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**An Investigation of a Selected Number of Printed Materials
Concerning the History, Development, and Progress of the
Women's Liberation as It Relates to the Field of Library Services in
the United States**

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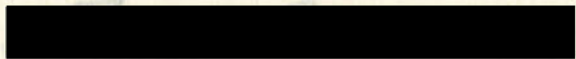
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AN INVESTIGATION OF A SELECTED NUMBER OF
PRINTED MATERIALS CONCERNING THE HISTORY,
DEVELOPMENT, AND PROGRESS OF THE WOMEN'S
LIBERATION AS IT RELATES TO THE FIELD OF
LIBRARY SERVICES IN THE UNITED STATES.

An Investigative Paper
Presented to
the Department of Library Science
Prairie View Agricultural and Mechanical College

APPROVED BY



In Partial Fulfillment
of the Requirements for the Degree
Bachelor of Science in Education

by

Audrey Elvina Allen

August 1971


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DEDICATION

BY

AUDREY ELVINA ALLEN

APPROVED BY


DEPARTMENT HEAD


ADVISOR

30 July 57/
DATE

ACKNOWLEDGEMENT

DEDICATION

The author wishes to express her grateful
The author wishes to dedicate this paper with
deepest gratitude and affection to her parents
Mr. & Mrs. Alfred A. Allen, and other relatives
whose love, patience, and understanding inspired
her to achieve this educational goal.

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TABLE OF CONTENTS

CHAPTER		PAGE
I.	INTRODUCTION	1
	Statement of the Problem	2
	Importance of the Study	3
	Definition of Terms	3
II.	ACKNOWLEDGEMENT	
	The author wishes to express her grateful appreciation for the many persons cooperating in this study. She is particularly indebted to Mrs. F. J. Davis, whose constant guidance and patience inspired her to continue this effort to its completion.	5
III.	SEXUAL DISCRIMINATION	8
	Sexual Discrimination	8
	Background and Experience	12
	Tradition and Customs	13
IV.	SUMMARY	14
	BIBLIOGRAPHY	15

TABLE OF CONTENTS

CHAPTER	PAGE
I. INTRODUCTION	1
Statement of the Problem	2
Importance of the Study	3
Definition of Terms	3
III. THE HISTORY AND PROGRESS OF WOMEN'S LIBERATION	4
Women's Suffrage	4
Nineteenth Amendment	6
Women in Library Administration	7
IIII. LIBRARIANSHIP AND WOMEN'S LIBERATION	9
Educational Discrimination	9
Sexual Discrimination	11
Background and Experience	12
Tradition and Customs	13
IV. SUMMARY	14
BIBLIOGRAPHY	15

¹ Ellen Detlefsen and Patricia Behrman, "Overdue: The Women's Liberation Movement-I," Wilson Library Bulletin, XLIV (May 1970), 962.

² A.E. Schiller, "Widening the Gap," Library Journal, XCIV, (March 15, 1969), 1098.

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Previous studies CHAPTER I

"the failure of women to be promoted to better paying positions or heads of departments cannot be attributed to any general lack of personality qualifications among women."

INTRODUCTION

Most librarians are women, yet the library profession has devoted little attention to the unequal status of this society majority of its members. "One of the professions that society expects women to end up in (if in any role other than that of wife and mother) is librarianship."¹ Our profession is highly female but it is often administered by men. "The all too obvious conclusion is that men are inherently better administrators, and that women cannot organize and lead because of their "different" mental, physical, or psychological makeup."²

One of the factors which is associated with disadvantaged groups generally is low educational level. Women have been found to have less educational background than men. Thus women with the same amount of professional experience and education as men are compensated at a lower rate, and the more experience they acquire, the greater their relative disadvantage."³

One commonly used explanation for the low status of women is that women have divided loyalties between their professional goals and personal commitments. Women, it is claimed, leave their positions for marriage or family reasons.

