



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

**DEDHAM PUBLIC LIBRARY TRUSTEES MEETING MINUTES**  
**7:00 p.m., May 27, 2021 Remote Meeting**

|                          |  |
|--------------------------|--|
| <b>MEETING CALLED BY</b> | Board of Library Trustees, Dedham                            |
| <b>TYPE OF MEETING</b>   | Special Meeting to vote on new director for the Library      |
| <b>CHAIR</b>             | Shirin Baradaran   |
| <b>VICE-CHAIR</b>        | Tom Turner   |
| <b>SECRETARY</b>         | Annette Raphael  |
| <b>ATTENDEES</b>         | Brian Keaney, Crystal Power                                  |
| <b>PUBLIC ATTENDEES</b>  | Carey Reid<br>Aidan Flaherty<br>Gayle McCracken, HR Director |

Note: Underlined items are action items.

***Call to Order:***

Shirin Baradaran called the meeting to order at 7:09

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

Corey Reid spoke on behalf of Interim Director Amber Moroney.

***Director Appointment Vote:***

Brian Keaney spoke about how long he has known Amber Moroney, about filing a potential conflict of interest statement with the ethics commission when he was appointed to the board and assuring the public that his decision tonight would be based on merits rather than friendship.

Gayle McCracken, town HR director, shared the process that led up to this vote.

- The job was initially posted on April 12<sup>th</sup>.
- Out of the 13 qualified resumes received, Gayle McCracken, Brian Keaney and Crystal Power selected eight to be interviewed by a committee.
- Gayle McCracken, Brian Keaney, and Crystal Power listened to staff, held an open meeting for citizens, and oriented the initial hiring committee.
- Two finalists were interviewed by all the trustees at a public meeting on May 19 by responding to ten questions and also provided an answer to a writing prompt.
- References for the finalists were checked.
- Feedback sheets were solicited from all library employees.

Shirin Baradaran, chair of the trustees, reviewed the process by which the permanent director would be chosen. Each trustee would name his/her first choice. If at least four of the trustees agreed, that person would be offered the job. If there was not a vote for one candidate by at least four trustees, then there would be a discussion and a second vote would follow, with the trustee being named first choice by at least three trustees receiving the offer.

Aidan Flaherty, who was attending, checked on his understanding of the process.

Then Shirin Baradaran asked each trustee to name the first-choice candidate, as well as anything they wished to say. Many chose to speak about how fortunate we were to have this excellent choice and about how difficult the decision was, also their gratitude for the input they received.

Brian Keaney selected Amber Moroney

Tom Turner selected Amber Moroney

Crystal Power selected Amber Moroney

Annette Raphael selected Amber Moroney

Shirin Baradaran selected Amber Moroney

Shirin Baradaran then addressed the community and her colleagues, acknowledging that the immediate past in the library was fraught and difficult, and that she hoped that this decision would allow the community to move forward, choose to heal and focus not on any negativity as we proceed with advancing the exceptional library that Dedham needs and deserves.

***Next Steps in the Appointment Process:***

Since there was a unanimous selection, interim director Amber Moroney will be offered the position. Gayle McCracken said that there exists a standard template for Department Heads but that there were some areas for negotiation. Tom Turner made a motion that Brian Keaney and Crystal Power continue in their role facilitating the hiring of a permanent director by helping with the negotiation process. Annette Raphael seconded the motion.

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

Annette Raphael made a motion that there be a transition team to help Amber Moroney be successful in her position, especially since we had received so much useful feedback. Tom Turner seconded that motion, mentioning that we very much would like to make good use of the investment of time by so many people, and help by identifying both strengths and areas that will benefit from attention. He felt this was an important step to show all the constituents who had given us thoughtful feedback that we cared deeply about their input, and that it is natural to support a director's growth.

Brian Keaney moved that Annette Raphael and Tom Turner be on the transition team. That motion was seconded by Crystal Power. Gayle McCracken was also asked to help with this transition, and she readily agreed.

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

Gayle McCracken will call Patrick Marshall tomorrow to let him know of our appreciation and decision.

***Thanking the people involved with the search:***

Brian Keaney thanked everyone who spent time giving us input and serving on the committee that selected the finalists. He will give the trustees addresses of the committee members so that those who are interested might choose to write thank you notes. Gayle McCracken said that this was important and that she would do the same. Brian Keaney made a motion that the board should officially thank all those who participated in the hiring of the director. This motion was seconded by Tom Turner.

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

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

1. Brian Keaney noted that the library was opened on March 24<sup>th</sup>, 1871, and so we are celebrating our 150<sup>th</sup> anniversary (sesquicentennial). He suggested this as an opportunity to celebrate later this year.
2. Brian Keaney also mentioned that he had seen how the first Select Board hybrid meeting (in person AND remote) went, and wondered whether we could meet in person at our June 10<sup>th</sup> meeting. Shirin Baradaran suggested that we continue to meet remotely on June 10<sup>th</sup> but address subsequent meetings as possibly hybrid or in-person at our June 10<sup>th</sup> meeting. Annette Raphael asked Brian Keaney to check with the Select Board to see what they had learned from the process so that our first non-exclusively-remote meeting would be successful. We will also see if the technology in the Town Hall conference room is better suited to running a hybrid meeting, if this is what we choose to do in the future.
3. Brian Keaney mentioned that the Board sets the hours for library openings. At our last meeting there had been some discussion about library closure for two days to celebrate Juneteenth, as town offices are closed on Friday in observance, but the holiday is actually celebrated on the Saturday this year. In the past, if a holiday fell on a Saturday the library would be closed on Friday and Saturday. Amber Moroney, Brian Keaney and Shirin Baradaran separately discussed this with the town manager, and we are aware that past precedent is an important consideration. It was decided to have a more thorough discussion of this and Saturday holidays on June 10<sup>th</sup>.

### ***Next Meeting***

June 10, 2021, remotely

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

Brian Keaney made a motion to adjourn and it was seconded by Crystal Power at 7:38 p.m.

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