

ACRL Standards for Academic Librarians Without Faculty Status

Approved by the ACRL Board of Directors, 2007.

Revised by the ACRL Committee on the Status of Academic Librarians and approved by the ACRL Board of Directors on October 21, 2011.

Revised by the Status of Academic Librarians Standards and Guidelines Review Task Force Documents, January 2021.

Approved by the ACRL Board of Directors, April 26, 2021

In order to formally recognize the importance and contributions of academic librarians without faculty status, ACRL endorses these standards. Institutions of higher education and their governing bodies are urged to adopt these standards.

To implement these standards, ACRL shall:

- publicize these standards to college and university administrators and governing bodies, academic libraries, library education programs, library organizations, and agencies that accredit institutions, and
- seek to have these standards formally adopted or endorsed by the appropriate groups listed above.

Academic Librarian status varies widely within community colleges, baccalaureate, masters, and doctoral granting institutions. ACRL supports faculty rank, status, and tenure for librarians but recognizes that not all academic institutions provide faculty status to their librarians. To ensure that their rights, privileges, and responsibilities reflect their integral role in the mission of their institutions, ACRL has developed the following standards for academic librarians without faculty status. This document seeks to unify standards and guidelines for librarians, affirming ACRL's commitment to equity, diversity, and inclusion, regardless of the type of academic institution employing librarians. Appointments made without Faculty Status may offer Academic Status, or single or multiple year contracts to academic librarians.

teaching faculty and/or researchers or different conditions of those responsibilities, dependent on institutional structures. These may include Continuing Appointment, access to special funding for professional development activities of non-faculty appointments or analogous benefits. Librarian titles may parallel faculty ranks or not.

- Librarians without Faculty Status recognized only by or within Library may/may not participate in institutional shared governance; likely have separate compensation and promotion plans and research/scholarship responsibilities and funding. They may be parallel with other employee series within the institution, part of a multi-campus consortia and/or be subject to collective bargaining agreements.
- The academic librarian makes unique contributions to the academic community and to higher education itself. Librarians without faculty status have job responsibilities which include teaching and communication skills, flexibility, and the ability to work collaboratively and independently with other strategic decision-makers and leaders within the institution. Librarians are partners with faculty teaching information literacy concepts and knowledge management skills. Current job descriptions may include general and specialized programming, instructional design, coding and technological skills, fluencies with multiple languages, research and outreach support, assessment, database and web design/management, metadata & bibliographic control, social media, digital scholarship, working with multi- & streaming media and makerspace resources, scholarly communication, data management & curation, archival and special collections management, assessment, equity, diversity and inclusion, and library advocacy tasks in addition to more traditional contributions. Examples of these traIonsiC(k)T(e)4 (s)-1-2 (iC(k)f)-4 (-c)4 wcolumn-2 (e)4 (n(&)-2 (c)4 (ur)(t)-22 (on, a)4 (nd lui)t)-2 (s)-e-2 (t)-2 (Td(th)-2 (a

matched to their educational competencies and the needs of the institution and reflect professional impact and judgment. They should have significant latitude in fulfilling their responsibilities. Supervisory personnel and peers should regularly and vigorously review their performance, who have evidence pertaining to the performance, service, and scholarship of those being evaluated, subject to appropriate institutional policy. Review standards and procedures should be published and uniformly applied; reviewers should have access to all appropriate documentation.

promotion and salary increases should include a peer review at regular annual, biannual, or triannual intervals based on their initial rank and appointment, reflecting previous experience. Librarians should have ranks equivalent to those of the faculty where they are eligible for promotion from Assistant, to Associate to Full Librarian

The academic librarian promotion process must provide protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the librarian's professional performance, including but not limited to race, color, religion or creed, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation, military or veteran status, pregnancy, political affiliation, or citizenship status.

8. Grievance Process

Academic Librarians should have access to timely grievance procedures. These should include a list of grievable issues, procedures to be completed within specified time limits and effective safeguards against reprisal by the institution, or abuse of the procedures by the grievant. They must be consistent with applicable institutional regulations and labor negotiation contracts.
