ACRL Virtual Board Update

January 12, 2024, 2:00 – 3:00 pm central

Zoom Login

Time	Agenda Item
2:00–2:05 p.m.	**1.0 Welcome and Introductions (McNeil)** ACRL President Beth McNeil will welcome the Board and guests and will ask the Board if there are items for New Business.
Information 2:05–2:20 p.m. 2:20–2:35 p.m.	**2.0 Goal-area committee updates #3.0** • **New Roles and Changing Landscapes Committee (Russell S. Michalak, Timothy J. Bottorff) #4.0** • **Equity, Diversity and Inclusion Committee (Silvia Si Wing Vong) #8.0**
2:35–2:45 p.m. *Discussion*	**3.0 Leadership Council and Membership Meeting Planning (McNeil) #15.0** The Board will discuss and make recommendations on plans for an upcoming ACRL Leadership Council and Membership Meeting. The Board will also recommend if the meeting should be fully in-person or if a virtual meeting before/after should be held.
2:45–3:00 p.m.	**4.0 New Business/Reminders (McNeil)** • **ACRL response policies** The Board will receive a refresher on existing ALA & ACRL policies pertaining to ACRL responses on potential topics/issues in academia. • **Draft ALA Annual Conference schedule #14.0** The Board will review the draft ALA and ACRL schedules for June 2024.
3:00 p.m.	**5.0 Adjournment (McNeil)** • Next meeting: ACRL Board of Directors I - January 26, 2024, 1:00 PM to 3:00 PM (CT)

Upcoming ACRL Board Meetings (required)
- ACRL Board of Directors I - January 26, 2024, 1:00 PM to 3:00 PM (CT)
- ACRL Joint Board/Budget & Finance Meeting - January 29, 2024, 3:00 PM - 4:00 PM (CT)
- ACRL Board of Directors II - January 31, 2024, 1:00 PM - 3:00 PM (CT)
- ACRL Spring Board Virtual Meeting - April 25, 2024, 11:00 AM - 01:00 PM (CT)

Upcoming ACRL Budget & Finance Meetings (optional)
- ACRL Budget & Finance I - January 29, 2024, 2:00 PM - 3:00 PM (CT)
- ACRL Budget & Finance II - February 9, 2024, 10:00 AM - 12:00 PM (CT)

Upcoming ALA Governance Meetings (optional)

- **ALA Executive Board Monthly Conference Calls**–Agendas and Documents are available on the [Executive Board Document Inventory 2023-2024](#).
  - No January conference call
  - February 15, 2024, 11:00 PM – 1:30 PM Central, [Zoom login](#)
  - March 21, 2024, 11:00 PM – 1:30 PM Central, [Zoom login](#)
  - No April conference call
  - May 16, 2024, 11:00 PM – 1:30 PM Central, [Zoom login](#)
  - No June conference call
- **ALA Executive Board LibLearnX Meetings**. Other governance meetings and forums such as the Membership Information Session, Executive Board Candidates forum, etc. will be held virtually. Agendas and Documents are available on the [Executive Board Document Inventory 2023-2024](#).
  - Friday, January 19 from 1:00-5:30 pm ET – ALA Governance Institute (in-person)
  - Saturday, January 20 from 3:00-3:45 pm ET – ALA-APA Council Meeting (hybrid), Login TBA
  - Saturday, January 20 from 3:45-5:00 pm ET – ALA Council Meeting (hybrid), Login TBA
  - Sunday, January 21 from 3:00-5:00 pm ET – ALA Council Meeting (hybrid), Login TBA
  - Monday, January 22 from 1:00-5:00 pm ET – ALA Executive Board Meeting (hybrid), Login TBA

ACRL Board Ground Rules

Approved Fall Board Meeting, November 18, 2019.

1. Accept mutual responsibility for quality of meeting and assess effectiveness.
2. Be present, attentive, engaged and prepared. Avoid side conversations.
3. Lean into discomfort; discuss the undiscussable issues
4. Speak up if you have a question or to test assumptions.
5. Listen with care for the individual and differ respectfully.
6. Signal conclusion, identify next steps, and make clear assignments.
7. Assume positive intent/give benefit of doubt.
8. Enjoy yourself.

Make knowledge-based decisions using these four questions:

1. What do you know about our members/prospective members/customers—needs, wants, and preferences, that is relevant to this decision?*
2. What do we know about the current realities and evolving dynamics of our members' marketplace/industry/profession that is relevant to this decision?*
3. What do we know about the capacity and strategic position of our organization that is relevant to this decision?*
4. What are the ethical implications of this decision?
*What do you wish that you knew, but don't?

ACRL Board Social Media Guidelines

Approved Fall Board Meeting, November 16, 2018

This document addresses ACRL Board members' use of their personal social media accounts in sharing information from Board work.

1. **Purpose**

Social media offers an opportunity for the ACRL Board to increase two-way communication with members. As such, we recognize the importance of social media not only for sharing information and updates, but in contributing towards greater transparency and member engagement.

2. Guidelines

Board members who engage with social media agree to do so in a professional manner and to act in accordance with The Executive Committee's Ground Rules, which are reviewed and updated each year at the Strategic Planning and Orientation Retreat. The following guidelines are intended to assist Board members in determining what type of social media posts are appropriate. Board members may:

a. use their personal social media accounts to share Board information;
b. share information/discussions and distinguish/label personal opinions clearly as their own;
c. include general summaries of Board discussions without including specific comments or attributing those comments to individual Board members
d. Once vote is taken, support decision in line with Board responsibilities;
e. report on action items;
f. leverage social media to gather feedback from members.

3. Responsibilities

Board members who choose to share Board information on social media are responsible for following member responses and closing the feedback loop, as follows:

a. Twitter posts should use the #acrlboard hashtag, along with any individual hashtag(s) for specific discussions.
b. Board members initiating discussion on social media should summarize and report member responses back to The Executive Committee promptly.
c. Board members initiating discussion on social media should report back to responding members with the results of the discussion.

ALA LibLearnX 2024: ACRL Board Document Inventory

Red = pending
Black = Included in Packet

Doc #	Document
Doc 1.1	President's Report
Doc 1.2	President-Elect's Report
Doc 1.4	Councilor's Report
Doc 1.5	Executive Director's Plan for Excellence Activities Report (PEAR)
Doc 2.0	Board action form Confirmation of virtual actions taken between Annual 2023 and LLX24
Doc 2.1	Board action form: Establish Training & Equity in Library Work Discussion Group
Doc 2.2	Board action form: Establish NSSE Information Literacy Module Review Task Force
Doc 3.0	ACRL Plan for Excellence
Doc 4.0	New Roles and Changing Landscapes Work Plan 2024
Doc 5.0	Research and Scholarly Environment Committee Work Plan 2024
Doc 6.0	Student Learning and Information Literacy Committee 2024
Doc 7.0	Value of Academic Libraries Committee 2024
Doc 8.0	Equity Diversity and Inclusion Committee Work Plan 2024
Doc 9.0	ACRL FY24 Q1 Memo
Doc 9.1	ACRL FY24 Q1 Report
Doc 10.0	Choice FY24 Q1 Memo
Doc 11.0	ACRL and CHOICE FY25 Budget Assumptions
Doc 12.0	ACRL FY25 Preliminary Budget Memo
Doc 12.1	ACRL FY25 Preliminary Budget
Doc 13.0	Choice FY25 Preliminary Budget
Doc 14.0	Draft 2024 ACRL Governance Schedule
Doc 15.0	Past ACRL Leadership Council Agendas

FYI Documents	
FYI-1	Task Force Status Chart
FYI-2	ACRL Board Working Group Status Chart
FYI-3	Board Liaison Assignments 2023–2024
FYI-4	ACRL Committee Agendas LLX24
FYI-5	ALA Executive Board Agendas LLX24

ACRL Plan for Excellence

Approved April 20, 2011. Effective July 1, 2011
Reaffirmed September 2013. Revised November 2022.

Preamble

The strengths and capacities of ACRL have enabled the association to sustain exemplary programs and results for its members and to shape policies and practices of vital interest to higher education. ACRL's Plan for Excellence continues that path and focuses attention on four areas that capitalize on our strengths, deliver high member value, and heighten our impact:

- Value of Academic Libraries
- Student Learning
- Research and Scholarly Environment
- New Roles and Changing Landscapes
- Equity, Diversity and Inclusion

These strategic areas will be supported by financial and operational planning, and will guide the development and implementation of programs and services that target education, advocacy and member engagement.

ACRL's leadership views strategic thinking and planning as an ongoing process. Adoption of this plan for excellence affirms the general intent and direction articulated by the association's core ideology, envisioned future, shorter-term goals, and objectives. Progress will be assessed annually and will guide the operational planning process. The plan for excellence will be updated based on achievement of the goals and their continued relevance as new needs and opportunities arise.

Timeless Core Ideology

Core Purpose

To lead academic and research librarians and libraries in advancing learning and scholarship.

Core Organizational Values

ACRL is committed to:

- visionary leadership, transformation, new ideas, and global perspectives
- exemplary service to members
- equity, diversity, and inclusion
- integrity and transparency
- continuous learning
- responsible stewardship of resources
- the values of higher education, intellectual freedom, the ALA Ethics policy, and "The Library Bill of Rights"

Core Commitment

ACRL is dedicated to creating diverse and inclusive communities in the Association and in academic and research libraries. This core commitment permeates the work of the Association, cutting across all ACRL sections, committees, interest and discussion groups, and communities of practice. The Association will acknowledge and address historical racial inequities; challenge oppressive systems within academic libraries; value different ways of knowing; and identify and work to eliminate barriers to equitable services, spaces, resources, and scholarship.

Long-term Envisioned Future

Vision

Academic and research librarians and libraries are essential to a thriving global community of learners and scholars.

Vivid Description of a Desired Future

ACRL elevates the position, recognition, and impact of all academic and research libraries and librarians as catalysts in exceptional research and learning. Academic libraries play a critical role in building diverse, welcoming, and equitable communities; developing inclusive organizations, spaces and services; guarding against policies and practices that intentionally or unintentionally create racial inequalities; embodying diversity in the profession; and creating conditions so that all users are respected and supported in their intellectual dialogues and pursuits. Librarians and their colleagues design services that provide scholars and learners the unfettered ability to create, access, evaluate, and use knowledge. College and university students are information literate, informed scholars and citizens who value the opinions, perspectives, and experiences of others. Facile use of information sources and discovery techniques enables them to succeed in their coursework and future careers preparing them to lead new national and global initiatives. Partnering with academic librarians to collect and organize research data, faculty break new ground in their respective fields. Academic libraries, constantly transforming to meet the evolving needs of their campuses, are central to educational and research efforts.

Five-Year Goals and Objectives

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
2. Promote the impact and value of academic and research libraries to the higher education community.
3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

Student Learning

Goal: Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.
3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

New Roles and Changing Landscapes

Goal: The academic and research library workforce effectively fosters change in academic libraries and higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Equity, Diversity and Inclusion

Goal: Academic and research libraries will practice cultural humility, promote community accountability, and be unwavering in their ongoing, iterative commitment to remedy systemic inequalities in their contexts.

Objectives:

1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.
3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

Association of College & Research Libraries
A division of the American Library Association

Advancing learning
Transforming scholarship

Division-level Committee Year-end Report and Work Plan Template

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2023**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2023 through June 2024.

Committee Name & Charge	
Committee Name:	New Roles and Changing Landscapes Committee (NRCL)
Charge/Tasks:	To oversee and implement ACRL's New Roles and Changing Landscapes goal, as described in the strategic plan; work with the ACRL Board and other ACRL units in creating a comprehensive effort including coalition building, professional development, publications, research, advocacy, diversity, and consultation services and in developing the ACRL New Roles and Changing Landscapes Initiative; and monitor and assess the effectiveness of this initiative.

