

Steering Committee on Organizational Effectiveness Final Report

In June 2018, SCOE was charged by ALA President Jim Neal with:

...carry[ing] out a comprehensive review and study of ALA's governance, member participation, and legal structures and systems, with the goal of proposing changes that will vitalize its success, strength, and agility as a 21st-century association.

This charge was completed when the committee submitted *Forward Together:*

Recommendations for a reimagined American Library Association governance model in

October 2019 to the Executive Board at their fall meeting (EBD XXX) and at Midwinter 2020

(Council Document 35). At its Fall 2020 meeting, the ALA Executive Board determined that the next phase of this work would be taken on by two groups in Spring 2020: the Forward Together Working Group and the Forward Together Fiscal Analysis Working Group.

Beyond completion of its charge, at Midwinter in Philadelphia, SCOE hosted discussion groups to gather feedback and areas of further discussion for the next phase of Forward Together. The activities of the committee focused on preparing materials and setting the next group up for success. Below are a list of activities the committee completed beyond its charge, through June 30, 2020.

It has been the pleasure of the committee to work diligently towards furthering the conversation to creating a highly engaged, nimble, and effective American Library Association. We look forward to the work of the Forward Together Working Groups and the future of our association.

Activities At Midwinter:

- 1 Presentation to Emerging Leaders on the structure of ALA
- Presented 5 updates at meetings by invitation, including to Council and the Executive Board
- Hosted 6 Feedback sessions/discussions: 2 General, 1 focused on Forward Together and EDI, and 1 each: Division leaders, Round Table leaders, Chapter leaders

Activities Since Midwinter:

- Hosted 2 webinars to explain the Forward Together recommendations to members. Archived webinars are available on ALA Connect
- Held a meeting with Division leaders to discuss Forward Together
- Created a document to help guide future conversations around Forward Together. This document outlines: Areas of Consensus and Areas that Need More Discussion. Each area includes: a description of the area, where it appears in the Forward Together report, Advantages, Disadvantages, and options for improvement.
- Created a blog where ALA members can contribute their thoughts on structural change within the organization at forwardtogether.ala.org
- Developed a description, list of skills, and a charge for the Forward Together Working Groups. Aided ALA President Wanda K. Brown in soliciting names for Working Groups.

- Shared with COO and Constitution & Bylaws feedback documents for their Executive Board report.
- Worked with the Executive Board on a process timeline to be presented to Council

Attachments:

- Letter from ALA Past Presidents, "Forward Together: Responses, Questions, and Concerns
- PLA-ACRL Response to Forward Together
- Discussion Issues Document for Forward Together Working Groups
- Midwinter 2020 Feedback Summary