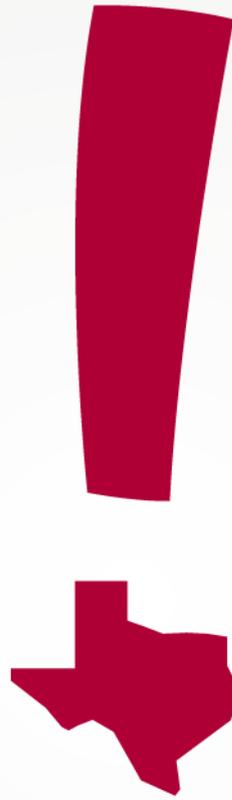


Ages and Stages of a Museum Career

Welcome!

The webinar will begin at 2:00 p.m. C.T.



TEXAS HISTORICAL COMMISSION

real places telling real stories



THC Museum Services

- The Museum Services Program provides support, resources, and training to museums in Texas.
 - *Consultations*
 - *Webinars and workshops*
 - *Resources*



THC Museum Services

www.thc.texas.gov/museum-services

- On our webpage:
 - *Webinars*
 - *Workshops*
 - *Grants and Fundraising*
 - *Helpful Resources*
 - *Connect and Learn*



THC Museum Services

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Upcoming Free Webinars

- **Incorporating AR/VR Technology Within Your Museum**
 - *Tuesday, July 30, 11:00 a.m. CT*
- **Insurance Basics for Historical Collections**
 - *Thursday, August 22, 10:00 a.m. CT*
- **Environmental Monitoring for Museums: The Basics**
 - *Thursday, September 19, 10:00 a.m. CT*



