

Forward Together Working Group Report

Snapshot of Work Performed between July 2020 and January 2021

Introduction

The Forward Together Working Group (FTWG) was formed in June 2020. The ALA Executive Board issued the call for volunteers for the FTWG in a way that modeled the volunteer clearinghouse proposed in the recommendations of the Steering Committee for Organizational Effectiveness (SCOE). The call was issued, the opportunity to complete an application was advertised, and applications were received. The ALA Executive Board and ALA Governance Office staff worked together to determine the final roster of the FTWG.

Charge from Council Document 42 from Annual 2020

The Forward Together Working Group will lead SCOE's Forward Together recommendations through a multi-step process, involving Council and resulting in a member vote upon approval and acceptance by Council. This group will also test and assess Forward Together recommendations, via surveys, straw polls, gathering email responses, or other appropriate means.

Additional Clarification of Charge in Fall 2020

Forward Together Working Group will not make any decisions regarding SCOE's Forward Together recommendations. The role of the Working Group is to get feedback from Council and synthesize the feedback into a report.

Membership (also available on the microsite [here](#))

Member	Institutional Affiliation
Joslyn Bowling-Dixon (Co-chair)	Newark Public Library
Steven Yates (Co-chair)	University of Alabama SLIS
Camila Alire	Dean Emeritus at the University of New Mexico and Colorado State University
Stephanie Chase	Constructive Design
Sara Dallas	Southern Adirondack Library System
Meg Delaney	Toledo Lucas County Public Library
Ed Garcia	Cranston Public Library
Eboni Henry	Truesdell Educational Campus, Washington, DC

Lesliediana Jones	The George Washington University Law School
Ben Hunter	University of Idaho Library
Erika Linke	Carnegie Mellon University
JJ Pionke	University of Illinois at Urbana-Champaign
Christina Rodriques	OCLC

Process

The FTWG co-chairs, Joslyn Bowling Dixon and Steven Yates, met with Governance Office staff and ALA Parliamentarian Eli Mina on July 13, 2020 to better understand the FTWG charge, timeline, and related processes, including how the process changed during Council discussion sessions at virtual ALA Annual in June 2020. The first meeting of the full FTWG was July 20, 2020. We discussed the charge and timeline and set an ambitious plan to assist Council in understanding the Forward Together recommendations ahead of a Fall 2020 Update and ALA Midwinter 2021. The FTWG committed to meeting every other Monday, 3-5pm CT, from August to January to facilitate effective management of an ambitious timeline.

The Forward Together microsite developed by and for SCOE (www.forwardtogether.ala.org) provided our starting point for planning and the FTWG chose to utilize the microsite as the centerpiece of our commitment to transparency throughout our process. The microsite had 17,769 visits in the 2020 calendar year. The Reports tab of the microsite had 2,195 visits in that same period. The FTWG considered the document "Forward Together Discussion Issues Updated" to be an ideal place to help Council think about the Forward Together recommendations from SCOE. The sheet of "Areas Needing Further Discussion" prompted the idea for six information sessions scheduled throughout fall 2020. As soon as the schedule was set, a "Save the Date" was sent to the alacoun@lists.ala.org listserv. ALA staff member Raymond Garcia sent all communication out from the FTWG co-chairs to this Council list. It was the FTWG's understanding that all Council members were used to receiving regular official communication through this list as well as the private Council list. The more public "alacoun" list was chosen for increased transparency since the list has 400-500 members. Midway through the scheduled information sessions, ALA President Jefferson and President-Elect Wong expressed a strong desire for higher rates of participation to make every effort to achieve 100% Council member participation in this stage of the Forward Together process. Jefferson and Wong began attending FTWG meetings regularly and approved the Council survey before it was distributed in late November 2020.

Each information session's recording, chat transcript, and a FTWG-produced summary is available on the microsite. We used feedback from the first session to improve our facilitation of subsequent sessions. Each session began with a brief overview of the historical perspective of SCOE and how we arrived at the FTWG information sessions. We set ground rules to ensure that comments remained on topic and adopted time limits to allow for the most voices to be

heard. ALA staff created the forwardtogether@ala.org email address to route any questions, concerns, or comments directly to the FTWG co-chairs and ALA staff liaisons.

The next section of this report provides a combined summary of the sessions with additional feedback received from the survey distributed through the private Council list in late November and early December 2020.

Survey participation

107 of roughly 180 Councilors completed some portion of the survey. According to how respondents answered the first question of the survey, respondents represent roughly 64% of the Councilors-at-Large, 62.5% of the Division Councilors, 92.3% of the Round Table Councilors, 49% of the Chapter Councilors, and one respondent who chose to identify as a member of the Executive Board. Other respondents who were also members of the Executive Board may have chosen to respond as they type of Councilor they were when elected to Council for their current term.

Please see Appendix A of this document for survey questions and response rates for particular questions. A report of all open-ended comments is not being publicly shared since the FTWG did not ask for permission from respondents prior to its dissemination. However, the FTWG has chosen to highlight some comments in this report that do not reveal any respondent's identity yet reflect themes or views the group felt were noteworthy. All survey data will be shared with the newly formed Forward Together Resolutions Working Group.

Session 1 – The Presence of ALA's Core Values in the SCOE/Forward Together Report

ALA's Core Values are intrinsic across most aspects of ALA. During SCOE's public feedback sessions, a concern emerged that having advisory groups form only when discussion or action is needed may not be enough. While this is an area where some members feel there is redundancy in the current ALA structure, the absence of member-led groups working on these topics in the Forward Together proposal is something the FTWG felt merited Council discussion.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 88 total participants (Council attendance was not taken at this first session.)

The following points are a summary of the session and the section of the survey related to this topic.

- Over 76% of Councilors responding reported that they were satisfied that ALA Core Values are reflected or incorporated in the work being done across ALA. One respondent felt that there was a difference between Core Values of librarianship vs core values of ALA.
- It was repeated in the short answers that there is a lack of diversity in ALA and that more needs to be done on diversity and social responsibilities.

- Some Councilors felt there may be too many core values; some comments that these are not truly central to ALA decision making processes, possibly as a result of having so many. There were also comments about the number of “core values” causing the association to drift away from the central mission of supporting libraries.
- The core values language is perceived as dated.
- Some Councilors feel that ALA has silos. This was a theme throughout SCOE as well.
- Participants felt there was a strong need for an Intellectual Freedom and Ethics Committee as well as a Core Values committee.
- One respondent mentioned a disassociation between Values and Mission. They expressed that aligning with Values is pulling us away from the central mission of libraries.

Consensus of survey and session:

- Need to address silos in the new governance structure as mentioned in SCOE Forward Together recommendations and in other documents on the microsite.
- Routine review of by-laws and policies is necessary (covered more fully later in this document).