¹ Ellen Detlefsen and Patricia Schuman, "Overdue-The Women's Liberation Movement-I," Wilson Library Bulletin, XLIV (May 1970), 962.

² J. Freedman, "Liberated Librarian: A Look at the Second Sex in the Library Profession," Library Journal, XCV, (May 1, 1970), 1709.

³ A.R. Schiller, "Widening the Gap," Library Journal, XCV, (March 15, 1969), 1098.

A somewhat similar problem, and one that may be less widespread but more difficult to overcome, is that of job mobility.

Previous studies of academic librarians found that:

"the failure of women to be promoted to better paying positions or headships of libraries cannot be attributed to any general lack of personality qualifications among women as compared to men."⁴

The general rule that "it is harder for a woman to be appointed or promoted to a leadership position than it is for a man," certainly applies to library employment where men usually occupy the top positions and receive the greatest remuneration.⁵

Statement of the Problem.

It is the purpose of this study to investigate a selected number of printed materials concerning: (1) the history, and (2) the progress of the Women's Liberation Movement as it relates to the field of library service in the United States.

Importance of the Study.

"It is ironic that the profession which was ninety percent female in 1940 and is still numerically dominated by women may prove especially difficult to women trying to challenge stereotyped limitations on sex roles."⁶

⁴ A.R. Schiller, "Widening the Gap," Library Journal, XCIV, (March 15, 1969), 1098.

⁵ J. Freedman, "Liberated Librarian: A Look at the Second Sex in the Library Profession," Library Journal, XCV, (May 1, 1970), 1709.

⁶ ibid.

Sex discrimination within the field, particularly at a time when women are challenging employment barriers and striving to gain new levels of prestige will make it difficult for librarianship to attract highly motivated females. . . . The present employment outlook must change already prepared for the profession."⁷

Definition of Terms.

Certain terms in this paper will be used and in order for the reader to better understand this paper; the following terms are herein defined:

Liberation-release from slavery, enemy occupation, etc.

Movement-organized action by people working together concertedly toward some goal.

Women's Liberation Movement (WLM) appeals to the white, radical student type and a few suburbanites.⁸

National Organization for Women (NOW) is a bevy of white, well-educated professionals in their twenties and thirties led by Betty Frieden, author of "Feminine Mystique."

Women's International Terrorist Conspiracy from Hell (WITCH) armed with Marxist ideology and karate, they attack the capitalistic system, the family structure in America and the men.¹⁰

7

J. Freedman, "Liberated Librarian: A Look at the Second Sex in the Library Profession," Library Journal, XCV, (May 1, 1970), 1710.

⁸ Paula Stern, "The Women's Liberation Movement-Who, What, Why?" Tempo, I (August 1, 1969), 6.

⁹

ibid.

¹⁰ Paula Stern, "The Women's Liberation Movement-Who, What, Why?" Tempo, I (August 1, 1969), 6.

CHAPTER II

THE HISTORY AND PROGRESS OF THE WOMEN'S LIBERATION

The basic roots of struggle in this country stretch **back** more than one hundred years. When the forerunners of those suffragist who finally won the vote in 1920 held a Women's Rights Convention in Seneca Falls, New York in 1848, their demands (or equal opportunities in jobs and education, for an end of legal discrimination against women) were much as they are today.

"The value of the Women's Liberation is that it challenges us to rethink individual identity." ¹ Feminism is not new to this country. The nineteenth amendment, which granted women the right to vote, was the fruit of a long and sustained effort, born of the abolitionist struggle in the nineteenth century, to enhance the status of women.

Women Suffrage

As early as 1647, Margaret Brent demanded a place and voice in the Maryland Assembly. Although she was the executrix of Governor Leonard Calvert's will, her request was denied. From 1691 to 1780 women who were property owners voted in Massachusetts. By the 1830's and 1840's increasing efforts were

¹ Mary Segers, "New Civil Rights: Fem Lib!", Catholic World, CCXI (August, 1970), 203.

increasing efforts were being made to awaken women to ask for full enfranchisement.

