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| Association of College and Research Libraries  ***Fall Board Virtual Meeting***  November 16, 2020  1:00–4:00 p.m. Central  Zoom |

# Proceedings

**Present:** Jon E. Cawthorne, President; Julie Ann Garrison, Vice-President; Karen Munro, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn A. Bryant, ACRL Division Councilor; Kara Malenfant, Ex-Officio Member; Directors-at-large: Toni Anaya, Jessica Brangiel, Faye A. Chadwell, Kim Copenhaver, April D. Cunningham, Jeanne R. Davidson, Cinthya Ippoliti, Kelly Gordon Jacobsma

**Guests:** Elizabeth Call, Erin Ellis, Maggie Farrell, Petrina Jackson, Robin Katz, Mary Beth Lock, Mary Mallery, Erik Nordberg, Caitlin Plovnick, Jennifer Steele

**Staff:** Lauren Carlton, Program Coordinator, Member Services; Margot Conahan, Manager of Professional Development; Mark Cummings, CHOICE Editor and Publisher; David Free, Editor-in-Chief of *C&RL News*/Senior Communications Strategist; Megan Griffin, Senior Program Officer; Erin Nevius, Content Strategist; Tory Ondrla, Conference Manager; Allison Payne, Program Manager for Strategic Initiatives; Mary Jane Petrowski, Associate Director; Elois Sharpe, Program Coordinator; David Sheffieck, ALA Community Engagement Manager

## 1.0 Call to order (Cawthorne)

ACRL President Jon Cawthorne called the meeting to order at 1:02 p.m. CST.

## 2.0 Opening remarks/review of ground rules (Cawthorne)

Cawthorne welcomed the Board and guests and referred the Board to its ground rules included on the agenda.

## 3.0 Adoption of the agenda (Cawthorne)

Cawthorne suggested to give officer reports before the consent agenda to ensure all Board members would have the opportunity to participate in the consent agenda vote.

***Action:*** *The ACRL Board of Directors approved the 2020 Fall Board Virtual Meeting agenda as amended.*

5.0 Officer Reports

* 5.1 President’s report (Cawthorne) #1.1
* 5.2 President-elect’s report (Garrison) #1.2
* 5.3 Past President’s report (Munro) #1.3
* 5.4 Councilor’s update (Bryant) #1.4
* 5.5 Exec. Director’s Plan for Excellence Activities Report (Malenfant) #1.5, #1.6
* 5.6 Representative Report (Munro) #3.0

ACRL Interim Executive Director Kara Malenfant shared some recent highlights and updates. As the ACRL Executive Committee approved in September 2020 a virtual ACRL 2021 Conference in April 2021, the ACRL Conference Committee and staff have been working to select an online platform that will meet attendees’ needs. Registration is planned to launch in January 2021, which will allow for the best practice recommendation of keeping registration open for three months. Registration will stay open through the duration of the event.

Malenfant reported that staff are looking into virtual options for other professional development, such as RoadShows and Immersion. Later in the agenda, the Board will take action on a request to move to virtual the face-to-face RBMS 2021 Conference.

Malenfant encouraged the Board to participate in the virtual 2021 ALA Midwinter Meeting, and to take advantage of programming due to the lack of conflicting business meetings.

Malenfant is serving on the ALA Operating Agreement Working Group, which has begun its work. Malenfant will keep the Board updated as more information is available.

The Board asked for an update on the ALA Forward Together (FT) Working Group. ACRL Division Councilor Jacquelyn Bryant reported that she has attended recent virtual sessions on the following topics: Core Values, Board of Directors, ALA Committees, and Round Tables. Bryant stated that meeting notes and transcripts can be found on the [Forward Together website](https://forwardtogether.ala.org/index.php/reports/). These meetings are open for observation by the public and Bryant encouraged the Board to attend future meetings.

