Association of College and Research Libraries
Fall Board Virtual Meeting
November 16, 2020
1:00–4:00 p.m. Central

Zoom: https://ala-events.zoom.us/j/92028693398

Agenda

Time	Item (Document number follows topic and presenter)
1:00 p.m.	**1.0 Call to order (Cawthorne)**
1:00–1:03 p.m.	**2.0 Opening remarks/review of ground rules (Cawthorne)**
1:03–1:05 p.m. ***Action***	**3.0 Adoption of the agenda (Cawthorne)**
1:05–1:06 ***Action***	**4.0 Consent Agenda (Cawthorne)** [In order to allocate more Board time to the matters of highest priority, it is recommended that we develop a consent agenda for more routine matters on which there is little perceived need for debate or on which more meaningful debate will take place in other forums and need not be repeated in the Board's discussions. We will act on these items as a group. **Any item may be removed** from the consent agenda if **any member** of the Board of Directors requests separate consideration of the item. Any separate agenda item can be suggested for inclusion in the consent agenda.] 4.1 Confirmation of asynchronous virtual votes #2.0 4.2 Dissolution of MLA International Bibliography in Academic Libraries Discussion Group #2.1 4.3 Dissolution of LIS Collection Discussion Group #2.2 4.4 Framework for Impactful Scholarship and Metrics #2.3, #2.3a, #2.3b 4.5 Transition of Librarianship in For-Profit Educational Institutions Interest Group from Interest Group to Discussion Group #2.4 4.6 Publications in Librarianship (PIL) Editor Term #2.5

Time	Item (Document number follows topic and presenter)
1:06–1:15 p.m. ***Information***	**5.0 Officer Reports** In the interest of time, the officers will entertain questions about their written reports. 5.1 President's report (Cawthorne) #1.1 5.2 President-elect's report (Garrison) #1.2 5.3 Past President's report (Munro) #1.3 5.4 Councilor's update (Bryant) #1.4 5.5 Exec. Director's Plan for Excellence Activities Report (Malenfant) #1.5, #1.6 5.6 Representative Report (Munro) #3.0
1:15–1:25 ***Discussion/Action***	**6.0 CLS Statement on Library Leadership Positions (Cinthya Ippoliti) #7.0, #7.1** The Board will review and take action on the ACRL College Libraries Section's draft *ACRL Statement on Importance of College Library Leadership Positions*.
1:25–1:35 p.m. ***Discussion/Action***	**7.0 RBMS Conference (Petrina D. Jackson, Elizabeth Call, Robin M. Katz) #15.0** The Board will review the recommendation that the RBMS 2021 Conference is offered as a virtual-only event held over approximately the same dates in mid-to-late June 2021.
1:35–1:50 p.m. ***Discussion***	**8.0 *C&RL News* Printing Schedule (David Free) #8.0** Board will discuss the possibility of revising the printing schedule for *C&RL News*.
1:50–2:05 p.m. ***Discussion***	**9.0 *Framework for Information Literacy for Higher Education* Review (Jennifer E. Steele, Caitlin Plovnick) #9.0** The Board will review a request regarding the timeline for the *Framework*. The document was approved in 2016, and should be reviewed in 2021 per the ACRL Guide to Policies and Procedures.
2:05–2:20 p.m.	**10.0 ACRL Budget**
2:05–2:10 p.m. ***Information***	**10.1 FY20 Report Update (Allen)** The Board will receive an update on plans for the FY20 Annual Financial Report, as well as a status update on financial reports.

Time	Item (Document number follows topic and presenter)
2:10–2:15 p.m. ***Information***	**10.2 Board B&F EDI Working Group Update (Allen) #FYI-2** The Board will receive an update on the joint working group that is reviewing ACRL finances with an equitable lens.
2:15–2:30 ***Discussion/Action***	**10.3 FY22 Budget Assumptions & Board Participation Funding (Allen/Garrison) #6.0, #17.0, #17.1** The Board will discuss and take action on ACRL's and CHOICE's assumptions that will inform the development of the FY22 budget. The Board will also continue its discussion from the 2020 June meetings on Board participation requirements, and if ACRL should include travel funding in the FY22 budget.
2:30–2:40 p.m.	**Break**
2:40–2:50 p.m. ***Discussion/Action***	**11.0 Free Memberships for BIPOC (Mary Beth Lock) #14.0, #14.1** The Board will review and take action on a request from the ACRL Equity, Diversity and Inclusion Committee for ACRL to provide 50 free ALA/ACRL memberships for BIPOC library workers.
2:50–3:05 p.m. ***Discussion/Action***	**12.0 Listservs to ALA Connect Transition (Jon Cawthorne, Mary Jane Petrowski) #4.0, #4.1, #5.0, #5.1** As ALA moves to transition its discussion lists to ALA Connect, the Board will discuss and take action on how to best include non-members who are currently engaged in discussion lists.
3:05–3:25 p.m.	**13.0 Leadership Council**
3:05–3:15 p.m. ***Information/Discussion***	**13.1 Virtual Leadership Council Fall 2020 & EDI Ideas (Cawthorne) #11.0, #12.0** The Board will review feedback from the fall ACRL Leadership Council evaluation, including breakout session ideas to make ACRL more equitable.
3:15–3:25 p.m. ***Discussion***	**13.2 Virtual Leadership Council 2021 (Cawthorne) #13.0** The Board will decide if ACRL should hold a virtual Leadership Council in 2021, and if an event should coincide with the virtual 2021 ALA Midwinter Meeting.

Time	Item (Document number follows topic and presenter)
3:25–3:35 p.m. ***Discussion***	**14.0 Future Board Meetings (Cawthorne) #10.0** The Board will discuss preferences for future Board meeting frequency and length. The Board will also discuss its plans for the virtual 2021 ALA Midwinter Meeting. Typically, the Board meets four times during the face-to-face ALA Midwinter Meeting: Board Update, Joint Board and B&F Meeting, Board I & II.
3:35–3:45 p.m. ***Information***	**15.0 New Business (Cawthorne)**
3:45 p.m.	**Executive Session (Cawthorne)**
3:45–4:00 p.m. ***Discussion/Action***	**16.0 IFLA Nominations (Cawthorne) #16.0, #16.1**
4:00 p.m.	**17.0 Adjourn (Cawthorne)**

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 Board'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 Board promptly.
c. Board members initiating discussion on social media should report back to responding members with the results of the discussion.

Document Inventory: ACRL Fall Board Virtual Meeting

Each document is bookmarked within the PDF for easier navigation. The meeting agenda includes document numbers if there are accompanying documents for an agenda item.

Document Inventory Key

Black = Included in Packet
Blue = New Documents

Doc #	Document Title
Doc 1.1	President's Report
Doc 1.2	President-Elect's Report
Doc 1.3	Past-President's Report
Doc 1.4	Councilor's Report
Doc 1.5	Executive Director's Plan for Excellence Activities Report
Doc 1.6	Enabling Programs and Services: Key Performance Indicators (KPIs)
Doc 2.0	Board action form: confirmation of non-synchronous virtual votes
Doc 2.1	Board action form: Dissolution of MLA International Bibliography in Academic Libraries Discussion Group
Doc 2.2	Board action form: Dissolve LIS Collection Discussion Group
Doc 2.3	Board action form: Framework for Impactful Scholarship and Metrics
Doc 2.3a	Draft Framework for Impactful Scholarship and Metrics
Doc 2.3b	Transmittal Framework for Impactful Scholarship and Metrics
Doc 2.4	Board action form: Transition of Librarianship in For-Profit Educational Institutions Interest Group from Interest Group to Discussion Group
Doc 2.5	Board action form: Publications in Librarianship (PIL) Editor Term
Doc 3.0	ACRL Representatives Report
Doc 4.0	Board discussion form: Listservs to ALA Connect
Doc 4.1	Options for Discussion List Transition
Doc 5.0	Forum Questions and Responses
Doc 5.1	Survey Feedback
Doc 6.0	FY22 Budget Assumptions: ACRL & Choice
Doc 7.0	Board action form: CLS Statement on Library Leadership Positions
Doc 7.1	CLS Statement on Library Leadership Positions
Doc 8.0	Board action form: *C&RL News* Printing Schedule
Doc 9.0	Board discussion form: *Framework for Information Literacy for Higher Education* Review
Doc 10.0	ACRL 2020 Midwinter Board Schedule
Doc 11.0	Leadership Council Evaluation Responses
Doc 12.0	Leadership Council Breakout Session EDI Ideas
Doc 13.0	Past Leadership Council Agendas

Doc #	Document Title
Doc 14.0	Board action form: 50 Free BIPOC Memberships
Doc 14.1	Application Questions
Doc 15.0	Board action form: RBMS Conference
Doc 16.0	Confidential Board action form: IFLA Nominations (sent via email)
Doc 16.1	Confidential IFLA Applications (sent via email)
Doc 17.0	Board action form: Board participation funding
Doc 17.1	Board travel funding analysis

FYI #	Document Title
FYI-1	Task Force Status Chart
FYI-2	Board Working Group Status Chart
FYI-3	ACRL Board Ground Rules and Social Media Guidelines
FYI-4	ACRL Candidates for 2021 Election
FYI-5	Chapter Conference Dates 2020–2021
FYI-6	Liaisons Assembly Reports
FYI-7	Board Liaison Assignments 2020–2021
FYI-8	Committee Meeting Minutes: Annual 2020
FYI-9	Plan for Excellence Implementation Reports FY20
FYI-10	Committee Reports and Work Plans
FYI-11	NSSE Information Literacy Module Review Task Force Interim Report

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ACRL Officer Report

Position: President, ACRL

Name: Jon E. Cawthorne, Ph.D.

Date submitted: November 12, 2020

Strategic priority activities

- Leadership Council Working Group Planning (DEI and Core Commitment)
- Assisting in selection of Mackenzie Mack, Virtual Leadership Council
- Convened Presidential Program Planning Committee
- Convened Diversity Alliance Task Force Committee (DEI and Core Commitment)
- Board Planning, ACRL President's Calls
- Appointments Process Recommendations meeting with Vice-President, President elect Julie Garrison
- Individual calls to member leaders of goal area committees

Ambassador activities

- Video Congratulations for Nevada State College
- Illinois Library Conference Keynote, October 21, 2020 "*Mountains to Climb: Finding the Silver Lining During a Pandemic"*
- ALA Connect Town Hall "Re-start Panel" and part of ALA President's Program "ACRL Update"
- SPARC Panel on Collections, Budget and Open Access post pandemic
- Ryerson University Open Access Keynote, October 22, 2020 "*Mountains to climb: Leadership for sustainable change in scholarly communication"*
- ALA President's meetings convened by ALA President Julius Jefferson
- Interviewed by several students interested in ACRL, Leadership journey

Association service

- ALA Connect/Sympa Town Hall
- Executive Retreat with Interim Executive Director, "Board Leadership"
- Member, ACRL Executive Director Search Committee
- Met with DSS about the challenges of issuing statements for ACRL and ALA
- Many personalized Thank yous for donors and friends
- Mountains to Climb: Leadership for sustainable change in scholarly communication, C&RL News, Vol. 81, No. 8, September 2020, p.374-377.

Press coverage

- LJ interview about the ACRL Conference

Upcoming scheduled activities

- Speaker, Wayne State University School of Information Sciences, ALA Student Chapter, November 19, 2020
- ALA Connect Live Session
  November 19, 2020

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ACRL Officer Report

Position: Vice President/President Elect

Name: Julie Garrison

Report period: July – October, 2020

Date submitted: November 3, 2020

Strategic priority activities

- Made appointments to ACRL LRNC and the Appointments Committee
- Participated in planning conversation and resulting Leadership Council Program on EDI
- With the ACRL Executive Committee, participated in decision to cancel ACRL in-person 2021 conference
- Participated in ACRL Executive Session held on October 7, 2020

Ambassador activities

- ALA Committee on Appointments – working with Presidents from across ALA Divisions to make ALA committee appointment recommendations, due to Patty Wong on November 20, 2020

Association service

- ACRL Presidents' Calls, most Fridays
- Attended ACRL Budget and Finance Committee Orientation and Board Orientation
- Made donor thank you calls
- Developed Action Item for ACRL Board consideration on ACRL Board recruitment and travel expenses
- Attended ALA meetings – joint BARC & Finance & Assembly Committee meeting, ALA Executive Board Meeting, Committee on Appointments orientation

Press coverage

- Personalized language for the Call for Volunteers that will be share on ACRL marketing channels and in *C&RL News* in early December

Upcoming scheduled activities

- ACRL Budget and Finance Committee, FY 2022 Budget Assumptions Meeting, November 5, 2020, 2-3 pm ET, Virtual
- ACRL Fall Board of Directors Meeting, November 16, 2020, 2-5 pm ET, Virtual
- ACRL Presidents' Call, Every Friday, 1-2 pm ET, Virtual

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ACRL Officer Report

Position: Past president

Name: Karen Munro

Report period: July 2020 – Oct 2020

Date submitted: Oct 19, 2020

Strategic priority activities

- Member of ALA search committee for ACRL Executive Director
- Attended virtual ALA Executive Board, BARC, and Finance & Audit meetings

Ambassador activities

- Thank-you calls to ACRL donors

Association service

- Participated in weekly presidents' and ED calls
- Participated in Leadership Council (Fall 2020)

Upcoming scheduled activities

- ALA virtual Midwinter Meeting, January 2021
- ACRL 2021 virtual conference, April 2021

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ACRL Officer Report

Position: ACRL Division Councilor

Name: Jacquelyn A. Bryant

Report period: July 2020 – November 2020

Date submitted: November 9, 2020

Strategic priority activities

- ACRL Virtual Leadership Orientation Meeting (7/15)
- ACRL New Board of Directors Orientation (7/15)
- ACRL Leadership Council meeting facilitated by McKensie Mack (9/21)
- ACRL Leadership Council Breakout meeting facilitated by McKensie Mack (9/23)
- ACRL Executive Session (10/6)
- ACRL Leadership Council (10/9)
- ACRL Fall Board of Directors Orientation (10/28)

Ambassador activities

- Attended Government Relations Committee meeting (7/20)
- Composed 5 thank you email messages to ACRL donor members (July/August)

Association service

Attended the following ALA Council Meetings:

  - Orientation sessions (7/28, 9/8)
  - Forward Together Working Group (FTWG) sessions 1-5 (8/28, 9/11, 9/25, 10/9, 11/6)
  - Fall Council Meeting (9/18)
- ACRL Conference Poster Committee Meeting (9/28)

Upcoming scheduled activities

- ACRL Professional Values Committee meeting (11/10)
- ACRL Government Relations Committee meeting (11/11)
- ACRL Fall Board of Directors meeting (11/16)
- FTWG Session 6 (11/20)
- ALA Council meeting (12/3)

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Plan for Excellence Quarterly Activity Report (PEAR)
Report Period: June 6, 2020 - October 30, 2020

This is the fourth-quarter report of a cumulative report for FY2020. Data format:

- New entries are in regular font.
- Previously reported entries are in *italic*.

Strategic Goal Areas

Value of Academic Libraries

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

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

- The VAL Committee is planning an ACRL Online Forum for spring 2021 to showcase the findings of six research grant recipients.
- *In May, the VAL committee opted to offer all FY19 research grant recipients a blanket one-year extension, if needed, to complete their work due to the impact of COVID-19. Dissemination funds cannot be extended and must be used by Aug. 31, 2020.*
- *The Academic Library Impact special issue of College & Research Libraries was released in April.*
- *In mid-February, leaders of the VAL committee decided to suspend the ALI research grants for FY20 and 21, in light of ALA's financial challenges and in anticipation of reduced staff support (current staff liaison, Kara Malenfant, will assume interim ED role in late April).*
- *The VAL committee reviewed interim reports by FY19 recipients, providing feedback on proposed changes to project design.*
- *The VAL committee reviewed and approved requests from FY19 recipients for additional dissemination funding.*
- *The VAL committee is assessing the research grant program. Recipients of 2019 grants submitted interim reports.*
- *Editors are making good progress on the special issue of College & Research Libraries, for April 2020 publication, around new research on the impact of academic libraries on student learning and success in higher education. In particular, research articles were sought that advance the six priority areas*

established in ACRL's 2017 report, Academic Library Impact: Improving Practice and Essential Areas to Research.

- *The VAL committee has decided to discontinue supporting the visualization component created by OCLC to accompany the 2017 report Academic Library Impact: Improving Practice and Essential Areas to Research. Usage is low and it requires substantial effort to keep up to date with relevant literature. There will be a notice placed on the dashboard landing page about the sunset date of May 1, 2020.*

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

- The VAL Committee will present an "Update on Value of Academic Libraries Initiatives" for the MW21 Virtual Conference.
- *In mid-February, leaders of the VAL committee decided to suspend the VAL travel scholarship program for FY20 and 21, in light of ALA's financial challenges and in anticipation of reduced staff support (current staff liaison, Kara Malenfant, will assume interim ED role in late April).*
- *The VAL committee is assessing the travel scholarship program.*
- *On Nov 12, ACRL announced 4 recipients of its fourth round of Value of Academic Libraries Travel Scholarships, up to $2,000 each, which support librarians presenting on their work demonstrating the impact of academic libraries in the broader landscape of higher education. These travel scholarships take up a recommendation from the 2017 ACRL report Academic Library Impact: Improving Practice and Essential Areas to Research that academic librarians effectively communicate their contributions to institutional stakeholders and the higher education community. New in 2019-2020, proposals can be related to any of ACRL's four strategic goal areas or the Core Commitment to Equity, Diversity, and Inclusion, as articulated in the ACRL Plan for Excellence. The recipients are:*
    - *Elizabeth Cheney (California State University-Northridge) for a presentation titled "Affordable Learning Solutions for Student Success at CSUN" at 2020 Alliance of Hispanic Serving Institution Educators.*
    - *Erin Durham (University of Maryland Baltimore County) for a presentation titled "Mission Not-Impossible – Open Educational Resources and Accessibility – Two Roadmaps for Strategic Collaboration to Support the Institutional Mission/Vision" at Online Learning Consortium: Accelerate.*
    - *Samantha Kennedy (Rowan University) for a workshop titled "Open Educational Resources Boot Camp: How to Leverage Interdisciplinary Connections to Create More Affordable, Inclusive Classroom Resources" at Conference on College Composition and Communication Annual Convention.*
    - *Pamela Mann (St. Mary's College of Maryland) for a workshop titled "Community Based Spanish and Critical Information Literacy" at AACU: Global Citizenship for Campus, Community and Careers: Crossing Borders and Boundaries.*

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

- Project Outcome for Academic Libraries has 3,281 users as of October 28, 2020. To date, 542 academic libraries have created surveys and collected 55,781 responses.
    - A new case study was added from DeSales University.
    - A new resource, Setting Goals for Outcome Measurement, was published.
    - A qualitative dashboard has been added to the data visualization tools.
    - The editorial board is updating user resources and planning a series of webinars for the spring.
- *Project Outcome for Academic Libraries has 3015 users as of June 4. 500 academic libraries have created surveys and collected 43,306 responses.*
    - *The First Annual Report was released in June, summarizing the development and engagement with the toolkit so far.*
    - *A new case study was added from Southern Utah University.*
    - *The rate of new user sign-ups and response collection has decreased significantly in March with the impact of COVID-19. The editorial board has developed guidelines for new case studies and solicited submissions from users. The editorial board drafted new talking points to respond to user questions and is currently working to develop new case studies. (On outreach efforts, see the Education section below.)*
- *A VAL subcommittee has been meeting to begin work on a LibGuide toolkit on data analytics and privacy.*

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

- The VAL committee has agreed to analyze the results of the 2020 ACRL EDI survey (currently in the field through February 28, 2021).
- *A VAL subcommittee continues work towards an Equity & Social Justice Spotlight series on ACRL Insider and have reached out to some colleagues to be profiled (including non-library folks).*

Student Learning

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

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

- C&RL published “Developing a Framework to Improve Information and Digital Literacy in a Bachelor of Paramedic Science Entry-to-Practice Program” by Nigel Christopher Barr, Bill Lord, Belinda Flanagan, Roger Carter (September 2020); and “News Credibility: Adapting and Testing a Source Evaluation Assessment in Journalism” by Piotr S. Bobkowski, Karna Younger (July 2020).
- C&RL News published “Educational development partnerships and practices: Helping librarians move beyond the one-shot” by Sara Sharun, Erika E. Smith (Oct. 2020); “Loaded questions: The Framework for Information Literacy through a DEI lens” by Karin Heffernan (Sept. 2020); “Teaching information literacy: Developing an online course for faculty” by Jane Hammons (July/Aug. 2020).

- ACRL published Hidden Architectures of Information Literacy Programs: Structures, Practices, and Contexts, edited by Carolyn Caffrey Gardner, Elizabeth Galoozis, and Rebecca Halpern.
- In October SLILC issued a call for chapters for their new publication, Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners.
- The ACRL Framework Sandbox, an openly accessible platform and repository for librarians and their educational partners to discover, share, collect and use ongoing work related to the ACRL Framework in practice and professional development, was visited more than 89,871 times in FY20. The Sandbox now provides access to 229 resources, including more than 28 resources that were added or revised this year. The online version of the Framework itself was accessed more than 89,000 times in FY20.
- PRIMO (Peer-Reviewed Instruction Materials Online) maintained by the ACRL Instruction Section provides access to 340 resources. Between September 2019 and August 2020, seven new approved projects were added to the database.
- ACRL/CHOICE Webinars presented “The Socially-Distanced Library: Transitioning Faculty to Online Teaching Environments” (August 2020).
- ACRL offered a free presentation, "Project Outcome for Academic Libraries: An Introductory Workshop” (August 2020); “Developing Signature Pedagogies in Information Literacy (e-seminar) (August 2020), and “Hidden Architectures in Information Literacy - A Three-Part Webcast Series” (July 2020).
- ACRL Health Sciences Interest Group presented an ACRL online forum, "Building Foundational Information Literacy Skills through a Course-integrated LibWizard Tutorial." (July 2020)
- ACRL Where Together, a free online virtual event (June 2020), featured "Students Do Not Attend Alone: A Community Approach to College Information Literacy;" "Flip the Deficit Script: First-year student interviews about everyday life research can change your instruction;" "Teaching Computer Science Students About Algorithm Bias."
- DoLS sponsored a free online discussion forum: “Online Learning & Non-Traditional Student Populations” (June 2020).
- *The ACRL Board of Directors approved a new Framework for Access Services Librarianship (PDF) at its spring virtual meeting. Consisting of four sections, the framework defines access services, suggests competencies for access services librarians and managers, examines marketing and outreach of access services, and suggests opportunities for professional engagement for access services librarians.*
- *The ACRL Framework Sandbox, an openly accessible platform and repository for librarians and their educational partners to discover, share, collect and use ongoing work related to the ACRL Framework in practice and professional development, has been visited more than 70,876 times this year. The Sandbox now provides access to 222 resources, including 24 resources that were added this year. The online version of the Framework itself has been accessed more than 70,952 times this year and 230 copies of the print edition have been requested.*
- *ACRL published The Engaged Library: High-Impact Educational Practices in Academic Libraries, edited by Joan D. Ruelle.*

- *C&RL published "Information Literacy and Cultural Context: Chinese English Language Learners' Understandings of Information Authority" by Emily Crist and Diana Popa (May 2020).*
- *C&RL News published "First-Generation Students and the Framework in Everyday Contexts" by Darren Ilett; "Fighting Fake News: Inspiring Critical Thinking with Memorable Learning Experiences," by Stephanie A. Diaz, Russell A. Hall; "Evoking Truthiness: Using Satirical News Comedies to Teach Information Literacy," by Annis Lee Adams, Stephanie Alexander, Lana Mariko Wood; "The Framework for Information Literacy for Higher Education (in Prison): Using the Frames to Teach Incarcerated Students" by Clare Kuntz Balcer.*
- *"Engaging with the ACRL Framework:A Catalyst for Exploring and Expanding Our Teaching Practices," is being offered as an e-learning course, June 1- July 3, 2020.*
- *"Learning Through Play: Games and Gamification in Information Literacy Instruction," was offered as an ACRL e-Learning webcast, May 14, 2020.*
- *The ACRL Information Literacy and Standards Committee sponsored a free online discussion forum, "Connecting Justice to Frameworks: Information Literacy in Social Work," on May 21, 2020.*
- *ACRL published Learning Beyond the Classroom: Engaging Students in Information Literacy through Co-Curricular Activities, and Critical Thinking About Sources Cookbook.*
- *C&RL News published "Critical appraisal: The key to unlocking information literacy in the STEM disciplines" by Kathryn Mercer, Kari D. Weaver, Rachel Figueiredo, Caitlin Carter (March 2020); "Instructional design: Resources for online learning" by Laura A. Sheets (March 2020); "Taking root: Librarians help new Forestry students create a learning community," by Erica Lopez, Tina Oswald (March 2020); "Knowing when to cry uncle: Balancing instructional initiatives," by Angie Cox, Jim Kelly, Chris Neuhaus (Feb. 2020); "Exploring worldviews and authorities: Library instruction in Indigenous Studies using Authority is Constructed and Contextual" by Michael Dudley (Feb. 2020).*
- *C&RL published "Information Literacy's Influence on Undergraduates' Learning and Development: Results from a Large Multi-institutional Study" by Kevin Fosnacht (March 2020) and "Community College Librarians and the ACRL Framework: Findings from a National Study" by Susan Wengler, Christine Wolff-Eisenberg (January 2020).*
- *Free e-learning offerings included Pandemic Pedagogy: Resources for Library Instruction at a Distance (March 18) and Instruction and Outreach for Diverse Populations: Native/Indigenous Librarians and Students, Parts 1" (February 28, 2020).*
- *The ACRL Framework Sandbox received 56,643 total page views from September 1, 2019 – March 25, 2020. The Sandbox now provides access to 210 resources. Twelve resources were added since September 1, 2019 and 53 new contributor accounts were added during the same time period. The top 3 most popular resources to date (based on download counts) are: (1) Research Question Generator (downloaded 5,455 times); (2) The Blueprint for Hip Hop Information Literacy (downloaded 4,064 times); (3) Ethical Use of Information in Presentations (downloaded 2,685 times).*
- *The "Perspectives on the Framework" column of C&RL News published "The long conversation: Reflections "on science librarianship" by Robin Ford (Dec. 2019). C&RL News also published "Instruction librarians and instructional designers: A natural collaboration" (Catherine Tingelstad and Heather*

McCullough); and "Rethinking CRAAP: Getting students thinking like fact-checkers in evaluating web sources" (Jennifer A. Fielding).

- *The ACRL Framework Sandbox received 33,879 total page views from September 1, 2019 – January 1, 2020. The Sandbox now provides access to 207 resources. Nine resources were added since September 1, 2019 and 31 new contributor accounts were added during the same time period. The top 3 most popular resources to date (based on download counts) include: (1) Research Question Generator (downloaded 4,728 times); (2) The Blueprint for Hip Hop Information Literacy (downloaded 3,887 times); (3) Ethical Use of Information in Presentations (downloaded 2,634 times).*
- *C&RL published one in this area including: "Affective Aspects of Instruction Librarians' Decisions to Adopt New Teaching Practices: Laying the Groundwork for Incremental Change."*
- *ACRL published The Sustainable Library's Cookbook; Supporting Today's Students in the Library: Strategies for Retaining and Graduating International, Transfer, First-Generation, and Re-Entry Students; and Building Teaching and Learning Communities: Creating Shared Meaning and Purpose.*

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

- *National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force was approved in April and charged to work with the National Survey of Student Engagement staff to review and revise the current information literacy module and provide comment on the analysis of the data by August 2021 and to review the new pilot module and suggest revisions (if needed) by October. The task force will also provide feedback on the NSSE data analysis during the spring/summer of 2021.*

Research and Scholarly Environment

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

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

- ACRL and SPARC offered a virtual edition of their popular forum on scholarly communications, "Navigating the Current Budget Crisis While Creating a More Sustainable, Values-Aligned Future for Research" on August 24, 2020, featuring panelists including ACRL President Jon Cawthorne.
- *The Academic Library Impact special issue of College & Research Libraries, released in April, used an open developmental peer-review process aimed at revising and improving the work in progress. While C&RL had tried this approach on a much smaller scale before, this is the first time it had been done for a whole journal issue.*

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.

- ReSEC and ACRL staff finalized the migration of the scholcomm listserv from Sympa to ALA Connect on August 1, 2020, and the Sympa list was deactivated in September.
- In advance of Open Access Week 2020, October 19-26, ReSEC and ACRL staff updated the ACRL Scholarly Communications Toolkit.

- Elena Azadbakht and Teresa Schultz will be presenting the results of their research funded by the ACRL Scholarly Communications Grants at the Open Education Conference in November 2020. Their registration for the virtual conference was underwritten by ACRL via grant dissemination funds.
- ACRL staff are working with ReSEC and the presenter teams for the Scholarly Communication and Research Data Management RoadShows on virtual options for calendar year 2021.
- *Interim reports from the first Scholarly Communications Research Grant recipients were submitted on June 1.*
- *ReSEC's joint program with ACRL's Publications Coordinating Committee, "Open Peer Review: Considerations for Authors and Publishers," accepted for ALA Annual 2020, will be presented as part of ACRL's Together Wherever virtual event on June 9, 2020, at 11am CT.*
- *ACRL and SPARC once again offered their popular forum on scholarly communications as part of the ALA MW in Philadelphia on Saturday, January 25. The forum focused on negotiating journal packages and the work and strategic planning that needs to happen before a big deal or journal package negotiation in order to negotiate more aggressively or consider walking away altogether.*
- *Members of ReSEC updated the scholarly communication toolkit in advance of Fair Use Week.*
- *In reporting to the ACRL Board at ALA MW, ReSEC recommended changing the subsidized road show program to include any of the workshop topics with hosts limited to minority-serving institutions.*
- *ACRL continues to subsidize the scholarly communication RoadShow to up to 5 hosts selected on a competitive basis. The selected hosts for 2020 are:*
    - *California State University, Sacramento*
    - *Central Washington University*
    - *St Cloud State University*
    - *University of Iowa*
    - *University of Memphis*

The ReSEC committee has had conversations about changing the eligibility criteria to give preference to minority-serving institutions.

- *ACRL and SPARC will once again offer their popular scholarly communication forum at the ALA Midwinter Meeting in Philadelphia.*
- *On Dec 6, ACRL announced the 7 recipients of its first Scholarly Communications Research Grants, up to $5,000 each, that contribute to more inclusive systems of scholarly communications in areas suggested by the 2019 report Open and Equitable Scholarly Communications: Creating a More Inclusive Future. The grant recipients are:*
    - *Tatiana Bryant (Adelphi University) and Camille Thomas (Florida State University) for a project titled "Attitudes Towards Open Access Publishing Amongst Faculty of Color"*
    - *Jennifer Chan (University of California, Los Angeles) and Juleah Swanson (University of Colorado Boulder) for a project titled "SCORE Analysis: Leveraging Institutional Data to Bring Balance Back into the Scholarly Landscape"*
    - *Amanda Makula and Laura Turner (University of San Diego) for a project titled "Collaborative Collection Development: Inviting Community-Owned Public Scholarship into the Academic Library"*

- *Gemmicka Piper (Indiana University–Purdue University Indianapolis) for a project titled "Barriers to Minority Faculty Open Knowledge Production"*
- *Mantra Roy (San Jose State University) for a project titled "Global South Speaks: A Librarianship Perspective"*
- *Teresa Schultz and Elena Azadbakht (University of Nevada, Reno) for a project titled "Accessible Open Educational Resources Project"*
- *Carolyn Sheffield, Michelle Flinchbaugh (University of Maryland, Baltimore County), Carolyn Cox (University of Baltimore), Adam Zukowski (Towson University), Robin Sinn, Caitlin Carter (Johns Hopkins University), Katherine Pitcher (St. Mary's College), Trevor Muñoz, and Terry Owens (University of Maryland, College Park) for a project titled "A Roadmap to the Future of Promotion & Tenure"*

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

- ReSEC presented ACRL's Open Access Week live webcast, "Celebrating Open Access Week: Building Structural Equity and Inclusion in Scholarly Communications," on October 21, 2020, featuring a panel of recipients of the 2019 Scholarly Communications Grants and moderated by Charlotte Roh, chair of ReSEC.
- *ReSEC leaders reviewed the text of the Joint Statement from ARL, ACRL, and The Oberlin Group of Libraries on the Importance of Extending Access to Library Resources during the Global COVID-19 Pandemic.*
- *On June 5, ACRL joined six other organizations in submitting a letter to thank the White House Office of Science and Technology Policy (OSTP) for its leadership and to urge OSTP to, "enact a strong national open access policy, and we stand ready to collaborate with you and all other stakeholders to ensure that U.S. federally funded research achieves the maximum public good it is intended to promote."*
- *ReSEC led the drafting of an ACRL/ALA response, submitted April 22, to a Request for Information issued by the White House Office of Science and Technology Policy on Public Access to Peer-Reviewed Scholarly Publications, Data and Code Resulting From Federally Funded Research.*
- *On January 8, ACRL joined eight other library, research, and advocacy organizations to express commitment to ensuring that American taxpayers are guaranteed immediate, free, and unfettered access to the results of taxpayer funded scientific research and to encourage the Administration to support continued progress towards this shared goal.*
- *ReSEC led the drafting of ACRL comments on the NIH Policy for Data Management and Sharing and Supplemental DRAFT Guidance, submitted Jan 9.*

New Roles and Changing Landscapes

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

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

- *After discussion at the April 8 Board meeting, NRCL has decided to focus on user experience/anthropology librarian for their next constellation topic. As recommended by the Board, they will concentrate on both new aspects of the role and ways in which the role is evolving due to changing circumstances.*

- *NRCL is in the process of identifying their next constellation topic around which they'll create information, products, and services. Potential topics have been narrowed to four choices—open science/knowledge, assessment librarian, user experience/anthropologist librarian, and digital humanities librarian—which they'll present to the Board at its April meeting for input.*
- *One of the six subgroups working on NRCL's diversity pipeline project, the First Job team, is developing a model onboarding system for new employees based on organizational socialization.*

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.

- "Fostering Change: A Team-Based Guide," the open access publication that resulted from NRCL's change course project, published on October 22, 2020; within a few days of release, the publication had been accessed 898 times. The curriculum designers/authors and overseeing members of NRCL presented a free webcast, "ACRL Presents: Using ACRL's Fostering Change Guide in Your Library," on October 29. NCRL's change subcommittee is meeting with the curriculum designers in December to discuss plans for the next phase of the project, the virtual change cohort, to launch in 2021.
- The final materials and curriculum for the OER RoadShow were submitted to ACRL staff and the NRCL OER subgroup for review and approval on September 28, 2020. Final changes are due to the curriculum designers in early November. A virtual version of the RoadShow is expected to launch in 2021.
- *The final curriculum and materials for the OER RoadShow are expected in June. With no in-person RoadShows scheduled through 2020, once the final curriculum has been approved by the NRCL OER subgroup, the presenters will pivot to designing an online option.*
- *Final text for NRCL's free online change course--tentatively titled Fostering Change: An ACRL Guidebook for Teams--is due in June. We now expect launch of the course, with a debut of the text on ACRL's website and an introductory webinar, in late summer. We're planning phase two of the project, the paid virtual cohort tentatively called the ACRL Fostering Change Incubator, for Spring 2021.*
- *With the cancellation of ALA Annual 2020, staff and RoadShow presenters are working on a new date/location to pilot the Open Educational Resources (OER) RoadShow, as well as possible digital offerings on OER from the presenters while the RoadShows are not travelling.*
- *After an open and competitive call for curriculum designers/presenters, application review, and interviews, four designers/presenters were chosen by NRCL to design and deliver the new Open Educational Resources (OER) RoadShow:*
    - *Heather Blicher, E-Learning Librarian and Assistant Professor, Southern New Hampshire University*
    - *Kathy Essmiller, OER Librarian and Library Liaison to Music and Theatre Departments, Oklahoma State University*
    - *Michelle Reed, Director of Open Educational Resources, University of Texas at Arlington (interim OER RoadShow presenter/coordinator)*
    - *Ariana E. Santiago, Open Educational Resources Coordinator, University of Houston*

  With the guidance of NRCL's OER subgroup, work has begun on the curriculum design and the RoadShow is expected to launch in summer 2020. ~~The RoadShow will be piloted in Chicago at ALA Annual 2020.~~
- *The curriculum designers are finalizing work on the asynchronous online learning course on change management scheduled to debut in spring 2020. NRCL has also committed to a second phase of the project, a digital cohort facilitated by the curriculum designers in which learners can engage with other*

teams navigating change experiences and working their way through the online course. NRCL is forming a new subgroup to oversee this work, and they'll work with the designers on requirements for the cohort and other functions and processes, to potentially include:

- *Biweekly drop-in all-cohort meetings via videoconferencing*
- *Mentor meetings once per month for coaching and project feedback (three total)*
- *Slack channel for general conversation during and beyond the program*
- *Successful upload of a project deliverable*
- *Certifying teams who complete the course/cohort*

Phase two is expected to launch in the fall. While the course will remain a free, open resource, the cohort will be paid professional development.

- *After an open and competitive call for curriculum designers, NRCL's change course subgroup interviewed and chose the team of Dani Brecher Cook, Cinthya Ippoliti, and Brianna Marshall to plan and develop an asynchronous online learning course on change management that includes self-guided, self-paced readings and activities, as well as activities and exercises to be completed as a team. The curriculum designers submitted the draft curriculum for review in December 2019, and the change course subgroup is reviewing through January. The change course is scheduled to debut in spring 2020 and will be freely available from the ACRL website.*

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

- *NRCL has distilled the diversity pipeline project into three areas from the original six, and has divided the committee across these topics: pre-MLIS, first job, and working with library schools. They are discussing/determining deliverables for each of these areas over the coming months.*
- *NRCL is exploring ways that ACRL could support initiatives in equity, diversity, and inclusion through the lens of the evolving roles and the changing world in academic libraries using a diversity pipeline. Six points of entry into the profession and/or pain points have been identified—Pre-MLIS, MLIS, Non-MLIS, First Job, Retention, and Advancement—and the committee has divided into six teams to explore each area and determine concrete implementation ideas.*

Core Commitment to Equity, Diversity and Inclusion (EDI)

- 2020 ACRL Academic Library Trends and Statistics Survey (in the field until Feb. 2021) includes an EDI trends questionnaire developed by the ACRL Academic Library Trends and Statistics Survey and the EDI Committee.
- Building on Past President Karen Munro's 2020 ACRL President's Program "Shifting the Center: Transforming Academic Libraries Though Generous Accountability," ACRL President Jon Cawthorne invited McKensie Mack, Founder and Managing Director of the McKensie Mack Group (MMG) and the Creator of #BoundaryWork, to lead a three-part Leadership Council series. ACRL leaders attended the three-part series, and participated in reflective pre-work to work towards the following goals. The ACRL Board will review feedback and ideas from the brainstorming sessions at its November 16 Fall Board Virtual Meeting.
    - Goal 1: Help ACRL leaders develop a shared framework and language for discussions around anti-racism, accountability, and repair.
    - Goal 2: Provide frameworks for institutional organizing that lays the groundwork for anti-racist policies, cultures, and analysis in varying scenarios of power and privilege.

    - Goal 3: Develop individualized action plans for integrating frameworks for anti-racism and institutional organizing within participants' respective institutions.
- The joint ACRL/ARL/ODLOS/PLA Building Cultural Proficiencies for Racial Equity Framework Task Force (press release) has held regular virtual meetings, and three working groups (glossary, survey, data competencies) are completing preliminary work. In the summer, ACRL staff submitted feedback to the survey working group, and ACRL, will share the survey widely in conjunction with PLA and ARL. In late 2020 and early 2021, the full task force will begin work sessions using logic models; these sessions will be facilitated by Educopia Executive Director Katherine Skinner. Public comment is expected in February 2020, and the document is planned to be finalized in June 2021. As this task force was formed before the pandemic, the FY21 budget includes $30,000 to support two in-person meetings. The Board may need to determine how to strategically invest this money in FY21/FY22, as the in-person meetings have been canceled due to COVID-19.
- A joint Board/B&F Working Group, led by ACRL Budget & Finance Chair Carolyn Henderson Allen, has been charged to, "Further explore and study existing equity, diversity and inclusion (EDI) work across ACRL through a financial lens, and consider how to prioritize and fund social justice or antiracist work that will be beneficial to workforce development, training and professional development." The working group met virtually in October 2020, and is planning to complete an environmental scan with a financial lens.
- The ACRL Diversity Alliance Task Force held its first meeting in October 2020, and will work to carry out the recommendations from the previous task force.
- On October 13, 2020, ACRL joined 28 organizations in signing onto the Statement Urging Retraction of Executive Order Prohibiting the Inclusion of "Divisive Concepts" in Employee Training Sessions from the American Historical Association urging the retraction of the recent executive order prohibiting the inclusion of "divisive concepts" in employee training sessions carried out within the federal government and by federal contractors and grantees. The statement argues that "Rather than banning the 'divisive concepts' from any educational venue-whether a classroom, a museum, a national park, or a workplace training session-historians seek to draw public attention to these concepts so that they can be discussed, debated, and ultimately challenged. Unity is not achieved by pushing division under the rug; it can be won even in the face of difference."
- On October 7, 2020, the Board approved ACRL Statement on Equity, Diversity, Inclusion, and the Print Collecting Imperative. The statement recommends that North American research libraries continue to collect and preserve valuable print materials, even as the global COVID-19 crisis and associated financial circumstances may compel them to shift, at least temporarily, to digital formats where available.
- At AC20, the Board approved site selection policies for ACRL conferences, preconferences, and institutes to better align with ACRL's Core Commitment to Equity, Diversity, and Inclusion.
- ACRL/CHOICE Webinars presented "Confronting Hard History: Using Primary Sources to Teach Slavery, Civil Rights and Black Lives Matter." (Sept. 2020)
- *A working group of the Board is planning for a midsummer virtual Leadership Council with discussion and action-planning to move the association and profession toward equity, diversity, and inclusion.*
- *The ACRL Board issued a statement on June 2, 2020, to support ALA, BCALA, and APALA Statements Condemning Violence and Racism. Included in the ACRL Board statement were actionable items and a, "call on ACRL members to reflect and take action against systemic injustices and inequitable policing practices."*

- *On June 1, 2020, the ACRL Board of Directors endorsed the statement of the Black Caucus of The American Library Association (BCALA), which condemns the death of George Floyd at the hands of police officers within the Minneapolis Police Department. The "Statement Condemning Increased Violence and Racism Towards Black Americans and People of Color" includes that "Since George Floyd is the latest in a long line of recent and historical violence against Black people in the United States, the BCALA takes this moment to encourage BCALA members to take proactive and preventative measures in the fight against racism."*
- *On May 27, 2020, the ACRL Board of Directors signed the Asian/Pacific American Librarians Association's (APALA) statement, which "condemns (the) rise in xenophobia and racism due to the novel coronavirus outbreak." ACRL stands with APALA, and "rejects coronavirus-related hostility, anti-Asian stereotypes, and racism against Asians, Asian/Pacific Americans, or anyone perceived to be Asian."*
- *The 2020 ACRL President's Program, "Shifting the Center: Transforming Academic Libraries through Generous Accountability, " will be hosted by ACRL President Karen Munro and featuring keynote speaker McKensie Mack, anti-oppression consultant, researcher, facilitator, founder of #BoundaryWork, and former executive director at Art+Feminism, the session will explore how doing this work—holding ourselves, each other, and our institutions meaningfully accountable for inequity—can be an opportunity for generosity, humor, and care. The program was held on Wednesday, June 10, and offered free of charge as part of ACRL Together Wherever Virtual Event.*
- *The ACRL Board has charged a new Diversity Alliance Task Force to carry out the recommendations from the current oversight task force, whose terms expire in June 2020. ACRL President Karen Munro and ACRL President-Elect Jon Cawthorne will complete appointments after the June 15 volunteer deadline.*
- *The joint ARL/ACRL/ODLOS/PLA Building Cultural Proficiencies for Racial Equity Framework Task Force is meeting monthly, and small working groups have been formed to complete an environmental scan, conduct a survey, and develop a glossary. A request for comments is planned for Spring 2021 and the final publication is expected in Summer 2021.*
- *In May, the ACRL Equity, Diversity and Inclusion website and ACRL Diversity Alliance website were revamped with improved layout, formatting, and graphics. Subpages were created to highlight the EDI LibGuide, Diversity Alliance, Learning Opportunities and Publications, and ACRL/ALA EDI Communities.*
- *The ACRL Equity, Diversity, and Inclusion Committee reviewed and provided feedback on a draft of the 2020 ACRL Trends survey on EDI that will be part of the next ACRL Academic Library Trends and Statistics survey.*
- *The ACRL Academic Library Trends and Statistics Survey Editorial Board has completed a draft of the 2020 trends questionnaire on equity, diversity and inclusion and plans to solicit feedback from the ACRL Value of Academic Libraries Committee EDI working group for feedback.*
- *The joint ARL/ACRL/ODLOS/PLA Building Cultural Proficiencies for Racial Equity Framework Task Force's work was underway, with regular virtual meetings, and had an in-person meeting planned in Chicago in April 2020. Due to the impact of COVID-19, the task force will be meeting virtually less frequently, and the face-to-face meeting has been postponed. Depending on future developments for COVD-19, the task force may meet face-to-face in July 2020 or later in the fall.*
- *ACRL Staff are working with ALA ODLOS staff to arrange EDI orientation /training for presenters and speaker agreements will be updated to include a requirement that ACRL speakers watch/engage in these trainings, which will be recorded.*

- *The STS EDI Task Force finished their MW2020 report, available at https://drive.google.com/drive/folders/1KNH_G_8BIFVQ00Wmz-CswenYACYxhx7 .*
- *ACRL has modified the 2020 online volunteer form to clarify the gender and racial identity questions.*
- *The ACRL Membership Committee sponsored a webcast, "Get Involved: Everything You Need to Know About Volunteering for an ACRL Committee" (Dec. 10, 2019) which included an appeal from ACRL President Karen Munro to complete the EDI section of the online volunteer form.*
- *The ACRL Information Literacy Framework and Standards Committee has revised the tip sheet and checklist for groups developing companion documents to include a recommendation to incorporate EDI as a key component in the development of information literacy documents in the disciplines.*
- *The ACRL Diversity Alliance continues for its fourth year, and ACRL promoted the program in December 2019 for 2020 renewals and new memberships. The Diversity Alliance Task Force, which oversees the DA program, has terms that end in June 2020. It is expected that the Board will review a request for next steps from the task force and the EDI Committee in Spring 2020.*
- *The Instruction Section's (IS) Diversity & Inclusion Task Force has produced a survey to identify needed diversity & inclusion resources related to information literacy and instruction, and gather recommendations for the future of the Instruction Section regarding supporting diversity and inclusion within instruction programs, as well as making the Instruction Section more inclusive and diverse.*
- *A joint task force of ACRL, the Public Library Association (PLA), the ALA Office for Diversity, Literacy and Outreach Services (ODLOS), and the Association of Research Libraries (ARL) members was appointed in December to develop a "Framework for Cultural Proficiencies in Racial Equity." The goal is for the framework to serve as a foundational resource to help public and academic libraries build inclusive cultures, within libraries and their broader communities, through guidelines on the development and implementation of organizational policies and professional practices that support diverse libraries with a diverse workforce. The ambitious project has a deadline of June 2020 (as it was anticipated that appointments could be completed in October), so it would not be surprising if more time is needed.*
- *ACRL 2021 Call for Proposals includes a new statement on Equity, Diversity and Inclusion that reads as follows, "ACRL strives to develop an inclusive conference program that will reflect the library community's diverse range of race, ethnicity, gender identity and expression, sexual orientation, economic background, age, and/or ability. We also seek presenters and topics from all types of libraries, positions, and experiences, including nonlibrary faculty, staff, and administrators. Individuals are encouraged to address how their proposed sessions and their personal and professional experiences will advance these goals and will promote equity and inclusion."*
- *ACRL 2021 Scholarship applications and RBMS Conference Scholarship application criteria have been widened to include non-members as eligible to apply for scholarship.*

Enabling programs and services activities

The regularly recurring operations relevant to the ability of ACRL to lead academic and research librarians and libraries in advancing learning and scholarship are reported below.

