

TO: ALA Executive Board and Council

RE: Report of the Nominating Committee for the 2017 ALA Election

ACTION REQUESTED/INFORMATION/REPORT:

Information only.

ACTION REQUESTED BY:

Nominating Committee for the 2017 ALA Election:

Steven Bell, Chair

Jose Aguinaga

Theresa Byrd

Gail Dickinson

Vicki Morris Emery

Carl Harvey II

Rachel Rubin

Felton Thomas

Sandy Wee

CONTACT PERSON:

Steven Bell, 215-204-5023, bells@temple.edu

DRAFT OF MOTION:

N/A

DATE: October 13, 2016

Executive Summary:

On August 22, 2016 the Nominating Committee for the 2017 ALA Election completed its charge of securing a slate of two highly qualified candidates for ALA President-Elect, and 75 candidates (51 minimum required) for ALA Councilor-at-Large for the ALA 2017 election (see Appendix A). All ALA members had the opportunity to be considered. While candidates for ALA President-Elect were identified through the Committee's recruitment efforts, we had an abundant number of ALA members self-nominate for the Councilor-at-Large slots. The Committee found the documents outlining the key traits and attributes that the previous Committee created for each position to be particularly helpful in our work. In conducting its work the committee was very mindful of the need for inclusivity and confidentiality, and in doing so reached out to ALA's diverse member groups.

Background

The committee commenced work at the 2016 ALA Midwinter Meeting in Boston on Saturday, January 9, 2016, and reviewed the process with Larry Neal, Chair of the previous year's Nominating Committee. JoAnne Kempf, Director, ALA Governance Office, provided an extremely helpful overview of the nomination and election process and distributed a well-organized, comprehensive manual. JoAnne also set up a private group in ALA Connect as well as several conference calls.

At the Midwinter Meeting, the committee conducted an inventory of the affiliations of each member, and agreed to leverage these networks to seek a broad and diverse pool of candidates. Between us we would be able to reach out to a diverse group of national and state library organizations and interest groups. We followed the recommendation of the previous year's committee to be sure to contact all of the people on the potential candidate lists.

Work of the Committee

To maintain the confidentiality of all Committee communications there was a commitment to use only the ALA Connect space for the sharing of information between members. After identifying the 3rd Monday of each month at 1:00 pm as an agreed upon time for virtual Committee meetings, the Committee organized itself to begin the work of reaching out to potential nominees for president-elect. It was decided to focus Committee energy on the president-elect and to wait to address Council nominees. To begin its work of identifying president-elect nominees, the Committee divided up the names on the potential candidate spreadsheet (individuals previously contacted about nominations), and then systematically contacted each individual.

With assistance from JoAnne Kempf we decided to update the spreadsheet by asking all those we called to update their status. Did they want to stay on the list? Did they want to be contacted again at some future date? This was a valuable exercise that this Committee should complete every other year so as to keep the potential candidate spreadsheet and pool relatively up-to-date. It is not a good use of time to contact individuals who no longer have any interest in the nomination. Committee members also identified those national and state librarian associations to which they would re-distribute the call for nominations announcement.

The Committee had its first virtual meeting on Monday, March 21. The Committee reviewed the Nominations announcement and the status of the submission database. We also spent time reviewing the attributes for president-elect and counselors. Having this information available in the Committee notes was extremely helpful to Committee members, as well as a suggested script for communicating with potential nominees. This provided a reminder to inform all those contacted about the highly confidential nature of the election process. In addition to reviewing the process for contacting individuals about the nominations, the Committee set up a strategy, using our Connect space, for sharing the names of new individuals who may have been interested.

At its April meeting on April 16, 2016 Committee members began to share information about individuals who had been contacted, what the results of those contacts were and this was used to update the nominations spreadsheet. Since this was also a month after the first announcement of the nomination process being opened we began to have reviews of the database to see if there were new nominations. While there were no nominations for president-elect, we did begin to have nominations for councilor.

