Co-Creating the Future of Libraries: Empowering Academic Librarians for Innovation and Impact

AUNILO
Libraries of ASEAN Universities Network

Country Report

INDONESIA

18th AUNILO MEETING

1st-2nd August 2023

UNIVERSITAS INDONESIA

Outline

Introduction

- The academic librarian empowerment programs in Indonesia has been initiated for some time, due to changes in teaching, learning methods and learning systems

- The program is more intensely delivered during and after the pandemic COVID-19 .

- The growing demand for innovation and impact to higher education institutions has brought about greater roles of the academic libraries and librarians in learning, teaching and research activities of their parent institutions

Brief Profile of Member Universities

	Institut Teknologi Bandung *Bandung Institute of Technology*	Universitas Airlangga *Airlangga University*	Universitas Gadjah Mada *Gadjah Mada University*	Universitas Indonesia *University of Indonesia*
Recognition	QS WUR #235 THE Impact: 201-300	QS WUR #369 THE Impact: 101-200	QS WUR #231 THE Impact: 101-200	QS WUR #237 THE Impact: 20
Student body	23,848	46,062	61,440	54,457
Faculties/ Schools	7 Faculties 5 Schools	15 Faculties 2 Schools	18 Faculties 2 Schools	14 Faculties 2 Schools 1 Vocational Program
Study Programs	130 (58 internationally accredited)	189	287 (55 internationally accredited)	306 (37 internationally accredited)
Faculty Members	1,447	2,004	3,555	2,513
Support Staff	1,499	2,074	4,182	2,287
Libraries & Staff	1 University & 32 faculty/school libraries 28 librarians; 31 clerical staff; 4 IT staff	1 central & 14 faculty/school libraries 29 librarians, 32 clerical staff; 4 IT staff	1 main ; 20 faculty libraries & 1 lib at UGM Jakarta 74 librarians; 18 clerical/technical staff 1 IT staff	1 central library; 10 reading rooms at faculties/schools 36 librarians 12 clerical staff 3 IT staff

Overview of the teaching, learning methods and learning systems – a national perspective

The outbreak of pandemic COVID-19 since early 2020 has brought about major changes in all aspects of our life

Triggered by the emerging pandemic, the government of Indonesia, through the Ministry of Education, Culture, Research and Technology has formulated new policies in teaching, learning methods and systems

To develop and implement quality education, as one of SDG goals, a national independent learning program has been set up such as Merdeka Belajar Kampus Merdeka (https://kampusmerdeka.kemdikbud.go.id/) whereby students may choose different objects of their study based on the setting specified.

Students will spend one semester (weighs 20 credit points) in different settings, such as industries, educational institutions, community-based setting, and overseas

Kampus Merdeka
INDONESIA JAYA

Beranda   Program   Butuh Bantuan?   Masuk ke Akun

Kampus Mengajar ⌄   Magang Bersertifikat ⌄   Studi Independen Bersertifikat ⌄   Pertukaran Mahasiswa Merdeka ⌄   Program Lainnya

Ambil Kendali Masa Depanmu

Kampus Merdeka adalah cara terbaik berkuliah.
Dapatkan kemerdekaan untuk membentuk masa depan yang sesuai dengan aspirasi kariermu.

Telusuri Program   Cek Persyaratan Umum

Kampus Mengajar

Bantu peningkatan kualitas pendidikan dasar dengan terlibat langsung pada proses pengajaran di sekolah-sekolah yang berlokasi di seluruh daerah di Indonesia.

Tentang Program →

Syarat dan Ketentuan →

Magang

Dapatkan pengalaman dunia kerja secara langsung sebagai persiapan kariermu.

Cari Posisi Magang

Tentang Program →

Syarat dan Ketentuan →

Studi Independen

Jalankan proyek penelitian dengan studi kasus nyata dari para pelaku industri ternama.

Cari Kelas Studi Independen

Tentang Program →

Syarat dan Ketentuan →

Pertukaran Mahasiswa Merdeka

Program pertukaran mahasiswa dalam negeri yang memberikan pengalaman langsung

Wirausaha Merdeka

Ikuti program unggulan dari berbagai Perguruan Tinggi yang bertujuan untuk meningkatkan kemampuan wirausaha.

