ASSESSMENT OF UNIVERSITY LIBRARIES IN SOUTHEAST NIGERIA BASED ON LIBRARIANS' REGISTRATION COUNCIL OF NIGERIA STANDARDS: PIVOT ON LIBRARY PERSONNEL AND LIBRARY SERVICES

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Abstract

This study assessed university libraries in Southeast Nigeria based on Librarians Registration Council of Nigeria Standards. Descriptive survey research design was used for the study. The population of the study was 10 university libraries in Southeast Nigeria. The total population was used because the sample size was small and manageable for the study. The sample size for the study consists of 10 university libraries which comprises of five federal and five state university libraries. The instrument for data collection was structured interview adopted from LRCN standards. The instrument for data collection was validated by three experts. The data collected was analysed with percentage. The finding of the study revealed that the composition of the university library staff in Southeast Nigeria is not in line with LRCN standards and guidelines. The library services provided for university library patrons are not up to the standards recommended by the Librarians Registration Council of Nigeria (LRCN). Part of the recommendations of this study is that in order to conform to LRCN standards, university managements should consult university librarians before recruiting library personnel. The services that are recommended by LRCN should be provided in full by the university

libraries. The LRCN personnel should embark on annual assessment of university libraries, to ensure that the right categories of library personnel and library services are provided in the library.

Keywords: University library, Assessment, LRCN, university library personnel, library Services

Introduction

University libraries are libraries that are attached to the university to support teaching, learning and research of the institution that it is serving. Obiamalu and Echedom (2021) opined that a university library is an integral part of the parent institution that is established to aid the academic activities in the institution and said that there will be no university that will be approved without a library. Nkamnebe, Udem and Nkamnebe (2014), are of the view that university library is a library system established, administered, and funded by a university to meet the information, research, and curriculum needs of its students, faculty, staff members and the entire university community.

Assessment could be seen as a determinant of the importance, size, value of something, be it an organization, institution, programs or libraries. Wright and Fagan (2014) defined library assessment as the means used by library personnel to assess what resources human or materials they have in the library and the services being rendered to its users. The assessment is used to assess how and how well they are serving their users. Connaway, Harvey, Kitzi, and Mikitish (2017) conceptualized assessment as examining how library facilities which could be material or human impact are perceived by library users, Connaway, Harvey, Kitzi, and Mikitish they are of the opinion that assessment is fundamental for positioning university libraries within an institution and effectively demonstrating how the library further

projects the parent's institution's goals.

Librarians' Registration Council of Nigeria (LRCN) is a regulatory body for Library and Information Science professionals, which was enacted into law by degree 12 of 1995 and was signed into law by the then head of state in the person of General Sani Abacha. LRCN is a parastatal under the ministry of education and the body is charged with responsibilities that are geared towards ensuring best professional practices and standardization among and within library and information profession. It also performs other functions which include the publication of minimum standard requirement for all types of libraries among others. In 2014 the Librarians' Registration Council of Nigeria in collaboration with the Federal Ministry of Education published the minimum standard and guidelines for university libraries in Nigeria; these minimum standards contain the essential requirement that every university library in Nigeria should use as a guide to acquire and assess resources both human and material resources in order to meet the information needs of users (Librarians' Registration Council of Nigeria, 2014). LRCN standards stated the acceptable minimum standards and guidelines for university library systems which are as follows: university library personnel and library services.

University library personnel are the staff employed in the university libraries and must have acquired degree, HND or diploma in library and information science discipline and O'Level. These personnel can be professionals or paraprofessionals respectively and are saddled with the responsibility of preservation and creation of access to knowledge which supports teaching, learning and research. These personnel in the university libraries are the people responsible to provide library services to the library frequenters Ogungbeni, Adeleke and Opeke (2014).

