

Medway Board of Library Trustees
October 7th, 2025 @ 4:30 p.m.
Cole Room
Medway Public Library



Minutes

Members Present: Susan Alessandri, Nutan Mathew, Lisa Sheehan, Nicole Haberman, Naomi Price

Others present: Cheryl Houle, Human Resources; members of the community

Ms. Alessandri called the meeting to order at 4:30 p.m.

Ms. Houle announced that the second of the two candidates, Joseph Morra, withdrew from consideration minutes before the meeting, so there would only be one interview.

Ms. Houle discussed how the interview would be conducted: she would ask the pre-determined questions, finalized at the Sept. 2 meeting, and Trustees could follow up if they wanted clarification or elaboration.

Ms. Katrina Ireland-Bilodeau arrived for her 4:45 interview and answered the following questions:

- The Library Director will be joining the library during an exciting time of change. There has been some staff turnover, and this will be an opportunity for a director with vision to “rebuild.” There are key positions to be hired. How will you approach building a cohesive staff of new and long-term employees to align with the mission of the library?
- How do you receive and handle feedback?
- Scenario – The Library needs to increase hours in the evening to meet the needs of the community. Staff are resistant. How do you handle that?
- What role do you see the library playing in the community, and what do you consider the role of the LD in the community?
- How will you promote DEI within the library with both staff and the community?
- How will you ensure that the MPL is welcoming to all community members?

- Scenario – As the LD, you may encounter a situation that you are unfamiliar with and will be working independently without peers in the library. Explain how you develop/maintain your professional network and how you might rely on it. Do you have an example of a time you utilized it?
- Please give an example of a program that you implemented successfully and explain how you defined its success.
- If you have reviewed Medway's programming, what programs might you suggest we add? Please share any ideas.
- Please share your experience working with Trustees, community-based groups, and Town Departments.
- What do you consider the biggest technological challenge facing libraries today?
- What is an opportunity of the changing technology landscape for libraries?
- Do you have any questions for us?

After a brief recess, Trustees discussed Ms. Ireland-Bilodeau's candidacy and her answers to the questions. They were impressed with her answers and thought she would make an excellent new leader of the Medway Public Library. Ms. Alessandri made a motion, seconded by Ms. Mathew, to offer the job to Ms. Ireland-Bilodeau. Trustees voted unanimously (5-0) on the motion.

In order to discuss the salary and benefits they planned to offer to Ms. Ireland-Bilodeau, Ms. Alessandri made a motion to move into executive session, which was seconded by Ms. Haberman.

Trustees discussed the specifics of the offer and adjourned at 7:15 p.m.

Respectfully Submitted,
Susan Alessandri