

Status of Academic Librarians in Missouri



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Today's Agenda

- Buddy - Overview of faculty status for librarians
- Brent – Select studies and developing our survey
- Cindy – Survey responses and findings

A history...

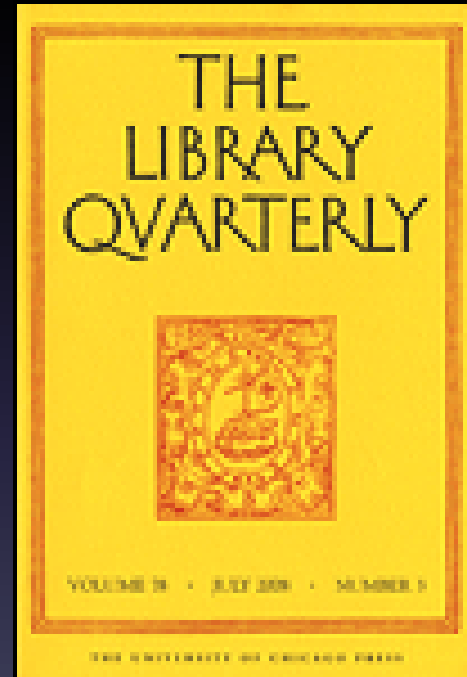
- 1878: Librarianship “ought not to be annexed to a professorship, but be itself a professorship.” – H.A. Sawtelle
- 1971: ACRL Board approves “Standards for Faculty Status for College and University Librarians.”

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*.



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

- 1947: Southern Association of Colleges and Secondary Schools accreditation standards support faculty status for librarians.
- 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.”

ACRL Standards for Faculty Status for Academic 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

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%).

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

Mary K. Bolin Studies

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

Derived from
Bolin's typology



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)

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

Questions

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)

