Newly hired visiting academic personnel in the Library will be appointed as Academic Professionals if their entire responsibilities are 100% librarianship. Newly hired visiting academic personnel having responsibilities that encompass research and service in addition to librarianship will be appointed as faculty.

For the transition period, August 16, 2007 through August 15, 2008, visiting academic personnel appointed prior to August 2007 will continue in their current arrangements until the end of their appointment period. Each current visiting faculty or academic professional should meet with their supervisor and determine the division of their responsibilities and forward the job description to the Executive Committee (EC) for review. The Executive Committee will then either confirm the arrangements, or recommend discussion with a designated EC representative. Once agreement has been reached about the focus and responsibilities for each position, a letter of clarification/confirmation will be sent to the individual.

As a guideline, the current percentage breakdown of job responsibilities for tenure track faculty should be used also for visiting faculty:

<table>
<thead>
<tr>
<th>Librarianship</th>
<th>Research</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>30%</td>
<td>20%</td>
</tr>
<tr>
<td>TOTAL:</td>
<td></td>
<td>100%</td>
</tr>
</tbody>
</table>

Evaluation procedures will follow the current guidelines for faculty or academic professionals, based on the final determination of the position.

For those visiting academic personnel interested in additional mentoring, a request should be made to the Executive Committee to have a mentor provided.

All future letters offering appointment to academic positions in the Library should include clear language about the percentage of responsibilities allocated to librarianship, research and service.