

RUSA Executive Leadership Feedback to SCOE: a user-centered model for organizational effectiveness

Following the presentation of the division SCOE proposals for division model review, RUSA executive leadership (Executive Director, Bill Ladewski; President, Ann Brown; and Vice-

~~with~~

- This model is something new, transformational, and is not carrying the weight of trying to replicate the structures we have built over the course of decades while still acknowledging the expertise the volunteers and leadership brings to the association.
- It highlights that associations are not abstract entities but rather associations comprises the choices and actions of individuals. It makes visible the activity, interactions, labor, and agents.
- It treats domain areas equally and, depending on implementation, could amplify the voices of marginalized constituencies.
- Labor collaborations and redundancies can be identified and acted upon.

coordination group. These groups will need some sort of governance model but it should be shared across all groups and not created individually.

D -6

This category needs a better name. We apologize for not being able to come up with one. Domain Expert Advisory Groups probably isn't that great of a name either.

A/C

The model does not currently include how affiliates and chapters would be represented. They would be part of the user group. They could also be represented in the domain expert advisory group.

J

ALA and librarianship reflect the same social justice inequities that exist society. The new structures that are built should not continue the history of institutionalizing racism and marginalization.

G

As a profession, we have different values with decisions making. In general, collaboration and consensus is valued but poses issues with governing. The Strategic Directions and Coordination category should find decision making methods that are both representative of the membership but decisive. Furthermore a check and balance system will need to be developed within the group and with the Domain Expert Advisory Group. All these systems and methods should use the concept of 'value added bureaucracy'.