March 30, 2022 – Transforming ALA Governance – Council and Board Composition

00:01:43 Kaite Stover: Heyo from KCMO. Kaite Stover, Kansas City, MO, C-a-L

00:03:57 Sara Dallas: Hi Wanda

00:04:44 Barbara McGary: Hello! Barbara McGary, Chapter Councilor, PA

00:05:25 Amy Lappin: Hello Everyone from sunny but still a little chilly NH! Thanks for joining us today!

00:06:09 Muzhgan Nazarova: Greetings, fellow Councilors!

00:06:16 Sara Dallas: Sara Dallas, Councilor at Large

00:12:07 Karen Schneider: Hi from Sonoma County! ALA Exec Board member.

00:12:20 Jacquelyn Bryant: Hello. I am Jackie Bryant, ACRL Division Councilor

00:12:31 Diane Chen: Hello! Diane Chen, AASL division councilor, from Nashville TN

00:12:41 Alanna Aiko Moore: Hi all, Alanna Aiko Moore, Councilor at Large, from San Diego CA.

00:12:41 Wendy Stephens: Hello friends, Wendy Stephens, GNCRT councilor

00:12:47 Edward Sanchez: Hi Ed Sanchez from Milwaukee. Councilor-at-Large

00:12:56 Nick Tepe: Nick Tepe, Ohio Chapter councilor

00:13:06 Kim DeNero-Ackroyd: Hi everyone! Kim DeNero-Ackroyd, Councilor at Large from Cleveland Heights, OH

00:13:37 Brenda Ealey: Hi everyone! Brenda Ealey, Chapter Councilor, Nebraska

00:13:46 Kimberly Knight: Hello! Kimberly B. Knight, Councilor-at-Large from Virginia Beach, VA

00:14:09 Matthew Bollerman: Matthew Bollerman, SustainRT Councilor

00:15:10 Anchalee Panigabutra-Roberts: Joy Panigabutra-Roberts. Councilor-at-Large. Knoxville, Tennessee. Hello All.

00:15:32 Jennifer Boettcher: It this discussion about Council or Board?

00:15:38 John DeSantis: The current size is appropriate. Not all of us think that it should be smaller

00:15:51 Sherry Machones: +1 John

00:15:52 Wendy Stephens: I agree, John

00:15:54 Jennifer Boettcher: I agree with John,

00:16:11 Deb Sica: Leaner and more efficient.

00:16:14 Aubrey Iglesias: Hi -- Aubrey Iglesias, New Mexico Chapter Councilor

00:16:16 Alanna Aiko Moore: +1 Deb

00:16:18 Ana Elisa de Campos Salles: Hi Everyone, Ana Elisa de Campos Salles, Councilor-at-large for a few months more and Executive Board.

00:16:55 John DeSantis: Welcome, Sarah-- glad to see you here

00:17:43 Kaite Stover: I do not believe the current number of councilors is appropriate. It is too unwieldy. I would like to see a leaner and smoother council. The last several ALA Council meetings have NOT proven to me that the current model is working.

00:18:06 Jennifer Boettcher: can you tell me what you mean by Unwieldy?

00:18:11 Deb Sica: +1 Kaite

00:18:23 John DeSantis: I've been on Council continuously for 18 years. Clearly it's working for me

00:18:39 Mike Marlin: If you include every state and territory you are already at 57, and this is why I suggested reducing to geographical regions so that there can be more at large councilors than merely 6. Also, with virtual why should a large council be such a problem?

00:18:43 Kaite Stover: Jennifer, the fact that we are here in THIS meeting speaks volumes to me.

00:18:54 Victor Baeza: If virtual attendance is going to be an option, and council will be advisory, then I could see where ALA can grow to be larger to allow more representation from different groups.

00:20:08 Kaite Stover: Jennifer, also unwieldy=not easily managed, handled, or used. See Websters

00:20:10 Ann Symons: At our last meeting we numbers in 80-90, I would like to see a number about 110 or so. I also do not believe that one chapter councilor should represent several states. The work of of ALA at the local level is done by the states. Our state associations are vital to ALA

00:21:26 Dorcas Hand: I think 100 is manageable, with all the currently "named seats" plus about 20 at-large members. Definitely keep all the chapter councilors. I don't know why the regionals would be added. The NALCos.

00:21:26 Ann Symons: What if there were 30 at large councilors

00:21:51 Aubrey Iglesias: +Victor

00:22:01 Muzhgan Nazarova: Each Councilor-at-Large based on her/his background, experience and affiliation brings something different to the table. As colleagues say present structure has proven itself to be quite efficient for solving a number of important issues.

