

## ACRL Virtual Board Update

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

[Zoom Login](#)

Time	Agenda Item
2:00–2:05 p.m.	<b>1.0 Welcome and Introductions (McNeil)</b> ACRL President Beth McNeil will welcome the Board and guests and will ask the Board if there are items for New Business.
<i>Information</i>	<b>2.0 Goal-area committee updates #3.0</b>
2:05–2:20 p.m.	<ul style="list-style-type: none"> <li><b>New Roles and Changing Landscapes Committee (Russell S. Michalak, Timothy J. Bottorff) #4.0</b></li> </ul>
2:20–2:35 p.m.	<ul style="list-style-type: none"> <li><b>Equity, Diversity and Inclusion Committee (Silvia Si Wing Vong) #8.0</b></li> </ul>
2:35–2:45 p.m. <i>Discussion</i>	<b>3.0 Leadership Council and Membership Meeting Planning (McNeil) #1.0</b> The Board will discuss and make recommendations on plans for an upcoming ACRL Leadership Council and Membership Meeting. The Board will also recommend if the meeting should be fully in-person or if a virtual meeting before/after should be held.
2:45–3:00 p.m.	<b>4.0 New Business/Reminders (McNeil)</b> <ul style="list-style-type: none"> <li><b>ACRL response policies</b> The Board will receive a refresher on existing ALA &amp; ACRL policies pertaining to ACRL responses on potential topics/issues in academia.</li> <li><b>Draft ALA Annual Conference schedule #14.0</b> The Board will review the draft ALA and ACRL schedules for June 2024.</li> </ul>
3:00 p.m.	<b>5.0 Adjournment (McNeil)</b> <ul style="list-style-type: none"> <li>Next meeting: <a href="#">ACRL Board of Directors I</a> - January 26, 2024, 1:00 PM to 3:00 PM (CT)</li> </ul>

### Upcoming ACRL Board Meetings (required)

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

### Upcoming ACRL Budget & Finance Meetings (optional)

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

## Upcoming ALA Governance Meetings (optional)

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

## ACRL Board Ground Rules

*Approved Fall Board Meeting, November 18, 2019.*

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

### **Make knowledge-based decisions using these four questions:**

1. What do you know about our members/prospective members/customers—needs, wants, and preferences, that is relevant to this decision?\*
2. What do we know about the current realities and evolving dynamics of our members' marketplace/industry/profession that is relevant to this decision?\*
3. What do we know about the capacity and strategic position of our organization that is relevant to this decision?\*
4. What are the ethical implications of this decision?

\*What do you wish that you knew, but don't?

## ACRL Board Social Media Guidelines

*Approved Fall Board Meeting, November 16, 2018*

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

### **1. Purpose**

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

## **2. Guidelines**

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

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

## **3. Responsibilities**

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

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



Association of College and Research Libraries

**Board of Directors Virtual Meeting I**

January 26, 2024

1:00–3:00 PM CST

[Zoom Login](#)

**Board I Agenda**

Time	Item (Document number follows topic description)
1:00–1:01 PM	1.0 Call to order (McNeil)
1:01–1:02 PM <i>Action</i>	2.0 Adoption of the Agenda (McNeil)
1:02–1:05 PM	3.0 Welcome & Report Out (McNeil) ACRL President Beth McNeil will welcome the Board and guests and will report for the minutes on the goal-area committee updates from New Roles and Changing Landscapes Committee and the Equity, Diversity and Inclusion Committee.
1:05–1:20 PM	4.0 Goal-area committee updates #3.0 <ul style="list-style-type: none"> <li>Research and Scholarly Environment Committee (Jack Hang-tat Leong) #5.0</li> </ul>
1:20–1:35 PM	<ul style="list-style-type: none"> <li>Value of Academic Libraries Committee (Monika Chavez) #7.0</li> </ul>

Time	Item (Document number follows topic description)
1:35–1:37 PM <b>Action</b>	<p><b>5.0 Consent Agenda Full Board (McNeil)</b>            [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. <b>Any item may be removed</b> from the consent agenda if <b>any member</b> of the Board of Directors requests separate consideration of the item. Any separate agenda item can be suggested for inclusion in the consent agenda.]</p> <p>The following items are placed on the consent agenda:</p> <p><b>Confirmation of Virtual Votes #2.0</b></p> <ul style="list-style-type: none"> <li>• ACRL Bylaws Revisions and Addition</li> <li>• FY25 assumptions for ACRL &amp; Choice</li> </ul> <p><b>Approval of:</b></p> <ul style="list-style-type: none"> <li>• Establish Training &amp; Equity in Library Work Division-level Discussion Group #2.1</li> <li>• Extension National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force #2.2</li> <li>• Dissolution Research and Assessment Metrics Discussion Group #2.3</li> <li>• Creation of Library EDI Committees Discussion Group #2.4</li> </ul>
1:37–1:50 PM <b>Discussion</b>	<p><b>6.0 Board Nominations Processes &amp; Transparency (Lo) #18.0</b>            The Board will review the current process and identify potential barriers to nominations.</p> <p>The Board will also be asked to share the current <a href="#">Call for Nominations</a>, which are due 2/15/2024.</p>
1:50–2:05 PM <b>Discussion/Action</b>	<p><b>7.0 Communities of Practice (McNeil) #16.0, #16.1</b>            The Board will continue their discussion from Fall 2023 regarding ACRL structure and reporting and will take action on a new task force to review ACRL’s Communities of Practice structure, leadership, and reporting.</p>
2:05–2:15 PM	Break
2:15–2:30 PM	<p><b>8.0 Membership Groups at Conference (Whatley) FYI-2</b>            The Board will continue their discussion from Fall 2023 regarding ACRL membership group participation at conferences for ALA and ACRL.</p>

Time	Item (Document number follows topic description)
2:30–2:45 PM <b>Information/Action</b>	9.0 Awards Process Implementation Task Force (Lori Goetsch, John A. Lehner) #17.0, #17.1, #17.2, #17.3 The Board will receive an update and take action on a proposed committee from the ACRL Awards Process Implementation Task Force.
2:45–3:00 PM <b>Information</b>	10.0 Open Microphone (McNeil) An open microphone is set aside during the first Board meeting when any ACRL member may address the Board.  <b>ALA President Candidates Forum</b> Each candidate will have 3 minutes to address the Board. <ul style="list-style-type: none"> <li>• Ray Pun, Academic and Research Librarian, Alder Graduate School of Education in California</li> <li>• Sam Helmick, Community &amp; Access Services Coordinator, Iowa City Public Library</li> </ul>
3:00 PM <b>Action</b>	11.0 Adjournment (McNeil)

#### Upcoming ACRL Board Meetings (required)

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#### Upcoming ACRL Budget & Finance Meetings (optional)

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#### ACRL Board Ground Rules

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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**

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**2. Guidelines**

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

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- f. leverage social media to gather feedback from members.

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Association of College and Research Libraries  
**Board of Directors Virtual Meeting II**  
January 31, 2024  
1:00 PM–3:00 PM CST

[Zoom Login](#)

## Board II Agenda

Time	Item (Document number follows topic description)
1:00–1:01 PM	12.0 Call to order (McNeil)
1:01–1:04 PM	13.0 Opening remarks (McNeil)
1:04–1:05 PM	14.0 Adoption of the Agenda (McNeil)
<b>Action</b>	
	15.0 Goal-area Committee Updates
1:05–1:20 PM	<ul style="list-style-type: none"> <li>Student Learning and Information Literacy Committee (Amanda L. Folk)</li> </ul>
<b>Information</b>	
1:20–1:40 PM	16.0 Organizational Memberships #19.0
<b>Discussion</b>	The Board will discuss organizational memberships benefits and dues.
1:40–2:00 PM	17.0 ALA Organizational Updates (McNeil)
<b>Discussion</b>	The Board will discuss proposed organization changes and updates and implications/next steps for ACRL.
2:00–2:10 PM	Break
2:10–2:20 PM	18.0 ACRL & Choice FY24 Q1 (Mocnik)
<b>Information</b>	<p>The Board will receive an update on the financial performance for ACRL and Choice.</p> <ul style="list-style-type: none"> <li>ACRL (Mocnik/Payne) #9.0, #9.1</li> <li>Choice (Rachel Hendrick) #10.0</li> </ul>

<b>Time</b>	<b>Item (Document number follows topic description)</b>
2:20–2:40 PM <b>Information</b>	<b>19.0 Preliminary FY25 Budget (Mocnik) #11.0</b> The Board will review and receive an update on the preliminary FY25 budgets for ACRL and Choice. <ul style="list-style-type: none"> <li>• ACRL (Mocnik/Payne) #12.0, #12.1</li> <li>• CHOICE (Hendrick) #13.0</li> </ul>
2:40–2:50 PM <b>Discussion</b>	<b>20.0 Officer Reports</b> <ul style="list-style-type: none"> <li>• President’s Report (McNeil) #1.1</li> <li>• Vice-President’s Report (Lo) #1.2</li> <li>• Past-President’s Report (Ellis) #1.3</li> <li>• Councilor’s Report (Whatley) #1.4</li> <li>• Executive Director’s Plan for Excellence Activities Report (Payne) #1.5</li> </ul>
2:50–3:00 PM	<b>21.0 New Business (McNeil)</b> <ul style="list-style-type: none"> <li>• TBD</li> </ul>
3:00 PM <b>Action</b>	<b>22.0 Adjournment (McNeil)</b>

### **Upcoming ACRL Board Meetings (required)**

- [ACRL Spring Board Virtual Meeting](#) - April 25, 2024, 11:00 AM - 01:00 PM (CT)

### **Upcoming ACRL Budget & Finance Meetings (optional)**

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# ALA LibLearnX 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 1.4	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 FB23 to LLX24
Doc 2.1	Board action form: Establish Training & Equity in Library Work Discussion Group
Doc 2.2	Board action form: Establish NSSE Information Literacy Module Review Task Force
Doc 2.3	Board action form: Dissolution Research and Assessment Metrics Discussion Group
Doc 2.4	Board action form: Library EDI Committees Discussion Group
Doc 3.0	ACRL Plan for Excellence
Doc 4.0	New Roles and Changing Landscapes Work Plan 2024
Doc 5.0	Research and Scholarly Environment Committee Work Plan 2024
Doc 6.0	Student Learning and Information Literacy Committee 2024
Doc 7.0	Value of Academic Libraries Committee 2024
Doc 8.0	Equity Diversity and Inclusion Committee Work Plan 2024
Doc 9.0	ACRL FY24 Q1 Memo
Doc 9.1	ACRL FY24 Q1 Report
Doc 10.0	Choice FY21 Q4 Memo
Doc 11.0	ACRL and CHOICE FY25 Budget Assumptions
Doc 12.0	ACRL FY25 Preliminary Budget Memo
Doc 12.1	ACRL FY25 Preliminary Budget
Doc 13.0	Choice FY25 Preliminary Budget
Doc 14.0	Draft 2024 ACRL Governance Schedule
Doc 15.0	Past ACRL Leadership Council Agendas
Doc 16.0	Board action form: Communities of Practice Review Task Force
Doc 16.1	Communities of Practice Chart
Doc 17.0	Board Discussion Form: Awards Process Implementation Task Force
Doc 17.1	Recommendations Awards Process Implementation Task Force
Doc 17.2	Guide to Policies and Procedures Proposed Updates
Doc 17.3	Board action form: Establish Awards Coordinating Committee
Doc 18.0	Guide to Policies and Procedures: Nominations
Doc 19.0	Board discussion form: Organizational Memberships

### **FYI Documents**

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

Association of College & Research Libraries  
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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: Fall 2023 to LibLearnX 2024  
Submitted by: Allison Payne, ACRL Interim Executive Director  
Date submitted: January 19, 2024

### Background

This confirmation of virtual votes includes votes taken between the Fall Board Virtual Meeting, held on October 24, 2023, and LibLearnX 2024. Typically, comments are collected via ALA Connect during a one-week period, but the Board held synchronous discussions during their Fall Meeting. Following the Fall Meeting, Board members voted virtually via an asynchronous online poll.

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 votes were completed between the Fall Board Virtual Meeting and LibLearnX 2024.

- Pre-vote discussions held synchronously during the Fall Board Virtual Meeting on October 24, 2023 for the following:
  - ACRL Bylaws Revisions and Addition
  - FY25 assumptions for ACRL & Choice
- Virtual Vote posted to [ALA Connect](#) held asynchronously during 12/5/2023–12/11/2023 for the following:
  - ACRL Bylaws Revisions and Addition
  - FY25 assumptions for ACRL & Choice

### Action Recommended

That the ACRL Board of Directors confirms its asynchronous virtual votes taken between the 2023 Fall Board Virtual Meeting and LibLearnX 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](mailto: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

### Request to Establish an ACRL Division-level Discussion Group

**To:** ACRL Board of Directors

**Subject:** Request to establish the Training & Equity in Library Work Division-level Discussion Group

**Submitted by:** Hannah Mendro, Collections Lead, University of Washington Bothell (UWB) & Cascadia College (CC) Campus Library; Je Salvador, Research & Instruction Librarian, UWB & CC Campus Library

**Date submitted:** 12/08/23

### Background

We are exploring pathways to satisfying library work. As a group made up of library staff from a variety of classifications, experience levels, and pathways to library work, we will be exploring questions such as:

- Who is being surveyed about what librarian skills are wanted? What do library users want their librarians to be able to do? What do incoming professionals want to get from their MLS/MLIS programs?
- What does it mean to be a librarian or have an MLS/MLIS degree?

We are seeking examples of institutions' making the MLS/MLIS affordable and accessible. These may include workplace initiatives like [the Brooklyn Public Library's Pathways to Leadership program](#), which provides BPL staff scholarship and mentorship for completing their MLS/MLIS degrees. We also seek examples of MLS/MLIS programs with strong workplace training alignments. What are professionals' experiences of these?

One of our long-term goals is to explore an alternative credentialing system for librarian-classified positions. Our research will investigate skills and aptitudes for librarians as well as alternative credentialing systems in other professions (such as [the APR 6 Law Clerk Program](#) in the Washington State legal services profession).

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As we explore these longer-term pathways to satisfying library work, we will consider more nimble and shorter-term practices for increasing equity between library worker classifications.

## Proposed Name, Statement & Leadership

- **Proposed name:**

Training & Equity in Library Work

- **Proposed statement of purpose:**

To discuss, research, and envision the many pathways to satisfying and equitable library work.

At the outset, our interest is multi-pronged:

- practices or programs for making the MLS/MLIS experience more accessible and authentic, particularly for underrepresented and marginalized populations;
- parallel pathways to (or alternative credentialing for) librarian positions; and
- increasing equity between library worker classifications (in terms of compensation, benefits, professional development funding, institutional and disciplinary power, & etc.).

- **Proposed leadership:**

Hannah Mendro, initial co-convenor

Je Salvador, initial co-convenor

We propose that, going forward, this DG has two co-conveners, and we strongly recommend that at least one be a library staff member (e.g., classified staff, professional staff, and/or paraprofessional staff).

