

Indiana University

# **inula notes**

**Librarians Association**

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## **Compensation for Ten-Month faculty appointments**

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*by Andrea Singer*

In "Standards for Faculty Status for College and University Librarians" prepared by the ACRL Academic Status Committee and published in the May 1992 *College and Research Libraries News*, the standard on compensation for librarians is:

*"4. Compensation. Salaries should be comparable to and within the range of salaries paid to other faculty of equivalent rank. The appointment period for librarians should be the same as it is for equivalent faculty. Salary scales should be adjusted in an equitable manner for any additional periods of appointment. Fringe benefits should be equivalent to those for faculty."*

This is a change from the previous standard on compensation in "Standards for Faculty Status for College and University Librarians," which appeared in *C&RL News*, May 1974, pp. 112-113, which is:

*"4. Compensation. 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 and university."*

The context in which I'm bringing this news to the atten-

tion of InULA members is one of revitalization for the organization, tight budget times for the Libraries and the University, and ever-increasing pressures for adaptability and productivity for individual librarians. At first I was personally surprised by the straightforward insistence on an equitable appointment year for librarians in the new ACRL standards, and, on looking further, startled to see that IU had not been in compliance with the 1974 standards. I waffled about bringing the standards to InULA's attention, especially in light of the Libraries' budget focus on "doing more with less", but a broadened perspective from the experience of ser-

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# Member profile: Kris Brancolini

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by Anne Minde

Kris Brancolini joined the IU-Libraries system in 1983, fresh from graduate school and raring to go. One of her first actions was to join InULA, and in the succeeding ten years, she's held many of the offices and positions available in the organization. Highlights include her chairing the Publications Committee, editing *Innuendo*, and

the latest and driest; what they were striving for was a synthesis, a melding together of all aspects of the IU-Libraries, the scholarly, the professional, and the personal. And, if some humor and diverse opinions snuck in, so much the better.

Today, Kris feels much the same way. Over lunch in the IUB cafeteria, she mentions that she sees InULA, and *InULA Notes*, as being "a sup-

onto the Bloomington campus. "It's small, so people can have influence." Leadership and communication skills can be practiced, and "opportunities to do more" are both ever present and encouraged. These opportunities are "difficult to find elsewhere," and can make a real difference on a professional vitae or resume.

Kris' final comment as she finishes her coffee is simply put: "I hope that people will continue to be in InULA...the fact that it is local is its strength."

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## (InULA is) "a support for librarians as professionals"

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serving as InULA president for the 1987-1988 term.

Still an InULA member, Kris is currently both Head of Media/Reserves Services in the IU-Bloomington Main Library, and the collection development librarian for Film Studies.

When she arrived in 1983, Kris joined forces with Julie Bobay (IU-Bloomington's OPAC Coordinator), then editor of the *InULA Quarterly*. Their hope was to fashion the struggling publication into something that all librarians and staff members in the IU system could not only be proud of, but also consider their own. They weren't interested in simply a "library" newsletter filled with

port for librarians as professionals, and as a support for students and other library personnel for their professional development." Emphasizing "support," InULA is not an IU-LIBRARIES association, it is an IU-LIBRARIANS association, and as such, InULA, and its programs, should exist to serve the professional needs of individuals in the system as well as appeal to those seeking personal growth and development as librarians.

"InULA is a way for people to get involved." It is a method of communication for all the IU librarians, and contributions to the organization's success can be made without stepping foot

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## Editor's Note

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Andrea Singer's feature story in this issue of *InULA Notes*, deals with some very sensitive and controversial questions. InULA is a logical organization to be asking these questions, and we strongly encourage you to voice your opinions. There is now a new avenue for this (see David Flynn's article on LIST-SERVERS in this issue). Otherwise, please send comments to Charlotte Hess, InULA President (e-mail HESS), to me (e-mail JMEEK), or to any member of InULA. There will be a forum on Librarian's Day to discuss these topics as well.

# New members welcome anytime!

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InULA welcomes new members at anytime throughout the year. If you're interested in joining, but missed the first opportunity, just send your dues, or contact Emily Okada, Undergraduate Library Services, Main Library W121 (e-mail OKADA).

