

Personnel Committee July 11, 2023 at 2:30pm  
Hendersonville Public Library  
The meeting lasted for 50mins.

Present Committee Members:  
Ruth Fennel  
Debbie Martin  
Joanna Daniels (Chair)

Public:  
Alycia Neighbors

Public Recognition. No one chose to speak.

Motion to approve the agenda: Ruth

Second by Debbie

Motion to approve May 2 minutes: Debbie

Second by Ruth

Motion to review the application for Hendersonville Library Director: Ruth

Second by Debbie

Ruth commented on the degree of ornithology.

Motion to move into interview Alycia Neighbors: Debbie

Second by Ruth

The interview process began.

Ruth began asking questions. Asking Alycia to give her journey of how she got to the library. Alycia gave her background of her entrepreneurial background and growing her cleaning business. Talked about her personal life. Talked about her work with wildlife rehabilitation and went on to get a degree in ornithology. Broke away from wildlife rehabilitation and went to work at the library. She felt that service has been a big part of her life and how she fell in love with the library. Ruth asked more questions about Alycia's transition to Interim Director. Alycia did everything to create a family unit amongst the employees to serve the community.

Debbie asked Alycia to talk about a stressful work situation and how Alycia worked through that. Alycia referred to the library bomb threat. Alycia felt that she had to step up and take control even though it wasn't her place. But she realized that Allan's focus wasn't on what was best for the library, patrons, and employees. Alycia was able to get everyone to calm down.

Joanna commented that she was there on that day and witnessed the calming effect that Alycia had on the employees.

Joanna asked about the Kirk Cameron event and asked what are Alycia's takeaways that she may have done differently or the same. Alycia said to have a competent knowledge of policies, creating good communication, papertrail for everything, and look at possible problems that may occur. Listening and communicating can prevent a lot of problems.

Joanna asked about going from cleaning to wildlife rehabilitation to the library. That is a big jump. Started as clerk in September 2022, then to operations manager Jan 15, 2023 then interim director March 15, 2023. What are the top 2 reasons you will make a great Library Director and what are 2 things that might be a challenge. Alycia said that the base root is service. She has a history of service. Alycia feels that the Library is service as well. Alycia's core value is service and so that will help her. Alycia said that service can also be a downfall because she wants to help others and meet needs. She has to balance what she can do and what she should do. She said that she can balance things because she has a support system in place to ensure she is making the right decision. She can also come across a little blunt because of autism that she has to monitor herself a lot.

Joanna asked what her second strength is. Alycia said intuitive listening.

Joanna asked about education when it comes to the library. Alycia has already started on that.

Ruth asked more questions pertaining to her degree in ornithology. Alycia responded that it is a degree but not an associate or master.

Ruth asked if she went back to school what would she focus on? Alycia said PLMI and management.

Ruth said she is very impressed with Alycia's people skills and asked how Alycia developed them. Alycia said it is through prayer during all times. She has gained a lot through life. She has read a lot of books to but a lot is real life experience.

Ruth asked if you were to get this position what can you share with other directors to make them better and how could they make you better? Alycia said she would not know what they would be struggling with but could help to shift a library that may be in turmoil to stability. From them she would like to learn where to get requisition paperwork. When Alycia stepped in she did not have much information.

Debbie asked about the times between 2011-2020. Alycia said that is when her late spouse died and she decided to sell her company and take care of her children. Then she got remarried and stayed home with the children.

Joanna asked if she ever held a position that dealt with a Board. Alycia replied that she did not.

Joanna asked what Alycia thinks you will be able to bring to working with a Board. Alycia said consistency in communication. She sees the Board as support but the Board needs to know

what is going on so that the Board can support the Director. Also the staff to see the Board as an asset.

Joanna asked what the challenge would be with working with a Board. Alycia said she is not sure what a challenge would be at this point. She has felt supported.

Joanna asked about how Alycia feels about everything being in the public eye. Alycia said she is ultimately confident because her intention is to serve. She is not perfect and accepts correction but doesn't feel it will get to that. It is a price to pay for serving the public.

Ruth asked what does Alycia need to get the library to the next level. Alycia said this is a journey and it is a daily finding what is needed and wanted at the library.

Ruth asked what is your comfort level in the position. Alycia said a 10. She is enjoying herself and there is a happiness in the Library.

Joanna asked if Alycia has any questions for the committee. She stated she doesn't have any questions.

Joanna commented that Alycia stated that there was a lot of overdue bills and other things that had not been taken care of by the previous director. Alycia had already sought out solutions.

Ruth asked what skill do you bring from being a business owner, at home parent, and working at Walden's Puddle. Alycia said time management and multitasking while still focusing on excelling in what she is doing. Also learning how to manage all of that and enjoy the process. There is a lot of time management and time sensitive things that have to happen. Alycia verbally checks in with staff and lets them know about what her plans are. Everything is working well but she is always refining.

Joanna asked when did Alycia know that she could do this job. Alycia said it was before she stepped into operations manager because she realized she was already doing the director's job.

Conclude the interview.

Debbie motioned to recommend Alycia for Hendersonville Public Library.  
Ruth second the motion. The vote was unanimous.

Ruth motioned to adjourn.  
Debbie second the motion.

Meeting adjourned.