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| Association of College and Research Libraries  **Board of Directors Meeting I**  Thursday, January 27, 2022  11:00 AM–1:00 PM CST  Zoom Virtual Meeting |

# Board I Proceedings

**Present:** 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; Robert Jay Malone, Ex-Officio Member; Directors-at-large: Toni Anaya, Jessica Brangiel, Faye Chadwell, Kim Copenhaver, April Cunningham, Cinthya Ippoliti, Mary Mallery, Yasmeen Shorish

**Guests:** José Aguiñaga, Maisha Carey, Beth McNeil, Sheryl Reyes, Je Salvador, Kelvin Watson

**Staff:** Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; 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; Mary Jane Petrowski, ACRL Associate Director; Elois Sharpe, ACRL Program Coordinator

## Call to order (Garrison)

ACRL President Julie Garrison called the meeting to order at 11:02 am.

## 2.0 Welcome & Opening remarks (Garrison)

Garrison welcomed the Board and guests.

## 3.0 Adoption of the Agenda (Garrison)

Garrison stated that Emily Drabinski, interim chief librarian at the Graduate Center, City University of New York, is unavailable to give remarks during the 2023–2024 ALA Presidential Candidates agenda item, but Emily may contact the Board through ALA Connect.

There was a request from the Board to discuss equity, diversity and inclusion as a goal area, and it was advised that this could be discussed during Open Microphone if there are no other guests.

The Board informally approved the agenda as amended.

## 4.0 Consent Agenda (Garrison)

**Approval of:**

* Companion Document to the ACRL Framework for Information Literacy for Higher Education: Sociology #2.1, #2.1a, #2.1b
* Research and Scholarly Communication Committee composition update #2.2

**Confirmation of Virtual Votes #2.0**

* RBMS Conference Plan
* Annual Conference Proceedings

***Motion:*** *ACRL Division Councilor Jacquelyn Bryant 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.*

## 5.0 FY21 Q4 (Malone/Allen) #9.0, #9.1

ACRL Executive Director Jay Malone began his update by stating the FY21 audit is still underway. ACRL ended FY21 343% better than budgeted, partly due to the credit from the Paycheck Protection Program (PPP). Malone thanked ACRL Manager of Professional Development Margot Conahan and ACRL Conference Manager Tory Ondrla for their work leading the ACRL 2021 Conference.

ACRL Budget and Finance Chair Carolyn Henderson Allen applauded staff for their work and commitment while also taking furloughs in FY21. She thanked staff for pivoting from a face-to-face to a virtual conference and acknowledged their role in the positive financial outcome for the ACRL 2021 Conference. Allen advised that FY22 performance will be shared at the Board’s upcoming April 6 Spring Board Virtual Meeting.

The Board asked if the recent changes to bulk rates set by ALA would impact ACRL’s webinars. It was shared that the first webcast impacted by the new rates would be in February 2022, so no data has been collected yet on the impact.

## 6.0 ACRL FY23 Preliminary Budget (Malone/Allen) #11.0, #12.0, #12.1, #13.0

ACRL Executive Director Jay Malone thanked Mark Cummings and Allison Payne for their work on putting together the FY23 Assumptions. The FY23 budget for ACRL includes the continued spend down of the net asset balance. The ALA Operating Agreement Work Group has recommendations that could impact the net asset balance. ACRL will carefully budget for the ACRL 2023 Conference in Pittsburgh. For FY22, staff are closely monitoring the feasibility of a face-to-face RBMS Conference at Yale. Newly hired ALA Chief Financial Officer Dina Tsourdinis plans to stop quarterly performance reports and return to monthly reports.

Choice Editor and Publisher Mark Cummings shared that FY21 ended well, mostly due to staff furloughs and the PPP loan credit, which is shown as an operating credit. Additional PPP credits are expected in FY22. Cummings anticipates a deficit in FY23 and FY24, and stated that the net asset balance will help in the coming years.

## 7.0 Virtual Leadership Council Spring 2022 (Garrison) #16.0, #17.0

ACRL President Julie Garrison asked the Board for potential topics for the upcoming spring Leadership Council and Membership Meeting. It was suggested that there could be goal-area updates, as past survey respondents have recommended this topic. The topic of capacity and healthy volunteerism was also suggested and received some support. It was noted that there is also fatigue at institutions due to the pandemic. Other topics suggested were updates on the Core Commitment to Equity, Diversity and Inclusion, ACRL’s short-term priorities (EDI, membership and communication), the ALA Operating Agreement Work Group, and an update on the Joint Board and Budget & Finance EDI Working Group.

The Board next discussed how to best share Board initiatives. There could be better understanding of committee work and how it relates to the Board. Breakout sessions have worked well in the past, but the Board agreed there should be better follow-up.

It was recommended that the Board should be thoughtful in the information that is sent to invitees prior to the meeting.

The Board asked if it would be helpful for ALA Executive Director Tracie Hall to speak to attendees again. It was advised that she spoke at a previous meeting to be introduced as ALA’s new ED, but there was some support for Hall to speak again to better understand ALA’s vision.

