ALA Committee/Taskforce Report Form to Council

TO: ALA Council

DATE: 6/23/2026

RE: *(select one)*

X ACTION REQUESTED

€ INFORMATION

X REPORT

ACTION REQUESTED/ INFORMATION/ REPORT: *(add below)*

Action requested from Councilors is to cast their vote to: *(if applicable)*

PROPOSED MOTIONS

The Committee on Organization is bringing five (5) motions to ALA Council. These motions will be presented and voted on as a group, or block vote. If any current Councilor wishes to request any motions be pulled out for discussion, please inform the ALA Governance Office, governance@ala.org. Motions may also be pulled out from discussion during Council deliberations.

Discussion of and rationale for these motions can be found in the background of this report, and in the report's four appendices, which comprise the Committee Action Forms submitted for Motions Two (2) through Five (5).

If approved by Council, motions One (1) through Four (4) become effective immediately. Motion Five (5) requires a change to Article VIII, Section 2 of the ALA Bylaws, and if Council passes this motion, it will appear on the Spring 2027 ALA Elections ballot.

Motion 1: The ALA Council approves the recommendation of the Committee on Organization for a three-year moratorium on establishing additional Divisions, Round Tables, and Standing Committees, effective as of this vote until Annual Conference, 2029.

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Motion 2: On the recommendation of the Committee on Organization, the ALA Council approves the changes to the charge and composition of the Nominating Committee as outlined in Appendix 1.

Motion 3: On the recommendation of the Committee on Organization, the ALA Council approves the changes to the charge and composition of the Information Technology Advisory Committee as outlined in Appendix 2.

Motion 4: On the recommendation of the Committee on Organization, the ALA Council approves the changes to the charge and composition of the Intellectual Freedom Committee as outlined in Appendix 3.

Motion 5: On the recommendation of the Committee on Organization, the ALA Council approves the changes to the charge and composition of the Committee on Appointments as outlined in Appendix 4. *[Note: this motion, if approved by Council, will require a change to the Bylaws. It would thus need to be approved by the membership, and would appear on the Spring 2027 ALA ballot. The action form in Appendix 4 discusses an interim approach to provisioning more support for the committee appointment process for the 2026-2027 service year.]*

ACTION REQUESTED BY: (*add committee name)*

Committee on Organization

CONTACT PERSON: *(add chair information)*

Karen G. Schneider, Chair, kgschneider@gmail.com

STAFF LIAISON CONTACT:

Marsha Burgess, mburgess@ala.org

BACKGROUND: *(add information)*

Motion 1 from the Committee on Organization is the outcome of this committee's conclusion that now is not the right time to establish additional Divisions, Round Tables, Standing Committees, or other ALA-level governance units in ALA. Before we consider adding to our collective portfolio, the Association needs to resolve its financial

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challenges; avoid creating more work for ALA's staff, who have experienced reductions in force and increases in workload; and let the staff and managers of ALA work their way through the classification process that has followed the successful vote to unionize the staff. Mergers of Divisions, Round Tables, or Standing Committees, changes to the charge and composition of ALA units, and the establishment of Special Committees, would continue to be allowed as stipulated in the Bylaws (Article IX, Section 3; Article 10, Section 2; Article XIII, Section 1.B).

This motion is further supported by the recent multi-year analysis of Standing Committees by the Committee on Organization, which revealed that these committees, and the staff and member leaders who support them and recruit new members, are already stretched thin to the point where most committees are unable to fill all of their positions. Many elected governance positions for divisions and round tables run unopposed. No doubt one major factor is the reduction in ALA membership, which declined from a high of over 66,000 in 2010, reflecting library budgets that had not yet absorbed the financial hit of the Great Recession, to nearly 60,000 in the year prior to Covid, to just over 44,000 in 2026. Other factors may be at play, such as changes in association member behavior seen across large associations in the last few years, but this 33% reduction in membership is significant, and growth back from these numbers will take time. It is possible to be optimistic that ALA will meet its current and future membership recruitment and retention goals while simultaneously recognizing that our organization will remain close to its current size for the foreseeable future.