Session 2 - The Election, Appointment, and Size of the Board of Directors (what is currently called the Executive Board)

Currently, four members of the Executive Board are directly elected by the full membership: the president, president elect, immediate past president, and treasurer. In SCOE’s Forward Together recommendations, the majority of board members, twelve, would be directly elected by the membership, and an additional five positions would be appointed by the Board of Directors with the help of the Nominating Committee and Leadership Development Committee. This change places accountability of elected leaders of the association in the hands of the many, rather than today’s multi-step process. Today, Executive Board members must first be members of ALA Council in order to stand for election. Feedback to SCOE revealed a variety of concerns on aspects of the proposed Board of Directors, so the FTWG felt it merited further discussion.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 60 Councilors; 96 total participants, including staff, former councilors, and active members.

The following points are a summary of the session and the section of the survey related to this topic.

- With 81% of respondents favoring the name change and about 70% of respondents wanting to see the size of the Executive Board (proposed Board of Directors) grow, there is a clear opportunity for at least some action in this area.

- Increasing the size of the Board from 15 to 20 members, the range which includes the SCOE recommended size of 17, received the most support in the survey among the change choices (26%). A number of session attendees commented that the recommended size could be too small and did not leave enough space for more representative positions.
- Likewise, compared to the discussion in the session, where people spoke almost universally *against* appointments, the clear majority (67%) of survey respondents support the SCOE recommendation to appoint positions. This could be related to the idea that if Council ceases to exist, this is a path for a higher number of elected members.
- 81% of survey respondents favored having representative positions on the Executive Board (proposed Board of Directors). There is disagreement about what these positions should represent, though comments included that every assembly should have a position on the Executive Board (proposed Board of Directors), that divisions or groups that meet a certain threshold criteria (large or representative chapters, PLA, ACRL, AASL) should have an automatic position, or that every library type (academic, public, school, special, etc.) should have a position. One survey respondent shared that reserving spots for certain demographics is how Council's current composition and size occurred.
- We did not ask a direct question in the survey about whether the Executive Board (proposed Board of Directors) members should be directly elected by the membership, but multiple people in the comments used that space to say direct election needs to occur.

Consensus of survey and session:

- There is clear support for changing the name of the Executive Board to the Board of Directors and increasing the size of the group.
- While there is a disagreement between the session and the survey regarding how the additional members come onto the board (appointed or elected), there is consensus that the added positions should be representative in some way (i.e., each region should have a board member, or each assembly).

Session 3 - Elected and Appointed Members to ALA Standing Committees

SCOE's Forward Together recommendations include six standing committees of the proposed Board of Directors: Finance and Audit; Nominating; Leadership Development; Association Policy; Public Policy and Advocacy; and Social Justice. Each of these committees would have fifteen members--ten members directly elected by membership and five members appointed by the Board of Directors. Appointments to committees would be made after consulting with the Nominating and Leadership Development committees as well as ALA staff. Each standing committee would have a liaison from the Board of Directors. SCOE heard multiple concerns related to elections becoming popularity contests and the proposed structure only furthering crony-ism, so the FTWG felt the topic merited discussion.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 66 Councilors; 100 total participants including staff, former Councilors, and active members.

The following points are a summary of the session and the section of the survey related to this topic.

- 46.7% responded to the question; 53.3% skipped it. This could mean there is more agreement on this topic than originally thought.
- The most open-ended survey responses were for two additional committees: Core Values (9) and Intellectual Freedom (7). Thirteen survey respondents indicated they had no recommendations for additional committees or that the recommendation presented of six was adequate.
- More mentions of “governance” vs “engagement” - Councilors want to know if these committees have any real “power/influence” or are they sounding boards?
- Term limits: the support for having lifetime term limits seems high, some say it prevents “lifers” and gives more people a chance to engage, others say it could mean losing the talent of dedicated volunteers. Another viewpoint is that it takes time for people to learn the ropes and then engage. It seems a longer term than 2 years with a lifetime limit has support from survey respondents.

Consensus of survey and session:

- There is very little shared understanding of what member engagement currently looks like and what engagement can be when implementing the Forward Together recommendations.
- The majority of the responses indicated that there is a need for additional committees for Core Values and Intellectual Freedom. Though other committees were mentioned, these two committees had the majority of responses from Council members. There needs to be a clearer determination of the role of the committees in regards to the governance of ALA.
- There is support for terms of greater than 2 years. The number of years in a term is an open question.
- Being appointed to a committee should be limited. The extent of the limitation is an open question.

Session 4 - 1% Threshold for Round Table Creation and Continued Existence

SCOE’s Forward Together recommendations include a membership threshold of 1% of ALA’s total membership being a requirement to create and/or maintain a round table. The recommendation provided a three year window after adoption to allow round tables to increase membership if necessary before being held to the 1% standard. While meant to provide more fiscal stability for round tables to help them accomplish their mission-driven goals, a number of

round table members expressed concern with this part of the recommendations. The FTWG felt it merited more discussion.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 87 Councilors; 146 registrants (Former councilors, active or interested members, staff). Zoom registration was required from this point forward.

The following points are a summary of the session and the section of the survey related to this topic.

- The 1% membership threshold for round tables received no support during this stage of the Forward Together process.
- 63% of survey respondents want a matrix created for determining the continued existence of round tables.
- 70% of survey respondents believe there should be some kind of minimum number of members for a round table.
- 54% of survey respondents believe that there should be some merging of round tables.
- Three survey comments the FTWG feels are worthy of consideration:
 - “I know there are passionate folks in each of the small roundtables, but from a management standpoint, I think there needs to be rules regarding minimum membership/activity level to keep ALA staff workload in check.”
 - “The only metric should be activity, not size or money brought in. I've seen no compelling reason why it benefits ALA to eliminate round tables in this way.”
 - “I do support the merger of some RTs [round tables] and I do think having a list of standards would be helpful, but basing a RT success on membership numbers would just lead to a lot of exceptions being made. I would recommend that over the next few years, RT's go through a process of examination to determine if they are still relevant and if they are completing the work they intend to. If not, then they need to look at either merging with another RT that aligns with their goals and positions or dissolving.”

Consensus of survey and session:

- Round table existence should not be based on membership numbers alone. Round table creation and existence could be based on a matrix of specified factors that could include awards, publications, endowments, diversity, etc.
- There is support for the merger of some round tables to make them more viable within ALA. Criteria of merging is an open question.

