



## What different types of library events would you attend, if offered?

How about some anti-stress parties/activities! I think we have enough stress in our jobs to warrant such events.

Holiday parties—including, but not limited to Christmas. You can hold them on a day before the holiday so everyone at work can partake.

I would like to see the libraries (ALL of them) close for a few hours so that NOBODY has to worry and EVERYONE can attend. Couldn't this be done at annual kick-off like some of the Colleges on campus do during the weeks before Fall semester? Come Colleges even have a retreat paid for by the administration. Would REALLY like to see the Directors make an effort to show that they know and care about what's going on in the Libraries. It would be a chance to not only reflect on the past years' activities (and honor those retiring or reaching service fenceposts), but also to look FORWARD to the next academic year and feel excited about it.

Catered even at which we could come and just socialize without burdening some of the staff with setup, serving and cleanup.

Famous author/artist luncheon/reception with presentation/recital or gallery display (could be fee-based).

Faculty/Staff variety show!

Event that would feature faculty/staff accomplishments other than featuring Special Collections. All the PR and focus seems always to be Special Collections/Area Studies related as if there were no other outstanding outcomes from departments or units at the UF George A. Smathers Libraries.

Paintball.

Honestly, as few \*social\* events as possible.

Read-alouds.

Volunteering to serve a community meal.

Informative brown-bag lunches.

Casual off-site socials.

Recognition party for everyone who has presented a paper, received a professional award, or published a paper or book. So much goes on that is not known except a few of the library staff.

Recognition of persons receiving longevity pins or awards. Same time could have people getting tenure and/or promotion.

Most anything as I believe it to be important.

Because of my responsibilities as a department chair, I usually don't have time to serve on planning committees or to help much with events.

Faculty meetings/gatherings.

Convocations (perhaps a library-wide event scheduled during intersession that all could attend.)

Speaker series.

Monthly coffee hour or lunch, perhaps in conjunction with introducing new staff, announcing staff accomplishments, etc.

Inspirational speakers from other university libraries who could talk about interesting programs at their home institution.

Habitat for Humanity or other charitable activities.

Faculty social (I think we need to do more to increase interactions in a more social setting between library faculty.)

Book discussion group

Current library issues discussions.

I like events that introduce new staff or that include a speaker and a social component.

Any.

I loved the charity chili-cook-off and auction. I like the parties the best!

Just about any.

Just about anything. Sorry, I'm not picky.

I have sponsored a student appreciation party since I worked at MSL. It would be nice to have the library participate in recognition and/or supplies/food. The library gives verbal support for this kind of activity, but not financial.

I like events that are designed to expose attendees to literature, arts and sciences. My co-workers and I who share an interest can then attend these events together and enjoy the performance (or whatever) and discuss it afterwards. To me, this type of event encourages camaraderie among co-workers as well as providing a stimulating and interesting break in the daily work grind.

Book signings, Presentations, Readings

Tours of other departments

Any or all.

Team building activities such as a ropes course.

Any social event, especially that takes up from work time.

**Would you attend a Library social event (party, dinner, etc.) that was held during non-working hours? If maybe, please explain:**

If it were held right after work, then I would probably go. I don't know that I would go to a function that was later at night or a weekend—my private time is my own and I don't want to spend it at "work".

If it fit into my "personal life" schedule. If it were an event to honor and/or thank library staff.

I think it would be great to have a social event with dancing—to loosen us up a bit. An open-ended picnic at Lake Wauburg would be nice so that we can play together. But either one should be well-catered.

Don't get me wrong: I like working with many of you and don't mind going to lunch with small groups of colleagues; but I don't want to socialize with more than a few of you.

Depends on the accessibility of the venue and whether family members/partners would be welcome.

The Howe Society banquet, or perhaps "library day" at one of our museums, or some other entertainment event that would be library-staff centered.

Depends on when and where.

Depending on the particular circumstances there are times I prefer not to socialize with my colleagues. Sometimes a dinner, etc., serves an important function and recognizes others in ways that events during working hours simply don't.

Depending on the scheduling of the event, I would be willing to attend. I would be more apt to attend nighttime events as opposed to weekend events.

Depends on my family schedule.

I have family responsibilities during non-working hours.

Non-working hours would be preferable for the holiday party.

