



BERKELEY PUBLIC LIBRARY BOARD OF LIBRARY TRUSTEES

REGULAR MEETING
November 9, 2016

AGENDA
6:30 PM

Tarea Hall Pittman South Branch
1901 RUSSELL STREET

I. PRELIMINARY MATTERS

- A. Call to Order
- B. Public Comments
- C. Comments from Library Unions:
 - i. SEIU, LOCAL 1021 (Community Services and PTRLA Units)
 - ii. Public Employees Union, LOCAL 1
 - iii. SEIU, LOCAL 1021 (Maintenance and Clerical Units)
- D. Comments from Board of Library Trustees

II. CONSENT CALENDAR

The Board will consider removal and addition of items to the Consent Calendar prior to voting on the Consent Calendar. All items remaining on the Consent Calendar will be approved in one motion.

- A. **Approve minutes of October 19, 2016 Special Meeting**
Recommendation: Approve the minutes of the October 14, 2016 Special Meeting of the Board of Library Trustees.
- B. **Approve minutes of October 19, 2016 Regular Meeting**
Recommendation: Approve the minutes of the October 14, 2016 Regular Meeting of the Board of Library Trustees.

III. PRESENTATION CALENDAR

- A. **Circulation** – Jay Dickinson, Circulation Manager & Rudy Tapia, Library Specialist

IV. ACTION CALENDAR

- A. **President and Vice President Nominations** – Heidi Dolamore, Director of Library Services
Adopt a resolution to appoint President and Vice-President for the remainder of 2016 and through the time of election in 2017.

V. INFORMATION REPORTS

- A. **Monthly Library Director’s Report** – Director Heidi Dolamore
- B. **Report on Trustee Recruitment Process**– Director Heidi Dolamore
- C. **Library Events:** Calendar of events and press releases for various Library programs are posted at <http://www.berkeleypubliclibrary.org>

VI. ADJOURNMENT



Communication Access Information

This meeting is being held in a wheelchair accessible location. To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please call at 981-6195 (V) or 981-6345 (TDD) at least three business days before the meeting date.

Please refrain from wearing scented products to this meeting.

I hereby certify that this amended agenda for the special meeting of the Board of Library Trustees of the City of Berkeley was posted in the display cases located at 2134 Martin Luther King, Jr. Way and in front of the Central Public Library at 2090 Kittredge Street as well as on the Berkeley Public Library's website on November 2, 2016.

//s//

Sarah Dentan, Acting Deputy Director of Library Services
Serving as Secretary to the Board of Library Trustees

For further information, please call (510) 981-6195.

COMMUNICATIONS

Communications to Berkeley boards, commissions or committees are public record and will become part of the City's records. **Please note: e-mail addresses, names, addresses, and other contact information are not required, but if included in any communication to a City board, commission or committee, will become part of the public record.** If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the secretary of the relevant board, commission or committee. If you do not want your contact information included in the public record, please do not include that information in your communication. Please contact the secretary to the relevant board, commission or committee for further information.

Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at Berkeley Public Library Administration Office located at 2090 Kittredge Street, 3rd Floor Admin Wing, Berkeley, CA 94704.

Olympic Team USA Fwd:Happy Halloween!
5102050595@pm.sprint.com

The 2016 General Election
5102050595@pm.sprint.com

President Cristina Grappo (D)
5102050595@pm.sprint.com

Re: Print plastic cards
Carl

Agendas and agenda reports may be accessed via the Internet at www.berkeleypubliclibrary.org/about/board-library-trustees and may be read at reference desks at the following locations:

Central Library - 2090 Kittredge Street
Claremont Branch – 2940 Benvenue
West Branch – 1125 University
North Branch – 1170 The Alameda
South Branch – 1901 Russell



MINUTES
Berkeley Public Library - Board of Library Trustees Special Meeting
Wednesday, October 19, 2016, 5:30 PM

TAREA HALL PITTMAN SOUTH BRANCH – 1901 RUSSELL STREET

Board of Library Trustees:

Chair Julie Holcomb	Winston Burton
Vice Chair Jim Novosel	Abigail Franklin
	Darryl Moore

I. PRELIMINARY MATTERS

A copy of the agenda packet can be found at <http://www.berkeleypubliclibrary.org/about/board-library-trustees>

A. Call to Order: 5:30 PM

Present: Trustees Burton, Franklin, Holcomb, Moore and Novosel.

Absent: None.

