

SECTION V. ADVANCEMENT, PROMOTION, AND PERFORMANCE EVALUATION
OF COLLECTION SPECIALISTS

Since the institution of peer review in the early 1970s, librarians in the UC system have been evaluated according to criteria stated in the pamphlet Librarian Policies and Procedures (Berkeley: General Library, University of California, 1981, 46 p.), where the procedures for review on the Berkeley campus are detailed on pages 31-41. The four areas of a librarian's performance evaluated for merit increase and promotion review are a) professional competence and quality of service within the Library; b) professional activity outside the Library; c) University and public service; d) research and other creative activity. Reasonable flexibility is exercised in weighing the comparative relevance of the latter three criteria. However, superior professional ability and its demonstration in performance of the duties of the primary job assignment are indispensable for promotion to the ranks of Associate Librarian and Librarian. Since virtually all Collection Specialists perform a variety of services in addition to developing collections, their collection development performance evaluation will constitute only a part of their overall evaluation.

In a real sense the collections themselves are a benchmark by which the collecting activities of the selectors can in the long run be judged. The present collections amassed by large research libraries are tributes to the perspicacity of past selectors. Those charged with the excellence of resources today cannot afford to wait for the verdict of the ages. It is in the best interests of both Library managers and Collection Specialists that present practice be assessed regularly: by Collection Specialists in their own evaluations of personal performance, in collegial discussions with their Library peers, in consultations with the faculty, and in periodic meetings with their department heads.

In an effort to assist Collection Specialists to monitor and evaluate their own performance and to help supervisors clarify their understanding of each Specialist's work and thereby improve performance evaluation, the AUL/CD in conjunction with Collection Development Department Heads has prepared Collection Development and Management Processes: A Framework for Assessment (October 1986). In preparing documentation for promotion or merit review dossiers, both the supervisor and the librarian being reviewed should consider the Specialist's performance within the context of the responsibilities outlined in the present Guide and the appended framework.

In making choices toward the furthering of individual career goals and enhancing professional competence, Collection Specialists will increase their effectiveness if their professional activities outside the Library, their university service, and their research activity complement their assigned duties and strengthen their overall professional performance.