

## Appendix B. Definitions of Librarians' Research and Scholarship

\*Member of the Association of Research Libraries (ARL)

	University	Scholarship required in workload	Terms used to describe librarians' scholarship	Scholarship includes all academic disciplines	Scholarship includes professional development	Scholarship restricted to professional practice and/or LIS
1.	Acadia University	Yes	"...research, scholarly and other creative activities" (17.01.b)	No	No	No
2.	Algoma University	Yes	"...scholarship; research, study, professionally develop and engage in scholarly and creative activities..." (Preamble, 2.07)	Yes	Yes	No
3.	Brandon University	Yes	"...accepted norms of scholarly and creativity activity..." (12.8 Criteria for Promotion, 12.8.b) Same as faculty.	Other	Yes	Yes (in promotion policy of Professional Associates)
4.	Cape Breton University	Yes	"...research activities, professional and community service..." (28.3) and "...scholarly activities..." (annual activities report, Appendix D) Defined with list of examples in 34.10.a.ii.	No	No	No
5.	Concordia University	Yes	"research and scholarship" (15.02.d and 15.04.c)	No	Yes	Yes
6.	Huntington University	Yes	"Academic Activity" (general heading, Article 11) / "Scholarly Activity" (defined 11.03) Same as faculty.	Yes	No	No
7.	Laurentian University	Yes	"Research and Creativity" (title, Content Page, 6.10); "Research, Creativity and Professional Development" (title, Article 6.10 in agreement) Same as faculty.	Yes	No	No
8.	Memorial University of Newfoundland	Yes	"Research, scholarship, creative or professional activities" (title, 17.22.c.)	Yes	Yes	No
9.	Mount Allison University	Yes	"research, professional, scholarly, or creative activity, and service to the University" (12.01.ii and iii)	Yes	Yes	No
10.	Mount Saint Vincent	Yes	"scholarly and/or professional activity" (21.23.4) Same as faculty.	Other (topics not noted)	No	No
11.	Royal Roads University	Yes	"Research and scholarship..." (20.2)	No	Yes	Other Yes (?)
12.	Ryerson University	Yes	"SRC Duties [scholarly, research and creative activities (hereinafter, "SRC duties") and / or professional development" (16.2.A.c.)	Yes	Yes	No
13.	Saint Francis Xavier University	Yes	"Research, Scholarly or Creative Activity...creation of new knowledge...creative use of existing knowledge and/or creative expression in the librarian's area of expertise." (5.0) and "Research, scholarly or creative activity within their area of expertise conducted by Librarians in the course of their duties..." (5.1)	No	Yes	Yes

14.	Saint Mary's University	Yes	"Research or Professional Development Leave" (19.4); "professional development" (criteria for promotion, 12.2.13) "Professional development" includes: "...research, publication, presentation at professional conferences;...service...additional degrees..." (12.2.20)	No	Yes	No
15.	Thompson Rivers University	Yes	"scholarly activity" (6.11.7.1-3) and "scholarship...within the public realm" (6.11.7.1), "scholarship...evidence of consistent accomplishment in the discipline...supported by internal and external recognition..." (6.11.7.2).	Ambiguous	No	Ambiguous
16.	University of British Columbia*	Yes	"contributions to the University, to the profession, to scholarship (including the attainment of advanced degrees in librarianship or other pertinent disciplines)..." (3.02.b)	No	Yes	Other
17.	University of Guelph*	Yes	"Research, Study, Professional Development, Scholarly and Creative Activities" (25.10)	No	Yes	No
18.	University of Manitoba*	Yes	"research in library and information science and/or other relevant academic disciplines..." (17.A.23)	Yes	Yes	Yes
19.	University of Ottawa*	Yes	"Research activities to the advancement of knowledge in her area of specialization," "artistic/literary creation," "professional development" (Scholarly activities, 20.5.3)	No	No	No
20.	University of Prince Edward Island	Yes	An appropriate combination of: "scholarly and/or professional development activity; and..." (Librarians' duties and responsibilities, A9.2); "Responsibilities assumed by each Librarian are to be determined with the University Librarian..." (A9.2)	No	Yes	No
21.	University of Regina	Yes	"scholarship, research, and creative or equivalent professional activities..." (16.1.2)	No	Yes	No
22.	University of St. Michael's College, at the University of Toronto*	Yes	"(ii) scholarship, including research and creative professional work..." (5.A.b)	No	Yes	No
23.	University of Toronto, Policies for Librarians (PFL), Workload Policies and Procedures (WLPP), Library Unit Workload Policies (LUWP) and Memorandum of Agreement (MoA).*	Yes	Two definitions: PFL: 51 (written in 1978) "...Research leave may be granted when the librarian has demonstrated the potential to benefit from the leave and when the research proposed can be made use of in the librarian's continuing employment with the University."  WLPP (2016): "Research and scholarly contributions, including academic, professional and pedagogical contributions or activities" (8.1.b)	No	Yes	Other
24.	University of Victoria	Yes	"scholarly and professional achievement, which may include research in an academic subject, archival studies or librarianship; the dissemination of the results of such research; completion of advanced degrees..." (19.12.12)	Yes	Yes	No

25.	Western University*	Yes	"Each member with responsibilities in the area of Academic Activity shall be entitled and expected to engage in Academic Activity, which involves some or all of: a) the creation of new knowledge, including understanding or concepts; b) the creative application of existing knowledge..." (3.0)	No	Yes	Other
26.	Wilfrid Laurier University	Yes	"Scholarly and/or Professional Activities" (19.1.4.)	Yes	Yes	No
27.	York University*	Yes	"...professional development, research and scholarship." (11.02.b)	No	No	No