

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE SPECIAL MEETING  
SEPTEMBER 22, 2011**

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The Indianapolis-Marion County Public Library Board met at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana, on Thursday, September 22, 2011 at 6:40 p.m., pursuant to notice given in accordance with the rules of the Board.

**1. Call To Order**

President Shevlot presided as Chairman. Secretary Turner-Wright was present.

**2. Roll Call**

Members present: Mr. Bonner, Ms. Crenshaw, Mr. Dudich, Mr. Lingenfelter, Mr. Shevlot, Mr. Smith and Ms. Turner-Wright.

Members absent: None.

**3. Diversity, Policy and Human Resources Committee (Dorothy Crenshaw, Chair; Jason D. Dudich, Marie Turner-Wright)**

**a. Selection of New Chief Executive Officer for the Indianapolis-Marion County Public Library**

Ms. Crenshaw noted that she wished to turn this matter over to the Board President, Mr. Shevlot, to address the Chief Executive Officer (“CEO”) selection process.

Mr. Shevlot reminded everyone that over the past several months, the Library has been actively engaged in the search process for a new CEO of the Library to replace the outgoing CEO, Laura Bramble, who announced her intention to retire late last year. Therefore, this process began late in 2010 when the Library’s CEO Review Task Force, which was composed of various stakeholder groups, established a list of desired CEO attributes, goals and recommendations for the search. Based on those recommendations, the Board hired Dan and Jobeth Bradbury of the search firm Bradbury Associates/Gossage Sager Associates and established a CEO Search Committee comprised of three Board members (Ms. Crenshaw, Mr. Lingenfelter and Mr. Shevlot); Betty Cockrum from Planned Parenthood; Susan Brock Williams from the Library Foundation Board of Directors; Tara Seeley from the Central Indiana Community Foundation; and Janet Gartin Moore, IMCPL Human Resources Director.

The CEO position was advertised nationally and closed on July 24, 2011. As of that date, there were 65 active candidates for the position; 22 of whom met or exceeded the minimum qualifications for the position. The Bradburys forwarded all of the resumes and cover letters

to the Search Committee and returned to IMCPL and met with the Search Committee on August 3, 2011 to review the pool of candidates. They facilitated a process with the Search Committee, resulting in seven semi-finalists who were invited to Indianapolis for the semi-final interviews held on August 16 and 17, 2011. Two of the semi-finalists withdrew before the interviews leaving five strong candidates for the semi-final interviews.

The five semi-finalists were interviewed on August 16 and 17, 2011 in Indianapolis. Following these interviews, the Search Committee met and selected three finalists to return for two days on September 14 and 15, 2011. Two of those candidates indicated their willingness to move forward in the process – Jackie Nytes and Tom Sloan. The third candidate withdrew from the process to accept another position.

On September 14 and 15, 2011, the two finalists met with various staff groups and the Foundation Board, they attended and engaged in an open public forum and were ultimately interviewed by the entire Library Board on September 15, 2011. The final two candidates are Jackie Nytes and Tom Sloan.

At this time, Mr. Shevlot announced that he would entertain a motion to vote on these candidates for the CEO position.

Ms. Crenshaw moved as follows: (1) that the two nominees, Jackie Nytes and Tom Sloan, be voted on by the Board in alphabetical order; (2) that the Board members indicate their support for a particular nominee by raising their hand; and (3) that the Board members may only vote for one nominee. Thus, the nominee garnering a majority vote of the Board will be the selected CEO candidate.

Mr. Lingenfelter seconded the motion. He noted that the CEO search had been a rigorous process starting with the IMCPL CEO Review Task Force Report. The Board must plan to work closely with the new CEO on several matters including a long range strategic plan for the Library. The CEO will need to work with the Foundation and the community to assure the long term success and growth of the system.

Mr. Dudich noted that the search has been a deliberative and public process. The Board and the CEO will work closely on what the Library will be for the next ten to 20 years. We also must position ourselves to deal with what libraries face both today and in the future.

Ms. Turner-Wright stated that she wished to echo the comments of both Mr. Lingenfelter and Mr. Dudich.

Mr. Shevlot announced that the first nominee presented, in alphabetical order, is Jackie Nytes. He asked that the Board members wishing to vote for Jackie Nytes should so indicate by a show of hands.

At this time, the following Board members raised their hands: Mr. Bonner, Ms. Crenshaw, Mr. Dudich, Mr. Lingenfelter, Mr. Shevlot, Mr. Smith and Ms. Turner-Wright.

Mr. Shevlot noted that, based on the unanimous vote of the Board, Jackie Nytes had been selected as the new CEO for the Indianapolis-Marion County Public Library.

Ms. Crenshaw then made a motion that the Board approve Resolution 59 – 2011, which is the “Authorization to Negotiate Employment Agreement for New Chief Executive Officer.” She mentioned that this resolution authorizes Mr. Shevlot, the Board President and Ms. Crenshaw, the Chair of the Diversity, Policy and Human Resources Committee, to proceed with the preparation and negotiation of an Employment Agreement with the newly selected CEO. Ms. Crenshaw advised that any resulting Employment Agreement will be subject to final review and approval by the full Board.

The motion was seconded by Mr. Dudich.

Ms. Turner-Wright requested that Ms. Crenshaw read out loud the stipulations set out in the second paragraph of Resolution 59 – 2011.

Ms. Crenshaw read the following: “Whereas, the Board of Trustees is desirous of entering into an Employment Agreement with the newly selected CEO for a term of three (3) years and for compensation consistent with the compensation level advertised for the position.”

After full discussion and careful consideration of Resolution 59 – 2011, the resolution was adopted on the “yes” votes of Mr. Bonner, Ms. Crenshaw, Mr. Dudich, Mr. Lingenfelter, Mr. Shevlot, Mr. Smith and Ms. Turner-Wright.

Motion carried.

The resolution is appended to, and made a part of, these minutes.

**4. Other Business**

None.

**5. Adjournment**

The Secretary announced that there was no further business to come before the Board.

The Chairman then declared the meeting adjourned at 6:55 p.m.

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Marie Turner-Wright, Secretary to the Board

