

Changing the Canadian Academic Librarianship Landscape Through Diversity Among Librarians

Partial results from a sabbatical project

Maha Kumaran

Associate Librarian

Head, Education & Music Library

University of Saskatchewan, Saskatoon, CA

maha.kumaran@usask.ca

Samson Wakibi

Research Assistant

Master of Nursing, College of Nursing,
University of Saskatchewan, Saskatoon, CA

Keith Walker

Professor

Department of Ed. Admin, College of Education,
University of Saskatchewan, Saskatoon, CA

Background

Diversity and Leadership in Canadian Academic Libraries

President's Social Sciences & Humanities Research Council (**P-SSHRC**) Award

Qualitative Survey using REDCap

Retrospective and Prospective - Best characteristic of the library job

Original Plan and Phases

- **Phase 1 = online survey (to be handled during sabbatical)**
- Phase 2 = interviews with 10 library administrators from 30 academic research libraries
- Phase 3 = interviews with faculty and administrators in library degree offering schools
- Phase 4 = interviews with minority library leaders

Leaders = title: Head, manager, supervisor, university librarian, dean, director

Framework and Method

Appreciative Inquiry (AI)

- Social constructionist grounding
- 5Ds- Define, Discover, Dream, Design, Deliver
- Ideas come from multiple perspectives
- Focusing on strengths

Different from Participatory Action Research (PAR)

