TO: ALA Executive Board and Council

RE: Report of the 2010 ALA Nominating Committee

ACTION REQUESTED/INFORMATION/REPORT:
Information only.

ACTION REQUESTED BY:
Nominating Committee for the 2010 ALA Election:
   Nancy Allen, Chair
   Kathleen E. Bethel
   Sarah I. Flowers
   Wayne Bivens-Tatum
   G. Victor Johnson
   Haipeng Li
   Janice M. Rice
   Patricia Montiel Overall
   Kathryn M. Toon

CONTACT PERSON:
Nancy Allen, (303) 871-2007, nancy.allen@du.edu

DRAFT OF MOTION:
N/A

DATE: September 15, 2009

BACKGROUND:

The Committee began its work at the 2009 ALA Midwinter conference, and reviewed Committee process with the chair of the previous nominating committee, Susan DiMattia. JoAnne Kempf, of the ALA Governance Office, assisted with the process review, and distributed key documents to each committee member, including the committee roster, job descriptions for ALA President, Treasurer, and Councilor, Nominating Committee Guidelines, campaign guidelines, Council Resolution from 1997 about the timeframe for the presidential election along with the timeline itself as well as an election schedule, relevant ALA bylaws, information about service on behalf of the ALA-APA, a sample potential candidate biographical information form, sample committee correspondence to potential candidates, sample publicity documents, FAQ information from the ALA website, and a roster of current Council members. This packet was invaluable in gaining an understanding of the nomination and election process.

During the meetings at Midwinter 2009, the Committee did an inventory of chapter, caucus, affiliate, division and other unit connections maintained by each Committee member, and agreed to use these networks to seek a very broad and diverse pool of candidates. The Committee
discussed staff support for publicity surrounding the call for nominations, including self-nominations. It was agreed that JoAnne Kempf would be primarily responsible for creating publicity documents for distribution and on the ALA website. It was agreed that the chair would be responsible for keeping records of committee activities and that we would use the new ALA Connect website as a secure source of information for committee distribution. The Committee discussed this in the context of the critical importance of confidentiality throughout our process, and the need to avoid using email to distribute or convey committee business containing names.

Beginning the work of the Committee:

After the announcements for the 2009 elections, the Committee began its work, beginning with preparation of a master spreadsheet of names of possible candidates taken from the ALA Handbook, the lists of emerging leaders, movers and shakers, and names suggested by committee members. This list was posted on ALA Connect and served throughout our process as a source of ideas and names of librarians with experience in ALA units. This list contained individuals with experience relevant to each role; for example, individuals on the master list for ALA President included (from the past five years’ ALA Handbook) Executive Board and Division Presidents, and for Treasurer included individuals who had served on Division Budget and Finance Committees, Executive Board, and other ALA fiscal roles.

Getting the word out:

JoAnne worked within ALA to distribute the call for nominations on the ALA website, and throughout all ALA divisions and units, posting the call for nominations in ALA publications. On request, she worked with the staff liaison to the Spectrum Scholars, who distributed the call for nominations to that entire list, and the call for nominations went out on the list to all chapter councilors for distribution to their lists. JoAnne also sent email to all those who unsuccessfully ran for Council in the recent election, encouraging them to run again. Committee members distributed the call for nominations to ethnic caucuses, and the ethnic affiliates. The call for nominations appeared in the May issues of American Libraries and in AL Direct, and it remained in the header for the ALA website throughout the time that the potential candidate online form was available, after June 1.

Because ALA Annual Conference was late in July this year, we had several conference calls between Midwinter and Annual to discuss the work of each Committee member, and to review of names of people on the master spreadsheet known to committee members.

During the Annual Conference:

During the Annual Conference the Committee met twice, and JoAnne Kempf provided flyers to the Committee for distribution during the conference. Committee members were very active in promoting the nomination process, and many of them attended division leadership meetings, sent the call for nominations to committee chairs, solicited names from member leaders,
communicated with potential nominees in person, by phone, and by email, or used various ALA unit lists to communicate about the call for nominations. During the face-to-face meetings, we noted that the number of potential Council candidates was unusually low, and discussed strategies to increase the number. Our goals included not only regional, gender, type-of-library, and ethnic diversity, but also a broad range of kinds of experience including those newer to the field or perhaps those with experience in professional organizations outside ALA, represented by the names on the movers and shakers and emerging leaders lists. A very special effort was launched to systematically contact individuals on these two lists after they were cross-checked in the ALA Handbook to ensure that they have some level of activity in the association. Again it is worth noting the importance of using the ALA Connect site for secure communications within the Committee.

