Rationale

The rationale for updating Policy 155.5 "Equivalent Rank of Professional Librarians" is that the policy does not use the appropriate terminology. The term "library staff" instead of "library faculty" is used. In addition, the policy does not reflect (in C. Guidelines) the fact that the MLS is the terminal degree. The corresponding ranks should reflect this.

155.5 ~~Equivalent Rank of Professional Librarians~~ Corresponding Rank of Library Faculty

A. Background

Members of the professional library staff are members of the faculty. (See Article II, Section I, of the Constitution and Bylaws of the Faculty of Furman University.) ~~The purpose of this policy is to formalize and make a matter of record past and current administrative practice, which is in accordance with Standard Six on the library of the Standards of the College Delegate Assembly of the Southern Association of Colleges and Schools. Teaching faculty ranks are not specified but equivalent ranks are. Library faculty also have rank on the library staff which does not necessarily coincide with their equivalent rank nor with their position title.~~ Corresponding to the Constitution, professional library staff are herein referred to as library faculty. Library faculty ranks correspond to those faculty ranks established in the Guidelines of File 157.8.

B. Policy

Members of the library staff who hold the terminal degree in library and/or information science ~~professional graduate degrees~~ (e.g., M.S. in library science) or who hold subject area graduate degrees as qualifications for specialized branch library positions will have membership in the faculty and will hold library ~~have equivalent~~ faculty rank. ~~The following are guidelines for determining equivalent rank and are not intended to be binding or inflexible.~~ Corresponding ranks are specified below.

The academic rank of an individual library faculty member shall be determined according to academic preparation, professional competence and stature, and quality and duration of service.

C. Guidelines

1. The library faculty ranks may be broadly characterized as follows:

1. The equivalent rank of Professor may be assigned to a member of the library staff who holds the Ph.D. degree or its equivalent or a second master's degree and has substantial experience--at least eight years of full-time work in a fully accredited college or university library. The chief administrative officer of the library will ordinarily hold this rank and act as a department chair.

2. The equivalent rank of Associate Professor may be assigned to a member of the library staff who has the doctorate or its equivalent or a second master's degree and substantial experience--at least six years of full-time work in a fully accredited college or university library. A staff member holding one master's degree may, with very substantial experience--probably twelve years or more--qualify for this rank.

3. The equivalent rank of Assistant Professor may be assigned to a member of the library staff who has the doctorate or its equivalent or a second master's degree and little or no experience. A staff member holding one master's degree may qualify for this rank after substantial experience--probably eight years or more--in a fully accredited college or university library.

4. The equivalent rank of Instructor will be held by a staff member with the master's degree in library science and with less than substantial experience.

a. Assistant Librarian: Library faculty members who have earned the master's in library science, information science or other appropriate terminal degree but who have limited library experience in an accredited senior college or university (normally fewer than six years) usually hold the rank of Assistant Librarian. This corresponds to the rank of Assistant Professor.

b. Associate Librarian: Library faculty members who hold the master's in library science, information science or other appropriate terminal degree, who have significant full-time library experience at the rank of Assistant Librarian in an accredited senior college or university (normally six or more years), and

whose achievements as librarians, scholars, and contributors to the work of the University indicate growing competence and stature usually hold the rank of Associate Librarian. This corresponds to the rank of Associate Professor.

c. Librarian: Library faculty members who hold the master's in library science, information science or other appropriate terminal degree, who have extensive library experience at the rank of Associate Librarian in an accredited senior college or university (normally seven or more years), and whose achievements as librarians, scholars, and contributors to the work of the University are consistent with its highest faculty rank usually hold the rank of Librarian. This corresponds to the rank of Professor.

Abbreviated Guidelines

Qualifications

Equivalent Faculty Rank	Rank on Library Staff	Degrees	Experience
Professor	Librarian	Doctorate, or equivalent or 2nd Master's	8 or more years
Associate Professor	Librarian or Associate Librarian	Doctorate, or equivalent or 2nd Master's	6-12 years
Assistant Professor	Associate or Assistant Librarian	Doctorate, or equivalent or 2nd Master's	0-8 or more years
Instructor	Assistant Librarian	Master's	0-8 years

2. The terminal degree in library and information science is the Master's degree (ALA Policy Manual, 54.2.1). The designation of another degree as an appropriate terminal degree will be made by the Director of Libraries in consultation with the Provost and Executive Vice-President.

3. The rank of a new library faculty member will be determined by the Provost and Executive Vice-President in consultation with the Director of Libraries. Rank at appointment shall be clearly stated in the original contract. The rank of a

continuing library faculty member will be determined through the promotion process (File 155.3).

4. For a fuller statement of the criteria and procedures which govern promotion and rank, see File 155.3.

5. Library faculty positions are non-tenure track.