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American Library Association
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Report of President-Elect Molly Raphael

My year as president-elect has passed very quickly. Thanks to the terrific support from ALA member leaders and ALA staff, particularly President Roberta Stevens, Immediate Past President Camila Alire, Treasurer Jim Neal, and Executive Director Keith Michael Fiels, I feel well prepared for my presidential year. More appreciation will follow for the many others who have contributed.

Presidential Initiatives.

I am working with two different teams on initiatives, captured by the words "Empowering Voices". My advocacy initiative seeks to identify community members to speak out for libraries (of all types), develop powerful messages for those communities, and then motivate and empower those communities to advocate for those libraries, year in and year out. My diversity initiative seeks to create clear and open pathways for leadership development within ALA for members from diverse backgrounds. Both are described in more detail below.

Advocacy. "Empowering Voices: Communities Speak Out for Libraries" will be launched at a program in New Orleans (Saturday, June 25th, 1:30-3:30 PM). While the program is open to anyone registered for the conference, we specifically sent invitations to state chapters, ALA divisions and units, and the Advocacy Assembly. We will introduce our first component, which focuses on developing tools for assessing community strengths and assets. We are pleased that the program is being cosponsored by the Chapter Relations Committee, PLA, and the Committee on Library Advocacy. The program will engage participants in discussions and has a primary goal of gaining insight and feedback from the audience to improve the development of our plans and products.

Our focus is on supporting libraries and library communities:

- To identify the assets and strengths of the library communities;
- To engage and motivate a broad spectrum of community members to speak out for their libraries;
- To arm them with unified, key messages that focus outward on the value of libraries; and
- To empower them, year in and year out, to advocate with these key messages about why libraries matter.

We have a team of 25 people, representing all types of libraries, working on different phases of the initiative. In addition to the program launch, we will also meet in New Orleans to share the work of the sub-teams with each other.

This effort is led by two co-chairs, Barbara Stripling and Patty Wong, who are doing a superb job. We are grateful particularly to Marci Merola, Director of the Office for Library Advocacy, for her wisdom, contributions, and full engagement in this effort. In addition, we are coordinating with staff at both the Washington Office and ALTAFF.

Diversity. “Empowering Diverse Voices” will offer leadership development opportunities for ALA members from diverse backgrounds to lead within ALA, other professional associations, and their careers. Our 20-member diversity initiative team brings together ALA member-leaders from diverse backgrounds. We will invite the ethnic affiliates and other member groups such as ASCLA and GLBTRT to engage in the projects, not only to make our work more effective but also, we hope, to strengthen those affiliates and member units. We are working on six projects that were developed from discussions at this past Midwinter Meeting including: Champions Connection (planned for 2012 Midwinter in Dallas), Association Options Fair (planned for 2012 Annual in Anaheim), Building Bridges Across Mentoring, Leaders Video Series, Leadership Series, and Map to Association Involvement. Our intent is not to duplicate but to build on some very good work that is already happening within ALA, its units, and its ethnic affiliates and to ensure that together, we are developing a diverse group of leaders for the future.

Miguel Figueroa and ALA’s Office for Diversity have been deeply involved in this work from the beginning. I continue to be grateful for their ideas, contributions, and very high quality work.

Appointments to ALA and Council Committees.

One of the most important duties of the president-elect is the appointing of members and chairs for ALA and Council Committees. I am very grateful for the wonderful

support that I had for this work from the Committee on Committees for Council committees and the Committee on Appointments, i.e. the division presidents-elect, for the ALA committees. A total of 215 appointments have been made and accepted.

Nearly all of the volunteers who were invited to serve accepted the invitation, including those I invited to serve as committee chairs. In selecting committee chairs, I looked for opportunities to offer leadership positions to current committee members, in some cases being able to offer relatively newer professionals the opportunity to lead. In other cases, I opted to reappoint a current committee chair, particularly for continuity for those committees which were in the middle of some major strategic work. Thirdly, in a few cases, I did reach outside a committee's current membership for a chair, but only where I had direct knowledge of an individual's work and awareness of the potential chair's involvement in the relevant subject area.

As of mid-June, the list of remaining vacancies included only a few intern positions and one member of the Council Resolutions Committee. We will continue to work to fill these vacancies over the next several weeks.

The demographic data from the appointments process show a spread across different types of libraries and types of positions. Appointees represent over 40 states, with the largest representation from states with large populations (CA, VA, IL, and NY all in double digits). We were committed to trying to involve newer professionals and when possible, offering them full membership rather than an intern position. Fifty percent of the appointees have 10 years or less of ALA membership. We also were able to offer positions to many individuals who self-identified as Emerging Leaders. Not surprisingly, the membership category of appointees is overwhelmingly "Regular" members, but over 13 percent of the appointments made were to ALA student members. At the same time, we wanted to be sure that the experience and knowledge of many of our longer-term members were included in the committees' composition, which meant that we not only appointed new members with many more years of experience and also noted experienced members whose committee terms would be continuing for another year. (Years of membership in ALA from the appointments ranged from 1 to 46 years!)

