Experiences with faculty status in academic libraries

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The State University and College Librarianship Chapter of CCLA 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 Convention, 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 McClish, Kansas State University, and Ethel Hurst, South West Missouri State University; Mary Walters presently at Los Angeles State College, formerly at Ohio State University; Jack King, Hamline State University, Minnesota, and Mary N. West, Ohio State University, Pennsylvania generously gave their time to share experiences with us. The major issues discussed were how faculty status effects 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 for the requisites have been granted, a librarian is eligible for promotion after three years. Unlike some of the California State Universities, Ohio 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 check! 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 considered 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 matter go from 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 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 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 West Chester, 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 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 assignment if they prefer. Librarians on twelve month appointments receive twenty-one 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 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 summers off, although the arrangement is strictly voluntary. Everyone teaches library orientation. The Library Science

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**Experiences With Faculty Status In Academic Libraries**

32 California Librarian

January 1978 33
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-professionals which is above the class of a library assistant. The position has a salary range higher than that of a beginning librarian. At Harriman, because of librarians' faculty status, the faculty view librarian status as visits from a colleague rather than those of an administrative entity. The working relationships 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. The librarians cite this as one of the main reasons why the faculty supported their fight for faculty status.

In concluding remarks Anna Amrith spoke about the situation at the University of Nevada. Librarians there are on the same salary schedule as the faculty. She felt that equality brings more respect from faculty. Their scheduled forty hour week allows no time for research and study. Two librarians are on a ten month contract when they have been for several years. The other twenty librarians are all on twelve month contracts.

While arranging for the program we corresponded with several librarians with faculty status who could not attend the program but responded with comments on their situation and experience. The following is a summary by school of the comments received from ten head librarians:

**APPALACHIAN STATE UNIVERSITY, NORTH CAROLINA**
Librarians have academic year contracts with the opportunity to work during the summer. They are expected to take off one out of every three summers and are encouraged but not required to do additional study at this time. A second masters 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 21 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 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 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 21 day vacations. Salaries are very hard 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.

**MILLENARY 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.

**APPALACHIAN STATE UNIVERSITY, NORTH CAROLINA**
Instructor: Bachelors plus 15 hours of graduate credit and 3 years of teaching or library experience.

**ASSOCIATE PROFESSOR:**
- Masters degree plus 15 hours of graduate credit and 3 years of teaching or library experience.
- Associate Professor: Masters degree plus 10 hours of graduate credit plus 4 years of teaching or library experience.

**FULL PROFESSOR:**
- Earned doctorate plus 7 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 classes of 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 work 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 professional ranks, but this has not yet been achieved.

**SHIPPENSBURG STATE COLLEGE, PENNSYLVANIA**
Librarians work an academic year that is 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 advanced beyond the M. L.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 36 week year and can be scheduled for vacation at almost any time of the year. Vacations are covered by hiring back librarians. 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 line veto of the governor to remove librarians from academic rank.

Promotions from instructor to assistant librarian have become 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, 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 and students 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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