

A REVISED MERIT FUND ASSIGNMENT SYSTEM FOR ACADEMIC LIBRARIANS

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UMass snapshot!

Public research university with 28,500 total undergraduate and graduate students	48 unionized librarians
Librarians are not faculty, but are represented by faculty union	Personnel committee responsible for distributing a merit pool

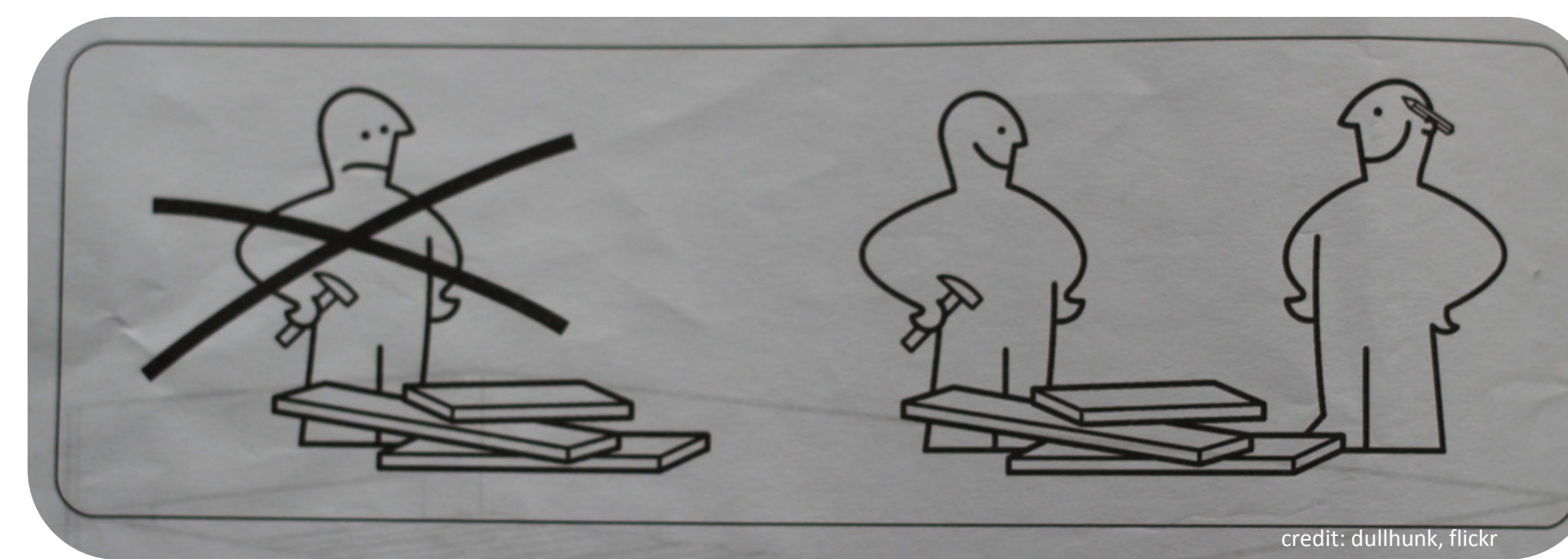
1. Purpose: to create a new system for librarian merit assignment



A Librarians' Personnel Committee at UMass Amherst is charged with the annual distribution of a merit fund pool upon review of annual reports. A merit assignment checklist and system has been used for many years, but past Personnel Committees have found it impractical due to unrepresentative criteria and difficulty with consistent application across different professional roles. The Librarians' Council formed a Merit Criteria and Assignment Task Force to propose a new system for the assignment of librarian merit funds. The Task Force is charged with reviewing the current Personnel Committee merit policies and checklist, and proposing a new system for librarian merit assignment.

