

TO: ALA Council

RE: Association for Library Collections and Technical Services (ALCTS), Library and Information Technology Association (LITA), Library Leadership and Management Association (LLAMA) Dissolving and the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA)

ACTION REQUESTED/INFORMATION/REPORT:

Action requested from Councilors is to cast their vote to dissolve ALCTS, LITA, LLAMA and vote for the creation of the Core division. And vote for the dissolution of the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) division

ACTION REQUESTED BY: 2019-2020 Committee on Organization

CONTACT PERSON: Jim Neal, jneal0@columbia.edu, Chair of the Committee on Organization

DRAFT OF MOTION 1: To dissolve three divisions of the American Library Association: Association for Library Collections and Technical Services, Library Information Technology Association, and Library Leadership and Management Association; effective August 31, 2020.

Note: A separate Council session will be called by the President (per Bylaw section IV.1.b) and will immediately follow the conclusion of Virtual Council III. There will be the vote to confirm the dissolving of ALCTS/LITA/LLAMA, as required by Article VI, Section 1 of the ALA Bylaws.

DRAFT OF MOTION 2: To authorize organization of Core: Leadership, Infrastructure, Futures as a division of the American Library Association, effective September 1, 2020.

DRAFT OF MOTION 3:

Whereas, The Leadership of the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA), being a Division of ALA reports that, despite its concerted efforts identify ways to make ASGCLA's operations as a self-directing body sustainable, these efforts have been unsuccessful; now therefore be it

RESOLVED, That the ALA Council dissolve the Association of Specialized, Government, and Cooperative Library Agencies as a Division of ALA.

Note: A separate Council session will be called by the President (per Bylaw section IV.1.b) and will immediately follow the conclusion of Virtual Council III. There will be the vote to confirm the dissolving of ASGCLA, as required by Article VI, Section 1 of the ALA Bylaws.

DRAFT OF MOTION 4: To allocate the ASGCLA components to the respective ALA Units.

DATE: June 15, 2020

BACKGROUND:

APPENDIX 1: Documentation for Proposed Core Division; APPENDIX 2: Documentation for the dissolving of ASCGLA

APPENDIX 1:

May 14, 2020

TO: ALA Committee on Organization
FROM: Kerry Ward, designated Core Director
RE: Documentation for Proposed Core Division

On behalf of the members of the Association for Library Collections and Technical Services (ALCTS), Library and Information Technology Association (LITA), Library Leadership and Management Association (LLAMA), I'm pleased to send background documents on the proposed new division, Core: Leadership, Infrastructure, Futures, and to ask for COO support in moving the proposal forward to the ALA Council.

Background

During the Spring ALA election, members voted overwhelmingly to create Core and wind down their current three divisions: ALCTS 91% yes, LITA 96% yes, LLAMA 96% yes. Getting to that point took almost three years of work. In the end, members agreed with the **Core Steering Committee** that as mid-sized library services divisions, we could accomplish much more for ALA members by working together than we can separately.

Major Milestones in the Development of Core:

Summer 2017 The directors of the three divisions begin to work collaboratively on ideas for reducing operational redundancies in order to increase capacity for member services and financial sustainability. A number of scenarios were discussed, including sharing a couple of staff positions. Ultimately, we agreed that only a full merge would accomplish the goals.

January 3, 2018 Staff formerly present the concept of a single, merged division to the Presidents and Presidents-elect of the three divisions.

Midwinter 2018 The three Boards vote to authorize formal discussions about merging, and they appoint a joint steering committee to manage the process.

Spring/Summer 2018 The Steering Committee, along with newly appointed member working groups, draft plans for key operational areas – programs, membership/governance, and finance.

Fall 2018 Member communication begins. Virtual town halls and social media surfaces significant member concern about the goals of the project and the speed at which it is progressing.

January 2018 Draft bylaws are submitted but key issues remain unresolved, including a name for the new division and the extent to which member feedback is being integrated into the process.