00:22:07 Nick Tepe: +1 Ann and dorcas

00:22:13 Sara Dallas: What are the demographics of ALA membership? Does the model 1 reflect the membership?

00:22:30 Ann Symons: As an at-large councilor I found it difficult not to be “responsible” to some group such as a chapter, a round table.

00:22:35 John DeSantis: +1 Muzhgan

00:22:39 Mike Marlin: Ann, 30 or 40 seems more reasonable than 6! And I understand every state chapter is critical, but I did not like the 57 versus 6 number TAG is suggesting.

00:22:46 Deb Sica: Great question, Sara! Are we member reflective?

00:22:57 Maggie Farrell: + 1 Ann

00:23:48 Kim DeNero-Ackroyd: +1 Ann

00:24:08 Muzhgan Nazarova: Yes, the beauty of running for a Councilor-at-Large apart from representing a group or chapter that you run as independent candidate and you bring different and inoenedent perspectives

00:24:25 Jennifer Boettcher: It was in the Chat

00:24:36 Muzhgan Nazarova: +1 Ann

00:24:37 Karen Schneider: Amy did not use that term, it came up in chat.

00:25:10 Pauline Stacchini: How many staff vote in general elections in which councilors-at-large are elected? What percentage of membership actively participates in the election the at-large councilors?

00:25:18 Ann Symons: Alaska will never have enough ALA members to meet the threshold that some would like however we a vibrant state library association and a slew of challenges including intellectual freedom, serving small communities, etc.

00:25:18 Pauline Stacchini: D'oh - members not staff

00:25:43 Muzhgan Nazarova: At the same time all Councilor-at-Large are affiliated with ALA's different groups. so it is a double benefit for the Council.

00:26:04 Wendy Stephens: When I was an at-large councilor (2012-14), I used twitter and blogs to report out constantly….

00:26:57 Muzhgan Nazarova: Totally agree with my LOC colleague! Thanks, Joan!

00:27:01 Sarah Pritchard: When you are an at-large councilor, and your name is widely listed, ALA members seek you out -- it is hard to designate that it is a specific constituency. But people have issues that do not necessarily fit into a "designated" slot, and they want to talk to someone about it.

00:27:24 Jules Shore: +1 Sarah

00:27:27 Maggie Farrell: When I was at large - I communicated w a variety of groups including my state and nonALA groups such as BCR.

00:28:05 Keturah Cappadonia: I am a Councilor-at-Large and I use my experiences as a member of the Association of Bookmobile and Outreach Services, Association of Rural & Small Libraries, and the NY Library Association in addition to my work with 48 public libraries and public library systems across NY State to help inform my decisions and votes in Council.

00:28:26 John DeSantis: Yes, Sarah-- that's what I was about to say. As a councilor-at-large, I feel that I represent any ALA member who contacts me. I was elected from the entire membership

00:28:52 Muzhgan Nazarova: Absolutely, dear John!

00:28:54 Maggie Farrell: +1 John

00:29:17 Erica Freudenberger: +1 Keturah. Councilors-at-Large are also directly elected by membership, which is the most democratic approach to representation.

00:29:34 Susan Gregory: 1+ John

00:29:44 Dorcas Hand: We have caucuses now - Youth Council Caucus is open to all always.

00:29:45 Sara Dallas: As a councilor at large, I represent the small rural, small urban and small suburban public libraries; and of course I have my interests in core values, Intellectual Freedom and Advocacy

00:29:45 Pauline Stacchini: How frequently are CaL's contacted by general membership (by folks they hadn't met in person) to express interest/concern about Council decisions?

00:29:47 Jennifer Boettcher: As a Member at large= MAL I feel like I can speak to anyone about ALA

00:29:50 Muzhgan Nazarova: Exactly, Erica! You better articulated what I was trying to say earlier!

00:29:51 Sarah Pritchard: I find this research cited: “Dunbar’s number,” which is based on research by British anthropologist Robin Dunbar who claims that the optimal size of communities, and even business organizations, is approximately 150 members."

00:30:10 Mike Marlin: And as a CAL I am also contacted by members from throughout the association, especially disability librarians/workers who have no other rpresentation

00:30:58 Jennifer Boettcher: Don't forget the 150 Dunbar number

00:31:31 Mike Marlin: how bout 37 to round out to 120?

00:31:32 John DeSantis: When ALA members at conference become aware that I'm a councilor, they often speak to me about concerns, Admittedly outside of conference, it does not happen often

00:32:05 Pauline Stacchini: Is the number of CaL's the issue, or are we maybe saying we need better communication opportunities between CaL's and general membership?

