

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
NOTES OF THE
DIVERSITY, POLICY, AND HUMAN RESOURCES COMMITTEE MEETING
September 19, 2023

The Indianapolis-Marion County Public Library Board Diversity, Policy and Human Resources Committee met in-person at LSC Room 221 and via Microsoft Teams on Tuesday, September 19, 2023, at 11:30 a.m. pursuant to notice given.

Committee Members Present: Chairman Raymond Biederman, Dr. Luis A. Palacio, Dr. Eugene White, Dr. Patricia Payne

Other Attendees Present: Gregory Hill, Tisha Galarce, Jackie Hernandez, Russell Brown: IndyPL Counsel, Kimberly Ewers

Virtual Attendees: TJ McGovern from McGovern Consulting Group

Chairman Biederman called the meeting to order at 11:34am.

1. Presentation from TJ McGovern – CEO Review

- TJ McGovern from McGovern Consulting Group (MCG) presented the definition of a 360 Review and the importance of a CEO assessment. He introduced 10 steps that are vital in conducting a CEO Assessment. He explained the importance of compiling background materials, encouraging the Board's full participation, deciding who will lead the review, provide the Board with an overview of the process, describe the CEO's annual goals, distribute the assessment tool to the Board, analyze the results, discuss the results with the Board, review the results with the CEO and develop action plans, and finally support the CEO's continued development.
- TJ also provided the core components that are vital to a 360 Review performed by MCG
- Dr. Eugene White discussed that staff is not to review the CEO, based on the stipulations of the Public Trust.
- Greg Hill discussed that he would like to involve his Executive team in his CEO evaluation.
- Dr. Payne asked if there was no process available for staff to give their opinion on the CEO. Kimberly Ewers suggested that we offer a climate improvement survey to the staff in lieu of evaluating the CEO.
- Board Survey and CEO Survey cost was discussed by TJ and the Committee. TJ is sending this proposal to Tisha to further review cost.
- Dr. Payne asked when the CEO evaluation would be performed seeing as Greg Hill has only recently taken the position. Chairman Biederman stated that there will initially be an effort to get a baseline by the end of the 2023. Then the following year, the first real assessment will be completed with the help of the data from that baseline.
- Dr. White stated that he appreciates the potential of TJ McGovern's services as he thinks the evaluation of the CEO could benefit from an external service in various ways versus just using an in-house process.
- Tisha states she received a sample of the Columbus Library system's CEO review form.

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- Russell Brown discussed that if Board accepts the proposal from TJ, that the proposal be slightly modified to fulfill the needs of IndyPL and the CEO evaluation.

2. Board Retreat – Tisha Galarce

- Tisha discussed the Board Retreat that is next week, September 29, 2023.
- Each member of the Committee will be presenting their own topic and will have to review their own chapter to complete this. They will be presenting a maximum of 15 minutes on their topic at the Board Retreat.
- Each member will also complete a survey prior to the start of the Retreat, and survey results will be discussed afterwards during the training by the Retreat facilitator, Alexis Thomas.

3. Proposed Next Meeting

Tuesday, October 10, 2023, at 11:30 a.m. EDT at the Library Services Center.

4. Adjournment

Chairman Biederman adjourned the meeting at 12:07pm.