Expenses - ALA President

VOTED, That the report of the President's Committee on Expenses for Officers be adopted as follows:

In making up the annual budget estimates, the Executive Secretary,* in consultation with the President-Elect, is instructed to include an item sufficient to cover all travel and other expenses incidental to the discharge of the official duties of President, including his attendance at regular meetings of the Association.

*Title changed to Executive Director as of November, 1958.
REPORT OF THE EXECUTIVE BOARD SUBCOMMITTEE ON PRESIDENTIAL SUPPORT

In response to various suggestions of President Edward G. Holley in his reports to the ALA Council at Midwinter, 1975 (CD # 7, pp. 5-6) and at the Summer Conference in San Francisco (President's Report, p. 3), President Allie Beth Martin appointed a three-person committee on July 5, 1975, to study the matter of the financial support for the president and make recommendations to the Board. Holley had stated at Midwinter that if the Association wished to broaden the base of those who can serve as its president, the time was coming when a leave of absence and full support of the president must be considered. He had said at San Francisco that "If the role of the ALA presidency remains what it currently is, then Council will have to adopt some form of support and leave of absence policy for those it expects to serve the association in this capacity." The design of any new policy would be to relieve the financial pressures upon institutions and libraries so that more individuals might be encouraged to accept nomination for the presidency.

The ALA Executive Board already has a policy, 208.3.1 adopted in June, 1967, which states that "the Executive Board approves in principle the provision of up to one quarter released time including the cost of fringe benefits for the President of the American Library Association." This policy has never been implemented, although from time to time the Association has budgeted modest sums for secretarial assistance and has regularly provided modest travel funds. The President's Travel Account last year was budgeted at $1,500, and no secretarial support was provided. One result of this modest travel fund has been the necessity of asking state chapters to fund the President when that individual is asked to appear at state conferences. In view of the importance of ALA relating better to its state chapters it is the definite recommendation of this committee that Council urge COPES to budget a small sum of money, perhaps around $4,000 a year, over a three-year period to enable an ALA officer or Executive Board member to be present at least once at every chapter meeting during the three years. This can be done on a rotation basis and could be coordinated by the Executive Director's Office.

During the fall, 1975, the Committee contacted a number of major educational associations and asked their policy on the presidency and presidential support. Responses included letters from the National Education Association, the only organization which provides a leave of absence and complete support for its president; the American Association of School Administrators, which provides compensation for the president's employer at a rate of 25 per cent of the gross annual salary; and the American Association of University Professors, the American Psychological Association, the National Audio Visual Association, the Association for Educational Communications and Technology, the American Association of University Women, the Modern Language Association, and the Library Association of the United Kingdom. Most of the latter group provide about the same sort of support that ALA does: travel funds with occasional secretarial assistance.
Continuing Members. It was

VOTED, That the Executive Board confirm the enrollment as continuing members of the following persons who met the requirements for such membership as specified in Article I, Section 1 (i) of the By-Laws:

An AIA Member Since:

Miss Alice M. Butterfield 1922
Miss Melvina C. Clausen 1914

Field Foundation Grant to the Intellectual Freedom Committee. It was

VOTED, That the Executive Board of the American Library Association extend to the Field Foundation, a vote of thanks for the grant of $15,000 to the Intellectual Freedom Committee and that this statement be prepared by the Executive Secretary.

The Executive Secretary related to the Executive Board that the Intellectual Freedom Committee is planning to solicit additional funds from other sources to reach its budget goal for an Executive Secretary's office.

In this connection the subject of Ralph Ulveling's statement on labeling library material which was presented to the Council Meeting in July was discussed. Mr. Graham interpreted the statement as almost being a refutal to the Resolution on Labeling previously adopted by the Council. Mention was made of referral of the Ulveling statement to the Executive Secretary for discussion in the ALA Bulletin prior to the Midwinter Meeting and arrangements for this have been made.

Associate Executive Secretary. The Executive Secretary discussed with the Executive Board the appointment of the Associate Executive Secretary authorized in the 1951-52 Budgets and asked whether the Executive Board preferred to make the appointment or approve his recommendations for appointment, since it is the feeling of the Secretary that the Associate Executive Secretary will be his deputy. It was the sense of the Executive Board that the Executive Secretary should have the responsibility for making the appointment of the Associate Executive Secretary inasmuch as the Executive Board is a policy making group and ordinarily is not concerned with staff assignments.

