

# ITEM III.

**PROPOSED AGENDA  
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT  
Board of Trustees' Special Meeting  
Friday, December 4, 2020**

DATE: Friday, December 4, 2020

TIME: 8:00 a.m.

PLACE: Pursuant to the Governor's Emergency Directive on Public Meetings, [http://gov.nv.gov/News/Emergency\\_Orders/2020/2020-03-22 - COVID-19 Declaration of Emergency Directive 006/](http://gov.nv.gov/News/Emergency_Orders/2020/2020-03-22_-_COVID-19_Declaration_of_Emergency_Directive_006/) this meeting will take place in the Sahara West Library Multipurpose Room AND online via Webex. Connection information is listed on page 4.

Sahara West Library  
9600 West Sahara Avenue  
Las Vegas, NV 89117

There is a limited amount of public seating available in the Sahara West Library Multipurpose Room and it will be available on a first-come, first-served basis, until the maximum allowable number is reached.

The Agenda and Board meeting documents can be found at <https://lvccld.org/board/board-of-trustees-meetings/>

I. Roll Call and Pledge of Allegiance

II. Public Comment

Topics raised under this item must be limited to matters on today's Agenda. If you wish to comment on an item appearing on this agenda, you may send an email to [boardcomments@lvccld.org](mailto:boardcomments@lvccld.org). Please identify on which agenda item you are commenting. Any comments not so identified will be read at the end of this meeting.

The public comment period at library district board meetings shall be limited to a maximum of forty-five (45) minutes for both periods of public comment. Remarks by speakers during the public comment period shall be limited to three (3) minutes, each. A speaker may not transfer time to another speaker; although, the chair has the authority to grant additional time to a speaker. When more than fifteen (15) people wish to comment, the chair shall proportionately reduce the time allotted to the forty-five minute maximum.

III. Board Action to accept Proposed Agenda (For possible action)

IV. New Business

- A. Discussion and possible Board action to ratify the Executive Director’s decision to close the Las Vegas-Clark County Library District.
- B. Discussion and possible Board action regarding interviews with semi-final candidates for the position of Executive Director.
- C. Announcement of finalists for the position of Executive Director.

V. Announcements

The next Board Meeting will be held Thursday, December 17, 2020 at 4:30 p.m., via Webex and in location TBD.

VI. Public Comment

Topics raised under this item cannot be acted upon until the notice provisions of the open meeting law have been met. If you wish to make public comment on this item, you may send an email to [boardcomments@lvccld.org](mailto:boardcomments@lvccld.org). Please identify this agenda item in your email.

The public comment period at library district board meetings shall be limited to a maximum of forty-five (45) minutes for both periods of public comment. Remarks by speakers during the public comment period shall be limited to three (3) minutes, each. A speaker may not transfer time to another speaker; although, the chair has the authority to grant additional time to a speaker. When more than fifteen (15) people wish to comment, the chair shall proportionately reduce the time allotted to the forty-five minute maximum.

VII. Adjournment

NOTE: AT ANY TIME, ANY ITEM ON THIS AGENDA MAY BE TAKEN OUT OF ORDER, COMBINED WITH ONE OR MORE OTHER ITEMS ON THE AGENDA OR REMOVED FROM THE AGENDA, EITHER AT THE DISCRETION OF THE CHAIR OR BY VOTE OF THE BOARD.

NOTE: REASONABLE EFFORTS WILL BE MADE TO ASSIST AND ACCOMMODATE PERSONS WITH PHYSICAL DISABILITIES DESIRING TO ATTEND THE MEETING. PLEASE CALL ALLISON BOYER AT (702) 507-6186 SO THAT ARRANGEMENTS FOR ATTENDANCE MAY BE MADE.

NOTE: PLEASE CONTACT ALLISON BOYER AT (702) 507-6186 OR [boyera@lvccld.org](mailto:boyera@lvccld.org) TO REQUEST THE SUPPORTING MATERIAL FOR THIS MEETING. SUPPORTING MATERIAL CAN BE FOUND AT

<https://lvccld.org/board/board-of-trustees-meetings/>.

