Status of Academic Librarians in Missouri

Brent Husher | Buddy Pennington | Cindy Thompson

Missouri Library Association Annual Conference
October 4, 2013
St. Louis, Missouri
Today’s Agenda

• Buddy - Overview of faculty status for librarians

• Brent – Select studies and developing our survey

• Cindy – Survey responses and findings
A history...

- 1878: Librarianship “ought not to be annexed to a professorship, but be itself a professorship.” – H.A. Sawtelle

- 1971: ACRL Board approves “Standards for Faculty Status for College and University Librarians.”
Early obstacles

• All tasks, even clerical ones, done by librarians
• Took a while for library education to match that of other professions
• Regional accreditation guidelines hurt librarians lacking doctorate degrees
But Progress is Made

• 1928: University of Chicago establishes first doctoral program. Also creates first research journal, *The Library Quarterly*. 

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Things Start to Take Off

The post-WWII period sees a boom in higher education and research:

• Bigger collections

• Increased research (more graduate students)

• Greater need for librarian expertise = improved library science education

• University HR operations start to address where librarians fit (faculty or staff)
Organizational Support

- 1956: AAUP supports faculty status for librarians.
- 1958: ACRL creates Committee on Academic Status (which becomes a standing committee in 1969).
Two Big Events

• 1971: ACRL Board approves “Standards for Faculty Status for College and University Librarians.”
  – Endorsed by numerous state and regional associations, including Missouri Library Association (September 1973).

• 1972: ACRL, AAUP, AAC issue joint “Statement on Faculty Status of College and University Librarians.”
“The academic librarian makes unique contributions to the academic community and to higher education itself. These contributions include developing collections, providing bibliographic access to all library materials, and interpreting these materials to members of the college and university community...Librarians contribute to the sum of knowledge through their research into the information process and other areas of study. Service improvements and other advances in the field result from their participation in library and other scholarly organizations.”
ACRL Standards for Faculty Status for Academic Librarians

1. Professional responsibilities
2. Library governance
3. College and university governance
4. Compensation
5. Tenure
6. Promotion
7. Leaves and research funds
8. Academic freedom
9. Grievance
10. Dismissal

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
The Aftermath

• More guidelines, policy guides, standards, etc.
• Lots and lots of surveys!
• Lots and lots of debate.
Ohio Library Survey (1979)

- Very few have all the aspects of faculty status.
- More likely in large public institutions. Less likely in small, private institutions.
- 48% eligible for tenure.
Missouri Survey (1986)

- Directors from 10 public universities.
- 8 on 12-month contracts.
- Only 3 had research leave option.
- 4 eligible for tenure.
- Varied views of whether librarians should have faculty status.
ACRL Survey (1999)

• Over 800 libraries

• Fully provided: Research funding (71%), governance structure (53%), research leave (48%).

• Partially provided: Academic freedom (92%), research leave (40%), faculty governance (31%).

• Not at all provided: Equivalent salary (43%), tenure (36%), peer review (35%).

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Bolin Typologies (2008)

- 2008 studies of land grant and research universities. Posited four types of academic librarians.
  - Type 1: Faculty with professorial ranks and tenure.
  - Type 2: Faculty with parallel ranks and tenure.
  - Type 3: NTT faculty with parallel ranks.
  - Type 4: Academic/professional staff.
Arguments For

- Academic freedom
- Encourages participation in scholarship and publication
- Strengthens ties to university and faculty activities
- Job security
- Can aid in recruitment and retention
Arguments Against

- Our work is not the same as faculty
- We lack the doctorate
- We are not prepared to do research at the same level
- Faculty simply do not perceive us in the same way
- Faculty status business detracts from our work in providing library service
Faculty Status @ UMKC

- February 1971: University of Missouri librarians granted academic status. We acted like we had faculty status for decades.
- 2006: University of Missouri issues policy regarding non-tenure track faculty. Librarians are not included in new policy.
  - Academic status does not = faculty status
Faculty Status @ UMKC

• October 2011: Librarians meet with Provost.
  – Librarians considered academic professionals, not faculty by University of Missouri.

• Librarian task force to explore faculty status for librarians. Talked to other campuses.
Faculty Status @ UMKC

• Support from UMKC Faculty Senate and UM Intercampus Faculty Council on issue.