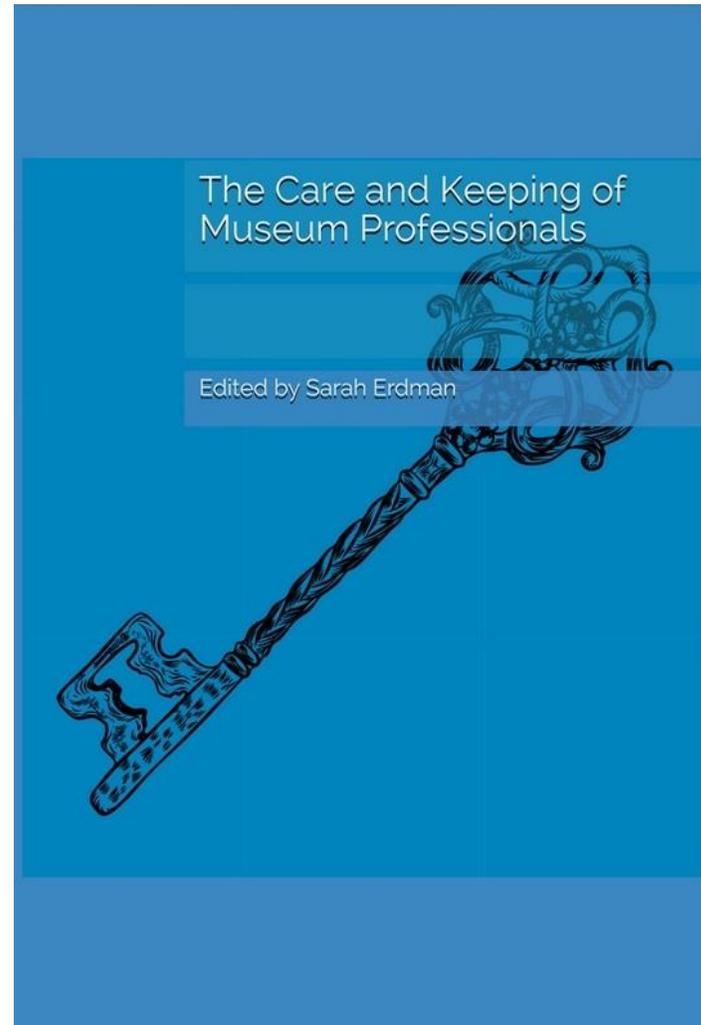
Ages and Stages of a Museum Career

Sarah Erdman

She/Her/Hers

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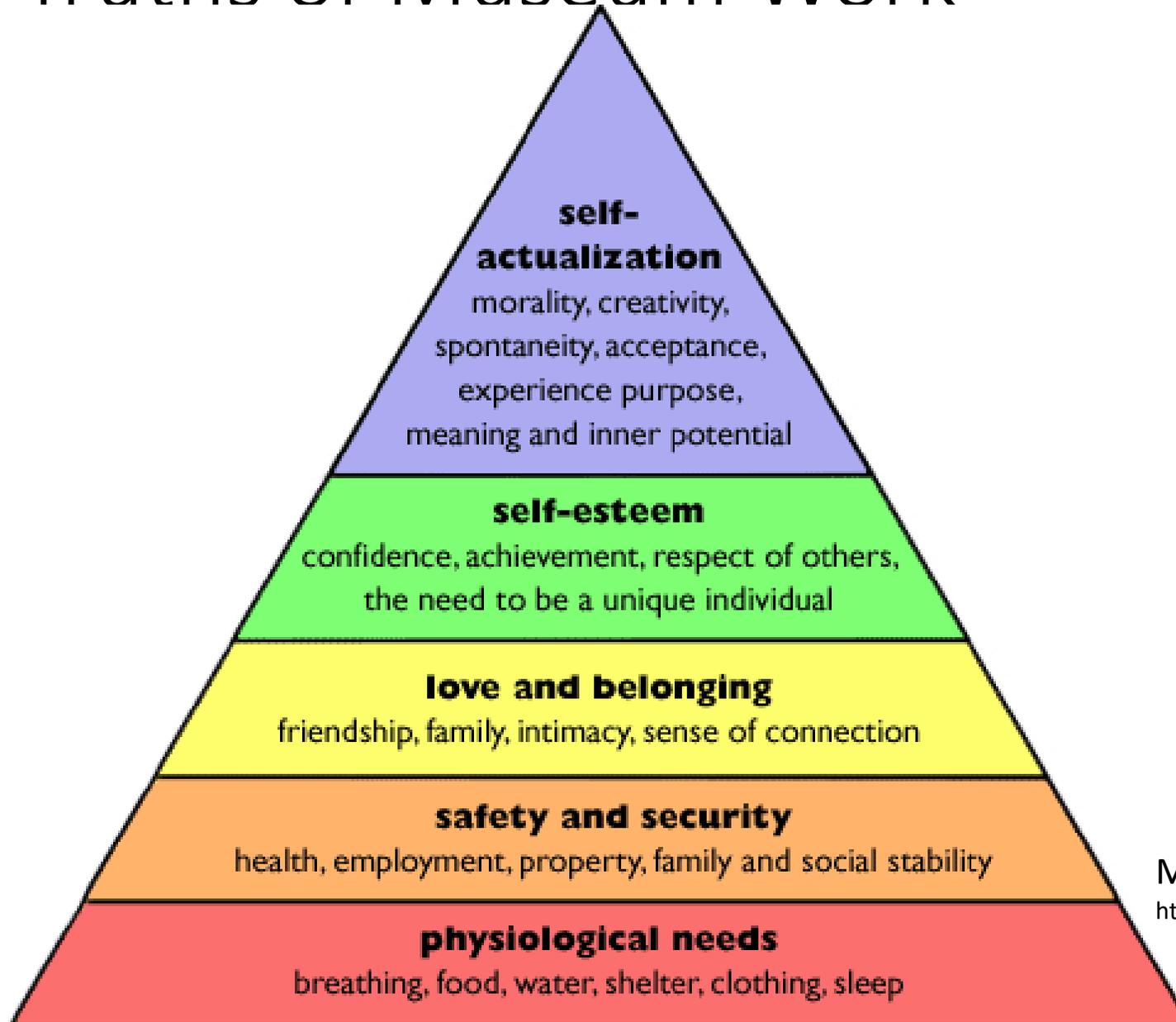
@CabinetofCurios



[Amazon.com/author/saraherdman](https://www.amazon.com/author/saraherdman)