The financial implications of creating a new ALA-level governance unit are also considerable; COO's recommendation for a three-year moratorium on establishing such units seeks to acknowledge this reality. In the case of Round Tables, the threshold for membership is 150 members (ALA Bylaws, Article 10, Section 2), which means that a Round Table could generate as little revenue as less than $2500 a year, or even less if there is a significant student membership. Most of us have enough experience with library budgets to know that we could not establish a new project or department in our libraries with that limited level of funding. Given the suite of services ALA commits to providing Round Tables (ALA Policy Manual 10.6), even at three to four times the current membership threshold, the labor hours alone would demand far more of a unit's revenue than the unit could generate. In recent years the organization has also reduced staff by significant percentiles, further reducing the available support for new units.

It's gratifying to see ALA members excited and energized around topics, particularly those addressed by units that have struggled to fill vacancies in their governance, but

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particularly in these financially challenging times, it is important to steward existing units and avoid duplication of effort—something the Bylaws recognize and provide clear guidance for: "The Council may authorize a round table of any group with a minimum of one hundred fifty (150) members of the Association who are interested in a specific area of library interest or field of librarianship **not within the scope of any division**…."

When discussion about establishing a new unit arises, the Committee on Organization recommends members and staff encourage members to leverage existing governance structures, and COO encourages Divisions and Round Tables to enter the conversation to communicate their ability to meet member needs on this topic. Only 60% of ALA members belong to a Division or Round Table, and yet these units have a wealth of opportunities for engagement on a plenitude of issues and topics, as well as the flexibility and autonomy to establish internal committees, task forces, and working groups. As discussed in the January 2026 COO report, encouraging engagement with existing units has the additional benefit of encouraging growth of our existing Divisions and Round Tables (ALA CD #27, January 2026). Additionally, this allows members to direct their energy toward the topic they are interested in, versus the long, multi-year process of establishing and maintaining a new unit, effort that takes away from time that can be directed toward the work that excited them in the first place.

Committee Activity and Concluding Comments

In January, Council approved the ten motions submitted by COO. This has resulted in reducing the number of standing committees from 38 to 29 committees, and in several cases created fortuitous synergies, such as the merging of Council Orientation with Leadership. Changes take effect June 30, 2026. Motions 2, 3, 4, and 5 continue the work around this activity, as described in appendices.

For this six-month period, COO met in February, March, May, and June of 2026. Activity subsequent to the January meeting of Council has been to confirm revised charges and compositions previously approved by Council, discuss and approve changes to Nominating, ITAC, and Appointments, and discuss the impact of establishing new units on ALA's fiscal well-being.

COO also voted unanimously to align the report due dates for all standing committees to three weeks prior to the Annual Conference. Previously, this was the deadline for Council committees, while Association committee reports were due after Annual. This new reporting schedule will help ensure outgoing chairs submit reports prior to stepping

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down, and will give Council the opportunity to review committee activity prior to Council meetings at Annual.

APPENDIXES follow on subsequent pages.

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Appendix 1: ALA Nominating Committee (Motion 2)

Committee On Organization

Action Request Form

Date: 2/5/2026

Re: ALA Nominating Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation)**:**

☐ Establish (e.g. *new MIG*) ☐ Discontinue (e.g. *end of MIG*) ☐ Renew (e.g. *renewal of MIG*)

☐ Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

☒ Define/Change/Clarify (e.g. *function, committee structure, etc.*)

☐ Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

- ALA Governance Office governance@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

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In light of the recent approved Council motion: ALA CD#34 ALA Board Eligibility & Election, the Nominating Committee brings forth the following proposal to amend the charge and composition of the ALA Nominating Committee.

Motion 2: Recommends to the ALA Council to direct the ALA Bylaws Committee, the ALA Committee on Organization, and the ALA Policy Monitoring Committee to advance the Committee Recommendations* as outlined in EBD 10.4.

*Committee Recommendations:

1. Discontinue the Committee on Committees and distribute its work to the Presidential Advisory Committee or the ALA Nominating Committee
    a. Amend the charge of the ALA Nominating Committee to include responsibility for nominating candidates to serve as members of the ALA Executive Board. Further, move to remove the existing restriction that limits ALA members to serving only one term on the Nominating Committee, thereby allowing members to be considered for future service.

Rationale

The rationale for this change is that the ALA Nominating Committee is already responsible for recruiting and identifying members to serve in leadership roles. Whether for President-elect, or Council these efforts rely on common principles and practices. Expanding the Committee's charge would create a more comprehensive and cohesive approach to leadership succession within ALA. Since this would create more work for the committee, the nomination and election timeline should be reconsidered.

