TO: ALA Executive Board

RE: Report of the Nominating Committee for the 2023 ALA Election

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

REPORT PROVIDED BY:
Rebekkah Smith Aldrich, Chair, Nominating Committee for the 2023 ALA Election
Noah Beckman
Jacquelyn A. Bryant
Kenny A. Garcia
Richard Kong
Dr. Sandy D. Littletree
Matthew N. Noe
Susan H. Polos
Dr. Daniella Smith

CONTACT PERSON:
Rebekkah Smith Aldrich, 914.204.9621, rsmith@midhudson.org

DATE: January 6, 2022

Executive Summary
The Nominating Committee for the 2023 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 2023 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 previously developed by ALA Marketing (See Appendix B). Candidates for the ALA President-elect were identified through the Committee’s recruitment efforts and self-nominations. Additionally, we had a number of ALA members self-nominate for the Councilor-at-large positions. The 2023 Nominating Committee is honored to put forward a final slate of highly qualified candidates composed of two (2) candidates for ALA President-elect and sixty-one (61) Councilor-at-Large candidates (51 needed).

Background
The Committee began its work virtually via Zoom on January 31st, 2022, after the first LibLearnX: The Library Learning Experience (LLX) conference online, January 21-24, 2022. We were joined by the chair of the Nominating Committee for the 2022 ALA Election – Madeline Pena Feliz - who provided a general overview of the process the 2022 Nominating Committee undertook, and key takeaways and lessons learned. In addition, ALA President Lessa Pelayo-Lozada joined the meeting to share her vision and encouragement for the work of the committee. In addition, Sheryl Reyes, 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. This was particularly important in light of the change to the timeline for the committee’s
work in 2022 which shifted the process by three months. Whereas former committees opened nominations in April, our target was July 1st.

The committee was informed of the Direct Nominations website, the platform used to capture information from potential candidates in a confidential manner. The committee also discussed the use of ALA Connect as the virtual communication space for the committee, but the need to use a shared folder in Google Drive and email to ensure confidentiality out of respect for potential candidates. It was made clear to the committee that all information about potential candidates was to be kept confidential.

The committee discussed how to proceed with our work to leverage our professional affiliations and best utilize our networks to develop a broad representation of the association with special considerations for representation from a wide spectrum of members that respected both experienced members and new professionals as well as a profound commitment to equity, diversity, and inclusion.

Work of the Committee

The committee met on a monthly basis for one hour January 2022 thru October 2022. All meetings were held virtually via Zoom. Each meeting was scheduled via Doodle poll and the Zoom meetings were set up with support from Sheryl Reyes, ALA Nominating Committee staff liaison.

During our first and second meetings, we reviewed the manual (timeline, committee charge, and position descriptions for President-Elect and Councilor-at-Large), discussed how the committee would conduct its work, and decided to identify the guiding principles of our committee:

- Confidentiality
- Transparency
- A commitment to equity, diversity, and inclusion
- Integrity

Early activities of the committee included ensuring the desired traits and attributes document for each position was up-to-date, reflecting current thinking in the association; readying the candidate nomination form; confirming desired steps in the overall process such as cross checking candidate information with NALCO’s records and an interview process; cross-referencing affiliations of committee members and reviewing social media graphics to prepare for our outreach campaign; and creating a targeted list of potential groups we wanted to approach in order to seek nominations for President-Elect and Councilors-at-Large. We created a spreadsheet to collect the names of the potential nominees suggested by committee members and combined it with the list of potential nominees compiled by previous committees. A committee dashboard was created to manage the work ahead, ensuring task assignments and deadlines were clear.

Jacquelyn Bryant worked with the Council Orientation Committee to update Answers to Frequently Asked Questions for Councilors.

In July it was decided to introduce a new activity to the committee’s work, the production of a “Candidate Open House” online event. The goal of this event was to share information about the importance of running for office, the particulars of the roles we are seeking candidates for, and how to put forth your name to run. A sub-committee consisting of Rebekkah Smith Aldrich, Noah Beckman, Jacquelyn A. Bryant, Dr. Sandy D. Littletree, and Susan Polos convened to plan the event with Sheryl Reyes’ assistance. This event was scheduled for August 22, 2022 and was advertised widely throughout the association. We were honored to have current and former ALA leaders step up – on short notice given the timeline we were contending with - to share their experiences, advice, and encouragement to potential candidates through this event:
Current & Past ALA Presidents:
- Lessa Pelayo-Lozada
- Julius C. Jefferson, Jr.
- Jim Neal

Councilors:
- Aaron Dobbs
- Ed Sanchez
- Karen Schneider

This event was recorded and the recording, slide deck, and transcript were posted to the “ALA Election Information” page on ALA.org. The committee would like to thank Sheryl Reyes, Director, Office of ALA Governance, for suggesting this idea and supporting the subcommittee in their efforts to produce this event.