2022-2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Amy Dye-Reeves
Vice-Chair:	Russell S. Michalak
Board liaison:	Mary Mallery
Staff liaison:	Erin Nevius
Other leaders:	Add on Roles: Russell Michalak; EDI Pipeline: Mary Beth Lock; Fostering Change: Amy Dye-Reeves/Erin Nevius; Inclusive Leadership: Annie Belanger; OER Roadshow: Michelle Reed; Library Space: Sarah Dornback; User Experience: Erica Watson.

2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)	
Chair:	Russell S. Michalak
Vice-Chair:	Timothy Bottorff
Board liaison:	Mary Mallery
Staff liaison:	Erin Nevius
Other leaders:	Add on Roles: Russell Michalak; EDI Pipeline: Blair Solon; Fostering Change: Russell Michalak/Erin Nevius; Inclusive Leadership: Annie Belanger; OER Roadshow: Ariana Santiago; Library Space: Sarah Dornback; User Experience: Beate Gersch.

Report & Work Plan Submission			
Year-end report written by:	Amy Dye-Reeves	**Date:**	**July 2023**
Work plan submitted by:	Russell Michalak & Timothy Bottorff	**Date:**	**August 2023**

2022–2023 Year-end Report (written by outgoing Chair)

This report will be included in the committee's official record of activities maintained by ACRL staff. Brief bulleted lists are suggested for the responses.

1. What were the major projects/activities accomplished by your committee this past year (July 1, 2022 to June 30, 2023)?

- **Academic Library Advocacy Toolkit.** With ACRL's Value of Academic Libraries Committee, published this toolkit in February 2023 to provide techniques, tips, and strategies for academic library advocacy that use a variety of sources and impact factors.
- **Add-on Roles and Flexible Assignments.** Designed and launched a survey intended to explore the emerging roles of academic librarians in order to benchmark their functions and identify training needs; determine librarians' job satisfaction relative to the new and emerging roles; evaluate the impact librarians believe their role is having on the academic enterprise; and provide employment indicators for librarians in the workforce or entering the workforce in order that they be better positioned to make informed career choices. The survey was distributed in June 2023 via ALA Connect, ACRL Insider, and social media and closes July 28, 2023.
- **Equity, Diversity, and Inclusion Pipeline.** Created a Retention Toolkit aimed at providing effective employee retention strategies for academic libraries. https://acrl.libguides.com/Retention. The Diversity/EDI Pipeline subgroup consisted of Mary Beth Lock, Michele Johnson and Jennifer Devito and the task we identified was to create a Libguide to support retention of minority populations. Pursuant to that goal we:
  - met regularly to identify content that we'd to include and discussed relevancy of different things to include/exclude.
  - reviewed several articles, websites, webinars, books, blogs and other content. We distilled down what resonated in each of these to determine what supports people to stay, and what drives them to leave a position.
  - we created the Library Worker Retention Toolkit: Guide, which in addition to identifying resources, also highlighted the Stay Interview, and illustrated how a manager can calculate "retention" in their organization.
  - In doing this work we determined that the guide was to create an environment supportive of ALL individuals, not just those from diverse backgrounds. But creating a welcoming supportive environment would result in a better workplace for all employees, including those from diverse backgrounds.
- **Fostering Change.** This initiative aims to build a community of change agents in academic libraries and provide tools to help library workers spark, lead, and sustain change no matter their organizational position. The open access, team-based guide is freely available and the facilitators are working on additional e-learning to follow the successful completion of Cohorts in 2021 and 2022. The Foster Change committee is currently being redeveloped during the 2022 and 2023 academic year. https://www.ala.org/acrl/fosteringchangecohort
- **Inclusive Leadership.** Proposing a new definition inspired by the Center for Creative Leadership's definition of inclusive leadership: "Inclusive library leaders are individuals who are aware of their own biases, actively seek out and consider different perspectives to inform their decision-making, collaborate more effectively with others through cultural competency, center empathy and compassion in their approach to leadership, and seek to advance equitable outcomes." To learn more see the recording of the February 7, 2023, webcast "ACRL Presents: Inclusive Leadership," and submit feedback on the proposed definition here. The committee is currently looking towards developing a stand-alone book focusing on Inclusive Leadership for Academic Librarians.
- **Library Space.** A webinar took place on July 11, 2023, at 1 p.m. Central, "ACRL Presents: Creating Welcoming Spaces in Academic Libraries." The presenters were Dr. Shavonn Matsuda, Head

Librarian, University of Hawai`i Maui College; Kristin Meyer, Associate Dean of Collections, Digital Strategy, and Strategic Organizational Development, Grand Valley State University; and Denise Leyton, Strategic Projects Coordinator in Library Environments, University of Michigan. Sarah Dornback, Instruction Librarian, University of Texas at Dallas and NRCL member moderated the panel. There were 999 registrants—which is the maximum number of possible registrants—and more than 500 attendees.

- **Open Educational Resources and Affordability RoadShow.** Intended for academic librarians and library staff interested in learning about OER and/or developing OER initiatives, this is available as an "Off-RoadShow" virtual workshop. Virtual experiences are currently being offered during the summer of 2023 and the NRCL membership will continue to provide support for the OER roadshows.
- **User Experience.** Working with the Value of Academic Libraries Committee to create a series of Trend Talks. The first took place June 7, 2023, via Zoom.

2. Which projects are in process or are expected to continue?

Each group of the following groups will be expected to continue with the project details followed within the workplan program detailed from July to June 30, 2023.

- **Academic Library Advocacy Toolkit:** Continued working with the Value of Academic Librarians to help maintain the toolkit. Toolkit
- **Add-on Roles and Flexible Assignments:** The subgroup will examine the survey results and assess the next steps from the survey data.
- **Equity, Diversity, and Inclusion Pipeline:** Maintain and evaluate the retention toolkit for areas that needs to be updated and continued for future exploration. https://acrl.libguides.com/Retention
- **Fostering Change:** Program is being evaluated for shorter courses for the future development within the program. https://www.ala.org/acrl/fosteringchangecohort
- **Inclusive Leadership:** Working on a new definition of "inclusive leadership" and producing a workbook for future development for all career professionals.
- **Library Space:** The committee will continue to work on providing opportunities such as the webinar in July 2023.
- **Open Educational Resources and Affordability RoadShow:** Conducting virtual "Off RoadShows" this summer and open for booking. https://www.ala.org/acrl/conferences/roadshows/oer
- **User Experience.** The subgroup will continue to work with the Value of Academic Libraries (VAL) Committee to continue with a series of Trend Talks.

3. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?

NRCL's EDI subgroup is directly connected with the ALA EDI Alliance: One subgroup member (Mary Beth Lock) reports on our activities and how we can directly align our work with the EDI efforts within both ALA and ACRL. The EDI subgroup will continue to update and evaluate the Library Worker Retention Toolkit (https://acrl.libguides.com/Retention). Both ACRL Presents webcasts developed and presented by NRCL in this term—Inclusive Leadership and Creating Welcoming Spaces in Academic Libraries—centered EDI.

4. What made this work most rewarding (observations/comments/accolades)?
Each subgroup has collaborated and worked together to accomplish specific goals such as providing webinars, toolkits, and other opportunities for academic library advancement.   This year, break out groups were created after the report out information from the main report outs from the ACRL Board member, ACRL staff, and NRCL members to keep everyone apprised of happening events. The breakout groups allow committee members to connect with each other during the assigned monthly meeting time and get a head start planning current and future activities. This allowed for less time spent on committee work outside the traditional work week.   Beyond thankful to Erin Nevius for helping us to plan and execute these wonderful endeavors.

7. Please indicate EDI activities you would like to publicly include on the ACRL EDI LibGuide (Limit to 75 words or less).   **If there are questions regarding the above activities, staff can contact:**   • **Name:**   • **Email:**
EDI Subgroup created an ACRL Library Worker Retention Toolkit that could be linked from the EDI LibGuide. The group also aligns with the ALA Diversity Alliance. Contact: Mary Beth Locke: Email: lockmb@wfu.edu   Could also embed the two ACRL Presents webcasts, Inclusive Leadership and Creating Welcoming Spaces in Academic Libraries, included on ACRL's YouTube channel.

10. Any other comments, recommendations, or suggestions?
I look forward to hearing about the continued success of the New Roles and Changing Landscapes group. A BIG Thanks to Erin Nevius for helping me with this process of taking care of the large projects happening within the New Roles and Changing Landscapes committee.

Work Plan: 7/1/2023-6/30/2024

Please complete this form for each activity that the committee plans to undertake in the 2023–2024 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee.

Duplicate the work plan pages as needed to include additional activities.

Work Plan Activity #1	
Activity Name:	**Academic Library Advocacy Toolkit:** Continued working with the Value of Academic Librarians to help maintain the toolkit. Toolkit
Brief description:	Collaborate with Value of Academic Librarians Committee's chair and vice chair to maintain the Academic Library Advocacy Toolkit.

Activity Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.

☐	**Goal: Value of Academic Libraries**
☒	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
☒	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☒	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☒	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
☐	**Goal: Student Learning**
☐	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
☐	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
☐	**Goal: Research and Scholarly Environment**
☐	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
☐	Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

☐   Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐ **Goal: New Roles and Changing Landscapes**

    ☒   Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

    ☒   Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

    ☒   Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☐ **Goal: Equity, Diversity and Inclusion**

    ☐   Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

    ☐   Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

    ☐   Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
The joint VAL/NRCL taskforce will meet to formalize plans to maintain the currency of the toolkit.	June 30, 2024	VAL and NRCL Chairs and Vice Chairs	none

Activity #1 Assessment
How will success be measured?
Links will remain up to date and accurate. Usage will stay the same or increase based on the value of the content in the toolkit.

Work Plan Activity #2	
Activity Name:	"New and Emerging Roles" Survey
Brief description:	**Add-on Roles and Flexible Assignments Subgroup:** The subgroup will examine the "New and Emerging Roles" survey results write a report summarizes the impact of the data.

Activity Timeline
How long will it take to do this project?
☐ **continuous project assigned in charge**
☒ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

☒	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
☒	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☒	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ **Goal: Student Learning**

☐	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
☐	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

☐	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
☐	Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.
☐	Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐ **Goal: New Roles and Changing Landscapes**

☒	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

☒ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

☒ Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☐ **Goal: Equity, Diversity and Inclusion**

☐ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

☐ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☐ Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Collect survey data	July 25, 2023	Members of Add-On roles and Flexible assignments subgroup	none
Analyze survey data	October 31, 2023	Members of Add-On roles and Flexible assignments subgroup	none
Write Literature Review	January 2024	Members of Add-On roles and Flexible assignments subgroup	none
Write results section	January 2024	Members of Add-On roles and Flexible assignments subgroup	none
Submit paper to C&RL and Board	April 2024	Members of Add-On roles and Flexible assignments subgroup	none

Activity #2 Assessment
How will success be measured?
Submission of report to board and the College & Research Libraries for publication.

Work Plan Activity #3	
Activity Name:	Retention Toolkit
Brief description:	**Equity, Diversity, and Inclusion Pipeline Subroup:** Maintain and evaluate the retention toolkit for areas that need to be updated and continued for future exploration. https://acrl.libguides.com/Retention

Activity Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

☒	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
☒	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
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☐	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
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☐ **Goal: Research and Scholarly Environment**

☐	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
☐	Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.
☐	Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐ **Goal: New Roles and Changing Landscapes**

☒	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
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☐ **Goal: Equity, Diversity and Inclusion**

☒ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

☒ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☒ Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Equity, Diversity, and Inclusion Pipeline Subgroup will meet to formalize plans to maintain the currency of the toolkit.	June 30, 2024	Equity, Diversity, and Inclusion Pipeline Subgroup	none

Activity #3 Assessment
How will success be measured?
Links will remain up to date and accurate. Usage will remain steady or increase.

