**To:** PLA Board and PLA Staff

**From:** Michelle Jeske, Chair, on behalf of2023 Nominating Committee; presented to Board by Board member and Nominating Committee member, Erica Freudenberger

**Subject:** PLA Nominating Committee Observations and Recommendations

**Date:** January 10, 2023

In order to streamline the nominating process and invite more participation, diversity, and inclusion, the 2023 Nominating Committee submits these considerations and recommendations. While not part of the committee charge, we provide these suggestions and questions to ponder as you execute PLA’s new strategic plan.

**Observations and Questions:**

* There is a bias toward asking directors of large and/or urban or suburban libraries to stand for election for the PLA Board and especially for PLA President.
  + Is this partially connected to the ability to afford to travel to conferences in person? Now that we have the ability to use hybrid approaches, do we still need to require in-person attendance?
* Nominees for PLA President typically have significant PLA committee and/or previous PLA Board experience. Is that necessary?
* How do we expand our thinking about who gets asked to stand for election in service of these goals?
  + 2022-2026 strategic plan goals include:
    - Centering equity, diversity, inclusion and social justice in working with and for libraries as places of equitable opportunity
    - Offering inclusive pipelines and pathways for the professional growth of all library workers.
  + PLA Nominating Committee Charge deliverables and outcomes include:
    - Involving PLA members-at-large who have served as speakers and committee members and in other volunteer positions to help identify possible candidates
    - Increasing diversity among PLA candidates by applying equity, diversity, inclusion and social justice principles to the nominating process
* How do we recruit people to join PLA and get involved as part of leadership development, membership strategy and succession planning?
  + This will contribute to the goals above.
  + Diverse and talented individuals were recommended for consideration this year but are not PLA members.

**Recommendations:**

**PLA Board**

* Review travel budget policy for members whose institutions do not support travel for board duties
  + We may be excluding people who work in states that take a pro-EDISJ stance that include travel bans.
  + Will the Board want to discuss conference location planning?
* Consider how the petition component of the PLA bylaws contributes or doesn’t to PLA’s EDISJ goals and how it intersects or conflicts with this Committee’s suggestions to encourage more participation and to support diversity on the Board.

**PLA Staff**

* Inform PLA President-Elect early that they will chair this committee when they are Past President so they are thinking about succession planning.
* Provide Committee with a packet that includes:
  + Timeline
  + Process
  + Responsibilities and requirements of all positions - President-Elect, President, and Past President; Board of Directors; and Division Councilor.
    - This will help in recruiting people to participate and make the job of the Committee easier.
  + Communication templates for recruitment
  + Rubric to use for evaluating candidates which would include attributes aligned with the PLA strategic plan and helping ensure Board is diverse
  + Form for people to self-nominate or nominate colleagues similar to a form ALA used this last year

**PLA Nominating Committee Chair and Committee**

* Chair should appoint the Committee sooner so it can be more strategic and inclusive and perform its responsibilities over a longer period of time
* Committee should use conferences and other networking events to talk about the roles, organization, and opportunities
* Committee should consider holding a webinar to provide information about the nomination process, qualities it is seeking, nomination form, etc. (this year, the ALA Nominating Committee tried this and found it very useful)
* Committee would still add names it wants to consider to the list from the self/other nomination form and would then review all candidates together and determine who to put forward as a slate.