

**ARTICLE I - RECOGNITION AND DEFINITIONS****D. DEFINITIONS****56. Terminal Degree.**

- a. In the case of any person first appointed to a position as a member of the bargaining unit at a State College (now State University) prior to September 1, 1988, "terminal degree" shall mean the degree of Doctor of Philosophy (Ph.D.), the degree of Doctor of Education (Ed.D.), or such other doctoral degree (doctorate), other than the degree of Juris Doctor (J.D.), as is granted in and with reference to any specialized discipline or field of learning; provided, however, that a degree, including the degree of Juris Doctor (J.D.), other than a doctorate may be deemed to be a terminal degree for the purposes of this Agreement whenever the Board recognizes any such degree as one customarily regarded by members of any learned profession or field of learning as the final degree qualifying any person for the practice of such profession or for recognition within such field of learning but only to the extent that the holder of any such degree other than a doctorate is employed as a member of the bargaining unit to perform services, including teaching, within the scope of such profession or such field of learning.

The degrees of Master of Business Administration (M.B.A.), Master of Library Science (M.L.S.) or an equivalent Master's degree, including Master of Library and Information Science (M.L.I.S), accredited by the American Library Association (but in all cases only after June 30, 1996), Master of Science in Nursing (M.S.N.), Master of Social Work (M.S.W.), and, for those faculty whose area of teaching is primarily in the creative and performing arts, the Master of Fine Arts (M.F.A.) shall be deemed to stand in lieu of a terminal degree when a bargaining unit member who holds such a degree has earned not fewer than seventy-two (72) hours of graduate credit, including the hours of credit for which such degree was awarded, in the academic or professional discipline in which he/she holds such degree, provided that such credits shall have been earned at an institution or institutions accredited at least to the level of such degree in the academic or professional discipline in question. Any such degree may stand in lieu of a terminal degree only to the extent that the holder of such degree is employed as a member of the bargaining unit to perform services, including teaching, within the scope of the profession or field of learning within which such degree has been awarded.

- b. In the case of any person first appointed to a position as a member of the bargaining unit at a State College or State University on or after September 1, 1988, "terminal degree" shall mean the degree of Doctor of Philosophy (Ph.D.), the degree of Doctor of Education (Ed.D.), the degree of Doctor of Social Work (D.S.W.), the degree of Doctor of Nursing Science (D.N.S.), the degree of Doctor of Business Administration (D.B.A.), the degree of

Doctor of Library Science (D.L.S.) or an equivalent doctoral degree, including the degree of Doctor of Library and Information Science (D.L.I.S.), accredited by the American Library Association, or such other doctoral degree (doctorate), other than the degree of Juris Doctor (J.D.), as is granted in and with reference to any specialized discipline or field of learning; provided, however, that a degree other than a doctorate may be deemed to be a terminal degree for the purposes of this Agreement whenever the Board recognizes any such degree as one customarily regarded by members of any learned profession or field of learning as the final degree qualifying any person for the practice of such profession or for recognition within such field of learning but only to the extent that the holder of any such degree other than a doctorate is employed as a member of the bargaining unit to perform services, including teaching, within the scope of such profession or such field of learning.

After June 30, 1996, the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library and Information Science (M.L.I.S.), accredited by the American Library Association, shall be deemed to ~~be stand in lieu of~~ a terminal degree when a bargaining unit member who holds such degree is employed as a librarian within the unit and has earned not fewer than sixty (60) hours of graduate credit, including the hours of credit for which such degree was awarded, in an academic discipline appropriate to the individual's role as a professional librarian, provided that such credits shall have been earned at an institution or institutions accredited at least to the level of such degree in the discipline of library science. For those faculty whose area of teaching is primarily in creative and performing arts courses, as distinguished from such courses as art history and musicology, the Master of Fine Arts (M.F.A.) shall be deemed to be a terminal degree when a bargaining unit member who holds such a degree has earned not fewer than sixty (60) hours of graduate credit, including the hours of credit for which such degree was awarded, in the creative or performing discipline in which he/she holds such degree, provided that such credits shall have been earned at an institution or institutions accredited at least to the level of such degree in the discipline in question.

