

LAUC-B Retention Survey Task Force
Member Survey Results and Analysis
Report to LAUC-B ExComm

July 2012

Compiled by

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I. Introduction

In January 2012, Nick Robinson, chair of LAUC-B, charged a task force to conduct a survey of the LAUC-B membership about the aspects of working at UC Berkeley that support librarian retention and recruitment as well as those that need improvement

The Task Force was specifically charged to:

- Review the 2007 survey and revise as needed
- Administer the survey to the LAUC-B membership.
- Analyze the survey results and compare 2007 with 2012
- Submit a report to the LAUC-B Executive Committee by April 6.

After reviewing the 2007 survey, the group added new questions about workload in response to concerns about the shrinking number of librarians and library support staff. The 2012 survey was administered March 7-15. 62 surveys were returned, with a 58.5% response rate.

Harrison Dekker cross tabulated the survey to see if there was a difference in response to the questions based on number of years at Berkeley, and found only one where it made a difference. In response to the question about "Availability and innovative use of technology," librarians with fewer years of service at Berkeley disagreed with the statement more frequently than those who had been at Berkeley longer. Harrison also compared the results from 2007 to 2012, and determined that the only statistically significant change between the two was the response to the importance of funding for professional development. Librarians in 2012 felt that it was even more important than in 2007; though some also stated (one of the new questions) that they do not have the time they need to take advantage of professional development and training opportunities. It is clear that funding and extending professional development opportunities remains a priority for LAUCB.

The survey elicited strong responses about salary levels and the stresses of additional work in the face of declining support from the state, though there was also optimism about the possibility of the re-envisioning process. The suggestion was made that the Library consider a 360 evaluation process in which staff provide input on the performance of colleagues and supervisors, as well as supervisees. This is something that LAUCB may want to explore.

The sample size of the responses from Affiliated Librarians was too small to identify a statistically significant difference between those in and outside of The Library – but responses to the question "The pace of work allows me to do a good job" seemed to be skewed towards agreement for librarians in Affiliated libraries and towards disagreement for librarians in The Library. Specifically, Affiliated librarians who either strongly agree or agree outnumber Affiliated librarians who either disagree or strongly disagree. The inverse is true for librarians in The Library: the number who either strongly agree or agree is less than the number who either disagree or strongly disagree. If the survey is repeated, we should try and increase the number of responses from Affiliated librarians so the sample size is large enough for statistically meaningful comparisons.

The Survey Task Force also suggests that LAUCB consider offering the survey more frequently than every five years.

The following report includes the survey instrument, the responses compiled by topic area and visually displayed, and an appendix of the raw data results of the survey.

We look forward to LAUC-B Executive Committee finding effective ways to use the input of our colleagues to improve librarian satisfaction and retention

The LAUC-B Retention Survey Task Force

Susan Edwards (Chair), Harrison Dekker, Dana Jemison, Julie Lefevre

II. Survey Instrument

1. How long have you worked at the University of California, Berkeley?

- Less than 5 years
- 5 to 10 years
- More than 10 years

2. Do you work in The Library or an Affiliated Library?

- The Library
- Affiliated Library

3. Do you supervise:

- other librarians?
- other non-librarian career staff?

4. Indicate the extent to which you agree that the given characteristic is a reason why you choose to work at the UC Berkeley Libraries.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Benefits level -- medical, dental, vision, legal, etc.					
Benefits level -- retirement and savings plans.					
Upward mobility and promotion opportunities.					
Management support for career advancement.					
Funding for professional development including travel funding.					
Library sponsored professional development opportunities.					
Continuing education opportunities.					
Relationships with colleagues.					
Relationship with supervisor or manager.					
Reputation of campus and library.					
Facilities and work areas.					
Availability and innovative use of technology.					
Geographic location.					
Cost of living -- housing.					
Cost of living -- other than housing.					
Campus work/life policies (e.g., child care, dependent care, etc.)					
Disability support services for staff and students.					

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Availability of LAUC-B Mentor Program.					
Flexible work arrangements.					
Availability of public transportation.					
Research opportunities.					
The 2/3 fee waiver program for UC courses.					
Other classes, lectures, and workshops on campus.					
Employment opportunities in the region for partner/spouse.					

5. Indicate the extent to which you agree with the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The pace of work allows me to do a good job.					
I have time to take advantage of professional development and training opportunities that are necessary for current position.					
I have time to take advantage of professional development and training opportunities that are necessary for advancement.					
The UC Berkeley Libraries are creating positions with the required skills needed to meet current needs.					

6. Would you . . .

recommend working at UC Berkeley Libraries to a friend?

- Yes
- No
- Don't know

be willing to recruit for new UC Berkeley librarians at state and national conferences?

- Yes
- No
- Don't know

7. Are you actively looking for a job elsewhere?

- Yes [if yes, why?]
- No
- Don't know

8. Do you plan to look for a job elsewhere in the next two years?

- Yes [if yes, why?]
- No
- Don't know

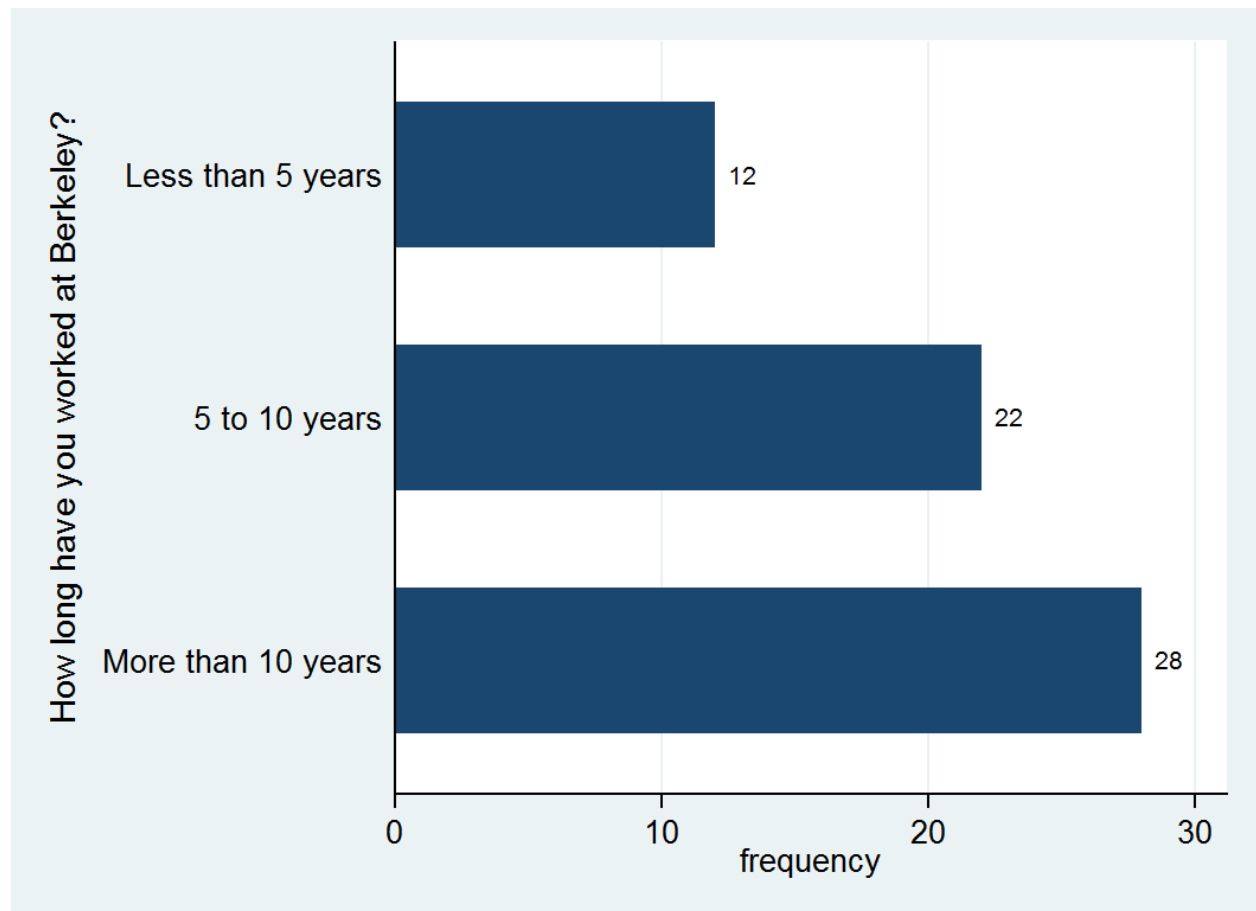
9. Please share any comments you have about why UC Berkeley Libraries are a good place to work.

10. Please share any comments you have about what might be done to make UC Berkeley Libraries a better place to work.

III. Survey Results

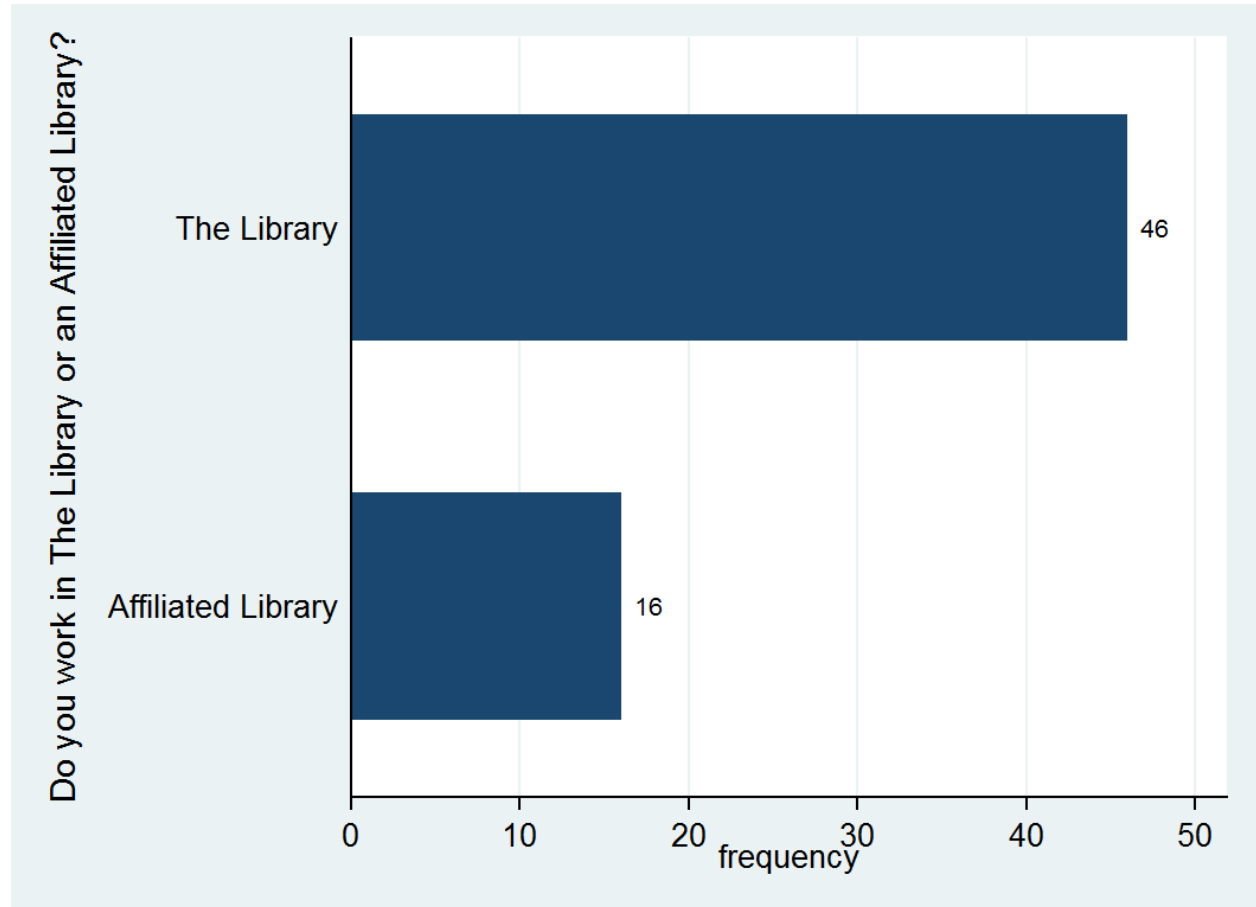
1. How long have you worked at the University of California, Berkeley?

	Freq.	Percent	Cum.
Less than 5 years	12	19.35	19.35
5 to 10 years	22	35.48	54.84
More than 10 years	28	45.16	100.00
Total	62	100.00	



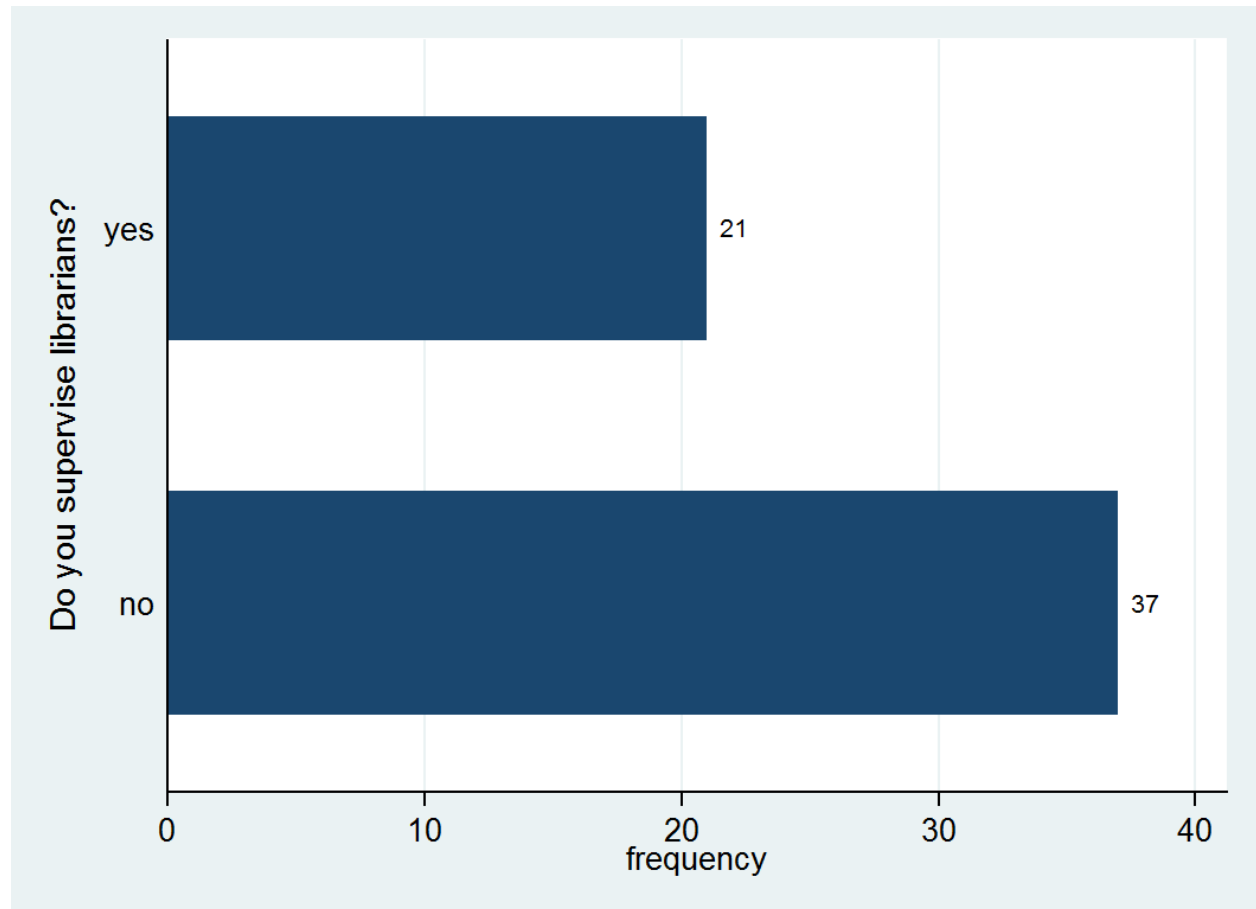
2. Do you work in The Library or an Affiliated Library?

	Freq.	Percent	Cum.
The Library	46	74.19	74.19
Affiliated Library	16	25.81	100.00
Total	62	100.00	



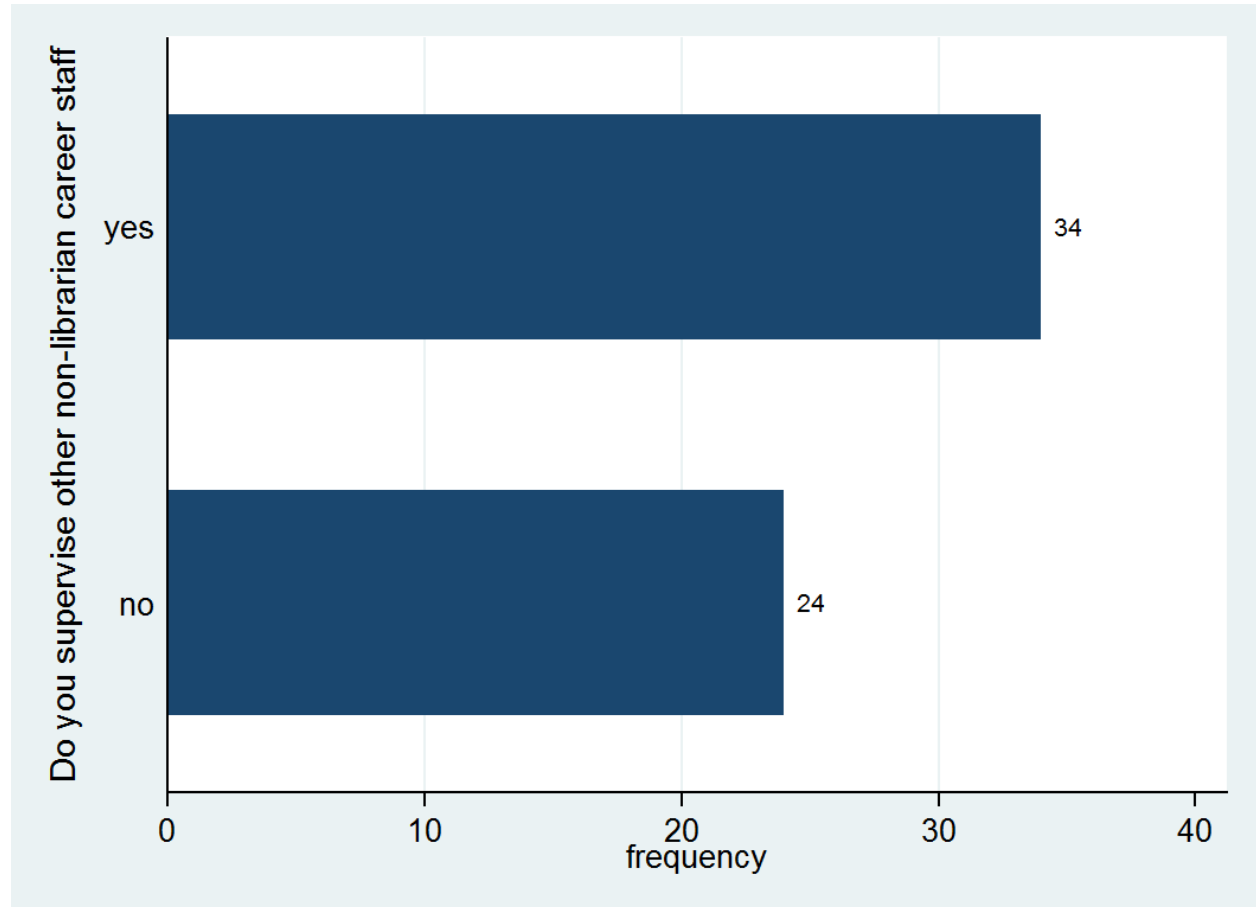
3. Do you supervise librarians?

