



Women in Libraries

Volume 19, Number 2

December 1989

Midwinter Meeting Schedule Chicago, January 1990



Feminist Task Force Meetings

Meetings of the following groups are listed below:

ACRL: Association of College and Research Libraries
BC: Black Caucus
CALA: Chinese American Library Association
COSWL: Committee on the Status of Women in Librarianship
EMIERT: Ethnic Materials Information Exchange Round Table

January 5, 1990. Friday

2:00-4:00 p.m. WSS Executive Committee.
2:00-4:00 p.m. COSWL Advancing Women in Libraries
Management Subcommittee.
5:00-7:00 p.m. ACRL/WSS Social Hour.
8:00-10:00 p.m. Gay and Lesbian Task Force.

January 6, 1990. Saturday

8:00-9:00 a.m. COSWL.
9:00-11:00 a.m. LAMA Women Administrators Discussion Group.
9:30-11:00 a.m. WSS Communications Committee.
9:30-11:00 a.m. SRRT Action Council.
9:30-11:00 a.m. SRRT Coretta Scott King Book Award Committee.
11:30 a.m.-12:30 p.m. Gay and Lesbian Task Force.
2:00-4:00 p.m. Feminist Task Force.
2:00-4:00 p.m. ALA Pay Equity Committee.
4:30-5:30 p.m. WSS General Section Meeting
4:30-5:30 p.m. Gay and Lesbian Task Force.
8:00-10:00 p.m. ALA Council Committee on Minority Concerns.

January 7, 1990. Sunday

8:00-11:00 a.m. CALA/ALA/BC/ACRL/OLOS/REFORMA Ethnic
Groups Task Force.
9:30-11:00 a.m. WSS General Section Meeting.
9:30-11:00 a.m. PLA Services to Racial and Ethnic Populations.
9:30 a.m.-12:30 p.m. EMIERT Executive Board.
11:30 a.m.-12:30 p.m. WSS Program Planning Committee.
11:30 a.m.-12:30 p.m. Feminist Task Force
11:30 a.m.-12:30 p.m. International Human Rights Task Force.

LAMA: Library Administration and Management Association
OLOS: Office for Library Outreach Services
RASD: Reference and Adult Services Division
REFORMA: National Association to Promote Library Services to the Spanish Speaking
SRRT: Social Responsibilities Round Table

2:00-4:00 p.m. SRRT Action Council.
2:00-5:30 p.m. COSWL.
2:30-5:30 p.m. EMIERT Jewish Librarians Task Force.
4:30-5:30 p.m. ALA Council Committee on Minority Concerns.
4:30-5:30 p.m. WSS Technical Services Committee.
4:30-5:30 p.m. Gay and Lesbian Task Force.

January 8, 1990. Monday

8:00-9:00 a.m. WSS Nominating Committee, 1991.
8:00-9:00 a.m. WSS Program Committee, 1990.
8:00-9:00 a.m. COSWL, Legislation Subcommittee.
8:00-9:00 a.m. LAMA Women Administrators Discussion Group.
9:30-11:00 a.m. Recruitment of Under-Represented Minorities.
9:30-11:00 a.m. WSS Communications Committee.
9:30-11:00 a.m. Gay and Lesbian Task Force Program Committee.
9:30 a.m.-12:30 p.m. EMIERT General Business Meeting.
11:30 a.m.-12:30 p.m. WSS Publications Committee (ad hoc).
11:30 a.m.-12:30 p.m. Gay and Lesbian Task Force Book Award.
2:00-4:00 p.m. EMIERT Jewish Librarians Task Force.
4:30-5:30 p.m. SRRT Action Council.
8:00-10:00 p.m. ALA Council Committee on Minority Concerns.

January 9, 1990. Tuesday

9:00-11:00 a.m. COSWL Bibliography/Clearinghouse Task Force.
9:00-11:00 a.m. Feminist Task Force.
11:30 a.m.-12:30 p.m. WSS Executive Committee.
11:30 a.m.-12:30 p.m. COSWL.
2:00-4:00 p.m. ALA Pay Equity Committee.
2:00-4:00 p.m. Gay and Lesbian Task Force.

Check later schedules to confirm times and to find room numbers.

