Experiences with faculty status in academic libraries

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The Faculty Committee of the State University and Colleges Chapter of the California Library Association has long been interested in obtaining "full faculty status" for State University and College Librarians. With librarians from all over the country coming to San Francisco to attend the ALA Conference, this chapter felt it would be an excellent opportunity to invite librarians who already had faculty status to meet with us and share their experiences. Susan McGaughey, University of Florida, University of Minnesota, and Mary Walters presently at Los Angeles State College, generously gave their time to meet with us and share their experiences. Librarians are desperately needed off-campus sources. Librarians do receive tenure at Kentucky State University, formerly at Ohio State University; Billie Hurst, South West Missouri State University; Mary Walters presently at Los Angeles State University, formerly at Ohio State University; Jack King, Hamline State University, Minnesota, and Mary Walek, West Chester State College, Pennsylvania generously gave their time to share experiences with us. The major issues discussed were how faculty status affects tenure and promotional opportunities, working schedules, and library services and job responsibilities.

Tenure and Promotional Opportunities

The Faculty Committee at Kentucky State University, which decides on promotions for librarians, has no librarians on it. Candidates for promotion to the top two ranks must provide three letters of recommendation from off-campus sources. Librarians do receive tenure at Kentucky State University.

At South West Missouri State University, librarians receive tenure in their seventh year if recommended by all tenured librarians. The library personnel committee recommends the librarian to be promoted to the Librarian who recommends the person to the Dean. So far the requests have been granted. Librarians must provide three letters of recommendation to the librarian who recommends the person to the Dean. If the request has been granted, a librarian is eligible for promotion after three years. Unlike some of the California State Universities, Ohio State University, the personnel office has nothing to do with the promotion of librarians except to see that the name is correctly spelled and the amount is correct on their checks. The rank a librarian achieves is not related to position in the library hierarchy, but rather to the person's professional achievements. Promotions are based on how well the librarian does the job and meets the academic requirements stated in the faculty handbook. Degrees and equivalency have not presented a problem because the library has defined "equivalency." Publications are evaluated by an expert, the Senior Faculty of the Library (Associate Librarians and above) advise the Director on matters of appointment, tenure and promotion. Promotion and tenure matters go immediately to the Library Director to the Dean to the office of Academic Affairs. Tenure is given in the sixth year. If the initial appointment is to the rank of Instructor or Assistant Professor, job performance must be considered successful for the first three years or the person is dropped. If appointed at the Associate Professor rank, the first year is probationary and the second year appointment includes automatic tenure. Appointment at the Full Professor rank includes tenure.

At Hamline University, librarians are tenured in the sixth year. The second masters degree has been defined as the terminal degree for librarians. The Faculty Personnel Committee does not include librarians. Each librarian works closely with instructors and classes and often receives student evaluations as does the teacher. Librarians also ask their faculty peers for evaluation. The low pay scale at Hamline combined with the second Masters degree requirement seems to be narrowing librarians down to either single people or married persons with working spouses.

At West Chester State University tenure is granted in the third year. The PhD degree is necessary to obtain promotion to full professor. At present, to fulfill the student evaluation requirement, student employees have filled out questionnaires, but it has not been working well. No librarians have been denied tenure.

Working Schedules

Kentucky State University librarians have twenty-two days of vacation and a five day Christmas vacation holiday that is lost if not used between December 15 and January 2. At Hamline and West Chester, librarians have a nine month and the same pay schedule as the faculty. West Chester has a thirty-five hour week.

Library Services and Job Responsibilities

At Kentucky, many librarians teach a course in the library school and are paid $1,000 for each course. The time away from the job is made up by working outside hours in the library (at a later date). At South West Missouri, where librarians have a nine month year, there are few scheduling problems. Semester breaks are usually covered by librarians who have summers off, although the arrangement is strictly voluntary. Everyone teaches library orientation. The Library Science

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Department is not separated from the library and its faculty often works the reference desk on weekends. At Ohio State, during vacation periods, the library is run by a special administrative category of para-professional which is above the class of a library assistant. The position has a salary range higher than that of a beginning librarian. At Millersville, because of librarians' faculty status, the faculty view librarians as visitors from a colleague rather than those of an administrative entity. The working relationship with the faculty have become very close.

