

ACRL Virtual Vote Doc 1.0
Voting Period: 4/19/2021 – 4/26/2021

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Board of Directors Action Form

To: ACRL Board of Directors

Subject: Status of Academic Librarians Standards and Guidelines Review Task Force Documents

Submitted by: Jennifer Steele, ACRL Standards Committee Chair

Date submitted: April 5, 2021

Background

The ACRL Status of Academic Librarians Standards and Guidelines Review Task Force was appointed by the ACRL Board of Directors in December 2018 with the charge:

The Task Force, following the procedures for the review of standards found in the ACRL Guide to Policies and Procedures, Chapter 14, and pertaining to the six documents from the charge of the original Task Force, is established to: 1. Review the work and recommendations of the previous Task Force; 2. Recommend changes in text or direction in the work of the previous Task Force as needed, focusing on ease of use of the proposed Guidelines for Academic Librarian Employment and Governance Systems along with specificity on and inclusiveness of nontenure track faculty procedures in the document; 3. Produce a draft document incorporating these changes; 4. Seek wide ranging comments and input from stakeholder communities and the general ACRL membership; 5. Incorporate, as appropriate, those recommendations into a final draft, including clearly highlighting revisions to previously existing documents and new content in the guidelines.

The task force determined after much research and consultation with stakeholder groups, including a survey of ACRL membership in May 2019 and public hearings at the 2019 ALA Annual Conference and 2020 ALA Midwinter Meeting, that it was best to abandon the proposed Guidelines for Academic Librarian Employment and Governance Systems approach and revise the three remaining documents not reaffirmed separately by the Board of Directors in 2018 to reflect the current time, work environment, and pressures facing librarians employed in the range of academic libraries and institutions to protect them and their professional rights and identity.

Language in the revisions of the current documents - [A Guideline for the Appointment, Promotion and Tenure of Academic Librarians](#); [ACRL Guidelines for Academic Librarians without Faculty Status](#); and

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[ACRL Standards for Faculty Status for Academic Librarians](#) - was edited for consistency across all three documents and input was sought by open hearings and comments sent from ACRL members. A detailed literature search was conducted at multiple intervals during this 16-month work leaving the task force confident that the current situation is reflected for librarians with and without faculty status and for appointment, promotion and tenure decisions of all academic librarians. The task force also proposes updating the titles of the documents, replacing Guideline with Standard for consistency across all three.

Announcements of the survey of the ACRL membership were posted on ACRL Insider, in the ACRL Update newsletter, and in *C&RL News*. Additional feedback was sought from AAUP and the American Federation of Teachers. Doc 1.4 and Doc 1.5 include background information on the review process.

Following a brief hiatus of the task force's work due to the COVID-19 pandemic, the Standards Committee considered the recommendations of the task force and approved the revised document in February 2021. The committee voted to send the documents along to the Board of Directors for approval, with the below notes, on February 22, 2021.

Recommendations for future consideration:

ACRL Standards for Academic Librarians Without Faculty Status

- The committee recommends including an ALA-accredited MLIS degree as a requirement, as the guideline is viewed as an ideal we should strive for.

ACRL Standards for the Appointment, Promotion, and Tenure of Academic Librarians

- The committee recommends that ACRL investigate changes that are occurring in institutional faculty tenure processes nationally to adjust as needed.
- A look at tenure and promotion requirements in regard to equity is also needed.

Actions Recommended

Action 1: That the ACRL Board of Directors approves the revisions of A Standard for the Appointment, Promotion and Tenure of Academic Librarians (Doc 1.1); ACRL Standards for Academic Librarians without Faculty Status (Doc 1.2); and ACRL Standards for Faculty for Academic Librarians (Doc 1.3).

Action 2: That the ACRL Board of Directors approves the Standards Committee recommendation that these three documents be put into the same review timeline with the three that were reaffirmed by the Board of Directors in 2018 ([Joint Statement on Faculty Status of College and University Librarians](#), [Statement on the Certification and Licensing of Academic Librarians](#), and [Statement on the Terminal Professional Degree for Academic Librarians](#)) so that all six are again considered together as a task force will need to be appointed by the Board for the next round of scheduled review in 2023.

Strategic Goal Area Supported

Please add additional sheets as needed to explain. Select the goal area that will be affected most by this action.

☐ Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ Student Learning

Goal: Advance innovative practices and environments that transform student learning.

☐ Research and Scholarly Environment

Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

☒ New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

☐ Enabling Programs and Services

ACRL programs, services, and publications that target education, advocacy, and member engagement.

Fiscal and Staffing Impact

Motion

☐ Above recommendation moved

☐ No motion made

☐ Motion revised (see motion form)

Action Taken

☐ Motion Approved

☐ Motion Defeated

☐ Other: _____

A Standard for the Appointment, Promotion, and Tenure of Academic Librarians

Approved at ALA Annual Conference, June 2010.

Introduction

I. Appointment

II. Promotion in academic rank

III. Tenure (Continuous Appointment)

IV. Termination of appointment

V. Grievance

VI. Dismissal procedures

VII. Action by the institutional governing board

VIII. Procedures for imposition of sanctions other than dismissal

IX. Terminal salary or notice

X. Academic freedom and protection against discrimination

XI. Complaints of violation of academic freedom or of discrimination in non-reappointment

XII. Administrative personnel

Notes

Introduction

This Standard for Appointment, Promotion, and Tenure is intended for use where librarians have faculty or academic status. It is intended for application within the context of two ACRL policy statements on faculty status for academic librarians¹ as well as related statements issued by the American Association of University Professors.² Librarians without faculty status can refer to the “[ACRL Standards for Librarians Without Faculty Status](#)”.³ The objective of this Standard is to propose criteria and procedures for appointment, promotion in academic rank, and tenure (continuous appointment) for use in academic libraries. Utilizing these criteria and procedures will ensure that the library faculty and, therefore, library services will be of the highest quality possible. These criteria are intended to serve as guidelines. These procedures may need to be adjusted in minor detail to conform to existing institutional procedures for other faculty. Any contractual procedures must be observed. Titles may vary by institution.

