

**EBD #2.2  
2014-2015**

**MINUTES  
ALA Executive Board Meeting  
2014 Fall Meeting**

**October 24-26, 2014  
Chicago, IL**

**American Library Association**

**Volume 22**

**AMERICAN LIBRARY ASSOCIATION**

**Executive Board Meeting  
2014 Fall Meeting**

**American Library Association  
Carnegie Room – ALA Headquarters  
Chicago, Illinois**

The ALA Executive Board met in the Carnegie Room of the ALA Headquarters in Chicago, Illinois from October 24-26, 2014.

PRESENT: President Courtney Young; President-elect Sari Feldman; Treasurer Mario Gonzalez; Immediate Past President Barbara K. Stripling; Executive Director Keith Michael Fiels; Executive Board members: Robert Banks, Peter Hepburn, Sara Kelly Johns, John A. Moorman, James G. Neal, Gina Persichini, and Gail Schlachter. Board member Alexia Hudson-Ward was absent.

The agenda (2014-2015 EBD #9.1.1) is attached as Exhibit 1.

*Session One*

The Board convened at 9:00AM on Saturday, October 25, 2014, with President Courtney Young presiding.

*Agenda Approval*

**By consent**, the Executive Board approved the agenda for the 2014 Fall ALA Executive Board Meeting (2014-2015 EBD #9.1.1, Exhibit 1). *Consent agenda*

*Procedural/Consent Items*

The Executive Board approved the following items:

**By consent**, approved the 2014 ALA Executive Board Annual Conference Meeting Minutes and Vote Tally (2014-2015 EBD #2.1 and EBD #1.1, Exhibits 2 and 3).

**By consent**, approved the Confirmation of Conference Call Vote, July 15, 2014 (2014-2015 EBD #1.2, Exhibit 4).

**By consent**, accepted the following reports: President's Report (2014-2015 EBD #7.1, Exhibit 5); President-elect's Report (2014-2015 EBD #7.2, Exhibit 6); Executive Director's Report (2014-2015 EBD #12.10, Exhibit 7); Development Office Report (2014-2015 EBD #6.1, Exhibit 8); and ITTS Strategic Technology Directions Report (2014-2015 EBD #12.4.1, Exhibit 9).

A Board member requested that the Spectrum Scholars Report (2014-2015 CBD #4, Exhibit 10) be transferred from the Consent Agenda to the Regular Agenda.

**Spectrum Scholars Report** - CBD #4 (Exhibit 10)

Keith Michael Fiels gave a brief outline of the current financial outlook for the Spectrum Scholarship program, explaining that an annual giving campaign has been implemented that will supplement the fund, making it possible to provide additional scholarships in the future. In addition, the 15x15 Campaign has seen a number of bequests currently under discussion that should provide additional funds to the program.

**Strategic Planning**

President Courtney Young and Executive Director Keith Michael Fiels led a discussion on the Joint Board/Divisions Retreat that took place on Friday, October 24, including next steps. The retreat was facilitated by Berk Consulting of Seattle and included the president, president-elect, immediate past president, and executive director of each division; three round table representatives; the full ALA Executive Board; senior ALA staff and several other select ALA staff. The participants worked in groups to discuss questions related to the three “strategic directions” – advocacy, information policy, professional and leadership development.

The Board reviewed the discussions that took place during the retreat and agreed that overall the retreat was a positive and productive experience, the outcome being a willingness to work together. These discussions were also a positive step towards greater coordination between the various strategic plans that already exist within the divisions, round tables and committees.

It became apparent, however, that some clearer communication is needed to explain terminology and talking points in order for members to be able to engage in productive dialogue. It would also be helpful to explain how the strategic directions fit in with the ALA Programmatic Priorities and Core Values.

Communications with members must make it clear that ALA is not abandoning all previous initiatives, but will use the strategic directions to help frame initiatives going forward. The strategic directions will be a major focus during future budget planning processes.

