Association of College & Research Libraries
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A division of the American Library Association

Association of College and Research Libraries
Board of Directors Meeting I
Friday, February 3, 2023
1:00 –3:00 PM CST
Zoom Login

Board I Agenda

Time	Item (Document number follows topic description)
1:00–1:01 PM	Call to Order (Ellis)
1:01–1:04 PM	Opening remarks (Ellis)
1:04–1:05 PM **Action**	Approval of Agenda (Ellis)
1:05–1:10 PM **Action**	Consent Agenda Full Board (Ellis)

[In order to allocate more Board time to the matters of highest priority, it is recommended that we develop a consent agenda for more routine matters on which there is little perceived need for debate or on which more meaningful debate will take place in other forums and need not be repeated in the Board's discussions. We will act on these items as a group. **Any item may be removed** from the consent agenda if **any member** of the Board of Directors requests separate consideration of the item. Any separate agenda item can be suggested for inclusion in the consent agenda.]

Items for consent agenda will be addressed in Board II

Confirmation of Virtual Votes, Doc 2.0
- FY23 Budgets for ACRL & Choice

The confirmation for the three votes below will need to be postponed to a later date.
- ACRL 2022 Fall Board Virtual Meeting Proceedings
- Student dues rate of $5 for FY23
- ACRL's EDI goal and objectives as part of ACRL's strategic plan

Time	Item (Document number follows topic description)
1:10–1:25 PM *Discussion*	4.0 Equity, Diversity, and Inclusion Committee, Doc 5.0 (Je Salvadore, Chair; Beatrice Canales, Vice Chair; Maisha Carey, Past Chair)
1:25–1:40 PM *Discussion*	5.0 New Roles & Changing Landscapes Committee, Doc 6.0 (Amy Dye-Reeves, Russell S. Michalak)
1:40-1:55 PM *Discussion*	6.0 Research & Scholarly Environment Committee, Doc 7.0 (Sandra Enimil)
1:55-2:10 PM *Discussion*	7.0 Student Learning & Information Literacy Committee, Doc 8.0 (Melissa Nicole Mallon)
2:10-2:25 PM *Information/Discussion*	8.0 Value of Academic Libraries Committee, workplan and the task force completion of the ACRL Academic Library Advocacy Toolkit, Doc 9.0, Doc 9.1 (Jung Mi Scoulas)
2:25–2:30 PM	BREAK
2:30 –2:36 PM 2:36 – 2:40 *Discussion/Action*	9.0 ALA Candidate Forum We will hear from Cindy Hohl, director of policy analysis and operational support at Kansas City Public Library(Missouri) and Eric Seuss, director of Marshall Public Library (Idaho) who are candidates for the ALA presidency, 2024-2025. 10.0 Open Microphone Policy (Ellis) Doc 10.0 The Executive Board has expressed a wish to move the open microphone portion of board meetings from the end to earlier in the meeting, before actions are taken, so as to allow members an opportunity to provide input on issues under discussion. Moving the open mike period will require a change to the policy, which dictates that the last 15 minutes of the meeting are reserved for open mike: Chapter 2: Board of Directors and Executive Committee	Association of College & Research Libraries (ACRL) (ala.org)

Time	Item (Document number follows topic description)

2:40 – 2:45 PM
Discussion

11.0 Councilor's Update (Whatley)
The ACRL Councilor will update the board on the constitutional convention of 26 January and ALA's bylaws revisions. The following link refers to the 4th and penultimate draft: [ALA Bylaws General Revision Draft 4 ANNOTATED - Released 13-Jan-2023 Final Copy.pdf](#)

2:45–3:00 PM
Discussion

12.0 Open Microphone (Ellis)
The final fifteen minutes of the first Board meeting is set aside for an "open microphone" session when any ACRL member may address the Board. This time is publicly posted on ALA Connect and shared with members through ACRL marketing channels.

3:00 PM
Information

Adjournment (Ellis)

FY23 Budgets for ACRL and Choice - Board Virtual Vote

First name	Last name	Do you approve the recommendation made by the ACRL Budget and Finance Committee for the FY23 budget?
Yasmeen	Shorish	Yes
Cinthya	Ippoliti	Yes
Rebecca	Waltz	Yes
Julie	Garrison	Yes
Jessica	Brangiel	Yes
Toni	Anaya	Yes
Kim	Copenhaver	Yes
Beth	McNeil	Yes
Joe	Mocnik	Yes
Kara	Whatley	Yes
Walter	Butler	Yes
Mary	Mallery	Yes
ERIN	ELLIS	Yes

- ACRL Revenues $4,348,923
- ACRL Expenses $4,260,230
- ACRL NET $88,693

- Choice Revenues $2,251,395
- Choice Expenses $2,284,762
- Choice NET ($33,367)

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

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2022**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2022 through June 2023.

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

2021–2022 Leadership (terms: July 1, 2021–June 30, 2022)	
Chair:	Maisha Carey
Vice-Chair:	Je Salvador
Board liaison:	Faye A. Chadwell
Staff liaison:	Allison Payne
Other leaders:	Mary Beth Lock, Past-Chair

2022–2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Je Salvador
Vice-Chair:	Beatrice Canales
Board liaison:	Julie A. Garrison
Staff liaison:	Allison Payne
Other leaders:	Maisha Carey, Past-Chair

Report & Work Plan Submission			
Year-end report written by:	Maisha Carey	Date:	07/28/2022
Work plan submitted by:	Je Salvador	Date:	8/31/2022

2021–2022 Year-end Report

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

1. What were the major projects/activities accomplished by your committee in the 2021–2022 membership year (July 1, 2021 to June 30, 2022)?

BIPOC Memberships Initiative - The EDI Committee developed and submitted a plan to continue and expand the BIPOC Memberships Program to a two year cohort model. The new model would allow funding recipients more time to explore ACRL and find their place either as a leader or active participant in a committee or section. Cohort 2 funding recipients were chosen and received funding in the Spring.

EDI Clearinghouse/Liaison model - The committee developed a roster of EDI related working groups and assigned liaisons to connect with each group. The goal was to collect information about EDI efforts across ACRL, develop and maintain a list of programming, and increase and strengthen connections.

EDI conversations with the ACRL Board - At the November 2021 Board meeting, the committee requested a discussion of the board of directors reaction to the [Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor,](#) issued by WOC+Lib in early September 2021. The discussion request included a series of questions intended to encourage active and open dialogue about the difficult issues the statement raised. A small group - facilitated by Maisha Carey - was then convened to discuss the statement in more detail and consider action steps. This conversation resulted in a series of actions:
- Charging of the ACRL Nominations and Policies Audit Task Force
- Creation of the ACRL Plan for Excellence Equity, Diversity and Inclusion Goal Area

2. What were the relevant results for your projects?

Increased interaction with the board of directors led to some very relevant results.
- The board approved funding for the BIPOC memberships program. This includes a second year of funding for cohort 1 and the first year of funding for Cohort 2. With this funding, a subgroup of the EDI Committee was able to solicit interest and award funding for 25 new recipients.
- EDI related conversations led to the EDI Committee being elevated to a Goal Area Committee. This will make our work connecting EDI efforts across ACRL even more effective, as all committees will have the opportunity to align their work with our goal and objectives.

3. Which if any 2022–2023 projects will continue next year?

All 2021-2022 projects will continue. The committee will solicit funds for a second year of funding for Cohort 2 of the BIPOC membership program and increase engagement with the membership recipients. The clearinghouse work is being expanded with the creation of an EDI across ACRL email list. We also hope to add more content to the EDI libguide.

A major task the committee will undertake is leading the development of the new GAC goal and objectives. This work included EDI Committee chair Maisha Carey facilitating a workshop with the board at SPOS in June 2022. It continues in committee meetings this summer. A draft goal and objectives will be submitted to the board for the October 2022 board meeting.

4. What worked well?
Increased engagement with the board had a strong impact on the committee and its work. We hope that our board liaison will continue to keep us connected to board discussions and facilitate committee engagement with board issues.
5. What could have worked better?
The process of developing the GAC goal has been challenging, with responsibility for development of the goal shifting from the Board liaisons to the EDI Committee.
6. How has the work/activities of your committee demonstrated commitment to equity, diversity, and inclusion, within or beyond ACRL?
Systems of oppression are ingrained into the fabric of our institutions. The ACRL EDI committee is aware of how the bureaucracy of ACRL serves as a barrier to collaborations and engagement of new members from historically marginalized backgrounds. We seek to be a bridge, increase access and collaboration, and hold those leading the association (ourselves included) to the values we all seek to live by.
7. Please indicate EDI activities you would like to publicly include on the ACRL EDI LibGuide (Limit to 75 words or less).   **If there are questions regarding the above activities, staff can contact:**   ● **Name:**   ● **Email:**
8. Was there information you could have been provided before starting this project that would have made your work easier?
N/A
9. What made this work most rewarding (observations/comments/accolades)?
It has been a pleasure to work closely with ACRL Staff, including Allison Payne and Jay Malone. Their timely and engaged communication made our work possible.   Board members - including Faye Chadwell, Yasmeen Shorish, and President Julie Garrison - were supportive and open to the work we intended to do. Yasmeen was especially important to our understanding of the institutional history that informed the opportunities and barriers we faced.
10. Any other comments, recommendations, or suggestions?

2022–2023 Work Plan

The [ACRL strategic plan](#) is revisited every year, but the past recent years have brought about significant changes in higher education, academic libraries, and ALA that necessitate identifying and drafting short-term priorities. Beginning in summer 2021, the ACRL Board has set priorities for two years in three areas: Equity, Diversity, and Inclusion; Communication and Engagement; and Membership. **In general, how do you see your group's work in the coming year (activities described below) connecting with these three priority areas:**

ACRL Short-Term Priorities

1. **Equity, Diversity, and Inclusion**:
    a. What conversations will your committee continue about EDI-related initiatives? (e.g., developing programming, tools, publications, eLearning, etc.)
    b. What are some ways you could determine outcomes/impact?

All our activity goals for 2022-2023 support EDI priorities.

2. **Communication and engagement**:
    a. How involved are members in the work of the committee?
    b. What ideas does your group have for helping members feel more connected to the work of the team?
    c. What kind of support might you need to improve communication and engagement?

We are increasing # of meetings; additionally, in terms of ACRL more broadly, we are interested in…
● Communication about EDI, in Activity #3
● Engagement
    ○ in connecting to and providing mentorship for BIPOC membership recipients, in Activity #2
    ○ in EDI-focused community, in Activity #3

3. **Membership:**   a. How might the work of your committee support or provide value for members?
 Along with our Membership Initiative work, we are also hoping to provide some programming open to all ACRL members.

2022–2023 Work Plan

We would like to reserve the right to revise this Work Plan (specifically Activity #4) once the EDI GAC goal & objectives are finalized.

Work Plan Activity #1	
Activity Name:	participate in developing and implementing the new EDI Committee GAC goal
Brief Description:	a "broad strokes" timeline: ● June - August 2022, help draft new GAC goal language to integrate into ACRL Plan for Excellence ● September - October 2022, help finalize new GAC goal language ● October - November 2022, revise Work Plan as necessary to support new GAC goal objectives ● October 2022 - <ongoing>, help communicate new GAC goal language ● October 2022 - <ongoing>, help implement new GAC goal language

Activity #1 Timeline	
How long will it take to do this project?	
multi-year project continuing past June 30, 2023. Expected completion date:	5-year goal

ACRL Plan for Excellence	
Check the best goal and indicate the objective.	
Value of Academic Libraries	
Student Learning	
Research and Scholarly Environment	
New Roles and Changing Landscapes	
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:	
As of this writing (August 30, 2022), the GAC goal language has not yet been finalized. The EDI committee has supported brainstorming many concepts around this goal, and we committee members hope that the GAC goal will be integrated with the goals of the GACs; however, we cannot speak to this more explicitly until the EDI goal language is finalized.	

