



Association of College and Research Libraries
Board of Directors Meeting I

Friday, June 19, 2020
1:00 – 4:00 p.m. central
Zoom Virtual Meeting

ACRL Board I Proceedings

Present: Karen Munro, President; Jon E. Cawthorne, Vice-President; Lauren Pressley, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn A. Bryant, ACRL Division Councilor; Kara Malenfant, Ex-Officio Member; Directors-at-large: Faye A. Chadwell, Kim Copenhaver, April D. Cunningham, Emily Daly, Jeanne R. Davidson, Caroline Fuchs, Cinthya Ippoliti, Kelly Gordon Jacobsma

Guests: Jennifer Arnold, Jessica Brangiel, Nicole Brown, Maisha Carey, Tiffany Garrett, Julie Garrison, Jolie Ogg Graybill, Alex Hodges, Derrick Jefferson, Mary Beth Locke, Erin Smith

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; Mark Cummings, CHOICE Editor and Publisher; David Free, Editor-in-Chief of C&RL News/Senior Communications Strategist; Sara Goek, ACRL Program Manager; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Coordinator for Member Services; Allison Payne, ACRL Program Manager for Strategic Initiatives; Mary Jane Petrowski, ACRL Associate Director; Elois Sharpe, ACRL Program Coordinator

1.0 Call to order (Munro)

ACRL President Karen Munro called the meeting to order at 1:02 p.m. central.

2.0 Opening remarks/review of ground rules (Munro)

Munro acknowledged that her institution, Simon Fraser University, is on the unceded current and traditional territories of the Squamish, Tsleil-Waututh, Musqueam, and Kwikwetlem Nations. Munro also acknowledged that the Board is meeting on Juneteenth, which marks the end of slavery in the United States.

Munro welcomed the Board and guests, and brief introductions were given.

3.0 Adoption of the Agenda (Munro)

Motion: ACRL Director-at-large Jeanne Davidson moved that the ACRL Board of Directors approve the agenda as presented.

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

4.0 Consent Agenda (Munro)

Munro referred the Board to its consent agenda items:

- Division-level committee Composition #2.0
- Library Marketing and Outreach Interest Group Renewal #2.1, #2.1a
- Digital Badges Interest Group Renewal #2.2, #2.2a
- Hugh C. Atkinson Memorial Award Committee, and ACRL/LLAMA
- Interdivisional Academic Library Facilities Survey Editorial Board
- composition updates #2.3
- History Librarians Interest Group Renewal #2.4, #2.4a
- RoadShow Appointments Process #2.5, #2.5a
- Research Assessment and Metrics Interest Group #2.6, #2.6a
- ACRL Code of Ethics for Special Collections Librarians #2.7, #2.7a
- Merger of Global Library Services DG into International Perspectives
- DG #2.8
- Academic Library Services for Graduate Students Interest Group
- Renewal #2.9, #2.9a

Motion: ACRL Director-at-large Emily Daly moved that the ACRL Board of Directors approves the consent agenda as presented.

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

5.0 Goal-area and EDI Committee Updates (Munro) #3.0

Munro referred the Board to the goal-area work plans included in the packet.

5.1 New Roles and Changing Landscapes Committee (Jolie O. Graybill, Erin T. Smith) #3.4

Munro welcomed Chair Jolie O. Graybill and Vice-Chair Erin T. Smith to the meeting.

The chairs began the New Roles and Changing Landscapes Committee (NRCL) report by sharing that the Open Educational Resources and Affordability RoadShow should be finalized in the coming weeks. If ACRL receives funding through the NEH Cares grant, the committee plans to use some of the grant funds to move the RoadShow from face-to-face to virtual. ACRL Interim Executive Director Kara Malenfant let the chairs know that ACRL recently learned that they did not receive NEH Cares funding.

The Change & Innovation Course is also almost complete, and the chairs expect the project to be ready for implementation by the end of the year. The change course team is incorporating stories of failed changes for the final component.

The chairs reported that due to the work of other projects, the Diversity Pipeline project has been postponed. When the project resumes, the committee plans to focus on three components. The Board asked if the committee needed help from the Board for this project. The chairs stated that they would like to provide something beyond a white paper and would like to know what would be most helpful for increasing diversity within institutions. The Board suggested that the Diversity Pipeline project could be incorporated within the change management course. The Board also suggested that NRCL could connect with the ACRL Equity, Diversity and Inclusion Committee for input on this project.

