

Sex as a Variable: A Bibliography of Women in Libraries 1975-1985

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RESEARCHERS LOOKING INTO THE status of women in libraries have almost 110 years of published material available to them through three main sources.

Weibel, Kathleen, and Heim, Kathleen M. *The Role of Women in Librarianship 1876-1976: The Entry, Advancement, and Struggle for Equalization in one Profession*. Phoenix: Oryx, 1979.

The volume presents over forty essays on women in libraries including an address by Melvil Dewey entitled "Women in Libraries: How They Are Handicapped." Also contained here is Anita Schiller's clear call for research in her "Women in Librarianship." The final essay is Weibel's "Toward a Feminist Profession." The second half of the book offers annotated citations to literature published on women in libraries from 1876-1976.

Heim, Kathleen M., and Phenix, Katharine. *On Account of Sex: An Annotated Bibliography on the Status of Women in Librarianship 1977-1981*. Chicago: ALA, 1984.

The ALA Committee on the Status of Women in Librarianship (COSWL) supported this work in light of its charge "to promote and initiate the collection, analysis, dissemination and coordination of information on the status of women in librarianship."¹ Formatted to conform with the arrangement of its predecessor, *On Account of Sex* adds to the 1876-1976 material and continues with annotated citations of material published between 1977 and 1981. The introductory essay characterizes the "demi-decade" as a period of feminist activism in libraries.

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Phenix, Katharine. "Women in Librarianship 1981-." Chicago: ALA, COSWL, 1982- . These dot-matrix-printed bibliographies are produced biannually and presented to COSWL at Midwinter Meetings and Annual Conferences of the ALA. There are four of them at this time; one each for 1982, 1983, 1984, and 1985. The bibliographies are not annotated, and present citations in alphabetical order by author.

Collectively, the Weibel, Heim, and Phenix sources contain approximately 2100 citations. In *Role of Women*, the first 100 years are represented by just over 1000 citations. The next five years, gathered together in *On Account of Sex*, contain 660 citations. The supplemental bibliographies account for another 300 citations in three years. Clearly, publication activity has heightened since the early 1970s when Anita Schiller and others called for research on the status of women in libraries and librarians rode the wave of feminism throughout the decade.

The context of these carefully counted bibliographic units is yet to be explored. Our 110 years of published materials need some measure of qualitative arrangement, other than in the natural chronological progression we now find them. *Role of Women*, *On Account of Sex*, and the COSWL bibliographies deliver comprehensive, chronological, and extensively indexed accounts of all published material from which a researcher could extract all citations which would provide a basis for any kind of inquiry into the status of women in librarianship. This bibliographic essay will provide a general overview of the many kinds of material from the last decade (1975-1985) which have been gathered in the major bibliographies on women in librarianship, and then proceed to extract from them the major publications which focus on the status of women in libraries.

Surveys

Probably the richest literature from which to extract empirical data about women in libraries is survey research. Surveys of librarians provide us pieces, glimpses, and a patchwork of information about librarians who belong to a particular association, live in the same geographical area, work in a similar institution, or perform a type of service.

Much of the documentation cited is not directly related to primary research on women. Schiller has noted: "References to women in librarianship can be uncovered in hundreds of reports, surveys, and articles. Yet this subject is rarely the primary focus of investigation. Only a handful of studies pinpoint this subject at the start or begin with the question 'What is the status of women in librarianship?'"² As awareness

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of the "disadvantaged majority" of women in libraries has grown in recent years, most researchers now recognize that when data are analyzed by sex of respondents, significant differences are found between men and women library professionals.

A partial picture of women in libraries emerges from overall studies of librarians which are regularly produced by various professional and educational organizations. For example, cited in the published bibliographies on women in librarianship are reports from the National Center for Education Statistics HEGIS/LIBGIS data on types of libraries (e.g., academic, public, school) and other reports of master's and doctoral degrees conferred. Another organization which provides librarian data by sex is the College and University Personnel Administration (CUPA) *Administrative Compensation Survey*. (Washington, D.C.: CUPA). The Association of Research Libraries publishes the *ARL Annual Salary Survey* (Washington, D.C.: ARL), which reveals sex and salaries of librarians in ARL libraries by position. Annual "placements and salaries" articles appear in *Library Journal*. These data provide information on new master's-degree recipients, placement, and salaries by sex. The placements and salaries surveys are published in *Library Journal* and reprinted in the *Bowker Annual of Library & Book Trade Information*. Data on library school students and faculty appear in the annual statistical report of the Association for Library and Information Science Education (State College, Pa.: ALISE). The status of media professionals is described in the *Educational Media Yearbook* (Littleton, Colo.: Libraries Unlimited).

