



Association of College and Research Libraries
Virtual Spring Board Virtual Meeting

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April 25, 2024

11:00 AM to 1:00 PM (CT)

Agenda

Time	Item (Document number follows topic description)
11:00–11:01 a.m.	1.0 Call to order (McNeil)
11:01–11:03 a.m.	2.0 Opening remarks & Welcome (McNeil) ACRL President Beth McNeil will welcome the Board and guests and ask if there are items for New Business.
11:03–11:05 a.m. Action	3.0 Adoption of the Agenda (McNeil)
11:05–11:06 a.m. Action	4.0 Consent Agenda Board of Directors (McNeil) [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.] The following items are placed on the consent agenda: Confirmation of virtual votes: #2.0 <ol style="list-style-type: none">1. Establishment of the ACRL Artificial Intelligence (AI) Competencies for Library Workers Task Force2. FY25 Student Dues3. C&RL Editor Appointment Approvals: <ol style="list-style-type: none">1. EDI accessibility request #2.12. Annual Conference 2023 Proceedings #2.2

Time	Item (Document number follows topic description)
	3. Fall Board Virtual Meeting 2023 Proceedings #2.3 4. LibLearnX 2024 Proceedings #2.4 5. ACRL Legislative Agenda #2.6
11:06–11:20 a.m.	5.0 Awards An update on awards next steps will be given and the Board will review and take action on several requests regarding awards.
Action	5.1 Definitions (McNeil) #3.0 The Board will review and take action on definitions for awards and grants.
Action	5.2 RBMS (Sarah Horowitz) #4.0, #4.1 The Board will review and take action on RBMS’s request to issue awards in 2024-2025, as a procedures review has already been conducted.
11:20–11:35 a.m. Information/Discussion/Action	6.0 Section Participation (Whatley) #9.0 The Board will receive an update from the ACRL section participation working group.
11:35–11:50 a.m. Discussion	7.0 Organizational Memberships (Ellis) #5.0, #5.1, #5.2, #5.3, #5.4 The Board will hear from the ACRL Organizational Memberships Working Group to identify specific objectives achieved through organizational membership.
11:50 a.m.–12:00 p.m. Information/Discussion	8.0 Standardized Dues Models (Christopher Proctor) #6.0, #6.1, #6.2 The Board will receive an update on the ALA Work Group for Standardization of Division Membership Dues and discuss possible implications for ACRL.
12:00–12:10 p.m.	Break
12:10–12:25 p.m. Information/Discussion	9.0 ACRL Budget Updates (Mocnik/Payne) 9.1 ACRL FY24 Q2 #7.0, #7.1 9.2 ACRL FY25 budget update
12:25–12:35 p.m. Information/Discussion	10.0 Choice Budget Updates (Rachel Hendrick) 10.1 Choice FY24 Q2 #8.0

Time	Item (Document number follows topic description)
12:35–12:40 p.m. Information	11.0 Officer Reports <ul style="list-style-type: none"> ● President’s Report (McNeil) #1.1 ● Vice-President’s Report (Lo) #1.2 ● Past-President’s Report (Ellis) #1.3 ● Councilor’s Report (Whatley) #1.4 ● Executive Director’s Plan for Excellence Activities Report. (Payne) #1.5, #1.6
12:40–12:50 p.m.	12.0 New Business (McNeil) <ul style="list-style-type: none"> ● TBD
12:50–1:00 p.m.	13.0 Executive Session The Board will go into Executive Session to discuss sponsorships and the vacant ACRL Executive Director position.
1:00 p.m. Action	14.0 Adjournment (McNeil)

Upcoming ACRL Board Meetings

Meeting documents are posted to the [ACRL Board Public Community](#) approximately one week prior to the meeting date.

- [ACRL May Virtual Board Update - May 17, 2024](#) 10:00 AM to 11:00 AM (CT)
- [ACRL Pre-Annual Conference Virtual Board Update - June 13, 2024](#) 11:00 AM to 12:00 PM (CT)
- **ACRL Board of Directors Meeting I** - June 29, 2024, 1:00 PM to 4:00 PM (PT), Manchester Grand Hyatt San Diego - Room TBD, 1 Market Place, San Diego, CA 92101
- **ACRL Board of Directors Meeting II** - June 30, 2024, 1:00 PM to 3:00 PM (PT), Manchester Grand Hyatt San Diego - Room TBD, 1 Market Place, San Diego, CA 92101

Upcoming ALA Governance Meetings

Meeting documents are located via the following links: [Council Documents](#) and [Executive Board and Budget Analysis Review Committee Documents](#).

- **Virtual Membership Meeting**, Tuesday, June 18, 2024, 11:00 am-12:00 pm, CST ([Zoom registration](#))
- **Virtual Budget Analysis & Review Committee (BARC)/Finance & Audit Subcommittee Meeting**, Monday, June 24, 2024, 11:00 am - 1:30 pm CT, [Please register here for this meeting](#)

- **Virtual Planning & Budget Assembly (PBA), Division Leadership, & BARC Meeting,** Monday, June 24, 2024, 2:30 pm - 4:30 pm CT, [Please register here for this meeting](#)
- **2024 ALA Governance Meetings:** see the [ALA website](#) and ALA Annual Conference [scheduler](#).

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.

ACRL Spring Board Virtual Meeting: April 24, 2024

ACRL Board Document Inventory

Blue = New documents

Red = Pending

Black = Included in packet

Doc #	Document
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 (PEAR)
Doc 2.0	Board action form: Confirmation of virtual votes LLX24 to SB24
Doc 2.1	Board Action Form: Funding for Librarians with Disabilities/Disabled Librarians panel
Doc 2.2	Annual Conference 2023 Proceedings
Doc 2.3	Fall Board Virtual Meeting 2023 Proceedings
Doc 2.4	LibLearnX 2024 Proceedings
Doc 2.6	Board action form: ACRL Legislative Agenda
Doc 2.6a	ACRL Legislative Agenda
Doc 3.0	Board action form: Awards Definitions
Doc 4.0	Board action form: RBMS Awards
Doc 4.1	Draft Leabs Award Procedures <i>Confidential</i>
Doc 5.0	Board discussion form: ACRL organizational membership dues
Doc 5.1	Organizational Memberships Report
Doc 5.2	Organizational Dues Market Research
Doc 5.3	Organizational Member messaging
Doc 5.4	Organizational Member List <i>Confidential</i>
Doc 6.0	Board discussion form: ALA Work Group for Standardization of Division Membership Dues
Doc 6.1	Summary on Membership Model and Standardizing Dues
Doc 6.2	ALA Standardized Division Dues Working Scenarios
Doc 7.0	ACRL FY24 Q2 Memo
Doc 7.1	ACRL FY24 Q2 Report
Doc 8.0	Choice FY24 Q2 Memo
Doc 9.0	Board action form: Section Participation
FYI Documents	
FYI-1	ACRL Plan for Excellence

FYI Documents

FYI-2	Task Force Status Chart
FYI-3	ACRL Board Working Group Status Chart
FYI-4	Board Liaison Assignments 2023–2024
FYI-5	ALA Executive Board Spring Agenda
FYI-6	ALA Annual 2024 Governance Schedule
FYI-7	Project Outcome Report 2023

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Libraries 225 N Michigan Ave, Suite 1300
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ACRL Officer Report

Position: Vice-President/President Elect

Name: Leo Lo

Report period: January – March, 2024

Date submitted: April 18, 2024

Strategic priority activities

- With feedback from fellow Board members, established a new AI Competencies for Library Workers Task Force. Solicited recommendations.
- Continued working to appoint members to ALA committees, and vice-chairs for Goal Area Committees, and Board liaison assignments

Ambassador activities

- Contributed an article on artificial intelligence to the 2024 ALA The State of America's Libraries Report <https://www.ala.org/news/state-americas-libraries-report-2024>

Association service

- Participated in weekly Presidents' and Executive Director zoom meetings
- Attended CNI Spring Meeting in San Diego

Press coverage

- Interviewed with Library Journal on [AI in Academia](#)
- Podcast interview with EdSurge: [Inside the Push to Bring AI Literacy to Schools and Colleges](#)

Upcoming scheduled activities

- April 25 ACRL Virtual Board Orientation
- May 22, 23 Budget & Finance Committee virtual
- June 27 – July 2 ALA Annual, San Diego
- October 8-9 ARL Fall Meeting, Oxon Hill, MD
- December 9-10, CNI Fall Meeting, Washington, DC

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ACRL Officer Report

Position: Past-President

Name: Erin L. Ellis

Report period: January-March 2024

Date submitted: April 19, 2024

Strategic priority activities

- On behalf of the ACRL Board, prepared questions for the ALA vice-president/ president-elect candidates to respond to in the March issue of *C&RL News*
- Attended Pre-LLX Virtual BARC, Planning & Budget Assembly & Division Leadership Meeting
- Attended editorial board meetings for RBM, Choice
- As Board Liaisons, attended committee meetings of EDI Committee, Chapters Council, Publications Coord. Committee, New Publications Advisory Board, Academic Library Trends & Statistics Editorial Board
- Convened Board Working Group on Organizational Memberships
- With VP Leo Lo, met with a potential partner organization to discuss funding for a professional development opportunity
- Attend weekly calls with presidents and interim executive director

Ambassador activities

- Attended CNI Spring meeting in San Diego, CA (Mar. 25-27)
- Attended Intellectual Freedom Coalition virtual meeting (Feb. 15)

Association service

- Recorded a video to promote ACRL Board nominations
- Thank you call to donor

Upcoming scheduled activities

- Association of Research Libraries spring meeting, May 7-9, 2024: Boston, MA
- American Library Association annual meeting, June 27-July 2, 2024: San Diego, CA

ACRL Officer Report

Officer name: Kara Whatley

Officer email: kwhatley@caltech.edu

Board Position: ACRL Councilor

Report period: January 1, 2024 through April 19, 2024

Background Information

ALA LibLearnX was held in Baltimore, MD, in January 2024. There were two ALA Council meetings held at LLX, Council I on Saturday, January 20, 2024 and Council II on Sunday, January 21, 2024.

Major Activities of ALA Council

- ALA Council passed a new draft of the ALA Core Values Statement. ALA's Executive Board will create working groups to further define each value. The five new core values are:
 - Access
 - Equity
 - Intellectual Freedom and Privacy
 - Public Good
 - Sustainability.
- ALA Bylaws amendments approved by ALA Council for inclusion on the Spring 2024 ballot:
 - Section 6. Council Virtual Participation and Observation. Meetings of the Council shall be conducted in such a manner as to allow for virtual participation by Councilors. Councilors participating virtually will be required to follow instructions communicated in the notice of each meeting which may include, but not be limited to, prior registration. At each meeting, the Council will adopt rules to manage participation by both in-person and virtual participants as appropriate. Virtual observation methods shall be provided to the Association's membership during open portions of meetings." [Adopted with 98% of the vote.]
 - Section 5. Executive Board Participation and Observation. Meetings of the Executive Board shall be conducted in such a manner as to allow for virtual participation by Executive Board members. Board members participating virtually will be required to follow instructions communicated in the notice of each meeting which may include, but not be limited to, prior registration. At each meeting, the Executive Board will adopt rules to manage participation by both in-person and virtual participants as appropriate. Virtual observation methods shall be provided

to the Association's membership during open portions of meetings when scheduling, staffing, and other conditions reasonably allow." [Adopted with 94% of the vote.]

Upcoming Activities

- ALA Council Meetings I, II, and III (June 29, 2024 through July 1, 2024)

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Plan for Excellence Quarterly Activity Report (PEAR) Report Period: January 1, 2024 to April 11, 2024

This is the second-quarter report of a cumulative report for FY2024. Data format:

- New entries are in regular font.
- Previously reported entries will be noted 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.

- *In celebration of the fifth anniversary of the Project Outcome for Academic Libraries toolkit in 2024, ACRL plans to publish a book titled *Assessment and Advocacy: Using Project Outcome for Academic Libraries*, highlighting the value the toolkit has brought to institutions and the academic library profession. The Project Outcome for Academic Libraries Editorial Board concluded its review of accepted chapters in fall 2023 and contents were submitted to the ACRL book publishing team to begin the production process.*

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

- The University of Arizona is hosting the "[Assessment in Action: Demonstrating and Communicating Library Contributions to Student Learning and Success](#)" RoadShow on April 25, 2024.
- VAL has assigned five members to the joint VAL/NRCL Standards update task force, due at the 2025 ALA Annual Conference.
- The working group reviewing/revising the Standards for Libraries in Higher Education has been meeting regularly. The group is reviewing the current standards and talked with the Standards Committee liaison. They are looking at stronger, more intentional inclusion of EDI concepts, are doing an

environmental scan/literature review, and are working to develop a list of experts/outside groups to contact during the process.

- *At the request of the Board of Directors, a VAL working group began the review/revision process of ACRL's Standards for Libraries in Higher Education. Volunteers for the working subgroup were identified in fall 2023 and work on the review/revision process will begin in earnest in early 2024 with a completion deadline of June 2025.*
- *With the NRCL Committee, VAL is working to assign members for the review and update of the following six Standards as requested by the Board of Directors. The reviews are due at the 2025 ALA Annual Conference.*
 - *Joint Statement on Faculty Status of College and University Librarians*
 - *Statement on the Certification and Licensing of Academic Librarians*
 - *Statement on the Terminal Professional Degree for Academic Librarians*
 - *Standard for the Appointment, Promotion, and Tenure of Academic Librarians*
 - *Standards for Academic Librarians without Faculty Status*
 - *Standards for Faculty for Academic Libraries*

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

- *Working with the NRCL Committee User Experience subcommittee, VAL has scheduled an [ACRL Online Discussion Forum](#) for April 3, 2024. This Trend Talk, building on the success of their initial collaborative Trend Talk in June 2023, will discuss how to use the [ACRL Academic Library Advocacy Toolkit](#) created by the committees last fiscal year.*
- *[Project Outcome for Academic Libraries \(POAL\)](#) has 5,485 users as of April 10, 2024. To date, 926 academic libraries have created surveys and collected more than 209,116 responses. In this period, we cohosted a "Project Outcome 101" webinar with PLA for International Love Data Week, which was attended by 314 people. Additionally, we presented two paid "Getting Started with Project Outcome for Academic Libraries" webinars for Rollin College and the Keystone Library Network. The [fiscal year 2023 report](#) was also published in this period.*
- *[Project Outcome for Academic Libraries \(POAL\)](#) has 5,300 users as of December 31, 2023. To date, 897 academic libraries have created surveys and collected more than 193,000 responses. In this period, we cohosted a "Data Tools for Library Groups and States" webinar with PLA, which discussed the benefits of purchasing a group account for Project Outcome or Benchmark and was attended by 103 people.*
- *The [Assessment in Action RoadShow](#) is being offered at California State University Long Beach as an in-person workshop on January 11, 2024, and as a virtual workshop for the University of Arizona on April 25, 2024.*

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

- Offered the free ACRL Presents webinar, "*ACRL Presents: Cultural Proficiencies for Racial Equity — A Framework*," on February 7. Members of the Framework task force provided an overview of the Framework which is intended to serve as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations.
- Building off the ACRL Presents webinar, ACRL is offering the four-part webinar series, "Beyond the Framework – What's Next for Your Equity Practice" April 3-24, 2024. This interactive training will invite participants to begin thinking about tangible, actionable steps towards using the Framework in their organizations.
- Project Outcome for Academic Libraries has received grant money from the ALA Public Programs Office as part of the [Libraries Transforming Communities: Accessible Small and Rural Communities](#) program. Working with PLA and PPO, we used these funds to create the "[Accessibility and Project Outcome](#)" resource for the toolkit, as well as record a "Project Outcome 101" webinar for LTC grant recipients.

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.

- The University of Houston Clear Lake is hosting the virtual "[Engaging with the ACRL Framework](#)" RoadShow on May 13, 15, and 17, 2024.
- In this period the [Threshold Achievement Test for Information Literacy \(TATIL\)](#) has been used by 12 schools to administer 50 tests and collected 7,340 responses.
- *In this period the [Threshold Achievement Test for Information Literacy \(TATIL\)](#) has been used by 11 schools to administer 36 tests and collected 4,114 responses.*
- The [Framework for Information Literacy RoadShow](#) was offered at Tarrant County College on January 4, 2024

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

- Immersion Facilitators are launching a four-part blog series, "Discussing the Four Pillars of Immersion," on ACRLLog starting in April. This series delves into information literacy, the educational role of librarians, leadership, and critical reflection, sparking conversation and reconnection with these core tenets of Immersion.
- A group consisting of SLILC and IS leadership has been meeting to discuss initial steps in the Framework for IL review process. The leadership group has drafted a call for volunteers for the working group, which will be distributed to section and committee members in April.

- *At the request of the Board of Directors, a working group comprised of members from the Student Learning and Information Literacy Committee (SLILC) and the Instruction Section (IS) is being formed to begin the review/revision process of the Framework for Information Literacy for Higher Education. The working group is slated to start in winter 2024, with June 2025 as the completion deadline.*

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.

- *The [topical issue](#) of College and Research Libraries spotlighting new research advancing the priority areas established by ACRL's 2019 research agenda "Open and Equitable Scholarly Communications" was published in January 2024.*

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.

- The [Scholarly Communications RoadShow](#) was offered at California State University, Sacramento on March 21, 2024.
- The Empire State Library Network is hosting the virtual [Research Data Management RoadShow](#) July 16-17, 2024.
- *With SPARC, ReSEC presented the virtual 2023 ACRL/SPARC Forum, "Editorial Board Resignations to Align Journals with Community over Commercialization," on October 12, 2023.*
- The [Scholarly Communications RoadShow](#) is being offered at California State University, Sacramento on March 21, 2024.

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

- For Fair Use/Fair Dealing Week, February 26-March 1, 2024, ACRL published a [blog post](#) recommending products and services to help the profession participate.
- *During Open Access Week 2023, editors of ACRL's new open access book *Scholarly Communication and Open Knowledge* published a piece on ALA's "[I Love Libraries](#)" blog promoting open access to a nonacademic audience.*
- *ACRL encouraged the community to celebrate Open Access Week with a [blog post](#) highlighting ACRL's array of resources, publications, and events to help libraries and librarians participate.*

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.

- *The User Experience subcommittee, working with the VAL Committee, has scheduled an [ACRL Online Discussion Forum](#) for April 3, 2024. This Trend Talk, building on the success of their initial collaborative Trend Talk in June 2023, will discuss how to use the [ACRL Academic Library Advocacy Toolkit](#) created by the committees last fiscal year.*
- *In summer 2023, the Add-on Roles and Flexible Assignments subcommittee distributed a survey on the emerging roles of academic librarians in order to benchmark their functions and identify training needs; determine librarians' job satisfaction relative to the new and emerging roles; evaluate the impact librarians believe their role is having on the academic enterprise; and provide employment indicators for librarians in the workforce or entering the workforce in order that they be better positioned to make informed career choices. The subcommittee is analyzing results now with the goal of submitting an article for publication in early 2024.*

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.

- NRCL has assigned four members to the joint VAL/NRCL Standards update task force, due at the 2025 ALA Annual Conference.
- The Oklahoma State Regents for Higher Education is hosting the [Open Educational Resources and Affordability RoadShow](#) at Rose College on April 25, 2024.
- *With the VAL Committee, NRCL is working to assign members for the review and update of the following six Standards as requested by the Board of Directors. The reviews are due at the 2025 ALA Annual Conference.*
 - *Joint Statement on Faculty Status of College and University Librarians*
 - *Statement on the Certification and Licensing of Academic Librarians*
 - *Statement on the Terminal Professional Degree for Academic Librarians*
 - *Standard for the Appointment, Promotion, and Tenure of Academic Librarians*
 - *Standards for Academic Librarians without Faculty Status*
 - *Standards for Faculty for Academic Libraries*

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

- The Library Space subcommittee is developing a LibGuide, "Creating Welcoming Spaces in Academic Libraries," set to publish in 2024.

- *After an open call for proposals over summer 2023, NRCL's Inclusive Leadership subcommittee has sent proposal acceptances for chapters in their book on inclusive leadership, and authors are working on their chapters now. The book is expected to publish in 2025.*

Equity, Diversity and Inclusion (EDI)

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

- Offered the free ACRL Presents webinar, "*ACRL Presents: Cultural Proficiencies for Racial Equity — A Framework*," on February 7. Members of the Framework task force provided an overview of the Framework which is intended to serve as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations.
- Building off the ACRL Presents webinar, ACRL is offering the four-part webinar series, "Beyond the Framework – What's Next for Your Equity Practice" April 3-24, 2024. This interactive training will invite participants to begin thinking about tangible, actionable steps towards using the Framework in their organizations.

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

- On April 16, 2024, the ACRL Diversity Alliance Committee held an ACRL Diversity Alliance Coordinators virtual meeting to share with current coordinators program background and to identify how to best support DA members in the coming years.
- At the LLX Joint Board & Budget and Finance Committee Virtual Meeting on January 29, 2024, the Board approved the ACRL Budget & Finance Committee's recommendation to use up to \$9,440 to fund 40 ALA/ACRL memberships for academic and research library workers identifying as BIPOC and/or Disabled and serving underrepresented groups.
- As part of ACRL's commitment to supporting institutions serving diverse communities, ACRL announced the application process to host subsidized RoadShows. The RoadShows are exclusively available to Historically Black Colleges and Universities, Tribal Colleges or Universities, and other minority-serving institutions. Through a cost-sharing model, ACRL covers most of the workshop expenses. The EDI Committee reviewed applications in March; Bowie State University, Goldey-Beacom College, and Northeastern State University were awarded RoadShows.
- *The ACRL EDI Committee submitted a Board request at LLX24 to fund 40 ALA + ACRL memberships for academic and research library workers identifying as BIPOC and/or Disabled and serving underrepresented groups.*

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

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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

-

Education

Immersion Institutes

- Immersion Facilitators are launching a four-part blog series, "Discussing the Four Pillars of Immersion," on ACRLog starting in April. This series delves into information literacy, the educational role of librarians, leadership, and critical reflection, sparking conversation and reconnection with these core tenets of Immersion.
- The Immersion Facilitators held a full-day virtual retreat, focusing on how to best serve the community moving forward. Engaging discussions and program modeling are in progress, paving the way for potential in-person Immersion programs to launch in late 2024 or 2025.

Licensed Workshops

- Nine licensed workshops have been contracted to date for 2024:
 - [Assessment in Action](#)
 - California State University, Long Beach (in-person)
 - University of Arizona (virtual)
 - Northeastern State University (in-person, subsidized)
 - [Framework for Information Literacy](#)
 - Tarrant County College (in-person)
 - University of Houston Clear Lake (virtual)
 - [Open Educational Resources](#)
 - Oklahoma State Regents for Higher Education (in-person)
 - [Research Data Management](#)
 - Empire State Library Network (virtual)
 - [Scholarly Communications](#)
 - California State University, Sacramento (in-person)
 - [Standards for Libraries in Higher Education](#)
 - Bowie State University (in-person, subsidized)

ACRL Conference

- The website and Call for Programs for ACRL 2025, "*Democratizing Knowledge, Access, and Opportunities*," launched in February 2024. Contributed paper, panel, and workshop proposals are due June 7, 2024. The conference is planned as a hybrid event with live-stream sessions, as well as in-person and virtual-only programs. Ruha Benjamin and Saeed Jones will serve as the Opening and Closing Keynote Speakers. Staff conducted a site visit to Minneapolis in fall 2023, confirming meeting space, hotel, and special event logistics. Registration is scheduled to open in fall 2024.

Conferences, Pre Conferences, and Workshops

- RBMS Conference registration currently totals 111 in-person registrants and 54 virtual registrants heading into the April 26 early-bird registration cut off. The Antiquarian Booksellers Showcase filled up with 40 in-person dealers (19 of those also participating virtually) and 6 additional companies only participating virtually. Sponsorships seem slower to commit than in previous years but there is still time, and we are hopeful for a successful outcome.
- The [RBMS 2024 Conference](#) entitled, Momentum will take place at the Hilton Orange County Costa Mesa and virtually June 25–28, 2024. This gathering will be an immersive exploration of how we can leverage the invaluable lessons, experiences, and progress of the past three years to propel our profession towards greater equity, diversity, inclusivity, and community engagement. Response to the Call for Proposals was the strongest it's been since 2019 with 99 submissions (27% of those were for virtual-only programs). The program is planned as a hybrid event with live-stream sessions as well as in-person and virtual-only options and an in-person and virtual Booksellers' Showcase. Registration will open in March.*

Annual Conference Programs

- ACRL received 85 submissions for ACRL programs at the 2024 ALA Annual Conference (an increase of 165% from 2023 submissions). The ACRL Professional Development Committee reviewed the submissions in the fall and selected fifteen programs for presentation at AC24 (18% acceptance rate). Notifications were issued in December 2023.*

Online learning

See additional webinars in the CHOICE section of this report.

ACRL offered the following e-Learning events during the reporting timeframe:

Title	Type	Date	Registration	Quality	Learning Outcomes	Recommended (9 to 10 ratings)	# of eval respondents
Exploring AI with Critical Information Literacy	Course	2/5-3/1/2024	71	93%	96%	80%	

Online Program Managers in Higher Education: The Role of Academic Libraries	Webinar	3/5/2024	11	TBD			
Beyond the Framework: What's Next for Your Equity Practice Part One	Four-part webinar series	4/3; 4/10; 4/17; 4/24	69	TBD			

Member Engagement

Membership units/Governance

- At the LLX Joint Board & Budget and Finance Committee Virtual Meeting on January 29, 2024, the Board approved the ACRL Budget & Finance Committee's recommendation to use up to \$9,440 to fund 40 ALA/ACRL memberships for academic and research library workers identifying as BIPOC and/or Disabled and serving underrepresented groups.
- At the LLX Board Virtual Meeting on January 26, 2024, the Board approved the establishment of the ACRL Training & Equity in Library Work division-level discussion group.
- At the LLX Board Virtual Meeting on January 26, 2024, the Board approved the establishment of the ACRL Library EDI Committees division-level discussion group.
- *At the Fall Board Virtual Meeting on October 24, 2023, the Board approved to dissolve the Hip Hop Librarian Discussion Group.*
- *At the Fall Board Virtual Meeting, the Board approved to no longer require Chapter Council Officers to be required to also serve on their state Chapter's Board.*
- *ACRL Section Special Events Funding Policy Update was approved at the October 24, 2023 Fall Executive Board Meeting.*

Awards

- On May 20, 2024, an ACRL Awards Informational Meeting will be held for current members of the Awards Coordinating Committee, division-level and section awards committee members.
- An ACRL Awards Stakeholders ALA Connect Community was created to include current members of the Awards Coordinating Committee, division-level and section awards committee members. This community will be used to keep awards stakeholders updated on implementation and as a venue for communication between stakeholders.
- *The ACRL Awards Process Implementation Task Force submitted its final report and recommendations to the ACRL Board of Directors for review during LLX24. Among these recommendations is a Board action request to establish a division-level Awards Coordinating Committee.*

Membership

Consulting services

- *In-progress consulting engagements run through early 2024, and new engagements are on hold pending new staff.*

Fundraising

- *ACRL ran a fundraising campaign for Giving Tuesday from late November through December 2023. There were 39 donors that gave a total of \$4,985 to ACRL during the campaign, with \$2,680 going to the Advancement Fund, \$2,080 going to the ACRL Conference Scholarship Fund, and \$225 going to the RBMS Conference Scholarship Fund. For the same period in 2022, we had 40 donors who gave a total of \$5,295.*

Publications

Non-periodical Publications

- ACRL has published 11 new books in fiscal year 2024. The most recent are:
 - *Unframing the Visual: Visual Literacy Pedagogy in Academic Libraries and Information Spaces*, edited by Maggie Murphy, Stephanie Beene, Katie Greer, Sara Schumacher, and Dana Statton Thompson
 - *Empathy by Design: Empathy-Driven Marketing for Libraries*, by Sabine Jean Dantus
 - *Supporting Student Parents in the Academic Library: Designing Spaces, Policies, and Services*, by Ellie Dworak and Kelsey Keyes
 - *Universal Design for Learning in Academic Libraries: Theory into Practice*, edited by Danielle Skaggs and Rachel M. McMullin
- The next titles to publish will be:
 - *Digital Humanities in the Library, Second Edition*, edited by Arianne Hartsell-Gundy, Laura R. Braunstein, and Liorah Golomb
 - *Predatory Publishing and Global Scholarly Communications (Publications in Librarianship #81)*, by Monica Berger
 - *Toxic Dynamics: Disrupting, Dismantling, and Transforming Academic Library Culture*, edited by Russell Michalak, Trevor A. Dawes, and Jon Cawthorne
- *ACRL has published 7 new books in fiscal year 2024. The most [recent books](#) published are:*
 - *Scholarly Communication Librarianship and Open Knowledge*, edited by Maria Bonn, Josh Bolick, and Will Cross (published simultaneously in print and open access editions)
 - *Comic Books, Special Collections, and the Academic Library*, edited by Brian Flota and Kate Morris
 - *Everyday Evidence-Based Practice in Academic Libraries: Case Studies and Reflections*, edited by Claire Walker Wiley, Amanda B. Click, and Meggan Houlihan

- *Rethinking Institutional Repositories: Innovations in Management, Collections, and Inclusion*, edited by Josh C. Cromwell (published simultaneously in print and open access editions)
- The next titles to publish will be:
 - *Unframing the Visual: Visual Literacy Pedagogy in Academic Libraries and Information Spaces*, edited by Maggie Murphy, Stephanie Beene, Katie Greer, Sara Schumacher, and Dana Statton Thompson
 - *Empathy by Design: Empathy-Driven Marketing for Libraries*, by Sabine Jean Dantus
 - *Supporting Student Parents in the Academic Library: Designing Spaces, Policies, and Services*, by Ellie Dworak and Kelsey Keyes

Library Statistics

- The [2023 ACRL Academic Library Trends and Statistics survey](#) was closed on April 5, 2024 with trends questions focusing on equity, diversity, and inclusion. The unofficial response count is 1,401 institutions, a 41.9% response rate. ACRL staff will now work on cleaning up the data and finalizing the response count.
- The [2023 ACRL Academic Library Trends and Statistics survey](#) was opened the week of October 2, 2023, with trends questions focusing on equity, diversity, and inclusion. To date, 136 schools have completed the survey and 625 have begun entering data.

