





Working together, we make the Penn Libraries better.


At the Penn Libraries, we listen to our staff and act in partnership to make improvements. Here are just a few of the ways we've worked together to respond to your feedback in just the last year.


 **Added transparency** to merit increases by aligning increases to performance ratings.

 **Reduced reliance** on term-limited positions through converting term positions into regular positions (four out of eight staff member positions that are not limited by finite funding were converted in the past 9 months alone).

 **Established** all-staff Town Halls and leadership conversations that are held monthly, to transparently answer questions, share updates, and discuss staff concerns.

 **Reduced** staff turnover by 75% in just two years.

 **Improved communications** among staff through a monthly newsletter, creating a wiki for staff policies and resources, and increasing the frequency of senior leaders' direct communications with staff.

 **Increased freedom** over professional development with streamlined approval and reimbursement procedures.



By working directly with our staff, we can enact immediate and specific changes that make a positive impact on the Penn Libraries workplace experience.

No union cares more about our people than we do. Let's continue to innovate and adapt, with empathy, together.



For more information visit
Facts4PennLibraries.org
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