Work Plan Activity #4	
Activity Name:	**Fostering Change Course**
Brief description:	**Fostering Change:** Program is being evaluated for shorter courses for the future development within the program. We will continue to provide oversight of the program. https://www.ala.org/acrl/fosteringchangecohort

Activity Timeline
How long will it take to do this project?
☒ continuous project assigned in charge
☐ short-term project that will be completed this membership year
☐ multi-year project continuing past June 30, 2024. Expected completion date:

[ACRL Plan for Excellence](#)
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☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
NRCL chair and vice chair will create a taskforce to evaluate the Fostering Change program for sustainability.	June 30, 2024	NRCL Chair and Vice Chair along with Erin Nevius (ACRL Staff)	none

Activity #4 Assessment
How will success be measured?
The program will become more sustainable.

Work Plan Activity #5	
Activity Name:	**Inclusive Leadership:** Working on a new definition of "inclusive leadership" and producing a workbook for future development for all career professionals.
Brief description:	Work on a new definition of "inclusive leadership" and produce a workbook for future development for all career professionals.

Activity Timeline
How long will it take to do this project?

☐ **continuous project assigned in charge**

☐ **short-term project that will be completed this membership year**

☒ **multi-year project continuing past June 30, 2024. Expected completion date:** | January 2025

[ACRL Plan for Excellence](#)
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☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Advertise CFP for case studies	July - August 2023	All in Subgroup	Advertise CFP for case studies

Solicit Chapters	July - September 2023	All in Subgroup	Time
Review Proposals	August-October 2023	All in Subgroup	Time
Review draft case studies	February - April 2024	All in Subgroup	Time
Review draft chapters	February - April 2024	All in Subgroup	Time
Draft content as needed	January - May 2024	All in Subgroup	Time
Plan year ahead	August 2024	All in Subgroup	Time
Second round reviews	August - October 2024	All in Subgroup	Time
Finalize book	November 2024 - January 2025	All in Subgroup	Time, tech support, staff support to for layout, etc.

Activity #5 Assessment
How will success be measured?
Book will be produced.

Work Plan Activity #6	
Activity Name:	**Academic Library Advocacy Toolkit:** Continued working with the Value of Academic Librarians to help maintain the toolkit. Toolkit
Brief description:	Collaborate with Value of Academic Librarians Committee's chair and vice chair to maintain the Academic Library Advocacy Toolkit.

Activity Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**

- ☐ **short-term project that will be completed this membership year**
- ☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence

Check the best goal and objective.

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☒	**Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
The join VAL/NRCL taskforce will meet to formalize plans to maintain the currency of the toolkit.	June 30, 2024	VAL and NRCL Chairs and Vice Chairs	none

Activity #6 Assessment
How will success be measured?
Links will remain up to date and accurate.

Work Plan Activity #7	
Activity Name:	Library Space - Online Repository of "Welcoming Spaces" in Academic Libraries
Brief description:	**Library Space:** Create an accessible and dynamic electronic repository of examples highlighting the creation or enhancement of "welcoming spaces" in academic libraries. Offer a working definition of what a "welcoming space" in an academic library may be.

Activity Timeline
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[ACRL Plan for Excellence](#)
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☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)

Identify what we mean by "welcoming space"	10-20-23	All	google doc
Create first draft of template for submissions	10-20-23	Mary Beth	
Finalize Template for submission	Meeting to discuss on 10-20-23	All	
Send "pilot" of submission template to NRCL committee	Nov. 2023	Sarah	
Select platform for submission storage	Nov. 2023	All	
Review pilot submissions and determine if additional changes are needed to submission form.		All	
Write marketing text for call for submissions & advertise via ACRL platforms/social media	Jan. 2024 (?)	Inclusive Leadership Subgroup	Work with David Free & Erin Nevius
Review submissions received and consider for inclusion in public platform.		All	

Activity #7 Assessment
How will success be measured?
- Number of submissions   - Traffic to online resource   - Link to a survey within the public platform, for feedback from users?

Work Plan Activity #8	
Activity Name:	**Open Educational Resources and Affordability RoadShow**
Brief description:	Evaluate and provide continued oversight to the virtual "Off RoadShows." https://www.ala.org/acrl/conferences/roadshows/oer

Activity Timeline
How long will it take to do this project?
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ACRL Plan for Excellence
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☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form taskforce to evaluate the OER roadshow.	June 30, 2024	VAL and NRCL Chairs and Vice Chairs, along with Erin Nevius (ACRL Staff)	none

Activity #8 Assessment
How will success be measured?
Write report with results from assessment.

Work Plan Activity #9	
Activity Name:	Design and host a series of Trend Talks.
Brief description:	**The User Experience workgroup will** collaborate with the Value of Academic Libraries Committee to create a series of Trend Talks.

Activity Timeline
How long will it take to do this project?
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Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Design Trend Talks webinar.	June 30, 2024	User Experience Subgroup and VAL	none
Promote Trend Talks webinar	June 30, 2024	User Experience Subgroup and VAL	none
Host Trend Talks webinar	June 30, 2024	User Experience Subgroup and VAL	none

Activity #9 Assessment
How will success be measured?
The success of the tech trends talks will be measured by the views of the recorded videos and attendance of the talks.

Work Plan Activity #10	
Activity Name:	Organize content in NRCL's Google Drive.
Brief description:	Organize content in NRCL's Google Drive to access easier.

Activity Timeline
How long will it take to do this project?
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Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Organize, combine, and delete folders and files in the NRCL Google Drive.	June 30, 2024	NRCL Chair and Vice Chair, and Erin Nevius (ACRL Staff)	None

Activity #10 Assessment
How will success be measured?
We will document how the online storage space, Google Drive, is organized, and create an onboarding document detailing the location of the files and folders. We will create an "Archive" folder for projects that are complete.

Work Plan Activity #11	
Activity Name:	Explore toolkit or panel on disabilities with ACRL EDI Committee
Brief description:	EDI Pipeline - Will Review research on library workers with disabilities - Create a literature review to inform our activity - Review Retention Toolkit and add any relevant resources regarding support for library workers with disabilities - Reach decision on what format our project will be for 2024-2025 (panel, toolkit, etc.)

Activity Timeline
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☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Explore collaboration opportunities with ACRL's EDI Comm.	June 30, 2024	EDI Pipeline subgroup	none

Activity #11 Assessment
How will success be measured?
The EDI subgroup will have a plan for a toolkit or panel.

Division-level Committee Year-end Report and Work Plan Template

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2023**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2023 through June 2024.

Committee Name & Charge	
Committee Name:	Research and Scholarly Environment Committee
Charge/Tasks:	To oversee and coordinate ACRL's Research and Scholarly Environment Initiative as described in the strategic plan; work with the ACRL Board and other ACRL units in creating a comprehensive effort including coalition building, professional development, publications, research, and advocacy and in developing the ACRL research and scholarly communications website; and monitor and assess the effectiveness of the ACRL Research and Scholarly Environment Initiative.

2022-2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Sandra Aya Enimil
Vice-Chair:	Jack Leong
Board liaison:	Cinthya Ippoliti
Staff liaison:	Kara Malenfant
Other leaders:	

2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)	
Chair:	Jack Leong
Vice-Chair:	Amanda Nichols Hess
Board liaison:	Yasmeen Shorish
Staff liaison:	Erin Nevius
Other leaders:	

Report & Work Plan Submission			
Year-end report written by:	Sandra Aya Enimil	**Date:**	8/25/23
Work plan submitted by:	Jack Leong	**Date:**	9/25/23

2022–2023 Year-end Report (written by outgoing Chair)

This report will be included in the committee's official record of activities maintained by ACRL staff. Brief bulleted lists are suggested for the responses.

1. What were the major projects/activities accomplished by your committee this past year (July 1, 2022 to June 30, 2023)?
- Ten "Scholarly Communications" columns in C&RL News (Editors: Emily Ford, Allison Langham-Putrow, Shilpa Rele, and Tina Baich) - No Scholarly Communications Roadshow seminars took place. Current facilitators are planning to relaunch in Fall 2023/Spring 2024 -Full update to ACRL Scholarly Communication Toolkit, led by Willa Tavernier and select group of committee members -RFI Policy Response (Willa Tavernier and April Hathcock) provided insight and information to ACRL President Erin Ellis on the Whitehouse Office of Science and Technology Policy (OSTP) Memo issued August 2022 calling for the immediate Open Access release of all federal funded research. - ReSec Committee met virtually in February 2023 - ReSec Committee held a hybrid meeting during ALA Annual 2023 - ACRL/SPARC Forum was not scheduled to take place during ALA Annual 2023. The program is scheduled for Open Access Week, October 2023 - Scholarly Communications Discussion Group held a hybrid meeting during ALA Annual 2023

- Progress on the topical issue of College & Research Libraries (C&RL) on research that advances the three priority areas established in ACRL's 2019 report on open and equitable scholarly communications.

-ReSec Chair, Sandra Aya Enimil, participated in a listening session seeking feedback from academic institutions on the OSTP Memo: https://www.arl.org/event/listening-session-on-ostp-policy-guidance-ensuring-free-immediate-and-equitable-access-to-federally-funded-research/

2. Which projects are in process or are expected to continue?

C&RL special issue scheduled to be released January 2024.

Roadshows may resume in-person sessions, but virtual options will be available.

3. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?

ReSec partners with SPARC /Open Access Working Group to advance conversations and action around Open Access which promotes equitable access to research and scholarship.

The C&RL special issue to spotlight new research advancing the priority areas established by ACRL's 2019 research agenda Open and Equitable Scholarly Communications: Creating a More Inclusive Future. Special issue editors: Amanda Nichols Hess, Nathan Hall and Kara Malenfant. The journal is slated for publication in January 2024.

4. What made this work most rewarding (observations/comments/accolades)?

ReSec is a unique position to discuss how academic libraries contribute and promote the scholarly environment.

Having support from ACRL board and staff members has been invaluable.

5. Please indicate EDI activities you would like to publicly include on the ACRL EDI LibGuide (Limit to 75 words or less).

If there are questions regarding the above activities, staff can contact:

- **Name: ReSec Vice Chair, Amanda Nichols Hess**
- **Email: nichols@oakland.edu**

Advocacy on matters related to the OSTP memo calling for the immediate Open Access release of all federal funded research, continues partnership with SPARC.

The C&RL special issue to spotlight new research advancing the priority areas established by ACRL's 2019 research agenda Open and Equitable Scholarly Communications: Creating a More Inclusive Future. Special issue editors: Amanda Nichols Hess, Nathan Hall and Kara Malenfant.

6. Any other comments, recommendations, or suggestions?

This year, current and incoming goal area committee chairs planned to work together on their individual committee work plans. I think that is a practice that should continue if possible. There are a lot of opportunities to coordinate and collaborate on our committee work.

Work Plan: 7/1/2023-6/30/2024

Please complete this form for each activity that the committee plans to undertake in the 2023–2024 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee.

****Duplicate the work plan pages as needed to include additional activities.****

Work Plan Activity #1	
Activity Name:	Scholarly Communications Topical Issue of C&RL
Brief description:	Special issue of C&RL to spotlight new research advancing the priority areas established by ACRL's 2019 research agenda Open and Equitable Scholarly Communications: Creating a More Inclusive Future. Amanda Nichols Hess, Nathan Hall and Kara Malenfant are co-editors. There are also several developmental editors. Seven manuscripts have been accepted and been through two rounds of developmental review, and the special issue of the journal is slated for publication in January 2024.

Activity #1 Timeline
How long will it take to do this project?