The Seneca Falls Convention demanded for women the right to preach, to teach, and to earn a livelihood. It also passed a resolution stating "that it is the sacred duty of women of this country to secure to themselves their sacred rights to elective franchise."²

The Seneca Falls Convention was followed by other conventions in several states. In 1850 the first national convention was held in Worcester, Massachusetts. The convention in 1852 was the most significant because it marked the first joint venture of Susan B. Anthony and Elizabeth Cady Stanton, who for the next fifty years were in the forefront of the fight for equality for women in the United States.

Following the Civil War, the women suffrage movement split over tactics. On May 15, 1869, those who felt that the success of the movement required the enactment of an amendment to the United States formed the National Women Suffrage Association with Susan B. Anthony and Elizabeth Cady Stanton as its leaders. In November, 1869, the American Women Suffrage Association was established to obtain women suffrage through amendments of state constitutions; its principle leaders were Lucy Stone and Julia Ward Howe. In 1890, the two organizations amalgamated in the National American Women Suffrage.

² Esther W. Hyner, "Women Suffrage," Encyclopedia Americana (1964), XXIX, 104.

Men are the agents of oppression who force females "into a lower caste in all existing social structures, and a powerless economic class in capitalistic America."³

Forty percent of all women (27 million) work full-time, year-round, and at least half of those work because they must. Since most are married and almost half have children under eighteen, they carry the additional burden of motherhood. Despite their needs and extra duties, their pay is less than men's for the same work. Startlingly, fully one-fifth of the women who have four years' college education can only get unskilled or semi-skilled jobs as clerks, salesladies, factory hands, and service workers (including household work), the same for eight percent of those with five or more years of college education.⁴

When women retire, they become the victims of unfair social security regulations. A married woman who has worked all her life often draws lower social security benefits than a wife, widow, or divorcee who has never worked but is compensated as a dependent of her retired husband.

Women are becoming more conscious of their human dignity; they will not tolerate being treated as mere material instruments because they are demanding rights that are befitting to public life.

Nineteenth Amendment

The nineteenth amendment was known as the "Anthony Amendment"; and was introduced by Senator Aaron A. Sargent of California in 1878 and read: "The right of citizens of the United States to vote shall not be denied or abridged by the

³ Paula Stern, "The Women's Liberation Movement-Who, What, Why?", Tempo, I (August 1, 1969), 6.

⁴ ibid.

United States or by any state on account of sex."⁵ After
much debating in the House and the Senate, the amendment
was passed on June 5, 1919 and it was ratified on August 26, 1920.

The women's liberation drive for economic equality takes precedent from the Federal Civil Rights Act of 1964, which specifically makes discrimination in employment on the basis of sex illegal. . . . The word female may not be so much a sex as it is a consciousness. The new feminist movement, generally known as Women's Liberation, is a result of the resurfacing of such consciousness. It has begun as a white, middle-class, urban and university-centered stirring of women, talking together and analyzing their problems.⁶

This intense scrutiny has been employed to all vocations and professions, including the role of the female in librarianship as a career.

Women in Library Administration

If the role of women were to be examined carefully, the acculturation process that shape our concepts of ourselves and of women in general would become evident. Women have been defined, and more important, limited by the sexual role.⁷

Librarianship as well as other professions are entering a period of introspection. Ours will be a painful one because we have always been comfortable with the status quo. Like women, undervalued, underpaid, and sublimating through routine work and the care of objects; we, the dispensers of information, have become dehumanized.

⁵ Esther W. Hyner, Women Suffrage, " Encyclopedia Americana (1964), XXIX, 105.

⁶ George Hathaway, Overdue-Women's Liberation Movement, " Wilson Library Bulletin, XVIV (May 1970), 962.

⁷ ibid.

"Our involvement in affairs is peripheral, but we keep up the image of participation. We are far from where the decisions are made."⁸

Libraries must recognize women as a group to be served; and women must be given information and freedom in their options for the future within and without the institutions. Librarians, like women, are seeking democratic change by organizing into groups and caucuses to analyze problems and find solutions.