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)**

provide finalized draft of GAC goal language from EDI Committee to ACRL Board of Directors (BoD)	September 23, 2022	Je Salvador	provide draft to Allison Payne
revise Work Plan (check Activity #4 in this document) to support finalized GAC goal & objectives	October/November 2022	EDI Committee, Je Salvador delivering revised Work Plan items	–
communicate new GAC goal & objectives to EDI Committee members, to ACRL and ALA, to library professionals and other stakeholders	October 2022 - June 2023	EDI Committee	TBD
implement new GAC goal & objectives	ongoing, start process in October/November 2022 with Work Plan revisions	EDI Committee	TBD

Activity #1 Assessment
How will success be measured?
Our EDI Committee will achieve success for Activity #1 when we… • submit GAC goal draft language to the BoD by September 23, 2022 • revise this Work Plan to include an activity (#4) that supports the GAC goal & objectives • start communicating the new EDI GAC goal & objectives when they're finalized, optimally October/November 2022

2022–2023 Work Plan

Work Plan Activity #2	
Activity Name:	sustain and grow the BIPOC membership initiative (folder on most recent application cycle)
Brief Description:	- create BIPOC membership initiative subcommittee, which will… - develop programming and/or connect members to ACRL programming about mentorship, community-building, volunteering, and leadership - petition ACRL Board of Directors to fund Cohort 2 for Year 2 - prepare upcoming application cycle materials, with an understanding that eligibility criteria (for Cohort 3, selected 2024) may need to expand or otherwise change

Activity #2 Timeline	
How long will it take to do this project?	
~~continuous project assigned in charge~~ **(GAC goal & charge/s undefined as of writing)** ~~project that will be completed this membership year~~ ~~short-term priority or~~ ==**multi-year project continuing past June 30, 2023**== **Expected completion date: ongoing**	

ACRL Plan for Excellence
Check the best goal and indicate the objective.
New Roles and Changing Landscapes   - Deepen ACRL's advocacy and support for the full range of the academic library workforce.   - Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
Provide a brief sentence connecting your project to the goal area and objective you selected:
sustaining and growing the BIPOC membership initiative will…   - deepen ACRL's support for the full range of the academic library workforce   - nurture inclusion in the academic library workforce

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)**
create membership initiative (MI) subcommittee	September 2022	EDI committee	–
connect membership recipients in community to each other	ongoing, start in September 2022 & aim for quarterly meetups	MI subcommittee	staff support (use established list-serv)

connect membership recipients in community with EDI Committee members	ongoing, start in September 2022 & aim for twice annual meetups	MI subcommittee	staff support
create and/or share ACRL programming about mentorship, community-building, and leadership	ongoing, start in September 2022	MI subcommittee	staff support
connect membership recipients to ACRL volunteer opportunities	ongoing, start in September 2022 & work towards meet-greet w/ Leadership in November 2022		resources ● [Get Involved (2021) Recording](#) ● [orientation to volunteer application process](#) staff support, connecting w/ ACRL Leaders
petition ACRL Board of Directors to fund Cohort 2 for Year 2	October 2022		Board Action Form
prepare upcoming application cycle materials for Cohort 3, selected 2024	December 2022 - June 2023		staff support

Activity #2 Assessment
How will success be measured?
We will be successful when we have... ● created a permanent subcommittee for the Membership Initiative. This group will develop and document the application process including calls for applicants and selecting the recipients; plan connection and mentorship opportunities for recipients; encourage committee membership and engagement in ACRL ● connected (via communications platform) membership recipients to each other and to EDI Committee members ● provided ACRL orientation (esp. volunteer) programming for membership recipients ● petitioned the Board of Directors to fund Cohort 2 for Year 2 ● developed the application materials for the upcoming cycle (Cohort 3, to be selected 2024)   ○ have had a thoughtful, well-considered, participatory discussion about eligibility for the Membership Initiative– what communities we want to support with this initiative

2022–2023 Work Plan

Work Plan Activity #3	
Activity Name:	sustain and grow liaison work for EDI across ACRL
Brief Description:	- open and sustain communication between EDI-focused Division-level Committees, Section Committees, Interest and Discussion Groups, as well as interested individual members - continue building relationships across ACRL re: EDI work - create programming like an ACRL EDI Town Hall

Activity #3 Timeline
How long will it take to do this project?
~~continuous project assigned in charge~~ **(GAC goal & charge/s undefined as of writing)**   ~~project that will be completed this membership year~~   ~~short-term priority or~~ ==**multi-year project continuing past June 30, 2023**==   **Expected completion date: ongoing**

ACRL Plan for Excellence
Check the best goal and indicate the objective.
New Roles and Changing Landscapes   "Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education."
Core Commitment to Equity, Diversity & Inclusion   "ACRL is dedicated to creating diverse and inclusive communities in the Association and in academic and research libraries. This core commitment permeates the work of the Association, cutting across all ACRL sections, committees, interest and discussion groups, and communities of practice."
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 order to lead, manage, and embrace change– to create a diverse and inclusive community– we need to communicate and build relationships across ACRL relating to EDI.   Currently each EDI committee member acts as a liaison to the various bodies across ACRL that are engaging in EDI work; however, we are considering encouraging each ACRL body to have an EDI rep./liaison for a Town Hall-style community. (We are going to debate this.)

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)**

create liaison subcommittee	September 2022	EDI Committee	–
determine optimal channels for EDI-related communication	October 2022	several stakeholders–liaison subcommittee, EDI committees/'bodies' leaders, ACRL leadership, ACRL staff	TBD
open communication	September 2022	Je Salvador will start continue work that's already been started	–
sustain communication	ongoing	all stakeholders	TBD
determine optimal way of relationship-building between EDI Committee and all ACRL 'bodies'	October/November 2022	all stakeholders	–
continue building relationships across ACRL re: EDI work	ongoing	liaison subcommittee will try to coordinate this work; all EDI Committee members will have a role to play	–
create programming like an ACRL EDI Town Hall	ongoing, attempting November, February, and May Town Hall programs	liaison subcommittee, EDI 'bodies' leaders	staff support

Activity #3 Assessment		
How will success be measured?		
We will achieve success when we… - have created a permanent liaison work subcommittee - have determined an accessible and effective communications channel for all ACRL Division-level Committee, Section Committee, Interest and Discussion Group leaders with an explicit EDI charge or focus - have determined (with participating stakeholders) the optimal mode of conducting EDI-related liaison work - have held (2) EDI Town Hall programs in ACRL for the 2022-2023 year - have easy year-to-year transitions in communications between EDI leadership in ACRL		

2022–2023 Work Plan

Work Plan Activity #4	
Activity Name:	<mark><keeping open for GAC goal-related revisions to Work Plan></mark>
Brief Description:	

Activity #4 Timeline

How long will it take to do this project?

continuous project assigned in charge

project that will be completed this membership year

short-term priority or multi-year project continuing past June 30, 2023.

Expected completion date:

[ACRL Plan for Excellence](#)

Check the best goal and indicate the objective.

Value of Academic Libraries

Student Learning

Research and Scholarly Environment

New Roles and Changing Landscapes

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:

Activity #4 Outline

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

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)

Activity #4 Assessment
How will success be measured?

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

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2022**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2022 through June 2023.

Committee Name & Charge	
Committee Name:	New Roles and 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.

2021–2022 Leadership (terms: July 1, 2021–June 30, 2022)	
Chair:	Marilyn Myers
Vice-Chair:	Amy Dye-Reeves
Board liaison:	Mary Mallery
Staff liaison:	Erin Nevius
Other leaders:	Add on Roles and Flexible Assignments: Russell Michalak Diversity Pipeline/EDI Chair: Lilly Ramin User Experience: Erica Watson

2022–2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Amy Dye-Reeves
Vice-Chair:	Russell S. Michalak
Board liaison:	Mary Mallery
Staff liaison:	Erin Nevius
Other leaders:	Add on Roles and Flexible Assignments: Russell Michalak Diversity Pipeline/EDI Chair: Mary Beth Locke Inclusive Leadership: Annie Belanger Library Space: Sarah Dornback User Experience Chair: Erica Watson

Report & Work Plan Submission			
Year-end report written by:	Marilyn Myers	**Date:**	**August 20, 2022**

| **Work plan submitted by:** | Amy Dye-Reeves | **Date:** | **August 31, 2022** |

2021–2022 Year-end Report

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

1. What were the major projects/activities accomplished by your committee in the 2021–2022 membership year (July 1, 2021 to June 30, 2022)?

Overall Information of Activities:
- The inaugural 2021 Fostering Change Cohort—building on the success of NRCL's open access book *Fostering Change: A Team-Based Guide,* which published in 2020 and has been viewed 2,608 times—launched on September 20, 2021, and concluded on December 17, 2021. There were 23 participants comprising 5 institutional teams.
- The 2022 Fostering Change Cohort began on June 6, 2022, and runs through August 26. There are 5 institutional teams.
- On February 7, 2022, members of NRCL's user experience subgroup offered the ACRL Presents webcast "Hybrid Challenges in the New Normal." There were 160 registrants.
- NRCL's diversity subgroup, with the EDI Committee, presented the ACRL Presents webcast "Supported to Stay: A Discussion of Retention Experiences and EDI-Informed Approaches" on March 3, 2022. In order to encourage frank discussion, the session was not recorded, but a resource list was sent to 252 registrants.
- The Open Educational Resources and Affordability RoadShow team has presented their virtual Off-RoadShow twice this fiscal year, to The American Theological Library Association in March 2022 and the Partnership for Academic Library Collaboration and Innovation organization in June 2022.
- The Committee's newest subgroup is centered on creating recommendations and competencies for emerging flexible and add-on roles in academic libraries. They have completed a draft survey, "New and Emerging Roles of Academic Librarians Working in Academic Libraries," based on the survey from the C&RL article "Reinventing Ourselves: New and Emerging Roles of Academic Librarians in Canadian Research-Intensive Universities," with approval from the original authors. The subgroup expects the survey to be distributed in fiscal year 2023.
- A working group comprised of members from the NRCL and VAL goal area committees began meeting in April 2022 to create an Academic Library Workers Advocacy Toolkit, designed to help librarians and library workers advocate for themselves, the profession, and the necessity of academic libraries. The project is on schedule for completion in January 2023.

New Roles and Changing Landscapes (NCRL): Add on Roles and Flexible Assignments:
The Add-On Roles and Flexible Assignments Subcommittee developed a survey, "New and Emerging Roles of Academic Librarians Working."

 The aim of this survey is to:

1. Explore the emerging roles of academic librarians in order to benchmark their functions and identify training needs.
2. Determine librarians' job satisfaction relative to the new and emerging roles.

3. Evaluate the impact librarians believe their role is having on the academic enterprise.
4. Provide employment indicators for librarians in the workforce or entering the workforce in order that they be better positioned to make informed career choices.

The survey examines the following areas of responsibility: research support, teaching and learning support, digital scholarship, user experience, and scholarly communication. It contains mainly close-ended questions and is expected to take approximately 15 to 20 minutes to complete.

Due to external circumstances, the survey has not been, and we are looking to resubmit the IRB application. Once the IRB application is submitted and approved, we will deploy the survey to ACRL members. The goal is to deploy the survey in Fall 2022.

New Roles and Changing Landscapes (NRCL) is the committee to which we report to: Diversity Inclusion (DI) Pipeline Committee (a.k.a. EDI Committee- Discussion and updates regarding Diversity, Equity and/or Inclusion in academic library settings, and related topics. Focus this year was on retention.

Report of Diversity Inclusion Pipeline [Sub]Committee/ EDI Committee 1. Identify a specific area in EDI/DEI that warrants further discussion 2. Discuss, Plan, Submit and deliver a Cross-committee free webinar, with shared resources, on retention https://acrl.ala.org/acrlinsider/acrl-presents-supported-to-stay/ Completed. Lead Facilitators Lilly Ramin (NRCL) and Je Salvador. Collaboration and support in planning by Cindy Pierard as well. Erin Nevius guided us through the process. 3. Call for discussions during ACRL NRCL. Complete at least one discussion. Completed by Annie Belanger. Topic: "Inclusive Leadership." 4. Reports of activities 5. Special guest, Je from Diversity Inclusion Committee to talk to group (DI Pipeline requested agenda item) 6. Workplans and documentation requested of Chair, Lilly Ramin Prior NRCL meetings, The DI Pipeline Committee chair, Lilly, also reached out to members of the group to gauge interest in leading discussions or adding to report outs

2. What were the relevant results for your projects?

Wording from report out from ACRL NCRL Chairs: NRCL's Flexible Assignments Subgroup. The Add-On Roles and Flexible Assignments Subcommittee developed a survey, "New and Emerging Roles of Academic Librarians Working."

