

TENTATIVE AGENDA  
FOR A SPECIAL MEETING OF THE  
EAST BATON ROUGE PARISH LIBRARY BOARD OF CONTROL  
**JONES CREEK REGIONAL BRANCH LIBRARY**  
**MEETING ROOM #1**  
**6222 JONES CREEK ROAD**  
**BATON ROUGE, LA 70817**  
**AUGUST 18, 2012**  
**9:30 A.M.**

- I. ROLL CALL
- II. INTRODUCTORY COMMENTS BY BRADBURY ASSOCIATES/GOSSAGE SAGER ASSOCIATES-MR. DAN BRADBURY AND MS. JOBETH BRADBURY
- III. INTERVIEW OF MR. SPENCER WATTS OF MOBILE, ALABAMA FOR POSITION OF LIBRARY DIRECTOR – LIBRARY BOARD OF CONTROL
- IV. COMMENTS BY THE PUBLIC ABOUT MR. SPENCER WATTS
- V. DISCUSSION OF MR. SPENCER WATTS (MAY GO INTO EXECUTIVE SESSION)

THE LIBRARY BOARD OF CONTROL MAY GO INTO EXECUTIVE SESSION TO DISCUSS THE CHARACTER AND PROFESSIONAL COMPETENCY OF MR. SPENCER WATTS IN ACCORDANCE WITH LA. R.S. 42:17(A)(1). MR. SPENCER WATTS MAY REQUIRE THAT SUCH DISCUSSION BE HELD IN OPEN SESSION.

- VI. CONSIDERATION OF WHETHER TO AUTHORIZE BRADBURY/GOSSAGE SAGER CONSULTING FIRM TO EXTEND AN OFFER OF EMPLOYMENT TO MR. SPENCER WATTS

**ALL MEETINGS ARE OPEN TO THE PUBLIC**

**IN ACCORDANCE WITH THE BOARD'S PUBLIC COMMENT POLICY, ALL ITEMS ON WHICH ACTION IS TO BE TAKEN ARE OPEN FOR PUBLIC COMMENT, AND COMMENTS AND QUESTIONS MAY BE RECEIVED ON OTHER TOPICS REPORTED AT SUCH TIME AS THE OPPORTUNITY IS ANNOUNCED BY THE PRESIDENT OF THE BOARD OR THE PERSON CONDUCTING THE MEETING.**

Minutes of the Special Meeting of the  
East Baton Rouge Parish Library Board of Control

August 18, 2012

The special meeting of the East Baton Rouge Parish Library Board of Control was held in Meeting Rooms 1 and 2 at the Jones Creek Regional Branch Library on August 18, 2012. Ms. Kizzy Payton, President of the Library Board called the meeting to order at 9:43 a.m. Members of the Board present were Mr. Stanford O. Bardwell, Jr., Ms. Kizzy Payton, Ms. Melanie Way and Mr. Travis Woodard. Absent from the meeting were Board members Ms. Tanya Freeman, and Mr. Derek Gordon. Also in attendance were Ms. Patricia Husband, Assistant Library Director of Branch Services and Co-Director, Ms. Mary Stein, Assistant Library Director of Administration and Co-Director, Ms. Mechelle Whitney, Librarian II in Branch Services, and Ms. Liz Zozulin, Executive Assistant to the Library Director. Also present were Mr. Dan Bradbury and Ms. Jobeth Bradbury, both of Bradbury Associates/Gossage Sager Associates of Kansas City, Missouri, the executive search firm hired by the Library Board; Mr. Spencer Watts, finalist for the position of Library Director; and Ms. Christina Watts. Several members of the community; several Library staff members, and Mr. Faimon A. Roberts, III, reporter and Ms. Libby Isenhower, photographer, both with *The Advocate* also attended. During the Executive Session portion of the meeting, Ms Olivia LaBorde, reporter with Channel 2 News spoke with the public and the staff regarding the Library and today's interview process.

**II. Introductory Comments by Bradbury Associates/Gossage Sager Associates-Mr. Dan Bradbury and Ms. Jobeth Bradbury**

Ms. Payton then introduced the Bradburys who were hired by the Library Board in March to conduct a national search to find suitable candidates for the Ad Hoc Committee to consider as finalists for the position. She then turned the meeting over to the Bradburys for their comments.

Mr. Bradbury thanked the Library Board for the opportunity to work with them in searching for candidates for the position of Library Director for the East Baton Rouge Parish Library. He also thanked the Library staff for their input and information throughout this search process.

**III. Interview of Mr. Spencer Watts of Mobile, Alabama for the position of Library Director – Library Board of Control**

Ms. Payton explained that the purpose of this meeting was to interview Mr. Spencer Watts of Mobile, Alabama for the position of Library Director. He had been one of the five candidates interviewed via Skype on August 4, 2012 by the Ad Hoc Search Committee of the Library Board. The members of the Ad Hoc Search Committee are Mr. Bardwell, Ms. Freeman and Mr. Woodard. The Committee voted to ask Mr. Watts to travel to Baton Rouge to be interviewed by the full Board for the position of Library Director.

Ms. Payton thanked Mr. Watts for his presentation last evening. She said each member of the Board would ask him questions as part of the interview process.

The following were the fourteen questions the Board asked Mr. Watts:

1. Tell us how you believe that your career and professional development has led you to be a good fit for the East Baton Rouge Parish Library? (Ms. Payton)
2. What has been your experience with the strategic planning process? How would you envision going about strategic planning for the East Baton Rouge Parish Library? (Ms. Payton)
3. If you are selected as the East Baton Rouge Parish Library's new Director, what goals would you have for the first year? (Ms. Payton)
4. Library staff believes that it's crucial for the Director to be present at library branches, attend library programs, and participate by spending some hours each week with staff. The Library Board believes that it's crucial for the Director to be the "face of the Library" out in the East Baton Rouge Parish community. How do you, as the Director, prioritize and work through internal and external conflicts, to resolve this? (Mr. Woodard)
5. Today's fiscal climate requires that all public sector managers examine ways to deliver quality services in the most cost effective way possible. What strategies have you used in a declining revenue environment to continue strong services and programs in the most effective way? (Mr. Woodard)
6. What attracted you here? (Mr. Woodard)
7. What type of partnerships do you see as advantageous for a public library? (Ms. Way)
8. What has been your experience in a civil service institution or a similar structure? (Ms. Way)
9. We have a multi-tiered library family. How do you ensure communications between employees, administration, and the Board? (Mr. Jacob)
10. What decision have you made in the past that you wish you would have done differently? How did you recover from it and what did you learn from it? (Mr. Jacob)
11. What are the three most important issues facing public libraries today? (Mr. Jacob)
12. Based on what you know about us, what do you believe are the greatest opportunities for the East Baton Rouge Parish Library in the next two years and what are our greatest risk factors? (Mr. Jacob)

13. How do you keep up with what is emerging in the library world? (Mr. Bardwell)

14. East Baton Rouge Parish employs a highly structured system for employee performance evaluations. What has been your method of conducting such evaluations of your direct report staff in your current position? (Mr. Bardwell)

Mr. Watts then had the opportunity to ask questions of the Board which he did.

The interview was completed at 10:35 a.m. Ms. Payton said that there would be a 15-minute break and that the meeting would resume at 10:50 a.m. Mr. Watts approached Ms. Payton and said that if his interview was completed, he would like to leave the meeting. Ms. Payton was in agreement.

#### **IV. Comments by the Public about Mr. Spencer Watts**

The meeting resumed at 10:50 a.m. Ms. Payton then said the public could make comments about Mr. Watts. Ms. Gayle Smith, a member of the public, asked whether Mr. Watts had discussed early literacy programs in his presentation the evening before. Ms. Payton replied no and Mr. Bardwell added that they had not thought to ask him about that topic. There being no further comments by the public, Ms. Payton proceeded with Item V on the agenda.

#### **V. Discussion of Mr. Spencer Watts (May Go into Executive Session)**

##### **The Library Board of Control May Go into Executive Session to Discuss the Character and Professional Competency of Mr. Spencer Watts in Accordance with La. R.S. 42:17(A)(1). Mr. Spencer Watts May Require that Such Discussion Be Held in Open Session.**

Ms. Payton said that the Library Board was ready to discuss the character and professional competency Mr. Watts. He was notified that the interview would be conducted in an open meeting. However, under La. R.S. 42:17 (A)(1) Mr. Watts could require that a discussion of his character and professional competency be discussed in Executive Session. He chose that the Board conduct their discussions in Executive Session. Ms. Payton asked for a motion that the Board go into Executive Session. Mr. Bardwell made the motion and Mr. Woodard seconded it. The Board voted unanimously to go into Executive Session at 10:53 a.m. with the Bradburys included in the Executive Session.

**VI. Consideration of Whether to Authorize Bradbury/Gossage Sager Consulting Firm to Extend an Offer of Employment to Mr. Spencer Watts**

At 12:15 p.m. the Board ended the Executive Session on a motion by Mr. Woodard, seconded by Mr. Jacob and unanimously approved. Ms. Payton said the public meeting would resume at this point. Mr. Dan Bradbury said they had an extensive discussion about the character and professional competency of Mr. Watts. Ms. Payton then asked Mr. Bardwell to speak about the results of their session.

Mr. Bardwell said that he would like to make a motion to extend an offer of employment as Library Director for the East Baton Rouge Parish Library to Mr. Spencer Watts through the Bradbury/Gossage Sager Consulting Firm. The following were the stipulations of the offer:

1. A beginning annual salary of \$100,202 which is Step 12 of the current Library Director Salary Range.
2. A benefits package consistent with other City-Parish Department Heads.
3. A relocation allowance up to the maximum budgeted amount.
4. The offer is contingent upon obtaining the Louisiana Librarian Certification from the Louisiana Board of Library Examiners.
5. Assume full-time responsibilities as Library Director no later than January 7, 2013.

Mr. Bardwell noted that this offer to Mr. Watts is also contingent upon a satisfactory background report based on his credentials, credit history, driving record and civil and criminal court records. Ms. Payton remarked that Mr. Watts would also need to pass a drug test.

Ms. Way seconded Mr. Bardwell's motion. Mr. Woodward then asked for a roll call vote on the motion. Ms. Payton asked Ms. Zozulin to take the roll which she did. Ms. Payton, Mr. Jacob, Mr. Bardwell, Ms. Way and Mr. Woodard all voted for the motion which passed unanimously.

Mr. Bradbury then asked Ms. Payton if the negotiation portion of the hiring process would begin at this time to which Ms. Payton answered affirmatively. He also asked if Ms. Payton would be the contact during this process to which she also answered affirmatively.

There being no further discussion, Mr. Woodard made a motion to adjourn. The motion was seconded by Mr. Bardwell and unanimously approved. The meeting adjourned at 12:25 p.m.

---

Kizzy A. Payton., President

---

Patricia Husband, Co-Director

---

Mary Stein, Co-Director