

TO: ALA Council

DATE: January 14, 2026

RE: Report from the Committee on Organization, January 2026

x **ACTION REQUESTED**

x **INFORMATION**

X **REPORT**

ACTION REQUESTED/INFORMATION/REPORT: *(add below)*

PROPOSED MOTIONS

The Committee on Organization is bringing ten (10) motions to ALA Council. These motions will be presented and voted on as a group, or block vote. If any current Councilor wishes to request any motions be pulled out for discussion, please inform the ALA Governance Office, governance@ala.org. Motions may also be pulled out from discussion during Council deliberations.

Discussion of and rationale for these motions can be found in the background of this report, and in the report's appendices, which comprise the Committee Action Forms submitted for these actions.

If approved by Council, these motions become effective on June 30, 2026.

Motion 1: On the recommendation of the Committee on Organization, the ALA Council approves the changes to the charge of the Budget Analysis and Review Committee as outlined in Appendix 1, and approves renaming this committee the Finance Committee.

Motion 2: On the recommendation of the Committee on Organization, the ALA Council approves the merger of the Committee on the Status of Women in Libraries and the Committee on Diversity as outlined in Appendix 2. If approved, this Council action will dissolve the Committee on the Status of Women in Libraries and modify the charge to the Committee on Diversity.

Motion 3: On the recommendation of the Committee on Organization, the ALA Council approves the merger of the Committee on Professional Ethics and the Intellectual Freedom Committee as outlined in Appendix 3. If approved, this Council action will

dissolve the Committee on Professional Ethics and modify the charge to the Intellectual Freedom Committee.

Motion 4: On the recommendation of the Committee on Organization, the ALA Council approves the merger of the Council Training and Engagement Committee and the Leadership Development Committee as outlined in Appendix 4. If approved, this Council action will dissolve the Council Training and Engagement Committee, modify the charge to the Leadership Development Committee, and rename the committee to the Leadership Development and Training Committee.

Motion 5: On the recommendation of the Committee on Organization, the ALA Council approves the merger of the American Libraries Advisory Committee and the Publishing Committee as outlined in Appendix 5. If approved, this Council action will dissolve the American Libraries Advisory Committee, modify the charge to the Publishing Committee, and rename the committee to the Publications Committee.

Motion 6: On the recommendation of the Committee on Organization, the ALA Council approves the discontinuance of the Information Technology Policy Advisory Committee as outlined in Appendix 6. With this action, Council also approves moving the E-Rate Task Force to the Committee on Legislation.

Motion 7: On the recommendation of the Committee on Organization, the ALA Council approves the discontinuance of the Office for Diversity, Outreach, and Literacy Advisory Committee as outlined in Appendix 7. With this action, Council also approves the relocation of the EDI Assembly, the Services to Refugees, Immigrants, and Displaced Persons Subcommittee (SRIDP), and the Spectrum Advisory Committee to the Committee on Diversity.

Motion 8: On the recommendation of the Committee on Organization, the ALA Council approves the discontinuance of the Public and Cultural Programs Advisory Committee as outlined in Appendix 8.

Motion 9: On the recommendation of the Committee on Organization, the ALA Council approves the discontinuance of the Public Awareness Committee and the change to the charge of the Committee on Library Advocacy as outlined in Appendix 9.

Motion 10: On the recommendation of the Committee on Organization, the ALA Council approves the change in composition of the Policy Monitoring Committee from 11 members to 5 members as outlined in Appendix 10.

ACTION REQUESTED BY: *(add committee name)* Committee on Organization

CONTACT PERSON: *(add chair information)* Karen G. Schneider,
kgschneider@gmail.com

STAFF LIAISON CONTACT: Marsha Burgess

BACKGROUND:

The Committee on Organization provides the following background for the motions presented in this report. At the end of this report is a summary of COO actions from July 1, 2025 through January 9, 2026.

Introduction

In 2025, we face an Association working hard to support ALA values and strategic priorities during a time of unprecedented challenges to intellectual freedom and library services, while simultaneously struggling with its traditional revenue sources of membership dues, publications, and conferences. This is not the only time ALA has faced fluctuations in revenue and membership, but it may be one of the most daunting. Over the last several years, ALA management has taken the fiscally prudent yet difficult steps of reducing headquarters staff, consolidating program offices, and asking its hardworking staff to take on yet more responsibilities. It is now our turn, as members, to continue the work of streamlining our association to most efficiently and effectively meet the needs of an association that is significantly smaller and more resource-challenged in both staffing and financial assets than it has been in decades, but continues to be dedicated to its members and our profession.

This assessment represents the first comprehensive review of ALA standing committees in recent history—a critical evaluation that is decades if not more than a century overdue. As of 2025, ALA maintains 38 Standing Committees (also known as Committees of the Association and Committees of Council), representing hundreds of individual appointments made annually. While this number pales in comparison to the 900-plus committees within divisions and round tables, it still represents a formidable commitment of organizational resources—volunteer time, staff support, and member leader energy—at a moment when we can afford none of these to be wasted on duplicative or unneeded efforts.

The evidence of unsustainable strain is clear. The work of appointing new members each year has become increasingly difficult as fewer members are available or willing to serve. Many committees now routinely operate with rosters smaller than their designated memberships. While some committees report robust engagement, many chairs have reported reduced meeting frequency, declining attendance, and diminished work output. Multiple committees are performing similar or complementary work in isolation from one another, creating redundancy and confusion.

Auspiciously, there are also opportunities to “do less better,” as one longstanding ALA member puts it. Some of the actions proposed by COO provide opportunities for concentrated impact through new synergies among allied areas, while other actions recognize the successful work of establishing a new ALA office or growing that office’s capacity.

Over the course of their lifetimes, all standing committees had compelling reasons for being created, and all have produced important work for the association and leadership and growth opportunities for the members who have served. That legacy deserves respect and recognition, and these actions cannot undo the good works that have happened in the past. However, honoring that legacy now requires us to make difficult decisions. We must determine which committees should continue largely in their current form, which should be sunset, and which could deliver greater value to our association as newly combined or reimagined entities.

This assessment provides COO's initial recommendations for restructuring ALA's standing committees to ensure that our association can continue to meet the needs of members and the profession while streamlining operations, reducing costs, and concentrating our limited resources where they can achieve the greatest impact.

Background on the Recommendations

In 2022, at the direction of Council, COO embarked on a review of the standing committees (see [CD #27, ALA LLX 2023](#)). A guiding principle of this process has been that the actions COO recommends should ensure that ALA can continue to meet the needs of the members and the organization, while wherever possible streamlining operations and reducing costs for the association. Part of that practice has been to ask, if we were establishing a home for this work today, where would it go? What work is similar and complementary, and what is unique? What work has ebbed over time, and what is increasing?

Between 2022 and 2024, COO developed a rubric for evaluating committees and a methodology for outreach. The rubric developed by COO primarily examined the health of each committee through self-reported data on its meeting regularity and attendance, annual outcomes through committee reports, and analyzing overlap with similar units. The “overlap” factor is crucial, because there are committees that address important issues and are organizationally robust, with active members and regular engagement and reporting, but nonetheless have high overlap with other committees performing similar work. To have multiple units performing similar work in disparate silos leads not only to redundancy of effort, confusion over each committee’s scope, and additional burden on the members seeking to fill committee vacancies and the governance staff whose work it is to assist the committees, but also leads to lost opportunities for leveraging the synergies of like-minded member leaders seeking similar outcomes and goals.

In 2024-2025, COO members reached out to chairs of standing committees, who then completed surveys and were invited to engage in further conversation with COO members. COO members also reviewed recent annual reports and other metrics. In the fall of 2025, COO members engaged in a team exercise to review the consolidated data for all thirty-eight committees and respond to a poll that asked if each committee should continue in its present form (possibly with updated charges and composition), merge with another committee performing likeminded work and with likeminded charges, or be sunsetted. The Chair of COO

also reached out to committee chairs and ALA staff liaisons to offer conversations about the recommendations from COO.

As part of ALA staff's ongoing ALA Forward initiative, ALA staff were leading a similar stream of assessment for most ALA units, including standing committees. Their rubric was robust, and considered such factors as strategic necessity, member demand, impact vs. effort, strategic uniqueness, adaptability, and resource fit. Staff provided COO high-level summaries of staff input about ALA committees. Many observations by COO and ALA staff were congruent.

