

2017-2018 ALA CD#2_61118_act
2018 ALA Midwinter Meeting

ALA COUNCIL

MINUTES

2018 ALA MIDWINTER MEETING

Denver, Colorado

AMERICAN LIBRARY ASSOCIATION

VOLUME 53

**ALA COUNCIL MINUTES
2018 ALA Midwinter Meeting
ALA Council/Executive Board/Membership Information Session
Saturday, February 10, 2018, 3:00-4:30pm
Colorado Convention Center, Four Seasons Ballroom 3-4
Denver, Colorado**

The customary information session was held in accordance with Policy A.4.2.5.2, which states that at least one joint session of the Membership and Council with the Executive Board shall be held for information only prior to other meetings of Council and Membership. The information session was convened at 3:00pm on Saturday, February 10, in the Colorado Convention Center, Four Seasons Ballroom 3-4.

INTRODUCTIONS AND ANNOUNCEMENTS. Following the convening of the meeting, ALA President James (Jim) G. Neal introduced ALA Parliamentarian Eli Mina; ALA President-Elect Loida Garcia-Febo; and ALA Executive Director and Secretary of the Council Mary W. Ghikas. ALA staff members assisting with the Council meetings were JoAnne Kempf, Director, Office of ALA Governance; Lois Ann Gregory-Wood, ALA Council Secretariat; Danielle Alderson, Projectionist; and Heather Theriaque, Captionist.

ALA PRESIDENT’S REPORT, ALA CD#21. James (Jim) G. Neal has focused on recruitment of a new ALA executive director, federal funding for libraries, and numerous information policy areas. Neal has also consulted with various groups across the Association on several key initiatives and participated in various professional meetings and conferences.

Neal then spoke of the expansion of grassroot efforts to ensure at least one ALA advocate in every congressional district in the US. Called the “Advocacy Corps,” this initiative places library advocates at the local level working with elected officials to ensure they support libraries in Congress.

Neal noted that ALA was developing an organizational review process to “look at the reorganization process from two perspectives: what we know and how we might move forward,” including how review its governance, member, and organizational structures and systems. He said there was a need to revitalize ALA’s organizational effectiveness and agility as a 21st-century professional association.

The Executive Board has been working with ALA staff to review several ALA marketing and communication capabilities, new models of membership and engagement in the work of the Association, how to improve ALA conferences, and more. Plans are also underway to invest endowment funds in infrastructure improvements, particularly technology. Neal also cited many of those initiatives ALA has or will undertake in the foreseeable future.

ALA PRESIDENT-ELECT’S REPORT, ALA CD#29. Loida Garcia-Febo thanked the members of the Council Committee on Committees and the Committee on Appointments for their recommendations of members to serve on the 37 ALA and Council committees.

Garcia-Febo then spoke about her planned presidential focus on advocacy, diversity, professional development, international relations, and wellness. With the goals of raising the profile of libraries, engaging communities, and encouraging support for libraries, a national tour titled “Together: Libraries Building Communities” is being planned to cover all cardinal areas of the USA. A global tour is also being coordinated.

In solidarity with libraries damaged by Hurricane Maria in Puerto Rico, Garcia-Febo, along with REFORMA President Tess Tobin, visited academic, public, and school libraries on that island from January 16 to January 19, 2018. This library tour was documented in real-time on Loida Garcia-Febo, ALA President-Elect, Facebook page.

EXECUTIVE DIRECTOR’S REPORT, ALA CD#23. ALA Executive Director and Secretary to Council Mary W. Ghikas highlighted some items included in her report:

- **ALA Office for Diversity, Literacy, and Outreach Services, ODLOS.** This office has produced noteworthy programming and continuing education offerings, while functioning under great stress due to staff shortages due to illnesses. The work of the office is highlighted on pages 2-5 of ALA CD#23.
- **Public Programs Office, PPO.** The Truth, Racial Healing & Transformation Great Stories Club (TRHT GSC), supported by the W.K. Kellogg Foundation and part of ALA’s Equity, Diversity & Inclusion (EDI) focus, is now entering its pilot phase. The 30-month project will engage 5,000 underserved young adults in transformative, humanities-based reading and discussion programs at 125 libraries. The project will offer racial healing sessions for participating youth, community partners, and library staff. Racial healing sessions will also be offered at ALA national conferences. The ALA Executive Board will participate in the process at the ALA Headquarters in April 2018, during its spring meeting.
- **AASL National School Library Standards Implementation Grant for Affiliates.** Three \$2,500 grants will be awarded annually to AASL Affiliate organizations for the planning and execution of an event, initiative, or activity focused on the implementation of the new AASL *National School Library Standards*. Applications will be open March 5 through April 18, 2018; grant recipients will be notified by May 1, 2018.

ENDOWMENT TRUSTEES REPORT, ALA CD#16. Rodney Hersberger, Senior Trustee, thanked Keith Brown and Mark Leon, Endowment Trustees staff liaisons, for “making all good things happen for the trustees...” Hersberger then provided an update on the status of the ALA Endowment fund.

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At the end of his report, Hersberger responded to comments from the floor. A member asked whether it would be possible to receive the exact ALA criteria used for the ESG funds. The Clearbridge ESG specified in its brochure that its clients may determine their own screens. Hersberger said the Endowment Trustees has not specified any screens for Clearbridge ESG.

A request was made for public access to a list of all the individual stocks in the various ALA portfolios, so members can look at them. Hersberger said the trustees will check with the financial advisers to see if the managers would release that information.

ALA TREASURER'S REPORT, ALA CD#13. Susan H. Hildreth reported that ALA's total FY17 revenue was \$48.8 million, compared FY16 revenue total of \$50.1, which is a 3 percent shortfall and approximately 5 percent to 5.5 percent less than both 2015 and 2016. ALA's FY17 expenses were \$51 million compared to the budget of \$51.5 million, leaving ALA \$500,000 under budget in expenses. Expenses have remained relatively flat since 2015. Although, the expenses are low, it is not a sustainable path. During his report, President Jim Neal noted ALA's plans to address various budgetary concerns.

Regarding the ALA General Fund, Hildreth noted that ALA's revenues were higher than FY2016 actuals, but \$1.9 million less than budgeted. Expenses were approximately \$500,000 less than anticipated.

ALA membership revenue is 4 percent lower from FY2016 due to higher retirement rates and lower organizational memberships.

Publishing continues to have challenges, missing the FY17 projections by \$1.4 million. However, Hildreth expressed her confidence in the direction of newly appointed Publishing director Mary Mackay, who is implementing changes to projection processes, marketing strategies, and new product development.

Hildreth stated the overhead fees from publishing, meetings and conferences, and divisions and round tables are used to fund the critical activities of ALA offices and units. The current overhead rate is 26.4 percent, which generates approximately \$7.4 million.

After providing other financial information, Hildreth responded to questions from the floor.