***Next steps:*** *A Board Working Group will develop the agenda. Board members are welcome to volunteer by emailing ACRL President Julie Garrison.*

## 8.0 WOC + Lib (Garrison) #18.0, #20.0

## 9.0 EDI Policy Review (Garrison) #19.0, #20.0

A Board Working Group was developed following the 2021 ACRL Fall Board Virtual Meeting, so that they could more fully discuss the questions developed by the ACRL EDI Committee in response to the WOC + Lib’s, “[Statement Against White Appropriation of Black, Indigenous, and People of Color’s Labor](https://www.wocandlib.org/features/2021/9/3/statement-against-white-appropriation-of-black-indigenous-and-people-of-colors-labor).”

Since the Fall Board Virtual Meeting, the Working Group identified the following areas where the Board can advance work to transform ACRL:

1. Examine current bylaws and policies through an interrogatory EDI and antiracist lens to identify areas that may be impeding engagement of people of color and minoritized groups.
2. Review current practices for when and how members are recognized for their time and effort dedicated to advancing association work. Investigate options for and sustainability of offering various forms of compensation or accommodation and determine where compensation may be warranted and could remove a barrier to participating.
3. Strengthen communication throughout the association using the connection between board liaisons and the sections and committees as an intentional way to advance EDI.
4. Increase transparency about the leadership recruitment and nominations and appointments processes.

The Board agreed it is important to have these discussions. It was advised that the Board should work with the ACRL Leadership Recruitment and Nomination Committee (LRNC) and ACRL Appointments Committee as changes are considered.

The Board asked for clarity on item four, and it was stated that there should be more active recruitment from the National Associations of Librarians of Color (NALCo). It was advised that ACRL should be intentional and share that serving offers an opportunity to have an impact on the profession when reaching out to NALCo. ACRL should be more transparent about its recruitment, nomination, and appointments processes. If there are existing processes, these should be more widely shared. ACRL Vice-President Erin Ellis shared that the Appointments Committee has completed outreach to affiliate groups. If appointed, committee members should be held accountable when they are not participating.

The Board currently has some composition requirements, including type of library representation.

The Board discussed how it could reach those not currently engaged with ACRL. It was suggested that there could be membership meetings to introduce people to the work of the Board, appointments and ACRL structure.

The Board asked for clarification on item three, and it was advised that there are opportunities for Board liaisons to build understanding of the Core Commitment across the association. There is room to build on existing Board liaison orientation materials.

Garrison referred the Board to the two actions open for discussion. There was support for changes to the Bylaws. It was asked if the Board can look at LRNC and appointments processes at the same time, and it was shared that the Board wanted to be mindful of capacity for member volunteers.

As the time allotted for this agenda item had run out, the Board agreed to discuss agenda items 8.0 and 9.0 during Open Microphone if there were no additional guests.

## 10.0 Open Microphone & ALA Candidate Forum (Garrison)

### 2023–2024 ALA Presidential Candidates

Each candidate was given three minutes to address the Board and guests.

* Emily Drabinski, interim chief librarian at the Graduate Center, City University of New York, was unable to attend, but may message the Board through ALA Connect.
* Kelvin Watson, executive director of Las Vegas–Clark County (Nev.) Library District, addressed the Board for three minutes.

As there were no other guests, the Board re-visited agenda items 8.0 and 9.0.

## 8.0 WOC + Lib (Garrison) #18.0, #20.0

9.0 EDI Policy Review (Garrison) #19.0, #20.0

It was asked if the Board should revise the ACRL Nominations and Policies Audit Task Force’s proposed charge and it was agreed to add to the charge, “Areas related to the appointments process should be considered within scope, albeit not the primary focus, in order to be flagged for future work.” The Board also agreed to add “current or former” to the composition roles. There was some concern expressed for the ambitious timeline and consideration was given to changing the end date from January 2023 to June 2023.

***Motion 1:*** *ACRL Director-at-large Cinthya Ippoliti moved that the ACRL Board of Directors approves the establishment of the ACRL Nominations and Policies Audit Task Force with the additional charge item, “Areas related to the appointments process should be considered within scope, albeit not the primary focus, in order to be flagged for future work.” and the addition of “current or former” to the composition roles.*

***Action 1:*** *The ACRL Board of Directors approved the establishment of the ACRL Nominations and Policies Audit Task Force with the additional charge item, “Areas related to the appointments process should be considered within scope, albeit not the primary focus, in order to be flagged for future work.” and the addition of “current or former” to the composition roles.*

***Motion 2:*** *ACRL Director-at-large Yasmeen Shorish moved that the ACRL Board of Directors approves the establishment of the ACRL Member Accommodation/Compensation Task Force with the proposed charge, timeline and composition with the addition of “current or former” to the composition roles.*

***Action 2:*** *The ACRL Board of Directors approved the establishment of the ACRL Member Accommodation/Compensation Task Force with the proposed charge, timeline and composition with the addition of “current or former” to the composition roles.*

The Board asked when it could share the news of the new task forces with their Board liaison goals and it was suggested that an open call for volunteers could be conducted. ACRL Vice-President Erin Ellis advised that she welcomes recommendations and suggestions.

## New agenda item: EDI Committee & Core Commitment (tent.) #21.0

As there was not enough time to full discuss the new agenda item, the Board agreed to add to the agenda for its Board II Meeting.

## 11.0 Adjournment (Garrison)

ACRL President Julie Garrison adjourned the meeting at 12:57 pm.