Questions

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

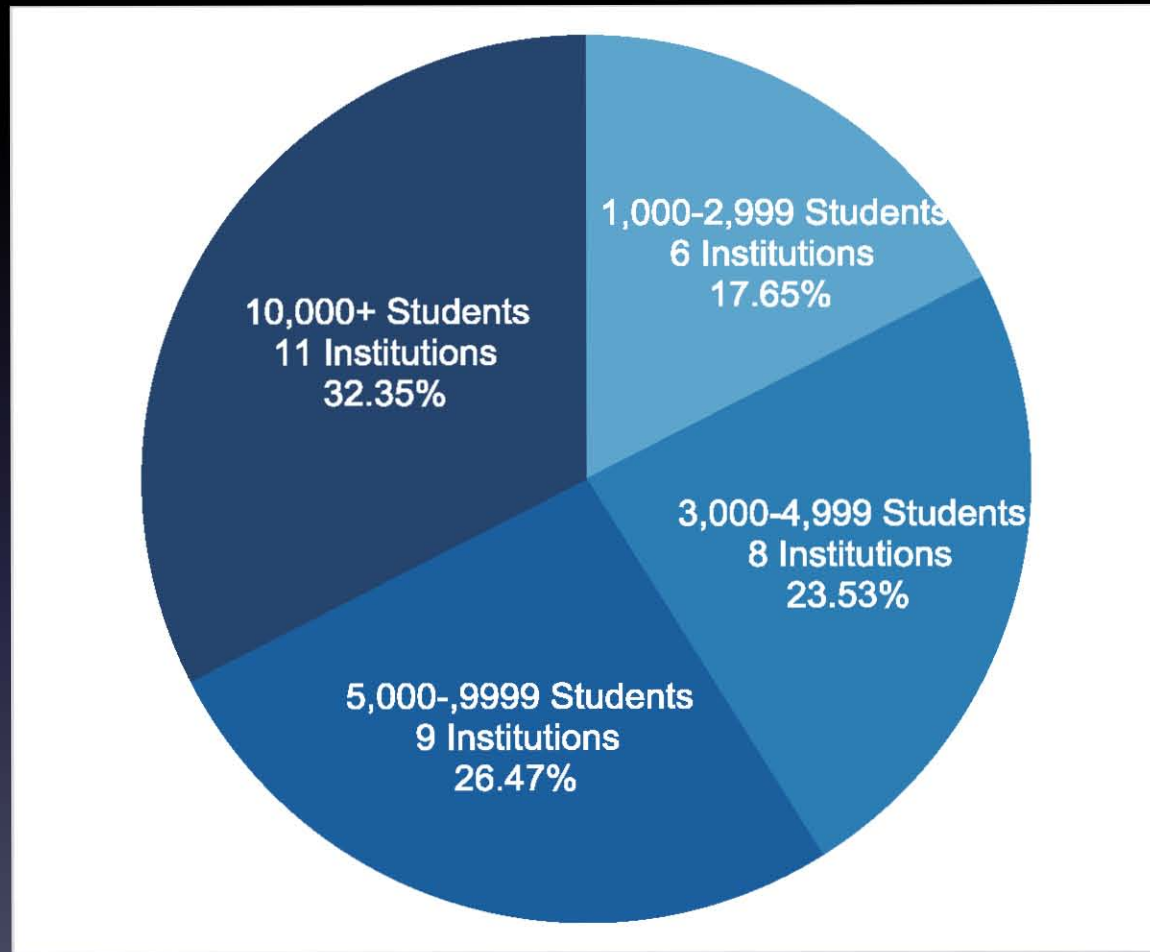
Responses

- Participation 33 of 51 (65%)
 - Arkansas Study
 - 2007: 74%
 - 2009: 93%
 - 2011: 90%

Responses: Demographics

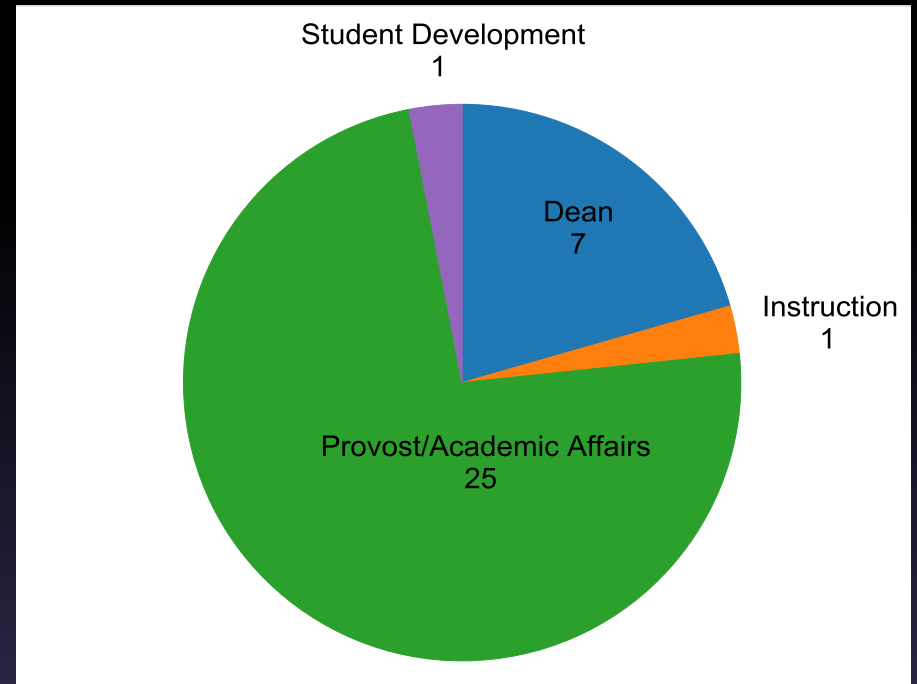
Carnegie Classification (General)	Carnegie Classification	
Associate's--Public	Assoc/Pub-R-L: Associate's--Public Rural-serving Large	1
	Assoc/Pub-R-M: Associate's--Public Rural-serving Medium	3
	Assoc/Pub-S-MC: Associate's--Public Suburban-serving Multicampus	2
	Assoc/Pub-S-SC: Associate's--Public Suburban-serving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

