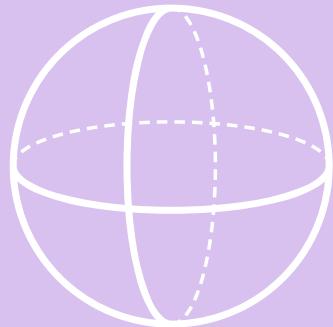
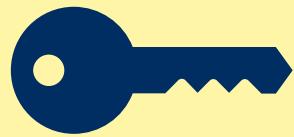




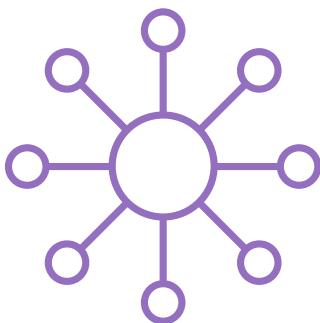
Association of College & Research Libraries
A division of the American Library Association

Advancing learning
Transforming scholarship



Annual Report

● ● 2024–2025 ● ●



Message from the President

Leo S. Lo ***ACRL's 85th President***

Serving as ACRL president this past year has been a privilege I will always carry with me. What stands out most is the courage and creativity of our members. Every conversation, every committee meeting, every program reminded me that ACRL is not simply an association, but a community of people who believe deeply in the power of libraries to change lives. That belief, combined with action, is what makes us strong.



We are living in a time of disruption in higher education, and none more visible than the rise of artificial intelligence. AI is transforming research, teaching, and learning at a pace that is both exciting and unsettling. Recognizing this, I launched the ACRL Task Force on AI Competencies for Library Workers. Their charge was bold: to give our profession a framework, and a starting point, to engage responsibly, ethically, and practically with AI.

We also created an ACRL AI Discussion Group (which has now evolved into the ACRL AI Interest Group). It quickly became one of the most active spaces in our community. What I appreciated most was not just the exchange of ideas, but the willingness to wrestle with tensions: curiosity and caution, innovation and identity, efficiency and equity. These are not questions with easy answers, but they are exactly the questions our profession must take seriously if we want to lead, rather than follow, in this new era.

A highlight of the year was my Presidential Program at the ALA Annual Conference, “Demystifying AI: Navigating the Laws and Policies Shaping Our Digital Future.” Key-note speaker Dr. Brandie Nonnecke challenged us to look past hype and fear, breaking down complex concepts with clarity and humor. She reminded us that bias in AI can be an opportunity for correction, not just a threat, and cautioned against falling for AI FOMO. The message was clear: libraries must adopt AI intentionally, guided by our values of equity, transparency, and privacy. I am grateful to the program planning committee for curating such a timely and urgent conversation.

At the same time, we faced the ongoing realities of financial challenges and shifts within ALA. These were not easy conversations, but they were necessary ones. I am grateful to the Board, the Budget & Finance Committee, and our dedicated staff for approaching them with honesty and pragmatism. In every discussion, our focus was clear: ACRL must

Message from the President

remain both financially sustainable and mission-driven, so we can continue to deliver value to our members.

Looking back, I am proud of the progress we made. But more importantly, I am hopeful about what lies ahead. I have seen members step into leadership, experiment with new approaches, and reimagine what libraries can be. The courage to try, the curiosity to question, and the commitment to community are all alive in this association.

The future of libraries will be shaped by how we respond to change. Technology will continue to evolve, budgets will fluctuate, and higher education will face pressures we cannot yet predict. But if this year taught me anything, it is that ACRL's members are ready. Ready to innovate, ready to advocate, and ready to lead with both vision and integrity.

It has been an honor to serve alongside you. Thank you for the trust you placed in me, and for reminding me, every day, why this work matters.

ACRL Programs at the 2025 ALA Annual Conference —Philadelphia—

- 2025 President's Program — Demystifying AI: Navigating the Laws and Policies Shaping Our Digital Future
- AI Unleashed: Transforming Library Instruction and Research Support for the Future
- Beyond Mere Quantity: Why Current Approaches to EDI Further Embed Inequities
- Can It Happen Here? Book Challenges, Censorship, and Academic Freedom in Academic Libraries
- Citational Privilege: Disrupting the Patriarchy and Empowering Students Through Feminist Citation Practices
- Creating Accessible and User-friendly Black Genealogical Tools
- Creating Inclusive Library Spaces: Strategies for Implementing Sensory-Inclusive Programs and Resources

(Annual Conference programs continued next page)

Annual Conference Programs

(Annual Conference programs continued from previous page)

- Creating Partnerships with Vendors: A collaborative approach to developing collections
- Enhancing student success through assessment tools: an interactive session
- Equity in Action: Academic Libraries' Roadmap to Closing Opportunity Gaps and Fostering Student Success
- Everything is All Reused: Teaching Academic Integrity Through the Lens of Pop Culture
- How Does Students' Cultural Capital Impact Their Information Literacy Skills? What the Data Tells Us
- Impact and Connection: How Structured Mentorship Effects the Success of BIPOC Librarians
- Libraries in action: Practical Approaches to Leverage Artificial Intelligence in the Research Lifecycle
- Loyalty or Survival? Understanding Trauma and Employee Commitment in Academic Libraries
- Navigating the Transition: Retirement and Succession Planning from Diverse Perspectives in Libraries
- Old Pages, New Tricks: AI-Powered Discovery and Instruction in Special Collections
- Poetry Stacked: Building 21st Century Programming in the Library
- Public History Meets Private Company: Digitizing a Historically Black University's Archival Photographs with Getty Images
- Reflective Teaching as a Catalyst for Change: Inspiring New Approaches in Library Instruction
- Staying CALM in Change: Effective Management for Academic Libraries
- Time for Something Different: Planning the Institute for Racial Equity Advancement in Libraries
- Update on the Academic Library Trends and Statistics Survey

Message from the Vice-President

Brad Warren ***Vice-President/President-Elect***

It has been a true pleasure to serve in the past fiscal year as vice-president / president-elect of ACRL this year. It has been a year of changes and milestones for ACRL and ALA, and I am so thankful for the dedication and outstanding work of the ACRL staff, Board of Directors, and volunteers to continue our mission and essential work. During the year, we continued to make significant progress in some areas that I would like to highlight.



I am pleased and honored to have worked with our Board and ACRL staff to ensure the ongoing health and stability of both our organization and ALA. In particular, we worked diligently to ensure that our members' interests were represented in ongoing negotiations with ALA's operations and budgets in a significantly challenging financial environment. We are dedicated to ensuring that our nearly 150-year-old organization can remain thriving and strong while also ensuring that ACRL can meet the needs and interest of the academic library community. I am also pleased that we were able to restart our awards programs after they went into hiatus during the COVID-19 pandemic.

