

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

ALA Annual Conference

Saturday, June 22, 2019

1:30–5:30 p.m.

Washington Hilton, Holmead Meeting Room

Board: Lauren Pressley, Karen Munro, Cheryl A. Middleton, Carolyn Henderson Allen, LeRoy Jason LaFleur, April D. Cunningham, Emily Daly, Jeanne R. Davidson, Caroline Fuchs, Beth McNeil, Lori J. Ostapowicz-Critz, Mary Ellen K. Davis

Not present: Faye A. Chadwell, Kelly Gordon Jacobsma

Guests: Jill Becker, Nicole Brown, Ryan Clough, Karen Downing, Elizabeth Galoozis, Anne Grant, Jolie Graybill, Nathan Hall, Holly Mercer, Carrie Russell, Yasmeen Shorish, Jim Teliha

Staff: Mark Cummings, Sara Goek, Kara Malenfant, Erin Nevius, Allison Payne, Mary Jane Petrowski

Board I Proceedings - Draft**1.0 Call to order (Pressley)**

ACRL President Lauren Pressley called the meeting to order at 1:30 p.m.

2.0 Opening remarks/review of ground rules (Pressley)

Pressley welcomed everyone to the meeting, and asked for guests to introduce themselves to the Board.

3.0 Adoption of the Agenda (Pressley)

The Board adopted the agenda as presented.

4.0 Goal-area Committee Updates (Pressley) #3.0**4.1 Research and Scholarly Environment Committee (Yasmeen Shorish, Nathan Hall) #3.1**

Research and Scholarly Environment Committee Chair Yasmeen Shorish and Vice-Chair Nathan Hall were welcomed to the meeting. The chairs began the discussion by sharing that the research agenda, "[Open and Equitable Scholarly Communications: Creating a More Inclusive Future](#)," was released June 12, 2019. The research agenda was promoted on ACRL marketing channels, [American Libraries](#), and on Choice's podcast [The Authority File](#). The research agenda is also being promoted at conferences, including the upcoming International Federation of Library Associations and Institutions (IFLA) Congress in Athens, Greece. ACRL is

allocating \$30,000 in research grants for the research agenda, and the committee will be coordinating the grants distribution.

The chairs asked the Board how the research agenda could be used by ACRL sections. Sections complete an annual Plan for Excellence Implementation Report, where they report on activities with alignment to the strategic plan. The Board and goal-area chairs will receive a copy of this report in the fall.

The [ACRL Policy Statement on Open Access to Scholarship by Academic Librarians](#) was approved by the Board in April 2019. The chairs asked the Board if there would be follow-up on the Twitter feedback regarding ALA's publishing practices in relation to the open access statement and author rights. ACRL Executive Director Mary Ellen Davis advised that ACRL staff would follow-up with ALA Publishing staff following conference. The chairs expressed interest in continuing this discussion after ACRL staff meets with ALA Publishing staff.

The Board thanked Shorish and Hall for their leadership and for the success of the research agenda.

5.0 Project Outcome (Sara Goek) #4.0, #5.0

Sara Goek, ACRL Program Manager, was welcomed to the meeting. Goek reported that Project Outcome for Academic Libraries (POAL) successfully launched at the ACRL 2019 Conference. The response has been great, with over one-thousand survey submissions.

Staff has received some feedback since the launch, and Goek is working with the web developer to improve the POAL website. The Board asked for more information on the feedback and changes. Goek shared that there will be some improvements for international users, including new questions, more translations, and benchmarking. The web developers are also working to ensure that all data protection rules and regulations are in compliance.

The Board asked what types of libraries are participating in the survey. Goek reported that there has been interest in the survey from all library types. She has led recent workshops with a community college and a few medical libraries.

Goek referred the Board to the action request to establish a new editorial board:

Name: ACRL Project Outcome for Academic Libraries Editorial Board

Charge: The editorial board is charged to serve in an advisory capacity to ACRL staff regarding Project Outcome for Academic Libraries resources and investments.

Specific Tasks:

- Review feedback compiled by ACRL staff from Project Outcome users in order to:
 - Advise on creation and revision of resources.
 - Advise on development of new online or in-person training materials.
 - Advise on changes to existing surveys if necessary (these should be minimal, because any major changes would compromise existing data).
 - Advise on need to add additional surveys (for example, making some of the surveys developed by PLA available to academic library users, or adding/developing a new survey topic if feedback suggests it's something users want).
 - Advise on investment and prioritization of improvements and new features in the toolkit.