Often the activities come at a time when I am busy with other outside responsibilities, such as at Christmas. Would be nice to have activities during the doldrums, such as Spring, when there is a long period without a holiday.

If I knew that people I socialize with or from my department were going to attend.

My spouse works in Ocala and we live far from Gainesville. Returning for events after work is difficult.

It would depend on the hours, as I work a different schedule than others (evening shifts.)

Depends on how busy that week is with other evening meetings, and what the social event is.

My family schedule has first priority.

Depends on other obligations.

I would attend after hours on a workday, but would not drive back to town on a weekend.

Will alcohol be served?

Depends on the time and the event.

It all depends on the time and travel.

Yes, if kid friendly.

It depends on the event and time. I have a child so it would totally depend on if I could fit it into my schedule.

I do not want to spend too much time for social.

None of the events scheduled to date. Perhaps something else (that is not like any of them.)

It would depend on the event. I would be more likely to attend a weekday-after-hours event rather than a weekend event.

It would depend on what else was going on at the time.

Absent illness or schedule conflicts, I would attend.

It would depend on if it had any appeal and fit with my family commitments.

It would depend on what it was for (personal importance to me) and how far away from our scheduled time it was. I would be more likely to attend on a weeknight than a weekend.

More likely to attend if spouses/guests are allowed to come too.

8 or 9 hours is plenty of time spent in a work related environment.

I prefer during work hours.

## Do you feel the Libraries do enough to recognize and reward excellence? Comments:

I don't think recognition necessarily goes to folks who work hard or who accomplish a project that has an important impact (even though it may not be large scale.)

I think it would be nice to have some general recognition for library staff thinking them for their hard work—like all the stress and sweat over the past year of moving the library, starting a new OPAC, learning new circ. systems, having to do more job duties (like circulation), adapting to a new library homepage, etc.

Paper certificates and framed botanical prints are trite and getting rather old.

Although I love the framed prints as “rewards” I suggest that some rewards have gift certificates as originally initiated. The libraries need to be looking for as many ways as possible to reward and recognize excellence. The current award program is too narrow in scope. There are too few categories and the categories do not always fit the accomplishment that one wishes to recognize by nomination for an award.

I put NO, although generally I think it does a fair job and does try to do more. I think one way of recognizing the excellence of your staff and assaying “thank you” generally would be to commit more money to doing so. The general feeling is that the annual holiday party is under-catered because of money. (Where's the ham?) Dept. parties are really where it's at according to the general feeling. I think committing more \$\$ to library-sponsored events would speak loudly of recognition and reward for excellence. Even the picnic gets a little bit worn after a while. Some thought could be put also into providing some funds for departments to buy party supplies for major functions.

Please just stop the cooked up awards: the Apple award, the Go getter award. If these have to continue, award everyone who meets the criteria, not the few chosen by a few with criteria not widely appreciated. Don't demean the award with money or gifts, but build them with offerings of personal thanks.

What you have done is good, but there needs to be more... there is so little opportunity for financial reward that the other kinds of recognition become more meaningful as a result.

Not sure how to respond here; could have the staff dev and awards comm. Look into how WE might implement some of the programs that other institutions support.

Top down administration. Other than personal satisfaction, not much encouragement. What encouragement there is, is felt to be superficial. As in: If there is low morale, it must be the employees' fault.

Some individual supervisors are very active in pushing recognition, while equally deserving staff remain unnoticed because their supervisors are less active in doing so.

There seem to be too few categories for rewarding excellence, which leads to some people/teams losing to others even though they've done an exemplary job. Perhaps the categories should be scrapped altogether, and people/teams should simply be considered individually rather than as compared to others within a category.

Now only the annual staff awards—maybe increase to semi-annual, and ping on less “popularity-contest” aspects to identify and reward true workplace excellence.

As noted in the events section, recognition for everyone who has presented a paper, received a professional award, or published a paper or book. Recognition of longevity awards and tenure/promotion, finishing academic degrees.

Outstanding achievement awards have been giving to several faculty members by ALA and SLA with never a mention to the library faculty and staff. Other university libraries at least had a card or party for the individuals.