Aside from the annual publications, library associations can be depended on periodically to poll their memberships. There are survey data from the American Library Association, American Association of Law Librarians, American Society for Information Science, Association for Educational Communications and Technology, Society of American Archivists, Special Libraries Association, and the Medical Library Association from which to glean information about the status of women library workers. Several state and regional publications are also likely to gather data about the sex and status of librarians who hold particular positions in a particular geographic region.

Kathleen Heim has contributed a comprehensive outline of survey research in her article.

Heim, Kathleen M. "The Demographic and Economic Status of Librarians in the 1970s, With Special Reference to Women." In *Advances in Librarianship*, vol. 12, edited by Wesley Simonton, pp. 1-45. New York: Academic Press, 1982.

In her essay she notes that "the absence of a single set of demographic indices to describe the library profession is a major obstacle to studies of the library work force. Each new scholar must piece together incompatible reports and surveys in order to begin to develop a research model for a particular problem."³

Additionally, as survey researchers begin to narrow the types of variables which delineate the professional activities of librarians, a number of studies have appeared that focus on a particular aspect of library professional activity. These studies look at directorships, mentoring, authorship, tenure, sabbaticals, job mobility, or other factors that contribute to the measurement of professional success. In the final analysis, there are only two kinds of librarians, male and female. Only those research reports which ask or answer Schiller's question "What is the status of women in libraries?" are included here. Several valuable surveys, cited in the published bibliographies, are therefore excluded.

American Library Association. Office for Library Personnel Resources. *The Racial, Ethnic and Sexual Composition of Library Staff in Academic and Public Libraries*. Chicago: ALA, 1981.

Boisard, G. "Do Women Hold the Reins of Power in French Libraries?" *Unesco Bulletin for Libraries* 29(Nov.-Dec. 1975):303-14.

Deutrich, Mabel E. "Ms. vs. Mr. Archivist: An Update." *SAA Women's Caucus Newsletter* 5(Feb. 1981):3-6.

_____. "Women in Archives: A Summary Report to the Committee on the Status of Women in the Archival Profession." *American Archivist* 38(Jan. 1975):43-46.

Drake, Sunniva. "Kuinka Kirjastonhoitajan ammatista tuli naisvaltainen ja alipalkattu (Why Are Librarians Women and Underpaid?)" *Kirjastolehti* 73(7-8):372-74.

Elkins, Deborah. "Plus Ça Change." *Library Occurrent* 26(May 1978):53-58.

Fischer, Linda, et al. *The Career Paths of Male and Female Librarians in Canada: Report to the Canada Council*. Supported by Canada Council Grant 574-1740. Submitted 26 Jan. 1977.

Three offshoots of this major study are:

Cheda, Sherrill, et al. "Salary Differentials of Female and Male Librarians in Canada." *Emergency Librarian* 5(Jan.-Feb. 1978):3-13.

Futas, Elizabeth. "An Analysis of the Study, 'Career Paths of Male and Female Librarians in Canada.'" In *Status of Women in Librarianship: Historical, Sociological and Economic Issues*, edited by Kathleen M. Heim, pp. 393-423. New York: Neal-Schuman, 1983.

Wasylycia-Coe, Mary Ann. "Profile: Canadian Chief Librarians by Sex." *Canadian Library Journal* 38(June 1981):159-63.

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Heim, Kathleen M., and Estabrook, Leigh S. *Career Profiles and Sex Discrimination in the Library Profession*. Chicago: ALA, 1983.

Other articles that describe the findings of this major survey include:

Estabrook, Leigh S., and Heim, Kathleen M. "A Profile of ALA Personal Members." *American Libraries* 11(Dec. 1980):654-59.

Heim, Kathleen M., and Estabrook, Leigh S. "Career Patterns of Librarians." *Drexel Library Quarterly* 17(Summer 1981):235-49.

Goggin, Jacqueline. "The Feminization of the Archival Profession: An Analysis of the 1982 Salary Survey As It Pertains to Women." *American Archivist* 47(Summer 1984):327-30.

Goldstein, Rachael K. "The Status of Women in the Administration of Health Science Libraries." *Bulletin of the Medical Library Association* 63(Oct. 1975):386-95.

Goldstein, Rachael K., and Hill, Dorothy R. "Status of Women in the Administration of Health Sciences Libraries: A Five-Year Follow-up Study, 1972-1977." *Bulletin of the Medical Library Association* 68(Jan. 1980):6-15.

