

Association of College and Research Libraries
Virtual Spring Board Virtual Meeting

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April 25, 2024

11:00 AM to 1:00 PM (CT)

Agenda

Time	Item (Document number follows topic description)
11:00–11:01 a.m.	1.0 Call to order (McNeil)
11:01–11:03 a.m.	2.0 Opening remarks & Welcome (McNeil) ACRL President Beth McNeil will welcome the Board and guests and ask if there are items for New Business.
11:03–11:05 a.m. Action	3.0 Adoption of the Agenda (McNeil)
11:05–11:06 a.m. Action	4.0 Consent Agenda Board of Directors (McNeil) [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.] The following items are placed on the consent agenda: Confirmation of virtual votes: #2.0 <ol style="list-style-type: none"> 1. Establishment of the ACRL Artificial Intelligence (AI) Competencies for Library Workers Task Force 2. Virtual Vote: FY25 Student Dues 3. C&RL Editor Appointment Approvals: <ol style="list-style-type: none"> 1. EDI accessibility request #2.1 2. Annual Conference 2023 Proceedings #2.2

Time	Item (Document number follows topic description)
	3. Fall Board Virtual Meeting 2023 Proceedings #2.3 4. LibLearnX 2024 Proceedings #2.4 5. Project Outcome for Academic Libraries Editorial Board Composition #2.5
11:06–11:20 a.m.	5.0 Awards An update on awards next steps will be given and the Board will review and take action on several requests regarding awards.
Action	5.1 Definitions (McNeil) #3.0 The Board will review and take action on definitions for awards and grants.
Action	5.2 RBMS (Sarah Horowitz) #4.0, #4.1 The Board will review and take action on RBMS’s request to issue awards in 2024-2025, as a procedures review has already been conducted.
11:20–11:35 a.m. Information/Discussion/Action?	6.0 Section Participation (Whatley) #9.0 The Board will receive an update from the ACRL section participation working group.
11:35–11:50 a.m. Discussion	7.0 Organizational Memberships (Ellis) #5.0
11:50 a.m.–12:00 p.m. Information/Discussion	8.0 Standardized Dues Models (David Free) #6.0, #6.1, #6.2 The Board will receive an update on the ALA Work Group for Standardization of Division Membership Dues and discuss possible implications for ACRL.
12:00–12:10 p.m.	Break
12:10–12:25 p.m. Information/Discussion	9.0 ACRL Budget Updates (Mocnik/Payne) 9.1 ACRL FY24 Q2 #7.0, #7.1 9.2 ACRL FY25 budget update
12:25–12:35 p.m. Information/Discussion	10.0 Choice Budget Updates (Rachel Hendrick) 10.1 Choice FY24 Q2 #8.0

Time	Item (Document number follows topic description)
12:35–12:40 p.m. Information	11.0 Officer Reports <ul style="list-style-type: none"> ● President’s Report (McNeil) #1.1 ● Vice-President’s Report (Lo) #1.2 <ul style="list-style-type: none"> ○ Joint NRCL & VAL Academic Library Workers Advocacy Toolkit ● Past-President’s Report (Ellis) #1.3 <ul style="list-style-type: none"> ○ Short-term Priority Setting Board Working Group Update ● Councilor’s Report (Whatley) #1.4 ● Executive Director’s Plan for Excellence Activities Report. (Payne) #1.5, #1.6
12:40–12:50 p.m.	12.0 New Business (McNeil) <ul style="list-style-type: none"> ● TBD
12:50–1:00 p.m.	13.0 Executive Session The Board will go into Executive Session to discuss sponsorships.
1:00 p.m. Action	14.0 Adjournment (McNeil)

Upcoming ACRL Board Meetings

Meeting documents are posted to the [ACRL Board Public Community](#) approximately one week prior to the meeting date.

- [ACRL May Virtual Board Update - May 17, 2024](#) 10:00 AM to 11:00 AM (CT)
- [ACRL Pre-Annual Conference Virtual Board Update - June 13, 2024](#) 11:00 AM to 12:00 PM (CT)
- **ACRL Board of Directors Meeting I** - June 29, 2024, 1:00 PM to 4:00 PM (PT), Manchester Grand Hyatt San Diego - Room TBD, 1 Market Place, San Diego, CA 92101
- **ACRL Board of Directors Meeting II** - June 30, 2024, 1:00 PM to 3:00 PM (PT), Manchester Grand Hyatt San Diego - Room TBD, 1 Market Place, San Diego, CA 92101

Upcoming ALA Governance Meetings

Meeting documents are located via the following links: [Council Documents](#) and [Executive Board and Budget Analysis Review Committee Documents](#).

- **Virtual Membership Meeting**, Tuesday, June 18, 2024, 11:00 am-12:00 pm, CST ([Zoom registration](#))
- **Virtual Budget Analysis & Review Committee (BARC)/Finance & Audit Subcommittee Meeting**, Monday, June 24, 2024, 11:00 am - 1:30 pm CT, [Please register here for this meeting](#)

- **Virtual Planning & Budget Assembly (PBA), Division Leadership, & BARC Meeting,** Monday, June 24, 2024, 2:30 pm - 4:30 pm CT, [Please register here for this meeting](#)
- **2024 ALA Governance Meetings:** see the [ALA website](#) and ALA Annual Conference [scheduler](#).

ACRL Board Ground Rules

Approved Fall Board Meeting, November 18, 2019.

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

Make knowledge-based decisions using these four questions:

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

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

ACRL Board Social Media Guidelines

Approved Fall Board Meeting, November 16, 2018

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

1. Purpose

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

2. Guidelines

Board members who engage with social media agree to do so in a professional manner and to act in accordance with the Board's Ground Rules, which are reviewed and updated each year at the

Strategic Planning and Orientation Retreat. The following guidelines are intended to assist Board members in determining what type of social media posts are appropriate. Board members may:

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

3. Responsibilities

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

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

ACRL Spring Board Virtual Meeting: April 24, 2024

ACRL Board Document Inventory

Blue = New documents

Red = Pending

Black = Included in packet

Doc #	Document
Doc 1.1	President's Report
Doc 1.2	President-Elect's Report
Doc 1.4	Councilor's Report
Doc 1.5	Executive Director's Plan for Excellence Activities Report (PEAR)
Doc 2.0	Board action form: Confirmation of virtual votes LLX24 to SB24
Doc 2.1	Board Action Form: Funding for Librarians with Disabilities/Disabled Librarians panel
Doc 2.2	Annual Conference 2023 Proceedings
Doc 2.3	Fall Board Virtual Meeting 2023 Proceedings
Doc 2.4	LibLearnX 2024 Proceedings
Doc 2.5	Project Outcome for Academic Libraries Editorial Board Composition
Doc 3.0	Board action form: Awards Definitions
Doc 4.0	Board action form: RBMS Awards
Doc 4.1	Draft Leads Procedures <i>Confidential</i>
Doc 5.0	Board discussion form: ACRL organizational membership dues
Doc 6.0	Board discussion form: ALA Work Group for Standardization of Division Membership Dues
Doc 6.1	Summary on Membership Model and Standardizing Dues
Doc 6.2	ALA Standardized Division Dues Working Scenarios
Doc 7.0	ACRL FY24 Q2 Memo
Doc 7.1	ACRL FY24 Q2 Report
Doc 8.0	Choice FY24 Q2 Memo
Doc 9.0	Board action form: Section Participation

FYI Documents

FYI-1	ACRL Plan for Excellence
FYI-2	Task Force Status Chart
FYI-3	ACRL Board Working Group Status Chart
FYI-4	Board Liaison Assignments 2023–2024
FYI-5	ALA Executive Board Spring Agenda
FYI-6	ALA Annual 2024 Governance Schedule
FYI-7	Project Outcome Report 2023

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Funding for Librarians with Disabilities/Disabled Librarians panel

Submitted by: Silvia Vong, Chair, ACRL EDI Committee

Date submitted: 3/19/2024

Background

The programming sub-committee of the ACRL EDI Committee is organizing a panel for librarians with disabilities/disabled librarians to be offered in June 2024 to ACRL members. A call was recently sent for speakers, prioritizing first-time speakers to give opportunities for ACRL members to gain experience as panel members. We recently received an overwhelming number of applications (40 and counting) with 4 to 5 spots. After some discussion and consulting with different groups and ACRL EDI Committee members, to ensure that the event is inclusive, CART captioning and an ASL interpreter are needed to ensure that the event reflects the principle of inclusion. The current budget is \$1000.00, however, the CART captioning alone is estimated at \$500.00 and the sub-committee would like to provide honorariums of \$150.00. This means ASL interpretation would not be possible, and honorariums may need to be reduced. Karen Aguilar and Hillary Pearson was consulted on costs for CART Captioning, and Rebecca Weber and Jerry Yarnetsky, chairs of the RUSA Accessibility Assembly were informed of the event to avoid duplication of work.

Stakeholders

- ACRL members who require ASL interpretation at the event.

Fiscal and Staffing Impact

The funding would allow for an ASL interpreter and coverage for honorariums for speakers. The ASL interpreter is important in ensuring that the event is inviting and inclusive to librarians who require ASL interpretation. CART captioning is in English and not all attendees may have English as their first language. In addition, the \$150 honorarium reflects the expertise the panelists bring to the discussion.

Action Recommended

That the ACRL Board of Directors approves extra funds of \$600 (\$300 for ASL services +\$300 for the speakers) for the ACRL committee's programming panel for librarians with disabilities/disabled librarians by May 17, 2024.

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

Strategic Goal Area Supported

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

☐ Value of Academic Libraries

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

☐ Student Learning

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

☐ Research and Scholarly Environment

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

☐ New Roles and Changing Landscapes

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

☒ Enabling Programs and Services

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



Association of College and Research Libraries
ACRL Board Pre-Annual 2023 Virtual Meeting I

Friday, June 16, 2023
1:00 PM–3:05 PM CDT

Zoom Virtual Meeting

Board I Proceedings

Present: Erin Ellis, ACRL President; Beth McNeil, ACRL Vice-President; Julie Ann Garrison, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Jessica Brangiel, Walter Butler, Kim Copenhaver, Cinthya Ippoliti, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Not Present: Toni Anaya

Guests: Tarida Anantachai, Jack Hang-tat Leong, Sandra Aya Enimil, Peter Hepburn, Rusty S. Michalak, Amy Dye-Reeves, Je Salvador, Jung Mi Scoulas, Kara M. Whatley

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/ACRL Senior Communications Strategist; Rachel Hendrick, CHOICE Interim Editor and Publisher; Kara Malenfant, ACRL Senior Strategist for Special Initiatives; Aleah Price, Program Coordinator; Elois Sharpe, ACRL Program Coordinator

1.0 Welcome/Call to Order (Ellis)

ACRL President Erin Ellis called the meeting to order at 1:00 pm.

2.0 Opening Remarks/Review of Ground Rules (Ellis)

Ellis welcomed the members of the Board of Directors and guests, reviewed the Board's ground rules, and reminded the Board members of their social media guidelines.

3.0 Adoption of the Agenda (Ellis)

The Board approved the adoption of the agenda with no discussion.

4.0 Consent Agenda (Ellis)

Ellis asked if any changes were requested to the Consent Agenda. A minor addition to the Board's LLX23 Proceedings was requested, so the following item was removed, and a revised version will be considered at the Board's next meeting.

- Confirmation of the LLX23 Proceedings

Motion: *Kara Whatley moved that the ACRL Board of Directors approve the Consent Agenda as revised.*

Approval of:

- Library Marketing and Outreach Interest Group Transition to Discussion Group
- Digital Badges Interest Group Renewal
- History Librarians Interest Group Renewal
- Student Retention Discussion Group Dissolution
- ACRL/RBMS Guidelines Regarding the Security of Special Collections Materials
- ACRL Legislative Agenda
- Asian, African, Middle Eastern Studies Interest Group (AAMESIG) transition to Discussion Group

Action: *The ACRL Board of Directors approved the Consent Agenda as revised.*

5.0 Goal-area Committee Updates

The Board heard updates from the strategic goal-area committee chairs and had the opportunity to ask questions in order to assess progress toward Plan for Excellence goals.

5.1 Value of Academic Libraries Committee (Jung Mi Scoulas)

Jung Mi Scoulas, chair of the Value of Academic Libraries (VAL) Committee, shared that the Assessment Proficiencies Working Group had continued work on the draft Proficiencies for Assessment in Academic Libraries. The proficiencies are intended to provide ethical guidelines, can be used to identify skill gaps and focuses for professional development, and much more. The final revision has been approved by the ACRL Standards Committee and the Board will receive it for consideration for approval shortly.

The committee has been partnering with the New Roles and Changing Landscapes Committee to work on outreach and engagement strategies.

The VAL Committee's subcommittee on Learning Analytics and Privacy had released a new Learning Analytics Toolkit to help educate librarians about how to responsibly engage with campus learning analytics. A data visualization dashboard has been developed to show how people had been engaging with the toolkit's content and was shared with the Board.

Scoulas also encouraged members to attend the committee's News You Can Use session during the ALA Annual Conference. It will showcase the committee's accomplishments and describe the development of the assessment proficiencies and the Academic Library Advocacy Toolkit.

The Board thanked Scoulas for the committee's leadership over the course of the year.

5.2 Research and Scholarly Environment Committee (Sandra Aya Enimil)

Student Learning and Information Literacy Committee chair Sandra Aya Enimil expressed gratitude to ACRL and the Board for their support over the two years since she stepped in to fill a vacancy as chair. Specific thanks were offered to ACRL staff members Kara Malenfant, Allison Payne, and Erin Nevius.

Enimil noted that there would not be an ACRL/SPARC forum at the ALA Annual Conference, but that there were tentatively plans to hold one later in the summer.

The convener of the Scholarly Communication Discussion Group has stepped down. Enimil was uncertain whether a replacement has been selected or if anyone had expressed interest. The discussion group was scheduled to meet as a hybrid meeting during the Annual Conference and Enimil planned to attend.

ACRL's RoadShows have been on hold while the presenters considered how they might structure things moving forward. There is a plan to offer a free webinar in the fall to tease that the RoadShows are back and will be available again in the spring. Two institutions have been granted a free presentation, so they will be making sure that those are scheduled before the regular paid presentations are scheduled.

Ellis offered great appreciation to Enimil for the leadership over the past two years.

5.3 Student Learning and Information Literacy Committee (Melissa Nicole Mallon)

Melissa Mallon, chair of the Student Learning and Information Literacy Committee, provided a pre-recorded video update due to a conflict with the meeting.

Mallon highlighted the committee's public relations team's publication of six "Perspectives on the Framework" columns in *College & Research Libraries News* over the course of the year and thanked *C&RL News* Editor-in-Chief David Free for the assistance.

Webinars related to ACRL's newly published three-volume set, *Instructional Identities and Information Literacy*, are in development.

The committee is working on increasing its engagement with ACRL's other goal area committees. Mallon noted the committee workplan "party" being planned for later in the summer as a great way for committees to share information about their activities with each other, conceived and coordinated by Equity, Diversity and Inclusion Committee chair Je Salvador.

5.4 Equity, Diversity and Inclusion Committee (Je Lee Salvador)

Salvador noted that the workplan session was tentatively set for early August. Salvador was excited about the opportunity and mentioned that a webcast with a number of Board members and committee leaders focused on fully integrating EDI into everything ACRL does had also just taken place.

Earlier in the week, the committee held a webcast about the new EDI goal in ACRL's Plan for Excellence. Attendees were very engaged, with many questions, and a resources page was being prepared to send to the attendees.

An EDI town hall is planned for June 29, with section EDI leaders, those involved in value of academic libraries work, and other ACRL leaders presenting.

Work to sustain and grow ACRL's BIPOC membership drive will continue. A community chat with the BIPOC membership awardees was held in conjunction with the ACRL 2023 conference. Salvador said this kind of communication with the awardees had been very rewarding and hoped to see it continue.

Ellis thanked Salvador for the leadership during the year and lauded the great actions coming out of the committee's work.

5.5 New Roles and Changing Landscapes Committee (Amy Dye-Reeves)

Amy Dye-Reeves, chair of the New Roles and Changing Landscapes Committee, related that it had been a very busy year as she chaired both this and the ACRL Standards Committee. Dye-Reeves thanked ACRL staff liaisons Erin Nevius and David Free for keeping her on track with the work of

the two committees, as well as Rusty Michalak, incoming chair of the New Roles and Changing Landscapes Committee, for his help.

Dye-Reeves highlighted the committee's collaboration with the VAL Committee, as mentioned during VAL's update.

The committee's subgroup on add-on roles and other assignments had just released a survey about job satisfaction and encouraged anyone who had experienced additional or emerging roles being added to their job responsibilities to participate.

A staff retention toolkit had just been released by the EDI pipeline subgroup.

The subgroup focused on inclusive leadership held a webinar in February and was developing a workbook about the topic.

A library space webinar was planned for July and an OER RoadShow is being developed.

Ellis thanked Dye-Reeves for chairing two very busy committees. It was great to see that the work coming out of New Roles and Changing Landscapes was particularly collaborative.

In closing, Salvador wanted to highlight the deep and meaningful collaborations seen between the goal area committees this year. Board members agreed and the Board was encouraged to think about how to sustain this kind of substantive and widespread collaboration. It is especially important that institutional expectations and structures are intentionally cultivated to support it.

6.0 Section Special Events (Carlton/Payne)

ACRL Interim Executive Director Allison Payne summarized the issues and proposal outlined in the document, explaining that current policy allows sections to hold events during conferences at non-conference venues. Due to legal concerns, ACRL staff must manage the contracting, catering orders, and other logistical responsibilities, which can be very time consuming for events with a small number of participants. This proposal would eliminate this as a basic service supported by ACRL staff. While sections can still use their funding to hold events supporting their mission, arrangements would have to be made through ALA's Conference Services as part of the ALA Annual Conference planning process.