We also tried to appoint members from diverse backgrounds to committees, though there are no data available on race, ethnicity, age, and other individual factors in the analysis from the membership database. We had many appointments from members who are Spectrum Scholars.

See Appendix for detail of data.

Committee on Committees and Planning and Budget Assembly

I worked with the Committee on Committees in the spring to identify candidates for the 2011-12 Committee on Committees and the Planning and Budget Assembly. Those candidates will be presented in New Orleans to the Council for election. Again, I am very grateful for the excellent contributions and participation of the members of the Committee on Committees.

Inaugural Banquet

Planning for the banquet has allowed me to focus on making this truly a New Orleans/Gulf Coast event, with the guidance and support of Amy McGuigan in Conference Services. Many of us remember the last ALA Annual Conference in New Orleans, less than a year after the devastation and aftermath of Hurricane Katrina. The hospitality of the New Orleans community then was heartwarming and uplifting. Since ALA was the first large conference after the devastation (other organizations with large conferences opted to cancel and move to other venues), we were treated as very special visitors. I am pleased to celebrate the resilience of the people of the Gulf Coast in a true New Orleans style event. *Laissez les bons temps rouler!*

Travel and Speaking Engagements

February 2011

February 22 San Jose State University, SLIS – ALA Student Chapter “Making the Most of Your ALA Membership” (Webinar)

March 2011

March 1 Digital Public Library of America, Berkman Center for Internet & Society at Harvard University (Cambridge, MA)

March 28-29 University of North Carolina at Chapel Hill, University of North Carolina at Greensboro, and North Carolina Central University – visits to library schools

March 30-April 1 ACRL Conference (Philadelphia, PA)

April 2011

- April 3 Ocean County Library, Spectrum Fundraiser (Toms River, NJ)
- April 6 Oregon Library Association, Banquet Speaker (Salem, OR)
- April 8-10 ALA Executive Board Spring Meeting (Chicago, IL)
- April 11 Visit to Tye Preston Memorial Library (Canyon Lake, TX)
- April 12-15 Texas Library Association (Austin, TX)

May 2011

- May 6 Library of Congress, Law Library, "Power Lunch" Speaker
- May 9-10 National Library Legislative Day (Washington, DC)
- May 12 Archons of the Colophon, Dinner Speaker (New York, NY)
- May 14-15 Timberline Acquisitions Institute (Timberline, OR)

With Deep Appreciation

It goes without saying that ALA members owe much to the outstanding work of ALA staff. ALA officers enjoy a level of support from the Office of ALA Governance which is superb. Led by the highly dedicated and competent JoAnne Kempf, who provides strong support for the President and President-elect among her many other duties, the Governance Office has a committed and engaged staff that sometimes seems to work miracles. I am grateful to Delores Yates for her patience and continuous good humor in supporting the committee appointments process; to Lois Ann Gregory Wood for her counsel and support for all things related to Council; to Cheryl Malden for her attention to detail in making all events go smoothly; and to Alicia Bastl for her speedy and competent support no matter what I ask her to do. When I look good, it is because these ALA staffers have done their jobs so well. I continue to be grateful every day for their extraordinary commitment to the mission and work of ALA.

I am also grateful to Alfredo Pinto, who has assisted me both in San Diego for Midwinter as well as in New Orleans for Annual. His interpersonal skills are well known, and his attention to making my commitments manageable is also greatly appreciated.

APPENDIX: Data about Members Appointed to ALA and Council Committees

At the 2008 Midwinter Meeting, Council passed a resolution calling for a report providing data on committee appointments, requesting that the data “include but not be limited to”:

- Type of work place and work activity
- Years of membership in the association
- Division and round table membership
- Geographic location

John Chrastka, ALA’s director of Membership Development in the Communications and Member Relations Office, with assistance from Delores Yates, Executive Board Secretariat, compiled the data presented in the tables for this report. The data were extracted from IMIS, ALA’s membership information management system. ALA’s online committee request form collected the following data elements:

- First name
- Last name
- Library address
- Library state
- Membership number
- Ranked preference to serve on up to three committees
- For each of the three committee preferences a specified role: member, chair, intern
- A free text to describe past and current participation in ALA
- A free text field to describe past and current participation in state associations and other groups
- Number of years volunteer has been a member of ALA (did not specify whether this is total or continuous years of membership; the latter can be smaller than the former)
- Job title
- Education

Members could submit more than one volunteer form to express interest in more than three committees.

Data reported in these tables refer to members who have accepted appointments to the committees.

Note: Data compiled in the tables is based on information that members voluntarily submitted for their member record. In some instances, members have chosen not to submit data or submitted incomplete data. As a result, the total number of members may vary from table to table.