Also Present: Heidi Dolamore, Interim Director of Library Services; Eve Franklin, Administrative Secretary.

B. Public Comments: 0 speakers.

Adjourned to Closed Session: 5:30 PM

II. CLOSED SESSION

A. Public Employee Performance Evaluation (Pursuant to Government Code Section 54957)

Title of position being evaluated: Director of Library Services

Called to Order for open session at 6:24 PM.

III. OPEN SESSION

A. Public Reports of actions taken pursuant to Government Code Section 54957.1.

No action taken.

IV. ADJOURNMENT

Adjourned at 6:25 PM.

This is to certify that the foregoing is a true and correct copy of the minutes of the special meeting of October 19, 2016 as approved by the Board of Library Trustees

//s// _____

Heidi Dolamore, Director of Library Services, acting as secretary to BOLT



MINUTES
Berkeley Public Library - Board of Library Trustees Regular Meeting
Wednesday, October 19, 2016 6:30 PM

TAREA HALL PITTMAN SOUTH BRANCH – 1901 RUSSELL STREET

Board of Library Trustees:

Chair Julie Holcomb	Winston Burton
Vice Chair Jim Novosel	Abigail Franklin
	Darryl Moore

I. PRELIMINARY MATTERS

A copy of the agenda packet can be found at <http://www.berkeleypubliclibrary.org/about/board-library-trustees>

A. Call to Order: 6:30 PM

Present: Trustees Burton, Franklin, Holcomb, Moore and Novosel.

Absent: None.

Also Present: Heidi Dolamore, Director of Library Services; Sarah Dentan, Acting Deputy Director of Library Services; Jay Dickinson, Circulation Services Manager; Rachel MacNeilly, Collection Services Manager; July Cole, Associate Human Resources Analyst; Tom Dufour, Librarian; Debbie Carton, Librarian; Eve Franklin, Administrative Secretary.

B. Public Comments: 5 speakers.

C. Comments from Library Unions:

1. Public Employees Union, LOCAL 1 – Jeff Apkarian, Business Agent – All unions should address their broad management and operational concerns to those who are primarily responsible for directing managers whether through Joint Labor Management or other forums. Advocated bringing all parties together to work towards resolutions.
2. SEIU, LOCAL 1021 (Maintenance and Clerical Units) – none.
3. SEIU, LOCAL 1021 (Community Services and PTRLA Units)
 - i. Debbie Carton requested to restart Joint Labor Management meetings.

D. Comments from Board of Library Trustees

1. Trustee Burton – Signage has been ordered. No items have been received for the Tarea Hall Pittman Memorial Installation.
2. Trustee Novosel – Mention the photo of the 1952 NAACP meeting with lots of people including Tarea Hall Pittman. Thank you for initiating the “Lucky Day Collection”.
3. Trustee Franklin – Welcomed Heidi Dolamore.
4. Trustee Moore – Welcomed Heidi Dolamore.
5. Trustee Holcomb – Welcomed Heidi Dolamore.

II. CONSENT CALENDAR

Action: M/S/C Trustee Moore / Trustee Franklin to adopt Resolution # R16-033 to approve Consent Calendar items as presented.

Vote: Ayes: Trustees Burton, Franklin, Holcomb, Moore and Novosel. Noes: None. Absent: None.

Abstentions: None.

- A. Approve minutes of May 19, 2016 Special Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the May 19, 2016 Special Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-034
- B. Approve minutes of June 8, 2016 Special Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the June 8, 2016 Special Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-035
- C. Approve minutes of June 8, 2016 Regular Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the June 8, 2016 Regular Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-036
- D. Approve minutes of July 20, 2016 Special Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the July 20, 2016 Special Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-037
- E. Approve minutes of August 19, 2016 Special Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the August 19, 2016 Special Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-038
- F. Approve minutes of September 7, 2016 Special Meeting**
From: Director of Library Services
Recommendation: Adopt a resolution to approve the minutes of the September 7, 2016 Special Meeting of the Board of Library Trustees.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-039
- G. 2017 Holiday Schedule for the Berkeley Public Library**
From: Director of Library Services
Recommendation: Adopt a resolution approving the 2017 calendar of holidays for the Berkeley Public Library.
Financial Implications: None.
Contact: Heidi Dolamore, Director of Library Services
Action: Adopted Resolution # R16-040

H. 2017 Regular Meeting Schedule for the Board of Library Trustees

From: Director of Library Services

Recommendation: Adopt a resolution approving dates, times and locations for the 2017 regular meeting schedule for the Board of Library Trustees.