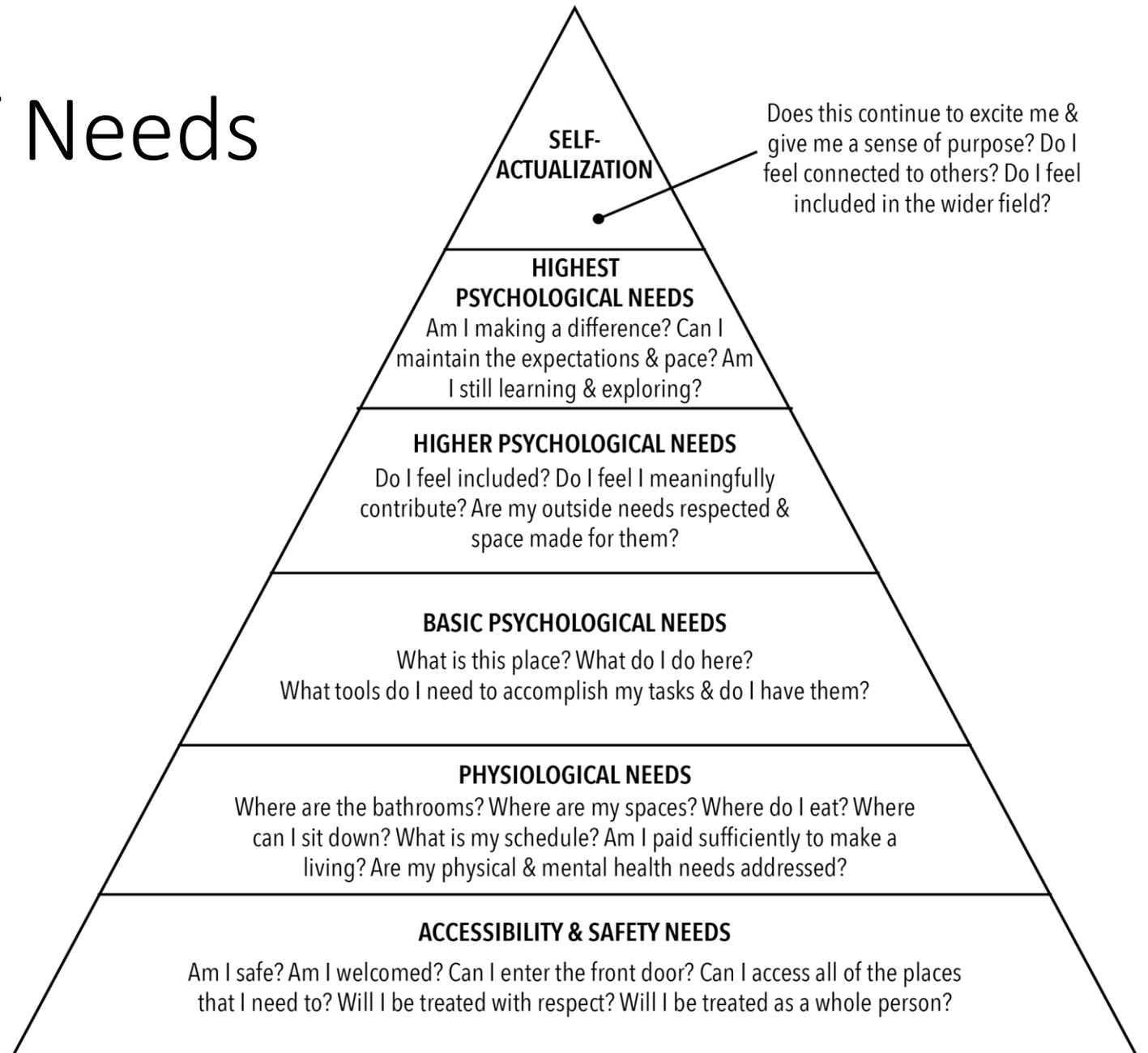
For orders of 5+ books contact me

Universal Truths of Museum Work



Maslows Hierarchy of Needs
<https://www.simplypsychology.org/maslow.html>

Hierarchy of Staff Needs



Sustainable Living- Challenges

- Working Against Us

- High barriers to entry
- Low pay
- Lack of training beyond content knowledge
- No HR and other structural barriers
- Unfulfilling work

- Working For Us

- We are awesome
- We want change

Sustainable Living- Ideas

- Macro

- Don't shy away from hard conversations about pay, inclusion, diversity. They are already happening so listen and learn
- Encourage professional development and mentorship, keep all admin/board mission focused

