

**UIC LIBRARY TENURE-TRACK/TENURED FACULTY
NORMS, EXPECTATIONS AND STANDARDS OF EXCELLENCE
IN RESEARCH & SCHOLARSHIP**

Librarianship is a multidisciplinary field of scholarship and practice that is integral to the teaching, research, and service mission of the University. Library faculty bring professional knowledge and expertise to selecting, acquiring, organizing, and preserving materials; teaching information literacy skills and instilling lifelong learning skills; and adapting emerging technologies and practices in innovative ways to best meet the information needs of the academic community. Given the multidisciplinary nature of librarianship, the scholarship and research of library faculty encompasses various forms and methodologies. New and emerging digital technologies and scholarly publication patterns also influence the forms of research and scholarship of librarianship. The University Library faculty values both sole-authored and collaborative work.

UIC Library Faculty recommends tenure and promotion only for those faculty members who show significant achievement in research and scholarship, demonstrate excellence in librarianship, and meet unit norms in service.

RESEARCH & SCHOLARSHIP

The contributions of UIC Library Faculty to the research of their field are judged on the basis of quality, quantity, significance, and impact. 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. Candidates must demonstrate that they can produce research and publication that will maintain or improve UIC's ranking in publication productivity. This standard is based on national data for 1998-2002 that show that the top eight percent of librarians produce three refereed journal articles in five years, while the top three percent produce four articles.

Candidates generally meet the norm by producing refereed journal articles and demonstrating independent scholarship through sole or senior authorship. Equivalent to publication of refereed journal articles would be other refereed publications, such as chapters in books or monographs published by a highly regarded publisher, or published national or international conference proceedings. Additional work displaying original scholarship such as, but not limited to, widely accepted standards; position papers for professional organizations; digital projects, such as software or databases; web-based publications; or instructional media may also contribute to meeting the norm in combination with refereed journal articles. Quality of such work will be evaluated by external experts or by recognized award juries. External funding for research and library program grants is competitive and limited. Favorable review or receipt of any peer-reviewed grant is significant and establishes evidence of scholarly value.

To achieve promotion to associate professor, assistant professors will be continuously engaged in high quality scholarly activity based upon a defined research agenda. The candidate will provide evidence of continued progression and growth in their scholarship. Indications of potential sustained future work should also be evident.

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

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; revision approved by Library Faculty, April 30, 2007.