Announcements

January 8-17, 1990. The National Council of Women of Papua New Guinea and Women for Meaningful Summits are cosponsoring the **Anti-Nuclear Pacific Policy Congress** in Port Moresby, New Guinea. The Congress will bring together activists in the women's, peace, environmental protection, and indigenous rights movements. It is designed to educate participants about the effects of nuclear and other hazardous materials on the environment and cultures of the South Pacific. For more information, contact WMS-USA, 2401 Virginia Avenue, N.W., Suite 403, Washington, D.C. 20036; 202-785-7487.

January 25-28, 1990. **The First Annual Zora Neale Hurston Festival of the Arts** will be held in Eatonville, Florida. The festival's activities include a drama workshop, a children's story hour hosted by Librarian Emeritus Augusta Baker, and appearances by Pulitzer-Prize-winning author Alice Walker and others. For information, write to Hurston Festival '90, P.O. Box 2586, Eatonville, FL 32751.

February 21-23, 1990. Paulo Freire will be a guest speaker at **Social Change in the Nineties**, a conference to be held in Minneapolis, Minnesota. Freire is the author of *Pedagogy of the Oppressed* and coordinator of Brazil's National Plan for Adult Literacy. Issues to be discussed at the conference include poverty, racism, homelessness, illiteracy, violence against women and children, homophobia, ageism, militarism, hunger, anti-Semitism, sexism, and other related issues. For information, phone Coral McDonnell at 218-722-2781, or write to Minnesota Program Development Inc., 206 W. 4th Street, Duluth MN 55806.

March 15-16, 1990. **The 8th Annual Spring Research Forum** will meet in Boston, Massachusetts. The INDEPENDENT SECTOR Research Department is organizing the forum with the theme "The Nonprofit Sector (NGO's) in the United States and Abroad: Cross-Cultural Perspectives." The agenda will cover research on non-government-

tal activities in specific countries and comparative views of activity in economics/finance, law, voluntarism, philanthropy, history, women's issues, and the involvement of people of color in the nonprofit sector. For information, write to Virginia Hodgkinson, Vice President, Research, INDEPENDENT SECTOR, 1828 L Street, N.W., Washington, D.C. 20036.

May 6-11, 1990. **The European and Third World Gender and Science and Technology Association Conference** will meet to provide an international forum to exchange and discuss research findings and experiences in the field of gender differentiation in science technology education and employment. For information, write Ingrid Granstam, Jönköping University College, Department of Technology, Box 2264, 550 02 Jönköping, Sweden. Phone 46 36 15 77 99.

Future programs

The National Women's Political Caucus offers **Minority Women Candidates Training Workshops**. For information on future workshops, write or call Marie Morse, NWPC, Political Director, 1275 K Street, N.W., Suite 750, Washington, D.C. 20005; 202-898-0458.

The Episcopal Divinity School of Cambridge, MA is offering a program in **Feminist Liberation Theology**. This can provide an opportunity to do theological studies in a positive gay and lesbian environment. For information contact Admissions Office, Episcopal Divinity School, 99 Brattle Street, Cambridge, MA 02138; (617) 868-3450.

The Women of Color and the Law Third National Conference is in the planning stage. To help, contact JoLani Hironaka, 28 Prosper Street, San Francisco, California 94114; 415-255-8992.



ACRL/WSS Social Hour

The Women's Studies Section of ACRL will host a social hour at midwinter to welcome new members, seasoned veterans and anyone interested in women's studies and women's activities in ALA. The event is open to all—you need not be a member of the section.

The gathering will be from 5–7:00 p.m. on Friday, January 5, 1990 at Molly's Parlor, a bar in the lower arcade of the Palmer House. We do not have a reservation, but look for

WSS executive committee members who will serve as greeters, directing and introducing you.

The social hour has quickly become a popular tradition, so come and meet fellow members and prospective members. Learn more about the section and other women's groups in ALA. Bring along your friends and colleagues who are footloose in Chicago on Friday evening.