The Board met in October 2024 to conduct strategic planning sessions for the first time in several years. We looked closely at our work, goals, values, and initiatives to ensure that we are remaining current and looking toward the future for new challenges. In that planning, I was pleased that work to evaluate and enhance our Benchmark survey product rose as a key goal area for our organization. As I continue in my presidency, it is my hope that work on this will allow for capturing academic library data elements discontinued from IPEDS reporting while also determining how best to capture salary information and other topical areas of interest for future surveys. Ensuring our members have accurate and timely information that informs our various missions and provides tools for benefiting our members personally is one of my goals in the next year.

In response to significant attacks in 2025 to higher education, IMLS, and academic freedom, I co-led two separate town hall events for our members to reflect, share, and be with each other in these challenging times. It has become clear that the need to advocate outside the walls of our institutions is a significant area for development, and one that I hope to address in my presidency year. I am so pleased that feedback from ACRL members who participated in these events has been positive along with a desire to host more of these forums in the future.

Message from the Vice-President

A significant responsibility during the vice-presidential year is setting all the various appointments for committees and other groups for the 2025–26 year. I am pleased to report that we once again had an outstanding turnout of volunteers who have agreed to serve on a multitude of committees that reflect our values. I also am looking forward to partnering with ALA leadership, the Office of Intellectual Freedom and the Public Policy and Advocacy Office to provide best practices, tools, and workshops to ensure greater advocacy efforts and success for our members at the individual level.

Finally, I have the unique pleasure of helping onboard not only our new ACRL Executive Director Teresa Anderson, but our new ALA Executive Director, Daniel Montgomery. We are facing a unique set of challenges with our organization and industries of learning, higher education, and libraries. I am excited to be part of this work and harnessing the energy of new leadership and initiatives to ensure that our work can continue strongly into the future. I know that all of this is possible because of the dedicated ACRL staff and fantastic ACRL member volunteers. I have greatly enjoyed my first year with the Board and am excited for the achievements we will accomplish in the next year!

Message from the Executive Director

Teresa Anderson
ACRL Executive Director

It has been a great pleasure to serve as your ACRL executive director this year. Since I joined ACRL in May 2025, I have been impressed with the dedication of the volunteer leadership and the resilience of the staff team. In promoting and supporting ACRL's Plan for Excellence, I have been able to work closely with the dedicated volunteers on the ACRL Board of Directors and ACRL Budget and Finance Committee as well as many section leaders and heads of the goal area committees.



This year, ACRL events, where members can network and learn from each other, have been the highlight of the association's programming year. The ACRL 2025 Conference was held from April 2–5 in Minneapolis and online and was a rousing success by all accounts and metrics. An additional standout this year was the sold-out Rare Books and Manuscripts Section (RBMS) 2025 Conference, held June 24–27 at Yale University and online. The successful re-launch of the ACRL Immersion Program took place July 23–25, at Loyola University in Chicago. The program has been on hiatus since 2020 due to the pandemic but returned to a sold-out audience. Two members of the facilitator team presented a half-day workshop at the Sharjah International Library Conference in Sharjah, UAE. The workshop presented a great opportunity to extend ACRL's reach with an international audience and fostered dialogue around transformative teaching practices.

ACRL publications also had a successful year. The online versions of ACRL's three Chicago based serials had nearly 7,500,000 visits, providing engaging content for a wide swath of the profession. The association published 17 new books, providing many academic librarians with the publishing opportunity they need for career advancement. Our bestselling book of the year was *The Small to Mid-Size Academic Library: Collaborations and Outreach*, which is the beginning of a new ACRL book series.

In addition to the continued success of the publications at Choice, that team's sponsored content program was a standout this year. The AI literacy micro course, "AI Literacy Essentials for Academic Libraries," produced in partnership with Clarivate, generated engagement around the new ACRL AI Competencies for Academic Library Workers. More than 7,500 academic librarians and faculty members signed up for this course with robust engagement throughout the entire eight weeks.

Message from the Executive Director

This year has been a difficult one for both libraries and librarianship given an uncertain political climate and ongoing funding crises. ALA has not been immune to these pressures. A reorganization and staffing changes have made this year especially challenging. However, as evidenced by ACRL's successes this year, and with new ALA leadership in Executive Director Dan Montgomery, the hope for the future remains bright as we move into a new year.

Special recognition goes to the ACRL staff team for all of their help in easing my transition. And my heartfelt thanks to the volunteer leaders who have been gracious with their time and patient with my onboarding. I look forward to ACRL's continued success.



3 ways to give!

