Mapping the Landscapes | CE/PD Needs Assessment

ARCHIVES	Have knowled skills for succe	_		significant Not revenue to role		% in need (minor + significant
	COLLECTIONS					
Collection Development						
Build collections		36%	42%	10%	12%	52%
Maintain collections Establish/ apply criteria		36% 14%	48 <mark>%</mark> 38%	10% 🗌 8% 🦳	6% 9%	58% 46%
Policies and procedures		58%	29%	5%	8%	34%
Ensure collections quality		63%	29%	3%	5%	32%
Disaster management plan		35%	40%	17%	8%	57%
Physical Collection Management						
Physical resources		6%	24%	3%	7%	27%
Control/access to physical collections		35%	48%	11%	6%	59%
Organize collections Sustain collections over time		47% 50%	39% 3 9% 3 9%	10% ☐ 4% ☐	4% 7%	49% 43%
		3070	3370	1/0	770	1370
Physical Preservation Principles and Skills Preservation activities		49%	37%	8%	6%	45%
Conservation activities		17%	36%	31%	16%	67%
Physical protection and authentication activities		43%	39%	9%	9%	48%
Digital Collection Management						
Digital resources		14%	40%	36%	10%	76%
Organize digital collections		18%	38%	34%	10%	72%
Control/ access to digital collections		8%	30%	48%	14%	78%
Digital curation software		6%	27%	50%	17%	77%
Integrate tools into workflows Sustain digital collections over time		9%	26% 37%	51% 42%	15% 12%	77% 79%
Justam digital collections over time		J/0	J//0	+ ∠ /0	12 <i>7</i> 0	1370
Digital Preservation Principles and Skills		1.00/	220/	4.67	4051	770
Preservation/ conservation of digital materials Ensure digital protection, authentication of collections		10% 10%	33% 32%	44%	13% 14%	77% 76%
Policies and procedures for digitization		20%	35%	31%	14%	66%
Policies and procedures for digitization Policies and procedures for born digital materials		12%	34%	40%	14%	74%
INSTI	Have knowled skills for succe TUTIONAL MANAG	ss improver		significant Not re vement to role		% in need (minor + significant
INSTI Facility design and management Encourage patron use Safe environment	skills for succe	improver GEMENT 39%	ment improv	8%	13% 13%	(minor + significant 48% 53%
INSTI Facility design and management Encourage patron use	skills for succe	ss improver GEMENT 39%	ment improv	vement to role	e 13%	(minor + significant
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures	skills for succe	improver GEMENT 39% 34%	40% 43% 43%	8% 10%	13% 13% 14%	(minor + significant) 48% 53% 52%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws	skills for succe	improver GEMENT 39% 34% 34%	40% 43% 43% 52%	8%	13% 13% 14%	(minor + significant 48% 53% 52%
INSTI Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures	skills for succe	improver GEMENT 39% 34%	40% 43% 43%	8% 10%	13% 13% 14%	(minor + significant) 48% 53% 52%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning	skills for succe	improver GEMENT 39% 34% 34% 34%	40% 43% 43% 52% 34%	8%	13% 13% 14% 2%	(minor + significant) 48% 53% 52%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning	skills for succe	improver GEMENT 39% 34% 34% 34% 41%	40% 43% 43% 52% 34% 45%	8%	2% 2% 10%	(minor + significant) 48% 53% 52% 64% 40% 49%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce	skills for succe	39%	40% 43% 43% 52% 45% 35% 35%	8%	2% 10%	(minor + significant) 48% 53% 52% 64% 40% 49%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning	skills for succe	improver GEMENT 39% 34% 34% 34% 41%	40% 43% 43% 52% 34% 45%	8%	2% 2% 10%	(minor + significant) 48% 53% 52% 64% 40% 49%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements	skills for succe	39%	40% 43% 43% 43% 43% 45% 42% 45% 42% 45% 42% 45%	8%	2% 14% 2% 10% 14% 6% 8% 8%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers	skills for succe TUTIONAL MANAG	39%	40% 43% 43% 43% 45% 42%	8%	2% 13% 14% 2% 10% 14% 6% 8% 6%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements	skills for succe TUTIONAL MANAG	39%	40% 43% 43% 43% 43% 45% 42% 45% 42% 45% 42% 45%	8%	2% 13% 14% 2% 10% 14% 6% 8% 8%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	39%	40% 43% 43% 43% 45% 45% 42% 45% 32% 35% 35% 35% 42% 32% 35% 35% 42% 32% 35% 35% 42% 32% 35% 42% 32% 35% 42% 32% 35% 42% 42% 42%	8%	2% 13% 14% 2% 10% 14% 6% 8% 6% 13%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	39%	40% 43% 43% 43% 43% 45% 42% 42% 42% 32% 35% 24% 24% 44% 42% 45% 42%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 8% 6% 13%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	39%	40% 43% 43% 43% 45% 45% 42% 45% 32% 35% 35% 24% 35% 35% 42% 35% 42% 35% 42% 35% 42% 35% 42% 35% 42% 35% 42% 35% 42% 42% 42%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42%
acility design and management Encourage patron use Safe environment Well-run environment Drganizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding	skills for succe TUTIONAL MANAGE	39%	40% 43% 43% 43% 43% 45% 42% 42% 42% 32% 35% 24% 24% 44% 42% 45% 42%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 8% 6% 13%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42%
acility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning upervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	SS improver GEMENT 39% 34% 34% 34% 45% 42% 45% 45% 45% 42% 45% 42%	40% 43% 43% 43% 43% 45% 42% 42% 42% 42% 35% 35% 36% 36% 36% 40%	8%	13% 13% 14% 2% 2% 10% 14% 6% 8% 8% 6% 13% 11% 29% 12%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46%
acility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning upervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	39%	40% 43% 43% 43% 45% 45% 42% 45% 32% 35% 35% 36% 36% 33% 36% 33% 40%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes	skills for succe TUTIONAL MANAGE 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	39%	40% 43% 43% 43% 45% 45% 42% 45% 32% 35% 35% 36% 36% 33% 36% 33% 40%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources	skills for succe TUTIONAL MANAGE Have knowled	SS improver GEMENT 39% 34% 34% 34% 45% 41% 45% 45% 42% 35% 40% 45% 45% 42% 37% 26% 42% 37% 25% ge/ Need mir	40% 43% 43% 43% 45% 42% 45% 32% 35% 35% 36% 33% 34% 34% 34% 44%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor +
acility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources	skills for succe TUTIONAL MANAGE	SS improver GEMENT 39% 34% 34% 34% 34% 41% 45% 42% 35% 40% 45% 45% 35% 40% 45% 35% 40% 35% 40% 45% 45% 45% 45% 45% 45% 45% 45% 45% 45	40% 43% 43% 43% 45% 42% 45% 32% 35% 35% 36% 33% 34% 34% 34% 44%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor +
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources	skills for succe TUTIONAL MANAGE Have knowled skills for succe	SS improver GEMENT 39% 34% 34% 34% 45% 41% 45% 45% 42% 35% 40% 45% 45% 42% 37% 26% 42% 37% 25% ge/ Need mir	40% 43% 43% 43% 45% 42% 45% 32% 35% 35% 36% 33% 34% 34% 34% 44%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor +
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Oupervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources EXECHIVES Core technology	skills for succe TUTIONAL MANAGE Have knowled skills for succe TECHNOLOGY	ss improver GEMENT 39%	40% 43% 43% 43% 43% 45% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 43% 42%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant)
acility design and management Encourage patron use Safe environment Well-run environment Diganizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning upervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources	skills for succe TUTIONAL MANAGE Have knowled skills for succe TECHNOLOGY	SS improver GEMENT 39%	40% 43% 43% 43% 43% 45% 45% 42% 45% 32% 35% 36% 33% 34% 34% 45% 42% 42%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor + significant) 32%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources	Have knowled skills for succe	ss improver GEMENT 39%	40% 43% 43% 43% 43% 45% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42% 43% 42%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant)
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration	Have knowled skills for succe	SS improver GEMENT 39% 34% 34% 34% 34% 41% 45% 42% 42% 45% 45% 45% 42% 35% 40% 554% 42% 554% 42% 555% 56% 42% 56% 42% 56% 42% 56% 42% 56% 42% 56% 42% 56% 56% 56% 56% 56% 56%	40% 43% 43% 43% 45% 42% 42% 42% 42% 42% 42% 35% 36% 36% 33% 34% 34% 46%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant) 32% 32% 32%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration Intermediate/Advanced Technology	skills for succe TUTIONAL MANAGE Have knowledge skills for succe TECHNOLOGY	SS improver GEMENT 39% 34% 34% 34% 34% 41% 45% 42% 35% 40% 45% 45% 35% 40% 54% 45% 54% 45% 54% 55% 56% 42% 58% 56% 42% 58% 56% 42% 58%	40% 43% 43% 43% 43% 45% 45% 42% 45% 42% 45% 35% 36% 33% 34% 34% 45%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26% 16% 1% 11%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor + significant) 32% 32% 41%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration	skills for succe TUTIONAL MANAGE Have knowledge skills for succe TECHNOLOGY	SS improver GEMENT 39% 34% 34% 34% 34% 41% 45% 42% 42% 45% 45% 45% 42% 35% 40% 554% 42% 554% 42% 555% 56% 42% 56% 42% 56% 42% 56% 42% 56% 42% 56% 42% 56% 56% 56% 56% 56% 56%	40% 43% 43% 43% 45% 42% 42% 42% 42% 42% 42% 35% 36% 36% 33% 34% 34% 46%	8%	13% 13% 14% 2% 20% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26% 12% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant) 32% 32% 32%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration Intermediate/Advanced Technology Automation systems	skills for succe TUTIONAL MANAGE Have knowledge skills for succe TECHNOLOGY	SS improver GEMENT 39%	40% 43% 43% 43% 45% 45% 42% 45% 42% 45% 32% 35% 36% 33% 34% 34% 45% 42% 42%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 16% 26% 16% 26%	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 45% 46% 47% 50% % in need (minor + significant) 32% 32% 41%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration Intermediate/Advanced Technology Automation systems Enterprise computing systems	skills for succe TUTIONAL MANAGE Have knowledge skills for succe TECHNOLOGY	SS improver GEMENT 39% 34% 34% 34% 34% 41% 45% 42% 35% 40% 45% 42% 37% 25% 37% 25% 37% 25% 37% 25% 37% 25% 37% 25% 37% 38% 40% 42% 42% 42% 42% 42% 43% 45% 45% 45% 45% 45% 45% 45% 45% 45% 45	40% 43% 43% 43% 45% 45% 42% 42%	8%	13% 13% 14% 2% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26% 11% 11% 21% 16% 11% 11% 11% 11% 11% 11% 11% 11% 1	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant) 32% 32% 41% 63% 53%
Facility design and management Encourage patron use Safe environment Well-run environment Organizational Planning, Policies, and Procedures Understand laws Policies/ procedures Strategic planning Supervision and Human Resources Recruitment and selection of workforce Lead and empower employees Performance management strategies Performance management standards, requirements Work with consultants and volunteers Support staff career development Institutional Affiliations and Financial Management Institutional credibility Information, feedback from advisory bodies Basic budget/ finance understanding Financial processes Identify, pursue multiple funding sources ARCHIVES Core technology Basic computer functions and tasks Basic functions of email and web-based resources Apply technologies for learning/ collaboration Intermediate/Advanced Technology Automation systems Enterprise computing systems Network and security systems	skills for succe TUTIONAL MANAGE Have knowled skills for succe TECHNOLOGY	ss improver GEMENT 39%	40% 43% 43% 43% 45% 42% 45% 42% 45% 32% 35% 36% 33% 34% 34% 45% 42% 42%	8%	13% 13% 14% 2% 10% 14% 6% 8% 6% 13% 11% 29% 12% 16% 26% 18% 1 1% 1 1% 1 29% 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	(minor + significant) 48% 53% 52% 64% 40% 49% 41% 52% 57% 52% 40% 42% 54% 46% 47% 50% % in need (minor + significant) 32% 32% 41% 63% 53% 54%

		Have knowled	ge/	Need minor	Need significant	Not releva	nt	% in need (mind
IBRAR	IES	skills for succe	SS	improvement	improvement	to role		+ significant)
			COLI	LECTIONS				
ollecti	ion Development							
	Build collections Maintain collections		35% 38%	42% 43%		=	13% 11%	51% 51%
	Establish/ apply criteria		35%	38%			13%	52%
	Policies and procedures		50%	30%			11%	39%
	Ensure collections quality Disaster management plan		54% 18%	34% 35%		% <u> </u>	7% 17%	39% 64%
							- , , ,	C 1,70
nysica	Il Collection Management Physical resources		49%	34%	59	%	12%	39%
	Control/ access to physical colle		30%	39%			17%	53%
	Organize collections Sustain collections over time		38% 43%	39% 36%			12% 11%	50% 45%
			1070	30/0		-		1370
hysica	Il Preservation Principles and Skil Preservation activities		19%	33%	229	% 2	26%	55%
	Conservation activities		13%	32%			27%	60%
	Physical protection, authenticat		21%	31%	209	% 2	28%	51%
igital	Collection Management							
	Digital resources		14%	30%			27%	58%
	Organize digital collections Control/ access to digital collect		14% 6%	30% 27%			30% 33%	56% 61%
	Digital curation software		6%	18%			13%	51%
	Integrate tools into workflows		5%	20%			37%	58%
	Sustain digital collections over t		9%	31%	329	% 2	28%	63%
igital	Preservation Principles and Skills	_						
	Preservation/ conservation of d	_	6%	19%			14%	50%
	Ensure digital protection, auther Policies and procedures for digital procedures for digital procedures.		7% 9%	18% 18%			13% 11%	50% 50%
	Policies and procedures for bor		6%	16%			16%	48%
		Have knowled	ge/	Need minor	Need significant	Not releva	nt	% in need (min
IBRAR	IES	Have knowled	SS	Need minor improvement	significant improvement	Not releva	nt	% in need (mind + significant)
		skills for succe	SS		significant improvement		nt	•