	Freq.	Percent	Cum.
yes	21	36.21	36.21
no	37	63.79	100.00
Total	58	100.00	



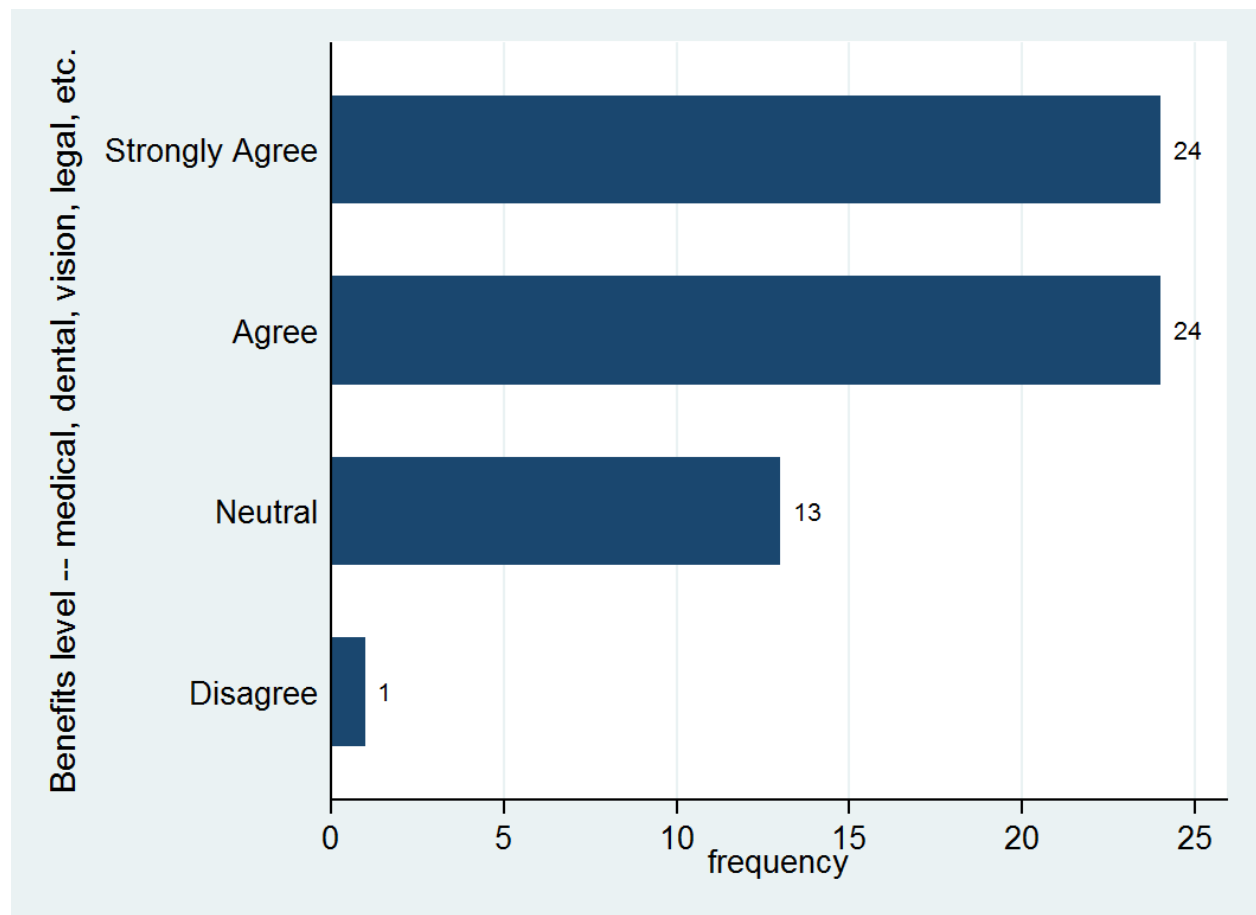
Do you supervise other non-librarian career staff?

	Freq.	Percent	Cum.
yes	34	58.62	58.62
no	24	41.38	100.00
Total	58	100.00	



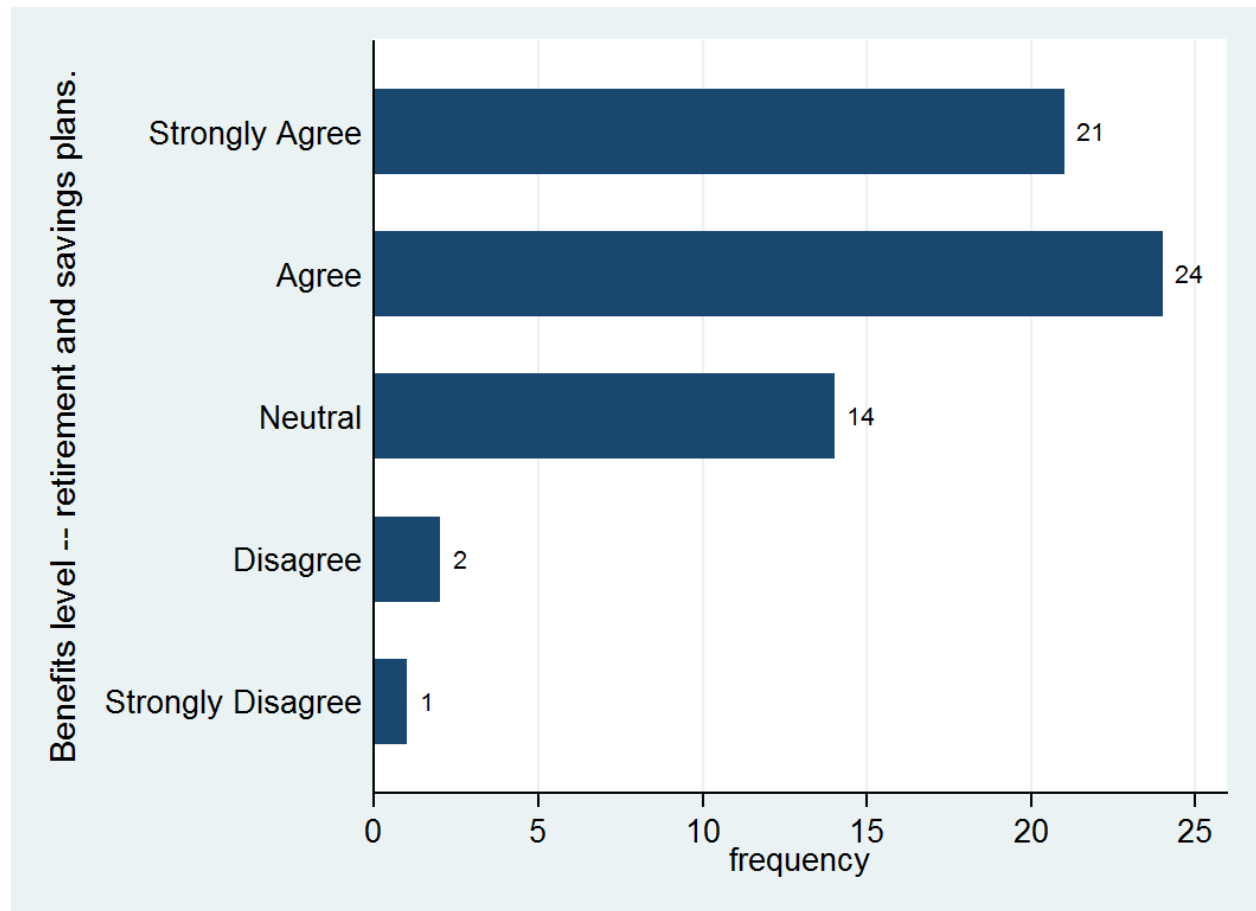
4. Indicate the extent to which you agree that the given characteristic is a reason why you choose to work at the UC Berkeley Libraries.

Benefits level -- medical, dental, vision, legal, etc.	Freq.	Percent	Cum.
Strongly Agree	24	38.71	38.71
Agree	24	38.71	77.42
Neutral	13	20.97	98.39
Disagree	1	1.61	100.00
Total	62	100.00	



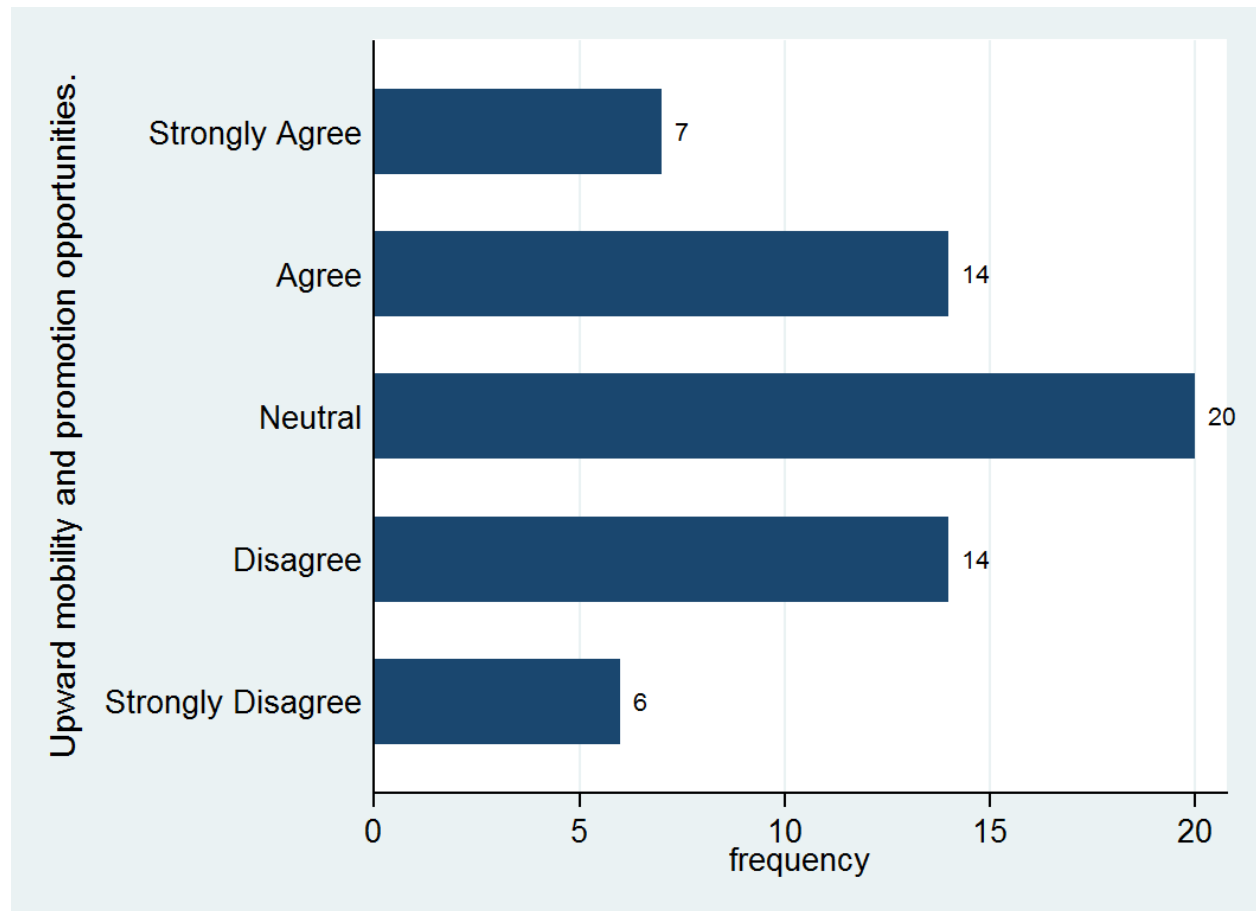
Benefits level -- retirement and savings plans.

	Freq.	Percent	Cum.
Strongly Agree	21	33.87	33.87
Agree	24	38.71	72.58
Neutral	14	22.58	95.16
Disagree	2	3.23	98.39
Strongly Disagree	1	1.61	100.00
Total	62	100.00	



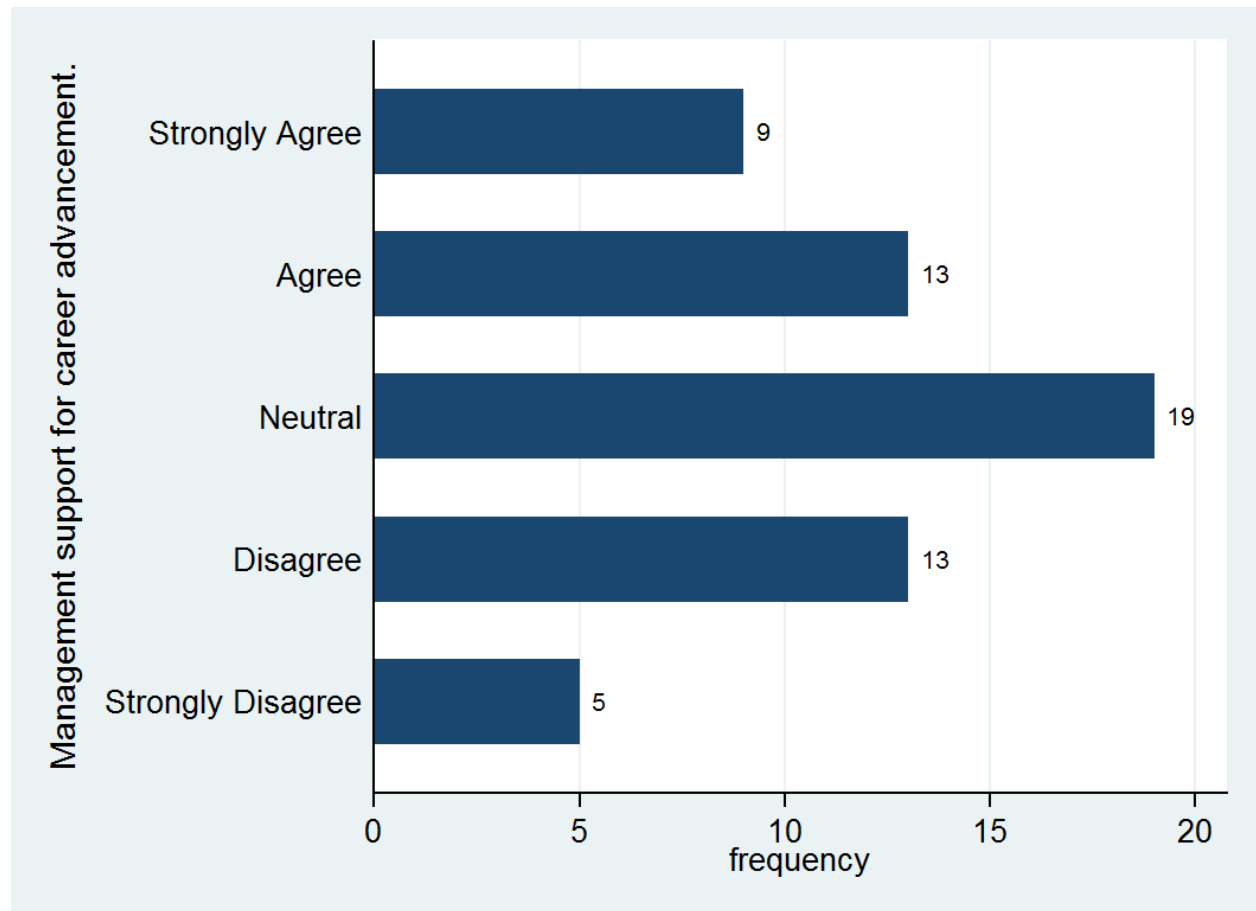
Upward mobility and promotion opportunities.

	Freq.	Percent	Cum.
Strongly Agree	7	11.48	11.48
Agree	14	22.95	34.43
Neutral	20	32.79	67.21
Disagree	14	22.95	90.16
Strongly Disagree	6	9.84	100.00
Total	61	100.00	



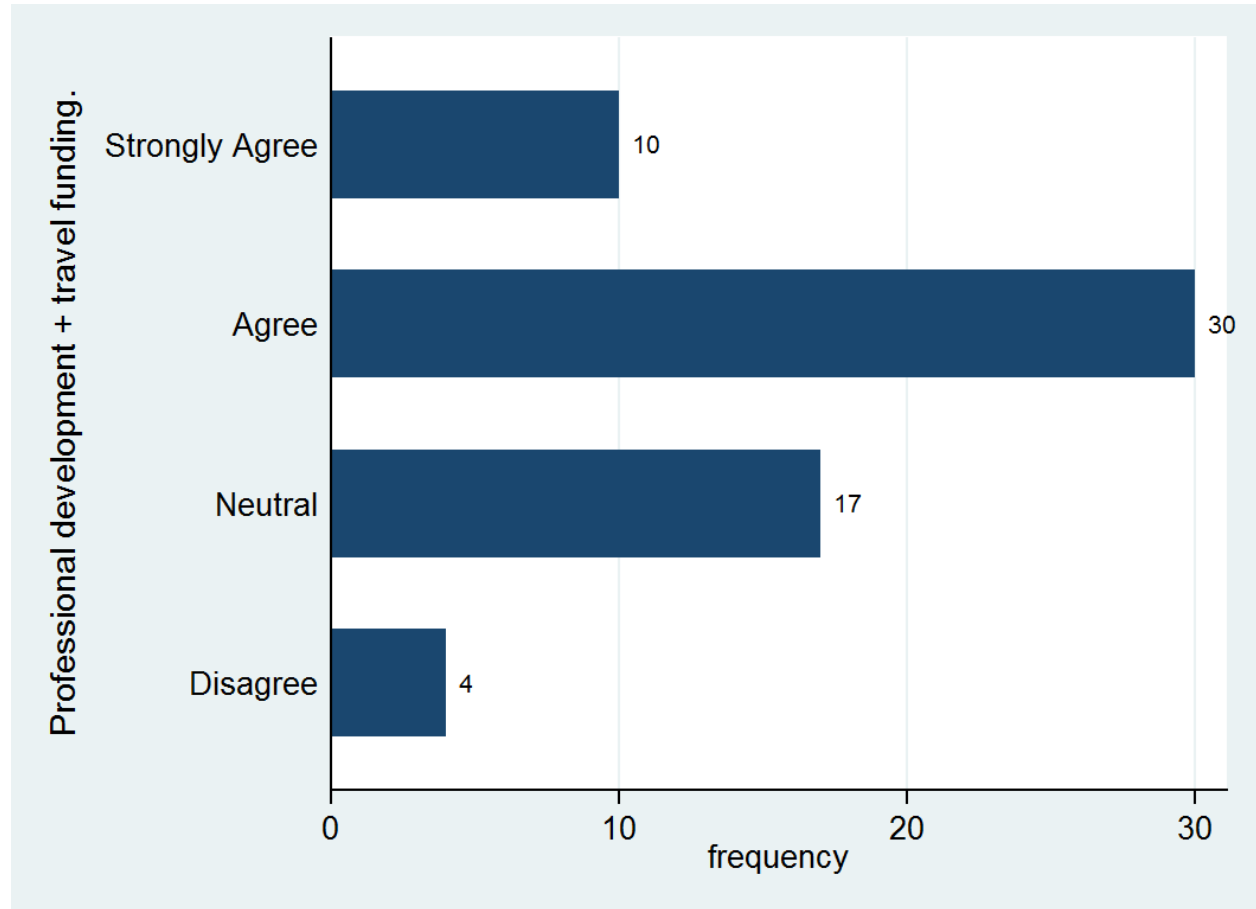
Management support for career advancement.