Additionally, the proposal would restrict the use of donations for social events, which benefit a small number of people privileged to attend; donations are better directed to more equitable opportunities with greater impact, such as scholarships for professional development and ACRL strategic initiatives.

The Board shared concerns they'd heard from section members about the possible changes and whether the purpose and scope of the proposal was correctly understood. Some were under the impression there was an effort to eliminate or reduce section social events, but when reading the documents, it's clear that the intent is to conserve scarce resources, protecting staff time and fundraising strategically. There was some concern that the rationale about fundraising was problematic, noting that sections with a narrow focus likely draw on different vendors for donations and there was some question about whether those vendors would be interested in supporting ACRL's broader goals.

The lack of social events planned for the upcoming ALA Annual Conference was noted, with a suggestion made that encouraging groups to hold events could be good for ALA's health by drawing attendance to conferences, which ALA has historically relied on heavily for revenue. On the other hand, staff resources, the corporate donor landscape, and conferences have all changed a great deal in recent years and the support for special events should be evaluated to consider whether it should be handled differently than in the past, just as so many other aspects of the association are.

It was clarified that while space for professional development programming at conferences is competitive, ALA is required to provide meeting space for ACRL units. Unofficial no-host dinners or socials at local venues can be held without needing formal planning support.

A town hall with section leadership or other thoughtful communication to clearly explain the proposal and issues would be a good idea, as the feedback the Board has heard from sections members so far seems based on misunderstanding an incomplete discussion of the topic at a recent meeting with a small number of section leaders. The Board decided not to take action on the proposal, deferring further discussion until a future meeting.

7.0 ALA Executive Board Update (Peter Hepburn)

ALA Executive Board Liaison and ALA Treasurer Peter Hepburn was welcomed to the meeting to present an update.

Hepburn noted ACRL's financial health, doing well in the current year and with the largest long-term investment balance of ALA's divisions.

The Operating Agreement working group continues to progress, having just reviewed four possible models for assessing overhead proposed by a consultant. No consensus has been reached and Hepburn encouraged anyone interested to review the possibilities and comment. The models would base overhead on either a unit's revenue, expenses, net revenue, or net revenue on a sliding scale. Different units would see different advantages or disadvantages depending on the model selected.

The working group hopes to build a holistic model that includes overhead, endowments, funding for new initiatives, and other considerations, but it's a challenging process, as models that work well for large divisions may not work for small divisions and roundtables, for example.

Hepburn recognized the significant staff leadership transitions ACRL was experiencing and emphasized his desire as liaison from the ALA Executive Board to best support Payne in her new role as interim executive director and the Board of Directors, commenting that the continued success of ACRL was critical to the success of ALA.

Hepburn reminded everyone to register for the following week's ALA Membership Meeting, whether attending in person or virtually. As the meeting would be hybrid, voting would be done electronically.

Annual Conference attendee registration and exhibitor sales were looking okay and ALA was on track for a financially healthy year.

In response to a question about the source of ACRL's positive budget results for the year to date, Payne detailed some of the sources, including ACRL Content Strategist Erin Nevius' very successful book publishing program and savings in cost of sales and meal functions for the year. The ACRL Conference was also a great success, meeting revenue budgets while keeping expenses significantly below budget.

The Board appreciated Hepburn's affirmation of the value of ACRL to ALA and asked if he could elaborate on the Operating Agreement's possible treatment of the division's net asset balance and fiscal independence. Hepburn stated there is an expectation that there will still be some freedom for units to fund initiatives or to contribute to their endowment when they are financially successful and ALA's overhead costs have been paid. Details were still being developed. Hepburn clarified that no one had proposed using different overhead models for different types of units, that the sliding scale net revenue model the consultant proposed would be most similar to that approach.

The Board thanked Hepburn for sharing the information and for his time.

8.0 Recognition of Outgoing Board Members (Ellis)

Ellis recognized an outgoing Board member for her service on the ACRL Board of Directors.

- Cinthya Ippoliti, ACRL Director-at-Large, 2019-2023

9.0 Open Microphone (Ellis)

There were no requests to address the Board.

10.0 Executive Session

The Board moved to Executive Session to discuss ACRL elections.

11.0 Adjournment (Ellis)

The Board adjourned the meeting.

-Proceedings submitted by David Connolly, Recruitment Ad Sales Manager/Editorial Assistant.



Association of College and Research Libraries
ACRL Board of Directors Meeting II

Saturday, June 24, 2023
Part I: 8:00 AM to 9:30 AM (CT)
Part II: 2:00 PM to 3:30 PM (CT)

Palmer House Hotel, Salon 12, 17 East Monroe Street, Chicago, IL 60603

Board II Proceedings

Present: Erin Ellis, ACRL President; Beth McNeil, ACRL Vice-President; Julie Ann Garrison, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Jessica Brangiel, Walter Butler, Kim Copenhaver, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Carolyn Henderson Allen, Anne Marie Casey, Trevor A. Dawes, Lori Goetsch

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/ACRL Senior Communications Strategist; Rachel Hendrick, CHOICE Interim Editor and Publisher; Erin Nevius, ACRL Content Strategist; Aleah Price, Program Coordinator

12.0 Call to Order & Opening Remarks (Ellis)

ACRL President Erin Ellis called the meeting to order at 8:02 a.m. Ellis welcomed the members of the Board of Directors and guests and reviewed the Board's ground rules.

13.0 Adoption of the Agenda (Ellis)

The Board approved the agenda as presented.

14.0 Board Update Report Out (Ellis)

Ellis shared a summary of the Board's discussions the previous day at their Board Update session.

The Board discussed several ACRL frameworks and standards that are up for review to consider the best next steps for each.

Framework for Information Literacy for Higher Education

The “Framework for Information Literacy” was adopted by the Board in 2016. A previous decision postponed the usual five-year review period by another two years as a number of discipline-specific companion documents were under development and the community was still in the process of adopting the Framework more widely.

The Board decided it was time to begin a formal review of the Framework and instructed the Information Literacy Frameworks and Standards Committee to start the process. There was brief discussion of integrating this committee with the Standards Committee and using a task force structure for the review, but the Board concluded that the Framework was better served by a dedicated committee structure.

Standards for Libraries in Higher Education

The Board would like to see a task force with broad representation appointed to review the “Standards for Libraries in Higher Education.”

Guidelines for Media Resources in Academic Libraries

The Board supported a review of the “Guidelines for Media Resources in Academic Libraries” and suggested there might be some value in connecting with the Core division.

Status of Academic Librarians

A review of the six documents related to the Status of Academic Librarians—the “ACRL Standards for Academic Librarians without Faculty Status;” the “ACRL Standards for Faculty for Academic Librarians;” the “Joint Statement on Faculty Status of College and University Librarians;” the “Standard for the Appointment, Promotion and Tenure of Academic Librarians;” the “Statement on the Certification and Licensing of Academic Librarians;” and the “Statement on the Terminal Professional Degree for Academic Librarians”—should proceed, the Board decided. In that process, the relevant ACRL sections should be involved, including CJCLS where appropriate, and the partner organizations that originally contributed to the development of the statements and standards may be consulted.

The Board discussed the proposal to make all Chapter Speaker Bureau visits virtual-only, which is on the consent agenda for this meeting. The Board would also like to find more opportunities for Chapters Council representatives to meetings of the Board of Directors to share updates on their activities.

The interest group continuance and leadership policy, on the consent agenda for this meeting, was discussed by the Board. The Board noted that there had not been much reporting from interest groups, so it was difficult to know how active each interest group was, but it might make sense to

merge interest groups into discussion groups. Some might also be appropriate to transition into sections. Directors-at-Large Jessica Brangiel and Yasmeen Shorish volunteered to work with the interest group conveners and leaders to address some of the concerns they'd raised.

ACRL Division Councilor Kara Whatley reported that the ALA Council had been discussing guidelines for approving hybrid meetings and the creation of a process to monitor and address deviations from policy. IFLA's selection of Dubai to host its 2024 meeting had also been a hot topic, with overwhelming condemnation of the choice.

15.0 Consent Agenda (Ellis)

Ellis asked if any changes were requested to the Consent Agenda. The Board requested the removal of the following items for further discussion.

- Interest Group Continuance/Leadership Policy
- Threshold Achievement Test for Information Literacy (TATIL) Editorial Board
- Chapters Council Volunteer Requirement Proposed Policy
- Transition Image Resources Interest Group to Image Resources Discussion Group

Motion: Julie Garrison moved that the ACRL Board of Directors approve the Consent Agenda as revised.

Approval of:

- Proficiencies for Assessment in Academic Libraries
- Companion Document to the ACRL Framework for Information Literacy for Higher Education: Instruction for Educators
- Rescinding the 2011 *Information Literacy Standards for Teacher Education*
- LLX23 Proceedings

Action: The ACRL Board of Directors approved the Consent Agenda as revised.

Next steps: During the meeting, the Board did not take action on the proposed Interest Group Continuance/Leadership Policy and expressed interest in further engaging stakeholders. The Board postponed taking action on the Transition Image Resources Interest Group to Image Resources Discussion Group, until action is taken on the proposed Interest Group Continuance/Leadership Policy.

16.0 Member Accommodation/Compensation Task Force (Anne Marie Casey, Trevor A. Dawes)

Member Accommodation/Compensation Task Force co-chairs Anne Marie Casey and Trevor A. Dawes updated the Board on the task force's work and recommendations. The co-chairs recapped the task force's history, noting that it was charged by the Board more than a year prior to review the current practices for recognizing the work of ACRL's member volunteers and consider sustainable options for financial or other substantive recognition of that work that could remove barriers to participation. The task force had some leadership changes midway through its work, but carried on and has prepared this analysis and recommendation for the Board to consider.

The task force recommends developing a process to provide honoraria on a scale relative to the work involved. For example, speaking would be recognized with one amount, developing a workshop another. The discounted registration fee offered to speakers at the ACRL 2023 Conference was a welcome step in this direction, and the task force acknowledges the significant impact that had on the conference budget by providing nearly 1,000 speakers with a \$50 registration discount, totaling nearly \$50,000 in forgone revenue. The task force recommends that similar discounts be offered for future conferences.

Allowing the kind of financial honoraria recommended would require revising four existing ACRL policies. If the practice is adopted, the task force also recommends planning a future assessment, perhaps in five years, to ensure the practice is best meeting the needs of both members and the association.

While the recommendations primarily focused on monetary compensation, other means of recognition were also discussed, such as a badging system or even just encouraging unit chairs to explicitly recognize the work of members on their committees, task forces, and other working groups, as there is a sense that this courtesy has fallen off as a practice in association culture.

The task force acknowledged that some of their recommendations might be limited by broader policy at the ALA level, but they felt this was outside the scope of this task force's work and it was not specifically researched. Interim Executive Director Allison Payne has been analyzing the changes that might be necessary.

The Board thanked the task force for their thoughtful work and practical analysis, including consideration of the impact on the association. Consideration of recognition options other than monetary were also appreciated, as some institution's policies won't allow their employees to accept financial compensation for professional development work. Thoughtful, public thanks and recognition can also go a long way.

The Board discussed the recommendations, noting that sections and interest groups have existing budgets they can tap for compensation. The Board agreed that the conference registration discount had been easy to implement without policy changes and should continue, but budgets will have to be carefully watched to allow for this unrealized potential revenue. The recommendation that members not have to use personal funds for advance payments of ACRL event expenses was also discussed, with the task force noting that one of its members had that experience and had a difficult time getting reimbursed.

Overall, the Board supported all of the recommendations and would like to see them move forward for implementation by January 2024.

Motion: *Yasmeen Shorish moved that the ACRL Board of Directors accept the task force's report and recommendations:*

- 1.0 Revise policies 4.2.1; 6.13.2; 6.25.1; and 9.6.2 and allow ACRL units (committees, sections, President's Program committee, etc.) to offer honoraria to speakers regardless of the speakers' ALA/ACRL membership status or job.*

Honoraria may be provided on a scale that is appropriate to the scope and type of work performed and that is permissible within the budget of the ACRL unit, the ALA/ACRL budget, and in consultation with the ACRL staff liaison. Examples of work include but are not limited to speaking (virtually or in-person), leading a workshop, or presenting at a conference. This is not an exhaustive list; it is merely meant to illustrate different engagement types.

- 2.0 ACRL should continue providing discounted registration for all speakers at future ACRL biennial conferences.*
- 3.0 Develop guidelines for non-monetary recognition that may be offered as an alternative to honoraria. These may include reduced or free registration for ACRL events, certificates, or badges.*
- 4.0 ACRL members should not be required to use personal funds for advance payments of ACRL event expenses.*
- 5.0 CoP members/program organizers should recognize each speaker/presenter/contributor with a letter of thanks after the event in which they participated.*
- 6.0 Assuming some or all of these recommendations are accepted, communicate the changes widely within the association so members are aware of the changes.*
- 7.0 Conduct an assessment of the implementation of these updates within five years to determine if modifications are necessary.*

Action: *The ACRL Board of Directors accepted the task force's report and recommendations.*

17.0 Awards Process Implementation Task Force (Lori Goetsch)

Awards Process Implementation Task Force co-chair Lori Goetsch provided an interim report on the task force's work to date and asked the Board for feedback about the recommendations the task force was considering.

The task force met twice in the spring. Goetsch would like to recognize the valuable background provided by former ACRL staff member Chase Ollis that informed the task force's work, including inconsistencies in funding for different awards, the impact of vendor mergers on the number of potential sources for sponsorship, and the administrative time and costs required of ACRL staff to support the awards.

The chair of the task force that preceded this one, Merinda Kaye Hensley, had pointed out other issues, including inconsistency in the administration of awards across ACRL's sections, pitfalls for bias in selection processes, and conflicts of interest of members of selection committees. That task force suggested looking at possibilities for award recognition other than monetary prizes and the need for some central coordination of all of ACRL's various awards.

Recommendations the Awards Process Implementation Task Force was considering suggesting to the Board included moving away from cash awards where possible, emphasizing inequities in award amounts and the significant administrative processes the financial aspect of awards required as reasons to do so. The task force recognized, however, that some awards had dedicated endowments restricted by donor agreements that may not be possible to alter.

The task force was also considering a recommendation for the establishment of a division-level awards coordination committee that would develop selection rubrics, collect demographic data, and have a "champion" committee member who would ensure that EDI values were embedded in all award processes. The task force specifically noted that it would not endorse having a single selection committee for all awards, which would be strongly disfavored by sections, among other reasons.

Finally, the task force was developing a recommendation that would define best practices for EDI, based on the "Strategies for Equity" document prepared by the Achievement Awards Working Group. These recommended practices would help to align EDI values across all awards and provide unbiased selection criteria suggestions.

The Board offered feedback about several aspects of the potential recommendations, including the possibility of EDI training for award committees each year to ensure that all members were invested in contributing an EDI focus to the work rather than having a "champion" be responsible for it. There were also questions about what the earned income from award endowments was used for, which includes some coverage of shipping costs, administrative costs, and the cash awards.

Suggestions were made that the task force provide more information about what will happen with award endowment income if cash awards are eliminated and that a liaison system to sections be explicitly outlined in the final recommendations.

The Board looks forward to the task force's final report, due in January 2024, and thanked the task force for its work.

18.0 ACRL Officer Reports

The Board was referred to the written reports from the officers that were included with the meeting's documents. Highlights shared included the very successful ACRL 2023 Conference, both programmatically and financially, with nearly 4,000 attendees; ACRL's publication of an impressive 15 new books during the year, and an update that plans were underway to fill staff vacancies. Special appreciation was shared for the numerous ACRL staff people currently taking on additional responsibilities to fill the gaps.

19.0 ACRL & Choice Budget & Finance (Mocnik/Payne)

Budget & Finance Committee Chair Joe Mocnik shared that the ALA financial reports presented during the Annual Conference had been very positive, with a particular focus on liquidity and improving the association's financial position. For the near future, ALA will be focusing on growing membership and its influence, especially with the current intellectual freedom and book banning issues prominent across the country.

ALA's endowment trustees reported that the endowment had outperformed the overall market the past few years and that they had a special focus on ensuring that the endowment was in ethical investments.

Payne shared that ACRL's budget for FY24 had revenues at \$2.3 million and expenses of \$2.7 million. As it will be a non-conference year for ACRL, a deficit is expected. While the Operating Agreement is still in effect, units were being required to transfer some funds from their long-term investments, which was unprecedented. It's believed that it was a one-time move by ALA to enhance the association's liquidity. A virtual meeting later in the year may be necessary to discuss and take action on the final budget.

The Board asked about tracking of its \$150,000 commitment to support EDI efforts and Payne pointed out a section in the documents that described some of the specifics, and that a fuller analysis was desired for the future.

The Board also questioned whether ALA's financial health was sustainable or if it was only temporarily enhanced by moves like the required LTI transfers from divisions. It wasn't clear, although it was pointed out that year-over-year financial results would certainly look better compared to the recent years impacted so greatly by the pandemic.

Rachel Hendrick, CHOICE Interim Editor and Publisher, reported that the 3rd quarter of FY23 had begun with a small deficit due to poor performance of sponsored webinars and print advertising. Choice 360 was doing very well, with the LibTech Insights vertical boosting advertising and engagement on that site. She noted that ALA had adjusted the way they report subscriptions, which should be much more accurate moving forward. Licensing revenue was also down slightly due to some delays in posting, but it was expected to ultimately meet its budget. Choice's expenses were being trimmed where possible. The unit was expected to come in about as budgeted for the year overall.

