

TO: ALA Executive Board

RE: Report of the Nominating Committee for the 2023 ALA Election

ACTION REQUESTED/INFORMATION/REPORT:

For information purposes, no action required

REPORT PROVIDED BY:

Rebekkah Smith Aldrich, Chair, Nominating Committee for the 2023 ALA Election

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Kenny A. Garcia

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DATE: January 6, 2022

Executive Summary

The Nominating Committee for the 2023 American Library Association Election completed its charge of developing a slate of candidates to stand for the positions of ALA President-elect, and ALA Councilor at Large during the ALA 2023 election. (See Appendix A). All members of the American Library Association were provided the opportunity to be considered for nomination through a targeted marketing campaign intended to develop a diverse pool of candidates. The call for nominations was greatly assisted by social media materials previously developed by ALA Marketing (See Appendix B). Candidates for the ALA President-elect were identified through the Committee's recruitment efforts and self-nominations. Additionally, we had a number of ALA members self-nominate for the Councilor-at-large positions. The 2023 Nominating Committee is honored to put forward a final slate of highly qualified candidates composed of two (2) candidates for ALA President-elect and sixty-one (61) Councilor-at-Large candidates (51 needed).

Background

The Committee began its work virtually via Zoom on January 31st, 2022, after the first LibLearnX: The Library Learning Experience (LLX) conference online, January 21-24, 2022. We were joined by the chair of the Nominating Committee for the 2022 ALA Election – Madeline Pena Feliz - who provided a general overview of the process the 2022 Nominating Committee undertook, and key takeaways and lessons learned. In addition, ALA President Lessa Pelayo-Lozada joined the meeting to share her vision and encouragement for the work of the committee. In addition, Sheryl Reyes, Director, ALA Governance Office provided a thorough and highly informative overview of the nomination and election process and introduced us to the comprehensive manual that was developed. This was particularly important in light of the change to the timeline for the committee's

work in 2022 which shifted the process by three months. Whereas former committees opened nominations in April, our target was July 1st.

The committee was informed of the Direct Nominations website, the platform used to capture information from potential candidates in a confidential manner. The committee also discussed the use of ALA Connect as the virtual communication space for the committee, but the need to use a shared folder in Google Drive and email to ensure confidentiality out of respect for potential candidates. It was made clear to the committee that all information about potential candidates was to be kept confidential.

The committee discussed how to proceed with our work to leverage our professional affiliations and best utilize our networks to develop a broad representation of the association with special considerations for representation from a wide spectrum of members that respected both experienced members and new professionals as well as a profound commitment to equity, diversity, and inclusion.

Work of the Committee

The committee met on a monthly basis for one hour January 2022 thru October 2022. All meetings were held virtually via Zoom. Each meeting was scheduled via Doodle poll and the Zoom meetings were set up with support from Sheryl Reyes, ALA Nominating Committee staff liaison.

During our first and second meetings, we reviewed the manual (timeline, committee charge, and position descriptions for President-Elect and Councilor-at-Large), discussed how the committee would conduct its work, and decided to identify the guiding principles of our committee:

- Confidentiality
- Transparency
- A commitment to equity, diversity, and inclusion
- Integrity

Early activities of the committee included ensuring the desired traits and attributes document for each position was up-to-date, reflecting current thinking in the association; readying the candidate nomination form; confirming desired steps in the overall process such as cross checking candidate information with NALCO's records and an interview process; cross-referencing affiliations of committee members and reviewing social media graphics to prepare for our outreach campaign; and creating a targeted list of potential groups we wanted to approach in order to seek nominations for President-Elect and Councilors-at-Large. We created a spreadsheet to collect the names of the potential nominees suggested by committee members and combined it with the list of potential nominees compiled by previous committees. A committee dashboard was created to manage the work ahead, ensuring task assignments and deadlines were clear.

Jacquelyn Bryant worked with the Council Orientation Committee to update Answers to Frequently Asked Questions for Councilors.

In July it was decided to introduce a new activity to the committee's work, the production of a "Candidate Open House" online event. The goal of this event was to share information about the importance of running for office, the particulars of the roles we are seeking candidates for, and how to put forth your name to run. A sub-committee consisting of Rebekkah Smith Aldrich, Noah Beckman, Jacquelyn A. Bryant, Dr. Sandy D. Littletree, and Susan Polos convened to plan the event with Sheryl Reyes' assistance. This event was scheduled for August 22, 2022 and was advertised widely throughout the association. We were honored to have current and former ALA leaders step up – on short notice given the timeline we were contending with - to share their experiences, advice, and encouragement to potential candidates through this event:

Current & Past ALA Presidents:

- Lessa Pelayo-Lozada
- Julius C. Jefferson, Jr.
- Jim Neal

Councilors:

- Aaron Dobbs
- Ed Sanchez
- Karen Schneider

This event was recorded and the recording, slide deck, and transcript were posted to the "[ALA Election Information](#)" page on ALA.org. The committee would like to thank Sheryl Reyes, Director, Office of ALA Governance, for suggesting this idea and supporting the subcommittee in their efforts to produce this event.

