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| Association of College and Research Libraries**Board of Directors Meeting I**Wednesday, January 27, 20211:00–4:00 p.m. CSTZoom  |

# Board I Proceedings

**Present:** Jon E. Cawthorne, President; Julie Ann Garrison, Vice-President; Karen Munro, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn Bryant, ACRL Division Councilor; Kara Malenfant, Ex-Officio Member; Directors-at-large: Toni Anaya, Jessica Brangiel, Faye A. Chadwell, Kim Copenhaver, April Cunningham, Jeanne Davidson, Cinthya Ippoliti, Kelly Gordon Jacobsma

**Guests:** Stacey Aldrich, Laura Bonella, Rebecca Croxton, Erin Ellis, Amanda Folk, Ed Garcia, Alex Hodges, Thomas Keenan, Patricia Kenly, Mary Beth Lock, Christian Lozada, Mary Mallery, Brian Maass, Meg Meiman, Laura Mondt, Marilyn Myers, Mary Oberlies, Thomas Padilla, Lessa Pelayo-Lozada, Charlotte Roh, Erin Smith

**Staff:** Margot Conahan, David Connolly, Mark Cummings, David Free, Erin Nevius, Chase Ollis, Allison Payne, Mary Jane Petrowski, Elois Sharpe

## 1.0 Call to order (Cawthorne)

ACRL President Jon Cawthorne called the meeting to order at 1:01 p.m.

## 2.0 Welcome & Opening remarks (Cawthorne)

Cawthorne welcomed the Board, guests, and staff to the meeting. He thanked staff for their support, and acknowledged the work they have accomplished, despite furloughs and challenges of the pandemic.

## 3.0 Adoption of the Agenda (Cawthorne)

Cawthorne referred the Board to the agenda and asked if there were changes, and there were no changes.

***Motion:*** *ACRL Division Councilor Jacquelyn Bryant moved that the ACRL Board of Directors approves the Board I agenda as presented.*

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

## 4.0 Consent Agenda Full Board (Cawthorne)

Confirmation of Virtual Vote

* Annual Conference Proceedings #2.0
* Fall Board Proceedings #2.0

Approval of:

* Dissolution of the Massive Open Online Courses (MOOCs) Discussion Group #2.2

***Motion:*** *ACRL Director-at-large Jeanne R. Davidson moved that the ACRL Board of Directors approves its consent agenda.*

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

## 5.0 Consent Agenda Executive Committee (Cawthorne)

Confirmation of Virtual Vote:

* ACRL 2021 Virtual Conference #2.1

***Action:*** *ACRL Vice-President Julie Ann Garrison moved that the ACRL Executive Committee approves its consent agenda.*

***Motion:*** *The ACRL Executive Committee approved its consent agenda.*

## 6.0 Goal-area & EDI Updates #3.0

### 6.1 Equity, Diversity, and Inclusion Committee (Mary Beth Lock) #8.0

ACRL Equity, Diversity, and Inclusion Chair Mary Beth Lock was welcomed to the meeting. Lock shared a PowerPoint with the committee’s updates. Lock began her update by sharing that the events subcommittee will be holding a joint webinar with the ACRL Science and Technology Section (STS) on February 3. The events subcommittee plans to hold three additional webinars by early summer.

The mentoring subcommittee is working to identify and promote existing mentoring programs withing ACRL. The group is looking for strategies for mentoring with an equitable lens, and hopes to hold a webinar in March.

Lock reported that the standards and framework subcommittee is reviewing current ACRL standards, guidelines, and frameworks for cultural sensitivity. They are also reviewing ACRL’s policies and procedures for standards, guidelines, and frameworks to understand if the current process is equitable, and if the procedures require updated language. The Board asked if the subcommittee has contacted the ACRL Standards Committee. Lock reported that the committee has reached out the Standards Committee to identify what standards, guidelines, or frameworks need reviewed first. The Board suggested that the EDI Committee could create a training to help the Standards Committee implement review and development of standards, guidelines, and frameworks with an equitable lens.

In Fall 2020, the ACRL Board approved for ACRL to fund up to 50 ALA/ACRL memberships for BIPOC library workers. Lock shared that the applicant form launched on January 21 and will close on February 22. The committee is excited to see that there have already been 70 applicants. Their goal after the form closes is to review and send awardee notifications within ten days, so that awardees are eligible for the discounted early-bird rate for the ACRL 2021 Conference. The EDI Committee is planning to help recipients with onboarding, mentoring, leadership development, and matching with an ACRL community of practice. The Board shared that it would be interested in viewing an analysis of the applicants.

The Board thanked Lock for her update and shared that they are excited about the work accomplished so far and the plans for future initiatives. The Board asked if there are ways that they can help promote upcoming programs and events. Lock stated that the committee welcomes any help with promotion.

