



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Minutes
Special Called Meeting
Metro Arts Board of Commissioners
May 24, 2024, 1-3pm
Green Hills Conference Room
1417 Murfreesboro Pike
Nashville, TN 37217

Commissioners: Leah Dupree Love (Chair), Janet Kurtz (Vice Chair), Heather Lefkowitz (Secretary), Carol McCoy, Tré Hardin, Timothy Jester, John Nefflen, Arlene Nicholas-Phillips, Dawana Wade, Beverly Watts, Campbell West, and Dr. Paulette Coleman (Interim Executive Director ex-officio)

Absent Commissioners: Arlene Nicholas-Phillips

METRO ARTS MISSION:
Drive an Equitable and Vibrant Community Through the Arts

A. Call to Order, Welcome, and Land Acknowledgement

Commissioner Chair Love called the meeting to order at 1:00 p.m.

B. Public Comment

1. Lydia Yusief

C. Staff / Communications Updates (1:25-2:00)

1. Director Singh's Employment Status

- Discussion on Director Singh's resignation and settlement involving a \$200,000 payout and dismissal of a complaint filed with the Tennessee Human Rights Commission.
- Approval of the settlement terms by both the Arts Commission and the Metropolitan Council is required.
- Commissioners approved the settlement terms and agreed to keep Director Singh on administrative leave with pay until June 6th.
- Further updates on legal representation and staff communications were provided.

A motion was made to accept the terms of the resignation with Director Singh by Commissioner Nefflen and seconded by Commissioner Jester.

A motion was made to extend Director Singhs administrative leave until June 8 with pay by Commissioner Lefkowitz and seconded by Commissioner Watts

2. Interim Director Update

- Update was deferred as it was no longer necessary.

D. Quorum Update

- Attorney Ortiz Mars provided a memo addressing the question of what is considered quorum for the Metropolitan Nashville Arts Commission.
- Quorum is defined as 8 commissioners, regardless of the number of members seated.
- The memo referred to the Metro Charter, stating a majority of 15 (which is 8) constitutes a quorum.
- Bylaws need to be reviewed and updated for clarity.
- An executive committee meeting will be scheduled to address these updates.

E. New/Old Business

1. Introduction of Interim Director Dr. Paulette Coleman

- Dr. Coleman introduced herself and shared her background and initial observations:
 - Resident of Nashville since 1993.
 - Background in urban planning and nonprofit leadership.
 - Extensive teaching experience.
- Dr. Coleman outlined her priorities:
 - Enhancing office space to build community.
 - Examining FY24 guidelines and developing a new grant cycle.
 - Strengthening organizational infrastructure.

2. Upcoming Meetings

- Grants Committee Meeting on May 30th.
- Regularly scheduled Commission Meeting on July 18th.

3. Executive Director Recruitment Process

- Commissioner West inquired about the process for the search for a new executive director.
- Director Hall provided an overview:
 - Timeline for executive recruitment: 3-4 months.
 - Collaboration with the Commission to refine job posting and outreach.

- Use of supplemental questions for deeper candidate insights.
 - Public interviews and selection process.
 - Facilitation of offers and transition.
 - Complete transparency and integrity will be maintained throughout the selection process.
 - Interim Director Coleman's involvement:
 - If she is not a candidate, she will participate in the selection and evaluation of other candidates.
 - If she is a candidate, she will not be involved in this process.
 - Due Diligence:
 - A background search firm conducts background checks, including credit and background checks.
 - Reference checks differ from background checks and can be performed by the commission or coordinated by staff.
 - Probationary Periods:
 - New hires, including staff, are considered probationary for a certain period.
 - The executive director's position is non-civil service and is at-will under Tennessee law, meaning they can be terminated at any time.
- 4. Conciliation Update**
- Commissioner Watts & Commissioner Jester are working on the conciliation issue related to the Metro Human Relations Commission Title 6 complaint.
 - Meetings with relevant parties are confidential, and the process is ongoing.
- 5. Public Art Unveilings**
- Upcoming public art unveilings and events were announced, including dates for Donaldson, the fairgrounds, and the Looby Center.

F. Adjourn Meeting

Commissioner Chair Love entertain a motion to adjourn the meeting at 1:40 p.m. made by Commissioner Nefflen and seconded by Commissioner Lefkowitz.