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AUTHOR Elliott, Margaret A.
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ABSTRACT

This paper examined the portrayal of 28 librarians depicted in 25 romance novels published between 1980 and 1995. The purpose of the study was to measure how that portrayal compared to the stereotypical image so often criticized in the professional literature. Furthermore, the results of the study were compared with the results of a master's research paper (Barnhart, 1991) which examined the image of librarians as portrayed in mystery novels. The romance novel librarians were presented as youthful, attractive, and well-dressed; their values were not those of the stereotypical puritanical librarian, and they were comfortable with members of the opposite sex. The mystery novel librarians possessed the same positive attributes which were contrary to the stereotypical image. The two groups differed with respect to gender, race, and refinement. The romance novel librarians were overwhelmingly female, very refined, and white. The mystery novel librarians were more mixed with regard to race and gender and they were less refined. Librarians in both studies were presented as helpful, friendly, and attractive professionals. Appendices include the librarian profile coding sheet; librarians who differed from the stereotyped image; comparison between the mystery novel findings and the findings of the present study; and a reading list. (Contains 27 references.) (Author)

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THE LIBRARIAN'S STEREOTYPED IMAGE
IN ROMANCE NOVELS, 1980-1995:
HAS THE IMAGE CHANGED?

A Master's Research Paper submitted to the
Kent State University School of Library Science
in partial fulfillment of the requirements
for the degree Master of Library Science

by

Margaret A. Elliott

August, 1996

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ABSTRACT

This research paper examined the portrayal of twenty-eight librarians depicted in twenty-five romance novels published between 1980 and 1995. The purpose of the study was to measure how that portrayal compared to the stereotypical image so often criticized in the professional literature. Furthermore, the results of the study were compared with the results of a 1991 master's research paper written by Linda Barnhart. Barnhart's study examined the image of librarians as portrayed in mystery novels.

The romance novel librarians were presented as youthful, attractive, and well-dressed. Their values were not that of the stereotypical puritanical librarian, and they were comfortable with members of the opposite sex.

Barnhart's mystery novel librarians possessed the same positive attributes which were contrary to the stereotypical image. The two groups differed with respect to gender, race, and refinement. The romance novel librarians were overwhelmingly female, very refined, and white. The mystery novel librarians were more of a mixed-bag with regard to race and gender and they were less refined.

The librarians in both Barnhart's study and the romance novel study were presented as helpful, friendly, and attractive professionals.

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I. INTRODUCTION

The librarian's Achilles' heel has always been the profession's image problem. From a librarian in ancient Alexandria who complained about the hieroglyph for librarian which contained an element which suggested a certain inferiority, until today, the profession has been burdened with an unfavorable stereotype.¹ The stereotype of a frumpy, bespectacled old woman, gray hair in bun, or an effeminate, bespectacled male is the image the public has been fed for years.²

One of the profession's earliest heroes was even guilty of unconsciously promoting the dowdy matron image. In the first issue of Library Journal in 1876 Melvil Dewey referred to the librarian of yesteryear as a "mouser in musty books."³ Although he insinuated that it was an image from the past, his referral to that image reinforced the image in his day, and it has been rearing its ugly head ever since.

Why does the public see librarians in this stereotypical image? People are exposed to images created by the media.⁴ These images contribute to their perception of the librarian. Gregg Sapp calls the books we read "vehicles for perpetuating" the stereotype.⁵

Since the media play an important part in the formation of our perceptions, we should look at what is being said about the profession. In the past, several studies have

¹ Norman D. Stevens, "Our Image in the 1980s," Library Trends 36 (Spring 1988): 825.

² Mary Land, "Librarians' Image and Users' Attitudes to Reference Interviews," Canadian Library Journal 45 (February 1988): 15-16.

³ Stevens, "Our Image in the 1980s," 825.

⁴ Vivienne R. Bourkoff and Julia Binder Wooldridge, "The Image of Libraries and Librarians: Is It Changing?" Public Library Quarterly 6 (Winter 1985): 56.

⁵ Gregg Sapp, "The Librarian As Main Character: A Professional Sampler," Wilson Library Bulletin 62 (January 1987): 29.

been done on the image of the librarian in literature and how that image resembles the derogatory stereotypical image that is so hotly contested in the professional literature.

Purpose of Study

The purpose of this paper is to study the image of the librarian as portrayed in romance novels and to see how that image compares to the image so often bemoaned in the professional literature. Furthermore, the results of this study will be compared with the results of a 1991 master's research paper written by Linda Barnhart. Barnhart's study looked at the image of the librarian as portrayed in mystery novels.⁶

Definition of Terms

Webster's Third New International Dictionary defines *stereotype* as "a standardized mental picture held in common by members of a group and representing an oversimplified opinion, affective attitude or uncritical judgment."⁷

This study will consider a *romance novel* to be a story of love and happiness. There is a definite structure that is adhered to in the genre (hero, heroine, conflict, happy ending). The hero and heroine are not married to other people. There is always a happy ending.⁸

Librarian will be anyone who works in a public, special, academic, or school library, or anyone who is an information specialist. The librarian can play either a major or

⁶ Linda A. Barnhart, "The Librarian's Stereotyped Image in Mystery Novels, 1980-1990: Has the Image Changed?" (M.L.S. thesis, Kent State University, 1991), 1-80.

⁷ Webster's Third New International Dictionary of the English Language, Unabridged (Springfield, Mass.: Merriam [1961]), 2238.

⁸ Sylvia K. Burack, ed., Writing and Selling the Romance Novel (Boston: The Writer, Inc., 1983), 115-148.

minor role in the story, may or may not have a library science degree, and may or may not be shown working in a library.

Limitations of Study

This study is limited to romance novels written during the period of 1980 through 1995. Barnhart's study looked at mystery novels written during the period of 1980 through 1990. Effort has been made to find novels from the 1980s. However, since romance novels are considered almost "throwaways" by many, it is difficult to acquire the older ones. Newer titles had to be used in the study too.

II. LITERATURE REVIEW

Searches were conducted in Periodicals Index, Dissertations Abstracts, ERIC, Library Literature, and Newspaper Index. Topics searched were "image," "stereotype," "librarian," "image of librarians in fiction," and combinations thereof. The first question was, had a study of the librarian's image as portrayed in romance novels already been done? No such study was found. Several pertinent dissertations were found. Three master's research papers had already been rejected by Barnhart for the following reasons: difficulty in acquiring the dissertation, microfilm printing which couldn't be read, and one because it focused on career novels.⁹

A Ph.D. thesis was looked at and dismissed¹⁰--Pamela Jean Bristow Cravey's "The Occupational Role Identity and Occupational Role Image of Female Librarians in Four Traditional Subspecialties of Librarianship (Public, Academic, School, Special)" (1989). Although related to image, the paper concentrated on studying professional publications and criticizing those publications for not protecting the profession from image-damaging portrayals in their articles and advertisements.

