

MPLA Leadership Institute Fellow Application Rubric

The MPLA LI is aimed at early-mid career professionals working in libraries of all types. Applicant packages should show a record of experience that demonstrates leadership potential and an anticipated continued contribution to the LMIS profession. 30 fellows will be selected – if possible, at least 2 from each of the 12 member states (via state-level selection committee). Remaining slots will be filled by MPLA members at large and selected by the LI Committee.

Reviewer Name: _____

Applicant Name: _____

Applicant’s State: _____ Library Type (applicant employment): _____

Required Criteria:

1. Current member of an MPLA region state library association OR MPLA: **Yes**____ **No**____
(coordinator will work with executive secretary to verify)
0. Five years working in a library-related job w/progressive experience: **Yes**____ **No**____

Criteria listed above must be “yes” or applicant is disqualified, and you do not need to continue.

	Comments	4	3	2	1	0	Total
Letters of Recommendation							
Leadership Meaning							
Leadership Skills/Qualities							
Leadership Examples							
Learning Objectives (3)							
5 Year Plan							
Future contributions							
Justify Consideration							
Total							

Potential preferential criteria:

1. Employed in a library entity within MPLA’s 12-state region: **Yes**____ **No**____
2. Consistent MPLA membership (2 years or more): **Yes**____ **No**____
3. Commitment to serving on an MPLA committee or other leadership position after the institute:
Yes____ **No**____

Summary:

Do you recommend this applicant for the 2023 Leadership Institute Cohort? **Yes**____ **No**____ Please explain.

If applicable, what ranked order does this applicant receive in relationship to other applicants?

Do you have other comments that the selection committee should consider?

Explanation of Point Values

4 Points:

- Letters of recommendation speak to the applicant's leadership experience *and/or* potential *and/or* their disposition/character.
- Leadership meaning reflects a solid understanding;
- Skills/qualities those common in leadership;
- Reflections and explanations *may* include: personal *&/or* professional impact and knowledge growth;
- Describes 3 learning objectives that may be met by attending the LI
- Anticipates at least 5 more years in the library profession with active leadership contributions;
- Thoughtfully justifies their fit for the next LI.

3 Points:

- Letter(s) of recommendation speak to the applicant's leadership experience *or* potential *or* their disposition/character;
- Leadership meaning reflects an introductory understanding;
- Skills/qualities match those common in leadership;
- Reflections and explanations might *not* include: personal *&/or* professional impact and knowledge growth
- Describes 2-3 learning objectives that *may* be met by attending the LI;
- Anticipates at least 5 more years in the library profession with active leadership contributions;
- Justifies their fit for the next LI.

1 - 2 Points:

- Letter(s) of recommendation speak to the applicant's leadership experience *or* potential *or* their disposition/character;
- Leadership meaning might be off the mark;
- Skills/qualities might not match those common to leadership;
- Reflections and explanations might *not* include depth regarding: personal *&/or* professional impact and knowledge growth;
- Describes 1-2 learning objectives that *may or may not* be met by attending the LI;
- Anticipates *less than* 5 years in the library profession;
- Might not anticipate active leadership contributions;
- Might not thoughtfully justify their fit for the next LI.

0 Points: Did not answer question or no letters submitted.