Standards, Guidelines, and Frameworks

- The ACRL Board of Directors approved new [Competencies for Academic Library Outreach Work](#) and updated [ACRL/RBMS Guidelines for Loans of Special Collections Materials for Exhibitions and Resource Sharing](#) at its October 2023 virtual meeting.

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Framework for Information Literacy for Higher Education Stats					
Online visits	29,667	22,533			52,200
Print distribution (copies)	10	30			40
Standards for Libraries in Higher Education Stats					
Online visits	2,639	2,233			4,872
Print distribution (copies)	20	0			20

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
ACRL Insider Stats					
Posts	49	38			87
Page Views	15,496	15,092			30,588
ACRLog Stats					
Posts	11	9			20
Page Views	NA (Reporting error with new Google Analytics system, staff will investigate)	NA (Issues with GA4 reporting continued in Q2 but seem to be fixed starting Q3)			NA
College & Research Libraries					
Online Access Stats (total access across content formats)	316,219	698,854*			1,015,073
C&RL News					
Online Access Stats (total access across content formats)	381,909	714,677*			1,096,586
RBM					
Online Access Stats (total access across content formats)	31,488	604,592*			636,080

	Q1 (Sept.-Nov.)	Q2 (Dec. – Feb.)	Q3 (March – May)	Q4 (June – August)	Total
Social Media					
Facebook Followers	9,515	9,521			NA
Twitter Followers	22,861	22,716			NA
Instagram Followers	1,644	1,678			NA
YouTube Subscribers	2,889	3,004			NA
LinkedIn Followers	2,915	3,213			NA
Threads Followers	294	356			NA

*Note: This data seems out of line with past history, staff are checking with ALA Production Services to see if there is a discernable reason for the increase, such as an increase in bot traffic etc.

College & Research Libraries

- At the recommendation of a search committee consisting of members of the Publications Coordinating Committee and C&RL Editorial Board, Michelle Demeter, head of instruction and undergraduate services at New York University, has been appointed by the ACRL Board of Directors to the post of editor for College & Research Libraries. Demeter will serve as editor-designate for the journal beginning July 1, 2024, and begin an initial three-year term as editor on July 1, 2025.
- Issues published on regular schedule.
- A [*special issue*](#) spotlighting new research advancing the priority areas established by ACRL's 2019 research agenda "Open and Equitable Scholarly Communications" was published in January 2024.
- A search committee consisting of members of the Publications Coordinating Committee and the C&RL editorial board has begun the search process for a candidate to be appointed editor-designate of the journal starting July 1, 2024, and assuming the full editorship July 1, 2025. The search committee interviewed three candidates for the position in late December 2023 and plans to meet in early January 2024 to discuss next steps. The goal is to submit a recommendation to the Board of Directors in spring 2024.

C&RL News

- The C&RL News Editorial Board prepared a new reader survey for the magazine that launched in March 2024. The survey will remain open until at least mid-April 2024 to allow for responses across two issue cycles.
- Issues published on regular schedule.

RBM

- Issues published on regular schedule.

Operations

Staff

- On April 24, 2024, Aleah Price, ACRL Program Officer, left ALA/ACRL. Aleah was the staff liaison to discussion groups, interest groups, and Chapters. Aleah also assisted with appointments, Diversity Alliance memberships, and Liaisons reimbursements. Megan Griffin will be taking on some of Aleah's key duties.
- On March 11, 2024, ACRL posted a job ad for an ACRL Program Manager for Consulting and Professional Development and the search is currently underway. This position will manage and grow ACRL Consulting Services and ACRL RoadShows.
- On March 5, 2024, Lauren Carlton, ACRL Program Officer, Member Services, left ALA/ACRL to pursue other opportunities. Her duties included serving as the staff liaison to ACRL sections, managing section elections, coordinating Annual Conference programs and the ACRL President's Program. Key items will be taken on by existing staff and some will need to be reduced/paused, until a replacement can be hired.
- As of the 2024 Spring Board Virtual Meeting, Allison Payne continues to serve as ACRL Interim Executive Director. She has served in this position since June 11, 2023.
- *On January 8, 2024, former ACRL staff member Megan Griffin returned as a part-time, temporary ACRL employee to help while there are vacancies at ACRL. Megan will be helping with ACRL professional development, invoicing, and administrative support.*
- *Due to the four senior staff vacancies (Associate Director Mary Jane Petrowski, former ACRL Executive Director Jay Malone, Senior Strategist for Special Initiatives Kara Malenfant, Program Manager for Strategic Initiatives position held by Allison Payne) that occurred during March and June 2023, ACRL staff continue to temporarily cover key duties from these vacancies. Some areas, such as membership, were permanently taken on by existing staff. Other activities, such as consulting and government relations, have been temporarily paused or reduced.*

ACRL Staff & ALA

- Senior Communications and Membership Strategist David Free is participating in an ALA working group discussing possible standardization of division dues across the association.

- ACRL Content Strategist Erin Nevius serves on the ALA Program Assessment Cross-functional team and will keep staff and members informed of updates pertaining to ACRL.
- On April 22, 2024, ACRL Interim Executive Director Allison Payne participated in an in-person Web Continuing Education (CE) summit with ALA Web CE staff; all seven division executive directors, ALA CFO; and Associate Executive Director, ALA Offices & Member Relations and Interim Senior AED. Outcomes include aligning strategy and finding ways to best support the professional needs of members.
- Since June 2023, ACRL Interim Executive Director Allison Payne continues to stay apprised of ALA activities by participating in ALA Unit Managers and ALA Division Directors meetings, as well as attending ALA governance meetings.
- *With other division executive directors, ACRL Presidents and B&F Chair, Allison Payne participated in discussions about ALA Operating Agreement scenarios.*
- *With division presidents and other division executive directors, Allison Payne participated in a new ALA Connect community to stay connected on ALA operating agreement and other developments.*
- *ACRL staff continue to participate in the subscription vendor RFP that seeks to consolidate the subscription and fulfillment of all non-member benefit publications across the association. This fall, the team met with potential vendors and hopes to make a decision in mid-January.*
- *On October 6, 2023, ALA Executive Director Tracie Hall stepped down. On November 15, 2023, Leslie Burger was appointed as the ALA Interim Executive Director. The search for a permanent executive director is underway and the role is to be filled by June 2024. During the interim period, ACRL will report to Associate Executive Director (AED) team member, ALA CFO Dina Tsourdinis.*

CHOICE

Engagement Highlights: January-April 2024

Platform	Metric
Choice360	120,379 page views
Webinar	11,001 registrants 8 programs, 1,997 new contacts added to our distribution list
Podcasts	The Authority File: 4,069 downloads over 4 episodes Toward Inclusive Excellence: 201 streams over 2 episodes
Newsletters	8372 unique subscribers
Choice Media Channel (YouTube)	28,300 video views

Choice Reviews and *Choice* magazine

Between January and April 2024, Choice reviewers and editors added 897 reviews to the Choice Reviews database.

- Total reviews in Choice Reviews database: 228,373 (April 2024)
- Choice Reviews circulation: 773 (April 2024 issue)
- Choice *Magazine* circulation: 421 (April 2024 issue)

Bibliographic essays

- [Inventors, Invention, and Innovation](#), January 2024
- [From Nicholas to Putin: Russia Since 1900](#), February 2024
- The Railway Age and After, March 2024
- Scholarly Discourse on Political Misinformation, April 2024

Hot Topics

- [Martin Luther King, Jr.](#), January 2024
- [Reimagining Black Pasts and Futures](#), February 2024
- [Fitness](#), March 2024

Resources for College Libraries

RCL and RCL Career Resources subject editors added 1,019 titles during this reporting period (from database 1 January – March 31). Eight new subject editors joined the project and underwent training. New project selection guidelines and refreshed subject scope notes were finalized and released. Editors received annual revision materials. Data clean-up eliminated 30 duplicate titles and addressed 27 bibliographic data corrections. We published eight RCL Librarians Recommended Lists in Syndetics Unbound (see <https://librarian.syndetics.com/syndeticsunbound/lp/463.715/library>).

Toward Inclusive Excellence

Top Blog posts from January to April 2024 include:

- Resources to Understand Free Speech vs. Hate Speech, October 9, 2024 | 320 views
- Resources for Understanding and Engaging with Afrofuturism, February 22, 2024 | 145 views
- Commemorating Women's History Month with TIE and Choice Content, March 5, 2024 | 139

DEIA Resource Lists

- [Resources to Understand Free Speech vs. Hate Speech](#), January 18, 2024
- [Resources for Understanding and Engaging with Afrofuturism](#), February 20, 2024
- [Resources on Women's Advancement in the Workplace](#), March 13, 2024

Podcasts

Speaker	Topic	Plays
Ekow Eshun	TIE Podcast Preview: Ekow Eshun on Afrofuturism, Black Speculative Thought, and In the Black Fantastic	66
Martha S. Jones	TIE Podcast Preview: Dr. Martha S. Jones on Hard Histories at Hopkins and Committing to Knowledge	35

Find all TIE Podcast episodes at <https://www.choice360.org/podcasts/category/tie-podcast/>

LibTech Insights

Top blog posts from October 2023 to December 2023

- [ChatGPT as a Tool for Library Research – Some Notes and Suggestions](#), by Nick Pavlovski, February 19, 2024, 3759 views
- [Beyond ChatGPT: Gary Price’s Top AI Tools for Librarians](#), by Rachel Hendrick, January 3, 2024, 1508 views
- [AI and Information Literacy Instruction in the Composition Class and Beyond: Part 1](#), by Deborah Bauder & Kenneth Nichols, January 19, 2024, 542 views

Webinars

[Ethical and Productive: Considering Generative Artificial Intelligence Citation Across Learning and Research](#), January 25, 2024

[Improve Your Library’s Web Presence with Content Strategy](#), April 2, 2024

The Authority File podcast

Month	Sponsor	Topic	Downloads
March	Overdrive	Interview with Nathan Rupp, Acquisitions & E-Resources Librarian at Purdue University Libraries and School of Information Studies, four part series	928

Find all Authority File episodes at <https://www.choice360.org/podcasts/category/the-authority-file/>

Choice-ACRL Webinars

Between October and December 2023, Choice hosted twelve webinars on the Choice-ACRL Webinar platform. Our programming attracted 8,987 (non-unique) registrations. The average attendance rate was about 30% percent. We added 2,569 new contracts to our webinar mailing list during this time period. The list now stands 53,900.

Sponsor	Title
APA	Choosing Your Words in APA Style: Best Practices for Clear, Precise, and Inclusive Writing
Elsevier	Symbiosis with the Research Office - The Library’s Role in Capturing, Tracking, and Understanding Research Impact
	LibTech Insights: Ethical and Productive: Considering Generative Artificial Intelligence Citation Across Learning and Research
Springer Nature	The Inside-Out Library – How OA is Changing the Role of the Librarian

JSTOR	Academic insights: Discover how Skidmore College amplifies its special collections
ProQuest	Harnessing the power of primary sources: How libraries empower innovative teaching strategies
	LibTech Insights: From Chaos to Clarity: Improve Your Library's Web Presence with Content Strategy
OverDrive	Beyond the Budget Crunch: Building an Affordable Collection with a Multi-Model Approach

View recent webinars at <https://www.choice360.org/media/webinars/> or visit the Choice Media Channel on YouTube: <https://www.youtube.com/channel/UC4AQ1G-u32Y9OX5hRzxdXrQ>.

Operations

Choice began the process of creating an RFP to rebuild our publishing system, ChoiceConnect. We are working with an IT consulting firm to determine our requirements for a new system. The current system is over ten years old and is rapidly reaching end of life. We hope to use this opportunity to identify a solution that will fit our current and future production needs.

Association of College & Research Libraries
225 N Michigan Ave, Suite 1300 Chicago, IL 60601
800-545-2433, ext. 2523
acrl@ala.org, <http://www.acrl.org>



Board of Directors Action Form

To: ACRL Board of Directors
Subject: Confirmation of virtual vote: LibLearnX 2024 to Spring 2024
Submitted by: Allison Payne, ACRL Interim Executive Director
Date submitted: April 18, 2024

Background

This confirmation of virtual votes includes votes taken between the LibLearnX 2024 on the April 25, 2024 ACRL Spring Board Virtual Meeting. Typically, virtual votes include a one-week discussion followed by a one-week voting period. The Board confirms their virtual votes at their next synchronous meeting.

Per the ACRL Guide to Policies and Procedures: [Chapter 2: Board of Directors and Executive Committee, 2.6 Voting](#), "If a conference call is held and votes are taken, or votes are taken through e-mail or regular U.S. mail, Board members are asked to confirm their vote in open session at the next regularly scheduled Board meeting."

The following virtual votes were completed and approved between LibLearnX 2024 on the April 25, 2024 ACRL Spring Board Virtual Meeting.

- Establishment of the ACRL Artificial Intelligence (AI) Competencies for Library Workers Task Force
 - [Virtual Discussion](#)
 - [Virtual Vote](#)
- FY25 Student Dues
 - [Virtual Discussion](#)
 - [Virtual Vote](#)
- C&RL Editor Appointment
 - Confidential discussion & vote

Action Recommended

That the ACRL Board of Directors confirms its asynchronous virtual votes taken between LibLearnX 2024 on the April 25, 2024 ACRL Spring Board Virtual Meeting.

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.

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:

Association of College & Research Libraries
ALA/ACRL American Library Association
225 N Michigan Ave, Suite 1300
Chicago, IL 60601
acrl@ala.org, <http://www.acrl.org>



Board of Directors Action Form

To: ACRL Board of Directors

Subject: Funding for Librarians with Disabilities/Disabled Librarians panel

Submitted by: Silvia Vong, Chair, ACRL EDI Committee

Date submitted: 3/19/2024

Background

The programming sub-committee of the ACRL EDI Committee is organizing a panel for librarians with disabilities/disabled librarians to be offered in June 2024 to ACRL members. A call was recently sent for speakers, prioritizing first-time speakers to give opportunities for ACRL members to gain experience as panel members. We recently received an overwhelming number of applications (40 and counting) with 4 to 5 spots. After some discussion and consulting with different groups and ACRL EDI Committee members, to ensure that the event is inclusive, CART captioning and an ASL interpreter are needed to ensure that the event reflects the principle of inclusion. The current budget is \$1000.00, however, the CART captioning alone is estimated at \$500.00 and the sub-committee would like to provide honorariums of \$150.00. This means ASL interpretation would not be possible, and honorariums may need to be reduced. Karen Aguilar and Hillary Pearson was consulted on costs for CART Captioning, and Rebecca Weber and Jerry Yarnetsky, chairs of the RUSA Accessibility Assembly were informed of the event to avoid duplication of work.

Stakeholders

- ACRL members who require ASL interpretation at the event.

Fiscal and Staffing Impact

The funding would allow for an ASL interpreter and coverage for honorariums for speakers. The ASL interpreter is important in ensuring that the event is inviting and inclusive to librarians who require ASL interpretation. CART captioning is in English and not all attendees may have English as their first language. In addition, the \$150 honorarium reflects the expertise the panelists bring to the discussion.

Action Recommended

That the ACRL Board of Directors approves extra funds of \$600 (\$300 for ASL services +\$300 for the speakers) for the ACRL committee's programming panel for librarians with disabilities/disabled librarians by May 17, 2024.

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.

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 and Research Libraries
ACRL Board Pre-Annual 2023 Virtual Meeting I

Friday, June 16, 2023
1:00 PM–3:05 PM CDT

Zoom Virtual Meeting

Board I Proceedings

Present: Erin Ellis, ACRL President; Beth McNeil, ACRL Vice-President; Julie Ann Garrison, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Jessica Brangiel, Walter Butler, Kim Copenhaver, Cinthya Ippoliti, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Not Present: Toni Anaya

Guests: Tarida Anantachai, Jack Hang-tat Leong, Sandra Aya Enimil, Peter Hepburn, Rusty S. Michalak, Amy Dye-Reeves, Je Salvador, Jung Mi Scoulas, Kara M. Whatley

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/ACRL Senior Communications Strategist; Rachel Hendrick, CHOICE Interim Editor and Publisher; Kara Malenfant, ACRL Senior Strategist for Special Initiatives; Aleah Price, Program Coordinator; Elois Sharpe, ACRL Program Coordinator

1.0 Welcome/Call to Order (Ellis)

ACRL President Erin Ellis called the meeting to order at 1:00 pm.

2.0 Opening Remarks/Review of Ground Rules (Ellis)

Ellis welcomed the members of the Board of Directors and guests, reviewed the Board's ground rules, and reminded the Board members of their social media guidelines.

3.0 Adoption of the Agenda (Ellis)

The Board approved the adoption of the agenda with no discussion.

4.0 Consent Agenda (Ellis)

Ellis asked if any changes were requested to the Consent Agenda. A minor addition to the Board's LLX23 Proceedings was requested, so the following item was removed, and a revised version will be considered at the Board's next meeting.

- Confirmation of the LLX23 Proceedings

Motion: *Kara Whatley moved that the ACRL Board of Directors approve the Consent Agenda as revised.*

Approval of:

- Library Marketing and Outreach Interest Group Transition to Discussion Group
- Digital Badges Interest Group Renewal
- History Librarians Interest Group Renewal
- Student Retention Discussion Group Dissolution
- ACRL/RBMS Guidelines Regarding the Security of Special Collections Materials
- ACRL Legislative Agenda
- Asian, African, Middle Eastern Studies Interest Group (AAMESIG) transition to Discussion Group

Action: *The ACRL Board of Directors approved the Consent Agenda as revised.*

5.0 Goal-area Committee Updates

The Board heard updates from the strategic goal-area committee chairs and had the opportunity to ask questions in order to assess progress toward Plan for Excellence goals.

5.1 Value of Academic Libraries Committee (Jung Mi Scoulas)

Jung Mi Scoulas, chair of the Value of Academic Libraries (VAL) Committee, shared that the Assessment Proficiencies Working Group had continued work on the draft Proficiencies for Assessment in Academic Libraries. The proficiencies are intended to provide ethical guidelines, can be used to identify skill gaps and focuses for professional development, and much more. The final revision has been approved by the ACRL Standards Committee and the Board will receive it for consideration for approval shortly.

The committee has been partnering with the New Roles and Changing Landscapes Committee to work on outreach and engagement strategies.

The VAL Committee's subcommittee on Learning Analytics and Privacy had released a new Learning Analytics Toolkit to help educate librarians about how to responsibly engage with campus learning analytics. A data visualization dashboard has been developed to show how people had been engaging with the toolkit's content and was shared with the Board.

Scoulas also encouraged members to attend the committee's News You Can Use session during the ALA Annual Conference. It will showcase the committee's accomplishments and describe the development of the assessment proficiencies and the Academic Library Advocacy Toolkit.

The Board thanked Scoulas for the committee's leadership over the course of the year.

5.2 Research and Scholarly Environment Committee (Sandra Aya Enimil)

Student Learning and Information Literacy Committee chair Sandra Aya Enimil expressed gratitude to ACRL and the Board for their support over the two years since she stepped in to fill a vacancy as chair. Specific thanks were offered to ACRL staff members Kara Malenfant, Allison Payne, and Erin Nevius.

Enimil noted that there would not be an ACRL/SPARC forum at the ALA Annual Conference, but that there were tentatively plans to hold one later in the summer.

The convener of the Scholarly Communication Discussion Group has stepped down. Enimil was uncertain whether a replacement has been selected or if anyone had expressed interest. The discussion group was scheduled to meet as a hybrid meeting during the Annual Conference and Enimil planned to attend.

ACRL's RoadShows have been on hold while the presenters considered how they might structure things moving forward. There is a plan to offer a free webinar in the fall to tease that the RoadShows are back and will be available again in the spring. Two institutions have been granted a free presentation, so they will be making sure that those are scheduled before the regular paid presentations are scheduled.

Ellis offered great appreciation to Enimil for the leadership over the past two years.

5.3 Student Learning and Information Literacy Committee (Melissa Nicole Mallon)

Melissa Mallon, chair of the Student Learning and Information Literacy Committee, provided a pre-recorded video update due to a conflict with the meeting.

Mallon highlighted the committee's public relations team's publication of six "Perspectives on the Framework" columns in *College & Research Libraries News* over the course of the year and thanked *C&RL News* Editor-in-Chief David Free for the assistance.

Webinars related to ACRL's newly published three-volume set, *Instructional Identities and Information Literacy*, are in development.

The committee is working on increasing its engagement with ACRL's other goal area committees. Mallon noted the committee workplan "party" being planned for later in the summer as a great way for committees to share information about their activities with each other, conceived and coordinated by Equity, Diversity and Inclusion Committee chair Je Salvador.

5.4 Equity, Diversity and Inclusion Committee (Je Lee Salvador)

Salvador noted that the workplan session was tentatively set for early August. Salvador was excited about the opportunity and mentioned that a webcast with a number of Board members and committee leaders focused on fully integrating EDI into everything ACRL does had also just taken place.

Earlier in the week, the committee held a webcast about the new EDI goal in ACRL's Plan for Excellence. Attendees were very engaged, with many questions, and a resources page was being prepared to send to the attendees.

An EDI town hall is planned for June 29, with section EDI leaders, those involved in value of academic libraries work, and other ACRL leaders presenting.

Work to sustain and grow ACRL's BIPOC membership drive will continue. A community chat with the BIPOC membership awardees was held in conjunction with the ACRL 2023 conference. Salvador said this kind of communication with the awardees had been very rewarding and hoped to see it continue.

Ellis thanked Salvador for the leadership during the year and lauded the great actions coming out of the committee's work.

5.5 New Roles and Changing Landscapes Committee (Amy Dye-Reeves)

Amy Dye-Reeves, chair of the New Roles and Changing Landscapes Committee, related that it had been a very busy year as she chaired both this and the ACRL Standards Committee. Dye-Reeves thanked ACRL staff liaisons Erin Nevius and David Free for keeping her on track with the work of

the two committees, as well as Rusty Michalak, incoming chair of the New Roles and Changing Landscapes Committee, for his help.

Dye-Reeves highlighted the committee's collaboration with the VAL Committee, as mentioned during VAL's update.

The committee's subgroup on add-on roles and other assignments had just released a survey about job satisfaction and encouraged anyone who had experienced additional or emerging roles being added to their job responsibilities to participate.

A staff retention toolkit had just been released by the EDI pipeline subgroup.

The subgroup focused on inclusive leadership held a webinar in February and was developing a workbook about the topic.

A library space webinar was planned for July and an OER RoadShow is being developed.

Ellis thanked Dye-Reeves for chairing two very busy committees. It was great to see that the work coming out of New Roles and Changing Landscapes was particularly collaborative.

In closing, Salvador wanted to highlight the deep and meaningful collaborations seen between the goal area committees this year. Board members agreed and the Board was encouraged to think about how to sustain this kind of substantive and widespread collaboration. It is especially important that institutional expectations and structures are intentionally cultivated to support it.

6.0 Section Special Events (Carlton/Payne)

ACRL Interim Executive Director Allison Payne summarized the issues and proposal outlined in the document, explaining that current policy allows sections to hold events during conferences at non-conference venues. Due to legal concerns, ACRL staff must manage the contracting, catering orders, and other logistical responsibilities, which can be very time consuming for events with a small number of participants. This proposal would eliminate this as a basic service supported by ACRL staff. While sections can still use their funding to hold events supporting their mission, arrangements would have to be made through ALA's Conference Services as part of the ALA Annual Conference planning process.

Additionally, the proposal would restrict the use of donations for social events, which benefit a small number of people privileged to attend; donations are better directed to more equitable opportunities with greater impact, such as scholarships for professional development and ACRL strategic initiatives.

The Board shared concerns they'd heard from section members about the possible changes and whether the purpose and scope of the proposal was correctly understood. Some were under the impression there was an effort to eliminate or reduce section social events, but when reading the documents, it's clear that the intent is to conserve scarce resources, protecting staff time and fundraising strategically. There was some concern that the rationale about fundraising was problematic, noting that sections with a narrow focus likely draw on different vendors for donations and there was some question about whether those vendors would be interested in supporting ACRL's broader goals.

The lack of social events planned for the upcoming ALA Annual Conference was noted, with a suggestion made that encouraging groups to hold events could be good for ALA's health by drawing attendance to conferences, which ALA has historically relied on heavily for revenue. On the other hand, staff resources, the corporate donor landscape, and conferences have all changed a great deal in recent years and the support for special events should be evaluated to consider whether it should be handled differently than in the past, just as so many other aspects of the association are.

It was clarified that while space for professional development programming at conferences is competitive, ALA is required to provide meeting space for ACRL units. Unofficial no-host dinners or socials at local venues can be held without needing formal planning support.

A town hall with section leadership or other thoughtful communication to clearly explain the proposal and issues would be a good idea, as the feedback the Board has heard from sections members so far seems based on misunderstanding an incomplete discussion of the topic at a recent meeting with a small number of section leaders. The Board decided not to take action on the proposal, deferring further discussion until a future meeting.

7.0 ALA Executive Board Update (Peter Hepburn)

ALA Executive Board Liaison and ALA Treasurer Peter Hepburn was welcomed to the meeting to present an update.

Hepburn noted ACRL's financial health, doing well in the current year and with the largest long-term investment balance of ALA's divisions.

The Operating Agreement working group continues to progress, having just reviewed four possible models for assessing overhead proposed by a consultant. No consensus has been reached and Hepburn encouraged anyone interested to review the possibilities and comment. The models would base overhead on either a unit's revenue, expenses, net revenue, or net revenue on a sliding scale. Different units would see different advantages or disadvantages depending on the model selected.

The working group hopes to build a holistic model that includes overhead, endowments, funding for new initiatives, and other considerations, but it's a challenging process, as models that work well for large divisions may not work for small divisions and roundtables, for example.

Hepburn recognized the significant staff leadership transitions ACRL was experiencing and emphasized his desire as liaison from the ALA Executive Board to best support Payne in her new role as interim executive director and the Board of Directors, commenting that the continued success of ACRL was critical to the success of ALA.

Hepburn reminded everyone to register for the following week's ALA Membership Meeting, whether attending in person or virtually. As the meeting would be hybrid, voting would be done electronically.

Annual Conference attendee registration and exhibitor sales were looking okay and ALA was on track for a financially healthy year.

In response to a question about the source of ACRL's positive budget results for the year to date, Payne detailed some of the sources, including ACRL Content Strategist Erin Nevius' very successful book publishing program and savings in cost of sales and meal functions for the year. The ACRL Conference was also a great success, meeting revenue budgets while keeping expenses significantly below budget.

The Board appreciated Hepburn's affirmation of the value of ACRL to ALA and asked if he could elaborate on the Operating Agreement's possible treatment of the division's net asset balance and fiscal independence. Hepburn stated there is an expectation that there will still be some freedom for units to fund initiatives or to contribute to their endowment when they are financially successful and ALA's overhead costs have been paid. Details were still being developed. Hepburn clarified that no one had proposed using different overhead models for different types of units, that the sliding scale net revenue model the consultant proposed would be most similar to that approach.

The Board thanked Hepburn for sharing the information and for his time.

8.0 Recognition of Outgoing Board Members (Ellis)

Ellis recognized an outgoing Board member for her service on the ACRL Board of Directors.

- Cinthya Ippoliti, ACRL Director-at-Large, 2019-2023

9.0 Open Microphone (Ellis)

There were no requests to address the Board.

10.0 Executive Session

The Board moved to Executive Session to discuss ACRL elections.

11.0 Adjournment (Ellis)

The Board adjourned the meeting.

-Proceedings submitted by David Connolly, Recruitment Ad Sales Manager/Editorial Assistant.



Association of College and Research Libraries
ACRL Board of Directors Meeting II

Saturday, June 24, 2023
Part I: 8:00 AM to 9:30 AM (CT)
Part II: 2:00 PM to 3:30 PM (CT)

Palmer House Hotel, Salon 12, 17 East Monroe Street, Chicago, IL 60603

Board II Proceedings

Present: Erin Ellis, ACRL President; Beth McNeil, ACRL Vice-President; Julie Ann Garrison, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Jessica Brangiel, Walter Butler, Kim Copenhaver, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Carolyn Henderson Allen, Anne Marie Casey, Trevor A. Dawes, Lori Goetsch

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/ACRL Senior Communications Strategist; Rachel Hendrick, CHOICE Interim Editor and Publisher; Erin Nevius, ACRL Content Strategist; Aleah Price, Program Coordinator

12.0 Call to Order & Opening Remarks (Ellis)

ACRL President Erin Ellis called the meeting to order at 8:02 a.m. Ellis welcomed the members of the Board of Directors and guests and reviewed the Board's ground rules.

13.0 Adoption of the Agenda (Ellis)

The Board approved the agenda as presented.

14.0 Board Update Report Out (Ellis)

Ellis shared a summary of the Board's discussions the previous day at their Board Update session.

The Board discussed several ACRL frameworks and standards that are up for review to consider the best next steps for each.

Framework for Information Literacy for Higher Education

The “Framework for Information Literacy” was adopted by the Board in 2016. A previous decision postponed the usual five-year review period by another two years as a number of discipline-specific companion documents were under development and the community was still in the process of adopting the Framework more widely.

The Board decided it was time to begin a formal review of the Framework and instructed the Information Literacy Frameworks and Standards Committee to start the process. There was brief discussion of integrating this committee with the Standards Committee and using a task force structure for the review, but the Board concluded that the Framework was better served by a dedicated committee structure.

Standards for Libraries in Higher Education

The Board would like to see a task force with broad representation appointed to review the “Standards for Libraries in Higher Education.”

Guidelines for Media Resources in Academic Libraries

The Board supported a review of the “Guidelines for Media Resources in Academic Libraries” and suggested there might be some value in connecting with the Core division.