An excellent master's thesis by Lucille Eileen Long proved to be a very worthwhile source. In her 1957 "The Stereotyped Librarian as Portrayed in Modern Belles-Lettres," Long contended that literature was partly to blame for the librarian's poor image.¹¹ The

⁹ Jane Robison Foster, "A Study of the Concept of Female Librarians As Revealed in Selected Novels Written between 1920 and 1964," (M.A. thesis, Emory University, 1965); Virginia McNeil Speiden, "The Image of the Librarian As Seen in Eight Library Career Novels," (M.A. thesis, University of North Carolina, 1961); Margaret A. Nation, "The Librarian in the Short Story: An Analysis and Appraisal," (M.A. thesis, Florida State University, 1954).

¹⁰ Pamela Jean Bristow Cravey, "The Occupational Role Identity and Occupational Role Image of Female Librarians in Four Traditional Specialties of Librarianship (Public, Academic, School, Special)," (Ph.D thesis, Georgia State University, 1989).

¹¹ Lucille Eileen Long, "The Stereotyped Librarian As Portrayed in Modern American Belles-Lettres," (M.A. thesis, Kent State University, 1957), 2.

public's lack of information on what a librarian actually does adds to the problem.¹² This idea was presented repeatedly in the professional literature. In a Canadian Library Journal article Mary Land said the public is not being given a clear idea of what a librarian does. People are fed a series of caricatures of a dowdy clerical worker who is tense and timid.¹³ Patricia Glass Schuman agreed that the public had little understanding of what a librarian did or the skills needed to perform the job.¹⁴

Long studied five types of literature: the novel, short story, poetry, essays and oration, and drama. She came up with the following nine stereotypes of the librarian:

1. The librarian is an unattractive, almost eccentric, old maid without style, taste, or charm.
2. Being a librarian is a very respectable vocation indicating high morals, virtue, and gentility.
3. Despite small salary, the librarian has professional pride in her calling and is devoted to her work.
4. The librarian is extremely scholarly and bookish in nature.
5. Her tasks are boring routine bound by strict rules and regulation.
6. The librarian is apt to think of the library's property as her own to protect even from the public.
7. She feels that there is a direct relationship between quiet and the proper use of the library facilities.
8. Little or no professional training is needed to be a librarian.
9. The librarian is a quiet, mild-dispositioned person unable to compete successfully in more cut-throat professions.¹⁵

¹² Long, "The Stereotyped Librarian," 1.

¹³ Land, "Librarians' Image and Users' Attitudes," 16-17.

¹⁴ Patricia Glass Schuman, "The Image of Librarians: Substance or Shadow?" The Journal of Academic Librarianship 16 (May 1990): 87.

¹⁵ Long, "The Stereotyped Librarian," 8-9.

In the literature she studied, Long found that if the heroine had any romance in her life, she was usually presented as shy, inexperienced, and tender. The fictional librarians who married left the profession because they no longer fit the stereotype.¹⁶ She concluded that the stereotype of the librarian was pervasive in modern literature. Long also felt that there was just enough element of truth in the stereotype to make the stereotypical characters seem believable.¹⁷

This idea is also put forward in the professional literature. Karen Romanko said, "All stereotypes have some basis in fact." A few librarians might, in fact, fit the stereotype, and, somehow, they have come to represent the many.¹⁸ Will Manley agreed that there might be some truth to the stereotype. He said that "whenever there's a library conference in town, it's not difficult to spot the librarians," and what, he wondered, was wrong with that?¹⁹

In another recent research paper Leslie Ann Pardo surveyed M.L.I.S. students at Kent State University to determine if they thought of librarians in the traditional negative stereotype. Pardo reported that the M.L.I.S. students had a less traditional view of the librarian, and that the students felt that the image was changing.²⁰

The literature touches on a serious problem caused by the stereotypical librarian's negative image--that of compensation. Pardo mentioned this problem saying the negative image diminishes respect librarians receive from administrators. This lack of respect may

¹⁶ Ibid., 22-23.

¹⁷ Ibid., 76-78.

¹⁸ Karen A. Romanko, "My Say: A Librarian Lets Her Hair Down," Publishers Weekly 230 (12 September 1986): 88.

¹⁹ Will Manley, "Facing the Public," Wilson Library Bulletin 66, no. 3 (November 1991): 47.

²⁰ Leslie Ann Pardo, "The Image of the Librarian among M.L.I.S. Students in an Age of Profound Change" (M.L.S. thesis, Kent State University, 1992), 1-98.

lead to poor pay.²¹ Gregg Sapp agreed that the unattractive image has been a negative factor in professional development and an impediment to equitable salaries.²²

Like Pardo and Sapp, Leslie A. Pultorak thought that negative stereotypes of librarians hinder recruitment into the profession. She looked at the portrayal of librarians depicted in poetry. Pultorak found an almost equal number of males and females portrayed in the poems that she studied. These librarians were presented as hardworking and enthusiastic. There was little physical description of the librarians in the poems, but overall they were given a positive image.²³

In 1991 Linda Barnhart wrote "The Librarian's Stereotyped Image in Mystery Novels, 1980-1990: Has the Image Changed?" Using content analysis methodology, Barnhart studied thirty-five librarians portrayed in twenty-four adult mystery novels. The purpose of her study was to see how closely the librarians resembled or differed from the stereotypical image decried in the professional literature. She created a Librarian Profile Coding Sheet. This was based, to some extent, on Long's nine stereotypes of the librarian. Because some of Long's categories contained more than one characteristic, and because some traits mentioned in the mysteries and professional writings did not fit precisely into Long's categories, Barnhart expanded and further delineated the categories in her coding sheet.²⁴

Barnhart discovered that the librarians in mysteries were not all like the stereotype. The librarians portrayed were young or middle-aged, attractive, well-dressed, had nice

²¹ Ibid., 3.

²² Sapp, "The Librarian As Main Character," 29.

²³ Leslie A. Pultorak, "The Image of Librarians in Poetry, 1956-1993," (M.L.S. Research Paper, Kent State University, 1993), 1-56.