Berk Consulting will transcribe the feedback collected at the October 24 retreat into a report that will become the framework on which meetings with ALA membership that will take place at the 2015 Midwinter Meeting and via virtual town hall forums will build. Chapters will be invited and encouraged to engage in these planning discussions and chapters will also be involved in the assessment process. Time will be set aside at one of the Midwinter Council meetings for an in-depth planning discussion. Following the Midwinter and Virtual Town Hall discussions, a first draft of the new strategic plan will be developed for discussion at the Spring Executive Board meeting.

**Strategic Initiatives: Advocacy** - EBD #12.5 (Exhibit 11)

Keith Michael Fiels, Executive Director; Cathleen Bourdon, Associate Executive Director, Communications and Member Relations; and Marci Merola, Director, Office for Library Advocacy, gave an update on the status of advocacy planning and current year advocacy initiatives.

- The ALA Office for Library Advocacy (OLA) recently created a new “School Libraries Make the Difference” website, a new addition to the *I Love Libraries* website. Written specifically with parents in mind, it focuses on the importance of quality school libraries and certified school librarians for student success at all education levels. It has received 3,000 hits so far, and OLA is working on plans to further promote it.
- OLA and the Public Information Office (PIO) have been working on plans to merge ALA’s two websites for the public ([www.ilovelibraries.org](http://www.ilovelibraries.org) and [www.atyourlibrary.org](http://www.atyourlibrary.org)) into one new and improved [Ilovelibraries.org](http://Ilovelibraries.org), focusing on both public awareness and advocacy. The related social media outlets are currently being merged and a soft launch of the website is planned for the 2015 Midwinter Meeting.
- The “Advocacy Continuum” (represented graphically in EBD #12.5) categorizes the various stages of the advocacy process and demonstrates how they fit together. The stages are: laying the groundwork (proactive public awareness); turning support into action (education, training, and support of the profession); advocating for specific goals (lobbying activities); and responding to threats and opportunities (“hot” crisis issues such as budget cuts, position eliminations, book challenges). In addition, a draft portfolio has been created that attempts to include all advocacy initiatives of the Association and how they fit into the Continuum structure. Both of the Continuum and Portfolio documents attempt to create a snapshot of the advocacy work happening across the Association, as well as how these initiatives fit into a larger vision.
- Over the past ten years, ALA has significantly increased its state and local advocacy efforts. These efforts include providing state chapters with free use of CapWiz, an advocacy communications tool, which has helped states win library appropriation battles and reverse proposed budget cuts.
- OLA, PIO, and the American Association of School Librarians (AASL) are working together to execute components of the school library plan, including updated messaging, editorial planning, and goal setting that is being integrated into AASL’s strategic plan, and strategic goals of both PIO and OLA.
- OLA recognizes that advocacy happens at different levels and closely examines the community context and works with local chapters and trustees before determining how to engage in state and local advocacy efforts.
- “Visioning” work began at the 2014 ALA Annual Conference, via the Kitchen Table Conversations, and information-gathering “visioning sessions” during meetings of the Committee on Library Advocacy, Advocacy Coordinating Group, the Committee on Legislation, Chapter Relations Committee, Public Awareness Committee and the Campaign for America’s Libraries subcommittee. In addition, chairs of these bodies convened separately to discuss the sessions and next steps to be taken. These chairs, along with staff liaisons from these groups, form the

Advocacy Working Group and will meet again at the 2015 Midwinter Meeting to discuss next steps.

- Both public and academic librarians are engaged in school library advocacy efforts. Last year in Vermont, librarians from all sectors mobilized to fight efforts to remove the words “library” and “library program” from the State Education Quality Standards. Other recent school library advocacy efforts have succeeded in Michigan and Louisiana. An Institute of Museum and Library Services (IMLS) grant proposal outlines a plan to conduct major substantive research that will work towards demonstrating causality and proving that strong school libraries produce better-performing college students.