	design and management	skills for succe	SS	improvement	significant improvement NT	to role	nt 14%	•
		skills for succe INSTITU	ss TION	improvement AL MANAGEME	significant improvement NT	to role		+ significant)
	design and management Encourage patron use	skills for succe	ss FION 29%	improvement AL MANAGEME 47%	significant improvement NT 109	to role %	14%	+ significant) 57%
acility	design and management Encourage patron use Safe environment Well-run environment	skills for succe INSTITU	29% 21% 33%	improvement AL MANAGEME 47% 48% 43%	significant improvement NT 109 169	to role	14% 15% 15%	+ significant) 57% 64% 52%
	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Po	skills for succe INSTITU	29% 21% 33%	improvement AL MANAGEME 47% 48% 43%	significant improvement NT 109 169 99	to role %	14% 15% 15%	57% 64% 52%
acility	design and management Encourage patron use Safe environment Well-run environment	skills for succe INSTITU	29% 21% 33%	improvement AL MANAGEME 47% 48% 43%	significant improvement NT 109 169 99	to role %	14% 15% 15%	+ significant) 57% 64% 52%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Produce and laws Policies/ procedures Strategic planning	skills for succe INSTITU	29% 21% 33% 27% 46%	improvement AL MANAGEME 47% 48% 43% 50% 41%	significant improvement NT 109 169 99	to role 1	14% 15% 15% 9% 4%	+ significant) 57% 64% 52% 64% 50%
acility Organia	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Pl Understand laws Policies/ procedures	skills for succe INSTITU	29% 21% 33% 27% 46%	improvement AL MANAGEME 47% 48% 43% 50% 41%	significant improvement NT 109 169 99	to role 1	14% 15% 15% 9% 4%	+ significant) 57% 64% 52% 64% 50%
acility Organia	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Properties, and and Administration, and and Properties, and and Administration, and adm	skills for succe INSTITUT	29% 21% 33% 27% 46% 36% 44% 41%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45%	significant improvement NT 109 169 99 49	to role 1	14% 15% 15% 9% 4% 15%	+ significant) 57% 64% 52% 64% 50% 49%
acility Organia	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Property of the procedures Strategic planning ision and Human Resources Recruitment, selection of workfor the procedures Lead, empower employees Performance management strates	skills for succe INSTITU	29% 21% 33% 27% 46% 36% 44% 41% 27%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52%	significant improvement NT 109 169 169 169 169 169 169 169 169 169 16	to role %	14% 15% 15% 9% 4% 15%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Property of the procedures Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor the procedures Lead, empower employees Performance management strater	skills for succe INSTITUT	29% 21% 33% 27% 46% 36% 44% 41% 27% 24%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48%	significant improvement NT	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68%
acility Organia	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Property of the procedures Strategic planning ision and Human Resources Recruitment, selection of workfor the procedures Lead, empower employees Performance management strates	skills for succe INSTITU	29% 21% 33% 27% 46% 36% 44% 41% 27%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52%	significant improvement NT	to role	14% 15% 15% 9% 4% 15%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Property of the procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management stan Work with consultants, volunter	skills for succe INSTITU	29% 21% 33% 27% 46% 36% 44% 41% 27% 24% 45%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36%	significant improvement NT	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 68% 43%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Proposedures Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management strate Performance management strate Performance management stan Work with consultants, volunted Support staff career developments of the strategic planning standard for the standard	skills for succe INSTITUTO	29% 21% 33% 27% 46% 36% 44% 41% 27% 24% 45% 38%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42%	significant improvement NT	to role %	14% 15% 15% 9% 4% 15% 3% 5% 8% 12% 8%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Proposedures Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management	skills for succe INSTITU	29% 21% 33% 27% 46% 36% 44% 41% 27% 45% 38% 30% 37%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27%	significant improvement NT	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37%
acility Organiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Proposedures Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management	skills for succe INSTITUTO	29% 21% 33% 27% 46% 36% 44% 41% 27% 24% 45% 38% 30% 37% 49%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34%	significant improvement NT	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44%
rganiz	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Proposedures Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management	rocedures lanagement	29% 21% 33% 27% 46% 36% 44% 41% 27% 45% 38% 30% 37%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27%	significant improvement NT	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37%
rgania	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provincies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management stant Work with consultants, volunted Support staff career development cional Affiliations and Financial Months Institutional credibility Information, feedback from adv Basic budget/ finance understant Financial processes Identify, pursue multiple fundir	rocedures lanagement	29% 21% 33% 27% 46% 36% 44% 41% 27% 45% 38% 30% 49% 37% 49% 37% 22%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38%	significant improvement NT	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provincies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management stant Work with consultants, volunted Support staff career development cional Affiliations and Financial Months Institutional credibility Information, feedback from adv Basic budget/ finance understant Financial processes Identify, pursue multiple fundir	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 41% 27% 24% 45% 38% 30% 37% 49% 37% 22%	1 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor	significant improvement NT 109 169 99 149 179 169 169 109 109 109 109 119 119 119 119 119 11	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provinces of Procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate performance management strate work with consultants, volunted Support staff career developments of Lead, Engliations and Financial Months of Lead, Institutional credibility Information, feedback from advaluation of Lead o	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 41% 24% 45% 38% 30% 37% 49% 37% 22%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 179 199 109 109 109 109 109 109 109 119 11	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min + significant)