²⁴ Barnhart, "The Librarians' Stereotyped Image." 1-80.

hairstyles, and most often didn't wear glasses. They were outgoing and comfortable with the opposite sex. They were not married. These librarians were not all-consumed by their profession. They had time for friends and a life outside of the library.²⁵

Pauline Wilson wrote a comprehensive book on the librarian's stereotype problem, Stereotype and Status.²⁶ Initially Wilson had done a quantitative content-analysis study of journal articles, chapters in books, and news written about the stereotype by members of the library profession. She studied documents from 1921 through 1978 to find out what librarians' responses were to their stereotype. She hypothesized that librarians handled their stereotype in the manner of a minority group. "They regard themselves as objects of collective discrimination."²⁷ Her survey results bore this out.

Wilson believed the profession was preoccupied with the stereotypical image. She felt that by writing about the image problem, the profession was perpetuating the problem.²⁸ Wilson was not alone in criticizing librarians for writing about the stereotype.

Will Manley claimed that we whine constantly about writers who portray us as "humorless harpies" and that "our whining only reinforces our reputation as stuffed shirts."²⁹

Charles Curran said,

"It's wimpy to go around whining about one's image, complaining that society undervalues one's contributions, and dealing with the problem by scouring the media for examples of insult and parody. It's wimpy to complain about the image, and wimpier still to complain to others who complain about the image. And anyone who ever addresses himself in

²⁵ Ibid., 47-48.

²⁶ Pauline Wilson, Stereotype and Status: Librarians in the United States (Westport, Conn.: Greenwood Press, 1982).

²⁷ Ibid., 30.

²⁸ Ibid. 68.

²⁹ Will Manley, "Our Image, As Images Go," American Libraries 27 (May 1996): 136.

writing to any aspect of this subject is a World Class Wimp.”³⁰

Alison Hall said that we have to move beyond the stereotype and let the world know that we are more than that old image. “We are ultimately responsible for our own reputation.”³¹

The literature’s advertisements are beginning to portray a more stylish librarian. Norman D. Stevens studied three professional journals, American Libraries, Library Journal, and Wilson Library Bulletin. Most of his study was focused on the advertising and pictures accompanying stories in the journals. What he found distressing was the emergence of a new librarian image, that of a “contemporary professional lacking all distinction.” Stevens bemoaned the loss of our distinctive stereotype to that of a non-distinctive, bland image.³²

Abram and Weaver also studied advertisements.³³ They cited a 1989 Bell Canada advertisement in which a bow-tied librarian shushes some students and a 1990 Internet provider advertisement which features the well-know bun and spectacles. Abram and Weaver point out that advertisements involving other professionals don’t employ stereotypes. This echoes Lucille Eileen Long’s 1957 observation that other professions are presented in a better light.³⁴

Like Stevens, Michael Engle mourned the suppression of what he called the “crone image.” He said “acknowledging the importance of her presence can be central to our

³⁰ Charles C. Curran, “Let’s Face It: Librarians Are Wimps: An Observer Offers the Final Word on the Image,” American Libraries 18 (September 1987): 687.

³¹ Alison Hall, “Batgirl Was a Librarian,” Canadian Library Journal 49 (October 1992): 347.

³² Stevens, “Our Image in the 1980s,” 825-849.

³³ Stephen Abram and Maggie Weaver, “Professional Image: Ms. Wiggins Must Go,” Canadian Library Journal 47, no. 6 (December 1990): 401-402.

³⁴ Long, “The Stereotyped Librarian,” 2.

development as creative, mature professionals.” He considered the crone to be a mentor or an older woman full of wisdom.³⁵

On the other hand, Richard M. Dougherty said we should rise above the image, creating a new one portraying us as skilled problem solvers.³⁶

³⁵ Michael Engle, “The Librarian and the Crone-Myth and Reality?” School Library Journal 37, no. 1 (January 1991): 44.

³⁶ Richard M. Dougherty, “Power of Image (Stereotypical Marian-the Librarian Images),” The Journal of Academic Librarianship 14 (July 1988): 139.

III. METHODOLOGY

The methodology used in this study is content analysis. Twenty-five romance novels were examined for their portrayal of librarians. The novels were published between the years 1980 and 1995. Some titles studied were listed in the article "Exploring the World of Romance Novels" which appeared in Public Libraries.³⁷ Other titles were suggested by members of the listserve RRA-Lis (Romance Readers' Anonymous). The novels were found in libraries, used book sales, and local chain stores (drug, discount, supermarkets). Some books were donated by co-workers.

An old which axiom says, "You can't judge a book by its cover," rings true in this instance. Rarely was a librarian depicted on the cover of a book. Romance novels, long known for their less-than-artistic covers, seldom show the real content of the book. Books not obtained from co-workers or those not on recommended lists had to be found by de visu inspection. The books had to be searched page-by-page until the heroine's occupation was found.

All books deal with present-day librarians. Studying stories set in the past would serve no useful purpose in this study. No stipulation was made as to the author's nationality or in which country the story takes place. The librarian must be identified as such and her job has to be more important than just being mentioned in passing. The attempt of this study was to discern what the contemporary librarian's image is and if it corresponds to the unsatisfactory image decried in the professional literature.

³⁷ Cathie Linz, Ann Bouricius, and Carole Byrnes, "Exploring the World of Romance Novels," Public Libraries 34, no. 3 (May/June 1995).

To record the data a coding sheet was used. Since the present study was very similar to one done by Barnhart's investigation of librarians in mysteries, and since the results of this study were compared to Barnhart's, the same coding sheet was used. Barnhart's coding sheet was devised in large part from the stereotype list created by Lucille Eileen Long in her "Belle-Lettres" thesis.³⁸

The coding sheet consists of thirty-seven questions, each focused on a specific trait of the stereotyped librarian. The answer choices correspond to the degree to which the librarian displays that trait. Usually the first option for an answer best fits the stereotype. Related questions are grouped together in the following categories: "General Information about the Librarian;" "Appearance;" "Personal Traits...;" "Professional Traits...;" and "Scholarship, General, and Technical Knowledge."

³⁸ Barnhart, "The Librarians' Stereotyped Image," 20-23.

IV. ANALYSIS OF DATA

The coding sheet used to evaluate each romance novel (Appendix A) was also used to tabulate combined responses (Appendix B) and to compare the results of Barnhart's mystery novel evaluation and the present romance novel evaluation (Appendix C). What follows is a discussion of each question on the coding sheet and the results arrived at. Librarians mentioned will be referred to as "she" since only one novel included a male librarian.