## **ARTICLE XX - APPOINTMENT AND PROMOTION**

### **D. APPOINTMENT AND PROMOTION OF LIBRARIANS**

Librarians may be appointed initially at any rank in keeping with the following requirements of this Section D; provided only that no appointment shall be made at the rank of Library Assistant or, after July 1, 2014 the rank of Library Associate. Exceptions to these requirements may be made for sound academic reasons in certain specialized areas and under special circumstances with the approval of the Board of Trustees. Nothing in

these requirements should be construed to prohibit the appointment or promotion of an individual of exceptional talent or accomplishment who does not meet all the stated criteria. In considering candidates for exceptional appointments or promotions, the Board of Trustees or the President, as provided for in Article VIII, shall pay due regard in the alternative to: (a) evidence of the ability of the candidate to render a unique academic contribution to the University, (b) evidence of a candidate's extraordinary competence in the area of his/her discipline or specialty or (c) evidence that the discipline or specialty of the candidate does not customarily demand fulfillment of those academic degree requirements set forth by the Board as minimum criteria for appointment or promotion to each rank.

1. Assistant Librarian

- a. the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association;
- b. evidence of the potential for a successful career in librarianship at an academic or research library; and
- c. demonstrated potential to fulfill the applicable evaluation criteria.

2. Associate Librarian

- a. the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association;
- b. four (4) years of full-time experience as a librarian, at least two (2) of which must have been at an academic or research library; and
- c. in the case of promotion, not less than two (2) years of full-time employment at the rank of Assistant Librarian and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Article VIII of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.

3. Librarian

- a. the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library Science and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association; ~~and a second subject Master's degree from an institution accredited at the level of such degree;~~

- b. six (6) years of full-time experience as a librarian, at least three (3) of which must have been at an academic or research library; and
- c. in the case of promotion, not less than three (3) years of full-time employment at the rank of Associate Librarian and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Article VIII of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.

#### 4. Senior Librarian

a. the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library Science and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association;

~~a. the degree of Master of Library Science (M.L.S.) or Master of Library and Information Science (M.L.I.S.) with a terminal degree designation, from, in all cases, an institution accredited at the level of such degree; or~~

~~ii. an appropriate terminal degree other than the kind described in subparagraph (i) from an institution accredited at the level of such degree, and the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association; or~~

~~iii. the degree of Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library and Information Science (M.L.I.S.), from, in all cases, an institution accredited to grant such degrees by the American Library Association and a second subject Master's degree from an institution accredited at the level of such degree;~~

- b. eight (8) years of full-time experience as a librarian, at least five (5) of which must have been at an academic or research library; and
- c. in the case of promotion, not less than four (4) years of full-time employment at the rank of Librarian and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Article VIII of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.

No librarian shall be a candidate for promotion to any of the foregoing ranks unless, on or before September 1 of the academic year during which he/she is to be evaluated for promotion, he/she shall have fulfilled the criteria (including time requirements) that govern promotion to such rank.

A librarian who holds an appointment at the rank of Assistant Librarian and who is awarded a terminal degree shall, upon the University's being given notice thereof and confirming the same, be granted, with effect on the ensuing September 1, a promotion to the rank of Associate Librarian without its being required that he/she be evaluated for such promotion pursuant to Article VIII.

5. Initial Appointments at the Rank of Librarian or Senior Librarian

Subject to the provisions of Article IX, persons initially appointed at the rank of Librarian or Senior Librarian may be appointed for an initial one (1), two (2) or three (3) year term without tenure, or may be appointed initially with tenure. No person initially so employed may serve more than three (3) years as a librarian, exclusive of a terminal year, without gaining tenure.