



A UNIQUE APPROACH TO SUPPORTING LIBRARIANSHIP: The Librarians' Association of the University of Waterloo (LAUW)

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BACKGROUND

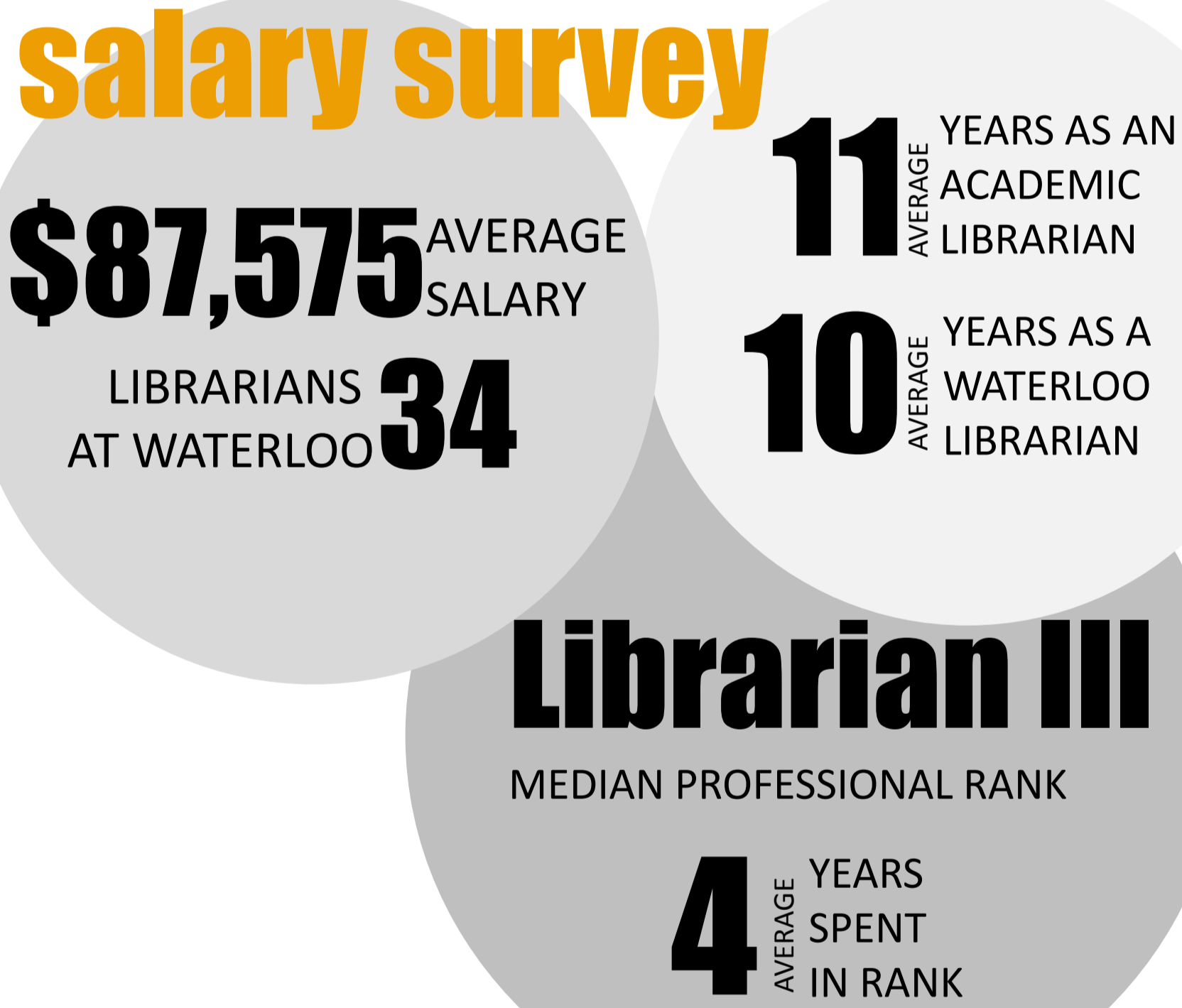
The Librarians' Association of the University of Waterloo (LAUW) supports the welfare, professionalism, and role of librarians at a research intensive institution. Working within a rare environment in the Canadian academic landscape, where librarians do not have academic status and are not unionized, LAUW strives to promote the research, professional development, and status of Waterloo librarians.