## Membership fees:

New	First year free
Regular	\$10 per year. Includes all appointed IUL Faculty.
Associate	\$6 per year. Open to all former IUL faculty, retired IUL faculty, SLIS faculty, anyone holding an MLS not covered in the Regular Member category.
Friends	\$3 per year. Open to all IUL support staff (non-MLS), SLIS students, anyone not covered in the Associate or Regular member categories.

## InULA's Research Incentive Fund

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The InULA Research Incentive Fund is intended to encourage and support research by providing funding for research projects of any size or scope. Because it is often difficult for beginning researchers to obtain research grants, project proposals submitted by untenured librarians will receive top priority. However, all requests will be considered.

This award is to be used for support in the following categories: 1) Seed support of research and research-related activities used to develop a

larger research proposal.

2) Funds for research equipment or materials. 3) Travel to support the research project.

4) Publication subsidies.

5) Other needs not defined above, including copying, secretarial services, preparation of graphics for publications, computing services, ILL costs, postage, telephone, etc.

Any regular member of InULA is eligible to apply by filling out the InULA Research Incentive Fund application form available from the President of InULA. Awards are

available each quarter, and the deadlines for application for each quarter are August 31, November 30, February 28, and May 31.

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# InULA-L, a listserve for InULA members

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*by David Flynn*

A listserver is an electronic "mailing list" service. When you join a "list," you become part of an electronic network which allows you to send, read and respond to e-mail messages related to the topic of interest. In our case, these are messages of interest to InULA members.

Generally speaking, when you send a message to the list, it is distributed to all subscribers (and of course, you have access to all messages and responses from the other users).

However, the InULA-L list is a moderated list. This means that all correspondences are filtered through a moderator who decides which messages should be distributed to members of the list. This ensures quality and legitimacy of messages sent to all subscribers and reduces the amount of your time spent sifting through irrelevant messages.

There are two E mail addresses associated with the list and each is used for an entirely different purpose. The first address, which is sent to the server, is used to join or "subscribe" to the list. This is the only time you will use this address (unless you decide to unsubscribe). The other address is used to send your messages to the mailing list for all to read.

To SUBSCRIBE to the InULA-L list, you would send the following mail message:

MAIL> send To: PO%"LISTSERV@IUBVM.UCS.INDIANA.EDU"

Subj: (leave the subject blank)

Enter your message below. Press CTRL/Z when complete, or CTRL/C to quit:

SUBscribe InULA-L your\_first\_name your\_last\_name

Note: use your actual name in the message, not your E-mail username

ie. SUBscribe InULA-L Jane Public

Note: To unsubscribe, send the following E-mail message to the Listserver (not the list):

To: PO%"LISTSERV@IUBVM.UCS.INDIANA.EDU"

UNSUBscribe InULA-L your\_first\_name your\_last\_name

To PARTICIPATE in the discussion group, address your comments to the LIST E-mail address as shown below:

MAIL> send To: PO%"InULA-L@IUBVM.UCS.INDIANA.EDU"

Subj: subject of what I want to say

Enter your message below. Press CTRL/Z when complete, or CTRL/C to quit:

Notice the difference between the two addresses:

PO%"LISTSERV@iubvm.ucsf.indiana.edu" <--- the LISTSERV

PO%"InULA-L@iubvm.ucsf.indiana.edu" <--- the LIST name

It is important to continue to use the same Internet style address (ie. PO%"InULA-L@IUBVM.UCS.INDIANA.EDU") when using the listserver.

For more information on using listservers, please check the keyword LISTSERVS in the AIE.

# Regional Campus Highlights:

## IUPUI-Columbus Library

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by Karen Nissen

"The IUPUI Columbus Library is IU's smallest full-service, general purpose library," explains Janet Feldmann, Head Librarian at IUPUI Columbus, describing a library that serves over 1,600 commuting university students.