Status of Academic Librarians

A review of the six documents related to the Status of Academic Librarians—the “ACRL Standards for Academic Librarians without Faculty Status;” the “ACRL Standards for Faculty for Academic Librarians;” the “Joint Statement on Faculty Status of College and University Librarians;” the “Standard for the Appointment, Promotion and Tenure of Academic Librarians;” the “Statement on the Certification and Licensing of Academic Librarians;” and the “Statement on the Terminal Professional Degree for Academic Librarians”—should proceed, the Board decided. In that process, the relevant ACRL sections should be involved, including CJCLS where appropriate, and the partner organizations that originally contributed to the development of the statements and standards may be consulted.

The Board discussed the proposal to make all Chapter Speaker Bureau visits virtual-only, which is on the consent agenda for this meeting. The Board would also like to find more opportunities for Chapters Council representatives to meetings of the Board of Directors to share updates on their activities.

The interest group continuance and leadership policy, on the consent agenda for this meeting, was discussed by the Board. The Board noted that there had not been much reporting from interest groups, so it was difficult to know how active each interest group was, but it might make sense to

merge interest groups into discussion groups. Some might also be appropriate to transition into sections. Directors-at-Large Jessica Brangiel and Yasmeen Shorish volunteered to work with the interest group conveners and leaders to address some of the concerns they'd raised.

ACRL Division Councilor Kara Whatley reported that the ALA Council had been discussing guidelines for approving hybrid meetings and the creation of a process to monitor and address deviations from policy. IFLA's selection of Dubai to host its 2024 meeting had also been a hot topic, with overwhelming condemnation of the choice.

15.0 Consent Agenda (Ellis)

Ellis asked if any changes were requested to the Consent Agenda. The Board requested the removal of the following items for further discussion.

- Interest Group Continuance/Leadership Policy
- Threshold Achievement Test for Information Literacy (TATIL) Editorial Board
- Chapters Council Volunteer Requirement Proposed Policy
- Transition Image Resources Interest Group to Image Resources Discussion Group

Motion: Julie Garrison moved that the ACRL Board of Directors approve the Consent Agenda as revised.

Approval of:

- Proficiencies for Assessment in Academic Libraries
- Companion Document to the ACRL Framework for Information Literacy for Higher Education: Instruction for Educators
- Rescinding the 2011 *Information Literacy Standards for Teacher Education*
- LLX23 Proceedings

Action: The ACRL Board of Directors approved the Consent Agenda as revised.

Next steps: During the meeting, the Board did not take action on the proposed Interest Group Continuance/Leadership Policy and expressed interest in further engaging stakeholders. The Board postponed taking action on the Transition Image Resources Interest Group to Image Resources Discussion Group, until action is taken on the proposed Interest Group Continuance/Leadership Policy.

16.0 Member Accommodation/Compensation Task Force (Anne Marie Casey, Trevor A. Dawes)

Member Accommodation/Compensation Task Force co-chairs Anne Marie Casey and Trevor A. Dawes updated the Board on the task force's work and recommendations. The co-chairs recapped the task force's history, noting that it was charged by the Board more than a year prior to review the current practices for recognizing the work of ACRL's member volunteers and consider sustainable options for financial or other substantive recognition of that work that could remove barriers to participation. The task force had some leadership changes midway through its work, but carried on and has prepared this analysis and recommendation for the Board to consider.

The task force recommends developing a process to provide honoraria on a scale relative to the work involved. For example, speaking would be recognized with one amount, developing a workshop another. The discounted registration fee offered to speakers at the ACRL 2023 Conference was a welcome step in this direction, and the task force acknowledges the significant impact that had on the conference budget by providing nearly 1,000 speakers with a \$50 registration discount, totaling nearly \$50,000 in forgone revenue. The task force recommends that similar discounts be offered for future conferences.

Allowing the kind of financial honoraria recommended would require revising four existing ACRL policies. If the practice is adopted, the task force also recommends planning a future assessment, perhaps in five years, to ensure the practice is best meeting the needs of both members and the association.

While the recommendations primarily focused on monetary compensation, other means of recognition were also discussed, such as a badging system or even just encouraging unit chairs to explicitly recognize the work of members on their committees, task forces, and other working groups, as there is a sense that this courtesy has fallen off as a practice in association culture.

The task force acknowledged that some of their recommendations might be limited by broader policy at the ALA level, but they felt this was outside the scope of this task force's work and it was not specifically researched. Interim Executive Director Allison Payne has been analyzing the changes that might be necessary.

The Board thanked the task force for their thoughtful work and practical analysis, including consideration of the impact on the association. Consideration of recognition options other than monetary were also appreciated, as some institution's policies won't allow their employees to accept financial compensation for professional development work. Thoughtful, public thanks and recognition can also go a long way.

The Board discussed the recommendations, noting that sections and interest groups have existing budgets they can tap for compensation. The Board agreed that the conference registration discount had been easy to implement without policy changes and should continue, but budgets will have to be carefully watched to allow for this unrealized potential revenue. The recommendation that members not have to use personal funds for advance payments of ACRL event expenses was also discussed, with the task force noting that one of its members had that experience and had a difficult time getting reimbursed.

Overall, the Board supported all of the recommendations and would like to see them move forward for implementation by January 2024.

Motion: *Yasmeen Shorish moved that the ACRL Board of Directors accept the task force's report and recommendations:*

- 1.0 Revise policies 4.2.1; 6.13.2; 6.25.1; and 9.6.2 and allow ACRL units (committees, sections, President's Program committee, etc.) to offer honoraria to speakers regardless of the speakers' ALA/ACRL membership status or job.*

Honoraria may be provided on a scale that is appropriate to the scope and type of work performed and that is permissible within the budget of the ACRL unit, the ALA/ACRL budget, and in consultation with the ACRL staff liaison. Examples of work include but are not limited to speaking (virtually or in-person), leading a workshop, or presenting at a conference. This is not an exhaustive list; it is merely meant to illustrate different engagement types.

- 2.0 ACRL should continue providing discounted registration for all speakers at future ACRL biennial conferences.*
- 3.0 Develop guidelines for non-monetary recognition that may be offered as an alternative to honoraria. These may include reduced or free registration for ACRL events, certificates, or badges.*
- 4.0 ACRL members should not be required to use personal funds for advance payments of ACRL event expenses.*
- 5.0 CoP members/program organizers should recognize each speaker/presenter/contributor with a letter of thanks after the event in which they participated.*
- 6.0 Assuming some or all of these recommendations are accepted, communicate the changes widely within the association so members are aware of the changes.*
- 7.0 Conduct an assessment of the implementation of these updates within five years to determine if modifications are necessary.*

Action: *The ACRL Board of Directors accepted the task force's report and recommendations.*

17.0 Awards Process Implementation Task Force (Lori Goetsch)

Awards Process Implementation Task Force co-chair Lori Goetsch provided an interim report on the task force's work to date and asked the Board for feedback about the recommendations the task force was considering.

The task force met twice in the spring. Goetsch would like to recognize the valuable background provided by former ACRL staff member Chase Ollis that informed the task force's work, including inconsistencies in funding for different awards, the impact of vendor mergers on the number of potential sources for sponsorship, and the administrative time and costs required of ACRL staff to support the awards.

The chair of the task force that preceded this one, Merinda Kaye Hensley, had pointed out other issues, including inconsistency in the administration of awards across ACRL's sections, pitfalls for bias in selection processes, and conflicts of interest of members of selection committees. That task force suggested looking at possibilities for award recognition other than monetary prizes and the need for some central coordination of all of ACRL's various awards.

Recommendations the Awards Process Implementation Task Force was considering suggesting to the Board included moving away from cash awards where possible, emphasizing inequities in award amounts and the significant administrative processes the financial aspect of awards required as reasons to do so. The task force recognized, however, that some awards had dedicated endowments restricted by donor agreements that may not be possible to alter.

The task force was also considering a recommendation for the establishment of a division-level awards coordination committee that would develop selection rubrics, collect demographic data, and have a "champion" committee member who would ensure that EDI values were embedded in all award processes. The task force specifically noted that it would not endorse having a single selection committee for all awards, which would be strongly disfavored by sections, among other reasons.

Finally, the task force was developing a recommendation that would define best practices for EDI, based on the "Strategies for Equity" document prepared by the Achievement Awards Working Group. These recommended practices would help to align EDI values across all awards and provide unbiased selection criteria suggestions.

The Board offered feedback about several aspects of the potential recommendations, including the possibility of EDI training for award committees each year to ensure that all members were invested in contributing an EDI focus to the work rather than having a "champion" be responsible for it. There were also questions about what the earned income from award endowments was used for, which includes some coverage of shipping costs, administrative costs, and the cash awards.

Suggestions were made that the task force provide more information about what will happen with award endowment income if cash awards are eliminated and that a liaison system to sections be explicitly outlined in the final recommendations.

The Board looks forward to the task force's final report, due in January 2024, and thanked the task force for its work.

18.0 ACRL Officer Reports

The Board was referred to the written reports from the officers that were included with the meeting's documents. Highlights shared included the very successful ACRL 2023 Conference, both programmatically and financially, with nearly 4,000 attendees; ACRL's publication of an impressive 15 new books during the year, and an update that plans were underway to fill staff vacancies. Special appreciation was shared for the numerous ACRL staff people currently taking on additional responsibilities to fill the gaps.

19.0 ACRL & Choice Budget & Finance (Mocnik/Payne)

Budget & Finance Committee Chair Joe Mocnik shared that the ALA financial reports presented during the Annual Conference had been very positive, with a particular focus on liquidity and improving the association's financial position. For the near future, ALA will be focusing on growing membership and its influence, especially with the current intellectual freedom and book banning issues prominent across the country.

ALA's endowment trustees reported that the endowment had outperformed the overall market the past few years and that they had a special focus on ensuring that the endowment was in ethical investments.

Payne shared that ACRL's budget for FY24 had revenues at \$2.3 million and expenses of \$2.7 million. As it will be a non-conference year for ACRL, a deficit is expected. While the Operating Agreement is still in effect, units were being required to transfer some funds from their long-term investments, which was unprecedented. It's believed that it was a one-time move by ALA to enhance the association's liquidity. A virtual meeting later in the year may be necessary to discuss and take action on the final budget.

The Board asked about tracking of its \$150,000 commitment to support EDI efforts and Payne pointed out a section in the documents that described some of the specifics, and that a fuller analysis was desired for the future.

The Board also questioned whether ALA's financial health was sustainable or if it was only temporarily enhanced by moves like the required LTI transfers from divisions. It wasn't clear, although it was pointed out that year-over-year financial results would certainly look better compared to the recent years impacted so greatly by the pandemic.

Rachel Hendrick, CHOICE Interim Editor and Publisher, reported that the 3rd quarter of FY23 had begun with a small deficit due to poor performance of sponsored webinars and print advertising. Choice 360 was doing very well, with the LibTech Insights vertical boosting advertising and engagement on that site. She noted that ALA had adjusted the way they report subscriptions, which should be much more accurate moving forward. Licensing revenue was also down slightly due to some delays in posting, but it was expected to ultimately meet its budget. Choice's expenses were being trimmed where possible. The unit was expected to come in about as budgeted for the year overall.

In FY24, Choice anticipates stabilization of advertising revenues, with the rollout of some new advertising products, an increase in digital subscriptions, continued decline of print subscriptions, although less so than in recent years, and flat licensing revenue. FY24 will be the first Choice budget with a surplus in years.

Savings were being realized on information technology expenses, as Choice's services were integrated with ALA's. A staff person would be retiring in the fall and Hendrick will be working with Payne to reimagine the position to best meet needs moving forward.

Hendrick addressed the requested Board action to cease production of Choice's Reviews on Cards (RoC) product. RoC was an add-on product for other Choice subscriptions, not a standalone product. Produced since 1968, RoC sales had been falling, a trend drastically accelerated by the pandemic and away from the circulation of print collection development resources at academic institutions.

If the Board approves the request to cease production of RoC in February 2024, a small amount of money would be lost, but that timing would allow final fulfillment of most existing subscriptions and require the least refunds.

At the suggestion of the Board, Hendrick will look into possible outreach to those institutions still using RoC to suggest alternative workflows they can use with their primary subscription. She will also investigate whether it might be possible to offer those with remaining subscriptions to RoC a credit toward other products rather than a refund.

Hendrick noted that the Choice Editorial Board and the ACRL Budget & Finance Committee had both reviewed and approved the proposal.

Motion: *That the ACRL Board of Directors approves the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and issues refunds to subscribers for remaining issues (about \$911).*

Action: *The ACRL Board of Directors approved the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and the issuance of refunds to subscribers for remaining issues (about \$911).*

20.0 Section Special Events Part II (Payne)

Due to time constraints, this item was postponed to a future meeting.

21.0 New Business (Ellis)

Payne reported that the ALA Executive Board had sent a letter to IFLA sharing its concern and objections about the selection of Dubai to host its 2024 meeting. The Board would like to encourage ALA to include the many concerns beyond LGBT rights and safety, possibly even encouraging ACRL's liaisons to IFLA sections to commit to not attending.

22.0 Passing of the gavel (Ellis/McNeil)

As incoming ACRL president Beth McNeil would have to miss the end of the meeting, Ellis passed the gavel to McNeil and welcomed her to her presidential year.

23.0 Recess (Ellis)

Ellis recessed the meeting until 2:00 p.m.

24.0 Call to order (Ellis)

Ellis called the meeting back to order at 2:00 p.m.

25.0 ALA Operating Agreement Work Group (Carolyn Allen)

ACRL's representative to the ALA Operating Agreement Work Group, former ACRL Budget & Finance Committee chair Carolyn Allen, updated the Board on the group's progress. The work was moving slowly, which was to be expected given the scope involved. While members of the group are wary of extending the timeline, it may prove necessary due to the complexity of some of the unresolved issues.

The overhead contributed by units to the ALA general fund is now referred to by a new term: indirect cost recovery (ICR). The policies and structure for ICR in the updated Operating Agreement have not yet been resolved, with several models under consideration, including one introduced at the group's May meeting that would use a sliding scale based on the annual net revenue of a unit, with five brackets ranging from zero ICR from a unit with a net loss to assessment of an ICR of 89% on net

revenue greater than \$500,000.

Allen referred the Board to documents previously shared with them that attempted to provide scenarios showing the impact for each of the possible models on different units. She was concerned that the examples used the most recent years, which were deeply affected by the pandemic and recovery, rather than going further back to build examples based on years showing more “normal” bottom lines.

There is some concern that the proposed structures appear advantageous to ALA’s general fund and detrimental to divisions, particularly the large divisions. Greater clarity is desired to explain how ALA’s current overhead rate of 26.5% was arrived at under the current structure. While uniformity across all units could be desirable, some consideration of the actual amount of overhead support different activities require; for example, perhaps the ICR for a virtual conference should be less than that for an in-person conference. There have also been some proposals to eliminate or restructure divisions that consistently have a net loss into a different type of unit requiring less administrative and staff support from ALA.

Allen shared her opinion that the working group had arrived at some sound principles, but that there had not been in-depth discussions about each of the more difficult issues and that the group was struggling to make decisions about details.

The Board thanked Allen for her efforts to keep the Board informed and inquired about the source of the proposed models. A consultant was hired by ALA to help develop the four overhead scenarios. Allen thinks the consultant worked from models they were familiar with from work with other organizations and may be trying to adapt them to ALA without a full understanding of ALA’s structure.

Allen would like to see the working group extended through December 2023 to have something ready to present at the January 2024 governance meetings, rather than meet the current plan of finishing by September in order to present recommendations at the fall governance meetings. The Board supported this and Ellis will send an email supporting an extension to the appropriate parties. Allen closed with appreciation for the recent additions of ACRL Interim Executive Director Allison Payne and CHOICE Interim Editor and Publisher Rachel Hendricks to the working group, as they bring with them deep knowledge about the annual budgeting process.

26.0 Potential Bylaws Task Force (Ellis)

Due to a number of developments in recent years, including changes to ALA’s bylaws, issues raised by the ACRL Nominations and Policies Audit Task Force, and the association’s experience needing a special election to fill a vacancy, Ellis proposed the establishment a working group to review ACRL’s bylaws and policies and recommend revisions necessary to align them with ALA and clarify and improve ACRL’s policies for appointments and elections. Ideally, any proposed revisions to the bylaws would be ready to present to the membership for a vote on the 2024 ballot.

The sense of the Board was that a working group could act more quickly than a formal task force. Ellis, Payne, and Directors-at-Large Jessica Brangiel and Rebecca Miller Waltz volunteered for the working group. If the group wished to propose changes to the bylaws, the final recommendations would be needed by February 2024. If the changes were substantial, the Board suggested that a town hall to inform and seek feedback from ACRL members would be a good idea.

27.0 Board Effectiveness (Ellis)

The Board reflected on several topics in the interest of continuous improvement and ensuring the greatest possible effectiveness of the ACRL Board of Directors.

Future of In-Person Meetings

In-person meetings have been returning to a normal part of the Board's schedule as the pandemic has waned. Reflection on what has been learned from the experience of the previous few years and discussion of expectations for Board members in the future is warranted. With hybrid meetings still difficult and expensive to support logistically and satisfactory involvement of virtual meeting attendees remaining elusive despite the best efforts of all involved, there is a strong preference for a mix of fully in-person and fully virtual meetings.

The Board agreed that its Annual Conference meetings should be in-person, and perhaps the Strategic Planning and Orientation Session (SPOS), as well. The Board discussed the appropriate standard to which Board members should be held for attendance and agreed that every effort should be made to attend all meetings, barring emergencies. These expectations should be clearly communicated to candidates for office.

The possibility of subsidization for travel costs to attend in-person meetings was raised, with some discussion about whether it would be possible to offer needs-based support or to fully cover the expenses for the Board's members. It was noted that the expenses for the additional hotel night needed for SPOS were covered, if needed, but that the other travel costs to attend this Annual Conference were each member's responsibility.

A Board member shared the opinion that the effectiveness of SPOS had been negatively impacted in recent years by not having as much intensive in-person work, especially with the inclusion of the goal-area committee chairs. The participation of some virtual attendees at this conference's SPOS had worked fairly well, however, since the hybrid meeting had been held at ALA's offices with conference rooms specifically designed to support hybrid meetings.

Board Mentoring

Board members had suggested that in addition to the formal orientation they receive, it would be valuable for new members to have some formal mentoring. It was suggested that first-year Board members could be paired with a willing continuing Board member to review agenda items, check

in with each other regularly, and share the background of conversations that were already in progress.

Other Board effectiveness topics were also raised, including support for scheduling future Board meetings further in advance and sharing save-the-date schedules with Board members, as had been a practice in the past. There was also an emphasis on remaining highly conscious of transparency and good communication of the Board's actions and discussions with the membership.

Je Salvador's effort to connect unit leaders as they developed their workplans for the next year was highlighted as a very effective practice that should be institutionalized. This year's timeline of having a SPOS with goal-area committee chairs included, then the Board's Annual Conference meetings, then that meeting of unit leaders developing their workplans seemed like a good way to ensure communication of the Board's current thinking on strategic issues to the individual committees and other units in the association.

Open Microphone Policy

Ellis proposed relaxing the specificity of the ACRL policy for an open microphone period at Board meetings to allow the 15 minute period to be placed on the agenda wherever it made the most sense for that particular meeting.

The updated policy would be:

All meetings of the Board are open except when discussions affecting the privacy of individuals, institutions, or the association are held. Seats are provided for observers at open meetings. *An open microphone is set aside during the first Board meeting. ~~The final fifteen minutes of the first Board meeting is set aside for an "open microphone" session when any ACRL member may address the Board.~~*

Motion: *That the ACRL Board of Directors approve the removal of the policy dictating that open microphone needs to be held during the final fifteen minutes of the first Board meeting and that the timing will be up to the current Board.*

Action: *The ACRL Board of Directors approved the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and the issuance of refunds to subscribers for remaining issues (about \$911).*

A Board member ended the effectiveness discussion with a suggestion that previous discussions about the communication of the ACRL president, vice-president, and past-president with the Board be recorded in the Board's LibGuide.

28.0 Recognition of Outgoing Board Members

Ellis recognized outgoing Board members for their service on the ACRL Board of Directors.

- Kim Copenhaver, ACRL Director-at-Large, 2019-2023
- Julie Ann Garrison, ACRL Past-President, 2020-2023

29.0 New Business (Ellis)

No new business was raised, but the Board returned to the items removed from the consent agenda in the meeting's first session.

Threshold Achievement Test for Information Literacy (TATIL) Editorial Board

ACRL acquired TATIL in March 2023, and staff is now proposing the creation of an editorial board similar to those established for similar ACRL products and publications to provide member guidance for TATIL's future development.

The Board considered the necessity of a formal group at this early stage of the product's integration with ACRL and whether an existing group might be able to take on any immediate work, but concluded that it did make sense. The Board did feel that it was unnecessary to require members of the editorial board to be active users, as proposed, and that instead it would be sufficient to expect them to at least be familiar with the product.

Motion: *That the ACRL Board of Directors approves the creation of the Threshold Achievement Test for Information Literacy (TATIL) Editorial Board with the following charge, tasks, and membership:*

Name: *Threshold Achievement Test for Information Literacy (TATIL) Editorial Board*

Charge: *The editorial board is charged to serve in an advisory capacity to ACRL staff regarding Threshold Achievement Test for Information Literacy (TATIL) resources, content, and investments.*

Specific Tasks:

- *Review the TATIL test questions on an annual basis*
 - *Significant updates will be needed when the Framework for Information Literacy for Higher Education is updated on 5-year intervals.*
 - *Consult with other ACRL Committees, specifically Student Learning and Information Literacy and Value of Academic Libraries Committee, as needed.*
- *Review feedback from TATIL users in order to:*
 - *Advise on creation and revision of resources.*
 - *Advise on development of new online or in-person training materials.*
 - *Advise on investment and prioritization of improvements and new features in the tool.*

Membership:*Specific Requirements of Membership Composition:*

- 1 chair, typically the previous year's vice-chair
- 1 vice-chair who serves a one-year term as vice chair and one year term as chair
- 6-8 members, in addition to chair and ex officio members, with appointments staggered to provide continuity.
- Members should ideally represent the main institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries)
- Two-year terms for members
- Members to serve no more than two consecutive terms, except for the chair, who may serve up to two terms after assuming the chair but no more than a total of six years on the board. The chair is appointed from among regular members of the board by the Publications Coordinating Committee.
- All members should:
 - Be active users of TATIL to ensure they are familiar with the intent and functionality of the system
 - Have broad knowledge of assessment and information literacy
- Editorial Board criteria is detailed in the ACRL Guide to Policies and Procedures.
- Additional appointments at the discretion of the Publications Coordinating Committee

Action: The ACRL Board of Directors approved the creation of the Threshold Achievement Test for Information Literacy (TATIL) Editorial Board with the following charge, tasks, and membership, as amended:

Name: Threshold Achievement Test for Information Literacy (TATIL) Editorial Board

Charge: The editorial board is charged to serve in an advisory capacity to ACRL staff regarding Threshold Achievement Test for Information Literacy (TATIL) resources, content, and investments.

Specific Tasks:

- Review the TATIL test questions on an annual basis
 - Significant updates will be needed when the Framework for Information Literacy for Higher Education is updated on 5-year intervals.

- *Consult with other ACRL Committees, specifically Student Learning and Information Literacy and Value of Academic Libraries Committee, as needed.*
- *Review feedback from TATIL users in order to:*
 - *Advise on creation and revision of resources.*
 - *Advise on development of new online or in-person training materials.*
 - *Advise on investment and prioritization of improvements and new features in the tool.*

Membership:

Specific Requirements of Membership Composition:

- *1 chair, typically the previous year's vice-chair*
- *1 vice-chair who serves a one-year term as vice chair and one year term as chair*
- *6-8 members, in addition to chair and ex officio members, with appointments staggered to provide continuity.*
- *Members should ideally represent the main institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries)*
- *Two-year terms for members*
- *Members to serve no more than two consecutive terms, except for the chair, who may serve up to two terms after assuming the chair but no more than a total of six years on the board. The chair is appointed from among regular members of the board by the Publications Coordinating Committee.*
- *Members should include those who are:*
 - *Familiar with TATIL to ensure they are familiar with the intent and functionality of the system*
 - *Have broad knowledge of assessment and information literacy*
- *Editorial Board criteria is detailed in the ACRL Guide to Policies and Procedures.*
- *Additional appointments at the discretion of the Publications Coordinating Committee*

Chapters Council Volunteer Requirement Proposed Policy

The recommended action, from Chapters Council Past-Chair Dawn Behrend, would change the policy for the membership of the Chapters Council to allow any member of both ACRL and the state chapter to be considered to represent that chapter, rather than a member of that chapter's executive board.

Current policy states that the representatives to the Chapters Council will be the president (or chair) and vice-president (or vice-chair) of the chapter or a delegate who is a member of the executive board of the chapter. The Board thinks that chapters may be under the impression that only an elected officer can represent the chapter and do not realize they have the option of appointing someone willing to serve to represent the chapter and then adding them to the executive board of the chapter. But the Board does think it is important that a formal connection to the chapter's executive board is key to having an informed membership making up the Chapters Council.

The Board concluded that, prior to taking action, there should first be a conversation with Chapters Council leadership to clarify the intention of the request and understand the issues they are trying to address. As incoming ACRL president, Beth McNeil will be the Board liaison with the Chapters Council and will follow up with them.

30.0 Executive Session (Ellis)

The Board moved to Executive Session to further discuss ACRL elections processes.

31.0 Adjournment (Ellis)

The Board adjourned their meeting.

-Proceedings submitted by David Connolly, Recruitment Ad Sales Manager/Editorial Assistant.



Association of College and Research Libraries (ACRL)

Fall Board Virtual Meeting

Tuesday, October 24, 2023

1:00–3:00 p.m. Central

Draft Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Elizabeth Brown, Ryan Buller, Tom Caswell, Lori Goetsch, Sarah Horowitz, Nathaniel King, John Lehner, Brian Lim, Rusty Michalak

Staff: Lauren Carlton, ACRL Program Officer; Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Aleah Price, ACRL Program Coordinator; Elois Sharpe, ACRL Program Officer

1.0 Call to order (Ellis)

As ACRL President Beth McNeil was delayed, ACRL Past president Erin Ellis called the meeting to order at 1:02 p.m.

2.0 Opening remarks/items for New Business (Ellis)

Ellis stated that there is a vacancy on the ACRL Board of Directors due to the resignation of Toni Anaya, whose end date was originally June 30, 2024. McNeil will be working on replacements for Anaya's Board liaison duties.

3.0 Adoption of the agenda (McNeil)

The ACRL Board of Directors approved the agenda as presented.

4.0 Awards Process Implementation Task Force (Lori Goetsch, John A. Lehner) #4.0

ACRL Awards Process Implementation Task Force Co-Chairs Lori Goetsch and John A. Lehner were welcomed to the meeting. There were recommendations for changes to the awards program, including the establishment of an Awards Coordinating Committee and the end of cash gifts. The Co-Chairs also discussed funding awards, with Lehner suggesting that the Board might want to consult legal counsel regarding the continuation of cash gifts from endowed awards. It was suggested that awards' LTIs could be used to fund administrative costs if cash gifts were to end. The Board agreed to consider these recommendations and take action in the future.

The Board discussed the workings of the group, focusing on the proposed new committee and the integration of awards and scholarships across ALA. The Board raised concerns about the frequency of process changes, keeping the work close to the sections, and the possibility of awards being on pause for another year. The Board also discussed the balance between the sections owning their awards processes and the need for consistency and equity across these processes. The Co-Chairs clarified that the proposed Awards Committee is a coordinating committee, not to take over the selection process, but to ensure consistency and equity. Lehner added that the authority to make selection decisions should remain with the units making the awards.

The co-chairs shared their intent is to gather stakeholder input on draft recommendations in November and considered directly reaching out to section chairs and Awards committees for input. Towards the end, there was a discussion about the pause expected during the year when sections review their time.

It was shared that it is expected that ALA will be forming a cross-unit committee to discuss the integration of awards and scholarships across ALA. There was a concern about the representation in this committee.

5.0 ALA Operating Agreement Implementation Task Force (Payne)

ACRL Interim Executive Director Allison Payne provided an update on the Operating Agreement, mentioning that the task force had been dissolved and that final recommendations would be brought to the ALA Executive Board in October 2024. The discussion also highlighted the need for closer collaboration between staff and member leaders.

6.0 Consent Agenda (McNeil)

Motion: *ACRL Director-at-large Jessica Brangiel moved that the ACRL Board of Directors approves the Consent Agenda as presented.*

Action: *The ACRL Board of Directors approved the Consent Agenda as presented.*

- *Confirmation of virtual votes Annual 2023 to Fall 2023 #2.0*
 - *FY24 Budgets for ACRL & Choice*
- *Proficiencies for Assessment in Academic Libraries #2.1, #2.1a, #2.1b*
- *Competencies for Academic Library Outreach Work #2.2, #2.2a, #2.2b*
- *Hip Hop Librarian Consortium Discussion Group Dissolution #2.3*

7.0 Framework/Standards Review (Anantachai) #3.0, #3.1

Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist David Free outlined the process for reviewing standards, guidelines and frameworks. The Board discussed the timeline and method of selecting participants for the review. It was agreed that the Framework for Information Literacy for Higher Education might be ready for Board review at the 2025 ALA Annual Conference.

The Board asked if Core should be involved in the review of the ACRL Guidelines for Media Resources in Academic Libraries.

The ACRL Status of Academic Librarians documents were next discussed and which committee would be reviewing which documents. It was agreed that the document assignments should be up to the representatives from the New Roles and Changing Landscapes Committee and Value of Academic Libraries Committee. It was also recommended that these documents be reviewed by the ACRL Board at the 2025 ALA Annual Conference.

8.0 Chapters Composition (McNeil) #5.0, #5.1

The Board discussed a proposal regarding ACRL Chapters Council officer requirements. This request was first discussed at the 2023 ALA Annual Conference and was postponed, as the Board had additional questions to better understand the preferences of Chapters Council members. The Board reviewed the responses from Chapters Council and agreed to allow flexibility in the number of representatives up to two, and not requiring them to serve on their state Chapter's Board.

