

ARL Academy Advisory Group
Washington Marriott Georgetown
1221 22nd Street NW
West End

October 3, 2017
9:00 a.m. – 10:00 a.m.

Call in Information:
866-740-1260
9341878#

Members:

Alberta Comer, chair (Utah)	2016-2017
Wendy Lougee, vice-chair (Minnesota)	2016-2018
Joyce Backus (NLM)	2016-2018
Matthew Dames (Georgetown)	2016-2017
Kerry MacDonald (Red River)	2016-2017
Simon Neame (Massachusetts-Amherst)	2016-2018
Barbara Rockenbach (Columbia)	2016-2018
Judy Russell (Florida)	2016-2017
Joe Salem (Penn State)	2016-2018
Enrique Yanez (NYU)	2016-2017

Ann Thornton, Board Liaison (Columbia)
Chris Bourg, Chair, Diversity & Inclusion Committee (MIT)
Mark A. Puente, Staff Liaison, Diversity and Inclusion Committee (ARL)
Sue Baughman, Academy Staff Director/Liaison (ARL)

Welcome and Introductions – Alberta Comer

Topic 1: Framework & Planning Assumptions (5 minutes)

The Advisory Group will review and affirm the planning assumptions that will be used to develop the overall Academy program and individual sessions. The framework and assumptions launch the year one program.

Prework: ARL Academy Status & Planning Assumptions (attachment)
Action: Affirm the planning assumptions

Topic 2: ARL Academy Proposal Form and Submission Process (10 minutes)

The Advisory Group will review ideas for disseminating the proposal form and submission process.

Prework: Proposal Form (see below)
Action: Proposal form and submission process is disseminated.

Topic 3: Communication Strategies and Visual Identity for the Academy (20 minutes)

Kerry MacDonald and Matthew Dames will lead the Advisory Group in a discussion regarding the purpose and values of the Academy in order to frame ideas to share with ARL's graphic designer for development of a visual identity.

Pework: Strawperson Framing (TBD)
Action: Create a one-page brand architecture.

Topic 4: Web Session Topics (20 minutes)

Building on the crowd sourced list of ideas for the "On the Edge" web sessions, the Advisory Group will identify the top 2-3 topics in both lists.

"On the Edge" (emergent topics)

- Research analytics
- Learning analytics
- Visualization technologies
- Artificial intelligence and machine learning
- Social Justice in libraries
- Augmented reality/Virtual reality
- Minimal computing (arduino, raspberry pi, etc.)
- Transparently immersive experiences (4d printing, AR/VR, home automation, connected-brain, etc.)

"Less Bleeding Edge"

- User experience assessment
- Internet of Things
- Library Services Platform
- Libraries and textbooks
- Free speech/freedom of inquiry and libraries
- Altmetrics
- Libraries as publishers
- Big Data
- Digital preservation

Action: Refine and prioritize lists.

Topic 5: Thanking Advisory Group Members (5 minutes)

The fall Association Meeting is the time to thank Advisory Group members who have completed their terms:

- Matthew Dames
- Kerry MacDonald
- Judy Russell
- Enrique Yanez

Alberta Comer assumes the role of past-chair through October 2018. Wendy Lougee begins her term as chair and Simon Neame begins his term as vice-chair.

Future Topics for Advisory Group

- Capturing Program Ideas from Other Committee/Advisory Groups

PREWORK Topic 2: Proposal Form and Submission Process

Strawperson Ideas for Submitting Proposals to the ARL Academy

1. Turn the proposal form into a document that resides on the ARL Academy website with submission going to Sue Baughman (or create an Academy email address).
2. Submit ideas prior to a fully formed proposal to Sue Baughman or Academy email address.
3. ARL Academy Advisory Group chair sends an update to the membership X times per year with link to the form and guidance for submitting ideas.
4. Other:

ARL Academy Proposal Components

Two page limit to describe proposal components.

1. **Goals and Learning Objectives/Outcomes** (The goal(s) should be long-term, broad, and achievable and keep the program focused on targeted content. Objectives and outcomes are derived from the goal(s) and are measurable. They reflect essential mastered content including skills, competencies, and knowledge.)
2. **Alignment with the Goals for the Academy** (How the program aligns with the one or more of the following goals:
 - Advancing professional and individual development
 - Advancing libraries' capacities for programs and services
 - Advancing ARL capacity (ARL as organization and as membership) to achieve its strategic goals and develop its community.)
3. **Alignment with ARL Priorities** (How the program aligns with the [ARL System of Action](#) and programmatic areas such as diversity and inclusion and assessment.)
4. **Needs analysis** (Indicators that demonstrate need for program and the target audience(s).)
5. **ARL Role** (Role should ARL play in support of program. Examples include: ARL Administrative Support (meeting scheduling, event management, etc.); or ARL Convening Ability (introductions to potential partners, space at 21 Dupont, etc.).)
6. **Target Audience** (Beneficiaries of the program.)
7. **“Genre” of Learning Opportunity** (Type(s) of learning opportunity(ies) (e.g. community of practice, conference, workshop, or institute, etc.) and why types were selected.)
8. **Differentiation from Other Similar Programs** (How this program is unique; describe possible partnerships.)
9. **Assessment Plan** (How the program will be evaluated.)
10. **Resource Requirements or Funding Model** (Costs to implement program and how the necessary funds will be realized.)