At the 2020 ACRL Spring Board Virtual Meeting, the NRCL requested feedback on their next constellation. The chairs shared that the committee selected user experience for the next constellation.

Graybill and Smith concluded their report by thanking their staff liaison Erin Nevius. Munro thanked the chairs for the terrific update.

5.2 Research and Scholarly Environment Committee (Charlotte Roh) #3.1

ACRL Research and Scholarly Environment Committee Vice-Chair Charlotte Roh was welcomed to the meeting.

Roh began her report with the Board by sharing that Scholarly Communications Research Grants program is going well, despite any shifts due to the pandemic. The grants program, which offer grants of up to \$5,000 each for new research in areas suggested by ACRL's 2019 report *Open and Equitable Scholarly Communications: Creating a More Inclusive Future*, will not continue in FY21.

The committee would like to develop an online component for the Research Data Management RoadShow.

Roh reported that there were some challenges with appointments this year, and the Board advised that they will work to improve the process for a smoother cycle next year.

The Board thanked Roh for her update and commended the committee on the research agenda, *Open and Equitable Scholarly Communications: Creating a More Inclusive Future*.

The Board expressed appreciation for the committee's work with the Open Access Working Group and for submitting comments on ACRL's behalf.

5.2 Student Learning and Information Literacy Committee (Nicole E. Brown, Alex R. Hodges)

Munro welcomed Student Learning and Information Literacy Committee Chair Nicole E. Brown and Vice-Chair Alex R. Hodges to the meeting.

The chairs began their update by sharing the committee's Publications' Team is editing a volume on equitable and inclusive pedagogy. The Publications Team has also edited three articles for *C&RL News* as part of the "Perspectives on the Framework" column. Published articles have included "Exploring worldviews and authorities: Library instruction in Indigenous Studies using Authority is Constructed and Contextual," by Michael Dudley; "The Framework for Information Literacy for Higher Education (in prison): Using the frames to teach incarcerated students," by Clare Kuntz Balcer; and "Beyond the research paper: First-generation students and the Framework in everyday contexts," by Darren Ilett. The Publications Team has seven more columns planned through October 2021, and there is a standing call for submissions.

The chairs thanked ACRL Program Officer Chase Ollis for his help preparing the Board request to consider a Framework Roadshow Presenter Coordinator.

Editor's note: Later in the meeting during Executive Session, the ACRL Board approved Lindsay Matts-Benson as the Framework RoadShow Presenter Coordinator for 2020-2023.

Brown and Hodges expressed the importance of mentorship for the vice-chair appointment. The chairs also inquired who their Board liaison will be for the upcoming cycle. The Board shared that Board liaison assignments are being finalized, and that the vice-chair appointment process will be clearer in the future.

SLILC will be holding a virtual committee meeting on June 29. The chairs asked the Board if there is anything to include on the upcoming agenda. The Board thanked the Brown and Hodges for their update. As the committee has many projects underway, the Board advised that SLICL may want to discuss if it should narrow down their project list in light of COVID-19.

5.3 Value of Academic Libraries Committee (Jill Becker, Amanda L. Folk)

Value of Academic Libraries Committee (VAL) Chair Jill Becker and Vice-Chair Amanda L. Folk were welcomed to the meeting.

The committee reported that it has been doing a great job engaging committee members and organizing committee workflow by creating a shared spreadsheet and scheduling a standing meeting.

VAL has been working on a social justice spotlight series, which is an idea that originated during SPOS 2019. The committee would like the series to highlight higher education work with a social justice lens.

Becker and Folk thanked ACRL Program Manager Sara Goek for her help with the special issue of *C&RL*, which was published in April 2020.

The committee is doing preliminary work to review the 2016 Value of Academic Libraries Statement.

It was reported that VAL is exploring other options for the forum that was scheduled for the 2020 ALA Annual Conference in Chicago. The committee may hold a webinar or look to hold the forum next year.

To support ACRL's Core Commitment to EDI, the committee is looking into research on a literature survey on race. Another idea to support EDI is conducting thirty-minute interviews with a VAL committee member and writing a summary of their EDI work. The data analytics working group is working on a toolkit, which might also include EDISJ work. The chairs raised the question about paying colleagues for EDISJ work.

The Board thanked the Becker and Folk for their update and asked if they had any questions for the Board.