In addition, this proposal removes the current limitation that restricts members to a single year of service on the ALA Nominating Committee. This change would allow members to be considered for future service. The original intent of the limitation was to ensure that members who had not previously served on the Committee had an opportunity to do so.

Current Charge and Committee Composition

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Charge: The committee's charge is to nominate candidates from among the personal membership for the position of president-elect; for the position of treasurer; and for member at-large of the Council including any vacant member at-large positions.

Composition: Nine members, including Chair. The appointment is for a one-year term and once someone has served, they can never serve again.

Proposed Charge and Committee Composition

Charge: The committee's charge is to nominate candidates from among the personal membership for the position of president-elect; for the position of treasurer; for the position of executive board member[1]; and for member at-large of the Council including any vacant member at-large positions.

Composition: Nine members, including Chair, appointed annually for two-year staggered term. Chair shall be a past president or executive board member of ALA within the previous five terms. A member shall become eligible for appointment again after a five year break in committee service.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (http://www.ala.org/advocacy/diversity).

This proposal supports EDI by expanding the ALA Nominating Committee's responsibilities to include nominating candidates for the ALA Executive Board. Previously, a separate committee handled this process, but that committee has now been dissolved. Additionally, by allowing members to serve multiple terms on the Nominating Committee, we expand the pool of experienced members available for consideration.

[1] The ALA Nominating Committee shall nominate annually from among the membership who served on ALA Council, ALA Division, or ALA Round Table leadership within the past five (5) years for nomination to the Executive Board to serve three-year terms.

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Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

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Appendix 2: Information Technology Advisory Committee (Motion 3)

Committee On Organization

Action Request Form

Date: 6/16/2026

Re: Request to Change Charge and Composition of the Information Technology Advisory Committee (ITAC)

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation)**:**

☐ Establish (e.g. *new MIG or Roundtable*)

☐ Discontinue (e.g. *end of MIG or Roundtable*) ☐ Renew (e.g. *renewal of MIG*)

☐ Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

☒ Define/Change/Clarify (e.g. *function, committee structure, etc.*)

☐ Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

ALA Information Technology Advisory Committee (ITAC)

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Background: Provide any background information on program/issue under consideration, including why is this action necessary.

As technology changes, and ALA's inclusion of a new Chief Information Technology Officer on staff, the role and charge of ITAC has evolved, and the charge is in need of adapting to reflect those changes.

Proposal: Provide detailed information on proposed action requested.

REQUESTED CHANGE

ITAC Proposed Charge

1. To monitor important industry or technical trends and provide advice and policy recommendations for major technology transitions.
2. To advocate for universal access and superior user experience with ALA online content and services by providing an ongoing channel for member communication by working closely with other units, committees, and offices of the association.
3. To facilitate and participate in the evaluation and testing of technology products and services used by Association members or by the public.
4. To advise on the organization, navigation, and accessibility of ALA's online presence.

ITAC Proposed Composition

ITAC is composed of 8 members. Its charge calls for them to serve two-year, staggered terms. It includes a chairperson appointed annually by the ALA President-elect. Classification of its members:

- 1 member from each division, to be selected by the appointing officer of the divisions.
- 1 member from a Round Table, selected by the Round Table Coordinating Assembly.

The primary staff liaison is ALA's Chief Information Technology Officer.

ORIGINAL CHARGE

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- To advise the Association and the ALA Chief Information Technology Officer on the priorities and strategies that promote utilization and continued development of ALA technology products and services.
- To provide oversight for major technology transitions, monitor important industry or technical trends and advise on the development, implementation and monitoring of the ALA technology infrastructure, cybersecurity framework, data governance, disaster recovery and IT internal control practice.
- To advocate for universal access and superior user experience with ALA online content and services.
- To develop, review and recommend to Council policies for the application of information technology products and services, and to provide advice to the ALA Chief Information Technology Officer responsible for implementing such policies and guidelines.
- To make recommendations on the reconciliation of differing strategic plans with a technology component or impact from ALA and its divisions.
- To provide an ongoing channel for member communication by working closely with other units, committees, and offices of the association.
- To participate in the evaluation and testing of technology products and services used by Association members or by the public.

Rationale:

Overall, an emphasis was placed on moving ITAC away from a charge that focused heavily on ALA's internal technology structure, and towards one that focused primarily on advisement, advocacy, and accessibility. ITAC would be a resource for the ALA Chief Information Technology Officer, and a voice for each committee member's various divisions.

