

Agenda
White Pine Library Cooperative
Board Meeting

White Pine Library Cooperative Headquarters
10:00 a.m
Saginaw

Call to order

Approval of agenda

Approval of minutes

Treasurer's Report

Audit report

Director's Report

Old Business

Director search

Headhunter firm

New Business

2019 Annual meeting

"mini rural conference" support of \$2500 from CE budget line item

Other:

Public comments and announcements

Next meeting date: ?

Basic Posting

30 Day Job Posting

- **Single 30 Day Posting**
- **Includes Resume Bank Access**

Member Price **\$250.00**

Enhanced Posting

30 Day Enhanced Job Posting

- **Single 30 Day Posting**
- **Job Stays Near Top of List on Job Board**
- **Job Highlighted on Job Board**

Member Price **\$350.00**

Most Exposure

MAXIMUM EXPOSURE

Premium Job Flash™ Package

- **Job Emailed to More than 45,000 ALA Members and LIS Professionals**
- **Single 30 Day Posting**
- **Job Stays Near Top of List on Job Board**
- **Job Highlighted on Job Board**
- **Resume Bank Access**
- **Click to view recent [Job Flash™](#)**

Member Price **\$500.00**

Michigan Library Association

Basic Posting

30 Day Job Posting

Post your job for 30 days on the Michigan Library Association job board.

Member Price **\$140.00**

Passive Job Seeker Package

Put your job on the homepage of the Michigan Library Association job board

INCREASE VIEWS BY CLOSE TO 500%! Your job will be included on the homepage of the Michigan Library Association job board. It will also be posted on the job results page for 30 days where it will stay near the top of the search results for the duration AND be highlighted to maximize views. Premium postings attract an average of 500% more job views than a basic posting.

Member Price **\$275.00**

Most Popular

Enhanced Posting

Make Your Job One of the First Seen by Job Seekers for 30 Days

Your 30 day job will stay near the top of the search results for the duration of the posting, ensuring that it is one of the first opportunities job seekers see.

Member Price **\$204.00**

LIBRARY JOURNAL / SCHOOL LIBRARY JOURNAL

BASIC PACKAGE

Basic Listing

30 Day Posting with Total Talent Reach

[Learn more](#) **\$350**

GOLD PACKAGE

Enhanced Listing

Save 10% on a 30 Day Posting with Total Talent Reach, Priority Search and Featured Job Placement (Regular cost - \$500)

[Learn more](#) **\$450**

PLATINUM PACKAGE

Premium Listing

Save 15% on a 30 Day Posting with Total Talent Reach, Diversity Boost, Candidate Resume Boost, Priority Search and Featured Job Placement (Regular cost - \$650)

[Learn more](#) **\$550**

Florida State University Libraries: Research guides.

Library and Technology Jobs: Job Listings Sites

This LibGuide is designed to help School of Information students and grads with their job search.

- [General Tips](#)
- [Résumés](#)
- [Cover Letters](#)
- [Find Job Openings](#) Toggle Dropdown
- [Job Listings Sites](#) Toggle Dropdown
- [Interviews](#) Toggle Dropdown
- [Additional Resources](#)

Job Listings

Job Sites Not Specifically For Librarians

- [Monster.com](#)
- [CareerBuilder.com](#)
- [Job.com](#)
- [College Recruiter](#)
- [Indeed.com](#)
- [SimplyHired](#)

General Library Job Listings

- [ALA Joblist](#)
- [ASIS&T Job Line](#)
- [Employ Florida Marketplace](#)
- [Florida Library Jobs](#)
- [INALJ Job Listings Alabama - Hawaii](#)
- [INALJ Job Listings Idaho - Montana](#)
- [INALJ Job Listings Nebraska - Wyoming](#)
- [Jobs in Library & Information Technology](#)
- [Connecticut Library Jobs](#)
- [GovernmentJobs.com](#)
- [Libgig: library jobs](#)
- [Library Job Postings on the Internet](#)
- [Library Journal JobZone](#)
- [USAJOBS: Librarian](#)
- [UCLA IS Jobs Database](#)
- [Riley Guide Library Resources](#)
- [100 + Job Resources for Librarians](#)
- [Florida Library Association Employment Page](#)

(Libjobs) Katy Davis katy.davis@lac-group.com, no fee

Michlib-L, no fee

https://www.webjunction.org/documents/webjunction/PubLib_Overview.html, no fee

E-mail sent October 15

The 4 agencies that I contacted have responded.

Two responded to my phone contact:

Brian Mortimer, Kent District Library: \$10,000 for advertising, initial interviews and screening - \$2,000 to conduct the interview and background checks.

Hartzell / Mike: retired and not available.

The other two companies:

Dan Bradbury, Bradbury Miller Associates Response follows:

Bryon,

Thank you for your message asking about our services. Is the Library's need immediate? Or is the retirement at some point in the future? We are very busy right now and would be unable to take on another search until 2019. Also, we do not do piecemeal our pricing--we have one of two approaches we use. Here is a quick summary of both.

1. Full Search: this is our typical approach for library director, executive director or library CEO searches and has us managing the search for the governing board from beginning to end. We become the board's staff for the process. It includes three site visits by us, all of the recruiting and advertising, generating the pool of applicants, and managing the logistics of the semifinal and final interviews. We also can be your negotiating team and extend the offer for the board if that is desired. Our fee is a flat fee and includes our travel, the advertising expenses, and a single background check on the final candidate of choice. We do official references on each finalist as well as "street reconnaissance" and electronic searching. The flat fee for your library would be \$24-26,000 depending on the timing and who from our firm is available to work the search. The full search comes with our one-year guarantee and the process takes about 3-4 months once we get started.

The three site visits are: 1) a visit to meet staff, the board/search committee, any community constituents, etc. We do focus groups and surveys with the staff and meet or survey the community to gather information about the position, the library, and the community. We meet with the board/search committee to outline the process and set the schedule for the entire search; 2) being present at the Skype interviews and helping the board select three or four finalists; and 3) being present at the finals and working through the end of the search up to the successful candidate accepting the offer--contingent on a successful background check (included in our fee). We also would come in via Skype to present the pool of candidates to the board or search committee and share our notes with them after the pool has been assembled. This is the meeting where the 6-8 semifinalists are selected for the first round of interviews.

2. The second type of search is a "pool enhancement" process. We do the first half of the search and the library completes the last half. There are no visits included and no guarantee except we guarantee a minimum of ten qualified candidates. We will have a phone conversation with the board, administration (or the search committee) initially, set a time table for our work, enhance the announcement, recruit and advertise, do all of the intake of candidate documents and meet again with the board/search committee or administration to discuss our notes on the candidates helping select 6-8 semifinalists. At this point, our work is complete and the library takes it from there. This process is a flat fee of \$12,000.

I hope this helps give you a basic overview. Please let us know if the library is interested in either approach and what sort of timeline they would be pursuing, so we can determine whether or not we would be able to help you.

Warm regards.

Dan

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John Keister & Associates LLC I will forward this response since it is a 14-page document. Here is the cost though:

"Our fee for search services is \$18,500".

I have had 2 questions about merging with the VLC. This would not be legal.

I have told the 3 agencies that the Board will review proposals at the December 12 meeting.