

Faculty Status— A Comprehensive Bibliography

THIS BIBLIOGRAPHY REPRESENTS THE RESULTS of a thorough literature search through *Library Literature*, *Dissertation Abstracts*, *Library and Information Science Abstracts*, and *ERIC*. I attempted to include all articles, books, letters, and news items directly pertaining to the topic of faculty status.

A perusal of the literature reveals a broad spectrum of opinion concerning faculty status. Although it would be somewhat difficult to detect a general consensus concerning the subject, most authors agree that the major problem confronting the instigation of faculty status exists in the lack of a precise definition of all that the term implies. The majority of librarians who have addressed the topic advocate some sort of improved status, whether it be toward identification with the teaching faculty or merely a recognition of librarianship as a worthwhile profession in itself. The individual institutions must dictate the type of status given to their librarians, since most operate under different administrative policies and pressures. Often librarians may possess the same educational level and responsibilities as the teaching faculty, while in other institutions they fall far short of the faculty's qualifications. It becomes obvious that librarians must devise a single and descriptive definition of the term "fac-

ulty status" before administration will classify librarians in such a bracket.

The subject of faculty status for academic librarians continues to command a great deal of attention; thus, this bibliography will be outdated in a matter of months. However, it is hoped that it will serve as a guide to the literature concerned with the foundations of faculty status and the major issues involved.

"Academic Status," *American Libraries* 3:5 (Jan. 1972).

AAUP has defined eligibility requirements for membership which allow any professional librarian who holds at least a half-time appointment at a college or university library to belong to the organization.

"Academic Status for Librarians," *Bookmark* (Idaho) 20:212 (June 1968).

Reports that the Faculty Council Committee on Library Affairs at the University of Idaho approved academic rank for librarians. The librarians must be judged by the same criteria as other faculty members.

"Academic Status for Librarians at Penn State," *Pennsylvania Library Association Bulletin* 24:53 (Jan. 1969).

News note relating that librarians at Pennsylvania State University received academic status.

"Academic Status for Penn State Librarians," *American Library Association Bulletin* 63:9 (Jan. 1969).

News note stating that Penn State librarians received full academic status. When evaluation is made for promotion, competence as librarian is a criterion in addition

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to general characteristics expected of faculty.

"Academic Status, Salaries Surveyed in East," *Library Journal* 93:2594-95 (July 1968).

News note reporting the outcome of a survey conducted among eighty-two academic libraries in the East to discover the prevalence of faculty status.

"Academic Status to Librarians at Pennsylvania State University Libraries," *Wilson Library Bulletin* 43:409 (Jan. 1969).

News note reporting the granting of academic status to librarians at Pennsylvania State University. Librarians receive the same rights and privileges as the teaching faculty.

"Alfred University Librarians Gain Faculty Status," *Library Journal* 93:4086 (1 Nov. 1968).

News note stating that on September 8, 1968, full faculty status was achieved by professional librarians at Alfred University in New York. Benefits included the nine-month appointment period, comparable salaries, review by a promotion and tenure committee, and titles.

"All That Rumbling and Only a—Mouse?" *The UPC Advocate* 3:16 (April 1973).

Briefly reviews the attempt by California State University and Colleges librarians to attain full faculty status. States that in March 1973, the chancellor's office announced its decision pertaining to the status of librarians. Discusses changes to be made by the chancellor's decision. Faculty status was not granted; alterations were made only in titles assigned to librarians; salaries remained the same and benefits were not added.

Allen, P. S. "In the Liberal Arts College—The Reference Librarian, a Professor?" *School and Society* 39:231-36 (24 Feb. 1934).

Proposal for subject specialists in the field of library science, and for closer contact with professors and their duties.

American Library Association. Association

of College and Research Libraries. Academic Status Committee. "Standards for Faculty Status for College and University Librarians; A Proposal," *College and Research Libraries News* 31:271-72 (Oct. 1970).

Presents a list of standards pertaining to faculty status.

American Library Association. Association of College and Research Libraries. Academic Status Committee. "Standards for Faculty Status for College and University Librarians; Revision." *College and Research Libraries News*, 32:36-37 (Feb. 1971); *Library Journal* 96:1336 (15 April 1971).

Presents the revisions in the October 1970, ACRL standards for faculty status.

American Library Association. Association of College and Research Libraries. Academic Status Committee. "Status of College and University Librarians," *College and Research Libraries* 20:399-400 (Sept. 1959).

Emphasizes the importance of librarians to the academic community and strongly recommends academic status with corresponding faculty privileges. Lists the reasons why faculty status should be granted to librarians.

American Library Association. Board on Personnel Administration. *Classification and Pay Plans for Libraries in Institutions of Higher Education*. Volume 3: *Universities*. 2d edition. Chicago: ALA, 1947.

The report states that since all professional library staff members contribute to the educational program of the institution, they should possess academic rank commensurate with deans, teaching staff, and departmental assistants. Librarians should enjoy academic privileges; salaries should therefore be equal to teaching staff with the same education and background. The report concludes by outlining the duties required for each library position.

American Library Association. Committee on Classification of Library Personnel. *Budgets, Classification and Compensa-*

tion Plans for University and College Libraries. Chicago: ALA, 1929.

This report presents the qualifications of professional librarians, relating the positions to the corresponding grades of the faculty.

"Annual Report of the President, 1971-1972." *College and Research Libraries News* 33:177-78 (July-Aug. 1972).

Joseph H. Reason discusses the approved resolution suggesting that personal members of ACRL be assessed \$5 and institutional members be assessed \$10 above their regular dues for the support of the proposed Office for Academic Status.

Association of College and Research Libraries. Membership Meeting. Annual Conference, Chicago, Illinois. *College and Research Libraries News* 33:251-57 (Oct. 1972).

Allan Dyson spoke against the concept of "faculty status" and opposed the joint statement as twisting definitions to make librarians the teaching faculty they are not. Dyson proposes that the librarian should instead be seeking his rightful place on the campus by working toward a meaningful academic status, rather than by attempting to ape the faculty.

"Atlantic City Conference: A Great Show in Two Parts and a Cast of Thousands." *American Library Association Bulletin* 63:915-64 (July-Aug. 1969).

Report on the proceedings of the annual ALA conference of 1969. Contains the report of the Academic Status Committee, which proposed a list of standards to be approved by ACRL concerning faculty status. ACRL adopted the standards for faculty status, led by David Kaser, despite the vote of the membership to defeat it.

Beard, J. R. "Regressive Step in New Jersey Higher Education," *New Jersey Libraries* 3:4-6 (Fall 1970).

Discusses the threat of removal of faculty status for librarians in New Jersey colleges and universities.

Bergen, Daniel P. "Librarians and the Bipolarization of the Academic Enterprise,"

College and Research Libraries 24:467-80 (Nov. 1963).

Bergen discusses the chasm between librarians and professors, and states that the initiative for convergence of the two groups must come from the librarian.

"Berkeley Library Union States Bargaining Terms." *Library Journal* 93:3736 (15 Oct. 1968).

News note concerning union bargaining terms. States that most of the demands are for increased status and pay; librarians want vacations equal to the faculty.

Blackburn, Robert T. "College Libraries—Indicated Failures: Some Reasons—and a Possible Remedy," *College and Research Libraries* 29:171-77 (May 1968).

Blackburn identifies the sources of conflict between the teaching faculty and the academic librarian. One of the problems stems from the ambiguous status of academic librarians.

Blake, Fay M. "Faculty Status, Where It's At," *American Libraries* 1:767-68 (Sept. 1970).

Blake states that although faculty status is in a state of confusion, librarians seem to be moving actively toward it. Because the librarian's work has changed, he needs the same conditions, protection, and responsibilities which the teaching faculty needs. The author gives reasons for the librarian's need for faculty title and rank, tenure, academic work year, and career and promotion structure.

Blake, Fay M. "Invisible Librarian, A Report on (And Some Gloomy Conclusions From) a Convocation Held in California Recently on the University in America," *Library Journal* 91:3360-62 (July 1966).

Blake attacks the program of the convocation, which she states "failed utterly in a number of vital areas of concern for American education." She concludes that the "academic world does not recognize the librarian as a colleague."

Blake, Fay M. "Letter to the Editor," *College and Research Libraries* 34:159-60 (March 1973).

Blake disagrees with the observations on faculty status put forth by Ellsworth Mason in the November 1972, issue of *College and Research Libraries*. Mason inveighs against faculty status for librarians, while Blake believes that academic librarians without it suffer great disadvantages, which she enumerates.

Blake, Fay M. "Status Search," *Library Journal* 95:2096 (1 June 1970).

Reviews the struggle of California State College librarians in the attempt to attain faculty status. Deprecates ALA for suggesting that California State College librarians accept all facets of faculty status except salary, which could be arranged when the conditions of the state's budget improve. Blake states that librarians must fight for the salary now or they will never receive it.

Blake, Fay M. "Tenure for the Academic Librarian." *College and Research Libraries* 29:502-4 (Nov. 1968).

Blake outlines the purposes and history of academic freedom and tenure for teaching faculty and observes these values to the academic enterprise. She further points out the similar and growing need for such freedom and tenure for college and university librarians and cites examples of how the absence of these items can be detrimental to an institution.

Boughter, Vivian R. "Salaries, Work Week, Vacations, Benefits, and Privileges of College Librarians," *College and Research Libraries* 19:126-28 (March 1958).

Survey conducted to determine salaries, work week, vacations, and benefits and privileges of the academic librarian. Concluded that library salaries are not comparable to faculty, but status is improving with improving qualifications of academic librarians.

Bousfield, H. G. "College Libraries With Dual Roles," *College and Research Libraries* 9:25-32 (Jan. 1948).

Since 1938, the libraries of each of New York City's five municipal colleges have been legally recognized as academic de-

partments. Members of these staffs have been granted a status unique in academic library practice.

Bradbury, Daniel. "On the Status Front," *American Libraries* 3:470 (May 1972).

Author discusses the terms of the National Educational Defense Act and how its tenets relate to librarians once they are accorded academic status.

Brandon, A. N. "Academic Status for Medical School Librarians," *Medical Library Association Bulletin* 58:1-6 (Jan. 1970).

Results of a survey indicate that most medical schools grant a degree of academic status to their professional librarians. Faculty appointments and benefits are not always granted. To upgrade effectiveness and stature of medical school librarians, faculty status is desirable. The librarian must merit faculty rank on the same basis as the other teaching faculty.

Brannan, Nancy. *Academic Status for the Professional Library Staff of the University of Illinois*. (Occasional Papers, no. 34) Urbana: University of Illinois Library School, 1953.

The paper reviews the discussions and processes involved in the transferring of professional members of the library staff of the University of Illinois from the nonacademic university civil service to academic status. Author discusses the scheme devised by the University of Illinois to accomplish this task.

Branscomb, B. H. "Some Responsibilities of the College President," in his *Teaching With Books*, p.81-101. Chicago: ALA, 1940.

Most of this chapter deals with the college president's responsibility toward the librarian in bringing the librarian into the college educational program. States that the librarian should be a regular faculty member serving on regular faculty committees, with a voice in the organization of the curriculum.

Branscomb, Lewis C., ed. *Case for Faculty Status for Academic Librarians*. (ACRL Monograph, no. 33) Chicago: ALA, 1970.

Presents a number of essays discussing various facets of faculty status. Includes articles by such authorities as Arthur McAnally, Robert Downs, Carl Hintz, David Weber, and Anita Schiller.

Branscomb, Lewis C. "Tenure for Professional Librarians on Appointment at Colleges and Universities," *College and Research Libraries* 26:297-98, 341 (July 1965).

Because professional librarians are involved in intellectual tasks, they need an atmosphere of freedom. Branscomb outlines the librarian's tasks, and states that they should have tenure to ensure free performance. He promotes faculty status, and outlines a tenure procedure for librarians.

Brown, H. G. "College Librarians Are Not Teachers," *Library Journal* 65:910-11 (1 Nov. 1940).

Author promotes professional status rather than faculty status.

"California Librarians Plug for Status," *Library Journal* 93:1400 (1 April 1968).

News note reporting the issuance of the 1968 California Library Association Position Paper on status and benefits for California academic librarians.

California Library Association. College, University, and Research Libraries Section. "Position Paper on Status and Benefits for Librarians in California's Colleges and Universities," *California Librarian* 29:37-39 (Jan. 1968).

Paper purports that academic librarians are essential to the development of college and university libraries, and in order to fulfill their responsibilities and objectives, librarians must attain full faculty status.

California Library Association. "Council Resolution on Sanctions Against the California State Colleges," *American Library Association Bulletin* 63:1205-7 (Oct. 1969).

Presents the sanctions against the California State College system for failing to implement faculty status for librarians.

"California Library Association Hits State

Colleges," *Library Journal* 94:3395-96 (1 Oct. 1969).

News note announcing the adoption by the California Library Association of sanctions against the California State Colleges for failure to grant faculty status by July 1, 1969.

"California Library Association Invokes Sanctions," *American Library Association Bulletin* 63:884 (July 1969).

Sanctions against the California State Colleges were invoked by the California Library Association on July 1, 1969, because full faculty status and benefits were not granted to librarians in the system.

Canadian Association of College and University Librarians. *Position Classification and Principles of Academic Status in Canadian University Libraries*. Canadian Lib. Assoc., 1969.

Presents recommendations pertaining to the classification and status of professional librarians. Outlines the duties of each position.

Carlson, W. H. "Trend Toward Academic Recognition of College Librarians," *College and Research Libraries* 16:24-29 (Jan. 1955).

Author reviews the evolution of the trend toward recognition of the academic contributions of college librarians. Feels that the attendant assignment of faculty status and rank is important. Academic librarians are finally moving toward full acceptance as members of the academic faculty.

Carty, J. C. "Survey of Administrative Standing of Head Librarians in Two-Year Colleges of California," *Junior College Journal* 29:490-92 (April 1959).

Based on the results of a survey addressed to 65 two-year colleges in California, the author urges that head librarians in these institutions be classed as all other college administrators or as instructors with a bonus.

Cassata, Mary B. "Teach-in: The Academic Librarian's Key to Status?" *College and Research Libraries* 31:22-27 (Jan. 1970).

To meet the responsibilities of faculty

status, librarians can become involved in the formal instructional programs of their own or other institutions. Author surveyed academic libraries in the Association of Research Libraries in the winter of 1968-1969 to determine how many librarians were actively involved in formal teaching programs. She discovered that only 2.75 percent participated.

Copeland, E. A. "Academic Status of Librarians in Institutions of Higher Learning for Negroes." Unpublished Master's thesis, Columbia Univ., 1948.

This study aims to examine the type of employment agreements, tenure of appointment, salary and promotion schedules, participation by librarians in retirement and pension plans, sabbatical leaves, and other factors influencing the status of librarians.

Cottam, Keith M. "Sour Grapes," *Library Journal* 95:2202 (15 June 1970).

Cottam comments on a letter by Richard Thompson, who deprecates faculty status. Whereas Thompson states that librarians have no teaching function, Cottam believes that he is involved in a personal kind of teaching.

Coulter, Edith M. "The University Librarian: His Preparation, Position and Relation to the Academic Department of the University," *American Library Association Bulletin* 16:271-75 (1922).

States the important role of the university librarian. For the author, it is not a matter of academic status, but a question of recognition of equality with faculty, which is necessary to render the greatest service to institutions. States that academic librarians must be scholars and possess a degree recognized as the equivalent of the Ph.D. The education of the librarian must be commensurate with that of the professor.

Davidson, C. G. "Status of Librarians in Southern Liberal Arts Colleges." Unpublished Master's thesis, Univ. of Chicago, 1936.

Not available for review.

DePriest, Raleigh. "That Inordinate Passion

for Status," *College and Research Libraries* 34:150-58 (March 1973).

Author comments on the positions taken by those librarians opposing faculty status, and he believes that these librarians are overly concerned with status. He discusses reasons for this concern, and presents arguments in favor of faculty status; he feels that status should depend upon the direct contribution by the librarian to the academic program.

DeWeese, L. Carroll. "Status Concerns and Library Professionalism," *College and Research Libraries* 33:31-38 (Jan. 1972).

In an exploratory study, the author tested specific hypotheses concerning the relationship between status concerns and professionalization of individual university librarians. Status concerns were found to be an important socio-psychological determinant of professionalism. To improve status, the librarian must gain faculty status at both an explicit and an implicit level.

Diehl, Katharine S. "Faculty Status," *Association of American Colleges Bulletin* 41:292-96 (May 1955).

Author discusses the role of the librarian as a member of the faculty. However, the major portion of the article is devoted to a superficial discussion of the librarian's role in society. The author briefly states the major duties of a university librarian, and feels that if librarians want faculty status, they must act the part.

Ditzion, S. H. "College Librarians and the Higher Learning," *College and Research Libraries* 8:50-53 (Jan. 1947).

Improvement of professional education, subject specialization, professional research, and the development of the Association of College and Research Libraries are suggested methods for improving the status of academic librarians.

Dorsey, Bernice A. "Unclassified," *Wilson Library Bulletin* 19:696 (June 1945).

Dorsey bemoans the fact that academic librarians are neither faculty nor office help. Promotes equality in pay with faculty members who have commensurate education

and experience. Must change status from "unclassified" to "classified."

Downs, Robert B. "Academic Status for University Librarians—A New Approach," *College and Research Libraries* 7:6-9 (Jan. 1946).

In 1946, the librarians at the University of Illinois were accorded faculty status. The article discusses the staff classification, stating that the salaries of librarians correspond to the teaching staff salaries. Librarians worked to attain faculty status due to the fact that they discovered that they were the only university group engaged in academic activities that did not have academic recognition.

Downs, Robert B. "Are College and University Librarians Academic?" *College and Research Libraries* 15:9-14 (Jan. 1954).

Downs believes that librarians must be recognized as an integral part of the academic ranks and enjoy all of the rights and privileges of the faculty in order for the library to remain an effective institution. Privileges should correspond to responsibilities.

Downs, Robert B. "Current Status of University Library Staffs," *College and Research Libraries* 18:375-85 (Sept. 1957).

In this article, Downs reviews the present status of university library staffs (professionals only) and concludes with a summary of current opinion among library administrators as to the most desirable type of personnel organization.

Downs, Robert B. "Place of College Librarians in the Academic World," *California Librarian* 28:101-6 (April 1967).

Discussion of where the librarian belongs in the academic community, mostly in relation to the question of faculty status. Must define what is meant by an academic professional librarian, for on this hinges whatever claim librarians may have to faculty status.

Downs, Robert B. "The Place of Librarians in Colleges and Universities," *North Carolina Libraries* 18:34-41 (Winter 1960).

In considering the status of librarians, Downs surveyed conditions of librarians in 115 American universities. Discusses three discernable patterns of how universities rank librarians. Argues for faculty status, stating that this will improve the quality of librarians. The librarian must offer commensurate qualifications. Downs states the reasons for awarding librarians faculty status, and urges librarians to obtain more degrees.

Downs, Robert B. "Status of Academic Librarians in Retrospect," *College and Research Libraries* 29:253-58 (July 1968).

A century ago, few if any American academic librarians held faculty rank by virtue of their library work. Slowly some came to be recognized as responsible academic officers, usually at first without rank, and then in more recent years increasing numbers of them have been accorded full faculty status and rank. The struggle continues, but with more promise for acceptance.

Downs, Robert B., ed. *The Status of American College and University Librarians*. (ACRL Monograph, no. 22) Chicago: ALA, 1958.

Presents a series of essays concerning the status of the academic librarian.

Downs, Robert B. "Status of University Librarians—1964," *College and Research Libraries* 25:253-58 (July 1964).

National trend toward academic recognition of university librarians continues. Forms of recognition achieved differ. Article reviews break-throughs and describes current situation, based on the correspondence of the author. Librarians must accept responsibilities as well as privileges.

Emerson, William L. "Why Not Try?" *Wilson Library Bulletin* 43:367-70 (Dec. 1968).

Article deals with sabbatical leaves for all types of libraries. Author says that the granting of sabbaticals is not correlated to faculty status in universities. Feels that a sabbatical program would encourage an attitude of professionalism.

Estes, R. S. "Challenge to College Librari-

ans," *Library Journal* 61:144-45 (15 Feb. 1936).

Author states that it is difficult to determine the status of college librarians. This is chiefly the fault of the librarian. A need exists to become involved and lead the academic community. The librarian must attain definite status as a librarian rather than as faculty.

Estes, R. S. "Faculty Status in the City College Libraries," *College and Research Libraries* 3:43-45 (Dec. 1941).

A history of the change of the status of college librarians from clerical to instructional. Board of higher education in New York gave librarians faculty status.

"Faculty Status," *Library Journal* 65:497 (1 June 1940); *Wilson Library Bulletin* 14:735 (June 1940).

Faculty status granted to all professional librarians at the municipal colleges of New York City, announced on April 16, 1940, by the Library Association of the City Colleges of New York.

"Faculty Status, Anti-snoop Stands Taken by New York Library Association," *Library Journal* 96:20 (1 Jan. 1971).

The New York Library Association passed a resolution backing academic status and rank for college and university librarians.

"Faculty Status for the Professional Library Staff at the University of Kansas," *College and Research Libraries* 20:68-69 (Jan. 1959).

A news note relating the granting of faculty status to librarians at the University of Kansas. Outlines tenure policies.

"Faculty Status Granted to Librarians at the University of Kentucky," *Library Journal* 91:3160 (15 June 1966).

News note pointing out that the librarians at the University of Kentucky received faculty status. Assures librarians of membership in the senate, access to research funds, sabbatical leaves, tenure, and other privileges accorded to the teaching faculty.

"Faculty Status in the City University of

New York," *Wilson Library Bulletin* 40:407 (Jan. 1966).

News note announcing the attainment of full faculty status by the City University of New York librarians.

Fay, Lucy E. "Continuing Education of the College Library Staff," *Library Journal* 62:199-201 (1 March 1937).

Academic librarians need the same benefits as the teaching faculty to further their education, which will eventually improve the status of the librarian.

Forgotson, Jane. "A Staff Librarian Views the Problem of Status," *College and Research Libraries* 22:275-81, 306 (July 1961).

Defines status as the "position an individual occupies with relation to a social group or organization." Also assigns rights, duties, and value. States that librarians are not granted social acceptance commensurate to faculty; rather, their positions are often nebulous. She promotes any satisfactory status rather than as faculty members. Author foresees the time when librarians will be accorded equal rights as faculty.

Friley, C. E. "College Library Control," *American Library Association Bulletin* 29:67-72 (Feb. 1935).

Discusses the ranking of the librarian.

"Full Faculty Status for Librarians?" *The UPC Advocate* 1:2-3 (12 April 1971).

In this news note, former San Jose State College library systems analyst Robert J. Duman comments on status discrepancies between the teaching faculty and librarians. He believes that full faculty status for librarians would help eliminate inequities between the two groups. Also states that collective bargaining could provide the needed advantage to attain full faculty status.

Funkhouser, Myrtle. "Faculty Status of College of Education Librarians," *Wilson Library Bulletin* 28:301 (Nov. 1953).

Author reports findings of a survey made to discern the status of academic librarians in thirty-five colleges of education.

Galloway, Louise. "Academic Librarians

Participate in the Selection of a Director of Libraries," *College and Research Libraries* 33:220-27 (May 1972).

On May 18, 1966, librarians at the University of Louisville were granted faculty status with the accompanying professorial rank. Article discusses the formulation of a separate library faculty and the election of a Library Faculty Selection Committee to search for and select a director of libraries to recommend to the university administration.

Galloway, R. Dean. "Academic Benefits for Academic Librarians," *American Association of University Professors Bulletin* 53: 61-63 (March 1967); *Bookmark* (Idaho) 20:137-39 (March 1968).

The quality of educational institutions is threatened unless librarians are accorded faculty status and benefits. Author believes that the work of the academic librarian is instructional in nature. Attempts to show that the granting of faculty status will benefit students, faculty, and the institution as a whole.

Galloway, R. Dean. "Asserting a Professional Right," *American Library Association Bulletin* 63:549 (May 1969).

Letter discussing the California Library Association's plan to invoke sanctions against California State Colleges for failure to grant full faculty status and benefits to librarians after the academic senate voted to grant such status.

Galloway, R. Dean. "Quiet Revolution; California State College Librarians Movement to Improve Library Profession," *American Library Association Bulletin* 63:1257-61 (Oct. 1969).

Discusses the struggle of California State College librarians to obtain faculty status.

Gates, Harry R. "The Academic Status Illusion and the Nine-Month Contract," *Pacific Northwest Library Association Quarterly* 36:3-6 (Jan. 1972).

Librarians must examine the responsibilities of academic status. The nine-month contract is a necessity, as research cannot be carried on without it. Presents a plan to

gradually implement the nine-month contract.

Gelfand, M. A. "College Librarian in the Academic Community," *College and Research Libraries* 10:129-34 (April 1949).

Article presents results of questionnaire survey in which seventy college librarians participated. Librarians and faculty members offered their conceptions of the place of the library in the college. Where faculty rank is accorded it is usually granted only to the chief librarian and one or two assistants. Most librarians received lower salaries than teaching personnel of similar academic rank.

Goode, William J. "The Librarian from Occupation to Profession," *American Library Association Bulletin* 61:544-55 (May 1967).

Goode, a sociologist, describes the characteristics which identify a "profession." He then examines how a librarian fits this description, and concludes that librarians fail to meet the qualifications. Contains a brief discussion of how professionalism is directly related to the question of faculty status.

Goodrich, C. G. "Faculty Status of Professional Library Personnel in Ohio Collegiate Institutions." Unpublished Master's thesis, Kent State Univ., 1952.

Not available for review.

Gore, Daniel. "Faculty Status for Librarians at Arbutnot," *American Libraries* 2:283-95 (March 1971).

Subtitled "A Farce in One Scene." Through a satirical and riotous play, Gore presents his main contention with faculty status: that librarians are not ordinarily teachers and are not likely ever to be regarded as faculty by anyone but themselves. Gore states that the librarian should be considered an academic administrator, and should receive increased benefits in this way.

Guinagh, Kevin. "The Academic Image of the Librarian," in *The President, the Professor, and the College Library*. New York: The H. W. Wilson Company, 1963.

In this essay, the author contends that because librarians contribute to academic study and receive special training, they should receive all of the rights and privileges of faculty status.

Halverson, Josephine H. "College Librarian—Clerk or Colleague?" *Pacific Northwest Library Association Quarterly* 2:36-39 (Oct. 1937).

The author states that librarians themselves regard the library as a detached unit of the academic whole, and until this image changes, the status of the librarian will remain the same. Halverson suggests ways to achieve staff unity and cooperation, and methods by which to improve relations with the faculty. To attain faculty status, the librarian must aim for a higher goal and produce qualitative research. The article concludes with a discussion by other librarians on the topic of faculty rank and status.

Harlow, Neal. "Doctoral Study—Key to What?" *College and Research Libraries* 29:483-85 (Nov. 1968).

Author states that the librarian should have the doctorate for the door to faculty status to open.

Harrington, Mrs. R. H. and Lyle, Guy R. "Recruiting and Developing a Library Staff," *College and Research Libraries* 8:427-35 (Oct. 1947).

Article describes the classification and pay plan of the Louisiana State University library. Librarians have equivalent academic rank and are associated with the teaching faculty.

Henry, W. E. "The Academic Standing of College Library Assistants and Their Relation to the Carnegie Foundation," *Bulletin of the American Library Association* 5:258-63 (July 1911).

States that the librarian is central to the role of education. Therefore, the library staff must rank with the faculty. Suggests that librarians be termed "Professors of Books and Reading." Discusses the failure of the Carnegie Foundation to accord benefits to librarians.

Hintz, Carl. "Criteria for Appointment to

and Promotion in Academic Rank," *College and Research Libraries* 29:341-46 (Sept. 1968).

To determine the status of librarians in the university community, what it means, and how it is decided, questionnaires were sent to 100 major American academic institutions. There is a need for clarification and standardization of practice. Criteria used for determining promotions are discussed, and a draft statement of policy concerning the matter is proposed.

Holbrook, Florence. "The Faculty Image of the Academic Librarian," *Southeastern Librarian* 18:174-93 (Fall 1968).

Author discusses the image of the academic librarian from the point of view of faculty members whom she surveyed. The final section of the study deals with the question of faculty status for librarians. Holbrook concludes that there exists a need for librarians to accept not only the privileges, but the responsibilities, and to realize exactly what status implies.

Hoole, W. S. "Philosophy of College Librarianship," *News Notes* 16:1-3 (April 1940).

Discusses the need for a philosophy of librarianship, stating that there is too much emphasis on minutiae. He outlines a plan to form a philosophy and what to stress in a library school curriculum. Concludes by instructing librarians to cease worrying about faculty rank, since recognition will arrive unsought by concentrating on making librarianship a humane and live profession.

Horn, R. G. "Divine Right of Kings: Academic Status," *American Libraries* 2:625-29 (June 1971).

Horn suggests that there is little motivation for academic librarians fighting for faculty status. Librarians should form a faculty entrusted with the government of and instruction in the library. Academic titles should be used. If faculty status is to be achieved, many librarians need a Magna Carta declaring that the director is not the king, but the foremost baron.

Horn, Steven. "The Professional Ladder,"

Canadian Library Journal 27:200-202 (May 1970).

Horn examines the report on "Position Classification and Principles of Academic Status in Canadian University Libraries." He deprecates it, wondering if the "professional ladder" is a risky step in the academic library organization.

Jain, Ajit Prasad. "Status Is the Parameter of Efficiency in a Library: With Reference to Academic Libraries," *IASLIC Bulletin* 14:11-15 (March 1970).

Author states that the efficiency of a library is judged by its performance. Believes that India's academic librarians must achieve a higher status for service to be effective. He compares the situation of academic librarians in India to the situation of those in the United States and the western world.

James, John V. "Faculty Status for Librarians," *Saskatchewan Library* 21:27-34 (May 1968).

James examines the difficulties confronting the professional librarian seeking faculty or academic status. This is actually a brief survey of the important literature in the field and includes a brief bibliography.

Jesse, William H. and Mitchell, Ann E. "Professional Staff Opportunities for Study and Research," *College and Research Libraries* 29:87-100 (March 1968).

Members of the teaching faculty are expected to spend part of their working time in study and research. This paper examines the extent of comparable opportunities available to academic librarians, as revealed by questionnaires returned from fifty-two research libraries and fifteen college libraries. Presents a discussion of desirable library policies in regard to this topic. Dominating idea is that librarians should have commensurate privileges with the teaching faculty.

Johnson, Beverly. "Propose Revised Standards for Academic Librarians," *College and Research Libraries News* 32:35-36 (Feb. 1971).

Comments on the proposed standards for academic librarians as they appeared in the

October 1970, issue of *College and Research Libraries News*. Presents revised standards because of confusion in wording of the previous standards, especially in the section concerning education.

Johnson, Beverly. "Updating an Outmoded 'Approach to the Academic Status of Librarians,'" *California Librarian* 29:245-50 (Oct. 1968).

Presents a comment on an article by David Weber and disagrees with some of his specific points. States that the librarian must work for faculty status and insists upon a consideration of the problem.

Johnson, Marjorie. "Performance Appraisal of Librarians—A Survey," *College and Research Libraries* 33:359-67 (Sept. 1972).

Discusses various methods of rating librarians, based on results of a questionnaire returned by 138 university libraries. Asks whether the appraisal method for librarians is the same as for the teaching faculty. Discusses faculty status as it relates to appraisal methods.

"Joint Statement on Faculty Status of College and University Librarians," *College and Research Libraries News* 33:209-10 (Sept. 1972).

Presents the text of the joint statement concerning faculty status for academic librarians formulated by the Association of American Colleges, the American Association of University Professors, and the Association of College and Research Libraries. Text states that the function of the library in the academic world is central and indispensable, and that librarians should therefore be granted faculty status.

Jones, Harold D. "LACUNY: A Library Association in Action," *California Librarian* 29:204-9 (July 1968).

Discusses the attainment of faculty status by the City University of New York Library Association. Describes formula for achieving status and discusses the structure of the university. Outlines the sequence of events which led to the new status and states current actions and plans.

Jones, Harold D. "Notable Salaries," *Library Journal* 93:688 (15 Feb. 1968).

States that the City University of New York librarians received faculty rank and that, as of 1968, salaries rose considerably.

Jones, Harold D. "What Is Faculty Status to One?" *American Library Association Bulletin* 63:549 (May 1969).

States in a letter that the Library Association of the City University of New York is seeking to obtain more of the typical faculty privileges and responsibilities.

Josey, E. J. "Faculty Status for Librarians," *Library Journal* 96:1333-36 (15 April 1971).

New Jersey State College librarians hold faculty status, but the governor still demands the twelve-month year. To solve the faculty status problem, librarians must not be passive, they must avoid clerical routines, and they must not resist change. Most of all, the librarian should feel that he deserves faculty status.

Josey, E. J. "Full Faculty Status This Century," *Library Journal* 97:984-89 (15 March 1972).

A report of a survey of New York State academic librarians concerning their views of the propriety and probability of achieving full faculty status. Librarians do see themselves as educators, and must attain a definite status within the academic community.

Josey, E. J. "Toward a Solution of Faculty Status for College and University Librarians," *Bookmark* 30: 214-18 (March 1971).

Discusses the need for faculty status, the dangers and pitfalls on the road to obtaining it, and urges support of the ACRL standards for faculty status.

Kellam, W. Porter and Barker, Dale L. "Activities and Opportunities of University Librarians for Full Participation in the Educational Enterprise," *College and Research Libraries* 29:195-99 (May 1968).

A questionnaire was distributed to the directors of all members of the Association of Research Libraries and to all other state

university libraries inquiring about their attitudes and practices regarding library staff participation in professional and community activities. Seventy-two respondents showed preponderantly favorable attitudes to such activities, research and publication, consulting, and participating in the work of professional groups. Although there appear to be explainable differences between such activities by librarians and by teaching faculty members, it is clear that more university librarians have reasonable opportunity to engage fully in the educational enterprise.

Kennemer, J. D. "Equal Status and Salary for Librarians and Teachers," *Texas Outlook* 24:38 (July 1940).

Points out the diversity between the rank of teachers and that of librarians. Urges that librarians be placed on par with teachers in schools, colleges, and universities.

Kirkpatrick, Leonard H. "Another Approach to Staff Status," *College and Research Libraries* 8:218-20 (July 1947).

Kirkpatrick first reviews the status of librarians at the University of Utah from 1917 to 1947. He concludes that librarians should receive the same privileges and benefits as the teaching faculty with commensurate training. The librarian must work for these privileges.

Knapp, Patricia B. *College Teaching and the College Library*. (ACRL Monograph, no. 23) Chicago: ALA, 1959.

Includes a lengthy discussion of interviews which the author conducted with various faculty members to determine their concepts of the academic librarian's role. Discovered that most faculty members felt that librarians deserved faculty status.

LaBudde, K. J. "Faculty Status of College Librarians in Missouri," *Missouri Library Association Quarterly* 13:105-8 (Dec. 1952).

The author served as the head of a committee to study the problem of faculty status. The article presents the results of their survey, which encompassed all types and sizes of academic institutions. Discovered that the question of faculty status seldom

has a clear policy at the official level.

Lancour, Harold. "The Librarian's Search for Status," *Library Quarterly* 31:369-81 (Oct. 1961).

Discusses the status of the librarian in general, and the attempt to improve it. College librarians work the hardest to ameliorate their status. The author believes that academic librarians should improve their own profession rather than becoming professors.

Liberty, John. "Librarians Meet, Plan Action," *The UPC Advocate* 2:7 (March-April 1972).

News note discussing issues of the first state-wide meeting of the United Professors of California Librarian's Advisory Committee in San Francisco on March 11, 1972. The primary topic of concern was faculty status; members discussed problems in its attainment.

Liberty, John. "Organization Answer for 'Oppressed Librarians,'" *The UPC Advocate* 1:2 (19 Oct. 1971).

Author promotes faculty status. Outlines conditions in California State College libraries. Believes that librarians can attain faculty status only through membership in the United Professors of California, which would act as the bargaining agent.

"Librarians and Faculty Status," *College and Research Libraries News* 30:65 (March 1969).

Based on September 1968, article in *College and Research Libraries*. Out of 183 libraries answering a questionnaire, only 26 libraries reported having equal status with the faculty.

"Librarians and Faculty Status: List of Institutions which Enjoy Full Faculty Status," *College and Research Libraries News* 30:65 (March 1969).

Presents a list of college and university libraries which attained full faculty status by 1969.

"Librarians Are Making a Lot of Noises—Why?" *The UPC Advocate* 2:4 (May 1972).

This is basically an advertisement urging California academic librarians to join the United Professors of California. However, it lists the duties of academic librarians, states their qualifications and other pertinent activities, and enumerates the provisions of a UPC sample contract agreement which includes the following points: abolition of second class status, full academic rank, establishment of a new academic department, professional ranks, equal compensation, nine-month schedule, and full academic employee benefits.

"Librarians Get Faculty Status at City University of New York," *Library Journal* 91:219-20 (15 Jan. 1966).

News note stating that librarians at the City University of New York were promoted to full faculty status, including titles and salaries. Article provides salary figures according to rank. Librarians were not accorded equal annual vacation.

"Librarians Want Revised Grades," *Indian Librarian* 23:192 (Dec. 1968).

Librarians at Delhi University were granted faculty status, including equal pay, but they protested the fact that junior librarians, many with twenty years of experience, were informed that they must get an MLS to receive the privileges. They were not told of this decision until after faculty status had been instigated.

Littleton, I. T. "Current Status of University Librarians in Association of Southeastern Research Libraries," *Southeastern Librarian* 21:25-35 (Spring 1971).

Article reports a study of the current status of professional librarians in the twenty-six university libraries of the Association of Southeastern Research Libraries. Relates the status patterns of the ASERL librarians to the criteria used for appointment and promotion. Argues for faculty status with salaries, benefits, and responsibilities commensurate with those of the faculty at the same level of academic contribution. Based on the study, ASERL presents recommendations for faculty status.

Lundy, F. A. "Faculty Rank for Professional Librarians." Unpublished Master's the-

sis, Univ. of California, 1948.

Reports the findings of a questionnaire concerning faculty rank of librarians sent to thirty-five large colleges and universities.

Lundy, F. A. "Faculty Rank of Professional Librarians," *College and Research Libraries* Part I, 12:11-19 (Jan. 1951); Part II, 12:109-22 (April 1951).

Part I outlines the reasons for librarians' attainment of faculty status. Points out the important role the librarian plays in the educational function of the university. States that faculty status would bring the faculty and the librarian closer. Rank should correspond to teaching faculty with the same education. Part II discusses faculty status in several institutions which associate the professional librarian with the teaching and research staff.

Lyle, Guy R. *The President, the Professor, and the College Library*. New York: The H. W. Wilson Company, 1963.

This book is primarily a discussion of the relationships between the three groups mentioned in the title and their responsibilities to each other. Lyle wants librarians to place less emphasis on status. Although he expresses belief in academic status, he feels that status should be a byproduct of the librarian's work.

McAnally, Arthur M. "Dynamics of Securing Academic Status," *College and Research Libraries* 18:386-95 (Sept. 1957).

An analysis of factors and processes in decision-making at the university level as it relates to the acquiring of faculty status by staff librarians.

McAnally, Arthur M. "Privileges and Obligations of Academic Status," *College and Research Libraries* 24:102-8 (March 1963).

A discussion of the components of faculty status and what it means to the librarian.

McAnally, Arthur M. "Status of the University Librarian in the Academic Community," in Jerrold Orne, ed., *Research Librarianship*, p.19-51. New York: R. R. Bowker Co., 1971.

McAnally discusses faculty status and the

obstacles confronting its adoption. Espouses a favorable opinion of faculty status.

McAnally, Arthur M. and Downs, Robert B. "The Changing Role of Directors of University Libraries," *College and Research Libraries* 34:103-25 (March 1973).

The authors discuss the ways in which the role of the library director has changed and the different sources of pressure acting upon him, one of which is the push for faculty status.

McEwen, R. W. "Status of College Librarians," *College and Research Libraries* 3:256-61 (June 1942).

Paper presented at the 1941 annual meeting of the Minnesota Library Association. Discusses what status college librarians want and how they can achieve it. McEwen is more concerned with the college rather than the university librarian. To attain faculty status, librarians must prove that they share the faculty's interest in teaching and research. This would bring librarians a sense of belonging in the academic world and lend significance to their work.

McMillen, James A. "Academic Status of Library Staff Members of Large Universities," *College and Research Libraries* 1:138-40 (March 1940).

Presents the results of a survey conducted among thirty-five institutions to ascertain regulations and rules concerning the status of librarians. Found that few universities had regulations regarding status. Librarians must be accorded a status of some sort in order to recognize their places in the institutions and to give proper dignity to their work.

Madan, Raj; Hetler, Eliese; and Strong, Marilyn. "The Status of Librarians in Four-Year State Colleges and Universities," *College and Research Libraries* 29:381-86 (Sept. 1968).

A study which developed from the efforts of librarians at the four-year campuses and university centers of the State University of New York to gain complete faculty status. Paper based on replies from a question-

naire sent to 321 four-year state colleges and university centers across the United States. The compilation of statistics is based on a 57 percent return. Status of librarians was equated with that of the academic faculty in regard to rank and titles, promotion criteria, tenure, sabbatical leave, rates of pay, holidays and vacations, participation in faculty government, and fringe benefits. Reports that conditions of the librarian have not changed significantly over the past decade. Authors promote faculty status.

Maloy, Miriam C. "Faculty Status of College Librarians," *American Library Association Bulletin* 33:232-33, 302 (April 1939).

Results of a study conducted to determine the status of librarians and how many have faculty status. States that faculty status is desirable, but librarians must also raise their own standards.

Marchant, Maurice P. "Faculty-Librarian Conflict," *Library Journal* 94:2886-89 (1 Sept. 1969).

Suggests that librarians be given faculty status to improve communications with the faculty.

Mason, Ellsworth. "Letter to the Editor," *College and Research Libraries* 34:224 (May 1973).

A letter responding to Eli Oboler's letter concerning faculty status, which appeared in the January 1973, issue of *College and Research Libraries*. Mason again stresses his belief that the library profession is in better condition than the teaching profession. Mason states that all librarians are not teachers, and that librarians should work to better their own profession.

Mason, Ellsworth. "A Short Happy View of Our Emulation of Faculty," *College and Research Libraries* 33:445-46 (Nov. 1972).

In this editorial, Mason deprecates the wish of some librarians to be associated with the teaching faculty. Librarians should be recognized as librarians. Derides the teaching profession for becoming "obscenely competitive." However, librarians can improve their status by gaining the respect

of the faculty and by recruiting and retaining a staff of librarians possessing academic worth.

Massman, Virgil F. "Considerations Regarding Faculty Status," *Mountain-Plains Library Quarterly* 14:7-9 (Spring 1969).

Massman, who promotes faculty status, addresses himself to the following questions: 1. How and why does academic freedom affect librarians? 2. Might it not be harmful to the cause of librarians to equate them with faculty members, because librarians do not have as much formal education as is expected of the teaching staff? 3. How does faculty status affect recruiting? 4. Should or should not faculty status be granted only to teachers?

Massman, Virgil F. *Faculty Status for Librarians*. Metuchen, N.J.: The Scarecrow Press, Inc., 1972.

Presents the results of a questionnaire sent to nineteen state colleges and universities in Michigan, Minnesota, and Wisconsin. Purpose of the study is to review the history of the struggle for faculty status for librarians and some of the arguments advanced in support of that objective; a second purpose is to gather information on the similarities and differences between librarians and faculty members in broad areas of preparation, contributions, and rewards. Author defines faculty status according to ACRL standards. This is the most comprehensive work available concerning faculty status, and contains an extensive bibliography.

Massman, Virgil F. "Professor and the Librarian," *Mountain-Plains Library Quarterly* 16:19-27 (Summer 1971).

The professor can assist the librarian and help to improve the library by supporting faculty status. This would bring professors and librarians closer together.

Massman, Virgil F. "Responsibilities and Benefits of Faculty Status for Librarians: A Review of Related Literature and a Survey of Librarians and Faculty Members in Nineteen State Colleges and Universities in Michigan, Minnesota, and Wisconsin." Unpublished Doctoral dis-

sertation, Univ. of Michigan, 1970.

Massman's recent book, *Faculty Status for Librarians*, is based on this work. Refer to the previous abstract for further information.

Matzek, Richard A. "Academic Status for Librarians: Standards and Sanctions," *Connecticut Libraries* 12:15-18 (Fall 1970).

Discussion of the ACRL standards for faculty status and their implications for librarians.

"Membership Endorses Joint Statement on Faculty Status," *College and Research Libraries News* 33:209 (Sept. 1972).

Reports that ACRL members gave overwhelming endorsement to the "Joint Statement on Faculty Status of College and University Librarians."

"Minutes of Thursday, June 29, 1972, ACRL Board of Directors Annual Conference, Chicago, Illinois, 1972," *College and Research Libraries News* 33:239-50 (Oct. 1972).

Board approved the adoption of the April 26, 1972, "Joint Statement on Faculty Status of the College and University Librarian" presented by the Association of College and Research Libraries, the Association of American Colleges, and the American Association of University Professors.

"Missouri Librarians Set Status Criteria," *Library Journal* 96:19 (1 Jan. 1971).

News note stating that the Missouri Association of College and Research Libraries has detailed specifications for academic status in a position paper. Paper states that librarians should be commensurate with the faculty.

Mooney, P. "Report of the Committee on Nomenclature and Classification of Personnel," *Pacific Northwest Library Association Quarterly* 2:33-36 (Oct. 1937).

Report presented at the 1937 Pacific Northwest Library Association Conference. Suggested that college and university librarians work collectively and individually for: appropriate rank and recognition, improvement of the salary scale, tenure, pen-

sion allowance, adequate vacations, special privileges to continue study and opportunity to travel, and time for preparation.

Moriarty, John H. "Academic in Deed," *College and Research Libraries* 31:14-17 (Jan. 1970).

When professional librarians achieve full academic status, they must accept all of the responsibilities. This includes all of the responsibilities of the faculty, including publication. Must have firm lines of communication to ensure benefits for the entire staff.

Muller, Robert H. "Faculty Rank for Library Staff Members in Medium-Sized Universities and Colleges," *American Association of University Professors Bulletin* 39:421-31 (Sept. 1953).

Presents the results of a questionnaire survey covering forty-nine medium-sized universities and colleges in the United States in April 1953. Many charts and tables are included.

Negherbon, Vincent R. "Faculty Rank and Faculty Status Among Librarians," *Catholic Library World* 35:551-53 (May 1964).

Supports faculty status, stating that the librarian is involved in indirect teaching. Discusses what faculty status means to librarians. When faculty status is obtained, the librarian should use the privileges to the fullest.

Neufeld, J. "Inferiority Complex," *Library Journal* 93:688 (15 Feb. 1968).

The author states that librarians are vastly underrated. Need advancement of status to faculty rank; all librarians need advanced status.

"New Jersey College Librarians Ask Status Right Aid," *Library Journal* 96:1556 (1 May 1971).

News note stating that New Jersey academic librarians are appealing to ALA for financial aid in mounting a court fight against their demotion from faculty status.

"New Jersey College Librarians May Lose Faculty Status," *Library Journal* 95:4088 (1 Dec. 1970).

News note reporting that Governor Cahill is attempting to strip academic librarians of faculty status and reclassify them in civil service positions.

New Mexico Library Association. "Academic Status for New Mexico College and University Librarians; Position Paper," *New Mexico Libraries* 3:43-44 (Summer 1970).

Supports premise that all New Mexico academic librarians have faculty status commensurate with that of the teaching faculty.

"New York and California Librarians Seek Academic Rank, Benefits," *Library Journal* 97:2514 (Aug. 1972).

Discusses developments in New York and California search for full faculty status. Reports that progress in New York minimal since 1968. California progressing somewhat.

"New York's SUNYLA Librarians See Gains in Participation," *Library Journal* 96:3714-15 (15 Nov. 1971).

News note reporting State University of New York Library Association's gains toward improved status, and its problems in attaining full faculty status.

North Carolina. University. Library. "Library Staff Recognition by the University of the Academic Status of Members Who Hold Positions Which Are Primarily of a Teaching or Research Nature. . . . Including a Draft of Classification Plan," in its *Annual Report for 1955-1956*, p.31.

States that the university recognized and awarded academic status to those members of the library staff who hold positions which are chiefly of a teaching or research nature.

Novak, Victor. "Staff Conditions in Catholic Academic Libraries; A Survey," *Catholic Library World* 40:117-19 (Oct. 1968).

Presents the results of a questionnaire dealing with staff conditions at Catholic academic libraries, including questions concerning faculty status. States that there are differing conceptions of faculty status.

Oboler, Eli M. "Letter to the Editor," *Col-*

lege and Research Libraries 34:69-70 (Jan. 1973).

Evaluates and points out weaknesses of Ellsworth Mason's editorial, "A Short Happy View of Our Emulation of Faculty," in which Mason deplores faculty status. Oboler believes that Mason's facts are consistently in error, and disputes his contention that the only faculty benefit denied librarians is a longer vacation. Oboler supports the "Joint Statement on Academic Status." Mason responded to this letter in the May 1973, issue of *College and Research Libraries*.

"Outline History of Full Faculty Status for California State College Librarians," *The UPC Advocate* 1 (Aug. 1971), n.p.

Outlines the history of the struggle for faculty status by California State College librarians from 1951 when the Brakebill Committee was appointed until June 24, 1971.

Parker, J. Carlyle. "Faculty Status and the Academic Work Year," *California Librarian* 33:143-49 (July 1972).

Parker, a librarian at Stanislaus State College, discusses the results of a study conducted in the summer of 1970 to determine the status of librarians in 179 state-supported academic libraries of institutions comparable in size and structure to the California State Colleges and University system. The article includes many statistics, and Parker concludes that the academic work year stands as the most important benefit of full faculty status.

"Penn State Librarians Win Academic Status," *Library Journal* 94:20 (1 Jan. 1969).

News note stating that full academic status was granted to librarians at Pennsylvania State University, completing a process started in 1967 by the Board of Trustees.

Perreault, Jean M. "What Is 'Academic Status?'" *College and Research Libraries* 27:207-10, 232 (May 1966).

States that much discussion of academic status has proceeded from an emotional rather than a rational base. Attempts to

analyze the "formal environment" of academic status. Concludes that the librarian "is in a sense the academic environment himself, and is accordingly pre-eminently academic."

Pierson, Robert M. "Academic Benefits for Academic Librarians," *American Association of University Professors Bulletin* 53: 249-50 (Summer 1967).

Disagrees with article by R. Dean Gallo-way, "Academic Benefits for Academic Librarians," which supports faculty status. Pierson questions whether faculty status is really what librarians want; they may not want to meet the responsibilities. Need definition and recognition of the special character of librarianship.

Pierson, Robert M. "The Proposed Standards for Faculty Status: A Dissenting Opinion," *College and Research Libraries News* 32:121-25 (May 1971).

Reaction to the 1970 ACRL standards for faculty status. Sets forth specific objections to ACRL proposal and offers general comments.

Pope, E. and Armitage, K. "Status of Library School Librarians," *Journal of Education for Librarianship* 11:340-43 (Spring 1971).

Presents results of a questionnaire concerning the status of library school librarians sent to library schools in the United States and Canada. Conclusions, based on twenty-seven replies, given under the following divisions: faculty benefits, role of faculty library committee, salaries. Library school librarians do not enjoy the same status as librarians in the classroom in terms of responsibilities and privileges.

Posey, Edwin D. "The Librarian and the Faculty," *Southeastern Librarian* 18:152-61 (Fall 1968).

Outlines problems between librarian and faculty, the attempt to define professionalism in librarianship, and the obstacles to faculty status.

Pratt, E. C. "Administrative Standpoint," *Library Journal* 65:1054 (15 Dec. 1940).

Author basically discusses the changing

role of the librarian from preserver of the collection to the fulfillment of educational needs. Mentions that the librarian must be an important member of the faculty.

Price, P. P. "Place of the Library," *Library Journal* 66:90 (1 Feb. 1941).

Discusses the relationship between the college administration and the college library. Author suggests that the college librarian's fight for recognition be taken up by all library organizations.

"Professional Library Staff Accorded Faculty Rank," *Pacific Northwest Library Association Quarterly* 33:40 (Summer 1969).

Reports the promotion of librarians at the University of Idaho to equivalent faculty rank on July 1, 1969.

Qureshi, M. J. "Academic Status; Salaries and Fringe Benefits in Community College Libraries of Canada," *Canadian Library Journal* 28:41-45 (Jan. 1971).

Forty-nine responses to a questionnaire sent to 108 community college libraries showed great disparity between the salary of the college librarian and that of the faculty. Privileges desired were fringe benefits and faculty government participation, and academic status and tenure. The apathetic response to the questionnaire indicates that librarians are responsible for their low positions.

Reichmann, Felix. "Hercules and Antaeus," *College and Research Libraries* 14:22-25 (Jan. 1953).

Author discusses the continual problem of the librarian's status and classification within the academic structure. Librarians must broaden knowledge and gain respect as a profession.

"Report of the Ad Hoc Committee on ACRL Membership Levy for the Academic Status Office," *College and Research Libraries News* 33:84-85 (April 1972).

ACRL membership meeting instructed the board of directors to establish the Office for Academic Status. Outlines the functions of the office. The ALA Council reject-

ed the plan, but plan remains to establish office, if it can go in the ACRL budget.

"Report on the Brooklyn College Library Academic Status Problem," *College and Research Libraries News* 32:68 (March 1971).

Discusses the fact that although librarians at Brooklyn College have full faculty status, the president attempted to change working conditions and tenure policy arbitrarily. Librarians filed grievances and won.

"Sanctions Will Be Applied Against the California State Colleges Unless Full Faculty Status Is Granted to Librarians by July 1, 1969," *Wilson Library Bulletin* 43:506 (Feb. 1969).

News note stating that sanctions would be applied against the California State Colleges by the California Library Association unless faculty status is awarded. They demanded the same salary schedule for librarians and teaching faculty.

Satory, M. M. "Rank and Tenure in Catholic College Libraries," *Catholic Education Review* 42:342-47 (June 1944).

Discusses the status of librarians and the obstacles blocking attainment of faculty status. As a result of survey of fifty Catholic and fifty non-Catholic college libraries, the author concludes that there should be definite policies of tenure for librarians.

Sawtelle, H. A. "The College Librarianship," *Library Journal* 3:162 (June 1878).

The good librarian must guide students in the use of library materials, a function which requires much skill. Author concludes, therefore, that librarianship itself should be a professorship.

Scherer, Henry H. "Faculty-Librarian Relationships in Selected Liberal Arts Colleges." Unpublished Ed.D. dissertation, Univ. of Southern California, 1960.

In his study of 367 colleges, the author found that relations between the library and faculty members were good, and that librarians were generally accepted as faculty members.

Schiller, Anita R. *Characteristics of Professional Personnel in College and University Libraries*. Urbana, Ill.: Graduate School of Library Science, Univ. of Illinois, 1968.

Schiller includes a discussion of faculty rank. States that the status of librarians is too often ill-defined. Concludes that the question of full faculty status for librarians deserves wider and more affirmative institutional response.

Scrivener, J. E. "What's in a Name?" *Australian Academic and Research Libraries* 2:30-32 (March 1971).

Not available for review.

Seibert, Russel H. "Status and Responsibilities of Academic Librarians," *College and Research Libraries* 22:253-55 (July 1961).

To attain faculty status, librarians must be willing to meet the same qualitative standards, or their equivalents, as are expected of the faculty at large. Author outlines these standards—educational, professional, and institutional.

Sellen, Betty-Carol. "Administration-Oriented Copout," *American Libraries* 1:426 (May 1970).

Letter reacting to the article in Lewis Branscomb's ACRL monograph on faculty status concerning the status of California State College Librarians. States that the struggle is one of power. She was involved in the City University of New York's struggle for faculty status for librarians. Urges the California Library Association to ignore the copout by ALA, and help librarians to achieve their goal.

Sellers, Rose Z. "Statistics; The Earthy Approach," *Library Journal* 80:1402-4 (15 June 1955).

Discusses librarians' status at the City College of New York. States that faculty status is only nominal and does not extend to benefits. States that the statistics serve only to retain librarian in low status and poor pay.

Shores, L. "Library Education," *Library Journal* 59:460-61 (1 June 1934).

Author looks upon the librarian as an educator and faculty member.

Smith, Eldred. "Academic Status for College and University Librarians—Problems and Prospects," *College and Research Libraries* 31:7-13 (Jan. 1970).

Academic librarians will achieve and deserve full academic status only after they cause changes in the bureaucratic structure of libraries and in library education, and when they provide professional service on a scholarly level.

Smith, Sidney B. "Status of Academic Librarians," *Kentucky Library Association Bulletin* 23:59-62 (July 1959).

Author states that there are three ways of grouping academic librarians. He answers some self-imposed questions concerning academic status. Believes that librarians must be concerned with the business of being librarians, and work for status in that light.

Spain, Frances L. "Faculty Status of Librarians in Colleges and Universities of the South," *Southeastern Library Association. Papers and Proceedings, 13th Biennial Conference, Louisville, Kentucky, October 20-23, 1948.* p.45-53.

Investigation of status of librarians in 108 colleges and universities. Found that librarians enjoyed privileges comparable to those of teaching members in matters of meetings and committee work and discussions of tenure, but there are large discrepancies in salary, vacation, and leaves.

"Standards for Faculty Status Approved," *College and Research Libraries News* 32:218 (Sept. 1971).

Members of ACRL voted to accept the standards. Item four, concerning education, was deleted.

"Standards for Faculty Status for College and University Librarians," *College and Research Libraries News* 33:210-12 (Sept. 1972).

Presents and explains the nine standards for faculty status which were adopted by the membership of the Association of Col-

lege and Research Libraries in Dallas, Texas, on June 26, 1971.

Stanford, E. B. "Academic Status at Minnesota," *College and Research Libraries* 25:259-60 (July 1964).

Faculty status at Minnesota does not include all professional librarians, but only administrative positions. Librarians can be promoted as they are able to meet the qualifications expected of other faculty members for such appointments.

"State University of New York Librarians Association Seeks Faculty Status With Class Grievance Motion," *Library Journal* 97:1230 (1 April 1972).

News note reporting demands of SUNY-LA for faculty status and the filing of a "class" action grievance asking SUNY to show cause why all librarians have not received the nine-month year appointment.

"State University of New York Librarians Win Fight for Academic Status," *Library Journal* 93:3068 (15 Sept. 1968).

News note reporting that the State University of New York librarians attained faculty status.

"Status of Academic Librarians in California," *California Librarian* 29:37-39 (Jan. 1968).

Position paper on status and benefits of academic librarians in California. Outlines the privileges and responsibilities of faculty status.

"Status of California State College Librarians," *American Libraries* 1:57-59 (Jan. 1970).

Discusses the position paper on faculty status of the California Library Association's College, University, and Research Library Section. Considers the points enumerated in the paper and their validity. Recommends that librarians in the State College System be granted full faculty status. Also makes recommendations concerning benefits.

"Status of College and University Librarians," *College and Research Libraries* 20:399-400 (Sept. 1959).

States the ACRL reasons for the granting of academic status to librarians.

"Status of College Librarians in Texas," *Library Journal* 76:500-1 (15 March 1951).

States that professional philosophy would improve with the granting of faculty status. Present status of academic librarians is ambiguous. Promotes faculty status and outlines the tenets of status.

"Status or Sanctions, Warns California Library Association," *Library Journal* 94:134 (15 Jan. 1969).

News note stating that sanctions will be applied against the California State Colleges unless full faculty status is granted to librarians in the system by July 1, 1969.

Stevens, Norman D. "Work Week," *College and Research Libraries News* 32:38-41 (Feb. 1971).

Presents a statement on the work week of the librarian. Librarian must realize responsibility and contribute if faculty status is attained. Librarian should contribute more to the growth of the library if it is adopted.

Stevens, Rolland E. "Letter to the Editor," *College and Research Libraries* 34:159 (March 1973).

Letter in response to Ellsworth Mason's editorial "A Short Happy View of Our Emulation of Faculty." Stevens agrees with Mason about the disadvantages of faculty status for librarians, and that adequate leadership can obtain full benefits specifically adapted to the librarian's position and requirements.

Streit, Roland F. and Dyess, Stewart W. "Academic Status of Librarians in Texas," *Texas Library Journal* 48:233-35 (Nov. 1972).

This paper summarizes the results of a survey conducted in Texas to compare the academic status of librarians and teaching faculty at Texas institutions of higher education. Respondents were fifty-seven junior colleges, forty-one private senior colleges, and twenty-five public senior colleges. Faculty rank was defined as complete equality

with the academic faculty in regard to rank and titles, promotion criteria, tenure, sabbatical leave, rates of pay, holidays and vacations, representation and participation in faculty government, and fringe benefits.

Texas Library Association. College Libraries Division. "Administrative and Faculty Status of College Librarians in Texas," *Texas Library Journal* 26:132-33 (Sept. 1950).

Presents a statement on faculty status adopted by the College Libraries Division of the Texas Library Association on April 15, 1950. States that the present status of college librarians is ambiguous, and proposes a solution promoting faculty status.

Texas Library Association. College Libraries Division. "Report of the Committee on Administrative and Faculty Status of Texas Librarians," *Texas Library Journal* 26:41-49 (June 1950).

Presents the statement concerning faculty status, and reports the results of the meetings of the committee.

Thompson, Lawrence S. "Preparation and Status of Personnel," *Library Trends* 1:95-104 (July 1952).

Discusses the evolution and general trends in the history of library education. Although there appears to be a movement toward the granting of academic rank to professional librarians, for the most part the general position of librarians remains ambiguous.

Thompson, Richard C. "Crutches and Crying Towels," *Library Journal* 95:1260 (1 April 1970).

Author inveighs against faculty rank and status for librarians; supports professional status instead. Feels that librarians should rank with other college professionals, such as nurses, architects, and doctors.

Totten, H. L. "Survey of the Academic Status of Black College and University Librarians," *Journal of Negro Education* 40:342-46 (Fall 1971).

Author sent questionnaire to eighty-five predominantly black institutions to determine the extent to which librarians partici-

pated in a formal teaching program. Also attempted to discover actual status and benefits of librarians. Found the status of librarians to be ambiguous.

Trent, Robert M. "Faculty Status," *Library Journal* 80:1722 (1 Sept. 1955).

Reply to letter by Rose Sellers, "Statistics; The Earthy Approach." Trent says that faculty status for librarians rarely means much, and never will until librarians stop recruiting and admitting to library schools the misfits, the failures, and the incompetents.

"University of Idaho Librarians Granted Academic Status," *Library Journal* 93:2595 (July 1968).

News note stating that University of Idaho librarians were granted faculty status. Criteria for faculty rank included contribution to overall teaching and research, research productivity within the individual's area of competence, academic background, and administrative level and competence. Recommended that faculty status be related to individual's scholarly contribution rather than an administrative position.

Veit, Fritz. "The Status of the Librarian According to Accrediting Standards of Regional and Professional Associations," *College and Research Libraries* 21:127-35 (March 1960).

Reviews the status of the librarian in each regional library association. Discovered that standards of all but one of the regional accrediting associations specify faculty status for the head librarian.

Verma, S. C. "Academic Libraries Faculty-Library Relationship," *Indian Librarian* 26:92-94 (Sept. 1971).

Discusses why relations between faculty and professors are strained. Attributed in part to the low status of the librarian.

Villavecchia, M. "Status in New Jersey," *American Libraries* 2:16 (Jan. 1971).

Letter discussing the faculty status situation in New Jersey.

Vosper, Robert. "Needed: An Open End Career Policy: A Critique of Classifica-

tion and Pay Plans for Libraries," *American Library Association Bulletin* 56:833-35 (Oct. 1962).

Author believes that academic status would do much to make library positions attractive, and would go a long way to enriching the intellectual content of the profession.

Wallace, J. O. "Wages and Hours," *Library Journal* 80:1840-42 (Sept. 1955).

Reply to letter by Rose Sellers. Wallace states that administrators cannot understand what faculty status involves because librarians have not yet decided upon a definition.

Weber, David C. "Approach to the Academic Status of Librarians," *California Librarian* 29:133-41 (April 1968).

In an attempt to answer some questions about faculty status, the article deals with naming personal qualities required for success in academic librarianship, professional training, and collegiate conditions. Librarians, to deserve increased status, must be educators of students in thought and action. Weber is at variance with the California Library Association's position on faculty status.

Weber, David C. "'Tenure' for Librarians in Academic Institutions," *College and Research Libraries* 27:99-102 (March 1966).

The justification for and the special nature of tenure for librarians is discussed. Reasonable grounds and procedures for dismissal are delineated. Although the formalities of faculty tenure work well for some libraries, a different program based on a sound pattern of appointments is described and considered preferable in other institutions. Tenure is not necessarily a component of faculty status, but can be attained on its own.

"The Weep and the Rant," *American Libraries* 1:14-15 (Jan. 1970).

An anonymous reaction to R. Dean Galloway's article "The Quiet Revolution." Believes that the single factor against granting faculty status is the nonprofessional attitude of many librarians.

Weimer, B. R. "College Status of a Librarian," *West Virginia Libraries* 6:4-5 (March 1953).

Not available for review.

White, D. "Academic Status: Right or Rite?" *Canadian Library Journal* 26: 287-89 (July 1969).

By 1968, librarians at fifteen Canadian universities had been granted academic status. The desirability of this is outlined. There exists no evidence that academic status increases production of articles. For most university librarians, status represents a less than honest link with teachers and researchers.

Wikoff, Ruth S. "Academic Status of College and University Librarians in Texas," *Texas Library Journal* 39:119-22 (Winter 1963).

Presents the results of a study to determine the extent to which Texas librarians have achieved academic status.

Wilkinson, J. P. "Letter to the Editor," *College and Research Libraries* 34:225 (May 1973).

Wilkinson attacks Ellsworth Mason's editorial "A Short Happy View of Our Emulation of Faculty." States that Mason's contentions are misleading. Defends tenure and longer vacation periods as necessary elements of scholarly development. Believes that librarians who are truly professional

do want not only the privileges of faculty status, they also desire the responsibilities.

Wright, James. "Fringe Benefits for Academic Library Personnel," *College and Research Libraries* 31:18-21 (Jan. 1970).

Paper reports the results of a survey on fringe benefits provided by college and university libraries. Benefits treated are vacations, sick leave, faculty rank, salaries, sabbaticals, yearly increments, raises on merit, time off for funerals, voting, and jury duty.

Wriston, H. M. "College Librarian and the Teaching Staff," *American Library Association Bulletin* 29:177-82 (April 1935).

Author promotes faculty status for librarians. Discusses the functions of both the teacher and the librarian. Librarian should have scholarly interests and tastes.

Wyer, James I. "College and University Library Salaries," *School and Society* 11: 351-53 (20 March 1920).

Author expresses the need for librarians to attain faculty status. States that salaries are far below those of professors, even though librarians often teach formally. Librarians should be granted professorial rank and corresponding salary. Wyer supports his arguments by stating that academic librarians must have much more educational training than was required in previous years. Faculty status would be a benefit for all concerned with the university.