The percentages reflect the number of librarians who did not fit the stereotypical traits depicted in the literature. These statistics are presented in both numerical and percentage form. The percentages have been rounded off to the nearest tenth. In the column, "Total Evaluated," librarians who fell into the "can not be determined" category are not included.

General Information about the Librarian

These questions were devised by Barnhart to gather basic facts about the librarians. The librarian's role was considered major if her character had a significant impact in the development of the story. Twenty-five (89.3%) librarians had major roles while three (10.7%) served as minor players.

The stereotypical impression of the librarian being a woman proved true for the romance novels. One (3.6%) librarian was male while twenty-seven (96.4%) were female.

The stereotypical image of the librarian is of an old, crone-like woman. Questions three and four surveyed the chronological age of the librarian and her attitudinal age which sometimes differed from her actual age. In keeping with Barnhart's study, the term "old"

was applied to any librarian over the age of forty. Only three (11%) of the librarians studied had a chronological age of over forty. None of the three “old” librarians acted old. They, in fact, had more upbeat attitudes than some of their younger counterparts who, though younger, considered themselves old. One librarian in her early 30s referred to herself several times as a “spinster.”

The literature discussing image gives little coverage to nationality or race, but since Barnhart wisely felt that minority representation was important, she added question five. The romance novel librarians turned out to be resoundingly white (100%). Hopefully, this will be changing with the addition of several new romance lines featuring multicultural characters (e.g. Odyssey Books and Pinnacle Arabesque).

Barnhart based question six on Long’s observation that the typical librarian character had little professional training. Barnhart decided that if information about the librarian’s education was unavailable, she would be considered a high school graduate only. In the romance novels studied, eight (29%) were high school graduates. Thirteen (46.4%) were graduates of four-year colleges. Six (21.4%) were master’s level, and one (3.6%) had a Ph.D.

Questions seven and eight were designed to uncover any unusual features of the librarian’s job or employment status. Three (10.7%) of the librarians worked in academic libraries. Twenty (71.4%) were employed in public libraries. Eight (40%) of those public librarians worked in rural areas and were considered the “town librarian.”

Question nine required the addition of another category--employment related to a library. The librarian for which the category was added had been both an academic and

special librarian. She now wrote children's books, but also worked as a consultant to public libraries and lectured to library school students. Twenty-five (89.2%) were presently employed at a library. One (3.6%) was employed in a position unrelated to a library, and one (3.6%) was unemployed.

Appearance

As previously mentioned, the long-held stereotype of the librarian is that of a bespectacled old woman with her hair in a bun. Twenty-two (78.6%) of the librarians fit the "attractive/handsome" category. Five (17.9%) were fairly nice looking, and only one (3.6%) was unattractive. Twenty-two (78.6%) wore fashionable clothing while six (21.4%) were unfashionable or dowdy.

Question eleven relates to Stevens' criticism that librarians' attire was becoming indistinguishable from other professionals.³⁹ The findings of the present study agree with Stevens' observation. Twenty-seven (100% of those counted) of the librarians wore attire that would be appropriate for today's business environment. One librarian was not counted in this question since the suitability of her attire could not be determined.

The three remaining questions in this section dealt with footwear, hairstyles, and eyeglasses. Footwear for eighteen (64.3%) of the librarians was not mentioned. Four (40%) of the remaining ten wore shoes that complemented their attire. Six (60%) wore footwear selected for comfort. Because only ten (35.7%) librarians' footwear was mentioned at all, these results cannot be concluded as significant.

³⁹ Stevens, "Our Image in the 1980s," 836.

Hairstyles were mentioned for all twenty-eight librarians. Only five (17.9%) wore their hair in buns. The other twenty-three (82.1%) had stylish hairdos which definitely goes against the stereotypical image.

The old bespectacled image also fell by the wayside. Twenty-one (75%) of the librarians did not wear glasses. Six (21.4%) wore old-fashioned glasses, while one (3.5%) wore regular glasses.

Personal Traits: Personality, Values, Attitudes towards Sex and Marriage

Questions thirteen through twenty-five analyze the librarian's personality, values and attitudes towards sex and marriage. Question fifteen incorporates two characterizations mentioned in the literature, that of Long's quiet, meek, old-fashioned image and another image often mentioned in the journal articles and cartoons--the stern, bossy librarian. No librarians in the present study fell into the stern, bossy category. Only five (17.9%) fell into the reserved, quiet category. Twenty-one were pleasant and personable, while two absolutely bubbled. Thus, twenty-three (82.1%) went against the stereotypical image of the dour sourpuss.

The stereotype presents librarians as being very refined and the librarians in the novels evaluated continued the image. Twenty-seven (96.4%) were very refined. One (3.6%) used slang.

Librarianship has traditionally been thought of as a woman's occupation, and those men who became librarians were thought to be effeminate. Twenty-seven (96.4%) of the characters were indeed women, and they possessed feminine traits. The one (3.6%) male librarian was masculine and possessed no feminine traits. In one story an undercover

police detective posed as a librarian. He dressed and acted in keeping with the stereotypical image.

Question eighteen studied eccentric qualities. In the present study, all twenty-eight (100%) librarians went against the stereotypical image of the librarian as an eccentric.

The librarian's value system was evaluated in question nineteen. The stereotype has long been that of a person with puritanical standards. In the present study only two (7.1%) fit that image. The other twenty-six (92.9%) were more liberal while being guided by worthwhile principles.

A characteristic generally ascribed to librarians is that they are spinsters. Question twenty tested this theory. The present study added the category of "widowed," since "single" would have put those who had lost a spouse within the (single) spinster category. Twenty-one (75%) librarians proved to be single which fits the stereotype. The other seven (25%) included one divorced and six widowed librarians.

Question twenty-one tested the librarian's opposition to marriage which the old-fashioned image portrays. Only two (7.1%) of the librarians were opposed to marriage. The other twenty-six (92.9%), including one who was unconcerned about marriage, had a positive attitude. Again, the results in this category refute the stereotypical image.

It is a long way in terms of time and moral attitudes since Long's 1957 study. Question twenty-two evaluates the long-held notion that librarians consider illicit affairs immoral. In the present study the attitudes of three librarians could not be determined. Of the remaining twenty-five, one (4%) considered affairs wrong, but realized there could be extenuating circumstances. The other twenty-four (96%) did not consider illicit affairs

immoral or improper. Again, another piece of the stereotype has been dispelled in the case of these librarians.

Question twenty-three looked at how well the librarian got along with members of the opposite sex. Only three (10.7%) felt fearful, uneasy or hostile. The remaining twenty-five (89.2%) felt comfortable.

