

Arkansas State Library
A division of the Arkansas Department of Education
Arkansas Library Leadership Institute

April 6-8, 2022 • May 25, 2022 • July 15, 2022 • October (TBD) 2022 • December 14, 2022
February 15, 2023 • April 12-14, 2023

FREQUENTLY ASKED QUESTIONS (FAQ)

1. What is the Arkansas Library Leadership Institute (ALL-In)?

ALL-In is a professional development opportunity for library workers in the state of Arkansas designed to develop leadership skills in participants and enhance the delivery of library services for all Arkansans. The program is a year-long, intensive program that includes both face-to-face and virtual sessions.

2. Who can apply to the Institute?

All librarians and paraprofessionals employed by libraries located in the state of Arkansas are eligible to apply to attend the Institute.

The Institute is not just for library workers with an MLS or with “Director” or “Manager” in their titles. Past participants have included catalogers, reference librarians, archivists, directors, and more. No title is too large or too small to be considered for the Institute.

Applicants should be enthusiastic about libraries, service oriented, and willing to think about library services in creative ways. Applicants with between two and ten years of library experience are preferred, but exceptional candidates with more or less experience will be accepted into the program.

3. Is the Institute open to all types of libraries?

Yes. Applicants may come from any type of Arkansas library (school, public, academic, special including public and private institutions).

4. Can current library directors apply?

Yes, assuming all other admission criteria are met.

5. How is ALL-In different from other multi-day trainings or conferences?

ALL-In is designed to grow the next generation of library leaders in the state of Arkansas. In addition to training, the Institute features project and peer-building components designed to create a transformational experience for participants. The Institute will emphasize experiences that build strong relationships with peers. The Institute is a leadership development experience; not a librarianship continuing education experience. Additional information about the curriculum is available in the [ALL-In Curriculum document](#).

6. I want to be a great leader for my library, but I work in a small, one-person library/technical services/know I don't want to be the next ALA President. Is All-In still right for me? Absolutely! We believe that every library worker can make a difference in people's lives through your work in the library. All-In is for any library worker who also believes this and wants to hone your strengths, become more aware of your growth areas, and gain clarity and direction in your career to improve library services in your community.

7. Is there a fee?

Due to the stresses of COVID-19 on local budgets, the Arkansas State Library will not charge any tuition for the 2022 program. Participants or their libraries will be responsible for transportation to and from workshops; all other expenses including meals and lodging are covered by the Arkansas State Library with support from the Institute of Museum and Library Services (IMLS).

While there are no monetary costs for participants or their employing library other than transportation, participants will outlay their time, consistent engagement, and dedication to growing themselves and others as leaders. The employing library agrees to support the participant's commitment to the Institute by allowing the participant to attend the Institute and complete Institute tasks on the library's time.

8. When and where will the Institute be held?

Face-to-face sessions will be held at a variety of locations:

- April 6-8, 2022, DeGray Lake Resort State Park, Bismarck
- July 29, 2022, Arkansas State Library, Little Rock
- October 2022, Arkansas Library Association, Fort Smith (exact date TBD)
- April 12-14, 2023, Crystal Bridges Museum of American Art, Bentonville

9. How much work is involved?

In addition to the scheduled time that participants will spend in workshops, they should also expect to spend about 10 hours per month on project activities. Project activities will involve reading that supports the program curriculum; group work on the reading topics; development of a leadership plan; and a capstone presentation (no more than 10 minutes) at the end of the Institute.

10. Are there limitations on the number of people who can apply from the same library?

No. However, the Institute will require a significant investment of professional time and energy to complete Institute requirements. Libraries should be mindful of how Institute activities may affect staffing capacity and daily library functions.

11. How do I apply?

Applications and selection criteria will be posted online on August 13, 2021 and will be due on October 1, 2021 at 10 a.m. Only applicants with completed applications packets

submitted by the application deadline will be considered. A complete application packet includes:

- Completed online application form
- Resume
- Letter of support from the applicant's Director/Provost/Principal/Board Chair/Etc.
- Signature page

An informational webinar will be held on August 25, 2021 at 3:30 p.m. It is highly recommended that interested applicants attend the webinar before submitting their application. A recording of the webinar will be made available online.

12. How many individuals will be selected to attend the Institute?

Up to thirty (30) individuals will be invited to attend subject to the selection process results.

13. How will participants be selected?

Applications will be evaluated using the published Applicant Rubric. The selection team consists of a combination of Arkansas State Library staff and past-participants of the ALL-In Institute from school, academic, and public libraries.

Each application will be evaluated by at least 2-3 members of the selection team. Each member of the selection team will review between 6-12 applications. Final selections will be made by the entirety of the selection team.

Every effort will be made to ensure applicants are selected from a diversity of different library types, geographic location, and from groups that have been historically marginalized or excluded due to ethnicity, gender identity and expression, sexual orientation, ability, economic background, educational attainment, and age.

14. Do participants have to share a room with another participant?

No. The Arkansas State Library will provide single occupancy lodging to all participants at the two in-residence workshops. For participants who must travel over 1.5 hours (calculated via MapQuest) to reach a meeting location, lodging will be provided the night before the workshop.

15. The initial in-residence workshop is going to be held at beautiful DeGray Lake Resort State Park! Can I bring my spouse/significant other/child?

No. The Institute is an immersive experience intended to build strong relationships among colleagues, and requires that participants fully engage with the other participants and project team.

16. I have an important appointment on a date during the Institute. Can I be released to attend it?

No. You must be present for every session whether the session is held in-person or virtually.

17. Can I go home at night to be with my family?

No, not during the two in-residence sessions. Regardless of proximity to those sessions, Institute participants are required to stay in-residence to participate in evening meals, social activities, breakfasts, and building your network and mentor/support system. To gain the most from the Institute experience, participants must be totally focused and involved in all Institute activities. Being away from home alleviates the routine stressors of day to day life like dirty dishes and running late for the bus.

18. I can't attend this time because <fill in reason>. Will the Institute be held again?

It is the intent of the Arkansas State Library to conduct the Institute every three years. As a public agency dependent on state and federal funds, the Arkansas State Library cannot guarantee future Institutes.