[Enough recognition, YES] However, we should, when called together for a large meeting, always have something to drink and eat afterward (just cookies and coffee or water) so as to encourage people to mingle a bit, interact, and feel a part of something. It doesn't have to be more than 20 or 30 minutes max but it would go a long way to helping people come together more. Just a suggestion.

Recognition and awards should last more than one day and be more than a piece of paper.

There should be more recognition of faculty achievements. Those receiving tenure/promotion in a given year should be recognized and celebrated. These are major achievements.

Administration should do more to provide monetary incentives for excellence. Criteria should be objective and individuals should be able to self-nominate.

Standards for excellence could be set in advance so that all who achieve the standard could be recognized/awarded in some way.

We don't acknowledge or publicize most of our projects on a library-wide basis. Most staff don't know what's going on outside their unit or dept. or who is doing the work. We have to rely on FACRL news or reading T&P packets, but those sources are generally limited to librarians' activities.

I appreciate the monetary rewards, but it would be nice to have the directors walk through our department and praise us for work well done. A kind word goes a long way.

I believe department chairs need to be more aware of what individuals in their departments do and reward them accordingly. The chairs also must be given some sort of fund or allowance to be able to give rewards/recognition.

It does what it can given the budget. I have been the beneficiary of several bonus awards.

Not really sure as I haven't been here long enough to see what is offered—so the answer is more a maybe than a no.

Need informal as well as formal recognition.

Awards ceremony is a popularity contest. That's ok but it should not be called "awards." The library does nothing to reward excellence that is above and beyond the university-mandated bonuses. Yet, it does manage to find funding for beginning level of \$40K.

The library staff can do a lot to recognize each other within departments. It's just that there is not a culture of encouragement or positive comments within the Libraries.

I'm not sure how but I think we should do more.

As far as faculty, no formal recognition of scholarship has been evidenced. As far as staff, those who contribute far beyond expected work performance should be recognized.

It seems difficult for other staff to appropriately recognize quiet staff who do exceptional work in the technology services areas. Public services seem to gain more recognition.

Could do more. Awards should be given to different departments not limited to some.

I wish the libraries recognized hard working employees with bonuses.

Substantial cash awards should be made available.

Perhaps there is not a very good way to acknowledge good works below administrative but above departmental levels. Often we can't get folks to participate in a library-wide effort but might be able to include, then report on, departmental efforts.

In general I think each employee should be routinely recognized for their accomplishments by their immediate superior and co-workers. Promoting excellence is an every day effort.

Current awards have nothing to do with excellence. One of the lowest performing people in the Libraries routinely gets performance bonuses and raises. The proper award for performance is significant financial compensation.

Recognition should be more serious (professional) in nature and the reward more tangible.

The same people get [awards] year after year.

When you do it --it is the same few pets or sometimes someone whom everyone considers unworthy or unjustified because someone else is more deserving.

Never enough recognition. But all the certificates and free lunches do not compensate poor wages.

So far, so good.

Individuals who heroically attempt to complete all assignments (and do them well) are usually not given "good job" or "thanks for the help" comments as frequently as could be stated. Some staff express that they are taken for granted. Good words and smiles of appreciation cost no one and serve great purpose.

The Libraries do a lot but because their pay scale is so low, they should have some monetary rewards, even if the bulk of them are for small amounts.

Students should be included—at least those who are graduating. A once a year party or some other recognition is also in order.

At times people aren't compensated for the work they do which can cause people who are really hard working to leave.

### **What types of activities and accomplishments should the Libraries recognize?**

Hard work, Going above and beyond the call of duty, major accomplishments

Public services award, i.e. best customer service skills (we've had this category in the past and it seemed appropriate.)

Recognize/thank librarians who do a lot for the library by way of teaching numerous classes (i.e. ENC, BSC classes, etc.)

I think we ALL work hard and would like to see the Directors take some initiative in this regard. It's been a hard past couple of years and I feel like the Directors take the staff and faculty for granted. Let's celebrate our accomplishments (superlatives, years of service, whatever) in a NON-library space (Emerson Hall?) and let the Directors pick up the tab. Gathering on 2<sup>nd</sup> floor of East, crowded around Publix platters isn't enjoyable nor something to "celebrate." It's depressing and sad.

