LIBRARIANS AS MOTHERS: STEPPING OUTSIDE THE STEREOTYPE

Nicole Eva

University of Lethbridge

CAPAL 2018

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motherhood

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1. The Joy of Combining Librarianship and **Motherhood**.

By: Gallin-Parisi, Alexandra. Journal of **Academic** Librarianship. Nov2015, Vol. 41 Issue 6, p839-846. 8p. DOI: 10.1016/j.acalib.2015.09.002.

Subjects: LIBRARY science; **MOTHERHOOD**; **ACADEMIC librarians**; QUALITATIVE research; COMBINATIONS (Mathematics)

Academic
Journal

Linked Full Text   **PlumX Metrics**

2. Career and/or Children: Do Female **Academic Librarians** Pay a Price for **Motherhood**?

By: Zemon, Mickey; Bahr, Alice Harrison. College & Research Libraries. Sep2005, Vol. 66 Issue 5, p394-405. 12p.

Subjects: WOMEN library employees; **MOTHERHOOD**; **ACADEMIC librarians**; LEGAL status of women; WOMEN'S rights; WOMEN in library science

Academic
Journal

Cited References: (30) Times Cited in this Database: (1)

HTML Full Text   **PDF Full Text**

Both MLSs and MBAs were less likely to be married and less likely to have children than the general US population

Having It All? Combining Work and Family in a Male and a Female Profession[1]

Josephine E. Olson, Irene Hanson Frieze, and Ellen G. Detlefsen
University of Pittsburgh

Are women in a female-dominated profession more successfully able to combine work and family obligations than women in a male-dominated profession? To explore this question, a comparison was made between the family status and careers of 747 women librarians (a female-dominated profession) and those of 449 women MBAs (a male-dominated profession). It was expected that the librarians would marry earlier and have more children. This general prediction was not supported. Over half of both groups of women were married, and after controlling for age, there were no differences in number of children. However, many women without children in both groups reported that they would like to be mothers. This disparity between wanting children and not having them was more common for women MBAs than women MLSs. MBAs and librarians were about equally likely to have had job interruptions, but librarians were more likely to have worked part-time. Reasons for an interruption to full-time work were as likely to be for problems finding (full-time) work as for family responsibilities. Librarians' salaries were much lower, but job interruptions and part-time work had a more negative effect on the salaries of women in business. In sum, the data suggest that many of the women surveyed have not combined motherhood with a professional career and that it is probably somewhat more difficult to combine a family with a career in business than with a career in library science.

Parenthood, Professorship, and Librarianship: Are They Mutually Exclusive?

by Stephanie J. Graves, Jian Anna Xiong, and Ji-Hye Park

"While I am not certain, I think I would have had more time to develop friendships and enter into a marital relationship that led to having a child — if I had steered clear of this tenure-track position. I blew it!" - interviewee

A survey of tenure-track and tenured librarians at ARL libraries provides data on the relationship between parenthood and professorship. Results analyze the impact of the promotion and tenure process on child-bearing and child-rearing decisions. Discrepancies are found based on gender, tenure status, and family status.

INTRODUCTION

Tenure track faculty in the libraries are expected to come to work 40 hrs a week (on the clock). We aren't nearly as flexible as the rest of the university faculty because we are a service organization, so once you add families into this already overextended day you see problems for women, who are usually the primary caregivers.

While I am not certain, I think I would have had more time to develop friendships and enter into a marital relationship that led to having a child—if I had steered clear of this tenure-track position. I blew it!

~Comments from surveys.

1985 STUDY

- Male library administrators were more likely to…
  - Be married
  - Have children
  - Have more children
  - Have younger children

- Than women administrators.

Sex Segregation
in
Librarianship

DEMOGRAPHIC AND
CAREER PATTERNS
OF ACADEMIC
LIBRARY
ADMINISTRATORS

Betty Jo Irvine

Career and/or Children: Do Female Academic Librarians Pay a Price for Motherhood?

80% cited helpful partners, family support, or live-in childcare as key to success.

Mickey Zemon and Alice Harrison Bahr

Although women have made significant progress in traditionally male-dominated occupations such as law, medicine, business, and science, those who have children are unlikely to advance to the top positions in their fields. This study examines academic librarianship, a "feminized profession" in which women represent close to 70 percent of the work force, to determine if women in the highest-level job, the directorship, have been able to both succeed in their careers and become mothers.

Gender and Leadership in Academic Libraries

Emmett Lombard

Gannon University, Erie, PA 16541, USA

Both men and women felt relative equality in terms of leadership opportunities, including those with a family.

ABSTRACT

This study considers academic library personnel perceptions of gender and leadership associated with three obstacles – family, "double binds", social capital – identified by Alice Eagly and Linda Carli in 2007. A survey was created that provides prompts to measure perception of these obstacles as they apply to both genders. Ninety-two library personnel from a random sample completed the survey. Findings from a t-test that describe and interpret the results are presented, along with themes coded from survey comments. Suggestions Eagly and Carli offer to improve leadership equity are adapted specifically to academic libraries.

ELSEVIER

The Joy of Combining Librarianship and Motherhood

"Being a librarian has made me a better mother, and being a mom
has actually made me a better librarian" (quote from interviewee)

Alexandra Gallin-Parisi

Trinity University, Elizabeth Huth Coates Library, 1 Trinity Place, San Antonio, TX 78212, USA

A R T I C L E   I N F O

A B S T R A C T

While there is a rich literature about how academic faculty manage to balance work and family life, there is a
surprising paucity of research centered on academic librarianship and motherhood. In this phenomenological
study based on interviews, the lived experiences of 21 librarians who are also mothers of young children are
explored. Six themes focused on the benefits and rewards of combining librarianship and motherhood emerge.

It's A Marathon, Not A Sprint, and Other Lessons for Supporting Librarianship and Motherhood

Alexandra Gallin-Parisi

"I'm just one of those people who feels very responsible for being in this situation, for having kids while I have this job, and so I need to show them that I can do it and I can work during my maternity leave and everything." – quote from interviewee

"I really feel like I can't take advantage of any of these [flexible policies] because I need to prove myself worthy of the investment they are making in me."

Abstract

Academic library administrators may struggle with how best to support librarians who are also mothers of young children. Using both qualitative interviews with librarian-mothers and the current literature on how academic faculty balance work and family, this article highlights four key lessons for library administrators to use to help librarian who are mothers succeed in the workplace.

3

More than just story time

"Because I work in a library, I feel like I should be reading to my son ALL THE TIME! So when I am not, I feel guilty, like somehow I am letting him down." — quote from interviewee

how librarianship prepares you for parenting, and vice versa

Samantha Schmehl Hines

Abstract

A librarian's chosen career path offers him or her many chances to develop, and practice proficiencies outside of the library. So too does parenting teach mothers and fathers transferable abilities. Time management, conflict management, online and open web research, critical-thinking, information evaluation, budgeting, and presentation skills are all developed, and used by successful library professionals and successful parents. This chapter will draw upon the author's experience as well as an informal survey distributed to library professionals via listservs and social media to learn on a qualitative level how parenting ...