MEMBERSHIP

The LAUW Executive Committee consists of the current Officers; President, Vice-President, Treasurer, Secretary, and FAUW (Faculty Association of University of Waterloo) representative; as well as the Past-President, and the Chairs of the Standing Committees (Programs Committee; Compensation Committee). Membership is open to any staff member with an MLIS degree who is working in a professional librarian position at the University of Waterloo Library.

COMPENSATION COMMITTEE

This committee completes an annual review of ARL, CARL, and CAUT salary data to determine how Waterloo is fairing. This report focuses on other research intensive institutions and universities in Ontario, and is presented to LAUW members at the AGM. Data included in the report for Waterloo:



Data shown here is from CAUT's 2017 Librarian Salary and Academic Status Survey

"LAUW committees provide a forum for the exchange of ideas and discussion of issues relevant to librarianship."

PROGRAMS COMMITTEE

Engages LAUW membership in professional development and team building activities.

PAST LAUW TALKS

- [Fake News](#) with Heather Buchansky
- [Student2Scholar](#) with Colleen Burgess and Melanie Mills
- [Leadership & Libraries](#) with Ali Versluis
- [Advancing through the Ranks](#) with Jane Forgay and Jennifer Haas
- [Creating a Teaching Dossier](#) with Alison Hitchens and Julie Timmermans
- [Digital Humanities and the Library](#) with Melissa McAfee, Marian Toledo, and Lisa Cox
- [Narratives in Library Instruction: A Research Project](#) with Joanna Szurmak and Mindy Thuna

RESEARCH COMMUNITY

Fosters a research culture for librarians and supports anyone interested in or curious about research.

LIBRARIAN PROFILES

Support librarians with documenting and promoting their research, service, and teaching activities.

LIBRARIAN MENTOR PROGRAM

Connect librarians with each other to share professional expertise.

CAMPUS CONNECTIONS

FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO (FAUW) BOARD OF DIRECTORS

A librarian, elected from general LAUW membership, represents LAUW on the FAUW Board. The librarian participates in meetings of the FAUW Board as an ex-officio/non-voting member.

FAUW'S EQUITY COMMITTEE

A librarian, elected from the general LAUW membership, represents LAUW on the Equity Committee as a voting member. The committee engages in education and advocacy activities to promote equity on campus.

PROFESSIONAL ISSUES



AN OVERVIEW OF ACADEMIC STATUS AND PROFESSIONAL ACTIVITIES BY LIBRARIANS AT THE UNIVERSITY OF WATERLOO

Waterloo librarians are represented by the Waterloo Staff Association (UWSA), as they do not have academic status. However, in addition to UW Staff Policies, the Librarians' Employment Handbook (LEH) supports many of the academic issues that are more commonly addressed through faculty or academic status in Canadian Universities. LAUW advocates on behalf of the Librarians and its members have been actively involved in the creation and amendments of the LEH ensuring that librarians are recognized as being fundamentally different than regular staff members. Although there is still work to do, the LEH helps UW librarians function similarly to colleagues at other Canadian institutions.

Librarians' Association
ADVOCATES
Employment Handbook

LIBRARIANS' EMPLOYMENT HANDBOOK (LEH) AT THE UNIVERSITY OF WATERLOO

In combination, the LEH and UW Staff Policies outline academic freedom, teaching, scholarly research, participation in university governance, and promotion through the ranks. The LEH documents the application of the University of Waterloo policies and other provisions in human resources management that are unique to librarians.



ADVANCEMENT THROUGH THE RANKS

There are 6 ranks for non-admin librarians (Librarian I-VI), that recognize entry level competency through to senior level professional expertise, contribution and recognition. Following probationary advancement from Librarian I-II, all other ranks require an application for professional advancement.

The professional advancement process is directed by a set of guidelines that include, the development of a committee to advise the University Librarian, the required documentation, and minimum points required based on assessment criteria. The criteria indicate a points scale that looks at seven areas of achievement. Advancement through the ranks is initiated by the librarian. There are no time restrictions for advancement after the passing the probationary period.