The chairs asked if there could be a dedicated spot for VAL programming at the ACRL 2021 Conference in Seattle. ACRL Interim Executive Director Kara Malenfant advised that almost all programs are peer reviewed, except for a couple of slots given to the Chair's Choice. If VAL were given a slot at ACRL Conferences, the Board would need to have a deeper conversation with the other goal-area committees.

5.4 Equity, Diversity and Inclusion Committee (Derrick Jefferson, Mary Beth Lock)

Munro welcomed Equity, Diversity and Inclusion Committee Chair Derrick Jefferson and Vice-Chair Mary Beth Lock to the meeting.

The chairs were looking forward to engaging members at a joint ACRL and ALA Office for Diversity, Literacy, and Outreach Services (ODLOS) networking event at the 2020 ALA Annual Conference and were saddened to see the cancelation of the face-to-face meeting. The committee will include a future networking events in their work plan and will explore virtual options.

The committee has established subcommittees, which include events and planning, mentoring, and framework and standards. The mentoring subcommittee would like to include mid-career and tenure-seeking librarians. Lock discussed with the Board if the committee should review the 2012 Diversity Standards: Cultural Competency for Academic Libraries.

They concluded their update by thanking the Board for increased visibility and communication.

The Board thanked Jefferson and Lock for their update and expressed support for the committee's planned focus in the coming year.

6.0 Project Outcome (Sara Goek, Tiffany Garrett, Jennifer Arnold) #19.0, #19.1

Tiffany Garrett, Jennifer Arnold, and ACRL Program Manager Sara Goek were welcomed to the meeting to give an update on Project Outcome. Goek referred the Board to the documents in

the packet, including Document 19.1 Project Outcome for Academic Libraries (POAL): Annual Report, which covers the first three years of the program. Overall, the program has been a success, and there have been almost three thousand users. User engagement has been increasing daily.

Goek's term with ACRL concludes in August 2020. The Board thanked Goek for her terrific work leading the project. After Goek leaves, the editorial board will receive administrative support from ACRL Program Coordinator for Member Services Gena Parsons-Diamond.

Given the reduced staff time for POAL starting in September, Goek discussed with the Board how the editorial board members will be involved in promoting the toolkit. The Board asked how many members are on the editorial board, and Goek advised that there are about twelve members with eight regular members and four ex-officio members.

Goek also asked the Board where they see POAL in five years. The Board shared that they would like to see the tool continue at the same level of engagement, but they are understanding of possible budget constraints.

Possible continuing projects for POAL include sponsored workshops and free webinars. There is an eLearning session planned for August 2020.

Feedback to date has indicated that POAL has good models for how to provide learning and training. There are plans to improve the toolkit, which will require additional funds. PLA and ACRL are planning to make these improvements together to save costs.

The Board next discussed a question included on the Board discussion form: "How can ACRL better make use of Project Outcome to support all strategic goals, advocacy, and work across the association? Can we emulate the Public Library Association's approach of making Project Outcome a key initiative, rather than just a toolkit, and integrating it into the association's work (See the "Theory of Change," page 4 in the report.)?" It was suggested that perhaps an alternative spring break student or additional editorial board members could help with integration. It was also suggested that the POAL editorial board could check with the Value of Academic Libraries Committee (VAL) to see if some of their members would be interested in helping POAL. Goek shared that it has been helpful having a liaison from VAL.

The Board asked for more information on the timeline and next steps for management of the project. ACRL Interim Executive Director Kara Malenfant stated that Parsons-Diamond will handle maintenance support and that additional staffing should not be needed. Malenfant asked the Board if we should keep the POAL updates in the budget, and the Board agreed to continue investing in POAL.

Goek was thanked by the Board for her amazing work, and the Board wished her well in future endeavors.

7.0 Officer Reports

The officers referred the Board to their written reports in the packet and asked if there were questions.

As there were no questions, Malenfant shared some highlights, including the ACRL Pandemic Resources for Academic Libraries LibGuide, Libraries Respond: COVID-19 Survey, and ACRL Together Wherever virtual event.

Malenfant reported that Choice has skipped an issue due to COVID-19, and that Choice has a new podcast, Paton Driven.

It was stated that ALA continues to face financial challenges. Limited remote resources have made some processes difficult as ALA staff works from home. Interim ALA Chief Financial Officer Denise Moritz is aware of the financial system challenges and is looking into better solutions. There have been additional costs for the ALA HQ move. All ALA staff are planning for twenty-eight furlough days to help make up the budget shortfalls.

