



2007 Emerging Museum Professionals Survey

In spring 2007, AAM's Emerging Museum Professional (EMP) group launched a survey to assess the needs of self-identified emerging museum professionals, those people who joined the museum field within the last 10 years. The survey questions were based on feedback received during two listening sessions—one held on Feb. 6, 2007, with 33 participants in Washington, D.C. and the other held during the 2007 AAM Annual Meeting in Chicago on May 15 with more than 100 participants.

The online survey was available from June 1 through July 16. It was announced in the June edition of *Aviso*. A call for participation also was sent to 479 members of the AAM EMP e-mail list, and a link to the survey was posted on the EMP homepage. The survey posited five questions—three about the respondents' background, one about the importance of certain professional development resources and one about the current availability of these resources. Respondents also could choose to add open-ended feedback at the end of the survey and join AAM's EMP e-mail list.

Executive Summary

The survey helped AAM gain a clearer picture of who EMPs are and how they define themselves. More importantly, it showed what EMPs want in terms of services and information.

According to the results of the survey, EMPs would like to see:

- increased access to affordable professional development opportunities
- networking opportunities
- assistance in locating mentors

In response, AAM is working to develop:

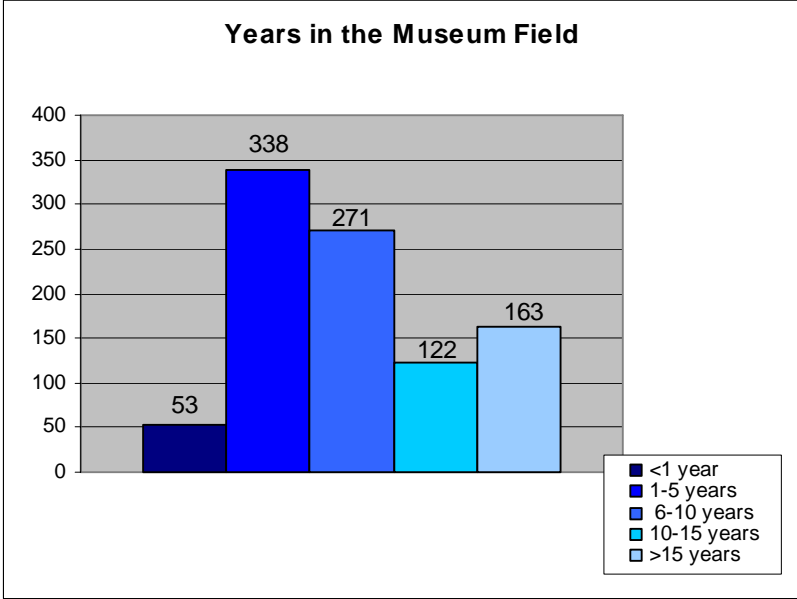
- A comprehensive list of professional development opportunities, fellowships and scholarships on the EMP website, along with announcements on the EMP listserv
- Sessions and events at the AAM Annual Meeting targeting the EMP demographic and leadership/succession issues
- EMP fellowships to offset the cost of AAM Annual Meeting attendance
- An EMP Networking Toolkit, to be posted on the EMP website
- Online Learning Partnerships, a mentor matching service

Acknowledgements

The EMP group at AAM would like to thank everyone who participated in the survey. Your time and effort will ensure that EMPs have increased access to information and services that are most useful to them. Also, the EMP group thanks those who helped contribute to the survey's creation including, Steven Yalowitz, Elizabeth Merritt and Philip Katz.

**Question 1: How many years have you been in the museum field?
(include internships)**

947 respondents

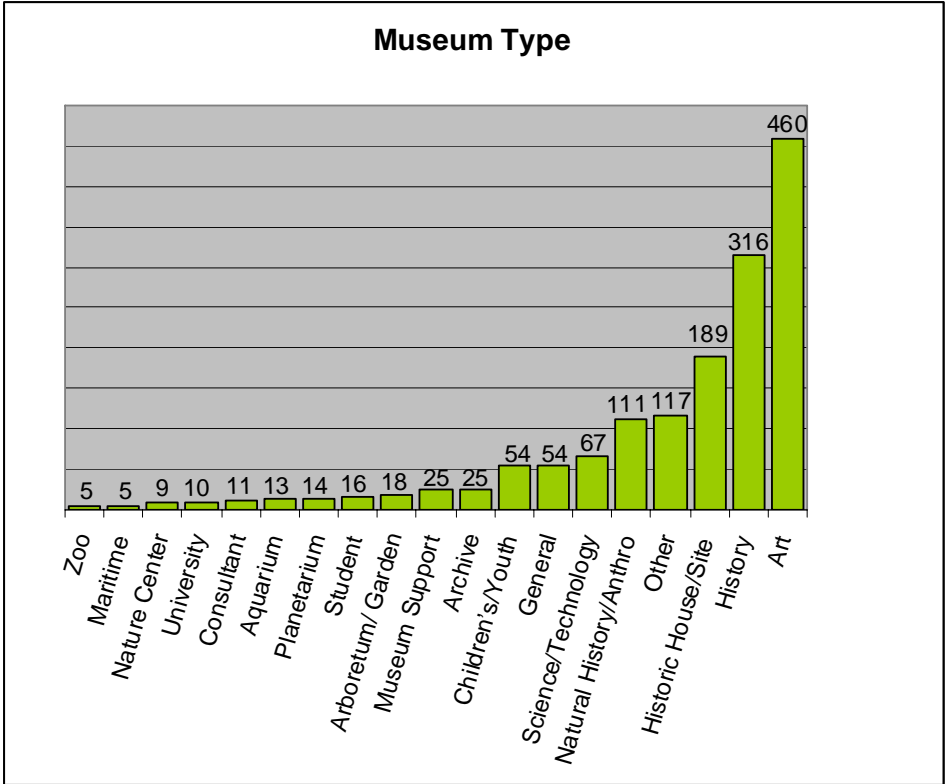


One of the goals of the survey was to better identify the EMP demographic. A surprising result was that 30% of the respondent who considered themselves emerging have been in the field for more than 10 years.

