



BOARD DOCUMENT

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2005 June Board of Directors Meeting Toronto, Ont, CA June 3-4, 2005	Open Session Meeting
Agenda Item	Minutes
1. Call to Order	The meeting was called to order at 10:15 a.m.
2. Roll Call	Present: Board - Salonen, Rollo, Hill, Zamora, McCay, Knuckle, Cia, Lau, Massoud, Klopper, Trefethen Staff – Lachance
3. President's Remarks	Excused: Mai, Spiegelman During Executive Session, the Board approved the candidates for 2006. Those who were here were introduced. Ethel thanked them for being willing to serve. The Nominating Committee was approved: Wilda Newman, Chair; Richard Geiger, Chair-Elect; Andrew Berner; Liz Blankson-Hemans; Marcy Rodney . The Board accepted the election results for 2005: Rebecca Vargha, President-Elect; Anne Caputo, Chapter Cabinet Chair-Elect; Agnes K. Mattis, Division Cabinet Chair-Elect; Cindy Romaine and Roberto A. Sarmiento, Directors . The President discussed: 1) chapter and division issues--some chapters are still holding elections for this year; 2) the bylaws votes which will be held on Tuesday afternoon--encouraged everyone to attend and to vote in favor of the bylaws changes which will help to move the association forward. The Board is operating in a more streamlined way. Discussion at the Board meeting will be by the Board. Ethel will open the floor for comments from guests after Association Management (later moved to follow the section on Financial Matters).
4. Approval of the Agenda for Open Session June 3-4, 2005	10.4, 10.6, and 11.1 postponed to Wednesday, June 9. B05-43 is the document attached to agenda item 10.3 APPROVED BY GENERAL CONSENT.
5. Consent Agenda	APPROVED BY GENERAL CONSENT
5.1 Open Session Minutes for January 27-29, 2005	A05-38