☐ **continuous project assigned in charge**

☒ **short-term project that will be completed this membership year**

☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

 ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

 ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

 ☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

 ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ **Goal: Student Learning**

 ☐ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

☐   Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☒   **Goal: Research and Scholarly Environment**

    ☒   Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

    ☒   Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

    ☒   Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐   **Goal: New Roles and Changing Landscapes**

    ☐   Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

    ☐   Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

    ☐   Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☒   **Goal: Equity, Diversity and Inclusion**

    ☒   Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

    ☐   Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

    ☒   Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐   **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #1 Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)

Submit final manuscripts to issue editors.	August 1, 2023	Authors	
Target date: Transmit final versions to ACRL staff for production	October 1, 2023	Issue Editors	
Special issue released online	01/01/24	C&RL	

Activity #1 Assessment
How will success be measured?
- Successful completion and release of special issue

Work Plan Activity #2

Activity Name:	C&RL News Scholarly Communications column
Brief description:	C&RL News has a regular scholarly communications column that addresses a wide range of issues and is edited by ReSEC members.

Activity #2 Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #2 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Ongoing management of the column, which publishes monthly	n/a	Shilpa Rele, Kelly McCusker, and Tina Baich	Continued support from C&RL News staff

Activity #2 Assessment
How will success be measured?
Through readership, downloads, citation impact, range and diversity topics and authors, and other assessments tracked by C&RL News.

Work Plan Activity #3	
Activity Name:	Research Data Management and Scholarly Communications Roadshow
Brief description:	Both roadshows will likely continue in an online format as appropriate, and maybe re-launched in-person for Spring 2024.

Activity # 3 Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)

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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #3 Outline

Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Working with ACRL on webinars	Fall 2023	Carla Myers	
RoadShow relaunch	Spring 2024	Carla Myers	

Activity #3 Assessment

How will success be measured?

Success will be measured by registrations and attendance of the ACRL community.

More timely and direct communication regarding Roadshows to the ReSec Committee.

Work Plan Activity #4

Activity Name:	RFI Policy Response
Brief description:	This subcommittee responds to requests for information from the ACRL Board, the federal government, and community partners to advocate for ACRL interests.

Activity #4 Timeline

How long will it take to do this project?

☒ **continuous project assigned in charge**

☐ **short-term project that will be completed this membership year**

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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #4 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Respond to federal and ACRL requests as needed	n/a	Willa Tavernier April Hathcock	Board and staff liaisons keeping us up to date on what is needed by ACRL

Activity #4 Assessment
How will success be measured?
Success will be achieved through a quick turnaround time (hence rapid response), as well as thorough, knowledgeable, and impactful statements that reflect ACRL values and priorities.

Work Plan Activity #5	
Activity Name:	Scholarly Communication Toolkit
Brief description:	The ACRL Scholarly Communications Toolkit is the #1 viewed library guide in the ACRL system and is heavily used during Open Access Week. It is important to keep it up to date: https://acrl.libguides.com/scholcomm/toolkit.

Activity #5 Timeline

How long will it take to do this project?	
☒ **continuous project assigned in charge**	
☐ **short-term project that will be completed this membership year**	
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**	

ACRL Plan for Excellence

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☐	**Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #5 Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Update toolkit for Open Access Week	10/22/2023	Willa Tavernier Sandra Aya Enimil	

Activity #5 Assessment
How will success be measured?
The Open Access page streamlined, checked for spelling/grammar errors, broken links, and appropriate content for Open Access Week.

Work Plan Activity #6

Activity Name:	Scholarly Communications Discussion Group and list-serv
Brief description:	Plan and execute the ACRL/SPARC Forum and manage the ACRL scholarly communication list-serv.

Activity #6 Timeline

How long will it take to do this project?

☒ **continuous project assigned in charge**

☐ **short-term project that will be completed this membership year**

☐ **multi-year project continuing past June 30, 2024. Expected completion date:** | |

[**ACRL Plan for Excellence**](#)

Check the best goal and objective.

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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
ACRL/SPARC Forum	Fall 2023	Yen Tran	Outreach, registration, hosting

Activity #6 Assessment
How will success be measured?
Successful events with great speakers, good attendance, and impactful content.

Work Plan Activity #7	
Activity Name:	Library/University Research Support Infrastructure Project
Brief description:	Develop a framework on organizational structure for research and scholarly communication within libraries and exploring different ways libraries can support research and scholarly communication.

Activity Timeline

How long will it take to do this project?

☐   **continuous project assigned in charge**

☐   **short-term project that will be completed this membership year**

☒   **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)

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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #7 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Environmental scan and literature review	Summer 2024	Mira Waller, Olga Koz, Annaliese Tayor, Nicky Agate, Christina Miskey and Brianna Marshall	
Conduct survey, white paper and develop a framework	Spring 2025	Mira Waller, Olga Koz, Annaliese Tayor, Nicky Agate, Christina Miskey and Brianna Marshall	

Activity #7 Assessment
How will success be measured?
Successful completion of the environmental scan, literature review, survey, white paper and framework.

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The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2023 through June 2024.

Committee Name & Charge	
Committee Name:	Student Learning & Information Literacy Committee
Charge/Tasks:	To oversee and implement ACRL's Student Learning Initiative as described in the strategic plan. Work with the ACRL Board and other ACRL units to create a comprehensive approach to student learning and information literacy efforts including a) promote and facilitate professional development, publications, research, and advocacy related to information literacy and student learning; b) support the development of the ACRL student learning/information literacy website; and c) monitor and assess the effectiveness of the ACRL Student Learning Initiative.

2022-2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Melissa Mallon
Vice-Chair:	Amanda Folk
Board liaison:	Toni Anaya
Staff liaison:	Mary Jane Petrowski / Margot Conahan
Other leaders:	

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Other leaders:	

Report & Work Plan Submission			
Year-end report written by:	Melissa Mallon	**Date:**	9/30/2023
Work plan submitted by:	Amanda Folk	**Date:**	9/30/2023

2022–2023 Year-end Report (written by outgoing Chair)

This report will be included in the committee's official record of activities maintained by ACRL staff. Brief bulleted lists are suggested for the responses.

1. What were the major projects/activities accomplished by your committee this past year (July 1, 2022 to June 30, 2023)?

SLILC had three core project teams this year, with a fourth group that provided leadership and guidance for the overall committee:

- **Professional Development (PD) Team** led by Mou Chakraborty and Lindsay Matts-Benson
- **Publications Team** led by Maura Seale and Gina Lee
- **Engagement Team** led by Mike Courtney
- **Leadership Team** led by Melissa Mallon and Amanda Folk

Professional Development Team

- In June 2023, the PD team led an interactive workshop called *Getting started with OER tools: H5P and Pressbooks*. The workshop had 306 registrants who received the workshop recording with 100 live attendees.
- Participant feedback can be found in Section 4, below.

Publications Team

- The Publications Team worked with authors and editors to finalize drafts of chapters for the book *Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners*. The 2-volume book was published in spring 2023: https://www.alastore.ala.org/content/exploring-inclusive-equitable-pedagogies-creating-space-all-learners-2-volume-set

- The Publications Team continued soliciting and editing columns for the *C&RL News* column, "Perspectives on the Framework," working with authors and reviewing their submitted manuscripts. Special consideration was given to columns that discussed the Framework through the lens of EDI and social justice work. The team published six columns, Student learning and engagement in a DEI collection audit: Applying the ACRL Framework for Information Literacy (Sept 22), Looking at information with the sociological eye: Introducing the sociology companion document (Nov 22), What's art got to do with politics? Show me the evidence(Jan 23), De-colonizing one-shots: Critical pedagogies and the ACRL Framework (Mar 23), Teaching the politics of citation: Challenging students' perceptions (May 23), and It's not just us: Sharing the ACRL Framework with writing tutors (July/Aug 23). The team also began an analysis of column readership; more on this in Section 4, below.

- Columns are lined up through spring 2024.

Engagement Team

- The Engagement Team revised and updated SLILC's web page, by including new content, streamlining the design, making contact information for SLILC more visible, and ensuring our web page meets basic accessibility guidelines.

Leadership Team

- We held two whole committee-wide meetings: beginning-of-year kickoff and mid-winter meeting.
- We wrote the work plan and provided a year-end report.
- We liaised with our Board member, our ACRL staff liaison, and met with the Board several times over the 2022-2023 year. Melissa also attended the ACRL virtual strategic planning retreat in May 2023.

2. Which projects are in process or are expected to continue?

The scope and shape of project continuation will be determined by next year's leadership. Some topical areas for consideration of the project teams include:

- Continue professional development of open, equitable, and inclusive pedagogies.
- Maintain regular publication of the *C&RL* "Perspectives on the Framework" column.

One discussion that has come up at both SLILC committee meetings and ACRL board meetings is more collaborative work opportunities across ACRL goal area committees. These opportunities will likely be sought by next year's leadership team. Additionally, SLILC had begun discussing ACRL's recent acquisition of TATIL, so there may be opportunities for SLILC to work with the TATIL editorial board on professional development for membership.

3. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?

SLILC members use equity, diversity, and inclusion lenses for all of the committee's work. As stated in the ACRL Strategic Plan, SLILC's goal and objectives inform all of our work. Our goal and objectives inform every project SLILC undertakes.

- Goal: Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.
- Objectives:
- Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

4. What made this work most rewarding (observations/comments/accolades)?

A strong team-based approach helped ensure this was a successful year for SLILC. We had many new committee members this year, but our returning/veteran members stepped up to help with onboarding and serving as team leads.

- We reached a large audience with our professional development offering and the *Perspectives on the Framework Column* in C&RL News. The team analyzed readership from the past six years, finding almost 62,000 unique views for the column.
- Feedback from the workshop on open textbooks was very positive:
  - "[I] benefitted from learning more about how software and platforms like H5P, Pressbooks, and LTI can be used together. Your demonstrations and explanations were so helpful!"

- "The value of this resource was demonstrated in such a way as to make it practical for the preparation of library instructional materials."
- "I am new to both PressBook and H5P, so this, for me, was a great overview. Both presenters were quite knowledgeable."
- "Very useful. I appreciated that it was focused on how to implement. I would have appreciated a clearer format for the end portion."
- "Such webinars are easy and invaluable ways for librarians to keep up with new resources and methodologies"

5. Please indicate EDI activities you would like to publicly include on the ACRL EDI LibGuide (Limit to 75 words or less).

If there are questions regarding the above activities, staff can contact:
- **Name: Melissa Mallon**
- **Email: mallon.melissa@gmail.com**

The scope and shape of EDI activities will be determined by next year's leadership.

6. Any other comments, recommendations, or suggestions?

Members still continue to exhibit some service fatigue, and we found it more difficult this year than in years past to find team leaders. As such, we opted to include co-team leaders for each of our sub-teams as a way to help share the work and to build in succession planning.

Work Plan: 7/1/2023-6/30/2024

Please complete this form for each activity that the committee plans to undertake in the 2023–2024 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee.

Work Plan Activity #1	
Activity Name:	SLILC Publications Team
Brief description:	Facilitate and produce publications that advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.

Activity Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

    ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

    ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

    ☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

    ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☒ **Goal: Student Learning**

    ☒ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

    ☒ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

    ☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

    ☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

    ☐ Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

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☐ **Goal: New Roles and Changing Landscapes**

  ☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

  ☐ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

  ☐ Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☐ **Goal: Equity, Diversity and Inclusion**

  ☐ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

  ☐ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

  ☐ Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Solicit new authors and edit content for bimonthly "Perspectives on the Framework" *C&RL News* column. For 2023-24, the team will continue including columns that have an EDI focus and working on evaluating and improving the diversity of the authors of this column.	September 2023 (solicit new columns); ongoing	Publications Team	David Free (dfree@ala.org); potentially Engagement Team or SLILC website for help advertising
Consider whether to continue the Perspectives on the Framework column in its current form, or whether to broaden or shift its focus. (During the 2022-23 academic year, many column submissions initially focused less	January 2024	Publications Team; Leadership Team; entire SLILC Committee	David Free (dfree@ala.org); potentially the ACRL Board

directly on the Framework. The committee had some opening conversations about whether the Framework column may have less relevance than when the Framework was newer to the academic library community.)			
Consider revising submission/editing workflows for the "Perspectives" column to give column authors more opportunities for development and to publish more timely topics. Work with C&RL News to make these guidelines clearer on their website.	January 2024	Publications Team	David Free
Assess the reach and readership of the "Perspectives on the Framework" *C&RL News* column and its topics and provide an update at a SLILC meeting.	May 2024	Publications Team	David Free
Continue considering writing a "Keeping Up With…" email	May 2024	Publications Team	David Free

Activity #1 Assessment
How will success be measured?
SLILC will solicit and edit monthly "Perspectives on the Framework" column for *C&RL News* and work with David Free to consider changes to its theme and workflow and the diversity of our authors.

