The Missing Women Library Directors: Deprivation versus Mentoring
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Abstract
Why is the percentage of women academic library directors much lower than the percentage of women in the profession as a whole? This article examines survey responses to conclude that factors blocking the advancement of women library directors include deprivation behavior or antimentoring, which supports a glass ceiling. A second survey finds that mentoring is a central factor in career advancement of many women library directors.

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Relative deprivation refers broadly to people's perceptions of their well-being relative to comparison others. Well-being may be estimated based on a number of dimensions, including wealth, income, power and prestige. "Relative deprivation is [also] used to refer to the emotion one feels when making negatively discrepant comparisons" (Crosby, 1976: 88). Relative deprivation theories argue that when attempting to understand the causes of crime, it is insufficient to examine objective factors such as poverty or inequality, and instead we must try to "delineate the factors that regulate the relat"