

Page 1. Faculty and Professional Affairs Survey for Librarians

1. Rank

	% of Respondents	Number of Respondents
Librarian	20.00%	1
Associate Librarian	20.00%	1
Sr. Assistant Librarian	60.00%	3
Assistant Librarian	0.00%	0
Number of respondents		5
Number or respondents who skipped this question		1

2. Appointment

	% of Respondents	Number of Respondents
Tenured	80.00%	4
Non-tenured	20.00%	1
Number of respondents		5
Number or respondents who skipped this question		1

3. The overall direction the Library is heading is:

	% of Respondents	Number of Respondents
Positive	0.00%	0
Little direction	83.33%	5
Stagnant	16.67%	1
Negative	0.00%	0
Number of respondents		6
Number or respondents who skipped this question		0

4. Please share indicators of the direction the library is headed

[Details](#)

Number of Respondents	5
Number or respondents who skipped this question	1

5. Do you anticipate changes in your work environment with more college departments moving into the library?

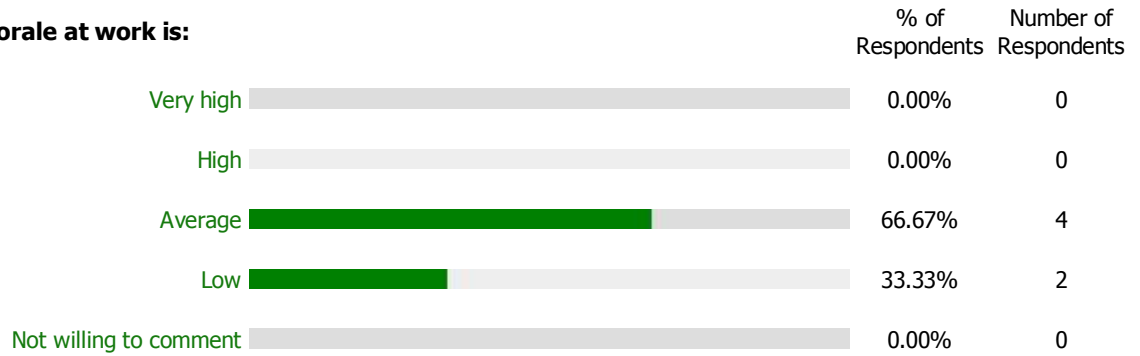
	% of Respondents	Number of Respondents
Positively impacted	16.67%	1
Unchanged	66.67%	4
Negatively impacted	16.67%	1
Number of respondents		6
Number or respondents who skipped this question		0

6. How will they/won't they change?

[Details](#)

Number of Respondents	5
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7. Overall, would you say your morale at work is:



Number of respondents 6

Number or respondents who skipped this question 0

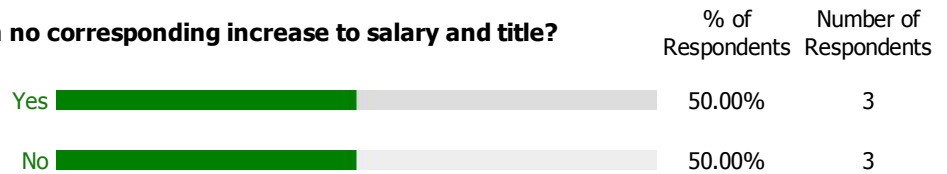
8. Describe your views about causes of morale level:

[Details](#)

Number of Respondents 4

Number or respondents who skipped this question 2

9. Has your workload significantly increased with no corresponding increase to salary and title?



Number of respondents 6

Number or respondents who skipped this question 0

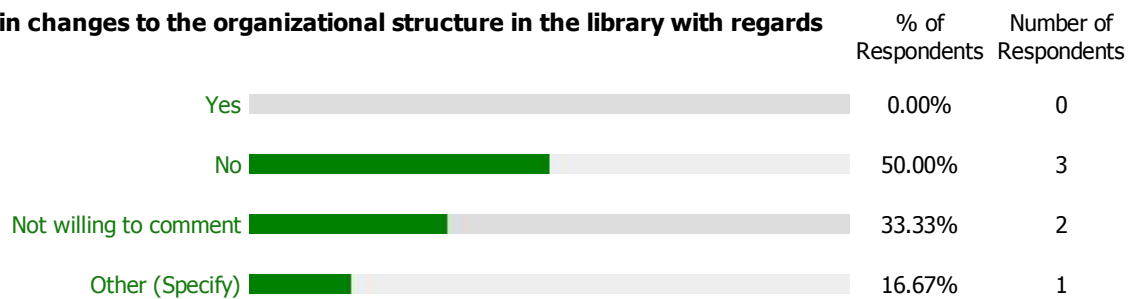
10. Please supply any creative solutions to increased workload issues.

