

# *Survey of Minority Serving Institution (MSI) Library And Archives' Employees: A Preliminary Report For The ARCHIV-ALL MSI Project*

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## INTRODUCTION

The following is an overview of our preliminary findings for the survey portion of the Advancing Resources for Cultural Heritage, Inclusion, and Visibility for ALL Communities - Minority Serving Institutions (ARCHIV-ALL MSI) project, funded by the National Endowment for the Humanities *Preservation and Access: Research and Development* grant (PR-295923-24). This open access report details the methodology for the survey and presents the topline findings relating to MSI library and archives employees towards the status and needs of these entities. Any questions about the study, the preliminary findings, or this report may be directed to Dr. Brady Lund (PI).

## RESEARCH PURPOSE

Despite the critical role Minority Serving Institutions (MSIs) play in educating the growing minority population, which is projected to constitute over 50% of the total U.S. population by 2050 (Espinosa, Turk, & Taylor, 2017), our understanding of the status of MSI archives remains limited. Research that investigates these institutions and proposes solutions to address their unique challenges is relatively scarce. Given the increasing significance of MSIs in fostering diversity and inclusion in higher education, it is crucial to explore their archival resources and ensure they effectively serve the needs of minority students.

In a study by Garcia (2017), the perceptions and embracement of institutional identity by Latinx students at a Hispanic Serving Institution were examined. Hispanic Serving Institutions are the most common MSIs, representing 48.7% of these institutions. The findings revealed that participants constructed a Latinx-enhancing identity through reflections on an embedded culture dedicated to serving Latinx students (p. 1268). This discovery underscores the importance of nurturing and supporting the cultural and educational needs of minority students.

Although Garcia's study did not directly address campus archives, it raises the possibility that archival collections can significantly embed cultural services for minority students. Campus archives can preserve and promote the history, heritage, and accomplishments of minority communities, helping to foster a sense of belonging and pride among minority students. By including diverse and representative materials, archives can contribute to a more inclusive campus culture, promote cross-cultural understanding, and inspire future generations of minority students to pursue their educational goals.

A pilot study conducted by two personnel on this proposal and a graduate student (Bussey et al., 2023) examined all HBCUs in the United States. The study revealed that HBCUs have significant gaps in the accessibility of archival collections, with only 44% having an archivist on staff and 40% having any digital collections available. Enrollment ( $b = .360$ ) and endowment ( $b = .193$ ) were significant predictors of the presence of digital collections ( $r^2 = .22$ ,  $p < .001$ ). Notably, while some large HBCUs had high-quality archives and digital collections, on par with many research universities, many small HBCUs had limited resources. This study highlights the need for a more comprehensive examination of the status of archives at all Minority Serving Institutions (MSIs).

The purpose of the ARCHIV-ALL MSI project is to address critical gaps in our awareness of the state of MSI archives in the United States and propose solutions to enhance the state of these

entities. It seeks to address three research questions: 1) What is the current state of MSI archives?, including the availability of archival resources and digital collections? 2) Do MSI archives represent and serve minority students at their institutions?, including in aspects like employment and events? 3) What do MSI archives need to preserve and make accessible the history of minority communities? This phase of the ARCHIV-ALL MSI project involves a survey of the MSI library and archives leaders to determine their perceptions of MSI archives. In this report, we present the aggregate, top-level findings from the survey.

## METHODS

This section of the report briefly details the methods used for this study and reports the demographics of the survey respondents. In general, the demographics of the survey respondents roughly align with those of the overall MSI population in terms of type of MSI, MSI size, and geographic distribution, providing decent reliability of this survey in measuring the perceptions of MSI library and archives leaders.

### SURVEY APPROACH

An online survey was developed using the Qualtrics survey software using the University of North Texas's license. The content of this survey was guided by the research questions for the ARCHIV-ALL MSI project and refined through the perspectives and comments of the research team and the advisory board members over the summer of 2024. This project was reviewed and approved by the University of North Texas's Institutional Review Board, proposal number IRB-24-39 (approved October 14, 2024). The resulting instrument consisted of 46 total questions, including eight questions relating to respondent demographics (e.g., type of MSI in which they are employed, geographic location, their current job role), twelve questions for those respondents that indicate their MSI lacks any form of archive (relating to reasons why they believe their institution lacks an archive and perceptions of the need for supporting students and communities of color), and 26 questions for those respondents that indicate their MSI has an archive (relating to perceptions and issues with the archive).

The survey was distributed from November 5<sup>th</sup> to December 8<sup>th</sup>, 2024, to a list of MSI library administrators (deans, directors, university librarians, etc.) and archives leaders (lead archivist, university archivist, solo archivist, etc.). The researchers compiled this list through the direct collection of administrator names and email addresses from MSI library websites. The complete list of Minority Serving Institutions was based on the Rutgers's University [MSI Directory](#). The PI compiled a list of the university library websites for all MSIs. T (Lund) during Summer 2024 and the list of librarian and archivist emails was collected by the project's graduate assistant (Cuevas) in August and September 2024. In total, 1040 email addresses were collected for distribution of the survey invite; however, several of these email addresses were invalid due to changes in position or affiliation, leaves of absence, or even closure of some MSIs between the time of collection of emails and distribution of the survey. Ultimately, 788 valid email addresses were available for distribution of the survey. The initial distribution of the survey invitation and link occurred on November 5<sup>th</sup>, with reminders distributed on November 11<sup>th</sup>, 18<sup>th</sup>, and 23<sup>rd</sup>.

Data collection concluded on December 9<sup>th</sup>, 2024. At this time, the data was transferred to Microsoft Excel for further analysis by the PIs. We anticipate that this rich data will result in several publications. The first of these publications is this open access report of the top-line data from the survey. In this report, we cover topics related to:

- perceived accessibility of MSI archives;
- representation of communities and students of color in MSI archives;
- issues related to assessment, marketing, and strategic planning in MSI archives;
- challenges and support needs of MSI archives;

- perceptions of employees at MSIs that lack any archival collections.