Women in Libraries-A Bibliography About Gender and Salaries

While the 1980's brought us much in the way of increased law school enrollments for women and increased opportunities for advancement in libraries, we still see some evidence of the same disparities in the 1980s that were prevalent in the 1970s. We know, formally and informally, that the best jobs in academia and the private sector tend to be held by men. The truly outstanding woman library manager, who has enjoyed career mobility, is the exception. Few women directors have crossed from government or academia to private law libraries to replace a male counterpart. Still fewer women appear as directors in the prestige firms until worth has long been established, usually not until mid-to-late in their careers. This disparity is a double-edged sword. While men in the profession are perceived earlier as potentially better managers, they often are branded as doing "women's work" as librarians. Still, men proportionately hold a greater share of the top jobs and have more opportunities to advance with better salaries than their women colleagues.

Minority men and women in libraries suffer not only because they are in a so-called "women's profession," but also because they are minorities. These men and women bear a triple burden. They usually face cultural, ethnic, and sociological family demands; bear additional financial burdens because they were disadvantaged to start with; and have limited access to managerial jobs within the profession because they frequently are perceived as technicians. Even with professional credentials, they often are placed at entry level positions in the workrooms of libraries and reach the front desk only through sheer determination, perseverance, and skill.

Equality and equity of treatment for women librarians is coming too slowly, but it is coming. Recent years have seen women occupy the highest offices in our professional associations and leadership positions and directorships in our best libraries. It is important to recognize the contributions of women to our profession, and to improve the image of librarians as a whole.

The following annotated bibliography looks at some survey articles containing statistics on the differences in salaries, mobility and career advancement of men and women in our profession.

Braunagel, Judith Schiek, "Job mobility of men and women librarians and how it affects career advancement," II *Am. Libr.* 643-647 (Dec. 1979), illus., 9 refs. (Winning essay in Round V of the Am. Libr. Prize Article Competition).

This article suggests that men are more mobile, changing jobs more frequently than women and, as a result, enjoying greater career advancement. Women, on the other hand, are presumed to be largely immobile, often tied down by family responsibilities, remain-

ing in the same libraries or longer periods, and limiting their career growth opportunities.

Roy, J. Meyer and A. Battaglia Rubin. "Pay equity for women in academic libraries: an analysis of ARL salary surveys, 1976/77-1983/84." 48 (1) *College & Research Libraries* 36-49 (Jan. 1987). illus., tables, 35 refs.

In recent years, pay equity has become an important employment issue in librarianship, as well as in other service fields where women predominate. Analysis of Association of Research Libraries (ARL) Annual Survey Data from 1976/77 to 1983/84 reveals that a majority of women university librarians remain clustered at lower levels of status and pay. However, the percent age of women among all library administrators has risen from 27.6% to 45%, and the proportion of all women who are in middle management now approaches 33%. With a 1983/84 sex salary differential of 13%, progress towards equity, nevertheless, is slow.

Dale, Doris C. *Career patterns of women librarians with doctorates.* University of Illinois at Urbana-Champaign,



Women in Libraries

Women in Libraries, the Newsletter of the American Library Association's Feminist Task Force, is published five times a year, from September to June.

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Graduate School of Library Science, 1980, 30p. ERIC report. ED-197-755.

Approximately 50% of the sample of 320 women librarians with doctorates to whom the four page questionnaire was sent returned it with usable responses for this 1977 survey requesting factual information about their education, experience, present position and salary, professional contributions, and personal characteristics. These women also responded to ten open-ended questions designed to elicit their opinions on: (1) choice of career; (2) opportunities for advancement to positions of leadership; (3) evidence of discrimination; and (4) guidance for women leaders in the future. Hard work, the proper educational credentials, mobility, assertiveness, and management skills were deemed by the respondents as essential for leadership roles in the decades ahead.

Heim, Kathleen M. and Carolyn Kacena, "Sex, salaries, and library support." 104 (6) *Libr. J.* 675-680 (March 15, 1979), tables, 6 refs.

A report continuing and updating the analyses of the relationships between sex of director and per capita support in large U.S. public libraries initiated by Carpenter and Shearer in 1972. The data utilized comes from the 1977 survey of U.S. public libraries conducted by the Public Library of Fort Wayne and Allen County, Indiana. Tables include: distribution of respondents by geographic regions, by size of population served, and by sex of director; changes in the mean per capita public library expenditure, 1975-1977 by region, 1971-1977 by region, and 1975-1977 by size of population served; financial advantage of men to women by region, 1977; in per capita support and directors' median salary by region, 1977.

