

**AFRICAN JOURNAL OF LIBRARY, ARCHIVES
AND INFORMATION SCIENCE**
VOLUME 7, NUMBER 1, APRIL, 1997
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Transformation and Renewal in South Africa's Provincial Library Services: Staff Perceptions of Required Changes.

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Abstract

The paper describes staff perceptions of changes required to effect transformation and renewal in South Africa's provincial library services which serve the majority of the nation's 1522 public libraries. The core concerns of the respondents are reflected in a table showing a content analysis of what the respondents' would change given the opportunity. The findings are placed in the context of the study as a whole and within changing socio-political circumstances in the library and information situation. While the study covers the period 1990 to April 1994, the survey was carried out shortly before the General Election of April 1994. Recommendations are made for future action by the services.

Introduction

Access to information and the democratisation of libraries in South Africa depend to a large extent on the extent and nature of the service provided to the public. Public libraries in South Africa are either independent as in the case of the ten autonomous public libraries situated in large urban centres such as Durban and Johannesburg, or are affiliated to a provincial library service (Harmse, 1989). Prior to 1994, provincial library services provided for the population of the Cape, Natal, Orange Free State and Transvaal. Services had been established in these provinces in the 1940s and 1950s to

support provision to affiliated public libraries (Shillinglaw and Thomas, 1988).

The latter are public libraries funded from public funds, chiefly from the rates revenue of the relevant local authority. The provincial library services supply financial contributions towards capital costs such as buildings and also supply library materials and professional advice to the libraries affiliated to them (Shillinglaw and Thomas, 1988).

The provincial library services which have 1512 libraries including depots (Comparative library statistics of South Africa, 1995) and well-established collections of monographs, periodicals and audio-visual materials together with the independent public libraries in 1988 held almost three quarters of the national book stock in terms of volumes (Lor, 1992a). The *Library and Information Services: report of the National Education Policy Investigation (1992)* argued that public libraries which were established to provide reading materials in smaller towns and rural areas primarily to whites (National Education Policy Investigation, 1992; Pitts, 1992) had been seen to be pursuing "divisive cultural policies" which had not "accommodated the aspirations of the majority of people", and operated "without community sanction". In 1995 these services were faced with the prospect of serving the 40,725,291 inhabitants of the unitary "new South Africa's" nine provinces. Current membership stood at 3,563,786 which was, however, 8.8% of the population (Comparative Library Statistics of South Africa, 1995). There were indications, however, that various categories of use had increased. Pretorius (1992) of the newspaper, *Beeld*, reported in 1992 that 10,000 more people were using libraries in the former Eastern Cape and Transvaal. In some areas membership had increased by 150%. An increase of 224% in the use of study materials in libraries in the Transvaal was noted and the use of reference works rose by 81.4%. In the same year there was a 9.9% increase in membership and a 54% increase in circulation in the Johannesburg region (TPLS 1992/3). This "reading boom" was ascribed to the opening of public libraries to all races in 1990 with the scrapping of the Separate Amenities Act.

This study was carried out with the sole objective of determining what formally qualified staff of the provincial

library services perceive as required changes needed for transformation of provincial library services in South Africa.

Methodology

The formally qualified staff surveyed in the study would be those who had obtained at least the first professional qualification, that is the primary degree and post graduate diploma, or the B.Bibl., the Bachelor's Degree in Library and Information Studies. Justification for the choice of the formally qualified staff as participants in the survey was based on the view that they were already in management positions or could be in the near future. They had a large investment in the organisation and its long term prospects; they would be likely to be influential in structuring the sort of response made to change, and in supporting and initiating change, hence their perceptions were targeted for survey and analysis. Overall, 59 of a population of 197, that is 29.95%, responded to the questionnaire. Using observations by Gay (1981) on acceptable return percentages, the response was considered adequate for a survey in the social sciences.

The mission statements, objectives and budgetary allocations for the provincial library services had been reviewed to reflect development and redress of past imbalances (Karlsson 1993) and this suggested awareness of a need to change. This paper focuses on the core question of the study's survey - which was "Given the opportunity what would you change in the provincial library service?". The responses are explored in the context of the study.

Limitations to the study are that the findings date from the survey conducted just before the 1994 election, that is two years ago, and light years away in terms of the changing circumstances since the General Election. Kalley (1995) pointed out, however, in a recent doctoral thesis on the former Transvaal Provincial Library Service that there is the tendency for the legacy of the past to persist in the medium term in spite of constitutional change. Substantial and sustainable change is difficult to achieve.

With regard to the choice of period it should be noted that in the immediate post February 1990 period changes on the statute

book by far outstripped actual attempts to restructure South African society and the problems of addressing inadequacies in areas such as education and libraries were debated with a sense of urgency (National Education Policy Investigation 1992). The study commenced in 1992 when with the new constitutional dispensation in the offing it had become an imperative. The end of April 1994 was chosen as a cut off date because South Africa's first democratic election which took place that month initiated a new social and political order.

Findings

A very significant finding was the strong response from the lower ranks of the formally qualified staff, principal librarians, senior librarians and librarians (41 or 69.49% of the total responses). Explanations for the strong response from this level of staff could be viewed in the light of Line and Robertson's observation (1989) that it is common for staff to become locked into an atmosphere of politeness in which true feelings and honest opinion can only be guessed at: "This affects everyone but what at senior levels has become a way of life, at junior levels may well be a potent source of frustration and security". The study could be seen as offering the respondents an anonymous and confidential channel for expressing views. The findings suggested that this kind of situation was a factor: a respondent from the Cape responded, for instance, that "this bureaucracy has virtually killed me". The perceptions of the required changes are presented in the table.

This table sets out the responses to the question "Given the opportunity what would you do to change your Library service?". The table can be regarded as the core of the study with its indications of interlinked concerns which relate in turn to the study as a whole. The table shows the order of priority of the elements in the content analysis. The text amplifies the discussion concerning the various elements. The structure of this part of the paper follows the order of elements in the table rather than the usual pattern of mission, functions and so on.

As stated earlier there were 59 respondents. In the table presented, responses are given to a question which relates to the capacity of the formally qualified librarians to respond to and articulate change by requesting that they identify

priorities for change within their own service. More than one response per respondent was possible.

Status and Staffing

Even in the best of libraries it is not unusual to hear from the junior staff that they are never consulted, encouraged to express their own ideas or given responsibility. Listening skills are rare and many managers who are genuinely kind to their staff are not perceived as accessible (Line and Robertson, 1989). In the study in response to an earlier question "To what extent do you as a member of your Library Service have to do long-term strategic planning?" 32 or 54.24% of the respondents stated that they had very little to do with strategic planning.

The highest proportion of the respondents wanted the status of provincial libraries upgraded (20.34%). More staff posts with market-related salary packages were seen as likely to attract the best staff. More professional autonomy in dealings with the higher governing structure, the Provincial Administration, was envisaged. This reinforces

the comments of 16.95% of the respondents about avoiding Provincial Administration "yesmen" as Heads of the service. Related to this was the need to attract staff of the right calibre and provide for adequate staff development. This would facilitate tapping into the human resource aspects of the structure, maximising staff's capacity and contribution.

Staff could be allowed the autonomy and influence they required, work motivation could be enhanced and the "don't care" attitude which emerged as 6.78% of the respondents addressed the need for staff motivation courses. A surprising but related finding was the high proportion of staff (11 or 18.64%) who did not answer the question which must be contrasted with the 6.78%, who would change nothing. At the same time it was clear that there were some very able but frustrated staff in the provincial library services who could make a significant contribution to transformation. Staff could be allowed the autonomy and influence they required, work motivation could be enhanced and the "don't care" attitude which emerged as 6.78% of the respondents addressed the need for staff motivation courses. A surprising but related finding was the high proportion of staff (11 or 18.64%) who did not answer the question which must be contrasted with the 6.78% who would change nothing. At the same time it was clear that there were some very able but frustrated

staff in the provincial library services who could make a significant contribution to transformation racial culture based on tolerance and respect remains elusive. Linked to 16.95% of the respondents who wanted a change of the Head as a recognition of the need to promote black staff, both men and women, to higher posts so that management represents all. The issue of the transformation of the public service has been dealt with at a national level in the *Draft White Paper on the Transformation of the Public Service* (South Africa. Ministry for

Table: Perceptions of Required Changes to the Library Service

N= 59

Action	No.	%
Upgrade the status of Library Services	12	20.34
Question not answered	11	18.64
Change the Head, Library Services	10	16.95
Prioritise service to rural/ disadvantaged areas	8	13.56
Revise policy re Local Authorities	5	8.47
Reformulate the mission statement	5	8.47
Show more concern for all ranks	5	8.47
Staff continuing education and motivation courses	4	6.78
Would change nothing	4	6.78
Improve external communication and co-operation	3	5.08
Achieve greater service orientation	3	5.08
Unify regions	2	3.39
Establish a proper research unit	2	3.39
School and public library provision as one service	2	3.39
Public librarians - be more helpful to black users	2	3.39
Canvass for extra funds	1	1.69
Start a publishing section	1	1.69
Promote literacy	1	1.69
More training for rural librarians	1	1.69

the Public Service...1995: Civil service report out, 1994) and a thorough study of the implications is indicated. The survey

raised pertinent transformation issues. For instance, there were perceptions of problems in staffing with regard to demographics and access by black staff to all levels of management. As Human and Horwitz (1992) suggest eliminating discrimination is seen as necessary by most managers, but a genuine desire to build a non-races. Generally staff with non-discriminatory racial and gender values, aware of change in South Africa, should be employed. Racial attitudes emerged, with 3.39% of the respondents commenting about motivating public librarians to be more helpful to black users and specifically that they should use English rather than the local Germanic language, Afrikaans, when dealing with black users whose second language was English. Other comment suggests that staff who speak black languages should be appointed (at regional librarian level).