In addition to reporting the survey findings, we briefly discuss their implications for the following stages of the ARCHIVAL-MSI project and our future research directions.

## DEMOGRAPHICS OF SURVEY RESPONDENTS

167 valid and complete responses to the survey were received, with a response rate of 21.2%. Respondents could select one or more types of MSI as their primary affiliation. The breakdown of these affiliations is shown in Table 1 below. 46.7% of respondents identified as HSI alone for their affiliation, while an additional 17.4% identified as HSI plus some other MSI type, for 64.1% of respondents identifying as affiliated with an HSI of some type. The next largest group of respondents came from AANAPISIs at 22.8% of respondents. The third largest group of respondents came from HBCUs at 14.4%. This distribution of respondents closely mirrors the actual distribution of MSIs, where 60.0% of all MSIs are HSIs, 23.7% are AANAPISIs, and 12.3% are HBCUs. The group that is most underrepresented among our survey respondents is Tribal Colleges and Universities (TCUs), which represented only 2% of survey respondents but almost 5% of all MSIs. An issue with the response rate for TCUs is that many of these institutions do not have a full-time librarian on staff, let alone any archival employees.

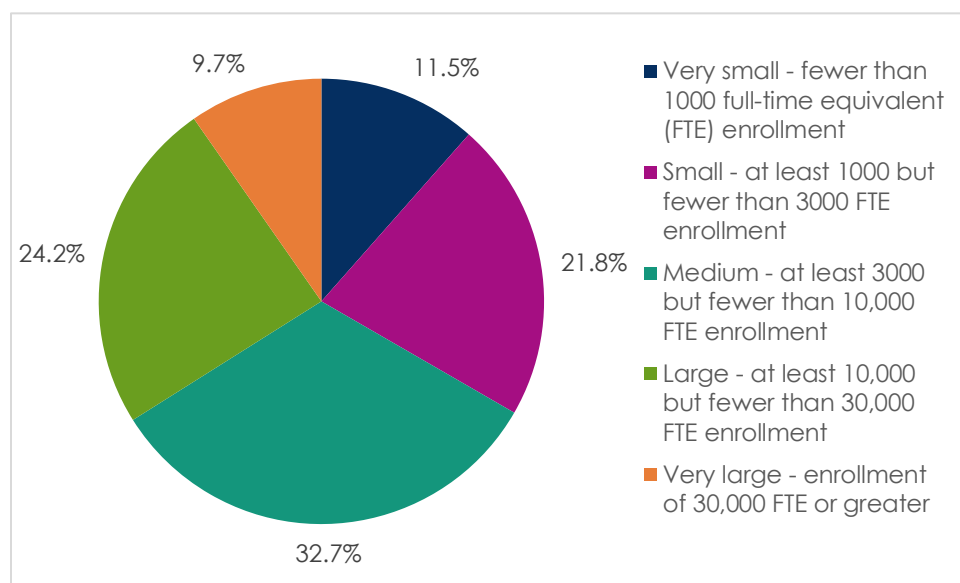
**TABLE 1. BREAKDOWN OF AFFILIATIONS OF SURVEY RESPONDENTS BY MSI TYPE**

TYPE OF MSI	FREQUENCY
<i>Hispanic Serving Institution (HSI)</i>	78
<i>Historically Black College or University (HBCU)</i>	23
<i>Hispanic Serving Institution (HSI), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI)</i>	20
<i>Asian American and Native American Pacific Islander-Serving Institution (AANAPISI)</i>	10
<i>Predominantly Black Institution (PBI)</i>	9
<i>Other</i>	6
<i>Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), Alaska Native Serving and Hawaiian Serving (ANNH)</i>	3
<i>Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), Other</i>	3
<i>Hispanic Serving Institution (HSI), Native American-Serving Nontribal Institution (NASNTI)</i>	3
<i>Tribal College or University (TCU)</i>	3
<i>Hispanic Serving Institution (HSI), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), Other</i>	2

<i>Native American-Serving Nontribal Institution (NASNTI)</i>	2
<i>Predominantly Black Institution (PBI),Hispanic Serving Institution (HSI)</i>	2
<i>Alaska Native Serving and Hawaiian Serving (ANNH),Native American-Serving Nontribal Institution (NASNTI)</i>	1
<i>Hispanic Serving Institution (HSI),Other</i>	1
<i>Historically Black College or University (HBCU),Hispanic Serving Institution (HSI)</i>	1

Figure 1 shows the distribution of respondents by institution size. Due to the sampling strategy, we avoided a bias favoring the large universities. The average enrollment of MSIs in this study was 7,386 (according to 2022 National Center for Education Statistics data), while the median was 4,020. The findings below suggest that the distribution of survey respondents closely mirrors the actual distribution of MSIs. Additionally, respondents were asked what year their institution received its MSI status: 34.5% before 2000, 49.1% between 2000 and 2020, and 16.4% after 2020.

**FIGURE 1. DISTRIBUTION OF SURVEY RESPONDENTS BY MSI ENROLLMENT SIZE**



Finally, Table 2 shows the geographic distribution of survey respondents compared to the overall distribution of MSIs. Overall, the geographic distribution of respondents closely mirrors that of MSIs, with slight oversamples of the East North Central, Middle Atlantic, New England, and West South Central regions and an undersample of the West North Central region.

