

UW REGULATION 7-631

Regulations of the University Libraries

1. PURPOSE.

To promulgate the regulations of the University Libraries, as adopted by the library faculty.

2. REGULATIONS OF THE UNIVERSITY LIBRARIES

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PART I. MISSION STATEMENT SUMMARY

The University of Wyoming Libraries supports the teaching, research, and outreach needs of UW students, faculty, and staff. They are physical as well as virtual places focused on learning and access to information resources. Additionally the Libraries are a cultural resource for the University and state in providing access to the intellectual capital of the University. In addition, they shall make available their resources and expertise to our state, nation, and the world.

PART II. ADMINISTRATIVE ORGANIZATION

Section A. ORGANIZATION

The University Libraries shall be organized into departments and working groups in order to support the programs and functional needs as defined in the statement of purpose, additional statements of goals and objectives, and the UW Regulations.

Section B. DEAN

The University Libraries shall be headed by a Dean who shall be appointed in accordance with UW Regulations. The Dean shall report to the Vice President for Academic Affairs and shall be responsible for all matters related to the Libraries' programs as developed through stated purpose, goals and objectives, and in accordance with UW Regulations. The Dean shall preside at meetings of the library faculty that s/he calls, encourage faculty development, and make recommendations concerning initial appointments, reappointments, extended term appointments, promotions, and extended term appointment reviews. UW Regulations shall govern the Dean's appointment, evaluation, and possible removal.

Section C. ASSISTANT/ASSOCIATE DEANS

Assistant or Associate Deans are appointed in accordance with UW Regulations. They shall perform such functions as the Dean of Libraries may assign.

Section D. DEPARTMENT HEADS

Department heads are appointed in accordance with UW Regulations to meet staffing and organization requirements in the Libraries. The primary role of a library department head is that of a manager responsible for planning, organizing, staffing, directing, coordinating, budgeting and evaluating within an assigned area.

Section E. LIBRARY COMMITTEES

The Dean of Libraries shall define the roles and responsibilities of library committees and task forces as may be necessary for the accomplishment of the Libraries' stated purpose, goals and objectives. The Dean may then appoint or authorize the election of committees within the Libraries. Committees and task forces required within the divisions and departments of the Libraries may be appointed and charged by appropriate associate/assistant deans or department heads.

PART III. LIBRARY FACULTY

Professional librarians have long been recognized as members of the University Faculty. There are sufficient differences between library faculty and the rest of the University Faculty that certain procedures contained in other UW Regulations must be modified to fit the administrative structure, ranks, or expectations of professional librarians. However, it is the intent of these regulations to adhere to the spirit of the relevant faculty-related UW Regulations and to refer to specific UW Regulations when they apply directly to library faculty.

Section A. MEMBERSHIP

The library faculty shall include the President of the University and the Vice President for Academic Affairs, *ex officio* without vote; the Dean of Libraries; and all members of the University Faculty serving in the Libraries with the ranks of Assistant Librarian, Associate Librarian and Librarian as defined by these regulations. An exception to this provision must be brought to the library faculty and approved by a two-thirds majority of all members of the voting faculty.

Section B. APPOINTMENT, REAPPOINTMENT, PROMOTION, EXTENDED TERM APPOINTMENT, AND EXTENDED TERM APPOINTMENT RENEWAL

1. Library Faculty Ranks

Appointment as a library faculty member requires that an individual have the appropriate terminal professional degree: a master's degree in library science from a program accredited by the American Library Association (ALA), or an appropriate equivalent. Experience must be of a type and length appropriate for the particular position or rank.

The ranking structure for the library faculty is as follows:

ASSISTANT LIBRARIAN
ASSOCIATE LIBRARIAN
LIBRARIAN

New library faculty hires are normally appointed on an annual basis. Mandatory reappointment reviews occur in the first, second, and fourth years of employment; additional reviews may occur in the third and fifth years. Such reappointment reviews will be based upon peer review and evaluation, utilizing the criteria set forth in these regulations and applicable supplemental guidelines adopted by the library faculty. Faculty who hold the ranks of Associate Librarian and Librarian shall be eligible for extended term appointment, as defined in these regulations.

a. Assistant Librarian. This rank designates the beginning level of librarianship and generally requires little or no pertinent experience.

