



President's Report to ALA Council

Karen Munro, ACRL President, 2019-2020

The Association of College and Research Libraries (ACRL) continued to advance learning and transform scholarship over the course of my presidential year. Our members learn, grow, innovate, lead, and succeed as individuals and as part of the academic library community through the variety of activities listed in this report. I am grateful for the opportunity to lead ACRL over the past year.

As I was preparing this report, the deaths of George Floyd, Breonna Taylor, and countless other Black people at the hands of white law enforcement, have again brought issues of racial justice to the forefront of our society. ACRL supports ALA in condemning violence and racism towards Black people and all people of color. We also endorse the statement of the Black Caucus of The American Library Association (BCALA), which condemns the death of George Floyd at the hands of police officers within the Minneapolis Police Department, and the statement of the Asian/Pacific American Librarians Association, which denounces the rise in racism and xenophobia against Asians and Asian/Pacific Americans in wake of the outbreak of the COVID-19 pandemic.

With BCALA, we call on ACRL members to reflect and take action against systemic injustices and inequitable policing practices. Learn more about our core commitment to equity, diversity, and inclusion later in this report.

COVID-19 Response and Impact

These are unprecedented times in academic and research libraries. As the ACRL Board of Directors noted in a statement to our membership, the COVID-19 pandemic has had an overwhelming effect on our workplaces and our lives, upending daily life and causing widespread fear and uncertainty. We are all affected by this crisis, both personally and professionally. ACRL recognizes the stress, challenge, and difficulty of this situation. At the same time, both as ACRL Board of Directors members and within our own institutions, we are heartened by the creative and resourceful responses of ACRL members and of the library community overall. Even in this most trying time, we see library workers reaching out to support each other, sharing information, enacting equity and fairness, and finding new ways to collaborate for the common good.

In late March, the ACRL Board affirmed the statement that ALA and the ALA Allied Professional Association (APA) released regarding library services during the COVID-19 pandemic. We strongly urged the closure of in-person services at academic and research

libraries, and in alignment with ALA and with APA, we also urged libraries to ensure that all library workers receive fully paid leave, including health coverage, while libraries are closed.

ACRL launched a Pandemic Resources for Academic Libraries LibGuide in March. The freely accessible guide features a variety of resources for distance education and engagement, details on free webcasts and publications, information on self-care and working from home, best practices on collection maintenance and preparing to reopen, up-to-date information from public health officials, and collections of ALA and community-sourced resources to assist in navigating a pandemic. The guide is continually updated as the pandemic evolves.

We held Academic Librarianship in the Wake of the Coronavirus, a series of eight free ACRL Presents webcasts covering topics directly related to working during the COVID-19 pandemic this spring. Webcast topics included “Advocating for Library Workers During Uncertain Times,” “Copyright for Campus Closures: Exploring the Copyright Issues around Moving Instruction and Reference Online,” “Evaluating Online Library Learning,” “Information Literacy Instruction at a (Social) Distance: Strategies for Moving Online,” “Managing Remote Workers,” “Pandemic Pedagogy: Resources for Library Instruction at a Distance,” “Quickly Implementing Accessibility Tools,” and “Tips for Suddenly Switching to Online Reference and Access Services.” Recordings of all webcasts are freely available on our website and YouTube channel. There were nearly 6,000 total registrations for the live events and the webcast recordings have been viewed more than 22,500 times.

Additionally, we coordinated with the Public Library Association (PLA), as well as other ALA units and library organizations, to survey the library community in mid-May to understand the current impacts the crisis is having on their operations, programs, services, and finances. Results of the survey are expected to be available in June 2020.

While we were able to provide robust online support for the community during the pandemic, COVID-19 necessitated changes to many of our in-person events. The RBMS 2020 Conference and Immersion '20 program were canceled to ensure the safety and health of participants and presenters, while a number of scheduled events in our traveling RoadShow program, as well as two regional Immersion Programs, were postponed indefinitely due to the pandemic. Additionally, ALA made the difficult decision to cancel the in-person version of the 2020 ALA Annual Conference, transitioning the conference to ALA Virtual - Community Through Connection, an online event with educational programming, special author events, and social networking. ALA Virtual featured a selection of sessions covering a variety of topic areas slated to be presented in Chicago, including programs of interest to the academic and research library community.

To augment ALA’s online event, we presented ACRL Together Wherever, a week of virtual programming and networking opportunities for the academic and research library community in early June. ACRL Together Wherever featured 14 high-quality programs and was presented free of charge to all with a suggested donation, with 100% of donations going to the ACRL Advancement Fund to support programs and initiatives that strengthen ACRL’s influence in higher education and its ability to create diverse and inclusive communities in the association and the profession.

While COVID-19 was a primary focus of the association this year, work continued in other areas as well. The remainder of this report highlights ACRL's many accomplishments during my presidential year across the four strategic goal areas highlighted in the Plan for Excellence – the value of academic libraries, student learning, research and the scholarly environment, and new roles and changing landscapes – along with the association's core commitment to equity, diversity, and inclusion, and enabling programs and services.

The Value of Academic Libraries

ACRL made significant progress on the association's goal of assisting academic libraries in demonstrating alignment with, and impact on, institutional outcomes this year. The association provides support and training to ACRL liaisons to other higher education organizations and disciplinary societies so that they are prepared to talk about the value of academic libraries in those contexts.