With reference to staff development, involvement in general work related organisations such as the African Library Association of South Africa (ALASA), the Library and Information Workers' Organisation (LIWO) and the South African Institute for Library and Information Science (SAILIS) needs to be investigated regarding the high incidence of non-involvement and its implications.

Headship, Leadership, Structure and Strategic Orientation

Leadership emerged as an issue. The table reflects that 10 or 16.95% wanted the Head of the individual provincial library service changed: the Head should be less autocratic but strong on direction and leadership. A Head with vision, sensitive to the socio-political context, committed to relevant provision for all and more forward looking was required. While vision was valued highly by the respondents as a quality in senior management, leading a large organisation requires much more than having vision. It calls for the ability to turn vision into reality, to make "preferred things happen", and to set "tough but attainable goals" (Human and Horwitz, 1992). In the world of business as Human and Horwitz (1992) point out a positive attitude to the future is the most important item in rating a firm's ability to cope with change. A reading of the minutes of the meetings of the Committee of Heads of the Provincial Library Services (1990-3) suggests a certain defensiveness in the headship in some instances in response to

change. This defensiveness is likely to undercut the more overtly positive approach of the annual reports and in-house journals.

Strategic orientation "brings together, creates synergy and initiates action from the more passive elements of the organisation" (Human and Horwitz, 1992). In the case of library and information work it could take the user and potential user and connect him/her with the organisation. LIS managers cannot afford to be neutral about social change. Human and Horwitz (1992) suggest that "waves of unpredictable, dramatic or transformational change in society may become a veritable norm; but the uncertainty and frequent lack of direction accompanying such change is problematic for organisations". Strategic management and strategic fit, that is actively striving to align the organisations' internal policies with its day to day decisions: aligning its resources, people, money and materials and technology with its core purpose and with the environment, are key concepts (Human and Horwitz, 1992). This means not taking refuge in the all too common preference for the "certainty and comfort of the inside of the organisation" (Human and Horwitz, 1992).

The structure of the organisation is the way activities and information are co-ordinated. The structure of an organisation does not function in isolation from other aspects such as management style, environmental conditions and technology (Human and Horwitz, 1992). Forms of organisational structure other than bureaucracy, that is more organic forms are needed in volatile and uncertain environments (Human and Horwitz, 1992). Within the provincial library services a move to more suitable models should be made. The study revealed an awareness of this but the extent to which the changes were actual and appropriate were difficult to assess. A particular area for attention is that of senior management in achieving a participative management approach, not only in interactions with affiliated librarians but internally within the organisational structure.

The structural design of an organisation should be based on consideration of effective and efficient operation (Thapisa, 1991). Thapisa argues that non-profit organisations like library services need to go further and include flexibility for change and human relations. Where there are shortages, as there often are in the case of librarianship, the library's effectiveness

should be measured in terms of its ability to acquire valued, scarce resources. Most importantly, organisational effectiveness should reflect what the library is worth to its members and society, in other words, "the library must have social responsibility and accountability" (Thapisa, 1991). The level of user and employee satisfaction is an important indicator: "In our bid for effectiveness we should be particularly concerned about the people for whom we work and those who work for us" (Thapisa, 1991). People cannot be made efficient and effective without an appropriate environment. The design of our work structures should allow people to exercise knowledge, experience, skill and freedom. Freedom should of necessity include the freedom to make discretionary decisions, freedom to criticise and be criticised and to make certain choices (Thapisa, 1991). An important freedom is that of expressing oneself through one's work. This is fundamental to the individual because it gives him/her an identity. This in turn implies jobs of sufficient scope and depth (Thapisa, 1991) and here the lack of autonomy and influence felt by the respondents in the study comes into play.

There is a need for the professional development of all staff, for improving communication channels, work conditions and pay (Thapisa, 1991). Linked to this is comment at 5 or 8.47% of the respondents that more concern should be shown to all ranks of staff and that they should be given more say. Communication between senior management and other staff and between head office and the regions should be improved. This finding links to an expression of concern in the study about communication efficacy. Staff motivation, for instance, could be improved through regular feedback and information exchange.

The Mission, Serving Rural/Disadvantaged Areas and External Communication

The study demonstrated that the provincial library services are indeed an enormous resource which could impact greatly on development in the sub-region. Reformulation of the mission in line with the results of community profiling, market research, and workshopping, which build on existing documents would be a starting point. There is a problematic disparity between well-equipped urban libraries and those of townships and rural areas. In fourth place in the table at 8 or 13.56% was the need to prioritise service to rural and /or disadvantaged areas.

Combined with this suggestion and linking with serving the whole community (above) is the suggestion of concentrating on basics and spending less on luxuries amongst which was included the annual library week activities. The study generally supported the need for attention to study needs without sacrificing broad South African cultural development which would inevitably play a part in education. It appeared crucial not to define education too narrowly. More effective external communication concerning the aims and functions of the service was required (3, or 5.08%). Contact and co-operation was to be encouraged with the Education Department and with resource centres and non governmental organisations such as Read Educate and Develop. Generally a greater service orientation with more cognisance of user needs and better service to the public was required.

Another required change is the suggestion that the regions, including the former self-governing states should be unified under one directorate professionally and administratively. In terms of the regional delimitation process attached to the new constitutional dispensation this is unlikely. The voting of the Government of National Unity into power in April 1994 had considerable effect on the provincial library services. In terms of the Constitution of the Republic of South Africa Act of 1993 instead of the four provinces and former homelands South Africa would constitute nine regions (Sparks, 1994). The Cape and Transvaal, the two former full directorates have experienced radical restructuring in terms of provincial boundaries and this has presented them with particular problems and challenges. Lor has pointed out that the model of library service employed in the former homelands had the effect of insulating librarians outside the homelands, particularly the leadership of the provincial library services, from the realities of provision in these areas (Lor, 1992b). He comments "direct exposure to these realities would have been a valuable learning experience for the librarians running White-oriented library services" (Lor, 1992b). In terms of the 1994 constitution these areas form part of a unitary South Africa and one of the greatest challenges to the provincial library system is to achieve redress in these neglected areas while expanding services to the whole community in the nine provinces.

Local Authorities

Relations with local authorities (8.47%) emerged as a crucial area in terms of promoting the role of the library in the development of the whole community. Individual development entails, for instance, enhancing literacy, numeracy, technical, entrepreneurial and managerial skills, and social development, investing in education, accommodation and health care (Human and Horwitz, 1992). The public library has an obvious role to play but how apparent is this role to local authorities? It is now part of our professional collective wisdom that public library managers have to be politically sensitive and have an understanding of the "world of politics and politicians" (Usherwood, 1994).

Providing a service to the local authority, influencing the quality of staff employed by the local authority, and aiding in the development of those already employed so as to enhance service to the local community is vitally important. Highly competent and highly motivated librarians with many appropriate skills were seen by the respondents as urgently required at this level. Drawing on the skills of those experienced and able affiliated librarians who are already in the system is common sense.

Training

The study revealed favourable perceptions of the provincial library service's in-service training and of university education and training. This suggests that these two agencies could play an important role in furthering staff development, particularly in the form of modularised short courses for middle and senior management. Linked to comment in the table in which 4 or 6.78% of respondents suggested sending all staff on awareness courses as well as having continuing education, motivation and management courses for all staff.

Training specifically for rural and developing communities is raised in the last entry in the table. The concept of capacity building has been applied to the library context by Birmingham and Lenox (1995). They argue significantly that "every step that a library worker takes is an act of transformation or an act to

keep things the same". It follows that libraries and information workers have the "choice to be a powerful force for creating a new society - or be discarded as irrelevant or even barriers to the new reality" (Birmingham and Lenox, 1995). They

define capacity building as "an intentional process to stimulate interest and involvement in libraries by individuals and groups historically unserved or underserved" (Birmingham and Lenox, 1995). While their ideas need teasing out in the context of Brew's (1994) conceptualisation of capacity building their paper represents a useful opening of the debate within the LIS discourse.

A great deal could be done by senior staff of the provincial library services collectively in terms of placing public librarianship more forcefully on the national reconstruction agenda. Add to these the considerable combined impact of the autonomous libraries. Very real constraints have been a lack of clarity about the governance of services but this also provides an immense challenge to "seize the day" and engage creatively with the external environment.

Research

The table refers to establishing a proper research unit as suggested by 2 or 3.39%. In the study generally, research emerged as a strong need, that is focused research on priority areas, such as the user fee studies of the Cape (Cape Provincial Administration... 1992) and the Transvaal (Pitts 1992). Within the provincial library services an interprovincial research committee exists. Local departments of library and information Studies could assist with research design, data analysis and report production. Results should be brought to the notice of those in governance so as to avoid the situation such as that in which Thozamile Botha, then the ANC head of local government, after a lengthy struggle to eliminate user fees in the public library suggested their introduction (Dumping the Big Daddies, 1994). What role could the combined power of the provincial library services play in informing governance structures?

The findings suggest that there is a great need for in depth research of local communities in terms of existing resources, what is required and what can be supplied in the long and short term. There is support for the continued prioritising of

materials provision, achieving the kind of analysis being attempted of fiction needs in KwaZulu Natal where disproportion between the population to be served and the available budget has made this sort of research essential (KZNPLS, 1994; Rowan, 1995).