In FY24, Choice anticipates stabilization of advertising revenues, with the rollout of some new advertising products, an increase in digital subscriptions, continued decline of print subscriptions, although less so than in recent years, and flat licensing revenue. FY24 will be the first Choice budget with a surplus in years.

Savings were being realized on information technology expenses, as Choice's services were integrated with ALA's. A staff person would be retiring in the fall and Hendrick will be working with Payne to reimagine the position to best meet needs moving forward.

Hendrick addressed the requested Board action to cease production of Choice's Reviews on Cards (RoC) product. RoC was an add-on product for other Choice subscriptions, not a standalone product. Produced since 1968, RoC sales had been falling, a trend drastically accelerated by the pandemic and away from the circulation of print collection development resources at academic institutions.

If the Board approves the request to cease production of RoC in February 2024, a small amount of money would be lost, but that timing would allow final fulfillment of most existing subscriptions and require the least refunds.

At the suggestion of the Board, Hendrick will look into possible outreach to those institutions still using RoC to suggest alternative workflows they can use with their primary subscription. She will also investigate whether it might be possible to offer those with remaining subscriptions to RoC a credit toward other products rather than a refund.

Hendrick noted that the Choice Editorial Board and the ACRL Budget & Finance Committee had both reviewed and approved the proposal.

Motion: *That the ACRL Board of Directors approves the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and issues refunds to subscribers for remaining issues (about \$911).*

Action: *The ACRL Board of Directors approved the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and the issuance of refunds to subscribers for remaining issues (about \$911).*

20.0 Section Special Events Part II (Payne)

Due to time constraints, this item was postponed to a future meeting.

21.0 New Business (Ellis)

Payne reported that the ALA Executive Board had sent a letter to IFLA sharing its concern and objections about the selection of Dubai to host its 2024 meeting. The Board would like to encourage ALA to include the many concerns beyond LGBT rights and safety, possibly even encouraging ACRL's liaisons to IFLA sections to commit to not attending.

22.0 Passing of the gavel (Ellis/McNeil)

As incoming ACRL president Beth McNeil would have to miss the end of the meeting, Ellis passed the gavel to McNeil and welcomed her to her presidential year.

23.0 Recess (Ellis)

Ellis recessed the meeting until 2:00 p.m.

24.0 Call to order (Ellis)

Ellis called the meeting back to order at 2:00 p.m.

25.0 ALA Operating Agreement Work Group (Carolyn Allen)

ACRL's representative to the ALA Operating Agreement Work Group, former ACRL Budget & Finance Committee chair Carolyn Allen, updated the Board on the group's progress. The work was moving slowly, which was to be expected given the scope involved. While members of the group are wary of extending the timeline, it may prove necessary due to the complexity of some of the unresolved issues.

The overhead contributed by units to the ALA general fund is now referred to by a new term: indirect cost recovery (ICR). The policies and structure for ICR in the updated Operating Agreement have not yet been resolved, with several models under consideration, including one introduced at the group's May meeting that would use a sliding scale based on the annual net revenue of a unit, with five brackets ranging from zero ICR from a unit with a net loss to assessment of an ICR of 89% on net

revenue greater than \$500,000.

Allen referred the Board to documents previously shared with them that attempted to provide scenarios showing the impact for each of the possible models on different units. She was concerned that the examples used the most recent years, which were deeply affected by the pandemic and recovery, rather than going further back to build examples based on years showing more “normal” bottom lines.

There is some concern that the proposed structures appear advantageous to ALA’s general fund and detrimental to divisions, particularly the large divisions. Greater clarity is desired to explain how ALA’s current overhead rate of 26.5% was arrived at under the current structure. While uniformity across all units could be desirable, some consideration of the actual amount of overhead support different activities require; for example, perhaps the ICR for a virtual conference should be less than that for an in-person conference. There have also been some proposals to eliminate or restructure divisions that consistently have a net loss into a different type of unit requiring less administrative and staff support from ALA.

Allen shared her opinion that the working group had arrived at some sound principles, but that there had not been in-depth discussions about each of the more difficult issues and that the group was struggling to make decisions about details.

The Board thanked Allen for her efforts to keep the Board informed and inquired about the source of the proposed models. A consultant was hired by ALA to help develop the four overhead scenarios. Allen thinks the consultant worked from models they were familiar with from work with other organizations and may be trying to adapt them to ALA without a full understanding of ALA’s structure.

Allen would like to see the working group extended through December 2023 to have something ready to present at the January 2024 governance meetings, rather than meet the current plan of finishing by September in order to present recommendations at the fall governance meetings. The Board supported this and Ellis will send an email supporting an extension to the appropriate parties. Allen closed with appreciation for the recent additions of ACRL Interim Executive Director Allison Payne and CHOICE Interim Editor and Publisher Rachel Hendricks to the working group, as they bring with them deep knowledge about the annual budgeting process.

26.0 Potential Bylaws Task Force (Ellis)

Due to a number of developments in recent years, including changes to ALA’s bylaws, issues raised by the ACRL Nominations and Policies Audit Task Force, and the association’s experience needing a special election to fill a vacancy, Ellis proposed the establishment a working group to review ACRL’s bylaws and policies and recommend revisions necessary to align them with ALA and clarify and improve ACRL’s policies for appointments and elections. Ideally, any proposed revisions to the bylaws would be ready to present to the membership for a vote on the 2024 ballot.

The sense of the Board was that a working group could act more quickly than a formal task force. Ellis, Payne, and Directors-at-Large Jessica Brangiel and Rebecca Miller Waltz volunteered for the working group. If the group wished to propose changes to the bylaws, the final recommendations would be needed by February 2024. If the changes were substantial, the Board suggested that a town hall to inform and seek feedback from ACRL members would be a good idea.

27.0 Board Effectiveness (Ellis)

The Board reflected on several topics in the interest of continuous improvement and ensuring the greatest possible effectiveness of the ACRL Board of Directors.

Future of In-Person Meetings

In-person meetings have been returning to a normal part of the Board's schedule as the pandemic has waned. Reflection on what has been learned from the experience of the previous few years and discussion of expectations for Board members in the future is warranted. With hybrid meetings still difficult and expensive to support logistically and satisfactory involvement of virtual meeting attendees remaining elusive despite the best efforts of all involved, there is a strong preference for a mix of fully in-person and fully virtual meetings.

The Board agreed that its Annual Conference meetings should be in-person, and perhaps the Strategic Planning and Orientation Session (SPOS), as well. The Board discussed the appropriate standard to which Board members should be held for attendance and agreed that every effort should be made to attend all meetings, barring emergencies. These expectations should be clearly communicated to candidates for office.

The possibility of subsidization for travel costs to attend in-person meetings was raised, with some discussion about whether it would be possible to offer needs-based support or to fully cover the expenses for the Board's members. It was noted that the expenses for the additional hotel night needed for SPOS were covered, if needed, but that the other travel costs to attend this Annual Conference were each member's responsibility.

A Board member shared the opinion that the effectiveness of SPOS had been negatively impacted in recent years by not having as much intensive in-person work, especially with the inclusion of the goal-area committee chairs. The participation of some virtual attendees at this conference's SPOS had worked fairly well, however, since the hybrid meeting had been held at ALA's offices with conference rooms specifically designed to support hybrid meetings.

Board Mentoring

Board members had suggested that in addition to the formal orientation they receive, it would be valuable for new members to have some formal mentoring. It was suggested that first-year Board members could be paired with a willing continuing Board member to review agenda items, check

in with each other regularly, and share the background of conversations that were already in progress.

Other Board effectiveness topics were also raised, including support for scheduling future Board meetings further in advance and sharing save-the-date schedules with Board members, as had been a practice in the past. There was also an emphasis on remaining highly conscious of transparency and good communication of the Board's actions and discussions with the membership.

Je Salvador's effort to connect unit leaders as they developed their workplans for the next year was highlighted as a very effective practice that should be institutionalized. This year's timeline of having a SPOS with goal-area committee chairs included, then the Board's Annual Conference meetings, then that meeting of unit leaders developing their workplans seemed like a good way to ensure communication of the Board's current thinking on strategic issues to the individual committees and other units in the association.

Open Microphone Policy

Ellis proposed relaxing the specificity of the ACRL policy for an open microphone period at Board meetings to allow the 15 minute period to be placed on the agenda wherever it made the most sense for that particular meeting.

The updated policy would be:

All meetings of the Board are open except when discussions affecting the privacy of individuals, institutions, or the association are held. Seats are provided for observers at open meetings. *An open microphone is set aside during the first Board meeting. ~~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.~~*

Motion: *That the ACRL Board of Directors approve the removal of the policy dictating that open microphone needs to be held during the final fifteen minutes of the first Board meeting and that the timing will be up to the current Board.*

Action: *The ACRL Board of Directors approved the ACRL Budget and Finance Committee's recommendation of the shutdown of Choice's Reviews on Cards with the February 2024 issue and the issuance of refunds to subscribers for remaining issues (about \$911).*

A Board member ended the effectiveness discussion with a suggestion that previous discussions about the communication of the ACRL president, vice-president, and past-president with the Board be recorded in the Board's LibGuide.

28.0 Recognition of Outgoing Board Members

Ellis recognized outgoing Board members for their service on the ACRL Board of Directors.

- Kim Copenhaver, ACRL Director-at-Large, 2019-2023
- Julie Ann Garrison, ACRL Past-President, 2020-2023

29.0 New Business (Ellis)

No new business was raised, but the Board returned to the items removed from the consent agenda in the meeting's first session.

Threshold Achievement Test for Information Literacy (TATIL) Editorial Board

ACRL acquired TATIL in March 2023, and staff is now proposing the creation of an editorial board similar to those established for similar ACRL products and publications to provide member guidance for TATIL's future development.

The Board considered the necessity of a formal group at this early stage of the product's integration with ACRL and whether an existing group might be able to take on any immediate work, but concluded that it did make sense. The Board did feel that it was unnecessary to require members of the editorial board to be active users, as proposed, and that instead it would be sufficient to expect them to at least be familiar with the product.

Motion: *That the ACRL Board of Directors approves the creation of the Threshold Achievement Test for Information Literacy (TATIL) Editorial Board with the following charge, tasks, and membership:*

Name: *Threshold Achievement Test for Information Literacy (TATIL) Editorial Board*

Charge: *The editorial board is charged to serve in an advisory capacity to ACRL staff regarding Threshold Achievement Test for Information Literacy (TATIL) resources, content, and investments.*

Specific Tasks:

- *Review the TATIL test questions on an annual basis*
 - *Significant updates will be needed when the Framework for Information Literacy for Higher Education is updated on 5-year intervals.*
 - *Consult with other ACRL Committees, specifically Student Learning and Information Literacy and Value of Academic Libraries Committee, as needed.*
- *Review feedback from TATIL users in order to:*
 - *Advise on creation and revision of resources.*
 - *Advise on development of new online or in-person training materials.*
 - *Advise on investment and prioritization of improvements and new features in the tool.*

Membership:*Specific Requirements of Membership Composition:*

- 1 chair, typically the previous year's vice-chair
- 1 vice-chair who serves a one-year term as vice chair and one year term as chair
- 6-8 members, in addition to chair and ex officio members, with appointments staggered to provide continuity.
- Members should ideally represent the main institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries)
- Two-year terms for members
- Members to serve no more than two consecutive terms, except for the chair, who may serve up to two terms after assuming the chair but no more than a total of six years on the board. The chair is appointed from among regular members of the board by the Publications Coordinating Committee.
- All members should:
 - Be active users of TATIL to ensure they are familiar with the intent and functionality of the system
 - Have broad knowledge of assessment and information literacy
- Editorial Board criteria is detailed in the ACRL Guide to Policies and Procedures.
- Additional appointments at the discretion of the Publications Coordinating Committee

Action: The ACRL Board of Directors approved the creation of the Threshold Achievement Test for Information Literacy (TATIL) Editorial Board with the following charge, tasks, and membership, as amended:

Name: Threshold Achievement Test for Information Literacy (TATIL) Editorial Board

Charge: The editorial board is charged to serve in an advisory capacity to ACRL staff regarding Threshold Achievement Test for Information Literacy (TATIL) resources, content, and investments.

Specific Tasks:

- Review the TATIL test questions on an annual basis
 - Significant updates will be needed when the Framework for Information Literacy for Higher Education is updated on 5-year intervals.

- *Consult with other ACRL Committees, specifically Student Learning and Information Literacy and Value of Academic Libraries Committee, as needed.*
- *Review feedback from TATIL users in order to:*
 - *Advise on creation and revision of resources.*
 - *Advise on development of new online or in-person training materials.*
 - *Advise on investment and prioritization of improvements and new features in the tool.*

Membership:

Specific Requirements of Membership Composition:

- *1 chair, typically the previous year's vice-chair*
- *1 vice-chair who serves a one-year term as vice chair and one year term as chair*
- *6-8 members, in addition to chair and ex officio members, with appointments staggered to provide continuity.*
- *Members should ideally represent the main institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries)*
- *Two-year terms for members*
- *Members to serve no more than two consecutive terms, except for the chair, who may serve up to two terms after assuming the chair but no more than a total of six years on the board. The chair is appointed from among regular members of the board by the Publications Coordinating Committee.*
- *Members should include those who are:*
 - *Familiar with TATIL to ensure they are familiar with the intent and functionality of the system*
 - *Have broad knowledge of assessment and information literacy*
- *Editorial Board criteria is detailed in the ACRL Guide to Policies and Procedures.*
- *Additional appointments at the discretion of the Publications Coordinating Committee*

Chapters Council Volunteer Requirement Proposed Policy

The recommended action, from Chapters Council Past-Chair Dawn Behrend, would change the policy for the membership of the Chapters Council to allow any member of both ACRL and the state chapter to be considered to represent that chapter, rather than a member of that chapter's executive board.

Current policy states that the representatives to the Chapters Council will be the president (or chair) and vice-president (or vice-chair) of the chapter or a delegate who is a member of the executive board of the chapter. The Board thinks that chapters may be under the impression that only an elected officer can represent the chapter and do not realize they have the option of appointing someone willing to serve to represent the chapter and then adding them to the executive board of the chapter. But the Board does think it is important that a formal connection to the chapter's executive board is key to having an informed membership making up the Chapters Council.

The Board concluded that, prior to taking action, there should first be a conversation with Chapters Council leadership to clarify the intention of the request and understand the issues they are trying to address. As incoming ACRL president, Beth McNeil will be the Board liaison with the Chapters Council and will follow up with them.

30.0 Executive Session (Ellis)

The Board moved to Executive Session to further discuss ACRL elections processes.

31.0 Adjournment (Ellis)

The Board adjourned their meeting.

-Proceedings submitted by David Connolly, Recruitment Ad Sales Manager/Editorial Assistant.



Association of College and Research Libraries (ACRL)

Fall Board Virtual Meeting

Tuesday, October 24, 2023

1:00–3:00 p.m. Central

Draft Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Elizabeth Brown, Ryan Buller, Tom Caswell, Lori Goetsch, Sarah Horowitz, Nathaniel King, John Lehner, Brian Lim, Rusty Michalak

Staff: Lauren Carlton, ACRL Program Officer; Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Aleah Price, ACRL Program Coordinator; Elois Sharpe, ACRL Program Officer

1.0 Call to order (Ellis)

As ACRL President Beth McNeil was delayed, ACRL Past president Erin Ellis called the meeting to order at 1:02 p.m.

2.0 Opening remarks/items for New Business (Ellis)

Ellis stated that there is a vacancy on the ACRL Board of Directors due to the resignation of Toni Anaya, whose end date was originally June 30, 2024. McNeil will be working on replacements for Anaya's Board liaison duties.

3.0 Adoption of the agenda (McNeil)

The ACRL Board of Directors approved the agenda as presented.

4.0 Awards Process Implementation Task Force (Lori Goetsch, John A. Lehner) #4.0

ACRL Awards Process Implementation Task Force Co-Chairs Lori Goetsch and John A. Lehner were welcomed to the meeting. There were recommendations for changes to the awards program, including the establishment of an Awards Coordinating Committee and the end of cash gifts. The Co-Chairs also discussed funding awards, with Lehner suggesting that the Board might want to consult legal counsel regarding the continuation of cash gifts from endowed awards. It was suggested that awards' LTIs could be used to fund administrative costs if cash gifts were to end. The Board agreed to consider these recommendations and take action in the future.

The Board discussed the workings of the group, focusing on the proposed new committee and the integration of awards and scholarships across ALA. The Board raised concerns about the frequency of process changes, keeping the work close to the sections, and the possibility of awards being on pause for another year. The Board also discussed the balance between the sections owning their awards processes and the need for consistency and equity across these processes. The Co-Chairs clarified that the proposed Awards Committee is a coordinating committee, not to take over the selection process, but to ensure consistency and equity. Lehner added that the authority to make selection decisions should remain with the units making the awards.

The co-chairs shared their intent is to gather stakeholder input on draft recommendations in November and considered directly reaching out to section chairs and Awards committees for input. Towards the end, there was a discussion about the pause expected during the year when sections review their time.

It was shared that it is expected that ALA will be forming a cross-unit committee to discuss the integration of awards and scholarships across ALA. There was a concern about the representation in this committee.

5.0 ALA Operating Agreement Implementation Task Force (Payne)

ACRL Interim Executive Director Allison Payne provided an update on the Operating Agreement, mentioning that the task force had been dissolved and that final recommendations would be brought to the ALA Executive Board in October 2024. The discussion also highlighted the need for closer collaboration between staff and member leaders.

