

Bloomington Public Library

Books are just the beginning.

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BLOOMINGTON PUBLIC LIBRARY

BOARD OF TRUSTEES MEETING

SPECIAL MEETING

Tuesday, December 1, 2015

5:30 p.m.

William C. Wetzel Reading Room
205 E. Olive Street, Bloomington, IL 61701

AGENDA

- I. Call to Order
- II. Roll Call
- III. Introductions
- IV. Public Comment
- V. Old Business
 - A. Discussion of Electronic Communication Among Board Members
- VI. New Business
 - A. Approve Recommendation to Foundation to Use Unused Funds from Staff Appreciation Day for Staff Development Day
 - B. Approve the Closing of the Library on January 12, 2016 for Staff Development Day
 - C. Approve Selection of Interim Director
 - D. Approve Selection of Director Search Firm
- VII. Adjournment

Posted: 11/27/15 9:15 a.m.

Proposal for Staff Development Day January 12, 2016

I would like to recommend that the Board approve a Staff Development Day for January 12, 2016 featuring guest presenters from various local organizations that offer homeless services. The presenters will give advice and suggestions on how to best serve the homeless population in the Library. They will also provide detailed procedures on how each organization deals with the homeless population in Bloomington.

I would like to request the Library be closed on January 12, 2016 so that all staff will be able to attend the training.

I would like to request that a light breakfast (donuts/coffee) and lunch be provided.

I would like to request the Library Board approve a recommendation to the Foundation to use the unspent funds from Staff Appreciation Day (due to a mix-up with HyVee, lunch for Staff Appreciation Day was free) which amounts to 888.30. The funds would be use for the following:

Proposed costs for the day:

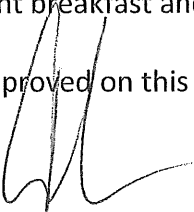
Presentations from Local Organizations:	Free
Fire Safety Training:	\$213.30
Breakfast/Lunch:	\$675.00

Unspent Funds from Staff Appreciation Day: \$888.30

Total Projected for the day: Not to Exceed: \$888.30

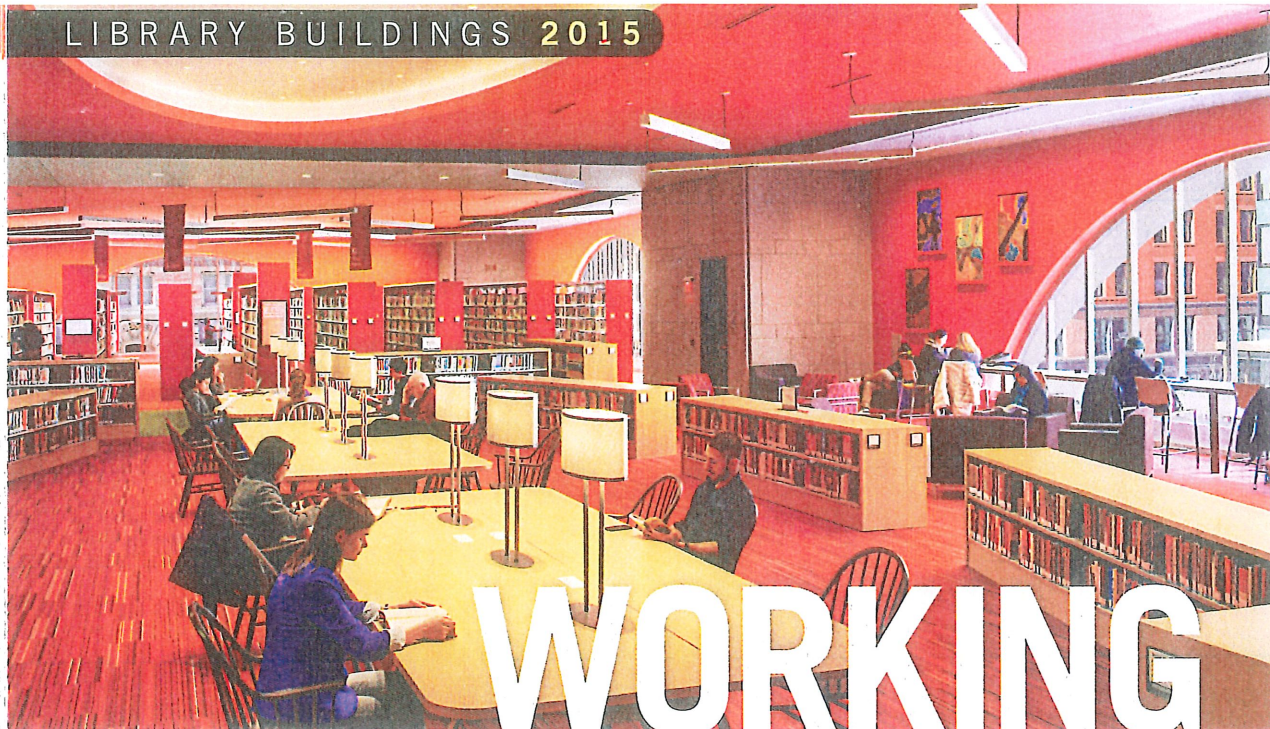
The Bloomington Public Library Board of Trustees approves closing the Library on Tuesday, January 12, 2016 to provide a Staff Development Day and further recommends that the Bloomington Public Library Foundation fund the 2016 Staff Development Day (which includes light breakfast and lunch) at a cost not to exceed \$888.30.

Approved on this 1st day of December 2015



Carol Koos, President

Bloomington Public Library Board of Trustees



WORKING IN HARMONY

These 123
completed
building projects
focus on

facilitating collaboration and teamwork,
within the library and in the community

By Bette-Lee Fox

The 123 triumphant academic and public library construction projects that we're highlighting are large and small, dear and frugal, cautiously attentive to historic character and wildly beyond what some consider "typical" library design. Yet all feature what is at the core of today's library, the cohesion between service and the community.

Among these facilities, completed between July 1, 2014, and June 30, 2015, are eight buildings judged to be the best examples of replicable public library models, *Library Journal's* New Landmark Libraries and Honorable Mentions. They are noted on the tables that follow and received a lot of ink in our fall *Library by Design* supplement, mailed with the September 15 issue. Check them out.

According to academe

The new library at the **University of Chattanooga** is the hub of campus partnerships, home to the Art Department, Center for Advisement and Student Success, Information Technology Division, Disability Resource Center, Center for Academic and Innovative Technology, Southern Literature Association, Walker Center for Teaching and Learning, a new Gig City Studio (or Maker space), and more. The **Syracuse University College of Law Library**, NY, houses a collection of open spaces that foster transparency and collaboration. Its wood-paneled Reading Room receives natural light from two sides, thanks to the building's sky-lit central atrium. The **Ketchum Library**,

University of New England, Biddeford, ME, is now home to art exhibits, study space, book talks, lectures, receptions, classes, meetings, and noontime yoga.

The **Herman B. Wells Library**, **Indiana University**, Bloomington, reduced the number of desktop computers by nearly two-thirds, doubling seating capacity and transforming a massive open environment into a "sophisticated space that gives students options." The **Thomas D. Greenley Library** at **Farmingdale State College**, NY, offers large group study and team learning spaces, individual touch points for plugging in, private tutoring nooks, and flexible social lounge seating.

The **Ruppert Commons for Research, Technology and Collaboration (The Edge)** extends Duke University Libraries' mission by providing a collaborative space for interdisciplinary, team-based, and data-driven research. At the **Moraine Valley Community College**, Palos Hills, IL, wall-mounted displays in group study rooms automatically link to students who plug their devices into tables with embedded connections. The new library and learning center at **Vaughn College of Aeronautics and Technology**, Flushing, NY, is the final phase of the expansion, renovation, and sound abatement project at the school's main campus, which (conveniently for the aviation students) is just 200 feet from a LaGuardia Airport runway.

Going public

With regard to public efforts, the **Riverside Library and Cultural Center**, Evans, CO, is situated on former school property, features items from the Evans History Museum, and

Bette-Lee Fox is Managing Editor, LJ

Boston Meets Brooklyn

1. Phase I of the renovation of the Johnson Building, Central Library, Boston Public Library, updated the children's library and the tween corner, opened a distinctive teen space, and refreshed the adult reading area. 2. The \$16 million construction effort at the Charles Evans Inness Memorial Library, Medgar Evers College, City University of New York, Brooklyn, takes its inspiration from "the brilliant and reflective pages of illuminated manuscripts and their modern counterpart, the computer screen."

CREDITS 1. William Rawn Associates, architects; © Robert Benson Photography, photo. 2. icon.5 Architects, architects; Jeffrey Totaro, photo.

cohabits with a police sub-station, café, and banquet space.

The outdoor lawn of the **Manhattan Beach Library, CA**, often functions as a de facto programming site, ranging from story time sessions to "Movies in the Park." The **Stevenson Ranch Library, CA**, is situated within the Valencia Market Place shopping center. Once patrons are inside the building, the high ceilings, warm lighting, and vibrant

color scheme "create a sense of openness and possibility." As well, the **Castaic Library, CA**, rests atop a small hill overlooking an adjacent shopping center. It has a meeting room for the community as well as a separate kitchen for cooking demos.

Waccamaw Neck Branch Library, Pawleys Island, SC, is located directly adjacent to a bike path and middle school. The library has a 200-seat multipurpose room with sound and AV systems; the children's area features a fish tank at the entrance. The **Southwest Regional Library, Louisville Free Public Library (LFPL), KY**, houses two ample-sized community meeting rooms; several smaller rooms for study, reading, and collaboration; a new teen zone; and LFPL's largest children's area.

The renovated **San Francisco Public Library Main Library** created two new spaces: the **Bridge at Main** offers adult and family literacy programs, one-on-one tutoring, learning differences resource support, and more; **The Mix at SFPL** is an innovative, youth-designed, 21st-century teen learning space. The **Snuggle Up Center at the Library Partnership: Neighborhood Resource Center, Gainesville, FL**, is designed to stimulate and encourage kids' imagination and learning. Coordination with the Partnership for Strong Families brings in more than 30 social service organizations to address the full spectrum of the community's needs.

The Family Place Library at **Orion Township Public Library, MI**, provides a unique space for children ages zero to five and their caregivers in which to read, play, and learn together. **Sayville Public Library, NY**, turned an underused lawn into a 750 square foot outdoor children's program area and multi-functional plaza, amphitheater, and children's event space. The design of the **Athens-Limestone Public Library, AL**, transformed an abandoned grocery store dating from the 1960s into an impressive public facility. A joint venture between Madison School & Community Recreation (MSCR), the **Madison Public Library | Meadowridge Library + Meadowood Neighborhood Center, WI**, revitalized an empty storefront, with both entities making use of the commercial-grade kitchen in the joint community room.

Originally opened in 1941, the **Welwood Murray Memorial Library, Palm Springs, CA**, serves as a research library and archive for the Palm Springs Historical Society. The **Northbrook Public Library, IL**, features a 225-person auditorium; a 100-seat meeting room; and a Civic Room that seats 40, with "possibly the world's most comfortable chairs."

The 10,000 square foot **Clifton Branch, Public Library of Cincinnati and Hamilton County**, opened in the historic Parkview Manor with a state-of-the-art tech lab, a children's story time solarium, meeting rooms, a bike rack with built-in tire pump, a water fountain for dogs, a covered porch with built-in chess and checker tables, and special holds lockers. The **Garland Smith Public Library, Marlow, OK**, in a renovated National Guard Armory, grew from 3,000 square feet to 14,357 square feet. Its children's learning center provides a place for reading programs, crafts, after-school activities, and the Saturday morning movie matinee.

Fanciful design and wetlands

The shape of the **Glendale Branch, Salt Lake City Public Library**, includes a curved form that reaches out into the community while creating an outdoor plaza. Colored concrete and landscaped designs represent the geographic area along the Jordan River. **South Hadley Public Library, MA**, is located along the banks of the Connecticut River and mirrors the architectural elements of historic mills while providing a modern environment. A landscaped, riverfront pergola serves as an outdoor program area. The siting of the **Ferndale Library, WA**, presents a threshold to both civic life and a scenic wetland. A small public plaza and meeting room with a view of Mt. Baker take advantage of the topography, raising the library well above flood levels. The **Case-Malstead Public Library, Carlyle, IL**, created a detention pond as a landscape feature.

At the new **East Roswell Library**, a covered bridge entry opens up to views through the building into the natural landscape beyond. The **West Feliciana Parish Library, St. Francisville, LA**, is established as a series of small volumes, reminiscent of the additive nature of the surrounding plantation homes. The **Palmetto Library, GA**, is imagined as a series of "rooms" or small buildings nestled within its semirural landscape.

The **Library at Central & Unser, Albuquerque, NM**, is marked by an iconic light tower and a changing LED sign reminiscent of its location on old Route 66. The front of the **Sharpsburg Community Library, Pittsburgh**, is accentuated by a large, yellow "swiss cheese"-like structure and storefront windows that showcase the new community room.

Airports, armories, antiquated facilities, and all-around poor functionality have met their match in this year's construction efforts. Libraries are moving up, catching up, and standing up as models of solid design and community focus. ►

ON THE WEB

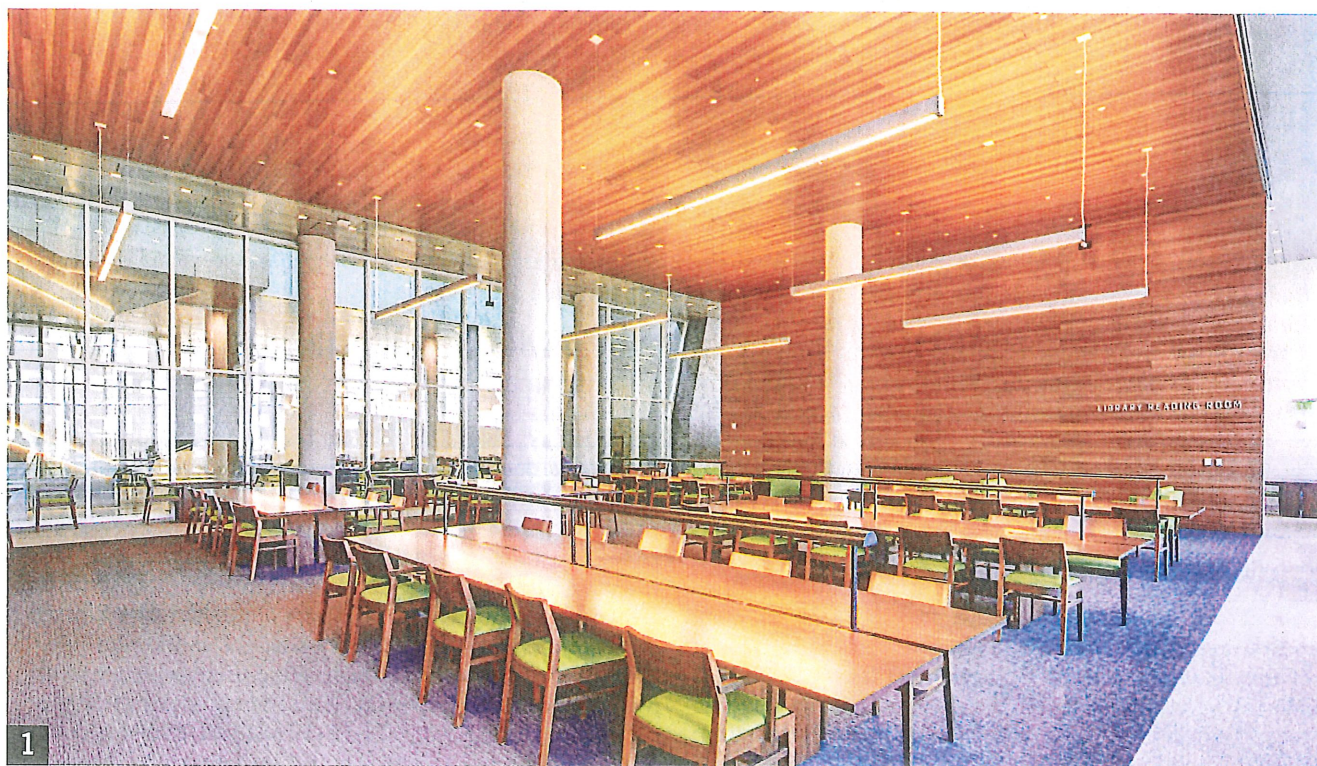
Go to the online version of this article at www.libraryjournal.com for additional figures on other costs, plus sources of funding