**TABLE 2. DISTRIBUTION OF SURVEY RESPONDENTS AND MSIS BY U.S. CENSUS REGION**

CENSUS REGION	SURVEY RESPONDENTS	DISTRIBUTION OF MSIS
<i>East North Central (Wisconsin, Michigan, Ohio, Indiana, Illinois)</i>	7.9%	6.6%

<i>East South Central (Mississippi, Alabama, Tennessee, Kentucky)</i>	5.5%	5.4%
<i>Middle Atlantic (New York, New Jersey, Pennsylvania)</i>	9.7%	8.9%
<i>Mountain (Montana, Idaho, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico)</i>	10.9%	10.0%
<i>New England (Connecticut, Rhode Island, Massachusetts, Vermont, New Hampshire, Maine)</i>	5.5%	2.8%
<i>Pacific (Hawaii, Alaska, California, Oregon, Washington)</i>	24.8%	29.7%
<i>South Atlantic (Florida, Georgia, South Carolina, North Carolina, Virginia, West Virginia, Maryland, Delaware, DC)</i>	13.3%	14.8%
<i>West North Central (North Dakota, South Dakota, Nebraska, Kansas, Missouri, Iowa, Minnesota)</i>	1.8%	4.1%
<i>West South Central (Oklahoma, Arkansas, Texas, Louisiana)</i>	20.6%	17.7%

Overall, these demographic statistics suggest that the sample for the survey generally aligns with the actual distribution of Minority Serving Institutions, avoiding a problematic oversample of a particular type of MSI, university size, or geographic region. This helps to ensure the validity of the survey's results across all MSI contexts.

## AVAILABILITY OF MSI ARCHIVES

This section will report the results of survey questions relating to whether respondents' MSIs have archives and archival employees the accessibility of these archives. From a prior content analysis performed by graduate assistant Homero Rendon Cuevas along with Dr. Lund, we know the following facts about the availability of archives in MSIs:

- 52.1% of MSIs have an archive, including 47.1% of HSIs, 70.7% of AANAPISIs, and 74.7% of HBCUs.
- 40.8% of MSIs have online digital collections, including 35.6% of HSIs, 56.9% of AANAPISIs, and 53.7% of HBCUs.
- 31.1% of MSIs have a dedicated archivist role (i.e., full-time archivist), including 26.8% of HSIs, 50% of AANAPISIs, and 37.9% of HBCUs.

Among the respondents to this study, 73.9% report working at an MSI that has an archive, a significant oversample compared to the actual distribution among MSIs. 83.8% of respondents report working at an institution with digital collections, while 16.2% do not. 61.8% of respondents report that their institution has a full-time archivist with a master's degree, while an additional 2.4% report having a full-time archivist without a master's degree. Of the remaining institutions, about two-thirds (69.5%) do not have an archivist but share archives-related duties among multiple library employees, and the remaining (30.5%, or 10.9% of all respondents) do not have any employee who works with archival materials.



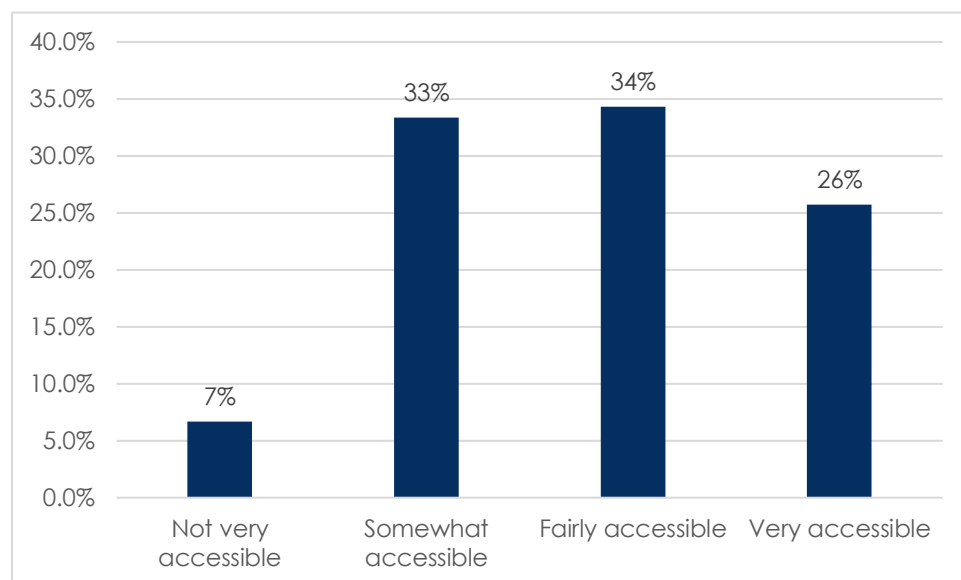
## FINDINGS

This section reports the top-line findings of the survey, covering librarian and archivist perceptions of MSI archives and the challenges and needs of these entities. For more detailed analyses based on demographics and inferential approaches, please look out for our additional publications in the coming months, where we plan to expand upon the preliminary data presented in this report.

### ACCESSIBILITY OF MSI ARCHIVES

Figure 2 shows responses to the question, “How accessible are your institution’s archival collections to patrons?” 60% of respondents rated their institution’s archives as “fairly” or “very” accessible, while 40% rated them as “somewhat” or “not very” accessible. While these findings reflect that a majority of respondents believe their archives are decently accessible, they also indicate that most respondents (nearly 75%) believe there is at least some room for improvement in making their collections accessible to potential users.

**FIGURE 2. RESPONDENTS PERCEPTIONS OF THE ACCESSIBILITY OF THEIR INSTITUTION’S ARCHIVES**



### REPRESENTATION OF COMMUNITIES OF COLOR AMONG MSI ARCHIVES

Shown in Figure 3 are the responses to two survey questions pertaining to MSI archives and students and communities of color: “How well do your institution’s archives represent and serve students of color?” and “How well do your institution’s archives preserve and make accessible the history of communities of color?” The responses to these two questions is relatively similar. 40% of respondents say that their archives represent and serve students of color fairly or very well, while 43% say the same about the archive’s preservation and accessibility of the history of communities of color. However, with the later question, about half as many respondents indicate that their archives do very well at preserving and making accessible history of

communities of color, and over three times as many respondents indicate that they do not well at all.

