Dissertation Proposal in Progress: A Study of the Impact of Technology on Millennial Males Choosing the Library Profession

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A Dissertation Proposal in Progress:
A Study of the Impact of Technology on Millennial Males
Choosing the Library Profession

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Purpose
The purpose of this proposed research is to understand the relationship between male Millennials and libraries, and whether technology has played a significant role in bringing more men to the profession.

Technology is now largely ingrained as a part of library jobs, and will only continue to increase in use, so it begs the question of whether the increase in male librarians can be linked to the increase in technology. This will be of particular interest to leaders, library administrators and graduate programs watching trends in the workplace.

Predicting the demographics of employees is difficult but essential when it comes to long-term organizational planning. The big question is "Why guys, why now?" since it was men who originally founded librarianship and ran the field before abandoning it as it began to be seen as a "feminine" job in just the last 100 years.

Question: What impact does technology have on male Millennials becoming librarians?

Theoretical Lens

Carmichael (1992) study of male perceptions in the library


Kanter (1977) theory of tokenism in the workplace

Tokenism: Any situation where proportions of significant types of people are highly skewed, up to a ratio of 85:15; treated as representatives of their category, symbols of how-men-can-do, stand-ins for all men, men who are few in number among female peers.


Select Literature Review