## Stakeholders

This discussion group (DG) may overlap in topics with other ALA DGs, membership groups, and programs; including the [Leadership DG](#), [Human Resources and Organizational Development DG](#), [Library Support Staff Certification](#), and [Certified Public Library Administrator® Program](#). We have reached out to Lorelle Swader in ALA leadership— particularly for ALA-APA background knowledge and guidance.

## Fiscal and Staffing Impact

If approved, staff will update the ACRL Directory of Leadership and membership materials and assist with creation and ongoing management/maintenance of group.

## Action Recommended

That the ACRL Board of Directors approves the Training & Equity in Library Work division-level discussion group with the included statement of purpose.

*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 Manager for Strategic Initiatives Allison Payne electronically at [apayne@ala.org](mailto: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.

### X New Roles and Changing Landscapes

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

The role of the library is shifting constantly, dependent on both time and place. Libraries in different institutions and communities have and serve different needs, but the MLS/MLIS program does not necessarily teach to the needs of the specific communities where its students eventually work. Addressing the division of library work across classifications, the pathways that people take into and through library work, and the access to education about libraries and library work will require conversation about the shifts and roles of libraries across place and space. This discussion group will provide one forum for this conversation.

We also believe that this Discussion Group (DG) will support goal areas **Equity, Diversity & Inclusion** and **Value of Academic Libraries**. The access to MLIS programs - and to status and pay within libraries - is an equity issue, particularly in a field so heavily populated by white women. Exploring alternative pathways to library work increases equity of access to this work, diversifying the field and the viewpoints represented within libraries. This is also very related to the value of academic libraries, as the value of libraries is so closely associated with their staff and librarians. Increasing the diversity of the field and the diversity of perspectives represented within it also increases the value and relevance of each library to its community.

### Motion

☐ Above recommendation moved ☐ No motion made ☐ Motion revised (see motion form)

### Action Taken

☐ Motion Approved ☐ Motion Defeated ☐ Other: \_\_\_\_\_

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## **Board of Directors Action Form Request to Establish an ACRL Task Force**

**To:** ACRL Board of Directors

**Subject:** Request to renew the National Student Engagement Survey Information Literacy Module Review Task Force

**Submitted by:** Gena Parsons-Diamond, ACRL Program Manager for Data & Research  
Maoria Kirker, NSSE Task Force Chair, 2022-2024

**Date submitted:** December 15, 2023

### **Background**

Original charge of the task force: 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.

The original Task Force (2020-2022) worked to investigate the background of the NSSE Information Literacy Module, gathered feedback from the community that has participated in the survey (2014-2020), invited several experts to talk about the survey module and student learning assessment, and drafted new module questions based on their processes. The newly revised module was piloted by NSSE in Spring 2023.

The second iteration of the Task Force (2022-2024) continued the work outlined in the original charge, as well as worked on creating educational materials and performed outreach to invested stakeholders through ACRL-sponsored webinars; completed analyses on the pilot data after summer 2023 and made final changes to the module; reported out on the data to ACRL membership and selected higher education groups; and began exploring a new position within the Liaison's Assembly to assist with outreach to a specific higher education group. The Task Force is asking for a 2-year extension, with an updated charge.

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## Proposed Name, Charge & Tasks

- **Proposed name:** National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force (same as original)
- **Proposed 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.
- **Specific tasks (optional):**
  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.

## Proposed Membership

Task Force Membership: The TF is grateful to the members for their dedicated work over the past two years. Moving forward, two members will step down and we request that ACRL re-appoint four continuing members of the task force and to appoint three new members to take on the additional work as proposed. Recommendations have formally been forwarded to the ACRL Vice President, ACRL Board Liaison, and Staff Liaison.

### Proposed 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 for completion of work

- 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

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## Stakeholders

The Task Force worked closely with partners at the NSSE through information and data sharing about the “Experiences in Information Literacy” module, as well as expanded outreach efforts to academic librarians and institutional assessment partners.

## Fiscal and Staffing Impact

If approved, staff will update the online Director of Leadership. A staff liaison will continue to support the task force.

## Action Recommended

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.

## 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.

☐ **Equity, Diversity & Inclusion**

Goal: TBD

☒ **Enabling Programs and Services**

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

## Motion

☐ Above recommendation moved ☐ No motion made ☐ Motion revised (see motion form)

## Action Taken

☐ Motion Approved ☐ Motion Defeated ☐ Other: \_\_\_\_\_

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## Board of Directors Action Form

To: ACRL Board of Directors  
Subject: Dissolution of Research and Assessment Metrics Discussion Group  
Submitted by: Aleah Price, ACRL Program Coordinator, Lauren Carlton, ACRL Program Officer

Date submitted: 1/8/2024

### Background

The Research Assessment and Metrics Discussion Group has had a significantly low engagement for the past year. After repeated attempts to contact the past convener to find a new convener, ACRL staff received no response. The group's ALA connect space has 1,500 members and the most recent post from leadership is from 9-22-22. The group has not met in over two years. All other activity posted in the space is from non-members with non-pertinent material. We made three separate attempts to reach the most recent Convener, most recently in October 2023, with no response. Due to the inability to find leadership, and contact the most recent convener, ACRL staff are requesting the group be dissolved.

### Stakeholders

Multiple attempts, which were unsuccessful, were made to contact previous leadership.

### Fiscal and Staffing Impact

This will impact staff time regarding maintaining the discussion group space. If approved, staff will remove the ALA Connect group, update the ACRL Director of Leadership and membership materials.

### Action Recommended

That the ACRL Board of Directors approves the dissolution of the Research and Assessment Metrics Discussion Group.

### Strategic Goal Area Supported

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

☐ Value of Academic Libraries

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

☐ Student Learning

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

☐ Research and Scholarly Environment

Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes

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

☒ Enabling Programs and Services

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



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## **Board of Directors Action Form**

### **Request to Establish an ACRL Division-level Discussion Group**

**To:** ACRL Board of Directors

**Subject:** Request to establish the Library EDI Committees Division-level Discussion Group

**Submitted by:** Corliss Lee, UC Berkeley, and Brian Lym, University of Oregon

**Date submitted:** December 19, 2023

### **Background**

Although there are multiple committees relating to Equity, Diversity and Inclusion issues, as far as we know, there is no forum with an open membership model for academic librarians to discuss grassroots or committee-based EDI initiatives and challenges.

### **Proposed Name, Statement & Leadership**

- **Proposed name:**  
Library EDI Committees Discussion Group
- **Proposed statement of purpose:**
  - to provide a forum for practitioners, especially members of Library Diversity committees,
  - to discuss EDI topics in academic libraries
  - to share resources useful to library workers engaged in EDI initiatives in libraries
  - to support both library workers who are thinking about starting a diversity initiative and diversity committees that are already established.
- **Proposed leadership:**  
Corliss Lee and Brian Lym, co-convenors, February 1, 2024 – June 30, 2025  
Saira Raza and Paige Crawl, incoming co-convenors July 1, 2025 – June 30, 2026

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**Stakeholders**

The ACRL EDI Committee was consulted prior to this request and supported the creation of this discussion group.

**Fiscal and Staffing Impact**

If approved, ACRL staff will update the Directory of Leadership and membership materials. ACRL staff will also create the ALA Connect community.

**Action Recommended**

That the ACRL Board of Directors approves the Library EDI Committees division-level discussion group with the included statement of purpose.

**Motion**

☐ Above recommendation moved   ☐ No motion made   ☐ Motion revised (see motion form)

**Action Taken**

☐ Motion Approved   ☐ Motion Defeated   ☐ Other: \_\_\_\_\_



# 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](#)).



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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

Each subgroup has collaborated and worked together to accomplish specific goals such as providing webinars, toolkits, and other opportunities for academic library advancement.

This year, break out groups were created after the report out information from the main report outs from the ACRL Board member, ACRL staff, and NRCL members to keep everyone apprised of happening events. The breakout groups allow committee members to connect with each other during the assigned monthly meeting time and get a head start planning current and future activities. This allowed for less time spent on committee work outside the traditional work week.

Beyond thankful to Erin Nevius for helping us to plan and execute these wonderful endeavors.

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

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

- Name:
- Email:

EDI Subgroup created an [ACRL Library Worker Retention Toolkit](#) that could be linked from the EDI LibGuide. The group also aligns with the ALA Diversity Alliance. Contact: Mary Beth Locke: Email: lockmb@wfu.edu

Could also embed the two ACRL Presents webcasts, Inclusive Leadership and Creating Welcoming Spaces in Academic Libraries, included on ACRL's YouTube channel.

**10. Any other comments, recommendations, or suggestions?**

I look forward to hearing about the continued success of the New Roles and Changing Landscapes group. A BIG Thanks to Erin Nevius for helping me with this process of taking care of the large projects happening within the New Roles and Changing Landscapes committee.

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

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

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

Work Plan Activity #1	
<b>Activity Name:</b>	<b>Academic Library Advocacy Toolkit:</b> Continued working with the Value of Academic Librarians to help maintain the toolkit. <a href="#">Toolkit</a>
<b>Brief description:</b>	Collaborate with Value of Academic Librarians Committee's chair and vice chair to maintain the <a href="#">Academic Library Advocacy Toolkit</a> .

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/>	<b>continuous project assigned in charge</b>
<input type="checkbox"/>	<b>short-term project that will be completed this membership year</b>
<input type="checkbox"/>	<b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <span style="border: 1px solid black; display: inline-block; width: 150px; height: 20px; vertical-align: middle;"></span>

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

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

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

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

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

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

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

**Activity Outline**

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

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

**Activity #1 Assessment**

**How will success be measured?**

Links will remain up to date and accurate. Usage will stay the same or increase based on the value of the content in the toolkit.

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

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/> continuous project assigned in charge <input checked="" type="checkbox"/> short-term project that will be completed this membership year <input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>	

<u>ACRL Plan for Excellence</u>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input checked="" type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input checked="" type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input checked="" type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
<input type="checkbox"/>	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b>
<input type="checkbox"/>	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Increase ACRL’s efforts to influence and advocate for more open and equitable dissemination policies and practices.
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input checked="" type="checkbox"/>	Objective 1. Deepen ACRL’s advocacy and support for the full range of the academic library workforce.

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

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

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

#### Activity Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Collect survey data	July 25, 2023	Members of Add-On roles and Flexible assignments subgroup	none
Analyze survey data	October 31, 2023	Members of Add-On roles and Flexible assignments subgroup	none
Write Literature Review	January 2024	Members of Add-On roles and Flexible assignments subgroup	none
Write results section	January 2024	Members of Add-On roles and Flexible assignments subgroup	none
Submit paper to C&RL and Board	April 2024	Members of Add-On roles and Flexible assignments subgroup	none

#### Activity #2 Assessment

**How will success be measured?**

Submission of report to board and the College & Research Libraries for publication.

Work Plan Activity #3	
<b>Activity Name:</b>	Retention Toolkit
<b>Brief description:</b>	<b>Equity, Diversity, and Inclusion Pipeline Subgroup:</b> Maintain and evaluate the retention toolkit for areas that need to be updated and continued for future exploration. <a href="https://acrl.libguides.com/Retention">https://acrl.libguides.com/Retention</a>

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> continuous project assigned in charge <input type="checkbox"/> short-term project that will be completed this membership year <input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input checked="" type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input checked="" type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input checked="" type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input checked="" type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input type="checkbox"/> <b>Goal: Student Learning</b>	
<input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
<input type="checkbox"/> <b>Goal: New Roles and Changing Landscapes</b>	
<input checked="" type="checkbox"/> Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.	
<input checked="" type="checkbox"/> Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.	

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

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

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

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

**Activity Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Equity, Diversity, and Inclusion Pipeline Subgroup will meet to formalize plans to maintain the currency of the toolkit.	June 30, 2024	Equity, Diversity, and Inclusion Pipeline Subgroup	none

**Activity #3 Assessment**

**How will success be measured?**

Links will remain up to date and accurate. Usage will remain steady or increase.

**Work Plan Activity #4**

<b>Activity Name:</b>	<b>Fostering Change Course</b>
<b>Brief description:</b>	<b>Fostering Change:</b> Program is being evaluated for shorter courses for the future development within the program. We will continue to provide oversight of the program. <a href="https://www.ala.org/acrl/fosteringchange-cohort">https://www.ala.org/acrl/fosteringchange-cohort</a>



Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/>	continuous project assigned in charge
<input type="checkbox"/>	short-term project that will be completed this membership year
<input type="checkbox"/>	multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>

ACRL Plan for Excellence	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input checked="" type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input checked="" type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input checked="" type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input checked="" type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
<input type="checkbox"/>	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b>
<input type="checkbox"/>	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input checked="" type="checkbox"/>	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
<input checked="" type="checkbox"/>	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.
<input checked="" type="checkbox"/>	Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
<input type="checkbox"/>	<b>Goal: Equity, Diversity and Inclusion</b>
<input type="checkbox"/>	Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

- ☒ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.
- ☐ Objective 3. Build relationships and coalitions to cultivate “collective ownership, accountability, and responsibility” ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).

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

**Activity Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
NRCL chair and vice chair will create a taskforce to evaluate the Fostering Change program for sustainability.	June 30, 2024	NRCL Chair and Vice Chair along with Erin Nevius (ACRL Staff)	none

**Activity #4 Assessment**

**How will success be measured?**

The program will become more sustainable.

**Work Plan Activity #5**

<b>Activity Name:</b>	<b>Inclusive Leadership:</b> Working on a new definition of “inclusive leadership” and producing a workbook for future development for all career professionals.
<b>Brief description:</b>	Work on a new definition of “inclusive leadership” and produce a workbook for future development for all career professionals.

**Activity Timeline**

**How long will it take to do this project?**

- ☐ continuous project assigned in charge
- ☐ short-term project that will be completed this membership year
- ☒ multi-year project continuing past June 30, 2024. Expected completion date: January 2025

[ACRL Plan for Excellence](#)

**Check the best goal and objective.**

- ☐ **Goal: Value of Academic Libraries**
- ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
- ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.

<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.		
<input checked="" type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.		
<input type="checkbox"/>	<b>Goal: Student Learning</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.</li> <li><input type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.</li> </ul>		
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.</li> <li><input type="checkbox"/> 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.</li> <li><input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.</li> </ul>		
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.</li> <li><input checked="" type="checkbox"/> 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.</li> <li><input checked="" type="checkbox"/> Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.</li> </ul>		
<input type="checkbox"/>	<b>Goal: Equity, Diversity and Inclusion</b> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.</li> <li><input checked="" type="checkbox"/> 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.</li> <li><input type="checkbox"/> Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (<a href="#">Cultural Proficiencies for Racial Equity: A Framework, 2022</a>).</li> </ul>		
<input checked="" type="checkbox"/>	<b>Enabling Programs and Services (education, advocacy, publications, or member engagement)</b>		
<b>Activity Outline</b>			
<b>Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.</b>			
<b>Specific Action</b>	<b>Due Date</b>	<b>Party Responsible</b>	<b>Resources Needed (e.g., financial, tech, staff support)</b>
Advertise CFP for case studies	July - August 2023	All in Subgroup	Advertise CFP for case studies

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

#### Activity #5 Assessment

##### How will success be measured?

Book will be produced.