ACADEMIC NEW BUILDINGS

INSTITUTION	PROJECT COST	GROSS SQUARE FEET	SQUARE FOOT COST	CONSTR. COST	FURNITURE/EQUIP. COST	BOOK CAPACITY	SEATING CAPACITY	ARCHITECT
University of Tennessee, Chattanooga, Library	\$44,300,000	184,725	\$225.74	\$41,700,000	\$1,800,000	600,000	2,200	Derthick, Henley, & Wilkerson; Artech Design Group
Southern New Hampshire University Library Learning Commons, Manchester	20,000,000	50,000	281.00	14,100,000	527,647	106,501+	590	Perry Dean Rogers I Partners
Douglas L. Jamerson Jr. Midtown Center, St. Petersburg College, FL	15,564,526	50,739	252.24	12,798,226	1,625,458	2,650	105	Harvard Jolly Architecture
Syracuse University College of Law Library, NY	12,680,000	37,500	321.33	12,050,000	630,000	318,000	300	Gluckman Tang Architects

ACADEMIC ADDITIONS ONLY

INSTITUTION	PROJECT COST	GROSS SQUARE FEET	SQUARE FOOT COST	CONSTR. COST	FURNITURE/EQUIP. COST	BOOK CAPACITY	SEATING CAPACITY	ARCHITECT
Vaughn College Aeronautical Academic Library, Vaughn College of Aeronautics & Technology, Flushing, NY	\$n/a	10,788	\$242.12	\$2,611,937	\$652,915	26,300	174	John Ciardullo Associates; Ensign Engineering



1



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Vaulted Learning Environments

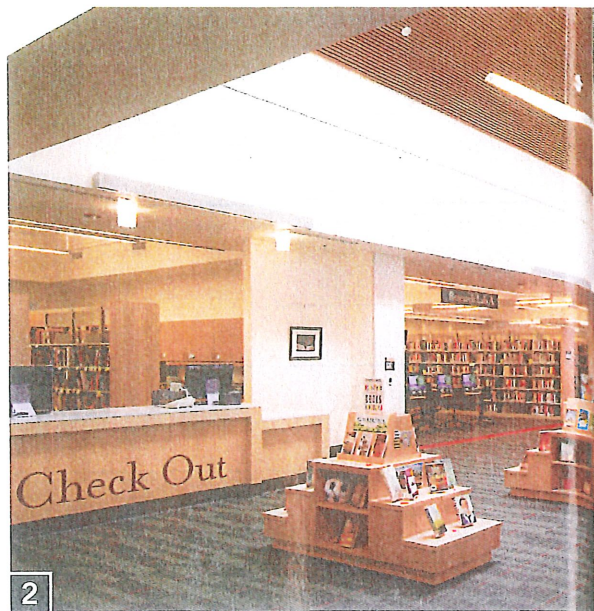
1. The new Syracuse University School of Law Library, NY, is open 24-7 to students and faculty. Its wood-paneled Reading Room gets light from two sides owing to a sky-lit central atrium. 2. The Douglas L. Jamerson Jr. Midtown Center, St. Petersburg College, FL, speaks to a rich local history in an area called "The Deuces," while providing the means for a rich educational experience in the 21st century. 3. Vaughn College Aeronautical Academic Library, Vaughn College of Aeronautics & Technology, Flushing, NY, added a reading/study room behind a staircase, while sound insulation was paramount owing to the school's proximity to LaGuardia Airport. 4. Located in the campus center, the Southern New Hampshire University Library Learning Commons offers a state-of-the-art facility, with a double-height café and lounge and a media production suite. 5. The Thomas D. Greenley Library Information Commons, Farmingdale State College, NY, promotes collaboration with options for group study and team learning.

CREDITS 1. Gluckman Tang Architects, architects; Revette Studio, photo. 2. Harvard Jolly Architecture, architect; Mike Rixon Photography, photo. 3. John Ciardullo Associates and Ensign Engineering, architect; Tom Sibley/Wilk Marketing Communications, photo. 4. Perry Dean Rogers | Partners Architects, architect; Chuck Choi, photo. 5. Beatty Harvey Coco Architects, architect; Emily Andrews, photo.

ACADEMIC ADDITIONS & RENOVATIONS

INSTITUTION	STATUS	PROJECT COST	GROSS SQUARE FT.	SQUARE FOOT COST	CONSTR. COST	FURNITURE/EQUIP. COST	BOOK CAPACITY	SEATING CAPACITY	ARCHITECT
Los Angeles Southwest College Library	Total	\$16,390,000	49,648	\$306.16	\$15,200,000	\$1,190,000	80,000	565	Carrier Johnson + CULTURE
	New	n/a	2,500	n/a	n/a	n/a	n/a	n/a	
	Renovated	n/a	47,148	n/a	n/a	n/a	n/a	n/a	
Charles Evans Inness Memorial Library, Medgar Evers College, City University of New York, Brooklyn	Total	16,000,000	47,000	n/a	n/a	n/a	98,250	502	ikon.5 architects
	New	n/a	2,000	n/a	n/a	n/a	n/a	n/a	
	Renovated	n/a	45,000	n/a	na/	n/a	n/a	n/a	
Arthur A. Houghton Jr. Library, Corning Community College, NY	Total	9,700,000	34,200	229.24	7,840,000	310,000	34,785	552	HOLT Architects
	New	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	Renovated	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
*Mary Helen Cochran Library, Sweet Briar College, VA	Total	8,800,000	55,000	125.38	6,896,000	307,750	315,000	450	VMDO Architects
	New	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	Renovated	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Jack S. Ketchum Library, University of New England, Biddeford, ME	Total	1,118,000	3,844	281.74	1,083,000	n/a	n/a	48	JSA Architects, Inc.
	New	1,008,000	1,874	525.61	985,000	n/a	n/a	22	
	Renovated	110,000	1,970	49.75	98,000	n/a	n/a	26	

*Sweet Briar College was officially closed in 2015, then following a lawsuit reopened for at least one more academic year



Out-Front & Open Design

1. The Felician College Libraries Education Commons, Rutherford, NJ, is the renovated former Fairleigh Dickinson University Messler Library. 2. A central skylight and reconfigured collections create a more open Las Positas Community College Library, CA, with a "genius bar" and flexible seating. 3. The program space at the Arthur A. Houghton Jr. Library, Corning Community College, NY, fosters casual conversation or individual study but can accommodate formal presentations and performances. 4. The new \$44.3 million University of Tennessee Chattanooga Library "is envisioned as the premier location for student academic needs outside the classroom." It features 24-hour study space, a cafe, and seating for 2,200.

CREDITS 1. Arcari + Iovino, architects; Roy Groething, photo. 2. Noll & Tam Architects and Planners, architect; Ethan Kaplan Photography, photo. 3. HOLT Architects, architect; David Revette, Revette Studio, photo. 4. Derthick, Henley, & Wilkerson; Artech Design Group Architects, architect; Jaimie Davis, photo.



ACADEMIC RENOVATIONS ONLY

INSTITUTION	PROJECT COST	GROSS SQUARE FEET	SQUARE FOOT COST	CONSTR. COST	FURNITURE/EQUIP. COST	BOOK CAPACITY	SEATING CAPACITY	ARCHITECT
*Education Commons, Felician College, Rutherford, NJ	\$10,200,000	32,000	\$221.88	\$7,100,000	\$3,100,000	10,000	331	Arcari + Iovino
Las Positas Community College Library, Livermore, CA	4,765,445	32,700	77.20	2,523,643	401,361	40,000	405	Noll & Tam Architects
Marlene and Charles Addlestone Library, College of Charleston, SC	3,860,000	100,000	38.60	3,860,000	n/a	96,500+	200	LS3P
Herman B. Wells Library, Indiana University, Bloomington	3,975,000	28,000	85.71	2,400,000	1,575,000	200	800	Lohr Design, Inc.
Southern Illinois University School of Medicine Library, Springfield	2,342,818	23,350	91.37	2,133,451	209,367	11,739 lf.	226	HBM Architects
Thomas D. Greenley Library Information Commons, Farmingdale State College, State University of New York (SUNY)	2,161,496	24,240	55.67	1,349,390	479,824	1,116 lf.	128	Beatty Harvey Coco Architects
The Edge: Ruppert Commons for Research, Technology, and Collaboration, Perkins Library, Duke University, Durham, NC	n/a	16,935	124.00	2,100,000	95,000	486	372	Shepley Bulfinch
Moraine Valley Community College Library, Palos Hills, IL	838,795	5,867	112.36	659,194	179,601	0	138-218	Legat Architects (Michael Lundeen)
Richard J. Daley Library, University of Illinois at Chicago	825,480	2,500	225.40	563,500	86,882	n/a	47	Architects Enterprise, Ltd.
North Carolina State University Libraries, Raleigh	430,000	960	338.54	325,000	105,000	n/a	24	RND Architects
Link Library, Concordia University Nebraska, Seward	56,000	924	n/a	n/a	n/a	n/a	5	Office Interiors & Design

*Includes an elevator bank to meet Americans with Disabilities Act compliance. lf. stands for linear feet



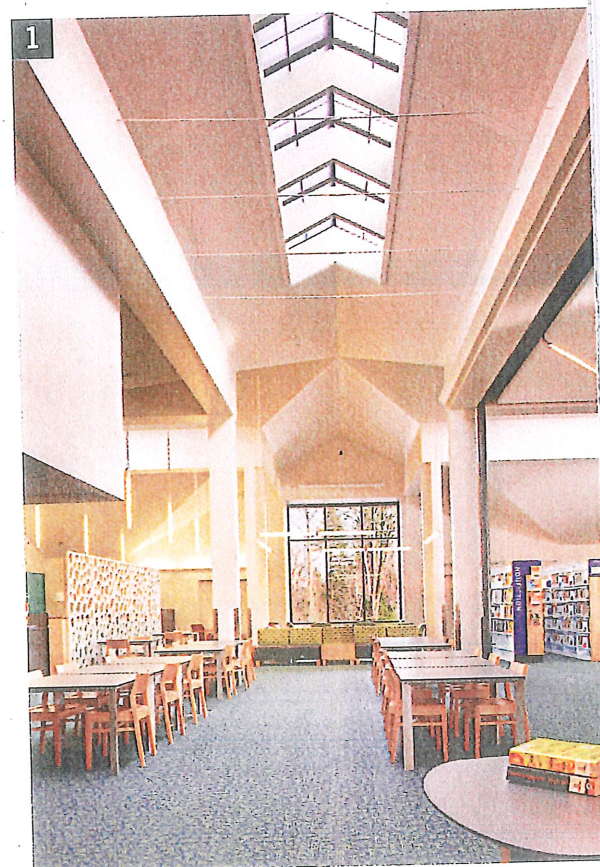
PUBLIC NEW BUILDINGS

COMMUNITY	POP IN K	CODE	PROJECT COST	CONSTR. COST	GROSS SQ. FT.	SQ. FT. COST	FURNITURE/ EQUIP. COST	ARCHITECT
CALIFORNIA								
NEW Palo Alto	32	BS	\$49,700,000	\$27,000,000	56,000	\$482.14	\$1,900,000	Group 4 Architecture
Stevenson	17	B	5,800,000	4,500,000	11,555	389.44	1,000,000	Ranch CWA AIA Inc.
COLORADO								
NEW Denver	27	B	13,600,000	7,150,000	27,000	264.81	1,460,000	studiotrope Design Collective
Denver	20	B	3,170,019	2,507,357	10,000	250.74	156,496	Humphries Poli Architects
Evans	20	B	10,000,000	7,522,500	31,404	239.54	1,250,100	Roth Sheppard Architects
Hudson	10	M	3,847,880	24,026,933	11,367	211.37	124,228	Barker Rinker Seacat
FLORIDA								
Sarasota	68	B	7,690,000	5,223,000	25,800	202.44	1,750,000	Harvard Jolly ; Smith Construction
Tampa	5	M	7,012,728	5,163,216	23,482	219.88	1,462,251	Harvard Jolly Architecture
Zephyrhills	14	M	2,599,850	2,232,680	8,463	263.82	169,260	Harvard Jolly Architecture
GEORGIA								
NEW Atlanta	76	B	16,877,002	8,252,912	25,000	330.12	1,186,596	Leo A. Daly
Palmetto	28	B	7,759,523	3,830,881	11,200	342.04	531,506	Houser Walker Architecture
Roswell	200	B	12,524,891	6,135,156	17,370	353.21	617,149	KHAFRA; HBM Architects
ILLINOIS								
Carlyle	3	M	4,025,200	3,255,300	10,876	299.31	200,000	Arcturis
Farmington	7	M	2,639,759	2,299,524	9,091	252.94	140,693	Apac Design
KENTUCKY								
Louisville	100	B	13,346,235	10,115,826	40,000	252.90	909,365	MSR Design; JRA Architects
LOUISIANA								
Alexandria	16	B	971,955	774,112	5,000	154.82	45,137	Alliance Design Group LLC
NEW Baton Rouge	445	MS	42,192,721	34,557,917	129,000	267.89	2,216,530	Library Design Collaborative
St. Francisville	15	M	3,948,144	2,935,036	15,028	195.30	390,608	Hidell & Associates Architects
Youngsville	48	B	5,434,661	4,379,861	15,207	288.02	583,857	Architects Beazley Moliere; Dewberry
MASSACHUSETTS								
South Hadley	18	M	10,309,285	7,367,620	24,550	311.10	561,289	Johnson Roberts Associates

NEW Library Journal 2015 New Landmark Libraries Winner

NEW Library Journal 2015 New Landmark Libraries Honorable Mention

Symbol Code: B—Branch Library; BS—Branch & System Headquarters; M—Main Library; MS—Main & System Headquarters; S—System Headquarters; O—combined use space; n/a—not available; lf—linear feet



High, Wide, & Woodsy

1. The addition and renovation at King County Library System's Fairwood Library, Renton, WA, enlarged the facility by 5,000 square feet. The open design offers natural light from its southwest-facing windows, plus a "view of its woodsy surroundings." The addition features large roof overhangs to shade the glass walls, reducing solar heat gain.

