

**CONCURRENT DISCUSSION SESSION
THURSDAY, OCTOBER 16, 2003
3:45—4:45 P.M.
MAYFAIR COURT**

Discussion with Stanley J. Wilder, University of Rochester

Demographic Change in Academic Librarianship, by Stanley J. Wilder, is a report published by ARL in September 2003. It is an update and expansion of the author's 1995 report that documented how, as a group, librarians are unusually old and aging rapidly. This current study is based on new ARL Salary Survey data and new projections. It also brings an additional perspective, one that recognizes the connection between the aging of the profession and new entries to the population.

In this session, the author will summarize some of the new findings of his research and lead a discussion on their implications for the future of research libraries. For example:

- About half of the 2000 U.S. ARL academic librarian population will very likely be gone by 2020.
- Turnover among library directors is likely to remain high for the foreseeable future; 28% of the 2000 ARL academic library director population will reach age 65+ between 2000 and 2005. Who will be filling these leadership positions?
- At a time when traditional library skill positions face extensive retirements, those charged with managing the transition will themselves be retiring at an even faster rate. 28% of managers in the 2000 ARL population will reach age 65+ by 2010. Who are the likely replacements?
- Hiring priorities changed between 1985 and 2000; the most dramatic change is the burgeoning number of functional specialists. New hires are a glimpse of the future. What do we know about the demographic factors affecting entry to librarianship?

Demographic Change in Academic Librarianship, by Stanley J. Wilder,
ISBN 0-918006-97-X. 84 pp. \$45.00. To order, contact the ARL Publications Distribution Center at 310-362-8196 or pubs@arl.org.

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