Any superior movement/program/idea that furthers the Libraries Strategic Plan Goals/Objectives. For example, "creating a more inviting library environment." This year reward the entire Humanities and Social Sciences staff that moved out of Library West in such a timely, efficient and effective manner, including those support systems that enable the staff to move out. Heroic efforts were made! Honor/reward staff that tangibly welcomed "visiting staff" into temporary environments, enabling them to feel settled sooner than later. Honor the custodians who work so hard to successfully clean and therefore support more welcoming environments for both external and internal customers. Honor the staff development staff who successfully supported the move and the transition with a team approach.

Outstanding job performance; completion of major projects; employee completion of a degree or certification program.

At the department level. Division director support for dept. achievement, or staff accomplishments: publications, civic work, volunteering outside/inside libraries and UF.

Professional activities, research, service within the campus and libraries.

There seem to be too few categories for awarding excellence, which leads to some people/teams losing to others even though they've done an exemplary job. Perhaps the categories should be scrapped altogether, and people/teams should simply be considered individually rather than as compared to others within a category.

National recognitions for service or accomplishment should be announced and commended more at the local level; local off-site activities should also be recognized more widely (i.e. outreach)

As noted in the events section, recognition for everyone who has presented a paper, received a professional award, or published a paper or book. Recognition of longevity awards and tenure/promotion, finishing academic degrees.

Outstanding achievement awards have been given to several faculty members by ALA and SLA with never a mention to the library faculty and staff. Other university libraries at least had a card or party for the individuals.

Maybe individual departments could do something to recognize individuals since the colleagues at that level have the best feel for what is being accomplished.

I would like to see managers supported in this endeavor. It really is the manager who is aware of someone volunteering to stay on through the night shift because someone else didn't come in, or volunteers to cover on the weekend or we've noticed an extra effort to get a group trained or whatever...

Job performance, new responsibilities, commitment to service, tenure.

Increased recognition awareness of faculty tenure/promotion. Same for staff promotions.

New hires should be properly introduced and made to feel welcome with a statement about their background and qualifications, not just the infrequent emailed photo with department name. For faculty it would be great if this came from the Director of Libraries.

Information on new hires and promotions/appointments should be sent to publications such as American Libraries and College & Research Libraries News. This would raise the profile of UF Libraries within the profession in addition to serving as recognition for the new or promoted staff member.

Excellent public service and teaching, leadership.

Contributions to quality services, both internal and external.

Research achievements should be recognized and rewarded. Some colleges provide internal research development grants (in addition to sabbatical programs.) There are also UF RGP programs like the Research Foundation Professorships. The recipients are chosen by the individual colleges and designees receive a 3-year salary supplement of \$5K and a research grant of \$3K. Why isn't the library faculty included in any of these programs when we are also expected to conduct research for Tenure and Promotion? We need this kind of substantial support if we are expected to do serious research.

How about a "librarian of the year" program modeled on the Provost's Teaching/Advising awards? (These are available on the college and university level and come with monetary awards.) Nominations include those from external patrons/customers/students.

Projects, products, committees that produce something. Professional activities. And there shouldn't be a competition in which most nominees "lose".

Productivity above and beyond the job requirements. Innovation and creative problem solving. Teamwork.

Working above and beyond the call of duty (for instance, the people who helped move books during the library move and worked on the weekend.)

Grants awarded and completed. Publications, new management structures. Basically things that are new and innovative, or exceptional performance.

Willingness to help colleagues and patrons, perhaps beyond the regular realm of duty.

Completion of school or certification programs.

Informal and formal rewards for:

- good job on a project
- lots of teaching, innovative teaching
- hard work during a busy time

Promotions, chairing committees in the library and outside, completing task force reports, initiatives such as the information station, service on time-consuming key committees (search, strategic planning, T&P, etc.)

Creative thinking—new solutions to old problems.

People who work beyond the borders of their own areas.

Positive attitudes.

Completing training that is critical to a new job.

The accomplishments that are usually reward at the yearly holiday party are good. Perhaps the titles of the categories might be clearer and spell out the qualities being rewarding. Perhaps there should be more and more winners.

All types that strongly benefit the university.

The quiet efforts of many staff that go above and beyond, especially those that directly benefit the public. People who have good ideas and make them work. People who make services reliable and responsive, who don't complain or blame others when things go wrong.

Leadership.

Project work or service that influences the library organization.

