



Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

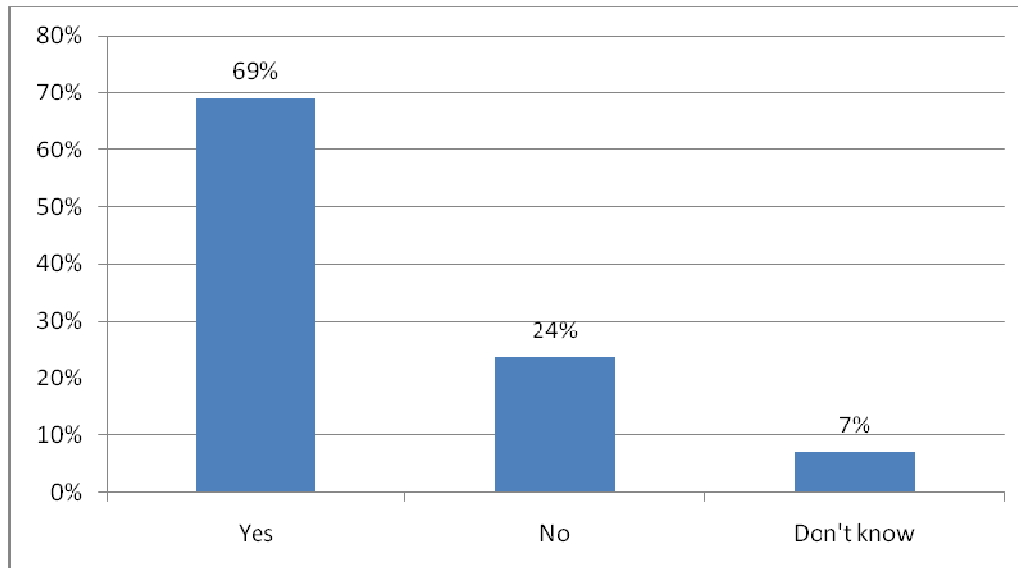
Ontario Academic Librarians Concerned About Severe Budget Cuts

The Ontario Confederation of University Faculty Associations (OCUFA) invited academic librarians at Ontario universities to respond to an on-line questionnaire. The questionnaire asked about a range of issues affecting university libraries, including organizational restructuring, the impact of budget cuts, and service changes. More than 200 responses, representing a response rate in excess of 30 per cent, from all Ontario universities, were received between September 13 and October 12, 2010.

Key findings

Budget restraint is a main driver of organizational change across Ontario university libraries

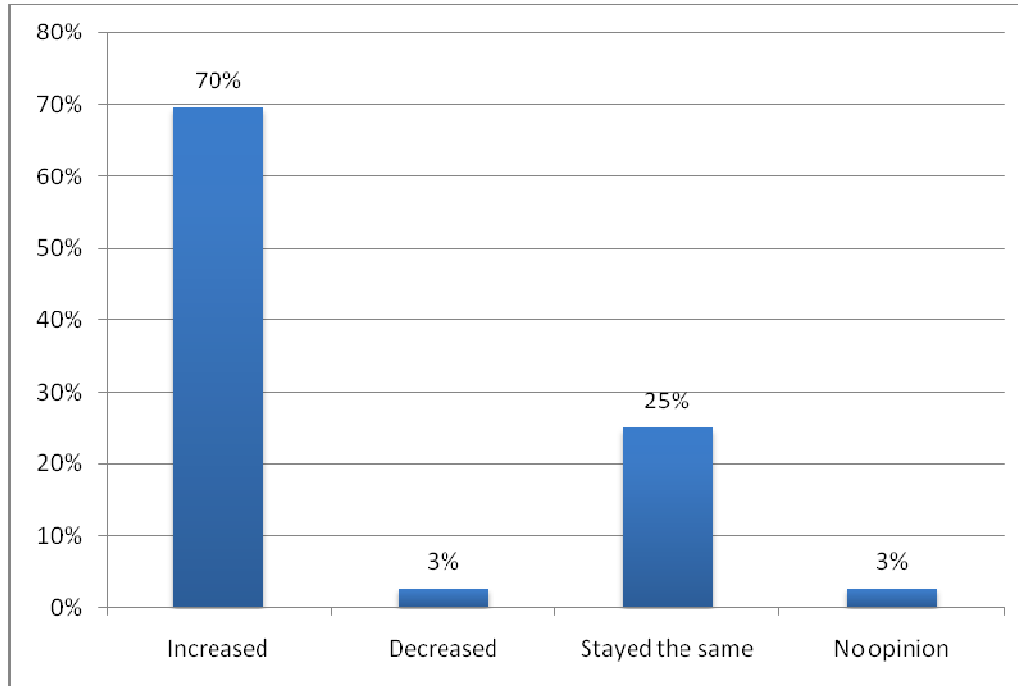
Over the past three years, has your library undergone any organizational change or restructuring?



