

HOLIDAY PARTY

The Holiday party was very nice and the committee should be commended. My only suggestion is to have more than one serving area. Anon. 1/2/2007, 8:07:36 AM.

My comments are regarding the Holiday Party. I believe it could of been set up a little better. All of the food should have been displayed instead of segments. The entertainment for the kids was not announced loudly so that most of the kids could go and watch a movie. Otherwise, the food was delicious. Anon. 12/22/2006, 9:39:56 AM.

Thanks for a great party. The food was good and everyone seemed to have a good time. Anon. 12/22/2006, 6:59:25 AM.

The holiday party was a huge success. I just wish I had more time to talk to my co-workers from Daley Library. Anon. 12/21/2006, 12:58:56 PM.

Laura Castillo did a fabulous job with the decorations for the holiday party. Fantastic! However, it seemed as though she was the only organizer and could have used some help executing the set-up plan! The food set-up did not work! Perhaps next time, you can find other ways to eliminate the long lines to get food. Another suggestion would be to consult with the group who put together the last holiday party held at Daley. No long or crowded lines there!! Anon. 12/21/2006, 10:02:36 AM.

Nicely done; thank you very much! BD. 12/21/2006, 9:34:47 AM.

I had a wonderful time at the Christmas party. The food was excellent and extremely tasty. It started off a little slow - serving the food but y'all caught up and the food started arriving faster. I would recommend wearing name tags at the next Christmas event -- As well as room for a dance floor. The DJ started rocking about 7:30pm and I had no room to show my dancing skills! I would also recommend games. Nothing too heavy, but just fun games to get to know others in the room. Anon. 12/21/2006, 7:50:18 AM.

The Christmas Party was better this year, however, it lacked organization. I do know the task wasn't an easy one, so thank you and Merry Christmas and Happy New Year. Anon. 12/21/2006, 7:46:33 AM.

I quite enjoyed the holiday party. It was nice to see how many people are involved in the running of the library as everyone so rarely is in the same room. I do wish the food had been a little better organized, but everything was very tasty and Laura Castillo and the people working with her did a great job of trying to keep everything moving. I think a little more effort into the organization would have been good (as well as more drinks) but I really can't complain as I did have a very good time. Anon. 12/21/2006, 7:04:07 AM.

Just wanted to say: "Thank you to everyone on this committee" for the wonderful job in getting this festival going, the food and entertainment was really great. My family enjoyed being a part of UIC even if it was just for a few hours. Looking forward to attending UIC future events. P.S. Who ever make the decorations and center pieces: "You did a wonderful job, they were beautiful!". Anon. 12/21/2006, 7:02:28 AM.

I enjoyed the party but I think that it could have gone more smoothly. I think that the committee members should have helped more with the planning, helping with the set up more, and the location of where the food should be placed. If you only seem to have one to two working furiously to put out the food but no thought to where to place the food, etc -- it is more chaotic. I don't think that you needed two of the members to stand guard at the doors while the other person ran around trying to bring out the food. More planning on where to place everything, possibly having people serve the food, and figuring out the flow so that there would not be such long lines while everyone tried to get to the food and dessert. Maybe have the dessert in a separate area for less congestion would be helpful with two tables for the main meals. I think you need to monitor the amount of food that people were taking-stashing to take home later!! Also, the amount of guests. There should be a limit – esp. when you have 10 members coming from one staff member: from nieces, nephews, to brothers and sisters. If there is no limit, maybe the neighbor will be next. There were many who said they would have helped. Maybe a suggestion of having someone from each dept to help out? Maybe a set up and clean up committee could be formed so that the committee members do not have to do it all. Anon. 12/19/2006, 8:18:28 AM.

Thank you all for providing valuable feedback. In any such endeavor, there are both strengths and weaknesses to be found. That is why we are very pleased to see a fair distribution -- between positive and negative -- among the comments we received. It remains our goal to improve upon this year's effort. And, with such give-and-take communication, we proceed confidently forward. Let us make the following additional points:

With regard to this year's Holiday Party, we should mention that all food and toy donations were forwarded to the Greater Chicago Food Depository and that Laura Castillo created the centerpieces. It is true that the demands created by the initial set-up, maintaining the food set-up and providing security at the doors proved at times to overwhelm those committee members and others who helped during the event. A special thank you to those volunteers, employees and guests, who pitched in with a helping hand. We really needed it!

With regard to next year's Party, there is already in place a plan to alternate locations. Next year's event is to be held on the West side of campus. The two serving-area suggestions is a good one. Because of the great success attendance-wise of this year's

holiday party and the large number of attendees, it is evident that the SOCC will need to recruit volunteers to help plan, organize and staff the event at a much earlier point along the planning timeline.