It is ironic that women are misunderstood and suppressed into a profession and society which has extolled the virtues of democracy for so long a time. Those women now in power who are so disagreeable to work with may be disagreeable because they have had to fight the overwhelming odds to get where they are, to an executive position.⁹

arrival of faith.

When we say profession, we are often referring to an esoteric art practiced by a closed group of people each by himself, each having relations to a number of separate clients, and each collecting his own fees.

Some of the new professions, as well as the old ones have taken the Master's degree as the basic professional degree. Professional education is not merely the learning of skills.

Professional education is also initiation into a lodge, a semi-secret society of people who have cryptic signs and peculiar problems, who deal with the ordinary, sometimes stupid and childlike, laymen who just do not understand their own problems.

¹ Everett Hughes, "Education for a Profession,"
Library 8 Quarterly, XXXI (October, 1964), 341.

George Hathaway, "Oversdue-Women's Liberation Movement,"
Wilson Library Bulletin, XVIV (May 1970), 965.

⁹ *ibid.*, 964.

CHAPTER III

LIBRARIANSHIP AND WOMEN'S LIBERATION

A resolution was presented to the American Library Association to take cognizance of the growing social concern for equal opportunity of women particularly in light of the fact that women represent the majority of librarians; and still earn lower salaries and are under-represented in top level positions.

Educational Discrimination

Profession in its original meaning is simply an avowal of faith.

When we say profession, we are often referring to an esoteric art practiced by a closed group of people each by himself, each having relations to a number of separate clients, and each collecting his own fees. ¹

Some of the new professions, as well as the old ones have taken the Master's degree as the basic professional degree. Professional education is not merely the learning of skills.

Professional education is also initiation into a lodge, a semisecret society of people who have cryptic signs and peculiar problems, who deal with the ordinary, sometimes stupid and childlike, layman who just do not understand their own problems. ²

¹ Everett Hughes, "Education for a Profession," Library Quarterly, XXXI (October, 1964), 341.

² *ibid.*

Another thing one has to do in professional education is to make some sort of predication about what future plans are ahead for that profession. No one can be taught how to operate a library in a particular town; every library has its own system.

The academic librarian needs intensive study at the graduate level in a subject field. She needs a subject master's degree or a doctoral degree for many reasons. A knowledge of research methods is essential to the work of the academic librarian. The academic librarian has to have extensive and intensive background in language; not that which is picked up haphazardly but a working knowledge of at least two languages.³

According to the shoestring survey by the American Library Association Administration Division, "the average salary is \$12,044 for full-time, twelve month librarians, with \$11,000 as the figure at the fifty percentile."⁴

Although women were almost seventy three percent of this sample, their average salary was \$10,874 compared to \$14,471 for the men. . . . Women with the Ph.D. degree earned far less than men--\$15,492 compared to \$19,649, and those with two master's degrees likewise--\$11,933 to \$13,862. . . . The second master's degree is worth about \$1,300 on the average and the Ph.D. degree is worth about \$7,000 more on the average. . . . Therefore men earn higher salaries and attain top posts at a younger age and with less experience than their female counterparts.⁵

Women are given responsible positions only at the middle management levels. "Department heads and other supervisors comprise thirty-two percent of the women, while twenty-eight percent of the men occupy these positions."⁶

³ E.J. Josey and Fay Blake, "Educating the Academic Librarian," Library Journal XCV (January 15, 1970), 125.

⁴ William R. Eshelman, "The Average Salary is \$12,044," Wilson Library Bulletin XLV (March, 1971), 639.

