

Trimming the Hedges: How do Librarians Set Boundaries Without Clear Expectations of Labour?

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Agenda

- Overwork and quiet quitting
- Tenure and promotion regulations
- Best practices/advice for tenure-track librarians

Overwork and Quiet Quitting

We girlbossed too close to the sun



The Glamorization of Busy

- Trend of constant productivity
- Promotion of busy work
- Competing busyness
- Welcome to the Girlboss era circa 2004-2015

How They Made Us #Girlbosses

- Enterprise Social Networking
 - Skype, Yammer, LinkedIn, Teams
 - Direct messaging
- Gamification
 - Encourage knowledge sharing, learning, and networking opportunities

(Trees, 2015)

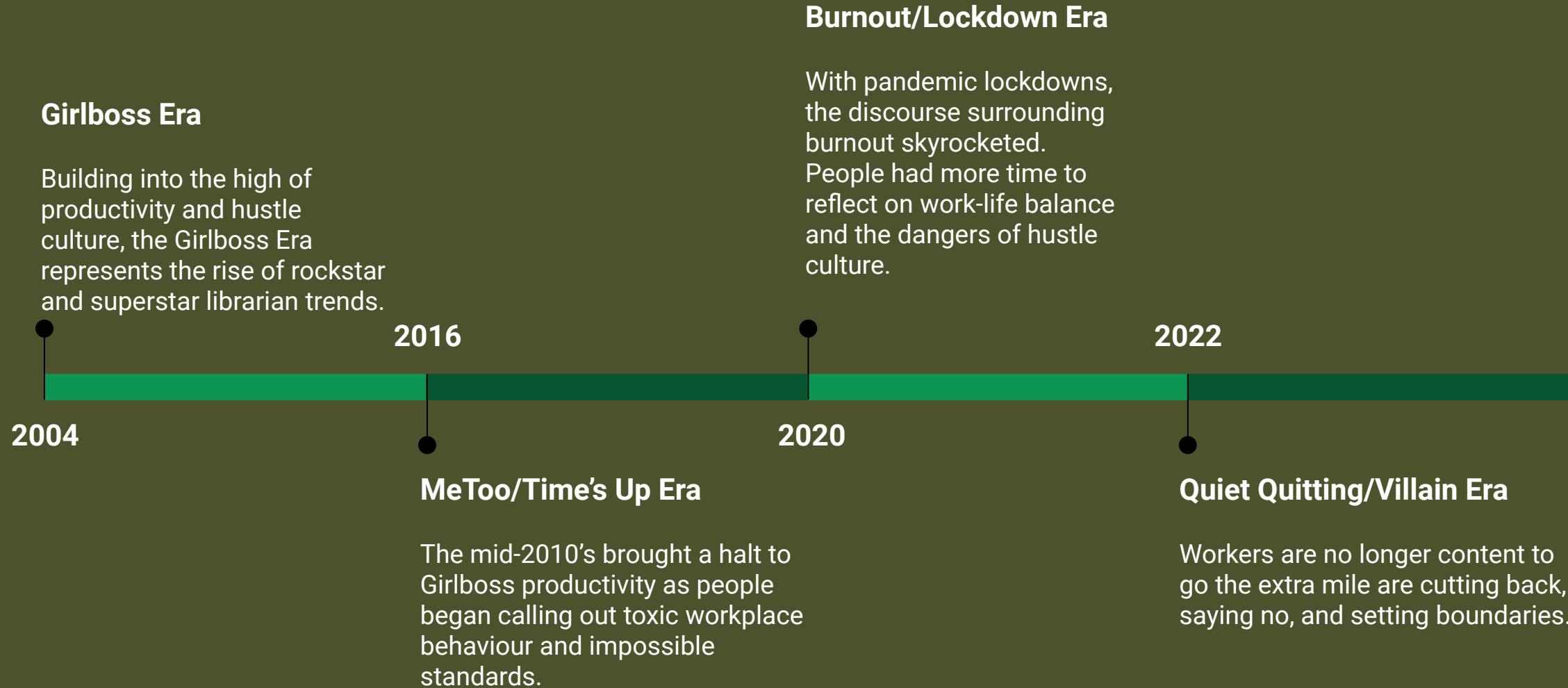
Competitive Productivity and the Meritocracy

- 60% of millennials believe making social connections in the office is beneficial to office culture
- 30% believe those relationships could help advance their careers

As a generational cohort we have become more open to discussing workplace topics such as salary.

(Forbes, 2014)

The Eras Tour



What does it mean to quiet quit?

Quiet quitting is:

- Setting boundaries
- Doing less extra work
- Clocking in and out on time

How do I know if I am in my villain era?

Made famous by TikTok user [@padzdey](https://www.tiktok.com/@padzdey)

The difference between quiet quitting and the villain era is the communication aspect.

Quiet quitters are softly letting things go, villains are communicating their new boundaries, addressing overwork, and standing up for themselves.



Tenure and Promotion Regulations

What exactly does successful performance mean?



Tenure, Promotions, and Appointments... Oh My!

- Evaluated schools in the U15
- Combination of tenure track, confirmation track, continuing appointments, and promotion in rank
- 2-3 year probationary or renewal period before major promotions or tenure
- Most institutions require three core areas to be promoted:
 - Academic duties
 - Research and scholarship
 - Service contributions

probation handle
effectively criteria responsibility
outlined expectations
knowledge supplementary teaching
relate responsibilities appropriate
activities effectiveness development
standard contributions job consideration
position description basis capable
academic significant superior potential
significant granted professional
increased contributing ability
accomplishments future skills successful
technical principles achievement high record
provision apply based

performance

Advice for Tenure-Track Colleagues

Best practices for those who are going up for tenure and those who have already earned tenure.



HR Strategies to Correct Quiet Quitting (from the perspective of managers)

- Fair compensation
- EDI improvements
- Authentic engagement and connection within and between teams
- Flexibility
 - hours
 - remote work
 - benefits
 - advancement opportunities

(Bush, 2022)

What can institutions do?

- Provide librarian-specific guidelines outside of the institution-wide documentation
- Have informational sessions for librarians about the tenure process
- Establish infrastructure within the library to support tenure track librarians
 - Advisory teams
 - Mentorship programs
- Solidify language and unspoken expectations
- Combat toxic “publish or perish” mindset

What can tenured colleagues do?

- Provide advice, share stories
- Offer examples of their own tenure packages
 - How to frame it? What evidence to include? Other tips and tricks?
- Share “unwritten rules”
- Offer to read drafts and provide feedback

Advice for tenure-track librarians

- Request a copy of a (successful) tenure application
- Ask for answers to questions/clarifications to be in writing
- Become familiar with the guidelines, union regulations, collective agreement, etc.
 - Ensure regular performance reviews/annual reviews
 - Request actionable feedback from these reviews
- Attend relevant union meetings
 - Ex. "Committee on Women's Issues" at USask
- Set up coffee meetups with tenured librarians, other tenure-track librarians to chat

Advice for tenure-track librarians Continued

- Ask those who don't know your work to read through your application with an eye for "impact"
- When working from home, have an "end of day" ritual to signify the end of the workday
- Learn to say "no"!

Advice for Research for Pre-Tenure Librarians

- Is it an official part of your assignment of duties? What is the time allotment?
- Block time in calendar, set out-of-office message
- Use Pomodoro technique
- Join research groups, communities of practice, etc. for external support
- If there's no formal program for support, don't be shy!
 - Find a mentor
 - Create a group

Reflection

What is one thing you can do right now?

What is one thing you can do later?



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