EMPLOYEE RECOGNITION

I think employees should be recognized as individuals instead of by departments. And, one way that could be done is by acknowledging each person every year on their anniversary with a gift card of their choice and a day off with pay. If not both, one or the other. Anon. 1/3/2007, 12:07:00 PM.

I like the idea of a Staff Appreciation Day, especially since everyone gets recognized anyway. Then, the money that is used to buy individual pizzas for the departments could be combined to provide everyone with a real meal like steak, potatoes, and vegetables, now that's a meal. Anon. 12/21/2006, 1:54:09 PM.

I didn't find anything special about being Department of the Month. I would rather be rewarded with a day off with pay at the library's expense. Anon. 12/21/2006, 1:49:09 PM.

I think we need to put out an APB on the Department of the Month certificate. I still haven't seen it. Anon. 12/19/2006, 8:25:48 AM.

Does pizza always have to be the reward for Dept. of the Month recognition? Anon. 12/19/2006, 8:05:57 AM.

I've been thinking the same thing: Where are the Department of the Month Certificates? Anon. 12/18/2006, 2:52:47 PM.

I agree, the Dept of the Month recognition was a bore to me, especially since every gets recognized anyway. It really isn't a surprise. Anon. 12/18/2006, 2:28:32 PM. Anon.

Thank you all for your valuable input regarding the Department Recognition Program. Let this message assure you that Mary Case, the SSAC and the SOCC take very seriously your feelings on this matter.

Our existing program follows from the Employee Recognition Task Force Report, made in October 2005, which identified several advantages of a program of this kind. The Task Force, one of three bodies that served as forerunners to the current SSAC and SOCC, sought to strengthen a sense of community by adopting a program in which no one would be left unrecognized. A departmental program provided the opportunity to recognize what each unit contributes to the library; to place individuals' names together with photos and short description of their position; and, to promote other local public

relations opportunities.

Although we have agreed that the current program will continue until each library department has been recognized one time, we remain open to new and improved ideas. If it is clear that the current program is not meeting our goals, then we will seek to explore alternatives.

For this reason, it is important to keep your ideas coming. Thanks again for your input so far.

MODIFIED SCHEDULES

The Modified Work Schedule should be aimed at anyone who is requesting a change from their original schedule, not just staff attending school. Anon. 12/21/2006, 2:41:51 PM.

This is in response to the comment made about modified work schedules: Why aren't there any guidelines for those who request to have their work schedule changed for reasons other than to attend school? No one should be allowed to deviate from their original work schedule without documentation supporting their request unless we all can do it. Anon. 12/19/2006, 9:45:21 AM.

I would have to agree with the comment about how students seem to be targeted to show documentation in order to get their work schedule modified while others don't. There are people here who can go to the Dept Head and ask to change their work schedule with no problem, while those of us who attend school have to show our school schedule and fill out a modify work schedule. I wouldn't be surprised if we're asked to show our grades at the end of the semester. I don't agree that we should talk to our supervisor or Dept Head concerning this. That's what those higher get paid to do. Anon. 12/19/2006, 6:57:56 AM.

I would like to respond to the response concerning the modified school schedule. I attend school as well, and every semester I have to fill out a modified school schedule while others who do not attend school personally told me they were able to have their schedule changed without showing any documentation. That sounds like iniquity to me. Anon. 12/18/2006, 1:48:36 PM.

Because this has been a persistent complaint and because the degree to which this may be a problem remains unclear, we have forwarded the complaints received here, along with anecdotal evidence received by some of the committee members, to the Library Human Resources unit. Although determining the exact nature of the problem and resolving it in a fair manner may take some time, these facts should not belie the sincerity of our efforts to identify and correct any structural inequities. We will do our best to keep you informed of any progress here in this forum.

ET CETERA

Why are there exceptions to the rule, when it benefits the library. Anon. 12/22/2006, 9:22:08 AM.

SOCC attempts to give appropriate responses to all submissions, but some comments or questions lack sufficient context or detail for us to proceed. Please rephrase your question or comment so that we may address it accordingly.

I would like to make a comment concerning the POF that we spoke about in the Staff Development Day meeting. Our guest speaker said that as long as we keep the pissed off factor (POF) low then we will be much happier. I tend to partially disagree. Let say you have 100 people in a room and 98 people agree on an idea and consequently 2 people totally disagree. If these two are the "real decision makers" we got a real problem. In this scenario, we have a 98 percent approval rating and a two percent POF. I still will venture to say that these two decision makers will still get their way. What is that SSAC perspective on this matter? Anon. 12/21/2006, 7:14:07 AM.