6.0 Consent Agenda (McNeil)

Motion: *ACRL Director-at-large Jessica Brangiel moved that the ACRL Board of Directors approves the Consent Agenda as presented.*

Action: *The ACRL Board of Directors approved the Consent Agenda as presented.*

- *Confirmation of virtual votes Annual 2023 to Fall 2023 #2.0*
 - *FY24 Budgets for ACRL & Choice*
- *Proficiencies for Assessment in Academic Libraries #2.1, #2.1a, #2.1b*
- *Competencies for Academic Library Outreach Work #2.2, #2.2a, #2.2b*
- *Hip Hop Librarian Consortium Discussion Group Dissolution #2.3*

7.0 Framework/Standards Review (Anantachai) #3.0, #3.1

Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist David Free outlined the process for reviewing standards, guidelines and frameworks. The Board discussed the timeline and method of selecting participants for the review. It was agreed that the Framework for Information Literacy for Higher Education might be ready for Board review at the 2025 ALA Annual Conference.

The Board asked if Core should be involved in the review of the ACRL Guidelines for Media Resources in Academic Libraries.

The ACRL Status of Academic Librarians documents were next discussed and which committee would be reviewing which documents. It was agreed that the document assignments should be up to the representatives from the New Roles and Changing Landscapes Committee and Value of Academic Libraries Committee. It was also recommended that these documents be reviewed by the ACRL Board at the 2025 ALA Annual Conference.

8.0 Chapters Composition (McNeil) #5.0, #5.1

The Board discussed a proposal regarding ACRL Chapters Council officer requirements. This request was first discussed at the 2023 ALA Annual Conference and was postponed, as the Board had additional questions to better understand the preferences of Chapters Council members. The Board reviewed the responses from Chapters Council and agreed to allow flexibility in the number of representatives up to two, and not requiring them to serve on their state Chapter's Board.

Motion: *ACRL Division Councilor Kara Whatley moved that the ACRL Board of Directors approves to no longer require Chapter Council Officers to be required to also serve on their state Chapter's Board and that Chapters Council shall consist of the president (chair) and/or vice-president (vice-chair) of each ACRL chapter or a delegate who is a member of the executive board of the chapter.*

Action: *The ACRL Board of Directors approved to no longer require Chapter Council Officers to be required to also serve on their state Chapter's Board and that Chapters Council shall consist*

of the president (chair) and/or vice-president (vice-chair) of each ACRL chapter or a delegate who is a member of the executive board of the chapter.

9.0 Section Special Events (Miller Waltz/Whatley) #10.0

The Board discussed the proposed section special events policy, which would disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024. There were questions on how awards' dinners would apply if the policy were approved, and it was recommended to loop in the ACRL Awards Process Implementation Task Force. The Board asked if sections would still be able to submit fundraising plans, and it was clarified that they would still be able to submit fundraising plans. The Board discussed if professional development events needed defined in ACRL policy, and it was agreed that no definition was needed at this time. It was stated that sections are interested in in-person engagement at ALA Annual Conferences, and staff can look into this for the upcoming 2024 ALA Annual Conference. Another recommendation included support for smaller, regional gatherings. The discussion also highlighted the importance of member engagement and the need to balance it with the workload of ACRL staff and the equity in experiences across sections. The Board agreed to further discuss the following recommendations either asynchronously or at a future meeting:

1. Scale up Dinner with Colleagues events. The spaces book up really quickly, and at the current level they don't really fulfill the need/demand.
2. Consider a big social event for ACRL members at ALA Annual Conference.
3. Consider informal member engagement activities.
4. Consider regional gatherings outside of conferences for sections, perhaps with Chapters.

Motion: *ACRL Division Council Kara Whatley moved that the ACRL Board of Directors approves updates to the ACRL Guide to Policies and Procedures per Doc 10.1 to disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024.*

Action: *The ACRL Board of Directors approved updates to the ACRL Guide to Policies and Procedures per Doc 10.1 to disallow Section Basic Services Funds or solicitation of donations to be used for external social events, effective fiscal year 2024.*

10.0 Member Engagement & Group Reporting (McNeil/Payne) #6.0, #6.1, #7.0

The Board began a discussion about member engagement and group reporting, focusing on documents 6.0 and 6.1, and the proposed interest group discussion group continuation policy from the 2023 ALA Annual Conference. The Board expressed concerns about the ambiguity of expectations for groups and the level of reporting required. It was suggested that discussion

groups should be more fluid and less bogged down by paperwork. The Board proposed the idea of moving all interest groups to discussion groups to simplify things for members and potentially boost engagement. The Board expressed concerns about losing the pathway to becoming a section.

The Board asked about the process of forming a section. The Board asked when the last review was conducted on the structure of interest groups and discussion groups, suggesting that a review might be helpful to understand current needs and potential changes to membership group structures. The possibility of changing the names of groups and creating a new type of group was suggested. The idea of collapsing interest groups and discussion groups into a new type of community of practice with fewer reporting requirements and a path to section status if desired was also suggested. The Board raised concerns about over-processing and suggested that simplifying processes and reporting could help keep members engaged. The group agreed to continue the discussion without taking action.

11.0 In-person/Virtual Meetings for ACRL Units (Whatley)

ACRL Division Councilor Kara Whatley initiated a discussion about the declining attendance of science librarians at ALA Annual Conferences and its impact on ACRL and section membership value. She highlighted that the shift to online events, while convenient, has seemingly decreased the appeal for some members. The Board agreed and expressed similar concerns from their Board liaison groups. They also noted the financial losses at the conference and the need for a more diverse range of content that caters to different librarians' needs. Whatley expressed her concern that science librarians are increasingly turning to other groups for professional development and networking, which might be detrimental to ACRL.

Planning for the upcoming ACRL Conference was discussed, and concerns were raised about a potential for a lack of subject-specific programming. There was a suggestion to contact the conference planning committee to address this issue. The idea of a Board letter was brought up to express these concerns more formally.

Next steps: A Section Participation Board Working Group was formed to include Kara Whatley, Erin Ellis, and Margot Conahan. The Working Group will survey section leaders to better understand how to engage section members at conferences.

12.0 FY23 Q4 Report

12.1 ACRL FY23 Q4 (Mocnik/Payne) #8.0, #8.1

The Board next discussed ACRL's FY23 fourth-quarter report, with ACRL Budget and Finance Chair Joe Mocnik highlighting the hope for a return to normalcy and ACRL Interim Executive Director Allison Payne sharing that the 2023 ACRL Conference was a financial and programmatic success.

12.2 Choice FY23 Q4 (Hendrick) #9.0

Choice Editor and Publisher Rachel Hendrick presented Choice's FY23 Q1 report, revealing a shortfall of \$170,000, largely due to decreased revenues in the webinar program. However, she noted that the second close was looking much better. The Board asked about the potential impact of the Executive Board's recommendation to bring all e-learning under APA. Hendrick clarified that Choice webinars are sponsored, not e-learning, and thus not affected by the recommendation. ACRL Interim Executive Director Allison Payne added that the recommendation had been discussed with division directors and the CFO and would be presented to the Board for action if necessary.

13.0 ACRL Bylaws Working Group (Ellis)

ACRL Past President Erin Ellis then discussed revisions to some areas of the ACRL Bylaws, specifically related to the Budget Finance Committee chair term length, voting, and special elections. The Working Group will be recommending ACRL Bylaws revisions for a vote by ACRL membership on the 2024 ballot.

14.0 Officer Reports (McNeil, Lo, Ellis, Whatley, Payne) #1.0, #1.1, #1.2, #1.3, #1.4

ACRL Division Councilor Kara Whatley shared that ALA Council is working on a survey of LGBTQIA library workers. Core is developing a statement on metadata rights, and may look to see if other divisions would be interested in co-signing.

15.0 Adjourn (McNeil)

The meeting was adjourned at 2:59 p.m.

- Proceedings created by Zoom AI; edited by ACRL Interim Executive Director Allison Payne.



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

January 26, 2024
1:00–3:00 PM CST

Draft Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Tom Caswell, Monika Chavez, Lori Goetsch, Sam Helmick, Amanda Nichols Hess, Ashlynn Kogut, John Lehner, Jack Hang-tat Leong, Leslie Madden, Ray Pun

Staff: Lauren Carlton, ACRL Program Officer; Margot Conahan, ACRL Manager of Professional Development; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Elois Sharpe, ACRL Program Officer

1.0 Call to order (McNeil)

ACRL President Beth McNeil called the meeting to order at 1:00 pm central.

2.0 Adoption of the Agenda (McNeil)

Motion: ACRL Budget and Finance Chair Joe Mocnik moved that the ACRL Board of Directors approves the agenda as presented.

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

3.0 Welcome & Report Out (McNeil)

McNeil reported on two goal-area committee updates that were given during the January 12, 2024 ACRL Virtual Board Update Meeting.

During the January 12 meeting, the ACRL New Roles and Changing Landscapes Committee (NRCL) update was given by Chair Russell S. Michalak and Vice-Chair Timothy J. Bottorff. It was shared that the committee is reviewing “New and Emerging Roles” survey results and is working on an article for publication. NRCL is also working on a DEI: inclusive leadership book project, which is expected to publish with ACRL in 2025. NRCL is collaborating with the ACRL Value of Academic Libraries Committee (VAL) on reviewing the Status of Academic Libraries Documents. The NRCL EDI Pipeline Working Group is working on a project that focuses on library workers with disabilities. The NRCL Library Spaces Working Group is developing a Welcoming Spaces LibGuide or other resource.

The ACRL Equity, Diversity and Inclusion Committee’s update was given by Chair Silvia Si Wing Vong. During the January 12 meeting, the committee shared that it has submitted a request to the ACRL Board/B&F for continuing the BIPOC membership initiative. Work is underway with NRCL on a panel on the topic of librarians with disabilities. The committee is exploring potential collaborative online tools to track EDI projects. It was reported that the EDI Committee is working with the ACRL Student Learning and Information Literacy Committee (SLILC) on a collaborative article on the impact of state laws on information literacy and teaching.

4.0 Goal-area committee updates (McNeil, Jack Hang-tat Leong, Monika Chavez) #3.0, #5.0, #7.0

ACRL Research and Scholarly Environment Committee (ReSEC) Chair Jack Hang-tat Leong began his update by highlighting the [C&RL topical issue: Open and Equitable Scholarly Communications](#) and the C&RL News scholarly communication column. The [ACRL/SPARC Forum: Editorial Board Resignations to Align Journals with Community over Commercialization](#) was held in October 2023 and was well attended. The [ACRL Scholarly Communication RoadShow: From Understanding to Engagement](#) will be offered in-person at a west coast institution later this year. Leong concluded that [Open Access Week](#) in October 2023 was a good opportunity to highlight ACRL’s scholarly communications resources.

ACRL Value of Academic Libraries Committee (VAL) Chair Monika Chavez began her report by sharing the committee is structured with four subcommittees and three workgroups. The Changing Landscapes Subcommittee is collaborating with NRCL to provide trend talks, and the next talk is planned for April 2024. The Communications Subcommittee is working on the overall message that should be shared with the library profession on the role and work of VAL. The EDI and SJ Subcommittee continues work on the [VAL Spotlight Series](#). The Learning Analytics/Privacy Subcommittee plans to refine the [Learning Analytics Toolkit](#), but this subcommittee is currently on pause. VAL is working on the revision of the Standards for Librarians in Higher Education, and plans to consider how to complete the update to include institutions that cannot participate in EDI work per state laws.

The Board advised that VAL should connect with the ACRL EDI Committee to learn more about the EDI Committee's potential EDI tracking project on state laws.

5.0 Consent Agenda Full Board (McNeil) #2.0, #2.1, #2.2, #2.3, #2.4

The Board removed the following items from the consent agenda for discussion later in the agenda:

- Extension National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force #2.2
- Dissolution Research and Assessment Metrics Discussion Group #2.3

Motion: ACRL Division Council Kara Whatley moved that the ACRL Board of Directors approves the consent agenda as amended.

Confirmation of Virtual Votes #2.0

- ACRL Bylaws Revisions and Addition
- FY25 assumptions for ACRL & Choice

Approval of:

- Establish Training & Equity in Library Work Division-level Discussion Group #2.1
- Creation of Library EDI Committees Discussion Group #2.4

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

Confirmation of Virtual Votes #2.0

- ACRL Bylaws Revisions and Addition
- FY25 assumptions for ACRL & Choice

Approval of:

- Establish Training & Equity in Library Work Division-level Discussion Group #2.1
- Creation of Library EDI Committees Discussion Group #2.4

6.0 Board Nominations Processes & Transparency (Lo) #18.0

ACRL Vice-President Leo Lo led the conversation on Board nominations processes and transparency. The discussion primarily revolved around the challenges and potential solutions for increasing participation in board positions. The Board discussed the nomination process, with suggestions made to streamline it, make the position less intimidating, and broaden the search for candidates. It was recommended that the ACRL Nominations and Policies Audit Task Force report and recommendations from February 2023 be revisited. Another recommendation was for current Board members to reach out to potential nominees to help demystify the process. There were concerns about the significant time commitment and costs associated with the role. The Board raised concerns about the lengthy calendaring process. The Board highlighted the importance of proactive outreach and providing a concise summary of expectations. The Board acknowledged the need to address perceived barriers based on demographics and to

make the process more intentionally inclusive. Lo recommended that the Board share the call for nominations with their networks.

Next steps: Staff and the Board will revisit ACRL Nominations and Policies Audit Task Force report and recommendations from February 2023. The recommendation to include conversations with current Board members and potential nominees will be considered for the next cycle.

7.0 Communities of Practice (McNeil) #16.0, #16.1

The Board discussed establishing a new task force to review ACRL Communities of Practice and expressed concerns about the proposed timeline. If needed, the timeline could be revisited by the Board. The group also discussed election challenges, such as unopposed slates, and potential solutions. The Board agreed that the section elections portion of the task force should be removed.

Motion: ACRL Past President Erin Ellis moved that the ACRL Board of Directors approves the establishment of the ACRL Communities of Practice Review Task Force, with the amendment to remove section election processes review from the charge.

Action: ACRL Board of Directors approved the establishment of the ACRL Communities of Practice Review Task Force, with the amendment to remove section election processes review from the charge. *The approved task force includes:*

- **Name**
 - ACRL Communities of Practice Review Task Force
- **Charge**
 - To review and make recommendations for ACRL Interest Group and Discussion Group structure, leadership, budget, and reporting. ~~To review and make recommendations for section election processes.~~
- **Tasks**
 1. Make a recommendation on how ACRL can best provide opportunities for ACRL members to form groups that engage on timely, hot topics for the academic and research library community. If needed, identify a new group's name, as well as its leadership, continuation, budget, and reporting policy.
 2. Ensure there is a pathway to forming a section. If needed, recommend policy updates for the ACRL Guide to Policies and Procedures.
 - ~~3. Review and make recommendations on section elections, if ALA election system should continue to be used, and how to approach unopposed or vacant positions.~~
 4. If needed, recommend changes to the ACRL Bylaws.
- **Composition**
 - 1 Chair
 - A minimum of five members (i.e., a chair and four members)
 - 1 member representing sections (current or former)
 - Prefer 1 member representing interest groups (current or former)*
 - Prefer 1 member representing discussion groups (current or former)*

- 1 Board liaison
- 1 Staff liaison
- Additional member appointments at the discretion of the Vice-President/President-Elect
- * Note: this task force is being recommended partly due to decreased engagement. If a representative from interest groups and/or discussion groups cannot be identified, then the task force will seek to gather input and background information for these groups.
- **Timeline**
 - Task force terms: February 2024 to January 2025. *Note: due to the time it takes to complete appointments, task force terms will most likely begin in March or April 2024.*
 - Date interim reports are due: June 2024, Fall 2024
 - Date final report is due: January 2025

Next steps: the Presidents and ACRL Interim Executive Director will discuss how to handle unopposed slates during their next presidents' call.

8.0 Membership Groups at Conference (Whatley) FYI-2

The Board next discussed the need to address concerns raised by ACRL members about the cost of attending conferences and how to maintain social and networking opportunities. The working group will be surveying sections to gather their feedback. After survey responses have been collected, the Board will review and determine next steps.

New Business

The Board discussed the items removed from the consent agenda.

For the Dissolution Research and Assessment Metrics Discussion Group (Doc 2.3), the Board requested that staff post to the group's ALA Connect Community. This community has 1,500 members and the Board wanted to ensure that there is no volunteer to lead the group.

For the Extension National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force (Doc 2.2), the Board asked for more information for why the action included a request to waive the five-year commitment maximum. ACRL Program Manager, Data and Research Gena Parsons-Diamond shared that the exception to ensure continuity for the group's leadership.

Motion: ACRL Past President Erin Ellis move that the ACRL Board of Directors approves renewing the National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force with the included charge, membership, timeline and tasks.

Action: The ACRL Board of Directors approved renewing the National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force with the included charge, membership, timeline and tasks.