- Focus on participation
- Focus on action
- Not so much on elevating strengths

Building and Refining the Survey/ Analysis

- Timelines
- Ethics
- REDCap
- SPSS

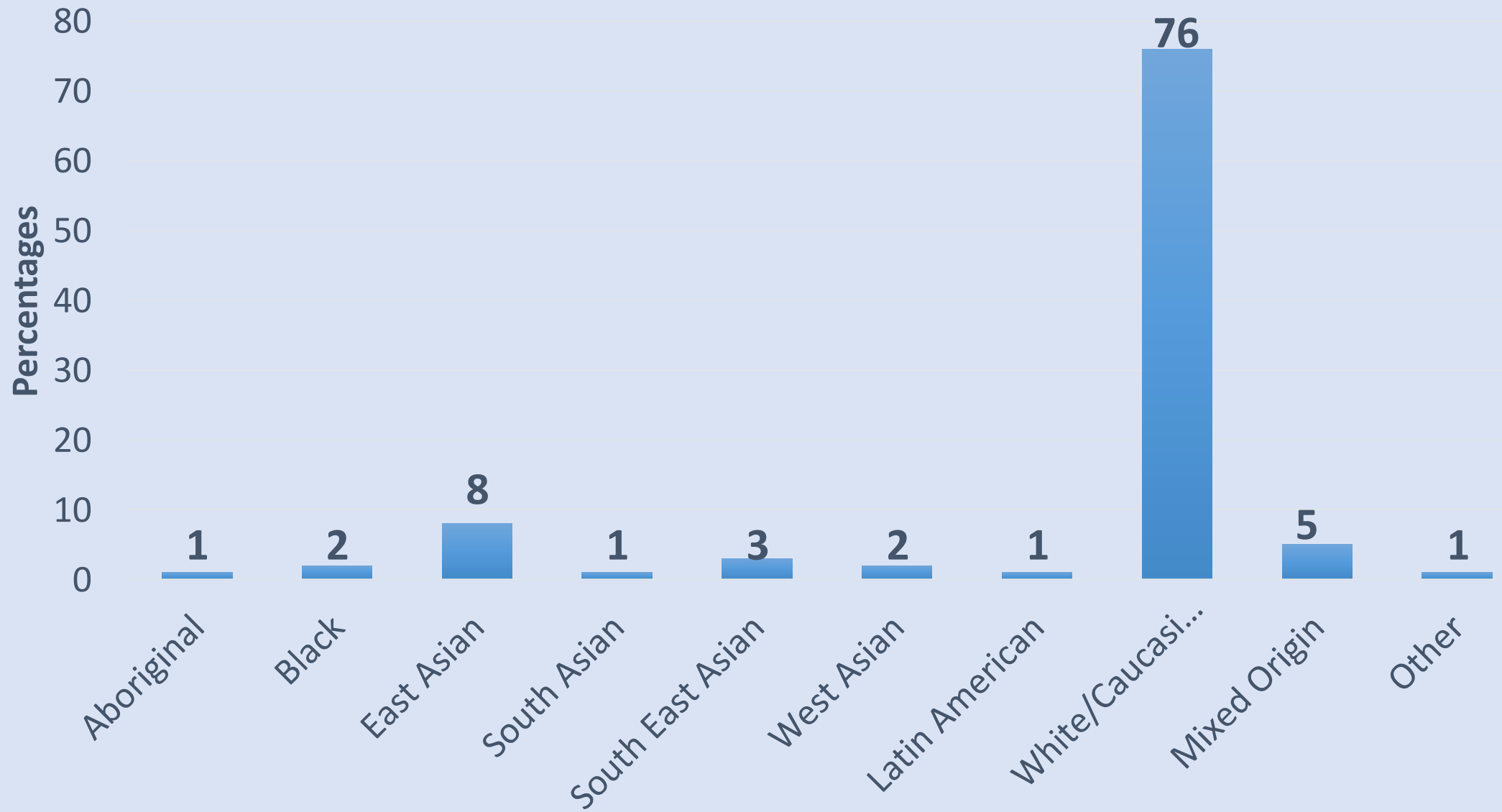
Participants

English = 225

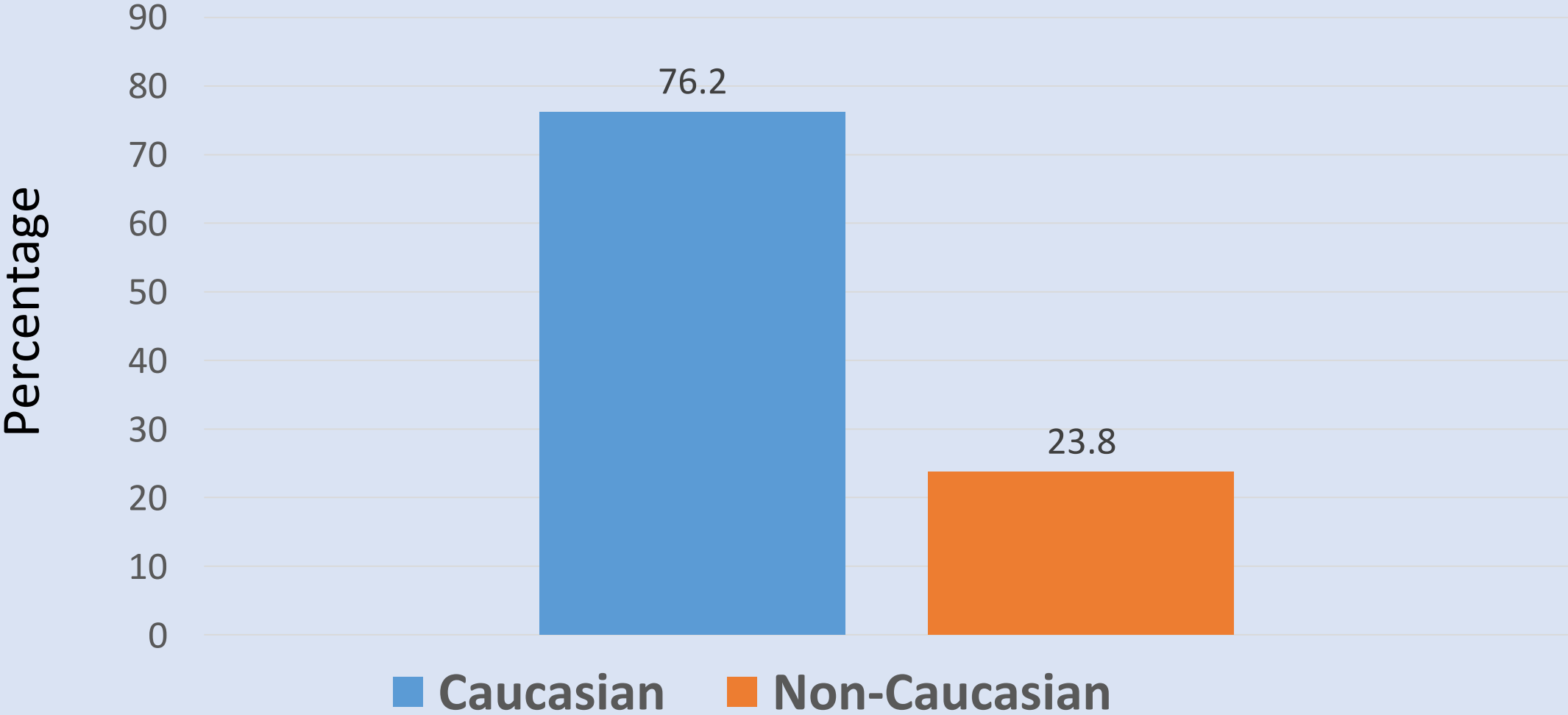
French = 41



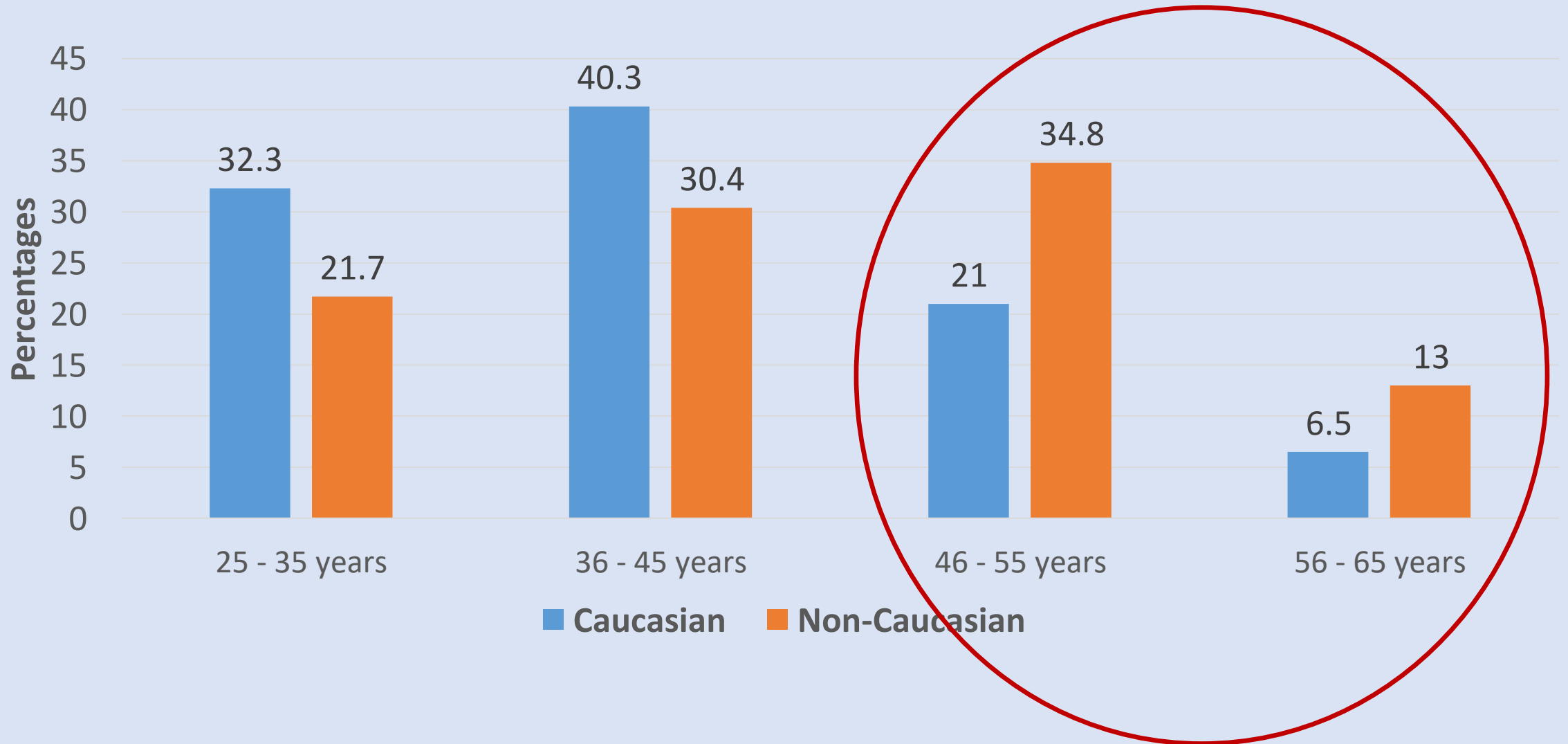
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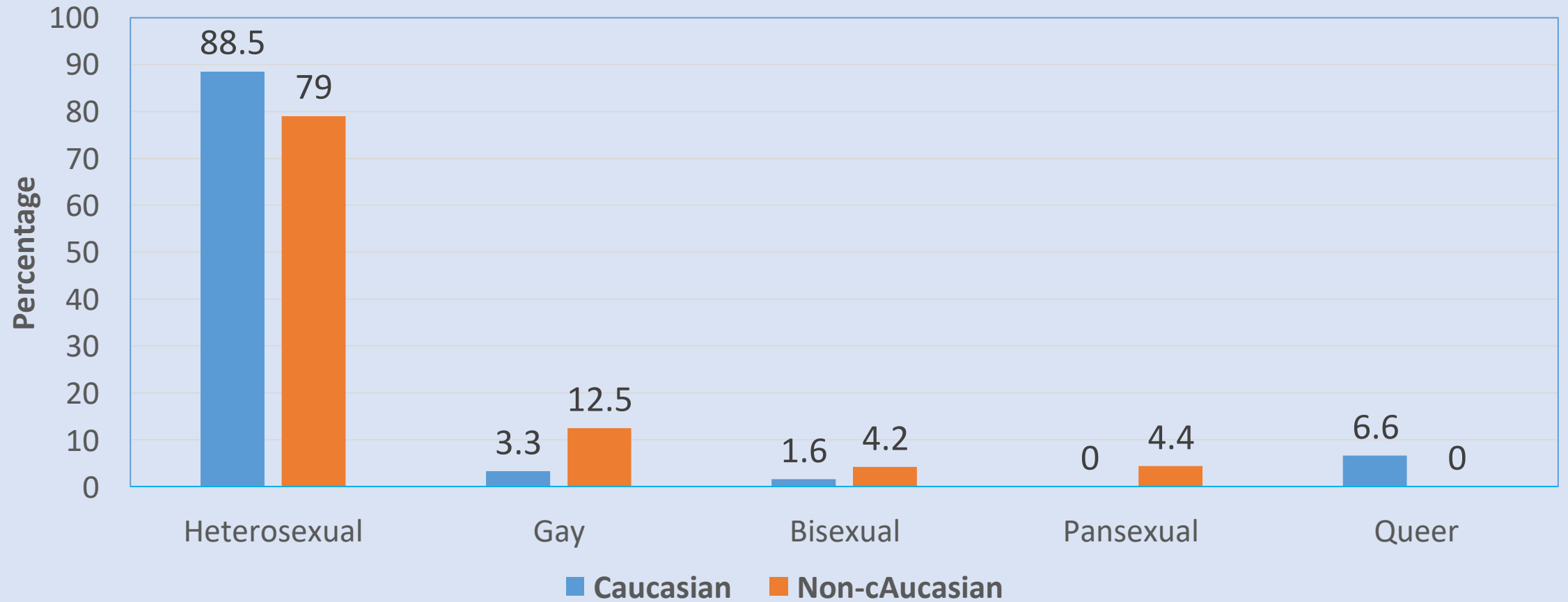
Ethnocultural backgrounds – 2 Categories



