June 7th – Forward Together Info. Session

00:03:49 Christina Rodriques: Welcome Everyone, we will begin today at 4pm EST. Thank you.

00:08:21 Christina Rodriques: Full FTRWG resolutions overview document is here for councilors to comment: https://drive.google.com/file/d/1ssV7gWwLjRsKAIy2J4xMNsKfAguRRdar/view?usp=sharing

00:15:23 Maggie Farrell: good afternoon from Las Vegas!

00:16:03 Jack Martin: Hello everyone!

00:16:10 Karen O'Brien: Hot and dry there, Maggie? Chicago's having some rain today.

00:16:29 Roberto Delgadillo: Hello all from Natomas in Northern CA

00:16:31 Diane Chen: Greetings from Nashville, TN and the American Association of School Librarians' (AASL) division councilor.

00:17:14 Sara Kelly Johns: Florida weather—hot and humid—in the Adirondacks in Northern NYS. Councilor-at-Large

00:17:30 Maggie Farrell (she/hers) UNLV: Today only 97, 13% humidity so very dry and fine in the shade in LV. :D

00:17:33 Kathy Lester: Hello from Plymouth, Michigan.

00:17:47 Sara Dallas: Sara Dallas - Councilor at Large Albany NY

00:18:14 Lorelei Sterling: Lorelei Sterling, Alaska Chapter Councilor

00:18:18 Jacquelyn Bryant: Greetings from Philadelphia. I am ACRL Division Councilor.

00:18:19 Amber Williams: Amber Williams, Councilor at Large

00:18:33 Maggie Farrell (she/hers) UNLV: thank you Working Group - this is a lot of work and appreciate your time on this!

00:18:38 Meg Delaney: Meg Delaney, Ohio Chapter Councilor

00:18:40 Karen Downing: Good afternoon! Karen Downing, Councilor-at-large from Ann Arbor, MI

00:18:48 Leslie L Morgan: Greetings from South Bend, IN 75 degrees since it rained briefly! Leslie L. Morgan, Councilor at Large

00:19:30 Erica Freudenberger: Erica Freudenberger -- Councilor-at-Large, NY

00:19:31 Gina Kromhout: Gina Kromhout, gamert councilor is here!

00:19:31 Joan Weeks: Joan Weeks, Councilor-al-large in hot, humid DC with lots of Cicadas.

00:19:32 Meredith Wickham: Meredith Wickham, Mississippi Chapter Councilor. Hi, everyone!

00:20:00 Emily Drew: Emily Drew, GNCRT Councilor

00:20:27 Sandra Hirsh: Sandy Hirsh, IRRT Councillor

00:21:02 Kim DeNero-Ackroyd: Kim DeNero-Ackroyd, Councilor-at-Large, Cleveland Heights, OH

00:21:18 Heather VanDyne: Heather VanDyne, Kansas Chapter Councilor

00:21:25 Anchalee Panigabutra-Roberts: Joy Panigabutra-Roberts, Councilor-at-Large. Knoxville, TN

00:21:34 Jim Neal: Jim Neal CaL from NYC

00:21:55 Deb Sica: Deb Sica, Rainbow RT Councilor. Happy Pride Month!!

00:22:03 Jennifer Dean: Hello from the Detroit Metro - Jennifer Dean, Michigan Chapter Councilor

00:22:15 Liana Juliano: Liana Juliano, Councilor at Large, Los Angeles CA

00:22:16 Daniella Smith: Greetings. Daniella Smith, Councilor At-Large, Texas

00:22:38 Christina Rodriques: To provide comments on council specific resolutions see Council Resolutions: https://drive.google.com/file/d/1mPzZH\_WblwdzY8e4SKTKr8xbE3LnVUIu/view?usp=sharing

00:22:44 Jim Neal: +1 Deb Sica

00:23:04 Jennifer Boettcher: Jennifer boettcher Councilor at Large maryland

00:23:12 Erica Freudenberger: Thanks so much Jack & Christina for putting this together!

00:23:52 Ed Garcia: Ed Garcia, Executive Board, Cranston RI

00:24:37 Alex Rivera (she/hers): Hello! Alex Rivera, Executive Board - Ann Arbor, MI

00:24:52 Ana Elisa de Campos Salles (she/her): Hi Everyone, Ana Elisa de Campos Salles, Councilor-at-large, belatedly introducing herself from sunny San Francisco!

