

**2018 ALA Midwinter Meeting  
ALSC Board of Directors  
Denver, CO**

**DRAFT MINUTES  
as of 4/3/2018**

**Session I: Saturday, February 10, 12:50-5:30 p.m., EMB, Cripple Creek Salon 1**

**Board of Directors in attendance:** Nina Lindsay, Paula Holmes, Jenna Nemec-Loise, 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:** Nicole Husbands, Andrew Pace, Randall Enos, Marge Loch-Wouters, Stephanie Anderson, Jacqueline Quinn, Amber Moller, Melissa Depper, Anna Haase Krueger, Matt McLain, Katie Campana, Elizabeth Mills, Mary Schreiber, Rachel Payne, Christy Estrovitz, Meredith Steiner, KT Horning, Madeline Tyner, Patrick Gall, Elisa Gall, Sharon Verbeten, Jennifer Vetter, Rita Auerbach, Emmanuel Faulkner, Demosa Webber-Bey

**Proceedings**

- Meeting called to order at 1:00 p.m. by President Nina Lindsay
- Consensus to conduct meeting in an informal manner.
- Agenda approved as submitted.
- Meeting adjourned at 5:03 p.m.

**Announcements and Reports**

**Emerging Leaders**

E. Serrano introduced the Emerging Leaders (Team C) Stephanie Anderson, Nicole Husband, Tasha Nins, Jacqueline Quinn, Raina Tuakoi to the ALSC Board. They will be working on the project "Cultural Competency in Youth Librarianship".

**New Staff Welcome**

N. Lindsay welcomed new staff member, ALSC Deputy Director, Alena Rivers.

**ALA Board Liaison Report**

ALA Board Liaison A. Pace delivered a report to the board.

Organizational Effectiveness: The ALA Executive Board has initiated a discussion with members in response to ALA President Jim Neal's call "to consider ALA's organizational effectiveness and governance structure with the goal of revitalizing the association." The ALA Council will take up this discussion at Council II during the Midwinter Meeting.

Federal Funding for Libraries: Current administration is expected to eliminate funding for libraries. Efforts to gain support for funding libraries will continue.

ALA Executive Director Position: The Board will examine the position statement and qualifications, and composition of the search committee. The goal is to have a new ALA Executive Director to introduce to members at the 2020 Midwinter Meeting in Philadelphia. The ALA Board has extended the term of Mary Ghikas to serve as Interim ALA Executive Director.

### **Report on Bill Morris Seminar**

N. Lindsay reported the Bill Morris Seminar was at full capacity and K.T. Horning kicked off the day's events.

***Sharon Verbeten, Children and Libraries Editor, was recognized for 15 years of work on an award-winning publication that has received 4 Apex Awards.***

### **Consent Agenda**

Approval of Board minutes from Annual 2017  
Approval of Board minutes from September 2017  
Approval of Board minutes from November 2017  
Major Board Actions Passed Electronically

Motion, to move that the consent agenda be approved with no changes.  
Consent agenda approved.

N. Lindsay stated Board of Directors would allow comments from the audience if time allows.

Board members should self-identify conflicts of interest. Board of Directors will vote to determine if any conflicts of interest will impact ensuing discussions or final votes on board actions.

### **Discussion/Decision**

#### **Strategic Plan Implementation Progress**

A review of the 2016 ALSC Environmental Scan identified the need to increase ALSC's focus on advocacy and policy areas of the ALSC strategic plan. Addressing technology issues and librarians' role as media mentors remains a critical priority.

Efforts to increase membership and member engagement should include moving from mentorship to sponsorship and view it through an Equity, Diversity and Inclusion lens. Sponsorship conveys more active engagement with members.

The Research Agenda Task Force will be meeting at Midwinter during the All Committee meeting on Sunday. LITA will be commissioning a research survey addressing roadblocks to diversity in librarian leadership, which may inform the ALSC research agenda. ALSC may be invited as a participant in the study. It is currently unknown if ALSC will need to contribute funding as a participant in the study.