The university library has traditionally been seen as the heart of the university serving the university community of its parent institution. University libraries render various services to their users such as lending, selective dissemination of information, knowledge management, bindery, information literacy among others, all aimed at supporting teaching, learning and research in the university (Nitecki, 2011). The library strives to enhance accessibility through resource sharing and networking. The library also engage in those activities that promote gainful use of the library resources so as to meet the information needs of the users such as readership campaign, library shelf guides, orientations and current awareness programs. It is obvious that the quality of personnel in the library will determine to a great extent the services that will be provided. It is therefore vital that competent hands are employed in the university libraries for effective information dissemination.

Since the university libraries supports creative output in all disciplines, apparently the library also serves as the memory of individual as it makes it possible for every information seeker to locate and access any information material that is required for teaching, learning and research. Every university library aims at supporting its parent institution in realizing its vision and mission; therefore it is necessary to assess the personnel in the library and what services they also provide by contributing to students' ability to think critically and also work together as a group or as an independent reader.

Purpose of the study

1. To examine the composition of personnel in university libraries in Southeast Nigeria based on LRCN standards and guidelines
2. To know the qualifications of professionals in university libraries in

Southeast Nigeria based on LRCN standards.

3. To know the qualifications of para-professionals in university libraries in Southeast Nigeria based on LRCN standards.
4. To know if services provided in the university libraries in Southeast Nigeria conform to LRCN standards and guidelines

Research Questions

1. What are the composition of personnel in university libraries in Southeast Nigeria based on LRCN standards and guidelines?
2. How qualified are professionals in university libraries in Southeast Nigeria based on LRCN standards and guidelines?
3. How qualified are para-professionals in university libraries in Southeast Nigeria based on LRCN standards and guidelines?
4. Are the services provided in the university libraries in Southeast Nigeria conform to LRCN standards and guidelines?

Literature Review

Categories of personnel in the university libraries as recommended by LRCN minimum standards and guidelines (2014) states that personnel in the university libraries should be a staff mix of relevant personnel which should be made up of professionals, paraprofessionals and support staff. The professionals should have a minimum of first degree in Library and Information Science, the paraprofessionals should have a minimum of National Diploma in Library and Information Science and the support staff should posse qualification in their desired areas. The university library should have qualified and adequate staff commensurate with the academic programmes offered in the university, the librarians should be given academic status where they exist with all the financial benefits attached to it, professionals should meet the same requirement for promotion like other

academic staff members of the university (LRCN, 2014).

In line with LRCN, Ogungbeni, Adeleke and Opeke (2014) stated that the categories of library personnel in the university libraries are the professionals, para-professionals and the support staff employed in the university library, to oversee and man the operations in the library. These various categories of university library personnel have moved from just being book keepers to becoming information managers saddled with various responsibilities, competent personnel is vital to service effectiveness in any university library.

Adeniran (2010) stated that acquiring adequate information materials in the university library for the students, academics and university community is the work of trained library personnel in various categories, whom it is their sole responsibility to ensure the accessibility of such resources by the users, which they do by organising the materials in the library through catalogue card or online catalogue with the expertise skills acquired. According to Ogungbeni, Adeleke and Opeke (2014) professionals in the university libraries are senior staff of the university and are treated like the academic staff in the university, they range from assistant librarian to the university librarian who must have obtained a bachelor degree in Library and Information Science (BLIS), Masters in Library and Information Science (MLIS) and doctor of philosophy in the field of Library and Information Science (PhD). On the other hand, Oyintola, Adeniran and Ajani (2013) stated that professionals are people who are embodied with the ideas inherent in the profession. The professionals are the library personnel that have obtained their degrees in BLIS, masters and doctoral in the field of library and information science. The para-professionals are the categories of library personnel, which have obtained National Diploma in the field of

Library and Information Science. While the supporting personnel in the library are those that have acquired degree in their desired areas and are working in the library such as computer operators, administrative personnel, technicians, these categories of library personnel coexist in order to meet, the mission and vision of the university thereby meeting the information needs of their parent institution (Amusa, Iyoro & Olabisi 2013). The commitment of the various categories of library personnel has a great impact on the total services that are rendered in the University library system, as personnel in the libraries are the activators of functions and services in the library, they possess skills in collection development, technical processing of information sources, user education and services delivery (Ajie, Soyemi & Omotunde, 2015). University libraries personnel are seen as custodians of books and other print materials but in recent times, especially with the introduction of ICT into library services, the trend has changed. This change in technological advancement has affected both the library and library personnel (Akinyemi & Ifijeh, 2013).