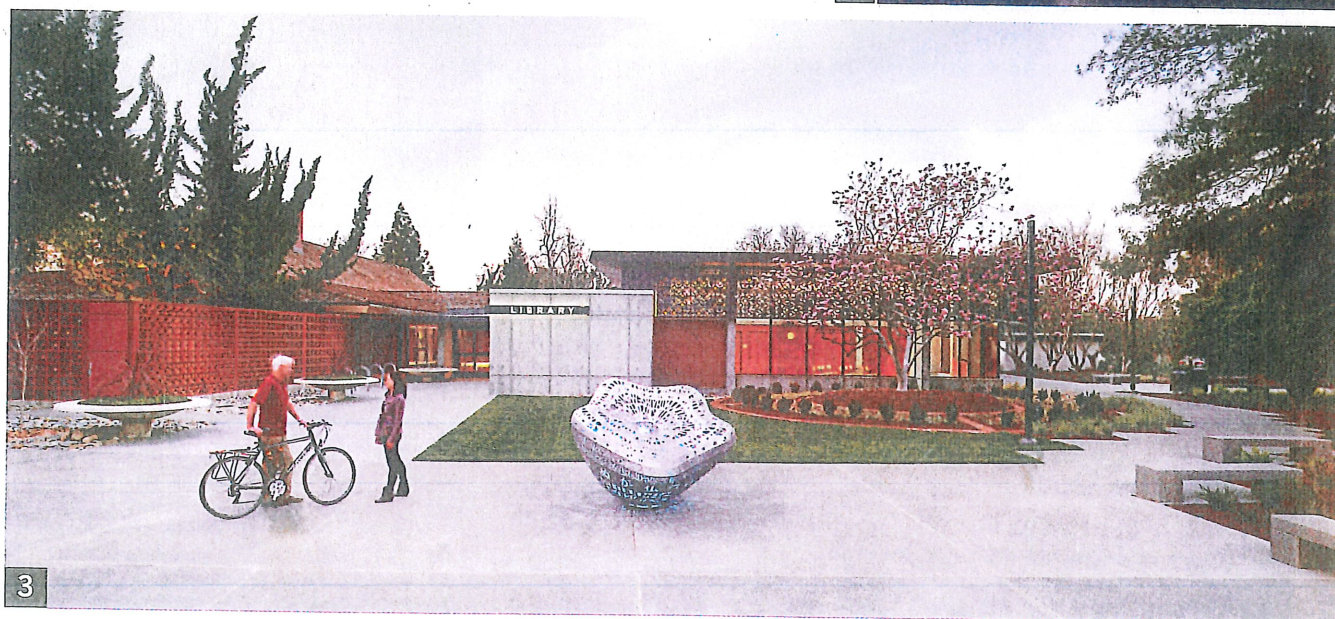
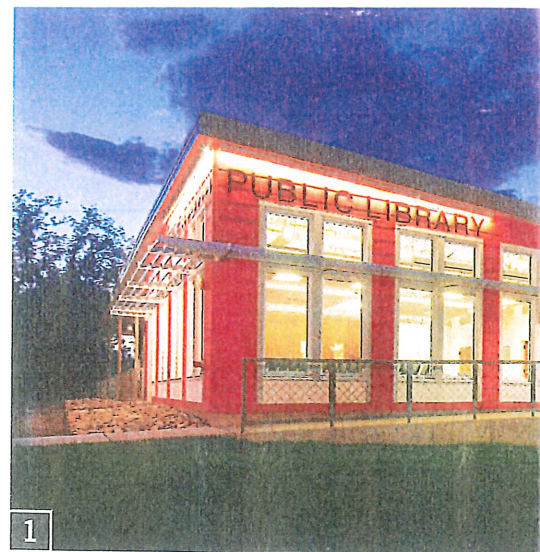
CREDITS 1. Schacht | Aslani Architects, architect;
©King County Library System, photo.

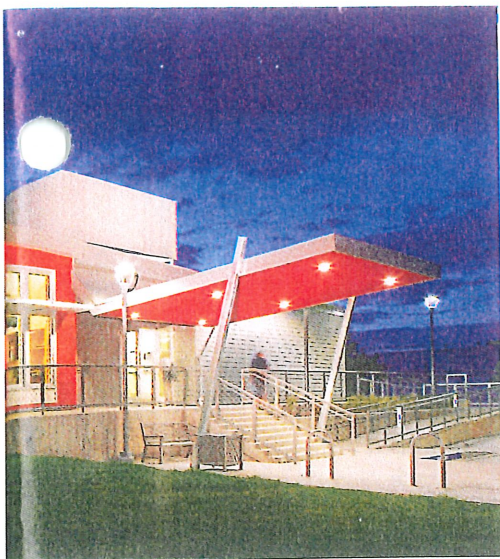
PUBLIC- NEW BUILDINGS

COMMUNITY	POP IN K	CODE	PROJECT COST	CONSTR. COST	GROSS SQ. FT.	SQ. FT. COST	FURNITURE/ EQUIP. COST	ARCHITECT
MINNESOTA								
Ely	5	M	\$1,566,262	\$1,278,462	6,630	\$192.83	\$141,842	Meyer Group
Excelsior	16	M	5,359,900	3,139,785	7,600	413.13	192,249	292 Design; MacDonald & Mack
MONTANA								
Billings	147	M	21,603,907	16,513,630	66,000	250.21	1,541,375	Will Bruder Architects
NEW MEXICO								
Albuquerque	38	B	10,145,429	8,457,815	25,305	334.23	822,298	Rohde May Keller McNamara
OHIO								
Cincinnati	25	B	2,751,439	2,208,719	8,000	276.09	186,125	Champlin Architecture
Pepper Pike	14	B	6,100,008	4,973,779	15,800	314.80	212,612	HBM Architects
Reading	33	B	4,620,859	4,010,415	12,000	334.20	251,554	Champlin Architecture
Whitehall	30	B	9,212,831	5,537,743	19,500	284.00	489,308	Jonathan Barnes Architecture
RHODE ISLAND								
Tiverton	16	M	10,470,812	6,488,956	23,797	273.68	876,134	Union Studio; Kimberly Bolan
SOUTH CAROLINA								
Pawleys Island	33	B	3,073,728	2,607,228	17,500	149.00	215,000	Tych & Walker; MDA designgroup
TENNESSEE								
Antioch	75	B	7,695,000	7,300,000	25,000	292.00	395,000	Lose & Associates; HBM Architects
Nashville	36	B	8,821,897	8,197,052	24,580	333.48	624,845	Hastings Architecture Associates
TEXAS								
Dallas	25	B	6,371,067	5,284,257	19,500	270.99	377,608	KAI Texas
Irving	50	B	12,253,441	9,740,500	52,570	185.29	1,435,326	Hidell & Associates Architects
UTAH								
Salt Lake City	25	B	7,459,890	5,028,135	19,020	264.36	972,039	Architectural Nexus
WASHINGTON								
Ferndale	30	B	6,015,000	4,336,600	15,000	289.11	306,750	SHKS
WISCONSIN								
Milwaukee	33	B	3,420,000	2,800,000	16,500	169.70	300,000	HGA Architects & Engineers
CANADA								
Toronto, Ont.	29	B	10,276,000	7,768,000	14,500	535.72	900,000	LGA Architectural; Phillip H. Carter

NLHM Library Journal 2015 New Landmark Libraries Honorable Mention

Symbol Code: B—Branch Library; BS—Branch & System Headquarters; M—Main Library; MS—Main & System Headquarters; S—System Headquarters; O—combined use space; n/a—not available; lf—linear feet

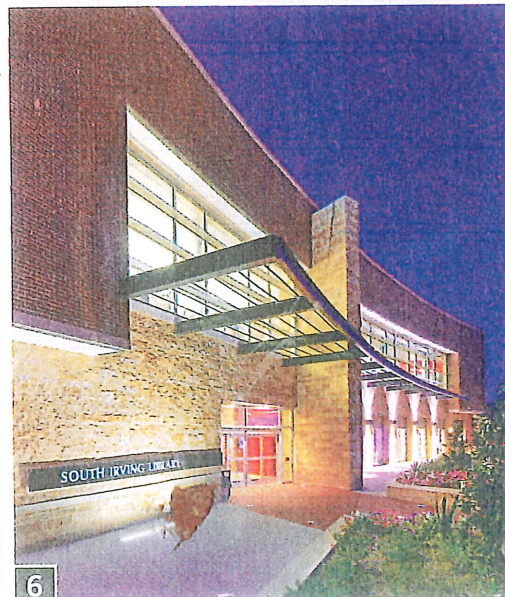
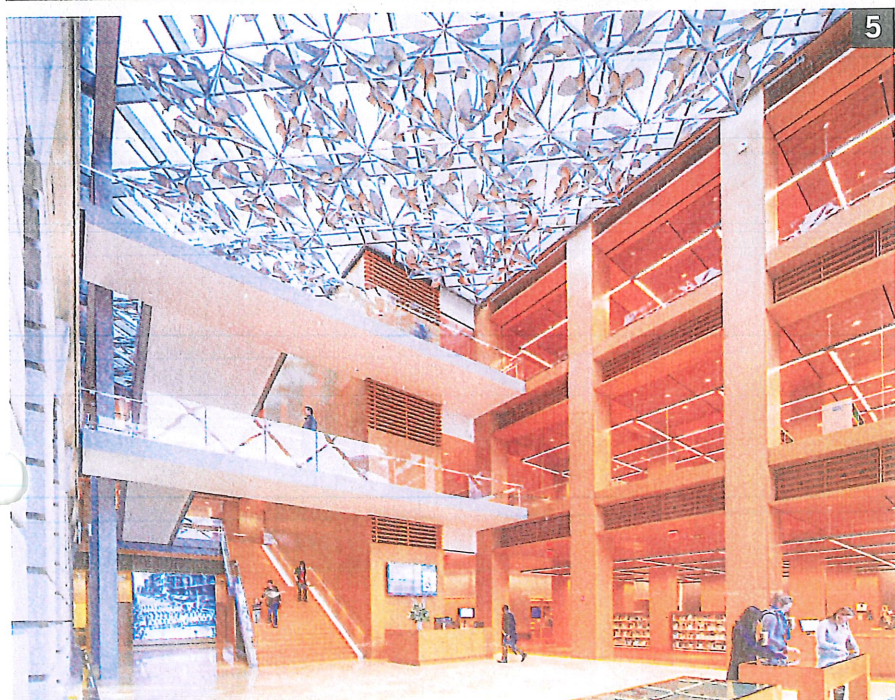




Shine the Light

1. The Arapahoe Library District's brand new 10,000 square foot Sheridan Library, Denver, incorporates skylights for natural light, a high-tech roofing system, and a "grab bag" of recycled flooring. 2. Hennepin County Library-Excelsior, MN, bridges the historic downtown area and the modern aesthetic of today's library, with an open, column-free floor plan for maximum flexibility. 3. The 4,000 square foot addition to the Rinconada Library, Palo Alto, CA, combines with the historic Edward Durell Stone building and showcases artwork: *Brilliance*, by Joe O'Connell, uses a touch-sensitive LED that changes color. 4. The new Tiverton Public Library, RI, converted a 76-year-old facility into a modern one-story structure that encompasses vaulted ceilings, skylights, and a courtyard. 5. The most expensive project featured this year (\$65M) is the addition/renovation at the Slover Library, Norfolk, VA, involving the restoration of a 115-year-old building and a seven-story glass-walled addition, linked by the indoor/outdoor Forum atrium space, enhanced by a leafy aluminum canopy. 6. The South Irving Library, TX, was designed to replace the city's existing main library with a smaller footprint, allowing for more space for activities and creativity.

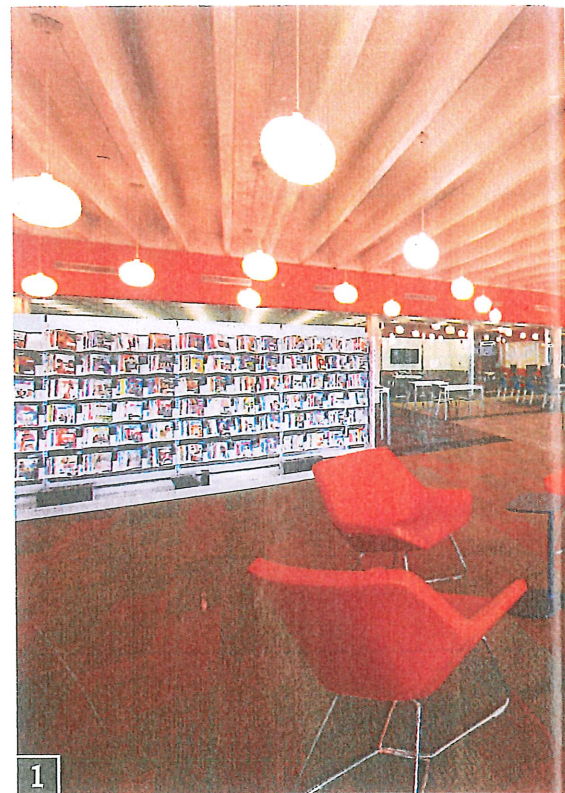
CREDITS 1. Humphries Poli Architects, architect; Paul Brokering, photo. 2. 292 Group; McDonald & Mack, architect; 292 Group, photo. 3. Group 4 Architecture, Research, + Planning Inc., architect; ©Cesar Rubio, photo. 4. Union Studio Architects, with Kimberly Bolan & Associates, architect; Nat Rea, photo. 5. Newman Architects, architect; photo courtesy of Newman Architects/©Peter Aaron/ESTO. 6. Hidell and Associates Architects, architect; Patrick Coulie, photo.



PUBLIC ADDITIONS AND RENOVATIONS

COMMUNITY	POP IN K	CODE	PROJECT COST	CONSTR. COST	GROSS SQ. FT.	SQ. FT. COST	FURNITURE/ EQUIP. COST	ARCHITECT
ALABAMA								
Athens	90	M	\$6,696,930	\$5,129,015	37,900	\$135.33	\$364,241	CMH Architects
CALIFORNIA								
Burlingame	37	M	3,497,000	1,900,000	30,098	63.13	220,800	Group 4 Architecture
Castaic	19	BS	8,000,000	2,400,000	12,250	195.92	500,000	CWA AIA, Inc.
Los Angeles	42	B	3,044,000	2,600,000	5,524	470.67	157,000	Carde Ten Architects
Manhattan Beach	31	B	25,200,000	19,200,000	21,500	893.02	1,900,000	Johnson Favaro Architects
Palm Springs	45	B	1,300,000	1,200,000	4,300	279.07	63,000	Wm. G. Kleindienst
Palo Alto	24	B	24,800,000	18,200,000	30,000	606.67	1,100,000	Group 4 Architecture
San Francisco	825	M	6,800,000	4,105,497	17,136	239.58	713,161	San Francisco Public Works
COLORADO								
Englewood	98	B	2,137,034	1,776,853	45,941	38.68	236,195	studiotrope Design Collective
FLORIDA								
Gainesville	20	B	270,949	167,384	14,092	11.87	77,065	McKellips & Associates
GEORGIA								
Hiawassee	6	B	1,021,042	868,891	8,000	106.61	51,063	Gardner, Spencer, Smith, Trench, Jarbeau

Symbol Code: B—Branch Library; BS—Branch & System Headquarters; M—Main Library; MS—Main & System Headquarters; S—System Headquarters; O—combined use space; n/a—not available; IF—linear feet





...Sit Right Down

1. The current rehab to the Waukegan Public Library, IL, added classrooms and collaborative study spaces to meet the demands of its constituency. To keep costs down, the project incorporated discarded shelving from other area libraries. 2. The Teen Room at the new \$10.3 million South Hadley Public Library, MA, "balances hangout space with the opportunity for productive use of library resources and technology." A mix of comfortable seating and open areas allows visitors to find their own unique library experience. 3. Cuyahoga County Public Library's Orange Branch, Pepper Pike, OH, is companion to a community center and a high school. The community feeling continues inside as well, with a mix of local stone harvested from creek beds of the nearby Wiley Creek and the Chagrin River and wood from neighboring forests. 4. The second level at the Manhattan Beach Library, County of Los Angeles Public Library, has a color scheme that subtly suggests the sandy characteristics of the beach and boasts a panoramic ocean view made possible by the dual glass curtain walls on three of the library's four sides. 5. The new \$10.2 million Scarborough Civic Centre Branch, the 100th branch of the Toronto Public Library, houses a 40,000-item multicultural collection in a facility designed for collaboration and innovation. 6. The Beechview Branch of the Carnegie Library of Pittsburgh is "unrecognizable," according to one staffer, following its addition and remodel. It features a dedicated teen zone and children's space with a welcoming reading nook. 7. The Park City Library, UT, remodeled its main branch to the tune of \$9.2 million, which includes living room-style reading areas, a new entrance, and a second-floor outdoor patio. It's now an entirely "greened" historic building.

