

**TO:** ALA Executive Board

**RE:** Report of the Nominating Committee for the 2021 ALA Election

**ACTION REQUESTED/INFORMATION/REPORT:**

For information purposes; no action required

**ACTION REQUESTED BY:**

Candice Wing-ye Mack, Chair, Nominating Committee for the 2021 ALA Election

Floyd G. Council, Sr.

Skip Dye

Ann Dutton Ewbank

Eldon Ray James

Amy Spence Lappin

Arlene Laverde

Scott Walter

Deimos Webber-Bey

**CONTACT PERSON:**

Candice Wing-ye Mack, 213-228-7372, [candice.YALSA@gmail.com](mailto:candice.YALSA@gmail.com)

**DATE:** October 6, 2020

**Executive Summary:**

During the worldwide COVID-19 pandemic, the Nominating Committee for the 2021 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 2021 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 developed by ALA Marketing at the request of the Nominating Committee (See Appendix B) and deadline extensions. Candidates for the ALA President-elect were identified through the Committee's recruitment efforts that garnered self-nominations. In addition, we had a number of ALA members self-nominate for the Councilor-at-large positions. During the nominating and vetting process three (3) qualified candidates were identified for the President-elect position and all accepted the nomination. The 2021 Nominating Committee is honored to put forward a final slate of highly qualified candidates composed of three (3) candidates for ALA President-elect and forty-nine (49) Councilor-at-Large candidates (50 needed) during the current worldwide COVID-19 pandemic and its subsequent impact on all facets of ALA members' professional and personal lives, including two extensions and additional outreach and recruitment from the Nomination Committee.

**Background:**

The committee began its work on January 26, 2020 in Seattle at the ALA Midwinter meeting. We were joined by Emmanuel Faulkner, Chair, Nominating Committee for the 2020 ALA Election who provided a general overview of the process the 2020 Nominating Committee undertook, and key takeaways and lessons learned. In addition, Sheryl Reyes, Director, ALA Governance Office provided a highly informative overview of the nomination and election process and introduced us to the comprehensive manual that was developed. The committee was well supported by the staff provided and we thank them immensely for their expertise. The committee had an in-depth discussion and made recommendations to assist in this process moving forward.

The committee was informed of the nominations website and that it would be the vehicle used to capture candidate information and that it would be used ultimately to keep information confidential. This platform was used to collect candidate information and to communicate with potential candidates if necessary.

The committee discussed how to proceed with our charge, and to leverage our professional affiliations and best utilize our networks to develop a broad representation of the association with special considerations for representation from national and state library organizations, interest groups, diversity, equity, and inclusion, and breadth of experience. We decided to have a series of campaigns to reach as many members of our organization as possible. We decided on reaching out to previous potential candidates listed in the manual and to provide updates on our progress. At the same time we sent out emails to various groups and affiliations that we were a part of to see if any member wanted to become active in the leadership of our organization.

Special note, Latrice Booker was originally a member of this committee, and had the honor of being elected to serve on the ALA Executive Board on January 27, 2020. Per [Nominating Committee Policy](#), members of the Nominating Committee cannot serve on the Board, so Skip Dye was appointed to replace Latrice. The committee gave Latrice words of well wishes, immediately welcomed Skip and removed Latrice's access from all information dealing with the work of the committee.

**Work of the Committee**

After our initial Midwinter meeting, the committee met once per month, and used Zoom as our Virtual Meeting location. Due to the evolving nature of COVID-19 relation closures, each meeting was scheduled via Doodle poll and the Zoom meetings were set up with support from Sheryl Reyes.

During our first virtual meeting on February 4, 2020, we welcomed Skip Dye and reviewed our committee charge and the position descriptions for President-Elect and Councilor-at-Large. We also solidified our workplan and discussed strategies for recruitment including an inventory of Nominating Committee members' networks and listservs. We also reviewed the manual and provided updates on contacts of potential candidates for President-Elect and Councilor-at-Large.

We then divided the lists of potential nominees listed in the committee manual based on our individual relationships or professional affiliations we might have with them. As we made contact we updated the lists based on the nominees' interest in serving now, in the future, or not at all. These lists were very

useful in our work and the Committee encourages continued maintenance and use of these lists. We had also initially decided to follow in the 2020 Nominating Committee's footsteps and request that those interested in standing for election for ALA President-Elect submit a video to assist with the vetting process.

