



ELIZABETH CITY STATE UNIVERSITY

FOUNDED 1891

Immigrant Music Librarians in the United States

Presented by

Nurhak Tuncer, MA, MLIS

Music Librarian at Elizabeth City State University

NEMLA Meeting

October 22, 2020

Immigrant Music Librarians Presentation Outline

- ❖ Introduction and Background
- ❖ Data Collection Process
- ❖ Nationwide Survey Results & Analysis
- ❖ Conclusion and Questions

Introduction and Background

Challenges

- ❖ Little research regarding Immigrant Librarians in the United States
- ❖ Library Community needs more conversation about the meaning of “Diversity”

Methods

- ❖ Screened through the literature
- ❖ Surveyed Immigrant librarians in the United States, including Music Librarians
- ❖ Individual Music Librarians are contacted by e-mail within the Music Library Association

Targeted Goals

- ❖ Bring a different perspective to the definition of diversity
- ❖ Contribute and fill in the gap in the library literature on this subject matter
- ❖ Build connections across this gap nationally and internationally

Survey Creation

- ❖ Survey created with SurveyMonkey software
- ❖ 30 questions
- ❖ Multiple-choice with text boxes
- ❖ Anonymous
- ❖ Opened on March 2, 2018
- ❖ Closed on August 8, 2018
- ❖ 638 responses, 420 completed the survey

Survey Distribution








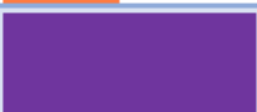
- ❖ American Library Association (ALA)
 - 22 Electronic Discussion Lists
- ❖ Music Library Association
- ❖ Music OCLC Users Group

Facebook Groups

14 Library Groups. Some of the groups are:

- ❖ ALA Think Tank
- ❖ Library Professionals
- ❖ Library Management Group

Are you a subject librarian? If No, please choose "generalist." (Select all that apply or use the comment box if it is different than the options.)

Are you a subject librarian? If No, please choose "generalist." (Select all that apply or use the comment box if it is different than the options.)			
Answer		Response	%
Art		9	2.85%
Music		19	6.01%
Performing Arts		11	3.48%
Generalist		253	80.06%
Science		27	8.54%
Law		5	1.58%
Business		23	7.28%
Other (please specify)		108	
Total		316	100%

Here is a closer look at Music and Performing Arts Librarians

Music	Performing Arts	Generalist	Science	Law	Business
Music	Performing Arts	Generalist	Science		
Music	Performing Arts				
Music	Performing Arts				
Music	Performing Arts				
Music	Performing Arts				Business
Music	Performing Arts				
	Performing Arts				
	Performing Arts				
	Performing Arts				
	Performing Arts				
	Performing Arts				
Music					
Music					
Music		Generalist			
Music					
Music					
Music					
Music					
Music		Generalist			
Music					
Music					
Music					
Music					

Here are some text box responses under “Other” category

“I'm generally a generalist, EXCEPT for acquisitions where I'm responsible for music, performing arts, and natural sciences.”

“I am a cataloging librarian and specialize in cataloging music scores and Special Collections & Archives materials.”

“Subject liaison to music, Asian studies, sociology and social work.”

“I was a music subject specialist. Now I do everything.”

“Previously a music subject librarian,” “Music Library Assistant,” “Music Cataloger”

Do you participate in library organizations?

77.61% 312 responses said Yes

22.39% 90 responses said No

IF YES (PLEASE NAME ONLY THE PRIMARY ORGANIZATIONS)

MLA (Music Library Association) – 22


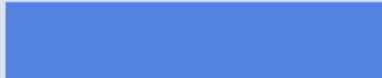



IAML (International Association of Music Libraries) – 4

MOUG (Music OCLC Users Group) – 4

Majority of Responses were:

ALA; Online Audiovisual Catalogers; Association for Research Libraries, Special Library Association, etc.

What was your primary reason migrating to the US? (Select all that apply)

Answer		Response	%
Education purposes		149	43.44%
Family situation		185	53.94%
Better life standards		118	34.40%
Lottery		22	6.41%
If other than the above, please explain (optional)		98	
Total		413	100%

What was your primary reason migrating to the US? (Text Box Responses)

professional pursuit

To accept a job

Getting married and moving for my spouse.

