

**TO:** ALA Executive Board and Council

**RE:** Report of the 2010 ALA Nominating Committee

**ACTION REQUESTED/INFORMATION/REPORT:**

Information only.

**ACTION REQUESTED BY:**

Nominating Committee for the 2010 ALA Election:

Nancy Allen, Chair  
Kathleen E. Bethel  
Sarah I. Flowers  
Wayne Bivens-Tatum  
G. Victor Johnson  
Haipeng Li  
Janice M. Rice  
Patricia Montiel Overall  
Kathryn M. Toon

**CONTACT PERSON:**

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**DRAFT OF MOTION:**

N/A

**DATE:** September 15, 2009

**BACKGROUND:**

The Committee began its work at the 2009 ALA Midwinter conference, and reviewed Committee process with the chair of the previous nominating committee, Susan DiMattia. JoAnne Kempf, of the ALA Governance Office, assisted with the process review, and distributed key documents to each committee member, including the committee roster, job descriptions for ALA President, Treasurer, and Councilor, Nominating Committee Guidelines, campaign guidelines, Council Resolution from 1997 about the timeframe for the presidential election along with the timeline itself as well as an election schedule, relevant ALA bylaws, information about service on behalf of the ALA-APA, a sample potential candidate biographical information form, sample committee correspondence to potential candidates, sample publicity documents, FAQ information from the ALA website, and a roster of current Council members. This packet was invaluable in gaining an understanding of the nomination and election process.

During the meetings at Midwinter 2009, the Committee did an inventory of chapter, caucus, affiliate, division and other unit connections maintained by each Committee member, and agreed to use these networks to seek a very broad and diverse pool of candidates. The Committee discussed staff support for publicity surrounding the call for nominations, including self-nominations. It was agreed that JoAnne Kempf would be primarily responsible for creating publicity documents for distribution and on the ALA website. It was agreed that the chair would be responsible for keeping records of committee activities and that we would use the new ALA Connect website as a secure source of information for committee distribution. The Committee discussed this in the context of the critical importance of confidentiality throughout our process, and the need to avoid using email to distribute or convey committee business containing names.

### **Beginning the work of the Committee:**

After the announcements for the 2009 elections, the Committee began its work, beginning with preparation of a master spreadsheet of names of possible candidates taken from the ALA Handbook, the lists of emerging leaders, movers and shakers, and names suggested by committee members. This list was posted on ALA Connect and served throughout our process as a source of ideas and names of librarians with experience in ALA units. This list contained individuals with experience relevant to each role; for example, individuals on the master list for ALA President included (from the past five years' ALA Handbook) Executive Board and Division Presidents, and for Treasurer included individuals who had served on Division Budget and Finance Committees, Executive Board, and other ALA fiscal roles.

### **Getting the word out:**

JoAnne worked within ALA to distribute the call for nominations on the ALA website, and throughout all ALA divisions and units, posting the call for nominations in ALA publications. On request, she worked with the staff liaison to the Spectrum Scholars, who distributed the call for nominations to that entire list, and the call for nominations went out on the list to all chapter councilors for distribution to their lists. JoAnne also sent email to all those who unsuccessfully ran for Council in the recent election, encouraging them to run again. Committee members distributed the call for nominations to ethnic caucuses, and the ethnic affiliates. The call for nominations appeared in the May issues of *American Libraries* and in *AL Direct*, and it remained in the header for the ALA website throughout the time that the potential candidate online form was available, after June 1.

Because ALA Annual Conference was late in July this year, we had several conference calls between Midwinter and Annual to discuss the work of each Committee member, and to review of names of people on the master spreadsheet known to committee members.