Session 5 – Shared Round Table Governance Documents, Policies, and Procedures

SCOE's Forward Together recommendations include having a single set of governing documents for all round tables to clearly identify the relationship and fiscal responsibility of round tables with members and leaders. This recommendation could provide cost savings in a

number of areas that have been reported to be time-consuming for staff. After the volume of SCOE feedback received on this recommendation, FTWG chose to include it in our process.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 90 Councilors; 144 total registrants including ALA staff, former Councilors, active members

The following points are a summary of the session and the section of the survey related to this topic.

- 90% of survey respondents believe round tables should use a shared/unified governance document.
- A representative survey comment: “I think a unifying document that provides overall structure would be helpful as long as RTs are still allowed some leeway in terms of how they govern, committees formed etc. Which I don't see as being a problem. Having a unifying structure on things such as how to fill a vacancy, standardized dues, etc. would take some of the work off the RTs and would, I think, make things more streamlined for ALA staff.”

Consensus of survey and session:

- Round tables should have a shared or unified governance document.
- The Round Table Coordinating Assembly's task force working on a governing document template for round tables should be invited to report to Council once they have completed their work.

Session 6 – Redistribution of the Functions of Council

Council is not directly referenced in SCOE's Forward Together report. Instead, the functions of Council are re-distributed to multiple areas of the association including Standing Committees, Leadership Assemblies, Advisory Groups, Working Groups, and Communities of Interest. These various groups will allow interested members to focus on specific areas of the association's governance and work. There have been significant concerns that the entities listed above do not have any policy-making power--that resides in the Board of Directors alone in the SCOE Forward Together recommendations. The future of Council received a high volume of comments through feedback sessions and written responses from chapters and other groups who have stated their vested interests in writing. The FTWG chose to include those “official” written responses to the recommendations on the microsite linked throughout this report.

Recording, Chat Transcript, and Summary:

<https://forwardtogether.ala.org/index.php/reports/>

Attendance: 121 Councilors; 175 total registrants including ALA staff, former Councilors, and active members

The following points are a summary of the session and the section of the survey related to this topic.

- Two quick polls were administered through Zoom during this information session. Poll #1 was administered before the discussion. Poll #2 was administered after the discussion.

		Poll #1 (94 of 145 participants completed the poll)	Poll #2 (88 of 129 participants completed the poll)
Option A	Keep Council exactly as it is	11%	6%
Option B	Make changes to Council	59%	68%
Option C	Replace Council with new structure as outlined in FT	31%*	26%
*Note: Zoom’s quick poll feature provided these percent breakdowns, so the fact they do not add to 100% is software-related, not human-related.			

- 85% of survey respondents are in favor of *some* change to Council - how can Council best build on that? Over half were in favor of adopting some or all of the SCOE Forward Together recommendations.
- The whole spectrum of responses was reflected in the comments: Don’t change a thing; adopt the Forward Together structure (SCOE recommendations); make drastic changes; engage in more analysis.
- Comment from survey (emphasis in original): “An interim solution may be to slowly begin testing of redistributing functions of council to the other recommended bodies with the ultimate goal of dissolving Council if *members* feel that these processes increase engagement with the association.”
- Several respondents supported term limits for Councilors.
- Several commented that the format of Council meetings is problematic, with the potential for more virtual meetings as opposed to the two “rushed” gatherings each year. How to balance reports and discussion sessions as separate from decision-making sessions was another theme of comments.
- There is a concern that the only change that will be made to Council is that it becomes virtual.
- Several respondents commented that the proposed Assemblies do not have a formal policy role so would not be a true replacement of Council. Some commented that listening to other viewpoints is a strength of Council and the proposed Assemblies would create silos. Others see the barriers to participate in Council as a major silo.

- Council or a revised governance structure needs more equal representation. There was discussion at the session about more equal representation and the roles of different types of Councilors. There was support for the reduction of the size of Council and for fewer Councilors-at-Large. One comment mentioned that there was concern that 5 of the proposed 17 members of the Board of Directors would be appointed and not elected by the general membership. It was pointed out that about 45% of Council (chapter, division, and roundtable Councilors) are not currently elected by the full ALA membership. Only Councilors-at-Large are elected by the full ALA membership.
- There is a call to focus on member engagement in the organization as a whole - not just in governance.

Consensus of survey and session:

- There is not a significant amount of consensus in this area, but the survey data suggests there is support for reducing the number of at-large Councilors. Quick polls during the session showed 89% of respondents pre-discussion and 94% of respondents post-discussion are interested in some type of change to Council structure. More discussion of specific proposals will be necessary.

Themes and other points from the survey not covered above

- There was a significant repeated theme of engagement in governance vs engagement in membership - one survey comment: "SCOE and FT was supposed to be about increasing members engagement and growth in ALA, it turned into revising governance."
- We must ask: what is best for the membership, and how to increase member engagement? One survey respondent commented: "We need to remember that the overwhelming majority of members don't care about governance. They just want paths to learning, sharing and networking, and confidence in an organization that is innovative and progressive, and providing leadership and action on policy, advocacy and racial/social justice matters. The Council sessions on Forward Together have been dominated by a few individuals who have an outsized negative view of the SCOE recommendations and whose professional service is defined by process."
- Is ALA a home for our members' professional needs through the division and roundtables? Can this be done with a small group of people and advisory assemblies?
- 94% of survey respondents favor a clearinghouse for membership opportunities across ALA.
- Another frequent theme was the complexity and multiple layers of ALA's governance structure. It is perceived that, in the effort, perhaps, to increase participation, governance-related options, such as committees, task forces, and working groups, are the most frequently used tools, and may be perceived as increasing complexity and silos to members.
- Streamline governance, and review policies on some type of regular basis.
- In multiple instances, questions were brought up as to how the proposed Assemblies would communicate with each other?

- Survey comment: “Thank you for such a thoughtful, respectful and inclusive process. You have achieved our goal of working "TOGETHER," now it is time for us to move "FORWARD."
- There seemed to be generalized agreement that it is necessary to “rethink, refresh and revise” ALA governance and member engagement.
- A clearer understanding of what Assemblies are is needed before decisions can be made - and what they will be doing, how to get involved, etc.

Challenges

Through this process, FTWG members noted several challenges.

Overall challenges

- ALA is complicated and trying to be “everything to everyone.”
- Some Councilors are unaware of ALA’s overall structure.
- Throughout, the FTWG was challenged in centering conversation around what is best for members and what is most important to them. This process must continue to be about what is best for the Association and its members, not about what is best for Council as a body and its current Councilors.
- There is likely a disconnect between perceptions of members engaged in governance and the general membership. One survey comment that hints at this: “I feel like council members aren’t really aware that big changes HAVE to be made.”
- Questions the FTWG continues to ponder as our work concludes: How much effort and expense should be in governance and policy versus the services ALA provides for its members? And how much review of policies and governance is the right amount?