	Freq.	Percent	Cum.
Strongly Agree	9	15.25	15.25
Agree	13	22.03	37.29
Neutral	19	32.20	69.49
Disagree	13	22.03	91.53
Strongly Disagree	5	8.47	100.00
Total	59	100.00	



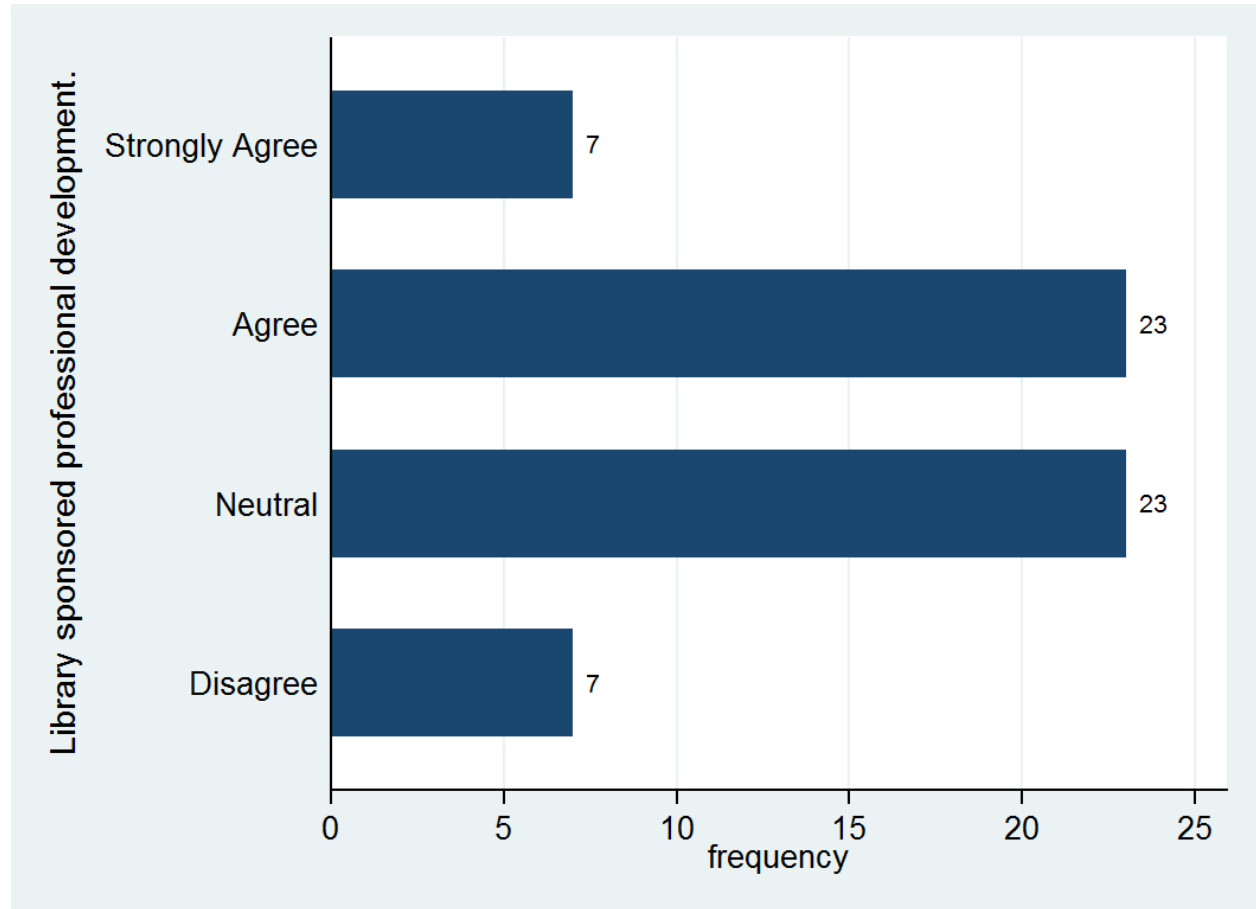
Funding for professional development including travel funding.

	Freq.	Percent	Cum.
Strongly Agree	10	16.39	16.39
Agree	30	49.18	65.57
Neutral	17	27.87	93.44
Disagree	4	6.56	100.00
Total	61	100.00	



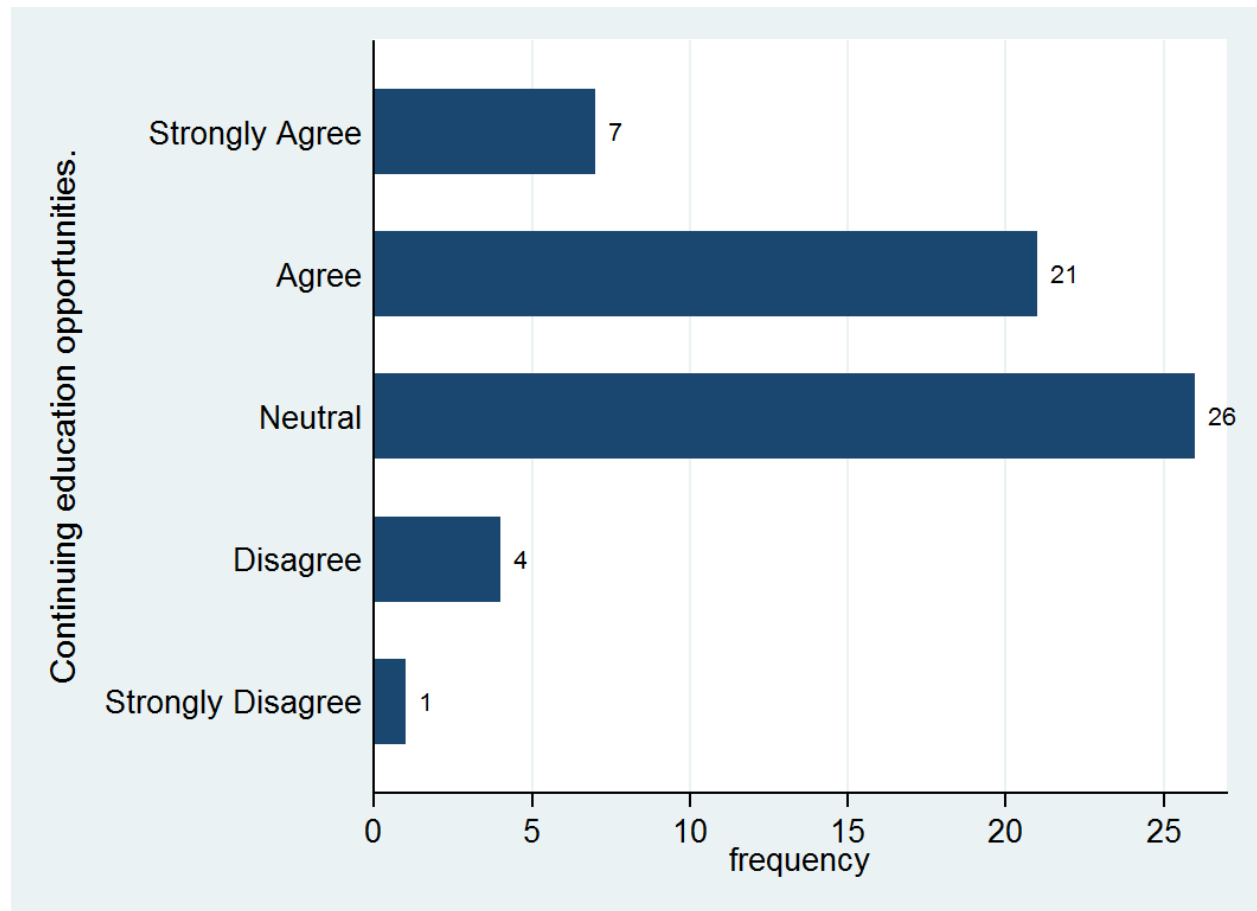
Library sponsored professional development opportunities.

	Freq.	Percent	Cum.
Strongly Agree	7	11.67	11.67
Agree	23	38.33	50.00
Neutral	23	38.33	88.33
Disagree	7	11.67	100.00
Total	60	100.00	



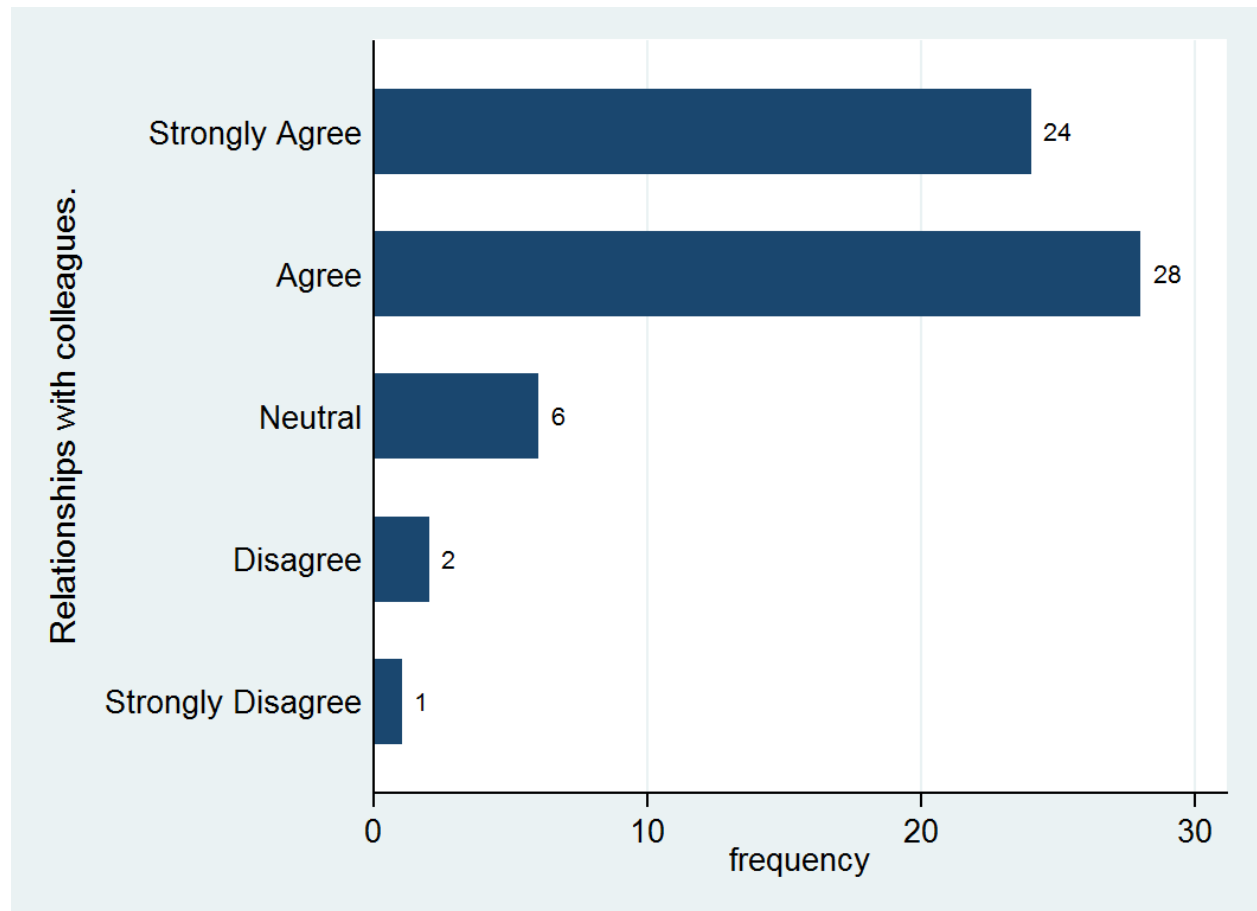
Continuing education opportunities.

	Freq.	Percent	Cum.
Strongly Agree	7	11.86	11.86
Agree	21	35.59	47.46
Neutral	26	44.07	91.53
Disagree	4	6.78	98.31
Strongly Disagree	1	1.69	100.00
Total	59	100.00	



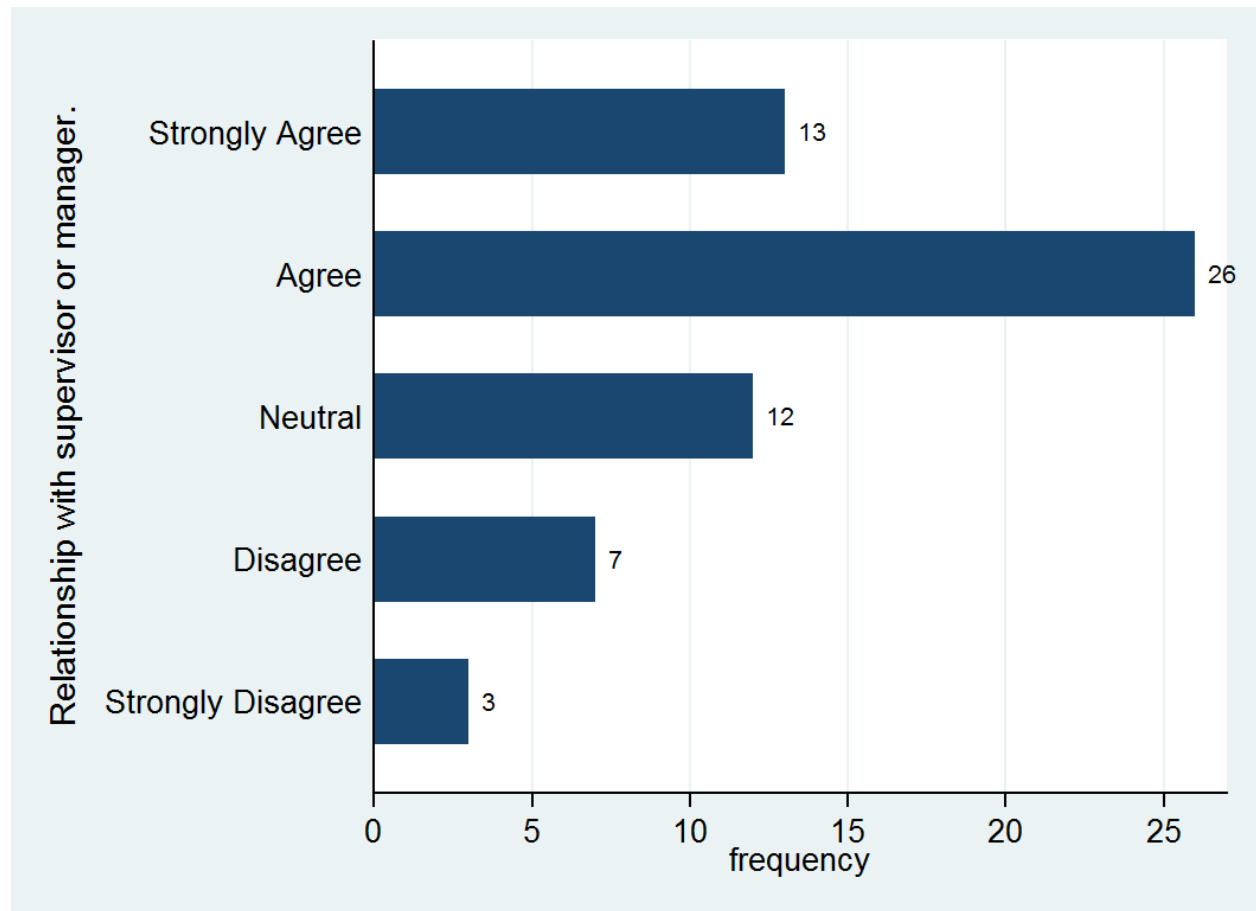
Relationships with colleagues.

	Freq.	Percent	Cum.
Strongly Agree	24	39.34	39.34
Agree	28	45.90	85.25
Neutral	6	9.84	95.08
Disagree	2	3.28	98.36
Strongly Disagree	1	1.64	100.00
Total	61	100.00	



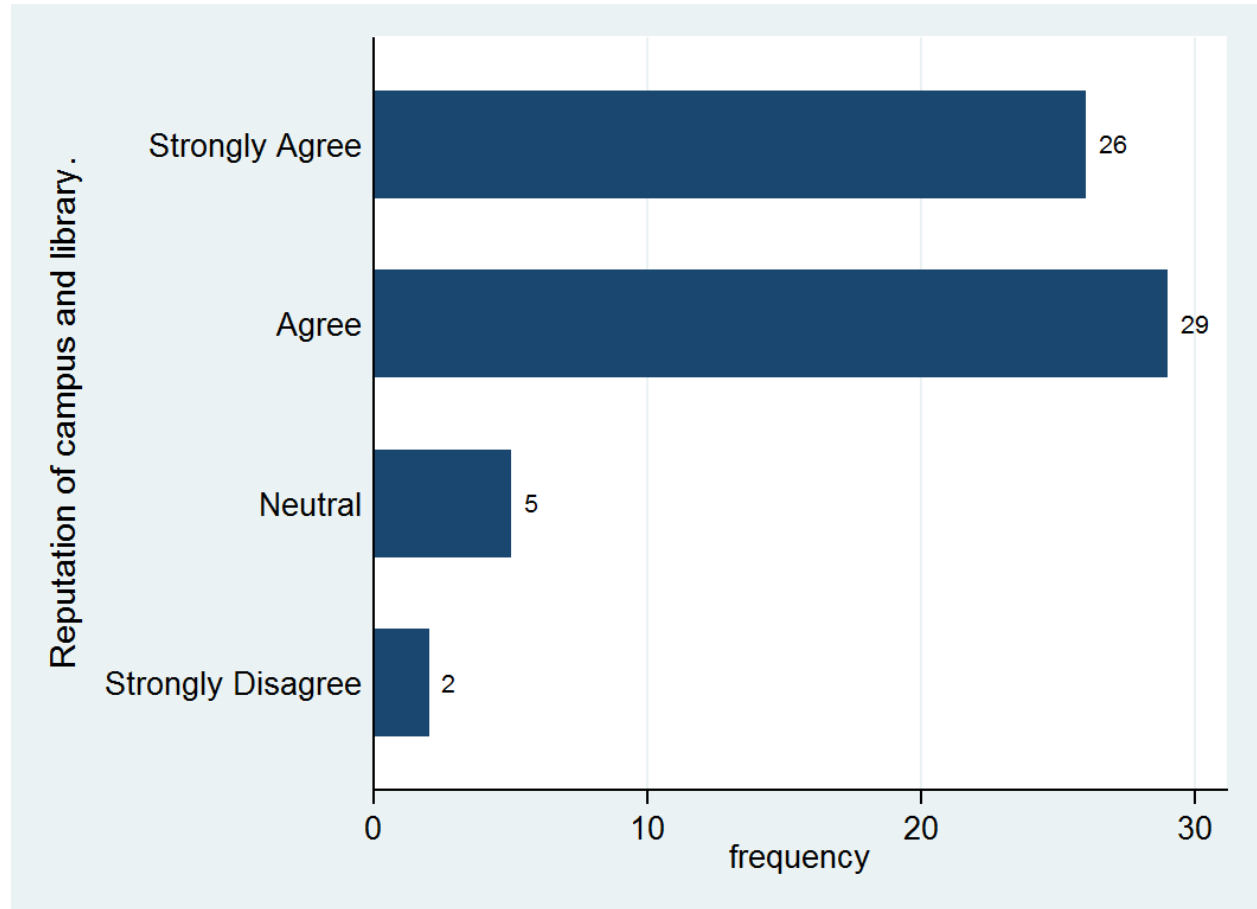
Relationship with supervisor or manager.

