

# Informational Session: 2025 Application Process

Leadership Fellows Program

# Agenda

Overview

Application

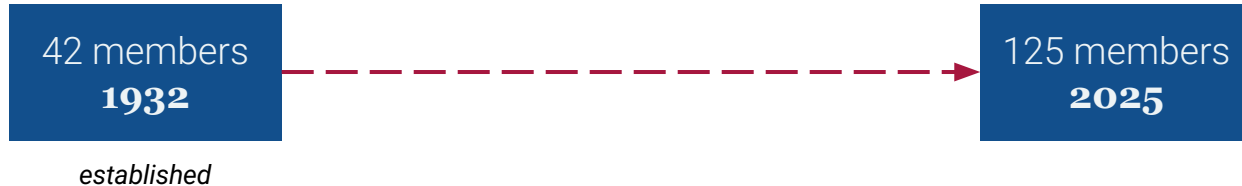
Selection Process

# Association of Research Libraries



# ARL at a Glance

The Association of Research Libraries (ARL) is a nonprofit membership organization of research libraries and archives in major public and private universities, federal government agencies, and large public institutions in Canada and the US.



# ARL at a Glance cont'd



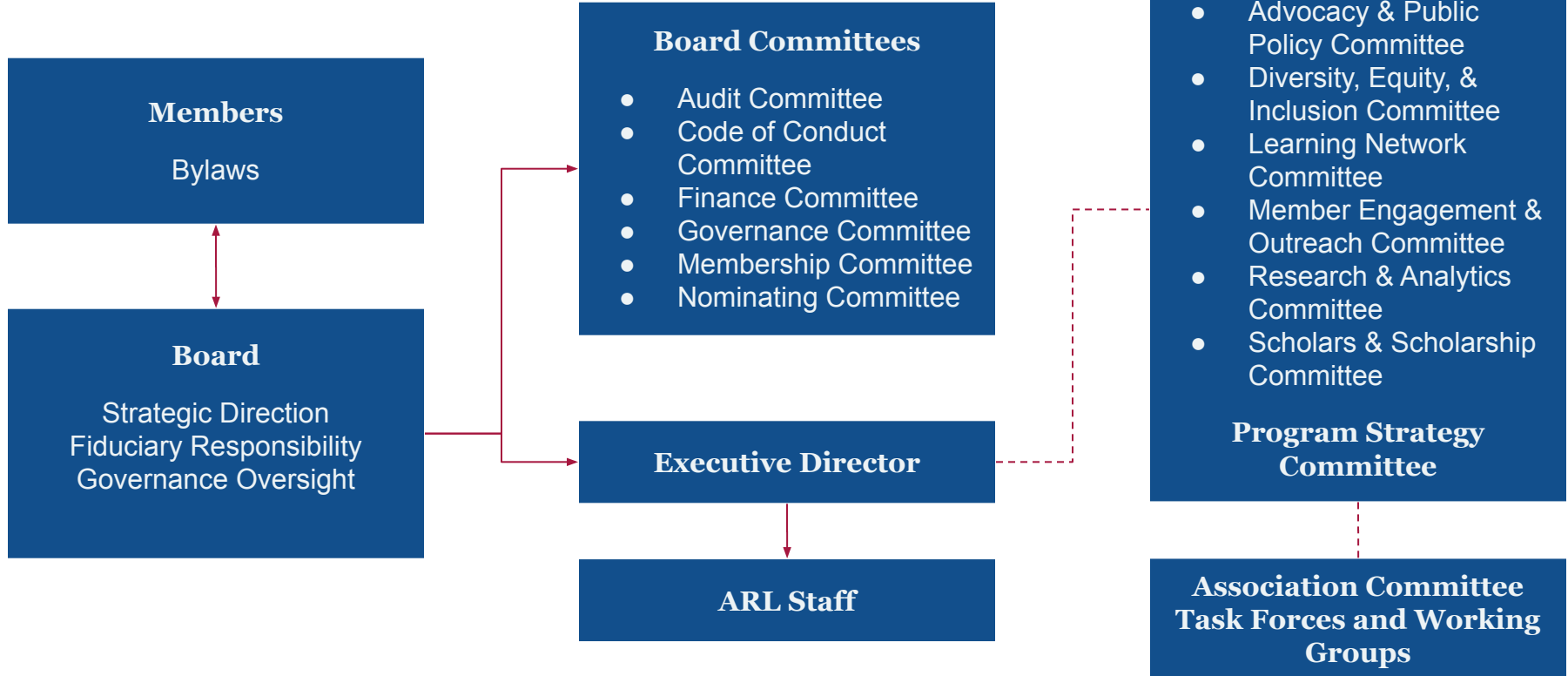
## Vision

The Association of Research Libraries creates a trusted, equitable, and inclusive research and learning ecosystem and prepares library leaders to advance this work in strategic partnership with member libraries and other organizations worldwide.

## Mission

The Association of Research Libraries empowers and advocates for research libraries and archives to shape, influence, and implement institutional, national, and international policy. We develop the next generation of leaders and enable strategic cooperation among partner institutions to benefit scholarship and society.

# Governance at a Glance



# Leadership Fellows Program



# ARL Leadership Fellows Program



The Leadership Fellows Program (LFP) is a 13-month hybrid experience designed to prepare the next generation of senior and executive leaders in research libraries and archives. The fellows develop the knowledge, awareness, skills, and attitudes necessary for innovative and successful leadership of complex organizations by participating in a multifaceted curriculum, peer and individual mentoring, self-assessment, executive coaching, and site visits.