Work activities that have significant impact on library processes. Innovative changes in the workplace.

Any if it is a good one, and if it is an accomplishment for the libraries.

Sometimes if a supervisor doesn't acknowledge a person they are overlooked.

Hard work, excellence in achievement.

Length of service, type of work performed, and any outstanding service.

I like to hear about problems that different groups or employees handled and the solutions (or not) that they came up with. This lets me see what those employees do and I gain respect for their abilities and their accomplishments. New employees who succeed could be recognized at the end of their probationary period—they could be welcomed into the group.

I enjoy knowing personal stuff, like who's had a baby, etc., in newsletter format. I'm not sure everyone thinks that is appropriate or interesting. I wish we could highlight/spotlight some daily featured person or work or team in some manner as well as the special over-the-top events managed by a few.

Contributions outside the employee's normal duties.

Employee's attitude makes a significant positive impact on the workplace.

Excellence in service and productivity

Ongoing good job performance

Legitimate hard work needs to be recognized, as opposed to people who pretend to work hard, but don't. I also think that people that do work in the community should have the option of being recognized in the library newsletter.

Committees that accomplish goals ahead of schedule

Individuals who make others' jobs easier.

Production of ways to make everyone's jobs easier.

Does something called loyalty and dedication still exist?

Employees should be recognized if during the year they went beyond their job duties to help other staff.

What about those persons who go "the extra mile" to complete tasks within their job?

Appropriate acknowledgement of a job well done.

Dedication to service.

Flexibility.

Ability with customer service

Excellence or above the call of duty work efforts

Significant accomplishments over the past year. The directors should nominate the most important achievements in their divisions, and then meet in conclave to determine overall contribution and reward. There should be only one category (Outstanding Performance), and a variable number of awards, depending on how the year went.

Personal advancement in a field or service

Similar to the past with perhaps different names.

Years of service.

Seems like it would differ by department?

Very difficult to say. There is hesitation in using measurable indicators because they do not want to open up a can of worms because it is very difficult to compare with people's different responsibilities.

Going above and beyond the call of duty.

Getting good review from happy patrons.

Life accomplishments. Babies, birthdays, graduations, deaths. How nice would it be to come to work on your birthday and find a red rose on your desk with a happy birthday card from the library? Talk about a morale booster!

Ability to work well with others, especially in adverse conditions or with employees who are difficult to work with.

Anything done to advance the library in service or reputation or that directly benefits the patrons.

Production, attitude, teamwork, best promoter, etc.

### **Beyond salary increases and bonuses, what type of award or recognition would be meaningful?**

Extra vacation days to take at our convenience, Gift certificates to places that most people would have a use for—Borders, Best Buy, etc., the usual plaques, statues, etc

What's wrong with just giving money/bonuses?

Anything but botanical prints...didn't we use to get a coffee mug and a bagel gift certificate way back when? At least those were useful.

Plaques, gift certificates, notice in the newspaper like other UF units do. Why our faculty and staff have never turned up in the section that mentions job-related accomplishments, I'll never understand. Recognition beyond the 4 walls of the library would go a long way as a reward especially if it came with a "thank you" fanfare!

Feature staff in the campus news venues and in outside newspapers.

Employee of the Month parking places

Free passes to UF performing arts center events or sports events.

Donation made to a charity in the employee's name.

Picture and name in a display case like an "honor roll", mention of faculty and staff accomplishments in the Library News.

Special emblems for employees to wear that indicate special recognition.

An award to departments or Units. This obviously would be infrequent, a single ceremony, but it would recognize the entire group—perhaps timely now with everything everyone has (and still is) going through?

Money. What else is there?

I'd like to see someone surprised by a big \*\*\* ribbon on their chair with a thank you card in the seat every now and again. Totally unexpected thanks would be nice.

Gift certificate to a local business (bookstore or restaurant)

Release time.

Recognition lunch for achievements at section or department level.

Primarily a sincere and knowledgeable personal recognition by the highest levels of library administration. Secondly, a letter documenting same (i.e. not a form letter or cut and paste job from annual reports, etc.) Bonuses and salary increases would be nice, too.

Gifts such as the framed photos/drawings from past years, gift certificates, and even plaques (as cliché as they are.)

Recognition in print always helps (a staff newsletter)

A brief "coffee-donuts" or something similar to feat the awardee/exceller.