During May and June, prior to the Committee meeting at ALA Annual on June 25, 2016 the Committee members continued to identify potential candidates for president-elect and then identify members who would follow up by contacting those individuals. In most cases the potential candidates were honored to be asked but for any number of reasons declined to be nominated. In addition we had a smaller number of interested individuals who were undecided and asked for more time. Also during this time we continued to monitor the slow but steadily growing number of individuals who were self-nominating for the ALA Council election. With assistance from our ALA liaison, JoAnne Kempf, we had regularly updated spreadsheets to track our progress.

When the Committee met at ALA on June 25, 2016 we did a review of our president-elect candidates. Given that we still had a few undecided candidates and several new individuals to consider we decided to extend the closing date of the candidate nominations database to July 29, 2016. We also saw ALA as an opportunity to do some face-to-face solicitation of candidates. Committee members were asked to perform networking activity to either identify potential candidates or to ask colleagues to share names of potential candidates.

Future committees, if ALA Annual does not do their work, should target it as an opportunity to increase the number of potential candidates. The Committee also reviewed the Council candidates and determined that a fair number had started but not yet completed the biographical information form and statement. Committee members divided up those individuals and agreed to follow up with them after the conference. Finally the Committee determined that a new announcement would go out to the ALA membership with information about the extension of the deadline.

Slate for President-Elect and Councilors-at-Large

Despite the extension of the closing date for the candidate nominations database we had roughly the same pool of candidates for President-Elect as prior to ALA Annual. While the pool was smaller than the Committee had sought to bring together, the members were pleased with the high quality and strong qualifications of those final candidates. By early August the Committee identified which candidates to seek for the Slate for President-Elect, and they would be contacted after the IFLA conference. On August 22 the Chair personally contacted the Committee's top two choices to ask if they would be willing to commit to stand for election. Both individuals accepted this invitation to stand, thus providing the slate. Each was asked to keep this highly confidential until ALA issued its press release announcing the slate. The Chair

then passed this information on to JoAnne Kempf so that she could prepare the press release, which was issued in the first week of September, 2016.

After completing the search for President-Elect candidates, the Committee turned its attention to the candidates for Council. We had received 76 nominations which exceeded expectations. Because this was a somewhat larger group than the previous year's 60 candidates, the Committee engaged in conversation to determine if it would go with that size pool or attempt to reduce it in size to 60 to 65 candidates. The Committee decided to go with the larger pool rather than attempt to eliminate candidates. While it is a large number of candidate we wanted to give everyone their chance and leave it to the membership to decide who would be elected to Council.

Observations and Recommendations

Despite early indicators that the Committee would have a good number of candidates for President-Elect, we found that many individuals were in new situations (e.g., new job, moved) and were no longer able to be nominated. Several people who we contacted indicated that they wished to be considered again in a few years which should result in good options for future nominating committees. Despite the good work of Committee members in performing both electronic and face-to-face outreach, and identifying quite a good number of new potential candidates, we did have a small but excellent pool from which to choose. We hope our work will indeed benefit future committees.

This Committee was somewhat perplexed with what to do with its sizeable pool of Council nominees. On one hand it is great to know that so many ALA members want to be engaged with ALA through Council, but on the other we know that having so many candidates to choose from may be challenging for our members when it comes time to vote for just 33 of these individuals. The Committee felt that after encouraging member to nominate themselves, and seeing good results from that effort, that it would have been counter-productive to the Association to have identified nominees and eliminated them from the slate. Not only could that be personally difficult, but just identifying the appropriate selection qualities and then applying them would be hard to achieve. Perhaps there should be an upper limit on the number of candidates that can be put on the slate and then cap the nominations at that number when it is reached.

Unlike the 2015 Nominating Committee, we have not yet experienced any petition candidates coming forward.

