

Informational Session: 2024 Application Process

Intensive Learning Program

Agenda

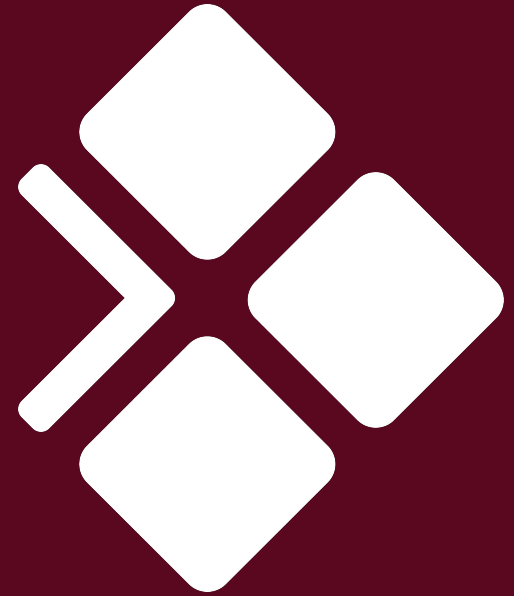
Overview

Application Materials

Evaluation Criteria



Association of Research Libraries



ARL at a Glance



The Association of Research Libraries (ARL) is a nonprofit membership organization of research libraries and archives in major public and private universities, federal government agencies, and large public institutions in Canada and the US.



ARL at a Glance cont'd



Vision

The Association of Research Libraries creates a trusted, equitable, and inclusive research and learning ecosystem and prepares library leaders to advance this work in strategic partnership with member libraries and other organizations worldwide.

Mission

The Association of Research Libraries empowers and advocates for research libraries and archives to shape, influence, and implement institutional, national, and international policy. We develop the next generation of leaders and enable strategic cooperation among partner institutions to benefit scholarship and society.

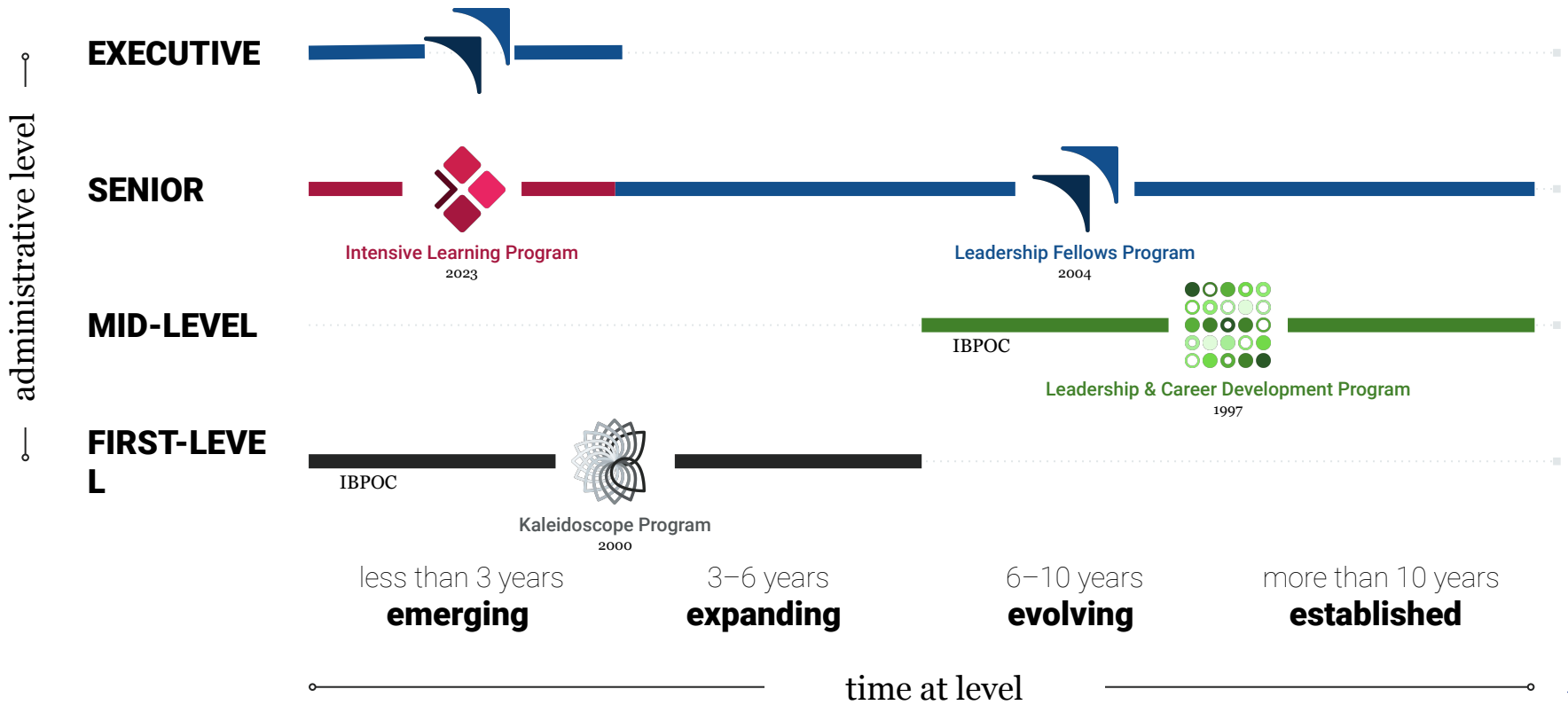
Intensive Learning Program Informational Session