Golrick, Jul. "Status and Economic Interests of Health Science Library Personnel." *Bulletin of the Medical Library Association* 72(Jan. 1984):117-18.

Heim, Kathleen M., and Kacena, Carolyn. "Sex, Salaries and Library Support... 1979." *Library Journal* 105(1 Jan. 1980):17-22.

_____. "Sex, Salaries and Library Support...1981." *Library Journal* 106(15 Sept. 1981):1692-99.

Jabóru, Magda. "Women Librarians and Documentalists in Hungary." *Unesco Bulletin for Libraries* 29(Nov./Dec. 1975):315-18.

Leuthe, Marie. "The Status of Women and Ethnic Minorities Employed in the Libraries of the California State University and College System." Arlington, Va.: ERIC Document Reproduction Service, 1977 (ED 127 984).

Maggio, Theresa E. "Role of Women Directors in Louisiana's Public and Academic Libraries." *Louisiana Library Association Bulletin* 47(Summer 1984):19-22.

Marley, S. "A Comparative Analysis of Library Directorships in Four Midwestern States." *Focus on Indiana Libraries* 29(Fall/Winter 1975):4-7.

Martin, Jean K. "Salary and Position Levels of Females and Males in Academic Libraries." In *Status of Women in Librarianship*, pp. 243-85.

Pankhurst, Rita. "Women and Libraries: Part 1—Women in Polytechnic Libraries: A Preliminary Report on Their Representation at Various Salary Levels." *Information and Library Manager* 1(Dec. 1981):88-90.

Rensel, Jeanne. "The Status of Women Librarians in Washington State." *PNLA Quarterly* 44(Summer 1980):18-25.

Ritchie, Sheila. "2000 to 1: A Sex Oddity." *Assistant Librarian* 72(March 1979):38-41.

- _____. "Women and Libraries: Part 2: The Position of Women in Public Libraries." *Information and Library Manager* 1(Dec. 1981):89-90.
- Sharma, Prahba, and Wheelock, Gerald C. "An Examination of the Position of Female and Male Librarians in Academic Libraries in Alabama, Georgia and Mississippi." *Southeastern Librarian* 33(Fall 1983):65-68.
- Swisher, Robert, and DuMont, Rosemary Ruhig. "Sex Structuring in Academic Libraries: Searching for Explanations." *Library Quarterly* 54(April 1984):137-56.

History

The largest body of literature on women in libraries is that which provides a historical context to women's status in the profession. Included are both the longer histories of women in libraries and the shorter era of women's activism in libraries. Part of this history is the age-old image problem, and its relationship to women librarians; materials which examine this in a political or economic context also are included:

- Biggs, Mary. "Librarians and the 'Woman Question': An Inquiry Into Conservatism." *Journal of Library History* 17(Fall 1982):411-28.
- Brand, Barbara Elizabeth. "Librarianship and Other Female Intensive Professions." *Journal of Library History* 18(Fall 1983):391-406.
- _____. "Sex-Typing in Education for Librarianship." In *Status of Women in Librarianship*, pp. 28-29.
- Chapman, Liz. "Pay Equal But Not Opportunities." *Library Association Record* (May 1978):232-33.
- Cummings, C.S. *A Biographical-Bibliographical Directory of Women Librarians*. Madison: University of Wisconsin—Madison, Library School Women's Group, 1976.
- Euster, Joanne R. "A Woman's Profession in Academia: Problem and Proposal." In *New Horizons for Academic Libraries*, edited by Robert B. Stueart and Richard D. Johnson, pp. 370-74. New York: G.K. Saur, 1979.
- Fain, Elaine. "Manners and Morals in the Public Library." *Journal of Library History* 10(April 1975):99-105.
- Farnsworth, H.A. "The Position of Women in Libraries: Prone?" *Librarians for Social Change* 10(Winter 1975-76):5-8.
- Fenster, Valmai. "Women's Contributions to the Library School: 1895-1939." In *University Women: A Series of Essays, Volume 11* (Wisconsin Women: Graduate School and the Professions), edited by Marian J. Swoboda and Audrey J. Roberts, pp. 21-27. Madison: University of Wisconsin System, Office of Women, 1980.
- Garrison, Dee. *Apostles of Culture: The Public Librarian and American Society*. New York: Free Press, 1979.