Criteria for ADVANCEMENT

- 1) Academic Achievement
- 2) Library Experience
- 3) Job Performance
- 4) Service
- 5) Professional Development
- 6) Specialized Knowledge
- 7) Leadership



PROFESSIONAL DEVELOPMENT

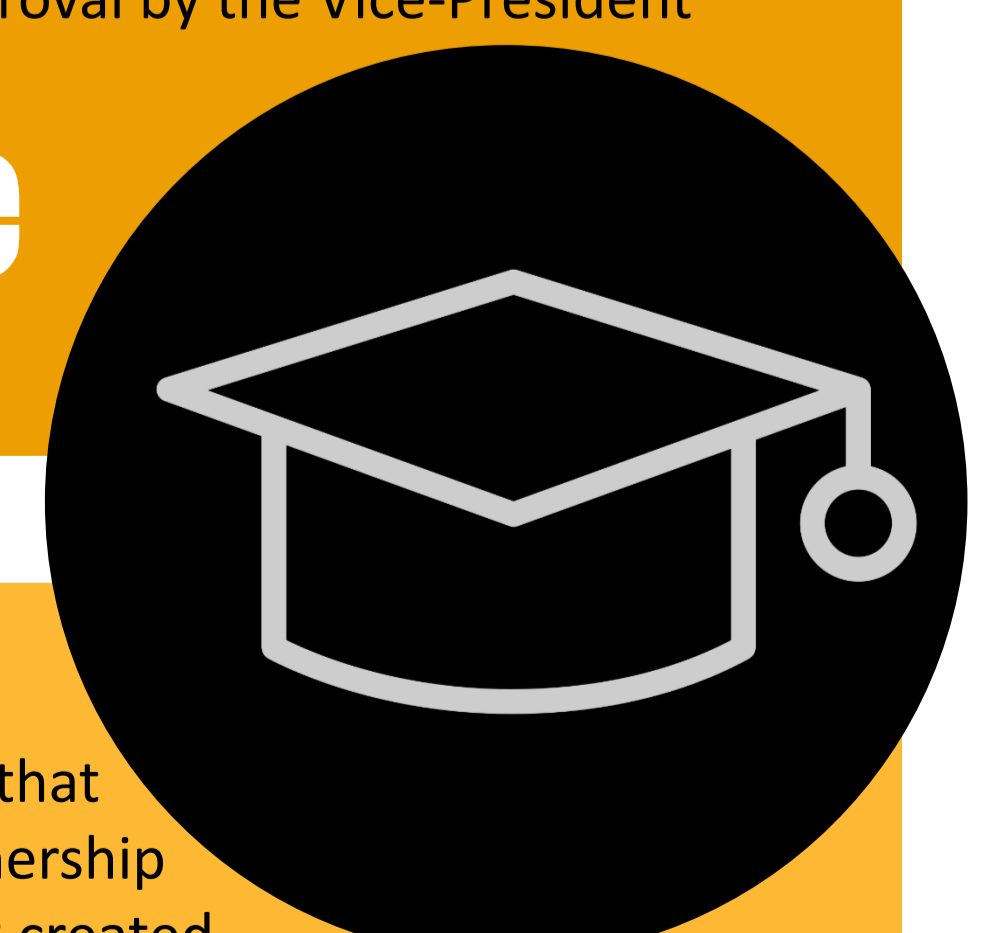
Librarians currently have access to approx. \$1800/year of professional development (PD) funding. Librarians can request approval for PD funding for opportunities such as travel and registration costs associated with conference or specialized workshop attendance. Improvements in PD funding has been a continued area of advocacy for LAUW. There has been ongoing debate about the autonomy of its spending and how to fund librarian research and scholarship.

PD Funds

LEAVES

Study leaves, and more generally, the leaves of absence have received the most attention in past revisions of the LEH. Librarians have five types of leave available to them; observation, conference, study, without pay, and self-funded. All leaves require the submission of a formal request and are subject to approval. This process includes a recommendation by a study leave committee and ultimate approval by the Vice-President Academic and Provost.

Study leave



ACADEMIC FREEDOM

Under Policy 33 the "University supports academic freedom for all members of the University community." Librarians (and all Waterloo staff) are afforded academic freedom through Waterloo's Policy 33—Ethical Behaviour. This policy explicitly outlines academic activities, including teaching and scholarship, and further articulates the principles set out in the Memorandum of Agreement between the FAUW and the University of Waterloo. As such, Librarians are afforded the same academic freedom provisions as Faculty.

Academic Freedom
For all members

INTELLECTUAL PROPERTY (IP)

UW is well known for its IP policy that allows creators of IP to retain ownership rights. This policy applies to the IP created in the course of teaching and research and there are exceptions for works created as 'assigned tasks' in the course of administrative activities. Although these exceptions are further outlined there remains some uncertainty about where the works of librarians fall. Is our work considered teaching and/or research? How can we define our work to more closely align with the wording in the policy?