

REPORT TO THE ALA COUNCIL  
ON EDITORIAL POLICY  
FROM THE COMMITTEES ON PUBLISHING,  
INTELLECTUAL FREEDOM, AND PROFESSIONAL ETHICS

CHARGE

On January 10, 1990, the ALA Council adopted a Resolution on Editorial Policy (attached) containing the following resolves:

- RESOLVED, That this matter be referred to the Committees on Publishing, Intellectual Freedom, and Professional Ethics for a review of the situation, a determination of violations of existing policy, or the determination of the need for any clarifying action that Council might take; and be it further
- RESOLVED, That the editorial policies as delineated in 10.1 referring to American Libraries be extended to apply to all journals published by the Association and its units; and be it further
- RESOLVED, That the Executive Board develop specific personnel policies defining staff, with particular attention paid to members serving as independent contractors; and be it further
- RESOLVED, That all reports in regard to these resolves be submitted to Council at the 1990 Annual Conference.

Following the 1990 Midwinter Meeting, the three committees agreed to carry out a joint investigation of the circumstances surrounding the resignation of the editor of Public Libraries, and to frame a set of recommendations for presentation to Council.

Documentation reviewed included:

- o pertinent sections of ALA policy;
- o correspondence with Kathleen Heim, editor of Public Libraries at the time of the disputed actions; Sarah Long, PLA President; Joey Rodger, PLA Executive Director; and Patricia Schuman, author of the postponed article;
- o an opinion of the ALA parliamentarian concerning the authority of the Council resolution;
- o editorial policies for ALA divisions and their units;
- o guidelines for ALA staff conduct in elections;
- o and other pertinent data.

Chairs of the three committees met at ALA headquarters on June 6th to review the documentation and to draft this report.

### POLICY

The policies relating to the Committees' charge are as follows:  
Authority

Article VI. Sec. 1. (a) of the ALA Constitution states:  
The Council of the American Library Association shall be the governing body of the Association. The Council shall delegate to the several divisions of the Association authority to plan and carry out programs and activities within assigned fields of responsibility and in accord with general Council policy.

Article VI. Sec. 8. (a) of the Bylaws states:

A division may: Issue Publications....Divisions shall exercise editorial and managerial control over their periodicals.

The Operating Agreement between ALA and its Divisions entitled Policies of the American Library Association in Relation to its Membership Divisions includes a section on Publishing Activities (Section VI.) which provides "Divisions exercise editorial and managerial control over their periodicals." Section VII. Personnel states:

Division Executive Directors shall have the authority to select, evaluate, and recommend termination of all Division employees consistent with ALA personnel policies and procedures.

It also requires that "All ALA employees are subject to ALA's personnel policies."

### Publications Policies

In addition to the provision in the Bylaws for Division publications cited above, ALA Council has adopted an editorial policy for American Libraries (10.1 [attached]). Council action in January 1990 extended this policy to all journals published by the Association and its units.

In 1983, the Council adopted Guidelines for Authors, Editors, and Publishers of Literature in the Library and Information Field. This document states that the "Publisher" is the body which produces the final published work.

Since it is recognized that the contact between author and publisher is often exclusively through an editor, for purposes of these guidelines such an editor will be considered the publisher's representative and will be referred to as the publisher.

The Editorial and Management Policy of the Public Library Association, revised and adopted by its Board of Directors in January 1989, states in paragraph F that:

The Editor has the final responsibility for the editorial content of Public Libraries, within the parameters of ALA and PLA policies....The Editor accepts the obligation to represent the best interests of the Division as fairly and fully as possible with due regard to the need to produce a readable publication representing a variety of viewpoints.

The policy goes on to state that editorial accountability is provided for through an annual performance review by the PLA Executive Director who is also granted overall responsibility for the management of the publication and the selection of the editor. An Advisory Board is charged with "publication development, developing the editorial policy, evaluating the publication, and advising the Executive Director in the selection and evaluation of the Editor." Paragraph C. deals with the editorial content and scope of the publication. In a list of possible items for inclusion, #4 states:

PLA statements and documents identified as of significant general interest by the Editor in consultation with PLA officers and the PLA Executive Director.

