



## Female representation in the governing board of Library and Information Science associations

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### ***Abstract***

This study aims to determine the female representation in governing boards in library and information science associations and to identify trends in the gender composition of different governing roles and the country of affiliation and occupation of people fulfilling these roles. In an analysis of 26 selected Library Information Science associations mentioned on the American Library Association (ALA) website, data relating to 12 international and 14 national governing board members were obtained from various library associations' websites. Data were assessed by role, gender, country, continent of their affiliation, and occupation. Findings reveal that men were slightly underrepresented as presidents and governing board members in 18 of the 26 associations. This was most evident in the highest-ranking role of president. The majority of governing board members were from non-English-speaking countries. The vast majority of governing personnel belonged to the Librarians, with relatively few supporting the teaching and learning profession taking on these roles.

**Keywords:** Gender, Gender disparity, Governing board, Library and information science associations

### **Introduction**

The library and information science (LIS) profession is essential to society because it organizes, preserves, and makes information accessible in both digital and conventional formats. LIS professionals help people discover the information they need for academic, professional, and personal reasons, aid with research, and create and maintain knowledge-organization systems. Professionals who can bridge the gap between people, information, and technology are needed in this multidisciplinary area.



Library associations are important to libraries, LIS profession and society at many levels like local, regional, national, and international levels. As Rakunathan describes library associations provide a platform for librarians and professionals to interact and exchange experiences and learn from each other. They offer a wide range of services to members and take care of their interests. Other than LIS professionals, other professionals can also get benefitted from this. Although library associations satisfy the needs of their members, the goal of these associations is to provide long term benefits through the services to the members. Niels Ole Pors (2005) described that library associations work efficiently in organizing workshops and seminars in collaboration with partner organizations. It organizes many professionals' events, research projects and also publishes latest advancements and trends of the library industry. The primary goals are expression of interest and functions that have to perform to represent the shared interest of its members.

Agee and Lillard (2005) talked about the importance of library association for librarians and students to spare some time to know about an association's history and custom. An association's roots affect its current structure as well as its potential for the future. An organization has a horizontal or vertical structure, paid or volunteer personnel, or centralized leadership or decentralized leadership roles; all these indicators of opportunity should be considered for the involvement of members. Students should critically analyse associations to know which association is aligned with their career objectives and personal needs. Hill (2021) finds that the few professional library associations provide guidelines and suggested policies on how to best serve the user population. These guidelines are considered as the true reflection of the profession's current ideals and may affect how each member does their work. Library associations are on many levels like international, national and regional level etc.

Associations on an international level operate all across the world, it manages the function of library and information profession on international level. These associations are required to bring the prevailing issues in notice and also find solutions to them. There are many international level associations such as International Federation of Library Association and Institution (IFLA) which is doing the exceptional work in this field, apart from this, The International Council of Archives (ICA) was founded by the United Nations Educational Scientific and Cultural Organizations (UNESCO) in 1948 to establish a worldwide association for archive management. It was created to improve standards, practices of archival administration and to upgrade the archival theory worldwide. ICA has an international network and its prevailing priorities are advocacy and promotion, disaster prevention and preservation, automation and electronic records and education and training.

The International Association of Music Libraries Archives and Documentation Centres (IAML) was founded in 1951 to encourage international cooperation and to maintain the interest of the profession. The International Association of Law Libraries was founded in 1959 and has over 600 members in more than 50 countries. The members represent all types of legal collections right



from academic law libraries of all sizes to corporate libraries, and from national and parliamentary libraries to administrative agency and court libraries. The International Association of School Libraries (IASL), started in 1971, providing an international platform for those people interested in supporting effective school library media programs as a feasible instrument in the educational process. IASL gives guidance and advice for the development of school library programs and school library profession. It also works in collaboration with other agencies and professional associations.

### **Scope of the study**

The present study covers 26 selected library and information associations, of which 12 are international and 14 are national associations mentioned on the American Library Association website, representing 250 governing board members. This study divided the gender of individuals involved based on the available data. For this study, gender is used as a binary variable with the possible values of men and women.

