

# Professional Engagement at Ohio University

## Meeting a Strategic Priority

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# Program Goals

Create a culture of professional  
engagement

Encourage exploration of best practice



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# Strategic Planning Process

- Environmental scan
- External consultant
- Futuring exercise
  - Futuring, Strategic Planning and Shared Awareness
  - Case Study: <http://bit.ly/2a72iu5>
- Input from campus stakeholders
- Total library staff involvement



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# Strategic Priority

Staffing: Creating a culture of professional engagement and advancement

## Facilitated group discussions

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



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# Professional Engagement & Advancement Task Force

- 3 members: 1 Assistant Dean, 1 Department Head, 1 librarian
- Established by Dean of Libraries
  - Initial charge from the dean, based on strategic planning discussions
- Input solicited via staff meetings
- Test review conducted in 2012



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# 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
  - 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



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# Program Assessment

## Quantitative

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



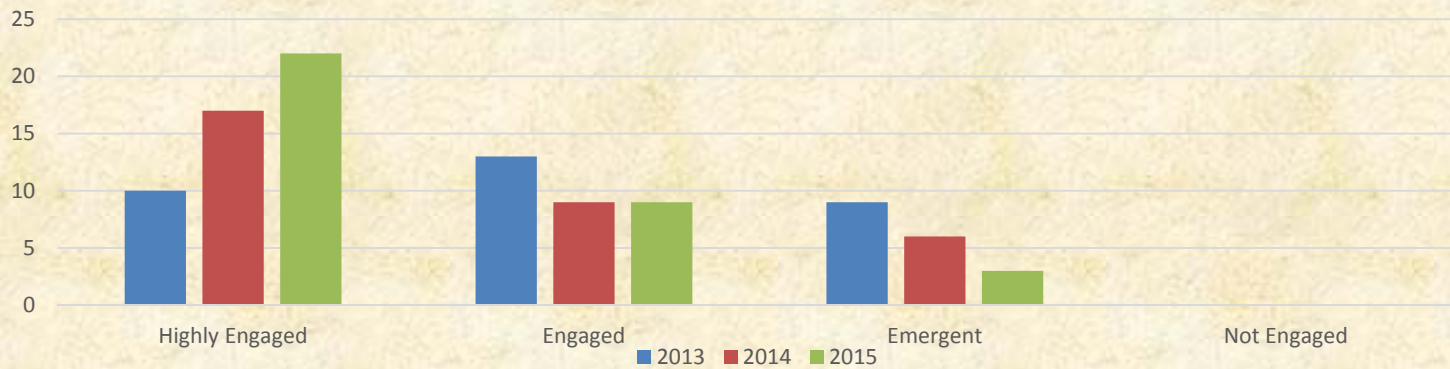
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# Assessment: levels of engagement

	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%)



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# 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%
<b>Overall % increase</b>			<b>53% (1% total expenditure)</b>

# Assessment

## Qualitative

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

# Assessment Survey

- 70% of program participants completed the survey
- 40% respondents perceived an increased level of engagement; 55% felt their levels of engagement remained the same
- 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)



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# Assessment Survey

## Interesting discoveries

- Supervisors are more likely to work with new staff on developing an engagement plan
- Participants perceive little change, but meta-analysis indicates significant increases of engagement
- Comments indicate financial support is not a factor: *“I doubt the annual increase is big enough to make that much of a difference”*.
- On a Likert scale, the majority rate funding support positively, at 4.7 out of 5

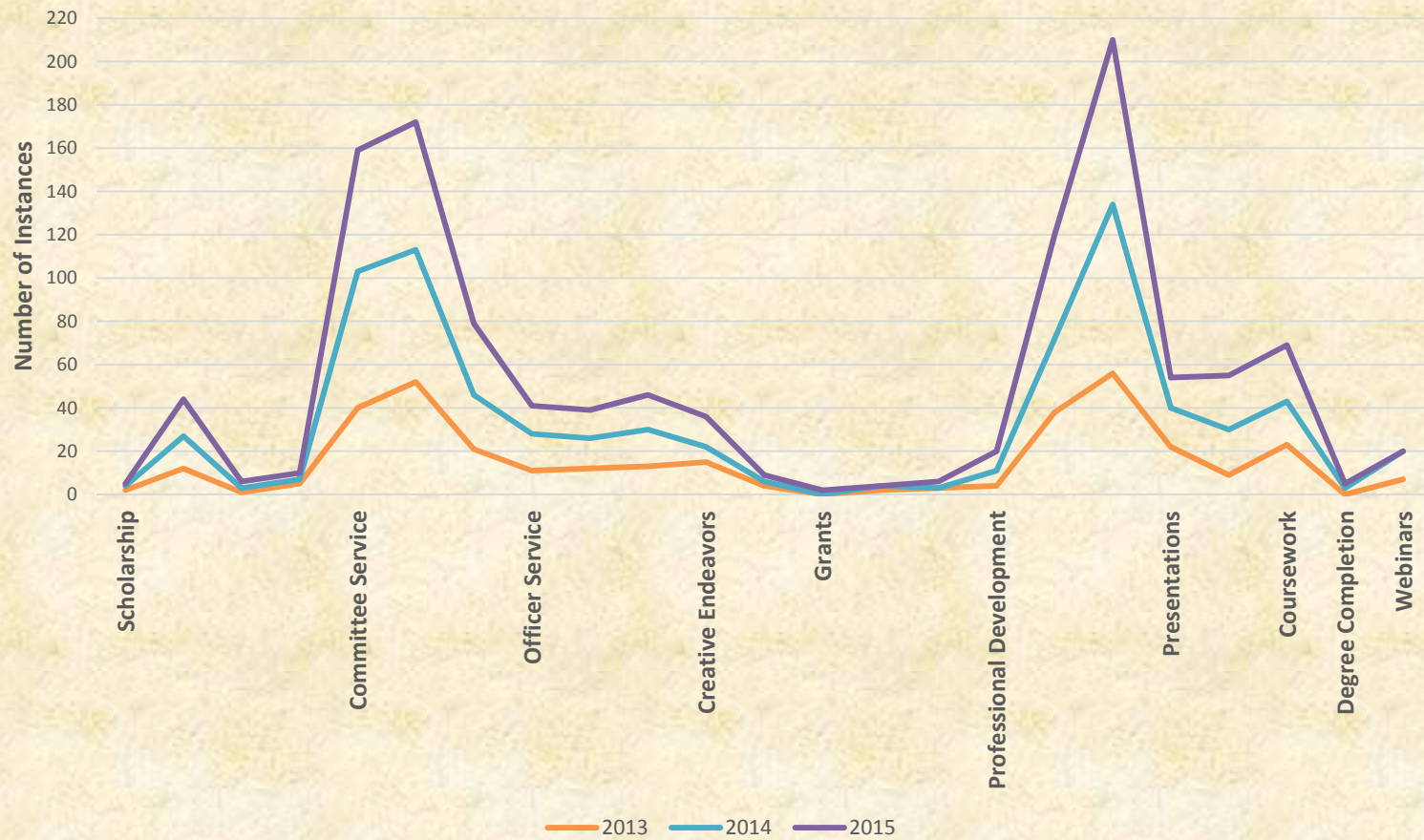


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# Assessment

## Professional Engagement Progression



# Lessons Learned – First 3 years

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



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# 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



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# Summary

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



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# Literature Review

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**Thank you!**  
**Questions?**

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