

MEETING MINUTES
DIRECTOR SEARCH COMMITTEE MEETING
ORANGE COUNTY LIBRARY SYSTEM BOARD OF TRUSTEES

October 28, 2021 ~ 6:00 p.m.

Orlando Public Library
101 East Central Boulevard
Orlando, Florida 32801

Committee Members Present: Carolyn Fennell; Lisa Franchina; Joseph Goldstein;
Ted Maines; Ana Palenzuela

Administration Present: Mary Anne Hodel; Kris Shoemaker; Yvonne Hartley;
Jo Charles

I. Call to Order

Committee Chair Hodel called the meeting to order at 6:22pm. She introduced the Search Committee Members and support staff in attendance. In her welcome, Committee Chair Hodel reviewed the mission of the Search Committee, which is to review the qualified applications and to rate and determine who is moved on to the next step in the process, which are the Zoom interviews on November 9th and 10th. She shared the objective of the meeting – to determine which candidates are suitable for the role of Library Director/CEO.

II. Public Comment Policy & Procedures

There were no public comments.

III. Discussion

Committee Member Franchina stated she would have liked to see more qualified applicants and feels applicants need director experience. She felt there were several red flags and only felt comfortable recommending 3. She is willing to discuss if needed but would like to recommend appointing an interim director while the search continues. Committee Member Maines and Palenzuela agreed.

Committee Member Maines stated he feels director and fiscal experience is needed, or we would be setting the candidate up to fail. Committee Member Fennell stated the need for more varied experience, and that a director needs to have fiscal experience as well as experience regarding development of infrastructure and facilities especially with the discussion of two new branches. She agreed with the sentiment of the committee that the candidates lack that experience.

Committee Member Goldstein suggested hiring a search firm if we are looking for more candidates. Committee Member Fennell didn't disagree with the current process but was surprised the candidates had little to no qualifications. Committee Member Franchina agreed. Committee Member Goldstein shared the search firm would screen applicants and hopes we are able to do this differently if the search continues. HR Director Hartley detailed the scope of the search which included posting on national and state-wide library job boards (including www.ocls.info, CareerBuilder and Indeed) and that the posting was extended. She shared that we spoke with a search firm who stated candidates are difficult to find right now and 4-6 is an ideal number. The current pool of candidates in the current market is limited due to retirements of Directors nation-wide in 2020 and 2021.

Committee Member Franchina recommended that we allow the application process to stay open and appoint an interim director. Committee Member Goldstein seconded and added an amendment to hire a search firm noting that it is difficult to complete a national search from Orlando. Committee Member Maines agreed the cost of a firm would be justified. Committee Member Palenzuela supports the amendment to hire a search firm and agrees that a firm would not be limited in the ability to contact directors of other libraries, would remove the conflict of interest, and allow "poaching."

Discussion ensued to consider the effects of a delay. Committee Chair Hodel stated she has a vested interest in finding best person, and an interim director would be a short-term inconvenience but having the best person would trump that inconvenience. HR Director Hartley shared that we want the best person and will do whatever is needed to work towards that end.

The decision for the time frame for an interim will be made by the Board. Committee Member Franchina amended her vote to also recommend hiring a search firm.

IV. Recommendation

The Committee voted not to move forward with a candidate and recommended appointing an interim director and to hire a search firm to source additional candidates to the Search Committee or to the Board of Trustees. Motion carried 5-0.

Committee Chair Hodel reiterated that the Board will receive the Search Committee's recommendations and will vote to accept or reject. If recommendations are accepted, the Board will decide on (or appoint) an interim director.

V. Adjournment

Committee Chair Hodel seconded by all, moved to adjourn the meeting. Motion carried 6-0. Committee Chair Hodel adjourned the meeting at 6:51p.m.

Florida Statutes section 286.0105: If any person desires to appeal any decision with respect to any matter considered at a Library Board of Trustees meeting, such person will need a record of the proceedings; for this purpose, such person may need to ensure that a verbatim record of the proceedings is made to include the testimony and evidence upon which the appeal is to be based.

In accordance with the Americans with Disabilities Act, any person requiring special accommodations to participate in this proceeding due to a disability as defined by ADA may arrange for reasonable accommodations by contacting the Director's Office on the fifth floor of the Main Library in person or by phone at 407.835.7611 at least two days prior to the meeting.