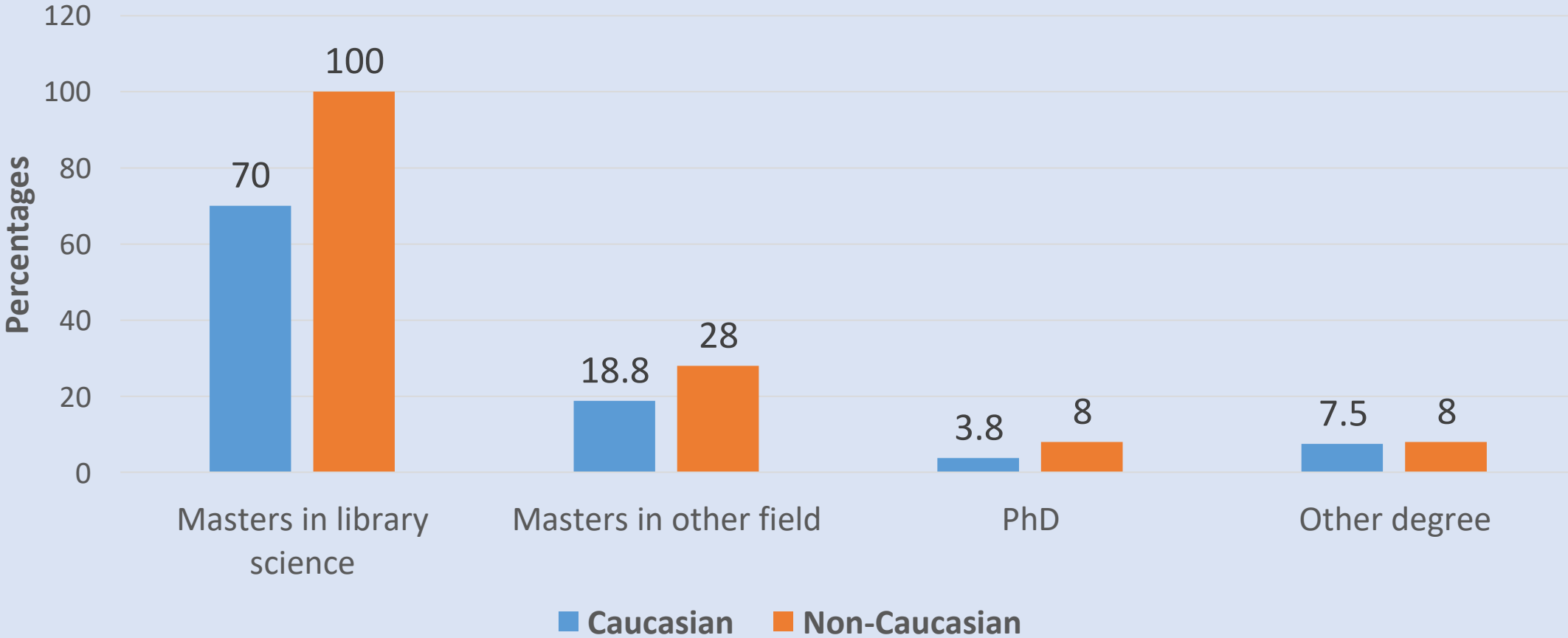
Age distribution



Sexual orientation



Education status



Retrospective

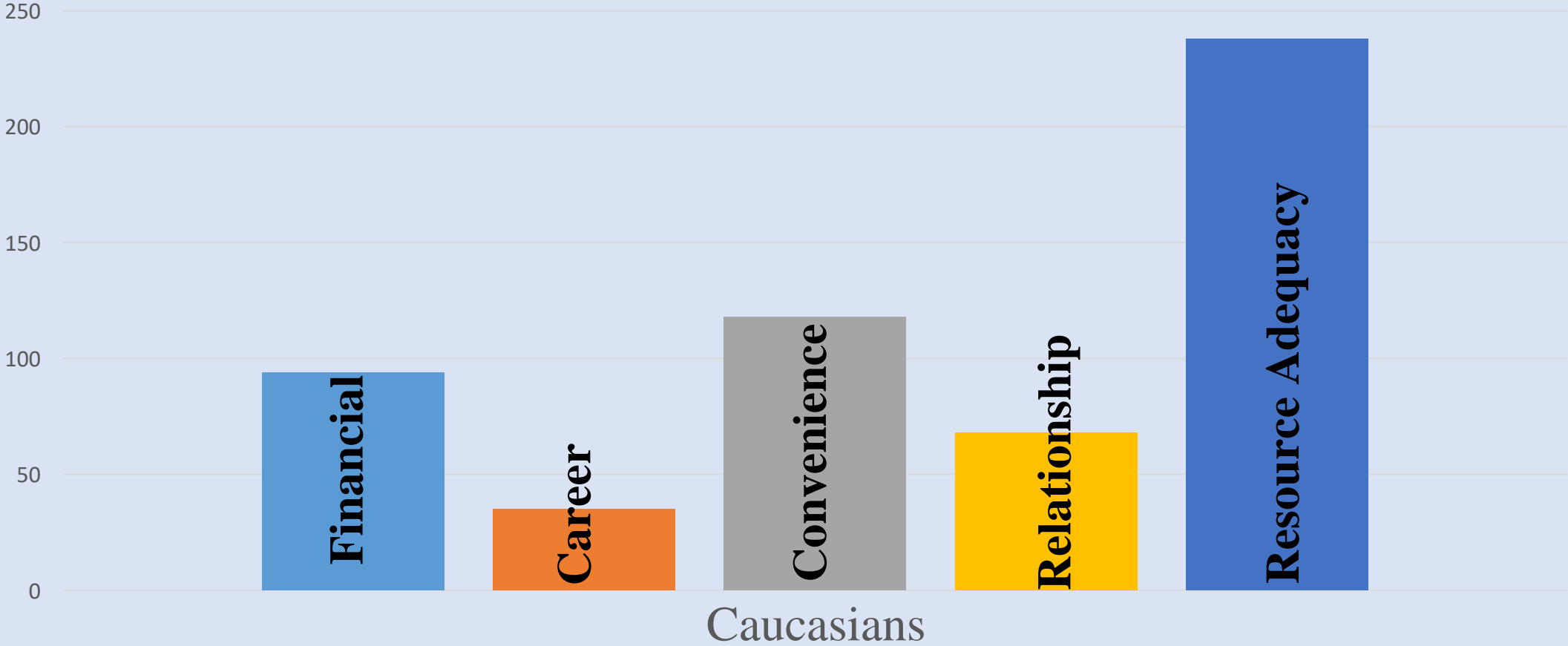
1. First, Second, and Third Best Previous Jobs
2. Needn't be in a library or as a librarian
3. Questions
 - What type of job and in what field?
 - How long did you work in this job? (years or months)
 - Why was this your best job?