CREDITS 1. Product Architecture & Design, architect; McShane Fleming Studios, photo. 2. Johnson Roberts Associates, architect; Peter Vanderwarker, photo. 3. Holzheimer Bolek + Meehan (HBM) Architects, architect; Roger Mastroianni, photo. 4. Johnson Favaro Architects, architect; ©2015 Eric Staudenmaier, photo. 5. LGA Architectural Partners with Phillip H. Carter, architect; Toronto Public Library, photo. 6. GBBN Architects, architect; ©2015 Ed Massery Photography, photo. 7. Blalock and Partners, architect; Henriksen Butler Design Group, photos.

PUBLIC ADDITIONS AND RENOVATIONS

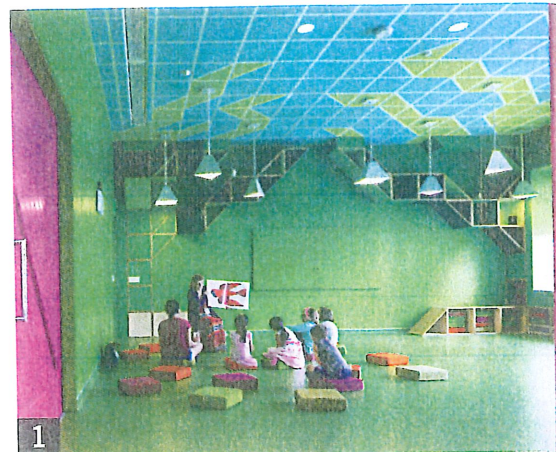
COMMUNITY	POP IN K	CODE	PROJECT COST	CONSTR. COST	GROSS SQ. FT.	SQ. FT. COST	FURNITURE/ EQUIP. COST	ARCHITECT
ILLINOIS								
Downers Grove	50	M	\$2,679,637	\$2,116,145	67,738	\$31.20	\$520,350	Product Architecture + Design
Glendale Heights	34	M	1,440,000	880,000	27,000	32.59	400,000	Product Architecture + Design
North Aurora	17	M	303,385	208,471	5,778	36.08	51,514	Kluber Architects + Engineers
Northbrook	33	M	6,500,000	5,518,635	12,720	433.85	383,542	Dewberry
Waukegan	88	M	1,227,500	778,100	24,500	31.76	247,500	Product Architecture + Design
INDIANA								
Bloomington	143	MS	1,650,900	1,252,900	19,190	65.31	307,000	Christine Matheu Architect; Kimberly Bolan
Plainfield	28	MS	230,000	100,000	7,100	14.08	100,000	Kimberly Bolan & Associates
IOWA								
Ames	68	M	19,500,000	13,500,000	78,700	171.53	2,650,000	MSR Design
KANSAS								
Lawrence*	91	M	19,000,000	15,677,437	66,900	234.34	795,417	Gould Evans
LOUISIANA								
Lafayette	122	MS	13,749,522	10,579,795	65,449	161.65	1,757,368	MBSB; Dewberry
MARYLAND								
Beltsville	28	B	2,212,563	2,060,000	25,452	80.93	54,000	Gant Brunnett Architects
Fairmount Heights	18	B	1,204,400	1,114,000	17,764	62.70	37,500	Gant Brunnett Architects
Largo	870	BS	3,758,080	3,234,000	24,858	130.10	375,000	Gant Brunnett Architects
MASSACHUSETTS								
Boston**	656	MS	16,715,174	9,908,021	60,000	165.13	1,977,353	William Rawn Associates
Everett	44	B	5,180,946	4,444,552	8,590	517.41	141,996	Johnson Roberts Associates
MICHIGAN								
Lake Orion	35	M	379,651	97,409	8,664	11.25	270,642	Kimberly Bolan & Associates
MINNESOTA								
Saint Paul	25	B	7,991,690	6,193,439	24,000	258.06	949,910	LSE Architects
Saint Paul	21	B	4,829,447	3,632,647	15,500	234.36	544,812	LSE Architects
White Bear Lake	36	B	3,998,000	2,974,200	16,500	180.25	282,500	Bentz/Thompson/Rietow
NEW JERSEY								
Haworth	4	M	988,800	773,800	2,866	269.99	130,000	Arcari + Iovino
NEW YORK								
Holbrook	83	M	81,438	13,866	800	17.33	62,052	Kimberly Bolan & Associates
Long Island City	75	B	384,927	158,620	4,000	39.66	200,239	ADI/Applied Design Initiative
Sayville	19	M	142,300	130,000	750	173.33	0	BBS Architects
OHIO								
Cincinnati	35	B	4,359,544	3,192,430	10,000	319.24	265,553	McCloy & Savage Architects, Ltd.
Dayton	12	B	2,021,600	1,311,352	4,800	273.20	261,600	Levin Porter Assocs.; Group 4 Architecture
Lebanon	41	MS	750,000	580,000	6,200	93.54	170,000	SHP Leading Design Cintel Construction
Toledo	33	B	3,600,720	3,004,000	21,515	139.62	330,000	Buehrer Group
OKLAHOMA								
Marlow	5	O	2,018,274	1,602,313	14,357	111.65	258,042	Krittenbrink Architecture LLC
PENNSYLVANIA								
Pittsburgh	12	B	3,234,000	2,509,000	8,000	313.63	190,000	GBBN Architects
Pittsburgh	4	B	1,012,000	870,280	2,600	334.72	60,870	Front Studio Architecture, LLC
TENNESSEE								
Nashville	25	B	438,492	438,500	4,250	77.29	62,617	none
Nashville	668	M	2,320,625	n/a	68,172	n/a	n/a	Gobbell Hays Partners, Inc.

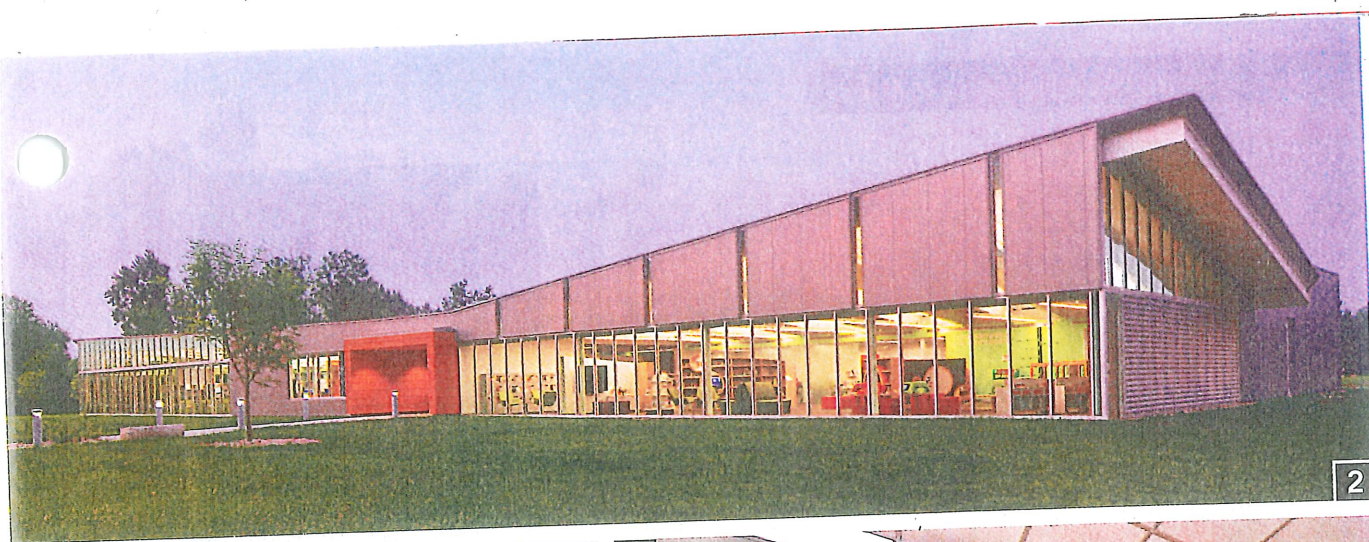
* Total project cost includes a separate parking structure

** Completion of Phase 1 of the two-phase renovation of Boston's Central Library

Library Journal 2015 New Landmark Libraries Winner

Symbol Code: B—Branch Library; BS—Branch & System Headquarters; M—Main Library; MS—Main & System Headquarters; S—System Headquarters; O—combined use space; n/a—not available; lf—linear feet





Elbowroom & More

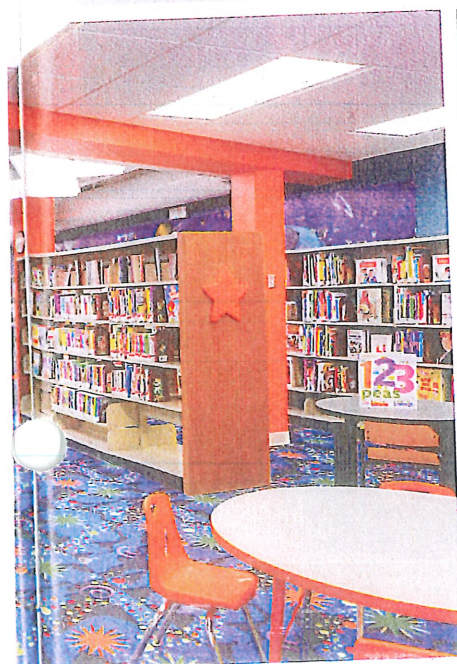
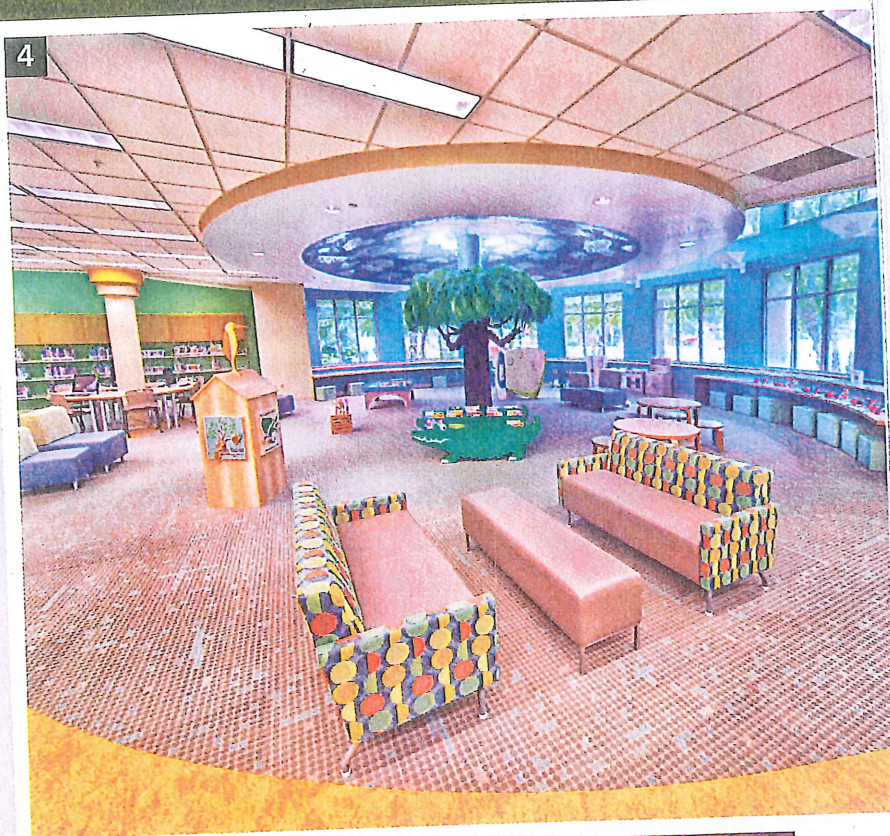
1. The \$19.5M project at the Ames Public Library, IA, turned a portion of the ground floor into space for children's activities, which includes the "little theater," and the teen zone. 2. The Whitehall Branch of Columbus Metropolitan Library, OH, project encompasses a fireplace, a drive-up book window, a recording studio for teens, and a special Ready for Kindergarten area.

3. To design its large teen space TZ Lounge, the Gulf Gate Library, Sarasota County Public Library System, FL, went to the experts: the teens themselves. The building was nominated for a People's Choice Award. 4. The budget-friendly design of the Plainfield-Guilford Township Public Library, IN, features reuse of materials—the old service desk is part of the Imagination Hub—and minimal construction. The Early Literacy space focuses on interactivity, literacy, and hands-on projects.

5. The 17,764 square foot rehabbed Fairmont Heights Library, Prince Georges County Memorial Library System, MD, includes 58 public access computers, a digital media lab, and an enlarged children's section with an outer space theme.

6. The transformed basement of the Lebanon Public Library, OH, is a community tech center, with a variety of intimate gathering and work spaces that offer relaxed seating and a host of options.

CREDITS 1. MSR Design, architect; Don Wong, photo. 2. Jonathan Barnes Architecture and Design, architect; © Brad Feinknopf, 2015, photo. 3. Harvard Jolly Architecture, architect; Creative Arts Limited, specialty designer; Rob Moorman, photo. 4. Kimberly Bolan and Associates, LLC, architect; Dale Pickett, photo. 5. Gant Brunnett Architects, architect; Karl Connolly, photo. 6. SHP Leading Design, architect; Cintech Construction, Inc., design/build; © Joe Harrison, JH Photography Inc., photo.



