

Evaluation of Library Faculty for Tenure,

Allocating funds to best fulfill the Library's mission

Outreach to students, faculty, staff and community users to promote Library services

Implementing programs

Connecting with campus and community groups

Creating and maintaining promotional materials

Utilizing empirical data or other objective measures to assess and improve library collections and services

Administering surveys

Utilizing collection analysis tools

Implementing focus groups

II. Teaching

The libraries at Fort Lewis College are teaching facilities. Library faculty teach through a variety of venues and contexts, including a tiered instruction program integrated into College Composition classes; as guest lecturers or co-instructors at the request of other faculty; through workshops to the campus and wider community; at the reference desk and through other direct contacts.

Evaluation of teaching includes, but is not limited to, the following:

Tiered Instruction

The Library's Tiered Instruction Program integrates teaching research and

Student survey questionnaires after completion of related class research projects
Peer review by course instructors

Workshops

Demand in this area relates to library outreach efforts. Activity in this area depends upon the librarian's professional focus.

Assessment includes

Workshop evaluation questionnaires
Peer review by other librarians.

Individual Instruction (Reference desk assistance, research appointments, etc.)

Librarians teach students and provide instruction to the campus and local community at "point of need" through contacts at Reed Library's reference desk and through other modes of interaction such as online chat, telephone, office

activities whose principle purpose is the

Standards for Appointment, Reappointment, or Promotion in Rank for
the Library Faculty

II. Standards for Promotion from Assistant Professor Librarian to Associate Professor Librarian

To merit promotion from Assistant Librarian to Associate Librarian also must present evidence documenting

- a) excellent performance in librarianship across the range of assigned duties such that he or she has clearly moved beyond the “apprentice” stage of librarianship represented by the rank of Assistant Librarian. To merit promotion to Associate Librarian, members of the library faculty must show that they have become accomplished librarians who can effectively perform their share of the work of the library without the need for substantial assistance or intervention by other members of the library faculty. Such persons will also display the promise of continued development towards meeting the standards for promotion to Librarian.
- b) a record of continued involvement with his or her discipline(s) through active research, as indicated by specific products of sufficient quantity and quality to have received favorable peer review as defined above with the promise of continued involvement in the discipline(s) and development as a scholar.
- c) a record of effective contributions in service. To merit promotion to Associate Librarian, a member of the library faculty must be able to demonstrate that he or she has participated actively in some aspect(s) of the shared work of the faculty. The candidate should be able to point to contributions in service that have made a positive difference within the Library, a school, or the College. More importantly, the candidate’s overall record of service must indicate promise of continued contributions thatc-5()-9(o)-19(-26019(i)-20048>250003>pim)-21()

duties so as to show mastery of the craft in his or her areas of competence. A Librarian is expected not only to display outstanding performance in his or her own areas of responsibility but also, as a reflective practitioner of the craft, to serve as a resource for other librarians in their own work. Even so, a Librarian is expected to show continuing commitment to his or her own professional development.

- b) a record of sustained engagement with his or her discipline(s) that indicates continued development as a scholar beyond his or her accomplishments at the time of promotion to Associate Librarian, with evidence of success in completing some substantial aspect(s) of his or her research. Such evidence will involve products or performances of sufficient quality and quantity to have received favorable peer review. Evidence of continued development as a scholar may comprise more products, better products, or products indicating success in moving into a new area(s) of inquiry. Librarians are also expected to continue their active involvement with their discipline(s).
- c) a sustained record of effective contributions in service. To merit promotion to Librarian, a member of the library faculty should be able to demonstrate substantial contributions in service that have advanced some area of this shared

