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Beyond Self-Care: Forging Sustainable Practices in Academic Librarianship

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BEYOND SELF-CARE:
FORGING SUSTAINABLE
PRACTICES IN ACADEMIC
LIBRARIANSHIP

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ACRL 2023



WHAT DOES
SUSTAINABLE
PRACTICE LOOK
LIKE?

BURNOUT

Emotional exhaustion

Depersonalization or negative feelings about clients

Reduced sense of personal accomplishment

ONCE UPON A
TIME....

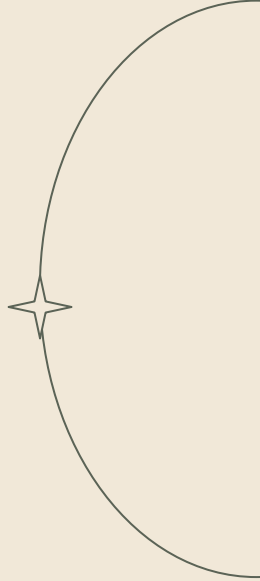
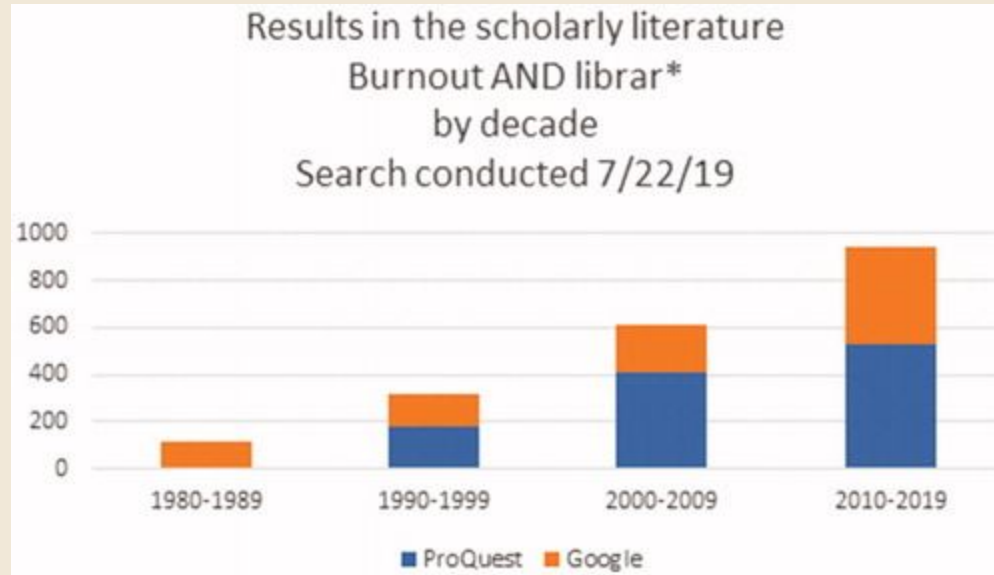


FIGURE 1 FROM “ACADEMIC LIBRARIAN BURNOUT: A SURVEY USING THE COPENHAGEN BURNOUT INVENTORY” (2020)



WOOD, GUIMERAES, HOLM, HAYES & BROOKS
(2020)

“Librarian scores are 6.1 points higher on the [burnout scale] than the highest number found by Kristenson.”



Burn-out an "occupational phenomenon": International Classification of Diseases

28 May 2019 | Departmental news | Reading time: Less than a minute (180 words)

Burn-out is included in the 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon. It is **not** classified as a medical condition.

It is described in the chapter: 'Factors influencing health status or contact with health services' – which includes reasons for which people contact health services but that are not classed as illnesses or health conditions.