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<p>5.2 Ratify Votes on March 22, 2005 Board Call</p> <p>6. Report of Actions of the Executive Session for June 3, 2005</p> <p>7. Association Management</p>	<p>A05-47 That the board appoint Brent Mai to the position of Division Cabinet Chair for one year (June 2005-June 2006)</p> <p>Given during Presidents's Remarks</p> <p>Lachance announced new staff: Nancy Sansolen as Deputy Executive Director and Chief Financial Officer; Jill Calabria as Membership Director; Connie Brown as Executive Assistant to the ED and Board Liaison; Karen Santos Freeman as Communications Director. The staff has worked very hard to market the conference as a world-class conference. There are over 4,000 pre-registered attendees which exceeds the final numbers for the Nashville Conference. There are over 600 First Timers and more than 100 students, many of whom are also volunteering at the conference. There are 260 companies participating and over 400 booths sold for Info-Expo, including more than 50 new exhibitors. To attract the local business community, a half-page ad will appear in the local newspaper today and Monday. Over 30 official bloggers are working on the first conference blog.</p>																				
<p>8. Financial Matters</p>																					
<p>8.1 Treasurer's Remarks</p>	<p>The association ended the year with a small surplus after projecting a deficit of almost \$250,000. It was a difficult budget year, but we presented a balanced budget (with almost \$500,000 cut from desired items) and staff was able to keep us in budget.</p>																				
<p>8.2 Dues Structure</p>	<p>A05-37 The Finance Committee recommends that the Board of Directors restructure the membership dues as follows effective January 1, 2006, pending a bylaws amendment to remove the 12 % cap on a dues increase:</p> <table data-bbox="704 1541 1385 1976"> <tbody> <tr> <td>Student/Retired Members</td> <td>\$ 35.00</td> </tr> <tr> <td>Members with salaries under US\$35,000</td> <td>\$ 99.00</td> </tr> <tr> <td>Virtual Members</td> <td>\$ 65.00</td> </tr> <tr> <td>Organizational Members</td> <td>\$650.00</td> </tr> <tr> <td>Honorary Members</td> <td>\$ 0.00</td> </tr> <tr> <td>Retired Members/45 Years</td> <td>\$ 0.00</td> </tr> <tr> <td>Full Members</td> <td>\$160.00</td> </tr> <tr> <td>Extra chapter/division fee</td> <td>\$ 18.00</td> </tr> <tr> <td>Extra caucus</td> <td>\$ 12.00</td> </tr> <tr> <td>Chapter allotments:</td> <td>\$ 14.40</td> </tr> </tbody> </table>	Student/Retired Members	\$ 35.00	Members with salaries under US\$35,000	\$ 99.00	Virtual Members	\$ 65.00	Organizational Members	\$650.00	Honorary Members	\$ 0.00	Retired Members/45 Years	\$ 0.00	Full Members	\$160.00	Extra chapter/division fee	\$ 18.00	Extra caucus	\$ 12.00	Chapter allotments:	\$ 14.40
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<p>8.3 Member Forum</p>	<table data-bbox="703 323 1377 394"> <tr> <td>Division allotments:</td> <td>\$ 12.00</td> </tr> <tr> <td>Caucus allotments</td> <td>\$ 7.20</td> </tr> </table> <p>The Finance Committee began looking at this issue following a request from the Kentucky Chapter and received feedback from the chapter as they deliberated. The committee sought feedback from the leadership in January and used that feedback in making their recommendation. This recommendation will also provide an increase of 20% to unit allotments to address issues brought to the committee by the units. The new rate for those with salaries under US\$35,000 is intended to attract new members. We have not had a dues increase for six years so this increase only offsets the cost of inflation over the past six years. The option for international members to have a lower dues amount is still present.</p> <p>APPROVED UNANIMOUSLY</p> <p>Dav Robertson spoke as a member of the Finance Committee to fully support the changes and to thank the Board for approving the action. Eleanor MacLean asked how this will be publicized. The Treasurer explained that the Board has approved what the numbers will be if the 12% cap on the dues is removed by a bylaws amendment. Lachance explained that there will be an opportunity at this conference to allow for electronic voting through a bylaws amendment so more people will be able to participate in the 12% cap vote. Information about this dues restructuring (which raises dues for some by the rate of inflation) and lowers the dues for others will be presented in many formats. There will be many opportunities to ask questions and debate this issue in many ways (electronic discussion lists, teleconferences, print information, etc.) Talking points for leadership will be prepared so that conversations at the local level can take place. This is a continuation of a communication process since this has been discussed before, during, and after the Leadership Summit in January. We are not asking to remove the limitation currently in the bylaws which prohibits raising dues more than every three years. We expect the vote will take place by the Fall if the bylaws change to allow electronic voting is approved. It is true that some members will have a 30% increase but others will see their dues decrease. The overall increase will amount to @ a 20% increase. Approximately 2,000 members (@1 in 5) will see no change in their dues (students, retirees, virtual). Approximately 1,000 members will see their dues go down. The \$99 rate is very responsive to comments received in January for those who have lower incomes, such as para-professionals. The units will have more funds to spend on services for the members.</p>	Division allotments:	\$ 12.00	Caucus allotments	\$ 7.20
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9 Conferences	
9.1 Pre-Conference Highlights	<p>Juanita Richardson welcomed the group. She read a proclamation from the mayor of Toronto to name June 3 – 8 as Special Librarians Week in Toronto—thanks to the work of the Local Arrangements Committee. She thanked the planning committee and Kristin Foldvik.</p>
9.2 2006 Baltimore Conference Program Update	<p>Planners will meet here to do their scheduling. The committee is serving as liaisons with divisions.</p>
10. Committee/Task Force Matters	
10.1 2004/05 Committee Annual Reports	<p>B05-20 RECEIVED</p> <p>A recommendation from the Awards Committee has come forward. The committee thought the whole process should be reviewed by a task force, including those that are awarded by other committees. While it is envisioned that the unit awards would not be in scope, it would be a good idea to have an inventory of awards. The process for this year will not be affected by any task force. It was suggested that we leverage anything done by the Pharmaceutical & Health Technology Division in looking at the competencies. The Public Relations Toolkit will be sent out to all the units after conference for a second round of comments—the intention is for it to be an evolving document. Suggestion that a combination of Scholarship and SARC be considered. There were a total of 45 applicants for the scholarships and the committee worked on streamlining the process which is working really well. The Technical Standards Committee is empowered to represent SLA with other bodies, e.g., NISO. They work particularly on standards that will impact SLA members. Suggestion that Technical Standards Committee look at Counter to see if we need to monitor their activities or become engaged with them. One of the referrals to Committee on Committees on resolving the committee name changes and reporting lines will be continuing.</p>
10.2 Bylaws	<p>B05-19 RECEIVED</p>
10.3 Task Force on Natural Disasters	<p>B05-23 RECEIVED</p> <p>Dav Robertson thanked the members of the task force and the staff. Setting up a response center for those working in recovery operations used our core competencies. IPANDA is being run by volunteers with some infrastructure support from SLA</p>

