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# Who's At Work?

— Our Roles as Academic Art Librarians —

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# Session Moderator



Tess Colwell

*Arts Librarian for Research Services*

Robert B. Haas Family Arts Library

Yale University

she/her

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# Who's At Work?

— Our Roles as Academic Art Librarians —

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## Statement on *Who's At Work*

The panel advocates for anti-racist practices in libraries and the recruitment of Black, Indigenous, and People of Color (BIPOC) professionals to the field of art librarianship. While the issue of representation in our field is not within the scope of this presentation, we cannot ignore the impact this has on who's at work in academic art libraries.

# Presenters



**Ginny Moran**  
*Research and  
Instruction Librarian*  
DeWitt Wallace Library  
Macalester College  
she/her



**Courtney Baron**  
*Director*  
Bridwell Art Library  
University of Louisville  
she/her



**Richard Zwiercan**  
*Art, Architecture & Design  
Librarian*  
Architecture Studies  
Library  
University of Nevada, Las  
Vegas  
he/him



**Evan Schilling**  
*Architecture Librarian*  
Musagetes Architecture  
Library  
University of Waterloo  
he/him or they/them

# State of Academic Art Libraries 2019 Report

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## State of Academic Art Libraries 2019

### About this Report:

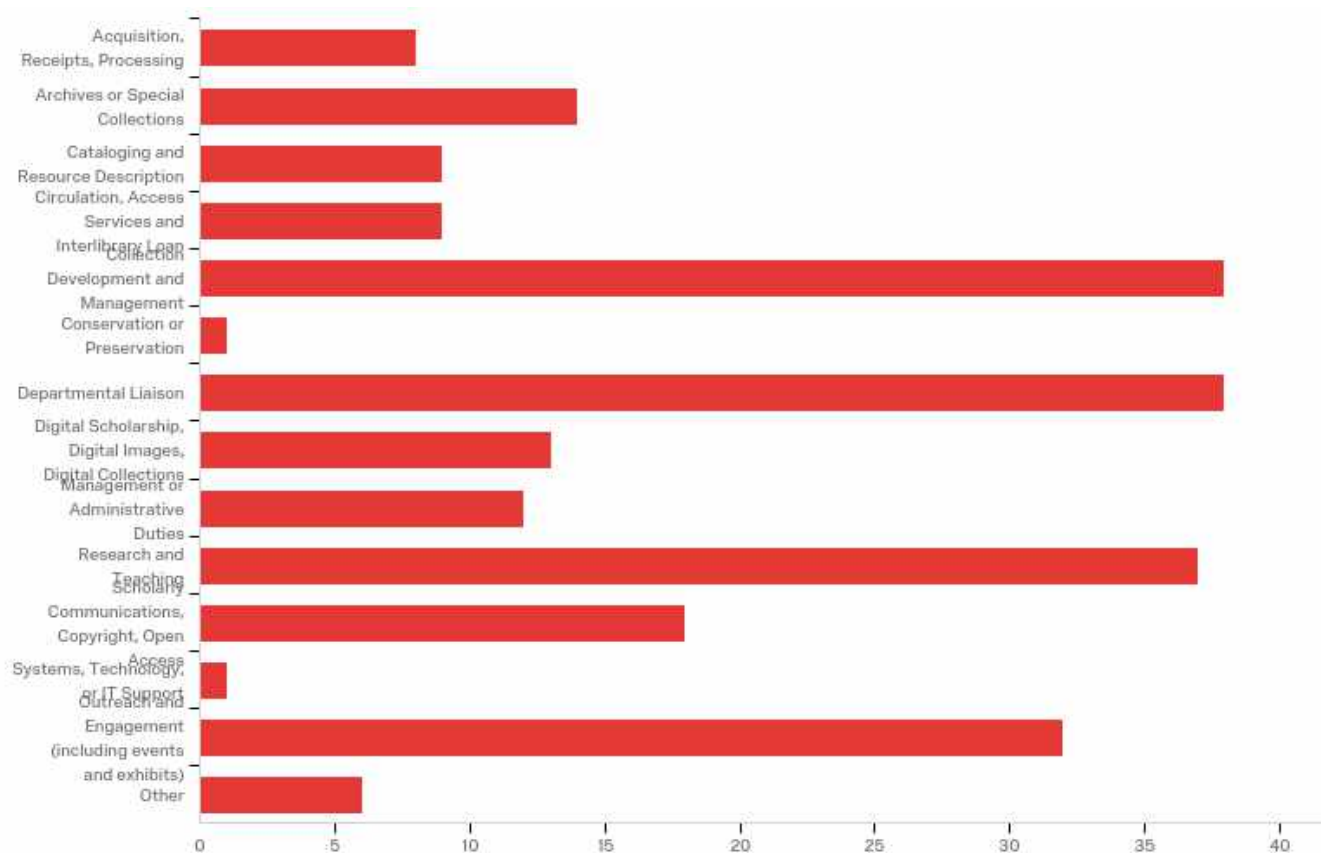
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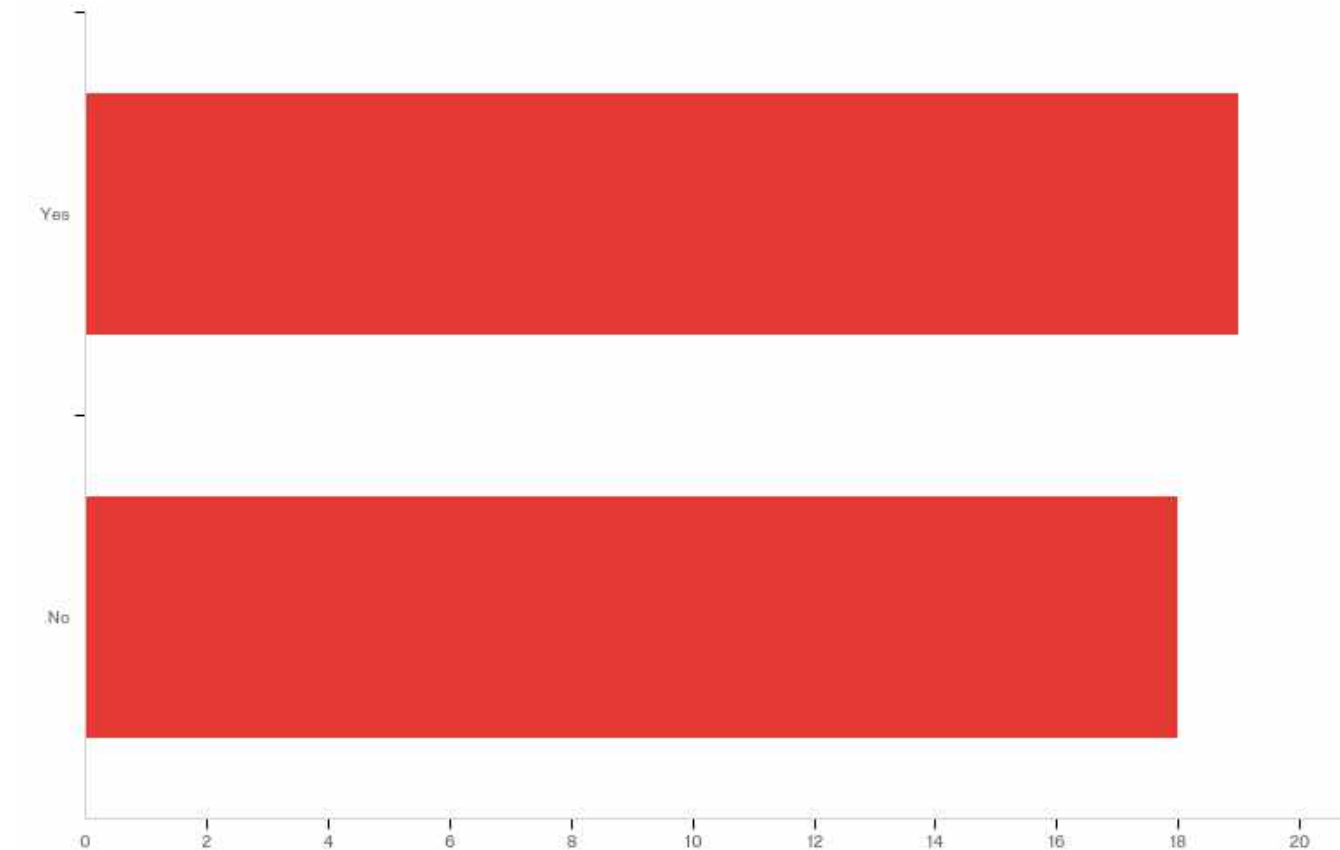
Academic art collections support the research, teaching and discovery of art information in institutions of higher education. Art information professionals serve as teachers and research partners within the arts community on campus. Changes within academic librarianship and higher education have implications for academic art librarianship and the continuing needs of patrons. The ongoing need for subject expertise and liaison librarianship in arts disciplines is critical to the production of scholarly and creative works. This report examines the current trends and issues facing academic art libraries and provides recommendations for librarians and administrators.