Maybe the individual departments could do something to recognize individuals since the colleagues at the same level have the best feel for what is being accomplished.

Small tokens of appreciation distributed when deserved and throughout the year. Perhaps one year the library administration could purchase something like those nifty little blue pens, but give a supply to the managers/supervisors who would give to a staff member in recognition of something they've done well. If, over the course of a full year, each member in the department got the pen (or some such thing) well then, Bravo! We don't want to exclude but rather encourage people to go the extra mile.

Assistance with parking

Bonus personal day

If a team, luncheon with the directors—and have all directors actually present.

Statements of genuine appreciation from library managers and administration.

Festive celebrations hosted by managers/administration that do not rely on line staff to plan and implement.

Parking place!

Gift Certificates, Tickets to cultural events.

Let's start with widespread publicity within the libraries—even that would be an improvement!

Praise from supervisors and especially the directors. A visit from Dale, Martha, Carol, or John would be a lovely gesture to many of our LTAs or junior faculty. And if it came from Dr. Machen, wow! I wonder if he would ever come and visit us, and say some words of encouragement?

Gift certificates, special parking privileges, a personal day off.

A certificate to a local restaurant or tickets to a performance at the Phillips center.

Public announcements, funny award statues, gift cards, lunch.

Personal word from supervisor or department chair; Recognition in meeting by department chair;  
Recognition via email among library staff

Staff awards as done now are helpful.

Comp. time, membership to Living Well, paid parking fees, employee of the month parking spot, artwork to hang in office.

A personal note/email from an administrator to not an accomplishment.

Once upon a time we got thank you notes from directors upon completion of a committee charge. Now we often don't even get an appointment letter.

A parking place that is close to the Libraries for the Employee of the Month.

Gift Certificates

Dinner/Party with supervisors and directors.

Designated Parking place.

Public recognition of contributions. Perhaps a state of staff research report.

Simple certificates are great, and gift certificates and attractive prints are also nice.

Delivered plants or flowers.

Reserved parking place for a month.

Maybe the library could award extra time off.

Money is the only meaningful recognition.

Public recognition of a job well done. It might be nice to have a library version of the Superior Accomplishment Awards whereby supervisors could nominate individuals or groups—then have a gathering to honor the recipients (and nominees.)

I am very thankful to our president and director who work hard on employees' behalf. People first!

Certificates

Maybe special bonuses.

Parties!!

Parking spot for a month.

Unfortunately, money is what truly matters to most. Awards for outstanding employee become redundant when the usual few win all the time. Awards would have to be creative to involve most of the staff eventually (best desk decoration, cleanest area?) -- Things anyone could win would be a morale booster—to nominators as well as nominees who otherwise never get anything.

Gift certificates or movie tickets would be good, but honestly, fun stuff like oddball certificates would be a welcome change from the plodding of daily life here...

Gift certificates or maybe a lunch out for those who got awards?

Awards given by the Division or Department to staff, e.g. employee of the month.

Something useful like a gift certificate.

Letters of recognition from the department chair or director.

Possibly actual recognition by the directors of what is going on and what you have contributed. At least by the head of your department.

Photo enshrined in public area for a month.

I like what we have done in the past at the Christmas party.

Merit pay raise.

Money talks best.

Recognition in monthly newsletter

Paid time off

Display of employee recognition in a prominent place where employees view on a regular basis.

Personal parking space

Certificates to places to dine

Flowers

Show a little more thank you.

Gift certificates, or half-day off, or parking place for a week, or lunch with the team...

I know from experience that an occasional announcement that one employee or another has performed miracles is actually demoralizing to everyone else who has been steadily doing their best, year-round. Hey—there are tons of books out there about how to award and recognize employees in simple, inexpensive, and yet meaningful ways.

Food, food, and more food.

Prizes such as gift certificates.

Prints were handed out last year, but it would be nice to be able to choose the print from the special collections archives, and then have the library duplicate, print and frame it. It would then be more personalized

Permanent display with names and description of reason for the award. However, money is always the most sincere form of appreciation, and if the raise process doesn't reflect performance, anything else will be seen as meaningless.