The Board thanked Malenfant for her leadership during this difficult time.

7.1 ALA Executive Board Updates

ACRL Board members who attended the ALA Executive Board June 16, 2020 virtual meeting shared highlights from the meeting.

During the ALA governance meeting, ALA Treasure and ALA Executive Board liaison to ACRL Maggie Farrell gave an update to address ALA's financial situation. One cost savings included moving the October 2020 ALA Executive Board meeting from face-to-face to virtual. The face-to-face meeting usually costs \$25,000.

There was a discussion about the FY21 preliminary budget and annual estimates of income, and if the ALA Executive Board should delay action until more information is available on the impact of the pandemic.

The ALA Committee on Organization created a task force on sustainability, which will report out at Midwinter 2021.

The Board asked if there was follow-up on the 2020 ALA Midwinter announcement regarding the access to division reserves. Malenfant advised that divisions are monitoring budgets closely and have held back on some expenses, such as FY20 VAL research grants and travel scholarships.

8.0 Open Microphone

There were no guests for open microphone, so the Board moved to the next agenda item.

9.0 Adjourn to Executive Session

10.0 Roadshow Presenter Coordinator (Munro) #18.0, #18.1, #18.2, #18.3

Editor's note: In executive session, the ACRL Board of Directors approved the appointment of Lindsay Matts-Benson as the Framework RoadShow Presenter Coordinator for 2020-2023.

11.0 RBM Editor Appointment (Munro) #26.0, #26.1

Editor's note: In executive session, the ACRL Board approved to reappoint Richard Saunders for another three-year term of July 1, 2020, through June 30, 2023.

12.0 Adjournment (Munro)

ACRL President Karen Munro adjourned the meeting.



Association of College and Research Libraries
Board of Directors Meeting II

Tuesday, June 23, 2020
1:00 – 4:00 p.m. central
Zoom Virtual Meeting

ACRL Board II Proceedings

Present: Karen Munro, President; Jon E. Cawthorne, Vice-President; Lauren Pressley, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn A. Bryant, ACRL Division Councilor; Kara Malenfant, Ex-Officio Member; Directors-at-large: Faye A. Chadwell, Kim Copenhaver, April D. Cunningham, Emily Daly, Jeanne R. Davidson, Cinthya Ippoliti, Kelly Gordon Jacobsma

Not present: Caroline Fuchs

Guests: Toni Anaya, Jessica Brangiel, Julie Garrison, Beth McNeil, Alexandra P. Rivera

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; Mark Cummings, CHOICE Editor and Publisher; David Free, Editor-in-Chief of C&RL News/Senior Communications Strategist; Sara Goek, ACRL Program Manager; Erin Nevius, ACRL Content Strategist; Allison Payne, ACRL Program Manager for Strategic Initiatives; Mary Jane Petrowski, ACRL Associate Director; Elois Sharpe, ACRL Program Coordinator

13.0 Call to order (Munro)

ACRL President Karen Munro called the meeting to order at 1:03 p.m. Central.

14.0 Opening remarks/review of ground rules (Munro)

Munro referred the Board to its ground rules included on the agenda. The Board was reminded of its upcoming Board Orientation.

The Board discussed logistics for the virtual meeting, and the Board agreed that cameras are preferred over screen sharing of documents. To vote, Board members can raise their hand on video or use the raise-hand icon in Zoom. It was recommended that polls could be used for future meetings. The Board thanked Munro for leading the meeting.

15.0 Executive Session Report Out (Munro)

Munro reported out on the actions taken during the Board I Executive Session. The Board approved the appointment of Lindsay Matts-Benson as the Framework RoadShow Presenter Coordinator for 2020-2023.

The Board also approved the reappointment of Richard Saunders for another three-year term of July 1, 2020, through June 30, 2023.

16.0 Adoption of Agenda II (Munro)

Motion: *ACRL Director-at-large Emily Daly moved that the ACRL Board of Directors approve the agenda as presented.*

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

17.0 Budget and Finance

17.1 FY20 Financial Reporting (Allen/Malenfant) #5.0, #5.1, #6.0

ACRL Interim Executive Director Kara Malenfant shared that ALA accounting only has financial reports through January 31, 2020. Typically, by this time in the fiscal year, the Board would be reviewing performance through May. The February 2020 reports are scheduled to be released on July 7, 2020.