Financial Implications: None.

Contact: Heidi Dolamore, Director of Library Services

Action: Adopted Resolution # R16-041

I. Authorization to Open the Central Library and all Branches one Hour Late to Allow Adequate Time for All-Staff Meetings

From: Director of Library Services

Recommendation: Adopt a resolution to open the Central Library and all branch libraries one hour later on March 31, June 30, September 29 and December 29, 2017 to allow adequate time for the all-staff meeting.

Financial Implications: None.

Contact: Heidi Dolamore, Director of Library Services

Action: Adopted Resolution # R16-042

J. Resolution Honoring the Bill and Melinda Gates Foundation

From: Director of Library Services

Recommendation: Adopt a resolution to honor the Bill and Melinda Gates Foundation and its contribution to building the capacity of public libraries.

Financial Implications: None.

Contact: Heidi Dolamore, Director of Library Services

Action: Adopted Resolution # R16-041

III. INFORMATION CALENDAR

A. Monthly Library Director's Report

The Director provided a presentation on Human Centered Design (Attachment 1)

From: Director of Library Services

Contact: Heidi Dolamore, Director of Library Services

Action: Received

B. Library Events

From: Director of Library Services

Contact: Heidi Dolamore, Director of Library Services

Action: Received

IV. ADJOURNMENT

Adjourned at 7:10 PM.

This is to certify that the foregoing is a true and correct copy of the minutes of the regular meeting of October 19, 2016 as approved by the Board of Library Trustees

//s// _____

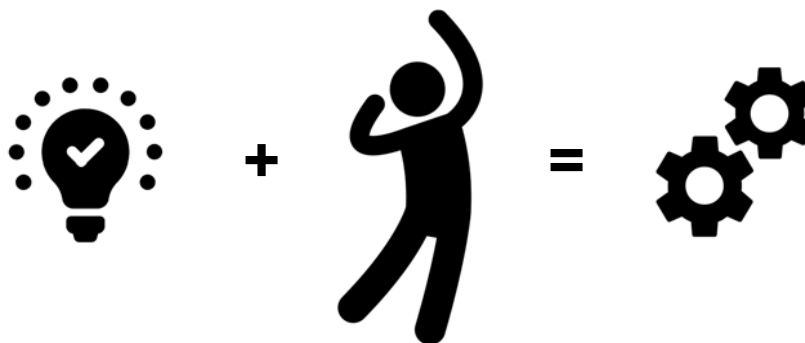
Heidi Dolamore, Director of Library Services, acting as secretary to BOLT

Human Centered Design

October 19, 2016



Human Centered Design is innovation inspired by people.



Design is not a one-shot vaccine;
it's an 'innovation fitness program'
that puts an organization on top
of its game. It is not an 'event,' it is
a way of thinking, communicating,
and doing every day.

HEATHER FRASER
*Professor, Rotman School of Management
University of Toronto*



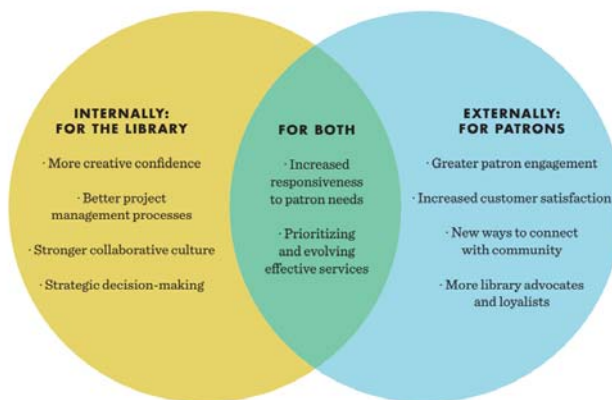
How can we make
a more fuel efficient car?



How might we encourage environmentally sustainable transportation choices?



Why is this important for libraries?



Design Thinking Toolkit for Libraries
<http://designthinkingforlibraries.com/>

What's in our toolkit?

