

KLA BOARD STRUCTURING TASK FORCE

NEEDS ASSESSMENT RESULTS

September 27, 2006

INTRODUCTION

The Task Force met in the Bluegrass Room of the Marriott Louisville Downtown beginning at 12:15 a.m. KLA Secretary, Matt Onion facilitated the session.

TF MEMBERS PRESENT

Terry Buckner, Carolyn Tassie, Constance Ard, Paul Poland, Lisa Rice, Fannie Cox, Terri (Should this be Terri Kirk? I am listed first) Buckner, Leoma Dunn, Laura Davison, Beth Kraemer, and Christie Robinson. [I may have left someone out]

MEETING HANDOUTS

- Results compilation of KLA member survey on sections and round tables.
- Results of Terri Kirk's survey of current round table chairs and chair-elect.
- Compilation of ALA State Chapter profiles (16 chapters were contacted or reviewed)

Following a summary and discussion of the various survey results, Matt Onion had TF members divide up into three groups and come up with a list of responses to the question: ***What do we as a task force and association need to do to improve the organizational structure of KLA?***

GROUP #1 RESPONSES:

- 1) Charge higher dues for membership in KLA Round Tables.
- 2) Give RT officers more money to defray travel expenses to KLA meetings.
- 3) Establish a mentoring program, similar to the new KLA member program, for new RT chairs and other officers.
- 4) Relocate certain Round Tables under related KLA Sections e.g. the Library Instruction Round Table under the Academic Library Section.
- 5) Establish listservs for each RT with automatic registration of new RT members by the KLA listserv manager.
- 6) Restructure KLA's Round Tables in order to represent broader areas of concern and interest among all libraries and librarians---in contrast to the narrower concerns and interests of KLA Sections.

GROUP #2 RESPONSES:

- 1) Provide more leadership opportunities for new KLA members, particularly those serving on an RT.

- 2) Give the Round Tables more than just one vote on the KLA Board i.e. each RT chair would have a vote (or fractional vote?) on Board issues. (I don't think that the RT chairs have a vote at all. I believe the idea was to give them a vote to make coming to the meeting more worthwhile)
- 3) Increase RT budgets, or allocate more funds to Round Tables to support more programming, both at annual conference and other CE functions.
- 4) Collaborate with various state and regional library cooperatives/consortiums e.g. SWON (sp) on planning joint meetings and/or programming with one or more KLA Round Tables.
- 5) Upgrade KLA's technology to accommodate more virtual meetings of its RTs, committees, and sections.

GROUP #3 RESPONSES:

- 1) Establish a task force to conduct program reviews, with assessment, on all KLA Round Tables, Standing Committees, and Sections.
- 2) Establish RT organization policies and procedures to: a) better record and archive RT history; and b) better "pass the torch" onto the next incoming RT officer(s).
- 3) Hold more virtual meetings and fewer physical meetings of the KLA Board.
- 4) Hold brief virtual board meetings to hear reports, make announcements, and dispense with any unfinished or new business; reserve the face-to-face board meetings for more extended topical discussions, information sharing, planning or problem-solving sessions.
- 5) Give Round Table chairs the vote on the KLA Board, or don't require them to attend Board meetings.

CLOSING COMMENTS & REMARKS

Carolyn Tassie pointed out that our needs assessment and discussions barely referenced KLA committees and instead, focused almost exclusively on round tables.

Needs assessment responses cited more than once included --- a) voting rights on the KLA Board for RT chairs; b) more funding of RTs to cover travel and plan more programming; c) possible shifting of some RTs into a related Section and; d) more virtual meetings.

Most intriguing response (suggestion) in my opinion only --- Separation of the KLA Board meetings into "Business" and "Discussion"; one virtual, the other face-to-face. The discussion meetings have potential to address a number of needs within KLA ranging from leadership development and long range planning, to CE opportunities and member involvement.

