

ARL Leadership and Career Development Program Selection Working Group

Purpose

The Leadership and Career Development Program (LCDP) Selection Working Group recommends a list of participants for the LCDP to the LCDP Task Force.

Charge

The LCDP is an ARL diversity program, which is led by the senior director, Diversity, Equity, and Inclusion. The LCDP Selection Working Group identifies potential LCDP Fellows for participation in the program and recommends them to the LCDP Task Force for final review and selection.

Specifically, the Working Group:

- Establishes a shared understanding of processes and criteria developed by the LCDP Task Force and senior director, Diversity, Equity, and Inclusion for evaluating applications and selecting potential Fellows
- Reviews applications and identifies a list of finalist candidates and submits that list to the LCDP Task Force.

Membership

The LCDP Selection Working Group comprises 6 members, including

- Representative from the Diversity, Equity, and Inclusion Committee
- Representative from the ARL Academy Advisory Committee
- Representative from the LCDP Task Force
- Two LCDP alumni representatives
- Senior Director, Diversity, Equity, and Inclusion (non-voting ex officio)

The Senior Director, Diversity, Equity, and Inclusion chairs the Working Group.

Terms

Working Group members serve for approximately 6 months prior to the orientation of a cohort.

Commitment

The Working Group will meet as needed to carry out the elements of its charge, approximately 2–3 times for 60–90 minutes.

Working Group members will be required to spend time outside of meetings to review application materials, and submit scores and rankings in advance of the final selection meeting.

Decision-Making

The LCDP Selection Working Group makes recommendations to the LCDP Task Force for selecting Fellows.

Code of Conduct

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

Approved by ARL Executive Director September 2021.