From the researcher's point of view, there are various categories of library personnel in the university library; the professionals, paraprofessionals and the support personnel. The professionals and paraprofessionals are those who have acquired various degrees in the field of Library and Information Science while the supporting staffs are those that have not acquired any degrees in library and information science but work in the university library such as computer operators, clerical staff, cleaners, drivers and messengers.

Services provided in the university libraries as recommended by LRCN minimum Standards and guidelines (2014) are those services that are rendered to the library users that will aid the users in the use of the library and to enhance their information retrieval. The standards and guidelines

opined that services that will be provided in the university libraries should be directly related to the vision and mission of their parent institutions. The library is expected to meet the various services that will aid the teaching, learning and research at the university. Therefore, LRCN enumerated some of the services that should be provided for the university community, these services include: circulation, inter-library loan, reference services, current awareness, selective dissemination of information (SDI), user-Education, literature search, compilation of bibliographies, indexing and abstracting, knowledge management, preservation and conservation, bindery services, information literacy, e-library services, translation services. These were among the services that LRCN listed for university libraries to provide for their users. Madu and Adeniran (2005) stated that library services are the services that are rendered by the library personnel to meet the information needs of its patrons; library services provide information in all its ramification of knowledge to its customers. Somarata and Peiris (2011) opined that library services are those services that the library personnel render to the library users, which could be done physical or virtually and they include but not limited to current awareness services, referral services, repacking of information, selective dissemination of information, document delivery services and bindery services. Services must be planned in such a way that, the users provided for will be opportune to access and make proper use of it, hence the university libraries should as a matter of fact, provide services that will be beneficial to their user community.

From the different literatures that was reviewed, the researchers asserted that services provided in the university libraries are services that are rendered to the library users to enhance their use of the library. These services that are given to different users should include current awareness, inter library loan, among others and they utilize different materials and

facilities provided by these libraries; such materials as reference materials, textbooks, journals, newspapers, past projects, electronic journals. All these are used by the library personnel to carry out the various services, which are provided for the library users.

Method

Descriptive survey research design was used for this study; the population of the study was 10 university libraries in South-East Nigeria. These university libraries comprise of five States and five federal universities. The universities are : Alex Ekwueme University, Ndufu-Alike, Ebonyi State; Federal University of Technology, Owerri, Imo State; Michael Okpara University of Agriculture, Umudike, Abia State; Nnamdi Azikiwe University, Awka, Anambra State; University of Nigeria, Nsukka, Enugu State; Abia State University, Uturu; Chukwuemeka Odumegwu Ojukwu University, Igbariam, Anambra State; Ebonyi State University, Abakaliki; Enugu State University of Science and Technology, Enugu and Imo State University, Owerri. The sample and sampling technique used for the study is total enumeration census. The instrument for data collection is observation checklist adopted from LRCN Standards. The instrument was validated by three experts; a professor in the field of library and information science, a lecturer in the field of librarianship and a practicing librarian. The researchers made visits to the various university libraries for data collection.

The instrument for data collection was structured interview adopted from LRCN Standards. The researchers personally visited the various university libraries under study in order to personally interview the university librarians with the help of the structured interview adopted from LRCN standards. Analyses of data were done using percentage.

Results

Research Question 1: What are the composition of personnel in University Libraries in Southeast Nigeria based on LRCN standards and guidelines?

Table.1: Librarians' interview Responses on the Categories and Composition of Personnel in University Libraries in Southeast Nigeria and LRCN standards and guidelines.

