



Mid-Hudson Library System

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1. Thank You!

It is an honor and privilege to serve as the new Mid-Hudson Executive Director. I understand my resume has been shared. However, since this is our first meeting, let me highlight some of my experience that I hope will help me in working with the MHLS community.

- For the past two years, I served as Manager of Library Services for the City of Boca Raton. My primary responsibilities were managing the daily operations of two libraries, facilitating a community based strategic planning process, and building and opening a new Downtown Library.
- Prior to Boca Raton, I worked as the Executive Director of the DuPage Library System (county west of Chicago/Cook) and as the Associate Executive Director of the Reaching Across IL Library System, which serves more than 3,700 library facilities in a 27,000 square mile area. In addition to managing daily system operations, I was hired to lead a merger process, which was required due to the extreme fiscal conditions faced by the State of IL. We successfully worked with 5 system boards, system members, and the State of IL to merge 5 independently governed systems, resulting in reduced costs and a sustainable funding model for services. I was offered the position of executive director for the new merged system, which I declined.
- Prior to IL, I serve approximately 10 years as the Executive Director of the Southeast Florida Library Information Network (SEFLIN, Inc.), a system of the public, academic, and schools libraries located in Miami/Dade, Broward, and Palm Beach counties. My primary duties were managing daily system operations including an award winning continuing education and training program.
- Prior to SEFLIN, I served approximately 10 years as the State Librarian and Director of the Division of Libraries for the State of Delaware. My primary duties were facilitating public library development, including technology and construction, and administering state and federal public library grants.

It is my hope that these experiences will be useful as I work on the varied and complex issues facing the Mid-Hudson Library System.

2. Staff Appointments

- Cataloging Specialist, Gina Loprinzo, resigned her position effective November 1, 2013. Former Cataloging Specialist, Nina Acosta, has been appointed to the full time position effective November 4, 2013.

3. Pending Personnel Policies

John Bickford, Chair of Personnel & Planning Committee, has agreed to delay consideration of the proposed “Non-competition and Conflict of Interest” policy and the “Staff Development” policy until I have an opportunity to review the proposals with staff.

4. Auditorium Basement Asbestos Abatement Project

- Asbestos was located in the basement floor tiles and mastic, which have been removed. We understand tile asbestos removal creates a minimum, if any, release of asbestos in the air. However, air filtering was done during the entire removal process and air samples were conducted during and after removal by an independent laboratory meeting all state code requirements. Additionally, carpet, walls, and the HVAC have been cleaned.

5. Agreement with Town of Union Vale

- Conferred with Carol Rodriguez (Beekman Library Director), Sarah Potwin (LaGrange Association Library Director), Erin Barnard (Millbrook Free Library Director), and Susan Totter (Dover Plains Library Director) regarding an agreement with the Town of Union Vale for providing public library services. I also spoke with Union Vale Town Supervisor Lisette Hitsman. A 2014 agreement between MHLS and the Town, which includes a \$30,000 payment from the Town for public library services, is pending signatures.

6. Putnam Valley Free Library Building Issues

- Conferred with Kathleen McLaughlin (Putnam Valley Free Library Director) regarding building and bridge structural problems and options on proceeding with service delivery and repairs.

7. Executive Director’s MHLS Events Participation - November

- Director's Association Meeting
- System Services Advisory Committee Meeting
- Basic Library Law for Trustees Webinar
- Ulster County Public Library Directors Meeting
- PULISDO--Public Library Systems Directors Organization Conference Call
- State Library/Public Library System Directors Conference Call
- Dutchess County Directors Association Meeting
- Marketing Advisory Committee Meeting
- Finance Committee Meeting
- Central Library/Collection Development Committee Meeting
- Putnam County Library Directors Meeting

8. Moving Forward Project

- I look forward to working with the Board and other stakeholders on processes and products that ensure services and resources are aligned and meeting the needs of members.
- Proposed Steps in the Moving Forward Project Include:
 - Developing a detailed analysis report of system services including all resources allowed to each service, outputs, outcomes, and return on investment.
 - Reviewing the system's Plan of Services to ensure the Plan and the detail service analysis are aligned.
 - Seeking prioritization of system services by stakeholders.
 - Establishing an Action Plan component to the Plan of Service based on project findings.