acility organiz upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provide Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management strate Work with consultants, volunted Support staff career developments of the staff career developments of the staff care understate Financial processes Identify, pursue multiple funding the staff care multiple funding the	skills for succe INSTITU rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 45% 38% 30% 37% 49% 37% 22% ge/ ss TECH	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 179 169 169 169 109 109 119 119 119 119 119 119 119 11	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 14% 26% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min + significant)
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provinces of Procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate performance management strate work with consultants, volunted Support staff career developments of Lead, Engliations and Financial Months of Lead, Institutional credibility Information, feedback from advaluation of Lead o	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 41% 24% 45% 38% 30% 37% 49% 37% 22%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 149 99 169 169 109 109 109 109 109 119 129 Need significant improvement	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min + significant)
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provide Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management strate Work with consultants, volunted Support staff career developments of the saic budget of finance understate Financial processes Identify, pursue multiple funding item lassic computer functions and the Basic functions of email and we Apply technologies for learning	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 41% 24% 45% 38% 30% 37% 49% 37% 22% ge/ ss TECH 65% 70%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 149 99 169 169 109 109 109 109 109 119 119 129 Need significant improvement	to role to role Not relevator role Not role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min + significant) 32% 27%
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment vational Planning, Policies, and Production of Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management stand Work with consultants, volunted Support staff career development cional Affiliations and Financial Months Institutional credibility Information, feedback from add Basic budget/ finance understant Financial processes Identify, pursue multiple funding IES ichnology Basic computer functions and tables Basic functions of email and we	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 41% 24% 45% 38% 30% 37% 49% 37% 22% ge/ ss TECH 65% 70%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 179 169 169 109 109 109 119 119 119 119 119 119 11	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 10% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min- + significant) 32% 27%
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment Zational Planning, Policies, and Provide Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management stante Work with consultants, volunted Support staff career development stante (Support Staff Career development) isional Affiliations and Financial Moreous Institutional credibility Information, feedback from add Basic budget/ finance understante Financial processes Identify, pursue multiple funding item Item Item Item Item Item Item Item I	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 45% 38% 37% 49% 22% ge/ss TECH 65% 70% 56%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY 27% 22% 35%	significant improvement NT 109 169 99 149 179 169 169 109 109 119 119 119 119 119 119 119 11	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 14% 26% 7% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (mine) + significant) 32% 27% 43%
acility Organiz upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provide Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management strate Performance management strate Support staff career development strate Support staff career development staff career develo	skills for succe INSTITUTO rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 45% 38% 37% 49% 37% 22% ge/ss TECH 65% 70% 56% 70% 56%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% Need minor improvement HNOLOGY Need minor improvement HNOLOGY	significant improvement NT 109 169 99 149 149 99 169 169 109 109 119 119 119 119 119 119 119 11	to role %	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 14% 23% 14% 23% 14% 23%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (mine) + significant) 32% 27% 43% 48% 51% 51%
acility Organia upervi	design and management Encourage patron use Safe environment Well-run environment zational Planning, Policies, and Provide Understand laws Policies/ procedures Strategic planning ision and Human Resources Recruitment, selection of workfor Lead, empower employees Performance management strate Performance management strate Performance management strate Support staff career development in the Support staf	rocedures lanagement Have knowled skills for succe	29% 21% 33% 27% 46% 36% 44% 45% 38% 37% 42% 45% 37% 22% FECH 65% 70% 56% 29% 13%	improvement AL MANAGEME 47% 48% 43% 50% 41% 45% 40% 47% 52% 48% 36% 42% 20% 27% 34% 38% 34% 38% 34% Need minor improvement HNOLOGY 27% 22% 35% 35%	significant improvement NT 109 169 99 149 149 99 169 169 109 109 109 109 109 109 119 119 119 11	to role	14% 15% 15% 9% 4% 15% 9% 3% 5% 8% 12% 8% 12% 14% 23% 11%	+ significant) 57% 64% 52% 64% 50% 49% 47% 56% 68% 68% 43% 54% 30% 37% 44% 49% 55% % in need (min + significant) 32% 27% 43% 48% 51%

MUSEUN	1S/HISTORICAL SOCIETIES	Have knowle skills for suc	cess	Need minor improvement ECTIONS	significant improvement	Not rol	elevant e	% in need (minor + significant)
Collectio	n Development							
Concutio	Build collections		24%	35%	13	%	28%	48%
	Maintain collections		28%	43%		%	20%	52%
	Establish/apply criteria		35%	36%			17%	48%
	Policies and procedures		50%	28%		% 🔲	14%	36%
	Ensure collections quality		58%	30%		% <u> </u>	7%	35%
	Disaster management plan		36%	41%		% 🗍	8%	56%
Dhysical	Collection Management							
Pilysical	Physical resources		50%	35%	5	% 🗌	10%	40%
	Control/ access to physical colle	2	36%	40%			12%	52%
	Organize collections		33%	41%	13	% — 	13%	54%
	Sustain collections over time		46%	38%	7	% 🔲	9%	45%
Dhysical	Preservation Principles and Skill	ls.						