We announced recipients of the fourth round of our Value of Academic Libraries (VAL) Travel Scholarships this year. These scholarships of up to \$2,000 each support librarians presenting on their work demonstrating the impact of academic libraries in the broader landscape of higher education. The program was expanded for this round of applications so that proposed presentations could be related to any of ACRL's four strategic goal areas or the Core Commitment to Equity, Diversity, and Inclusion, as articulated in the ACRL Plan for Excellence. The selection committee chose four proposals in this competitive round of applications. They are Elizabeth Cheney (California State University-Northridge), Erin Durham (University of Maryland Baltimore County), Samantha Kennedy (Rowan University), and Pamela Mann (St. Mary's College of Maryland).

VAL Committee Chair Jill Becker and ACRL Program Manager Sara Goek guest-edited a special issue of *College & Research Libraries* this April. The issue centered around new research on the impact of academic libraries on student learning and success in higher education, including research that advances the six priority areas established in ACRL's 2017 report *Academic Library Impact: Improving Practice and Essential Areas to Research*.

Project Outcome for Academic Libraries continues to be a vital part of our Value initiatives. Based on a model developed by PLA, this free toolkit is designed to help academic libraries understand and share the impact of essential library programs and services by providing simple surveys and an easy-to-use process for measuring and analyzing outcomes. The standardized surveys allow libraries to aggregate their outcome data and analyze trends by topic and program type. Training and resources are provided to participating libraries so they can use data-driven results to advocate for their library. Project Outcome published a report on its development and first year of use in the field in early June. The annual report outlines the work of ACRL and its members to develop and promote the toolkit and brings together aggregate data to show how academic libraries have applied Project Outcome data to make improvements and engage in advocacy.

As of May 2020, Project Outcome for Academic Libraries has 2,960 users and 490 academic libraries have created surveys and collected 42,700 responses. The newly released Project Outcome for Academic Libraries annual report outlines ACRL's work to develop and promote the toolkit and the many ways libraries have engaged with it.

ACRL's *Standards for Libraries in Higher Education (SLHE)*, another important component of our Value of Academic Libraries work, has been visited nearly 16,000 times this year.

National Center for Education Statistics Integrated Postsecondary Education Data System/ ACRLMetrics

The ACRL Academic Library Trends and Statistics Survey incorporates the Integrated Postsecondary Education Data System (IPEDS) Academic Library Component and makes the results available through ACRLMetrics. The 2019 survey closed on April 22, 2020. The response rate for academic libraries in the United States was 51% with 1,634 respondents. The survey also received an additional 33 responses from academic libraries outside the United States. The survey also enables participants to easily transfer their IPEDS responses to the institutional keyholder for the IPEDS survey. The ACRL/ALA/ARL IPEDS Task Force completed revisions to the instructions for counting digital/e-serials to include COUNTER 5 in advance of the 2020 IPEDS survey launch in September.”

Student Learning

The following activities are examples of ways ACRL moved towards meeting the association's goal of assisting librarians in transforming student learning, pedagogy, and instructional practices through creative and innovative collaborations during my term.

The ACRL *Framework for Information Literacy for Higher Education* has introduced a new way of thinking and practicing to the academic library community, and continues to bring both inspiration and challenge to librarians as they explore new directions in information literacy practice and research. The ACRL Framework Sandbox, an openly accessible platform and repository for librarians and their educational partners to discover, share, collect and use ongoing work related to the ACRL Framework in practice and professional development, was visited more than 89,000 times this year. The Sandbox now provides access to 222 resources, including more than 24 resources that were added or revised this year. The online version of the Framework itself has been accessed more than 84,000 times this year.

ACRL has selected a team of three curriculum designers/presenters to develop a new RoadShow workshop to support librarians in engaging in the Scholarship of Teaching and Learning (SoTL) and discovering how their teaching impacts student learning. This workshop will be intended for any librarian who interacts with students and faculty, as well as teaching center staff and faculty interested in collaborating on SoTL projects. The curriculum design and presentation team includes Lauren Hays, Assistant Professor of Instructional Technology, University of Central Missouri; Rhonda Huisman, Dean of University Library, St. Cloud State University; and Melissa Mallon, Director of the Peabody Library and Director of Teaching and Learning, Vanderbilt University.

ACRL released several books related to student learning and information literacy issues this year, including *Building Teaching and Learning Communities: Creating Shared Meaning and Purpose*; *The Critical Thinking about Sources Cookbook*; *Games and Gamification in Academic Libraries*; *The Grounded Instruction Librarian: Participating in The Scholarship of Teaching and Learning*; *Improving Library Services in Support of International Students and English as a Second Language Learners*; *Learning Beyond the Classroom: Engaging Students in Information Literacy through Co-Curricular Activities*; *Libraries Promoting Reflective Dialogue in a Time of Political Polarization*; *Library Partnerships in International Liberal Arts Education: Building Relationships Across Cultural and Institutional Lines*; and *Supporting Today's Students in the Library*.