Midwinter 2019 Instead of voting to put the bylaws proposal on the Spring 2019 ballot, the three Boards agreed to pause the project. After Midwinter, the Boards work together to reconfirm project goals and assumptions, and to strategically include the broader membership in the conversation. This step was key to the project's success.

Spring through Fall 2019 A revised Steering Committee and new project teams agree on the division name and work through all operational aspects of the new division. Most importantly, a Communications Working Group develops and implements an intense member communication campaign, including in-person and virtual town halls, focus groups, surveys, and countless updates through email, social media, and a new website: <https://core.ala.org/>.

December 2019 The final project plan is shared for member review, including proposed bylaws.

Midwinter 2020 The three Boards vote to put the bylaws proposal on their respective Spring 2020 division ballots.

Spring 2020 Each division holds a final set of virtual town halls, and member communication continues.

Election 2020 Members vote to approve Core.

Project Documentation

The following documents detail the project planning and assumptions.

Overall Project Proposal (presented to members as part of the election)
https://docs.google.com/document/d/1inbWssE5_evD3RkG_ODsb-L2BTyDhNv0FuJX8K_poY/edit?usp=sharing

Bylaws (what members actually approved in the election)
https://docs.google.com/document/d/1_Uk5ezb0ZRoap64joKXCWOfq-2vt1RjPxZVLBmJGkU/edit?usp=sharing

Appendices (includes more background, working group reports, draft budget, etc.)
https://docs.google.com/document/d/1inbWssE5_evD3RkG_ODsb-L2BTyDhNv0FuJX8K_poY/edit#heading=h.hqexu62kxcv9

New Transitional Working Groups (forming now)

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https://docs.google.com/document/d/1ofjZ8zxN9cVT9LzOlcg9xSfBt1H_KauC7hUw9pyC-Vs/edit?usp=sharing

APPENDIX 2:



TO: ALA Committee on Organization

DATE: June 15, 2020

RE: Dissolution of the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) division

A

UNITS AFFECTED:

Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA)

Contacts: Sherry Machones, ASGCLA President, sherrymachones@gmail.com; and Jeannette Smithee, Interim Executive Director, ASGCLA, jsmithee@ala.org

ALA Chapter Relations Office

Contact: Michael Dowling, Director of Chapter Relations, mdowling@ala.org

ALA Office for Diversity, Literacy, and Outreach Services (ODLOS)

Contact: Kristin Lahurd, Interim Director, ODLOS, klahurd@ala.org

Core

Contacts: Kerry Ward, Executive Director LLAMA, Interim Director ALCTS, kward@ala.org; and Jenny Levine, Executive Director LITA, jlevine@ala.org; Jennifer Bowen, President ALCTS, jbowen@library.rochester.edu, Emily Morton-Owens, President LITA, egmowens.lita@gmail.com, Anne Cooper Moore, President, LLAMA, amoor168@uncc.edu

RUSA

Contacts: Elizabeth German, President, RUSA, egerman@library.tamu.edu; Bill Ladewski, Executive Director RUSA, bladewski@ala.org; Lee Lipscomb, leader ASGCLA Federal and Armed Services Libraries Interest Group (FAFLIG), leeclipscomb@gmail.com;

ACTION REQUEST:

The ASGCLA Board of Directors petitions the Committee on Organization to approve the dissolution of the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) and the incorporation of ASGCLA members into other parts of the American Library Association (ALA) with similar purposes and missions so that these members can continue their

valuable contributions to the Association. The anticipated merger date is September 1, 2020, the beginning of the 2021 fiscal year for ALA.

I. Reasons for Dissolution and Merger and Actions Taken

The Association of Specialized, Government, and Cooperative Library Agencies is requesting dissolution in 2020. The division, formed in 1977, ASGCLA now has 720 personal members representing five very different areas of responsibility. These include

- Services to populations who are underserved due to sensory, physical, health, developmental, learning, attention, or behavioral conditions, and people who are incarcerated or detained. (formerly known as special populations).
- State Library Agencies
- Federal and Armed Forces Libraries
- Library Cooperatives and Consortia,
- Independent Librarians and Consultants

The ASGCLA Board recognizes that the division is vulnerable, not only financially, but as lacking a critical mass of membership to accomplish the goals to serve the information sharing, professional development, and innovation needs for the five unique areas of the division.