Advocacy

Strengthening partnerships with other organizations

- ACRL is partnering with the National Survey of Student Engagement (NSSE) to develop a replacement for the current information literacy module and develop plans to promote the use of NSSE data with the academic library community.
- In late October, ACRL interim executive director Kara Malenfant continued conversations with staff leaders from the American Association of State Colleges and Universities and the Society for College and University Planning about a series of three co-branded webinars to address our joint audiences together.
- In late October, ACRL joined 28 organizations in signing onto a statement from the American Historical Association urging the retraction of the recent executive order prohibiting the inclusion of "divisive concepts" in employee training sessions carried out within the federal government and by federal contractors and grantees.
- On September 30, 2020, ACRL joined the ARL, the American Council of Learned Societies, the American Historical Association, the University of California Libraries, the University of Illinois Urbana-Champaign Library, and the University of Iowa Libraries in filing an amicus brief in the Michigan Supreme Court case *Ahmad v. University of Michigan*, a case involving the use of a public records request to circumvent a deed of gift.
- Interim Executive Director Malenfant attended Fall virtual meetings of the Association of Research Libraries in September and the American Council of Learned Societies in October.
- On July 17, 2020, ACRL joined a number of scholarly societies as a signatory on a statement from the Association of Asian Studies expressing deep concern on the 2020 Hong Kong National Security Law.
- ACRL, together with ALA and ARL, as part of the Library Copyright Alliance, took these actions:
    - In late October, endorsed reply comments filed with the Copyright Office on sovereign immunity by higher education leadership (in Association of American Universities and the Association of Public and Land-grant Universities) and the academic and research library community (as expressed by joint comments of the Association of Southeastern Research Libraries and the Greater Western Library Alliance) .
    - On September 21, 2020, issued a statement congratulating Shira Perlmutter on her appointment as register of copyrights and director of the US Copyright Office by Librarian of Congress Carla Hayden.
    - On September 7, 2020, filed a petition for a new section 1201 exemption for the purpose of preservation of DVDs.
    - On September 2, 2020, submitted comments to the US Copyright Office in response to their notice of inquiry on sovereign immunity.
    - On July 27, 2020, submitted comments regarding the June 29, 2020 notice of proposed rulemaking concerning "Mandatory Deposit of Electronic-Only Books."
- *Through its membership in the Open Access Working Group, ACRL joined six other organizations on June 5 in submitting a letter to thank the White House Office of Science and Technology Policy for its leadership in convening a substantive and thoughtful discussion process on broadening public access to the results of federally funded research.*
- *On June 5, ACRL joined ARL and the Oberlin Group of Libraries in issuing a statement to urge library vendors to continue free access, hold subscription prices steady during COVID-19 pandemic*

- *On June 1, ACRL joined a number of other higher education organizations, largely scholarly societies, in sending a letter to U.S. House and Senate leadership to encourage the provision of substantial additional funding for higher education in future bills, with focus on those students and institutions hardest hit by the consequences of the pandemic.*
- *ACRL, together with ALA and ARL, as part of the Library Copyright Alliance, took these actions:*
    - *Supported testimony given June 2 by David Hansen (Associate University Librarian for Research, Collections & Scholarly Communications, Lead Copyright & Information Policy Officer, Duke University Libraries) before the United States Senate Committee on the Judiciary, Subcommittee on Intellectual Property on the topic "Is the DMCA's Notice-and-Takedown System Working in the 21st Century?"*
    - *Signed onto a coalition letter in early April (organized by IFLA) to the World Intellectual Property Organization encouraging WIPO to take a clear stand in favor of ensuring that intellectual property regimes are a support, and not a hindrance, to efforts to tackle both the Coronavirus outbreak and its consequences.*
    - *Signed onto a coalition letter in late March (organized by IFLA) to the World Intellectual Property Organization on the need for international action on copyright in order to allow libraries globally to preserve their collections in the face of climate change.*
    - *On March 20, gave input on the next Register of Copyrights, in response to request for public input.*
    - *On March 17, posted an update on the Georgia State E-Reserves Litigation. U.S. District Court Judge Evans determined that 37 of the alleged 48 infringements were fair uses.*
    - *On February 28, sent a post-hearing brief to the Office of the United States Trade Representative commenting on Docket No. USTR-2019-0020 on South Africa Country Practice Review.*
    - *On January 13, filed an amicus brief in support of Google. LCA members urged the Supreme Court to ensure that any fair use determination it reaches in this case does not affect the many fair uses made by libraries and educational institutions.*
    - *On January 11, responded to a request for comments regarding intellectual property protection for artificial intelligence ("AI") innovation.*
- *Due to pending retirement Executive Director Davis cut back on spring travel, however, the conferences she typically attends, were canceled due to COVID-19.*
- *On February 18, ACRL, ALA, and the Freedom to Read Foundation joined 24 other non-profit groups in a coalition letter by the American Council on Education to U.S. Secretary of Education Betsy DeVos which responded to the Department's January 17, 2020, notice of proposed rulemaking.*
- *Executive Director Davis attended the Fall meeting of the Coalition for Networked Information, which was followed by a retirement part for Associate Executive Director Joan Lippincott.*
- *Executive Director Davis attended the Annual EDUCAUSE Conference as part of the complimentary exchange among CHEMA members.*
- *Executive Director Davis serves as a member of the IFLA Continuing Professional Development and Workplace Learning (CPDWL) committee and is the lead on the committee's webinar program.*
- *The editors of ACRL's recently published Building Teaching and Learning Communities, Sharon Mader and Craig Gibson, published a paper with The National Institute for Learning Outcomes Assessment (NILOA) about the book: https://www.learningoutcomesassessment.org/wp-content/uploads/2019/10/Viewpoint-MaderGibson.pdf.*

- *Associate Director Petrowski represents ACRL on the NISO Z39.7 Standing Committee and attends the monthly conference calls.*

Education

Leadership Institutes

- *ACRL once again partnered with higher education associations to offer the Women's Leadership Institute, December 9-12, 2019. Six ACRL members participated in the program focused on women seeking to be leaders in higher education administration.*

Immersion Institutes

- Unfortunately, all three Immersion Programs scheduled for FY20 were cancelled due to COVID-19. The summer Immersion Program scheduled for August 2-7, 2020, at Loyola University in Chicago is being rescheduled for July 23-28, 2021, although at this time we are uncertain if it will be a F2F or virtual program. The Regional UCLA Immersion Program scheduled for March 23-26, 2020, has a chance of being offered as a virtual program in spring 2021. The Regional Yale Immersion Program scheduled for May 6-8, 2020, was cancelled.

Licensed Workshops

- RoadShow workshops remain on hold as COVID-19 impacts the viability of safely conducting large in-person events. Although unsuccessful in securing NEH Cares grant funding to support converting workshop content into a virtual environment, workshop teams are moving forward with this transition. It is anticipated that most, if not all, workshop teams will have some form of virtual offering ready for delivery in FY21.
- *Due to the impact of COVID-19, all scheduled licensed workshops for the remainder of FY20 have been indefinitely postponed. ACRL staff are working with workshop teams on plans to convert workshop content into a virtual environment, pending the success of the NEH Cares proposal funding.*
- *As of March 25, 2020, 9 licensed workshops (RoadShows) have been delivered in FY20. 8 additional workshops had been scheduled for FY20, not including the five annual subsidized Scholarly Communication workshops; however, due to the impact of the novel coronavirus on in-person events, nearly all forthcoming workshops licensed to hosts in FY20 have been postponed indefinitely. Additionally, due to the cancellation of the ALA Annual Conference, the OER preconference has also been canceled. The full breakdown of completed and postponed workshops for FY20 is in the table below:*

	Assessment	**Framework**	**Intersections**	**RDM**	**Scholarly Communication**	**Standards**	**OER**
Completed (FY20)	2	1	2	1	0	3	0

Confirmed forthcoming (FY20)	4 (2 postponed)	2 (2 postponed)	0	0	5 subsidized (5 postponed)	1 (1 postponed)	1 (canceled ALA preconference)

	Assessment	***Framework***	***Intersections***	***RDM***	***Scholarly Communication***	***Standards***	***OER***
Completed (FY20)	*2*	*1*	*1*	*0*	*0*	*3*	*0*
Confirmed forthcoming (FY20)	*1*	*2*	*1*	*1*	*5 subsidized*	*1*	*1 (ALA preconference)*

- *As of January 3, 2020, 7 licensed workshops (RoadShows) have been delivered in FY20, 7 additional workshops have been scheduled for FY20, not including the five annual subsidized Scholarly Communication workshops. The full breakdown of completed and forthcoming workshop deliveries for FY20 is in the above table.*
- *The Intersections RoadShow will be sunsetted as of winter 2020 after delivering its final workshop.*
- *ACRL will be adding two new RoadShow workshops to its slate of offerings in 2020. A RoadShow focused on Open Educational Resources & Affordability is currently in development, with an anticipated completion date of May 2020; this workshop will be overseen by ACRL's New Roles and Changing Landscapes Committee. A team has also been identified to begin developing a workshop curriculum for a RoadShow covering the Scholarship of Teaching and Learning. Curriculum development will begin in February 2020, with an anticipated completion date of August 2020; this workshop will be overseen by ACRL's Student Learning and Information Literacy Committee.*
- *ACRL staff have worked with leaders of each RoadShow team and oversight committees to submit an ALA Emerging Leader proposal focused on marketing for the RoadShow program.*
- *ACRL will offer the OER RoadShow as a preconference at the 2020 ALA Annual Conference in Chicago.*

ACRL Conference

- ACRL was forced to cancel the face-to-face portion of the ACRL 2021 Conference scheduled for April 14-17, 2021, in Seattle due to the serious health risks posed by COVID-19. ACRL 2021 will continue as a virtual-only conference held over approximately the same dates. We look forward to applying the community's ideas, creativity, and enthusiasm during the virtual ACRL 2021. Virtual event platforms are being vetted and both keynotes have agreed to continue with virtual presentations.
- The deadline for ACRL 2021 lightning talk, poster session, roundtable discussion, TechConnect presentation, and virtual conference webcast presentations was extended to November 9.
- The deadline for ACRL 2021 scholarship applications was October 23 following a two-week extension. The selection committee will review all applications, and applicants will be notified of their status in January 2021.

- *The deadline for ACRL 2021 contributed paper, panel session, preconference, and workshop proposals was extended to May 22. Selection committees are currently reviewing proposals with decisions being made by August 2021.*
- *ACRL staff are prepping the registration and housing site for ACRL 2021. Registration quietly opened in May and staff will review the climate and determine the appropriate time to promote ACRL 2021 registration.*
- *ACRL 2021 keynote speakers have been confirmed:*
    - *Opening Keynote - Tressie McMillan Cottom is an award-winning author, researcher, educator, and cultural critic whose work has been recognized nationally and internationally for the urgency and depth of her incisive critical analysis of technology, higher education, class, race, and gender.*
    - *Closing Keynote - Mona Chalabi is a journalist who really loves numbers. She is the Data Editor of The Guardian where she writes article*s, produces documentaries, and illustrates, as well as animates, data.
- *May 8 is the deadline for contributed paper, panel session, preconference, and workshop proposals.*
- *ACRL offered a free webcast on February 12, 2020 for individuals interested in submitting a proposal for ACRL 2021. The webcast provided tips for submitting a successful proposal, explained the review process, and provided an opportunity for Q+A. Nearly 200 individuals participated in the webcast.*
- *The ACRL 2021 Conference, Ascending into an Open Future Call for Participation was released in October. The Call is available online and was included as an insert in the December issue of C&RL News. The ACRL 2021 conference website (www.acrl.org/acrlconference), also launched in October and has information about tentative schedule, social events, costs and scholarship opportunities.*
- *For the first time, ACRL is implementing participation limits for speakers. Individuals can submit up to four proposals and can present no more than two times during the conference. This change was made in order to allow as many individuals as possible to participate as conference presenters.*
- *ACRL is offering a free webcast on February 12, 2020 for individuals interested in submitting a proposal for ACRL 2021. The webcast will provide tips for submitting a successful proposal, explain the review process, and provide an opportunity for Q+A.*

Conferences, Preconferences and workshops

- RBMS submitted a Board Action Form requesting the RBMS 2021 Conference in June to take place as a virtual-only event. The RBMS Executive Board, Conference Development Committee and Conference Committee have approved this request.
- *The RBMS 2020 Conference has been cancelled. Two-hundred and fifty people had registered (about half of the maximum) and we are working through refund options for registrants and sponsors in a remote environment. The Conference Chairs and content are expected to roll over into RBMS 21 in Milwaukee and the original 21 Conference Chairs have agreed to chair RBMS 22. RBMS expects to return to Indiana University Bloomington in 23, the next available year when ALA is in Chicago again.*
- *The 61st Annual RBMS Conference will take place June 23 – 26, 2020 at Indiana University Bloomington, IN. The theme is Power, Resistance, and Leadership. Registration and housing will open in early February.*
- *ACRL has canceled its full-day preconference, "Open Educational Resources and Affordability Road Show" scheduled for June 26, 2020, in Chicago. Staff and presenters are exploring virtual options for this content.*

Annual Conference Programs

- ACRL received 45 program submissions for the 2021 ALA Annual Conference, which is a 43% decrease from the number of 2020 ALA Annual Conference proposals. The ACRL Professional Development Committee reviewed proposals and selected 20 programs (# of program slots was designated by ALA Conference Services). Based on the large number of submissions, the acceptance rate for 2021 Annual Programs was 44%.
- ACRL Together Wherever, a week of virtual programming and networking opportunities for the academic and research library community, was held in early June 2020. ACRL Together Wherever featured 14 high-quality programs that were originally accepted as ACRL Annual Conference programs for the F2F ALA Conference. ATW was presented free of charge to all with a suggested donation, with 100% of donations going to the ACRL Advancement Fund to support programs and initiatives that strengthen ACRL's influence in higher education and its ability to create diverse and inclusive communities in the association and the profession. More than 2,769 individuals signed up for the virtual event, accounting for nearly 4,600 live webcast views.
- *ACRL Together Wherever, a freely available donation-based virtual week of programming, will take place June 8-12, 2020, and feature 14 ACRL programs that were originally scheduled to take place at the 2020 ALA Annual Conference. One ACRL program, "A River Ran Through It: Resilience, Teamwork, and Re-imagining the Library after a Disaster #betterthanever," will be included in the ALA Virtual Conference. As of June 5, 1,815 unique individuals have registered for Together Wherever. Most attendees have registered for multiple programs, with 5,800 webinar registrations to date.*
- *The 2020 ALA Annual Conference has been cancelled. Program planners and ACRL units have been notified that ALA has a working group developing a virtual alternative. It is expected that some, but by no means all, programs will be included in the virtual conference.*
- *ACRL received 79 program submissions for the 2020 ALA Annual Conference. The ACRL Professional Development Committee reviewed proposals and selected 21 programs (# of program slots was designated by ALA Conference Services). Based on the large number of submissions, the acceptance rate for 2020 Annual Programs was only 26%.*

Project Outcome for Academic Libraries

- Between June 5 and October 30, we offered 1 one-hour webinar and 1 online two-hour workshop. Please see the online learning section below for registration details for the two-hour workshop.
- *Between March 26 and June 5, we offered 3 one-hour webinars and 2 online two-hour workshops. The webinars reached a combined 467 people live (plus 657 views of the recording online). The online workshops - the first delivered in this format - reached 78 active participants at virtual conferences organized in New York and California.*
- *Between January 3 and March 25, we offered 2 half-day workshops, 1 one-hour presentation, and 2 webinars. The in-person workshops reached 56 participants in two states, primarily community college librarians. The webinars reached 383 participants live and got an additional 486 views on YouTube.*
- *Between November 1 and January 3, we offered 6 half-day workshops and 2 one-hour presentations that reached 145 people in 5 states. Of those, 123 attendees responded to a survey: 95% (117) said they learned something new they can apply to their work, 90% (111) said they feel more confident using Project Outcome, 97% (119) intend to share what they learned with their colleagues, and 98% (120) said they are more aware of the tools and resources available through Project Outcome.*

Online learning (see additional webinars in the CHOICE section of this report)

- ACRL offered the following e-Learning events:

Title	Type	Date	Individual Reg	Group Reg	Quality	Learning Outcomes	Recommended (9 to 10 ratings)	# of eval respondents
Developing Signature Pedagogies in Information Literacy	Course	7/6/2020	22		80%	88%	40%	16
Hidden Architectures in Information Literacy Part One	Webcast	7/21/2020	15	6	82%	90%	32%	15
Hidden Architectures in Information Literacy Part Two	Webcast	7/28/2020	15	6	85	90	50	15
Hidden Architectures in Information Literacy Part Three	Webcast	8/4/2020	15	6	73%	80%	27%	15
Project Outcome for Academic Libraries: An Introductory Workshop	Webcast	8/5/2020	30	5	100%	90%	50%	2
Copyright and Course Reserves Part One	Webcast	9/3/2020	54	20	93%	98%	76%	30
Copyright and Course Reserves Part Two	Webcast	9/10/2020	54	20	100%	100%	100%	2
Copyright and Course Reserves Part Three	Webcast	9/17/2020	54	20	100%	100%	96%	24
Interim Leadership in Libraries: Building Effective Models and Processes	Webcast	10/8/2020	10	1	100%	100%	100%	2
Research Process, Methods, and Relationships for Academic Librarians: Part One	Webcast	10/29/2020	TBD	TBD				

ACRL offered an additional free ACRL Presents webcast as part of our ***"Academic LIbrarianship in the Wake of the Coronavirus"*** series on October 6, 2020. More than 120 individuals participated in the webinar "Reopening the Campus During the Pandemic: Treading Water in the Deep End."

*In addition, ACRL offered the following free ACRL Presents webinars as part of our "**Academic Librarianship in the Wake of the Coronavirus**" series. Recordings are available on the ACRL Presents webpage and ACRL YouTube channel. As of June 5, the webinar recordings had more than 22,500 views.*

- *Evaluating Online Library Data*
- *Quickly Implementing Accessibility Tools*
- *Managing Remote Workers*
- *Advocating for Library Workers*

- *Information Literacy Instruction at a (Social) Distance: Strategies for Moving Online*
- *Pandemic Pedagogy: Resources for Library Instruction at a Distance*
- *Copyright for Campus Closures: Exploring the Copyright Issues around Moving Reference and Instruction Online*
- *Tips for Suddenly Switching to Online Reference and Access Services*

Upcoming:

- *Evaluating Online Library Data, April 1, 2020, 1:00 p.m. Central*
- *Quickly Implementing Accessibility Tools, April 3, 2020, 1:00 p.m. Central*
- *Managing Remote Workers, April 7, 2020, 1:00 p.m. Central*

Member Engagement

Membership units/Governance

- As of September 1, 2020, the Distance Learning Section (DLS) is now named the Distance and Online Learning Section (DOLS).
- At AC20, the Board:
    - Renewed for three-year terms with new charges the Library Marketing and Outreach Interest Group and Digital Badges Interest Group.
    - Renewed for three-year terms the Academic Library Services for Graduate Students, History Librarians Interest Group, and Research Assessment and Metrics Interest Group.
    - Merged the Global Library Services Discussion Group with the International Perspectives Discussion Group.
    - Approved division-level committee composition update to include an excerpt from the ACRL Guide to Policies and Procedures, “Since it is important that the vice-chair/chair be knowledgeable about the responsibilities and concerns of the committee, it is suggested that the committee vice-chair/chair be selected from the existing committee membership.”
    - Updated the name, charge, and composition to reflect the creation of a new ALA division—Core: Leadership, Infrastructure, Futures—for the Hugh C. Atkinson Memorial and Award Committee and ACRL/LLAMA Interdivisional Academic Library Facilities Survey Editorial Board.
- The Board rescinded the previously approved FY21 dues increase for personal and retired members as a symbolic gesture of solidarity and compassion during the COVID-19 pandemic. The FY21 rates will be:
    - Personal members: $68
    - Retired members: $44
    - Student members: $5 (Confirmed the $5 student dues rate through FY22 for a total of five years.)
- *The ACRL Board approved the request to revise the name, charge and descriptor for the ACRL Personnel Administrators & Staff Development Discussion Group. It is now called Human Resources and Organizational Development Discussion Group.*
- *The ACRL Board approved the request to revise the charge for the ACRL Research Assessment and Metrics Interest Group.*
- *The ACRL Board approved the request to establish the ACRL Librarians from Very Small Academic Institutions Division-level Discussion Group.*

- *ACRL Vice-President Jon Cawthorne was a speaker at Incoming ALA President-Elect Patty Wong's "The Library Community Moving Forward in the New Normal" webinar, which was presented by AASL, ACRL, PLA, and the ALA Chapter Relations and Public Programs offices, with support from United for Libraries. The webinar featured insight and discussion with leaders from state, public, academic, and school libraries on the continued efforts and strategies to reopen library facilities across the country.*
- *The Community and Junior College Library Section sponsored a free online discussion forum, "Let's talk about it: Plans for Library Reopening," on June 1, 2020.*
- *On April 8, 2020, the ACRL Board of Directors approved a new Diversity Alliance Task Force, charge, tasks, composition and timeline.*
- *The ACRL volunteer deadline was February 14, 2020. The ACRL Appointments Committee is working with Vice-President Jon Cawthorne to complete division-level committee appointments by late spring. ACRL sections are also completing their appointments. This year, we are purposefully slowing down the timeline. We understand that members' personal and professional obligations may have shifted due to the impact of COVID-19, and want to ensure those offered appointments you have extra time to carefully consider whether they are able to accept.*
- *ACRL will shift its annual Virtual Leader Orientation a month later than usual to early June 2020 for new leaders, who are appointed to committees, sections, discussion group, and interest groups. Leaders and current members will receive a recorded orientation, and will be invited to ask questions during a live Q&A with ACRL presidents and staff.*
- *The ACRL Board held a virtual Fall Board meeting on November 19th, 2019. During this meeting they:*
    - *Approved the creation of the Language and Linguistics Discussion Group*
    - *approved the budget assumptions for FY21 as recommended by the Budget & Finance Committee*
    - *approved the dissolution of the New Members Discussion Group*
    - *approved the dissolution of the Continuing Education and Professional Development Discussion Group*
    - *approved the dissolution of the Western New York/Ontario Chapter*
    - *approved the change of the name from Distance Learning Section (DLS) to Distance and Online Learning Section (DOLS)*
    - *learned more about the governance changes proposed by the Steering Committee on Organizational Effectiveness (SCOE)*
- *In 2020 ACRL is sponsoring 9 Emerging Leaders, including 4 sponsored by sections (CJCLS/IS, RBMS, STS, and ULS).*
- *ACRL will pilot a virtual ACRL Leadership Council in lieu of a face-to-face meeting during the ALA 2020 Midwinter Meeting in Philadelphia. The virtual session will be held January 16, 2020 from 2:00-3:30 PM.*
- *The ACRL Membership Committee sponsored 2 webcasts for members including, "Get Involved: Everything You Need to Know About Volunteering for an ACRL Committee" (69 views) on December 10, 2019 and "Making Yourself Marketable for Academic Library Positions" (204 views) on November 12, 2019.*
- *The annual Call for Volunteers for members to volunteer for a division-level committee or section was launched on December 4, 2019, and was pushed out on ACRL marketing channels. The call will be open through February 14, 2020.*

Awards

- The call for nominations for ACRL Awards has opened, with a deadline of December 4 for most awards.
- *ACRL President Karen Munro will recognize the 2020 Academic/Research Librarian of the Year Award, Excellence in Academic Libraries Awards, and the cross-divisional Hugh C. Atkinson Memorial Award during the President's Program on June 10, 2020, as part of ACRL Together Wherever.*
- *Nevada State College (college), Santa Rosa Junior College (community college), and the University of Maryland (university) have been selected as the 2020 recipients of the Excellence in Academic Libraries Award. Ceremonies on each campus, originally scheduled for spring 2020, have been postponed indefinitely due to the novel coronavirus.*
- *John E. Ulmschneider, Dean of Libraries and University Librarian at Virginia Commonwealth University, has been selected as the 2020 Academic/Research Librarian of the Year. Staff is developing alternate plans for the award presentation, originally scheduled to be presented during the ALA Annual Conference in Chicago.*
- *Applications were received for 19 ACRL awards (two awards are not offered in 2020; the STS Innovation and Oberly awards not offered in 2020 award season). Award committees will convene to select winners in January.*

Special events at ALA Conferences

- Since the Midwinter Meeting is now virtual, all special events are cancelled.
- *Since the ALA Annual Conference is cancelled, all events are cancelled. Event contracts had not yet been signed and registration sites were not launched so the administrative implications are minimal.*
- *ACRL sections and interest groups will host five social events during the ALA Midwinter Meeting in Philadelphia.*

Consulting services

- Strategic planning work for a client continues.
- Organization development for a new client has begun.
- A virtual external review is in progress.
- Submitted proposal to prospective client for organization development.
- *Amended contract to continue providing support for ALA Census 2020 efforts.*
- *Continued providing support to ALA Census 2020 efforts with additional focus groups, tip sheets, webinars, and publications.*
- *Two external review reports were submitted in January.*
- *A staff retreat and facilitated meeting were conducted in January.*
- *A strategic planning retreat was conducted in February.*
- *Ongoing strategic planning work for a client is in progress.*
- *External review site visit in planning stages.*
- *Submitted proposal to prospective client for retreat.*
- *Continued providing support to ALA Census2020 efforts with additional focus groups, tip sheets, webinars, and publications.*
- *An external review report was submitted in November.*
- *A site visit for an external review was conducted in November.*
- *A staff retreat and facilitated meeting is scheduled for January.*
- *A strategic planning retreat is scheduled for January.*

- *Ongoing strategic planning work for a client is in progress.*

Fundraising

- Current Friends Fund balances are as follows: Advancement Fund ($21,809), ACRL Conference Scholarship Fund ($48,124), and RBMS Scholarship Fund ($22,473). Between June 6 - Oct. 30, 2020, ACRL received $17,455 in gifts from 135 donors.
- *Current Friends Fund balances are as follows: Advancement Fund ($38,114), ACRL Conference Scholarship Fund ($33,894), and RBMS Scholarship Fund ($20,793). More than 164 individuals donated $4,076 to the ACRL Advancement Fund in response to an appeal in connection with the ACRL Together Wherever virtual event. Twenty-six current and former ACRL Board members donated $5,052 to fund ACRL 2021 Conference scholarships in honor of Mary Ellen K. Davis.*
- *ACRL has raised $28,116 since September 1, 2019. The ACRL Conference Scholarship Fund stands at $32,374 (amount 54% of the $60,0000 goal approved by the ACRL Board).*
- *ACRL has raised $23,430 since September 1, 2019 and the 2020 Giving Tuesday campaign was particularly successful. Donors provided $7,750 in matching funds and as of January 2, 2020, we had received an additional $8,380 in matching gifts for a 100% match rate. Nine new donors contributed to the Giving Tuesday campaign as well as six former donors.*

Publications

COVID-19 Publications

- *C&RL News* continues to publish articles addressing the COVID-19 pandemic. “Community sourcing a response to COVID-19: A campus oral history project records the experiences of Seton Hall University’s students, staff, and faculty during the pandemic” appeared in the June issue, “Four health science librarians’ experiences: How they responded to the COVID-19 pandemic crisis” and “Library strategic planning after COVID-19: Don’t fight the last war” appeared in the July/August issue, “Redistributing work during COVID-19: Penn State University Libraries’ job bank” and “COVID-19, accessibility, and libraries: A call to action” appeared in the September issue, and “Reflections: Middle management during the pandemic” and “Activating agency in the time of COVID-19: Cultivating relationships for resilience” ran in the October issue. Several new essays on ACRLog focus on COVID responses and personal reflections as the pandemic continues.
- *Several essays on ACRLog have focused on COVID-19 responses and personal reflections from academic/research librarians. C&RL News published “COVID-19 demonstrates the value of open access: What happens next?” in the May 2020 issue. Several other articles on COVID-19 related topics are planned for the June and July/August issues.*
- *ACRL published a Pandemic Resources for Academic Libraries LibGuide in mid/ late-March to support the academic and research library community during global public health crises. The guide features resources for distance education and engagement, free professional development resources, best practices, and up-to-date information from public health officials.*
- *The ACRL Board of Directors issued a statement on Academic Libraries and COVID-19 on ACRL Insider on March 18. The Board affirmed the statement that ALA and the ALA Allied Professional Association (APA) have made regarding library services during the COVID-19 pandemic and strongly urged the closure of in-person services at academic and research libraries. In alignment with ALA and with APA, the Board also urged libraries to ensure that all library workers receive fully paid leave, including health coverage, while libraries are closed.*

- *A social media series on Librarianship in the Time of Coronavirus launched on ACRL Insider on March 20. To help the academic library community cope and learn from each other in challenging and rapidly changing circumstances, the series posts discussion questions to our social media accounts using the hashtag #COVIDlibrary and encourages the community to share stories and learning experiences in response.*
- *The Board also issued a personal message of support for members during the COVID-19 crisis, which was posted to ACRL Insider April 2, 2020.*

Non-periodical Publications

- ACRL published 18 new titles in FY20. The final three books were:
  - Hidden Architectures of Information Literacy Programs: Structures, Practices, and Contexts, edited by Carolyn Caffrey Gardner, Elizabeth Galoozis, and Rebecca Halpern
  - Sharing Spaces and Students: Employing Students in Collaborative Partnerships, by Holly A. Jackson
  - Get the Job: Academic Library Hiring for the New Librarian, by Meggan Press
- There are 14 new books slated to publish in FY21. The first two to publish were:
  - Reflections on Practitioner Research: A Practical Guide for Information Professionals, edited by Lee Ann Fullington, Brandon K. West, and Frans Abarillo
  - The Library Outreach Cookbook, edited by Ryan L. Sittler and Terra J. Rogerson
- The next titles to publish will be:
  - Student Wellness and Academic Libraries: Case Studies and Activities for Promoting Health and Success, edited by Sara Holder and Amber Lannon
  - Faculty-Librarian Collaborations: International Case Studies and Lesson Plans for Integrating the Information Literacy Framework into Disciplinary Courses, edited by Michael Stoepel, Livia Piotto, Xan Goodman, and Samantha Godbey
- *We've published 15 new titles so far in FY20. Published since the last report:*
  - *Library Partnerships in International Liberal Arts Education: Building Relationships Across Cultural and Institutional Lines, edited by Jeff Hiroshi Gima and Kara Malenfant*
  - *Games and Gamification in Academic Libraries, edited by Stephanie Crowe and Eva Sclippa*
  - *The Engaged Library: High-Impact Educational Practices in Academic Libraries, edited by Joan D. Ruelle*
- *There are 3 remaining titles publishing in FY20:*
  - *Hidden Architectures of Information Literacy Programs: Structures, Practices, and Contexts, edited by Carolyn Caffrey Gardner, Elizabeth Galoozis, and Rebecca Halpern*
  - *Sharing Spaces and Students: Employing Students in Collaborative Partnerships, by Holly A. Jackson*
  - *Get the Job: Academic Library Hiring for the New Librarian, by Meggan Press*
- *In February 2020, ACRL's Publications in Librarianship (PIL) series launched its first open peer review for a monograph manuscript, for Emily Ford's Stories of Open: Opening Peer Review through Narrative Inquiry. The first open review was a success, and in late May they launched their second, for Envisioning the Framework: A Graphic Guide to Information Literacy edited by Jannette Finch. Stories of Open is expected to publish in Spring 2021, and Envisioning the Framework will follow in Summer 2021.*
- *We've published 11 new titles so far in FY20. Published since the last report:*

  - *Becoming a Library Leader: Seven Stages of Leadership Development for Academic Librarians, by Shin Freedman and James Freedman*
  - *Developing the Next Generation of Library Leaders (PIL #75), by Lori Birrell*
  - *Leading Change in Academic Libraries, edited by Colleen Boff and Catherine Cardwell*
  - *Learning Beyond the Classroom: Engaging Students in Information Literacy through Co-Curricular Activities, edited by Silvia Vong and Manda Vrkljan*
  - *The Critical Thinking about Sources Cookbook, edited by Sarah E. Morris*
- *Soon to publish:*
  - *Library Partnerships in International Liberal Arts Education: Building Relationships Across Cultural and Institutional Lines, edited by Jeff Hiroshi Gima and Kara Malenfant*
  - *Games and Gamification in Academic Libraries, edited by Stephanie Crowe and Eva Sclippa*
- *We've published 7 new titles so far in FY20. Published since the last report:*
  - *The Sustainable Library's Cookbook, edited by Raymond Pun and Gary L. Shaffer*
  - *Supporting Today's Students in the Library: Strategies for Retaining and Graduating International, Transfer, First-Generation, and Re-Entry Students, edited by Ngoc-Yen Tran and Silke Higgins*
  - *The 360 Librarian: A Framework for Integrating Mindfulness, Emotional Intelligence, and Critical Reflection in the Workplace, by Tammi M. Owens and Carol A. Daul-Elhindi*
- *Soon to publish, 3 titles on leadership that will be co-promoted in January:*
  - *Becoming a Library Leader: Seven Stages of Leadership Development for Academic Librarians, by Shin Freedman and James Freedman*
  - *Developing the Next Generation of Library Leaders (PIL #75), by Lori Birrell*
  - *Leading Change in Academic Libraries, edited by Colleen Boff and Catherine Cardwell*

Library Statistics

- The 2019 print edition of ACRL Academic Library Trends and Statistics Survey was published in September 2020.
- The 2020 ACRL Academic Library Trends and Statistics Survey is in the field and will close in February 2021. As of October 30, 2020 at least 42 libraries have submitted responses.
- The new ACRL/Core Academic Library Facilities Survey is in the field and respondents who complete the annual ACRL survey are being invited to complete it.
- *The ACRL Academic Library Trends and Statistics Survey incorporates the Integrated Postsecondary Education Data System (IPEDS) Academic Library Component and makes the results available through ACRLMetrics. The 2019 survey closed on April 22, 2020. The response rate for academic libraries in the United States was 51% with 1,634 respondents. The survey also received an additional 33 responses from academic libraries outside the United States. The survey also enables participants to easily transfer their IPEDS responses to the institutional keyholder for the IPEDS survey.*
- *The ACRL/ALA/ARL IPEDS Task Force completed revisions to the instructions for counting digital/e-serials to include COUNTER 5 in advance of the 2020 IPEDS survey launch in September.*
- *In response to the COVID-19 crisis, the Public Library Association (PLA) coordinated with ACRL and several ALA units and other library organizations, including ARL, to survey the library community to understand the current impacts the crisis is having on their operations, programs, services, and finances. The survey closed on May 18 and more than 20% of US academic libraries responded. Results will be shared in a webcast on June 12.*

- *The deadline for completing the 2019 ACRL Academic Library Trends and Statistics Survey has been extended until April 22, 2020 to allow respondents affected by COVID19 closures to participate. This new deadline aligns with the IPEDS survey closure. To date 1326 respondents have locked their data.*
- *In February members of the ACRL Academic Library Trends and Statistics Survey Editorial Board reached out to all HBCU library directors who had not yet participated and encouraged them to submit their data.*
- *The ACRL/LLAMA Academic Library Facility Survey Editorial Board has finalized the basic survey and expect to launch it in January 2020.*
- *Responses to the 2019 ACRL Trends & Statistics Survey are on par with previous years.*

Month	2015-16 Survey	2016-17 Survey	2017-18 Survey	2018-2019 Survey
September	22	29	17	5
October	27	40	36	47
November	58	56	57	45
December	102	137	67	96
Total	209	262	177	193

- *Since September 1, 2019, the ACRL Academic Library Trends and Statistics Survey Editorial Board and staff have identified 357 new library director contacts, 59 closures, 27 institution name changes, and 15 new institutions and provided updates to Counting Opinions. In November 2019, a college-advising company scuttled its plans to release a list of 952 private, nonprofit colleges that it expects to run out of money and close in the coming years, according to a new financial-modeling tool.*

Standards and Guidelines

- The Board approved a revision of the ACRL Code of Ethics for Special Collections Librarians at its June 2020 meeting.
- *The Board approved a new Framework for Access Services Librarianship at its spring 2020 meeting.*
- *The ACRL Board of Directors approved a revised version of the ACRL-RBMS/SAA Guidelines on Access to Research Materials in Archives and Special Collections Libraries in January 2020.*
- *See EDI section for info on forthcoming Framework for Cultural Proficiencies in Racial Equity.*

Framework for Information Literacy for Higher Education Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Online visits	*29,237*	22,351	19,364	18,336	89,288
Print distribution	*80*	150	0	0	230

Standards for Libraries in Higher Education Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total

Online visits	*4,938*	4,677	3,545	3,148	16,308
Print distribution	*210*	30	10	0	250

All Standards/ Guidelines/ Frameworks Online Visits

Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
70,693	55,930	51,346	47,446	255,415

Social Media

	Q1 YTD (Sept.-Nov.)	Q2 YTD (Dec. – Feb.)	Q3 YTD (March – May)	Q4 YTD (June – August)
Facebook Followers	*8,211*	8,256	8,295	8,318
Twitter Followers	*20,488*	20,793	20,994	21,294
Pinterest Followers	*393*	397	401	398
Instagram Followers	*822*	912	998	1,098
YouTube Followers	*NA*	NA	NA	1,661

ACRL Insider Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Posts	*54*	64	81	10	209
Page Views	*20,213*	18,438	22,586	NA	61,237

ACRLog Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Posts	*15*	14	17	13	59
Page Views	*25,278*	21,735	18,818	10,489	69,320

ACRL TechConnect Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total

Posts	*0*	0	0	0	0
Page Views	*9,342*	9,350	12,344	5,368	36,674

VAL Blog Stats

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Posts	*0*	0	0	0	0
Page Views	*2,811*	2,531	1,954	678	7,974

*Most ACRL WordPress sites, with the exception of ACRLog, were offline for a good bit of the summer due to server issues. This resulted in lower than usual posting on, and lack of analytics for, ACRL Insider. ACRL staff are working with the Value of Academic Libraries Committee to integrate content from the VAL WordPress site into a redesigned presence on the main ACRL website. ACRL staff will also work on determining the continued viability of the ACRL TechConnect blog and identify a new blog team as needed.

College & Research Libraries

- Issues published on regular schedule.
- *A special issue on the value of academic libraries was published in April 2020. More details are in the Value of Academic Libraries section above.*
- *Emily Drabinski, Critical Pedagogy Librarian at the Mina Rees Library at the Graduate Center, CUNY, has accepted appointment as the new C&RL reviews editor beginning in July 2020.*
- *The Publications Coordinating Committee has begun the search process to appoint a new C&RL editor when Wendi Kaspar's term expires in June 2022. The first step is the formation of a search committee consisting of PCC and C&RL Editorial Board members with a goal of posting the position announcement in summer or early fall 2020. The incoming editor would serve as editor-designate for a year beginning in July 2021 before assuming the editorship.*
- *An editorial board search committee has made a recommendation for a new book review editor to replace Mark Shelton when his term ends in June 2020. The Publications Coordinating Committee voted to approve the recommendation and the C&RL editor is working to notify the appointee along with the unsuccessful candidates on formal acceptance of the position.*

Online Access Stats (total access across content formats):

Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
321,664	321,411	397,747	334,835	1,375,657

C&RL News

- Issues published on regular schedule.

Online Access Stats (total access across content formats):

Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
350,686	360,067	324,487	306,539	1,341,879

RBM

- Issues published on regular schedule.
- RBM editor Richard Saunders was reappointed to a second three-year term by the Board of Directors beginning July 1, 2020.
- *Jennifer K. Sheehan of the Grolier Club has been appointed to the post of Reviews Editor of RBM. Sheehan will serve a three-year term beginning July 1, 2020.*

Online Access Stats (total access across content formats):

Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
30,097	25,482	32,014	24,828	112,421

CHOICE

New entries are in Roman font at the top of each section; prior entries are in *italics* at the end of each section.

June–October 2020

CHOICE REACH	
AY2019-20	
Choice360	181,775 page views
Choice Reviews :	814,013 page views
Webinars (32):	35,702 registrants; 15,343 attendees
Podcasts:	42,532 listener sessions
Newsletters	14,435 subscribers
Choice Media Channel	77,009 videos viewed
AY2020-21 YTD	
Choice360	40,176 page views
Choice Reviews :	143,646 page views
Webinars (11):	12,316 registrants; 5,687 attendees
Podcasts:	6,854 listener sessions (Sept. only)
Newsletters	16,967 subscribers
Choice Media Channel	41,466 videos viewed

COVID-19 Response

Staff returned to their offices in Middletown on a very limited basis beginning in mid-summer, with attendance regulated by schedule, limited to six people at any one time, and full social-distancing protocols strictly enforced. Overall, most staff have elected to visit the office only at need, particularly to traffic books from publishers to reviewers or to recover and process mail.

The "Resource Round Up" e-newsletter, successor to our popular "Shelter in Place" e-newsletter, is now delivered to about 6,500 recipients. The newsletter has settled into a monthly distribution cycle and continues to highlight currently available resources from Choice, ACRL, and ALA and to point the reader to both complimentary offerings from publishers and relevant content from around the Internet. It currently enjoys a strong 24% open/18% click rate.

Our immediate response to the COVID-19 pandemic was discussed in the previous installment of this document, composed during the initial weeks of the sequestration. These included our Resource Round-Up page on Choice 360, the creation of a Shelter-in-Place (SIP) newsletter, a Facebook group of the same name, and the removal of the paywall at ChoiceReviews.org for subscribers to Choice magazine, who were expected to have difficulty retrieving physical mail. Closer to home, we restructured our workflows to support a review process that was not dependent on the delivery of physical books to Choice and replaced most staff meetings and communications with—what else?—Zoom calls.

Now, two months further on, and on the brink of a phased return to the office for some of the staff, we are in a position to evaluate the effectiveness of our actions. The Shelter in Place Facebook group, created as a private space where professional uncertainty and concerns, particularly those regarding COVID19, can be addressed privately with peers, continues to grow, with 169 members as of this writing. The Shelter in Place newsletter, now delivered weekly to some 6,500 readers, maintains a strong 27% open/24% click rate, and the corresponding COVID-19 Resource Round-Up landing page has had 1,000 visits. Response has been very positive, so much so that in mid-June we will convert SIP to a regular newsletter. The reworked newsletter will continue to source and share pertinent links about reopening strategies from around the country, point to noteworthy content from Choice, ACRL, ALA, and academic publishers, and serve as a source of library-centric news as it pivots from a focus on sheltering in place to becoming a professional-development resource.