For several committees, proposals for change, triggered in part by recommendations from ALA Governance, would require revising the ALA Bylaws, as these committees are named directly in the Bylaws. The ALA Executive Board will be separately considering changes to the nominations and appointment processes, involving changes to Nominations and Appointments, and the sunseting of the Committee on Committees. COO agrees that streamlining these governance-intensive committees and implementing the concomitant Bylaws changes would be beneficial for the association. These committees are not included in the following discussion.

Even where other changes are not being recommended, committee compositions and charges would benefit from review and revision. In some cases, the decision to sunset or reimagine a committee, once approved by ALA Council, would benefit from immediate implementation. In other cases, a transition period may be helpful. The timing of Council action on these recommendations will also influence the transition timeline for the committees.

Recommendations¹

Continue

COO recommends the following committees continue in their present form for now. These committees were determined to have strong organizational health, unique roles, and good alignment with member demand. COO also determined that their discontinuance or merging at this time would have no obvious benefit to staff, member leaders, or the association.

Accreditation*

Affiliates*

¹ In the ALA Policy manual, standing committees of ALA fall into two categories: committees of the Association, and committees of Council. (The Bylaws only refer to standing committees.) Theoretically, the committees of Council are related to governing the organization and creating policy, while the committees of the association create work products to support the mission and the members. In practice, this distinction for some committees appears at best de minimis. Members and chairs of the committees of the Association are currently appointed by the President-Elect of the association in consultation with the Committee on Committees, with members representing each division. Committees of Council are also appointed by the President-Elect, but in consultation with the Committee on Appointments, a member group elected by and from Council. Regardless, in the aggregate these committees represent a corpus of over three dozen member-led service units, and the recommendations from COO focused less on a committee's origins or location in the association than on how it connects to member activities today. Nonetheless, Committees of the Association are indicated with asterisks.

Awards*
 Bylaws*
 Chapter Relations*
 Code of Conduct*
 Committee on Education
 Committee on Legislation
 Committee on Organization
 Conference*
 Election*
 Human Resource Development and Recruitment Advisory Committee*
 International Relations Committee
 Library Advocacy
 Literacy*
 Membership*
 Resolutions
 Rural, Native and Tribal Libraries of All Kinds*
 Scholarship and Study Grants*
 Sustainability

Reimagine

COO members agree that the following committees provide relevant work to ALA and see these committees as benefiting ALA through a reimagining or recombination of two committees. Committee chairs and ALA staff liaisons, and Executive Board liaisons when applicable, have been consulted in this process.

Budget Analysis and Review Committee (see Motion 1): Renamed to the Finance Committee, this committee will incorporate elements of the Executive Board's Finance & Audit Committee. Currently, BARC and F&A meet jointly in most instances, with separate votes taken during the meeting on each action. The joint meeting practice was put into place a few years ago to address communications and repetition of financial information for staff and members. Finance & Audit ultimately repeats their work three times: once for BARC, once for F&A, and once for the Executive Board. The newly-formed committee would provide a streamlined financial review and reporting process while ensuring continued oversight and member input. The chair of BARC and the F&A Committee are in favor of this change. If this recommendation is approved by Council, the Executive Board will then vote to discontinue the Finance & Audit Committee.

Committee on Diversity and the Committee on the Status of Women in Libraries (see Motion 2): recognizing the ongoing contributions of both committees, COO recommends continuing the work of COSWL under the aegis of the Committee on Diversity. COSWL, a storied committee with origins in the earliest diversity efforts in ALA, predates the Committee on Diversity, and the unification of these two complementary and related efforts would create a

powerful unified voice for their initiatives, enabling more opportunities for exploring the intersectionality of gender and other identities such as race and sexuality.

Intellectual Freedom Committee and Committee on Professional Ethics (see motion 3): COO recommends uniting the stewardship and protection of these cherished ALA values into one strong committee, similar to the Privacy Subcommittee currently in IFC. Like privacy, intellectual freedom and professional ethics are deeply intertwined values that share philosophical foundations and practical implications.

Leadership Development Committee* and Council Training Committee (see Motion 4): COO sees these committees as performing similar and complementary work for member leader cohorts, and recommends establishing a new committee, to be named the Leadership Development and Training Committee, with a charge and composition that would reflect and amplify the excellent work performed by both committees. Member leader development, whether for Council service or other leadership roles, shares common principles and practices. This merger will create a more comprehensive and coherent approach to leadership cultivation within ALA.

Publishing Committee and American Libraries Advisory Committee (see Motion 5): COO recommends reestablishing a single Publications Committee to advise the Publishing department on business matters and provide a sounding board and connection to the membership for American Libraries. The new Publications Committee can contribute to ALA's operational efficiency and provide opportunities for cross-pollination among the two units while maintaining the journalistic integrity and editorial independence that are essential to American Libraries' credibility and value. This merger also creates the opportunity for more unified messaging across all of the Association's publications, which is essential to responding effectively to the current attacks on libraries and library workers.

Sunset

COO members agree that the following committees have served ALA well in their time, and recommend their sunseting. COO worked closely with committee chairs and ALA staff liaisons on these recommendations.

Information Technology Policy Advisory Committee* (see Motion 6): the committee chair and the staff liaison agree that the policy activity assigned to ITPAC, which was established as an advisory committee to an office that no longer exists, is being sufficiently addressed through the Committee on Legislation.

Office for Diversity Literacy and Outreach Services Advisory Committee (ODLOS)*(see Motion 7): ODLOS was established during a time of organizational transition when several ALA offices were merged. The committee's creation was intended to ensure continuity and acknowledge the groups that helped to establish ODLOS. Over the last decade, the office has matured and other diversity initiatives, engagement and action from ODLOS Advisory have

been reimagined, including the formation of the Affiliates Committee. Neither COO nor ALA staff see a compelling reason to continue this committee in its current form, and the current chairs concur. Supporting diversity, literacy, and outreach continues as a core organizational priority, but this advisory structure is no longer the most effective mechanism for advancing that work.

Public and Cultural Programming Advisory Committee* (see Motion 8): There has been a decline in interest and participation among PCPAC committee members in recent years. The committee chair and the staff of the Public Programming Office are in agreement that the programming priority within ALA should be PPO's grant-funded initiatives, which include advisory committees consisting of ALA members with subject matter expertise in the focus area of the grant, who guide project staff and shape deliverables. Because these committees are designed for specific grants, maintaining a separate high-level advisory group for the unit has become redundant, particularly given recent staffing reductions. Sunsetting PCPAC acknowledges this reality and allows public programming work to continue through more targeted mechanisms.

Public Awareness Committee (see Motion 9): There is overlap among several awareness and advocacy units in ALA, and this is an auspicious time to consolidate and provide focus for these efforts. The chair of Public Awareness is in agreement that its focus on tools for public advocacy can be subsumed into the work of the Library Advocacy Committee. Consolidating these functions will eliminate duplication, reduce member confusion about which committee does what, and strengthen our advocacy efforts by concentrating them in a single, well-supported committee.

Other Actions

Policy Monitoring Committee (see Motion 10). About five years ago, the Policy Monitoring Committee increased its composition from five to eleven members in order to support activity related to extensive Bylaws changes. PMC has concluded that *ALA Policy Manual*, Section B is sufficiently organized to record and track ALA statements on public policy and the public interest. Based on an anticipated future workload, the 2025-2026 PMC recommends COO reduce the PMC member composition from its current size (11 members) to its former, pre-expansion size (5 members, including the chair). The committee action form notes that the ALA Executive Board or Council can appoint a task force or working group to temporarily expand capacity for special projects as they arise.

With the sunsetting of ODLOS, there is a need to rehome the EDI Assembly, the Services to Refugees, Immigrants, and Displaced Persons Subcommittee (SRIDP), and the Spectrum Advisory Committee. The staff liaison to ODLOS has recommended relocating these functions within the Committee on Diversity, action COO agrees with. With the sunsetting of ITPAC, COO recommends relocating the E-Rate Task Force to the Committee on Legislation. While Council approval is not required for moving subunits, for clarity's sake, these actions are included in the motions.

