



Arizona Commission

for the deaf and the hard of hearing

100 N 15th Avenue □ Suite 104 □ Phoenix, AZ 85007
acdhh.org

**Minutes from the Arizona Commission for the Deaf and the
Hard of Hearing, Search Committee Meeting.
Meeting held June 9th, 2025 at 3:00 pm.
The meeting was held via Zoom Teleconference.**

Call to Order & Roll Call

Commissioner Sienko called the meeting to order at 3:02PM.

Commissioners present: Sarah Bolmarcich, Diana Herron, Randal Kidd, Catherine Sienko, Lisa Swenson, Andrew Cohen

Commissioners absent: none

AAG: Elise Phalen, Michelle Kunzman (in at 3:07 PM)

ADOA Staff: Brian Westerberg, George McNeely

Staff Present: Ricky Gonsowski, Chyla Dalton-Nava

Executive Director Search Process

Commissioner Kidd inquired about the scope of the previous job search, and Brian clarified it had a national reach. George added that Arizona State jobs are posted on their job board, attracting roughly 40,000 monthly applicants. Postings are also shared on LinkedIn and the state's recruiter platform with around 80 recruiters. While the board can post elsewhere, any fees incurred are their responsibility. Commissioner Herron stressed reaching out to organizations like the National Association for the Deaf and universities with Deaf and Hard of Hearing programs. The commission discussed various advertising venues. George requested a list of 8-10 specific job boards from the search committee for ADOA to follow up on.

Commissioner Cohen asked about the job post timeline. Brian stated Executive Director posts are typically 30 days, with ADOA providing weekly resume updates. George explained ADOA aims for a 45-day process from posting to interviews, though Executive Director postings often take 60-90 days. He outlined the process: ADOA narrows candidates based on KSA requirements, followed by the Search Committee's expedited scheduling and decisions. Commissioner Herron expressed concern that a 30-day timeline might limit candidate recruitment. Commissioner Kidd asked about the initial search, and Brian reported 67 applications between August 9th and September 22nd, 2024, with three withdrawals. Commissioner Herron suggested posting in August or September to attract professionals returning from summer travel. George strongly urged the board to post quickly to maintain stability and continuity. He also noted that ADOA approval is required for out-of-state second interview travel expenses, potentially causing delays.



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Brian reviewed the prior search process, where nine finalists were virtually interviewed in October. A planned second round of interviews in November for the final candidates did not take place. He proposed maintaining a similar process, suggesting finalists meet with the entire board and the public, pending the board's decision.

Commissioner Kidd inquired about the posting date, and George responded that the position could be advertised at the board's discretion. Regarding ACDHH's potential participation as an exhibitor at the Deaf Nation expo in Las Vegas during July, Chyla stated she was unaware of any staff planning to attend. Commissioner Bolmarcich suggested exploring alternative advertising channels such as HLAA and other Hard of Hearing organizations. The group further discussed these matters.

Commissioner Cohen proposed posting the job within a week and closing it in late July, followed by applicant review. Commissioner Herron voiced concerns about this timeline, noting the group had yet to define required qualifications or the board's vision for the next director. After further deliberation, Commissioner Kidd asked AAG Elise Phalen if the Search Committee could create a working document to aid the search, questioning whether this would violate open meeting law.

Elise explained that such a document might pose issues, as it could effectively document discussions intended for public meetings, which are of public interest. While such a document might seem to streamline the process, she believed it risked conducting those conversations privately. Consequently, she advised against it.

Committee Chair Sienko will collaborate with Chyla to conduct a poll. This poll aims to identify the next meeting dates for the committee, ideally within the upcoming two weeks. George requested to receive copies of all related communications and also suggested including Brian in those communications.

Commissioner Cohen leaves the meeting at 4:11 PM.

Adjournment

Commissioner Bolmarcich moved to adjourn the meeting at 4:13PM; Commissioner Kidd seconds the motion, the meeting was adjourned at 4:13 PM.

12th day of June, 2025 at 5:00 pm by Chyla Dalton-Nava, Assistant to the Executive Director.

Katie Hobbs
Governor



Nikki Soukup
Interim Director

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The mission of the Arizona Commission for the Deaf and the Hard of Hearing is to ensure, in partnership with the public and private sectors, accessibility for the deaf, deaf-blind, hard of hearing, and persons with speech difficulties to improve their quality of life.