Joining many businesses and organizations globally, Choice has had to adapt quickly to new ways of conducting business and keeping our audience informed. In a matter of days after it became clear that we could no longer conduct business as usual, we began to create pathways to our audience that responded to these extraordinary conditions. Working as a team, we compiled a round-up of complimentary resources for academic librarians, sharing useful and timely content from Choice, ACRL, and ALA as well as from academic publishers. This information has been collected on our new COVID-19 Resource Round-Up page (http://www.choice360.org/librarianship/covid-19-resource-round-up), which we are updating daily. In addition, we are sharing the information and resources from the COVID-19 Resource Round-Up via our new "Shelter in Place" e-newsletter. We plan to distribute the newsletter once or twice a week during the nationwide sequestration.

As part of this effort, we have also posted a "Letter from the Publisher," outlining our response to the pandemic, on Choice360 (http://www.choice360.org/librarianship/covid-19-resource-round-up/letter-to-

publishers-covid19), and have sent copies of the letter to approximately 12,000 people who subscribe to Choice newsletters.

To coincide with our "Shelter in Place" offering, Choice has also started a private Facebook group of the same name as a space for our audience to connect and have discussions about professional concerns, make information requests, and share helpful information and conversation among themselves.

The kickoff mailings of Choice's "Shelter in Place" (SiP) e-newsletters were sent out March 20th and 27th, with robust open (avg 29%) and click (avg 18%) rates. The e-newsletter sign-up links, shared by SiP recipients with colleagues, generated more than 120 new subscribers. The "Shelter in Place" Facebook group has 65 members, with more joining daily.

The notion of sharing complimentary resources seems to have resonated with our current audience and has been attracting new interest in Choice. As a result of SiP communications and the webpage launch, for the period March 16-29, overall page views at Choice360.org have increased 110%, with a 92% increase in visitors, compared to the same period last year.

Physical Processing of Books

In June we emailed publishers to let them know that we were prepared to receive printed books again, and the response has been overwhelming. Publishers are sending us more books that we have capacity for, and we have a backlog in the mailroom waiting to be processed. Getting books to reviewers has added an additional layer of complexity, as many of them are not able to get to their offices on campus, so we have been emailing reviewers to confirm the best shipping address. This process has been further complicated by the USPS slow-down—so much so that books often take three times as long as previously to get to reviewers—and by two recent staff furloughs (weeks of 17 August and 12 October).

Editorial Workflows

But nowhere has the impact of the sequestration been felt more keenly—up to this point, at least—than in the editorial process, where disruptions to the supply of books available for review have led to important and potentially permanent changes in our editorial workflows and publishing output.

As noted above, as soon as it became clear that we would be working from our homes for an extended period, we created a digital workflow to facilitate assigning books for review in the absence of regular deliveries of physical books. In the new workflow, publishers can now upload .pdfs of works they want to be considered for review via a Google form; editors then assign these books by evaluating the .pdfs in our CMS and make them available to the reviewers on that same platform.

This workflow has some advantages. We are receiving manuscripts earlier in their production cycle, and so our reviews are timelier, but leaving aside the utopian language of "digital-first" platforms and "seamless delivery systems," the reduced delivery of physical books has significant downsides. Publishers are not necessarily equipped to deliver books to us in this way, necessitating an increased volume of publisher communication. When books are delivered, they may arrive in different file types, some with permissions issues. Downstream (as it were), some reviewers are reluctant to review from a .pdf or other format, and since we are not receiving as many printed books, our remaindered book sales have and will continue to suffer. Finally, digital submission of books for review introduces a subroutine designed to ensure that the physical books themselves are

ultimately sent to their reviewers, who receive them in lieu of cash payment for their work. In a word, the new workflow is cumbersome and time consuming.

*Not surprisingly, all of this has led to a marked reduction in the number of books sent for review. In April we received just 363 .pdfs, a 70% decrease in submitted review titles. Consequently, the number of titles sent to reviewers declined by 58%. In light of this dismal showing for April, we have put some measures in place to support the submission process, including a robust communications effort with publishers and simplified protocols for submitting manuscripts. These efforts have been less successful than we had hoped. Of as May 27th we have received 323 .pdfs to consider for review, and we have sent out 154 titles to reviewers. The cumulative eff*ect of this is discussed in the section below.

Planning for Reentry

As May draws to a close, we are deep into planning for a phased return to the office. Yes, we have learned to work efficiently from home, but no, neither are we so many stand-alone units connected by wires and stabled at our several screens. The intersection of maximum efficiency and maximum safety is somewhere in the middle, so as we return in June our goal is to return to near-normal productivity and something resembling our normal work flows with the minimum number of staff on-site at any one time. For the foreseeable future, and perhaps well beyond that, that number will be quite small and will be governed by the by-now familiar rules of social distancing.

As of this writing we have no clear sense of what the economic impact of the pandemic will be on our business, but our working assumption is that it will closely mirror the impact felt by academic libraries, and librarians, as we all attempt to deal with this continuing crisis. We are equally affected by the financial issues that the ALA itself is facing, issues that will require further sacrifices at Choice as our parent organization attempts to deal with shrinking membership, dwindling revenues, and cost containment.

Choice360.org Relaunch

Easily the high point of our new fiscal year thus far was the launch, on Monday, 28 September, of the new Choice360.org website, featuring over 800 pages of content. Our principal goal in building the new site was to bring *all* our content, not just our traditional review products, into view and to make them accessible to the reader in as simple and intuitive a fashion as possible. Highlighting our multimedia content was particularly important, and visitors to the site now immediately see our latest webinars and podcasts front and center on the home page. In rethinking site navigation we distributed our resources among six content areas, directly accessible from the menu bar. Podcasts and webinars are found at Media; feature-length articles and interviews, including “Ask an Archivist” and the “University Press Forum,” are found in Features; curated lists and bibliographic essays, in Choice Picks; white papers, in Research; and information about our subscription products, including *Choice Reviews* and *Choice* magazine, in Products. Rounding out the content areas is our blog, “The Open Stacks,” which will soon become the home for the racial justice program we are initiating (see below). As some of our content is also published in our newsletters, a prominent sign-up button on the website leaderboard makes subscribing to them much easier than before.

New to this version are the options to search and browse the site. Clicking on the Topics button on the menu bar allows one to find content of all types arranged under some thirty-two topical rubrics, from “Acquisition Models” to “User Experience.” The Search option on the secondary (upper) menu bar, powered by Google,

returns results not just from Choice360 but also from our LibGuide site, home of the Choice bibliographic essays, and the Choice Media Channel on YouTube, which archives over 130 of our webinars. Content long buried in the old site is now recoverable through this simple expedient.

Mindful never to overlook a revenue opportunity, we also designed the site to make space for our advertisers and to create additional sponsorship opportunities for them. Most pages have two ad spots: a leaderboard that runs across the header of all pages and a square ad spot midway down on the page. We also have the option to place "Sponsored" tags when posting sponsored content and to include sponsor logos on all webinar, podcast, and blog-like pages.

The new site is built on a WordPress platform and uses the Gutenberg WP, the newest editor for WordPress. WordPress is an industry standard and extremely easy to use, and we now have more control over modifying the style sheet and building new pages while staying true to the site's core design. And, of course, the design is responsive. Users can visit us on their phone, tablet, and desktop computer.

The developer of our new site, WebSolutions, has submitted designs for all page types, and we are almost done approving their designs. As we do so, we are turning our attention to other issues, the most important of which is how to deal with advertising on our site, specifically, how to ensure that advertising and sponsored content is sufficiently differentiated from native content. We are also investigating how integrations with WebEx, YouTube, and podcast platforms will help increase traffic to our multimedia content and, finally, how to migrate content from the current site and its CMS to the new, WordPress, site. Launch of the new Choice360.org is slated for mid-summer.

Our search for a developer for the rebuilt choice360.org site culminated in January with the selection of Web Solutions, a local design firm with offices in Meriden, Connecticut, as our developer. Work was divided into two projects, Discovery and Production, with the Discovery phase wrapping up at the end of February with the delivery of the information architecture schema, a page map, and comps for the main pages on the new site. Production is now underway, with a projected finish in late May.

Marketing continues its work at broadening Choice brand awareness via social media, advertising, and marketing campaigns. Choice social media pages are consistently active, in part due to interest generated by our webinars and podcast episodes. We welcomed fifty-nine new followers to our Twitter account in January through March. Choice also re-ignited its LinkedIn page in February, and we are hopeful it will help increase brand awareness and website traffic as we share pertinent info with a new audience.

As we reported in the previous installment of this report, one of the unheralded changes taking place at Choice in recent years has been the development of an audience outside of the collection-development space, an audience eager to consume Choice content in formats and on platforms far removed from reviews. The growth of these programs has exposed the need for a more robust version of Choice360, one that will serve as a central hub for engagement with all Choice content and that will be capable of supporting webinar registration, white paper downloads, newsletter enrollment, and so forth, through its back-end integrations with other platforms. Our search for a developer for the rebuilt site began with an RFP distributed in the fall of this year, and during November and December we reviewed three proposals submitted in response, ultimately

conducting live interviews with two of the three respondents. We are currently in the process of soliciting final cost estimates from both and will select a development partner in the first half of January.

At the same time, Bill Mickey and Mark Derks have begun conceptualizing a data-centric editorial feature for Choice360, an "academic best sellers" list that collects sales and engagement info for top-selling academic titles in print and ebook formats. We plan to source the data from book distributors and publish monthly tallies.

Choice Reviews and Choice magazine

During the period June through October of this year, Choice reviewers and editors added 1,181 reviews to the *Choice Reviews* database.

- Number of reviews as of 30 October 2020: 216,132
- *Choice Reviews*: Subscribing Institutions: 966. Registered users: 12,202
- *Choice* magazine: Subscribing Institutions: 707

The digital book review workflow described in the last PEAR report was a success and enabled us to continue a comparatively high volume of review assignments, but since then, as distribution of print materials has resumed (see above), and as Choice employees are able to work from the office on limited schedules, we've been able to shift back to our hard-copy process.

Recently we have completed production of the December issue of *Choice*, which features our premier editorial franchise, the annual Outstanding Academic Titles (OAT) list. This year's list features 531 print and digital resources from 141 publishers. It represents only about 15 percent of all the titles we reviewed during the year (almost 4,000 out of the more than 11,000 received). Nevertheless, it's always a thrill to compile a list of such distinguished work that's hundreds of titles long. These works may individually occupy small, highly specialized niches, but in the aggregate they represent an incredible array of scholarship.

Choice magazine subscribers have been contacted via email to offer them complimentary access to Choice Reviews through December 2020. We will reach out to the institutions that sign up in the fall to offer them a substantially discounted rate for adding Choice Reviews to their subscription to the magazine.

Choice Racial Justice Initiative

Choice has embarked on a racial justice initiative, which is manifesting itself in a variety of editorially-driven services and content. Technically, we've added new tagging features in our content management system (back end) and in the *Choice Reviews* online database (front end). These allow us to assign a racial justice tag to appropriate titles we've reviewed, which in turn allows our subscribers to filter their searches on *Choice Reviews* by selecting a racial justice facet. We've also retrospectively applied this tag to more than 430 previously-reviewed titles, providing subscribers with a deep well of resources in this subject area. In a modification of our standard review specifications, we now plan to publish ongoing, feature-length (1-2 page) reviews of the newest and most important racial justice titles and resources

TABLE 1: *CHOICE REVIEWS* USAGE STATISTICS, AY2019-20

	Sessions	Page Views	Searches	Readings	Unique Reviews Read
Sep	11,253	77,917	36,294	48,493	14,432
Oct	15,184	99,735	45,409	62,367	16,231
Nov	13,797	90,554	43,107	53,203	15,161
Dec	9,159	76,244	37,677	47,310	11,917
Jan	10,063	87,656	43,367	54,177	14,416
Feb	11,859	93,903	46,386	51,058	14,502
Mar	8,976	61,570	27,888	39,136	11,815
Apr	10,487	66,125	23,395	36,066	12,444
May	8,570	48,484	22,402	30,275	11,782
Jun	6,116	36,798	17,951	23,372	11,503
Jul	5,666	40,458	20,590	28,408	11,045
Aug	6,936	34,629	17,284	17,334	7,714
TOTAL YTD	118,066	814,073	381,750	491,199	152,962

TABLE 2: *CHOICE REVIEWS* USAGE STATISTICS, AY2020-21 YTD

	Sessions	Page Views	Searches	Readings	Unique Reviews Read
Sep	9,527	66,608	33,450	37,364	13,181
Oct	11,904	77,038	38,067	42,342	13,654
TOTAL YTD	21,431	143,646	71,517	79,706	26,835

Choice Reviews:

Subscribers with renewals coming due from June through December 2020 were offered an "Early Bird Renewal" discount of $100 if they chose to renew before the end of the academic year (30 June). The offer was a way for libraries to spend unused portions of their FY19-20 budgets rather than risk finding later that subscription monies have been stripped from their 2020-21 budgets. At the same time, we have extended the period of free access to Choice Reviews through the end of the calendar year for all Choice magazine and card subscribers. An email offering deeply discounted Choice Reviews subscriptions to our print subscribers will be sent in November.

Since budget uncertainties are looming for our customers, Choice Reviews subscribers with renewals coming due between June and December, 2020, are being offered an "Early Bird Renewal" discount if they choose to renew before the end of this academic year (June30), allowing libraries to use current-year funds for future renewals.

Skipped Issue of Choice magazine

The most immediate impact of our failure to receive our usual complement of books for review has been a lack of a sufficient number of completed reviews to compose a full issue of Choice magazine. An average issue requires at least 275 reviews in order to maintain the minimum number of pages for our usual binding. Publishing a smaller issue would have required new layouts, a different binding method, moving to different presses at the printer, and an increase in production costs. Ultimately, we decided that the most prudent way to deal with the situation was to take advantage of an opportunity offered by the US Post Office as a result of

COVID-19 and skip publication of the August issue of the magazine. Skipping the August issue will allow Choice to push reviews already in-house to the September issue and to create a "slush fund" of reviews to help tide us over until the review flow resumes its normal volume.

Fortunately, publication of Choice Reviews is entirely unaffected by the need to compose "editions," as reviews are published to our database as soon as they have been edited. To redress the loss of the August issue of the magazine, therefore, we have offered our print subscribers free access to Choicereviews.org through the end of the year.

Choice Outstanding Academic Titles

Through August of this year we continued to share curated weekly mini lists of the 2019 Outstanding Academic Titles via social media and on our website as well as through a dedicated weekly e-newsletter. The weekly newsletter has high engagement, with open rates consistently over 45%. Weekly Outstanding Academic Title content accounted for about 10% of the visits to Choice360.org.

The winners of the 2020 Outstanding Academic Titles were notified by mail the week of October 26th. The list of winners will be published in the December 2020 issue of Choice magazine and available as of December 1 on Choice Reviews.

The Outstanding Academic Titles weekly newsletter delivers curated mini lists of OATs and has been attracting high engagement, with open rates consistently over 45%. Content from the newsletter accounted for 10% of the April and May web visits to Choice360.org.

Even though the Outstanding Academic Titles were awarded in December 2019, we continue to share curated weekly "mini lists" via social media and on our website and also with a dedicated weekly e-newsletter, which also contains information about additional Choice content that may be of interest. To date, the OAT e-newsletter has been generating high engagement, with open rates consistently over 40%.

This year, we moved publication of the Outstanding Academic Titles (OAT) list up by one month, to December, placing the list within the calendar year of the titles we reviewed and allowing us to join the ranks of the other end-of-year lists—effectively catching the buzz and public expectation of those other lists. The OATs represent the best of the 4,644 scholarly titles reviewed by Choice Reviews in 2019. This year's list features 521 books and electronic resources from 134 publishers, comprising only about 11 percent of all the titles we reviewed during the year.

With the annual Outstanding Academic Titles award moving from January to December, much of November and December has been dedicated to the promotion of this prestigious award. Our website, Choice360.org, in particular, has seen a dramatic upturn in OAT traffic. During the period 2–23 December, publication of the list drove 3,543 page views of OAT-related content on Choice360, an increase of some 270% over OAT-related views last year. December 2019 OAT traffic accounted for about 25% of the over 14,000 total page views garnered on the site during that time.

While we continue to share small themed snippets of the list weekly to drive traffic to Choice360, we have started some new initiatives to amplify interest. In an effort to expand awareness of Choice among audiences adjacent to our core, we launched a digital ad in Inside Higher Ed sharing the most popular OAT titles of 2019. Additionally, we are conducting an OAT Social Media Giveaway, a sweepstakes that ran throughout the month

of December, mainly through Twitter. We are fortunate to have an abundance of donated titles, so many that we will in all likelihood pick multiple winners in January.

Finally, to complement the curated weekly offerings noted above we are giving website visitors the option of signing up for a weekly eNewsletter, delivering the current lists of OATs as well as information about other Choice content that may be of interest. We have had 200 sign-ups since November.

Resources for College Libraries

RCL and RCL Career Resources subject editors added 2,203 titles during this period (from user database 26 May–19 October), and the RCL database now holds 101,062 titles in total. Summer is the time for our annual peer review of selected subject area holdings; this year's review of the sixteen arts and humanities disciplines concluded with forty-four reports collected, a 94% return rate. In order to gauge reviewer assessment of the peer review process, a survey was developed and deployed to 180 past RCL peer reviewers, closing with a 45% response rate.

Other highlights include:

- Addition of a new linguistics subject collection, featuring nearly 600 core titles.
- Broadcast of an RCL-BBAS focused webinar, "Qualitative Collection Assessment – Building Authoritative and Accessible Collections," attracting 997 registrants and 388 attendees
- Final QA of the Bowker Book Analysis System (BBAS) product upgrades in preparation for launch.

RCL subject editors added 818 titles to the database during this period (from database 23 March – 25 May 2020), with 99,740 records in total. Peer review recruiting for the RCL Arts and Humanities subjects commenced, with 32 reviewers committed as of this writing. Deselection guidelines were developed and distributed to all editors as a project-wide weeding initiative began with an editorial e-forum. The Bowker Book Analysis System assessment tool's user interface was upgraded and released in pre-production for testing; additional product enhancements were prioritized with ProQuest partners for a scheduled summer production and release.

Subject editors added 1,013 titles to the RCL database during this period (from database 18 December 2019 – 22 March 2020), with 99,663 records in total. A project to improve user database discovery via Browse was completed, impacting 16,919 titles across 817 subject headings. A new Linguistics subject collection with approximately 550 titles went out for peer review. Subject taxonomy improvements in the areas of Drama and Theater, Germanic Languages and Literatures, and Journalism and Communication were implemented in the RCLAS editorial system. Revision materials for the annual editorial update were sent to all editors, including active title lists, OOP title lists, and subject data. New subject editors joined the project in Education, Law, and Sociology. With ProQuest partners, we produced new print and digital ads, including four subject editor ads.

Subject editors added 68 titles to the RCL database during this period (16 Oct – 17 December 2019), resulting in 99,574 total records. As the editorial revision cycle concluded with the end of the calendar year, administrative work for the coming editorial period commenced, including: editorial meetings to discuss implementing peer

reviewers' recommendations, distributing letters of acknowledgment and subject editor agreements, processing and filtering new edition reports, and recruiting for editorial vacancies.

Sponsored Content

Marketing continues its work at broadening Choice brand awareness via social media and advertising but has purposely refrained from aggressive sales efforts during April and May in deference to the seriousness of the COVID pandemic. Choice social media pages continue to be consistently active; a considerable portion of the activity can be attributed to increased interest in our live and archived webinar offerings during this period. Twenty-two percent of visits to Choice360 are tied directly to Choice webinars.

Content Marketing—including webinars, podcasts, white papers, newsletters, and eBlasts—has taken the lead in advertising sales over print and online banners. January thru March brought in $72.5K for print and online banner revenue, while content marketing generated $93K. Webinars thru March are up 47% over last year, while podcasts are up 40%. With over half the year gone, we expect this trend to continue and will likely see content marketing surpass print advertising by a wide margin.

Marketing continues its work at broadening Choice brand awareness via social media, advertising, and marketing campaigns. Choice social media pages have continued to be quite active, in part due to interest generated by a very popular APA webinar as well as by our Outstanding Academic Titles promotional efforts (see above). Many of the latest social media posts were shared by our audience, driving a good amount of traffic to our Choice360 web site.

Webinars

During the period June through October, 2020, Choice hosted twenty sponsored webinars, with averages of 1,268 registrants and 591 attendees. The best attended webinar was " A Step-by-Step Guide for APA Style Student Papers," (3,167 registrants, 1,494 attendees). Of the twenty webinars, nine garnered over 1,000 registrations. During this five-month period, Choice hosted more webinars than during any other five-month period during the life of the program.

Table 3: Choice/ACRL Sponsored Webinars, AY2020-21 YTD

Date	Sponsor	Title	Regs	Parts
9/10/2020	APA	A Step-by-Step Guide for APA Style Student Papers	3167	1,494
9/15/2020	ProQuest	Confronting Hard History: Using Primary Sources to Teach Slavery, Civil Rights and Black Lives Matter	2586	1,297
9/22/2020	Cambridge	Transitioning to Open Research: Publisher and Librarian Perspectives in 2020	766	348
9/24/2020	Springer	Best practices for acquiring and implementing an eBook collection"	930	467
9/29/2020	RCL	Qualitative Collection Assessment — Building Authoritative and Accessible Collections	1003	390
9/30/2020	Springer	Sick of COVID-19? Listen in for the source on the latest research, drug development and treatments	345	148
10/1/2020	BibliU	Equity and Access in the Age of COVID-19: How Academic Libraries Can Build a Better Digital Content Strategy	1079	480
10/8/2020	Overdrive	Building a digital library to support remote learning during COVID-19	648	244
10/13/2020	ProQuest	How to Uncover Diverse Voices for Research and Teaching: Strategies with Primary Source Archives	944	451
10/15/2020	Springer	Using past research to solve today's global pandemic: The power of Nature archives	223	81
10/22/2020	Adam Matthew	The changing face of children's literature, ca.1820-1920	625	287

Table 6: Choice/ACRL Sponsored Webinars, AY2019-20

Date	Sponsor	Title	Regs	Parts
9/19/2020	Jove	LGBTQ history: supporting diversity in research and teaching, and why it matters	683	260
9/24/2020	ProQuest	How libraries can support pre-health students and advisors	350	148
10/1/2019	Social Explorer	Telling the American story with the U.S. census: teaching with real data	819	359
10/3/2019	ProQuest	Scholarship versus secrecy and fake news—primary sources in an age of misinformation	1,246	469
10/8/2019	Overdrive	How to make informed investments with digital content that increases circ numbers	231	71
10/17/2019	ProQuest	Video access models: opportunities and risks	532	227
10/24/2019	APA	What's new in APA style: inside the seventh edition of the APA publication manual	3,869	1,061
10/30/2019	Accessible Archives	Integrating primary sources across disciplines	783	280
11/14/2019	Adam Matthew	Sexology: the challenge of anonymity and striking the balance between subject privacy and scholarly practice	335	106
12/10/2019	Northwestern Univ. Press	Advertising, design and the archive—uncovering new art histories	372	132
12/12/2019	Springer Nature	The library's role in making textbooks affordable for students	852	358
1/21/2020	Social Explorer	Telling the story of our social world with data	719	293
2/11/2020	DeGruyter	Strategic solutions for overcoming a complex e-book ecosystem: de Gruyter's university press library	458	194
2/13/2020	APA	Creating references using seventh edition APA style	3,329	1113
3/10/2020	Overdrive	Ten ways the Libby app can help you reach readers on campus and off	386	138
3/19/2020	ProQuest	Women, their jobs, and their lives: A history of records, from Charlotte Perkins Gilman to the #metoo movement	501	186
3/31/2019	ProQuest	How libraries enable new discoveries with text and data mining	880	430
4/2/2020	Springer Nature	Reviews journals: A vital library resource for students, faculty and researchers	622	292
4/21/2020	ProQuest	Decolonizing the Literature Curriculum: Equality, Diversity and Inclusion in Literary Studies	1220	678
5/5/2020	Springer Nature	APCs in the Wild - Exploring Funding Streams for an Accelerated Transition to Open Access	567	315
5/7/2020	ProQuest	Navigating Accessibility to Support All Library Users	1952	1027
5/12/2020	OECD	Impacts and consequences of the coronavirus pandemic: OECD's data, analysis, and recommendations	1432	821
5/21/2020	Cambridge	Looking back at 10 years of Cambridge University Press Ebooks: How did we get here?	504	255
6/2/2020	Infobase	Put Those Databases to Work! Strategies to Get Materials Flying Off Virtual Shelves	2423	1138
6/9/2020	ProQuest	Plagues, Epidemics, Peculiar Beliefs and Practices through Time: Delving into Primary Sources	1771	919
6/18/2020	Ex Libris	These are the reasons libraries are expanding to influence academic research	1227	504
7/14/2020	APA	Citing Works in Text Using Seventh Edition APA Style	2041	1017
7/29/2020	Taylor & Francis	The Socially-Distanced Library: The Leadership Perspective	1749	892
7/30/2020	Taylor & Francis	The Socially-Distanced Library: A Case Study of the Alabama Library System & Auburn University at Montgomery	850	314
8/4/2020	Taylor & Francis	The Socially-Distanced Library: Transitioning Faculty to Online Teaching Environments	967	459
8/6/2020	Taylor & Francis	The Socially-Distanced Library: Physical Spaces, Transition Tactics, and a Look at the Data	1279	587
8/11/2020	Taylor & Francis	Advance Your University's Research Mission with Text and Data Mining	753	300
		TOTAL	**35,702**	**15,343**

From 31 March to the end of May Choice hosted seven sponsored webinars, with 7,177 total registrations (1,025 average registrations per webinar) and 3,818 attendees total (averaging 545 attendees per webinar). Significantly, attendance at our webinars, which normally runs in the 38% to 40% range, rose to 53% for these seven, a clear indication of the enhanced need for information and communication among home-bound librarians.

The best attended webinar was " Navigating Accessibility to Support All Library Users," (1,952 registrants, 1,027 attendees). Eli Cole provided live interpretation into American Sign Language, and Chelsea Lockwood transcribed the webinar in real-time.

Podcasts

The Authority File

Choice's original podcast, The Authority File, continues to post strong numbers and finished the academic year with averages of 1,598 downloads and 1,947 streams per month. Total engagement was up by 27% over the previous year.

TABLE 4: AUTHORITY FILE AUDIENCE, AY2019-20

	Downloads	Streams	Audience
September '19	2,395	1,846	4,241
October '19	3,142	2,406	5,548
November '19	977	1,078	2,055
December '19	635	1,238	1,873
January '20	995	2,278	3,273
February '20	1,257	1,454	2,711
March '20	1,100	2,211	3,311
April '20	1,209	2,348	3,557
May '20	2,369	2,693	5,062
June '20	1,562	2,446	4,008
July '20	1,969	1,835	3,804
August '20	1,564	1,525	3,089
Total	19,174	23,358	42,532
Avg.	1,598	1,947	3,544
Y/Y	100%	162%	127%

This year is off to an equally strong start, with September figures up 61% over a year ago (6,854 v 4,241).

Table 5: Authority File Audience, AY2020-21 YTD

	Downloads	Streams	Audience
September '20	2,744	4,110	6,854
October '20*			
Total	2,744	4,110	6,854
Avg.	2,744	4,110	6,854

*October statistics not available

The Authority File Episodes, June to October 2020

Looking at Canadian Community Development
Speaker:
Sponsor: University of Ottawa Press
6/1/2020 Forging Connection and Understanding
6/8/2020 The Benefits and Pitfalls of Theory
6/15/2020 The Push and Pull
6/22/2020 Beyond Solutions and Answers

Adjusting to Modern Library Needs
Speaker: Jill Grunenwald
Sponsor: OverDrive Professional
6/3/2020 Background and Books
6/10/2020 Brave New Non-print World
6/17/2020 Going Mobile
6/24/2020 The Admin Side

Unearthing the Library's Value
Speaker: Tony Samek
Sponsor: University of Toronto Press
7/6/2020 Making Those Connections
7/13/2020 Is Neutrality Possible
7/20/2020 Why Bother?
7/27/2020 Preserving Memory

The Future of Education
Speaker: Dr. Rupert Maclean
Sponsor: Springer Nature
7/8/2020 Background and Major Trends
7/15/2020 Preparing a 21st Century Workforce
7/22/2020 Let's Talk Access

7/29/2020 Emerging Trend and Pandemic Effects

What is a Scholarly Podcast?
Speakers: Hannah MacGregor and Siobhan McMenemy
Sponsor: Wilfrid Laurier University Press
8/5/2020 Secret Feminist Agenda
8/11/2020 Peer Review that Fits the Medium
9/1/2020 Open Scholarship and Web 2.0
9/8/2020 The "Generative" Nature of Podcasting

Academic Librarianship in the Age of COVID-19
Speakers: Lauren Van Keuren, Sally Gibson, and Kat McGrath
Sponsor: Sage Publishing
8/6/2020 The Online Scramble
8/12/2020 Fall Is Coming
8/26/2020 Finding Solutions
9/2/2020 An (Unprecedented) Look Ahead

A Look Back at 18th-Century Executive Power, Moderates, and Revolution
Speaker: Aurelian Craiutu
Sponsor: Liberty Fund
9/9/2020 Who Is Jacques Necker?
9/16/2020 Necker the Moderate
9/23/2020 The Soul of the Commonwealth
9/30/2020 The Lone Wolf

Purposeful or Indulgent?
Speaker: Connor Kelly
Sponsor: Georgetown University Press
10/05/20 How We Define Free Time
10/12/20 Differentiating Leisure from Recreation
10/19/20 Everyday Solidarity
10/26/20 Making Good Use of Free Time

The Authority File Episodes, April to May 2020

April: ***Finding a Place for Open Access Monographs***
Presenters: *Terry Ehling and Raym Crow*
118 *A Lack of Product-Market Fit*
119 *Starting from Scratch*
120 *Defining the Framework*
121 *Peer into the Crystal Ball*

Mondays in May: ***A New Approach to Info Lit***
Presenters: *Rosalind Tedford, Dan Chibnall, Sarah Morris, and Mila Steele*
122 *Taking Down the "Illusion of Credibility"*
124 *"These Skills Aren't Just Academic"*
126 *Lessons in Execution*
128 *"How Can We Help?"*

Wednesdays in May: ***Constructing the Black Prairie Archives***
Presenter: *Karina Vernon*
123 *"It Had Been There All Along"*
125 *Changing the Cultural Record*
127 *"A Search for My Own History"*
129 *Breaking Down Dominant Narratives*

The Authority File Episodes, January to March 2020

Choice's podcast, The Authority File, continues to post strong numbers, with a current average of 1,500 downloads and 1,757 streams per month, for a total of 3,287 listener sessions a month overall, up 169% from this time last year. During the reporting period, we presented the following episodes:

The Demand for Digital Literacy
Speaker: Ellen Carillo
Sponsor: Modern Language Association
1/6/2020 *Find, Parse, Assess*
1/13/2020 *"Even Really Smart People Get Duped"*
1/20/2020 *An Antidote for Media Skepticism*
1/27/2020 *Fighting Bias to Find Credibility*

Stepping Outside for Field Research
Speaker: David Danello
Sponsor: Georgetown University Press
2/3/2020 *"What Am I Actually Doing? What Is This Career?"*
2/10/2020 *"I Had to Gain a Sense of How I Was Coming Across"*
2/18/2020 *Into a Category of "Unknown Unknowns"*
2/24/2020 *Seeking the Story*

What Is Seamless Access?
Speaker: Laird Barrett and Heather Flanagan
Sponsor: Springer Nature
3/2/2020 *"A New Experience of Federated Access"*
3/9/2020 *Alleviating Researcher Pain*

3/16/2020 Clearing Up Misconceptions
3/23/2020 Connecting Publishers and Libraries

Choice's podcast, The Authority File, continues to post strong numbers, with a current average of 1,787 downloads and 1,642 streams per month, year to date. Bill Mickey and Mark Derks, the Authority File host and producer respectively, staffed a booth at the 2019 Charleston Conference and recorded several episodes live on the show floor. At this show, they invited passersby to share their expertise, and recorded two brief, spontaneous conversations with librarians from Middle Tennessee State University, which appear as the show's first "bonus" content.

Patron Driven

Our newest, narrative-style podcast project, Patron Driven, launched in June. Originally timed to coincide with the ALA Annual Conference, the launch was deprived of the fanfare we had planned for the live event, which slowed uptake of "The Heart of the Campus," the five-episode first "season," which follows four library staffers through the destruction and rebuilding of their Houston-area community college library following Hurricane Harvey,

Dedicated promotion started in April and continued through July via digital ads, social media, and direct reach-outs to state library groups.

Choice's podcast, The Authority File, continues to post strong numbers, with a current average of 1,564 downloads and 1,950 streams per month. Through May, podcast traffic is running 29% higher than at this time last year

April saw MIT Press return as a sponsor to discuss their $800,000 Arcadia Foundation grant to develop a sustainable business model for open access monographs, and May brought on two sponsors, SAGE, who brough on three librarians to discuss their approaches to teaching information literacy, and Wilfrid Laurier University Press, who brought on the press' author Karina Vernon to discuss the deeply personal topic of constructing an archive of Canadian Black Prairie denizens.

Our newest, narrative-style podcast project, Patron Driven, is progressing nicely. Season One, "The Heart of the Campus," which follows four library staffers through the destruction and rebuilding of their Houston-area community college library following Hurricane Harvey, is scheduled to launch in late June. As of this writing, we've completed script-writing and have moved into the recording phase.

Marketing efforts for Patron Driven began in April, and May saw the release of a three-minute trailer on YouTube and the publication of a series of a dozen posts on Choice's blog. These are supported by a new landing page for the podcast on Choice360, social media mentions on Choice and ACRL platforms, and multiple Choice and ACRL e-newsletter features and banner placements. In May we sent personal emails to state and regional library associations and contacted media outlets and publications in the Houston region, where the Season One story takes place. To date we have had 640 visitors to the Patron Driven landing page.

Choice Research

Choice published two more research reports in this period: Supporting Scholarly Research: Current and New Opportunities for Academic Libraries" and "Ebook Collection Development in Academic Libraries: Examining Preference, Management, and Purchasing Patterns," sponsored by ProQuest and OverDrive, respectively. This brings our total number of reports to seven, collectively achieving almost 5,500 downloads, lifetime to date. Like their predecessors, these studies are available on the Choice360 website.

Advertising and Sponsorships

With in-publication advertising shrinking, our sponsored content initiatives continue to grow. The rise in sponsorship revenue is an important indicator of a larger trend at Choice: the development of an audience outside of the collection-development space, an audience eager to consume Choice content in formats and on platforms far removed from reviews. While review-based readership has fallen, we have quietly been amassing a readership of far greater size and diversity around our media-intensive sponsored programs. We now estimate a total Choice audience of upward of 55,000 people, roughly five times the size of ACRL membership.

FY20 closed the year at 91% of budget ($701,000 in gross sales), with webinars and podcasts leading the pack with a combined $249,000 in gross revenue, over 35% of total advertising income. FY21 began with full-year reservations reaching $402,723 (61% of full-year budget) as of the end of October. Webinars and podcasts are once again taking the lead, and we have already reached our full-year budget in both platforms. The migration to our media platforms should continue throughout this fiscal year and next, hand-in-hand with declining print ad sales.

Administration

On a positive note, we are very proud and excited to announce two promotions in the Editorial department. Owing to his continued success at introducing and growing our portfolio of digital products, we have promoted Mark Derks, producer of the Choice webinars and The Authority File podcast, from Digital Media Specialist to Senior Digital Media Producer. Likewise, in recognition of the expanded role that our Humanities editor, Becky Bartlett has taken on in recent months—including staff training and key oversight responsibilities for Choice's legacy products and editorial technology, we have promoted Becky from Editor to Senior Editor.

Prior to the onset of the pandemic, Choice workflows for the review of books were a mixture of physical and digital processes. Physical copies sent by the publishers were delivered to our offices; editors selected works to review from among those submitted; and the books were mailed to the reviewers. The rest of the process, including the writing, submitting, editing, and publishing of reviews, is (and was) done on Choice Connect, our digital content-management system.

With the publishers, reviewers, and Choice office staff all sheltering in place, books are not being mailed, mail is not being picked up, editors are not in the office to examine candidates for review, and reviewers are not in their offices to receive books, which in any case we are unable to mail (!) In order to continue to publish, the editorial team is rapidly developing a digital workflow for the portion of the process formerly dependent on the delivery of physical books. This will require editors to solicit— and publishers to deliver—digital galleys. Reviewers will read the books selected for review in .pdf form and then submit their reviews on Choice Connect

as they have always done. Later, when our lives return to some semblance of normalcy, we will ask publishers to send physical copies of reviewed books to the reviewer, as compensation for their work.

Choice's Media Channel on YouTube, home to our archive of over 150 of our webinars, has grown to 1,190 subscribers, which opens up opportunities to communicate with subscribers through "Premiers" (a feature that notifies subscribers of new videos), through direct notifications and surveys. It also allows Choice to monetize its channel through Google-driven advertising.

At the beginning of December Sabrina Cofer joined Choice as digital media assistant, a new position in the operations group. Prior to her hiring, Sabrina worked as an intern here at Choice, managing a variety of tasks, including the "Ask an Archivist" feature and writing and production of the APW (Academic Publishing Weekly) newsletter. Her new position encompasses a broad portfolio of responsibilities, including support for webinar and podcast production, creation and scheduling of newsletters, posting content to Choice360, and contributing to our marketing and social media efforts, among others.

White Papers

Choice currently has two more research reports in development, both anchored by surveys. One, a study on e-book acquisition workflows, will be co-authored by John Novak, Collection Development Strategies Librarian, University of Maryland, and L. Angie Ohler, Director of Collection Services, University of Maryland. Publication is scheduled for late summer of this year. The other, scheduled for publication in June, is a study of how academic librarians are supporting researcher workflows. It will be written by Ngoc-Yen Tran, Research Impact Librarian, and Emily Chan, Associate Dean of Libraries, both of San José State University.

Overall, the five Choice white papers previously published continue to attract readers, and by the close of March had been downloaded 4,286 times, not including access from other sites where the white papers have been made available for download.

Mid-December saw the release of the fifth Choice white paper, "Research Data Services in Libraries: Where are We Today?" documenting the range of services currently offered in academic libraries and examining impediments to their implementation. The finished report was published too late for distribution at the Charleston Conference, but its findings were the subject of a Charleston session, "The Time has Come . . . To Talk about Why Research Data Management Isn't Easy," featuring the report's principal authors, Carol Tenopir, University of Tennessee, School of Information Sciences; Robert J. Sandusky, University of Illinois at Chicago, University Library; and Jordan Kaufman, University of Tennessee, Center for Information and Communication Studies.

Overall, the five Choice white papers published thus far continue to gain a steady stream of interest, surpassing 3,900 downloads in late December.

ccAdvisor

The Choice editorial team has begun the process of assigning and editing ccAdvisor reviews as part of an effort to ramp up content production and make the database a more viable offering to potential subscribers. Thus

far, we're focusing our efforts on a "wish list" of desired reviews provided by the Center for Research Libraries (CRL), one of ccAdvisor's largest subscribers. Choice editors have been trained on ccAdvisor Connect, our back-end content management system, and have created editorial protocols for the new process. By January, we will have added a monthly CCA quota to the responsibilities of the Choice editors.

The Charleston Library Conference in early November was major event for Choice, giving us the opportunity to speak with new and prospective CCA subscribers and to host a session, "Through the Looking Glass: Measuring Value in the Nontraditional Database Market," in conjunction with CRL. The session highlighted some of the recent challenges in navigating the marketplace of "Big Data" and suggested measures to counteract vendor opacity through greater community investment in analysis of the products and providers.

Operations

Operational activities relevant to the quality of ACRL's strategic and enabling programs and services are reported below.

Staff

- In October 2020, the search for an ACRL Executive Director was launched (ACRL Insider).
- On August 31, Sara Goek's term with ACRL ended and she was hired by PLA. Her duties on Project Outcome for Academic Libraries have been assumed by Gena Davis and on the Value of Academic Libraries initiative by Mary Jane Petrowski.
- *A search committee for the ACRL executive director has been formed and hopes to have a new hire in place by January 2021.*
- *ACRL celebrated the achievements of Mary Ellen Davis before her April 24 retirement, and a named ACRL 2021 Conference scholarship was created by the ACRL Board of Directors.*
- *Through the NEH CARES: Cultural Organizations grant, ACRL is requesting $300,000 for humanities activities over a 6.5 month period of June 15-Dec 31, 2020. Funding would primarily cover staff salaries and benefits, with other direct costs of consultant services and e-learning platform, and indirect costs. The notification date is June 15, 2020.*
- *ACRL Executive Director Mary Ellen Davis announced her retirement, which will be effective April 24, 2020. Kara Malenfant, ACRL senior strategist for special initiatives, will serve as association interim executive director. ALA has announced a hiring freeze but the ACRL Presidents have reached out to the new ALA ED Tracie Hall to explore launching the search this spring.*
- *Davis has been working closely with Malenfant to highlight various work of the ED so that the transition will be smooth. Davis is happy to be contacted after retirement as needed.*
- *Executive Director Davis visited the Choice office in December and met with the entire staff as well various units.*

ACRL Staff & ALA

- ACRL Interim Executive Director Kara Malenfant is serving as a staff representative on the ALA Operating Agreement Working Group.
- Interim Executive Director Malenfant continues service on ALA's Senior Management team, participating in weekly meetings with ALA Executive Director Tracie Hall.
- During summer 2020, ALA Executive Director Hall hosted several charettes, and invited ALA staff to help brainstorm new ideas for programming, efficiencies, and revenue. ACRL staff were invited to

attend some of these charettes. The categories included Conference; Continuing Education; External Relationship Development (including Branding; Advocacy; Commerce and Development); Membership; Program Assessment; Publishing; Research and Design; Staffing efficiencies, synergies and alignment.

- ALA delivered a termination to the outsourced accounting services firm on September 23 with a 60-day notice and a transition to bring services back in house is underway.
- As a cost reduction tactic, all ALA staff took one furlough week in FY20 and are taking five weeks of furlough in FY21.
- Earlier this year, the association received federal assistance through the Payroll Protection Program and an Economic Injury Disaster Loan to offset large revenue losses in FY20.
- ACRL President Cawthorne and Immediate Past-President Munro are moving the resolution in honor of Mary Ellen Davis to ALA Council, striking out the clause conferring emerita title after a determination by a working group of the ALA Executive Board.
- *Due to Illinois' shelter-in-place mandate through May 31, 2020, the move-in date to the new ALA Headquarters has been postponed from May to June. In May, packing was completed and the old 50 E Huron Street headquarters was vacated for the new tenant. ALA will continue to monitor the shelter-in-place mandate, and may adjust the move-in date to the new headquarters as needed.*
- *At the end of April, all ALA units submitted updated FY20 projections based on the impact of COVID-19. BARC reviewed the projections at its May 19, 2020 virtual meeting.*
- *In November 2019, ALA outsourced its accounting department from in-house to a contractor in India. Training was held for staff between November 2019 to February 2020, and staff began using the new processes in February 2020. Unfortunately, there have been delays and monthly financial reports are several months past release date. This is due to:*
    - *ALA's contractor in India has been on lockdown since March 25, 2020.*
    - *The team has experienced many challenges with moving to a work-from-home environment as the outsourcing industry is highly regulated by the Indian government. In addition, there is a shortage of laptops in India.*
    - *Some of the team that was in place prior to COVID-19 went back to their homes and have not been able to return to the city of Bangalore. So new staff have been introduced to the team and they are currently being trained.*
- *The ALA Executive Board is reviewing the process for emeritus, and will review at its next meeting in June 2020. Staff and the presidents will wait to send the resolution in honor of Mary Ellen Davis, which included the title of emeritus, until the ALA Executive Board approves a process.*
- *ACRL Program Coordinator Lauren Carlton continues to serve on an ALA staff working group to review and improve the user experience for ALA Connect.*
- *ALA's planned move date to the new headquarters building (225 N Michigan Ave, Suite 1300, Chicago, IL 60601) is April 27, 2020. ALA management is closely monitoring shelter-in-place mandates due to COVID-19 and is exploring options and processes to ensure ALA staff can safely pack-up their offices and prepare for the move. It is expected that this move will be delayed.*
- *ALA Finance staff are exploring applying for CAREs funding to provide support to ALA during this unprecedented time.*
- *Executive Director Davis continues service on ALA's Senior Management team, participating in weekly meetings with Tracie Hall leading them since early March. Davis led a staff working group to develop a process for dealing with "snail mail" while ALA staff are working under "shelter-in-place" guidelines.*

- *ACRL Program Coordinator Lauren Carlton is part of an ALA Connect Staff Admin group that meets every other week to discuss sitewide improvements.*
- *Kara Malenfant is on ALA's Rapid Response Team to deal with the COVID-19 and Margot Conahan has been named to a planning group for a virtual ALA Annual Conference.*
- *ACRL Program Manager for Strategic Development Allison Payne is working with ACRL staff to develop a file name structure and metadata for ACRL contracts that will be uploaded to new ALA contract repository.*
- *ACRL Program Coordinator Gena Parsons-Diamond is representing ACRL on the ALA Move Team, and Gena will let ACRL staff know how to pack, label, and box their belongings for the move to 225 N Michigan.*
- *Executive Director Davis continued service on ALA's Senior Management team, participating in weekly meetings, interview of the candidates for ALA Executive Director, and a two-day budget retreat to prepare for FY21.*
- *ED Davis was appointed to the staff Information Technology Advisory Committee whose charge is to look at IT strategically across the association.*
- *Megan Griffin, Senior Program Officer, and Allison Payne, Program Manager for Strategic Initiatives, continue to attend an ALA Connect Staff Admin group that meets every other week to discuss sitewide improvements. The group has worked on an updated navigation bar, and has given input for a forthcoming redesign (expected for February 2020).*
- *During September through December 2019, Allison Payne served on the ContractSafe ALA Staff Working Group to help create a taxonomy and organizational structure for ALA's forthcoming contract repository to be used by ALA staff.*

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Advancing learning
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A division of the American Library Association

Enabling Programs and Services
Key Performance Indicators (KPIs)
Report Period: June 1, 2020 – October 30, 2020

** Note: Section A: Membership Engagement includes data through February 2020. Typically, the Board would review data through April or May at their June meetings, but ALA is only able to provide membership reports through February 2020. Section B: Education has been updated through May 31, 2020.*

Enabling programs and services key performance indicators (KPI)

ACRL is committed to assessing progress in advancing the Plan for Excellence, but acknowledges that the entire plan does not need to be measured at one time. The following goals have been identified as the measurement focus for FY20 and the progress toward each to date is reported below.