Extrinsic-Determinants of Best Jobs -Themes

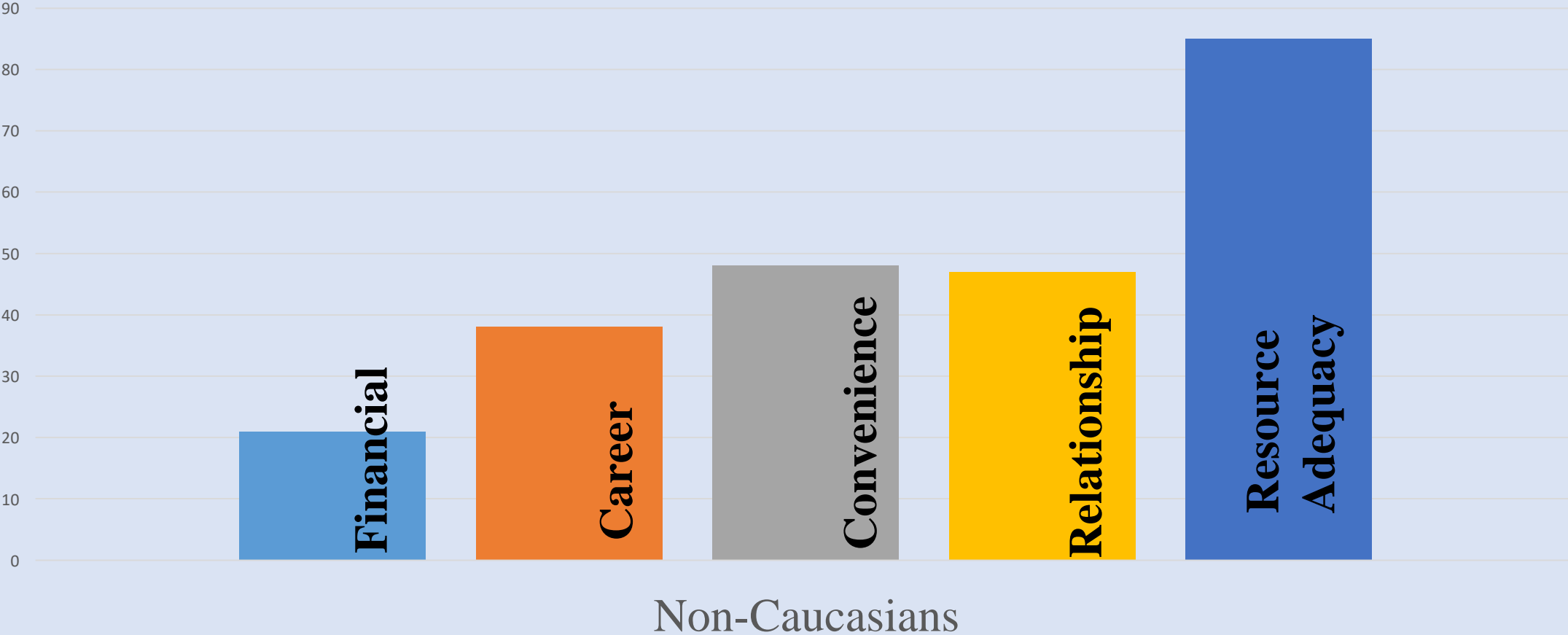
Relates to work, but **not** directly to tasks and responsibilities

- Financial (Job security, Salary, Benefits)
- Career (Advancement, Recognition, Experience, Job satisfaction)
- Convenience (Residence, Autonomy, Work-life balance)
- Relationship (Acceptance, Esteem, Satisfaction)
- Resource adequacy (Co-workers/resources that allow for professional growth, Meso-level support, Micro-level support)

