



Dedham Public Library  
 43 Church Street  
 Dedham, MA 02026  
 781.751.9281

Margaret Connolly , Co-Chair  
 Mary Ann Sliwa, Co-Chair  
 Tracy Driscoll  
 Sarah Santos  
 Monika Wilkinson

<b>DPL TRUSTEES</b>	
<b>LIBRARY DIRECTOR SCREENING COMMITTEE MEETING</b>	
<b>EXECUTIVE SESSION MINUTES</b>	
<b>JULY 15, 2019, NEWBRIDGE ON THE CHARLES, 5:30PM</b>	
<b>MEETING CALLED BY</b>	Screening Committee, BLT Dedham
<b>TYPE OF MEETING</b>	Executive Session
<b>CHAIRMAN</b>	Tracy Driscoll
<b>SECRETARY</b>	Mary Ann Sliwa
<b>ATTENDEES</b>	Lauren Bailey, Tracy Driscoll, Chuck Flaherty, Matthew McGuire, Richard Pierce, Janet Reynolds, Rosemarie Shrewsbury, and Mary Ann Sliwa
<b>PUBLIC ATTENDEES</b>	none

The July 15, 2019 meeting of the Dedham Board of Library Trustees Director Screening Committee was called to order at 5:34pm by Chair, Ms. Driscoll.

**Public Input:**

None.

**Meeting Items:**

**Executive Session:**

At 5:34pm Ms. Driscoll asked for a motion to go into Executive Session as the Co-Chairs of the Board of Library Trustees, Ms. Connolly and Ms. Sliwa, have stated that an open meeting would be detrimental to obtaining qualified candidates. A motion to go into Executive Session under Exemption 8 of the Open Meeting

Law (G.L. c.30A, §21(a)(2)) to consider applicants for employment or appointment by a preliminary screening committee was made by Mr. Pierce and seconded by Ms. Reynolds.

A roll call vote was taken: Mr. Pierce-yes; Ms. Bailey-yes; Ms. Shrewsbury-yes; Ms. Reynolds-yes; Ms. Sliwa- yes; Ms. Driscoll- yes; Mr. McGuire-yes; Mr. Flaherty is a non-voting member of the Search Committee.

The Committee entered Executive Session at 5:34pm.

Ms. Driscoll noted the Committee would reconvene in Open Session at the end of the meeting.

### **Candidate Selection Process:**

Ms. Bailey confirmed that she would address issues specific to each candidate if the candidate did not answer them directly during the routine questioning.

Candidate 3 began the interview at 5:51pm. Candidate 3 responded to each of the questions asked. The interview with Candidate 3 ended at 6:20pm.

The Selection Committee discussed the balance between being a leader and a manager necessary for the library director position.

A discussion about the ability to reflect on one's work ensued.

Candidate 4 began the interview at 6:58 pm. Candidate 4 responded to each of the questions asked. The interview with Candidate 4 ended at 8:01 pm.

Candidate 5 began the interview at 8:10 pm. Candidate 5 responded to each of the questions asked. The interview with Candidate 5 ended at 8:41 pm.

Ms. Bailey discussed the change in mindset needed to go from a union position to a management position.

Ms. Shrewsbury noted that training and managing staff are important with day-to-day supervision and frequent job counseling situations.

Mr. McGuire emphasized the importance of succession planning within the library to develop the staff.

A question was asked about the committee's readiness to state which candidate would go forward. A decision was made to see the next candidate before doing so.

A motion to reconvene in Open Session was made by Ms. Driscoll at 9:18pm. Mr. Pierce seconded.

A roll call vote was taken: Mr. Pierce-yes; ; Ms. Bailey-yes; Ms. Shrewsbury-yes; Mr. McGuire-yes; Ms. Reynolds-yes; Ms. Sliwa- yes; Ms. Driscoll- yes. Mr. Flaherty is a non-voting member of the Search Committee.

Executive Session ended at 9:18pm.

The committee reconvened in open session at 9:18pm. A motion to adjourn was made by Ms. Driscoll and seconded by Mr. Pierce. The vote was unanimous.

The meeting adjourned at 9:18pm.

Respectfully submitted,

Mary Ann Sliwa