### 6.2 New Roles and Changing Landscapes Committee (Erin T. Smith, Marilyn Myers) #4.0, #4.1

New Roles and Changing Landscapes Committee Chair Erin Smith and Vice-Chair Marilyn Myers were welcomed to the meeting. The chairs began the discussion by sharing that they imposed a subcommittee structure this year to accomplish their work, assigning members to four structured and focused areas. This structure will be examined under the current Vice Chair next year to ensure it remains effective.

The oldest of these four areas is the fostering change initiative. The book [*Fostering Change: A Team-Based Guide*](http://bit.ly/ACRLFosteringChange) was released as an open access electronic publication in October 2020. The Committee is working with the authors to develop a fee-based online cohort that will use the book as its curriculum, tentatively scheduled to launch in summer 2021.

The second area is the OER subgroup, which conceived the Open Educational Resources and Affordability RoadShow. The RoadShow was slated to debut at ALA Annual 2020, but due to that cancelation, was delayed and the curriculum was finalized in November 2020. The RoadShow curriculum designers/presenters modified their content and will be presenting a [three-part webcast series](http://www.ala.org/acrl/onlinelearning/oerwebcastseries) in February and March 2021.

With input from the Board at their April 2020 meeting, the Committee chose user experience/anthropology as their next area of concentration. The subcommittee began work this fiscal year and will present an ACRL Presents webcast, [Let’s Keep Doing This! Found UX Opportunities in the Midst of the Pandemic](https://ala-events.zoom.us/webinar/register/WN_SAtzTfg4T92HSKgi-FEYuA), on February 18, 2021.

Work on the Committee’s diversity pipeline project continues from fiscal year 20, identifying ways ACRL can support specific education and career paths for librarians from diverse backgrounds. The committee has focused their work down to three areas: MLS programs, the first 100 days in the profession, and employee retention. To ensure the work is practical, useful, and meets an unmet need in the profession, the Committee is meeting with Mary Beth Lock, chair of the EDI Committee, on January 29, 2021, to discuss needs and overlap.

The Board congratulated the Committee on the development of the OER RoadShow and its conversion to an online webcast series, saying they’re seeing much interest in the material, and asked that the Committee share its background research on the diversity pipeline project. The Board asked how the Committee has kept its members so engaged. The Chair stated that there is good longevity on the Committee, and that the new subcommittee structure has kept people engaged by distributing leadership and creating ownership.

## 6.3 Research and Scholarly Environment Committee (Charlotte Roh, Thomas G. Padilla) #5.0, #5.1

The Board welcomed Research and Scholarly Environment Committee Chair Charlotte Roh and Vice-Chair Thomas Padilla to the meeting. The Chair thanked the Board and staff for continuing work during the pandemic.

The Chair noted ReSEC’s longstanding commitment to examining white supremacist structures and history of mentoring people and librarians of color. The Committee continues this work with the [projects being developed by recipients of ACRL’s first scholarly communications grants](https://acrl.ala.org/acrlinsider/archives/18561), based on research suggested by ReSEC’s 2019 research agenda, [*Open and Equitable Scholarly Communications: Creating a More Inclusive Future*](http://bit.ly/ACRLResecRA). The Chair stated the recipients’ work has been excellent and continued largely on schedule during the pandemic. Final project reports are due in June 2021.

The Chair shared that grant recipients will present their research and findings in a panel at ACRL 2021 in April. ReSEC will also be working on a special scholarly communications issue of *College & Research Libraries* in 2022 with the *C&RL* Editorial Board and staff. Grant recipients will be invited to submit their research for the special issue, and the Committee plans to solicit submissions from community college librarians and others whose research may not be institutionally supported.

In August 2020, the ACRL/Sparc Forum, “[Navigating the Current Budget Crisis While Creating a More Sustainable, Values-Aligned Future for Research](https://youtu.be/RBZSceZEnfM),” was presented online, and the Committee is working on another Forum for this fiscal year. The Chair noted another online presentation from ReSEC, for Open Access Week 2020 in October and featuring the scholarly communications grant recipients, “[Building Structural Equity and Inclusion in Scholarly Communications](https://www.youtube.com/watch?v=_JcvWxmi_GM).”

The Chair noted that the Committee continues to have a rapid response team for responding to copyright, open access, and other scholarly communications issues as they arise. The Committee has also supported the presenters of the Scholarly Communications RoadShow, which they oversee, in modifying their curriculum to present a three-part webcast series in February 2021, the [Scholarly Communications Off-RoadShow](http://www.ala.org/acrl/onlinelearning/scholcommoffroadshow).

The Chair asked the Board about funding a second cycle of grant funding, originally scheduled for fiscal year 21 and in the preliminary budget for fiscal year 22. ACRL Interim Executive Director Kara Malenfant stated that staff will be looking at the budget and will keep the Board and ReSEC appraised.

The Board asked the Chairs about the transparency and work required to move members into leadership positions, as they are looking for leadership and engagement across the Association. The Chair responded that it’s important for each committee and the Board to look at demographics and ensure representation, and to practice constant recruitment.