CrossMark

Can Anyone Have it All? Gendered Views on Parenting and Academic Careers

Margaret Sallee[1] · Kelly Ward[2] · Lisa Wolf-Wendel[3]

"If you're an untenured faculty [member], you want to be seen as sort of the tough guy, and I don't need time off….You know, you took all this time off. You should be worried about your tenure. You need to get in here." – quote from interviewee

Abstract This article is based on data from two qualitative studies that examined the experiences of 93 tenure-line faculty members who are also mothers and fathers. Using gender schemas and ideal worker norms as a guide, we examined the pressures that professors experience amid unrealistic expectations in their work and home lives. Women participants reported performing a disproportionate amount of care in the home while simultaneously feeling unable to take advantage of family-friendly policies. In contrast, men acknowledged
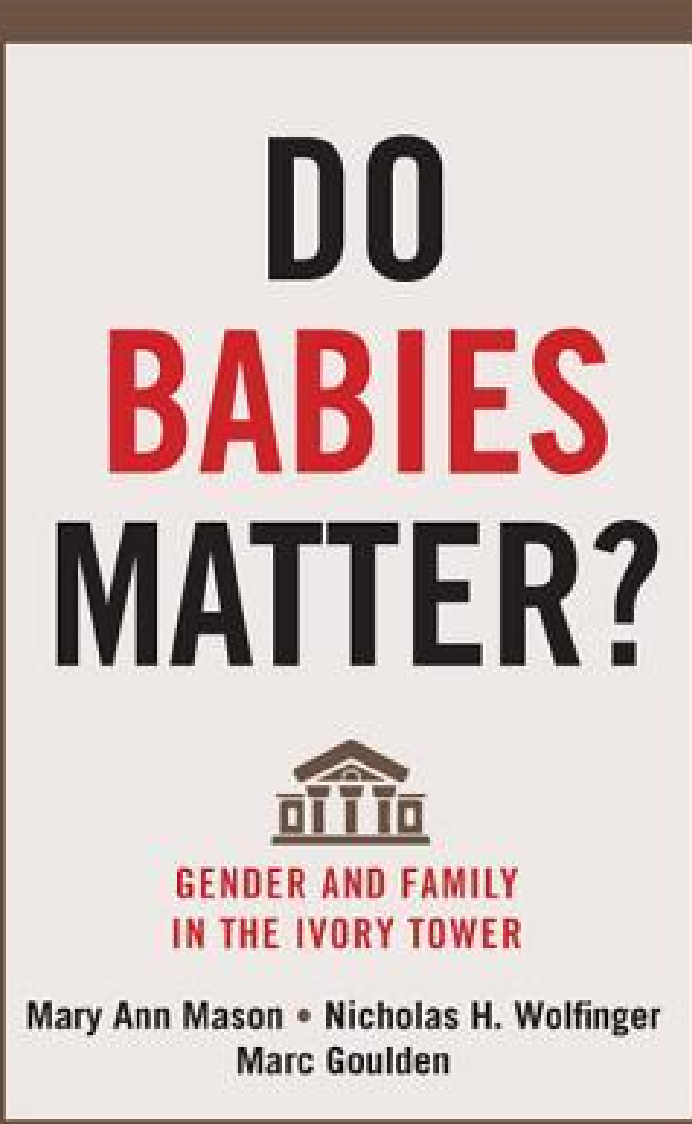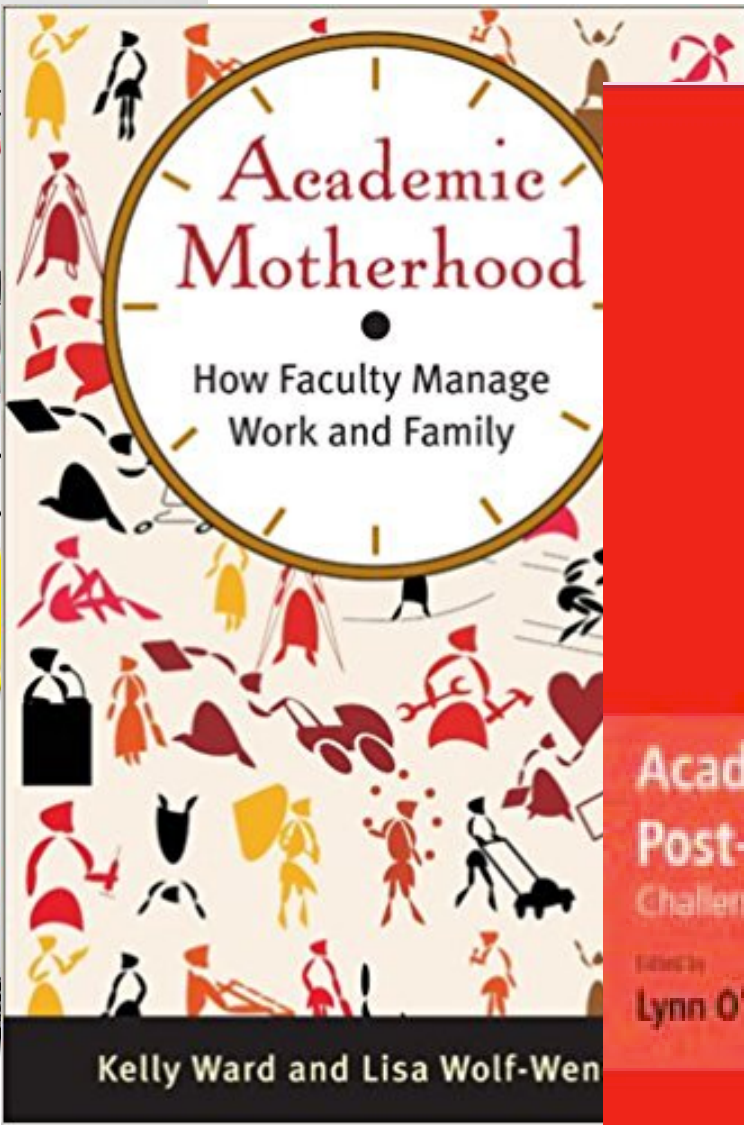
RACHEL C
a
KRISTEN

PROFESSO
MOMM

Finding
Work-Family
Balance
in Academia

Academic
Motherhood

How Faculty Manage
Work and Family

Kelly Ward and Lisa Wolf-Wen

Academic Motherhood i
Post-Second Wave Conte
Challenges, Strategies and Possibilities

Lynn O'Brien Hallstein and Andrea O

DO
BABIES
MATTER?

