



Association of College and Research Libraries

Fall Executive Committee Meeting

Friday, October 28, 2005

8:30 a.m. – 12:00 p.m.

ALA Headquarters

Conference Call with Board – 10:30 a.m. – 11:30 a.m.

Saturday, October 29, 2005

8:00 a.m. – 4:00 p.m.

Holiday Inn Chicago Mart Plaza Hotel

Chicago

Fall Executive Committee Meeting Minutes

Attendees:

Executive Committee Members: Camila Alire, Pam Snelson, Frances Maloy, Susan Kroll, Elaine Didier, and Mary Ellen Davis.

Staff: David Connolly and Mary Jane Petrowski.

1.0 Call to Order

President Camila Alire called the meeting to order at 8:39 a.m., Friday, October 28, 2005.

2.0 Opening Remarks

3.0 Adoption of the Agenda

Motion: It was moved and seconded that the agenda be adopted, with the understanding that there would be some flexibility scheduling agenda items around the timing for the conference call with the Directors-at-Large.

Action: The Executive Committee adopted the agenda.

4.0 President's Report (Document 1.0)

President Camila Alire reported to the Executive Committee on recent activities. Highlights included:

- Alire thanked the Board for their productive efforts at the Board's working weekend in September and thanked Executive Director Mary Ellen Davis for keeping the Board on task.
- The 2005 appointments were about complete. A demographic report should be ready soon and will be added to Alire's President's Page on the ACRL Web site.
- Following the recent publication of a news article Alire was quoted in, she received a number of complimentary emails and has been approached by a number of people at state conferences she's attended. Alire commented that she really enjoys the exciting atmosphere at the Chapter events she has visited so far.
- Alire plans to update her report after the meeting with an addendum listing several other publications she has been interviewed for as president.

5.0 Vice-President's Report (Document 2.0)

Vice President Pam Snelson reported to the Executive Committee. Highlights included:

- There have been two more recent additions to Snelson's President's Program Planning Committee since the report was submitted: Lisa Stillwell of Franklin and Marshall College as a co-chair and Loretta Parham of Atlanta University Center as a member.
- Based on feedback from Board members at the last several fall working weekends, or the strategic planning and orientation meeting, as it will be known next year, the days of the week it will be scheduled on next year will be adjusted to allow Board members to be home for at least one of the weekend days.

6.0 Councilor's Report

Division Councilor Elaine Didier presented a brief oral report updating the Executive Committee on recent topics discussed on the Council's electronic distribution list. Highlights included:

- Councilors have expressed great concern about the effects of hurricane Katrina on libraries in the gulf coast. Several historically black colleges and universities were devastated after essentially being completely submersed in the flooding and other colleges and universities in the region suffered varying degrees of damage. An Executive Committee member pointed out that a candidate for an ANSS office from Tulane University withdrew from the 2006 election due to difficulties caused by the hurricane.
- ALA announced the previous week that the 2006 Annual Conference would still be held in New Orleans. Some councilors expressed dissatisfaction with the process used to come to the decision, as well as some concern about the realistic ability of New Orleans' readiness to host a conference the size of ALA by next June.
- ALA-APA was conducting a public contest to search for a new name. It was felt that the current name, the ALA-Allied Professional Association, did not effectively reflect the mission of the ALA-APA.

7.0 Executive Director's Report (Document 3.0)

Executive Director Mary Ellen Davis reported to the Executive Committee. Highlights included:

- Staff continued to experiment with different formats for the Operations Report in an attempt to provide the Board with more useful information about the association's support for the strategic plan. Davis thanked ACRL Program Officer David Connolly for his work to format the 43-page report and Associate Director Mary Jane Petrowski for undertaking a time-intensive effort to add relevant entries from the strategic plan reports submitted by ACRL units.
- Executive Committee members commented that they liked the new format and that they found it useful as a rough guide to the quantity of work being done to support specific areas of the strategic plan. Suggestions for improvements in the future included adding an executive summary covering highlights of the report and grouping entries within a strategy by the type of unit, such as sections, staff, or chapters. Davis pointed out that the current report was as long a report as would be produced each year. The report is cumulative, representing the full program year, so reports for the 1st, 2nd, and 3rd quarters would start shorter and become progressively longer as the year passes.
- Davis highlighted the partnership with Educause and the Coalition of Networked Information (CNI) to plan ACRL's Spring 2006 Virtual Conference, as an example of an activity that would address the technology goal area as well as goals regarding outreach to other organizations.
- Executive Committee members also related their appreciation of the Information Literacy Advisory Committee's (ILAC) development of a tipsheet to help develop subject specific information literacy standards.

8.0 Annual Conference Board Meeting Minutes (Document 4.0)

There were no comments regarding the draft minutes from the Annual Conference Board of Directors meetings.

9.0 Consent Agenda

[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.]

The following items are placed on the consent agenda.

9.1 Approval of Spring Meeting Minutes (Document 5.1)

Motion: That the 2005 Spring Executive Committee meeting minutes be approved.

9.2 ACRL Blog Advisory Board Charge and Composition (Document 5.2)

Motion: That the Board approve the charge, membership composition, and criteria for selection of members of the ACRL Blog Advisory Board as follows:

Charge:

To create, develop and oversee ACRLog, the official weblog of the ACRL; to contribute content to the blog and to create opportunities for ACRL members, as well as other academic partners, to participate in this public platform dedicated to discussing issues affecting college and research libraries as well as higher education institutions; to recommend policies and procedures, as needed, to guide the operation of the weblog.

Composition:

- Specific Requirements of Membership Composition:
 - Two-year staggered terms; initially a mix of one-year and two-year terms to establish staggering.
 - To be chaired by the blog coordinator.
 - Members to be recommended by the blog coordinator and approved by the ACRL Publications Coordinating Committee for appointment by the ACRL President.
 - 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.
 - Ex officio members: ACRL Past-President, ACRL Executive Director, ACRL Publications Coordinating Committee Chair
- Criteria for Selection of Advisory Board Members:
 - Current membership in the American Library Association and Association of College & Research Libraries
 - Insofar as possible, Board membership should include a balanced representation (according to overall numbers) by gender and race, of academic library types—two-year, four-year, and university libraries, as well as a wide geographical distribution.
 - Broad knowledge of and concern with the major issues confronting academic and research libraries.
 - Experience in contributing to a blog as a member of a blogging group or an individual blogger is preferred. Demonstrated ability or community reputation for expressing views and opinions. Demonstrated writing ability, particularly in a style suitable to blog postings. Knowledgeable about blogging and related technologies.
 - Willingness to attend board meetings during Annual Conferences and Midwinter Meetings of the American Library Association.