## 7.0 Reports

* President’s Report (Cawthorne) #1.1
* Vice-President’s Report (Garrison) #1.2
* Past-President’s Report (Munro) #1.3
* Councilor’s Report (Bryant) #1.4
* Executive Director’s Plan for Excellence Activities Report (Malenfant) #1.5

ACRL President Jon Cawthorne gave a brief report out, and shared that the ACRL Executive Director search has been launched and review of applicants is currently underway. Cawthorne presented at ALA Connect Live sessions in July and November. He has also met recently with the ACRL Equity, Diversity, and Inclusion Committee to discuss onboarding ideas for the 50 ALA/ACRL memberships for BIPOC library workers. In his role as President, Cawthorne has also sent thank you notes to ACRL donors.

ACRL Division Councilor Jacquelyn Bryant stated that she will give a full report on Council resolutions during Board II. She shared that she has participated in ALA Council discussions on Forward Together, including the November 20, 2020 meeting, “How will the work currently attributed to Council be accomplished in FT?” During the December 2020 Council meeting, ALA President Julius Jefferson, Jr. shared the timeline for the Forward Together Working Group. The new group will consist of all council members and the timeline was approved by Council. Bryant noted that they expect that some adjustments will need to be made to the timeline.

ACRL Interim Executive Director Kara Malenfant referred the Board to her written reports in the packet. She thanked Jackie for the work she is doing while Council considers the many changes for its structure. Malenfant has been serving as a staff representative on the ALA Operating Agreement Work Group. The group has been meeting regularly and updates can be found on the [ALA Operating Agreement Work Group website](https://operatingagreement.ala.org/). Malenfant shared that the [2020 Outstanding Academic Titles](http://www.ala.org/acrl/choice/outstanding) has been published. In November 2020, Gena Parsons-Diamond was promoted to Program Officer. Parsons-Diamond will help support Project Outcome in addition to her existing membership support duties. She will be working with ACRL Associate Director Mary Jane Petrowski on Academic Library Statistics and Metrics.

## 8.0 Goal-area Updates #3.0

### 8.1 Value of Academic Libraries Committee (Amanda Folk, Rebecca Croxton) #7.0, #7.1

ACRL Value of Academic Libraries Committee Chair Amanda Folk and Vice-Chair Rebecca Croxton were welcomed to the meeting. The chairs began their update by sharing that VAL is planning two upcoming ACRL online forums from Library Impact Grant recipients about their work. The committee is working with ACRL staff to update the ACRL Value of Academic libraries webpage to make it more user friendly. The EDI subcommittee is working on their equity and social justice spotlight series for ACRL Insider, and they have six profiles ready to publish.

The chairs shared how VAL is working with other ACRL groups. Vice-Chair Rebecca Croxton is serving as ex-officio on the ACRL Project Outcome for Academic Libraries Editorial Board, and VAL is working with the editorial board to co-sponsor a webinar. VAL has also been collaborating with the Student Learning and Information Literacy Committee, and they have submitted a joint proposal for the 2021 ALA Annual Conference.

This week, the committee published the [Learning Analytics Toolkit](https://acrl.libguides.com/val/latoolkit). The Board asked what feedback that committee has heard for the toolkit. In fall 2020, VAL presented a poster session at the Library Assessment Conference and received positive feedback. The toolkit includes a feedback form, and the committee has not received any negative feedback through the form.

Also this week, the committee launched the ACRL Value of Academic Libraries Committee [COVID-19 survey](https://connect.ala.org/acrl/communities/community-home/digestviewer/viewthread?GroupId=102160&MessageKey=79a07d60-c9f6-49a3-9839-a0879a4589a4&CommunityKey=ca7c826b-04bf-4401-9aa1-849ad23590b8&tab=digestviewer&ReturnUrl=%2facrl%2fcommunities%2fcommunity-home%2fdigestviewer%3fCommunityKey%3dca7c826b-04bf-4401-9aa1-849ad23590b8), and the committee has already received fifty responses. The Board asked how the results will be used. The chairs replied that after four weeks, the committee will begin to analyze the data and plans to report out through an online forum or conference program. There are also plans to create a written report to help librarians and library workers better plan for potential future pandemics.

The chairs concluded their update by thanking ACRL Associate Director Mary Jane Petrowski for her tremendous support and for serving as staff liaison while Kara Malenfant serves as the Interim ACRL Executive Director.

## 9.0 Goal-area Updates #3.0

### 9.1 Student Learning and Information Literacy Committee (Alex Hodges, Meg Meiman) #6.0, #6.1

Student Learning and Information Literacy Committee Chair Alex Hodges and Vice-Chair Meg Meiman joined the meeting. The chairs began their update by sharing the work of their project teams. The publications team solicited a call for proposals for the ACRL New Publications Advisory Board-approved book proposal for Equitable & Inclusive Pedagogy. The publications team published three columns as part of their “Perspectives on the Framework” *C&RL News* column.

The Open Educational Practices/Professional Development (OEPD) Team plans to hold a webinar and create resources for the OEP Toolkit. The focus will be on inclusive pedagogies. The Board asked if OEPD is working with the ACRL New Roles and Changing Landscapes Committee (NRCL) OER RoadShow. The chairs stated that OEPD is currently focusing on pedagogies.

