

InULA

Innuendo

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THE DILEMMA OF FACULTY STATUS

Anne Rimmer

(Anne Rimmer is the Personnel Officer, Indiana University Libraries.)



In 1958, the University Libraries Section of the Association of College and Research Libraries created the Committee on Academic Status. In 1959, this Committee was the first agency within the American Library Association to formally endorse faculty status for academic librarians.

In 1971, the Association of College and Research Libraries adopted its *Standards for Faculty Status for College and University Librarians*. This document specifies 9 rights and privileges for all academic librarians. As an aside, amongst those is one which has recently been of concern to librarians at Indiana University Libraries—compensation. Number 2 of these rights and privileges states that “the salary scale for librarians should be the same as that for other academic categories with equivalent education and experience. . . . Librarians should normally be appointed for the academic year. If a librarian is expected to work through the summer session, his salary scale should be adjusted similarly to the summer session scale of faculty at his college or university.” Even now, some 25 years since the creation of that initial committee and 13 years since the *Standards for Faculty Status* were adopted, faculty status for librarians remains a controversial and frequently debated issue.

Increasingly, librarians have begun to question whether we have really gained anything with our faculty status or have we lost our own professional identity by aligning ourselves with another profession, even though it is a profession with similar goals, responsibilities and role in the educational process. What was the motivation to seek faculty status? Was it the security of tenure, the hope for better compensation, the assurance of academic freedom? Might some of the motivation have stemmed from an inferiority complex as suggested by Richard Meyers in his controversial

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NOTES FROM THE EDITOR



Julie Bobay

(Julie is the Instruction Librarian, IU-Bloomington)

This is only the second issue of the *Innuendo*, and already I feel like an old hand at this editor stuff. After all the glowing compliments I received on the first issue, I'm starting to feel very confident that I've finally found my true talent—I'm an editor!

However, it doesn't take much reflection to burst that little self-satisfied balloon and admit that the success of the first issue was the result of many people's talents. I'd like to recognize all the people who had a hand in the first issue of the *InULA Innuendo*:

James B. Campbell, Art Director of Western Sun Printing Co. Inc., who designed and laid out the *Innuendo* and offered advice and expert opinion at every stage.

InULA's Publications Committee, (Rosanna Blakeley, Kris Brancolini, Anne Rimmer, and Maudine Williams), who did all the creative work from start to final product (not an easy task).

InULA's Executive Board, who offered moral and financial support as well as advice and opinions.

All the authors of articles.

I hope we can continue to come up with an interesting publication; it really depends on you. If you like this and would like to see it continued, why not contribute? Write a letter to the editor (that's me) about a topic on your mind. If you don't want to see your name in print, give me a call (335-4265). This is your publication—the more participation the better the product!

Hope you enjoy this issue—let me know!

The InULA Innuendo is a publication of the Indiana University Librarians Association. Letters and comments should be addressed to Julie Bobay, Instruction Librarian, Library E172, Indiana University, Bloomington, Indiana 47405. Publications Committee: Julie Bobay, editor, Rosanna Blakeley, Kris Rinella Brancolini, Anne Rimmer, Maudine Williams.

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NOTE

Although we promised an article about salary equity activities at IUPUI, we're afraid that because of further developments, we cannot discuss them at this time. However, if all goes well, you will be reading about our IUPUI colleagues in the next issue of the *Innuendo*.

THE DILEMMA Continued

article in *North Carolina Libraries*, Winter 1981? “Librarians seem to want to hide themselves in the larger milieu of academe in order to overcome an inferiority complex perhaps derived from a sense of failure. And indeed, it does seem that librarians have failed because they have not convinced their public that the services offered by the profession are indispensable.” If there is any truth in that statement, has faculty status aided us in overcoming an inferiority complex or do we now find ourselves having to constantly remind our administrations and teaching faculty colleagues that we are, indeed, faculty?

Dissatisfaction with faculty status seems to be more prevalent where criteria for evaluation fails to recognize the differences in the mission of the librarian as compared to the teaching faculty. In institutions where those differences are recognized, respected, and reflected in the criteria for evaluation, librarians seem to be more satisfied or at least not as dissatisfied with their faculty status.

Thomas English in his study of librarian status in 89 institutions which was published in *College & Research Libraries*, May 1983 states, “It was also found that, among major research libraries at least, the once-popular thrust to shift academic librarians from nonfaculty to faculty status—a movement of considerable impetus in the 1960s and early 1970s—had apparently run its course. Rather, the recent personnel changes within the membership of the Association of Research Libraries were all in the opposite direction, from faculty status to a nonfaculty or modified faculty status.”

“At the University of Minnesota, persistent problems with the interpretation of faculty performance criteria for librarians led to the conclusion that at least some librarian positions were inappropriately classed as faculty. At Purdue University, similar problems with promotion and tenure requirements brought about a policy change within the libraries, which was designed to separate technical service positions from those in public services. On July 1, 1981, with the consent of the individuals affected, all the untenured catalogers and systems librarians at Purdue (six positions) were transferred from tenure-track appointments to a professional classification. But, faculty librarian positions remained in the majority at Purdue by a ratio of more than six-to-one.”

Should we be working to convince ourselves and our institutions that, as stated in the preface to the *ACRL Standards*, “Without the librarian, the quality of teaching, research and public service in our colleges and universities would deteriorate seriously, and programs in many disciplines could no longer be performed. His contribution is intellectual in nature and is the product of considerable formal education, including professional training at the graduate level.”

We've had over a decade of faculty status. Perhaps it's time for us to reassess our position, reexamine our gains and losses, and ask ourselves, if not faculty status, what?

(References may be requested from Anne Rimmer)

NOTES FROM InULA

Gail Oltmanns, President

(Gail is a reference librarian in the Undergraduate Library, IU-Bloomington)

I am delighted to report that InULA members and committees have been very active in the past few months. The "Careers in the 80's" workshop, planned by Cheri Johnson and the Continuing Education Committee, was quite successful, although attendance could have been better. Those people who did attend were pleased with the speakers and the topics.

Congratulations go to JoAnne Bailey and the National Library Week Committee for a very well-organized and executed booksale. It took special planning and hours of hard work to hold it in the lobby, but the location attracted a lot of attention and added to the success of the sale. It was more profitable than ever before!

The *InULA Innuendo* has also created some excitement. It is a first-rate publication by Julie Bobay and her committee. It will certainly be a fine forum for librarians to discuss and exchange ideas about pertinent issues.

At the most recent meeting of the Executive Board, we discussed budget expenditures for 1983-84 and appropriations for 1984-85. The following figures were reported by Emily Okada, Treasurer: ▶

Some of the committee budgets have been increased to support new activities. The Continuing Education Committee, for example, has already begun to work with BLFC's committee to plan a conference on censorship to be held in Spring 1985.

Next year the National Library Week Committee will have two people serving as co-chairs so that one can be responsible for the booksale, and the other can plan additional activities to be held during that week.

We were also very pleased to be able to increase the amount of our scholarship from \$700 to \$1000 this year. A committee has been appointed to select the SLIS recipient.

A nominating committee was chosen at the Board Meeting. This committee will present a slate of officers for 1984-85 to the general membership at our annual business meeting on June 5. We need a quorum at this meeting, so to entice our members to come, we have scheduled Sue Telfer, our current Exchange Librarian, to speak. I hope to see you all there.

Oh, by the way, the birch trees in the Main Library Lobby planter are really and truly *supposed* to be "non-living." *Do not water them!*

Expenditures - 1983-84

Program and Social	\$ 261.17
Continuing Education	998.79
Publications	805.91
Executive Board	79.00
Lobby planter	227.00
Booksale	72.11
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	\$2443.98

Appropriations - 1984-85

Continuing Education	\$2000.00
Constitution	00.00
Executive Board	100.00
Membership	100.00
National Library Week	350.00
Publications	2800.00
Program and Social	225.00
WTIU	250.00
Lobby Telephone	300.00
Scholarship	1000.00
Dean's Fund	900.00
	<hr/>
	\$7775.00

'A DIFFERENT PERSPECTIVE'

Douglas Freeman

(Douglas is Head of Collections and Services at the Kinsey Institute for Research in Sex, Gender and Reproduction, IU-Bloomington)

My position as Head of Collections and Services at the Kinsey Institute is different from many other library positions in that I am responsible for large collections of films, photographs, flat art, and art objects as well as other more traditional library materials. This has required some adjustments on my part. As a former cataloger I have no problems with collecting books, journals, A/V material, and even an occasional kit or bit of realia. However, at the Institute we have a separate research collections of 70,000 photographs, 5,000 films, 25,000 pieces of flat art, and 3,500 objects d'art in addition to our 64,000 volume library. I have had to scramble to learn about such subjects as museology and photo conservation in order to deal with some of the issues that arise from these diverse types of materials.

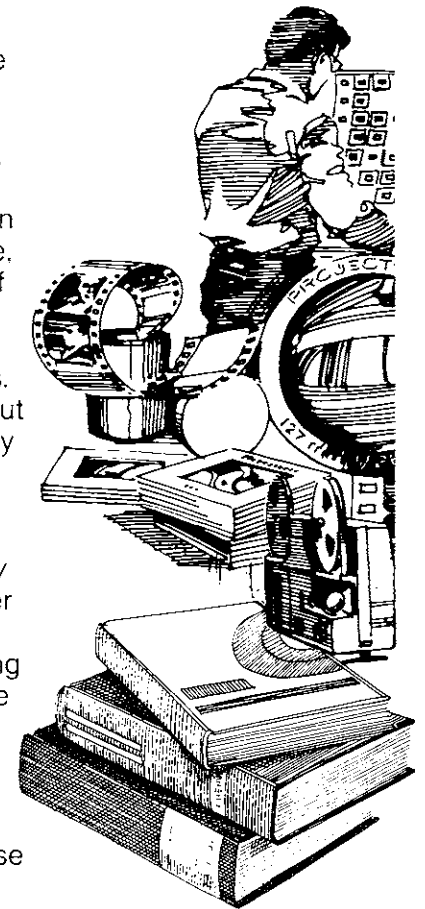
As an organization, the "Collections" of the Kinsey Institute face the same problems as do most other libraries: staffing, budget, personnel, processing backlogs, lack of space, automation needs, etc. These issues require the same amount of administrative attention here as they do in any other library. A further complication is the fact that the Institute maintains an Information Service, which responds to requests for information from around the world on topics related to sex, gender, and reproduction, and our clientele is, therefore, a very large one. The net result, of course, is a demanding workload for all of our staff.

This workload is tempered somewhat by the unique nature of the Institute collections. This uniqueness brings to me some rather unconventional duties. For instance, I have found it necessary to write to the Vatican to inquire about whether they really do have an erotica collection, and if so, is it true that they are in the process of selling it (as one recent visitor, a distinguished scholar, reported.) [No answer yet!]

I have negotiated with a number of donors about gifts to the Institute, ranging from part of the private library of Dr. Alex Comfort (author of *The Joy of Sex*)—to a nineteenth-century chastity belt—to the medical files of pioneer transsexuality researcher Dr. Harry Benjamin. The variety of gifts we receive reflects the varied personal and professional interests of our donors, including noted scholars and scientists as well as ordinary people who happen to have an interest in erotica. My contact with these donors is one of the most fascinating aspects of my position at the Institute.

Another interesting responsibility involves the need to open channels of communication with the legal authorities around the world in order to obtain materials confiscated for use as evidence in cases relating to sexuality. These materials are vital for research into criminal sexual behavior. On a more pleasant note, I also have established contact with LC, the Metropolitan Museum of Art, MOMA, and the Boston Museum of Fine Art in an effort to acquire literary and artistic materials for our collections.

With all of these interesting duties, there still remain a number of important issues requiring attention. These include: the upcoming renovation of our facility, fund raising, retrospective conversion, preservation, and special projects dealing with our film, photo, and artifact collections. This afternoon, for instance, I have to figure out a way to ship a part of our collection of erotic photographs to Germany for an exhibit dealing with "The obscene in photography." We have to manage to get this material through the customs of two countries and back again safely to the Institute. Perhaps I will be able to report on the success of this project in a future installment.



InULA PEOPLE

Rosanna Blakely

(Rosanna is a cataloger at IU-Bloomington)

"I am enjoying myself so much and am having lots of interesting experiences at Indiana University," says English librarian Sue Telfer, "but the time is going by so swiftly."

When Andrea Singer was selected to participate in the Fulbright-Hays Program of Education Exchange between the United States and the United Kingdom, an English librarian from the University of Surrey came on the same Fulbright program to Indiana University for three months to replace Andrea in the Government Publications Department.

Sue Telfer was born in Birmingham, England, but grew up in London. She attended University College of Swansea, Wales, majoring in history, and took her library degree at the Ealing College of Higher Education in London. She then went to work at the library of the University of Surrey and has risen to the rank of Sub-Librarian, second in charge of the library. She has many responsibilities in the library: she directs staff training; she teaches and is responsible for user education; she is in charge of audio-visual materials; she is the subject librarian for sociology and education; she takes her turn at the enquiry desk; and not least, she is in charge of the library's European Documentation Center, working with English and European communities documents. The University of Surrey is located in Guildford, a city 35 minutes by train southwest of London. The university has 3,500 students, and the library owns about 330,000 books and 2,400 journals. There are 48 people on the library staff, with an FTE of 35. Of these, 13 are professional librarians. The library is open from 9:00 A.M. to 10:00 P.M., and librarians have a 37½ hour work week. Because the library at the University of Surrey is smaller than the library at IUB, the librarians have more varied duties.

Sue is enjoying her work at IUB with "all the library tools one ever dreamed of." Except for taking her turn at the desk in Government Publications, she is free to investigate the various aspects of librarianship at IU. She is visiting the branch libraries and the departments within the library and is sitting in on committees. An interesting assignment for a librarian trained in user education and student orientation is her involvement in the freshmen registration and parents' program. She is taking on other projects, as well.

Staying with Sandra Taylor, Sue is driving Andrea's car. She says driving on the right hand side of the road doesn't bother her so much as the size of the car and the power steering. She has spent a weekend in Chicago and is gradually visiting such Indiana sites as Nashville, Conner Prairie and New Harmony, among others. She reports, also, that she is becoming quite a connoisseur of Bloomington restaurants. In June, a trip to New Orleans is planned. She loves sports and was happy to be able to attend the Olympic basketball trials in April. She hopes to sample a baseball game. Another of her special interests is music, so she was particularly glad to arrive in time to attend a performance of "Das Rheingold."

We at the Indiana University Library are indeed fortunate to be able to share our library with a librarian of the caliber of Sue Telfer, and we can only hope that being a part of a large research library, with all of its benefits and problems, has been of value to her.

InULA ANNUAL BUSINESS MEETING

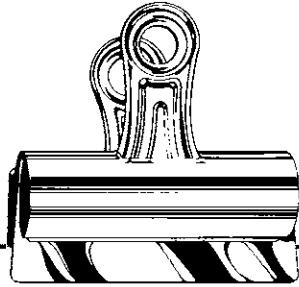
Don't miss InULA's annual business meeting, to be held Tuesday, June 5, 4:30-5:30, 3rd floor staff lounge, IU-Bloomington. There will be a brief business meeting at which the 1984-85 budget will be approved, and a new slate of officers nominated.

However, the chief attraction will be Sue Telfer, visiting librarian from Surrey, England, who has generously agreed to share some of her observations and experiences with us.

Of course, refreshments will be served. Take a break from work and join us!



LETTERS TO THE EDITOR



Letters to the Editor

Congratulations on the premier issue of the *Innuendo!* It is visually very appealing (a far cry from the old photocopied versions) Better yet, it returns to the tradition of fact- and opinion-sharing on which InULA was founded

Will there be a "Letters to the Editor" column? This might provide a briefer, but equally effective, forum for further discussion of topics presented in previous issues

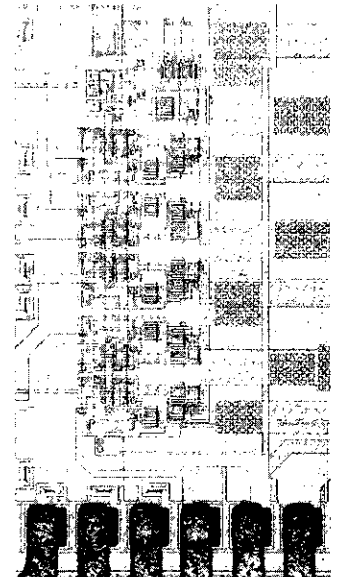
You and the members of the Publications Committee are to be commended I am eagerly awaiting the next issues

Mary Popp

Congratulations and compliments to you and your editorial staff on the new InULA publication It is handsomely produced, interesting, lively and shows great promise It is very gratifying to see the growth and maturity of InULA publications during the past fifteen years All good wishes for the future

Barbara Halporn

The world's first wristwatch with a built-in television set is by Seiko Time Corp. and described by the company president as "an achievement in micro-miniaturization." The batteries provide up to five hours of viewing.



Who really needs a home computer? *Behavior Today's* answer is from Thomas M. Gallie, acting chairman of the computer science department at Duke University. "A person who spends a lot of time balancing a checkbook, filling out tax forms, cutting manuscripts, doing evaluations, should consider a personal computer."

BOOKS, ETC.

Do You Like Your Job?

Pat Steele

In 1980, CLAIM, The Centre for Library and Information Management at Britain's Loughborough University, conducted a study to determine what most satisfied and dissatisfied various groups of library personnel about their jobs. The background and results of the study have been published in *What do UK librarians dislike about their jobs?* by Linda Stewart—a title which was recently added to the SLIS Library collection.

The study consisted of a survey which sought to reveal opinions of staff in public, university, and polytechnic libraries by comparing and contrasting their perceptions of a job they would like to have against the one they really have. The investigators used theoretical frameworks developed by Herzberg and Maslow.

While there appear to be no startling revelations in this study, this is a topic which has intriguing interest to most of us. Some interesting trends were noted which might be worth our consideration here as we plan job enrichment and development programs, and as we consider ways to improve daily work life.

As previous studies have shown, proportionally more men than women had management positions. Interestingly, 25% of the women felt underused and underchallenged while 25% of the

men felt overburdened. Managers recorded the most job satisfaction because their jobs usually involve greater variety and flexibility and thus more opportunity to achieve a sense of completion and worthwhile accomplishment.

Some problem areas identified were:

1. Academic librarians, particularly, were dissatisfied with their lack of recognition.
2. consultation and communication at all levels and all types of organizations appear to be unsatisfactory (employees at the lower level particularly felt they were not kept informed of library operations),
3. among clerical staff in university libraries, there was a high degree of dissatisfaction with regard to career advancement,
4. over one half of all the staff thought that their respective organizations either did not take into consideration the interest of the individual employees, or did not do it well.

On the positive side, most employees were satisfied with their positions, most relished opportunities to participate in decision-making, most felt their jobs favorably in terms of responsibility and achievement in their work.

A "quick and dirty" IU survey based on the same type of questions might now be in order. Certainly the sense of the staff would be interesting and could prove useful in areas such as communication and staff development. Let us know if there is a ground swell of interest in expressing opinions about the IU Libraries as a place to work!

(Pat is the Head Librarian at SLIS Library, IU-Bloomington)