J. Nemec-Loise reported that there is a resolution addressing roadblocks to diversity in the leadership pipeline on the Council's agenda for Council 3. The resolution still needs some work around the resolve and whereas clauses.

**ACTION: J. Nemec-Loise will share out the resolution when editing has been completed.**

J. Nemec-Loise provided a brief review of Council and how it works.

The Diversity & Inclusion and Learning & Development objectives of the strategic plan have more activity than the Advocacy objective. The Advocacy and Legislation committee has been hard at work and they will be looking at the Public Awareness Committee toolkit.

**ACTION: 2017-2020 ALSC Strategic Plan Implementation Progress report under the Advocacy objective, item 3, 4th bullet point: should read "Updated" and not "Undated".**

N. Lindsay reported on the Priority Group Consultant meeting discussion on messaging that comes from ALSC committees and how this messaging is important for movement on strategic plan objectives.

### ***Diversity and Inclusion-***

The EDI TF recognized that the cultural competency trainings need enough time to be developed thoughtfully.

A question to consider moving forward: how does ALSC communicate and recruit effectively among minorities to let them know that opportunities to participate in ALSC activities are available?

N. Lindsay thanked the ALSC Staff and particularly Aimee for moving the conversation forward regarding the inclusion of the ALA Ethnic Affiliate groups in the Youth Media Awards.

The Morris Seminar application and ALSC volunteer forms now include demographics which will support efforts in developing diverse committees.

### ***Learning and Development-***

Highlights of this strategic plan objective were discussed including the work of the newly named Nominating & Leadership Development Committee which will form the 2019 Ballot Slate.

It is relatively early on the strategic plan implementation. Next steps include mobilizing the objectives and thinking about strategic capacity.

Additional questions to consider regarding the strategic plan: What kind of data can show where ALSC is being effective and where ALSC needs to make progress? How do we measure our progress and the outputs? How do we measure cultural competency, which may not be achieved within the 3-year period of the strategic plan? What does success look like? Are ALSC activities driving us to achieve our strategic plan objectives?

**ACTION: Board should look for strategic plan assessment models and create subgroups at Midwinter to determine status of strategic plan implementation. A Board review of the status will follow at 2018 Annual Conference. Discussion can be included in online Board meetings and Board Orientation meetings.**

### **Mega Issue: “Next Steps for Early Literacy”**

Conflicts of interest were considered. The Executive Committee recognized that Every Child Ready to Read (ECRR) is a practice and not a toolkit. The Public Library Association (PLA) and ALSC have discussed the partnership since the MOU has expired. PLA has started a new initiative on family engagement. ECRR is practiced even if it is not attached to the toolkit. The toolkit will still be sold, but there will be no additional updates to the toolkit. In 2017, 24 toolkits sold compared to 3000 sold when it first started.

Board discussion ensued. Additional considerations include: Building ECRR’s framework beyond early literacy. How can it evolve? Next steps in early literacy can use ECRR as a foundation and retain work that has been previously done around ECRR. Next steps could include identifying or establishing a working group (s).

**MOTION, to move that the ALSC Board of Directors conclude Every Child Ready to Read as an active initiative, retaining the existing product and identifying or establishing working group (s) to preserve the five practices and to make recommendations on current areas of need in early literacy.**

**Motion, approved.**

Sue Nespeca declared a potential conflict of interest related to the ECRR discussion and her consulting work. The Board indicated they would like Sue to participate in the discussion and depending on the motion to decide on a conflict at that time. It was determined that Sue did not have a conflict.

### **Public Awareness Committee Request**

The Public Awareness committee (PAC) submitted a proposal to develop a public service announcement (PSA) for a PAC advocacy project. The request included Dr. Carla Hayden’s participation. The ALA Public Awareness Office (PAO) would need to be brought in to the project due the high profile of Dr. Hayden and coordinating within ALA. It was suggested that staff work with the chair of the Public Awareness Committee to consult with PAO staff to explore options for this project. The PAC will submit a revised proposal after meeting with PAO. C. Estrovitz thanked K.T Horning for pitching the idea of collaborating with the Library of Congress.