KwaZulu Natal Provincial Library Services should explore the possibilities for establishing a research unit, perhaps in collaboration with other structures in the area. Development governance is "fundamentally concerned with generating and multiplying scarce financial resources" (Hugo, 1994) and the case for LIS provision to KwaZulu Natal's vast population could gain strength in the eyes of governance structures from an appropriately researched and motivated lobby.

An area for further investigation suggested is formalising the relationship between school and public libraries to provide one support service to the total community (3.39%). The findings of the study supported the educational role of the public library strongly and the example of the Free State concerning dual provision has been made.

Publishing and Materials Selection

Suggestions about promoting literacy (1.69%) and starting a publishing section (1.69%) to provide information at an appropriate level and in an appropriate form were provided.

In terms of materials, structures which enhance greater input by communities and community librarians should be addressed. The study supported increasing the incidence and representativeness of community representation. Options addressed thus far are the devolution of selection to community level as in the Centre for Education Policy Development (CEPD) report (1994b) and the further exploitation of a system such as PALS, bearing in mind that only "wired" libraries can communicate directly. Possibilities for community computer programmes such as the Community Education Computer Society (1991) to back a system of local selection could be explored. With regard to the exploitation of computer technology it should be heeded that "the way the technology is implemented is as important as the technology itself" (Harris and Hannah 1993:125).

Conclusions

The provincial library services and their affiliated public libraries are the largest providers of employment in the LIS sector in South Africa (Provincial library services in momentum. 1992). This factor combined with the management implications of the study, which are considerable, suggest an

urgent need for research and transformation. Very creative management is required to train and retrain, to develop confidence in very real capabilities, to allow staff to participate in crucial and formative LIS initiatives, to give them a solid base from which to reach out in terms of the opportunities offered to LIS at present.

The study assessed staff perceptions of the structure of the provincial library services and their affiliated libraries in response to socio-political change during the years 1990 to April 1994. It provided an exploratory investigation, identified issues, established categories, laid the basis for more conclusive research in the future and made recommendations. In the eyes of the respondents the process of change has not been sufficient and neither is it complete. A great deal remains to be done in achieving system wide restructuring. A radical strategy is called for in terms of organisational restructuring, astute financial planning, tight cost control, strong leadership and skilful management with particular reference to improving communication and maximising human resource potential. The changes required are far more than fine tuning old norms and it means that the old norms which saw compartmentalisation and fragmentation as answers to tension and difference are giving way to norms which embrace tension and difference (Human and Horwitz, 1992). The management of diversity and complexity is the keynote.

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The Challenge of CD-ROM and Document Delivery Services at the University of Dar-es-Salaam Library, Tanzania

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Abstract

Installation of CD-ROM technology in libraries of developing countries has greatly enhanced user access to the most current bibliographic information. It has equally presented challenges to information professionals in as far as the question of document delivery services is concerned. Apparently, the problem has been how to obtain actual documents of citations identified in CD-ROM searches given limited journal subscription levels. Drawing from the experiences of University of Dar-es-Salaam(UDSM) Library, the paper discusses diverse strategies adopted by the library to bridge the gap between access to bibliographic information and procurement of actual documents. Sustainability of these strategies in the long term is discussed.

Introduction

The application of information technologies to the library environment has revolutionised the way libraries acquire, store and disseminate information. On-line and CD-ROM database systems have expanded users access to the most current information. Libraries in developing countries have not been able to take adequate advantage of on-line searching facilities due to both economic and infrastructural constraints. However, the development and application of CD-ROM technology that can operate independently of expensive telecommunication links with remote databases means that users in developing countries can equally benefit from technological innovations in

information. In this sense, CD-ROM technology has been widely acknowledged as the most appropriate information technology for libraries of developing countries. (Kanamugire, 1994; Mascarenhas, 1994; Phiri, 1993)

The acquisition of CD-ROM technology at the University of Dar es Salaam (UDSM) library in 1993, which was made possible through a grant from the Carnegie Corporation of New York, which provided the library with the opportunity to improve its services through the use of modern information technology. The grant enabled the library to acquire two CD-ROM work stations, a laser printer and to subscribe to some CD-ROM databases.

With the installation of the new technology, the initial challenge that the library faced was how to mobilize financial resources to be able to maintain the technology and services. Fortunately, in the same year the UDSM library became part of a three year CD-ROM Pilot Project involving six African universities. These are the Universities of Dar es Salaam, Ghana, Ibadan, Addis Ababa, Zambia and Zimbabwe. This project which is in its second year of implementation is funded by the American Association for the Advancement of Science (AAAS). The project has the following objectives:

- (i) to assess the ability of CD-ROM to supplement or even replace journal subscriptions for a library system; and
- (ii) to determine the real costs of CD-ROM (hardware, subscriptions, human resources costs and document delivery), so that African Institutions would be better able to evaluate the trade offs and advantages of the technology.

Under the CD-ROM pilot project, the University library is assisted in subscribing to six CD-ROM databases. In addition AAAS provides document delivery assistance estimated at US\$ 5,000.00 annually for the three year period. Bibliographic databases provided under the auspices of the project include;

1. *Applied Science and Technology Index*; this database indexes English-language science and technology periodicals. From 1994 its bibliographic records includes abstracts.

2. *Social Science Index*; this database covers subjects in the social sciences. It indexes over 340 English language periodicals. From 1994 its records includes abstracts.
3. *EI Page One*; is an engineering science database which indexes about 3,000 journals and conference proceedings. It does not include abstracts in its bibliographic records.
4. *Life Science Collection*; is a database which contains bibliographic citations and abstracts covering subjects such as microbiology, biotechnology, genetics, immunology, biochemistry, etc.
5. *Public Affairs Information Services (PAIS)*; this database covers social, economic and political issues on a local regional and international level. It includes abstracts in its records.
6. *Compendix Plus*; is an engineering science database which includes abstracts in its records. Subjects covered include chemistry, civil, electrical, mechanical engineering, aerospace, computer applications etc.

Although, there were consultations between the donor (AAAS) and the recipient (UDSM Library) in the choice of databases to be provided, the final decision on the choice of databases was that of the donor.

In recent years, more libraries of developing countries, have been able to acquire and install, albeit with donor assistance the CD- ROM technology. Although this technology has opened new horizons in the provision of information services, it has also presented challenges to information professionals in developing countries. Apparently the application of CD- ROM technology enables users in these countries to gain access to the most current bibliographic information but not to the actual documents whose citations have been identified in the CD- ROM searches. This situation arises out of the fact that due to inadequate resources, journal subscription levels in most of these libraries are limited. This implies that the documents have to be requested and delivered from external sources at a cost. Inability to satisfy requests for documents using local collections inevitably creates a gap between access to bibliographic information and access to actual documents. In discussing this problem Swain and Cleveland (1992) argue that;

the disparity between bibliographic access and document supply threatens to become even acute as a result of a quantum leap in bibliographic access engendered by recent developments of end-user searching of locally mounted citations databases, CD-ROM's and network accessible library catalogues.

This paper discusses the challenges brought forward by the application of CD-ROM technology with regard to the provision of document delivery services and strategies adopted by the University of Dar-es-Salaam Library in its efforts to bridge the gap between access to bibliographic information and supply of documents. To that end, the next section presents background information of the library and describes the acquisition of the CD-ROM technology, provision of search and document delivery services. This is followed by an examination of the changing document delivery environment and its implication for the provision of information services especially with regard to libraries in developing countries. Then, the various strategies formulated and adopted by the library to sustain the services are discussed. Finally, the viability of these strategies for future sustainability of the document delivery services in the midst of changing economic situation is examined.

UDSM Library: CD-ROM Technology Acquisition and Application

The University of Dar es Salaam has six faculties and five research institutes. These are the Faculties of Commerce, Education, Social Sciences, Law, Engineering and Science. The Institutes are those of Kiswahili Research, Resource Assessment, Development Studies, Production Innovation and the Computer Centre. The user community consists of about 3,500 undergraduate and postgraduate students, 650 faculty members and about 1,500 administrative and other support staff. As a defacto National Reference Library, it is also used by a growing number of external users from government, private and international organizations. Recently, after the establishment of the Open University of Tanzania in 1994, members of the Open University also take advantage of the services provided by the University library.

The central role of the library is to acquire, organize and disseminate relevant sources of information to support research and academic programmes. However, due to limited financial resources and other constraints such as poor telecommunication links, the library has never had the opportunity to provide its users with access to international bibliographic databases through on-line searching. Until the acquisition of the CD-ROM technology in 1993, the library has been providing traditional library services through time consuming manual systems, using the card catalogues, printed bibliographies and indexes. To some extent this has limited the capacity of the library to serve its users effectively.

Since the installation of the technology, the library has already addressed several issues related to its operations. First, the library has trained both librarians and users in the use of the new system. Secondly, it undertook to promote the new service to the user community using various techniques, which included; expositions, workshops and demonstrations. Currently, the service is running well under the supervision of the CD-ROM Pilot Project Committee which includes the Periodicals and Reference Librarians and two representatives of the end-user community. The committee is chaired by the Library Director. In general, both the librarians and the end-user community appreciate the potential of the CD-ROM technology to reduce the gap in terms of access to information between the North and South.

Current Document Delivery Environment and the situation in Developing Countries:

Document delivery refers to loan, sale or donations of documents from one library or information centre to another, what is generally referred to as inter-library loan. Inter-library loan is defined simply as a process whereby library materials are made available by one library to another for a limited time for use by individuals. However, increasingly the supply of photocopies as substitutes for the loan of original materials have been generally preferred. This has been due to the fact that supply of photocopies reduces mailing costs, risks of document damage or even loss, and inconveniences of depriving users of lending library access to documents for an unspecified time. Although, some libraries still provide loans on a limited basis, generally inter library loan has been replaced by document delivery or supply. However, more often,

inter library loans, document supply and document delivery are used as synonymous terms.