Proposed Membership:

Specific Requirements of Membership Composition:

- 6-8 members, in addition to a chair and ex officio members. Members should ideally represent the main institution types (community colleges, baccalaureate colleges, master's granting institutions, universities, and independent research libraries)
- Members serve two-year, renewable terms
- All members should:
 - Hold ACRL membership
 - Be active users of Project Outcome for Academic Libraries to ensure they are familiar with the intent and functionality of the system
 - Have broad knowledge of outcome measurement and other library data collection and analysis methods
- It is recommended that the group include liaisons or ex officio members to represent: Value of Academic Libraries committee; Student Learning and Information Literacy Committee; Trends & Statistics Editorial Board

Motion: *ACRL Director-at-large Jeanne Davidson moved, and it was seconded, that the ACRL Board of Directors approves the Project Outcome for Academic Libraries Editorial Board with the included charge.*

Action: *The ACRL Board of Directors approved the Project Outcome for Academic Libraries Editorial Board with the included charge.*

The Board thanked Goek for her leadership to ensure the successful launch and implementation of Project Outcome for Academic Libraries.

6.0 ALA Board Liaison Update (Karen Downing)

ALA Board liaison Karen Downing was welcomed to the meeting. Karen began by stating that FY19 is the first year of the three-year investment budget, and that a \$2.4 million deficit was budgeted for the ALA General Funds and that an additional unplanned \$1.2 million was already expended due to high A/V costs at the 2019 ALA Midwinter Meeting. Currently ALA is now expecting a \$3.6 million deficit for the General Funds in FY19. Actuals to date for ALA include a \$1.2 million unplanned operating deficit

Downing shared the news that the ALA Board approved in December of 2018 signing a letter of intent with an external firm to purchase the 40 and 50 E. Huron properties owned by ALA. In addition the Board authorized management to identify an appropriate property to lease for ALA's new headquarters space. A north Michigan Avenue location was identified, and staff are working with an architect to design the new space. A lease will not be executed until the sale of the building is final. The sale of the building should close in September 2019. The buyer has through early September to negotiate contingencies.

The Board expressed some concerns regarding financial planning, and asked Downing what would happen if the building sale does not go through. Downing replied that the commercial real estate firm will continue to work with ALA to find another buyer if the first offer falls through.

The ALA Steering Committee on Organizational Effectiveness (SCOE) released its recommendations for reorganization prior to Annual. There are several opportunities for feedback at Annual. Downing shared that

2016-18 ALA Treasurer Susan Hildreth will chair a new financial implication group. Downing asked the Board for its feedback on the proposed model. The Board asked for clear communication for members, as SCOE continues its work. The Board also asked whether SCOE is considering EDI as it develops its models. Downing reported that she is not aware of the current models do not take into consideration EDI.

Downing also reported that ALA is moving forward with a conference redesign for future ALA Midwinter Meetings. Downing shared that there will be a soft rollout in January 2021 and full implementation in January 2022. The new January event will cover two major themes: Leadership, Strategy & the Future and books, as well as literacy, multimedia collections, readers advisory services to children, teens and adults.

One model includes two co-located events that could intermingle. The ALA Conference Committee welcomes feedback on potential changes. The Board asked if there will be new information shared with models, since the concept was shared at the 2019 Midwinter Meeting. Downing referred the Board to her talking points and stated that she would ask the ALA Board to share more plans with membership. The Board advised there is not programming or a draw for academic librarians, then ALA may lose some of its vendors at future Midwinter Meetings.

ACRL President Lauren Pressley thanked Downing for her update. Downing shared that it has been a pleasure serving as ACRL's ALA Board liaison and that this will be her final year on the ALA Board.

7.0 Goal-area Committee Updates (Pressley) #3.0

7.1 Value of Academic Libraries Committee (Holly Mercer, Jill Becker) #3.2

ACRL Value of Academic Libraries Committee Chair Holly Mercer and Vice-Chair Jill Becker were welcomed to the meeting. The committee has been promoting the research agenda, *Academic Library Impact: Improving Practice and Essential Areas to Research*. The research agenda was released in 2017, prior to the committee updating its goals and objectives to include equity, diversity and inclusion (EDI). The chairs stated that the research agenda does not currently incorporate EDI.

The committee is interested in making progress on its new EDI goals. Potential EDI projects include interviews with librarians to understand EDI initiatives taking place on campuses and engaging non-librarian researchers and practitioners in webinars to talk about EDI and student success. The committee would like to blog about the interview after they are completed. The committee is also interested in pursuing a larger, to-be-determined EDI initiative, and has some interest in hiring a consultant to help identify a project.

ACRL Associate Director Mary Jane Petrowski advised that the ACRL Academic Library Trends and Statistics Survey Editorial Board is exploring adding EDI questions to its survey. The editorial board is meeting at Annual and Petrowski will share more details with the Value of Academic Libraries Committee following conference.

Mercer next shared with the Board that the committee is reviewing the Value of Academic Libraries [blog](#) and research agenda's [data visualization tool](#). These tools may no longer be as useful as when they were launched, so the committee is exploring if they should be retired. ACRL Executive Director Mary Ellen Davis advised that ALA is in the process of completing a digital asset inventory to identify outdated materials. ACRL would be open to sunsetting sites if the committee found they are no longer useful for academic librarians.