The Leadership Team is planning a virtual Framework Professional Development session that can help inform future directions for SLILC. A second session will be offered in June to align with ALA Annual. There is some concern that there may be too much online content, and that some virtual attendees may be experiencing Zoom fatigue.

The chairs concluded their update by thanking ACRL Vice-President Julie Garrison for seeking their input during the annual appointments process. The committee values continuity and diversity, and seeks to include community college library workers.

The Board asked if the Engaging with the ACRL Framework RoadShow will need to be reviewed. The chairs stated that the RoadShow could be reviewed with an EDI lens to include social justice, visual literacy, and media literacy. The Board asked if addendums for different types of literacy could be added, and the chairs agreed this could be an interesting option. The chairs were made aware that the Framework for Information Literacy for Higher Education review will be delayed by two years to allow for companion documents to be developed.

Hodges and Meiman thanked their Board liaison Toni Anaya and staff liaison Mary Jane Petrowski.

## 10.0 ACRL Awards: Part I/III (Julie Garrison, Karen Munro, Chase Ollis) #9.0, #9.1, #9.2

ACRL Professional Development and Outreach Specialist Chase Ollis joined the meeting, and Chase, ACRL Vice-President Julie Garrison, and ACRL Past President Karen Munro began the ACRL Awards discussion.

The Board was referred to the accompanying documents in the packet and highlighted that the action request includes a one-year pause for all ACRL awards. There are three main reasons to pause the awards program: financial, as awards are subsidized by other ACRL revenues; sponsorship landscape is changing, including a trend from three-year to one-year commitments; and the need to fully review the awards program for inclusivity. The pause would be timely, as other divisions, such as Core and PLA, are pausing their awards program. ALA is considering processes for consolidated review of awards. Groups have voiced that capacity and fatigue is a concern during the pandemic and stated that all awards should be paused to recognize member and staff capacity.

Ollis has been in communication with ACRL awards committees, and has recently held an online forum, where there was mixed support for pausing the awards program. Statements from stakeholders is included in Doc 9.2.

The Board asked for more details on feedback from sponsors. Sponsors are more reluctant to commit to three-year contracts and are waiting to sign contracts later in the year. They have been asking for more input on the awards programs they sponsor. One awards recognition is switching from a luncheon to a program with sponsor input. A potential sponsor is requesting access to the applicant pool for a marketing campaign.

It was shared that Politics, Policy, and International Relations Section (PPIRS) has concerns about losing momentum if the awards program is paused for a year. This section has had an increase in applicants, which has helped increase interest in the relatively new section. There would be concerns about members possibly losing interest in the section if awards were paused for a year. PPIRS also has concerns about losing interest from their long-standing sponsor, who has signed a three-year commitment. While the section recognizes the need for an awards review, it stated that it would like for some awards to continue. Additional comments from PPIRS Chair Erin Ackerman are included in Doc 9.2.

The Board asked how the Awards Task Force will consider awards that are funded through endowments. The RBMS Leab endowment is for the Katharine Kyes Leab and Daniel J. Leab American Book Prices Current Exhibition Catalogue Awards, which does not have a monetary award. The Leab endowment is used for operational costs and the award plaques each year. The Oberly endowment, which funds the STS Oberly Award for Bibliography in the Agricultural or Natural Sciences, is only awarded in odd years, so this award will not be affected by a one-year awards pause. The Hugh C. Atkinson Memorial Award, which is a joint award with Core, is funded by the Oberly endowment. Details on working with Core are to be determined, but there is a need for a holistic review of the awards program.

The Board expressed concern about pausing awards for year, and there were questions if one year would be long enough to complete the review. There were concerns about how members will feel about losing this benefit for one year, and how the pause will affect those seeking tenure.

The were questions on how the changes would be communicated to members if the Board approved to pause awards for a year. The Board stated that messaging should be clear as to why the pause is taking place. While it is a benefit for members, applicants do not need to be an ACRL member to be nominated for an award. There was agreement that strong communication to members will be necessary, and it was suggested that clear messaging could be in February and a reminder could be shared with Leadership Council in the summer.

There was some concern about the pause seeming disingenuous, and that the pause should not be framed as an EDI initiative. There were comments in Doc 9.2 that expressed this concern.

The Board brought up the timing of the pause, and expressed hesitation about stopping awards during the pandemic, when folks may need more reasons to celebrate.

There were questions on if sponsors have been contacted with the proposed pause, and concern was expressed about sponsors that may not return after a one-year hiatus. Sponsors have not yet been contacted regarding the potential pause, as stakeholders wanted to check first with membership.

It was acknowledged that there have been some good points on why to not support a pause, and the Board asked for the benefits of pausing awards.

As the Board was out of time for this agenda item, it agreed to resume this discussion later in the agenda during 12.0 Open Microphone.

