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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 a 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?

Select Literature Review

Hayes, R. (1986). Mens' decisions to enter or avoid nontraditional occupations. *Career Development Quarterly, 35*(2), 89-101.

Hildenbrand, S. (1997). Still not equal: Closing the library gender gap. *Library Journal (1976), 122*, 44-46.

Hildenbrand, S. (1999). The information age versus gender equity? Technology and values in education for library and information science. *Library Trends, 47*(4), 669-685.

McCook, K. d. l. P., & Estabrook, L. S. (1983). *Career profiles and sex discrimination in the library profession.* Chicago: American Library Association.

McCook, K. d. l. P., Moen, W. E., & American Library Association. Office for Library Personnel Resources. (1989). *Occupational entry : Library and information science students' attitudes, demographics and aspirations survey.* Chicago: American Library Association, Office for Library Personnel Resources.

Williams, C. L. (1991). *Gender differences at work: Women and men in non-traditional occupations.* Berkeley, CA: University of California Press.

Williams, C. L. (1992). The glass escalator: Hidden advantages for men in the female profession. *Social Problems, 39*(3), 253.

Williams, C. L. (1995). *Still a man's world: Men who do "women's work."* Berkeley, CA: University of California Press.

Theoretical Lens

Carmichael (1992) study of male perceptions in the library

Carmichael, J. V. (1992). The male librarian and the feminine image: A survey of stereotype, status, and gender perceptions. *Library & Information Science Research, 14*, 411-446.

Carmichael, J. V. (1994). Gender issues in the workplace: Male librarians tell their side. *American Libraries, 25*, 227-30.

Carmichael, J. V. & Shontz, M. L. (1997). A "despised" semi-profession: Perceptions of curricular content relating to gender and social issues among 1993 MLIS/MLS graduates. *Journal of Education for Library and Information Science, 38*(2), 98-115.

Carmichael, J. V. (1998). Innovation in library education: Historical X-files on technology, people, and change. *North Carolina Libraries, 56*(1), 28-35.

Kanter (1977) theory of tokenism in the workplace

Kanter, R. M. (2008). *Men and Women of the Corporation: (New Edition).* New York: Basic Books.

Tokens: 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.

Millennials: Born 1981-2000; also known as *Generation Y, Generation Next, Net Generation.*

Pilot Study

Pilot study focus group – male ESU SLIM graduate students
- Online self-completed questionnaire (survey) sent to all ESU SLIM cohorts
- Responses used to refine the primary study and fixed-choice questions added/withdrawn in preparation for dissertation work
- Meets the needs of the study regarding time and resource constraints, geographical location, variability, bias, convenience and sample size

Questions for you:
- In-depth interviews or larger survey for representativeness in primary study for dissertation?
- Know any men willing to participate in further studies?

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