	Freq.	Percent	Cum.
Strongly Agree	13	21.31	21.31
Agree	26	42.62	63.93
Neutral	12	19.67	83.61
Disagree	7	11.48	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



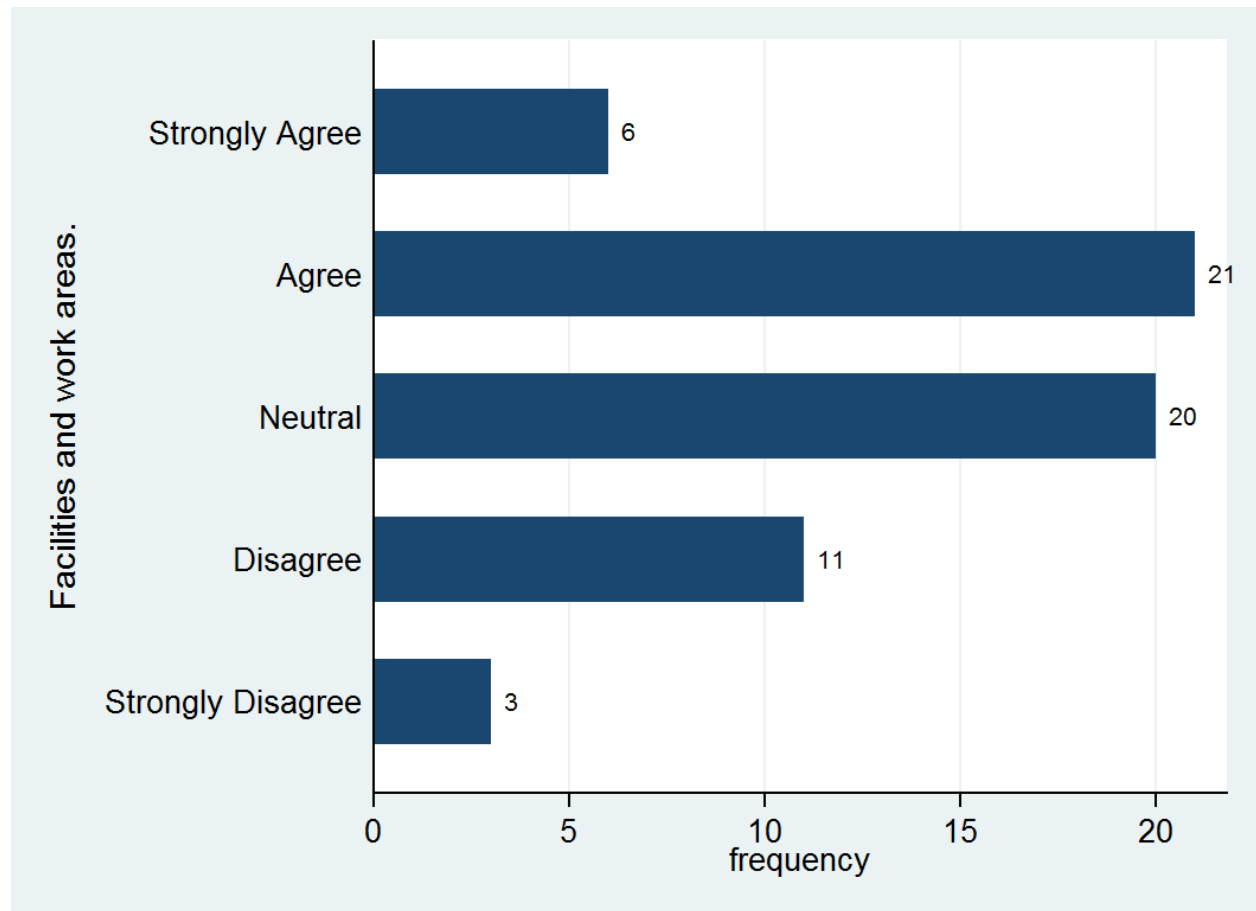
Reputation of campus and library.

	Freq.	Percent	Cum.
Strongly Agree	26	41.94	41.94
Agree	29	46.77	88.71
Neutral	5	8.06	96.77
Strongly Disagree	2	3.23	100.00
Total	62	100.00	



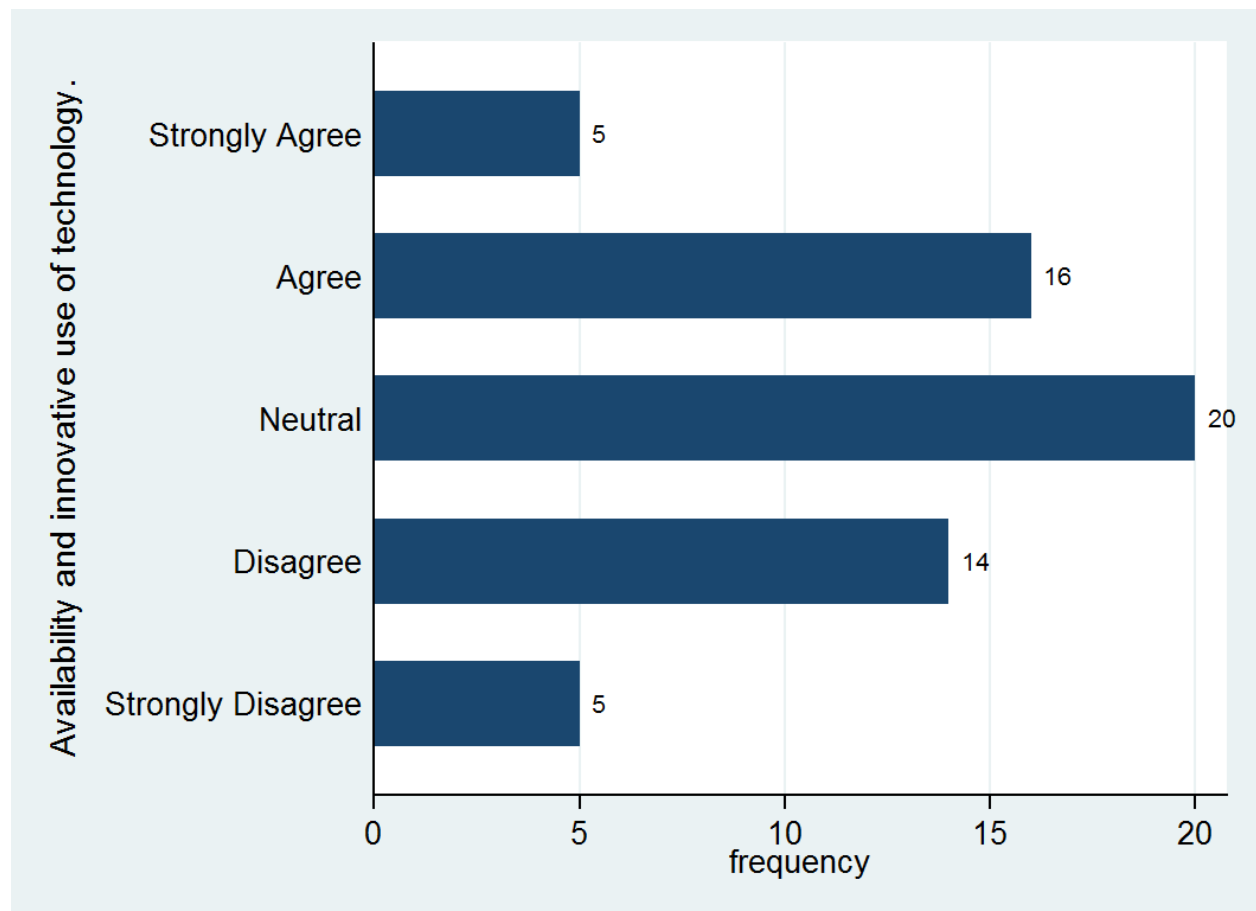
Facilities and work areas.

	Freq.	Percent	Cum.
Strongly Agree	6	9.84	9.84
Agree	21	34.43	44.26
Neutral	20	32.79	77.05
Disagree	11	18.03	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



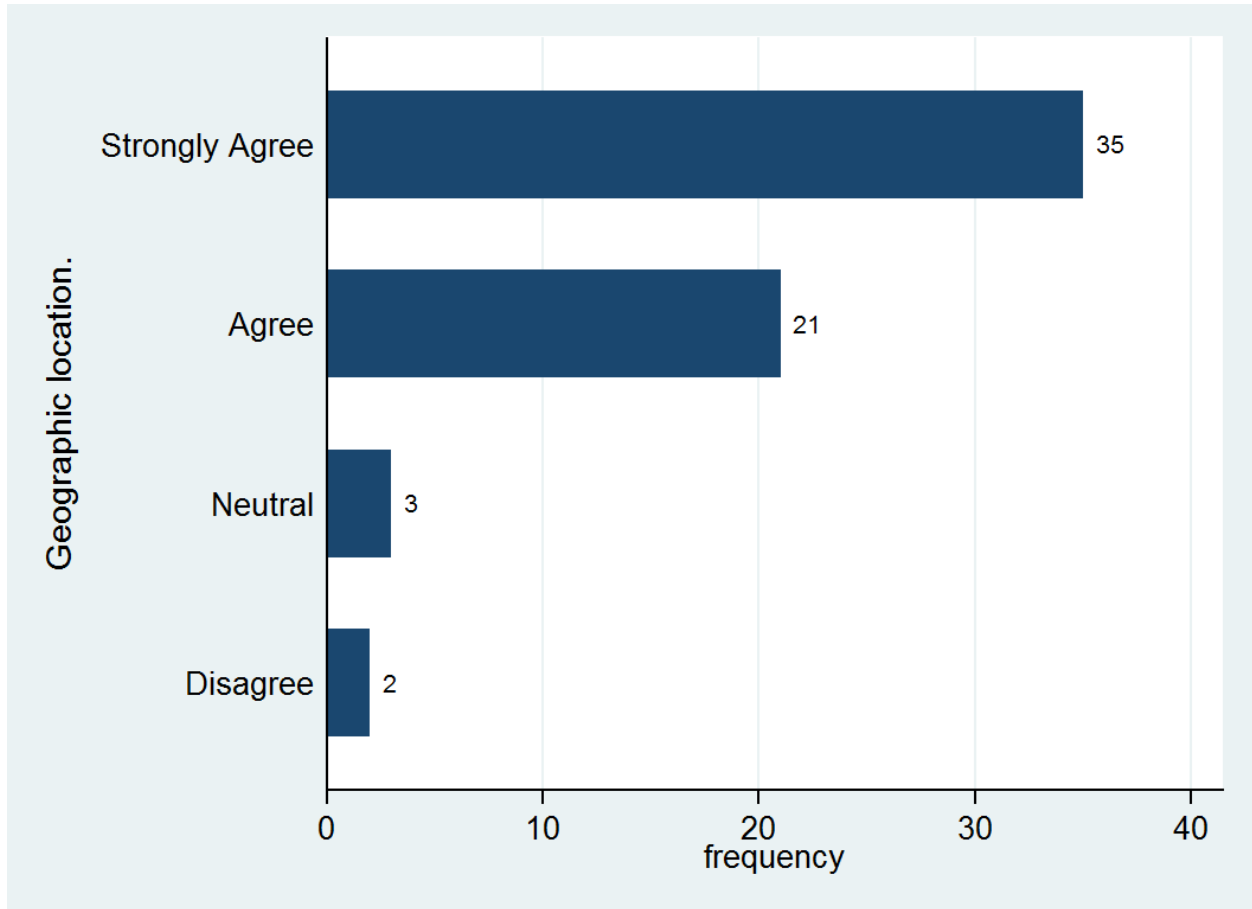
Availability and innovative use of technology.

	Freq.	Percent	Cum.
Strongly Agree	5	8.33	8.33
Agree	16	26.67	35.00
Neutral	20	33.33	68.33
Disagree	14	23.33	91.67
Strongly Disagree	5	8.33	100.00
Total	60	100.00	



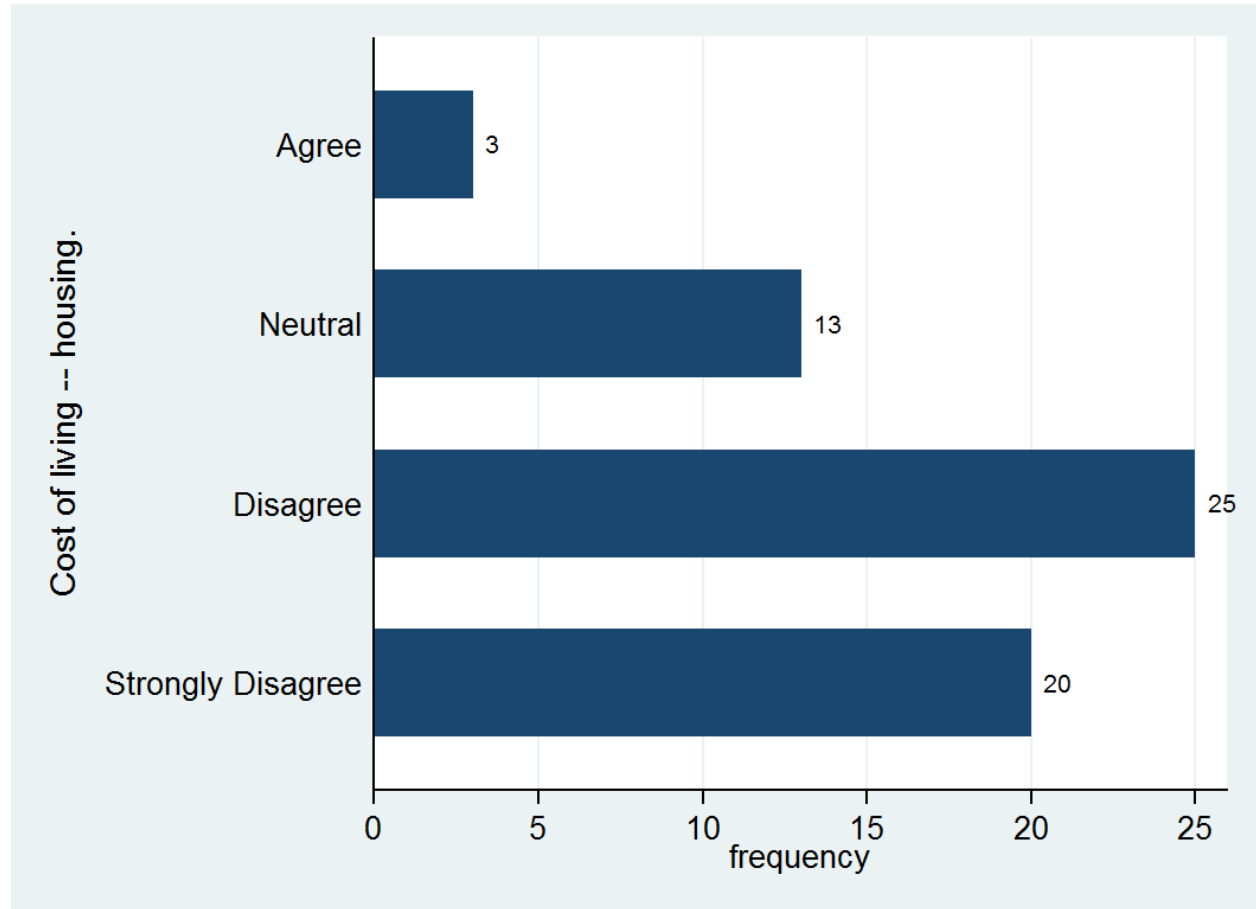
Geographic location.

	Freq.	Percent	Cum.
Strongly Agree	35	57.38	57.38
Agree	21	34.43	91.80
Neutral	3	4.92	96.72
Disagree	2	3.28	100.00
Total	61	100.00	



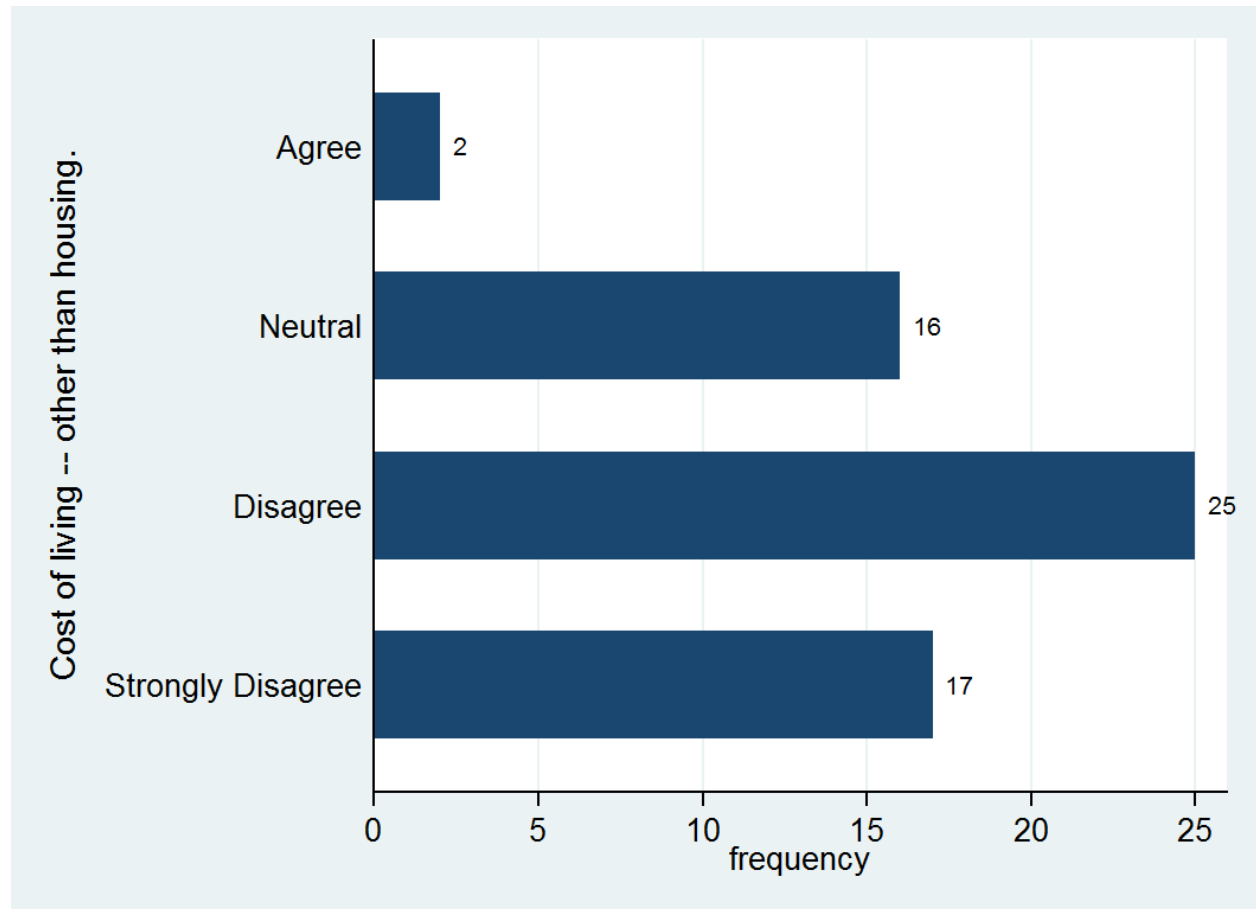
Cost of living -- housing.