#### Intellectual Freedom Policies and the Code of Ethics

ALA's intellectual freedom policies are primarily intended to guide libraries and librarians in dealing with issues external to the Association. While ALA by tradition is firmly committed to the principles of the First Amendment, policies directly relating to freedom of the press within ALA and its units have not been codified. The Library Bill of Rights (Policy 53.1) articulates a number of imperatives that are relevant:

Materials should not be proscribed or removed because of partisan or doctrinal disapproval. (Article 2)

Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment. (Article 3)

Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas. (Article 4)

The Statement on Professional Ethics (Policy 54.16) says:

In a political system grounded in an informed citizenry, librarians are members of a profession explicitly committed to intellectual freedom and the freedom of access to information.

Article 4 of the Code of Ethics reads:

Librarians must adhere to the principles of due process and equality of opportunity in peer relationships and personnel actions.

Article 5 states:

Librarians must distinguish clearly in their actions and statements between their personal philosophies and attitudes and those of an institution and professional body.

Article 6 states:

Librarians must avoid situations in which personal interests might be served or financial benefits gained at the expense of library users, colleagues, or the employing institution.

#### ALA Personnel Policy

ALA personnel policy number 508 - ALA Elections Staff Code of Conduct requires staff neutrality in ALA elections. It states that staff "should maintain objectivity and neutrality in all aspects of ALA annual elections" and

The ALA staff should strive not to reveal candidate preference or engage in activities which may contribute to the election of a particular candidate.

#### Chronology

Within the policy context set out above, the following chronology is an attempt to reconstruct the series of events that led to the issues under review involving Public Libraries (PL).

##### June, 1988

Heim appointed editor of PL. (Heim statement)

##### January, 1989

Heim asked Schuman to write an article for PL. (Heim and Schuman statements)

##### January, 1989

PLA adopts a revised Editorial and Management Policy for Public Libraries, originally adopted in 1986.

##### April, 1989

Schuman gives Heim an edited version of an article. (Schuman statement)

##### June and July, 1989

Schuman and Heim correspond concerning revisions to the paper and it is accepted for publication with an anticipated January/February, 1990, publication date. (Heim and Schuman statements)

##### June 25, 1989

Schuman is nominated for vice-president president-elect of ALA for the 1990 elections.

##### November 7, 1989

January/February articles sent to ALA Central Production Unit (CPU) including Schuman's article. Galleys were due back in early December. (Heim statement)

##### November 11, 1989

PLA Executive Committee meeting considered the request from [Patrick] O'Brien to meet with the PLA Board at Midwinter and the decision was made to invite both candidates to meet with the Board, which they did. (Rodger, Long statement)

December 19, 1989

Galleys for the January/February issue of PL had been received and reviewed by staff. "In doing a final review, Joey [Rodger] noted an article . . . by Patricia Schuman. Knowing that the integrity of the ALA election process is carefully tended, especially by staff, she asked colleagues for information about similar situations in the recent past." The issue was whether giving space to one candidate without giving it to both was equitable and fair. Rodger discussed this with PLA President Long and they agreed that it would be appropriate to reschedule publication until July/August, 1990. Carolyn Anthony, Chair of the PL Advisory Board, concurred. (Rodger, Long statement)

Heim (at her decision rather than PLA request) had been sending contents pages to PLA for previous issues. "However, by the January/February issue deadline I found that the ads and PLA Section News had so backed up the articles that there was little reality between what I thought would be published and what was going to be published. If your committee looks at that issue you will see I am down there to three tiny articles. I was so disgusted I didn't bother with a 'contents' mailing." (Heim statement)

It was indicated that practice had been for the Editor to send the PLA Executive Director copies of the Table of Contents when the PL manuscript was sent to ALA's CPU. This had not been done with this issue so the galley review stage "was the first knowledge anyone had of the contents of the issue." (Rodger, Long statement)

"Sarah called Kathleen, requesting that the Schuman article be postponed until after the election to protect the perception of the division and the Editor's impartiality." (Rodger, Long statement)

Under the PLA Editorial Policy (attached), the Editor has final editorial control and the obligation to represent "the best interests of the division." (Rodger, Long statement)

"Heim did not object." (Rodger, Long statement)

Heim's initial response was "all right." Upon reflection, she decided that it was not all right, called Rodger and resigned. Rodger asked that she wait until after Midwinter but Heim said, "No, the letter would be in the mail." (Heim statement)