**Question 2: In what type of museum do you work?
(check any and all that apply)**

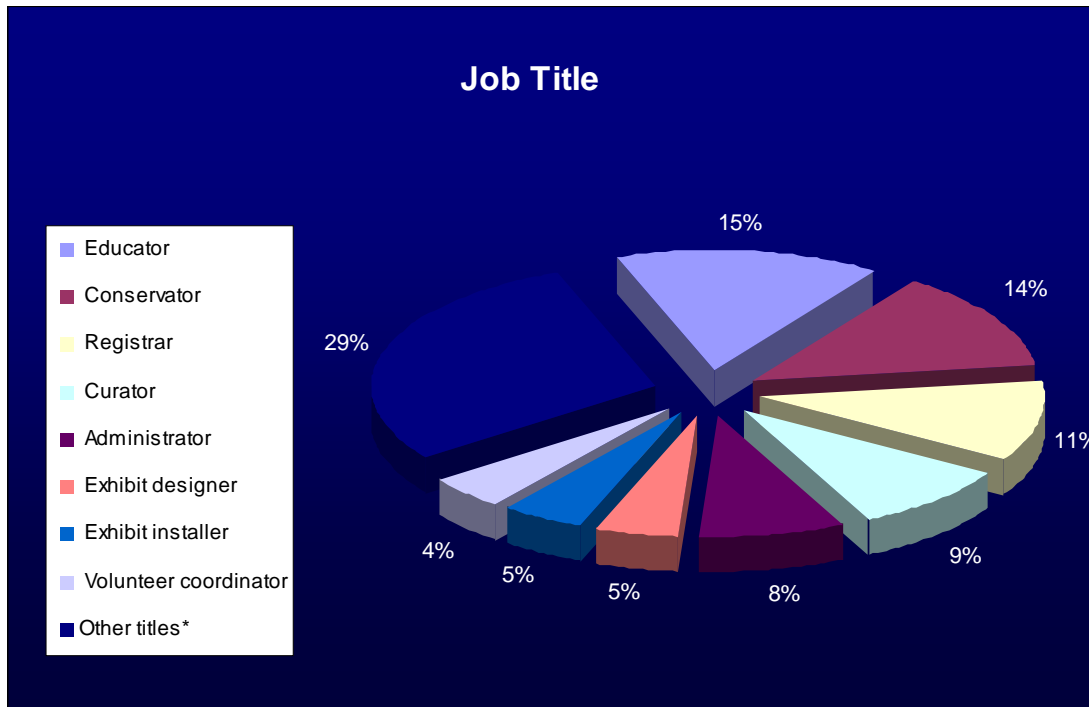
947 respondents

Art and history museum employees make up over 77% of all respondents.



**Question 3: Please select the title that best describes the work you do?
(check any and all that apply)**

918 respondents



The majority of respondents (38%) were educators, conservators, or registrars. Of the 166 respondents who selected “Other (free response)”, 27 respondents identified themselves as collections management/collections care staff, and 21 were students or interns.

*** Other titles include:**

Job Title	Percent	Number of Responses
Archivist	3%	58
Visitor services specialist	3%	53
Public relations officer	3%	48
Director/CEO	3%	47
Development officer	2%	42
Marketing officer	2%	40
Other (please specify)	2%	39
IT specialist	2%	34
Membership specialist	2%	28
Collections management	2%	27

Job Title	Percent	Number of Responses
Museum store staff	2%	26
Intern/Student	1%	21
Security officer	1%	15
Financial officer	1%	12
Personnel/HR	1%	12
Exhibitions	1%	11
Independent professional	<1%	8
Special events	<1%	7
Facilities	<1%	3

**Question 4: Please indicate how important each of the following services and resources are to you.
(1 being the least important & 5 the most important)**

918 respondents

**Question 5: Please rate your level of satisfaction with currently available resources. If these resources are not available to you, please select N/A.
(1 being the least important & 5 the most important)**

918 respondents

Summary of Professional Development Resources for EMPs: Importance vs. Availability

Activities	Very/Somewhat Important	Very/Somewhat Available	Mostly / Not At All Available
Finding professional development resources	83.1%	41.4%	8.3%
Affording professional development resources	80.4%	20.6%	23.9%
Finding networking opportunities	72.8%	35%	8.4%
Having a mentor	69.6%	25.5%	38.1%
Finding appropriate web resources	63.4%	45.3%	7.9%
Accessing leadership opportunities outside of my institution	56.3%	21.9%	23.7%
Accessing leadership opportunities within my institution	55%	24.2%	28.1%
Being a mentor	49.6%	30.7%	34.5%

The professional development resources identified as most important by EMPs include:

- *Finding Professional Development Resources* (83.1% ranked it as very to somewhat important),
- *Affording Professional Development Resources* (80.4%),
- *Finding Networking Opportunities* (72.8%),
- and *Having a Mentor* (69.6%).

Of these, two also fell within the least available—*Having a Mentor* (38.1% ranked it as mostly or not at all available) and *Affording Professional Development Resources* (23.9%).

Response Totals for Importance and Availability of Professional Development Resources

