This year’s SPC Annual Report is largely a progress report in part detailing the work of the committee but more importantly detailing the work of the organization in relation to the Strategic Plan (2011 – 2015), including concerns we have about certain areas of the plan, recommendations for staying on track, and, in the leadership section, suggestions for retiring this committee and laying the groundwork for a new committee.

Leadership / Committee Members: Jamie Vander Broek, Jennifer Garland, and I (Hannah Bennett) have been on this committee since 2009 when it was first convened by Pat Barnett. Leigh Gates and Lily Pregill joined the committee in 2011 and 2012 respectively. I became chair when Pat Barnett stepped down in 2011, when the Plan was rolled out to the membership. Between 2009 and today, there have been a number of other members who have rotated on and stepped off the committee. Recommendation 1 - The Board establishes a required time period commitment for all new appointees: This committee needs a fair amount of cohesiveness, particularly during the early period when developing the plan. While everyone who has worked on this committee (2009 – 2014) has played an important role, a fair degree of momentum was lost as members stepped away and the group faced finding new members.

Recommendation 2 - The Board identifies the new committee by July 2014: This current SPC spent 2009 and 2010 working on the goals and language of the plan, which were finalized and disseminated in 2011. This work involved an organization-wide survey and assessment, meetings with select ARLIS members who served in a consulting role for us and countless outreach efforts to the various committees, sections, chapters, etc. All of the current SPC members have agreed to stay on through 2014 so as to complete our final report and assessment of the existing plan. This six-month overlap will also help the new committee get off the ground and begin laying the groundwork for their planning process during the remainder of 2014 and into 2015.

Progress Report: Where is the organization at with the Strategic Plan? The SPC spent much of this year checking in with the various ARLIS groups regarding their Plan while assembling the progress report. The report is best understood in terms of themes that the SPC identified from the last two years of annual reports which explicitly addressed the Strategic Plan. Within each theme, the SPC has developed a set of recommendations for the Board’s consideration. What is referred to as the “activities inventory” is a document we generated detailing noted items, projects, or programs undertaken by the various groups within the organization.
I. **Outreach:** Several ARLIS groups identified with action items relating to outreach (Goal I). They have reported starting blogs, developing pamphlets, experimenting with promotional youtube videos, or arranging guest appearances at local LIS events. Other groups are having conversations about outreach but could likely use some organizational help to implement their ideas. **Recommendation:** Streamline these efforts by having chapters and other groups work together. Perhaps the EB can standardize some of the promotional language so as to be repurposed by the various satellite groups. Another possibility is to have a workshop or sandbox space within the new ARLIS/NA website where members can find examples of outreach efforts, repurpose existing promotional materials, and collaborate together on specific initiatives. This would address, head-on, III.A.2.

II. **Mentorship:** Mentorship turns up in several different areas of the SP and as evidenced in the SPC’s activities inventory, groups are exploring ways to enhance mentoring. At the same time, existing structures are in place such as the Virtual Mentoring Program, chapter programs, or conference specific initiatives. **Recommendation:** Given the importance mentoring has in the Action Plan combined with the number of ARLIS groups currently exploring new mentoring programs, it is worth considering making Mentoring its own committee rather than a sub-committee of the already over-programmed Professional Development Committee.

III. **Collaboration:** Collaboration is another central theme among the SP and Activities Inventory. Because many of the SP Action Plan items involve more than one group, one SP committee member noted that we should more explicitly encourage and support cross-collaboration among the committees, divisions and chapters assigned to each task. Collaboration also comes up throughout the SP in highlighting the need for ARLIS/NA to collaborate with other professional organizations in order to achieve our goals as a society. The Activities Inventory demonstrates that ARLIS/NA is already heavily engaged in exploring and carrying out these essential partnerships, from the Executive Board to the International Relations Committee. **Recommendation:** ARLIS/NA committees and chapters are not accustomed to working with each other on such a wide array of initiatives. Supporting and facilitating collaboration should be a priority of the next Strategic Planning committee, and the Executive Board should consider implementing structures and promoting those already in place (i.e. Basecamp) to support collaboration among the society’s organizational units.