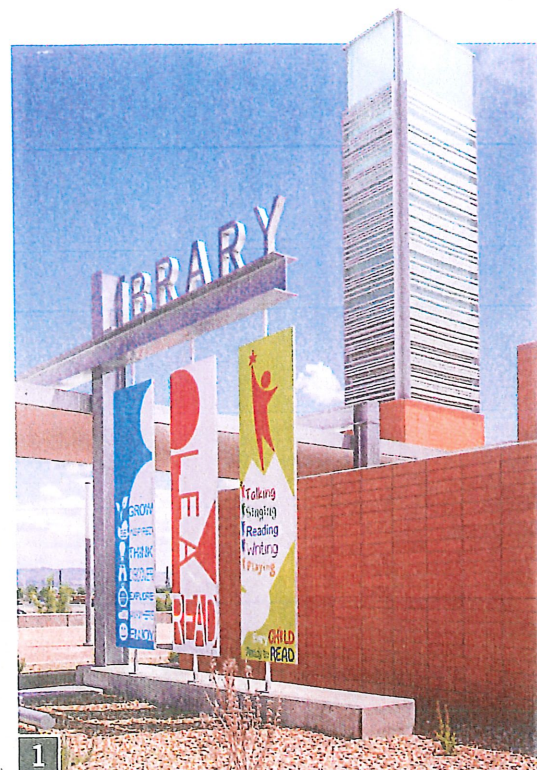
PUBLIC ADDITIONS AND RENOVATIONS

COMMUNITY	POP IN K	CODE	PROJECT COST	CONSTR. COST	GROSS SQ. FT.	SQ. FT. COST	FURNITURE/EQUIP. COST	ARCHITECT
TENNESSEE (CONTINUED)								
Nashville	12	B	\$293,100	\$240,000	7,500	\$32.00	n/a	none
UTAH								
Park City	8	M	9,620,000	8,116,310	54,285	149.51	\$802,891	Blalock & Partners
VIRGINIA								
Charlottesville	50	O	12,124,043	6,927,677	37,320	185.63	303,670	HBM Architects
Norfolk	110	M	65,000,000	42,000,000	139,830	300.36	1,700,000	Newman Architects, PC
South Hill	7	B	55,948	19,531	884	22.09	31,301	Kimberly Bolan & Associates
WASHINGTON								
Prosser	13	B	365,374	151,578	5,920	25.60	184,214	Meier Architecture & Engineering
Renton	20	B	8,012,390	5,623,494	20,000	281.17	1,287,744	Schacht I Aslani Architects
WISCONSIN								
Grantsburg	6	M	287,406	n/a	2,500	n/a	10,000	Craig Selander, Architect, LLC
Madison	24	B	2,390,978	1,835,978	16,407	111.90	349,000	Engberg Anderson Architects
CANADA								
LLHM Ottawa*	45	B	10,000,000	6,750,000	24,000	281.25	2,000,000	Moriyama & Teshima
Winnipeg	35	B	n/a	n/a	14,000	n/a	165,000	LM Architectural

* Figures listed in Canadian dollars

LLHM Library Journal 2015 New Landmark Libraries Honorable Mention

Symbol Code: B—Branch Library; BS—Branch & System Headquarters; M—Main Library; MS—Main & System Headquarters; S—System Headquarters; O—combined use space; n/a—not available; lf—linear feet



Benchmarks

1. The Central & Unser Library, Albuquerque/Bernalillo County Public Library, NM, "created a benchmark for contemporary library design responsive to specific neighborhood needs while establishing a bold cultural landmark." 2. In leased space, the Charleswood Library, Winnipeg Public Library, Man., houses a "poet tree" named Edgar, a literacy pod, and an electric fireplace, while bearing a nature theme as a nod to the area. 3. Within the reading garden of the Sun Ray Library, St. Paul Public Library, grow *Housetrees II*, public art by Amanda Lovelee and Josh Birdsall. The library as well has a glassed-in reading area, flexible meeting rooms, an interactive children's space, and the city's busiest solar charging stations.

CREDITS 1. Rohde May Keller McNamara Architects, architect; Kirk Gittings, photo. 2. LM Architectural Group, architect; Gerry Kopelow/photographics inc., photo. 3. LSE Architects, architect; Therese Scherbel, photo.



Architects

ADI/Applied Design Initiative, New York; 212-564-6646; www.adinitiative.com
Alliance Design Group LLC, Alexandria, LA; 318-445-3151; www.adgllc.net
Apace Design, Peoria, IL; 309-685-4722; www.apacedesign.com
Arcari + Iovino, Little Ferry, NJ; 201-641-0600; www.aiarchs.com
Architects Beazley Moliere, Lafayette, LA; 337-233-0614; www.beazleymoliere.com
The Architects Enterprise, Ltd., Chicago; 312-424-0330; www.taeltld.com
Architectural Nexus, Salt Lake City; 801-924-5000; www.archnexus.com
Arcturis, St. Louis; 314-206-7157; arcturis.com

Champlin Architecture, Cincinnati; 513-241-4474; www.thinkchamplin.com
CMH Architects, Birmingham, AL; 205-969-2696; www.cmharch.com
Cintech Construction, Inc., Cincinnati; 513-563-1991; www.cintechconstruction.com
Cockfield Jackson Architects, Baton Rouge, LA; 225-761-1680; www.cjarchitects.com
Creative Arts Limited, Pinellas Park, FL; 727-525-2066; www.creativeartsinc.com
CWA AIA Inc., Glendale, CA; 818-240-5456; www.cwaiaa.com

Leo A. Daly, Atlanta; 404-874-8333; www.leoadaly.com
Derthick, Henley & Wilkerson Architects, Chattanooga; 423-266-4806; www.dhw-architects.com

HBM Architects (Holzheimer, Bolek + Meehan), Cleveland; 216-241-1100; www.HBMArchitects.com
HGA Architects & Engineers, Milwaukee; 414-278-8200; www.hga.com
Hidell & Associates Architects, Carrollton, TX; 972-416-4666; www.hidell.com
HOLT Architects, Ithaca, NY; 607-273-7600; www.HOLT.com
Houser Walker Architecture, Atlanta; 404-633-4264; www.houserwalker.com
Humphries Poli Architects, Denver; 303-607-0040; hparch.com

ikon.5 architects, Princeton, NJ; 609-919-0099; ikon5architects.com

Johnson Favaro Architects, Culver City, CA; 310-559-5720; www.johnsonfavaro.com



Artech Design Group, Chattanooga; 423-265-4313; artech.pro

Barker Rinker Seacat Architecture, Denver; 303-455-1366; brsarch.com
Jonathan Barnes Architecture & Design, Columbus, OH; 614-228-7311; www.jbadusa.com
BBS Architects, Landscape Architects & Engineers, Patchogue, NY; 631-475-0349; www.bbsarch.com
Beatty Harvey Coco Architects (BHC Architects), New York; 212-213-1339; www.bhc-architects.com
Bentz/Thompson/Rietow, Minneapolis; 612-332-1234; www.btr-architects.com
Blalock & Partners, Salt Lake City; 801-532-4940; www.blalockandpartners.com
Kimberly Bolan & Associates, Zionsville, IN; 585-739-7003; www.rethinkinglibraries.org
Will Bruder Architects, Phoenix; 602-312-7399; willbruderarchitects.com
Buehrer Group Architecture & Engineering, Inc., Maumee, OH 43537; 419-893-9021; buehrergroup.com

Carde Ten Architects, Santa Monica, CA; 310-453-4427; www.cardeten.com
Carrier Johnson + CULTURE, San Diego; 619-239-2353; www.carrierjohnson.com
Phillip H. Carter Architecture + Urban Planning, Toronto; 416-504-6497; www.philliphcarter.ca

Dewberry, New Orleans; 504-524-8147; Elgin, IL; 847-695-5840; www.dewberry.com

Engberg Anderson Architects, Madison, WI; 608-250-0100; www.engberganderson.com
Ensign Engineering, Bronx, NY; 718-863-5590; www.ensignengineering.com

Front Studio Architects, LLC, Pittsburgh; 412-682-2121; www.frontstudio.com

Gant Brunnett Architects, Baltimore; 410-234-8444; www.gba-architects.com
Gardner, Spencer, Smith, Tench & Jarbeau, Atlanta; 404-522-8805; www.gsstj.com
GBN Architects, Pittsburgh; 412-345-5005; www.gbn.com
Gluckman Tang Architects, New York; 212-929-0100; www.gluckmantang.com
Gobbell Hays Partners, Nashville; 615-254-8500; www.ghp1.com
Gould Evans, Lawrence, KS; 785-842-3800; gouldevans.com
Group 4 Architecture, Research + Planning, Inc., South San Francisco; 650-871-0709; www.g4arch.com

Harvard Jolly Architecture, St. Petersburg, FL; 727-896-4611; Sarasota, FL; 941-954-7639; Tampa; 813-286-8206; www.harvardjolly.com
Hastings Architectural Associates, Nashville; 615-329-1399; haa.us

A Fitting Tribute

1. Functional
 yet representative of the local community, the Riverside Library and Cultural Center, High Plains Library District, Evans, CO, on the site of a former school, fits within its historic residential neighborhood. Local artist Frank Garza added his touch with the mural that adorns the front of the building.

CREDITS 1. Roth Sheppard Architects, architect; Paul Wember, photo.

Johnson Roberts Associates, Somerville, MA; 617-666-8585; johnson-roberts.com/JRA
JRA Architects, Louisville, KY; 502-583-4697; www.jrachitects.com
JSA Architects, Inc., Portsmouth, NH; 603-436-2551; www.jsainc.com

KAI Texas, Dallas; 214-742-0401; www.kaitexas.com
KHAFRA Engineering Consultants, Atlanta; 404-525-2120; www.khafra.com
William G. Kleindienst, Palm Springs, CA; 760-831-6777
Kluber Architects + Engineers, Batavia, IL; 630-406-1213; kluberinc.com
Krittenbrink Architecture, LLC, Norman, OK; 405-579-7883; www.krittenbrinkarchitecture.com

Legat Architects (Michael Lundeen), Chicago; 312-258-9595; www.legat.com
 Levin Porter Associates, Dayton; 937-224-1931; www.levin-porter.com
 LGA Architectural Partners, Toronto; 416-203-7600; www.lga-ap.com
 Library Design Collaborative, a Joint Venture (Dewberry, Cockfield Jackson Architects, Tipton Associates)
 [see specific alphabetical listings]
 LM Architectural Group, Winnipeg, Man.; 204-941-0681; www.lm-architects.com
 Lohr Design, Inc., Indianapolis; 317-237-5610; www.lohrdesign.com
 Lose & Associates, Inc., Nashville; 615-242-0040; loseandassociates.com
 LSE Architects, Minneapolis; 612-581-0458; www.lse-architects.com
 LS3P, Charleston, SC; 843-577-4444; www.ls3p.com

McCloy & Savage Architects, Ltd., Cincinnati; 513-527-8640
 MacDonald & Mack Architects, Minneapolis; 612-341-4051; www.mmarchltd.com
 McKellips & Associates, Gainesville, FL; 352-665-7483; www.mckellips-associates.com
 Christine Matheu Architect, Bloomington, IN; 812-339-1235; cmatheuarchitect.com
 MBSB Group, Lafayette, LA; 337-237-2770; www.mbsbgroup.com
 MDA designgroup international, Brooklyn; 212-627-7788; www.mda-designgroup.com

Meier Architecture & Engineering, Kennewick, WA; 509-735-1589; meierinc.com
 Meyer Group Architecture, Duluth, MN; 218-727-1330; www.meyergroupduluth.com
 Moriyama & Teshima Architects, Ottawa, Ont.; 613-562-2908; www.mtarch.com
 MSR Design, Minneapolis; 612-375-0336; msrdesign.com

Newman Architects, PC, New Haven, CT; 203-772-1990; www.newmanarchitects.com
 Noll & Tam Architects, Berkeley, CA; 510-542-2200; www.nollandtam.com

Office Interiors & Design, Lincoln, NE; 402-484-7500; www.oidinc.com

Perry Dean Rogers | Partners Architects, Boston; 317-423-0100; www.perrydean.com

Product Architecture + Design, Chicago; 312-202-0701; www.product-architects.com

William Rawn Associates Architects, Inc., Boston; 617-598-3363; www.rawnarch.com

RND Architects, Durham, NC; 919-490-1266; rndpa.com

Rohde May Keller McNamara Architects, Albuquerque, NM; 505-243-5454; www.rmkmarch.com

Roth Sheppard Architects, Denver; 303-534-7007; www.rothsheppard.com

San Francisco Public Works, San Francisco; 415-554-6920; www.sfpublishworks.org
 Schactl Aslani Architects, Seattle; 206-443-3448; www.saarch.com
 Craig Selander, Architect, LLC, Grantsburg, WI; 715-463-3151; www.selander-architect.com
 Shepley Bulfinch, Boston; 617-423-1700; www.shepleybulfinch.com
 SHKS, Seattle; 206-675-9151; www.shksarchitects.com
 SHP Leading Design, Cincinnati; 513-381-2112; www.shp.com
 Willis A. Smith Construction, Sarasota, FL; 941-366-3116; www.willissmith.com
 studiotrope Design Collective, Denver; 303-308-1144; www.studiotrope.com

Tipton Associates, Baton Rouge, LA; 225-387-0101; tipton-associates.com
 292 Design Group, Minneapolis; 612-767-3773; www.292designgroup.com
 Tych & Walker Architects, Murrells Inlet, SC; 843-651-7151; www.tych-walkerarchitects.com

Union Studio, Providence; 401-272-4724; unionstudioarch.com

VMDO Architects, Charlottesville, VA; 434-296-5684; www.vmdo.com

PUBLIC SIX-YEAR COST SUMMARY

	FISCAL 2010	FISCAL 2011	FISCAL 2012	FISCAL 2013	FISCAL 2014	FISCAL 2015
Number of new buildings	70	62	34	27	29	38
Number of ARR's*	55	89	73	47	55	54
Sq. ft. new buildings	1,608,324	1,555,598	898,865	470,167	717,973	896,195
Sq. ft. ARR's	1,271,709	1,672,664	1,375,307	715,380	1,164,355	1,236,100
NEW BUILDINGS						
Construction cost	\$453,517,944	\$454,425,651	\$263,313,088	\$139,136,298	\$212,257,074	\$274,900,907
Equipment cost	49,087,060	47,836,977	30,533,085	16,184,831	34,002,671	26,895,130
Site cost	28,981,431	35,104,201	14,215,747	28,272,719	18,929,131	12,031,896
Other cost	110,238,949	113,525,121	53,113,752	29,983,512	49,676,815	68,193,630
Total—Project cost	\$669,591,384	\$650,871,920	\$361,175,672	\$212,079,360	\$314,866,191	\$360,746,279
ARRs—Project cost*	234,485,743	447,583,852	241,643,154	145,668,398	260,983,928	413,819,809
NEW & ARR PROJECT COST	\$904,077,127	\$1,098,455,772	\$602,818,826	\$357,747,758	\$575,850,119	\$675,566,088
FUND SOURCES						
Federal, new buildings	\$8,038,118	\$5,854,589	\$38,465,599	\$1,000,000	\$25,617,538	\$475,000
Federal, ARR's	10,657,831	9,270,750	18,882,075	1,684,211	6,239,463	1,500,000
Federal, total	\$18,695,949	\$15,125,339	\$57,347,674	\$2,684,211	\$31,857,001	\$1,975,000
State, new buildings	\$67,097,479	\$43,548,440	\$19,558,708	\$9,570,111	\$64,563,247	\$15,169,766
State, ARR's	27,486,827	33,147,756	9,286,208	2,017,590	19,563,872	5,251,244
State, total	\$94,584,306	\$76,696,196	\$28,844,916	\$11,587,701	\$84,127,119	\$20,421,010
Local, new buildings	\$558,427,058	\$567,608,480	\$284,164,989	\$192,466,192	\$215,147,978	\$331,311,400
Local, ARR's	251,796,891	348,642,090	184,662,609	133,692,708	188,446,449	247,444,111
Local, total	\$810,223,949	\$916,250,570	\$468,827,598	\$326,158,900	\$403,594,427	\$578,755,511
Gift, new buildings	\$45,898,678	\$37,374,332	\$19,573,952	\$12,366,431	13,312,404	\$24,430,676
Gift, ARR's	15,599,975	58,733,738	29,367,511	8,996,727	50,361,901	63,353,240
Gift, total	\$61,498,653	\$96,108,070	\$48,941,463	\$21,363,158	\$63,674,305	\$87,783,916
TOTAL FUNDS USED	\$985,002,857	\$1,104,180,175	\$603,961,651	\$361,793,970	\$583,252,852	\$688,935,437

*ARR: Additions, Renovations, and Remodels

Proposal for Staff Development Day January 12, 2016

I would like to recommend that the Board approve a Staff Development Day for January 12, 2016 featuring guest presenters from various local organizations that offer homeless services. The presenters will give advice and suggestions on how to best serve the homeless population in the Library. They will also provide detailed procedures on how each organization deals with the homeless population in Bloomington.

I would like to request the Library be closed on January 12, 2016 so that all staff will be able to attend the training.

I would like to request that a light breakfast (donuts/coffee) and lunch be provided.