riiysicai	Preservation activities		50%	33%	10	%∏	7%	43%
	Conservation activities		34%	29%	27	% 🔲	10%	56%
	Physical protection, authentical	t	40%	36%	14	% 🗌	9%	50%
Dieltel G	allastian BAssassant							
ואונמו Co	ollection Management Digital resources		14%	29%	33	%	24%	62%
	Organize digital collections		17%	28%			25%	58%
	Control/ access to digital collections	t	8%	24%			29%	63%
	Digital curation software		9%			%	33%	58%
	Integrate tools into workflows		7%	23%			35% 7 29%	64%
	Sustain digital collections over	t	6%	26%			27%	67%
	· ·							
Digital Pi	reservation Principles and Skills Preservation/conservation of d	ı T	5%	31%	40	%	23%	71%
	Ensure digital protection, author	_	5% 7%	31%			23%	66%
				31%			-	63%
	Policies and procedures for dig Policies and procedures for bor		12% 9%	26%			25% 26%	63% 65%
					Need			% in need
MUSEUN	1S/HISTORICAL SOCIETIES	Have knowle skills for suc	_	Need minor improvement	significant improvement	Not re to rol	elevant e	(minor + significant)
		skills for suc	cess		significant improvement			(minor +
	esign and management Encourage patron use	skills for suc	cess	improvement AL MANAGEMEN	significant improvement IT			(minor +
	esign and management	skills for suc	cess TION	improvement AL MANAGEMEN 50% 41%	significant improvement IT 15 19	to rol	e	(minor + significant)
	esign and management Encourage patron use	skills for suc	cess TIONA 26%	improvement AL MANAGEMEN 50%	significant improvement IT 15 19	to rol % <u>□</u>	e 9%	(minor + significant)
Facility d	esign and management Encourage patron use Safe environment Well-run environment	skills for such	cess TION/ 26% 21%	improvement AL MANAGEMEN 50% 41%	significant improvement IT 15 19	to rol	e 9% 19%	(minor + significant) 65% 60%
Facility d	esign and management Encourage patron use Safe environment	skills for such	cess TION/ 26% 21%	improvement AL MANAGEMEN 50% 41%	significant improvement IT 15 19 8	to rol	e 9% 19%	(minor + significant) 65% 60%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr	skills for such	26% 21% 31%	improvement AL MANAGEMEN 50% 41% 47%	significant improvement IT 15 19 8	to rol %	9% 19% 14%	(minor + significant) 65% 60% 55%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr	skills for such	26% 21% 31%	improvement AL MANAGEMEN 50% 41% 47%	significant improvement IT 15 19 8	to rol " "	9% 19% 14%	(minor + significant) 65% 60% 55%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning	skills for such	26% 21% 31% 25% 39%	improvement AL MANAGEMEN 50% 41% 47% 46% 43%	significant improvement IT 15 19 8	to rol %	9% 19% 14% 11% 9%	(minor + significant) 65% 60% 55%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources	skills for such	26% 21% 31% 25% 39% 36%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42%	significant improvement IT 15 19 8	*	9% 19% 14% 11% 9% 15%	(minor + significant) 65% 60% 55% 64% 52% 49%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf	skills for such	26% 21% 31% 25% 39% 36%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42%	significant improvement IT 15 19 8 18 9 7	* to rol *	9% 19% 14% 11% 9% 15%	(minor + significant) 65% 60% 55% 64% 52% 49%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees	skills for such	26% 21% 31% 25% 39% 36% 40% 41%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42%	significant improvement IT 15 19 8 18 9 7	to rol %	9% 19% 14% 11% 9% 15%	(minor + significant) 65% 60% 55% 64% 52% 49%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra	skills for such	26% 21% 31% 25% 36% 40% 41% 29%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 45%	significant improvement IT 15 19 8 18 9 7	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8%	(minor + significant) 65% 60% 55% 64% 52% 49%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning ion and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan	skills for such INSTITU	26% 21% 31% 25% 39% 36% 40% 41% 29% 22%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 45% 41%	significant improvement IT 15 19 8 18 9 7 11 10 18 24	* to rol *	9% 19% 14% 11% 9% 15%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 63% 65%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 45%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 4	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 51%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 4	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13% 7%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 4 12	* to rol *	9% 19% 14% 11% 9% 15% 10% 8% 13% 7% 10%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility	skills for such INSTITU ocedures t anagement	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43% 43%	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13% 7% 10%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Performance management stra Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43% 43% 26% 33%	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13% 7% 10% 26% 19%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of works Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa	skills for such INSTITU	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 45% 41% 38% 43% 43% 36%	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13% 7% 10% 26% 19% 6%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Performance management stra Vork with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35% 34% 36% 49% 37%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 10% 6% 11%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of works Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa	skills for such INSTITU	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 45% 41% 38% 43% 43% 36%	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 8% 13% 7% 10% 26% 19% 6%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Performance management stra Vork