**FIGURE 3. PERCEPTIONS OF THE REPRESENTATION OF COMMUNITIES OF COLOR IN MSI ARCHIVES**

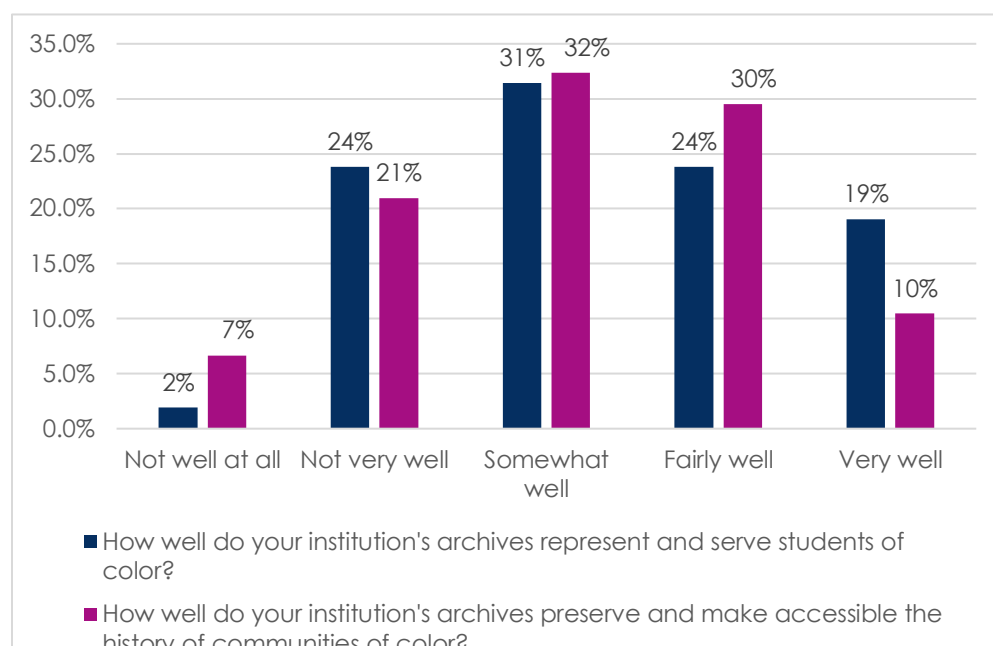
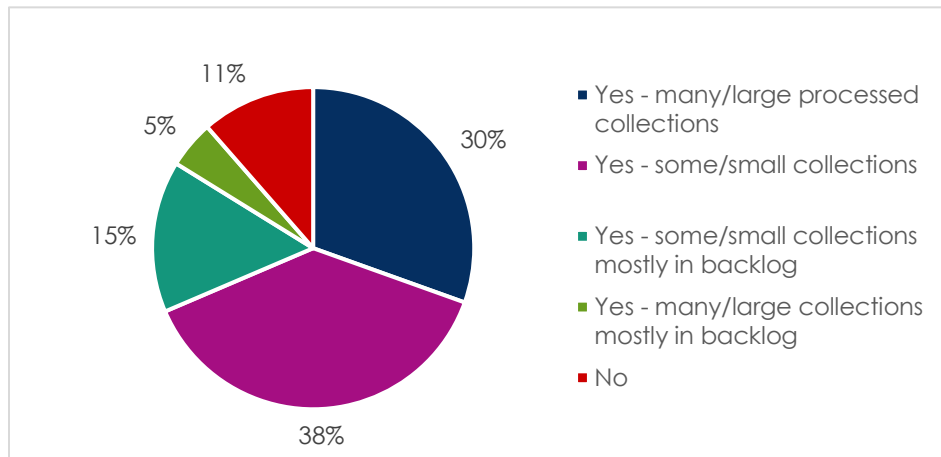


Figure 4 presents the findings of a question regarding the representation of communities of color within MSI archive collections. There were five options for this question: No (there is no representation of communities of color in the archives); Yes, there are some collections or several small collections; Yes, there are many collections or a large collection; Yes, there are some collections or several small collections but mostly in backlog (not easily accessible by users); Yes, there many collections or a large collection but mostly in backlog. 68% of respondents indicated they had processed collections representing communities of color in their archives. Another 20% stated that they had collections in their backlog that are representative of communities of color. 11% of respondents indicated that their archive has no such collection. Notably, many of the existing collections are considered by respondents to be either few in number or small in breadth (53%), while 35% of respondents indicated that their collections pertaining to communities of color are many in number or large in scope.

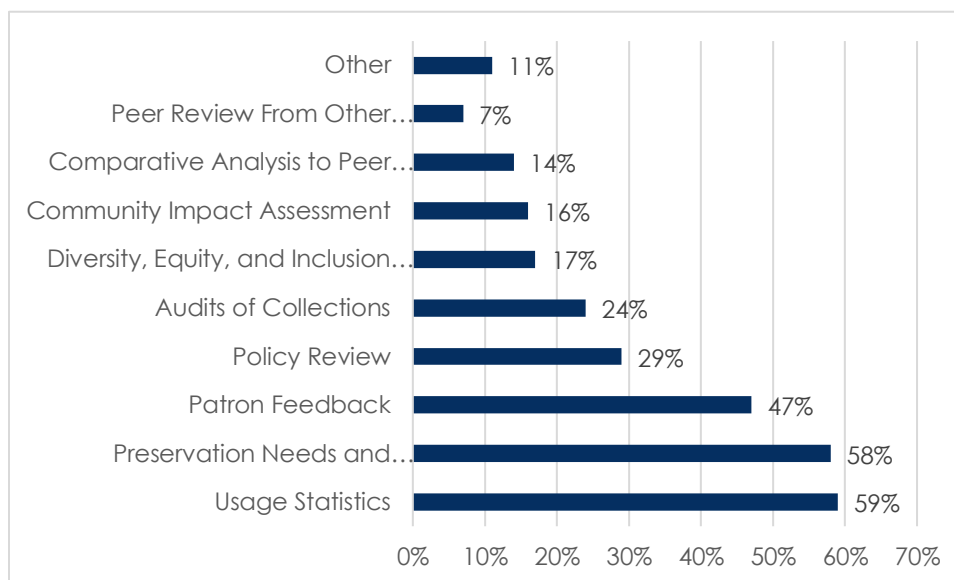
**FIGURE 4. REPRESENTATION OF COMMUNITIES OF COLOR WITHIN MSI ARCHIVE COLLECTIONS**



