

## Results Manager for LAUC-I Distinguished Status Survey

### About this survey

# of possible respondents: 48

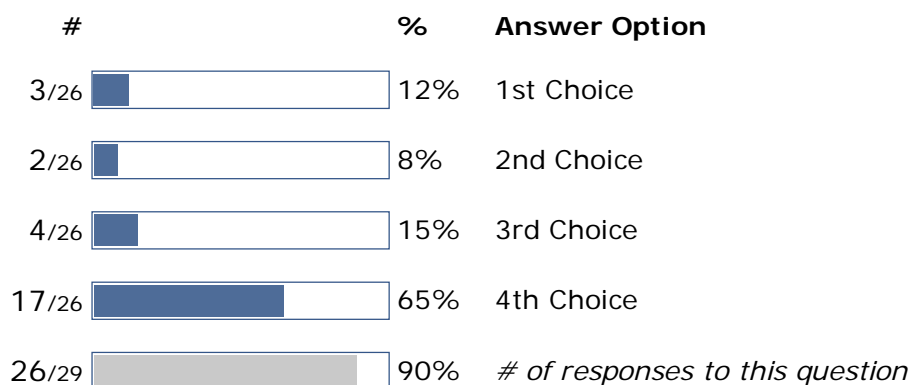
# of submissions: 29

### Questions (2 questions)

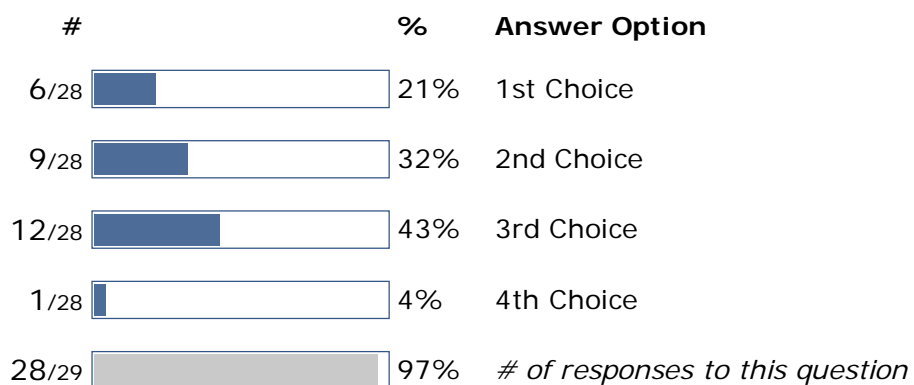
#### 1. Please rank your choices.

(displayed as grid)

##### 1.1. Distinguished Status required for Step VI (current practice)

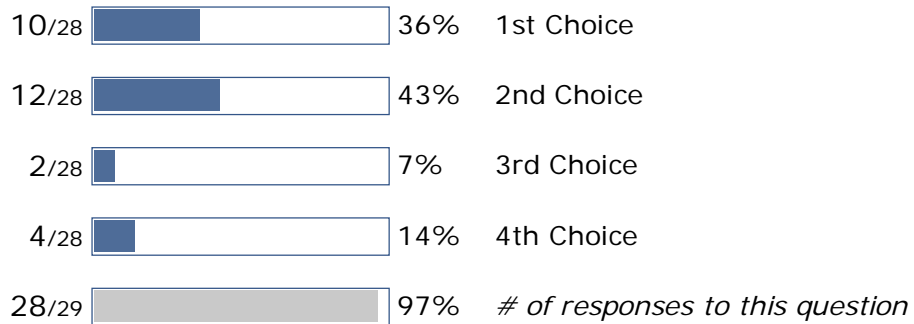


##### 1.2. Distinguished Status required for highest step (Step VII)

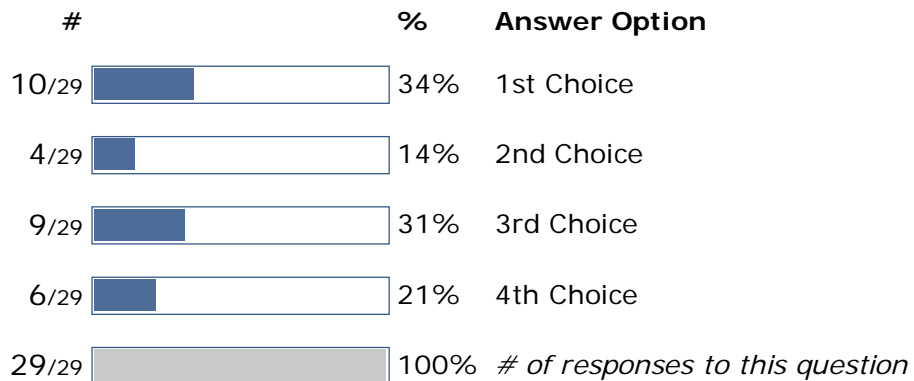


##### 1.3. Distinguished Status independent of Merit Advancement

#	%	Answer Option
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#### 1.4. Eliminate Distinguished Status



## 2. Comments

- I would like to see a reward system that encourages all librarians to achieve distinction, but does not punish those who serve faithfully and contribute in many ways to the organization which many of our current Librarian V's do. The previous administration seemed to be more interested in preventing people from advancing than in recognizing, rewarding, and encouraging excellence in the performance of their jobs. (This applied in many areas, from staff evaluations to librarian reviews, not just to advancement to Distinguished Status.) I would like to see this philosophy changed so that we can provide positive recognition to all staff who do their jobs well.
- I think we have to honor or at least recognize the best of us. I also think that the current process is very hard to interpret and is subject to bias by the supervisors and final decision makers.
- If Distinguished status is continued, it should be an honor rather than a requirement to advance in step.
- I think the Distinguished Step should be used to acknowledge career or significant contribution to the profession as an honorific award. DS should be independent of Rank and Step advancement.
- I believe that having this step at the highest level encourages librarians to stay professionally active, engage in creative work and assume leadership responsibilities and for those who have achieved Distinguished Status to sustain it. Having it at the top step reduces the conversation about a financial incentive accompanying it because that achievement provides it. If it were to change, the situation needs to be at the next review cycle not with the current one.
- I support using the Kudos Award (or other honoric awards) for acknowledging the

important contributions librarians have made to the institution and profession. The concept of a Distinguished Librarian should be extinguished as it creates an unhealthy sense of elitism to the organization and within the UC system.

- It does not make sense to me to create or maintain a barrier step in the Librarian series. We deny ourselves an opportunity for a merit increase this way, so why do this to ourselves?

<7 responses | 22/29 non-responses>

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