Marriage mixed with better life

I wanted to experience a new country, also the job prospects in as good.

Received a job offer in the U.S.

political persecution and racial descrimination

Refugee

Marriage

My dad received a scholarship for graduate study in physics.

job offer

I was 6 yrs old. Came with parents. They were looking for a bet tyranny.

My library job

A political situation in my country (USSR)

Father immigrated for education & the family followed.

A word cloud of migration reasons in blue text. The words are arranged in a non-linear fashion, with some larger than others. The words include: living, met husband, reasons, job offer, Employment, husband, country, Married American citizen, job, War, US, Marriage, came, moved, parents, better opportunities, married, Political, immigrated, family, refugee, work, accept, better life.

Here is a closer look at the music and performing arts librarians

	Family Situation		
			political situation
Education purposes			
	Family Situation		
	Family Situation		Parents immigrated here when I was a child
	Family Situation	Better life standards	
	Family Situation	Better life standards	
	Family Situation		
	Family Situation	Better life standards	
	Family Situation		
			Lottery migration was not my choice.
Education purposes			
Education purposes	Family Situation		
Education purposes			
			WWII left my country under Communist rule. Not safe for family.
Education purposes	Family Situation		
Education purposes			
Education purposes			
Education purposes			
Education purposes			
	Family Situation	Better life standards	The reasons are as according to my parents-- I did not have a say in our move, as I was very young at the time.
Education purposes	Family Situation	Better life standards	
	Family Situation		
	Family Situation		

10 – Education purposes

14 - Family

5 – Better life Standards

2 - Educational & Family


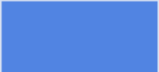


Comments:

Political Situation, migration was not my choice, etc.





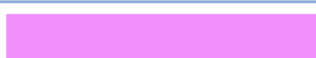

What was your first library job (professional or para-professional) in the US?

						What was your first library job (professional or para-professional) in US? (If you are a student and have not worked yet, skip this question please.)
Music	Performing Arts	Generalist	Science	Law	Business	Open-Ended Response
Music	Performing Arts	Generalist	Science			Music cataloger in a public library (called a "trainee" to a professional position because I was still in library school at that time)
Music	Performing Arts					librarian
Music	Performing Arts					Cataloging Assistant
Music	Performing Arts					Basic computer skills in Spanish teacher
Music	Performing Arts				Business	Reference librarian at a small university
Music	Performing Arts					yes
	Performing Arts					My current position, experience design librarian.
	Performing Arts					Library Assistant - Interlibrary Loans and Spanish language outreach
	Performing Arts					Adjunct instruction librarian
	Performing Arts					Evening services coordinator
	Performing Arts					ILLs
Music						Music cataloger
Music						librarian
Music		Generalist				Student assistant (circulation)
Music						Academic music library para-professional.
Music						paraprofessional
Music						It was para-professional. I was a library assistant, running the circulation desk at an academic library on weekends.
Music						Student worker at the government publications
Music						Cataloguer
Music		Generalist				Music library assistant
Music						Electronic Resources Librarian
Music						student assistant for ILL
Music						sound recordings cataloger
Music						Circulation, night and weekend desk manager

One of the questions was asked was the gender


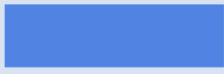




Answer		Response	%
Female		316	78.22%
Male		83	20.54%
Non-binary/ third gender		5	1.24%
(Please define yourself according to your terms)		6	
Total		404	100%

How long have you lived in the United States?


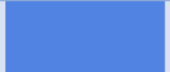




Answer		Response	%
1 to 5 years		26	6.37%
5 to 10 years		23	5.64%
10 to 15 years		37	9.07%
15 to 20 years		91	22.30%
20 years and more		231	56.62%
Additional Comments		5	
Total		408	100%

Response From Music & Performing Librarians
5 to 10 years
20 and more years
20 and more years
10 to 20 years
1 to 5 years
10 to 20 years
1 to 5 years
5 to 10 years
1 to 5 years
1 to 5 years
10 to 20 years
20 and more years
10 to 20 years
10 to 20 years
10 to 20 years
20 and more years
10 to 20 years
10 to 20 years
10 to 20 years
10 to 20 years
10 to 20 years
20 and more years




What type of library are you working at currently?