Universities	No. of P	% of act. P	Exp. % of P	No. of PP	% of PP	No. of SS	% of SS	Act. Total % of others	Exp. % of others	Total no. of staff
NAU	19	20.6	35	37	40.2	36	39.1	79.3	65	92
UNN	46	35.4	35	44	33.8	40	30.8	64.6	65	130
FUNAI	8	18.2	35	13	29.5	23	52.3	81.8	65	44
FUTO	44	34.1	35	48	37.2	37	28.7	65.9	65	129
MOU	23	31.5	35	10	13.7	40	54.8	68.5	65	73
EBSU	19	17.3	35	11	10.0	80	72.7	82.7	65	110
IMSU	7	53.8	35	3	23.1	3	23.1	46.2	65	13
ABSU	10	31.3	35	5	15.6	17	53.1	68.7	65	32
COOU	12	27.3	35	12	27.3	20	45.5	72.8	65	44
ESUT	11	15.5	35	35	49.3	25	35.2	84.5	65	71

Key: P- Professionals; PP- Para- Professionals; SS- Support Staff, Exp.- Expected; Act.- Actual.

As shown in table 1, university libraries in Southeast have three categories of staff, namely; professionals, Para-professionals and support staff. NAU has 19(20.6%) professionals, 37(40.2%) Para-professionals and 36 (39.1%) support staff. UNN has 46(35.4%) professionals, 44(33.8%) Para-professionals and 40(30.8%) support staff. FUNAI has 8(18.2%) professionals, 13(29.5%) para-professionals and 23(52.3%) support staff. FUTO has 44(34.1%) professionals, 48(37.2%) Para-Professionals and

37(28.7%) support staff. MOU has 23(31.5%) professionals, 10(13.7%) Para-Professionals, and 40(54.8%) support staff. EBSU has 19(17.3%) professionals, 11(10%) Para-professionals and 80 (72.7%) support staff. IMSU has 7(53.8%) professionals, 3(23.1%) Para professionals and 3(23.1%) support staff. ABSU has 10(31.3%) professionals, 5(15.6%) paraprofessionals and 17(53.1%) support staff. COOU has 12(27.3%) professionals, 12(27.3%) Para-professionals and 20(45.5%) support staff. ESUT has 11(15.5%) professionals, 35(49.3%) Para-professionals and 25(35.2%) support staff.

Research Question 2: How qualified are librarians in University Libraries in Southeast Nigeria based on LRCN standards and guidelines?

Table 2: Librarians' Interview Responses on the qualifications of professionals in University Libraries in Southeast Nigeria and LRCN standards and guidelines

S/N	Universities	PhD	PhD %	MLIS	MLIS %	BLIS	BLIS %
1	NAU	5	26.3	7	36.8	7	36.8
2	UNN	18	39	23	50	5	10.8
3	FUNAI	2	25	4	50	2	25.0
4	FUTO	15	34.0	27	61.3	2	4.5
5	MOU	8	34.0	15	65.2	-	-
6	EBSU	4	21	10	52.6	5	26.0
7	IMSU	5	71	2	28.5	-	-
8	ABSU	2	20	8	80.0	-	-
9	COOU	2	16	9	75.0	1	8.3
10	ESUT	1	9.0	5	45.0	5	45.0
	Total	62	31.1	110	55.2	27	13.5

As shown in table 2, the qualification of professionals in university libraries in Southeast ranges from PhDs, MLIS and BLIS. NAU has

5(26.3%) of professionals with PhD, 7(36.8%) with MLIS and 7(36.8%) with BLIS. UNN has 18(39%) of professionals with PhD, 23(50%) with MLIS and 5(10%) with BLIS. FUNAI has 2(25%) professionals with PhD, 4(50%) with MLIS, and 2(25%) with BLIS. FUTO has 15(34%) professionals with PhD, 27(61.3%) with MLIS and 2(4.5%) with BLIS. MOU has 8(34%) professionals with PhD and 15(65.2%) with MLIS. EBSU has 4(21%) professionals with PhD, 10(52.6%) with MLIS and 5(26%) with BLIS. IMSU has 5(71%) professionals with PhD and 2(28%) with BLIS. ABSU has 2(20%) of professionals with PhD and 8(80%) with MLIS. COOU has 2(16%) professionals with PhD, 9(75%) with MLIS and 1(8%) with BLIS. ESUT has 1(9%) of professionals with PhD, 5(45%) with MLIS and 5(45%) with BLIS.

