



Amber Moroney  
Interim Library Director  
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Board of Library Trustees  
Shirin Baradaran, Chair  
Tom Turner, Vice Chair  
Annette Raphel, Secretary  
Brian Keaney  
Crystal Power

**DEDHAM PUBLIC LIBRARY TRUSTEES MEETING MINUTES**  
**7:00 p.m., May 19, 2021 Remote Meeting**

|                          |   |
|--------------------------|---|
| <b>MEETING CALLED BY</b> | Board of Library Trustees, Dedham   |
| <b>TYPE OF MEETING</b>   | Special Meeting to interview two finalists for permanent library director |
| <b>CHAIR</b>             | Shirin Baradaran  |
| <b>VICE-CHAIR</b>        | Tom Turner  |
| <b>SECRETARY</b>         | Annette Raphel  |
| <b>ATTENDEES</b>         | Brian Keaney, Crystal Power   |
| <b>PUBLIC ATTENDEES</b>  | Amber Moroney<br>Patrick Marshall   |

***Call to Order***

Shirin Baradaran called the meeting to order at 7:02 with some technical support from the HR office.

***Public Input (5 min max)***

none

***New Director Interviews***

Two finalists were each interviewed for roughly 45 minutes. In addition to the ten questions, they also had an opportunity to share impressions, ask their own questions, and let us know them better in any way that they wished.

The first candidate was Interim Director Amber Moroney who has worked in the Dedham library since 2008 and became Interim Director in 2020.

The second candidate was Patrick Marshall, the Director of the Bourne Public Library since 2006.

A third candidate withdrew as she has accepted another position.

The two finalists were selected from a field of 11 applicants and 8 interviewees. Brian Keaney and Crystal Power were the library trustees on a committee that included Gayle McCracken, the Director of Human Resources, Lisa Desmond, Dedham Public Library employee and union steward, Jeanette Evans a member of

the Friends of the Dedham Public Library, Alice Johnson, a librarian from the Dedham Public Schools, and a Town Department Director.

The finalists met with the library staff this week for staff feedback and input, and also responded to a writing prompt in addition to this finalist interview done in a remote public meeting.

The ten questions reflected priorities of the staff and community, who chose to provide input, and of the five trustees. The broad areas of the ten questions follows:

1. The current role of libraries in general and Dedham, in particular, with a prediction about where libraries may be in the next five years.
2. Sources of resources and inspiration for programming and examples of successful programs.
3. Management and leadership style especially around feedback to colleagues.
4. Consideration of data suggesting declining print circulation and escalating electronic resources. Is this a result of a trend rather than simply a result of the pandemic?
5. Possible approach to mandatory budget cuts when directed by the town.
6. Areas of strength and areas where support is appreciated.
7. How to approach a patron who is upset and difficult.
8. The physical limitations of our buildings with considerations of how to best compensate and staff two branches to meet the needs of the community.
9. Next steps in response to a hypothetical pattern of complaints about a staff member.
10. Professional goals and plans to continue as a learner.

### ***Old/New Business***

Brian Keaney noted that CDC guidance about reopening buildings has suggested that more normal programming may be possible earlier than anticipated and before our upcoming meetings.

Annette Raphael made a motion that we let Amber Moroney know that should she wish to escalate reopening plans regarding capacity and privileges inside, within the bounds of state guidance, she should proceed. Tom Turner seconded the motion.

Brian Keaney – yes; Shirin Baradaran – yes; Annette Raphael - yes; Crystal Power - yes; Tom Turner – yes  
Shirin Baradaran will send an email to Amber Moroney letting her know of our vote.

### ***Schedule Next Meetings***

May 27, 2021 for Director vote, both candidates have been invited to the meeting should they wish to attend.

June 10, 2021 for next monthly meeting

### ***Motion to Adjourn***

Brian Keaney made a motion to adjourn and it was seconded by Tom Turner at 8:48 p.m.

Brian Keaney – yes; Shirin Baradaran – yes; Annette Raphael - yes; Crystal Power - yes; Tom Turner – yes