Extrinsic determinants best job - Caucasians



Extrinsic determinants best job-non-Caucasians

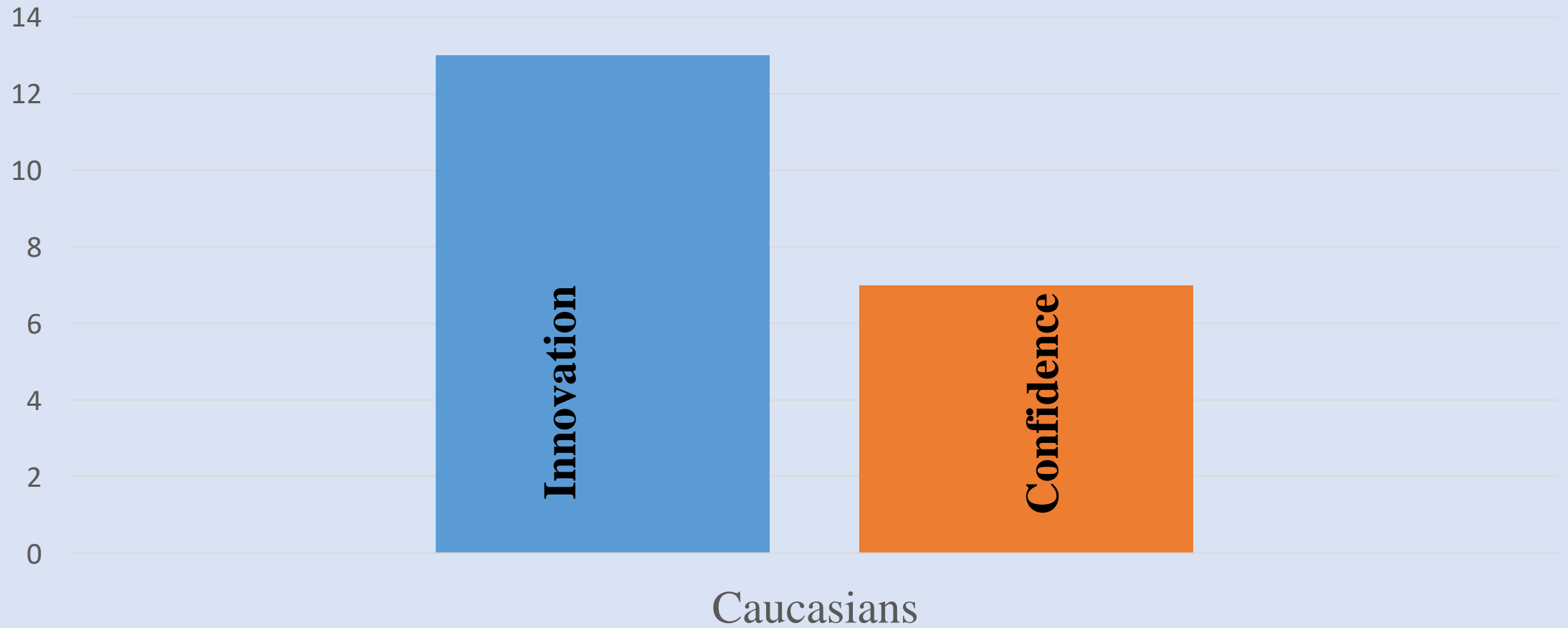


Intrinsic-Determinants of Best Jobs - Themes

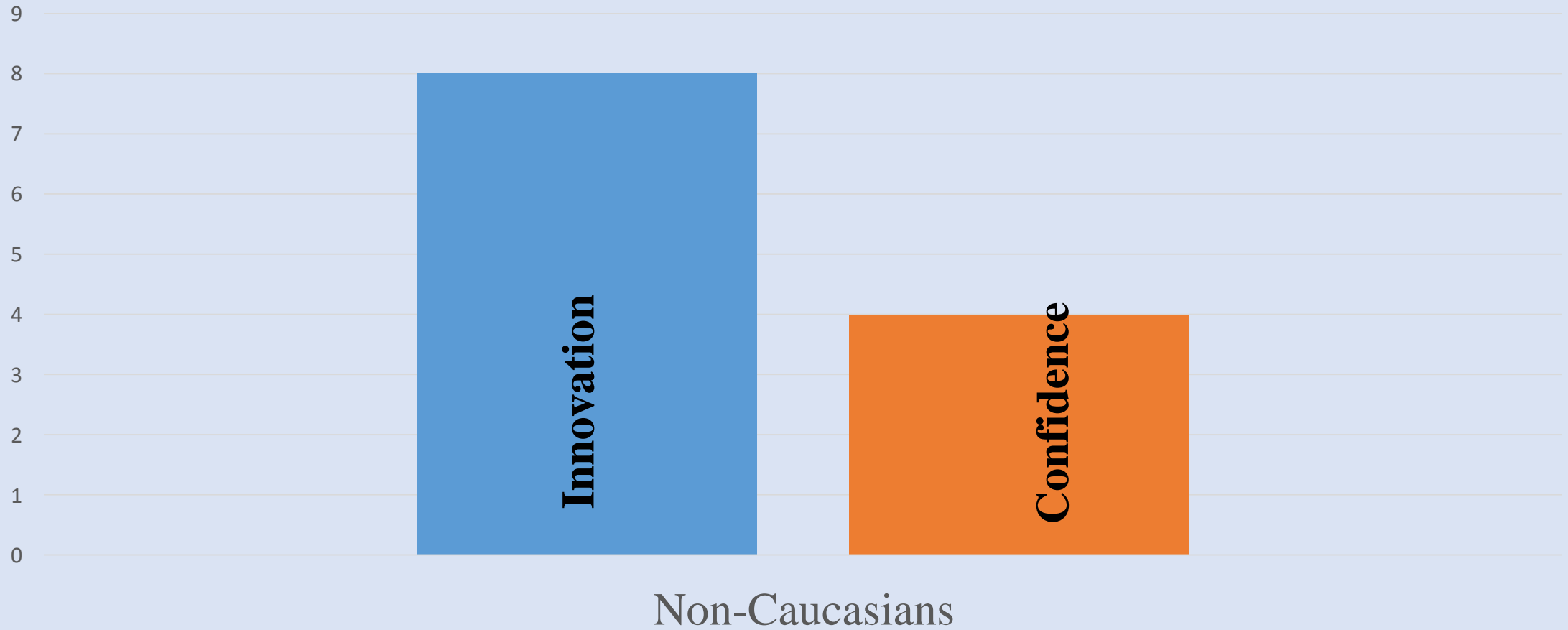
- Innovation
- Confidence

“refers to those characteristics associated with the task itself”; where results are evident.

Intrinsic determinants best job - Caucasians



Intrinsic determinants best job - non-Caucasians



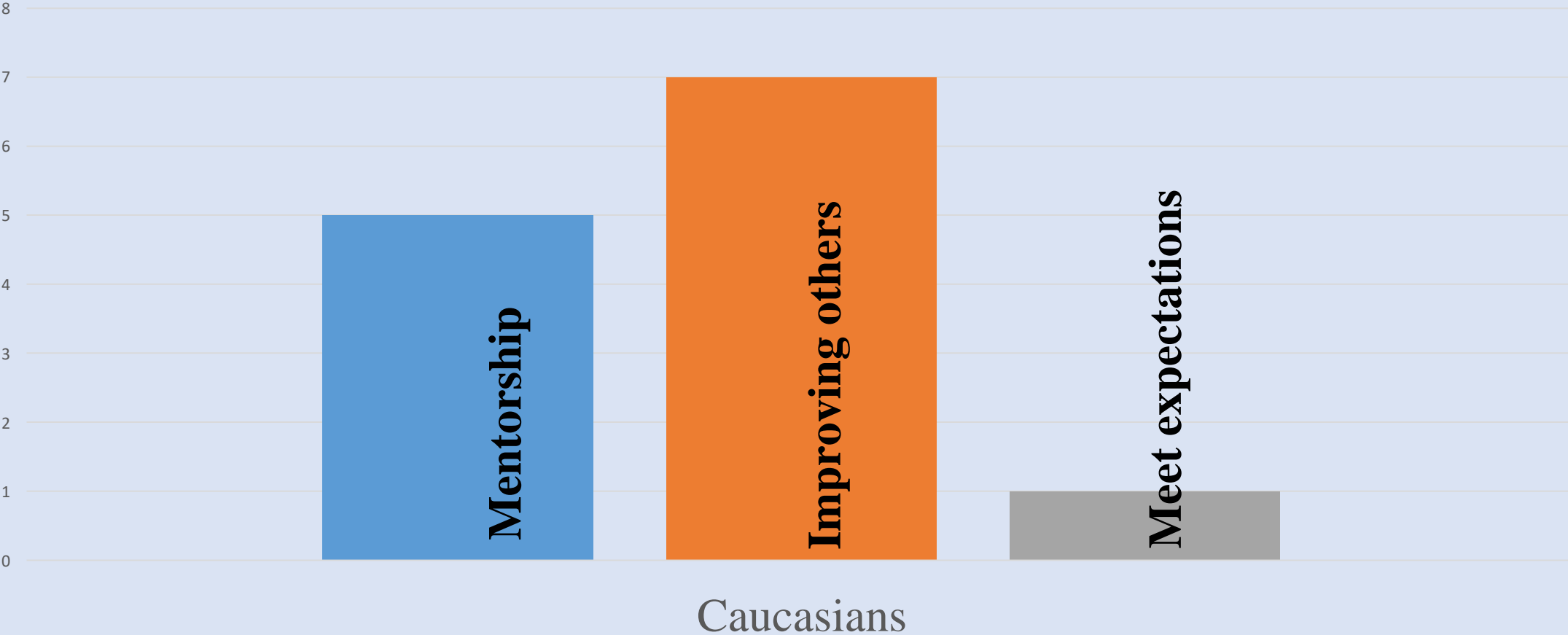
Prospective

- What are your goals?
- How do you plan to achieve them?
- Have you taken any steps towards achieving them?
- When do you think you will start to work on achieving them?