00:25:31 Mike Marlin, Resolutions Committee Chair: Apologies to Christina and Jack as the Resolutions Committee is still discussing, but one potential point of confusion we wanted to clarify:

00:25:31 Mike Marlin, Resolutions Committee Chair: Policy domain conflict?Do Resolved clauses #2 and #6 (focus on ALA policy) directly conflict with Association Policy (BOD) Standing Committees Resolved clauses #1 and #3 ? Who is the policy making body now, Council or the Association Policy Standing Committee and therefore really the Board of Directors?

00:26:01 Mike Marlin, Resolutions Committee Chair: Sorry! please clarify: Policy domain conflict?Do Resolved clauses #2 and #6 (focus on ALA policy)a directly conflict with Association Policy (BOD) Standing Committees Resolved clauses #1 and #3 ? Who is the policy making body now, Council or the Association Policy Standing Committee and therefore really the Board of Directors?

00:26:08 Alfred Kagan: You should read it.

00:26:26 Diedre Conkling: Here is my spreadsheet showing ALA Council Members terms on ALA Council. There has always been significant turnover. Because of this I've never seen a need for term limits. It's a good number of new people. Currently, few serve ,more than 3 to 6 years. https://bit.ly/34VJJ75

00:27:17 Tara Brady: Thanks so much for compiling all that data on turnover, Diedre!

00:27:56 Eileen Palmer NJLA Chapter Councilor: Mike, yes I see some conflicts. It's why I think we need to determine the purpose and make up of Council first

00:28:04 Amber Williams: Question for the sub group suggestion- why 14 RT councilors and only 8 division councilors?

00:28:20 Deb Sica: Wow, Diedre - Thanks for sharing that! That changes my thinking on term limits.

00:28:28 Jayne Blodgett: Just as an fyi, there are 57 chapters (http://www.ala.org/aboutala/affiliates/chapters/state/stateregional)

00:28:57 Eileen Palmer NJLA Chapter Councilor: Amber that is based on the current # of Divisions and Roundtable elected Councilors

00:29:02 Toni Negro: Please show the resolution that Mike is referring to.

00:29:11 Tara Brady: Amber, they're currently allocated one each (with the same formula that we currently have for RTs having a rep on council.) We'd also discussed giving divisions multiple councilors, though.

00:29:47 Sara Dallas: There are 8 divisions, not sure how many roundtables

00:29:51 Aaron Dobbs: Jack/Christina Question: is there a link to the current drafts of these?

00:29:52 Stephanie Chase: I’ll add that divisions do have more authority and responsibility than RTs in the ALA structure, and that should be reflected

00:30:14 Jack Martin: Aaron Christina posted it earlier in the chat.

00:30:24 Tara Brady: https://drive.google.com/file/d/1mPzZH\_WblwdzY8e4SKTKr8xbE3LnVUIu/view The drafts again

00:30:33 Aaron Dobbs: thx!

00:31:16 Amber Williams: Thanks, Tara as we try to make a smaller council wouldn’t the better solution be to have less RT councilors?

00:32:12 Mike Marlin, Resolutions Committee Chair: I just think it needs to be crystal clear who is the policy making body of ALA.

00:32:27 Erica Freudenberger: +1 Amber

00:32:50 Jack Martin: In our last presentation, we heard multiple concerns about Assemblies being “siloed.” We were thinking that Council could be the mechanism to bring the Assemblies and the various other parts of the organization to discuss Policy..

00:33:11 Eileen Palmer NJLA Chapter Councilor: +Jack

00:33:20 Meg Delaney: I would like to speak

00:33:30 Heather VanDyne: How would chapter councilors be divided?

00:33:54 Jack Martin: @Heather we havne’t gotten to that level of detail yet…And that may be left to the Implementation team

00:33:58 Kim DeNero-Ackroyd: +1 Amber

00:34:12 Gina Kromhout: amber - we could, just that each rt does very different things and so might need separate councilors, but we can look at these things

00:34:29 Sara Kelly Johns: I am seeing very little representation of school librarians since MANY chapters do not represent the school librarians in their states. One AASL division in the second option, none guaranteed in the first? Or am I missing something?