I. Appointment

A. General Policies

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1. Appointment of librarians shall follow the same procedures that are established for appointing all institutional faculty members. Any librarian appointed to a college or university library faculty shall have the appropriate terminal professional degree.⁴
2. Appointment to any rank shall meet the criteria appropriate to that rank.
3. To ensure that only candidates of the highest quality are appointed to the library faculty, there shall be at least one committee representative of the library faculty selected to participate in the reviewing and screening of all candidates, participate in the interview process, and make recommendations for appointment.
4. The terms and conditions of every appointment to the library faculty shall be stated and confirmed in writing, and copies of all relevant documents, including the official document of appointment, shall be given to the faculty member. Subsequent extensions or modifications of an appointment shall be stated and confirmed in writing.
5. Library faculty applying with previous experience and/or degrees may negotiate a rank or time towards tenure and/or promotion during the hiring process.

B. Probationary Appointments

1. Probationary appointments may be for no less than one year, or for other stated periods longer than a year, subject to renewal. The total period of full-time service prior to acquiring tenure shall not exceed seven years, and may include, for example, previous full-time service with the rank of librarian/instructor/equivalent entry-level rank or higher in other institutions of higher learning (except that the probationary period may extend to as much as four years, even if the total full-time service in the profession thereby exceeds seven years; the terms of such extension shall be stated in writing at the time of initial appointment). Scholarly leave of absence for one year or less shall count as part of the probationary period as if it were prior service at another institution, unless the individual and the institution agree in writing to an exception to this provision at the time the leave is granted.
2. The faculty member shall be advised in writing at the time of initial appointment of the substantive standards and procedures employed in decisions affecting renewal and tenure. Institutional standards should be clearly documented, as well as any special standards adopted by the library. The faculty member shall be advised in writing of the time when decisions affecting renewal or tenure are made.
3. Library faculty who are reassigned to another position during the probationary period should be given credit for outputs in the previous position and flexibility in the timeline, if needed.
4. The institution shall normally notify faculty members in writing of the terms and conditions of their renewals by March 15 or three months before the new contract begins.
5. Written notice that probationary appointment is not to be renewed shall be given to the faculty member in advance of the expiration of the appointment, as in following examples:

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Length of probationary appointment	Written notice given
One year	March 1st or at least three months before the end of first year of probationary service
Initial two-year appointment	December 15th or at least six months in advance of termination
Two or more years of service	At least one year in advance of termination

6. When a faculty recommendation or a decision not to renew an appointment has first been reached, the faculty member involved shall be informed of that recommendation or decision in writing by the body or individual making the initial recommendation or decision; the faculty member shall be advised upon request of the reasons, which contributed to that decision. The faculty member may request reconsideration through an appeal process by the recommending or deciding body.
7. If the faculty member so requests, the reasons given in explanation of the non-renewal shall be confirmed in writing.
8. Should the faculty member allege that the decision against renewal was based on inadequate consideration, the committee that reviews the faculty member's allegation shall determine whether the decision was fair in terms of the relevant standards of the institution. The review committee shall not substitute its judgment on the merits for that of the faculty body. If the review committee determines that adequate consideration was not given, it shall request reconsideration by the faculty body, indicating the ways in which it believes the consideration may have been inadequate. It shall provide copies of its findings to the faculty member, the faculty body, and the chief executive officer or other appropriate administrative officer.

II. Promotion in academic rank

A. General Professional and Scholarly Qualifications of the Library Faculty

All activities shall be judged by professional colleagues on and/or off the campus on the basis of their contribution to scholarship, the profession of librarianship, and library service. The basic criterion for promotion in academic rank is to perform professional level tasks that contribute to the educational and research mission of the institution. There should be flexibility and fairness in addressing a request to go up for promotion early or later in the process.

Evidence of this level of performance may be judged by colleagues on the library faculty, members of the academic community outside the library, and/or professional colleagues outside the academic institution.

Additional evidence for promotion in rank may include:

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1. Contributions to the educational mission of the institution: for example, teaching (not necessarily in a classroom); organization of workshops, institutes or similar meetings; public appearances in the interest of librarianship or information transfer. Assessment by students and professional colleagues may contribute to this evaluation.
2. Contributions to the advancement of the profession: for example, active participation in professional and learned societies as a member.
3. Activities related to inquiry and research: for example, scholarly publication, presentation of papers, reviews of books and other literature, grants, consulting, service as a member of a team of experts, or other means of disseminating professional expertise.

B. Criteria for Promotion to Specific Ranks

Promotion varies according to the practices of the institution, such as the ranks of assistant professor/librarian, associate professor/librarian, and professor/librarian or equivalent administrative ranks, and requires a record of successful fulfillment of criteria at the lower level. Entry level and academic ranks will vary according to the institution or within the institution:

Instructor—Appointments at this rank shall require expectation of successful overall performance and the potential for a promising career in librarianship. Institutional practice for faculty appointments varies. Specialized skills or expertise may justify appointment at a higher rank.

Lecturer - Appointments at this rank shall require expectation of successful overall performance and the potential for a promising career in librarianship but may have different expectations of service and scholarship than the instructor rank.

Assistant Professor/Librarian —Promotion to this rank shall require evidence of significant professional contributions to the library or to the institution.

Associate Professor/Librarian —Promotion to this rank shall require evidence of substantial professional contributions to the library and to the institution as well as attainment of a high level in research or other professional endeavors.

Professor/Librarian—Promotion to this rank shall require outstanding achievements in librarianship, research, and other professional endeavors.

C. Procedures for Promotion to Specific Ranks

1. Candidates for promotion in academic rank shall be considered by a peer review committee formed in accordance with appropriate institutional regulations.
2. Recommendations for promotion in academic rank may be made by the appropriate administrator or a member of the library faculty, who shall give the candidate copies of any recommendations or evaluations. These statements shall be retained.
3. Documentation in support of candidates for promotion in rank shall include evaluations from the appropriate administrator. Additional documentation may include letters from colleagues, copies and reviews of publications, records of committee activity, etc.