Pursuant to NRS 241.020, this item has been properly noticed and posted online at the Las Vegas-Clark County Library District website, [www.lvccld.org](http://www.lvccld.org) and at Nevada Public Notice at <https://notice.nv.gov>. Written notice of the meeting of the Las Vegas-Clark County Library District Board of Trustees was given on Friday, November 20, 2020, i.e., given at least three (3) working days before the meeting, including in the notice the time, way to access the meeting, and agenda of the meeting:

- A. By delivering a copy of the notice to each Library Trustee;
- B. By posting a copy of the notice at the principal office of the Library Trustees, or if there is no principal office, at the building in which the meeting is to be held, and at least three other separate, prominent places within the jurisdiction of the Trustees, to wit:

1. Clark County Library  
1401 E. Flamingo Road  
Las Vegas, NV 89119
2. Las Vegas Library  
833 Las Vegas Boulevard North  
Las Vegas, NV 89101
3. Sunrise Library  
5400 Harris Avenue  
Las Vegas, NV 89110
4. West Charleston Library  
6301 W. Charleston Boulevard  
Las Vegas, NV 89146
5. West Las Vegas Library  
951 W. Lake Mead Boulevard  
Las Vegas, NV 89106
6. Windmill Library  
7060 W. Windmill Lane  
Las Vegas, NV 89113
8. Las Vegas-Clark County Library District website  
[www.lvccld.org](http://www.lvccld.org)

- C. By mailing a copy of the notice to each person, if any, who has requested notice of the meetings of the Las Vegas-Clark County

Library Board of Trustees in the same manner in which notice is

requested to be mailed to a member of the Library Board of Trustees.

- D. Webex Connection information:  
<https://lvccld.webex.com>  
Event number (access code): 146 832 0623  
Password: 120420BM  
Join by phone: +1 (408) 418-9388  
Use same meeting number  
Join from a video system or application:  
Dial [1468320623@lvccld.webex.com](mailto:1468320623@lvccld.webex.com)  
You can also dial 173.243.2.68 and enter your meeting number.

# ITEM IV.B.

## AGENDA ITEM

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### DECEMBER 4, 2020 MEETING OF THE BOARD OF TRUSTEES

**Agenda Item #IV.B.:** Discussion and possible Board action regarding interviews with semi-final candidates for the position of Executive Director.

**Background:** Trustees selected Destiny Executive Search Group, Inc. on August 13, 2020 to conduct a search for the Library District's next Executive Director. Six candidates have been selected as semi-finalists. Each of them will participate in a structured interview with the Board of Trustees. Executive profiles of each candidate are attached. Trustees will be scoring each candidate and the top three will advance to the final round.

**Recommended Action:**

## Candidate Profile

Kelvin Watson  
Fort Lauderdale, FL 33312

Kelvin has 20+ years of library experience and is currently the Division Director of the Broward County Libraries Division serving 1.9 million people. He oversees 38 locations with 700+ employees and a budget of approximately \$70 million. Their funding comes primarily from property taxes and sales tax.

He has worked to position the Library as a community leader and, as a result, Broward County Library was named 2020 Library of the Year by the Florida Library Association and 2020 Library of the Future by the American Library Association (ALA). Kelvin was also personally honored this year by the nonprofit foundation Positivity Pays as a community “Hero”.

Kelvin started his career in business and he feels that has really been an asset in understanding the business side of libraries. He also has a strong technology background and can build library software which has really helped with the transition into virtual services and programs. He speaks on library issues internationally and is well-networked in the library community.

Kelvin has some familiarity with the Las Vegas/Clark County community and the Library District and, after researching the position and the LVCCLD, feels he could truly have a positive impact.

Kelvin has a Masters of Library Science as well as a Bachelor of Science in Business Administration. He also has additional certifications through MIT SLOAN School of Management Executive Program including the Internet of Things: Business Implications and Opportunities and Artificial Intelligence: Implications for Business Strategy.

He is also an active member of multiple organizations and currently serves on the Board of Directors for Book Industry Study Group, is a member of the Public Library Association Board of Directors, the Board of Directors/President-Elect for the Southeast Florida Library Information Network, American Library Association Co-Chair for the Digital Content Working Group and is the Florida Library Association Co-Chair for the Diversity, Equity, Inclusion, Accessibility Task Force.

## Candidate Profile

Patrick “Tod” Colegrove, PH.D., MSLIS  
Reno, NV

Tod has 20+ years executive experience in public, state and academic libraries. He is currently the Executive Director for Carson City Library in Carson City, NV and prior to that served as Nevada State Librarian: Division Administrator, Executive Branch.

As Nevada State Librarian, Tod provided the LVCCLD with oversight and knew Dr. Heezen as well as some of the members of the Board of Trustees. He is well networked in the state and prides himself on his ability to motivate a team as well as how to recruit and develop a new team that meets current and future needs.