After the Annual Conference:

After the Annual Conference, the Committee agreed to weekly conference calls, and this continued until September 9, 2009. During the calls, we reviewed the status of individuals on the potential candidate lists, and discussed the qualifications of all candidates but focused on those under consideration for President and Treasurer. For President, we listed and contacted many individuals who had division and unit leadership experience, or who had served on an Executive Board. The Chair contacted the past five ALA Presidents asking for suggestions for President and Treasurer nominees. This outreach to previous ALA Presidents was extraordinarily fruitful, and the Chair would especially like to thank these past Presidents for their thoughtful support of the Committee’s work. For Treasurer, the Committee reached out to all those suggested, and actively sought nominations, using many lists of names, including Executive Board members, past endowment trustees, those with experience on division budget and finance committees, and reviewed the list of those with experience on the Planning and Budget Assembly.

Summary of our work:

By mid-August, the Committee had worked hard to encourage far more than the minimum number of potential candidates for Council to complete the form on the ALA website; Joanne Kempf supplied the Chair with weekly lists of those who had completed the form for all three roles. In turn, the Chair received contact lists from each Committee member and kept master lists of those individuals who were contacted and those who declined, as well as information about their decision-making status.

The statistics demonstrate the effort of members of the Nominating Committee. A total of 256 potential council candidates were personally contacted by the end of our process, with an acceptance rate of about 25%. A good number of the final list of potential Council candidates were self-nominated (they were not contacted individually by any member of the Nominating Committee, but responded to the call for nominations). The Committee contacted a total of 91 individuals for either President or Treasurer.
Reasons for declining were numerous, and included:

- Not this year, but maybe in the future,
- The economy is so terrible that travel funds to attend conferences are unavailable,
- Reducing outside commitments because of stress on staff in the economy; supervisor wouldn’t approve travel
- Personal issues, retirement, etc.
- Just not interested, or do not have time.

An analysis of the 81 Council candidates shows that the list is composed of:

<table>
<thead>
<tr>
<th>Type of Library</th>
<th>%</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Librarians</td>
<td>47</td>
<td>38</td>
</tr>
<tr>
<td>Public Librarians</td>
<td>33</td>
<td>27</td>
</tr>
<tr>
<td>School Librarians</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Other (national, special, SLAs)</td>
<td>11</td>
<td>9</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>%</th>
<th>#</th>
</tr>
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<tbody>
<tr>
<td>Male</td>
<td>40</td>
<td>32</td>
</tr>
<tr>
<td>Female</td>
<td>60</td>
<td>49</td>
</tr>
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<table>
<thead>
<tr>
<th>Geographic Distribution</th>
<th>%</th>
<th>#</th>
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<tbody>
<tr>
<td>Northeast</td>
<td>20</td>
<td>17</td>
</tr>
<tr>
<td>Southeast</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>Midwest</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>West</td>
<td>30</td>
<td>24</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Likely ethnicity*</th>
<th>%</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>21</td>
<td>17</td>
</tr>
</tbody>
</table>

*There is no method of collecting this demographic data, so these numbers are estimates only.
The 27 states (and DC) from which candidates come are: Arizona, California (7), Colorado (4), District of Columbia (3), Florida (4), Georgia (4), Illinois (2), Indiana (2), Iowa, Kentucky, Maryland (2), Massachusetts (3), Michigan (4), Minnesota, Missouri (4), Nevada (3), New Jersey (3), New York (4), North Carolina (7) Ohio (4), Oregon (2), Pennsylvania (3) South Carolina, Tennessee, Texas (4), Washington (3), and Wisconsin (2).

