

*Miami University Library Personnel Committee
Implementation Recommendations of the new
Libraries Appointment, Rank, and Promotion system (LARPS)*

Librarians currently at Instructor rank without continuing contract:

- Librarians with five or more years of full-time service at Miami without continuing contract may choose either to stay with the old system (grandfather) or adopt the new system. Those who choose the new system, enter at the rank of Assistant Librarian. In addition, they may choose to exclude some or all of their years of service from the probationary period (MUPIM 7.4.D.2, LARPS Section II. B.) and have as many as six years to apply for promotion and continuing contract. Application for promotion to Associate Librarian and continuing contract follows the timeframe of the new system.
- Librarians with less than five years of full-time service at Miami enter the new system at the rank of Assistant Librarian. They may choose to exclude some or all of their years of service from the probationary period (MUPIM 7.4.D.2, LARPS, Section II. B.) and have as many as six years to apply for promotion and continuing contract. Application for promotion to Associate Librarian and continuing contract follows the timeframe of the new system.

In the event a significant number of librarians select the new system and apply for promotion and continuing contract in close succession, the Personnel Committee may set up a system to manage the flow of applications within the agreed upon year.

Librarians currently at Assistant Professor rank without continuing contract

Librarians at the rank of Assistant Professor without continuing contract may choose either to stay with the old system (grandfather) or adopt the new system. If the new system is selected, entry is at the Assistant Librarian rank without continuing contract. Application for promotion/continuing contract follows the timeframe of the new system.

Librarians currently at Assistant Professor rank with continuing contract

Librarians at the rank of Assistant Professor with continuing contract may choose either to stay with the old system (grandfather) or adopt the new system. If the new system is selected, entry is at the Assistant Librarian rank with continuing contract. Application for promotion follows the timeframe of the new system.

Associate Dean at Associate Professor rank with continuing contract

The Associate Dean with the rank of Associate Professor and continuing contract may choose either to stay with the old system (grandfather) or adopt the new system. If the new system is selected, entry is at the Associate Librarian rank with continuing contract. Application for promotion follows the timeframe of the new system.

Dean and University Librarian at Professor rank with continuing contract

The Dean with the rank of Professor and continuing contract may choose either to stay with the old system (grandfather) or adopt the new system. If the new system is selected, entry is at the Principle Librarian rank with continuing contract.

Interim Period

Under the new system, to be elected to the Personnel Committee, a librarian must be at the Associate Librarian rank with continuing contract. In order to review applications, a librarian must be at the equivalent rank - e.g. an Associate Librarian can review applications for the Associate rank; Principal Librarians review applications for the Principal rank.

It's clear that we need an interim implementation plan until we have enough librarians at the Associate Librarian rank with continuing contract.

In academic departments that face these circumstances, the administration looks for a similar department with faculty at a sufficient rank to review promotion and/or tenure applications. The department and administration agree on faculty to ask. Since there is no department similar to the libraries within the university, the university administration suggests that our Dean and Associate Dean review applications for promotion and continuing contract until we have sufficient librarians at the Associate Librarian rank with continuing contract so that a new Personnel Committee can be elected..