Document delivery like any other library operation has been undergoing some interesting and exciting changes in recent years (Bluh, 1993a). These changes have been made possible by several factors. First, the increase in the volume of published information, what is generally referred to as "information explosion". Secondly, declining library budgets have curtailed the ability of most libraries to purchase and maintain sufficient levels of journal subscriptions. Invariably, both factors affect the abilities of libraries to satisfy varied and dynamic user needs. Myers (1991) sums up the scenario with regard to libraries of developing countries when she argues;

the problem is exacerbated by the inability of many large research libraries to counter the spiral of the growth in the serials titles together with the rising costs of many scientific and technical publications. In addition to associated factors such as local rate of inflation and unfavourable currency exchange rates.

Thirdly, the development of information technology and subsequent improvement to the availability and access to wide variety of bibliographic databases have created a growing demand for information. The above factors have led libraries to re-examine their mode of operations with regard to the acquisition and dissemination of information. For instance, the University of Dar-es-Salaam library has attempted to formulate strategies which would ensure cost-effectiveness in provision of services. These strategies include the rational use of resources to maintain installed technologies, to subscribe to bibliographic databases and to employ various techniques to procure documents requested by users. In the course of rationalization of resources, document delivery has assumed new dimensions in the information services environment. Bluh (1993a) elaborates this point as follows;

document delivery has shifted away from traditional interpretation, currently it incorporates the sharing of resources, delivery of information and more important making rational and more aggressive use of

local collections and providing information
in a number of alternative ways....

The critical question is what has been the position of document delivery activities in libraries of developing countries and what is the likely impact of the acquisition of CD-ROM technology in these libraries? It is clear that until the acquisition and installation of CD-ROM technology and its associated services, most libraries of developing countries, especially in Africa, did not give adequate attention to document delivery services. This has been the case because most libraries have been unwilling to encourage demand for services which they can not efficiently deliver. As a result, only informal and ad hoc arrangements existed as far as inter-lending activities were concerned. In most cases, document delivery activities have been characterised by the lack of formal national systems, inadequate funding, unreliable communication facilities and the lack of comprehensive national union catalogues and guidelines. Experience in Tanzania and other countries participating in the CD-ROM pilot project indicates that document delivery activities are to a large extent voluntary, making it extremely difficult to fully exploit resources which are within these countries let alone those which are within the region.

It is not surprising therefore that the installation of CD-ROM technology in libraries of these countries has been profoundly challenging. This new development has been received with mixed feelings. On the one hand there is excitement on what the technology has to offer in terms of improving services and the status of libraries and librarians, while on the other, there are uncertainties on how to handle the expected increased demand for documents and issues related to long-term sustainability of the services.

In a study of the situation as it pertains to the KFUPM (King Fahd University of Petroleum and Mineral Engineering) library, Saudi Arabia, Kanamugire (1993) cautions libraries of developing countries of an impending considerable increase in document delivery requests after introduction of CD-ROM search services. The following data collected from the University of Dar-es-Salaam vividly support his point.

The table indicates a dramatic increase in the number of documents requested and delivered by the University library.

Within three years of the services, document delivery has increased from 37 to 921 documents between 1992\93 and 1994\95 sessions. This trend is expected to continue as more users turn

to the services, for current information in their areas of specialization. The basic issue is the ability of the University

Table I: UDSM Document Delivery Statistics:1992-1995

Source	1992/93	1993/94	1994/95	Total
BLDSC	20	134	149	303
AAAS	-	300	757	1057
Other*	17	2	15	34
Total	37	436	921	1494

Source: UDSM Library: Document Delivery Records, 1992-1995

BLDSC - British Library Document Supply Centre.

AAAS - American Association for Advancement of Science.

Other* - Libraries within the country.

library to sustain the service after the end of the period of assistance.

In expressing scepticism about the future of the services, Massawe (1993) observes that:

although the CD- ROM technology is beginning to be accepted by librarians and users alike there is still the need to address the question of sustainability given limited library budgets as well as additional costs of document supply.

While Agha (1987) argues that "the problem of gaining physical access to literature that has been identified through new bibliographic processes and gaining it in a cost effective manner continue to remain unresolved" Salanje (1995) points out that "increased interlibrary loans suggests new collection development direction and more cooperative venture for shared resources". Certainly, the increased demand for documents has

provided an opportunity for librarians in these countries to exercise their professional and managerial skills to search for practical solutions to the unfolding document delivery situation. Seemingly, more profound solutions may have to be searched outside institutional boundaries.

Document Delivery Strategies

To respond to the challenges, the UDSM library has made concerted efforts to ensure sustainability of the services. These efforts were partly directed towards formulation of various strategies for the maintenance of the technology and procurement of primary documents. The objective was to go beyond traditional patterns of inter-library lending by giving users access to documents from a variety of sources and to add elements of dynamism and cost effectiveness in the provision of information services.

Document Delivery Records and Journal Cancellation

To make rational use of resources, the Reference and Reader Services Division (RRSD) is keeping records of all document delivery requests originating from CD-ROM and elsewhere using Papyrus software package provided by AAAS as part of the three year pilot project. Document delivery records would enable the library to determine which journals are frequently requested, which areas are heavily searched and by which category of users and of course document delivery costs. Information derived from these records would assist the library to make sound decisions with regard to rationalization of financial resources in support of the services. For instance, the records could form the basis for the cancellation of less used journals. Some library experts have consistently argued that it is cost effective to use document delivery services than to subscribe to less used journals (Swain and Cleveland, 1992). As noted earlier, one of the objectives of the CD-ROM pilot project has been to supplement or even replace journal subscription for a library system. Of course this brings us to the most controversial issue of ownership vs access.

In developing countries where resources are not always readily available, acquisition of a core of heavily used journals to support user needs and procurement of documents for less used journals would definitely be the most viable option. The obvious factor is that delays in document procurement from

external sources have not yet been resolved. The problem is that, most libraries of developing countries are still grappling with how to get rid of delays in document delivery which is already causing user frustration. This author agrees with Bluh (1993b) that a balance needs to be struck between ownership and access.

Effective Use of Local Resources

The library plans to effectively use the resources within the University campus and the country. Several academic departments subscribe to some scientific and scholarly journals. For instance, the Department of Chemical and Processing Engineering subscribes to at least twenty seven journal titles. To gain access to information resources within the departments a computerised union list is being prepared. At the same time the library maintains a computerised union list of journal titles held by the three university campuses in the country. It is anticipated that the library will make aggressive use of these local resources for document delivery needs before seeking assistance from external sources.

Cost Sharing and User Fees

The library plans to sensitize users on the usefulness of contributing towards maintenance of the services through what is generally referred to as "cost sharing". The idea is to involve academic departments in database subscriptions and in meeting document delivery costs of their members of staff. Several academic departments at the University have either donor funded research projects or links arrangements with similar departments in foreign universities. To implement cost sharing, these departments would be urged to budget for information resources acquisition in their project proposals to enable them to contribute to bibliographic database subscription and to bear document delivery costs. It should be noted, for instance, that the Faculty of Engineering has a program of supporting document delivery needs of members of staff and postgraduate students. In addition, the library would introduce user fees for search print-outs and document delivery services. Under the plan, users would be requested to contribute to either part or total delivery costs for the documents they request and to pay for search print-outs. However, the introduction of user fees needs to be handled with care, because charging for services is a new phenomenon in Tanzania. Until recently, most of the essential

services were either being offered free of charge or were highly subsidized by the government. The introduction of user fees in education and health services and the removal of subsidies in water and electricity supply has prompted negative reactions from the general public. Presently, the library with the support of AAAS is meeting the full costs (searching and document supply) to enable users to get used to the services and to appreciate the benefits. The objective is to sensitize users on the need to pay for the service. This author absolutely agrees with Wilson (1987) that:

although the idea of free access is a noble one, it begins to lose its attractiveness once the quality of free information offered is seriously impaired by the lack of monetary resources with which to offer anything more than mediocre services.

Finally, for these strategies to be effective and to contribute positively to capacity building in teaching and research, they should be enforced by a university wide policy.

Conclusions and Recommendations

The installation of CD-ROM search services in developing countries such as Tanzania, challenges libraries to devise forward looking strategies with regard to the sustainability of the services in general and document supply in particular. Of particular importance, however, is the need for librarians to take the opportunity to influence decision-makers, both at institutional and national levels on the importance of investing adequately on information resources and services. Fortunately, in Tanzania, the installation of CD-ROM technologies has coincided with economic liberalization policies. Inevitably, this has led to subsequent investments in telecommunications technologies such as the fax and e-mail. The scarce foreign currency is now readily available through the liberalization of foreign exchange.

As we move towards the 21st century, librarians in developing countries in general and Tanzania in particular should take advantage of opportunities created by information technology

improve their worthwhile position not only in research and academic institutions but also in the society.

The University of Dar-es-Salaam is in the process of formulating its forward looking strategies for the 21st century, that is the "UDSM 2000 Programme of Action". This programme spells strategies towards institutional revitalization in the context of changing circumstances. Librarians should ensure that investment in information resources and services form part and parcel of the programme to ensure sustainable information services to support teaching and research.

The strategies formulated by the University library in its efforts to sustain new information services are just one step forward, there is need for continuous assessment of the situation, in order to be ready to handle unexpected problems and to predict the future.