As a committee, we try mostly to let our actions speak for themselves. One of the first moves of the SSAC was to create a SOCC sub-committee so to directly address the myriad concerns about inclusiveness and community. The development of the Suggestion Box allows for anonymous critique of existing policies and practices, and the University Librarian has sought to increase staff participation in planning and practices by the creation of the SSAC and by inviting staff to other planning meetings.

I'm taking this opportunity to formally say that I am deeply fed up with how we often handle conflict around here. Around here, people will stab each other in the back by e-mailing their supervisors rather than talking to the individual that they have a problem with. As we learned in the Staff Development Day seminar, if we don't tell people that something is irritating us, then they may not know there is conflict. These back stabbers often use the excuse that they are taking this course of action because they want face saving. However, this "face saving" technique only irritates us more. Also, if you happen to be a supervisor who happens to receive one of these back stabbing e-mails about one of your star employees, simply tell the back stabber to contact the employee directly. Also, the supervisor can carbon copy (CC) the alleged star employee in the e-mail -- Nothing in the world like embarrassing the back stabber. Now that you know how we feel please don't do it in the future. Anon. 12/21/2006, 7:07:17 AM.

Lacking the exact circumstances of your comments, it is hard to know how best to respond, but it seems that at least a couple of issues are involved here.

(1) Going directly to one's supervisor with a problem concerning a co-worker rather than trying to work it out between the two people involved, and (2) discomfort with one's

supervisor due to such issues as perceived favoritism or inconsistency in dealing with staff .

(1) If the approach is handled professionally, wishing to work through the supervisor is not necessarily a bad idea. Supervisors are supposed to respect confidentiality and not publicly embarrass their staff. There is the possibility that the person turning to the staff member is not *back-stabbing*, but feels that to be the proper approach or is simply not comfortable confronting a co-worker with the issue. So, too, many people think that all effected parties should be copied in the e-mail; in many cases, it will be obvious who brought the matter to the supervisor's attention, and being upfront about the complaint would at least lessen the sense of trying to *sneak around* or *put something over* on a fellow staff member. If the person really is a back-stabber, such behavior is soon recognized and may eventually work against that person-- the "crying wolf" once too often scenario.

(2) If part of your discomfort with having the supervisor involved has to do with perceived unfairness or unreasonable behavior on the supervisor's part and you have a number of concrete examples to back this up and do not wish to directly confront the supervisor, you could send an anonymous message to him or her. If there is no perceived improvement in what you view as unprofessional behavior, you can always talk to Human Relations, to Jay Lambrecht or to Mary Case. In this course of action, we would caution everyone to ensure beforehand that some genuinely professional issues are involved as opposed to personality conflicts.

Please explain something to the library work force. We are all aware that students can check out study rooms in the Daley Library and LHS study rooms for free. Since this is the case, why do we as a library have to pay to rent these and other rooms? In addition, I'm a big fan a full disclosure. How much does the library have to pay to rent rooms on the East and West campus? It just seems really weird to pay for something that I believe we own. While we are on the subject, does the state of Illinois and/or UIC own all the buildings on campus? In particular, I'm most interested in the library related buildings. Anon. 12/21/2006, 6:48:48 AM.

Some units on campus operate on a cost-recovery basis, a business model which has the effect of charging both external and other university units to use their resources or services. This is true of both Student Centers East and West. As it turns out, we paid about 85 dollars for our use of the *e-room*, 605 SCE, during the recent Staff Development Day. Although the student center conference rooms and library conference rooms are both *owned* by the University, they do fall under distinct operational units. While the University is chartered by the state and receives a measure of funding from the state, it is safe to say that the University owns its own buildings.

I would like to know if something could be done about the staff lounge problems at LHS. Every day (Monday-Friday), from 12 to 2pm, about six staff members gather around the TV to watch the soaps. They have no regard for the other staff members that may be down there reading a book or taking a nap. They have the TV so loud

that they even talk over the TV to one another. They have the nerve to get angry if someone else gets to the TV before they do to watch something besides the soaps. Please help! Sincerely, LHS Staff Member. 12/18/2006, 2:05:09 PM.

Shared resources often present problems such as the one you have brought to our attention. Because this matter affects only a select number of employees, the LHS Administration, in cooperation with the SOCC, will seek to resolve the issue internally. LHS employees should expect to receive some feedback about this concern in the near future.