# Program Timeline (subject to change)



September 26, 2025, 1:00–5:00 p.m. (ET): Virtual Orientation

October 6, 2025: ARL Learning Summit

October 7–8, 2025: ARL Fall 2025 Association Meeting

October 24, 2025, 1:00–5:00 p.m. (ET): Virtual Educational Session

November 21, 2025, 1:00–5:00 p.m. (ET): Virtual Educational Session

December 19, 2025, 1:00–5:00 p.m. (ET): Virtual Educational Session

January 23, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

February 20, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

March 2–5, 2026: Indiana University Libraries Bloomington Site Visit

March 27, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

# Program Timeline, con't (subject to change)

April 10, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

May 15, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

June 12, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

July 10, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

July 27–31, 2026: University of Hawai'i at Mānoa Library Site Visit

August 21, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

September 18, 2026, 1:00–5:00 p.m. (ET): Virtual Educational Session

October 4, 2026: ARL Learning Summit

October 5–7, 2026: ARL Fall 2026 Association Meeting



# Application Process Timeline (subject to change)



1 May 2025

Application Opens



12 May 2025

Informational Session



12 June 2025

Applications Due



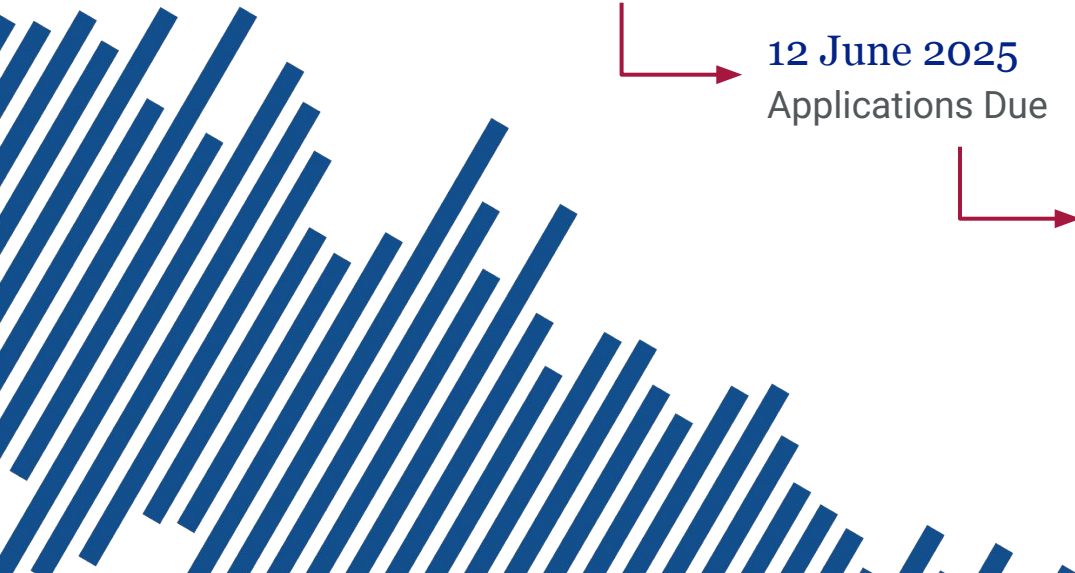
July 2025

Selection Decisions



September 2025

Program Launch



# Application



# Note

A Google Account is required to access the application form.

A Google Account is also required to access program materials—if accepted as a Fellow.



# Eligibility Criteria



To be eligible to participate in the Leadership Fellows Program, you must be an established senior or emerging executive leader of a library, archive, and/or library system:

- Established is meant to describe one who has served in your position for approximately five years or more; emerging is one who has served in your current position for approximately three years or less.
- Titles may vary as administrative structures differ by institution (senior titles may include assistant/associate director/dean/university librarian; executive titles may include director/dean/university librarian).
- Responsibilities should include direct contributions to the oversight of the institution and informing high-level, broad strategies and organizational management.

General Information  
Reflection Prompts  
Scholarships



## Form Sections

\*some items vary based on circumstances



# Form Items - General Information



- Name
- Email
- Pronouns
- Country of Residence
- Institution
- Title/Position
- Years in Current Role
- Years of Experience
- Years at Current Institution
- Years in a Senior or Executive Leadership Position
- Executive Leader Name
- Executive Leader Email
- Social Identities (*optional*)

# Form Items - Reflection Prompts



## Reflection Prompts

(2,500 characters or less each)

