

August 3, 2026

To: RSA Board of Directors serving in FY2027

From: Genna M. Buhr, President, on behalf of the RSA Board of Directors serving in FY2026

RE: RSA Succession Planning and Recommendation

As you are aware, Kendal Orrison's upcoming retirement requires the Resource Sharing Alliance Board of Directors to complete the succession planning and hiring processes necessary to successfully employ a new Executive Director effective June 1, 2027.

The members of the FY2026 Board determined it should provide written documentation to the members of the Board serving in FY2027 regarding its recommendation on next steps. While a majority of the Board members serving in FY2027 served in FY2026, any final hiring decisions will be made by the Board serving in FY2027, which includes two members that did not serve previously in FY2026.

During FY2026, the Board met in closed session multiple times to discuss these processes. In the course of discussion and prior to making a recommendation, the Board considered pursuing an internal candidate, Assistant Executive Director Antony Deter, or conducting a broader recruitment strategy. The Board confirmed with its counsel that an internal promotion is legally acceptable, and no legal requirement exists for the position to be posted either internally or externally. The Board also reviewed the job description and the unique combination of skills and expertise necessary for anticipated success in the position and considered these requirements when gauging the probability of qualified unknown candidates available in the market.

Therefore, the consensus of the Board is to decline pursuing a full search committee recruitment process. Rather, the Board recommends conducting a confirmation interview with the intent of promoting the current Assistant Executive Director, Antony Deter, to the Executive Director role.

Deter was hired to a newly created Assistant Executive Director role in 2023. The role was created as part of a potential succession plan with the knowledge that the Executive Director would be retiring in the next five years. Since Deter's hiring in 2023, he has played an integral role in the administration of RSA, successfully completed many vital projects related to policy, governance, staff oversight, and membership structure, and was crucial to the transition from not-for-profit entity to intergovernmental instrumentality. Deter has led and continues to spearhead many projects related to the current management and future operations of RSA. RSA leadership has noted and many members have reported positive interactions with Deter. As a Board, we appreciate his input and value his experience and commitment.

In evaluation of Deter's qualifications, in addition to the current and anticipated needs of RSA and a probable limited pool of candidates with LLSAP leadership experience, we have concluded Deter's knowledge of our organization, leadership experience (both within RSA and Illinois libraries), and performance since joining RSA make him an ideal candidate to engage.

As such, the Board respectfully recommends the following succession planning timeline moving forward:

- August 7, 2026, Board meeting
 - Open session
 - Review and discuss the succession planning and timeline recommendation outlined in this memo
 - Board votes to determine whether to follow the recommended timeline below or develop a new timeline for a broader search process (roll call vote)

- September-October
 - Board members submit interview questions for consideration to Board President by October 1
 - Membership is notified the interview will be conducted in open session as part of the November 5, 2026, Board meeting and that Directors may submit interview questions for consideration to Board President by October 1
 - Board President and Vice President review and assemble questions and structure interview, providing outline to Board (via Orrison, per OMA requirements) mid-October
- November 5, 2026, Board meeting
 - Teams link for remote viewing
 - Open session
 - Board interviews Deter
 - Executive session in compliance with 5 ILCS 120/2(c)(1)
 - Determine whether to extend an offer to Deter or develop a new timeline for a broader search process
 - Open session
 - Board vote on next steps
 - Two action items will be included on the agenda so as to cover either outcome of the executive session. (The Board can move, second, and vote on the one that corresponds to the determination made in executive session. When the other is called, no one needs to make a motion, and the item will not be discussed.)
 - Motion to grant authority to Board President to negotiate terms of employment, including compensation (roll call vote)
 - Motion to pursue a broader search process and develop a new timeline (roll call vote)
- November-December
 - Board President presents Deter with pay scale and benefits before offer or discussion of compensation
 - Board President develops and negotiates offer/terms of employment with consultation from HR consulting firm and Orrison (for budgetary questions)
 - Board President makes offer and serves as contact for discussion or negotiations
- January 14, 2027, Board meeting
 - Executive session in compliance with 5 ILCS 120/2(c)(1)
 - Board President presents results of negotiations of terms of employment, including proposed compensation
 - Board discusses terms of employment, including proposed compensation
 - Deter may be invited by Board to enter session if needed for final agreement or to discuss consensus before open session vote
 - Open session
 - Board vote to confirm hiring of Deter as Executive Director effective June 1, 2027 (roll call vote)
- January 15, 2027
 - Board President officially informs staff of Board vote and next steps
 - Board President officially informs membership of Board vote and next steps
- Starting January 18, 2027
 - Assistant Executive Director position would not be refilled if vacated by Deter upon Orrison's retirement
 - RSA Administration and Board begin further transition planning, including pursuing creation of a position for Operations