Answer		Response	%
Academic Library		242	58.60%
Public Library		136	32.93%
School Library		8	1.94%
Special Library (museums, hospitals, military, corporations, government etc.)		10	2.42%
Not currently working in a library		17	4.12%
Other (please specify)		20	
Total		413	100%

What other degrees do you have besides MLIS? (Select all that apply)

Answer		Response	%
BA		249	67.66%
MLIS		137	37.23%
Working on MLIS		11	2.99%
Second Masters		154	41.85%
PHD		51	13.86%
Other (please specify)		92	
Total		368	100%

Is the Library and Information Science education system in your home country different than the US? If yes, in what ways? Please explain further.

Answer		Response	%
Yes		179	60.27%
No		118	39.73%
If yes, please explain in what ways.		211	
Total		297	100%

Is the Library and Information Science education system in your home country different than the US? If yes, in what ways? Please explain further.

Quite opposite to what it is like in the US: I came from a country with a political regime, where libraries used to contribute to a long-standing history of enforcing censorship and withholding access to information

Not sure

not familiar with the current system in Cuba. I have visited the National Library but did not get any information on the information science education system, although they sure lack a lot of resources.

It is not as specialized

The librarianship program in Chile lasts 5 years. Our curriculum includes architecture, psychology, literature, two semesters of cataloging and classification, statistics, etc....

No computers or computerized applications

I know that it is different, but since I got my MLIS in the US, I never investigated library schools back home, so I cannot give you specifics.

Combined BS/MS program in library sciences

It was different (not sure how it is now). At the time there were no separation between BS and MS.

Is the Library and Information Science education system in your home country different than the US? If yes, in what ways? Please explain further.

In Argentina, you can obtain a Librarian degree from Institutes of Higher Education (the type of institutions that confer teaching degrees). These institutions are not considered "universities" by U.S. standards, so the degree I had from them was not even equivalent to a Bachelor's degree. I had a "School Librarian" degree from my country, but here in the US I had to go back to college. I took courses to get an AA in the community college, then a BA, and then enrolled and got the MLIS.


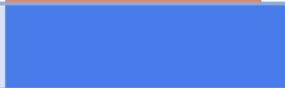
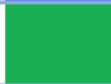
I have no idea

LIS education was limited at the time I was born. My mother worked as an assistant at the library in the U.S. Embassy in Kabul, Afghanistan, and there was only 1 "actual" librarian working there. Because of war and conflict over the past 30+ years, I doubt there has been any LIS education in the country, but I cannot say for certain.

In general, library field is not robust so the same goes for education system.

The Education System in Cuba is completely different than in US. It responds to the interests of the communist government, all colleges and universities have the exact same study programs leaving no choices to students. Education is free but there a huge lack of resources, even basic text books, restricted and very limited access to internet and technology in general making the Information profession very difficult.

Are/were you in a leadership position in the library?


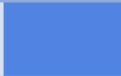



Answer		Response	%
Yes		177	44.47%
No		221	55.53%
If Yes (please specify)		101	
Total		398	100%

What is your ethnic background?

White European Greek Indian Haitian British Caribbean Japanese Brazilian
German European **Black** Middle Eastern Canadian South Polish
Eastern European **Chinese** Mixed **Hispanic** Latina
Asian South African **White** Korean **Caucasian** born
Latino East Asian Russian Hungarian Mexican Irish American
Burmese **African** Mixed race English Filipino



What challenges have you faced to become a librarian or a library staff in the United States? (Select all that apply.)