Advancement Fund **RBMS Scholarships Fund** **ACRL Conference Scholarship Fund**



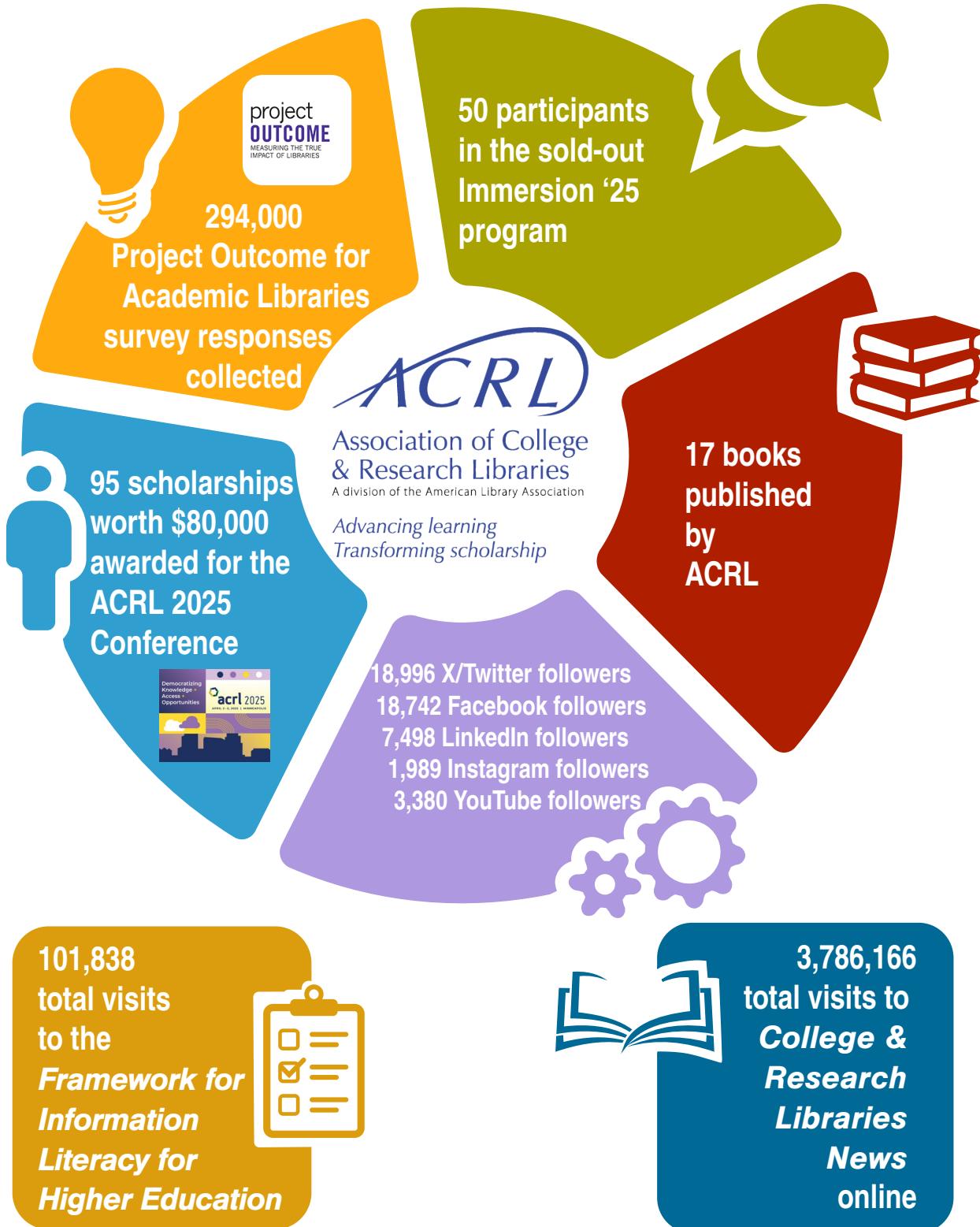
<http://www.ala.org/acrl/give>

The Friends of ACRL donations support ACRL's mission in key areas, including the ACRL Advancement Fund, ACRL Conference Scholarship Fund, and RBMS Scholarships Fund. Since the establishment of the Friends of ACRL in 1998, 1,574 donors have become Friends and contributed more than \$605,000 to provide support for ACRL initiatives. Money from the Friends Funds has been used to provide scholarships for ACRL professional development activities, support for the Library Copyright Alliance Project, Project Outcome, Benchmark: ACRL Metrics & Trends, and providing open access for *C&RL News* backfiles.

Thanks to our 93 donors who contributed more than \$40,000 to the Friends of ACRL in FY25 (September 1, 2024–August 31, 2025). A complete list of Friends of ACRL is available on the ACRL website at <https://www.ala.org/acrl/friends-acrl-2025>.

ACRL also expresses its sincere appreciation to its sponsors for their generous donations to the various programs and events the association has offered throughout the year. Thanks to your support, ACRL members benefited from enhanced programs and services this year.

By the Numbers



Year in Review

Teresa Anderson Named ACRL Executive Director, Allison Payne Promoted to Associate Director

Teresa Anderson became the executive director of ACRL, beginning May 19, 2025. A Certified Association Executive (CAE), Anderson has spent more than three decades at ASIS International, a professional organization for security management professionals. Within ASIS, Anderson has held several positions, most recently as vice president, innovation and outreach. Anderson created cross functional teams to develop and execute product strategies that align with market needs and company goals, resulting in an annual revenue increase. She also cultivated strategic partnerships in alignment with business objectives and growth strategies. She oversaw content strategy, guiding the editorial team in curating content around products and services.

Allison Payne, who served as interim executive director beginning in 2023, was promoted to associate director, operations and strategic initiatives. In this role, she manages and implements special programs and projects, including those pertaining to ACRL's equity, diversity and inclusion goal area; reviews, develops, and updates policy; and serves as a leader for ACRL operations and efficiency. Payne also continues to manage ACRL's governance functions by supporting the work of the ACRL Board of Directors and ACRL Budget and Finance Committee.

ACRL Conference

The ACRL 2025 Conference was held April 2–5, 2025, in Minneapolis and virtually. Themed Democratizing Knowledge, Access, and Opportunities, ACRL 2025 provided a platform to engage in critical conversations and explore solutions-centered approaches to the challenges facing our profession, focusing on themes like embedded bias, inclusive excellence, and the role of technology. The conference was a programmatic and financial success, hosting 2,434 paid in-person and 569 paid virtual attendees. Additional details on ACRL 2025 are available later in this report.

Year in Review

ACRL and Artificial Intelligence

One of ACRL's key achievements this year was the creation of the ACRL AI Competencies for Library Workers Task Force, charged with developing a comprehensive framework for AI literacy among library workers. Following a year of hard work, the competencies were approved by the ACRL Board of Directors in October 2025. The association also launched the new ACRL Artificial Intelligence Discussion Group this year, providing a vital platform for dialogue, learning, and community-building around emerging AI technologies and their implications for academic libraries.

Another significant milestone was securing a grant from Elsevier to support AI literacy initiatives specifically aimed at librarians from under-resourced libraries. This partnership reflects ACRL's ongoing commitment to equity, accessibility, and workforce development in librarianship, aligning with our broader mission of empowering library professionals with skills essential for the future.

The President's Program at the 2025 ALA Annual Conference, "Demystifying AI: Navigating the Laws and Policies Shaping Our Digital Future," featured Brandie Nonnemecke, senior director of policy for Americans for Responsible Innovation and founding director of the CITRIS Policy Lab. Nonnemecke broke down the fundamentals of AI, dispelled common misconceptions, and explored the rapidly evolving legal and policy landscape surrounding this transformative technology. A variety of ACRL and Choice publications and online learning opportunities provided additional opportunities to learn about the impact of AI.

ACRL's Plan for Excellence

This report highlights ACRL's many accomplishments during the 2024–25 fiscal year across the five strategic goal areas highlighted in the Plan for Excellence—the value of academic libraries; student learning; research and scholarly environment; new roles and changing landscapes; and equity, diversity, and inclusion—along with the association's enabling programs and services.

Year in Review

The Value of Academic Libraries

ACRL made significant progress on the association's goal of assisting academic libraries in demonstrating alignment with, and impact on, institutional outcomes this year. The association provides support and training to ACRL liaisons to other higher education organizations and disciplinary societies so that they are prepared to talk about the value of academic libraries in those contexts.

Project Outcome for Academic Libraries continues to be a vital part of our Value initiatives. Based on a model developed

by PLA, this free toolkit is designed to help academic libraries understand and share the impact of essential library programs and services by providing simple surveys and an easy-to-use process for measuring and analyzing outcomes. The standardized surveys allow libraries to aggregate their outcome data and analyze trends by topic and program type. As of September 2025, Project Outcome for Academic Libraries has 6,299 users and 1,027 academic libraries have created surveys and collected more than 294,000 responses.



ACRL's Standards for Libraries in Higher Education (SLHE), another important component of our Value of Academic Libraries work, has been visited nearly 9,000 times this year. At the request of the ACRL Board of Directors, the VAL Committee began the process of reviewing and revising the Standards for Libraries in Higher Education. The review and revision process is scheduled for completion in June 2025.