- Describe how this cohort-based professional development opportunity fits into your overall career goals.
- Describe the aspects of leadership in library and research environments that are most exciting to you.
- Describe what you have learned or experienced since you started in your current leadership role and how it has informed your approach to leadership.
- Describe the ways in which diversity, equity, and inclusion influence your leadership style.
- Describe the demonstrations of leadership you have seen or experienced and how they have influenced your leadership practice and philosophy.

## Attestation

# Example of 2,500 Characters (~350 words)



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# Form Items - Scholarships

- Scholarships\*
- Tuition percentage

\*indicates required field

# Selection Process



# Selection Working Group

## Evaluation Criteria

- ⇒ Interest in Senior Leadership
- ⇒ Awareness of Self & Communities
- ⇒ Growth & Learning Mindset
- ⇒ Value from Program Participation
- ⇒ Commitment to Service

## Rubric ∫∫ Interest in Senior Leadership

Strong applications will show a commitment to taking on a broader scope of responsibility; and have a keen interest in advancing equity and diversity within higher education and research libraries.

## Rubric ∫∫ Awareness of Self & Communities



Strong applications will address applicants' strengths and areas for growth; the impact of identities, values, and beliefs on how people experience situations; and the role of communities, relationships, and collaboration in the applicants' careers.

## Rubric ∫∫ Growth & Learning Mindset



Strong applications will demonstrate applicants' curiosity, creativity, and enthusiasm for the profession as well as motivation to grow personally and professionally.

## Rubric ∫∫ Value from Program Participation

Strong applications will describe individualized benefits of program participation for applicants based on their specific needs, goals, experiences, and circumstances and articulate applicants' intention to engage the components of the LFP.

## Rubric ∫∫ Commitment to Service



Strong applications will demonstrate applicants' commitment to serving as leaders, working with and supporting peers across the profession, interest in improvement and innovation for their organizations and the larger profession, and awareness of the role of systems within and across professional settings.

# Selection Working Group Evaluation



Each application will be reviewed and scored by each SWG member who will award up to twenty (20) points for each of five (5) evaluation categories. Without including PII, applicants are encouraged to include details of previous achievements, current efforts, and/or future intentions as relevant to each category.

Higher scores will be awarded for applications that provide **clear, relevant evidence** for each criteria and include multiple, **specific examples of action and impact** where applicable.

# Leadership Fellows Program



2025 Application Informational Session

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