Guide to the 2018 Elections

American Library Association
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Message from ALA Executive Director Mary W. Ghikas

Voting is one of the most important things you can do as a member of the American Library Association. This is because the officers you elect will make a real difference:

The President of the Association will serve as the public voice of the Association, libraries of all types and all across the nation, and of American libraries around the world. The president represents us as members and the library users we serve, doing hundreds of media interviews and speaking with dozens of groups each year. A new president-elect is elected every year.

The 186 Councilors are responsible for setting the broad policies that shape our Association’s public positions and direction. Whether we’re talking about intellectual freedom, the privatization of libraries or e-books, Councilors weigh all of the factors and make sure that the Association takes stands that are important to libraries and to the public we serve. This year we will be electing 34 individuals to fill vacant three-year Council terms, as well as two individuals to fill mid-term vacancies.

You may also be wondering about “petition candidates.” ALA has a Nominating Committee that slates individuals to run for the offices of president-elect, treasurer, and councilor-at-large. We also have a process whereby individuals can file petitions to get on the ballot by obtaining a required number of signatures from ALA members. This process is one hallmark of the Association’s openness. Once the petition process is completed, petition candidates and nominated candidates are treated exactly the same and are not differentiated on the ballot.

All of these elected officers represent you and your interests. The good news—You get to pick them! So your vote is very, very important.

This year we are also asking members to vote on a proposed personal member dues adjustment that would link the dues to the Consumer Price Index (CPI) for the next five years. Also on the ballot you will find a measure to make the MLIS degree a required qualification for the position of Executive Director of the American Library Association.

This Online Election “Booklet” is designed to provide:

- Some information and insights about the Presidency, Treasurer and Council
- Some Council “myth busters” and some examples of Council’s recent resolutions relating to libraries
- Easy-to-find information about the candidates
- Explanation of the Dues Adjustment
- Explanation of the Executive Director Education Requirements vote
- Voting instructions and timeline.

Reviewing candidate information and voting does take some time, but we hope that you will join the members who understand that their vote really does shape the future. So get out and vote!

Mary W. Ghikas
Executive Director
American Library Association
The ALA President

The individual elected to the position of ALA President serves three years on the ALA Executive Board: One year as President-elect, one year as President, and one year as Immediate Past President.

The role of the ALA President is to be the Association’s chief spokesperson and to work closely with the ALA’s Executive Director in identifying and promoting library issues nationwide and internationally. The ALA President is recognized as the Association’s leader by its members. He/she is also vital to the governance of the Association and serves as presiding officer at Executive Board, Council, and Membership meetings.

Throughout this three-year term, the individual promotes ALA’s programs, priorities, and key messages through attendance at various state, national, and international library association meetings, as well as with the media. They lead the Association in planning for the future and work closely with members to ensure that their ideas and concerns help drive the overall direction of the Association.

The ALA President is also a member, ex officio with vote, of the Board of Trustees of the Freedom to Read Foundation. They also serve as the President of the ALA-Allied Professional Association (ALA-APA).

Based on the experience of successful past ALA presidents, this position is equal to at least a half-time job.

During the year as President-elect, this individual serves as spokesperson for the Association in the absence of the president or when asked to do so. They also represent the Association at meetings, conferences, receptions, legislative hearings, and other events.

Presidential Initiatives

The President may develop presidential initiatives in keeping with the prevailing ALA messages and Strategic Plan. Here are some recent presidential accomplishments:

The overarching theme for 2017–18 president James (Jim) Neal’s year is LIBRARIES TRANSFORM: LIBRARIES LEAD. There are five key components building on excellent work already advancing across the Association:

- **Equity, Diversity and Inclusion**—Neal is focusing on outreach and pipeline development in high schools and colleges; expanding support for scholarship programs such as Spectrum; creating resident positions through the new Diversity Alliance; expanding financial support for attendance and participation in conferences; and creating new leadership development opportunities.

- **Leadership Development Programs**—In this area, Neal plans to evaluate, expand and improve the wide range of leadership development programs across the Association, aimed at strengthening professional leadership in our institutions and organizations, in our communities, in our profession and the Association both domestically and internationally.