In 1979, an article in the *InULA Quarterly* described library services at the Columbus campus as "...new and growing fast." Due to consistent increase in the use of the library, more demands for bibliographic instruction sessions, the growth of reference and collection development needs, and the expansion of the use of computerized resources in the library, an additional librarian position was approved for the Columbus library in 1992. We now have two full-time librarians and two full-time support staff. As a new librarian at Columbus, I have been impressed by some of the unique aspects of working on this campus.

First of all, we are not a regional campus; we are an extension of the campus in Indianapolis. IUPUI Columbus'

size has been targeted more than once as its best asset and also its biggest challenge.

Secondly, from my perspective, the most appealing aspect of this campus is the interaction between students and faculty. There is an unusually strong sense of teamwork among the 20 full-time faculty that allows for rewarding interdisciplinary conversations and development of ideas. Physical proximity and small departments gives us the opportunity to develop active working relationships with faculty in various disciplines—relationships that might not happen spontaneously on a larger campus where people are

separated by physical space and departmental politics.

And third, all full-time faculty at Columbus have advising responsibilities, including librarians. As a librarian this has been an invaluable experience that has broadened my understanding of the students' experience on this campus.

On balance, with assets come liabilities, which, in this case, might be considered lack of resources and isolation from professional colleagues, but keeping that in mind allows us to make the most of the opportunities available for collaboration in creative ways.

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## BACK ISSUES NEEDED

The Publication Committee has been organizing InULA's publication to be put into a bound volume. Issues we are missing include: InULA *Innuendo*, vol. 6 no. 1, Oct. 1988; vol. 6 no. 2, (1988); vol. 6 no. 3, (1989); vol. 6 no.4, July 1989; vol. 7 no. 2, (1990). If you have a copy of any of these issues, please contact Janet Meek.

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## Compensation

*continued from page 1*

vice on the Bloomington Research Grants/Leaves Committee during the past two years convinced me that the issue is crucial to our future as librarians. (InULA has traditionally been a vanguard for the library faculty, and has taken stands on issues every bit as sensitive as this one, so InULA is a natural place for discussion.)

Before serving on the (Bloomington) Research Leave Committee, my impression had been that the possibility of taking research leaves, including sabbatical leaves was inequitably available to librarians in certain positions, despite being theoretically available to all meeting the criteria in the Library Faculty Handbook.

Those with pressing year-round administrative or reference responsibilities could not be as flexible in arranging workloads as some of their colleagues, and supervisors and unit heads had no mechanism for staffing except in the case of a two semester-long sabbatical leave. Possibilities for research leaves shorter than sabbatical leaves for librarians on campuses other than Bloomington were not clear.

After service on the Committee, which is a component of the Sabbatical Leave Committee, and is responsible only for considering leave applications from tenure-track Bloomington system librarians, I am even more convinced that IU librarians are at a disadvantage in planning major research and professional development projects. The source of my conviction is repeated observation of librarians' ingenious, conscientiously pieced-together blocks of time away from job responsibilities so that adjustments can be made to workloads in ways that are most painless and unnoticeable to library users. In the long haul, and most of us are fully enculturated in year-round lifetime roles as university librarians, we can ask whether our attempts at making our absences invisible to users, and extreme examples of "piecework" in our professional lives, are actually beneficial to

Indiana University Libraries. The new ACRL standards give us an opportunity to consider changes in practice for all IU librarians.

You will notice that I have focused directly on the time component of Standard 4, rather than on issues of financial compensation, or broader questions of how InULA might consider supporting the adoption of the standards, and I have not spoken to the applicability of ACRL standards to the many types of libraries (Medical, Law, Dental, Extra-System). When, at Maggie Harter's invitation, I brought the standards to the InULA Revitalization Committee, which she chairs, there was a great deal of interest in careful consideration of all the ACRL standards by the InULA Executive Board. I was invited to speak to the Board, and I am sure that Charlotte Hess, InULA Chair, would welcome your ideas and comments as well. As an individual, I will send a copy of this note to Dean Jim Neal, and to Rosanne Auchstetter, Chair of the BLFC Faculty Standards Committee. Appended to these copies will be this question: "How will IU Libraries respond to ACRL's 1992 'Standards for Faculty Status for College and University Librarians'?"

*(There will be a discussion forum on Librarian's Day on this topic-Editor)*