

ALL Aboard! Destined for Promotion

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Promotion by Design:

While promotion is not mandatory, ALL library faculty are expected to advance their careers through professional development. Those activities take many forms that go above and beyond in their various librarianship roles. Promotion ultimately is the final destination and is available to and encouraged for all. Goal-setting during annual evaluations and provision for individual travel/professional development allotments are aimed with promotion as the target. It is important to note that Mercer University Library faculty serve in multiple locations on multiple campuses and are non-tenured faculty.

In 2017, the University Library Faculty's Faculty Welfare & Development Committee sought to revive the role of the committee by soliciting feedback through various surveys solicited from the library faculty about their professional needs. The results revealed an overwhelming interest about the promotion process, which led to a Q&A with the Dean of the University Library.

Mind the Gap:

The annual evaluation process for faculty already included a template that corresponds with expectations for promotion: librarianship, scholarship, and service. Throughout the year, library faculty record their activities on a monthly basis and generate reports that can reveal any gaps in their professional journey. While it is normal and acceptable for individuals to be stronger in or naturally gravitate more to 1-2 of the 3 categories, seeing an imbalance can provide guidance in filling in the gaps. This places library faculty in a stronger position when going up for promotion.



Kristen

Gail

Lee

Stephanie

Adam

Promotion

Destined for Promotion:

Our illustration of a subway map shows the various professional development paths that the University Library's Research Services librarians are taking towards promotion. Their activities include articles, books, book chapters, grants, presentations, committees, webinars, volunteer opportunities, and so much more.

Many of these efforts are collaborative and supported by their colleagues. An example of this is today's poster presentation, in two specific ways: four out of five Research Services librarians based on the Macon campus are able to participate in person due to one person volunteering to stay behind and several of our Atlanta colleagues taking on all of virtual reference. In addition, our collaboration extends beyond the face-to-face with colleagues participating virtually.

Conclusion:

"It's [the library] a place with a soul—a place authentically committed to doing the right things—a place defined by people committed to using their gifts and talents to change the world."
- President Underwood

Ultimately, the promotion process comprises of individuals giving of their gifts and talents on the departmental, professional, and university levels. We inspire to encourage one another, engage in activities that challenge each other along with the University's students, faculty, and staff, and extend our service beyond Mercer University to help make a difference in the world.