

**2020-2021 ALA CD#40.1**  
**2021 ALA Virtual Annual Conference**

**EBD#10.15**  
**2020-2021**

**To:** ALA Executive Board

**Re:** Operating Agreement Work Group Update

**ACTION REQUESTED/INFORMATION/REPORT:** This report provides the Executive Board with an update on the activities of the Operating Agreement Work Group since it began its charge in August 2020 and a request to extend the Work Group.

**CONTACT PERSON:**

Maggie Farrell, [maggie.farrell@unlv.edu](mailto:maggie.farrell@unlv.edu), ALA Treasurer and Operating Agreement Work Group Co-Chair

Andrew Pace, [andrewkpace@gmail.com](mailto:andrewkpace@gmail.com), Operating Agreement Work Group Co-Chair

**DRAFT OF MOTION:** The Executive Board extends the Operating Agreement Work Group charge through ALA Annual Conference 2022.

**DATE:** June 17, 2021

**BACKGROUND:**

<https://operatingagreement.ala.org/>

The Operating Agreement Work Group was proposed during ALA Midwinter 2020 with a final charge and appointments in June 2020. The WG has met throughout the year and meeting materials are available on our ALA website.

The WG continues its examination of the current Operating Agreement including various sections of the policy. Executive Director Tracie Hall presented the Strategic Pivot Plan with a focus on how the Association might shift with new revenue streams. The WG is particularly struck with the goal to function in a more wholistic manner with strong collaboration and coordination across Divisions. With this in mind, the WG is continuing its work on revising the policy examining the interrelationships within ALA.

While the policy defines the relationship between ALA and the Divisions, the overhead rate is a significant factor in how the relationship is manifested. As much as the WG would like to focus solely on the relationship with the financial structure underpinning the relationship, finances naturally influence the relationship. With this conundrum, the WG is examining two possibilities:

- Tweak the current overhead formula including the inclusion of new revenue streams
- Eliminate the overhead rate and consolidate financial reporting with budgets tied to specific ALA units, including Divisions and Round Tables.

During the upcoming ALA PBA/BARC/Division Leadership meeting, a discussion regarding the Operating Agreement and Overhead Rate will assist the WG in their deliberations. In addition, WG members are encouraged to reach out to various divisions and groups to discuss the issues for additional feedback.

The complexity of examining the Division relationship, overhead rate, with other related issues such as the Roundtable relationship, Strategic Pivot Plan, and Forward Together necessitates additional time to thoroughly and thoughtfully consider new models. This will enable WG members to solicit feedback on a draft revision. Every WG member has agreed to continue to serve ALA in this capacity should the Executive Board approve. And each member is committed to liaising with their associated appointment to communicate our work. While this work is complex and difficult, the WG members are excited about new ways our association can serve and engage members. WG members are looking forward to bringing forth recommendations this coming year.

**Operating Agreement Work Group members:**

	Name	Home Institution
Co-Chair	Maggie Farrell	UNLV
Co-Chair & SCOE Rep	Andrew Pace	OCLC
Division Member	Clara Bohrer	Retired Director, West Bloomfield Township Public Library
Division Member	Diane Chen	Stratford STEM Magnet School Library
Roundtable Member	Sophia Sotilleo	Lincoln University (PA)
Membership Member	Miranda Bennett	University of South Carolina
Publishing Committee	Christine Dulaney	Library of Congress
Member	Clara Harmon	Calumet City Public Library (IL)
Executive Board Member	Wanda Brown	ALA Past President
BARC Chair	Peter Hepburn	College of the Canyons
Division Staff	Tammy Dillard Steels	YALSA Executive Director
Division Staff	Kara Malenfant	ACRL Interim Executive Director
Division Staff	Kerry Ward	Core (previously LLAMA Executive Director)
Roundtable Staff	Lorelle Swader	Associate Executive Director
Finance Staff	Denise Moritz	Interim CFO
General Fund Staff	Melissa Walling	Director, Membership
General Fund Staff	Kathi Kromer	Director, Washington Office

**ALA Personnel Supporting/Contributing to the WG:**

Keith Brown  
 Marsha Burgess  
 Holly Robison

**ACTIONS:** Approve extending the charge and membership of the Operating Agreement Work Group through ALA Annual Conference, June 2022.

**Original Charge Approved June 2020, EBD #10.7.1:**

The ALA Executive Board is appointing a workgroup to evaluate, assess, and make recommendations to the ALA Operating Agreement that defines the relationship between ALA and Divisions. Specifically, the WG will examine how the existing Operating Agreement is fulfilling the mission and values of the association as well as the financial structure that supports the joint and individual goals of the Association and Divisions. In addition, the WG will examine the relationship between ALA and the Roundtables and will provide recommendations that guide that relationship as well. The Operating Agreement values unity, diversity, authority,

autonomy, and collaboration. These values will guide the WG in its assessment and communication.