

TRANSITION TEAM MEETING  
CONNECTICUT COUNCIL ON DEVELOPMENTAL DISABILITIES  
460 CAPITOL AVENUE  
HARTFORD, CONNECTICUT  
May 6, 2009

Present:, Patricia Tyler, Kathryn DuPree, Frank Reed, Anita Tremarcho.  
Attending by Phone: Armand Legault  
Invited Guests: Mary Beth Bruder from UCEDD and James McCaughey from OPA

Mr. Reed called the meeting to order at 1:40pm.

Ms. Tremarcho took minutes as recorded herein.

A discussion took place between the committee and James McCaughey and Mary Beth Bruder who had both requested an opportunity to address the Committee to express their opinions regarding the qualities and experience to be considered in the selection of the replacement for the Executive Director, Ed Preneta, who is planning to retire in 2011.

The committee reviewed the date of Mr. Preneta's retirement from the Council. Mr. McCaughey and Ms. Bruder were not aware that Mr. Preneta would not be taking an early retirement package and therefore the new Executive Director for the Council will be hired for a start date of March, 2011.

The Committee also provided a brief overview of its responsibilities and the timeline for events for replacement of the Director; and stated that each member of the Transition Committee is bound by a (signed) Confidentiality Agreement.

Ms. Bruder and Mr. McCaughey stated that they currently meet with Ed Preneta on a monthly basis to discuss each entity's part in meeting priorities for initiatives that are often similar, and that it has been in the best interests of all three entities to share information so as not to double up on work or to use resources if another entity is already working on something. They are hopeful that the new Director will support such a collaboration of information and resources, and that he/she will operate with a mutual respect for the priorities of the other agencies. They also noted that it would be best if the new director had leadership qualities and someone who has knowledge of the DD Network. Someone who is well versed with disability movements and is aware of historical events would be ideal so that he/she will not remake mistakes that had happened in the past.

Ms. Bruder and Mr. McCaughey recommended that the Transition Committee look into how other DD Councils operate. Such information may allow the team to develop interview questions to evaluate and understand attributes that a new Director should have. Mr. McCaughey stated that understanding the Federal review process and how to interpret data from Federal reviews would be very helpful. He also said that it would be important for the new Director to be able to have experience with understanding the flow of Federal funding. Someone with a strategic outlook, able to keep an eye toward the long-term plan would be important for the position as well.

They wanted the Committee to consider the pros and cons of looking close (e.g. in CT) and nationally for a new director. The Committee stated that the search would be a national search. A discussion about how long it might take to include national candidates took place, since people who would consider a move to CT might need more time.

Both Mr. McCaughey and Ms. Bruder would like to see a new Director who has had experience in resolving conflict; and asked that references and questions during the interview process address that ability.

Ms. Bruder and Mr. McCaughey thanked the Committee for their time and left the meeting.

A short discussion about their concerns took place, and an additional suggestion was made that the new Director also be asked how he/she would accommodate people with limitations in meetings....to give examples of how he/she has done that in the past.

It was agreed that the Committee needs to further discuss the next steps in the search, including re-considering the timeline for posting the position. Perhaps an earlier date might be necessary in light of comments made by Mr. McCaughey and Ms. Bruder regarding how much time would be needed if we are going to do a national search.

The next meeting will also address the Transition Committee's desire to look at what other DD Councils across the country are doing and how they are operating, which will provide the Committee with an understanding of questions to ask potential candidates during the interview process.

There was a discussion about the Committee identifying specific, key topics that would be necessary to understand in order to properly evaluate potential candidates. The Committee agreed it needs to educate itself on such topics, and each Committee member should take a topic to become an "expert" on. It would then be possible for cross-training to take place so that the Committee as a whole will be well versed on these topics. A list of topics and assignments will be discussed at the next meeting.

The Committee meeting adjourned at 3:00pm.