*The Board moved into closed session to discuss an honorary membership nomination and to approve the Nominating Committee for the 2016 Election.*

**Endowment Trustees Report** – EBD #13.1 (Exhibit 12)

Senior Trustee Rod Hersberger reported, via conference call:

- The endowment fund is at \$40,174,341, as of August 31, 2014, an increase of 6.3% since the first quarter.
- Through August, the equity and bond markets have rallied to all-time highs, fueled by an accommodative monetary policy by the Federal Reserve. Equity markets should remain strong for the foreseeable future, while fixed income is stagnant. Therefore 70% of investments are currently in equities and 30% are in fixed income.
- Bill Gross’ departure from the global investment management firm Pimco has shaken the markets, and on October 22nd the Trustees voted to end its relationship with Pimco (\$3.4 million) and hired Loomis Sayles.

**Report from the Nominating Committee for the 2015 ALA Election** –EBD #10.1 (Exhibit 13)

Teri Switzer, Chair, ALA Nominating Committee for the 2015 Election, participated via conference call to present the Committee’s report. The Board had already received the slate of candidates for ALA President and Councilor-at-Large in September.

As a whole, the Committee found its task to be challenging. Approximately 45 viable ALA members were contacted to serve as presidential nominees, but few were willing to commit to the process. The committee ended up with eight potential candidates and chose two from that list. A common complaint from potential nominees is that the campaigning process seems incredibly grueling. The Committee suggests that the *Guidelines for Campaigning by Candidates for ALA Office* be revised to expand the section on “Campaign Spending” to include suggestions on how to raise campaign funds.

Putting together a slate for Councilor was somewhat easier. The Committee sought candidates from all parts of the country who represent all library types, but experienced some difficulty in finding school librarians to run. Ultimately, 67 candidates were chosen from 27 states.

The Committee recommends that future Nominating Committees “leave no stone unturned.” Even though past master files indicate that some potential candidates have turned down invitations for the past five years, this might be the year they say yes.

A Board member inquired about the presidential model that some state library associations use, whereby the presidency is rotated each year among representatives from school, public, and academic libraries. Switzer explained that while this model works for some state associations and it would be a worthwhile topic for the Board to discuss, she believes that the ALA president speaks for all libraries and everyone across the Association should be involved in and enthusiastic about the process each year.

**Revised Skeleton Schedule for the 2015 Annual Conference** – EBD #12.9 (Exhibit 14)  
Paul Graller, Manager of Conference Services, proposed a revised skeleton schedule for the 2015 Annual Conference in San Francisco that includes longer breaks between sessions on Sunday to accommodate LGBT Pride Parade traffic.

The Parade will take place on Sunday, June 28, on Market Street, which bisects the Conference campus. Market Street will be closed from early morning through late afternoon. Conference Services is working with both ALA’s busing contractor and the City to redesign bus routes. In addition, two Sunday time slots will be reduced from 1.5 hour sessions to 1 hour sessions. Conference Services and the Association for Library Service to Children (ALSC) have worked to identify a site for the day’s largest ticketed event, the Newbery-Caldecott-Wilder Award Banquet. This will take place at the Hilton on Market Street.

The Exhibits Round Table Board met on October 20, 2014, and discussed the issue of vendor frustration with potentially decreased traffic on the exhibits floor on Sunday, due to the parade. Conference Services met with publishers and other vendors who expressed a certain degree of understanding. They do not want to abandon Sunday and will develop ways to encourage attendance, such as a Show Your Pride exhibits theme and special giveaways and offers.

Several pride-related activities are planned for the conference including an LGBT publishers pavilion and a place on the San Francisco Public Library’s parade float.

The Executive Board

**Voted** to approve adjustments to the approved 2015 ALA Annual Conference skeleton schedule for Sunday, June 28, 2014, as presented. EBD #12.9

The original agenda included a proposal for approval of future conferences to be held in Washington, DC. However, the package offered was not favorable enough to accept at this point and the issue will be revisited at a later date.