Academic Librarian

BURNOUT

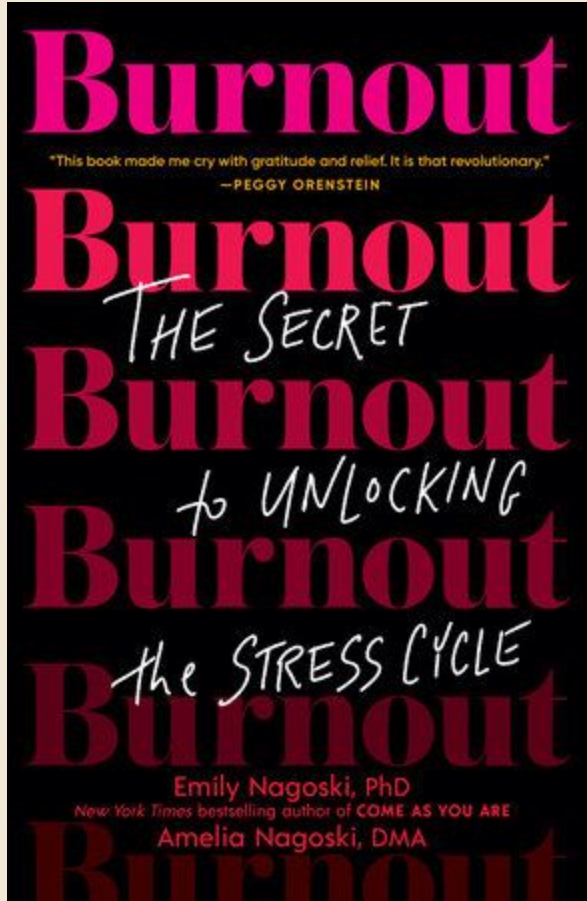
Causes and Responses



Edited by
Christina Holm,
Ana Guimaraes,
and Nashieli Marcano

FOBAZI ETTAHR'S *VOCATIONAL AWE AND LIBRARIANSHIP*

“The problem with vocational awe is the efficacy of one’s work is directly tied to their amount of passion (or lack thereof), rather than fulfillment of core job duties. If the language around being a good librarian is directly tied to struggle, sacrifice, and obedience, then the more one struggles for their work, the “holier” that work (and institution) becomes.”



Library Trends

Volume 68, Number 2, Fall 2019

Johns Hopkins University Press

Article

 View |  Download | Save | View Citation |  Related Content

Additional Information

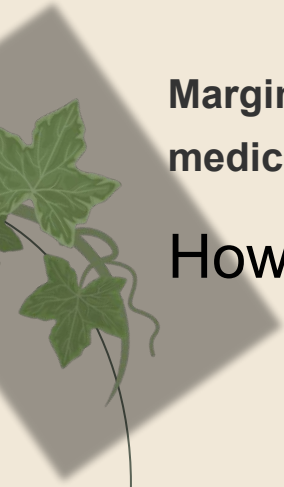
Low Morale in Ethnic and Racial Minority Academic Librarians: An Experiential Study

Kaetrena Davis Kendrick — (bio) and *Ione T. Damasco* — (bio)

HOMOPHOBIA, TRANSPHOBIA

Marginalized identities, mistreatment, discrimination, and burnout among US medical students: cross sectional survey and retrospective cohort study

How Audiology Alienates Transgender Audiologists





Creativity

Vision

Development

INNOVATION

Inspiration

Idea

Success

INNOVATION IS NOT PROGRESS, TOM WILSON (2016)

“Lawyers are constantly being told they need to be more innovative, that they are at risk of being disrupted unless they adopt new technologies. Become more tech savvy, we are told, or risk being left behind.”



INFORMATION Wants To Be Free

MEREDITH G. FARKAS

Valuing maintenance *by Meredith Farkas*

Yep...Im that tired.