We had scheduled our second virtual meeting to be on March 13th, however, due to many institutions beginning COVID-19 responses, we decided to postpone our second virtual meeting until April.

The April 10th meeting was focused on reviewing our progress, discussing how best to publicize the open nomination process, and finalizing the nominations press release, which opened on April 11. Given the virtual nature of work for the foreseeable future at that point, the committee pivoted from requesting videos from those interested in standing for election for ALA President-Elect. Putting a call out for nomination recruitment videos was also discussed, but ultimately decided against so as not to be confused with ALA President Wanda Brown's Finding Your ALA video campaign. As ALA member leaders ourselves, we discussed what characteristics we wished to see in potential candidates for ALA President-Elect during this volatile time to assist us with the recruitment process. It was also suggested by a committee member that we invite ALA Executive Director Tracie Hall to share her thoughts on characteristics of good candidates for ALA President-Elect given the working relationship that the ALA President has with the ALA Executive Director.

We discussed the importance of utilizing different communication modes including social media. Sheryl was asked to reach out to ALA Marketing to develop social media graphics similar to those created for recruitment last year.

In late April, the eye-catching social media graphics were shared with us. One of the initial graphics included the headline "Ready to run?" As this was around the same time period that video of jogger Ahmaud Arbery's horrific racially motivated murder was released, committee chair Candice Mack requested that the headline be changed from "Ready to Run?" to "Ready to Lead?" or "Be the Change." These requested changes were made and the graphics were used by the committee members and also included on ALA's website.

In May, the committee met to follow-up on where committee members had posted the recruitment announcement and who members had reached out regarding standing for election. A [draft process for recruitment and gathering names](#) created by Ann Ewbank and a [draft candidate rubric](#) developed by Deimosa Webber-Bey were both presented and discussed, with the committee deciding to move forward with continuing to reach out to potential candidates via their networks and the previous candidates list.

Since the in-person ALA Annual Conference in Chicago was cancelled due to the ongoing pandemic, the committee continued to meet virtually in June. In the interim we continued to make contact with potential president-elect and councilor-at-large nominees from the lists. By our June meeting, we had one (1) President-elect nomination to review and only seventeen (17) nominees for Councilor-at Large, so the committee agreed to continue seeking nominations. ALA Executive Director Tracie Hall joined our June meeting and shared her thoughts on characteristics of good candidates for ALA President-Elect

The nominations process was scheduled to close on July 10 and at our July meeting, the committee voted to extend the deadline to July 31, 2020. Throughout this time we reached out to interested councilor-at-large nominees who had begun but not completed their nomination forms.

By our August meeting, forty-eight (48) candidates had submitted complete biographical forms out of the fifty (50) candidates for Councilor-at-Large needed. Given the pandemic, the committee voted on and word-smithed a final reminder email with a completion deadline of 11:59 p.m. Eastern Time on Friday, 8/28, which was sent to candidates who completed at least 90% of the Councilor-at-Large biographical form. Three candidates for ALA President-Elect submitted completed biographical forms.

At our September meeting, fifty-one (51) candidates for Councilor-at-Large had submitted technically completed biographical forms. However, 2 candidates had lapsed ALA membership as of June 2020. While our committee did follow-up with those members regarding ALA membership renewal as a courtesy during the pandemic, it is recommended that this task remain with the ALA staff liaison in the future, as outlined in the ALA Nominating Committee Handbook. The committee also discussed whether to place all three ALA President-Elect candidates on the ballot or try to narrow down to two candidates, as well as the process to narrow. The committee voted to request 30 minute interviews with each of the potential ALA President-elect candidates to receive a fuller picture of each candidate with the goal of creating the strongest slate possible during these unprecedented times in the world and in relation to our Association. The interviews were conducted in late September/early October and led by committee chair, Candice Mack. The candidates were all asked the same 10 questions written by Nominating Committee members, with all 3 interviews attended by at least 8 of the 9 committee members. Nominating committee members were asked to take a last pass of every candidate's biographical form to prepare to discuss the final slate at our October meeting.

At our October meeting, the committee discussed and voted on the final slate of candidates. The committee had reviewed the candidates for Council and found that one of the biographical forms did not seem, in fact, complete. Thus, only forty-nine (49) completed applications would be placed before the membership to vote upon. Given the multiple extensions and reminders that were given, as well as this past year's extraordinary circumstances, the committee felt it best to move forward with presenting 49 candidates to stand for election for all 33 vacant seats.