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	<p>headquarters. Recommendation made to reappoint the task force to allow them to begin implementation through the IPANDA network. Investigating a partnering with the World Computer Exchange to help raise funds for their efforts is also recommended.</p>
10.4 Research Committee Charge Revision	Removed from agenda when adopted
10.5 Research Committee Goldspiel	B05-22 RECEIVED
10.6 Overview of Research Strategy	Removed from agenda when adopted
10.7 Committee on Committees Update	<p>All information is in the annual report and the committee will meet on Sunday.</p>
11. Caucus Activities	
11.1 Caucus Update	<p>The leaders of caucuses are very enthusiastic. They held a conference call in October to learn from each other. They will be meeting as a group in Houston at the Leadership Summit and they developed a COP. Two new caucuses are in the process of being formed—one to be presented at the meeting on Wednesday and one getting signatures on its petition.</p>
11.2 Petition for New Caucus	<p>Moved to the Board meeting on Wednesday, June 8 A05-46 That the Board of Directors approve the Architecture, Engineering, Construction and Design Caucus until January 2007. The official scope of the new caucus is: The Architecture, Engineering, Construction and Design Caucus seeks to serve those information professionals working for public and private organizations in the building and real estate trades. This includes, but is not limited to, Architecture, Engineering (Mechanical, Electrical, Structural, Civil), Construction, Interior Design, Landscape Architecture, Development, Public Works, Historic Preservation, Urban Planning/Urban Design, Planning, and Real Estate.</p>
12. Program Matters	<p>CLICK University is being launched at this conference on June 6. CLICK contains over 300 courses and access to replays of SLA's Virtual Learning programs. Degree and certificate programs will be coming. CLICK will be available only to members of SLA—a benefit of membership. Invitations to the launch were given to the Board to pass out to members and to encourage participation in the launch celebration. Improvements were made to the Virtual Learning series to have two sessions per topic and the price was</p>