Multiple areas of experience include working as administrator for program development and informational services for 22 library systems with 89 branch libraries, conferring with Nevada Governor’s office to manage federal and state grants as well as serving as statutory certifying authority and SME for libraries statewide and establishing strong partnerships with stakeholders and entities at state and federal levels. He's operated under very public and political conditions and is accustomed to a tremendous amount of budget scrutiny.

Tod has been invited to speak at local, state, national, and global venues on the future of libraries and has been a consultant to large libraries in China, Belarus and the Netherlands. He has also authored 47 peer-reviewed publications.

Tod feels his knowledge of the LVCCLD and his extensive and varied library experience would allow him to “have a short learning curve” if he were selected for the Executive Director position. He also has extended family here.

Tod has MS in Library & Information Science as well as a BS, MS And Doctor of Philosophy in Physics.

He has multiple professional affiliations including Executive Board and President-Elect, Nevada Library Association (2019–2021), Founding Co-Chair, Science & Technology Section Equity, Diversity, and Inclusion Task Force (2018–2020), State Council on Libraries and Literacy, Ex-Officio (2017–2019) and Library Leadership & Management Association - Leadership Theory / Multiple Committees (2017–2020).

## Candidate Profile

Gary Shaffer, Ph.D.  
Los Angeles, CA

Gary has 16+ years of executive library experience and currently serves as Director of Library, Arts & Culture for the City of Glendale, CA.

Prior to this position, Gary served as CEO of the Tulsa City-County Library and Tulsa Library Trust for approximately 6 years. He was responsible for 24 locations, 400+ staff and a \$30M budget, a \$16 million reserve and a \$15 million endowment. At that time (2016), the Library was ranked 8<sup>th</sup> in the nation. Their internal structure and funding is very similar to LVCCLD.

In 2017, he briefly stepped away from working in public libraries to help get a first of its kind Master of Management in Library and Information Science (MMLIS) program through the accreditation process and successfully up and running at his alma mater, the University of Southern California Marshall School of Business. Once the program was in place, he reduced his teaching schedule to one class a semester and accepted his current position as Director of Library, Arts & Culture for the City of Glendale, CA.

Gary has advocated for libraries at the state legislature and in Washington DC and has designed and implemented multiple creative library initiatives. He teaches strategic partnerships with libraries and is frequently recognized in the community due to his community partnerships and media presence. He has also worked with both non-union and union represented environments.

Gary knew the last two Executive Directors for the LVCCLD and said this is a respected library district in the US with a very good reputation. He feels with the structure and budget of the LVCCLD he could definitely affect positive change and growth. He has family here but said he would also still be close to family in southern California.

Gary has his Ph.D. Managerial Leadership with research areas including the institutional sustainability and emotional intelligence of library leaders. He has an MLIS and an MPW (Master of Professional Writing), a Master of Laws in Intellectual Property Law (LL.M.) and a Bachelor of Science in Communication.

He has been published in multiple publications, is a frequent speaker and panelist especially with the ALA and has received appointments for multiple library associations including Board Member.



### Candidate Profile

Amber Lopez Lasater  
Henderson, NV 89074

Amber currently serves as the Chief of Staff at Nevada State College, the second-fastest-growing 4-year college in the nation. She directs and serves on the President's cabinet, develops legislative and external engagement strategies and works closely with community engagement. Diversity is a top initiative for the college; they have strict protocols and are implementing those initiatives now. Her current budget is \$34M with approximately 850 on staff comprised of both fulltime and part-time employees.

Amber's experience in the state of Nevada includes working at an executive level in academic, politics and public environments. In her career, she has been a Lobbyist for the Clark County Education Association, CEO for Nevada Affordable Housing Assistance/Hardest Hit Fund (her budget there was \$194M) and Chief of Staff for SEIU Nevada which represents healthcare and public service employees across the state.

She was also appointed by the Clark County Commissioners to the UMC Hospital Advisory Board and was nominated and served as Chairman of their Governance Committee.

Amber is experienced in prioritizing strategic initiatives with a Board directive and very much enjoys developing partnerships with diverse stakeholders. She recently worked with the LVCCLD in providing shuttle bus transportation that allows Nevada State College students to utilize Library services. She has worked to secure legislative funding, to develop strategic communications initiatives and to develop and implement public education campaigns. She feels strongly that the library will play an integral role in the state's economic circumstances.

