

based on our discussion in MSL, here are some of overarching positives and negatives.

Negative:

There's a general feeling that "non-degreed" staff's opinions or ideas are not taken seriously or valued as highly as degreed librarians.

Positive:

The Pilot Project submissions was a positive means for combating the feelings that non-degreed staff can't contribute. Everyone was/is extremely excited and positive about the way these ideas were shared and they are "chomping at the bit" to submit more ideas!

Negative:

Because the staff recognition dinner and the department recognition was removed this past year, staff felt there is a need to have opportunities to interact in a non-work setting to help build rapport and better teamwork.

Positive: Staff are excited about the new awards and the changes that the recognition committee is working with. They've been brainstorming and sharing ideas with Lauren.

Negative:

Staff feel they have more to do with less time and less resources.

Positive:

Helping staff understand the core values and Library Unbound has helped in my department. We spend a lot of time trying to connect what we do to these guiding documents. It is helping staff prioritize and work on the most important goals.

Negative:

Staff feel that communication in our department is good, but feel like they've "lost" me as a manager, due to other responsibilities. They feel that because I'm not always present that they have to go elsewhere to find out what's going on. I think they are often impatient to have the info, after so many years of not getting what they needed, that they go through the "grapevine" to get info before coming to me.

Positive:

I'm trying to make sure they get info during our morning gatherings and make sure that when I'm here, staff feel free to interrupt me and ask me questions. Staff also are happy to have the forum "Ask Tim", which answers some of their questions and concerns. All in all, I think my staff aren't afraid to ask for what they need. That was something we talked about at our table, making sure staff take responsibility for finding out the info they are missing.