• March 2012: UMKC librarians added to non-tenure track faculty policy (Bolin – type 3).
Select Studies

• Bolin Studies

• Arkansas Library Association Studies
Mary K. Bolin Studies

1. Land Grant Institutions Study (n=50)
2. American Research Universities (n=119)

Data Collected from University Websites
Four Types of Librarian Status (Land Grant, Research Universities)

1. Professorial 42% 27% (private 3.4%)
2. Other Ranks *with* Tenure 28% 23.5% (private 10.3%)
3. Other Ranks *Without* Tenure 10% 10.9% (private 6.9%)
4. Non-Faculty (Staff) 20% 37.8% (private 79.3)
Bolin Studies: Administrator Titles

- **Land Grant**: Dean 60%, Director 16%, University Librarian 18%, other 8%

- **American Research Universities**: Dean 47.9%, Director 16%, University Librarian 25.2%, other 10.9%
Bolin Studies: Tenure

• **Land Grant**: Yes 68%, No 24%, Staff with continuing appointment 8%

• **American Research Universities**: Yes 51.3%, No 48.7%
Bolin Studies: Faculty Senate

- **Land Grant**: Yes 86%, No 14%
- **American Research Universities**: Yes 67.2%, No 32.8%
Arkansas Library Association Studies

• Surveys every 2 years over 6 year period
• Comparing Salary, Status, Contract Length, & Institution Types
Arkansas Faculty Status

Survey Question Asks if “librarians have some kind of faculty status.”

- Most 4 Year Public Have Status
- 4 Year Private Split But Have Increased Those With Status
- Most 2 Year Do Not have Status
Arkansas Contracts

• Most Have 12 Month
• 4 Year Private & 2 Year Public: 12 month trending downward
The Questions

• Derived from Bolin’s typology and study, with some adaptation from Arkansas Study

• Removed and tweaked some questions unrelated to faculty status
  – Questions relating to library information
  – Funding and salary information
Questions

5. How are librarians classified?
- Staff
- Academic (non-faculty)
- Faculty
- Other (please specify)

6. What title do librarians employ?
- Professorial (Assistant Professor, Associate Professor, Professor)
- Parallel (Assistant Librarian, Associate Librarian, Librarian)
- Librarian (Librarian I, Librarian II, Librarian III, Librarian IV)
- Non-ranked (any title)
- Other (please specify)

Derived from Bolin’s typology
Questions

7. Are librarians eligible for tenure?
   - Yes
   - No

8. Do librarians have representation on faculty senate?
   - Yes, as voting members
   - Yes, as non-voting members
   - No
9. Are librarians eligible for sabbatical or research leave?
- Yes, sabbatical only
- Yes, research only
- Yes, both sabbatical and research leave
- No, neither sabbatical nor research leave

10. Do librarians have access to a faculty grievance process?
- Yes
- No
- Other (please specify)
12. Do librarians have academic year (9/10 month with summers off) or full year (11/12 month) contracts?

- Yes, only academic year (without an option to work during the summer)
- Yes, only academic year (with an option to work during the summer)
- Yes, only full year
- Yes, both academic year or full year contract options
- No contracts

13. Are librarians eligible for multi-year contracts?

- Yes
- No
Whom to Ask?

- Carnegie Listing of Missouri’s Academic Institutions (133)
  - Removed institutions with fewer than 1000 students (-30)
  - Removed for-profit institutions (-42)
  - Combined multiple branches with central library administration (-10)

- 51 Surveys Sent
How to Ask

• Identified key contact at each library
  – Generally Dean, Director or Senior Administrator

• Used SurveyMonkey’s direct email tool
  – Eliminate multiple notifications to those who had completed the survey
  – Provide better follow-up
Responses

• Participation 33 of 51 (65%)
  – Arkansas Study
    • 2007: 74%
    • 2009: 93%
    • 2011: 90%
Responses: Demographics

<table>
<thead>
<tr>
<th>Carnegie Classification (General)</th>
<th>Carnegie Classification</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate's--Public</td>
<td>Assoc/Pub-R-L: Associate's--Public Rural-serving Large</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Assoc/Pub-R-M: Associate's--Public Rural-serving Medium</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Assoc/Pub-S-MC: Associate's--Public Suburban-serving Multicampus</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Assoc/Pub-S-SC: Associate's--Public Suburban-serving Single Campus</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Assoc/Pub-U-MC: Associate's--Public Urban-serving Multicampus</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Associate's--Public Subtotal</td>
<td>8</td>
</tr>
<tr>
<td>Baccalaureate Colleges</td>
<td>Bac/A&amp;S: Baccalaureate Colleges--Arts &amp; Sciences</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Bac/Diverse: Baccalaureate Colleges--Diverse Fields</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Baccalaureate Colleges Subtotal</td>
<td>7</td>
</tr>
<tr>
<td>Master's Colleges and Universities</td>
<td>Master's L: Master's Colleges and Universities (larger programs)</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Master's M: Master's Colleges and Universities (medium programs)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Master's Colleges and Universities Subtotal</td>
<td>13</td>
</tr>
<tr>
<td>Research Universities</td>
<td>RU/H: Research Universities (high research activity)</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>RU/VH: Research Universities (very high research activity)</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Research Universities Subtotal</td>
<td>6</td>
</tr>
<tr>
<td>Grand Total</td>
<td>Total</td>
<td>34</td>
</tr>
</tbody>
</table>

