

# Status of University Librarians—1964

BY ROBERT B. DOWNS

THE NATIONAL TREND toward academic recognition of librarians in universities, reported seven years ago,<sup>1</sup> has continued to make solid, if perhaps unspectacular, progress. New converts, principally among state institutions, have swelled the ranks of those universities where librarians are accorded the responsibilities and perquisites of academic or faculty status. Considerable diversity, however, exists among the forms of recognition received; in certain instances, acceptance of the principle of academic standing for librarians has been limited or qualified.

On the basis of recent correspondence, the present review will attempt to describe the current situation, chiefly in state universities, as relatively few changes have occurred among private institutions since the 1957 survey.

## NEW BREAK-THROUGHS

The most important development of the past few years has been the extension of academic status to librarians in a number of leading institutions. A major victory was won in California in 1962 when President Clark Kerr issued the following announcement for all campuses of the University of California:

Under the new classification and salary compensation plan, professional librarians will be classified as academic employees. At the statewide level they will come under the jurisdiction of the Academic Personnel Unit in my office.

The new policy removes responsibility

<sup>1</sup> CRL, XVII (September 1957), 375-85.

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for librarians from the nonacademic personnel offices at the state-wide and campus levels and delegates to the chief campus officers (chancellors) authority to appoint, promote, etc., under general controls established by the president. The excellent work conditions and fringe benefits enjoyed for many years by University of California librarians are not affected by the changes.

In the implementation of California's new pay plan and classification structure, a great deal of autonomy from campus to campus is reported. Flexibility is doubtless desirable in a system of campuses which varies as considerably in age, size, and purposes as those of the University of California. Several of the smaller campuses have review committees for appointments and promotions composed of both faculty members and librarians. A careful distinction is made between criteria to be applied to library classes and to the teaching faculty. At Berkeley and University of California at Los Angeles, recommendations for promotion and appointment are in the hands of the university librarians and their assistants.

A long-drawn-out campaign for academic recognition for the Ohio State University's librarians was won even more recently. Effective July 1, 1963, librarians on the staff of the university libraries were accorded faculty titles, with ranks ranging from instructor to professor. An

exception—applicable to only a few individuals—is new library school graduates lacking a doctorate, or three years of graduate study, or professional experience in librarianship, who must gain two years of acceptable experience before promotion to the rank of instructor.

The qualifications and criteria established by the university for the faculty as a whole at Ohio State are in general applied to the library staff. Teaching and other types of participation in the university community are encouraged, but teaching per se is not a requirement for faculty rank for librarians. Otherwise, the professional library staff has the same types of responsibilities and privileges as the teaching faculty.

Efforts extending over a considerable period were also rewarded at the University of Washington, about four years ago, when the library staff received academic status. Among the immediate benefits derived therefrom were salary adjustments, eligibility to participate in the TIAA retirement system, professional leaves, more travel funds, and improved staff morale. A promotion committee, composed of four senior librarians and two faculty members, makes recommendations annually to the director of libraries; if the director concurs, the recommendations are forwarded to the president of the university. The committee follows the same over-all criteria that are normally applied to faculty promotions.

It is of interest to note that the University of Washington's sister institution, Washington State University, granted its librarians full faculty status in 1947—recognition which they have continued to enjoy to the present time—including regular sabbatical leaves.

A similar situation exists in Kansas. Librarians at Kansas State University have had academic rank and status for more than twenty years, with prerequisites identical in nearly every respect to those of the teaching staff. At the University of Kansas, progress has been more gradual.

In a series of steps starting in 1952, the librarians have moved toward closer identification with and integration into the university's teaching faculty. Among the manifestations are tenure for higher-ranking librarians, sabbatical leaves, eligibility for research grants, and membership in the University Senate. Instead of academic titles, however, the Kansas librarians receive equivalent rank: the titles of Librarian I, II, and III were agreed upon as generally corresponding to instructor, assistant professor, and associate professor.