### **Background**

#### *Role of the governing board*

Library associations give chance to the members of the profession to collaborate on shared objectives to enhance the profession, libraries, and services. The functions of library associations are mostly the same whether they operate on local, national, or worldwide. There are some main functions of library associations, which are related to one another:

#### *Networking*

Association makes communication easy amongst professionals. The additional functions of library association occur from people gatherings to exchange ideals, information, and experiences. Every member benefits from networking, which also gives a chance to share ideas and collaborate on projects for the development of the society as a whole.

#### *Leadership*

Another contribution a library association offers the field and the wider community is leadership. The development of libraries and the profession can be improved by cooperating as a collective organization.

#### *A Voice*

For an individual, it is extremely difficult to achieve goals, gaining respect and attention, and changing society on the topic like the value of literacy, the necessity of information policy, and equal and equitable access to information but for an association representing hundreds or thousands of people offer a unified voice that is easily heard.

#### *Education and Professional Development*

In this rapid changing world, library associations are imperative to the profession's continued growth. In order to grasp and revamp new concepts, technologies, and services, librarians must get an education. Through publications, workshops, conferences, and other events, associations offer educational opportunities.

#### *Standards and Best Practices*



In order to formalize and enhance the profession, library associations create and approve standards, rules, codes of conduct, best practices, etc.

#### *Advocacy*

Library associations strive to raise the public's awareness of libraries and librarians, to inspire the public to support libraries, and to directly lobby lawmakers and policymakers to enact legislation and provide funding for libraries.

#### *Partnerships*

Library associations collaborate and form strategic alliances with groups that have an interest in libraries, including corporations, foundations, government agencies, non-governmental organizations, and educational institutions. Associations, which typically lack the resources to accomplish some of their aims and objectives on their own, can benefit from these alliances.

### **Female representation**

Women continue to be underrepresented in leadership positions in libraries. At academic libraries, the underrepresentation of women in leadership positions is 8.2 percentage points (pp), at special libraries, it is 5.5 pp, at school libraries, it is 10.7 pp, and at government libraries, it is 14.7 pp. Accordingly, a man has a 28.6%–185.5% higher chance of becoming a director. Although women make up 2.6 percent of the director population in public libraries, this number drops dramatically as collection size increases (McGeeney, J. D. 2025).

In terms of the sheer number of library employees, women have long outnumbered males in the field of library and information science (LIS); nonetheless, men are the main authors of library literature. The publishing rates of women and men in LIS are not equal when compared to the profession as a whole. There are also disparities in publication trends by subject and within particular publications. The proportion of women publishing in the chosen LIS journals did not rise as a result of changes in the subjects during the study period (Monroe-Gulick et al. 2024)

There is a notable gender gap in Indian LIS research, with male authors accounting for 71.81% of contributions and 69.3% of first authorship positions. Additionally, males dominated collaborative leadership patterns, with male-only and male-majority teams predominating (Kumara & Kumar, 2025). Statistics reveal that Women representation in LIS jobs are less compared to men in India (Kumari, 2023)

### **Research gap**

Prior research was done on the composition of editorial boards of journals by gender in the sciences, social sciences, and medicine. To date, there is a distinct lack of gender-based analysis of governing boards of library and information science associations-national and international. As such, the current study aims to fill this identified research gap.

### **Objective**



The objective of this study is to determine the gender composition of Governing boards in the field of library and information science associations. Further, this study aims to identify trends in the gender composition of different governing roles and the country of affiliation and occupation of people fulfilling these roles.

### **Research questions**

RQ1. Which countries and continents have better gender representation of governing board members in selected international Library Associations?

RQ2. What is the representation of men and women on the governing boards of selected LIS associations?

RQ3. To what extent are teaching professionals, librarians, and administrative staff represented on the governing boards of LIS associations?

### **Hypotheses**

H1. The majority of governing board members are from English-speaking countries.

H2. Women are underrepresented in all selected LIS associations.

H3. The highest roles, such as president and vice president, are predominantly held by men.