2. Approach:

research faculty and librarian merit assignment methods, propose new system based on findings, solicit librarian input on proposed revisions



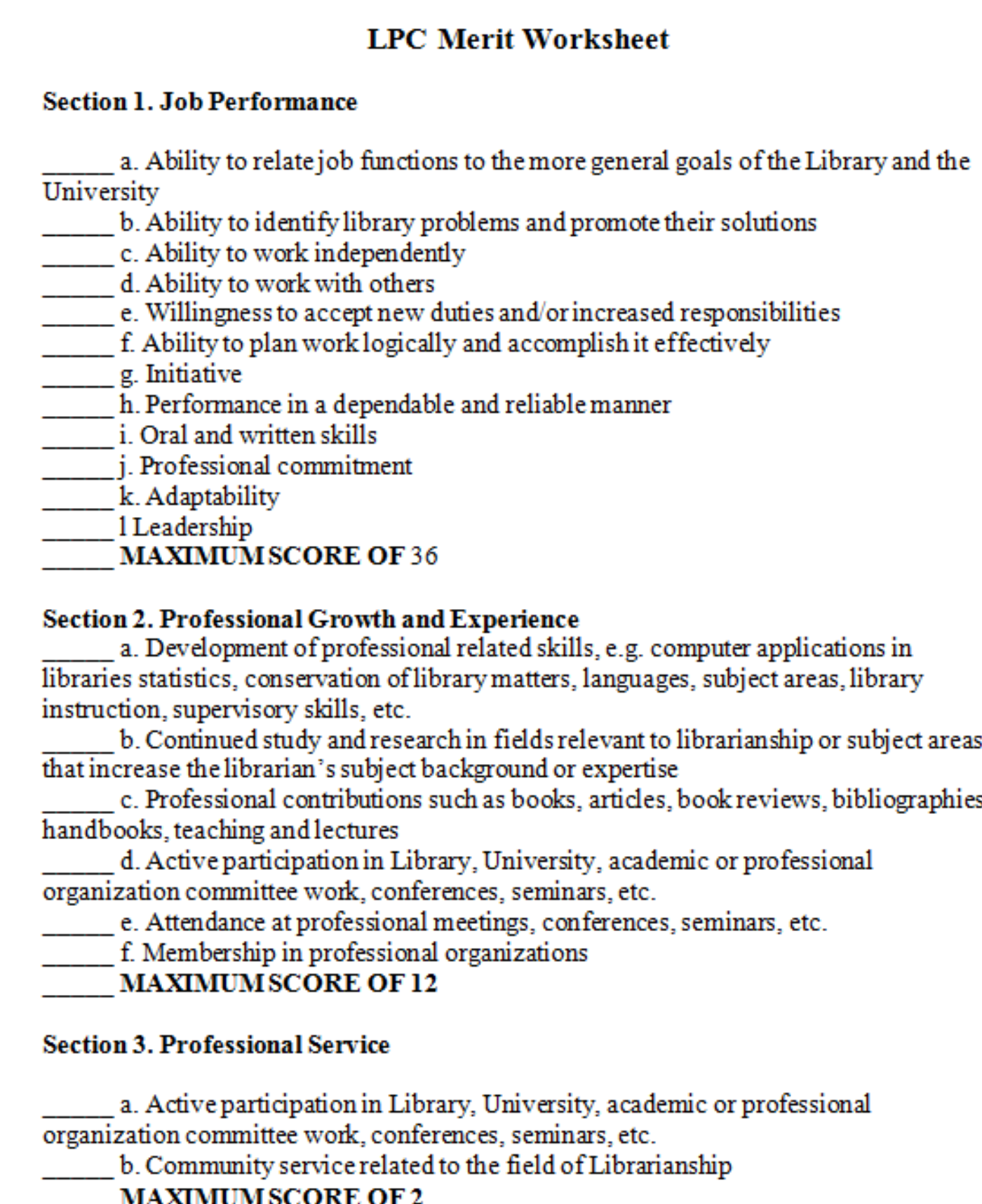
This work involves researching merit criteria and assignment methods of faculty and librarians at other academic institutions, and an examination of rubrics, rankings, scales, and a variety of methods and tools for the evaluation and assignment of merit.