The virtual workshops "Putting the Standards for Libraries in Higher Education into Action" and "Assessment in Action: Demonstrating and Communicating Library Contributions to Student Learning and Success" continue to help academic library professionals tackle value and assessment issues facing the profession today.

Developed by a joint task force comprised of members from the VAL and New Roles and Changing Landscapes Committees, the ACRL Academic Library Advocacy Toolkit is a curated collection of resources that can help equip academic library administrators and library professionals with the resources they need to advocate for the value, roles, and contributions of academic libraries to their campus communities. The toolkit has garnered nearly 5,500 views this year.

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The Learning Analytics Toolkit, a freely available professional development resource developed by the VAL Committee, provides an avenue for library professionals to learn more about learning analytics and how they intersect with academic libraries. This year saw nearly 1,000 visits to the toolkit.

National Center for Education Statistics Integrated Postsecondary Education Data System/ACRL Benchmark

The ACRL Academic Library Trends and Statistics Survey incorporates the Integrated Postsecondary Education Data System (IPEDS) Academic Library Component and makes the results available through ACRL Benchmark: Library Metrics and Trends. The 2024 survey closed on April 11, 2025. 1,387 institutions completed the 2024 survey for a 39% response rate, and the survey data, including trends library support for open initiatives, is expected to be published in fall 2025. The survey also enabled participants to easily transfer their IPEDS responses to the institutional keyholder for the IPEDS survey. The 2025 ACRL Academic Library Trends and Statistics, open until spring 2026, features trends questions focusing on Artificial Intelligence in libraries.



Student Learning

The following activities are examples of ways ACRL moved towards meeting the association's goal of assisting librarians in transforming student learning, pedagogy, and instructional practices through creative and innovative collaborations during the fiscal year.

The ACRL Framework for Information Literacy for Higher Education has introduced a new way of thinking and practicing to the academic library community and continues to bring both inspiration and challenge to librarians as they explore new directions in information literacy practice and research.

Based on the ACRL Framework, Threshold Achievement Test for Information Literacy (TATIL) is a simple, easy-to-use standardized test that measures the achievement of the information literacy education outcomes, regardless of a student's major or research focus, across four modules which address learning across all the frames. TATIL reports help educators identify student areas of strength and areas that need improvement, supporting

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evidence-based decision-making and inform actions for strengthening student outcomes. Following a redesign and rebuilding period, TATIL relaunched under the ACRL brand in summer 2023. As of September 2025, TATIL has been used by 24 schools to administer 155 tests and collected 28,172 responses.

The ACRL Framework Sandbox, an openly accessible platform and repository for librarians and their educational partners to

discover, share, collect and use ongoing work related to the ACRL Framework in practice and professional development, was visited more than 70,000 times in this period. The Framework itself was viewed nearly 100,000 times this year.

At the request of the ACRL Board of Directors, the Student Learning and Information Literacy Committee (SLILC) and Instruction Section began collaborating to review and revise the ACRL Framework for Information Literacy. Work on the project is ongoing with the review and revision process scheduled for completion by June 2026.

ACRL published several books including *Instructional Design for Teaching Information Literacy Online: A Student-Centered Approach*; *Student Success Librarianship: Critical Perspectives on an Evolving Profession*; and *Training Library Instructors* related to student learning and information literacy issues this year.

The association also presented a variety of Online Learning offerings focused on student learning and information literacy topics, including “Exploring AI with Critical Information Literacy,” “Building an Information Literacy Micro-Course in Six Weeks,” “Developing Information Literacy and AI Guidelines: Blazing a New Trail,” and “Training Library Instructors.” SLILC continued to support librarian researchers by hosting the panel “Getting Started with Researching & Writing in Academic Librarianship” in June 2025. The RoadShow workshop “Engaging with the ACRL Framework: A Catalyst for Exploring and Expanding Our Teaching Practices” continues to help academic library professionals tackle student learning-related issues facing the profession today.

Perspectives on the Framework, a column focusing on the Framework and edited by SLILC, continues to appear bimonthly in *C&RL News*. Column topics this year have included “Is This AI Tool Right for Me? Important Questions from the Framework,” “Only One Information Ecosystem, or Many? Examining How Information Privilege in the Framework Impacts International Students,” “Surveillance and Privacy: How Can

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the Framework Support Privacy Literacy?,” “ACCentuating Epistemology in the ACC Frame: A Case for Integrating Personal and Discipline-Specific Epistemologies into the ACRL Framework,” and “Resisting Neoliberalism via Information Literacy Instruction.”

Information Literacy Immersion Program

The ACRL Immersion Program relaunched July 23–25, 2025, at Loyola University in Chicago. The program, which had been on hiatus since 2020 due to the pandemic, returned to a sold-out audience of 50 participants. Immersion ‘25 provided participants with a 2.5-day immersive learning experience. Participants had the opportunity to reflect on core issues related to teaching and learning in libraries while engaging with Immersion’s four foundational pillars: information literacy, librarians as teachers, leadership, and critical reflective practice. The curriculum offered a mix of plenary and breakout sessions, cohort meetings, and an interactive charette.

Research and Scholarly Environment

ACRL’s scholarly communication program actively promotes a commitment to the greater good through the transition to a more open system of scholarship.

The free, virtual ACRL/SPARC Forum “Learning from Libraries’ Growing Experience with Unbundling” was held in September 2024. The forum explored the increasing depth of experience libraries have with unbundling and how this experience can help institutions that may wish to consider a similar path. Conversation touched on how libraries prepared for their negotiations that led to unbundling or going out of contract, what their strategies have been to support their campuses in continuing to access the articles they need, and how they have used the often-significant savings each has realized.

Regular articles on scholarly communication issues and trends in *C&RL News* play an important role in disseminating a body of knowledge for the field. ACRL also published the book *Data Culture in Academic Libraries: A Practical Guide to Building Communities, Partnerships, and Collaborations* and *The Open Science Cookbook* this year.

The Scholarly Communication Toolkit, developed and maintained by the Research and Scholarly Environment Committee, continues to provide content and context on a broad range of scholarly communications topics and offers resources and tools for the practitioner. The freely available toolkit features sections on topics such as fair use, public

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access mandates, and library publishing in addition to more fully developed sections on open access publishing and repositories. The toolkit has been visited more than 15,000 times this year.

The ACRL Scholarly Communication Discussion Group and Scholcomm discussion list continue to be important venues for strengthening the association's role in supporting new models of scholarly communication.

"I value being a part of the work that supports my librarian colleagues through the committee work that I do as a part of the Research and Scholarly Environment Committee. Our work is important to the field of scholarly communication, and I have learned so much from other committee members along the way."

– Christina M. Miskey,
ACRL Member of the Week



New Roles and Changing Landscapes

The New Roles and Changing Landscapes (NRCL) goal focuses on assisting the academic and research library workforce in effectively navigating change in higher education environments.