Other Considerations

COO considered other actions, including conjoining Awards and Scholarships. ALA governance staff noted that the Awards Committee was likely to have increased workload in the near future, due to proposed changes to ALA awards. Nonetheless, while there was not a clear consensus on uniting these two committees within COO at this time, COO recommends reassessing these two committees in the future.

Conclusion

Certainly the formation of needed units ought never be discouraged by cost factors alone, for the American Library Association has a responsibility to find ways to finance what is vital. However, every unit in ALA is maintained by the total membership and the establishment of each new structural unit decreases the amount of money and headquarters staff time available to already existing units. In this situation, Association members must accept the idea that not only must new units continue to be created as they are needed, but that existing units that are no longer appropriate must be consolidated, or eliminated, if the Association is to have meaningful growth and not endless proliferation.

– Robert N. Sheridan, Chair, Committee on Organization, 1969

For nearly as long as ALA has been in existence, there have been proposals to streamline its structure. When arguments for greater efficiency are made, they are inevitably followed by calls to quantify the impact of these reductions. In 1969, Robert Sheridan, then in his third year as Chair of the Committee on Organization and his sixth year in service to COO, took up the challenge and laid out the economic impact of the proliferation of committees and other units in a report that was republished as an article in the *ALA Bulletin* (the precursor to *American Libraries*).² The report was a companion to the launch of an Association-wide assessment of all ALA units directed by the Executive Board and by COO, and argued that creating a multitude of committees with the well-intended goal of serving highly specific member needs had the unfortunate outcome of stretching ALA's resources—staff and member alike—beyond the point of sustainability.

It should not take another study or yet more discussion to conclude that over the years we have approved the creation of more and more committees without a commensurate commitment to assess the viability and necessity of our existing committees, even as a variety of forces reduced the size of our membership and our support staff as well as the association's streams of support. As noted earlier in this report, committees by and large are created for sound reasons, and like books added to library collections, these committees serve needs both expected and unexpected. But also like books added to library collections, the number of

² Sheridan, R. N. (1969). ALA growth OR proliferation? *ALA Bulletin*, 63(2), 204–206. <http://www.jstor.org/stable/25698076>

committees cannot be increased indefinitely without impacting the current resources needed to support them, and as Sheridan pointed out over fifty years ago, the unmanaged proliferation of ALA units also incurs opportunity costs for the future.

Sheridan noted in another article that the proliferation of committees and other units was driven entirely by the membership, and that members can and should take the lead in addressing this problem. Over fifty years later, the time is nigh to heed Sheridan's advice and align our organizational structures with our operational realities. Without restructuring our committee system, ALA will continue to expend scarce volunteer energy and staff resources on committees that could be sunset or reimaged. We will continue to struggle to fill committee rosters, making the appointment process lengthier and more challenging, and resulting in smaller, less diverse, and potentially less effective groups. Governance staff will continue to support an unsustainable number of committees, limiting their ability to provide meaningful assistance to all the ALA units they serve and diverting their expertise from higher-value activities.

Perhaps most critically, we will miss the opportunity to concentrate our limited resources where they can achieve meaningful impact. At a time when ALA must be more strategic, more focused, and more efficient than ever before, maintaining an outdated committee structure is not justifiable.

COO members are among the most passionate and dedicated governance nerds in ALA. Past COO chairs Jim Neal, Andrew Pace, and Kim DeNero-Ackroyd are to be thanked for ideating, launching, and then persevering in the analytics of governance and organizational structure that led COO to this year's recommendations. The 2025-2026 COO membership clearly heard the message that ALA must change to survive, and they are to be lauded for stepping up to make bold and well-reasoned recommendations. As chair, I emphatically encourage consideration and adoption of COO's recommendations. Thanks are also extended to the chairs of Bylaws and Policy Monitoring for their advice, to ALA staff for their support, and to the committee chairs and member leaders throughout the association who reflected carefully and with openness on proposed changes, and generously shared their thought leadership.

COO Activities, July - December, 2025

The Committee on Organization met monthly, and had a special meeting in October. Throughout this reporting period, COO engaged with current chairs of standing committees and their liaison staff to solicit their input regarding COO's recommendations and to iterate committee action forms.

In early September, COO alerted chairs of standing committees through their Connect group that its preliminary report regarding its recommendations for standing committees was due to the ALA Executive Board on October 30. This report was delivered to the Board on time, and the Board subsequently affirmed COO's recommendations.

In October, COO conducted an internal poll for COO members to solicit their thoughts on the disposition of each standing committee.

In November, COO voted in favor of continuing the Affiliates Committee, which had been left off the original list of committees to review because it was formed fairly recently, in 2024.

In January, COO was notified that the Veterans Caucus Member Initiative Group was up for its three-year renewal, and took action to establish a 90-day deadline for the renewal process and contact the MIG to notify them of the deadline and how to petition for renewal or request other status changes. The petition opened in January and COO will report back to Council at Annual on the status of the Veterans Caucus MIG.

Appendix 1: BARC Committee Action Form

Committee On Organization Action Request Form

Date: 12/10/2025

Re: Change the Name, Composition, and Charge of the Budget Analysis and Review Committee (BARC) to a new Finance Committee.

Action Request (See types of requests in COO Guidelines; Note: Informational only requests do not need COO approval; however, action request form is needed for documentation):

Establish (e.g. *new MIG*) Discontinue (e.g. *end of MIG*) Renew (e.g. *renewal of MIG*)

Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

Define/Change/Clarify (e.g. *function, committee structure, etc.*)

Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

ALA and APA Budget Analysis and Review Committees / Ed Garcia, Chair / edlibrary401@gmail.com

Finance and Audit Subcommittee (F&A) / Larry Neal, ALA Treasurer and Chair / lneal@ala.org

In consultation with Dina Tsourdinis, ALA Chief Financial Officer / dtsourdinis@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

ALA is expected to end FY2025 with a deficit of \$15.4 million and is forecasting FY2026 to have a projected deficit of \$7 million. Significant work is being done across the association to resolve ALA's structural financial challenges and create a renewed association that will be strong for the future. Since all areas of the association are being reviewed, this is an opportune time to consider how to strengthen ALA's member oversight of the association's finances.

A small ad hoc group (Ed Garcia, BARC Chair; Larry Neal, Treasurer and F&A Chair; Karen Schneider, COO Chair; Brett Bonfield, Senior Endowment Trustee; Dina Tsourdinis, ALA CFO; and Denise Moritz, ALA Director of Financial Reporting and Compliance) met to discuss the needs of ALA, how to improve decision-making and clarification, and envisioning the

composition and charge of a robust member-led team focused on ALA's finances. The idea was shared with BARC, F&A at the joint committee meeting on December 9th.

Although BARC is a committee of Council and F&A is a subcommittee of the Executive Board, there is significant overlap in scope of duties and need for reporting and information from the ALA staff. BARC and F&A used to meet separately, but for many years BARC and F&A have met jointly. The chairs of each committee are members of both committees. (ALA Treasurer Susan Hildreth 2016-2018 implemented joint meetings). There are Executive Board members on both committees. When the meetings are held for budget approvals, half of the participants vote to recommend approval to the other half who then make a recommendation to the Executive Board. Members of both committees are welcome at any point to ask questions and participate in the meetings. In an outsider's view one would never know there are two committees. In addition, there is also an ALA-APA BARC. The duties of ALA-APA BARC will be added to the proposed Finance Committee. Since the ALA-APA Council was dissolved at the 2025 Annual Conference (ALA-APA CD#8 2024-2025) giving oversight authority of ALA-APA to the ALA-APA Executive Board, a request will be brought to the Executive Board to discontinue ALA-APA BARC.

Some duties, such as review of the annual audit are conducted only by F&A even though BARC members could benefit from the presentation. In terms of communication, the Treasurer is now expected to provide periodic updates directly to Council. As the Treasurer is both a member of the Executive Board and Council this is a logical communication link between both bodies. These updates by the Treasurer would replace the written reporting that BARC traditionally provided to Council. It also would be logical for the Treasurer to be the chair of the new committee regarding the association's finances. BARC is a committee of Council but the chair is not a member of the Executive Board.