Governance at a Glance

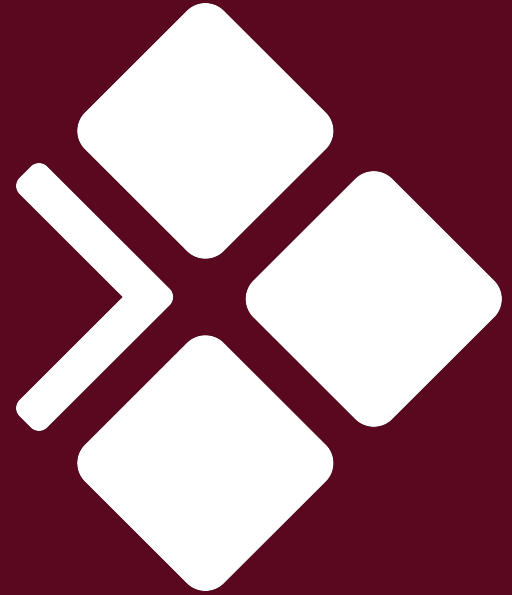


Intensive Learning Program Informational Session

ARL Cohort Program Audiences



Overview



Intensive Learning Program



The ARL Intensive Learning Program (ILP) is an eight-month hybrid experience that explores operational aspects of senior-leader portfolios in research libraries and archives as well as responsibilities related to managing those portfolios.

ILP Components



- **Site Visit:** Fellows will attend a one-day, in-person site visit at a host institution.
- **Monthly Virtual Sessions:** Fellows will participate in monthly educational sessions.
- **Self-Assessments and Career Coaching:** Each fellow will complete self-assessments coupled with career-coaching sessions.
- **Learning Summit:** Fellows will attend an in-person learning summit.
- **ARL Association Meeting:** Fellows will attend an ARL Association Meeting.

Intensive Learning Program Informational Session

Programming Schedule



FEB	February 24, 1:00–4:00 p.m. (ET): Virtual Orientation
MAR	March 7, 1:00–4:00 p.m. (ET): Virtual Educational Session March 31–April 1: University of Minnesota Libraries Site Visit
APR	April 25, 1:00–4:00 p.m. (ET): Virtual Educational Session
MAY	May 9, 1:00–4:00 p.m. (ET): Virtual Educational Session
JUN	June 6, 1:00–4:00 p.m. (ET): Virtual Educational Session
JUL	July 11, 1:00–4:00 p.m. (ET): Virtual Educational Session
AUG	August 15, 1:00–4:00 p.m. (ET): Virtual Educational Session
SEPT	September 12, 1:00–4:00 p.m. (ET): Virtual Educational Session
OCT	October 6: ARL Learning Summit October 7–9: ARL Fall 2025 Association Meeting