#### Work Plan Activity #6

<b>Activity Name:</b>	<b>Academic Library Advocacy Toolkit:</b> Continued working with the Value of Academic Librarians to help maintain the toolkit. <a href="#">Toolkit</a>
<b>Brief description:</b>	Collaborate with Value of Academic Librarians Committee's chair and vice chair to maintain the <a href="#">Academic Library Advocacy Toolkit</a> .

#### Activity Timeline

##### How long will it take to do this project?

☒ continuous project assigned in charge

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

### ACRL Plan for Excellence

#### Check the best goal and objective.

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

#### Activity Outline

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

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

#### Activity #6 Assessment

How will success be measured?

Links will remain up to date and accurate.

#### Work Plan Activity #7

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

#### Activity Timeline

How long will it take to do this project?

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

#### ACRL Plan for Excellence

Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

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

<input type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.</li> <li><input type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.</li> </ul>
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.</li> <li><input type="checkbox"/> 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.</li> <li><input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.</li> </ul>
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.</li> <li><input checked="" type="checkbox"/> 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.</li> <li><input checked="" type="checkbox"/> Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.</li> </ul>
<input type="checkbox"/>	<b>Goal: Equity, Diversity and Inclusion</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.</li> <li><input type="checkbox"/> 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.</li> <li><input type="checkbox"/> Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" (<a href="#">Cultural Proficiencies for Racial Equity: A Framework, 2022</a>).</li> </ul>
<input checked="" type="checkbox"/>	<b>Enabling Programs and Services (education, advocacy, publications, or member engagement)</b>
<b>Activity Outline</b>	
<b>Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.</b>	
<b>Specific Action</b>	<b>Due Date</b>
<b>Party Responsible</b>	<b>Resources Needed (e.g., financial, tech, staff support)</b>

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

#### Activity #7 Assessment

##### How will success be measured?

- Number of submissions
- Traffic to online resource
- Link to a survey within the public platform, for feedback from users?



Work Plan Activity #8	
<b>Activity Name:</b>	<b>Open Educational Resources and Affordability RoadShow</b>
<b>Brief description:</b>	Evaluate and provide continued oversight to the virtual “Off RoadShows.” <a href="https://www.ala.org/acrl/conferences/roadshows/oer">https://www.ala.org/acrl/conferences/roadshows/oer</a>

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> continuous project assigned in charge <input type="checkbox"/> short-term project that will be completed this membership year <input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>	

<u>ACRL Plan for Excellence</u>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
<input type="checkbox"/>	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b>
<input type="checkbox"/>	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Increase ACRL’s efforts to influence and advocate for more open and equitable dissemination policies and practices.
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input checked="" type="checkbox"/>	Objective 1. Deepen ACRL’s advocacy and support for the full range of the academic library workforce.

- ☒ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
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- ☐ **Goal: Equity, Diversity and Inclusion**
- ☐ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
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- ☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

#### Activity Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Form taskforce to evaluate the OER roadshow.	June 30, 2024	VAL and NRCL Chairs and Vice Chairs, along with Erin Nevius (ACRL Staff)	none

#### Activity #8 Assessment

**How will success be measured?**

Write report with results from assessment.

#### Work Plan Activity #9

<b>Activity Name:</b>	Design and host a series of Trend Talks.
<b>Brief description:</b>	<b>The User Experience workgroup will</b> collaborate with the Value of Academic Libraries Committee to create a series of Trend Talks.

#### Activity Timeline

**How long will it take to do this project?**

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

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
<input type="checkbox"/>	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b>
<input type="checkbox"/>	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.
<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input checked="" type="checkbox"/>	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
<input checked="" type="checkbox"/>	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.
<input checked="" type="checkbox"/>	Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
<input type="checkbox"/>	<b>Goal: Equity, Diversity and Inclusion</b>
<input type="checkbox"/>	Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" ( <a href="#">Cultural Proficiencies for Racial Equity: A Framework, 2022</a> ).
<input checked="" type="checkbox"/>	<b>Enabling Programs and Services (education, advocacy, publications, or member engagement)</b>

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

Activity #9 Assessment	
How will success be measured?	
The success of the tech trends talks will be measured by the views of the recorded videos and attendance of the talks.	
Work Plan Activity #10	
<b>Activity Name:</b>	Organize content in NRCL's Google Drive.
<b>Brief description:</b>	Organize content in NRCL's Google Drive to access easier.

Activity Timeline	
How long will it take to do this project?	
<input type="checkbox"/>	continuous project assigned in charge
<input checked="" type="checkbox"/>	short-term project that will be completed this membership year
<input type="checkbox"/>	multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>

<a href="#">ACRL Plan for Excellence</a>	
Check the best goal and objective.	
<input type="checkbox"/>	Goal: Value of Academic Libraries
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
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<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

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

☐ **Goal: Student Learning**

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

☐ **Goal: Research and Scholarly Environment**

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

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

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

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

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

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

**Activity Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Organize, combine, and delete folders and files in the NRCL Google Drive.	June 30, 2024	NRCL Chair and Vice Chair, and Erin Nevius (ACRL Staff)	None

**Activity #10 Assessment****How will success be measured?**

We will document how the online storage space, Google Drive, is organized, and create an onboarding document detailing the location of the files and folders. We will create an "Archive" folder for projects that are complete.

**Work Plan Activity #11**

<b>Activity Name:</b>	Explore toolkit or panel on disabilities with ACRL EDI Committee
<b>Brief description:</b>	EDI Pipeline <ul style="list-style-type: none"> <li>• Will Review research on library workers with disabilities</li> <li>• Create a literature review to inform our activity</li> <li>• Review Retention Toolkit and add any relevant resources regarding support for library workers with disabilities</li> <li>• Reach decision on what format our project will be for 2024-2025 (panel, toolkit, etc.)</li> </ul>

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

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

**ACRL Plan for Excellence****Check the best goal and objective.**

- ☐ **Goal: Value of Academic Libraries**
  - ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
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- ☒ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

#### Activity Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Explore collaboration opportunities with ACRL's EDI Comm.	June 30, 2024	EDI Pipeline subgroup	none

#### Activity #11 Assessment

**How will success be measured?**

The EDI subgroup will have a plan for a toolkit or panel.



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

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

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

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

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



**2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)**

<b>Chair:</b>	Jack Leong
<b>Vice-Chair:</b>	Amanda Nichols Hess
<b>Board liaison:</b>	Yasmeen Shorish
<b>Staff liaison:</b>	Erin Nevius
<b>Other leaders:</b>	

**Report & Work Plan Submission**

<b>Year-end report written by:</b>	Sandra Aya Enimil	<b>Date:</b>	<b>8/25/23</b>
<b>Work plan submitted by:</b>	Jack Leong	<b>Date:</b>	<b>9/25/23</b>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- Name: ReSec Vice Chair, Amanda Nichols Hess
- Email: [nichols@oakland.edu](mailto:nichols@oakland.edu)

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

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

**6. Any other comments, recommendations, or suggestions?**

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

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

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

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

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

Activity #1 Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/>	<b>continuous project assigned in charge</b>
<input checked="" type="checkbox"/>	<b>short-term project that will be completed this membership year</b>
<input type="checkbox"/>	<b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <div style="border: 1px solid black; width: 150px; height: 20px; display: inline-block; vertical-align: middle;"></div>

<u><a href="#">ACRL Plan for Excellence</a></u>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

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

☒ **Goal: Research and Scholarly Environment**

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

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

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

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

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

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

**Activity #1 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
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Submit final manuscripts to issue editors.	August 1, 2023	Authors	
Target date: Transmit final versions to ACRL staff for production	October 1, 2023	Issue Editors	
Special issue released online	01/01/24	C&RL	

### Activity #1 Assessment

#### How will success be measured?

- Successful completion and release of special issue

### Work Plan Activity #2

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

### Activity #2 Timeline

#### How long will it take to do this project?

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

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

Check the best goal and objective.

<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
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<input type="checkbox"/>	<b>Goal: Student Learning</b>
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<input type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input type="checkbox"/>	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
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<input type="checkbox"/>	Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

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

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

### Activity #2 Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Ongoing management of the column, which publishes monthly	n/a	Shilpa Rele, Kelly McCusker, and Tina Baich	Continued support from C&RL News staff

### Activity #2 Assessment

How will success be measured?

Through readership, downloads, citation impact, range and diversity topics and authors, and other assessments tracked by C&RL News.

### Work Plan Activity #3

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

### Activity # 3 Timeline

How long will it take to do this project?

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

[ACRL Plan for Excellence](#)



**Check the best goal and objective.**☐ **Goal: Value of Academic Libraries**

- ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

**Activity #3 Outline**

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

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

**Activity #3 Assessment**

**How will success be measured?**

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

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

**Work Plan Activity #4**

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

**Activity #4 Timeline**

**How long will it take to do this project?**

☒ continuous project assigned in charge

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

### ACRL Plan for Excellence

#### Check the best goal and objective.

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

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

#### Activity #4 Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Respond to federal and ACRL requests as needed	n/a	Willa Tavernier April Hathcock	Board and staff liaisons keeping us up to date on what is needed by ACRL

#### Activity #4 Assessment

**How will success be measured?**

Success will be achieved through a quick turnaround time (hence rapid response), as well as thorough, knowledgeable, and impactful statements that reflect ACRL values and priorities.

#### Work Plan Activity #5

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

#### Activity #5 Timeline

**How long will it take to do this project?**

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

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

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

☐ **Goal: Student Learning**

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

☒ **Goal: Research and Scholarly Environment**

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

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

- ☐ Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
- ☐ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

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

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

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

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

**Activity #5 Outline**

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

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

**Activity #5 Assessment**

**How will success be measured?**

The Open Access page streamlined, checked for spelling/grammar errors, broken links, and appropriate content for Open Access Week.

**Work Plan Activity #6**

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

## Activity #6 Timeline

## How long will it take to do this project?

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

ACRL Plan for Excellence

## Check the best goal and objective.

☐ Goal: Value of Academic Libraries

- ☐ Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
- ☐ Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
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- ☐ Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

☐ Goal: Student Learning

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

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

**Activity Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
ACRL/SPARC Forum	Fall 2023	Yen Tran	Outreach, registration, hosting

**Activity #6 Assessment**

**How will success be measured?**

Successful events with great speakers, good attendance, and impactful content.

**Work Plan Activity #7**

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



## Activity Timeline

## How long will it take to do this project?

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

ACRL Plan for Excellence

## Check the best goal and objective.

☐ **Goal: Value of Academic Libraries**

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

**Activity #7 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Environmental scan and literature review	Summer 2024	Mira Waller, Olga Koz, Annaliese Taylor, Nicky Agate, Christina Miskey and Brianna Marshall	
Conduct survey, white paper and develop a framework	Spring 2025	Mira Waller, Olga Koz, Annaliese Taylor, Nicky Agate, Christina Miskey and Brianna Marshall	

**Activity #7 Assessment**

**How will success be measured?**

Successful completion of the environmental scan, literature review, survey, white paper and framework.



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

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

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

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

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

2023-2024 Leadership (terms: July 1, 2023–June 30, 2024)	
<b>Chair:</b>	Melissa Mallon
<b>Vice-Chair:</b>	Andrea Baer
<b>Board liaison:</b>	Toni Anaya
<b>Staff liaison:</b>	Margot Conahan
<b>Other leaders:</b>	

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

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

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

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

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

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

#### Professional Development Team

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

#### Publications Team

- ⊘ The Publications Team worked with authors and editors to finalize drafts of chapters for the book *Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners*. The 2-volume book was published in spring 2023: <https://www.alastore.ala.org/content/exploring-inclusive-equitable-pedagogies-creating-space-all-learners-2-volume-set>
- ⊘ The Publications Team continued soliciting and editing columns for the *C&RL News* column, "Perspectives on the Framework," working with authors and reviewing their submitted manuscripts. Special consideration was given to columns that discussed the Framework through the lens of EDI and social justice work. The team published six columns, [Student learning and engagement in a DEI collection audit: Applying the ACRL Framework for Information Literacy](#) (Sept 22), [Looking at information with the sociological eye: Introducing the sociology companion document](#) (Nov 22), [What's art got to do with politics? Show me the evidence](#) (Jan 23), [De-colonizing one-shots: Critical pedagogies and the ACRL Framework](#) (Mar 23), [Teaching the politics of citation: Challenging students' perceptions](#) (May 23), and [It's not just us: Sharing the ACRL Framework with writing tutors](#) (July/Aug 23). The team also began an analysis of column readership; more on this in Section 4, below.
- ⊘ Columns are lined up through spring 2024.

#### Engagement Team

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

**Leadership Team**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- **Name: Melissa Mallon**
- **Email: [mallon.melissa@gmail.com](mailto:mallon.melissa@gmail.com)**

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

**6. Any other comments, recommendations, or suggestions?**

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

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

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

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

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> <b>continuous project assigned in charge</b>	
<input type="checkbox"/> <b>short-term project that will be completed this membership year</b>	
<input type="checkbox"/> <b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <span style="border: 1px solid black; display: inline-block; width: 150px; height: 20px; vertical-align: middle;"></span>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input checked="" type="checkbox"/> <b>Goal: Student Learning</b>	
<input checked="" type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input checked="" type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	

- ☐ **Goal: New Roles and Changing Landscapes**
- ☐ Objective 1. Deepen ACRL’s advocacy and support for the full range of the academic library workforce.
  - ☐ Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
  - ☐ Objective 3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
- ☐ **Goal: Equity, Diversity and Inclusion**
- ☐ Objective 1. Enhance members’ capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
  - ☐ Objective 2. Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.
  - ☐ Objective 3. Build relationships and coalitions to cultivate “collective ownership, accountability, and responsibility” ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).
- ☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

#### Activity Outline

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

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



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

Activity #1 Assessment
<b>How will success be measured?</b>
SLILC will solicit and edit monthly “Perspectives on the Framework” column for <i>C&amp;RL News</i> and work with David Free to consider changes to its theme and workflow and the diversity of our authors.

Work Plan Activity #2	
<b>Activity Name:</b>	SLILC Engagement Team
<b>Brief description:</b>	Engage the ACRL membership and beyond with SLILC's work, assess its impact, and make recommendations for outreach efforts.

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> <b>continuous project assigned in charge</b> <input type="checkbox"/> <b>short-term project that will be completed this membership year</b> <input type="checkbox"/> <b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <input type="text"/>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input checked="" type="checkbox"/> <b>Goal: Student Learning</b>	
<input checked="" type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input checked="" type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
<input type="checkbox"/> <b>Goal: New Roles and Changing Landscapes</b>	
<input type="checkbox"/> Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.	
<input type="checkbox"/> Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.	

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

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

- ☐ Objective 1. Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
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☐ **Enabling Programs and Services (education, advocacy, publications, or member engagement)**

**Activity Outline**

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

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

order to further highlight and promote the work of the committee. Communicate and share SLILC events, work, and programs to various discussion lists and to ACRL social media accounts.			
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Activity #2 Assessment
How will success be measured?
SLILC’s outreach and engagement will reach ACRL membership and beyond; our efforts and impact will be assessed as we go, using the updated guiding document for next year’s committee.