## ASSESSMENT OF MSI ARCHIVES

Displayed in Figure 5 are the results for the methods used by MSI archives to assess their collections and services. For this question, it is important to note that respondents could select multiple options, so the total percentage for all responses will be greater than 100%. The two most common methods used for assessment by the MSI archives were usage statistics and preservation needs and prioritization planning, which were used by nearly 60% of the respondents' institutions. Patron feedback is also a common approach used by nearly half of the respondents' institutions. The least common methods of assessment involved peer review, such as comparing one's archives to those at similar institutions or inviting an archivist from another institution to provide feedback on the archive.

**FIGURE 5. ASSESSMENT METHODS USED BY MSI ARCHIVES**



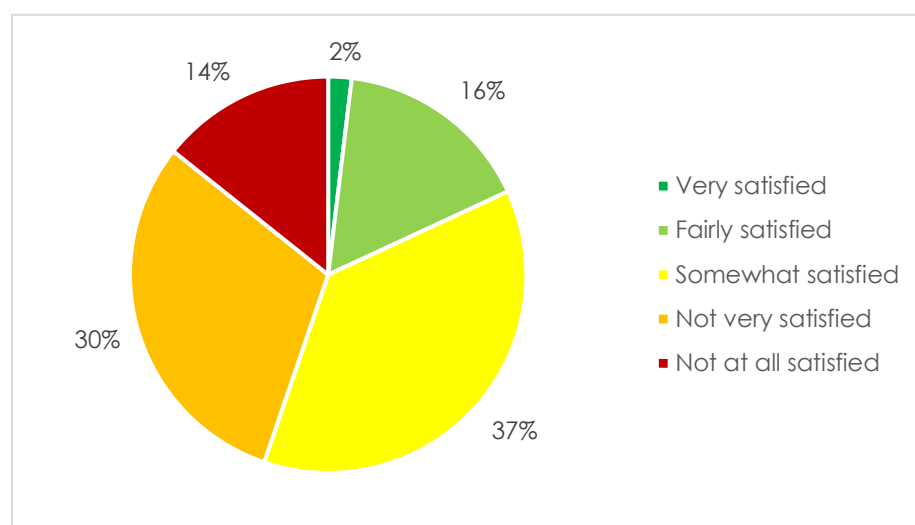
The “Other” option was relatively popular for this question. This category included many comments that can broadly be encapsulated by one of the following two statements:

- There is no formal assessment process.
- Assessment generally occurs in my mind and is saved in document form.

In both cases, the responses suggest that no formal assessment process exists. In some cases, the assessment is informal and performed by the administrator while they interact with the archives and their collections. In other cases, no assessment is performed at all.

For the question illustrated in Figure 6, respondents were asked to rate their level of satisfaction with their institution’s support for the archives on a five-point Likert scale. Less than one-fifth of respondents were very or fairly satisfied with their level of institutional support, while nearly one-half of respondents were not very or not at all satisfied. These results suggest that library and archives administrators generally view their institutional support as insufficient, with very few having no complaints about the support they receive.

**FIGURE 6. SATISFACTION WITH MSI’S SUPPORT OF THE ARCHIVES**



## MARKETING AND STRATEGIC PLANNING AMONG MSI ARCHIVES

Figure 7 presents the findings of several questions about issues in MSI archives' marketing, collaboration, and strategic planning. Respondents selected one of three options for each question: yes, no, not sure. About one-third of respondents indicated that their archives have a strategic plan to improve representation and accessibility of archival materials related to communities of color, while approximately two-thirds of respondents have initiatives to collect and highlight collections for these groups. While 62% of respondents indicated that their institution has prior experience in collaborating with other MSIs to share resources or best practices for their archival collections, 82% of respondents were interested in these opportunities, with only 2% opposed to the idea.

