Academic Health Sciences Library Leadership: A 20-Year Journey The NLM/AAHSL Leadership Fellows Program



"The NLM/AAHSL Leadership Fellows Program was an invaluable and timely experience for me as recently appointed Interim Director. It provided me with multiple opportunities to meet other directors and leaders with a wide range of experience and expertise and from a variety of disciplines As a new director, I must give credit to my mentor, in particular, but also every one involved with the program for their practice advice and philosophical wisdom."



"As a fellow, the program supported me in building a strong foundation for navigating the challenges of leaning in today's education, re search, and clinical environments. As a mentor, the program guided me in learning how to support others in their development. I attribute my professional success, in great part, to the experiences I had. I recommend this program to anyone who wants to be an effective and transformative leader."

> Rose L. Bland Fellow 2012-2013 Mentor 2019-2020

27% of fellow applicants self-report as being from an under-represented minority

First formal evaluation of the program

000

NLM/AAHSL Leadership Fellows Program launches

MLA

Philip Walker Fellow 2017-2018 Mentor 2022-2023

Implemented a full-day Leadership Institute held at



"The AAHSL Leadership Fellows Program opened a completely new chapter for me. The content, the format, and the practices are all instrumentally important for me to adapt to my current position as well as prepare me for a new adventure!"

> Donghua Tao Fellow 2021-2022

54% of prior fellows appointed to permanent director positions; 8 prior fellows become mentors; 22 mentors have served 2 or more times

2015

Second formal evaluation of the program

24% of fellow applicants and 27% of selected fellows report being from underrepresented minorities in the last 8 years

2010

Approved to implement a 3-day immersive Leadership Institute



".... find a peer to help support you when you need to vent or share a success. It can be isolating when you're a director, especially on a campus where you are the only library leader, so make friends with a dean, or executive leader or someone else with the same caliber of role where you can lean on each other."

> Beth Ketterman Fellow 2016-2017



The National Library of Medicine/Association of Academic Health Sciences Library (NLM/AAHSL) Leadership Fellows Program launched in 2002-2003 with the stated purpose of training the next generation of academic health sciences library leaders. Emerging leaders are selected and paired with experienced academic health sciences library director mentors to join a small cohort, typically five fellows and five mentors. In the yearlong program, the Leadership Fellows are exposed to leadership in another environment by visiting their mentor's institution and curriculum that explores many facets of leadership.

Program suspended due to global pandemc

2020

80% of fellows self-report from under-represented groups

With pandemic health risks, activities and cotent were restructured and transitioned to virtual format

Over 50% of AAHSL member institutions and 67% of regular AAHSL members have had at least one mentor or fellow

Increased focus on strategic leadership, strengths, leadership preferences, and emotional intelligence; expanded content on diversity, equity, and inclusion





"The most valuable part of the program was the people – facilitators, mentors, and fellows. We were able to share our experiences and hold open discussions about the challenges and rewards that come along with being a leader. In addition, as a fellow, my site visit gave me firsthand experience with another academic health sciences library and the high-level leaders both inside and outside of the library."

> Amy Blevins Fellow 2018-2019



"The Leadership Fellows Program was incredibly important to my professional development and the growth of my organization. I've found myself going back to my notes from our presentation and discussions more than once, and in a year of turmoil, when the operative words were "pivot and adapt," the support from my cohort of fellows and mentors was invaluable. My skills and confidence in myself as a leader grew throughout the year, and the experience ultimately was invaluable in helping me build the case for organizational change to strengthen health and biomedical sciences support at my institution."

> Erika Sevetson Fellow 2019-2020



Better Health Through Better Information

Designed by Sarah Clay