Section A: Member Engagement

Goals: Maintain 96.5% (9,801) of ACRL's FY19 membership in FY20 and ensure that 52.5% of new members who joined ACRL between May 2018 – March 2019 renew their membership in FY20. The target retention rate is based on the average new member retention rate in the last 5 ACRL non-conference years.

1. Benchmark analysis of ACRL total membership number

ACRL membership has decreased 3.86% (387) since August 2019 when membership was 10,260.

	March FY20	March FY19	March FY18	March FY17	March FY16
Total membership	9,863	10,745	10,551	10,980	11,149
Change year over year	-8.21%	-1.84%	-3.91%	-1.52%	-4.32%

2. Continue to benchmark and analyze impact of new member outreach program

First-year member renewal rate:

Non-conference years are shaded for comparison.

Year	1st Quarter	2nd YTD Quarter	3rd Quarter	4th Quarter	Year to Date
FY20	47.8%	50.1%	52.0%		48.5%
FY19	47.1%	48.7%	54.9%		50.5%
FY18	52.0%	52.2%	44.2%		51.3%
FY17	50.8%	50.8%	44.8%		48.2%
FY16	53.9%	53.2%	53.0%		48.6%
FY15	51.9%	52.3%	57.5%		50.9%
FY14	53.7%	52.9%	52.5%		52.0%
FY13	56.5%	56.1%	55.1%		53.4%
FY12	57.3%	57.8%	56.9%		57.0%
FY11	60.1%	58.9%	59.7%		61.0%

FY10	63.8%	63.3%	55.7%		59.7%

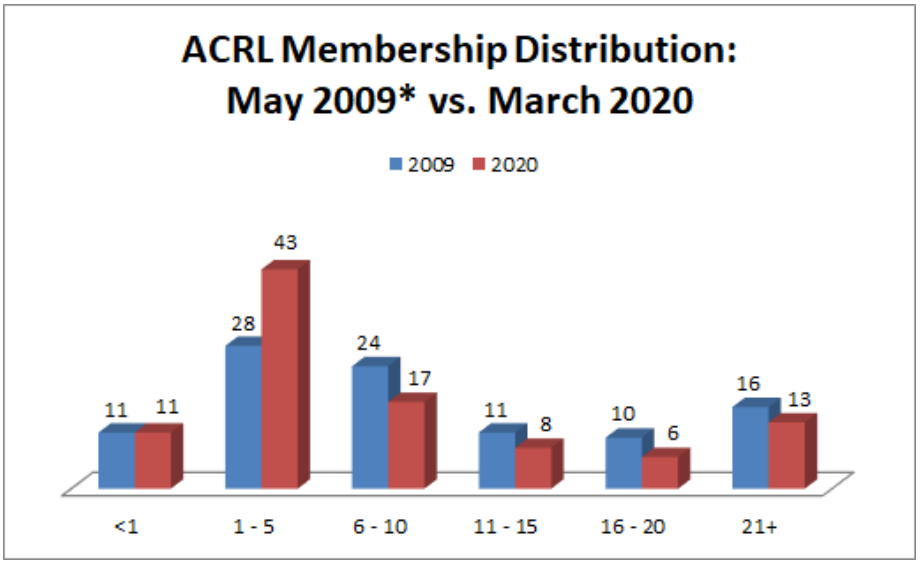
**An analysis of 354 first-year members who did not renew as of March 2020 shows that 36.4% (129) were regular members, 54.4% (193) were students, and 5.1% (18) were non-salaried librarians. 81% of first-year members who dropped their ACRL membership also dropped their ALA membership (and 38% of those were regular members and 55% were students); 4% kept their ALA membership but dropped ACRL in favor of other division/roundtable affiliations (and 62% of those were regular members); 16% dropped all division and roundtable membership but retained their ALA membership (and 60% were students).

3. Benchmark by continuous years of membership

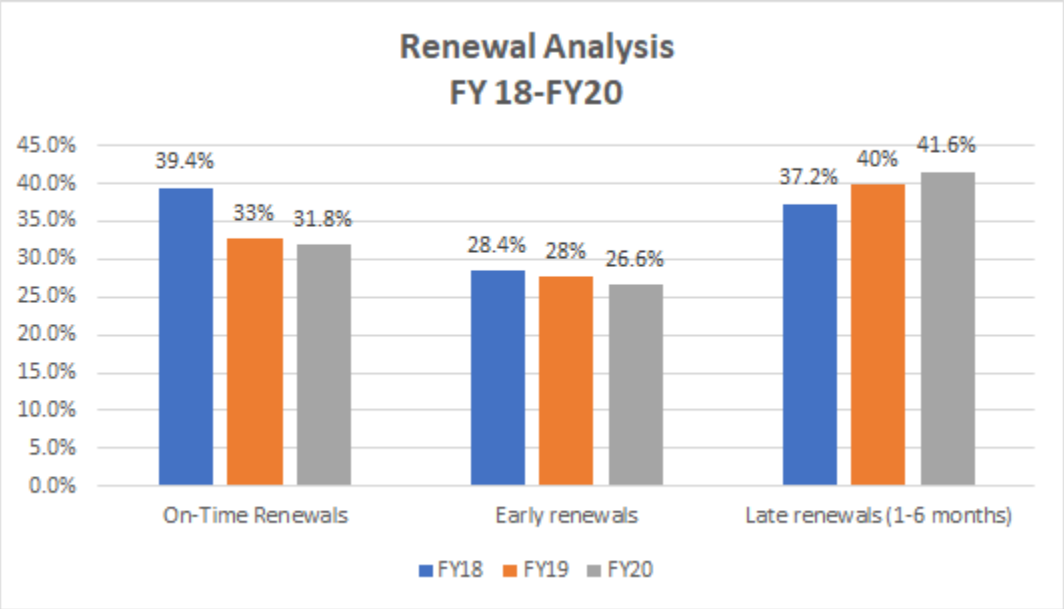
ACRL personal membership distribution for FY19 to date is shown below. *The average ACRL membership tenure is 4.1 years (and the median length of ACRL membership is 4 years).*

FY20 Q3 YTD	%	Number	FY19 Q3 YTD	%	Number
<1 year	11	978	<1 year	14	1,439
1-5 yrs	43	3,679	1-5 yrs	45	4,555
6-10 yrs	17	1,474	6-10 yrs	15	1,549
11-15 yrs	8	751	11-15 yrs	9	854
16-20 yrs	6	534	16-20 yrs	6	584
21+ yrs	13	1,147	21+ yrs	12	1,217
Total	100	8,563*	Total	100	10,209*

*These numbers include only personal members. Reports were run on October 30, 2020 and April 5, 2019, and reflect total personal members as of those dates.



Y axis: % of total membership
X axis: # of years of ACRL membership
**Based on survey data. 23.3% of ACRL members responded to the May 2009 membership survey (with a margin for error of +/- 1.74% at the 95% confidence level). Survey data is both statistically valid and representative of ACRL membership as a whole. Years of membership is not a proxy for workplace experience. While 57% of our members have been with us 5 years or*

	less, only 41% are new (or relatively new) to the profession according to the 2018 membership survey.
4. Assess the impact of the renewal reminder program on ACRL membership renewal rates.	Renewals for FY17 and FY19 year-to-date are illustrated below. As of March 2020, the renewal rate for ACRL members was 49.6%. Of that number, 58.4%) renewed on or before their membership anniversary, and the percentage of late renewals has increased 4.4% over FY18. 

Section B: Education

Goal: **85%** or more of respondents rate the quality of ACRL professional development offerings as excellent or above average. **70%** or more of respondents indicate at least a 20% higher confidence level in their knowledge of the topic.

KPIs	Data
5. Quality assessment and learning outcomes	<table><tr><th></th><th>1st Quarter</th><th>2nd Quarter</th><th>3rd Quarter</th><th>4th Quarter</th><th>FY20 Overall</th></tr><tr><td>Average overall quality assessment</td><td>77%</td><td>88%</td><td>81%</td><td>90%</td><td>84%</td></tr></table> ** Event specific details can be found in Document 1.4 the Executive Director's Plan for Excellence Activities Report.*
6. Participant learning	Self-reported learning outcomes data from professional offerings detailed above: <table><tr><th></th><th>1st Quarter</th><th>2nd Quarter</th><th>3rd Quarter</th><th>4th Quarter</th><th>FY20 Overall</th></tr><tr><td>Average number of respondents who indicated at least a 20% higher confidence level in their knowledge of the topic</td><td>88%</td><td>93%</td><td>93%</td><td>93%</td><td>92%</td></tr></table> *Note: Event specific details can be found in Document 1.4 the Executive Director's Plan for Excellence Activities Report.*

7. Likely to Recommend

40% Participants enthusiastically recommend ACRL professional development.

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	FY20 Overall
Average number of participants who indicated a 9 or 10 rating for recommending this professional development, on a 10-point scale	**52%**	**60%**	**39%**	**63%**	**54%**

- This includes every evaluation returned, even in a course had only 1 response.

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Confirmation of virtual votes: Spring 2020 to Fall 2020

Submitted by: Allison Payne, ACRL Program Manager for Strategic Initiatives

Date submitted: November 11, 2020

Background

The Board virtually reviewed and voted on the following action items. Comments were collected via ALA Connect, typically for a one-week period. Following the discussion period, Board members voted virtually via an online poll, typically for a one-week voting period. The Board would usually confirm asynchronous virtual votes at its next face-to-face meeting, but due to the uncertainty about when in-person meetings will resume, confirmation of asynchronous virtual votes are now taking place at the next synchronous virtual meeting.

The following asynchronous virtual votes were completed between Spring 2020 to Fall 2020:

- ACRL Legislative Agenda 2020
  - Pre-vote discussion: 3/4/20-3/10/20
  - Virtual vote: 3/11/20- 3/17/20
- ACRL Board Proceedings MW20
  - Pre-vote discussion: 4/3/2020–4/9/2020
  - Virtual vote: 4/10/2020 – 4/16/2020
- AiA RoadShow Presenter Coordinator
  - Pre-vote discussion: 7/28/2020 – 8/3/2020 (confidential; ALA login needed)
  - Virtual vote: 8/4/2020 – 8/11/2020 (confidential; ALA login needed)
- AAAS ALA/ACRL Liaison
  - Pre-vote discussion: 7/30/2020 – 8/5/2020 (confidential; ALA login needed)
  - Virtual vote: 8/6/2020 – 8/12/2020 (confidential; ALA login needed)
- FY21 ACRL and Choice Budget
  - Pre-vote discussion: 8/14/2020–8/24/2020
  - Virtual vote: 8/25/2020–8/28/2020
- ACRL Board Proceedings 2020 Spring Meeting
  - Pre-vote discussion: 9/4/2020–9/10/2020

  - Virtual vote: 9/11/2020 – 9/17/2020
- ACRL Statement on Equity, Diversity, Inclusion and the Print Collecting Imperative
  - Pre-vote discussion: 9/23/2020–9/29/2020
  - Virtual vote: 9/30/2020 – 10/6/2020

Action Recommended

That the ACRL Board of Directors confirms its asynchronous virtual votes on actions taken between Spring 2020 to Fall 2020.

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.
☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.
☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.
☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.
☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Fiscal and Staffing Impact

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other:

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Dissolving the MLA International Bibliography Discussion Group

Submitted by: Odlie Harter, 2019-2021 convener, MLA International Bibliography in Academic Libraries Discussion Group (Research & Pedagogy Librarian, Harvard College Libraries)

Date submitted: 10/09/2020

Background

The MLA International Bibliography was originally available from multiple library vendors (ProQuest, Gale, EBSCO, etc.), which motivated much of the group's discussions. The MLA entered into an exclusive agreement with EBSCO and has been available only on their platform since January 2019, removing much of the motivation for discussion. In recent years, the group's participation has declined and finding new leadership has proven difficult. While there may in the future arise a new need for such a discussion group, it seems at this point best to let the MLA to schedule their own presentations and conversations as any vendor might, and to direct what enthusiasm may remain for discussing the MLA International Bibliography specifically into the larger conversations and activities conducted by LES and other sections of ACRL that focus on literary scholarship.

Stakeholders

Multiple ALA/ACRL listservs (managed external to ALA's Sympa listserv platform) were notified by email. Several librarians responded that while they had appreciated the group's discussions in the past, they agreed that it seemed best to lay the group down. The MLA International Bibliography was also consulted; they presented no objections.

Fiscal and Staffing Impact

If approved, ACRL staff will update the ACRL Directory of Leadership, archive and delete the ALA Connect Community, update the internal member database, and update ACRL membership materials to reflect the dissolution.

Action Recommended

That the ACRL Board of Directors approves dissolving the MLA International Bibliography Discussion Group.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Dissolve the Library and Information Science Collection Discussion Group

Submitted by: Rachael Clark, Co-convener, ACRL Library and Information Science Collection Discussion Group

Date submitted: September 9, 2020

Background

When Duncan Stewart and I took over as co-conveners of this discussion group a few years ago, we inherited something on life support and tried to revive it to be current and relevant. We were not successful in our endeavor and would like to recommend the group be dissolved for the following reasons:

We recognized that collections issues seem to be more similar across disciplines now than they were when the group was first established. Also, we learned the name and focus of our group is not immediately apparent to its members. This became obvious when we held an in-person meeting at ALA-Midwinter in Seattle. It was very well attended and the conversation was lively! Unfortunately, none of the attendees were LIS liaisons or Collections Librarians. Instead, they were Liaison Librarians in other disciplines looking for a place to talk about their work. As a result, we strongly considered revamping the name and mission of our group to fill the need we observed. We hoped to reinvigorate the group by making it more liaison work-focused, but, for a variety of reasons, were unable to proceed with our plans.

Stakeholders

Duncan Stewart and Rachael Clark, Co-convener, jointly made the decision to dissolve this group. We hope this action will clear space for new development.

Fiscal and Staffing Impact

If approved, staff will update the online Directory of Leadership and ALA membership materials to reflect the dissolution of the interest group.

Action Recommended

That the ACRL Board of Directors approves dissolving the Library and Information Science Collection Discussion Group.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

x ☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: ACRL Framework for Impactful Scholarship and Metrics

Submitted by: Jennifer Steele, ACRL Standards Committee Chair

Date submitted: October 21, 2020

Background

In 2018, the ACRL Board of Directors appointed the ACRL Impactful Scholarship and Metrics Task Force with the charge to create a new ACRL framework that recommends effective practices regarding the evaluation of academic librarian scholarship that supports librarians in a variety of academic appointments, with differing scholarly expectations, while acknowledging and encouraging impactful scholarship venues within academic librarianship.

The task force went to work developing a draft of the new framework, issuing initial calls for community feedback on ACRL Insider in March 2019, through an open forum at the ACRL 2019 conference in April 2019, and in C&RL News in May 2019. Comments and feedback were incorporated into the initial draft of the framework, which was submitted to a variety of lists and social media sites for comment in October 2019, including Scholcomm-L, STS-L, SPARC, and a number of Facebook and LinkedIn groups. Additional comment on the draft was sought from a variety of subject experts. Full details on draft distribution and calls for comments are available in the attached transmittal form.

Comments were incorporated into the document, which was sent to the ACRL Standards Committee for review in March 2020. Following a brief delay due to outbreak of the COVID-19 pandemic, the Standards Committee sent a small number of feedback items back to the task force in June 2020. The task force incorporated the feedback into a final draft of the new framework, to which the Standards Committee gave their final approval in October 2020.

Action Recommended

That the ACRL Board of Directors gives final approval to the new ACRL Framework for Impactful Scholarship and Metrics.

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☒ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Fiscal and Staffing Impact

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other: _____

ACRL Framework for Impactful Scholarship and Metrics

Introduction to the framework

Task Force Background

The ACRL Impactful Scholarship and Metrics Task Force was formed primarily to create a framework for the measurement and evaluation of academic librarian scholarship. The framework is designed to address gaps between current scholarly evaluation practices and impactful scholarly activities within academic librarianship, including ways to measure and evaluate the impact of a wide range of research outputs.

Framework Categories

This framework outlines two primary impact categories. The first category, “Scholarly Impact,” roughly mirrors traditional impact measurements and is informed by citation-based metrics, as well as some other commonly employed metrics, such as acceptance rate. The second category, “Practitioner Impact,” describes measurements that reflect the practitioner community of academic librarians and other related professionals/users. These metrics are more qualitative, less traditional, and may be deployed independently or in complement with other evidence of impact to describe a more complete story of librarian scholarship. This framework attempts to describe a wide range of potential avenues for output - that is, ways in which librarians can share their research/scholarship with others. In cases where it was unclear whether an avenue could be considered scholarly in character, the framework aims for inclusion.

Recommended Use

This framework is intended as a tool for academic librarians and their institutions to further understand and contextualize the range and diversity of scholarly activities which may be considered impactful within academic librarianship. Generally speaking, it does not set out to prescribe or recommend specific practices. Accordingly, the framework is best employed as an entryway for discussion at individual institutions within the context of existing guidelines and expectations set forth for academic librarians by those respective institutions. Institutions prioritizing different metrics or areas of scholarly output can adopt areas of the framework that most closely align with institutional values and priorities.

Additionally, it is recommended that institutions consider and discuss, along with this framework, other priorities set forth by ACRL that may complicate the use of the current measurements of scholarship and catalyze the need for change. For example:

- *Open access and open scholarship*. In April 2019, ACRL recommended "as standard practice that academic librarians publish in open access venues."[i]
- *Equity, diversity, and inclusion*. In June 2019, ACRL outlined priorities and plans to reshape the current system of scholarly communications to increase equity and inclusivity.[ii]

While by no means an exhaustive list of the values that institutions should discuss and balance, both of these priorities place value on a scholarly infrastructure that is new, emerging, different, and may not completely align with current evaluative practices. We urge institutions to discuss their core institutional values and priorities, and how support for open access, equity and inclusion, and impact will be represented by the codified institutional guidelines, expectations, and rank/tenure/promotion/evaluation processes. For example, an institutional commitment to open access may lead to publications in venues with higher acceptance rates than journals ranked as 'top' journals in the field. We suggest that institutions consider ways to acknowledge and value these concepts in their evaluative practices.

Along with the institutional discussion, the task force supports the individual framing of metrics - that is, the ability for academic librarians to employ metrics that best tell their impact story. This echoes language found in several institutional guidelines, which leave the documentation and justification of impact up to the individual librarian.

Framework Limitations and Exclusions

It is well acknowledged that metrics are imperfect measures for qualitative values such as excellence, impact, and engagement. This framework assigns metrics to categories, based on currently available resources and technologies, but does not place judgment on their individual use or meaning beyond their value as ways of measuring, describing, and contextualizing these larger concepts.

Neither the research outputs nor suggested measurements are exhaustive, and should not be used to discount other methods of scholarly distribution and measurement employed

successfully by LIS professionals. For example, practical exclusions to the current framework include:

- Grants. Grants do not appear in the framework as either an output or metric because of their innate diversity and inconsistent treatment in the field. Some institutions treat librarian grant applications as independent scholarly outputs, while others consider them secondary measures of scholarly impact.
- Community service. Although some fields consider community service a component of practitioner impact, it is not included in the framework, due to the number of variables at play in its relevant evaluation.
- Journal rankings. While journal rankings are used by some institutions to evaluate the impact of scholarly journal articles, rankings are not listed in the framework due to the problematic nature of this practice, which is well-documented in the literature of multiple academic disciplines. Additionally, we find current institutions rarely use journal rankings to evaluate librarians' scholarly publications.

Librarians may notice other outputs and measures that are not listed in the framework but are used by their institutions to evaluate research output. In such cases, individuals may choose to build on the framework as appropriate to their institutional contexts.

For More Information

For more background on the Task Force's research process, information gathering results and application, draft feedback on this framework, and recommendations for future work, please see https://figshare.com/articles/ACRL_Impactful_Scholarship_and_Metrics_Task_Force_background_results_and_recommendations/11956512 or 10.6084/m9.figshare.11956512.

Bibliography

Association of College & Research Libraries (ACRL). "ACRL Policy Statement on Open Access to Scholarship by Academic Librarians." Text, April 1, 2019. http://www.ala.org/acrl/standards/openaccess.

Maron, Nancy, Rebecca Kennison, Paul Bracke, Nathan Hall, Isaac Gilman, Kara Malenfant, Charlotte Roh, and Yasmeen Shorish. "Open and Equitable Scholarly Communications: Creating a More Inclusive Future." Association of College and Research Libraries, 2019. https:// doi.org/10.5860/acrl.1.

[i] "ACRL Policy Statement on Open Access to Scholarship by Academic Librarians," Text, Association of College & Research Libraries (ACRL), April 1, 2019, http://www.ala.org/acrl/standards/openaccess.
[ii] Association of College and Research Libraries. *Open and Equitable Scholarly Communications: Creating a More Inclusive Future*. Prepared by Nancy Maron and Rebecca Kennison with Paul Bracke, Nathan Hall, Isaac Gilman, Kara Malenfant, Charlotte Roh, and Yasmeen Shorish. Chicago: Association of College and Research Libraries, 2019. https:// doi.org/10.5860/acrl.1

ACRL Impactful Scholarship and Metrics Framework

Disclaimer: This framework presents an inclusive guide to extant possibilities for the evaluation of academic librarian scholarship. It is not intended to be prescriptive, and does not pre-empt institutional requirements or parameters for librarian documentation, evaluation, or promotion.

Scholarly/Research Output	**Potential Scholarly Impact Metrics/Measures**	**Potential Practitioner Impact Metrics/Measures**
Journal article	● Citation count ● Journal acceptance rate ● Peer-review process ● Refereed awards or nominations ● Authorship order ● Role/contribution ● Invited contribution	● Views/downloads ● Shares/mentions/comments ● Direct evidence of use (e.g., email follow-up) ● Inclusion in practitioner materials, including syllabi, subject guide, training, or other materials
Conference/poster presentation	● Conference scope and/or size ● Refereed proposal process ● Conference proposal acceptance rate ● Attendance ● Role/contribution ● Invited to present ● Refereed awards or nominations	● Presentation evaluations ● Views/downloads of video, webinar, or slides ● Shares/mentions/comments ● Direct evidence of use (e.g., email follow-up) ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials

Scholarly/Research Output	**Potential Scholarly Impact Metrics/Measures**	**Potential Practitioner Impact Metrics/Measures**
Dataset, digital scholarship, digital collections, or other online research	● Citations ● Published critical reviews ● Refereed awards or nominations ● Role/contribution ● Invited content or curation	● Views/downloads ● Shares/mentions/comments ● Adaptations or revisions of original work ● Attribution in other work ● Other reviews ● Direct evidence of use (e.g., email follow-up) ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials
Book (including edited volumes, monographs, textbooks, reference works)	● Publisher's reputation ● Published critical reviews ● Citations ● Refereed awards or nominations ● Authorship order ● Role/contribution	● Direct evidence of use (e.g., email follow-up) ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials ● Views/downloads ● Shares/mentions/comments ● Other reviews ● Library holdings/circulation ● Sales
Chapter in an edited volume (including conference proceedings)	● Publisher's reputation, including peer review/referee process ● Citations to book chapter or book ● Published critical reviews ● Refereed awards or nominations ● Authorship order ● Role/contribution ● Invited contribution	● Direct evidence of use (e.g., email follow-up) ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials ● Views/downloads ● Shares/mentions/comments ● Other reviews ● Library holdings/circulation ● Sales

Scholarly/Research Output	Potential Scholarly Impact Metrics/Measures	Potential Practitioner Impact Metrics/Measures
Journal peer reviewer/editorship	● Journal acceptance rate ● Peer-review ● Role/responsibilities ● Awards or nominations	● Activities (e.g., number of manuscripts reviewed, specific duties) ● Consultations or other evidence of direct support (e.g., correspondence prior to manuscript submission)
Advisory board member	● Role/responsibilities ● Awards or nominations	● Activities (e.g., specific duties) ● Evidence of direct or indirect impact (e.g., changes as a result of advisory work)
Information technology (development of systems, applications, implementations, etc.)	● Reviews ● Citations or inclusion/reuse of technology in subsequent research ● Role/contribution ● Refereed awards or nominations	● Evidence of technology adoption or use ● Views/downloads ● Shares/mentions/comments ● Evidence of derivative or dependent projects (e.g. forks) ● Invitations to conduct off-site workshops/trainings/consultations
Original professional practice (original cataloging, published metadata, online lesson plans, etc.)	● Reviews ● Citations or inclusion/reuse in subsequent research ● Role/contribution ● Refereed awards or nominations	● Number of contributions ● Evidence of use/adoption (e.g. transaction tracking/logfiles) ● Views/downloads ● Shares/mentions/comments ● Contribution to cataloging services (e.g. NACO, PCC) ● Contribution of authority headings to cataloging records
Published reviews	● Citations ● Role/contribution	● Reach of publication ● Evidence of adoption or use ● Views/downloads

Scholarly/Research Output	**Potential Scholarly Impact Metrics/Measures**	**Potential Practitioner Impact Metrics/Measures**
Online contributions (blog editor/author, podcast creator, website maintenance, etc.)	● Citations ● Published critical reviews ● Role/contribution ● Refereed awards or nominations	● Views/downloads ● Shares/mentions/comments ● Other reviews ● Other awards or nominations ● Adaptations or revisions of original work ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials
Professional association publications (e.g., authoring/editing ACRL guidelines, etc.)	● Citations ● Scope of association ● Role/contribution	● Views/downloads ● Shares/mentions/comments ● Adaptations or revisions of original work ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials
Professional association service (committee or task force work, leadership, etc.)	● Scope of association ● Role/responsibilities ● Refereed awards or nominations	● Professional publications or other available materials ● Duties ● Other direct evidence of impact, e.g., adoption of any service work (including guidelines, best practices, etc.) by others

Scholarly/Research Output	**Potential Scholarly Impact Metrics/Measures**	**Potential Practitioner Impact Metrics/Measures**
Creative works, including exhibitions	● Published critical reviews ● Scope of venue / publisher ● Invited to present work ● Citations ● Role/contribution ● Refereed awards or nominations	● Adaptations or revisions of original work ● Inclusion in practitioner materials, including syllabi, subject guide, or other materials ● Attribution in other work ● Other reviews ● Attendance ● Views/downloads ● Shares/mentions/comments

Transmittal Form for Draft ACRL Standards, Guidelines, and Frameworks

(To Accompany All New and Revised ACRL Standards, Guidelines, and Frameworks)

Title of Standard, Guideline, or Framework:

ACRL Framework for Impactful Scholarship and Metrics

Section or Committee Submitting:

ACRL Impactful Scholarship and Metrics Task Force

Submitting Section or Committee Chairperson:

Rachel Borchardt

Date of Previous Version:

NEW

Means used to solicit comment on earlier drafts of the new/revised Standard, Guideline, or Framework:

__X__ Published in *C&RL News* (date): May 2019

__X_ Disseminated on email distribution lists (listservs): (give list names and dates):

10/22/19 – 10/23/19:

STS-L

Resmetig-L

Scholcomm-L

RUSA

Diversity-L

SPARC

Western PA/West Virginia chapter of ACRL

Louisiana Academic Librarian listserv

DLF-Announce

DLF-CAWG

NJEdge-valenj (state libraries of NJ)

Colldv@lists.ala.org

ALA-alcts1 (ALCTS group)

MLA (Music Library Association)

____ Published in Section newsletter (date) _____

_X_ Public hearing held **[optional]** (date)

ACRL Conference presentation, 4/13/19

ACRL webinar, 10/30/19, https://www.youtube.com/watch?v=qaJsHz1FFFI

Charleston Conference presentation, 11/6/19

_X__ Letters to "experts" requesting comments: (list names and dates):

Stacy Konkiel, Director of Research Relations at Altmetric & Dimensions, 10/23/18

Rachel Miles, Research Impact Librarian at Virginia Tech, 10/22/19 (didn't make initial contact, but had a conversation about the framework)

Yasmeen Shorish, Head of Scholarly Communications at James Madison University, and ACRL ReSEC past chair, 5/8/19

Heather Coates, Digital Scholarship and Data Management Librarian at IUPUI, 10/29/19

Elaine Lasda, Subject Librarian for Social Welfare and Research Impact, University at Albany (writing related book through SLA), 1/27/20 (didn't make initial contact, but had a conversation about the framework)

____ Other professional associations consulted (e.g., Society of American Archivists):

__X__ Other (please list):

10/22:

Facebook

Facebook Library Think Tank: https://www.facebook.com/groups/ALAthinkTANK/
Facebook Deeper Library Think Tank: https://www.facebook.com/groups/deepalatt/
IFLA Academic and Research Libraries' Section: https://www.facebook.com/groups/IFLAARL/
Academic Libraries https://www.facebook.com/groups/188434314523772/

LinkedIn

ALA LinkedIn Group: https://www.linkedin.com/groups/40592
Information Science and LIS https://www.linkedin.com/groups/67906
Library and Information Research Methods https://www.linkedin.com/groups/4326897
ALISE: https://www.linkedin.com/groups/1801126

ACRL Insider (3/21/2019)

Date Approved by Section executive committee (if applicable) ____N/A_____

Date Approved by Standards Committee _____Oct. 7, 2020_____

Date Approved by ACRL Board _____

Where and on whose responsibility should this (Standard, Guideline, or Framework) be published or otherwise disseminated?

C&RL News by _____

Other (please list)

Scholcomm-L, resmetig-L, probably other listservs as well – the task force can handle that responsibility.

Updates based on Standards Committee feedback

- The link to more information on page 3 of the framework: we would like for the link to be publicly available – some of the data we collected/summarized may be useful for other purposes beyond the task force's scope, and help further contextualize the framework.
- Case uses: the case uses have been deleted. They were originally added after feedback from Charleston conference participants. After discussing the comments received from the Standards Committee, the task force decided that it was better to remove them.
- Titles and affiliations of experts consultants: they have been added to this form.

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Librarianship in For-Profit Educational Institutions Interest Group Transition from Interest Group to Discussion Group

Submitted by: Mary Snyder, mary.snyder@strayer.edu, Convener, Librarianship in For-Profit Educational Institutions Interest Group

Date submitted: October 27, 2020

Background

I am the current convener for our IG and I propose shifting the Librarianship in For-Profit Educational Institutions Interest Group (LFPEI) community from an Interest Group to a Discussion Group. This change will alleviate the IG responsibilities we cannot fulfill, due to 1 leader instead of 3. This change will still allow us to communicate and grow our for-profit community and comradery.

Last year, we had a challenge with group leadership. We did not have enough volunteers to fill all three leadership roles for our IG. We only had one volunteer and our past leaders were not able to continue serving out their terms. ACRL was flexible and suggested a discussion group. The past leader and myself opted to stay with the status quo and ACRL agreed to let us have only one volunteer leader for the year. ACRL again gave us leeway when we were unable to submit our portion of the ACRL Plan for Excellence Report in summers 2019 and 2020.

Stakeholders

Yes, stakeholders have been contacted using ALA Connect LFPEII Community and the LFPEI Sympa list.

Fiscal and Staffing Impact

If approved, ACRL staff will update the online Directory of Leadership, Board manual, and membership materials to reflect this transition. ACRL staff will work with ALA IT to update the ALA Connect group, membership group database, and listserv. Interest Groups are allotted a small budget, and ACRL staff will update the FY22 budget accordingly.

Action Recommended

That the ACRL Board of Directors approves that the Librarianship in For-Profit Educational Institutions transition from Interest Group to Discussion Group, effective immediately.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Association of College & Research Libraries
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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Term of Publications in Librarianship (PIL) Editor

Submitted by: Julia Gelfand, Chair, Publications Coordinating Committee (PCC)

Date submitted: Nov. 5, 2020

Background

The current term of the editor for the Publications in Librarianship (PIL) book series is 5 years, nonrenewable. To make the commitment more flexible and attractive for potential applicants for the position, and bring it in line with the term commitment of the chair of the New Publications Advisory Board, the Publications Coordinating Committee recommends changing the PIL Editor term to 3 years with the possibility of one consecutive reappointment. While division-level committee appointments limit to a maximum of five consecutive years, the Board has authority to approve different guidelines to fit the needs of an individual committee. For example, the New Publications Advisory Board composition includes appointments for up to six year (three-year terms that can be renewed for up to one time).

Stakeholders

The current editor of PIL was consulted and agrees with PCC that a 3-year term would be more realistic for most potential editors, and would more closely align with other ALA and ACRL appointments.

Fiscal and Staffing Impact

If approved, ACRL staff will update the online roster, ACRL Guide to Policies and Procedures, and appointments procedures.

Action Recommended

That the ACRL Board of Directors approves the change from a 5-year nonrenewable term for the Publications in Librarianship Editor to a 3-year term with the possibility of one consecutive reappointment

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

Electronic submission is preferred for all Board actions. If electronic submission of the entire document is not possible, please send the Action Form to ACRL Program Officer Allison Payne electronically at apayne@ala.org and the remainder in hard copy.

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ACRL Representative Report

Representative name: Lisa Pillow

Representative email: lpillow@carleton.edu

Unit representative to: Committee on Library Advocacy (COLA)

Report period: September 16, 2020

Background Information

This was the first full committee meeting for 2020-2021. Prior to the meeting, a survey was sent out to committee members to gather members' advocacy activities, experience, and interests. The agenda included introduction of members, updates from COLA subcommittees and an update from Megan Cusick on the ALA Public Policy and Advocacy (PPA) committee activities, a discussion of committee priorities, as well as the meeting calendar for 2020-2021.

Major Activities of the Unit

- COLA is moving from a listserv to ALA Connect as the main venue for discussion.
- The Ecosystem Subcommittee was created out of an earlier COLA initiative. They have created a blueprint with 6 points for action this year. They are planning an October webinar to release an ecosystem/insfrastructure toolkit.

Implications for ACRL

None at this time.

Upcoming Activities

- Connecting with state library organizations of all types. Assigned COLA members will reach out to leaders of state organizations to discuss what these organizations about their current advocacy activities, agendas, and advocacy needs. The chair will work with Megan Cusick to establish talking points and notify committee members of their assignments.
- Connecting with library schools and students. Advocate for library school students to receive internships/credit for library advocacy efforts.
- Try to connect academic research to local communities: partnerships with grants and research studies to bring more attention and funding to under-funded libraries.

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Sympa Discussion List Transition: Non-member subscribers

Submitted by: Jon Cawthorne, ACRL President
Mary Jane Petrowski, ACRL Associate Director

Date submitted: November 10, 2020

Background

In Spring 2020, ALA IT announced that, due to reduced staff capacity and the need for efficiencies, it will discontinue the use of ALA's Sympa email discussion list software and recommends that Sympa lists transition to ALA Connect, by May 2021, so there is time to archive each list before the Sympa contract ends in August 2021.

Due to the frequent technical issues and high bounce rate, Sympa lists require continual technical support from ACRL staff, ALA IT, and member leader admins on a daily basis. Sympa lists are not tied to the ALA membership database, so ACRL members who want to join a Section or Interest Group currently need to add a group to their ALA membership profile and manually subscribe to a Sympa list. This duplicative process is cumbersome for both members to stay engaged and for staff to maintain two listings for each Section and Interest Group. Discussion Groups do not require formal affiliation, so interested ACRL members only need to subscribe to the Sympa list to become active in this Community of Practice.

ALA Connect communities can function as a discussion list, as each group can be setup with a customized email that can allow Connect subscribers to stay in touch via email only. Each ALA Connect group can be setup with its own permissions, and a group can be restricted to individuals who have formally affiliated with a CoPA unit by paying ACRL dues, current ACRL members, or open to anyone in the public who creates a free profile.

In June 2020, ACRL began transitioning its many Sympa lists by signaling the transition to Sections and Interest Groups, which host thirty-three unit-level discussion lists. Due to the response from member leaders, ACRL held a Q&A session (Doc 4.3 Questions and Responses) in August 2020. Following the Q&A, a survey (Doc 4.1 Survey Responses) was distributed to Section and Interest Group leaders. Through the live Q&A and survey responses, member leaders expressed interest in continuing to allow

non-member subscribes on their Sympa lists. Stakeholders shared frustration with using ALA Connect and a desire to include those who cannot afford membership.

As ALA/ACRL is a dues-based organization with dues comprising an average of 19% of total revenue for a six-year period (FY14-FY19), the Board will need to strategically consider how to best engage the broader profession while still ensuring the long-term sustainability of the organization. The Board should decide if having open discussion lists is a strategic investment for ACRL and the profession, or if there are other ways to engage non-members.

Currently no Sections or Interest Groups have successfully transitioned their Sympa lists to ALA Connect. Eighteen Interest Groups have been invited to migrate their lists, but they are waiting for further direction from the ACRL Board since they would like non-members who currently subscribe to their email discussion group to have access their Connect space. Fifteen Sections are aware of the impending transition and, would also prefer that their current non-members subscribers have access to their new Connect email discussion forum.

In 2021, ACRL will begin communicating to its other units (i.e., committees, task forces) the transition from Sympa lists to ALA Connect.

Stakeholders

An open Q&A for ACRL leaders was held on September 2, 2020, to share information about ALA Connect capabilities, offer an opportunity for discussion, and surface any decisions that ACRL leaders might need to make before the Sympa platform is retired next year.

ACRL President Jon Cawthorne hosted the event with speakers David Sheffieck, the ALA Community Engagement Manager, Patrick Harrington, ALA IT Training Specialist. ACRL Membership Committee Chair Monica Rysavy and Vice Chair Russell Michalak also attended to offer input and hear feedback. Eighty-one member leaders attended the session which was recorded for those who could not attend. The recorded webcast has been viewed by 46 individuals. The following documents provide additional relevant information:

- **Doc 4.1** Options for Mailing List Transitions presents options based on internal discussions and address the comments and concerns stakeholders have raised.

- **Doc 5.1** Q&A Follow-Up Survey Feedback is a compilation of the 16 responses received from 8 sections (ANSS, CLS, DoLS, DSS, ESS, IS, STS, ULS), 4 interest groups (Access Services, Digital Badges, Residency, Technical Services), and 1 division-level committee (Liaisons Assembly). Almost 20% of the 81 individuals who attended the session on September 2 completed the survey.

- **Doc 5.0** is the Edited Chat Transcript from Sept. 2, 2020.

Fiscal and Staffing Impact

See **Doc 4.1** (Options for Mailing List Transitions) for details on staffing impacts as they vary.

Discussion Questions

1) Does the Board view having open discussion lists as a strategic investment for ACRL and for the good of the profession? Does the Board believe the value of discussion lists as a member benefit (members only) outweighs the potential value as a marketing and outreach tool (as asserted by CoPA leaders)?
2) When membership groups transition from Sympa lists to ALA Connect, would you recommend option A or B? Please consider that these two options reflect tension between privacy and fiscal stewardship.
    a) **Include members only**: ACRL membership group Connect spaces are members-only (For CoPA, access is restricted to individuals who have formally affiliated with the CoPA unit by paying ACRL dues).
    b) **Include members and non-members**: ACRL membership group Connect spaces are open to non-members (who must opt in) with automatic access for dues paying members.

Action Recommended: Option #1

That the ACRL Board of Directors recommends that ACRL discussion lists for membership groups include only ACRL members.

Action Recommended: Option #2

That the ACRL Board of Directors recommends that ACRL discussion lists for membership groups include ACRL members and non-members.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
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☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ **X** Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

ALA Connect Options for Discussion List Transitions

Features common to both options for ALA Connect:

- Dues-paying members will be removed from their group(s) within 24 hours of a membership lapse. Access is restored automatically upon membership renewal.
- Solicitations (e.g., job openings) are prohibited in Connect and any reported post will be removed by staff. If the person or vendor is direct-soliciting to member inboxes, they will have their ALA Connect account removed by staff.

Option A: Include members only: ALA Connect spaces for CoPA units are members-only.

The discussion forums in ALA Connect would be open to all members who are formally affiliated with the CoPA group (i.e., it is part of their ALA member dues record). Non-members cannot join this type of Connect space.

Pros

- ACRL Connect community spaces for section and interest groups are currently set up as member-only communities, so no additional configurations would be needed.
- Members are subscribed automatically to the forum when they join or renew.
- Provides an efficient way for members to access to the space.
- Reduces confusion among members as to who is part of the community.
- Reduces staff time spent helping members locate their community space.
- Vendors wishing to have access must join ALA, ACRL, and the CoPA units.
- Only members can view the tabs for “Discussion,” “Library” (files), and “Member” listings.
- CoPA members can control the amount of contact information displayed by editing their profile settings. The system default is to display full contact information.

Cons

- Non-members cannot join the community or communicate via the email list function.

Option B: Include members and non-members: CoPA unit Connect spaces are open to non-members with automatic access for members.

In this option, discussion forums in ALA Connect automatically include members who have formally affiliated with the group by paying dues. Non-members can create free ALA Connect accounts and join the group as well. Members and non-members alike have full access to all content in the community space (e.g., "Discussion,” “Library” (files), and “Member” listings). One concern with this option is member privacy, as non-members would have access to a group’s full member listing and contact info.

Pros

- Members are automatically subscribed when they join or renew.
- Non-members can communicate via the email discussion list function.
- No staff time required to set up the forum.

- Connect has an option to send auto-reminders regarding pending membership lapses.
- Non-members are not subject to removal unless they remove themselves or ALA IT staff delete them on the back end.
- Staff have developed messaging for this scenario explaining how current members can join the group and non-ALA members can create accounts.

Cons

- Non-members who join the list will have access to the entire Connect space including discussions, library (files), and the full list of members including contact information.
- This model would require significant ALA IT staff time (estimated 15 - 22.5 days or 3.5 hours - 7 hours per group) to implement, which is why the Board is asked to make this decision now in order to provide staff enough time to implement
- Members may need to adjust their profile contact information accordingly as the system default is to display full contact information.
- Non-members would remain in the community in perpetuity while members would be removed if their ALA membership lapses.
- Non-members can easily leave a community, but if they want to delete their ALA Connect profile, the process is time intensive for ALA IT.

ACRL Q&A on Discussion List Transition

Wednesday, September 2, 2020

Transcript Synthesis

1. Is there a set date when the current discussion lists go way?
   David Sheffieck: No, and when a date is set there will be plenty of warning before the platform is retired.

2. How are you determining when unit discussion lists will be transferred (to ALA Connect)? Training sessions would be helpful. I think that individual sections may need to do them as well.
   David Sheffieck: Migration timetables are set by member leaders and staff liaisons for each group (or set of groups.) For many of the groups that have already switched, we've used a simple 3-week migration plan that's tailored to each group's specific needs. Live training webinars are a standard part of the migration process. We also have a YouTube series that goes over some of the features of Connect: https://www.youtube.com/playlist?list=PLQ4y4sO_MF9PF85Z1pvKFsMaHdlt8NOw7.

3. What is the difference between "Committees" and "My Committees"?
   David Sheffieck: **Committees** is *all* committees in the Division; **My Committees** are just the ones you belong to. If a user doesn't belong to any committees, they won't see the **My Committees** link, but they'll still be able to look through the whole **Committees** list.

4. Can you have more than one moderator for a group? Do we *have* to have moderators? Can discussions be set to be non-moderators, meaning messages are automatically delivered to the list without an someone having to accept or reject the message?
   David Sheffieck: Yes, groups can have multiple moderators. And while it's technically an option and available to implement on a group-by-group level, there is no *need* for moderators in Connect. Of 2,397 currently active groups, only 7 have active moderation. We do have (and staff enforce) a platform-wide Code of Conduct, and we're in the early stages of a member-driven update to the Code and associated protocols. We think this helps to take a lot of pressure off Conveners/Chairs of groups, while allowing us to provide the best possible experience for the entire community.

5. I'd never heard that there were different "Division Homes" – how do I move from the main ALA site to ACRL's site (or to another Division)?
   David Sheffieck: You can use the **Divisions** slide-out menu on the side of the page to jump over to the ACRL microsite (https://connect.ala.org/acrl) and see ACRL-specific content. We agree with the feedback that this isn't very intuitive, and it's on our "to do" list in the near future. We did test multiple approaches prior to the website re-design this spring, and settled for this navigation as an improvement to the previous functionality. If anyone would like to help "focus group" better navigation between the 30 different Divisions/Round Tables, **please let me know**! And look for an update to come sometime in the next few months.