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- _____. "Women in Librarianship." In *A Century of Service: Librarianship in the United States and Canada*, edited by S.L. Jackson et al., pp. 146-58. Chicago: ALA, 1976.
- Gasaway, Laura N. "Women in Special Libraries." In *Special Librarianship: A New Reader*, edited by Eugene P. Jackson, pp. 85-92. Metuchen, N.J.: Scarecrow, 1980.
- Gerhardt, Lillian N. "Before—and Since—Angie." *School Library Journal* 23(Jan. 1977):6-8.
- _____. "Take Her Up Tenderly." *School Library Journal* 26(Feb. 1980):7.
- Glasser, L. "Bibliotekaryket—et feministyrke" (Library Profession—A Feminist Profession?). *Bok og Bibliotek* 43(Sept. 1976):397-98.
- Greenberg, Herman. "Sex Discrimination Against Women in Libraries." In *Women in Librarianship: Melvil's Rib Symposium*, edited by Margaret Myers and Mayra Scarborough, pp. 49-62. New Brunswick, N.J.: Rutgers Graduate School of Library Studies, 1975.
- Grotzinger, Laurel A. "Biographical Research on Women Librarians: Its Paucity, Perils and Pleasures." In *Status of Women in Librarianship*, pp. 139-90.
- _____. "Dewey's 'Splendid Women' and Their Impact on Library Education." In *Milestones to the Present: Papers from Library History Seminar V*, edited by Harold Goldstein, pp. 125-52. Syracuse, N.Y.: Gaylord Professional Publications, 1978.
- _____. "Librarian! How Fair the Pages Are." *Michigan Librarian* 42(Fall 1976):13-21.
- _____. "The Proto-feminist Librarian at the Turn of the Century: Two Studies." *Journal of Library History* 10(July 1975):195-213.
- _____. "Women Who Spoke for Themselves." *College & Research Libraries* 39(May 1978):175-90.
- Hildenbrand, Suzanne. "Revision vs. Reality: Women in the History of the Public Library Movement." In *Status of Women in Librarianship*, pp. 7-27.
- _____. "Some Theoretical Considerations on Women in Library History." *Journal of Library History* 18(Fall 1983):382-90.
- Jackson, Eugene B. *Three Grandes Dames of Dayton, Ohio As a Well-Spring of Women Special Librarians*. Arlington, Va.: ERIC Document Reproduction Service, 1980 (ED 184 503).
- Lundy, Kathryn Renfro. *Women View Librarianship: Nine Perspectives*. Chicago: ALA, 1980.
- Maack, Mary Niles. "Toward a History of Women in Librarianship: A Critical Analysis With Suggestions for Further Research." *Journal of Library History* 17(Spring 1982):164-82.
- Medsker, B. "Media Stereotypes of Women and One Modest Attempt at Erasing Them." *California Librarian* 37(April 1976):11-15.

- Muriuki, M.N. "The Role of Women in African Librarianship—The Next 25 Years." In *Libraries and Information Services as Instruments of Transition to the 21st Century in Africa* (Proceedings of the SCECSAL [Standing Conferences of Eastern, Central and Southern African Librarians] 2 Lusaka, 4-9 Oct. 1976), pp. 79-82. Lusaka, Zambia: Zambia Library Association, 1978.
- Musmann, Victoria Kline. "Women and the Founding of Social Libraries in California." Ph.D. diss., University of Southern California, 1982.
- Newmyer, J. "The Image Problem of the Librarian: Femininity and Social Control." *Journal of Library History* 11(Jan. 1976):44-67.
- O'Brien, Nancy Patricia. "The Recruitment of Men Into Librarianship, Following World War II." In *Status of Women in Librarianship*, pp. 51-66.
- Phenix, Katharine. "Women Predominate, Men Dominate: Disequilibrium in the Library Profession." In *Bowker Annual of Library & Book Trade Information*, edited and compiled by Julia Ehresmann, pp. 82-89. New York: R.R. Bowker, 1984.
- Reeling, Patricia. "Undergraduate Women as Potential Recruits to the Library Profession." In *Status of Women in Librarianship*, pp. 67-98.
- "The Saga of the Lady Librarian." *Circum-Spice* 24(Spring 1980):1-3.
- Schiller, Anita R. "The Disadvantaged Majority." In *Landmarks of Library Literature, 1876-1976*, edited by D. Ellsworth and Norman D. Stevens, pp. 219-22. Metuchen, N.J.: Scarecrow, 1976.
- _____. "Sex and Library Careers." In *Women in Librarianship: Melvil's Rib Symposium*, pp. 11-20.
- Sherman, Clair Richter. "Women Librarians as Interpreters of the Visual Arts." *ARLIS/NA* 9(Oct. 1981):185-89.
- Turner, Robert L., Jr. "Femininity and the Librarian—Another Test." *College & Research Libraries* 41(May 1980):235-41.
- Weibel, Kathleen. "Towards a Feminist Profession." *Library Journal* 101(1 Jan. 1976):263-67.