## 11.0 ALA Candidates: 2022-2023 Presidency (Cawthorne)

The Board heard from 2022-2023 ALA President Candidates, Stacey A. Aldrich, Ed Garcia, and Lessa Kanani'opua Pelayo-Lozada, who were allotted up to three minutes each to address the Board.

## 12.0 Open Microphone (Cawthorne)

As there were no guests, the Board resumed its discussion on ACRL awards.

## 12.1 ACRL Awards: Part II/III (Julie Garrison, Karen Munro, Chase Ollis) #9.0, #9.1, #9.2

The Board resumed its discussion on pausing the ACRL awards program from earlier in the meeting. It was shared that the Board had interest in hearing from those who do not want to unilaterally pause awards. There was concern about sponsors not being aware of the potential pause. There will still be opportunities for sponsor engagement, such as sponsorships of the ACRL conference, white papers, and Choice webinars.

There was some support from the Board to move forward with the action request and to pause the awards, as they would like to be considerate of staff and member capacity.

The Board asked how awards committee members would be involved in rethinking the awards program, and how the awards committees work would change during the pause. Some awards committee members may be asked to serve on the task force.

A representative from the ACRL Politics, Policy and International Relations Section expressed concerns about pausing awards. They recognized the impact of furloughs on staff capacity, but also noted that PPIRS finally has momentum built with their award. The award has helped the section recruit new members and increase section awareness. Oberlies expressed interest in continuing PPIRS awards in some capacity if other awards are paused.

A representative from the ACRL European Studies Section (ESS) expressed interest in continuing ESS’s awards. They offered for ESS to administer the award on their own. The Board was appreciative of the offer, but some work, such as managing agreements and promoting the program, need to be completed by staff. The ESS De Gruyter European Librarianship Study Grant supports travel to Europe for research. Due to the pandemic, the 2020 award was not given, so if there was a pause, the ESS award would be paused for two years. ESS is considering how to incorporate equity, diversity and inclusion (EDI) into its awards program.

The Board stated that allowing some awards to continue while pausing others will not necessarily help staff capacity if they will also be reviewing the awards program.

It was stated from the Board that if awards are paused, that ACRL needs to be transparent with the reasoning for the pause. There was some concern that the focus of the review is not EDI, and that messaging should not state that EDI is the main or only reason for the pause.

There was brief discussion on if sponsors will be asked to serve on the task force, and it was expressed that it is important to maintain relationships.

The Board expressed concern about pausing awards and the impact on tenure and promotion. Awards Committees would still be formed during the pause year, but no awards would be given during the one-year pause.

The Board agreed that it would like to postpone action again, and to resume this discussion during the Board II meeting.

## 12.2 Virtual Leadership Council Working Group

The Board was reminded that Cawthorne and Malenfant are taking volunteers from the Board to serve on the Leadership Council Working Group to help plan the summer Leadership Council meeting.

## 13.0 Adjournment (Cawthorne)

ACRL President Jon Cawthorne adjourned the meeting 4:03 p.m.

*-Board I proceedings submitted by ACRL Program Manager for Strategic Initiatives Allison Payne with contributions for sections 6.2 and 6.3 by ACRL* *Content Strategist Erin Nevius.*



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|  Association of College and Research Libraries**Board of Directors Meeting II**Friday, January 29, 20211:00–3:30 p.m. CSTZoom |

# Board II Proceedings

**Present:** Jon E. Cawthorne, President; Julie Ann Garrison, Vice-President; Karen Munro, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn Bryant, ACRL Division Councilor; Kara Malenfant, Ex-Officio Member; Directors-at-large: Toni Anaya, Jessica Brangiel, Faye A. Chadwell, Kim Copenhaver, April Cunningham, Jeanne Davidson, Cinthya Ippoliti, Kelly Gordon Jacobsma

**Guests:** Erin Ackerman, José A. Aguiñaga, Annie Belanger, Karen Brown, Emily Daly, Erin Ellis, Maggie Farrell, Nikhat Ghouse, Thomas Keenan, Patty Kenly, Laura Mondt, Mary Oberlies, Lauren Pressley

**Staff:** David Connolly, Mark Cummings, David Free, Erin Nevius, Chase Ollis, Allison Payne, Elois Sharpe

## 14.0 Call to order (Cawthorne)

ACRL President Jon Cawthorne called the meeting order at 1:00 p.m.

## 15.0 Opening remarks (Cawthorne)

Cawthorne welcomed the Board and staff to the meeting. He enjoyed hearing the progress updates on advancing the ACRL Plan for Excellence from the goal-area committee leaders during Board I.

## 16.0 Adoption of the Agenda (Cawthorne)

***Motion:*** *ACRL Director-at-large Jeanne Davidson moved that the Board approve the agenda with the addition of a break.*

***Action:*** *The Board approved the agenda with the addition of a break.*

## 17.0 Diversity Alliance Task Force (April D. Cunningham, José A. Aguiñaga, Annie Belanger) #14.0

ACRL Diversity Alliance Task Force co-chairs José A. Aguiñaga and Annie Belanger were welcomed to the meeting. The task force has had a productive first year and has a plan in place to carry out its charge. Their final report will be submitted to the Board in 2022. The co-chairs asked the Board for feedback on their report included in the packet.

