18th AUNILO Meeting
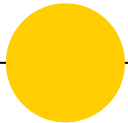# Co-creating the Future of Libraries: Empowering Librarians for Innovation and Impact

3rd August 2023
Universiti Putra Malaysia

About Me : Nor Edzan Che Nasir (Ph.D.)

- Member of IFLA Regional Division Committee Asia Oceania (2023–2025)
- Member, IFLA Information Literacy Section (2021–2025)
- Secretary and Member, IFLA Regional Division Committee Asia Oceania (2021–2023)
- Secretary and Member, IFLA Regional Standing Committee for Asia Oceania (2017–2021)
- President, Librarians Association of Malaysia (2014/2016)
- Chief Librarian, University of Malaya (2007–2017)
- Deputy Dean (Postgraduate Studies), Faculty of Computer Science & Information Technology, University of Malaya (2007)
- Associate Professor, University of Malaya (1999–2007)

Contents

1. Analysing the impact of changes in learning systems and library roles.
2. Evaluating different approaches to academic librarian empowerment.
3. Exploring innovative initiatives and best practices for academic librarian empowerment.
4. Connecting with peers to exchange ideas and discuss emerging trends and challenges.

◎ Presentation, Discussion, Group discussion and presentation.

1 THE IMPACT OF CHANGES IN LEARNING SYSTEMS AND LIBRARIES' ROLES

Presentation & Discussion

a. Changes in learning systems

b. Impact of these changes to the academic librarian

c. Adapting to the new environments

Role of a university library OR
Role of a library in a university

Role of a library in a university

- Primary role?
- Secondary role?
  - Supports the primary role.

Changes in the learning environment

- Pre-COVID19
  - Traditional
  - F2F
  - Distance learning
  - Others?
- COVID19
  - Online
  - Others?
- Post-COVID19
  - Online
  - F2F
  - Hybrid
  - Others?

SEA: 2022

- Jack Bazel, Head of Business Partnership, SEA, Turnitin
- Top education trends in SEA for 2022

1. Pivot to hybrid learning.
2. Reliance on technology in line with the adoption of hybrid learning.
3. Increased attention on equitable access to resources and technology to empower students.
4. Personalisation of education for improved learner experience.
5. Assessments will evolve to support the changing landscape.

SEA: 2022

FEB 2022 | ISSUE 11

HE SB

HIGHER EDUCATION IN SOUTHEAST ASIA AND BEYOND

Riding
the waves
of change

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Example: Malaysia: 4 June 2023

- ◉ 95 Bachelor's degree programmes from 19 public universities
  - ○ 2023/2024 intake.
- ◉ From 4 to 3 years – 44 programmes in 9 public universities.
- ◉ 1st and final year – attend lectures.
- ◉ Middle years – choice and flexibility to study at home.
  - ○ Reduce education costs.
  - ○ Work opportunities.
  - ○ Enter job market earlier.

Ministry introduces hybrid, flexible learning system: mandatory university attendance only in first, final years

DISCUSSION 1

◉ GROUP DISCUSSION
- ○ 20 minutes.
- ○ How does the change in the learning system affect you as an academic librarian?
- ○ Summarise.
- ○ Present briefly.

How do we adapt?

- ◉ Academic librarian – constantly evolving
  - ○ COVID–19 pandemic.
- ◉ New skills – acquire.
- ◉ Old skills – reskill, upskill.
- ◉ What are our 21st century skills?
  - ○ Technology – AI?
  - ○ Open science?

ALA

- 2019
- National Impact of Library Public Programs Assessment (NILPPA)

Library Programming Competencies

9 Core Library Programming Competencies

ORGANIZATIONAL SKILLS

KNOWLEDGE OF THE COMMUNITY

INTERPERSONAL SKILLS

EVENT PLANNING

CREATIVITY

OUTREACH & MARKETING

FINANCIAL SKILLS

EVALUATION

CONTENT KNOWLEDGE

ORGANIZATIONAL SKILLS
Works toward managing time and projects efficiently and effectively at multiple levels: individually, institutionally, and in collaboration with outside organizations and agencies.

KNOWLEDGE OF THE COMMUNITY
Works toward understanding the communities for which programs are developed, including their particular needs and interests; building respectful, reciprocal relationships with community members and organizations; and ensuring access to a wide variety of programs for all community members, especially those who have historically been underserved or face other challenges to access.

INTERPERSONAL SKILLS
Works toward communicating effectively and appropriately with all stakeholders and audiences to provide consultation, mediation, and guidance during programs and in other contexts relating to programs.

