

**FAIRFAX COUNTY PUBLIC LIBRARY  
MINUTES OF THE BOARD OF TRUSTEES  
JUNE 8, 2016**

Chair Charles Fegan called the meeting to order at 7:00 P.M.

**I. Public Comment:**

- 1. Public Comment:** Deb Smith-Cohen, President, Fairfax County Public Library Employees Association. (Attached.)

Chair Fegan welcomed Mr. Choi to the Board. Mr. Choi is representing the Springfield District. Mr. Choi said that he is a long time library user and is happy to join this distinguished Board and learn more about the library policies and management. He replaces Dr. Sirh, who is a good friend and was a long time Board member.

- II. Minutes:** A motion to approve the minutes as amended was accepted.

**III. Chair's Report:**

**Opening Remarks:** Time just keeps moving along. Mr. Clay brought the system from a relatively small Library to the largest system in Virginia. Next Monday, Ms. Jessica Hudson assumes the reins of the library and all wait for many new ideas and directions that will bring us further into the new age. I ask all to support her and to offer the most positive help. The Library Board is going through a major change in the last few years and now is about to embark into developing a major strategic plan to move forward. New officers will be elected this evening to take the place of the existing ones. I wish to thank Ms. Delaney this evening for all the assistance she has given to me these last two years – Thank you, Karrie.

The Chair and Vice Chair must work together as a unit with the task to succeed because it's just too much for one person. Believe me, I was very dependent on Karrie and she came through and assisted me. As a member of the nominating committee I mention this, as our incoming chair will need the assistance of the vice chair. Three candidates have come forward to offer to assume this responsibility. It is up to you to decide who will be the successful candidate and who will offer the chair the most support.

I have asked Deputy Director Christine Jones to prepare a ballot for each Board member to indicate their choice. When this is done, I will ask her to collect the ballots and count the results. My co-chair, Ms. Dando, on this committee has stated that I shouldn't count them. There is one candidate for chair, three for vice chair and two for Board representative to the Foundation. I ask you to fill the ballot out as soon as possible. (Ms. Jones distributes the ballots.)

Ms. Smolen withdraws her name from consideration for the Foundation representative.

**IV. Committee Reports:**

- A. Library Foundation:** Mr. Jasper: The Foundation has awarded \$18,500 in scholarships. Four were for graduate, and eight were undergraduate scholarships. The range was from \$750 - \$3,000. The deadline for next year's scholarships is July 15. The Library Jubilee is October 15 at Dolley Madison Library and the theme is "Dolley Madison Squeeze". This recognizes the weekly parties that Dolley Madison hosted at the White House that were so well attended that they were called the "Dolley Madison Squeeze" as the attendees had to squeeze in. The Foundation funding goal for

the Summer Reading Challenge is \$14,600. The printing of the coupon book will come from this funding.

- B. Finance Committee:** Ms. Delaney: As the assumed Chair of the Board, will appoint a new Finance Committee chair and they will meet soon to discuss the carryover and the next process of creating our budget guidelines for the budget that is coming up in September.
- C. Planning Committee:** Ms. Dando: I am very pleased to share that we have quite a lot of activity and engagement in our community around providing input to the library and its future. The online surveys are now closed. Our public survey garnered 19,054 responses, which was pretty phenomenal. The official number will change slightly because they need to verify completions but, as this just closed earlier this week, we should get a final count on this pretty soon. The Trustee and Staff survey closed and we have 270 responses. Our telephone survey is chugging along. We all know the challenges of getting the number we are looking for here – 1100 – and the process will continue until we get that number of verified responses. As of this morning, we are at 809 completions. This probably indicates that it will take another two weeks or a bit longer until we get to that goal. However, CIVICTechnologies has already begun stratifying some of the data that is not survey related, so they can use it in their processes with the survey data and have a quicker turn around for us when they do their final piece, which is presenting an opportunity and gaps analysis. That report will be given to the Board and within that report they will share what their findings are and also make some recommendations for the future. Please be aware that although all of this is informing our strategic plan, our current contract with our consultants ends when they provide that report. As we have these few weeks to think about what we are going to do, we also may want to think about what that process should or could look like.

Ms. Smolen: Were they able to give you any information about the breakdown between English and Spanish?

Ms. Dando: I do not have an actual breakdown in the demographics specifically. I did make that request but I don't have that information. We have the option in the telephone survey to answer questions in either Spanish or English. So that would be the data that I can collect.

Chair Fegan: Actually, I was on the phone with Mr. Marc Futterman and according to him; he feels that the most valid part is the telephone survey. He feels that for the online survey, the same people could answer 100 times. So he feels that the one that really gives a cross section is the telephone survey.

- D. Ad Hoc MOU Committee:** Ms. Smolen: To update from last week, Mr. Molchany and I were speaking before the meeting that the relationship with the Friends Committee and the Friends and the issue around the MOU is something that will be on the new Director's agenda. When she starts we'll give her a chance to "find the bathrooms" and, relatively soon, will be setting up some internal meetings to start raising these issues again and introducing the new Director and involving her in these groups.
- E. Publicity Committee:** Ms. Milhouser: (Attached.) Last month I sent around a draft to everyone and thought I would do it again because I know that you read and absorbed everything in it but I will review it briefly. When Charles had asked me to take a first look at the minutes before they were distributed to the Board, it occurred to me how important that would be that the minutes

were accurate and reflected exactly what had happened because they are posted on the website and they are part of our public face. So then it occurred to me that rather than one person doing that, it might be better to have a committee that would be responsible for that as well as, maybe, there are other aspects that were related to that public relations or maybe more accurately a communications committee. I think that we, in the meantime, have heard from some of the focus groups that they were not aware that there was a Library Board or were not aware of what the Board did. This says that we are on the right track of thinking about that. I reviewed the Trustee manual to see what charges might be in there that would justify a creation of such a committee. I came up with the general scope that this committee could be responsible for external or internal communication issues and efforts of the Library Board. Some of those things could be to review the minutes, which is already going on, and then identify follow up items from the minutes for the Board to consider because it seems like sometimes they get lost in the shuffle.

The committee could also coordinate partnership building with groups such as the library Friends, library advocates and other groups. They could also spearhead things, such as requesting the Board of Supervisors to recognize and make the proclamation of Library Week, which may not have been done lately. This will give us more of a face; things that we are doing and things that are important in the community. In the manual, it says that, “the Library Board shall encourage its members, the Director and professional staff members to be available to speak to the public on library matters.” So that is another thing that such a committee could help coordinate by informing trustees of such opportunities. I have started sending things around in this vein. In terms of internal communications for this committee or the Public Relations Committee – whatever we decide to name it – they would work with the Chair and Vice Chair to come up with Board related events on a timeline or calendar so that we can be more proactive in our budget work and now with the strategic plan.

Chair Fegan stated that there have been times when, not with our present recorder or even our past recorder, but we have had times when the minutes haven’t been as polished as they should be and Fran did an excellent job of taking them and putting them in good shape. Also, many of the actions - I don’t know how many times the Board voted to send letters over my signature to people - and there are things like that Fran and I talked about and we want to make sure that when the Board voted on something it did get carried out.

**V. Director’s Report:**

**A. Executive Summary: Dave Molchany (Attached.)**

1. Passing of Liz Rhodes
2. Summer Reading Challenge
3. No Kid Hungry
4. Celebrate Fairfax
5. Early Literacy Program for Hispanic Families

**VI. Consideration Items: None**

**VII. Action items: None**

**VIII. Election Results: Karrie Delaney elected Chair. Michael Donovan elected Vice Chair. Willard Jasper elected Fairfax Library Foundation Representative.**

**IX. Roundtable:**

Ms. Delaney: Thank you all for the confidence that you have placed in me to lead our Board into the next year. I would also like to give a heartfelt thanks to Charles for your years of service to the Library Board of Trustees, for your leadership in the past and during these past two years. For guiding us through difficult times and harnessing our collective strengths to bring us to this point – the next chapter for our library system. I would like to personally thank you for your mentorship and for mindfully including me in the executive leadership process of the LBOT during these past two years. As a result of this, I do feel prepared to move us forward. I am excited to begin my services as chair as we prepare to welcome our new director. This is a time of new beginnings and with that comes an opportunity to take our world class Fairfax County Public Library system to the next level. My vision for the coming year is one of setting priorities and strategically planning for the future. I look forward to working with each of you to enjoy a successful year of growth. Thank you all.

Chair Fegan comments that the Library Chair when he was first appointed to the Board, Phyllis Salak, was a very dynamic woman who gave him an excellent foundation in the library. He is sure that Ms. Delaney will be following in Ms. Salak's footsteps.

Ms. Levy: Thank you to Charles for his years of service as Chair and for the wonderful way he orients new board members and takes them under his wing – I appreciated all of your help. Welcome to our new colleague, Mr. Choi. Feel free to call on any of us if you have questions and wonder what is going on. I attended the Volunteer Luncheon at Fairfax and the staff outdid themselves. Ms. Levy asked if Board members would be getting County email addresses. Mr. Molchany said this has been under discussion with DIT who is working with the Clerk's office to determine how that is going to happen. It seems that any group that wants one can have one so he will take this issue back to Wanda Gibson. You should be able to access FairfaxNet through the retirement website – Pension Gold. Ms. Levy states that she has not been able to get in through that website. Mr. Molchany will look into this.

Dr. Choi: I look forward to learning more about the Board members and this leadership change.

Mr. Donovan: Welcome Dr. Choi and I look forward to working with Ms. Delaney. Thank you to my fellow Board members for this vote of confidence.

Mr. Ewing: Welcome Dr. Choi. I am pleased to see the No Kid Hungry program come back this summer, as it is so important. Looking forward to meeting the new director on Sunday. I would like to recognize Starr Smith who is retiring in two days. She has been with FCPL for 16 years and started in 1993 as a part time librarian. She left FCPL and was a full time academic librarian at Marymount University and then came back to FCPL where she served as branch manager at Access Services, Dolley Madison and Tysons. She has overseen renovations at DM and now at TY and served on many system wide committees. We wish her well and appreciate her 16 years of service with FCPL.

Mr. Jasper: Welcome Dr. Choi. Thank you to Charles for his truly outstanding service – I have learned a lot from you - you are to be commended.

Ms. Dando: Accolades to Charles and welcome to Dr. Choi. Thank you to Ms. Smith-Cohen and Mr. Molchany for highlighting Summer Reading. When we moved here, my daughter signed up at Kingstowne for Summer Reading and the Krispy Kreme doughnut and the McDonald's ice cream

cone were huge motivators for her. There is a lot that goes on behind the scenes that many people aren't aware of but I am so thrilled with the growing partnership between Fairfax County Public School (FCPS) and FCPL.

When our superintendent said she wanted to change the way that we look at summer reading in the school system and move away from a mandated "read a specific book and have a graded assignment" to something that is more research based around engagement for reading where there is choice to have engagement and interaction about what you are reading. Research shows this is the most motivating. She shared this with our school system and I got to come up with the proposal for FCPS. When I mentioned the long history of the library's summer reading program and incentive, although the superintendent had a very clear vision of what she was looking for, she was explicit that she wanted to reach out and work with FCPL. I highly recommend that you look at the FCPS website about this program – Book Your Summer. The press release just went out on June 1. The last part of the press release says "Please know that working with the public library's Read for the Win program, enables you to also participate in Book Your Summer" so we are helping each other out with this. One of the spaces on the activity card says 'Read something for the FCPL Summer Reading Challenge" and the Free space on the bingo card says "visit your public library". The library's press release also mentions "Book Your Summer." I am more than thrilled as this is a new opportunity for us and the public and for what every librarian wants in their heart which is some way that students can read freely, of their choice, for fun and make it a lifetime habit. I feel really grateful that we have had the opportunity to work with the public library in the development of our program.

Chair Fegan thanked Priscille for the work she has done to merge the two organizations. He thinks we have probably the best coordination today that has been in his tenure on the Board and that a lot of it is due to your hard work.

Ms. Delaney: Welcome Dr. Choi and she looks forward to working with you. Congratulations Mike and Ms. Delaney looks forward to working with you as well. She will be reaching out to other members of the Board for opportunities to serve in other capacities on our many committees and such. Am looking forward to the next year.

Ms. Smolen: Welcome Dr. Choi. Thank you to Dave for stepping in and serving and we will miss you at our meetings.

Ms. Milhouser: As a new member, she appreciates the work Charles did bringing her on board. Congratulations to Michael. At Thomas Jefferson, Ms. Milhouser is looking forward to working with the school system and they are talking about having one of the public computers be reserved for the kids who don't have internet at home. Welcome to Dr. Choi. It is great to have you here.

Ms. Janega: Welcome Dr. Choi. Congratulations to new officers and we will miss Charles as the chair. She is so excited at the strengthening of working with the schools for the Summer Reading Program as she finds that is the most exciting part of the library year. Ms. Janega hopes we all visit our libraries this summer and support the staff.

Mr. Russell: Congratulations to our new elected leaders and he looks forward to working with them. Thank you to Charles for his service and specifically for the guidance he gives to the new

Board members which is quite indispensable. Welcome to Dr. Choi. You will be working with very talented people and you are going to find it a very rewarding experience.

Chair Fegan: We have a full complement on the Board and he is very happy to see that. He wants to thank members of this Board, especially Karrie, for your support over the past two years. None of this would have been accomplished – it wasn't the two of us – it was everybody working together. This will always be the case as the library is a living, vibrant being. When you accepted your commission as Board members, you took on a responsibility to the community to ensure the continuation of a system that has progressed and grown close to four score. Each new chair faces particular difficulties, and the coming one will be no different as the one that preceded mine. He does believe that with the help of his predecessor, we worked to overcome the damage caused by the implementation of a new system without sufficient input from differing groups that would be personally affected. With the assistance of Karrie, a committee worked tirelessly for many months to secure the proper person to direct our library for many years to come. Mr. Fegan thanks Priscille for bringing her expertise to this Board as it strives to complete an outreach and develop a strategic plan for the future. Each of you assisted him in bringing the Library Board forward. For this, he thanks you. He thanks Sam – he worked with him for many years and am sorry that he did not give the Board a chance to bid him good luck in his retirement. That was his choice. Mr. Fegan also wishes to thank the staff for keeping the trains running. This was a unique time with the various changes in leadership and changes in operations, such as the floating collection. He must say that he has been to too few more positive meetings than the one he was privileged to attend in April with FCPLEA. The future looks bright. He wants to thank the Friends groups, the advocates and all citizens who have given of their time for the support of the library. As he has said many times in the past, a nail not struck gets rusty; a nail hammered, stays shiny. Thank you.

Chair Fegan adjourned the meeting at 7:55 p.m.

**Members Present**

Charles Fegan  
Karrie Delaney  
Yearn Hong Choi  
Priscille Dando  
Michael Donovan  
Darren Ewing  
Sheila Janega  
Will Jasper  
Suzanne Levy  
Fran Milhouser  
Gary Russell  
Miriam Smolem

**Members Absent**

Respectfully Submitted:

Approved:

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Christine H. Jones  
Deputy Director

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Karrie Delaney, Chairman  
FCPL, Board of Trustees