THERE AREN'T MANY THINGS I LOVE MORE THAN BEING A LIBRARIAN BUT ONE IS BEING A Mother
1. The Joy of Combining Librarianship and Motherhood.
   Subjects: LIBRARY science; MOTHERHOOD; ACADEMIC librarians; QUALITATIVE research; COMBINATIONS (Mathematics)

2. Career and/or Children: Do Female Academic Librarians Pay a Price for Motherhood?
   Subjects: WOMEN library employees; MOTHERHOOD; ACADEMIC librarians; LEGAL status of women; WOMEN'S rights; WOMEN in library science
   Cited References: (30) Times Cited in this Database: (1)
Both MLSs and MBAs were less likely to be married and less likely to have children than the general US population.
Parenthood, Professorship, and Librarianship: Are They Mutually Exclusive?

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

Available online 9 April 2008

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.

“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

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.
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.
Both men and women felt relative equality in terms of leadership opportunities, including those with a family.
The Joy of Combining Librarianship and Motherhood

Alexandra Gallin-Parisi

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

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

Abstract

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 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.” – quote from interviewee

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

Margaret Sallee¹ · Kelly Ward² · Lisa Wolf-Wendel³

Published online: 28 October 2015
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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

“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
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!
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.

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

<table>
<thead>
<tr>
<th></th>
<th>Professional</th>
<th>Housework</th>
<th>Caregiving</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women with children</td>
<td>51.2</td>
<td>14.6</td>
<td>35.5</td>
<td>338</td>
</tr>
<tr>
<td>Men with children</td>
<td>55.6</td>
<td>11.9</td>
<td>20.3</td>
<td>701</td>
</tr>
<tr>
<td>Women without children</td>
<td>59.8</td>
<td>10.6</td>
<td>8.1</td>
<td>248</td>
</tr>
<tr>
<td>Men without children</td>
<td>59.1</td>
<td>10.6</td>
<td>8.6</td>
<td>505</td>
</tr>
</tbody>
</table>

(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.

(Data Source: Statistics Canada, n.d.d., n.d.b.)

Source: Strengthening Canada's Research Capacity: The Gender Dimension
Source: Strengthening Canada’s Research Capacity: The Gender Dimension
Figure 6.1
Faculty and Families in Canada

Source: Strengthening Canada’s Research Capacity: The Gender Dimension
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 Canadian households

- One person household: 28%
- Couple with children: 26%
- Lone-parent family: 9%
- Non-family household of two or more: 4%
- Other family household: 4%
- Multi-generational household: 3%
Academic Librarian Family Size

2016 Census of Canadian Academic Librarians (CAPAL)

- 0: 58.0%
- 1: 17.2%
- 2: 20.2%
- 3+: 4.6%

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

Women as a Share of the Full-time Permanent Workforce

Source: May 2017
– custom tabulation from Statistics Canada Labour Force Survey
REFERENCES


Hoffmann, K., Berg, S., & Koufogiannakis, D. (2017). Understanding factors that encourage research productivity for academic librarians. Evidence Based Library and Information Practice, 12(4), 102-128. DOI: 10.18438/B8G66F
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