17.2 ACRL FY21 Dues Rate (Allen/Petrowski) #8.0, #8.1

At the 2020 ALA Midwinter Meeting, the ACRL Board approved a recommendation from the ACRL Budget and Finance Committee to increase FY21 dues based on the amount allowed by the Higher Education Price Index (HEPI). Due to the financial impact of the pandemic, ALA is not increasing its dues for FY21.

ACRL Budget and Finance Chair Carolyn Henderson Allen reported that the ACRL Budget and Finance Committee has discussed rescinding the approved ACRL FY21 dues rates and recommends that ACRL align with ALA by rescinding the MW21 dues increase. The Committee stated that institutional budgets are being cut by 5-10% and that some benefits are being reduced in response to the impact of the pandemic. The Committee also agreed that rescinding the dues increase would be in alignment with the One ALA model, and that it supported standing in solidarity with the larger organization.

ACRL Associate Director Mary Jane Petrowski advised that the HEPI rate was reduced from 2.4% to 1.4% in March 2020. Based on the current HEPI rate, the largest increase the Board could approve is \$1. If the Board did not approve to rescind its earlier dues increase, it would need to decide if it wanted to increase dues based on the current or former HEPI rate.

Motion: *ACRL Director-at-large Emily Daly moved that the ACRL Board of Directors follows ALA's action and rescinds the previously approved FY21 dues increase for personal and retired members as a symbolic gesture of solidarity and compassion during the COVID-19 pandemic.*

Munro asked the Board if there was further discussion, and if there is more detail on the financial impact of rescinding the dues increase.

Allen advised that the projected loss would be approximately \$5,000 in FY21. Petrowski added that this projection is based on a 30% membership decline. If membership was expected to not decline, the loss would not be more than \$10,000. The Board noted that ACRL cannot regain the money it would lose if it approved to rescind a dues increase.

The Board stated that the dues structure could change if suggested by the Forward Together or the ALA Operating Agreement Working Group. It was also noted that if the Board wanted to increase dues in the future beyond the HEPI rate, membership would need to vote on the dues increase. The Board acknowledged that ACRL should consider long-term implications of dues actions, and what might be feasible in a post-COVID world.

The Board commended ACRL Budget and Finance Chair Carolyn Henderson Allen on her strong leadership.

Action: *The Board followed ALA's action and rescinded the previously approved FY21 dues increase for personal and retired members as a symbolic gesture of solidarity and compassion during the COVID-19 pandemic.*

17.3 ACRL Advancement Fund Disbursement (Allen/Petrowski) #24.0

ACRL Associate Director Mary Jane Petrowski began the discussion by sharing that the ACRL Advancement Fund's current balance is more than \$20,000. The ACRL Budget and Finance Committee discussed disbursing funds during its recent meeting and agreed to recommend that ACRL should use some of the Advancement Funds to invest in the rebuild of ACRL Metrics. PLA and ACRL would split the costs of the rebuild since PLA plans to rebuild their metrics product for public librarians. If approved, this would be an unbudgeted expense for FY20.

ACRL Budget and Finance Chair Carolyn Henderson Allen voiced the Budget and Finance Committee's support and stated that the survey results will be useful to the profession in the future. The Board recommended that ACRL should increase its promotion of ACRL Metrics after the improvements are implemented.

It was noted that ACRL Metrics is a subscription service, so those costs would offset some of the rebuild costs.

Motion: *ACRL Budget and Finance Chair Carolyn Henderson Allen moved that the ACRL Board of Directors approves the Budget & Finance Committees recommendation for a disbursement of up to \$25,000 from the ACRL Friends Advancement Fund in FY21 to support the initial states of the ACRL academic library benchmarking product.*

Amendment: *The Board proposed a friendly amendment to update the amount from \$25,000 to \$20,000 to be spent in FY20.*

The Board asked if the reduced amount would be sufficient. Petrowski advised that the payment will be completed in installments and estimates for the next payments are lower than what was budgeted in FY21, and the full cost would be reflected over five or six fiscal years. The Board wanted to know if the product brings in enough revenue to offset the rebuild costs. Petrowski shared that revenue received will help offset costs during the rebuild. If a lump sum payment is needed, ACRL staff will check with ALA finance on the feasibility of a lump sum payment.