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## Q2.8 - What are your job responsibilities? Select all that apply.

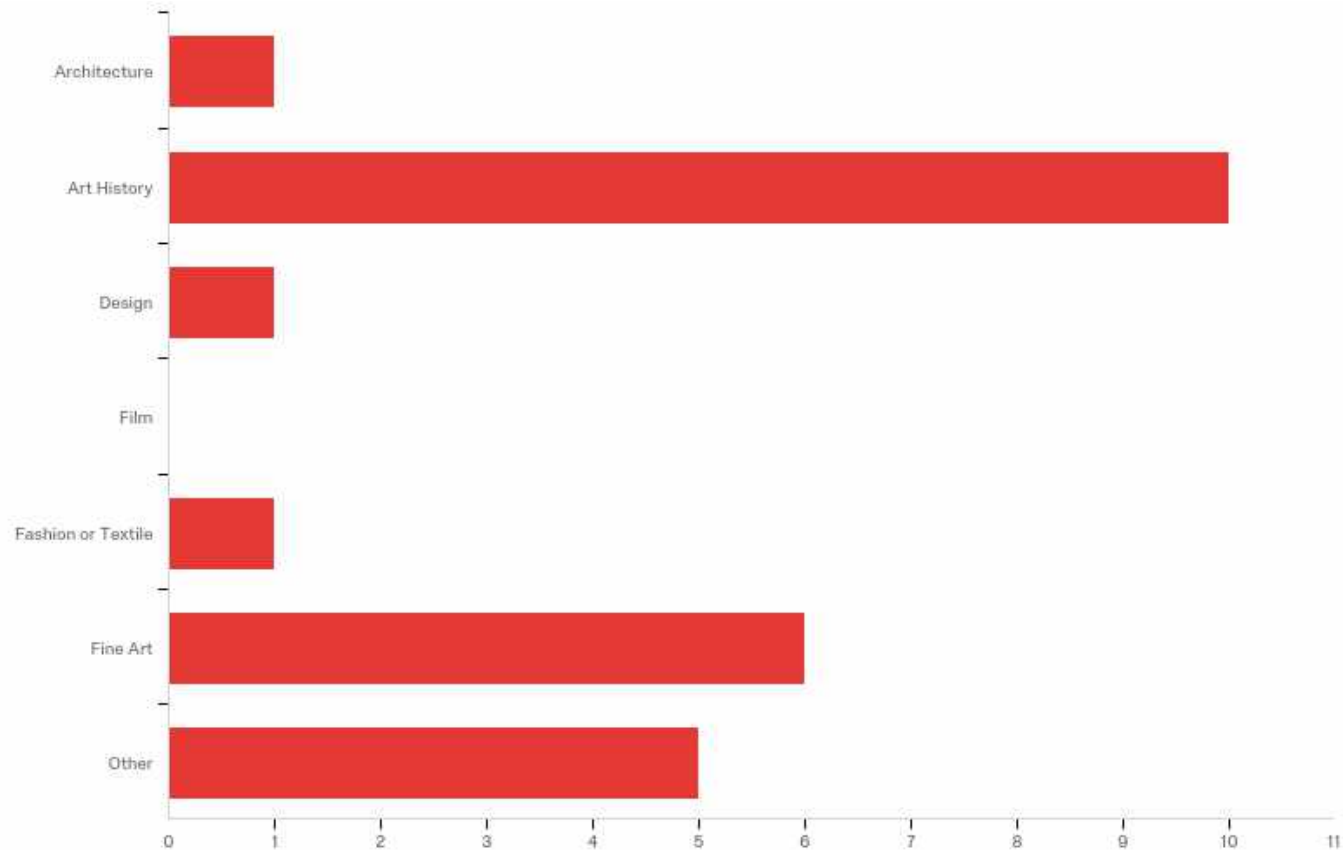


## Q6.2 - Do you have a graduate degree, in addition to an MLS/MSIS?

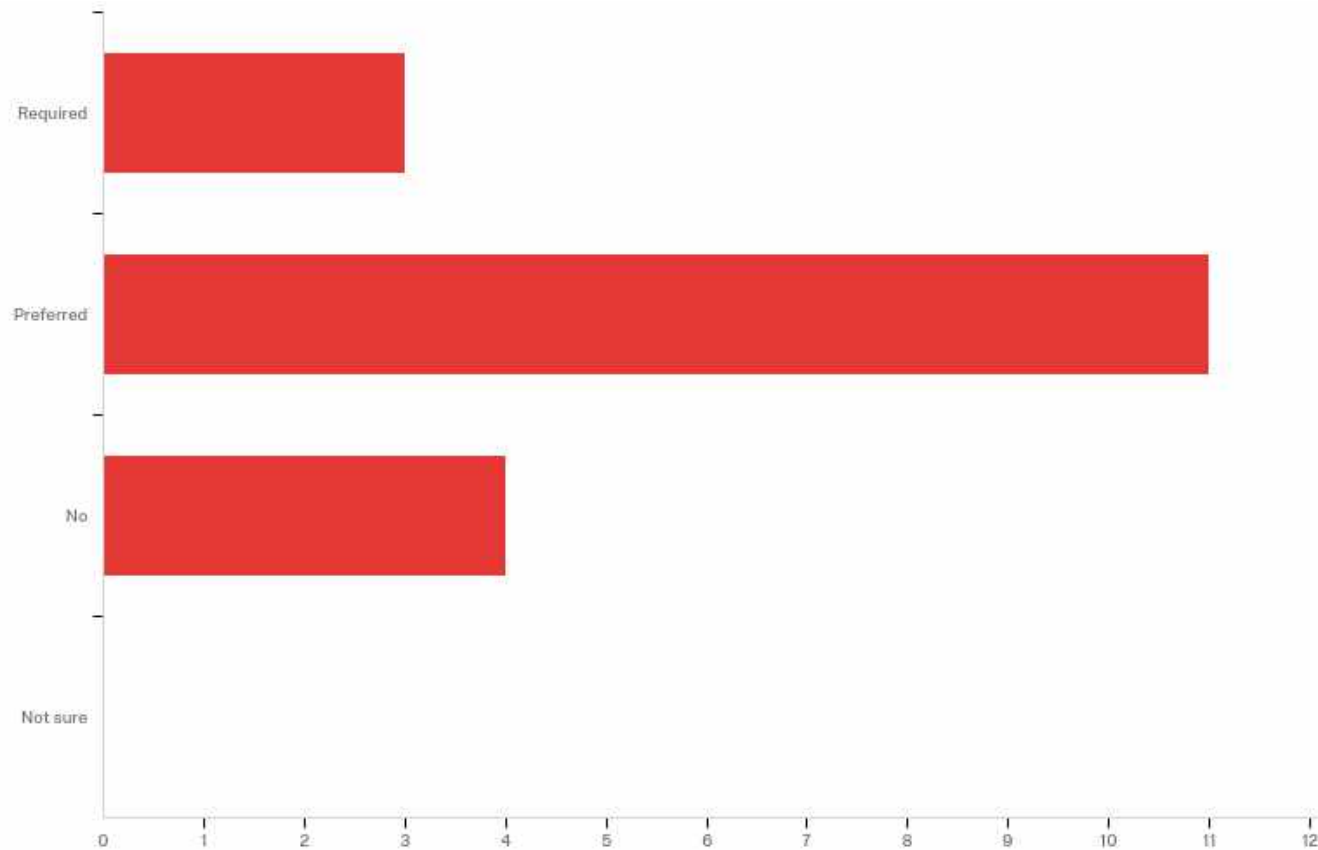




## Q6.3 - If yes, what degree and subject area? Select all that apply.



## Q6.4 - Is a second graduate degree required for your position?



# Faculty or Staff?



**Ginny Moran**

- Staff
- “Employment at will annual appointment”



**Courtney Baron**

- Faculty status
- Assistant Professor
- Eligible for promotion and tenure



**Richard Zwiercan**

- Academic Faculty status
- Associate professor
- Eligible for promotion and tenure



**Evan Schilling**

- Staff
- Non-unionized
- Permanent status, but can be laid off or terminated
- Eligible for promotion through the ranks

# Faculty or Staff?

- 2019 report did not ask about faculty & staff status
- What they didn't tell you in your MLIS program - it's complicated to be an academic librarian!
- Positionality of librarians within the library system and overall institution
- Academic librarians can be:
  - Faculty (tenure-track or non-tenure track)
  - Librarian/Academic Professional
  - Staff
- There are pros & cons to each status -- why does this distinction matter?