Wording from report out from ACRL NCRL Chairs: NRCL's diversity subgroup, with the EDI Committee (a.k.a. DI Pipeline Subcommittee), presented the ACRL Presents webcast "Supported to Stay: A Discussion of Retention Experiences and EDI-Informed Approaches" on March 3, 2022. In order to encourage frank discussion, the session was not recorded, but a resource list was sent to 252 registrants. Wording: ACRL is excited to offer the free ACRL Presents webcast "Supported to Stay: A Discussion of Retention Experiences and EDI-informed Approaches" at 11:00 a.m. Central on Thursday, March 3, 2022. We want to talk about why we stay in library work and what practices might motivate our reason to do so. This session is not aimed at solving all issues with retention. It aims to offer a space for participants as well as panelists to learn, share, and discuss themes emphasizing retention and our experiences in our respective 3 positions as participants as well as speakers. Due to the potentially sensitive topic of this session and the goal for an honest discussion, this session will not be recorded. This session is organized by members of the ACRL New Roles and Changing Landscapes Committee and the ACRL Equity, Diversity, & Inclusion Committee. Special thanks to program planners: Lilly Ramin, Je Salvador, and Cindy Pierard DI Pipeline Member Discussion

during larger committee: Intrigued by previously posted ideas on topics not yet pursued, chair Lilly Ramin reached out the DI Pipeline member Annie regarding her idea to discuss Inclusive Leadership as it relates to DEI/EDI to fulfill this goal. Annie Belanger, new member of EDI DI Pipeline Committee lead a in meeting discussion on Inclusive Leadership. Annie shared items before the meeting and was flexible on the timing of delivery to meet the agenda. We deemed this topic related to professional EDI topics but not frequently covered. All who attended the meeting were able to benefit from the discussion without having to attend another meeting, and I thought it was quite valuable. Membership increased in this group: All previous members of the group, who continued to serve on the larger NRCL committee, were retained for the 2nd year of the term. The group also gained two members, one who continued to serve on NCRL and a new member to the group this past year. (Previous co-chair Beth Filar Williams should be thanked for her efforts co-chairing the year prior to this one chaired by Lilly Ramin)

Wording from Report Out from User Experience:
Wording from report out from ACRL NCRL Chairs:

The UX group presented a lighting round webinar on February 7th entitled Hybrid Challenges in the New Normal. The webinar covered virtual librarianship, add-on roles, technology, administration, and instruction. The webinar presenters were Amy Dye-Reeves, Amanda Choi, Kelly Karst, Tim Bottoroff, and Erica Watson.

Wording:

ACRL is excited to offer the free ACRL Presents webcast "Hybrid Challenges in the New Normal" at 1:00 p.m. Central on Monday, February 7, 2022.

ACRL's New Roles and Changing Landscapes Committee is focusing on the role of user experience (UX) librarianship during the pandemic. How have the users' experiences, needs, and desires shifted? How have we as academic libraries pivoted in what we do to meet these needs? What are the challenges and opportunities of working simultaneously in in-person and virtual environments?

In these lightning talks, presenters will each discuss new initiatives established for hybrid work, covering technology challenges, OER during the pandemic, digital lending issues, and emerging add-on roles and "other duties as assigned." We will share key points or resources needed for putting these initiatives into place at your institution.

Membership in this sub-committee stayed about the same and asked for participants outside of the group to join the webinar. Amanda Choi is an instructional librarian at Diablo Valley College, San Ramon, CA.

3. Which if any 2022–2023 projects will continue next year?

Add on Roles and Flexible Assignments: Due to external circumstances, the survey has not been, and we are looking to resubmit the IRB application. Once the IRB application is submitted and approved, we will deploy the survey to ACRL members. The goal is to deploy the survey in Fall 2022

Diversity Pipeline: I am unaware of any continuing projects for the upcoming year. It is my understanding they will be pursuing some new topics. However, I would defer this to current members. The larger topic of DEI is taking shape in other ways

User Experience: The 2022-2023 projects are still being discussed. But the free webinar format is one that the committee will consider going forward.

4. What worked well?

Add On Roles and Flexible Assignments: This year, the subcommittee examines the following areas of responsibility: research support, teaching and learning support, digital scholarship, user experience, and scholarly communication. It contains mainly close-ended questions and is expected to take approximately 15 to 20 minutes to complete.

Diversity Pipeline: This year we use collaborative document to work on specific tasks and had roles. That said, all members had an open invitation to lead topics during the report out/larger committees. Another highlight was that having an optional pop in meeting lead to some great get to know you time between the chair and the newer members, Michelle and Annie. We learned a lot about each other

User Experience: Our different library backgrounds and jobs gave us different aspects of librarianship. Also, because of the ongoing pandemic, we thought our topic was relevant.

5. What could have worked better?

Add on Roles and Flexible Assignments: Due to external circumstances, the survey has not been, and we are looking to resubmit the IRB application. Once the IRB application is submitted and approved, we will deploy the survey to ACRL members. The goal is to deploy the survey in Fall 2022.

Diversity Pipeline: Perhaps we should have used the public presence more? It's not clear if ALA Connect or Blog are good places for what we were doing. We communicated internally frequently through report outs and documentation, but this was something I wondered about.

User Experience: More interaction with the attendees.

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

Add on Roles and Flexible Assignments: Continuation of the following:

1. Explore the emerging roles of academic librarians in order to benchmark their functions and identify training needs.
2. Determine librarians' job satisfaction relative to the new and emerging roles.
3. Evaluate the impact librarians believe their role is having on the academic enterprise.
4. Provide employment indicators for librarians in the workforce or entering the workforce in order that they be better positioned to make informed career choices

Diversity Pipeline: Our group is ALL about it! ACRL NCRL DI Pipeline located a gap in the conversation and provided a place and resources for discussion

User Experience:
Connecting with colleagues has been difficult these past few years and so many library professionals have had extreme barriers to helping students, add-on the isolation of the pandemic, and the sub-committee wanted to create a webinar on everyday troubles that many are facing and give a real-life narrative(s). The people are what made this endeavor rewarding- the people who participated, Erin Nevis for guidance and support, and the people who joined the webinar.

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

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

Add on Roles: Currently working on a survey that would be made public with a continuation of a focus on new and emerging roles (including EDI perspectives).
Diversity Pipeline: ACRL NRCL DI Pipeline worked with Je and Maisha of that committee for the webinar.

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

Add on Roles and Flexible Assignments: Not at this time.

Diversity Pipeline: I would make sure that chair has time to review the work plan and ask questions especially if they are new or it is their first year. Simplified documentation is always helpful.

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

Add on Roles and Flexible Assignments : Followed the same comments as listed within the other subcommittee sections within this documentation.

Diversity Pipeline: The people! In terms of accolades, Erin Nevius was not only our contact but served in a sort of mentoring role by guiding us through the process of our virtual discussion, and she encouraged us along the way. As someone new to serving in a co-chair/chair capacity it was so reassuring to have that expertise along the way. Accolades/thank you Erin Nevius from ACRL DI Pipeline!

10. Any other comments, recommendations, or suggestions?

Add on Roles and Flexible Assignments: Looking forward to another great year!
Diversity Pipeline: Best of luck to the ACRL NCRL members past, current and incoming

2022–2023 Work Plan

The ACRL strategic plan is revisited every year, but the past recent years have brought about significant changes in higher education, academic libraries, and ALA that necessitate identifying and drafting short-term priorities. Beginning in summer 2021, the ACRL Board has set priorities for two years in three areas: Equity, Diversity, and Inclusion; Communication and Engagement; and Membership. **In general, how do you see your group's work in the coming year (activities described below) connecting with these three priority areas:**

ACRL Short-Term Priorities

1. **Equity, Diversity, and Inclusion**:
   a. What conversations will your committee continue about EDI-related initiatives? (e.g., developing programming, tools, publications, eLearning, etc.)
   b. What are some ways you could determine outcomes/impact?

The New Roles and Changing Landscapes committee is committed to future needs, opportunities, and directions within the field of academic librarianship. The different topics will leverage an equity lens to center EDI in its efforts. For example, inclusive leadership will work to merge existing leadership growth with inclusive approaches.

A. The following activities will be explored during the 2022-2023 year:
   Add on Roles and Flexible Assignments
   Diversity/EDI Pipeline
   Fostering Change
   OER Roadshow
   Inclusive Leadership
   Library Space
   User Experience

B. The outcomes and impacts are determined through attendance of webinars, similarity projects aligned with other ACRL groups, and followed up each month for which to ensure overall success.

2. **Communication and engagement**:
   a. How involved are members in the work of the committee?
   b. What ideas does your group have for helping members feel more connected to the work of the team?
   c. What kind of support might you need to improve communication and engagement?

A. The members of the committee will communicate through monthly meetings, subgroup break out zoom rooms, self- generated meetings outside of the monthly meeting space and ALA connect.
B. This year, the added sub-break out rooms to the monthly meetings will help members feel more connected during the appointed meeting time and less constraint on the individual due to the lack of time during the work week.
C. None The committee feels supported through the ACRL Liaison (Erin Nevius) and the ACRL board member (Mary Mallery) to keep us updated on the latest information. The duo will help keep the group up to date with the latest information.

3. **Membership:**
   a. How might the work of your committee support or provide value for members?

A. Each member of the committee strives to address a current or emerging challenge for ACRL members and the profession at large. Each committee member will select at least one subgroup to help contribute to the overall goals of the committee.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #1	
Activity Name:	Diversity Subgroup

Brief Description:	Chair: Mary Beth Locke
	Continuation of the EDI pipeline with current focus on retention and stay conversations within both employees and institutions.
	We will create a Retention Toolkit using existing and new resources, including possibly video with testimonials on how people have successfully increased retention in their libraries.

Activity #1 Timeline

How long will it take to do this project?

√ continuous project assigned in charge

short-term project that will be completed this membership year

multi-year project continuing past June 30, 2023. Expected completion date:

ACRL Plan for Excellence

Check the best goal and indicate the objective.

Value of Academic Libraries

Student Learning

Research and Scholarly Environment

√ **New Roles and Changing Landscapes**

√ **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:

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)

Identify the Issues	December 2022	All	Time
Gather resources and utilize the documentation already developed by past committee subgroup	February, 2023	All	
Design Libguide	March, 2023	Michele Johnson	Access to libguide page
Get feedback on accessibility and content. Edit the libguide	May 2023	Full Committee	
Market the toolkit through the ALA Connect, ACRL channels	June 2023	All in the Subgroup	

Activity #1 Assessment
How will success be measured?
The Retention Toolkit is finished. Utilizing existing metrics, the Retention Toolkit is accessible. We will assess the toolkit against existing accessibility metrics. The Retention Toolkit is utilized, using libguide usage stats to determine page views. We will include a user feedback survey to ensure that the Toolkit is useful and seek input to improv

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #2	
Activity Name:	Add on Roles and Flexible Assignments
Brief Description:	Develop recommendations and/or list of competencies that support success with the development of new roles within various organizations. Chair: Russell Michalak

Activity #2 Timeline
How long will it take to do this project?
√ **continuous project assigned in charge** **project that will be completed this membership year** **short-term priority or multi-year project continuing past June 30, 2023.** **Expected completion date:**

[ACRL Plan for Excellence](#)
Check the best goal and indicate the objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment
√ **New Roles and Changing Landscapes**
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:
Add-on roles are an emerging professional change in a landscape of changing work conditions and expectations.

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)
Confirm Sub-Committee Membership	8/20/222	Subcommittee, Chair: Russell Michalak	
Establish Committee Charge and initial work plan with success measurements	8/20/22	Subcommittee, Chair: Russell Michalak	
Approve online survey to find out what new roles academic librarians have assumed in the past two years and their impacts	8/2022	Subcommittee	
Submit Survey to Erin Nevius for ACRL Board Approval	8/2022	Subcommittee	ACRL Board and ACRL Staff (Erin Nevius)
Submit IRB Application	8/2022	Subcommittee	Michelle Reed
Conduct the online survey	10-12/2022	Subcommittee	Online Survey Platform
Find open venue to share online data, survey, etc	10/2022	Subcommittee	
Analyze data and draft a report	1/2023	Subcommittee	
Draft Literature review	1/2022	Subcommittee	
Draft Discussion and conclusion	5/2023	Subcommittee	

Submit Draft and Appropriate Venue	6/2023	Subcommittee	

Activity #2 Assessment
How will success be measured?
Projects initiated with evidence of success measures. Volume of responses to Survey Enrollment in a Panel Program and participant evaluations through IRB process. Viability of recommendations for follow-up activities

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #3	
Activity Name:	UX User Experience
Brief Description:	Increased emphasis on responding to the user's experience within libraries and services rather than defining what the experience is or should be. This is especially important as we enter to a "new normal to ensure engagement with users on campus or remotely. Chair: Erica Watson

Activity #3 Timeline	
How long will it take to do this project?	
continuous project assigned in charge project that will be completed this membership year short-term priority or multi-year project continuing past June 30, 2023. Expected completion date:	

ACRL Plan for Excellence
Check the best goal and indicate the objective.
Value of Academic Libraries

Student Learning	
Research and Scholarly Environment	
√ **New Roles and Changing Landscapes**	
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 user experience team will continue to monitor and explore the user satisfaction and expectations that are not clearly outline within the post-pandemic environment.

Webinar Entitled: You Are Not Alone- The UX group will be putting together a series of virtual meetups that currently has the working title "You Are Not Alone." They will feature different avenues of user experience including but not limited to administration challenges with UX, technology, add-on roles, instruction, and virtual librarianship.

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)**
Meet and decide of scope of meetings	December 2022	All Subcommittee Members	
Have first virtual meeting	February, 2023	All Subcommittee Members	
Have second virtual meeting	April, 2023	All Subcommittee Members	
Having third virtual meeting	May, 2023	All Subcommittee Members	

Debrief within NRCL	June 2023	All Members in New Roles and Changing Landscapes	

Activity #3 Assessment
How will success be measured?
The group plans on providing an interactive panel with breakout rooms to supplement the face-to-face experience with discussing the current challenges centered around patron interaction. Feedback from participants and Erin Nevius' suggestions/comments/feedback .