EVENT PLANNING
Works toward planning, managing, and implementing events that are both developmentally and culturally appropriate for their intended audiences.

CREATIVITY
Responds to challenges and problems with inventiveness, flexibility, and creativity to resolve them.

CONTENT KNOWLEDGE
Works toward sufficient knowledge of program content to deliver, manage, or evaluate programs, according to role.

OUTREACH & MARKETING
Works toward communicating information about programs to all community members who could potentially attend or benefit, using a variety of digital and analog channels in ways that are culturally and developmentally appropriate.

FINANCIAL SKILLS
Works toward budgeting, seeking funding for, and managing the finances of a program or suite of programs, often in collaboration with external partners.

EVALUATION
Works toward using statistical and qualitative tools to measure program effectiveness and impact on all community audiences, including those that have historically been un- and underserved; and using this information to iteratively improve the development and delivery of programs.

Role of academic librarians in the 21st century

- Nigeria
- Iman & Ilori, 2023.

1. Advocate
2. Pace-setters/image makers
3. Knowledge resources management
4. Information technology development
5. User services
6. Human resource management
7. Resource sharing
8. Networking

- USA
- Cabonero, Austria & Ramel, 2023.

1. Creativity and innovation skills
2. Critical thinking and problem-solving skills
3. Communication and collaboration skills
4. Information, media, and technology skills
5. Life and career skills

2 DIFFERENT APPROACHES TO ACADEMIC LIBRARIAN EMPOWERMENT

Presentation & Discussion

a. Different approaches to academic librarian empowerment

b. The pros and cons of different approaches

c. Developing skills for implementing these concepts in practice

What is empowerment?

- Empowerment
  - Many definitions and uses of the term.
  - Difficult concept to grasp.
- Empower
  - To give someone more control over their own life or the situation they are in (Oxford Learner's Dictionary, 2023).
- Empowerment
  - The act of giving somebody the power or authority to do something (Oxford Learner's Dictionary, 2023).

What is empowerment?

- ◉ Kabeer, 2002
  - ○ process by which those who have been denied the ability to make strategic life choices acquire such ability
- ◉ Haddad & Toney–Butler, 2023
  - ○ interpersonal process of providing the proper tools, resources, and environment to build, develop, and increase the ability and effectiveness of others to set and reach individual goals.
  - ○ process by which people, organizations, and communities gain power.
- ◉ Empowering librarians – librarians having the power and control over their profession.

Are academic librarians empowered?

◉ Looking at the definitions
  ○ Yes?
  ○ No?

How are academic librarians empowered?

- ◉ Legislation
- ◉ Legislation and certification
- ◉ Certification
  - ○ Assessment
  - ○ Qualification
- ◉ Letter of appointment

Philippines: Legislation & Certification

- Republic Act No. 6966. An act regulating the practice of librarianship and prescribing the qualifications of librarians," appropriating funds therefor and for other purposes – 19 September 1990.

- Republic Act No. 9246. An act modernizing the practice of librarianship in the Philippines thereby repealing Republic Act No. 6966 – 19 February 2004.

REPUBLIC OF THE PHILIPPINES
Congress of the Philippines
Metro Manila

Twelfth Congress

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-eight day of July, two thousand and three.

Republic Act No. 9246   **February 19, 2004**

AN ACT MODERNIZING THE PRACTICE OF LIBRARIANSHIP IN THE PHILIPPINES THEREBY REPEALING REPUBLIC ACT NO. 6966, ENTITLED: "AN ACT REGULATING THE PRACTICE OF LIBRARIANSHIP AND PRESCRIBING THE QUALIFICATIONS OF LIBRARIANS," APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippine Congress Assembled:

ARTICLE I

TITLE, STATEMENT OF POLICY, DEFINITION OF TERMS, SCOPE OF THE PRACTICE

SECTION 1. *Short Title.* - This Act shall be known as "The Philippine Librarianship Act of 2003."

SECTION 2. *Statement of Policy.* - The State recognizes the essential role of librarianship as a profession in developing the intellectual capacity of the citizenry thus making library service a regular component for national development. It shall, through honest, effective and credible licensure examination and regulatory measures, undertake programs and activities that would promote and nurture the professional growth and well-being of competent, virtuous, productive and well-rounded librarians whose standards of practice and service shall be characterized by excellence, quality, and geared towards world-class global competitiveness.

SECTION 3. *Objectives.* - This Act shall govern the following:

a) National examination for licensure, registration of librarians, issuance of Certificate of Registration and Professional Identification Card:

b) Supervision, control and regulation of practice of librarianship;

c) Integration of librarians under one national organizations;

d) Development of professional competence of librarians.