### **Methodology**

A total of 26 library and information associations were selected out of which 12 are international and 14 are national LIS associations. These were: Association for Information Science and Technology (ASIS&T), Association of Caribbean University, Research and Institutional Libraries (ACURIL), Commonwealth Library Association (COMLA), European Association of Middle East Librarians, International Federation of Library Associations and Institutions (IFLA), International Association of Aquatic and Marine Science Libraries and Information Centers (IAMSLIC), International Association of Law Libraries, International Association of Music Libraries, Archives and Documentation Centres, International Association of School Librarianship, International association of university libraries, International council on archives, The Special Libraries Association (SLA), American Library Association (ALA), Mexican Association of Librarians A.C. (AMBAC), Australian Library and Information Association, Belgian Association for Documentation, The Chartered Institute of Library and Information Professionals (CILIP), Hong Kong Library Association, Indian Library Association (ILA), Lebanese Library Association, Library & Information Association New Zealand, Library Association of Singapore, Association of Hungarian Librarians, The Brazilian Federation Librarians Association – FEBAB, Turkish Library Association, Union of Librarians and Information Services Officers (ULISO). All these associations are mentioned on the ALA website in alphabetical order with their website links, individual links were then searched and all working websites of associations were used for data collection.

### *Gender identification*

Gender identification was conducted using a two-step process based on the available data on individual websites. The first step was to pull out the title of the governing board member (e.g., Mr. or Ms.) to identify the gender of the person. In the second step, the name and the affiliation of the person was searched in Google to know the gender of the person through LinkedIn, affiliated institution websites and other sources.

#### *Categorisation of roles and designations*

Governing board members were grouped into six categories, specifically, President, Vice President, Treasurer, Secretary, and other Governing Board Members (see Appendix 1).

**President:** The top-level position in the category, having the power of decision for the association.

**Vice president:** The second level position after the president.

**Treasurer:** the person who is responsible for the financial management of the association.

**Secretary:** It includes the general secretary, honorary secretary, etc.

Governing board members were categorised by their occupation or role, that is, other than the above roles (see Appendix 2).

**Data analysis** -Data were displayed as descriptive statistics using frequencies and percentages.

## **Analysis and Results**

### *Distribution of governing board members by affiliation country*

Table 1 shows the frequencies of governing board members of the top five countries, by country, together with the percentage of the total that country represents. There were 100 governing board members from 33 countries in total. A majority of governing board members were from the USA (64.81%).

### *Distribution of Governing board members by affiliation continent*

Figure 1 shows the distribution of governing board members by the continent of their affiliation. There were five continents represented in the data. The highest representation came from the Americas (47%), followed by Europe, Asia, Oceania, and Africa.

Table 1  
Governing board members by country for five most represented countries

S.No	Country/ region	Members of the Governing board	(%)	Administrato r/ administrativ e staff	Libraria n	Teaching professiona l	Unidentifie d
1	USA	36	36	5	23	6	2
2	UK	7	7	2	4	1	0