The Committee is grateful for our appointments to this important committee; it has been an important opportunity to serve the Association. We would especially like to thank JoAnne Kempf and her office for her support of our work; we could not have succeeded without her help.
2010 ALA CANDIDATES FOR PRESIDENT-ELECT

Sara Kelly Johns, Library Media Specialist, Lake Placid Middle/High School, 34 School Street, Lake Placid, NY 12946

Molly Raphael, Director of Libraries (Retired), Multnomah County Library, Portland, OR 97212

2010 ALA CANDIDATES FOR TREASURER

Alan Kornblau, Library Director, Delray Beach Public Library, 100 West Atlantic Avenue, Delray Beach, FL 33444-3662

James Neal, VP for Information Services and University Librarian, Columbia University, 517 Butler Library, New York, NY 10027

2010 ALA CANDIDATES FOR COUNCILOR-AT-LARGE

Xan Arch, Electronic Resources and Technology Librarian, Stanford University, Stanford, CA 94305

Douglas Archer, Reference & Peace Studies Librarian, The Hesburgh Libraries of the University of Notre Dame, 109 Hesburgh Library, University of Notre Dame, Notre Dame, IN 46556

Xima Avalos, Media & Digital Assets Librarian, California College of the Arts, 1111 8th St, San Francisco, CA 94107-2247

Stephanie D. Bange, Director, Educational Resource Center, Wright State University, 3640 Colonel Glenn Hwy, Educational Resource Center, 116 Allyn, Dayton, OH 45435-0002

Walter L. Betts, Systems Librarian, Texas Christian University, Mary Couts Burnett Library, Tcu Box 298400, Fort Worth, TX 76129-0001

Bart Birdsall, Media Specialist, School District of Hillsborough County, 2309 West Bristol Avenue, Tampa, FL 33609

Clara Nalli Bohrer, Director, West Bloomfield Library, 4600 Walnut Lake Rd, West Bloomfield, MI 48323-2557

Steven K. Bowers, Executive Director, Detroit Area Library Network, 5048 Gullen Mall Detroit, MI 48202

Paula Brehm-Heeger, Library Services Manager, Central Region, Public Library of Cincinnati and Hamilton County, 800 Vine St, Cincinnati, OH 45202

Thomas W. Brogan, Young Adult Cluster Specialist, Brooklyn Public Library, Leonard Branch, 81 Devoe Street, Brooklyn, NY 11211
Wanda Brown, Associate Director, Wake Forest University, 1834 Wake Forest Dr, Winston Salem, NC 27109-8758

Keri A. Cascio, Branch Manager, St. Charles City-County Library District, 1000 Kisker Rd, Saint Charles, MO 63304-8726

Matthew P. Ciszek, Head Librarian, Penn State Shenango, Lartz Library, 177 Vine Ave, Sharon, PA 16146-2143

Donna L. Corbeil, Director of Library Services, Berkeley Public Library, 2090 Kittredge Street Berkeley, Ca 94704

Ann Crewdson, Children's Librarian, Issaquah Library-KCLS, 10 W Sunset Way, Issaquah, WA 98027-3811

Kelly N. Czarnecki, Technology Education Librarian, Imaginon -Joe and Joan Martin Ctr., 300 E 7th St, Charlotte, NC 28202-2514

Karen E. Downing, University Learning Communities Liaison Librarian , University of Michigan, 209 Hatcher Graduate Library, Ann Arbor, MI 48109-1205

Alison Ernst, Director of Library & Academic Resources, Northfield Mount Hermon School, 1 Lamplighter Way, Mount Hermon, MA 02354

Dana M. Eure, Assistant Director, Cabarrus County Cannon Memorial Library, 27 Union St N, Concord, NC 28025-4726

Elizabeth Anne Evans, Library Director, Point Park University, 201 Wood St, Pittsburgh, PA 15222-1912

Naphtali Lanette Faris, Youth Services Librarian, St. Louis Public Library- Walnut Park, 5760 W Florissant Ave, St. Louis, MO 63120

Eric L. Frierson, Reference & Instruction Librarian, University of Texas-Arlington, Box 19497, UT Arlington Central Library, Arlington, TX 76019-0497

Marianne Cole Fues, Library Media Specialist, Jefferson City High School, 609 Union St, Jefferson City, MO 65101-2898