We also offered a variety of e-learning offerings focused on student learning and information literacy topics, including “Developing Signature Pedagogies in Information Literacy;” “Imposter Syndrome in Instruction Librarians: Impact and Solutions;” and the four-part series “The Grounded Instruction Librarian: The Scholarship of Teaching and Learning.”

Perspectives on the Framework, a column focusing on the Framework and edited by our Student Learning and Information Literacy Committee, continues to appear bimonthly in *C&RL News*. Column topics this year have included first-generation students and the Framework, new models for instruction, re-examining the Framework for community colleges, reflections on science librarianship, library instruction in Indigenous Studies, and using the frames to teach incarcerated students.

Information Literacy Immersion Program

ACRL endeavors to improve members’ ability to teach and assess lifelong learning skills. To help librarians and institutions develop and implement information literacy programs on their campuses, the Immersion ’19 program was offered July 28-August 2, 2019, at Loyola University Chicago. Immersion ’19 sold out with 96 registrants. In addition, 21 individuals applied for Immersion Program scholarships; six scholarships were awarded to individuals from diverse backgrounds or those working at under-represented institutions. Immersion ’19 focused on four cornerstones: critical reflective practice, teaching and learning, leading, and information literacy, and examined important areas of professional practice through a lens of equity and justice. This year marked the 20th anniversary of the program, which the Board of Directors recognized during the Chicago event through a resolution and certificates for each of the facilitators.

Research and Scholarly Environment

ACRL’s scholarly communication program actively promotes a commitment to the greater good through the transition to a more open system of scholarship. In late June, the ACRL Research and Scholarly Environment Committee (ReSEC) announced the selection of Jennifer Beamer, Sandra Enimil, and John Martin as the newest presenters for the Scholarly Communication: From Understanding to Engagement RoadShow. They join the current presenter team as partners in shaping the curriculum and presenting the workshop. Beamer is the Scholarly Communications Librarian/Coordinator at the Claremont Colleges Consortium, Enimil is the Copyright Services Librarian and Program Director of Copyright Services at The Ohio State

University, and Martin is the Scholarly Communication Librarian at the University of North Texas.

ACRL announced the recipients of its latest Scholarly Communications Research Grants in December 2019. These grants of up to \$5,000 each support new research that will contribute to more inclusive systems of scholarly communications in areas suggested by our 2019 report *Open and Equitable Scholarly Communications: Creating a More Inclusive Future*. The selection committee from ReSEC chose seven proposals from a highly competitive round of applications.

The Scholarly Communication Toolkit, developed and maintained by ReSEC, continues to provide content and context on a broad range of scholarly communications topics and offers resources and tools for the practitioner. The toolkit features sections on topics such as fair use, public access mandates, and library publishing in addition to more fully developed sections on open access publishing and repositories.

The ACRL Scholarly Communication Discussion Group, Scholcomm discussion list, and the ACRL/ SPARC Forum on Emerging Issues in Scholarly Communication continue to be important venues for strengthening the association's role in supporting new models of scholarly communication. Monthly articles on scholarly communication issues and trends in *C&RL News* play an important role in disseminating a body of knowledge for the field. The new book *Copyright Conversations: Rights Literacy in a Digital World* was also published this year.

ACRL raised awareness of important scholarly communication issues by offering a free ACRL Presents webcast, "Understanding Fair Use Through Case Law," in February 2020 to celebrate Fair Use/ Fair Dealing Week. Another free ACRL Presents webcast, "Open for Students and Educators: Open Educational Resources Level the Playing Field," was offered in October 2019 to celebrate Open Access Week.

New Roles and Changing Landscapes

Our New Roles and Changing Landscapes goal focuses on assisting the academic and research library workforce in effectively navigating change in higher education environments.

In September 2019, after an open and competitive call for applications and careful consideration of an excellent candidate pool, a selection committee made up of representatives from the ACRL New Roles and Changing Landscapes Committee chose a curriculum design and presentation team for a new Open Educational Resources (OER) and Affordability RoadShow. Heather Blicher, E-Learning Librarian and Assistant Professor, Southern New Hampshire University; Kathy Essmiller, OER Librarian and Library Liaison to Music and Theatre Departments, Oklahoma State University; Michelle Reed, Director of Open Educational Resources, University of Texas at Arlington; and Ariana E. Santiago, Open Educational Resources Coordinator, University of Houston were selected as the inaugural team.

The curriculum for the new RoadShow is scheduled to be completed in summer 2020 and we expect the workshop to launch with a virtual RoadShow in the fall. This new RoadShow will

help academic librarians understand the basics of OER and how libraries can be involved in affordability initiatives at their institution. Learning outcomes include the ability to:

- Summarize key principles of open educational resources, affordability, and inclusion to explain common motivators for the adoption, modification, and creation of open and alternative course materials.
- Analyze how existing library skills and tools can be leveraged to advance the use of open and affordable resources in a variety of institutional contexts.
- Identify possible roles for librarians and campus partners in supporting open and affordable resource use to articulate achievable actions that build community, further knowledge, and/or advance open and affordable resource solutions.