Responses: Demographics



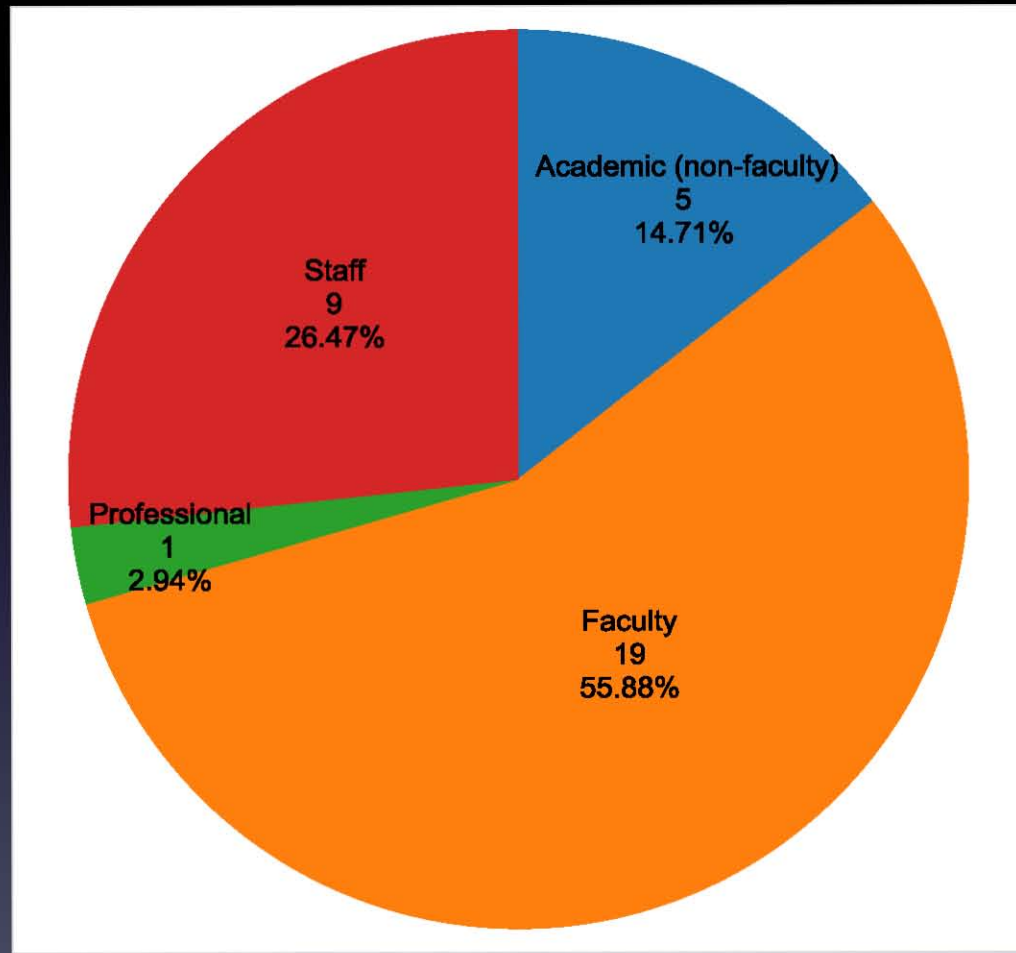
Responses: Administration

- Library senior administrator:
 - Director: 18
 - Dean: 10
 - University Librarian: 3



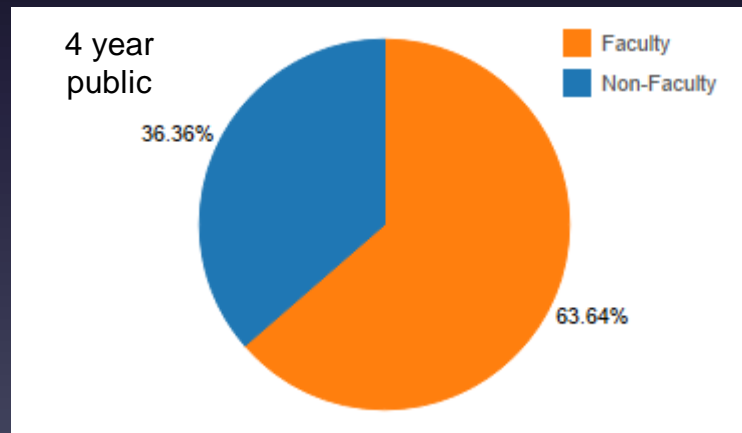
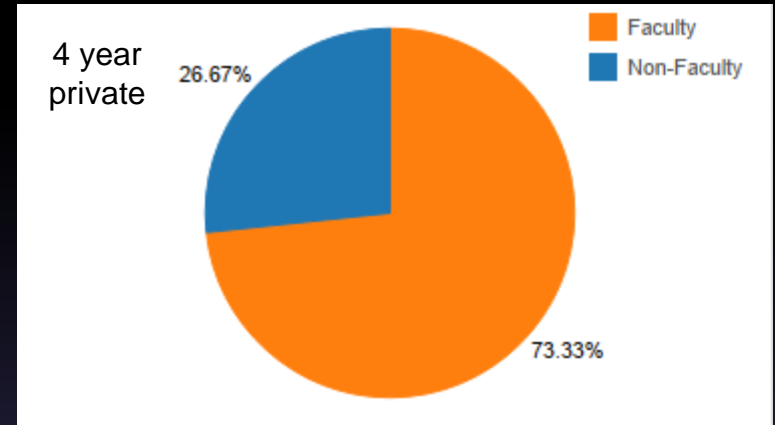
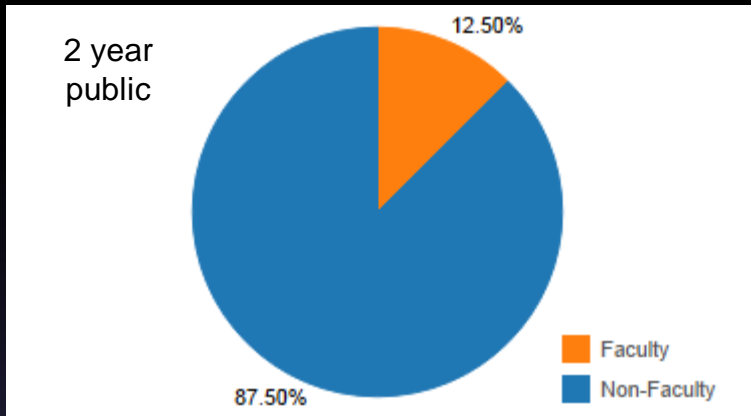
- Most top library administrators report to Provost or Academic Affairs Officer

Responses: Classification



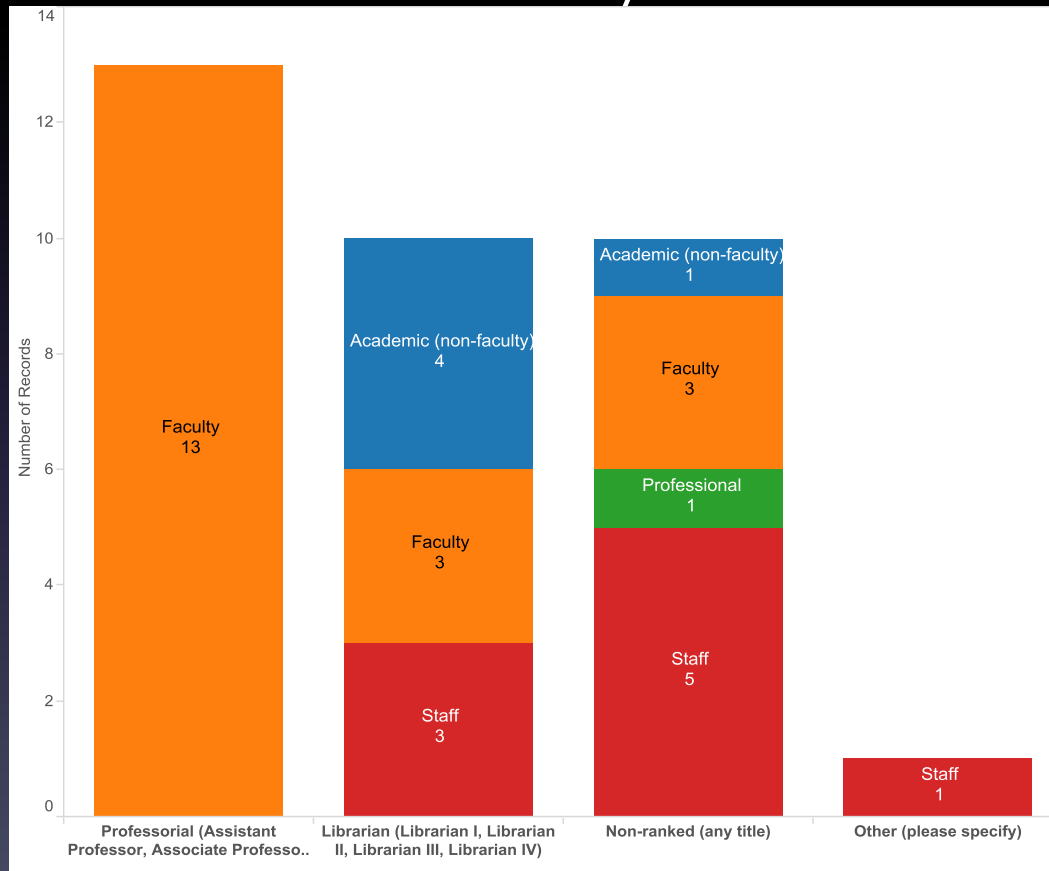
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Responses: Classification



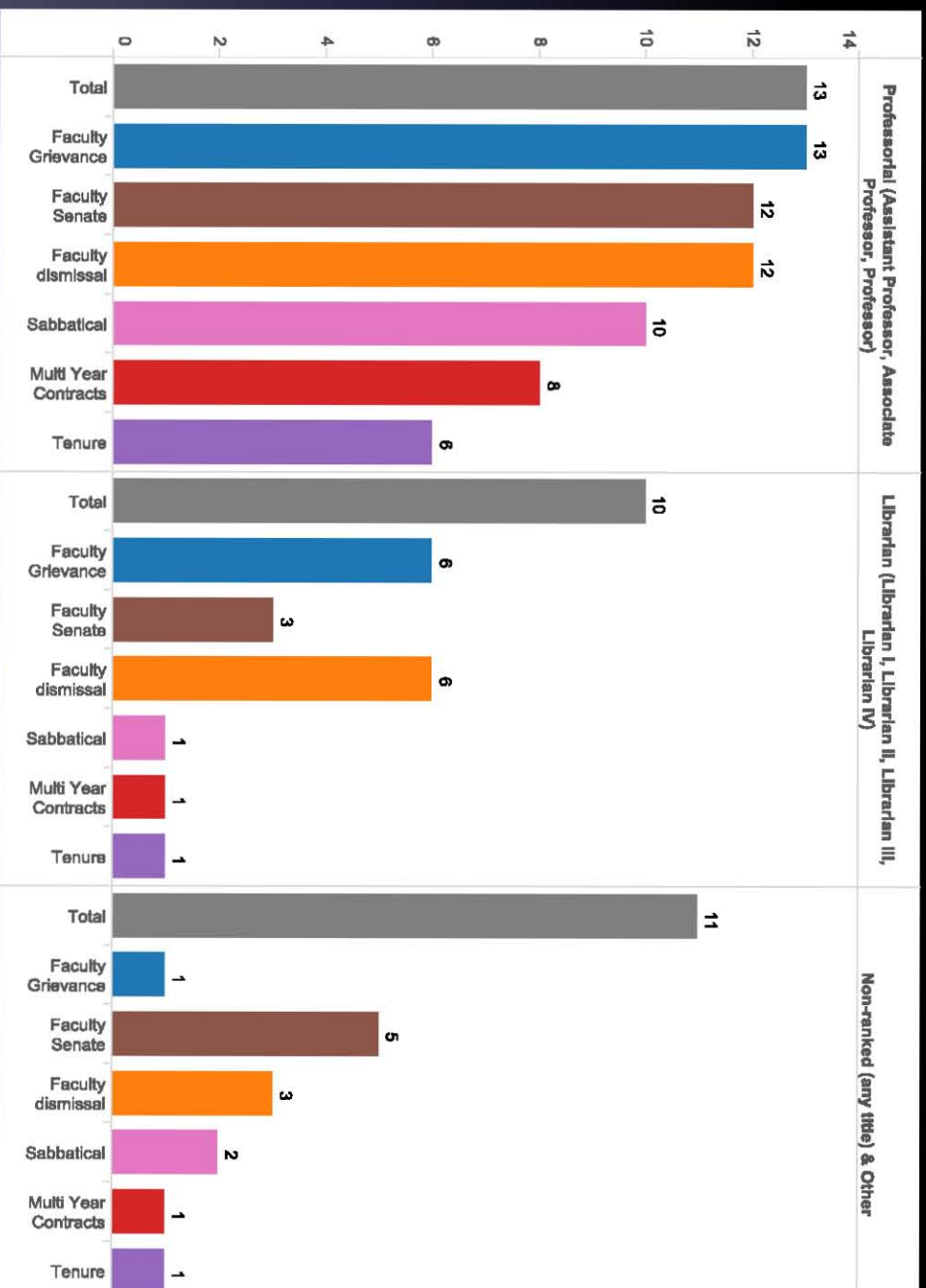
Responses: Rank

- Strong correlation between faculty status & rank

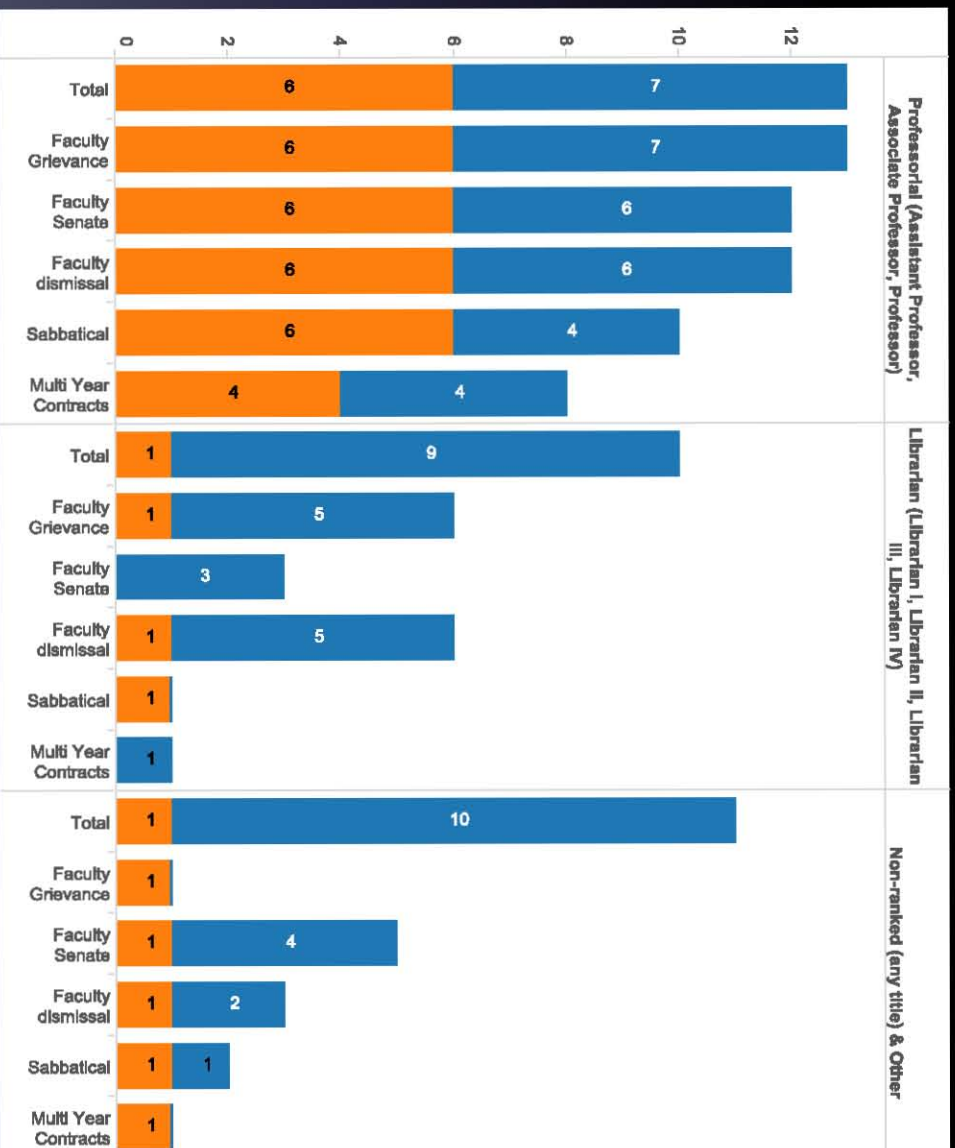


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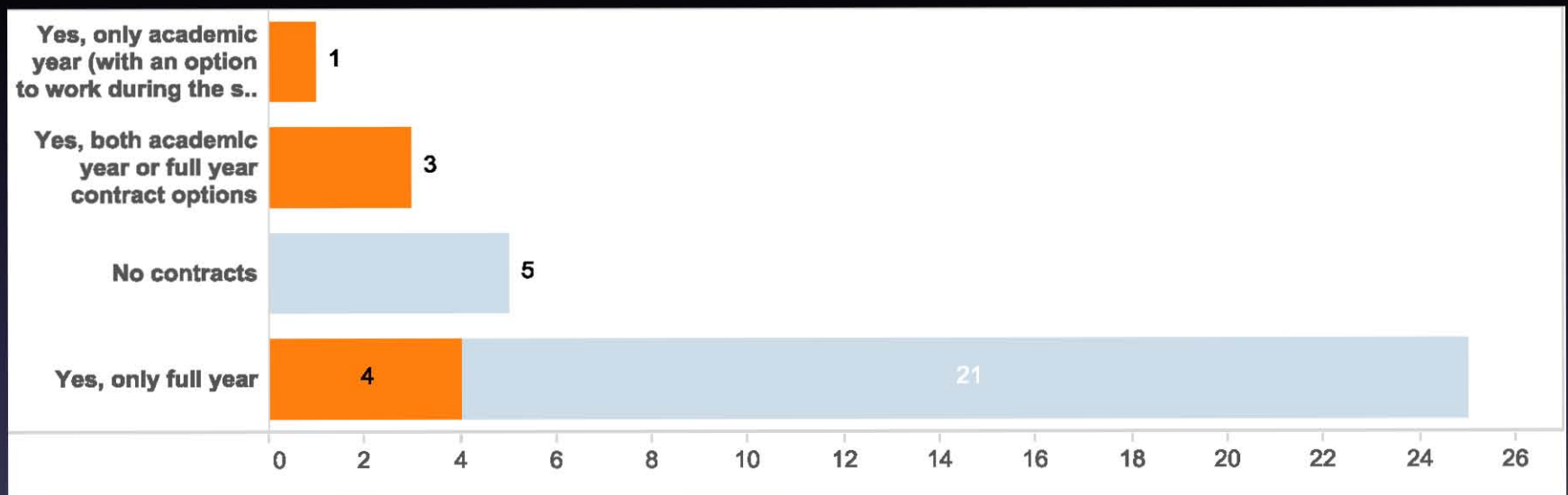
Responses: Benefits



Responses: Benefits



Responses: Contracts



Responses: Benefits

Benefits			
Administrator Title	Bolin	Missouri	
Dean	47.9%	32.3%	
Director	16.0%	58.1%	
University Librarian	25.2%	9.7%	
Other	10.9%	0.0%	
Total	100.0%	100.0%	
Rank System	Bolin	Missouri	
Professorial	27.7%	38.2%	
Parallel	27.7%	0.0%	
Librarian	27.7%	29.4%	
Other/Undetermined	16.8%	32.4%	
Total	100.0%	100.0%	
Tenure	Bolin	Missouri	
Yes	51.3%	23.5%	
No	48.7%	76.5%	
Senate	Bolin	Missouri	
Yes	67.2%	60.6%	
No	32.8%	39.4%	

Responses: Compared to 1987

Tenure		1987	2013
Yes		44.4%	23.5%
No		55.6%	76.5%
Senate			
Yes		67.2%	60.6%
No		32.8%	39.4%
Rank			
Faculty		60.0%	55.9%
Librarian		40.0%	44.1%
Leave			
Yes		88.9%	44.1%
No		11.1%	55.9%
Contract			
12 month		80.0%	96.2%
Other		20.0%	3.9%

Comments

- Some Librarians in Transition Phase
- Others Working Toward Gaining Status
- Lack some Features of Faculty Status

Questions?

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