The 2016 ALA Nominating Committee wishes to thank President Julie Todero for this "once-in-a-lifetime" opportunity to serve ALA in this capacity. It was a highly functional committee and a great way to network across a diverse cross-section of the association. We would also like to thank JoAnne Kempf for her tireless support, fast response to the Committee, and wonderful optimism throughout the process.

APPENDIX

2017 Slate of Candidates

PRESIDENT-ELECT

Loida Garcia-Febo, International Library Consultant and President of Information New Wave in Brooklyn, New York

Terri Grief, School Librarian at McCracken County High School in Paducah, Kentucky

COUNCILOR-AT-LARGE

Hilary Albert, Librarian II, Mahopac (New York) Public Library

Celia Avila, Senior Librarian, Los Angeles (California) Public Library

Robert E. Banks, Chief Operations Officer, Topeka and Shawnee County Public Library, Topeka, Kansas

Latrice Booker, Coordinator of Library Instruction, Indiana University Northwest, Gary, Indiana

Vivian Bordeaux, Customer Service Librarian, Bridgeport (Connecticut) Public Library

Steve Brantley, Head of Reference Services/Associate Professor, Eastern Illinois University, Charleston, Illinois

Elissia Buell, Librarian II, San Diego (California) Public Library

Nick Buron, Chief Librarian, Queens Library, New York, New York

Nan B. Carmack, Director, Campbell County Public Library System, Rustburg, Virginia

Matthew P. Cizek, Head Librarian, Penn State Shenango, Sharon, Pennsylvania

John C. DeSantis, Cataloging & Metadata Services Librarian, Dartmouth College, Hanover, New Hampshire

Emily Drabinski, Coordinator of Instruction, Long Island University, Brooklyn, New York

Megan Elizabeth Drake, Implementation Consultant, Ex Libris, Portland, Oregon

Tanya D. Finchum, Professor/Librarian, Oklahoma State University, Stillwater, Oklahoma

Edward Garcia, Library Director, Cranston (Rhode Island) Public Library

Karen Weyher Gavigan, Associate Professor, School of Library & Information Science, University of South Carolina, Columbia, South Carolina

Martin J. Gomez, Vice Dean, University of Southern California, Los Angeles

Rhonda K. Gould, Consultant, By the Book Library Consulting, Tacoma, Washington

Dolly Goyal, Library Director, Los Gatos (California) Public Library

Susan F. Gregory, Director, Bozeman (Montana) Public Library

Catherine Hakala-Ausperk, Teacher/Consultant, Libraries Thrive Consulting, Chagrin Falls, Ohio

Dorcas Hand, retired from Annunciation Orthodox School, Houston, Texas

Sam Helmick, Public Services Librarian, Burlington (Iowa) Public Library

Peter Hepburn, Head Librarian, College of the Canyons, Santa Clara, California

Dora T. Ho, Young Adult Librarian, Los Angeles Public Library

Mary Anne Hodel, Director/CEO, Orange County (Florida) Library System

Cinthya Maria Ippoliti, Associate Dean for Research and Learning Services, Oklahoma State University Libraries, Stillwater, Oklahoma

Grace M. Jackson-Brown, Library Faculty/Associate Professor, Missouri State Libraries, Springfield, Missouri

Susan L. Jennings, Dean of Library Services, Chattanooga State Community College, Chattanooga, Tennessee

Kyla M. Johnson, Librarian Teacher, Farmington High School, Farmington, New Mexico

kYmberly Mieshia Dionne Keeton, Academic Librarian, Assistant Professor of Library Science, Lincoln University, Jefferson City, Missouri

Lynda Kellam, Data Services and Government Information Librarian, University of North Carolina at Greensboro

Rebekah D. Kilzer, Director of Member Education, OCLC, Dublin, Ohio

Anita Kinney, Program Analyst, US Access Board, Washington, DC

Em Claire Knowles, Assistant Dean for Student and Alumni Affairs, Simmons College School of Library & Information Science, Boston, Massachusetts

Robin Fogle Kurz, Assistant Professor, School of Library & Information Management, Emporia State University, Emporia, Kansas

Paula S.W. Laurita, Executive Director, Athens-Limestone Public Library, Athens, Alabama.