- **Advocacy/Activism for Library Support and Information Policies**—Neal has formed a 12-member “ALA Policy Corps” cohort of library and information professionals who have a deep and sustained knowledge of national and public policies in areas key to ALA’s strategic plans. These individuals will have a voice in defending as well as shaping national policies that impact library patrons, the profession and the nation.
• Partnerships and Working Relationships—Activities will take place to build expanded and more robust collaboration with organizations like the Library of Congress, national libraries, IMLS, Digital Public Library of America, etc. to advance our shared interests and clout and to develop cooperative programs and activities.

• School Libraries and Knowledge Literacy—Neal’s goal is to continue advocating for school libraries as foundational to the health of our work to prepare students who are college and career ready.

To further the success of ALA’s public awareness campaign, Libraries Transform, 2016–17 president Julie Todaro’s Libraries Transform: The Expert in the Library initiative focused on the librarian. Teams from all sectors of the library world—academic, public, school, and special libraries—worked together to find and create the best materials to design a 21st-century human resources “playbook” for the librarian of the future. This included value statements; core competencies; job descriptions and job titles; competencies for multiple levels of positions; recommended competencies matched to training and continuing education; and more.

Along with Libraries Transform: The Expert in the Library, there was a special emphasis on book clubs with content available on a new Book Club Central website and in various programs at the 2017 Annual Conference.

In addition, Todaro created the 45-115 ALA Federal Initiative (45th US President-115th Congress), to promote our vision and national agenda to leading federal policymakers and to position US libraries and library professionals as valuable assets and team members in the setting of federal policy and the advancement of national goals for both the Administrative and Legislative branches. The 45-115 ALA Federal Initiative intends to highlight and strengthen library community efforts to communicate the value of libraries.

With generous support from Overdrive, On October 29, 2015, 2015–16 president Sari Feldman launched Libraries Transform, ALA’s multi-year public awareness campaign. Its ultimate goal is to increase funding support for libraries and advance information policy issues in alignment with ALA advocacy goals.

Libraries Transform focuses on the one main idea that libraries today are less about what they have for people and more about what they do for and with people. The campaign’s broad objectives are to:

- increase awareness of and support for the transforming library;
- shift perception of library from “obsolete” or “nice to have” to essential;
- energize library professionals and build external advocates to influence local, state and national decision makers.

Visit www.librariestransform.org for more information.

Rather than create new initiative projects, 2014–15 President Courtney Young focused her resources on “kick starting” programs that were already being proposed and further enhancing programs already underway throughout
the Association. Examples include working with the Office for Human Resource Development and Recruitment in partnership with ALA Chapters to provide training for a national cohort of 25 librarians from a cross section of libraries to become certified Career Development Facilitators (CDF).

Young also assisted ALA Staff to create a Media Resource Archive for ALA which will include photos, audio, video, and other material that can be turned into content and messages for advocacy, member engagement, marketing, communication, social media, recruitment, media outreach, and publications.

Finally, Young assisted the American Association of School Librarians (AASL) with the development of an annual Leadership Conference for state affiliate leaders.

This Year’s Candidates

This year’s candidates for ALA President-elect are Wanda K. Brown and Peter Hepburn.

Wanda Brown is Director of Library Services at the C.G. O’Kelly Library, Winston-Salem State University, Winston Salem, North Carolina. She has been an ALA member for 30 years and is an active member of the Association of College and Research Libraries (ACRL), the Association for Libraries Collections & Technical Services (ALCTS), and the Library Leadership and Management Association (LLAMA). She has held multiple leadership positions within each division.

Brown has held numerous positions with the Black Caucus of the American Library Association (BCALA) including her current service as treasurer (2016–18) and service as president (2014–16), treasurer (1992–96) and two terms as an Executive Board member (2001–03, 2014–16). She was the 2011–13 president of the North Carolina Library Association and has held various other positions with NCLA, including treasurer (1991–98) and he 2005–09 chair of the Finance Committee.

She is the 2015 recipient of the DEMCO/ALA Black Caucus Award for Excellence, the 2013 BCALA Leadership Award, and the 2012 BCALA Distinguished Service Award. In 2009, she received University of North Carolina at Greensboro (UNCG) Kovacs Award for Outstanding Alumni Achievement, and in 2013, UNCG awarded Brown with the School of Education Outstanding Alumni Achievement Award.

