

Executive Summary – Survey of MHLS Stakeholders – MHLS Executive Director Search

Bradbury Miller Associates, the firm conducting the search for the new MHLS Executive Director, conducted a survey of MHLS key stakeholders to identify what stakeholders are looking for in the next Executive Director.

A. Directors of MHLS Member Libraries

I. What are the most important skills, attributes and abilities needed for the next Executive Director of the Mid-Hudson Library System to succeed?

Top Five in Ranked Order

1. Communication; willingness to listen
2. Experience with public libraries or library systems
3. Willingness to travel to member libraries; supports diverse member libraries
4. Diplomacy; consensus building
5. Leadership

II. What are the top three challenges facing your next Executive Director?

Top Five in Ranked Order

1. Managing system finances
2. Serving diverse member libraries
3. Keeping libraries and system relevant
4. Retaining/supporting excellent staff; gaining trust of staff
5. Roles and responsibilities of board, members, staff, etc.

III. Please share with us what you love most about living or working in your five-county area of New York- what might candidates for the Executive Director position appreciate about your community?

Top Five in Ranked Order

1. Outdoor activities; Hudson River; natural beauty of the region
2. Proximity to NYC
3. Educated and diverse populace
4. Cooperative system and busy libraries
5. History of the area; historic programming

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B. MHLS Staff

I. What are the most important skills, attributes and abilities needed for the next Executive Director of the Mid-Hudson Library System to succeed?

Top Five in Ranked Order

1. Communication; good listener
2. Accepts input from all levels of staff
3. Fiscally responsible
4. Inspirational; motivational
5. Leadership

II. What are the top three challenges facing your next Executive Director?

Top Five in Ranked Order

1. Keeping all members of the system content
2. Budget issues; unstable funding
3. Maintaining relevancy
4. Continued success
5. Upholding Action Plan; managing shared vision

III. Please share with us what you love most about living or working in your five-county area of New York- what might candidates for the Executive Director position appreciate about your community?

Top Five in Ranked Order

1. Outdoor activities—hiking, biking, etc.; natural beauty of the area
2. Proximity to metropolitan areas such as NYC
3. Good food/restaurants
4. Rich in history
5. Committed staff

C. Mid-Hudson Library System Board of Trustees

I. What are the top five traits and abilities you feel to be most critical for the next Executive Director to be successful?

Top Five in Ranked Order

1. Good listener/responsive to needs & concerns of staff, customers, and community; excellent interpersonal skills
2. Prior experience in library systems, cooperatives or networks

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3. Visionary leader; creative and innovative
4. Excellent written and verbal communication skills
5. Success working with a governing Library or System Board

II. What are the key personal and professional qualifications (i.e. training, education, experience, etc.) that you would like to see in the next Executive Director?

Top Five in Ranked Order

1. Library and library system experience; administrative experience
2. Education; MLS; additional degrees
3. Communication skills
4. Proven leader
5. Team player; collaborator

III. What are the top three challenges facing the Mid-Hudson Library System?

Top Five in Ranked Order

1. Budgeting; finances
2. Continuing to mentor, support, train and lead the staff to meet the demands for quality and quantity of services in a large system
3. Helping member libraries adapt so that they continue to be a relevant part of their community
4. Implementing new technology
5. Continuing to evolve and stay relevant to member libraries

IV. What would you like the next Executive Director to focus on accomplishing during the first twelve (12) months?

Top Five in Ranked Order

1. Building a strong working relationship with all stakeholders and politicians
2. Creating a vision/plan; supporting the existing Plan of Service
3. Strengthening the relationship of the member libraries with the whole system
4. Thoroughly learning about the many libraries in the system's service area
5. Creating an environment of trust and transparency

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