Heim, Kathleen M. "Men work their way up. Reasons for status differences between men and women librarians." ("Männer machen Karriere. Gründe für die Statusunterschiede zwischen männlichen und weiblichen Bibliothekaren"). 39 (1) *Buch und Bibliothek* 41-45 (Jan. 1987).

84% of American librarians are women, yet women are appointed to fewer than half of the senior posts. In order to qualify for staff management posts, women make the mistake of imitating men. Many more men participate in committee and representative work than women, to the advantage of their careers. Men publish more than women, apparently because women, with domestic tasks, have less time to write.

Blerman, Jan. "Career development of women librarians in New Zealand." 44 (12) *New Zealand Libraries* 225-227 (Dec. 1985), 11 refs.

Article based on a research report compiled in 1984 as a component of a Massey University Diploma in Business and Administration course. In order to determine what factors might account for the underrepresentation of women in senior managerial ranks, librarians of Auckland University, Manukau Public Libraries and School Library Service were surveyed in May 1984, and the literature was reviewed to identify variables that might be related to the career develop-

ment of women. Data were compiled on the following topics: work experience in libraries; education; age; marital status and/or children; mobility; work continuity; attitudes towards sex roles; professional development; career commitment; and personal achievement motivation.

Taguchi, Yok and Toshokon Zasshi. "The American women librarians' movement: an interview with Margaret Meyers" (in Japanese).

Transcript of an interview with Margaret Meyers, head of the Office for Library Personnel Resources (OLPR) of the American Library Association, who is also involved with the Committee on the Status of Women in Librarianship (COSWL). Topics discussed include: the structure of the ALA and of the OLPR; groups of women librarians within the ALA and the results of their activity; the work of the ALA on equal pay; the need to enhance public awareness of the role of the librarian; and the prospects for women as managers in libraries. 1981, ALA.

Wahba, Susanne Patterson. "Women in libraries: part I-job satisfaction of librarians: a comparison between men and women; part II-women in libraries: a longitudinal study of career pay of men and women librarians." *Law Libr. J.* 69 (2) May 1976, 223-231. 2 illus, 4 tables.

Part I was previously published in *Coll. Res. Libr.*, 36 (1) Jan. 1975, 45-51. Part II presents the results of a longitudinal study (1960-1970) of sex-related differences in librarians' pay. Two samples of men and women were compared. The 46 members of each sample were drawn from 3 large university libraries which officially operated a policy of pay according to performance. The main conclusions were on average, women's pay is lower than men's- this difference remains constant from year to year; sex, rather than performance, is a significant determinant of career pay; there is a higher degree of pay differentiation among women than men, and pay differentials among women do not appear to be related to job performance.

Survey Articles and Bibliographies

Weibel, Kathleen and Kathleen Heim. *The role of women in librarianship, 1876-1976: the entry, advancement, and struggle for equalization in one profession.* Prepared with assistance from Dianne J. Ellsworth.

Heim, Kathleen and Katharine Phenix. *On account of sex: an annotated bibliography on the status of women in librarianship, 1977-1981.* American Library Association, 1984.

Hughes, Marija M. *The sexual barrier.* Washington, D.C.: M. Hughes Press, 1977.

An extensive and comprehensive resource on women's rights.

Women's library resources guide. New Jersey. Dept. of

Community Affairs, Div. on Women, O '81 35p. bibl il.
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Trenton, N.J. 08625

by Pamela J. Gregory
Prince George's County Circuit Law Library

First printed in *Law Library Lights*, publication of the Law Librarians Society of Washington, D. C., May/June 1989, volume 32 number 4.

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Sino-American Conference on Women's Issues

The National Women's Studies Association (NWSA) has formally withdrawn its support of and participation in the first Sino-American conference on women's issues, "Holding up Half the Sky," scheduled for June 25-28, 1990 in Beijing. "The June 4 Massacre in Tienanmen Square and the subsequent ferocious government repression have shattered any hope for a free and authentic dialogue with

women in China," NWSA said in a press release. The Asian and Asian-American Task Force of NWSA has published an 18-page booklet, "We Shall Remember," about the events in China. Write to NWSA: Asian and Asian-American Task Force, Arts and Sociology Building, University of Maryland, College Park, MC 20742-1325.

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Women in Libraries



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