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Eligibility Criteria



To be eligible to participate in the Intensive Learning Program, you must be an emerging senior leader of a library, archive, and/or library system:

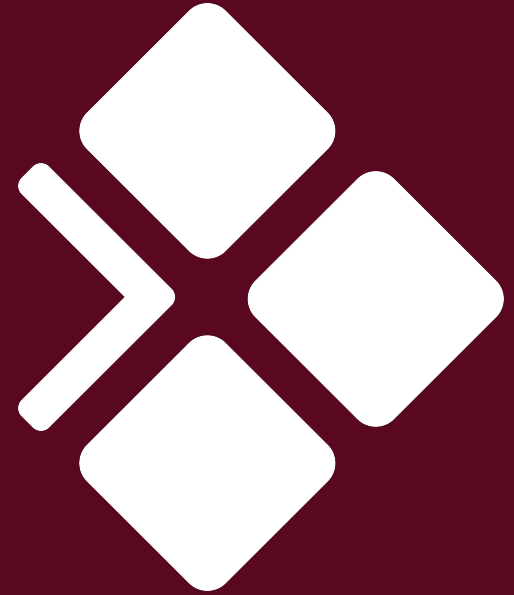
- Emerging is meant to describe having served in your current position for approximately three years or less.
- Titles may vary as administrative structures differ by institutions. Examples include associate & assistant directors/deans/university librarians.
 - In most cases, senior leaders will report directly to an institution's executive leader.
 - Responsibilities should include direct contributions to the oversight of the institution and informing high-level, broad strategies and organizational management.

Before applying, consider the following



- all virtual, synchronous content is scheduled between noon and 5:00 p.m. (ET); all in-person, synchronous content is scheduled based on the local time zone
- all content is presented in English
- all content is designed from and for Canadian and US perspectives
- attendance at in-person program components is expected

Cost & Timeline



Tuition



Tuition for the eight-month program is US\$5,900 for professionals employed in ARL member libraries, US\$6,900 for all others, to be paid at the beginning of the program.

Tuition covers the following items:

- Expenses for administering and delivering the ILP
- Assessment tools administered during the program
- Program materials and audiovisual services for all events
- In-person ARL Learning Summit
- In-person site visit (with additional support from site visit host)

Tuition cont'd



In addition to tuition, a fellow's institution will be responsible for the following items:

- time release for all program components
- financial and coverage of expenses, including travel, lodging, meals, and incidentals, for all in-person program activities:
 - ARL Learning Summit + Fall ARL Association Meeting
 - ARL Member Institution Site Visit
- Providing opportunities for the fellow to apply their learning (e.g., implement the fellow's ILP Leadership Action Plan) during and after program participation

