

Priority of Excellence

5 / Faculty

Goal 1: Promote individual research and professional development to position Library faculty and staff effectively in order to better serve the University's current and future needs

Measure of Success: Library faculty will notably increase their number of publications and will demonstrate their research progress in their faculty activity reports.

Action/Initiative: Promote sabbaticals for tenured Library faculty to focus on their researches and publications

Action/Initiative: Regular brown bags to promote research; faculty share their research with colleague and/or present information on editing, peer review and publishing issues at regularly scheduled gatherings

Action/Initiative: Form collaborative writing groups: already one for nontenured, creating one for the tenured Library faculty;

Action/Initiative: Increase funding for professional travel to receive training, to attend workshops and conferences, and to develop networking opportunities

Action/Initiative: Separate classes from professional development/research hours so that Library faculty can enjoy the benefit of taking classes on work time to further their subject expertise and research interests

Alignment with Objectives: Foster an academic and professional environment for faculty that encourages and respects intellectual growth and exchange, professional collaboration and cooperation, and work/life balance; Ensure an environment that meets the educational and research needs of the faculty

Alignment with Planning Principles: Quality & Focus

Goal 2: Increase retention of faculty

Measure of Success: Decrease the number of faculty turnover

Action/Initiative: Create and maintain a mentor program. Pair each nontenured faculty member with a tenured colleague outside of their immediate department. All current nontenured faculty have a mentor within a specified time frame and new hires by the end of their first month.

Action/Initiative: Develop a training program for mentors with all tenured faculty members receiving training as mentors.

Alignment with Objectives: Recruit, develop, and retain a diverse faculty of the highest quality

Alignment with Planning Principles: Quality & Focus; Diversity & Inclusion; Organizational Stewardship & Sustainability

Goal 3: Increase staffing level and compensation of library faculty to middle of SUG rankings

Measure of Success: Reach middle of the SUG rankings

Action/Initiative: According to 2010 ACRL metric data, average UM library faculty salaries and wages in 2010 was around \$55,600 which ranked 22 out of 31 SUG institutions. In addition to inflation adjustment, at least \$3,400 to \$4,200 increase in faculty compensation will be needed to be comparable to the middle ranking peer institution (i.e. Louisiana State U \$59,000, U of Alabama Birmingham \$59,800)

Action/Initiative: UM librarians to student ratio in 2011 was 1 to 521 which ranked 20 out of 31 SUG institutions. Adding 5 faculty lines would bring our librarians/students ratio to 1 to 463 ratio to middle of SUG rankings.

Alignment with Objectives: Recruit, develop, and retain a diverse faculty of the highest quality; Provide a system of equitable compensation for all faculty; Ensure an environment that meets the educational and research needs of the faculty

Alignment with Planning Principle: Quality & Focus; Diversity & Inclusion; Organizational Stewardship & Sustainability