BUDGET ANALYSIS AND REVIEW COMMITTEE REPORT, ALA CD#33. Rhea Lawson, chair, provided an overview of BARC's Midwinter Meeting discussions on ALA finances covering FY2017, the year-end closing, FY2018 four-month financial report, FY 2019, and planning and budget assumptions. She also covered the process to submit a Council resolution to BARC and provided information about the ALA Financial Learning Series.

Lawson explained that the FY18 ALA Budgetary Ceiling, which the Council would be asked to approve during this conference, is calculated by adding the unexpended balance from FY17 (\$14,906,000) year closing to the FY18 anticipated revenues (\$52,888,000).

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Although, there were budget shortfalls, Lawson said ALA is still a financially sound and strong organization with assets of \$40.2 million.

Lawson encouraged members to take advantage of the discussions at Council II addressing organizational effectiveness. She also noted that a similar discussion would be held at the Planning and Budget Assembly on Sunday, February 11, 2018.

Regarding the Council referral process, Lawson said referrals from Council to BARC are vitally important, and the process should be straightforward and as inclusive as possible. BARC created a subcommittee to review the current process. The BARC chair will report back to the Council on its findings and with any suggested recommendations.

2019 ALA NOMINATING COMMITTEE REPORT, ALA CD#26-26.1. On behalf of Michelle Jeske, chair, who was unable to attend this meeting, Maurice Coleman, member, acknowledged his committee members: Helen Ruth Adams; Vicki Coleman; Regina H Gong; Beatriz Guevara; Jack Martin, Jr.; Anne M. Prestamo; and John F. Szabo. Coleman thanked JoAnne Kempf, who served as the committee's staff liaison.

The presidential candidates slated by the committee for the 2018 ALA election are Wanda Kay Brown, Director of Library Services, Winston-Salem State University, O'Kelly Library, Winston Salem, NC; and Peter D. Hepburn, Head Librarian, College of the Canyons, Santa Clarita, CA.

The presidential candidates were asked to stand for recognition. A revised slate of nominees for Councilors-at-Large is listed in ALA CD#26.1.

Petitions with consent have been filed for the office of ALA Councilor-at-Large from Shannon DeSantis, Library Media Specialist, Peoples Academy, Morrisville, VT; Selina Gomez-Beloz, Library Director, Crown Point (IN) Community Library; Rhonda K. Gould, Executive Director, Walla Walla (WA) County Rural Library District; Eboni M. Henry, Branch Manager, Rosedale Neighborhood Library, Washington, DC; Julius C. Jefferson, Jr., Section Head, Foreign Affairs, Defense & Trade, Library of Congress, Congressional Research Service, Washington, DC; Sam Leif, Assistant Director of Operations—Admissions, University of Nevada-Las Vegas; Johana Orellana, Reference Librarian, North Richland Hills (TX) Library; Lisa Richland, Director, Floyd Memorial Library, Greenport, NY; Alexandra P. Rivera, Student Enrichment and Community Outreach Librarian, University of Michigan Library, Ann Arbor, MI; and Donald A. Welch, LRC Manager, Fortis College Grand Prairie (TX) Education Affiliates.

Electronic balloting will begin on March 12, 2018. Polls will close on April 4, 2018, at 11:59 Central Time. The election results will be announced April 11, 2018.

ADJOURNMENT. The Council/Executive Board/Membership Information Session was adjourned at the completion of its agenda.

**ALA Council I
Sunday, February 11, 2018, 8:30-10:30am
Colorado Convention Center, Four Seasons Ballroom 3-4
Denver, Colorado**

The first meeting of the ALA Council during the 2018 ALA Midwinter Meeting was convened at 8:30am on Sunday, February 11, in the Colorado Convention Center, Four Seasons Ballroom 3-4.

ANNOUNCEMENTS AND INTRODUCTIONS. President James G. Neal introduced ALA Parliamentarian Eli Mina, ALA President-Elect Loida Garcia-Febo; and ALA Executive Director and Secretary of the Council Mary W. Ghikas. Also reintroduced were JoAnne Kempf, Director Office of ALA Governance; Lois Ann Gregory-Wood, Council Secretariat; Danielle Alderson, Projectionist; and Heather Theriaque, Captionist.

Special guests included ALA Presidential Candidates Wanda Kay Brown, Director of Library Services, Winston-Salem State University, O’Kelly Library, Winston Salem, NC; and Peter D. Hepburn, Head Librarian, College of the Canyons, Santa Clarita, CA; Steven K. Bowers, ALA Councilor and President, Michigan Library Association; Candice Townsend, President, and Nicholas Brown, President-elect, District of Columbia Library Association; Andrew Cano, President, Nebraska Library Association; Deborah Dutcher, President, New England Library Association; Annie Epperson, ALA Councilor and President, Mountain Plains Library Association; Tara Griffith, President, Kentucky Library Association; Sarah Hammill, ALA Councilor and President-Elect, Florida Library Association; April Roy, President, Missouri Library Association; Marian Royal, President, New Mexico Library Association; Craig Seasholes, President, Washington Library Association; Joseph Thompson, Vice President/President Elect, Maryland Library Association; Tina Williams, President, Association of Bookmobile and Outreach Services; Denyveta Davis, President, Black Caucus of ALA; Lynn Connaway, Immediate Past President, Association for Information Science and Technology; Mario M. Gonzalez, ALA Councilor and ALA Immediate Past Treasurer; ALA Past Presidents James R. Rettig; Lorie Roy; Courtney L. Young; and Ann K. Symons, ALA Honorary Member and ALA Councilor; Dora Ho, ALA Councilor and President, Asian/Pacific American Librarians Association (APALA); Lessa Pelayo-Lozada, ALA Councilor, ALA Executive Board Member; and APALA Immediate Past President; Paolo Gujilde, APALA Vice President/President Elect; Kieran Hixon, President, Association for Rural and Small Libraries; Madeline Pena, Vice-President/President-Elect, REFORMA; and Ken Yamashita, President, Joint Council Librarians of Color.

THE ATTENDANCE AND VOTING RECORD is attached as **Exhibit 1**.

QUORUM. A quorum was established at the beginning of each meeting.

ESTABLISHING THE AGENDA, ALA CD#8.1 Revised_7:30pm_Act. By *CONSENT*, the ALA Council adopted the ALA Council I agenda.

2017 ANNUAL CONFERENCE COUNCIL MINUTES, ALA CD#2-122118_ACT. Council *ADOPTED*, The 2018 ALA Annual Conference Council Minutes.

ALA RESOLUTIONS COMMITTEE REPORT, ALA CD#10.1_INF. Ed Sanchez, chair, reported that the ALA Resolutions Committee has created a series of online training videos on resolution writing. These videos are available at <http://bit.ly/2E6Jtq4>.

