

**Society of American Archivists
Council Meeting
August 6, 2012
San Diego, California**

**Mosaic Program: SAA/ARL Collaboration
(Prepared by Nancy Beaumont)**

BACKGROUND

In October 2010 SAA President Helen Tibbo appointed a task force of the Diversity Committee to develop a proposal for expanding the Mosaic Scholarship program per SAA's Strategic Plan (Diversity, Desired Outcome 1): "The Mosaic Scholarship will evolve into a program that encompasses a broad set of activities, including conference attendance, enhanced mentoring, and cohort development, and the number of Mosaic Scholarships that SAA (and/or the SAA Foundation) offers will increase to ten by FY 2013." The task force was charged specifically to 1) develop a proposal regarding what the Mosaic Program might be and 2) prepare a work plan for achieving that vision.

In January 2011 the Council adopted the following motion:

MOTION 2

THAT the "Vision for the Mosaic Program" and work plan prepared by the Mosaic Task Force of the Diversity Committee (0111-III-D-MosaicPlan) serve as the basis for a grant proposal to be submitted to potential funders by December 2011; and

THAT the Executive Director be charged to determine the most effective means of preparing a timely and successful proposal and, with Executive Committee approval, to implement the grant preparation and submission process.

Support Statement: The purpose of SAA's Mosaic Program would be to promote diversification of the American archives profession by providing meaningful financial and mentoring support and leadership development to individuals who are members of racial and ethnic minority groups and who have an interest in pursuing a career in archives. An important objective of the program would be to attract and retain individuals who demonstrate excellent potential for scholastic and personal achievement and who manifest a commitment both to the archives profession and to advancing diversity concerns within it.

The Mosaic Program would provide financial support for prospective and emerging archivists at three levels of education: undergraduate internships, graduate student (master's-level) scholarships and travel awards, and doctoral student travel awards. In addition, the program would include a mentoring component and an annual Mosaic Symposium. Given the scope of the

envisioned program, grant support will be necessary to launch, and likely to sustain, the program. Initial funding would be sought from one or more granting agencies; ongoing funding might involve grants as well as support through SAA operations and/or the SAA Foundation.

Fiscal Impact: Fiscal impact will depend on the method chosen for preparing the grant proposal. Grant preparation costs could range from approximately \$1,200 (for an honorarium paid to a committed member-volunteer) to \$5,000 or more for a professional grant writer. Meeting expenses for a small group of members to prepare a draft would total approximately \$2,250.

At its August 2011 meeting the Diversity Committee discussed the work plan and Diversity Committee Chair Bergis Jules's proposal that we look at collaborating with the Association of Research Libraries on grant preparation and program administration. Due to other priorities and challenging schedules, work did not progress on the idea of applying for a grant until November 2011, just six weeks shy of the proposal deadline.

OPPORTUNITY FOR COLLABORATION

Throughout the process of developing the work plan, the Mosaic Task Force was aware of the good work of ARL and its Director of Diversity and Leadership Programs, Mark Puente, in administering successful diversity recruitment programs. In 2011-2012 ARL is at various stages of completion of three Institute of Museum and Library Services (IMLS)-funded grants related to diversity recruitment. One of the three was closed out as of June 2012; the other two are ongoing.

In November 2011, Tibbo, Diversity Committee Chair Bergis Jules, and I had a conference call with Puente to discuss whether ARL (and Puente's office) might be interested in collaborating with SAA on the Mosaic Program as envisioned. Puente was enthusiastic, but it was clear that no one believed that a proposal could be prepared in time for the December 2011 deadline for IMLS's Laura Bush 21st Century Librarian Program grant proposals. SAA was gearing up to submit a proposal to IMLS for funding of A*CENSUS 2, with a February 1, 2012, deadline, and Puente was concerned about ARL's capacity at that time.

Throughout the spring and early summer Puente, Jules, and I met by phone to discuss 1) the reaction of ARL's Committee on Diversity and Leadership to this collaboration opportunity (positive!), 2) preparation and sharing of an abstract of the proposed program with an IMLS program officer, and 3) a preliminary draft budget for a joint project that would distribute tasks and responsibilities across the two organizations.

We were feeling pretty good about the possibility of submitting a grant proposal by the December 15, 2012, deadline. And then on July 18 we received an email message from Puente indicating that the deadline for 2013 LB21 program grants is now September 17, 2012. As Puente notes in his message: "This [change] may render this project impossible for us to execute this grant cycle." We hope to discuss the new deadline with Puente prior to the August 6 Council meeting and will provide an update at that time.