9.3 Rescind Outdated Policies from the ACRL Guide to Policies and Procedures (Document 5.3)

Motion: That the Executive Committee rescind the following outdated policy from the *ACRL Guide to Policies and Procedures*:

from section 6.10.4 CHOICE long-term investment operating guidelines:

8. All gifts and donations to the Choice Long-term Investment Fund will be acknowledged in writing by the Choice editor, ACRL Executive Director and, if gift is \$500 or more, by the ALA Executive Director.

Source: ACRL Board, January 1991

9.4 Revised Institute for Information Literacy Executive Committee Charge (Document 5.4)

Motion: That the Executive Committee approve the revised charge for the Institute for Information Literacy Executive Committee as follows:

To act as an oversight council for the Immersion Program; to review Immersion workshop applications; and to develop a plan for other activities under its responsibility.

Action: The Executive Committee approved the consent agenda.

10.0 Strategic Planning and Structure

10.1 Leadership Assessment Tool (PeopleAssets Proposal) (Documents 6.1, 6.1a-6.1h)

The Executive Committee adjourned to Executive Session at 9:08 a.m.

Action: The Executive Committee considered PeopleAssets' proposal to offer online leadership development tools to ACRL members. While remaining committed to leadership development and succession planning, the Executive Committee decided not to proceed with the model that PeopleAssets proposed at this time and will focus instead on other strategic priorities.

The Executive Committee adjourned to Open Session at 9:31 a.m.

10.2 Consistent Speaker Reimbursement Policy (Documents 6.8, 6.8a-6.8c)

Discussion: The issue of apparent incongruence in speaker payment policies between Chapters and other ACRL units has been raised several times over the last few years. At the 2004 Fall Executive Committee Meeting it had been suggested that a task force of some kind might need to look at the issue. No task force was appointed and the consensus of the Executive Committee at this meeting was to maintain the policies as they currently stand.

The major issues discussed included:

- ACRL funding contributions for Chapter events means supporting largely non-national ACRL members with ACRL member dues revenue.
- Feelings are mixed about the distinction between supporting speakers for regional chapter events more than the association supports speakers at the National Conference. This could mean it gives a slight edge to chapters to secure better speakers than the National Conference can.
- Several officers who have visited Chapter conferences lauded the quality of the programming and described the infectious energy that surrounds these regional gatherings. One Executive Committee member pointed out that although there is clearly a structural argument that the financial support isn't entirely fair, it benefits those who are members as well as non-members in the profession, which can see a benefit in a larger, altruistic sense.
- One way to improve the appearance of the policy would be to require that the speaker being supported be an ACRL member, even if the attendees may not all be members, but it was felt that this policy would be burdensome to enforce.

10.3 Review of Strategic Plan Progress and Activities (Documents 6.2a-6.2c)

Discussion: Davis sought this opportunity to check in with the Executive Committee to determine what level of specificity the Board wanted to monitor with regard to Charting Our Future: ACRL Strategic Plan 2020. As approved by the Board and circulated to the general membership, the plan included the Strategic Areas, Goal Areas, and Strategic Objectives. Additionally, the Board had brainstormed a number of activities for each strategic objective that would help the association make progress toward those objectives. Over the year and a half since the adoption of the plan, the Board encouraged units to develop programs and activities that support strategic objectives. Assignment of specific activities to units was rarely done. This voluntary approach can generate a number of interesting programs but also

has meant that not all of the plan's objectives are addressed. Davis would like to clarify whether the Board would like to continue developing that original list of specific activities (which was never formally adopted) or if they would prefer to remain at a more strategic level, revising the objectives as needed but not continually updating the list of suggested activities.

The Executive Committee discussed this and determined that the activities list was valuable in directing some initial efforts to support the new plan, but that at this point maintaining it would mean micromanagement for the Board and could be counterproductive. The Executive Committee suggested that the activities be archived as background to help future members determine the Board's original vision for the plan and that the activities could still be referred to when looking for ways to support neglected areas of the plan. The Board's future reviews of the plan should focus no more specifically than the strategic objective level. Where holes in the association's progress toward the plan's goals are identified, specific activities and member groups should be asked by the Board to address them. Where goals are well supported, the Board will not concern itself with the specific activities, but will let units naturally support the goals through their own work. The plan should be reviewed annually at the Board's fall strategic planning and orientation session.

The Executive Committee then performed an initial review of the plan in light of these decisions, with guidance from Davis spotlighting objectives that show little support based on the action plan submissions from units for the Board's strategic planning and orientation session the previous month and on the accomplishments listed in the Executive Director's report (ACRL FE05 Doc 3.0). Objectives and goal areas discussed included:

Strategic Area: Higher Education and Research

Goal Area: Learning

Strategic Objective 3. ACRL increases member abilities to create and manage physical and virtual spaces and services as environments for discovery.

No ACRL unit is directly responsible for this, though it has been covered by happenstance in some Annual Conference programs. The Executive Committee decided to keep it in the strategic plan at this time and see if units develop anything to support this. It may be a good idea to send a note out to ACRLLeads asking people to think of things to do here.

Goal Area: Scholarship

Strategic Objective 3. Improve ACRL's emphasis on the creation, collection, preservation, access, and exchange of information.

This area has seen some improvement, such as the improved technical services program offerings at the 2005 National Conference, but there is no focused driving force maintaining any momentum. Alire and Davis will continue to emphasize the importance of technical services programming with the 2007 National Conference committees. The Executive Committee also decided that this objective may not be specific enough and may already be showing signs of its age, so they acted to revise this objective. This action is seen at the end of this agenda item.

Goal Area: Advocacy

Strategic Objective 1. Increase ACRL's influence on campus information, academic, and communication technology priorities.

As there had been at the 2004 Fall Executive Committee Meeting, there was some discussion about changing "ACRL's" to "librarians'," but again the Executive Committee chose to keep the focus on the association in this case. It was suggested that it might be valuable to have the Advocacy Coordinating

Committee look at this objective to help flesh out what it might mean for the association and give the Board ideas for supporting it.

Strategic Objective 5. Increase ACRL's influence on accrediting entities.

The Executive Committee recognizes that this will take a long-term effort and is not a high priority at this time. Compiling a list of ACRL members who have participated on accrediting teams as a resource would be a good start at developing a resource to work on this in the future. Another idea for a future effort was hosting a summit to kick off work in this area.

Strategic Area: The Profession

Goal Area: Continuous Learning

Strategic Objective 1. Align programs and other learning opportunities with member needs and strategic priorities.

There is a real need to determine how ACRL programs and services impact the lives of its members. The Board currently has a working group looking at assessment issues.

Strategic Objective 3. Increase learning opportunities in information technology, including practice, theory, and policy, ensuring appropriate integration throughout ACRL programming.

