

Record of Proceedings

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE

BOULDER PUBLIC LIBRARY DISTRICT

Held: Tuesday, March 11, 2025, at 6:00 p.m. at the Boulder Public Library, 1001 Arapahoe Avenue, Boulder, Colorado.

The meeting of the Board of Trustees of the Boulder Public Library District was called and held as shown above in accordance with the statutes of the State of Colorado. The following Trustees, having confirmed their qualifications to serve on the Board, were in attendance:

Doug Hamilton
Benita Duran
Tom Cosgrove
Sylvia Wirba
Andy Sayler
Sam Fuqua

Also present were David Farnan, Director of the Boulder Public Library; and Celia Seaton, Executive Assistant of the Boulder Public Library.

Members of the public present: None

Person preparing summary: Celia Seaton

Type of Meeting: Special

Agenda Item 1: Call to Order and Declaration of Quorum

Hamilton called the meeting to order at 6:03 p.m. noting that enough appointed trustees were present to create a quorum authorized to act on behalf of the District.

Agenda Item 2: Trustee Matters

- a. Review trustee applications and make recommendations on candidates to interview.

Hamilton: the “great group of applicants” appears to reflect the demographics of residents in the district boundary. He was glad to see the diversity of gender and geography within the well-qualified pool of thirty-seven applications ([see packet](#)). Duran clarified that the order of the applications in the packet represents the order in which they were submitted and received.

Reacting to the array of applicants, Duran was “pleasantly surprised ... it speaks volumes to where we are at as a district.” She also credited the intentional accessibility of the application, as well as the reach of the volunteer database and newsletter and the efforts of trustees and staff. Noting the impressive resumes and response, Fuqua felt that any of the applicants could bring value to the board.

Farnan emphasized the “remarkable” alignment of demographic data between the residents within the district boundary and the applications that were received. He reported 24% of the applicants reside outside the city, which “mirrors to a percent the actual demographics” of the district area. Individuals self-identified as white for 81% of the applicant pool; Boulder statistics measure 81.77% white. While only 6% of the applicant pool self-identified as Latino compared to the region’s 10%, 3% identified as more than one race in comparison to the regional figure of 1%.

The group proceeded to go around alphabetically, endorsing four candidates each and speaking to the qualities which they found most appealing. Hamilton had received Trustee O’Brien’s recommendations in advance of the meeting as she was unable to attend due to travel.

Hamilton knows Rebecca Boyle as a hard-working lawyer who often volunteers; he had recruited her to apply. Saylor appreciates that she would bring a new age demographic to the board, being under thirty-five years old. This also appealed to Cosgrove; he commented on her legal expertise and involvement in the community. O’Brien noted that she is an involved local volunteer who holds experience with land use and other pertinent topics.

Nadine Struzziero identifies as a woman of color which Duran finds important. Hamilton noted that she is also a local parent. Geographically, Struzziero provides representation from outside the city. Her marketing background could also benefit the board. Fuqua pointed to her work with underrepresented populations.

Duran emphasized the importance of diversity, recommending Jadzia-Dax Aurelius von Beres who self-identified as 2+ races. This candidate also held previous air force experience, which appealed to Hamilton.

Saylor found Sepideh Miller’s software engineering skillset appealing, as well as her experience with community organizations and working with the NAACP. She is a woman of color and has done work with diverse communities. Other members of the board agreed that these were attractive criteria. Saylor disclosed that she is his coworker, though he did not specifically recruit her to apply.

Regarding Elizabeth Carmichael, Hamilton favored her experience as a professional librarian and teacher as well as being female and residing outside the city. Fuqua also appreciates that she is a librarian within the school district, which would be a valuable connection. He noted her experience with program evaluation which could be useful for the library.

Cosgrove recommended Lisa Feria's qualities: she is a woman of color with financial experience who has national reach with her work. Fuqua also held these aspects of her application in high esteem. Sayler lauded her focus on mental health care and support. In her recommendation for Feria, O'Brien had indicated her race as well as experience in strategic planning and venture capital activities.

Wirba noted Ben Bayer's engaged attendance at the board's February 18 information session, as well as his residency outside the city. O'Brien found both his tech knowledge and extensive board experience to be desirable attributes for a new board member.

The qualities of Lauren Alweis that appealed to Sayler included her decision-making and marketing skills, digital access knowledge, and reference to equity and vulnerable populations. Fuqua mentioned her background with strategic planning. Cosgrove noted her focus on accessibility and history working with the Peace Corps.

As a result of this exercise, these applicants received the following number of endorsements from members of the board: Nadine Struzziero (5), Sepideh Miller (3), Lauren Alweis (2), Jadzia-Dax Aurelius von Beres (2), Ben Bayer (2), Rebecca Boyle (2), Elizabeth Carmichael (2), Lisa Feria(2), Elise Edison (1), Aspen Everett (1), Christina Godbout (1), Shari Leach (1), Alan O'Hashi (1), Cassidy Rangle (1), Justin Rufa (1), and Diana Sadighi (1). It was noted that three of the eight applicants who received more than one endorsement are from outside the city.

In discussing endorsements, a common theme was diversifying the board's gender and race. Experience in education, technology and AI, marketing, finance, and parenthood was advantageous. The board was also mindful about city vs. county representation regarding candidate residences. Staff will send this [breakdown of applicant locations](#) between the city and county to the members of the selection committee.

In the future, Fuqua suggested the board use a more formal matrix of skill sets, desired backgrounds, etc. He also suggested developing an objective scoring rubric which reflects the application questions.

Hamilton noted his intention to reach out to all applicants at the end of the process. He confirmed that each applicant received an automatic reply thanking them for their submission.

Trustee Duran will draft and send a memo to the members of the Selection Committee summarizing the recommended candidates for consideration for interview that arose out of the board discussion.

Agenda Item 3: Adjournment

With no further business before the Board, the meeting was adjourned at about 6:57 p.m.

Sylvia Wirba
Sylvia Wirba (Apr 21, 2025 14:32 MDT)

Attestation







03.11.25 BoT Minutes Special

Final Audit Report

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