“It is truly an honor to be nominated as a candidate for the office of President of the American Library Association,” said Brown. “I am encouraged by the work of our library professionals; how we continue to influence daily the lives of others; how we impact the communities we live in and aid in shaping all our futures. Together we have made a difference and together we can do even more. For it is now more than ever that we as information specialists are needed to be examples, standing up for what we know to be the right.”

Brown holds a BA in English, with a minor in psychology from Winston-Salem State University, and an MLS from the University of North Carolina at Greensboro.
An ALA member for 17 years, Hepburn just completed a term on the ALA Executive Board (2014–17) and has served on the ALA Council from 2010–present. He has served on numerous ALA Committees and task forces, including the Budget, Analysis and Review Committee (BARC), Committee on Membership Meetings, Committee on Committees, Conference Committee, and Election Committee. He just finished serving as chair of the Task Force on the Context of Future Accreditation and served on the Task Force on Electronic Member Participation.

Hepburn has also held various leadership positions within the Association of College & Research Libraries (ACRL), the Gay, Lesbian, Bisexual, Transgender Round Table (GLBTRT), and the New Members Round Table.

He has been a frequent presenter at state, regional, national and international conferences where he has spoken on digital projects, collaboration in libraries, and accreditation.

Hepburn is an active member of four ALA divisions—American Association of School Librarians (AASL), Association of College & Research Libraries (ACRL), the Library Information & Technology Association (LITA), and the Public Library Association (PLA). He is also a member of the Social Responsibilities Round Table (SRRT), the Retired Members Round Table (RMRT), New Members Round Table (NMRT), Sustainability Round Table (SustainRT), Intellectual Freedom Round Table (NMRT), Gay, Lesbian, Bisexual, and Transgender Round Table (GLBTRT), and the Federal and Armed Forced Libraries Round Table (FAFLRT).

“Libraries remain a valuable, much-needed contributor to our communities and institutions at a time when there is much turmoil in the country,” said Hepburn. “ALA itself is undergoing a period of transition. My life in libraries has included academic and public libraries, and my involvement within ALA is both broad-ranging and deep. My experiences and knowledge will serve our members well. It is an honor to be nominated. I look forward to working with you and on behalf of our library users as your ALA president.”

Hepburn holds a BA in Political Science with a minor in French from the University of Victoria (British Columbia) and an MLIS from McGill University, Montreal.

Video of the Presidential Candidates’ Forum at the 2018 ALA Midwinter Meeting can be viewed on ALA’s YouTube channel.
ALA Council

What is Council?
The Council is the governing body of ALA. It delegates to the divisions of the Association authority to plan and carry out programs and activities within the policies established by Council. Council determines all policies of the Association and its decisions are binding unless set aside by a majority vote in which one-fourth of the members of the Association have voted.

Council Composition
Council is comprised of 100 councilors-at-large who are elected by the Association membership as provided in Bylaw Article III, Sec. 1(c) and Bylaw Article IV, Sec. 2(e). The slate of councilor-at-large candidates is determined by the ALA Nominating Committee.

Each division of the Association is entitled to one councilor to be elected by members of the divisions as provided in Bylaw Article IV, Sec. 2(c).

Each state and territorial chapter is entitled to one councilor to be elected by members of the chapter as provided by Bylaw Article IV, Sec. 2(b). Chapter representation is through state chapters unless chapters in a region choose to take representation through that regional chapter. In such case, the regional chapter shall elect one representative from each state or provincial chapter within that regional association. There is no current regional chapter representation.

Round tables with personal membership equal to or greater than one percent of ALA’s total personal membership shall be entitled to elect one councilor each, and the remaining round tables jointly shall be entitled to one councilor to be elected for a term of three years by the members of the respective round tables. The membership of the round tables, for purposes of this section, shall be fixed as of August 31st of each year. A councilor elected under this Article shall continue to serve without prejudice to any change that might occur in the size of the membership of their round table as provided in Bylaw Article IV, Sec. 2(d).

Councilors serve three-year terms and may run for subsequent terms by filing a petition which must be signed by at least 25 ALA members in good standing. Petition candidates are placed on the ballot along with candidates selected by the Nominating Committee.

