

CareerSource Southwest Florida

Executive Committee

CSSF - 6800 Shoppes at Plantation Drive, Fort Myers

March 17, 2022

MINUTES:

Quorum present: Attending in person: Stitt, Daniels, Biskie, Jackson, Nagle, Dalby

Attending virtually: none

Public attending: none

Staff attending: none

Call to order - President Biskie: 10 am

The sole purpose of this meeting is to interview persons who applied for the position of Executive Director.

In turn, Members each asked a question of their choosing from the list of questions prepared by the President. The President followed with additional questions. There were few follow-up questions.

Candidates were interviewed separately: Elmore, then Washington. Each candidate interview lasted about 45 minutes. The Members took a 10-minute break between the interviews. No discussion among members was conducted until both candidate interviews were completed. Each candidate was asked the same questions, in the same order.

The questions, in order were:

Stitt: What are the positive aspects of CareerSource SWFL as it currently exists and what opportunities do you see for improvement in the short term and long term?

Daniels: What would be your priorities in your first three to six months on the job?

Biskie: How important is it for our organization to participate in state and national workforce organizations?

Jackson: Describe a time when you had to deal with difficult or unmotivated staff. Describe a time when you had to confront a staff whose results or performance were inadequate.

Nagle: Why do you want to have this job? What are your drivers?

Dalby: Since you are an internal candidate, how would you characterize the interoffice atmosphere the quality of the staff and the quality of the current output? Are there changes you would suggest?

Biskie: What do you see as the role and value of the board in your success? What will you expect from the board that might be different?

Biskie: Tell us something about you we don't know from the information you have provided.

Biskie: What questions do you have for us?

Board Discussion

Based on the interviews, comparing the two candidates, the Members determined Elmore is more qualified and that her skills, knowledge, and experience were sufficient to hold the position.

Jackson moved and Daniels seconded, that the President consult with the Board Attorney to prepare a contract. The Members unanimously approved the motion.

The meeting adjourned at 12:25 pm.

(prepared by Mike Jackson, serving as Secretary)