

School of Law
Faculty Meeting
April 7, 1975
4:00 p.m., Conference Room

MINUTES

Present: Adler, Blackwell, Coleman, Desiderio, Ellis, Evans, Fink, Flickinger, Goldberg, Greenfield, Hart, MacPherson, Martinez, Minzner, Muir, Ragsdale, Reynoso, Romero, Sanchez, Simson, Teitelbaum, Utton, Valdespino

Dean Hart called the meeting to order and attention was given to the following:

1. Minutes of the meeting of March 3, 1974, were approved.
2. Moved and seconded that the substitute Guidelines, Section V. Appointment to the Law Library Faculty, proposed by the librarians, be adopted. Approved, as amended. (See attached.)
3. Motion made, seconded, and unanimously passed that:

The law school faculty formally requests that Ferrel Heady, President of the University, appoint a University-wide committee to review the advisability of professorial ranking of all professionals, including all librarians, within the University.

The law school faculty has voted to grant professorial ranking to the law school librarians. However, that was done only because of the fairness involved in giving law librarians equal rank with other librarians on the campus. To prejudice the law librarians is not acceptable.

The law school faculty questions the organizational wisdom of giving professorial rank to librarians or any other professionals who are employed on a full-time basis at the University.

4. It was moved that dead week be apocopated, allowing three more days of classes. Motion failed.
5. The faculty voted to invite Robert Jones, Director of the Title VII grant, to faculty meetings.
6. Dean Hart spoke concerning the Bondurant will and the Woodward trust and their effect on our scholarship program.

Meeting adjourned.

Respectfully submitted,

Louise R. Camp

Louise R. Camp
Secretary

University of New Mexico
School of Law Library Faculty

Guidelines

Accepted as amended
April 7, 1975

The UNM School of Law Faculty approves the following policies for the School of Law Library:

I. General.

The primary function of the School of Law Library is to serve the study, reference and research needs of the law school faculty and student body. All policies and powers made and exercised by the chief librarian or by members of the library staff are to be made with the express or implied approval of the law school faculty.

II. Law Library Division.

There shall be established in the UNM School of Law a Law Library Division. All employees and staff in the law library shall be considered part of the Law Library Division.

III. Governance of the Law Library Division.

The Law Library Division shall be administered by a chief librarian appointed by the law school faculty and responsible to the Dean of the School of Law. The chief librarian shall have the authority to make final decisions with respect to all matters involving the operation of the Division and shall serve as the chairperson of the Division.

IV. Faculty Status and Faculty Titles.

All professional librarians employed in the School of Law Library shall have faculty status within the University and shall be governed by the Faculty Handbook of the University subject to special rules adopted in this statement of policy.

A. Full-time professional librarians in the School of Law Library shall have teaching faculty status within the University. Such persons shall be given one of the following titles upon appointment in addition to other titles they may be given:

Instructor, Law Librarianship;
Assistant Professor, Law Librarianship;
Associate Professor, Law Librarianship;
Professor, Law Librarianship.

B. Permanent part-time, visiting or temporary professional librarians in the School of Law Library shall have non-teaching faculty status within the University. Such persons shall be given the title "Associate in Law Librarianship." Ordinarily permanent part-time professionals will be given one year renewable contracts. Although tenure rights and sabbaticals will not be available to persons receiving this title, permanent part-time professionals will be expected to meet the job performance criteria as defined for permanent full-time professionals in the section of criteria for tenure.

C. Recommendations for appointment, promotion and tenure will be made in accordance with the procedures of the Law Library Division by the chief librarian to the Dean of the School of Law.

V. Appointment to the Law Library Faculty.

A. Definition of ranks.

Instructor: M.L.S. or J.D. with no experience.

Assistant Professor: M.L.S. or J.D. with three years professional library experience.

Associate Professor: M.L.S., additional subject masters degree or J.D., and seven years professional library experience.

Professor: Satisfaction of degree requirements for Associate Professor, ten years professional library experience, five of which must be law library experience, and significant demonstrated knowledge of the content of the law. Ordinarily such knowledge will be established by receipt of the J.D. degree; however successful completion of a significant course of legal study or experience may also constitute sufficient evidence of knowledge.

Demonstrated superior professional ability is an indispensable qualification for appointment to the ranks of Associate Professor or Professor.

VI. Promotion.

Each librarian is eligible for merit increases and promotion through the ranks from instructor to professor if professional growth and ability is demonstrated. Change in position need not be involved.

Criteria for promotion in order of importance:

A. Fulfill appointment requirements of the next higher rank.

B. Professional competence and quality of service within the Library and to the School of Law as measured by annual written evaluations by the chief librarian, professional peers and the library staff.