**ACTION: The Public Awareness Committee will meet with the ALA Public Awareness Office to outline the specific activities.**

### **Focus on ALSC Initiatives for FY 19**

N. Lindsay suggested a review of the strategic plan implementation status to determine if ALSC should shift staff time, monetary resources or the timeline for proposed strategic plan objectives. A. Strittmatter reported on the updates from ALA regarding organizational changes. A hold was put on the ALSC logo and rebranding project due to the discussions going on at larger ALA. ALSC should be considering next steps for early literacy. No action was taken by the Board of Directors, only review of initiatives.

### **ALSC Awards Program in Context of Strategic Plan**

N. Lindsay repeated the guidelines for the discussion and thanked the audience for attending. After discussion the board agreed to establish a task force to examine ALSC’s awards program as a whole with a priority to focus first on the Wilder award. ALSC staff will immediately update the Wilder webpage to more accurately reflect ALSC core values and the award in context.

AUDIENCE COMMENTS:

R. Auerbach shared her experience as a chair of the Wilder award and suggested that the membership and the public be made aware of the current issue.

Members from the audience thanked the Board of Directors for engaging in this conversation.

MOTION, to establish a task force to explore the ALSC awards program within the context of our core values and our Strategic Plan, beginning with the Wilder Award and immediately update the “About the Laura Ingalls Wilder Award” webpage with more informed background on Wilder and her legacy and a statement about ALSC’s values in relation to the award.

MOTION, approved.

**ACTION:** immediately update the webpage; the task force may come back with more information.

**ACTION:** A. Strittmatter and N. Lindsay will create a blogpost to provide membership with information on next steps for the award.

### **Notable Children’s Book Committee Pilot Request**

N. Lindsay reported on the proposal request from the 2019 Notable Books committee. The committee is requesting to shorten the number of titles on the discussion list to make the list more manageable and the final selections more valuable. This will be a procedural change and would impact the number of submissions to the committee.

MOTION, that the Notable Children’s Boks Committee develop and pilot a procedure to refine their final discussion lists and give recommendations after the pilot year.

MOTION, approved.

### **Julius Lester Memorial Resolution—Jenna Nemec-Loise**

MOTION, that ALSC co-sponsor the Memorial Resolution commending Julius Lester as corrected.

MOTION, approved.

### **Session II: Monday, February 12, 1:00-5:00 p.m., CCC, 701**

**Board of Directors in attendance:** Nina Lindsay, Paula Holmes, Jenna Nemec-Loise, 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, Alena Rivers, Elizabeth Serrano

**Guests:** Randall Enos, Joanna Ward, Pam Klipsch, Amy Clark, Mega Subramaniam, Matt McLain, Cecilia McGowan, Joanna Fabicon, Alia Jones, Soraya Silverman-Montano, Hannah Lee

### **Proceedings**

- Meeting called to order at 1:01 p.m. by President Nina Lindsay.
- Meeting adjourned at 5:02 p.m.

### **Committee on Legislation Strategic Priorities Update**

P. Klipsch reported on the four legislative pieces during this Midwinter.

(1) Reauthorization of Library Services Act: Reauthorization sends a clear message to congress of the importance of this Act. The Act has bipartisan support. The Senate gave additional money this past year and may provide more this coming year.

(2) Protecting the right to research: When federal agencies provide money for research, research results are free to the public.

(3) Broadband for Tribal lands: Some technology in tribal lands does not fit the criteria for funding.

(4) Restoring net neutrality: There is an effort on the way for getting this signed and restored.

N. Lindsay thanked P. Klipsch for the talking points in advance.

### **ALA Libraries Ready to Code Grant Update**

M. Subramaniam reported that the Libraries Ready to Code project was launched in 2016 and is currently in its third phase. All three phases were made possible through generous sponsorship by Google, Inc. Phase 1 resulted in a white paper, a policy brief, an advocacy video, an infographic, and the articulation of Ready to Code concepts.