3	Australia	4	4	1	3	0	0
4	Canada	4	4	0	2	2	0
5	China	4	4	0	2	1	1

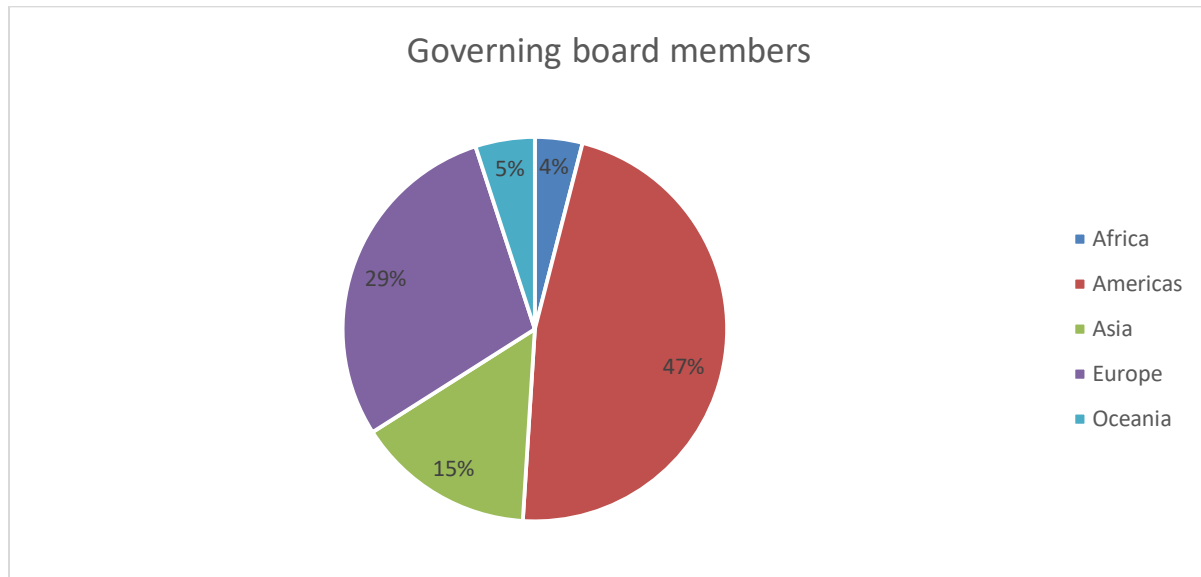


Fig. 1. Governing board members by continent

#### *Governing board composition by gender*

The gender of the 250 governing board members is presented in Table 2. The highest proportion of men was found in the Indian Library Association (90%), whereas the highest proportion of women was found in the Commonwealth Library Association (COMLA) (100%) and the Australian Library and Information Association (100%). A closer inspection of the data shows that men and women were represented on all 26 LIS associations. Female were more populous than men in a majority of associations, whereas the converse was true in a few associations, namely, International Association of Aquatic and Marine Science, Indian Library Association (ILA), Libraries and Information Centers (IAMSLIC), International Association of Music Libraries, Archives and Documentation Centres, Belgian Association for Documentation, Turkish Library Association, Union of Librarians and Information Services Officers (ULISO). There was equal representation of men and women in Asociación Mexicana de Bibliotecarios, A.C. (AMBAC).

Table 2  
Gender composition of the governing boards of each association



Association	Governin g board member	Male (number and %)	Female (number and %)
International			
Association for Information Science and Technology (ASIS&T)	10	3(30)	7(70)
Association of Caribbean University, Research and Institutional Libraries (ACURIL)	6	2(33.33)	4(66.66)
Commonwealth Library Association (COMLA)	2	0	2(100)
European Association of Middle East Librarians	3	1(33.33)	2(66.66)
International Federation of Library Associations and Institutions (IFLA)	11	2(18.18)	9(81.81)
International Association of Aquatic and Marine Science Libraries and Information Centers (IAMSLIC)	6	4(66.66)	2(33.33)
International Association of Law Libraries	11	4(36.36)	7(63.63)
International Association of Music Libraries, Archives and Documentation Centres	8	5(62.5)	3(37.5)
International Association of School Librarianship	16	2(12.5)	14(87.5)
International association of university libraries	10	4(40)	6(60)
International council on archives	3	1(33.33)	2(66.66)
The Special Libraries Association (SLA)	14	5(35.71)	9(64.28)
National			
American Library Association (ALA)	15	4(26.66)	11(73.33)
Asociación Mexicana de Bibliotecarios, A.C. (AMBAC)	6	3(50)	3(50)
Australian Library and Information Association	7	0(0)	7(100)
Belgian Association for Documentation	5	4(80)	1(20)
The Chartered Institute of Library and Information Professionals (CILIP)	6	2(33.33)	4(66.66)
Hong Kong Library Association	14	6(42.85)	8(57.14)
Indian Library Association (ILA)	31	28(90)	3(10)
Lebanese Library Association	10	2(20)	8(80)
Library & Information Association New Zealand	10	4(40)	6(60)
Library Association of Singapore	10	1(10)	9(90)
Association of Hungarian Librarians	9	2(22.22)	7(77.77)
The Brazilian Federation Librarians Association – FEBAB	11	3(27.27)	9(81.81)



Turkish Library Association	9	6(66.66)	3(33.33)
Union of Librarians and Information Services Officers (ULISO)	7	4(57.14)	3(42.85)

### Contribution of librarians and teaching professionals in governing board members in Library Information Science associations