Throughout July, August and September Committee members worked diligently to spread the word about the nomination window and to personally reach out to potential candidates for President-elect and Councilor-at-Large and reviewed those individuals who had completed the candidate forms in the Nominations System. We continued our marketing efforts by sharing reminders on ALA Connect, listservs, social media, and ALA's email platform. We also emailed each member with incomplete biographical forms to encourage them to complete their submission.

In October, we emailed all potential candidates on Direct Nominations to let them know that their completed biographical forms were received, or that their incomplete forms were not to be considered. We decided to conduct 30-minute online interviews with all those who had self-nominated for President-elect. These interviews were conducted by Committee Chair, Rebekkah Smith Aldrich, observed by Sheryl Reyes, Director of the Office of ALA Governance, and recorded for all committee members to view. All candidates were provided with the ten (10) interview questions in advance, and all were asked the same questions. Committee members were asked to view the recordings and use the rubric of the desired traits and attributes developed in the first quarter of 2022, to evaluate the candidates in terms of their suitability for office.

Our final meeting on October 18th was spent reviewing the results of the findings of the committee deliberating before making our final decisions as to whom to stand as candidates for President-elect. The committee also reviewed the candidates for Council and decided that all completed applications would be placed before the membership to vote upon.

Within a week, both nominees for President-elect had accepted their candidacy and the individuals who will be running for council had been notified of their candidacy. Those not chosen as committee-selected candidates for President-elect were informed of the petition process, open until December 31st, 2022 to be added to the ballot through a grassroots effort. On November 1st press releases were issued to announce the candidates for President-elect and Councilors-at-Large (See Appendix A).

The Nominating Committee for the 2023 election was a very thoughtful group of professionals. All worked collaboratively to develop a slate of qualified candidates to stand for the 2023 ALA Election for President-elect and Councilor-at-Large. We wish to thank Lessa Pelayo-Lozada, ALA President, for bringing this diverse array of ALA membership together for this once in a lifetime opportunity to serve in this important capacity. We also wish to share our deep gratitude for the hard work and support of Sheryl Reyes and thank her for her knowledge and responsiveness to the needs of this committee.

Finally, the committee would like to thank those association members who self-nominated through this process. The willingness to stand for election, to devote volunteer time and energy to our association is admirable. We salute all who identified with this work and who were willing to run. This is our association. It is what we make it.

Profile of the Final Slate of Candidates (Councilor at Large)

| Type of Library | 2023 (61 candidates) | 2022 (68 candidates) | 2021 (49 candidates) | 2020 (66 candidates) |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Academic Libraries | 21 | 32 | 15 | 37 |
| Public Libraries | 23 | 29 | 25 | 24 |
| School Libraries | 11 | 4 | 3 | 3 |
| Other (special, government, trustees, etc.) | 6 | 3 | 6 | 2 |

| Geographic Distribution | 2023 | 2022 | 2021 | 2020 |
|--------------------------------|-------------|-------------|-------------|-------------|
| Northeast | 19 | 25 | 14 | 30 |
| Southeast | 14 | 17 | 13 | 16 |
| Midwest | 21 | 7 | 13 | 10 |
| West | 6 | 19 | 9 | 9 |
| Outside of the U.S. | 1 | -- | -- | -- |

Observations and Recommendations

The following recommendations are made for future consideration:

- Continue to refine and utilize the ALA Nominating Committee manual and the running list of potential nominees. This manual is vital given the steep learning curve for committee members who were not permitted to serve in a previous year.
 - It is recommended that perhaps at least one committee member continue for 1 additional year of service to this committee to help expedite the efforts of the current committee.
 - The running list of potential nominees is an important resource to communicate the status of outreach to individuals. We recommend reaching out early to folks who indicated strong interest in the previous year to remind them of the opportunity to serve. We also recommend keeping this list updated for future committee use.
 - We cannot stress strongly enough how important it is to get an early start to reach out to potential candidates. Folks need time to consider such a large commitment as running for President-elect. Potential candidates indicated the need to discuss this opportunity with their employers and family members.

- Develop a strategic marketing plan to help foster greater participation of membership in the nominating/elections process. In particular, it is recommended that Division, Section, Round Table, and NALCO leadership be in the loop early and often to help with recruitment efforts.