Members Appointed to Committees for 2011-2012 – Total Appointees = 215

Table 1: Appointed Committee Members by Membership Type

MEMBER_TYPE	COUNT
Continuing	9
International	1
Life	7
Support Staff	1
Non-Salaried	3
Regular	162
Retired	1
Student	28
Trustee	3

Table 2: Appointed Committee Members by Organization Type

Org Type	Count
NA	25
00: Public Library - District	48
01: County/Parish Library	9
06: Federal Library	1
10: Community College Library	3
11: College 4 yr schools (Includes Military Academies)	8
12: University Library	66
32: Correctional Institution Library	2
33: State or Regional System Office	1
40: State, Regional or National Library Association	1
43: Library Foundation	1
50: Elementary School Library Media Center	1
51: Middle and Junior High School SLMC	1
52: Senior High SLMC	5
53: Combined SLMC	1
54: School District Office	4
61: Publisher of Books and Media	2
71: ALA Accredited Program	15
80: Other Non-Profit Organization or Agency	2
82: Public Library - Municipal	5
85: Consortia / Multi-type Library	2
91: Self-Employed	2
98: Retired	9
99: Other	1

Table 3: Appointed Committee Members by Country and US State

STATE	Count
Not Avail	2
AL	2
AR	1
AZ	3
CA	21
CO	5
CT	4
DC	5
DE	2
FL	8
GA	4
IA	2
ID	1
IL	15
IN	3
KS	3
KY	4
MA	6
MD	9
MI	6
MN	1
MO	3
MT	2
NC	9
NE	4
NJ	7
NM	1
NV	1
NY	14
OH	8
OK	1
OR	2
PA	7
RI	2
SC	3
TN	6
TX	9
UT	2
VA	16
VT	1
WA	2
WI	7

COUNTRY	Count
USA	213
CANADA (BC)	1
CAYMAN ISLANDS	1

Table 4: Appointed Committee Members by Total Years of ALA Membership

Total Years	Count
1	12
2	15
3	17
4	9
5	9
6	12
7	6
8	9
9	8
10	6
11	6
12	8
13	6
14	1
15	6
16	4
17	3
18	4
19	1
20	2
21	5
22	5
23	2
24	3
25	2
26	6
27	5
28	4
29	2
30	4
31	4
32	3
33	2
34	5
35	5
36	2
37	6
38	3
39	1
43	1
46	1

Table 5: Appointed Committee Members by Years of Continuous Membership

Continuous Years	Count
1	24
2	22
3	18
4	14
5	8
6	13
7	4
8	8
9	5
10	5
11	4
12	9
13	3
14	2
15	4
16	1
17	2
18	3
20	2
21	4
22	3
23	5
24	3
25	1
26	5
27	5
28	2
29	4
30	4
31	1
32	2
33	2
34	5
35	5
36	2
37	5
38	3
39	1
43	1
46	1

Table 6: Appointed Committee Members by Work Specialty

Work Specialty	Count
NA	23
01: Administration	55
02: Adult Services	6
05: Automation/Systems	5
14: Instruction K-12	5
15: Reference Services	19
17: Technical Services	5
19: Youth Services	14
26: Digital Program Management	1
27: Multimedia	3
30: Cataloging and Classification	4
52: Extension Services	2
53: Outreach	2
55: Marketing and PR	1
63: Other College or University Faculty	1
64: Instructional Services	8
84: Teacher	1
85: Consultant	4
88: Library Media Specialist	11
91: Library School Faculty	8
92: Library School Student	16
93: Government Documents	2
94: Rare Books/Manuscripts/Special Collections	1
96: Other, Library Work	6
97: Editorial or Publishing	2
98: Retired	9
99: Other, Non-Library Work	1

Table 7: Appointed Committee Members by Position

Position Code	Count
NA	42
01: Director	31
02: Associate Director	14
03: Department Head	22
04: Department Supervisor	21
05: Librarian (Supervisor of Staff)	29
06: Support Staff	1
07: Other Non-Library	29
13: University Librarian	1
14: Deputy Director	1
16: Assistant Director	1
21: Library School Student	2
33: Coordinator	1
34: Department Manager	1
35: Librarian (Non-Supervisory)	7
53: Teacher Librarian	1
71: Full Time Faculty	2
74: Part-Time Faculty	1
91: Consultant	1
98: Retired	7

Table 8: Appointed Committee Members by Division Membership

Note: The total in this table and Table 9 does not equal 215, because members appointed to a committee may belong to more than one division and/or round table.

Division	Count
AASL.	25
ACRL.	74
ALCTS.	18
ALSC.	31
ALTAFF.	10
ASCLA.	7
LITA.	27
LLAMA.	66
PLA.	68
RUSA.	23
YALSA.	31

Table 9: Appointed Committee Members by Round Table Membership

Round Table	Count
EMIERT.	7
ERT.	3
FAFLRT.	6
GLBTRT.	17
GODORT.	7
IFRT.	32
IRRT.	20
LEARNRT.	8
LHRT.	5
LIRT.	11
LRRT.	18
LSSIRT.	1
MAGERT.	2
NMRT.	30
RMRT.	6
SRRT.	15
STORT.	2
VRT.	2