4. The peer review committee (see C-1) shall transmit its recommendations, with all supporting documentation, to the chief administrative officer of the library.
5. The chief administrative officer (CAO) of the library will receive the recommendations of the committee, make a decision, and so notify the committee. If the CAO of the library does not concur in any particular recommendation, after consultation with the committee, he/she may note such disagreement before notifying the candidate of the recommendations. The CAO of the library shall inform the committee and the candidate in writing of the recommendations before transmitting the recommendations of the committee and the CAO of the library to the appropriate institutional officer. The candidate then will have the opportunity to respond in writing to the recommendations. After this, the CAO of the library will submit his/her recommendation, the recommendation of the committee, and any responses from these parties or from the candidate, to the appropriate institutional officer.
6. If the candidate for promotion believes there are substantial grounds for disagreement with a denial of promotion, appropriate institutional regulations shall be provided so that the case may be properly reviewed. The unsuccessful candidate may file a grievance as specified in Section V.

III. Tenure (Continuous Appointment)

1. Tenure, or continuous appointment, is defined as an institutional commitment to permanent employment to be terminated only for adequate cause (for example, incompetence, malfeasance, mental or physical disability, bona fide financial exigency) and only after due process. Tenure shall be available to librarians in accordance with provisions for all faculty of the institution.
2. The criteria for tenure are closely allied to the criteria for promotion in academic rank. The relationship between tenure and rank shall be the same for library faculty as for other faculty in the institution. These criteria include performance, scholarship, and service.
3. A candidate for tenure shall be reviewed according to established institutional regulations, which shall be similar to those described above for promotion in academic rank.
4. There should be flexibility and fairness in addressing a request to go up for tenure early or later in the process.

IV. Termination of appointment

A. Termination of Appointment by the Individual

Faculty members may terminate their appointments, provided that they give notice in writing at the earliest possible opportunity, or within 30 days after receiving notification of the terms of appointment for the coming year. Faculty members may properly request a waiver of this requirement of notice in case of hardship or in a situation where they would otherwise be denied substantial professional advancement or other opportunity.

B. Termination of Appointments by the Institution

1. Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may be affected by the institution only for adequate cause.
2. If termination takes the form of a dismissal for cause, it shall be pursuant to the procedures specified in section VI below.
3. Financial Exigency
 - a. Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur under extraordinary circumstances because of a demonstrably bona fide financial exigency, i.e., an imminent financial crisis that threatens the survival of the institution as a whole and that cannot be alleviated by less drastic means.

[Note: Each institution in adopting regulations on financial exigency will need to decide how to share and allocate the hard judgments and decisions that are necessary in such a crisis.

As a first step, there should be a faculty body that participates in the decision that a condition of financial exigency exists or is imminent, and that all feasible alternatives to termination of appointments have been pursued

Judgments determining where within the overall academic program termination of appointments may occur involve considerations of educational policy, including affirmative action, as well as of faculty status, and should therefore be the primary responsibility of the faculty or of an appropriate faculty body. The faculty or an appropriate faculty body should also exercise primary responsibility in determining the criteria for identifying the individuals whose appointments are to be terminated. These criteria may appropriately include considerations of length of service.

The responsibility for identifying individuals whose appointments are to be terminated should be committed to a person or group designated or approved by the faculty. The allocation of this responsibility may vary according to the size and character of the institution, the extent of the terminations to be made, or other considerations of fairness in judgment. The case of a faculty member given notice of proposed termination of appointment will be governed by the following procedures.]

- b. If the administration issues notice to a particular faculty member of an intention to terminate the appointment because of financial exigency, the faculty member shall have the right to a full hearing before a faculty committee. The hearing need not conform in all respects with a proceeding conducted pursuant to Section VI,

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but the essentials of an on-the-record adjudicative hearing shall be observed.

The issues in this hearing may include:

1. The existence and extent of the condition of financial exigency. The burden will rest on the administration to prove the existence and extent of the condition. The findings of a faculty committee in a previous proceeding involving the same issue may be introduced.
 2. The validity of the educational judgments and the criteria for identification for termination; but the recommendations of a faculty body on these matters will be considered presumptively valid.
 3. Whether the criteria are being properly applied in the individual case.
- c. If the institution, because of financial exigency, terminates appointments, it will not at the same time make new appointments except in extraordinary circumstances where a serious distortion in the library would otherwise result. The appointment of a faculty member with tenure will not be terminated in favor of retaining a faculty member without tenure, except in extraordinary circumstances where a serious distortion of the library would otherwise result.
 - d. Before terminating an appointment because of financial exigency, the institution, with faculty participation, shall make every effort to place the faculty member concerned in another suitable position within the institution.
 - e. In all cases of termination of appointment because of financial exigency, the faculty member concerned shall be given notice or severance salary not less than as prescribed in Section IX.
 - f. In all cases of termination of appointment because of financial exigency, the place of the faculty member concerned shall not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.
4. Discontinuation of a Program or Department Not Mandated by Financial Exigency
Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur as a result of bona fide formal discontinuance of a program or department of instruction. The following standards and procedures shall apply.
 - a. The decision to discontinue formally a library unit, program or department of instruction shall be based essentially upon educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof. [Note: "Educational considerations" do not include cyclical or temporary variations in enrollment. They must reflect long-range judgments that the educational mission of the institution as a whole will be enhanced by the discontinuance.]
 - b. Before the administration issues notice to a faculty member of its intention to terminate an appointment because of formal discontinuance of a library unit,

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program or department of instruction, the institution shall make every effort to place the faculty member concerned in another suitable position. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training will be proffered. If no position is available within the institution, with or without retraining, the faculty member's appointment then may be terminated, but only with provision for severance salary equitably adjusted to the faculty member's length of past and potential service.

[Note: When an institution proposes to discontinue a program or department of instruction, it should plan to bear the costs of relocating, training, or otherwise compensating faculty members adversely affected.]

- c. A faculty member may appeal a proposed relocation or termination resulting from a discontinuance and has a right to a full hearing before a faculty committee. The hearing need not conform in all respects with a proceeding conducted pursuant to Section VI, but the essentials of an on-the-record adjudicative hearing will be observed. The issues in such a hearing may include the institution's failure to satisfy any of the conditions specified in this section. In such a hearing a faculty determination that a program or department is to be discontinued will be considered presumptively valid, but the burden of proof on other issues shall rest on the administration.

5. Termination Because of Physical or Mental Disability

Termination of an appointment with tenure, or of a probationary or special appointment before the end of the period of appointment, because of physical or mental disability, shall be based upon clear and convincing medical evidence that the faculty member, even with reasonable accommodation, is no longer able to perform the essential duties of the position. The decision to terminate shall be reached only after there has been appropriate consultation and after the faculty member concerned, or someone representing the faculty member, has been informed of the basis of the proposed action and has been afforded an opportunity to present the faculty member's position and to respond to the evidence. If the faculty member so requests, the evidence will be reviewed by the appropriate faculty committee before a final decision is made by the governing board on the recommendation of the administration. The faculty member shall be given severance salary not less than as prescribed in Section IX.