- C. Activity outside the library in professional organizations; particularly in American Association of Law Libraries, Special Libraries Association and other organizations supporting the development of law librarianship.
- D. Evidence of creative scholarship contributing to law librarianship including relevant additional educational achievement, involvement in programs of advanced study or courses taken toward improvement of subject knowledge, attendance at related workshops, seminars, etc.
- E. Personal characteristics as defined by the University of New Mexico Faculty Handbook.

VII. Tenure.

All library faculty are retained and promoted in light of their continuing professional growth and value to the School of Law, the Library, and the University. It is recognized that tenure is a long-range commitment of university resources and deserves the most careful scrutiny.

Criteria to consider:

- A. Job performance.
- B. Professional growth.
- C. Service.
- D. Personal characteristics.

Not all faculty members excel in each of these areas, but demonstrated excellence or promise in either of the first two will constitute the chief basis for tenure.

Criteria for job performance:

1. Measured by annual written evaluations by the chief librarian, professional peers, and the library staff.
2. Measured also by law faculty evaluations (where appropriate) at the time of tenure decision.

Criteria for professional growth:

1. Highly motivated toward fulfilling job responsibilities and developing the profession of librarianship.
2. Contributions to profession of librarianship including participation in professional library organizations.
3. Academic work in law-related areas of study.
4. Evidence of personal commitment to the development of the School of Law Library.
5. Potential for continual growth in law librarianship.
6. Evidence of creative scholarship contributing to law librarianship.

Service and personal characteristics are defined in the University of New Mexico Faculty Handbook.

VIII. Appointment to the School of Law Faculty.

The chief librarian will be a member of the School of Law Faculty, and will have a law degree and be a professional librarian. He or she will have one of the titles normally used by the School of Law in appointing faculty members. The Dean and Faculty of the School of Law will consult with the law library faculty on matters of appointment and tenure for the chief librarian.

Other professionals in the library will not be members of the School of Law Faculty unless specifically given such status by action of the law faculty and appropriate university officials.

THE UNIVERSITY OF NEW MEXICO

DATE: April 2, 1975

TO: Dean Hart

FROM: Sandra Coleman *SC*

SUBJECT: Faculty status for librarians - revised guidelines

After the extended discussion and guidelines revision at the recent faculty meeting on faculty status for librarians and upon your suggestion, I reviewed the section on Definition of ranks with members of the library professional staff and with several faculty members. There was general agreement that the Definition of ranks needed further review and that the changes which were accepted for this section created further problems.

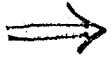
We are therefore proposing adoption of a substitute Definition of ranks section as defined on the attached page.

Recommended changes address themselves to the following points:

1. Stringency of experience requirements.
2. Inability to define or measure in meaningful terms a "subject specialist in law or law librarianship".
3. Desire to maintain emphasis at the professorial level on knowledge of the substantive content of the field.
4. Need to incorporate alternative methods by which this knowledge may be demonstrated.
5. Desire to maintain second degree requirement in response to demands of general profession of academic librarianship.

Will you please re-introduce the topic to the Faculty and recommend adoption of the proposed substitute for Definition of ranks? I will be happy to discuss these recommendations further with you if you so desire.

cc: Fink
Walden



Law Library Faculty Guidelines as accepted by Law School Faculty 3/10/75

V. Appointment to the Law Library Faculty.

A. Definitions of ranks.

Instructor: M.L.S. or J.D. with no experience.

Assistant Professor: M.L.S. or J.D. with three years of professional library experience after the degree is received.

Associate Professor: M.L.S., additional subject masters degree or J.D., and seven years professional experience after the M.L.S. degree.

Professor: Satisfaction of degree requirements for Associate Professor, J.D. degree or a Ph.D. degree in a law related area or satisfactory development as a subject specialist in law or law librarianship, and ten years professional law library experience.

Demonstrated superior professional ability is an indispensable qualification for appointment to the ranks of Associate Professor or Professor.



Substitute Guidelines proposed by librarians 4/1/75

V. Appointment to the Law Library Faculty.

A. Definition of ranks.

Instructor: M.L.S. or J.D. with no experience.

Assistant Professor: M.L.S. or J.D. with three years professional library experience.

Associate Professor: M.L.S., additional subject masters degree or J.D., and seven years professional library experience.

Professor: Satisfaction of degree requirements for Associate Professor, ten years professional library experience, five of which must be law library experience, and demonstrated knowledge, by receipt of the J.D. degree, successful completion of substantial quantities of law school course work, or otherwise, of significant substantive content of the field of law.

Demonstrated superior professional ability is an indispensable qualification for appointment to the ranks of Associate Professor or Professor.