Sex appeal is in the eye of the beholder. Even the two (7.1%) librarians who fit the category of not having any sex appeal in question twenty-four ended up having affairs. Of the twenty-six remaining librarians, six (21.4%) had moderate appeal, and twenty (71.4%) most definitely had appeal (a total of 92.8%).

All twenty-eight (100%) of the librarians evaluated were heterosexual, including the one male librarian.

Professional Traits

Librarians have been portrayed as performing boring tasks. Question twenty-six tests this stereotype. Although the librarians in the small, rural libraries featured in many of the novels shelved and cleaned, they also performed important administrative duties. Two librarians had to be excluded from the calculations since the nature of their jobs could not be determined. Of the twenty-six remaining librarians, only two (7.7%) were depicted as having boring duties. The other twenty-four (92.3%) performed interesting, challenging tasks.

The age-old stereotype of the librarian's intolerance for noise is evaluated in question twenty-eight. Unfortunately, sixteen (57.1%) librarians had to be disqualified because their noise-tolerance level was not mentioned in the novels. Three (10.7%)

preferred silence but tolerated noise. This included one librarian whose reference room had a "quiet please" sign. The other nine (32.1%) librarians were undisturbed by noise. Because of the large number of librarians disqualified from this question, the results are inconclusive.

Devotion to one's work, carried to an extreme, becomes fodder for the stereotype. In this study three (10.7%) librarians' entire lives revolved around their work. Of the other twenty-five (89.2%) three (10.7%) merely tolerated their jobs. Altogether, these twenty-five were not overly tied to their jobs. They had lives outside of the library.

A common image of a librarian is that of a helpful person. Question thirty tests this image. Three librarians in the study were disqualified from this question because their degree of helpfulness could not be determined. The other twenty-five (89.3% of the total or 100% of those whose degree of helpfulness could be determined) conformed to the positive stereotype of being helpful.

The librarian's attitude toward library property could not be determined in nine instances. The other nineteen (67.9%) expected patrons to take care of the library's property, but they didn't guard the materials. In other words, the nineteen (100%) studied all went against the stereotype of the librarian as an over-zealous guard.

Barnhart based question thirty-two on Long's observation that librarianship as an honorable vocation is a stereotyped concept. This stereotype held true in the present study. Three librarians had to be disqualified for lack of evidence as to why they chose the profession. The twenty-five remaining overwhelmingly (100%) had chosen the profession because it was respectable. For several it was not the first choice of occupation. Because

of traumatic experiences (rejection by a beau, a serious accident), they failed to follow through on their first career choices and “settled” for librarianship.

Question thirty-three evaluated the librarians’ salaries. Five librarians were disqualified from this question because their salaries could not be determined. Of the other twenty-three, three (13%) had salaries that were inadequate. Twenty (87.0%) had adequate salaries. One of the twenty made enough money to purchase a second home in Ireland. It was explained that this was possible because she had attained a Ph.D.!

The stereotypical timid, unstable librarian would not be able to work effectively in a highly competitive world. Question thirty-four addresses this stereotype. In the present study only seven (25%) would not be able to compete in a highly competitive environment. Twenty-one (75%) could compete.

Scholarship, General and Technical Knowledge

The three remaining questions concern the librarian’s knowledge and technical abilities. Long’s study found the stereotypical librarian to be scholarly and bookish to the point of winning the admiration and respect of others. The current study found one (3.6%) such librarian who was a lecturer and consultant. The other twenty-seven (96.4%) were educated but not overly so. Again, the librarians in this study confounded the stereotypical image.

The stereotype of the librarian who is unaware of the problems around her is analyzed in question thirty-six. Overwhelmingly (100%), the romance novel librarians defied the stereotype. They were all aware of and interested in the world around them.

The last question concerned the librarian's computer skills. Nine librarians were disqualified because their skills, or lack thereof, could not be determined. Eleven (57.9%) of the remaining nineteen had had no exposure to computers. This can be partially accounted for by those who worked in small, rural libraries. Technology hadn't caught up with them yet. Of the remaining eight, four (21.1%) had some understanding, and the other four (21.1%) had considerable knowledge and experience.

Comparison of Barnhart's Findings and the Findings of the Present Study

Appendix C represents the comparison between the present study of librarians in romance novels and Barnhart's earlier study of librarians in mystery novels. In some instances librarians in both studies mirrored each other in terms of the degree to which they possessed the stereotypical image. In both studies approximately 17.5% of the librarians didn't work for public or academic libraries. These librarians had more diversified jobs.

In most cases, both groups of librarians were well dressed.

The majority of both groups defied the stereotypical image of the puritanical librarian. They unanimously were unconcerned about the morality of illicit affairs. About 25.5% of each group were not the stereotypical single spinster, and most were quite comfortable in situations involving the opposite sex. About 93.5% of both groups approved of marriage which countered the stereotypical crone opposed to marriage.

Both groups studied also defied the librarian's no-sex-appeal image. One-hundred percent of the mystery novel librarians and 92.9% of the romance novel librarians were sexually appealing. A high percentage of both groups did not have old-fashioned

hairstyles or the stereotypical bun; 92.3% of the mystery novel librarians and 82.1% of the romance novel librarians had gone against the stereotype.

The old-fashioned eyeglass stereotype was also shattered by these librarians. Seventy-five percent of the romance novel librarians and 62.5% of the mystery novel librarians did not wear glasses.

Both groups scored high on beating the stereotypical image of the librarian being out of touch with reality. One-hundred percent of the romance novel librarians and 91.7% of the mystery novel librarians were aware of and interested in real-life issues.

Both groups again dispelled the stereotype of the old-acting, fuddy-duddy librarian. One-hundred percent of the romance novel librarians acted middle-aged or younger. Their ideas and actions were energetic and youthful. Eighty percent of the mystery novel librarians followed suit.

The greatest discrepancies between the two groups appeared in the gender and refinement of the librarians. Of the mystery novel librarians, 45.7% did not fit the stereotype of being female. Only 3.6% of the romance novel librarians defied the stereotype.

Refinement is a positive stereotype which the majority of the romance novel librarians still possessed. Only 3.6% appeared to be less refined. However, 75% of the mystery novel librarians lacked a high degree of refinement.

Several traits were not computed in Barnhart's study, either because too few librarians could be included in the calculation or because none of the novels discussed the topic. These traits were computed in the present study. They included: professional,

business-world wardrobe, unfashionable footwear, abhorrence of noise, overprotectiveness of property, respectability of the profession, and computer skills.