ACRL's virtual, nine-week 2025 Fostering Change for Academic Library Leaders cohort was held from Monday, May 26 – Friday, July 25, 2025. The cohort aims to build a community of change agents in academic libraries. In this cohort experience, participants gain the tools to spark, lead, and sustain change no matter their organizational position along with a network of peers to lean on as they lead change. Participants leave the cohort with a toolkit of change leadership practices that will help them take their library from where it is today to a new imagined future.

The NRCL Library Spaces team launched a new Creating Welcoming Spaces in Academic Libraries Guide in May and garnered nearly 12,500 views through the end of the fiscal year. This freely available resource is designed for library staff in academic libraries to highlight the importance of inviting and welcoming environments for all library users.

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NRCL's Trend Talks subcommittee, in collaboration with the VAL Committee, is presenting an ACRL online forum, "Smart Tools, Smarter Librarians: Conversations about Libraries and AI, in March 2025. The four-part Online Learning series "Toward Inclusive Academic Librarian Hiring Practices" was also held this year focusing on the changing professional environment.

At the request of the ACRL Board of Directors, the NRCL Committee is additionally working with the VAL Committee to review and update six ACRL documents related to the status of academic librarians — Joint Statement on Faculty Status of College and University Librarians; Statement on the Certification and Licensing of Academic Librarians; Statement on the Terminal Professional Degree for Academic Librarian; Standard for the Appointment, Promotion, and Tenure of Academic Librarians; Standards for Academic Librarians without Faculty Status, and Standards for Faculty for Academic Libraries.

The RoadShow workshop "Open Educational Resources and Affordability" continues to help academic library professionals interested in learning about OER and/or developing OER initiatives.

ACRL Consulting Services

Delivered by a knowledgeable, experienced team of consultants, ACRL Consulting Services works with libraries to design and assist with library reviews and planning activities, organizational change and development initiatives, staff retreats, and campus collaborations. The program successfully relaunched this year through the leadership of new program manager Ari Zickau.

Equity, Diversity, and Inclusion

As the higher education association for librarians, ACRL is dedicated to creating diverse and inclusive communities in the association and in academic and research libraries. This core commitment permeates the work of the association, cutting across all ACRL sections, committees, interest and discussion groups, and communities of practice by acknowledging and addressing historical racial inequities; challenging oppressive systems within academic libraries; valuing different ways of knowing; and identifying and working to eliminate barriers to equitable services, spaces, resources, and scholarship. This commitment permeated all aspects of the association during this fiscal year.

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As part of this commitment, the association provided free ALA/ACRL memberships for the second year of ALA and ACRL Membership Funding for library workers who identify as BIPOC and/or as persons with disabilities. Of the 40 selected awardees for the two-year cohort, 33 accepted in 2024 and 28 accepted in 2025.

ACRL published three books — *Creating an Inclusive Library: Approaches for Increasing Engagement and Use with Students of Color*; *From Interrogation to Integration: Centering Social Justice in Special Collections, Archives, and Preservation*; and *Supporting Neurodiverse Students in Academic Libraries* — on EDI-related topics this year. The Academic Library Workers in Conversation column in *C&RL News* focuses on minimizing barriers to traditional publishing with an accessible format through the sharing of conversations about transforming libraries with ideas from the frontlines, often focusing on EDI-related topics. The three-part Online Learning series “Toward Inclusive Academic Librarian Hiring Practices” was also held this year focusing on increasing diversity in the profession was also held this year.

The ACRL Dr. E.J. Josey Spectrum Scholar Mentor Committee awarded seven ALA Spectrum Scholars who expressed interest in academic librarianship with travel grants to the ACRL 2025 Conference, providing them with the opportunity to participate in professional development activities at the conference and to expand their network of colleagues who work in academic and research libraries. The mentoring program has also matched more than 200 pairs of mentors and Scholars since its establishment in 2003.

The ACRL Equity, Diversity, and Inclusion LibGuide contains a wealth of information on ways we have implemented the association’s Core Commitment, including the ACRL Diversity Alliance; standards and guidelines; information on conference and online learning programming; links to books, articles, and other publications focusing on EDI topics; a calendar of association activities; and suggestions on ways to get involved in this important work.



“I’ve been on ACRL’s Equity, Diversity, and Inclusion Committee the last two years focusing on awarding ACRL memberships to library workers and students who identify as BIPOC and/or disabled. My committee members have been amazing, and I’m continually inspired by colleagues across ACRL’s network.”

– Mandy Choie, ACRL Member of the Week

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ACRL Diversity Alliance

The ACRL Diversity Alliance unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. The ACRL Diversity Alliance grew out of an initiative led by founding members American University, the University of Iowa, Virginia Tech, and West Virginia University.

Enabling Programs and Services

In addition to the five Plan for Excellence goal areas, ACRL serves its members, along with the academic and research library community, through a wide variety of programs and services. Highlights of the regularly recurring operations relevant to the ability of ACRL to lead academic and research librarians and libraries in advancing learning and scholarship are reported below.

Member Engagement

ACRL's membership activities build on retaining core membership while recruiting from new and diverse communities. At the end of the fiscal year, ACRL had 8,088 members. The association continues to look for ways to partner with ALA to enhance member recruitment and retention efforts.

"What I value most about ACRL is the sense of community. When I first started my career as a librarian straight out of my MLIS program I did not have a large professional network, and I felt a bit lost when it came to my first real, professional job. I joined an interest group for History Librarians and met so many wonderful people at different stages in their careers in libraries across the country."

– Taylor Ralph, ACRL Member of the Week



ACRL sections offer 15 vibrant and dynamic communities that nurture individual development and foster a deeper connection to the profession. Sections continue to offer successful mentoring opportunities along with programming and social events to create community among new and continuing members. In addition, ACRL's 14 interest groups

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address emerging areas of interest in academic librarianship, and our 18 discussion groups provide avenues for members to connect around issues through informal networks for exchanging ideas and problem-solving.

ACRL's social media presence continues to grow to provide membership with a variety of avenues to connect with colleagues and the association. The association held a virtual orientation session this summer for incoming leaders and offered a webcast to help members volunteer for ACRL committees. A number of ACRL committees, interest groups, discussion groups, sections, and the Board of Directors are working virtually and taking advantage of ALA Connect and other virtual meeting systems to keep the work of the association moving forward year-round.

ACRL Committee Members 2024–25

The association is pleased to acknowledge the ACRL leaders and volunteers who have worked hard to move the profession and the association forward in 2024–25. ACRL could not accomplish as much as it does without the passionate commitment and expertise of its volunteers. Thanks to all the member volunteers for their service.

Awards

Since 1923, the ACRL Awards Program has recognized and honored the professional contributions and achievements of academic libraries and librarians. This special recognition by ACRL enhances the sense of personal growth and accomplishment of our members, provides our membership with role models, and strengthens the image of our membership in the eyes of employers, leadership, and the academic community.