Concerns were shared by ALA President about conducting President-elect candidate interviews as this was not communicated at the outset of the nominations process. It was recommended that future press releases should indicate that the Nominating Committee may seek additional information from candidates at their own discretion.

Since other deadlines had been pushed back due to COVID-19 considerations, the committee worked with Sheryl Reyes to extend the petition candidate deadline to December 31, 2020.

In mid October, all President-elect nominees had accepted their candidacy and the individuals who will be running for council were also notified of their candidacy.

**Here is a profile of the final slate of candidates:**

<b>Type of Library</b>	<b>2021 (49 candidates)</b>	<b>2020 (66 candidates)</b>	<b>2019 (75 candidates)</b>
Academic Libraries	15	37	37
Public Libraries	25	24	21
School Libraries	3	3	6
Other (special, government, trustees, etc.)	6	2	11
<b>Geographic Distribution</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Northeast	14	30	24
Southeast	13	16	19
Midwest	13	10	17
West	9	9	15

**Observations and Recommendations**

The following recommendations are made for future consideration:

- Continue to refine and utilize the ALA Nominating Committee manual, particularly with regard to the extent to which the Nominating Committee can and/or should vet potential candidates
- Include phrasing in the initial nomination press release to let those interested in standing for election for ALA President-Elect know that they may be asked to provide additional information in the form of an interview or video at the outset of nomination period
- Develop a strategic marketing plan to help foster greater participation of membership in the nominating/elections process
- Utilize the ALA marketing materials developed (Appendix B) or request new ones be developed
- Work with AASL and chapters to encourage more school librarians to run for office

The Nominating Committee for the 2021 election was a very effective and thoughtful group of professionals intent on presenting the strongest ballot possible during this challenging time. Despite the worldwide pandemic that affected all committee members personally and professionally, all worked collaboratively to develop a slate of qualified candidates to stand for the 2021 ALA Election for President-elect, and Councilor-at-Large. We wish to thank Julius C. Jefferson, Jr., ALA President, for bringing this diverse array of ALA membership together for this once in a lifetime opportunity to serve in this important capacity. We also wish to share our deep gratitude for the hard work and support of Sheryl Reyes, Tracie Hall, Julius C. Jefferson, Jr. and Holly Robison and thank them for their knowledge, and responsiveness to the needs of this committee.

## **APPENDIX A**

### **2021 ALA CANDIDATES FOR PRESIDENT-ELECT**

**Stacey A. Aldrich**, State Librarian of Hawaii, Hawaii State Public Library System, Honolulu, Hawaii

**Ed Garcia**, Director, Cranston Public Library, Cranston, Rhode Island

**Lessa Kanani'opua Pelayo-Lozada**, Adult Services Assistant Manager, Palos Verdes Library District, Rolling Hills Estates, California

### **2021 ALA CANDIDATES FOR COUNCILOR-AT-LARGE**

**Celia Avila**, Senior Librarian, Los Angeles Public Library, Los Angeles, CA

**Cindy Bhatti**, Director of Public Services, Vigo County Public Library, Terre Haute, IN

**Kimberley Bugg**, Associate Library Director, AUC Woodruff Library, Atlanta, GA

**Elizabeth Call**, University Archivist, Rochester Institute of Technology, Rochester, NY

**Keturah Cappadonia**, Outreach Consultant, Southern Tier Library System, Painted Post, NY

**John A Clextton**, Library Director, Gladwin County District Library, Gladwin, MI

**Fannie M. Cox**, Outreach and Reference Librarian, Associate Professor, University of Louisville Libraries, Louisville, KY

**Peter D. Coyl**, Director, Montclair (NJ) Public Library, Montclair, NJ

**Angela Craig**, Executive Director, Charleston County Public Library, Charleston, SC

**Sara Dallas**, Director, Southern Adirondack Library System, Saratoga Springs, NY

**Catherine Damiani**, Library Director, Tiverton Public Library, Tiverton, RI

**Roberto C. Delgadillo**, Student Services Librarian, Student Services Department, Peter J. Shields Library, University of California, Davis, Davis, CA