Throughout July, August and September Committee members worked diligently to spread the word about the nomination window and to personally reach out to potential candidates for President-elect and Councilor-at-Large and reviewed those individuals who had completed the candidate forms in the Nominations System. We continued our marketing efforts by sharing reminders on ALA Connect, listservs, social media, and ALA’s email platform. We also emailed each member with incomplete biographical forms to encourage them to complete their submission.

In October, we emailed all potential candidates on Direct Nominations to let them know that their completed biographical forms were received, or that their incomplete forms were not to be considered. We decided to conduct 30-minute online interviews with all those who had self-nominated for President-elect. These interviews were conducted by Committee Chair, Rebekkah Smith Aldrich, observed by Sheryl Reyes, Director of the Office of ALA Governance, and recorded for all committee members to view. All candidates were provided with the ten (10) interview questions in advance, and all were asked the same questions. Committee members were asked to view the recordings and use the rubric of the desired traits and attributes developed in the first quarter of 2022, to evaluate the candidates in terms of their suitability for office.

Our final meeting on October 18th was spent reviewing the results of the findings of the committee deliberating before making our final decisions as to whom to stand as candidates for President-elect. The committee also reviewed the candidates for Council and decided that all completed applications would be placed before the membership to vote upon.

Within a week, both nominees for President-elect had accepted their candidacy and the individuals who will be running for council had been notified of their candidacy. Those not chosen as committee-selected candidates for President-elect were informed of the petition process, open until December 31st, 2022 to be added to the ballot through a grassroots effort. On November 1st press releases were issued to announce the candidates for President-elect and Councilors-at-Large (See Appendix A).

The Nominating Committee for the 2023 election was a very thoughtful group of professionals. All worked collaboratively to develop a slate of qualified candidates to stand for the 2023 ALA Election for President-elect and Councilor-at-Large. We wish to thank Lessa Pelayo-Lozada, 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 Sheryl Reyes and thank her for her knowledge and responsiveness to the needs of this committee.
Finally, the committee would like to thank those association members who self-nominated through this process. The willingness to stand for election, to devote volunteer time and energy to our association is admirable. We salute all who identified with this work and who were willing to run. This is our association. It is what we make it.

Profile of the Final Slate of Candidates (Councilor at Large)

<table>
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<tr>
<th>Type of Library</th>
<th>2023 (61 candidates)</th>
<th>2022 (68 candidates)</th>
<th>2021 (49 candidates)</th>
<th>2020 (66 candidates)</th>
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<td>32</td>
<td>15</td>
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<td>3</td>
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<td>Other (special, government,</td>
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<td>3</td>
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<td>2</td>
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<tr>
<td>trustees, etc.)</td>
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<th>2020</th>
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<td>19</td>
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<td>Outside of the U.S.</td>
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Observations and Recommendations

The following recommendations are made for future consideration:

- Continue to refine and utilize the ALA Nominating Committee manual and the running list of potential nominees. This manual is vital given the steep learning curve for committee members who were not permitted to serve in a previous year.
  - It is recommended that perhaps at least one committee member continue for 1 additional year of service to this committee to help expedite the efforts of the current committee.
  - The running list of potential nominees is an important resource to communicate the status of outreach to individuals. We recommend reaching out early to folks who indicated strong interest in the previous year to remind them of the opportunity to serve. We also recommend keeping this list updated for future committee use.
  - We cannot stress strongly enough how important it is to get an early start to reach out to potential candidates. Folks need time to consider such a large commitment as running for President-elect. Potential candidates indicated the need to discuss this opportunity with their employers and family members.

- Develop a strategic marketing plan to help foster greater participation of membership in the nominating/elections process. In particular, it is recommended that Division, Section, Round Table, and NALCO leadership be in the loop early and often to help with recruitment efforts.