Summary of Income and Expenses for 1950-51 and proposed Budget for 1951-52. The Executive Secretary informed the Executive Board that a tentative budget had been approved at the Annual Conference and it is to be made final at this meeting, either in the form approved or the changed form which was distributed to the Executive Board. (The budget statements are attached as Exhibit 2.) Approximately $4,000 had been added in salary costs and in the discussion the question of reassignments of staff will come up. The Executive Board went into Executive Session to consider the Budget for 1951-52. The proposed revised general budget for 1951-52 was approved as submitted with the following changes: (1) The Executive Secretary was empowered to offer Miss Geer continuation of employment in her present position to August 31, 1952, the cost to come from the operating reserve. This extension was considered necessary and desirable in order to partially offset the confusion and
Executive Board Minutes
October 25-27, 1951

misunderstanding in connection with previous action concerning Miss Geer. (2) The President appointed a subcommittee to study necessary travel expenses for officers of the Association. This Committee was directed to report back before the end of the meeting. The Subcommittee reported to the Executive Board on October 27 as follows:

To the President of ALA - Your committee has met and recommends the following:

In making up the annual budget estimates, the Executive Secretary, in consultation with the President Elect, is instructed to include an item sufficient to cover all travel and other expenses incidental to the discharge of the official duties of President, including his attendance at regular meetings of the Association. In line with this recommendation, we suggest that the appropriation for presidential expenses in the 1951-52 budget be increased to $500.

In connection with the President's expenses, President Fyans told the Executive Board that the Michigan State Library has given her a half-time secretary and $300 additional expenses to help in her presidential duties.

It was

VOTED, That the report of the President's Committee on Expenses for Officers be adopted as follows:

In making up the annual budget estimates, the Executive Secretary, in consultation with the President Elect, is instructed to include an item sufficient to cover all travel and other expenses incidental to the discharge of the official duties of President, including his attendance at regular meetings of the Association.

It was also

VOTED, That the appropriation for presidential expenses in the 1951-52 budget be increased to $500.

In discussion of the above vote, the need for a budget item for building maintenance was pointed out as well as the need for the Executive Board to remember, in making special appropriations from operating reserve, that the reserve available for special needs of the year is always small. The travel expenses approved will need to come from operating reserve.

The Executive Secretary's recommendation that the Board of Education for Librarianship and the Board on Personnel Administration be allowed to retain its own Secretary on a half-time basis was approved. Allocation of the remaining half-time for each person was left up to the Executive Secretary. The Executive Secretary was directed to report possible assignments in this respect to the Board for discussion and consideration.

Over and under expenditures. In the discussion on over and under expenditures by budget items, the Executive Secretary was asked if in his opinion he had authority to over-spend particular budget items. He replied that he did consider
be held at 2:00 P.M. the same day — unless staff finds this will cause undue conflicts.

MEMBERSHIP DUES — Docket Item II. Inasmuch as Council Resolution #45 as amended in consultation with the Board, Mr. Mott (presenter on behalf of NJJLA) and ALTA representatives initiating a constitution amendment creating a Trustee and Lay membership category at $20 plus divisional fees had been approved by Council on July 2, ALTA withdrew Docket Item II-A, ALTA Dues Proposal.

Docket Item II-B. Organization Dues. A preliminary staff proposal (1974-75 Document #65), which included according to dues paid a number of division and round table memberships and selected personal memberships, had been presented to COPES and the Membership Committee. Mrs. Fast urged that the proposal be referred to organizations for input but noted that the two committees did not favor the personal membership facet of the present draft; with these comments, the Executive Director stated that the proposal would be distributed to a sample of non-members as well as organization members in order to attempt to affect a new organization dues schedule for 1977.

IFLA DUES — Docket Item III — withdrawn until the Board’s Fall Meeting when further explorations will have been made at the Oslo IFLA meeting.

