

SHPO Staff Survey - Workforce Questions

Dear SHPO Staff Members,

Please take a few minutes to complete the following ANONYMOUS survey, which will help the National Conference of State Historic Preservation Officers (NCSHPO) understand the pros and cons - the joys and the challenges - of working in a SHPO. Thank you so much for your time and effort!

Background:

The National Conference of State Historic Preservation Officers (NCSHPO) is a nonprofit organization which represents State Historic Preservation Officers (SHPOs) and their staff who carry out the national historic preservation program as delegates of the Secretary of the Interior pursuant to the National Historic Preservation Act of 1966, as amended (NHPA). NCSHPO serves as a communications vehicle between SHPOs, federal agencies and other organizations. It also educates the public and elected officials about the national historic preservation program, legislation, policies and regulations.

From time to time NCSHPO establishes committees to study issues of interest to SHPOs. Currently, a NCSHPO Workforce Committee is examining both the internal conditions and the external forces impacting employment and staffing within SHPOs throughout the United States. The work of the committee is intentionally narrowly focused and will primarily be a collection, synthesis, and analysis of data. The goal is to have the analysis and report completed no later than July 31, 2024. It is our hope that this report may be useful in advocating for additional funding and for increasing appropriation levels to recruit and retain qualified staff -- staff like you!

National Conference of State Historic Preservation Officers

Internal Subcommittee of the NCSHPO Workforce Committee

Questions or comments? Please contact Anne Raines, Deputy Director / DSHPO, Maryland Historical Trust, Chair of the Internal Subcommittee (NCSHPO Workforce Committee), at anne.raines@maryland.gov.

ncshpo2023@gmail.com [Switch account](#)



Not shared

* Indicates required question



1. How many years have you worked in your current position? *

Choose ▼

2. How many years have you worked in the SHPO where you work now? *

Choose ▼

3. How many years have you been in the professional workforce? (I.e. Don't include when you were ten and you delivered newspapers. What's a newspaper?) *

Choose ▼

4. Is your current position permanent or contractual / term limited? *

Choose ▼

5. Did you receive undergraduate or graduate education in historic preservation or a related field in the state where you now work? *

Choose ▼



6. Do you supervise other staff? *

Choose

7. Have you previously held positions in any of the following? *Select all that apply, * but don't include prior positions you've held within the same SHPO where you work now.*

- Federal government
- State government
- Local government
- A SHPO other than the one where I work now
- THPO
- Higher education
- Consulting / CRM firm
- Architecture / Engineering
- Nonprofit
- Museum
- Advocacy organization
- Construction / preservation trades
- None
- Other



8. What skills are most important in your current job?

Please assign an "importance value" to each skill. Is your superpower on the list?

	1 = not at all important	2	3 = neutral	4	5 = extremely important
Knowledge in a discipline related to historic preservation (e.g. architectural history, architecture, archaeology)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of local/state/regional history and architecture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accounting, finance, or math	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
General computer skills (Microsoft Office suite, file management, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer programming, databases, data management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GIS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem solving / critical thinking and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



analysis

Interpersonal skills

/ consensus

building /

mediation

Political savvy

Supervisory skills

Public speaking /

public engagement

/ education

Patience

Efficiency



9. Please give an overall impression of where you learned what you need to do your current job. Use the scroll bar below this question to see all response options. *Please consider having your percentages total 100%.*

	0%	10%	20%	30%	40%	50%	60%	70%	80%
Learned in undergrad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learned in grad school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learned in internships in my discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learned in previous non-SHPO jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learned in previous jobs at my current SHPO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learned in previous jobs at a different SHPO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was trained / mentored in how to do my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



my own by
doing the
job I have
now

Learned on
my own
outside of
school,
internships,
or jobs

or jobs



10. Now could we ask you to be more precise? Please indicate where you learned each skill needed to do your current job. Use the scroll bar below this question to see all response options.

Select all that apply. Or were you born with it?