[Details](#)

Number of Respondents 3

Number or respondents who skipped this question 3

11. Do you feel you have a voice in changes to the organizational structure in the library with regards to creating and filling positions, etc.



Number of respondents 6

Number or respondents who skipped this question 0

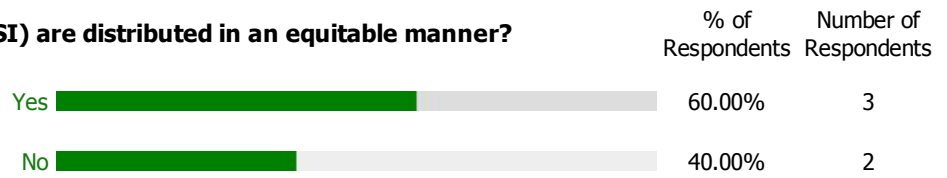
12. Give examples of input /lack of input.

[Details](#)

Number of Respondents 5

Number or respondents who skipped this question 1

13. Do you feel discretionary salary increases (DSI) are distributed in an equitable manner?



Number of respondents 5

Number or respondents who skipped this question 1

14. Any comments about DSI?

Details

Number of Respondents 2

Number or respondents who skipped this question 4

15. Do you feel you work in a healthy physical environment?



Number of respondents 6

Number or respondents who skipped this question 0

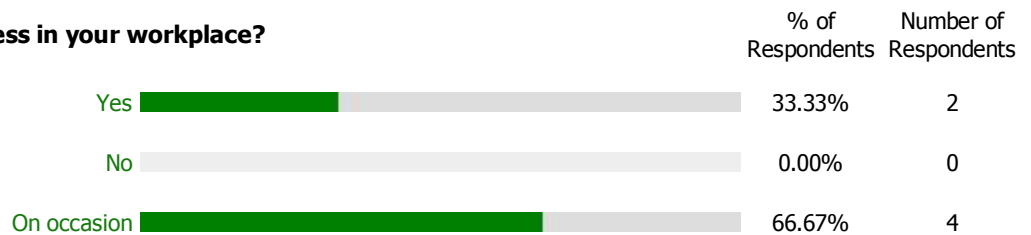
16. Please list/describe areas of concern:

Details

Number of Respondents 1

Number or respondents who skipped this question 5

17. Do you feel you have unnecessary stress in your workplace?



Number of respondents 6

Number or respondents who skipped this question 0

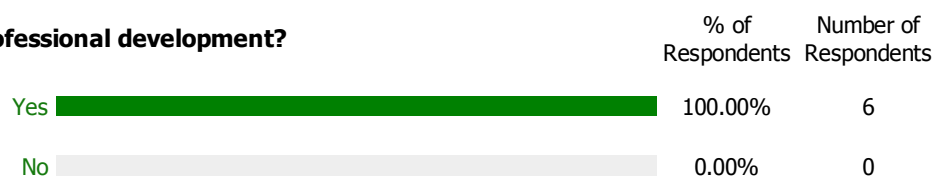
18. Please list/describe causes of stress:

Details

Number of Respondents 4

Number or respondents who skipped this question 2

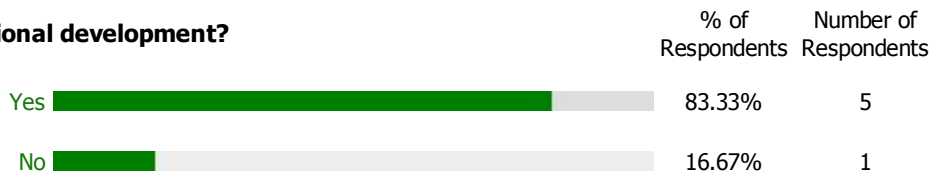
19. Do you feel your supervisor supports your professional development?



Number of respondents 6

Number or respondents who skipped this question 0

20. Do you feel the college supports your professional development?



Number of respondents 6

Number or respondents who skipped this question 0

21. In what ways

[Details](#)

Number of Respondents 5

Number or respondents who skipped this question 1

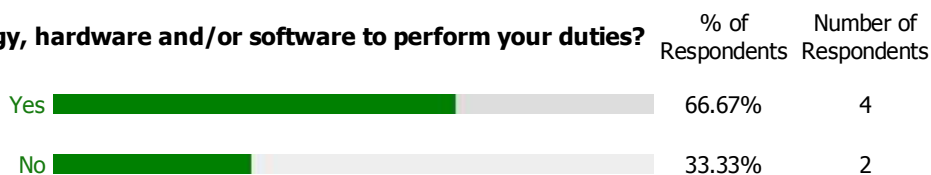
22. Do you feel you have the financial support for your professional development needs?