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Responses: Demographics

- 10,000+ Students:
  - 11 Institutions
  - 32.35%

- 1,000-2,999 Students:
  - 6 Institutions
  - 17.65%

- 3,000-4,999 Students:
  - 8 Institutions
  - 23.53%

- 5,000-9,999 Students:
  - 9 Institutions
  - 26.47%
Responses: Administration

- Library senior administrator:
  - Director: 18
  - Dean: 10
  - University Librarian: 3
- Most top library administrators report to Provost or Academic Affairs Officer
Responses: Classification

Faculty 19 55.88%

Professional 1 2.94%

Staff 9 26.47%

Academic (non-faculty) 5 14.71%

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Responses: Classification

2 year public
- Faculty: 12.50%
- Non-Faculty: 87.50%

4 year private
- Faculty: 26.67%
- Non-Faculty: 73.33%

4 year public
- Faculty: 36.36%
- Non-Faculty: 63.64%
Responses: Rank

- Strong correlation between faculty status & rank

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Responses: Benefits
Responses: Benefits
Responses: Contracts

- Yes, only academic year (with an option to work during the s..): 1
- Yes, both academic year or full year contract options: 3
- No contracts: 5
- Yes, only full year: 21
## Responses: Benefits

### Benefits

<table>
<thead>
<tr>
<th>Administrator Title</th>
<th>Bolin</th>
<th>Missouri</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean</td>
<td>47.9%</td>
<td>32.3%</td>
</tr>
<tr>
<td>Director</td>
<td>16.0%</td>
<td>58.1%</td>
</tr>
<tr>
<td>University Librarian</td>
<td>25.2%</td>
<td>9.7%</td>
</tr>
<tr>
<td>Other</td>
<td>10.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Rank System

<table>
<thead>
<tr>
<th>Rank System</th>
<th>Bolin</th>
<th>Missouri</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professorial</td>
<td>27.7%</td>
<td>38.2%</td>
</tr>
<tr>
<td>Parallel</td>
<td>27.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Librarian</td>
<td>27.7%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Other/Undetermined</td>
<td>16.8%</td>
<td>32.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Tenure

<table>
<thead>
<tr>
<th>Tenure</th>
<th>Bolin</th>
<th>Missouri</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>51.3%</td>
<td>23.5%</td>
</tr>
<tr>
<td>No</td>
<td>48.7%</td>
<td>76.5%</td>
</tr>
</tbody>
</table>

### Senate

<table>
<thead>
<tr>
<th>Senate</th>
<th>Bolin</th>
<th>Missouri</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>67.2%</td>
<td>60.6%</td>
</tr>
<tr>
<td>No</td>
<td>32.8%</td>
<td>39.4%</td>
</tr>
</tbody>
</table>

---

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Responses: Compared to 1987

<table>
<thead>
<tr>
<th></th>
<th>1987</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tenure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>44.4%</td>
<td>23.5%</td>
</tr>
<tr>
<td>No</td>
<td>55.6%</td>
<td>76.5%</td>
</tr>
<tr>
<td><strong>Senate</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>67.2%</td>
<td>60.6%</td>
</tr>
<tr>
<td>No</td>
<td>32.8%</td>
<td>39.4%</td>
</tr>
<tr>
<td><strong>Rank</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td>60.0%</td>
<td>55.9%</td>
</tr>
<tr>
<td>Librarian</td>
<td>40.0%</td>
<td>44.1%</td>
</tr>
<tr>
<td><strong>Leave</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>88.9%</td>
<td>44.1%</td>
</tr>
<tr>
<td>No</td>
<td>11.1%</td>
<td>55.9%</td>
</tr>
<tr>
<td><strong>Contract</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 month</td>
<td>80.0%</td>
<td>96.2%</td>
</tr>
<tr>
<td>Other</td>
<td>20.0%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

Status of Academic Librarians in Missouri
2013 MLA Annual Conference
Comments

• Some Librarians in Transition Phase
• Others Working Toward Gaining Status
• Lack some Features of Faculty Status
Questions?

Status of Academic Librarians in Missouri
Brent Husher | Buddy Pennington | Cindy Thompson