	Freq.	Percent	Cum.
Agree	3	4.92	4.92
Neutral	13	21.31	26.23
Disagree	25	40.98	67.21
Strongly Disagree	20	32.79	100.00
Total	61	100.00	



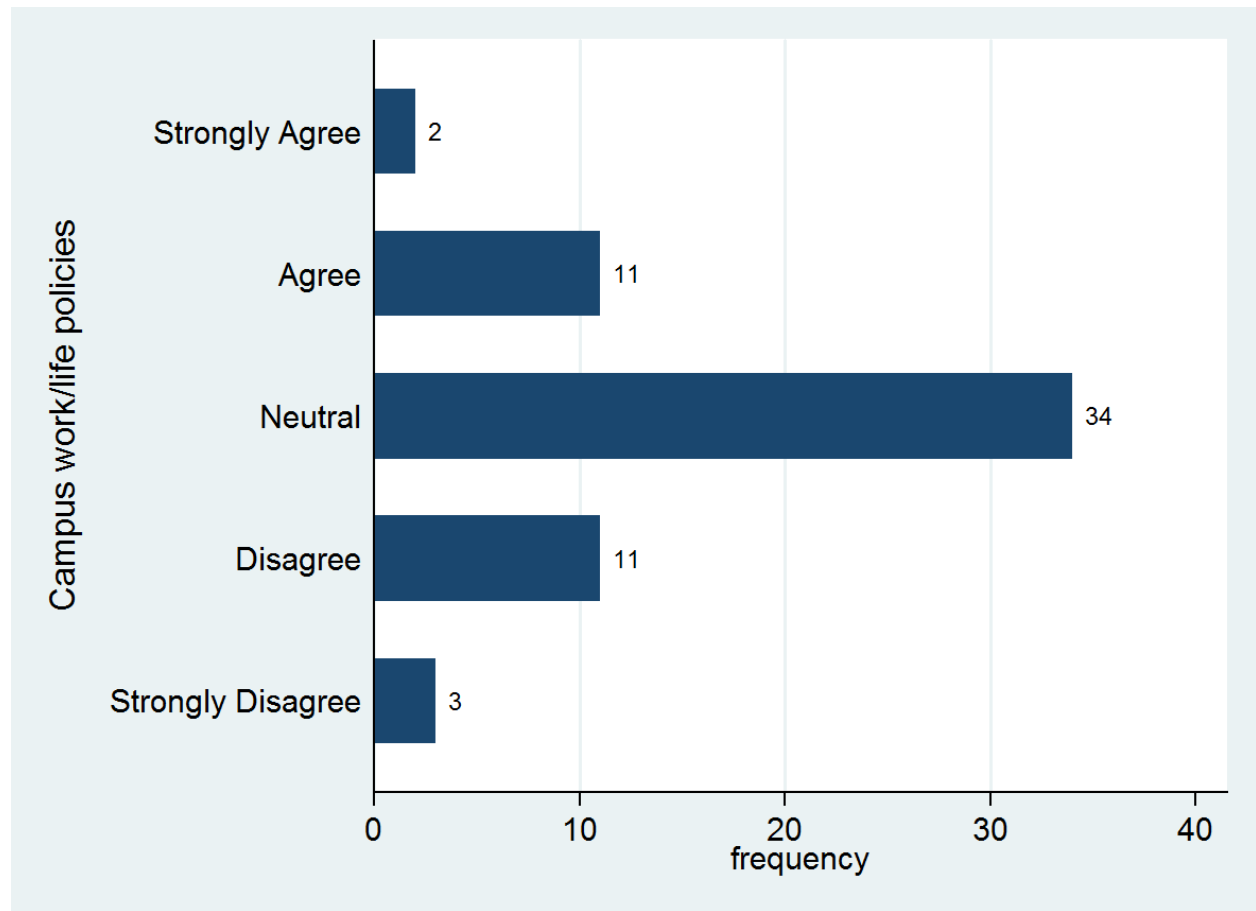
Cost of living -- other than housing.

	Freq.	Percent	Cum.
Agree	2	3.33	3.33
Neutral	16	26.67	30.00
Disagree	25	41.67	71.67
Strongly Disagree	17	28.33	100.00
Total	60	100.00	



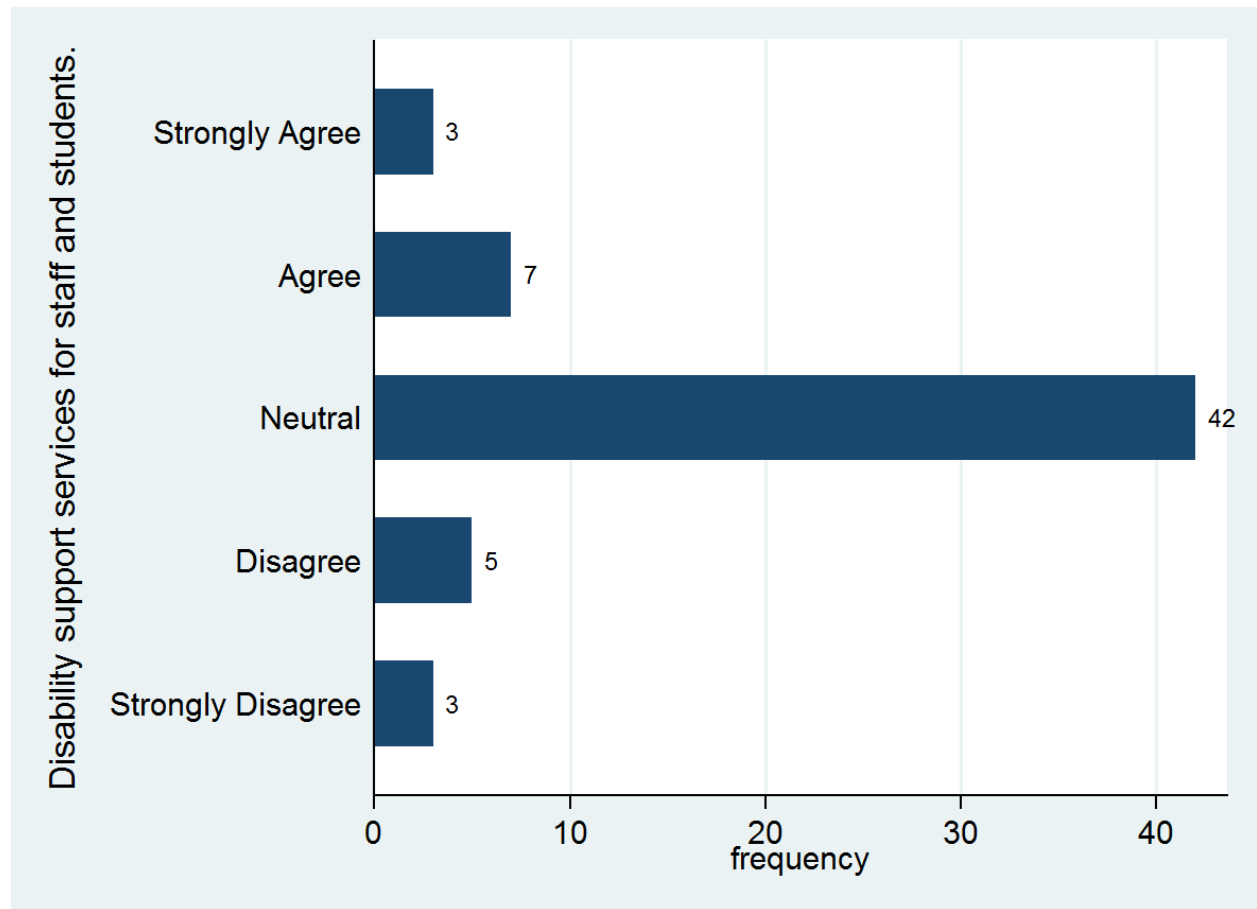
Campus work/life policies (e.g., child care, dependent care, etc.)

	Freq.	Percent	Cum.
Strongly Agree	2	3.28	3.28
Agree	11	18.03	21.31
Neutral	34	55.74	77.05
Disagree	11	18.03	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



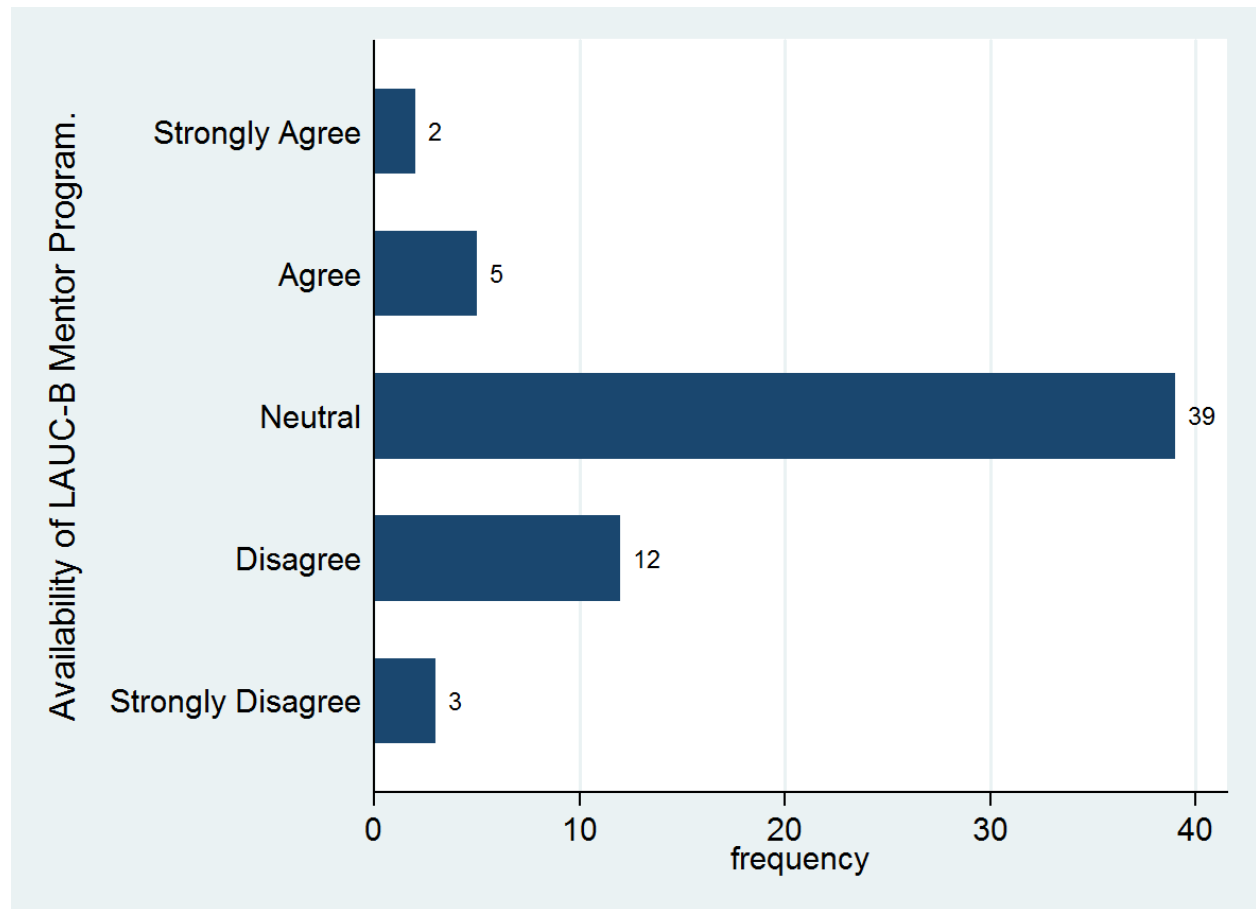
Disability Support services for staff and students.

	Freq.	Percent	Cum.
Strongly Agree	3	5.00	5.00
Agree	7	11.67	16.67
Neutral	42	70.00	86.67
Disagree	5	8.33	95.00
Strongly Disagree	3	5.00	100.00
Total	60	100.00	



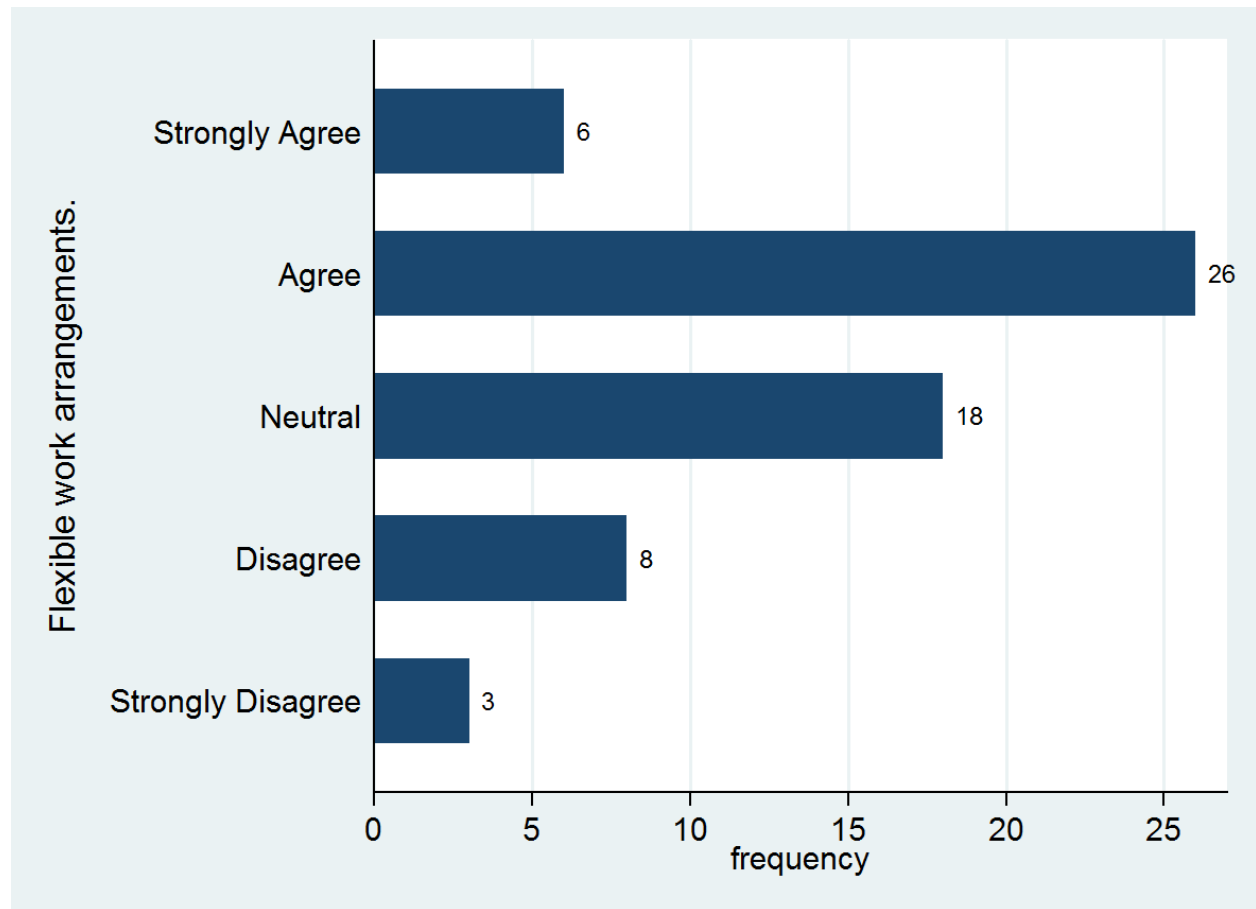
Availability of LAUC-B Mentor Program.

	Freq.	Percent	Cum.
Strongly Agree	2	3.28	3.28
Agree	5	8.20	11.48
Neutral	39	63.93	75.41
Disagree	12	19.67	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



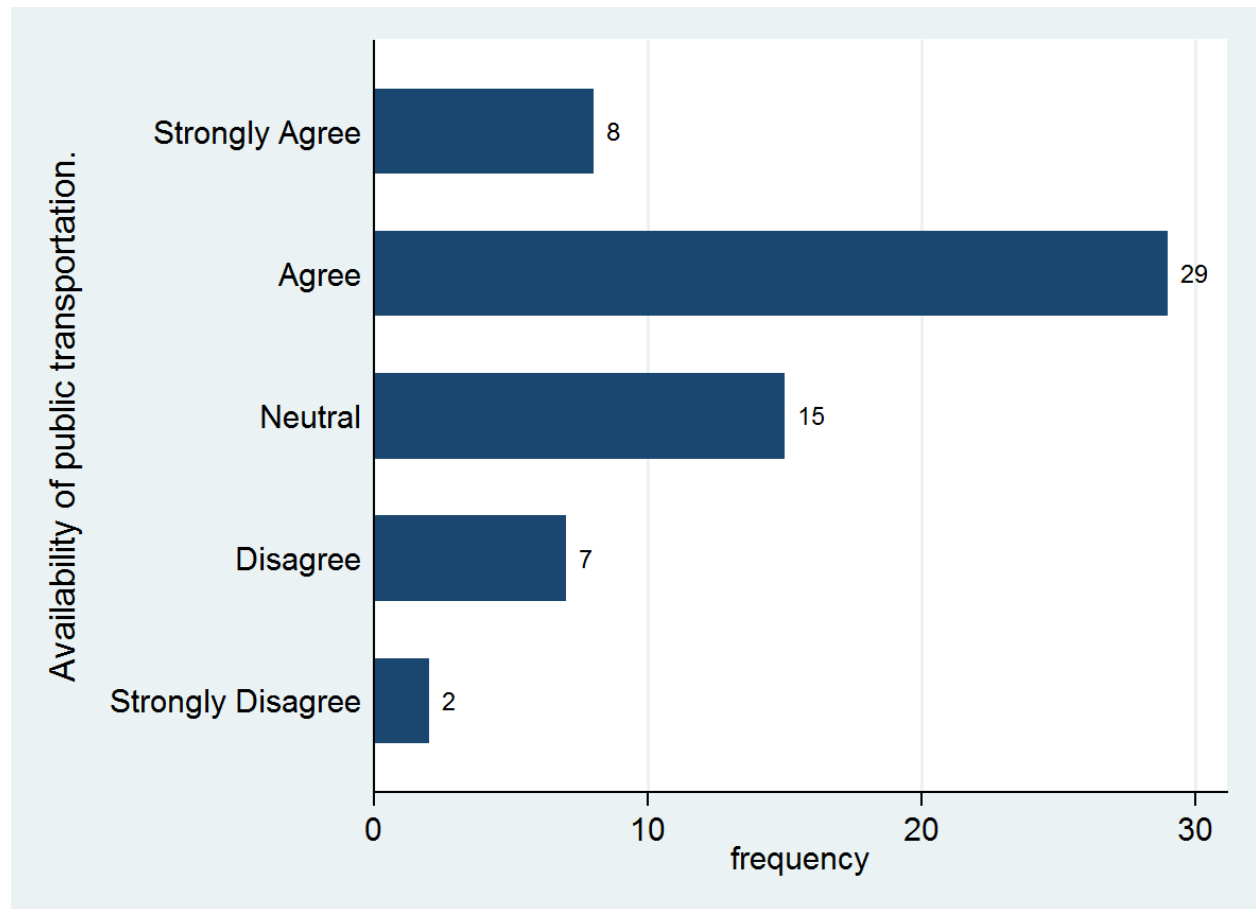
Flexible work arrangements.

