

**2018 ALA Annual Conference
ALSC Board of Directors
New Orleans, LA**

**FINAL MINUTES
Approved January 26, 2019**

Session I: Saturday, June 23, 1:00-4:00 p.m., MCC, Rom 215

Board of Directors in attendance: Nina Lindsay, Paula Holmes, Jamie Naidoo, Christine Caputo, Linda Ernst, Amy Koester, Karen MacPherson, Sue Nespeca, Amy Sears, Vicky Smith and Mary Voors

Staff in attendance: Aimee Strittmatter, Marsha Burgess, Courtney Jones, Alena Rivers, Laura Schulte-Cooper and Elizabeth Serrano

Guests: Andrew Pace, Julie Dietzel-Glair, Marge Loch-Wouters, Elisa Gall, Katie Campano, Michelle Martin, Africa Hands, Matt McLain, Hanna Lee, Cecilia McGowan, Kirby McCurtis, Nicole Husbands, Tasha Nins, Stephanie Anderson, Raina Taukor, Tori Ann Ogawa, Thad Andracki, Patrick Gall, Debbie Reese, Sarah Hamburg, Allie Jane Bruce, Chrystal Carr Jeter, Alia Jones, Sophie Kenney, Merri Lindgren, Susan Faust, Jennifer Vetter

Proceedings

- Meeting called to order at 1:01 p.m. by President Nina Lindsay
- Consensus to conduct meeting in an informal manner.
- Consent agenda approved as submitted.
- Meeting adjourned at 4:03 p.m.

Announcements and Reports

Emerging Leaders Meet and Greet at Annual Conference

Announcement about a Meet and Greet at Annual Conference and a brief discussion on the 2018 Emerging Leader Project which included a request to make the project brochure on microaggressions accessible to libraries and determining if project content could be developed into a training for libraries.

ALA EB Liaison Report

Highlights reported by A. Pace:

- Investment Budget - ALA will utilize its strong financial position to improve operational capacity and businesses to sustain growth of the Association following this investment cycle and the future.
- Internal Organization-some internal reorganization was and remains essential to allocate staff resources to critical areas including fundraising, IT and advocacy, to support changing workflows and changing member needs, and to take advantage of new approaches and new opportunities in critical mission areas.
- Members of the Board are currently working with ALA management to retain a consultant to guide the process over the next several months.
- Resolution to require Master of Library Science degree for the ALA Executive Director position. Executive board plans to have the new Executive Director in place by Midwinter 2020.

P. Holmes noted that the ALA Executive Board should discuss salary increases for staff.

Discussion/Decision

Strategic Plan Implementation for FY19

Board reviewed report and provided the following recommendations for each objective of the Strategic Plan:

Diversity and Inclusion-Objective 1

- Review existing diversity baseline data via ALSC's diversity survey results.
- Include an EDI representative on some ALSC committees to help internalize EDI message throughout ALSC.
- Determine effective ways to measure increases in diverse membership and reduction of barriers to participation.

ACTION: The Board would like to see the data from the EDI task force.

ACTION: A. Koester will head the data research.

Diversity and Inclusion-Objective 2

- Consider content from 2018 Emerging Leader report
- Determine additional ways to collect more data to inform the goals of the objective

Diversity and Inclusion-Objective 3

- Change term from cultural competency training to cultural humility training which suggests that cultural training is a continuing process rather than a point at which competency can be achieved
- Establish Education Committee as lead on Cultural Competency/Humility Training and EDI TF as consultants
- Clarify goals and outcomes for trainings
- Extend deadline through FY20; identify training topic areas by 12/2018 (available at Midwinter 2019); develop training series by 8/2019; implement trainings by 8/2020

Advocacy-Objective 1

- Recommend a mechanism for an accessible content stream
- Example of customizable content for members is a tip sheet with the option for libraries to include their contact information before sharing with their communities
- Consider Public Awareness committee as lead on valuation projects
- Merge Advocacy Objective 1 with Advocacy Objective 4
- Extend deadline to 8/2020

Advocacy-Objective 2

- No changes to proposed recommendations

Advocacy-Objective 3 Consider Board as owners of the objective

- Discussed need to clarify information literacy term and necessity for its inclusion in the objective
- Extend deadline to 12/2018

Advocacy-Objective 4

- ALSC Blog Editor can work with Building Partnerships, Advocacy & Legislation and Public Awareness committees on blog posts to share how librarians are experts

Learning & Development-Objective 1

- This objective falls under the charge of the Membership committee
- Objective may need to be revised, at a later date, by the committee

Learning & Development-Objective 2

- Objective has been achieved
- Board will revisit media mentorship webinars after review of the Young Children, New Media & Libraries survey results

Learning & Development-Objective 3

- Need more tools to prompt members to incorporate core competencies
- Add tags to blog posts to indicate alignment with core competencies
- Add to committee reports a place to indicate which core competencies support committee activity
- Extend deadline to 5/2019

Learning & Development-Objective 4

- Change to cultural humility

Motion, to amend the Strategic Plan as discussed. Motion approved.