	Learned in undergrad	Learned in grad school	Learned in internships in my discipline	Learned in previous non-SHPO jobs	Learned in previous jobs at my current SHPO	Learned in previous jobs at a different SHPO	Was trained in how to do my current job
Knowledge in a discipline related to historic preservation (e.g. architectural history, architecture, archaeology)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of local/state/regional history and architecture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accounting, finance, or math	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General computer skills (Microsoft Office suite, file management, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer programming, databases, data	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



databases, data management

GIS

Problem solving / critical thinking and analysis

Interpersonal skills / consensus building / mediation

Political savvy

Supervisory skills

Public speaking / public engagement / education

Patience

Efficiency

11. When you began your current position, how well prepared did you feel to perform the job's duties and responsibilities? *

1 2 3 4 5 6 7 8 9 10

Not at all prepared Very well prepared



12. Do you work in a preservation-related position? Please select your primary responsibilities from the dropdown menu. *

Choose

13. If you work in a preservation-related position listed in the dropdown box in Question 12, do you feel it is necessary for someone in the position to meet the Secretary of the Interior's Professional Qualifications Standards? *

Choose



14. Please rate the importance to you of the following benefits that you might be eligible for as part of your job.

Please assign an "importance value" to each benefit. You can do it!

	0 = this benefit is not available to me	1 = not at all important	2	3 = neutral	4	5 = extremely important
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other retirement savings account that my employer contributes to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prescription drug insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health savings accounts (FSA, HSA, or HRA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student loan forgiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition support or reimbursement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



flexible work
schedules

Telework

Comp time

15. How do the quality and types of benefits - *not including your base pay* - affect ^{*} your willingness to stay in your current position?

Choose



16. In your opinion, how do you feel the compensation at other employers in your area stack up to your SHPO? *Compensation would include the whole package of salary and benefits.*

	Less than SHPO	About the same as SHPO	More than SHPO	Don't know
Other state agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Federal agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local governments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consulting / CRM firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Architecture / engineering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nonprofit / museum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



17. Please rate how important each of the following factors is to you in deciding *
to work at the SHPO in the first place, or to continue working at the SHPO (vs.
take a job elsewhere).

*Please assign an "importance value" to each factor. We assign a lot of importance
to this question.*

	1 = the grass is greener elsewhere	2	3 = neutral	4	5 = the grass is greener at SHPO
Availability of salary increases / pay raises / bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for promotion or advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of pension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of any other retirement savings account that my employer contributes to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of paid time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of comp time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eligibility for					



student loan forgiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible work schedules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to telework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reputation of employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for public service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to work in my chosen field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to do fieldwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
do fieldwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



18. Which of the following statements do you feel are true? *Check all that apply.* *

- My SHPO has enough staff to do the work we need to do.
- My SHPO does not have enough staff to do the work we need to do.
- Positions remain vacant for a long time.
- Staff are regularly asked to perform duties outside the scope of their jobs.
- Staff are provided sufficient training or mentoring to perform their job duties.
- Given our current staffing levels, we cannot support new initiatives.
- Given our current staffing levels, certain areas of our state are under-served.
- Given our staffing levels, we cannot meet mandated deadlines.
- None of the above

19. All things considered, how satisfied are you with your current job? *

We promise this is anonymous.

Choose ▼



20. All things considered, where would you most prefer to work? *

We know it's hard ... but choose only one!

- In my current job in this SHPO
- In another job in this SHPO
- Another SHPO
- THPO
- Federal Government Agency
- State Government Agency
- Local Government
- Higher Education
- Preservation-Related Non-Profit, Museum, or Advocacy Group
- Consulting / CRM Firm
- Architecture / Engineering Firm
- Construction / Preservation Trades
- Work for myself in a preservation related field
- Leave the preservation profession
- Don't know / prefer not to answer



21. Please add any other information you think may be helpful, or other questions you think we should ask, as we undertake further inquiry into the factors affecting preservation careers and the SHPO/preservation workforce. You can also contact Anne Raines, Deputy Director / DSHPO, Maryland Historical Trust, Chair of the Workforce Internal Subcommittee, at anne.raines@maryland.gov, with any comments.

Your answer

Thank you for your time and consideration!

Submit

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