Work Plan Activity #2

Activity Name:	SLILC Engagement Team
Brief description:	Engage the ACRL membership and beyond with SLILC's work, assess its impact, and make recommendations for outreach efforts.

Activity Timeline

How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)

Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

　☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

　☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

　☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

　☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☒ **Goal: Student Learning**

　☒ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

　☒ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

　☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

　☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

　☐ Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐ **Goal: New Roles and Changing Landscapes**

　☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

　☐ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

☐   Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☐   **Goal: Equity, Diversity and Inclusion**

☐   Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

☐   Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☐   Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐   **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Keep SLILC website (LibGuide) up-to-date and monitor member and non-member engagement; look for opportunities to include more non-member voices	Ongoing	Engagement Team	
Generate ideas for assessing SLILC's impact and determining the best ways to disseminate information about SLILC's work (including information about resources and events). This could include, but is not limited to, surveys about specific events, surveys about instruction librarians' needs/interests in relation to topics like IL and EDI, etc.)	January 2024	Engagement Team; Leadership Team	ACRL staff support; feedback and approval from ACRL Board
Use the SLILC website to advertise PD sessions, Perspectives on Framework columns, and other SLILC work, in	Ongoing	Engagement Team, with Publications Team & PD Team	

order to further highlight and promote the work of the committee. Communicate and share SLILC events, work, and programs to various discussion lists and to ACRL social media accounts.			

Activity #2 Assessment
How will success be measured?
SLILC's outreach and engagement will reach ACRL membership and beyond; our efforts and impact will be assessed as we go, using the updated guiding document for next year's committee.

Work Plan Activity #3	
Activity Name:	SLILC Professional Development Team
Brief description:	Plan one SLILC conference program for 2023-2024 (two if feasible), keeping the programming's focus on inclusive and equitable pedagogies to support academic librarians as they advance equitable and inclusive pedagogical practices and environments that support student learning. Coordinate with other ACRL entities that provide professional development to build partnerships that infuse SLILC's goal into their work.

Activity Timeline
How long will it take to do this project?
☒ **continuous project assigned in charge**
☐ **short-term project that will be completed this membership year**
☐ **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.
☐ **Goal: Value of Academic Libraries**
☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
☒ **Goal: Student Learning**
☒ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
☒ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
☐ **Goal: Research and Scholarly Environment**
☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.
☐ Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.
☐ **Goal: New Roles and Changing Landscapes**

☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

☐ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

☐ Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

☐ **Goal: Equity, Diversity and Inclusion**

☐ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

☐ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☐ Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Plan at least one SLILC online conference program scheduled for to coincide with either LibLearn X or Annual Conference	December 2023 and/or June 2024	PD Team	
Assess previous online program/conference activities and make recommendations for future programming	Ongoing	PD team and possibly the Engagement Team	
Connect with ACRL Academic Library Trends and Statistics Survey Ed Board to review recent trends survey summary data, which shows the activities for which libraries are collecting data. In light of this information, make recommendations to include or exclude these data points in the survey.	May 2024	PD Team, Leadership (Chair & Vice-Chair); Engagement Team	ACRL Academic Library Trends and Statistics Survey Ed Board (SLILC chair Amanda Folk has just wrapped up service on the board and can help make connections)

Also, as we shift from the pandemic into the endemic phase of COVID-19, explore trends in order to determine if they warrant their own PD event.			

Activity #3 Assessment
How will success be measured?
SLILC will deliver one or two virtual conference programs, assess their effectiveness using attendance metrics and attendee surveys, and recommend modes for future delivery of professional development content.

Division-level Committee Year-end Report and Work Plan Template

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2023**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2023 through June 2024.

Committee Name & Charge	
Committee Name:	ACRL Value of Academic Libraries Committee
Charge/Tasks:	To oversee and coordinate ACRL's Value of Academic Libraries Initiative as described in the strategic plan; work with the ACRL Board and other ACRL units in creating a comprehensive effort including coalition building, professional development, publications, research, advocacy, and consultation services and develop the ACRL Value website; and monitor and assess the effectiveness of the Value Initiative.

2022-2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Jung Mi Scoulas
Vice-Chair:	Monika Chavez
Board liaison:	Jessica Brangiel
Staff liaison:	Kara Malenfant
Other leaders:	Subcommittee leads: Monika Chavez, JoAnn Murphy, Becky Croxton, Abby Mann Task force lead: Becky Croxton

2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)	
Chair:	Monika Chavez
Vice-Chair:	JoAnn Murphy
Board liaison:	Jessica Brangiel
Staff liaison:	David Free
Other leaders:	

Report & Work Plan Submission			
Year-end report written by:	Jung Mi Scoulas	**Date:**	7/15/2023
Work plan submitted by:	Monika Chavez	**Date:**	9/30/2023

2022–2023 Year-end Report (written by outgoing Chair)

This report will be included in the committee's official record of activities maintained by ACRL staff. Brief bulleted lists are suggested for the responses.

1. What were the major projects/activities accomplished by your committee this past year (July 1, 2022 to June 30, 2023)?

- **Library Advocacy Toolkit**: Completed and launched a Library Advocacy Toolkit (https://acrl.libguides.com/advocacytoolkit/) in February 2023 in response to current and pressing needs faced by today's academic libraries in collaboration with the New Roles & Changing Landscapes Committee. Created dashboard: https://public.tableau.com/app/profile/rebecca.croxton/viz/LibraryAdvocacyToolkitViews
- **Assessment Proficiencies**: Updated Assessment Proficiencies in Academic Libraries to ensure social justice, accessibility, diversity, equity, and inclusion are centered in library assessment work. The proficiencies are intended to provide ethical guidance and enable assessment practitioners to recognize strengths and areas for growth. The updated proficiencies were approved by the ACRL Board during the 2023 ALA conference. The newly approved Proficiencies for Assessment in Academic Libraries are now posted online.
- **Learning Analytics Toolkit**: maintained and continued to update the Library Learning Analytics Toolkit (https://acrl.libguides.com/val/latoolkit) and developed suggestions for the 2023-2024 work plan for this subcommittee. Created dashboard: https://public.tableau.com/app/profile/rebecca.croxton/viz/VALLearningAnaltyicsToolkitViews/PageViews
- **Communication message**: drafted a VAL communication message to generate shorter "key messages" for each audience focused on the relevant summary statements identified for each.
- **EDI Spotlight series**: published "practices of equity and social justice" by Latina Ward on February 15, 2023: https://acrl.ala.org/acrlinsider/category/value-of-academic-libraries/val-spotlight-series/
- **VAL members professional activities**: include hosting and presenting on the following topics as a part of subcommittee's work, and VAL individual members:
  - VAL committee: Hosted News You Can Use during ALA conference
  - Assessment Proficiencies: 1 workshop and 1 poster presentation at the Library Assessment Conference
  - Learning Analytics: facilitated 2 panel sessions, and presented 2 workshops, 2 papers, and 1 poster at the various conferences and webinars.
  - Changing Landscape: hosted 1 online discussion forum called "Trend Talk" in collaboration with New Roles and Changing Landscapes: UX Subcommittee breakout sessions for three groups: International Students, Graduate Students and First-year Students
  - VAL at a large level: 2 posters, 1 workshop and 1 paper presentation at the Library Assessment Conference)

2. Which projects are in process or are expected to continue?

Last year, the feedback received from the previous VAL chair was not able to accurately reflect the outcomes of the VAL committee's efforts. To address this, an outcome sheet was created which includes details of the committee's work such as the types of sessions held, the number of people who attended or viewed them, and other events. The outcomes sheet is now available and will be used in the future to keep

track of the VAL committee's impact on the ACRL community:
https://docs.google.com/spreadsheets/d/1N8Xwd_mMRZyVeg4thm8pt7TW5kIQTF0RE63I_9HCe88/edit?usp=sharing

Two additional dashboards were created in order to keep track of visitors to each resource:
Learning analytics toolkit
dashboard:https://public.tableau.com/app/profile/rebecca.croxton/viz/VALLearningAnaltyicsToolkitViews/PageViews
Library advocacy toolkit dashboard:
https://public.tableau.com/app/profile/rebecca.croxton/viz/LibraryAdvocacyToolkitViews
These outcomes will be recorded to continue observing the users' behaviors and be used for further updating the contents based on the users' interests.

The library advocacy toolkit will be updated by collaborating with the New Roles and Changing Landscape.

Changing Landscape will continue to facilitate the Trend Talk by collaborating with the New Roles and Changing Landscape Committee; the format and topics will be further discussed for 2023-2024 based on the feedback obtained from the previous Trend Talk.

The drafted communication message will continue to be revised by seeking input from various stakeholders (ACRL Board members, Goal Areas of Committee members, marketing experts, students etc).

3. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?

While each subcommittee plays a crucial role in VAL's work, I would like to highlight three key points for VAL's commitment to EDI beyond ACRL. Firstly, the revision of the Assessment Proficiencies for Academic Libraries is a significant focus. This project was initiated by the ACRL Value of Academic Libraries Committee, with collaborative support from the ACRL Equity, Diversity, and Inclusion Committee. Under the leadership of Becky Croxton, a VAL member and former chair, an ACRL working group consisting of more than 30 individuals with expertise in equity-centered library and higher education assessment was formed. The subcommittee's primary objective is to address the absence of equity considerations within the proficiencies and prioritize equity in assessment work.

These proficiencies provide ethical guidance and enable assessment practitioners to identify strengths and areas for growth. Moreover, they have versatile applications, such as writing job descriptions, identifying candidates, identifying skill gaps, and designing professional development programs. The revised professional standards serve as a catalyst for change, offering central tenets and encompassing five areas, including building knowledge in libraries and higher education, effective communication, and actionable steps.

To ensure practicality and accessibility, the revised standards include a set of self-check questions that can guide assessment efforts and facilitate progress evaluation. The updated proficiencies were approved by the ACRL Board during the ALA conference. The newly approved Proficiencies for Assessment in Academic Libraries are now posted online. Communications about the new proficiencies via ACRL channels will be forthcoming soon.

VAl committee's ongoing efforts on the EDI is to facilitate the conversations on EDI through the **EDI Spotlight series**. In the past year, we published "practices of equity and social justice" by Latina Ward on February 15, 2023: https://acrl.ala.org/acrlinsider/category/value-of-academic-libraries/val-spotlight-series/.

4. What made this work most rewarding (observations/comments/accolades)?

In the past year, I had the privilege of serving as the chair of the VAL committee. It was a fulfilling experience collaborating with passionate and insightful VAL members, as well as actively engaging ACRL board members to bring attention to our critical services. Together, we accomplished numerous critical tasks, thanks to the unwavering support of VAL committee members, ACRL board members, staff liaison, and other goal area committee leaders. I want to acknowledge the crucial role played by the successful succession of previous tasks, which allowed us to continue our progress. Their dedication and contribution constantly reminded me of VAL's objectives and the importance of meeting their needs. Throughout the process, we prioritized the needs of the ACRL community and incorporated their valuable feedback. The commitment of VAL members and the unwavering support of the ACRL community were instrumental in achieving our objectives as a committee. VAL accomplished several important tasks, each with its own significant impact:

Creation of the Advocacy Toolkit: Its impact lies in equipping librarians with resources and strategies tailored to address these challenges effectively. Librarians who utilize this toolkit will have the necessary tools and guidance to advocate for their libraries and navigate these pressing issues.

