

George A. Smathers Libraries
Office of the Dean of University Libraries

535 Library West
PO Box 117000
Gainesville, FL 32611-7000
352-273-2505
352-392-7251 Fax
www.uflib.ufl.edu

November 21, 2011

MEMORANDUM

To: Library Faculty
From: Judith C. Russell 
Subject: Library Faculty Market Equity Plan

As you know, the Provost has approved implementation of the Library Faculty Market Equity Plan in three phases of \$60,000 each. The first phase will take place in December 2011 and will be reflected in the December 30th payment. The second and third phases will take place in July 2012 and July 2013, respectively.

Enclosed you will find an individual **Library Faculty Market Equity Assessment Report** that has been prepared for you. This report reflects the application of the factors and calculations that are part of the Library Faculty Market Equity Plan that are relevant to you. The **Current Targeted Increase Amount** near the bottom of the form indicates the gap, if any, between your **Current Base Salary** and our calculated target for your base salary. The **Final Target Total Salary** is our target for your salary, inclusive of any stipends following all three phases of library-funded market equity raises and the anticipated 3 percent across the board increase from the university.

The plan and your individual assessment are based on market data from the ARL Salary Survey and take into account your job type, education, professional experience, and rank. Your performance is also considered in your individual assessment. Annual evaluation results are a factor in determining eligibility for receiving or capping your market equity target. Also, if you received merit as part of the 2010 university-wide faculty merit raises, that amount has been added to the market equity target for you. All of this is described in the handout from the November 21, 2011 Faculty Assembly Meeting, available at <http://ufdc.ufl.edu/AA00004596/>. There you will also find a spreadsheet depicting the actual calculations applied to a number of fictionalized employees representing various scenarios.

Additionally, three information sessions are scheduled over the next several weeks to provide a detailed and comprehensive review of the Library Faculty Market Equity Plan, from the original work performed by the Joint Committee on Market Equity Analysis to the development of the current plan and the calculations therein. As noted above, we anticipate the first series of pay raises for library faculty targeted for market equity increases to be effective on December 9, 2011 and to appear in the December 30, 2011 paycheck.

This is a significant investment, particularly given the unknowns of the Libraries' budget, but as concurred by the Deans and Library Council, I feel this is an important investment in the Libraries and some of our most key assets. I am, therefore, very pleased to see this process commence.

The intention from the start of the market equity review has been to establish a transparent, fair and reasonable salary structure. Accordingly, if after reviewing your report, consulting the referenced documents, and discussing your targeted increase with your chair, you should have any questions or concerns, please contact the Libraries Human Resources Office, immediately.