GENDER AND FAMILY
IN THE IVORY TOWER

Mary Ann Mason • Nicholas H. Wolfinger
Marc Goulden

Nikki Eva-Rice ▸ **Academic Librarian Parents Discussion Group**

1 April 2017 · 🔠

I'm contemplating doing a study leave researching why most of the academic librarians I know are either childless or have only one child. This seems to pertain to female librarians only and doesn't seem to be a general trend in the rest of academia. It's an anecdotal observation right now but wondering if it bears out... does it hold true in your workplaces? Are many of you/your colleagues childless (partnered or not) or parents of only children? And if so, would you / they be willing to be interviewed about it? (I'm still deciding whether to apply...)(keep in mind I realize many of the childless may not be that way by choice but I want to explore the reasons for the phenomenon - are most by choice or not, etc) I realize that might be a touchy subject as well so wasn't sure how much uptake I'd get for interviews. Thanks!

1 Like 18 Comments

👍 Like   💬 Comment

👍 1

Research Article

Understanding Factors that Encourage Research Productivity for Academic Librarians

Kristin Hoffmann
Associate Librarian
University of Western Ontario
London, Ontario, Canada
Email: khoffma8@uwo.ca

Selinda Berg
Librarian
Leddy Library, University of Windsor
Windsor, Ontario, Canada
Email: sberg@uwindsor.ca

Denise Koufogiannakis
Associate University Librarian
University of Alberta Libraries
Edmonton, Alberta, Canada
Email: dak@ualberta.ca

Did not mention marital status or having children as a factor in research productivity

2012 REPORT

- Canadian women in academia have fewer

children than male counterparts;

US data shows women faculty start families later

- women in lower academic positions
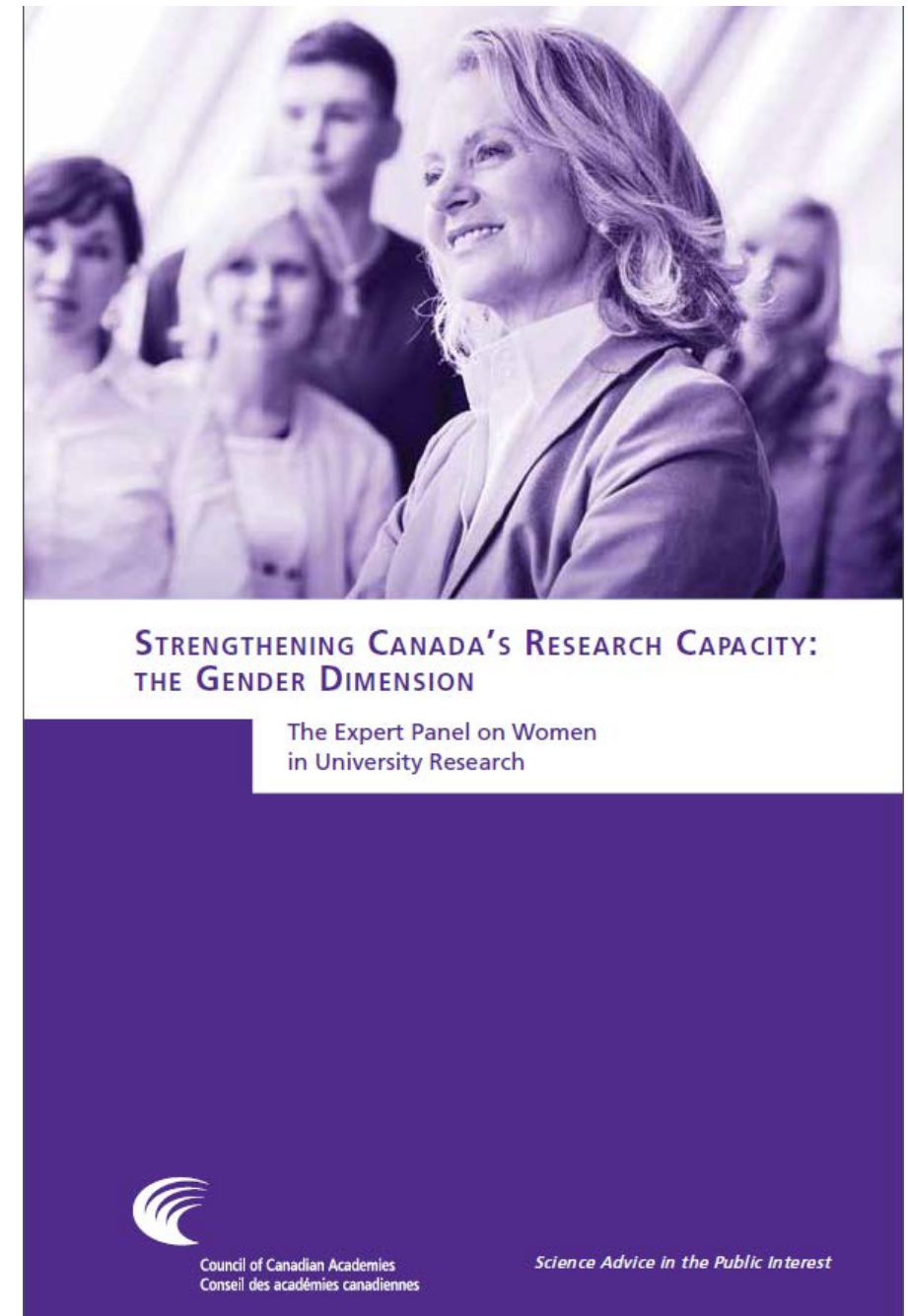
- women do more household work and childcare

http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx

STRENGTHENING CANADA'S RESEARCH CAPACITY: THE GENDER DIMENSION

The Expert Panel on Women in University Research

Council of Canadian Academies
Conseil des académies canadiennes

Science Advice in the Public Interest

Table 6.1

Self-reported Hours per Week Engaged in Professional Work, Housework, and Caregiving by University of California Faculty, aged 30 to 50 years

	Total hours per week			
	Professional	**Housework**	**Caregiving**	**N**
Women with children	51.2	14.6	35.5	338
Men with children	55.6	11.9	20.3	701
Women without children	59.8	10.6	8.1	248
Men without children	59.1	10.6	8.6	505