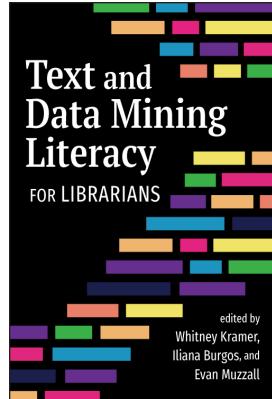
This year, work continued on the recommendations of the ACRL Awards Process Implementation Task Force. Each award committee has reviewed the description, selection criteria, and selection process for the award(s) it juries and the ACRL Awards Coordinating Committee has been reviewing reports and providing feedback. The committee has been developing procedures for the review process and training and two open-house sessions for awards committee members were held to inform the progress of the new awards procedure and receive feedback. A new portal for ACRL awards was developed to provide a collaborative space for the award committees to find materials and updated nomination forms. This portal will be used in the 2025–26 program year when issuing awards will resume.

Year in Review

Publications

Monographs

ACRL's monograph publishing program was very active during 2024–25, releasing 17 new books. Titles focused on information literacy, open science, innovative workplaces, advocacy and public policy, supporting neurodiverse students, community college libraries, and more. A complete list of titles is available in the table on page 503.



The full back catalog of ACRL monograph publications is available in a variety of formats through the ALA Store and Amazon. E-books of ACRL monograph titles are also available for purchase by libraries through EBSCO and ProQuest.

Serials

ACRL continues to make enhancements to the online versions of ACRL's *College & Research Libraries* (C&RL), *College & Research Libraries News* (C&RL News), and *RBM: A Journal of Rare Books, Manuscripts, and Cultural Heritage* in the Open Journal Systems (OJS) platform.



Michelle Demeter, head of instruction and undergraduate services at New York University, began an initial three-year term as editor of *College and Research Libraries* on July 1, 2025, succeeding Kristen Totleben.

ALA JobLIST

ALA JobLIST is the online career center for job seekers and employers in library and information science and technology run cooperatively by ACRL's *C&RL News* and ALA's *American Libraries* magazines. Reflecting the financial and political challenges faced by public and academic libraries, the number of job ads posted in 2024–25 fell more than 20% compared to the previous year for the second year in a row, following record-setting years in FY22 and FY23. JobLIST maintains a very high profile in the LIS job market, but ad volume varies as that market is affected by external economic forces.

Staff continue to work with JobLIST's platform provider to develop improvements to the service to serve job seekers and employers well regardless of the hiring

Year in Review

environment, which included the integration of some basic artificial intelligence features to summarize job ads and provide insights to help guide potential candidates as they apply. An ACRL staff member serves as a leading member of the provider's customer advisory board to offer direct feedback and ideas to the platform's product development team.

By providing employers with an effective, competitively priced means of reaching the most qualified and engaged candidates in the profession with their opportunities, revenue earned by ALA JobLIST helps to fund programs and initiatives throughout ACRL and ALA, including a direct contribution to the ALA Office for Human Resource Development and Recruitment (HRDR) in support of the ALA JobLIST Placement and Career Development Center at the ALA Annual Conference and ACRL conference.

CHOICE

Choice continues to provide the academic library community with recommendations on what to read, what to collect, and how to navigate the constantly changing information technology landscape. This year focused on producing content around integrating generative AI into scholarly and library workflows.

Choice Reviews was first to market in reviewing generative AI products for higher education as part of its reviews on digital resources. The Choice editorial team developed a rubric to assist in evaluating AI resources, and we recruited reviewers who are already working in promoting AI for scholarly workflows at their own institutions. To further bolster its position in the profession, Choice hosted a panel on AI assessment at the Charleston Conference in November 2024. This panel included two library workers (including one of our reviewers), two members of the Choice editorial team, and our editorial consultant. A similar panel was hosted at the ACRL 2025 Conference in Minneapolis.

Choice's library technology blog, LibTech Insights (LTI), and EDI blog, Toward Inclusive Excellence (TIE), both publish content around issues in generative AI ethics, algorithmic bias, information literacy, and product assessment. The library vendor community has noticed our commitment to this topic and has responded with increased advertising around AI in Choice products. For example, this summer, Choice partnered with Clarivate to create the AI Literacy Essentials for Academic Libraries eight-week micro course. This self-paced email-based course, which attracted nearly 8,000 registrants, draws on ACRL's newly drafted AI Competencies for Academic Library Workers.

Year in Review

ACRL Publications

New ACRL Books in 2024–25

- *Assessment and Advocacy: Using Project Outcome for Academic Libraries*
- *Closing a College Library*
- *The Community College Library: Collections and Technical Services*
- *Creating an Inclusive Library: Approaches for Increasing Engagement and Use with Students of Color*
- *Critical Perspectives on an Evolving Profession; and Training Library Instructors (Two Volume Set)*
- *Data Culture in Academic Libraries: A Practical Guide to Building Communities, Partnerships, and Collaborations*
- *From Interrogation to Integration: Centering Social Justice in Special Collections, Archives, and Preservation*
- *Innovative Library Workplaces: Transformative Human Resource Strategies*
- *Instructional Design for Teaching Information Literacy Online: A Student-Centered Approach*
- *Legislative Advocacy and Public Policy Work for Academic and Research Library Workers*
- *The Open Science Cookbook*
- *The Small to Mid-Size Academic Library: Collaborations and Outreach*
- *Student Success Librarianship*
- *Supporting Diversity through Collection Evaluation, Development, and Weeding: CLIPP #48*
- *Supporting Neurodiverse Students in Academic Libraries*
- *Valuing the Community College Library: Impactful Practices for Institutional Success*

ACRL Serials

- *College & Research Libraries* (<https://crl.acrl.org>) – The official open access, online-only scholarly research journal of ACRL.
- *College & Research Libraries News* (<https://crln.acrl.org>) – Publishes articles on the latest trends and practices affecting academic and research libraries and serves as the official newsmagazine and publication of record of ACRL.

(Publications continued next page)

Year in Review

(*Publications continued from previous page*)

- *RBM: A Journal of Rare Books, Manuscripts, and Cultural Heritage* (<https://rbm.acrl.org>) – ACRL's journal covering issues pertaining to special collections libraries and cultural heritage institutions.

CHOICE Publications

- *Choice* magazine — Each monthly issue offers 600 new reviews, a bibliographic essay, and upcoming titles worth knowing.
- *Choice Reviews on Cards* — Choice reviews, and just the reviews, on cards.
- *Choice Reviews* — The completely rebuilt *Choice Reviews* gives subscribers immediate access to a comprehensive archive of nearly 200,000 reviews representing a quarter-century of scholarship.
- *Resources for College Libraries* — Copublished with ProQuest, *Resources for College Libraries* helps undergraduate institutions identify the essential titles for learning.

