

**YALSA Board of Directors Meeting  
ALA Midwinter Meeting, San Diego  
January 7 – 11, 2011**

**Topic:** Nominating Committee Expansion

**Background:** Over the past several years the YALSA Board and Executive Committee have developed new procedures for the Association’s nominating processes. While the procedures have been both streamlined and improved, it is possible that with a re-envisioning of the Nominating Committee structure that the nomination process will be improved to an even greater degree and with a greater benefit to YALSA members served by those elected and considering potential candidacy. The YALSA Board will want to consider if a re-envisioning is needed and what the re-envisioning will look like.

**Action Required:** Action

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**Proposal:** To reorganize the Nominating Committee into two committees. One committee would focus on selecting candidates for Board positions and the other committee would focus on selecting candidates for award committee positions. Each committee would be made up of five members – including the chair – and the members would be specifically selected based on their knowledge and experience with Board or award committee work.

**Rationale:**

- The recent expansion of the Board and addition of the Nonfiction Award Committee have increased the number of candidates that the existing committee must recruit, which has created a workload issue. The growth of the YALSA membership has also made it challenging for a single committee of five members to conduct a thorough search of the membership for potential candidates. As a result, it is likely that qualified individuals are being overlooked.
- Each year YALSA’s Nominating Committee (currently made up of five members including the Chair) is asked to deliver a slate of over 30 candidates for a wide array of governance and award committee positions. The members of the committee all have some experience in YALSA, but it is unreasonable to expect them to have experience with all seven different positions for which they are charged to recruit candidates. As a result, committee members are being charged with a task they are not well-suited to carry out, which can prevent the committee from accomplishing its goal of finding the most qualified and best suited candidates for each position.
- While selection procedures have improved, it still continues to prove difficult for members of the Nominating Committee to articulate to potential candidates the work they will be required to take part in if elected. If committee members have first-hand experience with the work of a specific member group – Board or Award Committee -

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they will be better able to articulate expectations and to identify qualified potential candidates.

- During the BBYA and selected list discussions, members indicated that it was a priority to them that only the most qualified and prepared individuals should serve on selection and award committees. By creating a committee that will focus solely on identifying candidates for award committees, YALSA will be in a better position to identify highly qualified individuals.
- An overview of the benefits of the proposed change:
  - Members on each committee bring knowledge specifically related to the work of that committee so they can more carefully vet potential candidates.
  - More members working on the important task of selecting candidates for YALSA's election slate. Two committees with five members each doubles the current size of the Nominating Committee and helps better distribute the workload.
  - While in the past it has been difficult to find members for a single Nominating Committee, splitting into two committees will provide more direction for the President Elect when selecting and inviting members and will give those who may be interested in serving on one of the committees a better understanding of what they will need to achieve. As a result more members may be interested in serving on a committee that more specifically targets members' expertise.
  - Continues to demonstrate to members that YALSA is responsive to their concerns and that the organization is committed to finding the best candidates possible for elected positions.

It is expected that since the experience required for the different types of positions available on the YALSA slate – award and Board – that there will be very little overlap between the names floated among members of each of the proposed nominating committees. The chair of each committee would be responsible for communicating regularly with each other about the process and names that may be of interest to both nominating groups. And, the same liaison will be assigned to each Nominating Committee in order to help keep lines of communication open between the two groups. The YALSA Executive Director will continue to act as staff liaison to each of the committees to help guarantee that any potential overlap is handled early in the selection process.

If a change in the Nominating Committee is approved by the Board, a bylaws change would need to go to the YALSA membership before the revision become official. The bylaws currently state:

**Article VIII Section 1**

Prior to the Midwinter Meeting, the President-Elect shall appoint a Nominating Committee of five, with one of the five having served on a recent Nominating Committee, with only the Immediate Past President being an appointee who is a current member of the Board, to arrange for a list of nominated candidates to be submitted by the following Midwinter Meeting. At the Midwinter Meeting the Nominating

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Committee will be announced to the Board. The Nominating Committee shall present to the Board the names of at least two candidates for Vice-President/President-Elect, four candidates for Board directors-at-large, two candidates for Division Councilor (in appropriate years), two candidates for Fiscal Officer (in appropriate years), and two candidates for each unexpired vacated position of Director-at-large, Councilor, or Fiscal Officer. The Nominating Committee shall present to the Board the names of at least six candidates for the Margaret A. Edwards Award Committee, and at least eight candidates for the Michael L. Printz Award Committee. The Nominating Committee shall report its nominations in the Winter issue of YAttitudes, the YALSA website, and appropriate electronic lists.

Proposed language changes (noted in blue italics) to the bylaws are:

Prior to the Midwinter Meeting, the President-Elect shall appoint *two Nominating Committees of five members each. One Committee will be responsible for preparing a slate of candidates who will run for YALSA Board positions and the other Committee will be responsible for preparing a slate of candidates who will run for YALSA Award Committee positions. One member of each committee will have* served on a recent Nominating Committee, with only the Immediate Past President being an appointee *(to the governance focused nominating committee)* who is a current member of the Board. *Each nominating committee will* arrange a list of nominated candidates to be submitted by the following Midwinter Meeting.

At the Midwinter Meeting the nominating committees will be announced to the Board. The *governance nominating committee* shall present to the Board the names of at least two candidates for Vice-President/President-Elect, four candidates for Board directors-at-large, two candidates for Division Councilor (in appropriate years), two candidates for Fiscal Officer (in appropriate years), and two candidates for each unexpired vacated position of Director-at-large, Councilor, or Fiscal Officer.

The *book awards nominating committee* shall present to the Board the names of at least six candidates for the Margaret A. Edwards Award Committee, at least eight candidates for the Michael L. Printz Award Committee and at least eight candidates for the Nonfiction Award Committee.

*Each* nominating committee shall report its nominations in the winter issue of YAttitudes, the YALSA website, and appropriate electronic lists.

### **Requested Action**

To approve the change to the Nominating Committee structure – moving from one committee to two – and to approve the placement of a bylaws change on the 2011 YALSA ballot.

### **Additional Resources**

- YALSA nomination form - <http://yalsa.ala.org/forms/candidacy.php>

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- YALSA election information -  
[http://wikis.ala.org/yalsa/index.php/YALSA\\_Election\\_Information](http://wikis.ala.org/yalsa/index.php/YALSA_Election_Information)