Research Question 3: How qualified are para-professionals in University Libraries in Southeast Nigeria based on LRCN standards and guidelines?

Table 3: University Librarians' interview Responses on the qualification of Para professional in the libraries in Southeast Nigeria and LRCN standards and guidelines.

S/N	Universities	PGD	PGD %	BLIS	BLIS %	HND	HND %	OND	OND %	NCE	NCE %
1	NAU	9	24.3	28	75.6	-	-	-	-	-	-
2	UNN	6	13.6	8	18.2	15	34.1	4	9.1	11	25.0
3	FUNAI	5	38.4	-	-	5	38.4	3	23.1	-	-
4	FUTO	6	12.5	15	31.5	13	27.0	14	29.0	-	-
5	MOU	2	20.0	5	50.0	-	-	3	30.0	-	-
6	EBSU	-	-	-	-	5	45.5	3	27.2	3	27.2
7	IMSU	-	-	-	-	2	66.0	1	33.3	-	-
8	ABSU	3	30.0	5	50.0	-	-	2	20	-	-
9	COOU	-	-	-	-	4	33.3	6	50.0	2	16.6
10	ESUT	-	-	-	-	12	34.2	8	22.8	15	42.8

The result displayed in table 3 shows the qualifications of Para-

professionals in various university libraries. NAU has 9(24.3%) Para-professionals with PGDLIS and 28(75%) Para-professionals with BLIS. UNN 6(13.6%) Para-professionals with PGD; 8(18.2%) Para-professionals with BLIS, 15(34.1%) Para-professionals with HND, 4(9.1%) with OND and 11(25%) with NCE. FUNAI has 5(38.4%) para-professionals with PGD, 3(23.1%) with OND and 5(38.4%) with HND. FUTO has 6(12.5%) Para-professionals with PGD, 15(31.5%) Para-professionals with BLIS, 13(27%) with HND and 14(29%) with OND. MOU has 2(20%) with PGDLIS, 5(50%) Para-professionals with BLIS and 3(30%) with OND. EBSU has 5(45.5%) Para-professionals with HND, 3(27.2%) with OND and 3(27.2%) with NCE. IMSU has 2(66.6%) Para-professionals with HND and 1(33.3%) with OND. ABSU has 3(30%) para-professionals with PGDLIS, 5(50%) Para- professionals with BLIS and 2(20%) with OND. COOU has 4(33.3% Para-professionals with HND, 6(50%) with OND and 2(16.6%) with NCE. ESUT has 12(34.2%) Para-professionals with HND, 8(22.8%) with OND and 15(42.8%) Para-professionals with NCE**Research Question 4**: Are the services provided in the university libraries in line with LRCN standards and guidelines?

Table 4: University librarians' interview responses on the services provided in their university libraries and LRCN Standards

