

Univ.	Description	Grandfathering?	Mandatory?	Criteria for qualification	Decision external or internal?	Who does internal review?	Tied to promotion?	URL for documentation?
Arizona	We have 2 types of employment status for professionals--Continuing status eligible (CE)and year-to-year.(Y-Y) Most librarians are CE and have ranks. We have lately begun to fill more positions with the Y-Y status (in our Center for Creative Photography which is part of the library--there are professional Curators--those hired years ago were afforded Y-Y with rank I don't think we current give a rank.)	25 years ago when we did this, the librarians who had full faculty tenured were grandfathered in as such--then we started with those who did not have tenure.						
Buffalo	Two tracks: "Professional" and "Faculty." Both have cont. apptmt after 7 years, but faculty track has more stringent requirements, including external review of dossier. Both are "up or out" in 7 years. (Basically, the Faculty track has true tenure, though it is referred to as continuing appointment.) N.B. <i>Granting</i> of continuing appointment is a separate process from promotion in rank for both tracks-- <i>onlygranting</i> of continuing appointment is discussed in the following columns. However, tenure for the faculty track is <i>tied to promotion</i> , as it is for teaching faculty. ("Tying	Unknown (to Buffalo librarians who supplied the information).	Yes	Job performance is the main criterion for those on Professional track; true for Faculty as well, but they also have a research & publication requirement	Internal for professional; internal AND external for Faculty	The "Unit Head" (Dean or Director of Libraries initiates; input is received from the library Apointment Promotion & Tenure Committee.	Not for Professional track; yes for Faculty (see column 1).	PDF documents provided and available elsewhere.
UC-Davis	Librarians are not eligible for 'tenure' but are hired in what is called 'potential career status' and after successful advancement may be granted 'career status.'	The basic process has not changed, although local procedures have been revised over the						
Iowa		No change in the process.	Yes	Publication/presentations/participation in professional organizations; Job performance; Years of service	Both			
Michigan	Librarians are considered "primary faculty" (as opposed to teaching faculty). All go through an 18-month probabationary period; upon successful completion of that, continuing appointment is granted.	Went from administrative review to peer review. Went from ability to promote only once to ability to promote up the full ranks.	Automatic.	Periodic administrative review to ensure successful completion of job duties.	Internal.	Library administration	No.	Not available.
Uwash	Beginning librarians and those appointees with less than 6-9 years experience are appointed without continuing status (we call it provisional status). Eventually they will come up for review for a continuing appointment. So my answer above implies that all librarians will eventually have contining appointments - but not immediately.	We did adopt a revised Librarian Personnel Code in 1998 but the key features of rank, status, promotion, etc were only clarified, not changed.						

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Wisconsin	None of those answers actually match. We have annual appts.(no contracts) that may be one year with or w/o renewal, multi year, a rolling horizon(ongoing, requires written notice to end but end may be related to funding as well as performance) and indefinite appointment (close to tenure - appointment is indefinite and may only be ended for performance or end of program and/or funding)See http://wiscinfo.doit.wisc.edu/acstaff/ASPP/TOC.htm for full detail on appointment type and job security.							
Pitt	We have a 3rd and 6th year peer review system, which leads to "Expectation of Continuing Employment." Librarians have faculty status, and four ranks (Librarian I-IV). Archivists have MLS degrees and are hired as librarians.	Librarians can be hired with the expectation of continuing appointment, if they meet the criteria for Librarian III. They do have "non-expectation" positions, though.	Looks like it is -to Librarian III (and your 2nd reappointment review) but not to Librarian IV	3 years experience at current rank; Job performance; Prof dev't/contributions (I like that they specify that in terms of pubs., it's quality over quantity); Library/University/and Community service	Internal	A Peer review committee: "The PRC consists of nine faculty librarians elected for two-year terms, four or five of whom shall be elected in alternate years in at-large elections. Only faculty librarians who have earned expectation of continuing employment are eligible to serve on the PRC."	Yes and no. There are two reappointment reviews, and the promotional reviews for Librarian II and III are usually held concurrent with the reappointment reviews.	http://www.library.pitt.edu:8000/manuals/prc.html
Uconn	After one year probationary period, all librarians receive continuing appointment or a terminal contract		Yes	Satisfactory performance evaluations	Internal	Supervisor and Head of Human Resources	No	
Ariz. State	All academic professionals in system have continuing appointment. After a probationary period (as long as 4 years for associates and 6 years for assistants), the librarian must attain continuing appointment		Yes	Position effectiveness, Professional contributions, and Service (Institution/Profession/Community)	External	Combination of individual supervisors and two panels of peers (all specially formed to handle CA review)	No	
Yale	"tenure-like review"		Yes	Job performance,	Internal	Promotion rev.	Yes	http://www.library.yale.edu
Uva	Initial 3-yr contract, light review, then another 3 year contract. If successful, then granted continuing appointment. If not, then 1 yr.		Yes	No documentation/portfolio is required.	External	Ad-hoc committee of 2 law faculty	No	

Uchicago	Promotion from <i>Associate Librarian</i> to <i>Senior Librarian</i> rank is required for continued employment at The University of Chicago Library, so it seems continuing appointment is granted once someone is promoted to the highest rank.		Yes	Performance, and demonstration of development as a professional	Internal		Yes	http://www.lib.uchicago.edu/staffweb/depts/persbudg/traindoc/APRevised.doc
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