(Adapted and reproduced with permission from Mary Ann Mason. From Mason, *et al.*, 2004)
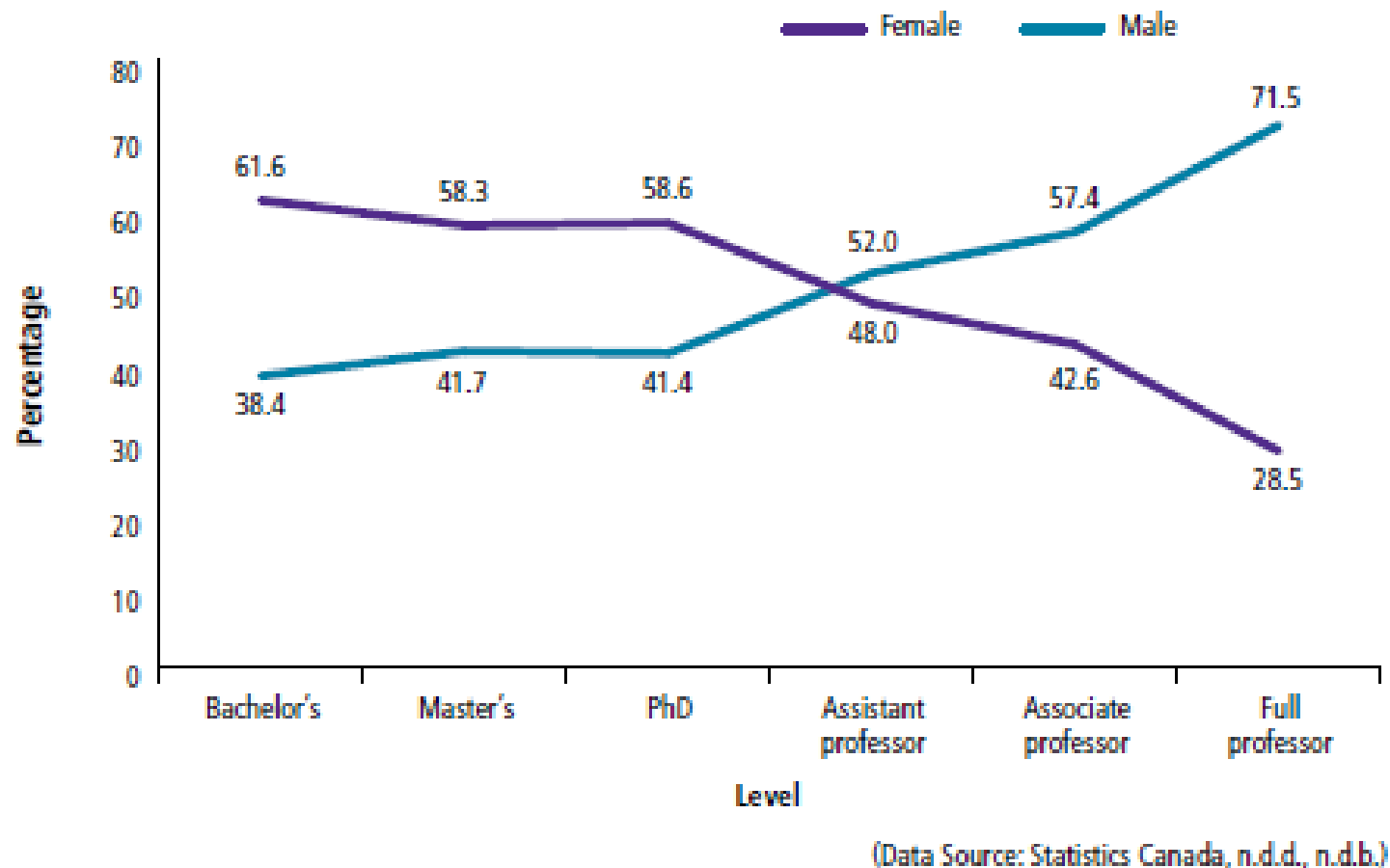
Figure 3.2

Percentage of Women and Men at Different Academic Levels in HSE

This figure displays the percentage of women and men in humanities, social sciences, and education in 2008–2009 at various stages of the academic career in Canadian universities.

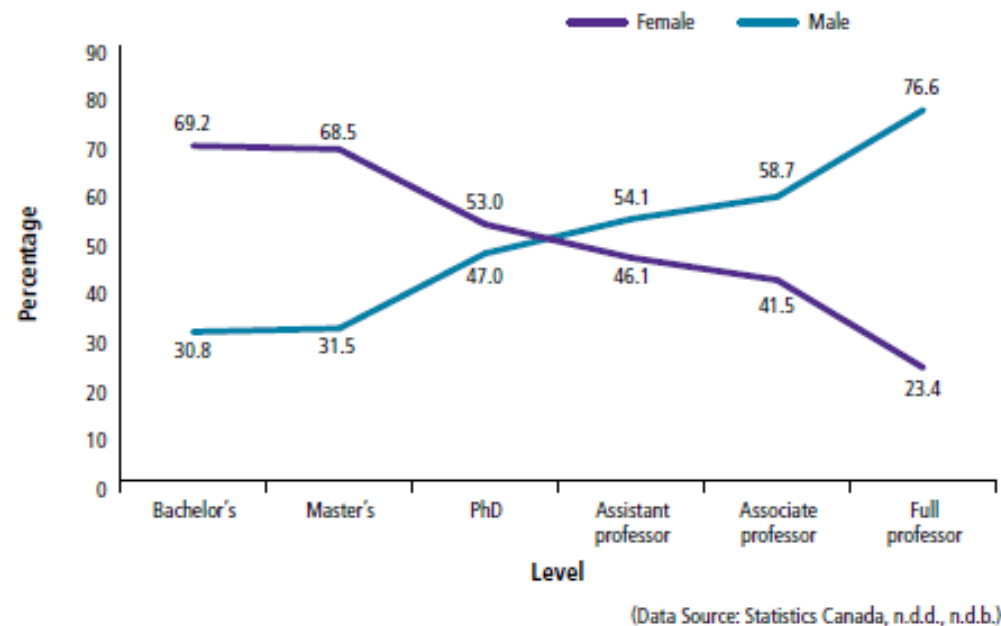**Source: Strengthening Canada's Research Capacity: The Gender Dimension**

