

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

INTRODUCTION

According to University Rules and Regulations the “University Libraries shall facilitate the program of instruction and research in all units of the University to the fullest practicable extent.” (Page 50.4a, para. 1.45.) 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 “a) equivalence in salary, b) equivalence in tenure, c) equivalence in academic rights and responsibilities, d) comparable standards and procedures for appointment and promotion and granting of tenure, and e) guarantees of academic freedom and due process.” (Page 60.1a)

Titles/Ranks. The following grades in the professional library staff are recognized in the University Rules and Regulations (Page 50.9, para 3.14) as ranking relatively to each other in the following order and equivalent with the corresponding ranks of officers of instruction, in order:

- a. Librarian I equivalent to Professor I.
- b. Librarian II equivalent to Associate Professor.
- c. Librarian III equivalent to Assistant Professor.
- d. Librarian IV equivalent to Instructor.
- e. Librarian V equivalent to Assistant Instructor.

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 - V 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. 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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