Negotiating for parity: The workload experience

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What is workload parity for librarians?

- Parity does not mean “identical”, rather it is equivalence, similarity, correspondence.
- Librarians and faculty doing similar work should be granted similar working conditions and compensation.
- Parity or equity in working conditions:
  - between librarians and teaching faculty; and
  - amongst librarians working within an institution.
All 24 have same contracts – one for support staff (library technicians here), & one for “Academic employees”

“Academic employees” defined as “employees… Engaged as teachers, counselors and librarians”

Workload covered in article 11 (which has 72 parts – only 3 of which mention Counselors and Librarians)
OPSEU Contract Similarities

- Same salary/benefits
- Same vacation (2 months/42 days)
- 10 days PD
- Eligible for sabbaticals
- Business model for copyright
- No “tenure” but “regular status”
- No contractual obligation to do research
OPSEU differences:

Librarians
- 35 hours/week
- Duties/workload set by manager – nothing similar to the WMG – grievance only route for disputes
- Mainly “tied to desk”

Professors
- Mathematical formula for workload
- WMG for challenges
- Not “tied to desk”
Contract Demands

- First must be passed at a local general membership meeting
- All demands from locals grouped centrally by “DivEx”
- Priorities/items voted on at demand setting meeting – locals reps.
- Librarian issues rarely reach the table
- Perception that our demands often sacrificed for the “greater good”
- Lack of progress seen as “our own fault”
Contract talks 2009

- Workload formula no longer “works” re: online...
- Copyright/intellectual property
- Salaries
### University Librarians: Workload and working conditions

<table>
<thead>
<tr>
<th>Terms of employment</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workload includes: Professional Practice, Service and Scholarship</td>
<td>79% (44)</td>
</tr>
<tr>
<td>Tenure/Permanence granted</td>
<td>77% (43)</td>
</tr>
<tr>
<td>Sabbatical entitlement</td>
<td>73% (41)</td>
</tr>
<tr>
<td>Right to time for academic research</td>
<td>68% (38)</td>
</tr>
<tr>
<td>Hours of work specified</td>
<td>38% (21)</td>
</tr>
<tr>
<td><strong>Note</strong>: in 21% of cases data is unclear</td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td>unknown</td>
</tr>
</tbody>
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Data from CAUT 2008 Librarian Salary Survey
Includes responses from 56 universities

CAUT Librarians Conference
Negotiating for Parity
23–25 October 2009
<table>
<thead>
<tr>
<th>Common Priorities: Librarians</th>
<th>Common Priorities: Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Professional practice</td>
<td>1. Research</td>
</tr>
<tr>
<td>2. Service</td>
<td>2. Teaching</td>
</tr>
<tr>
<td>3. Research</td>
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Faculty don’t understand professional practice
- We need to be better at explaining what we do
- Better understanding of, and support for, our librarian colleagues

Lack of “real” teaching said to be the biggest obstacle when arguing for parity
- Teaching vs. professional practice
- In many cases we rank professional responsibilities higher than faculty rank teaching

Variety of professional practice amongst librarians
- Public, technical, systems
- Large vs. small libraries/institutions
Workload Parity: Service

Service: Should be equitable with faculty
- Similarity: a few do much of the work
- Issue: many over-burdened with service (we’re good at it)
- Problem: many faculty abhor service and the result is the devaluing of this workload responsibility
- Problem: many opportunities are not available to librarians

Administrative work
- Often bundled together with Service or Professional Practice
- Can be discounted (by faculty) or over-emphasized (by management)
Workload Parity: Scholarship

Scholarship: Should be equitable with faculty

Problems:

- Can be too often tied to professional practice
- “Where approved by the university”
- Time constraints:
  - Librarians must be responsible for taking advantage of research time, and managers must be responsible for enabling it (Swann Hill)
- Priorities of management (who set workload) and faculty (who evaluate for purposes of tenure and promotion) are in conflict.
- Librarian language on scholarship is often diluted
Tenure/Permanence

- Granted at 77% universities
- Need to standardize language: Tenure

Sabbatical

- That 73% of institutions grant sabbaticals to librarians suggests a recognition of our scholarly responsibilities
- Problem: research projects that must be approved
- Problem: take-up rate
79% of us report having workload responsibilities that include scholarly activities.

But only 68% of us have time dedicated for research, in addition to sabbaticals (e.g. York 22 days).

Librarians in small libraries report not being able to take negotiated research time.

Most teaching faculty have one term free from teaching.

In principle, the workload articles of many CAs grant research parity for librarians; subsequent articles fail to provide the conditions necessary to fulfill this responsibility.
Hours of work

- Only 41% report they have no language on hours of work
  - Even with no defined hours of work there is often an expectation that librarians will keep business hours
- Librarians with defined hours of work report long hours
  - Defined hours of work does not guarantee reasonable workload
  - Defined hours of work makes us more comparable with support staff than other university professionals
Teaching

- The big unknown
- Credit vs. library instruction
  - Expanding Role of Teaching by Librarians in Post–Secondary Institutions (CAUT Discussion Paper)
- An opportunity or burden for librarians?
- A few universities seem to be considering formal language
- It may be important to improve parity before teaching takes hold in order to avoid two streams of librarianship
What to do to advance parity

- Embrace scholarship
- Better balance between professional duties and scholarship
- Reassignment of non-professional duties
- Hire with scholarship in mind
- Consider a library-based credit course
- Staffing levels are a management responsibility; don’t defer research due to too few staff
- Strive to remove hours of work from contract
New Model: workload priorities

Librarian Priorities

- Pro. Resp
- Scholarship
- Service

Faculty Priorities

- Teaching
- Scholarship
- Service

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Learning. It’s in our Nature.

FUTURE STUDENTS

Spatter matters
High school students explore forensic science at Laurentian.

Orientation

News

10.22.09
Science for a Changing North
The Sudbury Restoration Workshop Science for a Changing North will be held at Laurentian University October 28 and 29, 2009, in the Fraser Auditorium.

10.16.09
Former Bank of Canada Governor David ... Laurentian University will confer an honorary doctorate of laws upon economist David Dodge during the afternoon fall convocation ceremony on Saturday, October 31, 2009, in...
Parity at Laurentian University (LU)

Background:

- Librarians at LU have been part of the faculty association – with parity – since 1979

- 1980 – 215 FT members / 10 librarians
- 2002 – 289 FT members / 8 librarians and 1 archivist
- 2009 – 400 FT members / 6 librarians and 1 archivist
Article 1.30.1 n): Definitions
« Full-time faculty Members shall mean academic employees appointed through tenured, probationary, or limited-term appointments to perform duties of (a) Teaching, including supervision / Professional Librarianship / Archives Management, (b) Scholarly Activity, and (c) University Governance and Administrative Duties consistent with Article 5.15 – Rights, Responsibilities and Duties of Academics. »
Qualifications for appointment or promotion

- « When considering librarians, professional service or, where appropriate, library supervision shall be substituted for "teaching". »

- For Associate and Full, a doctoral degree but in exceptional circumstances, a Master's degree in Library or Archival Studies
« The academic workload of a full-time Member during the academic year includes: (a) teaching/professional librarianship/archives management, including the supervision of graduate and undergraduate students; (b) scholarly activity, including commitments to external granting agencies; (c) University governance, administrative duties, and other contributions to the University. »
Reality check

- The broad distribution of 40%–40%–20% for academic work is not realistic for librarians.
- For librarians, it is more 60%–10%–30%.
Assignment of workload

«The academic workload shall be assigned in a fair and equitable manner. To help ensure this goal, each Member of a Department/School shall receive a copy of the Chair's/Director’s recommendations to the Dean/University Librarian on the Member's own workload and a summary of the recommendations on all other Members (...) Each Member shall receive by June 15 a copy of the Dean's/University Librarian's decision on these recommendations. »
Reality check

- Workload is readjusted during the year: some « special projects » are added on

- Must submit an annual report by May 15 of every year ➔ accountability ➔ PTR
One clause for librarians’ workload

« Professional Librarian and Archivist Members: In the assignment of workloads by the University Librarian, the normal hours of scheduled student contact shall not exceed twelve (12) per week, scheduled fairly and equitably and on the recommendation of the Department. »
Reality check

- PRO: provides greater flexibility and more control over workload

- CON: Does not reflect the totality of « professional practice »

- CON: could contribute to lack of awareness by teaching faculty of what librarians do
Between sabbatical leaves, there is little time for research

Mitigating clause: « In the case of Librarians, the amount of time available for scholarly activities. »

Librarians have seats on many senior academic committees (Senate, program planning committees, LUFA Board)
Conclusion

- Parity => in practice, promotion is capped at Associate.

- Strength in numbers!

- Would we be able to achieve parity if we negotiated today?
References