Under the heading of General Information, the two groups varied in some respects. Fifty percent of the mystery novel librarians were under forty years of age while 89.3% of the romance novel librarians were under forty. Romance novel librarians conformed to the white race stereotype (100%) while 11.4% of the mystery novel librarians were non-white. The mystery novel librarians defied the stereotypical trait when 42.9% had more than a limited education. The romance novels had an even greater number of well-educated librarians (71.4%).

The stereotypical librarian with an unattractive physical appearance was countered by 62.5% attractive mystery novel librarians and 96.4% attractive romance novel librarians.

Under Personal Traits the meek librarian stereotype was dismissed by 61.8% of librarians in the Barnhart study. In the present study 82.1% of the librarians were not meek.

Possession of feminine traits was countered by 20.6% of the mystery novel librarians while only 3.6% of the romance novel librarians did not possess feminine traits. This is because twenty-seven out of the twenty-eight librarians found in the romances were female.

The image of the eccentric librarian came up short in both studies. Seventy-one percent of the mystery novel librarians were not eccentric. None of the romance novel librarians was found to be eccentric.

The heterosexual trait of librarians still proved to be strong in both studies. Only 8.6% of the mystery novel librarians were not heterosexual and all of the romance novel librarians were heterosexual.

Librarians in both studies rose above the stereotype in the professional traits category. In Barnhart's study 74.2% of the librarians performed only professional tasks while 85.7% of the librarians in the present study did so. The stereotype of the librarian performing routine, boring tasks was broken by 60% of the mystery novel librarians and 92.3% of romance novel librarians.

These librarians were not overly dedicated to their professions. Seventy percent of Barnhart's librarians and 89.3% of the librarians in the present study had lives outside of the library.

Both groups, fortunately, continued the trait of being helpful. Only 11.1% of mystery novel librarians were not depicted as being helpful. One-hundred percent of the romance novel librarians were very willing to give assistance.

The stereotype of the librarian being unable to compete in the real world was not borne out in these studies. Of the mystery novel librarians, 66.7% would be able to compete in a cut-throat environment while 75% of romance novel librarians could do likewise.

The image of the scholarly or bookish librarian was also defied by the librarians in these two studies. Seventy percent of the librarians in Barnhart's study did not fit the stereotype while 96.4% of the librarians in the present study did not fit the stereotype.

It is heartening to see the librarian's image uplifted in many aspects of the two groups studied. Overall, they were found to be professional, attractive people with well-rounded interests. It is also gratifying to find that a positive stereotypical trait of helpfulness still being shown in fictional librarian characters.

V. SUMMARY AND CONCLUSIONS

The librarians evaluated in the twenty-five romance novels were for the most part attractive, personable, and educated. Most didn't fit the stereotype of dowdy, old, or prudish. Their image problems arose from preconceived notions held by the heroes of the stories. The books were rampant with remarks from the heroes such as:

"Actually, kissing a librarian wasn't as bad as I thought it would be."⁴⁰

"Funny, you don't look like a librarian."⁴¹

This last comment was spoken by Jake, a writer. The narrative continued with the librarian, Rebecca, thinking. "Rebecca knew from reading Jake's last novel that he stereotyped librarians as dried-up prunes..."⁴²

One hero's thoughts included: "Weren't librarian types supposed to be bookish and intelligent? But they weren't supposed to be pretty."⁴³

A few librarians thought of themselves in the stereotypical way even though they were described as good-looking.

"She knew she sounded the exact stereotype of a spinster librarian who found herself in close confines with an attractive, eligible male."⁴⁴

"Being plain and small had been obstacles enough, but intelligence had killed any chance of romance in her small town."⁴⁵

⁴⁰ Cathie Linz, *Flirting with Trouble* (New York: Silhouette Books, 1992), 26.

⁴¹ Cathie Linz, *Change of Heart* (New York: Silhouette Books, 1988), 17.

⁴² Ibid.

⁴³ Marilyn Pappano, *In Sinful Harmony* (New York: Warner Books, Inc., 1995), 50.

⁴⁴ Ginger Chambers, *Bachelor's Puzzle* (New York: Harlequin Books, 1992), 51.

⁴⁵ Debbie Macomber, *Morning Comes Softly* (New York: HarperCollins Publishers, 1993), 317.

Romance writers seem to find an appeal in the quiet, respectable librarian, a proper heroine who soon will be swept off her feet and lose her inhibitions when the irresistible hero comes along.

Long suggested that the image could be improved by librarians' writing novels and magazine stories about attractive, likable librarians. Mosley, Charles, and Havar pointed out that many of the best-selling romance writers are journalists, scientists, professors, teachers, and librarians.⁴⁶ Several of the novels in this study were written by former librarians Cathie Linz and Jayne Ann Krentz (Krentz also uses pseudonyms Jayne Castle and Stephanie James.). Although Linz and Krentz portrayed librarians as competent, attractive and stylish, they allowed the image problem to come up through comments or thoughts from the hero. In one case, an undercover police detective posed as a librarian. He sported a sleeveless argyle sweater, glasses, and a bow-tie. Even the heroine of the story didn't like the image he created. In her opinion "Chase's 'costume' was a deliberate insult to the profession. Clearly, he considered librarians to be a bunch of nerds and had dressed accordingly."⁴⁷

Even if the librarians in these novels proved themselves to be non-stereotypical, the damage has already been done just as it had been in 1876 when Melvil Dewey unintentionally referred to the bygone librarian as a "mouser in musty books."⁴⁸ Whether true or not, the image has been planted.

⁴⁶ Shelley Mosley, John Charles and Julie Havar, "The Librarian As Effete Snob: Why Romance?" *Wilson Library Bulletin* 69, no. 9 (May 1995): 24-25.

⁴⁷ Linz, *Flirting with Trouble*, 13.

⁴⁸ Stevens, "Our Image in the 1980s," 825.

Long's 1957 suggestion has become a reality, but we still have a long way to go. It is time that librarians who write romance novels begin to depict librarians as they really are, avoiding any mention of the stereotype. Forty-six percent of paperback fiction sales are romance novels.⁴⁹ That's a lot of misinformation being fed to the public.

In the novels evaluated, the majority of librarians were female, in keeping with the stereotype. This could be a by-product of the genre. As mentioned before, the quiet, respectable librarian is just ripe for the irresistible qualities of the romantic hero. In the one instance of a male librarian, he was portrayed as masculine and good-looking, which goes against the stereotype.