*-ACRL Board I proceedings submitted by ACRL Program Manager for Strategic Initiatives.*



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| Association of College and Research Libraries  **Board of Directors Meeting II**  Friday, January 28, 2022  1:00 PM–4:00 PM CST  Zoom Virtual Meeting |

# Board II Proceedings

**Present:** Julie Ann Garrison, President; Erin Ellis, Vice-President; Jon E. Cawthorne, Past-President; Carolyn Henderson Allen, Budget and Finance Chair; Jacquelyn Bryant, ACRL Division Councilor; Robert Jay Malone, Ex-Officio Member; Directors-at-large: Toni Anaya, Jessica Brangiel, Faye A. Chadwell, Kim Copenhaver, April Cunningham, Cinthya Ippoliti, Mary Mallery, Yasmeen Shorish.

**Guests:** José Aguiñaga, Annie Armstrong, Maisha Duncan Carey, Jeremy Darrington, Amy Dye-Reeves, Sandra Enimil, Maggie Farrell, Megan Fitzgibbons, Erica Getts, Nikhat Ghouse, Samantha Godbey, Merinda Kaye Hensley, Alex Hauser, Melissa Johnson, Thomas Keenan, Melissa Nicole Mallon, Beth McNeil, Marilyn Myers, Brianne Markowski, Meg Meiman, Chelsea Nesgiv, Rebecca Croxton, Je Salvador, Jung Mi Scoulas, Erin T. Smith

**Staff:** Margot Conahan, ACRL Manager of Professional Development; David Connolly, ACRL Recruitment Ad Sales Manager/Editorial Assistant; 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; Tory Ondrla, ACRL Conference Manager; Mary Jane Petrowski, ACRL Associate Director; Elois Sharpe, ACRL Program Coordinator

## 12.0 Call to order (Garrison)

ACRL President Julie Garrison called the meeting to order at 1:01 p.m.

## 13.0 Opening remarks (Garrison)

Garrison thanked the Board for their participation the day before and noted that they will discuss whether the EDI committee should be a goal-area committee under new business, referencing Doc 21.0, which was recently added to the packet.

## 14.0 Adoption of the Agenda (Garrison)

***Motion:*** *ACRL Director-at-large April D. Cunningham moved that the ACRL Board of Directors adopts the agenda as presented.*

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

## 15.0 ACRL Awards Task Force (Merinda Kaye Hensley, Erin T. Smith) #8.0, #8.1, #8.2

ACRL Awards Task Force Co-Chair Erin Smith thanked the Task Force and staff liaisons, noting that awards are important, and this was not easy work. She noted that there is much more data, referenced in the report, that the task force can provide upon request.

While this is an important program, there are structural problems across the board. While the prior task force focused on award committees and award winners, this group’s charge was to complement and build on that by seeking a cross section of perspectives from across the association and non-members.

ACRL Awards Task Force Co-Chair Merinda Hensley noted that top of list are EDI issues, which are a reflection of the way the program grew over time. Trying to include broad voices in however we move forward will be important, not just creating an EDI award.

Smith noted that there is not a way to introduce systemic change, as also noted by the previous task force, because of the way the awards are managed and have grown. There is wide support about incorporating EDI and wide confusion about how to do that.

Garrison thanked the chairs noting that the task force’s care and attention was evident.

The Board noted that the recommendations were well articulated and thoughtful, expressing appreciation for everyone who worked on the task force.

The Board asked if, in terms of EDI, it was the recipients that were not diverse enough or the institutions. She noted that many community colleges serve underrepresented populations so while the individual award recipient may not have been a person of color, their institution may have been Hispanic serving or predominantly Black serving.

Hensley said it is deeper, down to who is nominated, who is on committees, who is left out of the process. Feedback from committees themselves said some have done better than others on recruitment and have lots of nominations but not true for other committees.

Smith reported that the subgroup, which tackled EDI, looked at it from many angles – including who had won, the institution that they serve, and who was nominated. The group also looked at award criteria and what we define as achievement; across the board it has not been integrated.

The Board expressed deep gratitude. It was asked about the recommendation to remove a requirement that someone be a member of a section. She wondered if there is donor intent (in sponsorships or endowment) that proscribes that section membership.

Smith explained that the group didn’t want to lose the good things each section is doing, but at the same time the association needs a structure that works. The group wrestled with this question. Because of the way the awards program grew organically, there are sections that don’t have awards. The working group that is being recommended, would ideally have the full range of possibilities available to them and could specify certain restrictions. Because sponsorships are sought, primarily annually with staff, there would be space for those conversations to happen.

The Board asked about a reference to 12.2.9 in the ACRL Guide to Policies and Procedures to be sure they understood the recommendation. Smith clarified that was a recommendation put forth by the previous task force, that sections could use their basic funding. (It was noted that the correct reference is to 12.2.8.) This task force offered recommendations ala carte so that the Board could pick and choose which they would like to implement.

The Board noted that there are a lot of recommendations and asked if the task force has a sense of where the sections are and what they would think about going to one committee, wondering if that was even a question the task force asked. Smith clarified that this question was not posed, as it was not a question in the task force’s charge. The task force came to this proposed solution of having one committee based on findings.

Smith observed that there is a diversity of opinions, even within the same committee. That is why the task force chose to administer the survey to all award committee members, and not just to chairs, so that each of those opinions had a voice. Working with the data gathered, we asked a simple yes/no: did your committee do this? We would get both a yes and a no from members of the same committee. There will likely be people who are very upset, and the task force took a pause before making this recommendation. The task force was shocked not to see high ratings for importance of award committee service to sections as a volunteer opportunity.

