

## **CRITERIA FOR ACADEMIC RANKS OF LIBRARIANS (July 1, 2009)**

*This document, Criteria for Academic Ranks of Librarians, July 1<sup>st</sup> 2009 takes effect for all library faculty hired after July 1, 2009.* Untenured candidates who apply for promotion and/or tenure in the academic years (2010-2011, 2011-2012, 2012-2013) must elect to follow the requirements in effect under the [November 2008 Criteria for Academic Ranks for Librarians](#) or those in effect under the July 2009 document. Associate Librarians who apply for promotion in the academic year (2010-2011) must elect to either follow the requirements in effect under the [November 2008 document](#) or the July 2009 document. The *Criteria for Academic Ranks for Librarians*, adopted July 1, 2009, will apply to all Associate Librarians seeking promotion after June 30, 2011.

The criteria for appointment, promotion, and tenure are designed to reflect the national norms in academic librarianship and to provide guidance for KU Libraries faculty members to achieve excellence in their profession. Meeting these requirements does not guarantee a particular outcome, but does guarantee serious consideration in appointment, promotion, and tenure decisions.

The minimum requirement for appointment to any librarian rank is a degree from an ALA-accredited master's program in library and information studies. Appointment to certain positions may require additional subject expertise, experience, or educational preparation.

### **Assistant Librarian**

Persons being considered for appointment at this rank are not required to have any professional library experience but should be well-qualified to practice librarianship and demonstrate evidence of potential achievement in librarianship, research, and service that contributes to the mission of the Libraries, the University, and the profession. Appointees shall normally remain in this rank for a minimum of five years before promotion to Associate Librarian. Appointees may remain at this rank for a maximum of six years before mandated review for award of tenure and promotion. This is not a tenurable rank. This rank is equivalent to Assistant Professor.

### **Associate Librarian**

Persons being considered for appointment at or promotion to this rank shall have at least four years of successful professional experience at the rank of Assistant Librarian or its equivalent. They shall have achieved and documented evidence of high level, professional expertise, and have a demonstrated record of accomplishments that advances the goals of the KU Libraries, the University, and the profession. In addition, they shall have an appropriate record of consistent, quality research contributions in areas related to librarianship, or a specialized subject area as it relates to their practice of librarianship or a related area. Factors such as the quality and quantity of scholarly contributions or creative activities demonstrate a successfully developing scholarly program. The record of service must demonstrate a pattern of service to the University at one or more levels, to the discipline or profession, and/or to the local, state, regional, national, or international communities.

After achieving tenure, it is possible to remain at this rank indefinitely. If a candidate seeks promotion to the rank of Librarian and does not achieve promotion, this does not preclude a later consideration. This rank is tenurable and is equivalent to Associate Professor.

### **Librarian**

Although there may be some variation, continuing productivity should prepare most library faculty for promotion to full Librarian within six years of their promotion to the rank of Associate Librarian or its equivalent. They shall have achieved and documented evidence of professional performance in a successfully developing career, with evidence of sustained high quality professional productivity, and have achieved a measure of national recognition in librarianship or a related area. In addition, they shall have a sustained record of research and service demonstrating significant achievement. The record of research must demonstrate a successfully established scholarly program, as reflected in such factors as a consistent and ongoing pattern of quality, scholarly or creative contributions in librarianship or a related area, or a specialized subject area. The record of service must demonstrate an ongoing pattern of service reflecting substantial contributions to the University at one or more levels, to the discipline or profession, and to any of the following: local, regional, state, national, or international communities. Tenure is normally recommended if initial appointment is made at this rank. This rank is equivalent to Professor.

#### **Librarian I (Non-tenure track Librarians)**

Librarians appointed to this rank are usually hired on limited term appointments, or less than full-time, with no obligations to perform research or service. Librarian I appointments cannot be converted to tenured or tenure-track faculty. Non-tenure track librarians are not eligible for tenure or sabbatical leave.

#### History:

Recommended by the Library Faculty Assembly (adopted May 1980)

Revised: October 1985

Revised: July 2000

Revised: June 2006 and approved by the Dean

Revised: November 2008 to reflect new titles

Revised: June, 2009, July 1<sup>st</sup> 2009 by the Library Faculty and Professionals Assembly and approved by the Dean, July 2009.

Revised: December 17, 2009, passed in a vote by the Library Faculty and Professionals Assembly and approved by the Dean of Libraries.