



**PublicLibrary**  
ASSOCIATION



# Public Library Councilors

June 7, 2022

# Today's Agenda

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- Welcome: PLA President Melanie Huggins
- PLA Values: Melanie Huggins
- TAG Update: PLA Chapter Councilor Stephanie Chase
- Operating Agreement Update: PLA Fiscal Officer Clara Bohrer
- Recap: Stephanie Chase
- Discussion: Moderated by PLA Deputy Director Mary Hirsh

# In These Change Processes, PLA Values:

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- Transparency
- Accountability
- Inclusiveness
- Flexibility
- Communication
- Innovation
- Sustainability
- Evaluation

# TAG: Transforming ALA Governance

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- Stephanie Chase, PLA Councilor
- TAG discussion and action on **Council 1 Agenda: June 25, 2022**

# SCOPE—Forward Together—TAG

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## **SCOPE:** *2018*

To gather data and input from members, which informed...

## **Forward Together:** *2019-2021*

Recommendations and report, leading to resolutions brought to Council at Annual 2021, which was handed over to a smaller group...

## **TAG:** *Current*

Synthesize work of SCOPE and FT into models to transform governance

Put forth resolutions describing potential evolutions

# Resolutions from Jan and March 2022

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- ALA Governing Body
  - This is the Executive Board
  - The smaller governing body
- Body of Knowledge
  - This is Council
  - The larger body
  - Should be large enough for good conversation but small enough to "enable meaningful engagement"
- Organizational Structure
  - With the vote in March, TAG will bring the Body of Knowledge group forward for the Council I vote as an advisory body

# TAG Concepts Approved by Council

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- How Governance Should Function
  - The Governing Board must set governance priorities with input from members and affiliate units and regularly report back on its work and progress
  - This input should be collected through a structured process, which TAG calls TAP (“Taking ALA Pulse”)
  - The Governing Board must regularly consult the Body of Knowledge/Advisory group; the Body of Knowledge/Advisory group is responsible for ensuring a place for transparent discussion of complex issues
- The Culture of Governance
  - Recommendations from the Body of Knowledge/Advisory group are made by consensus and passed to the Governing Board
  - All groups should receive information and resources necessary for discussion well in advance of the discussion
  - The agenda for the Body of Knowledge/Advisory group are made by committee (as opposed to the prior practice of being made by the ALA President)
  - Members of these governance bodies “wear two hats” — that they may advocate for the groups who elected them, but are not representative. All members must listen with an open mind

# TAG: Core Values and Position

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PLA believes significant change is needed for ALA and PLA to grow and best serve the field together. In undertaking this work, we value:

- **Equity** and improving diverse member **engagement**, including virtual participation and maximizing **direct election** to ALA governance bodies
- **Streamlining and simplifying** processes to improve organizational agility
- **Fiscal responsibility**, specifically **understanding and communicating** financial impacts of all proposed changes
- **Accountability** for implementing changes and providing services

# Next Steps: TAG

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## TAG discussion and action on **Council 1 Agenda: June 25, 2022**

The PLA Board seeks your support for:

- Direct elections to Board of Directors
- Council becomes a smaller body that advises, instead of setting policy
- Fosters two-way communication to tap broad expertise
- Has responsible fiscal impact

The PLA Board supports you:

- Talking points to use at upcoming meetings

# Operating Agreement Work Group

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- Clara Bohrer, PLA Fiscal Officer and OAWG member
- OAWG Report at Council III, June 27 (not anticipating Action)

# Operating Agreement

## Defines the Relationship Between ALA and its Divisions

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- PLA Board has actively engaged in monitoring the Operating Agreement Work Group: Supports concept of ONE ALA, while valuing autonomy and authority to best meet needs of public libraries
- Related set of values articulated in Operating Agreement
  - Unity
  - Diversity
  - Authority
  - Autonomy
  - Collaboration and Cooperation

# OAWG Goals

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- The PLA Board supports the overall OAWG goals of:
  - One ALA to support financial stability
  - Simplified financial reporting
  - Align financial, budget and strategic planning to Pivot Plan
  - ALA resourced to cover shared infrastructure costs, support mission work
  - Preserve Division and RT autonomy
  - Encourage innovation

# PLA Board Action and Response

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- Supports proposal to remove application of indirect costs
- Asks for a well-defined and documented budget process
  - Transparent, iterative, inclusive, accountable
  - 2-year cycle
  - Continued ownership of budgeting process for divisions
  - Process to request funds for new programs/innovations
  - Process to ensure sustainability for all divisions and responsibly address unsustainability
  - Ability to transfer revenue over expenses to endowment
  - Open and consistent communication

# Ensuring Innovation through the OA

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- Ability to maintain PLA funds within the ALA endowment
  - Fundraise for endowment
  - Transfer revenue over expenses
  - Utilize interest as determined by PLA Board, with advisement of PLA B&F committee
- Ability to seek external funding to support projects
  - Seek grant funds to support new projects
- Internal accountability
  - Inter-ALA service level accountability to reduce duplication and improve efficiencies

# To Recap: Change Process Values

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- Streamline and simplify
  - Enable engagement opportunities
  - Clarify processes and procedures
- Transparency
  - Financial impacts and decisions
- Equity
  - Participation
  - Authority and autonomy
- Accountability

# The PLA Board Encourages You To:

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- Use your voice at Council meetings
- Consider articulated values when discussing and voting
- Ask questions, share ideas, express concerns

# Open Discussion

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- Please ask your questions in the chat
- Raise your hand to come off mute



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**THANK YOU FOR ALL YOU DO FOR  
ALA!**