Each librarian has his own clientele and works closely with classes. At West Chester State College, the librarians are very active on campus committees. At the University of Nevada, librarians are on ten month contracts which they accept by the faculty. She felt that equality brings more respect from faculty. Their scheduled time for vacation periods, the librarians are expected to do additional study during the summer. They are expected to take one out of every three summers and are encouraged but not required to do additional study at this time. A second master's is required for promotion although the librarians are now working to change this requirement. Promotions, tenure and salaries are the same as for teaching faculty.

ILOIS STATE UNIVERSITY

Promotion, tenure and salaries are identical for librarians and teaching faculty. Librarians have 12 months contracts with 23 days of vacation. However, summer leave can be arranged for individuals who need the time for research or study. Librarians must complete 30 semester hours of graduate study in addition to the Master's degree to be considered for tenure. Research and publication are difficult to accomplish outside a 37 1/2 hour working week. Few librarians can qualify for promotion beyond the rank of assistant professor because a doctorate is generally the minimum requirement for promotion to associate professor.

LOUISIANA STATE UNIVERSITY

Librarians have equivalent faculty status including all the rights of the teaching faculty with regard to tenure, sabbatical leave, membership in the Faculty Senate, and promotions. Librarians are on twelve month appointments with 30 day vacations. Salaries are very high to equalize because they vary greatly from department to department on campus; a situation which the University is attempting to correct. Librarians are neither asked to publish nor required to acquire additional degrees.

MILLERSVILLE STATE COLLEGE, PENNSYLVANIA

All librarians are on a nine month contract and all work for additional pay during the summer. The amount of summer employment depends on the desire of the individual. Librarians must acquire additional education for promotions.

Instructor: Bachelor's degree plus 15 hours of graduate credit and 3 years of teaching or library experience.

Assistant Professor: Master's degree plus 10 hours of graduate credit plus four years of teaching or library experience.

Associate Professor: 70 hours graduate credit plus 5 years of teaching or library experience.

Full Professor: Earned doctorate plus 7 years of teaching or library experience.

Promotions are constantly being asked by teaching faculty to teach library usage, etc., to classes of classes every semester. This is in addition to regular instruction of the Freshmen in the orientation program.

MOORHEAD STATE COLLEGE, MINNESOTA

The normal work year for librarians is 12 months although exceptions to the length of year may be made by mutual agreement between the employer and the employee. Librarians receive additional compensation when their contract exceeds the nine month academic year. The work week is 35 hours long. The librarians are trying to get something less than a doctorate accepted by the faculty as the qualification for promotion to professor levels, but this has not yet been achieved.

SHEPPENBURG STATE COLLEGE, PENNSYLVANIA

Librarians work an academic year of nine months and receive an additional six weeks work in the summer at the same rate of pay as during the academic year. Librarians have the same rights and faculty in regard to promotions, tenure and sabbaticals. For promotion to associate professor, librarians must take courses beyond the M. S. Librarians work 35 hours per week and are involved in campus wide committees, accepting all the responsibilities of professors.

University of Wisconsin, Oshkosh

A new continuous enrollment plan whereby students can enroll for three, four, seven or eight week periods has resulted in a revision of the academic year. A librarian now works a 35 week year and can be scheduled for vacation at almost any time of the year. Vacations are covered by using sick leave. Librarians have had an academic year since the University began and are protected from loss by a "grandfather" clause. This has been jeopardized recently and the Wisconsin library associations succeeded in overturning a fine vote of the governor to remove librarians from academic rank.

Promotions from instructor to assistant librarian have been difficult to acquire because the criteria is the same as for the teaching faculty. Only one member of the staff has acquired a degree or has taken courses past the M.L.S. Librarians are equal to teaching faculty with respect to rank and title, promotions criteria, tenure, rate of pay, holidays and vacations, and participation in faculty government.

In all of our correspondence and conversations with librarians who have faculty status, there was unanimous agreement that it is worth seeking. It enables librarians to develop professionally and to be promoted for the sake of their education and intellectual qualifications. Supervision of fellow librarians or other employees is not viewed as the basic task of the librarian. Rather, as with the teaching faculty, being a Department head is an additional duty added to the main responsibilities of a faculty member. Both students and faculty benefit from the additional expertise of the librarians in various subject areas, their greater depth of service and increased involvement in campus governance.

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