Librarians, Publication, and Tenure

Joyce Payne and Janet Wagner

Over the past ten years, there has been a plethora of literature on faculty status for academic librarians. Only now, however, is the full impact of this phenomenon becoming apparent, as librarians begin to stand for tenure and as the need to meet the criteria for academic rank takes on increasing importance. Many academic librarians are coming to the realization that along with faculty status and its concomitant perquisites come certain requirements not previously anticipated. As more and more librarians are standing for tenure, the question has been raised as to how many and which of the requirements for *all* faculty members are required for the granting of tenure to librarians.

Usually, several criteria are weighed at the time of tenure consideration for librarians, but only recently has the issue of publication as one of the requisites for tenure assumed major importance. A trend toward emphasizing research and publication for librarians to the same degree as for teaching faculty seems to be developing. In the past, some combination of the tenure criteria for teaching faculty has been necessary, but not all of the requirements had to be fulfilled—the rationale being that librarians differ somewhat from the teaching faculty in professional responsibilities, educational preparation, hours of work, and work load. As Davey and Steer recently pointed out:

Research is part of the teaching faculty member's duties and accordingly a large amount of time is provided for this purpose. Few librarians can spend a large proportion of work time on the same purpose, if they want to fulfill their assigned functions within the library system in a satisfactory manner.[1]

In order to determine if this increased emphasis on research and publication for tenure and promotion is representative of a national trend, we did a review of the literature. Only one recent study on the topic, an article by Rayman and Goudy, reported the results of a survey they conducted of ninety-four members of the Association of Research Libraries. Their survey attempted to ''determine to what extent research and publication actually constitute a requirement for academic librarians, the inhibiting or promotional factors affecting this activity, and the ramifications that this issue holds not only for ARL libraries but also for the field of academic librarianship itself.''[2]

PURPOSE OF THIS STUDY

Since their survey was limited to research libraries and revealed wide discrepancies in criteria from institution to institution, we designed a questionnaire/survey which expanded upon Rayman and Goudy's study. The purpose of our survey was to examine librarians in another group of academic libraries to determine the extent to which publishing is a factor for them in obtaining tenure and/or promotion and to compare the results of our study with those of Rayman and Goudy (see table 1).

For our study, we used ''Rank Order Table I: Volumes in Library'' from *ACRL University Library Statistics, 1978–1979: A Compilation of Statistics from Ninety-Eight Non-ARL University Libraries.*[3] From that listing, we selected groups 2–6 (excluding Canadian institutions). This provided us with a list of fifty-nine academic libraries with holdings ranging from roughly one-half million to one million volumes.

METHODOLOGY

The questionnaire we designed, modeled after Rayman and Goudy's, con-

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TABLE 1
PUBLICATION IN ACRL LIBRARIES—COMPARISON WITH RAYMAN AND GOUDY*

Category by Professional Classification	All Responses				Faculty Status				Academic Status				"Other" Status			
	R&G		P&W		R&G		P&W		R&G		P&W		R&G		P&W	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Tenure Granted																
Yes	39	57	30	61	24	100	25	86	14	50	2	22	1	6	3	27
No	29	43	19	39	0	0	4	14	14	50	7	78	15	94	8	73
Publication Requirements																
Required	10	15	3	7	10	42	3	11	0	0	0	0	0	0	0	0
Encouraged; not required	41	60	36	84	13	54	23	82	20	71	6	86	8	50	7	88
Not encouraged	17	25	4	9	1	4	2	7	8	29	1	14	8	50	1	12
Publication Required																
For promotion only	1	10	2	14	1	10	1	33	—	—	—	—	—	—	—	—
For tenure only	0	0	4	29	0	0	0	0	—	—	—	—	—	—	—	—
Promotion and tenure	9	90	8	57	9	90	2	67	—	—	—	—	—	—	—	—
Require Publication in																
Librarianship only	2	20	1	4	2	20	1	33	—	—	—	—	—	—	—	—
All disciplines	8	80	22	96	8	80	2	67	—	—	—	—	—	—	—	—
Publication Released Time																
Specific released time	7	10	17	46	4	17	13	50	3	11	2	33	0	0	2	40
Apply for released time	28	41	—	—	13	54	—	—	9	32	—	—	6	37	—	—
No released time	33	49	20†	54	7	29	13	50	16	57	4	67	10	63	3	60
Funding for Research																
Within library	18	23	8	19	11	33	6	21	2	7	2	25	5	29	0	0
From university	40	51	28	65	20	61	20	71	16	57	4	50	4	24	4	67
Not available	20	26	7	16	2	6	2	7	10	36	2	25	8	47	2	33
Library Research Committee																
Yes	20	31	7	18	16	67	5	17	2	8	2	40	2	12	0	0
No	45	69	33	83	8	33	24	83	23	92	3	60	14	88	7	100

