#SAA15 #S107
THE ARL/SAA
MOSAIC PROGRAM: LESSONS LEARNED AND NEXT STEPS

Lisa Nguyen, Hoover Institution Archives, Stanford University
James Bracken, University Libraries, Kent State University
Tom Hyry, Houghton Library, Harvard University
Micha Broadnax, Simmons College
ARL/SAA MOSAIC PROGRAM FELLOWS

Ethnic Background

- African American/Black: 39%
- Hispanic/Latino: 28%
- Asian: 33%
- Hispanic/Latino: 28%

Gender

- Female: 81%
- Male: 19%
GRADUATE PROGRAMS

• Simmons College (4)
• University of Texas at Austin (4)
• University of California, Los Angeles (3)
• University of North Texas (2)
• Clayton State University (1)
• University of Arizona (1)
• University of Wisconsin-Madison (1)

HOST INSTITUTIONS

• Human Rights Documentation Initiative, University of Texas at Austin
• Nettie Lee Benson Latin American Collection, University of Texas at Austin (2)
• Robert W. Woodruff Library, Atlanta University Center
• Howard Gotlieb Archival Research Center, Boston University (2)
• University of Arizona Libraries Special Collections
• Lyndon B. Johnson Presidential Library, NARA
• Schlesinger Library, Radcliffe Institute for Advanced Study, Harvard University
• University of Southern California Libraries
• Wisconsin Historical Society and the University of Wisconsin–Madison Libraries
• Institute Archives and Special Collections, Massachusetts Institute of Technology Libraries
• George W. Bush Presidential Library, NARA
• University of Houston, Special Collections
• Getty Research Institute
• University of California, Los Angeles, Special Collections
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JAMES BRACKEN, DEAN
University Libraries, Kent State University
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TOM HYRY, FLORENCE FEARRINGTON
LIBRARIAN
Houghton Library, Harvard University
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MICHA BROADNAX, GRADUATE STUDENT & MOSAIC PROGRAM FELLOW
Simmons College ‘16
Internship Host Institution: Schlesinger Library, Radcliffe Institute for Advanced Study, Harvard University
Mosaic Program Eligibility

• Identify with a racial/ethnic minority group as described by the US Census Bureau or Statistics Canada

• Be a citizen or permanent resident of the United States or Canada

• Be accepted into a master’s program in archival science, archival management, digital archives, special collections, or a related program

• Remain enrolled in at least 6 graduate credit hours per term through completion of the designated graduate programs and have at least one full academic year remaining in studies

• Maintain a 3.0 grade point average
Mosaic Program Components

- Tuition stipend of up to $10,000 to be distributed over two years, in installments of $2,500 per semester
- Paid internship in a partner archives or library organization
- Mentoring from an archives professional or special collections librarian
- Student membership in SAA
- Support for travel to and attendance at the annual ARL/SAA Mosaic Leadership Forum and SAA Annual Meeting during the participant’s scholarship year
Professional Development

ARL Annual Leadership Symposium held during ALA Midwinter with other ARL diversity program participants such as the Initiative to Recruit a Diverse Workforce, the Career Enhancement Program, and the ARL/MLA Diversity and Inclusion Initiative

ARL/SAA Mosaic Forum before the attendance and participation in the SAA Annual Conference

Both opportunities include:

• Exposure to macro-level issues facing the archives and special collections
• Leadership Building
• Networking
• Building Community
• Emerging Roles and Services in Research libraries and archives
• Diversity unpacking
• Job/Interview Skills Workshops
• Professional photography
Practical Experience at Schlesinger

- Developed and assigned tags and evaluated the user experience for a digital collection
- Researched repository holdings and crafted a narrative as part of an exhibit committee
- Created MARC records for single item purchased collections
- Identified and entered 80+ potential donors into a database
- Processed two small collections
  - wrote EAD and DACs compliant finding aids
- Attended staff meetings
Personal Experience at Schlesinger

• Gained (another) mentor!

• Decreased my feelings of “imposter syndrome”
  • through skills training
  • matching skills to broader job description
  • Validation

• Space to unpack my observations and curiosities
  • on the profession
  • work culture
  • best practices

• Space to candidly talk about race, class, and social justice in the profession and in the world
14-16 ARL/SAA Mosaic Fellows

Sara Powell
Simmons College
Institute Archives and Special Collections, Massachusetts Institute of Technology Libraries

Adriana Flores
Simmons College
Howard Gotlieb Archival Research Center, Boston University

Harvey Long
University of Wisconsin–Madison
Wisconsin Historical Society and the University of Wisconsin–Madison Libraries

Joanna Chen Cham
University of California, Los Angeles
University of Southern California Libraries

*Photo by Lorenzo De Gregorio
Special Thanks

A special thank you to the ARL/SAA Mosaic Program Selection Committee and Advisory Group Members:

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Stacie Williams
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National Museum of American History Archives Center

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Rose L. Chou
American University Library

Jillian Cuellar
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Mark A. Puente
Association of Research Libraries