Amended Action: *The ACRL Board of Directors approved the Budget & Finance Committee's recommendation for a disbursement of up to \$20,000 from the ACRL Friends Advancement Fund in FY20 to support the initial states of the ACRL academic library benchmarking product.*

18.0 FY21 Budget Discussion (Allen) #7.0, #9.0, #10.0, #10.1, #10.2, #10.3, #11.0, #20.0, #20.1

ACRL Budget and Finance Chair Carolyn Henderson Allen shared that the ACRL Budget and Finance Committee met recently to discuss the FY21 budget and the impact of COVID-19. Typically, the committee would vote on the FY21 budget recommendation for the Board during Annual Conference. The committee agreed that due to the impact of COVID-19, that the Board should delay taking action on the FY21 budget until more information might be available. The committee will continue to monitor the FY21 budget over the summer, and if there are revisions, an updated FY21 budget could be presented to the Board in August or September before the ALA Executive Board takes action on the full ALA budget in fall 2020.

Allen reported that the ACRL Budget and Finance Committee members shared that COVID-19 has impacted many revenue streams at their institutions, but they expect more information to be available as the pandemic unfolds. A list of proposed budget cuts (Doc 20.1) for the ACRL budget was shared with the committee and Board. While there is a need to monitor the FY21 budget, ACRL has a net asset balance that it can rely on for strategic programming.

The Board agreed that it should reevaluate the FY21 budget later in the summer when more information is available on the impact of COVID-19.

The committee noted the recent national calls for greater racial justice and wanted to examine the budget for how ACRL supports its Core Commitment to Equity, Diversity, and Inclusion (EDI). The committee acknowledges the need for the proposed FY21 budget cuts but would still like to examine how EDI is infused throughout the organization and supported financially. The committee agreed that ACRL members are currently doing a lot of EDI work that may not be known to all members, and the committee would like ACRL to highlight the work that is already underway.

The Board asked if there is a recommendation from the committee for an EDI budget. Allen reported that the committee is not looking for funding at this time but would like a working group to examine the current work and make recommendations for next steps. Next steps may

include funding, but the group may have other recommendations not tied directly to new expenses.

The Board expressed interest in the committee's recommendation to form a new working group to examine ACRL EDI activities as reflected in the budget. The Board suggested that there could be opportunities to reallocate funds or reexamine existing programming.

There was some discussion regarding possible communications that could be shared with ACRL members, and the Board expressed an interest in meaningful information that goes beyond sharing a list of current EDI activities.

Next steps: During New Business, the Board will continue its discussion on a working group to examine the budget with an EDI lens.

19.0 Board Participation (Munro) #17.0, #17.1, #17.2

ACRL Leadership Recruitment and Nomination Committee (LRNC) member Alexandra P. Rivera was welcomed to the Board meeting to discuss with the Board possible barriers, such as costs and travel requirements, when recruiting Board candidates.

Rivera began the conversation by sharing that LRNC has repeatedly heard concerns about the financial cost of service from potential candidates, and that this can be a barrier to service. This was a trend before the pandemic, and LRNC expects it to increase if there are furloughs in response to the impact of COVID-19.

LRNC view the travel barrier as a social justice and equity issue. If potential candidates do not have travel funding and cannot participate, the lack of participation could impact promotion and tenure.

Rivera asked the Board if there will be more possibilities to work virtually. When the Board resumes meeting face-to-face after the pandemic, it was suggested that ACRL provides travel funds for those with financial hardships.

The Board shared that it values face-to-face interaction and would prefer to provide travel funding over switching to entirely virtual. If the Board went to all virtual, it was suggested that social meetups should be organized. It was also suggested that the Board could consider holding fewer face-to-face meetings.

The ACRL Board typically meets face-to-face at the ALA Midwinter Meeting, and the last traditional ALA Midwinter is scheduled for 2021. After 2021, the ALA Annual Conference will most likely be the only opportunity for face-to-face governance meetings each year.

The Board acknowledged the value of the face-to-face ACRL Strategic Planning and Orientation Session (SPOS) that usually takes place over three days each fall. In addition to SPOS, the Board values bonding during the social activities provided by ACRL at Midwinter and Annual. The

Board agreed that the SPOS meeting should continue as a face-to-face event when it is safe again, and that ACRL should continue to cover travel and lodging expenses for attendees.

ACRL President Karen Munro thanked Rivera for her update.

