

## CRITERIA FOR PROMOTION FROM L3 TO L4

Promotion to Librarian 4 (L4) is granted on the basis of extraordinary achievement in the context of a major university library and reflects a sustained record of exceptional service to Temple University and the profession. In addition to meeting the criteria for Librarian 2 and Librarian 3 (L3), the candidate must have made distinguished contributions to the Libraries, University Press, Temple University, the library profession, and/or an academic discipline that clearly sets the candidate among the top professionals in academic librarianship. The candidate may speak to their full career at Temple and at other institutions where the individual may have been employed when addressing the criteria for promotion to this distinguished rank.

1. Four years as a librarian with a rank of L3.
2. Demonstration of consistently outstanding job performance; this may include annual reports and/or a consistent record of merit awards.
3. Significant and widely-recognized professional activities or contributions to the field, as documented by letters of reference from at least three professional colleagues from outside the university, at least two of which will be supplied by the applicant for L4 and one of which will be solicited by PARA from an expert not personally acquainted with the applicant. If warranted, PARA may consult with the applicant to provide suitable names for consideration.

The candidate must demonstrate a broad range of substantial professional contributions. The examples below are not prescriptive, but are strong suggestions that reflect the different areas of focus in librarianship. A successful candidate should be able to include a variety of experiences similar to those recorded below, representing a number of different areas of professional activity.

- holding of elective professional organization positions
- serving in a significant chair role or leadership position of a national or international professional organization, interest, user, or working group
- demonstrating impact on the broader Temple University community through leadership and service
- serving as host or program chair for a regional or national conference
- completing additional advanced degrees or work-related certifications
- fulfilling speaking engagements at the regional and national level
- teaching in a credit-bearing academic program or through a professional continuing education organization
- presenting frequently at national or international professional conferences, or interest, user, or working group meetings
- publishing whitepapers, peer-reviewed articles, book chapters, or monographs
- managing a significant research project
- receiving grants or fellowships to pursue projects related to academic librarianship, a specific disciplinary research topic, or other professional activity collaborating on grant projects with community partners
- developing widely recognized professional resources and training materials

- offering expertise as a consultant
- creating new systems or tools adopted beyond the Temple University Libraries and University Press
- serving as a frequent and respected contributor to professional discourse such as topical discussion lists, social media, or other forums related to academic librarianship and its various areas of specialization