Table 3 represents the contribution of librarians and teaching professionals in selected LIS associations. As shown in the table, it was found that librarians dominated in governing board members in all selected LIS association except Association for Information Science and Technology (ASIS&T), The Brazilian Federation Librarians Association – FEBAB, where teaching professional contributions in Association for Information Science and Technology (ASIS&T) (7) and The Brazilian Federation Librarians Association – FEBAB (1) were higher than librarians. Further analysis of the table shows that there is no teaching professionals associated with governing board members in Association of Caribbean University, Research and Institutional Libraries (ACURIL), European Association of Middle East Librarians, International Association of Law Libraries, International association of university libraries, International council on archives, Australian Library and Information Association, Belgian Association for Documentation, Lebanese Library Association, Library & Information Association New Zealand, Library Association of Singapore, Turkish Library Association. Similarly, no librarian representation in the Brazilian Federation of Librarians Association – FEBAB, Turkish Library Association.

Table 3

Distribution of governing board members by occupations (librarian and teaching professionals)

Associations	Librarian	Teaching professional
International		
Association for Information Science and Technology (ASIS&T)	1	7
Association of Caribbean University, Research and Institutional Libraries (ACURIL)	3	0
Commonwealth Library Association (COMLA)	1	1
European Association of Middle East Librarians	3	0
International Federation of Library Associations and Institutions (IFLA)	6	1
International Association of Aquatic and Marine Science Libraries and Information Centers (IAMSLIC)	4	1



International Association of Law Libraries	11	0
International Association of Music Libraries, Archives and Documentation Centres	2	1
International Association of School Librarianship	5	3
International association of university libraries	10	0
International council on archives	1	0
The Special Libraries Association (SLA)	11	1
American Library Association (ALA)	10	1
Asociación Mexicana de Bibliotecarios, A.C. (AMBAC)	1	1
Australian Library and Information Association	3	0
Belgian Association for Documentation	4	0
CILIP	4	1
Hong Kong Library Association	11	2
ILA	23	5
Lebanese Library Association	6	0
Library & Information Association New Zealand	5	0
Library Association of Singapore	5	0
Association of Hungarian Librarians	1	1
The Brazilian Federation Librarians Association - FEBAB	0	1
Turkish Library Association	0	0
Union of Librarians and Information Services Officers (ULISO)	5	1

*Distribution of Governing roles by gender*

Table 4 shows the gender distribution of different governing roles across 26 selected LIS associations. Typically, each governing board comprised more than one member. Governing roles were assigned different titles, such as President, Vice President, Treasurer, Secretary, and Governing Board member. The president typically represented the highest level in the governing board hierarchy. Out of 250 people in governing roles, the majority, 135, were governing board members, followed by president, vice president, secretary, and treasurer. For each role, the women outnumbered the men, except for the vice president (51.61%) and treasurer (55%).

Table 4  
Categorisation of governing roles by gender

Role in the governing board	Total member	Male	Male %	Female	Female %
President	41	19	46.34	22	53.65
Vice president	31	16	51.61	15	48.38



Treasurer	20	11	55	9	45
Secretary	23	7	30.43	16	69.56
Governing board member	135	49	36.29	86	63.7
Total	250	102	40.8	148	96.4

### *Designation of Governing members*

Individuals serving on governing boards came from a diverse range of organizations and professions. To make the analysis work easier, we combined the diverse variety of responsibilities and classifications to establish broader groups of occupations. These were: Administrator/ administrative staff, Librarian, Teaching professional, and Unidentified. Further details of the categories and what occupations were included can be seen in Appendix 2. The highest representation came from the librarian category (n=136), and the lowest number was teaching professional (n=28). Missing data or those of unidentifiable occupation represented 31 people (Table 5).

