

# Academic Professional Promotion Implementation Team

Update – March 8, 2017



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# Background

- Specialized Faculty TF (2015)
- Academic Professional Promotion TF (2016)
- Academic Professional Promotion Implementation Team (2017)



# APPIT Charge

- The Academic Professional Promotion Implementation Team (APPIT) is charged with the next steps necessary for implementing the Library's Promotional Framework for Academic Professionals. These steps include:
  - **Developing a preliminary framework** for the review process and criteria based on the review criteria and rankings outlined in *Final Report and Recommendations: Library Framework for Academic Professional Promotion* (dated Nov. 21, 2016),
  - **Conducting an initial review and recommending assigned ranks** for all appointed Academic Professionals within the University Library based on their most current position descriptions and resumes on file that includes the rationale for rank assignment as well as indication of equity-related concerns (as identified through BHRSC analysis conducted independently of process for assignment of rank), and
  - Outlining, for the Library's Executive Committee, **recommended next steps** for necessary to fully implement the Academic Professional Framework.



# Membership

- Membership on the implementation team includes the AULs, representatives from the BHRSC, LCAP, the original Promotion Path Task Force, and an at large faculty member.
- These individuals include:
  - AULS: JoAnn Jacoby, Beth Namachchivaya, Thomas Teper (chair)
  - BHRSC: Greg Knott (ex officio)
  - LCAP: Susan Schnuer
  - Original TF: Tom Habing, Angela Waarala
  - At Large Faculty: Jennifer Hain Teper



# Proposed Timeline

- Mar. 15, 2017
  - Complete Development of Framework for Review Process and request vitae from all APs
- Mar. 15 – May 2017
  - Post call, conduct initial review and assignment of ranks to all Academic Professionals based on most recent position descriptions and resumes
- May 30, 2017
  - Distribute initial classifications of Academic Professionals to individual Academic Professionals
- By June 30, 2017
  - Consider appeals to initial assignment of rank
- June 30 - July 15, 2017
  - Complete classifications of Academic Professionals
- July 16 – Aug. 2017
  - Library HRBSC implement necessary title changes in Banner
  - Library HRBSC convey to Dean of Libraries assessment of equity concerns.
- Sept 30, 2017
  - Submit to Library Executive Committee recommendations for next steps in implementing the Academic Professional Promotional Framework.



# Initial Requirements/Requests

- From Supervisors:
  - Updated Position Description Due with Annual Review
- From APs:
  - Updated Resume/CV – April 15, 2017
  - Self-assessment from the AP – April 15, 2017
    - Via Webform, but likely 2 – 3 page equivalent



# Basis of Self-Assessment

	<b>Assistant</b>	<b>Associate</b>	<b>Senior-Associate</b>	<b>Senior</b>
<b>Overall Experience</b>	Candidate is at the beginning of his/her career, developing identity and competence in his/her area of expertise.	Candidate is competent in his/her area of expertise.	Candidate is experienced, and is recognized for his/her expertise and contributions to the library.	Candidate is an acknowledged leader in the organization or a recognized expert or leader in his or her chosen field and a 'master' at his/her expertise.
<b>Professional Service</b>	Beginning professional activities and contributions to library/university community.	Contributes to professional organizations and activities (editing, co-authoring, member of committees, etc.) and active on committees and service groups in the library/university and broader professional community.	Demonstrates well-developed skills in all aspects of his/her field, in particular as they support the research library community.	Demonstrates sustained professional accomplishment and outstanding performance as a Senior Associate at the University of Illinois Library.
<b>Professional Knowledge</b>	Demonstrates basic skills as a professional in area of expertise.	Demonstrates broader skills, speaking and writing for varying audiences; contributes to planning and managing within a unit.	Displays breadth and depth of skills and organizational knowledge, working with an array of audiences and applications; actively participates in unit or organization-wide efforts as part of primary position responsibilities, occasionally assuming leadership roles; contributes to professional, Library, and university service through committee and group participation; demonstrates involvement in projects, career enhancement, grants, research and publication, etc.; Works with service groups having a wider scope within the library, university, and/or community; exerts significant influence and impact within unit, other particular areas of the library, and the profession.	Leads unit or organization-wide efforts as part of primary position responsibilities; contributes to professional service such as chairing committees, initiating activities and leading working groups and task forces in the Library, on campus, and in the candidate's professional community.
<b>Institutional Leadership</b>	Under supervision, contributes in the context of a unit include work that is well-defined and limited in scope.	Exerts some influence and impact within the unit and larger organization; works in context of area of expertise doing complex yet well-defined tasks.	Plans and manages within unit and among units; exerts significant influence and impact within unit, other particular areas of the library, and the profession.	Mentors colleagues; Initiates and is involved in projects, career enhancement, grants, research and publication, etc.

# Notes on Implementing a Promotion Path....

- Rank  $\neq$  Raise
  - Assignment of ranks is the starting point for a promotion program that is projected to be effective in 2019.
- Rank  $\neq$  Status
  - The status of APs is different from assigning ranks, which are, fundamentally, about creating a starting point for a promotional program.





# More Notes on Implementing a Promotion Path....

- Depending on the assigned category, APs will be eligible for a finite number of promotions:
  - Assistant: Eligible for three
  - Associate: Eligible for two
  - Senior Associate: Eligible for one
  - Senior: No promotion eligibility



# Even More Notes....

- Non-participation:
  - Individual APs that do not submit the requested materials will still be assigned a rank through this process. The difference is that those that do not submit documents forfeit their right to appeal the assignment of rank determined by APPIT.



# Upcoming Activities

- Faculty Meeting
  - March 8, 2017
- Open Meetings for APs (106 Main Library)
  - March 21: 10:30 – 12:00 (106 Main Lib)
  - March 29: 9:30 – 11:00 (323c Main Lib)
  - April 3<sup>rd</sup>: 2:30 – 4:00 (106 Main Lib)
- Resume Workshops
  - LCAP to schedule: TBA



# Questions?

- AP Promotion Implementation Team Website:
  - [http://www.library.illinois.edu/committee/workinggroups\\_subcommittees\\_taskforces\\_teams/ap\\_promotion\\_implementation\\_team.html](http://www.library.illinois.edu/committee/workinggroups_subcommittees_taskforces_teams/ap_promotion_implementation_team.html).
- Members of APPIT:
  - AULS: JoAnn Jacoby, Beth Namachchivaya, Thomas Teper (chair)
  - BHRSC: Greg Knott (ex officio)
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