ELECTION OF ENDOWMENT TRUSTEE (1975-78) — Docket Item IV. Upon motion by Mr. Sessa, seconded severally, it was

VOTED, That the Executive Board re-elects Robert R. McClarren to the Endowment Trustees for a three year term beginning August 31, 1975.

EXECUTIVE BOARD SUBCOMMITTEE APPOINTMENTS — Docket Item V. President Martin announced the following appointments:

(1) Headquarters Visiting Committee: Mrs. Tuttle, Mr. Shank, Mr. Dougherty, chairman.

(2) Honorary Members Committee: Mrs. Bingham, Mr. Holley, Mrs. Young, chairman.

(3) Presidential Financial Support: Mrs. Martin suggested that because more and more the responsibilities of the ALA president are increasing the Board needs to give serious consideration to the necessary assistance the Association should give to the president, and therefore asked Mrs. Ihrig, Mr. Trezza and Mr. Holley, as chairman, to study the matter and make recommendations to the Board.
ROLE OF THE ALA PRESIDENT - Docket Item XVII. Mr. Holley reported that he is canvassing national professional associations to learn of the kinds of assistance given to their presidents. In his experience, 40 to 50% of the ALA president's time is given to ALA responsibilities. His committee is formulating a formal recommendation for consideration at the Midwinter Meeting - for financial assistance to ALA presidents. The Executive Director suggested that such a recommendation ought to go also to Council who represents the grass roots membership.

ALA CONFERENCES and ALA CONFERENCE FORMAT - Docket Items XVIII, and XII, were considered together - Exhibits 14 (proposed 1977 Conference skeleton schedule), 15 (Survey of 1975 Conferees Report), and 16 (RW to the Board concerning 1977 Conference Site). Mr. Hoy, Conference Manager, participated in the discussion.

Exhibit 15 appeared to justify the departure from the usual Conference schedule, though Mr. Hoy asked that reconsideration be given to the time slots if all the business meetings are to be accommodated in any way. Mr. Vance, chairman of the Conference Format Subcommittee of the Conference Planning Committee, who was present, felt the schedule to be a good attempt to get into what the Conference Format Committee was trying to achieve (Exhibit 17). Mr. Trezza disagreed with the findings of the Survey Report (Exhibit 15), but the Board agreed with Mrs. Fast that the surest way to find out what the members want from Conference is to experiment with the proposed schedule. On motion by Mr. Holley, seconded by Mrs. Bingham, it was

VOTED, That the ad hoc group (Mrs. Jones, Mrs. Frame, Mr. Vance) continue to work on its proposed 1977 schedule (Exhibit 14) and make a further report to the Executive Committee on December 12 in preparation for its presentation to the Detroit Conference Program Committee on January 19.

The Board realized that adoption of the proposal would cause alterations in the agreements with Detroit timewise, and that a decision is necessary no later than the 1976 Midwinter Meeting.

1977 Conference Site problems depicted in the Executive Director's Memo to the Board (Exhibit 16) caused the Board to consider the possibility of changing locations. Mrs. Jones urged the Board to wait for her further explorations and observations, and the Executive Director expressed his wish to make an on-site investigation. Decision on this question, too, must be made no later than the Midwinter Meeting. While it was the consensus of the Board that Las Vegas should be eliminated, on motion by Mr. Sessa, it was

VOTED, That staff is authorized to look into alternate sites for the 1977 Conference (not limited to the suggestions in Exhibit 16) and report to the Board at the 1976 Midwinter Meeting at which time the Board will consider the Detroit situation and make a final decision.
PRESIDENT'S REPORT - 3

San Francisco, 1975

Circumstances and the number of trustee members has dropped significantly this year. To sort out principle from emotion on both sides has not been easy.

Thanks to a resolution from Councilor Mott, a committee from ALTA and the Executive Board has been working on this problem to see if we could reach some kind of accommodation which would keep our current trustees as members, encourage recruitment of additional trustees, and recognize the valuable contribution they continue to make to our work of promoting libraries and librarianship. It was the opinion of the committee (concurring in by the Executive Board) that two considerations were important in this connection:

1) Trustees, while needed in ALA, are different from the other categories of members who are drawn primarily from the ranks of professional librarians.