20.0 SCOE Report, Forward Together & ALA Operating Agreement Working Group

20.1 Forward Together (Daly) #4.0, #4.1

Emily Daly, who represented ACRL on the Steering Committee on Organizational Effectiveness (SCOE) shared that three groups have been formed to continue the work of SCOE. These groups include Forward Together, Fiscal Analysis, and Operating Agreement.

ALA Council will be voting on the process and timeline for Forward Together during their June 2020 virtual meetings. The proposed timeline includes work to be completed during the summer and fall of 2020, and for membership to vote on a recommendation in July 2021. If approved by membership, the date for implementation would be September 2021.

Daly referred the Board to Doc 4.1, which is a report from the ALA Committee on Organization (COO) and ALA Constitution and Bylaws Committee. This report includes a detailed analysis of how the proposed Forward Together changes would impact the ALA Bylaws.

The Board stated that some members view the dissolution of ALA Council as de-democratizing the association. The Board asked if Daly knows how popular that opinion is. Daly stated that some members who have been on Council feel strongly on this opinion, whereas other members are interested in new structures.

Daly stated that she will keep the Board up to date when she hears more from SCOE Chair Lessa Kanani'opua Pelayo-Lozada. SCOE has completed its work, but Daly will serve on the Constitution and Bylaws Committee.

ACRL President Karen Munro thanked Daly for representing ACRL on SCOE, and for her clear communication between the Board and SCOE.

20.2 Financial and Operating Agreement Working Groups (Allen) #12.0, #16.0, #21.0, #21.1

ACRL Budget and Finance Chair Carolyn Henderson Allen stated the importance of having ACRL representation on the Fiscal Analysis Working Group and Operating Agreement Working Group.

21.0 ACRL Fundraising Update (McNeil/Petrowski) #7.0

ACRL Associate Director Mary Jane Petrowski and ACRL 2021 Conference Chair Beth McNeil were welcomed to the meeting. The ACRL Conference scholarship fund currently has \$37,133, which includes \$5,088 raised by incoming, current, and former Board members to fund six scholarships in recognition of recently retired ACRL Executive Director Mary Ellen Davis. Petrowski thanked the Board for their contributions.

ACRL Manager of Professional Development Margot Conahan shared that there has been a pause on reaching out to vendors due to COVID-19, but some asks may resume after the June

2020 ALA Virtual Event. ACRL Colleagues fundraising is currently about halfway to its fundraising goal.

22.0 ACRL Conference Policies (McNeil/Malenfant/ Conahan)

22.1 ACRL 2021 Assessment Policy #13.0

ACRL 2021 Conference Chair Beth McNeil referred the Board to Doc 13.0 Board action form: ACRL Conference Assessment Policy, which detailed a proposed decision-making process for the Board to decide if the ACRL 2021 Conference should be held in-person or virtually. This process considers attendees' ability to participate, state and federal guidelines, legal implications, health and safety, and possible reduced funding for travel. The ACRL 2021 Conference Committee is closely monitoring the situation with COVID-19 for the ACRL Conference that is planned in April 14-17, 2021 in Seattle, Washington.

The conference is about ten months away, and a decision should be made at least six months in advance. The proposed process includes that the ACRL Executive Committee and Executive Director will be responsible for making the final decision. As other professional development events have been canceled due to the pandemic, McNeil and ACRL staff wanted to develop a framework in place in advance of when a decision would need to be made. The Board expressed appreciation for the carefully thought-out plan and for planning early.

Staff has been monitoring the Safe Start Washington plan, and per the plan, the state would need to advance to phase four to hold the conference. Currently, Seattle's county, Kane County, is in phase two.

The Board asked if the planning committee has a contact in Seattle, and it was reported that the planners could speak with the ACRL 2021 Local Arrangement Committee members for a local perspective.

It was shared by the Board that if it is possible to hold a face-to-face conference in April, some potential attendees will likely opt to not attend in-person and that it would still like to see virtual options. McNeil and staff are looking into enhanced virtual options if the conference is held face-to-face or all virtual. In past years, there has been a virtual conference, which included twelve webcasts during the event and recorded content after the event ends. Staff hope to rollout enhanced virtual features, but also acknowledge staff capacity due to planned furloughs at ALA.