Challenges to the Forward Together Working Group’s process

- The charge and expectations for the FTWG shifted during the process. This could be related to one ALA leadership team appointing the group prior to Annual 2020. During Annual 2020, Council’s action to “take ownership” of the Forward Together process, combined with a change in ALA leadership, led to some communication issues. We hope that our process, records, and commitment to transparency will allow the work to continue with the Forward Together Resolutions Working Group.
- At the beginning of the FTWG information sessions in August, it was clear that the process and timeline were unclear to Council. The FTWG worked hard to set ground rules for communication, sought clarification from the Executive Board and ALA staff, and worked to listen to Council’s thoughts on the Forward Together recommendations.

Possible Action Steps

Core Values

- Create a Core Values committee whether the Committee piece of Forward Together is adopted or not. This could meet a desire/need identified in this stage of Forward Together and also provide a space for members to regularly review and engage with the core values, another desire heard in this stage of Forward Together.
- Consider more thorough and periodic reviews of governing documents to alleviate the need for sweeping changes like the Forward Together process suggests. This may lead to a need for more members on committee(s) reviewing these documents.

Executive Board

- Consider ways the Board could be an area for increased member representation.
- The FTWG encourages Council and future Forward Together groups to consider experiences from other parts of ALA as Board membership composition debate moves forward. For example, AASL recently moved away from regional representation on its Board.
- There is support to move forward with expanding the board positions directly elected by the membership.

Committees

- Many Councilors are “unclear” of the roles/responsibilities outlined in the proposed six standing committees, which led to a call for “mapping” to ensure nothing is forgotten. Mapping current committees to proposed committees could be a worthwhile next step.
- Consider term limits and clearly state if limits are per committee or one committee per lifetime. Look at survey data for options to consider.

Round Tables

- If the matrix of factors approach for round table evaluation that emerged in Session 4 advances, Council should ask a group of round table members for assistance in developing the matrix.
- The FTWG believes the Round Table Coordinating Assembly Task Force work on a Round Table Governing Document Template is an example of a member-led initiative sparked by SCOE’s Forward Together recommendations. The FTWG feels that Council should think about how member-led initiatives are supported in ALA’s current structure since member-led action was a key piece of why SCOE was formed to begin the governance review process.

Council

- ALA should consider setting minimum participation thresholds for Councilors if engagement from Councilors is important. Numerous emails to two different lists only produced around 60% participation by current Councilors in this stage of the process. Participation could be recorded and displayed publicly. Higher levels of

Council participation will be ***absolutely critical*** for any next stages of governance changes, especially in the communication of any changes to the membership.

- Possible resolution topics for the next working group to explore:
 - Update the frequency of Council meetings / more virtual meetings
 - Schedule in-depth reviews of ALA policies and governance structure every 5 years
 - Term limits for those on Council
 - Reduce the number of at-large Councilors / reduce the size of Council by 25%
 - Define the responsibilities of Council
 - Identify what is in and out of the scope of Council and can and cannot be transferred to other ALA entities
 - Eliminate the requirement to attend in-person meetings

Other Areas of ALA

- ALA-APA is an area that needs to be addressed. The FTWG recognizes that SCOE determined this topic to be outside of its purview, but the FTWG also recognizes this group as a critical area for future action.
 - Other ALA entities not mentioned in the SCOE report (and, subsequently, this report) are divisions. Additional working groups are currently working on the Operating Agreement and additional further study will be necessary before any changes could be proposed.
- Focus on clear paths for member engagement across ALA, not only in governance. *Governance is only one path to engagement in ALA.*

Conclusion

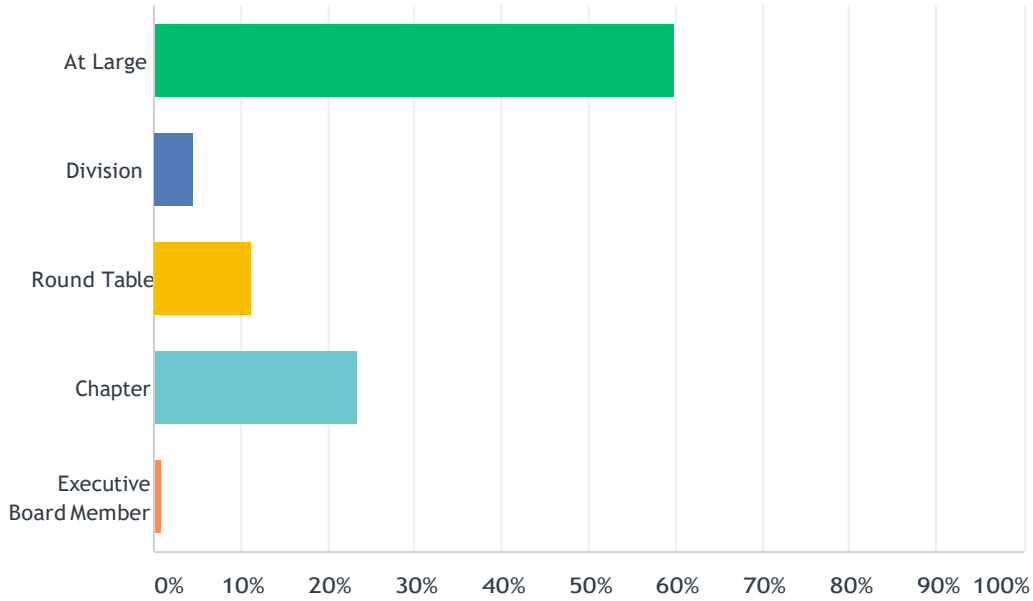
It has been an honor for the members of the Forward Together Working Group to serve our professional association in this critical and overdue task of reimagining the future of ALA. We appreciate Council allowing a group that included Councilors and non-Councilors an opportunity to work for the ALA governing body. We wish the Resolutions Working Group much success and hope that we have provided a solid foundation on which they can build. We committed to transparency throughout our process and encourage you to reach out with questions.

Respectfully submitted,
The Forward Together Working Group, 2020-2021

Appendix: FTWG Survey Results Summary (November-December 2020) begins on the next page. Page numbers start over at 1.