00:32:09 Pauline Stacchini: Maybe a more formal system?

00:33:59 Jennifer Boettcher: Hopefully the Pause Polls will give us a system to hear from members

00:34:03 John DeSantis: Very good observation, Pauline

00:35:49 Deb Sica: Perhaps an electoral college model?

00:35:58 Muzhgan Nazarova: This kind of discussions make our voices and opinions heard and shows that we really need a wider representation

00:36:10 Jennifer Boettcher: Deb are you serious?!

00:36:13 Lynn Johnson: +! Lorelei, as I am Chapter Councilor from Idaho.

00:36:17 Ann Symons: Totally agree with Lorelei

00:36:25 Nick Tepe: I liked what Joan was saying about caucuses, I think that facilitating that sort of organization within council would help with the advisory role, and if Council is not having to manage the government and policy business we would be able to really focus on the issues that we’re facing and coming up with creative solutions through caucuses or other new ways of organizing our work.

00:36:31 Sherry Machones: +1 Lorelei

00:36:32 Maria Taylor: +Lorelei

00:36:41 Deb Sica: Aren't we discussing our options?

00:37:14 Jennifer Boettcher: Council can have more Caucus and Task Forces

00:37:14 Muzhgan Nazarova: +1 Nick

00:37:15 Tod Colegrove: Exactly, Lorelei. I was glad to see TAG’s recommendation that preserved representation of councilors from each of the state chapters.

00:37:20 Lorelei Sterling: Thanks, the “smaller” states need a voice too.

00:38:30 Pauline Stacchini: Hiiiiiiiiiiiiiiiiiii Ed!

00:39:26 Nick Tepe: Going back to what Sara (I think) said earlier about demographics, I wonder if we could structure it so that the nominating committee refers to the organization’s professional demographics when making nominations for the at-large seats?

00:39:34 Muzhgan Nazarova: +1 ED

00:39:59 Keturah Cappadonia: Good point, Ed!

00:40:06 Jennifer Boettcher: Also as a member of Council, I hear and learn from the discussion.

00:40:39 Jennifer Boettcher: 🏆

00:42:44 Muzhgan Nazarova: yes, Jennifer! and it is two way communication. We also bring Council knowledge back to the groups we are affiliated with.

00:43:26 Andrea Lapsley: So what I am hearing is that 6 is too small a number. What about going to 25? That would bring council to 108. Still large enough to have diverse representation,

00:43:46 Lori Fisher: Why can't we reduce the number of Councilors at Large by making those positions regional? And - here's an unpopular thought - base it on population? Each state would have a councilor, but this would reduce the number of councilors as a whole

00:44:02 Dorcas Hand: @Amy - something like that seems wise.

00:44:07 Grace Jackson-Brown: I like that idea on reducing council size gradually that Joan suggested\

00:44:25 Muzhgan Nazarova: 25 too small representation

00:45:41 Wendy Stephens: Elected from the AASL membership or the AASL board?

00:45:54 Jennifer Boettcher: An proposal from the WTTF Resolution - Council suggest that their was a penalty for not coming to Council. that you might want to consider

00:46:01 Mike Marlin: Please remember NALCo is not an official term...JCLC affiliate might be more appropriate?

00:46:32 Wendy Stephens: Thanks, Amy

00:47:20 Sara Dallas: thanks, for that

00:47:21 Mike Marlin: Ok, thanks Lee!

00:47:24 Alanna Aiko Moore: Agree LeRoy

00:47:31 Ann Symons: Nalco’s - I would like to understand more where this term came from and who are the Nalco's

00:48:12 Celia Avila De Santiago: Anne: https://www.jclcinc.org/about/

00:48:17 Sara Dallas: All members of the executive board, will need to be ALA members, correct?

00:48:24 Alanna Aiko Moore: Ann, the National Associations of Librarians of Color (NALCo)--AILA, APALA, BCALA, JCLC, REFORMA, CALA

00:48:58 LeRoy LaFleur: @Sarah Yes, ALA membership would be a requirement

00:49:10 Sara Dallas: Thanks, LeRoy

00:49:11 Sarah Pritchard: +1 Liana -- I worry about EBD being too "designated." It needs to speak with broad concerns at hand.

00:49:34 Mike Marlin: +1

00:49:45 Karen Schneider: +1 Sarah

00:50:09 Jennifer Boettcher: What are the suggested terms for the Board, non-officers?

00:50:49 John DeSantis: Having served on the Executive Board, I find that the current size is effective and appropriate

00:51:33 Sarah Pritchard: Wasn't the "all voices" the original purpose of Council itself? And that's why Council needs to e larger?