I would like to request the Library Board approve a recommendation to the Foundation to use the unspent funds from Staff Appreciation Day (due to a mix-up with HyVee, lunch for Staff Appreciation Day was free) which amounts to 888.30. The funds would be use for the following:

Proposed costs for the day:

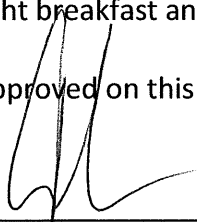
Presentations from Local Organizations:	Free
Fire Safety Training:	\$213.30
Breakfast/Lunch:	\$675.00

Unspent Funds from Staff Appreciation Day: \$888.30

Total Projected for the day: Not to Exceed: \$888.30

The Bloomington Public Library Board of Trustees approves closing the Library on Tuesday, January 12, 2016 to provide a Staff Development Day and further recommends that the Bloomington Public Library Foundation fund the 2016 Staff Development Day (which includes light breakfast and lunch) at a cost not to exceed \$888.30.

Approved on this 1st day of December 2015



Carol Koos, President
Bloomington Public Library Board of Trustees

Qualities/ Skills of New Director

Customer service focus

Experience in strategic planning

Ability to communicate and work with different groups

Be visible in the library and the community

Have a vision for library service

Political skills

Financial management expertise

Willing to try new technology

Practices team management

Strong leadership skills

Board development knowledge

Sense of humor

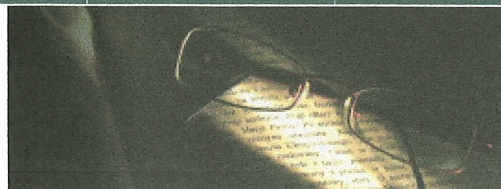
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Why Use Us?

Probably you already know the reasons why using a search firm, and especially a library/information services search firm, is advantageous. We bring an element of outside objectivity to add to the mix in your decision making, but you retain control and make the important decisions. We can add numbers of outstanding people to the candidate pool beyond merely advertising; doubling the number of candidates available is not uncommon; sometimes four or five times as many are located and involved. The average quality of candidates we ascertain is always much higher than the average candidates who come through advertising. Also, we make special efforts to insure equal opportunity and/or affirmative action.

Our interviewing skills are based on thousands of interviews over twenty years of our firm's existence, and we have had feedback from the resulting placements. This means that we are aware of implications that escape the occasional interviewer for a top executive position; we are sensitive to the nuances, not only the obvious. Because we are a library specialized executive search firm, the outcome is that you get only the best fit candidates, not the almost fits nor, sometimes, the poor fits.

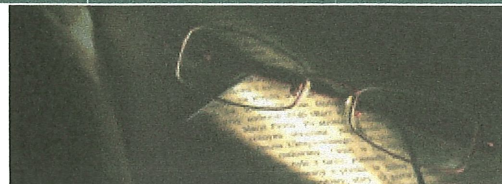


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Our Experience



Bradbury Associates/Gossage Sager Associates, formerly Gossage Regan, completed its first executive search for the Board of Directors of the Hartford (Connecticut) Public Library in 1983. Since then, we have conducted over 130 successful searches for libraries of all types and sizes. Following is a partial listing of our previous clients:

Academic Libraries:

Bronx Community College Library, Bronx, NY
Geisler Library, Central College, Pella, IA
City University of New York Libraries, New York , NY
Harvard Graduate School of Design Library, Cambridge , MA
Hofstra University Libraries, Hempstead , NY
Monmouth University, West Long Branch, NJ
Notre Dame University Libraries, Notre Dame, IN
Rutgers University , New Brunswick , NJ
St. Peter's College, Jersey City , NJ
Trinity University Library, San Antonio , TX
University of California-Santa Barbara, CA
University of Massachusetts Dartmouth
University of MO at Kansas City, Kansas City, MO
University of Nebraska Medical Center, McGoogan Library of Medicine, Omaha, NE
University of California Santa Barbara
Western Michigan University Libraries, Kalamazoo , MI

Associations:

American Association of Law Libraries, Chicago , IL
Appalachian College Association, Berea, KY

Historical Society Libraries:

Connecticut Historical Society
New Jersey Historical Society

Library Systems:

Alliance Library System, East Peoria, IL
Illinois Heartland Library System, IL



Testimonials

When faced with the need to replace a truly wonderful Executive Director for our Wilton, CT, library, the search committee found itself staring into a void - a large void as our retiring Kathy Leeds has been truly a marvel. Jobeth and Dan Bradbury were among those interviewed to assist us in the search and, obviously, the ones chosen. An efficient, kind, and fun process began. We felt enormously well informed, included, guided, educated, and listened to. Bradbury

INCOLSA, Indianapolis, IN

Lakeland Library Cooperative, Grand Rapids, MI

Library System of Lancaster County , Lancaster , PA

Mid-Hudson Library System, Poughkeepsie, NY

PALINET, Inc., Philadelphia, PA

Reaching Across Illinois Library System (RAILS)

Southern Tier Library System, Painted Post, NY

Washington County Library System, Fayetteville , AR

Public Libraries:

Atlanta Fulton Library, Atlanta, GA

Berkeley Public Library, Berkeley, CA

Brown County Public Library, Nashville, IN

Public Library of Charlotte & Mecklenburg County, Charlotte, NC

Chester County Library System, Chester CO, PA

Chattahoochee Valley Regional Library, Columbus, GA

City of Richmond Public Library, CA

City of University Park, TX

Cleveland Public Library, Cleveland, OH

Crandall Public Library, Glens Falls, NY

Crown Point Community Library, IN

Cuyahoga County Public Library, Cleveland , OH

Darien Library, Darien,CT

Decatur Public Library, Decatur, IL

Denver Public Library, Denver, CO

Des Moines Public Library, Des Moines, IA

Downers Grove Public Library, IL

Deschutes Public Library System, Bend, OR

East Brunswick Public Library, East Brunswick, NJ

East Baton Rouge Parish Library, LA

Evanston Public Library, Evanston, IL

Fairfield Public Library, Fairfield, CT

District of Columbia Public Library, Washington, DC

Glenview Public Library, Glenview, IL

Grand Rapids Public Library, Grand Rapids, MI

Grace Dow Memorial Library, Midland, MI

Great Neck Library, Great Neck, NY

Greenwich Library, Greenwich, CT

Gwinnett County Public Library, GA
Hannibal Free Public Library, Hannibal, MO
Hedberg Public Library, Janesville, WI
Henderson Libraries, Henderson, NV
Houston Public Library, Houston, TX
Indianapolis Public Library, IN
Jacksonville Public Library, Jacksonville, FL
Kalamazoo Public Library, Kalamazoo, MI
Kansas City Public Library, Kansas City , MO
Kent District Library, MI
Lake Villa Library District, Lake Villa, IL
Lancaster Public Library, Lancaster, PA
Las Vegas Clark County Library District, Las Vegas, NV
Lawrence Public Library, Lawrence, MA
Lexington Public Library, Lexington, KY
Library System of Lancaster County, Lancaster, PA
Linebaugh Public Library System, Murfreesboro, TN
Live Oak Public Library, Savannah, GA
McCracken County Public Library, Paducah, KY
Mamaroneck Public Library District, Mamaroneck, NY
Metropolitan Library System, Oklahoma City, OK
Mobile Public Library, Mobile, AL
Monroe County Library System, Monroe, MI
Montclair Public Library , Montclair, NJ
Muskegon Area District Library, Muskegon, MI
New Britain Public Library, New Britain, CT
New Canaan Library, New Canaan, CT
New Haven Free Public Library, New Haven, CT
New York Public Library, New York, NY
Newark Public Library, Newark, NJ
Newport Beach Public Library, Newport Beach , CA
Omaha Public Library, Omaha, NE
Onondaga County Public Librar , Syracuse , NY
Osterhout Free Library, Wilkes-Barre, PA
Palatine (IL) Public Library District
Peoria Public Library, Peoria, IL
Petoskey District Library, Petoskey, MI

Pierce County Library System, Tacoma, WA
Pikes Peak Library District, Colorado Springs, CO
Prince George's County Memorial Library System, Hyattsville, MD
Providence Public Library, Providence, RI
Public Library of Youngstown and Mahoning County, Youngstown, OH
Rock Island Public Library, IL
Romeo District Library, Romeo, MI
Public Library of Youngstown & Mahoning County, OH
Queens Borough Public Library , Jamaica , NY
Rangeview Library District, Thornton, CO
Rye Free Reading Room, Rye, NY
St. Charles City-County Library District, MO
St. Louis County Public Library, St. Louis, MO
Siouxland Libraries, Sioux Falls , SD
Southfield Public Library, Southfield, MI
Sonoma County Libraries, Sonoma, CA
Spokane Public Library, Spokane, WA
Stark County District Library, OH
University City Public Library, MO
Vigo County Public Library, IN
Walla Walla County Rural Library District, WA
Washington County Public Library , Marietta, OH
Waukesha Public Library, Waukesha, WI
Wayne County Public Library , Wooster, OH
West Orange Public Library, West Orange, NJ
Whatcom County Library System, Bellingham, WA
Wilton Library, Wilton, CT
Winter Park Public Library, Winter Park, FL
Worthington Libraries, OH

Special and Corporate Libraries:

Follett Library Resources, McHenry , IL
Forbes Inc. Corporate Library, New York , NY
Houston Academy of Medicine-Texas Medical Center Library,
Houston, TX
Research Library of the Historical Society of Pennsylvania ,
Philadelphia , PA
Steelcase Inc. Corporate Library, New York , NY

State Libraries:

Indiana State Library, Indianapolis , IN

Iowa State Library, Des Moines, IA

Library of Michigan , Lansing , MI

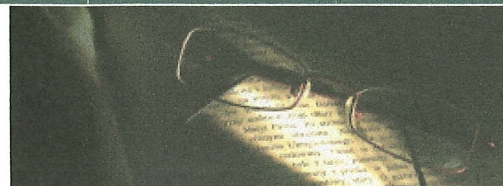
New Jersey State Library, Trenton , NJ

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Our Consultants



WHO ARE THE CONSULTANTS?

Primary responsibility for each search is dependent upon geographic location, work load, and familiarity with the type of library. Following are the individuals who are regularly engaged in executive search by our firm. Bradbury Associates/Gossage Sager Associates may also involve other consultants whenever specialized assistance is needed. One of the major advantages of retaining Gossage Sager Associates is that we bring library professionalism in addition to search firm competencies to strengthen our search work for you.

Current Consultants

Dan Bradbury has over 30 years of library administrative experience. In early 2003 he retired after nineteen years as Director of the Kansas City Public Library. During his tenure in Kansas City he led the reorganization/rebuilding of the Library's branch system, separated the Library from the School District and established it as an independent taxing district, negotiated two public/private partnerships for the creation of new facilities and initiated the capital campaign and construction projects for a new Central Library. Prior to coming to Kansas City, he served as library director in Janesville (WI), director of the Rolling Hills Consolidated Library in St. Joseph, Missouri, and as associate director in Waco (TX). Among the honors and awards received throughout his career, *Library Journal* named him "Librarian of the Year for 1991". For further information about him, see the current edition of *Who's Who in America* or *Who's Who in the World*.

Jobeth Bradbury serves as Owner/Associate Consultant. Jobeth, most recently, was the Library Director at the North Kansas City Public Library/High School Media Center. During her ten years at North Kansas City, she has been the project lead in the Library's building project and also one of the Project Managers in facilitating the Combined Library Project. She worked closely with elected officials and with the business community. Prior to coming to North Kansas City, she served as Library Consultant, Northeast Kansas Library System; Adult Services Department Chair, Kansas City, KS Public Library; and Associate Director, Rolling Hills Consolidated Library, St. Joseph, MO. Her experience includes managing a successful tax levy campaign, facilities expansion and renovation, and grant writing. In addition to her public library experience, Jobeth taught for the University of MO's Masters in Library Science program—courses include Collections Management, Public Libraries, Reference, and Young Adult Services. She is currently a member of the MO Library Association, American Library Association, Public Library Association, and the North Kansas City Kiwanis.

Karen E. Miller, Associate, joined Bradbury Associates/Gossage Sager Associates in 2013. Karen most recently worked as Associate Director at Stark County (Ohio) District Library and served as Interim Executive Director for SCDL in 2012. Karen has over 20 years of wide-ranging public library experience, from rural library directorships to branch management to administrative responsibilities in a county district library and in an urban metro library. Karen has demonstrated excellence in strategic planning, staff management and development, successful levy campaigns, event planning, fundraising, and public speaking. She is a member of the Ohio Library Council, American Library Association, and Public Library Association, as well as a member of the Plain Township Rotary, and a volunteer for the Pro Football Hall of Fame Enshrinement Festival held each year in Canton, Ohio.

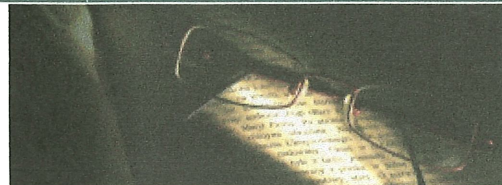
Susan McBeth, Associate, has been a library director for eight years at the Nevada Public Library, Nevada, Missouri. Prior to that appointment, Susan had twelve years of progressively responsible experience as executive director of a large non-profit organization, The National Conference of Christians and Jews, currently known as The National Conference for Community and Justice. Susan has demonstrated excellence in executive board development, staff management and development, seminar design, grant writing, fund development, event planning and public speaking. She has twenty years experience in training and development in human relations. Susan is a member of the Missouri Public Library Directors and served as President of the statewide organization in 2004. She is also a member of P.E.O. and Rotary serving as Rotary secretary.

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Our Services



WHAT SERVICES DO WE OFFER?

Bradbury Associates/Gossage Sager Associates will develop a specific proposal defining its services upon request by any potential client. We will do so based on the information we are provided, and we are flexible in incorporating any subsequent requirements that may emerge during the search process. However, the following services are basic to our search methodology:

- **UNDERSTANDING THE ORGANIZATION AND ITS NEEDS:**

Our first step is to thoroughly understand our client's needs. We meet with the Search Committee to hear its view of the community, and what is expected of the Director. If our client believes it is helpful, we will then meet with representative staff members, including administrators and department heads on an individual basis, to hear their recommendations and to learn at first hand something more about the library's distinctive organizational culture and present concerns.



- **PREPARATION OF ANNOUNCEMENT/ADVERTISEMENT:**

We will assist, if our client wishes, in preparing an informative and motivating announcement of the position and its setting. We can place advertising, if our client wishes, in appropriate library and local media.

- **EXPANDING THE POOL OF CANDIDATES:** More important than attracting candidates through traditional advertising, we will carry out a nationwide telephone networking effort to unearth outstanding candidates who do not normally respond to ads or announcements. We have discovered that many such excellent people in the library management profession ARE interested when approached by a respected recruitment firm. Announcements in library media start the process, but the best people usually must be asked.

- **SCREENING BY IN-PERSON INTERVIEWING:** We will travel to regional centers across the nation to interview all well-qualified potential candidates. (We have learned that judging solely from resumes and/or telephone interviews is inadequate when searching for top executive qualities.) We consider it important to be able to stand behind, with complete confidence, every individual we refer to you for a semi-finalist interview.

- **CHECKING REFERENCES:** We will interview references by phone for finalist candidates, if the client so requests.

- **HANDLING THE DETAIL WORK:** We will handle almost all of the detail work for you, and there is lots of it, considering the increased number of candidates we are able to recruit. We will acknowledge all applications, respond to inquiries, and evaluate all resumes. We notify those not selected at the appropriate time(s) during the process. We keep in touch periodically with the designated contact person so that you know where we are in the process.