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

Activity Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> <b>continuous project assigned in charge</b> <input type="checkbox"/> <b>short-term project that will be completed this membership year</b> <input type="checkbox"/> <b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <input type="text"/>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input checked="" type="checkbox"/> <b>Goal: Student Learning</b>	
<input checked="" type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input checked="" type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
<input type="checkbox"/> <b>Goal: New Roles and Changing Landscapes</b>	

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

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

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

#### Activity Outline

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

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

Also, as we shift from the pandemic into the endemic phase of COVID-19, explore trends in order to determine if they warrant their own PD event.			
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Activity #3 Assessment
<b>How will success be measured?</b>
SLILC will deliver one or two virtual conference programs, assess their effectiveness using attendance metrics and attendee surveys, and recommend modes for future delivery of professional development content.



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

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

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

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

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

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

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



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

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

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

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

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

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

track of the VAL committee's impact on the ACRL community:

[https://docs.google.com/spreadsheets/d/1N8Xwd\\_mMRZyVeg4thm8pt7TW5kIQTF0RE63I\\_9HCe88/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1N8Xwd_mMRZyVeg4thm8pt7TW5kIQTF0RE63I_9HCe88/edit?usp=sharing)

Two additional dashboards were created in order to keep track of visitors to each resource:

Learning analytics toolkit

dashboard: <https://public.tableau.com/app/profile/rebecca.croxton/viz/VALLearningAnalyticsToolkitViews/PageViews>

Library advocacy toolkit dashboard:

<https://public.tableau.com/app/profile/rebecca.croxton/viz/LibraryAdvocacyToolkitViews>

These outcomes will be recorded to continue observing the users' behaviors and be used for further updating the contents based on the users' interests.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- **Name:** Monika Chavez for EDI spot series
- **Email:** [mchavez208@mtsac.edu](mailto:mchavez208@mtsac.edu)
- **Name:** Becky Croxton for Assessment Proficiencies for academic libraries
- **Email:** [racroxt@uncc.edu](mailto:racroxt@uncc.edu)

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

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

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

#### **6. Any other comments, recommendations, or suggestions?**

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

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

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

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

Activity #1 Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/>	continuous project assigned in charge
<input type="checkbox"/>	short-term project that will be completed this membership year
<input type="checkbox"/>	multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>

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

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

Activity #1 Assessment	
How will success be measured?	
<ul style="list-style-type: none"> <li>Number of Spotlights published on ACRL Insider, as well as number of views of the posts.</li> <li>Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.</li> </ul>	

Work Plan Activity #2	
<b>Activity Name:</b>	Learning Analytics/Privacy
<b>Brief description:</b>	As the use of learning analytics continues in many institutions of higher education, the question of libraries' participation and concerns for ethics and privacy are primary topics that VAL addresses. The Learning Analytics/Privacy workgroup is in charge of the

	Learning Analytics Toolkit and works off a 3 year cycle for review and updating the Toolkit. In addition, the VAL committee will explore the intersections of EDI & SJ and communication with learning analytics.
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Activity #2 Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/>	continuous project assigned in charge
<input type="checkbox"/>	short-term project that will be completed this membership year
<input type="checkbox"/>	multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>

<u>ACRL Plan for Excellence</u>	
<b>Check the best goal and objective.</b>	
<input checked="" type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input checked="" type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input checked="" type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.

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

Continue to provide educational activities such as presentations, publications, or webinars that lend clarity to library learning analytics and how the work can be done responsibly to support evidence-based decision making to support student learning	June 2024	Learning Analytics Subcommittee	
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Activity #2 Assessment	
How will success be measured?	
<ul style="list-style-type: none"> <li>Views/hits on the toolkit. Implementation of relevant educational activities, including hits/views or registrations/attendees.</li> <li>Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.</li> </ul>	

Work Plan Activity #3	
<b>Activity Name:</b>	Communications
<b>Brief description:</b>	<p>In response to this, this subcommittee will:</p> <ul style="list-style-type: none"> <li>Develop a communications strategy to reach the broader academic library community that clarifies the value of libraries in supporting student learning and promotes education about how to do learning analytics work ethically.</li> <li>Finalize the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do. This will allow all VAL members to have consistent and streamlined communication points.</li> <li>Consider modifications to the ACRL Plan for Excellence that more aptly articulates the role of VAL that we can propose to the ACRL Board.</li> </ul>

Activity #3 Timeline	
How long will it take to do this project?	
<input checked="" type="checkbox"/> continuous project assigned in charge	
<input type="checkbox"/> short-term project that will be completed this membership year	
<input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date:	

ACRL Plan for Excellence
Check the best goal and objective.



X <input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>			
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.			
x <input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.			
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.			
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.			
<b>Activity Outline</b>			
<b>Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.</b>			
<b>Specific Action</b>	<b>Due Date</b>	<b>Party Responsible</b>	<b>Resources Needed (e.g., financial, tech, staff support)</b>
Form Communications Strategy subcommittee, which should include a member from every other subcommittee	October 2023	Communications Subcommittee	
Continue to draft the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do.	December 2023	Communications Subcommittee	
In collaboration with the Learning Analytics subcommittee, develop a communications strategy plan to reach the broader academic library community that clarifies the value of libraries in supporting student learning and provides education about how to do learning analytics work ethically.	June 2024	Communications Subcommittee, Learning Analytics Subcommittee	
Get feedback from the library community on the VAL communications strategy plan.	February 2024	Communications Subcommittee	

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

Activity #3 Assessment	
How will success be measured?	
<ul style="list-style-type: none"> <li>• Completion of a message to share with the academic library profession with clear talking points that can be used by VAL committee members.</li> <li>• Revisions to the ACRL Plan for Excellence that more aptly portrays the role of VAL.</li> <li>• Creation and implementation of a communications strategy.</li> <li>• Total number of communications, presentations, articles, etc. that are implemented from the communications strategy plan.</li> </ul>	

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

Activity #4 Timeline	
How long will it take to do this project?	
<input checked="" type="checkbox"/> continuous project assigned in charge	
<input type="checkbox"/> short-term project that will be completed this membership year	
<input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date:	

<u>ACRL Plan for Excellence</u>	
Check the best goal and objective.	
<input checked="" type="checkbox"/> Goal: Value of Academic Libraries	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input checked="" type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	

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

#### Activity Outline

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

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

#### Activity #4 Assessment

How will success be measured?

- Number of registrants and attendees at the Changing Landscape ACRL online discussion forum.
- Number of views of recorded webinar produced by this committee.

#### Work Plan Activity #5

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

#### Activity #5 Timeline

How long will it take to do this project?

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

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

Check the best goal and objective.

- ☒ Goal: Value of Academic Libraries
- ☐

<input checked="" type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.		
<input checked="" type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.		
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.		
<input checked="" type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.		
<b>Activity Outline</b>			
<b>Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.</b>			
<b>Specific Action</b>	<b>Due Date</b>	<b>Party Responsible</b>	<b>Resources Needed (e.g., financial, tech, staff support)</b>
Form Library Advocacy Toolkit working group in collaboration with the New Roles and Changing Landscapes	October 2024	Library Advocacy Toolkit Working Group	
Work with Library Advocacy Toolkit Working Group on areas that need refinement, additions or updates. This could include resources on student success and DEI in hybrid learning environments, professional roles, faculty support, and affordability. Additionally, could provide templates or case studies on how to advocate for libraries.	June 2024	Library Advocacy Toolkit Working Group	
Continue collecting success stories	October 2023 - June 2024	Library Advocacy Toolkit Working Group	

<b>Activity #5 Assessment</b>
<b>How will success be measured?</b>
<ul style="list-style-type: none"> <li>• Number of success stories collected.</li> <li>• Amount of updates and content added to the Library Advocacy Toolkit.</li> <li>• Usage statistics for the Library Advocacy Toolkit.</li> <li>• Feedback from the “Suggestions &amp; Feedback” page on the Library Advocacy Toolkit.</li> </ul>

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

Activity #6 Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/> continuous project assigned in charge	
<input checked="" type="checkbox"/> short-term project that will be completed this membership year	
<input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date:	

<u>ACRL Plan for Excellence</u>	
<b>Check the best goal and objective.</b>	
<input checked="" type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input checked="" type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input checked="" type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input checked="" type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	

Activity Outline			
<b>Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.</b>			
Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Form working group with the Standards Committee to revise the Standards for Libraries in Higher Education	October 2023	Monika Chavez in collaboration with the Standards Committee	
Create a timeline for the revision process	November 2023	Revision Working Group	
Conduct an initial assessment of the Standards	approx. December 2023	Revision Working Group	

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

Activity #6 Assessment	
How will success be measured?	
<ul style="list-style-type: none"> <li>Completed revision of the Standards for Libraries in Higher Education.</li> </ul>	



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

- Name: Je Salvador
- Email: [jsalv@uw.edu](mailto:jsalv@uw.edu)

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

**6. Any other comments, recommendations, or suggestions?**

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

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

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

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

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

Activity Timeline #1	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/>	<b>continuous project assigned in charge</b>
<input type="checkbox"/>	<b>short-term project that will be completed this membership year</b>
<input type="checkbox"/>	<b>multi-year project continuing past June 30, 2024. Expected completion date:</b> <span style="border: 1px solid black; display: inline-block; width: 150px; height: 20px; vertical-align: middle;"></span>

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

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

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

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

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

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

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

**Activity #1 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
<b>&lt;Cohort 2 – current&gt;</b> start scheduling Community Chats to connect BIPOC Membership recipients with EDI Committee and Board members	develop schedule in October 2023; convene Chats between November 2023 and June 2024	BIPOC Membership subcommittee	attempt to schedule with ACRL Zoom
<b>&lt;Cohort 3 application&gt;</b> update BIPOC Membership application materials—including application questions, announcement text, & screening rubric	October 2023	BIPOC Membership subcommittee	
<b>&lt;Cohort 3 application&gt;</b> provide draft application materials to Board for review	November 2023	BIPOC Membership subcommittee	staff support, likely Board liaison facilitation will help

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

Activity #1 Assessment
How will success be measured?
<ul style="list-style-type: none"> <li>• Support and funding for 2024-2025 from the ACRL Board</li> <li>• Completion of call for applications and selection of new membership recipients by May 2024.</li> </ul>

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

Activity #2 Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/> continuous project assigned in charge <input type="checkbox"/> short-term project that will be completed this membership year <input checked="" type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date:	
	June 30, 2027

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input type="checkbox"/> <b>Goal: Student Learning</b>	
<input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
<input checked="" type="checkbox"/> <b>Goal: New Roles and Changing Landscapes</b>	

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

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

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

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

**Activity #2 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Identify and explore potential repository platforms.	April 2024	Resources and Tools Sub-Committee	
Select a repository platform with which to proceed.	June 2024	Resources and Tools Sub-Committee	ACRL Board and liaisons approval

**Activity #2 Assessment**

**How will success be measured?**

- At the end of the year, identify a potential repository platform (year 1).

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

Activity #3 Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/>	continuous project assigned in charge
<input checked="" type="checkbox"/>	short-term project that will be completed this membership year
<input type="checkbox"/>	multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/>	<b>Goal: Value of Academic Libraries</b>
<input type="checkbox"/>	Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
<input type="checkbox"/>	Objective 2. Promote the impact and value of academic and research libraries to the higher education community.
<input type="checkbox"/>	Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
<input type="checkbox"/>	Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.
<input type="checkbox"/>	<b>Goal: Student Learning</b>
<input type="checkbox"/>	Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
<input type="checkbox"/>	Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
<input type="checkbox"/>	<b>Goal: Research and Scholarly Environment</b>
<input type="checkbox"/>	Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.
<input checked="" type="checkbox"/>	<b>Goal: New Roles and Changing Landscapes</b>
<input type="checkbox"/>	Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

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

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

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

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

**Activity #3 Outline**

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

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

**Activity #3 Assessment**

**How will success be measured?**

- Completion of a Google doc by June 2024.



Work Plan Activity #4 of 5	
<b>Activity Name:</b>	Panels and Workshops
<b>Brief Description:</b>	One panel or workshop offered in the Winter and Spring terms (2024) on a topic of interest for academic librarians related to EDI.

Activity #4 Timeline	
<b>How long will it take to do this project?</b>	
<input type="checkbox"/> continuous project assigned in charge <input checked="" type="checkbox"/> short-term project that will be completed this membership year <input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input type="checkbox"/> <b>Goal: Student Learning</b>	
<input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	
<input type="checkbox"/> Objective 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.	
<input type="checkbox"/> <b>Goal: Research and Scholarly Environment</b>	
<input type="checkbox"/> Objective 1. Increase the ways ACRL is an advocate and model for more representative and inclusive ways of knowing.	
<input type="checkbox"/> 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.	
<input type="checkbox"/> Objective 3. Increase ACRL's efforts to influence and advocate for more open and equitable dissemination policies and practices.	
<input type="checkbox"/> <b>Goal: New Roles and Changing Landscapes</b>	
<input type="checkbox"/> Objective 1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.	
<input type="checkbox"/> Objective 2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.	

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

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

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

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

**Activity #4 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Identify two areas of interest by academic librarians that support EDI or anti-racism efforts.	December 2023	Programming and Outreach sub-committee (Cinthya Ippoliti, Marcela Isuster, Anna Yang (lead), Jordan Nielsen)	Potential collaboration with the New Roles and Changing Landscape committee (EDI sub-committee) on the topic of librarians with disabilities and retention as well as their promotion of their retention tool kit.
Panel 1: Select and invite speakers based on topic Schedule date and time Create registration Advertising through ACRL channels <ul style="list-style-type: none"> <li>Website</li> <li>Social media</li> <li>ACRL News</li> </ul>	Winter 2024	Programming and Outreach sub-committee	Web conferencing platform (e.g., Zoom); Honorariums for each speaker (\$100-\$150 US each); ACRL liaison approval; Registration page and promotion through ACRL channels via ACRL communication
Panel 2: Select and invite speakers based on a topic. Schedule date and time Create registration Advertising through ACRL channels <ul style="list-style-type: none"> <li>Website</li> <li>Social media</li> <li>ACRL News</li> </ul>	Spring/Summer 2024	Programming and Outreach sub-committee	Web conferencing platform (e.g., Zoom); Honorariums for each speaker (\$100-\$150 US each); ACRL liaison approval; Registration page and promotion through ACRL channels via ACRL communication

Activity #4 Assessment	
<b>How will success be measured?</b>	
<ul style="list-style-type: none"> <li>Engagement from ACRL members via attendance.</li> <li>Launch of two panels as per deadlines (Winter 2024 and Spring/Summer 2024).</li> </ul>	

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

Activity #5 Timeline	
<b>How long will it take to do this project?</b>	
<input checked="" type="checkbox"/> continuous project assigned in charge <input type="checkbox"/> short-term project that will be completed this membership year <input type="checkbox"/> multi-year project continuing past June 30, 2024. Expected completion date: <input type="text"/>	

<a href="#">ACRL Plan for Excellence</a>	
<b>Check the best goal and objective.</b>	
<input type="checkbox"/> <b>Goal: Value of Academic Libraries</b>	
<input type="checkbox"/> Objective 1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.	
<input type="checkbox"/> Objective 2. Promote the impact and value of academic and research libraries to the higher education community.	
<input type="checkbox"/> Objective 3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.	
<input type="checkbox"/> Objective 4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
<input type="checkbox"/> <b>Goal: Student Learning</b>	
<input type="checkbox"/> Objective 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.	