Budget numbers for the 2015 Midwinter Meeting in Chicago are strong. Exhibit revenue is 7% ahead of last year and advertising revenue is on par with last year.

**Budget Analysis and Review (BARC) and Finance & Audit Committee (F&A) Report – EBD #3.1 and #4.4 (Exhibit 14 and 15)**

Mario González, ALA Treasurer, reported on the BARC meeting, held October 9-10, 2014, and the F&A meeting, held on October 23, 2014.

**FY 2014 Unaudited Results - EBD #14.1 (Exhibit 16):**

- Total ALA revenues for the period were \$50 million, which is \$587,079 (-1.2%) less than the budget of \$50.6 million. This compares to \$50 million in FY 2013.
- Total ALA expenses for the period were \$48 million, which is \$2.9 million (-5.6%) less than the budget of \$50.9 million. This compares to \$49.9 million in FY 2013.
- General Fund revenues for the period were less than budget by \$508,162 (-1.8%), totaling \$28.3 million. As a result of the activities during the third and fourth close periods, excess revenues over expenses were \$554,738. Most of the shortfall was related to lower dues revenue, Publishing Services, and Meetings & Conferences.
- Division revenues for the year were higher than the budget of \$15.5 million by \$82,969, at \$15.6 million (0.5%).
- Roundtables revenues for the year were less than the budget of \$395,020 by \$36,764, at \$358,256 (-9.3%).
- Total assets for the period were \$80.3 million, which is an increase of \$4.9 million (6.5%) over FY 2013. Total Liabilities for the period were \$41.7 million which is a reduction from FY 2013 by \$3.0 million (-6.8%).

**2014 Staff Organizational Incentive Payment - EBD #4.4 (Exhibit 15):**

On the recommendation of the Finance and Audit Committee, the Executive Board

**Voted** that based on the FY2014 year-end financial performance, ALA staff will receive a one-time fiscal 2014 Organizational Incentive payment of 2%. EBD #4.4

**FY 2015 Total ALA Budget - EBD #14.4 (Exhibit 17):**

On the recommendation of the Finance and Audit Committee, the Executive Board

**Voted to:**

- Approve the final FY 2015 General Fund Budgetary Ceiling of \$29,468,008, including a \$1,486,222 net asset transfer to offset the Plant Fund operating expenses and up to a \$250,000 transfer from ALA investment earnings.
- Approve the final FY 2015 Divisions Budgetary Ceiling of \$26,677,469.
- Approve the final \$83,658 transfer from the Division Fund to offset the Plant Fund operating expenses.
- Approve the final FY 2015 Round Tables Budgetary Ceiling of \$1,803,501.
- Approve the final FY 2015 Grants and Awards (Restricted Fund) Budgetary Ceiling of \$5,159,868.

- Approve the final FY 2015 Long-term Investment Fund (Endowment Fund) Budgetary Ceiling of \$1,110,363, including a \$236,638 capital gain to be allocated for funding the ALA Spectrum Initiative and a transfer of \$533,568 interest and dividends from the Endowment Fund to the General Fund in accordance with Policy 8.5.1.
- Approve the depreciation expense of \$341,068 in the Technology Reserve Fund.
- Approve the final FY 2015 total ALA Capital Budget of \$2,159,865.
- Approve the long-term investment transfers recommended by the Divisions in the FY 2015 budget as follows: ACRL - \$150,000; ALSC - \$50,000; and LITA - \$50,000.
- Approve the Long-term investment transfers recommended by the Round Tables in the FY 2015 budget as follows: LIRT - \$10,000 and ERT - \$10,000.
- Approve the Total ALA budgetary ceiling as follows:

General Fund	\$ 29,468,008
Division Fund	\$ 26,677,469
Round Tables	\$ 1,803,501
Grants & Awards	\$ 5,159,868
Long-Term Investment	<u>\$ 1,110,363</u>