6. Review

In cases of termination of appointment, the governing board shall be available for ultimate review.

C. Short-term actions by institutions affecting appointments

- 1. When there is a need to furlough or reduce salaries for defined periods of time the justification for doing so should be transparent and fair across all series/units.

V. Grievance

In the event that an amicable solution cannot be reached between the two parties, a grievance procedure shall be provided by the institution. The general criteria for a grievance procedure include:

1. The procedure shall be equitable to both parties.
2. The procedure shall state clearly what is to be done, when, and by whom.
3. The term "grievance", as well as any other terms which could be misunderstood, shall be clearly defined.
4. The procedures should be accessible to and easy to initiate by all members of the library faculty.
5. Steps in the procedure shall be completed within specified time limits. Additional time shall be allowed as the grievance moves to higher levels.
6. There shall be effective safeguards against reprisal for initiating or participating in a grievance proceeding and against abuse of the procedures.
7. Any procedure must be consistent with applicable institutional regulations and contracts.

VI. Dismissal procedures

1. Termination of any appointment, other than by expiration, may be made for adequate cause. Adequate cause for a dismissal shall be related, directly and substantially, to the fitness of faculty members in their professional capacities as librarians. The dismissal procedure shall include a written statement of adequate cause. Dismissal shall not be used to restrain faculty members in their exercise of academic freedom.
2. Dismissal of a faculty member with continuous tenure, or with a special or probationary appointment before the end of the specified term, shall be preceded by:
 - a. Discussions between the faculty member and appropriate administrative officers looking toward a mutual settlement;
 - b. Inquiry by the duly elected faculty or peer review committee that will make a non-binding recommendation to continue or cancel dismissal proceedings; and
 - c. A statement of charges, framed by the chief executive officer or the CEO's delegate.
3. The individual concerned shall have the right to address the elected faculty or peer review hearing committee. Librarians have a right to appeal a decision for non-renewal of an appointment based on their institutional guidelines for faculty.
 - a. Pending a final decision by the hearing committee, the faculty member shall be assigned to other duties in lieu of suspension and suspended only if his/her continued presence poses a significant danger.
 - b. The hearing committee may, with the consent of the parties concerned, hold joint pre-hearing meetings with the parties to stipulate the facts, provide for the exchange of documentary or other information, and achieve other appropriate prehearing objectives to make the hearing fair, effective, and expeditious.
 - c. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. If the faculty member waives a hearing,

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the committee shall evaluate all available evidence and submit its recommendation upon the evidence in the record.

- d. The committee, in consultation with the chief executive officer and the faculty member, shall determine whether the hearing shall be public or private.
- e. During the proceedings, the faculty member shall be permitted to have an academic advisor and counsel of the faculty member's choice.
- f. At the request of either party or the hearing committee, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer.
- g. A verbatim record of all hearings shall be taken and a copy made available to the faculty member without cost, on request.
- h. The burden of proving adequate cause rests with the institution and shall be satisfied only by clear and convincing evidence in the record considered as a whole.
- i. The faculty member shall have the opportunity to obtain necessary witnesses, documentation, or other evidence. The administration shall cooperate with the hearing committee in securing witnesses, documentation and other evidence.
- j. The faculty member and the administration shall have the right to confront and cross-examine all witnesses. When the witnesses cannot or shall not appear, but the committee determines that the interests of justice require admission of their statements, the committee shall identify the witnesses, disclose their statements, and, if possible, provide for interrogatories.
- k. In the hearing of charges of incompetence, the testimony shall include that of qualified librarians.
- l. The hearing committee shall not be bound by strict rules of legal evidence. It may admit any evidence, which is of probative value in determining the issues. Every possible effort shall be made to obtain the most reliable evidence.
- m. The findings of fact and the decision shall be based solely on the hearing record.
- n. Except for simple necessary announcements that cover the time of the hearing and similar matters, all parties shall avoid public statements and publicity about the case until the proceedings have been completed.
- o. If the hearing committee concludes that adequate cause for dismissal has not been established by the evidence in the record, it shall so report to the president or CEO of the institution. If the president/CEO rejects the report, he/she shall state the reasons for doing so, in writing, to the hearing committee and to the faculty member, and shall provide an opportunity for response before transmitting the case to the governing board. If the hearing committee concludes that an academic penalty less than dismissal is more appropriate, it shall so recommend with supporting reasons.

VII. Action by the institutional governing board

If dismissal or other severe sanction is recommended, the president shall, on request of the faculty member, transmit the record of the case to the governing board. The governing board's

review shall be based on the record of the committee hearing. This review shall provide opportunity for the principals or their representatives to make oral and/or written arguments. The governing boards shall either sustain the decision of the hearing committee, or return the findings to the committee with specific objections. The committee shall then reconsider, taking into account these objections, and receiving new evidence if necessary. The governing board shall make a final decision only after study of the committee's reconsideration.

VIII. Procedures for imposition of sanctions other than dismissal

1. If the administration believes that the conduct of a faculty member does not constitute adequate cause for dismissal, but is sufficiently grave to justify imposition of a severe sanction, such as suspension from service for a stated period, the administration may institute a proceeding to impose such a severe sanction. The procedures outlined in Section VI shall govern such a proceeding.
2. If the administration believes that the conduct of a faculty member justifies the imposition of a minor sanction, such as a reprimand, it shall notify the faculty member of the basis of the proposed sanction. The faculty member shall have an opportunity to persuade the administration that the proposed sanction not be imposed. A faculty member who believes that a major or minor sanction has been incorrectly imposed, may, pursuant to Section V, petition the faculty grievance committee for such action as may be appropriate.

IX. Terminal salary or notice

If the appointment is terminated, the faculty member shall receive salary or notice in accordance with the following schedule:

Length of probationary period	Final decision reached by	Notice given
Less than nine months	March 1st	Three months before end of first year of probationary service
Between nine and eighteen months	December 15th	At least six months
Over eighteen months or member has tenure	After eighteen months of service	At least one year

This provision for terminal notice or salary need not apply in the event that there has been a finding that the conduct, which justified dismissal, involved malfeasance. On the recommendation of the faculty hearing committee or the chief executive officer, the governing

board may take into account the length and quality of service of the faculty member in determining what, if any, payments shall be made beyond the effective date of dismissal.