The New Roles and Changing Landscapes Committee also selected the team of Dani Brecher Cook, Cinthya Ippoliti, and Brianna Marshall to plan and develop an asynchronous online learning course on change management that includes self-guided, self-paced readings and activities, as well as activities and exercises to be completed as a team. The project will be developed in two phases - an online workbook tentatively titled *Fostering Change: An ACRL Guidebook for Teams*, to be freely available from the ACRL website beginning in summer 2020, and a paid virtual leadership cohort based on the guidebook, the ACRL Fostering Change Incubator, scheduled to launch in fall 2020.

In August 2019, New Roles and Changing Landscapes completed their evaluation and revision of the CUPA-HR Position Descriptions of Academic Librarians for their professional salary survey and submitted them to CUPA-HR. The section on librarians was revised in accordance with the committee's recommendations. The surveys opened for participation on November 1, and data was made available in February. The *Professionals in Higher Education Annual Report*, based on the surveys, was published by CUPA-HR in May 2020.

Core Commitment to Equity, Diversity, and Inclusion

As the higher education association for librarians, ACRL is dedicated to creating diverse and inclusive communities in the association and in academic and research libraries. This core commitment permeates the work of the association, cutting across all ACRL sections, committees, interest and discussion groups, and communities of practice by acknowledging and addressing historical racial inequities; challenging oppressive systems within academic libraries; valuing different ways of knowing; and identifying and working to eliminate barriers to equitable services, spaces, resources, and scholarship. We strove to live this commitment in a number of ways during my term in office.

In early June, we issued a statement supporting ALA, the Black Caucus of The American Library Association (BCALA), and the Asian/Pacific American Librarians Association in condemning violence and racism. We pledge to oppose racism and systemic violence against people of color in our campus communities, our profession, and our association, and to act with the urgent need for anti-racist reform as our guide.

ACRL launched a new ACRL Equity, Diversity, and Inclusion LibGuide this year. The guide contains a wealth of information on ways we have implemented the association's Core

Commitment, including the ACRL Diversity Alliance; standards and guidelines; information on conference and online learning programming; links to books, articles, and other publications focusing on EDI topics; a calendar of association activities; and suggestions on ways you can get involved in this important work.

My ACRL Together Wherever President's Program, "Shifting the Center: Transforming Academic Libraries through Generous Accountability," asked participants to imagine a world where holding ourselves truly accountable for systemic inequity in our profession and institutions is a welcome opportunity for growth. The program, featuring keynote speaker McKensie Mack, anti-oppression consultant, researcher, facilitator, founder of #BoundaryWork, and former executive director at Art+Feminism, explored how doing this work—holding ourselves, each other, and our institutions meaningfully accountable for inequity—can be an opportunity for generosity, humor, and care.

In support of ACRL's Core Commitment, the ACRL 2021 Coordinating Committee developed an Equity Statement that is included in the ACRL 2021 Call for Participation. The committee strives to develop an inclusive conference program that reflects the library community's diverse range of race, ethnicity, gender identity and expression, sexual orientation, economic background, age, and/or ability. In addition, to allow as many individuals as possible to participate as conference presenters, the committee established presentation limits for the first time at an ACRL Conference. An individual can present a maximum of two times at ACRL 2021, regardless of session format or presenter role.

ACRL, PLA, the Association of Research Libraries (ARL), and the ALA's Office for Diversity, Literacy and Outreach Services (ODLOS), formed a Building Cultural Proficiencies for Racial Equity Framework Task Force this year. The task force is charged to create a framework for cultural proficiencies in racial equity that can be used in public and academic libraries. The task force will circulate drafts of the framework for public comment and revise as appropriate before submitting a final document to the associations. The timeline will include requests for comments in spring 2021, with the final document expected in summer 2021.

ACRL Diversity Alliance

The ACRL Diversity Alliance unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. The ACRL Diversity Alliance grew out of an initiative led by founding members American University, the University of Iowa, Virginia Tech, and West Virginia University. There are currently 42 ACRL Diversity Alliance member institutions.

Enabling Programs and Services

In addition to the four Plan for Excellence goal areas, ACRL serves our members, along with the academic and research library community, through a variety of programs and services. Highlights of the regularly recurring operations relevant to the ability of ACRL to lead academic and research librarians and libraries in advancing learning and scholarship are reported below.

Member Engagement

ACRL's membership activities build on retaining core membership while recruiting from new and diverse communities. As of February 29, 2020, the most recent numbers available at the time of this report, ACRL had 10,626 members. There are currently 9,987 personal members, 624 organizational members, and 17 corporate members. Following the reduction of student dues to \$5, student membership has increased 19.6% over FY18. We will continue to look for ways to partner with ALA to improve member retention.

ACRL sections offer 15 vibrant and dynamic communities that nurture individual development and foster a deeper connection to the profession. Sections continue to offer successful mentoring opportunities along with programming and social events to create community among new and continuing members. In addition, ACRL's 18 interest groups address emerging areas of interest in academic librarianship and our 21 discussion groups provide avenues for members to connect around issues through informal networks for exchanging ideas and problem-solving.

As part of our ongoing commitment to furthering equity, diversity, and inclusion in librarianship, ACRL is supporting Neah Ingram-Monteiro as its 2019-20 Spectrum Scholar. Ingram-Monteiro is a student at the University of British Columbia School of Information.