Lastly, the complication of these committee structures also is reflective of the ALA budget process which requires nine separate approval/recommendation actions and results in the fiscal year budget being approved one to two months after the start of the fiscal year. For FY2026, which started on September 1, 2025, the final budget approval did not come until October 30. In short, this is a legacy "ALA snowball" structure that could greatly benefit from a clean slate and design for the future.

See Appendix A for a comparison of BARC and F&A.

See Appendix B for sample illustrations of the process of recommendations and budget cycle.

See Appendix C for a proposed structure, charge, and responsibilities of a new Finance Committee.

See Appendix D for References to BARC in the ALA Policy Manual for revision to a new Finance Committee.

Proposal: Provide detailed information on proposed action requested.

The goal of this proposal is to streamline and strengthen the financial oversight of the association by eliminating overlapping committee duties, reducing the number of approvals and recommendations required to approve the annual budget (currently nine separate motions before the final budget is approved), enhance the committee's effectiveness with outside expertise, and eliminate duties that are not directly related to financial oversight and difficult to execute. A separate but related action will be brought to the ALA Executive Board to discontinue the Finance & Audit Subcommittee. In effect "merging" the duties of that committee with the duties of the Finance Committee as outlined in this proposal. The Executive Board will also be asked to approve the committee composition and terms of the Finance Committee as outlined in ALA Bylaws Article VIII, Section 3.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

As an ALA standing committee, this would provide greater opportunity to pull from a larger pool of candidates to ensure that EDI best practices were being carried out. In addition, a unified committee would be able to focus better on ensuring the budget was reflective of carrying out the goals of ALA's strategic plan rather than the process of bouncing approvals between committees.

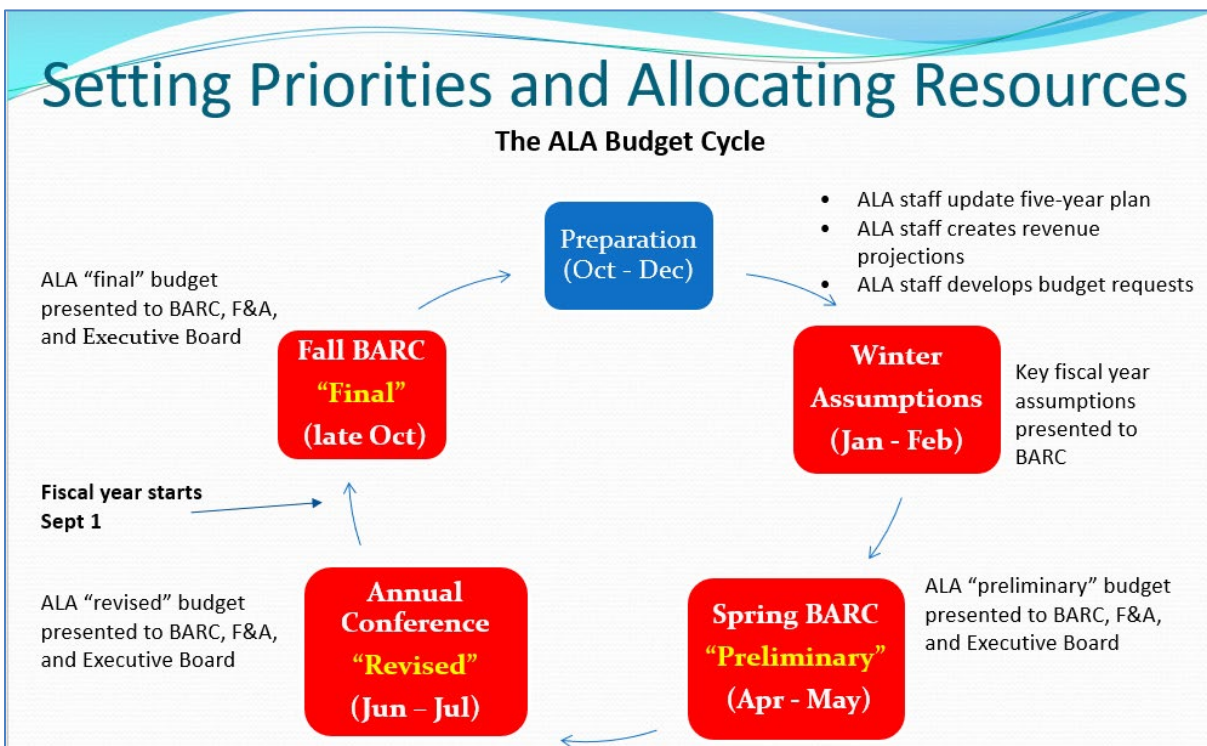
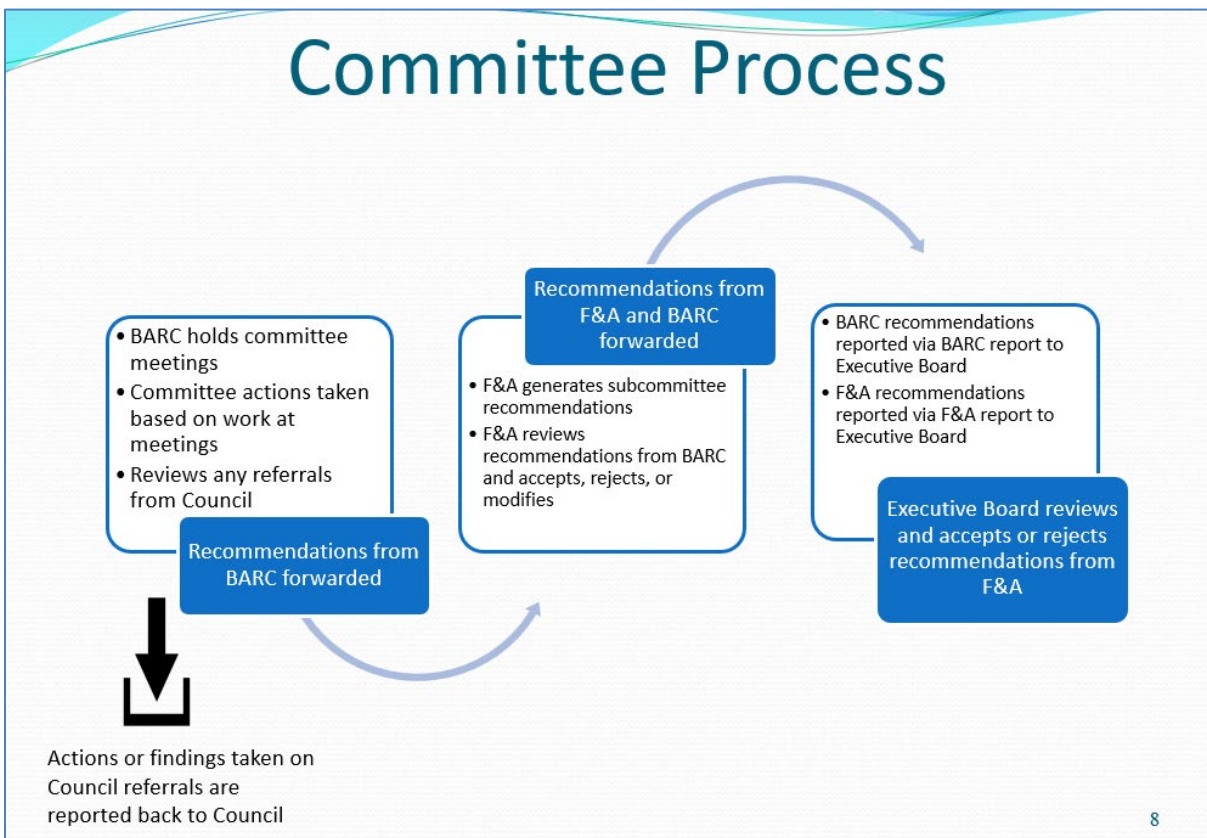
Appendix A – Comparison of BARC and F&A

