

V-10
ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS
(Revised 4/26)

I. Definition

The titles in this series are used for academic appointees who provide top-level professional and administrative services to the University libraries as officers assisting the University Librarian.

II. Ranks and Steps

There are no steps within ranks of Assistant and Associate University Librarian.

The titles of Acting Associate Librarian and Acting Assistant Librarian may be used only for individuals on temporary assignments.

III. Appointment Criteria and Process

The candidate will normally hold a professional degree from a library school and have considerable subsequent experience as a professional librarian. Demonstrated superior professional ability and attainment are indispensable qualifications for appointment to either rank in the series. Appointees may be assigned authority for management of a section of the library or of a major functional area of library administration

Appointees as Assistant University Librarian will have major responsibility for assisting with planning and managing library operations.

Appointees as Associate University Librarian will have high level responsibility in the planning and management of the operation of the library or libraries of the campus. An Associate University Librarian is expected to be capable of functioning as deputy for the University Librarian when necessary.

Appointment cases are to be prepared by the University Librarian according to the checklist in V-11. The case is forwarded to the Vice Provost for Academic Affairs.

IV. Advancement Criteria and Process

Reviews will be based on the criteria outlined in APM 365 including:

- A. Qualifications and accomplishments consistent with the planning and management of operations of the University Library or Libraries.
- B. Professional competence and quality of service within the Library
- C. University and public service; and professional activities outside the Library
- D. Research and other creative activity

The candidate will submit a memo to the University Librarian describing contributions and accomplishments during the review period, and may include any other relevant documents such as publications, evidence of presentations or other such materials. The candidate and the University Librarian will discuss the option of soliciting letters of recommendation for the case. If the result of this discussion is a decision to solicit letters, the candidate will submit a list of potential reviewers to the University Librarian who will then make the final determination of individuals to be asked for letters. The University Librarian may also solicit letters from individuals not on the candidates list but must notify the candidate if this option is exercised. The candidate may also provide names of persons who, in the view of the candidate, and for reasons set forth, might not provide objective evaluations.

Merit increases are not automatic but rather must be justified by the quality of professional and

administrative service rendered by the appointee.

Advancement cases are to be prepared using the checklists of documents to be for AUL merits and promotions (Red Binder V-11). All advancement actions are based on the individual's achievements. Merit increases are based on the record since the time of last review while promotions are based on the career record.

The normal period of service between reviews is two years for an Assistant University Librarian and three years for an Associate University Librarian.

Merit increases will normally be 7% for an on-time merit. Requests for increases of more than 7% must include evidence of excellence and performance beyond the expected standards for the position.

Promotion from Assistant University Librarian to Associate University Librarian must be justified not only by excellence of service and attainments, but also by demonstrated professional growth and accomplishment and/or the assumption of greater responsibility.

All merits and promotions will be effective July 1. Completed cases must be submitted to the Academic Personnel Office by May 31. Cases received after the due date will be returned to the Library and will not be processed. A missed deadline may not be used as justification for retroactivity in a future review.

Deferral will be automatic if an AUL does not submit material by the departmental due date and no case is forwarded by the library, with the exception of mandatory reviews.

Appointees must undergo a performance review at least once every five years, including an evaluation of the complete record since last review. This review may not be deferred. If the candidate does not turn in materials by the library due date, the University Librarian will conduct the review based on the materials available as of the due date.

In cases where the final decision is a lesser advancement than recommended by the department, a reconsideration may be requested. Procedures outlined in Red Binder I-10 must be followed.

V. Compensation and term of appointment

- A. Appointment as Assistant or Associate University Librarian is for an indefinite term.
- B. The effective date of merits and promotions will be July 1.
- C. Salaries must be within the established ranges on the annually published salary scales from Office of the President. Exceptions above the maximum will require further review and approval by the Executive Vice Chancellor and Provost.
- D. Salaries are subject to range adjustment.
- E. Appointees accrue vacation and sick leave in accord with APM 710 and 730
- F. If an appointee is to be terminated, the conditions outlined in APM 365-20 must be followed. Termination due to lack of work or lack of funds requires at least one month's notice. Termination due to conduct or performance of duty such that immediate dismissal is justified requires no notice. Termination for any other reason requires four months' notice if the appointee has less than one year of service, and six months' notice if the appointee has one year or more of service. Assistant and Associate University Librarians are covered by Red Binder III-35 and APM 140 Grievance Policies for Non-Senate Academics.

VI. Approval Authority

Action

All Actions

Authority

Vice Provost for Academic Affairs