http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx

Figure 3.3

Percentage of Women and Men at Different Academic Levels in LS

This figure displays the percentage of women and men in life sciences in 2008–2009 at various stages of the academic career in Canadian universities.
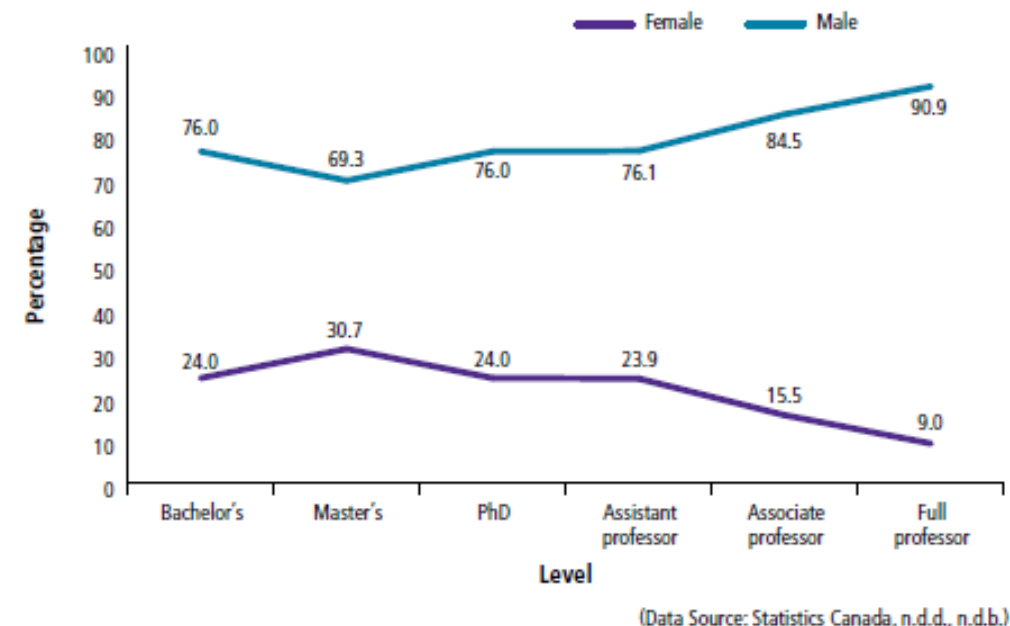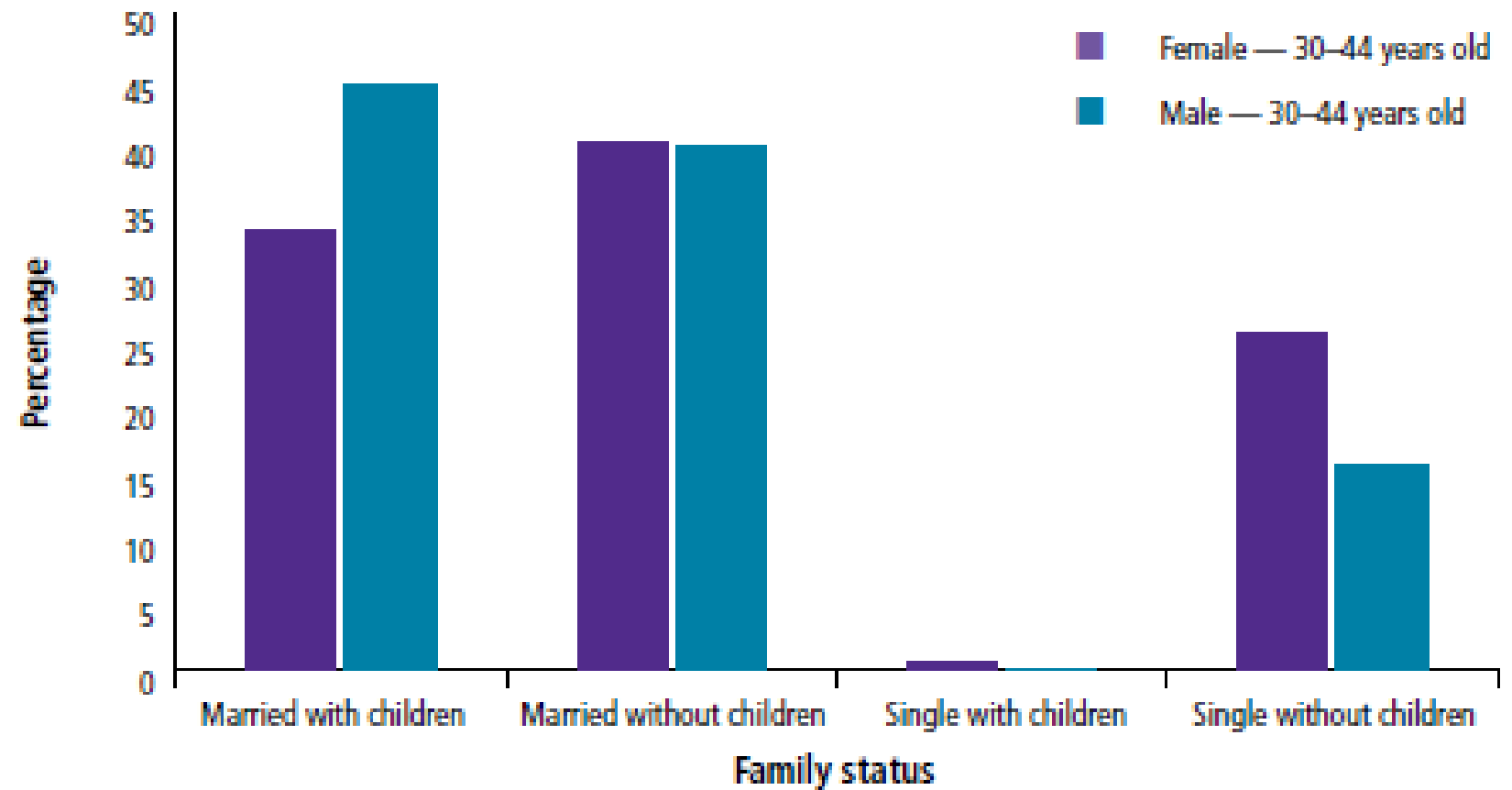

Figure 3.4

Percentage of Women and Men at Different Academic Levels in PCEM

This graph depicts the percentage of women and men in physical sciences, computer science, engineering, and mathematics (PCEM) in 2008–2009 at various stages of the academic career in Canadian universities.

Source: Strengthening Canada's Research Capacity: The Gender Dimension

http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx

Figure 6.1

Faculty and Families in Canada

Source: Strengthening Canada's Research Capacity: The Gender Dimension
http://www.scienceadvice.ca/en/assessments/completed/women-researchers.aspx

HOW DO WE COMPARE TO OTHER CANADIANS?

Canadian Population (2016 census)

26% couples without children

26% couples with children

  = 52% in a couple

9% single parent families

28% one person household

(11% 'other')

Librarians (2016 CAPAL census)
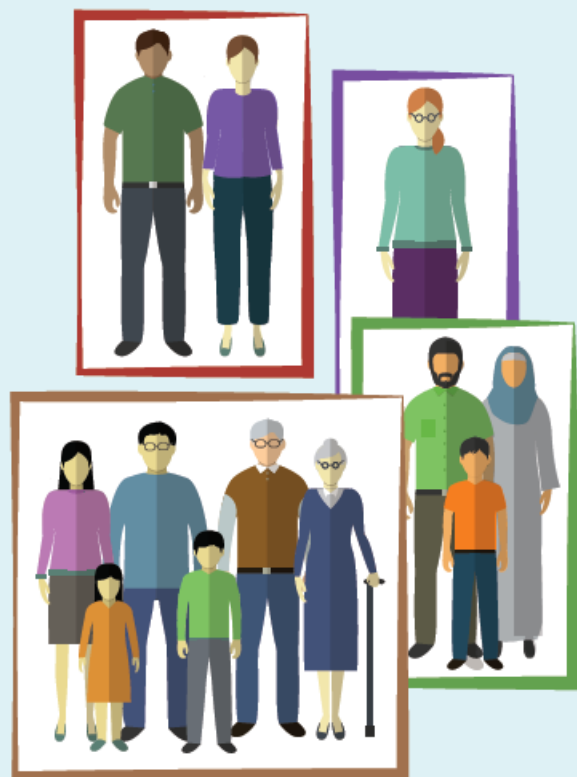
68.5% married/common law