Number of respondents 6

Number or respondents who skipped this question 0

23. Do you feel you have the necessary technology, hardware and/or software to perform your duties?



Number of respondents 6

Number or respondents who skipped this question 0

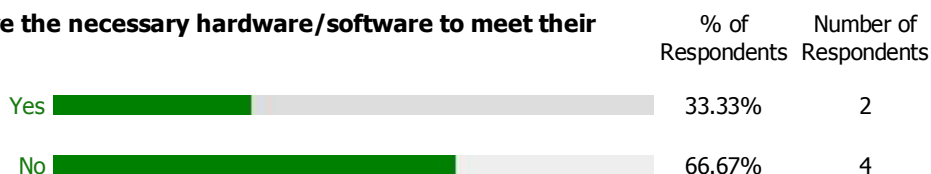
24. What is lacking / needs to be added?

[Details](#)

Number of Respondents 3

Number or respondents who skipped this question 3

25. Do you feel the students using the library have the necessary hardware/software to meet their needs?



Number of respondents 6

Number or respondents who skipped this question 0

26. What is lacking / needs improvement?

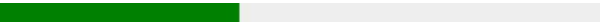
[Details](#)

Number of Respondents 5

Number or respondents who skipped this question 1

27. Do you feel you have input in Promotion and Tenure decisions?



No  40.00% 2

Number of respondents 5

Number or respondents who skipped this question 1

28. Do you feel the administration should mandate Promotion and Tenure guidelines for all departments on campus?

% of Respondents Number of Respondents

Yes  16.67% 1

No  50.00% 3

Other (Specify)  33.33% 2

Number of respondents 6

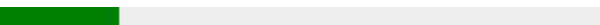
Number or respondents who skipped this question 0

[Details](#)

29. Do you support flexible scheduling in the library for all staff?

% of Respondents Number of Respondents

Yes  80.00% 4

No  20.00% 1

Number of respondents 5

Number or respondents who skipped this question 1

30. Comment on the impact on you/your department:

[Details](#)

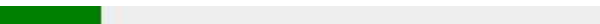
Number of Respondents 4

Number or respondents who skipped this question 2

31. Are you aware of on-campus union activities and what the union can offer you?

% of Respondents Number of Respondents

Yes  83.33% 5

No  16.67% 1

Number of respondents 6

Number or respondents who skipped this question 0

32. What would you like to know more about?

[Details](#)


Number of Respondents 1

Number or respondents who skipped this question 5

33. Do you support having photographs of students available in Banner rosters?

% of Respondents Number of Respondents

Yes  33.33% 2

No  50.00% 3

Other (Specify)  16.67% 1

Number of respondents 6


Number or respondents who skipped this question 0

[Details](#)

34. Would you support having photographs of faculty and staff available in department listings?

% of Respondents Number of Respondents

Yes  33.33% 2

No  50.00% 3

Other (Specify)  16.67% 1

Number of respondents 6

Number or respondents who skipped this question 0

[Details](#)

35. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were positive (to be retained or needing minor revisions):

Number of Respondents 3

Number or respondents who skipped this question 3

[Details](#)

36. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were problematic (to be deleted or needing major revisions):

Number of Respondents 4

Number or respondents who skipped this question 2

[Details](#)

37. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were incomplete (to be added to or developed further):

Number of Respondents 1

Number or respondents who skipped this question 5

[Details](#)

38. Please offer any other comments you may have about the Draft on Personnel Policies:

Number of Respondents 2

Number or respondents who skipped this question 4

[Details](#)

39. Please give any other comments you'd like to share:

Number of Respondents 0

Number or respondents who skipped this question 6

[Details](#)

Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

4. Please share indicators of the direction the library is headed

- 1 I feel that many of our problems are related to being short on staffing.
- 2 Due to staff loss, projected staff loss, and loss of staff to other campus projects, it feels like we're essentially treading water.
- 3 Information is not shared from the administration to the staff which causes stress because we don't know what is happening
- 4 Library needs to hire more librarians. Library needs to hire more staff personnel. Demands at library are not supported by current staffing levels. Many personnel are performing multiple job roles.
- 5 many people have become so ingrained in the day to day duties of the job that they have little time to engage and create, as they should be able to as faculty.