There will be a white paper covering Phase II of the project and will launch at ALA Annual 2018. The selection committee for Phase III of the grant include representatives from ALSC, AASL, YALSA and OITP. There are more than \$500,000 in grants for 28 libraries (6 school and 22 public) in 21 states plus the District of Columbia to design and implement coding programs that foster computational thinking skills development for young people from birth to 18.

## **Reports from Midwinter Meetings**

### **AASL/ALSC/YALSA Executive Committee Meeting**

Several topics were highlighted. J. Naidoo reported on the Washington Office update. The recurring scheduling overlap between the Youth Council Caucus and the Diversity Council Caucus was discussed. The Interdivisional committee reported on the Public Library & School Library Collaboration Toolkit. There was review of recent discussion on doing ALA differently which will be followed by a virtual spring meeting of the joint youth Executive Committees to continue the discussion. The group is examining rotating the election schedule of division councilor's so that they are staggered to ensure continuity. Currently all three councilors' terms end at this upcoming Annual conference in New Orleans.

### **REFORMA/YALSA/ALSC Joint Executive Committees**

J. Naidoo reported highlights of the meeting including: a the Belpre celebration budget review, the May 15th report of the Belpre Expansion Task Force, the MOU which outlines responsibilities between ALSC and REFORMA which will be updated to include YALSA, an update on Día and the Día booklist and discussion on, whether REFORMA will have a representative on the ALSC Quicklists Consulting Committee.

### **Division Councilor's Report**

J. Nemeč-Loise reported that she attended all of the Council meetings. Registration for Midwinter was 7,984.

### **Council I:**

- Adopted resolution on the spring ballot for dues adjustment. (Dues will increase between \$1-\$5.00)

- Proposed dues schedule review on spring ballot.
- Adopted a resolution for an honorary membership to ALA for Dr. Carla Hayden
- Established a fellowship in Lois Ann-Gregory Wood's name for her 50 years of service to ALA

***Youth Council Caucus:***

Discussed ways to mobilize respective memberships and considered questions about ALA finances.

***Council Forum:***

Reported on how to make best use of Council's time during the Council meetings.

***Council II:***

Discussed organizational effectiveness. Consider, what does our ideal organization do? What does it look like? What are three ways for it to get there?

**Discussion/Decision**

**Organization & Bylaws Committee**

***Website Advisory Committee***

VOTED THAT: The ALSC Board approve the expansion of the Charge of the Website Advisory Committee to include that the Committee provides direction, guidance, and support regarding the organization of content on the ALSC website in order to foster a positive user engagement.

MOTION, approved

***Early Childhood Programs and Services Committee***

VOTED THAT: The ALSC Board approve the change in the composition of the Early Childhood Programs and Services Committee to: The Early Childhood Programs and Services Committee consists of nine members, including two co-chairs who are appointed in alternating years. Members are appointed from the ALSC membership at large serving two-year terms and led by the committee co-chairs.

MOTION, approved (as amended to spell out the number "2")

***Public Awareness Committee***

VOTED THAT: The ALSC Board approve the change in the composition of the Public Awareness Committee to: The Public Awareness Committee consists of nine members, including two-co-chairs who are appointed in alternating years. Members are appointed from the ALSC membership at large, serving two-year terms and led by the committee co-chairs.

MOTION, approved

***Discontinuing the Storytelling Discussion Group***

VOTED THAT: The ALSC Board approves the motion to discontinue the Storytelling Discussion Group and to remove it from the list of ALSC committees, taskforces and discussion groups.

MOTION, WITHDRAWN

**Task Force Updates**

### **Equity, Diversity, and Inclusion within ALSC Implementation Task Force**

V. Smith reported that the task force is working to implement the charge of the task force. A recap of task force status was provided at Board I.

