



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 than 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.

Professional Demographics

- All respondents were asked Questions 1-3.

Training and Experience Demographics

- 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.

Workplace Demographics

- All respondents were asked Questions 16-23.

Membership and Designation Demographics

- 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.

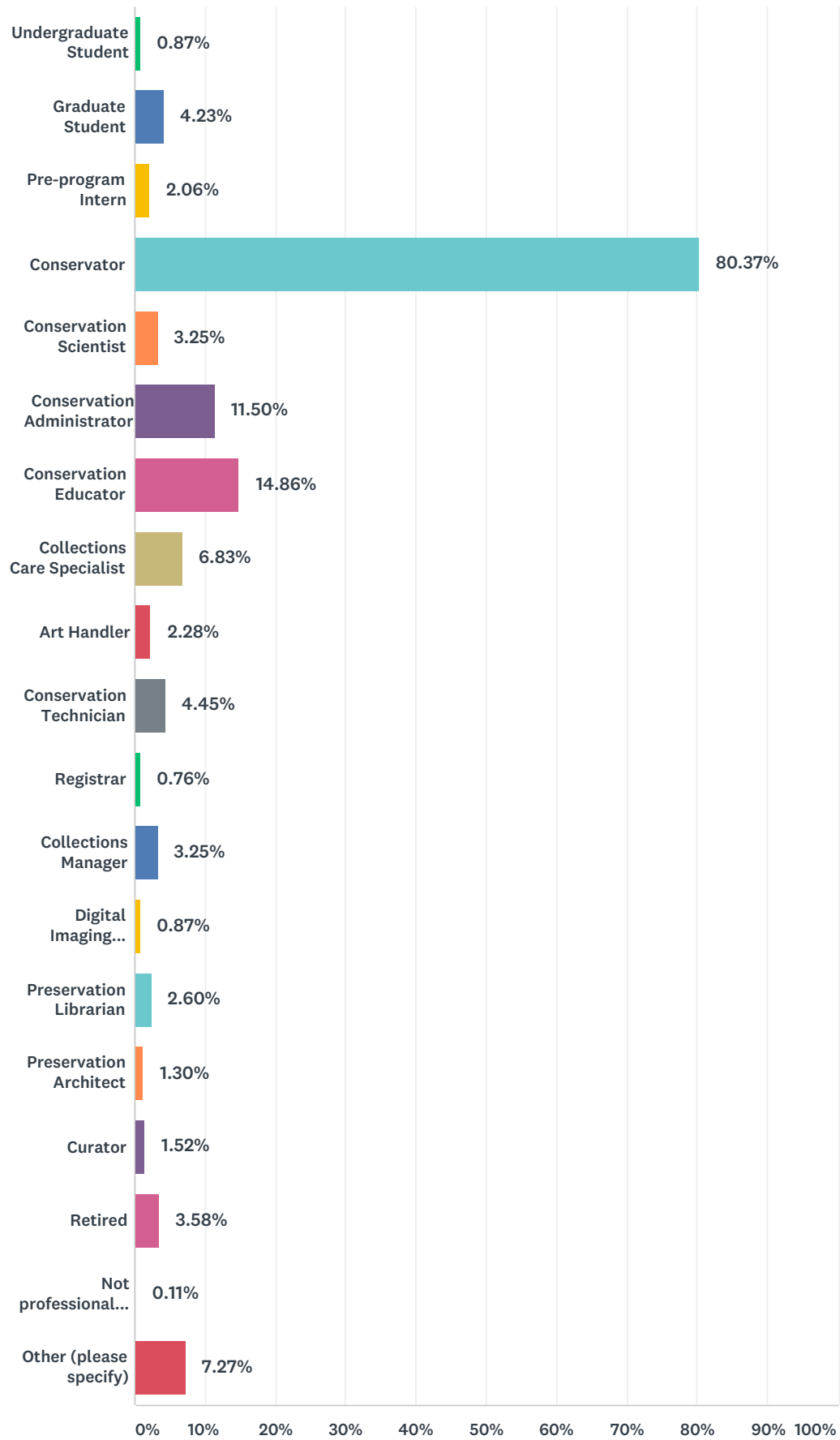
About the Membership Designation Working Group (MDWG)

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

Members: Laura Hartz 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).

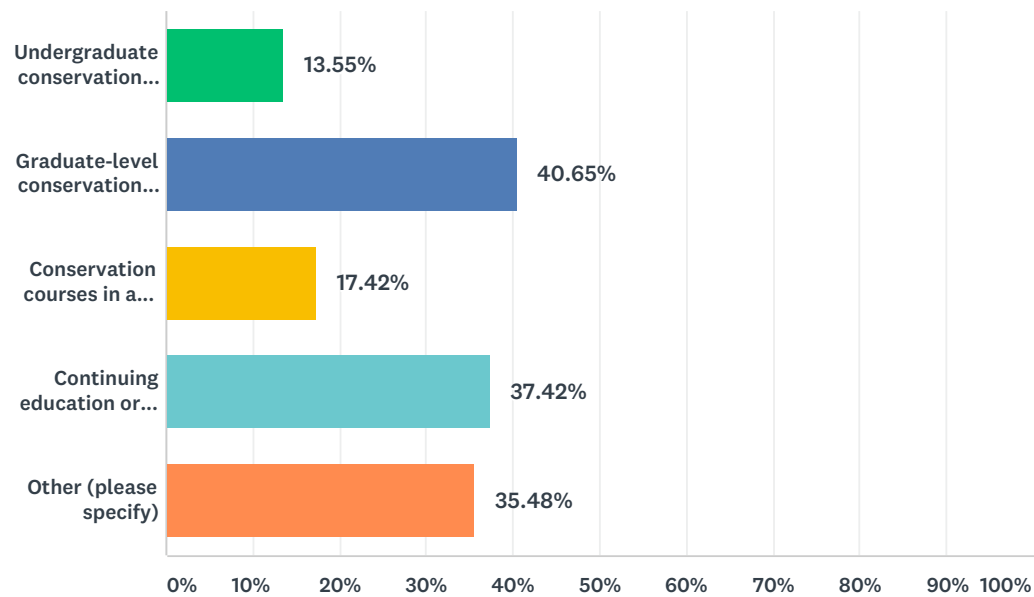
Staff Liaisons: Katelin Lee and Ryan Winfield

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



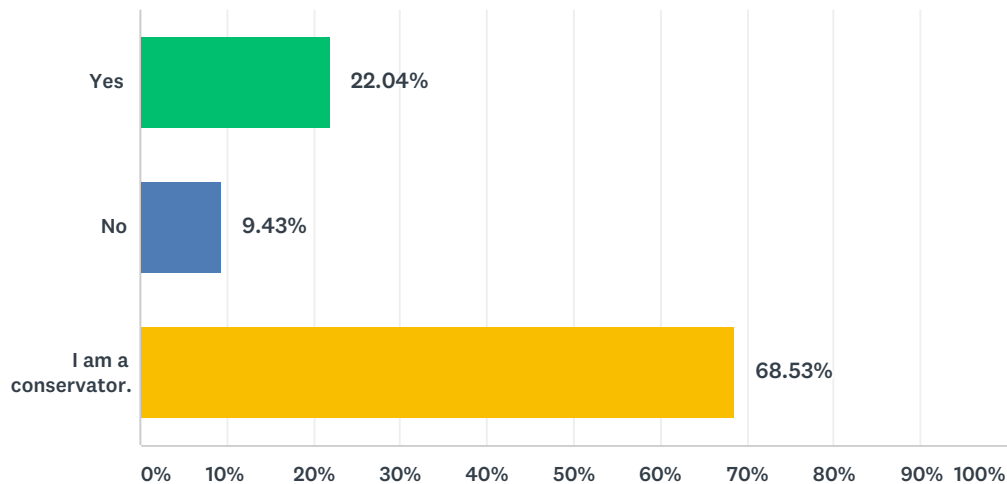
Q2 If you selected "Conservation Educator" in the previous question, please indicate what/where do you teach, selecting all that apply.

Answered: 155 Skipped: 767



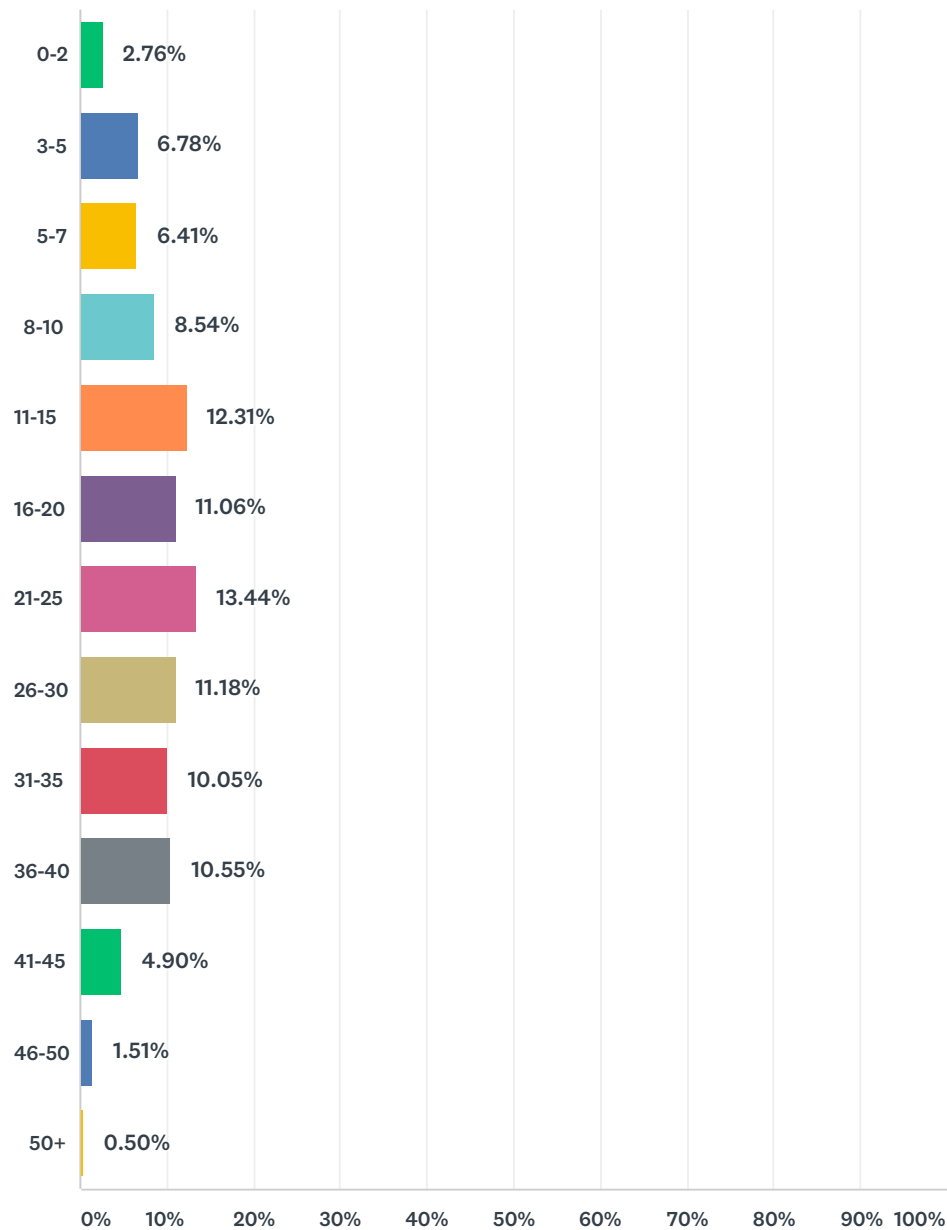
Q3 If you did not choose conservator in the previous question, are you in the process of becoming a conservator or have you ever practiced conservation?