The Board asked if the idea of a single award committee managing awards with very different criteria could be successful, as there is such a range of awards and diverse expertise to make selections (recognizing that that the recommendation is for the next working group to spend more time on this question). Smith agreed that it is a big charge and explained that the task force started to go down that path and realized that it will take more thought, which led to the recommendation for twelve months for the next group.

In addition, Smith explained that a new group could ask if the specific awards we offer now are best, given where we are as an association. Hensley added that as an association we can be more inclusive and express that identify by the awards we give, who they include and exclude, and find better ways to recruit nominations of people who are not at superstar institutions. Buy in from the membership, if there is to be a single awards committee, will be important in recognition that sections are very tied to the awards they give and have deep history. Smith continued that the EDI subcommittee conducted one piece of analysis looking at which institutions are represented and found over 50% are from very high or high research institutions. Thinking about underrepresented groups, is that representative of membership? This kind of real deep look is required.

Garrison directed attention to the Board action form and briefly summarized the primary recommendations (noting correct reference is to 12.2.8).

***Motion:*** *ACRL Director-at-large Toni Anaya moved that the ACRL Board of Directors approves task force’s thirteen recommendations:*

1. *That, based on the feedback gathered by this Task Force and by the 2017 Task Force, ACRL continue to dedicate the resources and support necessary for a strong awards program.*
2. *That the existing awards administered by sections and at the division-level resume for the 2023 award season only.*
3. *That, due to perennial issues with funding, overlap and gaps, a working group or ad hoc committee be appointed immediately and given 12 months to develop a new model for recognizing achievement and distinguished service in the 2024 season and beyond. The working group/ad committee should reflect the diversity of the profession and should include, at a minimum, representation from all sections that currently administer ACRL program awards. Their charge would include:* 
   1. *Replacing the current awards program, in which awards are overseen by multiple, isolated division and section-level committees, with a streamlined model, with award processes overseen by a single, representative standing division-level award committee.*
   2. *Determining the composition of/appointment protocols for the new division-level Award Committee including:* 
      1. *Conducting a thorough review the unique criteria, eligibility, and funding employed by all existing awards;*
      2. *Creating new standardized criteria and eligibility for the awards;*
      3. *Ensuring EDI principles are incorporated into all aspects of the awards program (see also Recommendations 7-9);*
      4. *Establishing standard monetary amounts for award categories that are consistent with ACRL/ALA policies; and*
      5. *Working with ACRL staff to establish a single pool of funding.*
   3. *Exploring, with appropriate section leadership, if the Katharine Kyes Leab and Daniel J. Leab American Book Prices Current Exhibition Catalogue Awards and the STS Oberly Award for Bibliography in the Agricultural or Natural Sciences still meet the needs of the membership given the narrow focus of both awards or if the endowment funds can be used in different ways. (See also Recommendation 4.)*
   4. *Considering, with guidance from the ACRL 2023 Scholarships Committee and appropriate section input, if Routledge Distance Learning Librarianship Conference Sponsorship Award could be subsumed into a new, broader version of the ACRL conference scholarship program. (See also Recommendation 6.)*
4. *That if the determination is made by the ad hoc committee/working group that either or both the Katharine Kyes Leab and Daniel J. Leab American Book Prices Current Exhibition Catalogue Awards and the STS Oberly Award for Bibliography in the Agricultural or Natural Sciences should continue to be administered, they will be administered at the section level, outside the ACRL awards program, to the extent permitted by ALA policy regarding endowment terms and minimums.*
5. *That existing Research Awards and Grants (i.e., De Gruyter European Librarianship Study Grant) be renamed “Research Grants” and administered at the section level, outside the ACRL awards program, continuing to coordinate any sponsor outreach/fundraising through ACRL staff.*
6. *That the Routledge Distance Learning Librarianship Conference Sponsorship Award be renamed as “scholarship” and administered at the section level, outside the ACRL awards program, unless a determination is made to subsume it into a new, broader version of the ACRL conference scholarship. In all scenarios, any sponsor outreach/fundraising would continue to be coordinated through ACRL staff.*
7. *That EDI principles be incorporated into all aspects of the awards program and also into research grants and conference scholarships, whether administered at the division or section level. EDI principles include, but are not limited to: definitions of achievement, award eligibility criteria, award nomination processes, and award committee appointment processes.*
8. *That specific participation in an ACRL section be removed as an eligibility requirement for any award, research grant, or conference scholarship, whether administered at the division or section level.*
9. *That a system of checks and balances is established so that a recipient does not receive more than a single award, research grant, or conference scholarship for the same project in the same year.*
10. *That when ACRL lifts its five-year moratorium on the establishment of any new awards (through Fall 2023), if not before, an award be created that recognizes service and/or research efforts in equity, diversity and inclusion.*
11. *That ACRL move toward certificates instead of plaques for all awards.*
12. *That Section ~~12.2.9~~ 12.2.8 of the Guide to Policies and Procedures be affirmed. This policy allows sections that lose sponsor funding for awards to continue to offer that award (going forward, limited to Research Grants and Conference Scholarships), either as an unfunded award or by using basic services funding to fund the award.*
13. *That ACRL set a long-term goal of fundraising a minimum of $1 million to establish an endowment to fund the ACRL awards program.*

***Action:*** *The ACRL Board of Directors approves task force’s thirteen recommendations.*

**16.0 Councilor’s Update (Bryant)**

ACRL Division Councilor Jacquelyn Bryant reported out on Council items of greatest interest. During Council I on January 19, per [ALA CD#11](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2011%20Report%20of%20the%20ALA%20Council%20Committee%20on%20Committees-Executive%20Board%20Election%202022-2025.pdf) item on Nominations for the Council Executive Board Election, the Council Committee on Committees submitted a slate of four candidates for the election by Council of two ALA Executive Board members: Kathy Carroll, Sara Dallas, Binh P. Le, and Ed Sanchez. Kathy Carroll, Sara Dallas were elected.

