



Mesa County Libraries
BOARD
 OF **TRUSTEES**
 • C O M M I T T E E M E E T I N G •

Search Committee MINUTES

Date and Time: Thursday, January 24, 2019 – 12 p.m.

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

| # | Agenda Item |
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| 1 | Opening: <ul style="list-style-type: none"> • Call to Order and Roll Call <ul style="list-style-type: none"> ○ Committee Chair Blanchard called the meeting to order at 11:57 p.m. ○ BOARD PRESENT: Barry Blanchard, Chris Mahre, Laurie Tashiro, ○ STAFF PRESENT: Bob Kretschman, Stacey Smith, Blair Wade, Shana Wade • Review of Agenda: The agenda was accepted as presented. |
| 2 | Discussion with Bradbury Miller Team on Library Director Search <ul style="list-style-type: none"> • Jobeth Bradbury of Bradbury Miller Associates (BMA) joined the meeting via a video call. Blanchard spoke with Bradbury to negotiate employment of the executive search firm for a full-service, start-to-finish library director search. <ul style="list-style-type: none"> ○ Bradbury detailed services including three site visits, ad enhancement, extensive recruiting, candidate assessment, assistance with selection of semi-finalist candidates, logistics of preliminary interviews, additional assessment of finalists, organizing finalist visits, extending an offer, and follow-up communications. ○ The timing of MCL’s search will not conflict with BMA’s other contracts. ○ Bradbury confirmed that their services include a <i>360-degree pre-screening reference check</i> of finalists including interviewing a subordinate, a supervisor, and a colleague of each finalist. ○ <i>Guarantee:</i> BMA extends a 1-year guarantee for full-service searches. They initiate a new search at no cost except advertising and finalist candidate travel expenses if the director leaves for any reason during the first year. Blanchard requested an extended guarantee; Bradbury stated that she is open to further discussion pending consultation with her partner. • Blanchard will sign an agreement, make a deposit, and schedule the first meeting with BMA. • Bradbury requested MCL’s advertising plan from the 2018 searches, applicant lists from 2018 searches with notes on those who were interviewed, a discussion on salary range, and a discussion on applicant qualifications. Bradbury asked for names of previous applicants to be reconsidered. • Bradbury intends to conduct board attribute and staff surveys in advance of the first meeting. • The video call with Bradbury ended at 12:31 p.m. |
| 3 | Library Director Search Timeline, Logistics, and Next Steps <ul style="list-style-type: none"> • The new search process is anticipated to begin in mid-February and extend through May 2019. • The committee discussed adjusting the library director salary range before the new search. • Committee members deliberated previous applicants they might consider again. • Discussion topics identified for the first meeting: compensation packages, survey results, timing. • There was discourse on how to maximize staff input during a new director search. |
| 4 | Adjournment <ul style="list-style-type: none"> • The meeting was adjourned at 12:55 p.m. |

Minutes submitted by Stacey Smith, MCL Executive Assistant.