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

6. How will they/won't they change?

[1](#) I expect very little direct impact

More people using facilities, (bathrooms, staff room, etc). Even temporary departments after years of being here don't appear to be moving out(learning center) Students are losing a hugh study area...even though the tables & chairs have been moved to other areas, they are still losing a whole floor of study rooms.

[3](#) Students will be losing study space.

[4](#) New people in the library, even if they don't work with the department, can bring new ideas and maybe bring some perspective to the staff

[5](#) None of the changes will affect the Music Collection area of the library.

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

8. Describe your views about causes of morale level:

- [1](#) Again, I think that my morale is impacted by workload issues related to being short on staffing.
- [2](#) Decisions are being made without input from staff Clerical staff have indicated they don't feel appreciated
- [3](#) Library needs to hire more personnel at all levels.
- [4](#) Lack of transparent direction from the top, and too many people talking to other people about things that are not really their concern

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

10. Please supply any creative solutions to increased workload issues.

[1](#) If our open position goes unfilled there will need to be significant restructuring of the way reference and instruction services are currently provided.

[2](#) Hire more personnel

[3](#) I have not experienced this, but there are a few members of the staff that have.

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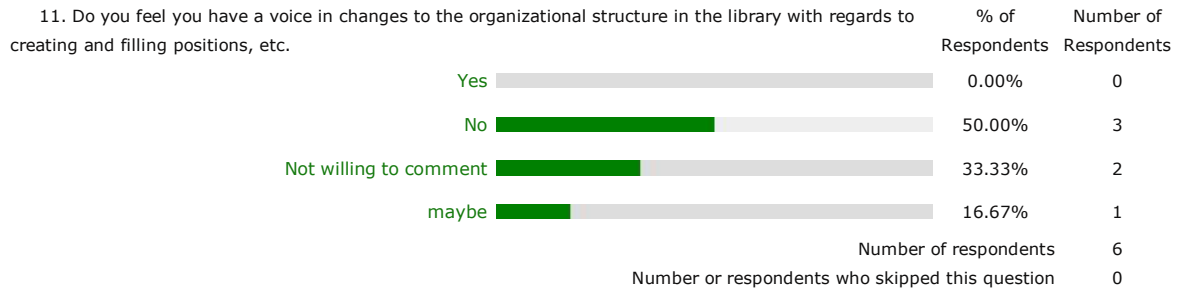
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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians



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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

12. Give examples of input /lack of input.

[1](#) Library faculty work in a hierarchical management structure, as a result, those at the bottom of the structure have the least amount of input regarding organizational decisions.

[2](#) my input matters when it concerns my area

[3](#) A librarian's job description was changed --to a position that none of the other librarians had an opportunity to apply for. The position was made just for her.

[4](#) Policies are written for the permanent personnel not newly/advancing personnel. No platform structure (within policies) from which to voice concerns.

[5](#) We have meetings as to this, but not sure if they are received and ideas taken into effect

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

14. Any comments about DSI?

- [1](#) I don't know about the decision making process for DSI
- [2](#) When all librarians except one gets a DSI how can that be equitable?

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

16. Please list/describe areas of concern:

[1](#) none

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

18. Please list/describe causes of stress:

- [1](#) Workload issues related to the unfilled position.
- [2](#) additional workload, occasionally coworkers
- [3](#) Not knowing what is going on and being told that something is changing that directly affects you causes stress. When other people on campus know more about what is happening with the library than you do it is not a good situation.
- [4](#) Lack of personnel driven!!!!

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

21. In what ways

- [1](#) Through funding and encouragement to attend various events . I also think the creation of a Professional Development Center is a clear indicator that the college supports professional development activities for employees from all spectrums.
- [2](#) Library/college have supported all professional development I've asked for thus far.
- [3](#) The opportunity exists to partake but lack of personnel continues to be an obstacle.
- [4](#) Librarians have often, in the past, forgotten when the campus puts out notices for professional development opportunities.
- [5](#) Money in the budget for travel

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

24. What is lacking / needs to be added?

- [1](#) Though someof the equipment is old it usually works and allows us to get our work done. New and or working computers for student use is crucial.
- [2](#) Larger budget for computer needs students and staff.
- [3](#) nothing

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

26. What is lacking / needs improvement?

- 1 more machines
- 2 Need more machines..newer machines
- 3 Computer labs on campus need to to be open earlier to support student needs. Library becomes the main computer lab each year.
- 4 could use more computers and a good instruction lab for classes.
- 5 Need more computers that are up-to-date and that work on a consistant basis

