

A QUESTION OF EQUITY

Willie Cromwell

(Willie is the Chairperson of the Faculty Standards Committee of the Bloomington Library Faculty Council. She is a cataloger in the Main Library, IU-Bloomington.)



In the spring of 1969 the movement for faculty status for librarians surfaced at the Atlantic City Conference of the American Library Association. One of the results was the "Joint Statement on Faculty Status of College and University Librarians," drafted by a committee of the Association of American Colleges, the AAUP and the ACRL and endorsed by many similar organizations. Item 4 of that document states:

The salary scale for librarians should be the same as that for other academic categories with equivalent education and experience. Librarians should normally be appointed for the academic year. If a librarian is expected to work through the summer session his salary scale should be adjusted similarly to the summer session scale of other faculty at his college or university.

Nevertheless, the 1977 ACRL survey of the salary structures in higher education found that teaching faculty salaries were significantly higher than librarian's salaries. A recent study on requirements and benefits for academic librarians indicates that although requirements for librarians have become more rigorous, salaries in real dollars show no appreciable increases.¹ Thus, nearly fifteen years have produced little progress toward achieving an equitable salary scale for librarians in comparison to other academic faculty.

These trends have been reflected in events at Indiana University-Bloomington, where librarians obtained a "separate but equal" faculty status in 1973, after five years of effort. However, recent surveys of faculty salaries at IUB found that the average 10 month salary for the teaching faculty is 22% higher than the average 12 month salary for librarians. Although salaries vary widely from unit to unit within the University, librarians' salaries are significantly lower than those of any other unit.

In the spring of 1983 these issues were brought before the Bloomington Library Faculty Council in the form of a request to look into the particular issue of the 10 month appointment, a seemingly separate, but, as soon became apparent, intimately related issue. A sub-committee of the Council was formed to gather relevant facts and figures. In the course of their research, it became apparent to the members of the sub-committee that the

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NOTES FROM THE EDITOR

(The editor, Julie Bobay, is a Reference Librarian in the Business/SPEA Library, IU-Bloomington.)

This premier issue of *The InULA Innuendo* is brought to you by InULA's Publications Committee:

Julie Bobay, editor
Rosanna Blakely
Kris Rinella Brancolini
Anne Rimmer
Maudine Williams

We hope to bring you another issue in two months, and, if things go well, every two months after that. The InULA Executive Board and the Publications Committee decided to try this new publication only after conducting extensive market surveys and in-depth interviews. Well . . . even if that is slightly exaggerated, we did talk to several people, and felt that we could best serve our members by creating a new publication; one designed to facilitate informal communications among ourselves, about anything we want to talk about. We felt that while the *InULA Quarterly* was a high-quality and informative publication, it did not meet this need for fact and opinion sharing. And the *IUL News* does a good job of announcing news items, but likewise does not fill a need for wide discussions of issues, professional or otherwise.

Our official objectives are (and I promise this is the last time you'll have to put up with official):

1. Educate, inform and entertain InULA members.
2. Act as the official InULA publication to disseminate information about InULA's mission, accomplishments and activities.
3. Provide a neutral forum for timely discussions of local, regional or national issues and trends in the library community.
4. Facilitate and foster ties between InULA members throughout the state by providing a system-wide means of communication.

So, here we are to discuss important issues. At first, we tried to maintain just the right amount of decorum while still addressing controversial issues, but we found that too difficult. So, decorum went out the window and we're going with controversy, convinced that we can discuss controversial issues in a constructive manner. We welcome and will actively solicit your opinion on virtually any topic, issue or event we think is interesting, and, hopefully, will encourage a better understanding of our profession and each other. And maybe even have fun.

The InULA Innuendo is a publication of the Indiana University Librarians Association. Letters and comments should be addressed to Julie Bobay, Business/SPEA Library, Indiana University, Bloomington, IN 47405. Publications Committee: Julie Bobay, editor, Rosanna Blakely, Kris Rinella Brancolini, Anne Rimmer, Maudine Williams.



Top row left to right: Emily Okada, Anne McGreer and Pat Riesenman; bottom row: Gail Oltmanns, Andrea Singer and Pat Steele. Not pictured: Barbara Dewey, Lou Malcomb.

NOTES FROM InULA

Gail Oltmanns, president

(Gail is a reference librarian in the Undergraduate Library, IU-Bloomington)

The Indiana University Librarians Association is composed of Indiana University librarians, students and faculty members from the School of Library and Information Science, and other interested persons. The purposes of the association, according to the InULA constitution, are to "promote excellence in library service and to provide opportunities for continuing education and professional growth."

InULA engages in many activities in pursuit of these goals, of which the National Library Week Booksale is probably the most visible. Proceeds from the booksale are used to fund an annual scholarship for an exceptional student in the School of Library and Information Science, and also to fund other InULA activities throughout the year. In addition to the booksale, I would like to point out some of the other activities and services which are inspired, planned and implemented by InULA.

InULA's newest effort is this bi-monthly newsletter, developed and produced by the Publications Committee, and we hope it will be a rousing success. The Social and Program Committee sponsors social hours for members, giving us the opportunity to meet informally and get to know each other a little better. The last social hour featured Gary Wiggins, who spoke about his recent trip to Yugoslavia. The Continuing Education Committee plans workshops and seminars for IU Librarians. Last year, InULA and the Bloomington Library Faculty Council's Continuing Education Committee jointly sponsored a workshop on "Meeting the Challenge of Change." InULA's Continuing Education Committee is currently planning workshops on "Job Alternatives for Librarians" and "Dual-Career Couples."

In September 1983, InULA sponsored a reception in the Main Library Lobby for new IU faculty and graduate students, featuring refreshments and music by a harpsichordist. We are currently working on plans to landscape the planter in the lobby of the Main Library, we are a corporate contributor to WTIU, regularly participating in their annual fund drive, and we finance the campus telephone in the lobby of the Main Library.

As you can see from this brief summary of InULA activities and services, InULA is an active organization, and we welcome your participation and suggestions. Please contact an InULA officer or committee chair if you have ideas or questions, or if you are interested in becoming involved in InULA's activities.

InULA OFFICERS, 1983-84

Gail Oltmanns, president
 Pat Steele, vice-president
 Emily Okada, treasurer
 Anne McGreer, secretary
 Barbara Dewey, member-at-large
 Pat Riesenman, member-at-large
 Andrea Singer, member-at-large
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 Rosanna Blakely
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 Anne Rimmer
 Maudine Williams

A QUESTION OF EQUITY (Continued from page 1)

real issue was that of the inequality between library and teaching faculty salaries, and they recommended that the matter be handed over to the Faculty Standards Committee for further investigation.

When the charge came to the Faculty Standards Committee in September of 1983, the issues involved were still in a somewhat amorphous form. The first objective of the committee was to try to define the problem clearly and isolate just what was involved and what was not involved, as well as which potential actions were feasible and which were not. This effort involved much background reading and many meetings devoted to discussion. The committee had to consider the relationship of the salary equity question to that of faculty status and to affirmative action (since librarianship is definitely a female-dominated profession) and determine both immediate and potential parameters for actions relevant to both issues.

One of the most immediate questions with which the committee had to grapple was that of deciding whether or not the 10 month contract should remain the focus of our activities. After some debate, the committee decided that the equivalent of a 20% increase in salary was implicit in the idea of a 10

month contract. If salary figures for librarians at IU are pro-rated and adjusted by 20% to account for the disparity in contract length between librarians and other faculty, the resulting figures become much more equitable. Adopting the concrete goal of a 20% salary increase or the equivalent in time off, instead of just making a vague demand for more money, allows one to develop a more definite negotiating strategy and to measure our success or lack thereof more accurately. Additionally, the claim would seem to gain greater legitimacy insofar as it grows out of a clearly identifiable violation of the spirit of faculty status for librarians. Building various options around the 10 month contract also allows us to develop alternatives to which we can resort if demands for more money prove impossible to implement. In a word, using the 10 month contract as a starting point would seem to offer great flexibility.

Since the Faculty Standards Committee only functions as an arm of the Bloomington Library Faculty as a whole, we brought the question before the Faculty. In January of 1984 a survey was distributed to the Library faculty members in which they were asked to rank the following options:

1. Receive a 20% salary increase and continue with a 12 month contract
2. Receive a 10 month contract at the present salary with the option of working an extra 2 months and receiving a corresponding 20% increase in salary
3. Receive a 10 month contract at the present salary with no option to work an extra 2 months
4. Maintain the status quo





*a 20% increase or the equivalent in
time off allows one to develop a more
definite negotiating strategy*

These options, as well as the general issues involved in the salary equity question, were discussed at the meeting of the full library faculty in January. At the present time the committee is waiting to receive the responses to the survey.

In the meantime the committee members are continuing to gather information in order to prepare the supporting documentation that will be necessary for whatever action the library faculty might want to take in the future. We are in the process of compiling salary comparisons between librarians and other faculty both at IU and in the Big 10 institution libraries concerning their faculty status or lack of faculty status and we will correlate this information in order to gain a more complete picture of how IU compares.

There are many other issues that we have had to consider in order to fully document our claims. Committee members have written to and met with representatives of other libraries who have obtained a 10 month contract in

order to determine how it works and if it is really feasible. Although the committee rejects as irrelevant questions that would require us to justify anew our faculty status (terminal degree, publication by library faculty, etc.), we realize that we may have to document our salary situation in comparison to other faculties at IU who have similar degree requirements (such as Fine Arts) or whose research concerns resemble ours (such as the faculty of the School of Library and Information Science). Preliminary investigations in these directions have been quite fruitful. Another issue that we have yet to explore is that hardy perennial: supply and demand as a determinate of base salary. Here again, one can anticipate that the comparison would not justify lower salaries for librarians since the demand for Liberal Arts faculty, at least, is at an all time low.

I trust that the forgoing discussion has demonstrated the complexity of the task that is involved when one contemplates any action related to the question of salary equity between library and other faculty. Nevertheless, the effort can be not only educational, but exciting, and given the importance of the goal, exceptionally rewarding.

¹ M.B. Wells, "Requirements and Benefits for Academic Librarians: 1959-1979," *College and Research Libraries*, 43 (1982), 450-458.

*The next issue will feature a discussion of salary equity activities at IUPUI,
so stay tuned!*

InULA PEOPLE

The Music Library Association held its national conference during February in Austin, Texas, attended by Indiana University librarians *David Fenske, Michael Fling* and *Sue Stancu*.

Wedding bells rang for *Kris Rinella* and *Gino Brancolini* last December 3. Kris joined the library in July, 1983, as Media/Reserves Librarian.

In February, *Eileen Fry, Lyn Korenic* and *Betty Jo Irvine* attended the Meeting of the Art Libraries Society of North America which was held in Cleveland, Ohio.

Willie Cromwell, who began in the Cataloging Department July 1, 1981, has resigned effective May 15, 1984, to move to Palo Alto, California, where her husband, *Bret Kessler*, has accepted a position at Xerox Corporation. Bret, a former cataloger with extensive language skills, will be able to apply his knowledge of language with his computing ability in his work at Xerox. Willie is now searching the literature in search of library job openings in the Bay area.

Linda Joachim, Head, HPER Library, and the School of Health, Physical Education and Recreation held an open house at the refurbished and enlarged HPER Library on February 24. Even the huge snowflakes falling outside did not dim the festivity of the party. InULA congratulates Linda for the many improvements she has been able to bring about.

Did you know that InULA will celebrate its 15th birthday in 1984? *Lois Heiser*, Head, Geology Library, was the first president, and *Barbara Halporn*, Subject and Area Librarian, was the first editor of the InULA publication, then called the SCOOP SHEET.

Andrea Singer, who has recently worked as Instruction and Orientation Librarian as well as in the Government Publications Department, and is also an InULA member-at-large, has been notified that she was accepted as an exchange librarian in a Fulbright program. She will spend April, May and June, 1984, at the University of Surrey, England, while *Sue Telfer*, Sub-Librarian, University of Surrey Library, will travel to IU to gain experience in the Government Publications Department, IUB, probably concentrating on providing reference in the department.

Andrea has had extensive experience with government documents from the Americas, and the position she will take in Surrey will offer her the opportunity to become familiar with British and European Communities publications.

Miss Telfer will meet Andrea in London and introduce her to the University of Surrey Library before leaving for Bloomington and IU.

Having had the dubious pleasure of working her way through the bureaucratic maze of applying for a Fulbright scholarship, Andrea is now our local "expert" on the process. She would be happy to share the benefits of her experience with any other librarian who is interested in this or other programs.

CAREERS WORKSHOP

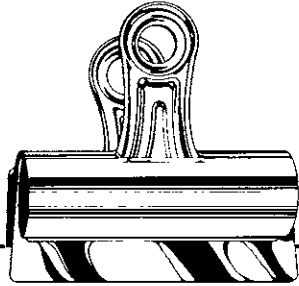
Feel stuck in your job? Or just having trouble balancing your career with seemingly countless other demands on your time?

There are ways of resolving these increasingly common problems. Learn more about your options by coming to the two-part InULA workshop, "Job Alternatives for Librarians," and "Dual Career Couples," Thursday, March 29, Indiana Memorial Union, 9 a.m. to 4 p.m. The morning session will feature Karen Beam, who was a librarian for ten years and is currently a self-employed consultant for the Resource Development Company of Indianapolis. The afternoon session will be conducted by staff members of the Arts and Sciences Placement Center, IU-Bloomington. Lunch will be on your own.

There is no registration fee for InULA members.



LETTER TO THE EDITOR



INDIANA
UNIVERSITY
LIBRARIANS
ASSOCIATION

InULA

February 24, 1984

Dear Editor:

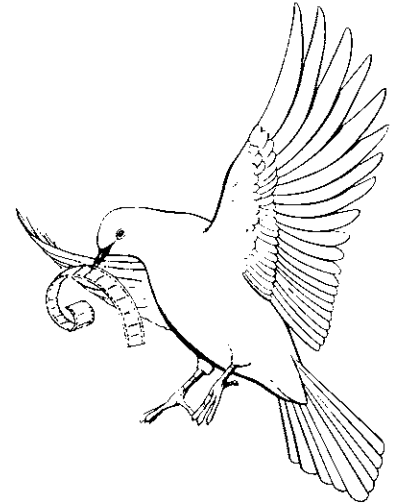
So good to hear that there may be some hope for an InULA publication. This publication can serve as a vehicle for presenting current issues and concerns relating specifically to IU Librarians and our particular work environment. Many of these issues may have no solution, but presenting ideas and opinions may lead to discussion. It might, at least, relieve some stress.

Some examples for which I'd enjoy seeing opinions of fellow librarians include: the issue of 10-month versus 12-month salary plans and equity with teaching faculty; the challenge of teaching on overload or as simply part of the job--shouldn't there always be some compensation; the conveniences and problems involved in having to work nights and weekends; the question of career advancement without moving into administrative positions (call this one "Down the Up Escalator"); ideas on job exchanges; and the pros and cons of unions for IU faculty.

These are only ideas and I am sure other librarians will suggest additional and better topics of concern.

Lou Malcomb

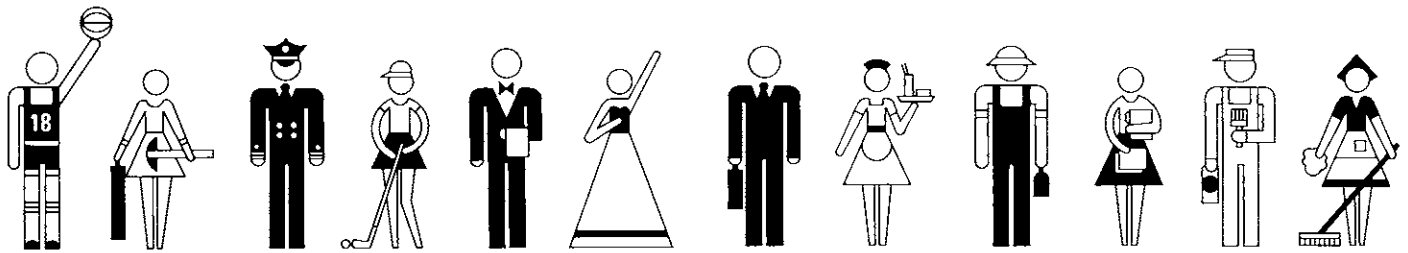
Public Services Librarian
Government Publications Dept.



Did you know that the Lockheed Missile and Space Company, a division of the company that brings us DIALOG, uses carrier pigeons to get engineering designs from one company location up fifty miles of mountain roads to another site? Evidently, according to the *Executives' Digest* from Cambridge Associates, the birds carry 35-millimeter negatives of the designs faster and cheaper than drivers, and the 10-pigeon team works for about \$50 worth of feed a year.

What every happened to electronic mail and the paperless (and I suppose micro-film-less) society?

BOOKS, ETCETERA



SALARY DIFFERENCES BETWEEN MALE AND FEMALE LIBRARIANS

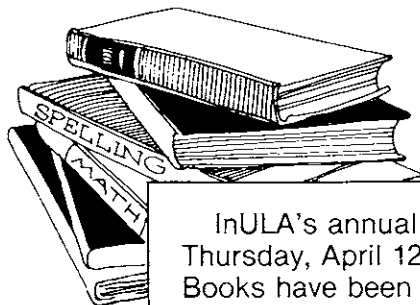
Salary inequity between male and female librarians has traditionally been a problem and continues to be so. A perusal of the *ARL Annual Salary Survey*, for example, clearly illustrates this point. In the past few years this topic has garnered considerable attention in the library literature. Numerous journal articles have been written discussing the issue and several good monographs are now available, three of which appeared in the last year and a half.

Income in addition to basic salary was used as a variable by Betty Jo Irvine in her *Female and Male Administrators in Academic Research Libraries: Individual and Institutional Variables Influencing the Attainment of Administrative Positions* (1982). She found that significant differences by sex did not occur when discussing supplementary income. Yet, in the area of base salary, the expected results hold true. Kathleen Heim and Leigh Estabrook discuss these salary differences in their 1983 work, *Career Profiles and Sex Discrimination in the Library Profession*. They

found that salary was only one area where status differences between men and women librarians occurred, yet sex remained the most important element in salary inequity. Jean Martin's essay "Salary and Position Levels of Females and Males in Academic Libraries (in Kathleen Heim's *The Status of Women in Librarianship*, 1983) reaches similar, but more promising conclusions. From her study Martin concludes that no significant differences occurred between the sexes in the area of promotion and that salary differences were minimal in nonmanagerial positions. And, although salary inequity between the sexes occurred at managerial levels, the number of women moving into upper managerial level positions is rapidly increasing.

Whether or not Martin's findings indicate a trend toward women as upper level managers and a trend toward the gradual lowering of salary discrimination remains to be seen. Further studies and future publications should be forthcoming on this current and important topic.

Melissa Betcher, SLIS student



BOOKSALE

InULA's annual National Library Week Booksale is set for Thursday, April 12, 8:30 a.m. - 10:00 p.m., Main Library Lobby. Books have been donated by countless generous people from the university as well as the Bloomington community. We need volunteers to staff the tables throughout the day; why not pitch in and help make this year's booksale a success! For more information, contact Joanne Bailey, Education Library-Bloomington, 335-1798.

Proceeds from the booksale support a scholarship fund for a SLIS student, and other InULA activities throughout the year.