

University Library Ranking Structure (page 1 of 2)

	General	Assistant	Associate	Librarian
Introduction	Beginning rank. Little or no professional experience	Has documented reputation in library, university and profession	Performance consistently about the professional norm.	Professional library performance and service has been consistently outstanding.
	Shows potential for growth and promising career.	Is a 3-year or ¾ year probationary appointment.	Consistent service to library and university.	
	A one-year probationary appointment for four years (maximum).	Has a minimum of four years professional experience at UNC or comparable institution.	Minimum of seven years professional experience at UNC or comparable institution.	Minimum of 12 years experience at UNC or comparable institution.
Education	MLS or a graduate degree in special field relevant to position	MLS or graduate degree in special field relevant to the position.	MLS or graduate degree in special field relevant to the position.	MLS or graduate degree in special field relevant to the position.
		Shows evidence of continuing education.	Additional coursework or additional graduate degree desirable.	2 nd graduate degree or Ph.D. desirable.
Professional Service	Begins to serve on departmental, division, library committees and task forces.	Continues to serve on departmental, division, library committees and task forces, assuming increased responsibility and productivity.	Continues to serve on library committees and task forces and often will have leadership responsibility to chair.	Leadership responsibility to chair library committees and task forces.
			Participates in instructional programs.	Membership on university committees.
				Consultant in area of expertise to other libraries.
				Active participation in instructional programs; design and implement new services.

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Professional Growth and Development	Begins to attend local/regional meetings and workshops.	Attends local, regional, and national meetings and workshops.	Continues membership in local, regional, and national organizations and often provides leadership by holding office.	Leadership as officer in state, regional, national organizations.
	Begins membership in professional and scholarly organizations.	Actively participates, organizes, and plans meetings and workshops.	Has established considerable recognized expertise in a defined area of librarianship on a state, regional, or national level.	Recognized expertise and leadership in defined area of librarianship.
Research and Publication	Contributes to library publications, newsletters, etc.	Published articles in state and regional journals.	Publishes articles in state, regional, or nationally recognized journal.	Publishes articles in nationally recognized journals.
	Considers and begins to plan for future publications—i.e., articles, reviews, bibliographies.		Presents papers to state, regional, and national meetings.	Monograph in area of specialization.