- Continue to offer a “Candidate Open House” online event, as described above that is recorded and publicized. The committee strongly suggests that:
 - a commitment to produce such an event is made early in the committee’s timeline and process;
 - the invited panelists represent the wide experiences of those who serve on Council and in leadership positions as well as highlighting previously underrepresented groups; and that
 - new members, members of all ages, and those new to the profession, including students, are encouraged to step up to serve.

- Utilize the marketing materials developed by ALA (Appendix B)

- The Committee does not recommend the continuation of the process to crosscheck candidate’s self-submitted nomination information with NALCO’s membership records unless a future committee is committed to verifying all membership information supplied in the nomination form. This is a time-consuming task that will require committee member participation in the future.

- Retain the practice of interviews with potential president-elect candidates as a formal step of the nomination process.

- To consider how to best create a stronger succession path that encourages current Councilors, particularly executive board members, to step up to run for President-elect.

- To continue to remove barriers to service. The ability to attend Council meetings online was key to many folks’ ability to serve.

Appendix A: Nominated Candidates of ALA President and ALA Councilor-at-Large

- **Cindy Hohl**, director of policy analysis and operational support at Kansas City Public Library (Missouri), and **Eric D. Suess**, director of Marshall Public Library (Idaho), are the candidates for the 2024-25 presidency of the American Library Association (ALA). Press release for [Nominated ALA President Candidates](#)
- The following candidates were accepted by the Nominating Committee (listed alphabetically by last name):

Richard E. Ashby, Jr.
Public Library Director
Sharon Hill Public Library
Sharon Hill, PA
(Public Library)

Caitlin Bagley
Instruction Librarian, Chair Foley
Librarians
Gonzaga University
Spokane, WA
(Academic Library)

Jennifer Boettcher
Business Librarian
Georgetown University
Washington, DC
(Academic Library)

Vivian Bordeaux
Head, Technical Services
Bridgeport Public Library
Bridgeport, CT
(Public Library)

Steve Borrelli
Head of Library Assessment
Penn State University Libraries
University Park, PA
(Academic Library)

Kathleen Breitenbach
Teen Librarian
Hamilton Township Public Library
Trenton, NJ
(Public Library)

Joy Bridwell
Librarian
Stone Child College
Box Elder, MT
(Academic Library)

Jennifer Brown
Executive Director
The Field Library
Peekskill, NY
(Public Library)

Elizabeth Burns
Associate Professor
Old Dominion University
Norfolk, VA
(School Library)

Nick Buron
Chief Librarian
Queens Public Library
New York, NY
(Public Library)

Diana Colby
Ph. D. Candidate; District Library
Facilitator; High School Librarian
University of North Texas / Keller
ISD
Ft. Worth, TX
(School Library)

Kate Cummings
Research and Instruction Librarian
University of Scranton
Scranton, PA
(Academic Library)

LaKeshia Darden
Associate Librarian
Palm Beach Atlantic University
West Palm Beach, FL
(Academic Library)

Jim DelRosso
Assistant Director, Catherwood
Library
Cornell University
Ithaca, NY
(Academic Library)

Emily Dowie
Teen Librarian
Greenburgh Public Library
Elmsford, NY
(Public Library)

Jason Driver

Executive Director
Kitsap Regional Library
Bremerton, WA
(Public Library)

Diane Gill

Assistant Professor of Professional
Practice
Louisiana State University
Baton Rouge, LA
(School Library)

April Hernandez

Library Director
Goddard Public Library
Goddard, KS
(Public Library)

Carrie Herrmann

Executive Director
Boone County Public Library
Burlington, KY
(Public Library)

Chad Hetterley

Acting Library Director
Grapevine Public Library
Grapevine, TX
(Public Library)

Mihoko Hosoi

Associate Dean for Collections,
Research, and Scholarly
Communications
Pennsylvania State University
University Park, PA
(Academic Library)

Aubrey Iglesias

Cataloging Librarian, 2018-present
New Mexico State University
Las Cruces, NM
(Academic Library)

Barbara Johnson

School Librarians
Jack Jackter Intermediate School
Colchester, CT
(School Library)

Amanda Jones

AASL Chapter Assembly Secretary,
AASL 2023 National Conference
Co-Chair
Live Oak Middle School
Denham Springs, LA
(School Library)

Bradley Kuykendall

Floating Manager
Dayton Metro Library
Dayton, OH
(Public Library)

Stephen Lajoie

Assistant Library Director &
Technology Librarian
Ipswich Public Library
Ipswich, MA
(Public Library)

Nicole LaMoreaux

Assistant Director, Research &
Instructional Services
The New School
New York, NY
(Academic Library)