The chairs discussed with the Board the appropriate size of the committee. Becker plans to monitor the committee's effectiveness in the coming year and will work with the incoming Vice-President if the committee size needs adjusted for the next cycle.

Pressley thanked Mercer and Becker for their discussion with the Board.

7.2 Student Learning and Information Literacy Committee (Elizabeth Galoozis, Nicole Brown) #3.3

ACRL Student Learning and Information Literacy Committee (SLILC) Chair Elizabeth Galoozis and Vice-Chair Nicole Brown joined the meeting. The committee has seven project teams: Framework Resources; Conference Program Planning, Discoverability of Committee Resources; Professional Development; Strategic Partnerships in Higher Education; Curricular Design and Sustainability; and Assessment of Student Learning.

At SPOS 2018, the chairs worked to create a revised Plan for Excellence Student Learning goal: Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning. The committee has been completing an internal analysis for this goal, which includes identifying possible projects that could be sunset. The chairs stated that it was helpful to transition management of the Framework Sandbox to the ACRL Instruction Section (IS).

The committee plans to continue its column in *C&RL News*, as well as the Framework toolkit. The committee asked the Board how to best infuse equity, diversity and inclusion (EDI) into its professional development programming.

The Student Learning Committee had a successful discussion forum at Annual, which included twenty-three attendees.

The chairs thanked ACRL President-elect Karen Munro for working with them to appoint a smaller, more manageable committee. The chairs discussed with the Board leadership transition best practices and asked if there was a venue for sharing of transitional knowledge. The Board supported this idea and advised that the upcoming SPOS meeting in October might work, as goal-area and EDI chairs and vice-chairs will be invited to attend in-person.

The Board agreed to share with the SLILC information about the appointment of a new Immersion Faculty Coordinator, which the Board will consider in a later Executive Session. The purpose of this notification would be to increase the connections between the two groups.

7.3 New Roles and Changing Landscapes Committee (Anne Grant, Jolie Graybill) #3.4

New Roles and Changing Landscapes Committee (NRCL) Chair Anne Grant and Vice-Chair Jolie Graybill joined the Board meeting to discuss the committee's progress advancing the ACRL Plan for Excellence. The committee is working on its change management workbook with contracted instructional designers. The course's goal would be to help facilitate conversations on campus and to help librarians navigate change at their institutions. NRCL is also working with the instructional designers on an OER RoadShow. The Board asked for the timeline of the project. Grant advised that the instructional designers are contracted through January 2020, so the committee expects the change management workbook to be completed by Midwinter 2020.

The chairs shared that it is interested in possibly creating resources to help libraries employ a diverse workforce.

The CUPA-HR job descriptions are almost completed, and the committee has been working closely with the CUPA staff. The final recommendations will be shared with Board after Annual and will be published in November 2019.

The Board asked the chairs if the committee size has worked well this year. The chairs stated that the committee has worked well together and has had overall good engagement.

The Board shared that other goal-area chairs expressed an interest in transition planning, and that this might be done at SPOS. The chairs agreed this was a good idea.

8.0 ALA Council Committee on Legislation (Jim Teliha) #10.0

Pressley welcomed ALA Council Committee on Legislation member Jim Teliha to the meeting. Teliha reported that there have been some recent structural changes for ALA's advocacy office. The ALA Washington Office has been renamed as the ALA Public Policy and Advocacy (PPA) Office. It is expected that the new structure will better facilitate federal advocacy efforts.

Teliha reported that the Institute of Museum and Library Services (IMLS) was reauthorized for another ten years. In July, the senate will review appropriations. Budget cuts are expected, but PPA is optimistic about library funding.

Because the ALA Annual Conference was held in Washington, DC, the decision was made not to hold a separate National Library Legislative Day (NLLD) in 2019. PPA plans to resume NLLD in in spring 2020. In 2019, PPA hosted a fly-int for advocacy leaders and the office plans to continue this in 2020.

Teliha reported that PPA is monitoring Census 2020 planning and its possible implications for libraries. PPA is staying apprised on if a citizenship question will be included and has develop resources for libraries if this happen. ACRL Executive Director Mary Ellen Davis advised that PPA has contracted with ACRL to provide the Census training for librarians.

ACRL Division Councilor LeRoy LaFleur reported that Council is expecting a resolution regarding CIA recruitment at ALA Conferences. LaFleur also advised that the ACRL Government Relations Committee would like to coordinate more with PPA in the coming year.

Pressley thanked Teliha for giving and advocacy update to the ACRL Board.

9.0 ARL Senior Director of Public Policy and General Counsel (Ryan Clough) #13.0

Newly hired Association of Research Libraries (ARL) Senior Director of Public Policy and General Counsel Ryan Clough was welcomed to the meeting. Prior to joining ARL, Clough worked for the copyright coalition and was a litigator. Clough shared that he is new the library world, and that he believes there are many opportunities for librarians to increase advocacy for public values. He believes that privacy, open access, copyright and data regulation are going to be key areas of focus in the coming years. Clough is carefully monitoring Section 108 of the U.S. Copyright Act.