Answered: 912 Skipped: 10



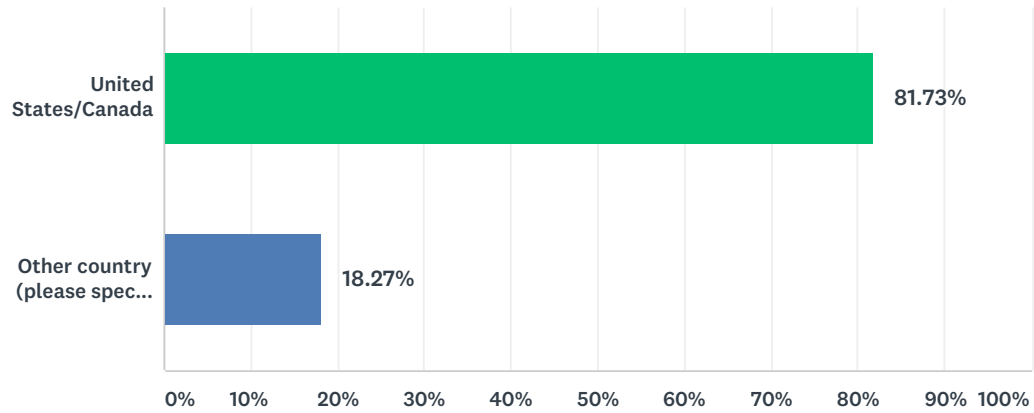
Q4 Since you said you have practiced conservation, how many years have you been in the field? Please include all years of training and education.

Answered: 796 Skipped: 126



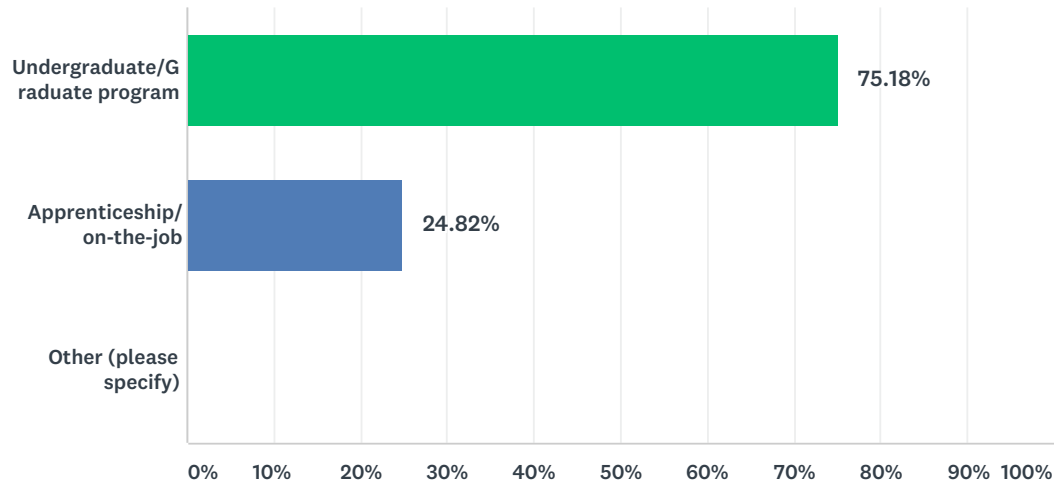
Q5 Where did you primarily train?

Answered: 810 Skipped: 112



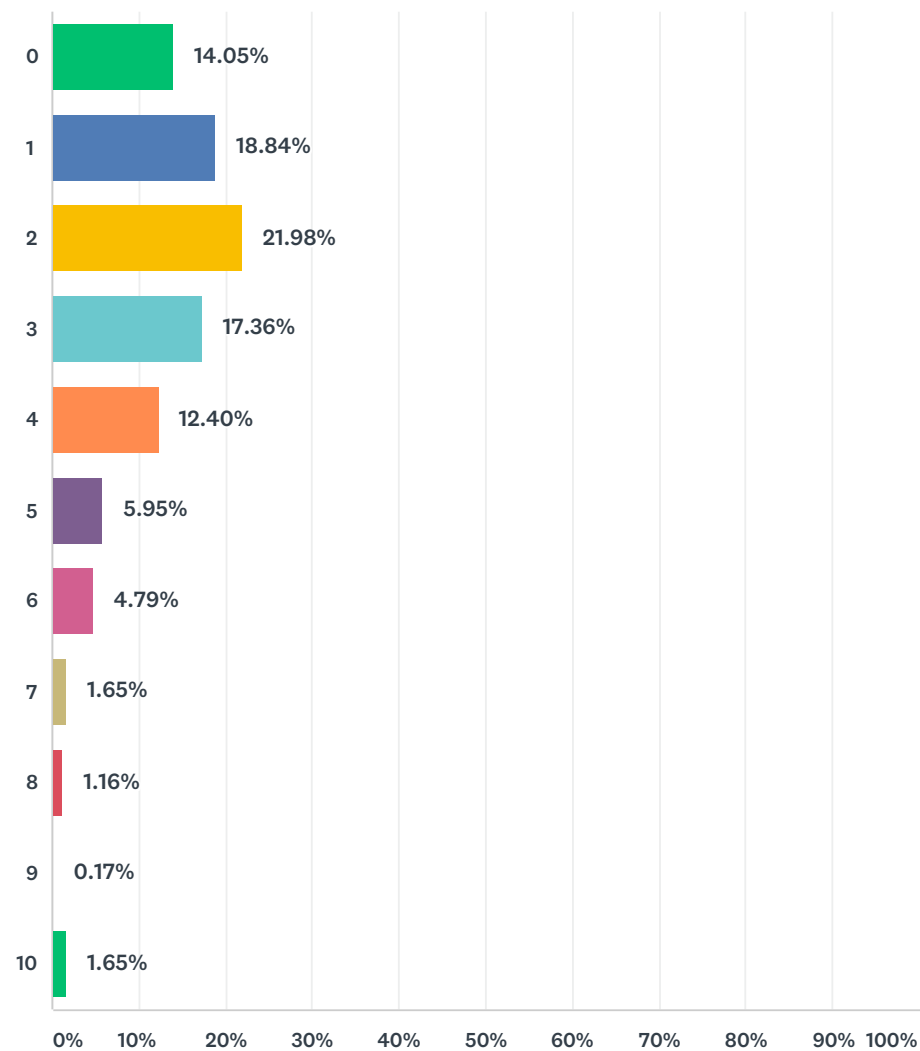
Q6 What was your primary form of conservation training?

Answered: 814 Skipped: 108



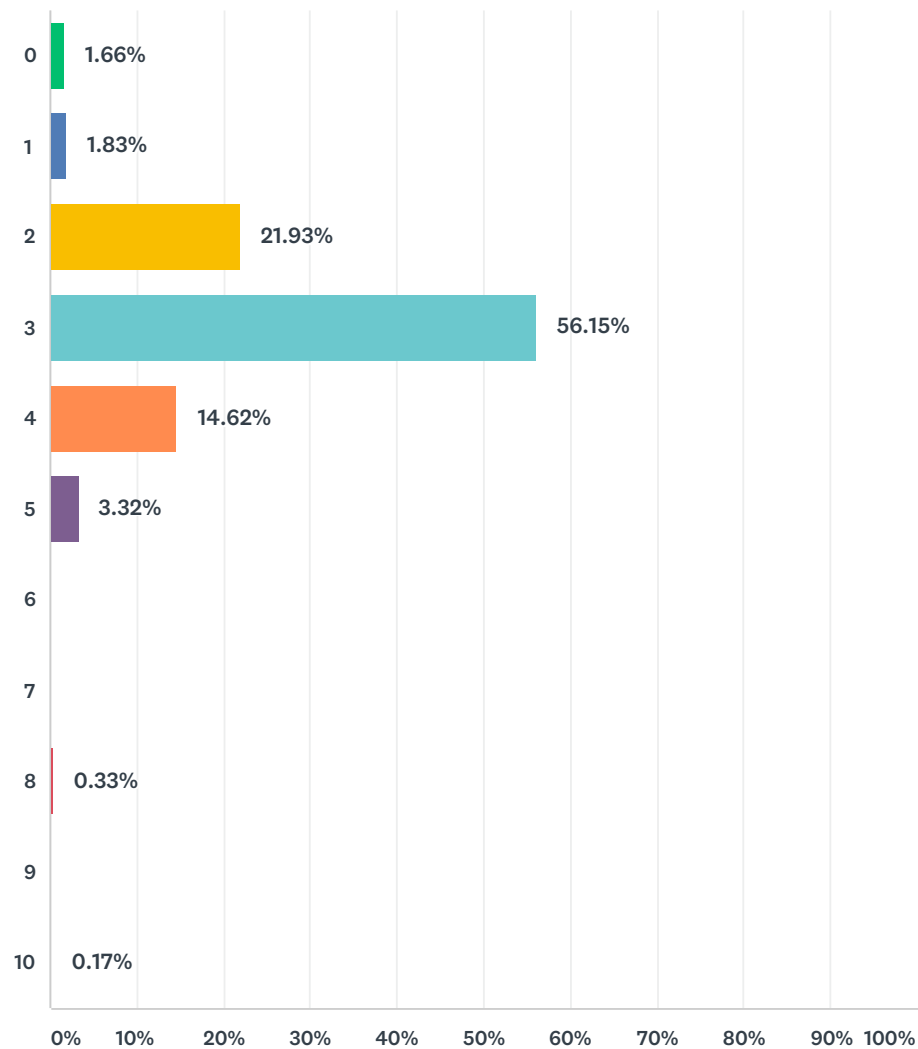
Q7 Since you indicated program training, please indicate number of pre-program years, including all years spent volunteering or working in a conservation lab:

