

## Rank Matrix: Library

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Librarianship	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Degree(s)	Post-MLS Library Experience				
Assistant Librarian	MLS	N/A	Good potential; subject knowledge	Good potential	Good potential	Membership in professional organizations
Senior Assistant Librarian	MLS Additional Masters preferred, not required	2+ years (including a background in a specialized field)	Demonstrating proficiency in specialized field or fields	Beginning to contribute to scholarly pursuits	Participation in university service.	Membership in professional organizations. Remaining current in one's field, and attendance at professional conferences.
Associate Librarian	MLS Additional Masters preferred, not required	5+ years (including a background in more than one specialized field)	Mastery in specialized field or fields	Contributions to scholarship	Solid record of leadership in university service.	Membership in professional organizations. Remaining current in one's field, and attendance at professional conferences.
Continuing Appointment	MLS Additional Masters preferred, not required	6+ years (including a background in more than one specialized field) - can include credited prior service	Mastery in specialized field or fields	Contributions to scholarship	Solid record of university service.	Membership in professional organizations. Remaining current in one's field, and attendance at professional conferences.

## Rank Matrix: Library

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Librarianship	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Degree(s)	Post-MLS Library Experience				
Librarian (Continuing appointment required)	MLS Additional Masters preferred, not required	8+ years (including a background in more than one specialized field)	Demonstrating and providing leadership in specialized field or fields	Solid record of scholarly achievement	Solid record of leadership in university and community service that has a clear impact and is relevant and beneficial to the university.	Membership in professional organizations. Remaining current in one's field, and attendance at professional conferences.

1. All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.
2. To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.
3. To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.