MINUTES OF THE BOARD OF LIBRARY COMMISSIONERS

Date : September 27, 2013

Time : 10:00 A.M.

Place : Board of Library Commissioners

Boston, Massachusetts

Present : Francis R. Murphy, Chairman; Mary Rose Quinn, Vice Chairman; Gregory J. Shesko, Secretary; Carol B. Caro; Mary Ann Cluggish; George T. Comeau; Mary Kronholm; Alice M. Welch

Absent : N. Janeen Resnick

**Staff Present:**

Dianne Carty, Acting Director; Celeste Bruno, Communications Specialist; Ann Downey, EDP Systems Analyst; Susan Gibson, Accountant V, Business Office; Marlene Heroux, Reference Information Systems Specialist; Paul Kissman, Library Information Systems Specialist; Rachel Masse, Administrative Coordinator; April Mazza, Trustee/Friends Information Specialist; William Morton, Assistant to the Director; Uechi Ng, Administrative Assistant; Amy Pyke, Receptionist; Shelley Quezada, Consultant to the Unserved; Deborah Roth, Contracts Specialist; Lauren Stara, Library Building Specialist; Gregor Trinkaus-Randall, Preservation Specialist; Rosemary Waltos, Library Building Specialist; Sharon Zitser, Library Advisory and Development Assistant

**Observers Present:**

Nancy Hahn, retired librarian; Gregory Pronevitz, Executive Director, Massachusetts Library System

**Call to Order**

Chairman Murphy called the meeting to order at 10:10 A.M. and welcomed the attendees.

**INTERVIEW SESSION WITH JAMES LARUE FOR THE POSITION OF DIRECTOR OF THE MASSACHUSETTS BOARD OF LIBRARY COMMISSIONERS**

Chairman Murphy welcomed candidate James LaRue for his interview. Commissioners, staff and observers introduced themselves. Following introductions the Commissioners asked Mr. LaRue the following questions:

1. Please tell us how you have learned about an organization’s specific priorities in order to be a responsive leader, locally sensitive, and well informed manager.
2. How have you negotiated competing interests from various segments of that organization? Do you see any differences in balancing the competing interests of various constituencies in a statewide environment?
3. In working with a Board, how do you decide what issues to bring to them? Please tell us about a time when you had to work with a difficult Board or disagreed with a Board’s decision--describe how you handled it.
4. Tell us about your success in getting increased funding for your organization?
5. Please describe an example of your leadership ability in resolving a difficult political situation?
6. Please give us an example of your ability to recruit staff and work collaboratively with a broad-based team to encourage creativity, engagement in problem solving, and participation in delivering outstanding services.
7. As MBLC Director, you are “head” of staff. How have you gotten to know your staff in previous positions? How do you draw on their strengths, and how do you receive their input?
8. Can you tell us about a time when someone whom you supervised brought an idea to you and you helped him/her to develop the idea and turn it into a successful program? Please describe specifically how you worked together and what support you provided.
9. Can you describe how you balance your role as Director and your role as hands-on manager? What level of decisions do you delegate?
10. How would you describe your communication style?
11. What have you done for your own professional development in the past six months? How do you keep up with current issues and trends in the profession and in current American culture, education and politics?
12. What is it about the position of Executive Director of the Mass Board of Library Commissioner that interests you the most?

After responding to these questions, Mr. LaRue then presented a ten-minute prepared response to the following presentation question which was requested in advance by the Commissioners.

“What is your view of the library of the future and what role do you see the MBLC playing in shaping and supporting that vision?”

Following Mr. LaRue’s presentation, the Commissioners thanked him for interviewing for the position of Director of the Massachusetts Board of Library Commissioners.

After a short break, the Commissioners discussed the interview.

**ADJOURNMENT**

There being no further business, Chairman Murphy adjourned the September 27, 2013 special meeting to interview for the position of Director of the Massachusetts Board of Library Commissioners at 1:53 P.M.

Gregory J. Shesko

Secretary