Answered: 605 Skipped: 317



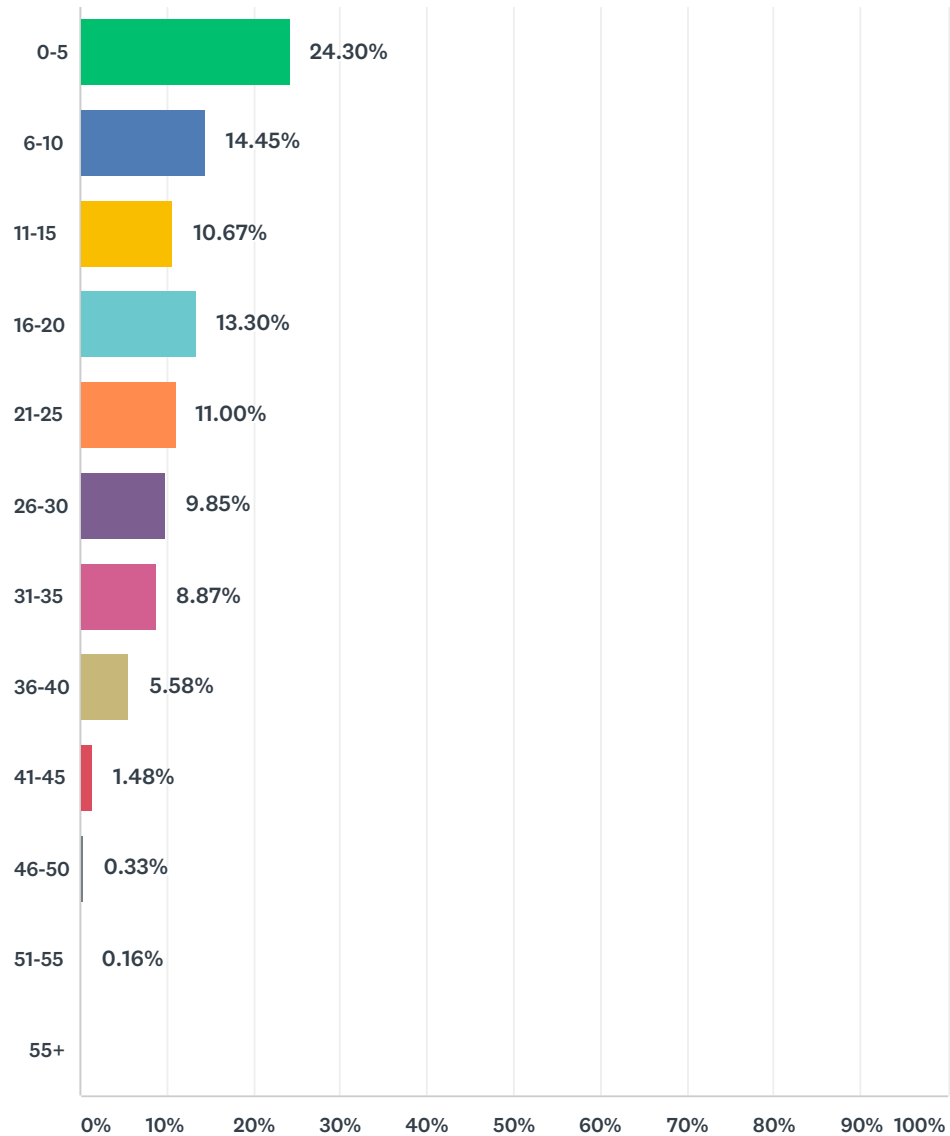
Q8 Indicate years of graduate program study:

Answered: 602 Skipped: 320



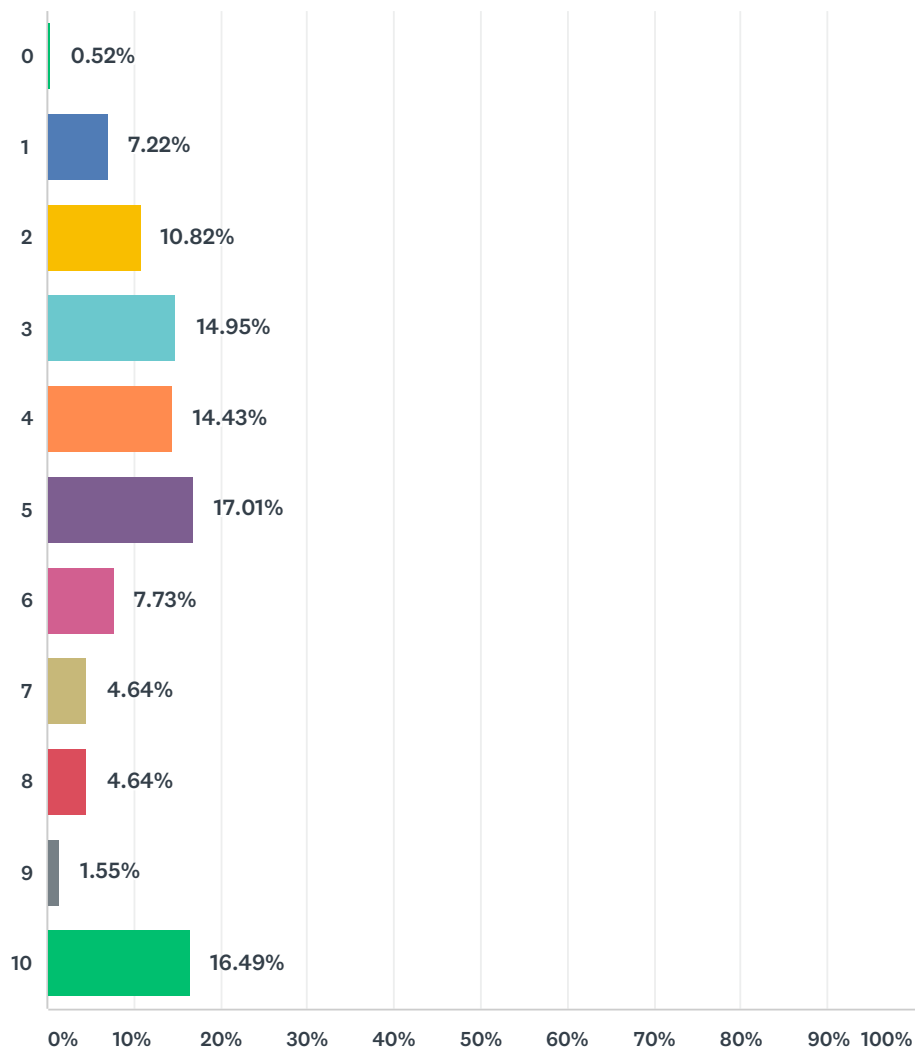
Q9 Indicate number of years practicing in the profession (post-graduation):