EDISJ Integration through the Spotlight Series: The impact of this task is twofold: firstly, it acknowledges and highlights the valuable contributions of colleagues, and secondly, it provides practical examples of how EDISJ principles can be incorporated into the practice of academic librarianship. This fosters a more inclusive and equitable environment within the profession.

Revised Assessment Proficiencies: The revision of assessment proficiencies has had a significant impact on ethical guidance and best practices for assessment practitioners. The document now serves as a versatile resource that can be utilized for various purposes, including writing job descriptions, identifying candidates for positions, identifying skill gaps, and designing effective professional development opportunities. This comprehensive guide enables librarians to enhance their assessment practices and promotes growth and improvement in this crucial aspect of librarianship.

Each of these tasks undertaken by VAL has made a tangible impact, empowering librarians, promoting EDISJ principles, and enhancing assessment practices within the academic library profession.

5. Please indicate EDI activities you would like to publicly include on the [ACRL EDI LibGuide](#) (Limit to 75 words or less).

If there are questions regarding the above activities, staff can contact:
- **Name: Monika Chavez for EDI spot series**
- **Email: mchavez208@mtsac.edu**

- **Name: Becky Croxton for Assessment Proficiencies for academic libraries**

- **Email: racroxto@uncc.edu**

The VAL committee has committed to empower local academic library advocacy, with emphasis on **advancing issues of equity, access, diversity, inclusion, and social justice** in higher education. Two project were done by the VAL include publishing conversations of EDI via the VAL spotlight series and updating Assessment Proficiencies for Academic Libraries.

The VAL Spotlight Series in ACRL Insider features librarians discussing what it means to integrate equity and social justice into practice and assessment and how they are working toward that goal (https://acrl.ala.org/acrlinsider/category/value-of-academic-libraries/val-spotlight-series/).

The Assessment Proficiencies subcommittee prioritizes equity in assessment work, collaborating with over 30 equity-centered experts to create updated Assessment Proficiencies for Academic Libraries. The project emerged from the ACRL Value of Academic Libraries Committee, with support from the ACRL Equity, Diversity, and Inclusion Committee. The revised standards include central tenets and five key areas, covering knowledge building, communication, and action. To enhance usability, self-check questions are included to guide assessment efforts and measure progress. Obtained ACRL Board Approval in June 2023.

6. Any other comments, recommendations, or suggestions?

Starting from the 2021-2022 academic year, VAL committee members have been collaborating with other subcommittee members from the Goal level committees, including working jointly with the New Roles Changing Landscape Committee for the Library Advocacy Toolkit and with the EDI committee for Assessment Proficiencies. To ensure the sustainability of our work, I would like to have feedback on the most effective methods to achieve this goal from the other goal areas leadership as well as the ACRL Board.

Work Plan: 7/1/2023-6/30/2024

Please complete this form for each activity that the committee plans to undertake in the 2023–2024 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee.

Work Plan Activity #1	
Activity Name:	Equity, Diversity, Inclusion, and Social Justice
Brief description:	VAL will empower local academic library advocacy, with emphasis on advancing issues of equity, access, diversity, inclusion, and social justice in higher education. VAL will identify and develop resources that support academic librarians in conducting advocacy efforts which articulate institutional EDI goals and demonstrate the value of academic libraries. Our primary means of accomplishing this work in 2023-2024 is through the EDI & SJ Spotlight Series. Further, while academic libraries are committed to serving all members of their communities, we recognize that there are user communities that have traditionally been marginalized in higher education and in our libraries. This activity will (1) explore how libraries can understand if and how we're providing value to user communities who have traditionally been marginalized or underserved and (2) uncover what has or has not worked well in supporting these communities in order to (3) propose a path forward that ensures our resources, services, and spaces provide value to all patrons.

Activity #1 Timeline
How long will it take to do this project?
X   **continuous project assigned in charge**
☐   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.
X ☐   **Goal: Value of Academic Libraries**
☐   Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
☐   Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐   Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
x ☐   Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
Activity Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Form EDI & SJ subcommittee Identify new objectives and tasks related to advancing issues of social justice for students served by academic libraries.	October 2023	EDI & SJ Subcommittee	
Conduct targeted outreach to potential participants for the Equity & Social Justice Spotlight Series (on ACRL Insider)	November 2023	EDI & SJ Subcommittee	
Conduct interviews with participants and produce brief write-ups to be shared on ACRL Insider	November 2023 - June 2024	EDI & SJ Subcommittee	
Host an online panel discussion of select participants who were spotlighted in the EDISJ spotlight series	Spring 2024	EDI & SJ Subcommittee	
Identify other potential promotional and/or educational activities, including but not limited to potential publications or webinars	Spring 2024	EDI & SJ Subcommittee	

Activity #1 Assessment
How will success be measured?
● Number of Spotlights published on ACRL Insider, as well as number of views of the posts.   ● Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.

Work Plan Activity #2

Activity Name:	Learning Analytics/Privacy
Brief description:	As the use of learning analytics continues in many institutions of higher education, the question of libraries' participation and concerns for ethics and privacy are primary topics that VAL addresses. The Learning Analytics/Privacy workgroup is in charge of the

	Learning Analytics Toolkit and works off a 3 year cycle for review and updating the Toolkit. In addition, the VAL committee will explore the intersections of EDI & SJ and communication with learning analytics.

Activity #2 Timeline
How long will it take to do this project?
X   **continuous project assigned in charge**
☐   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and objective.
X ☐   **Goal: Value of Academic Libraries**
☐   Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
x☐   Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
x☐   Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☐   Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form Learning Analytics/Privacy subcommittee	October 2023	Learning Analytics Subcommittee	
Continue to update and refine the Learning Analytics toolkit	June 2024	Learning Analytics Subcommittee	
Continue to explore the intersections of EDI&SJ, communication and learning analytics and/or critical assessment practices; make recommendations for educational activities related to this effort.	June 2024	Learning Analytics Subcommittee	

Continue to provide educational activities such as presentations, publications, or webinars that lend clarity to library learning analytics and how the work can be done responsibly to support evidence-based decision making to support student learning	June 2024	Learning Analytics Subcommittee	

Activity #2 Assessment
How will success be measured?
- Views/hits on the toolkit. Implementation of relevant educational activities, including hits/views or registrations/attendees.   - Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.

Work Plan Activity #3

Activity Name:	Communications
Brief description:	In response to this, this subcommittee will: - Develop a communications strategy to reach the broader academic library community that clarifies the value of libraries in supporting student learning and promotes education about how to do learning analytics work ethically. - Finalize the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do. This will allow all VAL members to have consistent and streamlined communication points. - Consider modifications to the ACRL Plan for Excellence that more aptly articulates the role of VAL that we can propose to the ACRL Board.

Activity #3 Timeline
How long will it take to do this project?
X   **continuous project assigned in charge**
☐   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.

X ☐	**Goal: Value of Academic Libraries**
☐	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
x☐	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☐	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form Communications Strategy subcommittee, which should include a member from every other subcommittee	October 2023	Communications Subcommittee	
Continue to draft the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do.	December 2023	Communications Subcommittee	
In collaboration with the Learning Analytics subcommittee, develop a communications strategy plan to reach the broader academic library community that clarifies the value of libraries in supporting student learning and provides education about how to do learning analytics work ethically.	June 2024	Communications Subcommittee, Learning Analytics Subcommittee	
Get feedback from the library community on the VAL communications strategy plan.	February 2024	Communications Subcommittee	

Work with VAL committee to implement / carry out the communications strategy plan.	May 2024	Communications Subcommittee	
Work with ACRL staff to update VAL web presence	June 2024	Communications Subcommittee	

Activity #3 Assessment
How will success be measured?
- Completion of a message to share with the academic library profession with clear talking points that can be used by VAL committee members.   - Revisions to the ACRL Plan for Excellence that more aptly portrays the role of VAL.   - Creation and implementation of a communications strategy.   - Total number of communications, presentations, articles, etc. that are implemented from the communications strategy plan.

Work Plan Activity #4	
Activity Name:	Changing Landscape
Brief description:	Academic libraries have shifted from a primarily in-person environment to a mix of in-person, online and hybrid. This activity seeks to explore and highlight the value that academic libraries provide to support the changing needs of academic institutions and the students they serve.

Activity #4 Timeline
How long will it take to do this project?
X   **continuous project assigned in charge**
☐   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.
X ☐   **Goal: Value of Academic Libraries**
☐   Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
x☐   Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

x☐	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
☐	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form Changing Landscapes subcommittee	October 2023	Changing Landscapes Subcommittee	
Continue Trends Talks in collaboration with the New Roles and Changing Landscapes' UX subcommittee	October 2023 - June 2024	Changing Landscapes Subcommittee	
Explore additional opportunities or areas to focus on	October 2023 - June 2024	Changing Landscapes Subcommittee	

Activity #4 Assessment
How will success be measured?
- Number of registrants and attendees at the Changing Landscape ACRL online discussion forum.   - Number of views of recorded webinar produced by this committee.

Work Plan Activity #5	
Activity Name:	Library Advocacy Toolkit
Brief description:	The Library Advocacy Toolkit is a comprehensive LibGuide that equips librarians with the essential resources and knowledge needed to advocate for libraries in academic and research institutions. It covers student success, faculty support, employment status, DEI, affordability, and strategic goals. This resource-rich guide also features success stories from librarians who have effectively advocated for libraries.

Activity #5 Timeline
How long will it take to do this project?
X   **continuous project assigned in charge**
☐   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.
X ☐   **Goal: Value of Academic Libraries**

x☐	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
x☐	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
x☐	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

Activity Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form Library Advocacy Toolkit working group in collaboration with the New Roles and Changing Landscapes	October 2024	Library Advocacy Toolkit Working Group	
Work with Library Advocacy Toolkit Working Group on areas that need refinement, additions or updates. This could include resources on student success and DEI in hybrid learning environments, professional roles, faculty support, and affordability. Additionally, could provide templates or case studies on how to advocate for libraries.	June 2024	Library Advocacy Toolkit Working Group	
Continue collecting success stories	October 2023 - June 2024	Library Advocacy Toolkit Working Group	

Activity #5 Assessment
How will success be measured?

- Number of success stories collected.
- Amount of updates and content added to the Library Advocacy Toolkit.
- Usage statistics for the Library Advocacy Toolkit.
- Feedback from the "Suggestions & Feedback" page on the Library Advocacy Toolkit.

Work Plan Activity #6	
Activity Name:	Revision of the Standards for Libraries in Higher Education
Brief description:	In collaboration with the Standards Committee, revise the Standards for Libraries in Higher Education. The target completion date is June 2024 in order to present the revised Standards to the ACRL Board.

Activity #6 Timeline
How long will it take to do this project?
☐   **continuous project assigned in charge**
x   **short-term project that will be completed this membership year**
☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

ACRL Plan for Excellence
Check the best goal and objective.
X   **Goal: Value of Academic Libraries**
x ☐   Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
x ☐   Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
☐   Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
x ☐   Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
Activity Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Form working group with the Standards Committee to revise the Standards for Libraries in Higher Education	October 2023	Monika Chavez in collaboration with the Standards Committee	
Create a timeline for the revision process	November 2023	Revision Working Group	
Conduct an initial assessment of the Standards	approx. December 2023	Revision Working Group	

Conduct a literature review on relevant and related topics to the Standards	approx. January 2024	Revision Working Group	
Revise the Standards based on the initial assessment	approx. February 2024	Revision Working Group	
Gather feedback through surveys and focus groups	approx. March 2024	Revision Working Group	
Revise the Standards based on feedback	May 2024	Revision Working Group	
Present to ACRL Board	June 2024	Chairs and Vice Chairs of VAL and Standards Committees	

Activity #6 Assessment
How will success be measured?
● Completed revision of the Standards for Libraries in Higher Education.