Heim explained her resignation as follows: "...Pat's article was NOT the reason I felt I had to resign. The reason was a classic clash between technical skill and the bureaucratic structure. The call I received from Sarah Long AFTER galleys arrived was just so late in the processing of the January/February issue that I blew up....What happened was simply that I had a vision for the journal and PLA had a vision for the journal and these were not congruent." (Heim statement)

December 20, 1989

Heim called Schuman and told her that the article had been pulled and that she had resigned. Heim indicated to Schuman that Sarah Long had told her that "according to ALA 'unwritten' policy, candidates for office cannot be published in ALA journals." (Heim and Schuman statements)

"I know that there are no 'unwritten' policies. All ALA policy is set by the Council. I felt that my own rights were being trampled on, not to mention those of members -- and Kathleen's editorial prerogatives. I called Pat Berger to ask her if she had ever heard of such a policy. Pat said that there was no such policy." (Schuman statement)

December 21-27, 1989

Heim stated: "Pat [Schuman] later contacted ALA President Pat Berger who contacted other Executive Board members. I guess Pat also called John Berry who called me. I had just mailed off my resignation letter to Joey and a copy was on my desk so I read it to John. I guess this was a mistake since Joey couldn't have received it at the time I read it to John. However, I made only one call about it -- to Pat [Schuman]." (Heim statement)

Rodger received calls from John Berry of LJ and Pat Berger indicating that Heim had resigned (Rodger, Long statement)

John Berry called Schuman and asked about the incident. Schuman, in a call to Rodger, was told that the article had been pulled "to protect Kathleen Heim's integrity as a paid staff member of ALA." (Schuman statement)

December 28, 1989

After consulting with Long, Rodger accepted Heim's resignation. (Rodger, Long statement)

January 5, 1990

"The PLA Board unanimously passed a motion commending Heim for her outstanding work as Editor, supporting the action taken by Sarah Long, and asked for clarification from ALA in the absence of policy on the issue of equitable exposure of the concerns of candidates for association office." (Rodger, Long statement)

January 10, 1990

Council resolution requesting "that the matter be referred to the Committees on Publishing, Intellectual Freedom and Professional Ethics for a review of the situation, a determination of violations of existing policy, or the determination of the need for any clarifying action that Council might take."

In late January, precise date unknown, Schuman withdrew the article from Public Libraries and submitted it for publication in the Journal of Academic Libraries. (Schuman statement)

### FINDINGS

As previously outlined, the Committees' charge includes determination of whether or not ALA policies were violated in the Public Libraries incident. In the interest of clarifying the issues involved, the following are presented as the bases for generating recommendations to Council for further action.

As the chronology indicates, there is agreement concerning the basic events -- i.e., an article commissioned prior to the announcement of the candidacy for ALA president of its author was scheduled for the January/February 1990 issue of Public Libraries.

The article was rescheduled until after the election, at the request of the Division President. This decision precipitated the resignation of the journal's editor. The article was subsequently withdrawn by the author, and rescheduled for publication in another journal.

By all accounts, content of the article was not the cause of concern. Rather, the dispute revolved around:

- 1) The authority of the editor to schedule the publication of articles free from interference from the Division's President and Executive Director when their judgment differed from hers;
- 2) Whether the re-scheduling of an article to achieve election fairness constitutes censorship;
- 3) The possibility that the timing of the publication could either influence the election for ALA President or compromise the neutrality or appearance of neutrality of the Division's primary periodical; and
- 4) Whether the Public Libraries editor was bound by ALA Staff Personnel Policy to a standard of election neutrality which could dictate editorial decisions.

The Committees, in their review of the situation, have arrived at the following conclusions:

- o PLA publishes Public Libraries within the framework of ALA policies including the ALA Bylaws and the Operating Agreement which grant the Division editorial and managerial authority over its publications.
- o PLA has an Editorial and Management Policy outlining its expectations for the journal and the authority structure under which it operates. This policy grants "the final responsibility for the editorial content of Public Libraries" to the editor "within the parameters of ALA and PLA policies." It also requires the Editor to accept the "obligation to represent the best interests of the Division as fairly and fully as possible...."
- o This policy also grants that "the PLA Executive Director has overall responsibility for the management of Public Libraries, including budget, production, advertising, and subscriptions."
- o In the interests of election fairness, Long requested Heim delay publication of the article. And Heim initially acquiesced, only to resign shortly thereafter. Since these actions and discussions occurred in the context of an immediate publication deadline, opportunity for further negotiation or consideration of the scheduling of the article in question was apparently precluded.
- o Under the policy, Heim had the authority to deny the request from Long, and to insist on the article's original publication schedule. PLA's policy contains accountability mechanisms (i.e.,