Blogs/Online Publications

- ACRL Insider (<https://acrl.ala.org/acrlinsider>) — ACRL Insider keeps the world current and informed on ACRL activities, services, and programs.
- ACRL LibGuides (<https://acrl.libguides.com>) — ACRL LibGuides allow membership units to advance the work of ACRL by providing resources for the profession, such as toolkits and bibliographies.
- ACRLLog (<https://acrlog.org/>) — The issues blog of ACRL features posts on current issues in academic and research librarianship from the blog team.
- *Keeping Up With...* (https://www.ala.org/acrl/publications/keeping_up_with) — Online current awareness publication featuring concise briefs on trends in academic librarianship and higher education.

ACRL Social Media

- Bluesky (bsky.app/profile/ala-acrl.bsky.social)
- Facebook (www.facebook.com/ala.acrl)
- Instagram (www.instagram.com/ala_acrl)
- LinkedIn (www.linkedin.com/company/alaacrl/)
- Threads (www.threads.net/@ala_acrl)
- Twitter/X (www.twitter.com/ALA_ACRL)
- YouTube (www.youtube.com/user/ALAACRL/)

Year in Review

Reports, Papers, Online Publications

Every two years, the ACRL Research Planning and Review Committee releases an environmental scan of higher education, including developments with the potential for continuing impact on academic libraries. The 2025 Environmental Scan, released this April, provides a broad review of the current higher education landscape, with special focus on the state of academic and research libraries. The document builds on earlier ACRL reports, including the Top Trends in Academic Libraries, published every other June in *C&RL News*.

Keeping Up With..., ACRL's online current awareness publication series, continued issuing concise briefs on trends in academic librarianship and higher education. Each edition focuses on a single issue including an introduction to the topic and summaries of key points, including implications for academic libraries. The series' offerings this year included information on Public Scholarship, Neurodiversity, Small Teaching, Constructive Dialogue, Inclusive Recruitment and Hiring Practices, Zines, Empathetic Design, and Research Information Management Systems, along with highlighting ACRL activities.

Standards, Guidelines, and Frameworks

The development of standards and guidelines for all areas of academic and research librarianship is a core service of ACRL. These standards, guidelines, and frameworks are a key ACRL contribution to the profession. The ACRL Board of Directors approved revised Characteristics of Programs of Information Literacy that Illustrate Best Practices: A Guideline this year. Review and revision of several of our documents, including the Framework for Information Literacy in Higher Education and the Standards for Libraries in Higher Education are ongoing and expected to be completed during the 2025–26 program year.



"Ever since I first joined ACRL as a graduate student, I've looked to the association for professional guidance and growth. I value ACRL's documentation of principles, such as the Framework for Information Literacy for Higher Education and the Standards for Libraries in Higher Education, for reflecting our shared ethos while also inviting critical dialogue of academic librarianship."

– Kristin E. C. Green,
ACRL Member of the Week

Year in Review

Education

ACRL continues to offer a wide range of professional development programs and events to meet the needs of today's academic and research librarians.

ACRL Conference

The ACRL 2025 Conference was held April 2–5, 2025, in Minneapolis and virtually. Themed Democratizing Knowledge, Access, and Opportunities, ACRL 2025 provided a platform to engage in critical conversations and explore solutions-centered approaches to the challenges facing our profession, focusing on themes like embedded bias, inclusive excellence, and the role of technology. The conference featured keynote speakers Ruha Benjamin and Saeed Jones with more than 500 live educational programs including invited presentations, panel sessions, contributed papers, workshops, lightning talks, roundtable discussions, and poster sessions, along with 28 virtual-only sessions.

The conference was a programmatic and financial success, hosting 2,434 paid in-person and 569 paid virtual attendees, representing 106% of the total registration budget. Total attendance, including exhibitors, staff, and suppliers, was 3,874. Nearly 160 exhibitors showcased cutting-edge products and services. ACRL also awarded 98 scholarships for the conference in six categories, worth \$80,000.

ACRL @ ALA Conferences

As noted earlier in this report the President's Program at the 2025 ALA Annual Conference, "Demystifying AI: Navigating the Laws and Policies Shaping Our Digital Future," featured Brandie Nonnecke, senior director of policy for Americans for Responsible Innovation and founding director of the CITRIS Policy Lab. Attendees gained insights into key regulations, ethical considerations, and best practices that libraries can adopt to navigate AI responsibly.

ACRL and the Elsevier Foundation also launched the pilot of a new community of practice, "Bridging the Gap: An AI Community of Practice," with a workshop at the 2025 ALA Annual Conference. This program will build a community of practice through a "train-the-trainer" model, enabling participants to extend AI knowledge and skills within their institutions and communities.

ACRL sponsored an additional 22 section, committee, and individual programs at the conference on topics such as creating inclusive library spaces, public history, teaching academic integrity through pop culture, feminist citation processes, reflective teaching, academic freedom, fostering student success, and more.

Year in Review

"I value the professional development opportunities that ACRL provides, as well as the opportunities to meet and learn from other academic librarians at all stages of their careers. ACRL is also a wonderful source of information on numerous topics. I never run out of things to learn!"

— Anna Simonson, ACRL Member of the Week



RBMS Conference

The RBMS 2025 Conference, “A Multitude of Stories,” was held June 24–27, 2025, in New Haven, Connecticut, and virtually. The conference critically examined colonialism’s impact on libraries and cultural heritage institutions while exploring practices that make collections more inclusive and representative of often marginalized voices. Attendees learned about returning cultural artifacts, manuscripts, and other items to their countries or communities of origin, particularly if those items were acquired through colonial exploitation or coercion. Additional topics of sessions and conversations included reparative cataloging, reconciliation, and re-evaluating collections. More than 600 in-person and virtual registrants, along with nearly 50 bookseller companies, participated in the conference.

RoadShows

The ACRL RoadShow program brings high quality workshops directly to campuses covering a wide range of topics that help academic librarians tackle the greatest issues facing the profession today. Following a hiatus due to the COVID-19 pandemic, ACRL’s traveling RoadShow workshops have resumed. The program offers both in-person and virtual experiences designed and led by expert academic librarians and researchers. RoadShow topics include “Assessment in Action,” “Engaging with the ACRL Framework,” “OER and Affordability,” “Research Data Management,” “Scholarly Communication,” and “Standards for Libraries in Higher Education.” A special 10% discount on RoadShow licenses was created for ACRL Chapters this year.

Online Learning

The ACRL Online Learning program offered 10 total events consisting of 1 webcast, 2 multi-part webcast series, and 3 multi-week courses this year on a variety of topics including AI and critical information literacy, training library instructors, inclusive

Year in Review

hiring, building an information literacy micro-course, and more. More than 480 attendees participated in our Online Learning events this year.

ACRL Presents ... Webcasts

The ACRL Presents... program offers free occasional webcasts on issues of broad interest and importance to the academic and research library community. ACRL Presents... webcasts offered this year included “Advocacy and Assessment: Using Project Outcome for Academic Libraries,” “Getting Hired: A Practical Guide to the Academic Librarian Job Search with ACRL Presidents,” and “The State of U.S. Academic Libraries: Findings from the ACRL 2023 Annual Survey.”

