

**2015-2016 ALA CD#26\_122215\_inf  
2016 ALA Midwinter Meeting**

**TO:** ALA Executive Board and Council

**RE:** Report of the Nominating Committee for the 2016 ALA Election

**ACTION REQUESTED/INFORMATION/REPORT:**  
Information only.

**ACTION REQUESTED BY:**  
Nominating Committee for the 2016 ALA Election:  
Larry Neal, Chair  
Susan Ballard  
Manuel "Manny" Figueroa  
Sharon Hu<sup>1</sup>  
Joquetta Johnson  
David Lee King  
Portia Latalladi  
Jennifer Paustenbauch  
Brian Schottlaender

**CONTACT PERSON:**  
Larry Neal, 586-226-5011, lneal@cmpl.org

**DRAFT OF MOTION:**  
N/A

**DATE:** October 8, 2015; revised October 19, 2015; revised December 21, 2015

**Executive Summary**

On July 15, 2015 the 2016 ALA Nominating Committee completed its charge of securing a slate of two highly qualified candidates for ALA President-Elect and ALA Treasurer, and 60 candidates (51 minimum required) for ALA Councilor-at-Large for the ALA 2016 election (see Appendix A). All ALA members were given the opportunity to be considered although most candidates had to be recruited. Documents outlining the key traits and attributes were updated or created for each position and a special emphasis was placed on recruiting members who had not previously served on the ALA Council as well as Emerging Leaders and SPECTRUM scholars. The committee was very mindful of the need for inclusivity and confidentiality.

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<sup>1</sup> Resigned mid-year due to retirement.

## **Background**

The committee commenced work at the 2015 ALA Midwinter Meeting, and reviewed the process with Teri Switzer, Chair of the previous year's Nominating Committee. JoAnne Kempf, Director, ALA Governance Office, provided an extremely helpful overview of the nomination and election process and distributed a well-organized, comprehensive manual. JoAnne also set up a private group in ALA Connect as well as several conference calls.

At the Midwinter Meeting, the committee conducted an inventory of the affiliations of each member, and agreed to leverage these networks to seek a broad and diverse pool of candidates. We sought to be as inclusive as possible with a special emphasis on reaching out to people who had not previously served on the ALA Council as well as Emerging Leaders and SPECTRUM Scholars. We discussed the critical importance of maintaining confidentiality throughout the process. We followed the recommendation of the previous year's committee to be sure to contact all of the people on the potential candidate lists and to be mindful of the challenge faced by last year's committee to build a slate in a timely manner. Committee members made a commitment to do as much of the ground work up front with the ambitious goal of being able to select the final candidates at ALA Annual in a face-to-face meeting.

## **Work of the Committee**

The committee began making initial contacts with potential President-Elect, Treasurer and Council candidates after the Midwinter Meeting. JoAnne maintained the master spreadsheet with the responses received as well as suggestions for additional candidates to be contacted. On March 1 JoAnne distributed the call for nominations on the ALA website, and throughout all ALA divisions, units, roundtables, Emerging Leaders and SPECTRUM Scholar lists.

Conference calls were held on March 13, April 13, May 11, and June 15. During that time the committee updated the *Traits and Attributes for ALA President-Elect Candidates* document as well as created similar documents for ALA Treasurer Candidates and ALA Councilor-at-Large Candidates (see Appendices B, C and D). Each member was asked to recruit at least 5 candidates for ALA Council in addition to continuing to contact and seek candidates for President-Elect and Treasurer. Last, a process to vet and select the final candidates for President-Elect and Treasurer at ALA Annual was established.

## **Slate for President-Elect, Treasurer and Councilors-at-Large**

The committee had good success and secured six highly qualified candidates for ALA President-Elect and five for Treasurer within the June 12 deadline. Finding 51 Council candidates proved to be more of a challenge so the committee decided to extend the deadline to the morning of June 29. This had the added benefit of gaining an opportunity to make personal contacts at ALA Annual before the committee's meeting and also resulted in securing a sixth candidate for Treasurer.

On June 29 the committee reviewed the results of its straw poll including a standard deviation analysis of the rankings as a point of discussion regarding the final candidates for President-Elect and Treasurer. The top four candidates in rank order for both offices were selected. The Chair personally contacted all of the candidates who agreed to be considered by phone.

The Council slate comprising 60 candidates was completed on July 15. A good balance of library type, gender and geographic representation was achieved.