ACRL should still administer a technology needs assessment to measure specific needs in this area. There was no discussion about who would develop such an assessment and there is no natural technology group in ACRL from which to seek advice.

Goal Area: Leadership

Strategic Objective 1. Empower members to communicate the value of their contributions to learning and scholarship.

The Marketing Academic and Research Libraries Committee should be instructed to continue evaluating and updating the @ your library Toolkit and to find ways to help members share their success stories. Librarians tend to be too modest and aren't typically able to recognize their own success stories, thus they don't share them. These success stories could include examples of leadership in their own communities outside the library, such as participating on search committees, negotiating union contracts, and other work as a leader at their institution. Kroll offered as an example at her institution, the Ohio State University Health Sciences Center for Knowledge Management, Kroll was recently named to serve on the Medical Center Executive Committee, a committee of a type that most people would never imagine including a librarian.

Strategic Objective 2. Increase recognition of the value of libraries and librarians by leaders in higher education, information technology, funding agencies, and campus decision-making.

Alire's presidential task force on grassroots library advocacy helps to address this objective.

Strategic Objective 3. Increase ACRL's efforts to support recruitment of new and diverse talent to academic and research librarianship.

There is some confusion regarding whether this objective is limited to attracting those already in library school to academic and research librarianship or if it extends to recruiting students to library school in the first place. As part of her presidency, Alire has been pitching academic and research librarianship in presentations to a number of library schools. There continue to be some scattered efforts here, but no

home unit to coordinate them. Collaboration with ALA may be a good idea in this area. The Board's working group for diversity will be asked to address this issue.

Strategic Area: The Profession

Goal Area: Information Technology

There is currently no natural home for information technology (IT) professionals within ACRL's existing units. Of the action plans submitted for consideration by the Board in September, none involved support for this goal area. There may be a need to create a new ACRL unit that could serve as a home for IT as it relates specifically to academic and research libraries, but care must be taken to avoid duplicating or thwarting the efforts of other ALA divisions. Over the last year, Maloy and Davis have searched for ways to address this need and agree that a task force or a new standing committee would need to have a very clear charge and it was not clear what the Board would desire of a task force.

The idea with the most promise seemed to be that of hosting an IT summit of some kind, inviting a limited, select list of participants to brainstorm on IT issues in academic and research libraries. The Executive Committee was very supportive of this concept and would like to move forward with it. It was agreed that hosting a summit would also be an effective way to raise ACRL's visibility, possibly by partnering with another party, such as the Frye Institute, the Coalition for Networked Information (CNI), or Educause.

The Executive Committee agreed on the following next steps for this summit:

- Davis, Alire, and Snelson will identify a tech-oriented person in the academic library world to participate in a conference call with them to further flesh out the goals of the summit, with potential areas including:
 - Are we looking for tangible ways to help members develop technical standards?
 - Are we looking for ways to help members be better leaders in the use of technology in higher education?
 - Are we primarily interested in the visibility factor, to encourage others to work on this issue as well, making sure to include librarians as leaders?
- A small group will be invited to write a white paper exploring the role of libraries in the emerging tech world of higher education. This paper will be used as a launching point for the summit.
- Davis will check with CNI and see if they would have any interest in co-sponsoring a summit as a preconference preceding their fall 2006 meeting. If not, other options include possibly piggybacking the summit on an Educause conference or hosting it as a stand-alone event.
- A placeholder amount for the summit will be included in the preliminary FY 2007 budget, based on a 2-day summit with 20 participants. The participants are envisioned as some senior library technology people, library directors, and recognized technology experts such as Cliff Lynch from CNI and Brian Hawkins of Educause.
- Member research has indicated a general cry for help with technology issues. There are a few specific questions that could be used to focus the summit, drawn from the list of mega-issues included as part of the 5-10 year outlook at the end of the ACRL strategic plan. These include:
 - #3 – What role will the association play in supporting technology within the profession?
 - #16 – How does the profession stay relevant? (As a frame for this mega-issue, an Executive Committee member suggested, "How does the library or librarian stay relevant in an age of Google?")
 - #18 – How does the association assist librarians in garnering greater understanding and respect for their profession?
 - #21 – How does the profession ensure that we are in the forefront of technology changes rather than the recipient of change?

- Another suggested focus for the summit was Strategic Objective 2 under the IT Goal Area, which reads “Build ACRL’s capacity to partner with other technology-oriented higher education organizations to develop standards and best practices for managing digital libraries and digital library services.”

Other ideas raised during the discussion included:

- ACRL could plan to convene an annual or biennial summit on technology or digitization issues, with a paper to come out of each. An effort could be made to work with the American Council on Education (ACE) to get college and university presidents involved with the discussion.
- Prior to the recent fall 2005 Educause conference a pre-meeting sponsored by the *Chronicle of Higher Education* was held. Before moving forward we should see what else is already out there along the same lines.
- An Executive Committee member asked that a possible concern be kept in mind as people are identified for the summit that including someone with an external perspective could be more useful than only having librarians think about the role of the library.

Strategic Area: The Association

Goal Area: Membership

Strategic Objective 4. Increase the appeal of ACRL membership to broader communities.

The Executive Committee agreed that there were a number of communities of potential members beyond librarians, including support staff, technical services and other professional non-librarian staff, development officers, presidents, provosts, and fiscal officers. Still, there is no consensus on whom ACRL should attempt to recruit as members and how the association would go about creating new homes for them. There is still some interest in the idea of specifically including non-librarians on the Board, as well. At this time, the Executive Committee agreed to keep the primary focus on growing ACRL’s traditional membership, but keeping this as a long-term objective.

Goal Area: Sustainability

Strategic Objective 1. Increase and diversify fiscal and human assets.

The Executive Committee would like the Bylaws Committee to propose revisions to streamline the ACRL bylaws that would allow the Board to adjust dues without requiring a vote of the membership, but including some restrictions on that power to keep increases in check.

Action: The Executive Committee amended **Strategic Area: Higher Education and Research, Goal Area: Scholarship, Strategic Objective 3** to read:

Strengthen ACRL’s emphasis on evolving knowledge management systems including, but not limited to, the creation, collection, identification, preservation, access, and exchange of information.

10.4 Leadership Council at 2006 Midwinter

The following 3 items were tentatively being considered for the 2006 Midwinter Leadership Council agenda. The Executive Committee’s guidance was requested.

There was some discussion about whether the ACRL Leadership Council should be held at the 2006 Annual Conference in New Orleans, as ALA will reportedly be arranging some volunteer opportunities the devastated libraries on that Friday and Tuesday. The Executive Committee agreed that Leadership Council was the only formal networking opportunity that ACRL leaders had at conference and that it should be held. Once ALA has its plans finalized, the Board will let members know that it is fine for

those who would like to volunteer to go ahead or that those who would rather not miss Leadership Council could donate money in lieu of volunteering.