Total ALA Budgetary Ceiling \$ 64,219,209

EBD #14.4

**Resolution to Allow Programs at the Midwinter Meeting - EBD #4.4 (Exhibit 15):**

- Walter Betts, Chair of the ALA Conference Committee, met with BARC to discuss a proposed resolution brought to the ALA Council at the 2014 Midwinter Meeting to allow programs at ALA Midwinter Meetings (CD#38, MW14). Council referred this resolution to BARC for further analysis, and BARC discussed it at its October meeting. F&A concurred with BARC and recommended to the Executive Board the following:
  - That ALA Maintain the existing footprint of Midwinter Meetings
  - Accept the recommendations presented by the ALA Conference Committee regarding a series of half-day, intensive professional sessions at the ALA Midwinter Meeting beginning as early as 2016
  - Offer these fee based sessions on a cost-recovery and pilot basis ending Midwinter 2019
  - Monitor all associated costs and assess the financial impact at the end of the pilot

It was clarified that ALA policy A.7.4.11 states that “The ALA Midwinter Meeting is convened for the primary purpose of expediting the business of the Association through sessions of its governing and administrative delegates serving on boards, committees, and Council. Programs designed for the continuing education and development of the fields of library service shall be reserved for

Annual Conference except by specific authorization of the Executive Board acting under the provisions of the ALA Constitution.” The original Council Resolution (CD#38, MW14) seeks to change policy A.7.4.11 to allow for programs designed for continuing education and development in the fields of library service at Midwinter Meetings.

Mary Ghikas explained that many discussion groups at Midwinter operate like programs. ALA would like to promote the discussion group content more effectively, however, the informality of the structure often prevents this. In addition, member surveys indicate that approximately 30% of members do not primarily attend Midwinter Meetings for committee meetings. ALA is currently promoting content that might interest this demographic, such as the News You Can Use series, but the proposal outlined above would help facilitate the goal of providing more content at Midwinter Meetings, without turning it into a second Annual Conference.

The Board agreed that the best course of action is for BARC to present its report to Council at the 2015 Midwinter Meeting and recommend that Council not act on the original resolution (CD#38, MW14). The Executive Board will discuss the pilot program at the 2015 Midwinter Meeting, following BARC’s presentation to Council.

The Executive Board

**Voted to** postpone action on the following recommendations from the Finance & Audit Committee until the 2015 Midwinter Executive Board Meeting:

- That ALA Maintain the existing footprint of Midwinter Meetings
- Accept the recommendations presented by the ALA Conference Committee regarding a series of half-day, intensive professional sessions at the ALA Midwinter Meeting beginning as early as 2016
- Offer a series of fee based sessions on a cost-recovery and pilot basis ending Midwinter 2019
- Monitor all associated costs and assess the financial impact at the end of the pilot

EBD #4.4

**Other issues discussed at the October 23 F&A Meeting - EBD #4.4 (Exhibit 15):**

- Progress has been made on the development of a handbook of financial policies, which will be used as an educational tool for member leaders and the membership. Another version is expected to be reviewed by the committee at the 2015 Midwinter Meeting.
- Don Chatham, Associate Executive Director of Publishing, updated the Committee on the Publishing year-end results for FY 2014. He noted that total revenues would be approximately \$500,000 less than the budget of \$13.7 million.

- Despite the reduction in revenues compared to budget, Publishing was able to control expenses and is expected to meet its net revenue budget of \$940,174.
- As a result of specific ALA policy (A.4.3.4 Divisions and A.4.4.6 financial) related to small division support and reviewing the FY 2014 results and the FY 2015 budgets, it will be recommended that small division support for ASCLA continue at the current level of \$41,000 for FY 2016. Management will also bring a proposal to BARC at the 2015 Midwinter Meeting to phase out the small division subsidy for United for Libraries over a three year period from 2016 – 2018.
  - As part of the Committee’s educational efforts on behalf of the membership, a webcast on budgeting for a preconference is being added to the Financial Learning Series.