with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35% 34% 36% 49% 37%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 10% 6% 11%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Performance management stra Vork with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes	skills for such INSTITU	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 36% 49% 37% 29%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 10% 6% 11%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Performance management stra Vork with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes	skills for such INSTITU ocedures anagement Have knowled	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	1 50% 1 41% 1 46% 1 43% 1 42% 1 45% 1 41% 1 38% 1 43% 1 43% 1 40% 1 30% 1 Need minor improvement	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 10% 10% 11% 19% 6% 11% 19%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% 52%
Facility d Organiza Supervisi	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir	skills for such INSTITU ocedures anagement Have knowled	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	50% 41% 46% 43% 42% 39% 43% 41% 38% 43% 40% 30% Need minor	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 10% 10% 11% 19% 6% 11% 19%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor +
Facility d Organiza Supervisi	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir	skills for such institution in the stills for such institution in the still institution in the s	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	1 50% 1 41% 1 46% 1 43% 1 42% 1 45% 1 41% 1 38% 1 43% 1 43% 1 40% 1 30% 1 Need minor improvement	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 10% 10% 11% 19% 6% 11% 19%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor +
Facility d Organiza Supervisi	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of works Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir MS/HISTORICAL SOCIETIES nology Basic computer functions and to Basic functions of email and we	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	1 50% 1 41% 1 46% 1 43% 1 42% 1 45% 1 41% 1 45% 1 41% 1 38% 1 45% 1 41% 1 38% 1 36% 1 40% 1 30% 1 Need minor improvement NOLOGY 1 25% 2 4%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28%
Facility d	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir MS/HISTORICAL SOCIETIES Innology Basic computer functions and to	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35% 36% 49% 37% 29%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43% 40% 30% Need minor improvement NOLOGY	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 11% 19% elevant e	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 52% 52% % in need (minor + significant)
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of works Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir MS/HISTORICAL SOCIETIES nology Basic computer functions and to Basic functions of email and we	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	1 50% 1 41% 1 46% 1 43% 1 42% 1 45% 1 41% 1 45% 1 41% 1 38% 1 45% 1 41% 1 38% 1 36% 1 40% 1 30% 1 Need minor improvement NOLOGY 1 25% 2 4%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28%
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple funding MS/HISTORICAL SOCIETIES Innology Basic computer functions and to Basic functions of email and we Apply technologies for learning	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 36% 40% 41% 29% 22% 35% 36% 49% 37% 29%	1 50% 1 41% 1 46% 1 43% 1 42% 1 45% 1 41% 1 45% 1 41% 1 38% 1 45% 1 41% 1 38% 1 36% 1 40% 1 30% 1 Need minor improvement NOLOGY 1 25% 2 4%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement 5 4 12	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28%
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning ion and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stra Work with consultants, volunte Support staff career development Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple funding MS/HISTORICAL SOCIETIES Innology Basic computer functions and to Basic functions of email and we Apply technologies for learning	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 36% 40% 41% 29% 22% 51% 35% 36% 49% 37% 29% Edge/cess TECH 68% 68% 46%	100 improvement 3	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement 5 4 12 14 12 14 12 15 16 17 18 18 18 18 19 19 10 10 11 11 10 10 11 11 10 10 11 11 10 10	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4% 2%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28% 52%
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning on and Human Resources Recruitment, selection of work Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career developme onal Affiliations and Financial M Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir AS/HISTORICAL SOCIETIES Innology Basic computer functions and to Basic functions of email and we Apply technologies for learning diate/Advanced Technology Automation systems	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35% 36% 49% 37% 29% 26dge/cess TECH 68% 46% 46% 46%	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43% 41% 38% 40% 30% Need minor improvement NOLOGY 25% 24% 40%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement 5 4 12 14 16 16	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4% 2%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28% 52%
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of workf Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development Institutional credibility Information, feedback from adv Basic budget/ finance understa Financial processes Identify, pursue multiple fundir MS/HISTORICAL SOCIETIES Apply technologies for learning Biate/Advanced Technology Automation systems Enterprise computing systems	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35% 34% 36% 49% 37% 29% edge/cess TECH 68% 46%	1 50% 1 41% 1 47% 1 46% 1 43% 1 42% 1 48% 1 49% 1 41% 1 38% 1 41% 1 38% 1 41% 1 38% 1 41% 1 38% 1 40% 1 30% 1 80%	significant improvement IT 15 19 8 18 9 7 11 10 18 24 12 14 12 9 12 22 Need significant improvement 5 4 12 14 16 18	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% elevant e 2% 4% 2%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 45% 52% 52% % in need (minor + significant) 30% 28% 52%
