

California State University, Stanislaus Library Retention, Promotion and Tenure Elaborations

The criteria on which retention, promotion, and tenure of library faculty are based reflect the unique characteristics of academic librarianship and the distinctive roles librarians perform to support the university's mission of teaching, learning, and scholarship.

A. Proficiency in Librarianship

Proficiency in librarianship is considered the top priority by the library faculty. As such, review committees must be satisfied that the candidate is effective in performing specific duties within his/her area(s) of specialty at a high professional level, as well as exhibiting a profile of accomplishments that contributes positively to the operation and service mission of the university library. A library faculty member's specialization(s) may include but is not limited to:

- Acquisitions and collection development
- Bibliographic display and control
- Computer systems and web design
- Information literacy instruction and reference service
- Outreach activities
- Special collections and archives

Indicators of high-level professional performance include:

- demonstration of professional knowledge, and initiative and resourcefulness in designing and carrying projects to fruition
- ability to work collaboratively with library and university colleagues in the provision of library instruction and library service
- demonstration of mastery and currency in the use and application of library and information technology and innovations
- evidence of effective classroom instruction (for librarians who participate in information literacy instruction)

The candidate's expertise should also display a breadth of outlook toward academic library operations, purposes, and trends that demonstrates awareness of research and developments in the library field. A record of high-level performance or continuing improvement of performance to a high level is essential for a recommendation for retention. For tenure and promotion purposes, effectiveness in the candidate's assigned area(s) must be at a high level.

B. Scholarship or Other Equivalent Creative Activities

Continuing performance in scholarship and/or equivalent creative activities is necessary for faculty retention, promotion, and tenure in the university environment. Review committees must be satisfied that the candidate is exhibiting progressive growth in this area. A library faculty member's scholarship may encompass contributions to the theory or practice of librarianship as well as contributions in subject areas relevant to the university's curriculum.

The library faculty recognizes the value of peer-reviewed publication and encourages such when this format is deemed the most appropriate. However, because of the applied nature of the library and

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information science field, and the fact that library faculty at CSU Stanislaus engage in it as practitioners, it is not expected that peer-reviewed publication will be the predominate form of the candidate's research, scholarship, and creative activities (RSCA).

Examples of a library faculty member's RSCA [not ranked and not all-inclusive]:

- creative and technological activities (e.g., exhibits, Internet-based resource development)
- evaluative research (e.g., book reviews, serial editorship)
- original published research in differing formats (e.g., books, chapters in books, peer-reviewed or other journal articles, professional publications, and other scholarly output)
- professional presentations (e.g., papers presented at professional meetings, invited participation in research panels, poster sessions, scholarly presentations to groups)
- research activities related to librarianship (e.g., position papers, in-house reports)
- secondary published research (e.g., bibliographies and contributions to reference works)

Assessment of RSCA is based on a variety of factors including but not limited to:

- Selectivity, whether the contribution was refereed, juried, or invited
- The audience addressed, whether national, state, regional, or local
- Breadth, depth, and strength of contribution to the practice of librarianship
- Breadth, depth, and strength of contribution to teaching and learning

C. Professional Preparation

The terminal degree for library faculty as practitioners is the master's from a graduate school accredited by the American Library Association, or its foreign equivalent. Additional graduate degrees in librarianship and/or subject areas should be noted as significant contributions to the librarian's professional preparation.

D. Participation in University Affairs and Community Service

The library faculty considers on-going participation in the governance of the library and the university to be necessary for retention, promotion and tenure. Library faculty who bring their professional skills to the service of the broader communities of which the university is a part (e.g., the CSU; regional and national professional organizations; local and regional communities) shall also be recognized.

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