6. **Comments:**

   > My main observation is that for communication, going to the Connect site itself is a barrier vs. using email as the starting point. (Like with many sections' Sympa settings.)
   > You are not just changing platforms if a big percentage of the subscribers don't belong to ALA. If that's the case, then this isn't like a simple change of platform for discussion lists. Since it comes with access to "everything" for non-members.
   > I joined this meeting late, so I apologize if this has been discussed, but I find Connect cumbersome and not user friendly.
   > I don't think we feel that the email lists are failing. They're just being sunsetted. Many people just prefer a discussion list to that whole ALA Connect approach.
   > I am very interested in this discussion on behalf of our very large research assessment and metrics assessment group but I'm on vacation currently. We have a large international group on our list and it will die out and be very inconvenient with Connect. I've been on Connect for a while and don't prefer it personally (but that's just me). Our discussions will become very small and insular. We are one of the two lists in the world, one being IFLA. It will just be a big change from what we've been building. It seemed good PR for ALA/ACRL.
   > If discussion list subscribers aren't members, how would they begin to receive the messages in the first place? But how would they get the digest in the first place if they are not members? Sorry, just having a difficult time understanding. So, if non-members can simply email using the email link, how would they subscribe?

   David Sheffieck: If your discussion list subscribers just want an email discussion list, Connect can give them the same basic functionality as the Sympa platform. It can also do much more for those who want to take advantage of the additional features. We understand that migrating platforms is a challenge and that this platform isn't perfect (is any?) which is why we're taking this entire process so slowly: we're here to support folks in getting their settings right on the Connect platform (and creating accounts, if they don't already have them.) That's why we describe this as the discussion lists changing platforms: Connect can technically do just what the Sympa discussion lists can, so any change in access isn't a platform question – it's a policy one.

7. What are "Connect groups"? Will individual committees have a separate board and will those be open to everyone in the section, DG, IG, etc.?
   David Sheffieck: Each committee has a separate discussion space in ALA Connect, with its own customizable view and join permissions. "Groups" is just our umbrella term for all these committees, award juries, sections, DG/IGs, etc.

8. Any way to improve ALA Connect so that no matter where you log in, you can access all groups? As an ALA member with many interests across many divisions and other groups, I want one way to manage my lists.
   David Sheffieck: You can find a link to all your groups in the nav bar, no matter where you log in: My Connect->All My Groups (https://connect.ala.org/acrl/my-connect/ala-all-my-groups)

9. If we're moving away from email, how are you communicating with ACRL members now? Connect emails often get caught in my Spam/Quarantine folder.

David Sheffieck: Connect uses email! That's an essential piece of the platform's functionality. If you're having spam filter/firewall issues, please reach out to connect@ala.org and we're happy to help troubleshoot.

10. Can you walk folks through recreating the Sympa experience? Perhaps a quick guide? Perhaps a session or tutorial on that would work. I think I've sent one email to the new @ConnectedCommunity.org , but haven't seen it show up in my email or ALA Connect. Just trying to get a handle on the flow as it seems different. Where do emails to the Connect lists go? I'm not seeing that anywhere in here. How do you initiate a discussion w/o going into Connect?

    Comment: ALA Connect has a whole look and feel about it and you have to go in and engage. With Sympa you just see the emails coming through. In ALA Connect you have to scroll down and see what the question and issue is.

    David Sheffieck: We have a resource outlining how to use Connect like an email list, and based on the feedback we've gotten recently I think we'll also be dedicating a live webinar to the specific topic in the near future.

11. For the email option, is digest the only option to get messages or can we set notifications to send separate messages? As we migrate will the default be digest mode?
    David Sheffieck: The platform defaults are **Real Time** for Committees and **Daily Digest** for other groups. You can change these at any time in your profile (Community Notification Settings), and we'll also be discussing this with each group as it moves.

12. So, to reply to a message I receive on the email digest, I don't have to go into Connect?
    Answered during the Q&A: That is correct.

13. Can a non-ALA member participate in an ALA Connect discussion?
    David Sheffieck: Yes, non-members can and do participate in ALA Connect discussions. This is a policy decision for different groups to make.

    Comments related to question:
    > For my section, participation of non-members is a deal breaker. Those non-members who interact w/us are librarians in other countries, vendors, etc. Often are on their email of an ACRL division to non-members and as such they are great recruitment tools. This is over and above the value of maintaining communication with relevant colleagues and organizations.
    > This [inclusion of non-members] is also important to our section, additionally from an **EDI perspective**. I'm here on behalf of the ACRL Residency Interest Group whose population includes an increasingly large number of Black, Indigenous, and people of color. Blocking access to RIG discussions builds rather than tears down barriers.
    > I'm not thrilled about moving to Connect, but I definitely want to make sure non-members can continue to be part of our lists and group info. Closing down ALA Connect to non-members goes against the whole idea of embracing **open access**. "ACRL Science and Technology Section's rationale: unfettered participation on ALA discussion list—whose content is the freely provided contributions of library workers' expertise—aligns with the Open Access, anti-paywall ethos of

librarianship. Open Access to ALA discussion lists furthers the mission of being an equitable, diverse, and inclusive organization. In keeping with the basic tenets of libraries and equity, ALA discussion lists should be a service to the wider Library World, not to only those who can afford to become ALA members. Open Access to ALA discussion lists broadens our conversations. Open Access to ALA discussion lists allows subscribers to discover the value of ALA participation without requiring them to become members first. Open Access to ALA discussion lists allows students to follow lists temporarily, to become familiar with the issues and conversations of our profession."
> ILI [Information Literacy discussion list] is a huge community [4,000+] and a great recruiting tool for Instruction Section. It's also how members stay connected when their membership lapses for financial reasons. It's an equity issue for us. I can see how our Section's committee's lists should be member-only, but not our larger email list (ili-l) with 4,000+ subscribers.
> I had someone who wanted to subscribe to the TSIG SYMPA listserv, but she was told she has to become an ACRL member to access the ACRL Connect site. Taking away access to these lists from non-members during a pandemic, and the years of economic upset that will follow is not ok. Use case for using a university affiliated email list: participation by non-members. More open access approach.
> As someone who manages a Sympa discussion list, I am very concerned about access for non-members. I can see why ALA would want to require membership in order to drive membership. But doing this at the expense of colleagues who can't afford membership goes against the very tenets of librarianship. My institution (as well as many others) is very supportive of open access; this seems to go against our value of OA of information, especially for an equity standpoint.
> I'm all for having lists on a common platform, rather farming them out to universities or multiple hosting platforms, but it is absolutely critical that access be available to non-ALA members.
> I'm not sure if this is the best way to share this information, but because you said this chat would be shared with the ACRL board, I wanted to share the recommendations from my (STS) section's EDI task force: the STS discussion list should allow for full participation, regardless of ALA membership status. As ACRL discussion lists migrate from Sympa, STS Executive should select the public/non-member option for the STS list. (see STS Statement on ALA's proposal to migrate listservs from Sympa to ALA Connect at https://docs.google.com/document/d/1nqOi6yY6hn2UVGK2A4ZmTzy1zXYYOvt7Uk-hQ5N1_rU/edit?usp=sharing.)"

14. I'm seeing a unified perspective here: that we want non-members included. So, it sounds like the decision is pretty across the board, but I keep hearing you all say "we need to make this decision," so *how* do we officially make this decision then? Do all our groups need to send a statement on our position or something? If so, to whom, etc.? How are policy decisions finalized? When will the board decide if non-members can participate in ALA Connect? We would also like to know when it will be decided. We may receive questions from the members/subscribers and would like to know what to say. Though this is the first meeting that I know of hosting a Q&A about this and acknowledging that won't getting to everything now. How will some of the policy concerns be addressed? What will happen after this session? Were some of the questions you all received were answered during this discussion?

15. I'm one of those non-members who is still confused about what I can participate in after the move to Connect.

16. What would happen if ACRL offered an ALA Connect-level membership at a very reduced cost? (Not downplaying the very real financial concerns posted by other attendees.)

17. Do we really think people are not becoming ACRL members because they can participate in our email discussion lists (for free)?

18. Can jobs be posted on Connect, because I think currently that is not allowed (could be wrong, though). I saw an early email about that (recommending no job postings). That will be a significant loss if we cannot do that. Can you create a separate job board? How much autonomy/authority will ACRL sections, groups, etc. have over policy decisions like whether job postings will be allowed? As someone who just hired several librarians the main group of applicants saw the announcement via an-ALA listserv. Would be unfortunate to lose that option.
    Comment: Seems like a subject line header--JOBS--could handle the issue of job notices becoming a volume problem.

    David Sheffieck: Our current Code of Conduct prohibits job postings in the main ALA Members community – the one that every member is part of – because at scale, the quantity of postings becomes a qualitative issue for engagement. Job postings may be allowed in the other, smaller groups. As mentioned, we *are* in the early stages of a member-driven update to the Code and associated protocols and this could change.

19. Are there calendar / event notices separately from discussion threads?
    David Sheffieck: Yes, though this feature is used by some units and not others.

20. Will Sympa discussion list archives be added to ALA Connect?
    Comment: That's why we prefer email to Connect.

    Answered during Q&A session: For now, the discussion list archives are staying on Sympa, and we're working on the best and most accessible way to keep them archived.

21. I currently serve as a SYMPA discussion list moderator. Will a communication plan be sent & shared with moderators prior to the migration to inform all listserv subscribers of the upcoming change? Can you provide us an "elevator speech" to share with members so they understand the reasons behind the transition (i.e. why we need to, issues with Sympa, etc.)?
    David Sheffieck: Yes, we have a communications plan for migrations that includes this information. We've been tailoring the communication plan to each group's needs, and we keep updating (and improving) it with each group we migrate. Communication is key to any successful change and your feedback informs how the migration happens.

22. I know this has been touched upon, but has there been any way to look into how sections are going to advertise all of these ACRL online programming events without Sympa and while

people might be getting signed up for ALA connect without this training? Could there be one list for advertising events to non-members?

23. Is there anything preventing ACRL sections, groups, etc. from exploring alternate communication venues, such as a discussion list not hosted through ALA Connect?

    Comments:
    > ACRL needs to consider if sections or groups may go back to university sponsorship of email lists which would lead to less use of ALA Connect. Current discussion list serves as large platform to reach the community college population - all populations. We are concerned with this going away. Many Community College librarians cannot afford to belong to ALA.
    > Many librarians use the discussion lists to reach librarians for their research projects. We would go back to the email discussion list as institution approach if we couldn't have non-members join the discussion list via Ala Connect.
    > There's a lot of concern that we won't have a discussion list that functions similarly to our current discussion lists that we enjoy - so if we can't get that through ALA Connect, we'd want to look for another alternative to maintain the ability to host conversations with non-members without them gaining access to all of the other Connect content.

24. Have you run any comparisons on how many people participate in some of the big lists against membership lists to see the ratio of members to non-members?

    Answered during the Q&A: To the best of my knowledge, no. It would be very labor intensive, especially since some members subscribe to discussion lists with an email address other than the one in their membership record (and the email address is the only data point we can use to match).

25. Basic question that may have been answered already. What's wrong with Sympa?

26. If a section wanted to set up a test case, a test list, would this be possible?
    David Sheffieck: While I'm sure we'd have to coordinate with ACRL leadership and staff to arrange it, we can absolutely set up a "test group" for current members and non-members who want to try the platform out and give feedback. I'd be really excited to explore this!

27. Has there been any look at the levels of AASL discussion activity and how it's changed from Sympa to ALA Connect?
    David Sheffieck: The challenge here is the same as the "member to non-member ratio" question: Sympa doesn't provide any reporting/data for us to use as a comparison. That said, I'm happy to dig into Connect data on its own, if anyone has specific questions that we can answer.

28. What do we need to do now? What information that we share with our groups now?

29. Maybe some folks who have been through this can talk about their transition?
    Comment: I should've shared more about ALA making the Sympa list possible with the IG

members. I don't think we made that clear enough.

30. Please share the chat with the Board.

31. What is the timeline regarding the philosophical questions about what it means to be a member? How do we actually get the non-member access addressed? I heard that you're bringing this too ALA Board in November. We need more info on what we need to do to ensure the Board decides to include non-members. So, should we all be contacting the ACRL Board members with our section / group statements and positions on these questions? i.e. that we want full, open access to non-members for listservs, ++?

    Answered during the Q&A: Ginny, we'll be following up with a survey that asks for input from you as member leaders. You can complete that survey for sure and also feel free to talk with your Board liaison. There are many ACRL Board members logged on and listening right now, too.

    Comment: Okay, I see. Yes, I see that you and Dr. Cawthorne are on. We can only see people who have their video (I believe) so we can't tell who else is in the meeting.

Q&A Follow-Up Survey Feedback
September 2, 2020

- Survey received 16 responses representing 8 sections (ANSS, CLS, DoLS, DSS, ESS, IS, STS, ULS), 4 interest groups (Access Services, Digital Badges, Residency, Technical Services), and 1 division-level committee (Liaisons Assembly), which is almost 20% of the 81 who attended the session on September 2. An additional 46 individuals have viewed the webcast.

- **After attending the Q&A (or listening to the recording) what concerns do you still have about the transition from Sympa to ALA Connect?**

    - Biggest concern is cutting out people whose membership has lapsed for whatever reason from conversations about the profession.
    - We need to be able to have non-ACRL members on our lists.
    - Mostly just the decision if non-ALA/ACRL members can access ALA Connect Discussions and emails.
    - I am concerned about the ability for non-members to participate in science & technology librarian discussions currently held on Sympa.
    - Biggest question and concern is access to lists by non-ALA/ACRL librarians and others. It MUST be easily and readily accessible to all!
    - I think the main concern was always, how can we have people who cannot afford an ACRL membership still be part of our groups and access the information we share? It was mentioned at the very end that it was possible, but now how this can be done. I'm interested more in the how so that we can move forward.

    - The learning curve for ALA Connect

    - Knowing whether or not JOB-OPs will still be able to be posted

    - The ALA Connect interface is much more cumbersome than a simple email distribution list.
    - The transition from Sympa to ALA Connect is making a simple process more burdensome and unnecessarily complex.
    - I confess that I'm not sure why the move away from Sympa is necessary. I think ALA Connect is a barrier to participation in discussion, for group members and especially non-members. My sections's Sympa list includes vendors, students, and other non-members who are invaluable to our conversations.
    - Once we are ready to migrate to Connect, how do we initiate that? There was mention of a three-week migration plan that groups have been following; is there someone we would contact to set that in motion?

- **Knowing what you know now, as leaders within ACRL, please indicate the level of access in ALA Connect that you would recommend for your Community of Practice's discussion forum (which will serve as your group's email discussion channel).**
    - **Discussion Group lists**
        - Should be open to all: 9 agree
        - Should be open to ACRL members only: 2 agree
        - No opinion 5

    - **Interest Group lists**
        - Should be open to all: 11 agree
        - Should be open to ACRL members only: 2 agree
        - No opinion 5

    - **Section lists**

- Should be open to all: 7 agree
- Should be open to ACRL members only: 4 agree
- Should be open to all ALA members only: 2 agree
- Should be open only to group members: 3 agree
- No opinion 1

- **From your perspective, what else should the ACRL Membership Committee and Board of Directors understand as they consider next steps?**
  - Restricting access to discussion lists to ALA/ACRL/section members, even requiring ALA Connect accounts for participation, will negatively impact the utility of the discussion list and any potential member recruitment were membership required for participation in the discussion list.
  - ALA Connect is clunky to use and not intuitive. I have concerns that this will shift all communications to alternative means.
  - The vital importance of having these email discussion lists remain open, free and accessible to all. We cannot put up barriers to this information.
  - That listservs are good recruiting tools.
  - Change is difficult but keeping communication open and providing plenty of time for transition will help people adapt to this.
  - Just as the Committee and Board are no doubt extremely busy, and as there has been an incredible amount of change on many levels in recent months, ACRL members are equally busy and fatigued. Perhaps now is not the time to introduce change that is perceived as "one more thing we to have to deal with."
  - ALA Connect is a dated concept. Should we be thinking beyond it?
  - The consistent lack of user friendliness of Connect.
  - That this is an equity issue.
  - The EDI implications of putting access to listserv conversations behind Connect walls.
  - That moving to ALA Connect will not build community but exclude vast numbers of librarians who are not paid enough as librarians and library staffers to afford membership.
  - What works for a section or committee won't necessarily work for discussion or interest groups. I understand the need to move section and committee business to ALA Connect, but can't we let Interest Groups and Discussion Groups continue to use SYMPA listservs? I understand SYMPA is unsustainable, but what makes it unsustainable? If it's managing the subscriber lists, convenors could easily take on that responsibility. (With training, of course.)
  - Might be helpful to send a general system wide email from ALA connect to all individuals who have subscribed through Sympa. Gives them the ability to save the email and send emails via this link rather than having to subscribe to ALA connect which most are unlikely to do.
  - Mainly that we're all asking for a seamless way to stay connected. Connect presents an additional platform that not everyone is familiar with, versus a listserv, which is simply email based and barely has a learning curve. Can we use Connect as we would a listserv and if so, how? I think there was a lot of back and forth and no clear cut, yes or no answers.

Draft FY2022 Budget Assumptions

ACRL develops budget assumptions annually to guide staff in preparing annual project budgets. ACRL's budget is mission-driven and should provide sufficient revenues to support the strategic initiatives outlined in the ACRL Plan for Excellence, including initiatives related to its Core Commitment to Equity, Diversity, and Inclusion (EDI). This is accomplished through a blend of programs and services, some of which generate net revenues, e.g., ACRL professional development, especially its biennial conference, and others that the association expects to support, e.g., advocacy, member services, etc.

The ACRL Budget & Finance Committee reviewed these draft assumptions on November 5, 2020. The Board will review, suggest revisions as needed, and approve the assumptions below at its 2020 Fall Board Virtual Meeting on November 16, 2020. Based on the approved budget assumptions, ACRL staff will prepare the preliminary FY22 budget for review by the Budget & Finance Committee at their winter meeting (anticipated near or during the 2021 ALA Midwinter Meeting, January 22-26).

General Overview: The economic climate and U.S. higher education

As we begin to prepare the FY22 budget for ACRL, the global economic outlook is largely influenced by the effects of the COVID-19 pandemic. The World Bank states that, "Current projections imply that the COVID-19 global recession will be the fourth (of eleven) deepest in this period and the most severe since the end of World War II."[1] Global GDP contraction is projected by the International Monetary Fund at -4.9%[2], the World Bank at -5.2%[1], and the Organization for Economic Co-operation and Development between -6% to -7.6%[3]. Although the U.S. Economy rebounded in the third quarter of 2020 (at an annual rate, GDP grew by 33.1 percent from July through September)[4], economist do not expect this quarter's growth to continue for the fourth quarter. While it is expected that FY22 will be largely influenced by the effects of the 2020 global pandemic, other current events, including the November 2020 US election,

[1] The World Bank, "Pandemic, Recession: The Global Economy in Crisis," June 2020. Accessed September 10, 2020. https://www.worldbank.org/en/publication/global-economic-prospects

[2] International Monetary Fund, "World Economic Outlook Update, June 2020: A Crisis Like No Other, An Uncertain Recovery," June 2020. Accessed September 9, 2020. https://www.imf.org/en/Publications/WEO/Issues/2020/06/24/WEOUpdateJune2020.

[3] OECD, "OECD Economic Outlook, June 2020: The world economy on a tightrope," June 2020. Accessed September 10, 2020. http://www.oecd.org/economic-outlook/june-2020/

[4] U.S. Department of Commerce, Bureau of Economic Analysis, "Gross Domestic Product, Third Quarter 2020 (Advance Estimate)" October 29, 2020. https://www.bea.gov/index.php/news/2020/gross-domestic-product-third-quarter-2020-advance-estimate Accessed October 31, 2020.

racial justice movement, extreme weather events[5], and wealth inequality[6], will also influence the economic climate and outlook. The effects of the pandemic are expected to impact the economy for years[7], and the global outlook is dependent on many unknown factors, including a potential new stimulus plan from Congress, the development and rollout of a vaccine and improved treatment, potential subsequent waves of the SARS-CoV-2 virus, and changing consumer behavior.

Higher education has been impacted by the pandemic, and the full extent is yet to be known. Before the pandemic, state spending on public colleges and universities was already well below the historical levels prior to the Great Recession of 2008-09.[8] Insider Higher Ed reported that, "State funding nationwide is nearly 9 percent below pre-Great Recession levels and 18 percent below where it was before the 2001 tech bust."[9] Although "most Americans believe state spending for public universities and colleges has increased or at least held steady over the last 10 years," in fact, "states have collectively scaled back their annual higher education funding by $9 billion during that time, when adjusted for inflation."[10] Despite public perception, it is estimated that, "the financial impact of the pandemic on students and institutions would total at least $120 billion."[11] Higher ed is considering and has implemented a number of cost savings measures, including tuition discounts to increase student enrollment and overall revenue, borrowing from endowments, and seeking additional federal and state funding.

The projected federal growth has gone from a projected 2.3% increase for 2020 to an 8.6% decrease in 2021.[12] [13] The Higher Education Price Index (which projects major cost factors for colleges and

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[5] University of Cambridge, "New approaches to help businesses tackle climate change," February 26, 2020. Accessed September 29, 2020. https://www.cam.ac.uk/research/news/new-approaches-to-help-businesses-tackle-climate-change

[6] Juliana Menasce Horowitz, Ruth Igielnik, Rakesh Kochhar. "Trends in income and wealth inequality," Pew Research Center. January 9, 2020. Accessed September 28, 2020. https://www.pewsocialtrends.org/2020/01/09/trends-in-income-and-wealth-inequality/

[7] Òscar Jordà, Sanjay R. Singh, and Alan M. Taylor. "The Long Economic Hangover of Pandemics," Finance & Development. International Monetary Fund. June 2020, Volume 57, Number 2. Accessed September 9, 2020. https://www.imf.org/external/pubs/ft/fandd/2020/06/long-term-economic-impact-of-pandemics-jorda.htm

[8] Michael Mitchell et. al., "Unkept Promises: State Cuts to Higher Education Threaten Access and Equity Reduced Quality," *Center on budget and Policy Priorities*, October 4, 2018, https://www.cbpp.org/research/state-budget-and-tax/unkept-promises-state-cuts-to-higher-education-threaten-access-and. Accessed November 5, 2019.

[9] Emma Whitford. "Public Higher Ed Funding Still Has Not Recovered From 2008 Recession," *Inside Higher Ed*, May 5, 2020, https://www.insidehighered.com/news/2020/05/05/public-higher-education-worse-spot-ever-heading-recession. Accessed September 11, 2020.

[10] Jon Marcus. "Most Americans don't realize state funding for higher ed fell by billions," The Hechinger Report, February 26, 2019. https://www.pbs.org/newshour/education/most-americans-dont-realize-state-funding-for-higher-ed-fell-by-billions. Accessed November 5, 2019.

[11] Kery Murakami. "Colleges: Financial Toll of Coronavirus Worse Than Anticipated," September 29, 2020. Accessed September 29, 2020. https://www.insidehighered.com/quicktakes/2020/09/29/colleges-financial-toll-coronavirus-worse-anticipated

[12] "An Update to the Economic Outlook: 2019 to 2029," *Congressional Budget Office*, August 21, 2019, https://www.cbo.gov/publication/56542.

universities) is forecasting a 2.2% decrease in 2020, which is a decline from the estimated 2.6% increase from a year ago 2019.[14] [15] It should be noted that, unlike after previous economic downturns, state spending on higher education did not bounce back after the 2008 recession."[16] In the last ten years, state funding has decreased by $9 billion when adjusted for inflation, and "state appropriations per full-time student have fallen from an inflation-adjusted $8,489 in 2007 to $7,642 in 2017."[17] Decreased state funding is a trend, as funding for public two- and four-year colleges remains well below pre-recession levels in almost every state and in the school year ending in 2018, funding was more than $7 billion below its 2008 level, after adjusting for inflation. Without considering inflation, state fiscal support for higher education grew by just 1.6 percent in 2018, according to the most recent Grapevine survey which noted that the level of support is "down sharply from a 4.2 percent increase last year and represents the lowest annual growth in the last five years."[18] "In only six states have higher education budgets returned to or surpassed their pre-recession levels; in 19 states, expenditures per student are at least 20 percent lower than before the recession."[19] To cope with these cuts, institutions have raised tuition and made deep cuts to programs and services, reducing access to college education for some and calling into question the quality of the program remaining.[20] Financial challenges face higher education as public investment and tuition revenue are on the decline while labor and facility costs continue to rise[21].

In a recent survey of college and university presidents, "55 percent of presidents described their institution as offering 'predominantly online, with some in-person instruction.'"[22] As institutions move

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[13] "An Update to the Budget Outlook: 2020 to 2030," *Congressional Budget Office*, September 2020, https://www.cbo.gov/publication/55551.

[14] Higher Education Price Index (HEPI) Estimate for June 2020," *Commonfund*, June 26, 2020. Accessed on September 28, 2020. https://www.commonfund.org/index/higher-education-price-index-hepi-estimate-for-june-2020.

[15]"Higher Education Price Index (HEPI) Estimate for August 2019," *Commonfund*, September 4, 2019. Accessed on September 24, 2019. https://www.commonfund.org/news-research/index/hepi-estimate-august-2019/.

[16] Luba Ostashevsky, "As economy rebounds, state funding for higher education isn't bouncing back," *PBS News Hour*, September 14, 2016, http://www.pbs.org/newshour/updates/economy-rebounds-state-funding-higher-education-isnt-bouncing-back/.

[17] Jon Marcus, "Most Americans don't realize state funding for higher ed fell by billions," *PBS News Hour*, February 26, 2019, https://www.pbs.org/newshour/education/most-americans-dont-realize-state-funding-for-higher-ed-fell-by-billions.

[18] Rick Seltzer, "'Anemic' State Funding Growth," *Chronicle of Higher Education,* October 23, 2018. https://www.insidehighered.com/news/2018/01/22/state-support-higher-ed-grows-16-percent-2018.

[19] Jeffrey Selingo, "States' decision to reduce support for higher education comes at a cost," Washington Post, September 8, 2018, accessed October 24, 2018. https://www.washingtonpost.com/education/2018/09/08/states-decision-reduce-support-higher-education-comes-cost/?noredirect=on&utm_term=.4f55fd302b14

[20]Ibid.

[21] Chronicle of Higher Education (2019) Beyond Budgets, https://connect.chronicle.com/ByndBdgtsRT19

[22] Jonathan Turk, Maria Claudia Soler Salazar, Anna Marie Ramos. "College and University Presidents Respond to COVID-19 2020 Fall Term Survey," *American Council on Education*, October 8, 2020, https://www.acenet.edu/Research-Insights/Pages/Senior-Leaders/College-and-University-Presidents-Respond-to-COVID-19-2020-Fall-Term.aspx

from face-to-face to virtual classrooms, some students are expecting lowered tuition rates.[23] Some institutions have responded to this request by reducing tuition between 10% to 61%, delaying tuition hikes, adding incentives, and/or removing activity fees.[24, 25] A handful of colleges are offering a free year of tuition.[9] It is unknown how long the shift to virtual learning will be necessary or if this will be a lasting trend, but according to the Brookings Institution,[26] it is predicted that virtual and hybrid learning may continue as an option after the pandemic ends. Depending on the outcome of the US presidential elections, college tuition could become more affordable to students.[27] Candidate Biden has proposed making public college tuition-free for families earning $125,000 or less "through a partnership, whereby the federal government would use funding to incentivize states to invest in their higher education institutions to eliminate tuition at those schools.[28] Although total enrollment in degree-granting postsecondary institutions increased 27 percent from 2000 to 2018 (from 13.2 million to 16.6 million students), it was projected to increase by only 2 percent between 2018 and 2029 (from 16.6 million to 17.0 million students)."[29] This number is in line with high school graduation rate projections, which show the number of high school graduates increasing by 3% between 2014 and 2025.[30] A recent figure from Fitch Ratings, "cited preliminary data indicating enrollment across U.S. colleges and universities fell 3% this fall (2020) versus last year," which is better than, "a 5 percent to 10 percent decline Fitch had been expecting."[31] Given the current economy, that increase may accelerate as past trends show that "enrollment increases rapidly during economic downturns. At the same time, state funding decreases

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[23] Abigail Hess. "More than 93% of U.S. college students say tuition should be lowered if classes are online," *CNBC*, July 27, 2020, https://www.cnbc.com/2020/07/27/93percent-of-college-students-say-tuition-should-be-cut-for-online-classes.html. Accessed September 11, 2020.

[24] Lilah Burke. "Rebates and Reversals," *Insider Higher Ed*, July 24, 2020, https://www.insidehighered.com/news/2020/07/24/some-colleges-discount-tuition-prices-online-fall. Accessed September 11, 2020.

[25] Lilah Burke. "More Tuition Cuts," *Inside Higher Ed*, August 14, 2020, https://www.insidehighered.com/news/2020/08/14/colleges-continue-slash-tuition-response-pandemic. Accessed September 11, 2020.

[26] John Villasenor. "Online college classes are here to stay. What does that mean for higher education?" *Brookings Institution*, June 1, 2020, https://www.brookings.edu/blog/techtank/2020/06/01/online-college-classes-are-here-to-stay-what-does-that-mean-for-higher-education/. Accessed September 11, 2020.

[27] Jillian Berman. "How a President Biden or a President Trump could affect the student-debt crisis and college affordability," *MarketWatch*, September 21, 2020, https://www.marketwatch.com/story/how-a-president-biden-or-a-president-trump-could-affect-the-student-debt-crisis-and-college-affordability-11600702994. Accessed October 30, 2020.

[28] Jillian Berman. "Joe Biden's free college plan could pay for itself within 10 years, Georgetown University analysis says," *MarketWatch*, October 8, 2020, https://www.marketwatch.com/story/new-analysis-estimates-the-financial-cost-and-benefits-of-bidens-free-college-plan-11601962724. Accessed October 30, 2020.

[29] U. S. Department of Education: National Center for Education Statistics, "The Condition of Undergraduate Enrollment," (May 2020). Accessed September 24, 2020. https://nces.ed.gov/programs/coe/indicator_cha.asp

[30] Western Interstate Commission for Higher Education, "Overall Graduate High School Trends," Accessed September 20, 2019. https://knocking.wiche.edu/nation-region-profile/

[31] Rick Seltzer. "Fitch: Negative Pressures Continue Into 2021 for Higher Ed." *Insider Higher Ed*, October 29, 2020, https://www.insidehighered.com/quicktakes/2020/10/29/fitch-negative-pressures-continue-2021-higher-ed

and tuition rises at a faster rate"[32]. Whether enrollments increase or decrease next fall, it is unlikely that higher education will see a substantive increase in its funding, absent a new federal tuition-free program, which typically translates to no more or less funding for academic libraries.

Economic climate and academic libraries

Before the pandemic, ACRL membership numbers were on a slow but steady decline, which is in part due to the closing of institutions that have an impact on both ACRL's organizational and personal members. Closures are declining, but there are still a significant number of institutions that close each year. In 2019, there were 543 closed postsecondary institutions in the US; in 2018, 711; in 2017, 947; in 2016, 1,111.[33] According to the data through September 7, 2020, 129 institutions closed in 2020. The workforce is aging, and the pool of potential academic librarians is in decline as evidenced by the drop in MLIS degrees awarded. Since the decline began in 2010-11, MLS degrees decreased from 7,729 to 4,843 in 2016-17 or by -37%.[34] There was a slight 2% increase in MLS degrees granted between 2016-17 and 2017-18.[18] Of the placements between 2013 and 2019, the number of placements in academic libraries decreased from 347 to 206, or by 41%.[35, 36] The decline during and after the 2008 recession may be stabilizing, as the U.S. Bureau of Labor Statistics projects a 5% increase job outlook, which is higher than the 4% job outlook for all occupations.[37] While job growth is indicated as fast as average again, it is a decline from the 6% growth listed in 2019 and the 9% in 2018.

Another factor that could influence the size of ACRL's membership is whether academic libraries are requiring those they hire to hold MLIS degrees. Anecdotally, we are hearing that, especially at large research libraries, subject specialists, and other professional staff (IT, HR, development, marketing, etc.) are being hired to do work that once required an MLIS. A recent study of ARL directors found that while 1/3 of ARL directors did not perceive the MLIS as necessary, 42% did and it is these directors who will hire the next generation of those working in academic and research libraries.[38]

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[32] State Higher Education Executive Officers Association. "State Higher Education Finance 2019 Report" Spring 2020 https://shef.sheeo.org/ Accessed October 31, 2020.

[33] U. S. Department of Education, Office of Federal Student Aid, "Closed School Weekly/Monthly Reports," Accessed September 24, 2020. https://www2.ed.gov/offices/OSFAP/PEPS/closedschools.html

[34] Institute of Education Sciences NCES, "Master's degrees conferred by postsecondary institutions, by field of study: Selected years, 1970-71 through 2017-18," accessed September 24, 2020, https://nces.ed.gov/programs/digest/d19/tables/dt19_323.10.asp?current=yes

[35] Stephanie L. Maatta, "Placements & Salaries 2013: Explore All the Data." *Library Journal*, October 17, 2013, accessed September 24, 2020. https://www.libraryjournal.com/?detailStory=explore-all-the-data-2013

[36] Suzie Allard, "Jobs by Region: Placements & Salaries 2019." *Library Journal*, October 10, 2019, accessed September 24, 2020, https://www.libraryjournal.com/?detailStory=Jobs-By-Region-Placements-Salaries-2019

[37] Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Librarians, accessed September 24, 2020, last modified date September 1 2020, https://www.bls.gov/ooh/education-training-and-library/librarians.htm#tab-6

[38] Russell Michalak, Monica D.T. Rysavy, and Trevor A. Dawes*, "What Degree Is Necessary to Lead? ARL Directors' Perceptions," *College & research Libraries*, Vol. 80, N. 6, (2019). Accessed November 7,

Fewer financial resources may also have contributed to the consolidation of vendors in the library marketplace.[39, 40] Fewer vendors will mean a smaller pool of companies to provide sponsorships, rent exhibit space, support library and association programs. Because "the current model of large publishers dominating scholarly publishing and inflation grinding down library budgets continues,"[41] tighter library budgets could mean less funding for staff development (e.g., association membership, continuing education) or sponsorship of library association programs.

The impact of the pandemic, along with the pre-pandemic trend of the continued state of lower funding and a consolidation in the marketplace, will affect ACRL's FY22 budgeted revenue expectations. We expect that library budgets and individual spending will continue to be reduced and thoughtfully considered. While we are still awaiting FY20 financial reports, data from FY19 show that revenues were declining before the pandemic. Gross revenues for consulting were below budget due to fewer than expected clients in the 4th quarter of FY19, but the 1st quarter of FY20 was off to a busy start. In FY19, webinar revenues exceeded budget in part due to a successful multi-part series. Revenues from licensed workshops were below budget. In September 2020, the ACRL 2021 Conference planned for April 2021 was canceled as an in-person event and will be held as a virtual conference around the same dates. It is difficult to project at this early stage, but we expect to see reduced revenues and expenses for our flagship event.

The FY22 budget will include traditional revenue streams (e.g., non-serial publications, ad sales, webinars). ACRL staff will continue to adapt to a post-pandemic environment by further exploring virtual offerings, when needed, for in-person events (e.g., ACRL Conference, RBMS Conference, RoadShows). ACRL staff will continue to look for new entrepreneurial ideas and revenue streams, and consider cost savings throughout the year. As part of ALA's five-year pivot strategy[42], FY22 is planned to be the first net neutral year for the organization. Strategies for ALA to achieve a net neutral by FY22 include two new revenue streams (CE and contributed revenue), the rollout of the LibLearnX event, and testing public markets for internal products.

2019.https://crl.acrl.org/index.php/crl/article/view/23526/30835

[39] James M. Day, "Consolidation of the Library Vendors," *Library Technology Launchpad*, October 12, 2016, http://libtechlaunchpad.com/2015/10/12/consolidation-of-the-library-vendors/

[40] David Parker, "ATG Special Report — Industry Consolidation in the Information Services and Library Environment: Perspectives from Thought Leaders," *Against the Grain*, July 6, 2016, http://www.against-the-grain.com/2016/07/industry-consolidation-report/

[41] Stephen Bosch, Barbara Albee, & Sion Romaine. "Costs Outstrip Library Budgets | Periodicals Price Survey 2020" Library Journal April 14, 2020 https://www.libraryjournal.com/?detailStory=Costs-Outstrip-Library-Budgets-Periodicals-Price-Survey-2020 Accessed October 31, 2020

[42] ALA Executive Board Doc FALL EBD 12.1.1 Five-Year Pivot Plan. http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/ExecutiveBoard/20202021Docs/ebd%2012.1.1%20ALA%20Pivot%20Strategy.pptx

In recent years, ACRL has been tasked by its Board and Budget & Finance Committee to spend down its net asset balance, and to look for appropriate opportunities to "invest" a portion of this net asset balance in strategic programs and services that serve the membership. Recent examples of such investments include the promotion of Project Outcome, research grants to practitioner-scholar academic librarians to carry out research identified in the 2019 research agenda, and digitization of past issues of *C&RL News*. Through careful stewardship, the net asset balance, which had grown to $5,002,115 at the beginning of FY16, has through investments in strategic initiatives been reduced to $3,311,824 (FY19 August Final Close). We expect it to be further reduced to $2,388,583 by FY20 close (per FY20 budget) but are pending financial reports that could verify actual.

As ACRL has strategically spent down its net asset balance and it is expected for the FY20 budget to have a greater deficit than planned, we are now looking to build a budget that balances expenses with revenue. During the June 2020 virtual meetings of the Board and Budget & Finance Committee, a list of over $125,000 of cost savings was reviewed, and direction was given to staff to move forward with the budget cuts. Such investment in programs and services requires staffing support, and staff continues to look for ways to streamline procedures and automate processes where possible, freeing up more of their time for strategic initiatives and to accommodate work stoppage during 23 unpaid furlough days in FY21.

Going forward, the ACRL Board and Budget & Finance Committee will take a much harder look at any proposed new expenditures, as ACRL would need increased revenue streams (e.g., more members joining, increasing book sales, or projected growth for conference and professional development registrations) to support potential requests for increased or new expenditures. Our goal is to moderate many operational expenditures to be more in-line with current revenue expectations while aligning the budget to support the Plan for Excellence and the core commitment to equity, diversity, and inclusion through strategic investments from ACRL's net asset balance and the annual endowment transfer. It is important to note that the net asset balance (beginning reserve level for FY22 is expected to be $1,814,619 per thee FY21 budget) is moving closer to the mandated operating reserve amount of $1,060,858. Ensuring that the net asset balance stays within the mandated operating reserve is another motivating factor for the Board and Budget Committee to carefully monitor expenses in FY22.

Because ACRL works to stay above the mandated operating reserve while still investing strategically in member programs and services, it will cease transfers to its long-term investment fund. If the Board and Budget Committee would like to resume these transfers in future years, there is a two-year notification requirement by ALA if ACRL wants to transfer more than $50,000 to its LTI; transfers below $49,999 do not require the two-year advance notification. Per the 2005 ACRL Board recommendation, the ACRL budget includes an LTI interest transfer (Project 3200) up to the maximum allowable amount. In FY19, ACRL transferred $125,000 in appreciation from its LTI to its operating budget to support strategic initiatives. ACRL will plan to complete this transfer again for FY20. The FY22 budget will include an interest transfer of $135,000 from the endowment to the operating budget.

Choice FY22 Budget Assumptions

General Remarks

The changing character of Choice is something that has been liberally remarked upon in previous budget assumption documents, but the topic bears briefly revisiting here as so much of our budgeting is based on our evolution as a publishing unit.

Over the past decade the historical core of Choice's publishing program—reviews of new academic monographs—has gradually eroded as the use of reviews in the collection-development process succumbed to the twin forces of technological innovation and the tightening of materials budgets. Indeed, the collection-development function itself no longer occupies the central position it once commanded in many academic libraries. As a result, since 2009, combined circulation of *Choice* magazine and *Choice Reviews* has declined by 50%, from 3,500 the year of the Great Recession to 1,750 today, a remarkably predictable 6% a year.

The decline in the use of reviews has affected other parts of our business as well. Choice reviews generate two other streams of revenue: in-publication advertising and royalties from the licensing of reviews to publishers, aggregators, and purchasing platforms. These too are under stress. Since fiscal 2013, in-publication revenues—space ads in the magazine and banner ads in the database—have shrunk by 50%, while royalties have declined by a statelier 22%, from $640K in FY13 to about $500K in this year's budget.

Recognizing these trends, in recent years we have been vigorously working to uncover alternate sources of revenue based around sponsorships of newsletters, podcasts, and webinars and the underwriting of white papers. During the same period that traditional advertising was shrinking by half, these sponsored-content initiatives have been steadily growing, from a scant $70K in FY13 to a budgeted $417K this year. Webinar sponsorships alone have generated gross revenue of over $1MM since the inception of the program in FY13.

The rise in sponsorship revenue is an important indicator of a larger trend at Choice: the development of an audience outside of the collection-development space, an audience eager to consume Choice content in formats and on platforms far removed from reviews. While review-based readership has fallen, we have been amassing a readership of far greater size and diversity around our media-intensive sponsored programs. Consider these engagement figures from the year just finished:

- Choice360 page views: 181,775
- Choice newsletter subscribers: 14,435 (6 monthly newsletters)
- Webinar registrants: 35,702 (32 webinars)
- Webinar attendees: 15,343
- Webinar screenings on the Choice Media Channel (YouTube): 77,009
- The Authority File podcasts: 42,532 downloads and streams

- White paper downloads: 5,480 (6 reports)

So, as fiscal 2021 gets underway, Choice presents two faces to the outside world: the one, as a publisher of tools supporting the traditional collection-development process; the other, as a producer of a media portfolio engaging an audience roughly five times as large. Herein lies our dilemma. Despite the phenomenal success of our media program (a success dependent on the flow of free content), the former remains the mainstay of our business, bringing in over $2MM, or 84% of budgeted FY21 unit revenues. The sponsored-content/media portion of the business will generate only 20% of that, some $400K.

Enter COVID-19. It is still not clear to us how deeply the pandemic will affect our business, but as dire reports of budget shortfalls in higher education filter down through industry reports and the general media, we cannot but expect that it will further depress revenues. While to date we seen no losses that are at variance with historical performance, those, presumably, are coming soon. Here then, are our general assumptions regarding our three principal revenue streams for FY22: subscriptions, royalties (licensing), and advertising.

Subscriptions

The finances of any subscription business are governed by the rules of accrual accounting, in which revenues are recognized ("earned") when a good or service is delivered rather than when cash is received from the subscriber. For accounting purposes, our subscription revenues are recognized in one-month increments over the term of a twelve-month subscription. The result is to effectively "buffer" even a sudden downturn in renewals, as revenue continues to be recognized at a constant rate ($1/12^{th}$) for the remaining subscriptions. Declines in renewal subscriptions will thus not be immediately apparent on the monthly performance reports, which show only earned income.

But of course a sharp downturn in cash does indeed serve as an indicator of things further down the road, and thus the amount of cash received during the initial months of the pandemic has been of value in forming assumptions around the FY22 budget. Since the beginning of the sequestration and the mass exodus of students from American colleges and universities in March of this year, cash receipts for both *Choice Reviews* and *Choice* magazine are down 17% from the same period (April to August) a year ago. Ordinarily one would assume this signals a dramatic downturn in subscriptions, but these figures are not so conclusive as they seem, for historically there is a wide variation in cash receipts in any one month. For instance, year-over-year April-to-August cash was down 19% for *Choice Reviews* in FY18, and *Choice* magazine suffered a 12% decline in cash during this same period in FY19, yet annual earned income for these products was off by only 1% (!) and 10%, respectively, in those years. So by themselves, these numbers do not portend the apocalypse, only the slow, relentless drip of a declining asset.

Having said that, far and away the majority of our subscriptions come from one subscription agent, EBSCO, which brings us a large number of batched subscriptions in November of each year and hence a

large infusion of cash. Typically, November accounts for between 30% and 33% of total annual cash received for *Choice Reviews* and some 55% to 60% of *Choice* magazine subscriptions. So it is the November numbers that will provide us with our first real look at subscription revenues over the next year or so. From these we will be able to make a more informed judgement about calendar 2022, as renewal rates are a reliable indicator of future revenue.

Our *Reviews on Cards* continue to generate high-margin income despite its admittedly anachronistic format. That said, *Card* subscriptions have not been immune to the historical trend. Circulation was down 12% in FY21, and we expect continued declines of this magnitude in FY22.

For its part, subscription revenue from *Resources for College Libraries* arrives quarterly as a percentage (30%) of sales made by our partners at ProQuest, and, since we are effectively the "author," not the publisher, of the work, *that* revenue is considered earned when we receive it. We have little visibility and even less influence, over RCL sales, but absent any information to the contrary, we are projecting only a modest decline in revenue in FY22.

Third-party Licenses

Our licenses with the major platform providers and aggregators provide us with a fairly reliable stream of income. In recent years ProQuest, the largest of our licensees, has been regularly reducing the amount it is willing to pay for using Choice reviews in *Books in Print* and *Syndetics*, and those losses, along with the loss ($108K) of the ProQuest Intota license when that product failed in the marketplace, account for the lion's share of the decline in royalty revenue. We see no losses on that scale from other sources in the near term.

Nonetheless, it is worth pointing out that these assumptions do not include drastic, unanticipated losses in royalty income that might yet result from the COVID-19 pandemic. While COVID has certainly subjected subscription revenues to additional stresses, it would take cancellations on the part of hundreds of libraries to equal the loss of even one major licensee. For FY21, ProQuest licenses to Choice content have been budgeted at $272,518. Should ProQuest suddenly shift course and allow its licenses to our reviews to expire in response to the pandemic (or for any other reason), the entire amount could become vulnerable within a twenty-four-month period. The probability of this type of sudden, wholesale loss is small and has not been factored in our assumptions for FY22, but it cannot be ruled out entirely. Nor is this risk confined to this one licensee.

