

Rubric for the ACRL Academic/Research Librarian of the Year Award

Criteria	Limited: 0-1 points	Developing: 1-2 points	Satisfactory: 2-3 points	Strong: 3-4 points	Exemplary: 4-5 points
Professional service with increasing leadership roles within ACRL and/or related professional organizations.	Little to no service or participation in committees or interest groups; no leadership roles; minimal engagement with ACRL or related organizations.	1-3 years of service; participated in committees or interest groups but has not yet held leadership roles; early stages of engagement with potential for growth	3-6 years of service; held at least one leadership role (e.g., committee chair or vice-chair); regular committee work or volunteer service; shows developing leadership trajectory.	6-10 years of service; has held at least two formal leadership roles; contributed to strategic initiatives or programming; evidence of advocacy within the organization; consistent participation and visibility.	10+ years of service in ACRL and/or related organizations; held multiple leadership roles (e.g., chair, board member, task force leader); demonstrated significant impact (e.g., policy development, large-scale program coordination, mentoring others into leadership)
Scholarship influential to advancing the practice and discipline of librarianship.	Minimal publication/presentation record; works do not include novel concepts; no clear scholarly identity.	Developing a record of scholarship; works show emerging voices in discussing issues in librarianship.	Satisfactory record in limited formats; works explore major issues in the field; some evidence of uptake or discussion of works within the profession; has record of presenting at conferences.	Strong record in multiple formats; works contribute new viewpoints to major issues in the field; consistently presents at conferences.	Substantial record introducing influential frameworks or shifted practice; works are foundational; work has been incorporated into professional standards or pedagogical practices; recognized as thought leader within librarianship; invited speaker at conferences.
Advances and innovates library outreach and engagement with campus and/or	Engages in basic outreach activities as part of regular responsibilities with limited innovation or assessment.	Demonstrates initiative by enhancing existing library outreach strategies or forming initial collaborations with campus or community partners; some informal	Implements new library outreach initiatives addressing specific patron needs; regularly assesses outcomes and begins to use data to	Leads or co-leads strategic outreach initiatives significantly improving access, visibility, or collaboration; efforts are data-informed and shared with broader	Establishes sustainable, innovative library outreach models or partnerships with demonstrable, long-term impact; serves as a model for others, and outcomes

Rubric for the ACRL Academic/Research Librarian of the Year Award

community stakeholders, leading to measurable improvements in access, visibility, or collaboration.		feedback or observation suggests early impact.	refine engagement strategies.	library or campus stakeholders.	are well-documented, published, or presented at professional venues.
Record of providing mentorship to others at a variety of levels, including but not limited to: librarians at differing career-levels, students, etc.	Provides occasional, informal guidance or support to peers or students within immediate work context; mentorship is ad hoc and unstructured.	Engages in more regular or intentional mentorship of individuals, typically within a specific group; mentorship efforts are beginning to be recognized by colleagues.	Maintains a sustained mentorship practice that includes individuals across varying roles and career stages (e.g., students, early- and mid-career professionals); some mentees report positive outcomes.	Leads or plays a significant role in formal mentorship programs or initiatives; mentorship practice is inclusive, sustained, and strategic, with clear evidence of mentee development and success.	Demonstrated long-term, impactful mentorship across multiple career stages; mentees consistently attribute career advancement, confidence, or leadership development to the nominee's guidance; mentorship philosophy or practices have been adopted by others.
Successfully implemented initiatives and practices that promote equity, diversity, inclusion, and belonging within the profession.	Demonstrates awareness of DEI principles and incorporates basic inclusive practices into daily work; involvement is primarily through participation rather than leadership.	Actively participates in library DEI initiatives and begins integrating DEI considerations into library services, programs, or outreach efforts.	Collaborates on initiatives to embed DEI principles into library policies, programming, or culture; demonstrates thoughtful engagement with marginalized communities and collects feedback to inform practice.	Designs and implements innovative DEI programs or policies addressing systemic inequities or gaps; outcomes are assessed, and improvements are informed by stakeholder feedback and inclusive data practices.	Demonstrates a sustained, transformative commitment to DEI within librarianship; initiatives have measurable long-term impact, serve as models for others, and are shared through publications, presentations, or professional leadership roles.