



## Memorandum

**To:** NJLA Executive Board  
**From:** Eileen M. Palmer, Chapter Councilor  
**Date:** 2/14/2022  
**Re:** ALA Annual Conference Council Actions

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Council receives a variety of reports and updates throughout all three Council sessions. My report will only focus on specific actions taken by Council and reports I think of special interest to NJLA and its members. A full record of Council actions will be made available by ALA on its website. All documents referred to may be found at [https://www.ala.org/aboutala/Virtual\\_Council\\_Meetings](https://www.ala.org/aboutala/Virtual_Council_Meetings)

### **Council I**

Council received reports via the consent agenda from the Budget Analysis & Review Committee ALA CD#33, Committee on Education, ALA CD#41, Committee on Library Advocacy, ALA CD#42, Committee on Professional Ethics, ALA CD#24, Committee on the Status of Women in Librarianship, ALA CD#43, Council Orientation Committee, ALA CD#31, Public Awareness Committee, ALA CD#38, Publishing Committee, ALA CD#32, Resolutions Committee Report, ALA CD#10.1, Sustainability Committee, ALA CD#37, and Treasurer's Report, ALA CD#13.

The bulk of the meeting was a discussion of the report from the Transforming ALA Governance (TAG) working group ALA CD# 35, 35.a and 35b. The discussion was led by Amy Tappin, Chair of TAG and Councilor at Large. After much discussion, revised versions of Part A – ALA Governance Functions and Part B – Body of Knowledge CULTURE were approved by Council. These revised motions may be found [here](#):

The third item, Part C Organizational Structure was deferred until Council II.

## Council II

Council heard reports from the Committee on Organization, ALA CD#27, Committee on Legislation, ALA CD#20, Constitution & Bylaws, ALA CD#25. Action items included in documents CD#27 and CD# 25 were approved.

ALA [CD#27](#) included the following action items:

- Establish Coretta Scott King Book Awards Round Table (CSKBART) (see appendix 1)
- Revise the ALA Publishing Committee charge (see appendix 2)
- Dissolve Staff Organizations Round Table (SORT) (see appendix 3)
- Dissolve Library Support Staff Interests Round Table (LSSIRT) (see appendix 3)
- Create a Round Table with the new name of the Library Support Staff Round Table (LSSRT) (see appendix 3)

ALA CD#25 included several action items implementing changes to Roundtables approved previously. Details can be found [here](#).

By the time we reached the part of the agenda to continue discussion of TAG Motion 3 we were about out of time (although another 30 minutes were added). Motion 3 is the heart of the recommended changes to the governance structure. In its original form it called for an ALA Governing Executive Board and an Advisory Body (Council) or Bodies (Leadership Assemblies). Council voted to go with the option for one Body due, I think, primarily to concerns that creating 4 silos all advising one small Executive Board could become problematic. As the debate turned to the heart of the motion – moving governance authority to the Executive Board – time ran out and the Chair opted to use the remaining time (more than 30 minutes) to announce the retirement of Eli Mina and honor him. Eli is ALA's parliamentarian and very deserving of all accolades – but it was also announced that we would be honoring him more formally at Annual.

Thus further consideration of the TAG Motion 3 was deferred to Council III along with several other resolutions.

## Council III

Time management is a significant problem with Council. Agendas are set without sufficient time to complete them. This leads to attempts by the chair (completely understandable) to move things a long but that is rarely successful because the time and format are insufficient to begin with. Everyone gets frustrated. At Council III (scheduled for 2 ½ hours) the following reports were presented (those with \* are reports with action items for Council) prior to resuming the discussion of TAG and several other resolutions.

