



Libraries

**Academic Assembly of Librarians
Ad Hoc Committee on L3 to L4 Requirements
2020-2021 Annual Report Update**

The Ad Hoc Committee on L3 to L4 Requirements consisted of Leanne Finnigan (MADS), Josue Hurtado (SCRC), Jackie Sipes (Admin), and Erin Finnerty (ACQ) as Chair. The committee was charged with “recommending to the Academic Assembly of Librarians and the Dean of Libraries the requirements for achieving L4 level per the side letter of the 2019-2023 TAUP contract...”

As per the provided timeline, the Ad Hoc committee had from January – April 10, 2020 to “investigate promotion requirements at comparable institutions, seek feedback from librarians at Temple University, and recommend requirements for promotion to the AAL Steering Committee.” Please view the 2019-2020 Annual Report for full details of this process.

The AAL Steering Committee reviewed the materials provided by the Ad Hoc Committee on L3 to L4 Requirements and submitted the recommended criteria to Dean Lucia on April 15, 2020. Library Administration distributed their proposed revisions to the AAL listserv on September 8, 2020. The ad hoc committee and Steering Committee (AH/SC) decided to work together moving forward since the FY21 AAL Steering Committee composition created member overlap with the ad hoc committee. The AH/SC created and distributed an online survey on October 02, 2020 to gather feedback from AAL members about the L4 criteria revisions made by Library Administration. The survey results were discussed at the November 10, 2020 General Assembly meeting. Dean Lucia and the AAL membership were able to come to consensus on most of the criteria revisions during that meeting. Any outstanding issues were set aside for further analysis by the AH/SC committee. Dean Lucia generously offered to extend the submission deadline for AH/SC to November 25, 2020 which would decrease his timeline to produce the final, written guidelines to three weeks.

The AH/SC committee submitted their final revisions to Dean Lucia on November 24, 2020. Dean Lucia provided his final written guidelines on December 16, 2020, writing “...These can be adopted as formal policy in accord with the TAUP contract side letter. Thanks to everyone who was involved in a very positive and thoughtful process that has yielded a result that I think we all believe will provide helpful guidance for TAUP librarians as they seek professional advancement in the years ahead.” The [finalized document](#) was presented to General Assembly at the January 12, 2021 meeting and distributed by Leanne Finnigan, Steering Committee chair, in an email thereafter.

Respectfully submitted,

Erin Finnerty, Chair
Leanne Finnigan
Josue Hurtado
Jackie Sipes
May 10, 2021