- **Name:** ACRL National Survey of Student Engagement (NSSE) Information Literacy Module Review Task Force
- **Charge:** To work with the National Survey of Student Engagement (NSSE) staff to assess the Information Literacy Module data from the 2024 NSSE and perform engagement and outreach to membership and relevant higher education groups.
- **Tasks**
 1. Work on creating educational materials;
 2. Perform outreach to invested stakeholders;
 3. Analyze data from the NSSE 2024 assessment (available summer 2024)
 4. Report out on the data to ACRL membership and selected higher education groups; and
 5. Determine a sustainability plan for a standing group within ACRL to work with the NSSE, e.g. creating a new committee or folding the work into an existing committee.
- **Composition**
 - 1 chair
 - 4 continuing members
 - 3 new members
 - 1 Board liaison
 - 1 staff liaison
 - Additional member appointments at the discretion of the Vice-President/President-Elect
 - Appointments are exempt from the five-year limit to consecutive service for the same group. The chair and members may serve up to six years of consecutive service on the task force.
- **Timeline**
 - Task force terms: July 1, 2024 to June 30, 2026
 - Date interim report is due: June 30, 2025
 - Date final report is due: June 30, 2026

9.0 Awards Process Implementation Task Force (Lori Goetsch, John A. Lehner) #17.0, #17.1, #17.2, #17.3

ACRL Awards Process Implementation Task Force Co-Chairs Lori Goetsch and John A. Lehner were welcomed to the meeting. The Board asked for clarification on the timeline for the review of processes by awards committees. There was also a discussion about the distinction between awards and grants in the new policy. There were also questions on how the ALA Awards Task Force will impact ACRL awards. One of the recommendations is to end cash gifts, and it was asked if sections can do their own fundraising to give cash gifts. It was advised that ending cash gifts is being recommended due to the inequitable nature of cash gifts. It was also recommended that the Board may want to consider a

strategic coordination of for future fundraising. There was a discussion about the importance of effective communication, and it was agreed that a memo should be sent to the sections following the Board's outcome.

The Board expressed their gratitude to the co-chairs and the task force for their work to improve the ACRL awards program.

Motion 1: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors approves the establishment of the division-level Awards Coordinating Committee with the proposed charge, composition, and tasks.

Action 1: The ACRL Board of Directors approved the establishment of the division-level Awards Coordinating Committee with the proposed charge, composition, and tasks.

- **Name:** Awards Coordinating Committee
- **Charge:** The Awards Coordinating Committee provides leadership and oversight for the ACRL Awards program.
- **Specific Tasks:**
 1. Review the ACRL Awards program on a regular basis (5 years), including the awards and grants given, financial support, and division policies that address or impact awards and grants, and make recommendations for needed changes to the ACRL Board of Directors.
 2. Establish a process for reviewing awards and grants, including their purpose, description, and selection criteria, and recommending changes as needed.
 3. Provide annual training and resources on awards-related equity practices for members of awards committees.
 4. Work with ACRL staff to develop a standardized submission platform for nominations.
 5. Assist award and grants committees in identifying potential nominees and soliciting nominations.
 6. Establish and oversee a process to ensure that an individual or group does not receive more than a single award for the same publication or program.
 7. Collect and share data on award nominees and winners.
 8. Work with ACRL staff to hold an annual, division-wide ceremony for award and grant recipients.
 9. Develop and maintain a calendar of the committee's work.
 10. File an annual report on the committee's activities with the ACRL Board.
- **Composition:**
 - 1 Chair
 - 1 Vice-Chair, who serves a one-year term as Vice-Chair followed by a one year term as Chair
 - 1 Board liaison
 - 1 staff liaison
 - 4-6 additional members, with appointments staggered to provide continuity.

- Additional appointments at the discretion of the ACRL Vice-President/President-Elect and Appointments Committee.
- Members should have previous experience serving on an ACRL award or grant committee and should be drawn from a diversity of ACRL Sections. In addition, the membership should represent a diversity of institution types (community colleges, baccalaureate-granting colleges, master's granting institutions, doctoral-granting universities, and independent research libraries).
- Since it is important that the vice-chair/chair be knowledgeable about the responsibilities and concerns of the committee, it is suggested that the committee vice-chair/chair be selected from the existing committee membership.

Motion 2: ACRL Past President Erin Ellis moved that the ACRL Board of Directors approves the Awards Process Implementation Task Force recommendations in Doc 17.1.

Action 2: The ACRL Board of Directors approved the Awards Process Implementation Task Force recommendations in Doc 17.1.

Open Microphone (McNeil)

The Board heard from 2025-2026 ALA President Candidates, Ray Pun, Academic and Research Librarian, Alder Graduate School of Education in California and Sam Helmick, Community & Access Services Coordinator, Iowa City Public Library. Candidates were each allotted up to three minutes to address the Board.

11.0 Adjournment (McNeil)

Motion: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors adjourn their meeting.

Action: The ACRL Board of Directors adjourned their meeting.

-Proceedings created by Zoom AI; edited by ACRL Interim Executive Director Allison Payne

**Association of College and Research Libraries****ACRL Board of Directors Virtual Meeting II**

January 31, 2024
1:00 PM–3:00 PM CST

Proceedings

Present: Beth McNeil, ACRL President; Leo Lo, ACRL Vice-President; Erin Ellis, ACRL Past-President; Joe Mocnik, ACRL Budget and Finance Chair; Kara Whatley, ACRL Division Councilor; Allison Payne, Ex-Officio Member; Directors-at-large: Tarida Anantachai, Jessica Brangiel, Walter Butler, Amy Dye-Reeves, Mary Mallery, Yasmeen Shorish, Rebecca Miller Waltz

Guests: Andrea Patricia-Baer, Amanda Folk, Sarah Horowitz

Staff: Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist; Rachel Hendrick, CHOICE Editor and Publisher; Erin Nevius, ACRL Content Strategist; Gena Parsons-Diamond, ACRL Program Manager, Data and Research; Elois Sharpe, ACRL Program Officer

12.0 Call to order (McNeil)

ACRL President Beth McNeil called the meeting to order.

13.0 Opening remarks (McNeil)

The Board and guests were welcomed to Board II.

14.0 Adoption of the Agenda (McNeil)

It was recommended that the FY25 Dues Category action, which was pending from the ACRL Joint Board & Budget and Finance Committee Virtual Meeting, held on January 29, 2024. The Board agreed to add this to the agenda.

Motion: ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors approves the agenda as amended.

Action: The ACRL Board of Directors approved the agenda as amended.

15.0 Goal-area Committee Updates #3.0

15.1 Student Learning and Information Literacy Committee (Amanda L. Folk) #6.0

ACRL Student Learning and Information Literacy Committee (SLILC) Chair Amanda Folk was welcomed to the meeting. Folk began her update by sharing that the Professional Development Team is working on a call for panelists for two upcoming webinars expected to be held in June 2024. The Publications Team has been managing proposals for the “Perspectives on the Framework” column for C&RL News and working on a panel for journal editors.

It was next reported that the Committee has been working with the ACRL Instruction Section (IS) on the review of the Framework for Information Literacy for Higher Education. The Working Group is taking a two-phased approach, with the first step being environmental scanning. It was surfaced that the original deadline of Annual 2025 may need to be extended, and the Board agreed it could review that request if needed.

16.0 Organizational Memberships (David Free) #19.0, #19.1, #19.2, #19.3, #19.4

David Free, Editor-in-Chief of C&RL News/Senior Communications and Membership Strategist began the discussion on ACRL organizational memberships. During the ACRL Board’s meeting at the 2021 LibLearnX, the Board discussed potential dues increase and new benefits for organizational members. The result of the 2021 discussion was to leave organizational dues the same at \$125.

During the January 31, 2024 Board meeting, there was some support to increase organizational dues and benefits. Board members shared that some of the institutions are not ACRL organizational members due to lack of benefits. Recommendations for potential new benefits included discounts for ACRL professional development, such as the ACRL Conference and webinars; offering discounted personal dues; and providing service opportunities for employees of organizational members. Providing service opportunities could increase the value proposition for minority-serving institutions (MSI) and provide volunteer appointments for underrepresented individuals. There was also a recommendation to explore tiered organizational models.

The Board recognized that ACRL is mainly a personal membership association, and that comparisons with other personal dues associations would be helpful.

The Board expressed interest in continuing this discussion and developing a value proposition for organizational membership, including for community colleges, at the April

25, 2024 ACRL Spring Board Virtual Meeting. A Board working group will be formed to prepare this discussion for the spring meeting.

17.0 ALA Organizational Updates (McNeil)

The Board expressed concerns about continuing the LibLearnX conference due to the financial losses. The Board raised concerns about the lack of clear and adequate information regarding ongoing projects and budget issues within ALA, feeling that the organization was not being good stewards of their budget and goals.

The Board emphasized concerns about the uncertainty around the ALA Executive Director search.

There were also concerns about the Operating Agreement, particularly the 25/75 split to build ALA reserves. Concerns were also voiced about the lack of access for using divisions' net asset balance, that some units would be subsidizing other units, and the ambiguity surrounding units operating in the red. The Board also voiced concerns about the impact of the operating agreement conversations on the ability to provide benefits for their members. It was clarified that all four overhead scenarios were still being considered.

The discussion concluded by emphasizing the need for transparency and collaboration in building solutions.

18.0 ACRL & Choice FY24 Q1 (Mocnik, Payne, Hendrick) #9.0, #9.1, #10.0

ACRL Budget and Finance Chair Joe Mocnik discussed the summary budget and noted the internal salary savings as a positive aspect. ACRL Interim Executive Director Allison Payne then provided insights into the ACRL budget, reporting revenues of \$464K and expenses of \$454K, resulting in a surplus of \$10K. She attributed the surplus to significant salary savings and expected the year to end close to the budget. The Board asked if there was an update on filling the positions. Payne shared that she had hired a part-time temporary employee and was waiting on final confirmation for another full-time position. She also mentioned plans to submit for additional positions. The Board discussed a potential 10% travel expense cut, assuring that it wouldn't affect the upcoming fall 2024 strategic planning meeting in Chicago.

Choice Editor and Publisher Rachel Hendrick gave an update on Choice's FY24 Q1 performance, and it was noted that Choice is ahead of budget. The return of in-person events was discussed, with Rachel expressing some concern about the shift in advertising dollars.

19.0 ACRL & Choice Preliminary FY25 Budget (Mocnik, Payne, Hendrick) #11.0, #12.0, #12.1, #13.0, #13.1

The preliminary FY25 budgets for ACRL and Choice were presented, anticipating further budget adjustment requests from ALA. There were also discussions about declining print magazine subscriptions and the leveling off of digital subscriptions, with potential price increases being considered. Concerns were raised about the operating agreement and overhead costs.

20.0 Officer Reports (McNeil, Lo, Ellis, Whatley, Payne) #1.1, #1.2, #1.3, #1.4, #1.5

The officers shared updates on various topics. McNeil shared her recent interview about Gen Z and Millennials engagement with the library. Lo discussed his experience attending the planning committee for the 2025 ACRL Conference and an interview about AI and libraries. Ellis discussed a meeting with the Chapters Council. Whatley reported on key issues, including attendance issues for membership meetings, the decision to hold a virtual-only membership meeting in 2024, the proposal to change the dates of future ALA Annual Conferences to not coincide with Pride celebrations, and the adoption of standards for accreditation of master's programs in library and information studies. McNeil suggested a plan to tackle two items on the agenda, move into executive session, and then adjourn.

21.0 New Business (McNeil)

The Board discussed and approved the Budget and Finance Committee's recommendation to eliminate the retired members' dues category.

Motion: ACRL Budget and Finance Chair Joe Mocnik moved that the ACRL Board of Directors approves aligning the retired member dues category with the Type I personal dues category to simplify the division's dues structure in accordance with the new ALA membership model approved by the association Executive Board.

Action: The ACRL Board of Directors approved aligning the retired member dues category with the Type I personal dues category to simplify the division's dues structure in accordance with the new ALA membership model approved by the association Executive Board

22.0 Adjournment (McNeil)

The Board adjourned the meeting.

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: Awards Definitions

Submitted by: Beth McNeil, ACRL President

Date submitted: 3/25/2024

Background

At the Board's LLX 2024 virtual meetings, the ACRL Board of Directors approved a number of recommendations from the ACRL Awards Process Implementation Task Force. Of these approved recommendations included ending cash gifts. The Task Force noted that there are two awards that are grants, European Studies Section award and the Distance and Online Learning Section award, and it was recommended that these awards be continued and renamed as grants.

So that there is a shared understanding on what qualifies as awards or grants, the following definitions are being proposed:

- **Awards:** non-monetary recognition of a specific person(s) or institution(s) to acknowledge achievement.
- **Grants:** distribution of competitive funding for a specific project planning or project implementation, such as but not limited to research, given to a specific person(s) or institution(s) that benefits the profession.

While the Board considers these definitions, the Board should also come to consensus on if professional development funds can be given or if PD funds would be considered impermissible per the end of cash gifts policy.

Stakeholders

An upcoming TBD Awards Information Virtual Meeting will be held this summer for the newly appointed awards division-level and section committees. If approved, definitions will be shared.

Fiscal and Staffing Impact

If approved, staff will update the ACRL Guide to Policies and Procedures.

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

Action Recommended

That the ACRL Board of Directors approves the definitions for awards and grants.

Strategic Goal Area Supported

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

☐ **Value of Academic Libraries**

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

☐ **Student Learning**

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

☐ **Research and Scholarly Environment**

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

☐ **New Roles and Changing Landscapes**

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

☐ **Equity, Diversity & Inclusion**

Goal: TBD

☒ **Enabling Programs and Services**

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

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: RBMS waiver to conduct Leab Exhibition Awards process review in the 2024-2025 fiscal year, and to issue the Leab Award in 2024-2025

Submitted by: Sarah Horowitz, Chair, RBMS

Date submitted: April 10, 2024

Background

The Leab Exhibition Awards are a vital part of the RBMS community, and before the ACRL awards pause were very active. RBMS often receives around 60 submissions each year; submissions are for printed catalogs both large and small, as well as digital exhibitions. The Leab Award is the unique place where special collections librarians are able to share and celebrate this important aspect of their work. Recipients use this award from a nationally-recognized organization not only to celebrate the scholarship done in their exhibitions but to justify their exhibition programs, and sometimes even the work of special collections departments, as vital work to library administrators who may be skeptical.

During the pause, the Leab Exhibition Awards committee has remained active and engaged in the following work: revised their charge; conducted a DEIA review of all procedures, processes, and review criteria; and created a new community judging process that will replace the old committee process and will take place at the RBMS annual conference each year. The current Leab Exhibition Awards committee is working on finalizing the criteria and process for community judging, and plans to introduce this new process and ask for feedback at the RBMS conference in June 2024. Draft materials (Confidential Board Doc 4.1) can be viewed by the Board; they will be finalized in the coming months.

Committee members have been appointed to the Leab Awards for 2024-2025, and the current members of the committee are continuing to finalize and affirm the community review process.

The committee's timeline for the new awards process includes the following:

- Fall 2024, initial call for submission;
- The 2025 Winter RBMS Information Exchange will also include a further call for submissions.

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- In April 2025, the committee will host a drop-in information session over Zoom for those interested in submitting and learning more about the new process. We will also capitalize on RBMS promotion of the 2025 RBMS Conference to promote the new judging methods and criteria.
- A month before the RBMS Conference in June 2025 all submissions will be due to the Leab committee chair, so that transportation for physical catalogs can be arranged. Voting will take place over the four days of the conference, and winners will be announced via the RBMS list after results are tallied.

If the new all-awards ACRL form is not ready for when RBMS needs submissions completed, we can always use a Google form as we have done in the past, and share this information with the ACRL awards committee after it has been received. We do not need and are not asking for an awards ceremony.

Stakeholders

The RBMS community is deeply committed to the Leab Awards, and has been anxiously awaiting their return. Updates about this process have been provided at all RBMS Information Exchange and Executive Committee meetings (both of which take place twice per year). When the ACRL Board vote to lift the pause on awards starting in summer 2024 was announced at the RBMS Executive Committee meeting in January, there was much excitement. The RBMS community very much wants to continue its work in this vital area.

Fiscal and Staffing Impact

Fiscal impact for this process includes the shipping of physical catalogs to and from the 2025 RBMS conference. This is covered by the Leab endowment; other than staff time, it has no impact on the ACRL operating budget. ACRL staff will be required to distribute the funds, as they did before the pause. All other matters will be handled internally by RBMS Leab Exhibition Awards committee members.

Action Recommended

That the ACRL Board of Directors approves RBMS proceeding with the awarding of the Leab Exhibition Awards in the 2024-2025 fiscal year.

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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x ☐ 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.

x ☐ Enabling Programs and Services

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

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acrl@ala.org, www.acrl.org



Board of Directors Discussion Form

To: ACRL Board of Directors

Subject: Potential Standardization of ALA Division Dues

Submitted by: David Free, ACRL Senior Communications and Membership Strategist

Date submitted: April 12, 2024

Background

In late 2023, an ALA Workgroup for Standardization of Division Membership Dues was formed by the ALA Executive Board composed of representatives from the ALA Membership Committee, each ALA division, and BARC to investigate the feasibility for standardization of division dues and report back to the Board by ALA Annual 2024. ACRL is represented on this group by ACRL Membership Committee representative Christopher Proctor along with Senior Communications and Membership Strategist David Free as ALA/ACRL staff.

In a background document (Doc6.1), ALA Interim Senior Associate Executive Director Melissa Walling notes that in 2005, ALA's total membership exceeded 66,000 members and eight years later, in 2013, membership had decreased by 10,000 members. Until COVID-19, membership remained stable (55,000-58,000), but in 2020, ALA membership – like many association memberships – experienced a sharp decline and ALA has not recovered. For many years ALA has operated with a complex dues structure that included 11 dues rates based on an individual's role and professional status. Direct feedback from members indicated that ALA membership was overly complex, hard to navigate and expensive.

Research conducted by Avenue M indicated that ALA needed to simplify and modernize the membership experience and make membership more personalized and understandable, including the possibility that ALA should offer an enhanced membership bundle to include the division and round table membership. In order for such a bundle to be operationalized, ALA division dues would need to be standardized in a similar same way as the association has done for round table dues.

The ALA Membership Committee chose to tackle this work in two phases. First, a project to consolidate the eleven membership categories into four membership categories was completed and will be

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implemented in September 2024. Phase Two of the project proposed an “enhanced” membership package which will include a bundle of additional benefits to increase the value of membership. Examples of the bundled benefits may include division membership, or round table membership. Due to the variety of division dues across the association, the potential standardization of division dues was identified as a first step in the process. Additional background and rationale are available in the attached ALA Workgroup for Standardization of Division Membership Dues document (Doc 6.1).