**FIGURE 7. PERCEPTIONS OF MARKETING, COLLABORATING, AND STRATEGIC PLANNING FOR MSI ARCHIVES**

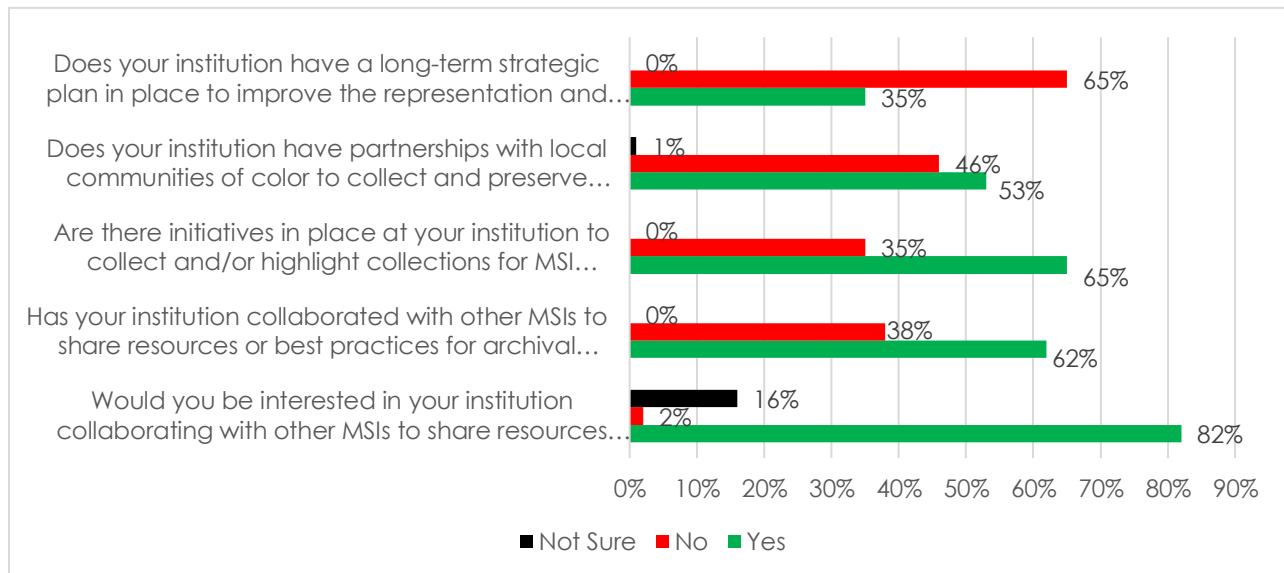
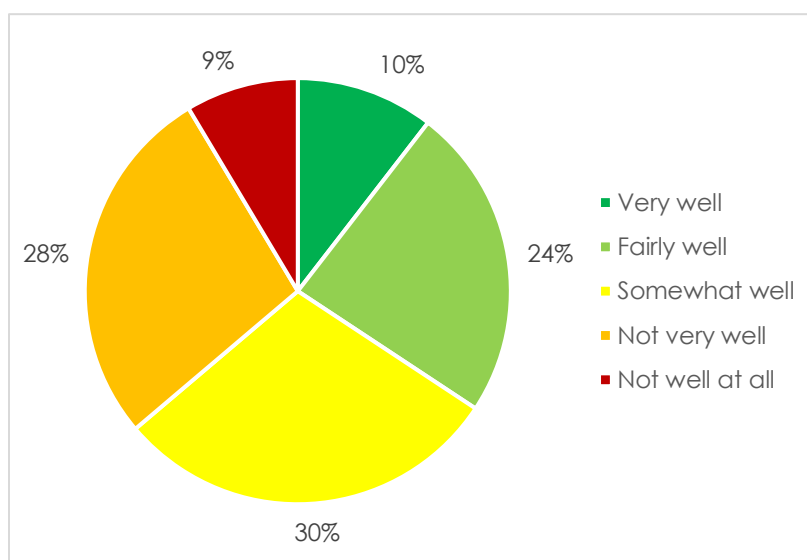


Figure 8 shows the perceptions of how well MSI archives engage with students and communities of color on their campus. 34% of respondents rate their level of engagement as “very well” or “fairly well,” compared to 37% for “not very well” or “not well at all.” This suggests very mixed perceptions towards the quality of outreach and visibility of the archives on MSI campuses, with the split between rating of “very well” (10%) and “not well at all” (9%) being nearly identical. This may present an opportunity for those who believe they do well at reaching these students and communities of color to share their guidance and materials with those who consider themselves struggling in this area.

**FIGURE 8. HOW WELL MSI ARCHIVES ENGAGE WITH STUDENTS AND COMMUNITIES OF COLOR**



## CHALLENGES AND SUPPORT NEEDS FOR MSI ARCHIVES

Figure 9 presents the findings of a question asking whether the respondents perceive that challenges exist for their institution's archive. Unsurprisingly, most respondents answered "yes," though over 10% indicated that they do not perceive any major challenges at their institution.

**FIGURE 9. DO CHALLENGES EXIST FOR MSI ARCHIVES?**

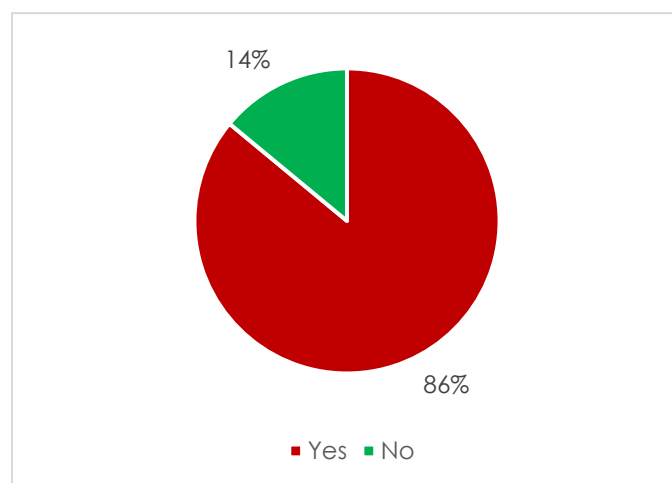


Table 3 presents the results of an open-ended question asking about the specific challenges that MSI archives face. Responses were coded into common themes, and frequencies were calculated, with the ten most common challenges reported in the table. Clearly, funding issues were the most common challenge faced by these entities, followed by the related issue of staffing shortages. Insufficient access to trainings was also a common theme, including a lack of awareness of best practices and digitization technology. Another emerging theme was growing concern about the political climate, the permissibility to highlight or engage communities of color, and negative public perceptions of "diversity, equity, and inclusion" efforts.