**WORK
WON'T**

LOVE

How
Devotion to
Our Jobs Keeps
Us Exploited,
Exhausted, and
Alone

**SARAH
JAFFE**

**YOU
BACK**



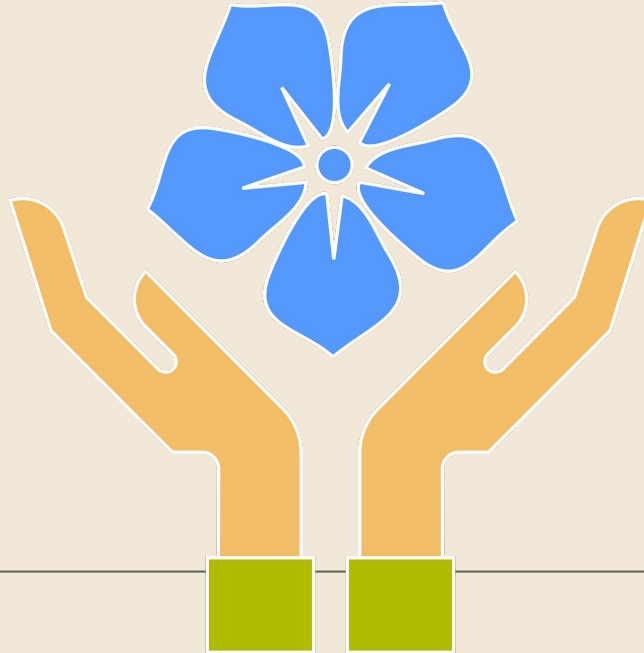
IDENTITY ECONOMICS

HOW OUR IDENTITIES SHAPE OUR
WORK, WAGES, AND WELL-BEING

GEORGE A. AKERLOF

RACHEL E. KRANTON

FROM BURNOUT TO SUSTAINABILITY

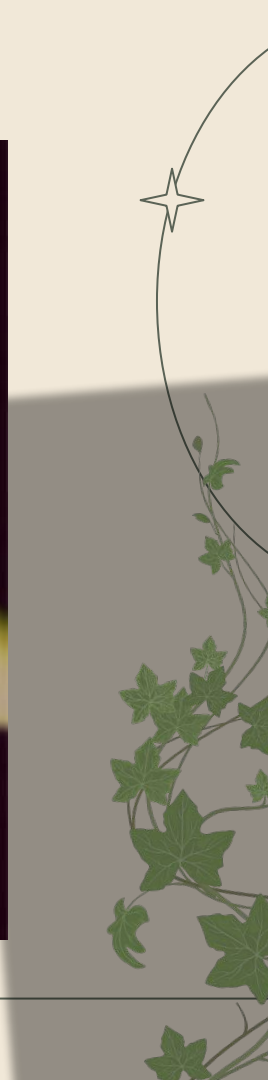
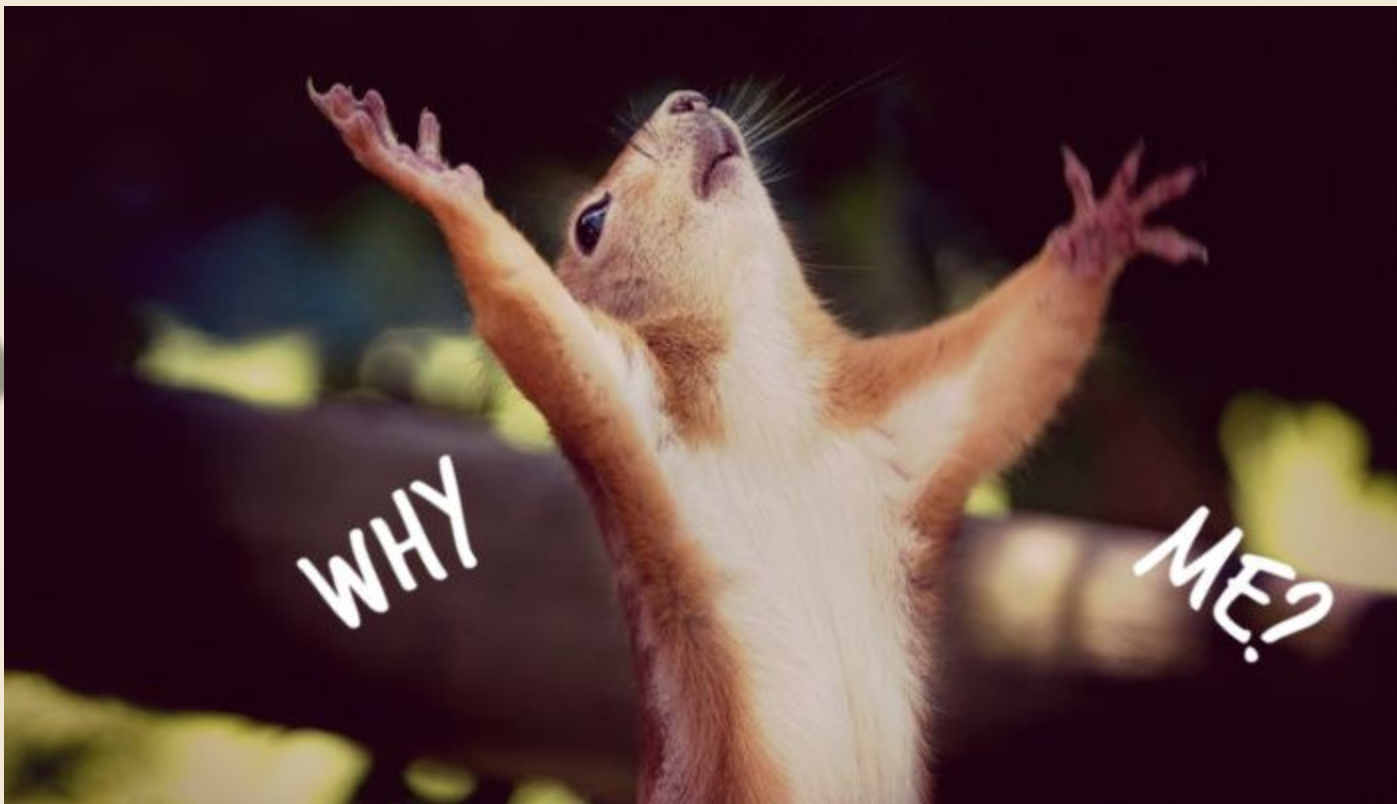


FEELING THE BURNOUT

BY JENNIFER DIXON

“ You can’t self-care your way out of systemic issues. I think that librarians have been saying this for over a decade at this point.”

KELLY JENSEN



LET'S TALK: SOLIDARITY

sol·i·dar·i·ty

/,sälə'derədē/

noun

1. unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.



WHAT HAS WORKED? WHAT MIGHT WORK?

- *Unions
- *Committees
- *Senates/Assemblies
- *Departments
- *What other collective bodies do we have?

LET'S TALK: SLOW

THE WORLD
INSTITUTE of
SLOWNESS

The fastest way to a good
life **is to slow down**

Geir Berthelsen, Founder, The World Institute of Slowness

WHY SLOW?



WATCH VIDEO

LET'S TALK: PLANNED MAINTENANCE



LET'S TALK: SELF

~~I am~~ a work as a
librarian



WHEN I SAY BEYOND SELF-CARE...



THANK YOU!

Thank you to all my librarian colleagues who helped me develop this presentation, especially Meredith Farkas, Melissa Just, and Rebecca Miller Waltz.

This slide deck will be available after the conference.

I welcome any questions or
comments!