X. Academic freedom and protection against discrimination

1. All members of the faculty, whether tenured or not, are entitled to academic freedom as set forth in the 1940 "Statement of Principles on Academic Freedom and Tenure," formulated by the Association of American Colleges and the American Association of University Professors.
2. All members of the faculty, whether tenured or not, are entitled to protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the faculty member's professional performance, including but not limited to race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military status, political affiliation, or citizenship.

XI. Complaints of violation of academic freedom or of discrimination in non-reappointment

If a faculty member on probationary or other non-tenured appointment alleges that a decision against reappointment was based significantly on considerations which violate either academic freedom or policies of nondiscrimination with respect to race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military status, political affiliation, or citizenship shall be first considered by the appropriate committee. This committee shall try to settle the matter by informal methods. The allegation of violation shall be accompanied by the faculty member's statement consenting to the institution's presentation of supporting evidence to the committee. An unresolved matter shall be heard in the manner set forth in Sections VI and VII, except that the faculty member making the complaint is responsible for stating the grounds upon which the allegations of violation are based, and the burden of proof shall rest upon the faculty member. If the faculty member succeeds in establishing a prima facie case, it is incumbent upon those who made the decision against reappointment to present evidence in support of the decision. Statistical evidence of improper discrimination may be used in establishing a prima facie case.

XII. Administrative personnel

The foregoing regulations apply to administrative personnel who hold academic rank, but only in their capacity as faculty members. The procedures set forth in Section XI apply to termination or non-reappointment to an administrative post. Administrators who allege a violation of academic freedom or of governing policies against improper discrimination are entitled to these procedures.

Notes

1. [Standards for Faculty Status for Academic Librarians](#)," approved by ACRL and ALA, January 2001; "[Joint Statement on Faculty Status of College and University Librarians](#)," drafted by a committee of the Association of American Colleges (AAC), the American Association of University Professors (AAUP) and the Association of College and Research Libraries (ACRL); endorsed by ACRL, June 1972, and by AAUP, April 1973. Reaffirmed by ACRL, June 2001 and 2007. Additional revisions were made by a subcommittee of ACRL along with representatives of the AAUP in June 2012 and approved by the ACRL Board of Directors in October 2012. The statement was reaffirmed by the ACRL Board of Directors in April 2018.
2. "[Recommended Institutional Regulations on Academic Freedom and Tenure](#)." Much of the original Model Statement was drawn from earlier versions of this statement.
3. See the "[ACRL Guidelines for Librarians Without Faculty Status](#)."
4. See the ACRL "[Statement on the Terminal Professional Degree for Academic Librarians](#)."

ACRL Standards for Academic Librarians Without Faculty Status

Approved by the ACRL Board of Directors, 2007.

Revised by the ACRL Committee on the Status of Academic Librarians and approved by the ACRL Board of Directors on October 21, 2011.

Revised by the Status of Academic Librarians Standards and Guidelines Review Task Force Documents, January 2021.

In order to formally recognize the importance and contributions of academic librarians without faculty status, ACRL endorses these standards. Institutions of higher education and their governing bodies are urged to adopt these standards.

To implement these standards, ACRL shall:

- publicize these standards to college and university administrators and governing bodies, academic libraries, library education programs, library organizations, and agencies that accredit institutions, and
- seek to have these standards formally adopted or endorsed by the appropriate groups listed above.

Academic Librarian status varies widely within community colleges, baccalaureate, masters, and doctoral granting institutions. ACRL supports faculty rank, status, and tenure for librarians but recognizes that not all academic institutions provide faculty status to their librarians. To ensure that their rights, privileges, and responsibilities reflect their integral role in the mission of their institutions, ACRL has developed the following standards for academic librarians without faculty status. This document seeks to unify standards and guidelines for librarians, affirming ACRL's commitment to equity, diversity, and inclusion, regardless of the type of academic institution employing librarians. Appointments made without Faculty Status may offer Academic Status, or single or multiple year contracts to academic librarians.

An institution may have a Librarian Series or not, yet the following definitions apply to academic librarians without Faculty status:

- Academic librarian – Professional Librarian with an MLS/MLIS degree, employed by an institution of higher education categorized by the Carnegie Commission on Higher Education classification framework, based on recent institutional data. The MLS/MLIS degree from an ALA accredited or equivalent institution is considered the terminal degree for this appointment.
- Librarians without Faculty Status are recognized by the institution. Academic librarians recognized by institutional policy however their classification is defined, may have some equivalent and/or parallel rights and professional responsibilities as those held by teaching faculty and/or researchers or different conditions of those responsibilities, dependent on institutional structures. These may include Continuing Appointment, access

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to special funding for professional development activities of non-faculty appointments or analogous benefits. Librarian titles may parallel faculty ranks or not.

- Librarians without Faculty Status recognized only by or within Library may/may not participate in institutional shared governance; likely have separate compensation and promotion plans and research/scholarship responsibilities and funding. They may be parallel with other employee series within the institution, part of a multi-campus consortia and/or be subject to collective bargaining agreements.
- The academic librarian makes unique contributions to the academic community and to higher education itself. Librarians without faculty status have job responsibilities which include teaching and communication skills, flexibility, and the ability to work collaboratively and independently with other strategic decision-makers and leaders within the institution. Librarians are partners with faculty teaching information literacy concepts and knowledge management skills. Current job descriptions may include general and specialized programming, instructional design, coding and technological skills, fluencies with multiple languages, research and outreach support, assessment, database and web design/management, metadata & bibliographic control, social media, digital scholarship, working with multi- & streaming media and makerspace resources, scholarly communication, data management & curation, archival and special collections management, assessment, equity, diversity and inclusion, and library advocacy tasks in addition to more traditional contributions. Examples of these traditional contributions include developing collections, facilitating access to OER, library resources & materials, and creating new strategies, methodologies, and tools for the academic community. Academic librarians may serve as research or teaching partners and facilitate scholarship as conversation and inquiry into new areas of knowledge.
- Some institutions may offer dual track appointments where some librarians are hired with Faculty Status and others are not. Some institutions may offer both full-time and part-time librarian positions, with or without academic status. In such situations, it must be clear to all academic librarians what the specific recruitment and appointment is for and how that position serves the library, institution and how that librarian is expected to perform to be successfully evaluated.