On October 16 the committee was informed that Sara Gaar Laughlin's husband was facing a serious health issue and that she had to withdraw from the election. It was subsequently determined that the ALA bylaws were silent on the situation and thus deferred to *Robert's Rules of Order*, which only requires a single candidate. On October 19 the committee met via conference call and decided to affirm its support of the nominated candidate and the two petition candidates, and to take no further action.

On December 15 the committee was informed that Patricia (Patty) Wong's mother was having serious health issues and that she had to withdraw from the election. On December 21 the committee met via conference call and decided to affirm its support of a single nominated candidate, and to take no further action.

### **Observations and Recommendations**

We were pleased by the quality and number of candidates willing to run for President-Elect and Treasurer; it forced a good discussion and hard choices. Several people who we contacted indicated that they wished to be considered again in a few years which should result in good options for future nominating committees.

Finding people who had not been on the ALA Council who would be willing to run was more of a challenge. Whether deserved or not, the perception of the ALA Council as a bureaucratic, ineffective body by many members is a serious concern. In addition, the significant commitment of time and money required to fully participate in Council over a three-day period is a significant barrier to member engagement that should be reviewed. The problem is particularly acute for school librarians whose time off is especially limited during the school year.

Christine Lind Hage and James "Jim" Neal have filed as petition candidates for the position of President-Elect subsequent to the decision of the Nominating Committee. We recognize this is fully permitted as part of the ALA's democratic election process, and were pleased that both were asked to be considered as part of our review. That said, the gathering of 25 signatures as an equivalent to the six months' work of the ALA Nominating Committee to be placed on the ballot seems to be a low standard that should be reviewed. We are pleased that an Elections Process Task Force has been appointed to potentially address this issue.

The 2016 ALA Nominating Committee wishes to thank President Sari Feldman for this “once-in-a-lifetime” opportunity to serve ALA in this capacity. It was a highly functional committee and a great way to network across a diverse cross-section of the association. We would also like to thank JoAnne Kempf for her tireless support, quick turnaround on all matters, and never-ending good humor throughout the process.

## APPENDIX A

### 2016 Slate of Candidates

#### PRESIDENT-ELECT

- Christine Lind Hage, Director, Rochester Hills Public Library, Rochester, MI (*by petition*)
- Lisa Janicke Hinchliffe, Professor and Coordinator for Information Literacy Services and Instruction, University of Illinois at Urbana-Champaign, Urbana, IL
- James “Jim” Neal, University Librarian Emeritus, Columbia University, NY (*by petition*)

#### TREASURER

- Susan Hildreth, Executive Director, Peninsula Library System, San Mateo, CA

#### COUNCILOR-AT-LARGE

- Hilary Albert, Mahopac Public Library, NY
- Sonia Alcantara-Antoine, Virginia Beach Public Library, VA
- Patricia "Pabby" Arnold, East Baton Rouge Parish Library, LA
- Oscar Baeza, El Paso Community College, TX
- Robert Banks, Topeka and Shawnee County Public Library, KS
- Brett Bonfield, Collingswood Public Library, NJ
- Polly D. Boruff-Jones, Indiana University Kokomo, IN
- Karen E.K. Brown, University at Albany, SUNY, NY
- Ty R. Burns, Clear Creek Independent School District, TX
- Nicolas Buron, Queens Library, NY
- Melissa Cardenas-Dow, University of California – Riverside, CA
- Kathy Carroll, Ridgeview High School, SC
- Jim Cooper, Salt Lake County Public Library, UT
- Amber Creger, Arlington Heights Memorial Library, IL
- Jeremy Darrington, Princeton University Library, NJ
- Megan Dazey, Puyallup Public Library, WA
- Ana Elisa de Campos Salles, District of Columbia Public Library, DC
- Megan Elizabeth Drake, Systems & Applications Librarian, OR
- Valerie Ann Edwards, Educational Outreach & Training Specialist, WI
- Steven Escar, Smith University of Tennessee Libraries, TN
- Erica Findley, Multnomah County Public Library, OR
- Mario Gonzalez, Passaic Public Library, NJ
- Mel Gooch, San Francisco Public Library, CA
- Amanda Goodman, Darien Library, CT
- April Grey, Aldephi University, NY (*note: subsequently withdrew*)
- Clem Guthro, Colby College Libraries, ME
- April Hathcock, New York University Libraries, NY
- Pat Hawthorne, Emory University, GA

