

From: **Barry W Miller** <[bmiller@yorku.ca](mailto:bmiller@yorku.ca)>  
Date: Thu, Jan 24, 2019 at 8:14 AM  
Subject: Response to question raised about revised PC&S Criteria  
To: [aredding@yorku.ca](mailto:aredding@yorku.ca) <[aredding@yorku.ca](mailto:aredding@yorku.ca)>, Erin Black  
<[erin.yufa@gmail.com](mailto:erin.yufa@gmail.com)>

Dear Art and Erin,

We would like to thank you for raising a question that has come forward from some librarians/archivists concerning the revised PC&S criteria and providing an opportunity for us to respond ahead of the ratification process for the revised Criteria and Procedures. You specifically raised the question of whether the revised PC&S criteria introduce a restriction on the scope of PC&S activities (research, scholarly activities, e.g.) that will be considered for advancement, continuing appointment and promotion to matters that relate to or concern librarianship and archivy, and made reference to clauses 3.2.1.h (Appendix A p. 11) and 3.3.1.f (Appendix A p. 13) as examples of revisions that have given rise to the question. You further provided an example of a “music librarian” who has written a book about a particular musician to illustrate the question. You suggested that using this example, if the intent of the revised criteria is to introduce a restriction on the scope of PC&S activities to matters relating to librarianship and archivy, then the individual’s book would not be considered for promotion according to the revised criteria but could be considered according to the criteria in the existing Criteria and Promotions document.

It is the Employer’s position that the scope of PC&S activities to be considered in the adjudication for advancement, continuing appointment and promotion remains unchanged under the

revised criteria. PC&S activities are expected to relate to librarianship and archivy for consideration in the advancement, continuing appointment and promotion processes under the current Criteria and Procedures document. Section 1.2 of current document (p. 40 in the 2015-18 Tenure/Continuing Appointment and Promotions document) clearly relates the research and scholarly work to be assessed for advancement/continuing appointment/promotion to librarianship and archivy in the following:

Since distinction in the *librarian profession* arises from research and scholarly work, this area of assessment includes an evaluation of the following factors: an assessment of *the research and scholarly work*; sharing skills and knowledge with others through publications and lectures; leadership roles in professional and scholarly associations (emphasis added).

The same connection is drawn between PC&S activities and librarianship and archivy in the opening paragraph of Section 3.3.1 of the existing Criteria and Procedures document (which remains unchanged in relevant respects in the revised Criteria and Procedures document):

Assessment of eligibility for promotion to Senior Librarian is not made on the basis of evaluation of performance in the three areas of professional performance and knowledge, professional development, and service. For a Senior Librarian, these areas *cannot be separated, but rather intertwine and overlap* to produce an overall quality of excellence (emphasis added).

According to the foregoing, achievements in PC&S do not stand apart or in isolation from the achievements in the other areas of professional responsibility but interrelate and “overlap” with the achievements in the other areas.

From the Employer’s perspective, the revisions of the PC&S criteria in clauses 3.2.1.h and 3.3.1.f, which you referenced in raising the question, provide greater clarity about expected scope of PC&S activities but do not represent a change in scope.

To elaborate further on the response, the existing Criteria and Procedures document and the revised document in Appendix A of the MOS describe the criteria in positive terms; specifically they describe what is expected but do not describe what is to be excluded from consideration. As a result, we do not argue that the revised Criteria and Procedures document explicitly excludes PC&S activities unrelated to librarianship and/archivity from consideration, including a book as in the example you raised about a “music” librarian. What we do argue is that the Criteria and Procedures document sets out expectations for PC&S activities – that they relate to and represent contributions to librarianship and archivy—that must be satisfied to meet the standards for advancement, continuing appointment and promotion.

Take care,

Barry

Fwd: For distribution to the chapter re the MOS

Barry Miller, PhD

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Erin Black &lt;erin.yufa@gmail.com&gt;

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**Update Re Librarians & Archivists (MOS)**

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**Barry W Miller** <bmilleryorku.ca>  
To: Erin Black <erin.yufa@gmail.com>  
Cc: Arthur Redding <aredding@yorku.ca>

Fri, Feb 15, 2019 at 9:31 AM

Thanks, Erin.

Take care,

Barry

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**From:** Erin Black [mailto:[erin.yufa@gmail.com](mailto:erin.yufa@gmail.com)]

**Sent:** February 14, 2019 5:06 PM

**To:** Barry W Miller <bmilleryorku.ca>

**Cc:** Arthur Redding <aredding@yorku.ca>

**Subject:** Update Re Librarians & Archivists (MOS)

Hi Barry,

I'm following up on your text message from yesterday (February 13) asking how the meeting with the librarian and archivist colleagues went and whether there are any issues.

I think it is fair to say that there was an extensive and lively discussion of the MOS as a whole, but also of the specific issue the Association raised with you on January 23 and to which you replied by email on January 24 with the Employer's view on the question about the scope of PC&S activities to be considered for advancement, continuing appointment and promotion to Senior Librarian in light of the proposed changes to the criteria.

The Association has given a lot of thought to your statement that the revised criteria provide greater clarity about expected scope but do not represent a change in scope; that while the revised criteria document does not exclude PC&S activities unrelated to librarianship and archivy, such as the "music" example the parties discussed, they do set out the expectation that PC&S activities are -- and always have been -- expected to relate to and represent contributions to librarianship and archivy.

The Association wishes to likewise clarify its understanding, as YUFA also sees no change in scope. YUFA's position is that discipline-based PC&S activities (subject-based in the extant language) can and do inform the practice of librarianship and archivy -- the two can be intrinsically related -- and that PC&S (professional development in the extant language) has always included consideration of discipline-based (subject-based) scholarship and not only research related to librarianship and archivy.

The only other issue arising from the meeting is a technical one in relation to what YUFA's constitution requires with respect to who votes on the MOS. I'll update further in this regard after Friday's Executive Committee meeting.

Best,

Erin

**Erin Black, PhD**  
Executive Associate

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