Per our union contract, merit is evaluated based on:

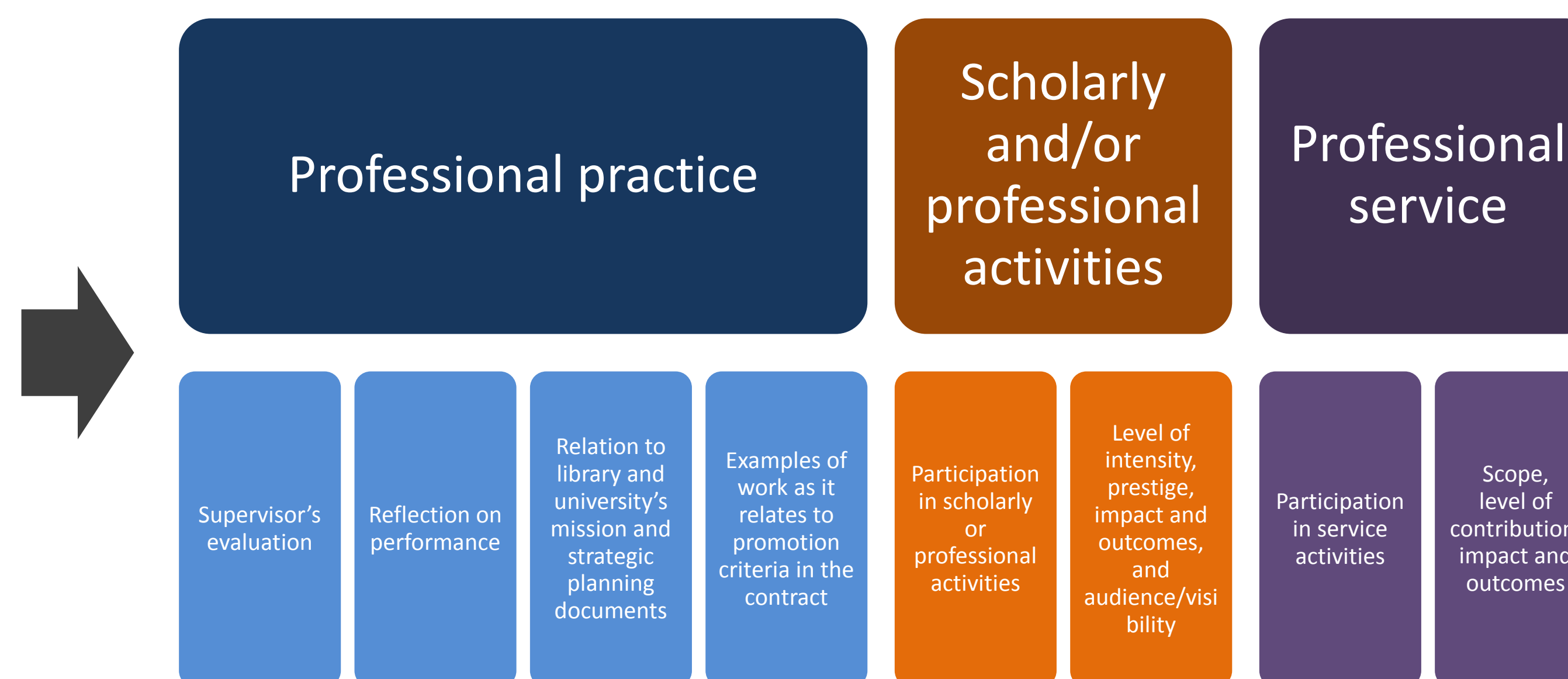
Professional practice	Scholarly and/or professional activities	Professional service
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3. Findings:

a task force has a draft tool currently being reviewed and refined
existing system



proposed tool structure



4. Value:

local: tool will allow personnel committee to fairly, consistently, efficiently, and transparently assign merit funds
broad: contribute to small public pool of distribution systems



The new merit criteria and assignment system will be shared so that other institutions may review and compare their practices. The Task Force has been unable to identify many such systems, so this would be a significant contribution to the assessment of academic librarians generally. Local implications include potential benefits of increased efficacy, efficiency, and equity within the UMass Amherst Libraries.

5. Next steps:

- Test system on 2014 annual reports
- Determine category weights
- Vote on adopting the tool

