

Assessing Professional Engagement at Ohio University

A meta-analysis

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Strategic Planning Process

- Environmental scan
- External consultant
- Input from campus stakeholders
- Futuring exercise
- Total library staff involvement

Strategic Priority

Facilitated group discussions

Creating a culture of professional engagement and advancement

- Career Ladder/classification
- Library-wide Staff training / development
- External professional development opportunities

Task Force: 3 members: 1 Assistant Dean, 1 Department Head, 1 librarian

Guidelines

- Guidelines & procedures were reviewed and supported by the Provost, central HR and Ombudsman
- Rubrics were developed
- Program is two-pronged: Engagement and Rank Advancement (career progression)
- First formal review completed in 2014

Current Review Process

- Standing Review Committee
 - A new member each year, members serve for 3 years
 - New members identified by the committee; appointed by the dean
 - Membership represents demographics of staff
- Director/PAOE serves ex officio
- Committee conducts an annual review of process

Current Review Process

Professional Engagement (PE)

- Level of engagement based on established rubric
 - Not engaged
 - Emergent
 - Engaged
 - Highly engaged
- Summary of engagement submitted annually
- Portion of merit raise linked to PE levels
- Mandatory participation in annual review

Current Review Process

Rank and Advancement (Career Path)

- Rank assigned based on established rubric
 - Library Administrative Professional (LAP) I – IV
- Mandatory ranking for new hires
 - Voluntary participation for staff in place in 2013
- Bonus awarded when placed in a rank
- Appeal process in place

Program Assessment

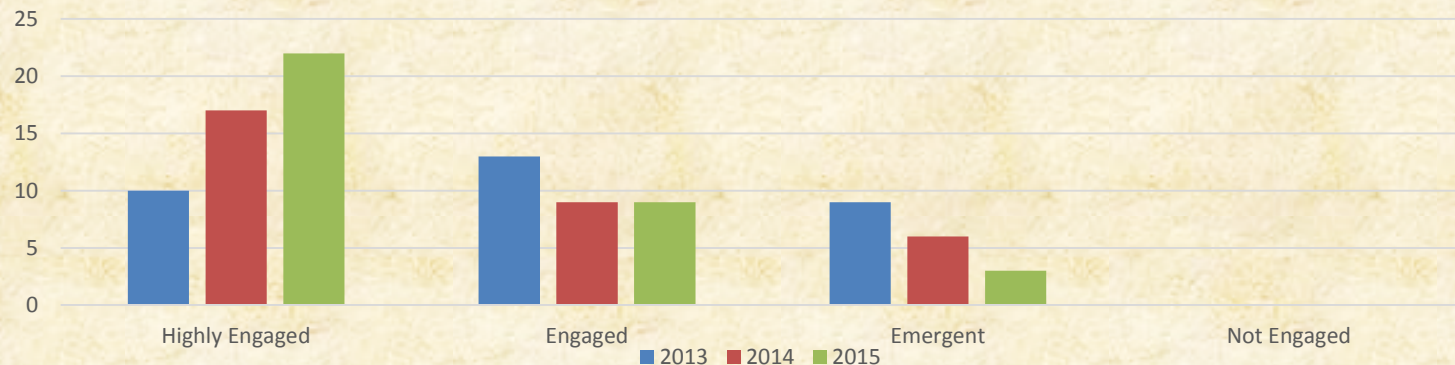
Quantitative

- Compare levels of engagement
- Examine participation in ranking process
- Changes to financial commitments

Assessment: levels of engagement

	2013	2014	2015
Highly Engaged	10	17	22
Engaged	13	9	9
Emergent	9	6	3
Not Engaged	0	0	0

Engagement



Participation in Ranking Process

(Library Administrative Professional)

	2013	2014	2015	Total
LAP I (entry level)	0	0	2	2
LAP 2	5	1	2	8
LAP 3	4	2	3	9
LAP 4	2	1	3	6
TOTAL	11	4	10	25 (60%)

Assessment: Expenditures

	FY2014	FY2015	FY2016
Domestic Travel Increase	36%	15%	.4%
Registration	13%	(12%)	55%
International Travel	55%	62%	(15%)
Grand Total	32%	17%	17%
Overall % increase			53% (1% total expenditure)

Assessment

Qualitative

- Survey of all participants
 - Separate survey for new staff
- Analysis of annual narratives (PE)

Assessment

Survey

- IRB approval
- Qualtrics
- Focus on staff perceptions
- Opportunities for comments

Assessment Survey

- 70% of program participants completed the survey
- 40% respondents perceived an increased level of engagement
- 80% feel better prepared to bring best practice to their work
- 70% feel the work of the libraries has been positively impacted
- 43% indicated they work with their supervisors to develop a professional development / engagement plan (100% of new hires)