In Council II on January 20, the Committee on Organization presented several action items via [ALA CD#27](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2027%20Committee%20on%20Organization%20.pdf) and Council approved establishment of Coretta Scott King Book Awards Round Table (previously part of EMIRT). Also as presented in CD #27, Council approved dissolving two round tables (Staff Organizations Round Table and Library Support Staff Interests Round Table) and creating a new round table with the new name of the Library Support Staff Round Table. The special committee

Transforming ALA Governance presented documents [ALA CD#35a](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2035-35a%20Transforming%20ALA%20Governance%20Task%20Force%20Report%20and%20Models_1.pdf), [ALA CD#35.b](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2035b%20TAG-Potential-Motions-2022%20updated%201.19.22%20during%20Council%20I.pdf) and [ALA CD#35c](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2035c%20TAG%20model%20slides.pdf). Portions of the first action request were approved but one of seven principles was stricken; in document B, the “body of knowledge” group was endorsed in concept with seven principles from the culture of ALA governance. Bryant noted that these documents are very detailed, the recommendations were contentious, and there were many amendments and amended amendments during the conversation, which spanned several meetings. Part C is on organizational structure and Bryant noted that conversation and eventual vote has been put on hold until February or March. During conversations, an amendment was suggested for one advisory council and leadership assembly, with room in the future for transition away from Council as it is currently known. Council did not have time to discuss that amendment and people felt that, in order to give it the attention it deserved, the discussion should be revisited separately at a later date.

In Council III on Jan 24, [ALA CD#44](https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA%20CD%2044%20Membership%20Committee.pdf) included an action item on a simplified membership model, which Council approved, voting to change the salary threshold and streamline categories. Also voted in 46 and 47 to award honorary membership. The decision was made in closed Council meeting and not yet public but there will be a press release.

Lastly, ALA Parliamentarian Eli Minna announced his retirement in June 2022 and Council had time to give remarks of appreciation and his wife was present to share in hearing this recognition.

## 17.0 Goal-area & EDI Updates #3.0

### 17.1 Equity, Diversity, and Inclusion Committee (Maisha Duncan Carey, Je Salvador) #7.0

Equity, Diversity, and Inclusion Committee Maisha Duncan Carey celebrated the exciting news that the Board has chosen to continue funding BIPOC memberships in ACRL. A notification went out to recipients from last year and the committee heard back from some who are very excited. As anticipated, they expressed that they now have their “sea legs” and this second year can be time for them to find their home. She expressed appreciation to staff liaison Allison Payne for her support—working with mentorship subcommittee to provide support, touch base with those who received awards and give them wayfinding, especially in the lead up to ALA Annual Conference.

ACRL EDI Vice-Chair Je Salvador reported on the work of EDI Committee members as liaisons. They are mostly connecting with sections and committees that already have EDI work in place (e.g., a subcommittee or specific award). This work is brought about because the EDI Committee saw duplication and wanted to help people minimize and make the committee a clearing house for work across the association. Committee members are not looking to be gatekeepers but wanted to help people make connections and break down silos.

Carey noted that the first lines of the committee’s charge are to oversee and coordinate the Core Commitment. She raised questions around how to better ensure alignment and strengthen the committee’s understanding of what the Board would like the committee to take the lead on.

As the committee works on the BIPOC memberships, Carey recognized that there are many other types of diversity that could be considered. Salvador reported on an email during the last round from an interested library worker who identified as disabled but not BIPOC. When the ACRL 2023 Experience and Inclusion Committee was formed, Salvador reached out to co-chairs, Emily Daly and Katie Quirin Manwiller, about potential funding avenues or co-creating an application process for member funding to fairly assess other types of diversity. This led to rewriting the scholarship application for ACRL 2023 Conference. ACRL staff Tory Ondrla mentioned that she will encourage RBMS to do the same. This includes revising language to include power, oppression, need, vulnerability. Now questions arise around widening the membership funding for others, such as those who work at Tribal Colleges, HBCUs, Hispanic-serving institutions. There is so much on the funding application already, and Salvador reported being interested in following the thread around disability with Katie Manwiller of that conference committee.

Carey noted that, at its core, a question the committee wrestles with and will want to continue to engage with the Board around is that we know ACRL needs more diversity, but how do we define that? Leading with anti-Black racism was a very good start, and the field and nature of the profession now lends itself to conversations around disability and participation. Perhaps we could use successes as a model and broaden to engage with other groups. Carey reflected on the positive Board I conversation around nominations and appointments and other ways to compensate individuals, saying that this is another vehicle to think about the matrix of diversity and inclusion beyond race. She expressed gratitude for being part of this conversation.

The Board noted that it could use the committee’s support and work in improving communication to members.