S/N	ITEMS	NAU	UNN	FUNAI	FUTO	MOU	EBUS	IMSU	ABSU	COOU	ESUT
1	Inter library loan	N	N	N	N	Y	N	N	Y	N	N
2	Reference	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Current awareness	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Selective dissemination of information	N	N	Y	Y	Y	Y	N	Y	N	Y
5	User education	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Literature search	N	Y	Y	Y	Y	N	N	Y	N	N
7	Compilation of bibliography	Y	Y	N	N	Y	N	Y	N	Y	Y
8	Indexing and abstracting	Y	N	N	Y	Y	N	Y	Y	N	N
9	Knowledge management	N	N	Y	Y	Y	N	N	N	N	N
10	Preservation and conservation	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
11	Bindery	Y	Y	N	Y	Y	Y	Y	Y	N	N
12	Information literacy	Y	Y	Y	Y	Y	N	N	Y	Y	N
13	Information media literacy	Y	Y	N	Y	Y	N	N	Y	Y	N
14	Archiving	N	Y	N	Y	Y	Y	N	N	N	N
15	Consultancy	N	N	N	N	N	N	N	N	N	N
16	Translation	N	N	N	N	N	N	N	N	N	N
17	Statistical data analysis	N	N	N	N	N	Y	N	N	N	Y
18	Book editing	N	N	N	N	N	N	N	N	N	N
19	Book end support	N	N	N	N	N	N	N	N	N	N
20	Advocacy	N	Y	N	Y	Y	N	N	N	Y	N
21	Do you carry out exhibition	Y	Y	N	Y	Y	N	N	N	N	Y
22	Library use instruction	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
23	Library and shelf guide	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
24	Library talk	N	Y	Y	Y	Y	N	N	Y	Y	Y
25	Orientation	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
26	Display of new arrivals	Y	Y	N	Y	Y	N	Y	Y	Y	Y

YES = Y, NO = N

Table result in table 4 shows that MOU and ABSU provides interlibrary loan. NAU, UNN, FUNAI, FUTO, MOU, EBSU, IMSU, ABSU, COOU and ESUT university libraries provides reference services. All the university libraries provides current awareness. FUNAI, FUTO, MOU,

EBSU, ABSU, and ESUT university libraries provide selective dissemination of information services. All the university libraries provide user education. UNN, FUNAI, FUTO, MOU and ABSU university libraries provide literature search. NAU, UNN, MOU, IMSU, COOU and ESUT university libraries compile bibliographies. NAU, FUTO, MOU, IMSU and ABSU, university libraries provide indexing and abstracting services. FUNAI, FUTO and MOU university libraries provides knowledge management services. All the university libraries except COOU university libraries provides preservation and conservation services. NAU, UNN, FUTO, MOU, EBSU, IMSU and ABSU university libraries provides bindery services. NAU, UNN, FUNAI, FUTO, MOU, ABSU and COOU university libraries provides information literacy. NAU, UNN, FUTO, MOU, ABSU and COOU university libraries provides media literacy. UNN, FUTO, MOU and EBSU university libraries provides archiving services. None of the university libraries provides consultancy services. None of the university libraries provides translation services. None of the university libraries provides statistical data analysis. None of the university libraries provides book editing and book end support services. UNN, FUTO, MOU, and COOU university libraries provide advocacy services. NAU, UNN, FUTO, MOU, and ESUT university libraries provide exhibition services. All the university libraries provide library user instructions. All the university libraries except IMSU provides library and shelf guide services. UNN, FUNAI, FUTO, MOU, ABSU, COOU and ESUT university libraries provide library talk services. All the university libraries provide library orientation services and NAU, UNN, FUTO, MOU, IMSU, ABSU,COOU and ESUT university libraries provide display of new arrivals.

Discussion

Categories of personnel to man the university libraries in South-East Nigeria

The study revealed that all the university libraries in Southeast Nigeria have the three categories of staff recommended by LRCN standards and guidelines to man the university libraries. This shows that the university management and the university librarians' are well informed with the categories of staff that ought to be employed and work in the university libraries. This finding is in agreement with the observations of Ranaweera and Bodhinayaka (2018), Akinyemi and Ifijeh (2015) who noted that there are three categories of staff in the university libraries to man the activities in the library. The finding also supports Ogungbeni, Adeleke and Opeke (2014), Amusa, Iyoro and Olabisi (2013) who affirmed that there are three categories of staff in the university libraries. Ogungbeni, Adeleke and Opeke; Amusa, Iyoro and Olabisi are in agreement with the findings of the present study because the university librarians' and the university management are aware that the quality of personnel that are employed to man the university libraries will go a long way in determining the organization of the university libraries and the quality of information services that will be provided for the university community.