- Continue to offer a “Candidate Open House” online event, as described above that is recorded and publicized. The committee strongly suggests that:
  - a commitment to produce such an event is made early in the committee’s timeline and process;
  - the invited panelists represent the wide experiences of those who serve on Council and in leadership positions as well as highlighting previously underrepresented groups; and that
  - new members, members of all ages, and those new to the profession, including students, are encouraged to step up to serve.

- Utilize the marketing materials developed by ALA (Appendix B)

- The Committee does not recommend the continuation of the process to crosscheck candidate’s self-submitted nomination information with NALCOs membership records unless a future committee is committed to verifying all membership information supplied in the nomination form. This is a time-consuming task that will require committee member participation in the future.

- Retain the practice of interviews with potential president-elect candidates as a formal step of the nomination process.

- To consider how to best create a stronger succession path that encourages current Councilors, particularly executive board members, to step up to run for President-elect.

- To continue to remove barriers to service. The ability to attend Council meetings online was key to many folks’ ability to serve.
Appendix A: Nominated Candidates of ALA President and ALA Councilor-at-Large

- **Cindy Hohl**, director of policy analysis and operational support at Kansas City Public Library (Missouri), and **Eric D. Suess**, director of Marshall Public Library (Idaho), are the candidates for the 2024-25 presidency of the American Library Association (ALA). Press release for [Nominated ALA President Candidates](#).

- The following candidates were accepted by the Nominating Committee (listed alphabetically by last name):

  **Richard E. Ashby, Jr.**  
  Public Library Director  
  Sharon Hill Public Library  
  Sharon Hill, PA  
  (Public Library)

  **Caitlin Bagley**  
  Instruction Librarian, Chair Foley Librarians  
  Gonzaga University  
  Spokane, WA  
  (Academic Library)

  **Jennifer Boettcher**  
  Business Librarian  
  Georgetown University  
  Washington, DC  
  (Academic Library)

  **Vivian Bordeaux**  
  Head of Library Assessment  
  Bridgeport Public Library  
  Bridgeport, CT  
  (Public Library)

  **Steve Borrelli**  
  Head of Library Assessment  
  Penn State University Libraries  
  University Park, PA  
  (Academic Library)

  **Kathleen Breitenbach**  
  Teen Librarian  
  Hamilton Township Public Library  
  Trenton, NJ  
  (Public Library)

  **Joy Bridwell**  
  Librarian  
  Stone Child College  
  Box Elder, MT  
  (Academic Library)

  **Jennifer Brown**  
  Executive Director  
  The Field Library  
  Peekskill, NY  
  (Public Library)

  **Elizabeth Burns**  
  Associate Professor  
  Old Dominion University  
  Norfolk, VA  
  (School Library)

  **Nick Buron**  
  Chief Librarian  
  Queens Public Library  
  New York, NY  
  (Public Library)

  **Diana Colby**  
  Ph. D. Candidate; District Library Facilitator; High School Librarian  
  University of North Texas / Keller ISD  
  Ft. Worth, TX  
  (School Library)

  **Kate Cummings**  
  Research and Instruction Librarian  
  University of Scranton  
  Scranton, PA  
  (Academic Library)

  **LaKeshia Darden**  
  Associate Librarian  
  Palm Beach Atlantic University  
  West Palm Beach, FL  
  (Academic Library)

  **Jim DelRosso**  
  Assistant Director, Catherwood Library  
  Cornell University  
  Ithaca, NY  
  (Academic Library)

  **Emily Dowie**  
  Teen Librarian  
  Greenburgh Public Library  
  Elmsford, NY  
  (Public Library)
Amanda Jones  
AASL Chapter Assembly Secretary,  
AASL 2023 National Conference  
Co-Chair  
Live Oak Middle School  
Denham Springs, LA  
(School Library)

Bradley Kuykendall  
Floating Manager  
Dayton Metro Library  
Dayton, OH  
(Public Library)

Stephen LaJoie  
Assistant Library Director & Technology Librarian  
Ipswich Public Library  
Ipswich, MA  
(Public Library)

Nicole LaMoreaux  
Assistant Director, Research & Instructional Services  
The New School  
New York, NY  
(Academic Library)

Binh Le  
Interim Head Librarian  
Penn State University  
Abington, PA  
(Academic Library)

Dennis Leloup  
Retired  
School Library Advisor  
Indianapolis, IN  
(School Library)

Tina Lerno  
Librarian II  
Los Angeles Public Library  
Los Angeles, CA  
(Public Library)