**ARL Academy
Status + Planning Assumptions
Report of the ARL Academy Advisory Group
September 25, 2017**

Status

Activities completed or underway since the launch of the Academy Advisory Group in February 2017:

- Framed the Academy categories:
 - Advancing professional and individual development.
 - Advancing libraries' capacities for programs and services.
 - Advancing ARL capacity (ARL as organization and as membership) to achieve its strategic goals and develop its community.
- Designed program planning form and process to receive and review proposals from within ARL. Tested form on several projects.
- Developed process for conducting a needs analysis. Completing segments of analysis.
- Requested environmental scan of ARL sponsored and co-sponsored programs, to be conducted by ARL staff, to inform future program development.
- Conducted a survey of ARL directors in April 2017 to identify topical areas of interest in the three Academy categories (top three in each category):
 - a. Professional & Individual Development: change management, leadership development, and assessment strategies
 - b. Building Libraries' Capacities: analytics and visualization technologies, data curation and management, and user experience assessment
 - c. ARL Initiatives & Capacities: alignment of organizational structures to future work, collective collection management, and future of scholarly society publishing
- Solicited initial input from directors in May 2017 on priorities and potential "platforms" (i.e., delivery formats) for Academy programming:
 - a. Academy programs for individual staff professional development should focus on:
 - i. Expertise in emerging programs (75 responses out of 112)
 - ii. Discrete skills (21)
 - iii. Building career portfolios (8)
 - iv. Other (5)
 - v. Networking (3)
 - b. Priority education for library directors/deans is:
 - i. Institutes, symposia (e.g. Forum) (43 responses out of 111)
 - ii. Association meeting programs (28)
 - iii. Topic-focused meetings of select directors (28)
 - iv. Other (7)
 - v. Topical online resources (5)
 - c. Technology program priority focus is:
 - i. Emergent technologies (42 out of 109)

- ii. Research and learning analytics (33)
 - iii. Collaboration strategies (21)
 - iv. Joint CIO's and Library directors/deans (10)
 - v. Other (3)
- d. Director development opportunities should focus on:
- i. Communities of interest and/or practice (58 out of 111)
 - ii. Topical groupings of 3-4 directors (24)
 - iii. Mentors for new directors (22)
 - iv. Other (7)

ARL Academy Framework

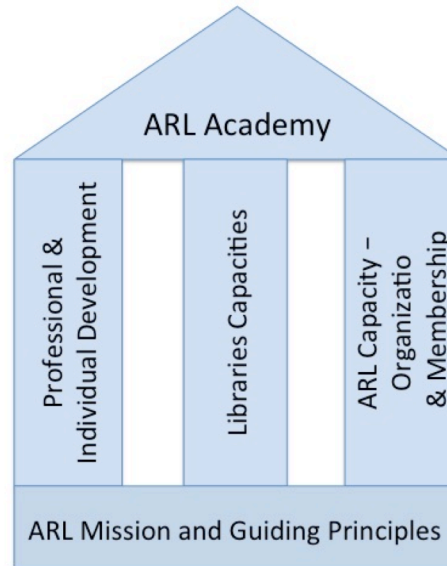
The ARL Academy Advisory group identified three areas of focus through which professional learning and development offerings will be organized and made available to the ARL research library workforce. This strategic agenda or curriculum leverages existing or affiliate programs as well as new offerings that can be identified by the Advisory Group, staff in member libraries, enabling capacity committees, or ARL staff. The Advisory Group also ensures that the curriculum is in alignment with ARL's mission and other aspects of its portfolio.

The Advisory Group considered a number of key principles in developing the areas of focus and the first set of offerings under the Academy umbrella. Offerings and activities will:

- Support the entire workforce, including staff with credentials other than the MLIS;
- Support the full life cycle of the ARL workforce (from early to late career);
- Incorporate strong global perspectives;
- Reflect diversity and inclusion in its decision-making processes;
- Leverage exemplary programs already in the ecosystem;
- Focus on higher level competencies and mindsets;
- Model best practices in learning outcomes and pedagogical methods in all programs offered by ARL or those offered through partnerships; and
- Reflect a tapestry of strategic learning opportunities (with priorities set and reviewed on a regular basis).

Critical to the success of the Academy is its alignment with the Association's diversity and inclusion program and one of its key components, recruitment to the library profession.

ARL Framework Visual



Assumptions for Program Development

The ARL Academy Advisory Group will consider the following assumptions as new programs are proposed and developed:

1. Learning professional development opportunities will reflect the Association's mission, guiding principles, and strategic initiatives.
2. Diversity and inclusion is a foundational principle of ARL and to the overall Academy program and adds value to the portfolio of offerings. Offerings will respect as well as incorporate diversity and inclusion in programs.
3. Some relevant ARL programs will continue as currently defined, scoped, implemented (e.g., Leadership Fellows, diversity programs).
4. Some recently proposed programs will proceed from proposal to implementation (e.g., "Reimagining the Library Liaison").
5. Emergent issues/themes may take time to germinate and grow into program potential (e.g., the early E-Science work progressed through stages of informational briefings to full-blown Institute over the course of several years); identify strategies to provide low-barrier educational opportunities around these emergent issues. Communities of Practice (CoP) are another opportunity to germinate ideas and there are several active ARL CoPs: library assessment and digital scholarship.

