Experiences with faculty status in academic libraries

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The State University and College Librarians Chapter of CLA 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 McCarter, Kent State University; Billie Hust, South West Missouri State University; Mary Walters presently at Los Angeles State College and formerly at Ohio State University; Jack King, Hamline State University; Wisconsin, and Mary Neale, 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 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.

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. A librarian is eligible for promotion after three years. Unlike some of the California State Universities, the South West Missouri State University's 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 from the Library Director to the Dean and then to the Faculty Personnel Committee. Tenure in the sixth year. The second Master's 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 seek their faculty peers for evaluation. The low pay scale at Hamline combined with the second Master's 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 Ph.D. degree is necessary to obtain promotion to full professor. At present, to fulfill the student evaluation requirements, 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 four days off at Christmas and New Years. At South West Missouri State, librarians have a nine month year and receive additional pay for summer work. At Ohio State University, appointments are for nine or twelve months, depending on one's position and the effect of a long vacation on job responsibilities. Department heads seldom get nine month appointments. The work week consists of thirty-two hours at one's appointed position with eight hours of research time. This research time must be justified in the yearly personnel report so librarians may use the additional eight hours to work on their regular assignments. If they prefer, librarians on twelve month appointments receive twenty-four days of vacation, and a five day Christmas vacation holiday that is lost if not used between December 16 and January 2. At Hamline and West Chester, librarians have a nine month year and the same pay schedule as the faculty. West Chester has a thirty-five hour work 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 extra hours in the library at a later date. At South West Missouri State, where librarians have a nine month year, there are few scheduling problems. Semester breaks are usually covered by librarians who have summer jobs.

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take off one out of every three summers. They are expected 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.

ILLINOIS 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 leaves 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 37½ 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 31 day vacations. Salaries are very high to equate 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: Bachelors plus 15 hours of graduate credit and 3 years of teaching or library experience.

Assistant Professor: Masters degree plus 10 hours of graduate credit plus 4 years of teaching or library experience.

Associate Professor: 70 hours graduate credit plus 6 years of teaching or library experience.

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

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

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

SHIPPENSBURG 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 as faculty in regard to promotions, tenure and sabbaticals. For promotion to associate professor librarians must have a doctorate or some other evidence of scholarly ability. Librarians are on a 12 month contract with the library department. Promotions are considered at the end of the academic year. The librarians are represented on the faculty by the faculty librarian.

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 is an important factor in the promotion of librarians.

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