Indonesian International Student Mobility Awards

Program pertukaran dengan universitas lain dari seluruh dunia untuk bertukar budaya.

Learning and teaching methods adopted by Universitas Indonesia & strategies and initiatives of the library

Learning & teaching methods

Library strategies & initiatives

Support for the Ministry of Education's Independent Learning Program
(Merdeka Belajar Kampus Merdeka = MBKM)

Wiradha

Part time student workers

Learning and teaching methods adopted by Universitas Gadjah Mada & strategies and initiatives of the library

Learning and Teaching Methods		Library Strategies and Initiatives	
Platform	• E-LOK: E-Learning Open for Knowledge sharing (https://elok.ugm.ac.id) • Google classroom (in some study programs) • MOOC for knowledge sharing	Platform	• Integration of library service menus in the university information system (simaster.ugm.ac.id) accessible via mobile device through Single Sign On
Methods of delivery	• Synchronous; Asynchronous • Face-to-face (lecture, tutorial) • Hybrid	Collection	• Greater portion of digital resources procurement/subscription • On/off-campus access; Access to e-text through LMS (elok.ugm.ac.id)
Courses	• Within/across faculties • Across institution within the country • Across institution (overseas), through IISMA (Indonesian International Students Mobility Awards) program or sandwich or double degree programs based U to U agreements	Services	• Orientation, library skill workshops • Individual academic consultation, mini class tutorial; Document delivery; workshops on academic integrity; bibliometric services (delivered by faculty libraries) • Services for walk-in non UGM users
		Facilities	• Co-working space, discussion room, computer room, outdoor learning zone

Learning and teaching methods adopted by Universitas Airlangga & strategies and initiatives of the library

Learning and Teaching Methods		**Library Strategies and Initiatives**	
Platform	• HEBAT E-Learning (https://hebat.elearning.unair.ac.id/) • MOOC UNAIR (https://mooc.unair.ac.id/) • CyberCampus Unair (https://unairsatu.unair.ac.id/site/login)	Strategies	During the Covid-19 Pandemic, the Library shifted from physical to online services, increased physical facilities, held library classes for training, and manage remote access via OpenVPN
Methods of delivery	• Virtual • Face to face • Hybrid	Services	Book loan online services, OSIRIS online services, Online thesis submission, E-resources and Literature search online services, Reference Services
Courses	• Within/across faculties • Across institutions within the country • Across institution (overseas), sandwich or double degree program based on U to U agreement • Community service	Training	Research Mapping, Online Research Management, Reference Manager (Mendeley), Literature Review, Avoiding Plagiarism, Styling and Formatting (MS. Word), Design with Canva, Journal Clinic
		Facilities	Discussion Room (Private/Public), Training Room, Public Area, Room for users with specific needs, Learning Room, Silent Room, Private Individual Room, Seminar Room, Computer Room, Library Corner, Co-Working

Learning and teaching methods adopted by Institut Teknologi Bandung & strategies and initiatives of the library

Learning and Teaching Methods

Changes in learning systems and library roles

Changes in learning systems and library roles

Changes in learning systems	Library roles	Challenges	Opportunities
• *HEBAT E-LEARNING* • MOOC UNAIR • *CyberCampus*	· Library Class Programs · Workshops · Research collaboration · Library Guides · Library Space · Publication Support · AILIS for Education (Application for Library Solution) · Virtual Library Class	• Funding • Human Resource (Librarian skills) • Research Data Service/ Research Data Management • Space • New Technologies • Digital Preservation • Bringing Users Back to the Library • Availability of Information in Various Formats • Reformulation of library policies.	• Liaison Librarians (support teaching, learning and research needs) • Marketing Library services Promoting eResources, Research ethics and reading culture, Open access publishing, etc) • Create Library Smart Service such as Virtual Reference Service • Create scholarly Services that need research skills such as bibliometric service, etc.

