

Lunch and Learn: Tenure and Faculty Status for Librarians: Pros and Cons (One Together, OLA Conference 2015, Thursday, April 30)



Advice from Tenured, Tenure-Track, and Professional Staff Librarians

Tenure Status means for this Oklahoma State University Tenured Librarian:

- Tenure & promotion are separate processes
- Specific requirements are set by the library following criteria from the university faculty handbook
- Those requirements include:
 1. Demonstrated, high-quality performance in the primary assignment
 2. Continued professional growth
 3. Contributions to the missions of the Library the University, and the Profession
- Requirements for promotion include:
 1. A record of overall performance ratings that have been merit or special merit for at least three of the last four years
 2. An established record of successful fulfillment of criteria at the current rank and evidence of performance that meets expectations at the higher rank
- Library faculty have 11-month appointments, teaching faculty have 9-month appointments
- Library faculty serve on the OSU faculty council, and on various university councils and committees

Tenure Status means for this Oklahoma City University Tenure-Track Librarian:

- Tenure & promotion are separate processes (Tenure occurs in the 6th or 7th year and is probationary until achieved)
- The library sets its own specific requirements for tenure and promotion, within the bounds of the basic criteria set by the University's Faculty Handbook
- Three areas for evaluation for retention/promotion/tenure:
 1. Teaching effectiveness
 2. Scholarship and professional growth
 3. Contributions to the University and professional community
- Library faculty have 12-month appointments, teaching faculty have 9-month appointments
- Library faculty accrue vacation and sick leave, more like staff or administrators

- Library faculty serve in the Faculty Senate and on various university councils and committees
- One tenured library faculty member serves on the university's Faculty Senate Promotion and Tenure Committee

Non-Tenure status means for this Professional Staff Librarian from Connors State College:

- Follow the same annual review process as other professional staff of the college
- Sign an annual contract with the college
- Accrue vacation and sick leave like other professional staff and administrators
- Do not serve on faculty committees, but serve on college committees with faculty
- Complete further education and/or professional certification to gain promotion
- Complete special college projects to gain promotion
- Provide leadership and overall management of CSC libraries
- Report directly to the Vice President of Academic Affairs
- Encouraged to pursue professional growth by attendance of appropriate local, state, and national professional activities; \$1,000 scholarship offered by completing CSC's Leadership Council program to use for attendance at professional conferences

Benefits of Tenure include:

- Ability to relate more easily to teaching and research faculty (and garner their respect)
- Fosters better understanding of your university's organizational structure
- Produces greater confidence in one's professional abilities; it is a vote of confidence in the librarian by the university, demonstrating the individual's ongoing value to the academic community of the institution
- Supports academic freedom and freedom from discrimination; This could mean the ability to select potentially controversial materials for the collection, as well as conducting research that might not suit the powers that be
- Assures that librarians will not be dismissed (in this right-to-work state) without the same due consideration and cause required for other faculty

Benefits of Non-Tenure include:

- More time to focus on working directly with students and faculty in addition to library management tasks
- Not pressured to meet the research requirements faced by some peers on Tenure-Track
- Still able to serve on committees, but not required to

One Together

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