Answered: 609 Skipped: 313



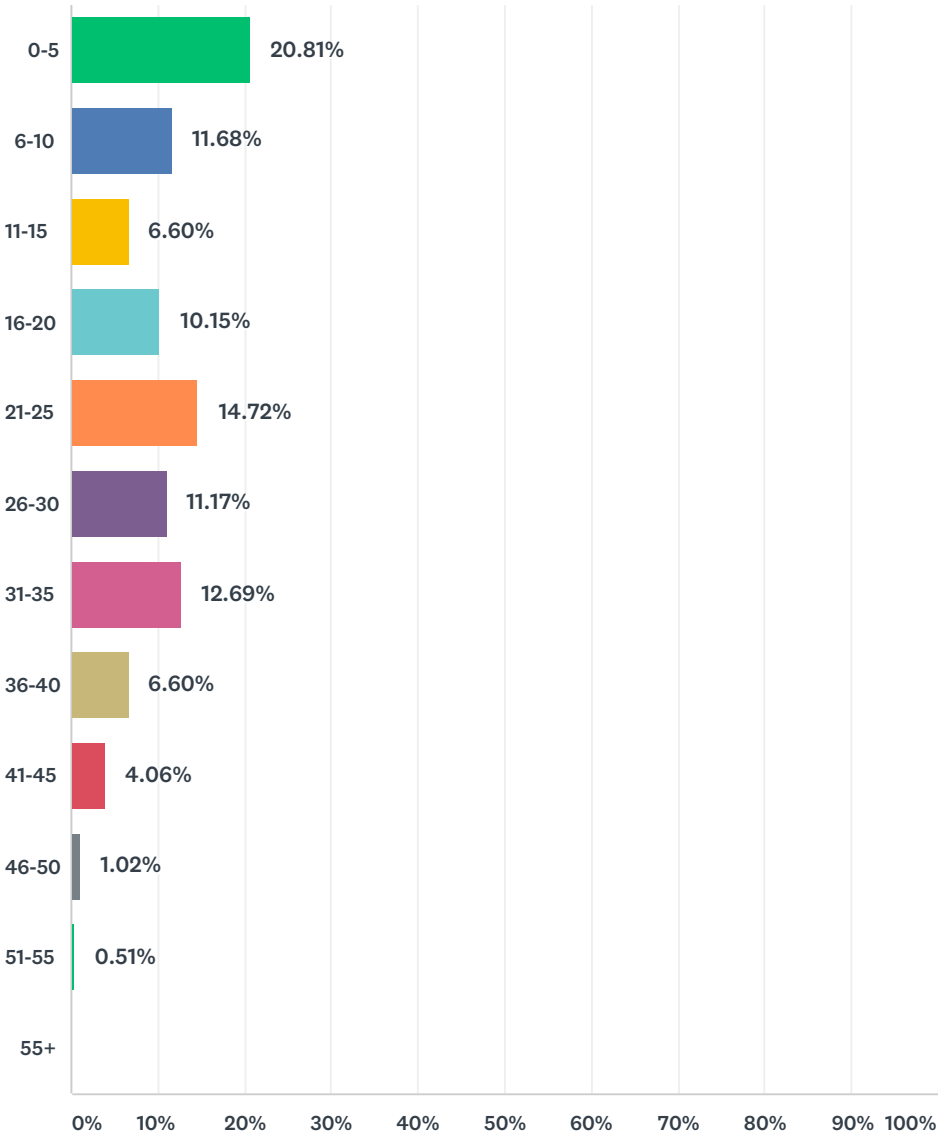
Q10 Since you chose apprenticeship/on-the-job training, please indicate length of such training:

Answered: 194 Skipped: 728



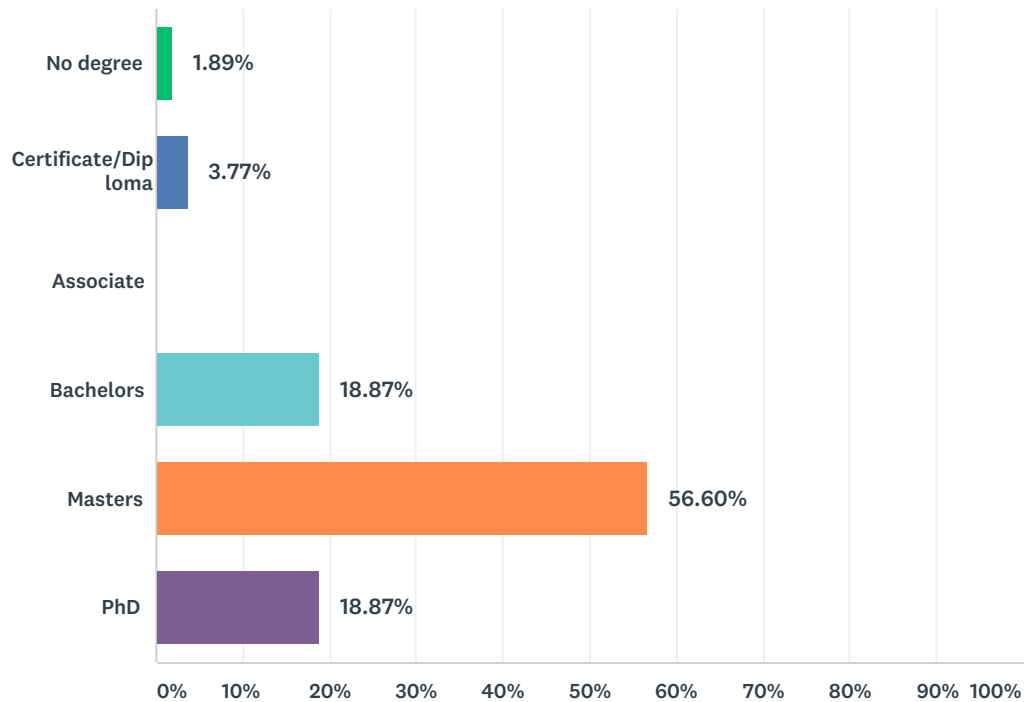
Q11 Indicate number of years practicing in the profession (post-apprenticeship):

Answered: 197 Skipped: 725



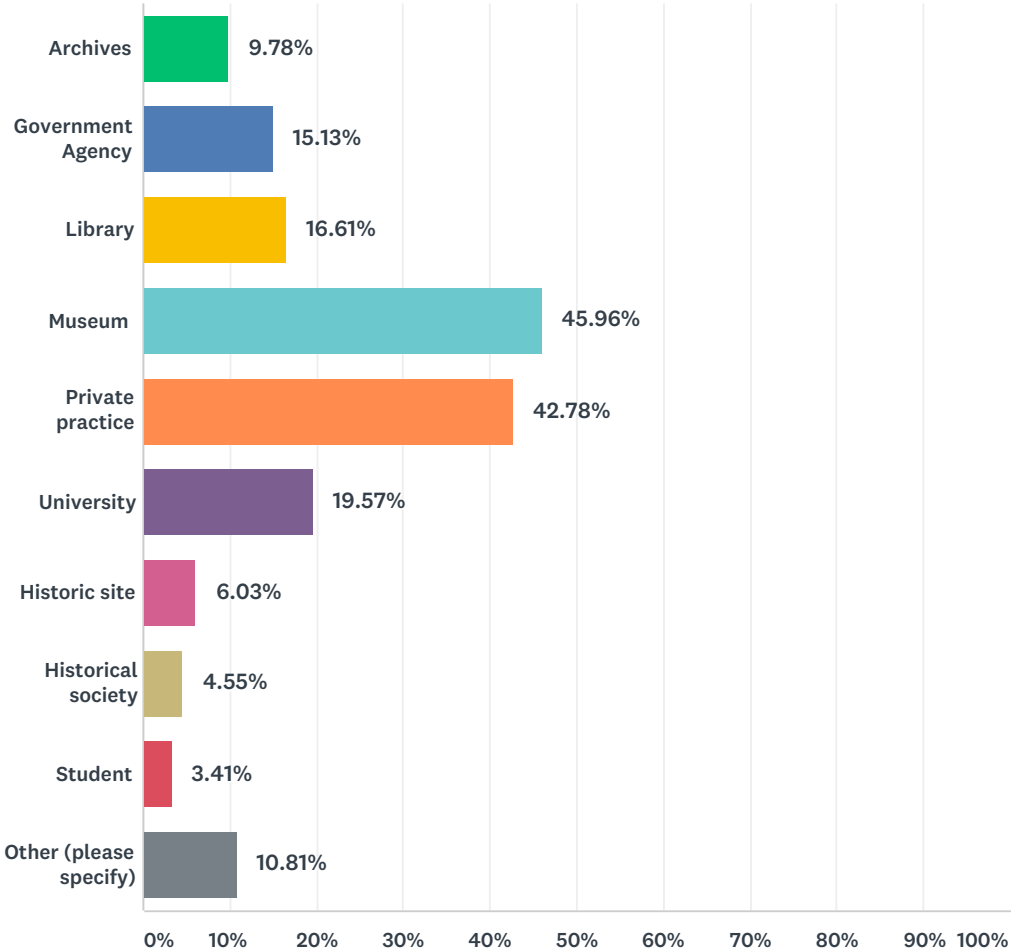
Q12 If you are an allied/collections care professional who does not hold a conservation degree, please indicate the type of degree you hold:

Answered: 53 Skipped: 869



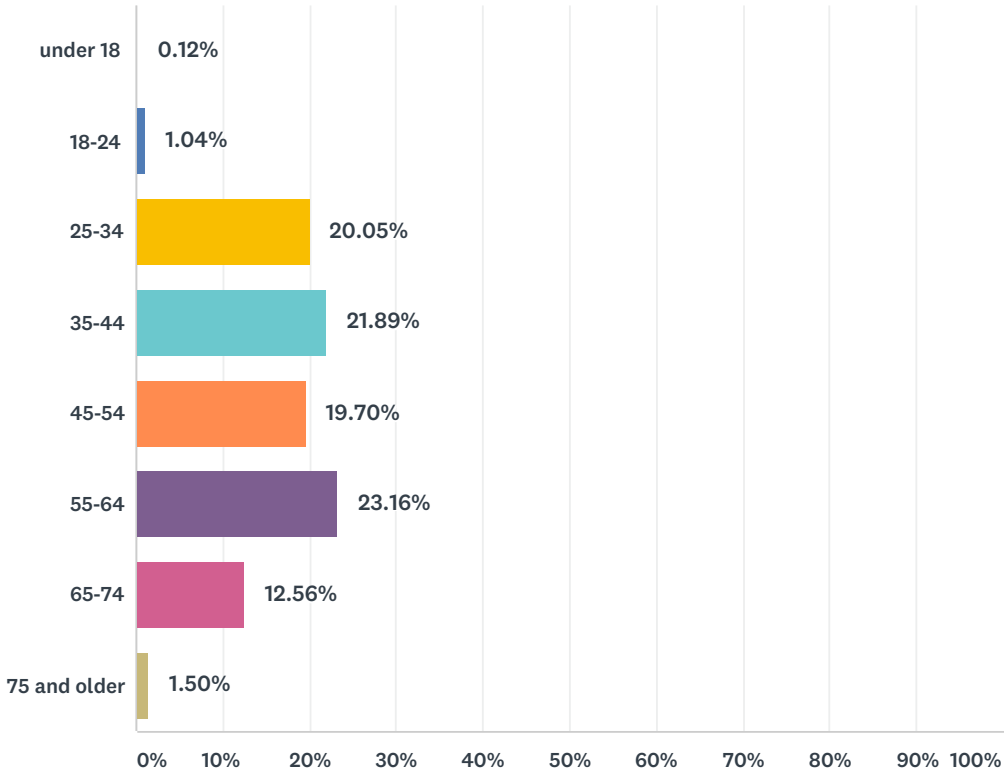
Q16 Please indicate where you work (check all that apply):