Division-level Committee Year-end Report and Work Plan Template

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2023**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2023 through June 2024.

Committee Name & Charge	
Committee Name:	ACRL Equity, Diversity, and Inclusion (EDI) Committee
Charge/Tasks:	To oversee and coordinate ACRL's Core Commitment to equity, diversity, and inclusion, as described in the strategic plan. Work with the Board and other units to initiate, advise and mobilize support for appropriate action related to issues of diversity, equity and inclusion in academic librarianship—including recruitment, advancement and retention of underrepresented groups to academic and research librarianship and the promotion of library and information services for diverse library users.

2022-2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Je Salvador
Vice-Chair:	Beatrice Canales
Board liaison:	Julie Garrison
Staff liaison:	Allison Payne
Other leaders:	past-chair: Maisha Carey

2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)	
Chair:	Silvia Vong
Vice-Chair:	Tal Ness
Board liaison:	Erin Ellis
Staff liaison:	Allison Payne
Other leaders:	past chair: Je Salvador

Report & Work Plan Submission			
Year-end report written by:	Je Salvador	**Date:**	**September 27, 2023**
Work plan submitted by:	Silvia Vong and Tal Ness	**Date:**	**September 28, 2023**

2022–2023 Year-end Report (written by outgoing Chair)

This report will be included in the committee's official record of activities maintained by ACRL staff. Brief bulleted lists are suggested for the responses.

1. What were the major projects/activities accomplished by your committee this past year (July 1, 2022 to June 30, 2023)?

1. **drafted, revised, and promoted the new EDI Goal-Area Committee (GAC) goal**
   a. August 2022 – convened Committee members to brainstorm goal language synchronously and solicited asynchronous language suggestions.
   b. September 2022 – facilitated draft GAC goal language for Board of Directors review and participated in feedback sessions and asynchronous work to revise draft goal language
      i. Note: the new GAC goal language was added to the ACRL Plan for Excellence in November 2022.
   c. Spring 2023 – encouraged and participated in 6/13/23 webcast ACRL Presents: ACRL's Strategic Vision for Equity, Diversity & Inclusion
2. **sustained the BIPOC Membership Initiative and increased connection between membership recipients, EDI Committee members, and Board of Directors members**
   a. December 2022 – promoted ACRL "Get Involved" webinar and volunteering information to BIPOC Membership recipients Connect Community
   b. Spring 2023 – convened 3 "Community Chats" via Zoom platform, starting at ACRL 2023 in Pittsburgh (on 3/16/23) to connect membership recipients, EDI Committee members, and Board members. Response to the initial chat was positive, so we convened additional Community Chats on 4/13/23 and 5/12/23.
3. **sustained and grew liaison work for EDI across ACRL**
   a. Spring 2023 – developed survey and accompanying "about us" video to provide context for the survey, which invited ACRL members to share priorities and needs related to equity, diversity, and inclusion (EDI); promoted the survey and an EDI Town Hall invitation to ACRL Connect Community
   b. Spring 2023 – planned and convened 6/29/23 EDI Town Hall.

2. Which projects are in process or are expected to continue?

The **BIPOC Membership Initiative** is expected to continue. We hope to remain connected to the current membership recipient cohort through Community Chats as well as to undertake the selection process for the new cohort.

Sustaining and growing liaison work for EDI across ACRL is expected to continue. We hope to use survey responses to understand priorities and needs re: EDI across ACRL, and we intend to convene Town Hall meetings.

3. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?

The **EDI GAC goal language** demonstrates our commitment to EDI within ACRL and, possibly, beyond the membership association to academic and research libraries—institutions we hope to support and encourage in EDI work.

Sustaining the **BIPOC Membership Initiative** demonstrates our commitment to BIPOC library workers and leaders. We hope this commitment will have an impact in and beyond ACRL.

4. What made this work most rewarding (observations/comments/accolades)?

Developing closer connections between EDI Committee members, BIPOC Membership recipients, and Board of Directors members was a really special outcome of the suggestion from Committee member Katie Manwiller that we facilitate a "Community Chat" at ACRL 2023 in Pittsburgh, PA. Many folks responded positively about the chats we had in Spring 2023, and it's likely we'll try to continue these regularly to provide a stronger community for the BIPOC Membership recipients.

5. Please indicate EDI activities you would like to publicly include on the [ACRL EDI LibGuide](https://) (Limit to 75 words or less).

If there are questions regarding the above activities, staff can contact:
- **Name: Je Salvador**
- **Email: jsalv@uw.edu**

We will try to get more information about EDI Town Hall meetings and any upcoming surveys to the LibGuide.

6. Any other comments, recommendations, or suggestions?

One regret for the year was that the EDI across ACRL e-mail list really never "got off the ground." Do members try to minimize e-mails (and, therefore, maybe Connect Communities), and so should we pivot to using the EDI LibGuide for more heavy promotion of current events—things that might otherwise get announced via e-mail list? What's an optimal mode of communication?

Work Plan: 7/1/2023-6/30/2024

Please complete this form for each activity that the committee plans to undertake in the 2023–2024 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee.

****Duplicate the work plan pages as needed to include additional activities.****

Work Plan Activity #1 of 5	
Activity Name:	BIPOC Member Initiative
Brief Description:	A stipend to support ALA + ACRL memberships to Black, Indigenous, or People of Color (BIPOC) library workers who serve underrepresented populations.

Activity Timeline #1
How long will it take to do this project?

X	**continuous project assigned in charge**
☐	**short-term project that will be completed this membership year**
☐	**multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

    ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

    ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

    ☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

    ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ **Goal: Student Learning**

    ☐ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

    ☐ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

    ☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

    ☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

☐   Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

X   **Goal: New Roles and Changing Landscapes**

☐   Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

☐   Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

X   Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

X   **Goal: Equity, Diversity and Inclusion**

X   Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

X   Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☐   Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).

X   **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #1 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
<Cohort 2 – current> start scheduling Community Chats to connect BIPOC Membership recipients with EDI Committee and Board members	develop schedule in October 2023; convene Chats between November 2023 and June 2024	BIPOC Membership subcommittee	attempt to schedule with ACRL Zoom
<Cohort 3 application> update BIPOC Membership application materials—including application questions, announcement text, & screening rubric	October 2023	BIPOC Membership subcommittee	
<Cohort 3 application> provide draft application materials to Board for review	November 2023	BIPOC Membership subcommittee	staff support, likely Board liaison facilitation will help

\<Cohort 3 application\> seek and confirm funding from Board for BIPOC Membership Cohort 3 (2024 – 2025)	November 2023	BIPOC Membership subcommittee, staff liaison, Board liaison	NB: will need to use Action Form staff support, likely Board liaison facilitation will help
\<Cohort 2 – current\> promote Volunteering	December 2023	BIPOC Membership subcommittee	NB: direct members to Volunteer information page
\<Cohort 3 application\> finalize application materials	12/15/2023 (Friday)	BIPOC Membership subcommittee	
\<Cohort 3 application\> send finalized application materials to staff and Board liaisons	12/15/2023 (Friday)	BIPOC Membership subcommittee	
\<Cohort 3 application\> open application; advertise the membership funding	1/2/2024 (Tuesday)	staff liaison (to open application); all EDI Committee members	
\<Cohort 3 application\> close application; begin application review process	4/26/2024 (Friday)	staff liaison (to close application and make submissions available to subcommittee); BIPOC Membership subcommittee	
\<Cohort 3 application\> convene subcommittee for final review and applicant privacy procedures	5/24/2024 (Friday)	BIPOC Membership subcommittee	
\<Cohort 3\> notify BIPOC membership recipients	5/31/2024 (Friday)	BIPOC Membership subcommittee; staff liaison	
\<Cohort 3\> memberships will go into effect	7/1/2024 (Monday)	staff liaison	

Activity #1 Assessment
How will success be measured?
- Support and funding for 2024-2025 from the ACRL Board   - Completion of call for applications and selection of new membership recipients by May 2024.

Work Plan Activity #2 of 5	
Activity Name:	Open Repository for EDI Projects and Tools
Brief Description:	This project aims to provide a free resource for librarians seeking to implement EDI and anti-racism projects and tools as well as connect librarians doing similar work. The repository will allow librarians to access other librarians' project proposals, plans, and/or templates with the stipulation that these documents are given appropriate acknowledgment. Given the scale of the project, this will be a multi-year project. The activity below only reflects year 1 of the project.

Activity #2 Timeline	
How long will it take to do this project?	
☐ **continuous project assigned in charge**	
☐ **short-term project that will be completed this membership year**	
✗ **multi-year project continuing past June 30, 2024. Expected completion date:**	June 30, 2027

ACRL Plan for Excellence	
Check the best goal and objective.	
☐ **Goal: Value of Academic Libraries**	
☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
☐ **Goal: Student Learning**	
☐ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
☐ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
☐ **Goal: Research and Scholarly Environment**	
☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.	
☐ Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
✗ **Goal: New Roles and Changing Landscapes**	

☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

Ⅹ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library
☐ workforce.

Ⅹ **Goal: Equity, Diversity and Inclusion**

Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white
Ⅹ supremacist structures and other systems of oppression.

Objective 2. Provide professional development and resources to attract, hire, support, retain, and
☐ promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

☐ Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #2 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Identify and explore potential repository platforms.	April 2024	Resources and Tools Sub-Committee	
Select a repository platform with which to proceed.	June 2024	Resources and Tools Sub-Committee	ACRL Board and liaisons approval

Activity #2 Assessment
How will success be measured?
● At the end of the year, identify a potential repository platform (year 1).

Work Plan Activity #3 of 5	
Activity Name:	Listing of 50 State Laws that Impact EDI and Anti-Racism Work in Libraries
Brief Description:	The examination of the state-by-state legal landscape for EDI work addresses that same goal of equipping libraries with the information they need to lead in a changing legal climate that can make EDI work more difficult.

Activity #3 Timeline	
How long will it take to do this project?	
☐ continuous project assigned in charge	
Ⅹ short-term project that will be completed this membership year	
☐ multi-year project continuing past June 30, 2024. Expected completion date:	

ACRL Plan for Excellence
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

   ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

   ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

   ☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

   ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ **Goal: Student Learning**

   ☐ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

   ☐ Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

   ☐ Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

   ☐ Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

   ☐ Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

Ⅹ **Goal: New Roles and Changing Landscapes**

   ☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

X	Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
☐	Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

X	**Goal: Equity, Diversity and Inclusion**
X	Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
☐	Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.
☐	Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (Cultural Proficiencies for Racial Equity: A Framework, 2022).

☐	**Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #3 Outline

Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Conduct research and create a Google Doc to capture any EDI laws that impact libraries in any of the 50 states.	September 2023 - June 2024	Resources and Tools Sub-Committee (Ken Irwin (Co-lead), Adriana Poo (Co-Lead), Mandy Choie, Kayla Kuni)	
Identify and share with stakeholders through ACRL	June 2024	Chair and Vice-Chair	Potential collaboration with SLILC's publication sub-committee to publish an article with CRL news (Chair is a member of SLILC's publication sub-committee)

Activity #3 Assessment

How will success be measured?

- Completion of a Google doc by June 2024.

Work Plan Activity #4 of 5

Activity Name:	Panels and Workshops
Brief Description:	One panel or workshop offered in the Winter and Spring terms (2024) on a topic of interest for academic librarians related to EDI.

Activity #4 Timeline

How long will it take to do this project?

