

Revisions to *Policies for Librarians*

CONFIDENTIAL

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UNIVERSITY OF
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Highlights

- Role of the Librarian
- Grievance Procedure
- Search Procedures: posting and role of search committees
- Educational requirements
- Criteria for promotion

Highlights (Continued)

- Permanent Status
- Termination provisions
- CLTA's
- Senior Librarian positions
- Research or Study leave included in the MOA
- Letters of Understanding – RSL for Scholar's Portal Recurring-Term Appointment Librarians (SPRTL's), Secondments, Scholar's Portal Librarians on CLTAs

Transition Framework Highlights

- Appointed permanent status stream librarians (appointed prior to January 01, 2024) who undergo a permanent status review prior to January 01, 2024 will do so in accordance with the criteria and procedures in the 1978 PFL.
 - Appointed permanent status stream librarians who undergo a permanent status review on or after January 01, 2024, will, by default, undergo a permanent status review in accordance with the criteria and procedures in the 1978 PFL; however, where the librarian requests, in writing, they may elect to undergo the permanent status review in accordance with the criteria and procedures in the 2024 PFL.
 - Permanent status stream librarians appointed on or after January 01, 2024, who undergo a permanent status review will be subject to the criteria and procedures in the 2024 PFL.

Transition Framework (Continued)

- Searches for new librarians and for department heads/senior librarian administrators commencing prior to January 01, 2024 will follow the 1978 PFL, those commencing after January 01, 2024 will follow the terms of the 2024 PFL.
- All three new Letters of Understanding will take effect on January 01, 2024.
- The five-year term for the LOUs on Research Leave or Study Leave for SPRTALS and on Secondments will commence on January 01, 2024, and end on December 31, 2028.
- Requirement to post librarian positions on the University of Toronto job posting website to be implemented by December 01, 2023.

Timelines

- Fall 2023
 - UTFA Council – November 2023
 - U of T Governance Cycle 2 – December 18, 2023
 - UTL is working to have all postings on the U of T website, careers page this month.
- After Governing Council Approval
 - Publicly posted on December 21, 2023.
- **Policy Effective Date: January 1, 2024**
 - Exceptions in the transition framework.
 - VPFAL support for UTL through transition.

Questions?