The Board acknowledged the ambitious list of activities and overall agreed with the priority list proposed in the report. The Board asked how the task force will complete its plan. The co-chairs stated that the task force would like for the Diversity Alliance to center on the residents’ experiences and enable leaders to implement programming that will help retention in the profession.

There were questions about how the task force will assess the program. A task force working group is looking into surveys for residents to understand their experience during and after their residency. The survey also will seek to identify best practices within residencies. The working group has been collaborating the ACRL Residency Interest Group (RIG) on a survey and resources.

The Board asked how the letter of commitment will be strengthened. The task force is looking to update the letter to include stronger language on what it means to be committed to increasing the diversity of the hiring pipeline. The Board agreed with plans to strengthen the letter and the need to have common language and expectations.

The Board next discussed with the co-chairs how to include institutions that are unable to create a residency. A working group is looking into types of membership that could include more members. As the working group develops possible membership types, it is anticipated that the task force will need to seek input from the ACRL Board. The Board stated that the Oberlin Group is interested in diversifying staff and invited the co-chairs to setup a meeting with the Oberlin Group representative.

The task force co-chairs asked if there the Board had final feedback on prioritization. The Board stated that the task force should focus on specifying membership requirements, defining how members are supported, and how to bring in non-member institutions.

Aguiñaga and Belanger thanked the Board for their input and guidance.

## 18.0 ACRL FY21 Projections & FY22 Preliminary Budget (Malenfant) #11.0, #16.0, #17.0, #17.1

ACRL Interim Executive Director Kara Malenfant shared that the FY21 reports are delayed. After outsourcing accounts payable and receivable, ALA is moving accounting processes back in-house. The team is still working to catch up on a backlog of activities.

While current performance reports are unavailable, figures from other reports are available. Malenfant stated that ALA overall is budgeted a 23% decline in revenues. Choice is seeing strong growth for webinars and podcasts, but still is expecting declines in line with ALA.

ACRL is projecting a modest net for the virtual ACRL 2021 Conference. Savings are expected from travel and the cancelation of the annual strategic planning and orientation (SPOS) meeting. Other cost savings are expected to be seen when performance reports are made available.

Malenfant next reported on the FY22 budget. Staff used the FY22 budget assumptions that the Board and Budget & Finance Committee reviewed in the fall and created a preliminary budget. The FY22 executive summary is included in the packet as Doc 15.0. Due to the uncertainty in environment and lack of data, staff is waiting to show project-level detail until the next meeting. Malenfant reported that the FY22 year-end balance is very close to the mandated operating reserve. The Board was reminded that ACRL has a two-year budget, and that FY22 will be a non-conference year. Based on recommendations from the Board and Budget & Finance Committee, ACRL has been aggressively spending down its net asset balance, which had risen to $5 million at the beginning of FY16. As it is not clear when or if revenues will rebound after the pandemic, ACRL will need to align revenues and expenses. The year-end balance for the FY22 budget is lower than the high-risk scenario proposed by a Budget and Finance Committee working group. Malenfant concluded by stating that staff expects to see additional cost savings from the PPP credit and the executive director vacancy, and that these savings will impact the FY22 year-end balance.

## 19.0 Impact of Pandemic (Allen) #10.0, #11.0

ACRL Budget and Finance Chair Carolyn Henderson Allen began the discussion on the impact of the pandemic by stating that many institutions are suffering from deep cuts. This is the fourth deepest recession since World War II. The economy rebounded some in 2020 with a 33.1% fourth-quarter growth. Higher education funding has declined $9 billion over the past ten years.

Allen noted that it is compelling that it is estimated that the financial impact of the pandemic is $120 billion. To respond to the pandemic, some institutions have forgone tuition and fees, which substantially reduced revenues. Over 500 institutions have closed recently, and most were trade or professional schools. Since 2016-2017, libraries suffered a decrease of about 41% for staffing. There was some concern expressed for the impact of reduced staffing on institutional goals for equity, diversity, and inclusion.

There is a trend at some institutions for hiring more non-MLS workers for positions formerly held by MLS. Allen stated that she would like to see more information on the number of MLS and non-MLS positions, and how the trend to hire more non-MLS workers impacts ACRL membership. She would like to know if potential members are joining non-library organizations, such as technology-related associations. Allen expressed interest in exploring how ACRL could retain and attract non-MLS members.

Allen concluded her report by stating that many of the assumptions discussed by the ACRL Budget and Finance Committee in the fall are still applicable.

The Board stated that there are three concurrent pandemics: COVID-19, social and racial injustice, and economic injustice.

ALA Treasurer Maggie Farrell shared that the pandemic is challenging how ALA engages with members. Due to its tax status, ALA is limited in its lobbying and political efforts. ALA has created opportunities, such as ALA Connect live and networking at the 2021 Virtual Midwinter Meeting, for member engagement.