Table 5  
Occupation of governing board members

Role in the governing board	Total member	Administrator/ administrative staff	Librarian	Teaching professional	Unidentified
President	41	13	16	8	4
Vice president	31	9	17	3	2
Treasurer	20	1	14	3	2
Secretary	23	5	13	0	5
Governing board member	135	27	76	14	18
Total	250	55	136	28	31

Table 6  
Chi-square test for the significance of association between governing board membership and the country being non-native English speaking



Native English-speaking country: Chi-square test			
	Observed N	Expected N	Residual
Native English-speaking country	107	125	-18
Other than native speaking country	143	125	18
Total	250		

Table 7

Chi-square test for the significance of the association between governing board membership and gender

Gender of board members: Chi-square test			
	Observed N	Expected N	Residual
Men	102	125	-23
Women	148	125	23
Total	250		

Table 8

Chi-square test for the significance of the association between the role holders of the highest roles in the governing board and gender

Governing Board Role	Gender of Board members	Men	Women	Total
President	Count	19	22	41
	Expected count	16.73	24.27	
Vice President	Count	16	15	31
	Expected count	12.65	18.35	
Treasurer	Count	11	9	20
	Expected count	8.16	11.84	



Secretary	Count	7	16	23
	Expected count	9.38	13.62	
Governing Board Member	Count	49	86	135
	Expected count	55.08	79.92	
Total	Count	102	148	250
	Expected count			

### Hypotheses testing

*H1. The majority of governing board members are from English-speaking countries.*

Associations	Librarian	Teaching professional
International		
Association for Information Science and Technology (ASIS&T)	1	7
Association of Caribbean University, Research and Institutional Libraries (ACURIL)	3	0
Commonwealth Library Association (COMLA)	1	1
European Association of Middle East Librarians	3	0
International Federation of Library Associations and Institutions (IFLA)	6	1
International Association of Aquatic and Marine Science Libraries and Information Centers (IAMSLIC)	4	1
International Association of Law Libraries	11	0
International Association of Music Libraries, Archives and Documentation Centres	2	1
International Association of School Librarianship	5	3
International association of university libraries	10	0
International council on archives	1	0
The Special Libraries Association (SLA)	11	1
National		
American Library Association (ALA)	10	1
Asociación Mexicana de Bibliotecarios, A.C. (AMBAC)	1	1
Australian Library and Information Association	3	0
Belgian Association for Documentation	4	0
CILIP	4	1



Hong Kong Library Association	11	2
ILA	23	5
Lebanese Library Association	6	0
Library & Information Association New Zealand	5	0
Library Association of Singapore	5	0
Association of Hungarian Librarians	1	1
The Brazilian Federation Librarians Association – FEBAB	0	1
Turkish Library Association	0	0
Union of Librarians and Information Services Officers (ULISO)	5	1

Using a Chi-square distribution table for  $df = 1$  and  $\alpha = 0.05$ , the critical value is 3.841,  $X^2 = 5.184$ . Since  $5.184 > 3.841$

There is statistically significant evidence to suggest that the distribution of governing board members is not equal, and in fact, more members are from non-native English-speaking countries, contrary to the original hypothesis  $H_1$ .

*H2. Women are underrepresented in all selected LIS associations.*

From the Chi-square distribution table for  $df = 1$ , the critical value at  $\alpha = 0.05$  is 3.841. Since  $8.464 > 3.841$

There is statistically significant evidence that gender representation is not equal among board members. However, contrary to the hypothesis  $H_2$ , women are actually overrepresented in this sample (148 vs expected 125), not underrepresented.

*H3. The highest roles, such as president and vice president, are predominantly held by men.*

A chi-square test of independence was conducted to determine whether there was an association between the holders of the highest roles in the governing boards and the representation of gender. The chi-square test showed a statistically significant difference ( $df = 4$  and  $\alpha = 0.05$ , the critical value is 9.488,  $X^2 = 5.84$ . Since  $5.84 < 9.488$ ). Once again, the stated hypothesis has been shown to be contrary, and it can be concluded that the highest roles in the governing board, such as president and others, are predominantly held by women rather than men (Table 8).

## Discussion and Conclusion

A sample of 250 governing board members' data was analysed in this study, representing 26 selected LIS associations mentioned on the ALA website. Concerning RQ1, the majority of governing board members were from the USA (64.81%) and the UK (12.96%) in selected international LIS associations. A similar result can be seen in the analysis of the Americas and Europe, followed by Asia, which is in agreement with the largest number of board members originating from the USA, the UK and China. This is also in agreement with the findings

reported by Parabhoi et al. (2022) that a large proportion of members came from Europe and the Americas, followed by Asia. However, there has been no previous governing board study conducted in the field of Library and Information Science associations.