21.7% single

(9.7% 'other')

Source: Statistics Canada, 2016 Census of Population
"Portrait of Households and Families in Canada"

Source: 2016 Census of Canadian Academic Librarians
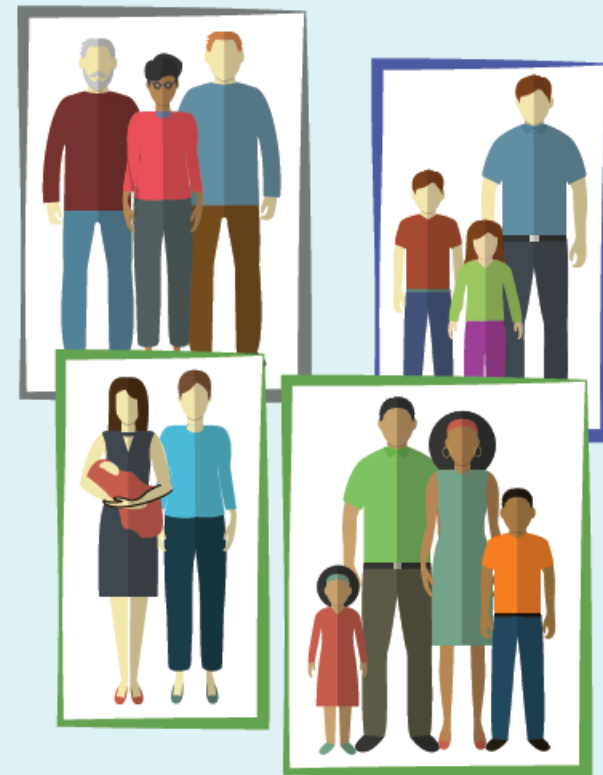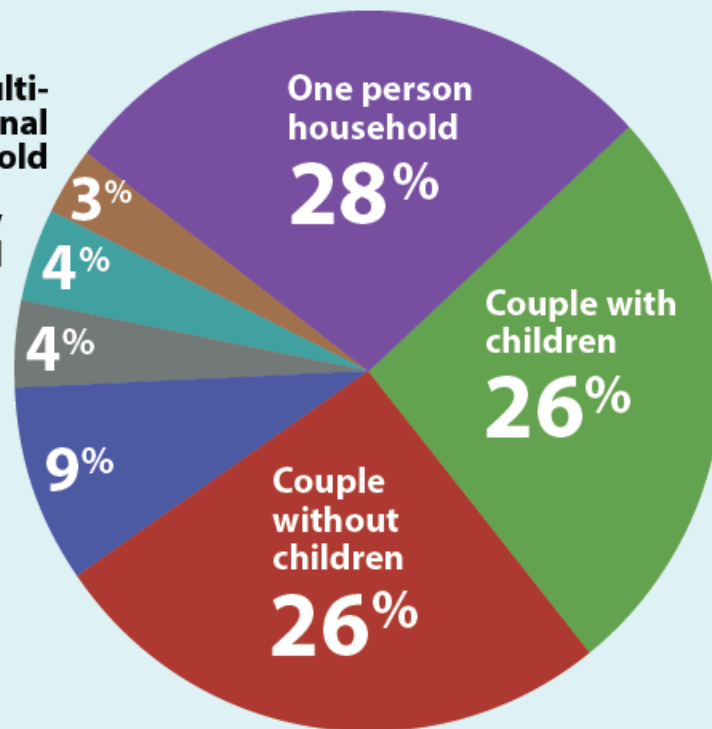User Guide and Results Summary

Portrait of households and families in Canada

Portrait of Canadian households

Multi-generational household 3%

Other family household 4%

Non-family household of two or more 4%

Lone-parent family 9%

One person household 28%

Couple with children 26%

Couple without children 26%

Canadian Family Size
2016 Census Profile
Statistics Canada

	0	1	2	3+	Totals
Two parent families	26%	39%	42%	18%	100%
Lone parent families	28%	61%	28%	11%	100%

