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| Association of College and Research Libraries***Fall Executive Committee Virtual Meeting***November 9, 20211:00–3:00 p.m. Central |

# Proceedings

**ACRL Executive Committee:** Julie Ann Garrison, ACRL President; Erin Ellis, ACRL Vice-President; Jon Cawthorne, ACRL Past President; Carolyn Henderson Allen, ACRL Budget and Finance Chair; Jacquelyn Bryant, ACRL Division Councilor; Jay Malone, Ex-Officio Member

**ACRL Directors-at-large:** Toni Anaya, Jessica Brangiel, Faye Chadwell, Kim Copenhaver, April Cunningham, Cinthya Ippoliti, Mary Mallery, Yasmeen Shorish

**Guests:** Beatrice Canales, Maisha Carey, Nico Casas, Rachael Elrod, Mary Beth Lock, Je Salvador

**Staff:** Margot Conahan, ACRL Manager of Professional Development; Mark Cummings, CHOICE Editor and Publisher; David Free, Editor-in-Chief of C&RL News/ACRL Senior Communications Strategist; Kara Malenfant, ACRL Senior Strategist for Special Initiatives; Erin Nevius, ACRL Content Strategist; Allison Payne, ACRL Program Manager for Strategic Initiatives; Elois Sharpe, ACRL Program Coordinator

## Call to order (Garrison)

ACRL President Julie Garrison called the meeting to order at 1:03 pm.

## 2.0 Opening remarks/review of ground rules/items for New Business (Garrison)

Garrison welcomed the Executive Committee and guests. She thanked Kara Malenfant for her services as ACRL Interim Executive Director. She referred the Executive Committee to the Board ground rules and social media guidelines. Due to scheduling conflicts, the meeting and voting was scheduled as an Executive Committee meeting, as opposed to a full Board meeting. Despite this, Garrison welcomed the full Board to participate in conversations.

## 3.0 Adoption of the agenda (Garrison)

Garrison asked if there were changes to the agenda, and there were no amendments.

**Motion:** It was moved that the ACRL Executive Committee adopt its agenda as presented.

**Action:** The ACRL Executive Committee adopted its agenda as presented.

## 4.0 Consent Agenda (Garrison)

* Dissolution of Media Resources Discussion Group #2.0
* LES Framework Companion Document #2.1, #2.1a, #2.1b
* Section Membership Committee Charge #2.2

**Motion:** ACRL Division Councilor Jacquelyn Bryant moved that the ACRL Executive Committee approve the Consent Agenda as presented.

**Action:** The ACRL Executive Committee approved the Consent Agenda as presented.

## 5.0 Officer Reports

* 5.1 President’s report (Garrison) #1.1
* 5.2 President-elect’s report (Ellis) #1.2
* 5.3 Past President’s report (Cawthorne)
* 5.4 Councilor’s update (Bryant) #1.4
* 5.5 Executive Director’s Plan for Excellence Activities Report (Malone) #1.5, #1.6

The officers referred the Executive Committee to their written reports in the packet. ACRL Past President Jon Cawthorne thanked Carolyn Allen for her leadership of the ACRL Joint Board/Budget and Finance Committee Equity, Diversity and Inclusion (EDI) Working Group that was charged to review the ACRL budget with an EDI lens. Cawthorne also thanked Kara Malenfant for her leadership during her time as ACRL Interim Executive Director.

ACRL Division Councilor Jacquelyn Bryant shared that the ALA Council Orientation Committee is planning to host “Tune in Tuesday,” which is an online event every two weeks on various topics for ALA members. Bryant also highlighted that the ALA Transforming ALA Governance will be meeting in January 2022.

ACRL Executive Director Jay Malone highlighted Project Outcome and the Sharjah International Library Conference, which was attended by ALA Executive Director Tracie Hall and Librarian of Congress Carla Hayden.

## 6.0 Strategic Priorities Working Group Update (Jon Cawthorne)

ACRL Past President Jon Cawthorne thanked the Strategic Priorities Working Group members: Jacquelyn Bryant, Cinthya Ippoliti, Jay Malone, and Allison Payne. The working group is looking into how to assess ACRL’s progress on the three short-term priorities (communication; equity, diversity and inclusion; and membership). Since forming, the group is reviewing the division-level committee work plans for themes. The group plans to work with a goal-area committee to pilot better communication processes, and eventually implement for all division-level committees.

## 7.0 ACRL Budget

### 7.1 FY20, FY21 & FY22 Reporting Update (Allen) #4.0, #4.1

ACRL Budget and Finance Chair Carolyn Henerson Allen stated that financial reports for FY21 and FY22 are delayed. The FY21 performance reports are scheduled to be released on November 12, 2021. Due to the delay in reports, the financial report that is usually included in the Annual Report in the December issue of *C&RL News* will not be included. In its place will be a notice that the budget report is delayed and will be added when the financial reports are available. A notice will be included in a future of *C&RL News* after the financial report is complete.

Allen shared that the preliminary FY21 results are looking positive. Dues performed better than budget. There were savings due to travel cuts and other expenses.

### 7.2 FY23 Budget Assumptions (Allen/Garrison) #5.0

Allen began the FY23 budget assumptions discussion by stating that ACRL would like to continue to align its budget with its strategic plan. The economy is still feeling the impact of the COVID-19 pandemic. The number of MLS graduates are declining and there are trends that institutions do not see the MLS as necessary for employment. Other types of degrees, such as those related to technology, are becoming desirable.