Say it with flowers ☺ At my previous job, we had a tradition of "passing the dragon" (school mascot). At the monthly faculty meeting, we had 2 stuffed dragons that were passed from the last recipient to someone else they felt really worked hard, or helped them along the way. The new recipient would display their dragon for the next month and think of whom they would choose at the next meeting. An inherent problem with this though was when a dragon would spend several months circulating around to each member of a team.

### **Additional comments:**

I question whether it is appropriate to award people for their length of service. If they have been with the library for many years and have worked hard/added to the workplace in a positive way, then certainly reward them. However, if they're just here to collect a paycheck and don't do very much, then no, they shouldn't be rewarded (in fact they should be fired). It is the same principle as merit raises. You either give someone a raise because they worked hard and earned it (regardless of how long they've worked here) or you don't. You don't give people a raise simply because they occupy a space for a long period of time and don't do much.

I am uncertain what recognition for "Positive Working Relationships" means. Does that mean rewarding people who are social butterflies or who are good at chatting around the water cooler? Do you mean it in relation to public services folks' relationships with our public patrons? What does it mean?

I was really disappointed that we didn't have our fall cook out this year (though I was glad to have the day off). It looks like it will be moved to the middle of December, so I'm glad it hasn't been skipped. But it

seems like the cook out is in place of the usual holiday party (so are we getting 1 party this year instead of the usual 2?—a cook out at homecoming and a Christmas party with food).

I think the BBQ is the first original idea in a LOOONG time. Hope people go and enjoy. We need more innovation/originality like this in the Libraries. Morale can't be any lower and it's time that the Directors take this opportunity to DO something to lift people's spirits – Maybe the new building will give us an opportunity to gather and rejoice and praise ALL the hard work that ALL of us do here? And if they want to do special acknowledgments, make it SPECIAL. NOT the same ol' same ol'. Maybe award winners could be invited to have lunch with the Directors? I also think we need to have some way to meet the new staff/faculty each year – again, an annual kickoff? There are so many new people and “meeting” them virtually doesn't seem to help. Again, there's no reason we can't shut down for two or three HOURS each year to do something as a TEAM. Get direction, meet new folks, say goodbye and thanks to others, get fired up for the coming year. Two to three hours tops. That's it. And DONE. Wouldn't that be easy?

Suggestion: Review the ideas that came out of the Score Card exercises. There were many and I also recall staff themselves were very unhappy in the ones that were initially chosen for the first ones to be acted on. I don't recall all the ins and outs.

I wonder if there isn't some way to reward or recognize every individual (perhaps in each unit or section) for a single accomplishment in any one year, perhaps even something on the humorous side. I rather miss the older way of giving Staff Recognition Awards. I thought they were a bit silly, but the new one seems dry and stripped of feeling and excludes more people than includes. I recall a conference social event where everyone was given a small token for some accomplishment like “for grace under fire”, or “for doing it by any means whatsoever”.

Do something fun every now and then, for no reason at all. Emory University Library employees have a “plaid day”. Paintball. Paintball's the way to go.

Should we invite Health and Law [to an event]? I really feel more isolated from those folks than I would like to be...perhaps they don't feel the same.

Why not sue some part of the profits from the Library Bookstore for the Library Party? This idea worked very well at one place we worked for where the proceeds of an annual book sale went to the Annual Holiday Party. So the proceeds support both further acquisitions (which is I guess what they do), and the people who process all those materials, including those withdrawn and sent to the Bookstore.

In the Pedagogator newsletter that came today from UCET, there was a box about the new Academy of Distinguished Teaching Scholars. Seems to me this is another way we might look at recognizing librarians, by nominating them for campus-wide awards such as this. In addition, the Libraries might have our own Academy of Distinguished Librarians or some such.

Other ARL Libraries have holiday parties funded out of the Director's discretionary fund to the tune of several thousand dollars.

Feature faculty/staff accomplishments on a web page or a display/bulletin board in the public areas of the library.

I would support the judicious use of some form of “reverse evaluation” of directors, department heads, and supervisors by their faculty and staff. CLAS does this regularly for its department chairs, center directors, deans, etc., without causing the sky to fall.

Keep up the good work on those events you now sponsor to recognize the often overlooked and under praised hard work that results in the betterment of the whole library. Look for ways to increase this awareness of accomplishments that boost morale in an often-demoralized staff.

