**The NLM/AAHSL Leadership Fellows Program**

The NLM/AAHSL Leadership Fellows Program continued:
- cohort of fellows and mentors comes together with faculty for three leadership institutes, including Capstone event in Washington, DC, with meetings with leaders of AAHSL partner organizations, and for Web-based journal clubs
- attendance at Association of American Medical Colleges annual meeting offers exposure to broader community in which libraries function

Program results measured by:
- number of fellow graduates who have assumed director positions
- formal qualitative evaluation study of first three cohorts using focus groups and interviews to collect data from fellows, mentors, home directors, and program initiators
- AAHSL member involvement as indicated by number of institutions who have participated

**P r o g r a m  A c h i e v e m e n t s**

- **Number of fellow and mentor participants**: 92
- **Director positions achieved by fellows**: 19 (42%)
- **Participation of member libraries**: 52%

Interviews with persons from sponsors assessed:
- background of program and changes
- success factors and challenges
- relationships with affiliated organizations
- outcomes and lessons

The program continues to evolve:
- evaluation study guided modifications and enrichments
- program design and curriculum respond to changes in environment
- annual evaluations from cohort participants inform ongoing review of content and structure
- program faculty update content annually

**C o n c l u s i o n s**

The NLM/AAHSL Leadership Fellows Program is a successful model for leadership development.
- One objective is to offer recognition to emerging leaders and enhance their competitive standing as they pursue director positions. The significant number of graduates who have become directors is concrete indication that the goal of the program to prepare future directors is being achieved.
- Including the current class, 50 fellows and 42 different mentors have participated. Fifty-two percent of AAHSL full-member institutions have had a mentor, fellow, or have hired a fellow, indicating broad impact.
- Long-term involvement of AAHSL leadership, NLM, and the AAHSL Future Leadership Committee, program faculty, and mentors has strengthened the program and fostered stability and widespread recognition.

"I learned as much from my fellow as she did from me, I'm sure. We helped each other to examine our own leadership qualities, think through tough issues, and imagine the future. And the interactions with the facilitators and cohort expanded our minds in so many ways. What a great way to grow!"

—Julia Soltisберger, University of Rochester Medical Center, 2010-2011 Mentor

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