# **ACRL Chapters Council Meeting**

# **June 7, 2024**

# **12:00 – 1:30 pm EST**

# **Virtual via Zoom**

1. Welcome

* Meeting started at 12:00 pm EST

1. Presentation and Questions—12:00-12:45 PM, EST: Paula Martin (Interim Associate Dean & Assistant Dean, University of Wyoming Libraries): “Equitable Hiring Practices from Posting to Onboarding: How to Eliminate Implicit Bias and Create a Fair, Inclusive Search”

* Discussion of avoiding bias in library hirings. Definitions of different kinds of bias, including unintentional bias, cognitive bias, structural bias, and confirmational bias. Also, discussion of in-group favoritism, halo effect, and groupthink. How to recognize bias and avoid it.

This presentation advises discussion about bias with a search committee before that committee begins its work and posting positions and evaluating candidates while being very conscious about existing bias. Job postings should focus on values and actual needs for the position and also give information to candidates (such as salary and rank) so they understand the position and institution. Criteria and requirements for a position should be able to be objectively evaluated: matrices/rubrics are useful. Search committees should not rely on the same membership every time and should be committed to DEIA. Interviews should consider accessibility, including sharing questions with candidates ahead of time. Advice on first-round and in-person interviews in order to promote equity were also shared.

1. Business Meeting—12:45-1:30 PM
   1. Introductions

Attendees: Kelly Hopp (Texas A&M), Eric Edwards (Chapter Council Chair, Illinois State Library), Jane Suda (ACRL/NY, Fordham University), Maria Deptula (ACRL/NJ), Leslin Charles (Chapter Council Vice-Chair, Rutgers University), Megan Dempsey (ACRL/NJ), Brianna Hughes (ACRL/MD), Allison Payne (ACRL Interim Executive Director), Dr. Beth McNeil (ACRL President, Purdue University), Preeti Gupton (ACRL/MN), Ana Diamand (FACRL), Sarah McHone-Chase (Chapter Council Secretary, Aurora University, IACRL (IL))

* 1. ACRL Leadership Updates
     1. Allison Payne, Executive Director:
     + [ALA Conference](https://2024.alaannual.org/registration/rates-and-registration) is June 27 – July 2, 2024, in San Diego, CA.
     + ALA Annual [Scheduler](https://annual2024.eventscribe.net/agenda.asp?pfp=FullSchedule): to look for ACRL-related programming
     + ACRL Conference is April 2-5, 2025, in Minneapolis, MN. Registration will open in September and there will be options for both in-person and virtual attendance. Call for proposals can be found [here](https://web.cvent.com/event/98632c12-9bee-4ab5-bb05-5fcf69f453a4/websitePage:3edd7060-b06c-46f9-b46e-67e3ece718fa).
     1. Dr. Beth McNeil, President
     + ACRL programming at the ALA Conference will include a membership council and membership reception as well as a President’s program (on belonging in the workplace).
     + There are about 14 programs at Annual that relate to ACRL/academic libraries.
     + ACRL members recently voted in favor of by-law revisions this spring.
     + ACRL joined ARL and some other groups in providing comments on possible removal of academic library questions in IPEDS.
     + Recent efforts on the Equity, Diversity, and Inclusion goal are the aforementioned include the President’s program on belonging in the workplace, and the Board approved covering membership fees for one year for ~25 library workers who identify as Black, Indigenous, and people of color or persons with disabilities, as well as subsidizing fees for roadshows for HBCU and tribal colleges/universities.
     + Finally, ACRL has published a few books recently that address topics such as critical librarianship, pedagogy, supporting student parents in the academic library, and designing spaces, policies and services.
     1. Dr. Leo Lo, Vice-President: no update
     2. Erin Ellis, Past President: no update
     3. Megan Griffin, Staff Liaison: no update
  2. Chapters Council Leadership Updates
     1. Leslin Charles, Vice-Chair: Sought names for elections and for volunteering. Will be working on Plan for Excellence. Discussed current work within ACRL Committees and plan for Chapters Council going forward. Please get ideas to Leslin for Chapters Council.
     2. Sarah McHone-Chase, Secretary: no update
     3. Laura Hall, Legislative Representative: no update
     4. Amber Willenborg, LibGuide Administrator and *Chapter Topics Newsletter* Editor: no update
     5. Paula Martin, List Administrator: no update
  3. Chair’s Report (Eric Edwards)
     1. Thank you to outgoing ACRL and Chapters Council leaders
     2. Elections for Vice-Chair and Secretary (Leslin Charles): One candidate for each role: Sarah McHone-Chase as Secretary, elected by acclimation (one-year role), and Gary Marks as Vice-Chair, elected by acclamation (three-year role).
     3. Finding new List Administrator: Ana Diamand has agreed to serve in this position.
     4. Completing annual report for FY2024 and work plan for FY2025: Should anyone have goals for Chapters to pursue or ideas to explore, please direct those to Leslin.
     5. Possible upcoming webinar on unique or interesting projects by state and regional chapters: Brianna Hughes may present on how to make poster presentations more engaging. Please watch ALA Connect for more information. Send any further ideas for presentations to Eric.
     6. Discussion with AASL School Library Chapters on resolution to improve communication with ALA Chapter Relations Office and ALA Public Policy & Advocacy Office—latest draft [here](https://docs.google.com/document/d/1VbPcbTd34Tgck5Rc2EJJHmEB-3kD5x3MihAmeJd3Y3M/edit)
     7. Reminder about keeping chapter directory of leadership (link [here](https://www.ala.org/acrl/aboutacrl/directoryofleadership/chapters/roster)) information current and signing up for ALA Connect. Send changes to [mgriffin@ala.org](mailto:mgriffin@ala.org).
     8. Reminder about updating chapter organization survey (link [here](https://docs.google.com/spreadsheets/d/1iOui-OYDKNMG1eTWiBk3okGi_duXHWl5MA6dFeaW9Ok/edit#gid=0))
  4. Open Forum--state and regional chapters may raise any topics of interest or issues of concern: no topics raised
  5. Any Other Business: no topics raised

1. Adjournment

* Meeting adjourned at 1:25 pm EST

Respectfully submitted,

Sarah McHone-Chase