10.4.1 Action Plan Decisions (Document 6.3.1)

In an effort to enhance transparency and to thank those who submitted proposals, the Executive Committee decided to distribute a chart listing all of the approved action plans submitted to the Board for consideration for a portion of the special, one-time \$50,000 strategic initiative fund. This chart will be included with the handout packets given to all Leadership Council attendees at the Midwinter Meeting and will be posted on the ACRL Web site and should be addressed very briefly at Leadership Council. Upon further discussion it was decided that the FY 2007 plans that had been given preliminary approval with a header noting that the budget for FY 2007 was not complete and that the total amount and number of approved plans were tentative. It would also be noted that those whose plans were declined were individually contacted and notified. Board members could respond to questions about specific declined plans by emphasizing the connection to the strategic plan sought by the Board.

Approximately \$17,000 of the \$50,000 initially set aside to fund action plans was not allocated to approved action plans. The Executive Committee decided that this would be offered at Leadership Council to those who could quickly submit and get approved by the Board an action plan for the rest of FY 2006 that would make progress toward a goal area or strategic objective that has not been addressed by other efforts, as evidenced in the operations report or the approved action plans.

10.4.2 Annual Conference Programs (Document 6.3.2)

The idea of introducing a juried or competitive peer-review approach to annual conference programming continues to be of interest. This topic will be discussed by the Board at its work session the Thursday before Midwinter and may be introduced as an idea at the Leadership Council based on the outcome of that discussion. If the Board moves forward with the idea, a facilitator may be brought in to lead an appreciative inquiry regarding this and other potential changes to the structure of the association at the Leadership Council.

10.4.3 Strategic Work Plan Calendar Update (Document 6.3.3)

The Executive Committee agreed the Midwinter Leadership Council agenda should include time to review the strategic workplan calendar, as the emphasis at Annual Conference had been on steps through September.

10.5 Conference Call with Board of Directors – Structure

The Executive Committee participated in a conference call with the full Board of Directors, except for Lynne King.

The Board reviewed ACRL's structure changes to date, such as the implementation of the coordinating committees at the 2005 Annual Conference, and considered what ACRL units should be reviewed next in the Board's ongoing evaluation of the association's structure. The Board decided that at their work session the Thursday before Midwinter, the topics for discussion would be structure work regarding Sections and discussion groups, Board composition and size, and Annual Conference programming. Bylaws do not give the Board the authority to change Section structure, but it might be helpful to begin an appreciative inquiry with sections about what works well. Part of the Board's discussion would include looking at options for a new type of unit that could focus more on programmatic initiatives and less on governance as well as the creation of new units that might make a home for those academic and research librarians who do not currently see a niche for themselves within ACRL. The structure working group will set the agenda for the Thursday work session and notify the Board's other working groups regarding what they'll need to prepare. The Structure working group will facilitate the meeting.

Petrowski will provide an analysis of single candidate elections in sections and the budgets spent over time on sections and attendance at section programs.

The Executive Committee will also draft a preliminary agenda for the Midwinter Leadership Council and consult the Board by email for their feedback.

10.6 Board Communication with Coordinating Committees

One of the purposes in creating the coordinating committees earlier this year was to increase the Board's ability to liaison with the committees. Historically, the Board has had a stronger connection to the Sections than to its own standing committees. There was some discussion about whether having coordinating committee chairs bring regular reports to the Board constituted the Board being reactive or if it would keep the coordinating committees' activities in front of the Board often enough to keep the Board actively involved. Reports from the Scholarly Communications Committee were cited as a recent example of the Board staying in touch with a committee.

The Executive Committee decided that it would encourage Board members to attend at least part of the coordinating committee meetings whenever possible. Alire committed to attend at least the first hour of the Advocacy Coordinating Committee meeting as long as it could be worked into her schedule. Maloy noted that as she was ex officio on the editorial boards she'd be attending the Publications Coordinating Committee meeting. Snelson noted that she and Alire would attend the Professional Development Coordinating Committee because of their roles on conference and President's Program planning committees.

The Board would also ask the chairs of the coordinating committees, or a designee from the committee if they could not make it, to attend the final Board meeting of the conference and offer a brief update for the Board. Further, the coordinating committee chairs should prepare a written report for the Board once they've been working for a few months that would outline what is working, what their accomplishments have been, goals for the future, any progress they've made in support of the strategic plan, and any problems that have arisen. The report should be limited to two pages.

10.7 Budget and Finance Subcommittee Structure (Document 6.4)

The Board's SuperCommittee working group looked at the issue of potentially revising the Budget and Finance Committee's structure to follow up on an item from the 2005 Annual Conference. The committee was concerned that they may need additional appointment authority to fulfill their recently revised charge and to accommodate the new subcommittee structure instituted for the Friends Fund Subcommittee. The working group decided that no action was needed and that this could work with existing practice.

10.8 Elimination of Committee Intern Position (Document 6.5)

Motion: That the Executive Committee approve the following actions:

- 1) Rescind sections 3.5.3 and 7.1.3, below, from the ACRL Guide to Policies and Procedures, eliminating the position of committee intern:

3.5.3 Interns

An internship provides a one-year opportunity for an individual to become more familiar with the work and organization of ACRL and to demonstrate his/her capacities for further service to ACRL.

Interns appointed to ACRL committees serve a one-year term with all rights and privileges except voting rights. Duties shall be assigned to the intern on the same basis as to full members. Interns cannot be reappointed as interns to the same committee or to a committee on which he or she has previously served. At the end of the one year, the committee chair may request that a successful intern be granted full membership on the committee by submitting a brief assessment of the intern's work to the vice-president making appointments for the coming year. Service as an intern is not counted in accumulating the four years of maximum consecutive service on a committee.

Source: ACRL Executive Committee, Fall 1995

The vice-president appoints intern members at the same time and in the same manner as all other committee appointments.

7.1.3 Appointments process

Interns

In addition to the regular appointments available on a committee, the vice-president may add up to three interns to most standing committees. An internship provides a one-year opportunity for an individual to become more familiar with the work and organization of ACRL and to demonstrate his/her capacities for further committee service. An intern, unlike an observer, participates in the work of the committee but does not have voting rights. No more than three interns may be appointed to one committee in a given year. An intern may not be reappointed as an intern but is eligible for appointment as a member of the committee already served on.

- 2) Further, the Executive Committee approves this policy retroactively to the close of the 2005 Annual Conference, thereby making all individuals appointed as interns for 2005-2006 regular members of the committee.