2022–2023 Work Plan

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Work Plan Activity #4	
Activity Name:	Fostering Change Cohort Group
Brief Description:	The Fostering Change Cohort aims to build a community of change agents in academic libraries. Participants will gain the tools to spark, lead, and sustain change no matter their organizational position. You will gain a network of peers to lean on as you embark on your change process. Ongoing effort with the Fostering Change Cohort Team within ACRL.

Activity #4 Timeline	
How long will it take to do this project?	
continuous project assigned in charge	
√ project that will be completed this membership year	
short-term priority or multi-year project continuing past June 30, 2023.	
Expected completion date:	

ACRL Plan for Excellence

Check the best goal and indicate the objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment
√ **New Roles and Changing Landscapes**
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:
Attendance Number from the Spring 2023 presentation **Evaluations from Spring 2023 presentation** **Continuing to examine the interest and engagement centered other ACRL groups that share the same goal.**

Activity #4 Outline
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Looking at new format (possible face to face) and duration of program length	2023	Dani Brecher Cook; Sojourna J. Cunningham, Cinthya Ippoliti; Brianna Marshall New Roles Fostering Change Sub Group (Chair: Amy Dye-Reeves)	
Looking at new format (possible face to face) and duration of program length	2023	Dani Brecher Cook; Sojourna J. Cunningham, Cinthya Ippoliti; Brianna Marshall	

		New Roles Fostering Change Sub Group (Chair: Amy Dye-Reeves)	

Activity #4 Assessment
How will success be measured?
Success with be measured through the current cohort program with outcomes and objectives detailed through committee and participant feedback on recreating new aspects of the program.

2022–2023 Work Plan

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Work Plan Activity #5	
Activity Name:	Open Educational Resources and Affordability Roadshow Program
Brief Description:	
	The roadshow program will help users understand the basics of OER and how libraries can be involved in affordability initiatives at your institution. This day-long, introductory workshop is intended for academic librarians and library staff interested in learning about OER and/or developing OER initiatives. Ongoing effort with ACRL Roadshow initiatives.

Activity #5 Timeline
How long will it take to do this project?
√   **continuous project assigned in charge**
project that will be completed this membership year
short-term priority or multi-year project continuing past June 30, 2023.
Expected completion date:

ACRL Plan for Excellence
Check the best goal and indicate the objective.
Value of Academic Libraries

Student Learning	
Research and Scholarly Environment	
√ **New Roles and Changing Landscapes**	
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:
Continuation of the program and helping provide support in conjunction with the roadshow committee.

Activity #5 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Supporting new initiatives in conjunction with the OER roadshow team	Ongoing (2022-2023)	ACRL OER Roadshow Team(Heather Blicher, Kathy Essmiller, Michelle Reed, Ariana Santiago). Michelle Reed (Chair of the OER Subgroup within New Roles and Changing Landscapes)	

Activity #5 Assessment
How will success be measured?
Measured through number of program participants in alignment with the goal of the OER Roadshow subgroup within ACRL.

2022–2023 Work Plan

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Work Plan Activity #6	
Activity Name:	ACRL Joint Working Group: Library Advocacy Toolkit
Brief Description:	- Create an Academic Library Workers Advocacy Toolkit - Collect potential content for an advocacy toolkit. - Review ACRL documentation related to academic libraries' value, roles, and contributions and investigate if any existing ALA advocacy resources (such as Libraries Transform) are addressing advocacy needs of academic libraries in order to identify existing content that could be repurposed for an Academic Library Workers Advocacy Toolkit. - Develop a website or LibGuide that directs academic library workers to a collection of existing advocacy content to establish the Toolkit. - Provide recommendations for additional advocacy content that does not currently exist in ACRL documentation that should be considered or created. - Provide recommendations for opportunities to further develop and better represent the academic library community in ALA advocacy resources. - Develop and provide an introduction to showcase the toolkit. This may take the form of a webinar, recorded session, or other delivery platform. - Initiate a community of practice (in ALA Connect, for example) where members can begin to engage with the toolkit and share tips, seek advice, and gather feedback for their own issues.

Activity #6 Timeline	
How long will it take to do this project?	
continuous project assigned in charge	
project that will be completed this membership year	
√ **short-term priority or multi-year project continuing past June 30, 2023. Expected completion date:**	January 2023

ACRL Plan for Excellence

Check the best goal and indicate the objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment
√ **New Roles and Changing Landscapes**
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:
- Environmental Scan/Literature Review - to identify content to respond to in a toolkit   - Develop website or a LibGuide to share/organize collection   - Provide recommendations for additional advocacy content that does not currently exist in ACRL documentation that should be considered or created.   - Provide recommendations for opportunities to further develop and better represent the academic library community in ALA advocacy resources.   - Develop and provide an introduction to showcase the toolkit. This may take the form of a webinar, recorded session, or other delivery platform.   - Initiate a community of practice (in ALA Connect, for example) where members can begin to engage with the toolkit and share tips, seek advice, and gather feedback for their own issues.

Activity #6 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Environmental Scan/Literature Review - to identify content to respond to in a toolkit	Ongoing	ACRL Joint Working Group	

Develop website or a LibGuide to share/organize collection	Ongoing	ACRL Joint Working Group	
Provide recommendations for opportunities to further develop and better represent the academic library community in ALA advocacy resources.	Ongoing	ACRL Joint Working Group	
Develop and introduce showcase the toolkit. This may take the form of a webinar, recorded session, or other delivery platform	Ongoing	ACRL Joint Working Group	
Initiate a community of practice (in ALA Connect, for example) where members can begin to engage with the toolkit and share tips, seek advice, and gather feedback for their own issues.	Ongoing	ACRL Joint Working Group	

Activity #6 Assessment
How will success be measured?
Creating a library advocacy tool kit in conjunction with the Value of Academic Librarians to ensure professional success amongst all library professionals. The tool kit will be unveiled at the ALA LibLearnX Conference in January 2023.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten

activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #7	
Activity Name:	Advance Inclusive Leadership
Brief Description:	We will articulate a definition of inclusive leadership, identify related competencies, and then share these findings with the profession. As a second part of the subcommittee's efforts, we will create a toolkit related to one area of inclusive leadership, such as inclusive meetings or inclusive hiring. Chair: Annie Belanger.

Activity #7 Timeline	
How long will it take to do this project?	
continuous project assigned in charge	
project that will be completed this membership year	
short-term priority or multi-year project continuing past June 30, 2023.	June 30, 2025
Expected completion date:	

ACRL Plan for Excellence	
Check the best goal and indicate the objective.	
Value of Academic Libraries	
Student Learning	
Research and Scholarly Environment	
New Roles and Changing Landscapes To increase leadership capacity with an inclusion and equity focus, making workplaces more inclusive. Identify best practices in inclusive leadership and associated professional development opportunities. Development of leadership skills anchored in a commitment to EDI by first articulating what inclusive leadership is within the context of libraries, and then providing education, best practices, and a series of practical toolkits.	
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:	
Our work will focus on surveying the changing leadership landscape to incorporate inclusive leadership concepts throughout the employee lifecycle.	

Activity #7 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Define inclusive leadership and associated competencies	December 2022	All in Subgroup	Time
Advertise webinar	January 2023	All in Subgroup	Tech support, time, staff support to publicize and host
Host a webinar to share the learning and gather feedback from members, such as "What is Inclusive Leadership?"	February 2023	All in Subgroup	Tech support, time, staff support to publicize and host
Identify a toolkit focus	February 2023, after webinar feedback collected	All in Subgroup	
Develop toolkit	February - April 2023	All in Subgroup	
Gather feedback from committee	April 2023	Full Committee	
Finalize toolkit and publish	June 2023	All	Time, tech support, staff support to publish, publicize
Market the toolkit through ALA Connect, ACRL channels, Twitter, LinkedIn	June 2023	All in Subgroup	Time, tech support, staff support to publicize
Plan for year ahead	August 2023	All in Subgroup	
Identify next toolkit focus	October 2023	All in Subgroup	

Activity #7 Assessment
How will success be measured?

Webinar is delivered successfully; webinar attendance; webinar feedback

The toolkit is completed. Moving forward, use available metrics to track usage and feedback on the toolkit.

2022–2023 Work Plan

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Work Plan Activity #8	
Activity Name:	Library Space Panel Discussion
Brief Description:	An online Panel Discussion featuring librarians from 3-5 academic institutions around the U.S. or Canada. Panel will discuss one or all of the following: • What are different accommodations or adaptations being utilized by academic libraries in their physical spaces to ensure the library is meeting the diverse needs of its students? (ie – study rooms, reserved space for specific use/s, quiet space, talking space, noise canceling headphones, fidget toys, reading pens) • How can academic libraries make their physical library space more welcoming? (ie – displays, events, food, technology, games, general atmosphere) What has changed about the ways academic librarians (as staff/faculty members of the larger institution) use physical library space since the start of the pandemic? (ie – more work from home, less shared office space, more concern over shared space due to social distancing Chair: Sarah Dornback

Activity #8 Timeline	
How long will it take to do this project?	
<mark>**continuous project assigned in charge**</mark> **project that will be completed this membership year** **short-term priority or multi-year project continuing past June 30, 2023.** **Expected completion date:**	

[**ACRL Plan for Excellence**](#)	
Check the best goal and indicate the objective.	
Value of Academic Libraries	

Student Learning	
Research and Scholarly Environment	
<mark>**New Roles and Changing Landscapes**</mark>	
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:
As online learning continues to exist alongside face-to-face learning environments, the physical space of the library is used by students and library staff in changing ways.

Activity #8 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)**
Draft - NRCL Committee Poll	September 15, 2022	All Subcommittee Members	Shared docs/email with subcommittee
NRCL Committee Poll	October 31. 2022	All subcommittee Members	Google Form; NRCL committee participation
Lib Space sub-committee examines results of poll to determine next steps	November 15, 2022	All subcommittee Members	Shared docs/email with subcommittee
Search for Panel Participants	January 30, 2023		Unknown
Advertise upcoming Panel	30-60 days before Panel is scheduled		ALA Connect?
Panel Discussion	Before June 30, 2022		Zoom or other Webinar platform; Closed Captioning; Recording ability

Collect feedback from Panel attendees	Within 2 weeks after Panel takes place		Google Forms (?)

Activity #8 Assessment
How will success be measured?
 • Attendance at Panel • Feedback from attendees and panelists

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.

The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. By **August 31, 2022**, the incoming chair should post the combined template with the 2021–2022 report and 2022–2022 work plan sections completed to ALA Connect. Projects included in a committee's work plan will be implemented September 2022 through June 2023.

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

2021–2022 Leadership (terms: July 1, 2021–November 30, 2021)	
Chair:	Thomas Padilla
Vice-Chair:	Sandra Aya Enimil
Board liaison:	Cinthya Ippoliti
Staff liaison:	Kara Malenfant and Erin Nevius
Other leaders:	Incoming Vice-Chair: Thomas Padilla

2021–2022 Leadership (terms: December 1, 2021–June 30, 2022)	
Chair:	Sandra Aya Enimil
Vice-Chair:	
Board liaison:	Cinthya Ippoliti
Staff liaison:	Kara Malenfant and Erin Nevius
Other leaders:	Incoming Vice-Chair: Jack Leong

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

Report & Work Plan Submission			
Year-end report written by:	Sandra Aya Enimil	**Date:**	8/31/2022
Work plan submitted by:	Sandra Aya Enimil	**Date:**	8/31/2022

2021–2022 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 2021–2022 membership year (July 1, 2021 to June 30, 2022)?

- Ten "Scholarly Communications" columns in C&RL News
- Scholarly Communications Roadshow seminars moved online
  - Louisiana State University licensed and offered the Research Data Management Off-RoadShow, May 17-18, 2022.
- ReSec Committee met virtually in January 2022
- ReSec Committee met virtually and on Zoom for ALA Annual 2022
- ACRL/SPARC Forum for ALA Annual 2022 was postponed to a virtual program to be presented August 2022
- Scholarly Communications Discussion Group met at ALA Annual 2022
- Recruited editors and crafted a CFP for a topical issue of College & Research Libraries (C&RL) on research that advances the three priority areas established in ACRL's 2019 report on open and equitable scholarly communications.

2. What were the relevant results for your projects?

Work underway for C&RL special issue
Updates planned for ACRL Scholarly Communication Toolkit
All Roadshows will be virtual until travel can be safely resumed.

3. Which if any 2021–2022 projects will continue next year?

- Planning for special issue in C&RL 2023
- "Scholarly Communication" columns in *C&RL News*
- ACRL/SPARC Forums
- Roadshow oversight
-Scholarly Communication Discussion Group

4. What worked well?

Communication with ACRL staff and elected leadership.
Communication with ACRL staff, Kara Malenfant, Erin Nevius, and Elois Sharpe have always been helpful and pleasant. Kara and Erin have both been incredibly helpful during the transition in leadership and in letting me know how to move things forward.