The finding further revealed that most of the university libraries in Southeast Nigeria did not meet LRCN standards and guidelines for staff composition. LRCN staff composition stated that the professionals in the university libraries should be 35% and other staff which comprised Para-professional and support staff should be 65%. However, table one show that almost all the university libraries under study did not meet the recommended staff composition in the university libraries as stipulated by LRCN standards and guidelines. This shows that the percentage standards

recommended are not met in almost all the university libraries as it was only University of Nigeria Nsukka (UNN) that was close to the recommended standards with 35.4% professionals and 64.6% of other staff. The remaining nine university libraries were either below or above the recommended standards and guidelines. The result of this study is not in line with LRCN standards and guidelines. This may be because the university libraries did not use the LRCN standards as a working document or guide in selecting and employing personnel to man the university libraries in Southeast Nigeria. There is no empirical study to support or disagree with the finding of this study, as it was observed that there was no research that has been done on the percentage composition of staff in the university libraries.

The study went further to reveal that the professionals in the university libraries have various qualifications ranging from BLIS, MLIS and PhD. The LRCN standards stated that the professionals in the university libraries should possess basic qualification in library and information science field and should progress academically according to their counterparts in the faculty. This means that the library management and the university management are aware of the professionals with appropriate qualifications to be employed in the university libraries. It could also mean that the professionals that are employed in the university library are aware of their career growth and endeavour to upgrade themselves academically. The finding of this study is in agreement with the study of Ogungbeni, Adeleke and Opeke (2014) who affirmed that professional in the university libraries are those that have acquired various degrees such as BLIS, MLIS and PhD in library and Information Science. This may have been as a result of employing library personnel that must have acquired various skills through their academic engagement and would be rated high in the area of professionalism and various skills towards acquisition, processing,

organization and dissemination of library information materials to the university community.

Services provided in university libraries in South-East Nigeria

The study revealed that not all the library services stipulated in LRCN standards for university libraries were provided by all the university libraries in Southeast Nigeria. LRCN standards and guidelines listed 26 items as services to be provided by the university libraries in Nigeria to the university library users and the university community. However, the study revealed that not all the 10 university libraries used for the study provided all the 26 library services stipulated in LRCN standards. This indicates that some of the library services that LRCN standards recommended that should be provided for university libraries are not rendered by most of the university libraries to the university community in Southeast Nigeria. The finding of the study, however, differs with the finding of Eze and Uzoigwe (2013) who reported that most of the university libraries provide a variety of services such as reference services, internet services, and interlibrary loan in support of the university education. The present study was done in Nigeria and was based on LRCN standards and guidelines. The differences in the findings could also be as a result of difference in the study location, because library services that should be provided for the university community are services that are directly or indirectly related to the vision and mission of the parent institutions which the library serve.

Conclusion

Based on the result of the study, it was concluded that the university libraries in Southeast Nigeria do not align strictly to the recommendations stated in LRCN standards and guidelines in staff compositions and the services rendered in the university libraries in Southeast Nigeria.

Implications

1. The finding shows that the university libraries in southeast do not meet the staff composition of library staff as stipulated in LRCN standards and guidelines. This implies that the university librarians' and the university management are not conversant with the staff composition that is supposed to be in the university libraries and that could mean that the university libraries do not have the required manpower to man the university libraries in Southeast Nigeria.
2. The study revealed that not all the library services stipulated in LRCN standards for university libraries were provided by all the university libraries in Southeast Nigeria. This implies that the university libraries in Southeast Nigeria are not leaving up to its expectation in the area of supporting its parent institutions in achieving its mission and vision through research and teaching.

Recommendations

Based on the findings of the study, the conclusions and implications of the findings, the following recommendations were made:

1. The university management should consult the university librarians' before recruiting library personnel, to be informed on the categories of staff needed in the library in order to meet up with the required composition of library staff as recommended by LRCN standards and guideline for effective service delivery.
2. The services that are recommended by LRCN standards that should be provided by the university libraries should be provided fully in order to serve the library patrons and the university community better.
3. The LRCN personnel should embark on annual assessment of university libraries, to ensure that the right categories of library personnel and library services provided in the library are adequate and conform to the recommended standards and guidelines.

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