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

☐ **Goal: Research and Scholarly Environment**

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

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

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

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

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

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

**Activity #5 Outline**

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Send e-mail to GAC members to find times and set one meeting per term to share projects.	November 2023	Chair and Vice-Chair	
Set-up Zoom meetings	November 2023	Chair and Vice-Chair	Web conferencing platform (e.g., Zoom)
Report to EDI committee discussion topics and projects	December 2023, April 2024, and June 2024	Chair and Vice-Chair	

Activity #5 Assessment
How will success be measured?
<ul style="list-style-type: none"><li>• Confirmed and scheduled meetings with GAC members</li><li>• Feedback from GAC members in June 2024 for the year-end report</li></ul>

AC 2024 Skeleton Schedule draft v1

Option A: Reduce non-Council governance meetings at Annual Conference (e.g. convert BARC, PBA, Membership to virtual only)																			
	Thurs, 6/27		Fri, 6/28		Sat, 6/29			Sun, 6/30			Mon, 7/1			Tues, 7/2					
7:00																7:00			
8:00																8:00			
8:30			APA BoD 8:30-9:00am		Council Orientation 8:30-10am											8:30			
9:00		SESSION BLOCK 1 9-10am	ALA Executive Board Meeting I 9:00-12:00pm	SESSION BLOCK 6 9-10am		SESSION BLOCK 10 9-10am	M A R K E T P L A C E  O P E N	ALA Council II Meeting 9:00-11:30am	SESSION BLOCK 15 9-10am	ALA Council III Meeting 9:00-11:30am	SESSION BLOCK 19 9-10am	M A R K E T P L A C E  O P E N	SESSION BLOCK 24 9-10am		9:00				
9:30									ACRL B&F II 9-11am									9:30	
10:00						ALA Council I Meeting 10:00 - 12:00 pm												10:00	
10:30		SESSION BLOCK 2 10:30-11:30am			SESSION BLOCK 7 10:30-11:30am										SESSION BLOCK 20 10:30-11:30am		Closing Program 11-12pm		10:30
11:00								SESSION BLOCK 11 11am-12pm					SESSION BLOCK 16 11am-12pm						11:00
11:30																	11:30		
12:00									Affiliates Luncheon 12-1:30pm	ACRL Board lunch 12-1							12:00		
12:30					ALA Governance Institute / Strategic Leadership Workshop 12:30-2:30pm										Inaugural Celebration 12:30-2:30pm		12:30		
1:00		SESSION BLOCK 3 1-2pm	ACRL LC 1-3; Reception 3-4	SESSION BLOCK 8 1-2pm		SESSION BLOCK 12 1-2pm				SESSION BLOCK 17 1-2pm	ALA Executive Board Meeting II 1:00-5:00pm		SESSION BLOCK 21 1-2pm				1:00		
1:30																		1:30	
2:00									ACRL Board II: 1-3pm							2:00			
2:30		SESSION BLOCK 4 2:30-3:30pm		SESSION BLOCK 9 2:30-3:30pm	ACRL Board I: 1-4pm	SESSION BLOCK 13 2:30-3:30pm			SESSION BLOCK 18 2:30-3:30pm			SESSION BLOCK 22 2:30-3:30pm				2:30			
3:00																3:00			
3:30															3:30				
4:00		SESSION BLOCK 5 4-5pm	Opening General Session 4-5:30pm			SESSION BLOCK 14 4-5pm		Awards/President Program 3:30-5:30pm			SESSION BLOCK 23 4-5pm				4:00				
4:30															4:30				
5:00															5:00				
5:30															5:30				
6:00			Marketplace Opens 5:30-7pm												6:00				
6:30	ACRL Board Dinner 7pm														6:30				
7:00															7:00				
	Thurs, 6/27		Fri, 6/28		Sat, 6/29			Sun, 6/30			Mon, 7/1			Tues, 7/2					
	Note: On the recommendation of the ALA Membership Committee, ALA Membership and Information Meeting to be held virtually in June. Date TBD. EB Approval pending																		
	PBA/Division Leadership Meeting to be virtual																		
	BARC/F&A Meeting virtually before AC																		
	ALA Executive Board III to be held virtually to save on meeting costs																		



## ACRL Leadership Council & Membership Meeting Agenda

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

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

## ACRL Virtual Leadership Council & Membership Meeting

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

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

<b>1:00–1:05 p.m. CT</b>	<b>1.0 Welcome &amp; Introductions</b>	<b>Julie Garrison</b> <i>ACRL President</i>
<b>1:05–1:15 p.m. CT</b>	<b>2.0 Recent ACRL Board Actions</b> <ul style="list-style-type: none"> <li>• Awards</li> <li>• Member Accommodation/ Compensation Task Force</li> <li>• Nominations and Policies Audit Task Force</li> <li>• EDI Goal Area</li> </ul>	<b>Julie Garrison</b> <i>ACRL President</i>
<b>1:15–1:20 p.m. CT</b>	<b>3.0 ACRL Short-term Priorities #5.0</b> <ul style="list-style-type: none"> <li>• Communication</li> <li>• Equity, Diversity &amp; Inclusion</li> <li>• Membership</li> </ul>	<b>Julie Garrison</b> <i>ACRL President</i>
<b>1:20–1:51 p.m. CT</b>	<b>4.0 Goal-area Committee Updates #4.0</b>	
1:20–1:27 p.m.	<ul style="list-style-type: none"> <li>• New Roles and Changing Landscapes Committee</li> </ul>	<b>Marilyn Myers</b> <i>NRCL Chair</i>
1:27–1:34 p.m.	<ul style="list-style-type: none"> <li>• Value of Academic Libraries Committee</li> </ul>	<b>Rebecca Croxton</b> <i>VAL Chair</i>
1:34–1:39 p.m.	<ul style="list-style-type: none"> <li>• Student Learning and Information Literacy Committee</li> </ul>	<b>Meg Meiman</b> <i>SLILC Chair</i>
		<b>Melissa Mallon</b> <i>SLILC Vice-Chair</i>
1:39–1:46 p.m.	<ul style="list-style-type: none"> <li>• Equity, Diversity and Inclusion Committee</li> </ul>	<b>Maisha Carey</b> <i>EDI Chair</i>
		<b>Je Salvador</b> <i>EDI Vice-Chair</i>
1:46–1:51 p.m.	<ul style="list-style-type: none"> <li>• Research and Scholarly Environment Committee</li> </ul>	<b>Sandra Enimil</b> <i>ReSEC Chair</i>
<b>1:51–2:01 p.m. CT</b>	<b>5.0 Q&amp;A</b>	<b>Julie Garrison</b> <i>ACRL President</i>



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

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

#### **Documents**

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



**VIRTUAL LEADERSHIP COUNCIL  
AND MEMBERSHIP MEETING  
AGENDA**

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

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

*Following the virtual meeting, please complete the online evaluation.*

**Documents**

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

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## **Board of Directors Action Form Request to Establish an ACRL Task Force**

**To:** ACRL Board of Directors

**Subject:** Request to establish the ACRL Communities of Practice Review Task Force

**Submitted by:** Lauren Carlton, ACRL Program Officer, Member Services

**Date submitted:** 1/4/2024

### **Background**

Interest Groups are designed to address emerging needs quickly and are short-term groups that gather to discuss issues and provide members with informal networks for exchanging ideas and problem-solving. Discussion Groups are designed to respond quickly to address hot topics. A chart showing the differences and similarities between Communities of Practice is included as Doc 16.1.

There is a need to review the current Interest Group and Discussion Group structure, leadership, and reporting process due to the changing needs of members, the profession, and association. There is also a need to review Section election processes.

In the last five years, numerous Interest Groups (IG) dissolved or transitioned to Discussion Groups (DG) due to not being able to maintain the three-person leadership requirement. Over the last few years, ACRL has seen a decrease in volunteers for sections and IG/DG conveners, which is influencing how these groups operate. On average, only 10% of IGs request access to their \$150 budgets. Each year, fewer groups complete the required Plan for Excellence reports.

The number of members running in section elections has dramatically decreased. The ALA Elections team has reached out to ACRL with concerns that we have too many people running unopposed on our ballots and they wish for us to review why we have sections use an election process, and not an appointment process like ACRL Committees. Last year, there were 18 people running unopposed, with almost half of our sections failing to submit a full slate.

The ACRL Board has had recent conversations regarding ACRL Communities of Practice and whether the current structure, leadership positions and reporting should be reviewed for Interest Groups and Discussion Groups. At the June 24, 2023 ACRL Board of Directors Meeting II, the Board reviewed a

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proposed policy regarding Interest Group Continuation and chose to not take action on this motion. The Board expressed interest in further conversation and engagement with stakeholders.

At the October 24, 2023 ACRL Fall Board Virtual Meeting, the Board discussed member engagement and group reporting. During the October 24 meeting, the Board discussed Communities of Practice with a simpler structure and reporting process for Interest Groups and Discussion Groups. The Board expressed that if a new structure was approved, that they would still want a clear path and process for transitioning a group to a section.

A task force is being proposed to address the following:

- Interest Group and Discussion Group structure: These groups have similar needs and receive similar support/benefits. The Board has had discussions on whether these two groups should be collapsed into one group. A new task force could make recommendations on a new group type, its name, leadership requirements, continuation policy, and reporting.
- Pathway to forming a section: The task force could review the current process and make recommendations to ensure there is a clear process for creating a section if new group type was approved.
- Section elections: Review and make recommendations on section elections, if ALA election system should continue to be used, and how to approach unopposed or vacant positions.

### **Proposed Name, Charge & Tasks**

- **Proposed name:** ACRL Communities of Practice Review Task Force
- **Proposed charge:**  
To review and make recommendations for Interest Group and Discussion Group structure, leadership, budget, and reporting. To review and make recommendations for section election processes.
- **Specific tasks (optional):**
  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.

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## Proposed Membership

- 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 for completion of work

- **Task force terms:** February 2024 to January 2025
- **Date interim reports are due:** June 2024, Fall 2024
- **Date final report is due:** January 2025

## Stakeholders

This task force will seek to include representatives and input from ACRL Communities of Practice members.

## Fiscal and Staffing Impact

This could help reshape how we support our membership in what we offer them, what type of reporting we require, etc. This would have a fiscal impact when it comes to staff time as well as potential membership numbers (retention/gaining new members).

## Action Recommended

That the ACRL Board of Directors approves the creation of the ACRL Communities of Practice Review Task Force with the included charge, tasks, membership, and timeline.

## 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.

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☐ **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.

**Motion**

☐ Above recommendation moved ☐ No motion made ☐ Motion revised (see motion form)

**Action Taken**

☐ Motion Approved ☐ Motion Defeated ☐ Other: \_\_\_\_\_

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

<i>Communities of Practice</i>	SECTIONS	INTEREST GROUPS	DISCUSSION GROUPS
<b>OVERVIEW</b>	ACRL sections develop committee, task force, and discussion group structures to provide programming, preconferences, discussion lists, recognition, as well as standards, guidelines, and other publications on their specialized topics.	ACRL interest groups address new and evolving areas of interest in academic and research librarianship. They provide members with informal networks for exchanging ideas and problem-solving.	ACRL discussion groups provide informal and flexible way for members with like-minded interests to discuss current issues facing the profession.
<b>SUB GROUPS</b>	Can create committees, discussion groups, task forces and make appointments	Can create informal working groups (but do not make formal appointments tracked through the ALA membership database)	None
<b>ELECT OFFICERS</b>	Yes ,through ALA Ballot	Select conveners using their own process.	Select convener(s) using their own process.
<b>LEADERSHIP</b>	Section requires Vice-Chair, Chair, Past Chair. / Section committees and DGs require minimum of one leader per group (leaders for section ccte./dg appointed by current VC via volunteer system)	Requires three leaders: convener, incoming convener, and past convener.	Requires at least one leader: a convener. Some groups have co-conveners.
<b>MEMBERSHIP</b>	Membership rosters maintained. ACRL personal members may elect membership in any or all sections and interest groups.	Membership rosters maintained. ACRL personal members may elect membership in any or all sections and interest groups.	Membership rosters are not maintained.
<b>CREATION</b>	Created from Interest Groups that have maintained membership of 400+ for three years after first renewal.	Created by petition signed by 75 ACRL members	Created by petition signed by 25 ACRL members

<i>Communities of Practice</i>	SECTIONS	INTEREST GROUPS	DISCUSSION GROUPS
<b>CONTINUANCE</b>	Must maintain a membership level of 400 for continuance. (Sections which fall below 400 members for a <i>consecutive</i> 3-year period will dissolve or transition.)	Must petition for continuance every 3 years and maintain a membership of 75.	Must meet virtually or face-to-face at least once a year
<b>FUNDING</b>	Receive a basic service allowance of \$1,000 for first 400 members plus .75 for each additional member above 400.	Receive a budget of \$150 per year	None
<b>SPONSOR ANNUAL CONFERENCE PROGRAMS</b>	Yes	Yes	No; but their discussion forums often include brief presentations.
<b>MEETINGS</b>	Yes, can conduct virtual and/or face-to-face meetings. Access to ACRL's Zoom rooms. Access to in-person meeting space at ALA Annual Conference.	Yes, can conduct virtual and/or face-to-face meetings. Access to ACRL's Zoom rooms. Access to in-person meeting space at ALA Annual Conference.	Yes, can conduct virtual and/or face-to-face meetings. Access to ACRL's Zoom rooms. Access to in-person meeting space at ALA Annual Conference.
<b>In-person Discussion Forums</b>	Yes, can present in-person discussion forums by requesting meeting space at the ALA Annual Conference.	Yes, can present in-person discussion forums by requesting meeting space at the ALA Annual Conference.	Yes, can present in-person discussion forums by requesting meeting space at the ALA Annual Conference.
<b>Online Discussion Forums</b>	Yes, can present online discussion forums that will be publicized on the ACRL website and can be mounted to the ACRL YouTube channel.	Yes, can present online discussion forums that will be publicized on the ACRL website and can be mounted to the ACRL YouTube channel.	Yes, can present online discussion forums that will be publicized on the ACRL website and can be mounted to the ACRL YouTube channel.
<b>ALA Connect/ Discussion Lists</b>	Yes, ACRL provides ALA Connect Communities, which include a discussion list feature.	Yes, ACRL provides ALA Connect Communities, which include a discussion list feature.	Yes, ACRL provides ALA Connect Communities, which include a discussion list feature.
<b>ACRL LibGuides</b>	Yes, can create ACRL LibGuides.	Yes, can create ACRL LibGuides.	Yes, can create ACRL LibGuides.