## 20.0 Councilor’s Update (Bryant)

ACRL Division Councilor Jacquelyn Bryant shared recent resolutions that have been reviewed by ALA Council during their meetings held at the virtual 2021 ALA Midwinter Meeting. They include:

* A resolution to condemn white supremacy and fascism as antithetical to library work ([CD#43](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2043%20Resolution%20to%20Condemn%20White%20Supremacy%20and%20Fascism%20as%20Antithetical%20to%20Library%20Work%20Final_0.pdf)) was passed.
* A resolution on replacing the Library of Congress subject heading “illegal aliens” with “undocumented immigrants” ([CD#44](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Resolution%20on%20replacing%20the%20Library%20of%20Congress%20Subject%20Heading%20Illegal%20aliens%20with%20Undocumented%20immigrants_0.pdf)), which was deferred to June 2021.
* A resolution to classify library workers as a priority workforce in receiving the COVID-19 vaccine ([CD#45](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2045%20Resolution%20to%20Classify%20Library%20Workers%20as%201b%20Workers%20to%20be%20Listed%20as%20a%20Priority%20Workforce%20in%20Receiving%20the%20COVID-19%20Vaccine%20Final.pdf)) passed.
* A resolution in opposition to facial recognition software in libraries ([CD#19.2](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2019.1-19.3%20Intellectual%20Freedom%20Ccommittee%20MW%2021_action.pdf)) passed.
* A resolution on the misuse of behavioral data surveillance in libraries ([CD#19.3](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2019.1-19.3%20Intellectual%20Freedom%20Ccommittee%20MW%2021_action.pdf)) passed.

## 21.0 Future Strategic Planning (Cawthorne)

ACRL Consulting Services Manager Karen Brown was welcomed to the meeting. With the cancelation of the face-to-face Strategic Planning and Orientation Session (SPOS) that was planned in advance of the ACRL 2021 Conference, Brown asked the Board if they are interested in holding a virtual strategic planning meeting. The Board was asked what the meeting would look like and who would be invited to attend.

The Board stated that the goal-area committees are completing a large volume of work and are on-track to have a very successful year.

The Board wondered how the pandemic has impacted existing strategic priorities for the association. It was recommended that the Board could review the FY22 assumptions and other sources to help rethink strategic priorities. It was noted that other organizations and groups have been discussing how COVID will change business practices permanently, and that ACRL could also hold similar discussions. The Board agreed that it would like to discuss the impact of the three pandemics (social/racial, economic, COVID-19).

It was suggested that the Board should also consider current issues, such as advocating for library positions, that come before the Board. Other discussion topics could include reviewing the free memberships for BIPOC library workers, how to onboard the ACRL Executive Director, how to support members with furloughs, what other organizations are doing to support library workers, how to help library leaders mentor incoming leaders.

The Board shared that it would like more time during regular Board meetings to discuss some topics more in-depth.

It was next discussed who should be invited to a strategic planning meeting. The Board suggested that they could have an informal check-in with goal-area leaders before a strategic priority meeting. It was also suggested that Leadership Council could be used to engage all member leaders with strategic planning, and that breakout rooms for the goal-area committee chairs and their Board liaisons could be used. Some Board members suggested inviting the goal-area leaders for part of a strategic planning meeting. There was some concern about the amount of work the goal-area committees are doing, and that if the goal-area leaders are included in a virtual priority setting meeting, that the Board should be mindful of their time.

Overall, the Board agreed to hold a virtual strategic priorities meeting. The presidents will further discuss the meeting and will be in touch with the full Board.

## 22.0 Revised ACRL Statement on Library Positions (Ippoliti) #13.0, #13.1, #13.2

ACRL Director-at-large Cinthya Ippoliti thanked the Board and staff for their feedback on the draft statement. At the November 2020 ACRL Fall Board Virtual Meeting, the Board approved the statement with further refinement.

In November, the Board recommended that the College Libraries Section (CLS) seek input from the University Libraries Section (ULS). Between the November and January meetings, CLS sought feedback from ULS. Ippoliti referred the Board to Doc 13.0, which includes ULS’s feedback. The Board shared that the CLS Executive Committee has voted to go forward with the statement. The Board asked if ULS is okay with the statement only representing college library positions. While ULS advised that the statement does not align with trends in university libraries, they expressed interest in collaborating on future statements with broader appeal.

It was recommended that sources could be added to support the claims made in the statement. The Board wanted to know if ACRL statistics could be used, and if the statement should include full-time employment (FTE) data based on Carnegie Classification. It was advised that perhaps that Value of Academic Libraries (VAL) survey could provide that data, but it was unknown if the VAL survey included staffing questions.

The Board recommended the statement needs clarity between leadership and staff.

Overall, the Board supported the revised statement, but agreed it needs further refinement. Ippoliti and ACRL Director-at-large Kim Copenhaver will share the Board’s feedback with CLS.