The Board acknowledged that this is difficult work, and that the questions the group is asking are the right ones. The Board expressed thanks that the group is engaging with the Board to extend this conversation beyond race. The Board acknowledged that we need to keep trying and that it is important to track metrics around how many of the BIPOC members get engaged and stay. It was suggested it could be good to share their stories of engagement and growth more broadly through ACRL channels.

The Board asked the Chairs if they could take back elements of the conversation yesterday (about Leadership Council and what members and member leaders need to hear from the Board) and bring any ideas forward. Carey commented on how valuable it is to have the Board give and take in developing action, as people do want guidance and a north star.

### 17.2 New Roles and Changing Landscapes Committee (Marilyn Myers, Amy Dye-Reeves) #4.0

The Board was joined by ACRL New Roles and Changing Landscapes Committee (NRCL) Chair Marilyn Myers and Vice-Chair Amy Dye-Reeves. The chairs gave the following updates:

* NRCL has five working groups: user experience (UX), fostering change, Open Education Resources (OER), add-on roles, and EDI.
* Three working groups are launching projects this spring:
  + UX is hosting an ACRL Presents webcast, “Hybrid Challenges in the New Normal” in February 2022.
  + Add-on roles is waiting on IRB approval for a survey to gather information on what emerging new roles academic librarians are taking on, to be distributed in the spring
  + EDI is working with ACRL EDI Committee Chair Maisha Carey and Vice-Chair Je Salvador on hosting an ACRL Presents webcast on retention in March 2022.
* Two working groups, fostering change and the OER, have become operationalized with ACRL staff and need less working group involvement, though Myers noted that new federal funding for OER may increase interest in the OER and Affordability RoadShow. She noted that the fostering change working group is in reset and will look at curriculum in light of feedback that scoping change is as important as managing it.
* While those two groups have downtime, NRCL is looking to form an additional marketing working group to promote the committee and its work and increase engagement with it across ACRL. Myers attended a Rare Books & Manuscripts Section (RBMS) orientation and learned that RBMS had not heard of NRCL. NRCL is starting to look at scope for this working group.

The Board shared that Leadership Council and other outlets, such as publications, are opportunities to promote the committee. In fall 2021, the Board discussed ways to promote goal-area committees and activities in a routine, systemic way. The Board supports the idea of a NRCL marketing working group, as well as a standardized approach across the association for promoting and messaging on what goal-area committees are and their work, with respect to staff capacity.

### 17.3 Research and Scholarly Environment Committee (Sandra Enimil)

ACRL Research and Scholarly Environment Committee Chair Sandra Enimil reported that the appointed chair stepped down in November 2021 and she assumed the chair role. She is hopeful that she may find a vice-chair, but uncertain.

She reported that the scholarly communication RoadShows are continuing. Enimil reminded the Board about the action requested that the convenor(s) of the ACRL Scholarly Communication Discussion Group be appointed ex-officio to ReSEC. She noted that ReSEC will be meeting on Monday and hopes to jump start work for the rest of the term.

The Board asked if the committee had talked about bringing attention back to the grant winners or research agenda. Enimil said the committee has not had a conversation on that topic yet.

ACRL Executive Director Robert Jay Malone reported on a recent conversation with SPARC Executive Director Heather Joseph and commented on the positive and long relationship between ACRL and SPARC. He noted that he is working to broker a presentation by Joseph to the American Council of Learned Societies (ACLS).

Enimil closed with thanks to everyone at ACRL for their help and support in the transition and to Malenfant as staff liaison.

### 17.4 Student Learning and Information Literacy Committee (Meg Meiman, Melissa Nicole Mallon) #5.0

The Board welcomed ACRL Student Learning and Information Literacy Committee (SLILC) Chair Meg Meiman and Vice-Chair Melissa Nicole Mallon to the meeting. The chairs gave the following updates:

* The SLILC Publication Team has identified seven new guest columnists for the *C&RL News* column “Perspectives on the Framework” and is working closely with ACRL Content Strategist Erin Nevius on a forthcoming title, *Exploring Inclusive and Equitable Pedagogies: Creating Space for Real Learning.*
* It was reported that the open education and pedagogy team is working on an event for May 2022 about success and struggles in OER and DEI. They are still working on speakers.
* The engagement team is working with the other teams to promote the forthcoming program in May 2022 and the work of publications team. The engagement team is also updating the SLILC LibGuide and making sure two guides link to each other, reflect committee work well, and are accessible.
* SLILC is working to scale down the “Engaging with the ACRL Framework” RoadShow to make it more affordable for smaller institutions, offer different delivery options and allow institutions to choose a delivery option based on needs.
* SLILC has had a productive discussion about changing the focus of the teams to be more responsible to overall ACRL Goals. Committee chair noted that an orientation in June 2022 on the work of the committee is needed for new and returning members, so that they can get a sense of the committee’s goals, past work, and how it fits into ACRL’s larger goals. The orientation will help committee members to better engage when their first meeting happens in July/August 2022.
* Committee members are experiencing “pandemic malaise,” and the chairs very much appreciated being able to provide a verbal update in lieu of a written report. In the belief that doing less is doing more, the committee chairs notes that they are changing their focus to look for more co-sponsoring/co-hosting program opportunities to lighten the workload while still delivering impactful content. Mallon agreed that one impactful program can be just as valuable as a series and takes off work of finding many presenters, scheduling, etc. Holding just one session instead of a series is asking less of audience members, especially when people are exhausted from Zoom.