Motion: ACRL Director-at-large Jeanne Davidson moved that the ACRL Board of Directors approves:

- That the provided factors are sufficient for the ACRL 2021 Conference Chair, ACRL Conference Supervisor, and ACRL Manager of Professional Development to make a "Face-to-Face" or "Virtual Conference" recommendation to the ACRL Executive Committee and Executive Director no later than November 6, 2020: and

- *That the ACRL Executive Committee and Executive Director will have final decision-making authority on the feasibility and general format of the ACRL 2021 Conference and the Executive Committee will vote on the recommendation by November 16, 2020.*

Action: *The ACRL Board of Directors approved:*

- *That the provided factors are sufficient for the ACRL 2021 Conference Chair, ACRL Conference Supervisor, and ACRL Manager of Professional Development to make a “Face-to-Face” or “Virtual Conference” recommendation to the ACRL Executive Committee and Executive Director no later than November 6, 2020: and*
- *That the ACRL Executive Committee and Executive Director will have final decision-making authority on the feasibility and general format of the ACRL 2021 Conference and the Executive Committee will vote on the recommendation by November 16, 2020.*

22.2 Site Selection Policies #15.0

At the 2020 Spring Board Virtual Meeting, the Board approved revisions to the existing language to better reflect the current site selection process and to add a new section that addresses ACRL’s Core Commitment to Equity, Diversity and Inclusion. During the spring meeting, the Board agreed that further revisions should be made, and the new updates are included in Doc 15.0. A Board Working Group developed these revisions based on the Board feedback at the spring meeting. The changes include a bullet that speaks to the safety of all attendees, as well as that contracts will include language that allows ACRL to take action based on its core values.

The Board asked what would happen if there was a conference site location that did not align with ACRL’s core values. Staff would refer to the ALA Code of Ethics, ACRL Guide to Policies and Procedures, and consult with ALA’s attorney if needed.

Motion: *ACRL Director-at-large Jeanne Davidson moved that the ACRL Board of Directors approves the proposed changes for Section 10.8 (Site Selection Criteria and Procedures) and Section 11.1.10 (Site Selection) of the ACRL Guide to Policies and Procedures.*

Action: *The ACRL Board of Directors approved the proposed changes for Section 10.8 (Site Selection Criteria and Procedures) and Section 11.1.10 (Site Selection) of the ACRL Guide to Policies and Procedures.*

13.0 New Business/Updates

13.1 ACRL Executive Director Search (Munro)

ACRL President Karen Munro began by sharing an update on the ACRL Executive Director search. The search is in the early stages, and the search committee so far includes Munro, ACRL Budget and Finance Chair Carolyn Henderson Allen, ACRL Past President Lauren Pressley, and ACRL Vice-President Jon Cawthorne. The search committee is working closely with ALA

Executive Director Tracie Hall. The current timeline has the new ACRL Executive Director starting by Midwinter 2021, but this could be delayed.

13.2 ACRL Budget and Finance and EDI (Allen)

The Board continued its discussion of agenda item 18.0 to further discuss how the ACRL Budget and Finance Committee can support the ACRL Core Commitment to Equity, Diversity and Inclusion (EDI). The Board acknowledged the difficult financial picture and agreed that it would still like to find ways to support EDI. It was proposed that a working group could complete an environmental scan of EDI activities with a financial lens. This scan could include review of the division-level work plans.

The Board asked for an update on the plans for the upcoming Leadership Council and how it will incorporate EDI. ACRL Vice-President Jon Cawthorne shared that the upcoming ACRL Leadership Council planned for the fall will seek to reinforce EDI concepts and give member leaders tools to use as they consider specific ideas to integrate into their groups' work.

Next steps: *A joint Board and Budget and Finance working group was formed. Members will include Carolyn Henderson Allen (convener) and Cinthya Ippoliti. Allen will seek volunteers from the Budget and Finance Committee. The working group charge is to further explore and study existing ACRL EDI work, the levels at which it is supported financially, and to explore social justice work or antiracist work that will be beneficial to work force development, training, and professional development.*

14.0 Recognition of outgoing Board members (Munro)

Munro thanked outgoing Board members for their service and highlighted their individual contributions to the ACRL Board of Directors:

- Lauren Pressley, Past-President
- Emily Daly, Director-at-large
- Caroline Fuchs, Director-at-large

15.0 Passing of the gavel (Munro)

ACRL President Karen Munro passed the gavel to ACRL Vice-President President Jon Cawthorne.

16.0 Adjournment (Cawthorne)

ACRL President Jon Cawthorne adjourned the meeting.

Submitted by ACRL Program Manager for Strategic Initiatives Allison Payne.