International Relations Committee ALA CD#18  
Intellectual Freedom Committee ALA CD#19-19.1  
\*Membership Committee, ALA CD#44  
Conference Committee, ALA CD#45  
\*Committee on Diversity, ALA CD#14  
\*Policy Monitoring Committee, ALA CD#17  
\*Budget Objectives/Programmatic Priorities, ALA CD#13.1  
Operating Agreement Work Group Update, ALA CD#40  
Freedom to Read Foundation (FTRF) ALA CD#22

I am just going to highlight the significant actions taken by Council. The Membership Committee proposed (and Council approved) a simplified ALA membership model for the Personal Members Classification of Membership effective in FY24. Background on pages 2-4 of ALA [CD#44](#). Council also voted to change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for FY23. The recommendations for the cost of membership are still being worked on.

Current Member Type	➔	Proposed Member Type
1st year Regular	➔	<b>Individual Type I</b> Includes librarians and other employees in library and information services or related positions that: (a) require a master's degree; (b) require a state level certification; or (c) are managerial.
2nd year Regular		
3rd year+ Regular		
Earning <\$30,000	➔	<b>Individual Type II</b> Includes librarians and other employees in library and information services or related positions that are: (a) earning < \$45K annually; or (b) working outside the U.S.; (c) retired; or (d) not listed in Type I.
Support Staff		
Retired		
International		
Associate	➔	<b>Supporter</b> Includes those not employed in library and information services or related activities who, through their personal commitment and support, promote library and information services.
Friends		
Trustee		
Student	➔	<b>Student</b> Includes individuals enrolled in a program for a certificate or a degree in library and information studies. Student membership is limited to five total years.

Council also voted to approve the recommendation from the Committee on Diversity to use the DEI [Scorecard](#) as a primary means for ALA's measures for DEI particularly the following: Culture and Climate of the organization; Training and Education; Recruitment, Hiring, Retention, and Promotion; Budget Priorities for DEI; and Data Practices.

Time had all but expired after all the reports and discussion of action items. 30 minutes was added to the allotted time and we turned to the TAG report and resolutions. Those of us who had attended Council Forum (an informal get together of Councilors to hear more information about upcoming agenda items) had been told that Amy Lappin intended to introduce a motion to defer further discussion of TAG Motion 3 to a special Council meeting to be called in February or March. She started her report by introducing a change to Motion 3 that restored governing authority to Council. This caught everyone by surprise especially since it came prior to any substantive debate about where governing authority should rest. But we were out of time and Chair Patty Wong was concerned that there be enough time to meet in closed session to vote on 2 lifetime memberships proposed by the Board.

It was decided to move to the closed session, after which there was no time remaining to discuss TAG or the resolutions brought to Council and it was agreed to move all remaining business to the special meeting to be held in February or March. Thus ended Council III.

My perception is that once again the reorganization group, this time TAG, and the presiding officer of Council, seemed reluctant to really allow a full Council discussion on the future of ALA governance. I am really dumbfounded as to why every time we get to an actual debate there is no time and/or motions are pulled or changed before Council can really discuss it. A straw poll was held during Council II on whether or not to maintain a governing council

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and the vote was 60-40 in favor of so doing – but debates can change people’s minds. My experience is that in Council that is especially true.

While I think chapters are best served by retaining a governing council, I find this process to be exposing the very worst of Council. Council is so managed by those who set the agenda (and the time) that it’s unfair to blame Council for not moving this forward. We should be well into implementing whatever changes to governance we intend to make by now. But, again from my perspective, it’s not Council that is slowing everything down. I hope the special meeting, now scheduled for March 10<sup>th</sup>, will finally move things forward but I think that will only happen if the people managing the process allow a debate and a vote. Thus far they have seemed, to me, unwilling to do so.

The agenda for the March meeting is:

Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges, ALA CD#51

Resolution to Promote Equity, Diversity, and Inclusion (EDI) Efforts in AASL While Addressing Historical Effects of Racism, ALA CD#52

Resolution Calling on the US Executive Branch to Drop All Charges Against Julian Assange, ALA CD#53

Transforming ALA Governance (TAG) (Part 3), ALA CD#35a-35c

Resolution related to Structure, Composition, Purpose, and Meetings of ALA Council, ALA CD#54

Respectfully Submitted,

Eileen M. Palmer  
NJLA Chapter Councilor