Binh Le

Interim Head Librarian
Penn State University
Abington, PA
(Academic Library)

Dennis Leloup

Retired
School Library Advisor
Indianapolis, IN
(School Library)

Tina Lerno

Librarian II
Los Angeles Public Library
Los Angeles, CA
(Public Library)

Tatanisha Love

Library media specialist
BCALA
Owings Mills, MD
(School Library)

Sandra McCarthy

Professional Faculty Librarian
Washtenaw Community College
Ann Arbor, MI
(Academic Library)

Kerrie Mierop

Youth Services Librarian
Calabasas Library
Calabasas, CA
(Public Library)

Anne Miskewitch

Executive Director
Schaumburg Township District
Library
Schaumburg, IL
(Public Library)

Derek Mosley

Archivist
Fulton County Library System
Atlanta, GA
(Public Library)

Toni Negro

Retired
Rockville, MD

Janice Newsum

Assistant Professor, School Library
Information Science
University of Houston Clear Lake
Houston, TX
(LIS Program)

Kathleen O'Connell Renaud

Director of Operations
Friends of the Ottawa Public
Library Association
Ottawa, ON
(Public Library)

Nadia Orozco-Sahi
Library Information Specialist III
University of New Mexico
Albuquerque, NM
(Academic Library)

Michelle Osborne
Branch Manager
Gaston County Public Library,
Stanley Branch
Stanley, NC
(Public Library)

Andrew Pace
Executive Director
University System of Maryland
and Affiliated Institutions (USMAI)
Library Consortium
Adelphi, MD
(Consortium Library)

Liz Philippi
School Program Coordinator
Texas State Library and Archives
Commission
Austin, TX
(State Library)

Abigail Phillips
Assistant Professor
University of Wisconsin-
Milwaukee
Milwaukee, WI
(LIS Program)

Corinthia Price
School Librarian
The Green Vale School
Old Brookville, NY
(School Library)

Brenda Pruitt-Annisette
Chair, Coretta Scott King Book
Awards Round Table; K-12
Educator; Researcher
DeKalb County School District
Stone Mountain, GA
(School Library)

Leah Richardson
Special Collections Librarian
George Washington University
Washington, DC
(Academic Library)

Alexandra Rivera
Associate Dean for Diversity,
Inclusion, and Organizational
Development
Michigan State University
Libraries
East Lansing, MI
(Academic Library)

Jillian Rudes
School Librarian
New York City Department of
Education
Queens, NY
(School Library)

Edward Sanchez
Head, Library Information
Technology
Marquette University - Raynor
Memorial Library
Milwaukee, WI
(Academic Library)

Matthew Shaw
Dean of University Libraries
Ball State University
Muncie, IN
(Academic Library)

Jahala Simuel
High School Librarian
District of Columbia Public Schools
Washington, DC, VA
(School Library)

Heather Sostrom
Library Branch Manager
St. Johns County Public Library
System
St. Augustine, FL
(Public Library)

Pauline Stacchini
Executive Director
Emporia Public Library
Emporia, KS
(Public Library)

David Stokes
Ph.D. Candidate and Teaching
Assistant
University of California, Los
Angeles (UCLA)
Los Angeles, CA
(LIS Program)

Melissa Sutter
Outreach and Reference Librarian
Rogers Memorial Library
Southampton, NY
(Public Library)

James Teliha
Dean of the Library & Learning
Commons
Utica University
Utica, NY
(Academic Library)

Joseph Thompson
Director of Public Services
Carroll County Public Library
New Windsor, MD
(Public Library)

Gail Tobin
Branch Manager
Schaumburg Township District
Library, Hanover Park Branch
Hanover Park, IL
(Public Library)

Janice Welburn
Dean Emerita, Raynor Memorial
Libraries
Marquette University
Milwaukee, WI
(Academic Library)

Harriet Wintermute
Head, Metadata Services
Iowa State University Library
Ames, IA
(Academic Library)

Ning Zou
Associate Director for Student
Academic Services and Learning
Design | Research Librarian
Harvard Graduate School of
Education
Cambridge, MA
(Academic Library)

Press release for [Nominated Councilor-at-Large Candidates](#)

Appendix B: Promotional Materials

| BE THE CHANGE. | | | | READY TO LEAD? | | | |
|---|---|---|---|---|--|---|---|
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| NOMINATIONS ARE OPEN FOR THE 2022 BALLOT! ALA President-elect • Treasurer • Councilor-at-large <small>ALAmericanLibraryAssociation</small> | | | | NOMINATIONS ARE OPEN FOR THE 2022 BALLOT! ALA President-elect • Treasurer • Councilor-at-large <small>ALAmericanLibraryAssociation</small> | | | |