Motion: *ACRL Division Councilor Kara Whatley moved that the ACRL Board of Directors approves to no longer require Chapter Council Officers to be required to also serve on their state Chapter's Board and that Chapters Council shall consist of the president (chair) and/or vice-president (vice-chair) of each ACRL chapter or a delegate who is a member of the executive board of the chapter.*

Action: *The ACRL Board of Directors approved to no longer require Chapter Council Officers to be required to also serve on their state Chapter's Board and that Chapters Council shall consist*

of the president (chair) and/or vice-president (vice-chair) of each ACRL chapter or a delegate who is a member of the executive board of the chapter.

9.0 Section Special Events (Miller Waltz/Whatley) #10.0

The Board discussed the proposed section special events policy, which would disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024. There were questions on how awards' dinners would apply if the policy were approved, and it was recommended to loop in the ACRL Awards Process Implementation Task Force. The Board asked if sections would still be able to submit fundraising plans, and it was clarified that they would still be able to submit fundraising plans. The Board discussed if professional development events needed defined in ACRL policy, and it was agreed that no definition was needed at this time. It was stated that sections are interested in in-person engagement at ALA Annual Conferences, and staff can look into this for the upcoming 2024 ALA Annual Conference. Another recommendation included support for smaller, regional gatherings. The discussion also highlighted the importance of member engagement and the need to balance it with the workload of ACRL staff and the equity in experiences across sections. The Board agreed to further discuss the following recommendations either asynchronously or at a future meeting:

1. Scale up Dinner with Colleagues events. The spaces book up really quickly, and at the current level they don't really fulfill the need/demand.
2. Consider a big social event for ACRL members at ALA Annual Conference.
3. Consider informal member engagement activities.
4. Consider regional gatherings outside of conferences for sections, perhaps with Chapters.

Motion: *ACRL Division Council Kara Whatley moved that the ACRL Board of Directors approves updates to the ACRL Guide to Policies and Procedures per Doc 10.1 to disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024.*

Action: *The ACRL Board of Directors approved updates to the ACRL Guide to Policies and Procedures per Doc 10.1 to disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024.*

10.0 Member Engagement & Group Reporting (McNeil/Payne) #6.0, #6.1, #7.0

The Board began a discussion about member engagement and group reporting, focusing on documents 6.0 and 6.1, and the proposed interest group discussion group continuation policy from the 2023 ALA Annual Conference. The Board expressed concerns about the ambiguity of expectations for groups and the level of reporting required. It was suggested that discussion

groups should be more fluid and less bogged down by paperwork. The Board proposed the idea of moving all interest groups to discussion groups to simplify things for members and potentially boost engagement. The Board expressed concerns about losing the pathway to becoming a section.

The Board asked about the process of forming a section. The Board asked when the last review was conducted on the structure of interest groups and discussion groups, suggesting that a review might be helpful to understand current needs and potential changes to membership group structures. The possibility of changing the names of groups and creating a new type of group was suggested. The idea of collapsing interest groups and discussion groups into a new type of community of practice with fewer reporting requirements and a path to section status if desired was also suggested. The Board raised concerns about over-processing and suggested that simplifying processes and reporting could help keep members engaged. The group agreed to continue the discussion without taking action.

11.0 In-person/Virtual Meetings for ACRL Units (Whatley)

ACRL Division Councilor Kara Whatley initiated a discussion about the declining attendance of science librarians at ALA Annual Conferences and its impact on ACRL and section membership value. She highlighted that the shift to online events, while convenient, has seemingly decreased the appeal for some members. The Board agreed and expressed similar concerns from their Board liaison groups. They also noted the financial losses at the conference and the need for a more diverse range of content that caters to different librarians' needs. Whatley expressed her concern that science librarians are increasingly turning to other groups for professional development and networking, which might be detrimental to ACRL.

Planning for the upcoming ACRL Conference was discussed, and concerns were raised about a potential for a lack of subject-specific programming. There was a suggestion to contact the conference planning committee to address this issue. The idea of a Board letter was brought up to express these concerns more formally.

Next steps: A Section Participation Board Working Group was formed to include Kara Whatley, Erin Ellis, and Margot Conahan. The Working Group will survey section leaders to better understand how to engage section members at conferences.

12.0 FY23 Q4 Report

12.1 ACRL FY23 Q4 (Mocnik/Payne) #8.0, #8.1

The Board next discussed ACRL's FY23 fourth-quarter report, with ACRL Budget and Finance Chair Joe Mocnik highlighting the hope for a return to normalcy and ACRL Interim Executive Director Allison Payne sharing that the 2023 ACRL Conference was a financial and programmatic success.

12.2 Choice FY23 Q4 (Hendrick) #9.0

Choice Editor and Publisher Rachel Hendrick presented Choice's FY23 Q1 report, revealing a shortfall of \$170,000, largely due to decreased revenues in the webinar program. However, she noted that the second close was looking much better. The Board asked about the potential impact of the Executive Board's recommendation to bring all e-learning under APA. Hendrick clarified that Choice webinars are sponsored, not e-learning, and thus not affected by the recommendation. ACRL Interim Executive Director Allison Payne added that the recommendation had been discussed with division directors and the CFO and would be presented to the Board for action if necessary.

13.0 ACRL Bylaws Working Group (Ellis)

ACRL Past President Erin Ellis then discussed revisions to some areas of the ACRL Bylaws, specifically related to the Budget Finance Committee chair term length, voting, and special elections. The Working Group will be recommending ACRL Bylaws revisions for a vote by ACRL membership on the 2024 ballot.

14.0 Officer Reports (McNeil, Lo, Ellis, Whatley, Payne) #1.0, #1.1, #1.2, #1.3, #1.4

ACRL Division Councilor Kara Whatley shared that ALA Council is working on a survey of LGBTQIA library workers. Core is developing a statement on metadata rights, and may look to see if other divisions would be interested in co-signing.

15.0 Adjourn (McNeil)

The meeting was adjourned at 2:59 p.m.

- Proceedings created by Zoom AI; edited by ACRL Interim Executive Director Allison Payne.



Association of College and Research Libraries
Board of Directors Virtual Meeting I

January 26, 2024
1:00–3:00 PM CST

Draft Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Tom Caswell, Monika Chavez, Lori Goetsch, Sam Helmick, Amanda Nichols Hess, Ashlynn Kogut, John Lehner, Jack Hang-tat Leong, Leslie Madden, Ray Pun

Staff: Lauren Carlton, ACRL Program Officer; Margot Conahan, ACRL Manager of Professional Development; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Elois Sharpe, ACRL Program Officer

1.0 Call to order (McNeil)

ACRL President Beth McNeil called the meeting to order at 1:00 pm central.

2.0 Adoption of the Agenda (McNeil)

Motion: ACRL Budget and Finance Chair Joe Mocnik moved that the ACRL Board of Directors approves the agenda as presented.

Action: The ACRL Board of Directors approved the agenda as presented.

3.0 Welcome & Report Out (McNeil)

McNeil reported on two goal-area committee updates that were given during the January 12, 2024 ACRL Virtual Board Update Meeting.

During the January 12 meeting, the ACRL New Roles and Changing Landscapes Committee (NRCL) update was given by Chair Russell S. Michalak and Vice-Chair Timothy J. Bottorff. It was shared that the committee is reviewing “New and Emerging Roles” survey results and is working on an article for publication. NRCL is also working on a DEI: inclusive leadership book project, which is expected to publish with ACRL in 2025. NRCL is collaborating with the ACRL Value of Academic Libraries Committee (VAL) on reviewing the Status of Academic Libraries Documents. The NRCL EDI Pipeline Working Group is working on a project that focuses on library workers with disabilities. The NRCL Library Spaces Working Group is developing a Welcoming Spaces LibGuide or other resource.

The ACRL Equity, Diversity and Inclusion Committee’s update was given by Chair Silvia Si Wing Vong. During the January 12 meeting, the committee shared that it has submitted a request to the ACRL Board/B&F for continuing the BIPOC membership initiative. Work is underway with NRCL on a panel on the topic of librarians with disabilities. The committee is exploring potential collaborative online tools to track EDI projects. It was reported that the EDI Committee is working with the ACRL Student Learning and Information Literacy Committee (SLILC) on a collaborative article on the impact of state laws on information literacy and teaching.

4.0 Goal-area committee updates (McNeil, Jack Hang-tat Leong, Monika Chavez) #3.0, #5.0, #7.0

ACRL Research and Scholarly Environment Committee (ReSEC) Chair Jack Hang-tat Leong began his update by highlighting the [C&RL topical issue: Open and Equitable Scholarly Communications](#) and the C&RL News scholarly communication column. The [ACRL/SPARC Forum: Editorial Board Resignations to Align Journals with Community over Commercialization](#) was held in October 2023 and was well attended. The [ACRL Scholarly Communication RoadShow: From Understanding to Engagement](#) will be offered in-person at a west coast institution later this year. Leong concluded that [Open Access Week](#) in October 2023 was a good opportunity to highlight ACRL’s scholarly communications resources.

ACRL Value of Academic Libraries Committee (VAL) Chair Monika Chavez began her report by sharing the committee is structured with four subcommittees and three workgroups. The Changing Landscapes Subcommittee is collaborating with NRCL to provide trend talks, and the next talk is planned for April 2024. The Communications Subcommittee is working on the overall message that should be shared with the library profession on the role and work of VAL. The EDI and SJ Subcommittee continues work on the [VAL Spotlight Series](#). The Learning Analytics/Privacy Subcommittee plans to refine the [Learning Analytics Toolkit](#), but this subcommittee is currently on pause. VAL is working on the revision of the Standards for Librarians in Higher Education, and plans to consider how to complete the update to include institutions that cannot participate in EDI work per state laws.

The Board advised that VAL should connect with the ACRL EDI Committee to learn more about the EDI Committee's potential EDI tracking project on state laws.

5.0 Consent Agenda Full Board (McNeil) #2.0, #2.1, #2.2, #2.3, #2.4

The Board removed the following items from the consent agenda for discussion later in the agenda:

- Extension National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force #2.2
- Dissolution Research and Assessment Metrics Discussion Group #2.3

Motion: ACRL Division Council Kara Whatley moved that the ACRL Board of Directors approves the consent agenda as amended.

Confirmation of Virtual Votes #2.0

- ACRL Bylaws Revisions and Addition
- FY25 assumptions for ACRL & Choice

Approval of:

- Establish Training & Equity in Library Work Division-level Discussion Group #2.1
- Creation of Library EDI Committees Discussion Group #2.4

Action: The ACRL Board of Directors approved the consent agenda as amended.

Confirmation of Virtual Votes #2.0

- ACRL Bylaws Revisions and Addition
- FY25 assumptions for ACRL & Choice

Approval of:

- Establish Training & Equity in Library Work Division-level Discussion Group #2.1
- Creation of Library EDI Committees Discussion Group #2.4

6.0 Board Nominations Processes & Transparency (Lo) #18.0

ACRL Vice-President Leo Lo led the conversation on Board nominations processes and transparency. The discussion primarily revolved around the challenges and potential solutions for increasing participation in board positions. The Board discussed the nomination process, with suggestions made to streamline it, make the position less intimidating, and broaden the search for candidates. It was recommended that the ACRL Nominations and Policies Audit Task Force report and recommendations from February 2023 be revisited. Another recommendation was for current Board members to reach out to potential nominees to help demystify the process. There were concerns about the significant time commitment and costs associated with the role. The Board raised concerns about the lengthy calendaring process. The Board highlighted the importance of proactive outreach and providing a concise summary of expectations. The Board acknowledged the need to address perceived barriers based on demographics and to

make the process more intentionally inclusive. Lo recommended that the Board share the call for nominations with their networks.

Next steps: Staff and the Board will revisit ACRL Nominations and Policies Audit Task Force report and recommendations from February 2023. The recommendation to include conversations with current Board members and potential nominees will be considered for the next cycle.

7.0 Communities of Practice (McNeil) #16.0, #16.1

The Board discussed establishing a new task force to review ACRL Communities of Practice and expressed concerns about the proposed timeline. If needed, the timeline could be revisited by the Board. The group also discussed election challenges, such as unopposed slates, and potential solutions. The Board agreed that the section elections portion of the task force should be removed.

Motion: ACRL Past President Erin Ellis moved that the ACRL Board of Directors approves the establishment of the ACRL Communities of Practice Review Task Force, with the amendment to remove section election processes review from the charge.

Action: ACRL Board of Directors approved the establishment of the ACRL Communities of Practice Review Task Force, with the amendment to remove section election processes review from the charge. *The approved task force includes:*

- **Name**
 - ACRL Communities of Practice Review Task Force
- **Charge**
 - To review and make recommendations for ACRL Interest Group and Discussion Group structure, leadership, budget, and reporting. ~~To review and make recommendations for section election processes.~~
- **Tasks**
 1. Make a recommendation on how ACRL can best provide opportunities for ACRL members to form groups that engage on timely, hot topics for the academic and research library community. If needed, identify a new group's name, as well as its leadership, continuation, budget, and reporting policy.
 2. Ensure there is a pathway to forming a section. If needed, recommend policy updates for the ACRL Guide to Policies and Procedures.
 - ~~3. Review and make recommendations on section elections, if ALA election system should continue to be used, and how to approach unopposed or vacant positions.~~
 4. If needed, recommend changes to the ACRL Bylaws.
- **Composition**
 - 1 Chair
 - A minimum of five members (i.e., a chair and four members)
 - 1 member representing sections (current or former)
 - Prefer 1 member representing interest groups (current or former)*
 - Prefer 1 member representing discussion groups (current or former)*

- 1 Board liaison
- 1 Staff liaison
- Additional member appointments at the discretion of the Vice-President/President-Elect
- * Note: this task force is being recommended partly due to decreased engagement. If a representative from interest groups and/or discussion groups cannot be identified, then the task force will seek to gather input and background information for these groups.
- **Timeline**
 - Task force terms: February 2024 to January 2025. *Note: due to the time it takes to complete appointments, task force terms will most likely begin in March or April 2024.*
 - Date interim reports are due: June 2024, Fall 2024
 - Date final report is due: January 2025

Next steps: the Presidents and ACRL Interim Executive Director will discuss how to handle unopposed slates during their next presidents' call.

8.0 Membership Groups at Conference (Whatley) FYI-2

The Board next discussed the need to address concerns raised by ACRL members about the cost of attending conferences and how to maintain social and networking opportunities. The working group will be surveying sections to gather their feedback. After survey responses have been collected, the Board will review and determine next steps.

New Business

The Board discussed the items removed from the consent agenda.

For the Dissolution Research and Assessment Metrics Discussion Group (Doc 2.3), the Board requested that staff post to the group's ALA Connect Community. This community has 1,500 members and the Board wanted to ensure that there is no volunteer to lead the group.

For the Extension National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force (Doc 2.2), the Board asked for more information for why the action included a request to waive the five-year commitment maximum. ACRL Program Manager, Data and Research Gena Parsons-Diamond shared that the exception to ensure continuity for the group's leadership.

Motion: ACRL Past President Erin Ellis move that the ACRL Board of Directors approves renewing the National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force with the included charge, membership, timeline and tasks.

Action: The ACRL Board of Directors approved renewing the National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force with the included charge, membership, timeline and tasks.

- **Name:** ACRL National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force
- **Charge:** To work with the National Survey of Student Engagement (NSSE) staff to assess the Information Literacy Module data from the 2024 NSSE and perform engagement and outreach to membership and relevant higher education groups.
- **Tasks**
 1. Work on creating educational materials;
 2. Perform outreach to invested stakeholders;
 3. Analyze data from the NSSE 2024 assessment (available summer 2024)
 4. Report out on the data to ACRL membership and selected higher education groups; and
 5. Determine a sustainability plan for a standing group within ACRL to work with the NSSE, e.g. creating a new committee or folding the work into an existing committee.
- **Composition**
 - 1 chair
 - 4 continuing members
 - 3 new members
 - 1 Board liaison
 - 1 staff liaison
 - Additional member appointments at the discretion of the Vice-President/President-Elect
 - Appointments are exempt from the five-year limit to consecutive service for the same group. The chair and members may serve up to six years of consecutive service on the task force.
- **Timeline**
 - Task force terms: July 1, 2024 to June 30, 2026
 - Date interim report is due: June 30, 2025
 - Date final report is due: June 30, 2026

9.0 Awards Process Implementation Task Force (Lori Goetsch, John A. Lehner) #17.0, #17.1, #17.2, #17.3

ACRL Awards Process Implementation Task Force Co-Chairs Lori Goetsch and John A. Lehner were welcomed to the meeting. The Board asked for clarification on the timeline for the review of processes by awards committees. There was also a discussion about the distinction between awards and grants in the new policy. There were also questions on how the ALA Awards Task Force will impact ACRL awards. One of the recommendations is to end cash gifts, and it was asked if sections can do their own fundraising to give cash gifts. It was advised that ending cash gifts is being recommended due to the inequitable nature of cash gifts. It was also recommended that the Board may want to consider a

strategic coordination of for future fundraising. There was a discussion about the importance of effective communication, and it was agreed that a memo should be sent to the sections following the Board's outcome.

The Board expressed their gratitude to the co-chairs and the task force for their work to improve the ACRL awards program.

Motion 1: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors approves the establishment of the division-level Awards Coordinating Committee with the proposed charge, composition, and tasks.

Action 1: The ACRL Board of Directors approved the establishment of the division-level Awards Coordinating Committee with the proposed charge, composition, and tasks.

- **Name:** Awards Coordinating Committee
- **Charge:** The Awards Coordinating Committee provides leadership and oversight for the ACRL Awards program.
- **Specific Tasks:**
 1. Review the ACRL Awards program on a regular basis (5 years), including the awards and grants given, financial support, and division policies that address or impact awards and grants, and make recommendations for needed changes to the ACRL Board of Directors.
 2. Establish a process for reviewing awards and grants, including their purpose, description, and selection criteria, and recommending changes as needed.
 3. Provide annual training and resources on awards-related equity practices for members of awards committees.
 4. Work with ACRL staff to develop a standardized submission platform for nominations.
 5. Assist award and grants committees in identifying potential nominees and soliciting nominations.
 6. Establish and oversee a process to ensure that an individual or group does not receive more than a single award for the same publication or program.
 7. Collect and share data on award nominees and winners.
 8. Work with ACRL staff to hold an annual, division-wide ceremony for award and grant recipients.
 9. Develop and maintain a calendar of the committee's work.
 10. File an annual report on the committee's activities with the ACRL Board.
- **Composition:**
 - 1 Chair
 - 1 Vice-Chair, who serves a one-year term as Vice-Chair followed by a one year term as Chair
 - 1 Board liaison
 - 1 staff liaison
 - 4-6 additional members, with appointments staggered to provide continuity.

- Additional appointments at the discretion of the ACRL Vice-President/President-Elect and Appointments Committee.
- Members should have previous experience serving on an ACRL award or grant committee and should be drawn from a diversity of ACRL Sections. In addition, the membership should represent a diversity of institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries).
- 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.

Motion 2: ACRL Past President Erin Ellis moved that the ACRL Board of Directors approves the Awards Process Implementation Task Force recommendations in Doc 17.1.

Action 2: The ACRL Board of Directors approved the Awards Process Implementation Task Force recommendations in Doc 17.1.

Open Microphone (McNeil)

The Board heard from 2025-2026 ALA President Candidates, Ray Pun, Academic and Research Librarian, Alder Graduate School of Education in California and Sam Helmick, Community & Access Services Coordinator, Iowa City Public Library. Candidates were each allotted up to three minutes to address the Board.

11.0 Adjournment (McNeil)

Motion: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors adjourn their meeting.

Action: The ACRL Board of Directors adjourned their meeting.

-Proceedings created by Zoom AI; edited by ACRL Interim Executive Director Allison Payne

**Association of College and Research Libraries****ACRL Board of Directors Virtual Meeting II**

January 31, 2024
1:00 PM–3:00 PM CST

Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Andrea Patricia-Baer, Amanda Folk, Sarah Horowitz

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Elois Sharpe, ACRL Program Officer

12.0 Call to order (McNeil)

ACRL President Beth McNeil called the meeting to order.

13.0 Opening remarks (McNeil)

The Board and guests were welcomed to Board II.

14.0 Adoption of the Agenda (McNeil)

It was recommended that the FY25 Dues Category action, which was pending from the ACRL Joint Board & Budget and Finance Committee Virtual Meeting, held on January 29, 2024. The Board agreed to add this to the agenda.

Motion: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors approves the agenda as amended.

Action: The ACRL Board of Directors approved the agenda as amended.

15.0 Goal-area Committee Updates #3.0

15.1 Student Learning and Information Literacy Committee (Amanda L. Folk) #6.0

ACRL Student Learning and Information Literacy Committee (SLILC) Chair Amanda Folk was welcomed to the meeting. Folk began her update by sharing that the Professional Development Team is working on a call for panelists for two upcoming webinars expected to be held in June 2024. The Publications Team has been managing proposals for the “Perspectives on the Framework” column for C&RL News and working on a panel for journal editors.

It was next reported that the Committee has been working with the ACRL Instruction Section (IS) on the review of the Framework for Information Literacy for Higher Education. The Working Group is taking a two-phased approach, with the first step being environmental scanning. It was surfaced that the original deadline of Annual 2025 may need to be extended, and the Board agreed it could review that request if needed.

16.0 Organizational Memberships (David Free) #19.0, #19.1, #19.2, #19.3, #19.4

David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist began the discussion on ACRL organizational memberships. During the ACRL Board’s meeting at the 2021 LibLearnX, the Board discussed potential dues increase and new benefits for organizational members. The result of the 2021 discussion was to leave organizational dues the same at \$125.

During the January 31, 2024 Board meeting, there was some support to increase organizational dues and benefits. Board members shared that some of the institutions are not ACRL organizational members due to lack of benefits. Recommendations for potential new benefits included discounts for ACRL professional development, such as the ACRL Conference and webinars; offering discounted personal dues; and providing service opportunities for employees of organizational members. Providing service opportunities could increase the value proposition for minority-serving institutions (MSI) and provide volunteer appointments for underrepresented individuals. There was also a recommendation to explore tiered organizational models.

The Board recognized that ACRL is mainly a personal membership association, and that comparisons with other personal dues associations would be helpful.

The Board expressed interest in continuing this discussion and developing a value proposition for organizational membership, including for community colleges, at the April

25, 2024 ACRL Spring Board Virtual Meeting. A Board working group will be formed to prepare this discussion for the spring meeting.

17.0 ALA Organizational Updates (McNeil)

The Board expressed concerns about continuing the LibLearnX conference due to the financial losses. The Board raised concerns about the lack of clear and adequate information regarding ongoing projects and budget issues within ALA, feeling that the organization was not being good stewards of their budget and goals.

The Board emphasized concerns about the uncertainty around the ALA Executive Director search.

There were also concerns about the Operating Agreement, particularly the 25/75 split to build ALA reserves. Concerns were also voiced about the lack of access for using divisions' net asset balance, that some units would be subsidizing other units, and the ambiguity surrounding units operating in the red. The Board also voiced concerns about the impact of the operating agreement conversations on the ability to provide benefits for their members. It was clarified that all four overhead scenarios were still being considered.

The discussion concluded by emphasizing the need for transparency and collaboration in building solutions.

18.0 ACRL & Choice FY24 Q1 (Mocnik, Payne, Hendrick) #9.0, #9.1, #10.0

ACRL Budget and Finance Chair Joe Mocnik discussed the summary budget and noted the internal salary savings as a positive aspect. ACRL Interim Executive Director Allison Payne then provided insights into the ACRL budget, reporting revenues of \$464K and expenses of \$454K, resulting in a surplus of \$10K. She attributed the surplus to significant salary savings and expected the year to end close to the budget. The Board asked if there was an update on filling the positions. Payne shared that she had hired a part-time temporary employee and was waiting on final confirmation for another full-time position. She also mentioned plans to submit for additional positions. The Board discussed a potential 10% travel expense cut, assuring that it wouldn't affect the upcoming fall 2024 strategic planning meeting in Chicago.

Choice Editor and Publisher Rachel Hendrick gave an update on Choice's FY24 Q1 performance, and it was noted that Choice is ahead of budget. The return of in-person events was discussed, with Rachel expressing some concern about the shift in advertising dollars.

19.0 ACRL & Choice Preliminary FY25 Budget (Mocnik, Payne, Hendrick) #11.0, #12.0, #12.1, #13.0, #13.1

The preliminary FY25 budgets for ACRL and Choice were presented, anticipating further budget adjustment requests from ALA. There were also discussions about declining print magazine subscriptions and the leveling off of digital subscriptions, with potential price increases being considered. Concerns were raised about the operating agreement and overhead costs.

20.0 Officer Reports (McNeil, Lo, Ellis, Whatley, Payne) #1.1, #1.2, #1.3, #1.4, #1.5

The officers shared updates on various topics. McNeil shared her recent interview about Gen Z and Millennials engagement with the library. Lo discussed his experience attending the planning committee for the 2025 ACRL Conference and an interview about AI and libraries. Ellis discussed a meeting with the Chapters Council. Whatley reported on key issues, including attendance issues for membership meetings, the decision to hold a virtual-only membership meeting in 2024, the proposal to change the dates of future ALA Annual Conferences to not coincide with Pride celebrations, and the adoption of standards for accreditation of master's programs in library and information studies. McNeil suggested a plan to tackle two items on the agenda, move into executive session, and then adjourn.

21.0 New Business (McNeil)

The Board discussed and approved the Budget and Finance Committee's recommendation to eliminate the retired members' dues category.

Motion: ACRL Budget and Finance Chair Joe Mocnik moved that the ACRL Board of Directors approves aligning the retired member dues category with the Type I personal dues category to simplify the division's dues structure in accordance with the new ALA membership model approved by the association Executive Board.

Action: The ACRL Board of Directors approved aligning the retired member dues category with the Type I personal dues category to simplify the division's dues structure in accordance with the new ALA membership model approved by the association Executive Board

22.0 Adjournment (McNeil)

The Board adjourned the meeting.

Association of College & Research Libraries
ALA/ACRL American Library Association
225 N Michigan Ave, Suite 1300
Chicago, IL 60601
acrl@ala.org, <http://www.acrl.org>



Board of Directors Action Form

To: ACRL Board of Directors

Subject: 2024-25 Legislative Agenda

Submitted by: Hallie Pritchett, Chair, ACRL Government Relations Committee

Date submitted: April 19, 2024

Background

ACRL's Legislative Agenda provides information meant to guide legislative advocacy at the national level, specifically focusing on policy issues of concern to academic and research librarians. This year, the Government Relations Committee (GRC) focused on drafting an updated Legislative Agenda.

The proposed 2024-25 Legislative Agenda (Doc 2.6a) provides information on a variety of issues the U.S. Congress has addressed but for which satisfactory policy solutions have yet to be reached. The body of the document includes issues for which action is expected during the year ahead. Additional issues of concern (without pending legislation), as well as outstanding court decisions of interest, have been placed within the Watch List found towards the end of this document. ACRL and ALA actively advocate for policy and legislation through the ALA Washington Office, as well as through coalition work with groups such as the Open Access Working Group and the Library Copyright Alliance (LCA).

Stakeholders

Fiscal and Staffing Impact

If approved, I ask that staff add the ACRL Legislative Agenda 2023-24 to the ACRL website and promote it through ACRL marketing channels.

Action Recommended

That the ACRL Board of Directors approve the *2024-25 ACRL Legislative Agenda*.

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

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.

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.

ACRL Legislative Agenda 2024-2025

The ACRL Legislative Agenda and the [ALA Legislative Agenda](#) list objectives for legislative action at the national level on issues that affect the welfare of libraries. ACRL's annual Legislative Agenda focuses on issues affecting academic and research libraries that the U.S. Congress has recently acted, or will act, on in the year ahead. ACRL is active in advocating for policy and legislation through the ALA Public Policy and Advocacy Office, as well as through working with coalitions such as the Open Access Working Group and the Library Copyright Alliance. The following action areas are listed in priority order and include issues that will be the focus of ACRL's advocacy efforts in 2024-25, along with a watchlist of policy issues of great concern to academic librarians:

1. [Upholding Intellectual Freedom](#)
2. [Federal Funding for Libraries](#)
3. [Net Neutrality](#)
4. [Safety and Security of Artificial Intelligence](#)
5. [Open Access to Federally Funded Research](#)
6. [Affordable College Textbook Act](#)
7. [Watchlist:](#)
 - a. [Proposed Elimination of the IPEDS Academic Libraries Survey](#)
 - b. [Deferred Action for Childhood Arrival \(DACA\)/Immigration Issues](#)
 - c. [Environmental Impact of Data Centers and Emerging Technologies](#)
 - d. [Consumer Data Privacy](#)
 - e. [Accessible Instructional Materials](#)
 - f. [Pending Cases](#)

1. Upholding Intellectual Freedom

Background

Intellectual freedom is a core value of the library profession, and libraries are integral to the provision of spaces and information resources that support their users' active and free pursuit of the widest variety of information and ideas. Unfortunately, these core library values and functions are under near constant challenge by those who wish to place limitations on the ideas and information to which library users have access. While case law has firmly established publicly funded libraries as public fora protected from state-sponsored censorship, challenges persist. For example, recent criticisms of Critical Race Theory have led to efforts by some lawmakers to place limitations on the content that educators, including librarians, can share with the broader public. Importantly, critical race theorists wish to understand how racial inequities persist within institutions and systems—an intellectual pursuit that libraries are well positioned to support. However, numerous public officials, at both the state and federal levels, have moved to introduce legislation meant to curb this pursuit and shape how students discuss this nation's

past and present. As of the writing of this document, thirty-six states have adopted or introduced laws or policies that place restrictions on how educators discuss matters of race and racism.

Impact on Academic Libraries

Citing Articles I and II of the [Library Bill of Rights](#), libraries are knowledge centers for patrons who want to gain more insight into current issues. Libraries should be able to offer books and documents that examine the history of racism as well as materials that call for social justice. Libraries are involved in challenging disinformation and promoting truth by fighting censorship and providing access to relevant materials. Learning and discussing diversity issues without offering patrons access to theoretical frameworks can lead to an oversimplification of race, ethnicity, power, and privilege.