To address RQ2, Tables 2 and 4 show that men are underrepresented as presidents, secretaries, and governing board members in all but 8 out of 26 associations. Our study confirmed that women are not underrepresented in governing boards in many roles, but not ubiquitous in all associations. Traditionally, library and information sciences are a field where women are overrepresented. The representation of men and women in each Governing role varies significantly for different subjects and domains. For instance, the majority of nursing professionals are women.

RQ3 is addressed by the results in Tables 3 and 5. The vast majority of Governing members belonged to the profession, with relatively few teaching and learning professionals, administrative, and unidentified taking on these roles. It may be that librarians are the group of management who deal predominantly with Library and information science issues related to ICT, users, collections, etc. They spend the most time on library management.

This study tested three hypotheses. According to the hypothesis (H1), most members of the governing board would be native English speakers. The Chi-Square test, however, revealed a significant difference from the expected distribution ( $\chi^2(1, N=250)=5.18, p<.05$ ). The observed data showed that, in contrast to the hypothesis, a higher percentage of members came from non-native English-speaking nations (143) than from native English-speaking nations (107). This result reveals that the governing board is more diverse internationally than expected. The results show the presence of non-native English-speaking nations, despite the prime expectation being established on the notion that English-speaking nations influence global governance systems of library associations.

Testing of H2 revealed the contrary results that observed counts showed that women (148) outnumber men (102), going against the theory that women are underrepresented. This implies that women are not only fairly represented in these associations, but they are really more strongly represented than one might expect. These results confront assumptions of male supremacy in professional governance by underlining a movement towards growing female participation in leadership structures.

H3 says that the highest roles, such as president and vice president, are predominantly held by men, to this this, a chi-square test was used. Men and women are equally likely to hold these positions, as indicated by the test's lack of significance ( $\chi^2(4, N = 250) = 5.84, p >.05$ ). In contradistinction to the claim, there are almost equal proportions of women and men in the vice presidency. These results imply that men do occupy a proportionate number of leadership positions on governing boards collectively. Men being underrepresented on the governing boards in some selected LIS association.



In summary, in a study of 26 selected LIS associations, data related to 250 governing board members were evaluated by role, country, and continent of their affiliation and occupation. Men were found to be less represented as presidents and governing board members in 18 out of 26 associations. This was most apparent in the highest-ranking role of president or governing boards. The majority of the presidents or governing board members were from non-English-speaking countries. The vast majority of governing members belong to the librarian, with comparatively few support staff or teaching professionals taking on these roles.

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## Appendix 1

### Governing board members categories

Original designation	No. of person/s	Merge designation
Accountant & Representative of the Association to the Lebanese official authorities	1	Administrator/ administrative staff= 54
Advisor	1	
Assistant Director	2	
CEO	1	
Chairman	1	
Chartered Accountant	1	
Co-Founder, Managing Partner	1	
Community & Access Services Coordinator	1	
consultant	1	
Curator of music	1	
Deputy Director	7	



Director	15	
Executive Director	2	
Founder and President of Infocyble	1	
General Coordinating Director	1	
Head	5	
IASL Director	1	
Kaiwhakahau, Strategy & Planning	1	
Lead	1	
Manager	1	
Non-executive Director	1	
President and CEO	1	
PROGRAM COORDINATOR	1	
Regional Director	1	
Senior Advisor	1	
Senior Assistant Director,	1	
Senior Manager	1	
Unit Head	1	
Director at S.A.L. Mongui Maduro Library	1	Librarian=134
Reference, Law Librarian and Lecturer in Faculty of Law	1	
Academic Librarian	1	
Acquisition Specialist	1	
Adult Services Librarian	1	
Archivist	1	
Assistant Librarian I, Knowledge Management Unit	1	
Assistant Service Manager (Collection Development and Collection Management)	1	
Associate Dean of Library and Learning Resources & Professor	3	
Campus Librarian	1	
Chief Director: Library and Information Service – North-West University	1	
Chief Librarian	3	
Collection Services Librarian	1	
Creative Learning Librarian	1	
Data Services & Information Research Librarian	1	
Dean of Libraries	2	