Facility d Organiza Supervisi MUSEUN Core tecl	esign and management Encourage patron use Safe environment Well-run environment tional Planning, Policies, and Pr Understand laws Policies/ procedures Strategic planning fon and Human Resources Recruitment, selection of work Lead, empower employees Performance management stra Performance management stan Work with consultants, volunte Support staff career development onal Affiliations and Financial M Institutional credibility Information, feedback from add Basic budget/ finance understa Financial processes Identify, pursue multiple fundir AS/HISTORICAL SOCIETIES AMONICAL SOCIE	ocedures anagement Have knowles skills for such	26% 21% 31% 25% 39% 36% 40% 41% 29% 22% 51% 35% 36% 49% 37% 29% 26% FECH	improvement AL MANAGEMEN 50% 41% 47% 46% 43% 42% 39% 43% 41% 38% 43% 41% 38% 43% Very comparison of the comparison	significant improvement IT	* to rol *	9% 19% 14% 11% 9% 15% 10% 6% 13% 7% 10% 26% 19% 6% 11% 19% 24\$% 2% 4\$% 2%	(minor + significant) 65% 60% 55% 64% 52% 49% 50% 53% 63% 65% 42% 55% 40% 45% 52% 52% % in need (minor + significant) 30% 28% 52% 38% 35% 42%

Mapping the Landscapes CE/PD Needs Assessment			
ARCHIVES	% in need Have knowledge/ Need minor Need significant Not relevant (minor + skills for success improvement improvement to role significant) LEADERSHIP	Need Have knowledge/ Need minor significant Not relevant % in need (minor skills for success improvement improvement to role + significant) LEADERSHIP	Need % in need Have knowledge/ Need minor significant Not relevant (minor + MUSEUMS/HISTORICAL SOCIETIES skills for success improvement improvement to role significant) LEADERSHIP
Innovative thinking about mission and goals Assess organizational shortcomings/ assets Continuous improvement Consider impact in community and beyond Impactful ideas, environments, technologies Anticipate problems/ opportunities	55% 39% 5% 1% 44% 25% 33% 16% 26% 49% 44% 47% 8% 1% 55% 45% 38% 13% 4% 51% 36% 49% 13% 2% 62% 42% 50% 8% 58%	Flexible and Reflective Thinking Innovative thinking about missi Assess organizational shortcom Continuous improvement Consider impact in community Impactful ideas, environments, Anticipate problems/ opportun Flexible and Reflective Thinking 46% 42% 10% 21% 23% 55% 21% 23% 55% 24% 15% 15% 20% 39% 44% 15% 15% 10% 10% 10% 10% 10% 10	Flexible and Reflective Thinking Innovative thinking about missic 50% 41% 8% 1% 49% Assess organizational shortcomi 29% 30% 22% 19% 52% Continuous improvement 40% 48% 11% 1% 59% Consider impact in community 39% 42% 16% 3% 58% Impactful ideas, environments, 29% 46% 22% 3% 68% Anticipate problems/ opportuni 40% 47% 12% 1% 59%
Planning and Making Effective Decisions Short-term/ long-term planning Identify clear outcomes Evidence based decision making Responsibility for decisions Decisional transparency	42% 49% 8% 1% 57% 51% 40% 8% 1% 48% 28% 53% 18% 1% 71% 60% 29% 7% 4% 36% 61% 31% 5% 3% 36%	Planning and Making Effective Decisions Short-term/ long-term planning 39% 45% 15% 1% 60% 1dentify clear outcomes 37% 47% 15% 1% 62% Evidence-based decision makin 28% 47% 23% 23% 2% 70% Responsibility for decisions 60% 31% 6% 3% 37% Decisional transparency 55% 36% 7% 2% 43%	Planning and Making Effective Decisions Short-term/ long-term planning 40% 47% 12% 1% 59% Identify clear outcomes 42% 45% 12% 1% 57% Evidence-based decision making 26% 48% 23% 3% 71% Responsibility for decisions 60% 31% 6% 3% 37% Decisional transparency 57% 37% 5% 1% 42%
Leading through Change Internal/ external support for change Collaborate during change Build community relationships Environment that encourages problem solving	33% 48% 16% 3% 64% 45% 44% 9% 2% 53% 42% 44% 9% 55% 41% 42% 13% 4% 55%	Leading through Change Internal / external support for c 27% 53% 18% 2% 71% Collaborate during change 42% 46% 11% 1% 57% Build community relationships 40% 42% 15% 3% 57% Environment that encourages p 37% 45% 15% 3% 60%	Leading through Change Internal/ external support for cl 25% 51% 21% 3% 72% Collaborate during change 42% 45% 13% 58% Build community relationships 37% 39% 19% 5% 58% Environment that encourages p 39% 43% 16% 2% 59%
Engaging, motivating, and inspiring Motivate individuals to contribute Environment of trust and integrity Inspire others to think creatively Environment of active communication Constructive feedback	43% 44% 8% 5% 52% 67% 28% 4% 1% 32% 48% 40% 10% 2% 50% 56% 36% 6% 2% 42% 47% 43% 8% 2% 51%	Engaging, motivating, and inspiring Motivate individuals to contributed 41% 43% 13% 3% 56% 56% 56% 56% 56% 56% 56% 56% 56% 56	Engaging, motivating, and inspiring Motivate individuals to contribu
Cultural competency Awareness of diverse cultures and beliefs Foster an environment that respects cultures	57% 33% 5% 5% 38% 58% 5% 6% 36%	Cultural competency Awareness of diverse cultures a 55% 38% 5% 2% 43% Foster an environment that res 55% 38% 4% 3% 42%	Cultural competency Awareness of diverse cultures a 56% 37% 6% 1% 43% Foster an environment that rest 60% 33% 5% 2% 38%
ARCHIVES	% in need Have knowledge/ Need minor Need significant Not relevant (minor + skills for success improvement improvement to role significant) PUBLIC FACING	Need Have knowledge/ Need minor significant Not relevant % in need (minor skills for success improvement improvement to role + significant) PUBLIC FACING	Need % in need Have knowledge/ Need minor significant Not relevant (minor + MUSEUMS/HISTORICAL SOCIETIES skills for success improvement improvement to role significant) PUBLIC FACING
