

November 1 Webinar Questions & Answers

Logistical Questions:

If we are local, do we need to stay at the provided lodging?

- ALI is intended to be an immersive experience with cohort members in community with each other throughout the week. Ideally, all cohort members will stay in Bond House on the campus of UVA.

Will travel be covered if I come from outside of the U.S.?

- Travel is covered for all cohort members.

As a non-binary trans person, I am curious how inclusive this is for trans people - For example, things like housing (if there are gender-based room assignments), ensuring participants respect and use people's correct pronouns, access to gender neutral bathrooms, etc.

- The Steering Committee will engage UVA's resources, specifically the Division of Diversity, Equity, and Inclusion to ensure that we are making plans that are welcoming, accessible, and respectful to all. Additionally, one of ALI's faculty, Dr. Catalina Piatt-Esguerra, will oversee our inclusive and accessible planning. Catalina is the UVA Library's Associate Dean for Inclusion, Diversity, Equity, and Accessibility.

Is there a set duration for how long ALI will take place in Virginia? Will it ever be hosted on the West Coast?

- The University of Virginia will host the Archives Leadership Institute for three years: 2024, 2025, and 2026. As a program of the National Historical Publications and Records Commission, ALI is a competitive program, and the application cycle for the next grant (beginning in 2027) will likely be announced in 2025. UVA's grant is the first ALI iteration on the East Coast. Previous institutes have been in the Midwest.

Application Questions:

Beyond the video, what were the other components of the application?

- The components of the application include: a 2-3 minute video or audio (which you will record directly into the Qualtrics application); a brief description of a place that holds resonance and power for you; and a leadership resume (no more than 2 pages).

Who should apply to ALI?

- A memory worker in any archival setting; 5-15 years management, team, program, or project lead or some kind of combination of these; other candidates who have less experience may be considered

Any guidance on the audio/video requirement?

- We're interested in what you have to say--your responses to the questions, not the production values of the video or audio. Keep within the time parameters and have your message prepared in advance. Again, you'll record directly into the Qualtrics application.

How will applications be evaluated?

- Check back on this website for our evaluation method. We are currently working on the evaluation rubric

How many applications do you normally receive?

- The steering committee for ALI@Virginia does not have those statistics. We will inquire with previous directors, and if we're able to secure that information, we'll update this answer.

Will we need letters of recommendation as part of the application packet? If so, should references be people who can speak on your leadership capabilities?

- We will need the names and contact information for two references, and ideally the references should be people who can speak to your leadership experience and potential.

If we plan to apply and we know one of you [the steering committee], should we refrain from asking you for a reference?

- Yes you should ask people other than the ALI leadership team.

Eligibility Questions:

If we've attended other museum-focused leadership institutes (such as AASLH's HLI Program), are we still eligible for this program too?

- Yes you are still eligible.

Have you had any applicants from law enforcement agencies in the past?

- We aren't sure since we haven't been privy to all of the applicant pools since ALI began in 2008. If you are an archivist or memory worker working in an archival environment, then you're eligible to apply.

Are many backgrounds represented within the cohort? (ex. Archivists with backgrounds in library science/museum studies/public history from small and large institutions)

- Yes, there have been many backgrounds represented in previous cohorts, and this aspect has made ALI the transformative experience of which alumni speak. We look forward to having many backgrounds during ALI@Virginia years.

I'm a new career professional with a previous career that spanned 20+ years in an adjacent field where I was on the user side of archives; is it okay to highlight my leadership experiences in that field, or should I just focus on those in archival work?

- We recognize leadership as being a very broad concept, and recommend including all leadership experience in your resume.

If we have three years of leadership experience, is it possible to still be considered? Especially if we are determined to move into more serious leadership roles?

- Yes. Candidates with less experience than the 5-15 years may be considered.

Resume Questions:

Can you speak a bit more to what you're looking for in the "Leadership" resume? Can you elaborate on the leadership experience required for applicants?

- We want to see evidence of leadership experience and potential and have provided examples. Please consult the "Application Details" page of this website.

Would things like mentorship (through an official mentorship program) and editing books count as leadership?

- Perhaps. It is up to the applicant to explain those experiences using a leadership lens.

Can we include work and projects that demonstrate how we are agents of change in our resumes? Does community leadership service count on the resume?

- Yes, and yes.

I know you said that corporate archives are a setting for memory workers: do Digital Asset Managers in a corporate environment count as well? Is that too out of scope?

- It is difficult to be exact, not knowing the particulars of a digital asset manager's work. For any applicant, check yourself against the following, remembering that "memory worker" is intended to be a broad umbrella term under which many titles and positions fit: A memory worker in any archival setting; 5-15 years management, team, program, or project lead or some kind of combination of these; other candidates who have less experience may be considered.