Director	10	
Disabled Librarian	1	
Firmwide Director, Library Services	1	
Foreign and International Law Librarian and Lecturer in Law	1	
Freelance Librarian	1	
Head Librarian	8	
Information & communication professional	1	
Information department director	1	
Information Officer	1	
Information Officer Stephenson Harwoods	1	
Information Organizer and Disseminator	1	
Information Specialist	2	
International Librarian and Academic Librarian	1	
International Library Consultant	1	
Law Librarian	2	
Librarian	46	
Librarian (Systems & Digital Services)	1	
Librarian and Archivist of Canada	1	
Libraries Director	1	
Library and Information Professional	1	
Library Director	3	
Library Services Manager	1	
LIS leader	1	
Manager	3	
Periodicals Manager	1	
Professional Librarian	1	
Research Librarian	1	
Science and Engineering Librarian	1	
Senior Librarian	3	
Senior Research Services Training Specialist	1	
Serials Librarian	1	
Squire Law Librarian	1	
State Librarian and Chief Executive Officer	1	
Subject librarian	1	
Teacher librarian	1	
Team Leader	1	
The Koç School Libraries Manager	1	



University Librarian	7	
Archival Consultant and Professor Emerita	1	Teaching professional=29
Associate Professor	6	
Assistant Principal/Teacher Librarian	1	
Assistant professor	5	
Honorary Professor at EBSI	1	
Lecturer	1	
Professor	10	
Senior Director of Research and Analytics at Uncommon Schools	1	
Teacher Librarian	2	
Visiting Professor	1	
Unidentified	33	Unidentified=33

*Appendix 2*

*Governing boards representing diverse range of organizations and professions*

Role of governing board member	No. of person/s	Merge group
AASL Member	1	Governing board member=135
Academic Libraries Liaison Officer	1	
Accountant	2	
Administrative and Financial Director	1	
Administrator	3	
Appointed Council member	2	
Archivist	1	
At Large Member	3	
Board member	12	
Central-West Regional Director	1	
Chair, Management of Library Associations Section	1	
Chair, Professional Council	1	
Chair, Regional Council	1	
Chapter Member	1	
CILIP Cymru Wales Chair	1	
CILIP Ireland Chair	1	



CILIP Scotland Chair	1	
Coordinator of the Conferences and Scientific Research Committee	1	
Coordinator of the Information and Publications Committee & Specialized Libraries Committee	1	
Coordinator of the Membership Committee	1	
Coordinator of the Programs & Activities Committee, including Special interest groups of School libraries & Public Libraries	1	
Coordinator of the Public Relations Committee	1	
Council Member	22	
Deputy Chairman	3	
Director	13	
Director at Large	6	
Director of Communication and Publishing	1	
Director of Event Promotion	1	
Director of Political and Professional Training	1	
Division Member	2	
Education and Training Officer	1	
Executive Director	2	
Hon. Asst. Secretary/Chair, Membership	1	
Information Technology Officer	1	
Interim Executive Director	1	
LIBRARIAN	1	
Member	14	
NALCo Member	1	
National Council member	4	
North Regional Director	1	
Northeast Regional Director	1	
P.R.O.	1	
Programme Officer	1	
Public Libraries Liaison Officer	1	
Rainbow Round Table Member	1	
Regional board of directors	9	
Round Table Member	1	
School Libraries Liaison Officer	1	
Social Media Officer	1	
South Regional Director	1	



Southeast Regional Director	1	
Special Libraries Liaison Officer	1	
<i>Chairman of the Board &amp; General President</i>	1	President=41
Interim President	1	
Jr. President Elect	1	
President	25	
President Elect	6	
Immediate Past President	3	
Past President	5	
Deputy Secretary	1	Secretary=23
Executive Secretary / Past President	1	
Hon. Secretary	2	
Membership Secretary	1	
Minutes Secretary	1	
Secretary	9	
Secretary General	7	
Honorary Executive Secretary	1	
Acting Treasurer	1	Treasurer=20
Deputy Treasurer	1	
Hon. Treasurer	2	
Treasurer	16	
Sr. VICE- PRESIDENT	1	
Vice President	29	Vice president=31