ACTION: A. Rivers to work with staff to update new deadlines on website and the strategic plan brochure and will notify appropriate committees and task forces.

Final Cultural Competency

Emerging Leader introductions were followed by a report on their project activity. The ALSC Board thanked them for the report, brochure, YouTube videos, and sharing their personal experiences through the project.

EDI Fellowship Proposal REVISED

The Board thanked the task force for their work. Discussion included eligibility options for early career applicants and applicants with disabilities. To support early career applicants and to host an in-person group dinner at Annual Conference for the fellowship awardees the board suggested to increase the budget up to \$15,000 for up to five awardees. Consideration of applicants with disabilities will be revisited.

ALSC has a program in place to take advantage of Spectrum Scholars and EDI TF will consider mentoring Spectrum Scholars.

Task Force should consider options to evaluate sustainability and scalability of the fellowship. The project time of two years, as noted in the Strategic Plan, should be enough time to evaluate progress with the first co-hort.

Motion, that the ALSC Board of Directors approve an ALSC Equity Fellowship pilot cohort with a one-time \$15,000 funding award. Motion approved.

Project LOCAL White Paper Request

The white paper will be a source to share Project LOCAL research outcomes in a timely manner. The project ties in to Research Agenda task force priority recommendations and the ECRR report recommendation to include families in early literacy efforts.

Motion, that the ALSC Board of Directors commission a white paper on library outreach for children written by Dr. Kathleen Campana, J. Elizabeth Mills and Dr. Michele H. Martin, based on the findings of Project Local, and IMLS funded planning grant. Motion approved.

Award Program Review Task Force

V. Smith attended the ALA Awards Committee meeting with ALSC staff member, C. Jones. ALA found the work of the ALSC Award Program Review task force to be helpful when considering how to approach the review of ALA awards.

Board discussion of the task force recommendations followed.

Option 1, Part 1 - Board approved task force recommendation to rename the Laura Ingalls Wilder Award to the Children's Literature Legacy Award, effective immediately with 2018 award. Name change should include a statement to be prepared and released offering a full explanation of the change. Past winners should be acknowledged as receiving the award under the Laura Ingalls Wilder name.

Option 1, Part 2: If the name of the award is changed, the award description should be amended to include language that recognizes honorees for their "significant and lasting contribution to children's literature through books that demonstrate integrity and respect for all children's lives and experiences."

Option 1, Part 3: Board discussed the option to explore that past recipients (prior to 2018) to be recognized under the new name, if a recipient wishes and it is logistically feasible, to allow past winners to claim their honor under the new name.

Motion, that the ALSC Board of Directors accept recommendation Option 1, Part 1 of the ALSC Awards Program Review Task Force's Wilder award report, renaming the award as the Children's Literature Legacy Award. Option 1, Part 2 with an extended definition in the revised manual; and Option 1, Part 3 as written. Motion approved.

Session II: Tuesday, June 26, 1:30-5:00 p.m., Hilton, Port/Starboard Room

Board of Directors in Attendance: Nina Lindsay, Paula Holmes, Jenna Nemecek-Loise (Skype), Jamie Naidoo, Christine Caputo, Linda Ernst, Amy Koester, Karen MacPherson, Sue Nespeca, Amy Sears, Vicky Smith and Mary Voors

Staff in Attendance: Aimee Strittmatter, Marsha Burgess, Courtney Jones, Alena Rivers, Laura Schulte-Cooper and Elizabeth Serrano

Guests: Melissa Zymboly-Depper, Deanna Romriell, Matt McLain, Marge Loch-Wouters, Joanna Ward, Africa Hands, Elisa Gall, Cecilia McGowan, Megan, McGowan, Jenna Nemecek-Loise (via Skype)

Proceedings

- Meeting called to order at 1:30 p.m. by President Nina Lindsay

- Executive Session
- Seating of New Board Members
- Meeting adjourned at 4:48 p.m.

Announcements and Reports

J. Nemec-Loise attended meeting via Skype and thanked the Board for their support. N. Lindsay thanked J. Nemec-Loise for her role while on the Board of Directors and serving as Division Councilor.

N. Lindsay provided information and next steps on the Children's Literature Legacy Award name change.

Report on Joint Youth Executive Committee Meeting

J. Naidoo reported that YALSA initiatives include continuing education support to train young librarians. AASL has new standards that are being promoted and discussed. New project for the Interdivisional committee: Equity, Diversity and Inclusion - topic proposal due by 8/15/2018, YALSA is taking the lead. Steve Yates will be ALSC's representative on the ALA Organizational Effectiveness Review.