BARC	Finance & Audit
<p>Structure: The Budget Analysis & Review Committee (BARC) consists of nine members:</p> <p>Two ALA Executive Board members, with staggered two-year terms Six ALA members, with staggered four-year terms ALA Treasurer (ex-officio voting)</p> <p>A Chair is selected from among the non-Executive Board members.</p> <p>Executive Board Members and ALA Members may not be reappointed once they have served on the Committee for four years. The maximum four years need not be consecutive and need not be served as the same member type. For example, one could serve as an Executive Board Member for two years and an ALA Member for two years.</p> <p>Three-year Treasurer terms do not count towards the four years of Committee service outlined above. Therefore, one may serve as Treasurer for three years and a combination of Executive Board Member/ALA Member for four years, for a total of seven years.</p> <p>Source: https://www.ala.org/aboutala/committees/ala/ala-barcc</p> <p>BARC is a committee of Council.</p>	<p>Structure: The Finance & Audit Subcommittee (F&A) consists of five members:</p> <p>Three Executive Board members ALA Treasurer Chair of BARC (ex-officio)</p> <p>The Treasurer serves as Chair.</p> <p>Source: https://www.ala.org/aboutala/committees/ala/ala-ecbfaud</p> <p>F&A is a subcommittee of ALA Executive Board.</p>
<p>Charge: To review the proposed budget, as forwarded by the ALA executive board, in the context of the ALA strategic plan, annual priorities and budget assumptions; to review the financial performance of the association and the budget impact of potential actions of ALA council; to make budget recommendations to the ALA executive</p>	<p>The committee suggests measures to build the Association's financial resources, provides the Executive Board with interpretation of financial data needed for administrative decisions; serves as liaison to the Endowment Trustees; oversees the audit review; reviews the treasurer's report; reviews and interprets reports from the</p>

<p>board and to report to council regarding budget analysis and process.</p> <p>Source: https://www.ala.org/aboutala/committees/ala/ala-barcc</p>	<p>Endowment Trustees and BARC; reviews financial projections; considers other matters related to accounting standards, finances, and budget; makes recommendations to the Executive Board regarding the fiscal management of the Association; performs other general fiscal duties of the Executive Board as necessary. Source: https://www.ala.org/aboutala/committees/ala/ala-ecbfad</p> <p>Charge (from EB Manual):</p> <ol style="list-style-type: none"> 1. Serving as a board liaison to the Endowment Trustees and providing a direct channel of communication between the Trustees and the Board; 2. Making recommendations to the Board regarding appointments to the Endowment Trustees, including the Senior Trustee; 3. Making recommendations to the Board regarding the fiscal management of the Association; 4. Overseeing the administration of such policies as conflicts of interest, whistleblowing, etc. 5. Overseeing the integrity of the Association's financial accounting practices and systems of internal controls regarding finance, accounting, and use of assets; 6. Selecting and communicating with the independent auditors; 7. Overseeing the independence and performance of the independent auditors; 8. Providing an avenue of communication among the Association's independent auditors, management, staff, BARC, and the Board; 9. Performing other general fiscal duties of the Board as necessary.
Review proposed budget	Review proposed budget
Review financial performance	Review financial performance
	Review financial projections
Make budget recommendations to the Board	Make budget recommendations to the Board
Review budget impact of potential actions of ALA Council	Review budget impact of potential actions of ALA Council

Report to council regarding budget analysis and process	
	Liaison to Endowment Trustees (per web page); also recommends appointments to the Board, including Senior Trustee (EB Manual)
	Oversees the audit process (per web page); selects and communicates with auditors, oversees performance of auditors, facilitates communications among auditors and ALA stakeholders (per EB manual)
Reviews reports from the Treasurer, Endowment, and BARC	Reviews reports from the Treasurer, Endowment, and BARC
	Makes recommendations to the Executive Board regarding the fiscal management of the Association
	Oversees "the administration of such policies as conflicts of interest, whistleblowing, etc."

Appendix B – Sample of approval process and budget review



Appendix C – Proposed name, composition, and charge of new Finance Committee

Finance Committee

Committee Name: Finance Committee

Committee Composition

The Finance Committee consists of eight (8) members:

- ALA Treasurer (ex-officio voting, serves as Chair)
- Two (2) ALA Executive Board members with demonstrated financial expertise (one-year terms, renewable)
- Three (3) ALA members with demonstrated financial expertise (staggered three-year terms, renewable)
- One (1) non-ALA member with demonstrated financial expertise (three-year term, renewable)
- Senior Endowment Trustee (ex-officio non-voting, advisory)
- Finance Committee members may serve a maximum of six years

Primary Charge

To provide expert financial oversight and transparent communication regarding ALA's fiscal management in service of the Association's strategic priorities.

Operating Principles

- **Expertise-Based:** Committee members selected for demonstrated financial acumen and commitment to ALA's mission
- **Independent Analysis:** Committee provides objective financial analysis while respecting operational management responsibilities
- **Transparent Communication:** Support the Treasurer in regular, accessible reporting to Council and membership on financial matters
- **Strategic Focus:** Budget and financial decisions evaluated through the lens of strategic priorities and long-term financial sustainability

Specific Responsibilities

Budget Review and Oversight

1. Review and monitor current and proposed operating and capital budgets in the context of ALA's strategic plan, annual priorities, and core values, and assess fiscal impacts of potential ALA Council actions.
2. Make evidence-based budget recommendations to the ALA Executive Board
3. Review financial projections and recommend measures to build the Association's financial resources

Audit and Financial Oversight

4. Recommend, communicate with, and assess the performance of external independent auditors
5. Review audit findings and management responses
6. Ensure that internal financial controls, accounting practices, and asset management policies are regularly reviewed and implemented. Review and make recommendations for revisions to financial policies in the ALA Policy Manual.

Endowment, Major Giving and Investment Oversight

7. Review and make recommendations to the Executive Board for all withdrawals beyond the annually determined payouts from the Long-Term Investment Fund (Endowment) as outlined in ALA Policy 13.4.1 (G).
8. Review and make recommendations to the Executive Board for all division transfers to the Long-Term Investment Fund (Endowment) as outlined in ALA Policy 9.5 (E).
9. Review and make recommendations to the Executive Board for all revisions to the Endowment Trustees Investment Policy. Ensure alignment with ALA Bylaws and Policy Manual.
10. Review and provide feedback to reports from Endowment Trustees regarding investment performance and distributions.
11. Make recommendations to the Executive Board regarding Endowment Trustee and Senior Trustee appointments. The Senior Trustee is recused from this process.
12. Make recommendations to the Executive Board regarding appointments to the Philanthropic Advisory Group (PAG).

Staff Liaison: **ALA Chief Financial Officer**

Type: **Standing Committee, Report to the Executive Board**

Appendix D – Revisions to the ALA Policy Manual

As an aid to the Policy Monitoring Committee, BARC has identified potential areas for revision in the ALA Policy Manual, pending Council's approval of the changes recommended in this committee action form.

ALA Policy 9.3 D. Roles of Key Parties

- Division Boards: identify problem areas and issues; initiate actions necessary for revisions; work with Division staff and other Divisions as appropriate to explore problems and solutions; make recommendations to Council to initiate revisions.
- ~~Budget Analysis & Review Committee (BARC)~~: **Finance Committee**: identify financial problem areas and issues; communicate information concerning policies in this chapter to Council and to ALA at large; work with Division leaders and ALA management to recommend solutions and consequent revisions to policies.
- ALA Management: identify problem areas and issues and work with the Division Executive Directors to explore problems and solutions. Review policies and make recommendations as appropriate to Council.
- Division Executive Directors: identify problem areas and issues and work with ALA management and Division Boards to explore problems and solutions.
- Executive Board: approve final budget.

ALA Policy 9.5 C. Division Budget Process and Review

The ALA budget process is codified in the Operational Practices and is based on transparency, collaboration, and cooperation between all Units. It is a process that is iterative, inclusive, and accountable. Division Boards have responsibility for developing and approving Division budgets, multi-year programs, and financial plans, which are then reviewed by ALA management and **the Finance Committee** BARC. Annual budgets are approved by the ALA Executive Board. Division representative(s) have the ability throughout the review

process to support their approved budget requests. Divisions will receive reports on revenue and expenses (income statements) to effectively monitor their budgets.

