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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

Token: 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


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- Responses used to refine the primary study and fixed-choice questions added/withdrawn in preparation for dissertation work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?