The Board agreed that data privacy will continue to be an area for advocacy. Executive Director Davis pointed out the need to balance privacy with the benefits of some learning analytics which use data to improve student success. Davis suggested that Megan Oakleaf would be a good contact for Clough regarding learning

analytics and data privacy. The Board also shared that the Library Bill of Rights Privacy section is being reviewed at Annual.

Pressley thanked Clough for meeting with the Board.

10.0 Consent Agenda (Pressley) #2.0

Motion: *ACRL Director-at-large Jeanne Davidson moved, and it was seconded, that the ACRL Board of Directors approve the consent agenda as presented:*

Confirmation of Virtual Votes:

- 10.1 2019 Midwinter Proceedings
- 10.2 2019 Spring Board Proceedings
- 10.3 Transition of Sandbox Management from SLILC to Instruction Section
- 10.4 FY20 Dues
- 10.5 Revised charge for the ACRL Equity, Diversity and Inclusion Committee
- 10.6 ACRL Policy Statement on Open Access to Scholarship by Academic Librarians
- 10.7 Guidelines for Standardized Holdings Counts and Measures for Archival Repositories and Special Collections Libraries

New Consent Agenda Items:

- 10.8 Immersion 20th Anniversary Resolution #2.2, #2.2a
- 10.9 Renew Technical Services Interest Group #2.3, #2.3a, #2.3b
- 10.10 Renew Contemplative Pedagogy Interest Group #2.4, #2.4a, #2.4b
- 10.11 2019 ACRL Legislative Agenda #2.5, #2.5a
- 10.12 Renew Access Services Interest Group #2.6, #2.6a

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

11.0 Officers' Reports

The officers referred the Board to the written reports included in the packet. As there were no question, the Board moved to the next agenda item.

- President's Report (Pressley) #1.1
- Vice-President's Report (Munro) #1.2
- Past-President's Report (Herold) #1.3
- Councilor's Report (LaFleur) #1.4
- Executive Director's Plan for Excellence Activities Report (Davis) #1.5, #1.6

12.0 Appointments Board Working Group (Daly)

The Board created an Appointments Board Working Group at the 2018 fall SPOS meeting. The working group convener ACRL Director-at-large Emily Daly began the discussion. The working group's charge was to, "review the appointments process for more inclusive language and transparency in the process." Daly reported that the accomplishments implemented for the current appointment's cycle included the addition of optional demographics questions to the online form, updates to the volunteer page to include EDI, and the inclusion of

slides about EDI in the orientations held for appointing authorities. This year, staff compiled for the first time a list of volunteers who had not been appointed in the past, which was another metric that helped the Appointments Committee in their review of applications. The working group also updated the letter that will be sent to non-appointed volunteers to include additional ways to be involved. ACRL President-elect Karen Munro is working on a post-appointments' report out for membership.

Daly advised that the working group hopes that the data analysis that was completed this year continues for future cycles. As this was the first year to include optional demographics questions and appointments are made with staggered terms, it will take a couple of years before a fuller demographics picture can be analyzed.

The working group is looking forward to the forthcoming IT improvements planned by ALA and hopes this allows for more efficient and robust reporting and analysis for the appointments process. The working group is also interested in learning more about how other associations handle their appointments process.

The Board recommended that ACRL could network with the ALA ethnic caucuses, JCLC Conference, and HCBUs for next year to increase the diversity of the volunteer pool. ACRL President-elect Karen Munro will work with incoming President-elect Jon Cawthorne on transition planning for appointments.

The Board asked if volunteers are aware of expectations if they are appointed and if there are virtual opportunities. Appointees do not need to attend in-person conferences and this is stated on the ACRL website and is conveyed during orientations. The Board expressed interest in helping members understand the face-to-face participation is not typically required and that it is advantageous to move to year-round work, rather than clustering it around the January and June meetings of ALA. There is limited support for blended meetings at ALA conferences. Staff will look into best practices for virtual meetings to share with members.

13.0 Special Presidential Recognition Award Criteria (Pressley) #14.0, #14.1

Motion: *ACRL Director-at-large Beth McNeil moved that the ACRL Board of Directors approves the revisions to the Special Presidential Recognition Award in as noted in Doc 14.1.*

The Board discussed if this award should continue, as this award has rarely been issued. The Board agreed that there are other ways to thank volunteers, and there was overall support to rescind the award.

Action: *The ACRL Board of Directors **did not approve** the revisions to the Special Presidential Recognition Award in as noted in Doc 14.1.*

New Motion: *ACRL Director-at-large Emily Daly moved, and it was seconded, that the ACRL Board of Directors rescinds the Special Presidential Recognition Award.*

New Action: *The ACRL Board of Directors rescinded the Special Presidential Recognition Award.*

14.0 New Business (Pressley)

Pressley stated that the Board would like ACRL to explore best practices for virtual meeting participation, as virtual participation is expected to increase when the reimagined ALA Midwinter is launched. ACRL IS and DSS has offered to work with ACRL on best practices, and staff will follow-up with section leaders following Annual.