Next Steps for Early Literacy

M. Zymboly-Depper gave context for the recommendation report, provided by the Every Child Ready to Read Oversight Committee on how ALSC can continue with next steps for early literacy. The board's discussion of recommendations followed, including where the work of early literacy and the promotion of the current ECRR product would reside. Options to create a new Early Literacy committee or expanding the Early Childhood Program and Services committee were considered.

ACTION: The Early Childhood Program and Services Committee will to confer with the Organization and Bylaws Committee for the makeup of an expanded committee charge.

ACTION: Table this discussion to an online meeting.

MOTION, Tabled

Belpre Expansion Task Force

M. Walke attended via phone. N. Lindsay gave a brief update regarding expanding the award to include YA books. There is a second part of the charge that is due at Midwinter 2019. There are five recommendations to be considered.

Recommendation 1:

Board discussion included accounting and logistical considerations as well as recommended establishing a separate YA category under the current award.

ACTION: Task force to consider ALSC Board input, and discussion with YALSA and REFORMA to get more information to consider for Recommendation 1 to be presented by Midwinter 2019, putting on hold the second part of the task force's charge.

Recommendation 2-5 Comments:

No additional action for remaining recommendations until logistics for recommendation 1 have been addressed.

Task Force Updates/Extension Requests

Digital Media Award Implementation Task Force – The task force would like to stay active long enough to see the new media awards program fully realized.

Research Agenda Task Force –

Research Agenda Advisory Members - An advisory board has been assembled.

Research Agenda Priority Areas – The task force has a priority research agenda and welcomes board feedback on priority areas before the task force explores targeted research questions. The task force requested a 1-year extension with the existing charge and task force composition. The ALSC Board requested that the Research Agenda Task force also address early literacy in the priority research agenda.

Batchelder Evolution and Awards Manual Revisions

Batchelder Evolution Task Force – Recommendations will be discussed in an August online meeting.

Awards Manual Revisions – Updates, approved at Midwinter 2018, are still in progress of being incorporated into the manuals by the task force.

Organization & Bylaws Committee

Managing Children’s Discussion Group Motion

Motion, that the ALSC Board approve the proposed name change and the function statement change for the existing Managing Children’s Services Discussion Group. The name will be Youth Services Leadership Discussion Group. The function statement will read: To provide a forum for ALSC members to discuss matters relating to leadership in youth services, an opportunity to share insights and questions, lend support to youth-serving library staff, especially those new to ALA/ALSC, regardless of their position.

Motion, approved.

Dues Structure Motion

Motion that the ALSC Board approve the change in the ALSC Bylaws ARTICLE III: Membership and Dues to read: ARTICLE III: Membership and Dues

Sec. 1. Members of the Association shall be those persons who, in accordance with ALA Bylaws Article I, have paid dues to ALA and to ALSC.

Sec. 2. The amount of personal member dues shall be determined by the ALSC Board of Directors. Annually, the Board of Directors will review and may authorize a dues adjustment not to exceed the percentage change in the most current Consumer Price Index (CPI) rounded to the nearest dollar. Increases in excess of an annual CPI adjustment are subject to the approval of the membership in a mail or electronic vote. Organizational and corporate member dues shall be determined by the ALSC Board of Directors.

Motion, approved.

Budget Committee Report & Approval

D. Romriell highlighted items in the onsite Budget committee report submitted to the ALSC Board of Directors. Some highlights include:

- ALA has not planned for a staff salary increase in FY 19.
- ALSC has consistently shown a 2% increase in memberships for the past two fiscal years.
- Revenue and licensing fees for physical seal sales increased based on strong performance in FY17 and FY18.
- The increase in both revenue and expenses for the banquet are related to location. The conference will be in Washington, DC which generally does well.

- Three divisions: LLAMA, LITA, ALCTS are moving forward with continued plans to merge.
- Budget Committee members continue to track upcoming State Awards, Anniversary editions of award-winning titles as well as movies coming out that are based on Newbery/Caldecott award winners as each of these can have an impact on Seal sales.
- Budget Committee is proposing additional \$250,000 transfers for FY 19 and FY 20, due to the unexpected revenue received in FY 18 for a one-time receipt of funds from a publisher that had a backlogged licensing fee payment.

Motion, that the ALSC Board accepts recommendations 1-4 as submitted by the Budget Committee in their report for Annual 2018.

Motion, approved.

Executive Session – Closed session for Executive Director’s Performance Review

New Business

Newbery Criteria for Graphic Novels

The Board would like to create a task force to expand criteria for the Newbery committee to include graphic novels. Looking for clarity on how committees have made the leap for graphic novels.

ACTION: J. Naidoo will form a task force after Annual 2018 conference.

Motion, that ALSC establish a task force to address how to interpret graphic novels within the expanded definitions of the Newbery & Caldecott criteria, and review whether it needs to be addressed in other award manuals.

Motion, approved.