

**Academic Assembly of Librarians
Ad Hoc Committee on L3 to L4 Requirements
2019-2020 Annual Report**

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 Sideletter 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.” The committee first compiled and reviewed examples of promotion criteria from other academic Libraries. We also interviewed Dean Lucia, Stephen Bell, Richie Holland and other staff who supervise TAUP librarians. We created and distributed a Google Form to collect feedback from AAL members, as well as a separate Form for the Learning and Research Services Heads to use. The feedback we received from the interviews and Google Form questions combined with the information gathered from reviewing criteria at other institutions informed our creation of a first draft of the new criteria for promotion from L3 to L4.

We made the first draft available for comments and shared the information to the AAL listserv. We also encouraged our colleagues to contact us in person, via email, or over the phone if they had any additional comments or thoughts on the draft. Several colleagues took us up on this offer. The committee then evaluated all first draft feedback to inform our edits for the final draft of the criteria. We submitted the final draft to AAL Steering Committee on March 17, 2020 and provided explanation and context for our decision making at that meeting. The Ad Hoc committee then wrote and submitted an additional document to the Steering Committee with observations and recommendations that might be useful in possible future discussions and negotiations with Library Administration regarding L4 criteria.

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. Per the side letter, Library Administration should submit preliminary written guidelines to Leanne Finnigan and the 2020-21 Steering Committee for AAL review and comment by September 16, 2020.

Respectfully submitted,

Erin Finnerty

Erin Finnerty, Chair
Leanne Finnigan
Josue Hurtado
Jackie Sipes
May 12, 2020