Almost exactly the same solution was decided upon at the State University of Iowa, where librarians achieved faculty status—but not faculty rank—in 1959. At Iowa there are four library ranks, Librarian I, II, III, and IV, corresponding to the traditional academic ranks of instructor, assistant professor, associate professor, and professor. The qualifications for appointment and promotion conform as closely as possible to those set for the teaching faculty.

But again, as in Washington and Kansas, varying practices have grown up in the same state. The librarians at Iowa State University have held full faculty standing for a number of years. All beginning professional staff members at Ames with library school degrees receive the academic rank of instructor plus suitable library titles. Department heads and others filling key positions are ranked as assistant professors or higher.

Another system of equivalencies is in effect at New York University. Members of the library staff are given one of four titles: curator (professor), associate curator (associate professor), assistant curator (assistant professor), library associate (instructor). In each case, the rank carries equivalent salary, benefits, and tenure rights.

Indiana's two state universities present a solid front on the matter of status. Of Purdue's present library staff, six rank as professors, eight as associate professors,

fourteen as assistant professors, and the remainder as instructors. At Indiana University, all librarians are defined as academic, appointments are made through the dean of faculties, and sick leave and retirement policies are the same as for the teaching faculty. In addition, certain positions carry faculty titles: director of libraries, professor; associate director, professor; assistant director, professor; rare book librarian, professor of bibliography; fine arts librarian, professor of fine arts; business librarian, assistant professor of business; education librarian, instructor in education; law librarian, assistant professor of law; music librarian, assistant professor of music.

The state of Michigan presents a mixed picture. Despite efforts extending over a period of years, the professional library staff at the University of Michigan remains in a separate classified group, though it receives a number of faculty benefits. At Michigan State University, since 1959, all librarians have been direct appointees of the Board of Trustees, and are defined as academic, though not given faculty titles. They are entitled to such faculty perquisites as TIAA retirement, group life insurance, and sabbatical leaves. Wayne State University introduced still another variation, in 1963, when the University Council classified and defined the academic staff as follows:

1. Academic status, educational: with all attendant rights and privileges shall be granted to those members of the university staff with advanced academic training and the rank of instructor, university assistant, or above, whose positions are primarily concerned with the amassing, retrieval, or dissemination of knowledge.

2. Academic status, professional: with appropriately determined rights and privileges shall be granted to those members of the university staff with academic or technical training applicable to their functions, and the rank of instructor, uni-

versity assistant, or above, whose positions are not primarily concerned with the amassing, retrieval, or dissemination of knowledge.

Librarians were placed in the first category, thus assuring them of receiving perquisites identical with those of the teaching faculty.

Highly significant progress was reported by the University of Minnesota, where for many years only the director of libraries had full academic status, and efforts to obtain recognition for the library staff as a whole were unavailing. The librarians were under the jurisdiction of the university's office of Civil Service Personnel. In 1963, however, a proposal was made and accepted by the university administration to transfer to the faculty group the three following categories of library personnel:

1. Assistant department heads in major departments in the library system, such as assistant head of the reference department, assistant librarian of the biomedical library, and assistant law librarian.

2. Heads of divisions within the various major departments, such as: head of the serials, gifts, and exchange division in the acquisitions department, head of the social science division in the catalog department, head of the interlibrary loan division in the reference department, head of the periodical room in the circulation department, head of university archives in the department of special collections, and head of the reference department in the agriculture library.

3. Librarians in charge of units for which specialized subject or language competence is needed in addition to the basic bachelor's and master's degree, such as: librarian of the education library, librarian of the chemistry library, librarian of the music library, librarian of the map library, librarian of the engineering library, and librarian of the South Asia library.

Department heads had previously been

transferred to the academic classification at the assistant professor rank. Thus Minnesota presently has about sixty library positions with full faculty status and rank. There remain some forty positions under civil service, comprising what were formerly the first two professional grades. Among the advantages already observed by the library administration from the reorganization and reclassification of professional personnel are the opportunity to recognize individual merit in making salary increases and promotions; the removal of rigid grade maximums at which a number of superior staff members were "frozen" under civil service; and obtaining for the staff such benefits as faculty insurance and retirement, faculty club privileges, and voting rights in the University Senate.

The University of Wisconsin library also has a divided staff, but the academic group is more limited. Faculty rank is granted only to the director and his associates, department heads and their first assistants, and to bibliographers. All other librarians are under state civil service.

#### SEPARATE AND PARTLY EQUAL

Among a number of institutions cited in the foregoing comments, academic recognition of librarians is less than one hundred per cent. Ambiguities in the placement of library staffs on university organization charts are not uncommon. For example, in the City University of New York (Brooklyn College, City College, Hunter College, and Queens College), librarians are in the same category as the teaching faculty in tenure, representation on the Faculty Council, representation on the Department Committee on Appointments and Promotions, sabbatical leaves, sick leaves, retirement benefits, and medical care, but *not* as to academic ranks, salary schedules, or vacation allowances.

In a neighboring institution, Columbia University, professional members of the library staff receive presidential appointments, and thus by definition are assumed

to possess faculty status. The Columbia librarians are granted most of the privileges accruing to faculty members, except sabbatical leaves and full summer vacations; an exception also is that there are no direct equivalencies between faculty and library salary schedules.

Similar systems may be found in a number of other privately-endowed universities. In the classified scheme adopted about six years ago by Harvard, four professional groups are recognized. Those at the upper levels are given Harvard Corporation appointments, and in such matters as tenure, pensions, insurance, faculty club membership, health program and other "fringe benefits" receive treatment identical to that of members of the instructional staff. Librarians are, however, considered a group apart, and are not integrated with the faculty in any formal sense, such as academic titles and salary scales.

At Duke University, a few top-level individuals—the librarian, assistant librarian, medical school librarian, divinity school librarian, and law school librarian—hold academic ranks. Otherwise, librarians who have served two years on the staff and have reached thirty years of age are eligible to participate in TIAA, and to receive hospital care and insurance benefits on the same basis as teaching members of the faculty. Also, it is reported that "members of the staff whose formal training would qualify them for teaching positions in the university receive salaries comparable to those paid the teaching staff."

Except for the general library administrators, librarians at Stanford University are classified in four grades I-IV. A leaflet entitled "Personnel Information for Staff Members," issued by the library, states: "Librarians are regarded as part of the academic staff of the university and have a status broadly equated with faculty in that they enjoy most of the privileges of faculty members; but they do not receive formal faculty rank and

are not members of the Academic Council." Since 1962, the senior-level librarians have come under the TIAA-CREF retirement system, and they enjoy certain other perquisites normally accorded solely to the teaching faculty.

In several state universities—for example, University of Maryland, University of Massachusetts, and University of Missouri—librarians are likewise under special classifications. Typical is the University of Missouri, where it is reported that librarians "are not members of the academic staff, yet they receive most of the substantive benefits which accrue to the academic staff. They are entitled to the same privileges in relation to retirement, sick leave, leaves of absence, and so forth that apply to the members of the teaching staff who are on eleven-month appointments."

#### ESTABLISHED SYSTEMS

Academic status for librarians has become firmly established over a period of years in a considerable number of American universities. Reference has already been made to Washington State University, Kansas State University, Iowa State University, and Purdue University.

Other universities where academic recognition for librarians has long been a fact of life include the University of Illinois, University of Miami (Florida), University of Nebraska, University of New Hampshire, University of Tennessee, University of Utah, and all institutions in the Oregon State System of Higher Education. At Miami, the professional staff of thirty and one-half is distributed by rank as follows: professors, three and one-half; associate professors, five; assistant professors, eleven; and instructors, eleven. Tennessee's total staff numbers eighty-seven. Of twenty-eight in the professional category, the breakdown is: four professors, two associate professors, three assistant professors, twelve instructors, and seven professional assistants.

New Hampshire has adopted a classi-

fied plan for its librarians: class A, professor; class B, associate professor; class C, assistant professor; class D, instructor. The classifications are equivalent in salaries, responsibilities, and privileges to the corresponding faculty ranks. At Utah, any member of the professional staff with a graduate degree in library science is given the rank of instructor. By custom, the librarian ranks as a professor and the assistant librarian as associate professor. All heads of important departments and the principal branch librarians receive the rank of assistant professor, if they also hold library science degrees.

All of Illinois' six state universities grant full academic standing to librarians. In addition to the University of Illinois in Urbana and in Chicago, these include Eastern Illinois University, Illinois State University, Northern Illinois University, Southern Illinois University, and Western Illinois University.

Upon unanimous recommendation of the faculty, the board of trustees of Illinois State University recently approved establishment of the library as an academic department. Northern Illinois University has evolved a novel device for giving librarians a voice in the affairs of the institution. For voting purposes the library staff has been divided between the four colleges in the university on a ratio of one librarian for each fifteen faculty members. Another form of recognition was lately granted at Southern Illinois University where the Graduate Council specifically designated librarians as eligible to membership on the graduate faculty, even though they may not be teaching graduate courses.

#### AGENDA FOR THE FUTURE

Meanwhile, the struggle by librarians for improved standing continues, in some instances with excellent prospects for success. At the University of North Carolina, for example, where librarians have long been governed by a state Personnel Act, the university administration has accepted

the principle that professional members of the library staff are and shall remain under the direction of the academic dean. A decision is presently pending exempting library personnel from the Personnel Act. If approved as anticipated, the appointment, promotion, and all privileges of librarians will be essentially the same as those of the academic staff.

Louisiana State University also has under serious consideration the extension of faculty status to its library staff, a group which now has "equivalent faculty status."

The outlook appears less favorable at the University of Texas, where only the chief librarian and assistant librarians are exempt from civil service rules and regulations. A current proposal for classifying librarians as "academic-professional" has met with a cool reception from the university administration, who views it as simply another attempt by a nonteaching group to break down academic standards and force itself into the charmed circle of full faculty recognition.

The realities of the situation are more clearly discerned by the vice provost of Duke University who agrees that "we can't compete in the market place unless we are willing to give librarians academic

status." The advantages to the institutions themselves are well described by William H. Carlson, director of libraries for the Oregon State System of Higher Education:

"I regard full academic status for librarians as a major contributing factor to the high quality staffs which we have been able to assemble, and for the most part to hold, in the Oregon system. On my scale of important things, full academic status ranks at or near the top."

Several correspondents emphasized the desirability and in fact the necessity of paying as much attention to responsibilities as to privileges in justifying librarians' claim to full acceptance by the faculty. As reiterated on many occasions, librarians must participate actively in the academic affairs of their universities, offer equivalent academic training and experience, and contribute to the advancement of the library profession, if the concept of academic status is to be valid and to win over the skeptics. The present situation was succinctly described by Ralph E. McCoy, director of libraries, Southern Illinois University: "Our real problem is in locating librarians who are worthy of the ranks that we are able to offer." ■ ■

## Building Consultants Institute

EDUCATIONAL FACILITIES LABORATORIES, Inc., a subsidiary of the Ford Foundation, is sponsoring an Institute for College Library Building Consultants at the University of Colorado, August 10 through 14. The institute is directed by Ralph Ellsworth, and guest lecturers include Keyes Metcalf and William Jesse.

Attention is concentrated upon the role of consultants, the writing of building programs, the essential elements of a building program, campus planning procedures, the role of the faculty-library planning committee, new factors in library programs, new teaching methods and technology, automation, miniaturization, electronic control of information, coordinated library programs and activities, basic dimensions and specifications, growth calculations, and the evaluation of architectural drawings.

Participation is limited to fifteen registrants, and some fellowships have been made available by EFL to selected participants. ■ ■