**Director of Financial Reporting and Compliance Report – EBD #4.3 (Exhibit 18):**

- Denise Moritz, Director of Financial Reporting and Compliance, reported to the committee on a number of items, including Form 5500 Filings, Form 990/990T, and 403 (b) Audit for 2013.
- As a result of discussions between Publishing, Finance, and the ALA Executive Director, an updated business plan was developed for the Neal Schuman operation. The plan was submitted to Plant Moran (ALA’s valuation experts), who will meet with ALA’s auditors Mueller & Co to discuss an action plan for the valuation work in coordination with the audit.

On the recommendation of the Finance and Audit Committee, the Executive Board

**Voted to** accept the December 31, 2013 403 (b) retirement plan audit. EBD #4.3

**New Business Development - EBD #4.4 (Exhibit 15):**

- Keith Fiels advised F&A on the status of new business development. The development of international opportunities and continuing education are the primary areas of focus. On the international side, the emphasis will be on training and education, which will eventually be folded into ALA’s Professional Development plan. Negotiations are currently underway with representatives of His Highness Dr. Sheikh Sultan bin Mohamed Al-Qasimi, the UAE Supreme Council Member and Ruler of Sharjah. At the November 2014 Sharjah International Book Fair, ALA will be conducting a three-day conference within a “conference within a conference” concept with fifteen scheduled sessions and three keynote speakers.
- On the Continuing Education front, the relationship with San Jose State University continues to grow with the development of an online continuing education program entitled “Cataloging for Non-Catalogers,” which is the second in a series of courses. The registration threshold for the class has been met.

**Approval of Programmatic Priorities** – EBD #12.6 (Exhibit 19)

Executive Director Keith Michael Fiels and Sr. Associate Executive Director Mary Ghikas discussed the programmatic priorities to be sent to ALA Council for approval at

the 2015 Midwinter Meeting. It was noted that minor changes might be made to the programmatic priorities in the coming years as a result of the strategic planning process.

#### The Executive Board

**Voted to** recommend to the ALA Council the following programmatic priorities, as a basis for the FY16 budget and as a key framework for strategic planning.

EBD #12.6

- Advocacy for Libraries and the Profession
- Diversity
- Education and Lifelong Learning
- Equitable Access to Information and Library Services
- Intellectual Freedom
- Literacy
- Organizational Excellence
- Transforming Libraries

#### **Strategic Initiatives: Advocacy (Continued)** - EBD #12.7 (Exhibit 20)

Miguel Figueroa, Director of the Center for the Future of Libraries, reported, via telephone, on the activities of the Center for the Future of Libraries (CFL) and future plans. He noted that the 2013 Institute of Museum and Library Services (IMLS) Grant for the Center for the Future of Libraries made the following projects possible.

- The CFL recently launched its website (<http://www.ala.org/transforminglibraries/future>). The starting point for the website is a Trend Library (<http://www.ala.org/transforminglibraries/future/trends>), which will advance one of the CFL's primary goals of identifying emerging trends relevant to libraries and librarianship. The trend library will include entries on specific trends with information on how they are developing, why they matter for libraries, and links to the reports, articles, and resources that can further explain their significance. The Trend Library builds on similar work by the International Federation of Library Associations and Institutions (IFLA), the Australian Library Association, and ALA's Office for Information Technology Policy (OITP). Coverage of individual trends will be expanded as new information is made available and new entries will be added where relevant. Trends will be enhanced with information about applicable ALA initiatives and information from libraries about how they are responding to trends with new programs, services, or partnerships. The CFL is developing a plan to push this content out to the public. The current strategy is to work within an ALAConnect community to share information with libraries that will then share the information with the public.
- The CFL also launched a blog (<http://www.ala.org/transforminglibraries/future/blog>). Figueroa plans to contribute one to two posts per week and will include information on the CFL's work, development and reflections on trends, and innovative practices relevant to libraries. Over the next several months, the CFL will invite member leaders and

outside thought leaders to share their views on the future of libraries through featured posts on the blog.