⁵ *ibid.*

According to the respondents of the American Library Association survey it was found that, "that twenty-six percent of the librarians were employed in academic libraries; twenty-five percent were employed in public libraries; and twenty percent were employed in school libraries." ⁶ As to what department pays the best, there is little choice; serials pays \$10,384, cataloging pays \$10,004, acquisitions pays \$10,010 reference pays \$9,593 and circulation pays \$9,491. ⁷

Sexual Discrimination

Female librarians blame sexual discrimination on male egotism. This resulted from the idea that the male librarians usually hire other males as their chief administrators.

Married women with high professional aspiration are occasionally envied and resented by single colleagues. This point may have validity in the library profession where statistics imply that many women may not have become librarians if they had married.

A comparison of the career patterns of men and women librarians show that many significant factors which affect married status and salary. For example, many women librarians are married and many have children; which means that they either enter the profession after having children or they had to leave the job to attend to things at home. Another aspect to consider is that of job mobility; females are less free to move from one area to another.

⁶ William R. Eshelman, "The Average Salary is \$12,044," Wilson Library Bulletin XLV (March, 1971), 639.

⁷ *ibid.*

Background and Experience

Some librarians enter the field of librarianship through the personal decisions of others; this is mostly done on the academic level where the president of a college or university may appoint a distinguished professor with the honorary position or the school principal will place the English or language teacher as librarian and she will have to get a provisional certificate by attending summer school sessions.⁸ Another way of entering into the field is that someone just drifted into a library job and stayed. Federal Civil Service promotions provides more librarians in this way than any other single agency.

"The concept of one year of intensive study of library science is in itself unsound."⁹ Guidance and counseling through three years, including academic as well as the professional content of the curriculum would provide better-educated librarians. "Few librarians enter graduate school immediately upon graduation. Full-time employment is available at the beginning clerical level only."¹⁰ In preparation for librarianship, the languages, social sciences and sciences become more evident.

⁸ Ralph Parker, "Ports of Entry to Librarianship," Library Quarterly, XXXI, (October, 1964), 350.

⁹ *ibid.*

¹⁰ *ibid.*

Tradition and Customs

Traditionally, librarianship has been for women a genteel profession. Librarianship is also a safe profession for women because they can be trained so as to return to their jobs if they must.

Librarianship is a safe profession in the sense that a woman could be trained to perform a function that did not put her in contact with those situations that society has deemed inappropriate for her.¹¹

It is the library profession not the library school which dictates the characteristics and quality of the students entering the library profession.

Librarianship is seen as the most interdisciplinarity of all professions. This interdisciplinarity is a two headed one; first, the librarian has a need for the in-depth study of cognate subjects because he must deal with society's needs in all subject fields; secondly, the building up of a body of knowledge identifiable as librarianship necessitates a strong dependence on both the content and methodologies of a wide range of disciplines.¹²

Librarians in this country have always had to concern themselves with the problems of image, intellectual respectability, and social concern.

¹¹ Clark A. Elliott, "Library Science as Liberal Education," American Libraries, II, (March, 1971), 236.

¹² J. Freedman, "Liberated Librarian: A Look at the Second Sex in the Library Profession," Library Journal XCV (May, 1970), 1710.

Research has provided various fact sheets and statistics that prove women are still a majority in the field of librarianship, although they are under paid.

CHAPTER IV

SUMMARY

The current movement, like the Women's Liberation Movement, is based on equal rights; which means the emancipation of both men and women from a sex dominated division of labor and from the values that sustain it. Librarians, like women, are seeking democratic change by organizing into groups and committees to analyze problems, and find solutions.

One of the professions that society expects women to enter is that of librarianship; yet the men are still getting the top jobs and earning the higher salaries.

Librarianship is viewed as the most interdisciplinary of all professions. The librarian has a need for the indepth study of cognate subjects because he deals with society's needs in all subjects or fields.

What the librarians of today need as preparation for professional training is what the members of every profession needs--a good liberal education.

It is often claimed that women are only given responsible positions at the middle management levels. Some women leave their post to attend to the home and family and this means that they remain on the job for any small length of time.

Research has provided various factsheets and statistics that prove women are still a majority in the field of librarianship, although they are under paid.

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