5. What could have worked better?

Committee Members.

The committee's size makes it difficult to manage. It seems only a small portion of the membership participates in meetings, which could be fine, but the persons who are most active also do most of the work. I second a previous recommendation that the Appointments Committee or ACRL staff make the volunteer form data of members available to committee leadership so that responsibilities can be delegated to people with interest in those programs and challenges.

Roadshow Management and Communication

I realize that communication has been challenging. As committee chair, I only know about updates to the Scholarly Communication Roadshow because I also serve as a member. I have no information or insight into the Research and Data Management Roadshow. I have never heard from Professional Development and Outreach about the roadshows. I second a prior recommendation for more clarity on whether communication should occur directly between committee chairs and Professional Development and Outreach, or whether the staff liaisons should be an intermediary.

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

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

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

No. ACRL staff made the transition easy.

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

The fact that we get to benefit of many and broad perspectives.

9. Any other comments, recommendations, or suggestions?

There has been so much disruption due to the pandemic and budgetary issues. We know there is a desire to have broad reach and impact on the scholarly environment. It is a hope that ACRL will continue to be a light on many issues facing our community and will extend its reach to HBCUs, Tribal Colleges and Universities, Hispanic Serving Institutions and other institutions that support diverse and marginalized communities.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 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:	Scholarly Communications Topical Issue of C&RL
Brief Description:	
	Special issue of C&RL to spotlight new research advancing the priority areas established by ACRL's 2019 research agenda Open and Equitable Scholarly Communications: Creating a More Inclusive Future. Amanda Nichols Hess, Nathan Hall and Kara Malenfant are co-editors. There are also several developmental editors. Call for proposals for the issue distributed in August 2022. Proposals are due by October 3, and the special issue of the journal is slated for publication in January 2024.

Activity #1 Timeline
How long will it take to do this project?
project that will be completed next membership year

ACRL Plan for Excellence
Check the best goal and objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment X
New Roles and Changing Landscapes
Core Commitment to Equity, Diversity & Inclusion X
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:

Research and Scholarly Environment and Core Commitment to Equity, Diversity, and Inclusion, because both are both expressly discussed in the agenda and will be the focus of the submissions for the special issue.

Activity #1 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	
Announce open call for submissions, and specifically share with research grant recipients	Early August 2022	Issue Editors	
Submit brief proposals (750 words maximum) to issue editors	September 30, 2022	Prospective authors	
Select and notify authors	Mid-October 2022	Issue editors & peer reviewers	
Update C&RL editorial board on progress	Late-October 2022	Issue editors	
Submit good solid drafts (3-6,000 words, following C&RL author guidelines) to issue editors for developmental review.	January 9, 2023	Authors	
Share drafts with assigned developmental reviewers.	January 10, 2023	Issue Editors	
Provide feedback to authors.	March 3, 2023	Issue editors & developmental reviewers	
Submit revised drafts to issue editors.	May 15, 2023	Authors	
Submit final manuscripts to issue editors.	August 1, 2023	Authors	
Target date: Transmit final versions to ACRL staff for production	September 1, 2023	Issue Editors	
Special issue released online	01/01/24	C&RL	

Activity #1 Assessment
How will success be measured?
- Successful completion and release of special issue

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 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 #2	
Activity Name:	C&RL News Scholarly Communications column
Brief Description:	C&RL News has a regular scholarly communications column that addresses a wide range of issues and is edited by ReSEC members

Activity #2 Timeline
How long will it take to do this project?
continuous project assigned in charge

[ACRL Plan for Excellence](#)
Check the best goal and objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment X
New Roles and Changing Landscapes
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:

This column addresses the broad-ranging research and scholarly environment directly through writing of guest authors who are either established experts or fresh voices and perspectives in the scholarly communications field.

Activity #2 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial, tech, staff support)
Ongoing management of the column, which publishes monthly	n/a	Emily Ford, Allison Langham-Putrow, Shilpa Rele, and Tina Baich	Continued support from C&RL News staff

Activity #2 Assessment
How will success be measured?
Through readership, downloads, citation impact, and other assessments tracked by C&RL News.

2022–2022 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2022 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 #3	
Activity Name:	Research Data Management and Scholarly Communications Roadshow
Brief Description:	Both roadshows will likely continue in an online format that as appropriate.

Activity #3 Timeline
How long will it take to do this project?
continuous project assigned in charge

ACRL Plan for Excellence
Check the best goal and objective.

Value of Academic Libraries	
Student Learning	
Research and Scholarly Environment X	
New Roles and Changing Landscapes	
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:

Scholarly Communications and Research Data Management are both important central areas for open access, open data, and all things in the realm of the research and scholarly environment. These two roadshows are valuable in equipping ACRL institutions in these subject areas.

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)**
Launch series for the Scholarly Communications roadshow	Fall 2022	Carla Myers	

Activity #3 Assessment
How will success be measured?

Success will be measured by transition to online offerings that result in registrations and attendance by the ACRL community.

Improved communication regarding Roadshows to the ReSec Committee.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 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 #4	
Activity Name:	RFI Policy Response
Brief Description:	
	This subcommittee responds to requests for information from the ACRL Board, the federal government, and community partners to advocate for ACRL interests

Activity #4 Timeline
How long will it take to do this project?
continuous project assigned in charge

[**ACRL Plan for Excellence**](#)
Check the best goal and objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment X
New Roles and Changing Landscapes
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:
Crafts ACRL responses to issues around scholarly communications and the research and scholarly environment (copyright, open access, data, open education and scholarship). For example, ReSEC's rapid response team drafted comments (but ultimately choose not to submit) for an ACRL in response to a White House Office of Science and Technology Policy request for information on Federal Scientific Integrity Policy Framework in April 2022

Activity #4 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Respond to federal and ACRL requests as needed	n/a	Willa Tavernier April Hathcock	Erin Nevius and Cinthya Ippoliti keeping us up to date on what is needed by ACRL

Activity #4 Assessment
How will success be measured?
Success will be achieved through a quick turnaround time (hence rapid response), as well as thorough, knowledgeable, and impactful statements that reflect ACRL values and priorities.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 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 #5	
Activity Name:	Scholarly Communication Toolkit
Brief Description:	The ACRL Scholarly Communications Toolkit is the #1 viewed library guide in the ACRL system and is heavily used during Open Access Week. It is important to keep it up to date: https://acrl.libguides.com/scholcomm/toolkit

Activity #5 Timeline
How long will it take to do this project?
continuous project assigned in charge

ACRL Plan for Excellence
Check the best goal and objective.

Value of Academic Libraries	
Student Learning	
Research and Scholarly Environment X	
New Roles and Changing Landscapes	
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 toolkit went through a revision last year, so this year is a simple update for Open Access Week 2022.

Activity #5 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Update toolkit for Open Access Week	10/14/2022	Willa Tavernier Sandra Aya Enimil	

Activity #5 Assessment
How will success be measured?

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

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 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 #6	
Activity Name:	Scholarly Communications Discussion Group and list-serv
Brief Description:	Plan and execute the ACRL/SPARC Forum and manage the ACRL scholarly communication list-serv

Activity #6 Timeline
How long will it take to do this project?
continuous project assigned in charge

ACRL Plan for Excellence
Check the best goal and objective.
Value of Academic Libraries
Student Learning
Research and Scholarly Environment X
New Roles and Changing Landscapes
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:
ReSEC works closely with SPARC to host an ACRL/SPARC Forum on timely subjects in the scholarly ecosystem such as big deal cancellations, collective reinvestment in open infrastructure, and diversity, equity, and inclusion in scholarly communication.

Activity #6 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
ACRL/SPARC Forum: Emerging "Inclusive Access" Programs and	8/4/2022	Jennifer Chan Ashley Sergiadis	Outreach, registration, hosting

Their Implications for Course Material Affordability			

Activity #6 Assessment
How will success be measured?
Successful events with great speakers, good attendance, and impactful content https://sparcopen.org/event/acrl-sparc-forum-emerging-inclusive-access-programs-and-their-implications/

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

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2022**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2022 through June 2023.

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

2021–2022 Leadership (terms: July 1, 2021–June 30, 2022)	
Chair:	Meg Meiman
Vice-Chair:	Melissa Mallon
Board liaison:	Toni Anaya
Staff liaison:	Mary Jane Petrowski
Other leaders:	

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

Report & Work Plan Submission			
Year-end report written by:	Meg Meiman	**Date:**	August 31, 2022
Work plan submitted by:	Melissa Mallon & Amanda Folk	**Date:**	August 31, 2022

2021–2022 Year-end Report

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

1. What were the major projects/activities accomplished by your committee in the 2021–2022 membership year (July 1, 2021 to June 30, 2022)?

SLILC had three core project teams this year, with a fourth team that maintained cohesion through leading the work plan:

- **Open Educational Practices/Professional Development (OEPD) Team** led by Mou Chakraborty and Jennifer Shimada
- **Publications Team** led by Maura Seale
- **Engagement Team** led by Andrea Baer and Amanda Folk
- **Leadership Team** led by Meg Meiman and Melissa Mallon

2. What were the relevant results for your projects?

OEP/PD Team

- The OEP/PD Team organized and hosted a webinar in May titled Success and Struggles within OER and DEI. The program had 331 registrants and 134 attendees. As in the previous two years, attendance at our online program was higher than it ever has been for our in-person sessions, and the webinar format will likely become a permanent mode for future programming.

Publications Team

- The Publications Team worked with authors to finalize drafts of chapters for the book *Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners*. The book will be forthcoming later in 2022 (fingers crossed). http://bit.ly/CFP_ACRLinclusivepedbook
- In April 2022 the ACRL IS Inclusive Pedagogy Committee recently hosted a webinar that featured a few of the editors, including SLILC members Jane Nichols and Maura Seale, as well as chapter authors of the Inclusive & Equitable Pedagogies book: https://www.youtube.com/watch?v=HVw1KPjHh0s
- From last year's call for proposals, the Publications Team worked with authors and reviewed their submitted manuscripts for the *C&RL News* column, "Perspectives on the Framework." For 2022-23, five columns have been published in accordance with this SLILC workplan. The July/August 2021 issue contained "You can improve: Using the Framework in How to Read workshops." The October 2021 issue contained "Valuing the everyday: Using experiential scenarios to evaluate information." The December 2021 issue contained "Authority is constructed and contextual: Empowering students to navigate privilege in academic publishing." The April 2022 issue contained "Crowdsourced pedagogy: Editing Wikipedia and the Framework for Information Literacy for Higher Education." The June 2022 issue contained "One step at a time: Integrating the Companion Document to the ACRL Framework for Information Literacy for Higher Education: Social Work into an existing instruction program."

- The Publications Team's CFP in the spring of 2022 received an outstanding response; submissions for "Perspectives on the Framework" are now lined up through **October 2023**.

Engagement Team

- The Engagement Team worked closely with the OEP/PD team to promote the 'Success and Struggles' program.
- Related to the first point, the Engagement Team also created a document for promoting SLILC events and programs, which includes a tracking spreadsheet to track and coordinate outreach efforts and to record where programs and projects have been announced.
- The Engagement Team revised and updated SLILC's [web page](), by including new content, streamlining the design, making contact information for SLILC more visible, and ensuring our web page meets basic accessibility guidelines.

Leadership Team

- We held three whole committee-wide meetings: orientation, mid-winter, and annual.
- We wrote the work plan and provided a year-end report.
- We liaised with our Board member, our ACRL staff liaison, and met with the Board in the fall of 2021 and in early June 2022.

3. Which if any 2021–2022 projects will continue next year?

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

- Continue professional development of open/inclusive/antiracist pedagogy.
- Maintain publication of the *C&RL* "Perspectives on the Framework" column.
- At SLILC's June 2022 committee-wide meeting, members expressed a desire to collaborate in a more coordinated fashion with other ACRL committees, such as the Equity, Diversity, & Inclusion Committee and the Digital Scholarship Section, to co-host programs and to mitigate any EDI work that may be happening in isolation at ACRL.

4. What worked well?

- The matrix structure of the project teams continued to help SLILC execute the work plan.
- The engaged and talented team leads are incredible colleagues and leaders in their own right.
- The work plan's flexibility provided us ample opportunities to reassess our bandwidth.

5. What could have worked better?

- Committee members have, understandably, continued to be stretched thin by the global pandemic during this entire year. Even with a scaled-back work plan (compared with the previous year), members of SLILC reported that they were at capacity in terms of taking on new projects.
- Given this, I [Meg Meiman] and Vice-Chair Melissa Mallon decided to: (1) keep SLILC's programming led by our OEP/PD Team manageable for 2021-2022; (2) work with the Engagement Team to keep their work well-scoped; and (3) work with the Publications Team to keep their work as manageable

as possible, primarily by having them focus on the forthcoming book with ACRL, and to support them in their work on the *C&RL* column "Perspectives on the Framework."