On April 4, 2023, the ACRL President, Vice-President/President-Elect, and immediate Past-President encouraged ACRL members to [confront book challenges and censorship in libraries](#) and uphold intellectual freedom rights.

ACRL's Position

ACRL's [Standards for Libraries in Higher Education](#) contain nine principles reflecting the core roles and contributions of libraries to their institutions, including "Professional Values: Libraries advance professional values of intellectual freedom, intellectual property rights and values, user privacy and confidentiality, collaboration, and user-centered service." In pursuit of these values, the [ACRL Plan for Excellence](#) makes specific note of the strategic importance of supporting libraries in advancing issues of equity, diversity, and inclusion. In August 2022, ALA, ACRL, the Public Library Association (PLA), and the Association of Research Libraries (ARL) approved the [Cultural Proficiencies for Racial Equities: A Framework](#). Created by a joint task force, this document provides recommendations for bolstering racial equity within libraries.

Additional Information

[All Information \(Except Text\) for H.R.3046](#)

[Race and Ethnicity in Higher Education \(ACE\)](#)

[#TruthBeTold](#)

2. Federal Funding for Libraries

Background

The Institute of Museum and Library Services (IMLS) is the primary source of federal funding for libraries through the Library Services and Technology Act (LSTA). IMLS generally receives its funding through the annual appropriations process, with spending limits established each year through the Departments of Labor, Health and Human Services, and Education, along with other related agencies' appropriations subcommittees. In FY2023, LSTA provided \$211 million for

libraries in all 50 states, the District of Columbia, Territories, and Freely Associated States through the [Grants to States program](#), the [National Leadership Grants for Libraries](#), the [Laura Bush 21st Century Librarian Program](#), the [Native American Library Services](#), and other grant programs. [View the most recent grants and funding](#) that have gone to support libraries across the United States on the IMLS website.

Impact on Libraries

The IMLS is the largest source of federal funding for libraries. Through their grant programs, the IMLS helps support innovative research in academic libraries, as well as impactful programming and training opportunities for librarianship at large.

Current Status

President Biden requested the IMLS budget for FY2024 be increased to \$294.8 million to support libraries and museums through a post-pandemic landscape; this amount has been approved. Significantly, this budget maintains \$211 million in funding for LSTA, including \$180 million for the Grants to States program. President Biden continues to [show support for the IMLS](#) by appointing new members to the National Museum and Library Services Board, a committee that serves as an advisory group for the IMLS' policies and practices. For FY2025 Congress is expected to [earmark funds](#) for libraries to submit requests for local library projects. This would be a separate funding request than regularly appropriated funding.

ACRL's Position

Continued advocacy by ACRL and ALA is vital each year to ensure that IMLS funding increases in order to support equitable and innovative library services.

Additional Information

[IMLS Grants to States Program](#)

[FY2023 Appropriations Bill](#)

[Further Consolidated Appropriations Act, 2024](#)

3. Net Neutrality

Background

Network neutrality is the principle that internet service providers should treat all data equally and should not discriminate or provide preference to any data regardless of its source, content, or destination. Whether legislation is needed to ensure this kind of access has become a focal point in the debate over telecommunications reform. Those opposed to access mandates claim that such action goes against the long-standing policy to keep the Internet as free as possible

from regulation and argue that the state of the Internet before this attempted regulation has allowed for commercial innovation and growth.

In 2015, the Obama Administration asked the Federal Communications Commission (FCC) to rule in favor of net neutrality by reclassifying broadband as a common carrier under Title II of the Communications Act of 1934 and [Section 706](#) of the [Telecommunications Act of 1996](#). In February 2015, the FCC approved reclassifying high-speed internet as a telecommunications service rather than an information one, subjecting providers to regulation. In December 2017, the FCC voted in favor of repealing these policies, 3–2, along party lines. In a March 2017 letter to the FCC before the repeal vote, ACRL joined with several other associations in asserting that, “preserving the unimpeded flow of information over the public internet and ensuring equitable access for all people is critical to our nation’s social, cultural, educational, and economic well-being.” In February 2018, ALA again affirmed that “Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy.” More extensive background on net neutrality issues can be found in the links to more information provided below.

Current Status

In July 2021, President Biden called on the FCC to restore net neutrality rules in an [executive order](#). Jessica Rosenworcel was confirmed by the Senate as FCC chairwoman in December 2021 and has [signaled renewed interest](#) in the issue. On January 28, 2022, a U.S. Court of Appeals [upheld](#) California’s net neutrality law, saying the 2017 decision by the FCC to reverse federal internet protections could not bar state action. In July 2022, Senator Ed Markey (D-MA) [introduced a bill](#) to make net neutrality a federal law, but it has not advanced beyond being introduced. Biden’s other nominee to the FCC, Gigi Sohn, was not confirmed in 2022. Sohn was reintroduced as a nominee in 2023 but has withdrawn their nomination leaving the FCC deadlocked. In May of 2023, President Biden [announced](#) a new nominee, Anna M. Gomez, who was confirmed by the Senate in September 2023 and was subsequently sworn in as a [Commissioner](#) that same month breaking the deadlock. In October 2023 the FCC voted 3 - 2 to start [proceedings](#) on reestablishing open Internet protections.

Impact on Libraries

Educational institutions, including libraries, rely on high-bandwidth applications and services, which support access to resources, collaboration, content creation, and learning—activities core to their mission. The rollback of Obama-era net neutrality protections may lead to additional layers of economic influence making it more difficult for students and the public to access educational resources, with increased costs being passed on to both the consumer and educational institutions. Discriminatory network management practices by ISPs will inhibit the ability of colleges, universities, and libraries to be equal access providers of digital content and applications of all types via the Internet.

ACRL's Position

ACRL stands with ALA as advocates for equitable access to the internet and for the network neutrality protections needed for libraries to fully serve their communities in the digital age. Without strong and clear net neutrality protections in place, there is nothing to stop internet service providers from blocking or throttling legal internet traffic or setting up commercial arrangements where certain traffic is prioritized. ACRL will continue to stand with ALA to advocate and defend the principles of net neutrality in support of equitable information access for all Americans.

Additional Information

[ALA Net Neutrality](#)

[Net Neutrality and the Battle for the Open Internet](#)

[Net Neutrality Law: An Overview](#)

[Stepping In: The FCC's Authority to Preempt State Laws Under the Communications Act](#)

4. Safety and Security of Artificial Intelligence (AI)

Background

The safety and security of Artificial Intelligence (AI) is a critical concern as AI systems evolve and become increasingly and seamlessly integrated into various aspects of our daily lives, transforming various aspects of how we live, work, and interact. According to a [2021 HubSpot survey](#), 63% of respondents did not realize they were using AI in their daily interactions with technology. The [HubSpot 2023](#) survey indicates that 53% of professionals agree that most people will use more chatbots like ChatGPT to answer their questions instead of search engines like Google. Suppose we translate these statistics to the library field. In that case, some librarians might not be aware that some of the built systems in their library system or information resources use machine learning and AI to manage large data sets.

The prevailing legal structure relies heavily on applying rules and regulations across various domains, including product liability, data privacy, intellectual property, anti-discrimination measures, and workplace rights. The [American Bar Association](#) also indicates that employers' use of AI tools is subject to federal laws prohibiting employment discrimination and emerging state and local laws specific to AI. Self-regulatory bodies and standards groups play a role in shaping the AI governing framework. Consequently, legal frameworks and ethical guidelines are essential to ensure its safe and responsible use in libraries and higher education institutions.

Current Status

The United States has taken significant steps to address the safety and security of AI. On October 30, 2023, President Biden issued an [Executive Order on Safe, Secure, and Trustworthy](#)

[Artificial Intelligence](#). This order establishes new standards and directs actions to strengthen AI safety and manage associated risks. AI has drawn bipartisan interest, as legislators persistently work to support and regulate AI platforms as they explode into the mainstream. As technology is intricately connected with information creation and access, continuously developing new and emerging technologies requires consistent monitoring. Emerging technologies are novel, fast-growing, and result in a significant impact or change, yet are uncertain or ambiguous due to their rapid evolution. Augmented, mixed, and virtual reality, often referred to as XR or Extended Reality, Artificial Intelligence (AI), and Generative AI, are among the most rapidly developing technologies impacting libraries in higher education. Each represents a sea change in content creation, impacting how we work, learn, and communicate. Because these powerful applications are novel and rapidly changing, there is concern for educator training and university policy regarding best practices. Academic libraries play a critical role in teaching responsible emerging technology use in teaching, learning, and research. In May 2023, the U.S. Office of Educational Technology published a [report on AI](#) guiding appropriate use and assistance in developing educational policy.

U.S. House and Senate committees held nearly three dozen hearings on AI in 2023 alone, and more than 30 AI-focused bills have been introduced in this Congress that have an impact on safety, security, and literacy, including the following:

- [H.R.3369](#): The Artificial Intelligence Accountability Act mandates that mediators embrace stringent practices during AI development and deployment. These practices center around compliance, risk management, and ethical considerations. While this poses challenges, it simultaneously paves the way for innovation and leadership in responsible AI. This act stresses the importance of human review and decision-making authority, particularly in critical decisions affecting individuals' rights or safety.
- [H.R.5077](#): The Creating Resources for Every American to Experiment with the Artificial Intelligence Act of 2023 (CREATE AI Act). The CREATE AI Act creates the National Artificial Intelligence Research Resource (NAIRR) as a common national research infrastructure offering AI researchers and students from diverse backgrounds significant access to the intricate resources, data, and tools required to develop safe and responsible AI.
- [H.R.6791](#): The AI Literacy Act would codify AI literacy as a critical component of digital literacy and create opportunities to incorporate AI literacy into existing programs, according to a bill summary provided by the lawmakers. The bill also would highlight the importance of AI literacy for national competitiveness, workforce preparedness, and Americans' well-being and digital safety. This bill would ramp up efforts to increase AI literacy in public elementary and secondary schools, community colleges, institutions of higher education, and community institutions like nonprofits and libraries through competitive grants.

- [H.R.4103](#) The Virtual Reality Technologies Enabling Coaching and Honing Skills in Government Act of 2019 encourages the use of virtual technologies in the federal workforce. The bill was referred to the House Committee on Oversight and Reform; thus far, no further revisions have been made public.
- [H.R.3211](#) The Immersive Technology for the American Workforce Act of 2023 provides grant funding to community colleges and technical training centers to develop immersive technology in education and workforce development. The bill has been forwarded to the House Committee on Education and the Workforce for further consideration.

Additionally, in January 2024, the US Government Accountability Office issued a [report](#) recommending additional oversight and the development of contingency planning to ensure secure operations for the Federal Aviation Administration (FAA), the Food and Drug Administration (FDA), and the Department of Transportation (DoT). At the state level, Bryan Cave Leight Paisner (PCLP), a legislation and trend analysis organization, developed a [state-by-state AI legislation tracker](#) with the latest on state bills under consideration.

At the institutional level, some higher education institutions have not set policies or guidelines for using AI, often deferring to faculty judgment at the classroom level. Other colleges and universities have revised their academic integrity policies to add AI or created new policies. [Northern Illinois University](#) has an ongoing compilation of AI class policies from various U.S. higher education institutions. Some higher education institutions have also established task forces, which include a librarian to address AI concerns and develop strategies and policies that promote academic integrity and authentic scholarship.

Impact on Libraries

Although specific AI legislation directly impacting libraries in the United States may not be widespread, libraries must stay informed about broader AI safety and security developments. As AI evolves, libraries should consider privacy, data security, and ethical implications when implementing AI technologies.

Librarians have continuously played an essential role in providing library instruction on academic integrity and teaching information skills, such as evaluating information, whether written information or sources of information, since the internet's inception. "Cheating is not a new problem: schools have survived calculators, Google, Wikipedia, essays for pay websites, and more..." ([Heaven, 2023](#)). Academic librarians, with their rich history and adaptability, are uniquely poised to tackle the challenges presented by AI. In the context of AI, librarians explore machine translation, create incubation spaces, integrate robotics, and refine metadata using AI technology.

Libraries have been transitioning from desktop library systems to more automated cloud library systems, which has impacted the role of librarians, eliminating some positions. However, AI brings an opportunity to create new ones and to upskill and reskill academic librarians. For

instance, a [Florida university](#) has created a Natural Language Processing Specialist position, but most patrons refer to the specialist as the AI Librarian.

ACRL's Position

ACRL supports using AI tools and is considering incorporating AI into the [ACRL Framework for Information Literacy for Higher Education](#), according to an interview with Leo Lo, ACRL president-elect. Lo indicated that we need to learn what AI is and how to use it responsibly” ([Coffey, 2023](#)). Librarians at Baylor University explored the possibility of adding AI to the ACRL Framework, and even though they found possibilities and problems of AI in library instruction, they concluded that the framework is open-ended enough for librarians to try new things in library instruction ([James, 2023](#)). ACRL and academic librarians have been researching and publishing about AI to help librarians make informed decisions. In 2022, ACRL published [The Rise of AI: Implications and Applications of Artificial Intelligence in Academic Libraries](#), which delves into these critical topics, sparking conversations and inspiring innovative approaches to engaging with technology.

5. Open Access to Federally Funded Research

Background

The White House Office of Science and Technology Policy (OSTP) released an [August 2022 memo](#) with the subject line, “Ensuring Free, Immediate, and Equitable Access to Federally Funded Research.” Known as the Nelson Memo, it outlines a mandate that publications from all publicly funded research be made openly accessible. The memo states that all federal funding agencies must update their public access policies by December 31, 2025, in accordance with the new stipulations.

As part of this new guidance, access to publications resulting from funded research must be made open without an embargo. The policy also states that the associated data from articles must also be made accessible and that federal agencies should begin to develop plans for making available publicly funded research data not associated with an article. Data repositories used for deposits must align with the OSTP’s [“Guidance on Desirable Characteristics of Data Repositories for Federally Funded Research,”](#) a document released by OSTP in May 2022.

The Nelson memo appears to be the beginning of a longer process in which agencies create public access plans that the National Science and Technology Council Subcommittee on Open Science will then coordinate and align.

Current Status

Under the terms of the [Nelson Memo](#), agencies have submitted drafts of plans and have until December 31, 2025, to implement them. Many federal funding agencies have also released RFIs to gather feedback on their plans.

Impact on Academic Libraries

A [2022 study](#) found that, of the 275,825 publications resulting from public funding in 2021, 32% were behind paywalls and another 19% were made accessible through “bronze” open access (at the publisher’s discretion with no formal license for reuse) or through hybrid journals. Based on the 2021 data, this means researchers will be looking to make open approximately 88,000 articles that would have otherwise been paywalled and possibly another 52,000 if bronze and hybrid open access (OA) are deemed unacceptable OA options. This represents a historic amount of research needing to be OA compliant. Creating comprehensive systems for researcher education, compliance, and data management will present real challenges for academic libraries. Outreach and scholarly communications will take on new importance and are likely to require additional staffing and funding.

Librarians are poised to play a meaningful role in helping researchers to understand the requirements, their responsibilities, and ways to comply. If it becomes clear that universities will be the institutions managing compliance, libraries may find new opportunities in this process for collaboration and developing new approaches to scholarly communications.

ACRL’s Position

ACRL supports immediate open access in a machine-readable format that is permanent. These criteria are supported by the OSTP memo guidance.

As federal funding agencies begin to implement plans for requiring complete and immediate open access, ACRL advocates for an assessment of needs to ensure that academic and research libraries have the capacity to support open access compliance. ACRL will follow developments to ensure that academic libraries and librarians are recognized as stakeholders in the process.

Additional Information

[SPARC OSTP Policy Guidance Agency Updates](#)

[OSTP memo Ensuring Free, Immediate, and Equitable Access to Federally Funded Research](#)

[OSTP Issues Guidance to Make Federally Funded Research Freely Available Without Delay](#)

[ACRL / ALA RFI Response to the Request for Information from OSTP and the National Science and Technology Council Subcommittee on Open Science](#)

6. Affordable College Textbook Act

Background

The Affordable College Textbook Act addresses a critical challenge to college affordability. The increasing cost of textbooks has drawn the attention of students, parents, faculty, and institutions across the higher education sector. Textbooks are often overlooked costs for students and can ultimately be the deciding factor if students decide to go to college or choose to take or complete a course. As a result, legislation has been introduced to combat these rising costs and support the use of open textbooks and other open educational resources. In the 117th Congress, U.S. Senators Dick Durbin (D-IL), Angus King (I-ME), Tina Smith (D-MN), and Kyrsten Sinema (I-AZ), along with U.S. Representative Joe Neguse (D-CO), introduced the [Affordable College Textbook Act](#) to both houses of Congress. Although the act was not passed, it has been reintroduced, most recently in both houses in the 118th Congress, and has helped to spark a grant program, the Open Textbook Pilot Program, which awards grant money to institutions that want to explore Open Educational Resources (OER). Through the focus of OER initiatives, the federal government began to realize that additional recommendations needed to be made for higher education institutions to increase access to all types of resources and research. The Affordable College Textbook Act aims to permanently authorize funds for a grant program for the creation of OER. The grant money can be used in some of the following ways: the provision of funding for professional development around the open textbook process, the creation or adaptation of open textbooks, the development of supplemental material, or the facilitation of research surrounding open textbooks and OER material correlated to student success and cost savings.

Although the Affordable College Textbook Act itself has not moved forward yet, Congress has funded the pilot projects outlined in the legislation through the [Open Textbook Pilot Grant Program](#), first funded in 2018. Since the start of the pilot program, \$54 million has been awarded. In 2024, the appropriations bill provided \$7 million for grants towards this program. Allies of this movement are hoping that Congress will provide \$25 million towards the Open Textbook Pilot Grant Program in FY2025 to help college campuses increase their digital programs. These projects are estimated to provide about \$220 million in savings to students.

Current Status

Most recently, the Affordable College Textbook Act was reintroduced in the Senate on March 27, 2023, by U.S. Senators Dick Durbin (D-IL), Angus King (I-ME), Tina Smith (D-MN), and Kyrsten Sinema (I-AZ). The bill, [S.978](#), was referred back to the [Senate Committee on Health, Education, Labor, and Pensions](#) committee and was reintroduced again to the Senate. This version of the bill includes updated information about the cost of textbooks and authorizes a grant program (similar to the Open Textbook Pilot Grant) that would help universities expand access to open textbooks. This program would create more support for faculty to develop open material. The bill also calls on publishers and institutions to be more transparent about the cost

of textbooks and requirements for course material, along with disclosing how publishers are using student data. Rep. Joe Neguse (D-CO) introduced the House companion bill, [H.R. 1811](#).

Impact on Academic Libraries

Academic librarians are concerned with the affordability of higher education and the negative impact rising textbook costs have on student success. Campus libraries are known for facilitating free access to information resources through curated print and digital collections, course materials that faculty make available through library reserve systems, and interlibrary loan services. Due to continuing effects on higher education from the pandemic, librarians are also being asked to create resources for a digital environment as well. College and university campuses are key locations sharing this content, encouraging open educational resources and their adaption for coursework, and expanding the corpus of openly available course content. As part of the commitment to embedding information literacy and access to quality resources into the student experience and strategies for teaching and learning, librarians are working with their academic colleagues to create such resources and to offer them freely for others.

ACRL's Position

ACRL supports the legislation that makes college textbooks affordable, having joined 14 other organizations to support the Affordable College Textbook Act on its initial introduction to Congress and again on its 2023 reintroduction. This legislation's aim at equity of access to higher education reflects ACRL's core values. Under the aegis of the proposed legislation, ACRL also supports continued funding for the Open Textbook Pilot Program along with the creation of open materials.

Additional Information

[SPARC Description](#)

[Program award page \(U.S. Department of Education\)](#)

7. Watchlist:

There are additional policy issues of great concern to academic librarians that are not included above because there is no pending legislation. Nevertheless, if legislation does arise or becomes necessary, ACRL will advocate for the best interests of academic and research libraries by relying on past precedent and current analysis.

a. Proposed Elimination of the IPEDS Academic Libraries Survey

On March 4th, 2024, the National Center for Education Statistics (NCES), Department of Education (ED) opened a 60 day comment period on its [request to the Office of Management and Budget \(OMB\) for changes to the Integrated Postsecondary Education Data System \(IPEDS\) data collection](#). IPEDS is designed to collect basic data from all postsecondary institutions in the United States and the other jurisdictions, enabling the NCES to report on key

dimensions of postsecondary education. One of the largest changes in this request is the planned elimination of the Academic Libraries survey beginning in the 2025–26 administration. According to the [IPEDS Academic Libraries Resource Center](#), “[t]he purpose of the Academic Libraries Survey (ALS) is to collect information on library resources, services, and expenditures from academic libraries serving degree-granting, Title IV postsecondary institutions in the 50 states, the District of Columbia, and the outlying areas.” The [ACRL Academic Library Trends and Statistics Survey](#) asks every library question required by IPEDS, with instructions and definitions completely aligned since 2015. However, while all Title IV institutions are required to respond to IPEDS per Section 490 of the Higher Education Amendments of 1992 ([Pub. L. 102–325](#)), participation in the ACRL survey is voluntary.

b. Deferred Action for Childhood Arrival (DACA)

The DACA program, established by the Obama Administration in 2012, protects individuals brought to the United States as children from deportation, remains in litigation. In 2017, the Department of Homeland Security (DHS) issued a [memorandum to rescind DACA](#). The Ninth Circuit Court of Appeals blocked the rescission in 2018 and required DHS to continue accepting renewal applications ([National Law Review, November 12, 2018](#)). The Supreme Court overturned the Trump Administration’s termination of DACA in a [2020 decision](#), finding that doing so violated the Administrative Procedure Act. In January 2021, President Biden issued an [executive order](#) reinstating DACA. The U.S. District Court for the Southern District of Texas [declared DACA unlawful in July 2021](#), but issued a partial stay of its order which allows DHS to continue to accept initial, as well as renewal, DACA requests. However, the stay permits DHS to only approve renewal requests and prohibits DHS from approving initial DACA requests. On Aug. 30, 2022, DHS published the [DACA Final Rule](#), with the intent to preserve and fortify the DACA policy. The Fifth Circuit Court of Appeals later [partially affirmed the district court’s decision](#) but retained the partial stay. The DACA Final Rule went into effect on October 31, 2022.

The litigation fight has continued, with a coalition of DACA allies attempting to help the federal government defend the program. The Southern District of Texas ruled that DACA was illegal again in September 2023. [In response New York Attorney General Letitia James marshaled a group of 23 state attorney generals to oppose the Texas ruling](#), filing an amicus brief with the U.S. Court of Appeals for the Fifth Circuit on February 1, 2024. Attorney General James argues that the Executive Branch has the authority to carry out DACA and highlights the many ways that DACA assists state and local governments. [U.S. Senate Majority Whip Dick Durbin \(Illinois\) is pressing hard](#) in the U.S. Senate to not only protect DACA but also promote citizenship for Dreamers.

The [ACRL Board of Directors has publicly recognized DACA students](#), faculty, and staff in higher education—many of whom also work in libraries—as important and valued members of the academic community. The loss of these groups who “contribute their unique perspectives” would “harm intellectual freedom by removing the voices of vulnerable groups from the scholarly

discourse, and would jeopardize the invaluable cultural enrichment brought to our campuses by immigrant students, faculty and staff.”

c. Environmental Impact of Data Centers and Emerging Technologies

As of 2020, data centers were estimated to account for about 1% of global energy consumption, with the broader internet sector constituting 2-4% of global consumption. This marked a doubling in energy costs for these utilities since 2010, with projections indicating a potential three to four-fold increase by 2030. The surge in internet use and demand for cloud computing continues to drive this growth. While technological efficiencies have been successful in reducing the energy demands of global data center infrastructure, the exponential expansion of Artificial Intelligence (AI) poses new challenges.

Over the past four years, legislative efforts have addressed the sustainability of data centers, notably through Division Z (Energy Act of 2020) of the Consolidated Appropriations Act of 2021 ([H.R. 133](#)), the only legislation passed into law that attempts to tackle this issue, though only peripherally. The emergence of AI technologies, particularly large-scale AI models, has intensified the environmental footprint due to their significant energy, water, and carbon emissions during the training phase. The "Artificial Intelligence Environmental Impacts Act of 2024" ([S.3732](#)) introduces a crucial legislative focus on the environmental implications of AI. This act mandates the Environmental Protection Agency to conduct a comprehensive study on AI's environmental impacts and calls for the development of a voluntary reporting system on these impacts, highlighting the urgent need for sustainable AI practices alongside the ongoing efforts to improve data center efficiency.

d. Consumer Data Privacy

Consumer Data Privacy deals with the right of consumers to be aware and in control of how their personal data is being used and sold by online companies. More states have been working on consumer data privacy laws; the International Association of Privacy Professionals (IAPP) tracks the [current status of legislation](#) in each state.

Although the 118th Congress has not addressed the [American Data Privacy and Protection Act, H.R.](#), fifty bills related to privacy have been introduced. IAPP has created [a report](#) that features privacy legislation currently being introduced to the 118th Congress (2023-24). Most recently, on April 5, 2024, a bi-partisan and bi-cameral federal privacy bill, titled [American Privacy Rights Act](#), was recently drafted by the U.S. House Committee on Energy and Commerce Chair Cathy McMorris Rodgers, R-Wash., and Sen. Maria Cantwell, D-Wash., chair of the Senate Committee on Commerce, Science and Transportation. A summary of [the draft](#) includes requirements on data minimization, consumer rights to opt out of targeted advertising and view, correct, export or delete their data. Additionally, the bill carries data security provisions, a section on "executive responsibility," and a national data broker registry. There are also provisions to prevent organizations from enforcing mandatory arbitrations when there is significant privacy harm.

e. Accessible Instructional Materials

Campus libraries act as central points of access for instructional content. The development of accessibility guidelines for instructional materials will ensure this content is accessible to all. Previously proposed legislation (i.e., the Accessible Instructional Materials in Higher Education Act - AIM Higher Act) sought to promote the development of voluntary guidelines for postsecondary electronic instruction materials and related technologies. Coursework materials are increasingly delivered in digital forms with e-books, PDF articles, and interactive web content delivered from learning management systems, databases, and the open web. Whereas traditional tangible print items present obstacles to students with disabilities, digital content offers opportunities to expand accessibility for these students. What's more, reform efforts will provide an opportunity to consolidate and refine existing standards to ensure their alignment with current accessibility best practices.

[The National Center on Accessible Educational Materials](#), an organization funded by the U.S. Department of Education's Office of Special Education Programs, dedicates a section of its web site to [higher education](#) that includes links to current federal laws and policies. The Center also published a guide in 2020, [Higher Education Critical Components of the Quality Indicators for the Provision of Accessible Educational Materials & Accessible Technologies](#). This guide can provide broad benchmarks and ideas to ACRL members with teaching responsibilities while legislative efforts continue to unfold.

Special Note: The revolution in artificial intelligence has implications for accessible instructional materials. Recent articles by [McMurtie \(2023\)](#) and [Onufur \(2024\)](#) list examples of how AI can increase accessibility: translating text-to-speech, brainstorming research ideas, generating images of text in class notes or textbooks, offering social scripts to students unsure of how to interact with classmates about group work, and helping students organize study materials. The [National Conference of State Legislatures website](#) offers a tracker for AI legislation at the state level. Even though AI legislation will more likely apply to information literacy for librarians, accessibility AI is also relevant to ACRL. [Massachusetts H 560](#) is an example of general AI legislation, which includes "a person's ability to access."

f. Pending Cases

These are pending cases and important information that ACRL will continue to monitor due to their potential effects on libraries:

- *UPDATE:* [Hachette v. Internet Archive](#): In response to the March 2023 ruling in favor of Hachette et. al., on December 23, 2023, [an appellate brief on behalf of the Internet Archive](#) was filed in the U.S. Court of Appeal for the Second Circuit. The [brief](#) explains that the Archive's Controlled Digital Lending (CDL) program is a lawful fair use that preserves traditional library lending in the digital world.
- *UPDATE:* [Department of Education v. Brown](#) and [Biden v. Nebraska](#): SCOTUS heard two cases in 2023 regarding student loan forgiveness that focus on two key questions -

1) Do the petitioners meet the requirements for standing or injury from the policy? and 2) Does the Department of Education have the legal authority to grant student loan forgiveness? Ultimately the Supreme Court ruled the following for these cases: 1) the petitioner does not have the ability to challenge the student debt forgiveness program. 2) Ultimately, SCOTUS ruled that the Secretary of Education does not have the legal authority under the Higher Education Relief Opportunities for Students Act to grant student loan forgiveness. Therefore, the Biden-Harris Administration is currently looking into alternative ways to provide loan forgiveness for borrowers, including creating a new program, Saving on a Valuable Education or SAVE, to help lower the cost of monthly payments.

- **UPDATE:** [Students for Fair Admissions Inc. v. President & Fellows of Harvard College](#): In 2023, SCOTUS heard two cases addressing affirmative action. “Whether the Supreme Court should overrule *Grutter v. Bollinger* and hold that institutions of higher education cannot use race as a factor in admissions; and (2) whether Harvard College is violating Title VI of the Civil Rights Act by penalizing Asian American applicants, engaging in racial balancing, overemphasizing race and rejecting workable race-neutral alternatives.” SCOTUS ruled that the admissions programs violate the equal protection clause of the 14th Amendment, thus striking down affirmative action.
- **UPDATE:** On October 24, 2023, the [Biden-Harris Administration announced regulation](#) changes to enhance the Department of Education’s abilities to protect students from sudden college closures. These new regulations will also restrict colleges from withholding course credits paid with Federal money from students’ transcripts, and require colleges to clearly communicate to students how much financial aid they will receive. Additional changes relate to financial responsibility, ensuring that colleges have the administrative capacity to handle student loan programs, additional restrictions that the DOE can place on institutions that are exhibiting warning signs of closing, and allowing the DOE to ensure that institutions are following state regulations for entrance requirements. The regulations will go into effect on July 1, 2024.