Respectfully submitted (on 10/14/06),

Matthew W. Onion
KLASTF

Survey Results

Total Number of Respondents = 80

| | | | | | |
|--|-----------------------|--------------|-----------------|--------------------------|-------------------|
| I am currently a member of one or more KLA Section(s) . | 94% | | | | |
| I have served on one or more KLA Section(s) in the last four years. | 40% | | | | |
| I chair or have chaired a KLA Section(s) . | 26% | | | | |
| I am currently a member of one or more KLA Round Table(s) . | 50% | | | | |
| I have served on one or more KLA Round Table(s) in the last four years. | 21% | | | | |
| I chair or have chaired a KLA Round Table(s) . | 33% | | | | |
| | Strongly Agree | Agree | Disagree | Strongly Disagree | No opinion |
| KLA Sections represent a broad range of member interests | 20% | 74% | 2% | 0% | 4% |
| KLA Round Tables represent a broad range of member interests | 10% | 74% | 1% | 0% | 15% |
| Sections serve a valuable purpose in KLA | 45% | 47% | 0% | 0% | 8% |
| Round Tables serve a valuable purpose in KLA | 21% | 60% | 3% | 0% | 16% |
| I choose programming at the Fall Conference that reflects my Section interests | 39% | 42% | 5% | 2% | 12% |
| I choose programming at the Fall Conference that reflects my Round Table interests | 11% | 39% | 17% | 4% | 29% |
| The cost for joining a Section is fair. | 25% | 62% | 3% | 0% | 10% |
| The cost for joining a Round Table is fair | 19% | 59% | 6% | 0% | 16% |
| Sections are an effective way to get involved in KLA | 45% | 38% | 8% | 1% | 8% |
| Round Tables are an effective way to get involved in KLA | 26% | 48% | 5% | 0% | 21% |

| | |
|---|--|
| <p>I have been involved with ITRT for several years though less so lately. With the increase in technology interests across all aspects of librarianship, I wonder sometimes why it isn't a section. Some of the sections seem smaller and less active than ITRT.</p> | <p>I have paid to join sections in the past and have heard absolutely nothing from the section year after year. The same can be said for some round tables, but of late there have been some very innovative programs developed by the round tables. I don't really know what the sections do and they have not been very member friendly in my experience.</p> |
| <p>It seems to be easier to get involved at the Round Table level than at the Section level.</p> | <p>I think roundtable dues are too low and should be raised.</p> |
| <p>I have attempted to get involved with activities and/or standing committees in KLA at least 2-3 times over the past 3 years, but administration and follow up seem to be haphazard. Hopefully others are not having this experience.</p> | <p>I've always thought the round tables would be more effective with a budget, like the Sections are given.</p> |
| <p>I believe we do not tap member potential in an effective manner. When I chaired a KLA committee, my best volunteers were the newer librarians. These individuals are now quite active nationally and are names you would recognize. I would like to keep sections with some minor improvements, but while roundtables represent important areas they are quite under-utilized and do not currently meet most member needs. This could be much better....</p> | <p>The sections in KLA need to be re-energized and strengthened. The potential is there for them to serve a great need. However, it seems to be more robot in nature - you pay to join and there is not much benefit to be gained from the membership. Roundtables seem to be more effective because they are based on "true" interests. Maybe the sections could learn a thing or two from the roundtables!</p> |
| <p>My experience with the sections is good. I've never been in a roundtable but my perception is that some work well while others do not.</p> | <p>Round tables and sections do not meet enough to be effective. There is no programs afforded at the KLA fall meetings or springs that meet the needs of catalogers and those you work in technical services.</p> |
| <p>The success or failure of the KLA Round Tables has much to do with the quality of leadership shown by the chair and other officers. Assigning RTs to various host Sections might provide better accountability & a greater level of involvement by KLA members in the various RTs.</p> | <p>Round Tables serve a valuable purpose because they allow new members to become involved in the organization and to take a leadership role. They provide a good "training ground" for leadership.</p> |

