

MHLS Search Committee Meeting with Executive Search Firm

Report: Committee Meeting - Monday, April 2, 2018

1. Roll Call – Mr. Wilson

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| X Mark Wilson | X Michele Ment-Attended remotely |
| X Richard Swierat | X Lisa Baker Brill-Attended remotely |
| X Barry Ramage | X Staff Liaison – Linda Vittone |
| X Dan Bradbury | |
| X Jobeth Bradbury | |

2. Meeting called to order by Mr. Wilson. Meeting agenda adopted.

Much of what was discussed at this meeting with Bradbury representatives and Search Committee members is detailed in the Minutes of the subsequent meeting of the full MHLS Board of Trustees with Bradbury. At this meeting, Bradbury brought two specific issues to the Search Committee's attention.

3. Introductions

Mr. Wilson asked Board members in attendance and participating remotely, to introduce themselves and speak briefly about their county affiliations and length of service on the MHLS Board. Dan and Jobeth Bradbury introduced themselves and their partner Karen Miller (not in attendance) and spoke briefly about Bradbury Miller Associate's extensive background experience working in the library field and recruiting candidates for Executive positions.

4. Specific Topics Discussed for Committee's Review and Consideration

A. Dan and Jobeth strongly recommended that the Search Committee present the names and credentials of the top two or three final candidates to the full Board for their review and comment rather than submitting one finalist (and alternate). They noted library systems have used both processes; their view is that including the Board in this last stage provides additional insight on candidates that Search Committee members may have missed. The Search Committee agreed to this process.

B. To increase the pool of qualified candidates, which is shrinking due to the attrition of

seasoned professionals and the consolidation of library systems and cooperatives, Dan suggested reducing slightly the number of years' experience needed for this position. President Wilson gave Dan a copy of the Public Library System Director Appointment Procedures that Linda had earlier circulated to Search Committee members. By statute, "the Director of a Public Library System . . . shall have eight or more full years of professional library experience." Wilson also noted per the procedures that "Public Library Systems must obtain State Education Department approval from the New York State Library before the system's Board of Trustees formally appoints a candidate to the Public Library System director position." Dan said he would speak with his contact within State Ed and let Search Committee members know the results of this discussion.

5. Call to adjourn the Meeting – Mr. Wilson

Mr. Wilson moved to adjourn the meeting at 10:43 a.m. There were no objections and the motion carried.