Finally, I agree with Raseroka (1995) who contends that the expectation that CD-ROM services raises should be managed carefully, if credibility is to be maintained.

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Serials Selection and Deselection: A Survey of Nigerian University Libraries

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Abstract

A Survey on serials selection and deselection policy was carried out in 20 Nigerian university libraries. It revealed that a majority of the libraries (16 or 80%) have no written policies on serials management. About two fifths of the libraries have no budget allotment for new serials while only two-thirds utilize money from cancellations for new journal titles. The major criterion for adding new titles was faculty and librarians requests (90%). This was closely trailed by teaching and research needs (85%). Circulation statistics was recommended as a guide in cancellation programmes. Change in the relevance of curriculum (60%) was noted more frequently by the libraries in the serials review process. Suggestions were posited for serials management.

Introduction

Serial publications form the backbone of any academic library because of their current nature of informational value. Serial selection and deselection is a continuous process depending on changes in the priorities of universities. The objectives of the university determine the limits of the serial collection while the budget, the curriculum and past practices are also taken into account in the formulation of serials acquisitions policy. In addition, the analysis of the library's clientele, the identification of the user groups and their priorities and the nature of the services to be rendered by the serials collection are other factors that influence the policy.

The relative importance of each serial title to the serial collection development is given due consideration in determining what should finally be acquired. In making a selection and/or deselection decision, the serial librarian considers the scholarly value of each title, the subject categories, cost and the appropriateness of a title for the anticipated user groups.

Serial acquisitions continue to present intractable problems in Nigeria because over 80% of literary publications needed for university education are imported. With the decline in the Nigerian economy since the second half of 1980 and the attendant dwindling acquisitions budgets, serials acquisitions became hampered with serials librarians put in an endlessly losing battle (Ajulo 1992).

Further compounding the problem of serial management are escalating prices and the exponential growth of serials which researchers attributed to the "microspecialization" in scholarly research and publication (Taylor, 1984 & Clack, 1989).

The problems became so overwhelming that the options that are open to university libraries are to either select or cancel subscriptions. Osborne (1981) succinctly described the condition as "serials control", noting that "the end of a cycle in the decision-making process of collection development is achieved with the selection or weeding of certain materials".

A perusal of literature revealed the use of the following criteria in the decision-making process: cost-per-use (Sridhar, 1988), allocation formulas (Packer, 1988), accessibility (Clark, 1987), faculty use or non-use (Stankus, 1987) and spread-sheet rankings (Miller & Guild Foyle, 1986).

McReynolds (1984) extensively discussed cancellation criteria for serials. Other parameters examined include: citation analysis (Eckman, 1988), committee decisions and use surveys (Downes, 1981) and the damaging effect of faculty control and cost consideration versus collection relevance (Buzzard & Whaley, 1985). In summing up the problems of serial selection and cancellation, Downes (1981) enthused that:

*single authority the number and strength of influences
on journal selection and retention in specific*

libraries makes the decision-making process so complex that reliance on a or criterion is inconceivable.

White's study (1979) concluded that "there is virtually no serial evaluation taking place", an extreme posture. Hawthorn (1991) posed this pertinent question: what effect has all of these expositions had on actual serials management practice in the average university library?

Alexander (1992) in his paper analyzed price studies to provide current and historical price data for use in planning and developing serials budgets for both domestic and non-U.S source serial titles. Subject areas in the sciences and technology experienced increases in average price for 1991 of 20% or more over 1990 weighted prices globally. The highest average price for 1991 was for Dutch titles (\$461.07), followed by British (\$277.97) and Swiss (\$268.84). The highest weighted price was also for Dutch titles (\$712.21), followed by Austrian (\$522.40) and Swiss (\$518.42).

Blackwell (1994) in a review of major publishers predicted price increases of between 11.05% and 11.36% in Europe and North America in 1995. Increases in frequency and pagination were identified as important factors determining price rises. Blackwell warned publishers that price increases above inflation will continue to reduce libraries core serial collections and lead inevitably to cancellations, as budgets and buying power are eroded.

These revelations portend doom for serials management and academic research in a developing country like Nigeria that depends generally on foreign journal imprints to service current research and scholarship. With importers being asked to source for foreign exchange from the Autonomous Foreign Exchange Market (AFEM), where N80 equate to the Dollar (1995 rate), the prices of books and journals would remain beyond the reach of many Nigerian students and university libraries. The recently introduced Import Duty Report (IDR) in Nigeria from which book/journal importation is not excluded will further worsen collection development activities at the tertiary level of the Nigerian educational system through the attendant price increases. To further compound the problem of serial

management, foreign subscription agents have started rejecting Unesco coupons which hitherto were international legal tender

The objective of this study is to pool the opinion of serials librarians with a view to aggregating the policies for selection and cancellation of serials in Nigerian university libraries in these austere times.

Methodology

A questionnaire designed for this study was sent to 32 university libraries in Nigeria. Twenty university libraries completed the questionnaire representing a 62.5% response rate. Thirteen of these libraries were those of the conventional universities while seven were specialised universities of technology or agriculture. The oldest of the university libraries was established in 1948. The serial titles ranged from 216 to 4000. Intense concern was evidenced over serials selection and cancellation policies. All answers and comments were interpreted and tabulated as methodically as possible.

Findings

The study revealed that only three libraries had written policies, while a majority of the libraries did not have any written policy. One of the libraries was in the process of writing a policy.

Only twelve (60%) of the responding libraries affirmed that they had separate budget for new serials; 40% responded negatively. However, all the libraries did state the proportion of their acquisitions budget that is set aside for new journal. Now that university libraries in Nigeria are generously funded to the tune of 10% of the total recurrent expenditures of their universities, the need for budgetary allocation formula for serials acquisitions is imperative. Seventy percent of the responding libraries spent money obtained by cancellations to obtain new serials, although 5% mentioned that such money went to renewal expenses. The question was posed as to whether new serials were in effect ordered at the expense of the monograph budget; 90% answer in the affirmative. The pattern of responses however, revealed that some of the respondents were confused by this question. Most volunteered the ratio of serials to

monographs ordered, ranging from 80/20 to 55/45 in the libraries. This finding tallies with that of the Association of Research Libraries (1988).

Decisions on new serials subscriptions were made by librarians in 35% of the responding libraries. Joint faculty/ librarian decisions accounted for 25%, while 10% and 30% respectively reported that only Faculty and Committee were concerned with the decision-making process for new subscriptions. Serials review committees were generally composed of librarians, with few libraries reporting faculty as members and a few encouraging the participation of students. If the responses for those using committees are added to the "librarians only" category, almost two-thirds of subscription decisions are being made by librarians. This finding is in congruence with the result of a survey of North American academic libraries reported by Hawthorn (1991).

Criteria for Adding New Serials

As shown in Table 1, the two criteria checked most frequently were Librarian/Faculty request and teaching needs. Though librarians were reported as having sole control over the decision to subscribe, almost all libraries listed faculty and librarian requests (90%) as a major criterion for adding new

Table 1: Criteria for Selecting New Serials

Reason	% of Libraries
Faculty /Library Joint Request	90
Teaching Needs	85
Research Needs	85
Reviews	60
Student request	50
Sample copies	45
Circulation Faculty request only	40
Cost	25

titles, closely trailed by "teaching needs" (85%) Research needs (85%) was the third criterion in the selection process,

while 45% and 60% affirmed that they checked sample copies and reviews before ordering new titles. Almost 50% of responding libraries reported that students' requests is a factor for new subscriptions, though most libraries noted that such requests were rare and not sufficient in themselves to justify subscribing.

The other criteria for selection were inter-library loan statistics and faculty requests. Surprisingly, cost was not an impediment to new serial subscription (25%). However, cost is given considerable weighting when cancellation is considered. It is not surprising that cost does not constitute a deterrent in the selection process when it is realised that over 80% of educational materials including journals used at the tertiary level of the Nigerian educational institutions are imported.

Serials Review Process

The review process for serials in the libraries studied is outlined in Table 2. The criteria for the review of serial subscriptions are somewhat different from those for selection. Finance (88%) is the major bugbear for the cancellation of a portion of their subscription list. Cost is in fact important to all responding libraries probably due to the dwindling economic situation in Nigeria and the outrageously high exchange rate of (N120 to a Pound sterling or N80/US Dollar). Change in the relevance of curriculum (60%) was noted more frequently by the responding libraries while change in the relevance of research (50%) was checked as a factor. Research needs were therefore central to the decisions of libraries in serial cancellation.

Use of serial titles was claimed as important in cancellation decisions by 45% of respondents. In a developing country like Nigeria to ensure the judicious use of scarce foreign exchange for journal subscriptions, circulation statistics should be used as a guide in cancellation programmes. Only 10% of the libraries considered cooperative arrangements with other libraries as important in making cancellation decisions.

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Table 2: Criteria for Serial Cancellation

Criterion	% of Libraries
Cost	85
Librarian/Faculty Joint re-evaluation	85
Change in curriculum	60
Re-evaluation by librarians only	60
Change in research needs	50
Use	45
Programme review initiated by library	25
Faculty only re-evaluation	25
Co-operation with other libraries	10

Re-evaluation by librarians and faculty was considered necessary by 85% of respondents before a title was pencilled for cancellation. Few libraries (25%) reported that the initiative for review is championed by librarians based on circulation statistics, use surveys and level of funding for collection development. Librarians in 60% of the responding libraries bear the sole responsibility for serials re-evaluation.