Advertising and Sponsorships

Traditional Advertising. We have already noted the precipitous decline we are seeing in traditional advertising, with several publishers openly stating to us that they will no longer produce print advertisements. Advertising in *Choice* magazine, which in FY13 brought in over $450K (gross), fell to $223K last year and is running at 66% of last year's performance thus far in FY21, well below budget. This trend, and its much smaller analogue in banner advertising in *Choice Reviews*, appears irreversible.

One as yet untested source of revenue is the recent introduction of advertising on Choice360.org, our newly relaunched customer-facing website. We are hopeful that the new site, which provides improved visibility of and easy access to the entire range of Choice content, may attract the interest of sponsors wishing to leverage their investment in Choice-created and produced webinars, podcasts, and white papers.

Webinars. Now in its eighth year, the Choice/ACRL webinar program is well established and continues to draw large and enthusiastic audiences, with lifetime-to date registrations approaching 140,000. Early concerns about the limited life-cycle of our program seem premature at best, in part because the professionalism of our productions and the guidance we provide at every step of the process have made our webinars a trusted source of information for librarians and an attractive platform for sponsors, who increasingly look to us for support in approaching the academic library market. Fueled by COVID-associated cabin fever, FY20 saw registrations double and attendance grow by almost two-and-a-half times over the previous year. That trend appears to be continuing; by mid-October we have already reached budget in sponsor reservations for this fiscal year, and some sponsors are now cold-calling us with requests to book webcasts. So, we are forecasting revenues equal to or better than those of FY20 in both FY21 and FY22.

Podcasts. During this past year the popularity of our principal podcast, The Authority File, again accelerated rapidly, logging 42,532 listener sessions, an increase of 27% over the previous year. Even more impressive, figures for this September are up 61% (6,854 v 4,241 downloads and streams) over a year ago.

Spurred by this level of engagement, in June of this past year we launched a companion series to The Authority File, this one a serial-style podcast, in narrative format, highlighting individual library stories. Release of this new series, Patron Driven, had been planned to coincide with the ALA Annual Conference, attended by considerable on-site fanfare, but the cancellation of the live event and the resulting fanfare-less mid-summer release of its first “season” (sic), dampened initial uptake. First-season listenership of this five-part program has now reached 600, and we are in the early stages of planning a second season, contingent upon finding corporate sponsorship.

Financially, The Authority File has already exceeded its FY21 budget in sponsor reservations, with indications that the only impediment to growth in FY22 may be the limitation of staff time. We are actively exploring outsourcing post-production in order to accommodate more sponsored programming.

White Papers. Finally, our white paper program, more labor- and time-intensive than either webinars or podcasts on a unit basis, is growing more slowly, restrained both by resource issues at Choice and by sponsor participation. The longer sales cycle this project entails, and the scant staff resources available to produce the studies, are serving to limit the number of publications we publish to two a year. For FY22 we will assume two white papers, with gross revenue of $30,000.

Expenses

Expense assumptions have been made without the benefit of financial data for the fiscal year ending 31 August 2020 (see below). In the absence of this data, we have made certain *pro forma* assumptions. For payroll, we have assumed no layoffs, no reductions in force, and a continued 2% salary adjustment annually, and we have used pre-furlough salaries as the base. These are best-case assumptions that may not survive the budget-making process. Because of our success in reducing expenses over the past five years ($362K in direct spending reductions between FY15 and FY19), payroll now accounts for about 70% of our direct spending. Aside from staffing, then, there are few other areas to cut. If the continued ALA strategy to contain costs is pursued through furloughs or other personnel reductions, this will mean a reduction in revenue.

For all other direct expenses, we have taken FY21B as the base and subjected it to an annual increase of 1.75%, reflecting our current low rate of inflation. This assumption is subject to substantial restatement as the economy recovers. ALA overhead has been calculated using the current rate of 13.25% (per the operating agreement, the division rate on publishing revenue is 50% of full rate applied to education and other non-dues revenue). Obviously, an increase in that rate as the result of ongoing discussions at ALA about revising the operating agreement will further burden Choice.

It remains to say how difficult it has been to create assumptions around financial performance a year from now in the absence of any financial data later than March of this year. The failure of the attempt to outsource the Accounting group, and the lack of auditable financial statements that has resulted, have introduced an unprecedented and unacceptable amount of uncertainty into the entire budgeting process.

With these points in mind, Choice *pro forma* assumptions regarding the FY22 budget can be found on page 23.

ACRL General Assumptions

Basic Budget Assumptions

1. All ALA and ACRL fiscal policies will be followed in the development of the budget.
2. The mandated reserve (as set by the ACRL Board, following ALA policy) for ACRL and *CHOICE* will be maintained.
3. Professional development offerings must be operated on a full cost-recovery basis.
4. Non-serial publications must be operated on a full cost-recovery basis.

5. Salaries and benefits for division staff will be equal to or less than 45% of the total operating budget using a 2-year average to match the swings in the operating budget.
6. Total administrative costs for the Division will be equal to or less than 60% of the total operating budget using a 2-year average to match the swings due to the ACRL Conference.
7. New projects that don't generate revenue will be charged to the membership services category.
8. Personnel allocations for salaries, benefits, and other related costs and office services, such as postage, copying, telephone, etc., will continue to be charged to the various programs as a percentage of the time spent on the programs.

Modified accrual accounting

ALA uses accrual accounting, a method which recognizes revenues and expenses at the time the event is held, or product delivered. This method ensures that revenues are on hand for refunds should said event or product not be delivered. However, ACRL has requested that ALA continue to "recognize" the expenses leading up to the conference/event as they occur so that staff can monitor expenses and adjust as needed. Should ALA be able to develop easily obtained reports detailing expenses, ACRL would consider switching to a full accrual system. At this time, however, we are "paying as we go" and earning the revenues only after we deliver the product, e.g., the publication, the conference, etc.

Given that FY22 is a non-conference year, ACRL would expect to generate a negative year-end net. Looking ahead to FY23, due to past investment of ACRL's net asset balance in strategic initiatives, absent significant new revenue streams, the association will need to reduce expenditures substantially, which may result in disruption to member services. The Budget & Finance Committee and staff will closely monitor the deficit budget to ensure that ACRL's net asset balance remains above the mandated operating reserve (i.e., one-quarter of the average of the last four years of expenses).

Revenues

+ Primary sources of revenue will be education (e-learning, institutes, pre-conferences), publications (including advertising and sponsorships), dues and donations.
+ At least $25,000 will be budgeted for donations to ACRL Friends (pending further discussion by the Board as to the type of campaign to launch for FY23).
+ The Colleagues program has been a strong source of revenue for ACRL programs and special activities in past years. Although fundraising has gotten more difficult, dedicated member leaders continue to exceed expectations in the fundraising for the ACRL Conference. Other programs have been slightly more challenged, e.g., awards, as sponsors continue to look for more engagement with customers in return for their sponsorship. Staff will budget conservatively for donations related to specific projects. (Projects 3206, 3800, 3833, and 3835).
+ An estimated $135,000 in income from the ACRL long-term investments will be recognized in the draft operations budget (final amount will be derived in consultation with ALA Finance staff to ensure that will be the eligible expected earnings) (Project 3200).

Expenses:

- Travel and communication costs will continue to increase and will be carefully monitored (all projects). Travel and administrative expenses were reduced based on prior year actuals.
- All current staff positions will be included in the budget. As of September 2020, ALA policy does not allow for the majority of vacant positions (possible exceptions: grant-funded, executive directors) to be filled, and if applicable, any vacancies will be a cost savings. ALA/ACRL expects that the executive director vacancy will be filled by FY22, and the ED salary will be included in the FY22 budget. Some funds will be budgeted for interns and temporary help.

Assumptions by Strategic Goal

Goals are listed in the order in which they appear in the *ACRL Plan for Excellence.*

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.

Expenses

- $2,500 will be budgeted for potential VAL activities in consultation with the chair of the VAL committee. *(Project 3703)*

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.

Expenses

- $2,500 will be budgeted for potential SLILC activities in consultation with the chair of the SLILC committee (Project 3711).

- $5,000 will be budgeted for maintenance and development of the Information Literacy Sandbox (Project 3711).
- One Immersion Program will be offered in FY22 if pandemic conditions improve: the redesigned Immersion curriculum which integrates content from the separate tracks into one offering. (Projects 3830). The program will break even or net a small profit. We are also planning on offering at least one regional Immersion program at a location to be determined (Project 3834). This change addresses the trend toward making more regional programming available. All Immersion programs will be offered on a cost-recovery basis. Because of its proven-track record of drawing a consistent number of participants, registration revenues will be budgeted at 95%. (Project 3830)
- Funds will be budgeted for one Immersion facilitator observer for the non-regional Immersion Programs (Projects 3830).

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.

Expenses

- $2,500 will be budgeted for scholarly communication activities in consultation with the chair of the Research and Scholarly Environment Committee. (*Project 3702*)
- $30,000 will be budgeted for research grants to practitioner-scholar academic librarians to carry out research on key questions identified by the Spring 2019 action-oriented research agenda. These will be awarded through a competitive selection process (6-10 grants of $3,000 - $5,000 each); (*Project 3702*) Could consider reducing but this supports ACRL's EDI initiatives.
- An additional $29,257 is budgeted to pay the following:
    - $15,010 for Library Copyright Alliance ($15,010 shown in Govt. Relations Project 3704)
    - $6,750 for SPARC dues;
    - $5,000 for Open Access Working Group;
    - $497 for COUNTER dues;
    - $2,000 for OpenCon2021, 1 sponsored scholarship

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.

Expenses

- $2,500 will be budgeted as a placeholder for new initiatives to support this goal. (Project 3403)

Equity, Diversity and Inclusion

Revenues

+ $16,5000 in revenues from the ACRL Diversity Alliance will be budgeted. 48 institutions @ $500. Number of institutions based on 75% of 2020 membership (Project 3402).

Expenses

- $1,500 in ongoing costs to support for the ACRL Diversity Alliance (Project 3402).
- $14,000 will be budgeted to support two ALA Spectrum Scholars. The B&F Committee and the Board recommended to increase support from one to two Spectrum Scholars. The Board approved at its 2018 Fall Meeting. (Project 3838).

Enabling programs and services: Member Engagement

The following budget assumptions are presented by enabling program and service area so that we continue to think of resource allocation aligned with the strategic plan.

Membership Services

Revenues

+ These are preliminary estimates based on partial FY20 data, and we are still waiting for more up-to-date info from ALA Membership, as well as tactics to grow membership. Membership revenues will be budgeted by first looking at FY20 February actual, the most current membership data available, then adjusted down to reflect decreases in FY20, FY21 and adjusted for an expected decline in non-conference years. First, ALA has projected a 9% membership decline for FY20. Second, initial FY21 revenue (projected based on the August 2019 membership of 9,313 , a number which excludes the 206 non-dues paying members in FY19) was adjusted to

reflect a mandated ALA-wide 30% reduction in dues revenue in FY21 (which would reduce the number of members by 29%). Third, as FY22 will be a non-conference year for ACRL. historically membership decreases by 4.10%. Therefore, FY22 membership will be budgeted at a total membership of 6,304 paying members. This reflects all three declines enumerated above: the projected 9% membership decrease in FY20, projected membership decreases of 29% in FY21, and 4.10% decrease as a non-conference year. ACRL may increase dues slightly in FY22 (if the Board implements an increase based on a possible change to the HEPI index). The initial personal membership rate for FY22 will based on FY21 HEPI and then updated to reflect the final FY21 HEPI. Staff will continue to adjust this recommendation based on the monthly membership reports and quarterly HEPI forecasts.

Expenses

- Membership benefits and support for member services will be strategically reviewed by the Board and Budget and Finance Committee in light of decreasing revenues and absent net asset balance spend down. (Project 3200)
- ACRL will budget $3,000 to sponsor three ALA Emerging Leaders. (Project 3200).
- ACRL will budget $4,500 (updated number in assumptions to match $4,500 at MW19) to print *C&RL News* wraps welcoming new, reinstated, and renewing members and encouraging lapsing members to renew. (Project 3200)
- Leadership Council catering for Annual Conference split between 3200, 3201, 3250, 3275. Budget based on average of previous years: $5,000/2
- Reduced to $15,000 from $25,000 for as yet unidentified strategic initiatives will be budgeted. (Project 3200-5350)

Board and Executive Committee

Expenses

- Funds will be budgeted to support a suite for the ACRL President at Annual Conference—typically about $340/night/5 nights. As ALA sunsets MW and business meetings do not take place in conjunction with the new LibLearnX event, a suite will not budgeted. *(Project 3201)*
- Funds estimated at $63,022 will be budgeted for a FY22 Board Strategic Planning and Orientation Session. Funds will be budgeted to include senior staff participation in the Strategic Planning Session as well as chairs/ vice-chairs of the four goal-area committees and the EDI Committee. *(Project 3201)*
- Leadership Council catering for Annual Conference split between 3200, 3201, 3250, 3275. Budget based on average of previous years: $5,000/4 (Project 3201)

Advisory services and consulting

Revenues

+ Consulting will continue to recover costs and yield a modest net of $7,300. (Project 3203)

Discussion Groups

Expenses

- No funds beyond staff support will be budgeted as discussion groups do not receive a base funding allocation.

Awards

Expenses

- Donations to support awards will be recognized and staff time, administrative fees, and direct expenses will be budgeted to support the awards program, which consists of 21 awards. (Project 3206)
- Administrative fees will be allocated to 4429 instead of 4490, saving approximately $600 in overhead.

Chapters

Expenses

- Per member allocations to ACRL Chapters will be funded at $1.00 per ACRL member residing in the state or region but budgeted based on historic usage of these funds which is below the maximum funding allowed. As ACRL looks to reduce expenses this area of expense reimbursement merits examination. Less than half of the chapters avail themselves of this funding. (Project 3207)
- Funds will be budgeted to support the ACRL Chapter Speakers Bureau program, which funds ten visits to ACRL chapters by ACRL officers. (Project 3207)
- Because no chapter has ever requested funds under this program since its inception, no funds will be allocated in the FY22 budget to implement the Board's policy to give $10 to chapters for each new member of ACRL in the chapter's geographic region who joined in the previous fiscal year after chapters document membership campaign activities focused on recruiting to ACRL national. If a chapter did undertake this activity, ACRL could fund this from the net asset balance.

Committees

Expenses

- Committees are allowed up to $150 each. Based on historical requests, $1,200 will be budgeted.
- Leadership Council catering for Annual Conference split between 3200, 3201, 3250, 3275. Budget based on average of previous years: $5,000/4Sections and Interest Groups

Sections

Expenses

- Expenses for sections will be budgeted using the section funding formula in place, a base allocation of $1,000.00 with an additional $0.75 per section member over 400 (as of August 31).
- Interest Groups are allowed up to $150 each. Based on historical requests, $1,500 will be budgeted.
- Leadership Council catering for Annual Conference split between 3200, 3201, 3250, 3275. Budget based on average of previous years: $5,000/4

Liaisons to Higher Education Organizations

Expenses

- See Advocacy section.

Special Events

Expenses

- In recent years, the number of ACRL section and interest group special events at conferences has averaged 16 per year. With the reorganized Midwinter Meeting starting in 2021, the average number of events per year may drop to 12 as less units meet onsite. (Project 3833)

Government Relations (Project 3704)

Expenses

- $15,010 for Library Copyright Alliance ($15,010 shown in Scholarly Communication Project 3702)
- $4,000 will be budgeted to cover the costs of the officers (or other leaders) attending ALA's Legislative Day in Washington, D.C. (*Project 3704*).
- $2,000 for general travel to support legislative and policy advocacy (*Project 3704*)..

Scholarships

Expenses

- Funds for scholarships shall be budgeted as follows, although these amounts may be reduced as the budget gets assembled (Project 3838):
    - 2022 RBMS Conference scholarships @ $18,000 reduced to $13,000
    - Immersion Programs @ $12,000; reduced to $10,000 if pandemic conditions improve and a F2F program is held in FY22
    - E-learning scholarships @ $1,000: eliminated
    - Support for 2 ALA Spectrum Scholars @ $14,000

- Miscellaneous @ $3,000; eliminated

Annual Conference Programs

Expenses

- Financial support for ACRL's ALA Annual Conference programs will be a total of $7,150. (Project 3835)
- The President's Program budget will be $6,500. (Project 3835)
- Funds of $200 will be budgeted for a front and back flyer that includes the award winners for the ACRL President's Program. (Project 3835)

Enabling programs and services: Publications

Non-periodical publications

Revenues

+ In FY22, non-periodical publications will be able to recover costs and net a small-medium excess revenue based on the current list of books in progress and expanding backlist. (Project 3400)
+ ACRL should see continued robust sales and royalties from EBSCO and ProQuest in FY22. (Project 3400)

Expenses

- Expenses will be budgeted higher than in previous years to account for increased costs of production, royalty payments, costs of sales, etc. as the new title count and backlist continues to grow. (Project 3400)

Library Statistics (Project 3202)

Revenues

+ In FY22 the redesigned ACRL data product (including the Academic Library Facilities survey data and the ACRL Academic Library Trends and Statistics survey date) will launch. Net revenue is projected to be $32,725 and will be budgeted in 3202.

Expenses

- We will budget $21,000 in depreciation costs and $21,500 as repayment to PLA to cover ACRL's share of the rebuild cost in FY21. (Project 3202)

Standards and guidelines (Project 3204)

Revenues

+ Sales of print standards fell off to zero during the pandemic. Anticipate very negligible sales to continue in FY22 as well unless there is a bigger than anticipated economic rebound and/or

RoadShows move back to an in-person model (RoadShows IUT costs of booklets for programs back to thsi line).

Expenses

- There should be no, or very limited, printing expenses in FY22 due to current inventory and lack of sales in FY20 and most likely FY21.

C&RL (Project 3300)

Revenues

+ For FY22, we are assuming that ad revenues will drop by approximately 20% to $9,000 due to the continued impact of the COVID-19 pandemic/ recovery. (Project 3300)

Expenses

- Online hosting and labor expenses should remain steady with FY20 actual/ FY21 budget. (Project 3300)

C&RL News (Project 3302)

Overview

- The below budget assumptions are based on continuing to publish *C&RL News* in print at 11 issues per year. Staff are examining other possible models for the magazine due to the economic downturn.

Revenues

+ Subscriptions: Subscriptions dropped approximately 15% between FY19 and FY20. We will budget a 20% drop from FY20 actual for FY22 due to an anticipated smaller number of renewals due to the pandemic. Small annual subscription price increases have been implemented which will partially offset smaller number of subscribers.
+ Print product ads: We anticipate an approximately 25% decline in print advertising over FY20 actual due to the ongoing impact of the pandemic and at this time will budget $50,000 for this line.
+ Online product ads: Revenue from banner ads on the C&RL News website and table of contents alert sponsorships should hold reasonably steady at between $12,000 and $15,000.
+ Online ads: Online advertising on which we pay overhead, including eblasts and newsletter sponsorships, should remain steady at approximately $80,000.
+ Classified ad revenues will be budgeted with a moderate increase over FY21, assuming that job openings consistently recover through FY20. Job ad sales grew steadily from 2010 through 2017, then declined slightly in 2018 and 2019 as the job market plateaued. In 2020, ads suffered a massive drop as the COVID pandemic hit the U.S., down 70% to 80% for much of the year until showing signs of recovery as autumn approached. ALA JobLIST maintains high awareness in the

LIS niche and is a uniquely powerful recruitment tool for the profession. But an uncertain economic environment and the possibility of new ALA policies restricting the ads JobLIST is allowed to publish—restrictions JobLIST's for-profit competitors don't face—potentially threaten its future performance. Online job ad revenues and expenses are split with *American Libraries* 50/50 through operation of the ALA JobLIST online career center. *(Project 3302)*

Expenses

- A small amount of funds will be budgeted to support marketing initiatives for the online career center, ALA JobLIST. *(Project 3302)*
- $14,000 will be budgeted to contribute to HRDR for operating costs of the ALA JobLIST Placement Center at ALA MW and AC. *(Project 3302)*
- $19,350 will be budgeted for ALA JobLIST's ongoing operating expenses, a monthly fee to the platform provider (assumes a small increase in the fee for the contract renewal in December 2021). *(Project 3302)*
- *C&RL News* page counts will remain at FY20 levels, pending revenues and expenses. *(Project 3302)*
- Slight increases in printing and postage are anticipated. *(Project 3302)*
- Online hosting expenses are anticipated to remain steady at FY20 actual/ FY21 budget levels. (Project 3302)

RBM (Project 3303)

Revenues

+ Subscriptions dropped approximately 10% between FY19 and FY20. At this time, we will budget a similar drop for FY22 unless we see a material change in FY20 subscriptions year to date. Small annual subscription price increases have been implemented which will partially offset smaller number of subscribers.

+ Print and online advertising revenue should be on par with FY20 actual/ FY21 budget.

Expenses

- Online hosting expenses will remain at FY20 actual/ FY21 budget levels following the transition to Open Journal Systems in FY17. (Project 3303)
- Slight increases in printing and postage are anticipated. (Project 3303)
- Page counts should remain at FY20 levels. (Project 3303)

CHOICE

Keeping in mind the points made in the overview section, here are the following *pro forma* assumptions regarding the FY22 budget. (All percentages are to FY21 budget unless otherwise noted):

CHOICE Revenue

+ *Choice Reviews* subscription revenue will fall by 2%.
+ *Choice* magazine subscription revenue will fall by 7%; *Reviews on Cards*, by 10%
+ Subscriptions to *Resources for College Libraries* will be in line with FY21B performance, at around $135,000. RCL licensing will remain at $20K for the use of RCL content in ProQuest's eBook Central.
+ Net (to Choice) revenue for cc*Advisor* will be budgeted at around $39K for combined subscriptions and advertising.
+ Advertising net revenues:
    - We are assuming continued weakness in *Choice* magazine advertising, yielding a 15% drop to approximately $165,000 in gross revenue. Banner ads in *Choice Reviews* will drop by 5%.
    - Content marketing:
        - Newsletters and eblasts: 2% growth
        - White papers: flat to FY21B
        - Podcasts: 5% growth
    - Gross webinar revenue will be budgeted conservatively at around $190,000, gross. Assuming the current financial split with ACRL (85/15) for webinars, this delivers around $160K to Choice before sales commissions. Subject to restatement as the year progresses
+ Royalties from licensing of *Choice Reviews* will remain at or slightly below current levels, to perhaps $490K.

CHOICE Expenses

– Choice will budget salary, benefits, and overhead according to the directives of ALA Finance.
– All other direct expenses, with the exception of amortization of capitalized expenses, will remain at FY21B levels, adjusted for inflation.

CHOICE Bottom Line

- Revenues will be down approximately 3%.
- Assuming no furloughs, expenses will rise by approximately 8% over FY21, which saw a 9% decline in payroll owing to 23 days of furlough
- For FY22, net revenue may be as high as (-$260K), requiring a further draw-down from the Choice reserve fund, currently at about $2.4MM.

Enabling programs and services: Education

ACRL 2023 Conference (Project 3801)

Revenues

+ All revenues pertaining to ACRL 2021 will be recognized in April 2021 after the conference is held.

Expenses

– FY22 is a non-conference year for ACRL, which typically means that it is a "spend down" year as we expend funds to prepare for the ACRL 2023 conference without revenues to offset these expenses. Staff salaries and benefits as well as certain deposit and other planning expenses will be budgeted.

Preconferences and workshops

Revenues

+ Revenues generated from registration fees will cover the costs for one Annual preconference, as the event is budgeted to at least break even. We will budget attendance conservatively to minimize the possibility of having to cancel due to low registration numbers. (Project 3811).
+ The RBMS 63rd Annual Conference will be held in FY22. Revenues and expenses for this program will be set to break even. (Project 3800)

Expenses

– Sections sponsoring conferences (e.g., RBMS) in FY22 may participate in the program to share net revenue with ACRL, which is spent from the fund balance in FY23. (Project 3275 and 3838)

Online learning (Project 3340)

Revenues

+ E-learning webcasts and courses will be developed and offered in FY22. We project the number of multi-week course offerings to stay the same or decrease slightly from FY21 levels and expect webcast offerings to stay the same from FY21 levels. We anticipate total revenues will be a little down or even with FY21 actuals. (Project 3340)
+ ACRL and CHOICE will split revenues and expenses (15/85%) for the ACRL/CHOICE sponsored webinars and will budget approximately 30 of them in FY21.
+ ACRL will continue to offer group registration rates for e-Learning webcasts, as well as the "frequent learner program," and special pricing for webcast series. (Project 3340)

Expenses

– ACRL will continue to provide two complimentary e-Learning webcasts to ACRL chapters per fiscal year.

Licensed workshops (Project 3341)

Revenues

+ ACRL will continue to license full-day workshops to institutions, chapters, and consortia upon request, as allowed and deemed safe based on the pandemic outlook. Seven available workshops will cover these topics: the Standards for Libraries in Higher Education, Scholarly Communication, Assessment, Open Educational Resources and Affordability, Research Data Management, the Framework for Information Literacy for Higher Education, and the Scholarship of Teaching and Learning. These programs will be offered on a cost-recovery basis and should generate a modest net. (Project 3341)
+ We project the number of in-person workshops delivered to begin increasing from FY21 levels with the anticipation that large group gatherings may become safer. (Project 3341)
+ ACRL will also offer new virtual RoadShow offerings based on the current workshop topics, developed in FY21. We project this to be a popular option for institutions and organizations unable to host an in-person workshop and to generate a modest net. (Project 3341)
+ $10,000 in partial revenue for subsidized RoadShow (Tent. Projects 3702, 3703, 3711).

Expenses

− ACRL will continue to cover travel costs for new presenters to shadow workshops. With the expectation that ACRL will develop at least one new workshop and hire new presenters in FY22, ACRL will budget for 3 new presenters to shadow one workshop each in FY22.
− $20,000 each year to support curriculum development of new workshops and curriculum refreshes of existing workshops.
− Bulk of expenses paid for subsidized RoadShows to HBCU, tribal colleges, and other minority-serving institutions. Continue offering ACRL licensed workshops with up to five subsidized versions on a partial cost-recovery model. Delivery to five locations means an estimated direct cost of $16,750 total: $9,250 travel = (2 presenters x 5 workshop locations) * ($450 flight + $300 hotel ($200 * 1.5 nights) + $100 2 days per diem + $75 ground transportation) and $7,500 honorarium ($750 x 2 presenters x 5 locations). (Tent. Projects 3702, 3703, 3711)

Enabling programs and services: Advocacy

Strengthening partnerships with other organizations (Project 3501)

Expenses

− $5,000 will be budgeted to support the work of ACRL's External Liaisons Committee (formerly Liaison Coordinating Committee) through its grants working group. (Project 3501).

- ACRL will continue organizational support Project COUNTER, CHEMA, EDUCAUSE (dropped EDUCAUSE Dues from draft budget saving $2,000), FTRF, American Council of Learned Societies, National Humanities Alliance, and CNI. (Project 3501)
- Modest funding to support additional visits (as opportunities arise) to higher education organization conferences and meetings and those of information –related organizations will be included in the budget. (Project 3501)

Communication on major issues and trends in libraries and Higher Education

Expenses

- Continue membership in Library Copyright Alliance at direct cost of $30,020 plus staff time. (Projects 3702 and 3704)
- Funds will be budgeted to support ACRL's advocacy efforts to influence legislative and public policy. (Projects 3702 and 3704)
- The full Board will participate in a virtual spring meeting but $4,000 will be budgeted to cover the costs of the officers (or other leaders) attending ALA's Legislative Day in Washington, D.C. (Project 3704)

Project Outcome (Project 3712)

Revenue

+ Project Outcome offers fee-based group accounts for consortia that may bring in revenue. Fees range from $600 to $5000 per group, depending on the number of institutions. There are likely to be fewer than 2 groups added in a year.
+ Revenue from training workshops will be budgeted at $1750.
+ Revenue for new options (e.g. sponsorships, external partnerships, toolkit "resale")

Expenses

- $60,550 will be budgeted for monthly web maintenance costs for the ACRL Project Outcome toolkit. This includes $250/month for Amazon Web Services, $50 for Civilized Discourse Construction Kit, and $225/month for Digital Divide Data Ventures. Community Attributes is paid monthly for maintenance and ad hoc troubleshooting (estimated at $3000/month).
- ACRL staff time of at least 15 hours/week to: provide customer service and technical support for Project Outcome users, act as staff liaison to the Project Outcome for Academic Libraries Editorial Board, and organize new online learning opportunities.

Operations

Operational activities relevant to the quality of ACRL's strategic and enabling programs and services are reported below.

Staff and office

Expenses—ACRL

- ACRL's staff budget will include full staffing at FY20 level.
- $5,000 will be budgeted for contract services as needed. (Project 0000)
- Staffing costs for existing staff will be budgeted as directed by ALA Finance. (Project 0000)
- A small amount of money will be budgeted for replacement printers as needed. (Project 0000)
- Costs to provide professional development opportunities for staff will be budgeted. Budgeted funds for professional development and membership, business meetings, and general operational costs reduced.

Expenses—CHOICE

- See *Choice* expenses.

ALA Relationship

Long-term investment

+ ACRL's general overhead payment to ALA will be budgeted at FY21 levels as policy requires, currently estimated at about $811,598 (FY19 final actual).

Expenses—CHOICE

- CHOICE's general overhead payment to ALA will be budgeted at approximately $334,014 in FY21, based on FY19 actual (final close).

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: ACRL Statement on Importance of College Library Leadership Positions

Submitted by: Mary Mallery, Chair, College Libraries Section (CLS)

Date submitted: October 22, 2020

Background

As academic libraries and their institutions began to reopen over the summer of 2020 in the wake of the first wave of COVID19 lockdowns, it became apparent that the new normal would include major budget and staffing cuts. While collections were the first to come to mind as suffering from these cuts, in fact library staff were furloughed and cut in academic institutions all over the country. Lisa Peet of *Library Journal* documented this worrisome trend best in her July 11, 2020 article on "Academic Library Workers See Furloughs, Reduced Hours as Schools Anticipate Budget Cuts" where she documented the labor negotiations and library faculty and staff cuts at University of Oregon and smaller colleges on the East Coast, noting that these cuts were, "hitting those who need the paycheck hardest."

At the same time in July, the CLS listserv, which is one of the major communication media for the 2100+ ACRL College Libraries Section members, erupted with emails from librarians at institutions who were reporting that in addition to the staff layoffs, many experienced the distressing circumstance where the library director was retiring and not being replaced.

In response to this growing crisis, the ACRL College Libraries Section (CLS) Executive Committee commissioned a collaboration this summer of two past CLS Chairs, Alexia Hudson-Ward and Dena Hutto, and myself to draft a statement (Doc 7.1) in response to the great need of the community as so many academic library directors are retiring and not replaced by their administration and many staff are suffering from furloughs and job eliminations to the great detriment of the ability to provide library services and stewardship of resources to the academic community. The final statement was reviewed by the CLS Executive Committee, which approved the Statement at its October 7th meeting. To further the reach of our advocacy, the CLS Executive Committee asked the CLS Chair and the CLS ACRL Board Representative to bring the Statement to the ACRL Board of Directors. CLS worked with its board and staff liaison, the ACRL Interim Executive Director to incorporate their feedback. Therefore, the College Libraries Section Executive Committee requests that the ACRL Board of Directors approve the attached *Statement on the Importance of Academic Library Leadership Positions (Doc 7.1)*.

Stakeholders

The CLS Exec Committee members consulted with the CJCLS Exec Committee, and they responded on October 28, 2020 that they support the request for approval of this statement by the ACRL Board. The ULS Exec Committee had not met in time for the Board submission deadline but noted that they are in consultation about supporting the statement's adoption by the ACRL Board. In fact, all ACRL members are stakeholders in supporting this statement since it may be that the smaller libraries are hit first by these leadership and staffing cancellations, but the budget cuts are only beginning as COVID19 continues to shut down colleges and libraries and the second wave of its spread has begun this Fall to wreak havoc on receivables and tax revenues worldwide.

Fiscal and Staffing Impact

If approved, ACRL staff will add the statement to its website and will promote through marketing channels.

Action Recommended

That the ACRL Board of Directors approves the ACRL Statement on the Importance of College Library Leadership Positions.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

X ☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

X☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

X☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

ACRL

Statement on Importance of College Library Leadership Positions

ACRL is alarmed by reports of colleges eliminating directorships and staff positions within our institutions, particularly smaller, 4 year baccalaureate-granting colleges' libraries. We recognize that the COVID-19 pandemic has reshaped institutional financial models; however, we are concerned that in the rush to make cuts from our institutions' budgets, valuable library services are being sacrificed. Libraries should not be expected to absorb the brunt of cuts as a means of quick-fix cost containment strategies by our institutions.

Current evidence such as usage statistics prove that virtual library services and access to e-resources dramatically increased since the onset of the coronavirus pandemic in March 2020. Many of our member institutions report double and triple digit percentage increases per month in e-book and database usage since the beginning of the COVID-19 crisis. College libraries and archives are also providing services above and beyond library normal operations in support of millions of college students educationally displaced due to COVID-19. These services include but are not limited to web conferencing training and psycho-social support through online enrichment programming as means of fostering a sense of community during this time of tremendous stress and tragedy.

ACRL affirms the importance of experienced, knowledgeable library leaders who make possible the delivery of these critical library services and who are able to ensure the following values that are critical to higher education and the undergraduate experience:

- Cost-effective access to information resources critical to colleges' educational mission.
- Knowledgeable professional staff who are able to deliver effective instruction, whether in person, online, or in synchronous or asynchronous modes, to meet the college's information literacy standards and enable student learning and achievement in the curriculum and through independent research.
- Organizations that meet higher education accreditation standards regarding access to information and information literacy standards.
- Co-curricular engagement activities to meet accreditation standards.

We urge institutions to affirm the importance of library leadership and staff positions in college libraries, and to urge smaller colleges and universities to suspend the practice of summarily eliminating these vital faculty and staff without undergoing institutional review processes.

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Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Discussion of Potential Changes to *C&RL News* Printing

Submitted by: David Free, *C&RL News* Editor-in-Chief

Date submitted: October 30, 2020

Background

Since 1966, *College & Research Libraries News* has served as the official publication of record of ACRL as well as providing articles on the latest trends and practices affecting academic and research libraries. *C&RL News* was published as a supplement to *College & Research Libraries* journal for several years until it became a stand-alone publication in 1975.

C&RL News is currently published in print and online 11 times a year. The magazine is distributed in print as a benefit to ACRL members, sent in print to non-member paid subscribers, and is freely available online as a part of ACRL's commitment to open access publishing. The magazine is supported financially though a combination of print and online product advertising, subscription revenue, sponsorships of table of contents alerts, sponsorships of the ACRL Update and Keeping Up With… newsletters, and ACRL's share of recruitment advertising revenue from ALA JobLIST, a joint project between the *News* and *American Libraries*.

Over the past few years, *C&RL News* has seen a decline in both the number of non-member print subscribers and print advertising. Due to the ongoing COVID-19 pandemic, recruitment advertising revenue through ALA JobLIST has declined exponentially as well. Assumptions generated as part of the initial FY22 ACRL budgeting process (see Doc 6.0) do not bode well for those revenue to streams to rebound to pre-pandemic levels. In light of the current financial situation, an examination of cost saving measures, including the possible changes to the frequency of the print version of *C&RL News*, is warranted to ensure the continued fiscal health of the magazine.

Examining the print model of ACRL's serials is not unprecedented. In April 2011, a working group consisting of representation from the Budget and Finance Committee, *C&RL* Editorial Board, Publications Coordinating Committee, Scholarly Communication Committee, and Membership Coordinating Committee explored the question of transitioning *C&RL* journal to an online-only publication. The

journal was provided as a member benefit in print at the time, along with having just transitioned to an open access online publishing model. The working group collected member feedback and examined the financial implications of changes to the journal's publication model. In June 2012, the working group recommended that *C&RL* move to an online-only publishing model at the beginning of 2014 and the Board approved that recommendation.

In the current pandemic-driven financial environment, an expedited review and decision-making process on the status of *C&RL News* in print may be in the best interest of the association. To this end, the *C&RL News* Editor-in-Chief recommends quickly gathering feedback from representatives of the *C&RL News* Editorial Board, Publications Coordinating Committee, and Membership Committee, along with evaluating association best practices around membership publications, to make a recommendation to the Budget and Finance Committee and Board of Directors on the future direction of *C&RL News* in print at their January 2021 meetings. The collected input and environmental scan will inform any recommendations from a member benefit/touchpoint/best practices standpoint in addition to focusing on fiscal responsibility and stewardship of ALA/ACRL funds during this time of ongoing financial uncertainty in FY22 and beyond.

While this represents a tight turnaround, time is of the essence in making a recommendation for potential changes to commence with the January 2022 issue of the magazine. The January 2022 timeframe represents the earliest any potential changes could be made with the magazine's calendar subscription year and allowing sufficient notification of any changes to association membership.

Questions for Discussion

1. Should the *C&RL News* Editor-in-Chief and Editorial Board continue the process of gathering feedback on possible changes to the printing of *C&RL News* with the goal of bringing a recommendation for action to the Budget and Finance Committee and Board of Directors at their January 2021 meetings?
2. In addition to the fiscal lens and value of this print publication as a member benefit, are there any other factors the Board would suggest exploring as part of the process?

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other: _____

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Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Discuss Potential Review of the ACRL Framework for Information Literacy for Higher Education

Submitted by: Jennifer Steele, ACRL Standards Committee Chair, and Caitlin Plovnick, ACRL Information Literacy Standards and Frameworks Committee Chair

Date submitted: October 27, 2020

Background

In January 2016, the ACRL Board of Directors formally adopted the ACRL Framework for Information Literacy for Higher Education. The framework, developed by the Board-appointed Information Literacy Competency Standards for Higher Education Task Force, grew out of the revision process for the former ACRL Information Literacy Competency Standards for Higher Education and represents a belief that information literacy as an educational reform movement will realize its potential only through a richer, more complex set of core ideas than those embodied in the previous Standards.

According to Chapter 14 of the ACRL Guide to Policies and Procedures, all association standards, guidelines, and frameworks are reviewed every five years. Actions may include (1) continuing the document in force without change, (2) revising the document to address current needs, or (3) rescinding the document. The Framework for Information Literacy is currently due to begin the review process. In cases such as the Framework, where the group that developed the document up for review (such as a Board appointed task force) no longer exists, the Standards Committee (and its component Information Literacy Frameworks and Standards Committee for information literacy-related documents) refers the standard, guideline, or framework to the Board of Directors for potential action.

If the Board wishes to initiate the review process for the Framework to determine if the Framework should undergo revision at this time, options include appointing a new task force to undertake the review or assigning that work to an existing ACRL group. The Board could also choose to delay the review process to allow the Framework to gain more traction in the profession before undergoing potential revision.

Questions for Discussion

1. Is now the right time to review the Framework for Information Literacy in Higher Education, or should the review be delayed? If delayed, when should the Board revisit?
2. If the Board would like to review now, should an existing group or new group be directed to review?

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☒ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other: _____

Electronic submission is preferred for all Board actions. If electronic submission of the entire document is not possible, please send the Action Form to ACRL Program Officer Allison Payne electronically at apayne@ala.org and the remainder in hard copy.