Q1 Please identify what type of councilor you are:

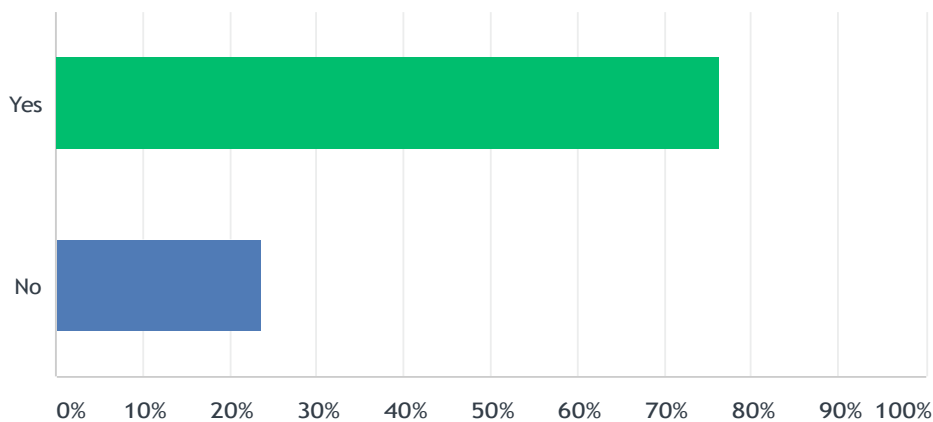
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
At Large	59.81%	64
Division	4.67%	5
Round Table	11.21%	12
Chapter	23.36%	25
Executive Board Member	0.93%	1
TOTAL		107

Q2 Session 1 - Core Values - Are the ALA Core Values currently reflected/ incorporated to your satisfaction in the work done by ALA?

Answered: 106 Skipped: 1



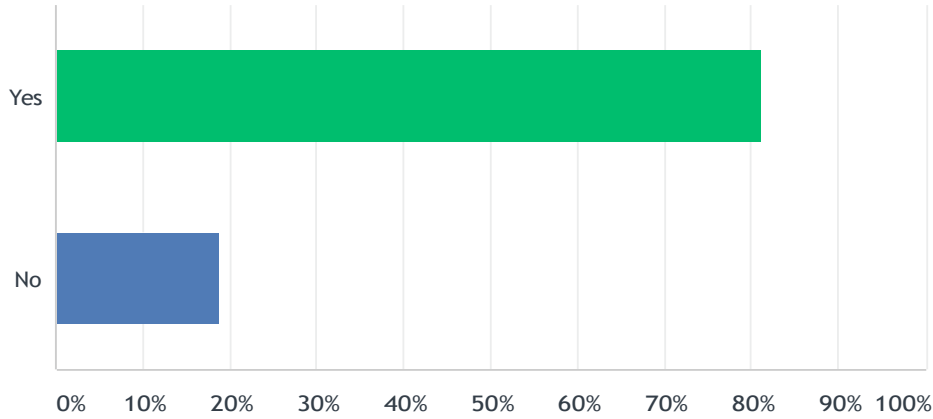
ANSWER CHOICES	RESPONSES	
Yes	76.42%	81
No	23.58%	25
TOTAL		106

Q3 Additional Feedback for Session 1 (Optional)

Answered: 23 Skipped: 84

Q4 Session 2 - Board of Directors - Do you support changing the name of the Executive Board to Board of Directors?

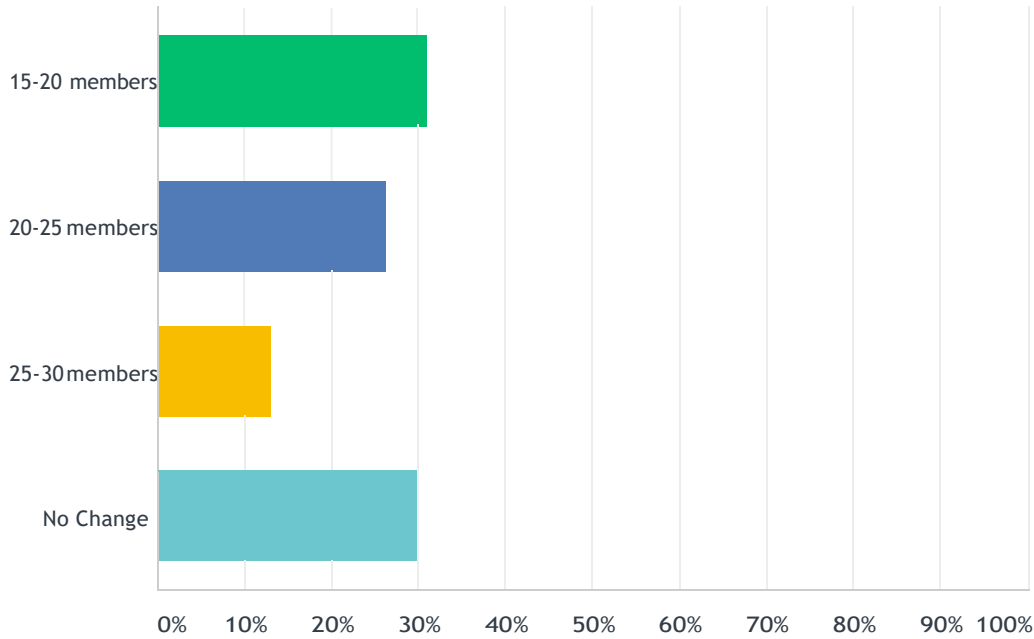
Answered: 106 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	81.13%	86
No	18.87%	20
TOTAL		106

Q5 Would you be in favor of increasing the size of the ALA Executive Board/Board of Directors from the proposed 17 members to a larger number? *5 members would be appointed by the current ALA Board of Directors, with 1 ALA staff liaison.

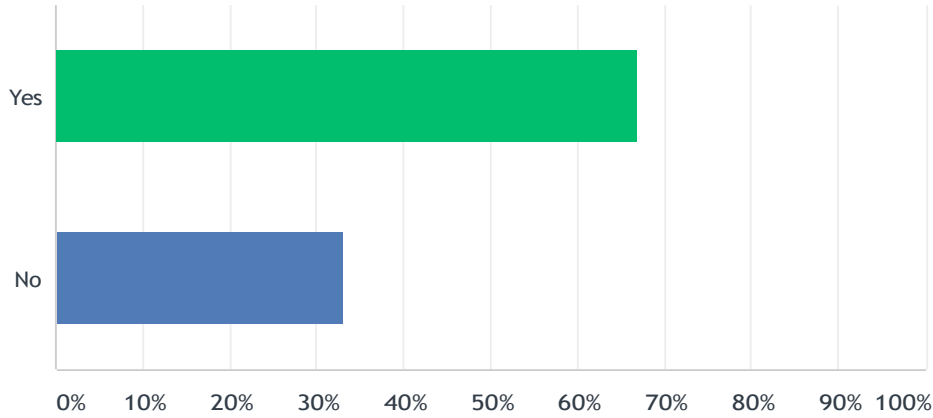
Answered: 106 Skipped: 1



ANSWER CHOICES	RESPONSES	
15-20 members	31.13%	33
20-25 members	26.42%	28
25-30 members	13.21%	14
No Change	29.25%	31
TOTAL		106

Q6 Do you support the recommendation that some of the Executive Board/Board of Directors members be appointed as outlined in Forward Together?

