

Bloomington Public Library

Books are just the beginning.

Find

Use

See & Do

Participate

BLOOMINGTON PUBLIC LIBRARY

BOARD OF TRUSTEES MEETING

SPECIAL MEETING

Wednesday, January 27, 2016

5:30 p.m.

William C. Wetzel Reading Room
205 E. Olive Street, Bloomington, IL 61701

AGENDA

- I. Call to Order
- II. Roll Call
- III. Introductions
- IV. Public Comment
- V. New Business
 - A. Director Search Firm Interview (by Skype) – John Keister & Associates
 - B. Discussion and Approval of Next Step in Director Search Firm Process
- VI. Adjournment

Posted: 1/25/2016 3:45 p.m.

QUESTIONS FOR SEARCH FIRM INTERVIEW

- 1) Please briefly walk us through a typical search process.
- 2) What is the time split between you, Beth and Sarah?
- 3) What hurdles do you typically encounter?
- 4) What can the Board and staff do to help ensure we recruit and hire the best person for Director of the Bloomington Public Library?
- 5) Do you have empirical, non-anecdotal evidence to back up your assertion that your website "has proven to be far more effective" than other means?
- 6) Considering our growing Hispanic and large South Asian communities, what specifically can your search firm do to find candidates that can address the needs of these communities?

7) You state that you have contacts with people who would be qualified but would not otherwise look for a position such as ours. What percentage of finalists generally come from this category?

8) Who usually comprises "key constituencies?" Do you meet with them in person? How do you involve Trustees and staff in the process before finalists are selected?

9) How many candidates do you expect to submit resumes? How many will receive a qualifying interview? How many semi-finalists will there be? How many finalists?

10) What national and local channels will you utilize to advertise this position? What social media and non-traditional tactics will you use?

11) How long does a finalist candidate spend meeting with the Board, staff and "other key stakeholders?"

12) What qualities do you feel Keister & Associates can bring to a search that makes your firm a preferable choice over others?