Twenty five percent of libraries reported re-evaluation by faculty only as a reason for cancellation. This amounts to the abdication of professional role by librarians to leave decisions on their stock in trade mainly to lecturers. Libraries and librarians concerned are enjoined to review their serial acquisitions policy in favour of joint faculty/librarian serial review committee. One is tempted to assert that such responding libraries do not have a written collection development policy.

Conclusion

Despite the fact that serials selection and cancellation has posed serious concern to academic libraries in Nigeria, majority of responding libraries have no written policies on serials management. About two-fifths of libraries had no budget allotment for new serials while only two-thirds utilized money from cancellations for new titles, and the ratio of serials budget to monographs ranges between 55/45 and 80/20. Majority (65%) of librarians reported that they had complete control over the decision to subscribe to serials with minimum faculty input. Faculty and librarian requests (90%) were advanced as the major s placed on inter-library loan criteria for adding new titles, closely trailed by teaching needs (85%) and research needs (85%). Cost consideration was important when cancellation decisions were being made. Accessibility to other libraries was less valued. This leads credence to the little headway that cooperative schemes are making in a depressed economy like Nigeria.

The poor utilization of use studies for journal cancellation and retention demonstrated that many responding libraries based their assessment of serial titles mainly on guess work (subjectivity) as opposed to hard facts (objectivity). The responding libraries agreed on the procedures and criteria to be used in the selection and cancellation of serial subscriptions. This will guide libraries without written serial policies to readily fashion out theirs based on widely accepted criteria and procedures outlined in this study.

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Afr.J.Lib., Arch.& Inf.Sc., Vol.7, No.1 (1997)43-50

Quantitative Study of Archives and Records Management Theses on Nigeria

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Abstract

The archives and records management theses awarded by the Nigerian universities from 1978 to 1991 in terms of subject output, institutional output, kinds of archives and records centres, topical distribution, and types of research methods adopted were analysed. Using the documentary method of research, a total of 52 theses were analysed in the study in terms of the characteristics stated above. It was found that the theses output in the universities was low, studies on management of archives and records centres were dominant, special archives was the most researched type of archives, case study method of research was the most frequently adopted research method. It was also found that quality of teaching staff, availability of a strong collection and the contiguity of archives to the university were factors influencing productivity of theses on archives and records management.

Introduction

Education and training for archivists in Nigeria are offered at the post-graduate level by the academic departments of universities that offer courses in library and information science and archival studies. At present, the institutions known to be offering this education and training are Ahmadu Bello University and the University of Ibadan. Ahmadu Bello University's Department of Library and Information Science has no separate programme for archives and records management. It is accommodated within the Master of Library Science programme. The University of Ibadan's Department of Library, Archival and

Information Studies had no separate archival programme at the master's level until 1995 when the Master of Archival Studies degree programme was approved for commencement. Prior to 1995, the archival education at the University of Ibadan was accommodated within the Master of Library Science (M.L.S.) programme.

Since 1978 when the first set of postgraduate theses was submitted to the University of Ibadan for M.L.S. degree award, theses have been produced on archives and records management in the two universities. These studies focus on issues affecting the development of archives and records management in Nigeria. Hitherto, there has not been any quantitative study on these studies to shed light on their characteristics. Such a study would be useful to existing institutions in and outside Nigeria offering archives and records management programmes in terms of knowing the kinds of research that students are conducting at the master's and doctorate levels.

The objective of this paper therefore is to analyse the archives and records management studies conducted by postgraduate students of Ahmadu Bello University and the University of Ibadan from 1978 to 1991 in terms of subject output, institutional output, kinds of archives and records centres, topical distribution of theses and kinds of research method adopted.

Literature Review

The reasons for higher degrees in archives and records management studies are the same as the reasons used to justify higher degrees in any subject. Whyte (1978) offered three reasons for having higher degrees in library and information science. The first is to increase knowledge of the subject through the research conducted by staff and students. The second reason is to produce teaching staff who are capable of teaching and research at a higher level. The third reason is to offer further academic study for potential leaders of the profession. Shera (1972) summarised the tasks of the library school at two fold: to provide the best possible professional education to highly qualified and motivated students who seek to excel in that branch of library science in which their interests lie, and to advance the practice of library science through a

programme of research and related investigatory and developmental activities. The graduate student's education in

the professional disciplines should be designed to enable him or her know "that" (the theories and principles of the discipline), know "how" (the acquisition of the skills and competencies required in the practice of the profession), and know "why" (the conduct of inquiries or research to provide a better understanding or answers to problems of the profession).

Nweke (1985) in an analytical study of Ibadan Library School higher degrees dissertations and theses titles from 1973 to 1982 concluded that the availability of teaching staff with specialization in a particular subject area to supervise the students' problem area of investigation is one the determinants of the subject areas studied. Finally, Havard-Williams (1985) views the dissertations, theses and project papers submitted to the Department of Library and Information Studies at Loughborough University by overseas students as a veritable source of information on problems militating against the development of effective library and information services in the developing countries.

Methodology

Data for this study were obtained from postgraduate theses lists obtained from the Department of Library and Information Science of Ahmadu Bello University, Zaria, Nigeria and the Department of Library, Archival and Information Studies of the University of Ibadan, Ibadan, Nigeria. The author, title of thesis, level of postgraduate thesis, institution and year thesis was submitted were recorded on a slip of paper. The slips were then sorted into categories in order to determine the characteristics outlined in the objectives of the study. The data were presented in tabular forms which were then used for reporting and discussing the findings. A total of fifty two theses constituted the database for this study. Fifty one were master's theses while one was a doctoral thesis.

Findings

The distribution of theses by institution is shown in Table 1. It reveals that University of Ibadan has produced more of the theses including the only Ph.D. thesis. Ahmadu Bello university's productivity was confined to the nine theses

submitted for the award of Master of Library Science (M.L.S.) degree.

Table 2 reveals the distribution of theses by kinds of archives and records centres. The table indicates that the most researched type of archives is special archives with 15 (or 29.41 per cent). It was followed by university archives which accounted for 9 (or 17.65 per cent) and national archives with 7 (or 13.73 per cent). Other kinds of archives had low output. Only one thesis was on preservation of paper. Table 3 shows the distribution of the theses by topics in archives and records management. The most frequently researched topic was management, which accounted for 20 (or 38.4 per cent). Other topics received low output.

Table 1: Institutional Output of Theses

Institution	MLS	Ph.D	Total	%
Ahmadu Bello University	9	-	9	8.5
University of Ibadan	42	1	43	91.5
Total	51	1	52	100.0

Table 2: Distribution according to type of organisation

Kind of Archives/Records Centres	Number	Percentage
Special Archives	15	29.41
University	9	17.65
National	7	13.73
Local Government	5	9.80
Religious	5	9.80
Library-based	4	7.69
Government Parastatal	3	5.88
State	2	3.92
City/Municipal	1	1.96
Other	1	1.96
	52	100.0

Table 3 : Topical Distribution of Theses

Topics	Number	Percentage
Management	20	38.46
Preservation	5	9.62
Use	5	9.62
Bibliographical Control	3	5.77
Content analysis	3	5.77
Organisation	2	3.85
Collection survey	2	3.85
Acquisition	1	1.92
Arrangement	1	1.92
Conservation	1	1.92
Building design	1	1.92
Establishment	1	1.92
Retrieval	1	1.92
Records creation	1	1.92
Registry system	1	1.92
Nature of records	1	1.92
Storage	1	1.92
Security	1	1.92
Reprography	1	1.92
Total	52	99.98

The distribution of theses by kind of research is presented in Table 4. It is clearly established from Table 4 that one research method clearly emerged as dominant. This is the case

Table 4: Distribution of Theses by kind of Research

Kind of Research	Number	Percentage
Case Study	43	82.69
Survey	6	11.54
Contents Analysis	2	3.85
Comparative	1	1.92
Total	52	100.00

study method which accounted for 43 (or 82.69 per cent) of

total output. The output on other research methods was rather low.

Discussion

The result of this study indicated that University of Ibadan was the more productive institution in the output on master's theses. Three factors accounted for this phenomenon. First, the location of the National Archives within the university campus encourages and makes it convenient for students to study an aspect of archives and records management. Second, is the teacher factor. An experienced lecturer supported by archivists has been teaching the course from the seventies and has been involved in the supervision of these theses. The third factor is the strong library collection on the subject in the university library and in the National Archives. Ahmadu Bello University was not as productive as University of Ibadan because the teaching of archives and records management commenced in 1984. It is further disadvantaged by the fact that the National Archives in Kaduna is located some seventy two kilometres away. The teacher and library factors also accounted for the theses produced at Ahmadu Bello University. The availability of a lecturer teaching the subject accounted for the 43 theses from 1985 to 1991. The university and faculty library collections on archives and records management also encouraged the student researchers to conduct research on the subject.

The distribution of theses by kinds of archives and records centres shows that special archives was the dominant type of archives researched particularly at the University of Ibadan. The special archives are those archives or records centres located in banks, business firms, research institutes, media houses, military and health institutions. University archives and records centres also appealed to the student researchers. With many states currently having their own archives, it would be useful for studies on them. Some of these are historical bureaus like Sokoto and Kano States Historical Bureau. Perhaps, study tours to some of the state archives would motivate students to research on them. City/Municipal council archives and records centres too, were among the least researched. This is attributed to factors such as lack of awareness of the existence of archives and record centres in the councils and the creation of local government councils which superseded many of them.

In the topical distribution of theses, management of archives and records centres clearly emerged as the most researched topic. This is an indication that the pressing problem facing the archives and records centres is managerial comprising planning, staffing, organizing, leading and controlling. A large number of the University of Ibadan theses were on management. Other topics received low output.