Looking Methods for Observing Human Experience	Understanding Methods for Analyzing Challenges & Opportunities	Making Methods for Envisioning Future Possibilities
ETHNOGRAPHIC RESEARCH <ul style="list-style-type: none">InterviewingFly-on-the-Wall ObservationContextual InquiryWalk-a-Mile Immersion	PEOPLE & SYSTEMS <ul style="list-style-type: none">Stakeholder MappingPersona ProfileExperience DiagrammingConcept Mapping	CONCEPT IDEATION <ul style="list-style-type: none">Thumbnail SketchingCreative MatrixRound RobinAlternative Worlds
PARTICIPATORY RESEARCH <ul style="list-style-type: none">What's on Your Radar?Buy a FeatureBuild Your OwnJournaling	PATTERNS & PRIORITIES <ul style="list-style-type: none">Affinity ClusteringBull's-eye DiagrammingImportance/Difficulty MatrixVisualize-the-Vote	MODELING & PROTOTYPING <ul style="list-style-type: none">StoryboardingSchematic DiagrammingRough & Ready PrototypingAppearance Modeling
EVALUATIVE RESEARCH <ul style="list-style-type: none">Think-Aloud TestingHeuristic ReviewCritiqueSystem Usability Scale	PROBLEM FRAMING <ul style="list-style-type: none">Problem Tree AnalysisStatement StartersAbstraction LadderingRose, Thorn, Bud	DESIGN RATIONALE <ul style="list-style-type: none">Concept PosterVideo ScenarioCover Story Mock-upQuick Reference Guide

Luma Institute
<https://www.luma-institute.com/>



Rose Thorn Bud



How might we...?

Credits

concept by Gregor Črešnar from the Noun Project
 jumping by Gan Khoon Lay from the Noun Project
 service by Amr Fakhri from the Noun Project



ACTION CALENDAR

November 9, 2016

To: Board of Library Trustees
From: Heidi Dolamore, Director of Library Services
Subject: Discussion and Nominations for the Selection of Board President and Vice-President

INTRODUCTION

Each year the Board of Library Trustees elects Officers for a one-year term. Following discussion, the Board will nominate Trustees to sit as President and Vice-President, for the term commencing November 19, 2015, for a one-year term.

FISCAL IMPACTS OF RECOMMENDATION

This report will have no fiscal impacts.

BACKGROUND

Each year the Board of Library Trustees appoints a Trustee to sit as President and a second Trustee to sit as Vice-President for the following year. Section 3.04.040 Organization of Board of the City of Berkeley Municipal Code specifies that each year the Board of Library Trustees shall elect one of its members president and another vice president for a term of one year, on or about the first meeting of the board in October of each year.

CURRENT SITUATION AND ITS EFFECTS

Regular President and Vice-President elections occurred in November 2015, at that time Trustee Holcomb was elected President and Trustee Novosel Vice-President.

Process

In October or November of each year, an open nominations process is followed for the election of officers for the Board of Library Trustees President and Vice-President one-year term to the Board of Library Trustees. Nominations taken "from the floor" allow all of the Trustees the opportunity to nominate others as well as themselves.

The election of officers is a public process, with the vote announced at the conclusion of voting. The one-year term will commence November 10, 2016

FUTURE ACTION

No future action is needed.

CONTACT PERSON

Heidi Dolamore, Director of Library Services, Library, 510-981-6195

Attachments:

1. Resolution

BOARD OF LIBRARY TRUSTEES

RESOLUTION NO: R16-___

APPOINTMENT OF A TRUSTEE TO SIT AS PRESIDENT AND A TRUSTEE TO SIT AS VICE-PRESIDENT FOR THE BOARD OF LIBRARY TRUSTEES

WHEREAS, each year the Board of Library Trustees must appoint a President and Vice-President to sit in those capacities for the following year; and

WHEREAS, the Board wishes to establish a consistent practice for this process to be followed in the current term and in the future, such that in October or November of each year, an open nominations process will occur, to be followed by election of Library Trustee President and Vice-President for a one-year term to the Board of Library Trustees; and

WHEREAS, nominations will be taken "from the floor", thereby allowing all of the Trustees the opportunity to nominate others as well as themselves; and

WHEREAS, the election of officers is a public process, with the vote announced at the conclusion of voting with the term commencing November 10, 2016.

NOW, THEREFORE, BE IT RESOLVED by the Board of Library Trustees of the City of Berkeley to appoint _____ to sit as President for the remainder of 2016 and through the time of election in 2017 and to appoint _____ to sit as Vice-President for the same period.