2) In recognition of this first principle, both in the short-range and long-range, through a different dues schedule. Therefore, the Executive Board has approved a promotional package which involves a $35 membership for all trustees for one year that would place them essentially in the same category as librarians from outside the United States, that is a category for a basic membership at $20, with a continuation of $15 for membership in ALTA. We do this to enable us to get to the next stage which would be a proposal for a change in the bylaws to make that situation permanent. It is our view that this will enable the Association to maintain a strong trustee supporting group in ALA and encourage the trustees to become a more effective group in achieving ALA goals.

So much for the problems of dues and divisions (although they do seem to have been my chief problem this year). Since I have already addressed the question of the round tables and affiliates at yesterday's information meeting, let me merely bring to your attention one more organizational matter which needs attention in the coming years. That is, ALA's relationship to its chapters. Under the current leadership of Frances Plétz, the Chapter Relations Committee has been making progress in bringing together chapter councilors and others in our state associations for discussions on the mutual problems and opportunities for ALA and its chapters. As is apparent from any review of the statistical data for the regional and state chapters, they vary greatly in their membership, resources, and programs. ALA certainly has many opportunities and can assist its chapters and they in turn can help us with our efforts to build a stronger ALA. The Chapter Relations Committee needs your encouragement and support in this effort.

At the Midwinter Meeting I also mentioned to you my concern with the role of the president and I promised some additional observations on that matter at a later time. This busy week seems scarcely the place for that discussion nor is your current president likely to be able to address the subject as objectively as he might wish. That topic will have to await a subsequent, and probably little read, article next year. However, I will reiterate one point which seems to me even clearer now than it did at Midwinter. If the role of the ALA presidency remains what it currently is, then Council will have to adopt some form of support and leave of absence policy for those it expects to serve the association in this capacity.

One more item which I wish to call to your attention. All Council members have received the second annual report on ALA Publishing. I hope you will read the reports in this document carefully. Those of you who heard the reports at the Budget Assembly are aware that ALA publishing activities now account for expendi-
appeared in the November, 1974, issue of American Libraries, Mr. Grove, without objection from Council, omitted reading the slate of fifty-four nominees for election to Council, but pointed out that the first twenty-five elected shall serve four-year terms, and the twenty-sixth and twenty-seventh elected candidates shall fill the three-year and one-year vacancies respectively. The candidates for the office of President-Elect - Doralyn Hickey and Eilsworth Goodwyn Mason - were announced and recognized, whereupon Mr. Grove called Council's attention to Bylaw Article III, Sections 2(b) and 3(b) which provide for petitions for additional candidates from the Council and the Membership. The Executive Director announced April 1 as the date upon all petitions, Council and Membership, must be in his hands at Headquarters. During Mid-winter two petitions were received for the office of President-Elect - William DeJonn and Clara Stanton Jones - and forty-four for Council (Exhibit 5).

ACRL AFFILIATION REQUEST - CD #18 (Exhibit 6). H. William Axford, President, ACRL, reiterated the information contained in the Exhibit, and in his position as Councilor at large moved, with a second from the floor, and it was VOTED, That the ALA Council approves the recommendation of the ACRL Board of Directors and ACRL members at the 1974 New York Conference, that the Ukrainian Librarians' Association be affiliated with the American Library Association through the Slavic and East European Section of the Association of College and Research Libraries.

Councilor Duggan wanted Mr. Axford's statement that if there be financial obligations connected with this affiliation they will be borne by ACRL on record. The Executive Board's support of ACRL's request was also announced by President Holley.

THE REPORT OF THE PRESIDENT is attached as Exhibit 7. In completing his Report, Mr. Holley pointed out that if the Association wishes to broaden the base of those who can serve as its president, the time is coming when thought must be given to a leave of absence and full support of the president policy.