- 1) Master's degree in library science from an ALA accredited program, or an appropriate equivalent.
- 2) Promise as an academic librarian as demonstrated by performance and experience.
- 3) Individuals must be recommended for extended term appointment and promotion from this rank by the end of the sixth year of service in rank, effective no later than the beginning of the seventh year of appointment, or be subject to a terminal contract in the seventh year.

b. Associate Librarian

- 1) Advanced education or experience beyond a master's degree in library science, such as a doctorate, a second master's degree, or an acceptable equivalent combination of library experience, continuing education courses, and related academic experience.
- 2) Demonstration of expertise in librarianship and a high level of creative and analytical ability in performing job responsibilities.
- 3) Evidence of effective teaching, administration, and/or outreach, as defined in the library job description.
- 4) Evidence of sustained research, scholarly activities, or creative activities.
- 5) Leadership in the activities of professional or scholarly organizations, University committees, or civic community groups.
- 6) Evidence of continuing commitment to professional development activities.
- 7) Six years of experience as an Assistant Librarian at the University of Wyoming, or its equivalent, is normally required for appointment or advancement to this rank.

c. Librarian.

Appointment or promotion to this rank is reserved for individuals who have made distinctive contributions over a significant period of time.

- 1) Advanced education or experience beyond a master's degree in library science, such as a doctorate, a second master's degree, or an acceptable equivalent combination of library experience, continuing education courses, and related academic experience.
- 2) Outstanding achievements in areas of professional librarianship.
- 3) Evidence of superior teaching administration, and/or outreach, as defined in the library job description.
- 4) Evidence of significant research, scholarly activities, or creative activities.
- 5) National or regional recognition for leadership in professional or scholarly organizations.
- 6) Evidence of continuing commitment to professional development activities.
- 7) Seven years of experience as an Associate Librarian at the University of Wyoming, or its equivalent, is normally required for appointment or advancement to this rank.

2. Criteria for Reappointment, Promotion and Extended Term Appointment

The main criteria for reappointment, extended term appointment, and promotion decisions are creative development, advancement of knowledge, dissemination of knowledge, and support these facets of the University's mission. Accordingly, the criteria for evaluating the University's library faculty are designed to contribute to the achievement of this goal by the maintenance of high standards of librarianship. A candidate for reappointment, promotion, or extended term appointment must be evaluated on the quality of academic functions s/he is expected to perform. Members of the library faculty must work cooperatively and collegially to accomplish these functions. The evaluations will appropriately recognize the proportionate time expected and allocated to the particular functions by the candidate. The programmatic needs and directions of the University will also be considered in reappointment and extended term appointment cases.

Reappointment, promotion and extended term appointment will be based on the requirements defined in these regulations, and specifics of which may be detailed in guidelines adopted by the library faculty.

a. Practice of Librarianship

1) Librarianship

Librarianship is a multifaceted discipline, encompassing both the public (access services, reference) and technical (acquisitions, cataloging, collection development, systems) sides of information management. Librarians are specialists in providing access to information and

are involved in the development and acquisition of resources, library collections, and information systems. Librarians evaluate, organize and catalog resources to effectively manage and control the bibliographic content of the entire library collection. Librarians also provide research instruction, reference, and advisory services for students, staff, and other faculty.

2) Teaching

Library faculty effectively instruct both individuals and groups, in formal and informal settings, to impart knowledge, skills, and abilities to locate, evaluate, and effectively use needed information. Library faculty use a system inspired by UW Regulations.

3) Outreach

Library faculty should demonstrate involvement in extended degree programs and outreach services by assisting in making the Libraries' resources available off campus to the people of the state.