## 4.0 Consent Agenda (Cawthorne)

* 4.1 Confirmation of asynchronous virtual votes #2.0
* 4.2 Dissolution of MLA International Bibliography in Academic Libraries Discussion Group #2.1
* 4.3 Dissolution of LIS Collection Discussion Group #2.2
* 4.4 Framework for Impactful Scholarship and Metrics #2.3, #2.3a, #2.3b
* 4.5 Transition of Librarianship in For-Profit Educational Institutions Interest Group from Interest Group to Discussion Group #2.4
* 4.6 Publications in Librarianship (PIL) Editor Term #2.5

***Motion:*** *ACRL Director-at-large Faye Chadwell moved that the ACRL Board of Directors approves the consent agenda as presented.*

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

## 6.0 CLS Statement on Library Leadership Positions (Cinthya Ippoliti, Mary Mallery) #7.0, #7.1

ACRL College Libraries Section (CLS) Chair Mary Mallery was welcomed to the meeting to discuss a recommendation that ACRL issue statement on the importance of library leadership positions. Mallery reported that it has been a trend at smaller and medium-sized colleges to not replace library leadership positions. Since last year, CLS has been considering on a statement to address the trend of directors leaving or retiring and not being replaced. Over the summer, the section drafted the statement, and it was approved by the CLS Executive Committee on October 7, 2020. Overall, the Board supported the draft statement and agreed that a statement is needed for the profession.

The Board expressed appreciation to CLS for seeking input from stakeholders, including the ACRL Community and Junior College Libraries Section (CJCLS), but recommended that further input should be sought from the ACRL University Libraries Section (ULS). CLS shared the draft statement with ULS before the Board meeting, but the section requested additional time to review the statement, as well as supporting resources CLS had provided to them, such as the *Library Journal* article, “[Academic Library Workers See Furloughs, Reduced Hours as Schools Anticipate Budget Cuts](https://www.libraryjournal.com/?detailStory=academic-library-workers-see-furloughs-reduced-hours-as-schools-anticipate-budget-cuts-covid-19).”

The Board asked if it was CLS’s intent to keep the scope broad by using library leaders instead of librarians. Mallery confirmed that the section intent was to keep it broad, and that the statement applies to not just librarians.

It was asked who the intended audience is for the statement and if there is a dissemination plan to ensure that those making hiring decisions on campus would see the statement. The Board wanted to know if there are data on the number of institutions that are eliminating positions without undergoing institutional review processes to support the statement’s claim that institutions are not conducing internal reviews. Mallery shared that the statement’s intended audience is administrators and that members should share the statement as appropriate. If approved, ACRL staff would promote the statement on its marketing channels and help CLS promote through its discussion lists. The section is interested in sharing the statement with *The Chronicle of Higher Education*. The language in the statement has been softened since the original draft and the section wanted to keep strong language to advocate for vacant library positions.

The Board wanted to ensure that the statement is supportive of libraries who are unable to fill vacancies due to budget cuts. Mallery agreed that libraries have faced growing difficulties and that some accreditation agencies no longer include the library in the accreditation process.

***Motion:*** *ACRL Director-at-large Cinthya Ippoliti moved that the ACRL Board of Directors approves the ACRL Statement on the Importance of College Library Leadership Positions.*

***Amended motion:*** *ACRL Past President Karen Munro moved that the ACRL Board of Directors approves the ACRL Statement on the Importance of College Library Leadership Positions in essence with some further refinement.*

***Action:*** *The ACRL Board of Directors approved the ACRL Statement on the Importance of College Library Leadership Positions in essence with some further refinement.*

***Next steps:*** *A Board working group comprised of Cinthya Ippoliti, Mary Mallery, Kim Copenhaver will seek input from additional stakeholders and will amend the statement if needed. If extensive revisions are made, the working group will share the revised statement with the full Board.*

## 7.0 RBMS Conference (Petrina D. Jackson, Elizabeth Call, Robin M. Katz) #15.0

ACRL RBMS Conference Program Planning 2021 Co-Chairs Elizabeth Call and Robin M. Katz, and RBMS Chair Petrina D. Jackson were welcomed to the meeting. The Board was referred to the Doc 15.0, which includes a request to move the RBMS Conference to a virtual-only event. The RBMS leaders agreed that due to the pandemic and other conferences have moved to virtual for 2021, that it makes sense for RBMS to also be held virtually.