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Application Timeline



1 October 2024
Application Opens



16 October 2024
Informational Session



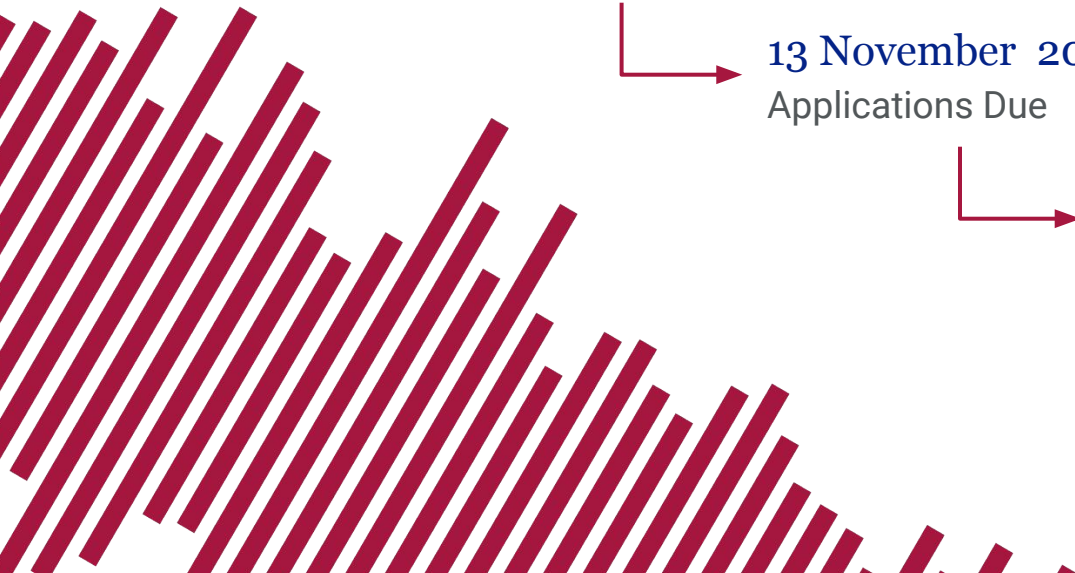
13 November 2024
Applications Due



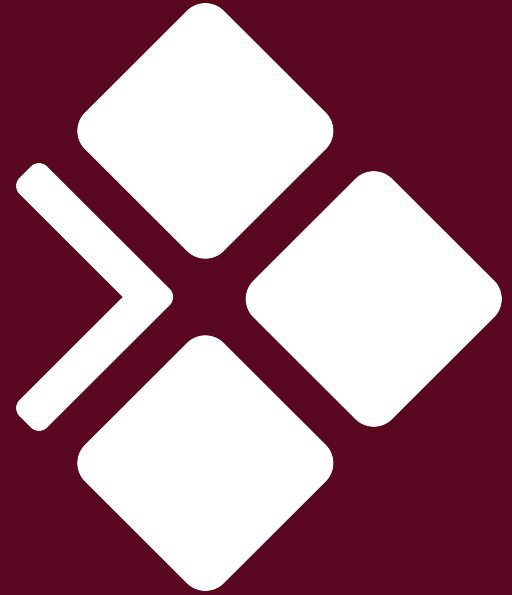
December 2024
Selection Decisions



February 2025
Cohort Launch



Application & Selection



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Process



Application

ARL ILP Task Force (TF) designs the application & selection process

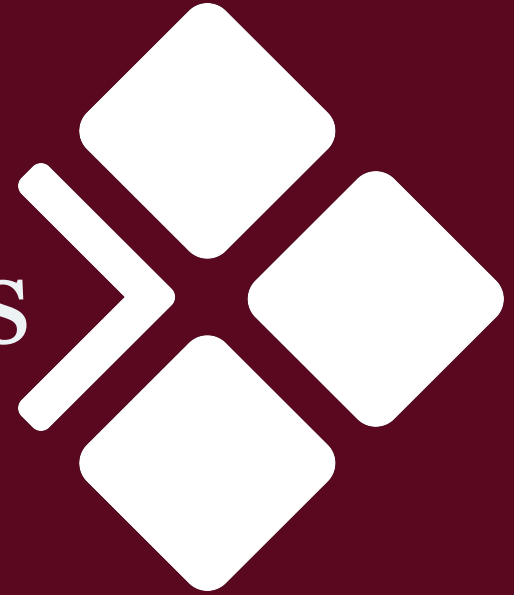
- application materials
- evaluation criteria
- information session

Selection

ARL ILP Selection Working Group (SWG) reviews and scores partially redacted application materials

SWG provides a ranked list to TF; TF makes final selection decisions based on the list as well as cohort composition

Application Materials





Note

A Google Account is required to access the application form.

A Google Account is also required to access program materials—if accepted as a ILP Fellow



Application Form

General Information
Application Prompts
Scholarships



Form Items



- Email*
- Name*
- Pronouns*
- Country of residence*
- Institution*
- Title/position
- Years of Experience*
- Years at Current Institution*
- Years in Current Role*
- Years in Senior Leadership Position*
- Executive Leader Name*
- Executive Leader Email*
- Social Identities
- Scholarships

*indicates required field

Form Items cont'd



Application Prompts

(2,500 characters or less each, including spaces)

- Describe why you are interested in participating in the ARL Intensive Learning Program—include your professional interests and goals.
- Describe one way you have changed since beginning your career in libraries/archives.
- Describe one challenge you have recently encountered in your career and how you responded to it.
- Describe what professional success is for you.