4) Administration

Library faculty should demonstrate leadership and sound organizational skills in planning, developing and coordinating library activities and programs. They should also demonstrate expertise in motivating and guiding the work of others, in delegating authority and responsibility, and in fairly and judiciously evaluating personnel.

5) Professional Development

Library faculty have the responsibility to continue to improve their professional capabilities by keeping abreast of developments in librarianship and other relevant disciplines through a variety of means, such as workshops, professional programs, coursework or the earning of additional degrees from accredited institutions of higher education.

b. Research, Scholarly Activities, and Creative Activities

Library faculty are expected to continue their education and intellectual development throughout their professional lives. This development is expressed through one or more of the following: creating new knowledge and disseminating this knowledge for review by peers; applying theories, systems, and procedures to new settings; gaining new bodies of knowledge that expand understanding and thus the practice of librarianship; applying knowledge in educating other librarians or others; organizing new knowledge to improve its use by others; and using creative means to communicate new understandings or perceptions to other people.

1) Research

The product of theoretical and applied research in librarianship or other disciplines may appear in print or electronic publications. The quality, not the quantity, of research publications is the most important criterion. Indicators of quality include: media of dissemination (particularly peer reviewing) and impact of publication on the understanding of the appropriate audiences for such publications. Representative categories of research can be found in the supplemental guidelines adopted by the library faculty.

2) Scholarly and Creative Activities

Librarianship is a professional/technical field that works with the content of all academic disciplines and areas of human knowledge. The standard terminal professional degree, as accredited by the American Library Association, is the master's degree in library and/or information science. Scholarly and creative activities include the dissemination of library or disciplinary knowledge to audiences of scholars, professionals, and/or the general public. Representative categories of scholarly and creative activities can be found in the supplemental guidelines adopted by the library faculty.

c. Professional Service and University-Related Activities

Professional service and University-related activities refer to work that draws upon one's academic and professional expertise in serving the campus, community, state, nation, and the world. Representative categories of professional service and University-related activities can be found in the supplemental guidelines adopted by the library faculty.

3. Extended Term Appointment

Extended term appointment may be granted to library faculty who have been hired into extended-term appointments, who consistently perform the responsibilities outlined in their individual job descriptions in a competent, creative and professional manner; who develop a record demonstrating professional development in the Libraries, the University and librarianship; and who are promoted to the ranks of Associate Librarian or Librarian. In the case of an individual being appointed initially to the rank of Associate Librarian or Librarian, a minimum of three years in rank is normally required before becoming eligible for extended term appointment. The criteria that apply to appointment, reappointment, and promotion, as well as the programmatic needs of the library, form the basis for the granting of extended term appointment. Extended term appointments are five years in length.

All extended term appointment decisions for library faculty shall be made in accordance with procedures outlined in supplemental guidelines adopted by the library faculty. The library faculty as a whole shall perform the departmental peer review. In keeping with the importance of this decision, the faculty member's entire career is examined. An accumulation of accomplishments and evidence of potential are both required.

4. Extended Term Appointment Renewal

Library faculty granted initial extended term appointment will undergo annual administrative evaluations. Faculty will undergo an evaluation for extended term appointment renewal, as specified in this regulation and *Guidelines for Extended Term Appointment Renewal: A Library Faculty Supplement to UW Regulations*. The extended term appointment review and renewal will occur in the final year of each five-year appointment. If a library faculty member's extended-term contract is not renewed, the faculty member's employment with the university shall end no later than one year after he or she receives notification of the non-renewal.

5. Promotion in Rank Salary Increase

Salary increases for library faculty who are promoted in rank shall follow the same rules as those established for all university faculty members who are awarded promotions. (See UW Regulations)

Section C. DISMISSAL

Dismissal of probationary library faculty follows the reappointment review process for probationary faculty as prescribed in UW Regulations .:

Library faculty on extended term appointment will undergo annual administrative evaluations. If an annual review results in a rating of “performing below expectations,” the library faculty member will be required to develop and implement a performance improvement plan, subject to the approval of the department head and the Dean of Libraries. Failure to implement such a plan successfully can constitute grounds for dismissal. This provision shall not be interpreted in a manner that violates academic freedom.

