

UNIVERSITY LIBRARY POLICY WITH RESPECT TO QUALIFICATIONS FOR APPOINTMENT AT LIBRARIAN RANK

INTRODUCTION

According to the University Policy Library the "University Libraries support and enrich the instructional, research, and public service missions of the University" (10.1.4). Since academic librarians both participate in and give support to the educational and research programs at Rutgers, they possess rank equivalency with the faculty, thus guaranteeing "equivalence in salary, equivalence in tenure, equivalence in academic rights and responsibilities, comparable standards and procedures for appointment, reappointment, promotion and granting of tenure, and guarantees of academic freedom and due process" (10.1.4).

Titles/Ranks. The following grades of library faculty are recognized in the University Policy Library (60.5.2) as ranking relatively to each other in the following order and equivalent with the corresponding ranks of officers of instruction:

- a. Librarian I and Librarian of Practice I equivalent to Professor, Teaching Professor, Research Professor, Clinical Professor, Clinical Professor Law, Extension Specialist, County Agent I, and Professor of Professional Practice.
- b. Librarian II and Librarian of Practice II equivalent to Associate Professor, Associate Teaching Professor, Associate Research Professor, Clinical Associate Professor, Clinical Associate Professor Law, Associate Extension Specialist, County Agent II, and Associate Professor of Professional Practice.
- c. Librarian III and Librarian of Practice III equivalent to Assistant Professor, Assistant Teaching Professor, Assistant Research Professor, Clinical Assistant Professor, Clinical Assistant Professor Law, Assistant Extension Specialist, County Agent III, and Assistant Professor of Professional Practice.
- d. Librarian IV and Librarian of Practice IV equivalent to Instructor, Teaching Instructor, Research Associate, Clinical Instructor, Clinical Instructor Law, Extension Associate, County Agent IV, and Instructor of Professional Practice.

Position Titles. In addition to the ranks specified above, librarians also have position titles which indicate their particular roles in the operation of a library and its functions.

POLICY

Appointment as a Librarian

For appointment as a Librarian I - IV or a Librarian of Practice I-IV a candidate must possess a graduate library degree from a school or department accredited by the American Library Association, or an equivalent degree from a graduate school in a foreign country. Candidates for

archival positions in Special Collections and University Archives and the Institute of Jazz Studies must possess either a graduate library degree or a comparable graduate degree in which coursework has focused on archival studies. Other advanced degrees may be required for appointment. In exceptional cases, candidates without the library degree may also be appointed to fill special needs.

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