The ACRL Dr. E.J. Josey Spectrum Scholar Mentor Program has matched more than 200 ALA Spectrum Scholars interested in careers in academic librarianship with ACRL members to mentor them since its establishment in 2003. This year the committee overseeing the program continued its efforts to assess the program's effectiveness so it can improve the experience for the participating scholars and mentor volunteers.

ACRL's social media presences continue to grow and provide our membership with new avenues to connect with colleagues and the association. We will be holding a virtual orientation session this summer for incoming leaders and offered a webcast to help members volunteer for ACRL committees. A number of ACRL committees, interest groups, discussion groups, sections, and the Board of Directors are working virtually and taking advantage of ALA Connect and other virtual meeting systems to keep the work of the association moving forward year round.

Awards

Since 1923, the ACRL Awards Program has recognized and honored the professional contributions and achievements of academic libraries and librarians. This special recognition by ACRL enhances the sense of personal growth and accomplishment of our members, provides our membership with role models, and strengthens the image of our membership in the eyes of employers, leadership, and the academic community.

In 2020, 34 outstanding individuals and institutions received ACRL awards recognizing their accomplishments. ACRL's top honor, the Academic/Research Librarian of the Year Award, was presented to John E. Ulmschneider, dean of libraries and university librarian at Virginia Commonwealth University. Ulmschneider exemplifies academic and research librarianship through his decades-long career as a champion of innovation and inclusion.

ACRL continues to present the Excellence in Academic Libraries Award to recognize the staff of a community college, a college, and a university library for exemplary programs that deliver outstanding services and resources to further the educational mission of their institution. This year's recipients were Nevada State College, Henderson, NV; Santa Rosa Junior College, Santa Rosa, CA; and the University of Maryland, College Park, MD. The award, sponsored by ACRL and GOBI Library Solutions from EBSCO, includes a presentation ceremony on each recipient library's campus.

Publications

Monographs

ACRL released a wide variety of monograph publications in the past year, including *The 360 Librarian: A Framework for Integrating Mindfulness, Emotional Intelligence, and Critical Reflection in the Workplace*; *Becoming a Library Leader: Seven Stages of Leadership Development for Academic Librarians*; *Building Teaching and Learning Communities: Creating Shared Meaning and Purpose*; *Copyright Conversations: Rights Literacy in a Digital World*; *The Critical Thinking about Sources Cookbook*; *Developing the Next Generation of Library Leaders*; *The Engaged Library: High-Impact Educational Practices in Academic Libraries*; *Games and Gamification in Academic Libraries*; *The Grounded Instruction Librarian: Participating in The Scholarship of Teaching and Learning*; *Improving Library Services in Support of International Students and English as a Second Language Learners*; *Leading Change in Academic Libraries*; *Learning Beyond the Classroom: Engaging Students in Information Literacy through Co-Curricular Activities*; *Libraries Promoting Reflective Dialogue in a Time of Political Polarization*; *Library Partnerships in International Liberal Arts Education: Building Relationships Across Cultural and Institutional Lines*; *Supporting Today's Students in the Library: Strategies for Retaining and Graduating International, Transfer, First-Generation, and Re-Entry Students*; and *The Sustainable Library's Cookbook*.

The 2018 edition of *Academic Library Trends and Statistics* was issued in July 2019. The full back catalog of ACRL monograph publications is available in a variety of formats through the ALA Store and Amazon. E-books of ACRL monograph titles are also available for purchase by libraries through EBSCO and ProQuest.

ACRL's Publications in Librarianship (PIL) series—a peer-reviewed collection of books that examine emerging theories and research—launched its first open peer review, for *Stories of Open: Opening Peer Review through Narrative Inquiry* by Emily Ford, this year. After being open for reader comments in winter 2020, *Stories of Open* is expected to publish in Spring 2021. Open peer review for a second title, *Envisioning the Framework: A Graphic Guide to Information Literacy*, edited by Jannette L. Finch, launched in late May. *Envisioning the Framework* is expected to publish in Summer 2021.

Serials

ACRL continues to make enhancements to the online versions of ACRL's *College & Research Libraries (C&RL)*, *College & Research Libraries News (C&RL News)*, and *RBM: A Journal of Rare Books, Manuscripts, and Cultural Heritage* in the Open Journal Systems (OJS) platform.

As mentioned in the Value of Academic Libraries section of this report, a special issue of *C&RL* was published in April 2020 highlighting the projects of ACRL Academic Library Impact research grant recipients. *C&RL*'s Facebook and Twitter presences are home to updates on pre-print and current articles, book reviews, highlights of past articles from the journal's history, and exclusive content from *C&RL* editors and researchers.

Emily Drabinski, Critical Pedagogy Librarian at the Mina Rees Library at the Graduate Center, CUNY, has accepted appointment as the new *C&RL* reviews editor beginning in July 2020. Jennifer K. Sheehan of the Grolier Club has been appointed to the post of reviews editor of *RBM: A Journal of Rare Books, Manuscripts, and Cultural Heritage*, also beginning July 1.

