TO: ALA Executive Board

RE: Report of the Nominating Committee for the 2020 ALA Election

ACTION REQUESTED/INFORMATION/REPORT:
   For information purposes; no action required

ACTION REQUESTED BY:
   Emmanuel Faulkner, Chair, Nominating Committee for the 2020 ALA Election
   Matthew P. Ciszek
   Carol Edwards
   Michelle Frisque
   Jill Gengler
   LeRoy LaFleur
   Janice S. Lewis
   Jacquie Samples

CONTACT PERSON:
   Emmanuel Faulkner, 443-676-1600, efaulkner@bcps.k12.md.us

DATE: September 25, 2019

Executive Summary:
The Nominating Committee for the 2020 American Library Association Election completed its charge of developing a slate of candidates to stand for the positions of ALA President-elect and ALA Councilor at Large during the ALA 2020 election. (See Appendix A). All members of the American Library Association were provided the opportunity to be considered for nomination through a targeted marketing campaign intended to develop a diverse pool of candidates. The call for nominations was greatly assisted by social media materials developed by ALA Marketing at the request of the Nominating Committee (See Appendix B). Candidates for the ALA President-elect were identified through the Committee’s recruitment efforts that garnered self-nominations as well as one anonymous nominations. Additionally, we had a number of ALA members self-nominate for the Councilor-at-large positions. During the nominating and vetting process two (2) qualified candidates were identified for the President-elect position and both accepted the nomination. During this process one of the current members of Council withdrew from their position, and the committee agreed that there will be one additional slot that will be fulfilled at the next election. This additional position will have a two-year term instead of the normal three-year term. The 2020 Nominating Committee is honored to put forward a final slate of highly qualified candidates comprised of two (2) candidates for ALA President-elect and sixty-seven (67) Councilor-at-Large candidates (52 needed).
Background:
The committee began its work on January 26, 2019 in Seattle at the ALA Midwinter meeting. We were joined by Alexandra Rivera, Chair, Nominating Committee for the 2019 ALA Election who provided a general overview of the process the 2019 Nominating Committee undertook, and key takeaways and lessons learned. In addition, JoAnne Kempf, Director, ALA Governance Office provided a thorough and highly informative overview of the nomination and election process and introduced us to the comprehensive manual that was developed. At the initial meeting we were informed of Ms. Kempf’s well deserved and upcoming retirement. The Office also introduced Sheryl Reyes as the point person once Ms. Kempf retired. During this process Ms. Reyes was blessed to step away from her duties to go on maternity leave. The Office allowed Marsha Burgess who stepped up and kept the committee moving in the right direction. The committee was well supported by the staff provided and we thank them immensely for their expertise. The committee had an in-depth discussion and made recommendations to assist in this process moving forward.

The committee was informed of the nominations website and that it would be the vehicle used to capture candidate information and that it would be used ultimately to keep information confidential. This platform was used to collect candidate information and to communicate with potential candidates if necessary.

The committee discussed how to proceed with our charge, and to leverage our professional affiliations and best utilize our networks to develop a broad representation of the association with special considerations for representation from national and state library organizations, interest groups, diversity, equity, and inclusion, and breadth of experience. We decided to have a series of campaigns to reach as many members of our great organization as possible. We decided on reaching out to all previous potential candidates listed in the manual and to provide updates on our progress. At the same time, we sent out emails to various groups and affiliations to which we belong to see if any member wanted to become active in the leadership of our organization.

Special note, Patricia Smith was originally a member of this committee, and close to the deadline of submissions, she recused her committee position and at the encouragement of colleagues, she officially submitted her name and information for the position of President-elect. The committee gave her words of well wishes and immediately changed the password of the website, and removed her access from all information dealing with the work of the committee.

Work of the Committee
After our initial Midwinter meeting, the committee met at least monthly, and used Zoom as our Virtual Meeting location. These meetings were set up from our support during the third Wednesday of each month between March and June using Zoom. Virtual meetings were coordinated by the ALA Governance Office.