It was suggested that the Board could promote this ethos, doing less is doing more and cross-committee programming, as part of the next Leadership Council. The Board remarked on the challenge of virtual conferences, which help more people engage, but it is harder to disconnect from ongoing work and participate fully. ACRL Content Strategist Erin Nevius and Editor-in-Chief of *C&RL News*/Senior Communications Strategist David Free were acknowledged for their excellent support and for their embodiment of flexibility and grace in their support of the committee’s publishing work.

### 17.5 Value of Academic Libraries Committee (Rebecca Croxton, Jung Mi Scoulas) #6.0

ACRL Value of Academic Libraries Committee (VAL) Chair Rebecca Croxton shared their presentation slides and reported on subcommittee-led initiatives. The VAL Spotlight Series, by the EDI & SJ subcommittee is published in ACRL Insider for librarians to discuss what it means to integrate equity and social justice into their assessment practice. The original intention was to publish monthly but the group has had challenges identifying people and they have created a nomination form to rally more interest. The last one was in September 2021, and one is being prepared for February 2022. This subcommittee is in the early stages of thinking about hosting an online discussion with members who have been spotlighted.

The VAL web presence subcommittee has been working with Editor-in-Chief of *C&RL News*/ACRL Senior Communications Strategist David Free and ACRL Program Coordinator Lauren Carlton to consolidate and decide what and how things should be laid out, what content will be included on the VAL website.

A learning analytics/privacy subcommittee launched a toolkit last year and continues to build and refine it this year, adding presentations and conversations as a new type of content. The subcommittee is building out a section “at the forefront” to describe universities and libraries and give contact information for others seeking to get started. This group is at the initial stages of talking about whether there is value in creating a community of practice around library learning analytics, a rather contentious conversation right now that can be polarizing. They may start with a survey to gauge interest first and then, if enough interest, distribute an online poll for signatures to form an interest group.

A subcommittee focused on VAL during Covid-19 conducted a survey last spring across the US and Canada, issuing a white paper, “[COVID-19 Protocols in Academic Libraries in Canada and the United States](https://bit.ly/ACRLVALC19Protocols),” and holding an online discussion forum in August 2021. The subcommittee is wanting to host one to three online panel discussions, perhaps via an ACRL online discussion forum, to bring people together for how Covid-19 has impacted them and how they are coping. The group has sent out a call for interest. The results will help them determine how many to offer and when.

Croxton noted that there could be better articulation for the role of VAL and discussed misconceptions about the word “value” with regards to ACRL’s Value initiative. The committee believes clarification is in order and perhaps course correction about what the profession understands. The committee has had to do increasing amounts of explaining, outside VAL, about what the work is. It is not just about libraries seeking more funding, purely quantitative, or all about learning analytics. There have been negative consequences for committee members (including bullying).

After an initial conversation in fall 2021, there is a newly formed communication strategy subcommittee to craft a message about VAL and its work, to share and communicate the message, and use multiple channels to disperse it. In addition, as just reported, other subcommittees want to do online presentations and hold discussion forums. We are hoping this subcommittee can work on this issue of how not to overwhelm ACRL membership. As a step in that course correction around misconceptions, we are planning to do an ACRL Presents webinar, in collaboration with the ACRL Professional Values Committee, that brings together higher education experts, who have been doing learning analytics for years and learn what they’ve gone through and how they’ve come out on the other side.

The “Proficiencies for Assessment Librarians & Coordinators” need updating. Heather Owen, a student at Syracuse University, looked at all ACRL standards for how EDI & SJ elements are/are not infused. VAL leaders have met with the Standards Committee and EDI Committee around updating these proficiencies. They are now in the process of forming a task force and identifying potential external experts. They plan to hold focus groups/interviews at the 2022 ALA Annual Conference and then share a draft with membership for input and feedback.

The Board commented on an item form the written report around applying a critical EDI & SJ to the learning analytics toolkit as valuable and needed.

Scoulas commented on how even communication between subcommittees can be a challenge, so Croxton makes sure each month a group reports out. She remarked on the value of supportive resources from staff liaisons ACRL Associate Director Mary Jane Petrowski and ACRL Senior Strategist for Special Initiatives Kara Malenfant.

There was a remark on the poster by Heather Owen at Syracuse about proficiencies and wondered if it would be a useful resource to others in ACRL, and if there is a way to reframe it as being a need and opportunity. Groups are looking for things to do that are meaningful and not redundant, and we’ve heard they want to move beyond webinars. There could be good value added for ACRL groups to spend part of this year in reflection; for those with oversight of standards, guidelines, and proficiencies, how they can examine and update?

The Board noted that communication challenges have continue to come up, and noted it is a short-term priority of the Board. The Board again invited VAL to think about whether Leadership Council is an opportunity for them.

## 18.0 Priority Setting (Cawthorne)

ACRL Past President Jon Cawthorne reported that there will be a more formal report by email before the next Board meeting and it will likely inform planning for the next Leadership Council. He noted that there are meetings scheduled for early February and thanked ACRL Program Manager for Strategic Initiatives Allison Payne for her support.

## 19.0 Officer Reports

### 19.1 President’s Report (Garrison) #1.1

Garrison highlighted her interview with a reporter from the *Chronicle of Higher Education* on the importance of librarians in the library. After their conversation, there was a call for librarians to identify themselves, and it may be related to her conversation. She will keep the Board appraised if she learns more.