Jason Driver  
Executive Director  
Kitsap Regional Library  
Bremerton, WA  
(Public Library)

Diane Gill  
Assistant Professor of Professional Practice  
Louisiana State University  
Baton Rouge, LA  
(School Library)

April Hernandez  
Library Director  
Goddard Public Library  
Goddard, KS  
(Public Library)

Carrie Herrmann  
Executive Director  
Boone County Public Library  
Burlington, KY  
(Public Library)

Chad Hetterley  
Acting Library Director  
Grapevine Public Library  
Grapevine, TX  
(Public Library)

Mihoko Hosoi  
Associate Dean for Collections, Research, and Scholarly Communications  
Pennsylvania State University  
University Park, PA  
(Academic Library)

Aubrey Iglesias  
Cataloging Librarian, 2018-present  
New Mexico State University  
Las Cruces, NM  
(Academic Library)

Barbara Johnson  
School Librarians  
Jack Jackter Intermediate School  
Colchester, CT  
(School Library)

Tatanisha Love  
Library media specialist  
BCALA  
Owings Mills, MD  
(School Library)

Sandra McCarthy  
Professional Faculty Librarian  
Washtenaw Community College  
Ann Arbor, MI  
(Academic Library)

Kerrie Mierop  
Youth Services Librarian  
Calabasas Library  
Calabasas, CA  
(Public Library)

Anne Miskewitch  
Executive Director  
Schaumburg Township District Library  
Schaumburg, IL  
(Public Library)

Derek Mosley  
Archivist  
Fulton County Library System  
Atlanta, GA  
(Public Library)

Toni Negro  
Retired  
Rockville, MD

Janice Newsum  
Assistant Professor, School Library Information Science  
University of Houston Clear Lake  
Houston, TX  
(LIS Program)

Kathleen O’Connell Renaud  
Director of Operations  
Friends of the Ottawa Public Library Association  
Ottawa, ON  
(Public Library)
Nadia Orozco-Sahi
Library Information Specialist III
University of New Mexico
Albuquerque, NM
(Academic Library)

Michelle Osborne
Branch Manager
Gaston County Public Library, Stanley Branch
Stanley, NC
(Public Library)

Andrew Pace
Executive Director
University System of Maryland and Affiliated Institutions (USMAI)
Library Consortium
Adelphi, MD
(Consortium Library)

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

Abigail Phillips
Assistant Professor
University of Wisconsin-Milwaukee
Milwaukee, WI
(LIS Program)

Corinthia Price
School Librarian
The Green Vale School
Old Brookville, NY
(School Library)

Brenda Pruitt-Annisette
Chair, Coretta Scott King Book Awards Round Table; K-12 Educator; Researcher
DeKalb County School District
Stone Mountain, GA
(School Library)

Leah Richardson
Special Collections Librarian
George Washington University
Washington, DC
(Academic Library)

Alexandra Rivera
Associate Dean for Diversity, Inclusion, and Organizational Development
Michigan State University Libraries
East Lansing, MI
(Academic Library)

Jillian Rudes
School Librarian
New York City Department of Education
Queens, NY
(School Library)

Edward Sanchez
Head, Library Information Technology
Marquette University - Raynor Memorial Library
Milwaukee, WI
(Academic Library)

Matthew Shaw
Dean of University Libraries
Ball State University
Muncie, IN
(Academic Library)

Jahala Simuel
High School Librarian
District of Columbia Public Schools
Washington, DC, VA
(School Library)

Heather Sostrom
Library Branch Manager
St. Johns County Public Library System
St. Augustine, FL
(Public Library)

Pauline Stacchini
Executive Director
Emporia Public Library
Emporia, KS
(Public Library)

David Stokes
Ph.D. Candidate and Teaching Assistant
University of California, Los Angeles (UCLA)
Los Angeles, CA
(LIS Program)

Melissa Sutter
Outreach and Reference Librarian
Rogers Memorial Library
Southampton, NY
(Public Library)

James Teliha
Dean of the Library & Learning Commons
Utica University
Utica, NY
(Academic Library)

Joseph Thompson
Director of Public Services
Carroll County Public Library
New Windsor, MD
(Public Library)

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

Janice Welburn
Dean Emerita, Raynor Memorial Libraries
Marquette University
Milwaukee, WI
(Academic Library)
Appendix B: Promotional Materials