



Meeting Minutes

November 3, 2021

In Attendance

Elyse Butler – President
Elizabeth Srsic – Vice President
Juliana Sims – Treasurer
Billie Stultz – Secretary
Glenda Anderson
Christian Carr
Katheryn White
Jacey
Jeff Freeman
Laura Seifert
Sabrina Saturday
Tara Kelsey
Mark Lawson
Abigail

Institutional Updates

COVID Signage – Elyse Butler

GHS is collecting institutional signage for their archive collections on the COVID 19 Pandemic.

GA Historical Records Association / CEMA + SHER - Glenda Anderson

There is a non-profit grant program through FEMA. Glenda will send out contact information for Natasha Roman who works in cyber security through FEMA and is available to do a free risk assessment.

SCAD Update - Christian Carr

UPDATED: SCAD DeFine Art dates February 28 - March 1

Topics Discussed

Calendar Updates

For updates to be placed on the calendar, please email cmasecretary84@gmail.com with the subject line *Calendar Updates* to have events be put on the website calendar.

Treasurer's Report

Beginning Balance on September 30,

2021.....\$9,222.93

Income:

Membership

Fees.....

..\$325.00
 Expenses:
 Mailing Costs CMA Membership Drive (Oct 1, 2021).....\$123.29
 Banking
 Fees.....
\$10.50
 Zoom Membership (October 31, 2021).....\$14.99
 Total
 Expenses.....
\$148.78
 Ending Balance on October 31,
 2021.....\$9399.15

Motion to approve by Glenda Anderson with a unanimous yay.

Kiah Fund

Helps to cover membership attending conferences and fees related to professional development.

Reciprocal Admission

Reciprocal Admission Cards are available. An email should have been sent out by Elizabeth with the new digital card featuring a QR Code that lists all of the participating sites.

Reminder, please make sure that those who use the cards are not abusing the guidelines that were sent out with the cards. We want this to continue to be a free asset to CMA members.

AUDIT

We have not had an audit in several years and the time is coming for another audit to take place. We are looking for volunteers to serve on the audit committee, if you are interested please email Elyse to volunteer.

Current Volunteers:
 - Jeff Freeman

SHER Vote - Committee Formation in CMA

Elizabeth will be sending out a Google Forms document for votes on turning SHER into a committee as part of CMA.

Program Discussion - Elizabeth - Open Forum Discussion on Staffing!

Elyse + Sabrina - Job postings on LinkedIn

It is becoming difficult for jobs to be filled. Are there any suggestions to help with making job listings more enticing?

Laura Seifert: From the perspective of potential job seekers there is no indication of pay or salary. This is important especially for women since a majority of women had to leave work at a higher rate than men during the pandemic lockdown to return home to take care of kids.

Glenda Anderson: Posting that jobs might be more enticing if hours were posted, remote v. in person options, and options for flexibility for mothers who have kids still at home.

Katheryn White: Another thing to consider in addition to posting salary/pay is posting if degree requirements are needed or previous experience. Do they need a background or demonstrated history in the field that the job is looking for?

Laura Seifert: Consider Pay increases. We know that the money is not there in the field and staff in our field are seriously underpaid, however, to get more applicants perhaps a pay increase

could be more enticing.

Christian Carr: Perhaps add in an emphasis on a candidate's lived experiences, similar to what Katheryn mentioned.

Elyse - Have the students who are CMA members experienced anything in terms of jobs or internships on the student level?

Abigail: the need for flexibility especially when students are still actively taking classes. This is a major concern amongst students.

Elizabeth - Biggest problem we are facing is you tend to need experience to get the job but you need the job to get experience. How can this be fixed or addressed?

Glenda Anderson: GRAC has created a new award for interns on demonstrated experience. Glenda will email more information out about it.

Christian Carr: What Glenda said is so important for students to get internships to gain experience. Also look at SEMC and what they are doing for projects for interns.

Elyse - Where do you post for jobs or internships?

Billie Stultz: Social media (Facebook, Instagram, LinkedIn), the SCAD Art History Department, and through media outlets such as WSAV, WTOG, Connect Savannah, and the Tribune.

Tara Kelsey: Massie uses word of mouth, reaching out through retirement communities

Elizabeth: Postings on Indeed or the Girl Scout National Website.

Elyse - What are some trends that you would like to see more of? More pay? Virtual or in person options?

Laura Seifert: 100% more flexibility of remote work. Would like to see more of a blend or balance of in person v remote work.

Glenda Anderson: GA Archives Director has put all programming online.

Katheryn White: The National Association of Interpretation Conference - as they open back up they are blending both online and in person options.

Billie Stultz: Flexibility between remote or in person work would be ideal, however, there is a challenge with the structuring of staff when having an institution that requires a physical presence for in person tours.

Elizabeth - In closing we need Money, Flexibility, posting jobs everywhere with transparency of expectations and pay.

December Social at the Savannah African Art Museum!

Vote on SHER Committee Ballot.

Share Events to CMA Secretary (Billie) to be posted up on the website under the events page.