Jennifer L. Longee, Librarian, Durham Academy, Durham, North Carolina

Lisa L. Longmire, Librarian, Kitsap Regional Library, Bremerton, Washington

David Lopez, Librarian, Santa Ana (California) Public Library

Jennifer Rose Leutkemeyer, Assistant Professor, Appalachian State University, Boone, North Carolina

Andrew Paul Mangels, Director, Westlake Porter Public Library, Westlake, Ohio

Brian J. McCormick, Library Director, Hedberg Public Library, Janesville, Wisconsin

Sarah Marie McHone-Chase, Head of User Services, Northern Illinois University, Dekalb, Illinois

Chulin Meng, Director of Library Technology, Lehigh University, Bethlehem, Pennsylvania

Joe Mocnik, Director of University Library/Professor, Georgia College & State University, Milledgeville, Georgia

Larry Neal, Library Director, Clinton-Macomb Public Library, Clinton Township, Michigan

Juliana Nykolaiszyn, Associate Professor/Librarian, Oklahoma State University, Stillwater, Oklahoma

Gina Persichini, Technology & Access Services Consultant, Idaho Commission for Libraries, Boise, Idaho

Liz Philippi, Manager of Library Media Services, Houston (Texas) ISD

Abigail Leigh Phillips, Doctoral Candidate, Florida State University, Tallahassee, Florida

Scott Piepenburg, Head of Cataloging, Valdosta State University, Valdosta, Georgia

Brenda Pruitt-Annisette, Assistant Professor and Coordinator of School Library Programs, Chicago State University

Raymond Pun, First Year Student Success Librarian, Fresno State University, Fresno, California

Renna Tuten Redd, Interlibrary Loan Librarian, Clemson University, Clemson, South Carolina

Stevo Roksandic, Regional Director of Library Services, Mount Carmel Health System, Columbus, Ohio

John C. Sandstrom, Associate Professor/Acquisitions Librarian, New Mexico State University, Las Cruces, New Mexico

Lindsay C. Sarin, Director of Academic Programs, College of Information Studies, University of Maryland, College Park

Joel D. Shoemaker, Library Director, Oakwood (Illinois) Public Library District

Jahala Simuel, Reference Librarian/Adjunct Professor, Shaw University, Raleigh, North Carolina

Daniella Smith, Associate Professor, University of North Texas, Department of Library & Information Sciences, Denton, Texas

Steven Escar Smith, Dean, University of Tennessee Libraries, Knoxville

Amy Steinbauer, Children's Librarian, District of Columbia Public Library

James Kevin Teliha, Director of the Library & Learning Commons, Utica College, Utica, New York

Lettycia Terrones, Education Librarian, California State University, Los Angeles, California

Sarah J. Thornbery, Teacher-Librarian, Springboro (Ohio) Community City Schools

Gail Tobin, Branch Coordinator, Schaumburg Township District Library, Hanover Park (Illinois) Branch
Cecilia N. Tovar, Principal Librarian Branch & Public Services, Santa Monica (California) Public Library
Tammy Renee Turner, High School Library Media Specialist, Centennial High School, Frisco, Texas
Julia Warga, Director for Research and Instruction, Kenyon College, Gambier, Ohio
Erica Ann Watson, Librarian, Art Institute of California, San Francisco
Cynthia M. Whitacre, Manager, WorldCat Quality, OCLC, Dublin, Ohio
Amanda J. Wilson, Director, National Transportation Library, U.S. Department of Transportation,
Washington, DC
Charles Wilt, Retired Executive Director, Association for Library Collections and Technical Services,
Chicago, Illinois
Christian Zabriskie, Branch Administrator, Yonkers (New York) Public Library