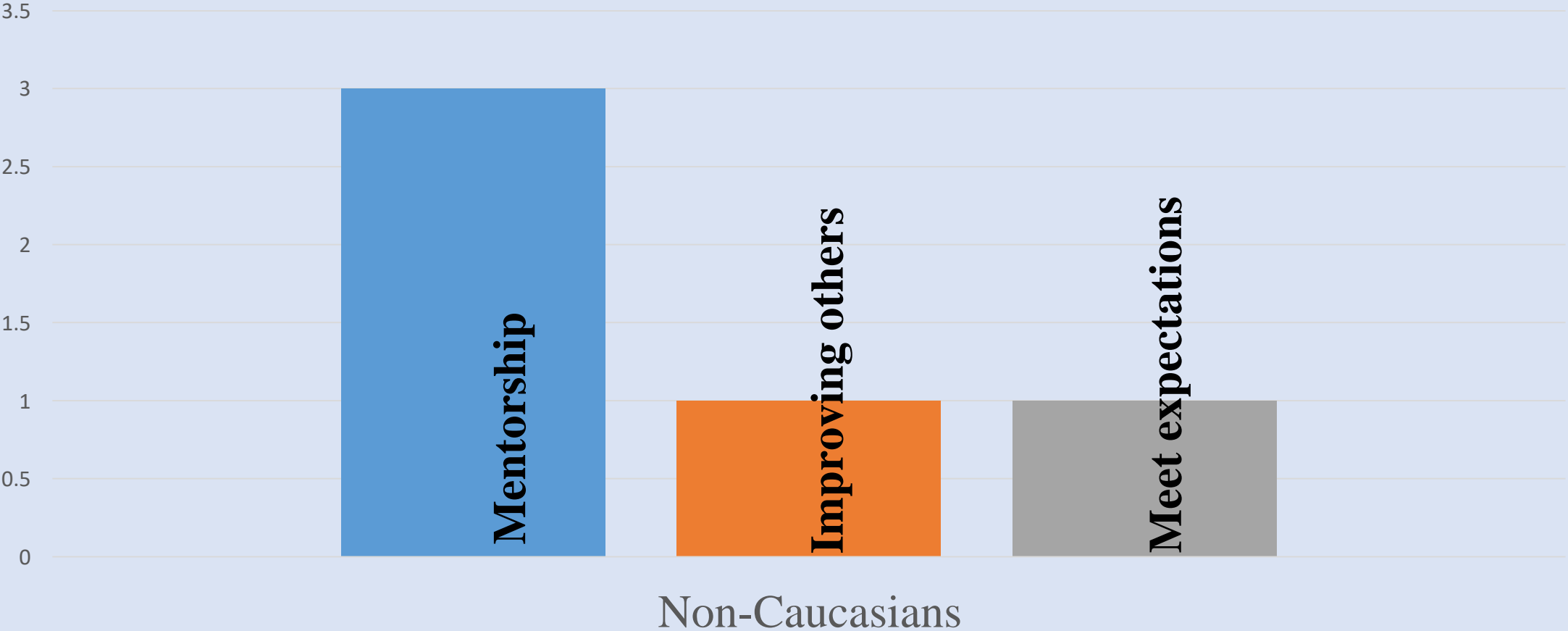
Extrinsic short-term goals - Themes

- Mentorship
- Improving others
- Meet expectations

Extrinsic short-term goals - Caucasians



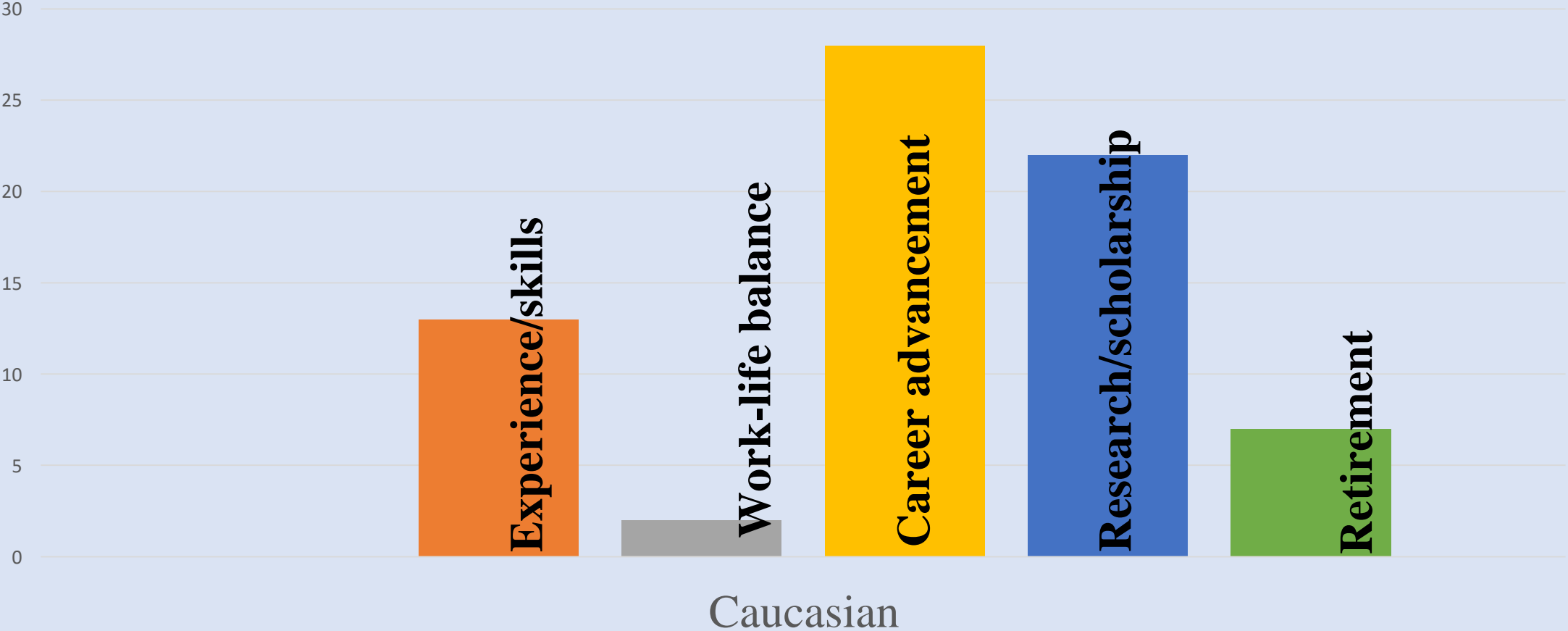
Extrinsic short-term goals - non-Caucasians



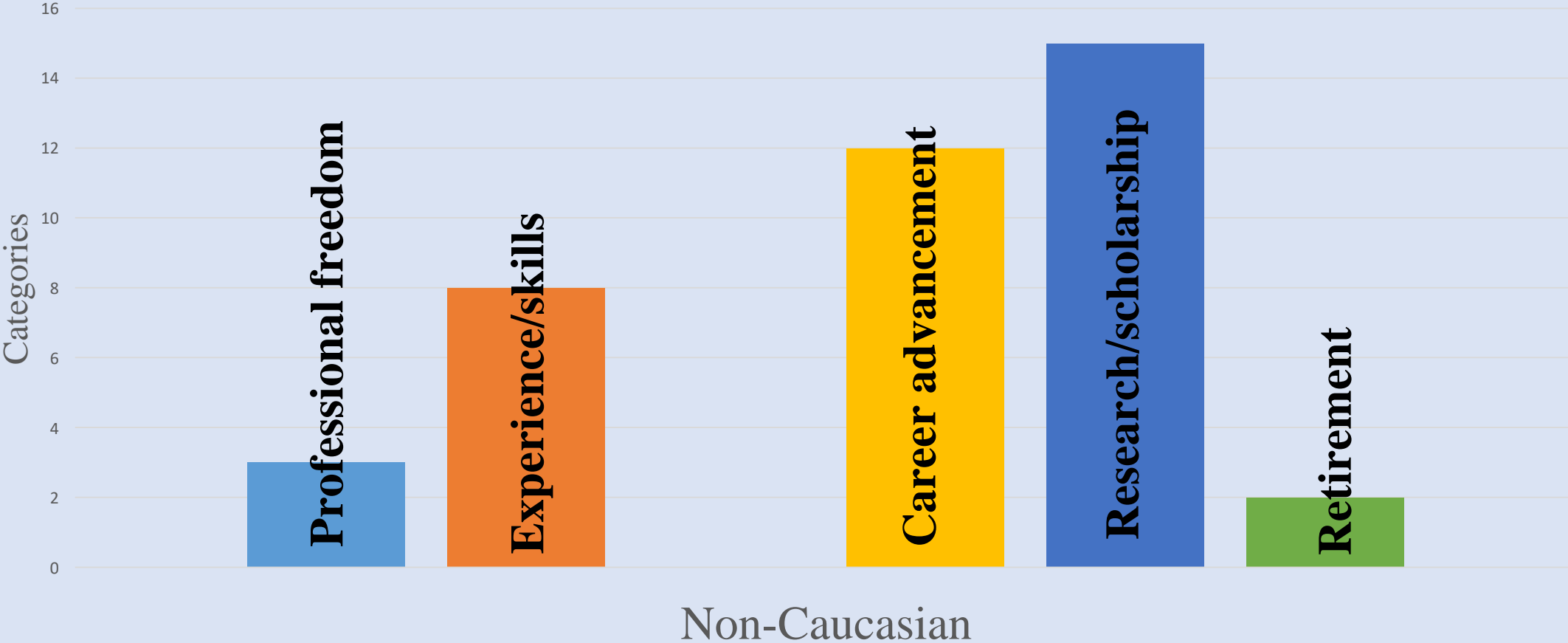
Intrinsic Short term Goals - Themes

- Professional freedom
- Experience/skills
- Work-life balance
- Career advancement
- Research/scholarship
- Retirement