00:34:41 Aaron Dobbs: I've been off and on building a comparative look at the "current" ALA governance table of organization as compared to the SCOE/FT/FTRWG proposals -- here's where I've gotten so far (I haven't gotten to the Assemblies)https://docs.google.com/document/d/1\_oamcjkszlo5NOTblBOtOgbyJq6KlLNph67k3nnT6iw/edit?usp=sharing

00:34:46 DianeChen AASL Div Clr: + Sara Kelly JOhns

00:35:16 Gina Kromhout: good point sara. could we set aside seats for k-5, 6-8, 9-12?

00:35:27 Jack Martin: @Sara I think Tara had mentioned this earlier, but one of the options for the makeup of councilors could include more representation from Divisions. I remember seeing one iteration where each Division had 5 reps...

00:35:36 Christina Rodriques: o provide comments on council specific resolutions see Council Resolutions: https://drive.google.com/file/d/1mPzZH\_WblwdzY8e4SKTKr8xbE3LnVUIu/view?usp=sharing

00:35:40 Meg Delaney: Thanks Aaron!

00:37:05 Sara Kelly Johns: @Jack is that Council make-up for divisions what is in the second version?

00:37:27 DianeChen AASL Div Clr: I would like to speak.

00:37:31 Gina Kromhout: +5000 Tara

00:37:53 Jack Martin: @Sara No actually. It’s what Tara is describing—only one per division

00:38:36 Jack Martin: I agree @Diane

00:38:45 Eileen Palmer NJLA Chapter Councilor: I think the purpose is clear from my perspective - Council would remain the policy governance body. We need a place where all view points on policy can be debated and determined. A larger more representative body assures, in my mind, that we maintain democratic nature of ALA and would provide a balance to the increased role of an enlarged EB.

00:39:40 Joyce Valenza: Thank you, Diane! This is a time of great crisis and need for equity.

00:39:47 Gina Kromhout: yep Eileen,

00:40:02 Jennifer Boettcher: http://www.ala.org/aboutala/governance/policymanual

00:40:03 Christina Rodriques: At any time, please send us additional comments or suggestions via Email: forwardtogether@ala.org

00:40:03 Alex Rivera (she/hers): +1 Sara and Diane. Thank you.

00:40:05 Gina Kromhout: ugh fat fingers. yep Eileen!

00:40:11 Alfred Kagan: I note in the resolution of establishing a Board of Directors, it states in no. 2, “create a new ALA Board of Directors with the SAME duties and responsibilities as the previous Executive Board.” Therefore it seems that at the Council would have the same duties as it does now.

00:40:48 Anchalee Panigabutra-Roberts: I drew a chart to include all these groups in the new org chart and thinking that the assemblies already have divisions, RTs, chapters and affiliates. Why not adding the BODs in the assemblies and then see how to work the Council in.

00:40:50 Tara Brady: The Forward Together plan recommended a 25% reduction which would be about 135 seats.

00:41:00 Eileen Palmer NJLA Chapter Councilor: I appreciate Diane's comments. I would love to see a broader discussion of council and how to make it representative.

00:41:00 Sara Kelly Johns: +Diane Thank you. School librarians have had a hard time getting to conferences. Eliminating the need to be at in-person conferences would help but then there have to be seats.

00:41:32 Jennifer Boettcher: Would Board be do duties mentioned in Manual A and Council controls Manual B, both manuals do "Policies"?

00:41:43 Jennifer Boettcher: http://www.ala.org/aboutala/governance/policymanual

00:41:53 Erica Freudenberger: +1 Stephanie

00:42:08 Aaron Dobbs: Council (per Constitutino VI.1 "The Council of the American Library Association shall be the governing body of the Association"

00:42:19 Karen Downing: We will need to revisit the roles of the BOD if we reconstitute some form of Council. And we need to see what the cost of a large BOD will be. Also, are we making our governance more transparent for members, or are we just shifting around responsibilities?

00:42:23 Aaron Dobbs: That;s what Coiuncil does :)

00:42:43 Jack Martin: Thank you Stephanie! I keep asking myself if I want to see a potential vote to eliminate Council altogether. I think it would be a healthy discussion for us to have whether or not a person is for or against

00:42:49 Meg Delaney: +1 Karen

00:43:10 Tara Brady: Off the cuff elevator pitch: Council brings together different types, settings and specialties of library work to discuss organizational policy, to help ensure that ALA remains relevant to as many type of library work as possible.