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

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

- Goal: Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.
- Objectives:
- Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
- Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

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

If there are questions regarding the above activities, staff can contact:
- **Name: Meg Meiman**
- **Email: meg.meiman@gmail.com**

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

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

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

In a word, people. Vice-Chair Melissa Mallon and everyone–and I do mean *everyone*–on SLILC put forth an immense amount of energy and effort this year to keep the work of our committee going. Additionally, the leadership of previous SLILC Chairs laid the groundwork for our current group's success: these leaders include Alex Hodges, Nicole Brown, Liz Galoozis and Elizabeth Berman, among others.

10. Any other comments, recommendations, or suggestions for ACRL?

[from Meg Meiman:] In the 2021 Midwinter report submitted by Past Chair Alex Hodges, he recommended an approach of "less is more" for ACRL's future, specifically with regard to reporting and intensive details that the work plan requires. I am grateful for the changes the Association has made over the past year, such as shifting Board meetings to a completely online format, and eliminating some written reporting requirements. I would underscore Alex's recommendations to ACRL to continue simplifying their strategies and better supporting virtual meetings/conferences.

As mentioned at the June 2022 ACRL Board meeting, I/we would also recommend the Association provides more opportunities for ACRL committees to collaborate with each other–particularly on programming–not only in order to avoid duplication, but also to ensure our work is sustainable for us as ACRL committee

members. In June 2021, Alex noted in SLILC's final report that "the pandemic, racial injustices...and trials of higher education/economy have affected the energy and motivation of SLILC members, who are all reeling in their full-time roles to manage the massive changes that began in March 2020." In many ways, this state of affairs seems even more true now than it did last year, and for this reason, we would recommend the Association provide greater opportunities for cross-committee collaboration.

2022–2023 Work Plan

New in summer 2021. The [ACRL strategic plan](#) is revisited every year, but the past year has brought about significant changes in higher education, academic libraries, and ALA that necessitate identifying and drafting short-term priorities. For the next 1-2 years, the ACRL Board has set priorities in three areas: Equity, Diversity, and Inclusion; Communication and Engagement; and Membership. **In general, how do you see your group's work in the coming year (activities described below) connecting with these three priority areas:**

ACRL Short-Term Priorities
1. **Equity, Diversity, and Inclusion**: a. What conversations will your committee continue about EDI-related initiatives? (e.g., developing programming, tools, publications, eLearning, etc.) b. What are some ways you could determine outcomes/impact?
• We will continue to endeavor to develop programming and publications that center on equity, diversity, and inclusion as values and practices for teaching librarians. • Determining outcomes and impact is still being developed and will require further conversations among our teams, once they have been formed. Examples might include number of participants in online discussion forums and/or number of publications published in collaboration with ACRL Publishing, showing the reach of the committee's work.
2. **Communication and engagement**: a. How involved are members in the work of the committee? b. What ideas does your group have for helping members feel more connected to the work of the team? c. What kind of support might you need to improve communication and engagement?
• We are still forming Committee work teams, but we aim to focus on smaller groups that allow members to be actively engaged in the work of the Committee. • We will also look for ways to connect with members and non-members outside of SLILC through cross-division partnerships and collaborations. • Ways of improving communication and engagement will require further conversations among our teams, once they are formed.
3. **Membership:**   a. How might the work of your committee support or provide value for members?

- We will continue to develop publications and provide online programming for members and prospective members alike, to support them in their pedagogical needs (particularly related to open and inclusive pedagogies) and foster ideas for engaging students.
- We would like to create opportunities for members to guide and engage in the work of SLILC, thus increasing the benefit and visibility of the committee to members across ACRL.

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

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

Activity #1 Timeline
How long will it take to do this project?
==continuous project assigned in charge==
short-term project that will be completed this membership year
multi-year project continuing past June 30, 2021. Expected completion date:

[ACRL Plan for Excellence](#)
Check the best goal and indicate the objective.
Value of Academic Libraries
Student Learning   Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning. Also: 1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs. 2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
Research and Scholarly Environment
New Roles and Changing Landscapes
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:
Relevant and timely publications work toward the overarching SLILC goal to advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.

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)**
Solicit new authors and edit content for bimonthly "Perspectives on the Framework" *C&RL News* column. For 2022-2023, the team will continue including columns that have an EDI focus.	September 2022 (solicit new columns); ongoing	Publications Team	
Work with the Engagement team to assess the reach and readership of the "Perspectives on the Framework" *C&RL News* column and its topics.	May 2023	Publications Team; Engagement Team	David Free (dfree@ala.org)
Propose and (if accepted) write an essay for ACRL's *Keeping Up With* series, focusing on a topic related to inclusive and open pedagogies. We anticipate cross-team collaboration within SLILC for this.	February 2023	Publications Team Engagement Team, PD Team	
Finalize the Board-accepted edited volume on inclusive pedagogy (currently in editing phase)	June 2023	Publications Team / book editors	Melissa Mallon (SLILC chair) and SLILC members Maura Seale and Jane Nichols are book editors.

Activity #1 Assessment
How will success be measured?
SLILC will solicit and edit monthly "Perspectives on the Framework" column for *C&RL News* and work with David Free to assess analytics on readership of the column; continue work on the Board-accepted edited

volume on inclusive pedagogy, and produce at least one "Keeping up With" column.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2021–2022 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

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

Activity #2 Timeline
How long will it take to do this project?

continuous project assigned in charge
project that will be completed this membership year
short-term priority or multi-year project continuing past June 30, 2022.Expected completion date:

[ACRL Plan for Excellence](#)
Check the best goal and indicate the objective.

Value of Academic Libraries

Student Learning

Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning. Additionally, collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

Research and Scholarly Environment

New Roles and Changing Landscapes
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:
Engaging our communities furthers SLILC's goal and involves close collaboration with partners.

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)**
Keep SLILC website (LibGuide) up-to-date and monitor member and non-member engagement; look for opportunities to include more non-member voices	ongoing	Engagement Team	
Work with the Publication Team to assess the reach and readership of the "Perspectives on the Framework" *C&RL News* column and its topics.	May 2023	Publications Team; Engagement Team	David Free (dfree@ala.org)
Use the SLILC website to advertise PD sessions, Perspectives on Framework columns, and other SLILC work, in order to further highlight and promote the work of the committee. Communicate and share stories; post SLILC events, work, and programs to various discussion lists and share with ACRL social media accounts.	ongoing	Engagement Team, with Publications Team & PD Team	

Monitor virtual attendance for SLILC-sponsored online program(s) and make recommendations for content and online participation	ongoing	Engagement Team, PD Team	

Activity #2 Assessment
How will success be measured?
SLILC's outreach and engagement will reach ACRL membership and beyond; our efforts and impact will be assessed as we go, using the updated guiding document for next year's committee.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #3	
Activity Name:	**SLILC Professional Development (PD) Team**
Brief Description:	Plan one SLILC conference program for 2022-2023 (two if feasible), keeping the programming's focus on inclusive and equitable pedagogies to support academic librarians as they advance equitable and inclusive pedagogical practices and environments that support student learning. Coordinate with other ACRL entities that provide professional development to build partnerships that infuse SLILC's goal into their work.

Activity #3 Timeline	
How long will it take to do this project?	
<mark>**continuous project assigned in charge**</mark> **project that will be completed this membership year** **short-term priority or multi-year project continuing past June 30, 2022.Expected completion date:**	

[ACRL Plan for Excellence](#)
Check the best goal and indicate the objective.
Value of Academic Libraries

Student Learning

Advance equitable and inclusive pedagogical practices and environments for libraries to support student learning. Additionally:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

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

Research and Scholarly Environment

New Roles and Changing Landscapes

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:

SLILC's PD efforts are a core mechanism to empower libraries to build information literacy programs that are equitable, inclusive, and responsive. By leveraging previous OER work and other EDI efforts to lay the foundation for open educational practices, the team will connect the overarching SLILC goal to advance equitable and inclusive pedagogical practices and environments for libraries to support student learning.

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)**
Plan one SLILC online conference program scheduled for to coincide with either LibLearn X or Annual Conference	December 2022 and/or June 2023	PD team	
Investigate opportunities for creating an OER for teaching librarians on an aspect of integrating inclusive & open pedagogies that can be used by ACRL members and non-members. (could be in conjunction with the above action item)	Spring 2023	PD Team, Publications Team, with support from the Engagement Team	

Assess previous online program/conference activities and make recommendations for future programming	ongoing	PD team and possibly the Engagement Team	
Connect with ACRL Academic Library Trends and Statistics Survey Ed Board to review the 2021 trends survey summary data which shows which activities libraries are collecting data about and make recommendations as to whether adding these data points to the survey makes sense.	May 2023	Leadership (Chair & Vice-Chair); Engagement Team	ACRL Academic Library Trends and Statistics Survey Ed Board (SLILC vice-chair Amanda Folk is on the board and can help make connections)

Activity #3 Assessment
How will success be measured?
SLILC will deliver one or two virtual conference programs, assess their effectiveness using attendance metrics and attendee surveys, and recommend modes for future delivery of professional development content.

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

Each summer, ACRL division-level committees should complete a year-end report and work plan. By **August 31, 2022**, the committee chair should post the completed combined template to ALA Connect.

The **report** section should be completed by the outgoing chair. The **work plan** section should be completed by the incoming chair. Committee members, Board liaison, staff liaison should all review and approve the work plan. Projects included in a committee's work plan will be implemented September 2022 through June 2023.

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

2021–2022 Leadership (terms: July 1, 2021–June 30, 2022)	
Chair:	Rebecca Croxton
Vice-Chair:	Jung Mi Scoulas
Board liaison:	Jessica Brangiel
Staff liaison:	Kara Malenfant
Other leaders:	Subcommittee leads: Monika Chavez, Joe Pirillo, Lauren Holmes, Becky Croxton

2022–2023 Leadership (terms: July 1, 2022–June 30, 2023)	
Chair:	Jung Mi Scoulas
Vice-Chair:	Monika Chavez
Board liaison:	Jessica Brangiel
Staff liaison:	Kara Malenfant
Other leaders:	ExOfficio Members: Andrea Falcone (Standards Roadshow) & Brandy Whitlock (Assessment in Action Roadshow) Subcommittee leads: Monika Chavez, Becky Croxton, Polly Boruff-Jones, Holt Zaugg JoAnn Murphy

Report & Work Plan Submission			
Year-end report written by:	Rebecca Croxton	**Date:**	7/29/22
Work plan submitted by:	Jung Mi Scoulas	**Date:**	8/31/22

2021–2022 Year-end Report

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

1. What were the major projects/activities accomplished by your committee in the 2021–2022 membership year (July 1, 2021 to June 30, 2022)?

1. Published 3 VAL Equity & Social Justice Spotlights in ACRL Insider,
2. Hosted and/or organized 5 webinars/virtual presentations (2 related to COVID-19, 1 panel session featuring speakers who were highlighted in our EDI & SJ Spotlight Series- 265 registrants), 1 related to Ethical Engagement in Learning Analytics (session held in July 2022, 189 registrants), and 1 specifically for VAL committee members with a guest speaker from EAB's Moonshot for Equity Program related to learning analytics),
3. Published 1 report related to libraries and COVID-19,
4. Was a featured interviewee in a Library Journal whitepaper,
5. Maintained and continued to build-out the Library Learning Analytics Toolkit,
6. Worked with ACRL staff to create a template and identify content for a newly refreshed VAL website that was launched July 22, 2022,
7. Began drafting a Communications/Marketing Plan to clarify the "definition," role, and importance of VAL-related work,
8. Initiated efforts to update the Proficiencies for Assessment Librarians & Coordinators to ensure social justice, accessibility, diversity, equity, and inclusion are centered in library assessment work,
9. Submitted 10 conference proposals (8 accepted; 2 pending) related to VAL initiatives, goals, and objectives,
10. Began work on a Library Advocacy Toolkit in response to current and pressing needs faced by today's academic libraries in collaboration with the New Roles & Changing Landscapes Committee.

