



Libraries

TO: AAL Steering Committee

FROM: Library-Wide Salary Advisory (Merit) Committee

DATE: May 11, 2021

SUBJECT: Annual Report of the 2020-2021 Merit Committee

22 TAUP bargaining unit librarians applied for merit in August of 2020 based on their performance in the 2019-2020 academic year.

There were six Merit Committee members: Brian W Boling, Andrea Goldstein, Molly Larkin, Adam Shambaugh, Katy E. Rawdon, and Gabe Galson (Chair). Chairship passed from Kimberly Tully to Gabe Galson at the transition meeting (8/10/21), then the Committee met four times via Zoom, the first time to review criteria and procedures (10/14/20) and the second (10/14/20), third (10/15/20) and fourth (10/19/20) to discuss and assign rankings. Of the 22 applicants, 10 were ranked **highest**, 6 were ranked **outstanding**, and 6 were ranked **deserving**. There were no applicants assigned the **not recommended** ranking. The Committee's recommendation letters were submitted electronically to Richie Holland, Director of Administration, via e-mail, on November 9, 2020, with electronic copies of the individual recommendation letters sent directly to each applicant via e-mail.

The Dean reviewed the applications and submitted recommendations to the Provost during the spring semester and those receiving merit raises were notified of the units awarded by May 3, 2020.

The following is the break-down of units awarded:

3 units – 4 librarians
4 units – 4 librarians
5 units – 5 librarians
6 units – 7 librarians
7 units – 1 librarian

This was the second Merit Process to feature electronic candidate submissions, and the first in which the Committee met remotely, via videoconference. This year's Committee revised the

'Merit Steps' document, which outlines practical actions to be taken by Committee and Chair and defines the transition from outgoing to incoming chair. As this document predated the electronic submission process, extensive revision was necessary. After review by the Committee, AAL Steering, and the Dean's Office, this revision was accepted, and placed on the AAL Confluence page:

<https://tulibdev.atlassian.net/wiki/spaces/AAL/pages/2579857411/Merit+Documents>

Thank you to all of the Committee members for all of their hard work reviewing applications, writing the 22 committee recommendation letters, and revising the 'Merit Steps' document.

Respectfully submitted,

Brian W Boling
Andrea Goldstein
Molly Larkin
Adam Shambaugh
Katy E. Rawdon
Gabe Galson (Chair)