Assembled by the [ACRL Government Relations Committee](#):

Hallie Pritchett, Chair

Kaitlyn Tanis, Vice Chair – University of Delaware

Lorely Ambriz – El Paso Community College

Kim Copenhaver – Emory University

Dan DeSanto – University of Vermont

Gregory Laynor – NYU Health Sciences Library

Natalie Marquez – University of California, Irvine

Vivienne McClendon – University of Houston, Clear Lake

H Pedelty – University of Iowa

Brett Spencer – Pennsylvania State University, Berks

Kevin Walker – The University of Alabama

With generous support and direction provided by:

Allison Payne – ACRL Staff Liaison

Kara Whatley – California Institute of Technology (ACRL Division Councilor)

Last update: April 19, 2024

Association of College & Research Libraries
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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Awards Definitions

Submitted by: Beth McNeil, ACRL President

Date submitted: 3/25/2024

Background

At the Board's LLX 2024 virtual meetings, the ACRL Board of Directors approved a number of recommendations from the ACRL Awards Process Implementation Task Force. Of these approved recommendations included ending cash gifts. The Task Force noted that there are two awards that are grants, European Studies Section award and the Distance and Online Learning Section award, and it was recommended that these awards be continued and renamed as grants.

So that there is a shared understanding on what qualifies as awards or grants, the following definitions are being proposed:

- **Awards:** non-monetary recognition of a specific person(s) or institution(s) to acknowledge achievement.
- **Grants:** distribution of competitive funding for a specific project planning or project implementation, such as but not limited to research, given to a specific person(s) or institution(s) that benefits the profession.

While the Board considers these definitions, the Board should also come to consensus on if professional development funds can be given or if PD funds would be considered impermissible per the end of cash gifts policy.

Stakeholders

An upcoming TBD Awards Information Virtual Meeting will be held this summer for the newly appointed awards division-level and section committees. If approved, definitions will be shared.

Fiscal and Staffing Impact

If approved, staff will update the ACRL Guide to Policies and Procedures.

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.

Action Recommended

That the ACRL Board of Directors approves the definitions for awards and grants.

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.

☐ **Equity, Diversity & Inclusion**

Goal: TBD

☒ **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: RBMS waiver to conduct Leab Exhibition Awards process review in the 2024-2025 fiscal year, and to issue the Leab Award in 2024-2025

Submitted by: Sarah Horowitz, Chair, RBMS

Date submitted: April 10, 2024

Background

The Leab Exhibition Awards are a vital part of the RBMS community, and before the ACRL awards pause were very active. RBMS often receives around 60 submissions each year; submissions are for printed catalogs both large and small, as well as digital exhibitions. The Leab Award is the unique place where special collections librarians are able to share and celebrate this important aspect of their work. Recipients use this award from a nationally-recognized organization not only to celebrate the scholarship done in their exhibitions but to justify their exhibition programs, and sometimes even the work of special collections departments, as vital work to library administrators who may be skeptical.

During the pause, the Leab Exhibition Awards committee has remained active and engaged in the following work: revised their charge; conducted a DEIA review of all procedures, processes, and review criteria; and created a new community judging process that will replace the old committee process and will take place at the RBMS annual conference each year. The current Leab Exhibition Awards committee is working on finalizing the criteria and process for community judging, and plans to introduce this new process and ask for feedback at the RBMS conference in June 2024. Draft materials (Confidential Board Doc 4.1) can be viewed by the Board; they will be finalized in the coming months.

Committee members have been appointed to the Leab Awards for 2024-2025, and the current members of the committee are continuing to finalize and affirm the community review process.

The committee's timeline for the new awards process includes the following:

- Fall 2024, initial call for submission;
- The 2025 Winter RBMS Information Exchange will also include a further call for submissions.

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.

- In April 2025, the committee will host a drop-in information session over Zoom for those interested in submitting and learning more about the new process. We will also capitalize on RBMS promotion of the 2025 RBMS Conference to promote the new judging methods and criteria.
- A month before the RBMS Conference in June 2025 all submissions will be due to the Leab committee chair, so that transportation for physical catalogs can be arranged. Voting will take place over the four days of the conference, and winners will be announced via the RBMS list after results are tallied.

If the new all-awards ACRL form is not ready for when RBMS needs submissions completed, we can always use a Google form as we have done in the past, and share this information with the ACRL awards committee after it has been received. We do not need and are not asking for an awards ceremony.

Stakeholders

The RBMS community is deeply committed to the Leab Awards, and has been anxiously awaiting their return. Updates about this process have been provided at all RBMS Information Exchange and Executive Committee meetings (both of which take place twice per year). When the ACRL Board vote to lift the pause on awards starting in summer 2024 was announced at the RBMS Executive Committee meeting in January, there was much excitement. The RBMS community very much wants to continue its work in this vital area.

Fiscal and Staffing Impact

Fiscal impact for this process includes the shipping of physical catalogs to and from the 2025 RBMS conference. This is covered by the Leab endowment; other than staff time, it has no impact on the ACRL operating budget. ACRL staff will be required to distribute the funds, as they did before the pause. All other matters will be handled internally by RBMS Leab Exhibition Awards committee members.

Action Recommended

That the ACRL Board of Directors approves RBMS proceeding with the awarding of the Leab Exhibition Awards in the 2024-2025 fiscal year.

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.

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.

x ☐ 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.

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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Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Organizational Memberships, Discussion and Report from Board Working Group

Submitted by: Erin L. Ellis, Past-President

Date submitted: April 18, 2024

Background

At the Jan. 31, 2024 meeting, David Free (ACRL Senior Communications and Membership Strategist) presented the Board with information about organizational members, dues, and benefits (see [Board documents 19.0-19.4](#)). The Board discussed possibilities for increasing the number of organizational members, the value of this type of membership for organizations, and the current and potential benefits that could incentivize or attract organizations to this type of membership. As a result of this discussion, a Board working group was formed (Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Erin Ellis, Yasmeen, Shorish, and David Free) to further consider the value proposition for organizational membership and to prepare for further discussion of organizational memberships at the April 25, 2024 Board meeting.

Questions for the Board to Discuss

The working group's overall question: What general or specific objectives would the Board like to see achieved through organizational membership?

See additional documents: Organizational Memberships Board Working Group report (Doc 5.1), list of current and 2019 organizational members (Confidential Doc 5.4), updated organizational dues market research (Doc 5.2).

Stakeholders

No additional stakeholders have been consulted or contacted thus far; however, the Budget & Finance Committee will need to be included if work proceeds. If work proceeds with potential stacking of benefits (Benchmark and JobList discounts), the Public Library Association and *American Libraries* will need to be contacted. If work proceeds with discounting ACRL conference registration and online learning, ACRL Staff for Conference Planning and Professional Development will need to be included.

Strategic Goal Area Supported

[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.

☒

Equity, Diversity & Inclusion

Goal: TBD

☒

Enabling Programs and Services

ACRL programs, services, and publications that target education, advocacy, and member engagement.

ACRL Board Working Group: Organizational Memberships

Report for Board discussion, April 25, 2024

The Board Working Group (the WG) reviewed organizational member discounts and benefits in other ALA divisions and in other membership-driven organizations like the Special Libraries Association, Medical Libraries Association, ASIS&T, and others. Across other ALA divisions, discounts and benefits are similar and unremarkable.

As of March 2024, ACRL has 501 organizational members.

- Net change since March 2019: -133 (\$16,625 in lost dues)
- Current member types
 - Very small: 68
 - Small: 118
 - Medium: 99
 - Large: 47
 - Very Large: 64
 - International: 77
 - State Libraries: 10
 - Non profits: 18
- Larger institutions pay more for [organizational membership at ALA level](#), but don't get any more in terms of discounts or benefits.
- In ALA divisions, all organizational members pay the same amount in dues, regardless of size or classification.
- ALA organizational dues are not changing anytime soon.

Current ACRL benefits overlap with ALA:

- 10% Benchmark discount
 - Can discounts be stacked (i.e., 10% from ALA + 10% from ACRL = 20%)? (will need conversation with PLA)
- Discount on ALA JobList postings
 - Can discounts be stacked? (will need conversation with American Libraries and possibly other divisions)

In reviewing the current list of ACRL's organizational members, it appears that, for many of these members, billing and communication goes to their technical services, acquisitions, serials, cataloging, or periodicals departments.

- This may result in information about discounts and benefits not being relayed to other parts of an organization that may find them more interesting/useful.

The discount on Benchmark subscriptions is likely attractive for some organizational members (but you don't have to be a personal or organizational member to [subscribe to Benchmark](#)).

- Without a personal or organizational membership, Benchmark costs \$600/year for an academic library and \$3000 for consortia. An individual can subscribe for \$99/one month.
- For small, very small, and some 'other' organizations, organizational membership dues are less than \$600, so being an organizational member is valuable for a Benchmark subscription.
- In order to take advantage of the discount, organizational members have to apply a discount code when they subscribe to Benchmark (i.e., the discount is not automatically applied to organizational members' Benchmark subscriptions).
 - For organizational members who also complete the ACRL survey, discounts are stacked for a total of 20% off their Benchmark subscription.

Low-medium efforts to publicize/incentivize organizational membership as it currently exists

- Restart organizational member profiles in ACRL Insider
 - This is still listed as an ACRL [organizational member benefit](#), but profiles haven't been featured since 2017.
- Initiate messaging from ACRL to new, returning, and reinstated organizational members
 - Currently, new, returning, and reinstated organizational members only receive messaging from ALA
- Initiate a communication plan aimed at directors, university librarians, and deans at organizational member sites to additionally promote benefits and discounts
- Identify how many personal memberships are held within our organizational member institutions
- Identify how many organizational members have sent their staff to an ACRL conferences in 2019 or 2023

A survey for current, dropped, new/recent organizational members would help to understand the value these members receive or anticipate receiving or, in the case of dropped members, why they dropped. This may be more than a low-medium endeavor, though.

Possible paths to a stronger value proposition for organizational memberships

Increasing organizational membership dues may be well-received if the value proposition is more attractive for all types of organizations. More analysis needs done to determine the costs of extending new or improved benefits and to determine how organizational membership dues could capture those costs to either break-even or generate revenue.

Increasing organizational membership dues simply based on inflation would likely not be well-received. A dues increase based on other organizations' organizational member dues would also likely not be well-received. And it's difficult to identify a similar, peer organization for true comparison's purposes.

General Questions

Does the ACRL organizational membership rate have to be flat? Could organizational memberships be offered by tier?

- For example, by size based on number of full-time employees, total operating budget, type of institution (e.g., RI, MSI, has a library school)
- ALISE example: annual institutional membership dues are based on size of budget
- MLA example: annual dues are based on number of full-time employees in the library/info center

Can discounts be extended to ACRL online learning? Immersion?

Can ACRL provide discounts on ACRL conference registrations for up to X number of staff from organizational members, (virtual registration, too)? This would likely be very attractive. The discount would need to be beyond/aside from the current group discount. Needs cost-benefit analysis;

Can ACRL provide discounted personal memberships for individuals who work in an organizational member institution? Needs cost-benefit analysis;

Can ACRL provide organizational members with access to volunteer opportunities up to X number?

- [ASIS&T Institutional Affiliate](#) example: \$700/annual dues (+\$700 one-time fee) = three personal memberships for professional, three personal memberships for PhDs, unlimited memberships for one-year bachelor or master's students
- [SLA](#) example:
 - "Organization Shared Member" \$750/annually=one personal membership with full voting privileges and the right to hold office, volunteer, and serve on committees
 - "Organization Executive Member" \$3500/annually=five personal memberships (with option to add additional memberships for \$165 each) with same privileges and rights as described above
 - "Organization Academic/Education Member" \$5000/annually=10 personal memberships, 10 full-time student memberships (with option to add additional students for \$10 each) with same privileges and rights as described above

Additional questions for further discussion and investigation

1. Can ACRL offer a different type of membership to consortia?
2. Can ACRL offer a different form of membership to non-profits who just want to support ACRL?
3. Can ACRL create an attractive organizational membership package specifically aimed at organizations that are MSI?
 - a. This could increase participation and engagement with underrepresented individuals, advancing ACRL goals, and diversifying ACRL membership.

Organizational Dues Market Research – Updated March 2024

ALA:

\$183 – Very Small Library

\$314 – Small

\$524 – Medium

\$1,363 – Large

\$2,098 - Very Large

\$157 - Other —includes Chapters and Affiliates, International Libraries, and non-profit organizations other than libraries

Size	Public Libraries by Service Population	School Libraries by # of Students in the District	Academic Libraries by Student FTE
Very Small	<10,000	Any single building or district <300	<1,000
Small	10k - 24k	300 - 499	1k-3k
Medium	25k - 99k	500-749	3k-10k
Large	100 - 499k	750-999	10k-30k
Very Large	>500k	>1,000	>30k

State Library Agencies need to self-identify as Very Small to Very Large based on their total budgets minus any "pass through" funds.

ALA Divisions:

American Association of School Librarians (AASL): \$75

Association for Library Service to Children (ALSC): \$58

Association of College and Research Libraries (ACRL): \$125

Core: Leadership, Infrastructure, Futures: \$200

Public Library Association (PLA): \$121

Reference and User Services Association (RUSA): \$80

United for Libraries: The Association of Library Trustees, Advocates, Friends, and Foundations: \$150

Young Adult Library Services Association (YALSA): \$72

More information - <https://www.ala.org/membership/ala-organizational-membership>

American Association of Law Libraries:

Only offers individual membership.

More information - <https://www.aallnet.org/community/membership/join-renew/>

American Society for Information Sciences and Technology:

Institutional Affiliate: \$700 Annually + \$700 One-Time Fee, Dues: \$700/year

ASIS&T Affiliate Institutions receive three professional memberships; three PhD memberships, unlimited

one-year bachelor or master's student memberships; a print subscription to JASIST; a link to your institution from the ASIS&T website; group rates at ASIS&T conferences, and discounts on job postings.

Corporate Patron: \$1000 Annually + \$1000 One-Time Fee, Dues: \$1,000/year

ASIS&T Corporate Patron's receive all of the benefits of Affiliate membership plus a free job posting and discounts on meeting program ads.

Institutional Partner: \$3000 Annually + \$3000 One-Time Fee

Institutional partners receive all of the benefits of Corporate Patron Membership plus an exhibit booth at the ASIS&T Annual Meeting, a complimentary meeting program ad, an invitation to present at a chapter meeting; a unique website profile, and recognition as a sponsor.

More information - <https://www.asist.org/membership-2/why-join/categories-and-benefits-of-membership/>

American Statistical Association:

Organizational Membership: For corporations and nonprofit organizations - \$1,440

Institutional Membership: For four-year academic institutions - \$695

More information - <https://www.amstat.org/membership/become-a-member/asa-membership-for-organizations>

Association for Library and Information Science Education:

Institutional Membership status shall be granted to any school that offers a degree in library and information science, or cognate field and which is accredited by the appropriate authority. Institutional Membership does not include a complimentary personal membership to ALISE. To receive special personal member benefits and discounts (such as annual conference member pricing) one must be a personal member of ALISE.

School Budget	Annual Dues
\$0-\$999,999	\$400
\$1,000,000 - \$1,999,999	\$600
\$2,000,000 - \$2,999,999	\$850
\$3,000,000 - \$3,999,999	\$1,150
\$4,000,000 - \$4,999,999	\$1,450

\$5,000,000 - \$9,999,999	\$1,750
\$10,000,000 - \$14,999,999	\$2,300
\$15,000,000 and above	\$2,900

More information - <https://www.alise.org/institutional-membership->

CNI:

The dues for the current membership year (July 1, 2023-June 30, 2024) are \$8,660. CNI's budget is entirely funded through member dues; we do not receive grants. The typical annual dues increase has been 3%.

More information - <https://www.cni.org/about-cni/membership>.

Mathematical Association of America:

MAA Departmental Members include those college and university mathematics departments that have taken an active interest in the advancement of the mathematical sciences.

Departmental Member Dues for Two-Year Colleges: \$375.00 Per Year

Departmental Member Dues for Four-Year Colleges & Universities:

Dues are based on highest degree offered to mathematics students and your school's total enrollment (of academic full-time equivalents).

	Total Enrollment at Institution? (academic full-time equivalents)		
Does Institution Grant PhD in Mathematics?	< 7,000	7,000 - 19,999	20,000+
No	\$500	\$700	\$900
Yes	\$750	\$1,000	\$1,500

More information - <https://maa.org/membership/membership-categories/departmental-membership-benefits>

Medical Library Association:

Dues are based on the number of library/information center FTEs that directly serve medical and health sciences patrons. Do not include student, temporary, or grant-funded positions.

LEVEL 1: Library/information center with 1-2 FTEs (\$368/year)

LEVEL 2: Library/information center with 3-7 FTEs (\$613/year)

LEVEL 3: Library/information center with 8-15 FTEs (\$980/year)

LEVEL 4: Library/information center with 16+ FTEs (\$1,470/year)

More information - <https://www.mlanet.org/join2>

Music Library Association:

Institutional:

Institutional U.S. – \$195

Institutional Non-U.S. – \$205

Add IAML 2024 Membership – \$115 (Available from MLA in the U.S. only)

(Note: There's not a lot of information on institutional benefits on their website. Or there aren't that many.)

Corporate:

Corporate Member – \$540.00

Corporate Patron – \$870.00

More information - <https://www.musiclibraryassoc.org/page/JoinMLA>

SPARC:

Full Voting Membership Dues:

In addition to the other member benefits, voting members participate in the governance of SPARC, including eligibility to serve on the SPARC Steering Committee and provide direct input on SPARC's strategic direction.

- US-based institutions: \$7,950 USD per year
- Canadian-based institutions: \$7,525 USD per year
- Two-year institutions (single campus): \$785 USD per year
- International Supporting Member: \$1,425 USD per year
Open to all non-North American academic institutions and independent research libraries. Institutions in Africa, the U.K. and Europe, or Japan should contact the appropriate SPARC regional affiliate.

Non-Voting Membership Dues:

- Affiliate Member: Dues: \$7,950 USD per year
Open to academic and professional associations, institutions, and societies with memberships comprising libraries, educational institutions, or scholars and researchers. (Affiliate status is subject to approval by the SPARC Steering Committee based upon a determination of the organization's compatibility with the interests, values, and goals of SPARC.)

More information - <https://sparcopen.org/become-a-member/>.

Society of American Archivists:

Institutional membership is open to institutions or agencies responsible for or substantially interested in the custody, study, teaching, control, or use of archives, records, and/or private papers. Institutional members are eligible to receive the benefits of the Society's programs and services. Each institutional member may also identify a "primary contact" person who is eligible to vote, hold office, and serve on appointed groups.

Annual dues for institutional members are:

\$595 for sustaining institutional members

\$340 for regular institutional members

More information - <https://www2.archivists.org/membership/institutional>

Special Libraries Association:

Organizational Memberships:

SLA Partner: \$12,000

Organizational Partner: \$6,000

Educational Organization: \$5,000

Supporting Organization: \$3,500

Valued Member: \$750

More information including descriptions/benefits of categories - <https://www.sla.org/access-membership/organizational-membership/>

Other Organizations:

[ARL](#) and [EDUCAUSE](#) do not provide current dues information publicly on their websites.

Several other discipline-based higher education associations such as the American Sociology Association, Modern Language Association, National Association of Social Workers etc only offer personal/individual membership categories.

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View this email [in your browser](#).



Hello,

Welcome %%IMIS||NAME||COMPANY%% to the ALA family - your institution's membership offers your library and your community a world of resources.

Be sure to log in to your [Organizational Membership profile](#) to update your contact information and communication preferences.

Your organizational membership provides your library access to a wide range of benefits, including discounts on professional subscriptions; management resources; human resources tools; and important library-related insurance.

Start engaging with these resources available through your institution's ALA membership:

- Connect with important resources like [Unite Against Book Bans](#) and [I Love Libraries](#) websites that provide resources to help your library reach out to your community.
- Explore your [member benefits and discount programs](#) and access tools you can put to work for your library that like the ALA-APA's Salary Survey, discounts on JobLIST listings, and members only savings on a variety of other products and services.

Questions? Contact us at membership@ala.org or by calling 800-545-2433.

Thank you, again, for your institution's membership.

ALA Membership Team



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Explore some of the resources available through your institution's ALA membership:

- Connect with important resources like [Unite Against Book Bans](#) and [I Love Libraries](#) websites that provide resources to help your library reach out to your community.
- Explore the [Fight Censorship](#) page for resources to respond to challenges, and dive into resources like [Libraries Transforming Communities](#) which provide tools to help your library innovate and engage.
- Put tools to work for your library including the [ALA-APA's Salary Survey](#), discounts on [JobLIST listings](#), subscriptions to tools like [Benchmark: Library Metrics and Trends](#), and more. Plus, with our [Member Discount Programs](#), your institution can save on a variety of other products and services.

Questions? Contact us at membership@ala.org or by calling 800-545-2433.

Thank you, again, for your institution's membership.

ALA Membership Team



American Library Association
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acrl@ala.org, www.acrl.org



Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Potential Standardization of ALA Division Dues

Submitted by: David Free, ACRL Senior Communications and Membership Strategist

Date submitted: April 12, 2024

Background

In late 2023, an ALA Workgroup for Standardization of Division Membership Dues was formed by the ALA Executive Board composed of representatives from the ALA Membership Committee, each ALA division, and BARC to investigate the feasibility for standardization of division dues and report back to the Board by ALA Annual 2024. ACRL is represented on this group by ACRL Membership Committee representative Christopher Proctor along with Senior Communications and Membership Strategist David Free as ALA/ACRL staff.

In a background document (Doc6.1), ALA Interim Senior Associate Executive Director Melissa Walling notes that in 2005, ALA's total membership exceeded 66,000 members and eight years later, in 2013, membership had decreased by 10,000 members. Until COVID-19, membership remained stable (55,000-58,000), but in 2020, ALA membership – like many association memberships – experienced a sharp decline and ALA has not recovered. For many years ALA has operated with a complex dues structure that included 11 dues rates based on an individual's role and professional status. Direct feedback from members indicated that ALA membership was overly complex, hard to navigate and expensive.

Research conducted by Avenue M indicated that ALA needed to simplify and modernize the membership experience and make membership more personalized and understandable, including the possibility that ALA should offer an enhanced membership bundle to include the division and round table membership. In order for such a bundle to be operationalized, ALA division dues would need to be standardized in a similar same way as the association has done for round table dues.

The ALA Membership Committee chose to tackle this work in two phases. First, a project to consolidate the eleven membership categories into four membership categories was completed and will be

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implemented in September 2024. Phase Two of the project proposed an “enhanced” membership package which will include a bundle of additional benefits to increase the value of membership. Examples of the bundled benefits may include division membership, or round table membership. Due to the variety of division dues across the association, the potential standardization of division dues was identified as a first step in the process. Additional background and rationale are available in the attached ALA Workgroup for Standardization of Division Membership Dues document (Doc 6.1).

The group began meeting in January 2024 to review and discuss possible scenarios for standardization of division dues produced by Melissa Walling and ALA Director of Financial Reporting and Compliance Denise Mortiz. An initial group of nine scenarios explored three price points (average; median; and SCOE recommended ([Steering Committee on Organizational Effectiveness which last explored standardized dues])), along with different attrition rates. These scenarios resulted in an overall loss to ALA and were tabled by the group. A second round of three new scenarios was presented in March 2024 and provided a deeper dive into the impact on individual divisions. Detailed information on these scenarios, including the potential impact on ACRL, is included in the ALA Workgroup for Standardization of Division Membership Dues – Scenarios A-C – March 2024 document (Doc 6.2).

Next steps in the process are to be determined but would likely involve a proposal being submitted from the working group to the ALA Membership Committee and ALA Executive Board. As noted by Melissa Walling to the group, per the ALA Operating Agreement, ALA divisions currently have autonomy to set their own dues structure, so any proposal would likely need approval from the divisions according to their individual bylaws.

Questions for Discussion

1. What are the Board’s overall initial thoughts on the potential standardization of division dues as a concept?
2. What are the Board’s thoughts on the scenarios in the March 2024 document (Doc 6.2) and their potential impact on ACRL financially and in terms of membership numbers?
3. If a scenario was selected where ACRL would be projected to lose dues revenues and/or members, what strategies would you like to see implemented to offset those losses?
4. [ALA Membership stats](#) show that ACRL and PLA have significantly more (almost double) the number of members than other divisions. Given the difference in membership numbers and the programs that each division provides, how do you think standardized division dues would be received?

Strategic Goal Area Supported

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

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☐ 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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ALA Workgroup for Standardization of Division Membership Dues

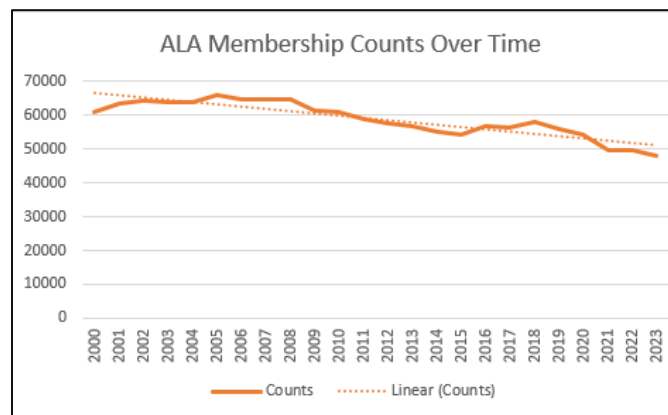
Workgroup Charge:

The ALA Executive Board forms a working group composed of representatives from the ALA Membership Committee, each ALA division, and BARC to investigate the feasibility for standardization of division dues and report back to the Board by ALA Annual 2024.

Background and Rationale:

In 2005, ALA's total membership exceeded 66,000 members and eight years later, in 2013, membership had decreased by 10,000 members. Until COVID-19, membership remained stable (55,000-58,000), but in 2020, ALA membership – like many association memberships – experienced a sharp decline and ALA has not recovered.

For many years ALA has operated with a complex dues structure that included 11 dues rates based on an individual's role and professional status. Direct feedback from members indicated that ALA membership was overly complex, hard to navigate and expensive. **The downward trend in membership confirmed that ALA could no longer continue with the status quo. In 2018, ALA made a commitment to respond to member feedback and simplify the membership experience.**



Engaging with Avenue M – Membership Consultant

ALA wanted to ensure that this effort followed a data driven process and was well informed by direct feedback from members as well as association best practices. Two rounds of research were conducted, in 2018 and again in 2022. **The research indicated that we needed to simplify and modernize the membership experience and make membership more personalized and understandable.** Many individuals mentioned the challenges of getting new members to join – not only the profession, but also ALA – meaning the application process and the marketing of ALA has to be an easy-to-understand and frictionless process. The goal is a model that is easy for members to understand and easy for ALA to communicate in its messaging.

Additionally, **the Avenue M recommendation reflects that ALA should offer an enhanced membership bundle to include the division and round table membership.** Many membership associations have begun to offer bundles in recent years to align with the consumer experience with bundling and personalization. ALA State Chapters often bundle sections or components with membership. Offering this type of membership bundle would benefit the association as divisions and round table membership improves the perceived value of ALA membership.

Finally, **research indicates that standardized dues have benefits beyond the bundle such as the ease of budgeting for the members.** For example, the 2022 Avenue M research found that about 6 in 10 respondents (60%) pay 100% of their own ALA membership dues and 65% pay for division and/or round table dues. Bundling of dues products would provide

a better payment model for those members paying out of pocket, increasing the likelihood of membership renewal. Standardization and bundling would also improve the technology requirements of membership prices.

In order for such a bundle to be operationalized, ALA division dues would need to be standardized in a similar same way as the association has done for round table dues. The ALA Membership Committee chose to tackle this work in two phases:

- **Phase One:** Consolidate the eleven (11) membership categories into four (4) membership categories. **(completed – will be implemented on 9.1.24)**
- **Phase Two:** Launch an “enhanced” membership package which will include a bundle of additional benefits to increase the value of membership. Examples of the bundled benefits may include division membership, or round table membership as noted above.

Key Priorities for New Membership Model

For Phase Two of the membership model efforts, priorities are as follows:

- Increasing incentives for members to join a division or round table which may include pre-selected bundles or discounts on ALA dues for those who join.
- Offering additional professional development at the time of membership renewal.
- Exploring opportunities to enhance the membership value proposition and decrease costs.
- Simplifying and streamlining the membership types and prices for ease of onboarding new members.

Direct Excerpt from Avenue M Research:

Overview of Relevant Findings from Research Impacting Membership Model Design

Prior to creating the second iteration of membership models, the following primary research was conducted by Avenue M. The survey was conducted with both members and nonmembers from November to December 2022. The data below is primarily from the 2022 survey, unless otherwise noted and benchmarked against the 2018 survey.

- **Satisfaction.** Overall, members perceive ALA membership in a positive light but there is room for improvement.
 - More than three in five (62%) of members are satisfied or extremely satisfied with membership. This is +5% from the 2018 survey.
 - Over one-third (34%) of members feel connected or extremely connected to ALA. This is the same percentage as 2018.
 - Nearly one-third (32%) of members are extremely likely to recommend membership to a colleague in the industry (i.e., 32% gave a rating of a 9 or 10 on a 0 to 10 scale, where 10 = Extremely likely. Further analysis showed a Net Promoter Score (NPS) of +10.5, which is slightly lower than the +13.1 in the 2018 survey. In Avenue M’s database of the most recent 100 surveys, typically individual membership organizations have an NPS of around +25; however, this varies by industry.
- **Words associated with ALA.** Respondents want ALA to be more affordable (43%), inclusive (37%), accessible (35%), collaborative (32%), and informative (31%). In 2018, “Expensive” (43%) was the most frequently selected negative attribute associated with ALA. “Informative” (60%) and “Relevant” (33%) were the positive attributes chosen most often.
- **Value of membership.** In 2018 and 2022, about two-thirds of members believe the value they receive from ALA membership is equal to or greater than the cost of dues. One-third think the value is less than the cost.
- **Cost of dues.** Only 4% of members and nonmembers think ALA is affordable. When asked about the price of dues, on average, respondents thought a price of around \$108 for membership dues was considered a bargain. Anything approaching \$219 was too expensive to consider. Fifteen percent of members didn’t renew after their first year of membership because dues increased.