There is a definite lack of communication as to the achievements of faculty and staff. Some department chairs do not have meetings so our only source of information is email. I would like to see a monthly newsletter on email, which recognizes the positive things that are happening to staff and faculty. Also a posting of the award winners and those receiving years of work recognition.

Perhaps department chairs and Division directors could take some time after assembling their annual reports to identify and publicize the projects (and staff) that have been most productive, useful, or creative.

I like the current “catered” lunch idea for the holiday party and plan to attend. I really hate the parties in cramped spaces, where you have to vie to get a nibble or a chair.

Thanks for taking on this difficult task.

Giving praise, appreciation to people does not cost anything. It is a good strategy to give appreciation to as many employees as possible. This is my philosophy and this is what I did when I was in a leadership position before. Thank you for your wonderful job. Have a great holiday.

There are enough recognition activities. Associating achievement with monetary reward and/or merit increase needs to be factored in; otherwise, such activities tend to lose their significance for the individual. This is especially so in the staff ranks.

Other incentive ideas for recognition would be:

- a set amount to travel to a conference or educational seminar, above and beyond regular allocation
- Use of a laptop for a year
- Guest seat on a library planning committee (for a year)
- Use of a reserved parking pass for Employee of the month. Library would purchase and negotiate so that it was really close to the Libraries.
- Award published in newsletters, alligator, website
- Honor wall for employees of the month or special recognition awards—could be in the directors suite or some other staff location.
- Gift certificates to different restaurants

There is a bad political war on in our environment that causes an imbalance in the way people are perceived and rewarded

Even when people in our library receive bonuses and certificates they can be hesitant to display or be proud of it due to internal abuse or negative response from other staff members. A lot of staff would rather it be kept quiet because of the jealousy and gossip it generates.

What about something anonymous like “kudos” that everyone could put in for whomever? It could even be done electronically, or something. Everyone could have an amount to start with, say 5 kudos. Then they can distribute them to whomever they wish, all to one person or spread them out. At the end, display the names of those with “kudos”. Even one would indicate that someone noticed your work and appreciated what you do. Done on a regular basis this could be motivational. It could also include a little positive comment with each kudo for more specific praise.

A food or fund drive for any charity cause. I noticed a “best dressed office door” contest at Criser/Registrar. It appeared to be a food drive. With food donation, the visitor was allowed one vote. I don’t know if there was a prize for any of the voting visitors or just the staff. It looked like a good morale booster. I think it may have been associated with the community campaign drive.

This year’s “Christmas Party” has got to be the worst idea ever! BBQ? It’s a shame. What needs to be done is have the library administration buy the meats (turkey, ham, roast beef) and then let everyone else bring a dish whether it is traditional “American” holiday dish or a “foreign” holiday dish. This would be easy to do and you would get many more people interested in socializing.

Awards should be re-evaluated and re-named to sound more professional (e.g. Go gator Go getter...is idiotic.) Cash awards (even small ones, \$50-100) would be an incentive.

I like the way the ceremony was handled in the past at the holiday party. No matter what the committee comes up with, some people won’t be happy or attend the ceremony. Communication is the key to success. Good luck!

You didn’t add “Administration” to the divisions in the first question.

If the directors don’t know who is performing at an outstanding level, we have a lot worse problem than the awards process. If they do know, it is dereliction of duty to leave it to a mass nomination, especially when that process has been characterized by departmental block votes. A library-wide award should be decided by library management if it is to have any meaning.

I enjoy the activities organized by the Special Collections Department. They are informative and very successful.

Thank you for making this a better place to work.

The spring picnic could be at Lake Wauburg and provide transportation. It could also have games to play (e.g. volleyball, cards, etc.) and give small prizes for whoever wins (e.g. tickets to the movies for two, restaurant certificates, etc.) Sell a raffle drawing at the entrance for a dollar and the money collected goes towards the UF Community Campaign. It could start early in the year and not wait until October.

We need to work on how to draw people into the events; sometimes our events are applied to all without distinction...if that makes sense.

Good luck! It's hard to create and maintain a cookie cutter response that will fill most needs. Recognizing and rewarding employees is a complicated discipline in itself. If there are four main workplace behavioral types, then there should be four main types of reward systems to match. Right? Keep it simple.

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