Two parent families ■ Lone parent families ■

Academic Librarian Family Size
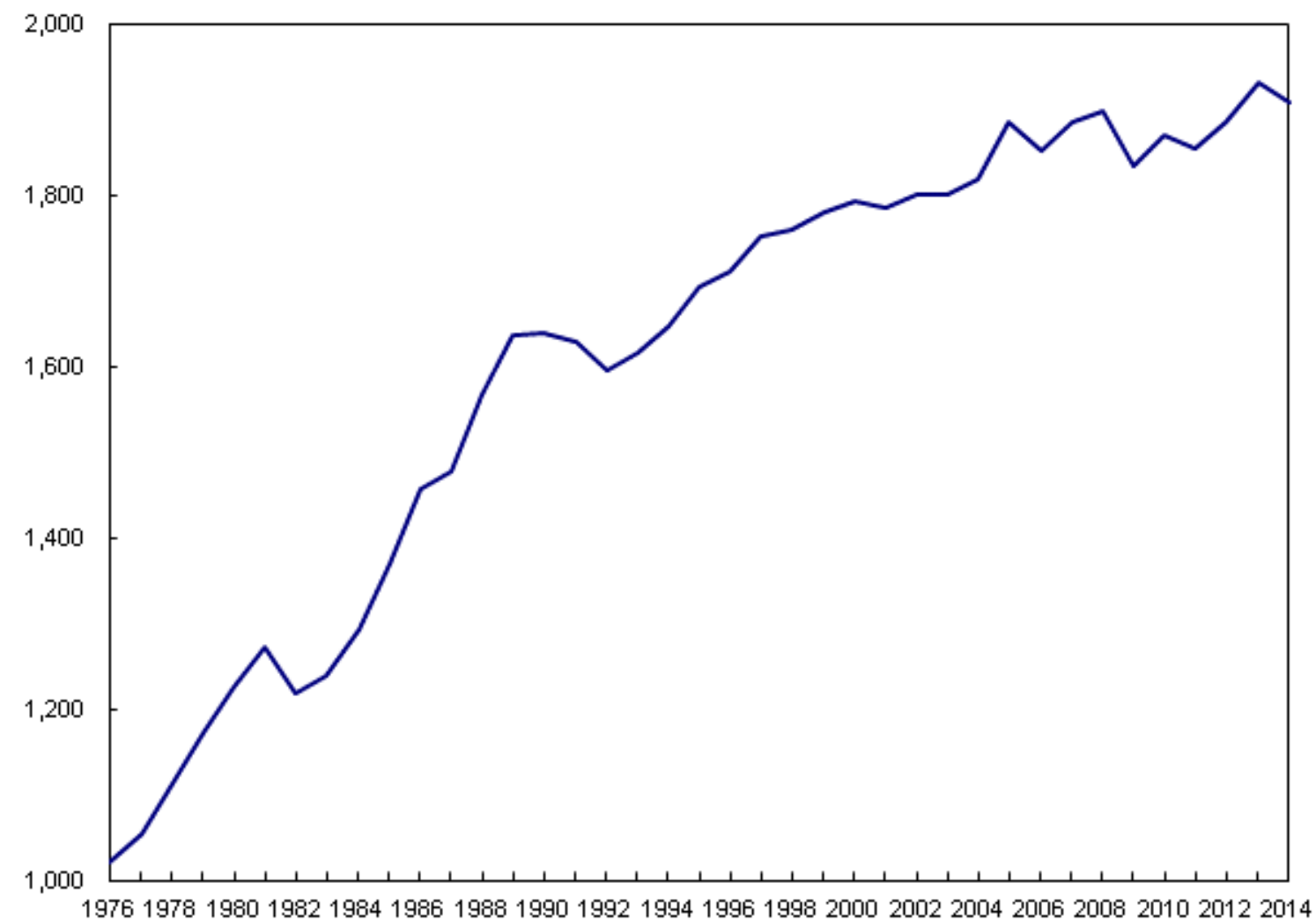## 2016 Census of Canadian Academic Librarians (CAPAL)
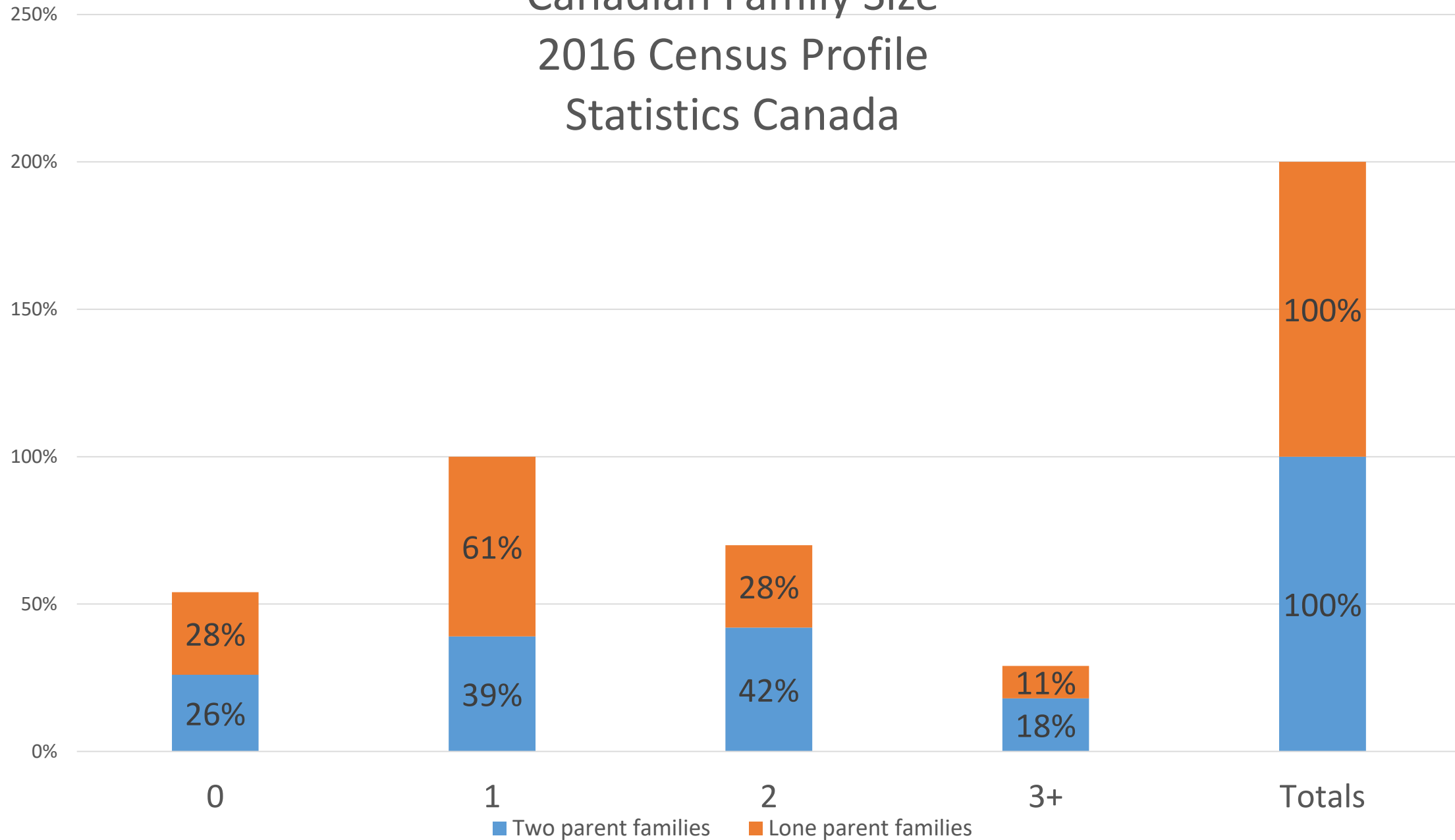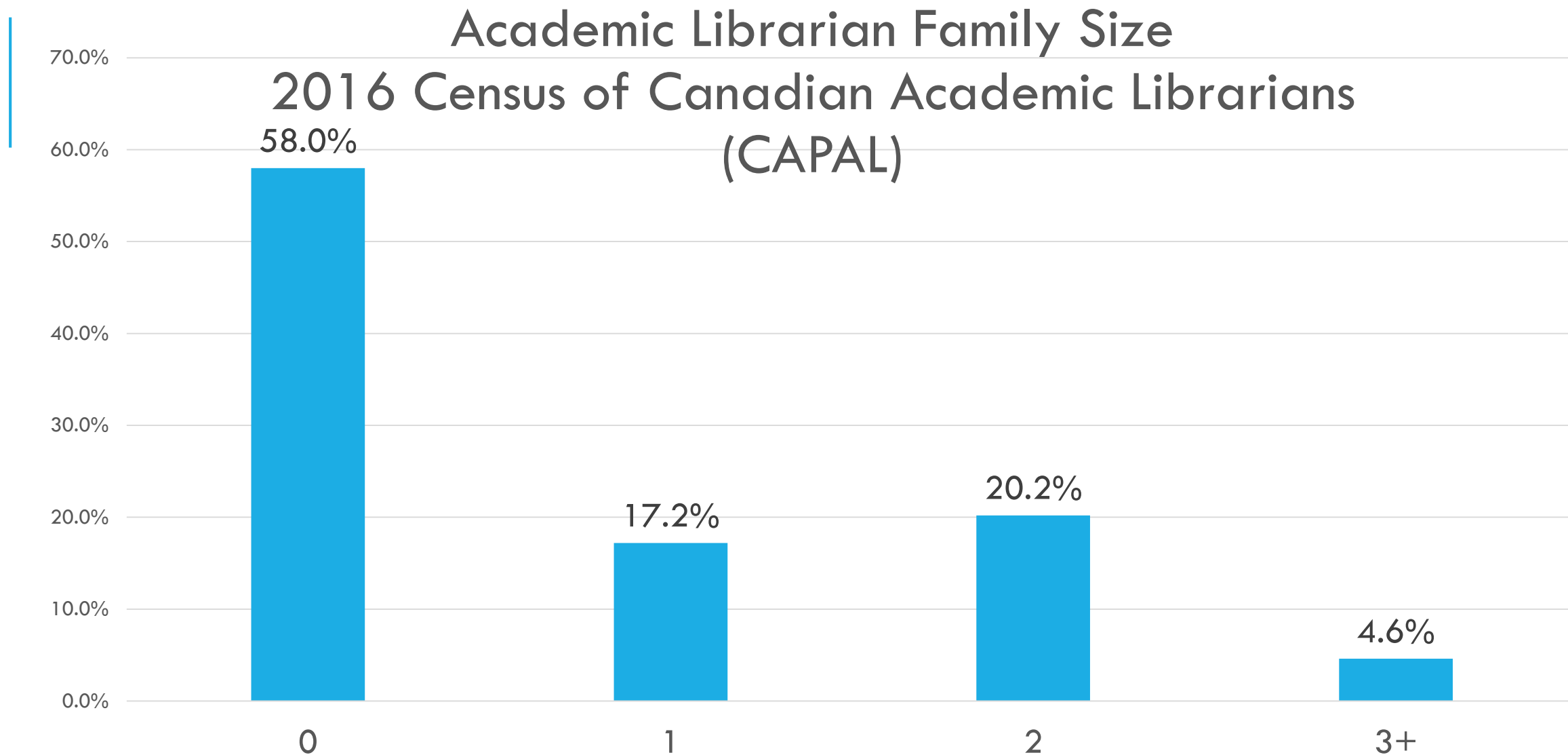
Source: 2016 Census of Canadian Academic Librarians
User Guide and Results Summary