Choice is expanding services, including sponsored content. The Clarivate acquisition of ProQuest will affect Choice in the future.

Allen reported that in FY23 that ACRL will want to continue to carefully monitor its net asset balance and the mandated operating reserve to ensure an appropriate amount is maintained.

FY23 will have increased revenues due to the ACRL 2023 Conference in Pittsburgh. The FY23 assumptions also includes $1,000 allocated to the ACRL Equity, Diversity and Inclusion Committee and support for two ALA Spectrum Scholars from the net asset balance. *C&RL News* will be all online beginning in January 2022.

The Executive Committee agreed that budget downturns on campuses, as well as consolidations within universities, could affect the ACRL FY23 budget. Allen shared that the ACRL Budget and Finance Committee had some concerns regarding legislative policies and their impact on higher education.

**Motion:** ACRL Budget and Finance Chair Carolyn Henerson Allen moved that the ACRL Executive Committee approves the FY23 assumptions for ACRL and Choice.

**Action:** The ACRL Executive Committee approved the FY23 assumptions for ACRL and Choice.

### 7.3 Joint Board B&F Equity, Diversity and Inclusion Working Group Update (Allen)

Allen gave an update on the Joint Board B&F Equity, Diversity and Inclusion (EDI) Working Group Update that is reviewing the ACRL budget with an EDI lens. The group has found that there is no one-size-fits-all solution and that supporting EDI financially will be an ongoing goal for the association. She stated that programs need to reflect ACRL’s Core Commitment to EDI.

The working group has completed an environmental scan of EDI activities within ACRL and will share a funding analysis in January 2022. There are a lot of groups across the association working on EDI, which could have better coordination to avoid potential overlap in content.

The group would like to see better metrics, so ACRL can best measure its progress supporting EDI. The group also would like to see improved assessment of the work plans. In addition to assessment, the working group would like to see increased diversity on the editorial boards. There is a need for more inclusion beyond ARL institutions and a tiered system could be recommended. There were questions if the 50 BIPOC membership program would continue in the future.

Allen concluded her preliminary report by stating that the working group would like to see increased outreach from ACRL to the National Associations of Librarians of Color (NALCo).

## 8.0 Free Memberships for BIPOC (Maisha Carey, Je Salvador, Mary Beth Lock) #8.0, #8.1, #8.2, #9.0

ACRL Equity, Diversity and Inclusion (EDI) Past Chair Mary Beth Lock began the conversation by stating that the BIPOC free membership is a great way that ACRL can support its Core Commitment. She shared that 47 applicants received free membership in spring 2021. A survey was conducted, and it was found that the first cohort would like additional time to help them find their home within the association. The ACRL EDI Committee is recommending that the Board also fund a second cohort of 25 individuals.

The Executive Committee asked how the first cohort has engaged with ACRL. Lock referred the Board to Doc 9.0, which includes the summary of the first cohort’s survey. The first cohort’s continuation was dependent on if they could afford a second year.

The Executive Committee recommended that the EDI Committee could work with the other division-level committee chairs to help with onboarding. It was also recommended that the committee could look at the ALA Spectrum Scholar program as a model. The Executive Committee and EDI Committee agreed that more work can be done to train current ACRL leaders to be more welcoming.

The EDI Committee expressed hesitation about tracking engagement, as this was not conveyed from the beginning. For future cohorts, communication could be updated to be more clear about expectations.

***Motion:*** *ACRL Director-at-large April D. Cunningham moved that the ACRL Executive Committee approves to use up to $15,000 from TBD strategic initiatives budget to fund 72 ALA and ACRL memberships for BIPOC library workers serving underrepresented groups in FY22.*

***Action:*** *The ACRL* *Executive Committee approved to use up to $15,000 from TBD strategic initiatives budget to fund 72 ALA and ACRL memberships for BIPOC library workers serving underrepresented groups in FY22.*

## 9.0 WOC + LIB Statement (Maisha Carey, Je Salvador, Mary Beth Lock) #11.0

ACRL Equity, Diversity and Inclusion Chair Maisha Carey began the conversation by stating that the Board has already done an amazing job amplifying its goals.

The Executive Committee stated that it would like to see a real, honest acknowledgement of the [WOC + LIB Statement](https://www.wocandlib.org/features/2021/9/3/statement-against-white-appropriation-of-black-indigenous-and-people-of-colors-labor). The presidents have had conversations regarding the statement, and it was agreed that there was not a genuine way to respond and that actions would be more powerful. It was suggested that a Board Working Group could look at the discussions questions more in-depth to identify meaningful activities.

The EDI Committee suggested that a facilitator could help the Board working group discuss the questions. It was advised that the rest of the association could also have conversations as well, but groups would also need help facilitating potential conversations.

***Next steps:*** *A Board Working Group was formed to discuss the questions from the ACRL EDI Committee in response to the WOC + LIB Statement. Working Group members will include Julie Ann Garrison, Faye A. Chadwell, Cinthya Ippoliti, Yasmeen Shorish and Robert Jay Malone. ACRL President Julie Garrison will connect with the EDI Committee for a volunteer.*

## 10.0 Leadership Council (Garrison) #6.0, #7.0

In the interest of time, the Executive Committee moved to the next agenda item.

## 11.0 EDI & Board Recruitment and Composition (Garrison) #10.0

The Executive Committee agreed to revisit this topic in January 2022.

## 12.0 New Business (Garrison)

There was no new business.

## 13.0 Adjourn (Garrison)

ACRL President Julie Garrison adjourned meeting at 3:04 pm.