

Article 51.00 Appendix III

LIBRARY REVIEW COMMITTEE PROCEDURE FORM

This Procedure Form is a procedural requirement intended to aid LRCs in satisfying their obligations to the URC, especially as pertaining to Article 12.31, 12.42 (b) (i) and 12.43 (b) that generally require: (12.31) *“that the DRC/LRC has followed proper procedure, has used the appropriate criteria and qualifications, as identified in the table below, and that the criteria are applied consistently across the Academic Units.”*

	Procedure	Criteria and Qualifications
Librarians and Archivists	51.10 and 51.20	51.80 and 51.90

The Procedure Form is subject to the terms and conditions of the Collective Agreement which take precedence over the Procedures Form. If any part of the Procedure Form is at variance with the terms and conditions of the Agreement, the Procedure Form shall stand corrected by those terms and conditions.

Candidate: _____
 Application: _____

Members of LRC:
 UL/Replacement _____
 Head/Replacement _____
 Cognate _____
 Dept. Member/Cognate _____
 Dept. Member/Cognate _____
 Dept. Member/Cognate _____

Enter Y (Yes), N (No), or N/A (Not Applicable) in the far left column as appropriate.

LRC Procedures		
	51.10, 51.22 (b)	This LRC was properly constituted.
	51.22 (b)	Candidate’s application is complete.
	51.22 (b)	Candidate was given 5 working days to resubmit if incomplete.
	51.22 (c)	Eligible members of the Sector were invited to submit their views in writing on the suitability of the application, when dossier complete.
	51.22 (d)	Candidate had 3 working days to see any additions to the dossier before meeting with the LRC.
	51.22 (e)	Candidate was invited to a meeting to discuss contents of the dossier.
	51.22 (e)	Candidate chose to be present at the meeting.
	51.22 (e)	Candidate chose to be accompanied by an Employee advocate.
	51.22 (f)	Candidate was given the opportunity to respond to concerns about the dossier.
	51.22 (e)	LRC considered its decisions in camera.
	51.22 (a)	LRC rendered its decision without considering anonymous material, as defined in Article 1.05.
	51.24	LRC considered only material within the candidate’s dossier (including that added by 51.22) when rendering its decision.
	51.22 (g)	LRC based its decision on the contents of the candidate’s dossier and the terms and conditions of the Collective Agreement.

51.25	LRC decided its decision by simple majority.
51.26	LRC sent an initial Decision Letter (DL) to the candidate at least 5 working days before LRC forwarded its decision to the URC.
51.26	Initial LR recorded the LRC's decision and summarized views expressed by members of LRC both for and against the decision.
51.26	Candidate had 5 working days to reply to the initial DL to correct errors of fact before LRC forwarded its decision to URC.
51.26	LRC revised the LR, if necessary, before forwarding to URC.
51.26	LRC copied its LR to the candidate.
51.26	LRC advised candidate of their right to write to the URC at this time.
Responsibilities to URC	
12.31	DL R demonstrates LRC's decisions adhere to criteria and qualification of 51.80 and 51.90.
12.31	DL R provides information sufficient for considerations of URC in 12.42 (b) (i) and 12.43 (b).
51.27	Secretary of the LRC forwarded minutes of its meetings and the candidate's dossier and the signed LRC procedure form to the Chair of the URC.
Checklist A: Candidate's Dossier	
51.03 (f)	Dossier is provided in pdf or MS Word document.
51.03 (f)	The dossier includes a table of contents listing every document in dossier with unique index code.
51.03 (a)	The dossier includes CV that conforms with Appendix II.
51.03 (b)	The dossier includes a copy of Letter of Appointment.
51.03 (b)	The dossier includes any other letters relating to candidate's responsibilities.
51.03 (c)	The dossier includes an appropriate letter of application.
51.03 (d)	The dossier includes Career Development correspondence since initial appointment or last promotion.
51.03 (d)	The dossier includes Career Development records since initial appointment or last promotion.
51.03 (d)	The dossier includes a copy or copies of Sabbatical reports since initial appointment or last promotion.
51.03 (e)	The dossier includes other material deemed pertinent by the candidate.
51.03 (f)	Contents of dossier were confirmed by candidate and Chair of LRC.
51.03 (f)	Electronic copies of the dossier submitted to the Secretary of the URC.
Checklist B: Criteria for Continuing Appointment and Promotion	
51.80	The LRC makes its decision based on the criteria for continuing appointment and promotion established by Article 51.80.
51.83	The 4 criteria for assessment were academic qualifications, performance as a Librarian or Archivist, scholarly activity, and service.
51.83	All factors are present to some degree in the candidate's application.
51.83 (a)	The Candidate's dossier provided evidence of possession of an ALA-accredited MLS or MAS or its equivalent.
51.83 (b)	Performance was evaluated in areas of performance as a Librarian or Archivist, scholarly activity, and service, irrespective of time in rank.
51.83 (b)	Performance was evaluated in relation to the annual Career Development meetings as a primary source of information in assessing evidence of qualifications.
51.83 (b)	Performance was evaluated in relation to other materials provided under Article 51.03.
Checklist C: Qualifications for Continuing Appointment and Promotion	
Continuing Appointment	
51.92 (a)	The candidate has demonstrated possession of an ALA-accredited MLS or MAS or its equivalent (see 51.83(a)).

51.92 (b)	The candidate has demonstrated evidence of satisfactory performance as a Librarian or Archivist.
51.92 (c)	The candidate has demonstrated evidence of involvement in scholarly activity.
51.92 (d)	The candidate has demonstrated evidence of participation in service activities that contribute to the functioning of the University.
Promotion to Librarian III/Archivist III	
51.95	The candidate has demonstrated a record of accomplishment.
51.95 (a)	The candidate has demonstrated evidence of a positive record of performance as a Librarian or Archivist.
51.95 (b)	The candidate has demonstrated evidence of accomplishment in the profession or a relevant academic discipline related to their work to be demonstrated by scholarly or professional activity.
51.95 (c)	The candidate has demonstrated evidence of service to the University and discipline-related service to the academic, professional, or broader community.
Promotion to Librarian IV/Archivist IV	
51.96 (a)	The candidate has demonstrated evidence of a high record of performance as a Librarian or Archivist.
51.96 (b)	The candidate has demonstrated, by scholarly or professional activity, evidence of significant contributions to the profession or a relevant academic discipline to their work.
51.96 (c)	The candidate has demonstrated evidence of service to the University and academic community and/or the profession and/or the community, such as contributions of leadership and innovation involving decisions and policies that have had a major beneficial influence.

In accordance with Articles 12.22 (b) and 12.27, I hereby submit the completed LRC Procedure Form:

Dated: _____

Signed: _____
Secretary of the LRC