- **Former members and retention.** The top reasons former members do not belong to ALA is because ALA dues are too high for the benefits gained through membership, they are paying for membership out of pocket, and they cannot afford membership. Affordability and the value of ALA is a bigger concern for new professionals compared to experienced professionals.
- **Ways to improve membership.** Nearly half (48%) of members think the membership experience would be improved if the cost of dues were lowered. Similarly, lowering the cost of education and conference prices are top of mind for many members and former members. Not surprisingly, a higher percentage of less experienced respondents thought lowering the cost of dues would improve the membership experience. [57% with 4-10 years' experience and 53% with 3 years or less experience]. Overall, when considering modifying the membership structure, members and former members want lower prices for dues and education, which can include bundling pricing and more flexibility to join ALA divisions or round tables without being required to join ALA.
- **Member dues structure/Round tables/divisions.** Value among ALA (national), divisions, and round tables varied. Nearly half (48%) of respondents – both in 2018 and 2022 – find they receive more value from their division membership. About one-quarter (24%) said they receive equal value from ALA (national) and their division membership. In terms of round tables, the distribution of value is somewhat proportionate, as 32% of survey respondents indicated they receive more value from their ALA (national) membership, 27% feel they receive more value from their round table membership, and 26% receive equal value from their ALA membership and round table membership.
- **Budget for professional membership.** Who pays? About 6 in 10 respondents (60%) pay 100% of their own ALA membership dues and 65% pay for division and/or round table Dues. (In 2018, two-thirds of members were responsible for paying their own membership dues. More than half (53%) were also responsible for paying division and/or roundtable dues.) Avenue M finds it common among associations that have a sizable portion of members paying out of pocket for dues to have its members more sensitive to price, and usually have lower satisfaction ratings with membership. Since the onset of the COVID-19 pandemic, about one-third of respondents have decreased budgets for both membership and professional resources.
- **Former members.** About one in ten (14%) former members do not belong to ALA because their budget for professional memberships decreased.
- **Benefits usage.** Of the 24 ALA offerings listed in the survey question that asked, “Please indicate which of the following ALA benefits or resources you have participated in or used within the past two years,” on average, among members and former members, they have participated in or used 4.6 or 17% of offerings listed. This is slightly lower than what Avenue M sees with other organizations.
- **Benefits offered.** Three-quarters of members think ALA Standards and Guidelines is a “Must Have” member benefit. Tools and resources to use in their library, career resources, and the ability to attend the ALA Annual Conference are also considered “Must haves” by half or more of respondents.
- **E-learning.** Nearly half (48%) of survey respondents plan to attend more on-demand online learning than they did prior to the pandemic. Virtual/live learning was selected by 42% of respondents. About one in four (24%) said they thought their future learning preferences would mostly remain the same as prior to the pandemic. Similarly, when it comes to learning preferences, pre-recorded, on-demand webinars or workshops were the number one format selected (52%). Online live education delivered in 30 minutes or longer is the second most popular choice by more than one-third of respondents (39%). One-day, in person is still popular for nearly one-third (31%) of respondents. Just outside of the top five ways to improve the value of membership was to increase the number of virtual CE offerings (e.g., greater specialization, more content), which was selected by about one-quarter of respondents (26%). This is important as ALA looks at creating an “Enhanced” membership in the next iteration of membership that could include an e-learning bundle.

Attachments:

Approved Dues for Simplified Membership Model – Phase One Complete – Council Document #39:

https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2039%20Membership%20Committee%20Report_LLX%202024.pdf



Executive Summary 2022 ALA Membership Survey – Executive Board Document #12.7

<https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/ExecutiveBoard/20222023Docs/ebd%2012.7%20Exec.%20Summary%20Presentation%202.23%20Combined.pdf>

Standardized Round Table Dues – Council Document #44.3

https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044.3%20Round%20Table%20Dues%20Standardization_0.pdf

Approved Simplified ALA Membership Model - Council Document #44:

[https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Membership%20Committee.p
df](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Membership%20Committee.pdf)



ALA Workgroup for Standardization of Division Membership Dues – Scenarios A-C – March, 2024

The following scenarios represent possible ways to standardize the dues structure across ALA's 8 divisions. Divisions generate \$2,083,516 in revenue directly into the division representing nearly 33,000 individual memberships.

Here is an overall breakdown of division members:

- Individual Type I (Regular Members): 71% of Division Memberships
- Individual Type II: 12% of Division Memberships
- Student: 10% of Division Memberships
- Supporter*: 3% of Division Memberships
- Organization/Corporate: 4% of Division Memberships

Additional detail about the current prices for division membership can be found here: <https://www.ala.org/membership/ala-personal-membership-benefits-types>

Price Sensitivity:

Recognizing that there will be some growth and attrition based upon the price changes, three possible approaches were explored by the Workgroup:

- Scenarios I-III: applied a 20% attrition to change in price. **Discontinued** based upon recommendation of membership consultant from Avenue M – recommended using ALA attrition rate +/-5%
- Scenario IV – VI: Applied ALA attrition rate of 19% with a positive or minus of 5% to the percentage change in price.
- Scenario VII – IX: Applied ALA attrition rate of 19% with a positive or minus of 5% to the change in member counts. **Discontinued** as the model did not apply a true sensitivity metric. The model assumed the same decline in counts with a \$1 price change as a \$20 price change.

Therefore, the following scenarios are all using the same methodology applied to Scenarios IV-VI which combines the association best practice with ALA retention data.

*Supporters are those working outside of the library profession such as trustees, friends of libraries or other library advocates.



Dues Scenario A:

These prices reflect the recommended prices from the Steering Committee on Organizational Effectiveness (SCOE). This member group was tasked with streamlining ALA activities and explored standardized dues in its initial stages. The only modification is that the price of student membership has been significantly reduced to \$10 and the supporter price point has been aligned with the Individual Type I. The workgroup believes that keeping the price low for student is key to engagement. This aligns with the standardized round table dues as well which had a lower price point for student membership.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$70	\$125	\$15
Individual Type II	\$40	\$55	\$15
Student	\$10	\$40	\$5
Supporter	\$70	\$70	\$15

Observations:

In this model, 5 divisions are projected to lose revenue, with one division projected to lose over \$100,000. In addition to the loss of revenue, it is projected that 5 divisions would lose members as well. While individual division impact varies, the overall net loss in revenue and counts may not be viable. Based upon the large number of Individual Type I (Regular) Members within division, we may benefit from considering scenarios that increase the price of Individual Type I members.

Here is the individual impact to revenue and counts

	Existing	Scenario A	Increase (Decrease)		Existing	Scenario A	Increase (Decrease)
AASL	\$ 304,325	\$ 295,369	\$ (8,956)	AASL	5,205	5,216	11
ACRL	494,915	459,485	(35,430)	ACRL	7,614	7,486	(128)
ALSC	140,732	163,098	22,366	ALSC	3,057	2,893	(164)
Core	246,820	243,911	(2,909)	Core	3,854	3,864	10
PLA	575,121	466,962	(108,159)	PLA	7,281	7,520	239
RUSA	114,767	116,009	1,242	RUSA	2,027	2,013	(14)
United	57,665	57,532	(133)	United	940	934	(6)
YALSA	149,171	159,881	10,710	YALSA	2,904	2,800	(104)
	\$ 2,083,516	\$ 1,962,248	\$ (121,268)		32,882	32,727	(155)



Dues Scenario B:

These prices reflect a \$5 increase in all price points.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$75	\$125	\$15
Individual Type II	\$45	\$55	\$15
Student	\$15	\$40	\$5
Supporter	\$75	\$70	\$15

Observations:

In this model, 6 divisions are expected to gain revenue. This gain in revenue is offset by a 3% loss in membership counts overall. This model appears to be close to a breakeven model.

Here is the individual impact to revenue and counts:

	Existing	Scenario B	Increase (Decrease)		Existing	Scenario B	Increase (Decrease)
AASL	\$ 304,325	\$ 315,156	\$ 10,831	AASL	5,205	5,114	(91)
ACRL	494,915	488,526	(6,389)	ACRL	7,614	7,202	(412)
ALSC	140,732	172,850	32,118	ALSC	3,057	2,814	(243)
Core	246,820	258,385	11,565	Core	3,854	3,791	(63)
PLA	575,121	500,318	(74,803)	PLA	7,281	7,452	171
RUSA	114,767	123,474	8,707	RUSA	2,027	1,968	(59)
United	57,665	61,053	3,388	United	940	917	(23)
YALSA	149,171	169,697	20,526	YALSA	2,904	2,728	(176)
	<u>\$ 2,083,516</u>	<u>\$ 2,089,459</u>	<u>\$ 5,943</u>		<u>32,882</u>	<u>31,986</u>	<u>(896)</u>



Dues Scenario C:

These prices reflect a \$3 increase in all price points except students. Early conversations indicated that \$15 may be the highest amount student members should pay.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$78	\$125	\$15
Individual Type II	\$48	\$55	\$15
Student	\$15	\$40	\$5
Supporter	\$78	\$70	\$15

Observations:

In this model, 7 divisions are expected to gain revenue and the overall gain in total revenue is over 3%. This gain in revenue does result in membership losses for every division except PLA which is expected to grow due to the lower price point.

Here is the individual impact to revenue and counts:

	Existing	Scenario C	Increase (Decrease)		Existing	Scenario C	Increase (Decrease)
AASL	\$ 304,325	\$ 324,285	\$ 19,960	AASL	5,205	5,061	(144)
ACRL	494,915	503,987	9,072	ACRL	7,614	7,139	(475)
ALSC	140,732	177,450	36,718	ALSC	3,057	2,772	(285)
Core	246,820	266,154	19,334	Core	3,854	3,749	(105)
PLA	575,121	518,520	(56,601)	PLA	7,281	7,417	136
RUSA	114,767	127,106	12,339	RUSA	2,027	1,945	(82)
United	57,665	62,913	5,248	United	940	908	(32)
YALSA	149,171	174,239	25,068	YALSA	2,904	2,690	(214)
	<u>\$ 2,083,516</u>	<u>\$ 2,154,654</u>	<u>\$ 71,138</u>		<u>32,882</u>	<u>31,681</u>	<u>(1,201)</u>

Association of College & Research Libraries
225 N. Michigan Ave., Suite 1300, Chicago, IL 60601
800-545-2433, ext. 2523
acrl@ala.org; <http://www.acrl.org>



To: ACRL Budget and Finance Committee, ACRL Board of Directors
From: Allison Payne, ACRL Interim Executive Director
Date: April 12, 2024
Re: FY24 Q2 Memo

The attached spreadsheet (Doc 7.1) details ACRL's second-quarter performance through January 31, 2024.

As a reminder, ACRL's budget is best considered on a two-year cycle due to the ACRL Conference taking place in odd years. Revenues and expenses for the ACRL Conference will be recognized in the year the event takes place, except for expenses that are non-material (i.e., less than \$5K) and monthly payments. Thus, comparisons of total financial performance to last year, while useful for the Choice budget, are not as meaningful for the ACRL portion of the report, so I have presented the ACRL comparisons with the FY22 actual so comparisons between two budgets in non-conference years can be made.

Executive Summary

While revenues are down, significant expense savings were again realized in Q2 that resulted in ACRL outperforming Q2 budget by \$92,409.

	FY24	FY24	Variance	FY22	Variance
	Actual	Budget	from Budget	Actual	FY22 to FY24
Beginning net asset balance	\$3,627,669	\$3,627,669	\$0	\$3,367,723	\$259,946
Revenues	\$707,170	\$939,005	(\$231,836)	\$725,457	(\$18,287)
Expenses	\$870,654	\$1,194,898	(\$324,244)	\$801,902	\$68,752
NET	(\$163,484)	(\$255,893)	\$92,409	(\$76,445)	(\$87,039)
Ending net asset balance	\$3,464,185	\$3,371,776	\$92,409	\$3,291,278	\$172,907

ACRL Revenues

ACRL total Q2 revenues were \$707,170 versus a budgeted \$939,005, resulting in a variance from budget of -\$231,836 or -25%.

- As of the January 2024 performance report, personal **membership dues** of \$208,085 are \$8,926 (4%) behind of YTD budget. Personal and organizational dues are budgeted separately but aren't separated out in reporting from Accounting, so the variance is likely a combination of short falls in those two categories.
- Budgeting for **Benchmark** was overestimated and included \$93,062 for Q2 in subscription revenues and as of January 2024 have collected \$57,688 in actual revenues. FY25 revenues have been reduced to reflect actual subscriptions, and we hope to see robust growth in the coming years for ACRL's suite of data products that serve the profession.
- **Serials** online advertising revenue is budgeted at \$54,167 and actuals are at \$45,305, which is \$8,862, or 16%, behind budget.
- **Licensed workshop** was budgeted at \$26,250, but payments from two January RoadShows were not recognized due to processing of January invoices; the revenue is still not appearing in the February 2024 reports but is expected that this will be reconciled for the Q3 report. Five workshops are scheduled for spring/summer 2024.
- For **non-serial publications**, there is a missing royalty payment of over \$20K, and this will be seen in the Q3 report. When it is included, total revenues will increase from \$128,027 to \$148,226, more than \$10K ahead of budget.
- **Web CE** revenues are 108% ahead of YTD budget due to strong performance of a few fall events, but we expect revenues to stabilize over the spring/summer.
- For **non-serials**, both print book (4100) and institutional ebook (4421) sales are strong through November, with total revenues 13%, \$ 11,042, ahead of budget.
- **Serials** revenues include overhead-exempt revenues of \$9,890 are \$ 2,390 (32%) ahead of YTD budget.
- For the **RBMS Conference**, \$22K of registration fees are budgeted in Q1; this revenue will be recognized when the event takes place in June 2024.
- The **Immersion program** did not realize the \$50K in budgeted revenues due to the program's pause. There is a planned refresh slated to launch in late FY24 or early FY25.
- **Classified ad revenues** are meeting the Q1 budgeted amount of \$97K.

ACRL Expenses

ACRL's Q2 performance included significant expenses saving. Actual expenses \$870,654 versus a budgeted \$1,194,898, resulting in \$324,244 of 27% of cost savings.

- Due to staff vacancies for the ACRL unit, there was \$112K of **salaries and benefits** savings.
- The **Immersion program** did not realize the \$80K budgeted in expenses due to the program's pause and planned refresh slated to launch in late FY24 or early FY25.

- The **RBMS Conference** currently is showing \$65K in expense savings but this is due to timing. These expenses are expected to be recognized when the event takes place in June 2024.
- **Program allocation** has savings of \$42K due to unspent TBD program expenses.
- For **scholarly communication**, there is \$21K of misplaced expenses from another unit; this has been reconciled for Q3.
- \$6,602 of **TATIL** onboarding expenses that should have been recognized in FY23 were incorrectly applied in FY24.
- \$72,564 of **ACRL Conference 2023** deferred expenses were not recognized by ALA Accounting in FY23 and were incorrectly applied in FY24. ACRL staff met with Accounting to discuss the process and reporting for deferred expenses to ensure this error doesn't happen again.
- ALA units were required to cut FY24 travel expenses by 10%. For Q2, ACRL was required to cut \$4,156 in travel. For the full FY, ACRL will be required to cut \$9,975 in travel expenses.

Long-term Investment

The Q2 report for the ACRL LTI included the beginning balance of \$5,773,259.

FY24 actuals through January 31, 2024

ACRL Q2 Report

	FY24	FY24	FY24	FY24	FY24	FY22*	FY22*	FY22*
	Budget	Q2 Budget	Q2 Actual	\$ Variance	% Variance	Q2 Actual	\$ Variance	% Variance
Beginning Reserves								
Reserve Sept. 1: ACRL Operating	\$3,627,669	\$3,627,669	\$3,627,669	\$0	0%	\$3,367,723	\$259,946	8%
Reserve Sept. 1: ACRL LTI	\$5,773,259	\$5,773,259	\$5,773,259	\$0	0%	\$5,209,693	\$563,566	11%
Reserve Sept. 1: CHOICE Operating	\$3,078,726	\$3,078,726	\$3,078,726	\$0	0%	\$2,924,245	\$154,481	5%
Reserve Sept. 1: CHOICE LTI	\$553,388	\$553,388	\$553,388	\$0	0%	\$621,058	(\$67,670)	-11%
Total	\$13,033,042	\$13,033,042	\$13,033,042	\$0	0%	\$12,122,719	\$910,323	8%
Revenues								
Membership								
Dues	\$520,827	\$217,011	\$208,085	(\$8,926)	-4%	\$211,334	(\$3,249)	-2%
Standards, Licensing Fees	\$150	\$63	\$45	(\$18)	-28%	\$0	\$45	N/A
Advisory	\$15,100	\$6,292	\$15,100	\$8,808	140%	\$7,093	\$8,007	N/A
Awards	\$0	\$0	\$0	\$0	N/A	\$1,200	(\$1,200)	-100%
Special Events	\$15,125	\$6,302	\$1,500	(\$4,802)	N/A	\$0	\$1,500	N/A
Equity, Diversity & Inclusion	\$22,000	\$9,167	\$4,750	(\$4,417)	N/A	\$32,000	(\$27,250)	-85%
Project Outcome & Info Lit	\$70,976	\$29,573	\$32,228	\$2,655	N/A	\$450	\$31,778	N/A
Subtotal	\$644,178	\$268,408	\$261,708	(\$6,700)	-2%	\$252,077	\$9,631	4%
Publications								
CHOICE	\$2,356,295	\$981,790	\$798,897	(\$182,892)	-19%	\$631,767	\$167,130	26%
ACRL Serials	\$567,461	\$224,702	\$217,725	(\$6,977)	-3%	\$14,302	\$203,423	-66%
C&RL News (to ACRL serials FY24)	\$0	\$0	\$0	\$0	N/A	\$274,507	(\$274,507)	-100%
RBM (to ACRL serials FY24)	\$0	\$0	\$0	\$0	N/A	\$10,055	(\$10,055)	N/A
Nonperiodical Publications	\$331,000	\$137,917	\$128,027	(\$9,890)	-7%	\$100,519	\$27,508	27%
Library Statistics	\$223,349	\$93,062	\$57,688	(\$35,374)	-38%	\$36,116	\$21,572	60%
Subtotal	\$3,478,105	\$1,437,470	\$1,202,338	(\$235,133)	-16%	\$1,067,266	\$135,072	13%
Education								
Institutes & Licensed Workshops	\$263,600	\$109,833	\$0	(\$109,833)	-100%	\$0	\$0	N/A
ACRL Conference	(\$24,000)	(\$10,000)	\$0	\$10,000	-100%	\$0	\$0	N/A
RBMS Conference	\$195,373	\$81,405	\$7,000	(\$74,405)	N/A	\$2,500	\$4,500	N/A
Annual Conference & LLX Programs	\$14,000	\$5,833	\$0	(\$5,833)	N/A	\$0	\$0	N/A
Web-CE	\$66,828	\$27,845	\$35,022	\$7,177	26%	\$35,381	(\$359)	-1%
Subtotal	\$515,801	\$214,917	\$42,022	(\$172,895)	-80%	\$37,881	\$4,141	11%
Special Programs								
Friends of ACRL-Restricted	\$0	\$0	\$0	\$0	N/A	\$11,800	(\$11,800)	N/A
Friends of ACRL-Operating	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Unidentified Budget	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Total Revenues								
Total Revenues ACRL	\$2,281,789	\$939,005	\$707,170	(\$231,836)	-25%	\$725,457	(\$18,287)	-3%
Total Revenues CHOICE	\$2,356,295	\$981,790	\$798,897	(\$182,892)	N/A	\$631,767	\$350,023	26%
Total Revenues ACRL & Choice	\$4,638,084	\$1,920,795	\$1,506,067	(\$414,728)	-22%	\$1,357,224	\$563,571	11%

FY24 actuals through January 31, 2024

ACRL Q2 Report

	FY24	FY24	FY24	FY24	FY24	FY22*	FY22*	FY22*
	Budget	Q2 Budget	Q2 Actual	\$ Variance	% Variance	Q2 Actual	\$ Variance	% Variance
Expenses								
Membership								
Membership Services	\$93,502	\$36,621	\$22,756	(\$13,866)	-38%	\$1,413	\$21,343	1510%
Board	\$148,718	\$58,151	\$35,247	(\$22,904)	-39%	\$5,968	\$29,279	491%
Advisory	\$23,729	\$9,350	\$20,283	\$10,932	117%	\$9,775	\$10,508	107%
Standards Distribution	\$820	\$324	\$184	(\$140)	-43%	(\$37)	\$221	N/A
Awards	\$16,263	\$4,664	\$4,961	\$297	N/A	\$0	\$4,961	N/A
Chapters	\$16,376	\$4,959	\$4,961	\$2	0%	\$100	\$4,861	N/A
Committees	\$148,564	\$56,425	\$44,645	(\$11,780)	-21%	\$0	\$44,645	N/A
Sections	\$156,382	\$61,060	\$33,558	(\$27,502)	-45%	\$1,183	\$32,375	2737%
ACRL Serials (over revenue)	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Liaisons to Higher Ed. Organizations	\$30,008	\$12,245	\$9,369	(\$2,876)	-23%	\$13,783	(\$4,414)	-32%
Special Events	\$14,200	\$5,917	(\$968)	(\$6,884)	-116%	\$0	(\$968)	N/A
Information Literacy	\$163,806	\$66,468	\$55,034	(\$11,435)	-17%	\$7,759	\$47,275	609%
Scholarly Communications	\$66,633	\$25,947	\$40,174	\$14,227	55%	\$6,396	\$33,778	528%
Value of Academic Libraries	\$27,828	\$10,687	\$8,185	(\$2,502)	N/A	\$0	\$8,185	N/A
Government Relations	\$25,512	\$9,969	\$5,953	(\$4,016)	-40%	\$5,833	\$120	2%
Scholarships	\$40,000	\$16,667	\$0	(\$16,667)	N/A	\$5,000	(\$5,000)	N/A
Annual Conference Programs	\$27,753	\$11,431	\$1,191	(\$10,240)	N/A	\$0	\$1,191	N/A
New Roles & Changing Landscapes	\$19,652	\$7,631	\$5,079	(\$2,552)	-33%	\$200	\$4,879	N/A
Equity, Diversity & Inclusion	\$77,502	\$25,329	\$15,616	(\$9,713)	-38%	\$658	\$15,416	7708%
Project Outcome	\$106,240	\$42,747	\$39,906	(\$2,841)	-7%	\$35,980	\$3,926	11%
Subtotal	\$1,203,486	\$466,593	\$346,133	(\$120,460)	-26%	\$94,011	\$252,122	268%
Publications								
CHOICE	\$2,329,930	\$949,632	\$955,317	\$5,685	1%	\$552,624	\$402,693	73%
ACRL Serials	\$476,577	\$185,379	\$160,401	(\$96,397)	-52%	\$6,174	\$82,808	1341%
C&RL News (to ACRL serials FY24)	\$0	\$0	\$1	\$1	N/A	\$101,949	(\$101,948)	N/A
RBM (to ACRL serials FY24)	\$0	\$0	\$165	\$165	N/A	\$7,902	(\$7,737)	N/A
Nonperiodical Publications	\$279,321	\$112,007	\$88,982	(\$23,025)	-21%	\$14,456	\$74,526	516%
Library Statistics	\$289,387	\$116,985	\$54,754	(\$62,231)	-53%	\$93,670	(\$38,916)	-42%
Subtotal	\$3,375,215	\$1,364,003	\$1,259,620	(\$104,382)	-8%	\$776,775	\$482,845	62%
Education								
Institutes & Licensed Workshops	\$272,287	\$106,824	\$22,760	(\$84,065)	-79%	\$2,462	\$20,298	12%
ACRL Conference	\$148,349	\$56,857	\$118,661	\$61,804	109%	\$6,703	\$111,958	6%
RBMS Conference & Preconferences	\$188,599	\$78,041	\$28,677	(\$49,363)	-63%	(\$9,476)	\$38,153	-25%
Web-CE	\$77,827	\$30,450	\$25,607	(\$4,844)	-16%	\$11,222	\$14,385	78%
Subtotal	\$687,062	\$272,172	\$195,704	(\$76,468)	-28%	\$10,911	\$184,793	6%
Special Programs								
Friends of ACRL-Restricted	\$0	\$0	\$0	\$0	N/A	\$11,800	\$0	N/A
Friends of ACRL-Operating	\$25,010	\$9,650	\$230	(\$9,420)	-98%	\$349	(\$119)	-34%
Subtotal	\$25,010	\$9,650	\$230	(\$9,420)	-98%	\$12,149	(\$11,919)	-98%
Unallocated Admin Expenses	\$2,282	\$32,112	\$24,283	(\$7,829)	-24%	\$472,478	(\$448,195)	N/A
Endowment Transfer	(\$175,000)	\$0	\$0	\$0		\$0		
Total Expenses								
Total Expenses ACRL	\$2,788,124	\$1,194,898	\$870,654	(\$324,244)	-27%	\$801,900	\$68,754	9%
Total Expenses CHOICE	\$2,329,930	\$949,632	\$955,317	\$5,685	N/A	\$552,624	\$402,693	N/A
Total Expenses ACRL & CHOICE	\$5,118,054	\$2,144,530	\$1,825,971	(\$318,559)	-15%	\$1,354,524	\$471,447	35%

* = To compare non-conference years, column G shows FY22 actuals (Jan) for ACRL. Column G includes FY23 actuals (Jan) for Choice.

Choice Performance Comments

FY24 Q2, January 2024

Choice finished January 2024, with a net operating income of negative \$151,974 on revenues of \$798,899 and expenses of \$950,873. Revenue was \$182,562 behind budget due to sluggish advertising performance and timing of licensing payments. On the expense side, we were on or close to budget across all categories.

Jan 2024							
404 UNIT REVENUES							
Source	Budget YTD	Actual YTD	Var	% Budget	Prior Year	Var	% Prior
Subscriptions	394,700	383,504	(11,196)	-2.84%	572,374	(188,870)	-33.00%
Advertising/Sponsored Content	365,415	279,665	(85,750)	-23.47%	316,423	(36,758)	-11.62%
Royalties	198,606	122,518	(76,088)	-38.31%	198,634	(76,116)	-38.32%
Other \$	22,500	13,212	(9,288)	-41.28%	1,190	12,022	1010.25%
Total Revenue	981,221	798,899	(182,322)	-18.58%	1,088,621	(289,722)	-26.61%
Total Expenses	949,633	950,873	(1,240)	-0.13%	998,702	47,829	4.79%
NET REVENUE	31,588	(151,974)	(183,562)	581.11%	89,919	(241,893)	-269.01%

SUBSCRIPTIONS

Choice's subscription revenue was close to budget, although circulation has dipped. As of January 2024, *Choice* magazine circulation was down 5% and Choice Reviews circulation was down 7%. December and January are when most of our renewals come in, so we expect to see circulation rise as more lapsed subscribers submit their renewals.

ROYALTIES

Licensing (royalty) income for Choice was slightly behind budget by \$76,088. This is due to timing, and we are working with vendors to make sure their payments come in before the end of the fiscal year.

ADVERTISING AND SPONSORED CONTENT

Choice advertising revenues were \$85,750 behind budget across all products, except webinars (which were 11% better than budget in January). This is a down year for advertising as many long-time sponsors are seeing restructuring in their marketing departments. This disruption has led to contracts being delayed and decreased advertising spends across many of our big advertising partners.

EXPENSES

On the expenses side, Choice's direct expenses are on budget across all categories, and we continue to monitor spending closely.

Association of College & Research Libraries
ALA/ACRL American Library Association
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Board of Directors Action Form

To: ACRL Board of Directors

Subject: ACRL Board Task Force on Section Participation

Submitted by: Kara Whatley, ACRL Division Councilor

Date submitted: April 19, 2024

Background

At the 2023 Fall Virtual Board Meeting, the ACRL Board of Directors formed a working group to explore and enhance member engagement, particularly within ACRL sections. In January 2024 the task force surveyed ACRL section leaders, asking the following questions.

1. What activities are most beneficial to your Section and its members?
 - a. In-person professional development events
 - b. Virtual professional development events
 - c. In-person networking opportunities
 - d. Virtual networking opportunities
 - e. Social events
2. What modalities are most effective for these activities?
3. What challenges do you face in proposing content for the ACRL Conference?
4. What would make you feel more welcome or represented at the ACRL Conference?

Twelve responses were received, representing ten ACRL sections. A review of the responses indicates the virtual professional development and networking opportunities are clearly beneficial to most sections. Sections are happier with providing online content for their members because it allows more people to participate, and they have more autonomy over topics and timing. They would like more in-person opportunities, like socials, at the ALA Annual Conference, and they would like there to be an ACRL track at that conference with guaranteed program space for ACRL content. At the ACRL Conference, they would like more section/subject specific content to be on the program, which has been missing before. With section-specific content at ACRL, they feel more of their members will attend, and they want to hold social events for their members even if that means using section funds.

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.

The task force recommendations are:

- Work with ALA to create an ACRL-track at ALA Annual
- Revamp how programs are chosen for the ACRL Conference to include more section-specific content.
- Include social events for the sections at the ACRL Conference.

We think this would address the concerns that were voiced to the Board of (a) academic librarians not attending ALA Annual due to lack of programming and events which lead to (b) vendors not exhibiting at ALA Annual because their audience isn't there and (c) Sections feeling that there isn't content for their members at the ACRL Conference.

Stakeholders

ACRL section leaders were surveyed in January 2024.

Fiscal and Staffing Impact

Staff time will be needed to implement the recommendations above. However, we feel the overall fiscal impact for the organization will be positive as more librarians will be likely to attend—and participate—in conference activities, which should in turn increase vendor participation in conferences as well.

