

On Thursday, February 14, 2013 Board President, Greg Lundgren, called to order a special meeting of the Davenport Public Library board of trustees at 2 pm.

Present: Ken Croken, Tom Engelmann, Dave Iglehart, Greg Lundgren, Judie Lance, Sylvia Roba & Tracy Schwind. Absent: Marie Christian & Steve Imming

Others present: Amy Groskopf, Interim Library Director & Associate Director of Library Resources, Stephanie Schulte, Associate Director of Customer Services, Steve Hart, Public Relations Coordinator and Karen Neal, recorder.

2. Having previously met in closed sessions to interview and evaluate the three library director candidates and the background checks all checking out, Croken made a motion to formalize and extend an offer to KennethWayne Thompson. Schwind seconded the motion. Motion passed with all ayes.

3. Lundgren commented that, having made the tentative offer to him a couple weeks ago, Thompson was “truly excited” and wanted to make the move as quickly as possible. At that time, the arrival date was thought to be late March/early April.

Next step is for Lundgren to make the official offer to him which he will do immediately after this meeting. Lundgren will then notify the Mayor and City Administrator and Groskopf will notify the staff. The press release has been drafted and is just waiting for an arrival date to plug in. Media questions will be sent to Hart and to Lundgren, as needed.

Lundgren commented that, while not having to be settled on during today’s meeting, board members need to be thinking on what direction to give him. Specifically – and this goes back to one of the candidate interview questions - what feedback would he be expecting from the board at his first performance evaluation.

Likely, there will be two regularly scheduled board meetings before Thompson comes on board to flush out the board’s thoughts and ideas to collaboratively capture his ideas.

Some random thoughts/ideas offered at today’s meeting to discuss further next month:

- Almost immediately needs to meet council members, Mayor and City Administrator
- Don’t want him sitting for hours reading policy manuals
- Don’t be too prescriptive – look at larger outcomes
- Need to capture his ideas during his initial employment
- Ask him to bring his measurable ideas to the board early on
- The board would expect a measurable outcome at end of first year.
- Improve perceived value of library as measured by community survey
- Let him go for a month and then compare his goals with the board’s goals
- Establish action plans to achieve bigger goal
- Need measurable outcomes like number of patrons/circulation, collection figures, etc. (these measures currently found in the Business Plan which will be available at next month’s meeting for perusal)
- Lundgren expressed his 110% confidence in the Admin Team supporting the transition period, with the board’s guidance
- Could the Personnel Committee flush all this out? Roba felt establishing his first priorities/goals would be the responsibility of the whole board
- This board needs to look at its own definition...become more of a strategizing board and not the nuts and bolts of the day-to-day operations. Everyone should have gotten copies of the State Library “Trustees Handbook”. Would be excellent time to revisit it.

Croken made a motion in appreciation of Sue Anderson's leadership in keeping the board on track and meeting the needs of the whole hiring process. Roba strongly seconded the motion. Motion passed with all ayes.

Lundgren also offered his thanks for Croken's leadership as Chair of the Search Committee.

4. Being no further discussion, Engelmann made a motion to adjourn the meeting at 2:45 with a second from Iglehart. Motion passed with all ayes.

Respectfully submitted,

Karen Neal, recorder