

**Educational Requirements for Future ALA Executive Directors
Required ALA-Masters -Pros and Cons**

#	Areas/Issues	Pros (requiring the ALA-accredited MLIS and keeping the Year 2000 decision in place)	Cons (do not require but make the ALA-accredited MLIS preferred which entails rescinding the Year 2000 decision)
1	Must have an understanding of the values of the profession and of library environments	The ALA-accredited MLIS provides individuals with a deep understanding of the values of the profession and of library environments especially when combined with a career of working and applying these values in diverse library settings	There are a variety of other avenues – through education and experience in libraries or related settings for example - for acquiring and demonstrating a deep understanding of the values of the profession and of library environments.
2	Need an MLIS to manage an organization the size and complexity of ALA	Many associations – including large, complex entities - seek ED's with executive skills because of the complexity and the size of the organization. ALA is an association with great complexity and size and the experience of an individual and the ALA-accredited degree provides content and avenues to prepare individuals for managing ALA.	An ALA –accredited graduate degree content does not necessarily provide the educational expertise needed to manage and lead an organization the size and complexity of ALA; therefore, we need a broader pool of individuals who may or may not have the ALA-accredited graduate degree or one who might not have the degree but might have significant experience within ALA.
3	Attract a good pool of people	An applicant pool limited to ALA-accredited MLIS candidates will be a robust pool given the education and the breadth of experience as well as the knowledge of equally complex institutions and organizations within our profession.	We need to attract a large pool of applicants who are interested in an executive position and we need to ensure that these applicants – no matter their education - are interested in our profession and are committed to supporting the president and leading the staff in representing our core values. Note: ALA ED salary may be high for library profession but is not extremely competitive in the non-profit organization field.

4	Perception/appearance of not having the accredited educational credential of the profession	NOT requiring our own professional degree indicates a devaluing of our own professional degree and/or proffers the appearance of devaluing our own professional degree.	While our own ALA-accredited degree is highly valued in a number of professions and positions, other degrees are as well and – for example – the Association Executives (AEs) are considered educated, credentialed experts for running all sizes of associations. The AE education/ certification is highly valued in a wide variety of settings as well.
5	Competencies needed to run this organization	Candidates will have the competencies needed to manage ALA with a both a deep understanding of the leadership and management necessary for operating large-scale non-profit business environments, the skills and abilities for operating large-scale non-profit business environments and the attributes needed for this profession and this position.	<p>ALA is committed to hiring an individual who has the unique set of competencies to run the organization as well as the commitment to core values of the association. Clearly, there are a variety of settings and institutions as well as a variety of types of experience and educational backgrounds with similar and adjacent core values. In addition:</p> <ul style="list-style-type: none"> • ANY new ED at ALA undergoes and extensive education and training period to prepare for the depth and breadth of roles and responsibilities. • The Executive Director has a team of specialists – publishing, conference management, membership development, finance, human resources, IT - who are responsible for day to day technical operations under their leadership and the overall umbrella of the association’s strategic directions.

6	Importance of diversity and inclusion in the search, pool and applicants	Having the required educational credential presents opportunities for leadership among diverse members of the profession and increases the possibilities of diverse individuals who already have the knowledge, skills sets and experiences necessary to represent the core values of ALA and manage and lead the Association.	A broader pool of candidates will be available if the ALA-accredited degree were preferred but not required. This broader pool could greatly increase the opportunities for a diverse, underrepresented applicant pool with the requisite competencies and experience to both lead and manage the Association and represent the core values of the profession.
7	Perception of how we value our own degree (different from above)	As the organization responsible for accrediting professional MLIS degree, if we don't require our own degree, ALA will be perceived as an organization that does not value its own professional credential/our own credentialing/accrediting processes for which we are responsible.	ALA is and should continue to be perceived as an organization that recognizes the value of AE/general executive degrees, preferring a degree is more often than not – standard HR management and leadership practice to attract the broadest number of talented applicants.
8	Recent issues re: our positions on the educational background needed	We believed that it was critical to have a Librarian to manage the Library of Congress. We strongly promoted a “librarian” of Congress - how could we change course in this situation?	The skill set required to manage a large membership organization such as ALA is not necessarily the same skill set needed to manage the Library of Congress. AEs may have unique skills that would be helpful in managing our association and that would not necessarily part of the skill set of librarians.