Library faculty can also be dismissed for non-renewal of extended term at the end of each five-year term. Aside from non-renewal of extended terms, library faculty on extended term appointments may be terminated for cause and due to bona fide financial exigencies of the University as defined in and in accordance with the procedures provided in UW Regulations.

Section D. SABBATICALS

Sabbaticals may be granted to library faculty with extended term appointment for the purpose of increasing the recipient's professional competence and usefulness to the University. Sabbatical time may be used to enhance her/his practice of librarianship, research, writing, and/or study at a place of the recipient's choosing. Library faculty whose duties are primarily administrative in nature shall also be eligible for sabbatical. Sabbaticals will normally be granted for either a full or a half academic year, although shorter periods are possible. General policies regarding library faculty sabbatical leave are governed by the section, “Faculty Sabbatical Leave,” UW Regulations.

Section E. FACULTY SENATE

Members of the library faculty shall be eligible for nomination and election to the Faculty Senate in accordance with UW Regulations.

Section F. FACULTY MEETINGS

Meetings of the library faculty shall be held on a regular basis, but not less than quarterly. Special meetings may be called as necessary (1) by the Dean of Libraries, (2) on request of the President of the University or the Vice President for Academic Affairs, or (3) by written request of five members of the library faculty. Policies governing the frequency of regular meetings,

selection of officers including the presiding officer and secretary, definition of a quorum, and the conduct of business, will be maintained as supplemental guidelines.

Proposed amendments to this regulation shall be discussed as needed during faculty meetings.

Section G. LIBRARY FACULTY COMMITTEES

The library faculty may establish standing committees and task forces to manage faculty issues and to contribute professional expertise to the management of the Libraries and the University. The faculty may also nominate and/or elect members for library-wide or University-wide committees where membership is restricted to either the library faculty or University Faculty.

1. Standing Committees

The library faculty will approve the establishment of necessary standing committees, including establishing those committee's purposes, organization, and procedures, and elect committee members. Typically, standing committee members select their own committee chairs. All standing committees shall report regularly to the faculty and may advance issues for consideration by the entire faculty whenever appropriate. Documentation for standing committees shall be maintained in an easily accessible location such as the Libraries' Intranet or other shared electronic file. Periodically, the library faculty shall review the continuing need for all standing committees.

2. Task Forces

The library faculty will approve the establishment of necessary limited-purpose, limited-term task forces, including establishing those task forces' purposes and membership, how membership is to be solicited, and how the chair is to be selected. Typically, task forces report back to the faculty and then are disbanded.

PART IV. STAFF

Persons employed by the Libraries and not designated officers, members of the library faculty or student employees shall be appointed and function in accordance with UW Regulations.

Section A. STAFF SENATE

Regular staff employees working at least twenty hours per week shall be eligible for elected membership to the Staff Senate in accordance with UW Regulations.

Section B. STAFF MEETINGS

Staff meetings may be convened as necessary for designated persons within defined areas of responsibility, activity or function, by the Dean, associate/assistant deans, department heads, committee chairpersons or other appropriate authority.

The Dean or the Dean's designee may convene general meetings for all officers, faculty and staff for the purposes of providing a forum for the discussion of issues within the Libraries' organization and programs, for sharing information generally, and for encouraging consultation.

PART V. AMENDMENTS TO THE REGULATIONS

The library faculty at any meeting convened and conducted in accordance with Part III, Section F. hereof may propose amendments to these regulations. Amendments excepting amendments to PART III hereof, may be proposed by written request of at least three members of the library staff, as defined herein.

PART VI. EFFECTIVE DATE

These regulations and any changes, amendments, or additions thereto shall become effective immediately upon the approval by the Trustees of the University of Wyoming.

Source: University Regulation 631, Revision 4; adopted 7/17/08 Board of Trustees meeting