The committee's goal is to complete additional training videos and to make them available to Councilors and other ALA members. The committee will continue to work with Council committees to develop a more rigorous resolution process in an effort to use Council's time and energy more effectively.

NOMINATIONS FOR EXECUTIVE BOARD, ALA CD#11_12117_ACT. ALA President-Elect Loida Garcia-Febo, chair, 2017–2018 Council Committee on Committees, acknowledged committee members Ismail Abdullahi; Roberto Carlos Delgadillo; Martin L. Garnar; and Eboni M. Henry. Garcia-Febo then read the names of the candidates for election to the ALA Executive Board. The first three (3) candidates receiving the highest number of votes will be elected to 3-year terms (2018-2021) and seated on the ALA Executive Board at its fall meeting on October 27-29, 2018, in Chicago, IL. The fourth (4th) candidate receiving the greatest number of votes will be seated immediately on the ALA Executive Board at the 2018 Midwinter Meeting to complete the remaining 5 months (February 2018 through June 2018) of Garcia-Febo's Executive Board Member-at-Large term. Candidates included Tamika Barnes, Department Head, Perimeter Library Services, Georgia State University, Dunwoody, GA; Diane R. Chen, School Librarian, Stratford STEM Magnet School, Nashville, TN; Ed Garcia, Director, Cranston (RI) Public Library; Ben Allen Hunter, Associate Dean, University Libraries, University of Idaho, Moscow, ID; Maria Taesil Hudson McCauley, Director, Cambridge (MA) Public Library; and Dale K. McNeill, Assistant Director for Public Services, San Antonio (TX) Public Library. There were no floor nominations,

APPOINTMENT OF TELLERS FOR THE ELECTION, ALA CD#11.1_11718_ACT. Councilors volunteering to serve as tellers for the election were Cynthia Dottin; Eric C. Sues; Stephanie D. Tolson; Sandy Wee; and Vivian Bordeaux, chair.

SCHOLARSHIPS AND STUDY GRANTS COMMITTEE (SSGC) REPORT, ALA CD#31_21318_ACT_FINAL. In honor of Council Secretariat Lois Ann Gregory-Wood, who is approaching her 50-year anniversary of service with ALA, ALA President Jim Neal and ALA Honorary Member, ALA Past President, and GLBTRT Councilor Ann K. Symons have proposed a new award to be given by the American Library Association and administered by the Office for Human Resource Development and Recruitment (HRDR). The proposal was endorsed by the ALA Executive Board at their 2017 Fall meeting and has the consent of Lois Ann Gregory-Wood. This proposal was presented to SSGC and reviewed by committee members.

Sarah LeMire, chair, moved and the ALA Council **AMENDED**, ALA CD#31, under “**Criteria and Requirements for Application**” as follows:

- (1) To delete second bullet, which read: [~~“Applicant must be a practicing librarian (with an MLS from an accredited institution or CAEP accredited Master’s Degree with a specialty in School Library Media), a full-time library staff member, a library board member, or trustee.”~~]
- (2) To replace wording in the third bullet to read: “Applicant must have worked as a **library worker or information professional** [~~librarian or a library staff members~~] for at least five years or have been a library board member, trustee, or friend for at least five years.”

The ALA Council **UNANIMOUSLY VOTED** to establish the Lois Ann Gregory-Wood Fellows Program with the “Criteria and Requirements for Application,” as amended above.

Lois Ann Gregory-Wood, ALA Council Secretariat, received a standing ovation.

ALA MEMBERSHIP COMMITTEE REPORT, ALA CD#32_12218_ACT. Janet O’Keefe, acting chair, moved and the ALA Council

VOTED, That the American Library Association, on behalf of its members, approves the personal member dues adjustment strategy and places the following two items on the 2018 ALA ballot, as outlined in the Resolution on Adjusting Personal Member Dues, ALA CD#32_12218_ACT.

REVIEW OF EXECUTIVE BOARD ACTIONS SINCE THE 2017 ANNUAL CONFERENCE, ALA CD#15-15.2_2918_INF (rev). ALA Executive Director Mary W. Ghikas noted the ALA Executive Board approved establishing an ALA Disaster Fund. Since the period from September 1, 2017, to September 31, 2017, the fund has raised \$76,240.59 from 444 individuals and organizations. The money is going to libraries in Puerto Rico and other parts of the Caribbean.

In addition, in part because of the ALA Disaster Fund, ALA has received a \$19,999 grant from the National Network of Libraries of Medicine to purchase computers and other resources for libraries in Puerto Rico and the U.S. Virgin Islands.

IMPLEMENTATION OF THE 2017 ALA ANNUAL CONFERENCE COUNCIL ACTIONS, ALA CD#9_REVISIED-21018_INF. ALA Executive Director Mary W. Ghikas noted that Erica Findley was inadvertently listed as elected to the Planning and Budget Assembly instead of Maria Taesil McCauley. The implementation report has been corrected and redistributed to the ALA Council.

ALA HONORARY MEMBERSHIP NOMINATION, ALA CD#34 (CONFIDENTIAL DOCUMENT). On behalf of the ALA Executive Board, ALA Immediate Past President Julie B. Todaro moved that Carla D. Hayden receive honorary membership in the American Library Association. The ALA Council then

VOTED, To bestow ALA honorary membership upon Dr. Carla D. Hayden

This honor will be conferred upon Dr. Hayden during the ALA Opening General Session at the 2018 ALA Annual Conference in New Orleans.

ADJOURNMENT. The meeting was adjourned at the completion of the agenda.

**ALA COUNCIL II
Monday, February 12, 2018, 10:00am-12:00noon
Colorado Convention Center, Four Seasons Ballroom 3-4
Denver, Colorado**

The second meeting of the ALA Council during the 2018 Midwinter Meeting was convened at 10:00am on Monday, February 12, in the Colorado Convention Center, Four Seasons Ballroom 3-4.

QUORUM. A quorum was established at the beginning of each meeting.

ESTABLISHING THE AGENDA, CD#8.2, REV, 21118_7:00pm. By **CONSENT**, CD#8.3, Rev, 21118_7:00pm, be amended to move the Resolution on Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36_Rev._Inf, to the Council III agenda.

POLICY MONITORING COMMITTEE (PMC) REPORT, ALA CD#17_11318_ACT. On behalf of Christopher J. Corrigan, chair, who was unable to attend this meeting, PMC Member Jennifer Boettcher, moved and ALA Council approved CD#17, Items #1 -3, as follows:

Item #1: At the 2017 ALA Annual Conference, the ALA Council adopted 2016-2017 ALA CD#19.12_62617_act, Politics in American Libraries: An Interpretation of the *Library Bill of Rights*.

