Fostering a Culture of Research and Publication in Academic Libraries

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University of North Texas Libraries
Why is research support needed?
MLS Program Requirements

• Only 54 percent of 48 ALA-accredited MLS programs required a research methods course
• Only 10 percent required a thesis or project

Graduate Education Disparities

Faculty members in the Graduate School of Arts and Sciences of Emory University’s graduation ceremony, May 12, 2008
By Uri Rosenheck  [CC-BY-3.0 (http://creativecommons.org/licenses/by/3.0)]
New Librarians’ Perceptions

“The new librarians did not appear to know what to make of tenure ...”
“The general attitude towards publication was one of ambivalence.”

Time Constraints
Daily Responsibilities

“Library school faculty members were in agreement that academic librarians with faculty status are at a disadvantage in producing research because of the daily responsibilities related to their positions.”

Other faculty are supported.
About CLEAR

The Center for Learning Enhancement, Assessment, and Redesign (CLEAR) was established in 1998 as a service to assist faculty with the development and delivery of distributed learning at UNT. The Center combines technology resources with expert consultation and personnel, in an effort to provide faculty with a “one-stop” guide to creating quality technology-based courses (online, hybrid, and videoconference).

The Center is guided by a Steering Committee with campus-wide representation that provides guidance in the formulation of policies and strategies regarding resource allocation, long-range planning, and evaluation/accountability.

The Center for Learning Enhancement, Assessment, and Redesign supports the University's goal of enhancing learning-centered environments, thereby helping students get the most from their academic experience. Not only do we assist faculty in the creation, design, implementation, and assessment of distributed learning courses -- we also serve as the liaison for various administrative and technical support functions, thereby saving faculty's time, talent, and creative energies for their students.

CLEAR supports excellence and innovation in teaching at the University of North Texas through the University's Quality Enhancement Plan. Additionally CLEAR offers a range of services to faculty and Teaching Fellows and Assistants to facilitate teaching and the measurement of learning at the class, department, and college level.
Points to Remember

• Disparities exist between librarians and teaching faculty
  – preparation for research and publication
  – time allocation for research and publication

• Support initiatives exist for teaching faculty.
Previous Study

Online Survey

- Population: 115 ARL academic library deans and directors
- Respondents: 73 (63%)
College football would be more interesting if the faculty played instead of the students – there would be a great increase in broken arms, legs and necks.

H.L. Mencken
Librarian Classification 2011

- Faculty: 55%
- Professional Staff: 25%
- Other: 21%

- Faculty
- Professional staff
- Other
Public vs. Private 2011

- Public
  - All libraries: 48%
  - Faculty status libraries: 7%
- Private
  - All libraries: 67%
  - Faculty status libraries: 33%
Faculty Status Over Time

- 16% increase since 1987
- 20% increase since 1980
Points to Remember

• Faculty status is growing.
• Faculty status is primarily a public institution practice.
Never fear the want of business. A man who qualifies himself well for his calling, never fails of employment.

Thomas Jefferson
Promotion

• 92% offer promotion to a higher rank

• Promotion criteria:

  ___Superior
  ___Excellent
  ___Highly Effective
  ___Effective
  ___Deficient
  ___Unsatisfactory

Job Performance
  97%

Research
  85%

Service
  97%

Other
  28%
Who's the decider?

Promotion

- Institution-wide committee: 27%
- Other: 39%
- Library supervisor: 39%
- Institution admin....: 63%
- Library committee: 78%
- Library dean/director: 82%

Responses from the 92% that offer promotion
Employment Agreements

Other responses:
• Both tenure and continuing contract
• Tenure-like arrangement
• At will

- Tenure: 43%
- Continuing contract: 15%
- Other: 42%
Who’s the decider?

Responses from the 58% offering tenure or continuing contract

**Tenure/Continuing Contract**

- Library dean/director: 88%
- Library committee: 75%
- Institution admin. (President, ...): 65%
- Library supervisor: 40%
- Other: 30%
- Institution-wide committee: 30%

Responses from the 58% offering tenure or continuing contract
To publish or not to publish, that is the question.
With apologies to W. Shakespeare
Publication Requirement

For continuing appointment and...

- Should publication be required? All respondents: 56% should, 48% should not.
- Is publication required? All respondents: 68% required, 32% not required.

For promotion

- Should publication be required? All respondents: 13% should, 87% should not.
- Is publication required? All respondents: 12% required, 88% not required.

For continuing appointment

- Should publication be required? All respondents: 1% should, 99% should not.
- Is publication required? All respondents: 0% required, 100% not required.

Should not be/is not required

- Should publication be required? All respondents: 30% should, 70% should not.
- Is publication required? Faculty status libraries: 40% required, 60% not required.
Publication Requirement Over Time

- Total: 26% increase since 1987; 35% since 1980
- Faculty status libraries: 24% increase since 1987; 30% since 1980
Publication Requirement Over Time

Required for Promotion

- Total: 29% increase since 1987; 45% since 1980
- Faculty status libraries: 1920% increase since 1987; 31% since 1980
Points to Remember

• The requirement for research and publication is growing.

• Librarians with faculty status are more likely to face this requirement than those that aren’t considered faculty.
Research is what I’m doing when I don’t know what I’m doing.

Wernher von Braun
What counts?

- Books or articles in a refereed library: 94% Should count, 96% Do count
- Books or articles in any refereed publication: 84% Should count, 91% Do count
- Books or articles in any library publication: 68% Should count, 75% Do count
- Book reviews: 62% Should count, 64% Do count
- Books or articles in any publication, including...: 48% Should count, 52% Do count
- Other: 18% Should count, 30% Do count
What about these?

**Should count / Does count**

- **Conference presentation**
  - Should count: 100%
  - Does count: 100%

- **Workshop**
  - Should count: 96%
  - Does count: 91%

- **Panel**
  - Should count: 90%
  - Does count: 88%

- **Poster**
  - Should count: 86%
  - Does count: 91%

- **Art exhibit if related to librarian’s specialty**
  - Should count: 45%
  - Does count: 49%

- **Musical or dramatic performance if related to librarian’s specialty**
  - Should count: 37%
  - Does count: 44%

- **Other**
  - Should count: 10%
  - Does count: 16%
Points to Remember

• The most valued expressions of research and publication:
  – Books or articles in refereed publications
  – Conference presentations

• Followed closely by conference
  – Workshops
  – Panels
  – Posters
So little done—so much to do.

Last words of Cecil John Rhodes (founder of the Rhodes Scholarships)
Annual Work Schedule

12 months
- All libraries: 86%
- Faculty status libraries: 80%

11 months
- All libraries: 14%
- Faculty status libraries: 20%
Work Time for Research and Publication

- Should allow:
  - 100% of All libraries
  - 100% of Faculty status libraries

- Do allow:
  - 98% of All libraries
  - 100% of Faculty status libraries
Work Hours for Research

- **11 - 15 hours**
  - Should allow: 3%
  - Do allow: 3%
  - Do allow: 5%

- **6 - 10 hours**
  - Should allow: 28%
  - Do allow: 40%
  - Do allow: 45%

- **1 - 5 hours**
  - Should allow: 50%
  - Do allow: 50%
  - Do allow: 65%

- **0 hours**
  - Should allow: 3%
  - Do allow: 8%
  - Do allow: 0%

Colors:
- Green: Should allow: All libraries
- Red: Do allow: All libraries
- Blue: Do allow: Faculty status libraries
Research Off Campus/At Home During Work Hours

- **Should allow**: 93% (All libraries), 79% (Faculty status libraries)
- **Do allow**: 83% (All libraries), 75% (Faculty status libraries)
Sabbaticals in 2011

- Should allow:
  - All libraries: 90%
  - Faculty status libraries: 100%

- Do allow:
  - All libraries: 84%
  - Faculty status libraries: 100%
Sabbaticals Over Time

- **1987**: 86% All, 96% Publication required, 82% Publication not required
- **2011 All libraries**: 84% All, 86% Publication required, 67% Publication not required
- **2011 Faculty status libraries**: 100% All, 100% Publication required, 100% Publication not required
Sabbatical Pay

With full pay
- 1987: 30%
- 2011 All libraries: 28%
- 2011 Faculty status libraries: 30%

With half pay
- 1987: 38%
- 2011 All libraries: 21%
- 2011 Faculty status libraries: 27%

With partial pay
- 1987: 50%
- 2011 All libraries: 52%
- 2011 Faculty status libraries: 50%

Without pay
- 1987: 0%
- 2011 All libraries: 0%
- 2011 Faculty status libraries: 35%
Points to Remember

• Unlike teaching faculty, most librarians work a 12 month year.
• Most librarians are allowed to use work time for their research activities.
• Many librarians are allowed to take sabbaticals, but they often sacrifice some or all of their pay to do so.
Money is like a sixth sense without which you cannot make complete use of the other five.

W. Somerset Maugham
Internal Research Funding

Should be available:
- 100% for All libraries
- 94% for Faculty status libraries

Is available:
- 83% for All libraries
- 100% for Faculty status libraries
Sources of Internal Funding

- **Library discretionary budget funds**
  - Should use: All libraries
  - Do use: All libraries

- **Institutional seed grants**
  - Should use: 23%
  - Do use: 17%

- **Direct line from library budget**
  - Should use: 16%
  - Do use: 12%

- **Other**
  - Should use: 27%
  - Do use: 32%

- **Other**
  - Should use: 34%
  - Do use: 39%
We can lick gravity, but sometimes the paperwork is overwhelming.

Wernher von Braun
External Funding Support

- **Campus wide administration funded...**
  - Should have: All libraries
  - Do have: All libraries
  - Faculty status libraries

- **Library funded position**
  - Should have: All libraries
  - Do have: All libraries
  - Faculty status libraries

- **Not available to librarians**
  - Should have: All libraries
  - Do have: All libraries
  - Faculty status libraries

- **Other**
  - Should have: All libraries
  - Do have: All libraries
  - Faculty status libraries
Points to Remember

• Internal funding is widely available.
• There is little assistance in applying for external funding.
Training is everything. The peach was once a bitter almond; cauliflower is nothing but cabbage with a college education.

Mark Twain
Training and Mentoring

- Informal mentoring: Should be provided 90%, Is provided 92%
- Support for external training: Should be provided 75%, Is provided 71%
- Formal mentoring: Should be provided 52%, Is provided 73%
- Library research committee: Should be provided 35%, Is provided 58%
- Personnel to assist with IRB: Should be provided 40%, Is provided 54%
- Help with manuscript: Should be provided 33%, Is provided 50%
- Formal training program: Should be provided 29%, Is provided 48%
- Other: Should be provided 10%, Is provided 13%
- No specific guidance should be provided: 0%
Training and Mentoring

<table>
<thead>
<tr>
<th>Service</th>
<th>Should be Provided</th>
<th>Is Provided</th>
</tr>
</thead>
<tbody>
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[Bar chart showing percentages for each category]
Publishing Assistance Over Time

Library committee or special staff to aid librarians in publishing:
17% in 1987

Library research committee:
35% in 2011

Manuscript submission help:
33% in 2011.
Computers are useless. They can only give you answers.

Pablo Picasso
Project Support

Computer hardware and... 92% 90%
Photocopying and office supplies 92% 83%
Mailing supplies/postage 81% 77%
Software and software support 79% 73%
Equipment other than... 79% 71%
Money for buying survey... 67% 58%
Statistical analysis support 60% 50%
Clerical support 42% 38%
Student or graduate assistants 38% 31%
Other 10% 13%
No project specific support... 4% 6%

Should be provided
Is provided
Project Support

- Computer hardware and hardware support: 92% should be provided, 90% is provided
- Photocopying and office supplies: 92% should be provided, 83% is provided
- Mailing supplies/postage: 81% should be provided, 77% is provided
- Software and software support: 79% should be provided, 73% is provided

Legend:
- Red: Should be provided
- Blue: Is provided
Project Support

- Equipment other than computers (audio and video recorders,...) should be provided: 79% should be provided, 71% is provided.
- Money for buying survey incentives: 67% should be provided, 58% is provided.
- Statistical analysis support: 60% should be provided, 50% is provided.
- Clerical support: 42% should be provided, 38% is provided.
Project Support

Student or graduate assistants
- Should be provided: 38%
- Is provided: 31%

Other
- Should be provided: 10%
- Is provided: 13%

No project specific support
- Should be provided: 4%
- Is provided: 6%
Services and Supplies Over Time

- **Secretarial**: 1987 - 68%, 2011 - 83%
- **Photocopying/Office Supplies**: 1987 - 67%, 2011 - 80%
- **Computer Time/Stats**: 1987 - 59%, 2011 - 88%
- **Student Help**: 1987 - 33%, 2011 - 30%
- **None**: 1987 - 6%, 2011 - 22%

Legend:
- Green: 1987
- Red: 2011 all libraries
- Blue: 2011 faculty status libraries
Services and Supplies Over Time
(Where Publication Is Required for Promotion)

- Secretarial: 1987 (38%), 2011 all libraries (41%), 2011 faculty status libraries (41%)
- Computer Time/Stats: 1987 (79%), 2011 all libraries (91%), 2011 faculty status libraries (86%)
- Photocopying/Office Supplies: 1987 (75%), 2011 all libraries (88%), 2011 faculty status libraries (83%)
- Student Help: 1987 (46%), 2011 all libraries (33%), 2011 faculty status libraries (41%)
- None: 1987 (4%), 2011 all libraries (7%)

(For Libraries and Faculty Status in 2011)
Summary

• Disparities between librarians and teaching faculty
  – preparation for research and publication
  – time allocation
• Increases
  – faculty status
  – requiring publication for promotion, continuing contract/tenure
  – in most types of support provided
• Decline in sabbatical pay
• Support is being provided in a variety of ways.
How to Proceed?

• Survey librarians and ask how the library could support their research and publication activities

Further Research:
Career Development Groups
Further Research: Library Schools
Further Research:
Academic Librarians

Recent Case Studies


Link to Full Bibliography

http://digital.library.unt.edu/ark:/67531/metadc86940/
Questions?

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