ACRL Governance Meetings
Midwinter Meeting, Philadelphia, PA: January 24-28, 2020

MW20 No Conflict Times

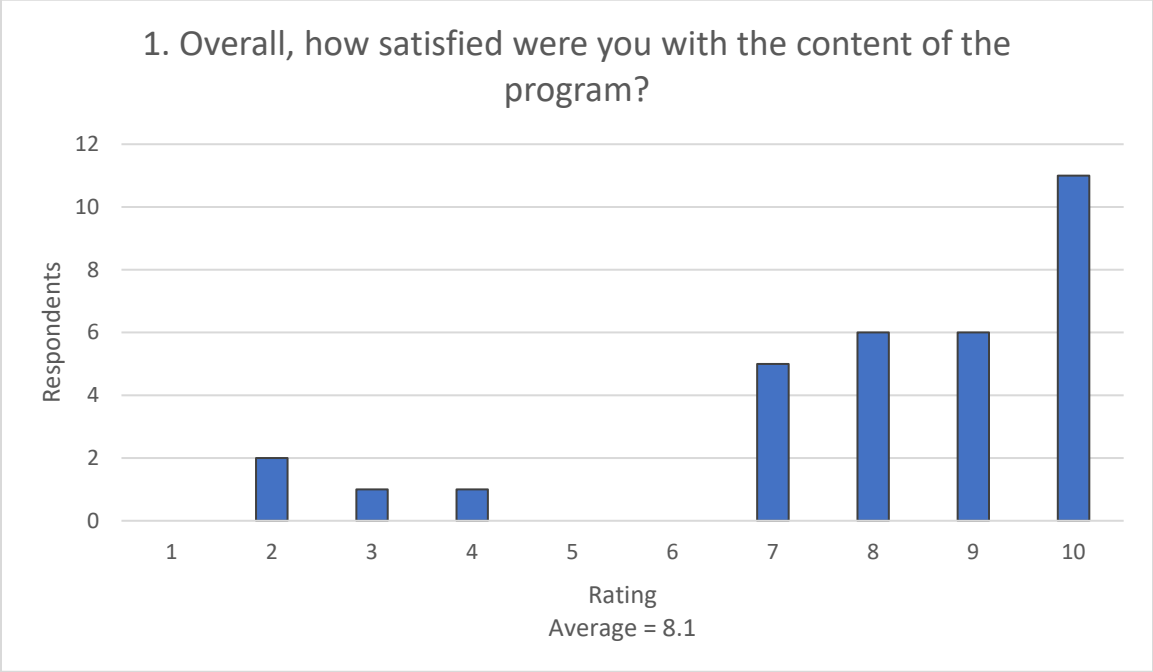
- Friday – January 24, 2020 4:00pm-7:00pm
- Saturday January 25, 2020 2:00 pm- 3:00pm
- Sunday, January 26, 2020 10:30am-11:30am

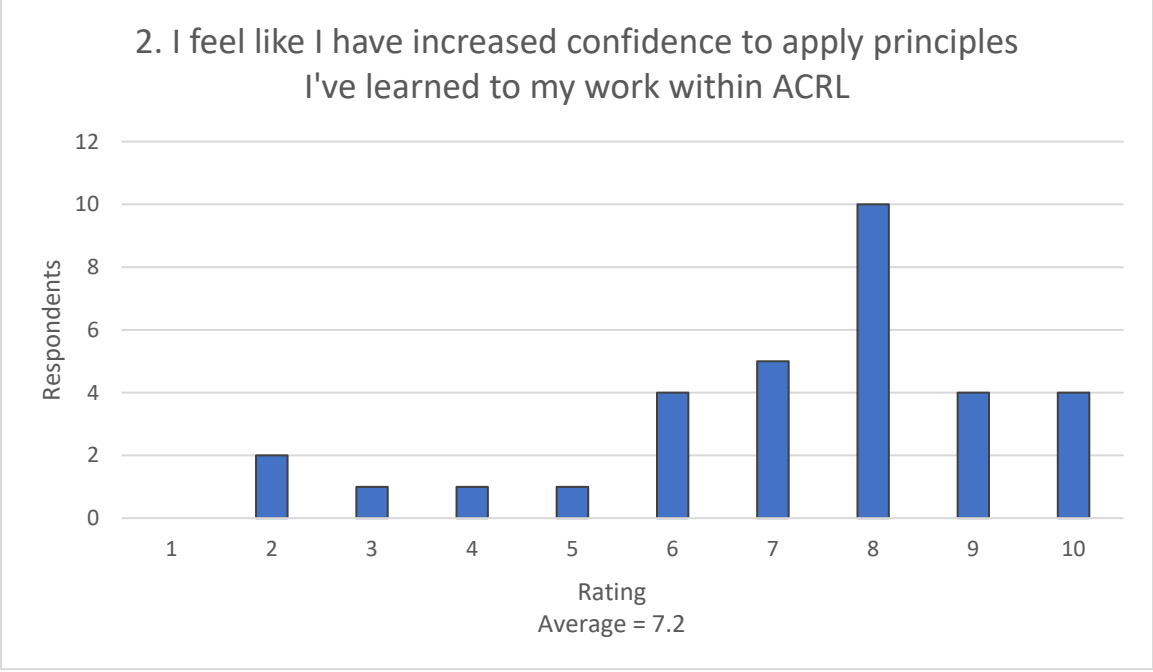
ACRL Governance Schedule

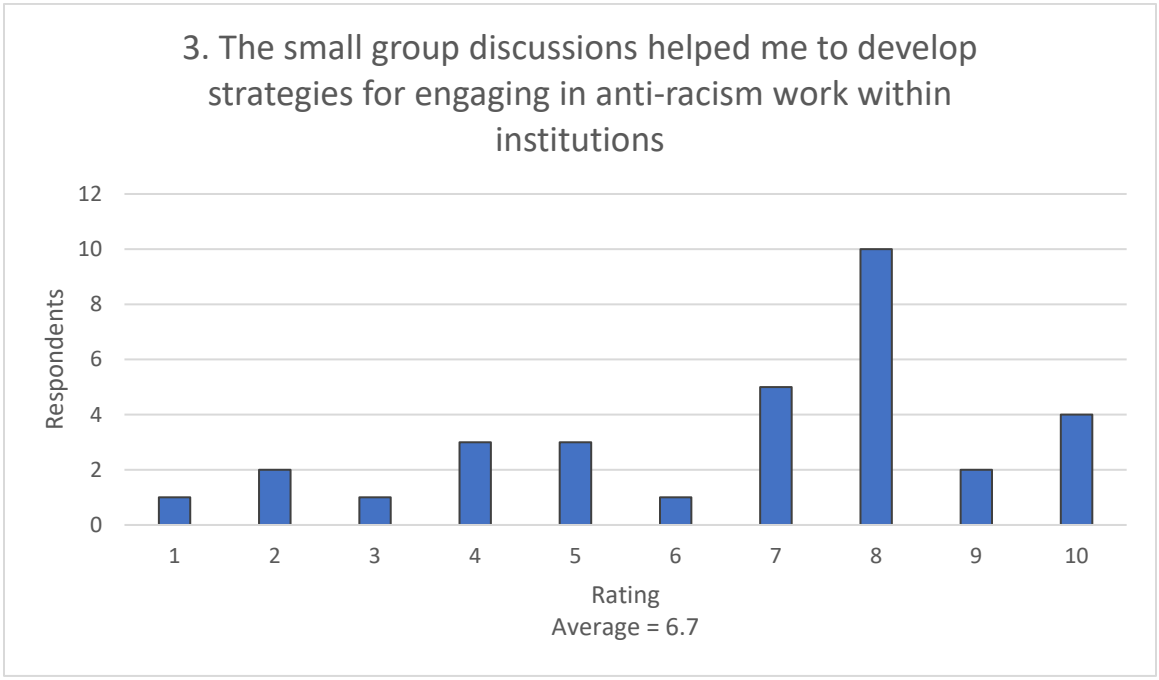
- **Pre-MW Virtual**
  - Virtual Board Update: Wednesday, January 15, 2020, 1:00 – 3:00 p.m. central
  - Virtual Leadership Council: Thursday, January 16, 2020, 2:00 – 3:30 p.m. central
  - Virtual B&F: Mon, Jan 13: 1:30-3:30
- **Friday, January 24, 2020**
  - Board I: Friday, January 24, 2020, 1:00 – 4:00 p.m.
  - Board dinner, 6:30 p.m.
- **Saturday January 25, 2020**
  - Leadership Welcome reception 7:00-8:30 a.m.
  - Joint Board B&F: 9:00 – 11:00 am
  - Board II: Saturday January 25, 2020, Part I: 11:00 a.m. – noon, Part II: 3:30 – 5:30 p.m.
- **Sunday – January 26, 2020**
  - B&F I: 8:00 am – 10:30 a.m.
  - ALA Budget Meetings: 1:00 – 3:30 pm
- **Monday, January 27, 2020**
  - Board stays available via email to weigh in on possible Council resolutions/actions. ACRL Councilor would email ACRL Board updates

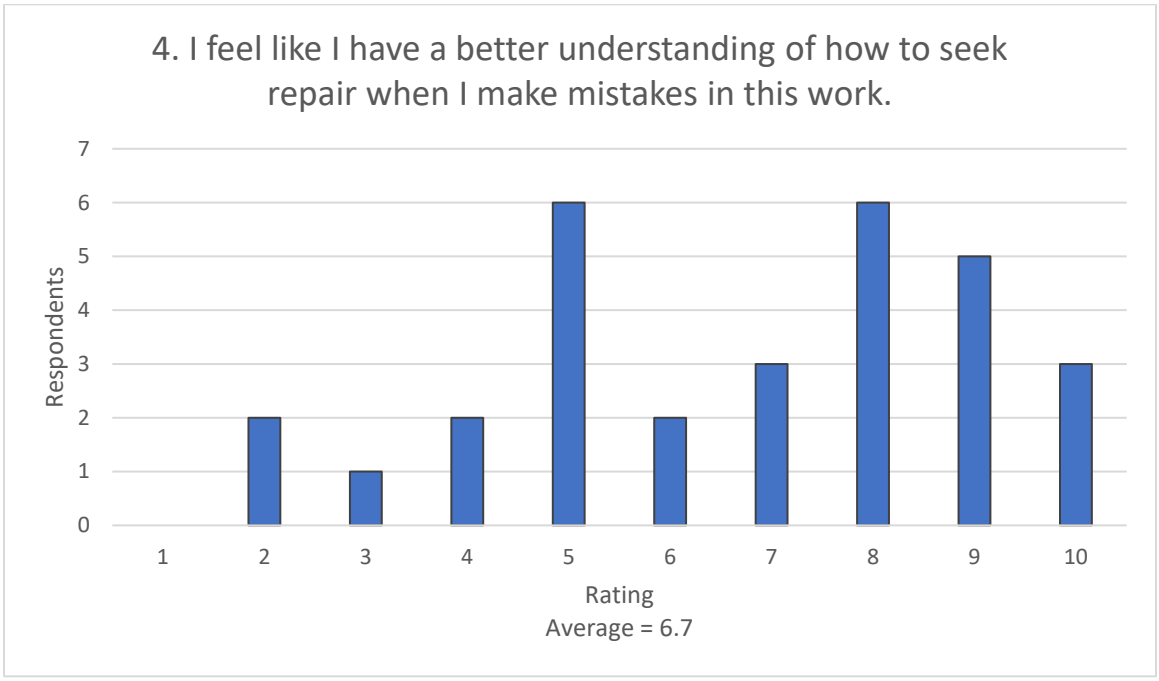
	Current	**Scenario 1**
Board	Total = 13 Hours (Board Update: 4. Board I: 4; Board II: 3; Joint: 2)	Total = 11 Hours (Board Update Virtual: 3; Board I: 3; Board II: 3; Joint 2)
B&F	Total = 7 hours (B&F I: 2.5; B&F II 2.5; Joint: 2)	Total = 7 hours (B&F virtual: 2.5; B&F I: 2.5; Joint: 2

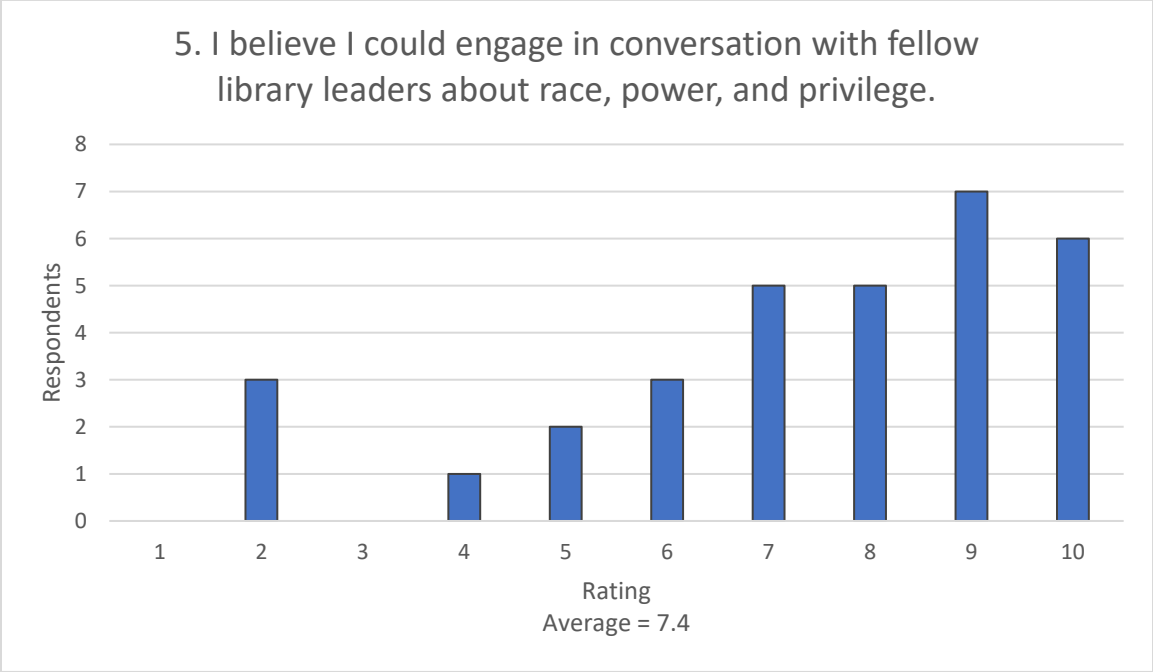
ACRL Leadership Council Evaluation Feedback

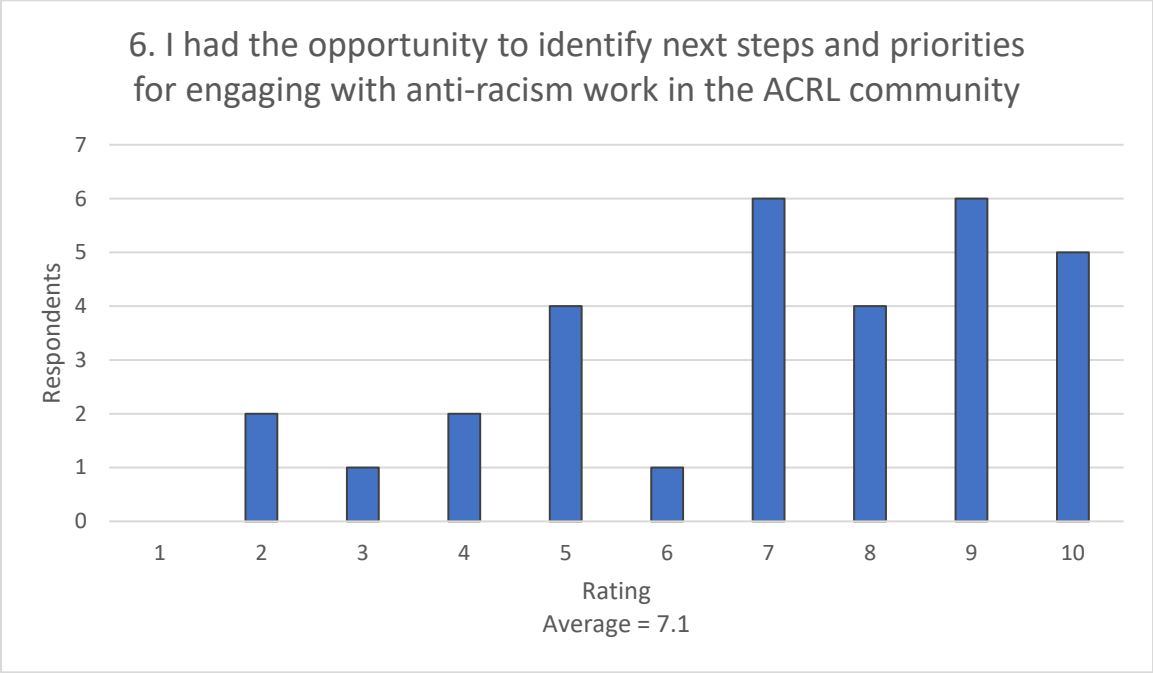





3. The small group discussions helped me to develop strategies for engaging in anti-racism work within institutions
Respondents
12
10
8
6
4
2
0
1
2
3
4
5
6
7
8
9
10
Rating
Average = 6.7


4. I feel like I have a better understanding of how to seek repair when I make mistakes in this work.
Respondents
7
6
5
4
3
2
1
0
1
2
3
4
5
6
7
8
9
10
Rating
Average = 6.7


5. I believe I could engage in conversation with fellow library leaders about race, power, and privilege.
Respondents
0
1
2
3
4
5
6
7
8
1
2
3
4
5
6
7
8
9
10
Rating
Average = 7.4


6. I had the opportunity to identify next steps and priorities for engaging with anti-racism work in the ACRL community
Respondents
0
1
2
3
4
5
6
7
1
2
3
4
5
6
7
8
9
10
Rating
Average = 7.1

8. What was most useful about the program?

- The framework for discussion. Just getting the discussion started!
- The second meeting, in smaller groups
- McKensie's "Brave Spaces" and her focus on facing conflict and seeking repair were very helpful. I also learned from the Cycle of Socialization reading she assigned.
- McKensie Mack provided some great readings and succinct insight on how to engage in an antiracist framework. This was very useful.
- Hearing the perspective of the facilitator.
- Having a great facilitator
- meh
- Unsure
- The content was very helpful to me as well as the readings.
- The framing and then the small groups; would've liked much more time in the small groups, we were really getting somewhere but needed to discuss to move forward
- The way McKensie broke down different concepts and helped identified specific characteristics of those concept (e.g. here are some characteristics of white supremacy). McKensie is an excellent and skilled facilitator. I would love to have more sessions with them in the future.
- McKenzie's presentations. Unfortunately, I wasn't able to participate in the 2nd date where there were smaller groups.
- Small group w/ McKensie was fantastic!
- McKensie Mack's excellent facilitation and the way that all three sessions built on each other. I also liked the pre-session readings.
- I appreciated the readings and the time for guided reflection through the homework.
- Great moderator who inspired trust. Meaningful assignments.
- The theories
- It brought the topic out into the open more.
- Mackensie was great.

- McKensie Mack discussion
- The definitions provided and the independent assignments were by far the most useful for me. However, getting some kind of individual feedback, even brief feedback, on the submitted assignments would have immensely strengthened the experience (as opposed to the feeling that it was going into a void). Also, I wished the forms would have specified with what purpose and to whom the answers were being submitted (and that the forms would have provided an additional space for comments) -- for example, were they solely intended to be for each person to reflect and engage in social justice issues (which is, of course, helpful in itself) or were they to additionally be submitted to folks in ACRL along with to the presenter?
- The material and speaker are on point. The length of time to study and reflect was very short, and did not provide ample time (considering other obligations) to review all of the material.
- the first session
- McKensie Mack facilitation, pre-work assignments and break out sessions with prompts.
- meh
- Gathering member leaders together for a group discussion and training that set common vocabulary and expectations around EDI. Providing a forum for BIPOC member leaders to share their stories was powerful for the group.
- I learned some tips about facilitating a session like this.
- I enjoyed the break out session.
- Small group discussions were helpful to bring concepts home. McKenzie Mack was a terrific facilitator. So both things were useful.
- I liked the facilitator's approach and hearing ideas from my colleagues
- MacKenzie Mack's perspective and guidance
- I'm so happy with ACRL's focus on these issues in this civil rights movement. Thank you so much for making it a priority. It was really difficult as a BIPOC person to be in this space, so thank you for having the recordings.

9. What could have been better? Was there anything that you wish had been covered?

- There was enough covered to lead me to more resources and investigation.
- A promise for accountability from ACRL Leadership that this is more than a lip service training, that change will actually happen.
- Overall, she did a great job!
- When you're already a BIPOC, it just seems like we keep going back to the same starting point. Even as we talked within our small groups and expressed similar ideas, it was clear that we can only act within the confines of our individual committees/sections. The work that is truly antiracist, that truly has a far reaching impact is systemic change that quite simply, there is no way we can call on the systemic change that is needed because leadership knows the groups that are ALA and ACRL will fail individually. And maybe it's time for them to fail for something better to start but until they get over the idea that failure is not an option, we won't truly engage in antiracist work.
- N/A
- More time within group rooms
- in person interaction
- The program was very guilt based rather than focused on skill building.

- Discussions in first 2 sessions were too short. Should have skipped them or given more time.
- My job is so busy right now and the program required more hours than I had to give.
- I still really don't understand how to make change that isn't rooted in white supremacy. If that's all I've ever known, it's hard for me to know how to change or design services, programs, etc. that aren't rooted in white supremacy. This is not a critique of McKensie...this is what I constantly struggle with. I don't have any concrete examples of what this could look like. In our next steps, I think a lot of us were focusing still on inclusiveness, which is important. I don't think we were quite at the equity and social justice space, but I don't really know what it would take to get us there.
- I wish we could have come up with an actual action plan for ACRL to move forward. I think our small group breakouts on the larger session days may have been more productive if facilitated.
- 3 mtgs isn't enough for such a large topic.
- I thought the sessions were well organized and thoughtfully planned.
- It was more time commitment than I was necessarily prepared for. And I was on vacation the week of the first session and breakouts, so I missed those breakouts. I appreciated the recording of the first group session and did watch it.
- Earlier there was not sufficient time for small groups, but this got taken care of in the last session. This was a very useful aspect.
- Development theory, from racist to non racist and so on
- It was hard to have a real discussion.
- More accountability to deans and directors of acrl; it's fine also to engage acrl section leadership but not all of work are in leaders in our respective organizations.
- More steps/guideline to implement change
- The 3 parts would have been strengthened if the presenter had spent less time on throwing out questions to the attendees and reading the responses. It felt uncomfortable at times being put on the spot to provide a short chat answer to issues surrounding racial justice. Instead, at the end of part I (or as part of the pre-work for part II) participants could have been given the questions that were later posed in part II's small group discussions and it would have been better to have much more time dedicated to the small group discussions (since these were too short). Reflection is so important in social justice work -- I would have benefitted from thinking more in depth specifically about the small group questions ahead of meeting in the small groups during which time I felt we were being hit with very quickly coming up with impactful solutions to large, structural issues within ACRL.
- Clarity in the why we are doing this work related to our positions in the organization how to take this back to our committees and what role did you expect us to fill
- E, D, I, social justice, and anti-racism work is so important. I appreciate ACRL's commitment to providing programming in these areas. Sadly, I didn't find this programming to be useful for me, perhaps it was virtual format, scheduling, etc., but after the first session I was not inclined to continue
- Hosting something like this for other members
- ...
- Some confusion about the scope and alignment of the work planning--i.e. small groups were made up of people from many different ACRL units, which made it hard to plan actions (lots of different scopes and charges.)
- No
- Break out session could have been longer and the facilitator could have dropped in and provided feedback on conversation.

- Not so much what could have been covered in the session, but now I'd like to know what are the next steps to be completed, and how can we help.
- There's a variation of cultural competencies within the group. It would be helpful if the group could have been assessed and divided by the levels of competencies. Or provide a space were the BIPOC participants can work through the issues and not do the heavy lifting.
- Not sure
- I'd love to learn more about the discriminatory history of librarianship and library associations and how those issues persist today.

10. What topics would you like to cover at future Leadership Council & Membership Meeting sessions?

- We can keep circling around the issue that affordability is a major sticking point and not until we acknowledge that the scale of this operation needs to be rethought and reworked, I don't think there's anything else we need to cover.
- Progress report of how ACRL leaders were able to begin the work in their units or institutions.
- Evaluate what we applied in practice since participating with webinar.
- Continue this work. Would like to know what leaders have planned. Maybe have a share out of what others are doing.
- how to seriously sustain the organization; it is so important to me
- Reflecting on McKensie as a facilitator, I think facilitation training could be really interesting! I observed a number of valuable strategies from her, and as we push towards more and more virtual engagement, supporting member leaders ability to facilitate could be quite valuable.
- Leadership at different organization types
- Maybe more on this one.
- Continue with this - make it truly impact toward changing organizations
- Group Think - how to avoid group think
- We need to talk about next steps that we as an organization can take to incorporate more equity into the foundation of ACRL. Perhaps the attendees should be given the small group questions once more and asked to submit answers to these. Then, from this data, themes could be discovered that could be shared ahead of a future session and potentially each participant could specify on which area(s) they would be most passionate about focusing. At the session, we could have small group break-outs based on these areas for additional brainstorming.
- Need time to consider this question
- ARL finances
- Whiteness, EDI accountability, Embedding Anti-racism in units and deparments
- Continuation of EDI leadership training, updates on ACRL business, discussions of how COVID may affect our profession and association.
- Micro Aggressions
- What are the next steps to better infuse ACRL with EDI principles. And what are the measurements we can adopt to ensure we are making progress.
- Fundraising, Donor relationships through a DEI lens.

11. Any additional thoughts, comments, or suggestions for the ACRL Board to consider?

- Before progress happens, deeper conversations with strong commitment from all will be necessary.
- Good luck.

- Captions for the event and future events should have been and be available. There is now an automatic feature in Zoom for captions, so it’s something that should definitely be enabled.
- Thank you for your excellent work planning these sessions and for seeking our input!
- NA
- Thank you "ACRL leaders' leaders" for bringing this opportunity to us that's a wonderful initial way to jump start the push for enacting genuine discussions and reflection that is fundamental to start reimagining foundational changes to ACRL. In addition to the suggestions I have already made earlier in this form, I suggest that the slides for the part II session (that took place before we went into small groups) be made available to all attendees since they contain important information (a big thanks to Elois for getting these slides to me upon my request).
- How can anti-racism practices be integrated, operationalized, and sustained in ACRL?
- meh
- I really appreciate the Board's efforts to provide meaningful training and networking opportunities to its leadership. Thank you
- I very much liked the facilitator of this workshop and I liked the content. As a poc, I am used to doing work on race or taking on the labor of this work. It is inescapable. Having a separate workshop for white colleagues to learn, catch up, and be accomplices in this work would be helpful.

ACRL Leadership Council Breakout Brainstorming Responses by Group

Group 1

Committee appointments at ACRL (e.g., prominent committees, search committees, etc. vs. smaller, less prominent committees)

How are ACRL staff elected/hired?
How are ACRL committee volunteers selected / appointed to committees?

Area of focus: ensuring committee members are selected and appointed in an equitable and transparent fashion.

Collective action that would benefit the association's members as they engage in anti-racism work

- Solicit volunteers outside of the usual appointment cycle, because appointments happen only once a year, leading to
- Change (or make more transparent?) how individuals can get opportunities to participate in ACRL committees that are off-shoots or sub-committees of the main one they've been appointed to (Tiffany gave a great example of how she got to be on the Editorial Board).
- Change the ACRL volunteer form to be more inclusive; for first-time volunteers they may not have the experience the form asks for. Cinthia's suggestions: don't ask for degrees, and don't ask volunteers why they want to be on the committee--they shouldn't have to mold themselves to what the committee presumably wants (and volunteers shouldn't have to guess).
- Bias is built into ACRL's assumptions that large institutions have the resources to mentor and guide new volunteers. Offer a free webinar to guide new volunteers through the application process.

Group 2

Action 1: One area of work in ACRL you would like to focus on?

- ALA/ACRL dues structure can be prohibitive and requirements for in-person meetings can be an EDI issue. If there are librarians that cannot be a part of the association, what voice/diversity are we losing?
    - How can we expand our community of practice outside who has the privilege of membership?
    - Affordability around membership dues structure/barriers to entry?
    - Removing barriers to engagement in programming/conferences?
- Appointments Process in ACRL - how people are matched with their interest in serving on a committee?

Pandemic has illustrated that there are other ways to be involved than in person - so ways to expand remote access.

Action 2: Collective Action? What do we want as an outcome?

- Action around changing the dues structure to promote accessibility

Action 3: What are our strengths as a group?

- Different perspectives from different types of libraries

Action 4: What don't we know? What resources do we need?

- How does the process for making a change to dues at ACRL work? How to make a proposal for a vote?

Group 3

Action #1 - Choose one area of work within ACRL that you would like to focus on as a small group?

- Leadership Development and Recruitment
- Hard to recruit new leaders in community colleges - applies in many different areas
- Anthro and Sociology section - need volunteer leaders
- Attending conference and costs associated - is ALA and ACRL represented will now
- More than 1 person of color ready to do some of the work - whether they wanted to spend their time this way? The culture of ACRL is an impediment - how do we get at this issue?
- Is culture the issue for ACRL? How does that change so that other issues change?

Action #2 As a group, decide on a collective action that would benefit the association's members as they engage in anti-racism work

- Sustain attention over time - could cause some resentment over time - address cynisism - address cultural issues that are barrier or turn-off for colleagues that feel othered?
- In community colleges - feel under-appreciated or under-mined - implement suggestions that came from a survey to community colleges - list of things that ACRL could address to help with community colleges - 2nd class citizen - how to address this?
- Overlap - between community college issues - culture issues - satisfied too easily - culture of assessment - how do we move to assess and transform the culture

Action #3 What strengths do you hold as a group that would help you accomplish this collective action? List one strength for each person

- Will not be silent - speak up on issues
- Experience in DEI issues

Action #4 Action for what don't you know? What resources do you need to be successful?

Group 4

What did you discuss?

- How to be more inclusive, more diverse
- Have more input on appointments to committees, change the way people engage in the appointments process, increase transparency in this process, offer new pathways to leadership
- The cost of membership and conferences is unsustainable and needs to be addressed, make sure the virtual conference is more inclusive
- Empower the Spectrum network, recruit volunteers from this group
- Deliberate mentorship of early career BIPOC members, offer new pathways to engagement and to librarianship
- Recognize that BIPOC leadership is harder

How?

- Make committee work virtual
- Increase participation in appointments process
- Invite BIPOC voices to the table
- Redesign practices
- Provide financial support for ALA/ACRL membership
- Advocate for a global listserv

What do we need?

- Accountability groups
- Broader conversations, more voices
- Value of BIPOC work
- Move beyond known networks
- Work with the Black Caucus of ALA
- Focus on retaining BIPOC and underrepresented groups

Group 5

1. Retention of Librarians and Library workers of Color
    a. Connection to recruitment, financial and participatory health of the association
    b. Diversity Alliance - new committee looking at how to involve institutions/people that cannot afford to host a residency
2. Suite of programming at ACRL Conference (live or virtual) to connect diverse librarians and library workers to organizations
    a. Environmental Scan of what is going on at ACRL related to diversity (initiatives like mentorship programs and opportunities to volunteer)
    b. Presentations on how to participate (joining committees, leadership opportunities, building community and the benefits to career an

Past ACRL Leadership Council Agendas
Midwinter 2020 – Fall 2020

Fall 2020 Leadership Council

Goals

- Help ACRL leaders develop a shared framework and language for discussions around anti-racism, accountability, and repair.
- Provide frameworks for institutional organizing that lays the groundwork for anti-racist policies, cultures, and analysis in varying scenarios of power and privilege.
- Advance and truly embed ACRL's Core Commitment to Equity, Diversity, and Inclusion (EDI) into all work of the association.
- Develop individualized action plans for integrating frameworks for anti-racism and institutional organizing within participants' respective institutions and within ACRL.

Three-part Series

Part I: There's No Such Thing As Race Neutral: Developing Strategies for Anti-Racist Librarianship | 90 minutes

"In a racist society, it's not enough to be non-racist, we must be anti-racist." —Angela Davis

There's No Such Thing As Race Neutral is a 90-minute workshop designed to help organizational leaders understand the continuum of anti-racism within their organizations. Through brave dialogue, openness, and learning spaces founded in community care, we explore why anti-racism work is critical to developing cultures of accountability that dismantle harm and integrate anti-racist analysis into our organizational culture.

Outcomes:

- Examining the cycle of socialization and how our social identities impact our understanding of race, power, and privilege.
- Exploring the characteristics of white supremacy culture.
- Defining key vocabulary for talking about race, anti-racism, and transformational justice.

Part II: There's No Such Thing As Race Neutral | Small Group Discussions | 4 sessions at 35 participants each | 90 minutes

Using the content presented in the There's No Such Thing as Race Neutral workshop, participants will participate in facilitated small group discussions. The goal of these discussions is to identify the ways library systems perpetuate racialized harm and potential pathways they can take to intervene. These small group discussions will enable ACRL members to work collaboratively to create roadmaps for integrating principles of anti-racism in the library institutions where they hold the most power.

Outcomes:

- Examining how we identify and intervene interpersonally and institutionally in racialized harm.
- Defining cultures of accountability at participants' respective institutions and envisioning how these cultures can be shifted and changed.

- Creating a roadmap outlining each participant's commitment to leaning into the work at their respective organizations.

Part III: Taking Action, Seeking Repair: Organizing for Anti-Racism | 90 minutes

As ACRL leaders in positions of power across the nation, what does it mean to be anti-racist? In this workshop, participants will be introduced to frameworks for organizing against interpersonal and institutional racism within libraries. As a group, we will unpack and analyze organizational approaches to facing conflict and seeking repair. Participants will also be provided various resources they can use to develop action plans for integrating anti-racist practices into the culture of their respective library systems.

Outcomes:

- Applying the concept of generous accountability to organizational change.
- Developing next steps and priorities for engaging with anti-racism work in community with library workers and library leaders.
- Designing strategies for applying the principles of racial equity and anti-racism within the greater ACRL community.

About the McKensie Mack Group

The McKensie Mack Group is a Chicago-based consulting agency that helps organizations identify and challenge social inequities that keep them from realizing their greatest potential. We hold more than 10 years of experience working with corporate teams, nonprofit organizations, LGBTQ+ communities, higher education institutions, and K-12 schools. Our consulting group centers the knowledge and experiences of communities across the intersections of race, gender, class, disability, and sexual orientation and features a long list of organizational partners to include, but not limited to the American Library Association (ALA), Wikimedia Foundation, Promise54, The Museum of Modern Art (MoMA), Equity in the Center, Howard Brown Health, Physics Educators for Anti-Racism, and Enrich Chicago.

2020 Annual Conference Leadership Council

Advancing learning
Transforming scholarship
Association of College & Research Libraries
A division of the American Library Association

VIRTUAL LEADERSHIP COUNCIL AGENDA

Thursday, January 16, 2020 • 2:00 – 3:30 p.m. central
Zoom Login

2:00–2:03 p.m.	**Welcome & Introductions**	**Mary Ellen Davis** ACRL Executive Director
2:03–2:10 p.m.	**President's Update**	**Karen Munro** ACRL President
2:10–2:15 p.m.	**Vice-President's Update**	**Jon E. Cawthorne** ACRL Vice-president
2:15–2:35 p.m.	**ALA Steering Committee on Organizational Effectiveness (SCOE) #2.0, #3.0**	**Lessa Pelayo-Lozada** **Steering Committee Chair** **Emily Daly, ACRL Board Steering Committee Member**
2:35–3:00 p.m.	**Advancing ACRL's Plan for Excellence and Core Commitment to EDI. Updates from ACRL Goal-Area and EDI Committee #1.0**	**Derrick Jefferson, Chair** **Equity, Diversity & Inclusion Committee** **Jolie O. Graybill, Chair** **Erin Smith, Vice-Chair** **New Roles & Changing Landscapes Committee** **Nathan Frank Hall, Chair** **Charlotte Roh, Vice-Chair** **Research & Scholarly Environment Committee**

		Nicole E. Brown, Chair **Alex Hodges, Vice-Chair** **Student Learning & Information Literacy Committee** **Amanda L. Folk, Vice-Chair** **Value of Academic Libraries Committee**
3:00–3:05 p.m.	**Making the ACRL 2021 Conference Call for Participation more inclusive #4.0**	**Beth McNeil, Chair** ACRL 2021 Conference
3:05–3:25 p.m.	**Breakout Groups**	**Karen Munro** ACRL President
3:25–3:29 p.m.	**ACRL 2021 Scholarship Campaign**	**Lori Goetsch, Chair** ACRL 2021 Campaign
3:29–3:30 p.m.	**Closing remarks**	**Karen Munro** ACRL President

Following the virtual meeting, please complete the online evaluation.

Documents

Doc 1.0	ACRL Plan for Excellence
Doc 2.0	Steering Committee on Organizational Effectiveness (SCOE) Forward Together Report
Doc 3.0	PLA-ACRL Response to SCOE recommendations
Doc 4.0	ACRL 2021 Call for Participation

2020 Midwinter Leadership Council

Association of College & Research Libraries
A division of the American Library Association
Advancing learning
Transforming scholarship

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		Student Learning & Information Literacy Committee **Amanda L. Folk, Vice-Chair** **Value of Academic Libraries Committee**
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Association of College & Research Libraries
50 E. Huron St. Chicago, IL 60611
800-545-2433, ext. 2523
acrl@ala.org, http://www.acrl.org

Board of Directors Action Form

To: ACRL Board of Directors

Subject: Proposed sponsored memberships for 50 BIPOC library workers serving underrepresented groups

Submitted by: Mary Beth Lock, Chair ACRL/EDI Committee, along with members Symphony Bruce, David Forero, Twanna Hodge, Je Salvador

Date submitted: 11/02/2020

Background

During these unprecedented times of the COVID-19 pandemic; heightened social awareness of systemic racism, oppression, and institutional violence; and economic recession—all of which disproportionately impacts communities of color—the ACRL Equity, Diversity, and Inclusion (EDI) Committee requests that the ACRL Board makes available a stipend to support 50 ALA + ACRL memberships to Black, Indigenous, or People of Color (BIPOC) library workers who serve underrepresented populations.

ACRL's core commitment to EDI means "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" (ACRL Plan for Excellence, Revised November 2018). Galvanized by this commitment and the Association for Library Service to Children (ALSC) Relief Renewals for BIPOC Members, ACRL also must "increas[e] the intentional retention of a diverse membership, while reducing barriers to participation" (ALSC, 2020).

Our plan is to fund 50 such ALA + ACRL memberships prior to the ACRL 2021 Virtual Conference to ensure that recipients who plan to attend ACRL 2021 can register with the member rate. While we understand the emergent nature of these unprecedented and turbulent times, we also know that we must make a sustained effort to combat systemic issues of racism and

oppression in our profession and increase support to retain BIPOC library workers in the profession.

Going forward, and after evaluation of the program's success, we would like the Board to consider funding some as yet to be determined number of memberships for BIPOC library workers annually. The evaluation of candidates to receive these membership stipends can be managed by the ACRL EDI Committee, and added to their annual work plan.

Criteria for 2020-2021 50 Free Memberships

- Applicants must identify as Black, Indigenous, or as a Person of Color.
- Applicants must be library workers who currently serve, have served, or will be serving underrepresented populations at academic, college, or research libraries or institutions, including junior, community, or technical colleges; vocational institutions; rural institutions; Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Hispanic Serving Institutions (HSI), and etc.

Notes on Requirements

- ***In order to make this stipend available to the widest number of applicants possible, this stipend will be available to library workers who do not have an MLS/MLIS as well as those who do.***
- As the Board has already approved a discounted student rate of $5 for ACRL membership through FY22, distribution of the stipend will be provided to applicants who are no longer eligible for discounted student memberships (this includes recent graduates who have become ineligible for student memberships)

Application Draft:

Please see our linked draft application (Doc 14.1) for more information.

Timeline

- We hope the Board of Directors will address this recommended action as soon as possible: if not at the November 16, 2020 meeting, at an asynchronous virtual vote by November 20, 2020. The ACRL EDI Committee would like to finalize the application, advertise the funding and application, make selections, and notify successful applicants by January 22, 2020 so that successful applicants can still utilize early registration for the ACRL 2021 Virtual Conference.

Stakeholders

Other possible stakeholders include ACRL Membership Committee, ALA ODLOS, ACRL Diversity Alliance Taskforce, APALA, BCALA, AILA, CALA, and REFORMA. The stakeholders will assist in promoting the free memberships. ACRL Membership Committee has expressed preliminary interest in this initiative, pending consultation with the full Membership Committee.

As this proposal has financial implications for FY21, it was shared with the ACRL Budget & Finance Committee chair, who supports this strategic initiative.

Fiscal and Staffing Impact

We anticipate that memberships may be awarded to those who would otherwise not have the financial ability to join at all. Funding for these 50 scholarships will come from the LTI interest transfer for FY21.

Based on FY21 membership rates for ALA and ACRL, the estimated cost to fund 50 free memberships is $4,850 to $10,800 (ALA personal dues $53 to $148; ACRL $44 to $68).

If approved, ACRL staff will partner with the committee on finalizing the call for proposals then market and promote the program through usual ACRL communication channels.

Action Recommended

That the ACRL Board of Directors approves to use up to $10,800 from the LTI interest to fund 50 ALA and ACRL memberships for BIPOC library workers serving underrepresented groups in FY21.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

X New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

X Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

DRAFT Application

1. First Name (text bar)

2. Last Name

3. Email (text bar)

4. Pronouns (if comfortable) (text bar)

5. Place of Employment (text bar)

6. I confirm that I identify as Black, Indigenous, or as a Person of Color
   - Yes
   - No

7. Is or was your employer labeled as one of the following? (check box)
   - Historically Black College or University
   - Hispanic Serving Institution
   - Tribal College or University
   - Junior, Technical, Community College, Vocational or College
   - Rural

8. How would membership to ACRL help you professionally? (check box, all that apply)
   First time membership
   Service to the profession
   Networking
   Conference attendance
   Access to ACRL publications
   All of the above
   Other (with text box)

9. Have you experienced any of the following in 2020? (not a required question) (checkbox, all that apply)
   Income Loss
   Job Loss
   Furlough
   Prefer Not to Say

10. Anything else you'd like the review committee to know? (text box)

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Recommendation for RBMS 2021 to be a virtual event

Submitted by: Elizabeth Call, RBMS 2021 Conference Co-chair,
and University Archivist, Rochester Institute of Technology
Robin M. Katz, RBMS 2021 Conference Co-chair,
and Primary Source Literacy Librarian, University of California, Riverside
Petrina Jackson, RBMS Section Chair and Director,
and Special Collections Research Center Syracuse University
Margot Conahan, ACRL Manager of Professional Development
Tory Ondrla, ACRL Conference Manager

Date submitted: October 19, 2020

Background

The ACRL Rare Books and Manuscripts Section (RBMS) has a long history of successful annual conferences traditionally held a few days prior to the ALA Annual Conference in an adjacent city. In 2019, RBMS held its 60th annual RBMS Conference with almost 550 people in attendance. In 2020 the conference was canceled because of the serious health risks posed by COVID-19.

Because the RBMS 2020 conference content never came to fruition, a plan was put into place to preserve the program speakers, refresh the content, and deliver it the following year in June of 2021. The RBMS 2020 Conference Chairs and committee members stayed in place for 2021 and extended their appointments by one year. Similarly, all RBMS 2020 scholarship recipients were notified of deferment of their acceptance to RBMS 2021. The original RBMS 21 Co-chairs, Emilie Hardman and Heather Cole, graciously agreed to postpone their original RBMS 2021 program to RBMS 2022.

While we were initially hopeful the pandemic would be safely over by the June of 2021, it seems unlikely this will be the case. Social distancing requirements must be followed and enforced, and these restrictions are not likely to relax any time soon. Public health experts, including the Director of the CDC and Dr. Anthony Fauci, have recently stated that the U.S. should not expect a widespread vaccine until mid- to late 2021, at the earliest. The CDC warns that the highest risk events are “large in-person gatherings

where it is difficult for individuals to remain spaced at least 6 feet apart and attendees travel from outside the local area" – *i.e.*, events exactly like the RBMS Conference, which attracts individuals from all over the United States and the United Kingdom, and occasionally several other countries. International travel bans and mandatory 14-day domestic quarantines in many states make it impossible for staff and attendees to make plans to travel.

The RBMS 2021 event was intended to occur in Milwaukee, Wisconsin. Currently, travelers entering or returning to Chicago from Wisconsin are required to quarantine for a 14-day period from the time of last contact within the state. This includes both Chicago residents returning from travel and travelers arriving in Chicago from Wisconsin. This is problematic for ALA Staff located in Chicago and of course, anyone who would fly in/out of O'Hare to travel to/from the event.

With these travel and public health restrictions in place, it is impossible for RBMS's conference to proceed as originally intended. The RBMS Conference is intended to bring members together for an interactive Booksellers Showcase, sessions, posters, receptions, and networking events. Public health restrictions unfortunately will materially diminish the quality and intent of these activities.

In addition to travel and public health restrictions, we know COVID-19 has had a significant impact on academic library workers including travel funding freezes, institutional travel bans, furloughs, etc. According to ALA Libraries Respond COVID-19 Survey (results collected May 12-18, 2020) almost 30% or respondents anticipated entirely removing professional development funding through May 2021, with an additional almost 40% reporting some or significant reduction. 10% reported significant reduction in staffing and 40% reported some reduction in staffing anticipated through May of 2021.

With risks of gathering face-to-face high and barriers to live participation also extremely prevalent, RBMS is well-positioned to hold its first virtual conference. No hotels, suppliers, or venues have yet been contracted for June of 2021 so no contracts or commitments would need to be broken. Registration and fundraising have yet to begin so if this recommendation is approved now, we are better positioned to set and keep expectations with members and sponsors. The Antiquarian Booksellers Association (ABAA) has reached out and expressed interest in working with us to provide a virtual bookfair for the event to mutually benefit both communities. We are also hopeful that as ACRL staff prepare for ACRL 2021 Conference to be held virtually, we can benefit from that knowledge and expertise as well.

The existing RBMS 2021 Conference Committee, while understandably disappointed by the loss of the event taking place as planned, is ready to meet this challenge and adapt their work to an online-only environment. The RBMS Conference Development committee supports a virtual event and the RBMS Executive Committee has approved this recommendation as well.

The RBMS 2021 theme Power, Resistance, and Leadership is continually relevant and we hope to model new modes of leadership and equity in a virtual environment. A virtual conference for RBMS removes the additional expense/barrier of travel which hopefully would allow for new (and hopefully even more) participants who otherwise may have been unable to participate. The virtual event will take place approximately the same dates as the original conference in mid to late June with potential for elongated

dates to allow for members to participate in the event virtually while also fulfilling daily obligations at their places of employment.

Stakeholders

In drafting this recommendation, RBMS 2021 Conference Committee, RBMS Conference Development Committee and RBMS Executive Committee were consulted and unanimous in their support of a virtual event. A broader range of stakeholders will be informed as appropriate, if this recommendation is approved by the ACRL Board.

Fiscal and Staffing Impact

Financial impact will be assessed continually as planning for the event continues. Staffing is not expected to be impacted by this decision.

A revised budget will be drafted once a platform for the virtual event has been secured. Registration rates will be set with as much profit margin as we think realistically feasible given the current conditions. While we anticipate a virtual event will not be as profitable as a face-to-face conference, we are confident in our ability to create an event that is safe, engaging, and revenue-generating for the association.

Action Recommended

That the ACRL Board of Directors approves:

- That the RBMS 2021 Conference is offered as a virtual-only event held over approximately the same dates in mid-to-late June 2021.

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Association of College & Research Libraries
50 E. Huron St. Chicago, IL 60611
800-545-2433, ext. 2523
acrl@ala.org, http://www.acrl.org

Board of Directors Action Form

To: ACRL Board of Directors

Subject: Board Recruitment and Participation and Travel Funding

Submitted by: Julie Garrison, Vice President/President Elect ACRL

Date submitted: October 30, 2020

Background

The ACRL Leadership Recruitment and Nomination Committee (LRNC) is charged each year to "Identify and assess a diverse pool of potential candidates, and select nominees," for the ACRL of Directors. In recent years, the LRNC has seen an increase in requests from potential candidates to provide details on travel requirements and whether there is available funding from ACRL to offset travel costs. Also, in recent years, the LRNC has seen a decrease in the number of volunteers to stand for election for the ACRL Board, which could be in part due to the required travel commitments.

Under normal conditions, ACRL requires Board members to attend all face-to-face and virtual meetings (2.2.1 Board Responsibilities) and ACRL does not offer subsidized funding for Board travel, with the exception of the annual planning Strategic Planning and Orientation Session (SPOS). This issue was brought forth by LRNC and discussed at the June 2020 ACRL Board meeting. ACRL performed an analysis of how member organizations of the American Council of Learned Societies (ACLS) and the Council of Higher Education Management Association (CHEMA) handle funding of Board travel and this was included in a packet presented to the Board for discussion in June 2020. This analysis shared that some societies and associations provide various forms of travel assistance to support Board member participation. (For convenience, see Doc 17.1 in this packet.)

In May 2020, ALA conducted a survey to better understand the impact of COVID-19 on library operations, programs, services and finances. The survey was widely circulated, and 20% of US academic library institutions responded to the survey. The majority of academic librarians who responded, reported some reduction, if not elimination, of professional development funding given current institutional budgetary conditions. There is no certainty when, and if, this funding will return to pre-pandemic levels.

During its June discussion the Board reaffirmed the value of meeting face-to-face when conditions allow and stated a preference for providing travel funding rather than commit to switching to entirely virtual

meetings. This includes continuing a face-to-face strategic planning meeting, where ACRL funding already supports board member travel. No direction on how to expand funding to support other types of Board travel was decided at this meeting.

The travel barrier is seen as an issue on three fronts:

1. It is impeding efforts in recruiting members who are willing to stand for Board positions. Though the Board is currently meeting virtually because current pandemic conditions require this, there is no guarantee that this will continue throughout any board member's three- or four-year term. Members want the reassurance of knowing what to expect if they are going to commit themselves to serve on the Board.
2. The travel barrier is a diversity, social justice, and equity issue for individual volunteers. If potential candidates do not have institutional travel funding and must self-fund, this limits participation and is a barrier to individual career growth, promotion and tenure, etc. Cost of membership and conference attendance came up as one of many barriers to BIPOC participation in the antiracism Leadership Council workshop with McKensie Mack.
3. ACRL needs a wider range of perspectives and member-leader voices to ensure we are making the best possible decisions about the future of ACRL. (See: https://www.councilofnonprofits.org/tools-resources/diversity-nonprofit-boards) An investment to increase diversity on the Board, then, is an investment in ACRL's future health and vitality.

Given that the Board is likely to meet in-person less frequently as ALA Midwinter sunsets and the Board Strategic Planning and Orientation Session (SPOS) is being rethought, now is a good time to consider how to encourage and support members in considering Board service. A modest sum of $1,500 will likely cushion the cost of travel expenses and lower the barrier to accepting an offer to stand for election. Reimbursement of up to $1,500 per person per year should be allocated on a needs-base and by submitting a reimbursement request, Board members self-identify their need for funding. If an option, Board members should first consider seeking reimbursement from their institution. Given these concerns, ACRL should subsidize Board member travel costs for attendance at in-person Board meetings in an amount up to $1,500 per person annually, upon request, to commence with the next fiscal year.