## 23.0 ACRL Awards Part II (Julie Garrison, Karen Munro, Chase Ollis) #9.0, #9.1, #9.2

The Board continued its ACRL awards discussion from its Board I Meeting. ACRL President Jon Cawthorne acknowledged that awards are an important part of the profession, especially during the pandemic, but shared that the Board may want to reconsider the awards program. ACRL Past President Lauren Pressley was welcomed to the meeting as a guest.

It was clarified that the pause recommendation is to ensure the sustainability of the awards program and to take in consideration funding sources, staff, and volunteer time. With the current funding model, awards are partly subsidized by other ACRL revenues.

The Board acknowledged that there are concerns about losing sponsors during a one-year pause. It was also acknowledged that sections are valued, and the Board wants to strengthen the awards program for long-term viability. The Board believes that a review could support sustaining and revitalizing the awards program.

ACRL Excellence in Academic Libraries Awards Committee Chair Lauren Pressley acknowledged that the past year has been difficult partly due to ALA staff furloughs. This could be a good time to pause awards like other ALA divisions, such as Core and PLA. It could be an opportunity to infuse ACRL’s Core Commitment to Equity, Diversity and Inclusion throughout the awards program. If a pause was approved, the awards committees would still be appointed so that they could be included as stakeholders to an Awards Task Force.

The Board stated it would support what is best. There was some interest in reviewing the vendor’s role in awards. It was asked if vendors should be included on an Awards Task Force. The Board recommended that it is good to gather vendor input, but there was uncertainty if vendors should serve on the task force.

It was asked if there an alternative way librarians and library workers could be recognized during an awards pause.

If awards were paused for one year, the Board stated that careful communication would be needed.

There was some concern about the tight timeline for the awards task force. The Board acknowledge the ambitious timeline. If approved, appointments for this task force would be expedited.

 ***Motion 1:*** *ACRL Vice-President Julie Garrison moved that the ACRL Board of Directors approves pausing the current awards program and charges a task force to review ACRL’s awards program and make recommendations for its future.*

***Action 1:*** *The ACRL Board of Directors approved pausing the current awards program and charges a task force to review ACRL’s awards program and make recommendations for its future.*

***Charge & Tasks:****Review ACRL's awards program. Gather input from each award committee to understand the history and the achievements each award is working to recognize. Seek input from a broad cross-section of ACRL members (including those not currently serving on award juries or involved with the nomination process) and non-member academic library workers to understand how meaningful the ACRL awards program is to our communities. Conduct an environmental scan of other associations to discover alternate models and benchmark effective practices for recognizing achievement.*

*Address the following questions:*

* *What value do members derive from the current awards program?*
* *Are current funding mechanisms sustainable to support awards into the future?*
* *Where is there overlap in awards?*
* *Are there professional gaps that the current awards program does not address?*
* *Do ACRL awards programs benefit ACRL’s diverse group of members and do they further our Core Commitment to equity, diversity, and inclusion (EDI)?*
* *Are there other models ACRL should consider adopting to recognize achievement that would provide value to members of the profession, their libraries, and the communities they serve?*
* *Based upon this review, make a recommendation on the future of the ACRL awards program.*

***Composition:***

* *Chair - a current or recent chair or Board liaison of one of the award committees*
* *1 current EDI committee member*
* *Board Liaison*
* *Staff Liaison*
* *A cross-section of 8-10 ACRL members representing various stake-holder groups*
* *Additional member appointments at the discretion of the Vice-President/President-Elect*

***Timeline:***

* *Task force terms: February 1, 2021 – January 31, 2022*
* *Interim reports submitted: June 2021*
* *Final report: November 2021*

***Motion 2:*** *ACRL Vice-President Julie Garrison moved that, in addition, the ACRL Board of Directors approves that:*

* *ACRL makes award committee appointments for program year 2021-2022 (July 1, 2021-June 30, 2022) and encourages all section award committees to do so.*
* *While committees pause promoting and jurying the awards they oversee, committee members be asked to work with their chair (or designee) to provide input and reaction to the work of the task force.*

***Action 2:*** *The ACRL Board of Directors approved that:*

* *ACRL makes award committee appointments for program year 2021-2022 (July 1, 2021-June 30, 2022) and encourages all section award committees to do so.*
* *While committees pause promoting and jurying the awards they oversee, committee members be asked to work with their chair (or designee) to provide input and reaction to the work of the task force.*

## 24.0 New Business (Cawthorne)

ACRL President asked the Board their preference on informal activities while the Board meets remotely. The Board stated that it is important to develop trust through informal conversations and that social activities are important but acknowledged that Zoom can be exhausting. The Board agreed that informal meetings would be valuable. The virtual social meetups could include ice breakers and polls, but it was recommended that meetups should be informal and not include a planned activity, such as a game night.

## 25.0 Executive Session (Cawthorne)

The Board adjourned to Executive Session at 3:14 p.m.

## 26.0 Adjournment (Cawthorne)

ACRL President Jon Cawthorne adjourned the meeting at 3:30 p.m.

*-Board II proceedings submitted by ACRL Program Manager for Strategic Initiatives Allison Payne.*