Answered: 879 Skipped: 43



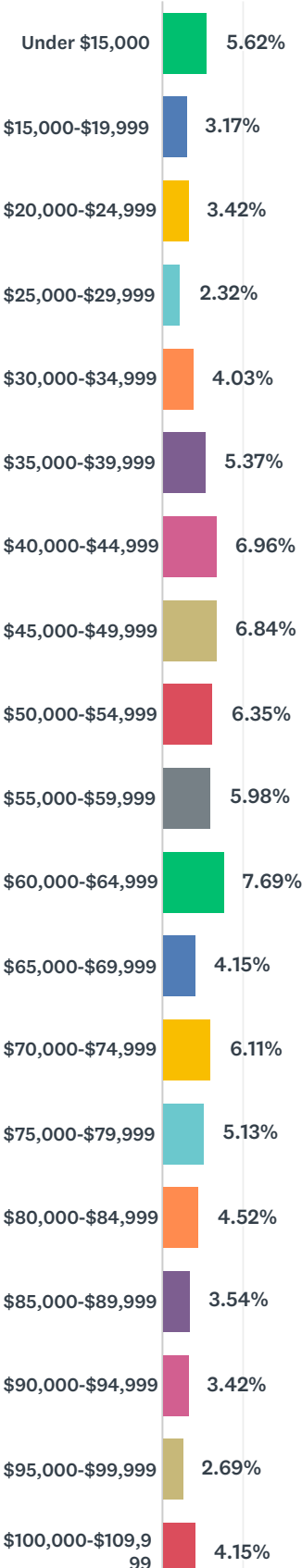
Q17 Please provide your age:

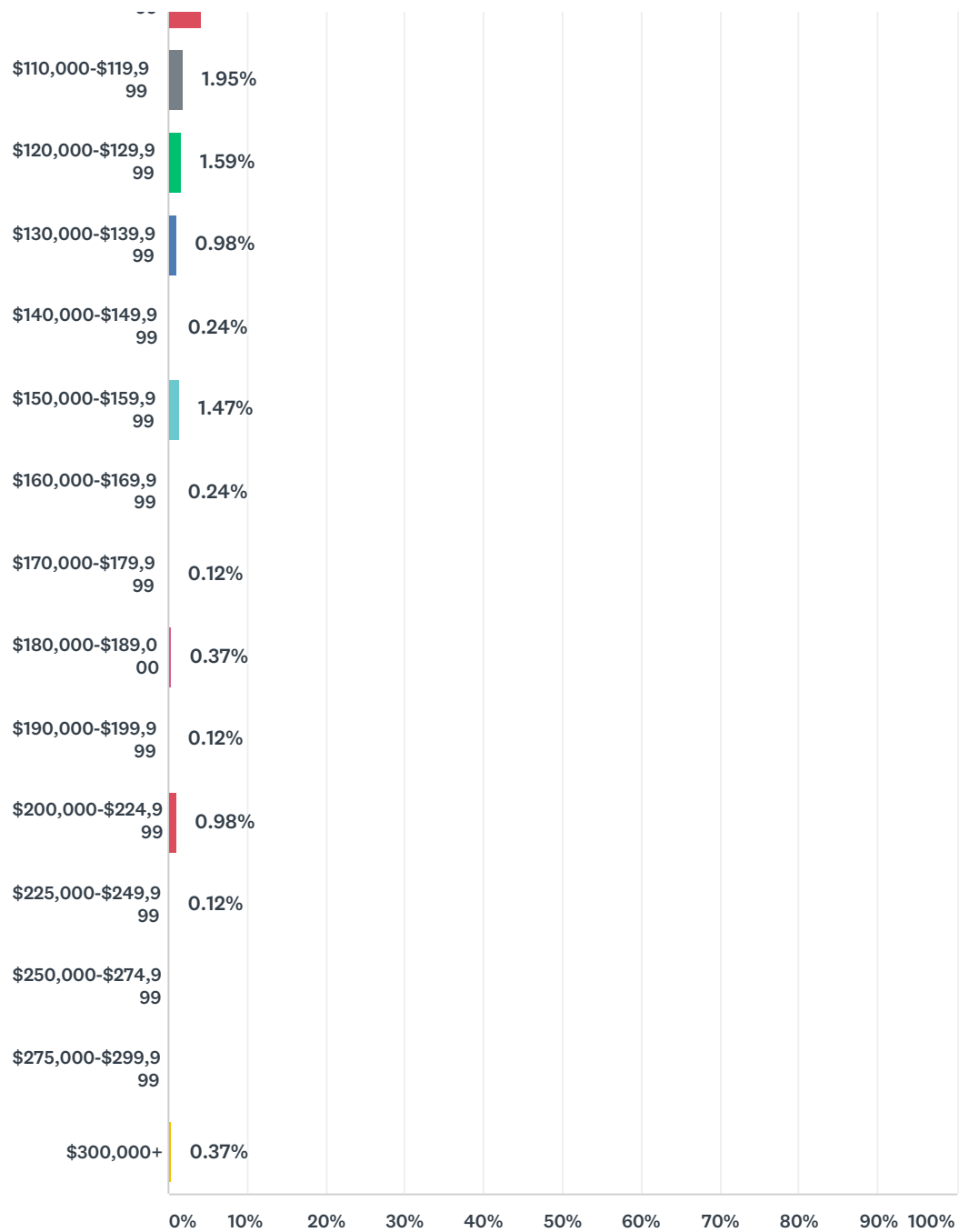
Answered: 868 Skipped: 54



Q18 Please indicate your approximate salary/net earning range below:*

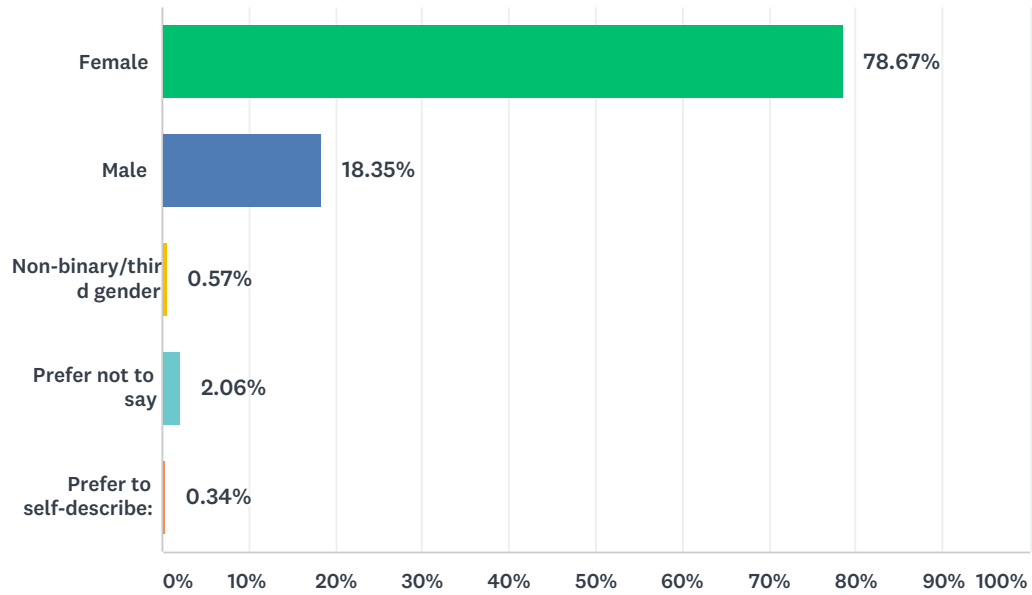
Answered: 819 Skipped: 103





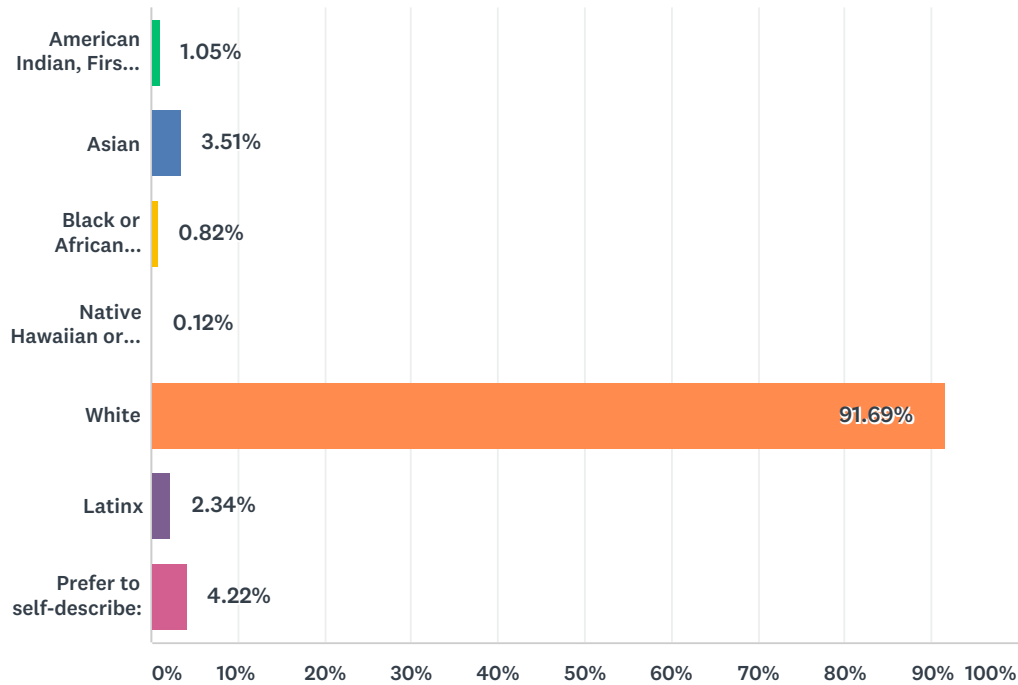
Q19 Please provide your gender:

Answered: 872 Skipped: 50



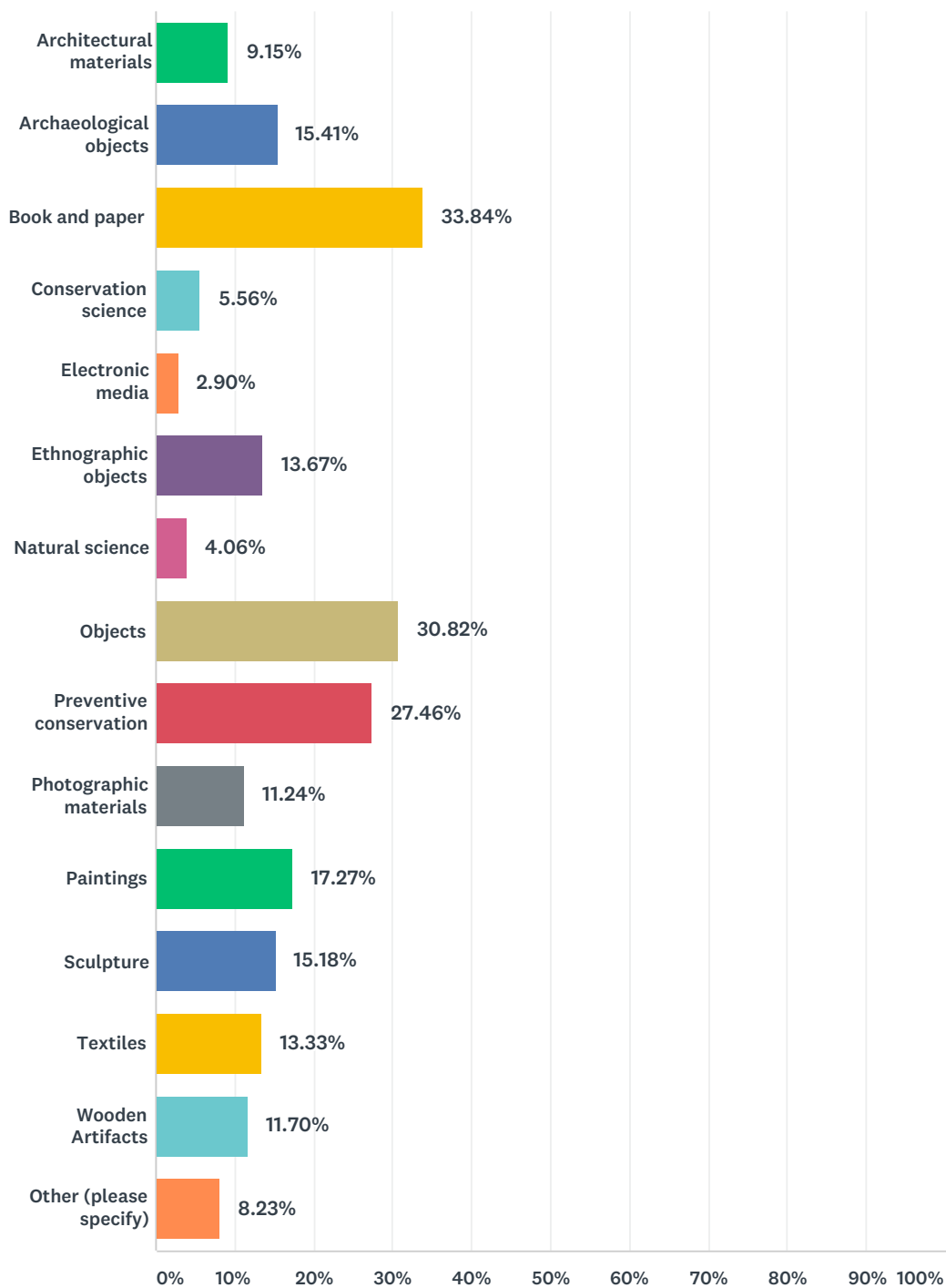
Q20 Please provide your race(s):

Answered: 854 Skipped: 68



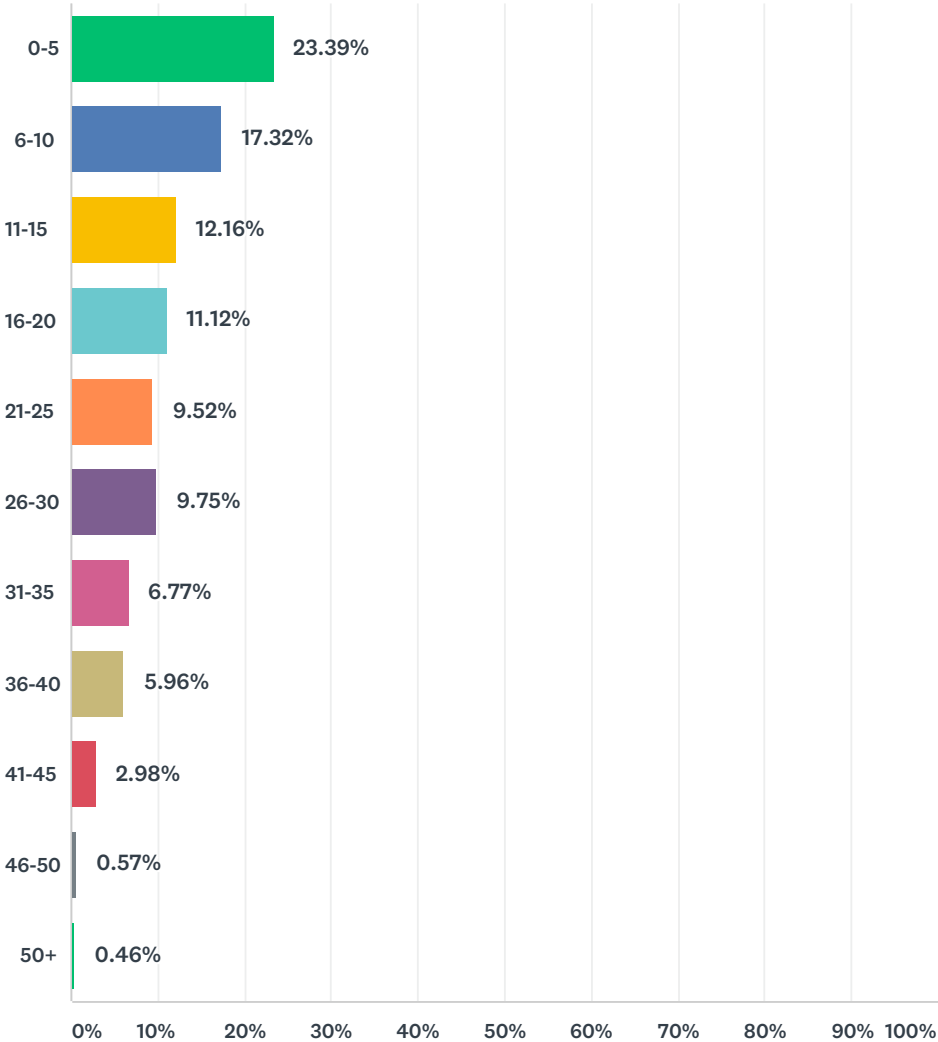
Q21 If relevant, indicate your specializations (check all that apply):

Answered: 863 Skipped: 59



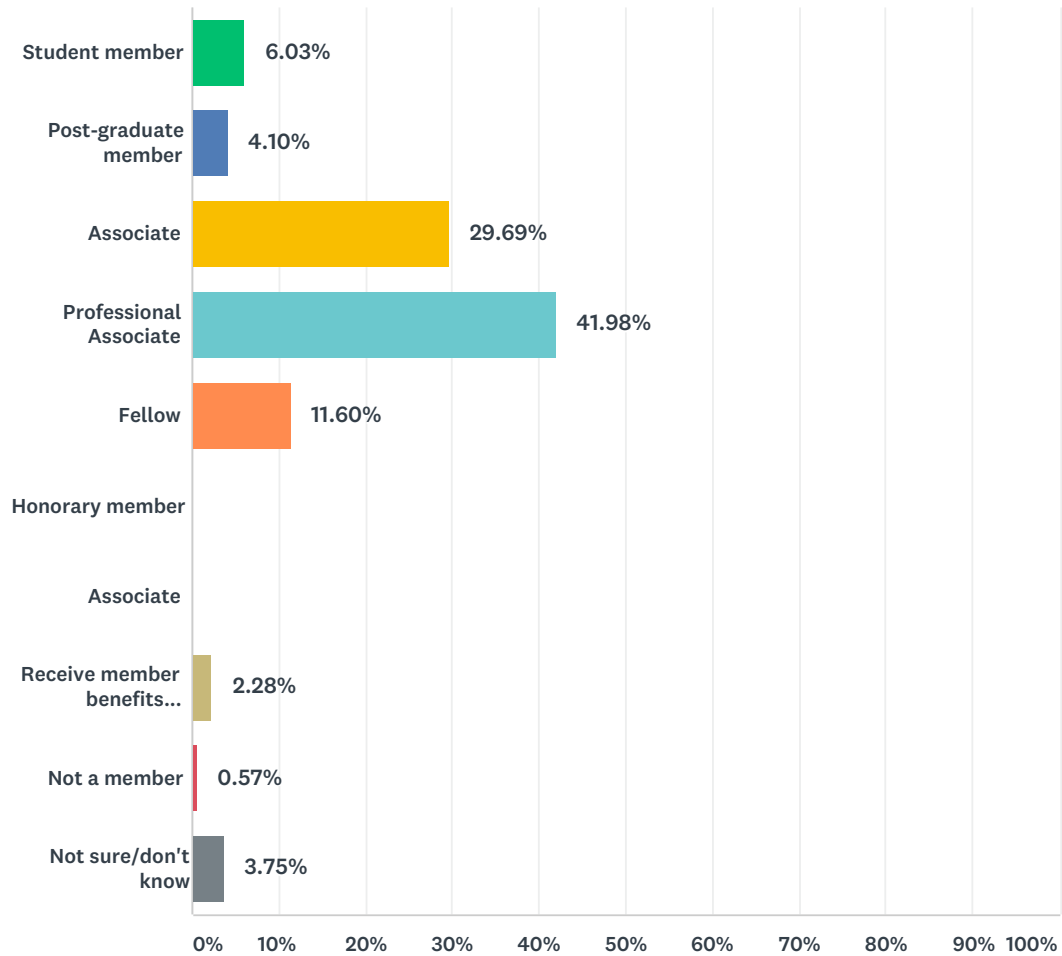
Q22 How many years have you been an AIC member?

