

TLA Re-structure Task Force  
Ruth Kinnersley, Richard Groves, Heather Lanier, co-chairs  
Report: March 23, 2016

After receiving input from Task Force members, the chairs met with Susan Jennings, TLA President, to develop a proposal for the TLA restructure. That proposal is below for Board input and discussion. A couple of visual representations of the new structure are also included.

Many thanks is due to the Task Force members for their input and feedback: (In no particular order, and apologies for any misspellings – let me know!): Church Sherrill, Karen Swoopes, Cody Behles, Jodie Gambill, Cindy Welch, Mona Batchelor, Willetta M. Grady, Margaret Brown, Don Reynolds, Pat Van Zandt, Courtney Fuson, Laura Sheets, Judy Bivens, Robbi De Peri, Jillian Rael, Holly Hebert, Theresa Liedtka, Joe Weber, Diette Ward, Aaron Dobbs, Martha Earl.

We look forward to further input and discussion from the Board and the TLA membership!

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TLA Restructure Proposal  
March 2016

**TLA Executive Board**

Voting Members:

Officers:

President  
VP/President-elect  
Past President  
Secretary

3 At-Large Members elected by the membership

Non-voting members:

Executive Director

**TLA Board and Committee Structure**

Divisions: (Each division has 1 representative on the Board)

I. Administrative

Committees:

- A. Finance/Development
- B. Strategic Planning
- C. Bylaws
- II. Membership
- III. Communications:
  - Committees:
    - A. Publication Advisory Board
    - B. Public Relations
- IV. Advocacy/Diversity
  - Committees:
    - A. Legislative
    - B. Intellectual Freedom/Diversity
- V. Conference and Continuing Education
  - Committees:
    - A. Conference Planning
    - B. Honors, Awards, & Scholarships
    - C. Staff & Career Development

Round Tables (1 representative to the Board – rotates among the Round Tables)

- Children/Young Adult
- Technology
- Leadership
- Government Documents
- New Members
- Technical Services
- Access & Patron Services

Affiliates (1 representative to the Board – rotates among the Affiliates)

- TASL
- Tenn-Share
- Friends of Tennessee Libraries
- ALA/TLA Student Chapter
- UTSIS Alumni Chapter
- Tennessee Health Sciences Library Association

Regional Affiliates (1 representative to the Board – rotates among the Regional affiliates)

- Boone Tree Library Association
- Chattanooga Area Library Association

East Tennessee Library Association  
Memphis Area Library Council  
West Tennessee Academic Library Consortium

3 At-Large Members, elected by the membership

3 Representatives:

SELA  
ALA  
TSLA

**Explanatory notes/comments: (not part of formal proposal?)**

Each Committee, Affiliate, and Representative submits reports to the Board as in the past. If a committee, affiliate, or rep has an action item, the Chair comes to the Board meeting to present the item and answer questions, but does not vote unless they are serving as the representative from their Division or Affiliate group.

Ad hoc Committees can still be created; they can be assigned to report to someone on the Board or the chair can be a Board member, depending on their purpose.

It is expected that Committees will meet 3-4 times per year to conduct the business for which they are responsible (more times if necessary). Round Tables also may meet as necessary. Meetings can be in person or via electronic means.

The Board will meet 3-4 times per year to conduct the business of the Association, either in person or electronically.

**Some of the issues from the “What works; what doesn’t work” survey:**

1. Increased/improved communication:

- a. Adding a summary of Board action to the newsletter is recommended to increase communication. Board minutes will be published in full to the web site in a timely manner.
- b. Announcements about Board meeting and availability of minutes can be made on the TLA listserv.
- c. The re-structure will require a re-write of the Manual of Procedures and the By-laws. The purpose, expectations, and responsibilities of each committee, round table, affiliate, etc. will be made clear in the manual.
- d. The pared down structure will be more streamlined and less redundant, allowing for improved communication.

2. Structured like ALA: Committees were formed under Divisions, similar to ALA's structure.
3. Value-added for membership: This will be a responsibility of the Membership Committee to clarify existing advantages and introduce new member benefits.
4. Support staff are ignored: this problem is more of a local library problem than a TLA problem, but a support staff roundtable or professional development activities aimed at support staff can be implemented. We could also have a separate support staff listserv (members only) to facilitate discussions among support staff.
5. Not enough regional meetings: it was suggested that training meetings be held in different regions at the same time. More work will be done to identify regional leadership for planning training sessions in conjunction with the Staff & Career Development Committee. Regional affiliate organizations can be tapped for advice and support for these efforts.
6. Advocacy needs to be state and local: this is a multi-faceted issue which may require a multi-faceted approach, coordinating the work of several committees within the Communication and Advocacy/Diversity Divisions.
7. Desire for continuity: staggered terms for members at large, elected by the membership, will allow for stability.
8. Board is too big/there is committee overlap/responsibilities are unclear: This proposal is intended to reduce the number of voting Board members to 18. Currently there are over 40 Board members.
9. Executive committee is too small & 4 people make all of the decisions: While the size of the TLA Board has been reduced and streamlined, the size of the executive board has been increased (by 3 members at large selected from the membership, by the membership) to address this concern.

**Timeline for Implementing Restructure (target dates included):**

1. Publish proposed structure (via Listserv, etc.) and ask for comments from the membership. Board will also discuss proposed structure (now – 3/25/16)
2. Based on comments, make revisions and publish again. (3/25/16-4/4/16)
3. Vote – first Board, then membership (4/5/16)
4. Revise By-laws and Manual of Procedures to reflect new structure. (4/5/16 – 3/25/17)
5. New structure takes effect July 2017.

**FAQs:**

1. What happened to the Sections?

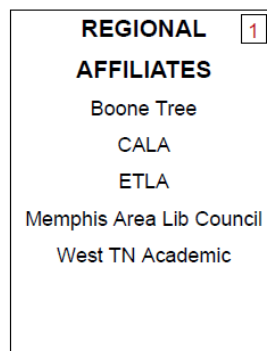
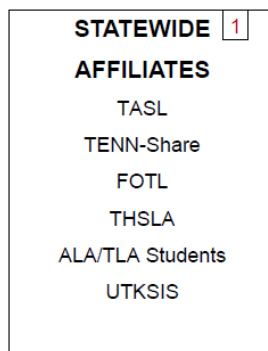
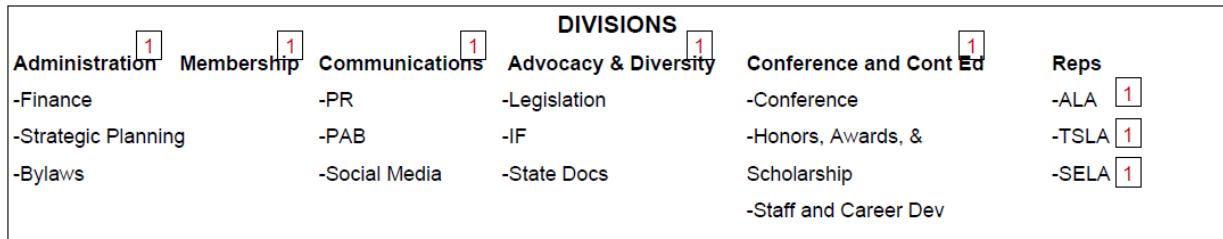
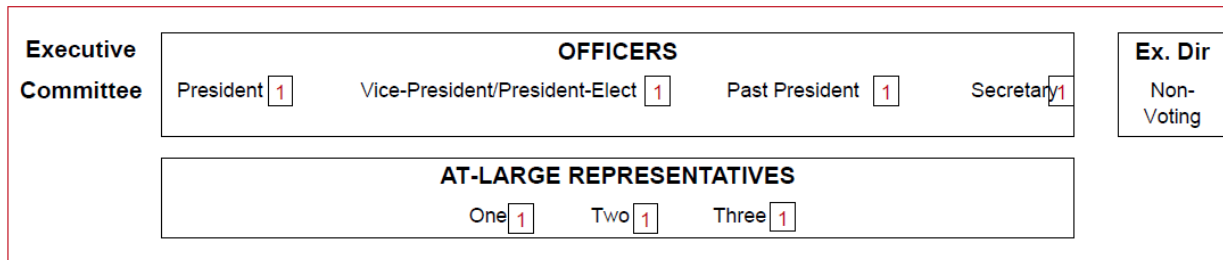
Most of the sections experience very low participation and the interests of those groups could be represented elsewhere. Alternatively, new Round Tables could be developed if a particular group does not feel they are represented in the new organizational structure.

2. Some functions are missing: where is the Nominating Committee? What happened to the Parliamentarian? Archives and History?

The sole function of the Nominating Committee was to come up with a slate of officers. The Executive Board will appoint a Nominating Committee from among the TLA membership. We will need to spell it out in the Bylaws to get wide representation.

The Parliamentarian will be appointed as an ex-officio member of the Board. Keeping TLA history will become a task assigned to the Secretary.

Visual representations of the New Board proposed:



= 1 vote