ADOPTED by the Board of Library Trustees of the City of Berkeley at a regular meeting held on November 9, 2016 by the following vote:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

Julie Holcomb, President

Heidi Dolamore, Director of Library Services
Serving as Secretary to the Board of Library Trustee



INFORMATION REPORTS

November 9, 2016

To: Board of Library Trustees
From: Heidi Dolamore, Director of Library Services
Subject: November 2016 monthly report from the Director of Library Services

PERSONNEL UPDATE

- Deputy Director recruitment opened October 28. Tentative hiring timeline:
 - Recruitment closes November 28
 - Qualifying interview week of December 5
 - Hiring interview week of December 12
 - Start date January/February 2017

TAREA HALL PITTMAN SOUTH BRANCH

- Russell St. sign installed
- Acquired David Johnson photo featuring Tarea Hall Pittman at NAACP Northern California Regional Conference held in Monterey California, 1952.

LIBRARY LEADERS FORUM

- Annual event hosted by Internet Archive
- Attended on October 27, 2016 in San Francisco
- Topics: envisioning the future of digital collections, decentralized solutions for data sharing and storage, new tools for web archiving

LSTA FOCUS GROUP

- California State Library held two focus groups to gather input from the California library community to review the last five years of LSTA (Library Services and Technology Act) grants and help develop the new five year Strategic Plan.
- Attended on October 28, 2016 in Walnut Creek

PUBLIC LIBRARY DIRECTORS FORUM

- Annually, the California State Library hosts a forum for public library directors
- Attended on November 2, 2016 in Sacramento
- Agenda topics to include: regional library systems, State Library 5 year strategic plan

CALIFORNIA LIBRARY ASSOCIATION CONFERENCE

- Occurs annually during the first weekend in November
- Attended November 3-6, 2016 in Sacramento
- Attended workshops on fostering cultural intelligence, California State Library initiatives, BIBframe
- Publicized Deputy Director recruitment

ROSA SHATTUCK CIRCLE RECEPTION

- Attended on November 4, 2016 at West Branch
- Foundation event to honor donors who give \$1,000 or more annually

FUTURE UPDATES

- Technology presentation and inventory presentation scheduled for December.

CONTACT PERSON

Heidi Dolamore, Director of Library Services, 510-981-6195

Attachments: None.



INFORMATION REPORTS

November 9, 2016

To: Board of Library Trustees
From: Heidi Dolamore, Director of Library Services
Subject: Report on recruitment process to fill vacancy on Board of Library Trustees created by Trustee Burton's term end effective March 23, 2017

INTRODUCTION

Review timeline for process to recruit for vacancy on Board of Library Trustees created by Trustee Burton's second term end, effective March 23, 2017.

FISCAL IMPACT

None.

BACKGROUND

Trustee Burton's second four year term will end on March 23, 2017. To ensure a replacement is selected and confirmed by City Council prior to this date, the process to fill this vacancy began in November. The proposed timeline conforms with the process established by the Board for past Trustee appointments and allows adequate time for all steps as outlined below.

CURRENT SITUATION AND ITS EFFECTS

The process and criteria related to the search for a replacement will begin in November to ensure an appointment is made prior to March 23, 2017. The following timeline reflects the process used during the last appointment.

<i>Date</i>	<i>Activity</i>
November 9, 2016	Timeline for recruitment effort reviewed
November 1–January 31	Recruitment open. Advertisement in media and in library branches;
December 5	Open House @ Central 6:30PM
February 1	BOLT regular meeting – Interviews and Recommendation
February 28	City Council meeting consent item to approve appointing the recommended candidate
March 23, 2017	Trustee Burton's term ends
March 24, 2017	New Trustee term begins
April 5, 2017	New Trustee's first regular meeting as a Board member

RECRUITMENT

The current boards and commission page of the City's website provides general information on commission vacancies and specific information for the Board of Library Trustees, including BOLT Application, Supplemental Questionnaire, meeting times, minutes and a link to the Library's website. In addition, the Board's mission and the following charter citations are listed with full text.

Chapter 3.04 BOARD OF LIBRARY TRUSTEES (see Charter § 30)

- Section 3.04.010 Composition--Term of office.
- Section 3.04.040 Organization of board.
- Section 3.04.050 Control and management authority--Meetings--Library defined.
- Section 3.04.060 Tax levy for library expenditures.
- Section 3.04.070 Library fund--Created--Disposition.
- Section 3.04.080 Library property to vest in City when.
- Section 3.04.090 Powers and duties.
- Section 3.04.100 Reports required.

The three documents most relevant to the recruitment process: Application for Appointment to Berkeley Boards and Commissions, Supplemental Questionnaire for the Berkeley Board of Library Trustees, and Responsibilities of the Berkeley Public Library Board of Library Trustees are included for the Board's information. These are the same documents used in the most recent recruitment effort; the Application and the Supplemental Questionnaire have been updated to remain current and consistent with the City's general application for boards and commissions.