<i>Communities of Practice</i>	SECTIONS	INTEREST GROUPS	DISCUSSION GROUPS
<b>Board Requests</b>	Yes, can submit special project and program requests (including funding) for review and action by the ACRL Board of Directors.	Yes, can submit special project and program requests (including funding) for review and action by the ACRL Board of Directors.	Yes, can submit special project and program requests (including funding) for review and action by the ACRL Board of Directors.
<b>Board Liaison</b>	Yes, each section has an ACRL Board liaison listed on their executive committee roster.	No Board liaison	No Board liaison
<b>Staff liaison</b>	Yes, staff liaison	Yes, staff liaison	Yes, staff liaison

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# Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Final Report, ACRL Awards Process Implementation Task Force

Submitted by: John Lehner and Lori Goetsch, co-chairs

Date submitted: January 12, 2024

## Background

### Task Force Charge and Summary of Recommendations

The Task Force charge is to make specific, implementable recommendations for streamlining the ACRL awards process. The Task Force recommendations, in response to each element of the charge, are summarized below (in italics) and full recommendations can be found in Doc 17.1:

- **Charge item 1:** Establish standardized process, fundraising protocols, and standard/consistent monetary awards structure across ACRL; create new corresponding guidelines procedures as necessary.

*The Task Force recommends that monetary awards be eliminated. The disparate funding sources supporting awards result in substantial inequities in award amounts. Fundraising to support the current group of awards would require a major organizational effort and realignment of the Association's resources. We do not recommend this approach.*

- **Charge item 2:** Investigate feasibility of collapsing all awards into one new division awards committee, as well as other models that consolidate and centralize the process and provide a nimble structure that responds to member and professional needs and values, share pros and cons of different approaches and gather stakeholder feedback as appropriate.

*The Task Force recommends that responsibility for selection of award recipients remain with the award-granting units. The expertise of the granting units is necessary to appropriately assess nominations. We recommend that a nominations portal be established to streamline processes and to ensure appropriate data collection on candidate pools. We also recommend the creation of an ACRL Awards Coordinating Committee to review award committee processes (Doc 17.3).*

- **Charge item 3:** Ensure equity, diversity and inclusion (EDI) principles are incorporated into all aspects of awards program, including research grants and scholarship, whether administered at

the division or section level (Principles include, but are not limited to, definitions of achievement, award eligibility criteria, award nomination processes, and award committee appointment processes)

*In advancing EDI principles, the Task Force recommends that membership in ACRL or its sections be eliminated as a criteria for any award. We also recommend that all award-granting units develop criteria for each award and establish and document the process for review of applications/nominations. Award committees should have diverse membership and receive training in equity practices. Recognition of all award recipients should be done at a virtual division-wide ceremony.*

- **Charge item 4:** Ensure ACRL awards process aligns with ALA policies and awards procedures.

*The Task Force recommends that amendments be made to Chapter 12, Awards, of the ACRL Guide to Policy and Procedures (Doc 17.2). Potential changes to ALA awards policies may have further impact on Chapter 12 as well as other ACRL policies and procedures.*

## Membership

1. Elena Azadbakht
2. Jodie Borgerding
3. Dennis Clark
4. Kerry Creelman
5. Victoria Dawkins
6. Lori Goetsch, co-chair
7. Charmaine Henriques
8. Thomas Kennan, chair, Research/Scholarship Awards Working Group
9. John Lehner, co-chair
10. Brian Lim, ACRL Program Coordinator, ACRL Staff Liaison (TF term: July 1, 2023, to June 30, 2024)
11. Laurel Littrell
12. Robert (Jay) Malone, former ACRL Executive Director, ACRL Staff Liaison (TF term: July 1, 2022, to June 30, 2023)
13. Beth McNeil, chair, Funding Working Group, ACRL Board liaison
14. John Meier
15. William Modrow
16. Laura Mondt
17. Emma Sarconi
18. Jessica Szempruch
19. Cynthia Thomes
20. Melissa Wong, chair, Achievement Awards Working Group

## List of Awards and Grants

1. Hugh Atkinson Memorial Award
2. Academic/Research Librarian of the Year
3. Excellence in Academic Libraries (3 awards)

4. CLS ProQuest Innovation in College Librarianship Award
5. CJCLS/EBSCO Library Achievement Award
6. CJCL/EBSCO Learning Resources Award
7. EBSS Distinguished Education and Behavioral Science Librarian Award
8. ESS De Gruyter European Librarianship Study Grant
9. IS Ilene F. Rockman Instruction Publication of the Year Award
10. IS Innovation Award
11. IS Miriam Dudley Instruction Librarian Award
12. Katharine KyesLeab and Daniel J. Leab American Book Prices Current Exhibition Awards
13. LPSS Marta Lang/SAGE-CQ Press Award
14. Oberly Award for Bibliography in the Agricultural or Natural Sciences
15. Routledge Distance Learning Librarianship Conference Sponsorship Award
16. STS Innovation in Science and Technology Librarianship Award (On Hold)
17. ULS Outstanding Professional Development Award
18. WGSS Award for Career Achievement in Women and Gender Studies Librarianship
19. WGSS Award for Significant Achievement in Women and Gender Studies Librarianship

## Task Force Timeline and Working Groups

The Task Force has been meeting since December 2022. Early on, we determined that the best approach would be to work in three Working Groups—achievement awards, scholarship/research awards, and funding—with a liaison assigned to coordinate communication among the three Working Groups. The charges to the Working Groups were:

- **Achievement Awards Working Group:** Examine this group of awards for developing standardized administrative structures and improving equity and uniformity of monetary recognition. Recommendations also need to be developed to modify existing awards or recommend new awards to broaden inclusivity of the achievement awards. Review existing processes and development recommendations to ensure inclusive practices and protect against unconscious bias. Liaison: Lori Goetsch
- **Scholarship/Research Awards Working Group:** Investigate the feasibility of one committee for this group of awards or other potential structures. Develop uniform administrative structures across this group of awards. Develop recommendations on improving uniformity and equity of grants and scholarships. Review existing processes and develop recommendations to ensure inclusive practices and protect against unconscious bias. Liaison: Robert (Jay) Malone
- **Funding Working Group:** Review current funding practices from an equity, diversity, and inclusion perspective. Examine endowed awards and sponsored awards. Develop recommendations to establish greater uniformity, consistency, and equity in funding across all awards. Is the \$1M fundraising goal to support awards feasible? Even if it is, is it sufficient? Liaison: John Lehner

The task force and working groups have met frequently since appointment and formulated numerous recommendations, policy changes, and board actions. This work included reviewing the relevant literature on awards and EDI, suggested revisions to Chapter 12 of the ACRL Policies and Procedures Manual, and meeting with two individuals who provided essential perspectives and background information on the awards process, Chase Ollis, one-time coordinator of the ACRL awards program and

Merinda Kaye Hensley, co-chair of the previous awards Task Force. The Task Force co-chairs also reported three times to the ACRL Board of Directors to update them on our progress.

## Stakeholder Feedback

In late November/December 2023, the Task Force surveyed the Chairs/Executive committees of the following Sections: College Libraries Section (CLS), University Libraries Section (ULS), Rare Books & Manuscripts Section (RBMS), Education and Behavioral Sciences Section (EBSS), Science and Technology Section (STS), and Instruction Section (IS). Overall, the responses were positive toward providing or beginning the various Awards programs again. There were some concerns over whether there will be continued cash distributions or other forms of monetary award, including, if possible, increasing the amount of some awards. Also, there were questions about what funds would be used for if not awards. Another concern was whether there will be opportunities for an in-person conference awards ceremony versus virtual ceremonies to announce/celebrate winners. Also, there were questions about how the processes have changed or may change in regard to applications, reviews, and available staff to assist with the processes and event programming. How the application portal would work was also asked.

To address these questions, we enhanced the virtual ceremony and portal sections of the recommendations (Doc 17.1). We feel we have adequately addressed discontinuation of financial awards for reasons primarily related to equity.

## Stakeholders

Stakeholders are sections and committees that offer awards and grants. See report for a full list of awards and grants.

## Strategic Goal Area Supported

### ☐ 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

## **XX** Enabling Programs and Services

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

## ACRL Awards Process Implementation Task Force Recommendations

### **1. Adopt new policies and procedures related to awards and grants that support equity, including policy revisions to Chapter 12 of the ACRL Guide to Policies and Procedures:**

- A single virtual awards ceremony each year to recognize all awards recipients.
- Membership in ACRL or its sections is not required in order to be nominated for or receive an award.
- Administering units develop their own criteria and procedures for nominating and selecting award recipients as appropriate to the individual award following a set of policies.
- No individual or group should receive more than a single award for the same publication or program; however, this does not preclude them from receiving more than one award in the same cycle.
- ACRL develop and adopt an awards nomination portal, a standard submission platform for nominations.
- Each awards committee is charged with a mandatory review of the description, selection criteria, and selection process for the award it juries. This work should be completed during the 2024-25 academic year.

Both the Scholarship/Research and Achievement Awards Working Groups felt strongly that administration of awards be left in the hands of Section and other awards committees, e.g., responsibility for collecting, reviewing nominations, and adjudicating awards, and that Section membership be responsible for following the specificities of incorporating EDI principles subject to the development and review of an ACRL body overseeing the ACRL awards program as a whole. There was also general agreement that monetary awards be discontinued in the interests of equity and to reduce the burden on ACRL staff time. More details are given below.

While there was some stakeholder concern about a single virtual ceremony (see below), the Task Force continues to support this recommendation. A single ceremony ensures that all award winners receive similar recognition. It is also more efficient for ACRL staff and will create a consistent process and workload for committee and section chairs (previously, recognition was left to award committee chairs – in some cases, placing an unexpected and undue burden on award committee chairs to arrange for appropriate recognition). A virtual ceremony is more equitable than assuming award winners can travel to a national conference for an in-person ceremony. It also enables others involved in the process, such as nominators and award committee members, to participate. The exception would be for the Excellence in Academic Library awards, where the ACRL President will continue to visit each campus to present the award (with a ceremony arranged and hosted by the recipient). By way of example, RUSA currently does a single, virtual ceremony. ACRL may wish to see what other ALA divisions do for award ceremonies.

See Doc 17.2 for suggested revisions to Chapter 12.

### **2. Develop and implement an awards portal.**

As to process, we suggest that all nominations be collected through an online form maintained by ACRL. The initial page(s) of the form would collect basic contact information (e.g., name and contact

information for the person making a nomination, name of the person being nominated), followed by a custom page for each award or grant with appropriate information fields. This central repository would allow the Awards Coordinating Committee and ACRL staff to have access to all nominations in one place to provide better oversight and tracking of awards statistics. Currently, ACRL has no data on how many nominations are received for any of its awards. Also, a portal with consistent information fields would allow ACRL to collect demographic data on award winners if desired – ACRL currently has no data on diversity of award nominations or recipients, the type of academic institutions they come from, etc.

For many awards, a simple form would ease the awards process and potentially increase the number of nominations and lead to a more diverse pool of nominees. Many awards currently require a letter of nomination, which is time consuming for the person making the nomination and may discourage nominations if the nominator feels uncertain about how to write an appropriate letter. The year prior to the awards pause, the Rockman committee switched to a simple web form and doubled the number of nominations it received.

### **3. Establish an Awards Coordinating Committee**

A Board action form to request a new ACRL committee accompanies this final report as Attachment 2. Elements of the recommendation include regular review of the awards program; collection and analysis of award nominees and winners; and providing training and resources to awards committees on best practices for equity in the nomination and selection processes. Proposed membership is 6-8 people with broad representation across sections and at least some members having awards committee experience; a representative from the ACRL Board; two-year staggered multi-year terms with no more than two consecutive terms of service; and a Chair, Vice-Chair, and Secretary.

### **4. End cash gifts for award recipients.**

#### ***Eliminating cash awards***

We recommend that ACRL move away from making cash gifts. The Task Force makes this recommendation for several reasons. The principal rationale for ending cash gifts is the significant equity issues created by the funding processes for various awards. Funding for awards is inconsistent and often dependent on external donors. This has resulted in large differentials in the size of cash gifts for different awards and, in some instances, variation in the size of the cash gift from year to year for the same award. The lack of systematic and consistent funding creates substantial inequities. The funding issues are fundamental to equity and the inequities introduced by the various funding sources cannot be overcome.

The report of the preceding ACRL Awards Task Force (January 22, 2022) proposed creation of a single pool of funding for awards. It also proposed a long-term goal of raising a minimum of \$1 million to fund the awards program. After discussion with ACRL staff and the former staff member responsible for the awards program, we have concluded that this approach is problematic. ACRL lacks the capacity and donor base to undertake such an ambitious fundraising effort. If ACRL attempted to fund all awards itself, it would almost certainly require substantially reducing the number of awards. We have received feedback suggesting that ACRL create additional endowments to support awards. Given the modest annual distribution from ALA endowments, it would be necessary to raise large sums to support the current awards.

The ACRL awards entail expenses that go far beyond the cost of the cash gifts that are given to award recipients. The staff person previously responsible for awards estimated that the program requires a .5 FTE staff position to support it. We find that eliminating cash awards reduces the administrative burden of the awards process. Receiving, tracking, and disbursing the donated funds for the awards adds significant time demands and complexity to the administration of the awards. We also note that managing the receipt and disbursement of cash awards is a function that cannot be assigned to member volunteers.

### ***Endowed Awards***

The awards with standing endowments are the Leab Award (RBMS), the Oberly Award (STS), and the Hugh Atkinson Award (ACRL and Core). We are recommending that cash awards no longer be made to recipients of these awards. The endowments should be used to cover administrative costs of these awards.

The approximate endowment amounts are as follows:

- Hugh Atkinson Award:                 \$236,267
- Leab Award:                                 \$77,611
- Oberly Award:                                 \$49,208

Reconciling these endowed awards with a policy of not making cash gifts has raised some issues. In light of the existing endowments, must ACRL continue giving cash gifts for these awards?

The only one of these awards with an actual underlying donor agreement is the Leab Award. The agreement does not require that cash gifts be made to the award winners and funds from the Leab endowment have not been used to make cash gifts to the award recipients. The funds are used for administrative costs of the award.

The Atkinson Award and the Oberly Award do not have underlying donor agreements. Historically, funds were raised from ACRL members to endow and support these awards. Relations with donors who contributed to these endowments should be considered and these awards should be continued, but we recommend not giving cash gifts to recipients of these awards. These endowments were established with actions by the ALA Executive Board and understandings that cash gifts would be made to award recipients. It may be necessary to seek advice from ALA's Development Office and, perhaps, legal counsel on whether the historical understandings and Board actions are subject to change. The endowments should be used to pay for the staffing and administrative costs of these awards. The ACRL Board of Directors may also wish to consider using some of the endowment funds to support administrative costs of additional awards memorializing Atkinson and Oberly.

The Atkinson award was established by ACRL and the predecessor organizations to Core. Modifications to the Atkinson award procedures will require collaboration with Core. The Board of Directors and Core may wish to consider using some of the endowment funds to support additional awards. For example, the Atkinson endowment could support the administrative costs of additional awards in honor of Mr. Atkinson.



***Awards that are grants***

The Funding Working Group noted that there are two awards that are grants. The European Studies Section award is a grant to support research. The Distance and Online Learning Section award is to support conference attendance. We are suggesting that these awards be continued, but be renamed as grants to clearly distinguish them from the other awards.