performance review, contract renewal, and general editorial policy development), and provides a means for resolution of such disputes. Heim acquiesced with Long's request, but she felt that her prerogatives as editor were compromised. Heim's resignation was brought to the attention of the Executive Board by the author, which propelled the issue into a full-blown, Association-wide controversy.

- o Authors do not exercise control over publications scheduling; editors do. Since the content of the article was not at issue, the charge of "censorship" (which is usually leveled against attempts to restrict dissemination of particular viewpoints or content) was made in this case due to the particular circumstances of the timing of the publication in relation to an ALA election. If the delay in publication had been due to space constraints or its publication being bumped by material deemed by the editor to be of greater urgency in terms of timing, it seems unlikely that this matter would have reached our attention.

The harm done, if any, in this case to the principles of free expression resides in the denial of rights granted an editor for authority about the timing of the material to be published. Schuman had a reasonable expectation that her article would be published according to the agreed-upon schedule. Unless it is established that her motivation in authoring the article was to further her candidacy (which the chronology does not support), it is hard to see that her interests as an author are significantly damaged by a change in publication date. The impact of the scheduling change is mild, and should not be interpreted as an act of censorship.

- o The concept of limiting access of ALA candidates to association journals unless equal time is afforded to their opponents is akin to the FCC's Fairness Doctrine, and is based upon a theory that a limited number of such channels exist which are, in effect, owned and supported by the association's public -- i.e., its members. Under these circumstances, an argument could be advanced that unequal access to the pages of these publications could favor one candidate over another.

Such considerations appear to be the concern expressed by Long and Rodger. Whatever related incidents have occurred in the past, however, this position is not specifically recognized anywhere in ALA or PLA policies regarding publications. The closest reference to it in editorial policy for Public Libraries that we can find is the explicit expectation that the Editor will "represent the best interests of the Division as fairly and fully as possible...." It is not unreasonable to assume that the advice of the Division President and its Executive Director might be useful to any editor in meeting this expectation. But the policy seems to grant the editor leeway to reject such input when it is provided.

We would be troubled by the specter of any policy that might be adopted that would have the effect of limiting access to the

normal publishing procedures by potential or designated candidates for association office.

We can understand the motivations behind the concern for election neutrality and fairness that prompted Long and Rodger to act as they did. However, we would prefer to see an approach to this issue that maintains pages of all association publications as accessible for all authors -- candidates or not -- whose work falls within the scope and standards of those publications. We also would encourage sensitive and balanced coverage of elections and candidates by all units with an interest in the outcome of ALA elections.

- o As to the question of whether ALA Personnel Policy 508 concerning staff conduct in elections applies in this instance or should have an impact on the editorial content of association publications, we find that the PLA officers and the Executive Director clearly believed that it did. Concerns about the maintenance of neutrality in the election process provide much of the background to the controversy. Further confusion concerning the definition of staff -- i.e., those people bound by this policy -- may also have contributed to the issues that have been raised.
- o As to determining the status of Heim as staff, a review of federal requirements for defining employees would tend to support the conclusion that Heim was an independent contractor, subject to the accountability structure that PLA had established for the position. We have no knowledge whether Heim was provided with the ALA Personnel Policy Manual when she commenced her position as editor. She was employed elsewhere at the time, and certainly did not consider ALA her primary employer. We are therefore reluctant to conclude that publication of the article on the original schedule would have violated ALA Personnel Policy 508.

In conclusion, we found no violation of existing policy. Procedural variations in the preparation of the January/February issue of Public Libraries, deadline pressures, the Editor's frustration with the production process, and a last minute concern about election neutrality all contributed to the controversy that erupted.

Perhaps more significant is the change taking place in the tone and substance of ALA elections. Concerns about campaign excesses have placed pressures on staff, editors, and unit officers, and have raised ethical questions that have not formerly been an issue in regard to ALA publishing operations. We are aware of the work of the ALA Special Committee on the Election Process, and welcome their efforts in this regard.