The Board asked if there be an opportunity for ALA to amend its timeline for face-to-face meeting requests at ALA conferences. ACRL Division Councilor LeRoy LaFleur shared that he has been participating in an ALA Virtual Meetings Task Force.

LaFleur advised that ALA Council Forum I will be this evening. Council is expecting to review resolutions on recruitment at ALA Conferences; in defense of the free speech of supporters of the movement for Palestinian rights (CD#49). Council is also expecting to review revisions to the interpretations of the Library Bill of Rights.

Editor's note: At Council I, a resolution in defense of the free speech of supporters of the movement for Palestinian rights ([CD #49](#)) was referred to the Legislation, Intellectual Freedom, and International Relations Committees for review; follow-up is expected at Midwinter in Philadelphia. At Council I and II, Council approved thirteen revised [Interpretations of the Library Bill of Rights](#).

15.0 Open Microphone

As there were no guests for open microphone, the Board moved to the next agenda item.

16.0 Adjourn to Executive Session

17.0 Immersion Program Coordinator #2.1, #2.1

The Board discussed and took action on the appointment of an Immersion Program Coordinator.

Editor's note: The Board approved the appointment of Daisy Benson as the Immersion Facilitator Team Coordinator. Benson's two-year term will begin upon the conclusion of the 2019 ALA Annual Conference and end at the conclusion of the 2021 Annual Conference.

18.0 Standards Roadshow Presenter Coordinator #19.0, #19.1, #19.2

The Board discussed and took action on a recommendation for the Standards Roadshow Presenter Coordinator.

Editor's note: The Board approved the appointment of Andrea Falcone as the Standards for Libraries in Higher Education Roadshow Presenter Coordinator for a three-year term beginning July 1, 2019.

19.0 Executive Director Review (Pressley) #15.0

The Board completed the ACRL Executive Director Review.

20.0 Adjournment

ACRL President Lauren Pressley adjourned the meeting.



Association of College and Research Libraries

Board of Directors Meeting II

ALA Annual Conference

Monday, June 24, 2019

1:30–4:30 p.m.

Washington Hilton, Rock Creek Meeting Room

Board II Proceedings - Draft

Board: Lauren Pressley, Karen Munro, Cheryl A. Middleton, Carolyn Henderson Allen, LeRoy Jason LaFleur, Faye A. Chadwell, April D. Cunningham, Emily Daly, Jeanne R. Davidson, Caroline Fuchs, Beth McNeil, Lori J. Ostapowicz-Critz, Mary Ellen K. Davis

Not present: Kelly Gordon Jacobsma

Guests: Jacquelyn A. Bryant

Staff: David Free, Kara Malenfant, Allison Payne, Mary Jane Petrowski

19.0 Call to order (Pressley)

ACRL President Lauren Pressley called the meeting to order at 1:33 p.m.

20.0 Opening remarks/review of ground rules (Pressley)

Pressley thanked the Board for their attendance and participation during their meetings at Annual.

21.0 Adoption of Agenda II (Pressley)

The Board agreed to discuss effective virtual meeting practices during agenda item 28.0 New Business.

The Board approved its agenda.

22.0 Budget and Finance (Allen)

22.1 FY19 3rd Quarter Report #6.0, #6.1, #7.0

ACRL Budget and Finance Chair Carolyn Henderson Allen began the third-quarter report discussion by sharing that the ACRL 2019 Conference in Cleveland, Ohio was a financial and programmatic success. Net revenues for the conference were better than budgeted but are not projected to exceed budgeted net as much as in previous years.

Allen reported that there is a planned year-end deficit of about -\$550,000. The ACRL long-term investment (LTI) fund ended the third quarter at just over \$5 million. ACRL has budgeted to receive the LTI appreciation at the end of FY19.

The Choice third-quarter report had a larger than planned deficit due to writing off the Open Choice project, which will not continue. Print advertisements have decreased, but Choice staff are working on developing new products to offset revenue losses.

22.2 ACRL Friends Fund (Allen/Petrowski) #28.0

Budget & Finance Chair Carolyn Allen reported to the Board that to further underscore ACRL's core commitment the Budget & Finance Committee recommended to the Board to expand the definition of ACRL's advancement fund.

Motion: *ACRL Budget and Finance Chair moved that the ACRL Board of Directors approves revising the purpose of the ACRL Friends Advancement Fund as shown below:*

The ACRL Advancement Fund broadly supports the activities of ACRL with a focus on initiatives and programs that advance the priorities, goals, and core commitment of the division. This includes programs and initiatives that strengthen ACRL's influence in higher education and research and dedication to creating diverse and inclusive communities in the Association and in academic and research libraries."

