

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 represented by faculty union

Personnel committee faculty, but are responsible for distributing a merit pool

1. Purpose:

to create a new system for librarian merit assignment

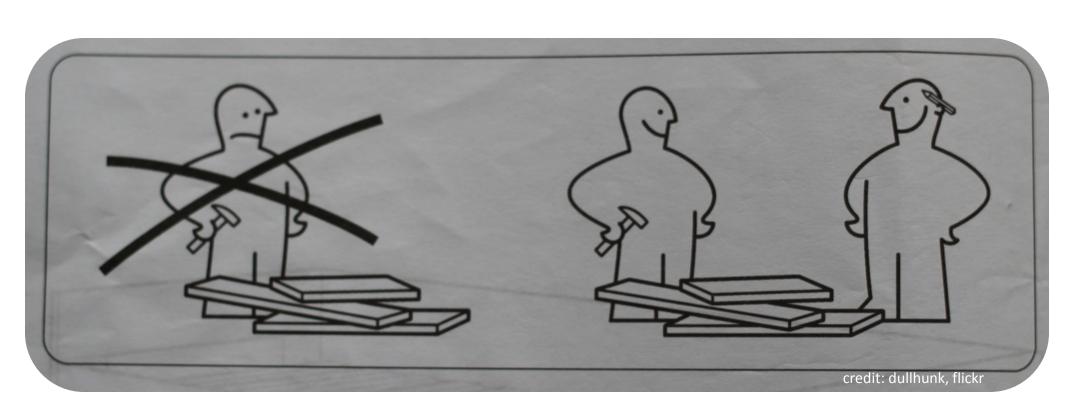


Committee at UMass Amherst is charged with the annual distribution of a merit fund pool upon review of annual reports. A merit assignment checklist and system has been used for many years, but past Personnel Committees have found it impractical due to unrepresentative criteria and difficulty with consistent 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.

A Librarians' Personnel

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:



Scholarly and/or professional activities

Professional service

3. Findings:

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

existing system

Section 1. Job Performance

____ c. Ability to work independently

MAXIMUM SCORE OF 36

Section 2. Professional Growth and Experience

organization committee work, conferences, seminars, etc.

__ f. Membership in professional organizations
__ MAXIMUM SCORE OF 12

organization committee work, conferences, seminars, etc.

b. Community service related to the field of Librarianship

____ d. Ability to work with others

i. Oral and written skills j. Professional commitment

handbooks, teaching and lectures

Section 3. Professional Service

____MAXIMUM SCORE OF 2

____k. Adaptability

_____1 Leadership

LPC Merit Worksheet

____a. Ability to relate job functions to the more general goals of the Library and the

a. Development of professional related skills, e.g. computer applications in

that increase the librarian's subject background or expertise

_____ c. Professional contributions such as books, articles, book reviews, bibliographies,

b. Continued study and research in fields relevant to librarianship or subject areas

libraries statistics, conservation of library matters, languages, subject areas, library

__d. Active participation in Library, University, academic or professional

___ a. Active participation in Library, University, academic or professional

_____ e. Attendance at professional meetings, conferences, seminars, etc.

_____ b. Ability to identify library problems and promote their solutions

e. Willingness to accept new duties and/or increased responsibilities

f. Ability to plan work logically and accomplish it effectively

h. Performance in a dependable and reliable manner

Scholarly Professional and/or Professional practice professional service activities Level o Participation library and work as i prestige Participation n scholarly level of iniversity's Reflection o Supervisor's impact an in service ission and outcomes strategic impact and activities outcomes audience/v document

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