Intrinsic short-term goals - Caucasians



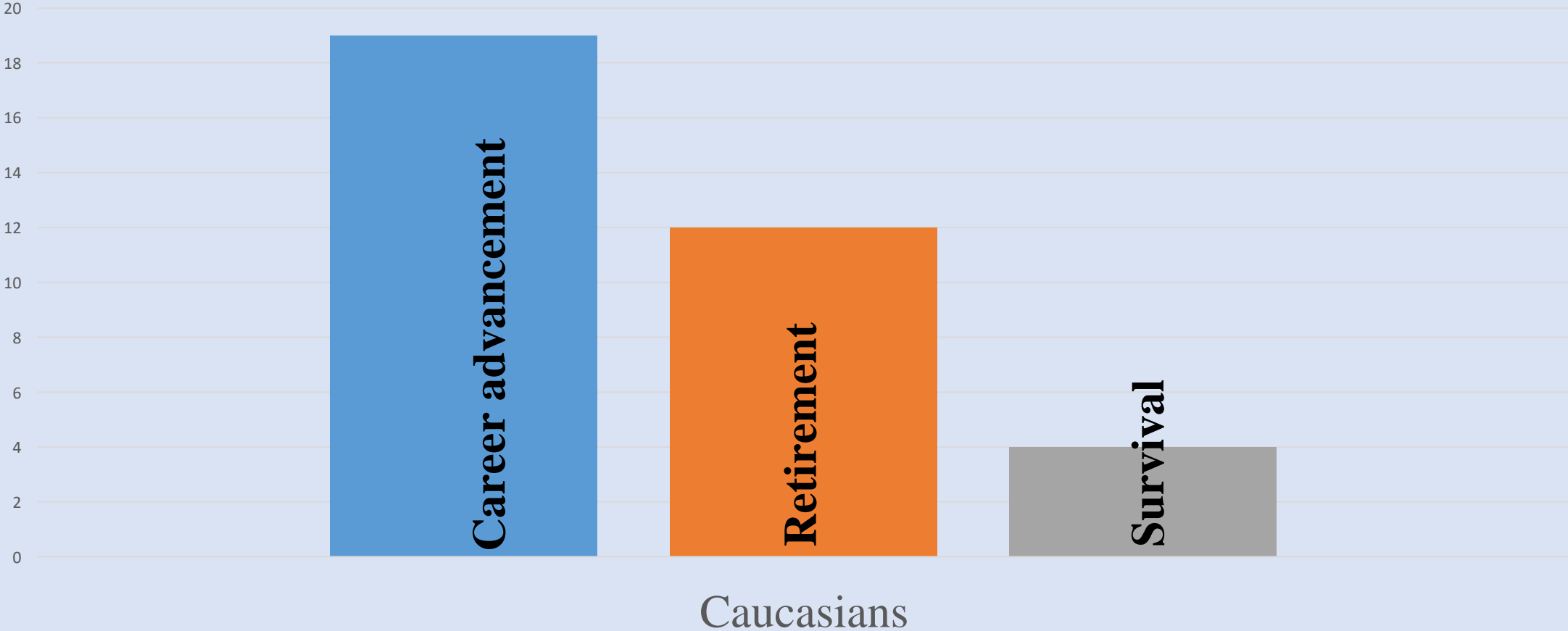
Intrinsic short-term goals - non-Caucasians



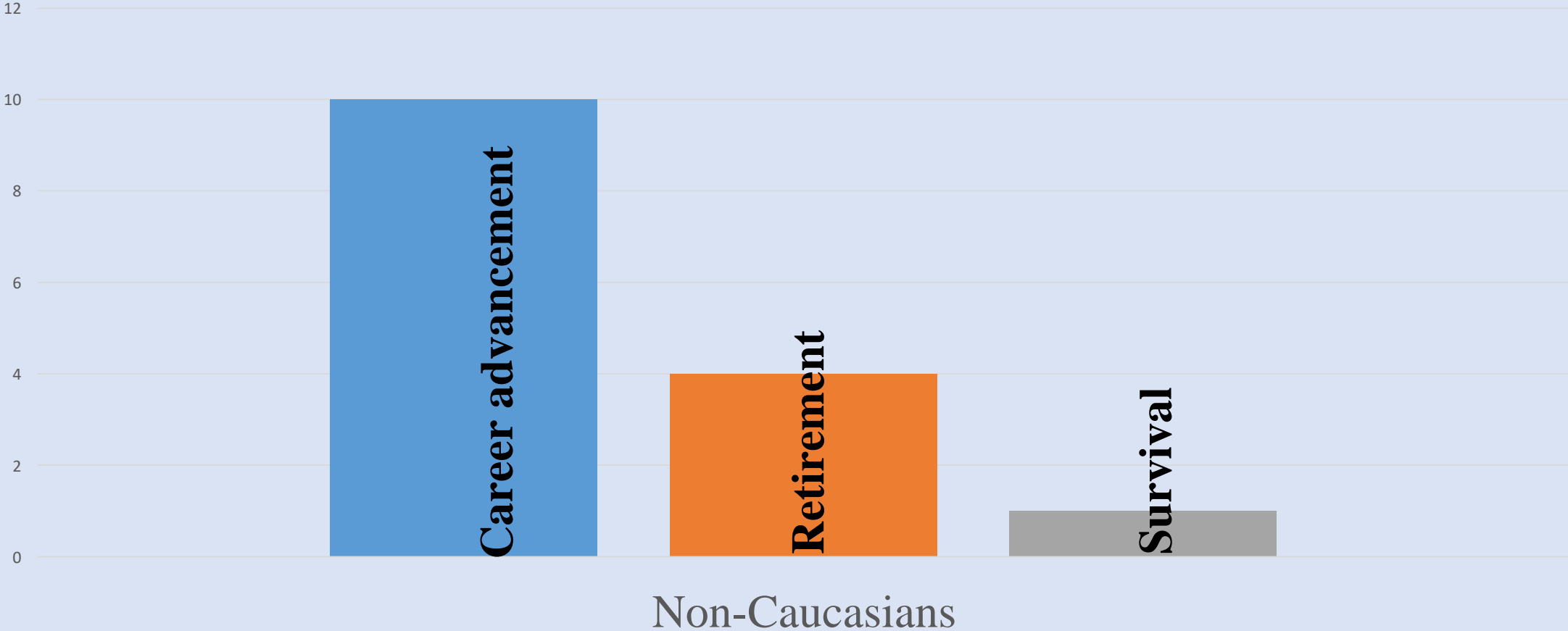
Extrinsic long-term goals - Themes

- **Extrinsic long-term goals**
- Career advancement
- Retirement
- Survival

Extrinsic long-term goals for the Caucasians



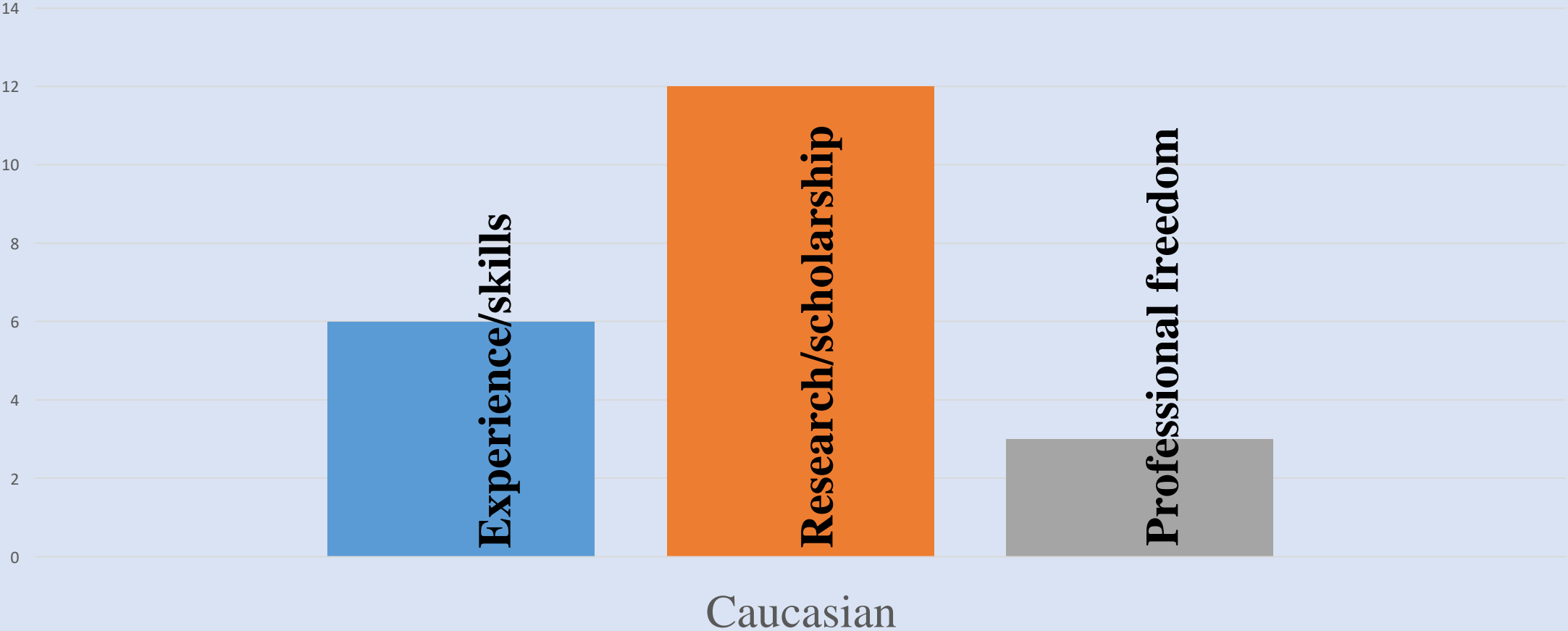
Extrinsic long-term goals for the non-Caucasians



