by which people coming in [to the profession] could establish themselves."

There were many reasons why Gracy was such a strong proponent of the certification of archivists.

Foremost, "If we [archives professionals] do not establish what an archivist is and what the knowledge is [that is required], other people [non-archivists] will do it for us. There is just no getting around that. [One example of why that is important is] One of the matters that we dealt with on SAA Council was the business [archivist] community coming and saying "You've got to do something" because companies are appointing the old guy who has been around for a long time as the archivist not having a sense of what the difference between history and archives is. That was a loud community. They had to be responded to. They had to see that we were doing something."

In addition, "something more [than a master's degree] it seemed to me was needed and that's the reason why I was very much in favor of certification so that new people coming in could establish unequivocally for any employer or anybody who looked that they had the knowledge to do the job so they had a foundation from which to fully enter the profession and advance...that seemed like a no brainer to me."

Furthermore, when discussing inspiring his students to become certified, Gracy stated "I encouraged it [certification] because I wanted them [his students] to have an additional credential in addition to the master's and I wanted them to be able to point to something that was national that they could say 'I have passed this bar and I am on a par with every other Certified Archivist anywhere.'...To me it was an important, it was something of value to them beyond the master's."

It is for these reasons that Gracy not only helped create ACA, but remained an enthusiastic advocate for it. When Gracy was SAA President, ACA was just a vague goal. But due in part to his vision and advocacy, ACA now has 1,320 members and is continuing to grow with a record 183 archivists passing this year's exam. ACA is grateful for his legacy and service, and sends our condolences and regards to his family and friends.

—Submitted by Dr. Mott Linn, CA



David Gracy, Melissa Gonzales, Gerianne Schaad  
at SAA 2019

Photos Contributed by Gerianne Schaad

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Thanks to the five pages of you who joined the Zoom room for the ACA Annual meeting!



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