

Comments Additional to the Report

Our questions 1& 2-6 are worded in such a way that respondents who have very different opinions on the continuation of the distinguished status could still give the same answers to questions 2-6. For example, several of the UCLA librarians who replied no to question one commented that they really could not nor should not answer questions 2-6 the way they are worded, since they didn't believe that either step VI or step VII should be a barrier step and did not support the distinguished designation at all. However, other librarians who also answered no to question one did go ahead and reply to questions 2 & 3, in order to make the barrier step as high as possible if it were to be retained.

What becomes absurd is that is some who answered no to question one because they support the distinguished status may have had the same answers to the barrier step questions 2 & 3 as someone who voted no on question one and also voted on 2 & 3.

Similarly, if someone believed that the distinguished designation should be retained, but that a librarian should be able to obtain it at any point in his/her career but that the top step should be VI, not VII, then the respondent would answer No to question 10. On the other hand, a librarian who believes that the designation should be unlinked and NOT be a requirement to obtaining higher status would also answer no to question 10. Again ... unintended consequences with contradictory results.

Additionally and most importantly, there is a correlation problem. Shouldn't the results of questions 1 and 9 be very close for these survey results to be valid?

Question 1 asked: **Should there be a distinguished designation in the librarian salary scale?** 52% answered yes, 41% no, and 6% no opinion.

Yet when we rephrased the question somewhat in no. 9, the results skewed the other way. Question nine: **Should the distinguished step be unlinked (removed) form the salary scales and replaced by some type of UC-wide recognition for librarians who have achieved highly successful accomplishment?** The response: 53% said yes; 32% said no, 12% had no opinion, and 4% answered differently.

And finally, most of the questions are worded in such a way that assumes the distinguished designation will be retained. There are not enough

options here for those who wanted to vote on alternatives to having a distinguished designation linked to barrier steps.

For these reasons, I think the survey results are fundamentally flawed and the librarians were often confused while filling out the survey. The results should not be used by the LAUC Board for any purpose outside LAUC. I would recommend that this committee present the Board with the results and comments, and that we also suggest to the Board that it not use these results in discussions with UC officers or ULs.

--Rhonda Lawrence

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