Career Paths, Patterns, and Assessment

Most surveys of librarians provide empirical data that describe the status of librarians at one point in time, and do not provide longitudinal data about how they got where they were and where they may want to go from there. Notable exceptions are the Heim and Estabrook project and the Canadian study of career patterns already cited in the "Survey" section. The following materials represent survey research which attempts to draw a clearer picture of the status of women in libraries by comparing the different career patterns of women and men in libraries. Within the context of career patterns, some researchers have selected mobility as a specific variable. Another aspect of employment in libraries as it relates to women is the availability of part-time work.

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Many of the citations in the women in libraries bibliographies that contribute to information about women librarians and their careers are those which describe the Career Development and Assessment Center for Librarians (CDAAC) established at the Graduate School of Library Science at the University of Washington in Seattle. The CDAAC was set up precisely because career assessment is especially beneficial in a feminized profession. Those citations are not included here.

- Arskey, L. "The Part-time Librarian: A Summary of Support." *PNLA Quarterly* 39(Spring 1975):4-9.
- Ambrose, Karen S. "Power, Women and MLA." *Bulletin of the Medical Library Association* 66(Jan. 1978):67-68.
- Braunagel, Judith Schiek. "Job Mobility as Related to Career Progression of Female Academic Librarians in the South." Ph.D. diss., Florida State University, 1975.
- _____. "Job Mobility of Men and Women Librarians and How It Affects Career Advancement." *American Libraries* 10(Dec. 1979):643-47.
- Creth, Sheila. "The Impact of Changing Lifestyles on Library Administration." *Southeastern Librarian* 30(Summer 1980):74-81.
- Dale, Doris C. *Career Patterns of Women Librarians with Doctorates* (Occasional Papers No. 147). Urbana-Champaign: Graduate School of Library Science, University of Illinois, 1980.
- Dickson, Katherine Murphy. "The Reentry Professional Librarian." In *Status of Women in Librarianship*, pp. 425-35.
- Drake, Miriam A. "Women in Librarianship: Jobs and Careers." *Library Management Bulletin* 2(Spring 1979):7-8.
- Fennell, Janice Clinedinst. "A Career Profile of Women Directors of the Largest Academic Libraries in the United States: An Analysis and Description of Determinants." Ph.D. diss., Florida State University, 1978.
- _____. "The Woman Academic Library Administrator." In *Status of Women in Librarianship*, pp. 207-41.
- Goldstein, Rachael K. "Women in Health Sciences Librarianship: An Overview." *Bulletin of the Medical Library Association* 65(July 1977):321-29.
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- Heim, Kathleen M. "Professional Education: Some Comparisons." In *As Much to Learn as to Teach*, edited by Joel M. Lee and Beth A. Hamilton, pp. 128-76. Hamden, Conn.: Linnet Books, 1979.
- Irvine, Betty Jo. "ARL Academic Leaders of the 1980s: Men and Women of the Executive Suite." In *Options for the 80s, Proceedings of the Second National Conference of the Association of College and Research Libraries*, edited by Michael D. Kathman and Virgil F. Massman, pp. 421-31. Greenwich, Conn.: JAI Press, 1982.
- Moran, Barbara K. "Career Patterns of Academic Library Administrators." *College & Research Libraries* 44(Sept. 1983):334-44.