Beginning with difficult discussions in January and April of 2020, the ASGCLA Board identified factors leading to the decision to disband, including:

- There will be no Executive Director for ASGCLA after the September 2020.
- ASGCLA continues to see decreases in membership and dues revenue.
- The ASGCLA Board fully expects that ALA will no longer be able to support a Small Division Subsidy.

The Board requested that the Executive Director use the remaining months of FY20, to develop plans and agreements for the incorporation of ASGCLA members into other parts of the American Library Association (ALA) with similar purposes and missions.

ASGCLA is requesting that the ALA Committee on Organization recommend that the ALA Council disband ASGCLA as a division effective September 1, 2020. At that time ASGCLA division members will have their division memberships transferred to the other parts of ALA.

II. Timeline

April 2020

- Awareness of the need to disband, review of overlap and options
- ASGCLA Board meetings April 1 and April 27

May 2020

- Conversations with ALA divisions and units
- Conversations with ASGCLA leaders
- ASGCLA Virtual Membership Meeting May 21

June 2020

- Follow up and agreements with divisions and units
- Preparation of a petition for COO and ALA Council
- ASGCLA Board meeting June 11
- COO meeting June 15
- Council meetings June 23 and 27

July and August 2020

- ASGCLA staff work with ALA Membership and IT to prepare divisions and units to incorporate ASGCLA members
- ASGCLA Board meeting July 20
- ASGCLA Membership Meeting and Awards Ceremony July 23
- ASGCLA Board meeting August 27

September 2020

- ALA FY21 begins, membership records updated
- This accelerated timeline is ambitious with the hope that most of the work can be completed before ASGCLA is without an executive director. There are contingency plans if some parts of the Transition 2020 plan cannot be completed by September 2020.

III. Move of ASGCLA Membership to other parts of the American Library Association (ALA)

In full recognition of the unique contributions over the years to important ALA discussions of accessibility and equity, to the importance of cooperative services on national, state, and regional levels in advocating for issues important to the library community, the ASGCLA Board requests disbanding ASGCLA as an independent division. ASGCLA has sought compatible placement for the five unique areas of the division into divisions and offices that will support the continuing contributions of these members.

The attached **Interest Group Overlap – Incorporation** chart summarizes the recommended placements, approved by the ASGCLA Board at the meeting on June 11, 2020.

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In addition, emails with statements of agreement from the new divisions and offices of ALA are being sent to indicate acceptance of the members from ASGCLA Interest Groups.

ASGCLA Interest Group Overlap –Incorporation Plan FINAL

Proposed incorporation	ASGCLA Interest Group	New Div or Unit Status	Notes
ALA Chapter Relations Office	Area: State Library Agencies		ASGCLA Board members recommended State Library Agencies as a good fit with the Chapter Relations Office. Interest Group leaders met. Questions and concerns were addressed. The leaders agreed that Chapter Relations could be a good fit to allow these groups to have a presence at ALA Conferences
ALA Chapter Relations	LSTA Coordinators	Favorable	
ALA Chapter Relations	State Lib Agency - Library Development	Favorable	
ALA Chapter Relations	State Lib Agency - Youth Services Consultants	Favorable	
ALA ODLOS	Area: Library Services to Underserved Populations		The ASGCLA Board recommended that the interest groups related to areas of underserved populations and accessibility go to the same part of ALA.
ALA ODLOS	Alzheimer's and Related Dementias	Favorable	Originally suggested for PLA, the group members elected to go with other underserved populations groups to ODLOS.
ALA ODLOS	Bridging Deaf Cultures	Favorable	