### **During the Annual Conference:**

During the Annual Conference the Committee met twice, and JoAnne Kempf provided flyers to the Committee for distribution during the conference. Committee members were very active in promoting the nomination process, and many of them attended division leadership meetings, sent the call for nominations to committee chairs, solicited names from member leaders, communicated with potential nominees in person, by phone, and by email, or used various ALA

unit lists to communicate about the call for nominations. During the face-to-face meetings, we noted that the number of potential Council candidates was unusually low, and discussed strategies to increase the number. Our goals included not only regional, gender, type-of-library, and ethnic diversity, but also a broad range of kinds of experience including those newer to the field or perhaps those with experience in professional organizations outside ALA, represented by the names on the movers and shakers and emerging leaders lists. A very special effort was launched to systematically contact individuals on these two lists after they were cross-checked in the ALA Handbook to ensure that they have some level of activity in the association. Again it is worth noting the importance of using the ALA Connect site for secure communications within the Committee.

### **After the Annual Conference:**

After the Annual Conference, the Committee agreed to weekly conference calls, and this continued until September 9, 2009. During the calls, we reviewed the status of individuals on the potential candidate lists, and discussed the qualifications of all candidates but focused on those under consideration for President and Treasurer. For President, we listed and contacted many individuals who had division and unit leadership experience, or who had served on an Executive Board. The Chair contacted the past five ALA Presidents asking for suggestions for President and Treasurer nominees. This outreach to previous ALA Presidents was extraordinarily fruitful, and the Chair would especially like to thank these past Presidents for their thoughtful support of the Committee's work. For Treasurer, the Committee reached out to all those suggested, and actively sought nominations, using many lists of names, including Executive Board members, past endowment trustees, those with experience on division budget and finance committees, and reviewed the list of those with experience on the Planning and Budget Assembly.

### **Summary of our work:**

By mid-August, the Committee had worked hard to encourage far more than the minimum number of potential candidates for Council to complete the form on the ALA website; Joanne Kempf supplied the Chair with weekly lists of those who had completed the form for all three roles. In turn, the Chair received contact lists from each Committee member and kept master lists of those individuals who were contacted and those who declined, as well as information about their decision-making status.

The statistics demonstrate the effort of members of the Nominating Committee. A total of 256 potential council candidates were personally contacted by the end of our process, with an acceptance rate of about 25%. A good number of the final list of potential Council candidates were self-nominated (they were not contacted individually by any member of the Nominating Committee, but responded to the call for nominations). The Committee contacted a total of 91 individuals for either President or Treasurer.

Reasons for declining were numerous, and included:

- Not this year, but maybe in the future,
- The economy is so terrible that travel funds to attend conferences are unavailable,

- Reducing outside commitments because of stress on staff in the economy; supervisor wouldn't approve travel
- Personal issues, retirement, etc.
- Just not interested, or do not have time.

An analysis of the 81 Council candidates shows that the list is composed of:

<b>Type of Library</b>	<b>%</b>	<b>#</b>
Academic Librarians	47	38
Public Librarians	33	27
School Librarians	7	6
Other (national, special, SLAs)	11	9
<b>Gender</b>	<b>%</b>	<b>#</b>
Male	40	32
Female	60	49
<b>Geographic Distribution</b>	<b>%</b>	<b>#</b>
Northeast	20	17
Southeast	25	20
Midwest	25	20
West	30	24
<b>Likely ethnicity*</b>	<b>%</b>	<b>#</b>
People of Color	21	17

\*There is no method of collecting this demographic data, so these numbers are estimates only.

The 27 states (and DC) from which candidates come are: Arizona, California (7), Colorado (4), District of Columbia (3), Florida (4), Georgia (4), Illinois (2), Indiana (2), Iowa, Kentucky, Maryland (2), Massachusetts (3), Michigan (4), Minnesota, Missouri (4), Nevada (3), New Jersey (3), New York (4), North Carolina (7) Ohio (4), Oregon (2), Pennsylvania (3) South Carolina, Tennessee, Texas (4), Washington (3), and Wisconsin (2).

The Committee is grateful for our appointments to this important committee; it has been an important opportunity to serve the Association. We would especially like to thank JoAnne Kempf and her office for her support of our work; we could not have succeeded without her help.