The majority of the librarians were not old, nor did those over the age of forty act old. Most were attractive, well-dressed, and well-coifed, again bucking the stereotypical image. They were liberal-minded in matters of illicit affairs, had sex appeal, and had a positive view of marriage, all in contrast to the stereotype. Most had interesting, responsible jobs, but also had lives and interests beyond the library walls.

These librarians also challenged the stereotype with regard to salary. Most enjoyed comfortable salaries. The majority were quite capable of participating in a competitive world. They were intelligent, educated, but not overly scholarly or bookish. In general, these librarians have transcended the stereotype.

In many respects the present study and Barnhart's earlier study of mystery novels presented librarians favorably. However, the librarians in romance novels were shown to possess a greater degree of refinement than the mystery novel librarians.

⁴⁹ Johanna Tunon, "A Fine Romance: How to Select Romances for Your Collection," Wilson Library Bulletin 69, no. 9 (May 1995): 31.

The two sets of librarians also differed in respect to gender. All but one of the romance novel librarians were female, whereas 45.7% of the mystery novel librarians were male. The romance novels seemed to pay greater attention to details such as wardrobe, footwear, and computer skills. Romance novel librarians were 100% Caucasian while the mystery novel librarians presented some non-white librarians.

Fortunately in both sets of novels, few librarians were depicted as being eccentric or overly dedicated to their professions. Both genres showed helpful, professional, and attractive librarians.

The image bemoaned in library literature is beginning to fade and is slowly being replaced with an image of a modern, attractive, capable librarian. Librarians who are also novelists could hasten the updated image by refusing to use all images and allusions to the stereotype. If it is never referred to, it will gradually disappear into the annals of library history where it belongs.

APPENDIX A

LIBRARIAN PROFILE CODING SHEET

General Information about the Book

Book Title _____

Author _____

Copyright Date _____

General Information about the Librarian

1. What is the librarian's role in the story?

25 Major character3 Minor character Mentioned by other characters; does not appear in the story

2. What is the librarian's sex?

27 Female1 Male

3. What is the librarian's age?

1 50+2 40-495 30-3919 20-291 Can not be determined

4. Which age bracket best fits the way the librarian acts?

 Old7 Middle-aged21 Young

5. What is the librarian's race or ethnic background?
- 28 White (Assumed, unless stated otherwise)
 ___ Black
 ___ Oriental
 ___ Other
6. What is the librarian's highest level of education?
- 8 High school (Assumed, unless stated otherwise)
 ___ Community or Technical College
13 Four-year college
6 Master's level
1 Doctorate level
7. The librarian is associated with which type of library?
- 3 Academic
20 Public
1 High school or Elementary
4 Special
 ___ Can not be determined
8. What is the librarian's employment status?
- 25 Employed at a library
1 Employed in a position unrelated to a library
 ___ Retired
1 Unemployed
 ___ On leave of absence
 ___ Can not be determined
1 Related to library

Appearance

9. Which best fits the librarian's physical appearance?
- 1 Unattractive; plain-looking; homely
5 Fairly nice looking
22 Attractive; handsome
 ___ Can not be determined

10. Which best describes the librarian's wardrobe?
- 6 Unfashionable; dowdy; may be out of date
22 Fashionable; up-to-date; appropriate for the librarian's age
 ___ Inappropriate for work; too faddish; too casual; unsuitable for the person's age; too individualized to be matched with either extreme
 ___ Can not be determined
11. Would the librarian's attire be suitable for today's professional business environment?
- 27 Yes, male wears suit and tie; female wears fashionable suit, dress or accessories
 ___ No, wardrobe would be unacceptable
1 Can not be determined
12. Which best describes the librarian's footwear?
- 6 Selected for comfort; does not complement his wardrobe
4 Complements his attire or, at least, is suitable for the workplace
 ___ Inappropriate for a professional job
18 Can not be determined
13. Which best describes the librarian's hair style?
- 5 Female wears hair in a bun; male is balding
23 Stylish; male may be totally bald
 ___ Inappropriate for a professional setting: too long, too flamboyant or unkempt
14. Does the librarian wear glasses?
- 6 Wears old-fashioned spectacles or unstylish regular glasses
1 Wears regular glasses
2 Wears contact lenses
19 Wears no glasses
 ___ Can not be determined

Personal Traits: Personality, Values, Attitude Towards Sex and Marriage

15. Which best describes the librarian's personality?
- 5 Reserved, quiet, meek; displays little emotion
 Lacks warmth; has sour disposition; bossy
 21 Appears pleasant and personable
 2 Bubbles with enthusiasm and energy; very pleasant and personable
 Can not be determined
16. Which best characterizes the degree of the librarian's refinement?
- 27 Very refined; tactful; behavior and speech always reflect good taste and manners
 1 Behavior and speech usually indicate refinement; may occasionally use slang, profanity, or behave inappropriately
 Behavior is frequently offensive; uses crude language
 Can not be determined
17. Is the librarian portrayed in a feminine way?
- 27 Whether male or female, displays feminine traits
 1 Whether male or female, seems more masculine than feminine
 Can not be determined
18. Is the librarian's behavior controlled by any eccentric habits, interests, or beliefs?
- Displays eccentric behavior
 28 Behavior is reasonable
 Can not be determined
19. Which best describes the librarian's virtue, integrity, and value system?
- 2 Has puritanically high standards; may criticize those whose behavior conflicts with these standards
 26 Appears to be guided by worthwhile principles
 Value system is weak or nonexistent; possibly amoral
 Can not be determined

20. Which best describes the librarian's marital status?
- 21 Single
 - Married
 - 1 Divorced
 - Can not be determined
 - 6 Widowed
21. Which best describes the librarian's attitude towards marriage?
- 2 Opposed to it; may consider it repulsive
 - 1 Unconcerned about it
 - 25 Has a positive attitude (Includes the married librarians unless story suggests otherwise)
 - Can not be determined
22. Which best describes the librarian's attitude toward illicit affairs?
- Totally immoral; no exceptions
 - 1 Considered wrong, but there are extenuating circumstances
 - 24 Not considered immoral or improper
 - 3 Can not be determined
23. How well does the librarian get along with the opposite sex?
- 3 Appears fearful, uneasy, or hostile
 - 25 Feels comfortable
 - Prefers their company
 - Can not be determined
24. Does the librarian have sex appeal?
- 2 Definitely not
 - 6 Has moderate appeal
 - 20 Most definitely
 - Can not be determined
25. What seems to be the librarian's sexual preference?
- 28 Heterosexual (Assumed, unless stated otherwise)
 - Bisexual
 - Homosexual