Discussion: The Board acted last year to enact a standard 5-member minimum for most committees. With the size of committee memberships now more flexible to respond to the needs of the committee, the intern position seems less necessary than in the past. Additionally, many senior ACRL members have expressed disappointment when offered an intern position by a president attempting to involve as many people as possible. The general feeling of the Executive Committee was that the benefits of including an intern position were outweighed by the disappointment and frustration it often seemed to elicit from those offered a position. If approved, Alire will work with staff to notify the interns appointed this year and their committee chairs that their memberships have been converted to that of a regular committee member.

Action: The Executive Committee approved the following actions:

- 1) Rescind sections 3.5.3 and 7.1.3, below, from the ACRL Guide to Policies and Procedures, eliminating the position of committee intern:

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- 2) Further, the Executive Committee approves this policy retroactively to the close of the 2005 Annual Conference, thereby making all individuals appointed as interns for 2005-2006 regular members of the committee.

10.9 ACRL Awards Program (Document 6.6)

Discussion: When discussing recent difficulties developing strong pools for some awards and inconsistent attendance at the combined President's Program, Membership Meeting, and Academic/Research Librarian of the Year Award Reception at Annual Conferences, Board members suggested that looking at other options for the award presentation and reception might be beneficial. One of the comments that have come up on President's Program evaluations is that the four-hour total time slot for the combined meetings was intimidating to potential attendees. To reduce the length of this block and to get better exposure for the award recipients, one solution to which the Board informally seemed fairly receptive would be including the Academic/Research Librarian of the Year Award presentation as part of one of the keynote sessions at the ACRL National Conference. This could add to the prestige and recognition of the award winners. Because the national conference is held every other year, this would mean either changing the name of the award to remove the reference to the librarian "of the year," perhaps renaming it something along the lines of the "Distinguished Academic/Research Librarian," or keeping the award annual and presenting both the current and previous year's winners at the national conference.

The Executive Committee was very supportive of the idea of presenting the award at the national conference, but reactions were mixed to the idea of presenting two year's worth of the award at the same time. Other options suggested included offering the award to a single winner every two years, perhaps with a larger award check, or offering the award to two winners every two years. There were also concerns that these options would not help to increase the size of the applicant pool. The Executive Committee decided to ask the Awards Task Force to examine these issues with the document used at this Executive Committee meeting as background and including the suggestion that it may be time to reactivate a nominating committee for the award as a way to improve the applicant pool. The task force was currently evaluating all of ACRL's awards practices.

Action: The Executive Committee asked that the Awards Task Force discuss options to present the Academic/Research Librarian of the Year Award at the ACRL National Conference and make recommendations regarding strategies to increase the pool of applicants, possibly including reactivating a nominating committee for this award, with recommendations due to the Executive Committee four weeks prior to the 2006 Spring Executive Committee meeting.

10.10 Conflict of Interest Policy (Documents 6.7, 6.7a, & 6.7b)

Discussion: Davis advised the Executive Committee of a brief conversation she recently had with ALA's legal counsel, at which counsel advised that a signed conflict of interest policy has no more strength from an enforcement view than simply providing such a policy on a regular basis as part of the association's official business, for example with each distribution of the Board and Executive Committee agendas. The Executive Committee agreed that the language of the existing ACRL statement, approved in 1995, should at least be reviewed, even if the Board did not move to a signed statement as originally envisioned in the Board document. The Executive Committee decided that they would have the ACRL Committee on Ethics look at the statement and at ALA's current conflict of interest statement, which has been reviewed by ALA counsel, and report back to the Board before the next Annual Conference.

Action: The Executive Committee asked that the ALA and ACRL conflict of interest policies be referred to the ACRL Committee on Ethics and that the committee prepare a recommendation on a revised policy to be reported to the Board of Directors four weeks prior to the 2006 Annual Conference.

11.0 Budget & Finance

11.1 FY 2005 Financial Report Unaudited (Documents 7.1 & 7.1a)

Budget and Finance Committee Chair Susan Kroll highlighted some of the key points from the FY 2005 budget report:

- Both ACRL and CHOICE had excellent results for the year, with net revenue of \$838,010 for ACRL and \$386,235 for CHOICE.
- ACRL saw total revenue come in over 35% greater than budgeted, largely due to the strength of its professional development programs, including its preconferences, workshops, a record-breaking National Conference, and Web-CE courses. Ad revenues also improved this year after several weak years, with a gross of around \$386,000. Ads did so much better than budget in part due to the delayed launch of the joint Online Career Center project with ALA, which is expected to reduce classified ad revenue initially, but offers a better service for members.
- ACRL's expenses were more than 4% below budget, to some extent due to salary savings from several vacancies. The vacancy in the Scholarly Communications/Government Relations Specialist position also resulted in low expenses in both of those projects as there was reduced focus on these initiatives.
- Non-serial publications had deficit net revenue of about \$34,000, due in part to payment of the second and final installment of \$18,000 owed to ALA for inventory that was mistakenly credited to ACRL three years ago. A number of titles were published late in the year and should set FY 2006 up for a strong start.
- *C&RL* needed a subsidy of over \$14,000 this year.
- CHOICE will start seeing revenue from *Resources for College Libraries* in FY 2007.
- ACRL membership broke 13,000 this year with an increase of over 7% from the previous year.

The Executive Committee discussed and responded to the results with the following major points:

- The Executive Committee expressed great thanks and congratulations to CHOICE Editor and Publisher Irv Rockwood for his continued good management of the CHOICE product line. CHOICE had what is believed to be its best net revenue ever.

- Davis and Rockwood have drafted a new management practice for discussion with ALA management, which would pave the way for CHOICE to purchase its own division housing. The key deciding factor is that CHOICE must be allowed to keep the equity in the in the property or there is no advantage from the division perspective.
- The Executive Committee is pleased that the Web-CE courses continue to do so well. Davis mentioned that one of Petrowski's new responsibilities in the coming year is an emphasis on content acquisition and should lead to broader offerings for the web courses and ACRL monographs in the future.
- The Online Career Center is a good example of a division partnership with ALA. Development costs have continued to climb, but ALA has been able to treat much of the development work as a work in progress, similar to a depreciation schedule for a capital investment, so it will not have a large negative impact on the year-to-year budget. Plans are being developed for a marketing campaign to launch the product. There are hopes that the future will see growth in vendor and library support staff ads, as well.
- ACRL's National Conferences continue to grow. The fundraising for the 2005 Minneapolis conference was amazing and opened up all new opportunities with the library colleagues program. Nonetheless, donations income can be fickle and the association will continue to budget somewhat conservatively in this area.
- There was some discussion about whether the association appears deceitful or unprofessional by budgeting revenues so much below the actual results. It was pointed out that at the time the budget for the 2005 conference was developed, ALA had just struggled with the SARS threat at its 2003 conference in Toronto and surveys and reports showed continued cuts in travel and professional development money for staff at academic institutions. This, combined with a relatively remote conference site led ACRL to believe that registration would not show much growth. The budget for the 2007 National Conference in Baltimore will be less conservative, but the Executive Committee agreed that registration revenues should continue to be budgeted at 80% of the actual expected turnout as a hedge against unknown obstacles. It was pointed out that ALA is again dealing with that in planning its 2006 Annual Conference in New Orleans following the devastation caused by Hurricane Katrina.

