

**TO:** ALA Executive Board and Council

**RE:** Report of the 2012 ALA Nominating Committee

**ACTION REQUESTED/INFORMATION/REPORT:**

Information only.

**ACTION REQUESTED BY:**

Nominating Committee for the 2012 ALA Election:

Vivian R. Wynn, Chair  
Carol Brey-Casiano  
Carol Diedrichs  
Allison Kaplan  
Kent Oliver  
Patricia Smith  
Marcellus Turner  
Ma'lis Wendt  
Sha Li Zhang

**CONTACT PERSON:**

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**DRAFT OF MOTION:** N/A

**DATE:** Oct. 14, 2011

**BACKGROUND:**

The Committee began its work at the 2011 ALA Midwinter conference by reviewing the Committee process with the chair of the previous nominating committee, Robert R. Newlen. JoAnne Kempf, Director, 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 and Councilor, Nominating Committee Guidelines and timeline, campaign guidelines, the 2012 election schedule, relevant ALA bylaws, a sample committee correspondence to potential candidates, sample publicity documents, FAQ information from the ALA website, and a roster of current Council members. The work of the committee depended greatly on the information in this packet which was very helpful in gaining an understanding of the nomination and election process. JoAnne also set up a private group on ALA Connect which was to be used for Nominating Committee confidential business and documents.

During the meetings at Midwinter 2011, 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. We discussed the need to develop a slate that would be as diverse and as inclusive as possible and developed a strategy to that end. This strategy included contacting current and former ALA Presidents, reaching out to the full range of ALA groups using committee contacts and formal ALA announcements, ensuring that we reach out to ethnic caucuses and other groups such as Emerging Leaders to include diverse and younger nominees, among many other strategies. We discussed the critical importance of maintaining confidentiality throughout the process which will be facilitated by the use of ALA Connect. We agreed to set up regular conference calls. The Chair arranged a conference call, with JoAnne and the one committee member who could not attend Midwinter, to review the materials and the process.

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

The Committee began its work by each committee member posting lists of possible candidates on ALA Connect. Members were asked to develop lists from suggestions given to them by ALA members and by reviewing lists of Emerging Leaders, Spectrum Scholars, LJ Movers and Shakers, current and former Executive Board members, and other member leaders. The chair contacted some former ALA Presidents for suggestions. The committee members also developed lists for Councilor-at-Large through recommendations from members and reviewing the above lists. In addition, each committee member was assigned three or four groups and asked to directly contact the President and President-Elect of each group by email or phone. A consistent message was used by everyone when making these contacts. Thirty ALA divisions, round tables, caucuses and affiliates were approached in this personal way.

With the help of JoAnne Kempf, these lists were turned in to two master spreadsheets. One spreadsheet contained the names of possible candidates for President-Elect and the other contained names of possible candidates for Councilor-at-Large. These lists served throughout as our working documents as the slate was developed.

Early in the process the committee worked to develop a list of “Traits and Attributes” desired in candidates for President-elect to be used as the committee considered names as possible Presidential candidates. The committee also requested that the ALA candidate application site be made available earlier than in the past by opening it soon after the results of the 2011 election results were announced.

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

After the announcements for the 2011 elections, the committee, with JoAnne’s assistance, worked within ALA to distribute the call for nominations on the ALA website and in ALA publications. Messages were sent to all ALA divisions and units as well. Through JoAnne the committee also sent emails to all those who ran unsuccessfully for Council in the past two elections, encouraging them to run again. The call for nominations appeared in the May issues of *American Libraries* and in *AL Direct*.

We had numerous conference calls between Midwinter and Annual to discuss the work of each Committee member, and to review of names of people on the master spreadsheets. Using ALA Connect for secure communication, a prioritizing process was employed to narrow the very long list of possible Presidential candidates down to approximately 25 names.

Committee members were then assigned names of potential candidates to call, asking them if they would be interested in being considered for nomination to run for office.

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

During the Annual Conference the Committee met twice, and JoAnne provided flyers to the Committee for distribution during the conference. Committee members were very active in promoting the nomination process, soliciting names from member leaders, communicating with potential nominees in person, by phone, and by email, or using various ALA unit lists to communicate about the call for nominations. Committee members reported back on their phone calls to potential Presidential candidates. Future phone calls were set up for the next several months.

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

After the Annual Conference the Committee used conference calls to review the status of individuals on the potential President-elect candidate list. The spreadsheet was updated to indicate who had declined. The qualifications of all candidates were discussed and the final choice was made.

The committee reviewed the growing list of Councilor-at-large names of members who had signed on to the ALA candidate application site. All committee members contacted their list of units to encourage potential candidates to fill out the biographical form on the ALA candidate application site and to remind units of the cut-off date. The long list of diverse, interested candidates for Councilor-at-large indicated that the personal approach used by the committee was successful.

### **Closing Observations**

- Many units responded that they were pleased to be personally included in the process
- Some people indicated that they were not interested this year but would consider running in the future,
- One President-elect potential candidate indicated they did not have the needed work place support
- Some individuals cited personal issues, retirement, etc. for declining
- Others stated that they were not interested, or did not have time.

### **Suggestions**

- Double check all dates so that consistent information is disseminated
- Have the cut-off for filing end at Midnight of the date selected
- Have all items sent out by ALA staff copied to chair so that committee file can be kept up to date
- Change, if possible, the wording on the ALA candidate application site so that it is easier to understand
- Clarify the required amount of information that must be filled out on the biographical form in order for an individual to be included on the slate

An analysis of the 90 Council candidates shows that the list is composed of:

<b>Type of Library</b>	<b>#</b>
Academic Librarians	48
Public Librarians	28
School Librarians	9
Other (national, special, SLAs)	5
<b>Gender</b>	
Male	29
Female	61
<b>Geographic Distribution</b>	
Northeast	15
Southeast	34
Midwest	27
West	11
Other	3
Total	90

Candidates came from the following 34 states and 2 foreign countries: Alabama (1), Arizona (1), California (6), Canada (1), Colorado (2), District of Columbia (5), Florida (7), Georgia (1), Idaho (1), Illinois (7), Indiana (6), Iowa (2), Kansas (2), Louisiana (2), Maine (1), Maryland (1), Massachusetts (1), Michigan (2), Missouri (2), New Jersey (3), New York (7), North Carolina (3), Ohio (5), Oklahoma (3), Pennsylvania (2), Rhode Island (1), South Carolina (1), Tennessee (1), Texas (6), United Arab Emirates (1), Virgin Islands (1), Virginia (3), Washington (1), Wisconsin (1),

The committee is grateful to JoAnne Kempf for all of her help with this serious and complicated process. The Committee members would like to thank President Molly Raphael very much for our appointments to this important committee. We appreciate the opportunity to serve the Association in this way.