The preponderance of case study method of research in archives and records management could be attributed to the fact that research in the field is at its youthful stage. When students are taught how to apply various research methods to studies in archives and records management, there will be less emphasis on studies based on the application of case study method of research as this method has some disadvantages, notably, the generalization of research findings to other cases.

Conclusion

This paper has provided an analytical study of the postgraduate theses on archives and records management in the two universities that produced theses on the subject, namely, Ahmadu Bello University and the University of Ibadan. The theses output in the two universities was generally low particularly at Ahmadu Bello University. There is therefore need for increase. Studies on the management of archives and records centres were more emphasised than other topics. There is need for studies on other aspects of the subject such as storage and retrieval systems, use and automation of records and dissemination. Special archives constituted the dominant researched type of archives. Studies are needed on city/municipal council, state government, parastatal, religious, local government and emirate archives. The case study method was the most adopted research method. Other research methods could also be applied to research in archives and records management. Future studies could also adopt correlation and experimental methods. It is hoped that researchers will investigate topics other than management.

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Scholarly Publishing in Kenya: A Review of the Past and Present Transformation Eras

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Abstract

Publishing was dominated by the colonial administration and the missionaries before independence. It catered mainly for the Europeans and Asians. In order to cater for African readership, the East African Literature Bureau was established. As a result of Ominde Commission, a state publishing house was established to cater for the educational needs of the newly independent country. Many other government sponsored publishing houses were established including Nairobi University Press. A number of commercial houses also came into being after independence. The great leap in the number of publishing houses can be attributed to the continuing expanding educational system which has greatly increased the consumer base.

Introduction

Before Kenya attained independence, formal education provision was run and administered by two parties, the missionaries and the colonial settler administration. The colonial administration consisting mainly of the white settlers encouraged racial approach to education. The missionary notable for pioneering formal education used it only as a tool to promote evangelism. This trend saw the emerging missionary and colonial administration supported publishing-houses. Accordingly, the same trend witnessed the African informational reading needs

restricted to evangelism as far as the missionary factor was concerned. Reading was then restricted as has often been testified by some of the former settler black farm workers - that instant punishment was meted as soon as one was noticed looking at or reading any books not recommended by his master as such. The conclusion to be drawn out of this is that:

- There existed educational imbalance that catered for the different interests of missionaries and colonial settler and administration.
- The educational curricula existed separately for the Africans, Asians, Arabs and Europeans.
- The education for the Africans was lacking in quality to mould and prepare Africans into independent thinkers, information seekers and promote their self-sufficiency in their day- to -day activities.
- The racial segregation in education implied that the colonial government spent more resources and facilities on non- African education.

As observed by Gundu (1990) the effects on publishing activities tended to be aimed at readers from a particular ethnic background and catered mainly for European and Asian interests. This was under the guise that the different races in Kenya namely Africans, Asians, Arabs and Europeans had attained different levels of social, political and economic development and so each group needed the kind of education that was to preserve its culture and prepare its people for their respective roles in the society.

It must therefore be noted that educational and publishing activities were organised on racial lines. It may also be argued that the colonial scene itself helped to develop and promote a non-reading society among the Kenyan Africans. In short, reading habits were hampered and publishing targeted to provide and satisfy reading needs of Asians and Europeans.

Indeed during those dark days for the colonial Africa, the administration was committed to upholding white supremacy and racial segregation at all levels. An analogy by Leach,

Stillwell, Verbeek (1994) regarding the reading of black South Africans during the colonial policy of segregation and post legislated apartheid South Africa only serves to show the negative extremes of the colonial policies on socio-cultural and political interests of the Africans. Leach et.al (1994) explain the African situation and burden as it were, whether in Kenya, South Africa or West Africa, during the colonial times:

The South African is willing --- for the native to cook his food, care for his children, keep his household in order, serve him in a personal way, carry his books to and from the library, but he would feel that the end of his regime were at hand if this same servant were permitted to open these books and read

Promotion of African Authorship and Readership

However, against all odds and with the wind of change towards promotion of African readership, the colonial government initiated a move to create a publishing bureau and encourage readership. The missionary initiative had already seen the establishment of publishers namely Evangel and Uzima press. It was in 1946 during the Governor's conference, the colonial Governors of Kenya, Uganda and Tanzania appointed an author, Mrs. Elspeth Huxley to study the publishing and reading situation in the region. Indeed she came up with recommendations for the creation of a publishing bureau which was to encourage African authorship and produce suitable reading books for Africans. Subsequently the East African Literature Bureau came into being to fulfil the following activities:

- Publishing material for African readership and in particular meet educational book requirements both in English and vernacular languages.
- Run and publish magazines
- Encourage and promote the African writers
- Undertake book distribution in the region
- Undertake and run lending-library services geared at the African readership.

The East Africa Literature Bureau took off the ground under Charles Richards who had been initially working for the Church Missionary Society (CMS) bookshop. It should be noted that it was Charles Richards who mooted the idea of his employer starting a commercial publishing firm called The Highway Press. This press played an active role in promoting the African authorship in the 1940s. Among the titles published by the East African publishing Bureau were:

- *Azania, Zuka, the East African Economics Review* (all journals)
- *Riders Haggard- King Solomons Mines*
- *R.L.S. Steven - Treasure Island and the Arabian Knights.*

Under Charles Richards, the East African Publishing Bureau commenced public library services in East African region through:

- Three static libraries in Nairobi, Kampala and Dar- es- salaam
- Mobile libraries
- A postal library service
- Book boxes services

Growth of Scholarly Publishing

The post-independence education ushered in the African majority government which manifested the fighting and removal of ignorance, hunger and diseases. Eradication of ignorance implied an end to racial education practices and that more attention was to be given to the educational system and support for text and reading book materials. Indeed the growth of a strong educational system along side development and supply of suitable reading and text book materials was the policy of the day. However, scholarly publishing presently is as a result of relevant government's policies in education since independence.

Events for scholarly publishing started unfolding from the Ominde Commission (1964) which recommended among others:

- the establishment of a state publisher to undertake publishing of school books particularly those developed at Kenya Institute of Education.

- The evaluation of the relevance of materials (books) being used in schools.

Arising from Ominde Commission Reports, the Jomo Kenyatta Foundation (state publishing house) was established by Act of parliament (1965). This was at the time Kenya Institute of Education was also established by Act of Parliament (1965). The role of Kenya Institute of Education is to develop materials for use in schools while the Jomo Kenyatta Foundation is to publish and distribute the materials. The two institutions therefore continue to exist inter-dependently. It must be noted that the Jomo Kenyatta Foundation had the monopoly and actually published books for all primary schools in Kenya.

The East African Literature Bureau, conceived during colonial government, supported by and serving the three East African countries (Tanzania, Uganda and Kenya), continued to publish mainly in vernacular and other grey areas considered uneconomical. It was not the profits or losses the East African Bureau made that counted, what mattered most was the essential titles that were published in African languages. After all, the publishing house thrived from the financial support of the East African governments having its headquarters in Nairobi with branches in Dar- es- salaam and Kampala.

The East African literature Bureau suffered a set back when the government of Tanzania closed her common border with Kenya in 1977. This was indeed the beginning of the collapse of the East African Community and at the time scholarly publishing was taking root in the region and Kenya in particular. The Kenya government took over the running of the publishing firm within Kenya until it changed its name to the Kenya Literature Bureau through an Act of parliament (1980).

This meant that the official state publishing houses in Kenya were the Jomo Kenyatta Foundation and the Kenya Literature Bureau which to date have the monopoly to publish books for schools under the Kenyan educational structural (8-4-4) system

covering all subjects - mathematics, physics, history, geography, agriculture, home science, Kiswahili language, English language, woodwork, metal work, music etc. The general assumption is that books published and sold by these government publishing houses should be very cheap.

Academics and Publishing

Around the time the Jomo Kenyatta Foundation was established (1965) and with the expanded publishing activities of the East African Literature Bureau, the individual academicians within the region saw it fit to come together. With expanded membership of scholars from East and Central Africa, the East African Cultural Trust was set up. It was through the East African Cultural Trust that the Scholarly East African Publishing House (EAPH) and an allied printing house, the Afropress were established.

The EAPH books were mainly scholarly and fiction for primary, secondary and higher education. EAPH also undertook to publish in Kiswahili and local mother tongues. By 1987/88 the East African Publishing house had a holding stock of 602 assorted titles. It undertook translations of some fiction into Kiswahili. Notable fiction in this series include: Njia Panda/Ngugi wa Thiong', Naushangilia Mlima wa Kenya/Jomo Kenyatta, Uhuru ni Mwanzo/Tom Mboya, Wimbo wa Lawino/Okot p'Bitek. Unfortunately differences in the management of the EAPH saw it being placed under receivership and its eventual liquidation in 1988. Today, Phoenix publishing house seems to have filled the gap left behind by the demise of EAPH.

The University of Nairobi pioneered the scholarly publishing sector by setting up the Nairobi University Press (NUP) in 1984 due to the generous grant given by the British American Tobacco (BAT). Pioneering in scholarly publishing and setting up of the Nairobi University Press was to underlie the university's three paramount functions: - teaching, research and dissemination of the results of scholarly findings. Publishing is seen therefore as a means of accomplishing that crucial role of dissemination. It becomes obvious then to note that the University Press being an effective agent for the communication of scholarly ideas invites the majority of its authors from among university scholars and allied research institutions.