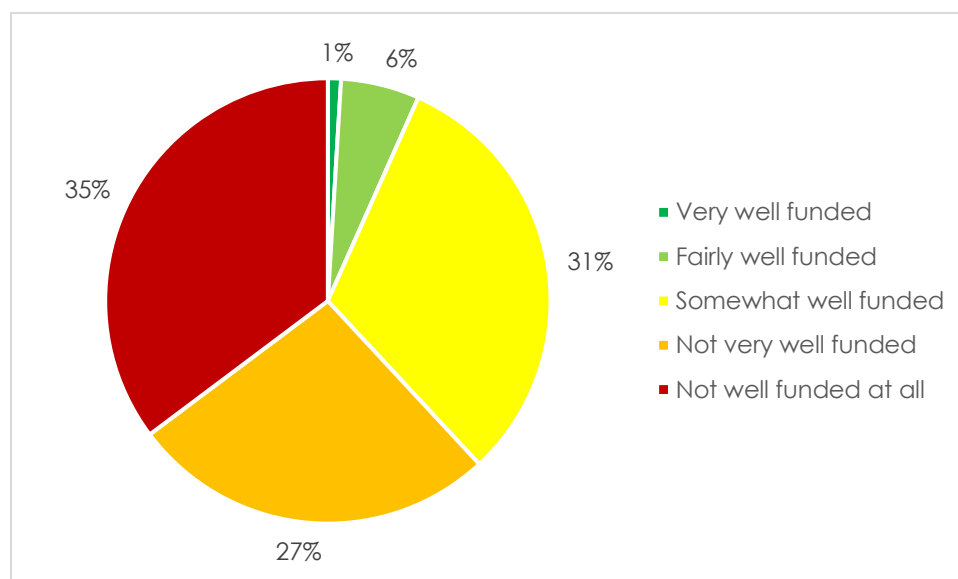
**TABLE 3. TEN MOST COMMON CHALLENGES FACED BY MSI ARCHIVES**

CHALLENGE	FREQUENCY
<i>Funding Issues</i>	18
<i>Staffing Shortages</i>	11
<i>Training Needs</i>	7
<i>Digitization Barriers</i>	4
<i>Outreach Barriers</i>	4
<i>Institutional Neglect</i>	3
<i>Storage Restrictions</i>	3

<i>Community Mistrust</i>	2
<i>Administrative Barriers</i>	2
<i>Political Environment</i>	2

Illustrated in Figure 10 is the result of a question specifically asking about perceptions of the sufficiency of funding support for MSI archives. Less than one-tenth of respondents (7%) indicated that they believed their archive was “very well-funded” or “fairly well-funded,” compared to over three-fifths (62%) who thought their archive was “not very well-funded” or “not well-funded at all.” This finding suggests that respondents are generally very displeased with the financial situation and support of the archives within their institution.

**FIGURE 10. PERCEPTIONS OF FUNDING SUPPORT AMONG MSI ARCHIVES**



#### **PERSPECTIVES AMONG RESPONDENTS AT INSTITUTIONS WITHOUT AN ARCHIVE**

The last set of results reported here are the responses by administrators at MSI libraries that lack a proper archive. The first analysis, presented in Figure 11, is why these respondents believe their MSI lacks an archive. Unsurprisingly, the most common reason indicated was a lack of funding, followed by a lack of any personnel qualified to manage an archive. However, lack of space was also a common reason, noted by nearly two-thirds of respondents. Notably, less than half of respondents indicated no interest in having an archive, and less than one-third indicated no collections that would warrant an archive. This finding indicates that many institutions have materials that could be archived and have an interest in archiving these resources but encounter other barriers to making these resources available.

**FIGURE 11. REASONS MSIS LACK AN ARCHIVE**

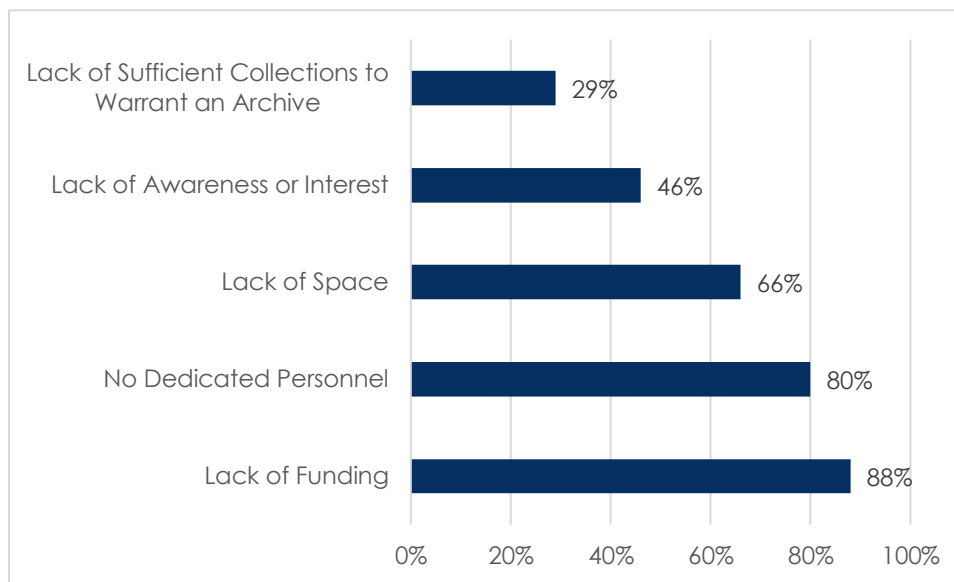
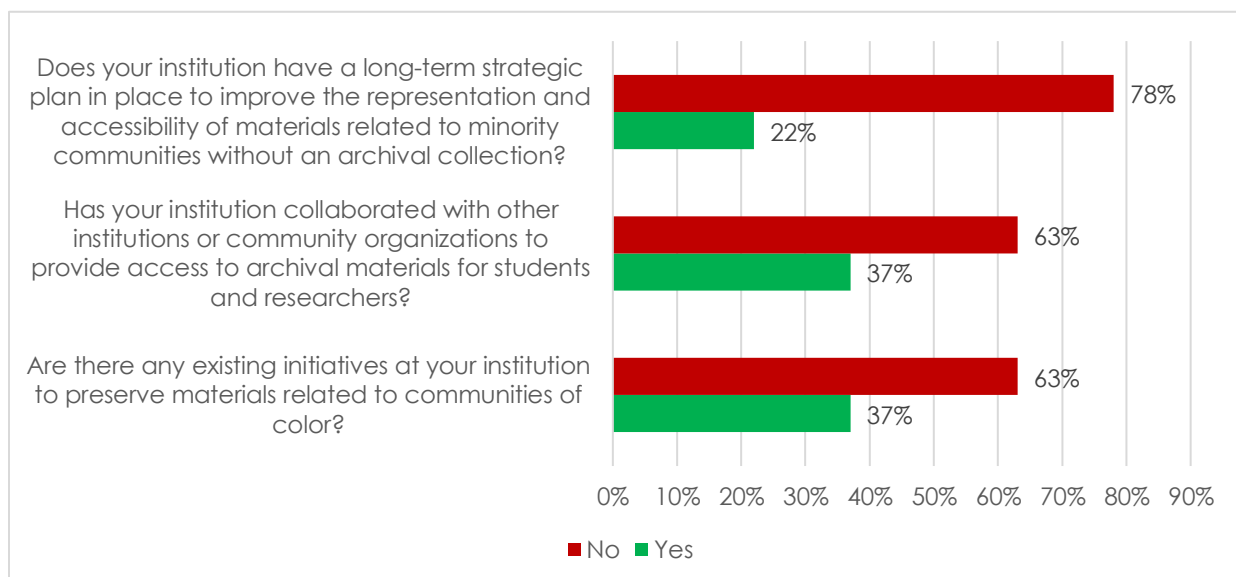