The group began meeting in January 2024 to review and discuss possible scenarios for standardization of division dues produced by Melissa Walling and ALA Director of Financial Reporting and Compliance Denise Mortiz. An initial group of nine scenarios explored three price points (average; median; and SCOE recommended ([Steering Committee on Organizational Effectiveness which last explored standardized dues])), along with different attrition rates. These scenarios resulted in an overall loss to ALA and were tabled by the group. A second round of three new scenarios was presented in March 2024 and provided a deeper dive into the impact on individual divisions. Detailed information on these scenarios, including the potential impact on ACRL, is included in the ALA Workgroup for Standardization of Division Membership Dues – Scenarios A-C – March 2024 document (Doc 6.2).

Next steps in the process are to be determined but would likely involve a proposal being submitted from the working group to the ALA Membership Committee and ALA Executive Board. As noted by Melissa Walling to the group, per the ALA Operating Agreement, ALA divisions currently have autonomy to set their own dues structure, so any proposal would likely need approval from the divisions according to their individual bylaws.

Questions for Discussion

1. What are the Board’s overall initial thoughts on the potential standardization of division dues as a concept?
2. What are the Board’s thoughts on the scenarios in the March 2024 document (Doc 6.2) and their potential impact on ACRL financially and in terms of membership numbers?
3. If a scenario was selected where ACRL would be projected to lose dues revenues and/or members, what strategies would you like to see implemented to offset those losses?
4. [ALA Membership stats](#) show that ACRL and PLA have significantly more (almost double) the number of members than other divisions. Given the difference in membership numbers and the programs that each division provides, how do you think standardized division dues would be received?

Strategic Goal Area Supported

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

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☐ 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.

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other: _____

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ALA Workgroup for Standardization of Division Membership Dues

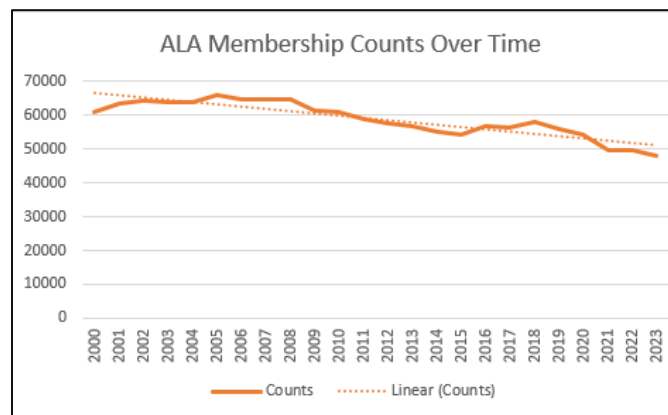
Workgroup Charge:

The ALA Executive Board forms a working group composed of representatives from the ALA Membership Committee, each ALA division, and BARC to investigate the feasibility for standardization of division dues and report back to the Board by ALA Annual 2024.

Background and Rationale:

In 2005, ALA's total membership exceeded 66,000 members and eight years later, in 2013, membership had decreased by 10,000 members. Until COVID-19, membership remained stable (55,000-58,000), but in 2020, ALA membership – like many association memberships – experienced a sharp decline and ALA has not recovered.

For many years ALA has operated with a complex dues structure that included 11 dues rates based on an individual's role and professional status. Direct feedback from members indicated that ALA membership was overly complex, hard to navigate and expensive. **The downward trend in membership confirmed that ALA could no longer continue with the status quo. In 2018, ALA made a commitment to respond to member feedback and simplify the membership experience.**



Engaging with Avenue M – Membership Consultant

ALA wanted to ensure that this effort followed a data driven process and was well informed by direct feedback from members as well as association best practices. Two rounds of research were conducted, in 2018 and again in 2022. **The research indicated that we needed to simplify and modernize the membership experience and make membership more personalized and understandable.** Many individuals mentioned the challenges of getting new members to join – not only the profession, but also ALA – meaning the application process and the marketing of ALA has to be an easy-to-understand and frictionless process. The goal is a model that is easy for members to understand and easy for ALA to communicate in its messaging.

Additionally, **the Avenue M recommendation reflects that ALA should offer an enhanced membership bundle to include the division and round table membership.** Many membership associations have begun to offer bundles in recent years to align with the consumer experience with bundling and personalization. ALA State Chapters often bundle sections or components with membership. Offering this type of membership bundle would benefit the association as divisions and round table membership improves the perceived value of ALA membership.

Finally, **research indicates that standardized dues have benefits beyond the bundle such as the ease of budgeting for the members.** For example, the 2022 Avenue M research found that about 6 in 10 respondents (60%) pay 100% of their own ALA membership dues and 65% pay for division and/or round table dues. Bundling of dues products would provide

a better payment model for those members paying out of pocket, increasing the likelihood of membership renewal. Standardization and bundling would also improve the technology requirements of membership prices.

In order for such a bundle to be operationalized, ALA division dues would need to be standardized in a similar same way as the association has done for round table dues. The ALA Membership Committee chose to tackle this work in two phases:

- **Phase One:** Consolidate the eleven (11) membership categories into four (4) membership categories. **(completed – will be implemented on 9.1.24)**
- **Phase Two:** Launch an “enhanced” membership package which will include a bundle of additional benefits to increase the value of membership. Examples of the bundled benefits may include division membership, or round table membership as noted above.

Key Priorities for New Membership Model

For Phase Two of the membership model efforts, priorities are as follows:

- Increasing incentives for members to join a division or round table which may include pre-selected bundles or discounts on ALA dues for those who join.
- Offering additional professional development at the time of membership renewal.
- Exploring opportunities to enhance the membership value proposition and decrease costs.
- Simplifying and streamlining the membership types and prices for ease of onboarding new members.

Direct Excerpt from Avenue M Research:

Overview of Relevant Findings from Research Impacting Membership Model Design

Prior to creating the second iteration of membership models, the following primary research was conducted by Avenue M. The survey was conducted with both members and nonmembers from November to December 2022. The data below is primarily from the 2022 survey, unless otherwise noted and benchmarked against the 2018 survey.

- **Satisfaction.** Overall, members perceive ALA membership in a positive light but there is room for improvement.
 - More than three in five (62%) of members are satisfied or extremely satisfied with membership. This is +5% from the 2018 survey.
 - Over one-third (34%) of members feel connected or extremely connected to ALA. This is the same percentage as 2018.
 - Nearly one-third (32%) of members are extremely likely to recommend membership to a colleague in the industry (i.e., 32% gave a rating of a 9 or 10 on a 0 to 10 scale, where 10 = Extremely likely. Further analysis showed a Net Promoter Score (NPS) of +10.5, which is slightly lower than the +13.1 in the 2018 survey. In Avenue M’s database of the most recent 100 surveys, typically individual membership organizations have an NPS of around +25; however, this varies by industry.
- **Words associated with ALA.** Respondents want ALA to be more affordable (43%), inclusive (37%), accessible (35%), collaborative (32%), and informative (31%). In 2018, “Expensive” (43%) was the most frequently selected negative attribute associated with ALA. “Informative” (60%) and “Relevant” (33%) were the positive attributes chosen most often.
- **Value of membership.** In 2018 and 2022, about two-thirds of members believe the value they receive from ALA membership is equal to or greater than the cost of dues. One-third think the value is less than the cost.
- **Cost of dues.** Only 4% of members and nonmembers think ALA is affordable. When asked about the price of dues, on average, respondents thought a price of around \$108 for membership dues was considered a bargain. Anything approaching \$219 was too expensive to consider. Fifteen percent of members didn’t renew after their first year of membership because dues increased.

- **Former members and retention.** The top reasons former members do not belong to ALA is because ALA dues are too high for the benefits gained through membership, they are paying for membership out of pocket, and they cannot afford membership. Affordability and the value of ALA is a bigger concern for new professionals compared to experienced professionals.
- **Ways to improve membership.** Nearly half (48%) of members think the membership experience would be improved if the cost of dues were lowered. Similarly, lowering the cost of education and conference prices are top of mind for many members and former members. Not surprisingly, a higher percentage of less experienced respondents thought lowering the cost of dues would improve the membership experience. [57% with 4-10 years' experience and 53% with 3 years or less experience]. Overall, when considering modifying the membership structure, members and former members want lower prices for dues and education, which can include bundling pricing and more flexibility to join ALA divisions or round tables without being required to join ALA.
- **Member dues structure/Round tables/divisions.** Value among ALA (national), divisions, and round tables varied. Nearly half (48%) of respondents – both in 2018 and 2022 – find they receive more value from their division membership. About one-quarter (24%) said they receive equal value from ALA (national) and their division membership. In terms of round tables, the distribution of value is somewhat proportionate, as 32% of survey respondents indicated they receive more value from their ALA (national) membership, 27% feel they receive more value from their round table membership, and 26% receive equal value from their ALA membership and round table membership.
- **Budget for professional membership.** Who pays? About 6 in 10 respondents (60%) pay 100% of their own ALA membership dues and 65% pay for division and/or round table Dues. (In 2018, two-thirds of members were responsible for paying their own membership dues. More than half (53%) were also responsible for paying division and/or roundtable dues.) Avenue M finds it common among associations that have a sizable portion of members paying out of pocket for dues to have its members more sensitive to price, and usually have lower satisfaction ratings with membership. Since the onset of the COVID-19 pandemic, about one-third of respondents have decreased budgets for both membership and professional resources.
- **Former members.** About one in ten (14%) former members do not belong to ALA because their budget for professional memberships decreased.
- **Benefits usage.** Of the 24 ALA offerings listed in the survey question that asked, “Please indicate which of the following ALA benefits or resources you have participated in or used within the past two years,” on average, among members and former members, they have participated in or used 4.6 or 17% of offerings listed. This is slightly lower than what Avenue M sees with other organizations.
- **Benefits offered.** Three-quarters of members think ALA Standards and Guidelines is a “Must Have” member benefit. Tools and resources to use in their library, career resources, and the ability to attend the ALA Annual Conference are also considered “Must haves” by half or more of respondents.
- **E-learning.** Nearly half (48%) of survey respondents plan to attend more on-demand online learning than they did prior to the pandemic. Virtual/live learning was selected by 42% of respondents. About one in four (24%) said they thought their future learning preferences would mostly remain the same as prior to the pandemic. Similarly, when it comes to learning preferences, pre-recorded, on-demand webinars or workshops were the number one format selected (52%). Online live education delivered in 30 minutes or longer is the second most popular choice by more than one-third of respondents (39%). One-day, in person is still popular for nearly one-third (31%) of respondents. Just outside of the top five ways to improve the value of membership was to increase the number of virtual CE offerings (e.g., greater specialization, more content), which was selected by about one-quarter of respondents (26%). This is important as ALA looks at creating an “Enhanced” membership in the next iteration of membership that could include an e-learning bundle.

Attachments:

Approved Dues for Simplified Membership Model – Phase One Complete – Council Document #39:

https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2039%20Membership%20Committee%20Report_LLX%202024.pdf



Executive Summary 2022 ALA Membership Survey – Executive Board Document #12.7

<https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/ExecutiveBoard/20222023Docs/ebd%2012.7%20Exec.%20Summary%20Presentation%202.23%20Combined.pdf>

Standardized Round Table Dues – Council Document #44.3

https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044.3%20Round%20Table%20Dues%20Standardization_0.pdf

Approved Simplified ALA Membership Model - Council Document #44:

[https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Membership%20Committee.p
df](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Membership%20Committee.pdf)



ALA Workgroup for Standardization of Division Membership Dues – Scenarios A-C – March, 2024

The following scenarios represent possible ways to standardize the dues structure across ALA's 8 divisions. Divisions generate \$2,083,516 in revenue directly into the division representing nearly 33,000 individual memberships.

Here is an overall breakdown of division members:

- Individual Type I (Regular Members): 71% of Division Memberships
- Individual Type II: 12% of Division Memberships
- Student: 10% of Division Memberships
- Supporter*: 3% of Division Memberships
- Organization/Corporate: 4% of Division Memberships

Additional detail about the current prices for division membership can be found here: <https://www.ala.org/membership/ala-personal-membership-benefits-types>

Price Sensitivity:

Recognizing that there will be some growth and attrition based upon the price changes, three possible approaches were explored by the Workgroup:

- Scenarios I-III: applied a 20% attrition to change in price. **Discontinued** based upon recommendation of membership consultant from Avenue M – recommended using ALA attrition rate +/-5%
- Scenario IV – VI: Applied ALA attrition rate of 19% with a positive or minus of 5% to the percentage change in price.
- Scenario VII – IX: Applied ALA attrition rate of 19% with a positive or minus of 5% to the change in member counts. **Discontinued** as the model did not apply a true sensitivity metric. The model assumed the same decline in counts with a \$1 price change as a \$20 price change.

Therefore, the following scenarios are all using the same methodology applied to Scenarios IV-VI which combines the association best practice with ALA retention data.

*Supporters are those working outside of the library profession such as trustees, friends of libraries or other library advocates.

ALAAmericanLibraryAssociation



Dues Scenario A:

These prices reflect the recommended prices from the Steering Committee on Organizational Effectiveness (SCOE). This member group was tasked with streamlining ALA activities and explored standardized dues in its initial stages. The only modification is that the price of student membership has been significantly reduced to \$10 and the supporter price point has been aligned with the Individual Type I. The workgroup believes that keeping the price low for student is key to engagement. This aligns with the standardized round table dues as well which had a lower price point for student membership.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$70	\$125	\$15
Individual Type II	\$40	\$55	\$15
Student	\$10	\$40	\$5
Supporter	\$70	\$70	\$15

Observations:

In this model, 5 divisions are projected to lose revenue, with one division projected to lose over \$100,000. In addition to the loss of revenue, it is projected that 5 divisions would lose members as well. While individual division impact varies, the overall net loss in revenue and counts may not be viable. Based upon the large number of Individual Type I (Regular) Members within division, we may benefit from considering scenarios that increase the price of Individual Type I members.

Here is the individual impact to revenue and counts

	Existing	Scenario A	Increase (Decrease)		Existing	Scenario A	Increase (Decrease)
AASL	\$ 304,325	\$ 295,369	\$ (8,956)	AASL	5,205	5,216	11
ACRL	494,915	459,485	(35,430)	ACRL	7,614	7,486	(128)
ALSC	140,732	163,098	22,366	ALSC	3,057	2,893	(164)
Core	246,820	243,911	(2,909)	Core	3,854	3,864	10
PLA	575,121	466,962	(108,159)	PLA	7,281	7,520	239
RUSA	114,767	116,009	1,242	RUSA	2,027	2,013	(14)
United	57,665	57,532	(133)	United	940	934	(6)
YALSA	149,171	159,881	10,710	YALSA	2,904	2,800	(104)
	\$ 2,083,516	\$ 1,962,248	\$ (121,268)		32,882	32,727	(155)

ALAAmericanLibraryAssociation



Dues Scenario B:

These prices reflect a \$5 increase in all price points.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$75	\$125	\$15
Individual Type II	\$45	\$55	\$15
Student	\$15	\$40	\$5
Supporter	\$75	\$70	\$15

Observations:

In this model, 6 divisions are expected to gain revenue. This gain in revenue is offset by a 3% loss in membership counts overall. This model appears to be close to a breakeven model.

Here is the individual impact to revenue and counts:

	Existing	Scenario B	Increase (Decrease)		Existing	Scenario B	Increase (Decrease)
AASL	\$ 304,325	\$ 315,156	\$ 10,831	AASL	5,205	5,114	(91)
ACRL	494,915	488,526	(6,389)	ACRL	7,614	7,202	(412)
ALSC	140,732	172,850	32,118	ALSC	3,057	2,814	(243)
Core	246,820	258,385	11,565	Core	3,854	3,791	(63)
PLA	575,121	500,318	(74,803)	PLA	7,281	7,452	171
RUSA	114,767	123,474	8,707	RUSA	2,027	1,968	(59)
United	57,665	61,053	3,388	United	940	917	(23)
YALSA	149,171	169,697	20,526	YALSA	2,904	2,728	(176)
	\$ 2,083,516	\$ 2,089,459	\$ 5,943		32,882	31,986	(896)



Dues Scenario C:

These prices reflect a \$3 increase in all price points except students. Early conversations indicated that \$15 may be the highest amount student members should pay.

	DIVISIONS	ALA	ROUND TABLES
Individual Type I	\$78	\$125	\$15
Individual Type II	\$48	\$55	\$15
Student	\$15	\$40	\$5
Supporter	\$78	\$70	\$15

Observations:

In this model, 7 divisions are expected to gain revenue and the overall gain in total revenue is over 3%. This gain in revenue does result in membership losses for every division except PLA which is expected to grow due to the lower price point.

Here is the individual impact to revenue and counts:

	Existing	Scenario C	Increase (Decrease)		Existing	Scenario C	Increase (Decrease)
AASL	\$ 304,325	\$ 324,285	\$ 19,960	AASL	5,205	5,061	(144)
ACRL	494,915	503,987	9,072	ACRL	7,614	7,139	(475)
ALSC	140,732	177,450	36,718	ALSC	3,057	2,772	(285)
Core	246,820	266,154	19,334	Core	3,854	3,749	(105)
PLA	575,121	518,520	(56,601)	PLA	7,281	7,417	136
RUSA	114,767	127,106	12,339	RUSA	2,027	1,945	(82)
United	57,665	62,913	5,248	United	940	908	(32)
YALSA	149,171	174,239	25,068	YALSA	2,904	2,690	(214)
	<u>\$ 2,083,516</u>	<u>\$ 2,154,654</u>	<u>\$ 71,138</u>		<u>32,882</u>	<u>31,681</u>	<u>(1,201)</u>

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acrl@ala.org; <http://www.acrl.org>



To: ACRL Budget and Finance Committee, ACRL Board of Directors
From: Allison Payne, ACRL Interim Executive Director
Date: April 12, 2024
Re: FY24 Q2 Memo

The attached spreadsheet (Doc 7.1) details ACRL's second-quarter performance through January 31, 2024.