Patron Services and Access Respond to patron research needs Use online tools/ communities for user engagement Outreach services Opportunities for information, education, entertainment, Needs, interests of patrons across lifespan	78% 17% 1% 4% 18% 51% 37% 8% 4% 45% 34% 44% 11% 11% 55% lifel 30% 45% 13% 12% 58% 27% 42% 13% 18% 55%	Patron Services and Access Respond to patron research nee 65% 25% 4% 6% 29% Use online tools/ communities 51% 36% 8% 5% 44% Outreach services 27% 47% 16% 10% 63% Opportunities for information, 34% 45% 12% 9% 57% Needs, interests of patrons acrc 29% 45% 11% 15% 56%	Patron Services and Access Respond to patron research nee 49% 29% 7% 14% 36% Use online tools/ communities 1 27% 37% 20% 16% 57% Outreach services 19% 42% 19% 20% 61% Opportunities for information, € 29% 40% 16% 15% 56% Needs, interests of patrons acro 23% 41% 17% 19% 58%
Education and Training Educational/ training/ interpretation programs Public access technology Publications/ other information Patron training	37% 40% 10% 13% 50% 42% 34% 7% 17% 41% 46% 31% 8% 15% 39% 47% 30% 6% 17% 36%	Education and Training Educational/ training/ interpret Public access technology Publications/ other information Patron training Education and Training 40% 41% 11% 9% 12% 44% 35% 13% 12% 50% 8% 12% 43%	Education and Training Educational/ training/ interpret 42% 31% 12% 15% 43% Public access technology 16% 25% 15% 44% 40% Publications/ other information 30% 37% 12% 21% 49% Patron training 25% 30% 10% 35% 40%
Community Relations and Outreach Demonstrate value of institution through evaluation Build support for institution Communication, marketing, promotion of institution Relationships with community orgs	32% 41% 16% 11% 57% 36% 37% 16% 11% 53% 43% 35% 10% 12% 45% 39% 35% 11% 15% 46%	Community Relations and Outreach Demonstrate value of institutio Build support for institution Communication, marketing, prc Relationships with community (33% 42% 15% 10% 57%	Community Relations and Outreach Demonstrate value of institution 27% 40% 21% 12% 61% Build support for institution 27% 43% 19% 11% 62% Communication, marketing, pro 31% 39% 14% 16% 53% Relationships with community c 38% 36% 14% 12% 50%
ARCHIVES	% in need Have knowledge/ Need minor Need significant Not relevant (minor + skills for success improvement improvement to role significant) BASIC	Have knowledge/ Need minor significant Not relevant % in need (minor skills for success improvement improvement to role + significant) BASIC	Need % in need Have knowledge/ Need minor significant Not relevant (minor + skills for success improvement improvement to role significant) BASIC
Research and Project Management Methodologies for research Technological platforms for research Project management principles Lead work teams Monitor/ adapt project progress	64% 27% 6% 3% 33% 55% 35% 7% 3% 42% 37% 47% 12% 4% 59% 41% 40% 12% 7% 52% 45% 42% 10% 3% 52%	Research and Project Management Methodologies for research Technological platforms for research Project management principles Lead work teams Monitor/ adapt project progres A5% 36% 10% 9% 46% 9% 49% 12% 9% 49% 17% 6% 65% 12% 8% 57% Monitor/ adapt project progres 34% 44% 16% 6% 60%	Research and Project Management Methodologies for research Technological platforms for rese Project management principles Lead work teams Monitor/ adapt project progres: Methodologies for research 44% 38% 13% 19% 19% 19% 6% 59% 18% 18% 4% 61% 4% 55% 14% 55%
Awareness of Professional Context Theoretical/ historical professional underpinnings Basic professional models of practice Relationships with allied professions Record-keeping Professional standards and best practices	65% 29% 4% 2% 33% 67% 27% 5% 1% 32% 61% 30% 7% 2% 37% 48% 39% 9% 4% 48% 66% 28% 5% 1% 33%	Awareness of Professional Context Theoretical/ historical professic 48% 39% 9% 4% 48% Basic professional models of pr. 53% 36% 9% 2% 45% Relationships with allied profes 49% 38% 9% 4% 47% Record-keeping 35% 43% 16% 6% 59% Professional standards and best 55% 38% 6% 1% 44%	Awareness of Professional Context Theoretical/ historical professio 52% 34% 11% 3% 45% Basic professional models of pra 56% 35% 7% 2% 42% Relationships with allied profess 55% 34% 10% 1% 44% Record-keeping 40% 40% 16% 4% 56% Professional standards and best 62% 30% 7% 1% 37%
Professional ethics Draw on basic values and ethics of sector Laws, regulations, inst'l policies, ethical standards Culture of ethics/ accountability	83% 17% 0% 0% 17% 66% 29% 4% 1% 33% 57% 34% 9% 0% 43%	Professional ethics Draw on basic values and ethics Laws, regulations, institutional 55% 38% 6% 1% 44% Culture of ethics/ accountability 51% 40% 7% 25%	Professional ethics Draw on basic values and ethics Laws, regulations, institutional professional ethics Culture of ethics/ accountability Professional ethics 20% 3% 7% 4% 37% 7% 10% 49%
Communication and Collaboration Variety of communication methods Communicate effectively with diverse audiences Situation- specific communication Develop relationships to achieve common goals Work effectively in teams Manage org. politics, conflict, difficult coworkers	77% 20% 2% 1% 22% 73% 25% 2% 27% 51% 39% 9% 1% 48% 70% 27% 3% 30% 66% 30% 3% 1% 33% 43% 44% 12% 1% 56%	Communication and Collaboration Variety of communication meth 71% 26% 2% 1% 28% Communicate effectively with d 68% 29% 3% 32% Situation-specific communicatic 46% 44% 10% Develop relationships to achiev 62% 34% 4% 38% Work effectively in teams 59% 34% 6% 1% 40% Manage organizational politics, 35% 46% 18% 1% 64%	Communication and Collaboration Variety of communication meth 70% 23% 5% 2% 28% Communicate effectively with d 64% 31% 5% 36% Situation- specific communication 40% 48% 11% 1% 59% Develop relationships to achieve 67% 30% 3% 33% Work effectively in teams 63% 32% 4% 1% 36% Manage org. politics, conflict, di 35% 49% 15% 1% 64%