Figure 12 shows the results of three questions relating to strategic planning and initiatives to support resources and collections at minority-serving institutions, among those institutions without an archive. In terms of the existence of any initiatives to preserve materials supporting communities of color, only about one-third indicated that this was the case at their institution. The same number of respondents indicated that their institution has collaborated with other institutions to make archival resources available. Only about one-fifth indicated that their institution has a plan to enhance access to historical materials related to students and communities of color. These findings suggest that most MSIs that lack archives also lack any other plan or initiative to increase access to resources of historical significance to their students and communities of color.

**FIGURE 12. PLANNING AND INITIATIVES FOR MSIS WITHOUT ARCHIVES**





Respondents who indicated that their MSI lacked an archive were asked to provide additional comments related to their thoughts and/or experiences towards creating an institutional archive. The most common comments cover the following themes:

- The need for best practices and guidance for MSIs looking to start an archive.
- No support for archiving materials – i.e., backlog.
- Not sure where historical records are stored on campus – e.g., “I am positive that we have compelling photographic and text-based records... but I couldn't tell you where they are located or what archival story they tell.”
- MSIs with no physical library would mean that any archive could only exist in a digital space.
- Budget constraints for libraries (particularly at small MSIs/community colleges) make it impossible to maintain an archive.
- Lack of awareness or support from the administration or the campus.

## CONCLUSION

The findings of this survey highlight several important implications and opportunities for addressing challenges in MSI archives. Accessibility remains a significant issue, with 40% of respondents rating their archives as “somewhat” or “not very” accessible, indicating the need for improved infrastructure, policies, and outreach efforts. Additionally, while many archives aim to serve and represent communities of color, relatively few respondents believe their archives do this “very well.” This underscores the need to address systemic gaps in representation and visibility.

Funding and staffing shortages emerged as the most common challenges faced by MSI archives, reflecting a potential broader issue of institutional neglect and insufficient resource allocation. Additionally, the lack of formal assessment processes—often replaced by informal or undocumented evaluations—creates barriers to identifying gaps and strategically directing resources. Mixed perceptions regarding engagement with students and communities of color suggest inconsistencies in how archives connect with and serve their target populations, leaving room for improvement in outreach and visibility. Similarly, the low percentage of institutions with strategic plans or initiatives to improve representation and access points to a widespread need for institutional reform. However, the high interest in collaboration among MSIs presents a promising opportunity for peer-to-peer support and knowledge-sharing, possibly through a centralized network connecting MSI archives and archivists.

Institutions without archives face unique barriers, including lack of funding, personnel, and space. Despite these challenges, many of these institutions express interest in archiving and possess materials worth preserving, suggesting an untapped potential for MSI archives growth. A lack of clarity about the location and organization of historical records further reflects broader administrative and organizational challenges that could undermine future archiving efforts. These institutions often lack awareness or support from the administration, making it challenging to prioritize and plan for various needs.

To address the identified issues, several recommendations can be made. Improving accessibility should be a priority, with a focus on digitization and online access to reach underserved communities. Developing user-friendly tools and interfaces can also help patrons locate and engage with archival materials without needing to engage with physical resources. Enhancing representation involves proactive collection development efforts and equity-focused policies to ensure that marginalized communities are better represented in collections. Addressing resource gaps will require collective advocacy for increased funding, as well as training archivists and administrators in grant writing to secure external resources for staffing, storage, and digitization initiatives.

Formalizing assessment processes could be another key step to enhancing MSI archives, with institutions encouraged to adopt standardized metrics for usage, preservation needs, and engagement. Peer reviews and external audits could provide valuable feedback and foster the adoption of best practices. To strengthen engagement with students and communities of color, archives could host workshops, events, and collaborative projects, while employing student ambassadors to promote the archives on campus. Additionally, cross-institutional initiatives and

collaborations among MSIs can help share best practices, resources, and collections to create greater impact.

For MSIs without archives, digital-first models offer a practical solution, especially for those lacking physical space. Centralized platforms could house historical records from multiple institutions, and campus-wide awareness campaigns can help locate and preserve valuable materials. Addressing political and social barriers is also critical to the success of MSI archives. Advocacy and education campaigns should emphasize archives' historical and educational value, while partnerships with local organizations and alumni groups can build credibility and reduce mistrust. A resource network founded on these principles could help facilitate training and resource sharing for MSI archival growth and success.

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