

Brief Steering Committee on Organizational Effectiveness (SCOE) Preliminary Recommendations

Please note that this is a high-level by the numbers breakdown of recommended changes to ALA's current governance structure. For full details, see the [Preliminary Recommendation Slides on ALA Connect](#).

Contents

Redesigned ALA Executive Board
Redesigned Volunteer & Committee Structure
Leadership Assemblies
Divisions, Round Tables, and Membership Initiative Groups

Redesigned ALA Executive Board

Current:

12 Members
4 - Elected by Membership: President, President Elect, Immediate Past President, Treasurer
8 - Elected by Council (Council is elected by Membership)
1 - Staff (Executive Director, ex officio)

Future:

17 Members
4 - Elected by Membership: President, President Elect, Immediate Past President, Treasurer
8 - At-Large Members Elected by Membership
5 - Appointed by the Executive Board for unique skills and perspectives not represented by elected members.
1 - Staff (Executive Director, ex-officio)

Redesigned Volunteer Work & Committees

Current:

21 ALA Standing Committees

16 ALA Council Committees

[\(List of Current Committees\)](#)

Future:

3 Executive Board Committees

1 - Nominating & Leadership Development Committee, 15 members appointed by the Executive Board

1 - Policy Development Committee, 1 Executive Board Member Chair appointed by the President, 15 members elected by membership

1 - Finance & Audit Committee: 1 Chair, Treasurer, 12 members elected by membership and 3 Executive Board members appointed by the President

*Each committee would hold multiple in person and virtual assemblies per year to gather input and recommendations from all members.

Advisory Communities (exact number TBD, according to leadership and membership needs)

Working Groups (exact number TBD, according to leadership and membership needs)

Communities of Practice/Engagement/Interest (exact number TBD, according to membership needs)

Leadership Assemblies

Current:

Direct correlations do not currently exist, but the recommended approach tries to consolidate and expand upon current meetings such as the Chapter Councilors Forum, Chapter Leadership Forum, and the Round Table Coordinating Assembly.

Future:

Division, Roundtable, and Chapter Assemblies (1 each, 3 total) will provide an open communication exchange to and from the ALA Executive Board and members. These assemblies will offer input to the ALA Executive Board on critical issues facing their participants, serve as a forum for integrated planning and prioritization, and share effective practices.

Divisions, Round Tables, and Membership Initiative Groups

Current:

- 11 Divisions with very different organizational structures
- 21 Round Tables with very different organizational structures
- 8 Membership Initiative Groups

Future:

8 Divisions

- 3 Divisions are currently in the process of merging and SCOE recommends continuing the process of assessing what Divisions may be able to merge and/or strengthen another area of ALA.
- SCOE recommends a volunteer structure in alignment with the above proposed Volunteer Work and a Division leadership framework to be determined in consultation with Division Leadership.

21 Round Tables

- SCOE recommends a volunteer structure in alignment with the above proposed Volunteer Work.
- SCOE also recommends that Round Tables do the following:
 - Post all future documents in ALA Connect
 - Administer elections in ALA Connect
 - Align their mission, values, and bylaws with other ALA bodies
 - Adhere to a shared operating agreement
 - Adopt the same dues structure.

8 Membership Initiative Groups

- Transition from in-person groups to ALA Connect online discussion groups to identify emerging issues and member trends