

Library Faculty Ranks¹

Librarian I-

This rank is normally assigned to librarians just entering librarianship with little or no professional library experience but who have been judged to have demonstrated an understanding of the basic tenets of librarianship and a potential for professional growth. The emphasis at this rank is on continuing acquisition of knowledge and skills, demonstration of increased competence and professional development. No professional library experience is required. A Librarian I is not eligible for permanent status.

Librarian II-

Appointment or promotion to this rank signifies that the librarian has demonstrated effective professional knowledge and skills significantly above those expected of a Librarian I. Normally, a minimum of 3 years of professional experience is required. Librarians in this rank are eligible for permanent status.

Librarian III-

Appointment or promotion to this rank signifies that the librarian has mastered the skills, knowledge and techniques of librarianship and has made meaningful contributions to the Library, the institution, the library profession and/or an academic discipline. Normally, a minimum of six years of professional experience is required, three of which must be at a level comparable to the rank of Librarian II at the appointing USM institution. Librarians in this rank are eligible for permanent status.

Librarian IV-

Appointment or promotion to this rank is exceptional. This rank is awarded to those librarians who have made distinctive contributions to the library, the institution, the library profession and/or an academic discipline. This rank normally requires a minimum of nine years of professional experience, at least three of which must be at a level comparable to the rank of Librarian III at the appointing USM institution. Librarians in this rank are eligible for permanent status.

¹ USM By-Laws, Policies and Procedures of the Board of Regents. Policy II-1.00 University System Policy on Appointment, Rank, and Tenure of Faculty, as amended 12/8/2000