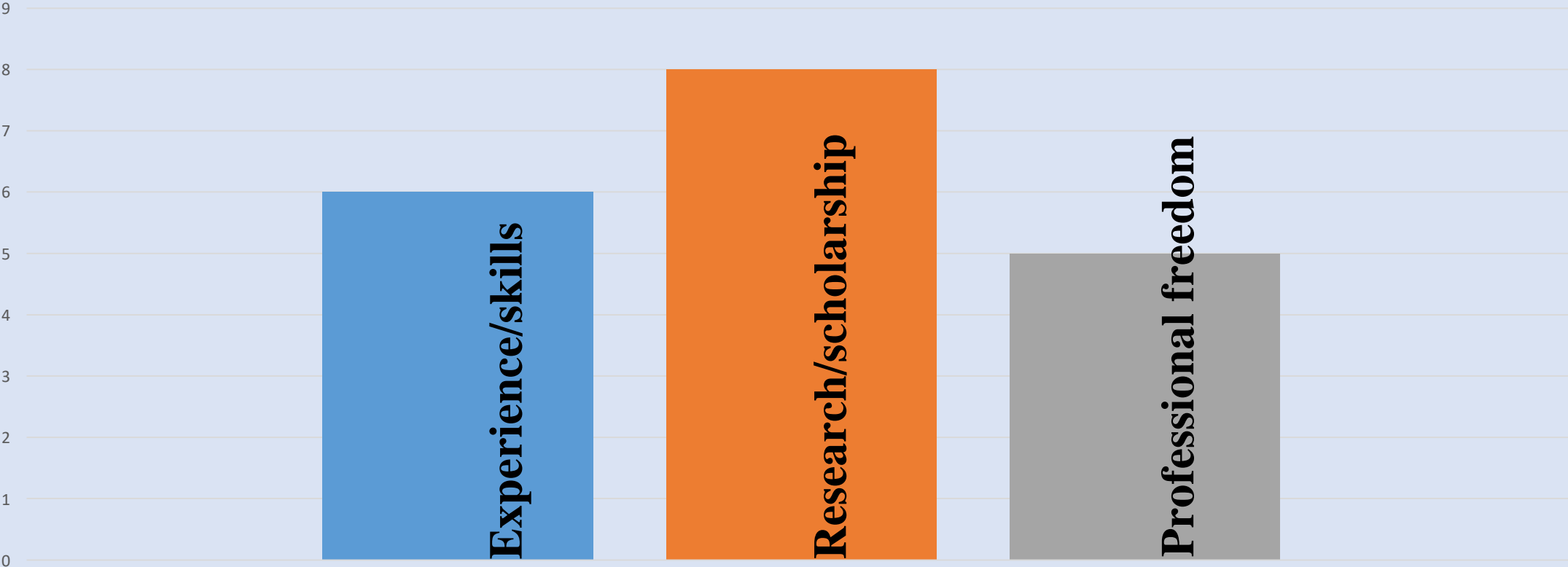
Intrinsic long-term goals - Themes

- Experience/skills
- Research/scholarship
- Professional freedom

Intrinsic long-term - Caucasians



Intrinsic long-term non-Caucasians



Non-Caucasian

Summary of Retrospective Perceptions

Factors/Values	Caucasians	Non-Caucasians
Extrinsic	Resource Adequacy	Resource Adequacy
	Convenience	Convenience
		Relationship
Intrinsic	Innovation	Innovation
Job Determinants	Co-Workers	Co-Workers
		Acceptable

Summary of Prospective Perceptions – Short-term

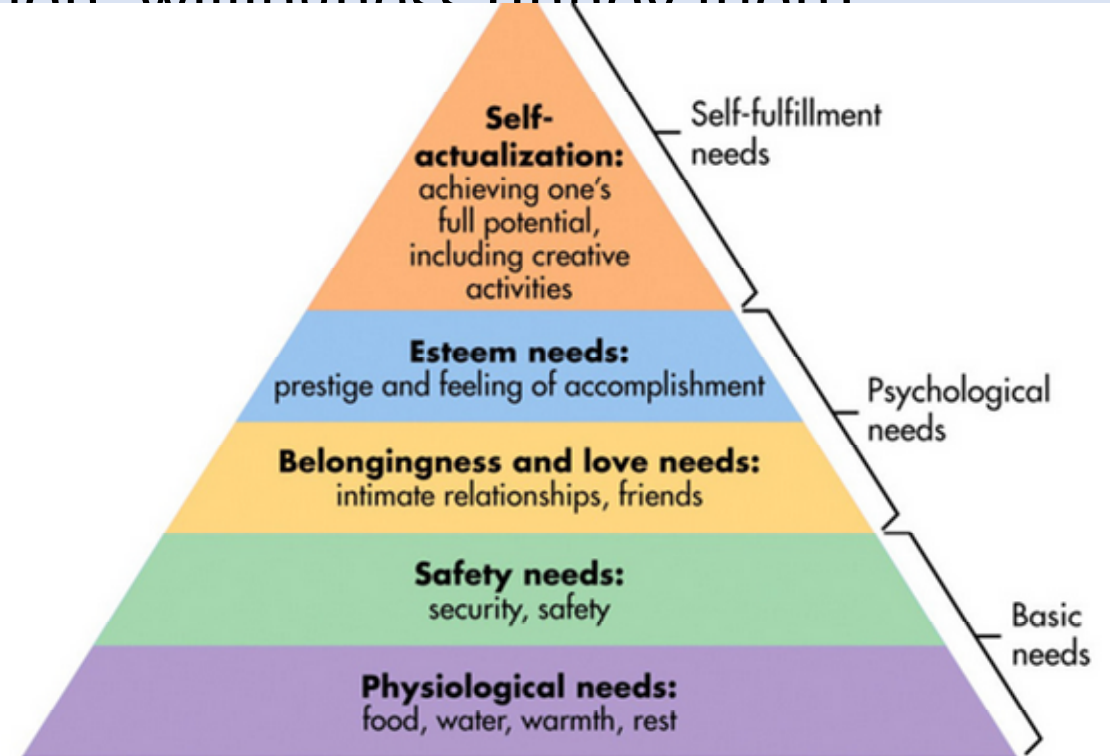
Values/Length	Caucasians	Non-Caucasians
Extrinsic Short-term	Improving others	Mentorship
	Mentorship	
Intrinsic Short-term	Career Advancement	Research/Scholarship

Summary of Prospective Perceptions – Long-Term

Values/Length	Caucasians	Non-Caucasians
Extrinsic/Long-term	Career Advancement	Career Advancement
Intrinsic/Long-term	Research/Scholarship	Research/Scholarship

Where to go from here...

- Three psychological needs satisfaction (PNS):
- **Autonomy:** self-determination, volition, willingness (Innovation)
- **Relatedness:** Intimacy and genuine connection (Relationship and Resource Adequacy)
- **Competence:** Feeling effective and capable (Mentorship, want Career Advance)
- Without these there will be no engagement



Future directions for this research

- Qualitative Study on PNS and non-Caucasians
- Job designing in academic libraries (endogenous change)
 - Habitus (Bourdieu, 1977)
 - “structured structures predisposed to function as structuring structures” (p.53)
- Evaluation of non-Caucasians
- Career Advancement of non-Caucasians

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