00:43:19 Stephanie Chase: Agreed, Jack!!!

00:43:56 Aaron Dobbs: “Create a new ALA Board of Directors with the same duties and responsibilities as the previous Executive Board”

00:44:01 Stephanie Chase: Tara, then I would ask ourselves if what is proposed does that. Policy and relevance, to me, are two very different and important needs

00:44:03 Aaron Dobbs: “The Executive Board shall act for the Council in the administration of established policies and programs.” Const VII.3

00:44:06 Aaron Dobbs: “The Executive Board shall make recommendations to Council with respect to matters of policy.”

00:44:07 Aaron Dobbs: 4 officers (P, VP, PP, T)

8 members “elected by ALA membership”

6 members from the Assemblies (1 RT, 1 Affiliate, 2 Chapter, 2 Division)

3 appointed (by the Board of Directors)

1 non-voting staff member

00:44:27 Ann Ewbank: I like this resolution a lot. A reduced footprint will save $ and is more sustainable. I remember Eli Mina saying that Councilors should think about ALA in the aggregate as opposed to just the unit they represent. On Council I represent 57,000 members in all types of libraries and professions. It’s an ecosystem.

00:44:59 Ed Garcia: If council remains is there a need for an enlarged Board?

00:45:42 Meg Delaney: Agree Ann!

00:45:48 Aaron Dobbs: compared to current table of organization:

4 officers (P,VP,PP,T)

8 members elected from Council

1 non-voting staff member

00:45:48 Gina Kromhout: my off the cuff thing about councils purpose: Resolved, that the responsibilities of Council are: To set Policy and procedural guidelines within the American Library Association To set standards for proper library administration To guide libraries on wider social issues affecting the library profession

00:46:27 Jack Martin: @Ed Council as it exists in this slide deck is a subset of Assemblies, Committee Members, Board and At large members. It’s the flip side of what it currently is (where everything emerges from)

00:46:49 Mike Marlin, Resolutions Committee Chair: taking off my RC chair hat...what about adding: 5. that the BOD meet at least 4 times a year and that all BOD meetings contain provisions made for in person meetings to have a virtual component.6. that the requirement to attend in-person meetings of the BOD be eliminated.

00:47:18 Eileen Palmer NJLA Chapter Councilor: I would like to speak please

00:47:38 Jack Martin: @Mike we had that in but it was recommended from leadership that we leave details like that to the next implementation group. It’s definitely an important point

00:49:03 Aaron Dobbs: remember that the current Executive Board is a technically Committee of Council (for all that it is not listed there)

00:49:37 Aaron Dobbs: would the new Board of Directors also be a Committee of Council? or a Committee of the Association? Or something else/

00:50:47 Jack Martin: @Aaron no…Council in these slides is a subsidiary of the board, assemblies, committee members and at large that discusses policies that then moves up to board action. Also assemblies and the committees can discuss policy separately from COuncil

00:50:51 Jennifer Boettcher: Aeeon that is up to current Council members

00:51:16 Aaron Dobbs: I have a comment :)

00:51:33 Ed Garcia: fiduciary responsibility currently sits with the Executive Board and we should have a legal opinion before that changes

00:51:50 Sandra Hirsh: If we add Council back into the governance structure, then it seems like we have added more bureaucracy rather than less as now we would have an expanded Board of Directors, Council, and all of the Assemblies, etc.

00:52:17 DianeChen AASL Div Clr: I love the children's literature reference, Aaron.

00:52:19 Gina Kromhout: don’t let the pigeon drive the bus! lol

00:54:51 Aaron Dobbs: I forgot a comment :/

00:54:57 Aaron Dobbs: may I?

00:55:43 Eileen Palmer NJLA Chapter Councilor: I think the appointed Board members was the most contentious issue and that is now removed.

00:55:52 Leroy Lafleur: Lee LaFleur, Councilor at large-I am comfortable voting for a proposal with ‘less’ details, as long as there as we have information about who will provide the details post-vote

00:55:58 Jack Martin: Aaron I think that is most likely incorrect and that we should take a mother look at it

00:56:07 Jack Martin: Thank you Leroy

00:56:11 John DeSantis: If Board of Directors will serve on Council, how does that work if the proposal is to eliminate Council?