ALA JobLIST is the online career center for job seekers and employers in library and information science and technology run cooperatively by ACRL's *C&RL News* and ALA's *American Libraries* magazines. The number of jobs advertised on ALA JobLIST held at a steady, stable rate for the past several years, differing by just a few dozen ads from the same period in FY19 through February 2020. As institutions responded to the uncertain environment caused by the pandemic, the number of job openings abruptly dwindled to less than one quarter of the previous year's and it remains unclear how quickly institutional hiring will recover to more normal levels. ALA JobLIST continues to develop improvements to the service to serve job seekers and hiring employers well in any environment and shares timely job search, hiring, and career advice through its popular social media channels.

Choice

Choice continues to expand its content offerings, garnering an audience that now numbers some 25,000 members of the academic library community who regularly engage with Choice sites and platforms. These content offerings include professional development webinars; podcasts; newsletters; and the Choice research program, which publishes white papers on topics in academic librarianship. Underwritten by academic publishers and service providers, content from these programs is available free of charge. Published alongside these offerings, but with a more focused audience, is our traditional content including subscription databases intended to support the collection development function through the publication of reviews.

The COVID 19 pandemic has challenged Choice, but amidst these challenges have been some genuine opportunities, chiefly among those free services and formats mentioned above. The ACRL-Choice webinar program has attracted almost 120,000 registrations and 45,000 attendees in its seven-year history. During the period March to May 2020, average attendance at the webinars grew from 39% to 53% of registrants, and three of the webinars attracted more than 1,200 registrations

"The Authority File," Choice's weekly podcast series, is now being heard by an average of 3,300 listeners a month, representing 27% growth over the same period last year. The success of "The Authority File" has prompted the development of a second podcast series, "Patron Driven," slated for launch in mid-June. This new series is presented in a multi-episode narrative format, showcasing, through interviews and storytelling, the work that academic librarians are doing to remake their libraries and the profession itself. The inaugural series is a five-part exploration of the rebuilding and reconceptualization of Houston's Lone Star College-Kingwood library, which

was all but destroyed in 2017 by Hurricane Harvey. This series tells the story of that flood and the library's recovery through the experiences of four library workers.

Meanwhile, the pace of the Choice review publication program has slowed somewhat in recent months, as the flow of books submitted for review has dwindled proportionally with reduced publisher operations. Choice's subscription products, Choice Reviews, *Choice* magazine, ccAdvisor, and Resources for College Libraries, continue to enjoy steady usage. The Choice Reviews database now contains more than 215,000 reviews of academic monographs. During the current academic year, users have run more than 350,000 Choice Reviews searches in 102,000 user sessions. While smaller in scope, ccAdvisor now contains 470 lengthy (2,000 words or more) reviews of digital resources and is available at more than 350 colleges and universities in the United States, including the Colorado Alliance of Research Libraries (CARL) and the Center for Research Libraries (CRL). The Resources for College Libraries database, a copublication with ProQuest, now holds close to 100,000 titles in its listing of core titles for undergraduate libraries. This engagement with our products and services attests to the vitality of the Choice publishing program and the energy and creativity of its staff amid profound changes to both the macroeconomic and scholarly information environments.

Reports, White Papers, Online Publications

Keeping Up With..., ACRL's online current awareness publication series, continued issuing concise briefs on trends in academic librarianship and higher education. Each edition focuses on a single issue including an introduction to the topic and summaries of key points, including implications for academic libraries. The series' offerings this year included information on microaggressions, universal design for learning, the 2020 Census, web annotation, and more.

Blogs/ Social Media

ACRL continued to leverage social media to deliver content over the past year. The ACRL Insider blog provides daily updates of association activities. ACRLog provides ideas, commentary, and reflection on the professional issues of the day. Several ACRL groups also manage content blogs focused on their areas of specialization. As noted in the member engagement section, ACRL social media presences provide news and avenues for engagement with the association.

Standards, Guidelines, and Frameworks

The development of standards and guidelines for all areas of academic and research librarianship is a core service of ACRL. These standards, guidelines, and frameworks are a key ACRL contribution to the profession. The ACRL Board of Directors approved a revision of the *ACRL-RBMS/SAA Guidelines on Access to Research Materials in Archives and Special Collections Libraries* and a new *Framework for Access Services Librarianship* this year.

Education

ACRL continues to offer a wide range of professional development programs and events to meet the needs of today's academic and research librarians.

ACRL Conference

The ACRL 2021 Conference, “Ascending into an Open Future,” is scheduled to take place April 14-17, 2021, in Seattle. Proposals for contributed papers, panel sessions, workshops, and preconferences are currently under review. Proposals due for TechConnect presentations, poster sessions, roundtable discussions, and virtual conference webcasts are due in October 2020.

ACRL Together Wherever

As previously noted, we held ACRL Together Wherever this June as a companion to the ALA Virtual online event. ACRL Together Wherever featured 14 programs covering topics including algorithm bias, telling your library's story, invisible labor in archives, open peer review, drag queen story hour, and more. Opportunities for networking were also available immediately after each session and through the event ALA Connect community. A brief guided meditation for relaxation session was also offered to help attendees reduce stress, train awareness, and achieve calm focus. There were more than 1,800 registrations for the online event across all programs. Session recordings are freely available through our YouTube channel.