PMC MOVES the following text be incorporated into the ALA *Policy Manual* as Policy B.2.1.10.1:

B.2.1.10.1 Politics in American Libraries. The *Library Bill of Rights* specifically states that “all people” and “all points of view” should be included in library materials and information. This includes views on political topics, and libraries’ collections should reflect as wide a diversity of views on political topics as possible. In addition, libraries should encourage political discourse as part of civic engagement in forums designated for that purpose. If a library has designated a space for community use, it must make that space available to all community organizations and groups regardless of their views or

affiliations, or how unpopular or offensive the views may be to even vocal or influential segments of society. Adopted, June 2017. (See Policy Reference File: “Politics in American Libraries: An Interpretation of the *Library Bill of Rights*. 2016-2017 ALA CD# #19.12_62617_act)

Item #2: At the 2017 ALA Annual Conference, the ALA Council adopted ALA CD#19.13_62617_act, Equity, Diversity, Inclusion: An Interpretation of the *Library Bill of Rights*.

PMC MOVES the following text be incorporated into the ALA *Policy Manual* as Policy B.2.1.27:

B.2.1.27 Equity, Diversity, Inclusion. Equity, diversity and inclusion are central to the promotion and practice of intellectual freedom. The *Library Bill of Rights*’ guarantee that “a person’s right to use a library should not be denied or abridged because of origin, age, background, and views” encompasses the broadest possible spectrum of diversity. Libraries should include a full range of viewpoints and experiences in its collections and proactively seek to include resources and programming representing the greatest possible diversity of genres, ideas, and expressions; insure equity of access to the library’s collections and services; and welcome diverse content in their exhibit spaces and diverse ideas, individuals, and groups in their meeting rooms. Library staff and administrators should also be inclusive and reflective of the community. Adopted, June 2017. (See Policy Reference File: “Equity, Diversity, Inclusion: An Interpretation of the *Library Bill of Rights*, 2016-2017 ALA CD#19.13_62617_act)

Item #3: The ALA Council also voted to add the definitions of Equity, Diversity, and Inclusion developed by the Task Force (Office for Diversity, Literacy & Outreach Services) into the ALA *Policy Manual*; audit all definitions of equity, diversity, and inclusion across the association to ensure the broadest possible understanding; and explore core values and roles and responsibilities statements to assess equity, diversity, and inclusion. (2016-2017 ALA CD#44.1_62517_ACT).

The Office for Diversity, Literacy & Outreach Services (ODLOS), in consultation with the Committee on Diversity, is requesting that the following text be incorporated into the ALA *Policy Manual* rather than the actual definitions. The actual definitions will be available on the ODLOS website.

Therefore, **PMC MOVES** the following text be incorporated into the ALA *Policy Manual* as Policy B.3.1.1:

B.3.1.1. Definitions of Equity, Diversity, and Inclusion. The American Library Association believes that everyone deserves equitable rights and opportunities. The goal is to create a just and equitable Association, profession, and society where everyone has access to social power, resources, and physical and psychological safety. ALA has chosen to define “diversity” in all its complexity to recognize and honor the uniqueness

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of each ALA member, all members of our profession, and our very diverse communities. ALA believes that, to be inclusive, our association, profession, and society must recognize the inherent worth and dignity of every member of the community; involve and empower all members to participate and contribute; promote and sustain a sense of belonging; and value and practice respect for the talents, beliefs, backgrounds, and ways of living of all members.

Through its Office for Diversity, Literacy, and Outreach Services, ALA will maintain a glossary of terms. This glossary is not intended to be an exhaustive list of every word and term used in our conversations about equity, diversity, and inclusion. The intent is to provide guidance and open discussion in the spirit of creating a more equitable, diverse, and inclusive society. Language can both contribute to oppression and be a tool of liberation. In recognition of the way language works, especially around these concepts, many of the words and terms will continue to evolve. Adopted, June 2017. (*See Policy Reference File: 2016-2017 ALA CD#44.1_62517_ACT and 2015-2016 ALA CD#38_61316_INF, Recommendation #4.2*) (Also, *See ODLOS EDI Glossary of Definitions*)

COMMITTEE ON ORGANIZATION, ALA CD#27. Susan Considine, chair, moved and the ALA Council approved CD#27, Items #1 -2, as follows:

Item#1: The dissolution of the Federal and Armed Forces Libraries Round Table (FAFLRT) and its subsequent merger with the Association of Specialized and Cooperative Library Agencies to form a new ALA division named the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA). The anticipated merger date is September 1, 2018, the beginning of the 2019 fiscal year for ALA.

Item #2: The dissolution of the Joint Committee on Archives, Libraries, and Museums (CALM) and establish CALM as a Membership Initiative Group.

COMMITTEE ON DIVERSITY, ALA CD#14_21017_INF. Martin L. Garnar, chair, reported the committee had completed its first review of responses to the Libraries as Responsible Spaces survey. COD will compile the results into a resource guide and promote it during its the 2018 ALA Annual Conference program “Transforming Community Relationship through Dialogue.” The committee will also develop a definition and clarification of the new term “responsible spaces.”

COD is currently editing the “Extending Our Reach” toolkit and revising ALA Policy B.8.10, ALA Policy 61, “Library Services to the Poor,” for more inclusive language.

FREEDOM TO READ FOUNDATION (FTRF) REPORT, ALA CD#22_21117_INF.

FTRF President Martin L. Garnar reported on two legal victories for some longstanding cases.

- ***Gonzalez v. Douglas*** (formerly ***Arce v. Huppenthal***). The State of Arizona’s closure of the Tucson Unified School District’s Mexican American Studies (MAS) program pursuant to Arizona Revised Statute &15-112, which prohibits Arizona’s public and charter schools from using class materials or books that “*encourage the overthrow of the government,*” “*promote resentment toward a race or class of people...*” On August 22, 2017, the court issued its decision, holding that the statute violated the First and Fourteenth Amendments of the Constitution and that the actions of the Superintendent in terminating the Tucson Mexican American Studies program also violated the First and Fourteenth Amendment of the Constitution. The district court held that the status was not enacted or enforced for a legitimate educational purpose but rather for an invidious, discriminatory racial purpose and a politically partisan purpose, stating that it was convinced that decisions regarding the MAS program were “motivated by a desire to advance a political agenda by capitalizing to race-based fears.”
- ***Animal Legal Defense Fund v. Wasden*** challenged Idaho’s “ag-gag” law, one of several laws recently adopted by states seeking to hobble the efforts of environmental and animal rights groups to expose illegal pollution and animal cruelty in agricultural industries. The lawsuit was filed by a plaintiffs’ group that includes animal rights group, environmental groups and the ACLU of Idaho. FTRF joined an *amicus* brief that argued that the law violated the First Amendment by imposing content-based and viewpoint-based restrictions on speech that were not narrowly tailored to address a compelling government interest. On January 4, 2018, the Ninth Circuit’s ruling upheld the most crucial decisions of the district court: that those portions of the statute that criminalized misrepresentations to enter a production facility and which banned audio and video recordings of the facility’s operations were overbroad and targeted protected speech and investigative journalism in violation of the First Amendment. After a review of the law’s genesis and application, the appellate court said, “We are left to conclude that Idaho is singling out for suppression one mode of speech—audio and video recordings of agricultural operations—to keep controversy and suspect practices out of the public eye.” The court noted that the law suppresses more speech than necessary to further Idaho’s stated goals of protecting property and privacy and pointed out “‘[t]he remedy for speech that is false is speech that is true’—and not, as Idaho would like, the suppression of that speech.”

ALA ORGANIZATIONAL EFFECTIVENESS DISCUSSION, ALA CD#35. At this Council II meeting, time has been set aside for a discussion on “How ALA Might Organize Itself to Continue to Fulfill Its Mission in the 21st Century.” All persons in the room were invited to participate in this discussion. The participants were given 30 minutes for small group discussions and then 15 minutes to complete a form, which for the purposes of discussion, asked the participants to consider three aspects of reorganization—Goals, Specific Activities or Actions, and Expected Outcomes. The form also asked that the “actions and outcomes” be aligned. After completing the question form, a 30-minute discussion ensued to allow

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participants an opportunity to share their comments and ideas. Following this Midwinter Meeting, the ALA Executive Board working group on Governance and Organizational Effectiveness—Mary W. Ghikas, Andrew K. Pace, Lessa K. Pelayo-Lozada, and Patricia (Patty) M. Wong—will transcribe and create a database of feedback from today’s discussion. The results will be shared, and the membership will have further opportunities to provide their input on ALA’s reorganization process.

ADJOURNMENT. The ALA Council II was adjourned upon the completion of the agenda.

**ALA Council III
Tuesday, February 13, 2018, 9:00 a.m.-11:30am
Colorado Convention Center, Four Seasons Ballroom 3-4
Denver, Colorado**

The third meeting of the ALA Council during the 2018 Midwinter Meeting was convened at 9:00 a.m. on Tuesday, February 13.

QUORUM. A quorum was established at the beginning of each meeting.

ESTABLISHING THE COUNCIL III AGENDA, ALA CD#8.3_21218_8:00PM_ACT. By *CONSENT*, the agenda was adopted as amended to add under “New Business”: Resolution for Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36, Revised; Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline, CD 37; two other discussion items.

MEMORIALS, ALA M#1-6. ALA Council Policy ALA.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning of the last session of Council. Memorials were adopted for Mae Benne, M-#1; Edwin Gleaves, M-#2; Mary Kathleen Hanselmann, M-#3; Julius Lester, M-#4; Lora Lander, M-#5; Gene Dickerson, M-#6; and Henry R. Stewart, Jr. (no document—oral acknowledgment).

TRIBUTES, ALA T-#1-3. By *ACCLAMATION*, the ALA Council adopted the resolution on the 70th Anniversary of Mountain Plains Library Association (MPLA), T-#1; Davita Vance-Cooks, T-#2; and the 20th Anniversary of E-Rate, T-#3.

TELLERS’ REPORT ON THE ALA EXECUTIVE BOARD ELECTION, CD#11.2_11718_INF. ALA Councilor Vivian Bordeaux, chair, reported the following election results (* signifies those elected): Diane R. Chen, 82*; Ed Garcia, 107**; Ben Allen Hunter, 63; Maria McCauley, 90**; Tamika Barnes, 95**; and Dale K. McNeill, 61.

Diane R. Chen was seated on the ALA Executive Board at this Midwinter Meeting to fill the remaining five months (February 2018 through June 2018) of Loida Garcia-Febo’s Executive Board Member-at-Large term.

The other elected candidates (Garcia, McCauley, and Barnes) begin their three-year terms (2018–2021) at the adjournment of the 2018 ALA Annual Conference in New Orleans.

INTELLECTUAL FREEDOM COMMITTEE REPORT, ALA CD#19-9.2_21318_FINAL.

Helen Ruth Adams, chair, noted several emerging issues in the intellectual freedom realm that call for immediate attention from library leaders. These issues have been explored in publications, workshops, and direct support.

In cooperation with the ALA Office for Library Advocacy, the Intellectual Freedom and Advocacy Bootcamp continues to train the next generation of leaders to respond to anti-library trends. Already the workshops have reached 300 library leaders from 11-chapter conferences, arming them with messaging, networking, and community engagement strategies that put libraries in the forefront of community conversations

The year 2017 was a banner one for censorship issues. The number of challenges the Office for Intellectual Freedom tracked in 2017 surpasses those in 2016, and these numbers will be announced during National Library Week in April.

As was documented in the 2017 Annual Conference IFC report, there was an increase in hate crimes in libraries after the November 2016 election.

Working closely with the Office for Diversity, Literacy, and Outreach Services, the Office for Intellectual Freedom has continued to track hate crimes, which now number more than 40 incidents. Two of the cases have been threats to Muslim women, and the rest have been about vandalism and graffiti.

Current IFC projects include a Q&A on disinvited speakers, guidelines on how libraries can handle social media, and a proposed revision of the 2009 Services to Persons with Disabilities: An Interpretation of the *Library Bill of Rights*.

Ruth Helen Adams, IFC chair, then moved and the ALA Council **ADOPTED**, the following two (2) action items identified in the Intellectual Freedom Committee (IFC) Report, ALA CD#19-CD#19.2_21218_ACT:

ALA CD#19.1, “Net Neutrality: An Intellectual Freedom Issue”

ALA CD#19.2, “Visual and Performing Arts in Libraries: An Interpretation of the *Library Bill of Rights*”

COMMITTEE ON LEGISLATION, ALA CD#20_21218_INF. On behalf of Kenton L. Oliver, chair, who was unable to attend this Midwinter Meeting, Robert Banks, Acting Chair, highlighted the following items from the COL report:

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- **Appropriations.** In its FY19 budget released, February 12, 2018, the White House proposed eliminating federal funding for libraries. Most of this funding is provided through the Institute of Museum and Library Services (IMLS), an independent grantmaking agency. IMLS provides more than \$183 million for libraries through the Library Services and Technology Act (LSTA). This decision is a mirror image of last

year's proposal, which also eliminated the grant-making agency and its programs. The administration's budget also calls for elimination and severe cuts to many other federal programs that support libraries, including the Innovative Approaches to Literacy Program within the Department of Education.

Banks echoed ALA President Jim Neal's statement sent to membership and advocates that said: "The administration's FY 2019 budget is out of touch with the real needs of Americans and the priorities of leaders in Congress who represent them. Withholding

federal support for libraries means withholding services that foster achievement, development the workforce, and contribute to local economies. ALA members will continue to highlight the value of libraries to our elected leaders in every U.S. congressional district, and we are confident that our congressional leaders will continue to protect the federal programs that invest in our communities."

Banks noted that the ALA Washington Office launched its "Call to Action" almost immediately following the White House's budget release and praised them for their preparedness.

As of 3:30pm, on Monday, February 12, advocates had already sent over 4,000 emails and thousands of tweets to their members of Congress.

To ensure library advocates have the most current information about the upcoming budget cycle in real-time, the ALA Washington Office has launched a resource page at <http://www.ala.org/advocacy/fund-libraries>.

ALA will continue to provide talking points and email templates for advocates through the Action Center. You can locate the Action Center at <http://cqrcengage.com/ala/?0>

- **Net Neutrality:** ALA continues to advocate for network neutrality, working in coalition with higher library and other associations, as well as broad coalitions of net neutrality advocates. Two resolutions were adopted by ALA Council, one in 2006 (Resolution Affirming Network Neutrality, ALA CD#20.12) and one in 2014 (Resolution Reaffirming Support for National Open Internet Policies and Network Neutrality, ALA CD#20.7").

After the 2016 election, the ALA and the Washington Office became vocal early, using every opportunity to tell the FCC and Congress that we supported strong enforceable rules. We were active through letter writing, emails, social media, meetings, and

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briefings and made the library voice loud and clear through our coalition partnerships. But after months of preparation and advocacy, in May 2017 FCC Chairman Ajit Pai unveiled his proposal for severely loosening the current rules for net neutrality.

The ALA filed comments with the FCC, along with other partners from the library community, and encouraged members to tell their library story. The stories are collected and published through the ALA Washington Office blog, ALA social media, and coverage in industry publications. As part of a coordinated Internet Day of Action on

July 12, 2017, thousands of libraries and library staff from across the country filed their own comments. Despite engagement by ALA and our net neutrality allies and demonstrated public support for keeping these protections, a majority of FCC commissioners voted in December along party lines to gut net neutrality.

Since the FCC's vote, the ALA has shifted from FCC to Congress. ALA has urged members and advocates from the library community to use the ALA Action Center to contact their members of Congress to urge them to overturn the FCC's latest ruling via the Congressional Review Act. As of this morning, more than 60,626 emails were sent through the ALA Action Center since May. Additionally, ALA, thanks to the power of our advocacy, has generated more than 140,000 impressions on Twitter and nearly 85,000 on Facebook. With our coalition partners, ALA and the Washington Office have helped to generate almost 900,000 original mentions on social media, reaching over 2 billion people. ALA staff continue to engage with coalition partners to monitor events, provide analysis to the library community, and to keep the library voice loud and clear.

The ALA Committee on Legislation has also brought forward two tribute resolutions:

- (1) Davita Vance-Cooks, 27th printer of the United States and Director of the United States Government Publishing Office. Cooks is the first woman and the first African American to hold those positions.
- (2) 20th Anniversary of E-Rate. The resolution also calls for the FCC and Congress to commit to continued stewardship of the E-rate program, work to ensure full participation in E-rate for libraries, work toward improving access and participation for libraries.

In closing, Banks thanked the members of the Committee on Legislation and its subcommittees, and the staff of the ALA Washington Office for all their arduous work.

WASHINGTON, D.C. UPDATE. Upon request from President Jim Neal, the Council invited Kathi Kromer, Associate Executive Director of the Washington Office, to provide an update on several other U.S. budget and policy issues

ALA TREASURER’S REPORT ON PROGRAMMATIC PRIORITIES, ALA CD#13.1.

ALA Treasurer Susan H. Hildreth moved and Council *APPROVED*, the programmatic priorities as the basis for the development of the FY19 budget and as a key component for strategic planning for the American Library Association:

Programmatic Priorities:

- Diversity
- Equitable Access to Information and Library Services
- Education and Lifelong Learning
- Intellectual Freedom
- Advocacy for Libraries and the Profession
- Literacy
- Organizational Excellence
- Transforming Libraries

An in-depth discussion about the budgetary process ensued. Among the many comments, it was pointed out that there seem to be a real sense of urgency that is not reflected in the budgetary reports received during this meeting. A clearer holistic budgetary picture was called for.

Council members were encouraged to review ALA’s 10-year financial history document, which shows a realistic picture of how ALA’s revenue sources have been performing over the last 10 years. Council members were also encouraged to look at ALA’s 5-year future projection which outlines every item in the revenue and expense categories. It was felt that knowledge and understanding of these financial documents will inform the conversations that Council will continue to have about critical financial areas.

Councilors thanked the ALA financial team and ALA leaders for their work with the budget and for opening this session for discussion and comments on the budgetary process.

ORGANIZATIONAL EFFECTIVENESS DISCUSSION, ALA CD#35. ALA President Jim Neal called upon the ALA Executive Board’s Working Group to give a follow-up report on the organizational effectiveness discussion held during the February 12 Council II meeting.

Andrew Pace reported that nearly 300 ideas were submitted through the ALA Planning and Budget Assembly and Council discussions. The immediate plan is to get them scanned, digitized, and formatted in a way that they are generally understandable and provide a report prior to the 2018 Annual Conference.

NEW BUSINESS:

RESOLUTION ON SOCIALLY RESPONSIBLE INVESTMENTS FOR THE ALA ENDOWMENT FUND, ALA CD#36, REVISED. ALA President Jim Neal pointed out that because of the financial implications of this resolution, the ALA Resolutions Committee has brought the resolution to the attention of the Budget Analysis and Review Committee (BARC). Neal proposed the following plan of action:

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1. Council have an opportunity to talk about the resolution and ask questions of the movers and others.
2. Ed Sanchez, chair, ALA Resolutions Committee, talk about the committee's work with the resolution;
3. ALA Treasurer Susan Hildreth talk about BARC's preliminary discussion of the resolution.

Councilor Laura Koltutsky, then read the resolved clause of Resolution on Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36 Revised, 21118_INF, which read: "That the ALA Council strongly recommends the following to the ALA Endowment Trustees:

1. Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future;
2. Exclude from the Environmental, Social and Governance/Socially Responsible Investments (ESG/SRI) portfolios all fossil fuel investments, notwithstanding any socially responsible designations by any company or organization; and
3. Report on progress made towards these goals at least annually to the ALA Council and membership.

In speaking to the resolution, Councilor Laura Koltutsky said the Sustainability Round Table and Social Responsibility Round Table (co-authors of the resolution) were pleased with the progress seen on the increased use of socially responsible funds within the ALA Endowment Fund but would like to see regularly scheduled progress reports.

Although over the past 10 years the ALA Endowment Fund has gone from 2 percent to 24 percent for socially responsible investments, it was still felt that ALA was not in the forefront of socially responsibility investing.

Following much discussion, Ed Sanchez, ALA Resolutions Committee Chair, said that, in accordance with ALA Policy A.4.2.3, the resolution was referred to BARC, which was asked to report its findings to Council at this Midwinter Meeting. Although it usually only meets once during a conference, BARC agreed to convene an extra meeting to consider this and one other resolution.

ALA Treasurer Susan Hildreth said 24.3 percent of ALA's funds, primarily in two funds, are socially responsible investments. She pointed out over the last period, socially responsible investments are beginning to produce market-rate investments and are comparable with some of ALA's other investments.

The Trustees are concerned with whether they can continue their fiduciary duty of producing the best performance possible if they have limitations imposed by the resolution.

After highlighting other concerns expressed by the Trustees about the resolution, ALA Treasurer Susan H. Hildreth moved and the ALA Council

VOTED, To refer, Resolution on Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36 Revised, 21118_INF, to the Budget Analysis and Review Committee (BARC), which read: “That the ALA Council strongly recommends the following to the ALA Endowment Trustees:

1. Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future;
2. Exclude from the Environmental, Social and Governance/Socially Responsible Investments (ESG/SRI) portfolios all fossil fuel investments, notwithstanding any socially responsible designations by any company or organization; and
3. Report on progress made towards these goals at least annually to the ALA Council and membership.

BARC has already begun its work on the resolution, in consultation with the resolution’s movers and the Endowment Trustees. It will continue its work and bring a report back to Council at the 2018 ALA Annual Conference.

RESOLUTION ON ADDRESSING ROADBLOCKS TO DIVERSITY IN THE LEADERSHIP PIPELINE, ALA CD#37_21218_ACT. The ALA Council *REFERRED*, Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline, ALA CD#37_21218_ACT, to the Budget Analysis and Review Committee (BARC) and the Committee on Diversity (COD), which *read*: “That the American Library Association, on behalf of its members:

1. Commissions a research study to determine barriers to producing a diverse leadership pipeline within the field of librarianship;
2. Explores external opportunities for funding such a study; and
3. Communicates strategies and best practices for breaking down said barriers in effective and timely ways.

NEW BUSINESS:

BALANCED ALA BUDGET DISCUSSION. ALA United for Libraries Councilor Christine Lind Hage expressed deep concern with any budget proposal that is balanced using any short-term cash assets, long-term assets, or loans. She acknowledged the Association has critical needs, such as an up-to-date technology plan, which would be reflected as a priority in reallocation of ALA's financial resources but should not be addressed by draining ALA's assets.

Discussion ensued with suggestions from Councilors on how to generate budgetary savings. It was suggested that some financial literacy training be scheduled for Councilors to help alleviate some of the current confusion surrounding ALA's finances.

In response, ALA President Jim Neal said there has been some discussion on developing a method, either online and/or at Annual, that would provide a boot camp orientation approach to the financial aspects of ALA's work.

“HOW WE USE OUR TIME DURING COUNCIL SESSIONS” DISCUSSION. Upon request, Councilor Jenna Nemec-Loise provided the Council Secretariat with her written comments and observations as noted below:

“This issue was raised at both Council Forum I and Council Forum II, but I want to recap the discussion for Councilors and members of the audience who were unable to join us for those sessions.

I'm ever grateful for the rich discussions we have at conferences. I look forward to both Council meetings and Council forums, so we can do our utmost to move the work of the association forward on behalf of our colleagues who elected us. However, I have significant concerns about

the current structure of Council meetings and the way we use our time together: We may not be conducting our business in ways that are as effective, transparent, or inclusive as we believe them to be.

Council I here in Denver is a prime example. Perhaps due to rich discussion at Council Forum I on the previous evening, we concluded Council business quickly and bumped up our ALA-APA session by a full hour. Rather than waiting until the scheduled ALA-APA time of 10:30 a.m.—a time posted in the scheduler for all Midwinter attendees should they choose to join us—we began at 9:30 a.m. and finished before 10. That's one full hour earlier than we were scheduled to conclude.

On one hand, this seems like a nice problem to have. Concluding business early means we can move on to other things, like visiting the Exhibits floor, networking with colleagues informally, getting coffee and a much-needed break, or running off to that other meeting because you can't be two places at once. And after all, who wants to extend meetings just to fill up time and say we did?

But what else can concluding our business early and outside of scheduled times mean for our membership at large? How does that look, and how may it be perceived by our ALA peers? Here are a few actual perceptions I've heard from non-Council members:

- “Council is a ‘rubber stamp’ body that operates at the pleasure of the Executive Board.”
- “Council brings up issues and votes on them without discussion that justifies decisions.”
- “Council discussions are secret and don’t actually take place during meetings.”
- “Council is for Councilors.”
- “After being invited by a Councilor, I went to sit in on a Council session and walked into an empty room.”

What does this tell us? Two things, I think: (1) That what is perceived, is; and (2) we can and should do better.

We owe it to the members we serve and to ourselves as Councilors to examine our current practices and find new ways to demonstrate the purpose, value, and substance of what we do. That starts with making the most of Council meetings and creating opportunities for ALL members—Councilors and non-Councilors alike—to work, learn, and serve more efficiently, transparently, and inclusively.

Here are a few ideas about how to do so generated at Council Forum I, Council Forum II, and in conversations I've had with many Councilors:

- **Stick to scheduled time slots.** If Council business concludes early, don’t bump other sessions up. This would allow interested members to find us and engage with us as they would expect to do per the online scheduler.
- **Conduct the ALA-APA meeting prior to Council I.** If Council I ends early, there is no time gap.
- **Make the most of Council meeting time slots.** If Council business is concluded early, conduct break-out discussions on pre-arranged or spontaneous topics of relevance to ALA membership. These activities would engage Council and audience members in conversation and demonstrate Councilors’ commitment to maximizing our scheduled time working for the benefit of ALA and our membership.
- **Build on the success of yesterday’s Council II meeting.** Rather than making time for break-out sessions only if Council ends early, be intentional about creating member engagement opportunities, adding at least one conversation to the Council agenda at each conference.
- **Move to suspend Roberts Rules of Order for discussion items.** Parliamentary procedure is vital when it comes to making motions, putting forward resolutions, and taking votes, and I’m grateful for that process. However, agreeing to speak more informally during discussion may help conversation evolve more naturally and provide broader entry points for those who are reluctant to speak under more formal constraints.
- **Move one Council forum to a morning time slot.** This slot could fill the time that remains if a Council session ends early, or it could be scheduled as a separate time slot immediately following a Council session. Since not all Councilors are able to attend

evening forums, having a morning option may increase forum attendance, engage a broader community, and minimize the perception that Council conducts business or conversation in secret.

- **Duplicate Council Forum discussions on the Council floor.** This is perhaps the most critical area where each and every one of us can improve immediately. Let's say what we say in forum during Council I, II, and III. Not only will duplicating our discussions on the Council floor make them a matter of record, we could also minimize the feelings of disenfranchisement many of our Councilors and non-Councilors feel when they are unable to attend forum sessions. (And I echo the thanks to LITA Councilor Aaron Dobbs for recording our forum notes and making sure they're posted for everyone.)

If we are to evolve ALA and improve our organizational effectiveness, we as Council must model what that looks like—now. If time allows this morning, I ask our Council colleagues to join me in discussing the issue of how Council uses time during conference meetings. Please repeat all the feedback, ideas, and questions you shared during Council Forum I and Council Forum II here in Denver. If time does not allow, let's continue the conversation on the Council listserv.

Lastly, I extend my deep thanks to ALA President Jim Neal for his immediate attention to the issues I've raised here when I expressed them after Council I and for taking swift action at this Midwinter Meeting to make Council sessions more effective, transparent, and inclusive."

Several Councilor expressed their support of the ideas and comments brought forward by Councilor Nemec-Loise.

ALA EXECUTIVE DIRECTOR SEARCH COMMITTEE REPORT (no document).

Courtney Young, chair, ALA Executive Director Search Committee, provided an update of the committee's work, followed by a report on the search process from Dan Hoppe, ALA associate executive director, Human Resources and Organizational Development, and the committee's staff liaison. ALA Executive Director Mary W. Ghikas reviewed Council's recent vote on the educational requirement for the ALA executive director. Ghikas also addressed the ALA membership's petition process to place on the ALA spring ballot a referendum to reverse Council's vote on the educational qualifications of Executive Director.

Dan Hoppe reported:

- Between February and March 2017, an RFP was sent to ten executive search firms. Eight responded. The returned RFPs were comparatively examined for: price; commitment to diversity; unsuccessful searches; library recruiting experience; proposed schedule; search guarantees; association experience; nonprofit experience; litigation for the past five years; and report errors. Based on these findings, the executive search firm Isaacson, Miller, Washington, DC, was selected.

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- As part of the process for developing a position profile, Isaacson, Miller came to Chicago and met with members of senior management, divisional heads, office directors, and Keith Michael Fiels. Isaacson, Miller also spent time talking with the ALA Executive Board.
- In May the ALA Search Committee met in Chicago with the search firm to work through several exercises to build a position profile. Profile was completed at the beginning of June and posted on various job sites, including nine different diversity sites. At the 2017 Annual Conference, Isaacson, Miller spent two days meeting with interested individuals. Following the conference, Isaacson, Miller continued to have conversations with individuals who had expressed an interest in the position.

Courtney Young reported:

- Via a conference call, the Search Committee met with the search firm on July 24, 2017 to receive a progress report and to solicit feedback on the preliminary resumes and CVs that were submitted.
- On August 15, 2017, Isaacson, Miller presented the resumes of 17 candidates for the committee's discussion and selection for Skype interviews. Seven candidates were selected and invited to interview.
- Citing personal reasons, two candidates withdrew from the process prior to the Skype interviews. Confidential Skype interviews with the five remaining candidates were held September 12-14, 2017. After the interviews, the Search Committee advanced four candidates to the next round of interviews. Face-to-face interviews with four candidates took place September 26-28, 2017. At the end of this interview process, the Search Committee did not recommend any of the candidates to the ALA Executive Board.
- On October 7, 2017, an update with the decision not to advance candidates to the Board was sent to the ALA membership and to ALA Council.
- On October 26, 2017, Courtney Young and Dan Hoppe met with the ALA Executive Board to share information about the process and to bring the Search Committee's recommendation "to amend the educational qualification for the ALA Executive Director to make an ALA-accredited Master's Degree or a CAEP-accredited Master's Degree with a specialty in school library media a *preferred* but not *required* educational qualification."
- This recommendation was made with the sole purpose of broadening the base of candidates who could apply after the Search Committee had concluded its initial search unsuccessfully.

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- On October 27, 2017, the ALA Executive Board met and accepted the Search Committee recommendations and voted to seek the ALA Council's approval using an electronic voting process to enable a reopened search to proceed quickly.

Mary Ghikas then reported:

- On November 2, 2017, ALA Council was informed that the ALA Executive Board would be seeking a vote.
- The week of November 8, 2017, the Office of ALA Governance worked with the Executive Board to establish the voting process in compliance with ALA Bylaws.
- November 6-13, 2017 was established as a discussion period where the matter could be debated via ALA Connect. Both Councilors and non-Councilors were able to weigh in on this issue.
- November 13-20, 2017 was established as the voting period. ALA Parliamentarian Eli Mina was consulted to ensure that this process followed the Bylaws and to confirm the process as provided in ALA Bylaws Article II, Meetings, Section 5c, votes by mail.

Based on this, with 180 eligible members of Council, a minimum of 90 members (50 percent) would be eligible to participate in the vote. Of those participating, 75 percent of those voting either yes or no would carry the vote. Abstaining members are not counted as part of the 75 percent.

- The poll closed at 11:59 a.m. on November 20, 2017. One hundred fifty-one (151) votes were cast, with 115 yes, 32 no, 2 abstentions.
- The result was shared with ALA Parliamentarian Eli Mina, and his final analysis was that the quorum requirement as prescribed by the ALA Bylaws had been met.

The ALA Council had voted: "To amend the educational qualification for the ALA Executive Director to make an ALA-accredited Master's Degree or a CAEP-accredited Master's Degree with a specialty in school library media a *preferred* but not *required* educational qualification."

- On December 1, 2017, a petition was filed by several ALA members seeking to overturn the Council vote. This petition is in accordance with ALA Constitution, Article VI, Council Section 4c, which states: "Any action of the Council may be set aside by a majority vote by mail in which one-fourth of the members of the Association have voted such vote by mail shall be held by petition of 100 percent of the personal members as certified by the executive director of the association."

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For purposes of decisions based on a percentage of members, ALA uses the membership numbers as of August 31. As of August 31, 2017, total ALA personal members stood at 50,570. One percent of those members, 506, would be needed to sign a petition. For purposes of calculating one-fourth of the members, ALA determined members eligible to vote will be based on number of members whose dues were paid in full as of January 31.

As of January 30, 2018, the petition has received 561 signatures. The petition officially closes on February 13, 2018. Therefore, in the 2018 spring election, membership will be asked to vote on the following action:

“To amend ALA Policy A.4.1.1 to state, “The Executive Director shall be authorized to carry out the provisions of the budget, including hiring and firing of staff, without submitting matters previously authorized or individual

appointments to the Executive Board, except in the form of reports of action. Any action by the Executive Director shall be subject to review by the Executive Board upon request by any member of the Executive Board. An ALA-accredited Master’s Degree or a CAEP-accredited Master’s Degree with a specialty in School Library Media is a *required* qualification for the ALA Executive Director.”

The election opens on March 12, 2018 and closes on April 4, 2018. The results will be announced on April 11, 2018.

Questions and comments were then solicited from the floor.

ADJOURNMENT. This meeting adjourned at 11:30 a.m. upon the completion of the agenda.