- "Part-time Work Patterns in Some Melbourne Academic Libraries." *Australian Academic and Research Libraries* 16(Dec. 1983):229-31.
- Perkins, Stephanie, and Brown, Gretchen Davidson. "Job Sharing and the Woman Librarian with Family Responsibilities." *PNLA Quarterly* 4(Summer 1977):14-17.
- Perry-Holmes, Claudia. "Professional Part-time Jobs—An Encouraging Alternative for Women Librarians." *Current Studies in Librarianship* 6(Spring/Fall 1982):32-44.
- Rhodes, Lelia Gaston. "A Critical Analysis of the Career Backgrounds of Selected Black Female Librarians." Ph.D. diss., Florida State University, 1975.
- _____. "Profiles of the Careers of Selected Black Female Librarians." In *Status of Women in Librarianship*, pp. 191-205.
- Ritchie, Sheila. *Career Aspirations of Female Librarians in English Public Libraries*. London: Elm Publications, 1978.
- Robinson, Judith Schiek. "Geographic Mobility and Career Advancement of Male and Female Librarians." In *Status of Women in Librarianship*, pp. 345-92.
- Slater, Margaret. "Career Patterns and Mobility in the Library/Information Field." *Aslib Proceedings* 30(Oct./Nov. 1978):344-51.
- Sullivan, Peggy. "Politics, People and Power: Women in Library Associations." In *Women and Management: Theories, Skills and Values*, edited by Darlene M. Weingand, pp. 25-33. Ann Arbor, Mich.: Pierian Press, 1982.
- Taylor, Marion R. "Mobility and Professional Involvement in Librarianship: A Study of the 'Class of '55.'" In *Status of Women in Librarianship*, pp. 321-44.
- Thwaites, J. "Women in Librarianship—A Statement." *New Zealand Libraries* 38(Oct. 1975):241-43.
- Vincent, Ida. "Womenpower—Part-time Work and Job Sharing in Libraries." *Australian Library Journal* 27(8 Dec. 1978):330-33.
- Wahba, Susanne Patterson. "Job Satisfaction of Librarians: A Comparison Between Men and Women." *College & Research Libraries* 36(Jan. 1975):45-51.
- Ward, Patricia Layzell. "Women and Librarianship in 1975." *Library Association Record* 77(April 1975):82-83.
- Williams, Janet. "Best of Both Worlds: Librarian/Working Mother." *American Libraries* 9(Sept. 1978):469-70.
- "Womenpower and Librarianship: The Changing Career Pattern of Female Qualified Librarians Since 1945." In *Report of the Commission on the Supply and Demand of and Demand for Qualified Librarians*. London: Library Association, 1977, app. 4, pp. xii-xvii.
- Zipkowitz, Fay, and Bergman, Sherrie S. "Never Mind Who's Watching the Store, Who's Stocking the Pool." In *Options for the 80s*, pp. 387-94.

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Women in Library Management

There are few women in top management positions in libraries. Some researchers have contributed to the knowledge we have about the status of women in libraries by studying management positions and the few women who hold them.

- Brandehoff, Susan. "Spotlight on Women Managers." *American Libraries* 16(Jan. 1985):20-28, 45-46.
- Clarenbach, Kathryn F. "Women as Managers: Does It Make a Difference?" In *Women and Management: Theories, Skills and Values*, pp. 101-08.
- Courain, Margaret E. "Women in Library Management: Stop, Look & Listen." *Library Management Bulletin* 2(Spring 1979):2-7.
- Dragon, Andrea. "Leadership: Myths, Theories and Beliefs." In *Women and Management: Theories, Skills and Values*, pp. 15-23.
- Dworak, Marcia. "Women in Public Library Management: How Do They Measure Up?" *Public Library Quarterly* 1(Summer 1979):147-60.
- Goggin, M.K. "Women in Library Administration in the U.S." In *Women in Library Administration*, pp. 53-56. Madison: University of Wisconsin, 1976.
- Granheim, E. "Libraries, Librarians and Library Administration: In Norway." In *Women in Library Administration*, pp. 11-19.
- Heim, Kathleen M. "Factors Contributing to a Continued Status Differentiation Between Male and Female Librarians." In *Women and Management: Theories, Skills and Values*, pp. 3-13.
- Irvine, Betty Jo. "Women in Academic-Library Higher Education and Corporate Management: A Research Review." In *Status of Women in Librarianship*, pp. 287-320.
- Martin, A.B. "Women in Library Administration in the U.S." In *Women in Library Administration*, pp. 49-52.
- Martin, Jean Krieg. "Factors Related to the Representation of Women in Library Management." Master's thesis, University of Georgia, 1978.
- _____. "Academic Library Management: A Comparison of Females and Males." *Library Management Bulletin* 2(Spring 1979):9-11.
- Molholt, P. "Women in Library Administration: An Institute." In *Women in Library Administration*, pp. iv-vi.
- Morris, Beryl. "Women in Senior Library Management." *Herald of Library Science* 22(Jan./April 1983):72-76.
- Ogunsheye, F.A. "Libraries, Librarians and Library Administration: In Nigeria." In *Women in Library Administration*, pp. 20-27.
- Ritchie, Sheila. "Women in Senior Library Management: A COPOL Seminar." *Information and Library Manager* 2(June 1982):19-20, 23.
- Rossell, G. "Women in Library Administration in the U.S." In *Women in Library Administration*, pp. 46-47.