TREASURER'S REPORT. The Treasurer before submitting an audio-visual presentation of the Association's financial status, accompanied by the distributed Treasurer's Report (available upon request) submitted CD #22 which arose out of the following charge of Council at the 1974 Annual Conference in New York to the Executive Board: "...to set up a formal one-day meeting between the Executive Board and the presidents and executive secretaries of all divisions of ALA. The meeting shall be held
Let me just add one final word, although this has probably been more than you have wanted to hear. The State of the ALA Presidency. Some time after the end of my term next July, I hope to share with you in more detail my observations on the role of the president and some of the problems which you need to think about in your planning for the next century. However, I want to say this about the presidency thus far. There is no secret as to why this office is normally held by individuals who are either directors of libraries or deans of library schools. Only an individual who has strong institutional support could possibly operate at any level of effectiveness as ALA President. I'm willing to grant that much of the activity, the speeches to state and regional chapters, dedications of libraries, consultation with headquarters, even the presiding over Council, may be largely ceremonial, although I am not one to despise the virtues of ceremonies. Yet the amount of the time consumed is enormous. In my opinion, we are fortunate that our libraries and universities have been willing, in effect, to subsidize professional associations like ALA for whatever honor comes to the institution thereby. I would doubt that this can continue very much longer, and I suggest to you, that if you wish to broaden the base of those who can serve as your president, the ALA will probably have to adopt a leave of absence policy and full support as NEA did for its president in the early sixties.
This is not something which needs to be done immediately, thanks to the generosity of the University of North Carolina at Chapel Hill and the Tulsa City-County Library. And I'm sure the candidates for 1976-77 have asked their institutions to think about it for 1976-77. But it's a problem which won't go away, and, as you think about the future, it ought to be on your agenda.

So much for the state of the Association. We have a long week ahead of us and much to do. I thank you in advance for the support you will give the Association and the Library profession this week.
COUNCIL MINUTES
January 20=23, 1976
Chicago, Illinois - 8 -

Robert B. Downs, Mary V. Gaver, Virginia Lacy Jones,
Herman Liebaers, Edmon Low, Daniel Melcher, Mary U.
Rothrock, Jesse H. Shera.

Mr. Holley continued, that in addition to those receiving honorary membership,
it was the judgment of the committee that the centennial year provided an op­
portunity for presentation of special certificates to a number of individuals
who have contributed much to the Association and to the library cause, but who
have not yet been recognized by honorary membership, thinking especially of
foundation officials, bibliographers, publishing representatives, and others
whose work on behalf of libraries, librarians and the library profession has been
particularly distinguished. The Committee has requested recommendations (CD #16 from
Council. The Committee intends to select these individuals by the time of the
spring Executive Board meeting for presentation at the Annual Conference. On
motion by Mr. Holley it was

VOTED, That the ALA Council approves the awarding of
not more than ten special centennial citations upon
nomination of members and councilors to the Honorary
Members Subcommittee, with final approval by the
Executive Board at its spring meeting for presentation
to the honorees at the 1976 Annual Conference.

FINANCIAL SUPPORT FOR THE ALA PRESIDENT - CD #30 (Exhibit 16). Immediate Past
President Holley, chairperson, Executive Board Subcommittee, submitted the
Report which he noted the Committee feels moves toward a time when broader
support may be considered. The Committee presented the proposal to Council
feeling it needs more than a decision by the Board to get action on a policy
of the Board already on the books (208.3.1), asking support by Council for
the principle of additional financial support for the President, an increased
travel budget for the Vice President and a travel budget for chapter meetings,
and a request to COPES to provide these with a sum not to exceed $20,000 a year.
Thomas Childers, acting chairperson, COPES, recommended referral of the issue to
COPES for further consideration with staff without
committing funds at this
time, but leaving COPES with the sense of the need in budget preparation in
the Spring. Jane Anne Hannigan, with several seconds, moved referral to COPES
but Mr. Holley urged against the motion if it delays getting Council's approval
of the principle involved. The motion was ruled out of order, Mr. Holley having
previously moved referral to COPES. Therefore, on Mr. Holley's motion, it was

VOTED, That Council adopts the principles stated in
the Report and that COPES be requested to consider
these principles in budget plans for 1976-77.