11.2 2006-2007 Budget Assumptions (Document 7.2)

The Executive Committee discussed the budget assumptions for 2006-2007:

- This budget is for a national conference year, which usually sees increases in membership, advertising, and fundraising, though vendor support can be notoriously unreliable from year to year. It is also the second year of the ACRL dues increase phase-in, which will temper the increase in membership. RUSA also just passed a dues increase and ALA is proposing one that would take effect in this budget year, which may put pressure on ACRL membership as people may, if approved, make choices about which divisions to join. The Executive Committee supported budgeting based on the drop in membership projected in the assumptions.
- Any new services, committees, or structural changes that will require additional staff resources means finding new sources of revenue to support them.
- Publications are expected to remain in a flat or declining trend. A more extended conversation about challenges with the publications program may be needed in the future.
- The Executive Committee remains optimistic regarding ACRL's potential to attract vendor support for the national conference. They suggest a donations budget of \$200,000 based on that and on an expansion of the very successful library colleagues program. Many heard comments from schools that didn't get the library colleague solicitation for the 2005 conference that they saw the recognition the donor schools received and want to participate next time. Letters need to get out to libraries in time for them to plan it for either of the next two fiscal years that will work best for their budgeting process. April or May of 2006 were suggested as good months for these letters to

go out. It is also important to ensure that the registration fees take ACRL's dues increase and ALA's potential dues increase into account when setting the member registration price.

- Some expenses will increase due to further strategic plan implementation.
- CHOICE will see its first full year of revenue from CRO2 and *Resources for College Libraries*, as well as several other new products. CHOICE will continue to operate with a healthy net revenue. Print subscriptions are expected to decline as more subscribers move to electronic formats.
- ACRL serial publications will continue to see a loss of subscribers and will see what effect the new open access policy for *C&RL* has on subscriptions.
- The online career center being developed with ALA will launch in FY 2006 and will see its first full year of impact in FY 2007.
- Preconferences and the Immersion institutes are expected to continue showing some net revenue. These are budgeted as break-even based on 80% of the projected registration. It was suggested that the Immersion program investigate the possibility of offering some specialized boutique programs, which may be able to charge a premium depending on the group targeted. These could address learning styles of different groups, such as tribal colleges, historically black colleges and universities, or community colleges. They are already developing a third track and are talking about a future library faculty track.
- The budget includes an update for all outdated section brochures based on the new section brochure template, so that all sections would have new brochures in time for the 2007 National Conference.
- The Executive Committee discussed the costs and benefits of keeping a membership with the American Council on Education (ACE). It was agreed that this membership was potentially valuable because its head is also head of the Washington Secretariat. If, after one more year, it does not appear likely that ACRL could break in to this exclusive organization of higher education association executives, this membership will be reevaluated.
- The Executive Committee supported adding a staff position to address the increased workload, some of which is due to the new strategic work plan. It is not believed that this would help staff handle additional projects, but would make the current workload more manageable.
- The Executive Committee asked whether it would be possible for the Board to approve a bonus for ACRL and CHOICE staff outside of ALA's compensation system. Davis explained the ALA compensation system and emphasized that it was highly unlikely that ALA could allow a single division to work outside the system. The Executive Committee would like to see ACRL push the envelope on this issue, as they felt strongly that the staff needed to be rewarded for their excellent support of the association's work and success. Options for administration included giving Davis and Rockwood a percentage of the net for them to distribute as they saw fit and that this would not be offered every year and perhaps not to all staff members. If it was not possible to offer a financial bonus, one Executive Committee member suggested finding a creative way to reward staff through supply orders or other means. Davis stated that the Executive Committee's support for the staff was appreciated, regardless of the feasibility of this plan. The Executive Committee decided to form a task force to investigate possible means to execute this (see agenda item 15.1 under New Business).
- The Executive Committee supported keeping the long-term investment fund contribution at \$100,000 in FY 2007.
- National Conference scholarships should include the \$50,000 worth of standard scholarships, plus 5 for Spectrum scholars, 10 students, and the same number of support staff scholarships as were offered for the 2005 conference. The Scholarships subcommittee should bring proposals for additional scholarships, if any, to the 2006 Fall Executive Committee Meeting. The Executive Committee considered ways to leverage this investment in the scholarship winners with a follow-up evaluation at a later date. Didier will send Davis some specific suggestions for questions. It was also suggested that ACRL could follow up with specific invitations to scholarship winners to volunteer for committee service. There will also be a specific presentation on getting involved

with ACRL for first-time attendees at the next national conference. Staff will send Alire a list of the scholarship winners from the 2005 conference from which she will recommend some potential authors for a scholarship article to be published just before applications are due for scholarships to the 2007 conference.

- ACRL needs to look at establishing an equivalent to ALA's New Members Round Table, to help new members get involved and invested in the organization.

Action: The Executive Committee approved the 2006-2007 budget assumptions (ACRL FE05 Document 7.2) as revised above, with the exception of the FY 2007 strategic plan activities described on pages 8 and 9. Funds are also to be budgeted for a 2006 Technology Summit as described in agenda item 10.3.

11.3 Spending of FY06 LTI Fund Interest (Document 7.3)

Discussion: Based on recommendations of the Long-Term Investment Fund Task Force, the Board has instructed staff to spend the interest earned from ACRL's long-term investment fund on strategic initiatives, but it hasn't been clear whether that was in perpetuity or if staff should seek specific guidance from the Board each year. The Executive Committee agreed that it should be ongoing until they choose to rescind it. They also suggested that the next four agenda items, if approved, would make good choices for this kind of expenditure.

Action: The Executive Committee confirms that the interest from the long-term investment fund be used to support initiatives in the strategic plan.

11.4 ALA Cultural Communities Fund Donation Request (Documents 7.4, 7.4a, 7.4b)

Snelson and Kroll voluntarily recused themselves from this discussion, as each of them had hosted ALA Public Programs Office exhibits at their institutions. It was later realized that this was a discussion item, with no action under consideration, thus they need not have recused themselves.