Diane M. Fulkerson, Instructional Services Librarian, University of West Georgia, Ingram Library, Carrollton, GA 30118-0001

Loida A. Garcia-Febo, Assistant Coordinator, NAP and Special Services, Queens Library, 8911 Merrick Blvd, Jamaica, NY 11432-5242
Susan Gibbons, Vice Provost/Neilly Dean, River Campus Libraries, University of Rochester, Rush Rhees Library, Rm 236, Rochester, NY 14627

Sol Antonio Gomez, Branch Manager, Pima County Public Library, 101 North Stone Avenue Tucson, AZ 85701

Lucia Gonzalez, Retired, 16410 Miami Drive APT 404, North Miami Beach, FL 33162

Janice Greenberg, Senior Librarian, Jersey City Free Public Library, 472 Jersey Avenue, Jersey City, NJ 07305

Lawrence Grieco, Library Director, Gilpin County Library, 15131 Highway 119, Black Hawk, CO 80422-4072

Jason Griffey, Head of Library Information Technology, University of Tennessee-Chattanooga Lupton Library, 615 McCallie Ave Dept 6456, Chattanooga, TN 37403-2504

Romina Gutierrez, Technology Initiatives Librarian, Princeton Public Library, 65 Witherspoon St, Princeton, NJ 08542-3214

Samantha K. Hastings, Director & Professor, University of South Carolina, 1501 Greene St, Columbia, SC 29208-0001

Richenda Hawkins, Instruction Services/Reference Librarian, Linn Benton Community College 6500 Pacific Blvd SW, Albany, OR 97321

Nancy Sun Hershoff, ILS Coordinator/Planning Officer, Florida International University, 3000 N.E. 151st Street, North Miami, FL 33181

Nann Blaine Hilyard, Director, Zion-Benton Public Library, 2400 Gabriel Ave, Zion, IL 60099-2280

Mary Anne Hodel, Director, Orange County Library System, 101 E Central Blvd, Orlando, FL 32801-2429

David A. Hurley, Virtual Library Manager, American Indian Higher Education Consortium, Albuquerque, NM

Florante Peter Ibanez, Manager of Library Computer Services, Loyola Law School - Rains Library, 919 Albany St, Loyola Law School - Rains Library, Los Angeles, CA 90015-1211


Lisa J. Jewell, Library Consultant, University of Wisconsin, System Administration, 1220 Linden Dr, 1502 Van Hise Hall, Madison, WI 53706-1525
Melissa P. Johnston, School Librarian Media Specialist, Forsyth County Schools, 1120 Dahlonega Hwy, Cumming, GA 30040

James A. Keller, Chief Marketing Officer, Queens Library, 8911 Merrick Blvd, Jamaica, NY 11432-5242

Jonathan Cleveland Kinloch, Library Commissioner, Detroit Public Library, 5201 Woodward Ave, Detroit, MI 48202-4093

Johan Koren, Coordinator, Library Media Program, Murray State University, 3201 Alexander Hall, Murray, KY 42071

Joan G. Lamborn, Head of Library Administrative Services, University of Northern Colorado, CB 48 Michener Library, Greeley, CO 80639-0091

Carla M. Land, YPL/Children's Services Department Head, Las Vegas - Clark County Library District, Summerlin Library, 1771 Inner Cir, Las Vegas, NV 89134-6119

Elisabeth Leonard, Associate Dean for Library Services, Western Carolina University, 176 Central Drive, Cullowhee, NC 28723

Rory Litwin, Asst Librarian, University of Minnesota, 416 Library Dr, Duluth, MN 55812-3001

Michael L. Marlin, Manager, California Braille-Talking Book Library, 900 N St, Sacramento, CA 95814-4802

Patricia A. McLeod, Library Director, David & Joyce Milne Public Library, 1095 Main St, Williamstown, MA 01267-2637

Lawrence J. McCrank, Dean, Library & Information Services, Chicago State University, 9501 S King Dr Rm 206, Chicago, IL 60628-1598

Bede Mitchell, Dean of the Library, Georgia Southern University, Zach S. Henderson Library, P.O.Box 8074, Statesboro, GA 30460-8074

Adrian W. Mixson, Library Director, Hall County Library System, 127 Main St NW, Gainesville, GA 30501-3614

