

ARL Leadership Fellows Selection Working Group

Purpose

The ARL Leadership Fellows Selection Working Group recommends a list of participants for the ARL Leadership Fellows Program to the Leadership Fellows Task Force. The Working Group also participates in evaluation and review of the program throughout the program year and contributes to the final evaluation at the conclusion of the program year.

Charge

The Leadership Fellows program is part of the ARL Academy, which reports to the senior director, Leadership and Organizational Development. The Leadership Fellows Selection Working Group, adhering to processes and criteria developed by the ARL membership for evaluating applications, identifies potential Leadership Fellows for participation in the program and recommends them to the ARL Leadership Fellows Task Force for final review and selection.

Specifically, the Working Group:

- Reviews, engages with, and develops a shared understanding of processes and criteria for evaluating applications and selecting potential Leadership Fellows, including interview questions and protocols for finalists.
- Reviews applications and identifies a list of finalist candidates for interviews.
- Carries out interviews with finalist candidates.
- Develops a list of recommended potential Leadership Fellows for the program from among the finalists and submits that list to the Leadership Fellows Task Force.
- Receives and reviews program evaluations during the program year and otherwise participates in program evaluation during the year.
- Participates in the final evaluation and assessment at the conclusion of the program year and contributes to program revision and refinement based on the assessment.

Membership

The Leadership Fellows Selection Working Group comprises 7–8 members, including

- Representatives from the previous two Leadership Fellows cohorts,
- Representatives from the current Leadership Fellows Task Force,

- Others appointed by the ARL Academy Advisory Committee, and
- ARL Leadership Fellows program director.

The ARL Leadership Fellows program director chairs the Working Group.

Terms

Working Group members serve for the duration of the program year.

Meetings

The Working Group will meet as needed to carry out the elements of its charge, at least 3–4 times during the Leadership Fellows selection process and thereafter as necessary to participate in program assessment. In addition, Working Group members will devote time to interviewing applicants.

Decision Making

The Leadership Fellows Section Working Group makes recommendations to the Leadership Fellows Task Force for selecting program participants.

Code of Conduct

The committee adheres to the [ARL Code of Conduct](#) in all of its deliberations and activities.

Approved by the Board of Directors May 22, 2020