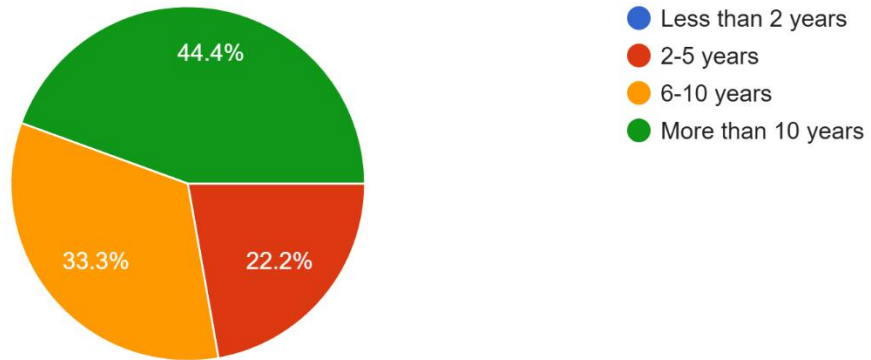


Goodnow Library Staff Survey (Library Director Search 2025)

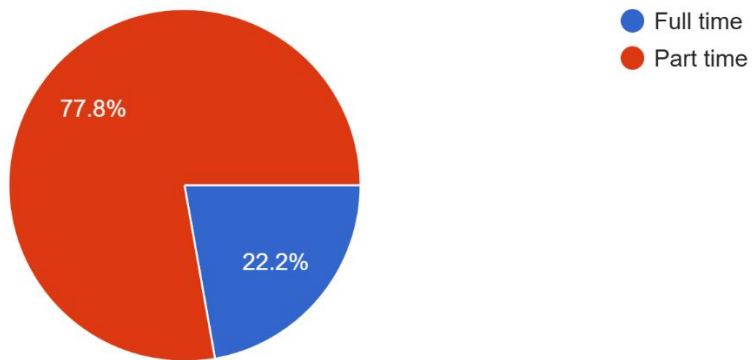
How long have you been working at the Goodnow Library?

9 responses



Do you work full or part time?

9 responses



What traits would you like to see in the next library director? 9 responses

I would like to see an internal candidate promoted

Presence around the library, hands on participation, Good communication skills, follow-up on discussion/ action items

servant leadership, someone who obviously is well acquainted with the position of Director and what that entails but also someone who is willing to jump into other positions at a minute's notice if need. For example temporarily staffing a department. Someone willing to pitch in and not stand on the sidelines if something needs to be done. Someone who is approachable.

Equal treatment for all employees, instead of pitting them against one another. Open and welcoming to all (not just lip service). Calm and effective leadership. Someone who prioritizes the basic needs of the library (ie, shelves falling apart and not fixed) and not just the fancy toys (charging stations, pickup lockers, etc)

Someone energetic and fair. Great communication skills are a must. Someone who trusts library staff to do their work.

Someone who understands the community and the community needs. Would love to see someone from within hired! Someone who is active, with staying power, is definitely a bonus. I want to know that they can be open to changes and make those changes happen. Excellent communication skills is a must!

Superior communication skills; commitment to building, not shrinking a quality catalog; a leader who knows and admits his/her strengths and weaknesses; and will always hire for weakness; a leader who will not alienate one or more library population group(s) in order to build interest from another (i.e Goodnow has developed a reputation as a quality children's library, at the sacrifice of adult interests, materials, and programming.); a leader with a solid strategy and plan moving forward, but who willingly seeks input from staff.

I'd love to see an energetic, strong leader who knows the Goodnow and will maintain and grow the current culture within the library.

Someone experienced, with deep understanding of the workings of a library such as the Goodnow. Someone who is forward looking, while at the same time appreciative of the history of the Goodnow. Someone who is kind, compassionate and has a good sense of humor; someone respectful of individual staff and patrons. Someone with good communication skills. 'Someone who knows and understands the work involved in all departments. Someone who might be open to a Friends group.

How would you describe the current library work environment? 9 responses

In transition

There seems to be a lack of common standards among departments. And a lack of cohesion... we're not all moving in the same direction.

I think the library is a very pleasant environment where generally people feel valued.

If you mean under the previous director, divisive and unhealthy. [REDACTED]
[REDACTED] It was a high stress environment to work in. We have been losing employees left and right; just since I've been here we are on our fifth Business Manager [REDACTED]
[REDACTED].

Overall we're very collegial, but we could use more inter-departmental/whole library chains of communication. Certain departments are understaffed.

I absolutely love working here. I work at two libraries and can say that everything in a library is a choice. All of the previous choices that were made here have ensured that Goodnow is organized and prepared for anything. I would love to see a deeper connection between departments. That said, as someone who works in children's, I am constantly in awe of the management of this team. Working at Goodnow is an absolutely joy!

Not applicable.

It's an enjoyable place to work!

I enjoy working at the Goodnow Library. It is an active, busy place.

Is there anything else you would like to share? 7 responses

The lack of raises are making good people leave for other libraries. It's a real problem that seems to be getting worse. As employees we are seeing spending on things that don't seem necessary, even as we're losing good workers to other jobs. Those of us who remain feel frustrated.

I believe it's crucial to reunite the Friends with the library, not only for the sake of restoring the sense of community, but for fiscal responsibility. I don't want to see petty vindictive feuds by (some) Trustees who are disgruntled former Friends continue to interfere with the best interests of the Library.

It would be great to have someone who knows the local library world (particularly Minuteman) on the screening committee

I know a lot of us are worried about how long this process might take (and has already taken). Libraries absolutely need directors. We've put a band aid at best on the situation. Hopefully we find our new director soon!

In most hiring situations for senior management positions, organizations will typically include a member of staff on the search committee. Why was that not the case in this hiring process?

Hoping we can secure a fantastic Director very quickly!

I was troubled to learn that although 2 or 3 Trustees would be on the search committee, only one person would read the answers to this survey. In my opinion, all those who are on the search committee could benefit from reading these responses unedited. Thank you.