More Bang for the Buck: Sharing Personnel and Resources Across Institutions

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Jodi Allison-Bunnell
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Available at: https://works.bepress.com/erin_passehl/24/
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What can shared personnel do for us?

- expanded outreach
- effective advocacy
- lasting relationships
- legitimacy and authority
- expanded staff responsibilities
- expose hidden collections
- increased instruction role
- build archival programs
- collection development
- networking
- processing
- digitization
- create access points
EAP Project Overview
37 Members
Private & Public Colleges, Universities, Community Colleges in Oregon, Washington, and Idaho

Serving 280 colleges, universities, archives, museums in Oregon, Washington, Idaho, Montana, Alaska, Hawaii, and Utah

Non-profit corporation
8 staff, no central funding, celebrate 20 years in Sept. 2013
Services

- Union catalog and borrowing system (Summit)
- Shared Integrated Library System (in implementation)
- Courier system
- Cooperative purchase of electronic resources
- Collaborative collection development
- Conferences and workshops
- Northwest Digital Archives
NWDA members in:
AK, ID, MT, OR, UT, WA

- 39 members
  (25 in the Alliance)
- Public 4- and 2-year
- Private 4-year
- Non-academic
NWDA Services

- Dissemination of collection information
- Development, maintenance, support of shared technical infrastructure (EAD, AT)
- Best Practices (EAD, AT)
- Training and support
- Support and facilitation for working together
Impetus for Project

- Explore shared staffing at Alliance
- Broaden collection access
- Membership development
- 2008: Contacted all Alliance members with special collections but not in NWDA
# EAP Grant Participants

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<thead>
<tr>
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<th>University Name</th>
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<tbody>
<tr>
<td>1</td>
<td>Seattle Pacific University (Seattle, WA)</td>
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<td>2</td>
<td>Seattle University (Seattle, WA)</td>
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<td>3</td>
<td>University of Puget Sound (Tacoma, WA)</td>
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<td>4</td>
<td>Pacific University (Forest Grove, OR)</td>
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<td>5</td>
<td>Concordia University (Portland, OR)</td>
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<td>6</td>
<td>Linfield College (McMinnville, OR)</td>
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<td>7</td>
<td>George Fox University (Newberg, OR)</td>
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2010 NHPRC Grant
"Emergent Archival Programs"
Locations for traveling consultants
NHPRC Grant Application

- Application in 2009
- Needs: Program development, advocacy, collection description
- Funding:
  - Consulting archivists (6 weeks each)
  - Training (description, advocacy)
  - Program participation
- Shared centralized staff model
- Project ran 2010-2012 as Emergent Archival Programs (EAP) project
Sharing Staff: Perspectives from three grants at Pacific University
Reporting Lines: Who Makes the Final Decisions?

- Grant Agency
- Shared Archivist
- Grant Principal
- Institution’s Director
- Institution’s Archivist
Addressing Different Backgrounds & Standards

- Respect professional diversity
- Divide roles, understand reporting lines
- Agree on basic standards (consortia help!)
The daily grind: Handling bureaucracy and logistics
Does anyone know what is behind the door?
We now know what is behind the closed door!
Results and Reflections
Sustainable Program Support

- Collections accessible with part-time staff
- Increased collection use
- Increased classroom support
- Retention of staff FTE
Shared Staff at the Alliance

- Original intent of project
- Ties to Shared ILS, Collaborative Technical Services
- New Strategic Agenda
Oregon Governors Project (LSTA)

2012 LSTA Grant
"Oregon Governors Personal Papers"
Locations for traveling archivist

1. Western Oregon University (Monmouth, OR)
   Robert W. Straub Papers

2. Willamette University (Salem, OR)
   Expertise

3. Pacific University (Forest Grove, OR)
   Victor Atiyeh Papers

4. Portland State University (Portland, OR)
   Barbara Roberts Papers
Equitable Decision-Making

- What is traveling, personnel or collections?
- Collective Administrative Decisions
  - Accommodating schedule for both institutional and project archivist
  - Best practices/standards for processing, finding aids
  - Communication tools (meetings, blog, email)
What can we easily accomplish together but not alone?

- **Time and staff**
  - Small shops cannot ignore everyday duties
  - Process important collections

- **Access Points**
  - EAD finding aids in NWDA database
  - MARC records
  - Web portal

- **Outreach and Publicity**
  - Exhibits (physical and digital)
  - Digital collections
  - Public events
Cross-Institutional Connections
Pros and cons of being shared staff

+ Diversity of experience
  Project-oriented (usually)
  More stable than stringing together temp positions

- Travel requirements
  Lack of formalized role within institutional structure
  Layers of permissions
Shared Staff Perspective

Not a one-size-fits-all solution
Moving Forward

- Consider what duties/tasks work best for permanent staff and what could work with part-time/consulting/consortially managed staff.
- Balance needs of shared staff and the institution(s).
- Feasibility and sustainability may depend partially on geographic location -- let’s talk about it.