

FACULTY MEETING
April 22, 2019

MOTION

With the approval of the Faculty Executive Committee and the Dean of the Faculty and Vice President for Academic Affairs, Marta Brunner, College Librarian, moves that Part One, Section VIII(D)(2) of the *Faculty Handbook* be revised as follows (changes in red):

2. Reappointment of Librarians

During the third year of service, Library faculty will be evaluated according to the same principles and procedures described herein for tenure-track faculty. In the sixth year, the evaluation process will include at least one faculty member from another department who indicates a willingness to serve, chosen by the Dean of the Faculty/Vice President for Academic Affairs in consultation with ATC. For contracts beyond the sixth year, the reappointment procedure is that of the third year, with the department making a recommendation to the Dean of the Faculty/Vice President for Academic Affairs. In the case of a disagreement between the department and the Dean of the Faculty/Vice President for Academic Affairs, ATC will provide an additional recommendation for the President's consideration. If the candidate is denied reappointment, the candidate may appeal if there is the support of two-thirds of the faculty who participated in the initial review (including the candidate) or of the Dean of the Faculty/Vice President for Academic Affairs. Appeals in the sixth year will be referred to ATC for an additional recommendation to the President.

After the initial six years, Library faculty who are reappointed will receive contracts of alternating lengths of four and three years with reviews in the penultimate year of each contract. **Library faculty at the rank of (full) Librarian will receive a contract of seven years with a review in the penultimate year. In all cases,** if the review is negative, the faculty member will be given a probationary contract, the minimal length of which will be one year. The length of the probationary contract can be extended by a recommendation of the Chair to the Dean of the Faculty/Vice President for a period not to exceed three years. . . .

RATIONALE: Promotion to the rank of Librarian is based on merit and awarded in cases in which there is a demonstrated level of excellence in librarianship, professional achievement, and service. The resulting contract should appropriately reward this determination and recognize the distinction of (full) Librarian from that of Associate Librarian. Thus the library faculty, with the support of the College Librarian and the Dean of the Faculty, changed the multi-year contract term for librarians at the rank of (full) Librarian from alternating lengths of four and three years with reviews in the penultimate year of each contract to a contract term of seven years with one review.