- **ADDITIONAL GUIDANCE:** Once the Search Committee selects the semi-finalists, their period of greatest responsibility begins. Some Search Committees prefer to take over completely at this point, but many continue to draw upon our experience, until the final candidate is chosen. During this endgame by the governing group, we can give a variety of customized support, such as suggesting the types of questions that might be used, types of questions to avoid for legal or quasi-legal reasons, and hints regarding approaches, techniques, and unsuspected pitfalls. In short, we interact with you in whatever ways you find

helpful. Selecting a Director is one of the most important decisions a board will ever make, and we can offer any assistance you need in reaching this decision.

WHAT POST-SEARCH ASSISTANCE DO WE OFFER?

If your new director leaves the position, either voluntarily or non-voluntarily, within the first year after appointment, Bradbury Associates/Gossage Sager Associates will, on a one-time basis, reactivate the search if the client requests. However, this happened only once in over 100 searches. In the unlikely event it does occur, we will recruit and screen appropriate candidates and recommend at least three well-qualified final candidates. All expenses for a reactivated search will be charged back to the client, but an additional fee will not be expected. Such a reactivated search must assume that Gossage Sager will be allowed to pursue its own methodology to achieve the reasonable results.

WHAT WILL OUR SERVICES COST?

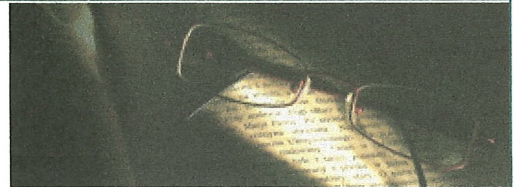
Once we determine your requirements, we can provide you with a firm proposal for your review and consideration. Every search is unique, and we are flexible in satisfying the needs of our clients. For example, some clients may wish to accelerate the search process, or they may request special assistance. Accordingly, our fees will vary, based on the time and expenses required to produce the results desired by our clients. However, because of our experience in executive recruitment, we will save both your time and money, in aiding your library to find the best candidates for your key positions.

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THE FOLLOWING SEARCHES ARE CURRENTLY BEING INITIATED BY Bradbury Associates/Gossage Sager Associates:

[President-York County \(PA\) Libraries](#)

[Library Director-Marion \(IA\) Public Library](#)

[Chief Executive Officer-Hartford \(CT\) Public Library](#)

[Director of Human Resources-King County \(WA\) Library System](#)

Position closed. Interviews in process.

[Director, Knowledge Curation & Innovation-The Westport \(CT\) Library](#)

Position closed. Interviews in process.

[Director, Public Services-Indianapolis \(IN\) Public Library](#)

Position closed. Interviews in process.

[Library Director-Champaign \(IL\) Public Library](#)

Position closed. Interviews in process.

[Library Director-Daviess County \(KY\) Public Library](#)

Position closed. Interviews in process.

[Executive Director-Walla Walla County \(WA\) Rural Library District](#)

Position closed. Interviews in process.

[Executive Director-LibraryLinkNJ-The New Jersey Library Cooperative](#)

Position closed. Interviews in process.

[Community Engagement Director-Las Vegas Clark County \(NV\) Library District](#)

Congratulations! Matt McNally is the new Community Engagement Director, Las Vegas Clark County Library District. Matt is currently the Programming and Venues Manager, Las Vegas Clark County Library District.

[Library Director-St. Mary's County \(MD\) Library](#)

Congratulations! Michael Blackwell is the new Library Director, St. Mary's County Library. Michael is currently the Manager, Dublin Branch, at the Columbus (OH) Metropolitan Library. Michael will begin his new position mid-November 2015.

[Library Executive Director-William F. Laman \(AR\) Public Library System](#)

Congratulations! Crystal Gates is the new Library Executive Director, William F. Laman Public Library. Crystal is currently the Director at the Jackson Parish Library. Crystal will begin her new position mid-October 2015.

[Library Director-Mt. Lebanon \(PA\) Public Library](#)

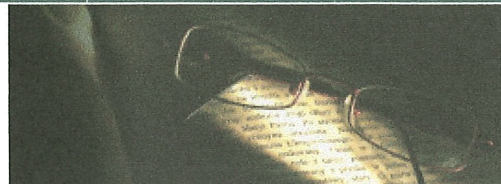
Congratulations! Robyn Vittek is the new Library Director, Mt. Lebanon (PA) Public Library. Robin is currently the Director at the St. Clairsville Public Library, OH. Robyn will begin her new position November 2, 2015.

Detailed information and appropriate links can be found at each site, together with the current status of the search. If you have an interest in any cited position, please feel free to contact us. We would welcome your cover letter and resume, and an opportunity to talk with you about the library and the community.

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Contact Us

**Please address all inquiries to the Kansas City Office:**

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Kansas City , MO 64111
Cell: 816-803-7853
Office: 816-531-2468
danbradbury@gossagesager.com

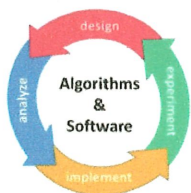
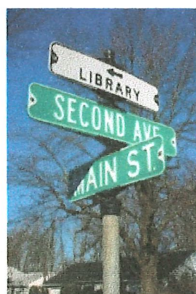
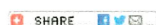
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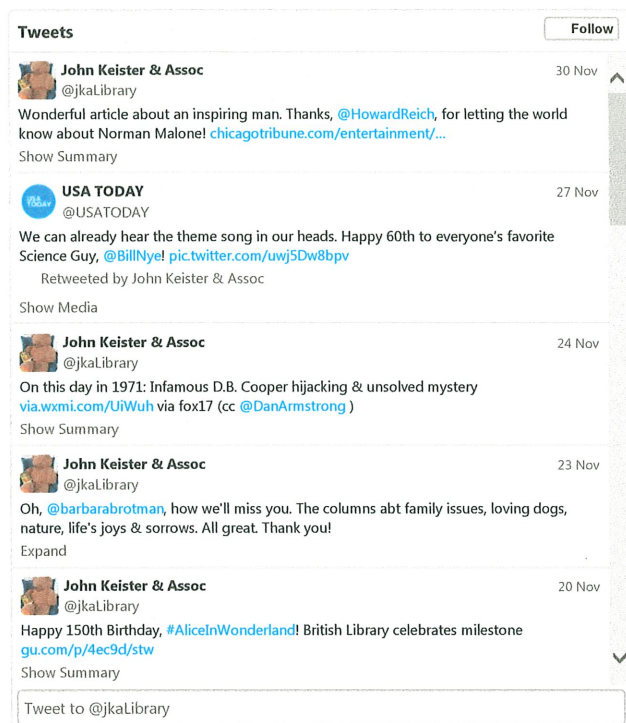
Ohio Area Office:

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Bradbury Associates/Gossage Sager Associates
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Canton, Ohio 44709
karenmiller@gossagesager.com

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John Keister & Associates
Executive Search: Libraries and Engineering





John Keister & Associates is a full-service Executive Search firm founded in 1987. We conduct executive searches throughout the United States.

Our firm has two practice areas:

Library Executive Search

- Public Library Directors
- Library System and Consortia Directors

Engineering Executive Search

- Leadership Positions in Engineering
- Business and Organizational Improvement

With more than 28 years of work in Executive Search, our extensive experience enables us to identify and evaluate management and leadership traits in candidates, as well as the "soft" characteristics that indicate which candidates will be an ideal fit for an organization or position.

Since we believe quality matters more than quantity, we limit the number of searches that we conduct at any one time. We are highly responsive and able to adapt to any situation. Our firm offers a smart and innovative approach to recruiting that helps us customize our searches to fit our clients and their unique situations.

Clients have described us as:

- "Taking the time to fully understand our organization and culture"
- "Responsive with an easy-to-work-with personal approach to search"
- "Experienced with an excellent ability to identify top leadership traits"

Please contact us to learn more about our services or to discuss current search projects.

John Keister & Associates
Vernon Hills, Illinois (Chicago)
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Executive Search: Libraries and Engineering

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Tweets Follow

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@jkaLibrary 30 Nov
Wonderful article about an inspiring man. Thanks, @HowardReich, for letting the world know about Norman Malone! chicagotribune.com/entertainment/...
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 **USA TODAY**
@USATODAY 27 Nov
We can already hear the theme song in our heads. Happy 60th to everyone's favorite Science Guy, @BillNye! pictwitter.com/uwj5Dw8bpv
Retweeted by John Keister & Assoc
Show Media

 **John Keister & Assoc**
@jkaLibrary 24 Nov
On this day in 1971: Infamous D.B. Cooper hijacking & unsolved mystery via.wxmi.com/UiWuh via fox17 (cc @DanArmstrong)
Show Summary

 **John Keister & Assoc**
@jkaLibrary 23 Nov
Oh, @barbarabrotman, how we'll miss you. The columns abt family issues, loving dogs, nature, life's joys & sorrows. All great. Thank you!
Expand

 **John Keister & Assoc**
@jkaLibrary 20 Nov
Happy 150th Birthday, #AliceInWonderland! British Library celebrates milestone gu.com/p/4ec9d/stw
Show Summary

Principals

John Keister is uniquely qualified as an executive recruiter in two seemingly unrelated areas: Libraries and Engineering/STEM (Science, Technology, Engineering, Math). How did this happen? Well, let's back up a bit.



John holds a Bachelor of Science degree in Mechanical Engineering with post-graduate coursework in business management and administration. He spent several years working as an engineer in the automotive and aerospace industries. But John is a "people person" and eventually discovered that he liked *talking to and about* engineers and leading edge technology more than he enjoyed *being* an engineer. The transition to recruiting for top technology companies was natural.

At the same time, one of John's passions is libraries. He has been involved with public libraries for more than 25 years in various capacities. When working with libraries, John draws upon his extensive experience as an elected Public Library Trustee and Library Board President. He also served multiple terms on the Board of Directors of a library consortium made up of public, special, school and academic libraries in suburban Chicago.

John has advocated on behalf of libraries at the local, state, and federal levels, been an invited speaker at numerous library conferences, and has raised community awareness of library issues through town meetings, focus groups, print and broadcast media.

Through RAILS (Reaching Across Illinois Library System), one of two regional library systems in Illinois, John provides customized coaching and training to help library boards become more efficient and effective.



Beth Keister also brings a mix of technical expertise and library consulting experience to the firm. After earning a Bachelor of Science degree in Mathematics and a Master of Science degree in Statistics, Beth worked in various technical positions for commercial and non-profit organizations, taught university level mathematics, and consulted with major educational publishers.

Beth trained the staffs of several libraries and library organizations on a variety of software packages and consulted with libraries on creating programs and reports that support daily operations. Beth handles many of the "behind the scenes" functions of our firm, designing and maintaining our databases and websites, conducting research for the search process, and using social media to create awareness.

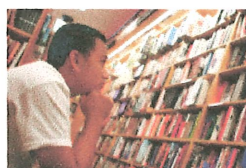
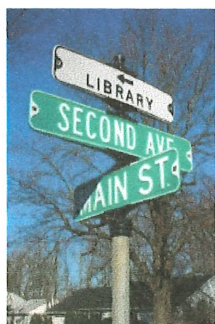
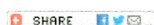


Sarah Keister Armstrong specializes in providing community needs assessments and strategic planning services to libraries through her own firm, [Turks Cap Consulting](#). Her awareness of library trends and issues, coupled with a keen understanding of each library's unique circumstances and demographics, helps us focus our efforts on the type of leader who will be most effective for every library search we undertake.

Sarah is a Public Library Trustee and serves on the Board of RAILS (Reaching Across Illinois Library System), one of two regional library systems in Illinois. She is an active member of the American Evaluation Association, American Library Association, and Illinois Library Association. Sarah holds a Master of Public Policy and Administration degree and a Bachelor of Arts degree in Political Science and Sociology.

John Keister & Associates

Executive Search: Libraries and Engineering



Library Executive Search

We enjoy working with libraries because they are the heart and soul of their communities. Whether serving a small town, a densely populated region, or an academic or special-interest institution, a library represents the interests, passions and goals of a special group of people — its patrons. Every library is unique. We customize each search we undertake to ensure that each library we work with hires the Director who is right for them and right for their unique community.

We are proactive in searching for and recruiting top candidates throughout the United States, rather than relying on passive approaches, such as job postings, to locate talented leaders. Our success is the result of networking and actively building long-term relationships with the best and brightest library leaders.

How do we know we've been successful? It's when our clients are happy.

Below are comments that we have received acknowledging our work. Identifying information is not included due to privacy considerations, but this information will happily be provided on request.

President, Board of Trustees

Public Library serving 48,000 residents with a 55,000 sq. ft. building, budget of \$2.2 million.

Our first contacts with you were extremely positive and confirmed for the board that you were a good fit for us. You showed enthusiasm for our library and our community, and you made it clear to us that you were eager to work with us on this search.

We were looking for a bold and creative leader more than a competent manager. You understood this and designed a search process that identified leadership and networking skills. There were doubtless a lot of things that you did on the back end that we never saw, but what we did see pleased us. For

example, the website that you created to advertise the Director position was very professional. There were important instances when you gave us excellent advice.

Everyone I've spoken to (including board members, library staff, members of the Friends and Foundation, and people in city government) agrees that the three finalists we did bring to the library were by far the most impressive group we could remember from a Director search. The candidate we hired has been wonderful, and we are extremely pleased to have him at our library. He is providing us with the kind of creative leadership and community outreach that we wanted all along in our new Director.

President, Board of Trustees

Public Library District serving more than 66,000 residents with a 58,000 sq. ft. building, a bookmobile, budget of \$7 million.

In our unique situation, I would not have wanted to select anyone that did not acknowledge full-on that we would have a problem attracting candidates. You said that and also insisted that any candidate be told the full story so that we would not be ambushing anyone by keeping our situation a secret. This was not only practical, but also an issue of integrity, in my view.

Your style is informal and laid back. You use humor to make a point. The processes you use, though, are not laid back. They are organized, well-thought out, and professional. You tried to get us to articulate the characteristics that we wanted rather than telling us the typical list.

You back up your process with a lot of experience both as a trustee and a search consultant. Your knowledge of libraries and directors is quite impressive. And so is your love of libraries. What a great bonus!

President, Board of Trustees

Public Library District serving over 30,000 residents with a 28,000 sq ft. building, budget of \$6.5 million.

John, just wanted to send a quick note to let you know that we are extremely pleased to have Chris as our Library Director. She works very well with the staff and has made a great start in turning around the low morale issues. She regularly is proposing and implementing new ideas to make the library more user friendly, as well as improvements in the facility itself. She is definitely a "high energy" person and a pleasure to work with. Many thanks to you and your wife for helping us to bring her on board.

We were very confident after the interviews that we had selected the right search firm. I think that the search proceeded in a very timely fashion, and we were able to meet our timeframe to have a new director in place.

I think the inclusion of the library staff in the process was very beneficial in getting their buy-in and in helping the transition to a new director. We are very pleased with Chris, and the Library District is in a stronger position having her on board.

President, Board of Trustees

Public Library serving about 22,000 residents with a 46,000 sq. ft. main building and a 2,500 sq. ft. branch library. Budget is \$1.8 million.

I like your enthusiasm and unique approach of involving the entire staff in the process. I have recommended you already and will continue to in the future. You helped with salary information after the new director was hired and were always readily available. In the end, I thought we found the best person suited for the position and the process worked well. The staff felt they had input in the process and now I believe feel the Board is accessible. It was a win-win for the staff and the Board. If we ever needed a new Executive Director, you would be my first phone call!