Answered: 872 Skipped: 50



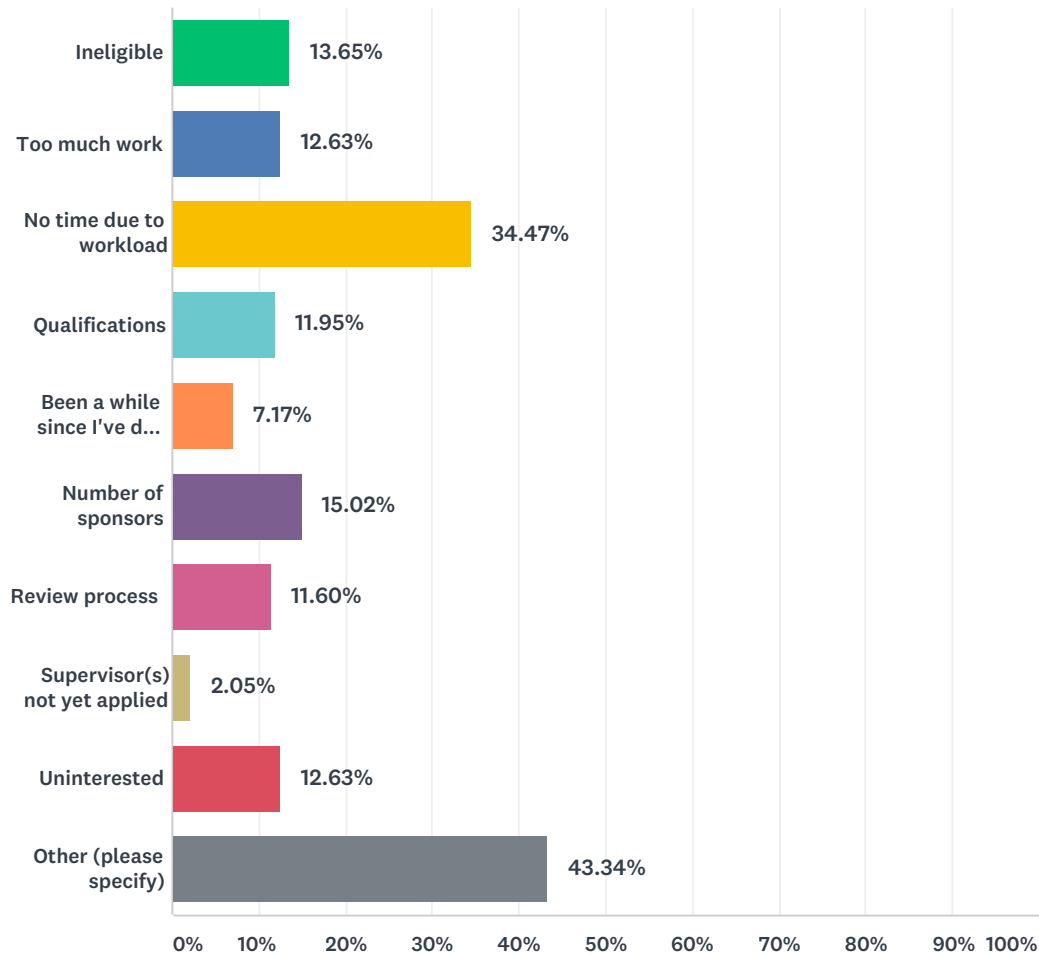
Q23 What is your AIC membership type?

Answered: 879 Skipped: 43



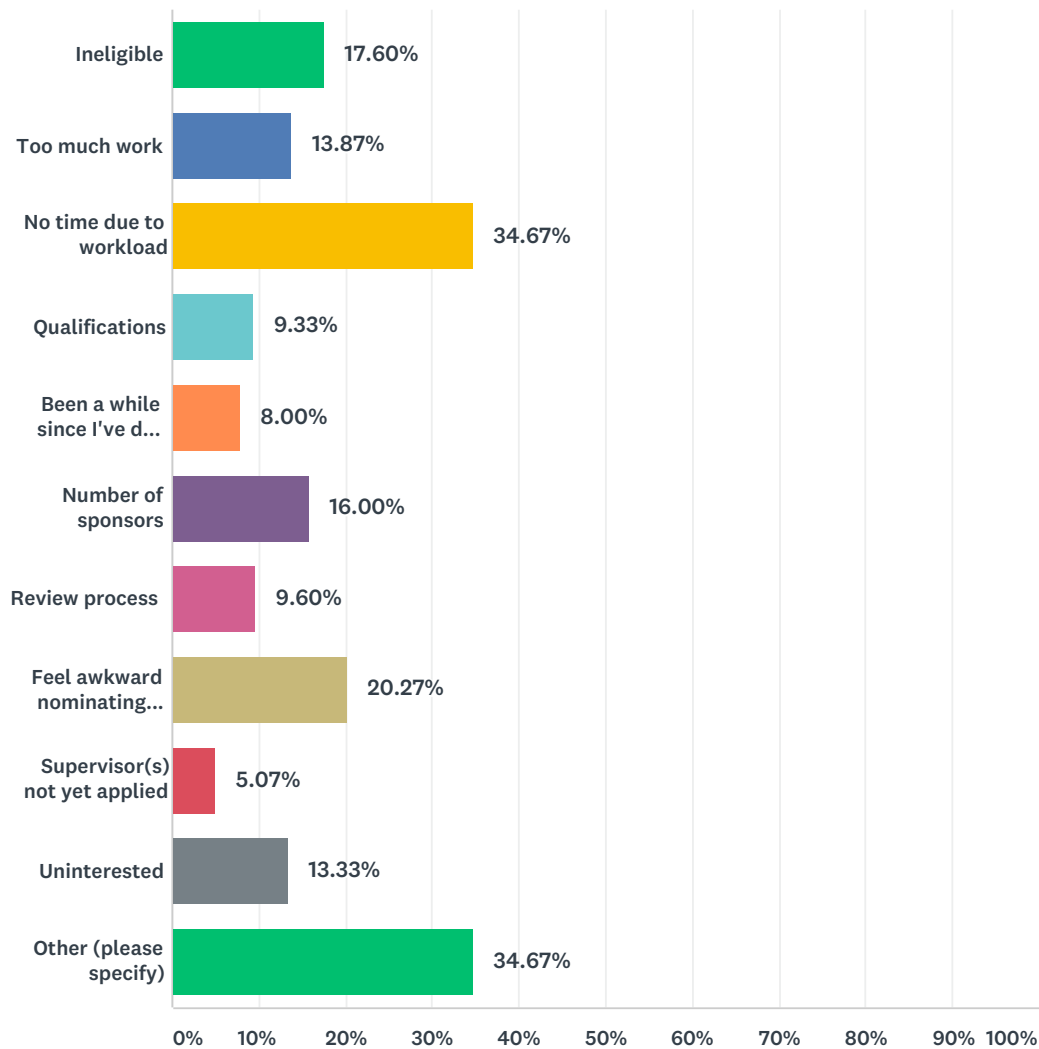
Q24 Since you are an Associate member, what are the reasons/concerns that have prevented you from applying to become a Professional Associate (PA)? Please select all that apply.

Answered: 293 Skipped: 629



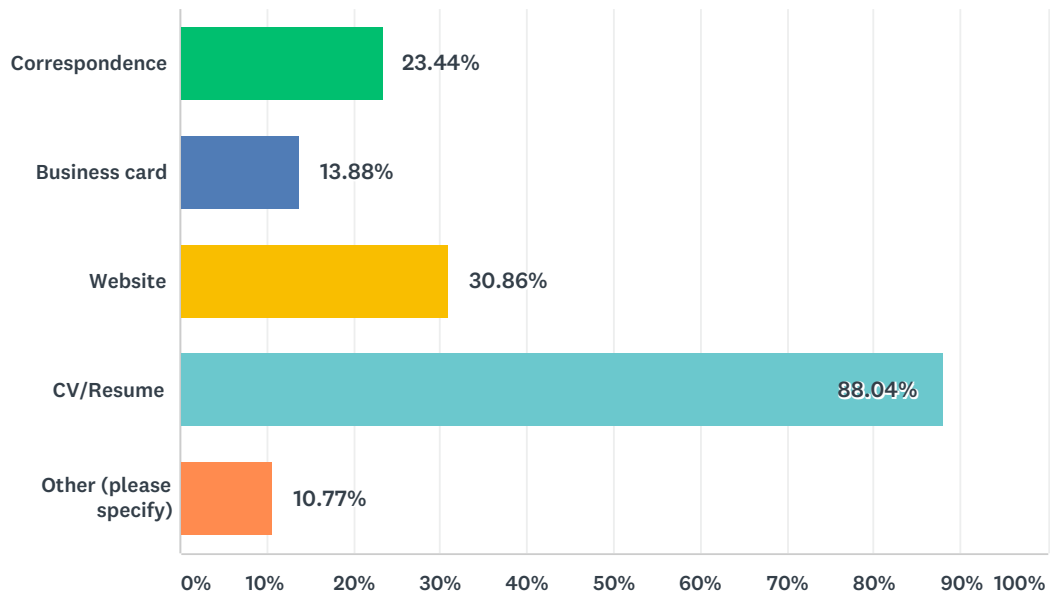
Q25 As a Professional Associate, what are the reasons/concerns that have prevented you from applying to become a Fellow? Please select all that apply.