RoadShows

ACRL continues to offer a variety of RoadShow workshops. Led by expert presenters, these one-day engaging workshops help academic librarians learn new skills and strengthen existing competencies to tackle the greatest issues facing the profession today. ACRL RoadShows focus on scholarly communication, the *Standards for Libraries in Higher Education*, assessment, research data management, and the *Framework for Information Literacy for Higher Education*. This year, RoadShows were held at 11 institutions, reaching over 400 attendees in six states, Qatar, and the United Arab Emirates prior to the COVID-19 pandemic. As previously noted, we announced the development of two new RoadShows covering Open Educational Resources and Affordability and the Scholarship of Teaching and Learning this year. We are also working on plans to pivot all RoadShow workshops to a virtual environment to lessen the dependence on in-person events while continuing this popular program.

Online Learning

The ACRL e-Learning program offered 22 e-Learning events consisting of 18 webcasts and 4 multi-week courses this year on a variety of topics such as signature pedagogies, fair use, leadership, the framework for information literacy, copyright, and more. More than 450 individuals and 54 groups participated in this year's e-Learning offerings to date.

ACRL Presents... Webcasts

The ACRL Presents... program offers free occasional webcasts on issues of broad interest and importance to the academic and research library community. In addition to the Academic Librarianship in the Wake of the Coronavirus webcast series discussed earlier in this report, ACRL Presents... webcasts offered this year included “Using ACRL's Open and Equitable Scholarly Communications Report in Your Library and Research” (August 2019), “Open for Students and Educators: Open Educational Resources Level the Playing Field” (October 2019), “An Introduction to Academic Librarianship” (October 2019), “Making Yourself Marketable for Academic Librarian Positions” (October 2019), “ACRL 2021 Proposal Tips” (January 2020), and “Understanding Fair Use Through Case Law” (February 2020).

ACRL-Choice Webinars

ACRL-Choice webinars connect academic and research librarians with content and service providers, publishers, authors, and other experts. Since the launch of the program in 2013, thousands of participants have attended these free interactive webinars, including approximately thirty presentations each academic year. During the past twelve months, webinars have explored such varied themes as the impact of the coronavirus pandemic, accessibility, text and data mining, textbook affordability, incorporating primary sources, fake news, and more.

Scholarships

Knowing that professional development is essential to the success of academic and research librarians, six individuals received scholarships in the amount of \$12,000 for the 2019 Immersion Program, held in August. Additional planned scholarships, including for attending the RBMS 2020 Conference, were curtailed due to COVID-19. The RBMS scholarship funds will be awarded in 2021.

ACRL Speaks Out

Legislative Advocacy

Public policy issues effecting higher education remain an essential focus of ACRL. We acted on this focus in a number of ways during my term in office.

Each year, the ACRL Government Relations Committee, in consultation with the ACRL Board of Directors and staff, formulates an ACRL Legislative Agenda. Drafted with input from key ACRL committees, ACRL leaders, and the ALA Public Policy and Advocacy Office, the Legislative Agenda is prioritized and focuses on issues at the national level affecting the welfare of academic and research libraries. The 2020 ACRL Legislative Agenda focuses on four issues that the U.S. Congress has recently taken, or will most likely take, action on in the year ahead: Federal Funding for Libraries, Net Neutrality, Affordable College Textbook Act, and Consumer Data Privacy. The agenda also includes a watch list of policy issues of great concern to academic librarians but where there is no pending legislation. Issues on the watch list are: Public Access to Federally Funded Research, Federal Depository Library Program Modernization Act, and Deferred Action for Childhood Arrivals/Immigration Issues.

ACRL signed a collective letter with other academic associations and societies to express support for the right of scholars and academics to sign the Academics for Peace Petition in Turkey in July 2019. ACRL joined eight other library, research, and advocacy organizations (members of the Open Access Working Group) this January in sending a letter to the White House to express commitment to ensuring that American taxpayers are guaranteed immediate, free, and unfettered access to the results of taxpayer funded scientific research and to encourage the Administration to support continued progress towards this shared goal. In January, ACRL additionally submitted comments to the National Institutes of Health Office of Science Policy in response to their request for public comment on their Draft Policy for Data Management and Sharing and Supplemental Draft Guidance. In commenting on definitions, ACRL questioned why the concept of accessibility had been removed and recommended NIH clarify the definition of Scientific Data along with clarifying the scope and required date for Plan submission.

ACRL and the Freedom to Read Foundation joined 24 other non-profit groups in a coalition letter by the American Council on Education to U.S. Secretary of Education Betsy DeVos which responded to the Department's January 17, 2020, notice of proposed rulemaking this February. In May, ALA and ACRL submitted comments in response to a Request for Information issued by the White House Office of Science and Technology Policy on Public Access to Peer-Reviewed Scholarly Publications, Data and Code Resulting from Federally Funded Research. The comments reiterated our longstanding support for governmental policies and legislation that facilitate open access to scholarly information and open education.

In June, ACRL joined a number of other higher education organizations in sending a letter to U.S. House and Senate leadership to encourage the provision of substantial additional funding for higher education in future bills, with focus on those students and institutions hardest hit by the consequences of the pandemic. We also joined ARL and the Oberlin Group of Libraries to urge library vendors to continue free access to resources while holding subscription prices steady during COVID-19 pandemic.