- By December 2014, the CFL plans to launch an e-newsletter that reports on its latest plans and activities. In addition, the CFL is successfully reaching out to members through ALA's social media accounts by using the hashtag #libraryofthefuture.
- CFL has formally engaged Elizabeth Merritt, founding director of the Center for the Future of Museums at the American Alliance of Museums, as a consultant in support of the CFL's formation. The consultation project will include a presentation to ALA members at the 2015 ALA Midwinter Meeting.
- Figueroa has begun work with the ALA Development Office to reach out to library vendors and foundations to develop opportunities for sustained funding for the Center. At the 2014 Annual Conference, the Development Office coordinated a meeting with ALA's Library Champions to discuss the CFL. The event was well attended and the discussion, led by Keith Michael Fiels, and ALA member leaders Barbara Stripling, Courtney Young, and Maureen Sullivan, produced valuable insights for the work the CFL could perform, as well as opportunities for partnerships and collaboration.
- Figueroa submitted a grant application to the American Society of Association Executives (ASAE) Foundation's Innovation Grants Program, which provides awards of up to \$10,000 to support innovation exploration and development for associations. The application proposed opportunities to utilize crowdsourcing to advance innovation in libraries. The project would advance the long-term goal for the Center to be a space for innovation within the profession. Notifications will be made in late December.
- The CFL plans to develop a thought leaders group. Elizabeth Merritt recommends the creation of an advisory council of thought leaders who are engaged with on a one-to-one basis, as needed. This group would draw from ALA membership as well as external leaders.
- Figueroa has given several programming presentations in recent months, including a presentation at a Library Futures Forum hosted by ProQuest in Bethesda, Maryland; a presentation at the University of North Carolina, Greensboro, on a re-envisioning of their library, and presentations at both the Texas and Tennessee Library Association conferences.

**Washington Office Report** – EBD #12.2 (Exhibit 21)

Emily Sheketoff, Associate Executive Director, ALA Washington Office, provided an update on activities that have occurred since submitting her written report.

- The Washington Office finalized a webinar for public and community college librarians that explains how to access the funding opportunities made available by the recently passed Workforce Innovation and Opportunity Act. There are currently 988 webinar registrants.
- In recent talks with both regulators and Congress, ALA re-affirmed that the Federal Communications Commission (FCC) has legal authority to advance the Open Internet through Title II reclassification or a strong public interest standard

- under Section 706. This work is particularly important as most network neutrality advocates agree the “commercially reasonable” standard originally proposed by the FCC does not adequately preserve the culture and tradition of the internet as an open platform for free speech, learning, research and innovation.
- The FCC is currently considering a change in the classification of “rural” that would result in fewer rural libraries qualifying for E-Rate funds (from 25,000 to less than 5,000). The Washington Office is working to defeat this rule.
  - As part of the Policy Revolution! program, the Washington Office met with the Chief Officers of State Library Agencies (COSLA), to begin work on a national public policy agenda. A draft of this document will be presented to members for feedback at the upcoming 2015 Midwinter Meeting.
  - The U.S. Court of Appeals for the 11th Circuit handed down an important decision in *Cambridge University Press et al. v. Carl V. Patton et al.* concerning the permissible fair use of copyrighted works in electronic reserves for academic courses. Although publishers sought to bar the uncompensated excerpting of copyrighted material for e-reserves, the court rejected all such arguments and provided new guidance in the Eleventh Circuit for how fair use determinations by educators and librarians should be made.
  - ALA supports the CORE Act, which would expand access to learning resources and school libraries. The legislation aims to address existing disparities in public education by establishing accountability requirements for states and school districts. More information on the inclusion language that addresses the importance of school libraries will be available in the spring of 2015.
  - There is potential for copyright hearings in the near future. The Copyright Law review process will last several years and ALA has submitted written comments on topics related to libraries and library services.

