



Mesa County Libraries
BOARD
 OF **TRUSTEES**
 • BOARD MEETING •

Special Meeting MINUTES

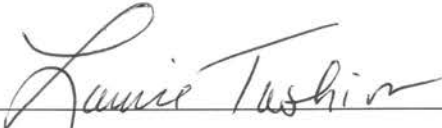
Date and Time: Tuesday, November 6, 2018 – 5 p.m.

Location: Central Library, 443 N. 6th St., Grand Junction, CO – Mesa Community Room

No.	Item Type	Agenda Item
1	Opening	Call to Order and Roll Call <ul style="list-style-type: none"> • Board President Tashiro called to order the special meeting at 5 p.m. A quorum was present. • BOARD PRESENT: Elaine Barnett, Barry Blanchard, Cindy Cyphers, Dean DiDario, Chris Mahre, Laurie Tashiro, Jean Yale • STAFF PRESENT: Laurie Cole, Karen Kllanxhja, Stacey Smith, Shana Wade, Matt Alleman, Rachel Hanson, Bob Kretschman, James Price, Blair Wade, Wynell Webster
2	Action	Approval of Agenda <ul style="list-style-type: none"> • The agenda was approved unanimously as written.
3	Information/ Discussion	Consideration of Library Director Finalists <ul style="list-style-type: none"> • <i>Tashiro asked trustees to give their feedback on finalist candidates for the open position of Library Director for Mesa County Libraries. The board interviewed two finalists on November 5: Tim Miller and Sam Passey.</i> <ul style="list-style-type: none"> ○ Trustees engaged in general discussion about director finalists’ management approach, focus, public presentation, anticipated community fit, aspirations, character, financial approach, experience level, and leadership potential. Trustees based their opinions on finalists’ interviews with the board, public speaking and community interactions during the public reception, and public/staff input. ○ Trustees spoke in turn about the areas of concern and strength they observed in each candidate. Several trustees felt that Miller presented well and was demonstrably persuasive; trustees expressed concern about Miller’s limited experience and public speaking skills. Multiple trustees found Passey’s demeanor and building experience favorable; trustees also described concerns about Passey’s presentation and capability to advocate effectively for MCL. • Trustees discussed possibly choosing neither candidate and the anticipated expenses and logistics of a third search. Trustees also considered the balance of their expectations of candidates with the salary and scope of MCL’s library director position. • <i>There was general discussion of staff and public feedback submitted to the board.</i> <ul style="list-style-type: none"> ○ Directors provided their opinions of the candidates based upon personal interactions and offered suggestions for potentially undergoing a new director search. Directors shared their observations of finalists’ levels of engagement during director interviews, demonstration of knowledge, willingness to learn, and public speaking. ○ Staff members present provided additional feedback at trustees’ requests. Topics included finalists’ experience, directors’ potential to develop and lead staff, operational projections, board expectations of staff during the director search process, and potential strategies for another search. Overall, MCL staff supported undertaking a new library director search during early 2019.
4	Action	Decision to Extend a Library Director Job Offer <ul style="list-style-type: none"> • Tashiro initiated a straw poll of trustees to evaluate the option of choosing neither finalist. The majority of trustees supported this option.

		<ul style="list-style-type: none"> • Cyphers moved to not extend an offer to either candidate; Barnett seconded. Motion carried. • Tashiro agreed to contact Miller and Passey to inform them of the board’s decision. • Human Resources Manager Blair Wade was tasked with obtaining quotes for executive recruitment consultants with the assistance of Cyphers and Blanchard. Trustees requested a Director Search Update agenda item for the December 6 board meeting. It was agreed to discuss further search plans in early 2019.
5	Closing	<p>Adjournment</p> <ul style="list-style-type: none"> • Mahre moved to adjourn the meeting at 6:45 p.m.; Yale seconded. Motion carried.

Minutes submitted by Stacey Smith, MCPLD Executive Assistant.



 Laurie Tashiro – MCPLD Board President



 Cindy Cyphers – MCPLD Board Secretary

Date: ¹⁷~~6~~/6/18 _____