☐   **continuous project assigned in charge**

X   **short-term project that will be completed this membership year**

☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)

Check the best goal and objective.

☐   **Goal: Value of Academic Libraries**

    ☐   Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

    ☐   Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

    ☐   Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

    ☐   Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐   **Goal: Student Learning**

    ☐   Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

    ☐   Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐   **Goal: Research and Scholarly Environment**

    ☐   Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

    ☐   Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

    ☐   Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐   **Goal: New Roles and Changing Landscapes**

    ☐   Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

    ☐   Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

☐	Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Ⅹ	**Goal: Equity, Diversity and Inclusion**
Ⅹ	Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
Ⅹ	Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.
☐	Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" ([Cultural Proficiencies for Racial Equity: A Framework, 2022](.)).

☐	**Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #4 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Identify two areas of interest by academic librarians that support EDI or anti-racism efforts.	December 2023	Programming and Outreach sub-committee (Cinthya Ippoliti, Marcela Isuster, Anna Yang (lead), Jordan Nielsen)	Potential collaboration with the New Roles and Changing Landscape committee (EDI sub-committee) on the topic of librarians with disabilities and retention as well as their promotion of their retention tool kit.
Panel 1: Select and invite speakers based on topic Schedule date and time Create registration Advertising through ACRL channels ● Website ● Social media ● ACRL News	Winter 2024	Programming and Outreach sub-committee	Web conferencing platform (e.g., Zoom); Honorariums for each speaker ($100-$150 US each); ACRL liaison approval; Registration page and promotion through ACRL channels via ACRL communication
Panel 2: Select and invite speakers based on a topic. Schedule date and time Create registration Advertising through ACRL channels ● Website ● Social media ● ACRL News	Spring/Summer 2024	Programming and Outreach sub-committee	Web conferencing platform (e.g., Zoom); Honorariums for each speaker ($100-$150 US each); ACRL liaison approval; Registration page and promotion through ACRL channels via ACRL communication

Activity #4 Assessment
How will success be measured?
- Engagement from ACRL members via attendance.   - Launch of two panels as per deadlines (Winter 2024 and Spring/Summer 2024).

Work Plan Activity #5	
Activity Name:	Goal Area Committee (GAC) Outreach and Communication
Brief Description:	As an effort to ensure that EDI and Anti-racism work is overlapped or doubled, outreach and communication efforts will be made by the Chair and Vice-Chair once per term (Fall, Winter, and Spring/Summer 2024). The GAC committees include: Value of Academic Libraries (VAL), Student Learning (SLILC), Research and Scholarly Environment (ReSEC), and New Roles and Changing Landscapes (NRCL)

Activity #5 Timeline
How long will it take to do this project?

X   **continuous project assigned in charge**

☐   **short-term project that will be completed this membership year**

☐   **multi-year project continuing past June 30, 2024. Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

    ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

    ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

    ☐ Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

    ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ **Goal: Student Learning**

    ☐ Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

☐   Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

☐ **Goal: Research and Scholarly Environment**

    ☐   Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.

    ☐   Objective 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems.

    ☐   Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

☐ **Goal: New Roles and Changing Landscapes**

    ☐   Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

    ☐   Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

☐   Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

X   **Goal: Equity, Diversity and Inclusion**

☐   Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

☐   Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

    X   Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).

☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

Activity #5 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Send e-mail to GAC members to find times and set one meeting per term to share projects.	November 2023	Chair and Vice-Chair	
Set-up Zoom meetings	November 2023	Chair and Vice-Chair	Web conferencing platform (e.g., Zoom)
Report to EDI committee discussion topics and projects	December 2023, April 2024, and June 2024	Chair and Vice-Chair	

Activity #5 Assessment

How will success be measured?
- Confirmed and scheduled meetings with GAC members   - Feedback from GAC members in June 2024 for the year-end report

AC 2024 Skeleton Schedule draft v1

Option A: Reduce non-Council governance meetings at Annual Conference (e.g. convert BARC, PBA, Membership to virtual only)

Thurs, 6/27
- SESSION BLOCK 1 — 9-10am
- SESSION BLOCK 2 — 10:30-11:30am
- SESSION BLOCK 3 — 1-2pm
- SESSION BLOCK 4 — 2:30-3:30pm
- SESSION BLOCK 5 — 4-5pm
- ACRL Board Dinner 7pm

Fri, 6/28
- APA BoD — 8:30-9:00am
- SESSION BLOCK 6 — 9-10am
- ALA Executive Board Meeting I — 9:00-12:00pm
- SESSION BLOCK 7 — 10:30-11:30am
- SESSION BLOCK 8 — 1-2pm
- ACRL LC 1-3; Reception 3-4
- SESSION BLOCK 9 — 2:30-3:30pm
- Opening General Session — 4-5:30pm
- Marketplace Opens — 5:30-7pm

Sat, 6/29
- Council Orientation — 8:30-10am
- SESSION BLOCK 10 — 9-10am
- ALA Council I Meeting — 10:00 - 12:00 pm
- SESSION BLOCK 11 — 11am-12pm
- ALA Governance Institute / Strategic Leadership Workshop — 12:30-2:30pm
- SESSION BLOCK 12 — 1-2pm
- ACRL Board I: 1-4pm
- SESSION BLOCK 13 — 2:30-3:30pm
- SESSION BLOCK 14 — 4-5pm
- MARKETPLACE OPEN

Sun, 6/30
- SESSION BLOCK 15 — 9-10am
- ALA Council II Meeting — 9:00-11:30am
- ACRL B&F II 9-11am
- SESSION BLOCK 16 — 11am-12pm
- Affiliates Luncheon — 12-1:30pm
- ACRL Board lunch 12-1
- SESSION BLOCK 17 — 1-2pm
- ACRL Board II: 1-3pm
- SESSION BLOCK 18 — 2:30-3:30pm
- Awards/President Program — 3:30-5:30pm
- MARKETPLACE OPEN

Mon, 7/1
- ALA Council III Meeting — 9:00-11:30am
- SESSION BLOCK 19 — 9-10am
- SESSION BLOCK 20 — 10:30-11:30am
- ALA Executive Board Meeting II — 1:00-5:00pm
- SESSION BLOCK 21 — 1-2pm
- SESSION BLOCK 22 — 2:30-3:30pm
- SESSION BLOCK 23 — 4-5pm
- MARKETPLACE OPEN

Tues, 7/2
- SESSION BLOCK 24 — 9-10am
- Closing Program — 11-12pm
- Inaugural Celebration — 12:30-2:30pm

Notes:

Note: On the recommendation of the ALA Membership Committee, ALA Membership and Information Meeting to be held virtually in June. Date TBD. EB Approval pending

PBA/Division Leadership Meeting to be virtual

BARC/F&A Meeting virtually before AC

ALA Executive Board III to be held virtually to save on meeting costs

ACRL Leadership Council & Membership Meeting Agenda

Tuesday, April 25, 2023, 1:00 PM - 3:00 PM Central Time

Time	Agenda Item
1:00 - 1:05	**Welcome (ACRL President Erin Ellis)**
1:05-1:25	**One Pagers from Goal-area Committees** Opening with the question, What is the most impactful thing on which you've been working?
1:25-1:45	**Oral report from Awards Process Implementation Task Force. Q&A. (John Lehner, Lori Goetsch, Co-Chairs)**
1:45-2:00	**Oral report from Member Accommodation/Compensation Task Force. Q&A (Trevor A. Dawes, Co-Chair)**
2:00-2:10	**Break**
2:10-2:15	**Section Membership Committee (Joyce Garczynski, Chair)**
2:15- 2:35	**Breakouts** Please assign a note taker for report outs.
2:35-2:55	**Report out from breakouts.**
2:55-3:00	**Closing (Erin Ellis)**

ACRL Virtual Leadership Council & Membership Meeting

Monday, April 11, 2022 | [Zoom Registration](#)

11:00 am–1:00 p.m. Pacific | 12:00–2:00 p.m. Mountain | 1:00–3:00 p.m. Central | 2:00–4:00 p.m. Eastern

1:00–1:05 p.m. CT	**1.0 Welcome & Introductions**	**Julie Garrison** *ACRL President*
1:05–1:15 p.m. CT	**2.0 Recent ACRL Board Actions** • Awards • Member Accommodation/ Compensation Task Force • Nominations and Policies Audit Task Force • EDI Goal Area	**Julie Garrison** *ACRL President*
1:15–1:20 p.m. CT	**3.0 ACRL Short-term Priorities #5.0** • Communication • Equity, Diversity & Inclusion • Membership	**Julie Garrison** *ACRL President*
1:20–1:51 p.m. CT	**4.0 Goal-area Committee Updates #4.0**	
1:20–1:27 p.m.	• New Roles and Changing Landscapes Committee	**Marilyn Myers** *NRCL Chair*
1:27–1:34 p.m.	• Value of Academic Libraries Committee	**Rebecca Croxton** *VAL Chair*
1:34–1:39 p.m.	• Student Learning and Information Literacy Committee	**Meg Meiman** *SLILC Chair* **Melissa Mallon** *SLILC Vice-Chair*
1:39–1:46 p.m.	• Equity, Diversity and Inclusion Committee	**Maisha Carey** *EDI Chair* **Je Salvador** *EDI Vice-Chair*
1:46–1:51 p.m.	• Research and Scholarly Environment Committee	**Sandra Enimil** *ReSEC Chair*
1:51–2:01 p.m. CT	**5.0 Q&A**	**Julie Garrison** *ACRL President*

2:01–2:10 p.m. CT	**Break**	
2:10–2:40 p.m. CT	**6.0 Small Group Discussions #2.0**	**Julie Garrison** *ACRL President*
2:40–2:55 p.m. CT	**7.0 Report Out**	**Julie Garrison** *ACRL President* **Robert Jay Malone** *ACRL Executive Director*
2:55–3:00 p.m. CT	**8.0 Wrap-up, Next Steps for Engagement**	**Julie Garrison** *ACRL President*

Following the virtual meeting, an online evaluation will be sent to all invitees.

Documents

- Doc 1.0 ACRL Plan for Excellence
- Doc 2.0 Small Group Discussion Questions
- Doc 3.0 ACRL Structure Chart
- Doc 4.0 Goal-area Committee Reports & Work Plans
- Doc 5.0 Short-term Priorities Focus Group Summary

VIRTUAL LEADERSHIP COUNCIL
AND MEMBERSHIP MEETING
AGENDA

Monday, May 24, 2021 ▪ 11:00 am-12:30 p.m. Pacific | noon-1:30 p.m. Mountain | 1:00 – 2:30 p.m. Central | 2:00-3:30 p.m. Eastern
Zoom Login emailed upon registration

1:00–1:05 p.m.	**Welcome & Introductions**	**Jon Cawthorne** ACRL President
1:05–1:25 p.m.	**ALA Pivot Strategy and Divisions #1.0**	**Tracie Hall** ALA Executive Director
1:25–1:45 p.m.	**Breakout Groups**	**Jon Cawthorne** ACRL President
1:45pm	**Reconvene & Introductions**	**Jon Cawthorne** ACRL President
1:47–2:07 p.m.	**Advancing ACRL's Core Commitment to EDI. #2.0, #3.0, #4.0,**	**Mary Beth Lock** Equity, Diversity & Inclusion Committee **Carolyn Allen** Budget and Finance Committee
2:07-2:27 p.m.	**Breakout Groups**	**Jon Cawthorne** ACRL President
2:27–2:30 p.m.	**Reconvene & Closing Remarks**	**Jon Cawthorne** ACRL President

Following the virtual meeting, please complete the online evaluation.

Documents
Doc 1.0   ALA Pivot Strategy
Doc 2.0   ACRL Plan for Excellence
Doc 3.0   ALA Midwinter 2021 reports by Goal Area Committees
Doc 4.0   Report of recent ACRL activities that support Core Commitment