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Philippines: Definition of a librarian

- A librarian is a bona fide holder of a certificate of registration and professional identification card issued by the Professional Regulation Commission in accordance with the Philippines Librarianship Act (Nera, 2016)
- Librarian
  - Pass librarian licensure examination,
    - Licence renewed every three years.
  - Pay prescribed fees, and
  - Included in the roster of Philippines librarians.

Librarian Licensure Exam 2023: Important Dates

PH LIBRARY NEWS

Applications Open **JUNE 9, 2023**
Deadline **AUGUST 11, 2023**
Exam Dates **SEPT. 11-12, 2023**
Results Release **SEPT. 15, 2023**

READ MORE at:
bit.ly/LLE2023

Indonesia: Certification by assessment

LIBRARIANS SERTIFICATION IN INDONESIA

Download: 📄 1578714638_file-librarians-sertification-in-indonesia.doc

Librarians Sertification in Indonesia

Writer:

Hendrikus Franz Josef, M.Si

Regional Library and Archive Office of Yogyakarta Special Region

2019

Abstract

The role of libraries as the dissemination and provider of library and information materials requires librarians as one of the resources capable of making active and positive contributions. Recognition of functional positions in the librarian of civil servants does not make private librarians less active and creative in their work. Publication of library standardization as a reference for librarians in their work has made a difference so far. Through librarian certification, librarian competencies are tested regardless of whether they are public or private employees. The existence of the librarian profession

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Program Evaluation Certification of Indonesian Library Competence

⚪ Opong Sumiati · Muchlis R. Luddin · Ma'ruf Akbar

| Overview | Stats | Comments | Citations (1) | References |

Abstract

Librarian Work Competency Certification Program has been implemented since 2013. The significance and sustainability of the program's implementation need to be evaluated comprehensively to give decision makers the sustainability of the program going forward. The evaluation uses the context, input, process, product (CIPP) model by analyzing the objectives, planning, implementation planning and the certification program results. The study was conducted at the Jakarta

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Indonesia: Sertifikasi Kompetensi Pustakawan

UPT
PERPUSTAKAAN & UNDIP PRESS
UNIVERSITAS DIPONEGORO

HOME   PROFIL ⌄   LAYANAN ⌄   E-RESOURCES ⌄   PERPUSTAKAAN FAKULTAS ⌄   K

Sertifikasi Kompetensi Pustakawan

Link Url : https://sertifikasi-pustakawan.perpusnas.go.id/index.php

Pustakawan yang sudah memastikan dirinya kompeten dapat mendaftarkan dirinya kepada Sekretariat LSP Pustakawan dengan alamat:

Perpustakaan Nasional RI Ged B Lt.3 atau 4, Jl. Salemba Raya No. 28A Jakarta Pusat, Kode Pos: 10430; Faks.021-3901013/3901099 email : sertifikasipustakawan@gmail.com

Contact Person :

Rangga (0813-8205-4282)

Enu Tahyadi (0818-0605-5191)

A. Persyaratan Dasar

1. Memiliki ijazah dan transkrip nilai pendidikan paling kurang Diploma Dua (D2) Ilmu Perpustakaan, atau
2. Memiliki ijazah dan transkrip nilai Pendidikan paling kurang Diploma Dua (D2) bidang lain dan memiliki sertifikat pelatihan berbasis kompetensi di bidang ilmu perpustakaan dan informasi, atau
3. Memiliki ijazah SLTA dan sederajat dengan pengalaman bekerja sesuai Klaster yang dipilih, paling kurang 2 (dua) tahun secara berkelanjutan.

https://digilib.undip.ac.id/uji-sertifikasi-kompetensi/

- ◉ Sertifikasi Kompetensi Pustakawan = Librarian Competency Certification
- ◉ By cluster
  - ○ 14 clusters
  - ○ Eg. Collection development, Descriptive cataloguing, Childrens' library, Information literacy skills

Certification by qualification

State Library of Pennsylvania

Libraries > For Libraries > Laws and Regulations > Librarian Certification

Library Staff Certification

Public Libraries

Local libraries, library systems, and district library centers that receive state aid must have staff certified at levels specified by the Commonwealth of Pennsylvania.

Certification levels (22 PA Code §§ 133.1 – 133.6) are:

1. **Library assistant** - Completed at least 2 academic years of college education and 9 cred hours of library science course;
2. **Provisional librarian** - Bachelor's degree from a 4-year college or university and completed at least 12 credit hours of library science course; and
3. **Professional librarian** - Bachelor's degree from a 4-year college or university and master's degree in library science.