Divisions are responsible for alerting the Association to multi-year budget cycles and any planned activities that could have a potential negative impact upon the fiscal stability of the Association. In turn, Divisions will be kept informed about the Association's financial health and will be meaningfully consulted when there is potential impact on Divisions, collectively or individually.

ALA Policy 9.5 D. Divisions with Small Revenue Bases/Number of Members

ALA Council has assigned specific responsibilities to Divisions. To carry out these responsibilities, each Division requires a base of operating revenue. ALA recognizes that each Division must have staff and must provide basic services to its members.

While a Division has the responsibility for generating revenue to carry out its programs, support its staff, and contribute to overall ALA mission and services, circumstances may

arise wherein a Division may not be able to meet that financial responsibility for a period of time. Recognizing that each Division brings a valued specialization to the Association, the Division will be expected to work collaboratively with the ALA Executive Director, Finance Office, ~~the Finance Committee, BARC,~~ and the Executive Board during the budget process to develop a well-planned strategy to address the issue and work to regain financial stability. The Division, again working in collaboration with the ALA Executive Director, Finance Office, ~~Finance Committee, BARC,~~ and the Executive Board, will explore organizational and/or operational strategies as necessary to reach financial stability within three to five years.

ALA Policy 9.5 E. Endowments

Divisions may establish endowments or add to existing Division endowments from any source, including budgeted revenue that exceeds expenses (net operating surplus, or NOS), provided that ALA's liquidity position and budget can support the Division's endowment transfer. The establishment of Division endowments and associated spending policy will follow the guidelines outlined in 13.4 below.

Transfers by the Divisions to the Endowment Fund will be reviewed by ~~the Finance Committee BARC~~ and approved by the Executive Board as part of the budget process and after review of ALA's liquidity position to determine sufficient cash balances to support any transfers.

ALA Policy 16.2.1. Fiscal Implications

The Resolutions Committee chair shall submit to the Executive Director and ~~the Finance Committee Budget Analysis and Review Committee (BARC)~~ all resolutions deemed, by the mover/seconder or the

Resolutions Committee members, to have fiscal implications at least 24 hours before they appear on the Council agendas so that ~~the Finance Committee BARC~~ can provide fiscal information as required by ALA policy. If there are fewer than 24 hours between the adjournment of a meeting and the beginning of the following meeting, resolutions may be submitted within 90 minutes following adjournment of the earlier meeting.

~~BARC~~ ~~The Finance Committee~~ will provide estimated fiscal information, or indicate that there is insufficient time to get such information, or that the motion is not specific enough to enable ~~the Finance Committee BARC~~ to estimate the costs involved. If any solution would impose specific assignments on a division, it will be reviewed by ~~the Finance Committee BARC~~ with the division board of directors to assess the financial needs in that assignment;

~~BARC~~ ~~The Finance Committee~~ will report to Council recommended budgetary adjustments necessary to implement that assignment. ~~BARC's~~ ~~The Finance Committee's~~ report on all resolutions with fiscal implications will be given to Council prior to final Council action. ~~BARC~~ ~~The Finance Committee~~ will consider all resolutions referred to it and report to Council no later than the last Council meeting of that session, whether a determination has been made or when it will be made.

In-meeting referral process for resolutions that may have fiscal implications, and therefore should be referred to **the Finance Committee** ~~BARC~~:

- A. A resolution which the Resolutions Committee has deemed to have fiscal implications should be moved and seconded by its proponents.
- B. The proponents should open the debate on the resolution they have initiated.
- C. Council members should then be invited to briefly debate the resolution.
- D. After a brief debate, ~~BARC Chair (or designate)~~, **the Treasurer** with a second, should move to refer the resolution to ~~BARC~~ **the Finance Committee** and should then explain the potential fiscal implications.
- E. Other members should then be invited to debate the motion to refer.
- F. The motion to refer to ~~BARC~~ **the Finance Committee** should then be put to a vote.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 2: COSWL Committee Action Form

Committee On Organization Action Request Form

Date: 12/9/2025

Re: Align COSWL within Committee on Diversity

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Committee on the Status of Women in Librarianship, Loida Garcia-Febo, Chair,

loidagarciafebo@gmail.com

Committee on Diversity, Nichelle Hayes, Chair, nichellehayes@gmail.com

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

This request is to move the Committee on the Status of Women in Librarianship from a standing committee to a subcommittee of the Committee on Diversity.

From 2022 through 2025, the Committee on Organization conducted an assessment of ALA's nearly 40 standing committees. COO established a rubric and used it to guide the assessment process, which included surveys completed by committee chairs regarding the organizational health and activity of their units. COO members also conducted internal polls and identified committees to be sunset or merged.

As part of ALA staff's ongoing ALA Forward initiative, ALA staff were leading a similar stream of assessment for most ALA units, including standing committees. Their rubric was robust, and considered such factors as strategic necessity, member demand, impact vs. effort, strategic

uniqueness, adaptability, and resource fit. Staff provided COO high-level summaries of staff input about ALA committees.

ALA is expected to end FY2025 with a deficit of \$15.4 million and is forecasting FY2026 to have a projected deficit of \$7 million. Significant work is being done across the association to resolve ALA's structural financial challenges and create a renewed association that will be strong for the future. Since all areas of the association are being reviewed, this is an opportune time to consider the alignment of committees with similar goals.

Proposal: Provide detailed information on proposed action requested.

The proposal is to move COSWL from a separate standing committee to a subcommittee within the Committee on Diversity, and modify the composition of the Committee on Diversity to provide one dedicated seat to the chair of this subcommittee.

COSWL, a storied committee with origins in the earliest diversity efforts in ALA, has continued to provide quality programming around issues of women in librarianship, though as with a number of committees, in recent years its activity has slowed and its participation from committee members has flagged. The unification of these two complementary and related efforts, with COSWL established as one of the subcommittees of the Committee on Diversity, would maintain a powerful voice for women in librarianship while enabling more opportunities for exploring the intersectionality of gender and other identities such as race and sexuality.

If Council approves this action, COSWL members will be offered the opportunity to continue their service on the Committee on Diversity within this new subcommittee, and the chair of the subcommittee will serve on the committee in an ex officio capacity with full voting privileges. One member of the Committee on Diversity shall be the chair of this new subcommittee.

The proposed revision to the composition of the Committee on Diversity is as follows:

The Committee on Diversity consists of 17 members appointed by the ALA president-elect, serving 2 year terms and led by a Chair, appointed annually. The Chair of the Subcommittee on the Status of Women in Librarianship shall be appointed by the Chair of the Committee on Diversity and shall serve as an ex officio member of the Committee on Diversity with full voting rights.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

For decades, COSWL has been instrumental in highlighting issues related to women in librarianship. It predates the Committee on Diversity. Aligning the leadership and activities of COSWL within the Committee on Diversity is a logical move that ensures women's issues continue to be an area of emphasis for ALA.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 3: COPE Committee Action Form

Committee On Organization Action Request Form

Date: 1/8/2026

Re: Merger of Committee on Professional Ethics and Intellectual Freedom Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Committee on Professional Ethics, Julia Warga, Chair, jwarga@jcu.edu

Intellectual Freedom Committee, Johannah Genett, Chair, johannahgenett@gmail.com

Sarah Lamdan, Deputy Director, ALA Office of Intellectual Freedom, slamdan@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

As threats against libraries, library workers, and the core principles of our profession grow, ALA must streamline and adapt our existing structures to be able to respond more quickly, efficiently, and effectively to these threats. This is an auspicious moment to unite the stewardship and protection of these cherished ALA values into one strong committee. The threats currently faced by our profession often intersect the work of both committees, and maintaining two committees decreases our ability to respond quickly and to speak with one voice about actions being taken against our profession and our principles. Intellectual freedom and professional ethics are deeply intertwined values that share philosophical foundations and practical implications. Collocating these values within one committee with a long track record of its commitment to professional values will enable synergies and alliances that will help further ALA's mission while also contributing to the greater efficiency and streamlining our association

needs today. The IFC Privacy Subcommittee is a successful precedent that models how IFC subcommittees can provide member leaders leadership opportunities while ensuring communication and synergy for activities focused around our key values.

Proposal: Provide detailed information on proposed action requested.

