

RUSA

RUSA BOARD		DATE: 12/10/2018	
Meeting Documents Landing Page and sound recording:			
Note Taker: Candice Townsend			
Board Members:	Ann Brown X Beth German X Chris LeBeau X Alesia McManus Candice Townsend X Stephanie Graves X Jason Coleman X Jennifer Boettcher X Jenny Presnell X Kathleen Kern	Greg Fleming X Emily Hamstra X Cynthia Levine X Jenny McElroy Megan Gaffney X Christina Pryor X Ed Garcia RUSA Staff Bill Ladewski X	
Actions taken since last meeting			
Agenda Item 1. Approval of Agenda – Ann Brown			
Discussion	<ul style="list-style-type: none"> Brown called for approval of the agenda 		
Conclusions MOTION: approved Passed unanimously			
Deadline	Action Items	Person Responsible	
Agenda Item 2. Approval of Minutes from November 11, 2018 – Ann Brown			

Discussion		
Conclusions MOTION: passed unanimously	Motion: Approval of the Meeting Minutes	
Deadline	Action Items	Person Responsible
Agenda Item 3a. Announcements and Updates – Ann Brown		
Discussion	<ul style="list-style-type: none"> ● RUSA Midwinter – Board of Directors (RUSA): Sunday, January 27, 1:00 -2:00 pm. Please attend all signature events: Book Media, Budget and Finance, RUSA Social on Saturday evening. ● RUSA 101: Member Engagement– please support them. Please attend attend/send someone to represent you. FYI-They will send a doodle poll. ● Library Community Feedback Wanted: Proposed LBOR Article VII - Intellectual Freedom Committee Chair Julia Warga, inviting feedback on a proposed article to the <i>Library Bill of Rights</i>. 	
Conclusions		
Deadline	Action Items	Person Responsible
Agenda Item 3b. Budget & Finance – Ann Brown and Beth German		

Discussion	<ul style="list-style-type: none"> • How well or not well this worked out—the board will elect a representative to attend budget and Finance—Selected as a group. Easier to keep track. Is this a three year term? • Restructuring tasks reviewed our procedure – how to improve? How to work with online learning and awards? • Review the revenue, not so much about the spending. Not let the organizational structure hold us back. • We need nominations: Chris Le Beau volunteered to serve as the representative. Passed • Current set up: VP, Chair, President, Executive Director, RUSQ editor, Member Engagement, Awards, and Professional Development. • Question from the floor: last year, the board called for an ad-hoc group. What is the current charge? The committee is no longer active. We are going to move forward with the new plan. They have the data gathered from the group. Work specifically on revenue streams and vision planning. The group was helpful in developing the ground work to move forward with strategic planning. Sponsorship and Administrative fees for Admin? Ann will discuss this off line. Does the newly organized budget group meet at midwinter? Sunday – open meeting, all are welcome to attend. 	
Conclusions MOTION: Approve the appointment of Chris Le Beau to be on the Budget and Finance Committee; Motion passed	Motion: Elect a representative from Board of Directors to be on Budget and Finance	
Deadline	Action Items	Person Responsible
Agenda Item 3c. Cultural Alignment – Ann Brown		

Discussion	<p>a. How do we get out of our communication and cultural ruts?</p> <p>b. Question: What are our cultural values and norms as the Board of Directors of RUSA? i. Objective: Written statement of our values and norms</p> <p>ii. Example from YALSA: http://www.ala.org/yalsa/aboutyalsa/yalsahandbook/boardmeeting</p> <p>● Collective Action: Focus on the future, not the past... Don't discuss problems of the past, focus on the goal, try to remain positive, fingers on the pulse of what is going on, let's leave the past in the past, how do we handle the problem or situation, constant environmental scanning, engage in challenging conversation, discussing the hard things, what can we do now? Re-engage – solution seeking as an example of behavior.</p> <p>Group Exercise:</p> <p>Norm exercises – collective way of how we should be working together (think broadly) Strive for pro-action Respect each other – inclusive (professionalism) build/developing an inclusive culture (active) Strive for Inclusion, diversity, etc. Is this about members, services or operations? - This is about how working together – Is this about internal? This is about setting operational norms. Sections may want to adopt them – How to make this an action Assume positive intent SEEK— Culture where we are striving for sustainability – example of behavior Iterative improvement We forget why we do things We don't assess to ..., assess to improve Empathy? Grow as professional, Culture of learning, reflection, and dialog – accepts failure as an opportunity. Respect includes empathy. Constant growth is our norm and goal Inclusive: how do we include people in the proposal process—who else needs to know this? Who else is interested in this... like a partnership? How can we work towards a positive experience in the future? How does this affect you? – Culture of learning What does success look like? How did I contribute to the success?</p>
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	<p>We need a category to capture user services ----Work to support (advance our profession) our profession; How does this support our users and members? How are we repositioning RUSA? Learning for our members or us? Relevant to our profession? Authority? Expert in our field? Institution of RUSA? Should we point to the mission and vision statement?</p> <p>Use the suggestion feature to make edits. – It is a living document. Did we cover flexibility? Constant growth – environmental scanning... Bill will send out some data gathering (future seeking) for the strategic planning Appreciative inquiry – realign</p> <p>The board found a 2011 SWOT analysis and we have been saying the exact same thing.</p> <p>Collective noun is RUSA</p> <p>The document is available for edits—please use the “suggesting” feature provided in Google docs. See Board Documents (ALA Connect)</p>	
Deadline	Action Items	Person Responsible
	<ul style="list-style-type: none"> Edit the RUSA Board of Directors Norms working document 	Ann Brown

Notes of Interest / Next Meeting

- January 14, 2019
- February 11, 2019
- March 11, 2019
- April 15, 2019
- May 13, 2019
- June 10, 2019
- July 8, 2019

*Time: 1-2:30pm Eastern / 12-1:30 Central / 11-12:30 Mountain / 10-11:30 Pacific