

TO: ALA Executive Board

RE: Report of the Nominating Committee for the 2025 ALA Election

ACTION REQUESTED/INFORMATION/REPORT: For information purposes, no action required

REPORT PROVIDED BY:

Dr. Nicole A. Cooke, Chair, Nominating Committee

Delivered by Committee Member Derek Wolfgram

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DATE: January 14, 2025

Committee Roster

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Executive Summary

The Nominating Committee for the 2025 American Library Association Election completed its charge of developing a slate of candidates to stand for the positions of ALA President-elect, and ALA Councilor at Large during the ALA 2025 election. (See Appendix A). All members of the American Library Association were provided the opportunity to be considered for nomination through a targeted marketing campaign intended to develop a diverse pool of candidates. The call for nominations was greatly assisted by social media materials previously developed by ALA Marketing and webinars. Candidates for the ALA President-elect were identified through the Committee's recruitment efforts and self-nominations.

Additionally, we had several ALA members self-nominate for the Councilor-at-large positions. The 2025 Nominating Committee is honored to put forward a final slate of highly qualified candidates composed of three (3) candidates for ALA President- elect, two (2) candidates for ALA Treasurer* and twenty-one (21) Councilor-at-Large candidates (18 needed).

**One of the Treasurer candidates subsequently stepped down and removed themselves from the election slate.*

Election Opens: March 10, 2025 (2nd Mon in March); Election Closes: April 2, 2025 (1st Wed in April).

Background

The Committee began its work virtually via Zoom in June 2024, with an overview of the Nominations process from past Chair Aliqae Geraci, and Sheryl Reyes, Director, ALA Governance Office who provided a thorough and highly informative overview of the nomination and election process and introduced us to the comprehensive manual that was developed.

The committee was informed of the Direct Nominations website, the platform used to capture information from potential candidates in a confidential manner. The committee also discussed the use of ALA Connect as the virtual communication space for the committee, and the need to use a shared folder in Google Drive and email to ensure confidentiality out of respect for potential candidates. It was made clear to the committee that all information about potential candidates was to be kept confidential.

The committee discussed how to proceed with our work to leverage our professional affiliations and best utilize our networks to develop a robust slate of candidates. Special care was given to recruit candidates that represented a wide spectrum of members, both experienced members and new professionals, and those who have a demonstrable commitment to equity, diversity, and inclusion.

Work of the Committee

- The committee met monthly for one-to-two hours from June 2024 through September 2024, and three times in October 2024, and communicated regularly via email and ALA Connect. All meetings were held virtually via Zoom. Each meeting was scheduled via Doodle poll and the Zoom meetings were set up with support from Sheryl Reyes, ALA Nominating Committee staff liaison.
- During our initial meetings, we reviewed the manual (timeline, committee charge, and position descriptions for President-Elect and Councilor-at-Large), and discussed how the committee would conduct its work.
- Early activities of the committee included ensuring the desired traits and attributes document for each position was up to date, reflecting current thinking in the association; readying the candidate nomination form; and creating a targeted list of potential groups we wanted to approach to seek nominations for President-Elect, Treasurer, and Councilors-at-Large. We created a spreadsheet to collect the names of the potential nominees suggested by committee members and combined it with the list of potential nominees compiled by previous committees. A committee dashboard was utilized to manage the work ahead, ensuring task assignments and deadlines were clear.
- Throughout June (at ALA Annual in San Diego), July, August, and September Committee members worked diligently to spread the word about the nomination window and to personally reach out to potential candidates for President-Elect, Treasurer, and Councilor-at-Large, and we reviewed all completed candidate forms in the Nominations System. We continued our marketing efforts by sharing reminders on ALA Connect, listservs, social media, and ALA's email platform. Marketing included providing the links to the previously recorded information sessions so potential candidates could glean additional information about the prospective elected roles.
- In October, we conducted 30-minute online interviews with all those who had self-nominated for

President-Elect and Treasurer. These interviews were conducted by Committee, observed by Sheryl Reyes, Director of the Office of ALA Governance, and recorded for all committee members to view. All candidates were provided with interview questions in advance, and all were asked the same questions. Committee members were asked to view the recordings and use the rubric of the desired traits (developed by Cindy Aiden), to evaluate the candidates in terms of their suitability for office.