ROUND TABLE GUIDELINES - CD #26 REVISED (Exhibit 17). Anthony Miele, spokes­
person for the Round Tables Subcommittee pointed out that the introduction to
the Document is the most important part of it. The Subcommittee presented
the document to the Executive Board and with minor changes incorporated, the
Board approved the statement. Mr. Miele informed Council that the subcommit­
tee is working on a second charge, developing a Handbook which would be to the
benefit of the officers of round tables. Luther Lee, seconded by Atphonse F.
Trezza, moved adoption of the Guidelines. Hearing from Chairperson Jones that
In response to various suggestions of President Edward G. Holley in his reports to the ALA Council at Midwinter, 1975 (CD # 7, pp. 5-6) and at the Summer Conference in San Francisco (President's Report, p. 3), President Allie Beth Martin appointed a three-person committee on July 5, 1975, to study the matter of the financial support for the president and make recommendations to the Board. Holley had stated at Midwinter that if the Association wished to broaden the base of those who can serve as its president, the time was coming when a leave of absence and full support of the president must be considered. He had said at San Francisco that "If the role of the ALA presidency remains what it currently is, then Council will have to adopt some form of support and leave of absence policy for those it expects to serve the association in this capacity." The design of any new policy would be to relieve the financial pressures upon institutions and libraries so that more individuals might be encouraged to accept nomination for the presidency.

The ALA Executive Board already has a policy, 208.3.1 adopted in June, 1967, which states that "the Executive Board approves in principle the provision of up to one quarter released time including the cost of fringe benefits for the President of the American Library Association." This policy has never been implemented, although from time to time the Association has budgeted modest sums for secretarial assistance and has regularly provided modest travel funds. The President's Travel Account last year was budgeted at $1,500, and no secretarial support was provided. One result of this modest travel fund has been the necessity of asking state chapters to fund the President when that individual is asked to appear at state conferences. In view of the importance of ALA relating better to its state chapters it is the definite recommendation of this committee that Council urge COPES to budget a small sum of money, perhaps around $4,000 a year, over a three-year period to enable an ALA officer or Executive Board member to be present at least once at every chapter meeting during the three years. This can be done on a rotation basis and could be coordinated by the Executive Director's Office.

During the fall, 1975, the Committee contacted a number of major educational associations and asked their policy on the presidency and presidential support. Responses included letters from the National Education Association, the only organization which provides a leave of absence and complete support for its president; the American Association of School Administrators, which provides compensation for the president's employer at a rate of 25 per cent of the gross annual salary; and the American Association of University Professors, the American Psychological Association, the National Audio Visual Association, the Association for Educational Communications and Technology, the American Association of University Women, the Modern Language Association, and the Library Association of the United Kingdom. Most of the latter group provide about the same sort of support that ALA does: travel funds with occasional secretarial assistance.
After carefully considering all the possibilities the Subcommittee recommends to the Executive Board and Council that a sum of up to $10,000 be made available each year to the President to enable him or her to meet expenses connected with the presidency. Recent presidents indicated that their chief need was for secretarial assistance, but it occurred to the committee that there might be a need for a temporary administrative aide, a research assistant, or even a portion of a salary depending upon the situation in each institution or library. The incoming President would indicate to the Executive Director how he or she intended to use such funds and records would be kept in terms of fiscal responsibility.

The Subcommittee would also call attention to ALA Executive Board Policy 208.3, adopted in October, 1951, which states that the annual budgets should provide "an item sufficient to cover all travel and other expenses incidental to the discharge of the official duties of the President, including his attendance at regular meetings of the Association." The paragraph above is in line with this policy and suggests a method for implementing it realistically.

Basically, the Subcommittee does not see the President's role changing significantly from what it is at present. As the Association continues to grow, however, it is important for the President to be more active at the state and regional conferences and to represent the Association at meetings of other organizations which can help advance the goals of the Association. The time spend by the president on ALA activities during the presidential year has been variously estimated at forty to fifty per cent. It is also the testimony of recent vice-presidents that the amount of time they spend on ALA business is much beyond what they originally estimated and the testimony of one past-president added that ALA duties do not automatically cease with the passing of the gavel to the incoming president.

This Subcommittee believes that all of the needs stated above, more adequate support for the president, a travel budget for chapter meetings, and increased travel budget for the vice-president can be met by a sum not exceeding $20,000. We recommend that the principles stated above be adopted and that COPES be requested to consider these principles in budget plans for 1976-77.

Edward G. Holley, Chairperson
Alice Ihrig
Alphonse Trezza