Discussion: At the 2005 Annual Conference, the Board decided that they had too many questions about the donation they were being asked to make to the ALA Cultural Communities Fund to move forward with a donation. It was pointed out that ACRL's donation would not support the Cultural Communities Fund's efforts to achieve a matching grant, as ACRL is technically part of the same organization as the ALA Public Programs Office (PPO). The Executive Committee brainstormed the following list of questions for staff to ask PPO and then report back to the Board with their findings for further consideration of a donation. The questions developed were:

1. If the Cultural Communities Fund doesn't meet its challenge grant can we get our donation back?
2. What is the current amount that the Cultural Communities Fund has received in contributions to meet the challenge grant?
3. What additional contributions has the fund received from sources not eligible to support the challenge grant, such as other ALA units, and from what sources specifically?
4. Please provide examples of past professional development and training programs, as referred to in Deb Robertson's memo to Mary Ellen Davis of June 15, 2005. Are these like pre-conferences or workshops or another format?
5. Have the Medical Library Association, American Association of Law Librarians, and other special library associations been approached for donations?
6. Please provide data, such as evaluations, that shows the effectiveness of programs that have been presented in the past in academic libraries.
7. Please articulate the criteria used in selecting hosts for the programs and exhibits.

11.5 Sister Libraries Seed Grants (Document 7.5)

Motion: That the ACRL Board approve a \$2,700 seed grant to assist two U.S. libraries in forming Sister Library partnerships during FY 2006, as outlined in the proposal.

Discussion: This request is based on an action plan proposal submitted by the ACRL International Relations Committee (IRC) for the Board's consideration at its strategic planning and orientation session in September. The Board had not viewed the plan as directly related to the Strategic Plan. The Board shared its questions with the IRC and invited them to submit a revised proposal that could be considered as a new, but not strategic, initiative, which would be considered for funding from the reserve rather than the strategic initiative fund.

The Executive Committee clarified that the Sister Libraries program was a program of the ALA International Relations Office (IRO) and not an entity of its own. The IRO provides a database of interested parties to assist in matching up potential partners, as well as offering examples of the types of projects that could be worked on by the partnerships. To date it has been dominated by public libraries, so during her vice-presidential year Alire asked the ACRL IRC to develop a program and work to establish some initial academic partnerships. To date there have been two partnerships established and two more are expected to be set by the end of the year. To the best of Alire's knowledge, these four partnerships would constitute the applicant pool for the seed grants.

The Executive Committee's primary concern was the lack of an assessment piece to evaluate the effectiveness of the partnerships and of the seed grants. A survey instrument is mentioned in the proposal, but without much detail and without committing to pass on the results to the Board. There was also concern that, while the supported partnerships might be good for the participating libraries and librarians, they wouldn't necessarily make progress for ACRL toward its strategic plan. There was some concern that the proposal still didn't demonstrate a clear and strong tie to the strategic plan, but it was acknowledged that the connection was much clearer than in the initial action plan. The Executive Committee amended the motion to include requirements for ACRL visibility and recognition and to require the submission of some specific reports to help address some of these concerns.

Action: The Executive Committee approved a \$2,700 seed grant to assist two U.S. libraries in forming Sister Library partnerships during FY 2006, as outlined in your proposal. With its approval, the Executive Committee also requires that the U.S. libraries chosen to participate identify ACRL members for the travel grant and always note ACRL as a sponsor of their Sister Libraries-related activities, that the participating libraries submit to the ACRL International Relations Committee a report of their Sister Libraries activities, and that the committee then use those reports to prepare a report of publishable quality for *C&RL News* for the Board. The Board would further like reports from the committee as the program develops, including the results of the proposed survey instrument to verify satisfaction with the program from both partnerships as well as evidence of continued exchange of information and services between the partnerships.

11.6 Additional Funding for Grassroots Advocacy Workshop (Document 7.6)

Motion: That the Executive Committee approve \$9,000 be taken from the overall conference program budget and added to the President's Advocacy Task Force to cover the expenses of its ALA Annual program workshop for its speaker.

Discussion: Alire's Presidential Grassroots Library Advocacy Task Force has been at work for nearly a year developing a toolkit and a half-day workshop to be held Saturday morning at the 2006 Annual Conference in New Orleans. Funding for these projects was included in the FY 2006 budget, but the task force would also like to bring in a national speaker for the workshop and would need some additional funds to do so. The task force has been negotiating with Robert Cialdini, noted for his expertise in the power of personal persuasion, which is the type of soft sell skill the workshop is aiming

to improve in frontline library staff. At this point in the negotiations, his rate is holding firm at about \$16,000. This would be one of the most expensive speakers ACRL had ever used. ULS has offered to contribute \$5,000 of their conference program funds if they can get credit for co-sponsoring the workshop. There would still need to be about \$9,000 in additional funding. Over the last few years, an average of about \$9,000 has been left unspent in the conference programming budget and the task force is asking for approval to use any of the unspent funds. In the event that there is less than \$9,000 in unspent funds from the annual conference program budget available, the difference could be made up with funds from the interest earned on the ACRL long-term investment fund, which the Executive Committee has directed be used to support initiatives in the ACRL strategic plan.

The Executive Committee supported this use of these funding sources, but encouraged the task force to use all available means to be sure that the association sees the maximum benefit from this speaker. Alire agreed to bring several suggestions that could increase the speaker's exposure to the task force for their consideration, including:

- Highlighting in the program description the specific time that the speaker would be presenting, so that those who could not stay for the entire workshop could at least hear the speaker.
- Repeating the workshop at the 2007 National Conference if it is well received.
- Investigating contract options with the speaker for allowing a members-only webcast of the presentation. The Executive Committee was not very optimistic that this would be a possibility with Cialdini or other equally high profile speakers, but one member pointed out that additional funding could be worth the investment for an option that would extend the usability of the content.

An Executive Committee member encouraged the Board to remember this discussion the next time conference program funding for Sections comes up and pointed out that the likelihood of non-ACRL members attending this free workshop and presentation was much higher at an ALA conference than at an ACRL National Conference.

Action: The Executive Committee approved that up to \$9,000 in any unspent funds from the annual conference program budget can be used to defray the costs of the President's Advocacy Task Force ALA Annual Conference program workshop for its speaker.

11.7 Immersion Track 3 Funding (Document 7.7)

Motion: That the ACRL Board of Directors approve the funding request for up to \$6,240 to support two "Track 3" curriculum development/planning meetings for the IIL Immersion Faculty to be held prior to the 2006 ALA Midwinter Meeting and the 2006 ALA Annual Conference.