Board members who want to take advantage of this funding would simply submit a standard reimbursement request to staff for their travel, with required receipts per usual ACRL practice. No advance request or documentation of need would be required.

At least one other division of ALA covers board business travel; PLA has a "small library" slot on their board and pays travel for that person to attend all in person meetings.

Stakeholders

N/A

Fiscal and Staffing Impact

With thirteen board members, if everyone took advantage of these funds, it would cost the association $19,500 annually to provide this subsidy. It is anticipated that not all Board members would request the subsidy. Therefore, the FY22 budget should allocate $15,000 to this expense and in subsequent years

the budget projections would be adjusted to reflect historical actuals. ACRL and ALA accounting staff time would be required to process reimbursement requests.

Action Recommended

That the ACRL Board of Directors approves subsidizing ACRL Board of Director travel costs incurred for attending in-person ACRL Board meetings for up to an annual amount of $1,500 per person and the FY22 budget will allocate $15,000 total to this expense.

Strategic Goal Area Supported

Please see the ACRL Strategic Plan, and select from the drop-down the goal area that will be affected most by this action.

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning
Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

Other Organizations' Board Participation Analysis

In May 2020, ACRL polled higher education organizations, on closed email lists for executive directors, to identify trends in Board participation requirements and subsidized funding for Board travel.

American Council of Learned Societies (ACLS)

Question	Yes	No
Do you allow virtual-only Board participation?	3	6
Do you subsidize travel for in person meetings?	9	4

About ACLS

"The 75 learned societies that are members of ACLS are national or international organizations in the humanities and related social sciences. Each society is concerned with a distinct field of study, but all are involved in the promotion of research, scholarly publication, and education."

No Funding Provided Comments

- Board member candidates are given the meeting dates upon being nominated to run; if they know that they cannot attend the main meetings, they should not run for office, and if they find out in advance that they can't attend, they should resign from the Board.
- The expectation is that members be present in person for meetings unless there are extenuating circumstances.

Funding Provided Comments

- We now require board members to let us know if they would like us to pay for their travel to the in-person board meeting. No questions asked—they just have to sign up to get their expenses reimbursed. This has worked well and has saved us several thousand dollars per year.

Virtual and Face-to-Face Comments

- This year our March board meeting was fully virtual for the first time. In the past the expectation was for as many board members to participate in person as possible, although one or two did Skype into the meeting from time to time.
  We do not allow members to participate virtually if the meeting is taking place physically.
- The plan is for more frequent virtual meetings during the current crisis in order to dispose of business in a timely, thoughtful, and inclusive manner.
- Obviously, this year is different. We will meet next week via zoom. But everyone will be on zoom, which is different from some people in a room and some on the screen. One interesting aspect of meeting remotely (as much as we are not happy about it) is that instead of two long days we will do it in a series of 2-hour sessions.

Council of Higher Education Management Associations (CHEMA)

Question	Yes	No
Do you allow virtual-only Board participation?	3	11
Do you subsidize travel for in person meetings?	18	2

About CHEMA

CHEMA "is an informal voluntary assembly of management-oriented higher education associations in the United States and Canada." As of June 2020, there are 44 member organizations.

No Funding Provided Comments

- We do ask all leadership (Board and regional leaders) to ensure that they have institutional support to attend the Annual Conference where the Board meets, and regional training happens.
- We do not pay for travel for Board members to attend meetings. This is included in the application where the candidate needs to show institutional or self-support.
- If the meeting is being held in conjunction with a conference or other event, travel costs are not covered.

Funding Provided Comments

- We do have a fund that we started 3 years ago that is used for leaders who do not have financial support to travel for meetings (the fund is also used for members who do not have financial support to attend conferences). We set this fund up so that we could be sure to have members participate in a leadership position who need it.
- If the meeting is a standalone event, costs are covered.

Virtual and Face-to-Face Comments

- We've discouraged the virtual option when we have an in-person meeting, as it just doesn't work and it's not worth the extra cost, you are there or you are not
- Many groups had previously not allowed any form of virtual participation but are now considering as a long-term solution.
- Most groups are opposed to the hybrid in-person/virtual meeting. People tend to want either 100% in person or 100% virtual.

ACRL Active Task Force Status Report

Task Force	Charge	Leadership	Timeline	Status Notes
Academic Librarians Standards and Guidelines Review Task Force	**Charge:** The Task Force, following the procedures for the review of standards found in the ACRL Guide to Policies and Procedures, Chapter 14, and pertaining to the six documents from the charge of the original Task Force, is established to: 1. Review the work and recommendations of the previous Task Force 2. Recommend changes in text or direction in the work of the previous Task Force as needed, focusing on ease of use of the proposed Guidelines for Academic Librarian Employment and Governance Systems along with specificity on and inclusiveness of non-tenure track faculty procedures in the document 3. Produce a draft document incorporating these changes 4. Seek wide ranging comments and input from stakeholder communities and the general ACRL membership	**Chair:** Julia M. Gelfand **Board liaison:** Faye A. Chadwell **Staff liaison:** David Free	**No later than Midwinter 2020:** The final document should be submitted for ACRL Board approval within six months of the draft being circulated for comment and the final report should be submitted no later than AC20. **Annual 2019:** Second interim report due. **Spring 2019:** First interim report due.	**October 2020:** The task force has resumed work on the project with a goal of having content to the Standards Committee in November 2020. The task force decided that creating a combined document as proposed by the first iteration of the group isn't the path forward and will submit individual revisions of the remaining documents to Standards and the Board. **June 2020:** Work has continued to stall due to COVID-19 etc. **Spring 2020:** The task force met around Midwinter, but work has stalled due to COVID-19. **Midwinter 2020:** The Task Force has a draft document ready for circulation prior to MW20 and will be collecting feedback with the aim of submitting the final document to the Standards Committee in the spring. **Fall 2019:** Task Force is on track to submit its final document at MW20. **Annual 2019:** The TF submitted an interim report. This spring the TF collected data on the status of

	5. Incorporate, as appropriate, those recommendations into a final draft, including clearly highlighting revisions to previously existing documents and new content in the guidelines.			academic librarians at a variety of institutional types through data from ACRL surveys and a custom survey they distributed to a number of ACRL lists. Based on the feedback, they are leaning towards submitting one combined document (continuing the track taken by the previous iteration of the TF) instead of keeping the documents separate. They are holding an open forum on the revision at ALA Annual to collect additional feedback. **Spring 2019:** Task force has started meeting virtually and in person at MW to begin work reviewing the work done by the previous version and deciding on a course of action moving forward. They are working on data collection on faculty status and related issues, including finalizing a survey for distribution to membership. They are also planning to hold a forum to collect feedback at Annual. **Midwinter 2019:** appointment extensions sent and accepted. **Midwinter 2019:** task force extended through June 30, 2020. **Fall 2018/December 2018:** Appointments completed.

				July/August 2018: Call for Volunteers posted early July and appointments in August. **Annual 2018:** The Board established the task force.
ACRL/ALA/ARL IPEDS Task Force	**Charge:** To continue efforts to bring the Integrated Postsecondary Education Data System (IPEDS) Academic Libraries Component up to date and in with current library practices. To make recommendations regarding definitional issues and responses to questions raised by the academic library community in the 2020 and 2021 survey cycles; to develop definitions for and refine instructions regarding shared collections, and institutional repositories; to work with the IPEDS director for the Academic Library Component and the Bureau of Labor Statistics to modify job categories for academic librarians; to publicize changes to the IPEDS Academic Library Component to the academic library community on a regular basis.	**Co-chairs:** Robert Dugan & TBD by ARL **Board Liaison:** n/a **Staff Liaison:** Mary Jane Petrowski	**AC 2022:** Final report due. **AC 2021:** Interim report due. **October 2019:** Board approved Task Force extension and new charge/timeline. **Fall 2017** Initial Task Force established	**June 2, 2020:** Task Force finalized revisions to staffing counts to include vacant short-term and vacant temporary positions. **April 22, 2020:** Task Force met and approved new guidance for usage using COUNTER 5. Since that meeting the Task Force has developed a new FAQ response for how to count vacant short-term or temporary positions. The group is now working to developed new questions and definitions for shared collections to be completed by November 30, 2020. **March 10, 2020:** Task Force met and reviewed the timeline, scope of work, and has identified working groups for shared collections, staffing, COUNTER 5 questions. **November 2019:** Appointments completed.

				Fall 2019: Appointments underway. **Annual 2019:** final report submitted to Board. **April 2019:** Task Force prepared a press release that will be issued on April 23, 2019, to alert the field that the US Department of Education seeks comments on IPEDS changes by May 20, 2019. **December 2018:** Task Force shared draft of 2020 Academic Library Component with interested stakeholders for feedback by end of the year. **Fall Board Meeting 2018:** interim report submitted. **Fall 2018:** One task force member resigned, and an appointment offer has been extended to the chair of the ACRL Academic Library Trends & Statistics Survey Editorial Board. **Summer 2018:** The Task Force met on June 12, 2018 to discuss progress today. They will be working to finalize two new definitions by August 1, 2018. The definitions for shared collections and e-serials will be incorporated into the 2020 IPEDS Academic Library

				Component along with improved counts for professional staffing. The Task Force will be submitting to the Board a request in the fall to extend the task force through July 2019. The Task Force completed edits to the 2017 survey instruction on May 16, 2017. Christopher Cody will recommend to NCES that these changes be incorporated into the 2017 IPEDS Academic Library Component. **Spring 2017:** The co-chairs and staff liaisons held two conference calls, including one on March 28, 2017 with the Chris Cody, IPEDS Academic Library Component director to refine scope of work. Reports from the ACRL 2016 survey and IPEDS surveys have been compiled to identify issues. **Fall 2017:** At the 2017 Fall Meeting, the Board approved the establishment of the ACRL/ALA/ARL IPEDS Task Force, to formalize the existing working group.

ACRL/ARL/ODLOS/ PLA Building Cultural Proficiencies for Racial Equity Framework Task Force	• Scanning the environment, including review of relevant documents (e.g., ACRL Diversity Standards: Cultural Competency for Academic Libraries) to identify literature and similar statements and frameworks related to racial equity; • Drafting the framework; • Seeking comment from stakeholders and the library community on the draft, and revising as needed.	**Co-conveners:** Jennifer Garrett, Marcela Y. Isuster **Facilitator:** Katherine Skinner, Executive Director, Educopia Institute **Staff liaisons:** Allison Payne, ACRL; Kristin Lahurd & Gwendolyn Prellwitz, ODLOS; Scott Allen, PLA; Mark A. Puente, formerly ARL	**Summer 2021:** Final draft of document and final status report to ACRL Board. **Spring 2021:** Draft shared and request for comments	**Fall 2020:** Survey Working Group may distribute a survey widely to stakeholders of four organizations. **November 9, 2020:** First of three work sessions (facilitated by Katherine Skinner) planned. Other two work sessions will most likely be scheduled in early 2021. **October 2020:** ACRL Standards Committee rep reached out to co-chairs to check-in regarding ACRL Standards process. **Summer 2020:** Full task force meetings. Working groups formed: Data and Competencies; Glossary; and Survey. **May 2020:** Task Force roster announced (press release).

ACRL/RBMS-ARLIS/NA-SAA Joint Task Force on Development of the Art and Rare Materials BIBFRAME Ontology Extension	The task force will publish and refine a BIBFRAME ontology extension for the description of special collections materials. The work will build upon the Art and Rare Materials BIBFRAME Ontology Extension established as part of the first phase of the Linked Data for Production (LD4P) project, 2016-2018.	**Chair:** Jason Kovari **Board liaison:** Cinthya Ippoliti **Staff liaison:** Megan Griffin, David Free	**Midwinter 2021:** final report due **Spring 2020 ~~Midwinter 2020~~:** interim report due - completed	**Spring Board Virtual Meeting 2020:** Interim report submitted. **February 2019:** appointments completed. **Winter 2019:** appointments underway by RBMS. **Fall Meeting 2018:** Board approved task force.

Diversity Alliance Task Force	Oversee the Diversity Alliance, serve as champions of the program, build relationships and investigate partnerships with appropriate ACRL and ALA groups, and propose future directions, including governance, to the ACRL Board of Directors.	**Chair:** Jon E. Cawthorne **Board liaison:** April Cunningham **Staff liaison:** Kara Malenfant, Allison Payne	**Summer 2020:** Task Force terms end on June 30, 2020, and a newly appointed task force will start July 1, 2020. **Spring 2020:** Board action for recommendations on next steps. **Annual 2016:** Task Force established. Extended through AC 2020	**October/November 2020:** Task Force virtual meeting. **September 2020:** Roster completed **June 2020:** A call for volunteers was posted on ACRL marketing channels, and appointments will be made by ACRL President Karen Munro and ACRL Vice-President Jon Cawthorne after the June 15 deadline. **Spring Board 2020:** The Board charged a new task force to carry out the current task force's recommendations. **Midwinter 2020:** Board received an update from the task force chair. **Annual 2019:** meetup held AC19. **ACRL 2019 Conference:** Diversity Alliance resident meetup with Spectrum Scholars. Hosted "Taking Charge of Your Narrative" preconference. **Midwinter 2019** Board action request for a one-year extension through June 30, 2020. Task Force meetup scheduled for MW19.

				Fall 2018 TF updated renewal letter, working on LibGuide of resources for residency coordinators, and considering other benefits for DA members. TF chair and ED presented at EDUCAUSE about contemporary library and were able to highlight the Diversity Alliance in the presentations. **June 2018** The task force held a virtual meeting in advance AC18 to discuss future initiatives and the ACRL Residency Interest Group's proposed charge that the Board will take action on at AC18. The group also discussed other initiatives to undertake. Overall, the task force supported the proposed charge. **May 2018** ACRL ED Mary Ellen Davis participated in a panel session on the ACRL Diversity Alliance during the ACRL/ARL Symposium on EDI. **January-February 2018** Jon Cawthorne and John Culshaw provided an update at Midwinter to the Leadership Council and the Board. The DA meet-up for Deans, Directors,

				and Resident Coordinators was held on Sunday, Feb. 11 from 9-10 AM. Work has started on a LibGuide for Diversity Alliance residencies and an overview webinar to be delivered in the Spring. The ACRL 2019 Preconference Institute is in the planning stages, led by Leo Agnew. UNC-G is preparing an IMLS grant to cover two additional Resident Institutes for Diversity Alliance Residents. **July-September 2017:** Diversity Alliance held their first gathering at Annual and decided to continue this practice at future Midwinter and Annual conferences Diversity Alliance Task Force proposed and supported the idea of a Diversity Alliance Institute preconference for ACRL 2019. A working group has been formed to begin planning. Diversity Alliance renewal letter was drafted for renewing dues and support from member institutions. **May–June 2017:** Survey sent to 29 members of Diversity Alliance to better understand how ACRL can support DA members.

				February–April 2017: Held Diversity Alliance informational forum at ACRL 2017 Conference. More than 90 attendees. Determining needs of Diversity Alliance members. **December 2016/January 2017:** Advised on questions received. Developed talking points on Diversity Alliance. Held monthly task force calls. **Fall 2016:** appointments completed by Irene Herold. **Annual Conference 2016:** task force approved by Board.

National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force	To work with the National Survey of Student Engagement staff to review and revise the current information literacy module and provide comment on the analysis of the data by August 2021.	**Chair:** TBD **Board liaison:** TBD **Staff liaison:** Mary Jane Petrowski	**Date interim report is due:** 2020 Fall Board Meeting **Date final report is due:** 2021 Fall Board Meeting	**Fall 2020:** The Task Force met on Oct. 9 with Kevin Fosnacht, NSSE research analyst, to discuss options for moving forward with revisions to the current IL module. **Spring 2020:** The Task Force has been appointed with four members and a chair. **Spring Board 2020:** The Board approved the task force.

Board Working Group Status Chart

Title	Task(s)	Members	Status
Re-examination of ACRL Core commitment Joint Board/B&F Working Group	Further explore and study existing equity, diversity and inclusion (EDI) work across ACRL through a financial lens, and consider how to prioritize and fund social justice or antiracist work that will be beneficial to workforce development, training and professional development. Tasks This working group will: 1. Identify, understand and articulate all the EDI work being done throughout the Association; 2. Convey gaps and opportunities to employ a social justice framework to ACRL's current and future pipeline, workforce training and professional development efforts throughout the Association; 3. Ensure ACRL is integrating the Core commitment into the financial strategy of the Association and all commitments are resourced appropriately. 4. Develop a timeline for regular updates from the ACRL Budget	Carolyn Allen (convener), Cinthya Ippoliti, Derrick Jefferson, Faye Chadwell, Joe Mocnik, Marla Peppers, Allison Payne	**Annual 2021:** WG will submit final report to the Board. **Midwinter 2021:** WG will submit interim report to the Board. **November 13, 2020:** WG meeting planned. **October 2020:** WG convened for first virtual meeting to discuss a plan for completing an environmental scan of ACRL EDI activities through a financial lens. **September 2020:** Appointments completed

	& Finance Committee to the Board on, benchmarks and progress reports that will align ACRL's EDI spending with actions and decisions of the Board, presidents and executive director. 5. Make a recommendation on whether ACRL should update the Budget and Finance infographic to include EDI.		

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 Board'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 Board promptly.
c. Board members initiating discussion on social media should report back to responding members with the results of the discussion.

Ballot	20201 ACRL Candidates
ACRL Board	**President-Elect** Emily Daly Erin Ellis **DAL** Gillian S. Gremmels Mary Mallery **DAL** Yasmeen Shorish
ANSS	**VC-CE** Rachael Muszkiewicz Elizabeth Fox **SEC** Ilka Datig Carolyn McCullum **MAL** Tom Diamond Jylisa Doney
Arts	**VC-CE** Carla-Mae Crookendale **SEC** Christine Davidian Rebecca K. Friedman
CJCLS	**VC-CE** Victoria (Vicky) Hart Howard C. Marks
CLS	**VC-CE** Kimberley Bugg Shaunna Hunter **SEC** Heather James Jamie Wilson **Member at Large** Jayne Blodgett Elaine Hirsch
DOLS	**VC-CE** Chiméne Tucker John Stawartz **SEC/ARCHIVIST** Heather Blicher Melissa Atkinson **MAL** Theresa Mastrodonato Sherry Mohr
DSS	**VC-CE** Amanda Tickner Pamella Lach **MAL (elect 2)** Jason Przybylski Devin Soper Beth Russell
EBSS	**VC-CE** Samantha Godbey Mandy Havert **SEC** Kimberly Miller Karen Reed **MAL** Trent Brager James Rosenzweig
ESS	**VC-CE** Katie Gibson Brian Vetruba **SEC** Kathleen M. Smith Joanneke Elliott **MAL** André G. Wenszel Liladhar Pendse

Ballot	2021 ACRL Candidates
IS	**VC-CE** Carrie Donovan Carrie L. Forbes **SEC** Ernesto Hernandez Jr. Anne K. Melville **MAL (elect 3)** Nancy Gibson Amanda Nichols Hess Ryne Leuzinger Clarence Maybee
LES	**VC-CE** Kristina M. De. Voe Mark Dahlquist **SEC** Hillary A. H. Richardson M. Leslie Madden **MAL** Paizha Stoothoff Sam Lohmann
PPIRS	**VC-CE** Mary Oberlies Sara Arnold-Garza **SEC** Olivia Ivey **MAL** Kenya Flash
RBMS	**VC-CE** Melissa Hubbard Sara J. Logue **SEC** Coleen Barrett Jeremy B. Dibbell **MAL** Anna Chen Tamar Evangelestia-Dougherty
STS	**VC-CE** Greg Nelson Bonnie Fong **SEC** Chapel Cowden Emily Gorman **MAL** Sandy Avila Tara Radniecki
ULS	**VC-CE** Maura Seale Rosan Mitola **SEC** Sian Brannon Laura Birkenhauer **MAL (elect 2)** Minhao Jiang Mou Chakraborty Jason Kruse
WGSS	**VC-CE** Janine Kuntz Caitlin Shanley **SEC** Erin Hvizdak **MAL** Monica Porter

Position Key:
DAL = Director at Large
MAL = Member at Large
PO = Publicity Officer
SEC = Secretary
VC/CE = Vice-Chair/Chair-Elect

ACRL 2020-2021 CHAPTER CONFERENCES

CHAPTER	DATE	TITLE/THEME	LOCATION
ILLINOIS Illinois Association of College and Research Libraries	October 21, 2020		Virtual Event
MARYLAND Maryland Library Association, Academic and Research Library Division	October 2020 – January 2021	Joint conference with The Delaware Library Association	Series of virtual events
Nebraska Nebraska Library Association, College and University Section	May 14, 2021		Virtual Event
NEW ENGLAND Association of College and Research Libraries New England Chapter. CT, MA, ME, NH, RI, and VT	May 24-25, 2021		Providence, Rhode Island

ACRL Liaison Report

Unit Representative to:	**ALA Liaison to American Association for the Advancement of Science (AAAS)**
Representative Name:	**Roxanne Bogucka**
Representative Email:	**roxanne.bogucka@austin.utexas.edu**
Report period:	**July 2019-June 2020**

Background Information:

Founded in 1848, AAAS is affiliated with more than 250 societies (including ALA) and academies, serving more than 10 million individuals and "representing the world's largest federation of scientific and engineering societies." The AAAS is "dedicated to advancing science for the benefit of all people." Interest in AAAS increased dramatically in the last few years, and membership has surged, possibly due to the creation of a new (lower cost) membership category—science advocate—to strengthen outreach to new individual members who are "not scientists or engineers, but believe in the importance of science for our society."

AAAS is a good membership organization choice for librarians and information professionals.

Major Activities of the Unit:

- AAAS's areas of focus are: advocacy for evidence; careers in STEM; diversity, equity, and inclusion; federal science budget analysis; human rights, ethics, and law; public engagement; science diplomacy; science education; and shaping science policy. The organization also hosts several webinars and live chats throughout the year.
- AAAS publishes six peer-reviewed journals: its flagship journal *Science*; *Science Advances; Science Immunology; Science Robotics; Science Signaling; Science Translational Medicine*.
- For more than 45 years, the AAAS Mass Media Fellows program has given STEM undergrads, grad students, and post-docs the opportunity to spend 10 weeks working as science journalists at publications around the nation.
- The theme of the 2020 annual meeting, held February 13-16 in Seattle, WA, was "Envisioning Tomorrow's Earth."
- AAAS expanded space for members to connect and collaborate via discussions, events, webinars, in the AAAS Member Communities. Examples of communities include AAAS Member Central, Public Engagement with Science, C4Sci—Communities for Science Communication, AAAS Force for Science Group, NSF INCLUDES Open Forum, AAU Undergraduate STEM Education Initiative, as well as several groups created by individual universities to address STEM education topics, and groups for each of the AAAS Sections.

Implications for ACRL:

- AAAS is heavily invested in helping STEM researchers and students develop science communication and public engagement skills. AAAS sees these KSAs as vital to the future of science, in that they prepare scientists to make the case for science to laypersons, policy makers, and others outside the academy. AAAS boosts science communication in several

ways, including traveling workshops on scicomm, fellowships for science communicators, a major annual prize for science communication, and sponsoring scicomm research. As more and more STEM departments add public engagement to their strategic plans, libraries and librarians are supporting them in communicating their science with the public, just as they have traditionally supported them in scholarly communication.

- AAAS is carefully considering its commitment to open science, somewhat complicated by its role as a journals publisher.
- *AAAS/Science Library Advisory Board*. The Library Advisory Board (LAB) met on October 6-8, 2019 in Washington, DC, at the AAAS headquarters. Meeting topics included: updates on *Science* partner journals and AAAS; discussion of the value of *Science* and where *Science* should be next; discussion of subscription business models and open access business models; author permissions, article repositories, 3rd party brokers (PASS, JISC Router); TDM, Proxy access, Shibboleth, COUNTER 5 – pain points or solutions; library-publisher relationships—partners or vendors.
- *Sponsored Librarians at the AAAS Annual Meeting*. For more than a decade, AAAS has provided free registration for 30 librarians to attend the Annual Meeting. It is not yet clear whether AAAS will continue this program for the 2021 virtual meeting.
  Librarian interest in attending AAAS meetings remains high. On August 6, 2019, I issued a call via STS-L for people to sign up for free registration. Forty-three people responded in total, of whom 23 had never attended the AAAS Annual Meeting. After all first-time attendees received a free registration, I used the timestamps to allot the rest. Due to cancellations over the course of the next few months, people on the waitlist received free registrations as they came available.
  As in past years, some librarians presented posters in the General Poster session. Over the course of the meeting, sponsored librarians contributed 112 entries on the sessions they attended into a shared Google Sheet. The fact that several librarians attended certain sessions indicates our colleagues' prevailing interests. The sessions with the highest librarian attendance included: Bioinformatics and AI; Communicating Science; Coronavirus; Detecting, Combatting, and Identifying Dis- and Misinformation; Inclusivity and Equity in Course-related Undergraduate Research Experiences; Learning Through Citizen Science; Public Engagement at Universities; Public Trust in Science; and Teaching Inclusively with Evidence-based Strategies.
- *University of Washington tours at AAAS Annual Meeting*. Several librarians gathered for tours at the University of Washington of the Suzzallo and Allen Libraries and the iSchool, on the morning of February 13, 2020. Many thanks to Maureen Nolan, Adam Hall, and Matthew Saxton, for invaluable assistance in arranging and conducting these tours.
- *Annual Librarians' Session at AAAS Annual Meeting*. Several librarians met for lunch-arounds preceding the official librarians' session. Forty-one librarians signed in at the librarians' session. AAAS generously picked up the cost of the hotel meeting room and audiovisual set-up, and provided refreshments for the meeting. Eight attendees gave short presentations, on topics including collaboration between STEM librarians and an engineering communication center, innovation and entrepreneurship, outreach via a makerspace, engaging the academic community in Wikipedia editing, instruction for Responsible Conduct of Research, coding workshops, digital scholarship centers, and electronic lab notebooks.
- *Section Meetings*. Section meetings are open to all comers. As ALA liaison to AAAS, I attend the Section T (Information, Computing, and Communication) meeting. While ALA currently

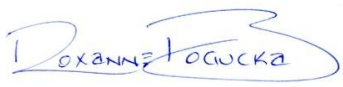
affiliates with Section T, I took the opportunity to attend the Section Y (General Interest in Science and Engineering) meeting. I believe that we should explore the possibility that Section Y's issues and activities might align better with librarianship.

- *Librarian Becomes AAAS Fellow*. Julia Gelfand, a long-time member of AAAS, was nominated by Section Y to become an AAAS Fellow, and was elected.
  "A member whose efforts on behalf of the advancement of science or its applications are scientifically or socially distinguished and who has been a continuous member for the four year period leading up to the year of nomination, may, by virtue of such meritorious contribution be elected a Fellow by the Council. Examples of areas in which nominees may have made significant contributions are research; teaching; technology; services to professional societies; administration in academe, industry, and government; and communicating and interpreting science to the public. Fellows are elected annually by the AAAS Council from the list of approved nominations from the Section Steering Groups."
  -- https://www.aaas.org/fellows/listing
- *AAAS Meeting of Affiliates*. AAAS CEO Sudip Parikh welcomed affiliates (i.e., organizations' liaisons). We heard a report on AAAS's local and state policy advocacy, and updates on STEM-related committees in Congress and the federal R&D budget and the Societies Consortium on Sexual Harassment in STEMM.

Upcoming Activities:

- The 2020 Annual Meeting was held in Seattle, against the nervous-making backdrop of being in the epicenter of the COVID-19 outbreak. The 2021 Annual Meeting of AAAS would have been held in Phoenix, AZ in February 2021. Earlier this spring, AAAS made the call to hold a virtual 2021 meeting, February 8-11, 2021. The theme is "Understanding Dynamic Ecosystems".
- A group of librarians who attended the 2020 meeting are currently working on a workshop session proposal for the 2021 meeting. Submissions are due July 14, 2020.
- Submissions for e-posters will be accepted from August 4 to October 22, 2020.
- Should further information be requested, I can amplify this report once I am able to return to campus to retrieve various files from my office.

Respectfully submitted,



STEM Liaison Librarian for Health Sciences
Life Science Library
University of Texas at Austin
Austin, Texas 78712

June 23, 2020

American Society for Engineering Education (ASEE)

Final Progress Report - 2020 ASEE Annual Conference & Exposition

Margaret Phillips
Assistant Professor of Library Science & Engineering Information Specialist, Purdue University
ACRL STS Liaison to the Engineering Libraries Division of the American Society for Engineering Education

This is my final progress report.

Summary of Activities Accomplished:

I attended the 2020 Virtual ASEE Annual Conference and Exposition from June 22-June 25, 2020. I focused my participation to the activities held by the Engineering Libraries Division (known as "ELD"), which currently consists of ~175 members (of which ~100 regularly attend the annual conference). The 2020 ELD conference program was full, consisting of:

- six technical sessions where 30 peer-reviewed papers were presented,
- one panel session,
- one roundtable discussion,
- the annual ELD business meeting, and
- two lightning talk sessions where 24 engineering librarians and 10 vendors each presented 3 minute short talks.

The full ASEE ELD program, with links to the respective peer reviewed papers, is available at this web address: https://sites.asee.org/eld/conference-info/2020-annual-conference/#20program. Additionally, the conference proceedings are indexed in Compendex and are available in the open repository ASEE PEER. Also, slides from the three panel sessions and the lightning talks will be uploaded to the URL shared above in July 2020.

Also, I will be preparing an informal STS liaison report sharing more details of the ELD program discussions and activities that will be shared at this URL later this year: http://www.ala.org/acrl/aboutacrl/directoryofleadership/sections/sts/stswebsite/liaison/STSLiaison

Conference on College Composition and Communication (CCCC) 2020 Report

Milwaukee, Wisconsin
March 25-28, 2020

Given by Kathy Anders, ACRL Liaison to the CCCC, 2020-2022

This year's meeting of CCCC focused on writing commonplaces. This theme wove together ideas about who participates in writing commonplaces and how to promote diversity and inclusion. Many of the panels incorporated these topics into rhetoric and teaching composition.

In light of the COVID-19 pandemic, the in-person portion of the conference was cancelled. However, conference leaders invited presenters to share their work online, and nearly 100 panels, workshops, and posters had one or several presentations uploaded to share with the public.

Information literacy was well-reflected in this year's program, with eight panels or presentations and one poster on the topic. Two additional sessions discussed libraries as places of interest, one with regard to archives and the other to makerspaces. Many of the information literacy presentations were about collaborations with early or first-year writing classes, although one considered information literacy in light of open access.

Looking over program titles and descriptions, I have that including the presentation that considered information literacy and open access, six of the panels, presentations, and posters were about open access or OER materials. OER sessions shared both development experiences and the open teaching materials themselves.

While it was not possible to see the materials from all of the aforementioned presentations, the titles and descriptions suggest that there is significant interest in improving collaborations between libraries and writing instructors. In the panel presentation "Information Literacy and the One-Shot Session: Making a More Capacious Commonplace for First-Year Composition and Libraries" (available online) by Melissa Harden, Nathaniel Myers, Anna Michelle Martinez-Montavon from the University of Notre Dame, the presenters suggested steps for creating more fruitful and effective collaborations between librarians and writing instructors. These steps included focusing on assignment-integrated skills during library instruction and having instructors in both libraries and composition recognize that they are teaching information literacy, with each willing to learn from the other. A second panel, "Redefining the Commonplaces of Information Literacy and Rhetoric for Deeper Learning and Student Engagement," by Nicole Bungert and Kristin Woodward from the University of Wisconsin-Milwaukee, proposes that information literacy instruction should focus on process rather than performance to help better engage students and encourage learning transfer.

To develop collaborative relationships with members of CCCC, I intended to attend the Intellectual Property Caucus meeting in 2020. This group generally has interests in areas that intersect with information literacy, such as information ethics. This group is carrying over its standing group presentation from last year on digital, information, and intellectual property literacy to the upcoming 2021 conference. While I was disappointed not to be able to meet with the group in person this year, I am looking forward to being able to do so at the next conference.

In order to offer actionable steps that writing instructors can take to develop OER textbooks that incorporate information literacy, I submitted a proposal for a poster session at the 2021 conference with my colleagues in both libraries and writing studies. Based upon our experience developing two writing studies and information literacy OER textbooks, we hope that this poster will provide a roadmap to those wishing to adopt or adapt similar texts for their writing classes or programs.

This liaison relationship is new; this is the first year ACRL has had a liaison for the CCCC. I am looking forward to establishing more connections in the future.

Next year's CCCC will take place in Spokane, Washington on April 7-10, 2021.

My work as the ACRL liaison to CCCC aligns with ACRL's "Plan for Excellence" in the areas of "Student Learning" and "Research and Scholarly Environment." Specifically, my work relates to the following objectives:

- Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
- Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.

Kathy Anders
June 15, 2020

Board Liaisons - Sorted by Board Liaison

ACRL FB20 FYI-7

Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
Budget & Finance - B&F Chair	Carolyn Henderson	Allen	Allison	Payne
Information Literacy Frameworks and Standards	Toni	Anaya	Mary Jane	Petrowski
Research Planning and Review	Toni	Anaya	Mary Jane	Petrowski
Student Learning and Information Literacy	Toni	Anaya	Mary Jane	Petrowski
External Liaisons Committee	Jessica	Brangiel	Kara Allison	Malenfant
Immersion Program	Jessica	Brangiel	Margot	Conahan
Instruction Section (IS)	Jessica	Brangiel	Megan	Griffin
Value of Academic Libraries	Jessica	Brangiel	Sara	Goek
Government Relations	Jacquelyn	Bryant	Kara	Malenfant
Professional Values	Jacquelyn	Bryant	David	Free
Academic/Research Librarian of the Year Award-President	Jon	Cawthorne	Chase	Ollis
Chapters Council - President	Jon	Cawthorne	Megan	Griffin
President's Program 2021	Jon	Cawthorne	Megan	Griffin
(Dr. E.J.) Josey Spectrum Scholar Mentor Committee	Faye	Chadwell	David	Connolly
Academic Librarians Standards and Guidelines Review Task Force	Faye	Chadwell	David	Free
Digital Scholarship Section (DSS)	Faye	Chadwell	Megan	Griffin
Equity, Diversity and Inclusion	Faye	Chadwell	Allison	Payne
Arts Section	Faye	Chadwell	Megan	Griffin
ACRL/RBMS-SAA Joint Task Force to Revise the Statement on Access to Research Materials in Archives and Special Collections Libraries	Kim	Copenhaver	David	Free
Literatures in English Section (LES)	Kim	Copenhaver	Megan	Griffin
National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force	Kim	Copenhaver	Mary Jane	Petrowski
Politics, Policy and International Relations Section (PPIRS)	Kim	Copenhaver	Megan	Griffin
Science and Technology Section (STS)	Kim	Copenhaver	Megan	Griffin
Education and Behavioral Sciences Section (EBSS)	April	Cunningham	Megan	Griffin
Standards	April	Cunningham	David	Free
University Libraries Section (ULS)	April	Cunningham	Megan	Griffin

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Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
Diversity Alliance Task Force	April	Cunningham	Kara Allison	Malenfant
European Studies Section (ESS)	April	Cunningham	Megan	Griffin
Membership	Jeanne	Davidson	Mary Jane	Petrowski
New Roles and Changing Landscapes Committee	Jeanne	Davidson	Erin	Nevius
Section Membership Subcommittee	Jeanne	Davidson	Mary Jane	Petrowski
Women and Gender Studies Section (WGSS)	Jeanne	Davidson	Megan	Griffin
Appointments - President Elect	Julie	Garrison	Allison	Payne
Leadership Recruitment and Nomination Committee - Vice-President	Julie	Garrison	Megan	Griffin
President's Program 2022	Julie	Garrison	Megan	Griffin
Professional Development - President Elect	Julie	Garrison	Margot	Conahan
ACRL/RBMS-ARLIS/NA-SAA Joint Task Force on Development of the Art and Rare Materials BIBFRAME Ontology Extension	Cinthyia	Ippoliti	Megan	Griffin
College Libraries Section (CLS)	Cinthya	Ippoliti	Megan	Griffin
Distance Learning Section (DLS)	Cinthya	Ippoliti	Megan	Griffin
Impactful Scholarship and Metrics Task Force	Cinthya	Ippoliti	Erin	Nevius
Research and Scholarly Environment	Cinthya	Ippoliti	Erin	Nevius
ACRL/LLAMA Interdivisional Academic Library Facilities Survey Editorial Board	Kelly	Jacobsma	Mary Jane	Petrowski
Anthropology and Sociology Section (ANSS)	Kelly	Jacobsma	Megan	Griffin
Community and Junior College Libraries Section (CJCLS)	Kelly	Jacobsma	Megan	Griffin
Liaisons Assembly	Kelly	Jacobsma	Kara Allison	Malenfant Payne
Rare Books and Manuscripts Section (RBMS)	Kelly	Jacobsma	Megan	Griffin
Academic Library Trends and Statistics Survey -Past President	Karen	Munro	Mary Jane	Petrowski
C&RL - Past President	Karen	Munro	Dawn	Mueller
C&RL News - Past President	Karen	Munro	David	Free
CHOICE - Past President	Karen	Munro	Mark	Cummings
Excellence in Academic Libraries Awards - Past President (Vice-Chair & BL)	Karen	Munro	Chase	Ollis
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Publications Coordinating-Past President	Karen	Munro	David	Free
Publications in Librarianship-Past President	Karen	Munro	Erin	Nevius
RBM -Past President	Karen	Munro	Kara	Malenfant
Resources for College Libraries -Past President	Karen	Munro	Mark	Cummings

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ACRL FB20 FYI-7

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ALA VIRTUAL

COMMUNITY • THROUGH • CONNECTION

JUNE 24–26, 2020

ACRL Division-level Committee, Chapters Council,
and Task Force Minutes

Please visit ALA Connect to download the compilation of the below meeting minutes:
https://connect.ala.org/acrl/viewdocument/acrl-ac20-committee-minutes?CommunityKey=ed2e1418-91d7-434d-8aa8-e67553d4205c

Committees
Membership Committee
Section Membership Committee
New Roles and Changing Landscapes Committee
Professional Values Committee
Publications Coordinating Committee
Academic Library Trends and Statistics Survey Editorial Board
ACRL/Core Interdivisional Academic Library Facilities Survey Editorial Board
C&RL Editorial Board
C&RL News Editorial Board
CHOICE Editorial Board
New Publications Advisory Board
RBM Editorial Board
Resources for College Libraries Editorial Board
Research and Scholarly Environment Committee
Student Learning and Information Literacy Committee
Value of Academic Libraries Committee

Chapters Council
Chapters Council

Task Forces
ACRL/ALA/ARL IPEDS Advisory Task Force

Advancing learning
Transforming scholarship
Association of College & Research Libraries
A division of the American Library Association

ACRL Plan for Excellence Implementation Reports From Communities of Practice and Chapters FY20 (September 1, 2019 - August 31, 2020)

The FY20 Plan for Excellence Reports are publicly available to download on ALA Connect. Responses have been compiled by the Plan for Excellence goal area and by membership unit.

Reports by goal area: https://connect.ala.org/acrl/viewdocument/acrl-fy20-plan-for-excellence-repor?CommunityKey=ed2e1418-91d7-434d-8aa8-e67553d4205c

Reports by unit: https://connect.ala.org/acrl/viewdocument/acrl-fy20-plan-for-excellence-repor-1?CommunityKey=ed2e1418-91d7-434d-8aa8-e67553d4205c

Advancing learning
Transforming scholarship
Association of College & Research Libraries
A division of the American Library Association

ACRL Division-level Committees & Chapters Council 2019–20 Year-End Reports & 2020–21 Work Plans

Please visit ALA Connect to download the compilation of the below reports/work plans: **https://connect.ala.org/acrl/viewdocument/acrl-fb20-committee-work-plans?CommunityKey=ed2e1418-91d7-434d-8aa8-e67553d4205c**

Committee
Academic/Research Librarian of the Year Award Committee
ACRL 2021 Innovations Committee
Budget & Finance Committee
Equity, Diversity and Inclusion Committee
(Dr. E.J.) Josey Spectrum Scholar Mentor Committee
Excellence in Academic Libraries Awards Committee
External Liaisons Committee
Government Relations Committee
Immersion Program Committee
New Roles and Changing Landscapes Committee
Professional Development Committee
Publications Coordinating Committee
Academic Library Trends and Statistics Survey Editorial Board
ACRL/Core Interdivisional Academic Library Facilities Survey Editorial Board
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New Publications Advisory Board
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Resources for College Libraries Editorial Board
Research Planning and Review Committee
Research and Scholarly Environment Committee
Section Membership Committee
Standards Committee
Information Literacy Frameworks and Standards Committee
Student Learning and Information Literacy Committee
Value of Academic Libraries Committee

Chapters Council
Chapters Council

Red=report only

To: ACRL Board of Directors
From: National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force
http://www.ala.org/acrl/aboutacrl/directoryofleadership/taskforces/acr-tfnsse
Subject: Interim Task Force Report for Fall 2020 Board Meeting
Date: November 6, 2020

Task Force Membership:

- Merinda Kaye Hensley (Chair, July 1, 2020, to June 30, 2022)
- Ellysa Stern Cahoy (Member, July 1, 2020, to June 30, 2022)
- Carrie Forbes (Member, July 1, 2020, to June 30, 2022)
- Craig Gibson (Member, July 1, 2020, to June 30, 2022)
- Maoria Kirker (Member, July 1, 2020, to June 30, 2022)
- Mrs. Jennifer E. Knievel (Member, July 1, 2020, to June 30, 2022)
- Ms. Kim Copenhaver (Board Liaison, July 1, 2020, to June 30, 2022)
- Mary Jane Petrowski (Staff Liaison, July 1, 2020, to June 30, 2022)

Charge: To work with the National Survey of Student Engagement staff to review and revise the current information literacy module and provide comment on the analysis of the data by August 2021.

National Survey of Student Engagement (2014-2020): Experiences with Information Literacy Topical Module
Developed in collaboration with college and university librarians, this module asks students about their use of information and how much their instructors emphasized the proper use of information sources. This module complements questions on the core survey about higher-order learning and how much writing students do.

Survey:
https://survey.indiana.edu/nsse/survey/2020/test/top_inl/1/edit.cfm?sectionList=top_inl,closing&packaged=true

As of Fall 2020, the IL Module has been temporarily suspended. From the NSSE website: The following Topical Module has been temporarily suspended due to low participation rates and to make space for other topics of interest. We encourage institutions interested in exploring ways to continue using these item sets, such as item licensing or including them as part of a local administration, to contact us at nsse@indiana.edu.

Message from Kevin Fosnacht on 8/14/20: We decided not to offer the module for NSSE 2021 as we are anticipating lower participation (due to the pandemic) and need to ensure that each module has a sufficient number of participating schools. We are also creating a one-time set on the pandemic that we anticipate most schools to participate in, so we had to suspend a number of modules this year.

This is the second iteration of the ACRL NSSE Task Force. The chair met with the past chair, Rhonda Huisman (10/29/20) to gather information regarding the TF's activities. The past chair shared a comprehensive literature review and insights to the initial conversations of the group. The task force was derailed due to COVID-19.

Readings:

- Fosnacht, K. (2020). Information Literacy's Influence on Undergraduates' Learning and Development: Results from a Large Multi-institutional Study. *College & Research Libraries*, 81(2), 272-287.
- Data use of NSSE University of San Diego San Diego CA (2017): Strengthening Information Literacy Awareness and Skills

Task Force Activities:

- The committee has met three times to date: 9/1, 9/21, and 10/9 with three more meetings scheduled between mid-November and mid-January 2021.
- The Task Force conducted a literature review and combined what we found with the literature review from the 2020 task force. The purpose of the literature review is to learn more about how libraries have been using the NSSE data.
- Met with Kevin Fosnacht, NSSE, 10/9/20. See notes below for more details.
- Merinda met with the past chair, Rhonda Huisman, on 10/29/20.
- Merinda reached out to Debbie Morrow, Grand Valley State University, for discussion based on her research, 11/6/20.

Notes from discussion with Kevin:

- Over 100 total institutions have participated in the IL Module. The first module for an institution that is administering the NSSE is free, the second module is $200-$250. The overall price of NSSE varies by size of school.
- The response rate is set for basic quality thresholds, there is no set target with average response rate a little over 20%. There is slightly higher responses among seniors and females and NSSE encourages schools to provide incentives for responses.
- Regarding the gathering and sharing of NSSE data by the TF: If data was institutionally identified, the TF would need permission to receive data; if data was not institution specific, NSSE could share it. It is possible we could work out making aggregate data available via ACRL Metrics. This might also help to promote the use of NSSE. There would be no charge for summary results as these data have been posted on the NSSE website since the module began including frequencies and means for items.

Draft plan for moving forward:

- In order to better understand how libraries are/are not using NSSE IL Module data, the task force plans to conduct focus groups with librarians in spring 2021. Questions to be asked include: How is the IL module data being/not being used? Why? What is the motivation of the institution in using the IL module? What other campus partners might be involved in these discussions? This conversation doubles as an outreach and engagement opportunity with the institutions using the IL module. The data from the

focus groups will be analyzed by the task force and shared widely with the ACRL community via publication (most likely *College & Research Libraries News*) and a series of webinars (summer and fall 2021).

- To date, the NSSE survey data is not widely used in our community. Based on the results of the focus groups, the TF will discuss the possibility of revising the IL module in consideration of the ACRL Framework and how a new version might impact comparisons between the two modules.

Submitted by Merinda Kaye Hensley, ACRL NSSE Task Force, Chair, 11/6/20