This action would dissolve the Committee on Professional Ethics and establish it as a Subcommittee on Professional Ethics within the Intellectual Freedom Committee. COPE would continue to fulfill its charge, which is to “augment the Code of Ethics by explanatory interpretations and additional statements, prepared by this committee or elicited from other units of ALA. When units of the association develop statements dealing with ethical issues, a copy will be sent to the committee on professional ethics for review so that it may be compared to the existing ALA code of ethics in order to determine whether or not conflicts occur.”

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA’s values on EDI (<http://www.ala.org/advocacy/diversity>).

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 4: Leadership Development Committee Action Form

Committee On Organization Action Request Form

Date: 11/5/2025

Re: Leadership Development Committee & Council Engagement and Training Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests do not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG; Committee or Division*)
- Discontinue (e.g. *end of MIG; Committee or Division*)
- Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)**
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Leadership Development Committee, Joanie Douglas Chavis, Chair, jchavis@ncat.edu

Council Engagement and Training Committee, Jim Teliha, Chair, jkteliha@utica.edu

Background: Provide any background information on program/issue under consideration, including why this action is necessary.

Per the Report from COO on the Assessment of Standing Committees (#ALA CD#27), the committee recommended merging the Leadership Development Committee and the Council Engagement & Training Committee.

Leadership Development Committee and Council Training Committee: COO sees these committees as performing similar and complementary work for member leader cohorts, and recommends establishing a new committee, while retaining the name Leadership Development Committee, with a charge and composition that would reflect and amplify the excellent work performed by both committees. Member leader development, whether for Council service or

other leadership roles, shares common principles and practices. This merger will create a more comprehensive and coherent approach to leadership cultivation within ALA.

Proposal: Provide detailed information on proposed action requested.

This action will dissolve the Council Engagement and Training Committee, establish a Council Engagement and Training Subcommittee, and rename the Leadership Development Committee to the Leadership Development and Training Committee.

Current Charge & Composition

Leadership Development Committee: To prepare prospective and current member leaders within the association to serve in ALA member leader positions. To inform ALA's member leadership pipeline and succession planning. To plan and coordinate activities to support member leaders with association leadership development and governance. Consists of 14 members appointed from the membership at large serving two-year staggered terms and led by chair, serving a one-year term.

Council Engagement & Training Committee: To develop and carry out an ongoing training and engagement program for councilors. Seven (7) Members, including Chair. It is advisable that members are current or former Councilors.

Proposed Charge & Composition

Name: Leadership Development Committee

Charge: To prepare prospective and current member leaders within the association to serve in ALA member leader positions. To inform ALA's member leadership pipeline and succession planning. To plan and coordinate activities to support member leaders with association leadership development and governance.

Composition: A total of Nine (9) members, including two Co-Chairs. Current or former Councilors, Board members, or Committee Members are eligible to serve in staggered terms. Current or former Nominating Committee members strongly recommended.

Rationale:

The work of the Council Engagement and Training Committee will be a sub-committee of the Leadership Development Committee as member leader development, whether for Council service or other leadership roles, shares common principles and practices. This merger will create a more comprehensive and coherent approach to leadership cultivation within ALA.

The composition has been revised to include current or former ALA member leaders, specifically individuals who have served on the Council or the Board. They are well positioned to identify the leadership resources necessary for effective service in ALA leadership roles, drawing on their prior experience in these capacities.

The inclusion of members of the Nominating Committee is highly recommended, as they play a critical role in ALA's leadership pipeline and succession planning through their responsibility for recruiting the next generation of ALA leaders.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>). This effort supports EDI by creating opportunities for all ALA members to engage in leadership through a robust and inclusive development program.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 5: AL Advisory Action Form

Committee On Organization Action Request Form

Date: 1/8/2026

Re: Merging of the Publishing Committee and the American Libraries Advisory Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Publishing Committee, Sara Kelly Johns,
American Libraries Advisory Committee, Ben Leubsdorf,
Sanhita SinhaRoy, American Libraries, ssinharoy@ala.org
George Kendall, ALA Publishing, gkendall@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

For an easier transition to this new model, these proposed actions, if adopted by Council, will be effective June 30, 2026.

Prior to 1975, the activities related to the member oversight of American Libraries were included in the scope of the Publishing Committee. In light of the recent decline in ALA membership and the reductions in staff, reuniting these units is prudent. The new Publications Committee can contribute to ALA's operational efficiency and provide opportunities for cross-pollination among the two units while maintaining the journalistic integrity and editorial independence that are essential to American Libraries' credibility and value.

Proposal: Provide detailed information on proposed action requested.

The proposed action is to reestablish a single Publications Committee to advise the Publishing department on business matters and provide a sounding board and connection to the membership for American Libraries, and to rename the committee to the Publications Committee to reflect the scope of its charge. The following is proposed as the charge to the reunified committee:

The ALA Publications Committee brings together a diverse group of members to share their expertise and experience in identifying the content most needed and desired by the field, the most appropriate channels for disseminating that content, and continuous improvement in related business practices. The committee includes representatives from imprint-specific committees, advisory boards in divisions or other ALA units across ALA, and other units at ALA with publishing activities.

The Publications Committee has 11 members. Nine members are appointed by the ALA President-Elect for two-year staggered terms. The ALA President-Elect also appoints two committee Co-Chairs, who shall also be members of the committee, for one-year terms. One Chair represents ALA publishing efforts and the other represents the advisory role to American Libraries. Together, they work toward a shared vision for the revitalization of ALA publishing activities.

Committee members are charged with engaging with ALA's published content and channels to develop sufficient familiarity to provide regular review and feedback. Committee members report on the publishing activities of the unit they represent and review products to ensure that they express ALA values and reflect the needs of the community they serve.

The Publications Committee has an advisory role in the appropriate use and protection of the ALA imprint. The committee advises on balancing current products and innovation to help ALA meet its current financial and strategic goals, including in the areas of EDI and sustainability. It also advises on consistency across ALA and opportunities for greater standardization and minimizing duplication. The committee mediates any conflicting practices, inconsistencies, or irregularities it observes among the units its members represent. It also recommends policies on publishing for the approval of Council if revision or new policies are needed.

The Publications Committee administers the [Carnegie-Whitney Grant](#). Complaints of unethical action in ALA journals and monographs are reported to the Ethics subcommittee for resolution.

American Libraries Advisory Subcommittee

The American Libraries Advisory Subcommittee is a standing subcommittee of the ALA Publications Committee. The subcommittee has five to seven members, including a Chair. The American Libraries editorial leadership team acts as ALA staff liaison to the subcommittee.

The Co-Chair of the ALA Publications Committee with an advisory role to American Libraries appoints, to two-year staggered terms, at least four additional members of the American Libraries Advisory Subcommittee in consultation with the American Libraries editorial leadership team. Subcommittee members may or may not be members of the Publications Committee. Subcommittee members should be selected to reflect the diversity of the ALA membership and bring a variety of relevant perspectives to the table.

The subcommittee is charged with reviewing and recommending editorial policies for American Libraries and providing oversight for the implementation of those policies. It shall communicate with and operate within the frameworks established by the ALA Publications Committee. The subcommittee shall serve as a channel for member communication regarding the scope and coverage of American Libraries.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 6: ITPAC Committee Action Form

Committee On Organization Action Request Form

Date: 10/6/2025

Re: Information Technology Policy Advisory Committee (ITPAC)

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG*) Discontinue (e.g. *end of MIG*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Information Technology Policy Advisory Committee chair: David Lee King, [INSERT EMAIL]

Public Policy and Advocacy office staff contact: Lisa Varga, lvarga@alawash.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

The Public Policy and Advocacy office recommends discontinuing the Information Technology Policy Advisory Committee. The Public Policy and Advocacy office staffs the Information Technology Policy Advisory Committee.

The Information Technology Policy Advisory Committee was created as the Office for Information Technology Policy Advisory Committee, which advised the former Office for Information Technology Policy. In 2018, the Office for Information Technology Policy was dissolved and reorganized into the Public Policy and Advocacy office. The Information Technology Policy Advisory Committee has continued, despite the fact that the office it was created to advise no longer exists.

The Public Policy and Advocacy office is also advised by the Committee on Legislation. The Information Technology Policy Advisory Committee's responsibilities overlap with those of the Committee on Legislation.