Chart 2
Number of dual-earner couples with at least one child under 16,
1976 to 2014

thousands

Women as a Share of the Full-time Permanent Workforce
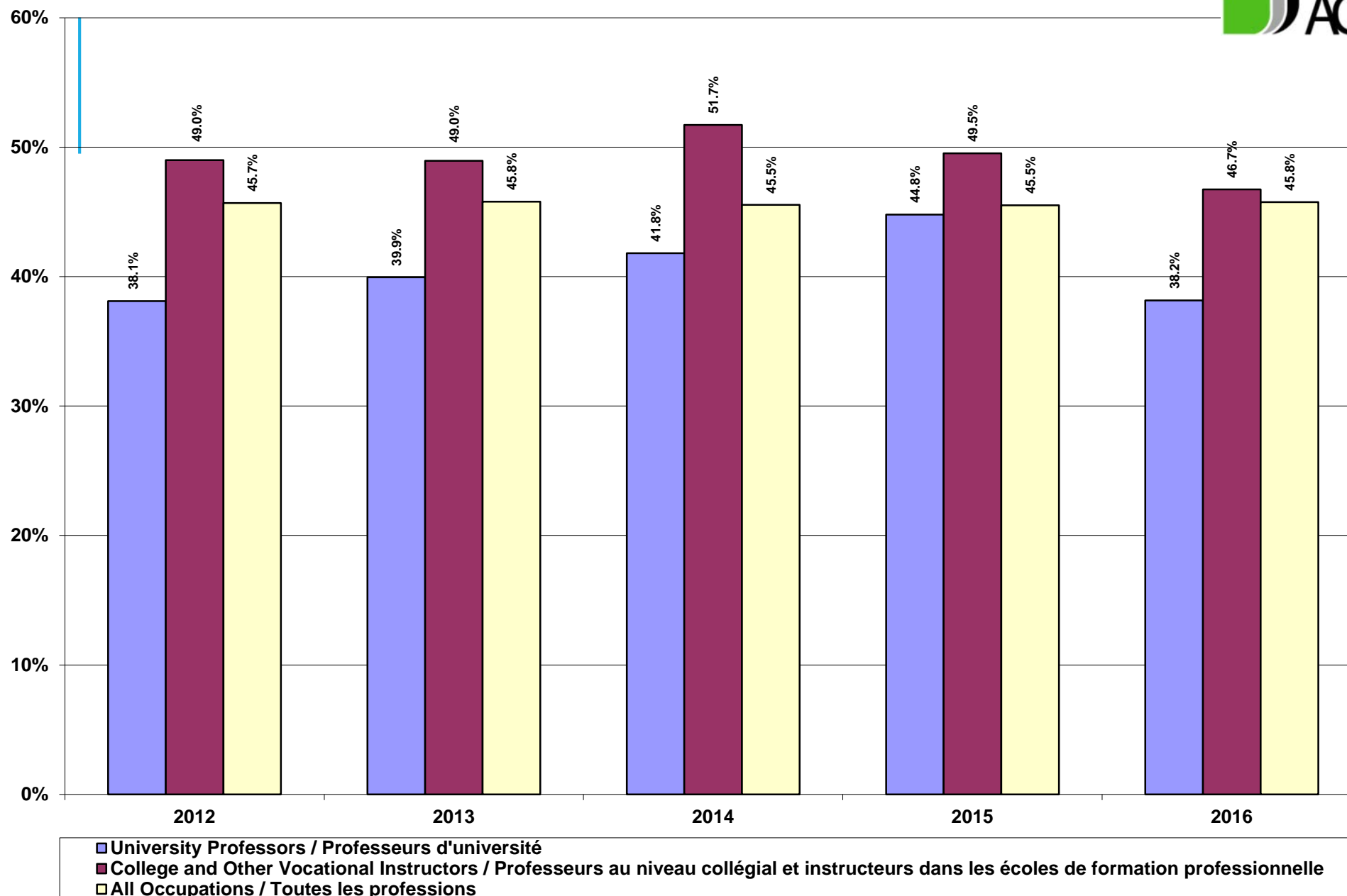
Source: May 2017 – custom tabulation from Statistics Canada Labour Force Survey

Year	University Professors	College and Other Vocational Instructors	All Occupations
2012	38.1%	49.0%	45.7%
2013	39.9%	49.0%	45.8%
2014	41.8%	51.7%	45.5%
2015	44.8%	49.5%	45.5%
2016	38.2%	46.7%	45.8%

University Professors / Professeurs d'université
College and Other Vocational Instructors / Professeurs au niveau collégial et instructeurs dans les écoles de formation professionnelle
All Occupations / Toutes les professions

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