

To: Board of Directors
From: Wendy Tressler, President
Angie Ohler, President-Elect
Margaret Heller, Immediate Past President
Date: May 23, 2024
Re: Committee/Section Restructure Recommendations

Executive Summary

On April 10, the Core Leadership Team met at ALA Headquarters for a President's Retreat. During the meeting a discussion was held regarding potential changes to the Division Level Committees, Awards, Sections, and our current infrastructure.

Background

As Core has grown over the past four years we've edited our structure along the way. As we continue to grow and evolve as an association, continued improvement to our infrastructure is needed to ensure that our committees stay focused on the work that is most needed. In addition, Core staff capacity remains an issue. As such, we will need to modify and expand charges of select committees. We will also need to add volunteers to select committees to handle identified tasks and/or pause certain tasks until we are able to replace vacant positions. ALA is currently on a hiring freeze for most positions until at least a new Executive Director is hired and then likely for several months thereafter. Through various feedback channels including member, board, and staff feedback, the below table recommends changes to several committees to be implemented during the 24-25 term. The Board will review and discuss these recommendations at the May 23, 2024, meeting. The Chair will entertain a motion to approve the recommendations if the Board is ready to do so. If additional time is needed for review and discussion, we will move the discussion to Connect with the goal of voting on final recommendations at our June 28th meeting by either Consent Agenda or in Unfinished Business.

Committee	Type	Recommendation
1. Conference Program Coordination	Division Level	Core staff to work with Chairs to modify charter and include additional tasks regarding advancing the program proposal form, rubric, member education regarding quality proposals, involving sections on content, and ALA Annual onsite logistics (determine if it should be a sub-committee or separate team).
2. Fundraising & Sponsorship	Division Level	Core staff and Board liaisons to work with Chairs to expand their charter and include sub-committees focused on major gifts, Preservation Week, Annual Events, Awards, Scholarships, Continuing Education, and Individual Giving. Will require additional volunteers, including representation from each Section.
3. Continuing Education Coordination	Division Level	Expand charter to include working with Core staff on developing a process to review free webinars

		and provide tech support for them, as well as provide tech support for Preservation Week. Add new sub-committee to manage Core Courses. Train the Interest Group Week Coordination team on how to implement webinar technology.
4. Communications Coordination	Division Level	Sunset. Offer current volunteers new committee assignments. Replace with Marketing & Social Media Committee – see item 5.
5. Marketing & Social Media	Division Level	Create. Core staff and a new chair will work to create a new charter focused on specific needs to implement a marketing and social media plan. Committee members to: revise monthly newsletter and implement, create social media posts, increase #IAmCore, and refresh the blog, etc. May require additional volunteers with specific skill sets and interests.
6. Interest Group Week Coordination	Division Level	Rename and modify charge to Core Week Planning Committee. Core staff and chair to work on modifying charter to coordinate Interest Group schedule during the week, provide tech support during the week for the discussions, plan additional engagement activities for the week. Core Week to be held in the spring. Does not “oversee” interest groups.
7. Interest Groups	Various	Move all Interest Groups to a Section if not already part of a Section. Section Leadership to ensure assigned IGs are active, relevant, and have Chairs/Co-Chairs.
8. Advocacy Coordination	Division Level	Board liaisons, Chair, D&I, Chair and Bylaws Chair to review charge. Determine if it should remain a stand-alone committee or merge with D&I. Determine membership criteria for the committee. Core has several reps to ALA level committees on this topic, do they make up the members of this committee?
9. Core Reading Club Facilitation Team	Division Level	Sunset. Offer current volunteers new committee assignments.
10. Leadership Development & Mentoring	Division Level	Rename and narrow the charge to the Mentoring Committee. Move under the Leadership & Management Section.
11. Learning & Programming	Division Level	Sunset. Offer current volunteers new committee assignments.

12. Access & Equity Section	Section	Add multiple Board Liaisons to work with Section Leadership to establish a plan to: modify charge, add committees, add interest groups, ensure additional programming is implemented. Help recruit additional volunteers.
13. Awards & Scholarship	Division Level	<p>Core staff and Chair to work on modifying the charter. In consultation with Core staff, the focus will be on creating the annual awards timeline schedule, communicating the timeline to Awards & Scholarship Chairs, assist with awards marketing for all awards, plan the annual Awards Ceremony at Annual include creating the slide deck, script, and handouts, analyze joint division awards as needed, analyze requests for new awards as needed. Over the next term, all Awards to be moved under a Section except the Presidential Citations; see below.</p> <ul style="list-style-type: none"> ● AIA/ALA Library Building Awards – B&O ● ALA John Cotton Dana Library Public Relations Award – L&M ● ALA/IIDA Library Interior Design Awards – B&O ● Christian Larew Memorial Scholarship – Tech ● Frederick G. Kilgour Award for Research in Library & Information Technology – Tech ● Hugh C. Atkinson Memorial Award (ACRL/Core) – M & C ● Margaret Mann Citation – M & C ● PR Xchange Awards – L&M
14. LIFT Award	Division Level	LIFT Awards committee to modify their charge and expand awards to include criteria in the application to identify an award winner at various stages of their career - at least 1 for new career, 1 for mid, and 1 for advanced/career achievement. Award is dependent on funding. If only 1 award can be given it will be to a new career. Work with Core staff to re-word language regarding how the award funds can be spent to ensure clarity. LIFT Awards will move to the L&M Section.