ACRL-Choice Webinars

The ACRL-Choice webinar program provides a venue for publishers, library vendors, and education technology companies to speak directly to the Choice audience. In FY25, Choice hosted 41 programs (up from 34 programs in FY24) and had an average registration of 1,186 (up from 1,061 in FY24). Programming on generative AI was of most interest to the audience. The top three webinars this year were Pro-Quest’s “AI for libraries: Advancing research and discovery,” with 2,614 registrants; Elsevier’s “GenAI: Navigating changes to the scholarly literature research process,” with 2,563 registrants; and Clarivate’s “The impact of AI in the classroom: Experiences and learnings” with 1,932 registrants.

Scholarships

Knowing that professional development is essential to the success of academic and research librarians, ACRL awarded 98 scholarships for the ACRL 2025 conference in six categories, worth \$80,000. The Rare Books and Manuscripts Section (RBMS) additionally awarded 23 scholarships for the RBMS 2025 Conference worth more than \$20,000.

ACRL Speaks Out

Continuing the association’s focus on advocacy, ACRL aims to increase its communication on major trends and issues in libraries and increase its influence in public policy affecting higher education.

Legislative Advocacy

Public policy issues affecting higher education remain an essential focus of ACRL. We acted on this focus in a number of ways this year.

Year in Review

Each year, the ACRL Government Relations Committee, in consultation with the ACRL Board of Directors and staff, formulates an ACRL Legislative Agenda. Drafted with input from key ACRL committees, ACRL leaders, and the ALA Public Policy and Advocacy Office, the ACRL Legislative Agenda is prioritized and focuses on issues at the national level affecting the welfare of academic and research libraries. The 2025–26 ACRL Legislative Agenda focuses on five issues that will be the focus of ACRL’s advocacy efforts, listed in priority order, Upholding Intellectual Freedom, Federal Funding for Libraries, Net Neutrality, Safety and Security of Artificial Intelligence, and the Affordable College Textbook Act.

The agenda also includes a watch list of policy issues of great concern to academic librarians. The 2025–26 watchlist includes Proposed Elimination of the IPEDS Academic Libraries Survey, Deferred Action for Childhood Arrival (DACA)/ Immigration Issues, Consumer Data Privacy, Accessible Instructional Materials, and Federal Funding for Higher Education and Federally Funded Research.

In August 2025, the ACRL Board of Directors issued a statement affirming its strong support for the ERIC (Education Resources Information Center) database, a vital resource sponsored by the Institute of Education Sciences (IES) of the U.S. Department of Education. ACRL also joined a group of leaders across libraries, scholarly publishing, and higher education to issue a joint op-ed speaking with one voice to affirm the principles that sustain research in the U.S.: trust, continuity, broad access, and scholarly independence this July.

In May 2025, ACRL joined a number of organizations in affirming an American Council of Learned Societies (ACLS) and The Phi Beta Kappa Society statement that they “remain steadfast and nonpartisan voices championing education in the liberal arts and sciences as essential public good.” The organizations “urge the administration to rescind the Executive Order calling for the dismantling of the Department of Education.”

This March, ACRL released a statement strongly supporting ALA’s statement regarding the elimination of the Institute of Museum and Library Services (IMLS). The statement expressed ACRL’s deplored of the executive order issued by the Trump administration on March 14, 2025, and acknowledged the negative impact this would have on academic and research institutions.

Year in Review

Also in March, ACRL joined with 17 other groups to support the Affordable College Textbook Act, introduced by U.S. Senate Democratic Whip Dick Durbin (D-IL) and U.S. Senators Angus King (I-ME), Tina Smith (D-MN), and Ron Wyden (D-OR). The legislation is designed to help students manage costs by making high quality textbooks easily accessible to students, professors, and the public for free.

Partnerships with Higher Education

ACRL continues to work with higher education associations to strengthen both partnerships and the profession. The association maintains liaison relationships with a number of higher education associations through the Liaisons Assembly. ACRL currently has liaison relationships with the American Association for the Advancement of Science (AAAS), American Association of Community Colleges (AACC), American Sociological Association (ASA), Council of Independent Colleges (CIC), Modern Language Association (MLA), International Federation of Library Associations and Institutions (IFLA), National Resource Center for the First-Year Experience (NRC-FYEST), National Women's Studies Association (NWSA), and more.

Organizational Effectiveness and Vitality

ACRL sustains the fiscal resources, staff expertise, and organizational structure necessary to advance the association's Plan for Excellence.

ACRL Staff

As noted earlier in this report, Teresa Anderson joined the ACRL staff as executive director in May 2025. Allison Payne, who served as interim executive director beginning in 2023, was also promoted to associate director, operations and strategic initiatives, in May.

In December 2024, David Connolly was promoted to recruitment advertising sales manager and grant specialist.

Many of you have had phone and email contact with ACRL's staff in Chicago and at the Choice office in Middletown, Connecticut. Take a minute to "meet" ACRL's diverse staff on the association website at www.ala.org/acrl/aboutacrl/staff/contactacrl.

ACRL Board of Directors, 2024–2025



ACRL Board of Directors 2024–25 (l to r): (back) Joe Mocnik, Kara M. Whatley, Rebecca Miller Waltz, Walter Butler, Tarida Anantachai, Yasmeen L. Shorish; (front) Beth McNeil, Leo Lo, Brad Warren, Allison Payne. Not pictured: Amy Dye-Reeves, Carrie Forbes, Mary Mallory, Rachel M. Minkin.

ACRL Board of Directors, 2024–2025

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Leo Lo

University of New Mexico

Vice-President/President-Elect

Brad Warren

Augusta University

Past-President

Beth McNeil

Purdue University

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Kansas State University

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Executive Director

(*Ex-officio*)

Teresa Anderson

ACRL/ALA

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Walter Butler

Pasadena City College

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Carrie Forbes

Southern Oregon University

Mary Mallory

Brooklyn College CUNY

Rachel Minkin

Michigan State University

Yasmeen Shorish

James Madison University

Rebecca Miller Waltz

Pennsylvania State University

Financial Report

Joe Mocnik

Budget & Finance Committee Chair

Due to the timing of the ALA/ACRL financial closes, our usual budget report for FY25 was not available at press time. ACRL's full FY25 financial report will be added to the ACRL website when data is available, with a notice posted in a future issue of *C&RL News* and on additional ACRL communications channels. Thank you for your patience.



Budget & Finance Committee, 2024–2025

Joe Mocnik, *Kansas State University*, chair

Tracy Bicknell-Holmes, *Boise State University*

Jessica J. Boyer, *Mount St. Mary's University*

Susan J. Breakenridge, *University of Illinois-Urbana Champaign*

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Teresa Anderson, *ACRL/ALA*, ex-officio