

# LITA Vice-President's Report

**ALA Annual 2018 – New Orleans, LA**

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## Activities at the Midwinter

### (1) Committee on Committees – Lunch meeting with the ALA President-Elect

I have attended the business lunch meeting chaired by the ALA President-Elect Loida Garcia-Febo along with other division VP/PEs. We finalized our work of the ALA Committee on Committees and did the last review of the appointments for all ALA-wide committees.

### (2) LITA Town Hall

The town hall meeting went well, and we got to brainstorm the long-standing challenges in both LITA and the big ALA. Big thanks to the awesome board members to guide the discussion at each table and gave the summary reports at the end! I think the LITA board has a pretty good understanding about what changes the members want to see in LITA and have been working towards them for a long time. I say this with confidence because I have been seeing the gap between the members' wishes and the board's vision for LITA significantly decreasing over the years. Now, with the new division merger in discussion, we have a real opportunity to make those changes we have been grappling with happen at a larger scale with a greater impact. The joint board meeting at ALA will be a very important meeting for all of us.

### (3) Lunch meeting with ALCTS, LLAMA, YALSA, and RUSA VP/PEs

I attended the ALA Financial Meeting with ALA treasurer Susan Hildreth on Friday. Next day at the lunch meeting with the ALA President-Elect, some division VPs voiced concern about the long-term financial sustainability of ALA and the short-term financial viability of smaller divisions, which was the extension of the discussion that took place at the ALA Financial Meeting. This led to an informal lunch meeting of VP/PEs of ALCTS, LLAMA, YALSA, and RUSA. At our meeting, we agreed that this is an issue the most division membership has little awareness about but need to be known more widely. We discussed some potential coordination of each division's president's program at the ALA 2019 to amplify the signal and our collective concern. This discussion may continue after the 2018 Annual; no further discussion took place after the Midwinter

### (4) ALA Council

The discussion about the ALA finance led to a bunch of LITA board sitting in the ALA council meeting to observe and get familiar with the workings of the ALA council at the Midwinter. Some of us never attended the Council meeting and so this was very interesting to see the Council in action. I also met with some council folks in person and to learn more about how the council works. The ALA council is the final and ultimate decision-making body. What was striking to me was that there were no mechanism of checks and balances in place. The only way to make the council consider an issue has to come in the form of a member petition which may be beyond the effort each member may reasonably be inclined to exert. The at-large council members also do not represent any particular member, just the general membership. So, the accountability to the membership of an at-large council member is not entirely

clear. It was a common observation that with its +180 members, the council is slow in decision-making and lacks in flexibility and nimbleness. But from my personal conversation, some council members seem to also feel that most decisions are made by the ALA executive board and they do not have much power as a council member. This was very interesting as I was not familiar with the ALA council in general. I recommend that the LITA board discusses some ways we may be able to push our interests in ALA through the councilors more actively. This will require some politically-minded actions with our LITA councilor as well as other at-large councilors.

### **Discussion with ALCTS and LLAMA: Continuing since the Midwinter of 2018**

The group of 3 division leadership consisting of presidents, VP/PEs, and EDs have been meeting on a regular basis to hash out details for the merger to the three associations' boards and the membership. We have done the survey and formed two working groups – financial and communications – so far, and more to come!

### **ASAE Symposium for Chief Elected and Executive Officers, Chicago IL, April 9-10, 2018**

I attended the CEO conference in April along with Jenny. The VP and the ED usually attend this symposium in the fall to help the VP start planning her/his year. But this year, we pushed it farther out in order to get the three VPs and three EDs from LITA, ALCTS, and LLAMA all together at one table. This allowed us to participate in the program activities with the combined division as the focus instead of each individual division. Getting to know in person other VP/PEs and EDs were also very helpful.

### **Committee Appointments: Feb 2018 – Continuing & Almost Completed!**

- **Nominating Committee**

I appointed Abigail Goben to chair the 2018-2019 nominating committee with the additional task of revamping the LITA nominating process with more diversity and openness built in. Ranti Junus, the chair of this committee 17-18 will lend her experience and expertise as the past chair. Kelly Sattler has agreed to serve as a member. I will get 1-2 more members on the committee, hopefully before the annual.

- **Excellence in SF Committee**

I encountered some issues with the Excellence in SF committee in its appointments for 2018-2020. All resolved for now. But the bylaws committee and the board need to revisit and resolve this issue.

- **Committee Appointments**

- I solicited the recommendations from the current chairs early on to get the appointment process moving. One issue I discovered is that often the chairs

themselves just started and so do not have a good idea who to recommend to be the next chair or the next vice chair. The recommendations from the past chairs may be helpful for the VP and the appointments committee. I think this may be good to be added into the regular chair report form also.

- I also discovered that some committees ran into an issue when the chair and/or the vice chair goes MIA due to personal reasons due to the lack of leadership vacuum. I had to replace the TTT VC quickly as the VC stepped down. The TTT chair also couldn't play her role due to medical issues when the chair's work is critical. These issues need to be communicated more efficiently. Less severe but still problematic issues are also non-participating members in committees and/or committees that need more members. I appointed extra members to the Program Committee after I came to be aware of the need. This may be an area where the committee coordinator and the LITA staff can keep an eye on particularly during the time leading up to the MW and the Annual.
- At this point, almost all committees and representatives for 2018-2020 (2020) have been appointed except the 2019 forum planning committee. Due to the changes to the forum planning process that kicked in last year and the 3 division merger discussion, I put a hold on the 2019 forum planning committee appointment. But with many things still up in the air, I decided to resume this process and bring up the LITA Forum/ALCTS Exchange discussion to the 3 division leadership as an issue to discuss asap.
- All appointments committee members are rotating off except Kevin Herrera. Kevin kindly agreed to lend his great experience and knowledge one more year on this committee and help out the new VP in appointment process. I have informed Emily the new VP and Jenny.

## Other

- What I really wanted to work on but didn't have time to do so is building the LITA leadership pipeline in a more systematic way. How to guide and funnel promising LITA people into positions of increasing responsibilities in LITA committees, IGS, etc; how to carry them over to the next level, the board, committees of more responsibilities, other gateway opportunities; how to continue to provide learning and growth opportunities for elected board members to further develop their leadership skills; how to get more out of the knowledge and experience the accumulated past LITA leadership has and get those connected with mentoring new LITA members and future leaders. This will be critical to LITA's long-term success.