FURTHER ACTION

None.

CONTACT PERSON

Heidi Dolamore, Director of Library Services, 510-981-6195

Attachments:

1. Application for Appointment to Berkeley Boards and Commissions
2. Supplemental Questionnaire for the Berkeley Board of Library Trustees
3. Responsibilities of the Berkeley Public Library Board of Library Trustees



APPLICATION FOR APPOINTMENT TO BERKELEY BOARDS AND COMMISSIONS

NAME: _____

RESIDENCE ADDRESS: _____
Street City Zip

BUSINESS NAME/ADDRESS: _____
Street City Zip

EMAIL ADDRESS: _____

OCCUPATION/PROFESSION: _____

HOME PHONE: _____ BUSINESS PHONE: _____

I am interested in being considered for appointment to the following Berkeley board(s)/commission(s):

Name of board/commission: _____

Name of board/commission: _____

List any qualifications (work experience, education, attributes and training) which you feel would provide positive input to the work of the commission and the reason why you are interested in being appointed:

Please use another sheet of paper, if necessary.

The following individuals are qualified to comment on my capabilities:

<u>NAME</u>	<u>ADDRESS</u>	<u>PHONE NO.</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

Signature of Applicant: _____ Date: _____

PLEASE COMPLETE DEMOGRAPHIC SURVEY ON REVERSE SIDE OF THIS APPLICATION

Return this form to the City Clerk Department: 2180 Milvia Street, Berkeley, 94704

*The City of Berkeley's Conflict of Interest Code requires members of all City of Berkeley Commissions except the Youth Commission and Commission on Status of Women to file Statements of Economic Interests – FPPC Form 700. The Form 700 is a public document. For more information, please contact the City Clerk's Department at 981-6900, or visit our website at http://www.cityofberkeley.info/Clerk/Home/Conflict_of_Interest_Code.aspx.

Responsibilities of the Berkeley Public Library Board of Library Trustees

“There is not such a cradle of democracy upon the earth as the Free Public Library, this republic of letters, where neither rank, office, nor wealth receives the slightest consideration.” – Andrew Carnegie

Overview

The Berkeley Public Library Board of Trustees provides a liaison between the general public and the library. The Library Board has the legal authority and responsibility to see that the library is well- managed, and that it operates in accordance with the Berkeley City Charter (Article VII, Section 30) as well as with policies established by the Board itself.

Legal Authorities and Responsibilities

Appointment of the Library Director: Trustees select and appoint the Director of the Library. They delegate to the Director the authority needed to ensure effective planning and managing of the day-to-day operations.

Policy formulation: The Director and appropriate staff assist the Trustees in developing policies to ensure that the organization is sound and can respond to the needs of the public. This includes determining fines and fees, setting or changing hours of service, approving and affirming principles used to guide collection development, and making final decisions regarding personnel actions involving grievances or the Skelly process.

Planning and Budget Review: The Trustees are involved in both short- and long-range planning; they are the managing agents of the Library Fund and are participants in the annual budget review and approval process.

Role as liaison between the general public and the Library

It is the responsibility of the Library Board to represent the Berkeley community to the library by mixing with many segments and interests in the community and attending meetings of other groups; to serve as library advocates, bringing library awareness to the citizens; to explain the library and its usefulness to individuals, groups and to the political structure; to respond to questions and comments positively, accurately, and convincingly; to organize support for the library, its plans, its programs, and its growth.

General Qualifications

- Demonstrated interest in and enthusiasm for the library (preferably a regular library user)
- Readiness to devote time and effort
- An open mind coupled with respect for the opinion of others and, a steadfast belief in intellectual freedom and privacy.
- Ability to plan creatively.
- Courage to withstand pressures and resist influences based on prejudice
- Ability to analyze the business and administrative procedures, and to be part of the accountability process to the public and provide oversight.
- Possession of common sense
- Reflects the diversity of the Berkeley community. Experience with books and libraries
- Willing and able to work with management, staff and the union.

Practical background and/or direct experience in one or more of these areas is desirable:

- Involvement in community organizations
- An understanding of local government operations, of public boards, and commissions
- An interest in long-range planning
- Personal experience in one or more of these areas:
 - Education
 - Architecture/Construction Accounting/Finance Business
 - Personnel management Technology Law/Government
 - Humanities
 - The Arts
- Availability and openness to the public