



Libraries

TO: AAL Steering Committee

FROM: Library-Wide Salary Advisory (Merit) Committee

DATE: May 10, 2022

SUBJECT: Annual Report of the 2021-2022 Merit Committee

There were 18 TAUP bargaining unit librarians applying for merit in August of 2021 based on their performance in the 2020-2021 academic year.

There were six Merit Committee members: Aslaku Berhanu, Carla Davis Cunningham, Kristina De Voe, Matt Ducmanas, Josué Hurtado, and Jackie Sipes (Chair). After a transition meeting hosted by the previous chair, Gabe Galson, the Committee met once to review criteria and procedures and twice more to discuss and assign rankings. Of the 18 applicants, 8 were ranked **highest**, 8 were ranked **outstanding**, 1 was ranked **deserving**, and 1 application was withdrawn due to a staff departure. There were no applicants assigned the **not recommended** ranking. The Committee's recommendation letters were submitted electronically to Richie Holland, Executive Director, Finance and Administration, via email, on December 16, 2021, with electronic copies of the individual recommendation letters sent directly to each applicant via email.

Those receiving merit raises were notified of the units awarded by May 1, 2022.

The following is the break-down of units awarded:

3 units – 2 librarians
4 units – 7 librarians
5 units – 4 librarians
6 units – 3 librarians
7 units – 1 librarian

To introduce the Health Sciences Librarians to the merit and annual award process, an orientation meeting will be held on Tuesday, May 10, 2022.

This year's committee also created a [list of suggested clarifications](#) to the merit process and documentation, including updates for [gender-inclusive language](#) in the documentation that will be forwarded to the AAL Steering Committee and the 2022-2023 Merit Committee for consideration.

Thank you to all of the Committee members for all of their hard work reviewing applications and writing the 17 committee recommendation letters.

Respectfully submitted,

Jackie Sipes, on behalf of the Library-Wide Salary Advisory (Merit) Committee

Aslaku Berhanu

Carla Davis Cunningham

Kristina De Voe

Matt Ducmanas

Josué Hurtado

Jackie Sipes (Chair)