Answer		Response	%
Cultural differences		182	65.70%
Language barrier		112	40.43%
Educational		74	26.71%
Not having enough work experience		82	29.60%
Optional (please explain further)		125	
Total		277	100%

Challenges: Music and Performing Arts Librarians

Music	Performing Arts	Cultural differences	Language barrier	Educational	Not having enough work experience	Optional (please explain further)
Music	Performing Arts	Cultural differences				The glass ceiling phenomenon. It's anecdotal, but in one of my library jobs, non-white males were less likely to receive comparable pay raises or to be promoted (across the board, not only in the library).
Music	Performing Arts	Cultural differences	Language barrier		Not having enough work experience	
Music	Performing Arts	Cultural differences				
Music		Cultural differences				
Music		Cultural differences	Language barrier	Educational		
Music		Cultural differences				
Music		Cultural differences	Language barrier	Educational		
Music		Cultural differences	Language barrier			
Music	Performing Arts					I did not have difficulties in becoming a librarian in US
Music	Performing Arts					None
Music	Performing Arts				Not having enough work experience	
Music						
Music					Not having enough work experience	
Music						nothing that is major
Music						I haven't had major challenges so far, maybe language. But, librarians tend to be open-minded, so I've always felt accepted by my co-workers.
Music				Educational		
Music						
Music						
Music						

Challenges: Text Box Responses

“I find that the United States has much more rigid gender role expectations than Canada. As a Canadian woman I have been unpleasantly surprised by the systemic sexism on my campus.”

“I came to the U.S. as a baby and grew up here, so I haven't experienced direct challenges due to cultural differences, language barriers, or education, but I have felt microaggressions and possible racism while previously working at an academic library.”

“Work permits. Lack of understanding of process for hiring non-Americans.”

“racism, sexism, classism”, “White supremacy”

“I have found Americans to have different cultural values in terms of social welfare and health care than my home country. Also, there is a reduced work/life balance and things like maternity or sick leave are not integrated into the work culture.”

“Before I became a naturalized U.S. citizen, I felt significant pressure with my alien status, even with a green card.”

“As a minority, I am needing to take several roles and additional practices to showcase my work compared to my white coworkers.”

Are/were you in a leadership position in the library?

Comments

Director of Access Services and also serving in the Library's Leadership Team

Manager

As one of the division heads of the library; part of management team

Library Director/Dean

Yes, I manage student interns, volunteers, and a program technician

Head of a large department

library operations supervisor

Department head

Department Head

I am director of my library.

Circulation Desk manager in-charge of 12 part time and full time employees

I was the head of a small outpost of the main campus library.

Student assistant manager, and Makerspace manager.

President of my professional association SALALM

Survey Highlights

- ❖ Majority of respondents were Female but also from various genders
- ❖ Migrated to the US mainly for family and education purposes
- ❖ Highly educated
- ❖ Have been living in the US for decades
- ❖ Have been in leadership positions as well as in various areas in all types of libraries including music libraries

Observations & Suggestions

- ❖ Immigrant librarians and staff contribute/impacts the library profession with their diverse background
- ❖ Now it is time for a conversation about this topic in the library community and contribute to the library literature
- ❖ Survey shows that there are many challenges that immigrant librarians face. Libraries in the US could improve their Diversity Equity and Inclusion (DEI) policies based on these challenges.

Literature Review

Gazula, S. (2015), "Diversity in Academic Librarianship: a New Zealand perspective", New Zealand Library & Information Management Journal, Vol. 55 No. 2.

Kumaran, M. (2012). Leadership in libraries: A focus on ethnic-minority librarians. Witney: Elsevier Science & Technology.

Lazzaro, A.E., Mills, S., Garrard, T., Ferguson, E., Watson, M. and Ellenwood, D. (2014), "Cultural competency on campus applying ACRL's Diversity Standards", College & Research Libraries News, Vol. 75 No. 6, pp. 332-335.

Mestre, L.S. (2010), "Librarians working with diverse populations: what impact does cultural competency training have on their efforts?", The Journal of Academic Librarianship, Vol. 36 No. 6, pp. 479-488.

Morales, M., Knowles, E.C. and Bourg, C. (2014), "Diversity, social justice, and the future of libraries", portal: Libraries and the Academy, Vol. 14 No. 3, pp. 439-451.

Semenza, J. L., Koury, R., & Shropshire, S. (2017). Diversity at work in academic libraries 2010-2015: An annotated bibliography. Collection Building, 36(3), 89-95. doi:10.1108/CB-12-2016-0038

Questions and Comments?

Thank you! 😊

Questions: E-mail: nurhak@gmail.com

https://jamboard.google.com/d/1UZOWPk0IQA8O32iR8UPWwCzRIDZLEqeS5i2nLi9j5_8/edit?usp=sharing