This standard confirms the institutional work environment for academic librarians to work collegially with the teaching and research faculty and recognizes the need for academic freedom, especially in professional development and research/scholarship, and the ability to participate in library governance.

1. Professional Responsibilities

Academic librarians must be able to exercise independent judgment, academic freedom, and agency in the performance of professional duties. Librarians should be assigned responsibilities matched to their educational competencies and the needs of the institution and reflect

professional impact and judgment. They should have significant latitude in fulfilling their responsibilities. Supervisory personnel and peers should regularly and vigorously review their performance, who have evidence pertaining to the performance, service, and scholarship of those being evaluated, subject to appropriate institutional policy. Review standards and procedures should be published and uniformly applied; reviewers should have access to all appropriate documentation.

2. Governance

College and university librarians should adopt an academic form of shared governance similar in manner and structure to other faculties on the campus. The library exists to support the teaching, research/scholarship, and service functions of the institution. Thus, librarians should also participate in the enhancement of the institution's mission, curriculum, and governance. Librarians should participate in the development of policies and procedures for their library including the hiring, review, retention, and continuing appointment of their peers that define the nature of their work and responsibilities. Having a Librarians Organization or similar structure to affirm and promote the role of librarians within the institution has merits and also allows for communication of the activities of the Faculty Senate or equivalent governing body.

3. Compensation and Contracts

Salaries and fringe benefits should be comparable to and within the range of those paid to those in other academic categories with equivalent education, experience, or responsibility. Salary scales should be adjusted in an equitable manner to contract period and full- or part-time status, as indicated. All academic librarians should have written contracts or agreements consistent with institutional policy. Academic librarians should be appointed by a written contract of no less than one academic year, unless it is for a short-term replacement, such as maternity/paternity or medical leave or meets a temporary staffing need. The contract should state the terms and conditions of service and grant security of employment for the contractual period. After a period of no longer than seven years and through a process which includes peer review, librarians should be granted continuing employment if they have met the appropriate conditions and standards.

Academic librarians who assume additional responsibilities within the organization for an interim period should have job descriptions, compensation/release time, and workload reviewed by supervisory and/or peers consistent to the practices of the institution.

4. Promotion and Continuing Appointment

Academic Librarians should be promoted through ranks and/or steps based on their professional proficiency and effectiveness, consistent with stated institutional standards. The peer review system should be an integral part of procedures for promotion, whether final decisions are made within the Library or externally by a campus/institutional review process. Procedures for promotion and salary increases should include a peer review at regular annual, biannual, or

triannual intervals based on their initial rank and appointment, reflecting previous experience. Librarians should have ranks equivalent to those of the faculty where they are eligible for promotion from Assistant, to Associate to Full Librarian

The academic librarian promotion process must provide protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the librarian's professional performance, including but not limited to race, color, religion or creed, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military or veteran status, pregnancy, political affiliation, or citizenship status.

[The ACRL Standards for the Appointment, Promotion, and Tenure of Academic Librarians](#) is intended for use in the context of librarians with or without faculty status. The objective of this Guideline is to propose criteria and procedures for appointment, promotion in academic rank, and tenure (continuous appointment) for use in academic libraries. Utilizing these criteria and procedures will ensure that librarians and, therefore, library services will be of the highest quality possible.

5. Professional Development and Research/Scholarship Funds

Academic Librarians should be eligible for internal and external research/scholarship and professional development and funds, and other means of administrative support to promote their active participation, even if not required in their job descriptions, in research/scholarship and other professional development activities. These engagements and opportunities should reflect the professional judgment of the librarians in order that they can continue to grow in their positions and be of the greatest benefit to the institution.

6. Academic Freedom

Academic Librarians are entitled to the protection of academic freedom. Censorship of any type is unacceptable whether individual or organizational. As academic librarians they are free to provide access to information regardless of content.

7. Dismissal or Non-reappointment

The institution may dismiss an academic librarian during the contractual period only for just cause and through academic due process. The process of dismissal of librarians should be consistent with institutional policy and/or labor negotiations for other academic dismissals, and should involve adequate notice, peer review, and access to a grievance procedure.

[The ACRL Standards for the Appointment, Promotion, and Tenure of Academic Librarians](#) outlines recommended processes and criteria for the termination of appointment, grievance filing, dismissal procedures, action by the institutional governing board, procedures for imposition of sanctions other than dismissal, and terminal salary or notice.

8. Grievance Process

Academic Librarians should have access to timely grievance procedures. These should include a list of grievable issues, procedures to be completed within specified time limits and effective safeguards against reprisal by the institution, or abuse of the procedures by the grievant. They must be consistent with applicable institutional regulations and labor negotiation contracts.

For standards and guidelines related to librarians with faculty status, please refer to the documents below:

1. [ACRL Guidelines for Recruiting Academic Librarians](#) (2017).
2. [ACRL/AAUP/AAC Joint Statement on Faculty Status of College and University Librarians](#) (1972, reaffirmed 2001 and 2007; revised 2012, revision reaffirmed 2018).
3. [A Guideline for the Appointment, Promotion and Tenure of Academic Librarians](#) (2004, revised 2010, reaffirmed 2018).
4. ACRL [Standards for Faculty Status of Academic Librarians](#) (2007, revised 2011).

ACRL Standards for Faculty Status for Academic Librarians

Revised by the ACRL Committee on the Status of Academic Librarians and approved by the ACRL Board of Directors on October 21, 2011 Approved by the ACRL Board of Directors, 2007.

Revised by the Status of Academic Librarians Standards and Guidelines Review Task Force Documents, January 2021.

In order to formally recognize the importance of faculty status for academic librarians and their contributions, ACRL endorses these standards. Institutions of higher education and their governing bodies are urged to adopt these standards.

To implement these standards, ACRL shall:

- publicize these standards to college and university administrators and governing bodies, academic libraries, library education programs, library organizations, and agencies that accredit institutions, and
- seek to have these standards formally adopted or endorsed by the appropriate groups listed above.