1. If you regularly attend...
2. Please list reasons you do not attend
 - a. Other commitments-work
 - b. Meeting location-meeting lasts 2-3 hours and driving there takes another hour or two
 - c. Meeting in December is terrible. Too many other commitments
 - d. Distance is a problem due to time and expense
 - e. Reduced staffing combined with increased programming has caused me to work on weekends
 - f. Locations away from Louisville and I don't have any support for it
 - g. Conflicts with other national meetings kept me from attending the last two
3. Do you send a report
 - a. Yes-send no report or a report
4. Did your predecessor tell you...
 - a. Not much communication
 - b. Yes
 - c. Yes but I thought my PD funds at work would pay for travel and it didn't work out that way
 - d. Yes, my predecessor told me I was to attend the meetings
5. Do you get communications....
 - a. Yes
 - b. Yes
 - c. Sometimes, but I often get the messages from secondary sources
 - d. Yes
6. Do you feel your duties are...
 - a. Not really-It would have been helpful to have received an orientation session by both the newly elected chair and prior folks in charge
 - b. I suppose so
 - c. Yes and no. I think that it's clear that RT chairs attend board meetings and submit reports but other than that I don't have any real responsibilities that I'm aware of. I've been in RTs where nothing happened, because there are no requirements for the RT to meet and plan programs and there are no expectations for the members.
 - d. My duties are delineated in the handbook
7. Do you feel your RT is viable...
 - a. Yes
 - b. No, I think that only small fractions are viable. I've noticed that the vast majority of RT members don't respond to communication, many aren't interested in actually doing anything so a couple of members end up doing it all. Since you can't make people participate, I don't know how to get them to be more engaged other than to try to provide more interesting opportunities for involvement—something other than planning a program
 - c. LIRT is not as viable as it was in the past. Most members are more active in the section and other RTs and LIRT is seen as a side dish. I believe it is important; we need to find a way to invigorate the RT. It may be necessary to investigate the issue directly in the next LIRT meeting. Last

year we had less than 5 members attending due to the fact that the other RTs met at the same time.

- d. Yes, GODORT is very important to the federal depository community of KY
8. Do you think another structure might be...
- a. Possibly
 - b. Present structure suits my RT
 - c. No special feelings one way or the other
 - d. I think a task force could work. Task forces could be created to address a specific issue and, once they've served their purpose they are disbanded and new task forces are formed around another issue. No one would be a member of any RT so it would be to join any task force in which they had an interest, knowing that the task force's charge is to accomplish something. No longer be a passive member
9. What could KLA do...
- a. No answer
 - b. Continue to stress the importance of these groups that specialize in the diverse aspects of librarianship. RT chairs should be given voting privileges on the board. I hear many comments regarding that aspect, "Why should I attend the meetings when I don't get to vote with the rest of the board?"
 - c. The best thing that KLA could do for the RT as well as the divisions would be to upgrade the technology so that listservs could be created and members automatically subscribed when they join any division or RT. Members are likely to become more active if communication is quick and easy, and if they don't have to seek out information on subscribing to a list, it's made their membership even easier.
 - d. The RTs should have web pages just like the divisions. A prospective member should be able to go to the KLA site and find out more about the RTs and find out what they are currently doing.
 - e. KLA should upgrade the technology that would allow for virtual meetings-net meetings, etc.
10. Have you planned a program
- a. Yes
 - b. My RT wanted to plan a preconference and was asked to consider making it a regular session instead because there were so many preconference applications submitted. We decided that, instead of trying to cram everything into an hour, we'd use the next year to develop the program further and resubmit for the next fall conference. This is fine, as we want the program to be really good, but we were all very aware of the fact that some preconferences weren't accepted or were changed into sessions, while one preconference that is on the agenda has been offered more than once in the past.
 - c. As far as conference programming, some conferences have many sessions that are interesting to me, while at some conferences I'm struggling to find anything of interest. That can't be helped because it depends on what is

submitted, and each of us have different needs and wants. The conference planning committee should work toward not being repetitive. Two of this fall's pre-conferences are almost exactly the same two that were offered last year. It seems like more variety would draw more people to the pre-conferences.

- d. Yes, I procured a speaker for the 2006 conference
- e. Yes, I planned a program and meeting this spring that was very successful. I was unable to develop a program or find a speaker for the fall program to meet the deadline for submissions, but many of the GODORT RT members, including myself, will be presenting at the "Finding Free GOLD" pre-conference.

11. Does your RT reimburse you...

- a. It would but we are very poor. I have been relying on my home institution to cover my travel expenses for KLA business.
- b. No, it was hinted that there really wasn't sufficient funding for that kind of expense to the RT. I was able to get a travel reimbursement from my employer to attend one board meeting. I live in the far western part of the state and the cost of the hotel and gas was prohibitive. I did attempt to be as active as possible via email.
- c. I'm not sure. As I rule, I do not collect on my travel expenses because I feel it is my duty as a board member to pick up the tab.