- USA
- Position by qualification

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Others?

- Brunei
- Cambodia
- Laos
- Malaysia
- Myanmar
- Thailand
- Singapore
- Vietnam

ASEAN
Association of Southeast Asian Nations

Letter of appointment

◉ Issued by employer.

◉ Job specifications
- ○ Detailed
- ○ Not detailed
- ○ Last clause.

DISCUSSION 2

◉ What do you understand by the term "empowerment"?

◉ Do you feel that you are empowered or not empowered?

◉ GROUP DISCUSSION
  ○ 20 minutes.
  ○ Summarise.
  ○ Present briefly.

Other Forms or Empowerment

- ◉ Recognition
  - ○ Honorary awards – palace, government
  - ○ Awards – government, institutions, associations
- ◉ Representation
  - ○ Appointment as Heads of international, regional and national committees
  - ○ Appointment to international, regional and national committees
  - ○ Keynote address presenter, invited speaker/resource person
- ◉ Grants

Advocacy as a Form of Empowerment

- Very high on IFLA's to do list.
- Advocating for your profession.
- To
  - Users
  - Stakeholders
  - Government

Skills to Address Empowerment

- ◉ Generic skills
  - ○ Critical thinking
  - ○ Collaboration
  - ○ Communication
  - ○ Argumentation
  - ○ Problem–solving skills,
- ◉ Functional skills
- ◉ Networking
- ◉ 4Cs of empowerment = communication, critical thinking, collaboration and creativity.

New Paradigm for Libraries

- ◉ Head of National Library of Indonesia
  - ○ 27 July 2023

- ◉ Management of collection 10%
  - ○ 18th century

- ◉ Management of knowledge 20%
  - ○ 19th century

- ◉ Transfer of knowledge 70%
  - ○ Now

3

EXPLORING INNOVATIVE INITIATIVES AND BEST PRACTICES FOR ACADEMIC LIBRARIAN EMPOWERMENT

Presentation & Discussion

a. Innovative initiatives for academic librarian empowerment

b. Best practices for academic librarian empowerment

c. Examples of successful implementation of academic librarian empowerment

Empowerment?

- Country reports
    - Innovative initiative, best practices, successful implementation of academic library empowerment
    - Not empowerment but outcomes from the empowerment.
        - Collaboration
        - Multi-skilled academic librarians
        - Rapid adoption of technology
        - Digitization and digital preservation
        - Library as a place, as a space

Empowerment?

- ◉ Recognition
  - ○ Honorary awards – palace, government
  - ○ Awards – government, institutions, associations
- ◉ Representation
  - ○ Appointment as Heads of international, regional and national committees
  - ○ Appointment to international, regional and national committees
  - ○ Keynote address presenter, invited speaker/resource person
- ◉ Grants

Empowerment?

- Empowerment
  - Many definitions and uses of the term.
- Empowerment
  - The act of giving somebody the power or authority to do something (Oxford Learner's Dictionary, 2023).

Empowerment?

R.A. No. 9246

- Has Empowered the Filipino Librarian to do what is necessary for:

- 1. The State, Society and Public
- 2. His/Her profession and colleagues;
- 3. His/Her clients and other Users of his/her
    professional services;
- 4. His/Her Agency; and
- 5. His/Her Self

Nera, C.M (2007). *Empowering Librarians*. [Powerpoint presentation]. https://www.slideplayer.net/plaistrlc/empowering-librarians

Empowerment?

◉ Clear distinction of empowerment and outcomes from empowerment

4 CONNECTING WITH PEERS TO EXCHANGE IDEAS AND DISCUSS EMERGING TRENDS AND CHALLENGES

PANEL DISCUSSION

- PANEL
  1. Brunei – Ahmad Safwan Hj. Jalil
  2. Philippines – Marian R. Eclevia
  3. Thailand – Prapai Chan-in
  4. Vietnam – Trong Hieu Le
- What are the emerging trends and challenges for academic librarians?

CONCLUSION & BIBLIOGRAPHY

Conclusion

- Change in learning systems in universities in inevitable.
- Academic libraries need to change accordingly.
- Identify what are the changes for the academic library.
- Identify what additional skills are required to meet the change.
- From the country reports
  - Do understand the change.
  - Have undergo the changes

Conclusion

- ◉ Empowerment of academic librarians – various practices in various countries.
- ◉ Authority given to academic librarians to manage the library.
- ◉ Initiatives and best practices for academic librarians' empowerment.
- ◉ Identify what additional skills are required to become empowered academic librarians.

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Thanks you

Any **questions** ?

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