- Savova, E.E. "The Role of Women in the Field of Librarianship in the People's Republic of Bulgaria." In *Women in Library Administration*, pp. 28-33.
- Schuman, Patricia Glass. "Women, Power and Libraries." *Library Journal* 109(Jan. 1984):42-47.
- Yates, Ella Gaines. "Sexism in the Library Profession." *Library Journal* 104(15 Dec. 1979):2615-19.

Status and Activities

Other sources which tell about women in libraries are those which report the activities of women librarians who have joined together to fight discrimination against women in libraries. Heim and Phenix have pointed out that "from 1977 to 1981 library women joined in coalitions to fight for ERA, pay equity and expanded human services for women." Library women also worked on professional issues such as the need for better advertising positions, enhanced women's involvement in professional activities, and documentation of inequities.⁴

Much of the documentation of this activity is ensconced within the reports of association conferences. The ALA conference reportage appears in national library periodicals such as *American Libraries*, *Library Journal*, *School Library Journal*, and *Wilson Library Bulletin*. The *Library of Congress Information Bulletin* is also a source of information about national conferences. State conferences are reported in state journals and newsletters, and other library associations report in their association journals. There are also library women's groups active in Canada, Great Britain, Australia, New Zealand, and Japan, to name a few. The citations which lead to news notes and offer only a few sentences on the activities of women in libraries are not included here. Neither are "News in Review" articles which are also likely to mention women's progress in libraries on an annual basis, nor the *ALA Yearbook of Library and Information Services* which has included an essay on the status of women in libraries each year since the founding of COSWL in 1977.

The most in-depth information about the activities of library women's groups comes from the journals and newsletters they themselves publish. The following is a list of those publications.

- Bookwoman*. Women's National Book Association, edited by Susan B. Trowbridge, vice-president of editing, design, and production. Addison-Wesley, Reading, MA 01867.
- Dialogue*. Newsletter of the SLA Women's Caucus 1980-1983, edited by Gurley Turner, Catalyst, 14 East 60th St., New York, NY 10002.

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- FLINT News*, June 1984. . Write to Yoko Taguchi, Kyoto Seika College, Kino, Iwakura, Sakyo-ku, Kyoto 606, Japan.
- Ms. Management*, July 1982- . North Carolina Library Association. Round Table on the Status of Women in Librarianship, edited by Julie Sanders, Thruway Branch Library, Forsyth County Public Library System, 665 West 5th St., Winston-Salem, NC 27701.
- SAA (Society of American Archivists) Women's Caucus Newsletter*, 1975- , edited by Daria D'Arienzo, Robert Frost Library, Amherst College Archives, Amherst, MA 01002.
- Status of Women in Librarianship Special Interest Group Newsletter*, 1984- , edited by Jinette de Gooijer, c/o Ansett Airlines of Australia, Technical Library Engineering Base, Melbourne Airport, Victoria 3045, Australia.
- Women in Libraries* (Newsletter of the SRRT Feminist Task Force). 1974- , edited by Kay Jones, University of New Mexico Library, Reference Dept., Albuquerque, NM. (Subscription information from Leslie Kahn, 2 Manchester 2A, Newark, NJ 07104.)
- WLW News/Views/Reviews for Women in Libraries* 1976- , edited by Carol Starr and Helen Josephine. (Women Library Workers, 2027 Parker, Berkeley, CA 94704.)
- Wisconsin Women Library Workers Newsletter* 1976- , edited by Ann Clark. (Wisconsin Women Library Workers, P.O. Box 1425, Madison, WI 53701.)

Directories

Over the years, women in libraries have found several ways to create alternative networks. Newsletters, journals, and directories have regionally and nationally linked feminist librarians.

The first directory of this kind was the concept of the SHARE (Sisters Have Resources Everywhere) directory. SHARE directories have been published in California, Wisconsin, and Illinois. Five editions of the *SHARE Directory* have attempted national scope. The most recent was published in 1985 by the Illinois Library Association, Women's Concerns Task Force. They are all cited below in chronological order.

Sisters Have Resources Everywhere: A Directory of Feminist Librarians, compiled by Carole Leita and Renee Feinberg. San Francisco, Calif.: ALA/SRRT Task Force on Women, 1975.

SHARE: A Directory of Feminist Library Workers, 2d ed., compiled by Carole Leita, M. McKenney, and S. Critchfield. San Francisco, Calif.: Women Library Workers, July 1976.

SHARE: A Directory of Feminist Library Workers, 3d ed., compiled by Carole Leita. Berkeley, Calif.: Women Library Workers, 1978.