During our first virtual meeting on March 20, 2019, our pre-work included reviewing the manual and providing updates on contacts of potential candidates for President-Elect and Councilor-at-Large. We understood our task, and wanted to ensure that we used the traits for each position were our guidepost for selections.
We then divided the lists of potential nominees listed in the committee manual based on our individual relationships or professional affiliations we might have with them. We divvied up those with whom we did not have a relationship to personally contact and gauge their interest in leadership positions. As we made contacts, we updated the lists based on the nominees’ interest in serving now, in the future, or not at all. These lists were very useful in our work and the Committee encourages continued maintenance and use of these lists.

The April meeting was focused on reviewing our progress and discussing how best to publicize the nomination process, which opened on April 11. We discussed the importance of utilizing different communication modes including social media. Sheryl was asked to reach out to ALA Marketing who developed excellent high-quality graphics. These were made available in June and were used by the committee members and also included on ALA’s website. Many members commented that the call for nominations that included these graphics were eye-catching and well done. They were included in Cognotes during our Annual Convention.

Our next meeting was in-person at the ALA Annual Conference in Washington. In the interim we continued to make contact with potential President-elect and Councilor-at-Large nominees from the lists and reviewing those individuals who had completed the candidate forms in the ALA Nominations System. In addition, Sheryl kept us apprised as individuals completed their forms.

At Annual Conference we had two (2) President-elect nominations to review and only seventeen (17) nominees for Councilor-at-Large. The nomination process was scheduled to close on July 10 and the committee voted to extend the deadline to July 31, 2019. Throughout this time we reached out to interested Councilor-at-Large nominees who had begun but not completed their nomination forms. The committee then reviewed the nominees that we had received to date and agreed to continue seeking nominations.

The committee was in search of a way to dive deeper into knowing a bit more about the President-elect candidates than what was provided in the biographical form. With guidance from previous chairs of this committee, several options were discussed, and a short video discussing the Traits and Attributes of President-elect candidates, section 8a in the manual, and issues the organization will be faced in the coming years, section 6 in the manual, was agreed upon. Once the nomination window closed, we informed President-elect candidates that completed their application of this option., indicating that it was an option, and not a requirement. As the face of our organization, it would not be uncommon for a media outlet to request an interview with our President on a current topic. There was a two-week turn around period for video submissions, with a deadline date of August 21, 2019. The video submissions were to be mailed to the nomination email list, so committee members would receive them at the same time. Video submissions were made; however, the nomination mailbox did not forward the submissions to the committee. We reached out to confirm their submission packet and were informed that eight (8) of the nine (9) candidates completed the video submission. We reached out to them and requested that the video be sent to the chair. The chair then disseminated the videos to the committee.

A secure spreadsheet was created using GoogleSheets for the President-elect position and was shared with the committee. All submission packets were reviewed and rated individually, then the committee had an in-depth discussion and debate on the top five (5) candidates.
The committee reviewed the candidates for Council and decided unless we were aware of an egregious offense against the traits and qualification of a member of Council, all completed applications would be placed before the membership to vote upon. In mid-September both President-elect nominees accepted their candidacy and the individuals who will be running for council were also notified of their candidacy.

Here is a profile of the final slate of candidates:

<table>
<thead>
<tr>
<th>Type of Library</th>
<th>2020 (66 candidates)</th>
<th>2019 (75 candidates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Libraries</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Public Libraries</td>
<td>24</td>
<td>21</td>
</tr>
<tr>
<td>School Libraries</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Other (special, government, trustees, etc.)</td>
<td>2</td>
<td>11</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Geographic Distribution</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>30</td>
<td>24</td>
</tr>
<tr>
<td>Southeast</td>
<td>16</td>
<td>19</td>
</tr>
<tr>
<td>Midwest</td>
<td>10</td>
<td>17</td>
</tr>
<tr>
<td>West</td>
<td>9</td>
<td>15</td>
</tr>
</tbody>
</table>

Observations and Recommendations
The following recommendations are made for future consideration:
- Continue to refine and utilize the ALA Nominating Committee manual
- Develop a strategic marketing plan to help foster greater participation of membership in the nominating/elections process
- Utilize the ALA marketing materials developed (Appendix B) or request new ones be developed
- Work with AASL and chapters to encourage more school librarians to run for office
- Consider including a video submission portion for President-elect nominations
- Share an electronic version of the ALA Nominating Committee manual
- Add features to the Nominating web site that include:
  - Timestamp
  - Ability to delete blank submissions
  - Download in editable format