Personal Identifiable Information (PII)



Do not include any personal identifiable information (PII)—e.g., names, institutions, or social identities—age, class, disability, gender, race, religion, sexuality, etc.. As relevant, you can describe your experiences so long as it does not allow your PII to be recognized.

PII Attestation

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Example of 2,500 Characters (375 words)



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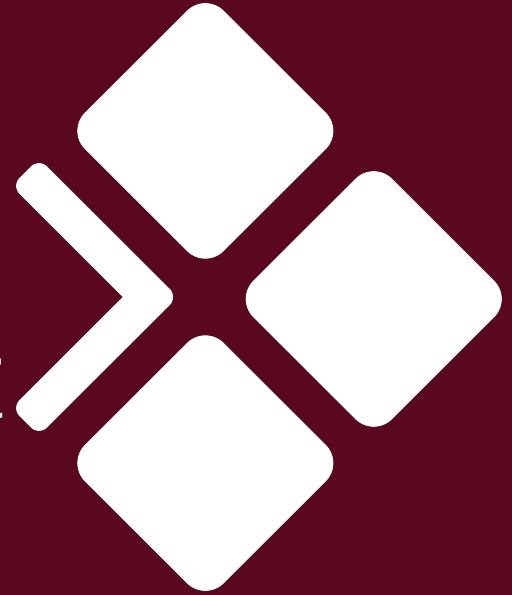
Financial Support



A limited amount of scholarship funds are available to support select members of this cohort with tuition costs.

Your response to this item does not impact your eligibility and will not be shared with the Selection Working Group.

Confirmation of Institutional Support



Confirmation of Institutional Support

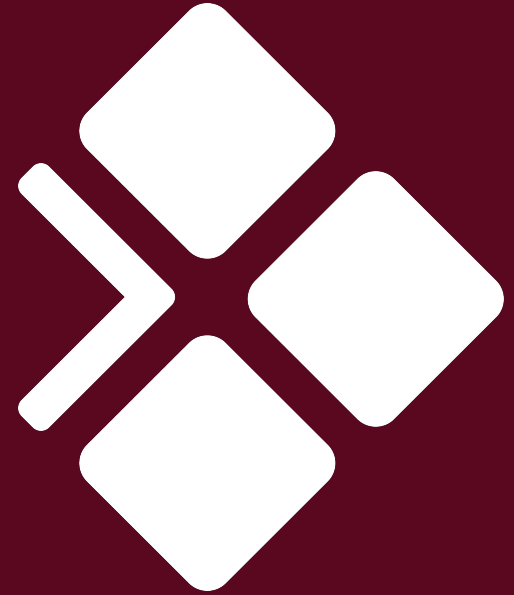


Confirmation of institutional support letters must be completed as a PDF by the institution's executive leader (for example, university librarian/dean/director).

Completed forms should be submitted via email to Mira Swearer at mira@arl.org either directly from the executive leader or with the executive leader cc'd.

[Form Link](#)

Evaluation Criteria



Selection Working Group Evaluation



Each application will be reviewed and scored by each SWG member using four (4) evaluation criteria. Without including PII, applicants are encouraged to include details of previous **achievements, current efforts, and/or future intentions** as relevant to each category.

Higher scores will be awarded for applications that provide **clear, relevant evidence** for each criteria and include **multiple, specific examples of action and impact** where applicable.

Criteria ∫∫ Growth & Learning Mindset



Strong applications will demonstrate the applicant's curiosity, creativity, and enthusiasm for the profession as well as motivation to grow personally and professionally.

Criteria ∫∫ Awareness of Self & Communities



Strong applications will address the applicant's strengths and areas for growth; the impact of identities, values, and beliefs on how people experience situations; and the role of communities, relationships, and collaboration in the applicants' careers.

Criteria ∫∫ Value from Program Participation



Strong applications will describe individualized benefits of program participation for applicants based on their specific needs, goals, experiences, and circumstances as well as articulate applicant's intention to engage the components of the ILP.

Criteria ∫∫ Commitment to Service



Strong applications will demonstrate the applicant's commitment to serving as leaders, interest in improvement and innovation for their organization and the larger profession, and awareness of the role of systems within and across professional settings.



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learn@arl.org