Council Responsibilities
The Council meets four times at both the ALA Midwinter Meeting and Annual Conference. At these meetings, Council may perform any or all of the following duties (this is a partial list):

- Review actions of the ALA Executive Board;
- Receive reports from the ALA President, Executive Director, Treasurer, the Freedom to Read Foundation, and the Endowment Trustees;
- Originate and act on all proposed amendments to the Constitution and Bylaws before these are submitted to the membership for vote;
- Establish dues for chapter, organization and corporate ALA members upon recommendation of the Executive Board;
• Establish or discontinue divisions or round tables;
• Determine all Association policies;
• Authorize changes, additions, and deletions in the ALA Policy Manual upon recommendation of the Policy Monitoring Committee.

Council “Mythbusters”

Myth: Once you’re on Council, you’re on for life, so what’s the point of voting if the same people keep getting re-elected?

Actually, based on an unofficial census, approximately 26.9% of councilors have served more than four (4) years; and only 6.6% of all councilors between 1992 and the present have served more than nine (9) years. In fact, of the 64 councilors whose terms expire in 2018, only 18 are running for re-election.

Myth: You have to be an ALA member for many many years before you can be elected to Council.

In the past three elections, the average length of ALA membership of those elected to Council was 16 years, with the shortest being one year of membership and the longest being 40 years.

Myth: Councilors get a “free-ride” to Midwinter and Annual Conference.

Not true! ALA does not pay for councilors to attend conferences; in fact, many councilors receive no financial support from their home institutions and have to pay out-of-pocket to attend conferences and serve on the ALA Council.

Myth: Council does not address topics that are pertinent to libraries or the profession.

While it is true that the ALA Council occasionally discusses such matters as war in the Middle East or a crisis in a foreign land, most Council actions relate directly to library issues. Following is a partial list of actions taken by ALA Council in recent years.

In 2015, Council passed:

• A resolution denouncing the assaults on the freedom of expression as exemplified in the attack on Charlie Hebdo, which read:

  “That the American Library Association, on behalf of its members:
  1. denounces these bloody assaults on fundamental human rights;
  2. expresses its deepest condolences to all those associated with the publication Charlie Hebdo and to the French people;
  3. affirms its solidarity with L’Association des Bibliothécaires de France;
  4. reaffirms in the strongest possible terms its unwavering commitment to the advocacy and defense of intellectual freedom including freedom of the press, freedom of speech and freedom of expression; and
  5. directs Keith Michael Fiels, Executive Director of the American Library Association, to communicate its support and resolve to Francois Holande, President of the French Republic, for the people of France and to our colleagues of L’Association des Bibliothécaires de France.”

• A resolution on preserving public access to scientific and technical reports available through the National Technical Information Service, which read:

  “That the American Library Association, on behalf of its members:
  1. urges the United States Congress to fund the provision of digital reports held by the National Technical Information Service (NTIS) to federal agencies and the public at no
charge through NTIS, as well as the preservation of NTIS’ print and microform collections so they will remain available for sale to the public on a cost-recovery basis; and

2. urges the United States Congress to ensure that a national repository is selected, statutorily charged, and funded to preserve and provide public access to these important scientific and technical reports if NTIS-enabling legislation is eliminated.”

- A resolution on the importance of sustainable libraries, which read:
  “That the American Library Association, on behalf of its members:
  1. recognizes the important and unique role libraries play in wider community conversations about resiliency, climate change, and a sustainable future and begins a new era of thinking sustainably in order to consider the economic, environmental and socially equitable viability of choices made on behalf of the association;
  2. enthusiastically encourages activities by itself, its membership, library schools and state associations to be proactive in their application of sustainable thinking in the areas of their facilities, operations, policy, technology, programming, partnerships and library school curricula; and
  3. directs the ALA Executive Director to pursue sustainable choices when planning conferences and meetings and to actively promote best practices of sustainability through ALA publications, research and educational opportunities to reach our shared goal of vital, visible and viable libraries for the future.”

- A resolution on gun violence, which read:
  “That the American Library Association, on behalf of its members:
  1. deplores the fun violence that materially affects libraries and the communities we serve; and
  2. will work with state chapters and affiliates to support legislation that allows the prohibition of the carrying of guns in or near libraries and other educational institutions.”