Answered: 375 Skipped: 547



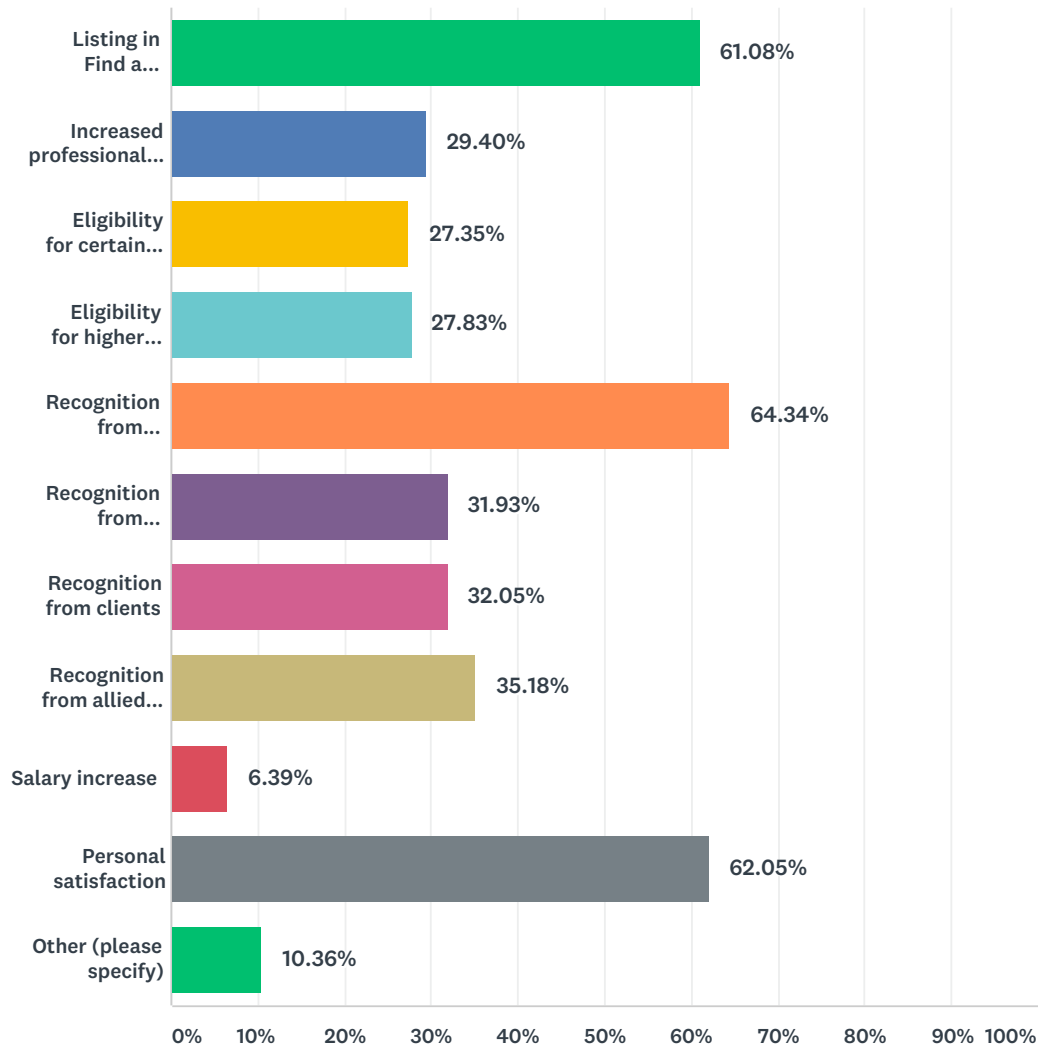
Q26 Do you use/list your peer-reviewed membership designation in any of the following places:

Answered: 418 Skipped: 504



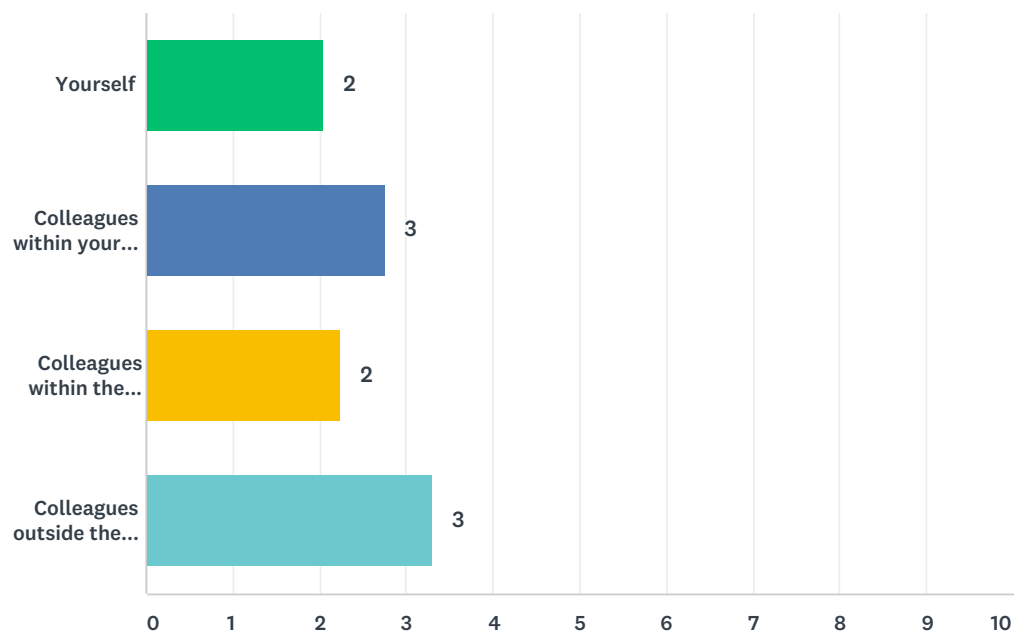
Q27 Whether you have obtained one or not, which benefits do you associate with peer-reviewed membership designation (Professional Associate and Fellow) [check all that apply]?

Answered: 830 Skipped: 92



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

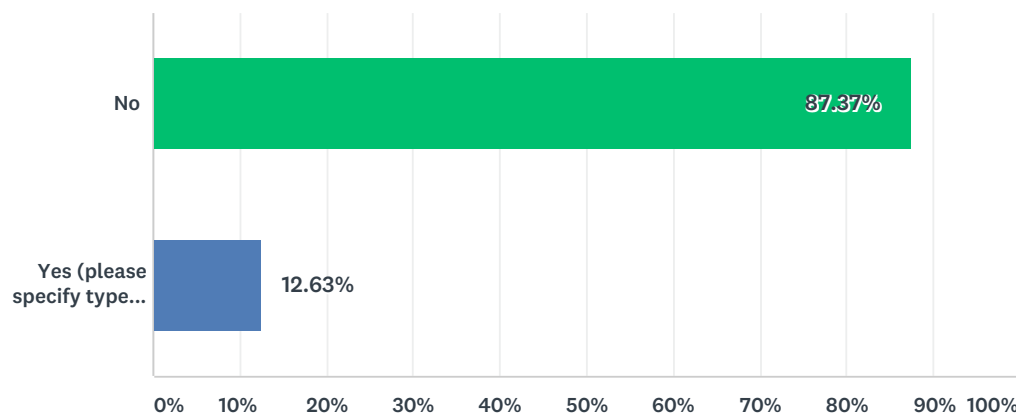
Answered: 845 Skipped: 77



	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

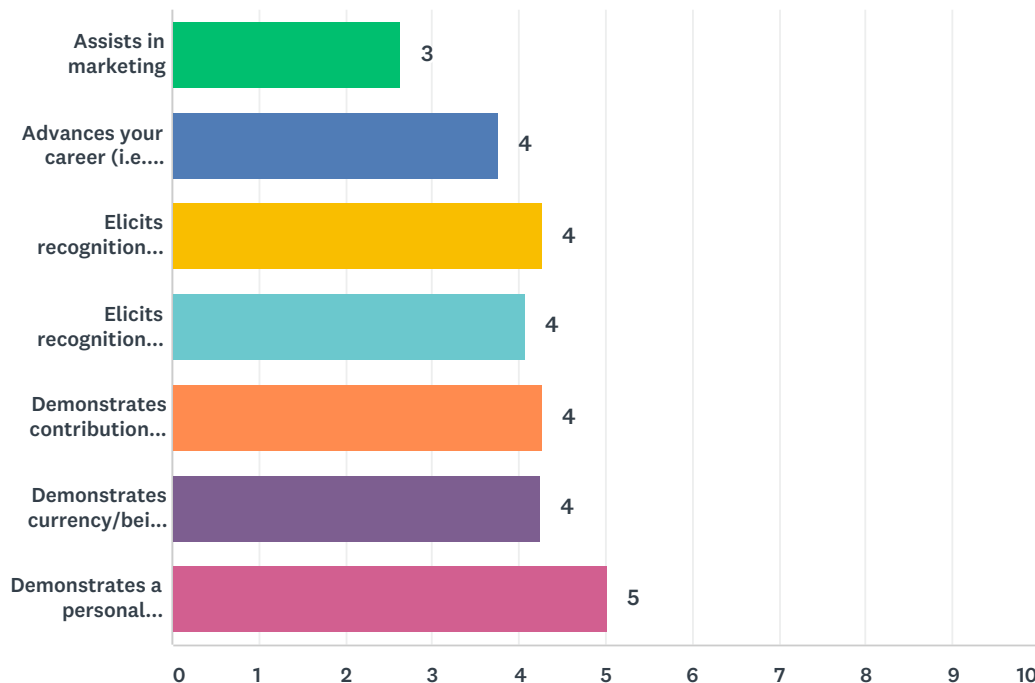
Q29 Do you hold a peer-reviewed membership designation, certification, or credential with another organization?

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