00:51:41 Muzhgan Nazarova: +1 John

00:52:20 Jennifer Boettcher: What about some seats be voted on by Council?

00:52:38 Mike Marlin: Brenda's comment about fiscal management is important \*if\* the Board is going to meet in person 4 times per year. It, just like Council has been twice a year, is a sizeable expense. if only one in person mtg per year then a slightly larger Board/Council may be doable.

00:52:55 Barbara McGary: Great points Nick

00:54:19 Edward Sanchez: Great point Susan!

00:55:57 John DeSantis: Thank you, Betty

00:56:08 Tod Colegrove: Hear, hear. Thank you Betty Turock!

00:57:19 Joan Weeks: Yes Betty Thank you

00:57:22 Mike Marlin: Bylaws committee is mindful of what Jennifer raises!

00:57:23 Tara Brady: after all of this conversation about the expense of governance I would hope we aren't planning to ask the membership to pay for room board and travel for 25 people four times a year. shouldn't this body meet virtually?

00:57:41 Erica Freudenberger: +1 Tara

00:57:52 Wendy Stephens: You said it, Tara

00:59:39 Muzhgan Nazarova: +1 Sara

01:00:07 John DeSantis: In addition to conference meetings, the Board has all day meetings twice a year. Doing this virtually is simply not practical

01:00:22 Susan Gregory: Agreed, Joan.

01:00:30 Ann Symons: Executive Board: we have lived through 2+ years of virtual. I don’t see virtual as a way for the Board to be effective and I also think that the size of the board should stay at 121

01:00:39 John DeSantis: Before there was Zoom, we had monthly conference calls also

01:00:41 Ann Symons: 12 not 121

01:01:26 John DeSantis: +1 Ann

01:02:01 Ann Symons: Yes, John agree but we were often taking up issues that couldn’t wait for a next meeting and issues based on policy in place.

01:02:42 Ann Symons: Expense is always going to be a barrier to serving on the Executive Board if ALA isn’t paying.

01:02:55 Jennifer Boettcher: when are meeting again?

01:03:20 Jennifer Boettcher: when are WE meeting again? sorry

01:03:27 LeRoy LaFleur: I believe Exec Board and Council would continue to meet virtually or hybrid with one or two in person meetings.

01:04:27 Al Kagan: How is TAG going to use today’s discussion? Al Kagan, SRRT

01:04:48 Ann Symons: +1 Diane

01:04:56 Nick Tepe: +1 Diane

01:05:16 Dorcas Hand: Spot on, Diane!

01:05:17 Wendy Stephens: Thank you, Diane, for this important message

01:06:07 Jennifer Boettcher: There are lot of allied fields that librarians fill, that maybe ALA can be a voice for too.

01:06:35 Karen Schneider: +1 Tracie

01:08:03 Muzhgan Nazarova: Thanks, Tracie!

01:08:52 Edward Sanchez: Thanks Tracie, Amy, TAG and the wonderful assembly of voices here today!

01:09:13 Jennifer Boettcher: I'm speaking at a DC Librarian event about how ALA Works and advice about going to Conference in DC in June.

01:09:24 Leslie L Morgan: I will respond more next conversation-fyi

01:09:51 Jennifer Boettcher: Does have anyone have a slide deck I can use? Please send it my way boettcher@georgetown.edu

01:09:52 Mike Marlin: Thanks, TAG and fellow councilors and ALA staff!

01:10:01 Grace Jackson-Brown: Have a good afternoon! Thanks for the conversation.

01:10:10 Alanna Aiko Moore: Thank you Amy, TAG for all your work!

01:10:20 Muzhgan Nazarova: Thanks for the excellent discussion and background work!

01:10:22 Kaite Stover: I do appreciate all the discussion today!

01:10:23 Tod Colegrove: Thanks, all!!

01:10:23 John DeSantis: Jennifer-- check with Conference Services-- they may have something

01:10:29 Karen Schneider: Thanks, Amy and everyone else!!

01:10:33 Nick Tepe: Thanks Amy and TAG!

01:10:38 Celia Avila De Santiago: Thanks everyone!

01:10:47 Sara Dallas: Once again, thank you TAG and ALA staff for all of your work on this

01:10:51 Raymond Garcia, ALA Staff: Registration links for those session will be sent soon

01:10:53 Leslie L Morgan: Thank You TAG...lots to reflect now that conversation one has happened

01:11:02 Jennifer Boettcher: I will ask on Connect.

01:11:04 Ana Elisa de Campos Salles (she/her0: Thank you, Amy and Tag Team!

01:11:15 Wendy Stephens: Important stuff, thanks so much