### 19.2 Vice-President’s Report (Ellis) #1.2

Ellis reported that division-level committee appointments are underway, as is leadership recruitment and nomination.

### 19.3 Past-President’s Report (Cawthorne) #1.3

Cawthorne reported enjoying his publishing work and I Love My Librarian service, along with meetings with the ACRL Diversity Alliance, as they prepare a task force report to bring forward in summer.

### 19.4 Councilor’s Report (Bryant) #1.4

Bryant reported she is now on the Council Orientation Committee, which has offered several “Tune in Tuesday” meetings to help new and returning Council members understand the function as a way to help ease the transition for people.

### 19.5 Executive Director’s Plan for Excellence Activities Report (Malone) #1.5, #1.6

Malone reported that he is learning a lot about library culture from the inside after having been a patron. He has weekly conversations with Editor and Publisher Mark Cummings at Choice and encouraged the Board to look at, “Toward Inclusive Excellence.” Increasing membership is a focus and ALA just released numbers from September 2021, which is about 10% below September 2020. The hope is that when we start meeting again in-person, those will increase again. He reported having wonderful conversations about EDI with many member leaders who are teaching him a lot. He has been writing articles about EDI and sending to membership and he noted that the next one will be about disability.

The Board shared that they appreciate these messages and noted that the messages set the expectation that the association is meeting the spirit of the Core Commitment to EDI. The Board appreciates the cohesion.

## 20.0 New Business (Garrison)

### 20.1 EDI Committee & Core Commitment (tent.) #21.0

The Board stated their appreciation for past documents being provided. A Board member reflected on their own experience as a chair of a goal-area committee and availability of funding and connections outside ACRL, and wondered if that is true for the EDI committee. The Board felt there should be parity and noted it was the recommendation of the working group in 2018. The Board noted that ACRL is clearly operationalizing the EDI Committee like a goal-area committee (GAC) and asked why it is not called one.

It was noted that the EDI Committee has been treated as an equal to the GACs and is different because it supersedes the goals.

The Board supported idea of something formal, making it a goal-area committee, holding leadership accountable to making it a priority. The Board remarked on the need for coordination across all goal-area committees and sections, which may be a task for the EDI Committee. The Board voiced additional support for formalizing as we’ve moved in practical ways to working with the EDI committee leadership in the same ways the Board works with goal-area committees.

ACRL EDI Chair Maisha Carey wondered what the distinctions would be. The chairs shared this conversation with the committee and had no strong pushback. She noted that if the Board updates the EDI Committee to a GAC, which she supports, there would need to be clear goals and objectives identified by the Board. If approved, this would help the EDI Committee point in the direction for where the association is right now.

The Board wondered if, in scoping, there should be intentional conversation about roles and responsibilities for the committee and Board, as well as other groups.

The Board again echoed support for making this a goal-area committee and sees this as an opportunity. The Board asked to what extent it changes, if at all, anything on the staff side. ACRL Executive Director Jay Malone indicated that he did not think that aspect would change substantially. ACRL Director-at-large Faye Chadwell praised ACRL Manager for Strategic Initiatives Allison Payne for her support as staff liaison.

The Board wondered about how to communicate any changes and has been thinking about changes to Plan for Excellence. It was stated that there have been great strides in achieving the Plan's goals and objectives to the Plan for Excellence, since it was created in 2011.

***Motion 1:*** *ACRL Vice-President Erin Ellis moved that the ACRL Board of Directors approves a fifth strategic goal area dedicated to Equity Diversity and Inclusion, and clarifies that the existing ACRL Equity, Diversity and Inclusion Committee will become this goal-area committee.*

***Action 1:*** *The ACRL Board of Directors approved a fifth strategic goal area dedicated to Equity Diversity and Inclusion, and clarified that the existing ACRL Equity, Diversity and Inclusion Committee will become this goal-area committee.*

***Motion 2:*** *ACRL President Julie Garrison moved that the ACRL Board of Directors establishes a working group (consisting of Board liaisons to the five goal-area committees and EDI committee members) to develop draft language for a fifth strategic goal and objectives and bring that to the Board during its June 2022 strategic planning session for consideration.*

***Action 2:*** *The ACRL Board of Directors established a working group (consisting of Board liaisons to the five goal-area committees and EDI committee members) to develop draft language for a fifth strategic goal and objectives and bring that to the Board during its June 2022 strategic planning session for consideration.*

The Board noted the need to ensure that all ACRL groups retain the understanding that this work is not to be restricted but spread across all groups. The Board clarified that the Core Commitment to EDI is not going away. It was suggested that when this is presented to Leadership Council, the focus is not just on this new goal but what others can still do in their groups. The Board noted that this could be a topic for deeper discussion at the June 2022 SPOS. The Board was reminded that each of the GACs have a statement about EDI in their work plans.

## 21.0 Adjournment (Garrison)

ACRL President Julie Garrison adjourned the meeting at 4:04 p.m.

*- ACRL Board II proceedings submitted by ACRL Senior Strategist for Special Initiatives Kara Malenfant, with contributions from ACRL Content Strategist Erin Nevius and ACRL Associate Director Mary Jane Petrowski. Compiled by ACRL Program Manager for Strategic Initiatives Allison Payne.*