	Freq.	Percent	Cum.
Strongly Agree	6	9.84	9.84
Agree	26	42.62	52.46
Neutral	18	29.51	81.97
Disagree	8	13.11	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



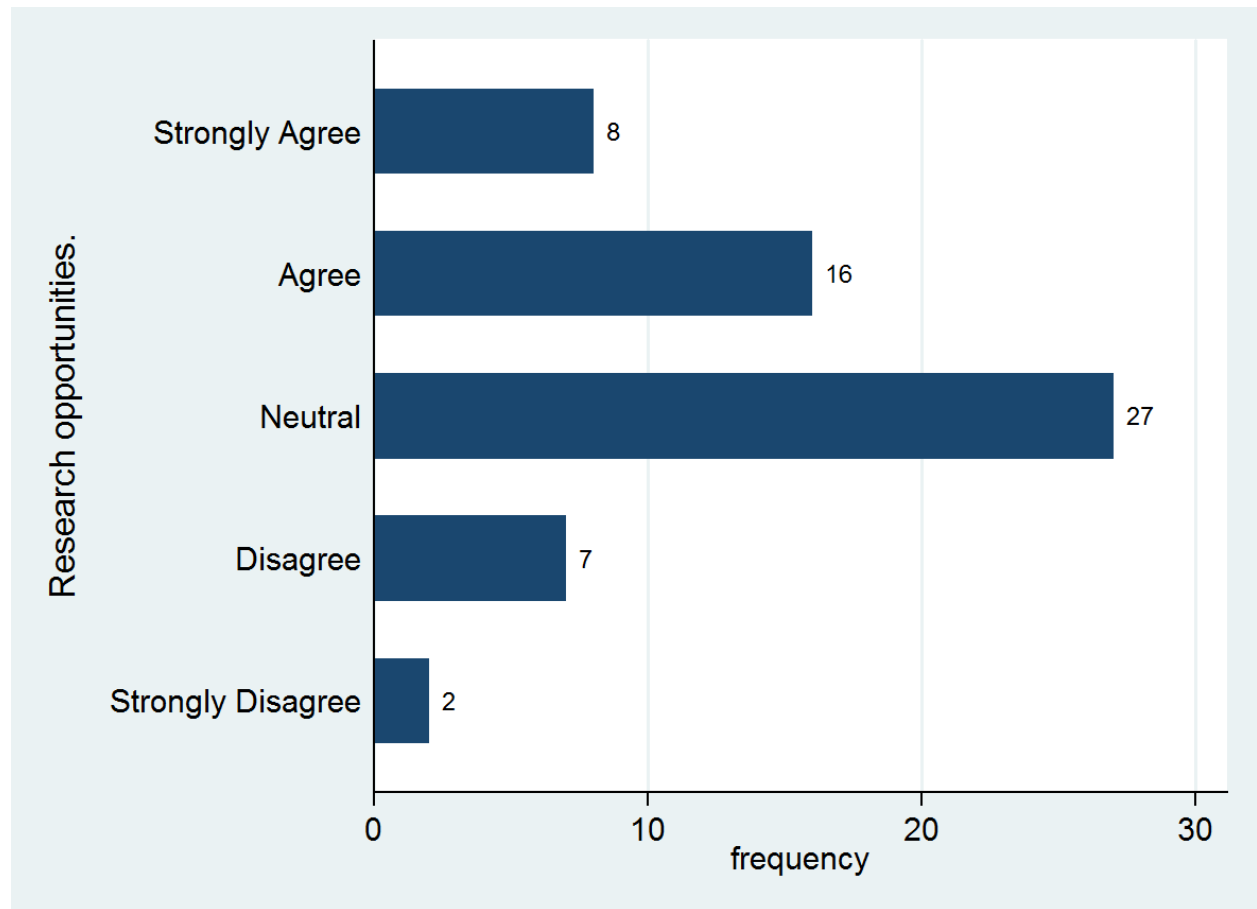
Availability of public transportation.

	Freq.	Percent	Cum.
Strongly Agree	8	13.11	13.11
Agree	29	47.54	60.66
Neutral	15	24.59	85.25
Disagree	7	11.48	96.72
Strongly Disagree	2	3.28	100.00
Total	61	100.00	



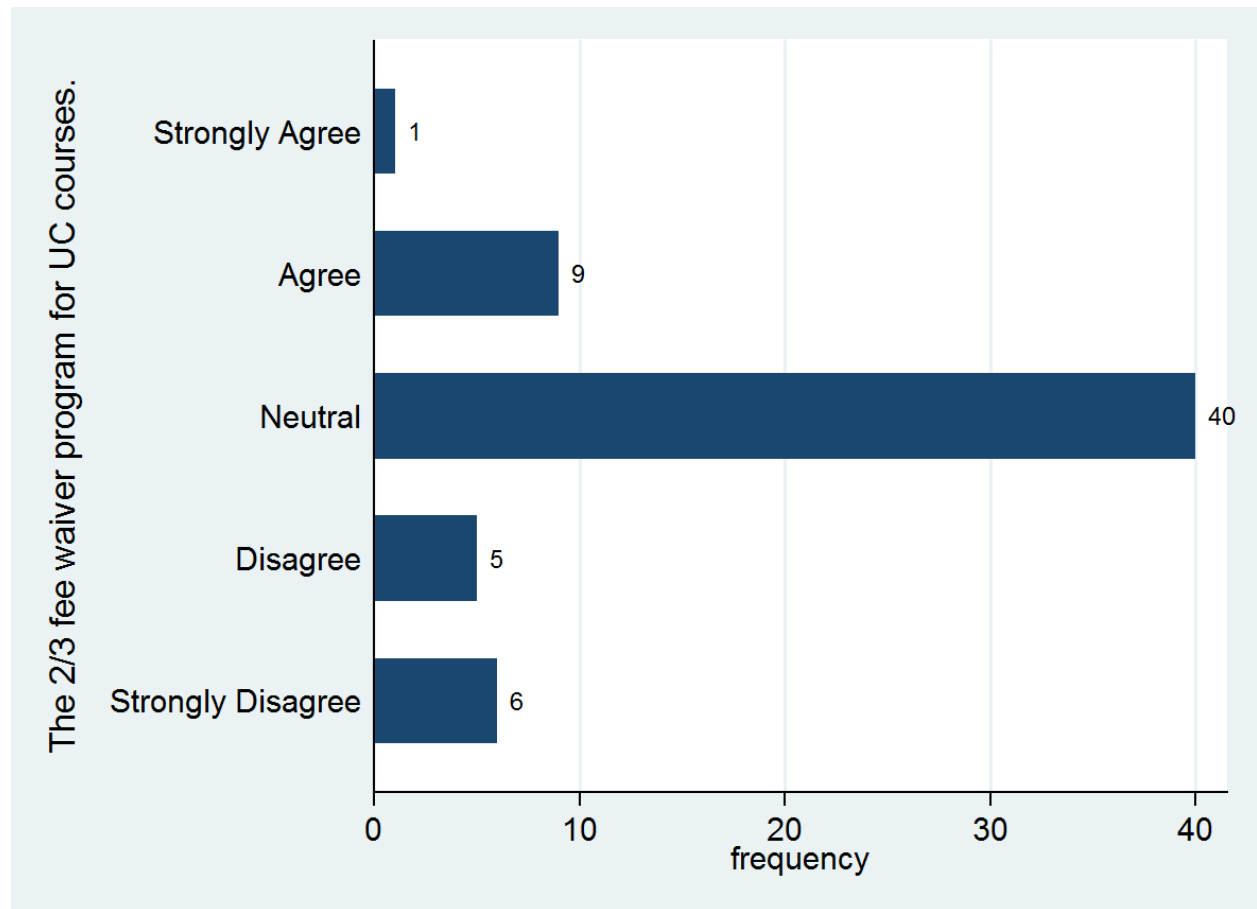
Research opportunities.

	Freq.	Percent	Cum.
Strongly Agree	8	13.33	13.33
Agree	16	26.67	40.00
Neutral	27	45.00	85.00
Disagree	7	11.67	96.67
Strongly Disagree	2	3.33	100.00
Total	60	100.00	



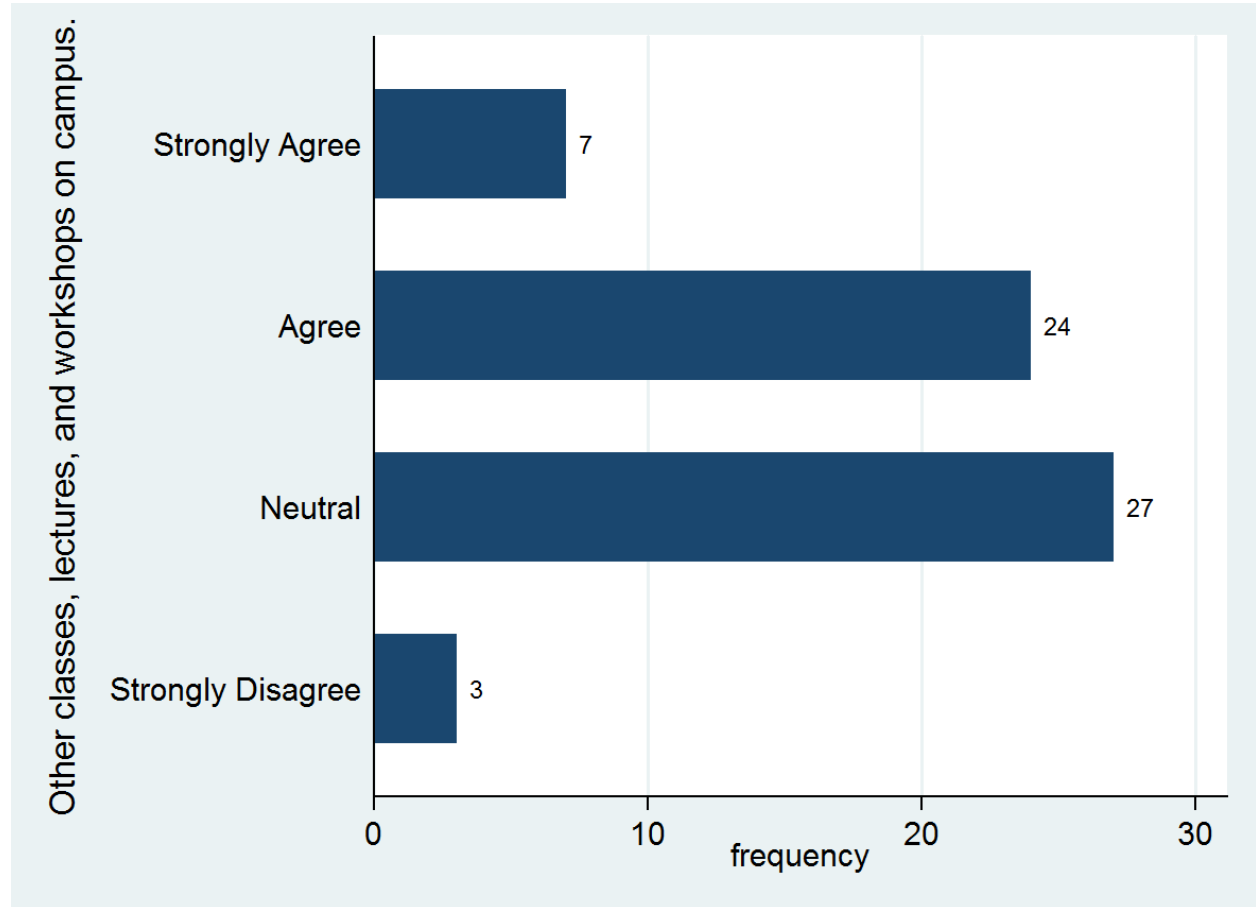
The 2/3 fee waiver program for UC courses.

	Freq.	Percent	Cum.
Strongly Agree	1	1.64	1.64
Agree	9	14.75	16.39
Neutral	40	65.57	81.97
Disagree	5	8.20	90.16
Strongly Disagree	6	9.84	100.00
Total	61	100.00	



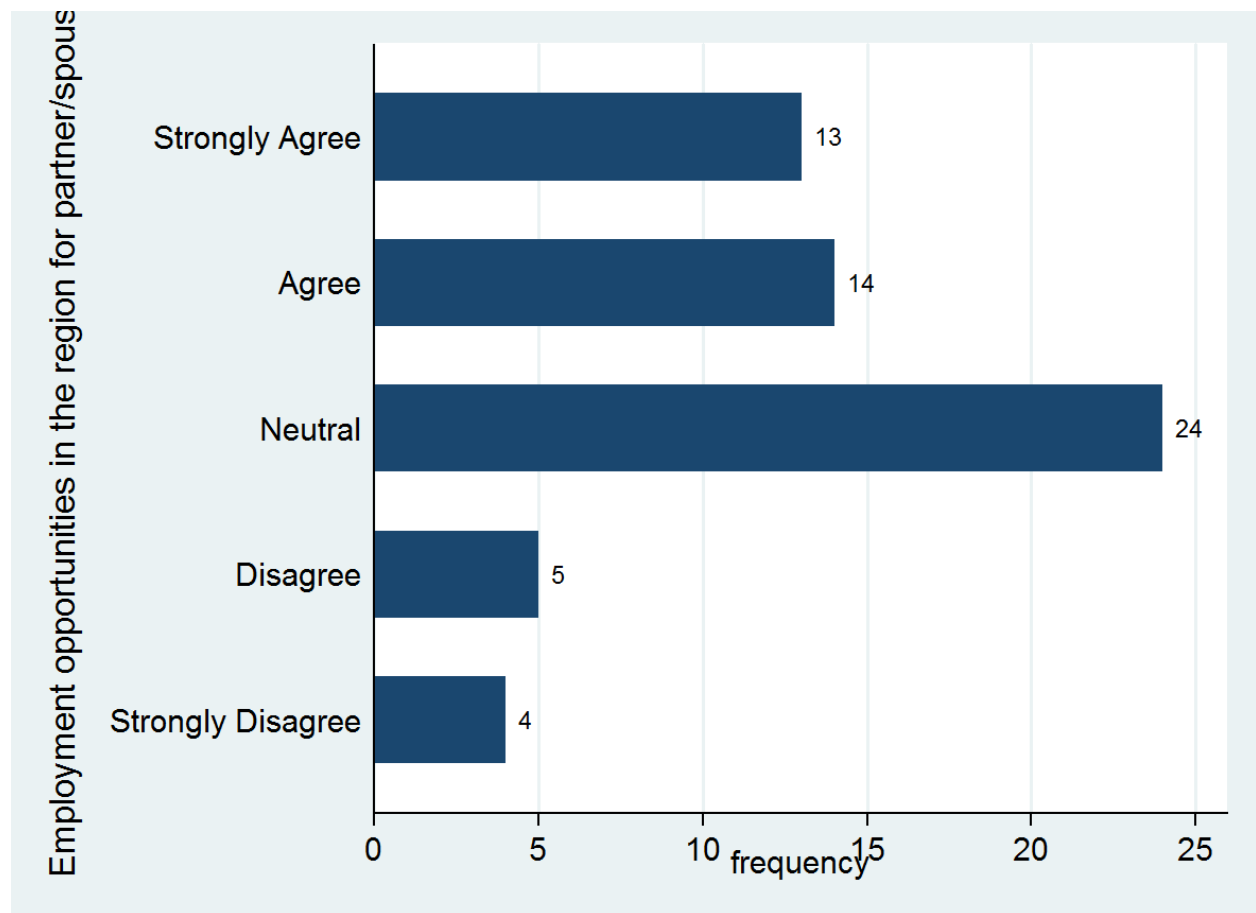
Other classes, lectures, and workshops on campus.

	Freq.	Percent	Cum.
Strongly Agree	7	11.48	11.48
Agree	24	39.34	50.82
Neutral	27	44.26	95.08
Strongly Disagree	3	4.92	100.00
Total	61	100.00	



Employment opportunities in the region for partner/spouse.

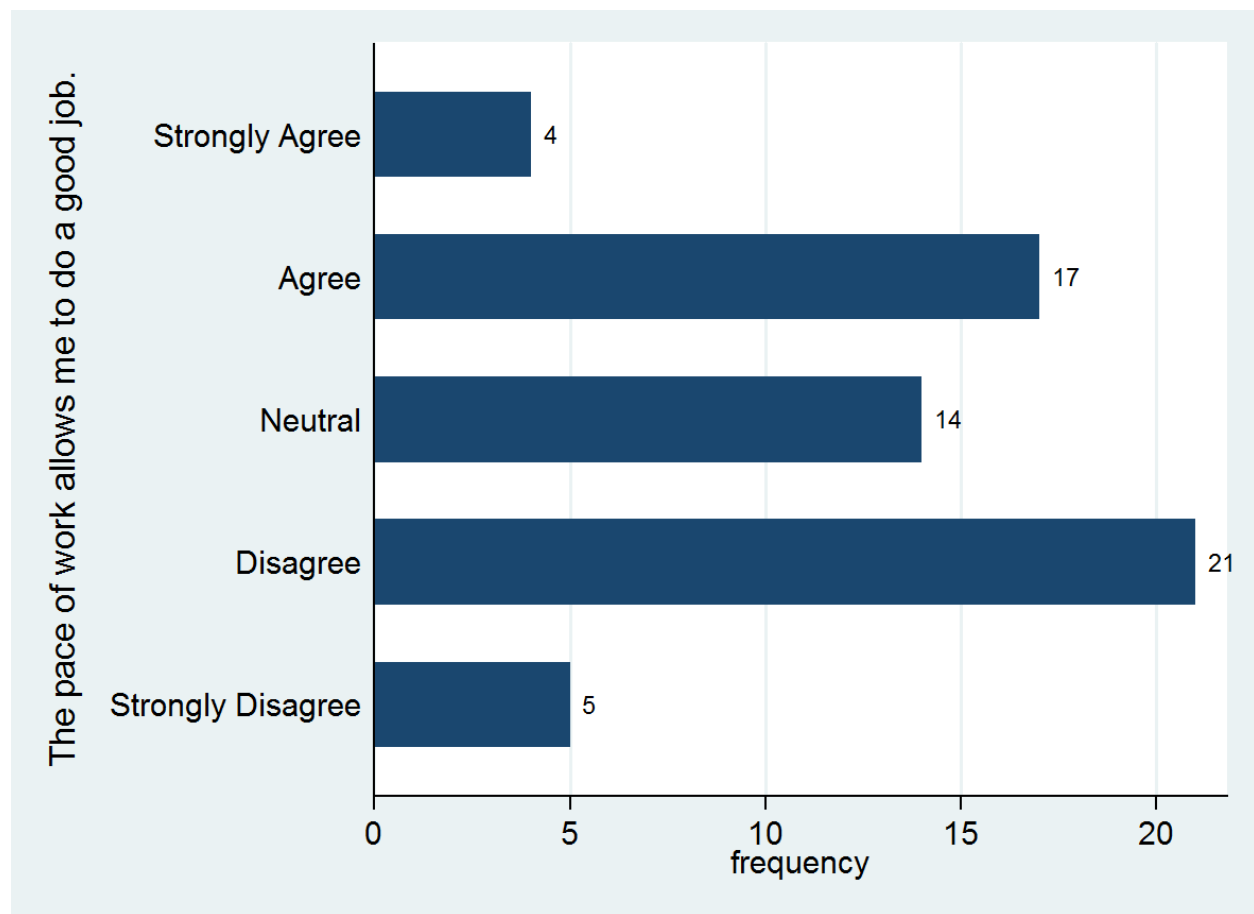
	Freq.	Percent	Cum.
Strongly Agree	13	21.67	21.67
Agree	14	23.33	45.00
Neutral	24	40.00	85.00
Disagree	5	8.33	93.33
Strongly Disagree	4	6.67	100.00
Total	60	100.00	



5. Indicate the extent to which you agree with the following statements:

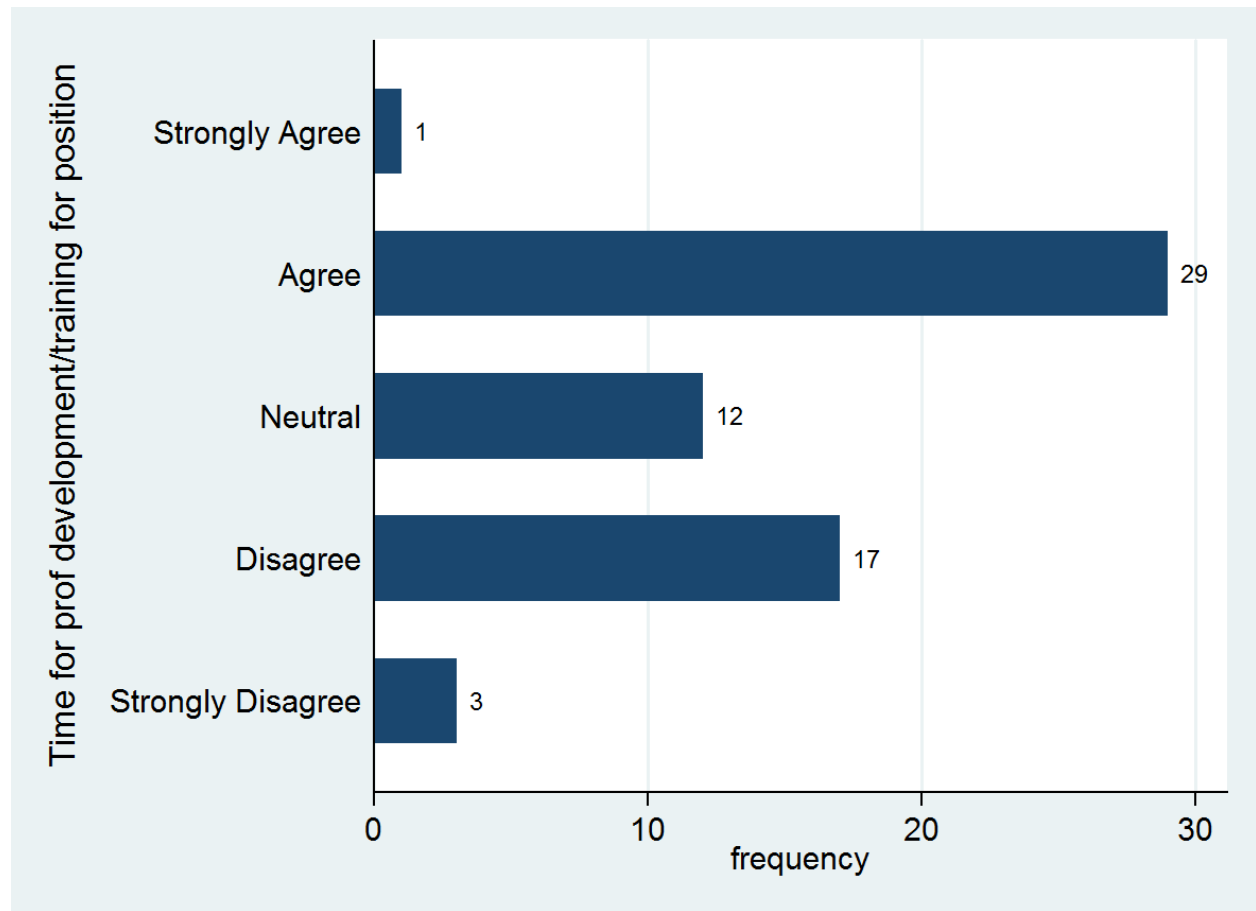
The pace of work allows me to do a good job.