Action: *The ACRL Board of Directors approved revising the purpose of the ACRL Friends Advancement Fund as shown below:*

The ACRL Advancement Fund broadly supports the activities of ACRL with a focus on initiatives and programs that advance the priorities, goals, and core commitment of the division. This includes programs and initiatives that strengthen ACRL's influence in higher education and research and dedication to creating diverse and inclusive communities in the Association and in academic and research libraries."

22.3 ACRL 2019 Colleagues Report (McNeil/Davis) #22.0, #22.1

ACRL Director-at-large and ACRL 2021 Conference Chair referred the Board to the ACRL 2019 Colleagues report included in the packet. McNeil thanked the ACRL 2021 Colleagues Committee Co-Chairs John P. Culshaw and Julia M. Gelfand for their excellent fundraising work. The ACRL 2019 fundraising goal was exceeded, despite difficulties in fundraising due to changes in the vendor landscape. Co-Chair Julia M. Gelfand will continue as co-chair for the ACRL 2021 Conference that will be held in Seattle. In her role as co-chair, Gelfand will mentor a potential co-chair for future conference fundraising.

The ACRL 2019 Conference had an overall positive net. The net is projected to be lower than in previous years due to several reasons, including lower than budgeted revenue from exhibits, increased costs for programming, and only a modest increase for the registration fee.

McNeil concluded her report by thanking the ACRL Board of Directors for their work in thanking donors in-person at the ACRL 2019 Conference.

22.4 FY20 Budget recommendation (Allen) #8.0, #8.1, #8.2, #8.3, #30.0

Allen referred the Board to the motion to approve the FY20 Budget for ACRL and CHOICE and noted that the Budget and Finance Committee is recommending a FY20 budget that includes an additional \$30,000 to support equity, diversity and inclusion initiatives, increasing the negative net.

Motion: *ACRL Budget and Finance Chair Carolyn Henderson Allen moved that the ACRL Board of Directors approves the Budget and Finance Committee's recommendation for the ACRL FY20 budget with:*

- ACRL Revenues \$2,572,017
- ACRL Expenses ~~\$3,499,930~~ ~~\$3,469,930~~
- ACRL NET ~~(\$927,913)~~ ~~(\$897,913)~~
- Choice Revenues \$2,679,271
- Choice Expenses \$2,668,331
- Choice NET \$10,940

Action: The ACRL Board of Directors approved the Budget and Finance Committee's recommendation for the ACRL FY20 budget with:

- ACRL Revenues \$2,572,017
- ACRL Expenses ~~\$3,499,930~~ ~~\$3,469,930~~
- ACRL NET ~~(\$927,913)~~ ~~(\$897,913)~~
- Choice Revenues \$2,679,271
- Choice Expenses \$2,668,331
- Choice NET \$10,940

23.0 ALA SCOE (Daly) #12.0, #12.1, #12.2

ACRL Director-at-Large and ALA Steering Committee on Organizational Effectiveness (SCOE) member Emily Daly began the SCOE discussion. Daly shared that SCOE is recommending that ALA divisions adopt a similar model that mirrors the proposed structure for ALA. There are three proposed committees that would support the work of the ALA Board: Nominating Leadership Development Committee, Policy Development Committee, and Finance Audit Committee. The Board asked if its goal-area and division-level committees could continue in the new structure. Daly advised that there would be a home for committees, but they may have a slightly different structure and name within the proposed categories of Advisory Communities, Working Groups, and Communities of Practice/Engagement/Interest. SCOE hopes that a common nomenclature throughout the organization will help simplify ALA.

SCOE is considering a recommendation to no longer allow sections to have elections, as SCOE has heard feedback from roundtable staff that elections require significant staff support. Daly asked how much time is spent on elections for ACRL staff. ACRL Executive Director Mary Ellen Davis advised that ACRL section elections are well managed by staff but do take staff time. ACRL interest and discussion groups are more autonomous and require minimal staff support. Davis suggested that an alternative to not allowing elections would be to allow sections to hold their own elections in a less formal way the way Interest Groups do. Daly advised that SCOE is planning to have more discussions with division regarding elections.

The Board asked Daly if SCOE is aware that academic librarians need committee service on their CV for tenure status. Daly advised that SCOE is aware of this need. Similarly, public librarians often need committee service in order to receive travel funding. The Board discussed if there is an opportunity for ALA/ACRL to influence the requirements for tenure if there are less opportunities for committee service. There was overall agreement that ALA/ACRL does not influence the tenure process and that academic librarians will need to abide by institutional guidelines.

The Board next asked Daly for more information on the implementation committee. There are already ACRL units, such as RBMS, who are interested in volunteering for an implementation committee. Daly advised that this committee will most likely be appointed by incoming ALA President Wanda Kay Brown and may be in place

by January 2020. In September 2019, SCOE is planning to ask divisions for their implementation plans that will be shared with the forthcoming implementation committee.

