

Library Board of Trustees
Human Resources Committee Meeting
NONPUBLIC SESSION MINUTES
June 6, 2013 @ 9:18 AM
Library 3rd Floor Conference Room

Present: Sue Riel, Wayne Eddy and Mike Lawler

Minutes submitted by: Mike Lawler

9:18 Motion by Wayne Eddy to go into Nonpublic session under NH RSA 91-A:3 II(a) seconded by Sue Riel approved 3-0 Wayne Eddy- Aye, Sue Riel- Aye, Mike Lawler- Aye

Reviewed Dianne's goals, self-evaluation and comments. Reached consensus on the numerical values and comments to be presented to the Board in consideration of Dianne's review.

Our proposed ratings and comments below correspond with the items on the Evaluation Form.

1- Rating 4.5

Comments: Dianne's management and leadership is evident to anyone who walks in the door.

Dianne handles many tasks and the library business in a professional and proficient manner.

I feel Dianne is an effective leader and her selection to mentor new leaders reinforces that feeling.

2- Rating 4.5

Comments:

Staff is friendly and helpful, they conduct themselves appropriately from what I have observed.

I agree that she is a cheerleader for the staff and she frequently credits the staff for accomplishments. I asked if we were singling out Patti for further education support and Dianne said that education support was offered to all full time staff but no others were interested at this time.

Staff growth and development is evident, from training new staff to developing and reshuffling staff as appropriate.

3- Rating 4

Comments: I felt this was hard for me to judge. I was pleased to learn that all the full time staff participate in collection development.

Allowing staff input on the collection is good. Maintains a solid collection with a number of platforms given budgetary constraints.

Items not currently at the library are made accessible through the partner libraries, some material needs to be updated – specific to resource materials in Goffstown.

4 – rating 5

Comments: Great job using several avenues to reach as much of the community as possible. Dianne works to get new programs for patrons and has a good partnership with the schools.

The library is very well received by the community.

I have encountered several Goffstown residents who do not know about programs (museum passes was one), and the lack of space, but I feel this is not due to Dianne's efforts, but the Board's. Dianne definitely uses a variety of media to spread the word. The improved connection with the schools is a definite plus.

5 – rating 4.5

Comments: Dianne meets all expectations.

Dianne is committed and supportive to the Trustees. I believe the Trustees are kept informed about staff issues and concerns.

6 – Rating 4.5

Comments:

Dianne has pointed out areas where our policy was non-existent or lacking and has suggested improvements.

Dianne Utilizes her resources and experience in this area, is strategic

7 – Rating 4

Comments:

Dianne is very responsible in fiscal matters.

I believe Dianne is very responsible with the budget that is approved. I look forward to the new Finance Software making her job easier.

I would like to see the LBOT copied on the reports submitted to the State.

8 – Rating 4

Comments:

Dianne seems to be very proactive, cooperative and helpful.

I believe Dianne will benefit from clearer and better Goal/Priority setting by the Board and Committees.

Evaluator's comments on overall performance:

Dianne's growth in areas noted over the last couple of years is very evident. She is a true asset to the community.

I don't believe she could do a much better job with the resources she has.

As a patron for many years, the library operation, programming and staff have always met my expectations.

10:10 A motion to seal the non public minutes for one year was made by Wayne, and seconded by Sue passed 3-0. Wayne - Aye, Sue – Aye, Mike – Aye.

10:11 A Motion to come out of nonpublic session made by Wayne and seconded by Sue was approved 3-0. Sue Riel - Aye, Wayne Eddy – Aye, Mike Lawler - Aye..