Specifically, the changes suggested are as followed:

- In the original charge, points #1 and #4 were deemed to be similar and merged to create a new charge #1.
- Additionally, charges related to ALA technology infrastructure and internal technological products and services have been removed, as ALA now has a Chief Information Technology

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Officer who handles that internal component. New Charge # 3 reframes ITAC as an advisor and resource for the CITO, as well as a representative voice for our various divisions.

- Number 5 in the original charge was removed because, due to restructuring, policies are in place to align strategic plans across the various divisions.
- Emphasis was placed on turning ITAC's focus to staying on top of trends and technology changes, mirroring our most recent work on making AI recommendations for ALA
- Emphasis was also placed advocacy and accessibility in relation to technology
- A charge was added that specifically references advising on ALA's online presence, as there is currently no one division or committee tasked with looking at ALA's online presence as a whole.
- A change was recommended for the structure of the committee as a whole, going from 14 members to 7. ITAC has not had a full committee roster in several years and dropping the representation down to just Division representatives makes the committee much more manageable and viable, while still being fully representative of ALA as a whole.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (http://www.ala.org/advocacy/diversity).

ITAC's requested charge change places an emphasis on advocacy and accessibility, a core issue of EDI.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

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Appendix 3: Intellectual Freedom Committee and Committee on Professional Ethics (Motion 4)

Committee On Organization

Action Request Form

Date: 6/10/2026

Re: Merger of Intellectual Freedom Committee with Committee on Professional Ethics

Action Request (See types of requests in COO Guidelines; Note: Informational only requests do not need COO approval, however, action request form is needed for documentation)**:**

☐ Establish (e.g. *new MIG or Roundtable*)

☐ Discontinue (e.g. *end of MIG or Roundtable*) ☐ Renew (e.g. *renewal of MIG*)

☐ Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

☒ Define/Change/Clarify (e.g. *function, committee structure, etc.*)

☐ Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Johannah Gennett, Chair, Intellectual Freedom Committee: johannahgenett@gmail.com

Julia Warga, Chair, Committee on Professional Ethics: julia.warga@gmail.com

Nick Tepe, Member, Committee on Organization: cntepe@gmail.com

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Background: Provide any background information on program/issue under consideration, including why is this action necessary.

At the Council I meeting of the 2026 Virtual Winter Council Session, Council voted to approve CD#27 Motion 3:

The ALA Council approves the merger of the Committee on Professional Ethics and the Intellectual Freedom Committee as outlined in Appendix 3. If approved, this Council action will dissolve the Committee on Professional Ethics and modify the charge to the Intellectual Freedom Committee.

The Committee on Organization has worked with the Intellectual Freedom Committee (IFC) and the Committee on Professional Ethics (COPE) to update the charge and structure of the IFC to fulfill this action. In addition to the updated charge, we are recommending small changes to the IFC's subcommittee structure, which will minimally affect the existing Privacy Subcommittee. We are also recommending some additional small changes to capture current practice.

Proposal: Provide detailed information on proposed action requested.

We are proposing the following changes to the charge and structure of the IFC and its subcommittees. Changes from the current structures and charges are indicated in red. We also propose that the current members of COPE with unexpired terms continue with the new Values and Ethics Subcommittee, with new members appointed by the IFC chair as outlined below.

Intellectual Freedom Committee

Charge

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To recommend such steps as may be necessary to safeguard the rights of library users, libraries, and librarians, in accordance with the first amendment to the United States Constitution and the Library Bill of Rights as adopted by the ALA Council. To inform the work of the Association with regards to intellectual freedom, censorship, privacy, and the related values and ethics of librarianship. To work closely with the Office for Intellectual Freedom and with other units and officers of the association in matters touching intellectual freedom, ~~and~~ censorship, privacy, and the related values and ethics of librarianship.

Composition

The Intellectual Freedom Committee (IFC) consists of 13 members who are appointed by the ALA president-elect. Members serve 2-year terms and are led by the chair. Liaisons or representatives from other units may participate in an ex officio capacity.

Subcommitees and Task Forces

The Intellectual Freedom Committee (IFC) Privacy Subcommittee consists of 8 members and a chair who are appointed by the IFC Chair from the general membership of the Association. Members serve 2-year terms and are led by the chair. The chair of the subcommittee serves on the IFC in an ex officio capacity. Liaisons or representatives from other units may participate on the subcommittee in an ex officio capacity.