Action Recommended

That the ACRL Board of Directors approves the following actions:

1. ACRL staff work with ALA to create an ACRL-track at ALA Annual Conference
2. ACRL Board form a task force to revamp how programs are chosen for the ACRL Conference to include more section-specific content. Include social events for the sections at the ACRL Conference in 2027.

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**

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.

Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ **Equity, Diversity & Inclusion**

Goal: TBD

☒ **Enabling Programs and Services**

ACRL programs, services, and publications that target education, advocacy, and member engagement.



ACRL Plan for Excellence

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

Preamble

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

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

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

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

Timeless Core Ideology

Core Purpose

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

Core Organizational Values

ACRL is committed to:

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

Core Commitment

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

Long-term Envisioned Future

Vision

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

Vivid Description of a Desired Future

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

Five-Year Goals and Objectives

Value of Academic Libraries

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

Objectives:

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

Student Learning

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

Objectives:

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

Research and Scholarly Environment

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

Objectives:

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

New Roles and Changing Landscapes

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

Objectives:

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

Equity, Diversity and Inclusion

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

Objectives:

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

ACRL Active Task Force Status Report

Task Force	Charge	Leadership	Timeline	Status Notes
ACRL/ALA/ARL IPEDS Advisory Task Force	Charge: To continue efforts to bring the Integrated Postsecondary Education Data System (IPEDS) Academic Libraries Component up to date and in line with current library practices. To make recommendations regarding definitional issues and responses to questions raised by the academic library community in the 2021-24 survey cycles; to address definitional issues surrounding the nuances of shared print and electronic collections; to publicize changes to the IPEDS Academic Library Component to the academic library community on a regular basis.	Co-chairs: Devin Savage, ARL co-chair pending Board Liaison: N/A Staff Liaison: Gena Parsons-Diamond	Date final report is due: 2025 ALA Annual Conference (June 2025) Date interim report is due: 2023 ALA Annual Conference (June 2023) ACRL Board Virtual Meeting (makeup for AC22): Board approved task force.	SB24: Appointments from ARL still pending. April 14, 2023: Waiting on ARL to send their names to complete the roster. September 20, 2022: Working with ARL and ALA on appointments to the Task Force. August 1, 2022: At the ACRL Board Virtual Meeting (makeup for AC22), the Board approved an extension with a new charge for the ACRL/ALA/ARL IPED ACRL AI Competencies for Library Workers Task Force S Advisory Task Force.

Task Force	Charge	Leadership	Timeline	Status Notes
Communities of Practice Review Task Force	<p>Charge: To review and make recommendations for ACRL Interest Group and Discussion Group structure, leadership, budget, and reporting.</p> <p>Tasks:</p> <ol style="list-style-type: none"> 1. Make a recommendation on how ACRL can best provide opportunities for ACRL members to form groups that engage on timely, hot topics for the academic and research library community. If needed, identify a new group's name, as well as its leadership, continuation, budget, and reporting policy. 2. Ensure there is a pathway to forming a section. If needed, recommend policy updates for the ACRL Guide to Policies and Procedures. 3. If needed, recommend changes to the ACRL Bylaws. 	<p>Chair: Marilyn N. Ochoa</p> <p>Board liaison: Yasmeen Shorish</p> <p>Staff liaison: Allison Payne</p>	<p>Interim reports: June 2024, Fall 2024</p> <p>Final report: January 2025</p>	<p>April 2024: Appointment offers sent.</p> <p>January 2024: Task Force approved by Board.</p>

AI Competencies for Library Workers Task Force	<p>Charge: To develop a set of comprehensive AI competencies for library workers that align with the evolving needs of academic libraries in the context of AI integration.</p> <p>Tasks:</p> <ol style="list-style-type: none"> 1. Identify and analyze the specific needs and roles of library workers in relation to AI. 2. Review existing ACRL standards and frameworks for AI relevance and integration. 3. Engage with various stakeholders to gather insights and feedback. 4. Develop a set of essential AI competencies for library professionals as needed. 5. Provide recommendations to the board on the implementation and dissemination of the developed competencies across the profession. 	<p>Chair: TBD</p> <p>Board liaison: TBD</p> <p>Staff liaison: TBD</p>	<p>Date interim report is due: 6 months from task force establishment. (TF established March 2024; interim report will be due at the 2024 ACRL Fall Board Virtual Meeting.)</p> <p>Date final report is due: 12 months from task force establishment. (TF established March 2024; final report will be due at the 2025 ACRL Spring Board Virtual Meeting.)</p>	<p>April 2024: Appointments underway.</p> <p>March-April 2024: Call for volunteers was launched and applications were due on April 10.</p> <p>March 2024: Task Force established.</p>
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Task Force	Charge	Leadership	Timeline	Status Notes
National Student Engagement Survey Information Literacy Module Review Task Force	<p>To work with the National Survey of Student Engagement (NSSE) staff to finalize the new version of the Information Literacy Module and perform engagement and outreach to membership and relevant higher education groups.</p> <p>Tasks</p> <ol style="list-style-type: none"> 1. Work on creating educational materials; 2. Perform outreach to invested stakeholders; 3. Complete analyses on the pilot data after summer 2023 and make final changes to the module; 4. Report out on the data to ACRL membership and selected higher education groups; and 5. The task force will explore proposing a new position within the Liaison's Assembly to assist with outreach to a specific higher education group (TBD). 	<p>Chair: Maoria Kirker</p> <p>Board liaison: Kim Copenhaver</p> <p>Staff liaison: Gena Parsons-Diamond & Mary Jane Petrowski (retired March 31, 2023)</p>	<p>Date final report is due: June 30, 2024 (Annual 2024)</p> <p>Date interim report is due: June 30, 2023 (Annual 2023)</p>	<p>LLX24: Board approved to renew the task force for 2024 to 2026 with an updated charge, tasks and composition.</p> <p>March 2023 – December 2023: TF met regularly to finalize module, which will be included in the 2024 NSSE survey. TF is promoting new module through webinars.</p> <p>February 1, 2023: Task Force roster completed.</p> <p>September 2022: Working to appoint the task force.</p> <p>August 1, 2022: At the ACRL Board Virtual Meeting (makeup for AC22), the Board approved the National Student Engagement Survey Information Literacy Module Review Task Force.</p>

ACRL Board Working Groups Status Chart

Working Group	Members	Status
ACRL Bylaws Working Group Charge: add, revise, and remove items for the ACRL Bylaws in order to better articulate ACRL's current operating guidelines. Bylaws that were to be considered included: Article VII Budget and Finance Committee Chair; Article IX Board of Directors, Section 5; Article XI Nominations, Section 1; Article XIII Elections, Section 2; and Article XVIII Mail and electronic votes, Sections 1, 2, 3.	Erin Ellis, Jessica Brangiel, Rebecca Miller Waltz, Allison Payne (staff)	<p>Work completed; will remove this group for next chart iteration.</p> <p>April 2024: Bylaws updates approved by membership. Staff will update Bylaws on the new site; planned launch date: May 1, 2024.</p> <p>Spring 2024: Staff will add the proposed revisions to the ballot for a membership vote. The ballot will be open 3/11/24 to 4/3/24.</p> <p>February 2024: Staff will communicate the changes to ACRL membership per the ACRL Bylaws.</p> <p><u>Virtual Vote (12/5/2023–12/11/2023):</u> The Board approved the proposed revisions.</p> <p>Dec 1, 2023 Board Update: The Board received an update and reviewed proposed ACRL Bylaws revisions. The Board supported these revisions to go to an asynchronous virtual vote.</p> <p>Annual Conference 2023: Working Group formed.</p>
Member Participation at Conferences Charge: investigate member engagement at virtual and in-person conferences	Kara Whatley, Erin Ellis, Margot Conahan (staff)	<p>Spring Board Meeting: Board will receive an update on survey of sections and will discuss recommendations for next steps.</p> <p>Spring 2024: Conducted survey of ACRL sections; Working Group will analyze responses to guide next steps and recommendations.</p> <p>LLX24: A Working Group update will be given to the Board.</p> <p>Winter 2024: The Working Group will issue a survey to sections around preferred activities and modalities and barriers to engagement</p> <p>Fall 2023: Group met and discussed issues around section engagement.</p> <p>Meeting attendees: Kara Whatley, Tarida Anantachi, Jessica Brangiel, Walter Butler, Amy Dye-Reeves Mary Mallery, Yasmeen Shorish, Rebecca Waltz, Margot Conahan (staff)</p>

<p>Organizational Dues Working Group</p> <p>Charge: to further consider the value proposition for organizational membership and to prepare for further discussion of organizational memberships</p>	<p>Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Erin Ellis, Yasmeen, Shorish, and David Free</p>	<p>Spring 2024: Board discussion.</p> <p>LLX 2024: Working Group formed.</p>
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ACRL Standards, Guidelines & Frameworks Working Groups Status Chart

Working Group	Members	Status
Standards for Libraries in Higher Education Charge: Review and revise the Standards for Libraries in Higher Education as needed.	Value of Academic Libraries Committee, David Free (staff)	<p>April 2024: The working group has been meeting regularly. The group is reviewing the current standards and talked with the Standards Committee liaison. They are looking at stronger, more intentional inclusion of EDI concepts, are doing an environmental scan/literature review, and are working to develop a list of experts/outside groups to contact during the process.</p> <p>Winter 2024: Work on reviewing/revising the standards will begin.</p> <p>Fall 2023: Working group members identified.</p> <p>June 2025: Deadline for completion of review/potential revisions.</p>
Status of Academic Libraries Documents (Joint Statement on Faculty Status of College and University Librarians, Statement on the Certification and Licensing of Academic Librarians, Statement on the Terminal Professional Degree for Academic Librarians, Standard for the Appointment, Promotion, and Tenure of Academic Librarians, Standards for Academic Librarians without Faculty Status, Standards for Faculty for Academic Libraries) Charge: Review and revise the six status of academic libraries documents as needed.	Value of Academic Libraries Committee, New Roles and Changing Landscapes Committee, David Free (staff), Erin Nevius (staff)	<p>April 2024: The committees have identified working group members who are beginning work on reviewing the documents.</p> <p>Winter 2024: VAL/ NRLC working group members to be identified. Work on reviewing/revising the six documents will begin.</p> <p>June 2025: Deadline for completion of review/potential revisions.</p>
Framework for Information Literacy for Higher Education Charge: Review and revise the Framework for Information Literacy for Higher Education as needed.	Student Learning and Information Literacy Committee, Instruction Section, David Free (staff), Margot Conahan (staff)	<p>April 2024: A group consisting of IS and SLILC leadership has been meeting to discuss initial steps in the review process. The leadership group has drafted a call for volunteers for the working group, which will be distributed to section and committee members in April.</p> <p>Winter 2024: SLILS/ IS working group members to be identified. Work on reviewing/revising the Framework will begin.</p>

Working Group	Members	Status
		June 2025: Deadline for completion of review/potential revisions.

2023-2024 ACRL Board Liaisons

ACRL SB24 FYI-4

Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
Diversity Alliance Committee	Tarida	Anantachai	Allison	Payne
Standards	Tarida	Anantachai	David	Free
Distance and Online Learning Section (DOLS)	Tarida	Anantachai	TBD	
Science and Technology Section (STS)	Tarida	Anantachai	TBD	
Women and Gender Studies Section (WGSS)	Tarida	Anantachai	TBD	
External Liaisons Committee	Jessica	Brangiel	Allison Aleah	Payne Price
Value of Academic Libraries Committee	Jessica	Brangiel	David	Free (temp liaison)
Instruction Section (IS)	Jessica	Brangiel	TBD	
Immersion Program Committee	Jessica	Brangiel	Margot	Conahan
Arts Section	Walter	Butler	TBD	
Community and Junior College Libraries Section (CJCLS)	Walter	Butler	TBD	
European Studies Section (ESS)	Walter	Butler	TBD	
Student Learning and Information Literacy Committee	Walter	Butler	Margot	Conahan (temp liaison)
Research Planning and Review Committee	Amy	Dye-Reeves	Erin	Nevius
National Student Engagement Survey Information Literacy Module Review Task Force	Amy	Dye-Reeves	Gena	Parsons-Diamond
Anthropology and Sociology Section (ANSS)	Amy	Dye-Reeves	TBD	
Literatures in English Section (LES)	Amy	Dye-Reeves	TBD	
Politics, Policy and International Relations Section (PPIRS)	Amy	Dye-Reeves	TBD	
ALA Planning and Budget Assembly (PBA)	Erin	Ellis	Allison	Payne
Equity, Diversity and Inclusion Committee	Erin	Ellis	Allison	Payne
Resources for College Libraries - Past President	Erin	Ellis	Anne Rachel	Dougherty Hendrick
Excellence in Academic Libraries Awards - Past President (Vice-Chair & BL)	Erin	Ellis	Brian	Lim
C&RL News - Past President	Erin	Ellis	David	Free
Publications Coordinating - Past President	Erin	Ellis	David	Free
RBM - Past President	Erin	Ellis	David	Free
C&RL - Past President	Erin	Ellis	David	Free
New Publications Advisory - Past President	Erin	Ellis	Erin	Nevius
Publications in Librarianship - Past President	Erin	Ellis	Erin	Nevius
Academic Library Trends and Statistics Survey - Past President	Erin	Ellis	Gena	Parsons-Diamond

2023-2024 ACRL Board Liaisons

ACRL SB24 FYI-4

Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
Project Outcome for Academic Libraries Editorial Board - Past-President	Erin	Ellis	Gena	Parsons-Diamond
CHOICE - Past President	Erin	Ellis	Rachel	Hendrick
Appointments Committee - President Elect	Leo	Lo	Allison Aleah Elois	Payne Price Sharpe
Leadership Recruitment and Nomination Committee - President-Elect	Leo	Lo	Elois	Sharpe
President's Program Planning Committee 2025	Leo	Lo	TBD	
Professional Development Committee - President Elect	Leo	Lo	Margot	Conahan
Liaisons Assembly	Mary	Mallery	Allison Aleah	Payne Price
New Roles and Changing Landscapes Committee	Mary	Mallery	Erin	Nevius
ACRL/CORE Interdivisional Academic Library Facilities Survey Editorial Board	Mary	Mallery	Gena	Parsons-Diamond
College Libraries Section (CLS)	Mary	Mallery	TBD	
Chapters Council - President	Beth	McNeil	TBD	
ALA Planning and Budget Assembly (PBA)	Beth	McNeil	Allison	Payne
Academic/Research Librarian of the Year Award-Committee President	Beth	McNeil	Brian	Lim
Awards Process Implementation Task Force	Beth	McNeil	Brian	Lim
President's Program Planning Committee 2024	Beth	McNeil	TBD	
ALA Planning and Budget Assembly (PBA)	Joe	Mocnik	Allison	Payne
Budget & Finance Committee - B&F Chair	Joe	Mocnik	Allison Elois	Payne Sharpe

2023-2024 ACRL Board Liaisons

ACRL SB24 FYI-4

Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
ACRL/ALA/ARL IPEDS Advisory Task Force	n/a	n/a	Gena	Parsons-Diamond
Membership Committee	Yasmeen	Shorish	David Gena	Free Parsons-Diamond
Research and Scholarly Environment Committee	Yasmeen	Shorish	Erin	Nevius (temp liaison)
Section Membership Subcommittee	Yasmeen	Shorish	TBD	
Digital Scholarship Section (DSS)	Yasmeen	Shorish	TBD	
Rare Books and Manuscripts Section (RBMS)	Yasmeen	Shorish	TBD	
(Dr. E.J.) Josey Spectrum Scholar Mentor Committee	Rebecca	Waltz	David	Connolly
Information Literacy Frameworks and Standards Committee	Rebecca	Waltz	David	Free
Professional Values Committee	Rebecca	Waltz	David	Free
University Libraries Section (ULS)	Rebecca	Waltz	TBD	
Government Relations Committee	Kara	Whatley	Allison	Payne (temp liaison)
Education and Behavioral Sciences Section (EBSS)	Kara	Whatley	TBD	

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Friday, April 19, 2024

6:30-3:30pm Pacific / 7:30-4:30pm Mountain / 8:30-5:30pm Central / 9:30-6:30pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave, Suite 1300 Chicago, IL
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ALA Mission: *“To provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all.”*

Central Time	Topic	Facilitator
7:45 a.m.	Breakfast	
8:30 a.m.	Welcome, Call to Order Approval of Board Agenda EBD 9.10 ACTION	Emily Drabinski, ALA President
8:30 – 8:50 a.m.	CLOSED SESSION Board Review of Legal Counsel CBD 16.0 ACTION	Emily Drabinski, ALA President
8:50 – 9:20 a.m.	Legal update	Paula Goedert, ALA Legal Counsel
9:20 – 12:30 p.m.	CLOSED SESSION Presentation of the Draft Communications Plan	CMMO staff
12:30 – 2:00 p.m.	ALA Staff Service Awards Program (see separate agenda) Lunch & Networking with ALA Staff	Emily Drabinski, ALA President
2:00 – 3:00 p.m.	ALA Branding Working Group Report EBD 10.5 ACTION	Lessa Pelayo-Lozada, Julius C. Jefferson, Jr. Co-Chairs Mina Park, Director, Research & Insights at Penguin Random House Melissa Walling & Denise Mortiz, ALA Staff
3:00 – 3:25 p.m.	Information Technology Report EBD 12.3	Ed Sanchez, ITAC Chair, Rebecca Headrick, CITO
3:25 – 3:35 p.m.	Break	
3:35 – 3:55 p.m.	Conference Services Report & Discussion EBD 12.3 <ul style="list-style-type: none"> 2024 LLX Evaluation Feedback 2024 Annual Conference Update 	Jennifer Ferriss, Conference Committee Chair Earla Jones, Conference Services Director
3:55 – 4:10 p.m.	Development Office EBD 12.3 Philanthropy Advisory Group	Anne Manly, Associate Director of Foundation and Corporate Relations Nancy Davenport, PAG Chair

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Friday, April 19, 2024

6:30-3:00pm Pacific / 7:30-4:00pm Mountain / 8:30-5:00pm Central / 9:30-6:00pm Eastern

Central Time	Topic	Facilitator
4:10 – 4:40 p.m.	Affiliate Program Working Group Report <i>EBD 10.10</i> ACTION	Lessa Pelayo-Lozada, Chair
4:40 – 5:30 p.m.	CLOSED SESSION Fall Strategy	Associate Executive Directors (AEDs) Rebecca Headrick, Lorelle Hopkins, Alan Inouye, Dina Tsourdinis, Melissa Walling
5:30 p.m.	Adjournment	Emily Drabinski, ALA President
5:45 p.m. --	Board/Staff Dinner at ALA HQ	

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Saturday, April 20, 2024

6:30-3:00pm Pacific / 7:30-4:00pm Mountain / 8:30-5:00pm Central / 9:30-6:00pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave Suite 1300 Chicago, IL
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ALA-APA Board of Directors Meeting

Central Time	Topic	Facilitator
8:30 a.m.	Breakfast	
8:30 – 9:30 a.m.	ALA-APA Board of Directors Meeting (see separate agenda)	Lorelle Hopkins, Associate Executive Director

ALA Executive Board Meeting

Central Time	Topic	Facilitator
9:30 a.m.	Call to Order Approval of Board Agenda EBD 9.10 ACTION	Emily Drabinski, ALA President
9:30 – 9:55 a.m.	Executive Director Report EBD 12.3	Leslie Burger, ALA Interim Executive Director
9:55 – 10:25 a.m.	ALA Finance & Budget Update <ul style="list-style-type: none"> FY 2024 Financial Results Executive Summary <i>EBD 3.14</i> FY 2025 Budget Memo <i>EBD 3.15</i> FY 2025 Preliminary Budget & Annual Estimates of Income <i>EBD 3.16 ACTION</i> Proposed Presidential Initiative Budget <i>EBD 3.19 ACTION</i> 	Peter Hepburn, ALA Treasurer, Dina Tsourdinis, ALA CFO Cindy Hohl, ALA President-elect
10:25 – 10:40 a.m.	Endowment Trustee Report EBD 13.2	Janice Welburn, Senior Endowment Trustee
10:40 – 10:50 a.m.	Break	
10:50 – 11:25 a.m.	150th Commemoration Steering Committee Update 150th Commemoration Fundraising Campaign Committee Update EBD 10.8 ACTION	Martin Garnar & Courtney Young, Co-chairs Jim Neal & Christina Rodriques, Co-chairs Leslie Burger, ALA Interim Executive Director
11:25 – 11:40 a.m.	Unite Against Book Bans Update EBD 12.3	Betsy Gomez, Assistant Director of Communications and Public Outreach

SPRING ALA EXECUTIVE BOARD MEETING

Central Time	Topic	Facilitator
11:40 – 12:00 p.m.	International and Chapter Relations <i>EBD 12.3</i>	Julius C. Jefferson, Jr., Chair of International Relations Committee; Brianna Hoffman, Chair of Chapter Relations Committee; & Michael Dowling, International & Chapter Relations Director
12:00 – 1:00 p.m.	Lunch	
1:00 – 2:00 p.m.	Division Executive Director Report <i>EBD 12.3</i> <ul style="list-style-type: none"> Association for Library Service to Children (ALSC) & Young Adult Library Services Association (YALSA) Public Library Association (PLA) Reference & User Services Association (RUSA) 	Alena Rivers, ALSC Executive Director, YALSA Interim Executive Director Mary Davis Fournier, PLA Executive Director Bill Ladewski, RUSA Executive Director
2:00 – 2:20 p.m.	Board Liaison Updates	Board members
2:20 – 2:40 p.m.	CLOSED SESSION Office for Intellectual Freedom/State and Local Advocacy Joint Report <i>EBD 12.3</i>	Deborah Caldwell-Stone, OIF Director
2:40 – 3:10 p.m.	ALA Advocacy Strategy Discussion	Alan Inouye, AED Interim Public Policy Advocacy; Deborah Caldwell-Stone, OIF Director; Michael Dowling, International & Chapter Relations Director
3:10 – 3:25 p.m.	CLOSED SESSION ALA Headquarter Lease Update	Dina Tsourdinis, CFO
3:25 – 3:35 p.m.	ALA Core Values Working Groups Appointments <i>CBD 19.0</i> ACTION	Sara Dallas, Ana Elisa de Campos Salles, Board members
3:35 – 3:45 p.m.	Intellectual Freedom Summit Invitation List <i>CBD 21.0</i> ACTION	Sam Helmick, Board member
3:45 – 4:00 p.m.	Staffing Update	Leslie Burger, ALA Interim Executive Director; Lorelle Hopkins AED Human Resources
4:00 – 5:00 p.m.	CLOSED SESSION ALA Updates	Leslie Burger, ALA Interim Executive Director
5:00 p.m.	Adjournment	Emily Drabinski, ALA President

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Sunday, April 21, 2024

7:00-10:00am Pacific / 8:00-11:00am Mountain / 9:00-12:00pm Central / 10:00-1:00pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave Suite 1300 Chicago, IL
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Central Time	Topic	Facilitator
8:45 a.m.	Breakfast	
9:00 a.m.	Welcome, Call to Order Approval of Board Agenda <i>EBD 9.10</i> ACTION Consent Agenda: <ul style="list-style-type: none"> President's Report <i>EBD 7.4</i> President-elect's Report <i>EBD 7.5</i> Vote Tally and Board Action <i>EBD 1.2</i> 	Emily Drabinski, ALA President
9:00 – 9:05 a.m.	Executive Committee Report Executive (Closed) Session Report	Emily Drabinski, ALA President
9:05 – 9:20 a.m.	Membership Committee Update <i>EBD 10.9</i> ACTION Membership Report <i>EBD 12.3</i>	Dr. Sandy Hirsh, Membership Chair; Andrew Goldschmidt, Interim Member Relations & Services Director
9:20 – 9:40 a.m.	Code of Conduct Committee Report <i>EBD 10.7</i> ACTION	Elizabeth Nebeker, Toni Negro, Co-chairs; Cory Stevenson, Community Manager
9:40 – 10:05 a.m.	Committee on Legislation Public Policy and Advocacy (PPA) Report <i>EBD 12.3</i>	Ed Garcia, Chair; Alan Inouye, AED Interim Public Policy Advocacy
10:05 – 10:20 a.m.	Executive Director Search Update	Lessa Pelayo-Lozada, ALA Immediate Past President
10:20 – 10:40 a.m.	CLOSED SESSION Executive Board Election Discussion	Cindy Hohl, ALA President-elect
10:40 – 10:50 a.m.	Endowment Appointment <i>CBD 22.0</i> ACTION	Peter Hepburn, ALA Treasurer
10:50 – 11:15 a.m.	Executive Director Goals Update	Leslie Burger, ALA Interim Executive Director
11:15 – 12:00 p.m.	Board Effectiveness	Lessa Pelayo-Lozada, ALA Immediate Past President; Board Effectiveness Committee
12:00 p.m.	Adjournment	Emily Drabinski, ALA President

SPRING ALA EXECUTIVE BOARD MEETING

DRAFT

Note: On the recommendation of the ALA Membership Committee, ALA Membership and Information Meeting to be held virtually in June. Date TBD. EB Approval pending									
PBA/Division Leadership Meeting to be virtual									
BARC/F&A Meeting virtually before AC									
ALA Executive Board III to be held virtually to save on meeting costs									

Project Outcome for Academic Libraries

Fiscal Year 2023 Report¹

project

ACRL SB24 FYI-7
OUTCOME
MEASURING THE TRUE
IMPACT OF LIBRARIES

QUICK STATS

Institutions Using Project Outcome:	155
States Represented:	40
Surveys Created:	1,765
Responses Collected:	35,544

“My library adopted Project Outcome right after it was launched. Using it to gather student feedback has transformed our instruction programming. It helps us tap into what resonates with students and also helps us identify what else students want from library programming.”

~ Kate Langan, Western Michigan University

USAGE BY SURVEY TOPIC



DIGITAL & SPECIAL COLLECTIONS

6 SURVEYS
134 RESPONSES



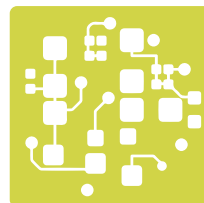
EVENTS/PROGRAMS

171 SURVEYS
1,986 RESPONSES



INSTRUCTION

1,507 SURVEYS
31,557 RESPONSES



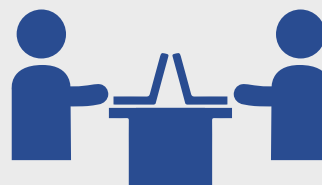
LIBRARY TECHNOLOGY

4 SURVEYS
315 RESPONSES



RESEARCH

52 SURVEYS
389 RESPONSES



SPACE

11 SURVEYS
1,114 RESPONSES



TEACHING SUPPORT

14 SURVEYS
49 RESPONSES

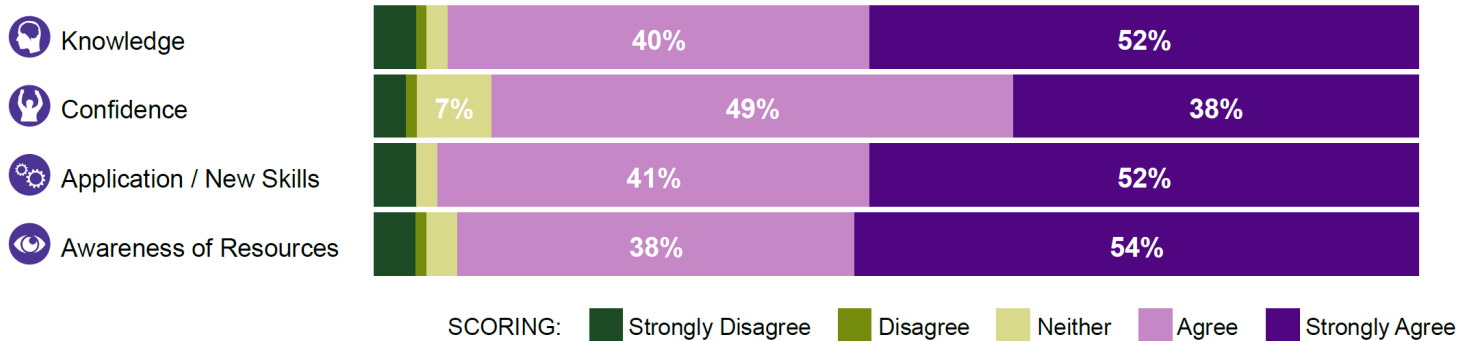
LEARN MORE ABOUT PROJECT OUTCOME!

Interested in using Project Outcome for Academic Libraries to measure outcomes at your library? Sign up for a free account today at acrl.projectoutcome.org to get started!

¹ Data in this report includes all immediate and follow-up surveys and responses from institutions in the United States and covers the period September 1, 2022 – August 31, 2023.

OUTCOME SCORING FOR THE IMMEDIATE INSTRUCTION SURVEY

The immediate instruction survey is the most popular survey in the toolkit and is used to assess library orientation and first year experience programs, as well as library instruction in information literacy, use of library resources, and specific subject matter. In FY23, 92% of respondents agree or strongly agree that they learned something new that will help me succeed in class, 87% of respondents agree or strongly agree that they feel more confident about completing the assignment, 93% of respondents agree or strongly agree that they intend to apply what I just learned, and 92% of respondents agree or strongly agree that they are more aware of the library's resources and services.



IMPROVEMENTS TO THE TOOLKIT

The **National Survey of Student Engagement (NSSE) High-Impact Practices** were added as a taggable feature. For any survey created in the toolkit (including past surveys), you can now opt to indicate whether the program/service you are evaluating supports one or more high-impact practices. The HIPs include:



SERVICE LEARNING



LEARNING COMMUNITY



RESEARCH WITH FACULTY



INTERNSHIP OR FIELD EXPERIENCE



STUDY ABROAD



CULMINATING SENIOR EXPERIENCE

Web accessibility upgrades were made to the Project Outcome toolkit, using **WebAIM's WCAG 2** checklist as a guide.

Users can now administer surveys with auto generated QR codes. You can find the QR codes on an individual survey's management page.

The **Outcome Measurement Guidelines** resource was updated by the Project Outcome for Academic Libraries Editorial Board to reflect current research and practices.