00:56:49 Anchalee Panigabutra-Roberts: The assemblies as they stand won’t have the direct access to the ALA leadership that we have now via the Council. I wonder if we can bring in the BODs into the Assemblies so the groups in the Assemblies can have better access to the BODs. Just my 2 cents.

00:57:18 Gina Kromhout: it was our general consensus in the council subcommittee that council should be in the driver seat

00:57:30 Aaron Dobbs: To quote JAnet Swan Hill - we pass what is written, not what is meant :)

00:57:37 Jack Martin: @John it’s a new council

00:57:53 Alesia McManus: I think this is a good resource for learning more about association governance https://www.asaecenter.org/resources/topics/governance .

00:58:14 Ed Garcia: I think a revised version of Council needs to be the policy making body as a more representative body then an expanded BOD

00:58:28 Gina Kromhout: we are not, repeat, NOT going to introduce a resolution to eliminate council entirely at this time

00:58:59 Stephanie Chase: I think that is a mistake. I agree with a comment Jack made earlier that to have a meaningful conversation about it is important

01:00:20 Gina Kromhout: it is, just clarifying that there won’t be a resolution on the floor explicitly stating that

01:00:27 Jack Martin: Don’t forget to read the Whereas clauses in the full document to get more context

01:00:35 Sandra Hirsh: If Council is not going to be eliminated, I think that the resolution working groups need to re-group to explain how all of the different governance groups work together, what their roles, and how people get selected for each.

01:00:36 Ed Garcia: How does the EDI Assembly that was created and other groups within ALA called Assemblies fit into this structure?

01:00:37 Gina Kromhout: but yeah, let’s travel that conversation

01:00:48 Aaron Dobbs: ++Sandra

01:01:02 Jim Neal: I think COO and CBL can work on the details and bring back to Council implementation strategy with appropriate recommendations

01:01:14 Ed Garcia: +Jim

01:01:29 Sara Kelly Johns: +++Sandy Hirsh

01:01:41 Ed Garcia: ++++Sandy

01:02:05 Alesia McManus: I have question.

01:02:09 John DeSantis: ++ Sandy

01:02:22 Ann Ewbank: @Jim Neal- C & B stands at the ready!

01:02:26 Eileen Palmer NJLA Chapter Councilor: @Sandra I am not sure that is possible before Annual -- although I agree with you it would be ideal

01:03:03 Amber Williams: I would like to see a vote on wether or not Council exists go to members, if membership sees value in having Council then they will vote to keep it. It would be nice to have something so definitive to work from.

01:03:18 Jack Martin: @Amber that’s a really good idea actually

01:03:27 Deb Sica: +1 Amber!!

01:03:34 Aaron Dobbs: after anyone else goes, I have one

01:03:34 Stephanie Chase: +1 Amber

01:03:38 Jayne Blodgett: +1 Amber

01:03:41 Leslie Campbell Hime: +Amber

01:03:45 Erica Freudenberger: +1 Amber

01:03:47 Kara Reiman: +1 Amber

01:03:52 Tara Brady: Isn't that what's going to happen, though? We put together a plan and send it to the members for approval?

01:04:13 Sandra Hirsh: @Eileen - I guess I feel we have spent so long discussing the elimination of Council and building a structure that would function without it, that it feels very rushed to add Council back in at this point without understanding how the governance units will all work together.

01:04:33 Joyce Valenza: Would the Assembly and the leadership team have staggered three-year terms to ensure continuation of institutional knowledge?

01:05:10 Ann Ewbank: @Amber, this is what will happen. We are changing the bylaws. Council needs to pass and then the bylaws changes will be approved/rejected by the entire membership.

01:05:29 Alesia McManus: A subset of the division councilors are meeting Friday (not every councilor was available) to talk about this resolution. We'll send additional feedback after we meet.

01:05:32 Stephanie Chase: Only if the changes pass Council will it go to membership, is what I understand

01:05:36 John DeSantis: Or alternatively Council could choose not to pass

01:05:37 Meredith Wickham: That's what I thought we are doing, yes, @Tara.

01:05:40 Amber Williams: That isn’t what happens. They vote on what we give them to vote on and it seems Council is unwilling to put the elimination fo Council on a ballot.