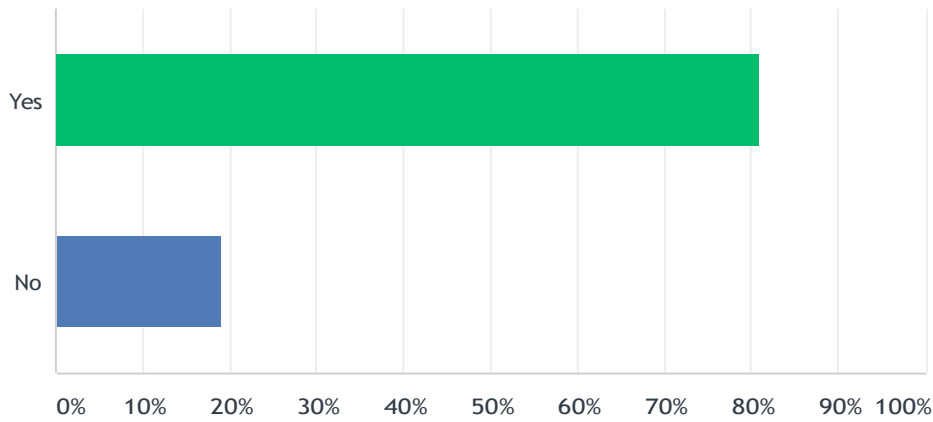
Answered: 106 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	66.98%	71
No	33.02%	35
TOTAL		106

Q7 To ensure representation on the ALA Executive Board/Board of Directors, would you support a process where spots are reserved for a particular group and only those who are from that particular group are able to run and be elected for those spots? (e.g., affinity groups, geographic region, library type, etc.)

Answered: 105 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	80.95% 85
No	19.05% 20
TOTAL	105

Q8 Additional Feedback for Session 2 (Optional)

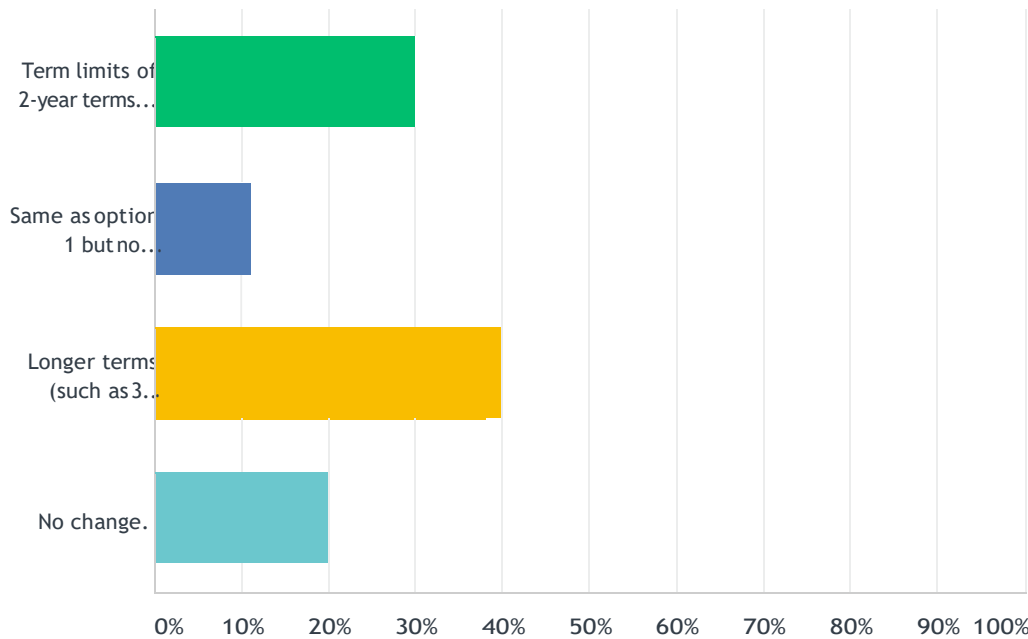
Answered: 23 Skipped: 84

Q9 Session 3 - Committees - These are the proposed 6 standing committees of the ALA Board of Directors (Finance and Audit, Nominating, Leadership Development, Association Policy, Public Policy and Advocacy, and Social Justice). These do not replace or effect the committees of Divisions and Round Tables. In addition to the 6 standing committees, are there other committees that you would recommend in a new structure?

Answered: 50 Skipped: 57

Q10 The proposed committee term limits of 2-year staggered terms with the ability to serve 2 non-consecutive terms in a lifetime for a particular committee, have been questioned as to whether they provide enough opportunity for member engagement and development. Would you be in support of any of the following revisions to this?

Answered: 107 Skipped: 0



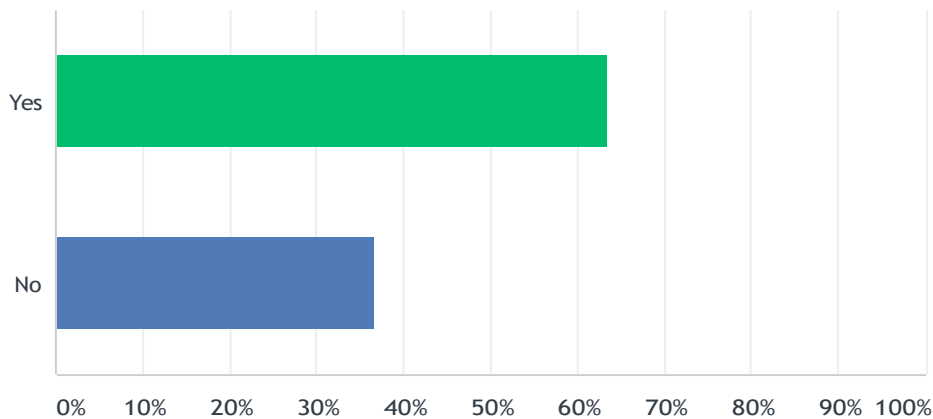
ANSWER CHOICES	RESPONSES	
Term limits of 2-year terms with the ability to serve up to 2 consecutive terms for a particular committee with no lifetime limit.	30.84%	33
Same as option 1 but no lifetime limit.	11.21%	12
Longer terms (such as 3 years) with limitations.	38.32%	41
No change.	19.63%	21
TOTAL		107

Q11 Additional Feedback for Session 3 (Optional)

Answered: 26 Skipped: 81

Q12 Session 4 - Round Table 1% - Does Council want to create a matrix based on various factors (beyond membership and sustainability) to be applied to a Round Table to determine continued existence?