Changes in learning systems and library roles

Changes in learning systems	Library roles	Challenges	Opportunities
• Adoption of blended learning methods • Intensive utilization of technology in learning and teaching • Redesign of the curriculum • Developing courses of emerging interest and need such as digital transformation, social entrepreneurship, etc	• Adapting to the changes by developing services accessible through mobile platform • Creating programs that support capacity building in library skills, research skills, soft skills, and professional development • Engaging stakeholders (students and faculty members) in new program initiation	• The need for more competent staff capable for multitasking assignments • Availability of proportionate budget to support priority library programs in collection development, staff capacity building, student information literacy skills, and learning facilities	• Collaboration with different units within the university, across institutions, with colleagues and peers and across profession • Staff involvement in project-based activities carried out either internally or outside the library

Changes in learning systems and library roles

Changes in learning systems

Initiatives

The ITB Library manage Library and information science student's internship program to create innovation on library services and management in collaboration with academic librarians

Plans

Best practices of academic librarians' empowerment program

Programs	Implementation
• UNAIR librarians internship in ASEAN countries	• Sending UNAIR librarians do internship in several libraries in Malaysia, one of them is at Universiti Sains Malaysia (USM)
• Training of Trainers for Librarians	• Focus on increasing the ability to transfer knowledge from librarians to users
• Manage international and national library and information science student's internship program to create innovation on library services	• Library and information science internship student exchange from UITM Kedah, Malaysia in 2023
• "Airlangga Librarians' Community"	• Regularly upgrade the knowledge of library staff through training and share information, update knowledge on the latest issues

Programs	Implementation
• Library staff capacity building	Carried out in collaboration with the directorate of human resources for developing soft skills such as communication skills (public speaking, complain handling); English language (primary, intermediate, advanced); excellent service
• UGM Librarians' Forum	The forum is medium for peer learning and sharing. There is a committee that will hold activities related to capacity building in specific skills through training and workshops such as using research tools, delivering bibliometric service, and professional development such as seminar, benchmark, focus group discussion
• Most inspiring librarians' award	Held once a year and conducted collaboratively with the directorate of human resources to identify the most productive and inspiring library staff within the last year. This is a way to identify potential staff at the same time to give appreciation to their achievement and contribution to the university.
• Assignment on specific tasks	Library staff work on certain tasks such as user satisfaction surveys, managing library social media, standard operating procedures and business process evaluation, mentoring students/library staff doing internship or research in the library
• Partnership and collaboration	Librarians are encouraged to be engaged and active in networking activities, working across profession in activities like academic publishing, research, or community services

Best practices of academic librarians' empowerment program

Programs	Implementation
• Library staff capacity building	Carried out in collaboration with the directorate of human resources for developing soft skills such as communication skills (public speaking, complain handling); English language (primary, intermediate, advanced); excellent service, Training of Trainer for Librarian; Training for trainer; Internship program for UI librarians abroad in Grant Asian University Alliance at Chulalongkorn University Library, Thailand.
• Librarians' award	Held once a year and conducted collaboratively with the directorate of human resources to identify the most productive and inspiring library staff within the last year. This is a way to identify potential staff at the same time give appreciation to their achievement and contribution to the university.
• Assignment on specific tasks	Library staff work on certain tasks such as: (1) UI Lib Publication; (2) User satisfaction and library impact surveys, (3) Managing library social media, (4) Coaching and mentoring students/library staff doing internship or research in the library, (5) Examiner thesis
• Partnership and collaboration	Librarians are encouraged to be engaged and active in networking activities, working across profession in activities like research, community services, archival studies, or information technology system
• Empowering Librarians	Active as a board members of professional association.

Challenges	Opportunities
• Staff turnover and shortage. No replacement for the resigned staff. • Academic librarians need more exposure to innovation and new project activities. • Negative attitudes toward change (comfort zone syndrome)	• Building strong networking for library cooperation and librarian competence development programs • Work collaboratively with other professions (inter professional collaboration) to improve quality and diversify library services and impact programs, eg. programs supporting SDGs • Utilize LIS student's internship program to optimize librarians' roles in mentoring and participation in innovation projects. • Engaging stakeholders, especially patrons in the design and delivery of library innovation projects and services

Conclusion

- The changing higher education environment at national as well as global level should be perceived as a trigger for continuous improvement to academic library services and library staff performance.

- Academic libraries and librarians need to be positively responsive to and be able to proportionately adapt to the changing environment in order to be able to "survive" and keep their profession relevant to the growing need and demand of the society.