

5-28-1970

Faculty Status for Librarians

University of Rhode Island Faculty Senate

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Serial Number #69-70 - 73

UNIVERSITY OF RHODE ISLAND

FACULTY SENATE

BILL

Adopted by the Faculty Senate

RECEIVED
UNIVERSITY OF R. I.
JUN - 1 1970
OFFICE OF THE PRESIDENT

TO: President Werner A. Baum

FROM: Chairman of the Faculty Senate

1. The Attached BILL, titled Faculty Status for Librarians

is forwarded for your consideration.

2. The original and two copies for your use are included.

3. This BILL was adopted by vote of the Faculty Senate on May 28, 1970 (date)

4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Trustees, completing the appropriate endorsement below.

5. In accordance with Section 8, paragraph 2 of the Senate's By-Laws, this bill will become effective on June 18, 1970 (date), three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Trustees for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Trustees, it will not become effective until approved by the Board.

May 29, 1970
(date)

Walter C. Inoué /s/
Chairman of the Faculty Senate

ENDORSEMENT 1.

TO: Chairman of the Faculty Senate

FROM: President of the University

1. Returned.

2. Approved _____ . Disapproved _____ .

3. (If approved) In my opinion, transmittal to the Board of Trustees is not necessary.

(date)

President /s/

See over for approval

ALTERNATE ENDORSEMENT 1.

TO: Chairman of the Board of Trustees.

FROM: The University President

- 1. Forwarded.
- 2. Approved.

(date)

President /s/

ENDORSEMENT 2.

TO: Chairman of the Faculty Senate

FROM: Chairman of the Board of Trustees, via the University President.

- 1. Forwarded.

(date)

(Office) /s/


ENDORSEMENT 3.

TO: Chairman of the Faculty Senate

FROM: The University President

- 1. Forwarded from the Chairman of the Board of Trustees.

Approved by Bd. of Regents 4/1/71
(date)
(see attached revised statement)

Regents


President /s/

Original received and forwarded to the Secretary of the Senate and Registrar for filing in the Archives of the University.

(date)

Chairman of the Faculty Senate /s/

Background

Last May, the Library Committee, a standing committee of the Faculty Senate, following deliberations which extended throughout the academic year (1969-70), recommended that the University librarians be afforded faculty status. The committee's report concludes: "Librarians are an organic part of the University community and can best function as professionals as well as contribute more creatively to the University when they are thus rightly recognized as professional members of the University faculty."

The Faculty Senate voted, on May 28, 1970, to adopt the Library Committee's recommendations. I subsequently approved this legislation which was transmitted to me as Faculty Senate Bill #69-70 - 73. However, I deemed it advisable, during the transition from the Board of Trustees to the Board of Regents, to delay forwarding the legislation for action until this time.

Recommendations

In accord with the above, I ask the Board of Regents to approve the following recommendation which will have the effect of according faculty status to the University librarians. They are presented in the form of additions to and modifications in the University Manual (9th Edition). Except for section headings changes are indicated with either underlining of additions or striking out of deletions.

1) 4.11.10. Membership in the University Faculty, also referred to as the General Faculty, shall be based on appointment by the Board of Regents and on direct participation in or supervision of teaching, librarianship, and research within the University or its extension divisions. The General Faculty shall consist of professor, associate professors, assistant professors, instructors and assistant librarians; the President, Vice President for Academic Affairs, academic deans and personnel deans; the University Librarian, the deans, directors and assistant directors of major University divisions, including Summer Sessions, Division of University Extension, research bureaus and experiment stations; and the Librarian.

2) 7.10.10. Rank. There shall be four ranks for the faculty members who are engaged in teaching, librarianship, research and extension as shown in the following table of equivalent ranks.

ORDER OF RANKS

<u>Teaching</u>	<u>Librarianship</u>	<u>Research</u>	<u>Extension</u>
Professor	<u>Professor in the Library</u>	Research Prof.	Extension Prof.
Assoc. Prof.	<u>Assoc.Prof. in the Library</u>	Assoc.Res.Prof.	Assoc.Ext.Prof.
Asst. Prof.	<u>Asst.Prof. in the Library</u>	Asst.Res.Prof.	Asst. Ext. Prof.
Instructor	<u>Assistant Librarians</u>	Assistant.....*	Asst.Ext.....*

*e.g., entomologist, agricultural chemist, home economist, etc.

3) 7.10.13. The holding of academic rank shall be independent of the holding of administrative appointment in the library. To qualify for academic rank, a librarian must have been awarded an advanced degree in library science or a terminal degree in a subject area discipline or have equivalent professional experience.

4) 7.22.10. Criteria for Promotion. (Teaching, Library, Research and Extension Faculties). Promotion shall be based on the extent of value to the University. The prime mission of the University is the discovery and dissemination of knowledge; teaching, research are therefore to be regarded as the most important criteria for promotion. . .

5) 7.50.10--7.53.12. Salary Levels 7.52.11. Librarians who hold faculty rank shall receive salaries comparable with other faculty members in the same rank and shall attain salary levels at least equivalent to the minimum for their ranks by July 1, 1973.

Effective Date

I ask further that these recommendations become effective July 1, 1971.

In addition, I request authority to make any editorial clarifications in the University Manual which may be desirable as a consequence of the adoption of these recommendations.

3/16/71

*See revised statement as approved
by Bd of Regents 4/1/77*

1. That full faculty status be afforded to all qualified librarians who have professional degrees in library service, in a subject area discipline or equivalent professional experience, not later than June 30, 1971.
2. That qualified librarians who are eligible for faculty status receive all the benefits as well as assume all the responsibilities of full faculty members as defined in the University Manual.
3. With respect to salary, that librarians receive the same salaries for an academic year as do other faculty members in the same ranks and where librarians are offered a twelve month appointments, their salaries be adjusted on the same basis as other faculty members.
4. That librarians be eligible for appointment and promotion to higher ranks on the basis of merit. (The holding of academic rank shall be independent of the holding of administrative appointment in the library.)
5. That qualified librarians be eligible to hold additional academic appointments in departments other than the library and that it be possible for qualified members of other departments to be given appointments in the library.
6. That librarians shall have access to grants, fellowships and research funds and be eligible to serve as principal investigators on extra-mural contracts and grants.
7. That librarians have access to the grievance, appeal and review procedures available to other faculty members.
8. That librarians presently employed receive the benefits and discharge the duties appropriate to their ranks. (All promotions made subsequent to the granting of full academic recognition to the librarians shall be subject to the new requirements. No librarians currently employed shall be demoted or suffer loss of income through application of the new standards).
9. The following rank designations --

Current Faculty

Instructor
Assistant Professor
Associate Professor
Professor

Librarians

Assistant Librarian
Assistant Professor in the Library
Associate Professor in the Library
Professor in the Library

(Note: See Manual, 9th Edition, 7.10.10. It is suggested that the University Bulletin carry both job description, i.e. Catalog Librarian. Reference Librarian, etc. and rank, but that the Manual indicate rank only.)

10. That the Manual (4.11.10) be changed to read: Membership in the University Faculty, also referred to as the General Faculty, shall be based on appointment of the Board of Trustees and on direct participation in or supervision of teaching, library service, and research within the University or its extension divisions. The General Faculty shall consist of professors, associate professors, assistant professors, instructors, and assistant librarians; the President, Vice President for Academic Affairs, academic deans and personnel deans; the University Librarian and Associate University Librarian, the deans, directors and assistant directors of major university divisions, including Summer Sessions, Division of University Extension research bureaus and experiment stations.