***Motion:*** *ACRL Director-at-large Jeanne Davidson moved that the ACRL Board of Directors approves that the RBMS 2021 Conference is offered as a virtual-only event held over approximately the same dates in mid-to-late June 2021.*

***Action:*** *The ACRL Board of Directors approved that the RBMS 2021 Conference is offered as a virtual-only event held over approximately the same dates in mid-to-late June 2021.*

## 8.0 C&RL News Printing Schedule (David Free) #8.0

The Board welcomed to the meeting ACRL Editor-in-Chief of C&RL News/Senior Communications Strategist David Free to discuss options for the *C&RL News* printing schedule. Free advised that the earliest a change would begin would be January 2022. He shared that there are three options for the Board to consider: (1) continue printing schedule as is with eleven issues per year, (2) hybrid with six printed issues per year, or (3) online-only model with no printed issues.

The Board asked if ad revenue would be decreased if the journal moved to the online-only model. Free advised that the online-only model would not have ad or subscription revenue. Ad and subscription revenues were declining before the pandemic, with non-member subscriptions declining 10-15% each year for the past five or six years. Savings from not printing would be greater than the lost ad and subscription revenues.

The Board asked if there is existing data on if members value a printed copy of *C&RL News*. In January 2014, *C&RL* moved to an online-only model, which is the same year a membership survey was conducted. The survey found that most members accepted *C&RL*’s move to online-only if there was a robust online platform. Since *C&RL* moved to a digital platform, ACRL has not received negative feedback on the transition.

It was asked whether, if the Board were to approve the hybrid model, it could review again in the future and consider an online-only model. Free replied that if the Board approved a hybrid model, feedback could be gathered from stakeholders and the Board could review and take action again at a future date.

***Next steps:*** *ACRL Editor-in-Chief of C&RL News/Senior Communications Strategist David Free will further research the implications of a new C&RL News printing schedule and will share additional information and a request for the next Board meeting.*

## 9.0 Framework for Information Literacy for Higher Education Review (Jennifer E. Steele, Caitlin Plovnick) #9.0

ACRL Standards Committee Chair Jennifer Steele and ACRL Information Literacy Frameworks and Standards Committee Chair Caitlin Plovnick were welcomed to the meeting. Per ACRL policy, every standard, guideline, framework document and policy statement approved by ACRL is reviewed every five years. As the *ACRL Framework for Information Literacy for Higher Education* was approved in 2016, it will be ready for review again in 2021. The chairs asked the Board if they would like to appoint a group to review the Framework, and asked if an existing or new group would complete the review. As there are still companion documents being developed, postponing the review is also an option.

The Board asked if there is an urgency to complete the review of the Framework. Steele and Plovnick advised that there is a timely and important need for information literacy skills in the current climate, but acknowledged that the library community may need more to fully adopt the Framework and that discipline specific documents building off of it are in development.

It was asked if a there have been a lot of gaps or issues with the current Framework. A thorough review would need to be conducted to identify gaps, but there has not been recent discussion of major issues with the current Framework.

The Board overall expressed interest in postponing the review for another two years, and having a new group review the Framework then to determine if it should be continued in force without change, revised to address current needs, or rescinded.

## 10.0 ACRL Budget

## 10.1 FY20 Report Update (Allen)

ACRL Budget and Finance Chair Carolyn Henderson Allen shared that FY20 financial performance reports from ALA finance are still delayed, and that she hopes to receive updated reports by the end of the year. There are planned deficits and furloughs for FY20. In lieu of the full annual financial report that the Budget and Finance Chair typically shares in the December issues of *C&RL News*, Allen has prepared a brief update on the lack of numbers, and that the full report will be shared when updated numbers are available next year.

