ACRL Advancing learning Transforming scholarship
Association of College & Research Libraries
A division of the American Library Association

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

Each year, ACRL division-level committees should complete a year-end report and work plan. The **report** section should be completed by the outgoing chair. By **July 19, 2019**, the outgoing chair should post the combined template with only the 2018–19 report section completed to ALA Connect.

The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, and staff liaison should all review and approve the work plan. By **August 9, 2019**, the incoming chair should post the combined template with the 2018–19 report and 2019–20 work plan sections completed to ALA Connect. Projects included in a committee's work plan will be implemented September 2019 through June 2020.

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

2018–19 Leadership (terms: July 1, 2018–June 30, 2019)	
Chair:	Anne Grant
Vice-Chair:	Jolie Graybill
Board liaison:	Jeanne Davidson
Staff liaison:	Erin Nevius
Other leaders:	

2019–20 Leadership (terms: July 1, 2019–June 30, 2020)	
Chair:	Jolie Graybill
Vice-Chair:	Erin Smith
Board liaison:	Jeanne Davidson
Staff liaison:	Erin Nevius
Other leaders:	Optional. List co-chairs, past-chairs, etc. if applicable.

Report & Work Plan Submission			
Year-end report written by:	Anne Grant	**Date:**	
Work plan submitted by:	Jolie Graybill	**Date:**	8/26/19

2018–19 Year-end Report

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

1. What were the major projects/activities accomplished by your committee in the 2018–19 membership year (July 1, 2018 to June 30, 2019)?

* An Open Educational Resources and Affordability RoadShow was developed by the Committee and a call for curriculum designers/presenters distributed. The Committee interviewed and selected four designers/presenters and expects the RoadShow to launch in spring 2020.
* The Leading Change course will be an asynchronous online learning course designed to give library teams the capability and confidence to lead change in their academic library and on their campus. Three curriculum designers were hired in February 2019 and the course is expected to launch in early 2020.
* The Committee was tasked with reviewing the existing library job positions used by CUPA-HR in its salary survey in order to determine if revisions to these descriptions are required. These revisions were provided to CUPA-HR by their August 1, 2019 deadline.
* Diversity Pipeline project

2. What were the relevant results for your projects?

* OER RoadShow - Put out the call for applications; reviewed applications and interviewed applicants; and finalized the design team. The OER subgroup will oversee the curriculum development.
* Change & Innovation Course - A call for applications was distributed, and the Change Course subgroup reviewed applications and interviewed applicants. The instructional design team of three has been hired and work has begun on the course under the oversight of the Change Course subgroup. Launch date set for early 2020.
* CUPA-HR Position Description update - Revisions were provided to CUPA-HR by the August 1, 2019 deadline.
* Diversity Pipeline project - Concept map begun and steps outlined to begin work on recommendations to ACRL for ways that new roles and changing landscapes in libraries can foster EDI initiatives. Pipeline project was intentionally set aside to respond to the timeframe for the CUPA-HR project.

3. Which if any 2018–19 projects will continue next year?

* Diversity Pipeline Project
* Change Course
* OER RoadShow

4. What worked well?

Our team worked well in small groups on the CUPA-HR data. We worked on collaborative documents and made a great deal of progress on a major project.

We responded to a tight timeline successfully.

5. What could have worked better?

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

The work that we began on the Diversity Pipeline will allow this group to explore how new roles will influence the recruitment and retention of new, diverse librarians. This work also served to inform conversations about the CUPA-HR position descriptions.

7. Was there information you could have been provided before starting this project that would have made your work easier?

Optional

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

Optional

9. Any other comments, recommendations, or suggestions?

The committee worked effectively with the CUPA-HR staff to gather the information we needed to complete our task.

2019–20 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2019–20 program year. While the form is pre-populated with five activities, it is not required to generate ideas for all five activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #1	
Activity Name:	OER RoadShow
Brief Description:	The committee developed an Open Educational Resources and Affordability RoadShow, curriculum. Curriculum designers and presenters were recruited/identified and hired this summer (August) to design RoadShow and integrate into the ACRL RoadShow structure. OER Subgroup will oversee the development with Test run in Spring 2020. Committee is discussing/identifying roadshow oversight and integrating Oversight Responsibilities.

Activity #1 Timeline

How long will this project take?

- ☑ **continuous project assigned in charge**
- ☑ **short-term project that will be completed this membership year**
- ☐ **multi-year project continuing past June 30, 2020. Expected completion date:**

ACRL Plan for Excellence

Check one box below. If applicable, select objective from drop-down.

☐ **Value of Academic Libraries**

Select from drop-down.

☐ **Student Learning**

Select from drop-down.

☐ **Research and Scholarly Environment**

Select from drop-down.