**5. Lift the pause on giving awards and grants effective July 1, 2024, pending Board acceptance and approval of the Task Force's final report.**

The Task Force recommends that each awards committee be charged with reviewing the description, selection criteria, and selection process for the award(s) it juries. This work should be completed during the 2024-2025 academic year and the committee's work submitted to the Awards Coordinating Committee. As the awards go forward, awards committees should review and, if needed, revise the award's purpose, description, and selection criteria. If changes are needed, the committees should work with the administering unit, the Awards Coordinating Committee, and the ACRL Board to make the necessary changes. Items for consideration include but need not be limited to the following:

- a) Review the award's purpose, description, and selection criteria for how well the award engages with [ACRL's Strategic Plan for Excellence](#).
- b) Examine the award's description and selection criteria for gendered and racialized language and revised criteria as needed in order to eliminate that language.
- c) As needed, create and/or document the committee's processes, including a calendar of annual work, how nominations are solicited, how recipients are selected, and a selection rubric.
- d) Review the committee's processes for alignment with the revised Chapter 12: Awards in the [ACRL Guide to Policies and Procedures](#).
- e) Define a minimum number of nominees that are needed to select an award recipient as well as guidelines on how to proceed if the committee receives an insufficient number of nominees.
- f) Identify strategies to develop a wider pool of nominees, including simplifying the nominations process. Some strategies include:
  - Review how and where calls for nominations are distributed.
  - For committees that request letters of nomination, consider moving to a nominations form that eases and simplifies the nominations process (nominations forms are less time consuming for nominators and have the potential to expand the list of nominations, and they ensure committees receive similar information for all nominees).
  - For committees that require nominations packets, consider short listing nominees and only requiring packets for top candidates.
  - Consider whether nominations could and/or should be anonymous.
  - Stipulate whether nominations carry over to following years.

Respectfully submitted,

ACRL Awards Process Implementation Task Force

# Proposed Recommendations for the ACRL Guide to Policies and Procedures

## 1. Policies

The Task Force recommends that ACRL modify and/or adopt the following policies as part of Chapter 12: Awards in the [ACRL Guide to Policies and Procedures](#).

Note: The following recommendations apply to all ACRL awards, including achievement awards and grants.

### 1.1 Awards Ceremony

In order to ensure all award and grant recipients receive appropriate recognition and standardize work for committee chairs, ACRL should host a single, virtual award ceremony each year to recognize all award recipients. The exception would be for the Excellence in Academic Library awards, where the ACRL President will continue to visit each campus to present the award (with a ceremony arranged and hosted by the recipient).

*Old Text (Policy 12.2.1 Procedures) - delete*

Awards are announced after the Midwinter Meeting and are presented at the Annual Conference. All ACRL awards presented are announced in *C&RL News*.

*New Text - add section on ceremony*

Awards are announced in the spring and are presented in a virtual award ceremony hosted by the Division each year. In addition to the virtual award ceremony, award winners are recognized in *C&RL News*.

### 1.2 Awards Eligibility

*Old Text (12.1) - delete*

Depending upon the terms of the award, recipients need not be members of ACRL.

*New Text - add section on awards nominations and jury processes*

Membership in ACRL and/or its sections is not required in order to be nominated for or receive an award.

### 1.3 Procedures

*Old Text (Policy 12.2.1 Procedures) - delete*

Selection of recipients for ACRL awards is normally made in closed session at the Midwinter Meeting by juries specially appointed by the administering unit. For purposes of continuity, it is useful to appoint jury members for multiyear, overlapping terms. Awards are announced after the Midwinter Meeting and are presented at the Annual Conference. All ACRL awards presented are announced in *C&RL News*. All ACRL award procedures stipulate that juries are not compelled to make awards in years when suitable candidates have not been found.

### *New Text - revised text for 12.2.1 Procedures*

Selection of recipients for ACRL awards and grants is made in a closed committee meeting of a jury appointed by the administering unit. Administering units develop their own criteria and procedures for nominating and selecting award recipients as appropriate to the individual award. However, all nomination and selection processes must reflect the following ACRL policies:

- Committees may not request photos of nominees as part of the nominations process.
- Committees that request letters of support as part of the nominations process must set a limit of no more than 3 letters.
- Membership in ACRL and/or its sections cannot be required in order to be nominated for or receive an award.
- All awards and grants should stipulate that self-nomination is possible.

All ACRL award procedures stipulate that juries are not compelled to make awards in years when a suitable candidate has not been found.

### **1.4 Multiple Awards**

*Old Text - none*

### *New Text - add section*

No individual or group should receive more than a single award for the same publication or program, however this does not preclude them from receiving more than one award in the same awards cycle. As part of the selection process, all award decisions are reviewed by the Awards Coordinating Committee. In the event that the same individual or group has been selected for more than one award, the Awards Coordinating Committee will work with the chairs of the involved awards committees to determine whether one award committee should select a different recipient.

### **1.5 Conflict of Interest**

Members of awards committees who encounter a conflict of interest during their time of service should consult ACRL policy 15.3 - <https://www.ala.org/acrl/resources/policies/chapter15#15three>

### **1.6 Equity Training**

*Old Text - none*

### *New Text - add section*

The Awards Coordinating Committee will provide annual training on equity practices for members of awards committees. All members serving on awards committees must complete training within three months of their appointment.

### **Template for Awards Webpages**

Information about awards is available on the following pages:

- [ALA Awards Program](#)
- [ACRL Awards Program](#)
- Individual award pages, for example:
  - [Academic/Research Librarian of the Year](#)
  - [EBSCO Community College Learning Resources Leadership Award](#)

At the ACRL level, pages follow a template that includes:

- Award description
- Eligibility
- Criteria
- Submissions (brief description of process)
- Award Committee roster (link)
- Recipients (most recent highlighted with photos; past years as a list)

The Working Group recommends that the template be updated to include:

- Name of the committee that juries the award or grant
- Links to the press release on the ALA Awards Program page and/or *C&RL News* announcement for past winners
- Selection process and rubric (following review and/or development of these documents in 2024-2025)

#### 4. Awards Committees

*Old Text (Policy 12.2.1 Procedures) - delete*

Selection of recipients for ACRL awards is normally made in closed session at the Midwinter Meeting by juries specially appointed by the administering unit. For purposes of continuity, it is useful to appoint jury members for multiyear, overlapping terms.

*New Text - add section on Awards Committees*

Selection of recipients for ACRL awards and grants is made by juries specially appointed by the administering unit. For purposes of continuity, members are normally appointed for multi-year, overlapping terms.

Administering units should establish a minimum committee size for each jury and have a clear process for appointing committee members. Units should strive for diverse representation and adequate rotation on committees. In the case of smaller sections, administering units may need to develop a strategy to build volunteer pools, including recruiting members from outside a section's membership.

Awards committees are responsible for:

- Establishing and documenting a nominations and selection process for their award.
- Working with ACRL staff and the Awards Coordinating Committee to publicize the nominations process and deadline for the award(s) they jury.
- Ensuring an adequate number of nominations are received, including soliciting nominations and assisting individuals in the nominations process as needed.
- Reviewing nominations and selecting an award recipient.
- Working with the Awards Coordinating Committee and ACRL staff to publicize recipients and support the annual awards ceremony.
- Reviewing the award description, criteria, and selection process on a regular basis.
- Filing an annual report that includes: a summary of the committee's work for the year; the number of nominations received; information about the selected recipient; and how the award's description, criteria, and selection process was reviewed and, as appropriate, updated.

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ALA/ACRL American Library Association  
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## **Board of Directors Action Form**

### **Request to Establish an ACRL Standing Committee**

To: ACRL Board of Directors

Subject: Establishment of an Awards Coordinating Committee

Submitted by: Awards Process Implementation Task Force

Date submitted: January 12, 2024

### **Background**

Each year, ACRL and its Sections and Awards Committees recognize outstanding members of the academic and research library profession through numerous awards and give grants to support the work of outstanding librarians and scholars. Historically, this work has been very dispersed, with award and grant committees operating independently of other committees according to their own policies and procedures, giving rise to concerns about consistency, transparency, and equity in the program as well as challenges in ongoing financial support. ACRL has appointed multiple task forces to address the structure and future of ACRL Awards.

As part of its Guide to Policies and Procedures recommendations (Doc 17.2), the ACRL Awards Process Implementation Task Force recommends that ACRL establish a division-level Awards Coordinating Committee to provide long-term leadership and oversight for the ACRL Awards program.

The Awards Coordinating Committee will be responsible for evaluating the ACRL Awards program on an ongoing basis to ensure that awards and grants support the mission of ACRL and are in alignment with the organization's values and strategic plan; that there is adequate financial support for the program, including individual awards and grants; and that nomination and selection processes support equity and inclusion.

The Awards Coordinating Committee will also support the work of committees that jury awards and grants, helping to ensure there is a robust pool of nominees, that committees have training in equitable practices for jurying awards, and that award and grant recipients receive appropriate recognition.

The Awards Coordinating Committee's role will be one of high-level leadership - it will not jury specific awards or grants.

*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](mailto:apayne@ala.org) and the remainder in hard copy.*

## Proposed Name, Charge & 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.

Note: A list of awards and grants that this committee oversees is appended at the end of the proposal.

### Proposed Membership

- 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.

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## Stakeholders

- ACRL Board
- ACRL Sections with award and/or grant committees

## Fiscal and Staffing Impact

Since the Awards Coordinating Committee will be member-populated with the support for ACRL, it will reduce the commitment of staff time to awards processes and administration. If approved, ACRL staff will update the online Directory of Leadership and membership materials.

## Action Recommended

That the ACRL Board of Directors approves the establishment of the division-level Awards Coordinating Committee with the proposed charge, composition, and tasks.

## 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.

## List of Awards and Grants

- Hugh Atkinson Memorial Award
- Academic/Research Librarian of the Year
- Excellence in Academic Libraries (3 awards)
- CLS ProQuest Innovation in College Librarianship Award

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- CJCLS/EBSCO Library Achievement Award
- CJCL/EBSCO Learning Resources Award
- EBSS Distinguished Education and Behavioral Science Librarian Award
- ESS De Gruyter European Librarianship Study Grant
- IS Ilene F. Rockman Instruction Publication of the Year Award
- IS Innovation Award
- IS Miriam Dudley Instruction Librarian Award
- Katharine Kyes Leab and Daniel J. Leab American Book Prices Current Exhibition Awards
- LPSS Marta Lang/SAGE-CQ Press Award
- Oberly Award for Bibliography in the Agricultural or Natural Sciences
- Routledge Distance Learning Librarianship Conference Sponsorship Award
- STS Innovation in Science and Technology Librarianship Award (On Hold)
- ULS Outstanding Professional Development Award
- WGSS Award for Career Achievement in Women and Gender Studies Librarianship
- WGSS Award for Significant Achievement in Women and Gender Studies Librarianship

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# ACRL Guide to Policies and Procedures

## 7.3 Nominations (divisional and sections)

Committees on nominations are appointed by the president-elect for the division and the chair-elect for each section. The president-elect and the section chairs-elect may not serve as members of the nominating committees. Membership of the Leadership Recruitment and Nomination Committee is limited to no more than five individuals to facilitate meeting scheduling and confidentiality of the process. Membership should include one current or former board member. It is important that members know the work of the association and are familiar to some degree with potential candidates. These nominating committees are charged to prepare a slate of candidates to fill positions that become vacant through term expirations. At least two candidates should be nominated for each office.

### 7.3.1 Nominations packet

ACRL staff will prepare complete instructions outlining the process for the committee and identify any vacancies for which nominations are needed. In addition, the staff will send a list of ACRL members and biographical information forms to the committee. It is the responsibility of the committee to solicit nominations through a variety of sources.

### 7.3.2 Written confirmation

When the Leadership Recruitment and Nomination Committee chair and the Section Nominating Committee chair send the slate to the ACRL office it should be accompanied by letters from the candidates confirming their willingness to place their names on the ballot. The slate should also indicate the order for listing the candidates' names on the ballot. The LRNC slate is due to the ACRL office by June 1, and the section slate is due in the ACRL office by September 15.

### 7.3.3 Biographical information

Biographical information from each candidate is due the third Friday in October. Candidates will be e-mailed instructions for submitting their biographical information and statement of concern using the ALA online ballot information form once they have submitted their letter of consent. A statement of concern for the ballot is recommended but not required.

### 7.3.4 Leadership Recruitment and Nomination Committee and Section Committee chairs

It is the responsibility of the chair to:

- Schedule meetings (virtual or in-person) for ALA Annual Conferences. These should be "closed" meetings; ( **Note:** Section chairs will schedule section meetings.)
- Inform committee members of the time of the meeting(s);
- Contact potential candidates to determine interest in office;
- Provide candidates with instructions;
- Inform candidates of all deadlines related to the election (see appointments and nominations calendar).

## 7.4 Election Guidelines for ACRL Board Candidates

Candidates stand for election to ACRL Board positions in accordance with guidelines approved by the ALA Council in 1992 which ensure “there is equality of opportunity for all members of the American Library Association to seek elected office regardless of their personal financial resources or their access to organizational or other financial support.” (Please review the [FAQ](#) if you are considering being a candidate for the ACRL Board of Directors.)

### 7.4.1 Endorsements

The principle stated in the 1992 ALA Council guidelines is to ensure that no candidate is given an advantage by receiving a higher level of support from the Association or its units. Therefore, endorsement by an ACRL unit constitutes organizational support not available to all candidates. ACRL units may not endorse candidates. However, for information purposes, ACRL may identify all members standing for ACRL office in official communication channels.

Appointed committee chairs, or members of committees may endorse candidates and may use ACRL electronic discussion lists to express their support for an individual candidate or candidates for ACRL offices, as long as they do not use their official titles or create the impression that they are speaking on behalf of an ACRL committee or unit of ACRL. Candidates can list endorsers by name, but not by ACRL title or office. ACRL Board of Directors members shall not endorse any candidate in any American Library Association election.

### 7.4.2 Candidate Spending

Candidates are expected to use good judgment in their use of financial or other resources available to them in standing for office.

### 7.4.3 Support Provided to ACRL Vice-President/President-Elect Candidates

Candidates for Vice-President/President-Elect receive only the following support from ACRL:

- Publication of a biography in C&RL News;
- Posting information on the ACRL election web site containing the candidate’s photo, and biography (as published in an issue of C&RL News);
- Publishing statements from the Vice-President/President-Elect candidates in an issue of C&RL News;
- A link on the ACRL election web site to a web site maintained by the candidates (if so requested by the candidates);
- Electronic distribution of one message to ACRL members whose ALA communications preferences allow.

### 7.4.4 Use of ACRL Funds to Support Individual Candidates

ALA policy defines ALA funds as funds of all offices, divisions and round tables. Other than the support provided as specified above, no additional ACRL resources may be used to support any individual ACRL Board candidate. No funds are budgeted for additional staff support, mailings, or production of materials to support the candidacy of any individual ACRL Board candidate.

Source: ACRL Board, June 2011

## 7.5 Nominating Committee Calendar

### MARCH

- ACRL office sends instructions to Section Nominating Committee chairs.
- Nominating Committee chair can request section member roster from ACRL staff.

### APRIL - JUNE

- Nominating committee invites nominees to become candidates for office.

### MAY

- Leadership Recruitment and Nomination Committee submits final slate of candidates to stand for election in the spring of the following year by June 1. Letters of consent from each candidate are also due at that time.

### JUNE

- Annual Conference: Nominating Committees meet to finalize a slate of candidates for office.

### SEPTEMBER

- Section Nominating Committee chairs submit slates of candidates along with letters of consent to the ACRL office by mid-September.
- ACRL office sends instructions to Leadership Recruitment and Nominations committee (for candidates being elected in the spring of the following year).
- Section vice-chairs appoint Nominating Committee chairs for the following year.

### OCTOBER

- Biographical information and statements of concern for ballots due via the ALA online ballot information form by the third Friday in October.
- Call for nominations for ACRL Board candidates for election in the spring of the following year issued in C&RL News.

### JANUARY

- Names of candidates for forthcoming spring elections published in *College & Research Libraries News* and on ACRL Web site.
- Page one of ballots sent to Nominating Committee chairs for approval.
- LibLearnX: Leadership Recruitment and Nominations committee draws up a list of candidates for the ACRL vice-president/president-elect office and other Board offices for election in the spring of the following year.

## ACRL Active Task Force Status Report

Task Force	Charge	Leadership	Timeline	Status Notes
<b>ACRL/ALA/ARL IPEDS Advisory Task Force</b>	<b>Charge:</b> 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.	<b>Co-chairs:</b> Devin Savage, ARL co-chair pending  <b>Board Liaison:</b> N/A  <b>Staff Liaison:</b> Gena Parsons-Diamond	<b>Date final report is due:</b> 2025 ALA Annual Conference (June 2025)  <b>Date interim report is due:</b> 2023 ALA Annual Conference (June 2023)  <b>ACRL Board Virtual Meeting (makeup for AC22):</b> Board approved task force.	<b>LLX24:</b> Appointments from ARL still pending.  <b>April 14, 2023:</b> Waiting on ARL to send their names to complete the roster.  <b>September 20, 2022:</b> Working with ARL and ALA on appointments to the Task Force.  <b>August 1, 2022:</b> At the ACRL Board Virtual Meeting (makeup for AC22), the Board approved an extension with a new charge for the ACRL/ALA/ARL IPEDS Advisory Task Force.

<b>ACRL Awards Process Implementation Task Force</b>	<p>Make specific, implementable recommendations for streamlining ACRL awards process including:</p> <ul style="list-style-type: none"> <li>• Establish standardized process, fundraising protocols, and standard/consistent monetary awards structure across ACRL; create new corresponding guidelines or procedures as necessary</li> <li>• Investigate feasibility of collapsing all awards into one new division awards committee, as well as other models that consolidate and centralize the process and provide a nimble structure that responds to member and professional needs and values, share pros and cons of different approaches and gather stakeholder feedback as appropriate</li> <li>• Ensure equity, diversity and inclusion (EDI) principles are incorporated into all aspects of awards program, including research grants and scholarships, whether administered at the division or section level (Principles include, but are not limited to</li> </ul>	<p><b>Co-Chairs:</b> Lori Goetsch, John A. Lehner</p> <p><b>Board Liaison:</b> Beth McNeil</p> <p><b>Staff Liaison:</b> Brian Lim &amp; Gena Parsons-Diamond</p>	<p><b>Date final report is due:</b> LibLearnX 2024</p> <p><b>Date interim report is due:</b> Annual Conference 2023</p> <p><b>Date for verbal progress report and establishment of realistic timeline for the work:</b> LibLearnX 2023</p>	<p><b>LLX24:</b> Final report submitted and co-chairs will meet with the Board.</p> <p><b>October 2023:</b> Sub-groups finalizing their work. TF beginning work of final report for LLX 2024.</p> <p><b>June 2023:</b> Co-Chairs Goetsch and Lehner plan to deliver a progress report to the ACRL board.</p> <p><b>April 25, 2023:</b> Co-Chairs Lehner and Goetsch provided an update on the TF at the Leadership Council and Membership meeting.</p> <p><b>February – October 2023:</b> The larger TF, subgroups, and Co-Chairs and Staff liaison continue to meet regularly.</p> <p><b>February 17, 2023:</b> Co-Chairs Goetsch and Lehner presented an oral report to the Board. On the recommendation of the Board, the TF decided not to pursue the establishment of a new award for EDI, instead emphasizing that EDI considerations will suffuse all awards moving forward.</p> <p><b>December 8, 2022:</b> First meeting of the Task Force. Members were divided into 3 subgroups to focus on specific</p>
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Task Force	Charge	Leadership	Timeline	Status Notes
	<p>definitions of achievement, award eligibility criteria, award nomination processes, and award committee appointment processes)</p> <ul style="list-style-type: none"> <li>• Ensure ACRL awards process aligns with ALA policies and awards procedures</li> </ul>			<p>issues: 1. Funding, 2. Research and Scholarship Awards, and 3. Achievement Awards.</p> <p><b>November 2, 2022:</b> Co Chairs Lori Goetsch and John Lehner met with Jay Malone to chart the path forward.</p> <p><b>October 2022:</b> Appointments completed – 19 appointed to the TF.</p> <p><b>September 2022:</b> Task Force appointments underway.</p> <p><b>August 1, 2022:</b> At the ACRL Board Virtual Meeting (makeup for AC22), the Board approved the ACRL Awards Process Implementation Task Force.</p> <p><b>April 25, 2022:</b> Awards Town Hall held for awards stakeholders.</p> <p><b>Spring Board Meeting 2022:</b> The Board approved a continued pause of ACRL's current award program for the length of time it takes to fully consider and implement the Award Task Force recommendations.</p> <p><b>LibLearnX 2022:</b> The ACRL Board approved the previous Awards Task</p>

Task Force	Charge	Leadership	Timeline	Status Notes
				Force's thirteen recommendations, which included the creation of a new awards task force.
<b>National Student Engagement Survey Information Literacy Module Review Task Force</b>	<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><b>Tasks</b></p> <ol style="list-style-type: none"> <li>1. Work on creating educational materials;</li> <li>2. Perform outreach to invested stakeholders;</li> <li>3. Complete analyses on the pilot data after summer 2023 and make final changes to the module;</li> <li>4. Report out on the data to ACRL membership and selected higher education groups; and</li> <li>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).</li> </ol>	<p><b>Chair:</b> Maoria Kirker</p> <p><b>Board liaison:</b> Kim Copenhaver</p> <p><b>Staff liaison:</b> Gena Parsons-Diamond &amp; Mary Jane Petrowski (retired March 31, 2023)</p>	<p><b>Date final report is due:</b> June 30, 2024 (Annual 2024)</p> <p><b>Date interim report is due:</b> June 30, 2023 (Annual 2023)</p>	<p><b>LLX24:</b> Request submitted to the Board to renew the task force for 2024 to 2026 with an updated charge, tasks and composition.</p> <p><b>March 2023 – December 2023:</b> TF met regularly to finalize module, which will be included in the 2024 NSSE survey. TF is promoting new module through webinars.</p> <p><b>February 1, 2023:</b> Task Force roster completed.</p> <p><b>September 2022:</b> Working to appoint the task force.</p> <p><b>August 1, 2022:</b> 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
<b>ACRL Bylaws Working Group</b>  <b>Charge:</b> 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><b>Spring 2024:</b> 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><b>February 2024:</b> Staff will communicate the changes to ACRL membership per the ACRL Bylaws.</p> <p><b>Virtual Vote (12/5/2023–12/11/2023):</b> The Board approved the proposed revisions.</p> <p><b>Dec 1, 2023 Board Update:</b> 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><b>Annual Conference 2023:</b> Working Group formed.</p>
<b>Member Participation at Conferences</b>  <b>Charge:</b> investigate member engagement at virtual and in-person conferences	Kara Whatley, Erin Ellis, Margot Conahan (staff)	<p><b>LLX24:</b> A Working Group update will be given to the Board.</p> <p><b>Winter 2024:</b> The Working Group will issue a survey to sections around preferred activities and modalities and barriers to engagement</p> <p><b>Fall 2023:</b> 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>

## ACRL Standards, Guidelines &amp; Frameworks Working Groups Status Chart

Working Group	Members	Status
<b>Standards for Libraries in Higher Education</b>  <b>Charge:</b> Review and revise the Standards for Libraries in Higher Education as needed.	Value of Academic Libraries Committee, David Free (staff)	<p><b>June 2025:</b> Deadline for completion of review/potential revisions.</p> <p><b>Winter 2024:</b> Work on reviewing/revising the standards will begin.</p> <p><b>Fall 2023:</b> Working group members identified.</p>



Working Group	Members	Status
<p><b>Status of Academic Libraries Documents</b> (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)</p> <p><b>Charge:</b> Review and revise the six status of academic libraries documents as needed.</p>	<p>Value of Academic Libraries Committee, New Roles and Changing Landscapes Committee, David Free (staff), Erin Nevius (staff)</p>	<p><b>June 2025:</b> Deadline for completion of review/potential revisions.</p> <p><b>Winter 2024:</b> VAL/ NRLC working group members to be identified. Work on reviewing/revising the six documents will begin.</p>
<p><b>Framework for Information Literacy for Higher Education</b></p> <p><b>Charge:</b> Review and revise the Framework for Information Literacy for Higher Education as needed.</p>	<p>Student Learning and Information Literacy Committee, Instruction Section, Margot Conahan (staff), Lauren Carlton (staff), David Free (staff)</p>	<p><b>June 2025:</b> Deadline for completion of review/potential revisions.</p> <p><b>Winter 2024:</b> SLILS/ IS working group members to be identified. Work on reviewing/revising the Framework will begin.</p>

## 2023-2024 ACRL Board Liaisons

ACRL LLX24 FYI-3

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	Lauren	Carlton
Science and Technology Section (STS)	Tarida	Anantachai	Lauren	Carlton
Women and Gender Studies Section (WGSS)	Tarida	Anantachai	Lauren	Carlton
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	Lauren	Carlton
Immersion Program Committee	Jessica	Brangiel	Margot	Conahan
Arts Section	Walter	Butler	Lauren	Carlton
Community and Junior College Libraries Section (CJCLS)	Walter	Butler	Lauren	Carlton
European Studies Section (ESS)	Walter	Butler	Lauren	Carlton
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	Lauren	Carlton
Literatures in English Section (LES)	Amy	Dye-Reeves	Lauren	Carlton
Politics, Policy and International Relations Section (PPIRS)	Amy	Dye-Reeves	Lauren	Carlton
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
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 Dawn	Free Mueller
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
Project Outcome for Academic Libraries Editorial Board - Past-President	Erin	Ellis	Gena	Parsons-Diamond

## 2023-2024 ACRL Board Liaisons

ACRL LLX24 FYI-3

Membership Group	First Name	Last Name	Staff Liaison First Name	Staff Liaison Last Name
Excellence in Academic Libraries Awards - Past President (Vice-Chair & BL)	Erin	Ellis	Brian	Lim
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	Lauren	Carlton
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	Lauren	Carlton
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
Chapters Council - President	Beth	McNeil	Aleah	Price
President's Program Planning Committee 2024	Beth	McNeil	Lauren	Carlton
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 LLX24 FYI-3

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	Lauren	Carlton
Digital Scholarship Section (DSS)	Yasmeen	Shorish	Lauren	Carlton
Rare Books and Manuscripts Section (RBMS)	Yasmeen	Shorish	Lauren	Carlton
(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	Lauren	Carlton
Government Relations Committee	Kara	Whatley	Allison	Payne (temp liaison)
Education and Behavioral Sciences Section (EBSS)	Kara	Whatley	Lauren	Carlton

**ALA EXECUTIVE BOARD**  
**January (LibLearnX) Meeting Agenda**

**Monday, January 22, 2024**

10:00am–2:00pm PT / 11:00am–3:00pm MT / 12:00pm–4:00pm CT / 1:00pm–5:00pm ET

**HYBRID MEETING**

[Zoom Webinar](#)

Meeting ID: 988 1585 4898

Passcode: 621369

Baltimore Convention Center

1 Pratt Street, Baltimore, MD

Room: 347-348

**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.”*

**ALA-APA Board of Directors Meeting**

**Monday, January 22, 2024 @ 1:00 – 1:30pm ET**

1:00 – 1:30 pm	<b>ALA-APA Board of Directors Meeting</b> (see separate agenda - APABD #9.2)	Lorelle Swader, Associate Executive Director ALA-APA
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**ALA Executive Board Meeting**

**Monday, January 22, 2024 @ 1:30 – 5:00 pm ET**

Central Time	Topic	Facilitator
1:30 pm	<b>Welcome, Call to Order</b> <ul style="list-style-type: none"> <li>LLX Board Agenda <i>EBD 9.7 ACTION</i></li> </ul> <b>Consent Agenda</b> <ul style="list-style-type: none"> <li>Board Meeting Minutes 21-Dec-2023 <i>EBD 2.6 ACTION</i></li> <li>President Report <i>EBD 7.2</i></li> <li>President-elect Report <i>EBD 7.3</i></li> </ul>	Emily Drabinski, ALA President
1:30 – 1:55 pm	<b>CLOSED SESSION</b> <b>150th Commemoration Steering Committee Update</b>  <b>150th Commemoration Fundraising Campaign Cabinet Update</b>	Martin Garnar & Courtney Young, Co-chairs Jim Neal & Christina Rodriques, Co-chairs Leslie Burger, Interim ALA Executive Director
1:55 – 2:05 pm	<b>ALA Headquarters Office <i>CBD 12.0 ACTION</i></b>	Dina Tsourdinis CFO, Denise Mortiz, Director of Financial Reporting and Compliance
2:05 – 2:35 pm	<b>Legal update</b>	Paula Goedert, ALA Legal Counsel
2:35 – 2:40 pm	<b>Report out of Executive Committee &amp; Executive Session</b>	Emily Drabinski, ALA President
2:40 – 2:55 pm	<b>Executive Director Report <i>EBD 12.2</i></b>	Leslie Burger, Interim ALA Executive Director

## ALA EXECUTIVE BOARD

### January (LibLearnX) Meeting Agenda

Central Time	Topic	Facilitator
2:55 – 3:00 pm	<b>2026 ALA’s Strategic Development Plan</b>	Emily Drabinski, ALA President
3:00 – 3:20 pm	<b>ALA Treasurer Update</b> <ul style="list-style-type: none"> <li>FY23 Year End Results</li> <li>FY24 YTD Financial Results <i>EBD 3.11</i></li> <li>FY25 Budget Objectives/Programmatic Priorities <i>EBD 3.12 ACTION</i></li> <li>FY25 Budget Memo <i>EBD 3.13</i></li> </ul>	Peter Hepburn, ALA Treasurer
3:20 – 3:30 pm	<b>Break</b>	
3:30 – 3:45 pm	<b>Conference Committee Report</b> <i>EBD 12.2</i>	Jennifer Ferriss, Conference Committee Chair Earla Jones, ALA Conference Director
3:45 – 3:55 pm	<b>CLOSED SESSION</b> <b>LibLearnX Update</b>	Rebecca Headrick, CITO Earla Jones, ALA Conference Director
3:55 – 5:00 pm	<b>CLOSED SESSION</b> <b>Board Retreat Follow Up</b>  <b>Board Effectiveness</b>	Adrian Stratton, ALA Parliamentarian  Lessa Pelayo-Lozada, ALA Immediate Past President