SHARE: Sisters Have Resources Everywhere: A Directory of Wisconsin Women Library Workers. Madison, Wis., n.d.

SHARE: A Directory of Feminist Library Workers, 4th ed. Berkeley, Calif.: Women Library Workers, 1980.

SHARE: A Directory of Feminist Library Workers in Illinois, compiled by Martha Childers. Urbana-Champaign: University of Illinois, Graduate School of Library and Information Science, Women Library Workers, 1981.

SHARE: A Directory of Feminist Library Workers in Illinois, compiled by Katharine Phenix. Urbana-Champaign: University of Illinois, Graduate School of Library and Information Science, Women Library Workers, 1982.

SHARE: A Directory of Feminist Library Workers in Illinois, compiled by Tina Owens. Urbana-Champaign: University of Illinois, Graduate School of Library and Information Science, Women Library Workers, 1983.

SHARE: A National Directory of Feminist Library Workers, compiled by Tina Owens. Chicago: Illinois Library Association, SRRT Women's Concerns Task Force, 1985.

Another directory that has paralleled the development of the SHARE directories is the *Indiana Network Directory*, which has been published in Indiana since 1980. Citations are in chronological order.

Leavitt, Judy. *Indiana Network Directory*. Muncie, Ind.: s.n., 1980.

_____. *Indiana Network Directory*. Indiana Library Association Division on Women in Indiana Libraries, 1981.

Kieffer, Suzanne. *Women in Indiana Libraries Network Directory*. Evansville: Indiana Library Association Division on Women in Libraries, 1983.

The ALA Committee on the Status of Women in Librarianship, recognizing that women in libraries were organizing on a number of levels, and responding to its charge to "coordinate the activities of ALA units that consider questions having special relevance for women...and to establish contacts with committees on women within other professional groups..."⁵ began to publish a directory of these women's groups. The directory contains the activities of the groups and the names and addresses of the contact persons.

Mallory, Mary, and Heim, Kathleen M. *Directory of Library and Information Professions Women's Groups*. Chicago: ALA, COSWL, 1981.

Mallory, Mary. *Directory of Library and Information Profession Women's Groups*, 2d ed. Chicago: ALA, COSWL, 1982.

Fu, Tina C. *Directory of Library and Information Profession Women's Groups*, 3d ed. Chicago: ALA, COSWL, 1983.

The literature on women in libraries could be placed into many categories and/or subclassifications other than those found here. Survey data, historical research, and specialized inquiry into career pattern and management techniques are only convenient, broad categories used for selection in this bibliography. Here, only an overview of the research

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and reports exclusively dedicated to the status of women in libraries are included. For example, several essays on topics other than those in this bibliography appear in volumes such as Heim's *Status of Women in Librarianship* or special journal issues on women (notably "Beyond Awareness: Women in Libraries Organize for Change." *School Library Journal* 23[Jan. 1977], *Wilson Library Bulletin* 52[Dec. 1982], and *Librarians for Social Change* [no. 1, 1982]). They were excluded because the primary focus only touched on the topical categories listed here.

Literature on pay equity—the most urgent personnel issue for librarians in the 1980s—has been omitted because the outcome of that particular struggle will affect women and men alike, and will do no less than enhance the status of the library and information professions.

Another topic, that of intraoccupational segregation and its contribution to the wage and status gap among librarians, offers a new target for research. The impact of more men in children's librarianship, or of an influx of women in archives, media centers, or as ARL directors would provide an appealing topic to explore.

Library researchers will continue to investigate sex, the one binary variable which all librarians hold in common, as long as it continues to be associated with the nature of a librarian's contribution to the profession.

References

1. *ALA Handbook of Organization 1984/1985*. Chicago: ALA, 1984, p. 23.
2. Schiller, Anita R. "Women in Librarianship." In *Role of Women in Librarianship 1876-1976: The Struggle for Equalization in One Profession*, edited by Kathleen Weibel and Kathleen Heim, p. 223. Phoenix, Ariz.: Oryx, 1979.
3. Heim, Kathleen M. "Demographic and Economic Status of Librarians in the 1970s, With Special Reference to Women." In *Advances in Librarianship*, vol. 12, edited by Wesley Simonton, p. 2. New York: Academic Press, 1982.
4. Heim, Kathleen M., and Phenix, Katharine. *On Account of Sex: An Annotated Bibliography on the Status of Women in Librarianship 1977-1981*. Chicago: ALA, 1984.
5. *ALA Handbook of Organization*, p. 23.

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