- Micro

- Be helpful, be grateful, be kind
- Take care of yourself
 - Physically, mentally, your spaces, your time
- Get perspective
- Break silos and make room for new ideas

Universal “To Dos”

- Remember the hierarchy of staff needs and macro/micro ways to be sustainable
- Build your professional development network
- Change your plan and goals as you change

Emerging Museum Professionals (EMPs)

- Usually defined as less than 10 years in the field
- More a “state of mind”
 - Job changes
 - Actively working to move up in field

EMPs Are Professionals

- EMPs

- You don't know everything and that is ok...it doesn't mean you don't belong
- Failure will happen
- Find a mentor

- Supervisors/Colleagues of EMPs

- Watch, observe and provide feedback
- Help connect EMPs with mentors
- Allow them to actively participate
- Treat them as professionals

Finding Your Footing



EMP “To Dos”

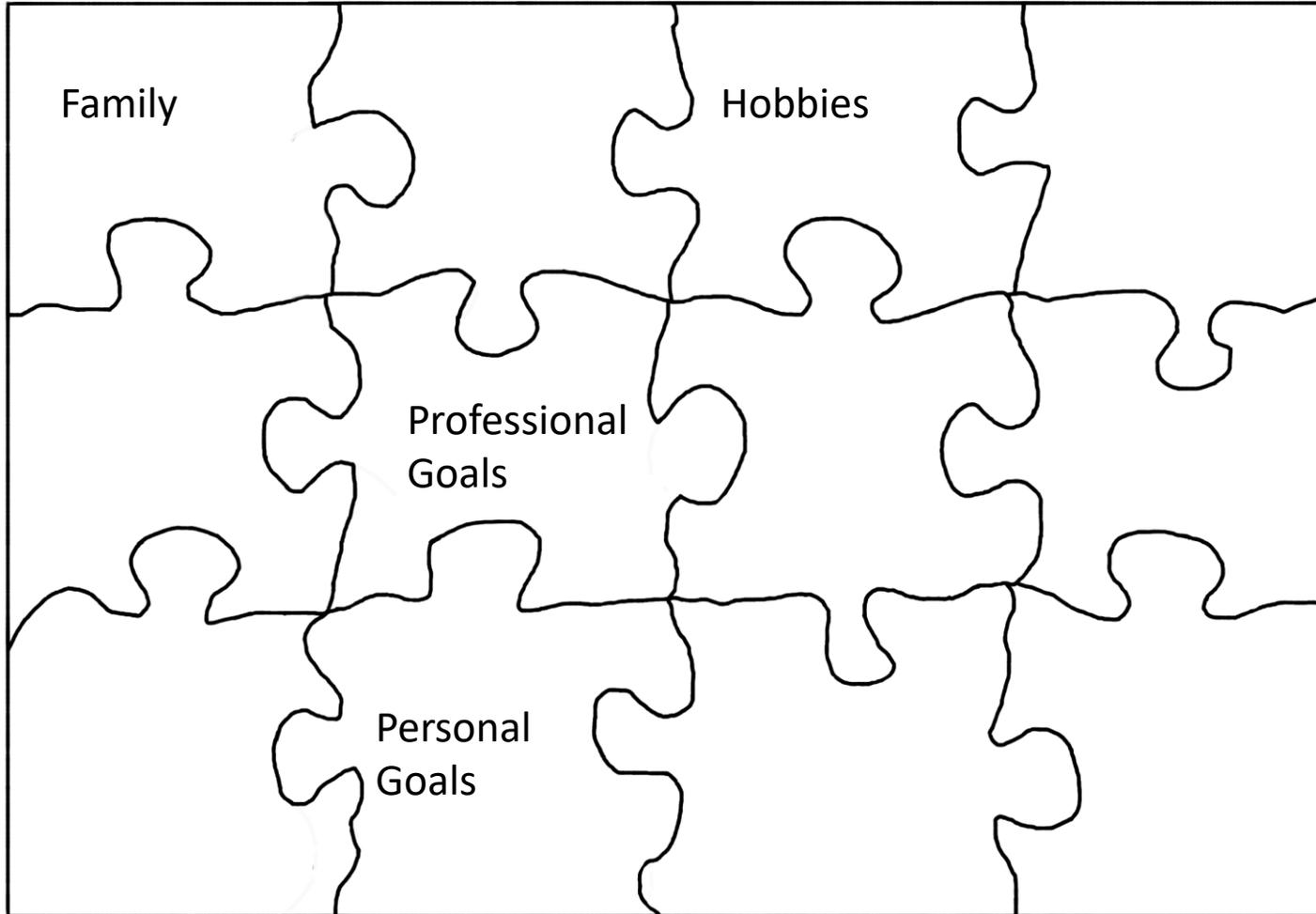
- What do I “look like” professionally
 - My work, my digital footprint, my participation
- What sort of professional development network do I have? What gaps should I fill?
- What *is* my 5 year goal. Am I making good choices to reach it?

