A REVISED MERIT FUND ASSIGNMENT SYSTEM FOR ACADEMIC LIBRARIANS

Jessica Adamick  
Assistant to the Associate Director for Library Services, Librarian  
University of Massachusetts Amherst  
jadamick@library.umass.edu

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

Per our union contract, merit is evaluated based on:

- Professional practice
- Scholarly and/or professional activities
- Professional service

3. Findings:  
a task force has a draft tool currently being reviewed and refined existing system

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.

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

5. Next steps:
- Test system on 2014 annual reports  
- Determine category weights  
- Vote on adopting the tool