6. The environmental scan is an iterative review of ongoing offerings and events used to develop one to two year plans for the Academy.
7. It is important to demonstrate progress on program development – have some early efforts to gauge interest, get feedback, bring visibility and “brand” to the Academy agenda. This includes a communication strategy to the ARL membership.
8. In developing programs, available platforms will be assessed for best match with topic:
 - a. Online resources (informational resources)
 - b. Online webinars (presentations, potential for interaction)
 - c. Association meeting program
 - d. Standalone workshop, institute, or invitational program
 - e. Publications

Appendices

Appendix A: Role of the ARL Academy Advisory Group

The Advisory Group primarily provides guidance to the ARL Academy Director on the overall strategic direction, priorities and programs to ensure the Academy is meeting the needs of the ARL research library workforce. The Advisory Group could also engage in the following activities:

- Review programs across the organization as well as identify programs for development and serve in other roles that are relevant to particular program needs;
- Identify and refine criteria for inclusion in the strategic agenda or curriculum;
- Review existing, core programs for “fit” within Academy, recognizing designated responsibility for administration/oversight of each program (e.g., Diversity & Inclusion Committee);
- Engage the membership and global library communities in identifying program needs;
- Identify gaps in the portfolio and strategies to address these interests;
- Identify responsible parties and process to develop programs;
- Review requests for partnership and/or sponsorship;
- Provide guidance on organic programs (e.g., pop-up opportunities involving a number of ARL libraries) and recommend organizational capacities to support these.
- Identify necessary infrastructure to present the portfolio, support programs, and ensure program coordination.
- Engage in the planning of the Fall and Spring Association Meetings with the Member Engagement and Outreach Committee.
- Review and report on the Academy curriculum to the Board of Directors and membership on a regular basis.

Appendix B: Role of the ARL Academy Director (Sue Baughman in her current role)

The ARL Academy Director provides oversight of the ARL Academy and ensures that its curriculum is meeting the needs of the ARL research library workforce. The director facilitates the intersection of Academy programs and activities with other ARL programs in conjunction with ARL committees, advisory groups, ARL staff, and the membership. This role requires collaboration with ARL Assessment Committee and ARL Assessment Staff to ensure that projects include evaluation strategies.

The ARL Academy Director, serving in a coordination role will:

- Receive and approve program proposals and/or triage proposals with the Advisory Group;
- Facilitate the development and implementation of programs and activities;
- Meet with Advisory Group Chair and Vice-Chair to ensure the Advisory Group has the tools and resources to implement its charge;
- Serve as staff liaison to the ARL Academy Advisory Group;
- Develop meeting agendas for Advisory Group;
- Assist with the development of project timelines, tasks, funding, etc.;
- Bring ideas and issues to the attention of the Academy Advisory Group;
- Triage and monitor evolution of projects from idea to program;
- Track and monitor the implementation of projects and activities;
- Work with the ARL Administrative Team to maintain online portfolio/course catalog of offerings;
- Conduct research as needed for projects and/or activities to further identify and assess complementary, model and/or potential partner programs;
- Work with the ARL Communications Team to promote awareness and publicity for projects;
- Writes reports on behalf of Advisory Group Chair for Board of Directors, Coordinating Committee, and membership; and
- Reviews resource requirements and develops funding model recommendations.



ARL Academy Year 1 Program Agenda*

Professional & Individual Development (Advancing professional and individual development)	Libraries Capacities (Advancing libraries' capacities for programs and services)	ARL Capacity (Advancing ARL capacity (ARL as organization and as membership) to achieve its strategic goals and develop its community)
Re-imagining the Library Liaison Library Liaison Road Show and Toolkit (ongoing)	“On the Edge” Branded Academy webinar series (bi-monthly?) on priority emergent topics –e.g., research analytics, visualization technologies, artificial intelligence & machine learning, etc). <i>Single speaker providing overview on topic with potential background resources provided online. Identify contributors and experts from ARL libraries.</i>	Association Meeting programs and/or Fall Forum on priority topics.
Library Management Skills Institute I and II (optional offering by DeEtta Jones)		Fall Forum: Libraries and the Research Enterprise includes a session on self determination and motivation
ARL Leadership Fellows 2018-2019		
Leadership and Career Development Program (ongoing)		
Symposium for Strategic Leadership in Diversity, Equity, and Inclusion (offered in early 2018)		
New Directors' Development Program (ongoing)		
Coaching and Mentoring of Library Leaders (ongoing)		
Planning a Digital Scholarship Center Workshop (November 2017) (ARL & CNI)		
Digital Scholarship Institute (January 2018)		
Library Assessment Conference (December 2018)		

***Offerings can support multiple areas of focus.**