- A resolution to improve access to Spanish, bilingual, and books in various languages for children in detention centers, which read:
  “That the American Library Association, on behalf of its members:
  1. urges ALA members and units to support the REFORMA Children in Crisis project for the continued delivery of books to refugee children and teens;
  2. encourages the director of the Institute of Museum and Library Services to develop a partnership with the United States Customs and Border Protection agency to ensure that unaccompanied refugee children have access to books and programming in those children’s native languages, whether they speak Spanish, indigenous languages, or other tongues, and bilingual books;
  3. urges libraries in affected areas to provide services and programs for and with detained minors while they are in the care of government-designated service providers; and
  4. encourages ALA members, the Reference & User Services Association, and other relevant ALA units and affiliates to develop materials that meet the information and recreation needs of refugee children, teens, and their guardians, and to share that information with librarians in affected communities.”

In 2016, Council took the following actions:

- A resolution for restoring civil liberties and opposing mass surveillance, which read:
  “That the American Library Association, on behalf of its members and the public interest:
  1. urges the President and Congress to amend all germane surveillance-enabling authorities, such as Executive Order
1233, the Foreign Intelligence Surveillance Act (FISA) as amended, and the USA PATRIOT Act, to:
a. require government agencies to obtain judicial warrants before collecting any individual’s personal information from third parties and require court approval for National Security Letters;
b. raise the standard for government collection of all records under FISA from “reasonable grounds” to “probable cause” and sunset Section 215 of the USA PATRIOT ACT (commonly known as the “library records” section);
c. limit the government’s ability to use information gathered under intelligence authorities in unrelated criminal cases, thereby making it easier to challenge the use of illegally obtained surveillance information in criminal proceedings; and

d. prohibit the government from requiring hardware and software companies to deliberately design encryption and other security features to facilitate government access to information otherwise protected by such features;

e. recommits itself to leadership in the fight for restoration of the public’s privacy and civil liberties through statutory and other legal reforms; and

f. commends and thanks all parties, both inside and outside of government, involved in developing and securing passage of the USA FREEDOM Act, resulting in movement away from overbroad surveillance laws and practices for the first time in more than a decade.”

• A resolution on replacing the Library of Congress subject heading “Illegal Aliens” with “Undocumented Immigrants,” which read: “That the American Library Association, on behalf of its members urges the Library of Congress to change the subject heading Illegal aliens to Undocumented immigrants.”

• A resolution urging immediate ratification of the Marrakesh Treaty to facilitate access to published works for persons who are blind, visually impaired, or otherwise print disabled, which read: “That the American Library Association, on behalf of its members and the public interest:

1. calls upon the United States Senate and its committees of jurisdiction to immediately and concurrently take every procedural step possible to both ratify the Marrakesh Treaty and approve, with no amendment whatsoever, the Marrakesh Implementation Act and its associated legislative history text;

2. urges the House of Representatives and its committee of jurisdiction to take any and all appropriate steps to immediately expedite consideration and passage of the Marrakesh Implementation Act and its associated legislative history text in unamended form; and

3. encourages the President to publicly speak out, on all appropriate occasions, in support of the foregoing expedited Congressional processes and rapid ratification of the Marrakesh Treaty.”

• A Resolution on equity for school libraries for the Department of Education making rules for ESSA, which read: “That the American Library Association (ALA), on behalf of its members:

1. urges the United States Department of Education to address equity issues while developing the ESSA legislation rules regarding funding and staffing school libraries, and

2. shares the American Association of School Librarians’ position statement on an effective school library program with the United States Department of Education.”

• A resolution on equity for all in school libraries, which read: “That the American Library Association (ALA), on behalf of its members:
1. Endorses the idea that every student have access to a well-funded, effective school library program;
2. Advocates for equitable access to effective school library programs with a certified school librarian, personalized learning environments, and equitable access to resources;
3. Works with ALA research committees to document the impact on students of well-funded, effective school library program, particularly in minority and rural communities;
4. Advocates for equitable access to well-curated, high-quality, and accessible electronic resources;
5. Encourages state departments of education and coalition partners to establish and maintain funding of digital databases and shared resources to provide greater equity of access in all states and regions; and
6. Continues to encourage school librarians to apply for Innovative Approaches to Literacy grants.”

In 2017, Council voted on:

- A resolution to amend the ALA Strategic Plan by adding a new Strategic Direction: Equity, Diversity & Inclusion.
- A resolution establishing family/caregiver status as a protected class in ALA volunteer work, which read:
  1. Establishes “Family/Caregiver Status” as a protected class within the organization for purposes of volunteer work by members with the following provisions:
     a. No section of the organization shall use family status to jeopardize or sideline an individual’s path as a volunteer in the organization.
     b. Family status shall extend to any member’s children, spouse/partner, parents, or any other family member in a traditional or non-traditional sense.
     c. While an individual’s family status shall not be used to determine if a person shall be chosen for a committee or volunteer opportunity, the organization shall make every effort to make appropriate accommodations for persons with family status issues.
   d. While periods of appointment may not be changeable particularly for elected positions within the organization, absences at meetings will not be grounds for immediate loss of position.
- A resolution on gun violence affecting libraries, library workers, and library patrons, which read: “That the American Library Association (ALA) on behalf of its members:
  1. grieves with the families and friends of all those victimized by gun violence;
  2. calls upon the Directors of the National Institutes of Health (NIH) and the Centers for Disease Control and Prevention (CDC) to:
     a. publicly announce that their respective agencies will resume funding non-political, comprehensive research on causes and effects of gun violence in the United States; ensure that such research, and any uses to which such research is put by the NIH or CDC, does not violate the ‘Dickey Amendment’ prohibition on the advocacy or promotion of gun control; and
     b. sponsor robust research for the dual purposes of ‘preventing firearm injuries’ and identifying ‘ways to prevent firearm deaths…without encroaching on the rights of legitimate gun owners’;
     c. encourages libraries to collaborate with appropriate local agencies to provide training and education for library
workers related to the presence of guns in the workplace; and
3. encourages libraries to support community discussions around all aspects of guns in society.”

• A resolution on access to accurate information, which read:
  “The American Library Association, on behalf of its members:
  1. reaffirms the resolution on disinformation, media manipulation and the destruction of public information approved in 2005;
  2. opposes the use of disinformation, media manipulation, and other tactics that undermine access to accurate information;
  3. encourages its members to help raise public consciousness regarding the many ways in which disinformation and media manipulation are used to mislead the public;
  4. urges librarians and library workers to actively seek and provide sources of accurate information that counter disinformation;
  5. supports the critical role of librarians and library workers of all types of libraries in teaching information literacy skills that enable users to locate information and evaluate its accuracy;
  6. will pursue partnerships with news organizations, journalism institutions, and other allies to promote access to accurate information and defend the role of journalists and the free press in American society.”

• A resolution on Global Climate Change and a Call for Support for Libraries and Librarians, which stated that the American Library Association, on behalf of its members,
  1. urges libraries to embrace the mantle of responsible spaces by adopting and enforcing user behavior policies that protect patrons and staff from harassment while maintaining our historic support for the freedom of speech;
  2. encourages libraries to develop community partnership programs with and promote services to underrepresented and unacknowledged community members;
  3. encourages libraries to sponsor programs fostering meaningful and respectful dialogue in community; and
  4. directs the Committee on Diversity, with the support of the Office for Diversity, Literacy, and Outreach Services and the ODLOS Advisory Committee, to develop, provide, and disseminate materials and programming for libraries that deter hate, foster community, and oppose bigotry or oppression against any group.
The 2018 Council Ballot

This year, 72 candidates are running to fill 33 vacant Councilor-at-Large seats. Candidate biographies are available on the ALA website (PDF document).

The biographies are also available in a searchable Excel spreadsheet format on the ALA election website.
Resolution on Adjusting Personal Member Dues

On February 11, 2018, during the 2018 Midwinter Meeting in Denver, the ALA Council approved a dues adjustment proposal and directed that it be placed on the spring 2018 ALA ballot for membership approval.

There are two parts to the proposal: adjusting personal member dues in September 2018 between $1 and $5, depending upon the membership type; and adjusting dues between September 2019 and 2022 not to exceed the percentage change in the national average Consumer Price Index (CPI), with the review and approval of the ALA Executive Board.

The actual resolution passed by Council reads.

1. Proposed Dues Adjustment for 2018
   Beginning in September 2018, personal member dues shall be adjusted as follows:

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<thead>
<tr>
<th>Member Type</th>
<th>Current Dues</th>
<th>Sept. 2018 Dues</th>
</tr>
</thead>
<tbody>
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<td>1st year</td>
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<td>145</td>
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<tr>
<td>Student</td>
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</tr>
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<td>Earning &lt;$30,000</td>
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<td>International</td>
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</tr>
</tbody>
</table>

2. Proposed Dues Schedule for 2019–2022
   Beginning in September 2019 and continuing annually through September 2022, personal member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar. Any increase beyond the above provision proposed by the Executive Board will require approval by a vote of Council and a vote of ALA personal members.

This dues adjustment proposal will allow ALA to augment valuable work on its many strategic initiatives including library advocacy, federal legislation, information policy, intellectual freedom, equity, diversity and inclusion, professional and leadership development, and member engagement.

With an average CPI increase of 2.5% a year, this would translate into $1–$4 per year based on membership type. These small increases spread over thousands of members will provide ALA with consistent financial resources to continue work on the goals in the ALA strategic plan in an ongoing, sustainable manner.

ALA Executive Director Education Requirements

On November 20, 2017, ALA Council voted to adopt the following language for ALA Policy A.4.1.1:

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 of 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 preferred, but not required, qualification for the ALA Executive Director.

In accordance with ALA Constitution, Article VI. Council, Section 4 (c):

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 upon petition of one percent of the personal members as certified by the Executive Director of the Association.

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 47,918; one-percent of these members (479) would be needed to sign a petition. For purposes of calculating the one-fourth of members, ALA uses January 31 to determine members eligible to vote (members whose dues are paid in full as of January 31). On January 31, 2018, total members-in-good-standing was [insert number]; thus [insert 25% figure] members will need to vote on this measure. A simple majority will then carry.

A petition has been filed and has received [insert number] signatures, well over the required 479. Therefore, membership is being 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 of 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.

Current Language

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 of 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 preferred, but not required, qualification for the ALA Executive Director.
Proposed Language

(language to be deleted in [brackets]):

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 of 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 [preferred, but not] required[,] qualification for the ALA Executive Director.

Pro

The ALA Executive Director serves an important role as the continuing face of the Association. While the President is a crucial spokesperson, he/she serves for one year. The ED provides the continuity of presence, image, and values. We fought to have a librarian lead the Library of Congress and to install a librarian as the Public Printer. We are dismayed when directors of major libraries are appointed without degrees.

Naysayers argue that ALA is “not a library.” ALA is much more than a library, representing more than 60,000 libraries and librarians worldwide and accrediting library education programs. The ALA ED hires managers to oversee conference, publishing, financial services and other key areas. Divisions and offices each have their own Directors. But it is the ED who coordinates and ensures that library and librarian values inform all of ALA’s work.

ALA has grown and prospered with librarians at its helm. Several former successful ALA Executive Directors, as well as past ALA Presidents and Executive Board members, have urged that the ED continue to have the library credential.

One failed search is not sufficient reason to overturn more than a century of growth and progress. We successfully and continually struggle for professional recognition, standards, funding, and educational excellence. Appointing a non-librarian could do great damage to these efforts.

Stop the devaluation of the library degree, our image, and our reality, by voting in favor of the accredited Master’s degree requirement. Vote! Vote Librarian! Vote yes on the member initiative.

—John DeSantis, Councilor-at-Large

Con

Following the recent search for Executive Director, the Search Committee (representative of ALA governance, divisions, roundtables, and staff) requested that the Executive Board broaden the required credentials to attract a larger pool of exceptional candidates for the position. All Divisions endorsed the revised credentials, and it was approved by 77 percent of Council in a November 2017 vote.

The Executive Director must be an expert manager who is future-focused, committed to learning, an eloquent advocate, and politically intuitive. The recruitment of the next Executive Director should focus on knowledge of leading an association, skills of managing a member organization and the ability to be flexible and work with diverse staff, members and libraries.

While it is preferred that the next Executive Director possess an MLS, many members have concluded that an understanding of the profession and dedication to our professional values, and a passion
for serving the needs of its practitioners are not exclusive to MLS holders.

ALA is not a library: it is a complex membership organization, which includes a large staff, significant financial assets, sizable publishing operations, unparalleled conference services, and an influential office in DC. Broadening the candidate pool does not demean our profession, but rather, recognizes the values, skills, and experiences of other library and association professionals.

However those qualifications were earned, the next Executive Director of the American Library Association will be an individual who understands and embraces our core values, and has strong, relevant expertise and experience. ALA membership expects and deserves nothing less.

— Sara Dallas, Councilor-at-Large
How Do I Vote?

To be eligible to vote, individuals must be members in good standing as of January 31, 2018. In mid-February, members received notification by email confirming their eligibility to vote.

In 2008, the American Library Association began holding its election exclusively online. The only exception is for members with disabilities and without Internet access. These individuals may obtain a paper ballot by contacting ALA customer service at 1-800-545-2433, ext. 5. Those without Internet access at home or at work can easily access the election site by visiting their local public (or in many instances, academic or school) libraries. The ballot can also be accessed on your Smartphone and other devices.

The polls will open at 9:00 a.m. Central Time on Monday, March 12. Over the three-day period of March 12–14, voters will be notified by email and will be provided with a unique URL and information about how to vote.

The polls close on Wednesday, April 4 at 11:59 p.m. Central Time. On April 11, the Election Committee will meet at the ALA headquarters to certify the election. Election results will be released following that meeting.
Interested in Running for Office?

The ALA Nominating Committee nominates candidates from among the general membership for the position of president-elect (annually), for the position of treasurer (every three years), and for members-at-large of Council (annually). ALA elections are held in the spring of each year with the results announced in the second Wednesday in April.

About the Nominations Process

The 2019 Nominating Committee began its work of selecting potential candidates for the 2019 ALA elections for President-elect, Treasurer and Councilor-at-Large at the 2018 Midwinter Meeting. The members of the Nominating Committee for the 2019 ALA Election are:

Alexandra P. Rivera (Chair), Student Enrichment and Community Outreach Librarian, University of Michigan Library, Ann Arbor, MI, (734) 764-7037, alexriv@umich.edu

Jason K. Alston, Information Literacy Librarian, Coastal Carolina University, Conway, SC, (843) 349-2415, jasonalston@gmail.com

Melissa I. Cardenas-Dow, Sacramento State University, Sacramento, CA, (916) 278-7508, melissa.cardenasdow@gmail.com

H. Frank Cervone, Director, SPHIT, University of Illinois at Chicago, Chicago, IL, (312) 996-3816, fcervone@uic.edu

Audrey P. Church, Professor, Longwood University, Farmville, VA, (434) 395-2682, churchap@longwood.edu

Veronda J. Pitchford, Director, Membership Development and Resource Sharing, RAILS Reaching Across Illinois Library System, Burr Ridge, IL, (630) 734-5000, veronda.pitchford@railslibraries.info

Lian Ruan, Director/Head Librarian, Illinois Fire Service Institute, Champaign, IL, (217) 333-8925, lruan@illinois.edu

Rivkah Sass, Library Director, Sacramento Public Library, Sacramento, CA, (916) 264-2830, rsass@saclibrary.org

John Spears, Executive Director, Pikes Peak Library District, Colorado Springs, CO, (719) 531-6333, x2010, jspears@ppld.org

You may contact any of the committee members if you are interested in being considered for candidacy in the 2019 election or if you would like to recommend someone for consideration.

Petition Candidates

Individuals who are not selected by the Nominating Committee may run for office by completing a petition form with the signatures of no fewer than 25 ALA current personal members for the position of Councilor-at-Large, or 100 personal members for the positions of President-elect or Treasurer. Petitions must be created electronically by logging-in to the ALA website.

The petition form will become available on October 3, 2018 and will close on December 5, 2018.

All candidates, whether nominated or running by petition, must complete a Candidate Biographical Information form. The information provided on this form provides the basis for the ballot. Once on the ballot, there is no designation as to whether a candidate has been nominated or is running by petition.
Further Information

For further information about running for office, general election information, and links to press releases and various forms, please go to: http://www.ala.org/aboutala/governance/alaelection.