

UNIVERSITY OF PITTSBURGH PROPOSAL

January 24, 2023

APPOINTMENT, PROMOTION AND RENEWAL OF LIBRARY FACULTY

I. This Article shall apply to only bargaining unit faculty members appointed to the University Library System, Barco Law Library and Health Sciences Library System (“Library bargaining unit faculty”). Except as otherwise expressly provided in this Agreement, nothing in this Article is intended to exempt Library bargaining unit faculty members from any University policies or other provisions of this Agreement. Appointment of part-time Library bargaining unit faculty shall be in accordance with Article ____ [Appointment of Part-time Appointment Stream Faculty.]

II. Appointment of Full-Time Library Faculty in the University Library System (ULS) and Barco Law Library (BLL)

1. Length of Appointment.

a. Full-time ULS and BLL bargaining unit faculty appointments shall be a period of twelve (12) months.

b. Appointments contingent on external funding will be for a period equivalent to the duration of the funding, and subject to termination based on lack of funding. Notice of such contingency will be provided in the Notice of Appointment.

2. Appointment Term.

a. Initial appointments of full-time ULS and BLL bargaining unit faculty shall be for a 3-year term at the rank of Librarian I or Librarian II, unless appointed to a different rank as set forth in this Section.

b. Initial appointments of full-time ULS and BLL bargaining unit faculty to the rank of Librarian III or Librarian IV shall be for a 5-year term.

c. ULS and BLL bargaining unit faculty members achieving the rank of Librarian II, shall be appointed to a 3-year term appointment. Any renewal of such appointment is subject to Section II.3 of this Article.

d. Bargaining unit faculty members achieving the rank of Librarian III shall be appointed to presumptively renewable 5-year term appointments, subject to Section II.3 of this Article.

e. Bargaining unit faculty members achieving the rank of Librarian IV shall be appointed to presumptively renewable 5-year term appointments, subject to Section II.3 of this Article.

f. All Appointments in this Section shall be subject to the funding contingencies in Section II.1.b. of this Article.

3. Renewal.

a. Full-time ULS and BLL bargaining unit faculty shall be reviewed for reappointment in accordance with the criteria for promotion and evaluation set forth in the University Library System Guidelines for Faculty Librarians and the Barco Law Library Guidelines for Faculty Librarians, as applicable, and shall be notified of non-renewal, as set forth below:

Review Timing	Notification of Non-Renewal Timing
First 3-Year Reappointment Review	4 1/2 months prior to end of appointment
Second 3-Year Reappointment Review	5 1/2 months prior to end of appointment
5-Year Reappointment Review	6 1/2 months prior to end of appointment

b. This Section 3 is subject to the terms of Section II.1.b., regarding appointments subject to funding contingencies.

c. Full-time ULS and BLL bargaining unit faculty appointments may not be renewed for the following reasons: insufficiency of enrollment, curriculum change, restructuring, reorganization or discontinuance of academic/library programs and services, lack of work, lack of funding for funding-contingent appointments, financial resources, misconduct, and performance. The non-renewal of any ULS and BLL bargaining unit faculty member shall not be subject to the grievance and arbitration procedure.

d. Renewals are subject to satisfactory performance as set forth in Article ____.

e. Presumptive appointment renewals and minimum terms of appointments shall not apply to ULS and BLL bargaining unit faculty who have been disciplined or discharged for just cause, retired from the University, ULS and BLL bargaining unit faculty who are subject to a performance improvement plan, or who are appointed as Visiting Librarians.

4. Promotion.

a. Promotion from the rank of Librarian I to Librarian II.

- i. Seven (7) months prior to the end of their appointment as a Librarian I, full-time ULS and BLL bargaining unit faculty will submit to the First 3-Year Reappointment Review for a promotion to Librarian II.
- ii. The criteria and guidelines for promotion from Librarian I to Librarian II are prescribed by the Provost and the ULS and BLL, as applicable.

b. Promotion from the rank of Librarian II to Librarian III.

- i. Seven (7) months prior to the end of their appointment as a Librarian II, full-time ULS and BLL bargaining unit faculty will submit to the Second 3-Year Reappointment Review for a promotion to Librarian III.
- ii. The criteria and guidelines for promotion from Librarian II to Librarian III are prescribed by the Provost and the ULS and BLL, as applicable.

c. Promotion from the rank of Librarian III to Librarian IV.