2. What were the relevant results for your projects?

We do not have data related to attendance of views for events and tools listed above. However, a focus of much of our work this year was to communicate, educate, and advance understanding about and research related to library value and library analytics work. The acceptance of 8 proposals with 2 additional pending for major library and assessment conferences including the 2022 IUPUI Assessment Institute (4 presentations), 2022 ARL Library Assessment Conference (2 presentations; 2 workshops), and ACRL 2023 (pending - 1 workshop, 1 panel) is a testament to the work of this group in advancing these initiatives. In addition, Becky Croxton, VAL chair, was featured in an interview in a whitepaper published by Library Journal, "Analytics Play a Key Role in Campus Operations," which suggests that an awareness and interest is building throughout higher education and academic libraries about the value that libraries play in student learning. (Download @ https://www.libraryjournal.com/story/analytics-play-a-key-role-in-campus-library-operations-lj220426)

3. Which if any 2022–2023 projects will continue next year?

I recommend that VAL continue:

1. Adding to the EDI & SJ Spotlight series on ACRL Insider,
2. Updating and promoting the Learning Analytics Toolkit,
3. Providing oversight for the VAL web presence and ensuring that relevant content continues to be added to the VAL website,
4. Completing and implementing the VAL communications/marketing plan to clarify the "definition," role, and importance of VAL-related work,
5. Leading the initiative to update the Proficiencies for Assessment Librarians and Coordinators, with a goal of having ACRL Board approval in place by the end of 2022-2023; Launch a dissemination/awareness campaign about the updated proficiencies,
6. Completing and marketing the Library Advocacy Toolkit,
7. Working on issues related to library value in response to COVID-19, focusing on the hybrid learning and work environments that have emerged from COVID-19, and
8. Identifying channels and opportunities for communicating, educating, and advance understanding about and research related to library value and library analytics work.

4. What worked well?

We had highly engaged membership overall. To help facilitate this engagement and maintain momentum on our initiatives, we:

1. Met monthly as a committee, which created a group identity.

2. Maintained five subcommittees (1. VAL Resource Oversight, 2. Learning Analytics/Privacy, 3. Value of Libraries during COVID-19 Disruption, 4. Communications Strategy, and 5. EDI & SJ) that met monthly. This not only helped advance the work of VAL initiatives, but also helped subcommittee members develop a further sense of belonging and community among colleagues with similar interests. We invited members who had been engaged in previous years to serve as subcommittee leads, and they met and/or communicated regularly with their subcommittees.

We also had tremendous support from our ACRL staff liaison, Kara Malenfant.

5. What could have worked better?

I don't think there was much that could have gone better this year except, perhaps, to gather / track enrollment about and attendance at our sponsored webinars. It may also be helpful to find a way to track engagement with our online resources (e.g., VAL website views, learning analytics views).

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

With the Spotlight series on ACRL Insider and the related ACRL Online Discussion on 4/8/22, *Beyond Words: Initiating, Implementing and Sustaining Change* (https://youtu.be/-GTXKhzYjls) (265 registrants), we highlight our colleagues who are doing EDISJ work in the profession, as well as providing examples of how EDISJ can be incorporated into the practice of academic librarianship.

The initiative we are leading to update the Proficiencies for Assessment Librarians and Coordinators further demonstrates our commitment to equity, diversity,and inclusion, as this work is being undertaken to ensure social justice, equity, diversity, inclusion, and accessibility are centered in library assessment work.

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

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

The VAL Spotlight Series in ACRL Insider features librarians discussing what it means to integrate equity and social justice into practice and assessment and how they are working toward that goal (https://acrl.ala.org/acrlinsider/category/value-of-academic-libraries/val-spotlight-series/). The VAL committee continued this dialogue with a panel of spotlighted professionals via the 4/8/22 ACRL Online Discussion, *Beyond Words: Initiating, Implementing and Sustaining Change* (https://youtu.be/-GTXKhzYjls).

VAL Contacts regarding this work:
Jung Mi Scoulas: jscoul2@uic.edu (new VAL chair)
Monika Chavez: mchavez208@mtsac.edu (new VAL vice chair and was the EDI & SJ Subcommittee lead)

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

Honestly, Kara Malenfant, our ACRL staff liaison made everything very easy for us. She provided us with relevant reminders and just-in-time guidance and problem-solving support. Perhaps one thing that might be useful for future leaders is to provide clearer guidance on what, how much, the preferred medium (e.g., written report, presentation slides, oral only), and when to expect to share updates with the ACRL Board at their January, April, and June meetings. I never knew quite what was expected and the depth of reporting, etc. that was necessary.

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

For me, the most rewarding part of this work is the community that we created of colleagues from across the country this year and the commitment we had to moving the work of the committee forward. The members of the VAL committee worked really hard, and the accomplishments are the result of their hard work and expertise. I also appreciated the affirmations received from ACRL staff and board leaders in response to our reports! That helped us feel confident we were doing the "right sorts of things" and moving forward in meaningful ways.

10. Any other comments, recommendations, or suggestions?

I would love for ACRL and VAL to consider having a couple of MLIS graduate student representatives who are still in library school. This would help us understand their perspectives of upcoming professionals who are passionate about or are thinking about working in these arenas.

2022–2023 Work Plan

The [ACRL strategic plan](#) is revisited every year, but the past recent years have brought about significant changes in higher education, academic libraries, and ALA that necessitate identifying and drafting short-term priorities. Beginning in summer 2021, the ACRL Board has set priorities for two years in three areas: Equity, Diversity, and Inclusion; Communication and Engagement; and Membership. **In general, how do you see your group's work in the coming year (activities described below) connecting with these three priority areas:**

ACRL Short-Term Priorities

1. **Equity, Diversity, and Inclusion**:
    a. What conversations will your committee continue about EDI-related initiatives? (e.g., developing programming, tools, publications, eLearning, etc.)
    b. What are some ways you could determine outcomes/impact?

The EDI subcommittee has established conversations about Equity, Diversity, Inclusion (EDI) as well as Social Justice (SJ) through the EDI & SJ Spotlight Series which is coordinated through the work of the VAL committee, and will continue to sponsor the EDI & SJ Spotlight Series this year. This subcommittee also will continue to host a panel presentation or webinar this year that brings together several of the individuals who were featured in the spotlight series for an engaging discussion for and with the larger profession. We are also planning to explore ways to identify, compile, and/or generate resources to empower librarians to not only understand and articulate their value in support of serving all patrons, but also to identify when and/or how they may need to shift course in order to better serve communities who have been traditionally marginalized or underserved in higher education, including libraries. Outcomes or impact could be measured, in part, by attendance at programs and views of online resources. We will also consider conducting follow-up surveys of attendees at our EDISJ related events, asking them to reflect on what they have learned and how it may (or has) influenced their behavior or perspectives.

2. **Communication and engagement**:
    a. How involved are members in the work of the committee?
    b. What ideas does your group have for helping members feel more connected to the work of the team?
    c. What kind of support might you need to improve communication and engagement?

● There is a subcommittee who is primarily charged with communication. The communication committee will closely work with each subcommittee and continue to draft the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do. Regarding engagement, all committee members are asked to participate on at least one subcommittee. ● Connections are made for members primarily through the work of their subcommittees. Subcommittees are typically 4-6 members who meet monthly and report on their work at the full VAL Committee meetings. Subcommittees most typically have specific projects or initiatives they focus on with tangible products (reports, webinars, spotlights, website, toolkits) that they develop, launch, or carry out with the support of the VAL chair, vice chair, and ACRL staff liaison. ● In prior years, subcommittee members have communicated with each other primarily via their own email channels that are outside of ALA Connect. During the VAL orientation (July 29, 2022), we demonstrated how to communicate with each other via ALA connect, and hope that the VAL committee members will continue to communicate with each other via ALA connect. One minor issue was that the roster from ALA connect was not updated until July 30 so anyone who was rolled off from the committee still received the emails via ALA connect during July, which made some members confused.

3. **Membership:**

    a. How might the work of your committee support or provide value for members?

The work of VAL supports and provides value for its members by (1) facilitating the formation of relationships/ connections with other library professionals, (2) building self-worth and sense of achievement by working on projects or initiatives with tangible products, and (3) becoming more informed about conversations, issues, and trends related broadly to the value of academic libraries as well as the topic-specific subcommittee work (e.g., EDI & SJ, learning analytics).

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #1	
Activity Name:	Equity, Diversity, Inclusion, and Social Justice
Brief Description:	VAL will empower local academic library advocacy, with emphasis on advancing issues of equity, access, diversity, inclusion, and social justice in higher education. VAL will identify and develop resources that support academic librarians in conducting advocacy efforts which articulate institutional EDI goals and demonstrate the value of academic libraries. Our primary means of accomplishing this work in 2022-2023 is through the EDI & SJ Spotlight Series. Further, while academic libraries are committed to serving all members of their communities, we recognize that there are user communities that have traditionally been marginalized in higher education and in our libraries. This activity will (1) explore how libraries can understand if and how we're providing value to user communities who have traditionally been marginalized or underserved and (2) uncover what has or has not worked well in supporting these communities in order to (3) propose a path forward that ensures our resources, services, and spaces provide value to all patrons.

Activity #1 Timeline	
How long will it take to do this project?	
continuous project assigned in charge	
short-term project that will be completed this membership year	
x multi-year project continuing past June 30, 2023. Expected completion date:	Unknown

ACRL Plan for Excellence	
Check the best goal and indicate the objective.	
X **Value of Academic Libraries**	
Objective 4: Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education.	
Student Learning	

	Research and Scholarly Environment

	New Roles and Changing Landscapes

X	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:

This activity will identify and develop resources to empower librarians to conduct Value-based advocacy efforts, particularly those that showcase libraries' efforts to promote equity, diversity, inclusion, and social justice at their institutions.

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)**
Form EDI & SJ subcommittee	8/1/2022	Monika Chavez will serve as the lead for this subcommittee with support from Jung Mi Scoulas and Monika Chavez	
Identify new objectives and tasks related to advancing issues of social justice for students served by academic libraries.	September – October 2022	Monika Chavez with the subcommittee members	
Conduct targeted outreach to potential participants for the Equity & Social Justice Spotlight Series (on ACRL Insider)	August 2022 - May 2023	Monika Chavez with the subcommittee members	
Conduct interviews with participants and produce brief write-ups to be shared on ACRL Insider	September 2022 - May 2023	Monika Chavez with the subcommittee members	
Host an online panel discussion of select participants who were	November 2022	Monika Chavez with the subcommittee members	

spotlighted in the EDISJ spotlight series			
Identify other potential promotional and/or educational activities, including but not limited to potential publications or webinars	October 2022 - May 2023	Monika Chavez with the subcommittee members	

Activity #1 Assessment
How will success be measured?
- Number of Spotlights published on ACRL Insider, as well as number of views of the posts.   - Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #2	
Activity Name:	Learning Analytics/Privacy
Brief Description:	As the use of learning analytics continues in many institutions of higher education, the question of libraries' participation and concerns for ethics and privacy are primary topics that VAL addresses. In addition, the VAL committee will explore the intersections of EDI & SJ and communication with learning analytics.

Activity #2 Timeline	
How long will it take to do this project?	
continuous project assigned in charge **project that will be completed this membership year** **x short-term priority or multi-year project continuing past June 30, 2023.** **Expected completion date:**	Unknown

[ACRL Plan for Excellence](#)
Check the best goal and indicate the objective.
X **Value of Academic Libraries**
Objective 2: Promote the impact and value of academic and research libraries to the higher education community.
Student Learning

Research and Scholarly Environment

New Roles and Changing Landscapes

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:

Exploring potential use of data analytics as connected to library impact will help members promote the value of academic libraries and evidence-based decision making in support of student learning.

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)**
Form Learning Analytics/Privacy subcommittee	August 2022	Polly Boruff-Jones will serve as the lead for this subcommittee with support from Jung Mi Scoulas and Monika Chavez	
Continue to update and refine the Learning Analytics toolkit, including building out sections relating to leading libraries and the bibliography.	September 2022 - May 2023	Polly Boruff-Jones with the subcommittee members	
Continue to explore the intersections of EDI&SJ, communication and learning analytics and/or critical assessment practices; make recommendations for educational activities related to this effort.	August- November 2022	Polly Boruff-Jones with the subcommittee members	
Work with Communication subcommittee and Changing Landscape subcommittee on potential educational activities related to learning analytics and online education	October - November 2022	Polly Boruff-Jones with the subcommittee members	

Continue to provide educational activities such as presentations, publications, or webinars that lend clarity to library learning analytics and how the work can be done responsibly to support evidence-based decision making to support student learning	August 2022 - May 2023	Polly Boruff-Jones with the subcommittee members	

Activity #2 Assessment
How will success be measured?
- Views/hits on the toolkit after launch. Implementation of relevant educational activities, including hits/views or registrations/attendees.   - Hosting an online discussion session webinar, along with the number of registrants and session attendees at the online event.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #3	
Activity Name:	Changing landscape
Brief Description:	Academic libraries have provided support as institutions have had to rapidly shift from a primarily in-person environment to completely online or hybrid during the COVID-19 crisis. This activity seeks to explore and highlight the value that academic libraries have provided to their institutions during that time and help to identify some possible best practices for the future.