Discussion: The Executive Committee briefly discussed this funding request. Key points raised included:

- As with the initial development of the Immersion program, general funds are being requested only for the development phase. Revenues raised by the program cover adjustments and refreshes of the existing curriculum. The past few years have shown a good return on the association's investment as the institutes bring in some net revenue and a solid reputation.
- These development meetings will be held immediately before or after ALA meetings to keep travel costs down.
- The funding could come out of the existing budget for FY 2006 if efforts to work with other organizations on the development of subject specific standards fail. Otherwise the funding will add to the year's deficit.

Action: The Executive Committee approved the funding request of up to \$6,240 to support two "Track 3" curriculum development/planning meetings for the IIL Immersion Faculty to be held prior to the 2006 ALA Midwinter Meeting and the 2006 ALA Annual Conference.

11.8 Best Practices in Marketing Award Promotion (Document 7.8)

Motion: That the Executive Committee approve the proposal for \$3,000, to be used by the ACRL Marketing Academic and Libraries Committee (MARL) to promote the Best Practices in Marketing Award.

Discussion: At its review of action plan proposals at the strategic planning and orientation meeting, the Board chose to decline a more expensive proposal of \$18,000 for a postcard marketing campaign to promote the Best Practices in Marketing Award, but missed and did not discuss the proposal's cheaper alternative plan for a \$3,000 campaign. It was pointed out that ACRL has typically spent very little to promote applications for awards, instead relying on email marketing and mentions in *C&RL News*. It was suggested that funding would be better spent to promote the use of ACRL's marketing tools, such as the @ your library Toolkit, which would lead to the development of programs that academic libraries could then use to apply for this award.

The Executive Committee chose to amend the suggested action to remove the specific focus on the Best Practices in Marketing Award and the postcard mailing to encourage the committee to consider their promotion of the award more from the perspective of encouraging libraries to use the @ your library toolkit to develop programs which they could then later use in an application for the best practices award. Additional suggestions included holding a workshop on how to apply for the award at the 2006 Annual Conference and using email to promote and solicit applications for the award.

The Executive Committee would leave it to the committee to determine the most effective use of the funds to promote marketing, but would like a report from the committee detailing the use of the funds and the effectiveness of the activities supported by the funds.

Action: The Executive Committee approved \$3,000 for the Marketing Academic and Research Libraries Committee to promote the development of marketing programs in academic libraries.

12.0 Draft Revision of the "Guidelines for Media Resources in Academic Libraries" (Document 8.0)

The Executive Committee discussed the draft of the revised "Guidelines for Media Resources in Academic Libraries" and would like to thank the task force for its quick work on this review. Members of the Executive Committee added that they found the web resources particularly useful and liked the format used, with commentary following each item.

13.0 Higher Education ICT Literacy Assessment Fit with the ACRL Standards (Documents 10.0, 10.0a, 10.0b)

The Executive Committee was pleased to see the use of the Information Literacy Standards for Higher Education to inform the development of this assessment tool, but would be cautious with any response to avoid the appearance of an endorsement of a commercial product. The Executive Committee planned to ask legal counsel for an opinion regarding the matter before passing this information along to ACRL's information literacy groups for their information, including the Information Literacy Advisory Committee, the Institute for Information Literacy Executive Committee, the Instruction Section, and the AASL/ACRL Interdivisional Committee on Information Literacy.

14.0 Scholarly Communication Agenda (Document 9.0)

Motion: That the Executive Committee approve the 2005-2006 ACRL Scholarly Communications Agenda, as submitted.

Discussion: The Executive Committee briefly reviewed the agenda and commented on the importance of ACRL's new Scholarly Communication/Government Relations Specialist Kara Malenfant attending some of the conferences and meetings held by the key groups working on scholarly communication issues, such as CNI and

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the Digital Library Federation (DLF), both to keep up with current discussions and for the benefits ACRL could reap by being represented at such functions by allowing Malenfant to pursue informal networking opportunities. Davis said that there was some money for scholarly communications-related travel that had been envisioned as travel to Washington, D.C. on about a monthly basis for both scholarly communication and government relations work, but that she agreed it may be beneficial for Malenfant to attend meetings in other locations instead when that makes sense.

Action: The Executive Committee approved the 2005-2006 ACRL Scholarly Communications Agenda, as submitted.

15.0 New Business

15.1 ACRL and CHOICE Staff Bonus Task Force

Motion: That the Executive Committee establish a task force appointed by the president consisting of members of ACRL staff, the Budget and Finance Committee, and the Board to investigate the possibility of bonus system for high performing ACRL and CHOICE staff in addition to that provided for within the ALA compensation process and report back to the executive committee at the 2006 Spring Executive Committee Meeting.

Discussion: This item is related to the discussion of staff salary increases in agenda item 11.2, the 2006-2007 Budget Assumptions. It was clarified that funding for the individual incentive sometimes allowed for in ALA's compensation system are paid from ACRL and CHOICE budgets, just as salaries and benefits are, not from ALA's general fund.

Action: The Executive Committee established a task force to be appointed by the president consisting of members of ACRL staff, the Budget and Finance Committee, and the Board to investigate the possibility of bonus system for high performing ACRL and CHOICE staff in addition to that provided for within the ALA compensation process and report back to the executive committee at the 2006 Spring Executive Committee Meeting.

15.2 Redistribution of ALA Council Representation

Didier brought to the Executive Committee's attention a discussion that the division councilors have been having with the ALA President-Elect, Leslie Burger, during the Division Leadership meeting taking place in conjunction with this Executive Committee meeting, regarding the possibility of altering the proportion of ALA councilors elected at-large relative to those elected to represent divisions. Didier was interested in the Board's input before taking any further action on the issue. She has also been working to increase the level of communication among division councilors and planned to create a new listserv specifically for division councilors use.

The Executive Committee was supportive of taking a fresh look at the representation of divisions on the ALA Council and encouraged Didier to work on this issue as much as possible by email immediately, so that a resolution could be ready to present to division boards at the 2006 Midwinter Meeting, which would then be presented to the ALA Council. Maloy would also like to have an email discussion with the Board for some additional feedback and then planned to introduce the topic at the Division Presidents Breakfast, which Maloy would be convening at Midwinter. Snelson would also like to send an email to Burger in support of the idea, as one President-Elect to another. Finally, it was also suggested that an effort could be made to get a push for the idea from attendees at the ALA Membership Meeting at Midwinter, to bring a resolution to Council from them, as well.

Didier also commented that the division councilors had discussed better ways for leaders to get to know each other and network at the fall division leadership meeting, which Didier planned to pass on to ALA staff and elected leadership. There were also plans to look at the way that the ALA Executive Board is elected at a later date.

The meeting was adjourned at 3:41 p.m., Saturday, October 29, 2005.