Kathleen Moeller-Peiffer, Associate State Librarian for Library Development, New Jersey State Library, 185 W State St, PO Box 520, Trenton, NJ 08625-0520

Jessica Moyer, Doctoral Candidate, University of Minnesota, Twin Cities, 2509 Ridgewood St Menomonie, WI 54751

Carolyn V. Neal, Librarian/Branch Manager, Cleveland Public Library, 325 Superior Ave E, Cleveland, OH 44114-1271
Robbie Leah Nickel, Librarian, Sage Elementary School, 208 Boyd Kennedy Rd, Spring Creek, NV 89815-8705

Lawrence J. Olszewski, Director, Online Computer Library Center, 6565 Kilgour Pl, Dublin, OH 43017-3315

Dorothy M. Persson, Psychology/Education Embedded Librarian, W202 Seashore Hall, Iowa City, IA 52242

Cecilia Siu-Wah Poon, Librarian for Woodring College of Education, Western Washington University, The Libraries, 516 High St, Haggard Hall 224--MS 9103, Bellingham, WA 98225-5946

Mary Pagliero Popp, Research and Discovery Services Librarian, Indiana University-Bloomington Libraries, Online Services, Wells Library W501, 1320 E. 10th Street, Bloomington, IN 47405-3907

Michael Porter, Communications Manager, WebJucntion, 220 W Mercer St. #200, Seattle, WA 98119

Lauren Marie Pressley, Instructional Design Librarian, 1834 Wake Forest Dr, Winston Salem, NC 27109-8758

Terry Paul Reese, Jr., Gray Family Chair for Innovative Library Services, Oregon State University, 121 The Valley Library, Corvallis, OR 97331-8552

Elsworth Rockefeller, Chief, Young Adult Services, District of Columbia Public Library (Martin Luther King, Jr. Memorial Library), 901 G Street NW, Washington, DC 20001

Doc Roth, Library Director, English High School, 144 Mcbride St, Jamaica Plain, MA 02130-2659

Jacqueline Samples, Continuing & Electronic Resources Librarian, North Carolina State University Libraries, 2 Broughton Dr, Raleigh, NC 27695-7111

Kevin M. Scanlon, Head of Reference, Green Valley Library, Henderson District Public Libraries, 2797 N. Green Valley Parkway, Henderson, NV 89014

Pamela C. Sieving, Biomedical Librarian Informationist, National Institutes of Health Library, 10 Center Drive 1L09G MSC 1150, Bethesda, MD 20892-1150

Carol E. Smith, Asst. Prof. of Library Services/Business Librarian, James C. Kirkpatrick Library, University of Central Missouri, JCKL 2460, Warrensburg, MO 64093
John C. Stachacz, Dean of Library Services, Wilkes University, Farley Library, 84 W South St, Wilkes Barre, PA 18766-0997

Mary Stansbury, LIS - Assoc. Professor & Program Chair, University of Denver, Johnson-McFarlane Hall, 2135 E Wesley, Denver, CO 80208-4400

Deborah Stansbury Sunday, AUL Admin Services, University of California Irvine, PO Box 19557, Irvine, CA 92623-9557

Tony J.M. Tallent, Library & Arts Director, Boulder Public Library, 1000 Canyon Blvd, Boulder, CO 80302-5120

Andeberhan W. Tensae, Administrative Librarian, Washington DC Public Library, 5550 Columbia Pike #762, Arlington, VA 22204

Holly A. Tomren, Electronic Resources and Metadata Cataloger, University of California Irvine, PO Box 19557, Irvine, CA 92623-9557

Sylvia M. Vardell, Professor, Texas Woman's University, PO Box 425438, Denton, TX 76204-5438

Kelvin Watson, Branch Head Acquisitions & Collection Development, National Agricultural Library, 10301 Baltimore Ave, Beltsville, MD 20705

Larry Nash White, Assistant Professor, East Carolina University, 1000 10th Street, Mail Stop 172, 102 Umstead Building, Greenville, NC 27858

Amanda J. Williams, Librarian III - Assistant Branch Manager, Austin Public Library, 835 W Rundberg Ln, Austin, TX 78758-6736