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

28. Do you feel the administration should mandate Promotion and Tenure guidelines for all departments on campus?		% of Respondents	Number of Respondents
Yes		16.67%	1
No		50.00%	3
I feel that it is good to have guidelines in place, as long as they come from the faculty		16.67%	1
Guided by the union		16.67%	1
		Number of respondents	6
		Number of respondents who skipped this question	0

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

30. Comment on the impact on you/your department:

- [1](#) I support flexible scheduling as long as does not impact the level of service provided to our students.
- [2](#) Some departments might find this more useful than others
- [3](#) None!!!! Many are performing additional job descriptions with no help.
- [4](#) none

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

32. What would you like to know more about?

[1](#) Would like bi-monthly workshops for information and help with work related issues!

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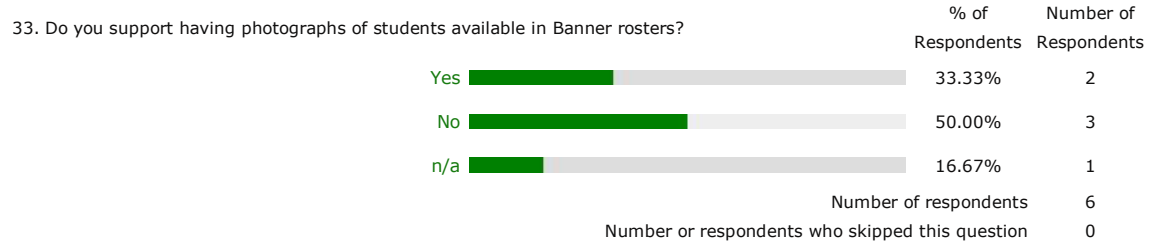
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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians



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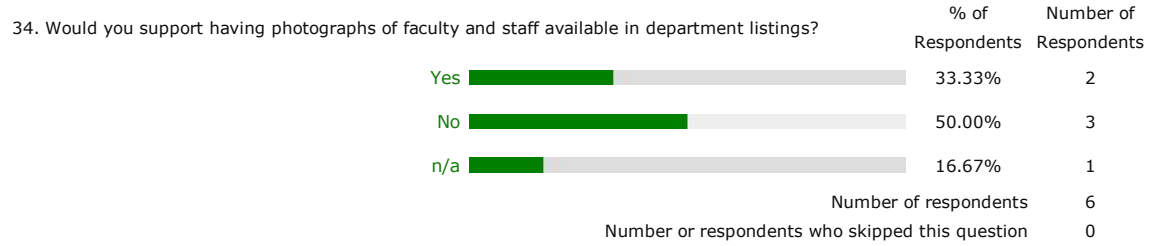
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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians



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[Contact us](#)

Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

35. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were positive (to be retained or needing minor revisions):

- [1](#) general idea of timeline, documenting practice, consistency
- [2](#) Draft is organized but needs more personnel input! Boyer model is helpful to evaluating librarians.
- [3](#) I liked that there was a clear timeline for library faculty. This has always been very confusing in the past. HR has never been able to supply a clear timeline as library faculty start at different times.

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

36. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were problematic (to be deleted or needing major revisions):

- [1](#) details, UPC
- [2](#) librarians are not the same as teaching faculty and just changing the words to say "librarian" not "faculty" does not reflect what we need in the document.
- [3](#) Devoid of initial input from all levels of librarianship.
- [4](#) The university-wide committee structure is a little odd. Also, I'm worried that while specific guidelines for a package are OK, that the administration shouldn't be looking procedures, per se.

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

37. Please offer any comments regarding aspects of the Draft on Personnel Policies that you felt were incomplete (to be added to or developed further):

[1](#) Mentoring section (non existent). Section which states what new personnel can do about personnel issues at the workplace.

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Quick links

MY ACCOUNT HOME
CREATE SURVEY
MANAGE SURVEYS
CUSTOM SURVEY STYLES
MANAGE INVITATIONS
CREATE NEW POLL
MANAGE POLLS
CUSTOM POLL STYLES
POLL LANGUAGES
POLL WIDGETS
MANAGE ACCOUNT
LATEST NEWS
FAQ
BLOG

Page 1. Faculty and Professional Affairs Survey for Librarians

38. Please offer any other comments you may have about the Draft on Personnel Policies:

- [1](#) I'm not satisfied with this version.
- [2](#) I think it was good to have out there to get people to start talking about how they do things, no matter if it is implemented or not.

NEED HELP?

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