- Our final meeting in October was spent reviewing the results of the findings of the committee deliberating before making our final decisions as to whom to stand as candidates for President-Elect, Treasurer, and Council.
- Within a week, all three nominees for President-Elect, and two nominees for Treasurer, had accepted their candidacy and the individuals who will be running for council had been notified of their candidacy. Those not chosen as committee-selected candidates for President-Elect and Treasurer were informed of the petition process, open until December 31st, 2024, to be added to the ballot through a grassroots effort. On November 11th and 12th press releases were issued to announce the candidates for President-elect and Councilors-at-Large.
- Candidates attending LibLearnX in January 2025 will have the opportunity to set up a candidate's table.
- A virtual ALA President-Elect Candidate Forum will be held virtually in February 2025.
- The committee would like to thank those association members who self-nominated through this process. The willingness to stand for election, to devote volunteer time and energy to our association is admirable. We salute all who identified with this work and who were willing to run. Their passion and commitment are what allows our organization to thrive.
- The Nominating Committee for the 2025 election was an exceptionally thoughtful group of professionals. All worked collaboratively to develop a slate of qualified candidates to stand for the 2025 ALA Election for President-elect, Treasurer, and Councilor-at-Large. We wish to thank Sheryl Reyes for her knowledge and responsiveness to the needs of this committee. This process does not work without Sheryl!
- And special thanks to current ALA President Cindy Hohl for offering to meet with the President-Elect candidates, and to Peter Hepburn for communicating with Treasurer candidates.

- *Election Opens: March 10, 2025 (2nd Mon in March); Election Closes: April 2, 2025 (1st Wed in April).*

Observations and Recommendations

The following recommendations are made for future consideration:

- Continue to refine and utilize the ALA Nominating Committee manual and the running list of potential nominees. This manual is vital given the steep learning curve for committee members who were not permitted to serve in a previous year.
 - It is recommended that perhaps at least one committee member continue for 1 additional year of service to this committee to help expedite the efforts of the current committee.
- Continue to offer a “Candidate Open House” online event, as described above that is recorded and publicized. A live session is preferable, but recordings are also very helpful and easy to send in recruiting messages.
- Retain the practice of interviews with potential President-Elect and Treasurer candidates as a formal step of the nomination process.
- There were Council candidates (long-term ALA members who have served in many capacities, for many years) who were displeased because they were not nominated by the committee. ALA must continue to make room for newer members and voices who may ordinarily be left out of these important processes.
- ALA President Hohl graciously offered to speak to President-Elect candidates; it would be wise to establish a roster of current/former Councilors to speak to prospective candidates.

This concludes the report. I am happy to answer any questions you may have and I appreciate the opportunity to serve the association through the nominations process.

Appendix A: Nominated Candidates of ALA President, Treasurer, and ALA Councilor-at-Large

There are 3 candidates for the for the single position of President-Elect

1. Lindsay Cronk
2. Maria McCauley
3. Andrea Jamison

There are 2 candidates for the single position of Treasurer

1. Larry Neal
2. Joel Thornton (Thornton has subsequently withdrawn from the election process)

There are 21 candidates for the eighteen (18) at-large seats on ALA Council

1. Kate Alderete
2. Martha Anderson
3. Robbie Barber
4. Stacie Cannon
5. Douglas Crane
6. Sara Dallas
7. Emily Drabinski
8. Oscar Gittemeier
9. Andrew Harbison
10. Qiana Johnson
11. Lesliediana Jones
12. Robin Kear
13. Katherine Lester
14. Ramin Naderi
15. Jerome Offord
16. Anchalee Panigabutra-Roberts
17. Conrrado Saldivar
18. Amanda Sand
19. Evviva Weinraub Lajoie
20. Janice Welburn
21. Aaron Wilson