01:05:46 Joan Weeks: I would like to speak

01:05:53 Christina Rodriques: To comment on assemblies resolutions: https://drive.google.com/file/d/1JkrJILuvHxy2jAff2Dm-aq3Kldcaww3c/view?usp=sharing

01:05:59 Joyce Valenza: Thanks, Jack

01:06:30 Meg Delaney: I would like to speak

01:06:33 Aaron Dobbs: The Nominating Committee charge is an interesting in, I commend it to you for close review :)

01:06:39 Aaron Dobbs: \*one

01:06:54 Ann Ewbank: @ Amber, sorry, I misunderstood. I see what you are saying. I wonder if the bylaws allow such a vote. Will put that on my to-do list. (I’m C & B chair)

01:07:11 Stephanie Chase: +1 Meg

01:07:34 Gina Kromhout: good idea meg

01:07:46 Tara Brady: We really need the input from the resolution committee on how to go about proposing it I think.

01:07:59 Jennifer Boettcher: I like that idea.

01:07:59 Stephanie Chase: I would like to speak

01:09:19 Aaron Dobbs: A full flowchart of options and decision points in the path to moving forward is really important.

01:09:34 Alesia McManus: The whereas clauses were helpful to read through

01:09:42 Jack Martin: Agreed @Aaron there’s just not a lot of time

01:09:49 Aaron Dobbs: :)

01:09:51 Jack Martin: But we’ll pull together what we can!

01:09:53 Joan Weeks: I would like to speak

01:09:59 Jennifer Boettcher: We can't make a decision based on sunk cost bias

01:10:01 Jennifer Boettcher: https://www.behavioraleconomics.com/resources/mini-encyclopedia-of-be/sunk-cost-fallacy/

01:10:10 Stephanie Chase: Great example, thanks Victor!

01:10:14 Meg Delaney: Aaron, our group put together a table - sorry, not a flowchart. We'll find a way to share it.

01:10:34 Aaron Dobbs: Table layout is great! looking forward to it

01:10:35 Karen Downing: Yesssss, Meg! I need to see where the functions of our current council are going so we can be very clear to members (and ourselves) how their/our association is going to be governed.

01:11:02 Mike Marlin, Resolutions Committee Chair: What about Ed's question about other assemblies? Are they being disbanded or remain separate from this proposed structure?

01:11:59 Jack Martin: @Mike Ed correct me if I’m wrong, but, is the DEI Assembly a separate entity from what we’re describing here with the same name?

01:13:56 Mike Marlin, Resolutions Committee Chair: EDI assembly which is managed by ODLOS but is an official body.

01:14:52 Jack Martin: @Mike Since it was in FTWG Report it didn’t make the cut. But if it’s a real entity mean to map to what we’ve outlined here then we need to make a consideration to include it.

01:15:00 Stephanie Chase: I’m looking forward to voting and being able to move ahead.

01:15:01 Alesia McManus: I really appreciate you work on the revised resolutions.

01:15:10 Jack Martin: @Miike, sorry since it was NOT in the FTWG report….

01:15:10 Stephanie Chase: Yes! SO APPRECIATIVE!

01:15:38 Ed Garcia: yes thank you all for the hard work on a difficult topic

01:16:03 Sara Kelly Johns: Thank you to all who have done so much work!

01:16:06 Stephanie Chase: What is the deadline for comment?

01:16:50 Victor Baeza: But discussion can continue in the forum before council meets.

01:17:03 Leroy Lafleur: Thanks for all of the work you’ve put in!

01:17:08 Jack Martin: Thanks all!

01:17:14 Anchalee Panigabutra-Roberts: Thank you All.

01:17:23 Raymond Garcia, ALA Staff: you may also send your comments to forwardtogether@ala.org

01:17:26 Mike Marlin, Resolutions Committee Chair: Thanks all.

01:17:27 Monica Harris: Thank you for the work that led to this.

01:17:32 Meredith Wickham: Thank you!

01:17:37 Ana Elisa de Campos Salles (she/her): Thank you all so much!

01:17:41 Jonathan Newton (he/him, SC Chapter Councilor): thank you so much!

01:17:42 Catherine Damiani: Thank you everyone!

01:17:47 Aaron Dobbs: I was looking for the 1990s reorganization effort (that was voted down in the late 1990s) -- does this ring a bell for anyne? It does come to mind that ALA had some extensive conversations back in the 1990s about making significant alterations to the structure of ALA. This is commonly kno