- 69% of questionnaire respondents reported that organizational change or restructuring had occurred at their university libraries.
- According to respondents, Ontario university libraries are undergoing significant restructuring in response to budget constraints, technology advancements, and expanded student enrolments.

Librarian workloads have increased to meet enrolment expansion

In thinking about your individual workload over the past three years, do you believe that it has increased, decreased, or stayed the same?



- 70% of respondents report that their workload has increased over the past three years.
- Librarians' perception of increased workload is based on reality, as the actual number of academic librarians has remained static over the past three years, despite full-time student enrolment increases of 28,000 over the same period.

Budget constraints imposed on university libraries have impacted library personnel

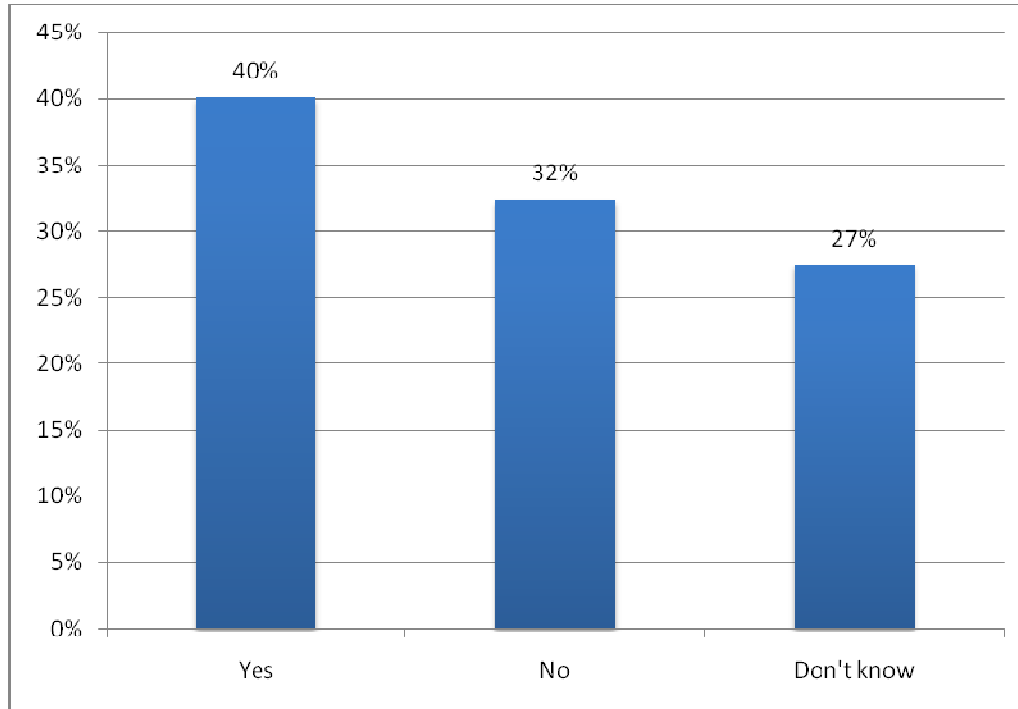
- 71% of respondents agree that attrition has been used as a budget reduction tool.
- 39% agree that there has been an increased use of contract staff.
- 34% agree that early retirement incentives have been used.

Budget constraints imposed on university libraries have impacted library operations

- 67% of respondents agree that changes to collections practices have been instituted.
- 49% agree that technology investments have been delayed.
- 39% agree that support for faculty and students has been reduced.

Outsourcing has also been widely used

Thinking about the library overall over the past three years, are there any library tasks that have been outsourced?



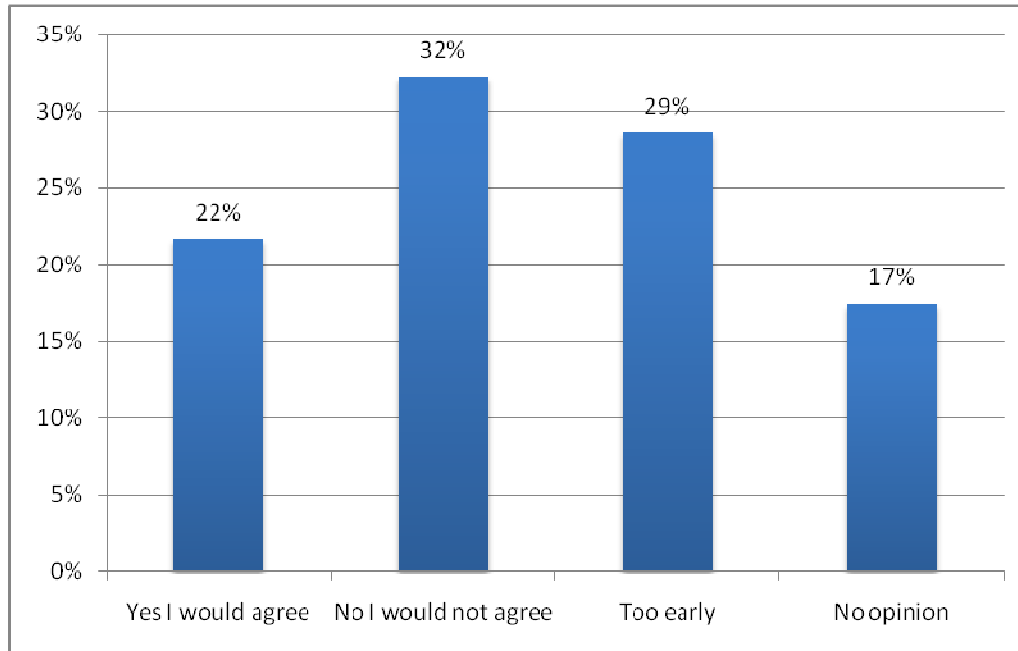
- 40% report that services previously done within university libraries are now outsourced.
- Many respondents report that library cataloguing, materials collection, and technological services have been outsourced.