**Strategic Initiatives: Information Policy**

Emily Sheketoff and Barbara Jones, Director of the Office for Intellectual Freedom, reported on the progress of the Information Policy plan. The Washington Office and the Office for Intellectual Freedom meet regularly, via conference call. They are currently conducting research and gathering information to identify priorities and evaluation markers that will eventually develop into the Information Policy Plan. The plan will stress the importance of the core values of privacy and intellectual freedom and how they relate to new technology.

*The Board adjourned at 5:00 PM.*

## Session Two

The Board convened at 11:15AM on Sunday, October 26, 2014, following a closed session, with President Courtney Young presiding.

PRESENT: President Courtney Young; President-elect Sari Feldman; Treasurer Mario Gonzalez; Immediate Past President Barbara K. Stripling; Executive Director Keith Michael Fiels; Executive Board members: Robert Banks, Peter Hepburn, Sara Kelly Johns, John A. Moorman, James G. Neal, Gina Persichini, and Gail Schlachter. Board member Alexia Hudson-Ward was absent.

### **Report out of Executive Session**

President Courtney Young reported on the October 25-26, 2014, executive sessions. The Board heard the legal update, conducted the Executive Director's evaluation, considered a nomination for honorary membership, and approved the roster for the Nominating Committee for the 2016 ALA Election (CBD #3).

### **Strategic Initiatives: Professional and Leadership Development** - EBD #12.11.1 (Exhibit 22)

ALA President Courtney Young led a discussion on the current trends and issues regarding accreditation of MLIS programs and the Association for Library and Information Science Education's (ALISE) recommendations for the Committee on Accreditation (COA).

The Board received a document from ALISE's Council of Deans, Directors, and Chairs and addressed to the COA that outlined a series of proposals related to the accreditation process, external review teams, meetings with ALISE, and the revision of the *Standards for Accreditation of Master's Programs in Library and Information Studies 2008*. Courtney Young and Barbara Stripling recently spoke with Clara Chu (2013-2014 ALISE President) to discuss the proposals. Chu stressed that the proposals came from the Council of Deans, Directors, and Chairs. A meeting between ALA leadership, the ALISE Board and the Council of Deans, Directors, and Chairs will take place in the near future to discuss the proposals and to open the lines of communication between ALA and ALISE going forward.

Barbara Stripling added that this is a complicated issue, because so many entities are involved. Some issues must be directly addressed by the COA, such as the proposals related to the *Standards*. However, the Board can help facilitate more effective communication procedures between Library and Information Science programs and the COA/Office for Accreditation.

The Board created a subcommittee to examine the proposals and to formulate recommendations for possible Board action. Peter Hepburn, James Neal, and Gail Schlachter volunteered to work with Stripling on this subcommittee.

Mary Ghikas and ALA Marketing Director Mary Mackay reported on the progress of the Professional and Leadership Development planning.

The internal group working on Professional and Leadership Development planning consists of representatives from three ALA divisions; Miguel Figueroa, Director of Center for the Future of Libraries; Lorelle Swader, Director of the Office for Human Resource Development and Recruitment; Ian Lashbrook, Research Associate for ALA-APA; and Kristin Lahurd, ALA Literacy Coordinator.

The group conducted research on other associations with strong leadership development programs, including the Chartered Institute of Library and Information Professionals (CILIP) in the United Kingdom. It determined that leadership development should focus on the diversity of the professional body, which includes support staff as well as professionals with advanced degrees, and professionals from disciplines outside of the library field. Relevant domains of learning should be identified for each group. It will also examine the ways in which members can track their own learning, which will include pushing out announcements for continuing education opportunities that are relevant to specific members.

The group will examine various delivery models, including online, face-to-face, and mentoring opportunities.

#### **Board Effectiveness**

Immediate Past President Barbara Stripling commented on the Board's effectiveness during this meeting.

*The Board adjourned at 12:00 PM.*