The Board discussed if it should communicate with ACRL members about possible implications of the SCOE model. There was some agreement that it might be better to wait until there is more guidance on divisions from SCOE. The Board discussed if it would be beneficial to publish a statement for members stating that the Board is monitoring closely the work of SCOE and will keep members updated as information is available. The Board agreed that it wanted to draft a message for ACRL Insider letting members know that the Board is staying apprised on the work of SCOE and that more information on divisions will be shared after SCOE's meeting in September.

The Board wanted more clarity on the composition of the proposed Division Leadership Assembly, and how many representatives each division would have. The Board asked if larger divisions would have more members on the assembly. Some of these questions do not yet have answers as SCOE is still working and some of the details may well be worked out by the implementation team.

The Board thanked Daly for serving on SCOE.

24.0 FY21 Budget Preliminary Discussion (Allen) #11.0, #12.0, #22.0, #22.1 #24.0, #24.0, #25.0, #26.0, #27.0, #29.0

ACRL Budget and Finance Chair Carolyn Henderson Allen referred the Board to the accompanying documents in the packet. Since FY15, ACRL has spent down much of its \$5 million net asset balance to invest in programs and services to support members. ACRL is projected to have approximately \$2 million in its net asset balance at the end of FY20. FY19 actuals are performing better than the budgeted -\$500,000 deficit, so it is possible that ACRL will end FY19 ahead of budget. There are some trends in revenues, such as decreased revenue for publications, membership dues and advertisements, that staff will continue to closely monitor. The ACRL Conference has a modest net, and staff will continue to budget the conference with a positive net.

Allen shared that during the ACRL Budget and Finance Committee's discussions at Annual, some committee members recommended the high-risk scenario, where ACRL would only keep \$1.7 million (i.e., four months of reserves) in its net asset balance. The Board asked if the recommended amount for ACRL's net asset balance should be based on revenue or expenditures, and it was clarified that recommendation should be based on expenditures. Some Board members expressed interest in being more conservative, and advised that ACRL should have at least six months of expenditure in its net asset balance.

Allen advised that the Board should have a preliminary discussion on where ACRL should invest its net asset balance for FY21. The Board shared that it would like to start thinking about sustainability now, and that changes should be done in a phased approach if possible. The Board wants to continue supporting its goal-area committees, but wants to be strategic in budgeting. The next ACRL Conference in 2021 will be held in Seattle, and the Board agreed that ACRL should be prepared for high costs, such as for hotels and A/V, for Seattle.

It is expected that the ALA Operating Agreement will be reviewed in the coming year. Wanda Kay Brown, 2019–2020 ALA President, will be appointing the financial committee that will be reviewing the Operating Agreement and other financial implications from the ALA reorganization.

In the fall, the Budget and Finance Committee will develop the FY21 Assumptions for the Board to review at its 2019 Fall Board Virtual Meeting.

25.0 ACRL Equity, Diversity, and Inclusion (EDI) Initiatives (Pressley) #3.0, #31.0, #32.0

The Board resumed its discussion on the reports from the focus groups conducted at the ACRL 2019 Conference and agreed that the Equity, Diversity and Inclusion (EDI) Committee and Community and Junior College Libraries Section (CJCLS) should receive the EDI and community college focus group summaries with identifying information removed.

The Board discussed branding for EDI and whether an EDI logo should be developed for the Core Commitment. Some Board members felt that a logo would be too similar to a badge and could falsely convey that EDI work has been completed. The Board also considered if it would be implied that items without a logo are not inclusive. There was some agreement that an EDI logo could highlight how ACRL is infusing EDI in its work.

The Board agreed that regular communication on EDI is important, and that ACRL could report out more on programs and services that incorporate EDI. For example, ACRL could issue a statement with an EDI lens on the newly published research agenda, *Open and Equitable Scholarly Communications: Creating a More Inclusive Future*. The Board also considered highlighting ACRL membership groups and sharing EDI activities listed in the PEAR. Overall, there was agreement that there could be more communication on EDI, but that it wanted to wait until the EDI Committee had reviewed the focus group report's recommendations.

Some Board members wanted more information on the ACRL Diversity Alliance. The DA was created mainly to support institutions and residency coordinators, rather than the individual residents as it was expected the institutions were providing that support as well as ACRL's Residency Interest Group.

ACRL is exploring the possibility of jointly applying for an IMLS grant with ARL, PLA and ODLOS. Each organization is planning to budget \$30,000 each for a total of \$90,000 to develop an EDI framework for librarians. The \$90,000 would allow work to start immediately and not wait for the next IMLS grant cycle. Then the work could inform future work together. In the summer, the group will finalize a purpose statement and possible action plan for developing a competency framework. The Board recommended that future work could include developing EDI training with the perspective of people of color and to suggest ways to respond to microaggressions.

26.0 Academic Librarians Standards and Guidelines Review Task Force (Chadwell) #9.0

ACRL Director-at-large Faye Chadwell and liaison to the task force asked the Board if it had any questions on the task force's interim report. The Board asked for more information on "faculty status being aligned with instructional roles often leaves out other librarians." Chadwell advised that this may be referring to catalogers, but can check with the task force for clarification. There was also a comment that the task force may want to address the varying tenure requirements at different institutions.