The association continues to be an active partner with ALA and the Association of Research Libraries (ARL) in the Library Copyright Alliance (LCA). Over the course of the past year, LCA has acted on a number of important issues by issuing comments on pending legislation and court cases, joining briefs, and releasing papers and guides on a wide range of copyright and fair use issues including digital preservation initiatives of state-run libraries and archives, intellectual property protection for artificial intelligence ("AI") innovation, South Africa Country Practice Review, Georgia State E-Reserves Litigation, the appointment of the next Register of Copyrights, and more. In July 2019, LCA created a map showing the application of the Fair Use and Fair Dealing doctrines around the world.

Strengthening Partnerships with Higher Education

ACRL continues to work with higher education associations to strengthen both partnerships and the profession. The association maintains liaison relationships with a number of higher education associations through the Liaisons Assembly. ACRL currently has liaison relationships with the American Association for the Advancement of Science (AAAS), American Association of Community Colleges (AACCC), American Physical Society (APS), American Sociological Association (ASA), Council of Independent Colleges (CIC), Modern Language Association (MLA), International Federation of Library Associations and Institutions (IFLA), National Resource Center for the First-Year Experience (NRC-FYEST), National Women's Studies Association (NWSA), and more.

Final Thoughts and Appreciation

As always, I am impressed and inspired by the breadth and depth of the activities that ACRL's staff and members have taken on in the past year. ACRL's stated mission is to lead academic and research librarians and libraries in advancing learning and transforming scholarship. Even in the most challenging times, ACRL staff and members are dedicated to fulfilling this mission and to continuing to build and support the profession. It is an honor to work alongside so many talented and dedicated colleagues.

While the accomplishments of this year are impressive, I'm also struck by something even more fundamental - that we have done so much in the face of so much challenge. The COVID-19 pandemic has affected us all differently. For some it has meant serious, troubling questions about budgets and jobs. For others it has struck even closer to home, threatening physical safety and wellbeing. No one has been unaffected by this unprecedented global crisis.

In addition to the pandemic, friends and colleagues have suffered greatly due to the ongoing realities of white supremacy and anti-Blackness, including racist and violent police practices, in the United States and Canada. The deaths of George Floyd, Breonna Taylor, and countless other Black people at the hands of white law enforcement, have brought this crisis to a head. We are all grappling with this, but the enormous tolls of both the COVID-19 pandemic and the ongoing ills of racism are disproportionately borne by our racialized colleagues.

The events of 2020 have highlighted the urgent need for compassion, empathy, and humanity in our profession. I'm proud of how ACRL has responded: by explicitly declaring our opposition to racism and violence, by providing free support and training resources, by advocating for library workers, and by sharing resources for self-care and learning. While there is much work still to do, these responses speak to ACRL's core strategic commitment to equity, diversity, and inclusion, as well as to the dedication of staff and members.

My experience as president of ACRL has been enriched by these qualities of ACRL staff and membership. It has been my great honour to work with my colleagues on the ACRL Board and across the division, to participate in thoughtful discussions about key issues to our profession, and to learn from so many talented and compassionate colleagues. I have particularly enjoyed my work with the president's program planning committee, which took an ambitious and unflinching approach to the challenging and important topic of accountability for systemic inequities - while still incorporating humor and creativity into their work. And I am honoured to leave behind what I hope will be a new, ongoing practice of including demographic questions in our appointments process, so that we can see where we need to continue to improve inclusiveness and diversity in our member leader group.

I could not write this report without recognizing that this year saw yet another major transition for ACRL. Mary Ellen Davis, who served as executive director of ACRL for almost twenty years and in various roles at ALA for thirty-six years, retired in April of 2020. It is no exaggeration to say that Mary Ellen's leadership played a large part in making ACRL the renowned association it is today. Mary Ellen ensured that ACRL not only kept pace with changing times but got out in front of them. She ensured support for innovative, forward-looking work in key strategic areas, such as communicating the value of academic libraries and building support for changing roles in academic research. Countless ACRL members benefited from Mary Ellen's keen vision and farsightedness, as well as her care in ensuring that scholarships, travel grants, and research grants were funded to support colleagues in need.

I feel extremely fortunate that the Board has the able support of Kara Malenfant, stepping in as interim executive director while we launch the search for a continuing successor for Mary Ellen. And I want to recognize that I have seen the entire ACRL staff regularly go above and beyond in

their work to ensure that our goals are accomplished. In challenging times such as these, it's especially clear to me that ACRL's staff care greatly for the association and its members.

I leave the office of president with both some sadness at my departure, and with hope and anticipation for what lies ahead. I know that Jon Cawthorne, incoming president, will take the reins with capable hands. I am grateful to Jon and to Lauren Pressley, who preceded me in the presidency, for their collegial support during my time in the position. I'm also grateful to my Library Dean, Gwen Bird, and to my colleagues at Simon Fraser University who have encouraged and supported me throughout my time in this role.

I am most grateful to ACRL's members, my colleagues and friends across the continent, who have helped me to grow and learn in this position. In my year as past president, I will continue to contribute to ACRL and ALA's work to pursue our strategic goals, and to become anti-racist organizations. There is much sustained, coordinated work for us to do in our associations and in our profession, in order to become truly equitable, diverse, inclusive, and just. I look forward to participating in it.