As a reminder, ACRL's budget is best considered on a two-year cycle due to the ACRL Conference taking place in odd years. Revenues and expenses for the ACRL Conference will be recognized in the year the event takes place, except for expenses that are non-material (i.e., less than \$5K) and monthly payments. Thus, comparisons of total financial performance to last year, while useful for the Choice budget, are not as meaningful for the ACRL portion of the report, so I have presented the ACRL comparisons with the FY22 actual so comparisons between two budgets in non-conference years can be made.

Executive Summary

While revenues are down, significant expense savings were again realized in Q2 that resulted in ACRL outperforming Q2 budget by \$92,409.

	FY24	FY24	Variance	FY22	Variance
	Actual	Budget	from Budget	Actual	FY22 to FY24
Beginning net asset balance	\$3,627,669	\$3,627,669	\$0	\$3,367,723	\$259,946
Revenues	\$707,170	\$939,005	(\$231,836)	\$725,457	(\$18,287)
Expenses	\$870,654	\$1,194,898	(\$324,244)	\$801,902	\$68,752
NET	(\$163,484)	(\$255,893)	\$92,409	(\$76,445)	(\$87,039)
Ending net asset balance	\$3,464,185	\$3,371,776	\$92,409	\$3,291,278	\$172,907

ACRL Revenues

ACRL total Q2 revenues were \$707,170 versus a budgeted \$939,005, resulting in a variance from budget of -\$231,836 or -25%.

- As of the January 2024 performance report, personal **membership dues** of \$208,085 are \$8,926 (4%) behind of YTD budget. Personal and organizational dues are budgeted separately but aren't separated out in reporting from Accounting, so the variance is likely a combination of short falls in those two categories.
- Budgeting for **Benchmark** was overestimated and included \$93,062 for Q2 in subscription revenues and as of January 2024 have collected \$57,688 in actual revenues. FY25 revenues have been reduced to reflect actual subscriptions, and we hope to see robust growth in the coming years for ACRL's suite of data products that serve the profession.
- **Serials** online advertising revenue is budgeted at \$54,167 and actuals are at \$45,305, which is \$8,862, or 16%, behind budget.
- **Licensed workshop** was budgeted at \$26,250, but payments from two January RoadShows were not recognized due to processing of January invoices; the revenue is still not appearing in the February 2024 reports but is expected that this will be reconciled for the Q3 report. Five workshops are scheduled for spring/summer 2024.
- For **non-serial publications**, there is a missing royalty payment of over \$20K, and this will be seen in the Q3 report. When it is included, total revenues will increase from \$128,027 to \$148,226, more than \$10K ahead of budget.
- **Web CE** revenues are 108% ahead of YTD budget due to strong performance of a few fall events, but we expect revenues to stabilize over the spring/summer.
- For **non-serials**, both print book (4100) and institutional ebook (4421) sales are strong through November, with total revenues 13%, \$ 11,042, ahead of budget.
- **Serials** revenues include overhead-exempt revenues of \$9,890 are \$ 2,390 (32%) ahead of YTD budget.
- For the **RBMS Conference**, \$22K of registration fees are budgeted in Q1; this revenue will be recognized when the event takes place in June 2024.
- The **Immersion program** did not realize the \$50K in budgeted revenues due to the program's pause. There is a planned refresh slated to launch in late FY24 or early FY25.
- **Classified ad revenues** are meeting the Q1 budgeted amount of \$97K.

ACRL Expenses

ACRL's Q2 performance included significant expenses saving. Actual expenses \$870,654 versus a budgeted \$1,194,898, resulting in \$324,244 of 27% of cost savings.

- Due to staff vacancies for the ACRL unit, there was \$112K of **salaries and benefits** savings.
- The **Immersion program** did not realize the \$80K budgeted in expenses due to the program's pause and planned refresh slated to launch in late FY24 or early FY25.

- The **RBMS Conference** currently is showing \$65K in expense savings but this is due to timing. These expenses are expected to be recognized when the event takes place in June 2024.
- **Program allocation** has savings of \$42K due to unspent TBD program expenses.
- For **scholarly communication**, there is \$21K of misplaced expenses from another unit; this has been reconciled for Q3.
- \$6,602 of **TATIL** onboarding expenses that should have been recognized in FY23 were incorrectly applied in FY24.
- \$72,564 of **ACRL Conference 2023** deferred expenses were not recognized by ALA Accounting in FY23 and were incorrectly applied in FY24. ACRL staff met with Accounting to discuss the process and reporting for deferred expenses to ensure this error doesn't happen again.
- ALA units were required to cut FY24 travel expenses by 10%. For Q2, ACRL was required to cut \$4,156 in travel. For the full FY, ACRL will be required to cut \$9,975 in travel expenses.

Long-term Investment

The Q2 report for the ACRL LTI included the beginning balance of \$5,773,259.

FY24 actuals through January 31, 2024

ACRL Q2 Report

	FY24	FY24	FY24	FY24	FY24	FY22*	FY22*	FY22*
	Budget	Q2 Budget	Q2 Actual	\$ Variance	% Variance	Q2 Actual	\$ Variance	% Variance
Beginning Reserves								
Reserve Sept. 1: ACRL Operating	\$3,627,669	\$3,627,669	\$3,627,669	\$0	0%	\$3,367,723	\$259,946	8%
Reserve Sept. 1: ACRL LTI	\$5,773,259	\$5,773,259	\$5,773,259	\$0	0%	\$5,209,693	\$563,566	11%
Reserve Sept. 1: CHOICE Operating	\$3,078,726	\$3,078,726	\$3,078,726	\$0	0%	\$2,924,245	\$154,481	5%
Reserve Sept. 1: CHOICE LTI	\$553,388	\$553,388	\$553,388	\$0	0%	\$621,058	(\$67,670)	-11%
Total	\$13,033,042	\$13,033,042	\$13,033,042	\$0	0%	\$12,122,719	\$910,323	8%
Revenues								
Membership								
Dues	\$520,827	\$217,011	\$208,085	(\$8,926)	-4%	\$211,334	(\$3,249)	-2%
Standards, Licensing Fees	\$150	\$63	\$45	(\$18)	-28%	\$0	\$45	N/A
Advisory	\$15,100	\$6,292	\$15,100	\$8,808	140%	\$7,093	\$8,007	N/A
Awards	\$0	\$0	\$0	\$0	N/A	\$1,200	(\$1,200)	-100%
Special Events	\$15,125	\$6,302	\$1,500	(\$4,802)	N/A	\$0	\$1,500	N/A
Equity, Diversity & Inclusion	\$22,000	\$9,167	\$4,750	(\$4,417)	N/A	\$32,000	(\$27,250)	-85%
Project Outcome & Info Lit	\$70,976	\$29,573	\$32,228	\$2,655	N/A	\$450	\$31,778	N/A
Subtotal	\$644,178	\$268,408	\$261,708	(\$6,700)	-2%	\$252,077	\$9,631	4%
Publications								
CHOICE	\$2,356,295	\$981,790	\$798,897	(\$182,892)	-19%	\$631,767	\$167,130	26%
ACRL Serials	\$567,461	\$224,702	\$217,725	(\$6,977)	-3%	\$14,302	\$203,423	-66%
C&RL News (to ACRL serials FY24)	\$0	\$0	\$0	\$0	N/A	\$274,507	(\$274,507)	-100%
RBM (to ACRL serials FY24)	\$0	\$0	\$0	\$0	N/A	\$10,055	(\$10,055)	N/A
Nonperiodical Publications	\$331,000	\$137,917	\$128,027	(\$9,890)	-7%	\$100,519	\$27,508	27%
Library Statistics	\$223,349	\$93,062	\$57,688	(\$35,374)	-38%	\$36,116	\$21,572	60%
Subtotal	\$3,478,105	\$1,437,470	\$1,202,338	(\$235,133)	-16%	\$1,067,266	\$135,072	13%
Education								
Institutes & Licensed Workshops	\$263,600	\$109,833	\$0	(\$109,833)	-100%	\$0	\$0	N/A
ACRL Conference	(\$24,000)	(\$10,000)	\$0	\$10,000	-100%	\$0	\$0	N/A
RBMS Conference	\$195,373	\$81,405	\$7,000	(\$74,405)	N/A	\$2,500	\$4,500	N/A
Annual Conference & LLX Programs	\$14,000	\$5,833	\$0	(\$5,833)	N/A	\$0	\$0	N/A
Web-CE	\$66,828	\$27,845	\$35,022	\$7,177	26%	\$35,381	(\$359)	-1%
Subtotal	\$515,801	\$214,917	\$42,022	(\$172,895)	-80%	\$37,881	\$4,141	11%
Special Programs								
Friends of ACRL-Restricted	\$0	\$0	\$0	\$0	N/A	\$11,800	(\$11,800)	N/A
Friends of ACRL-Operating	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Unidentified Budget	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Total Revenues								
Total Revenues ACRL	\$2,281,789	\$939,005	\$707,170	(\$231,836)	-25%	\$725,457	(\$18,287)	-3%
Total Revenues CHOICE	\$2,356,295	\$981,790	\$798,897	(\$182,892)	N/A	\$631,767	\$350,023	26%
Total Revenues ACRL & Choice	\$4,638,084	\$1,920,795	\$1,506,067	(\$414,728)	-22%	\$1,357,224	\$563,571	11%

FY24 actuals through January 31, 2024

ACRL Q2 Report

	FY24	FY24	FY24	FY24	FY24	FY22*	FY22*	FY22*
	Budget	Q2 Budget	Q2 Actual	\$ Variance	% Variance	Q2 Actual	\$ Variance	% Variance
Expenses								
Membership								
Membership Services	\$93,502	\$36,621	\$22,756	(\$13,866)	-38%	\$1,413	\$21,343	1510%
Board	\$148,718	\$58,151	\$35,247	(\$22,904)	-39%	\$5,968	\$29,279	491%
Advisory	\$23,729	\$9,350	\$20,283	\$10,932	117%	\$9,775	\$10,508	107%
Standards Distribution	\$820	\$324	\$184	(\$140)	-43%	(\$37)	\$221	N/A
Awards	\$16,263	\$4,664	\$4,961	\$297	N/A	\$0	\$4,961	N/A
Chapters	\$16,376	\$4,959	\$4,961	\$2	0%	\$100	\$4,861	N/A
Committees	\$148,564	\$56,425	\$44,645	(\$11,780)	-21%	\$0	\$44,645	N/A
Sections	\$156,382	\$61,060	\$33,558	(\$27,502)	-45%	\$1,183	\$32,375	2737%
ACRL Serials (over revenue)	\$0	\$0	\$0	\$0	N/A	\$0	\$0	N/A
Liaisons to Higher Ed. Organizations	\$30,008	\$12,245	\$9,369	(\$2,876)	-23%	\$13,783	(\$4,414)	-32%
Special Events	\$14,200	\$5,917	(\$968)	(\$6,884)	-116%	\$0	(\$968)	N/A
Information Literacy	\$163,806	\$66,468	\$55,034	(\$11,435)	-17%	\$7,759	\$47,275	609%
Scholarly Communications	\$66,633	\$25,947	\$40,174	\$14,227	55%	\$6,396	\$33,778	528%
Value of Academic Libraries	\$27,828	\$10,687	\$8,185	(\$2,502)	N/A	\$0	\$8,185	N/A
Government Relations	\$25,512	\$9,969	\$5,953	(\$4,016)	-40%	\$5,833	\$120	2%
Scholarships	\$40,000	\$16,667	\$0	(\$16,667)	N/A	\$5,000	(\$5,000)	N/A
Annual Conference Programs	\$27,753	\$11,431	\$1,191	(\$10,240)	N/A	\$0	\$1,191	N/A
New Roles & Changing Landscapes	\$19,652	\$7,631	\$5,079	(\$2,552)	-33%	\$200	\$4,879	N/A
Equity, Diversity & Inclusion	\$77,502	\$25,329	\$15,616	(\$9,713)	-38%	\$658	\$15,416	7708%
Project Outcome	\$106,240	\$42,747	\$39,906	(\$2,841)	-7%	\$35,980	\$3,926	11%
Subtotal	\$1,203,486	\$466,593	\$346,133	(\$120,460)	-26%	\$94,011	\$252,122	268%
Publications								
CHOICE	\$2,329,930	\$949,632	\$955,317	\$5,685	1%	\$552,624	\$402,693	73%
ACRL Serials	\$476,577	\$185,379	\$160,401	(\$96,397)	-52%	\$6,174	\$82,808	1341%
C&RL News (to ACRL serials FY24)	\$0	\$0	\$1	\$1	N/A	\$101,949	(\$101,948)	N/A
RBM (to ACRL serials FY24)	\$0	\$0	\$165	\$165	N/A	\$7,902	(\$7,737)	N/A
Nonperiodical Publications	\$279,321	\$112,007	\$88,982	(\$23,025)	-21%	\$14,456	\$74,526	516%
Library Statistics	\$289,387	\$116,985	\$54,754	(\$62,231)	-53%	\$93,670	(\$38,916)	-42%
Subtotal	\$3,375,215	\$1,364,003	\$1,259,620	(\$104,382)	-8%	\$776,775	\$482,845	62%
Education								
Institutes & Licensed Workshops	\$272,287	\$106,824	\$22,760	(\$84,065)	-79%	\$2,462	\$20,298	12%
ACRL Conference	\$148,349	\$56,857	\$118,661	\$61,804	109%	\$6,703	\$111,958	6%
RBMS Conference & Preconferences	\$188,599	\$78,041	\$28,677	(\$49,363)	-63%	(\$9,476)	\$38,153	-25%
Web-CE	\$77,827	\$30,450	\$25,607	(\$4,844)	-16%	\$11,222	\$14,385	78%
Subtotal	\$687,062	\$272,172	\$195,704	(\$76,468)	-28%	\$10,911	\$184,793	6%
Special Programs								
Friends of ACRL-Restricted	\$0	\$0	\$0	\$0	N/A	\$11,800	\$0	N/A
Friends of ACRL-Operating	\$25,010	\$9,650	\$230	(\$9,420)	-98%	\$349	(\$119)	-34%
Subtotal	\$25,010	\$9,650	\$230	(\$9,420)	-98%	\$12,149	(\$11,919)	-98%
Unallocated Admin Expenses	\$2,282	\$32,112	\$24,283	(\$7,829)	-24%	\$472,478	(\$448,195)	N/A
Endowment Transfer	(\$175,000)	\$0	\$0	\$0		\$0		
Total Expenses								
Total Expenses ACRL	\$2,788,124	\$1,194,898	\$870,654	(\$324,244)	-27%	\$801,900	\$68,754	9%
Total Expenses CHOICE	\$2,329,930	\$949,632	\$955,317	\$5,685	N/A	\$552,624	\$402,693	N/A
Total Expenses ACRL & CHOICE	\$5,118,054	\$2,144,530	\$1,825,971	(\$318,559)	-15%	\$1,354,524	\$471,447	35%

* = To compare non-conference years, column G shows FY22 actuals (Jan) for ACRL. Column G includes FY23 actuals (Jan) for Choice.

Choice Performance Comments

FY24 Q2, January 2024

Choice finished January 2024, with a net operating income of negative \$151,974 on revenues of \$798,899 and expenses of \$950,873. Revenue was \$182,562 behind budget due to sluggish advertising performance and timing of licensing payments. On the expense side, we were on or close to budget across all categories.

Jan 2024							
404 UNIT REVENUES							
Source	Budget YTD	Actual YTD	Var	% Budget	Prior Year	Var	% Prior
Subscriptions	394,700	383,504	(11,196)	-2.84%	572,374	(188,870)	-33.00%
Advertising/Sponsored Content	365,415	279,665	(85,750)	-23.47%	316,423	(36,758)	-11.62%
Royalties	198,606	122,518	(76,088)	-38.31%	198,634	(76,116)	-38.32%
Other \$	22,500	13,212	(9,288)	-41.28%	1,190	12,022	1010.25%
Total Revenue	981,221	798,899	(182,322)	-18.58%	1,088,621	(289,722)	-26.61%
Total Expenses	949,633	950,873	(1,240)	-0.13%	998,702	47,829	4.79%
NET REVENUE	31,588	(151,974)	(183,562)	581.11%	89,919	(241,893)	-269.01%

SUBSCRIPTIONS

Choice's subscription revenue was close to budget, although circulation has dipped. As of January 2024, *Choice* magazine circulation was down 5% and Choice Reviews circulation was down 7%. December and January are when most of our renewals come in, so we expect to see circulation rise as more lapsed subscribers submit their renewals.

ROYALTIES

Licensing (royalty) income for Choice was slightly behind budget by \$76,088. This is due to timing, and we are working with vendors to make sure their payments come in before the end of the fiscal year.

ADVERTISING AND SPONSORED CONTENT

Choice advertising revenues were \$85,750 behind budget across all products, except webinars (which were 11% better than budget in January). This is a down year for advertising as many long-time sponsors are seeing restructuring in their marketing departments. This disruption has led to contracts being delayed and decreased advertising spends across many of our big advertising partners.

EXPENSES

On the expenses side, Choice's direct expenses are on budget across all categories, and we continue to monitor spending closely.