The entire incident pales in the view of the many urgent issues that face the membership. Policies are in place that could have accommodated due process in the resolution of this conflict. It is unfortunate that the assumption was made that staff and our elected membership officers would not have provided an equitable solution and any resultant policy revisions. As long as there are editors and publishers, conflicts in procedures,

interpretations, and prerogatives will arise. It is the wise association that has policies in place to deal with such inevitabilities.

Ethical considerations concerning the conduct of elections and free speech rights are both important to the Association. We should not have to choose one or the other, but balancing conflicting expectations and responsibilities is seldom easy. We must constantly seek to foster tolerance, good will, and a clear statement of rights and responsibilities as more conducive to this effort than the quick rush to judgment and overreaction which this episode generated.

### RECOMMENDATIONS

First, the Committees cannot imagine endorsing a general ALA policy that would impinge on an editor's freedom to express professional judgment concerning editorial content of ALA produced publications. Our strong belief is that few qualified editors could be persuaded to serve under the restrictions of that kind of policy.

Second, we believe that a policy covering all publications, without distinguishing those with news and/or editorial content from other kinds of publications is the best approach. For example, an editor of a series might have to make the same kind of judgment about whether to publish a monograph, scheduled far in advance as journal issues often are, which happened to coincide with an author's candidacy for election. Also, journals which do not now have editorial content could change. The issue is really about content and purpose of a publication, not authorship. The American Libraries Editorial Policy, while forthright in its statements concerning the role and responsibilities of its editor, contains material which is specific to that magazine, and does not apply to many other ALA publications.

Third, we believe that it is always useful to re-examine intellectual freedom issues that ALA has always espoused and supported. But there is no need to over-react. No set of restrictive guidelines will cover every case; judgment will always be a factor. What is useful is to underscore the expectation that in carrying out their responsibilities, ALA members will act professionally and ethically to the best of their abilities, consonant with the policies of the Association.

Therefore, we recommend the following:

1. Rescind Resolve #2, which extends the editorial policies referring specifically to American Libraries (policy 10.1) to all journals published by ALA and its units.
2. Adopt an additional policy statement as follows:

#### Policy on Responsibility for Content of ALA Publications

As a publisher, the American Library Association and its member units establish goals and set policies for publication programs. The purpose and scope for each major publication will be clearly specified.

It is the responsibility of each member unit to communicate to its membership and its editors the purpose of the publication, its specific format, and to identify the audience for which it is intended.

Consistent with ALA's traditional dedication to the freedom of expression, free flow of ideas, and policies on intellectual freedom and ethics, all member units shall endorse and apply the principles of freedom of the press to their publication program.

It is the responsibility of each member unit to appoint editors with experience or training in editorial theory and practice. Such editors, whether headquarters staff, contractors, or volunteers, shall be responsible for determining the content and style of the publication consistent with the goals and policies of the sponsoring unit. The decision as to appropriate material for inclusion in the publication shall rest with the editor guided by the ALA Constitution, its Bylaws, and relevant policies as adopted by the ALA Council and the unit which sponsors the publication.

Respectfully submitted,

Committee on Professional Ethics  
Intellectual Freedom Committee  
Publishing Committee

June 22, 1990

Resolution on Editorial Policy

- WHEREAS, The Council was informed that an article July juried, accepted for publication March 19, 1989, and revised in accordance with standard editorial practice for journals published by professional societies had been scheduled for publication by the editor of Public Libraries and then subsequently held back for publication by the elected officers of the division; and
- WHEREAS, This action, taken in the framework of the best interests of the Association in the specific issue of impartiality of elections, regrettably appears to violate other significant policies and principles of the Association; and
- WHEREAS, Article VI of the ALA Constitution requires Council to determine all policies of the Association and authorizes Council to delegate to divisions and units of the Association authority to plan and carry out programs and activities within general Council policy; and
- WHEREAS, This specific instance raises issues beyond election impartiality, such as professional ethics, editorial responsibility, intellectual freedom, and the definitions of staff, members, and independent contractors; and
- WHEREAS, The editorial policy of the Association (10.1) in regard to American Libraries requires the editor to assume an obligation to represent the best interests of the Association and its units fairly and as fully as possible and guarantees the editor independence in gathering, reporting, and publishing news according to the principles of the Association's policies on intellectual freedom; now, therefore be it
- RESOLVED, That this matter be referred to the Committees on Publishing, Intellectual Freedom and Professional Ethics for a review of the situation, a determination of violations of existing policy, or the determination of the need for any clarifying action that Council might take; and be it further
- RESOLVED, That the editorial policies as delineated in 10.1 referring to American Libraries be extended to apply to all journals published by the Association and its units; and be it further
- RESOLVED, That the Executive Board develop specific personnel policies defining staff, with particular attention paid to members serving as independent contractors; and, be it further.
- RESOLVED, That all reports in regard to these resolves be submitted to Council at the 1990 Annual Conference.