27.0 Councilor's Report (LaFleur)

ACRL Division Councilor LeRoy LaFleur shared that DeEtta Jones, founder and principal of DeEtta Jones and Associates led a facilitated discussion using a social justice lens on bias and the culture of Council at the Council I meeting held on June 23, 2019.

During the Council II meeting, held on June 24, 2019, Lessa Kanani'opua Pelayo-Lozada, chair of the Steering Committee for Organizational Effectiveness (SCOE), and Jim Meffert, consultant from Tecker International, shared SCOE's preliminary recommendations with Council. During the discussion, Council acknowledged the need for organizational change and recommended more communication to members on implications for potential changes. Council also expressed concern about a simplified structure and how it would impact tenure

track academic librarians. Council wanted more information on how elections and appointments will work in the new model, and wanted to know how different groups will be represented on committees and other groups.

Also during Council II, Council approved a motion ([CD#25.1](#)) to clarify language in the ALA Bylaws regarding the status of a councilor of a division or round table going through the discontinuance process. Council is also expecting a report from the Online Participation Task Force that would address quorums for online voting.

LaFleur reported that ALA Council approved during its Council II meeting, held on June 24, 2019, five interpretations to the Library Bill of Rights:

- “Library-Initiated Programs and Displays as a Resource: An Interpretation of the Library Bill of Rights” ([CD#19.7](#))
- “Diverse Collections: An Interpretation of the Library Bill of Rights” ([CD#19.8](#))
- “Minors and Online Activity: An Interpretation of the Library Bill of Rights” ([CD#19.9](#))
- “Privacy: An Interpretation of the Library Bill of Rights” ([CD#19.10](#))
- “User-Generated Content in Library Discovery Systems: An Interpretation of the Library Bill of Rights” ([CD#19.11](#))

LaFleur advised that Council will be reviewing further interpretations at its Council III meeting tomorrow on June 25, 2019.

Editor’s note: Council approved, at its June 25, 2019 Council III meeting, the following interpretations to the Library Bill of Rights:

- “Education and Information Literacy: An Interpretation of the Library Bill of Rights” ([CD#19.13](#))
- “Economic Barriers to Information Access: An Interpretation of the Library Bill of Rights” ([CD#19.14](#))
- “User-Initiated Exhibits, Displays, and Bulletin Boards: An Interpretation of the Library Bill of Rights” ([CD#19.15](#))
- “Access to Digital Resources and Services: An Interpretation of the Library Bill of Rights” ([CD#19.16](#))
- “Evaluating Library Collections: An Interpretation of the Library Bill of Rights” ([CD#19.17](#))
- “Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights” ([CD#19.18](#))
- “Rating Systems: An Interpretation of the Library Bill of Rights” ([CD#19.19](#))

28.0 New Business (Pressley)

The Board began a discussion on virtual participation for ACRL membership groups and the possible need for effective practices. There are several ACRL groups, such as DLS and IS, that already have developed guidelines and effective practices for virtual meetings. The Board agreed that it should reach out to membership groups with existing guidelines to see if these could be shared with other ACRL membership groups.

The Board next discussed ACRL governance participation at the upcoming 2020 ALA Midwinter Meeting in Philadelphia. ACRL Budget and Finance Chair Carolyn Allen shared that the Budget and Finance Committee discussed this at their meeting this morning, and the committee would like to continue the Joint Board and Budget and Finance Committee at Midwinter. The Board was supportive of developing a hybrid approach for Midwinter 2020, conducting some work virtually either before or after conference and conducting some sessions face-to-face. One possibility discussed was to hold the Friday morning Board Update virtually in advance of Midwinter. Overall, the Board supported some virtual meetings as well as shortening their overall schedule so that they would have to be a conference fewer days than currently. Emily Daly and Jeanne Davidson offered to work with the presidents and staff to draft a revised meeting schedule for the 2020 ALA

Midwinter Meeting that could be shared with the Board in advance of ALA's September meeting request deadline.

The schedule for Leadership Council, which is typically held on Friday afternoon at Midwinter and Annual, was also discussed by the Board. The Board agreed it is open to different models, including virtual, for future conferences, especially if there are less ACRL members attending. The group drafting schedule options will also discuss Leadership Council options.

29.0 Recognition of outgoing Board members (Pressley)

Pressley thanked outgoing Board members for their service and highlighted their individual contributions to the ACRL Board of Directors, presenting them with a small gift from ACRL as a token of appreciation.

- Cheryl A. Middleton
- Beth McNeil
- Lori J. Ostapowicz-Critz
- LeRoy Jason LaFleur

30.0 Passing of the gavel (Pressley)

ACRL President Lauren Pressley passed the gavel to incoming ACRL President Karen Munro.

31.0 Adjournment (Munro)

Incoming ACRL President Karen Munro adjourned the meeting.