The Intellectual Freedom Committee (IFC) Values and Ethics Subcommittee ~~Committee on Professional Ethics (COPE)~~ consists of ~~9~~ 8 members and a chair who are appointed by the IFC Chair ~~ALA President-Elect~~ from the general membership of the Association. Members serve a 2-year term and are ~~the Committee is~~ led by the chair. The chair of the subcommittee serves on the IFC in an ex officio capacity. Liaisons or representatives from other units may participate on the subcommittee in an ex officio capacity.

Values and Ethics Subcommittee ~~Committee on Professional Ethics~~

Charge

The Values and Ethics Subcommittee ~~council committee on professional ethics~~ shall be responsible for and recommend such changes as may be necessary to ~~augment~~ the ALA Code of Ethics, Core Values, and

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related documents; and provide ~~by~~ explanatory interpretations and additional statements, prepared by this subcommittee or elicited from other units of ALA. When units of the association develop statements dealing with ethical issues, a copy will be sent to the subcommittee ~~committee on professional ethics~~ for review so that it may be compared to the existing ALA Code of Ethics and related documents in order to determine whether or not conflicts occur.

Privacy Subcommittee (No Changes)

Charge

The Intellectual Freedom Committee's Privacy Subcommittee monitors ongoing privacy developments in technology (in cooperation with Core: Leadership, Infrastructure, Futures), politics and legislation (in cooperation with the Committee on Legislation (COL)), as well as social and cultural trends that impact individual privacy and confidentiality, both in libraries and the wider world. It is charged with identifying privacy needs and resources for librarians and library users; proposing action on resolutions, policies, and guidelines addressing privacy, confidentiality, and data security; developing educational, informational, and promotional projects addressing privacy, confidentiality, and data security issues; and collaborating with other member groups and organizations within and without ALA on matters within its charge.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (http://www.ala.org/advocacy/diversity).

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

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Appendix 4: Committee on Appointments (Motion 5)

Committee On Organization

Action Request Form

Date: 6/9/2026

Re: Committee on Appointments

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation)**:**

☐ Establish (e.g. *new MIG or Roundtable*)

☐ Discontinue (e.g. *end of MIG or Roundtable*) ☐ Renew (e.g. *renewal of MIG*)

☐ Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

☒ Define/Change/Clarify (e.g. *function, committee structure, etc.*)

☐ Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Committee on Appointments

Karen G. Schneider, Chair, Committee on Organization

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kgschneider@gmail.com

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

The Committee on Appointments is chaired by the President-Elect of the Association and its members are the presidents of divisions. The committee recommends appointments to ALA standing committees.

At the 2026 Winter Council I Meeting, Council approved CD34 Motion 2 "Discontinue the Committee on Committees and distribute its work to the Presidential Advisory Committee or the ALA Nominating Committee." After review and discussion COO is recommending that the work of appointing members to the Committees of Council be moved to the Committee on Appointments, which already appoints members to the Committees of the Association.

In order to provide additional support for the highly intensive standing committee appointment process, which involves annually identifying candidates for hundreds of open committee member and chair positions, and to provide Councilors with new leadership growth opportunities, COO is proposing the addition of four (4) elected Councilors to the composition of the Committee on Appointments. This election process will follow the process for election to the Committee on Committees, and will allow Council to still have a voice in appointments to standing committees, but will still streamline the appointment process into one committee.

Note: The motion for this action, if approved by Council, will require a change to the Bylaws. It would thus need to be approved by the membership, and would appear on the Spring 2027 ALA ballot, and would be effective for the 2027-2028 service year. In the interim, to provide Council representation and support for the committee appointment process, COO proposes asking the last set of members of the Committee on Committees who are continuing their terms on Council to extend their term on the Committee on Committees by another year. In the event current CoC members decline a term extension, the appointing officer will fill any vacant slots.

Proposal: Provide detailed information on proposed action requested.

The proposed change to the composition follows:

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There shall be a Committee on Appointments consisting of the presidents-elect of the divisions**, four ALA Councilors elected annually by Council,** and the president-elect of the Association, who shall serve as chair, to advise the president-elect of the Association on nominations for committee appointments. (Provided for in bylaw Article viii, section 2)

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (http://www.ala.org/advocacy/diversity).

Expanding the support for the hundreds of committee appointments required annually provides opportunities for ALA Councilors to gain new leadership experience while increasing the committee's capacity to identify committee members and chairs from diverse and underrepresented member communities.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison