

# INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY

## MINUTES OF THE REGULAR BOARD MEETING

### MAY 2000

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The Indianapolis-Marion County Public Library Board met at the Flanner House Branch Library, 2424 Martin Luther King, Jr. Street, Indianapolis, Indiana, on Monday, May 15, 2000 at 6:15 p.m. pursuant to notice given in accordance with the rules of the Board.

#### 1. Call To Order

President Lynch presided as Chairman. Secretary Engle was present.

#### 2. Roll Call

Members present: Mrs. Baldwin, Mr. Bowell, Ms. Engle, Mr. Krudy, Mr. Lynch and Ms. Rothe.

Members absent: Mr. Nelson.

#### 3. Public Comment

The Public had been invited to the Board Meeting.

Mr. Steve Taflinger addressed the Board at this time. Mr. Taflinger suggested that there were some important issues that the Board would need to consider. He stated that the first issue is the future of Cathy Gibson, the second is the future of Edward M. Szynaka (the Director) and the third is the future of the Indianapolis-Marion County Public Library. Mr. Taflinger suggested that he had known Ms. Gibson longer than most anyone. Mr. Taflinger mentioned that he wished to speak regarding Ms. Gibson's good points and her service but suggested that everyone present should be aware of her contributions to the Library. Mr. Taflinger stated that he was present at the hearing last month and read the evidence that was presented "against" Ms. Gibson. He felt that the persons who had authored the letters presented as evidence must "be in extreme fear of losing their jobs". Mr. Taflinger suggested that perhaps these persons did not return the professional and personal support that he has witnessed Ms. Gibson give them for many years. He noted that Ms. Gibson is blunt, opinionated and never failed to tell Mr. Taflinger what she thought he needed to hear. He mentioned that often her comments were not easy to hear. Mr. Taflinger mentioned that he believes the Library is an institution that is "fear driven" and that such an institution is a "sick institution". He believes that the casual observer knows that there is something wrong at the Library. Mr. Taflinger stated that the events that have transpired since Ms. Gibson took leave last fall parallel the stories regarding "whistle blowers". He noted that all should be aware that Congress has passed laws regarding the punishment of "whistle blowers". He wondered, if Ms. Gibson is terminated, who would be the "voice of reason" for the Library? Mr. Taflinger called on the Board to begin a series of hard decisions. He noted that Ms. Gibson should not be terminated and he began to speak about Mr. Szynaka.

*At this time Mr. Lynch, the Board President, advised Mr. Taflinger that he may speak regarding his support of Ms. Gibson, but that he may not speak regarding Mr. Edward M. Szynaka, the Director.*

*Mr. Taflinger chose to cease his presentation at this time.*

Ms. Bernie Chao addressed the Board. She mentioned that the Library should be an institution that nurtures citizens to better use computers and the Internet. Ms. Chao noted that there are many patrons, particularly older patrons, that are not proficient with computers and the Internet. Ms. Chao stated that she had contacted the staff at Central about her group using Library computers. She mentioned that Cathy Gibson had assisted her with this process. Ms. Chao noted that she was appreciative of Ms. Gibson's help in this regard.

Mr. John Gates, Dean Emeritus of Fine Arts at Martin University, spoke to the Board at this time. Mr. Gates noted that he had become aware of the Gibson matter when he read a newspaper article. He mentioned that the article had used the terms "blunt" and "outspoken" to describe Ms. Gibson. He noted that "blunt" and "outspoken" does describe Ms. Gibson, but "not in a bad sense", because those type of people are usually "conversationally honest" and are telling the truth. Mr. Gates felt that the newspaper article did Ms. Gibson a great disservice. He noted that he had met Ms. Gibson when he became involved with "The Friends of Indiana Literature". Mr. Gates mentioned that the programs sponsored by this organization were successful because of Ms. Gibson's assistance. Mr. Gates stated that he knows the value of a librarian that takes a personal interest in the people they serve and feels that Ms. Gibson is that type of librarian. He mentioned that perhaps this situation began because, in some instances, supervisors are threatened by personnel that serve under them. Mr. Gates stated that he hopes the Library Board does not terminate Cathy Gibson.

Ms. Phyllis Otto addressed the Board. Ms. Otto noted that she has been a volunteer at the Library's booksales for over ten (10) years. She mentioned that she knows Cathy Gibson and admires her intellect and high principles. Ms. Otto stated that she hopes Ms. Gibson is allowed to continue her career the Library.

Ms. Mary Jane Watts spoke to the Board. Ms. Watts stated that she has been a booksale volunteer for over ten (10) years. She noted that she had spent her career at the Indiana University School of Medicine Library. Ms. Watts stated that in her past position as Director of that Library that she learned that "the boss is not always right" and that "personnel problems are a constant". She mentioned that she has known Cathy Gibson for twenty (20) years and feels she is an outstanding librarian. She noted that it was her understanding that this situation began over Ms. Gibson's questions to the Management Academy consultant. Ms. Watts feels that Ms. Gibson had a right to express herself in this regard. She noted that Ms. Gibson should not be dismissed in this situation. Ms. Watts stated that she feels it would be a great loss to the Library and its patrons to lose Ms. Gibson.

Ms. Rosemary Clark addressed the Board at this time. She noted that she had met Cathy Gibson in 1975. Ms. Clark mentioned that she had worked closely with Ms. Gibson on several community projects since that time. Ms. Clark stated she believed that the Board was aware of Ms. Gibson's fine work. She hoped Ms. Gibson's subordinates have had the opportunity to express their opinion of her leadership. Ms. Clark stated that librarians are custodians of our collective body of knowledge and that Ms. Gibson's dedication to this belief is serious. She noted that Ms. Gibson is "not a perfect being" but that her loyalty to this Library system and its patrons is evident.

Mr. Al Pitschmann spoke to the Board. Mr. Pitschmann noted that he had met Cathy Gibson approximately fifteen (15) years ago when she headed up the Literacy project and then again later when the booksales were moved to Broad Ripple. He stated that in his dealings with Ms. Gibson that

she was never blunt, outspoken or "prickly" with him. She was always a true professional. Mr. Pitschmann hopes that Ms. Gibson is retained in the Library system.

Ms. Nancy Lowe Kriplen addressed the Board. She noted that she is a writer and that Cathy Gibson had taken an interest in the writers in this community. Ms. Kriplen mentioned that she always found Ms. Gibson to be very helpful. She requested that Cathy Gibson's talents and years of experience continue to be made available to the Library system and to the citizens of Indianapolis.

Ms. Mary Peck spoke to the Board at this time. She noted that she was a volunteer for the Library's booksales. Ms. Peck noted that she did not understand how this situation could have happened and how we could have arrived at this point in "our Library life". She suggested that perhaps further explanation was needed.

Mr. Jim Hetherington addressed the Board members. Mr. Hetherington stated that he had been the Vice President for Corporate Communication at American United Life Insurance Company (AUL), but is now retired. He noted that, in the past, AUL had endowed a business lecture series with the Library and that he had worked closely with Cathy Gibson. He noted that Cathy did much to make that program a success. Mr. Hetherington felt that Ms. Gibson is the type of person the Library would not want to lose.

Ms. Sue Hetherington spoke to the Board. She noted she became acquainted with Ms. Gibson through the Fortnightly Literary Club. Ms. Hetherington mentioned that Ms. Gibson has held many positions with the Club, including President. She stated that Ms. Gibson is a professional and represents the Library in a very favorable light in the community.

#### **4. Branch Manager's Report**

Carla Gregory, Manager, Flanner House Branch, gave a brief report on the branch's services to the community. A copy of the report is attached to these minutes.

#### **5. Approval Of Minutes: Executive Session, Regular and Special Meetings**

##### **a. Executive Session, April 17, 2000**

The minutes from the Executive Session, April 17, 2000 were distributed to the Board.

Mrs. Baldwin made the motion, seconded by Ms. Engle that the minutes of the Executive Session held April 17, 2000 be approved.

Motion carried.

##### **b. Regular Monthly Meeting, April 17, 2000**

The minutes from the Regular Monthly Meeting held April 17, 2000 were distributed to the Board.

Approval of the minutes of the Regular Meeting held April 17, 2000 was tabled until the next

meeting.

**c. Executive Session, April 19, 2000**

The minutes from the Executive Session, April 19, 2000 were distributed to the Board.

Mrs. Baldwin the motion, seconded by Ms. Engle that the minutes of the Executive Session held April 19, 2000 be approved.

Motion carried.

**d. Special Meeting, April 19, 2000**

The minutes from the Special Meeting held April 19, 2000 were distributed to the Board.

Mrs. Baldwin made the motion, seconded by Ms. Engle that the minutes of the Special Meeting held April 19, 2000 be approved, as amended.

Motion carried.

**6. Report Of The Treasurer**

- o Statement of Appropriations Available-Operating Fund (April 30, 2000)  
p.1
- o Statement of Appropriations and Expenditures - Operating Fund Encumbered or 1999 (April 30, 2000)  
p.3
- o Status of the Treasury (April 30, 2000)  
p.7
- o Investment Report (April 30, 2000)  
p.8
- o Operating Fund - Cash Flow - 2000 (April 30, 2000)  
p.9
- o Bond and Interest Redemption Fund (BIRF) Receipts - 2000 (April 30, 2000)  
p. 10
- o Capital Projects Summary - Construction Fund (April 30, 2000)  
p.11

M. Jacqueline Nytes, Chief Financial Officer, noted that the Finance Committee had met and reviewed the Treasurer's Report in detail. She offered to answer any questions. She noted that there was one change in the layout and design of the Report. At the request of the Finance Committee, some percentage figures are now being reported. Ms. Nytes stated two other developments should be noted. First, Cash Management is up and running in eleven (11) of the branches. The transition to this system has gone smoothly. Secondly, with regard to the Capital Projects appropriation that was approved at the last meeting (\$17.5 million for the construction fund), we should anticipate receiving the first payment this week, with the remaining proceeds being received the first week of June.

Mr. Bowell made the motion, seconded by Mrs. Baldwin, that the Report of the Treasurer be filed for

audit.

Motion carried.

The report is attached to, and made a part of, these minutes.

## 7. **Communications**

- a. Dear Ed Letters/Responses were circulated.
- b. There was no correspondence for the Board's general information.

## 8. **Report Of The Library Director**

- a. **Executive Committee Summaries** were distributed to the Board and are attached to these minutes.
- b. **Statistics - April, 2000** will be presented at the June Meeting.
- c. **Flanner House Report** - Mr. Szynaka noted that the Library is in negotiations with the Flanner House staff and some donors regarding a building that will be on Martin Luther King, Jr. Street and connected to the existing building. It will be a facility, if everything goes well, that will be three and one-half (3 ½) times the size of the Library 's present space and will "free up" the space now used by the Library for Flanner House use. Flanner House has a day care center, as well as a kindergarten, first and second grade program. Flanner House plans on adding a third grade that will utilize the space now occupied by the Library. It should be noted that this planning is in the early stages, but we are moving forward with the Flanner House Board of Trustees and the donors.
- d. None.
- e. None.
- f. **Confirming Resolutions:**

### 1. **Resolution Regarding Finances And Personnel (20 - 2000)**

After full discussion and careful consideration of Resolution 20 - 2000, the resolution was adopted upon the motion of Ms. Rothe, seconded by Mrs. Baldwin and the "yes" votes of Mrs. Baldwin, Mr. Bowell, Ms. Engle, Mr. Krudy, Mr. Lynch, Mr. Nelson and Ms. Rothe.

Motion carried.

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

## 2. Travel Resolution (21 - 2000)

After full discussion and careful consideration of Resolution 21 - 2000, the resolution was adopted upon the motion of Mr. Krudy, seconded by Mrs. Baldwin and the "yes" votes of Mrs. Baldwin, Mr. Howell, Ms. Engle, Mr. Krudy, Mr. Lynch, Mr. Nelson and Ms. Rothe.

Motion carried.

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

## COMMITTEE REPORTS

### ● Finance Committee (Mark Howell, Chair; Mary Lou Rothe, Steve Nelson)

Mr. Howell noted that the Library had received its final ratings for the bonds that would be purchased in the next week or so. Mr. Howell mentioned that the Library received an AAA rating from Fitch. He also noted that a meeting had been held in Chicago with Standard and Poors, as well as Fitch. The Library received word today that we received an AA+ rating from Moody's, the same position that we were several years ago. The rating agencies suggested some items that the Library might address to strengthen revenue sources. Mr. Howell noted that the Finance Committee will hold discussions and will bring to the Policy Committee suggestions for enacting some broader-based fiscal policies. The Finance Committee will also be looking toward the 2002 budget and making broader recommendations as they relate to long term strategy for the continuation of the Library's capital campaign, as well the ongoing funding of our projects and the opening of our new facilities. The Committee will conduct preparations during June and July for the upcoming budget session.

### ● Policy Committee (Jane Baldwin, Chair; Madge Engle, Mark Howell)

- a. Sections 320-329 of the Policy and Procedure Manual were distributed to the Board for their review. The Board members should forward all changes or recommendations to either Laura Johnson, Associate Director, Public Services, or Mrs. Baldwin by June 1, 2000. The Board will act on this item at the June meeting.

*Mr. Lynch took a five-minute recess at this time.*

*Mr. Lynch reconvened the Regular Meeting.*

### ● Personnel Committee (Madge Engle, Chair; Thomas Krudy, Steve Nelson)

Ms. Engle made the motion, which was seconded by Ms. Rothe, that the Board accept the Director's recommendation for the discharge of Catherine Gibson and that Catherine Gibson be discharged effective today, May 15, 2000, and that she receive her regular pay through the date of discharge and in light of her many years of service to the Library, the Library waive her COBRA health care insurance premiums for a period of eighteen (18) months.

Mr. Krudy thanked everyone that came and spoke on behalf of a colleague or a good friend. He noted that

this was not an easy decision for the Board and that it was not a judgment on the many years of contributions, talents and gifts that Ms. Gibson brought to both the Library, as well as to our community. He stated that this is a personnel matter that went through a process that involved negotiations and settlement efforts. Those settlement efforts did not come to fruition and in a direct meeting in Executive Session, the question was posed to Ms. Gibson whether or not she could continue working in the Library in her present position with the Director. Her answer was "No". To some extent, the Board does not have a solution inasmuch as settlement was not reached and continued employment was deemed "impossible" by Ms. Gibson herself.