## 10.2 Board B&F EDI Working Group Update (Allen) #FYI-2

Allen shared that that the Joint Board/Budget and Finance Working Group that is charged to review ACRL finances with an EDI lens has met twice and is conducting an environmental scan by reviewing work plans. The group is also looking at the relationship between ALA/ACRL and its affiliates. The working group plans to have an interim report in January 2021 and a final report in June 2021.

## 10.3 Board Participation Funding (Allen/Garrison) #17.0, #17.1

To follow-up on the Board’s discussion held during its June 23, 2020 meeting, the Board resumed its discussion on funding for Board participation. ACRL Leadership Recruitment and Nomination Committee (LRNC) identifies and selects Board candidates and shared in June that lack of funding is a barrier for volunteering as a candidate. This year, LRNC could not fill one position, which is unprecedented.

It was proposed that the Board could review the budget and consider if the budget for SPOS could be reduced to fund Board participation. The Board acknowledged that there have been three requests made during this meeting with financial implications, and it would like to carefully consider the most strategic option. There was some agreement that it may be time to restructure the full budget and review routine activities. If the Board wanted to take a hard look at the budget, a much larger conversation would need to be held. The Board would also like to include the findings of the Joint Board/Budget and Finance EDI Working Group before making a decision on Board travel funding.

Some Board members stated that they have financial support from their institutions. Some Board members expressed support for funding Board travel, as some institutions are facing budget cuts.

The Board noted that there have been increasing requests for payment from volunteers for work that is typically not paid. The Board agreed that if the Board approved participation for its own travel, it would need to explain why non-Board activities are not being funded.

Virtual participation has been increasing and could be one way to be more inclusive. The Board noted that past experience to conduct hybrid meetings have been uneven due to the unpredictability of hotel Wi-Fi.

Overall, the Board supported funding Board participation, but would like to have more info (LRNC timeline, virtual participation, Bd/B&F WG) before taking action. The preliminary FY22 budget will be presented in January 2021, and the Board could resume this discussion then.

## 10.4 FY22 Budget Assumptions #6.0

***Motion:*** *ACRL Director-at-large Jeanne Davidson moved that the ACRL Board of Directors approves the FY22 assumptions as presented.*

***Action:*** *The ACRL Board of Directors approved the FY22 assumptions as presented.*

## 11.0 Free Memberships for BIPOC (Mary Beth Lock) #14.0, #14.1

ACRL Equity, Diversity and Inclusion (EDI) Committee Chari Mary Beth Lock was welcomed to the meeting to discuss with the Board a proposal or free ALA/ACRL memberships for BIPOC library workers and those serving BIPOC communities. The concept is modeled after the launch of a similar program created by the Association for Library Service to Children (ALSC). If the first-year pilot goes well, the EDI Committee is interested in continuing the free membership program. The Committee would like the Board to take action during its Fall meeting, so that recipients will be able to take advantage of an early-bird ACRL Conference rate.

The Board supported the request, and agreed it is a good way to allow those who may not have been able to participate a chance to be a part of the organization.

The Board asked what the plans are after the first year of free membership expires. Lock stated that it will be difficult how much demand there will be, and if they will need continued support.

The Board stated that the [ALSC criteria](http://www.ala.org/alsc/member-center/alsc-relief-renewals-bipoc-members) requires that “Applicants must have had an active ALSC membership in the year 2020 or have an upcoming renewal date within the next 6 months.” Lock stated that the ACRL program may include those with lapsed memberships, as well as those who have never been members.

Overall, the Board was very supportive of the proposal, but wanted to know long-term goals and plans for onboarding recipients. It was proposed that free memberships could be offered for two or three-year terms. The Board suggested that the sections could help recipients with becoming better acquainted with how to be active within the organization.

Lock stated that the Committee is planning a mentorship program, and that the free scholarship recipients could be part of the onboarding process. The Board asked how the Spectrum mentorship program works. Spectrum scholars receive complementary ACRL membership

It was recommended that the call for applicants should be transparent, so applicants are aware of the selection process.

The Board recognized the capacity of the EDI Committee, and ACRL President Jon Cawthorne offered to meet with the Committee to further discuss the next steps.

***Motion:*** *ACRL President-elect Julie Garrison moved that the ACRL Board of Directors approves to use up to $10,800 from the LTI interest to fund 50 ALA and ACRL memberships for BIPOC library workers serving underrepresented groups in FY21.*

***Action:*** *The ACRL Board of Directors approved to use up to $10,800 from the LTI interest to fund 50 ALA and ACRL memberships for BIPOC library workers serving underrepresented groups in FY21.*

***Next steps:*** *A small Board working group, comprised of Jon Cawthorne, Faye Chadwell, and Jessica Brangiel, is available to help the committee if they would like to move forward with exploring any of the Board’s recommendations.*

## 12.0 Listservs to ALA Connect Transition (Jon Cawthorne, Mary Jane Petrowski) #4.0, #4.1, #5.0, #5.1

ALA is retiring its Sympa discussion lists and transitioning to ALA Connect. ALA Connect can be used like a discussion list, and a customized email can be created for each group. To start the transition, ACRL has been working to move its Communities of Practice (CoPA) discussion lists to ALA Connect. To help with the transition, in September 2020 ACRL President Jon Cawthorne hosted a Q&A for CoPA members. CoPA groups would like non-members to continue participating in discussions when the lists move to ALA Connect.

Overall, the Board agreed that lists should remain open to non-members. There was some hesitation to open the lists in ALA Connect due to privacy concerns.

Currently, non-members would not be asked to renew to keep access in ALA Connect, but since ALA Connect is tied the membership database, members would need to rejoin the groups if their membership lapsed. The Board expressed interest in having non-members confirm their participation in a community annually. ACRL staff will look into this feature with ALA Membership staff.

The Board asked what the process is for non-members to join ALA Connect. ALA Community Engagement Manager David Sheffieck advised that non-members will need to register for a free profile in ALA Connect, and then they can join communities.

***Motion:*** *ACRL President Jon Cawthorne moved* *that the ACRL Board of Directors approves that ACRL discussion lists for membership groups include ACRL members and non-members.*

***Action:*** *The ACRL Board of Directors approved that ACRL discussion lists for membership groups include ACRL members and non-members.*

## 13.0 Leadership Council

In the interest of time, the Board agreed to postpone the following discussions on Leadership Council to its January/February 2021 meetings.

## 13.1 Virtual Leadership Council Fall 2020 & EDI Ideas (Cawthorne) #11.0, #12.0

## 13.2 Virtual Leadership Council 2021 (Cawthorne) #13.0

## 14.0 Future Board Meetings (Cawthorne) #10.0

The Board agreed that it would like to consider holding topical Board meetings in the future. ACRL President Jon Cawthorne advised that a survey will be distributed following the meeting to gather input on how the Board should meet during Midwinter 2021 and the remainder of the program year.

## 15.0 New Business (Cawthorne)

As there was no new business, the Board moved to the next agenda item.

## Adjourn to Executive Session (Cawthorne)

The Board adjourned to Executive Session at 3:57 p.m. CST.

## 16.0 IFLA Nominations (Cawthorne) #16.0, #16.1

*Editor’s note: During the Executive Session, the Board approved five recommendations for candidates for nomination to stand for election for IFLA standing committees listed below:*

* *Academic and Research Libraries Section: Karen Downing*
* *Art Libraries: Claudia T. Covert*
* *Rare Books and Manuscripts: Danielle Culpepper*
* *Science and Technology Libraries: Kara Whatley*
* *Social Science Libraries: Abby Moore*

## 17.0 Adjourn (Cawthorne)

ACRL President Jon Cawthorne adjourned the meeting.

*Submitted by ACRL Program Manager for Strategic Initiatives Allison Payne.*