### **Awards Manual Revision Task Force**

N. Lindsay thanked K.T. Horning for the report and the recommendations. Six recommendations from the task force were discussed and decisions were made for each recommendation.

**ACTION:** The task force will discuss the issue of post-service and members discussing titles of the year from their service period.

**ACTION:** K.T will check in with staff on procedural issues and notify staff when a manual section is completed.

**MOTION,** to accept recommendations from the Awards Manual Revision task force: 1 and 6 as written, 2 and 5 as amended, and no action on 3 and 4 as requested.

**MOTION,** accepted.

### **Budget Committee Report**

P. Holmes stated that the PowerPoint Trend Report was sent in advance. An updated report was passed out during the Board II meeting. It was suggested that Paula number her recommendations in the future.

#### *Highlights:*

ALSC ended FY17 with a net revenue of \$292,149 versus a budgeted net expense of \$22,013. A planned net asset balance transfer of \$162,000 to the long-term investments was completed. Administration was under budget for FY17, had a 20% salary and benefit savings due to grant support from Dollar General Literacy Foundation. Award seals performed 24% ahead of budget for FY17 and for FY18 physical seals are tracking 68% ahead of budget. Endowments increased \$411,952 to close FY 17 with a balance of \$3,408,353. Already met the goal of funding an additional Spectrum Scholarship from the Melcher fund through donations and have plans to transfer funds to the Morris endowment.

### **Report on ALA Planning & Budget Assembly Meeting and Report on BARC/Division Leaders Meeting**

P. Holmes reported that the Vice-President presented the theme for FY 19 as "Together: Libraries Building Communities". A significant investment of \$5-\$6 million must be made in ALA's IT. A. Strittmatter participated in a focus group session around the future of Midwinter meeting. Several divisions are talking about merging.

### **Proposed Preliminary FY19 Budget**

Recommendations:

- Approve the Proposed Preliminary FY19 Budget
- Submit BARC \$250,00- transfer request in FY22 from our Net Asset balance to our Endowment
- Revise the destination of the FY18 \$50,000 transfer directed to the Melcher to instead go to the Morris Endowment
- From Friends to ALSC sponsor two banquet tables for the Newbery/Caldecott/Wilder Banquet for up to \$2,000
- From Friends of ALSC allocated up to \$15,000 for ALSC to provide networking events at conference throughout the year, through MW 2019.



MOTION, the ALSC Board of Directors accepts the Budget Committee's recommendations as presented.  
MOTION, accept.

### **Planning for Post-MW Live Community Forum**

The Board brainstormed ideas for the next Live Community Forum. Topic suggestions included getting member feedback on doing ALA differently and on organization effectiveness.

**ACTION: Live Community Forum will be: Member feedback on organization effectiveness.**

### **New Business**

#### **Clarification Language for Frequency around Award Committees**

ALSC bylaws include a policy on a 4-year period of time between service on ALSC awards committees that impacts the replacement of members on award committees during service terms. ALSC should consider adopting an operational practice, which does not change the bylaws, to suspend the 4-year rule to allow for flexibility and latitude in making mid-year appointments due to the many considerations in balancing a committee's makeup. Members appointed mid-term must wait four years before a new appointment on an awards committee.

MOTION, the ALSC Board of Directors approve an operational practice described in the Policy for Service on Award Committees, Policy for Service on Notable Committees and Policy for Serve on the Wilder Committee, that allows for flexibility and latitude with the four-year rule, in making mid-year appointments.  
MOTION, approved.

#### **Statement of appropriate conduct on guidelines of the ALSC institute**

A. Koester stated that members have inquired around guidelines for conduct at ALSC National Institutes. A statement of appropriate conduct will be added to the institute webpage that will be visible to all potential attendees.

MOTION, that ALSC communicate a statement of Appropriate Conduct/Community Guidelines for the ALSC Institute including procedures for members and attendees to report behaviors in violation of those guidelines.  
MOTION, approved.

**ACTION: ALSC staff will determine the language for guidelines.**