Ms. Rothe noted that this was the most difficult vote that she has cast on this Board. She stated that she had arrived at her decision only after lengthy consideration and that it was a very unpleasant, but inevitable, vote.

At this time, Mr. Lynch stated that there had been much deliberation on this matter--more than any other since he had been a member of the Board. He noted that he felt he could speak for everyone there, stating that it had been a very difficult decision.

A vote was taken at this time, as follows:

<b>AYE</b>	<b>NAY</b>
Bowell	Baldwin
Engle	
Krudy	
Lynch	
Nelson	
Rothe	

Motion carried.

- **Governmental Relations Committee (Thomas Krudy, Chair; Mary Lou Rothe)**

There was no report.

- **Building Committee (Mary Lou Rothe, Chair; Thomas Krudy, Jane Baldwin)**

- a. **Building Status Report** was distributed to the Board. Mr. Michael Coghlan, Project Manager, updated the Board on the Flanner House project. Mr. Coghlan presented a conceptual site plan for the Board's review. He noted that this will create a campus approach. He mentioned that the parking lot would be expanded to serve all three (3) buildings. At this time, Mr. Coghlan noted that the College Avenue Branch is moving forward quickly. The Broadway Branch will be closed in the middle of June and the move to College Avenue will take place in July. He mentioned that the Glendale Branch is under construction and moving forward.

Mr. Howell questioned Mr. Coghlan regarding the use of the Broad Ripple building. Mr. Coghlan mentioned that we are in negotiations with the Parks Department about the appropriate use of that building. He noted that nothing had been decided.

A copy of Mr. Coghlan's Status Report is attached to these minutes.

- **Library Foundation Update (Mark Bowell, Library Board Representative)**

Mr. Bowell noted that the Foundation had a very successful press conference pertaining to the House That Readers Built. He congratulated Chris Cairo, Manager, Children's Services, and Maria Blake, Manager, Community Relations, and their staffs, for tremendous coverage and a wonderful kick-off for the Library's Summer Reading Program. Mr. Bowell mentioned the editorial that ran in The Indianapolis Star on May 14, 2000, which gave a broader perspective of the entire initiative that is going on in the community right now as it relates to housing.

Additionally, he noted that a meeting had been held between the Public Relations Committee of the Foundation, as well as the leadership of the Library Board, to discuss the strategic campaign for \$20 million. The process is moving forward.

## **OLD BUSINESS**

- None.

## **DISCUSSION**

- None.

## **INFORMATION**

- None.

- **Materials**

The following materials were distributed to the Board for their general information:

- a. *FOCUS on Indiana Libraries (March/April 2000)*
- b. *American Libraries (April 2000)*
- c. *Library Administrator's Digest (April 2000)*
- d. *Newspaper Article from The New York Times (May 8, 2000)*
- e. *Newspaper Article from USA Today (May 8, 2000)*
- f. *Newspaper Article from The New York Times (May 5, 2000)*

- **Board Meeting Schedule 2000 (Notice of Date and Place of Meeting)**

- a. Board Meetings for 2000 - *The current calendar was updated showing June 26, 2000 as the revised date for the June Board Meeting.*
- b. Library Programs and/or Free Upcoming Events updated through June, 2000 was distributed to the Board.

- **Notice of Special Meetings**

None.

- **Notice of Next Regular Meeting**

Monday, June 26, 2000 at the Pike Branch Library, 6525 Zionsville Road, at 5:30 p.m.

- **Other Business**

Mr. Edward Szynaka requested the Board members review Item 18e in their packets, which is the article pertaining to pornography in libraries.

Ms. Maria Blake brought some items to the Board's attention. There has been a change of location for both the July and August Board Meetings. The August meeting will take place at College Avenue and the July meeting will take place at the Library Services Center. She noted that there is also a change in the opening events for College Avenue. The Pre-Opening Celebration will be on July 28, 2000 from 6:00 p.m. to 8:00 p.m. and the Dedication will be on July 29, 2000 at 9:30 a.m. Ms. Blake also reminded everyone that the McFadden Lecture will be held Thursday, May 18, 2000 at 7:30 p.m. at the Hilbert Circle Theater, featuring Doris Kearns Goodwin.

- **Adjournment**

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

The Chairman declared the meeting adjourned at 7:20 p.m.

An audio recording and video tape of this meeting is on file in the Library's administration office.

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Madge Engle,  
Secretary to the Board

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**Indianapolis-Marion County Public Library  
Post Office Box 211  
Indianapolis, IN 46206  
(317) 269-1700**

<http://www.imcpl.org/>

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