Mid Career Professionals

- What does this even mean?
 - 10+ years in the field?
 - Loans paid off?
 - Certain position achieved?

Still learning and growing but feel like you have something to give back
to those still starting out

Shifting Priorities



Finding Your Place



Mid Career “To Dos”

- Is my 5 year plan changing? What do I need to do now to support it?
- Have my professional development needs changed?
- How can I start to give back to the field?

Survivors-Elders-Lifers-Perennial-Seasoned

- Sense of Purpose/Be Careful What You Get Good At
 - Confidence vs. Complacency
 - Boundaries and Opinions
- Thriving or surviving?
- If you feel you are beyond mid-career
 - What does that look like to you?
 - What are your changing needs?
 - What is your goal at this point?

Ages and Stages

- Your “stage” of museum career isn’t to box you in
 - Helps you put your needs into perspective
 - Lets you connect with others
- Some things are universal
- Your professional development network is critical at any stage for different reasons

THANK YOU

- Shaelyn Amaio (Illustrator)
- Michael Madeja (EMPs)
- Marieke Van Damme (Joyful Museums)
- Marieke Van Damme, Dawn Salerno, Claudia Ocello, Sarah Erdman (Why People Leave Museums)

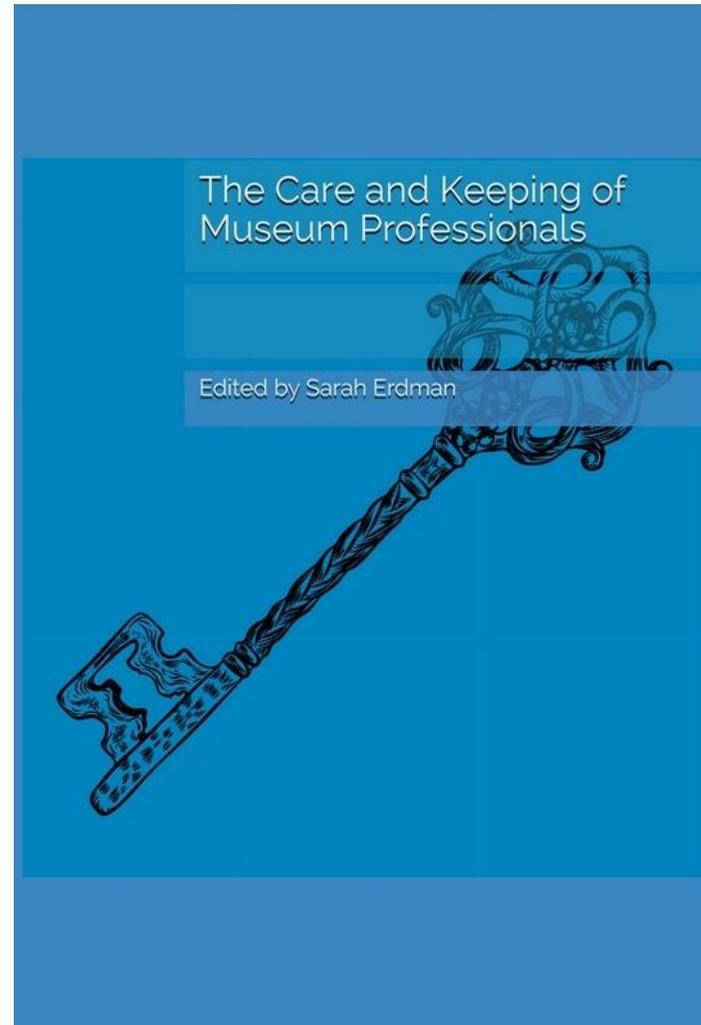
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