

sional proficiency and effectiveness (performance, service, and scholarship) consistent with stated campus standards. The peer review system should be an integral part of procedures for promotion.

**7. Leaves and research funds.** Sabbatical and other research leaves should be available to librarians consistent with campus standards. Librarians should have access to funding for research projects and professional development consistent with campus standards.

**8. Academic freedom.** Librarians must have the same protection of academic freedom as all other faculty. Censorship of any type is unacceptable whether individual or organizational. All librarians must be free

to provide access to information regardless of content.

**9. Grievance.** Librarians should have access to the same grievance process as other faculty, which include a list of grievable issues, procedures to be completed within specified timeframes, safeguards against repercussions by the institution, and abuse of the policy by the grievant. The process must be consistent with institutional regulations and contracts.

**10. Dismissal.** Termination of an appointment may be made for adequate cause and through academic due process. The process for the dismissal of librarians should be consistent with university policy for other faculty dismissals. *~*

# Guidelines for academic librarians without faculty status

Approved by the ACRL Board of Directors, October 2011

by the ACRL Committee on the Status of Academic Librarians

**A**CRL supports faculty rank, status, and tenure for librarians but recognizes that not all academic institutions provide faculty status to their librarians. To ensure that their rights, privileges, and responsibilities reflect their integral role in the mission of their institutions, ACRL has developed the following guidelines for academic librarians without faculty status.

**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 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 which 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.

For standards and guidelines related to librarians with faculty status, please refer to the documents below:

1. ACRL Guidelines and Procedures for Screening and Appointment of Academic Librarians (1977), revised July 2009.

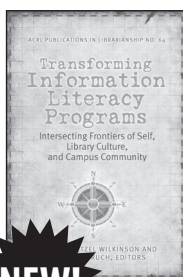
2. ACRL/AAUP/AAC Joint Statement on Faculty Status of College and University Librarians (1972); currently under review.

3. A Guideline for the Appointment, Promotion and Tenure of Academic Librarians (2004) revised July 2010.

4. Standards for Faculty Status of Academic Librarians (revised October 2011). *zz*

# ACRL

## NEW FROM ACRL



**NEW!**

### Transforming Information Literacy Programs: Intersecting Frontiers of Self, Library Culture, and Campus Community

*Carroll Wetzel Wilkinson and Courtney Bruch, editors*

ACRL's Publications in Librarianship series continues with PIL No. 64, comprised of four sections and offering fresh perspectives and solutions from a diverse group of authors. Armed with new understanding of the complex frontiers of self, library culture, and campus communities, readers can begin vital and exciting initiatives to shape the future of information literacy programs. ISBN: 978-0-8389-8603-5

Available from the ALA online store at:

<http://www.alastore.ala.org/>

Association of College & Research Libraries  
50 E. Huron, Chicago IL 60611 | 1.800.545.2433 | [acrl@ala.org](mailto:acrl@ala.org)