# Why this distinction matters?

Types of appointments at the University of Nevada, Las Vegas (UNLV):

- Academic Faculty
- Administrative Faculty (pro-staff)
- Classified Staff

# Why this distinction matters?

## Academic Faculty

- 9 or 12 month appointments
- NSHE Governance
- Teaching
- Non Tenure-Track or Tenure-Track
- Professional development funds
- Eligible for research leave
- Serves on library and campus committees
- Eligible for grants

# Why this distinction matters?

## Administrative Faculty (pro-staff)

- 12 month appointment
- NSHE Governance
- Non Tenure-Track
- Professional development funds
- Not eligible for research leave
- Serves on library and campus committees
- Eligible for grants

# Why this distinction matters?

## Classified Staff

- 12 month appointment
- Letter of Appointment (LOA)
- NV State governance
- Request of Professional Development
- Can serve on library and campus committees



# On The Road Tenure/Continuous Appointment

## Research with/without Requirements

- research is an expectation at UW for Librarians despite being classified as staff, and not appearing in most Library documents
  - e.g. nowhere in job description for liaison librarians, including architecture
  - only appears 3 times in Appendix B of *Librarians and Archivists Handbook* under Professional Advancement
    - as criteria for progression through the upper ranks
  - implications for approval of research days, study leaves, research ethics clearance, professional development funding, and research grants

# On The Road Tenure/Continuous Appointment

## Annual Review Process

- Staff Appraisal Form used at UW for librarians
- Client Service, Working Relationships, Communication, Job Knowledge and its Application, and Taking the Initiative to Make Things Better
  - None align with reference, collection development, instruction, service, or research
  - Faculty reviewed every 2-years and appraised for scholarship, service, and teaching
- Process starts in November and ends early March!
- Use of the terms **customers**, **clients** & **client services** problematic

# On The Road Tenure/Continuous Appointment

“the notion that the library has a product that is . . . readily definable . . . and that ‘customers’ know what they want and what the library has to offer.”

John M. Budd, “A Critique of Customer and Commodity,” *College & Research Libraries* 58, no. 4 (July 1997): 311

“The reason some services are in the public sector: their value is very real but difficult to measure and requires a different kind of judgment and management.”

John Buschman “On Customer-Driven Librarianship,” *Dismantling the Public Sphere* (Westport, CT: Libraries Unlimited, 2003), 121.

# Questions for discussion

How does faculty or staff status play out in your institution?

Does your status on campus impact your work?

# Subject Specialist?



## Ginny Moran

- BA Studio Art, Macalester College
- Grad Certificate Information Systems, U of St. Thomas
- MLIS, U of Wisconsin-Milwaukee



## Courtney Baron

- BA, Classical Archaeology and Latin, University of Georgia
- Graduate work in classics & art history
- MLIS, Valdosta State University



## Richard Zwiercan

- BA Psychology, Chapman University
- MA Counseling, Chapman University
- MS, Information Science, University of North Texas
- Practising artist



## Evan Schilling

- B.Env.St., University of Waterloo
- B.Arch, Pratt Institute
- MI, University of Toronto
- Former architect (8 years in practice)

# What Constitutes *Subject Expertise*?

## Degrees/Training

- Discipline specific degree?
  - BA, MA, Doctorate?
- Degree proximity
- Library School Concentration
  - E.g. Archives

# Impact of other experiences?

## Mixed disciplinary degrees/training

- Extra curricular
  - Self study
  - And, continuous pursuit of knowledge related to discipline
- Internships
- Practitioner
- Professional Development
  - One-off course

# Subject Specialist?

## Job changes/consolidation, or “Frankenjobs?”

- Reshuffling of subject areas for Humanities and SocSci librarians
  - in 5.5 years 3 different librarians assigned to Fine Arts
  - Languages Librarian is also responsible for Rec and Leisure
- Uneven distribution of subject areas:
  - 8 Humanities and SocSci Librarians with 32 subjects
  - 8 STEM librarians with 24 subjects
    - 2 of 3 Professional School librarians have 1 subject each
- Assignment of new duties often done without job review
- Agency in workload discussions highly contingent on supervisor



# Subject Specialist?

Relationship development with disciplinary faculty “invisible work”

- Additional physical and emotional labour not recognized
  - contact with faculty outside of appointments reduced to social interactions
  - attending reviews and defences, student and School events considered extra-curricular, and not work hours
  - Tension between who are my actual colleagues?
- Decisions by Library and actions of other library staff impact relationship with faculty

# Subject Specialist?

Library and Information Science is also a discipline.

- An ALA-accredited master's degree in LIS is usually required for academic librarian positions
- Librarians teach information literacy which is increasingly becoming more developed as a standalone subject (i.e. for-credit information literacy courses, ACRL Framework for Information Literacy for Higher Education)
- Academic librarians typically consult LIS scholarship and publish in LIS publications
- May be more useful depending on the role (i.e. library director or administrator)

# Questions for discussion

How does your professional and educational background help you in your work?

How does your library and information science education intersect with your subject experiences?

# Wrapping Up