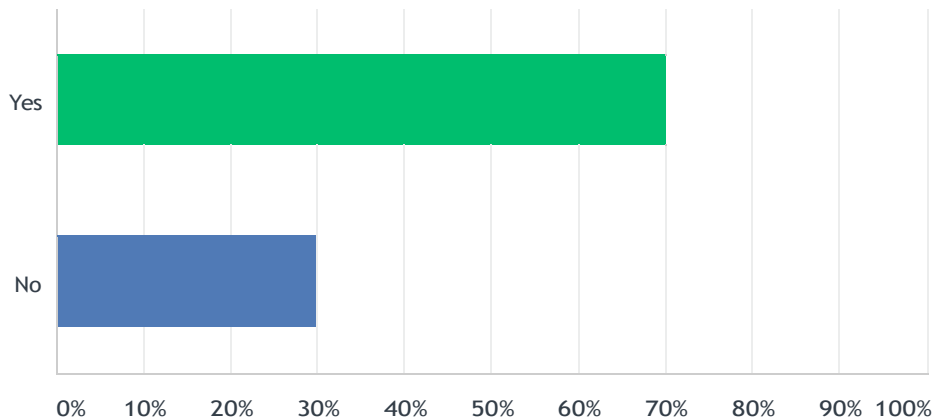
Answered: 104 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	63.46%	66
No	36.54%	38
TOTAL		104

Q13 Should there be a minimum member number for the existence of a Round Table?

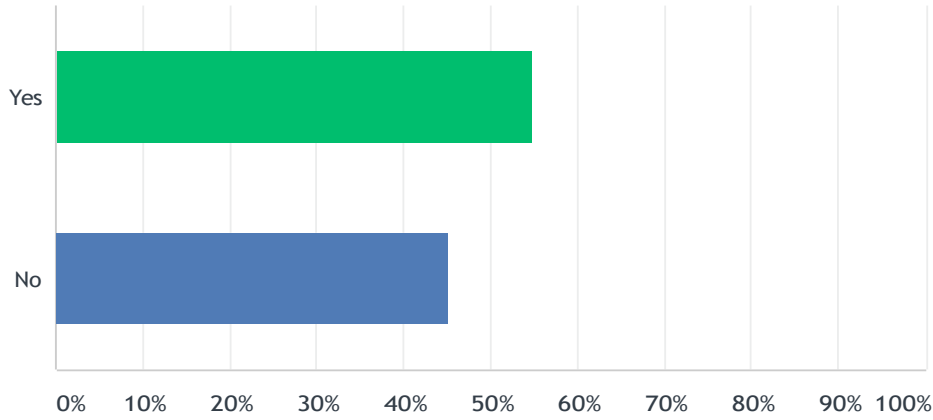
Answered: 105 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	70.48%	74
No	29.52%	31
TOTAL		105

Q14 Should some Round Tables merge based on their member counts?

Answered: 104 Skipped: 3



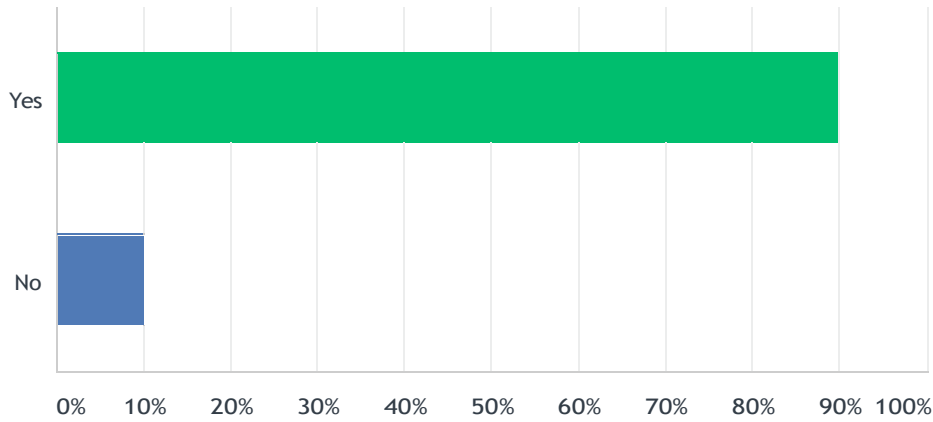
ANSWER CHOICES	RESPONSES	
Yes	54.81%	57
No	45.19%	47
TOTAL		104

Q15 Additional feedback for Session 4 (Optional)

Answered: 38 Skipped: 69

Q16 Session 5 - Round Table Governing Documents - Would you support a unified governing document applicable to all round tables?

Answered: 105 Skipped: 2



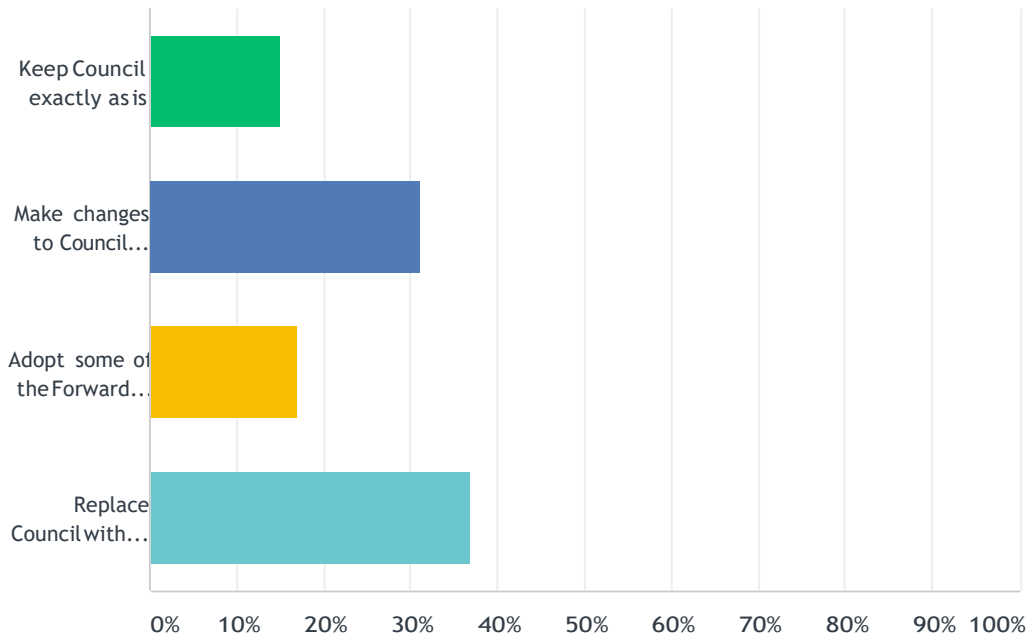
ANSWER CHOICES	RESPONSES	
Yes	89.52%	94
No	10.48%	11
TOTAL		105

Q17 Additional Feedback from Session 5 (Optional)

Answered: 21 Skipped: 86

Q18 Session 6 - Council - What are your thoughts on the most effective structure for ALA governance going forward?