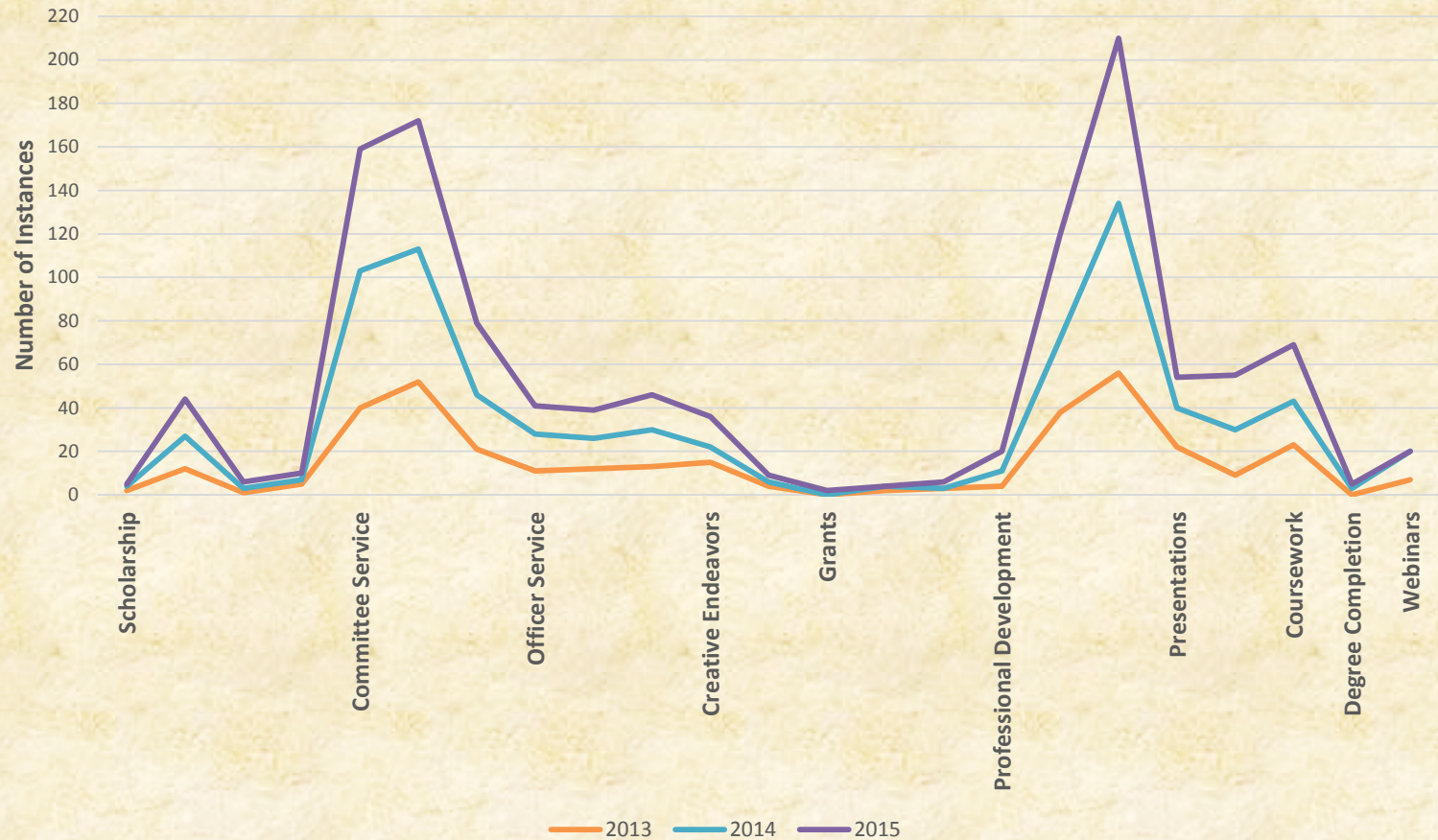
Assessment Survey

Interesting discoveries

- Supervisors are more likely to work with new staff on developing an engagement plan
- Participants perceive little change, but our analysis indicates significant increases of engagement
- On a Likert scale, the majority rate funding support positively, at 4.7 out of 5

Assessment

Professional Engagement Progression



Lessons Learned – First 3 years

- Adjusted timeline
- Clearer Distribution of Responsibilities
- Increased clarity on committee membership
- Revised process for new hires

Recommendations going forward

- Schedule periodic assessment of program
- Establish options for mentoring
- Increase involvement of supervisors
- Investigate alt-metric options
- Investigate advantages of electronic portfolios

Summary

- Strategic planning process
- Strategic initiative: professional engagement and advancement
- Task force
- Current status
- Goal met: develop a culture of professional engagement

Literature Review

- Ibegbulam, Ijeoma J., and Eze U. Jacintha. 2016. "**Factors That Contribute to Research and Publication Output Among Librarians in Nigerian University Libraries.**" *Journal Of Academic Librarianship* 42, no. 1: 15-20. *Professional Development Collection*, EBSCOhost (accessed July 21, 2016).
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Thank you! Questions?

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