

Policy Statement on Academic Status and Governance for Librarians¹ ~~at Canadian Universities and Colleges~~

1 Academic status and activities

1.1

Librarians at academic institutions are entitled to academic status. As academic staff librarians play an integral role in the pursuit, dissemination and structuring of knowledge at the academic institution. They have an important ~~teaching responsibility~~ **academic role that includes educational activities.** ~~and are also~~ **They may also be** responsible for acquiring, preserving and providing access to documentary material in all formats. Librarians are involved in independent scholarly activity in the fields of library and information science and in other academic disciplines.

1.2

Librarians' terms and conditions of employment should be analogous to those of other academic staff including an equivalent system of ranks, and procedures for promotion and tenure. Librarians' normal workload must include research and scholarship as well as academic and community service, and require, as a result, provisions such as **dedicated research time**, sabbatical, research or study leaves. Librarians must be eligible for research funding, and paid and unpaid leaves of absence on the same basis as other academic staff.

1.3

As academic staff, librarians have the right and obligation to participate fully in academic affairs.

2 Academic freedom

As academic staff, librarians are entitled to academic freedom in accordance with CAUT policies.

3 Academic governance

3.1

As academic staff, librarians have both a right and a duty to participate in collegial governance of the academic institution. They must therefore be eligible to serve as elected or appointed members on all governing councils and committees. Though the chief librarian may serve in an ex-officio capacity, all librarians should be eligible to serve as elected members of the senate, or equivalent body, and its committees. All governance bodies, including but not limited to Councils and departmental and divisional committees, must provide for the effective participation of librarians.

3.2

Librarians should be represented on any committee whose mandate includes any aspect of

the operation of the academic library system or whose decisions affect access to information resources used in teaching, scholarship and research.

3.3

All librarians should be members of a library council. The library council should have the responsibility for the development of policies and procedures for the operation of the library. As with faculty councils, discussion at the library council should include any issue which has an impact on librarians, the library, or the academic institution as a whole. The library council should be empowered to make recommendations on such issues to the relevant body. The library council should be responsible in turn to the institution's senior academic body or its equivalent. The mandate and structure of the library council should be negotiated and defined in relevant collective agreements.

3.4

Where departments or divisions exist within the library or library networks, all librarians should have a role in the development of departmental and divisional policies and procedures.

3.5

Librarians have the right to participate as members of search and appointment committees for all administrative and professional positions in the library.

3.6

Academic staff associations must negotiate workload provisions in collective agreements or terms of employment that enable librarians to determine and arrange their own workload.

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**Revised by the CAUT Librarians' and Archivists' Committee; March 2018;
Revision approved by the CAUT Executive Committee; April 2018.**

Endnotes

- 1. Where archivists are integrated into the administrative structure of the library, all references to libraries or librarians shall be understood to include archives and archivists.**