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<p>13. Membership Update</p>	<p>slashed in half—low-cost, high quality learning that delivers on leading edge content. SLA will be enhancing the salary survey to provide more useable information when talking with employers. <i>Information Outlook</i> will be used to advocate for the profession and the information professionals in SLA. Improvements to the Member dues payment experience—easier to be reminded with opportunities to renew online, payment acknowledgement by email and e-receipts. SLA mission, vision, and core values statements being used as a model in the non-profit sector. <i>Information World Review</i> published an article on the use of SLA competencies worldwide. <i>Library Journal</i> noted that SLA is revitalized and focused on affordable and highly useful professional development at the Toronto conference.</p> <p>B05-21 RECEIVED</p> <p>Membership is at 11,266 on May 28, 2005. The numbers are not where we want them to be—we are losing faster than we are gaining, but we have the potential to grow. We need to be sure we are delivering value, and the units need to be sure they are delivering that value (some members only participate at the local level of chapter or division). There is a shift in the student numbers in which the numbers are tapering off—we need to analyze that trend. Now that we have a new Director of Membership, we can concentrate in this area. Having CLICK University as a member benefit will help. The Super Survey will be done in 2006, and Broussard would like to include some former members and non-members as well to see why they are not members. Suggestion made to include a generational component to identify needs and interests in the Super Survey. Students/Retirees heavily subsidized—we may have reached the crescendo of returning students and it may level off now. Anytime you do a dues restructuring you can expect some changes in membership (slight dip). Where the dues will go down, it may help recruitment. Do we need some policies involving services that should be exclusively for members? CLICK University is an example of an exclusive member benefit. Do we want to be a philanthropic organization? We need to choose what kind of association we want to be. Things may have evolved so services are being given away and we need to look at the situation which may result in a culture change for the association. We need to look at different models—hold an initial dialog with the divisions, then bring it back to the staff and Board to get data. Suggestion made to refer it back to staff to come up with an approach to member services to be discussed in September/October. Report to the cabinets that this is being reviewed so they know this is</p>

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<p>13.1 Member Forum</p>	<p>happening. This is a strategic issue—with good data gathering, we could do some of this at Leadership Summit. These are business decisions—to offer services and make this organization worthwhile, we need to move forward. Background will come to the Board in September and the Leadership Summit Task Force will also work on it. Thanks to staff for providing metrics in the membership report—would like to have that format in all reports when applicable.</p> <p>Is there a breakdown of international members? Would like to see those numbers so trends can be observed. Any analysis on the trends for virtual membership? Broussard can prepare the data with a map showing major areas. We have not marketed the virtual membership extensively—many of these members are looking at our virtual products and transitioning into full membership. Suggestion that we look at “information workers” who are not MLS-degreed—paraprofessionals, knowledge managers, IT people. New divisions and caucuses are bringing in those who are not in traditional positions. See a role for SLA that combines advocacy with IT—e.g., federal enterprise architecture folks. Need to be careful about the way we present ideas about member services to the units—must be done in a strategic way. This could appear as a top-down message and we should take advantage of the leaders of the divisions/cabinets so they understand it right away. Need to let people in the association know what is happening—not sufficient information about what is going on in SLA. Suggest that we have a general member list that talks about what is going on within the association (e.g., staff changes, program updates), or a What’s New on the website to show the value that the association has for all the members.</p>
<p>14. Chapter Activities</p>	
<p>14.1 Chapter Cabinet Report</p>	<p>Biggest problems chapters face is difficulty finding people willing to run for offices, particularly President-Elect. Will encourage current leaders to talk about the joys of leadership. Would like to have a marketing campaign for recruiting leaders (Scheeder materials and new task force may be able to help). 74% have membership committees—about half have recruitment plans. Most follow-up on lapsed members and do welcome packets. Those with schools in their areas work with students. European chapter wants to change its name to SLA Europe.</p>
<p>14.2 Omaha Area Chapter</p>	<p>A05-44 That the Board of Directors extend the Provisional Status of the Omaha Area Chapter.</p>

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14.3 Sub-Saharan Africa Chapter	<p>ADOPTED BY GENERAL CONSENT</p> <p>A05-45 That the Board of Directors extend the provisional status of the Sub-Saharan Africa Chapter for an additional two years.</p> <p>ADOPTED BY GENERAL CONSENT</p> <p>Note: It is time for SLA to look at how chapters are formed when they cross large geographic areas.</p>
15. Division Activities	
15.1 Division Cabinet Report	<p>REPORT RECEIVED</p>
16. New Business	<p>None</p>
17. Announcements	<p>Thanks to Cindy for her leadership. Thanks to Jackie for her work on the Chapter Cabinets. Thanks to Brent for his work with the Divisions. Thanks to Barb for her calm and her sense of humor. Thanks to Jesus for his international perspective.</p>
18. Adjournment	<p>The meeting was adjourned at 10:50 am on Saturday, June 4, 2005.</p>