Because the Information Technology Policy Advisory Committee's raison d'être no longer exists and its charge is duplicative with the Committee on Legislation, it is unnecessary to continue ITPAC. Furthermore, ITPAC's activities and member engagement have significantly declined in the past few years, and the committee is not currently undertaking any activities that are necessary to continue.

Finally, supporting ITPAC requires staff and budgetary resources from the Public Policy and Advocacy office. Given the reduction in the office's staff over the past several years and the emergence of significant new demands on the Public Policy and Advocacy office, the office is unable to continue supporting the Information Technology Policy Advisory Committee.

Proposal: Provide detailed information on proposed action requested.

We would like to discontinue ITPAC but keep the E-Rate task force in tact; it will report to the Committee on Legislation.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

The action would not negatively impact any of ALA's activities related to EDI.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 7: ODLOS Committee Action Form

Committee On Organization Action Request Form

Date: 12/9/2025

Re: Discontinuance of the Office of Diversity, Literacy, and Outreach Services Advisory Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests do not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Suzan Antoinette Alteri and Tracy Reid Sumler, Co-chairs, Office of Diversity, Literacy, and Outreach Services Advisory Committee, tracy.sumler@dc.gov and salteri@illinois.edu
Committee on Diversity, Nichelle Hayes, Chair, nichellehayes@gmail.com

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

From 2022 through 2025, the Committee on Organization conducted an assessment of ALA's nearly 40 standing committees. COO established a rubric and used it to guide the assessment process, which included surveys completed by committee chairs regarding the organizational health and activity of their units. COO members also conducted internal polls and identified committees to be sunset or merged.

As part of ALA staff's ongoing ALA Forward initiative, ALA staff were leading a similar stream of assessment for most ALA units, including standing committees. Their rubric was robust, and considered such factors as strategic necessity, member demand, impact vs. effort, strategic uniqueness, adaptability, and resource fit. Staff provided COO high-level summaries of staff input about ALA committees.

ALA is expected to end FY2025 with a deficit of \$15.4 million and is forecasting FY2026 to have a projected deficit of \$7 million. Significant work is being done across the association to resolve ALA's structural financial challenges and create a renewed association that will be strong for the future. Since all areas of the association are being reviewed, this is an opportune time to sunset committees that have outlived their purpose.

Proposal: Provide detailed information on proposed action requested.

ODLOS was established during a time of organizational transition when several ALA offices were merged. The committee's creation was intended to ensure continuity and acknowledge the groups that helped to establish ODLOS. Over the last decade, the office has matured and other diversity initiatives, engagement and action from ODLOS Advisory have been reimaged. Neither COO nor ALA staff see a compelling reason to continue this committee, and the current chairs concur.

With the sunsetting of ODLOS, there is a need to rehome the EDI Assembly, the Services to Refugees, Immigrants, and Displaced Persons Subcommittee (SRIDP), and the Spectrum Advisory Committee. The staff liaison to ODLOS has recommended relocating these functions within the Committee on Diversity, action COO agrees with.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

Supporting diversity, literacy, and outreach is a core organizational priority, but this advisory structure is no longer the most effective mechanism for advancing that work. Concentrating effort in fewer areas will enable greater success with ALA initiatives.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 8: PCPAC Committee Action Form

Committee On Organization Action Request Form

Date: 10/15/2025

Re: Sunsetting the Public and Cultural Programs Advisory Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG*) Discontinue (e.g. *end of MIG*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Public Programs Office, Melanie Welch, mwelch@ala.org

Janie Hermann, Chair, Public and Cultural Programs Advisory Committee,
jhermann@princetonlibrary.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

Staff have been undertaking a strategic, three-pronged process called ALA Forward, including a comprehensive Program Assessment. This resulted in a Program Assessment Report which included input from every unit. We now have a clear picture of the scope, strengths, and challenges across more than 400 programs. This report was presented to the ALA Executive Board and established clarity around the actions necessary to support alignment, transparency, and resource stewardship. A critical outcome of this work included an all-ALA unit objective review of member groups. PPO staff followed this process, which included a quantitative rubric assessment, to determine that the Public and Cultural Programs Advisory Committee (PCPAC) should be sunset and discontinued.

Staff have observed a decline in interest and participation among PCPAC committee members in recent years, as well as a lack of clear objectives. Due to this lack of consistent engagement, the

benefits of committee membership are becoming increasingly marginal. Additionally, PPO's grant-funded initiatives include advisory committees consisting of ALA members with subject matter expertise in the focus area of the grant, who guide project staff and shape deliverables. Because these committees are tailored to each grant's focus, having a separate high-level advisory group for the unit is redundant.

Proposal: Provide detailed information on proposed action requested.

As summarized above, and keeping the need to create the conditions for stronger programs that advance our mission, meet member needs, and responsibly use ALA's resources at the forefront, the Public Programs Office wants to discontinue the PCPAC. We anticipate that discontinuing the PCPAC group will have no negative impact on the daily operations of PPO, and will remove the administrative burden on PPO staff of keeping the committee running.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).
N/A

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 9: Public Awareness Committee Action Form

Committee On Organization Action Request Form

Date: 12/10/2025

Re: Public Awareness Committee

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

Establish (e.g. *new MIG*) Discontinue (e.g. *end of MIG*) Renew (e.g. *renewal of MIG*)

Name Change (e.g. *changing name of Round Table*; Note: Informational Only)

Define/Change/Clarify (e.g. *function, committee structure, etc.*)

Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Public Awareness Committee, Tyler Hahn hahntylerrj@gmail.com

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

As ALA has begun restructuring, it has become apparent that much of the work of PAC overlaps with other committees, primarily the Committee on Library Advocacy. Activity in the Public Awareness Committee has declined in the last several years and following the COO assessment of 2024-2025 where this overlap was discussed with stakeholders, the committee has been largely inactive for 2025-2026. The work that Public Awareness is doing can be seamlessly absorbed elsewhere with minimal disturbance.

Proposal: Provide detailed information on proposed action requested.

The proposed action is to sunset Public Awareness and modify the charge of the Committee on Library Advocacy, as described below. COO, the chair of the Public Awareness Committee, the chair of the Committee on Library Advocacy, and ALA staff have met to discuss what this will look like on 12/9/2025 and have an action plan moving forward to ensure committee engagement, the work of these committees for the good of membership, and the good of ALA

as a whole.

Proposed charge for Committee on Library Advocacy:

To support the efforts of library advocates and assist ALA members in promoting their libraries at the local, state, and national levels; to develop resources, networks, programs, and training materials for advocates with particular emphasis on the grassroots level; to work closely with the relevant ALA offices and committees, as well as external groups, to integrate advocacy efforts into the overall planning, priorities, and policies of the association; To work closely with the ALA Communications and Marketing Office, the Public Policy and Advocacy Office, and ALA officers, committees and units in developing and coordinating promotional and marketing programs and tools for libraries, librarians and ALA, including National Library Week and other national campaigns focused on the continuing support of libraries; and to cultivate future leadership in order to sustain and enhance the advocacy efforts of the association.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

Appendix 10: PMC Action Form

Committee On Organization Action Request Form

Date: 1/10/2026

Re: Policy Monitoring Committee composition

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)
- Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

Policy Monitoring Committee

Aaron Dobbs, Chair aaron@thelibrarian.org

Background: Provide any background information on program/issue under consideration, including why this action is necessary.

In response to a query from COO, PMC discussed committee composition options related to anticipated future workload. Based on discussion, PMC decided that *ALA Policy Manual*, Section B is sufficiently organized to record and track ALA statements on public policy and the public interest. Based on an anticipated future workload, the 2025-2026 PMC recommends COO reduces the PMC member composition from its current size to its former, pre-expansion size. The Board or Council can appoint a task force or working group to temporarily expand capacity for special projects as they arise.

Experience or interest in serving on ALA Council and/or formulation of ALA policy should be taken into consideration during the appointments cycle.

Proposal: Provide detailed information on proposed action requested.

PMC requests COO recommend a reduction in PMC membership composition from its current size to four appointed members and a chair.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

PMC provides accurate policy and policy statement tracking on behalf of ALA and its members and constituencies.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison