

sentation of this resolution either to council or to membership,

BE IT NOW RESOLVED that the ACRL reaffirms its resolution as amended: Academic libraries, as well as other types of libraries, are institutions having a configuration of problems which make them unique institutions in terms of priorities, personnel, and professional aims. Failure to recognize this principle and gear the reorganization of ALA to respond to this particular set of requirements would produce general mediocrity throughout the work of the association.

It is THEREFORE recommended that:

- I. ALA become a federation of library associations with a strong, central headquarter's secretariat.
- II. Each of the federated associations determine policy in all matters concerning its areas of interest.
- III. ACRL as a federated association be headed by an executive director appointed by the Association of College and Research Libraries. The executive director is responsible to the membership of the association and is responsible for executing policies and programs initiated by the membership, providing staff and setting salaries.
- IV. Membership in ACRL be open to individuals holding a library degree or individuals who by their professional appointment may be designated as having rank equivalent to one holding such a degree.
- V. A dues structure be developed, determined by the Association of College and Research Libraries, which would permit it to finance its own programs and provide for the staffing and activities of the central headquarters.
- VI. The officers of the federated associations form an executive committee to the ALA secretariat staff. Meetings of this executive committee should be frequent, and task forces (with terminal dates) should be appointed by this advisory body to study interdivisional problems.
- VII. Among the responsibilities of the ALA secretariat be the maintenance of central offices offering various professional and administrative services to the federated association. The advisory group to each office should be composed of representatives appointed by each of the federated associations and should have the responsibility of reporting back to the parent association.

It is further recommended that position pa-

pers should be prepared by ACRL proposing a possible organizational structure, developing goals, directions, and responsibilities of ACRL, and outlining the financial implications of federation. ■■

ACADEMIC STATUS

As the academic status debate grows in intensity, the replies to the Academic Status Committee's request for responses grow in number.

In attendance at a meeting held November 24 at Brandeis were:

Helen M. Brown, Librarian, Wellesley College;

Robert H. Deily, Associate for Library Services, Central Headquarters Staff, State University of New York;

Rupert E. Gilroy, Assistant Director of the Library, Brandeis University;

Frank N. Jones, Chief Librarian, Southeastern Massachusetts University, North Dartmouth;

Joseph S. Komidar, University Librarian, Tufts University;

John Laucas, Director of Libraries, Boston University;

Basil Mitchell, Associate for Library Services, Central Administration, State University of New York;

John P. McDonald, Director, University of Connecticut Libraries;

Roland H. Moody, Director of Libraries, Northeastern University;

Louis Sasso, Assistant to the Director, Boston Public Library;

David R. Watkins, Director of the Library, Brandeis University.

They reached consensus on the following points regarding the *Standards*. . . : and communicated them to Mr. Stuart Forth, chairman of the Academic Status Committee.

1. It is essential that the Committee define the role of the librarian and his professional staff in the academic community as distinct from the faculty. This would help clarify several instances in the nine recommendations made by the Committee where this distinction is not made clear. For instance, the group would disagree with the obligatory assignment of faculty ranks and titles to librarians.
2. The document is too specific to be generally applicable because of the many differences in the form of government in the various institutions of higher learning.
3. The report should be persuasive in tone rather than mandatory if it is to convince those who hold the final authority in these matters; namely, the faculty of each institution.
4. The standards should be separated from

the proposed means of implementation. Once standards have been agreed upon, then the means of implementation can be considered.

5. The group was in general agreement that point 7 on library governance is not satisfactory. It was their considered opinion that the proposal of the use of the academic department as a model of library organization is questionable.

The following letter from Mr. Alvin Skipsna, librarian of Skidmore College, was also directed to Mr. Forth and is reprinted with his permission at the request of the writer.

Dear Mr. Forth:

It is with dismay bordering on incredulity that I read in *CRL News*, February 1971, that "two master's degrees . . . shall be the minimal educational requirement for tenure for all librarians appointed after the adoption of these standards by the ACRL."^{*}

Far from being "truly a vote of confidence in the profession" as claimed by Beverly Johnson in the accompanying article, the proposed standards constitute an officially sanctioned declaration that librarianship is not in itself a profession. Curiously, Miss Johnson refers to fine arts and engineering faculties as examples of disciplines where "Ph.D. is not necessarily the terminal degree," but is seemingly oblivious to the fact that members of those professions are not out lobbying for the need of additional master's degrees. That dubious distinction is reserved for the inferiority complex-ridden library profession.

Pondering as to the reasons for this strange proposal, one cannot escape the impression that here is an outgrowth of local experiences in appeasing angry faculty gods. Miss Johnson's article reinforces that impression when she writes "we were able to gain the faculty's acceptance by offering (sic) as part of our 'credentials' . . . a second master's degree," and "In the California state colleges . . . ^{**} the success of the librarians' case with the faculty," etc., etc. Another how-we-did-it approach combined with a deplorable willingness to sell short the profession as a whole.

I hope that it is unnecessary to state that I am not arguing against additional degrees. A doctorate in library science has been and should continue to be important means of professional

advancement. Some large university systems require a second master's degree for appointment. Other institutions evaluate additional degrees in granting tenure and promotions, but to make such degrees a *condition* of tenure is pernicious. The clause that the requirement would apply only to "all librarians appointed after the adoption of these standards by ACRL" would still deprive in a cavalier fashion a substantial number of academic librarians of occupational mobility.

For the sake of perspective I would like to state that I am writing from an institution where librarians have faculty status. This includes a 9/10-month year, faculty rank and salary scale, as well as tenure, promotions, and sabbaticals. The library is considered a faculty department and the librarian functions as a departmental chairman. The principle has been established that the customary terminal degree for librarians is the M.L.S. This was achieved without any "offering."

What I am saying in a nutshell is that nobody will honor a profession that does not honor itself. Thank you.—*Alvin Skipsna.* ■■

GRANTING OF ACADEMIC STATUS

The Board of Regents of the University of Rhode Island approved a recommendation at its April 1 meeting that would give faculty status to University of Rhode Island librarians effective July 1.

The regents, in adopting the motion, agreed that several changes be made in the university manual. Like other university faculty members in teaching and research, librarians will be able to qualify for one of four ranks: professor in the library, associate professor, assistant professor, and assistant librarian.

Holding of academic rank, however, shall be independent of holding an administrative appointment in the library. To qualify for academic rank, a librarian must have been awarded an advanced degree in library science, a master's degree in a subject area discipline, or have equivalent professional experience.

Librarians who hold faculty rank shall receive salaries with other faculty members in the same rank and shall attain salary levels at least equivalent to the minimum for their ranks by July 1, 1973.

The recommendation was brought to the board by President Baum who approved a bill of the faculty senate. The senate had endorsed a report by its library committee last May 28 saying that librarians are an organic part of the university community and can best function when they are rightly recognized as professional members of the faculty. ■■

^{*} Revision in the Proposed Standards for Faculty Status.

^{**} Cf. ALA Report, "Status of California State College Librarians," *American Libraries* (Jan. 1970) which (commenting on the twenty-year struggle to achieve faculty status in the California state colleges) states that "among the states to which the nation customarily looks for educational leadership California is most backward in this respect [i.e. faculty status for librarians]."