	Freq.	Percent	Cum.
Strongly Agree	4	6.56	6.56
Agree	17	27.87	34.43
Neutral	14	22.95	57.38
Disagree	21	34.43	91.80
Strongly Disagree	5	8.20	100.00
Total	61	100.00	



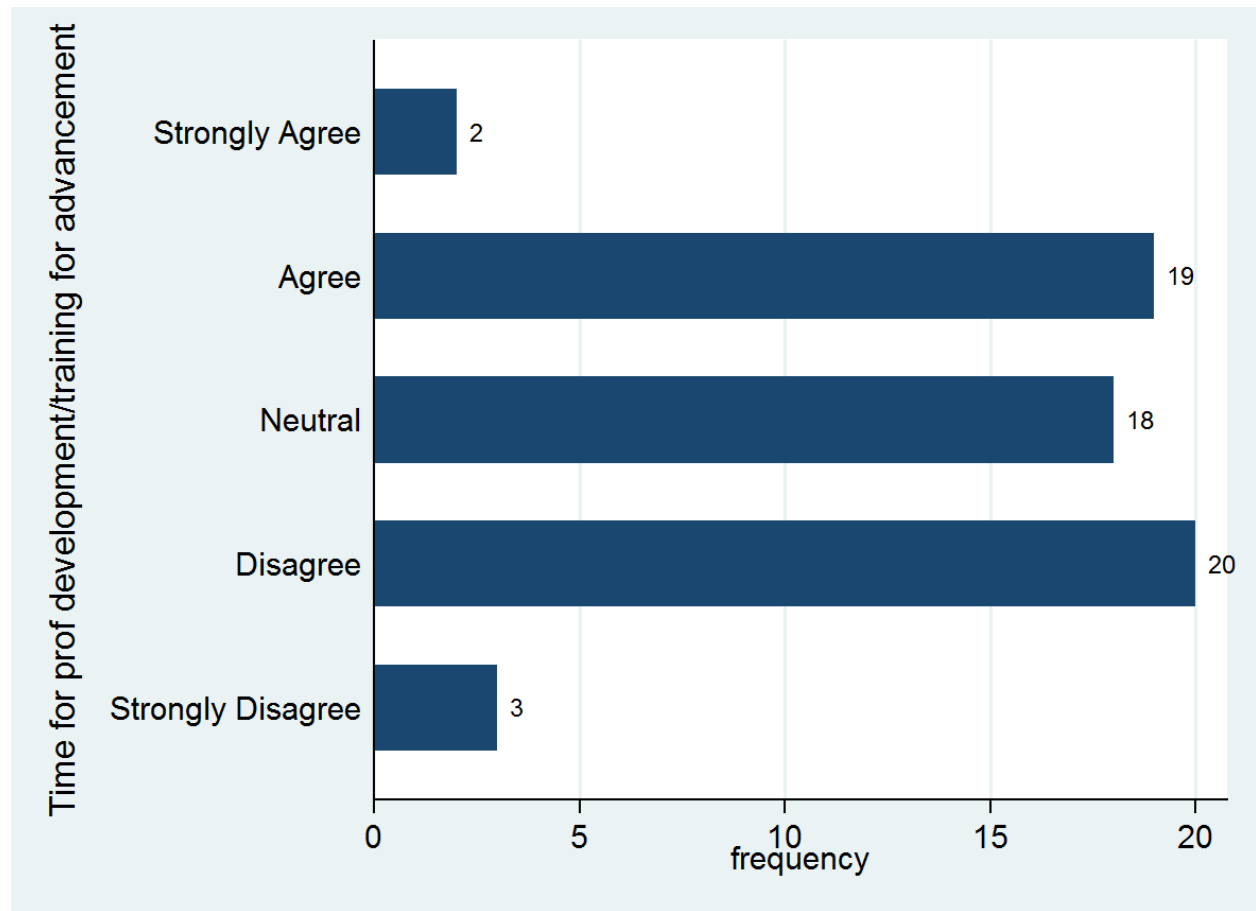
I have time to take advantage of professional development and training opportunities that are necessary for current position.

	Freq.	Percent	Cum.
Strongly Agree	1	1.61	1.61
Agree	29	46.77	48.39
Neutral	12	19.35	67.74
Disagree	17	27.42	95.16
Strongly Disagree	3	4.84	100.00
Total	62	100.00	



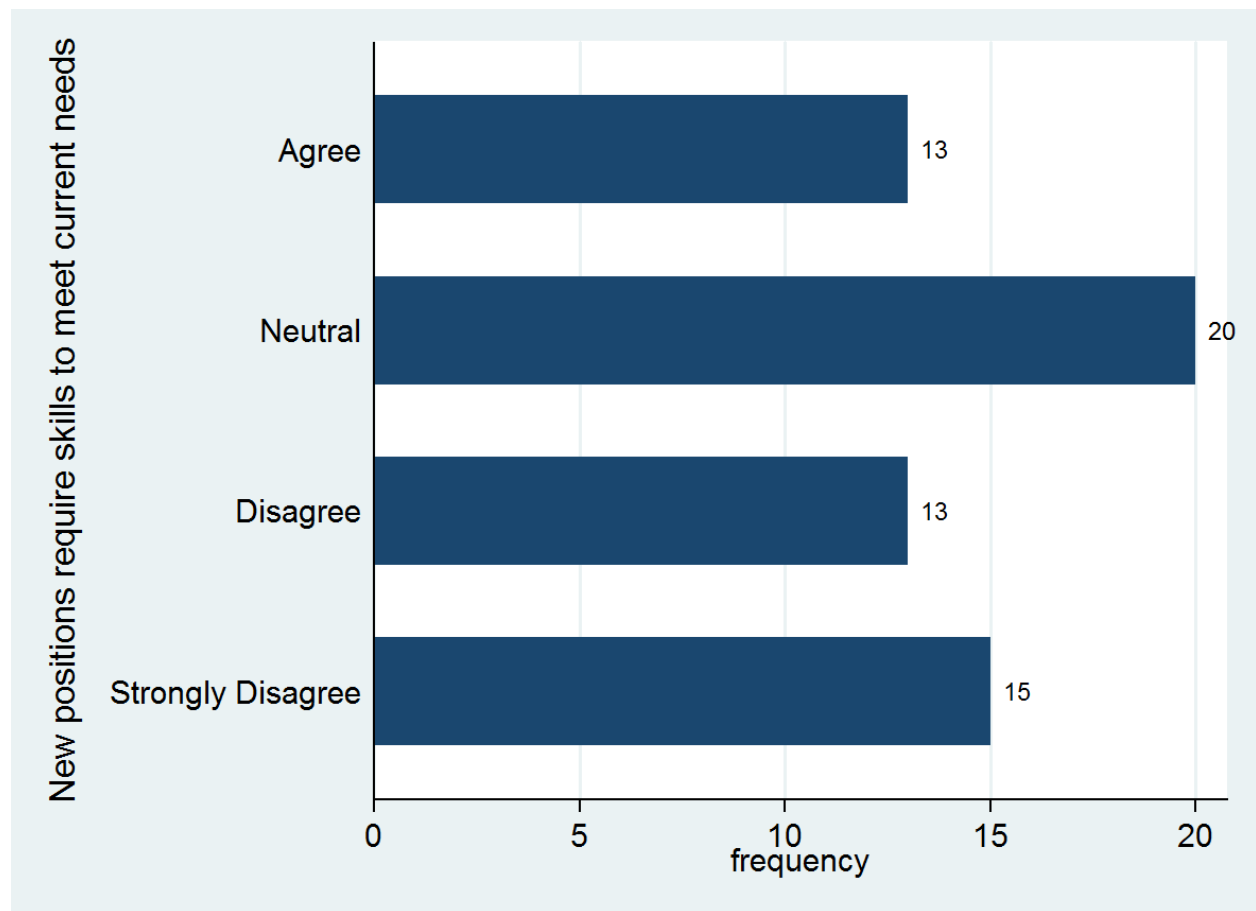
I have time to take advantage of professional development and training opportunities that are necessary for advancement.

	Freq.	Percent	Cum.
Strongly Agree	2	3.23	3.23
Agree	19	30.65	33.87
Neutral	18	29.03	62.90
Disagree	20	32.26	95.16
Strongly Disagree	3	4.84	100.00
Total	62	100.00	



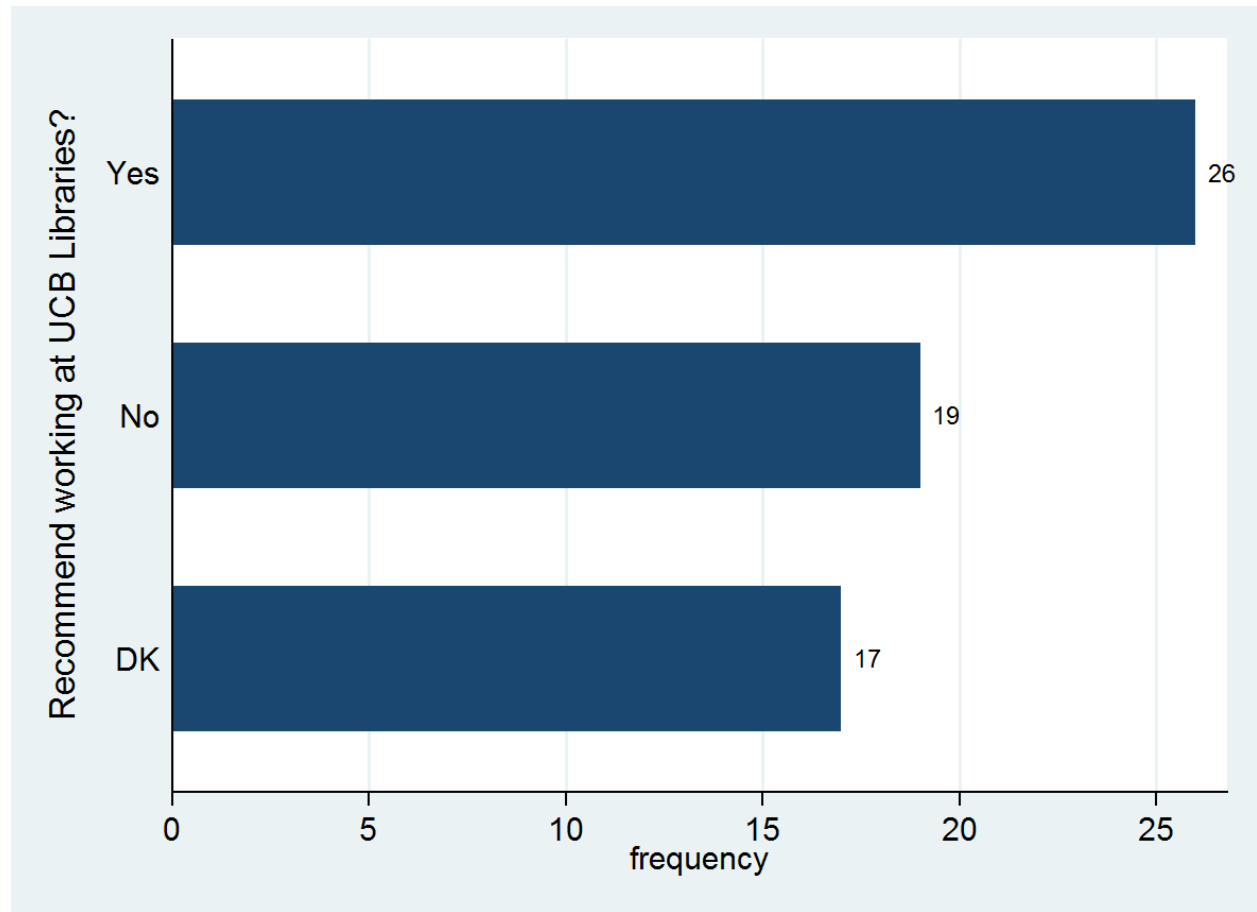
The UC Berkeley Libraries are creating positions with the required skills needed to meet current needs.

	Freq.	Percent	Cum.
Agree	13	21.31	21.31
Neutral	20	32.79	54.10
Disagree	13	21.31	75.41
Strongly Disagree	15	24.59	100.00
Total	61	100.00	



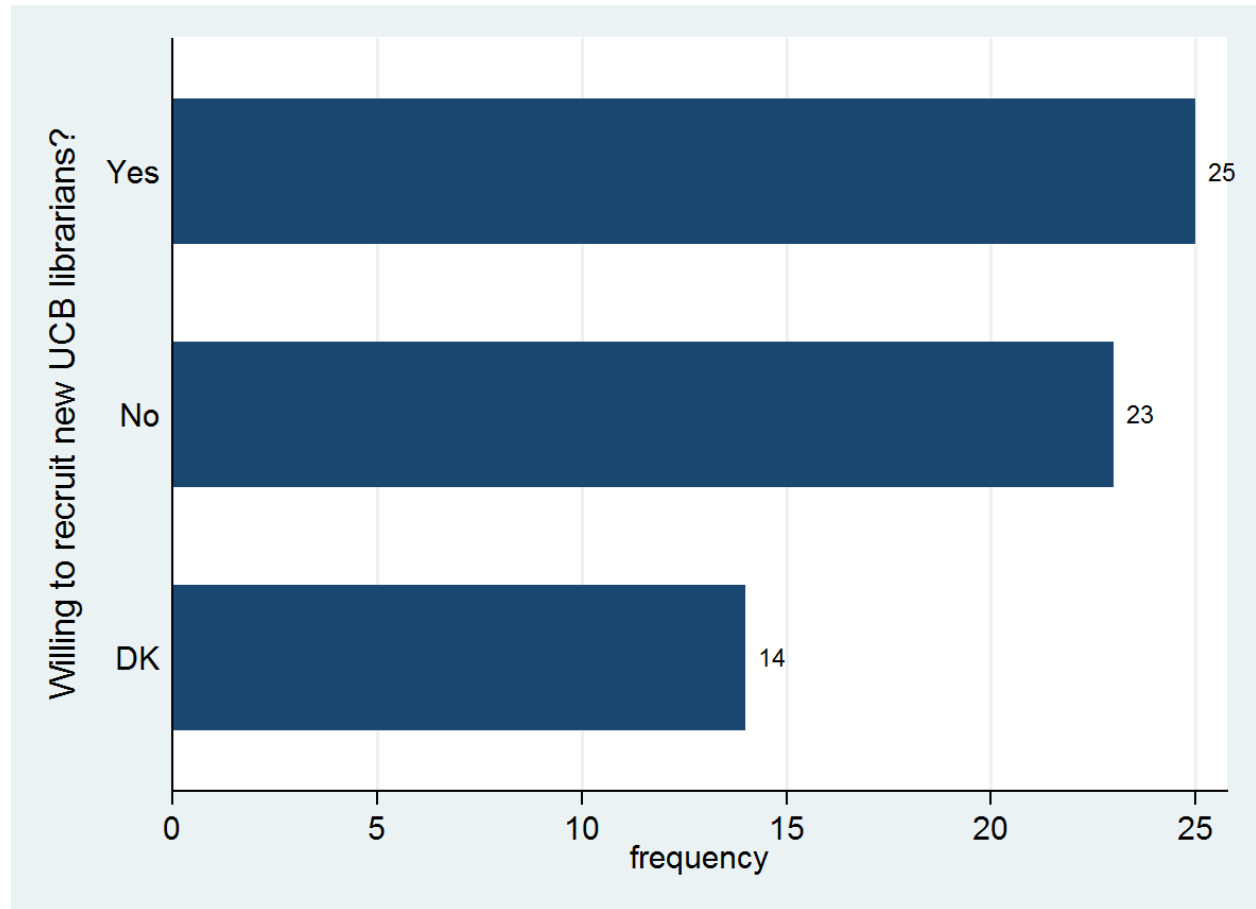
Would you recommend working at UC Berkeley Libraries to a friend?

