

RUTHERFORD COUNTY LIBRARY SYSTEM BOARD OF DIRECTORS

RCLS Board Announcement: Director Search **Thursday, May 8, 2025**

MEMBERS PRESENT:

Lisa Brewer (Zoom)
Benjamin Groce (Zoom)
Phil King
Dina Piazza (Zoom)
Susan Quesenberry (Zoom)
Kory Wells (Zoom)
Marzee Woodward
Cody York (Zoom)

MEMBER/S ABSENT:

Rollie Holden, Jr.
Sam Huddleston

One (1) seat on the board is currently vacant

OTHERS PRESENT:

Mindy Barrett
Elsa Britt (Zoom)

PUBLIC (who signed in):

W.D. Woodward
Tatiana Silvas (Zoom)
Leslie Collum (Zoom)
Kathleen Tyree (Zoom)
Susan Todd (Zoom)
Scott Lewis (Zoom)
Lori Lewis (Zoom)
Kristen Brickholtz (Zoom)
Bookmobile (Zoom)
Dave O'Flaherty (Zoom)

Jason Vance (Zoom)
Rita Shacklett (Zoom)
LIN (Zoom)
N. Steiner (Zoom)
Cara Brown (Zoom)
Kayla Howard (Zoom)
Cassandra Taylor (Zoom)
Sam (Zoom)
Amy (Zoom)

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CALL TO ORDER:

The meeting was called to order by Phil King, chair of the Rutherford County Library System board on Thursday, May 8, 2025, at 2:30 p.m. at the RCLS Administration Building located at 1127 B Dow St., Murfreesboro and via Zoom.

The board reviewed scores from initial interviews conducted on June 5 and 6, 2025, for five candidates for the library director position. As previously agreed, lower scores represented the most favored candidates. The committee determined that board members cumulatively ranked the candidates as follows:

1. Luanne James – 20 (first)
2. Amy Pinkerton – 25 (second)
3. Margaret Luanne Noel – 35 (third)
4. Lisa McClure – 44 (fourth)
5. Maggie Bootman – 49 (fifth)

The committee noted that some members repeated their ranking values and some did not, but the committee felt like this didn't change the overall ranking results.

The board confirmed inviting the top two candidates (Ms. James and Ms. Pinkerton) for a Meet-and-Greet on Friday, June 6, 2025, at Linebaugh Library and second-round interviews on Saturday, June 7, 2025, at the Technology Engagement Center (TEC). Both candidates accepted the invitation and expressed delight and honor to be invited back. However, Ms. Pinkerton added that she is actively seeking employment and might accept another offer before the process concludes, raising concerns about being left with only one candidate. The board addressed Ms. Pinkerton's potential withdrawal by considering a third candidate and by prioritizing early background checks.

Ms. Wells made a motion bringing in three candidates instead of two. Ms. Woodward seconded. Mr. King called for a roll call vote.

Lisa Brewer – aye
Ben Groce – nay
Dina Piazza – nay
Susan Quesenberry – nay
Kory Wells – aye
Marzee Woodward – aye
Cody York – nay

Total: Ayes = 3

Nays = 4

The motion failed.

As personnel committee chair, Ms. Woodward discussed the final interview structure:

- Questions must be consistent across candidates to ensure fairness.
- Suggestions included situational questions (e.g. budget preparations, strategic planning) and a presentation component where candidates choose or are assigned a scenario).
- The first interview is scheduled for Saturday, June 7, 2025, at 9:15 a.m. and will last approximately 90 minutes, followed by board deliberation and a lunch break. The second interview will begin at 2:15 p.m., also lasting approximately 90 minutes, followed by

further deliberation. At the conclusion of the day, the board will decide whether to hire a new library director or restart the hiring process.

- Mr. King emailed the board a 3-page document from Kate Huddleston, director of Stones River Regional Library, that contains samples of interview questions and a rubric for scoring candidates. The next step will be for the committee to finalize interview questions and logistics.

The meeting adjourned at 4:00 p.m.

Approved by:

Kory Wells

Secretary