

**UIC LIBRARY FACULTY
NORMS, EXPECTATIONS AND STANDARDS OF EXCELLENCE
IN RESEARCH, LIBRARIANSHIP, SERVICE**

The University Library Faculty recommends tenure and promotion only for those faculty who possess significant achievement in research, demonstrate excellence in librarianship, and meet unit norms in service.

RESEARCH AND SCHOLARSHIP

The contributions of UIC Library Faculty to the research of their field are judged on the basis of quality and quantity. Quality is most important. Quality is judged by peer evaluation and by the prestige and high standards of the journals or publishers who refereed the candidate's work and accepted it for publication. The Library's expectations for quantity derive from the most recent (1999) national study of productivity of academic librarians. In this study, the UIC Library Faculty ranked among the top five within their peer group -- other research libraries in the United States. To achieve promotion to associate professor, assistant professors must demonstrate that they can independently produce research and publication that will maintain or improve UIC's ranking. This is usually demonstrated by producing four refereed publications during the probationary period and being sole or senior author of three of them. This standard is based on national data for 1993-1997 that show that the top three percent of library faculty produce four refereed journal articles in five years, the top six percent three articles. Equivalent to publication of four refereed journal articles would be four other refereed publications (e.g., chapters in books) or a monograph published by a highly regarded publisher.

To merit promotion to professor an associate professor should have attained a national or international reputation. Leadership in research, outstanding quality of publications, and sustained productivity are essential for promotion to professor.

Much research in library and information science can be accomplished with little or no external funding. External funding available for individual research is limited and extremely competitive. Funding for library programs is more readily available, equally competitive, and often leads to both collaborative and individual research. Proposals for either individual or collaborative research may be favorably reviewed but not funded. Because external funding is so limited, receipt of any grant is very significant.

LIBRARIANSHIP

For library faculty, librarianship is equivalent to the teaching criterion used in the evaluation of faculty in other units.

Librarianship has strong roots in both theory and professional practice. The librarianship component required for retention, promotion, and tenure demands a demonstrated excellence in both individual achievement and collaborative accomplishment. In assessing librarianship, the Library Promotion and Tenure Committee evaluates the contributions, expertise, innovation, and leadership of all faculty members within their respective departments and within the larger University Library setting. The Library has a formal process of peer evaluation of librarianship to assure that each candidate's activities support the mission of the university. This evaluation assesses the quality of the contributions in one or more of the following areas: cataloging, collection development, electronic systems, information services, the preservation of collections, and the design and provision of education programs.

SERVICE

The establishment of a solid service record inside and outside the Library is required. A substantive record of service is judged by its breadth and impact within the Library or the University and at local, national, or international levels. Appropriate service activities include, but are not limited to, the following: appointment or election to office in professional organizations; committee chairmanship; consultation to private, governmental or educational consortiums and institutions; development of continuing education and outreach programs; editorship of refereed professional journals; membership on editorial boards and accreditation teams; serving on grant review panels; and public recognition as an expert in one's field.

Service is essential and an important faculty responsibility. It is a factor in promotion and tenure considerations but it is not sufficient in the absence of a sustained record in research and scholarship and demonstrated excellence in librarianship.

ADDENDUM

The University of Illinois statutes provide for appointment of library faculty in Article VI. In accordance with national standards established by the Association of College and Research Libraries of the American Library Association, the University Library recognizes the accredited master's degree as the terminal degree for library faculty. The UIC Library Faculty has adopted a written set of criteria and procedures for appointment, promotion, tenure, and non-retention that is consistent with university policy described in the University Statutes, Articles IX and X.

Adopted by the Library Promotion and Tenure Committee Dec. 1997; first revised Jan. 2000; second revision approved by the Library Faculty, December 17, 2002.