Academic Librarian status varies widely within community colleges, baccalaureate, masters and doctoral granting institutions. ACRL supports faculty rank, status, and tenure for librarians but recognizes that not all academic institutions provide faculty status to their librarians. This document seeks to unify standards and guidelines for the faculty status of academic librarians, affirming ACRL's commitment to equity, diversity, and inclusion, regardless of the type of institution employing librarians. Faculty status may be recognized either within the library or across the institution. The following definitions apply to academic librarians with faculty status:

- Academic librarian - Librarian with an MLS/MLIS degree, employed by an institution of higher education categorized by the Carnegie Commission on Higher Education classification framework, based on recent institutional data. The MLS/MLIS degree is considered the terminal degree for this appointment.
- Librarians with Faculty Status recognized by the institution - Academic librarians recognized by institutional policy as faculty with equivalent and/or parallel rights, professional responsibilities, and equivalent rank as those held by non-librarian faculty.
- Librarians with Faculty Status recognized only by the Library - Academic librarians with faculty status recognized only within the library may/may not participate in institutional shared governance, faculty compensation and promotion, and research/scholarship responsibilities and funding.

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- The academic librarian makes unique contributions to the academic community and to higher education itself. Faculty Librarian institutional contributions have continued to evolve, with job descriptions which include teaching and communication skills, flexibility, and the ability to work collaboratively and independently with other strategic decision-makers within the institution. Faculty librarians are integrated classroom faculty partners, teaching information literacy concepts. Current job descriptions may call for general and specialized programming, instructional design, coding and technological skills, fluencies with multiple languages, research and outreach support, assessment, database and web design/management, metadata and bibliographic control, social media, digital scholarship, working with multi- and streaming media and makerspace resources, scholarly communication, data curation and management, archival and special collections management, assessment, equity, diversity and inclusion, and library advocacy tasks in addition to more traditional contributions. These traditional contributions include developing collections, facilitating access to OER, library resources and materials, and creating new strategies, methodologies, and tools for the academic community. Faculty Librarians may serve as research or teaching partners and facilitate scholarship as conversation and inquiry into new areas of knowledge.
- Some institutions may offer dual track appointments where some librarians are hired with Faculty Status and others are not. Some institutions may offer both full-time and part-time Faculty Librarian positions. In such situations, it must be clear to all academic librarians what the specific recruitment and appointment is for, and how that position serves the library or institution, and how that librarian is expected to perform to be successfully evaluated.
- Some institutions may offer part-time librarians Adjunct Faculty status. Librarian Adjunct Faculty status, contracts, and compensation should parallel those Adjunct Faculty appointments for non-librarian faculty. As described above, it must be clear to all academic librarians what the specific recruitment and appointment is for, and how that position serves the library or institution, and how that librarian is expected to perform to be successfully evaluated.

This standard confirms the institutional work environment for Faculty Librarians to work collegially with non-librarian faculty, and recognizes the need for academic freedom, especially in professional development and research/scholarship, and the ability to participate in library and institutional governance, to the extent offered by the practices of the institution.

1. Professional Responsibilities

Faculty Librarians must be able to exercise independent judgment, academic freedom, and agency in the performance of professional duties. Faculty Librarians should be assigned responsibilities matched to their educational competencies and the needs of the institution and reflect professional impact and judgement. They should have significant latitude in fulfilling their responsibilities. Supervisory personnel and peers should regularly and vigorously review their performance and have evidence pertaining to the performance, service, and scholarship of those being evaluated, subject to appropriate

institutional policy. Review standards and procedures should be published and uniformly applied; reviewers should have access to all appropriate documentation.

2. Governance

College and university librarians should adopt an academic form of shared governance similar in manner and structure to other faculties on the campus. The library exists to support the teaching, research/scholarship, and service functions of the institution. Thus, librarians should also participate in the enhancement of the institution's mission, curriculum, and governance. Faculty Librarians should participate in the development of policies and procedures for their library including the hiring, review, retention, and continuing appointment of their peers that define the nature of their work and responsibilities. Having a Librarians Organization or similar structure to affirm and promote the role of librarians within the institution has merits and allows for communication of the activities of the Faculty Senate or equivalent governing body.

Faculty Librarians should be eligible for membership in the faculty senate or equivalent governing body. They should have the same degree of representation as other faculty on all college or university governing bodies.

3. Compensation and Contracts

Salaries and fringe benefits should be comparable to and within the range of those paid to non-librarian faculty of equivalent rank with equivalent education, experience, and responsibility. Salary scales should be adjusted in an equitable manner to contract period and full- or part-time status, as indicated.

All faculty librarians should have written contracts or agreements consistent with institutional policy. Faculty librarians should be appointed by a written contract of no less than one academic year, unless it is for a short-term replacement, such as a visiting professor appointment, or one that meets a temporary staffing need. The contract should state the terms and conditions of service and grant security of employment for the contractual period. After a period of no longer than seven years and through a process which includes peer review, librarians should be granted continuing employment if they have met the appropriate conditions and standards.

Faculty Librarians who assume additional responsibilities within the organization for an interim period should have job descriptions, compensation/release time, and workload reviewed by supervisory and/or peers consistent to the practices of the institution.

4. Promotion and Tenure

Faculty Librarians should be promoted in rank based on their professional proficiency and effectiveness (performance, service, and scholarship) consistent with stated faculty institutional standards. The peer review system should be an integral part of procedures for promotion, whether final decisions are made within the Library or externally by a campus/institutional review process. Procedures for promotion and/or tenure should include a peer review at regular annual, biannual, or triannual intervals based on their initial rank and appointment, reflecting previous experience. Faculty

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Librarians should have ranks equivalent to those of the non-librarian faculty where they are eligible for promotion, such as Assistant Professor, to Associate Professor to Full Professor.

The Faculty Librarian promotion process must provide protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the Faculty Librarian's professional performance, including but not limited to race, color, religion or creed, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military or veteran status, pregnancy, political affiliation, or citizenship status.

Faculty Librarians should be covered by a stated tenure policy like non-librarian faculty, as applicable by institution. Contracts for non-tenured Faculty Librarians should be renewed in an equitable manner, following similar guidelines to non-tenured, non-librarian Faculty.