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Proposed incorporation	ASGCLA Interest Group	New Div or Unit Status	Notes
ALA ODLOS	Consumer Health Information Librarians	Favorable	Email from Interest Group co-leaders Lydia Collins and Michael Balkenhol supported the move to ODLOS
ALA ODLOS	Lib Serv to Incarcerated and Detained	Favorable	After investigating another division option, the interest group coleaders indicated that ODLOS is currently the best fit
ALA ODLOS	Lib Serv to Persons with Print Disabilities	Favorable	Described the history of ALA contracts with LC National Library Service for Blind and Print Disabled, for revising the Standards regularly
ALA ODLOS	Tribal Librarians	Favorable	ODLOS already has liaison responsibility with AILA.
ALA ODLOS	Universal Access	Favorable	Originally suggested for ACRL, at the ASGCLA Membership meeting, the request was made to stay with other underserved populations groups in ODLOS.
Core	Areas: Library Cooperatives/Consortia; Library Consulting		Library consortia and library consultants are recommended for Core (a new division forming for FY21) whose members focus on activities across types of libraries. The ASGCLA groups will be included in the petition to form Core.
Core	Collaborative Digitization	Favorable	The ASGCLA interest group complements the existing ALCTS/Core groups on Digital Conversion and Digital Preservation
Core	Consortial eBook	Favorable	The Consortial eBooks expressed an interest in joining Core

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Proposed incorporation	ASGCLA Interest Group	New Div or Unit Status	Notes
Core	Consortium Management	Favorable	Chair contacted members supporting the opportunity to join Core’s planning work groups.
Core	Library Consulting	Favorable	Chair contacted members supporting the opportunity to join Core’s planning work groups.
RUSA	Area: Federal and Armed Forces Libraries		
RUSA	Federal and Armed Forces Libraries	Favorable	Originally suggested for a merger with existing roundtables, the group’s leaders met with RUSA and requested to continue discussions for incorporation
RUSA	Physical Delivery Interest Group	Favorable	Originally recommended for Core, the members of the Interest Group, met and requested to incorporate with the RUSA STARS section for resource sharing.

In addition to the sixteen Interest groups recommended for placement in other ALA divisions or offices, The ASGCLA Board approved sunset for three interest groups.

Interest Group Recommended for Sunset

ASGCLA Interest Group	Action	Notes
Future of Libraries	ASGCLA Board approved sunset 6/11/2020	The ALA Center for the Future of Libraries and its Symposium on the Future of Libraries fills the need for information, trends, and discussion relating to the future of libraries
Interlibrary Cooperation	ASGCLA Board approved sunset 1/28/2019	The Board dissolved the interest group at the request of the group leader(s) because the purposes of the group had been accomplished. (previously approved – not yet reflected in IMIS)
Library Serv for Youth in Custody	ASGCLA Board Approved Sunset 6/11/2020	Originally suggested for incorporation into YALSA. A review of comparing members of the Youth in Custody group and the Library Service to Incarcerated and Detained group showed only 6 members are unique to Youth in Custody. Recommend sunsetting the group and inviting the 6 members to the Incarcerated and Detained group to join the Incarcerated and Detained group. The leaders of Library Services to Incarcerated and Detained support this.

IV. Integration of ASGCLA Components and Services into other ALA Units

If the Committee on Operations and ALA Council approve the merger, the ASGCLA staff will work with divisions and units of ALA integrate and absorb the functional components and services of ASGCLA. The key resources and services of are:

- Prepare for transfer of membership records moved to new divisions or units based on ASGCLA Interest Group
- With staff from the new division or unit, Communicate with members with about the processes of the change
- Coordinate the transfer of Connect groups and listservs for ASGCLA Interest Groups,
- Coordinate the transfer of web resources compiled by and for the Interest Groups, including library services toolkits and Recommended Resources to web resource pages in the new unit or division .
- Move Awards handled by ASGCLA to appropriate divisions or units
- Arrange for transfer of ASGCLA archives: online and print
- And other issues as they arise

The ASGCLA Board and staff appreciate the strength of the diversity of the unique groups that have developed into ASGCLA over the years. The Board and staff are making a concerted effort to provide a smooth transition and successful integration of ASGCLA members into other parts of ALA.