

**Board of Directors Meeting
ALA Midwinter Meeting
January 23-28, 2009, Denver**

Topic: Candidate Recruiting and Selection Process

Background: Over the past few years the Nominating Committee has had some challenges in recruiting qualified candidates to run on the YALSA slate. At their fall meeting the Executive Committee discussed this challenge and thought the Board may want to explore any possible options for ensuring that qualified members are aware of, interested in and tapped for elected positions.

Action Required: Discussion

Some recent challenges:

- For the 2009 slate the most recent Nominating Committee needed extra time to recruit a second person for the office of President-Elect. Additionally, everyone who was recommended to the Nominating Committee or recruited by them was put on the slate. In other words, everyone who expressed interest in being on the 2009 slate was placed on it. That means the pool of members interested in being candidates was quite small.
- Some persons being considered to run on the slate for award committee positions are also simultaneously putting their name forward for other ALA award committees. If they are offered to appear on more than one slate, they then ‘cherry pick’ what they feel is the most desirable committee and reject the other. This often does not come to a head until after the Nominating Committee turns the slate into the office in September.
- In recent years YALSA has improved awareness about the elected positions and the responsibilities they entail but has not made any improvements in communicating the positive aspects of serving on an elected position. As a result, many members view service as an elected officer as only hard work and aren’t aware of the positive aspects.
- Occasionally there are qualified individuals who would be good for leadership roles, but who don’t step forward. It is difficult for the Nominating Committee to identify these people so they can be recruited.

Ideas from the Executive Committee:

- An article for *YALS* or *YAttitudes* written by current or past leaders that articulates the benefits of serving in an elected position.
- Collect testimonials from current and former leaders and incorporate their comments in any recruitment resources the Nominating Committee creates.
- Have current and past leaders identify and take advantage of opportunities for speaking up about the benefits of serving as an elected officer.

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- Proactively address barriers to service, such as the length of service and the amount of time Board meetings take up at conferences.
- Incorporate a personal touch in recruiting. Each Board member could be asked to send a personal letter to one person and encourage them to run for an elected position.