[The ACRL Standards for the Appointment, Promotion, and Tenure of Academic Librarians](#) is intended for use in the context of librarians with or without faculty status. The objective of this Guideline is to propose criteria and procedures for appointment, promotion in academic rank, and tenure (continuous appointment) for use in academic libraries. Utilizing these criteria and procedures will ensure that the library faculty and, therefore, library services will be of the highest quality possible.

5. Professional Development and Research/Scholarship Funds

Sabbatical and other research/scholarship leaves and/or release time should be available to librarians consistent with institutional standards for non-librarian faculty. Faculty Librarians should be eligible for internal and external research/scholarship and travel funding, research/scholarship projects, and professional development consistent with faculty institutional standards. These engagements and opportunities should reflect the professional judgment of the librarians in order that they can continue to grow in their positions and be of the greatest benefit to the institution.

6. Academic Freedom

Faculty Librarians are entitled to the protection of academic freedom. Censorship of any type is unacceptable whether individual or organizational. As Faculty Librarians they must be free to provide access to information regardless of content.

7. Dismissal or Termination

Dismissal or termination of an appointment may be made by the institution for just cause and through academic due process. The process for the dismissal of Faculty Librarians should be consistent with institutional policy and/or labor negotiations for other Faculty dismissals, and should involve adequate notice, peer review, and access to a grievance procedure.

[The ACRL Standards for the Appointment, Promotion, and Tenure of Academic Librarians](#) outlines recommended processes and criteria for the termination of appointment, grievance filing, dismissal procedures, action by the institutional governing board, procedures for imposition of sanctions other than dismissal, and terminal salary or notice.

8. Grievance/Appeals Process

Faculty Librarians should have access to the same grievance/appeals process as other faculty which include a list of grievable issues, procedures to be completed within specified time limits, safeguards against reprisal by the institution, and abuse of the procedures by the grievant. The process must be consistent with applicable institutional regulations and/or labor negotiation contracts.

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Transmittal Sheet for Draft Standards and Guidelines

(To Accompany All New and Revised ACRL Standards and Guidelines)

Title of Standard or Guideline:

There are 3 standards accompanying this transmittal: 1) A Standard for the Appointment, Promotion and Tenure of Academic Librarians; 2) ACRL Standards for Academic Librarians without Faculty Status; 3) ACRL Standards for Faculty Status for Academic Librarians

Section or Committee Submitting:

ACRL Academic Librarians Standards and Guidelines Review Task Force

Submitting Section or Committee Chairperson:

Julia Gelfand, Chair

Date of Previous Versions:

2010

Means used to solicit comment on earlier drafts of the new/revised Standard or Guideline:

X Published in *C&RL News* (date) Various dates announcing survey and hearings at Annual and Midwinter

X Disseminated on email distribution lists (listservs): (give list names and dates):

Former LAMA Library Personnel Officers Listserv; ACRL Insider ; ACRL Update

There was also representation on the TF from all kinds of academic institutions reflecting many different conditions and titles, so due diligence was performed. In spring 2019, the TF collected data on the status of academic librarians at a variety of institutional types through data from ACRL surveys and a custom survey they distributed to a number of ACRL lists in May 2019.

Published in Section newsletter (date)

X Public hearing held [optional] (date) ALA Midwinter Meeting in Philadelphia, January 2020; ALA Annual Conference, Washington, DC, June 2019

X Letters to "experts" requesting comments: (list names and dates):

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Anita Levy, Dept of Academic Freedom, Tenure & Governance, AAUP National Office, June 2019

(Telephone call) _____

 X Other professional associations consulted (e.g., Society of American Archivists):

Society of American Archivists _____

 X Other (please list):

American Federation of Teachers (Collective Bargaining unit for librarians at the University of California) _____

Date Approved by Section executive committee (if applicable) _____

Date Approved by SC February 23, 2021 _____

Date Approved by ACRL Board _____

Where and on whose responsibility should this (Standard or Guideline) be published or otherwise disseminated?

C&RL News by _____

Other (please list)

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February 20, 2021

TO: ACRL Standards Committee

FROM: ACRL Academic Librarians Standards & Guidelines Review Task Force

The ACRL Academic Librarians Standards & Guidelines Review Task Force has completed three revisions of the following current ACRL documents, each very much out of date: [A Guideline for the Appointment, Promotion and Tenure of Academic Librarians](#); [ACRL Guidelines for Academic Librarians without Faculty Status](#); and [ACRL Standards for Faculty Status for Academic Librarians](#)

A previous Task Force assigned to review six documents developed by the former ACRL Status of Academic Librarians Committee proposed merging all six documents into one overarching Framework. In 2018, the ACRL Board of Directors debated this approach and voted to reaffirm the [Joint Statement on Faculty Status of College and University Librarians](#), [Statement on the Certification and Licensing of Academic Librarians](#), and [Statement on the Terminal Professional Degree for Academic Librarians](#) while assigning a new task force to continue work on revising the three outstanding documents noted above, along with examining if the proposed framework was the best approach to the status documents.

We, the second task force appointed by the Board in December 2018, determined after much research and consultation that it was best to abandon the overarching framework proposal and revise the three remaining documents individually to reflect the current time, work environment, and pressures facing librarians employed in the range of academic libraries and institutions to protect them and their professional rights and identity.

Language in these three documents was edited for consistency across all three documents and input was sought by open hearings and comments sent from ACRL members. A detailed literature search was conducted at multiple intervals during this 16-month work leaving us confident that the current situation is reflected for librarians with and without faculty status and for appointment, promotion and tenure decisions of all academic librarians. There is a wide range of institutions, private, public, large, small, for profit, and community college libraries where we found from extensive research, that organizations and the titles and work conditions that librarians have vary immensely as some are unionized, others have full faculty ranks and status, and others do not. We also propose updating the titles of the documents, replacing Guideline with Standard for consistency across all three.

We are confident that the work we did reflects ACRL in its best light and positions its members for positive roles and security going forward. It is very important that ACRL has standards and documentation to support librarians and their institutions so that the academic library remains a valuable and critical academic unit on each campus staffed with the unique talents of its librarians.

Julia Gelfand, Chair

Nancy Fawley

Courtney Mlinar

Christopher Proctor II

and former members: Jan Kemp, Sally Neal, Jessica Brangiel

Faye Chadwell, ACRL Board Liaison