	Freq.	Percent	Cum.
Yes	26	41.94	41.94
No	19	30.65	72.58
Don't know	17	27.42	100.00
Total	62	100.00	



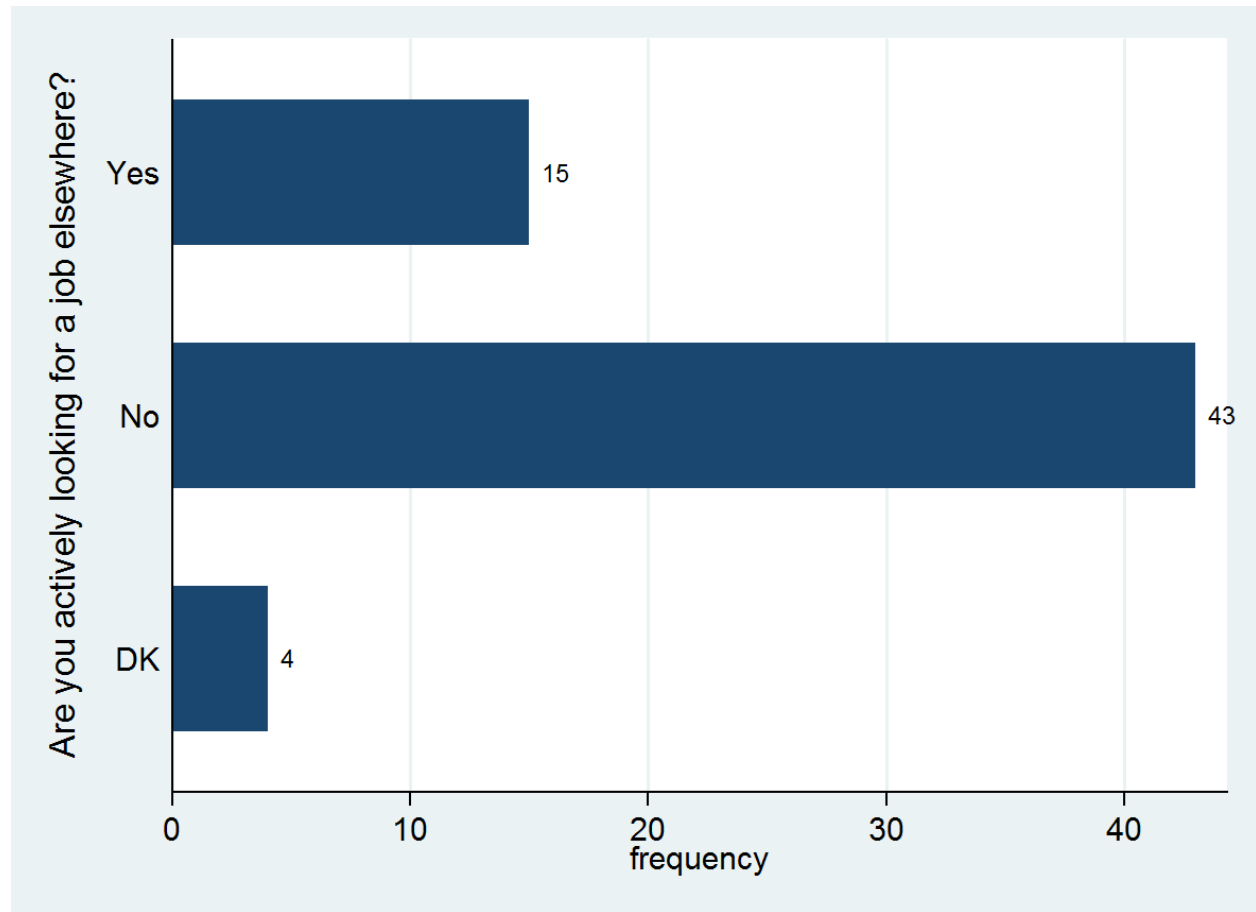
Would you be willing to recruit for new UC Berkeley librarians at state and national conferences?

	Freq.	Percent	Cum.
Yes	25	40.32	40.32
No	23	37.10	77.42
Don't know	14	22.58	100.00
Total	62	100.00	



7. Are you actively looking for a job elsewhere?

	Freq.	Percent	Cum.
Yes	15	24.19	24.19
No	43	69.35	93.55
Don't know	4	6.45	100.00
Total	62	100.00	



If yes, why?

I appreciate many of my colleagues as well as the students and collections I work with but am continuously disappointed by the management of both the library and campus so am looking for a more supportive and equitable work environment.

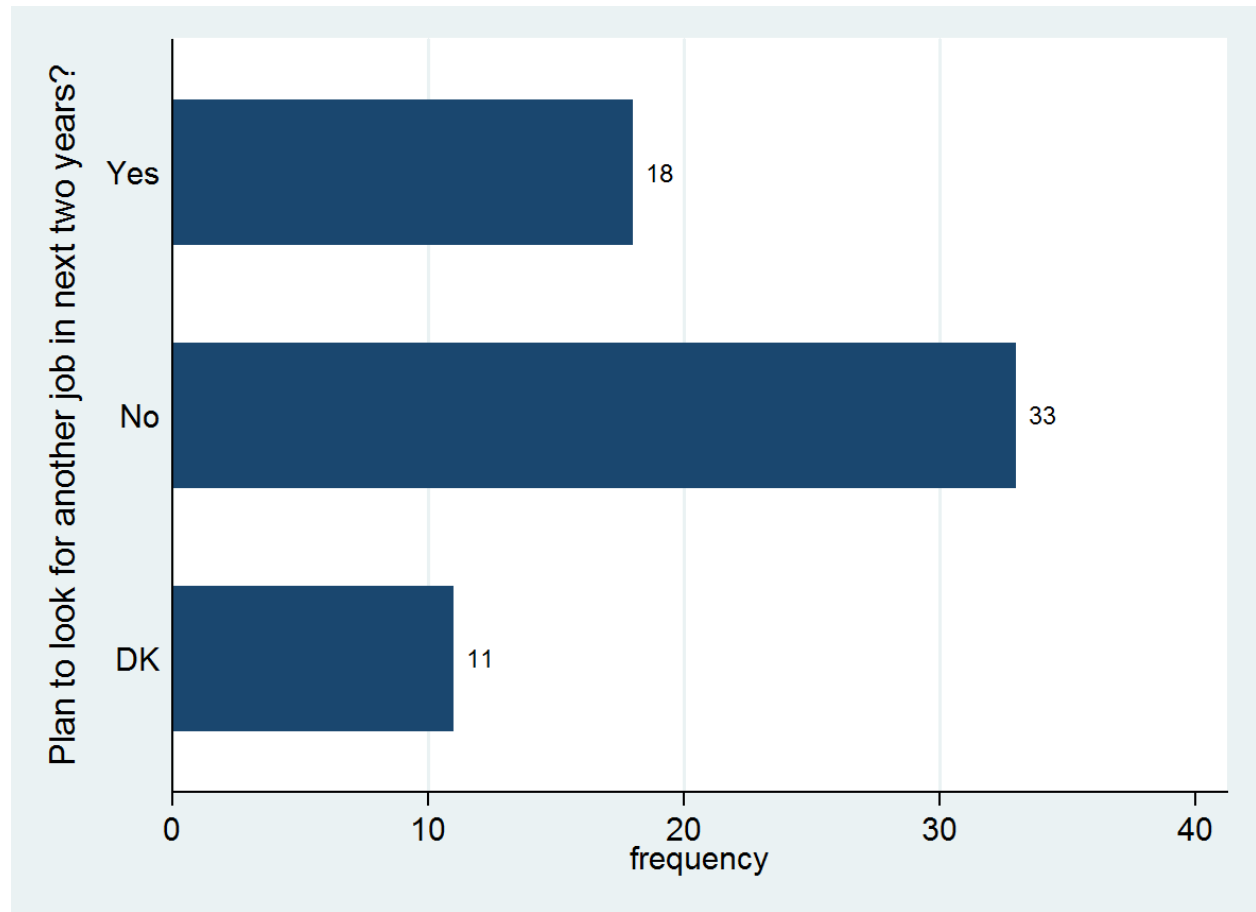
I have applied for librarian positions at other UC campuses in the past out of frustration with our stagnant work culture and with my direct supervisors. At one point in my career, I applied for several jobs during the era of blossoming technology startups - Ask Jeeves, for example. Good thing I stuck with UCB. UC's recent response to the Occupy Wall Street Movement protests on various campuses sickens me and makes me eager to retire as soon as possible so that I can focus on environmental causes and social justice issues that are close to my heart.

I can't manage on my current salary, and I am getting increasingly de-skilled as work at UCB

libraries tends to be held in guarded silos. There is little diversity in the library, and a sense of oppressiveness and the worst kind of corporate management-speak-and-do permeates my unit.
Better pay and more reasonable work load - I am not being paid what I'm worth, nor are salaries at UC Berkeley acceptable given the cost of living in the Bay Area. A feeling of better opportunities and an upward career path. I am getting burnt out working as hard as I do, year after year, with no end in sight.
keeping my eye out, but spouse would have to be able to move too
End of contract approaching.
Business model of the library, if it continues, is not going to be a philosophy I can work under.
Concerns about the state of the budget and its impact on job security and quality of work life
actively considering early retirement
I am on a temporary appointment, and will be running up against the 4 year limit on temporary librarian appointments in the coming year.
i am in a temp position.
See Above
While not explicitly looking for a job, Ive been asked to apply for several positions over the last few years. The perks of working here are great, but I am getting tired of seeing many colleagues slack off because they have smaller assignments than myself. I am also very tempted to live in places with cheaper costs of living and the same salary. I am also frustrated by the lack of technology support and technology ignorance by many in the library, including and especially the LSO. What ever happened to the themes of Doe-Moffitt?
I have been badly mistreated by the Library.
Family concerns and cost of housing in Bay Area
Looking for opportunities to learn more skills. Looking to possibly relocate where spouse can also find a good job.

8. Do you plan to look for a job elsewhere in the next two years?

	Freq.	Percent	Cum.
Yes	18	29.03	29.03
No	33	53.23	82.26
Don't know	11	17.74	100.00
Total	62	100.00	



If yes, why?

see above
the subject, the worldwide audience, the ability to create and improve info-systems attracts me but may be nearing a dead-end. Academic management is deteriorating in my view. The libraries may not be adaptable to new energy attending information/knowledge production and management... looking for opportunity to be embedded more closely in research and development work rather than same old - same old....
Will no longer be working in the library field in two years; currently planning a career change to a field that's not in such crisis.
Well, at some point in the next few years I would like to move to a more affordable place closer to family. I would love to work somewhere not tied to the vagaries of the california electorate.
low morale, overwhelming bureaucracy, out-of-touch managers. the overall culture seems

stagnant and not challenging.
I would like to work collaboratively with people in a non-competitive collegial environment without a top-down management style. I don't fit into the Berkeley libraries culture.
Considering changes in my personal life, I may not rule this one out. Salaries for librarians at UC are not adequate for raising a family expensive places like the Bay Area or Los Angeles. Frankly, I'm not sure how library staff with dependents are able to make ends meet.
Same as above.
mostly geographical/cost of living reasons (my partner is looking to move, and we'd like to be somewhere better for raising a family)
It depends on the outcome of the re-envisioning process.
Same as above
I may choose to take early retirement
I am on a temporary appointment, and will be running up against the 4 year limit on temporary librarian appointments in the coming year.
i am in a temp position.
See Above
Cost of living, lack of support for big projects, philosophical differences in how a library and collections should be managed. Just because we've done something for 100 years doesnt mean we need to continue doing it.
Why not? Children still in school for next four years.
See above.
Family and cost of housing in Bay Area.
Reasons stated in #7.

9. Please share any comments you have about why UC Berkeley Libraries are a good place to work.

As stated above, I appreciate many of colleagues, our students and collections which are second to none in many cases.
The intellectual challenge of the job and the varied topics I research every day keeps my work interesting and engaging and I like my colleagues.
scale, - ability to work semi-autonomously on new products and services and seek advice from colleagues when needed, good access to multiple information sources, very intelligent user groups make our work interesting, opportunities to try new things.... and the local climate of course.
Great benefits, stable employment, good colleagues, beautiful and significant campus, feeling of pride in the great collections.
Excellent colleagues, varied responsibilities, professional development opportunities, intellectual and cultural activities
Good benefits, good job flexibility, good family leave policy. Great to work on an exciting campus. Good leave for librarians.
I don't think it is a good place to work.
Rich collections supporting research and teaching, professional and knowledgeable colleagues, brilliant faculty and students, intellectual environment, wonderful area to live.
Hard to generalize since I think one's particular role, co-workers, supervisor, etc. make such a big difference. If you care about affordable, excellent, public higher education, Berkeley can be a meaningful if sometimes anguishing place to work.
To me, there is a an overarching sense of excellence and fairness/openness that characterizes the culture of the UC Berkeley Libraries. While it is not 100% for either, at least we try our best and that is what to me makes it a fantastic place to work. In the pursuit excellence however we can actually be hard on ourselves and on one another rewarding workaholism.
Tremendous human resources, great collections.
Wonderful collections and colleagues.
colleagues
The librarians here are amazing. The students and faculty are also great.
My colleagues are fantastic.
The campus is in a wonderful location. The library collections are among the best in the country and there is a very distinguished academic community
We have a lovely campus.
We are all too busy and stretched too thin. At the same time, there are great people here and having good colleagues whom one respects makes working here worthwhile. Some of us are very committed to UC, a once-great (maybe even still) public institution and we like being in the Bay Area for all its quirks and faults.
I enjoy my colleagues, living in the bay area, the prestige, the professional development opportunities, the flexibility, and the vacation leave.
It used to be a good place to work. It is no longer very attractive for people who want to excel.

<p>The magnificent collections, dedicated staff and diverse/talented/demanding user community make it all worthwhile. Also, my library building is a wonderful facility.</p>
<p>Wonderful Resources</p>
<p>For me, it's all about the quality of the collections and the opportunities to build and offer them for our researchers.</p>
<p>The knowledge levels of the faculty, the students here are amazing. Undergrads are doing grad level work for their thesis and final projects. Flexibility in the job is a little too good that many take advantage of it.</p>
<p>Sadly, this is much harder to fill out. The work load resulting from diminished staffing has made it not such a good place to work these days.</p>
<p>Good colleagues and professional development.</p>
<p>I have my dream job.</p>
<p>Wonderful colleagues.</p>
<p>It's wonderful to be able to work in a truly excellent (though budget challenged) library with deep and broad resources and a passionate, diverse, and engaged clientele. I appreciate that there is the opportunity for creativity and intellectual challenge in my work life, and that it supports the public good!</p>

10. Please share any comments you have about what might be done to make UC Berkeley Libraries a better place to work.

As stated above, I appreciate many of colleagues, our students and collections which are second to none in many cases.
The intellectual challenge of the job and the varied topics I research every day keeps my work interesting and engaging and I like my colleagues.
scale, - ability to work semi-autonomously on new products and services and seek advice from colleagues when needed, good access to multiple information sources, very intelligent user groups make our work interesting, opportunities to try new things.... and the local climate of course.
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I don't think it is a good place to work.
Rich collections supporting research and teaching, professional and knowledgeable colleagues, brilliant faculty and students, intellectual environment, wonderful area to live.
Hard to generalize since I think one's particular role, co-workers, supervisor, etc. make such a big difference. If you care about affordable, excellent, public higher education, Berkeley can be a meaningful if sometimes anguishing place to work.
To me, there is a an overarching sense of excellence and fairness/openness that characterizes the culture of the UC Berkeley Libraries. While it is not 100% for either, at least we try our best and that is what to me makes it a fantastic place to work. In the pursuit excellence however we can actually be hard on ourselves and on one another rewarding workaholism.
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<p>I have my dream job.</p>
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<p>It's wonderful to be able to work in a truly excellent (though budget challenged) library with deep and broad resources and a passionate, diverse, and engaged clientele. I appreciate that there is the opportunity for creativity and intellectual challenge in my work life, and that it supports the public good!</p>

IV. Survey Open-ended Responses

Below are the survey responses to the final two open-ended questions of the survey. The responses are compiled by topic area to emphasize the main areas about which the respondents are concerned.

Question 9: Please share any comments you have about why UC Berkeley Libraries are a good place to work.

A. Quality of faculty, colleagues, students

PROS

- I appreciate many of colleagues
- I like my colleagues
- very intelligent user groups
- good colleagues
- Excellent colleagues
- professional and knowledgeable colleagues
- brilliant faculty and students
- Wonderful collections and colleagues
- colleagues
- Tremendous human resources
- The librarians here are amazing. The students and faculty are also great.
- My colleagues are fantastic
- having good colleagues whom one respects makes working here worthwhile
- very distinguished academic community
- I enjoy my colleagues
- dedicated staff and diverse/talented/demanding user community
- The knowledge levels of the faculty, the students here are amazing.
- Good colleagues
- Wonderful colleagues
- passionate, diverse, and engaged clientele

CONS

- in the pursuit excellence however we can actually be hard on ourselves and on one another rewarding workaholism
- we are all too busy and stretched too thin
- flexibility in the job is a little too good that many take advantage of it
- the work load resulting from diminished staffing has made it not such a good place to work these days

B. Quality of Berkeley Library & Campus

PROS

- collections which are second to none in many cases
- beautiful and significant campus, feeling of pride in the great collections
- great to work on an exciting campus
- rich collections supporting research and teaching
- feeling of pride in the great collections
- wonderful collections
- the library collections are among the best in the country
- we have a lovely campus
- magnificent collections
- my library building is a wonderful facility
- quality of the collections
- a truly excellent (though budget challenged) library with deep and broad resources

CONS

- I don't think it is a good place to work
- it used to be a good place to work. It is no longer very attractive for people who want to excel.
- a meaningful if sometimes anguishing place to work

C. Other Issues

- intellectual challenge of the job and the varied topics I research every day
- scale, - ability to work semi-autonomously on new products and services
- opportunities to try new things
- great benefits
- varied responsibilities, professional development opportunities
- wonderful area to live
- intellectual and cultural activities
- good benefits, good job flexibility, good family leave policy
- the prestige, the professional development opportunities, the flexibility, and the vacation leave
- professional development
- opportunity for creativity and intellectual challenge in my work life, and that it supports the public good

Question 10: Please share any comments you have about what might be done to make UC Berkeley Libraries a better place to work.

A. Improve salaries

- paying at the same level as the CSU libraries instead of 20% less
- salaries are so low
- salaries at parity with librarians at peer institutions, adjusted for Bay Area cost of living
- stop reducing our salaries by means of increased medical plan costs and retirement fund contributions
- pay librarians in the lower ranks a fair salary
- salaries need to be improved
- salaries could be made more competitive, not just for librarians, but particularly for staff
- raise salaries
- higher salary for beginning and mid-career librarians
- raise the salaries to allow people to live reasonable lives in the Bay Area

B. Workload and staffing (the majority of responses fell into this area)

- hiring enough people to handle the amount of work required
- I feel as though I'm doing the tasks of two or three people. It's hard to strategize about ways to improve resources and services in the medium and long term when I feel like I have to respond to an unending series of immediate crises
- with fewer staff and dwindling budgets, implement ways to continue to maintain excellent collections and services for our users, and staff to administer them
- quit requiring librarians to do the jobs of two or more people
- it's unreasonable to expect a staff of our size to carry on as we have been
- figure out how to support librarians to have enough time to really do a good job
- 4 year limit on contract positions can prohibit institutional memory and (naturally) creates an atmosphere of instability
- the use of temporary appointments or librarian assistants doing librarian work without being adequately compensated or having any hope of growth within the institution
- figure out a way to hire more librarians and fewer staff
- get rid of the 4 year limit on temporary librarian appointments
- stop this debilitating reduction in workforce now!
- more professionals and staff need to be hired

C. Library Management / Leadership

- UC is a behemoth bureaucracy that moves glacially and the administration seems totally out of touch with the staff which is the lifeblood of the place
- we need leaders who are dynamic, clever, engaged, and passionate about technology
- flatten the hierarchy, open opportunities to all, increase workplace diversity.
- have librarians, not systems people, make high-level decisions about the library
- make the librarian review process less subject to the whims of the UL
- a rigorous effort to improve communication across Library units would be great
- we need to clean house. There are so many people in the Library who do the very minimum or less than the minimum that this has become the new standard

- some way to evaluate your supervisor, it should work in both directions not just top down
- reduce the number of meetings and committees

D. Other issues

- better equipped and more comfortable break areas
- might be nice to have an anonymous comment box that administrators read from time to time
- convince the state to fund the university and the library at a much higher level
- increase morale by allowing more flexible work arrangements
- reduce committees meeting without cause
- get rid of or significantly reduce the collection budgets of area studies