☑ **New Roles and Changing Landscapes**

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.

☐ **Core Commitment to Equity, Diversity & Inclusion**

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

Provide a brief sentence connecting your project to the goal area and objective you selected:

The OER Roadshow will deepen ACRL's advocacy and support for librarians with OER librarians via a compact overview workshop promoting OER capacity in the field.

Activity #1 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Supervise Roadshow development	Fall 2019	OER team	
Test run	Spring 2020	Designers, OER team	
Develop marketing/promotion	Fall and Spring 2019/20	NRCL committee	
Identify/allocate new subgroup members	Fall 2019	NRCL committee	
Develop feedback survey	Winter 2020	OER team, designers	
Evaluation and assessment of roadshow	Summer 2020	OER team, designers	

Activity #1 Assessment
How will success be measured?
The OER Roadshow will be successful when (1) it is completed and ready for implementation, (2) participants sign up for the OER Roadshow, (3) feedback survey is completed by participants/positive

2019–20 Work Plan

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Work Plan Activity #2	
Activity Name:	Change & Innovation Course
Brief Description:	NRCL is overseeing the curriculum development for a self-directed, self-paced, online workbook course on facilitating and leading library innovation that would be taken by teams of library employees. NRCL has identified instructional designers to design and implement the course, at outline stage this summer. Designed to introduce people to frames and models to help people think about ways to approach change.

Activity #2 Timeline

How long will this project take?

- ☐ **continuous project assigned in charge**
- ☐ **short-term project that will be completed this membership year**
- ☐ **multi-year project continuing past June 30, 2020. Expected completion date:**

ACRL Plan for Excellence

Check one box below. If applicable, select objective from drop-down.

☐ **Value of Academic Libraries**

Select from drop-down.

☐ **Student Learning**

Select from drop-down.

☐ **Research and Scholarly Environment**

Select from drop-down.

☑ **New Roles and Changing Landscapes**

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve

☐ **Core Commitment to Equity, Diversity & Inclusion**

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

Provide a brief sentence connecting your project to the goal area and objective you selected:

The Change & Innovation Course will equip library workforce at all levels to effectively lead, manage, and embrace change on their campuses by providing the education and tools they need.

Activity #2 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Sub-group to review first draft of curriculum material	This fall, 2019	Sub group	identified course developers
Launch of the change course is expected in about 4-6 months	Early 2020	Sub-group	
Market and promote change course	2020	Sub-group, NRCL comm.	

Activity #2 Assessment
How will success be measured?
The Change & Innovation Course will be successful if (1) the course is completed by the instructional designer, (2) institutional change teams take the course, and (3) the course promotes change and innovation at individual institutions. Completion and design will be successful if institutional teams sign up for course, as well as implement to experience some type of change. Use will be measured by numbers of institutions that take the course – the first year will set a baseline with a goal of increasing use each year. The instructional designer will embed assessment measures on both the course itself with a built in follow up evaluating if the course promoted change and innovation.

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Work Plan Activity #3	
Activity Name:	Diversity Pipe Line
Brief Description:	The Diversity Pipe Line concept map begun and steps outlined to begin work on recommendations to ACRL for ways that new roles and changing landscapes in libraries can foster EDI initiatives. In order to complete the CUPA-HR project, this project was intentionally set aside to respond to the timeframe for the CUPA-HR project. Re-engaging this work year.

Activity #3 Timeline

How long will this project take?

- ☑ **continuous project assigned in charge**
- ☐ **short-term project that will be completed this membership year**
- ☐ **multi-year project continuing past June 30, 2020. Expected completion date:**

ACRL Plan for Excellence

Check one box below. If applicable, select objective from drop-down.

☑ **Value of Academic Libraries**

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

☐ **Student Learning**

Select from drop-down.

☐ **Research and Scholarly Environment**

Select from drop-down.

☑ **New Roles and Changing Landscapes**

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

☑ **Core Commitment to Equity, Diversity & Inclusion**

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

Provide a brief sentence connecting your project to the goal area and objective you selected:

In the committee's exploration of ways to use new roles and changing landscapes in libraries to encourage participation from a broader range of individuals, we will relate not only to our own committee goal areas, but also the VAL diversity goal.

Activity #3 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Re-introduce project	Oct/Nov 2019	Chair	
Re-engage members	Fall 2019	Chair, co-Chair	
Discuss in terms of all -committee project or sub-group project	Oct/Nov 2019	NRCL committee	
Continue exploration of this pipeline idea, develop concrete	Winter 2020 and Spring 2020		
implementation plans. Determine deliverables	Winter 2020		

Activity #3 Assessment
How will success be measured?
Buy-in from entire committee and members volunteer to contribute, as well as support from SPOS/ACRL.