Making the Case for Change

The Ramifications of Collection Conversion at The State Historical Society of Missouri

Anne Cox (@woozymoose), Midwest Archives Conference 2015
Project History
Project Goals

Recognize and restore the provenance of collections previously dispersed in a subject-based arrangement.

Reappraisal of collections materials.
- Improve Access
  - Physical Control
  - Intellectual Control

- Reintroduce Context
  - Linkages among photographs

- Preservation
  - Reduce opportunity for physical damage
  - Improve storage materials

- Clarify Citations & Ownership
  - Deaccession of copies from print sources & other repositories

#MAC15
Project Process & Challenges

LET ME EXPLAIN

NO, THERE IS TOO MUCH. LET ME SUM UP.
Personnel & Project Management

- Documentation is **critical**
- Find balance between surveying & diving in
  - Iterative approach
- Personnel of 1
  - Prioritization & time management
  - Perceptions
- Coordination with non-project staff

Mazie Krebs on the SS Admiral, St. Louis, 34-1902-1, Charles Trefts Photographs, SHSMO @woozymoose #MAC15
Implementing New Policies & Procedures

- Reproductions
  - Challenge: create consensus among 5 research centers
  - Provided evidence
  - Consensus on core, compromise on details
Implementing New Policies & Procedures

- Reference
  - Incorporation into existing, successful procedures
  - Brief training; provide resources & create clear expectations
  - Ongoing availability for questions/reinforcement
Overcoming Resistance to Change

- Identify reasons for resistance
- Anticipate when possible
- Lay groundwork
- Build case & respond to concerns
Lessons Learned

- Change-focus of project was beneficial
- Importance of communication
- Timing
- Staff changes have major impact