

Guidelines for academic status for college and university librarians

Approved by the ACRL Board, January 23, 2007

by the ACRL Committee on the Status of Academic Librarians

In 1971 ACRL adopted the ACRL “Standards for Faculty Status of College and University Librarians” (revised 2001). ACRL supports faculty rank, status, and tenure for librarians and has developed the following documents in support of this concept:

1. ACRL “Guidelines and Procedures for Screening and Appointment of Academic Librarians” (1977); currently under revision.

2. ACRL/AAUP/AAC “Joint Statement on Faculty Status of College and University Librarians” (1972); currently under revision.

3. ACRL “Model Statement of Criteria and Procedures for Appointment, Promotion in Academic Rank, and Tenure for College and University Librarians” (2004).

ACRL also has developed the following guidelines for academic librarians without faculty status to ensure that their rights, privileges,

and responsibilities reflect their integral role in the mission of their institutions.

- 1. Professional responsibilities.** Librarians should be assigned responsibilities matched to their educational competencies and the needs of the institution. They should have maximum latitude in fulfilling their responsibilities. Supervisory personnel and peers should regularly and vigorously review their performance. Review standards and procedures should be published and uniformly applied; reviewers should have access to all appropriate documentation.

- 2. Governance.** The library exists to support the teaching, research, and service functions of the institution. Thus librarians should also participate in the development of the institution’s mission, curriculum, and governance. Librarians should participate in the development of policies and procedures

About the guidelines

The Committee on the Status of Academic Librarians conducted the standard five-year review of the 2002 document, *Guidelines for Academic Status of College and University Librarians*. Since only editorial changes were made, the committee received approval to use the expedited review provisions of the ACRL Guide to Policies and Procedures (section 14.9). The committee posted a draft guidelines document to appropriate electronic discussion lists for comment from the ACRL membership.

At the 2007 ALA Midwinter Meeting, the ACRL Standards and Accreditation Committee reviewed the draft, considered any comments submitted, and approved the final version,

which was submitted to the ACRL Board of Directors. The Board approved the document at the Midwinter Meeting.

Members of the Committee on the Status of Academic Librarians are Carolyn H. Allen, chair, University of Arkansas Libraries; Toni Anaya, University of Arizona; Kim L. Eccles, Mercer University; Elizabeth A. Kocevar-Weidinger, Longwood University; Amy E. Mark, University of Mississippi; Ravindra N. Sharma, Monmouth University; James K. Teliha, University of Rhode Island Library; Lisa M. Williams, University of North Carolina-Wilmington; and Rebecca L. Ziegler, Georgia Southern University.

for their library, including the hiring, review, retention, and continuing appointment of their peers.

3. Contracts. A librarian should be appointed by a written contract of no less than one year. The contract should state the terms and conditions of service and grant security of employment for the contractual period. After a period of no longer than seven years and through a process that includes peer review, librarians should be granted continuing employment if they have met the appropriate conditions and standards.

4. Compensation. The salary scale and benefits for librarians should be the same as for other academic categories with equivalent education, experience, or responsibility.


5. Promotion and salary increases. Librarians should be promoted through ranks on the basis of their professional proficiency and effectiveness. Procedures for promotion and salary increases should include a peer review. Librarians should have ranks equivalent to those of the faculty.

6. Leaves and research funds. Librarians should be eligible for internal and external research funds, leaves of absence, sabbaticals, and other means of administrative support to promote their active participation in research and other professional activities.

7. Academic freedom. Librarians are entitled to the protection of academic freedom as set forth in the American Association of University Professors 1940 "Statement of Principles on Academic Freedom and Tenure."

8. Dismissal or nonreappointment. The institution may dismiss a librarian during the contractual period only for just cause and through academic due process. Nonreappointment should involve adequate notice, peer review, and access to a grievance procedure.

9. Grievance. Librarians should have access to grievance procedures. These should include formal steps to be completed within specified time limits and effective safeguards against reprisal by the institution, or abuse of the procedures by the grievant. They must be consistent with applicable institutional regulations and contracts. //




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