*Percents listed are out of the number of responses received for each question.
†Sabbatical included.

0 Question applicable.
— Question not applicable.

sisted of nine questions (several with subsections). As did Rayman and Goudy, we attempted to determine the status of librarians, but we sought more complete information on terms of employment (workweek and workyear) and educational requirements (see table 2). We sought to establish how many of the institutions do indeed grant tenure to librarians and the differences, if any, in policies and criteria for tenure and/or promotion. We attempted to define, with some precision, the types of publishing that were most desirable and acceptable. Chi-square tests were performed where appropriate to make comparisons between this study and Rayman and Goudy's. This type of statistical test determines whether there

TABLE 2
STATUS, TENURE, AND PUBLICATION*

Category	All Responses (N=49)			Faculty† Status (N=29)			Academic Status (N=8)			Administrative Status (N=7)			"Other" Status (N=5)		
Terms of Employment															
Twelve-month calendar	45			25			8			7			5		
Academic calendar	2			2			0			0			0		
Choice of twelve-month or academic calendar	2			2			0			0			0		
No. of hours in workweek	40	37.5	35	40	37.5	35	40	37.5	35	40	37.5	35	40	37.5	35
	12	5	3	5	3	1	3	2	0	2	0	1	2	0	1
Eligible for Tenure															
Yes	30			25			2			1			2		
No	19			4			7			5			3		
Educational Requirements															
MLS	24			18			2			2			2		
MLS plus 2d master's degree	3			3			0			0			0		
MLS plus credits	2			2			0			0			0		
Ph.D.	0			0			0			0			0		
Other	1			1			0			0			0		
No response	19			5			6			5			3		
Policy Statement for Tenure for Librarians															
Yes	29			24			2			2			1		
No	10			3			4			2			1		
No response	10			2			2			3			3		
Criteria for Tenure Same as for Teaching Faculty															
Yes	14			13			1			0			0		
No	20			14			2			2			2		
No response	14			2			4			5			3		
Publishing Is															
A requirement	3			3†			0			0			0		
An option	35			23			6			5			2		
Unnecessary	5			2			1			0			1		
No response	6			1			1			2			2		
Publishing Is an Enhancement															
Yes	22			20			1			1			0		
No	5			2			1			0			2		
No response	22			7			6			6			3		
Publishing a Requirement for															
Tenure	2			1†			0			1			0		
Promotion	3			0			1			0			0		
Tenure and promotion	9			2			0			0			0		
No response	35			17			7			6			5		
Publishing Must Be															
In field of librarianship	1			1			0			0			0		
Other disciplines/subject areas	1			1			0			0			0		
Both	22			18			2			2			0		
No response	25			9			6			5			5		

*Responses may not add up to total—some institutions may have responded to more than one choice.
†One responded faculty and administration.

TABLE 2 (continued)
STATUS, TENURE, AND PUBLICATION*

Category	All Responses (N=49)	Faculty† Status (N=29)	Academic Status (N=8)	Administrative Status (N=7)	"Other" Status (N=5)
Research Funding Available					
Yes	35	25	5	4	1
No	7	3	2	0	2
No response	7	1	1	3	2
From university	28	19	5	3	1
From library	9	7	2	0	0
From other sources	14	10	2	1	1
Travel Funding Available					
Yes	41	25	7	5	4
No	3	3	0	0	0
No response	5	1	1	2	1
For research	21	15	3	2	1
For presentation of professional papers	35	23	6	5	1
From library	37	22	6	5	4
From university	16	11	3	1	1
From other sources	5	3	2	0	0
Special Committees For Research and Publication					
Yes	22	17	3	1	1
No	18	10	3	3	2
No response	9	2	2	3	2
From library	7	5	2	0	0
From university	22	17	3	1	1

*Responses may not add up to total—some institutions may have responded to more than one choice.
†One responded faculty and administration.

are significant differences in the percentage breakdowns.

We sent our questionnaire, with a self-addressed envelope, to the directors of fifty-nine university libraries covering thirty-five states and the District of Columbia. Within this group, forty-eight were public universities; eleven were private. Within two weeks, we had received the great majority of what was eventually to be a response from forty-nine (83 percent) of the institutions. Rayman and Goudy had had the same quick response, and based their results on a return from 68 (72 percent) of the institutions. Obviously there is a great interest in the topic and a desire on the part of academic librarians to know where they and their colleagues stand on this issue of "publish or perish."

RESULTS OF THE SURVEY
Faculty Status

In an "Academic Status Survey" conducted by ACRL and reported in the June 1981 issue of *College and Research Library News*, "forty-four percent of 126 libraries polled by ACRL claim to have full faculty rank, status and privileges for their librarians."[4] Of the libraries participating in the

ACRL 100 Libraries Project with the agreement to complete periodic questionnaires on library policies and practices, the breakdown is as follows:

ARL libraries—30 percent full faculty status

University libraries—34 percent full faculty status

Four-year college libraries—26 percent full faculty status[5]

Of the forty-nine university libraries that responded to our questionnaire/survey, 29 (59.2 percent) granted full faculty status to librarians, 8 (16.3 percent) assigned "academic" status to librarians, 7 (14.2 percent) placed them in administrative positions, and 5 (10.2 percent) had "other" classifications. Based on statements by respondents in the section of the questionnaire that allowed for comments, we noted that the difference between those with faculty status and those with academic status was the general inability of the "academics" to be promoted through faculty ranks. In Rayman and Goudy's study, only 24 (35.3 percent) of their group had faculty status, with 28 (41.2 percent) having academic status and

16 (23.5 percent) falling into the "other" category. A chi-square test compared our percentages to Rayman and Goudy's. To allow for direct comparison, the "other" and "administrative" categories in our study were collapsed into one group for a total number of 11. The chi-square equals 8.3 with two degrees of freedom. This is statistically significant to less than 5 percent margin of error.[6] The test showed that our percentages are significantly different from Rayman and Goudy's.

We asked our group about their terms of employment. Forty-five of the forty-nine responded that their institutions require them to work a twelve-month calendar year. Of those with faculty status, 25 out of 29 (86.2 percent) work a twelve-month calendar year. All with academic status (8), administrative status (7), and "other" status (5) work a twelve-month calendar year. Two of the institutions with faculty status offer their librarians the option of working on a calendar-year or an academic-year (nine or ten months) schedule, and two libraries offer only the academic-year schedule. This would indicate that, regardless of status, most librarians in our group work a twelve-month calendar year. A shortened workyear is offered to only 6.1 percent of our group, and only to librarians with faculty status.

Tenure

At 30 (61 percent) of the institutions that responded to questions relating to tenure, all librarians were eligible for tenure, and all except one library in that group of 30 had a written policy statement on tenure for librarians. For 13 (43 percent) of that group of 30, tenure criteria were the same as those for teaching faculty, and for 17 (57 percent) they were different. Many libraries where the criteria were different stated that tenure requirements were less rigorous. This may suggest a partial solution to the problem of meeting teaching faculty criteria while working a calendar year.

Publishing as a Criterion for Tenure and/or Promotion

We concentrated specifically on the importance of publishing as a consideration for tenure and/or promotion. Where publishing was a requirement, was it necessary for tenure or promotion, or both? Where publishing was an option, did it enhance a librarian's chances for tenure? Were the support services, which publication demands, available for librarians? Were there special research committees available for advice and counsel? Was there released time, or could special leaves or sabbaticals be arranged to allow for research?

Of the forty-three libraries that responded to these questions only three said publishing is a requirement for tenure, and for two of the three publishing is a requirement for promotion as well. All three responded that their criteria for tenure are the same as those for teaching faculty. Librarians at all three receive support services of some kind. Two of the three have released time, travel time, and funding for research from the library as well as the university, with special committees for support of research and publishing available. We draw the reader's attention to the fact that this is a very small sample. At the opposite end of the spectrum, 20 percent of the libraries in our group stated that publishing was unnecessary for either tenure or promotion. Nevertheless, all receive some form of support for publishing. An interesting note about this group of four is that one of the institutions follows an academic calendar.

The overwhelming majority of our population responded that publishing is an option for librarians. Since they comprise the largest identity group (73.5 percent) of our sampling, we studied them in detail.

The Option Group (35 Libraries)

All librarians in this group work a twelve-month year and hold at least an MLS degree. Faculty status is granted at twenty-three universities; twenty-six libraries have specific tenure policy statements; ten institutions have the same criteria for tenure as the teaching faculty.

Support services are available: 25 institutions offer access to secretarial services; 16 will pay for postal expenses; 15 offer access to computer time; 10 make university printing services available. Funding for re-

search is available at 29 institutions, with the great majority—24 (82.7 percent)—offering funds from the university. Only six offer funding from the library. (Note: respondents could indicate more than one answer to this question.) There is special leave time available at 15 libraries, and sabbaticals for research can be requested at 19 institutions. It appears that research and publication are supported by both libraries and universities, but there is quite a bit of variation in the extent and form of support within this group.

For those libraries where publishing is at *least* an option, responses indicate that it is equally acceptable to publish in the field of librarianship or a discipline/subject area. Several stressed that the important consideration is that the publication be relevant to one's professional responsibilities. The consensus seems to be that the *form* of publication was less significant than the *fact* of publication. Interpretation of the criteria would seem to be far less stringent for librarians than for teaching faculty. All types of publication were acceptable for librarians.

Conclusions

In our group, the majority (60 percent) have faculty status. This is a significantly higher percentage than in the Rayman and Goudy study. The libraries studied in the ACRL Academic Status Survey fall between. This may be attributed to the size and type of institution we selected, but this is difficult to assess without comparable studies. We hope that such studies will be undertaken.

The overwhelming number of librarians in our group and Rayman and Goudy's group work a twelve-month year and 35–40-hour week regardless of their status. In order that librarians can conduct and publish research, libraries and/or universities provide many services; but for most, special leaves and sabbaticals have to be negotiated. Travel money is generally available from the libraries, and research funds are available from the university, with librarians competing for these monies with the teaching faculty.

For the greatest number of our group,

publishing is an option in consideration for tenure and/or promotion. In many cases, support is available for research and publication, but there is no consistency from institution to institution.

In our group, about 25 percent of the librarians employed at the responding libraries have engaged in some form of publishing activity. Since our question was intended to yield only a quantitative response, we were unable to distinguish among those librarians who had published in the past, those who regularly publish, and those with work in progress. This is a subject that also deserves further exploration and clarification. We hope to follow this survey with an in-depth analysis of the type of publishing activity in which librarians are involved.

If publishing is a factor of increasing significance, it is essential that librarians begin to thoroughly and realistically examine their institutions to determine what kind of support is available to encourage research and publication. Some institutions have created special committees either at the library or university level for purposes of consultation and encouragement. Such a group is the Research Interest Group at Southern Illinois University at Carbondale, which is described in detail in a recent article in the *Journal of Academic Librarianship.*[7]

Exploration of statistical and computer services and identification of resource people for consultation at one's institution would be the first step for those who are about to embark on a research project. Location of sources of financial support on campus, as well as grants and special funding from private institutions, should follow closely. In the past, librarians have been reticent about active pursuit of the perquisites of the teaching faculty, but now it is time to leave the library walls and exploit all sources available to teaching faculty. Most important of all, as the authors of this article can well attest, is the need to make provision for adequate availability of time. Librarians who work a thirty-five–hour week on a calendar year must pursue all avenues leading to released time and sabbatical leave for re-

search. Time is the one resource usually unavailable to librarians, and it is essential if they must meet the same criteria as teaching faculty.

Library and university administration must realize that support for *all* their faculty is essential. Librarians should take a long hard look at what is available, and what is not, and strongly recommend adjustments and/or additions which will provide support for the research and publication that is becoming more than just an enhancement.

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