**Kim DeNero-Ackroyd**, Deputy Director, Cleveland Heights-University Heights Public Library  
Cleveland Heights, OH

**Bob Diaz**, Associate Librarian and Archivist, The University of Arizona Libraries, Tucson, AZ

**Jina DuVernay**, Collection Development Archivist for African American Collections, Stuart A. Rose Manuscript, Archives, and Rare Book Library at Emory University, Atlanta, GA

**Kelsey Flynn**, Adult Services Specialist, White Oak Library District, Lockport, IL

**Linda Marie Golian-Lui**, Associate Dean Library Services, Director of EAST and Librarian Professor, Kennesaw State University, Kennesaw, GA

**Michael A. Golrick**, Head of Reference, Library Consultant, State Library of Louisiana  
Baton Rouge, LA

**Stefani Gomez**, Library Director, Cedar Crest College, Allentown, PA

**Mario M. Gonzalez**, Executive Director, Passaic Public Library, Passaic, NJ

**Rhonda K. Gould**, Executive Director, Walla Walla County Rural Library District, Walla Walla, WA

**Bitsy Griffin**, School Librarian, Chatham Grove Elementary, Pittsboro, NC

**Amy J Hafer**, Library Director, Hastings Public Library, Hastings, NE

**Tyler Hahn**, Director, Cherokee Public Library, Cherokee, IA

**Christopher J. Hemingway**, Circulation Librarian, Hagan Memorial Library, East Haven, CT

**Carrie Herrmann**, Director, Boone County Public Library District, Burlington, KY

**Nicole Holifield, MSW, MLIS**, Director, Tonganoxie Public Library, Tonganoxie, KS

**Sonnet Ireland**, Branch Manager, St. Tammany Parish Library, Slidell, LA

**Nicholas A. Lamb**, Research and Learning Librarian, Cleary Gottlieb Steen and Hamilton LLP  
New York, NY

**Kathy Lester**, School Librarian, East Middle School, Plymouth, MI

**Rodney Lippard**, Director, Library and Center for Student Achievement, University of South Carolina Aiken, Aiken, SC

**Joseph Logue**, Library Director, Newport Public Library, Newport, RI

**Mike L. Marlin**, Director, California Braille and Talking Book Library, Sacramento, CA

**Lavoris Martin**, Associate Library/Director of Library Technical Service, University of Arkansas at Pine Bluff, Pine Bluff, AR

**Susan J. Martin**, Chair, Collection Development and Management, Middle Tennessee State University, Murfreesboro, TN

**Priscilla Martínez**, Director of Community Engagement, Senate of Virginia, Leesburg, VA

**Paul Mills**, Executive Director, Fountaindale Public Library District, Bolingbrook, IL

**Jill M. O'Neill**, Library Director, Clinton Community College, Clinton, IA

**Madeline Peña**, Digital Content Manager, Los Angeles Public Library, Los Angeles, CA

**Edwin Rodarte**, Senior Librarian of Emerging Technologies, Los Angeles Public Library, Los Angeles, CA

**Amanda Roper**, Assistant Librarian 1, Chattanooga State Community College, Chattanooga, TN

**Suzanne L. Sager**, Cataloging eAccess Manager, Portland State University, Portland, OR

**Jules Shore**, Systems Librarian, Shore Library, Rockville, MD

**Natalie Starosta**, Library Director, North Riverside Public Library District, North Riverside, IL

**Eric D. Suess**, Director, Marshall Public Library, Pocatello, ID

**Iris Taylor**, Senior Cataloging Specialist, The Library of Congress, Washington, DC

**Patricia Valdovinos**, Librarian II - Multilingual Collections, Los Angeles Public Library



Los Angeles, CA

**Joan S. Weeks**, Head Librarian Near East Section, Library of Congress/African and Middle Eastern Division, Washington, DC

**Christine Woods**, Saint Leo University Regional Librarian, (Virginia, Mississippi, Texas, California), Saint Leo University, Carrollton, VA

# APPENDIX B

## BE THE CHANGE.




Nominations open for the 2021 ballot!  
ALA President-elect • Councilor-at-large  
ALA AmericanLibraryAssociation

## READY TO LEAD?



Nominations open for the 2021 ballot!  
ALA President-elect • Councilor-at-large  
ALA AmericanLibraryAssociation



## BE THE CHANGE.

ALA AmericanLibraryAssociation



## ARE YOU READY TO LEAD?

ALA AmericanLibraryAssociation