The Nominating Committee for the 2020 election was a very effective and thoughtful group of professionals. All worked collaboratively to develop a slate of qualified candidates to stand for the 2020 ALA Election for President-elect, and Councilor-at-Large. We wish to thank Wanda Brown, ALA President, for bringing this diverse array of ALA membership together for this once in a lifetime opportunity to serve in this important capacity. We also wish to share our deep gratitude for the hard work and support of JoAnne Kempf, Sheryl Reyes, and Marsha Burgess and thank them for their knowledge, and responsiveness to the needs of this committee.
APPENDIX A

2020 ALA Candidates for President-elect

Patricia "Patty" M. Wong  
City Librarian/Director of Library Services  
Santa Monica Public Library (CA)  
Santa Monica, CA

Steven Yates  
Assistant Director  
University of Alabama School of Library and Information Studies  
Tuscaloosa, AL

2020 ALA Candidates for Councilor at Large

Alexandria Abenshon  
Library Manager  
The New York Public Library  
New York, NY

Latrice Booker  
Dean of the Library  
Indiana University Northwest  
Gary, IN

Vivian Bordeaux  
Librarian III, Customer Service  
Bridgeport Public Library  
Bridgeport, CT

Peter D. Coyl  
Director  
Montclair (NJ) Public Library  
Montclair, NJ

John DeSantis  
Cataloging and Metadata Services Librarian  
Dartmouth College  
Hanover, NH

Joslyn Bowling Dixon  
Assistant Director  
Prince William Public Library System  
Prince William, VA

Jennifer Addington  
Director  
Palos Verdes Library District  
Rolling Hills Estates, CA

Cynthia Ellison Dottin  
Adjunct Lecturer, FIU Honors College  
Florida International University  
Miami, FL

Tom Adamich  
President  
Visiting Librarian Service  
New Philadelphia, OH

Emily Drabinski  
The Graduate Center, CUNY  
New York, NY

Tina Baich  
Associate Dean for Collections  
IUPUI University Library  
Indianapolis, IN

Nadine Ellero  
Head of Technical Services  
Auburn University Libraries  
Auburn, AL

Regina M. Beard  
Business Librarian  
Florida Gulf Coast University  
Fort Myers, FL

Laura Evans  
Head of Cataloging/Metadata  
Amherst College  
Amherst, MA

Emily Bergman  
Campus Librarian  
Chicago School of Professional Psychology  
Los Angeles, CA

Susan F. Gregory  
Director  
Bozeman Public Library  
Bozeman, MT

Yvonne Dooley  
Business Librarian  
University of North Texas  
Denton, TX

Monica Harris  
Executive Director  
Schaumburg Township District Library  
Schaumburg, IL
Vicky Hart
Director of Library Services
Northeast Lakeview College
San Antonio, TX

Rochelle Hartman
Director
The Lincoln Library of Springfield
Springfield, IL

Carl A. Harvey II
Assistant Professor
Longwood University
Farmville, VA

Christopher J. Hemingway
Circulation Librarian
Hagaman Memorial Library
East Haven, CT

Peter Hepburn
Head Librarian
College of the Canyons
Santa Clarita, CA

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

Shanna Hollich
Collections Management Librarian
Wilson College
Chambersburg, PA

Del R. Hornbuckle
Dean of Library Services
California State University
Fresno, CA

Matthew Hortt, PhD
Executive Director
High Plains Library District
Greeley, CO

Grace Jackson-Brown
Research and Instruction Librarian
Missouri State University, Duane G. Meyer Library
Springfield, MO

Liana Juliano
Manager, Information Resources
Paul Hastings LLP
Los Angeles, CA

Robin Kear
Liaison Librarian
University of Pittsburgh
Pittsburgh, PA

Kimberly Bray Knight
Assistant Director
Chesapeake Public Library
Chesapeake, VA

Jeff Kosokoff
Assistant University Librarian for Collection Strategy
Duke University Libraries
Durham, NC

Oscar R. Lanza-Galindo
Library and Learning Commons Director
Bristol Community College
Fall River, MA

Binh P. Le
Librarian
The Pennsylvania State University
Abington, PA

Sam Leif
Assistant Director
University of Nevada
Las Vegas, NV

Rodney Lippard
Director, Gregg-Graniteville Library and the Center for Student Achievement
University of South Carolina
Aiken, SC

Lesley Looper
Team Lead, Shelf Preparation Section, Resource Description Department
Duke University Libraries
Durham, NC

Kari Mitchell, MLS
Librarian
DC Public Schools
Washington, DC

Joe Mocnik
Dean of Libraries
North Dakota State University
Fargo, ND

Alanna Aiko Moore
Librarian for Sociology, Ethnic Studies, Gender Studies
UC San Diego
La Jolla, CA

Leslie L. Morgan
Africana Studies Education Librarian
University of Notre Dame
Notre Dame, IN

Larry Neal
Library Director
Clinton-Macomb Public Library
Clinton Township, MI
Michelle P. Osborne  
Branch Manager  
Gaston County Public Library, Stanley Brancy  
Stanley, NC

Jennifer Pate  
Scholarly Communications and Instructional Services Librarian  
University of North Alabama  
Florence, AL

Liz Philippi  
School Library Program Coordinator  
Texas State Library Archives Commission  
Austin, TX

Sarah M.K. Potwin  
Executive Library Director  
Niagara Falls Public Library  
Niagara Falls, NY

Raymond Pun  
Instruction/Research Librarian  
Alder Graduate School of Education  
Redwood City, CA

Alice A. Robinson  
Secondary School Librarian  
West Babylon School District  
West Babylon, NY

Edward L. Sanchez  
Head, Library Information Technology  
Marquette University  
Milwaukee, WI

Amanda Marie Sauerwein  
Circulation Coordinator  
Curtis Laws Wilson Library, Missouri University of Science and Technology  
Rolla, MO

Paul A. Sharpe  
Dean of Libraries  
University of Texas Rio Grande Valley  
Edinburg-Brownsville-Harlingen, TX

Jules Shore  
Systems Librarian  
Rockville, MD

Jahala D. Simuel  
Medical Librarian and Head of Access Services  
Howard University  
Washington, DC

Daniella Smith  
Associate Professor  
Department of Information Science, University of North Texas  
Denton, TX

Pauline Stacchini  
Managing Librarian  
Austin Public Library  
Austin, TX

Amy Steinbauer  
Interim Branch Manager  
D.C. Public Library  
Washington, DC

Kaite Stover  
Director of Readers’ Services  
Kansas City Public Library  
Kansas City, MO

Bill Sudduth  
Head, Government Information  
University of South Carolina Libraries  
Columbia, SC

Jim Teliha  
Dean of the Library Learning Commons  
Utica College  
Utica, NY

Tina Thomas  
Executive Director, Strategy and Innovation  
Edmonton Public Library  
Edmonton, Canada

Gail Tobin  
Branch Manager  
Schaumburg Township District Library, Hanover Park Branch  
Hanover Park, IL

Scott Walter  
University Librarian and University Copyright Officer  
Illinois Wesleyan University  
Bloomington, IL

Brad Warren  
Associate Dean of Library Services  
University of Cincinnati  
Cincinnati, OH

Sandy Wee  
Library Services Manager  
San Mateo County Libraries  
San Mateo, CA
Angela A. Williams  
MLK Librarian  
Syracuse University  
Syracuse, NY  

Derek Wilson  
Executive Director  
Florence-Lauderdale Public Library  
Florence, AL  

Harriet Winternute  
Head, Metadata Services  
Iowa State University Library  
Ames, IA
APPENDIX B

ARE YOU READY TO LEAD?
Nominations open for 2020 ballot. ALA PRESIDENT-ELECT & COUNCILOR-AT-LARGE

Nominations and forms must be received no later than July 19, 2019.
Learn more at bit.ly/ala-2020-election.

ALA MEMBERSHIP American Library Association