President, Executive Board

Library Consortium of 75 public libraries

I'm very satisfied with your process, service and responsiveness. We were most pleased with your responses to questions, willingness to listen, and to learn about us. There were no preconceived notions on your part. Your council on how to proceed, salary range and the interview process were on the mark. The interview day proved to be a rousing success. We really got to understand each of the candidates and were able to make an outstanding choice.

I would recommend your firm without reservation. You were dedicated to providing the best possible service and most of all your process was successful. We have the right person as our Executive Director.

President, Board of Trustees

Public Library has a 367,000 sq. ft. main library and 13 branches serving 355,000 residents with an operating budget of \$25 million.

I was overall pleased with the guidance and the information provided and the ultimate candidates we interviewed. It was a good mix of different personalities and experience.

You were thoroughly professional as well as personable and answered our questions thoroughly.

Home Page

21st century libraries require vision, agility and a practical framework of objectives to meet changing demands. With 25 years of leadership in libraries, Lynn Elam Consulting will lead your library to success with transformational and cost effective solutions.

Through assessment, planning, recruiting and organizational development, Lynn Elam Consulting leads libraries forward by blending human resources with evolving technologies.



Who we are

Find out who we are

Lynn Elam Consulting is a practice built on nearly 25 years of leadership experience within the Library Community.

Focusing on talent recruitment, management, planning and transformation of libraries, Lynn Elam Consulting leads libraries forward by blending human resources with evolving technologies.

Lynn works with organizations to plan and develop their future. As a veteran library director, Lynn understands that the best libraries must be led with both vision for the future, and an understanding of the practical necessities of management.



Whether your library is challenged with executive recruiting, succession planning, organizational development or strategic planning, Lynn's experience and network of resources will help you find and evaluate high quality leadership, determine the value that your library gives to its community, and create plans so that library workers know where they are, where they need to be and how to get there.

21st century libraries require agility and a flexible framework of objectives to meet changing demands. Lynn Elam Consulting will lead your library to success through transformational and cost effective solutions.

About Lynn

Lynn Elam currently is engaged as the Interim Executive Director of the La Grange Park Public Library District, and is active in the library community serving on various state and regional committees. Lynn also served as president of the Illinois Library Association (ILA) during 2010-2013.

Lynn has directed the Algonquin Area Public Library District, Hinsdale Public Library, the Messenger Public Library of North Aurora and has held management positions in a regional library system, academic, school and special libraries in the Chicago area.

Lynn's skill set focuses on:

- Talent acquisition and recruitment
- Library leadership and management
- Planning and development

Along with her role in the ILA, Lynn is a member of the American Library Association serving within the divisions of the Public Library Association (PLA), and the Library Leadership Administrators Management Association (LLAMA).

In 2014, Lynn served as moderator for a panel presentation on Freedom of Information and Open Meetings Act best practices in Springfield, Illinois. In 2013, Lynn presented "What's Your Next Move?" to the Illinois Library Association Trustee Forum on succession planning and leadership replacement. In 2012, she presented, "BYOD: Policies and Guidelines to Manage Personal Devices in the Workplace" and "Fair Compensation for Staff who are Bouncing Higher" at the annual ILA conference.

Lynn is a first generation graduate of Synergy: the Illinois State Library Leadership Initiative. She is also certified from Northern Illinois University's Civic Leadership Academy, a program designed for elected officials and senior government managers.

In her community, Lynn is a founding director of the Batavia Public Library Foundation and has led fundraising efforts for the Library since 2004. Lynn also served as Treasurer of the Batavia Public Library District where she and fellow trustees worked to pass two referenda, build a new library and hire a new executive director.

As a member of the merger team of the Central Kane County League of Women Voters, Lynn worked to consolidate area chapters and design new governance in 2010-2011. Lynn completed her masters' degree in Library and Information Studies at Northern Illinois University and undergraduate degree at DePaul University, Chicago.

Sharing is caring!



You may also like:

- Aurora Public Library Executive Director
- Cedar Rapids Public Library Director Search
- Look to your middle
- Organizational Development
- Brown County Deputy Director Search
- Connecting people one book at a time

Human Resources

Leadership Recruitment and Succession Planning

Leadership and staffing transitions cause service slow down and disruption. A day-to-day decision vacuum often emerges while searching for the next generation of managers and leaders. Organizations risk losing the community goodwill that is at the forefront of its mission and what you work so hard to maintain. Lynn Elam Consulting keeps transitioning organizations on track by working to fill staffing gaps quickly, efficiently and effectively. Lynn combines her own experiences as an executive director and statewide leader, with a proven methodology of searching, recruiting and evaluating candidates. Lynn Elam Consulting will provide your organization with top talent who can join your organization smoothly and lead quickly.

Staff Reorganization and Team Building

Today's organizations require flexibility and the right skills in the right places. Organizations need workers who are effective in both the physical and virtual environments of 21st century libraries. Lynn Elam Consulting works with department heads and directors to assess skills, evaluate talent and create strong teams of highly skilled staff that ensures your library is keeping pace with developments in technology and service industries.



You may also like:

- Indian Trails Public Library District Director Search
- Libraries in 2025
- Connecting people one book at a time
- So many ways to communicate, so many ways not to hear the message
- Indian Trails Public Library District Director Search
- Operational Efficiency

Organizational Development

Planning and Policy Development

An effective organization requires an effective governing body. Trustees and boards of directors must have a thorough understanding of the laws, rules and regulations by which they lead their organizations. Policy statements must reflect local conditions and needs, while expressing commitment to public service. Lynn Elam Consulting works with organizational leaders to develop strong understandings of organizational purpose and structure, strategies, and the goals and objectives of their institution.

Board of Trustee and Leadership Education

High functioning organizations work within frameworks of service based on local needs and assessments. Strategic planning creates the framework for an effective implementation of service goals. Clear direction and consistency in day-to-day operations is the result of a thoughtful planning process. Lynn Elam Consulting works with stakeholders and staff to identify key priorities and create a plan that is clear in its direction, flexible in its pathway and consistent in its goals of providing excellent service.

Sharing is caring!



You may also like:

- Aurora Public Library Executive Director
- Salaries for Librarians up 1% this year
- Cedar Rapids Public Library Director Search
- Brown County Deputy Director Search
- Look to your middle
- Libraries in 2025

Operational Efficiency

Departmental Efficiencies

Lynn Elam Consulting works with libraries to answer the question, "Is this the best we can do?" Organizations that rely on legacy processes based on inefficient manual tasks lose productivity and customer satisfaction. Assessing processes, technologies, staffing and organizational structures, Lynn Elam Consulting will develop a plan to address identified inefficiencies and create strategies to optimize workflows, streamline processes and improve functionality.

Cost Analysis/Best Practices

Increased financial pressure on budgets, high service expectations and an obligation to give good returns on your community's library investment means that every dollar spent must be justified. By understanding and evaluating the costs and benefits of its operations, libraries can make sound financial decisions maximize its resources and continue to provide high quality and innovative services to its customers. Lynn Elam Consulting works with libraries to analyze costs of service, recommends areas for resource reallocation and develops revitalized service infrastructures for high performance.



You may also like:

- Trustee Trouble
- Surprise - Your director just resigned, what's next?
- Look to your middle
- Think Big Thoughts
- Indian Trails Public Library District Director Search
- Price Indexes and your library

Congratulations to Kate Buckson who has been hired by the **LaGrange Park Public Library District** as its new Executive Director. The search was competitive with over 25 qualified applicants. Kate comes to LaGrange Park from her most recent role as Assistant Director for the Westmont Public Library in Westmont, IL.

Kate was selected for her marketing and outreach background, enthusiasm and innovative ideas. As a seasoned veteran in library management, Kate brings 10 years of library experience coupled with a marketing background in retail that can move the library in new directions.



As Kate completes her first 100 days, she will focus on introducing herself to the community, creating a new marketing plan and reviewing policies and procedures as part of strategic planning.

Our search process is designed around your community needs, culture and library structure. We include online as well as face to face interactions that lead to a series of interviews to help your library find the right fit for you.

If your library needs search services, please review the **leadership recruitment and succession planning** services we provide. You can also **contact me** at lelam@lynnelamconsulting.com

new Deerfield Executive Director for the Public Library.



Amy was hired as the Deerfield Executive Director from a competitive pool of candidates from as far away as Australia to lead the library in its next phase of development.

Amy has nine years experience as a public library director, most recently at **Fondulac Public Library** in East Peoria, Illinois.

Native to the Chicago area Amy is happy to return with her family and take on a new leadership role within the Illinois library community. She is spending time re-introducing herself to the northern suburbs and meeting staff, volunteers and community members.

Lynn Elam Consulting was happy to assist the **Deerfield Public Library** find its new executive through an active search process designed to source next generation leaders.

Our search process is based around your community needs, culture and library structure. We include online as well as face to face interactions that lead to a series of interviews to help your library find the right fit.

If your library needs search services, please review the **leadership recruitment and succession planning** services we provide. You can also **contact me** at lelam@lynnelamconsulting.com

Congratulations to Kate Buckson

🕒 August 6, 2015 📁 News 🔑 Director search services, Kate Buckson, LaGrange Park Public Library District

Kate Buckson hired as Executive Director at LaGrange Park Public Library District



Glencoe Public Library Director Search

🕒 October 28, 2015 📁 News

I am pleased to be working with Glencoe Public Library on a search for its new director. This is a great opportunity for someone who understands the value that small libraries bring to their communities. Glencoe is part of the North Shore suburbs of Chicago with top tier public services and schools. See the announcement below.

Glencoe Public Library invites applications for the position of Library Director. The successful candidate is someone who understands and appreciates the uniqueness of a small library environment, is highly organized and has excellent inter-personal and communication skills. The Board of Trustees and staff seek a team player with demonstrated leadership and coaching abilities, who can build trust with library patrons and the community. We are looking for a talented people manager as well as an advocate and spokesperson who can articulate, support and promote the Library's mission. Glencoe is located alongside Lake Michigan in the North Shore suburbs of Chicago. The library serves a population of approximately 9,000 and has an operating budget of \$2.2M. Education and Experience: Master's degree from an accredited college or university in Library and Information Science or equivalent, 5-7 years of professional experience with progressively responsible work, and at least three years in a leadership role. The successful candidate will have a demonstrated record of budgeting and finance, facilities management experience, leadership, vision, mentoring, staff development, consensus-building and outstanding customer service skills. Salary: Salary beginning at \$105,000 based on qualifications and experience, plus a full benefits package. A detailed job description is on the Library's website at: www.glencoelibrary.org Interested candidates should submit a thoughtful letter of interest, resume and the names of three professional references to Lynn Elam at LElam@lynnelamconsulting.com. Review of applications will begin on December 1, 2015 and will continue until the position is filled.

A complete job description is posted at www.glencoepubliclibrary.org

Deerfield Executive Director Settling In

🕒 August 14, 2015 📁 News 📍 Deerfield Public Library, Executive director

**Amy Falasz Peterson
is settling in as the**





Contact

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* indicates required field

Name:*

Email:*

Message:*

Title

Address


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Principal



Alice Calabrese Berry is the principal consultant for Calaberry Consulting and is the primary contact for projects. Ms. Calabrese Berry has worked as a search consultant for the past two years following her retirement as Executive Director of the Metropolitan Library System (Chicago and Burr Ridge). She successfully merged the Chicago Library System (serving the academic, special and school libraries in Chicago) and the Suburban Library System serving eighty-six suburban public libraries and academic, special and school libraries in a geographic district serving a population of over 1,000,000. She served the Metropolitan Library System from 2004-2010, was Executive Director of the Chicago

Multitype Library System, 1991-2004 and the DuPage Library System, 1988-1991. She is an alumna of Rosary College now Dominican University, is an adjunct faculty member of the Graduate School of Library and Information Science and was the 2010 Dominican University Distinguished Alumna of the Year, 2010. She is President of the Board of Trustees, River Forest Public Library. [in](#)

Associate Consultants



John W. Berry is Professor of the Practice of Library and Information Science at Dominican University. He teaches Literacy and Libraries, Visual Literacy, International Librarianship and Great Libraries and Their Collections. He is Executive Director (emeritus) of NILRC: Network of Illinois Learning Resources in Community Colleges based in Chicago. Formerly he was Director of Advancement and Research Associate Professor, The University Library, University of Illinois at Chicago (UIC), 1990-1996. He has held faculty and management positions at Elmira College (NY); Northern Illinois University, and Indiana University. He holds the MLS and MAT (social Studies) and BA (Political Science) from Indiana University.

Berry served as the American Library Association President in 2001-02. He is Past President of the Freedom to Read Foundation (the legal defense arm of ALA) and is Chairman of the Ernest Hemingway Foundation of Oak Park. [in](#)



Jan Ison

Jan Ison is a Consultant, Trainer and Coach working with individuals and personnel in libraries in strategic planning, meeting facilitation management, collaborative

change, team building and customer service. Ison has 40 years experience in facilitating collaboration and, prior to her retirement, was the Executive Director of the Lincoln Trail Libraries System in Champaign Illinois where she worked with library professionals in all types of libraries on collaboration and cooperative library service. Ison has been active in professional library associations and was the first President of the OCLC Global Council where she worked with colleagues to ensure a smooth transition from a primarily US-based to a global organization. Ison has a passion for ensuring that all voices are heard in the creation of a plan or project and has expertise in getting shared successful results.



Photo Credit: Flickr – Maurice J. Friedman, ALA 2007

Ison has a Masters in Librarianship and extensive experience in facilitation, meeting management, and group process including training with Interaction Associates, Hermann International and Joel Barker. She is certified as a facilitator for the Herrmann Brain Dominance Instrument®, a thinking styles assessment tool and for Joel Barker's Implications Wheel, a tool for mapping the implications of change. She is highly experienced with numerous other planning and facilitation tools such as Parker Team Building and the FISH Philosophy of Customer Service. [in](#)

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Our Services

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Prior to marketing Library Director positions, we begin by meeting with the board to discuss the qualities, experience, and leadership style desired in the next library director. Our philosophy includes a determination of the right cultural fit for the community.

Meetings and focus groups will also be conducted with the administrative team, staff, and key stakeholders. A report is prepared for the board on the results of the meetings and focus groups with key stakeholders. We have found these meetings to be very helpful in the creation of questions asked of candidates during interviews. Meetings with staff are not only used to seek input, they are meant to allow the staff to understand the process, thus minimizing the anxiety that sometimes surrounds a change of leadership.

Marketing the position is a key element in reaching a wide variety of diverse applicants. Advertising of positions are placed in the Illinois Library Association, the American Library Association, and utilizing Listservs of REFORMA, the Black Caucus, Asian Pacific Caucus, and the Chinese American caucus of the American Library Association.

Other consulting services include:

- Strategic Planning
- Evolving Technologies for Service Enhancement
- Staff Development workshops around current service trends
- Focus Groups for Community, staff, and stakeholders

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Executive Searches (2011-2014)

- * Carol Stream Public Library <http://www.cslibrary.org/>
- * Homewood Public Library <http://www.homewoodlibrary.org>
- * Hodgkins Public Library <http://www.hodgkinslibrary.org>
- * The Oak Park Public Library <http://www.oppl.org>
- * Sugar Grove Public Library <http://www.sugargrove.lib.il.us/>
- * Elmwood Park Public Library <http://www.elmwoodparklibrary.org>
- * Urbana Free Library <http://www.urbanafreelibrary.org> (acting as consultant to the search committee)

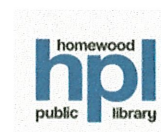
* Executive Search Successfully completed



Press

[Oak Park Public Library Board Begins National Search for New Executive Director, Names Library's Rebecca Teasdale as Interim Director \[pdf\]](#)

[Carol Stream Library Picks New Director](#)



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You can either contact Alice directly, or complete the contact form below.

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