- i. Any ULS and BLL bargaining unit faculty obtaining the rank of Librarian III may request to be considered for promotion to the rank of Librarian IV.
- ii. The criteria and guidelines for promotion from Librarian III to Librarian IV are prescribed by the Provost and the ULS and BLL, as applicable.

5. To the extent that any of the criteria and guidelines of the Provost and ULS and BLL regarding promotion conflict with the provisions of this Agreement, the provisions of this Agreement shall control.

III. Appointment of Full-Time Library Faculty in the Health Sciences Library System (HSLs)

1. Length and Term of Appointment.

a. Full-time HSLs bargaining unit faculty appointments, including initial appointments, shall be for a period of twelve (12) months. Any subsequent appointment by the Employer after the initial appointment shall be presumptively renewable in accordance with Section III.2.

b. All appointments in this Section shall be subject to funding contingencies and subject to termination based on lack of funding. Notice of such contingency will be provided in the Notice of Appointment.

2. Renewal.

a. Subject to the Bylaws of the University, appointment terms for full-time HSLs bargaining unit faculty shall presumptively renew for a period of one year, except as provided in Section III.2.b, or notice is provided by the Associate Vice Chancellor, Health

Sciences Library System, to such HSLs bargaining unit faculty that they shall not be reappointed, as set forth below.

b. In the event the HSLs bargaining unit faculty's initial appointment ends prior to June 30th, such reappointment may be longer than twelve (12) months to coincide with the fiscal year cycle. In the event that the second appointment term exceeds twelve (12) months, any subsequent renewal shall be for a one year term for July 1st through June 30th.

c. This section is subject to the terms of Section III.1.b, regarding appointments subject to funding contingencies.

d. Full-time HSLs bargaining unit faculty shall be reviewed for reappointment in accordance with the HSLs Guidelines for Faculty Librarians and shall be notified of non-renewal, as set forth below:

Review Timing	Notification of Non-Renewal Timing
Less than 5 full years of continuous service	3 1/2 months prior to end of appointment
At least 5 full years of continuous service	5 1/2 months prior to end of appointment

e. HSLs bargaining unit faculty appointments may not be renewed for the following reasons: insufficiency of enrollment, curriculum change, restructuring, reorganization or discontinuance of academic programs, lack of work, lack of funding for funding-contingent appointments, financial resources, misconduct, and performance. The non-renewal of any bargaining unit faculty member shall not be subject to the grievance and arbitration procedure.

f. Renewals of appointments are subject to satisfactory performance as set forth in Article ____.

g. Presumptive appointment renewals and terms of appointment shall not apply to bargaining unit faculty who have been disciplined or discharged for just cause, retired from the University, or bargaining unit faculty who are subject to a performance improvement plan..

3. Promotion.

a. Promotion from the rank of Librarian I to Librarian II.

- i. After two (2) appointments as a Librarian I, HSLs bargaining unit faculty may apply for a promotion to Librarian II.
- ii. The criteria and guidelines for promotion from Librarian I to Librarian II are prescribed by the Senior Vice Chancellor of the Health Sciences and the HSLs.

b. Promotion from the rank of Librarian II to Librarian III.

- i. After three (3) consecutive appointments as a Librarian II, HSLs bargaining unit faculty may apply for a promotion to Librarian III.
- ii. The criteria and guidelines for promotion from Librarian II to Librarian III are prescribed by the Senior Vice Chancellor of the Health Sciences and the HSLs.

c. Promotion from the rank of Librarian III to Librarian IV.

- i. Any bargaining unit member obtaining the rank of Librarian III may request to be considered for promotion to the rank of Librarian IV.
- ii. The criteria and guidelines for promotion from Librarian III to Librarian IV are prescribed by the Senior Vice Chancellor of the Health Sciences and the HSLs.

4. To the extent that any of the criteria and guidelines of the Senior Vice Chancellor of the Health Services and HSLs regarding promotion conflict with the provisions of this Agreement, the provisions of this Agreement shall control.