Appendix I

The Role of Research in the Professional Life of Appalachian State University Librarians

The University Library encourages library faculty members to consider research and publication as a viable activity for professional growth and development. Such activity contributes to the research aspect of the University's mission, to the advancement of knowledge, to one's effectiveness as a librarian, to personal and professional growth, and it provides a basis for common understanding of needs of classroom faculty engaged in similar scholarly pursuits.

The Library facilitates librarians' research in a number of ways, including, but not limited to:

1. **Providing encouragement for earning advanced degrees.**

2. **Making available alternative scheduling.**
   a. Compensatory time for time worked in the Library during academic breaks or within other alternative schedules may be used for research purposes provided scheduling can be arranged satisfactorily.
   b. It may also be possible for a librarian to be relieved of certain duties temporarily in order to work on a research project. Such an arrangement is at the discretion of the team coordinator and will be permitted only when the coordinator is satisfied that certain deadlines can be reasonably postponed or there is adequate staff to perform the reallocated duties.

3. **Granting reassigned time:**
   a. Short term - Up to two weeks released time may be arranged between the librarian and team coordinator. Approval will depend upon anticipated workloads during the time periods requested and the expectation that staffing levels will be adequate to meet the work demands.
   b. Long term - Assignment for research periods over two weeks will be made by the University Librarian on the bases of a recommendation by the Library Departmental Personnel Committee. Approval will depend upon anticipated workloads during the time periods requested and the expectation that staffing levels will be adequate to meet the work demands.

4. **Assigning off-campus scholarly assignments.**
   The Library follows the Guidelines for Off-Campus Scholarly Assignments, section 4.9.2.1 of the Faculty Handbook, for research assignments of one or two semesters.

5. **Cooperating with other agencies, both on and off campus, for development of long-term research programs.**

6. **Supporting attendance at scholarly conferences.**

7. **Supporting the Research Interest Group,** a library forum for the discussion of research issues and individuals' research projects.