Professional Traits: Duties and Attitude

26. Which best describes the librarian's work or job title?
- 4 Shelves books; performs general, miscellaneous duties
 - Works in the circulation department
 - 2 Children's librarian
 - 6 Reference librarian
 - 1 Works in technical services
 - 15 Has position of authority: director, assistant director; department head; supervisor
 - Can not be determined
27. Which best describes the nature of the librarian's tasks?
- 2 Duties are boring, routine, and can be learned on the job
 - 24 Duties are interesting, challenging, and suggest academic preparation
 - 2 Can not be determined
28. Which best describes the librarian's tolerance for noise in the library?
- Demands quiet at all times
 - 3 Prefers silence but tolerates some noise
 - 9 Undisturbed by noise
 - 16 Can not be determined
29. What is the librarian's attitude toward his profession?
- 3 Identifies totally with his work; entire life revolves around his profession
 - 22 Takes pride in his profession; enjoys his work but is not consumed by it
 - 3 Tolerates his job; does just enough to avoid being fired
 - Can not be determined
30. How helpful is this individual?
- 4 Goes out of his way to provide assistance
 - 21 Appears helpful
 - Rarely volunteers his assistance
 - 3 Can not be determined

31. What is the librarian's attitude towards library property?
- Guards the property as though it were his own; might withhold materials from patrons if they appear irresponsible
 - 19 Expects people to take care of the library's property but doesn't stand guard over the materials
 - Unconcerned about the way people treat library property
 - 9 Can not be determined
32. Did this person choose to be a librarian because it is a respectable vocation?
- No, qualified for nothing else
 - 25 Yes, deliberately chose this profession
 - 3 Can not be determined
33. Which best describes the librarian's salary?
- 3 Inadequate
 - 20 Adequate
 - 5 Can not be determined
34. Could the librarian compete in a cut-throat or highly competitive environment?
- 7 No; lacks physical or emotional stamina; does not have the personality or temperament for such work
 - 21 Yes; has the necessary energy, stability and personality
 - Can not be determined

Scholarship, General and Technical Knowledge

35. Which best describes the librarian's scholarship?
- 1 Extremely scholarly; pedantic; bookish
 - 27 Appears educated; displays scholarship
 - Appears somewhat ignorant
 - Can not be determined

36. Regarding real-life issues and problems, which best exemplifies the librarian's awareness and concern?

- Has no interest in anything but knowledge derived from books
- Unaware; unconcerned
- 28 Aware; interested
- Can not be determined

37. What best describes the librarian's computer expertise?

- 11 Has had no exposure to computers or may find them intimidating
- 4 Has some understanding; may have some experience
- 4 Has considerable knowledge and experience
- 9 Can not be determined

APPENDIX B

LIBRARIANS WHO DIFFERED FROM THE STEREOTYPED IMAGE
(arranged in same numerical order as the coding sheet)

The Stereotyped Trait	Total Evaluated (Nos.)	Did Not Have Trait (Nos.)	Did Not Have Trait (%)
<u>General Information</u>			
1. Librarian's role in the story ^a	---	---	---
2. Female sex	28	1	3.6%
3. Age: at least 40	28	25	89.3%
4. Age bracket: old	28	28	100.0%
5. Race white	28	-0-	0.0%
6. Limited education	28	20	71.4%
7. Associated with public or academic library	28	5	17.9%
8. Employment status ^a	---	---	---
<u>Appearance</u>			
9. Unattractive physical appearance	28	27	96.4%
10. Unattractive wardrobe	28	22	78.6%
11. Professional business- world wardrobe	27	-0-	0.0%
12. Unfashionable footwear	10	4	40.0%
13. Old-fashioned hairstyle	28	23	82.1%
14. Wears glasses	28	21	75.0%
15. Disposition: meek or sour	28	23	82.1%
16. Very refined	28	1	3.6%
17. Possesses feminine traits	28	1	3.6%
18. Eccentric	28	28	100.0%
19. Has puritanical values	28	26	92.9%
20. Single	28	7	25.0%
21. Opposed to marriage	28	26	92.9%
22. Condemns illicit affairs	25	25	100.0%
23. Uneasy with opposite sex	28	25	89.3%
24. No sex appeal	28	26	92.9%
25. Heterosexual	28	-0-	0.0%

^a No stereotyped trait was analyzed.

The Stereotyped Trait	Total Evaluated (Nos.)	Did Not Have Trait (Nos.)	Did Not Have Trait (%)
-----------------------	------------------------------	---------------------------------	------------------------------

Professional Traits

26. Performs non-professional tasks	28	24	85.7%
27. Performs routine, boring tasks	26	24	92.3%
28. Dislikes noise	12	12	100.0%
29. Overly dedicated to profession	28	25	89.3%
30. Very willing to give assistance	25	-0-	0.0%
31. Overly protective of library property	19	19	100.0%
32. Librarianship is a respectable vocation	25	-0-	0.0%
33. Low salary	23	20	87.0%
34. Unable to compete in a cut-throat environment	28	21	75.0%

Scholarship, Knowledge

35. Scholarly or bookish	28	27	96.4%
36. Unaware/uninterested in real-life issues	28	28	100.0%
37. Lacks computer skills	19	8	42.1%

The Stereotyped TraitDid Not Have Trait

	Barnhart's Findings (Mystery)	Present Study's Findings (Romance)
18. Eccentric	71.0%	100.0%
19. Has puritanical values	88.9%	92.9%
20. Single	25.9%	25.0%
21. Opposed to marriage	94.1%	92.9%
22. Condemns illicit affairs	100.0%	100.0%
23. Uneasy with opposite sex	93.3%	89.3%

Personal Traits

24. No sex appeal	100.0%	92.9%
25. Heterosexual	8.6%	0.0%

Professional Traits

26. Performs non-professional tasks	74.2%	85.7%
27. Performs routine, boring tasks	60.0%	92.3%
28. Dislikes noise	--- ^b	100.0%
29. Overly dedicated to her profession	70.0%	89.3%
30. Very willing to give assistance	11.1%	0.0%
31. Overly protective of library property	--- ^b	100.0%
32. Librarianship is a respectable vocation	--- ^b	0.0%
33. Low salary	--- ^c	87.0%
34. Unable to compete in a cut-throat environment	66.7%	75.0%

Scholarship, Knowledge

35. Scholarly and/or bookish	70.0%	96.4%
36. Unaware/uninterested in real-life issues	91.7%	100.0%
37. Lacks computer skills	--- ^b	42.1%

^c No mystery story discussed this topic.

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