Amber has a Master's Degree in Community and Regional Planning and a Bachelor of Communications. She is currently pursuing her Doctor of Public Policy from the School of Public Policy and Leadership at UNLV with a concentration on workforce preparedness related to technology disruption. She is open to obtaining additional education as would be necessary to serve as Executive Director. She will complete her doctorate in the spring of 2021 and would be able to take additional classes after that.

## Candidate Profile

Alan Diskin  
Las Vegas, NV 89178

Alan has 30+ years executive experience in overseeing non-profit operations and functions. He is currently serving as the Executive Director of the American Red Cross of Southern Nevada & Southern Utah. In this position, he has multiple responsibilities including community leadership and partnerships, fund raising, a Red Cross business division merger and Board of Director management.

He serves as the face of the organization by working with elected officials, corporate leaders and community organizations as well as military leaderships. One of the partnerships he has formed is with the LVCCLD to facilitate Red Cross blood drives at library locations. He has met and worked with multiple people at the Library and holds them in the highest esteem.

Alan started his career with Junior Achievement in Ohio in 1989 as a Program Manager. He was promoted multiple times and in 1996 was selected by the worldwide organization to launch and lead the Southern Nevada location as the President and Chief Development Officer. He moved to Las Vegas at that time and held this position for 18 years.

He was responsible for the creation of all aspects of the operation including the establishment of an executive level Board of Directors and the creation and management of 7 multi-year strategic and operational plans. He was also chief spokesperson for the organization appearing regularly on local television and radio.

Alan also served as Executive Director of the College of Southern Nevada Foundation. In this position, his primary role was to lead the processes necessary for the reorganization and re-launch of the CSN Foundation. He was responsible for multiple areas including operational and strategic planning, governance, collaborations and fundraising strategies.

Alan received his Master of Arts in Urban Leadership from UNLV's Greenspun College of Urban Affairs, School of Public Policy and Leadership, with a focus on low income populations, poverty solutions, and education. He is very interested in continuing his education through working on and acquiring an MLIS degree.

He is a member of the Vegas Chamber & Leadership Foundation of Greater Las Vegas Leadership Las Vegas and has served in multiple leadership positions. He is also a Board Member of Odyssey Charter School, has held multiple positions with the US Lacrosse Alliance and has been a Board Member of the CCSD School Organizational Team (SOT) as well as the United Way of Southern Nevada Financial Stability Partnership.

## Candidate Profile

Danielle Patrick Milam  
Las Vegas, NV 89101

Danielle has 20 years of experience in executive level management for the public library industry. She has been with the Las Vegas-Clark County Library District since 2008 as Director of Planning and Development and has been serving as Acting Deputy Director since July 2020.

Prior to the LVCCLD, she served as Senior Vice President/Programs and Development, Urban Libraries Council (ULC) from 2000 to 2008. In this position, she developed and implemented multiple programs for the benefit of 150 library directors from the largest public libraries in the U.S. and Canada. She helped to strengthen libraries with solutions in multiple areas including technology, operational challenges, leadership development, diversity and inclusion. She also worked with political leaders to reposition libraries as assets for community development.

In 2008, she moved from working on the national agenda to join the Las Vegas-Clark County Library District as Director of Development and Planning as well as chief staff for the Library District Foundation. She was very involved as a member of the Executive Council and in July 2020 was asked to serve as Acting Deputy Director. At the LVCCLD, she has worked with Data-Driven Planning, Grant-Funded Service Innovation, the V.2020 Strategic Plan and the COVID Comeback.

Danielle feels it is important for the Library to be an active part of the community to best understand the many different types of households and their needs. She believes partnerships and services need to grow such as digital programming, town halls and the use of virtual platforms and that the message of programs and services offered reaches the entire community.

She believes the organization should be diverse in the same way the community is diverse and know how to develop internal talent. She has been a legislative liaison for the Library and can provide examples of initiatives she's worked with as well as her own experience with union negotiations. She is accustomed to working for a board and understands how important it is to get information to them. She is excited about the Library District's future and believes a community agenda is the strategic plan for the future.

Danielle has an M.A. in Urban Studies and a B.A. in International Relations and Economics. She has written articles for multiple library publications and has had multiple public speaking engagements on library issues. She is well networked in the Las Vegas-Clark County community and experienced at working with the community to understand their needs. She is very interested in obtaining her MLIS degree as well.