Individual librarians have felt the impact of organizational change

- 70% report increased workloads over the past three years.
- 42% agree that there are fewer opportunities to pursue individual research or scholarship.
- 41% agree that there are fewer professional development opportunities.
- 33% of respondents report that they have held the same position for the past three years but that the position itself has changed.

Many respondents feel that the organizational changes have not been positive for them personally

Do you agree that organizational change has been positive for you personally?



- 32% of respondents do not agree that organizational changes have been positive for them personally, 22% held a positive view, and 29% agreed that it was too early to tell.

Collegiality between university librarians and managers has been impacted

- 74% agree that senior managers make most major decisions.
- 44% report that they had no involvement in decisions made in organizational changes.

Organizational changes have had an adverse impact on how senior managers of university libraries are perceived

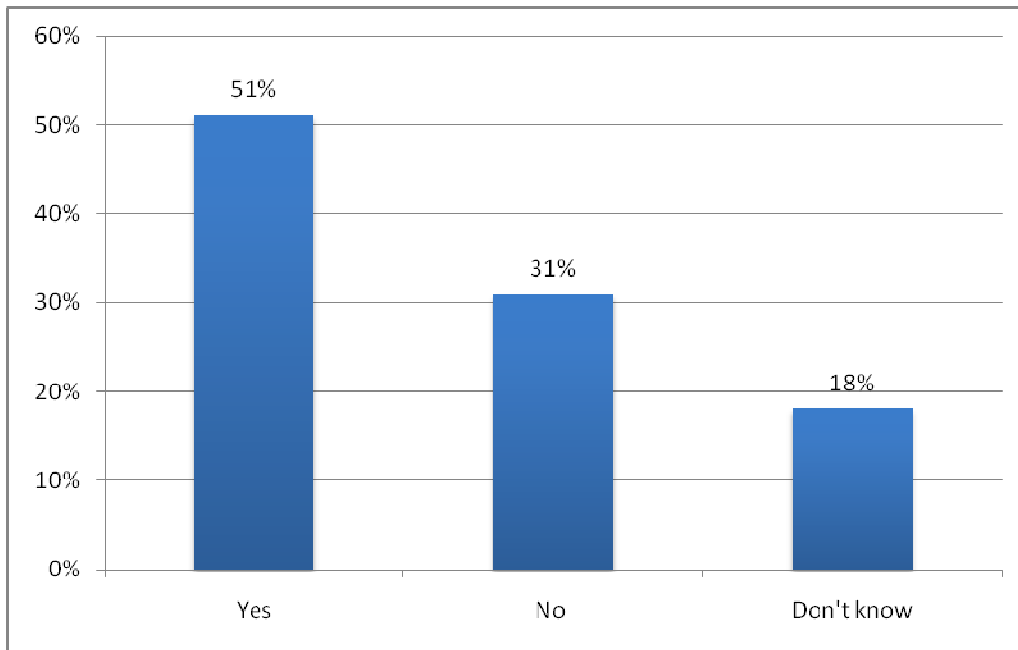
- 46% of respondents agree that trust levels are low within university libraries.
- 40% disagree that their library has a clear long-term purpose and strategy.
- 38% of respondents disagree that senior managers have high credibility.
- 32% disagree that working in their library feels like being part of a team.

Some programs and services are being increased

- Respondents report that organizational changes have enhanced the amount of digital and technological investments that impact collections, service offerings, outreach, and scholarly support

Some programs and services are being reduced

Thinking about the impact of organizational change or restructuring, are there any programs, services, or activities in the library that have been eliminated or noticeably reduced?



- 51% of respondents agree that some programs and services have been reduced.
- Respondents report reduced library staffing positions, reduced services, and less attention being paid to the library collection.