Activity #3 Timeline	
How long will it take to do this project?	
continuous project assigned in charge project that will be completed this membership year x short-term priority or multi-year project continuing past June 30, 2023. **Expected completion date:**	Unknown

ACRL Plan for Excellence
Check the best goal and indicate the objective.
ˣ   **Value of Academic Libraries**

Objective 1: Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment. **Objective 2: Promote the impact and value of academic and research libraries to the higher education community.**
Student Learning
Research and Scholarly Environment
New Roles and Changing Landscapes
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:
Identifying potential areas of challenges for academic libraries during a crisis, considering the long-term impact of those challenges, and identifying the support and value that libraries provide during times of crisis will enable academic libraries to prepare for a rapidly evolving learning environment.

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)**
Form Changing Landscapes subcommittee	August 2022	JoAnn Murphy will serve as the lead for this subcommittee with support from Jung Mi Scoulas and Monika Chavez	
Consider different ways to analyze survey data such as rural, library type.	August- October 2022	JoAnn Murphy with the subcommittee members	
Identify potential areas of challenges for academic libraries to prepare for a hybrid learning environment by jointly working with the New Roles and Changing Landscapes Committee (NRCL)	September 2022 - May 2023	JoAnn Murphy with the subcommittee members	ACRL staff liaison, Erin Nevius
Work with Library advocacy toolkit working group on providing resources concerning student success	August 2022– May 2023	JoAnn Murphy with the subcommittee members	

and DEI in hybrid learning environment, professional roles, faculty support, and affordability, DEI, strategic goals			
Identify strategies based upon COVID-19 survey findings to create and share best practices for libraries in event of future crisis or epidemic.	September 2022 - May 2023	JoAnn Murphy with the subcommittee members	

Activity #3 Assessment
How will success be measured?
- Number of registrants and attendees at the Changing Landscape ACRL online discussion forum.   - Number of views of recorded webinar produced by this committee.   - Completion of Best Practices Guide

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #4	
Activity Name:	Communications Strategy
Brief Description:	There are many misconceptions about the role of VAL and library learning analytics and the work that we do, particularly related to value, ethics, and marginalization. In response to this, this subcommittee will: - Develop a communications strategy to reach the broader academic library community that clarifies the value of libraries in supporting student learning and promotes education about how to do learning analytics work ethically. - Finalize the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do. This will allow all VAL members to have consistent and streamlined communication points. - Consider modifications to the ACRL Plan for Excellence that more aptly articulates the role of VAL that we can propose to the ACRL Board.

Activity #4 Timeline

How long will it take to do this project?	
continuous project assigned in charge **project that will be completed this membership year** **x short-term priority or multi-year project continuing past June 30, 2023.** **Expected completion date:**	Unknown

ACRL Plan for Excellence
Check the best goal and indicate the objective.
x   **Value of Academic Libraries**   **Objective 2: Promote the impact and value of academic and research libraries to the higher education community.**
Student Learning
Research and Scholarly Environment
New Roles and Changing Landscapes
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:
By working with VAL committee members to implement and carry out the communications strategy plan, this activity will (1) **finalize a clear message** about the value of academic libraries and how they support student learning *and* (2) **share this message through various communications and educational opportunities** that may include journal articles, webinars, conference presentations, etc.

Activity #4 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Form Communications Strategy subcommittee	August 2022	Holt Zaugg will serve as the lead for this subcommittee with support from Jung Mi Scoulas and Monika Chavez	
Review VAL Statement and make revisions as appropriate; submit to ACRL Board for approval	October 2022 - January 2023	Holt Zaugg with the subcommittee members	

Continue to draft the overall message we want to share with the library profession, with input from the full VAL committee, about the role of VAL and the importance of the work that we do.	August - October 2022	Holt Zaugg with the subcommittee members	
Continue to draft modifications to the ACRL Plan for Excellence that more aptly articulates the role of VAL that we can propose to the ACRL Board.	October - December 2022	Holt Zaugg with the subcommittee members	
Continue to develop a communications strategy plan to reach the broader academic library community that clarifies the value of libraries in supporting student learning and provides education about how to do learning analytics work ethically.	August - October 2022	Holt Zaugg with the subcommittee members	
Work with VAL committee members to implement / carry out the communications strategy plan.	August 2022- May 2023	Holt Zaugg with the subcommittee members	
Work with ACRL staff to update VAL web presence	August 2022-May 2023	Holt Zaugg with the subcommittee members	

Activity #4 Assessment
How will success be measured?
- Completion of a message to share with the academic library profession with clear talking points that can be used by VAL committee members.   - Revisions to the ACRL Plan for Excellence that more aptly portrays the role of VAL.   - Creation and implementation of a communications strategy.   - Total number of communications, presentations, articles, etc. that are implemented from the communications strategy plan.

2022–2023 Work Plan

Please complete this form for each activity that the committee plans to undertake in the 2022–2023 program year. While the form is pre-populated with ten activities, it is not required to generate ideas for all ten activities. Please only complete this form for the appropriate number of activities that work for your committee. If you need additional sheets, please contact your staff liaison.

Work Plan Activity #5	
Activity Name:	Assessment Proficiencies
Brief Description:	
	This subcommittee will prepare a draft and incorporate recommendations to update the Proficiencies for Assessment Librarians and Coordinators (https://www.ala.org/acrl/standards/assessment_proficiencies) which were initially approved in 2017 by the ACRL Board of Directors in January 2017. In the five short years since they were approved, the glaring absence of proficiencies related to Social Justice, Equity, Diversity, and Inclusion (SJEDI) has become apparent. In response, members of two ACRL goal-level committees, the Value of Academic Libraries Committee and the Equity, Diversity, and Inclusion Committee, have joined together to form a Task Force to address these gaps. The work of this committee will take place from May 2022 through April 2023 at which time the updated Proficiencies will be presented to the ACRL Board of Directors for approval.

Activity #5 Timeline	
How long will it take to do this project?	
continuous project assigned in charge project that will be completed this membership year short-term priority or multi-year project continuing past June 30, 2023. Expected completion date:	June 30, 2023

ACRL Plan for Excellence
Check the best goal and indicate the objective.
x Value of Academic Libraries
Student Learning
Research and Scholarly Environment
New Roles and Changing Landscapes
x 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:

This activity will (1) **update** the Proficiencies for Assessment Librarians and Coordinators that are reflected from EDI & SJ perspective *and* (2) **share these Proficiencies** with ACRL Standards and ACRL Board for their feedback and approval.

Activity #5 Outline			
Outline the steps and deadlines planned to complete the project. Attach additional sheets if needed.			
Specific Action	**Due Date**	**Party Responsible**	**Resources Needed (e.g., financial, tech, staff support)**
Prepare draft and incorporate recommendations from focus groups.	August- October, 2022	Becky Croxton with the subcommittee members	
Review the draft and recommend revisions	October 2022- January 2023	Becky Croxton with the subcommittee members	
Present at ACRL 2023 (pending acceptance): Share Solid Draft & Describe Process for updating the proficiencies	March 2023	Becky Croxton with the subcommittee members	
Work with ACRL EDI goal level committee to finalize the Assessment Proficiencies	August 2022- May 2023	Becky Croxton with the subcommittee members	
Work with ACRL Standards Committee to obtain feedback and approval	March- May 2023	Becky Croxton with the subcommittee members	
Submit the final draft to ACRL Board and obtain approval	May-June 2023	Becky Croxton with the subcommittee members	

Activity #5 Assessment
How will success be measured?
- completion of the updated Proficiencies for Assessment Librarians and Coordinators   - obtain ACRL Standards and ACRL Board approval

Association of College & Research Libraries
ALA/ACRL American Library Association
225 N Michigan Ave, Suite 1300
Chicago, IL 60601
acrl@ala.org, http://www.acrl.org

Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Completion of the ACRL Academic Library Advocacy Toolkit

Submitted by: Dr. Becky Croxton (Task Force Chair; 2021-2022 VAL Chair) and Dr. Jung Mi Scoulas, 2022-2023 VAL Chair)

Date submitted: January 27, 2023

Background

On January 31, 2022, Erin Ellis, then ACRL president-elect (current 2022-2023 president) emailed the chairs of the VAL and NRCL committees, inviting them to consider convening a joint task force to create a Academic Library Advocacy Toolkit. The impetus for this project was concern over recent trends and anticipated changes of academic libraries being marginalized or diminished as universities examine themselves and make changes due to impacts of the pandemic or other circumstances. A charge was created and shared by ACRL Board representatives (see below), committee chairs agreed to participate, and identified 2-3 members per committee to participate in a task force.

The library advocacy toolkit was created by the Task Force, chaired by Becky Croxton.
- Toolkit Link: https://acrl.libguides.com/advocacytoolkit

In addition, our task force has prepared a Final Report which outlines our work, decision making processes, recommendations, and next steps. Once we get your go-ahead, we will work on our remaining action items as outlined on pages 8-9 of the final report.
- Final Report: ACRL Academic Library Advocacy Toolkit Report (January 27, 2023)

The toolkit and final reports are ready to be reviewed by the ACRL Board.

Task Force Members
- Dr. Becky Croxton (Task Force Chair; 2021-2022 VAL Chair)
- Dr. Jung Mi Scoulas, (2022-2023 VAL Chair)

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- Dr. Megan Oakleaf (VAL Member, Author of the 2010 VAL Report)
- Joe Pirillo (past VAL Member; past chair of the VAL Learning Analytics/Privacy subcommittee that created the Learning Analytics Toolkit)
- Amy Dye-Reeves (2022-2023 NRCL Chair)
- Marilyn Myers (2021-2022 NRCL Chair)
- Russell Michalak (NRCL Member)

Questions for the Board to Discuss

While the Joint Task force created the framework for the Academic Library Toolkit and populated this first iteration with what we believe will be valuable and useful resources, we acknowledge that needs will continuously change and new resources will be identified and created. As such, we have outlined the following recommendations for your consideration.

- Initiating a community of practice: The ACRL 2023 Community Chat that is being proposed by Becky Croxton and Megan Oakleaf could serve as a launching point for a community of practice. If accepted, this [Community Chat] will provide an opportunity for interested ACRL members to engage with the toolkit, share their own success stories and challenges, and engage with others who may have similar interests and needs.
  - To create a community of practice where members can begin to engage with the toolkit and share tips, seek advice, and gather feedback for their own issues, it is recommended that an Interest Group be formed in ALA Connect that is moderated by volunteers who have the time and interest in academic library advocacy. The Joint Task Force members feel that it is beyond their capacity to initiate and maintain an interest group at this time.
- Sustain and maintain the toolkit: To maintain this toolkit moving forward, it may be helpful for the ACRL Board to charge multiple ACRL committees to refine and maintain different sections of the toolkit. For example, the ACRL EDI committee may be well suited to keep the [EDI page of the advocacy toolkit] up-to-date.
- Monitor and Integrate feedback: There is a [feedback form] embedded on each page of the toolkit that currently resides in Becky Croxton's Google Drive. For continuity and sustainability, it is recommended that this form be recreated by the ACRL office and responses monitored regularly by either someone at ACRL or a specific committee.
- Build awareness: To bring greater awareness to the toolkit, the ACRL Board might consider tasking another committee or ACRL staff member to conduct social media campaigns and/or developing and hosting an ACRL program or webinar to formally launch the toolkit.

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Stakeholders

Draft versions of the toolkit have been shared periodically with members of the VAL and NRCL committees. In addition, VAL and NRCL committee member input was gathered and considered by the task force with respect to the six primary topic areas around which the toolkit was created. Further input was sought about the most common and pressing issues through discussion with Michael Flierl, 2022-2023 Chair of the ACRL Research Planning and Review Committee and a co-author of the 2022 Top Trends in Academic Libraries report (https://crln.acrl.org/index.php/crlnews/article/view/25483/33379).

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☒ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

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

☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☒ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

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Association of College & Research Libraries
ALA/ACRL American Library Association
225 N Michigan Ave, Suite 1300
Chicago, IL 60601
acrl@ala.org, http://www.acrl.org

Board of Directors Action Form

To: ACRL Board of Directors

Subject: Open Microphone Policy

Submitted by: Erin L. Ellis, ACRL President

Date submitted: January 25, 2023

Background

The Board's Executive Committee would like to move the open microphone portion of board meetings from the end of the agenda to an earlier time in the meeting. This would allow time for members to provide input on issues under discussion before any board actions are taken. Moving the open mic period will require a change to the policy, which dictates that the last 15 minutes of the meeting are reserved for open mic: Chapter 2.4.2: Board of Directors and Executive Committee | Association of College & Research Libraries (ACRL) (ala.org)

Stakeholders

ACRL Board members, ACRL Staff, ACRL members

Fiscal and Staffing Impact

None

Action Recommended

That the ACRL Board of Directors approves a change to policy, Chapter 2.4.2 Open Sessions, and has fifteen minutes set aside for an "open microphone" session to occur during the beginning of the first Board meeting when any ACRL member may address the Board.

Strategic Goal Area Supported

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

☐ Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

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

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☐ Research and Scholarly Environment
Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☐ New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ Enabling Programs and Services
ACRL programs, services, and publications that target education, advocacy, and member engagement.

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