ACRL Plan for Excellence

*Approved April 20, 2011. Effective July 1, 2011
Reaffirmed September 2013. Revised November 2022.*

Preamble

The strengths and capacities of ACRL have enabled the association to sustain exemplary programs and results for its members and to shape policies and practices of vital interest to higher education. ACRL's Plan for Excellence continues that path and focuses attention on four areas that capitalize on our strengths, deliver high member value, and heighten our impact:

- Value of Academic Libraries
- Student Learning
- Research and Scholarly Environment
- New Roles and Changing Landscapes
- Equity, Diversity and Inclusion

These strategic areas will be supported by financial and operational planning, and will guide the development and implementation of programs and services that target education, advocacy and member engagement.

ACRL's leadership views strategic thinking and planning as an ongoing process. Adoption of this plan for excellence affirms the general intent and direction articulated by the association's core ideology, envisioned future, shorter-term goals, and objectives. Progress will be assessed annually and will guide the operational planning process. The plan for excellence will be updated based on achievement of the goals and their continued relevance as new needs and opportunities arise.

Timeless Core Ideology

Core Purpose

To lead academic and research librarians and libraries in advancing learning and scholarship.

Core Organizational Values

ACRL is committed to:

- visionary leadership, transformation, new ideas, and global perspectives
- exemplary service to members
- equity, diversity, and inclusion
- integrity and transparency
- continuous learning
- responsible stewardship of resources
- the values of higher education, intellectual freedom, the [ALA Ethics policy](#), and “[The Library Bill of Rights](#)”

Core Commitment

ACRL is dedicated to creating diverse and inclusive communities in the Association and in academic and research libraries. This core commitment permeates the work of the Association, cutting across all ACRL sections, committees, interest and discussion groups, and communities of practice. The Association will acknowledge and address historical racial inequities; challenge oppressive systems within academic libraries; value different ways of knowing; and identify and work to eliminate barriers to equitable services, spaces, resources, and scholarship.

Long-term Envisioned Future

Vision

Academic and research librarians and libraries are essential to a thriving global community of learners and scholars.

Vivid Description of a Desired Future

ACRL elevates the position, recognition, and impact of all academic and research libraries and librarians as catalysts in exceptional research and learning. Academic libraries play a critical role in building diverse, welcoming, and equitable communities; developing inclusive organizations, spaces and services; guarding against policies and practices that intentionally or unintentionally create racial inequalities; embodying diversity in the profession; and creating conditions so that all users are respected and supported in their intellectual dialogues and pursuits. Librarians and their colleagues design services that provide scholars and learners the unfettered ability to create, access, evaluate, and use knowledge. College and university students are information literate, informed scholars and citizens who value the opinions, perspectives, and experiences of others. Facile use of information sources and discovery techniques enables them to succeed in their coursework and future careers preparing them to lead new national and global initiatives. Partnering with academic librarians to collect and organize research data, faculty break new ground in their respective fields. Academic libraries, constantly transforming to meet the evolving needs of their campuses, are central to educational and research efforts.

Five-Year Goals and Objectives

Value of Academic Libraries

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

Objectives:

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

Student Learning

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

Objectives:

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

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

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

New Roles and Changing Landscapes

Goal: The academic and research library workforce effectively fosters change in academic libraries and higher education environments.

Objectives:

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

Equity, Diversity and Inclusion

Goal: Academic and research libraries will practice cultural humility, promote community accountability, and be unwavering in their ongoing, iterative commitment to remedy systemic inequalities in their contexts.

Objectives:

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

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Friday, April 19, 2024

6:30-3:30pm Pacific / 7:30-4:30pm Mountain / 8:30-5:30pm Central / 9:30-6:30pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave, Suite 1300 Chicago, IL
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ALA Mission: *“To provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all.”*

Central Time	Topic	Facilitator
7:45 a.m.	Breakfast	
8:30 a.m.	Welcome, Call to Order Approval of Board Agenda EBD 9.10 ACTION	Emily Drabinski, ALA President
8:30 – 8:50 a.m.	CLOSED SESSION Board Review of Legal Counsel CBD 16.0 ACTION	Emily Drabinski, ALA President
8:50 – 9:20 a.m.	Legal update	Paula Goedert, ALA Legal Counsel
9:20 – 12:30 p.m.	CLOSED SESSION Presentation of the Draft Communications Plan	CMMO staff
12:30 – 2:00 p.m.	ALA Staff Service Awards Program (see separate agenda) Lunch & Networking with ALA Staff	Emily Drabinski, ALA President
2:00 – 3:00 p.m.	ALA Branding Working Group Report EBD 10.5 ACTION	Lessa Pelayo-Lozada, Julius C. Jefferson, Jr. Co-Chairs Mina Park, Director, Research & Insights at Penguin Random House Melissa Walling & Denise Mortiz, ALA Staff
3:00 – 3:25 p.m.	Information Technology Report EBD 12.3	Ed Sanchez, ITAC Chair, Rebecca Headrick, CITO
3:25 – 3:35 p.m.	Break	
3:35 – 3:55 p.m.	Conference Services Report & Discussion EBD 12.3 <ul style="list-style-type: none"> 2024 LLX Evaluation Feedback 2024 Annual Conference Update 	Jennifer Ferriss, Conference Committee Chair Earla Jones, Conference Services Director
3:55 – 4:10 p.m.	Development Office EBD 12.3 Philanthropy Advisory Group	Anne Manly, Associate Director of Foundation and Corporate Relations Nancy Davenport, PAG Chair

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Friday, April 19, 2024

6:30-3:00pm Pacific / 7:30-4:00pm Mountain / 8:30-5:00pm Central / 9:30-6:00pm Eastern

Central Time	Topic	Facilitator
4:10 – 4:40 p.m.	Affiliate Program Working Group Report <i>EBD 10.10</i> ACTION	Lessa Pelayo-Lozada, Chair
4:40 – 5:30 p.m.	CLOSED SESSION Fall Strategy	Associate Executive Directors (AEDs) Rebecca Headrick, Lorelle Hopkins, Alan Inouye, Dina Tsourdinis, Melissa Walling
5:30 p.m.	Adjournment	Emily Drabinski, ALA President
5:45 p.m. --	<i>Board/Staff Dinner at ALA HQ</i>	

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Saturday, April 20, 2024

6:30-3:00pm Pacific / 7:30-4:00pm Mountain / 8:30-5:00pm Central / 9:30-6:00pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave Suite 1300 Chicago, IL
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ALA-APA Board of Directors Meeting

Central Time	Topic	Facilitator
8:30 a.m.	Breakfast	
8:30 – 9:30 a.m.	ALA-APA Board of Directors Meeting (see separate agenda)	Lorelle Hopkins, Associate Executive Director

ALA Executive Board Meeting

Central Time	Topic	Facilitator
9:30 a.m.	Call to Order Approval of Board Agenda EBD 9.10 ACTION	Emily Drabinski, ALA President
9:30 – 9:55 a.m.	Executive Director Report EBD 12.3	Leslie Burger, ALA Interim Executive Director
9:55 – 10:25 a.m.	ALA Finance & Budget Update <ul style="list-style-type: none"> FY 2024 Financial Results Executive Summary <i>EBD 3.14</i> FY 2025 Budget Memo <i>EBD 3.15</i> FY 2025 Preliminary Budget & Annual Estimates of Income <i>EBD 3.16 ACTION</i> Proposed Presidential Initiative Budget <i>EBD 3.19 ACTION</i> 	Peter Hepburn, ALA Treasurer, Dina Tsourdinis, ALA CFO Cindy Hohl, ALA President-elect
10:25 – 10:40 a.m.	Endowment Trustee Report EBD 13.2	Janice Welburn, Senior Endowment Trustee
10:40 – 10:50 a.m.	Break	
10:50 – 11:25 a.m.	150th Commemoration Steering Committee Update 150th Commemoration Fundraising Campaign Committee Update EBD 10.8 ACTION	Martin Garnar & Courtney Young, Co-chairs Jim Neal & Christina Rodriques, Co-chairs Leslie Burger, ALA Interim Executive Director
11:25 – 11:40 a.m.	Unite Against Book Bans Update EBD 12.3	Betsy Gomez, Assistant Director of Communications and Public Outreach

SPRING ALA EXECUTIVE BOARD MEETING

Central Time	Topic	Facilitator
11:40 – 12:00 p.m.	International and Chapter Relations <i>EBD 12.3</i>	Julius C. Jefferson, Jr., Chair of International Relations Committee; Brianna Hoffman, Chair of Chapter Relations Committee; & Michael Dowling, International & Chapter Relations Director
12:00 – 1:00 p.m.	Lunch	
1:00 – 2:00 p.m.	Division Executive Director Report <i>EBD 12.3</i> <ul style="list-style-type: none"> Association for Library Service to Children (ALSC) & Young Adult Library Services Association (YALSA) Public Library Association (PLA) Reference & User Services Association (RUSA) 	Alena Rivers, ALSC Executive Director, YALSA Interim Executive Director Mary Davis Fournier, PLA Executive Director Bill Ladewski, RUSA Executive Director
2:00 – 2:20 p.m.	Board Liaison Updates	Board members
2:20 – 2:40 p.m.	CLOSED SESSION Office for Intellectual Freedom/State and Local Advocacy Joint Report <i>EBD 12.3</i>	Deborah Caldwell-Stone, OIF Director
2:40 – 3:10 p.m.	ALA Advocacy Strategy Discussion	Alan Inouye, AED Interim Public Policy Advocacy; Deborah Caldwell-Stone, OIF Director; Michael Dowling, International & Chapter Relations Director
3:10 – 3:25 p.m.	CLOSED SESSION ALA Headquarter Lease Update	Dina Tsourdinis, CFO
3:25 – 3:35 p.m.	ALA Core Values Working Groups Appointments <i>CBD 19.0</i> ACTION	Sara Dallas, Ana Elisa de Campos Salles, Board members
3:35 – 3:45 p.m.	Intellectual Freedom Summit Invitation List <i>CBD 21.0</i> ACTION	Sam Helmick, Board member
3:45 – 4:00 p.m.	Staffing Update	Leslie Burger, ALA Interim Executive Director; Lorelle Hopkins AED Human Resources
4:00 – 5:00 p.m.	CLOSED SESSION ALA Updates	Leslie Burger, ALA Interim Executive Director
5:00 p.m.	Adjournment	Emily Drabinski, ALA President

SPRING ALA EXECUTIVE BOARD MEETING

Agenda for Sunday, April 21, 2024

7:00-10:00am Pacific / 8:00-11:00am Mountain / 9:00-12:00pm Central / 10:00-1:00pm Eastern

Join the webinar Webinar ID: 925 8604 5044 Passcode: 153806	ALA Headquarters 225 N Michigan Ave Suite 1300 Chicago, IL
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Central Time	Topic	Facilitator
8:45 a.m.	Breakfast	
9:00 a.m.	Welcome, Call to Order Approval of Board Agenda EBD 9.10 ACTION Consent Agenda: <ul style="list-style-type: none"> President's Report <i>EBD 7.4</i> President-elect's Report <i>EBD 7.5</i> Vote Tally and Board Action <i>EBD 1.2</i> 	Emily Drabinski, ALA President
9:00 – 9:05 a.m.	Executive Committee Report Executive (Closed) Session Report	Emily Drabinski, ALA President
9:05 – 9:20 a.m.	Membership Committee Update EBD 10.9 ACTION Membership Report EBD 12.3	Dr. Sandy Hirsh, Membership Chair; Andrew Goldschmidt, Interim Member Relations & Services Director
9:20 – 9:40 a.m.	Code of Conduct Committee Report EBD 10.7 ACTION	Elizabeth Nebeker, Toni Negro, Co-chairs; Cory Stevenson, Community Manager
9:40 – 10:05 a.m.	Committee on Legislation Public Policy and Advocacy (PPA) Report EBD 12.3	Ed Garcia, Chair; Alan Inouye, AED Interim Public Policy Advocacy
10:05 – 10:20 a.m.	Executive Director Search Update	Lessa Pelayo-Lozada, ALA Immediate Past President
10:20 – 10:40 a.m.	CLOSED SESSION Executive Board Election Discussion	Cindy Hohl, ALA President-elect
10:40 – 10:50 a.m.	Endowment Appointment CBD 22.0 ACTION	Peter Hepburn, ALA Treasurer
10:50 – 11:15 a.m.	Executive Director Goals Update	Leslie Burger, ALA Interim Executive Director
11:15 – 12:00 p.m.	Board Effectiveness	Lessa Pelayo-Lozada, ALA Immediate Past President; Board Effectiveness Committee
12:00 p.m.	Adjournment	Emily Drabinski, ALA President

SPRING ALA EXECUTIVE BOARD MEETING

DRAFT

Project Outcome for Academic Libraries

Fiscal Year 2023 Report¹

project

ACRL SB24 FYI-7
OUTCOME

MEASURING THE TRUE
IMPACT OF LIBRARIES

QUICK STATS

Institutions Using Project Outcome:	155
States Represented:	40
Surveys Created:	1,765
Responses Collected:	35,544

"My library adopted Project Outcome right after it was launched. Using it to gather student feedback has transformed our instruction programming. It helps us tap into what resonates with students and also helps us identify what else students want from library programming."

~ Kate Langan, Western Michigan University

USAGE BY SURVEY TOPIC



DIGITAL & SPECIAL COLLECTIONS

6 SURVEYS
134 RESPONSES



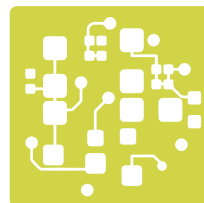
EVENTS/PROGRAMS

171 SURVEYS
1,986 RESPONSES



INSTRUCTION

1,507 SURVEYS
31,557 RESPONSES



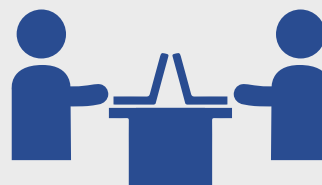
LIBRARY TECHNOLOGY

4 SURVEYS
315 RESPONSES



RESEARCH

52 SURVEYS
389 RESPONSES



SPACE

11 SURVEYS
1,114 RESPONSES



TEACHING SUPPORT

14 SURVEYS
49 RESPONSES

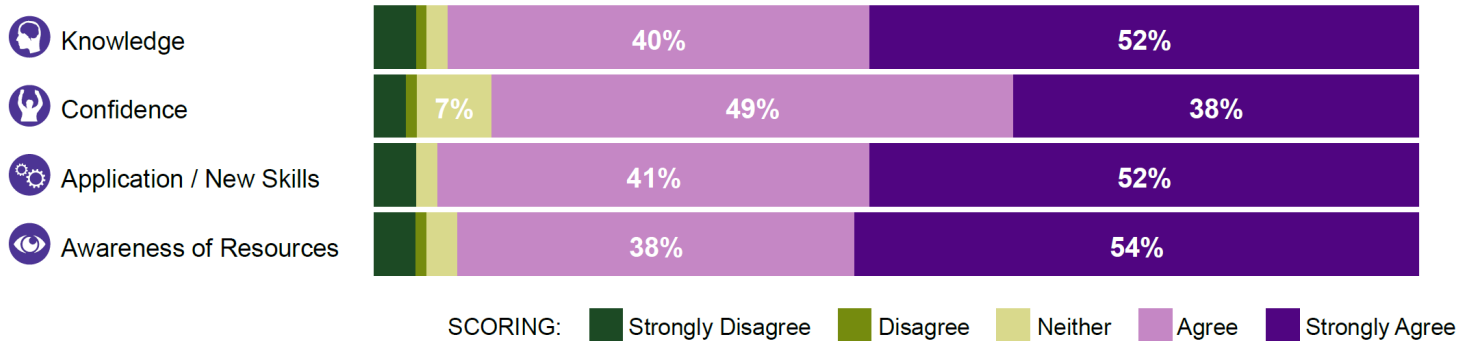
LEARN MORE ABOUT PROJECT OUTCOME!

Interested in using Project Outcome for Academic Libraries to measure outcomes at your library? Sign up for a free account today at acrl.projectoutcome.org to get started!

¹ Data in this report includes all immediate and follow-up surveys and responses from institutions in the United States and covers the period September 1, 2022 – August 31, 2023.

OUTCOME SCORING FOR THE IMMEDIATE INSTRUCTION SURVEY

The immediate instruction survey is the most popular survey in the toolkit and is used to assess library orientation and first year experience programs, as well as library instruction in information literacy, use of library resources, and specific subject matter. In FY23, 92% of respondents agree or strongly agree that they learned something new that will help me succeed in class, 87% of respondents agree or strongly agree that they feel more confident about completing the assignment, 93% of respondents agree or strongly agree that they intend to apply what I just learned, and 92% of respondents agree or strongly agree that they are more aware of the library's resources and services.



IMPROVEMENTS TO THE TOOLKIT

The **National Survey of Student Engagement (NSSE) High-Impact Practices** were added as a taggable feature. For any survey created in the toolkit (including past surveys), you can now opt to indicate whether the program/service you are evaluating supports one or more high-impact practices. The HIPs include:



SERVICE LEARNING



LEARNING COMMUNITY



RESEARCH WITH FACULTY



INTERNSHIP OR FIELD EXPERIENCE



STUDY ABROAD



CULMINATING SENIOR EXPERIENCE

Web accessibility upgrades were made to the Project Outcome toolkit, using **WebAIM's WCAG 2** checklist as a guide.

Users can now administer surveys with auto generated QR codes. You can find the QR codes on an individual survey's management page.

The **Outcome Measurement Guidelines** resource was updated by the Project Outcome for Academic Libraries Editorial Board to reflect current research and practices.