Answered: 106 Skipped: 1



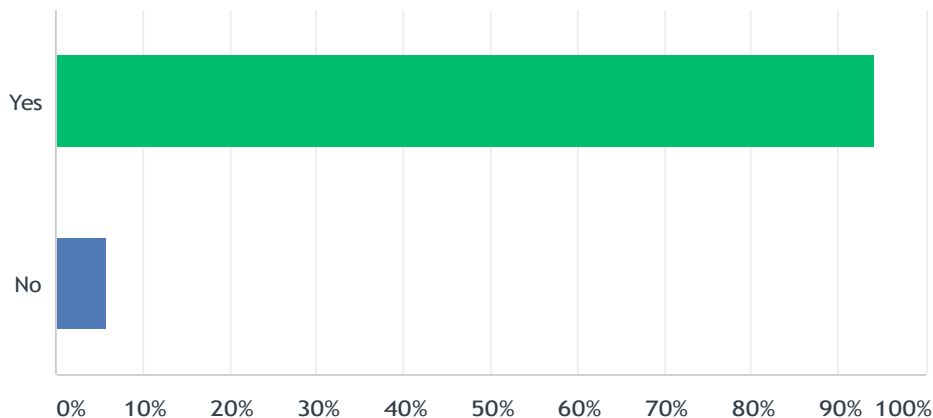
ANSWER CHOICES	RESPONSES	
Keep Council exactly as is	15.09%	16
Make changes to Council (Please specify in the box below)	31.13%	33
Adopt some of the Forward Together recommendations (Please specify in the box below)	16.98%	18
Replace Council with new structure as outlined in Forward Together	36.79%	39
TOTAL		106

Q19 Additional Feedback for Session 6 (Optional)

Answered: 16 Skipped: 91

Q20 Do you support a clearinghouse of volunteer opportunities across ALA as listed under Additional Recommendations?

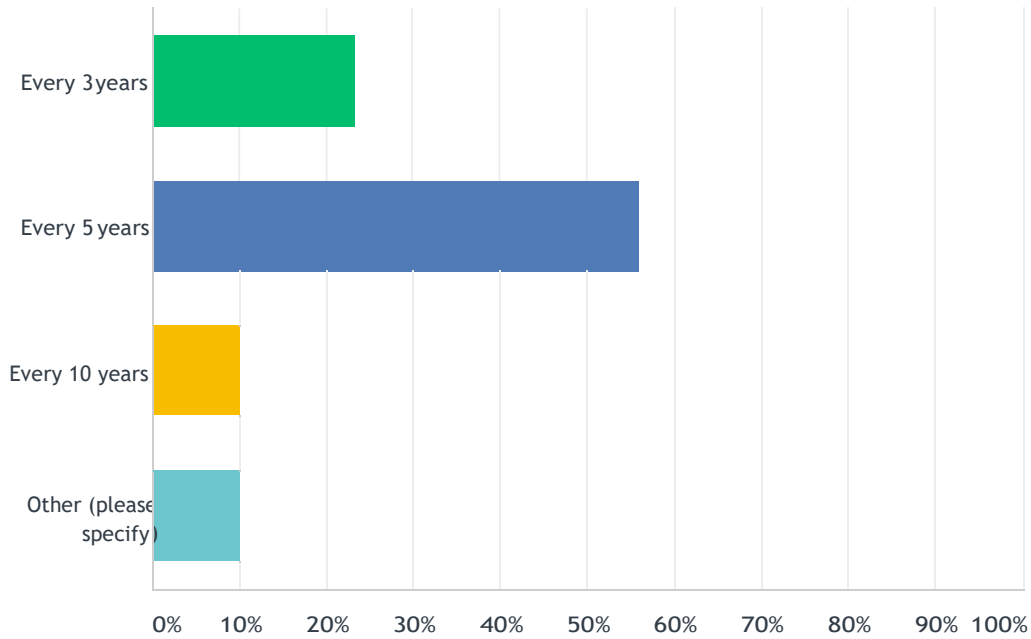
Answered: 102 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	94.12%	96
No	5.88%	6
TOTAL		102

Q21 Do you support scheduled in-depth reviews of ALA policies and governance structure?

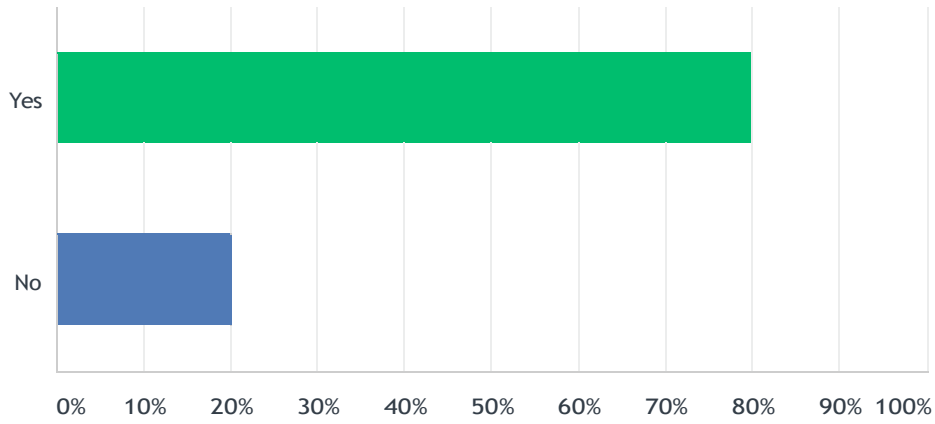
Answered: 107 Skipped: 0



ANSWER CHOICES	RESPONSES	
Every 3 years	23.36%	25
Every 5 years	56.07%	60
Every 10 years	10.28%	11
Other (please specify)	10.28%	11
TOTAL		107

Q22 Would you support Leadership Assemblies as outlined in FT if the assemblies had clear policymaking power?

Answered: 104 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	79.81%	83
No	20.19%	21
TOTAL		104

Q23 Additional Feedback on other sections of the recommendations (Optional)

Answered: 25 Skipped: 82

Q24 Any other comments on Forward Together overall? (Optional)

Answered: 34 Skipped: 73