Thursday, January 23

4:00 p.m.  Welcome and Introductions  
Grand Ballroom Salon II  
Amy Bulgrien, Assistant Director for Program Coordinaton  
Association of Research Libraries

5:30 p.m.  Norms for Learning and Housekeeping  
Grand Ballroom Salon II  
Amy Bulgrien

6:30 p.m.  Dinner  
Georgian Room

8:00 p.m.  Mosaic of Diversity  
Grand Ballroom Salon II  
Alanna Aiko Moore, Subject Specialist for Sociology, Ethnic Studies, and Gender Studies  
UC San Diego Library

Friday, January 24

8:00 a.m.  Breakfast  
Grand Ballroom Salon III

8:45 a.m.  Developing Your Leadership Architecture  
Grand Ballroom Salon II  
Maisha Carey, Organizational Development and Learning Librarian  
University of Delaware Library, Museums, and Press

10:15 a.m.  Break

10:30 a.m.  Developing your Leadership Architecture, cont’d
<table>
<thead>
<tr>
<th>Kaleidoscope Diversity Scholars and Mosaic Program Fellows</th>
<th>Digital and Inclusive Excellence Fellows</th>
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<tbody>
<tr>
<td>12:00 p.m. Lunch with Northwestern University and University of Illinois-Chicago Libraries Staff Grand Ballroom Salon III</td>
<td>Off-Site Lunch The Love 130 S 18th St Philadelphia, PA 19103</td>
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</table>

1:30 p.m. **Influencing Without Positional Authority**
Grand Ballroom Salon II

*Barbara Williams*, AeroAstro and Physics Library Liaison
MIT Libraries

3:00 p.m. **Break**

3:15 p.m. **Working with Emotional Intelligence: The Key to Influencing**
Grand Ballroom Salon II

*Nikhat J. Ghouse*, Associate Librarian for the Social Sciences, Coordinator, Diversity Alliance Residency Program and Independent Organization Development Consultant
American University

6:30 p.m. **Reception hosted at Penn Libraries**
Kislack Center for Special Collections, Rare Books, and Manuscripts
Van Pelt Library
3420 Walnut Street
6th floor, Class of ’78 Orerry Pavilion

3420 Walnut Street is at the back of the Van Pelt Library. Please proceed to the front entrance on the Campus Commons. There is a statue of a broken white button at the front entrance.

**Saturday, January 25**

8:00 a.m. **Breakfast**
Grand Ballroom Salon III

8:45 a.m. **Community Review**
Grand Ballroom Salon II

*Jennifer Vinopal*, Associate Dean for Distinctive Collections and Digital Programs
The Ohio State University Libraries
9:15 a.m.  
Break

9:30 a.m.  
Equity in Scholarly Publishing and Open Access  
Grand Ballroom Salon II

Hanni Nabahe, Resident Librarian, Scholarly Resources and Content Strategy Unit  
University of Virginia Library

Shilpa Rele, Scholarly Communication and Data Curation Librarian  
Rowan University Libraries

Charlotte Roh, Scholarly Communications Librarian  
University of San Francisco Gleeson Library

10:45 a.m.  
Break

11:00 a.m.  
When the Rubber Hits the Road: Realities of Working in Research Libraries and Archives for People of Color  
Grand Ballroom Salon II

Karim Boughida, Dean of Libraries  
University of Rhode Island Libraries

Hong Ma, Head of Library Systems  
Loyola University Chicago Libraries

Carmelita Pickett, Associate University Librarian for Scholarly Resources and Content Strategy  
University of Virginia Library

12:00 p.m.  
Lunch with ARL Directors  
Grand Ballroom Salon III

1:30 p.m.  
Emerging Trends, Services, and Roles in Libraries and Archives  
Grand Ballroom Salon II
2:45 p.m.  
**Break**

3:00 p.m.  
**Technology in Service Design and Spaces**  
Grand Ballroom Salon II

**Joseph Lucia**, Dean of Libraries  
Temple University Libraries

**Manuel de la Cruz-Gutiérrez**, Director of Data & Innovation Services  
University of Pennsylvania Libraries

4:00 p.m.  
**Headshots and Group Photos**  
Grand Ballroom Salon III

6:30 p.m.  
**ARL Diversity and Inclusion Programs Reception**  
Georgian Room

*Celebrating 20 years of the ARL Kaleidoscope Program, 2000–2020.*

**Sunday, January 26**

8:00 a.m.  
**Breakfast**  
Grand Ballroom Salon III

8:45 a.m.  
**Community Review**  
Grand Ballroom Salon II

**Jolie O. Graybill**, Assistant Director for Digital Initiatives & Metadata Education, Minitex  
University of Minnesota Libraries
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
<th>Facilitators</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:15 a.m.</td>
<td><strong>The Art and Science of Securing a Job in a Research Library or Archive</strong></td>
<td>Grand Ballroom Salon II</td>
<td>Jennifer Garrett</td>
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<td></td>
<td><strong>Michelle Peralta</strong>, Resident Archivist for Yale Special Collections</td>
<td>Yale University Library</td>
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<td><strong>Lisa Boxill Ruth</strong>, Director of Library Human Resources</td>
<td>University of North Carolina at Chapel Hill Libraries</td>
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<td>10:15 a.m.</td>
<td><strong>Break</strong></td>
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<tr>
<td>10:45 a.m.</td>
<td><strong>Job Search Skills Workshop</strong></td>
<td>Grand Ballroom Salon II</td>
<td>Facilitated by Jolie O. Graybill</td>
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<td></td>
<td><strong>AFDIE Experience: Paving the Way for Future Success</strong></td>
<td>Director’s Room</td>
<td>Facilitated by Jennifer Vinopal</td>
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<td><strong>Jerrod Moore</strong>, Account Executive Synario by PFM</td>
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<td>Hanni Nabahe, Resident Librarian, Scholarly Resources and Content Strategy Unit</td>
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<td></td>
<td><strong>Hanni Nabahe</strong>, Resident Librarian, Scholarly Resources and Content Strategy Unit</td>
<td>University of Virginia Library</td>
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<td></td>
<td><strong>Break</strong></td>
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<td></td>
<td><strong>What's My Path? Deciding What to Do After Graduation</strong></td>
<td>Director’s Room</td>
<td>Facilitated by Jennifer Vinopal</td>
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<td><strong>Anisha Gupta</strong>, Assistant Conservator for Archival Materials</td>
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<td><strong>Amanpreet Kaur</strong>, Community Health &amp; Engineering Librarian</td>
<td>University of Pennsylvania Libraries</td>
<td>Associate Fellow University of Pennsylvania Center for Public Health Initiatives</td>
</tr>
<tr>
<td></td>
<td><strong>Candice (Wing-yee) Mack</strong>, Managing Librarian, Systemwide Young Adult Services</td>
<td>City of Los Angeles Public Library</td>
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12:00 p.m.  **Lunch with Résumé/CV Reviewers**
Grand Ballroom Salon III

**Lunch**
Director’s Room

Lunch buffet will be set up in front of Grand Ballroom Salon III. Please get your food and take it to the appropriate room.

1:30 p.m.  **Closing Ceremonies**
Whitman (3rd Floor)

Jennifer Garrett

3:00 p.m.  **Adjourn**
2020 Leadership Symposium Planning Group

Rolando Garcia-Milian, Yale University Library
Jennifer Garrett, NC State University Libraries
Sofia Leung, Do Better, Be Better LLC
Jennifer Vinopal, The Ohio State University Libraries
Stacie Williams, The University of Chicago Library

ARL Staff Liaisons: Mark A. Puente and Mira Swearer

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