IV. **“ARLIS 2.0”:** One could argue that technology and the Internet play a role in almost every action item of the SP. It is across the spectrum of that document that we can point to examples of technical methods being used to work toward the Society’s goals: chapters report leveraging social media (Twitter, Facebook, blogs, etc.) for general professional outreach, communicating with members, and recruitment (I.B.1); webinars are being used for virtual workshops to erase geographic barriers (Taking it to the Next Level: Professional Development for Mid-Career Art Librarians, January 17, 2014) and collaborate across professional organizations (Imagining, Innovating, Leading: Exploring the Connections Between Librarianship and Creativity, December 7, 2012) (II.B.2); more technically-focused programming is emerging at the annual conference (Pasadena 2013 Emerging Technology Forum) (I.D.1); and the CPC has been working on the website migration to the new AWS (V.C.1-2), which will update the Society’s virtual presence. While
these excellent examples align with specific SP goals, there is room for improvement in the application of technology across the myriad chapters, divisions, and committees to facilitate communication, streamline business operations and, ultimately, realize the vision of the SP. **Recommendation:** The use of technology, specifically across the chapters, is very unevenly deployed. For example, some chapters are using social media, others are not. While maintaining websites and building a community via social media requires local effort, technology best practices (tools and application) could be drafted for the groups to work toward a consistency across the Society. An inventory of the Society’s suite of tools and subscriptions used for communicating and management (Facebook, Twitter, Basecamp, SurveyMonkey, etc.) would be useful to document various channels in use. Additionally, it is important to identify specific national resources that are available to support the work of the chapters. With the launch of the new AWS and new capabilities on that platform, it seems a good time to take stock of ARLIS’s digital footprint. The SPC sees a need for the development of a knowledgebase or FAQs with regard to technology use throughout the Society. A more coordinated technology strategy directly supports the objectives of V. A-D to strengthen the society’s communication and operational infrastructure.

V. **Concerns:** Given that the lifecycle of this Plan has just under one more year to go, the SPC have highlighted a number of concerns for the Board’s consideration.

- **Professional Development Committee** in particular has been charged with a number of signature AP efforts on top of their ongoing committee work. While they have taken on a number of these initiatives, the SPC is now concerned that they might be over-programed. **Recommendation:** Working with the PDC Board Liaison and PDC Chair, discuss what is realistic for the PDC to address, for the remainder of 2014 in terms of specific AP items.

- **Over half of the ARLIS/NA chapters did not address the SP in their 2012 annual reports.** And several of those that did, reported having started discussions among the members about certain aspects of the AP but it is not clear what sort of traction has been made. **Recommendation:** ARLIS/NA Chapters need to assume (or be assigned) more responsibility for the SP. This will not only give those currently working with the SP more visibility and support from the EB and SPC but it will also require the other chapters to actively address the SP in relation to chapter activities. To affect this, the EB Chapter Liaison will need to mobilize the chapters and perhaps even caucus among the chapter chairs how to achieve the relevant SP goals.

- **Fellowship for Mid-Career Member (II.B.1):** an ad hoc committee was formed late last summer to begin tackling this project. With just a year left, it is not clear yet from this committee what the status is of this project. **Recommendation:** If little progress has been made with this action item, perhaps, in the final report, we would suggest that the awards committee, development (who would presumably find the funding), and the EB reconsider the feasibility of this project.

- **“Sponsor assessment studies of user research needs for art information discovery and dialogue,”** (I.D.3) might need reconsideration as the organization heads into the new strategic planning cycle. The EB is assigned as the primary agent but it is not clear what sort of progress has been made towards achieving this goal.
-The Communications and Publications Committee noted in their annual report that another committee should be named to undertake first steps for two action items, Goal IV.B.1 and IV.C.1 but it is not clear if this has been done.

-The Membership Committee is named in a primary or support role for 7 action items - 4 of these have been completed or are in progress. One action item of concern is Goal IV.A.2: Determine areas of potential collaboration related to resource sharing with other organizations by identifying and working with ARLIS/NA members already affiliated with outside groups.” No primary agent has been assigned; Membership and EB are noted as secondary agents. The SPC feels that this sort of work likely warrants a sub-committee or task force.

Revisions
- In September 2013, the Board noted the lack of a stated diversity mission or goals in the current Strategic Plan. Therefore, we need to develop language, in accordance with the Diversity Committee, to address the goal of maintaining a diverse membership by reaching out to underrepresented groups. We will finalize this language following the 2014 annual conference.

Respectfully Submitted, Hannah Bennett, SPC Chair