- Holly Hibner, Plymouth District Library, MI
- Jennifer Rushton Jamison, Atlantic City High School, NJ
- Robin Kear, University of Pittsburgh, PA
- Binh P. Le, The Pennsylvania State University, PA
- Dennis LeLoup, Avon Intermediate School East, IN
- Lisa Longmire, Kitsap Regional Library, WA
- Kate Mapp, Summit County Library - Kamas Branch, UT
- Sarah McHone-Chase, Northern Illinois University, IL
- Chulin Meng, Lehigh University, PA
- Kathryn Miller, Florida Polytechnic University, FL
- Nanci Milone-Hill, MG Parker Memorial Library, MA
- Marilee Lynne Moon, Salt Lake City Public Library, UT
- Louis Muñoz, Jr., Morriston & Morris Township Public Library, NJ
- Nmuzhgan Israfil Nazarova, Duke University Library, NC
- Jim Neal, Columbia University (retired), NY (*note: subsequently withdrew to run as a petition candidate for President-Elect*)
- Denise Novak, Carnegie Mellon, PA
- Juliana Nykolaiszyn, Oklahoma State University, OK
- Floyd Clark Pentlin, University of Central Missouri, MO
- Scott Piepenberg, Valdosta State University, GA
- Colby Riggs, University of California – Irvine, CA
- John C. Sandstrom, New Mexico State University, NM
- Lindsay C. Sarin, University of Maryland College Park, MD
- Jamillah Scott-Branch, North Carolina Central University, NC
- Jennifer Seebauer, Teays Valley School District, OH
- Jules Shore, MD
- Catherine Soehner, University of Utah, UT
- Rosalind Tedford, Wake Forest University, NC
- John Turner, Masland Portland State University Library, OR
- Annie Wu, University of Houston, TX
- Sherry Jean Wyman, State of Maine Department of Education, ME
- Jingfeng Xia, Indiana University, IN
- Jessica Zaker, Sacramento Public Library, CA

## APPENDIX B

### TRAITS AND ATTRIBUTES OF ALA PRESIDENT-ELECT CANDIDATES

(Developed by 2012 Nominating Committee- expanded by 2016 Nominating Committee)

- Outstanding ability to speak publicly and deal with media/legislative interactions on the state, national and international levels
- Leadership, management and organizational skills particularly for leading Council and Executive Board; strong ability to build consensus
- Sees the broad ALA picture and has a thorough knowledge of all aspects of ALA, its governing bodies, units, and its procedures and goals
- Passionate about libraries of all types, our profession and our values and ALA's mission;
- Fiscal experience and knowledge of sizable budgets
- Someone who recognizes and voices the reality of our environments, circumstances, opportunities, and situations, and works toward moving the Association forward
- Willing and able to advocate for libraries of all types

## APPENDIX C

### TRAITS AND ATTRIBUTES OF ALA TREASURER CANDIDATES

(Developed by 2016 Nominating Committee)

- Fiscal experience and knowledge of sizable budgets including budgeting, forecasting, planning, investing, auditing and reporting
- Ability to present financial updates to the Executive Board, Council and members and respond to questions in a succinct and clear manner
- Sees the broad ALA picture and has a thorough knowledge of all aspects of ALA, its governing bodies, units, and its procedures and goals
- Focuses on ensuring that ALA's finances are in alignment with its strategic goals and ALA's long-term financial sustainability
- Possesses strong leadership, management and organizational skills
- Responsive, nimble, flexible and able to adapt to a changing, fast-paced environment
- Is aware of the duties and time commitment required of the position and has sufficient organizational and personal support
- Ability to speak publicly and deal with media/legislative interactions on the state, national and international levels
- Passionate about libraries of all types, our profession and our values and ALA's mission;
- Willing and able to advocate for libraries of all types
- Comfortable in networking and building alliances with people and organizations outside of the library world

## APPENDIX D

### TRAITS AND ATTRIBUTES OF ALA COUNCILOR CANDIDATES

(Developed by 2016 Nominating Committee)

- Committed to advancing the mission and purpose of ALA
- Willing and able to advocate for libraries of all types
- Familiar with or interested in learning about the broad ALA picture, its governing bodies, units, and its procedures and goals
- Committed to ensuring ALA's structure and policies effectively and efficiently align with ALA's strategic goals
- Familiarity with budgeting, strategic planning and governance
- Is aware of the duties and time commitment required of the position and has sufficient organizational and personal support
- Passionate about libraries of all types, our profession and our values and ALA's mission

Additional priorities identified by the 2016 Committee:

- No previous experience on ALA Council with a particular emphasis on slating current and previous Emerging Leaders and SPECTRUM Scholars