MOVED BY: Beverly Lynch *Beverly Lynch*

SECONDED BY: Francis Buckley *Francis Buckley*

EVIDENCE FOR CONFORMANCE WITH  
GUIDELINES  
Council Resolutions Council

1-9-90

Adopted by the ALA Council, January 10, 1990

## 10. HEADQUARTERS AND STAFF

### 10.1 *American Libraries*: Editorial Policy

Because *American Libraries* is the official organ of the American Library Association, the editor has a particular responsibility to convey to the membership and other readers full and accurate information about the activities, purposes, and goals of the Association. In order to carry out this responsibility, the editor may have access to privileged information. The editor must assume an obligation to represent the best interests of the Association and its units fairly and as fully as possible within the scope of the journal and with due regard to the editor's prerogatives in producing a balanced and readable publication.

ALA encourages publication in the news columns of *American Libraries* of news about all matters of import to libraries and librarians. The editor is guaranteed independence in gathering,

reporting, and publishing news according to the principles of the Association's policies on intellectual freedom.

Statements of official ALA positions on any matters shall be clearly identified as such when published in *American Libraries*. The editor must be free to analyze and interpret such matters as his or her judgment dictates, and such analysis and interpretation should appear over the editor's signature.

News and views have their place in *American Libraries*, and every opportunity shall be assured for expression of diverse views when members believe such views run counter to their own, or when news is considered to be inaccurately or not fully reported. Signed interpretative comments shall be encouraged. Columns of *American Libraries* shall be kept scrupulously and faithfully open to expression of all viewpoints of interest and concern to the library profession.

## F. Editor/Editorial Responsibility

The Editor is hired by the PLA Executive Director, with advice from representatives of the PUBLIC LIBRARIES Advisory Board and the PLA Board of Directors. The Editor's contract is renewable annually. An annual performance review is conducted by the PLA Executive Director with advice from the PUBLIC LIBRARIES Advisory Board and the PLA Board of Directors.

The Editor has the final responsibility for the editorial content of PUBLIC LIBRARIES, within the parameters of ALA and PLA policies. Because this is an official publication of PLA, the Editor has a particular responsibility to support the general activities, purposes and goals of the Division in setting priorities for editorial content. The Editor accepts the obligation to represent the best interests of the Division as fairly and fully as possible with due regard to the need to produce a readable publication representing a variety of viewpoints.

## G. Advertising

Advertising is accepted and encouraged as a vehicle to inform readers of products and services and to provide product communication between vendor and potential buyer. Acceptance does not constitute endorsement by PLA.

PUBLIC LIBRARIES will adhere to all ethical and commonly accepted advertising practices and every effort will be made to insure that its practices in relation to advertising are consistent with those of the other ALA publications. PLA reserves the right to reject any advertisement deemed not relevant or consistent with the above statement or with the aims and policies of the American Library Association. The advertiser and advertising agency assume liability for all content (including text representation and illustrations) of any advertisement printed, and also assume responsibility for any claims resulting from them against the publisher.

An 80/20 percent ratio of content to advertising is expected as a minimum goal. When advertising reaches a 70/30 ratio on an on-going basis, additional content pages will be factored into budget planning.

## H. Management

The PLA Executive Director has overall responsibility for the management of PUBLIC LIBRARIES, including budget, production, advertising and subscriptions.

The PUBLIC LIBRARIES Advisory Board is responsible for publication development, developing editorial policy, evaluating the publication and its responsiveness to audience interests, and advising the Executive Director on the selection and evaluation of the Editor. In all matters the Board reports directly to the PLA Board of Directors.