Certain factors which have influenced the University publishing can be described in the light of:

- Generosity and interest by industry to sponsor and fund the publishing activities.
- Eagerness by the faculty members to produce relevant

- and cheap material for the university established teaching programmes based on curriculum.
- The need for the university to meet the textbook requirements of expanding student intake particularly with the introduction of 8-4-4 system of education
 - To meet the challenges of generating knowledge through research and dissemination of the same by publications
 - Avoid lengthy period experienced from the commercial publishers in bargaining and drawing contracts before finally turning the manuscript into a book.
 - Encourage authors whose manuscripts are not commercially viable.
 - Being a mode for generating university revenue towards self reliance.

So far the Nairobi University Press has to date managed to publish at least thirty (30) titles.

Moi University took up the initiative using her own resources to start a Desktop Publishing Unit (DTPU). The Desktop Publishing Unit has so far been able to produce nine titles. On the same strength Kenyatta University can boast of having a Research Bureau which is a foundation for publishing the scholarly material tested and required. Indeed Kenyatta University in house researched and published material has been done through the initiative of this Research Bureau. No doubt, sooner or later, Egerton University, Jomo Kenyatta University of Agriculture & Technology and others will certainly follow suit. It has been noticed though, that most scholars are depositing their manuscripts with the Nairobi University Press for publication and distribution. The reasons for this being that:

- (a) Facilities available for publishing differ among universities.
- (b) Down payments for acceptable manuscript is convincing.
- (c) Authors are assured of royalty.
- (d) Marketing and distribution outlets are beyond the university institutions.
- (e) Quality and efficiency aspects are more admirable in certain institutions than others.

The universities have realised that publishing is profit oriented. The institutions cannot simply rely on local students'

demands and purchases through the university bookshops. Their distribution plans for greater sales therefore call for expanded market within and outside Kenya. Their hopes are now geared towards joining marketing and promotional networks including the African Book Collective (ABC) for distribution of books in the European and North American markets. The local marketing and distribution is a tricky one since university bookshops are the major outlets for single and bulk purchases.

Other measures expected to facilitate the distribution of various titles country wide will call for local arrangement and signing up between the university publishing units and commercial publishers like Longhorn (Kenya). This may be ensured if the other arrangement of co-publishing is encouraged among the commercial and university publishers.

Certainly, the arrangement will curtail the monopoly of the university book markets by the university publishing units. Other notable services rendered by the university publishing units to the scholarly communities at chargeable rates include - typesetting for books, newsletters, manuals, magazines and brochures; designing publications and laser printing.

The question is whether publishing is actually being done strictly by standards and definition. Or whether printing of manuscripts, papers, lecture notes is simply being paraphrased to mean publishing. It must be noted therefore that not everything that is assembled and printed at the universities is publishable. That means that the university publishing units are producing certain works that would otherwise not be acceptable to commercial publishers.

This view is supportive of one of the aims of starting a university press (Ominde, 1965) which is to encourage authors whose works are not commercially viable.

One danger borders on restricting the university student community the access to various other commercial but scholarly published books outside campuses. That is minimising intellectual freedom to read and choose wide beyond the classroom recommended books and lectures by the lecturers concerned. This is because the lecturers evidently prefer students to buy their own notes printed or published materials selling cheaply in the university bookshops. This again conforms with another objective underlying setting up a

university press which states that the short-term objective, is to encourage university lecturers, researchers and scholars to develop manuscripts geared towards satisfying the University phase of the 8-4-4 system (Nairobi, University. 1993).

What will be seen in due course is another restrictive book trade on campuses favouring only campus produced material being sold through campus bookshops against commercial publishers. Another restrictive book trade in the sense that already school book market covering 8-4-4 system has been tailored by the government to give monopoly to government sponsored publishing houses. Chakava's (1992) observation on book for the 8-4-4 education system is supportive of the above view when he lamented that:-

Subject panels were set up to prepare official textbooks for all the subjects in primary and secondary schools and these were published by the two state publishers - Jomo Kenyatta Foundation and Kenya Literature Bureau....schools were informed that these were the only recommended books.....that no other textbooks should be used... within a few months, sales of competing books from commercial houses dropped considerably.

It is the view of this author that the universities should go for the big (market) catch outside their own campuses and at the same time open up the local (campus) market to commercial (outside) publishing-houses.

With the University enrolment of 55,000 students population Gundu(1994) on publishing indicators, and sharing this market among commercial publishers, the university publishing houses will enjoy certain advantages including co-publishing and co-operative publishing whose benefits are:

- Share of market beyond campus and abroad
- Ease of reach to modern and expensive technology
- Building on distribution outlets established by commercial publishing houses locally and abroad.
- Building on the expertise already available with the commercial publishing houses
- Ensuring quality and standards in scholarly publishing are upheld for competitiveness and
- Obviously forging links as partners in publishing is healthy for scholarship generally.

Commercial Publishing

The existence of outlined policies above within the Kenyan education system were a signal for reforms. Competition in the publishing sector became a cut-throat and survival of the fittest. This is because the consumer base is concentrated in the educational system. Already the government supported publishing houses namely, the Kenya Literature Bureau and the Jomo Kenyatta Foundation had been granted the monopoly of publishing for school (primary) book requirement.

The East African Publishing house joined the two state publishing firms and enjoyed almost the same privileges. The commercial publishing firms who dare the market are to be content with the competition in the secondary education book requirement. On the scene, there are British commercial allied publishers including Nelson, Evans, Cambridge University Press, MacMillan, Longhorn, Pitman, Heinemann, Oxford University Press etc. Along side these firms, there are religious publishers like the Uzima and Evangel Press. Some of them could not stand the competition for long and so opted out like Nelson, Pitman and Cambridge University Press. Others had to narrow down their activities due to the same market pressure namely, Evans, Shungwaya, Bookwise and Foundation books. The surviving publishing houses include Longman (Longhorn) Kenya, Oxford University Press, MacMillan, Evans, Heinemann (Kenya) (now-East African Educational Publishers), Uzima Press. They survived to date because they publish across the board including primary, secondary and post-secondary material. They also produced fiction, children's books and general academic works.

One notable publisher who has stood the test of time in this unhealthy competition between state publishing house and commercially based firms is the East African educational publishers (formerly Heinemann Kenya). Heinemann Educational Books started the African series and by 1962 had published the book *Things Fall Apart* by Chinua Achebe. By 1987, Heinemann had over two hundred (200) titles under the new African series. MacMillan came up with the African series for schools in fiction and has produced over seventy seven titles to date.

The Oxford University Press and Longman ensured themselves a share of the educational market. The former partially survived

in the rights bought from the titles formerly published by the East African Literature Bureau. They include the title *New Oxford English course for East Africa* and the *Peak course*. Longmans took to acquiring the right to translate the former East African Publishing Bureau books into Kiswahili.

Conclusion

The intensified scholarly publishing activities are as a result of formidable reforms in the Kenyan educational systems. A revision of the educational curricula has ushered in a new thinking and called for rewriting and production of books in various fields.

The educational system has actually provided the main (market) consumer base accounting for approximately 90 per cent of the Kenya book production. As schools and colleges continue expansion, so to the pupil-student enrolment of over five million, the market will remain open.

The children readership standing at 13 million heads tends to remain inactive despite the potential it portrays.

Children's books are difficult and quite expensive to produce because they require clear, eye-catching illustrations, colour production and very durable-tough paper and of course cased binding. Otherwise the whole process calls for equally skilled well trained personnel to work in this sector of publishing for children. Already, there are children's magazines published in Kenya such as "Pied Crow", "Rainbow" and "Sparkle". More initiative is required in this area.

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Afr. J. Lib., Arch. & Inf. Sc., Vol. 7, No. 1 (1997) 63-69

Library Utilization and Academic Growth: An Assessment of the National University of Lesotho

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Abstract

Two hundred undergraduate users of the National University of Lesotho Library were surveyed in order to ascertain the level of utilization of the services of the library. The survey revealed that the students used the library for a variety reasons. When the sampled respondents were asked to give the most important reason for using the library, the findings show that the major reasons given were to collect materials for class assignments (30%), read lecture notes (20%) and to meet friend to socialise (12.5%). The inhibitors to the use of the library include their not used to reading in the library, the library being too crowded, inability to locate books in the library and uncomfortable environment. The paper recommends that students should be provided with information searching skills through information literacy programmes to be mounted by the university library.

Introduction

In order to build an inquiry mind, library utilization becomes indispensable. For example, at the primary level, the library according to Gibbs (1985) serves as a centre for the stimulation of interest, excitement and a process of instilling confidence in the users. In other words, exposure to library enables the young users to develop their talents, potentials and capabilities both academically and socially.

The library obviously supports the school in the process of developing an inquiring mind (Ray, 1990) and of course of the learners.

Self and social adjustment are essentially some of the effects that library produces on the users. This is corroborated by the views of Jones (1983) who observed that the library serves as a forum for children who feel lonely and insecure to make and develop some form of social adjustment.

At the tertiary level, Brown (1968) stresses that library serves more as a place for independent work because at this level, the users should be able to locate, assess, use, compare and contrast as well as evaluate information for meaningful educational inquiry (Gibbs (1985). In essence, through this process, the learner/user is able to develop critical and analytic skills.

Since students need information to help them with their subjects and these can mostly and effectively be found in the library, it follows therefore, that the library is a centre of learning as opposed to an isolated building, hence by implication and according to De Silva and Turriff (1993) we can conclude that library is a vital part of educational evolution.

Many African countries are experiencing a hard effect of global economic recession which is making acquisition of relevant and up-to-date books and journals difficult task for most university libraries. However, the reading culture among university students is daily dwindling, thus leading to the debasement of academic standard which may adversely affect national and socio-economic development.

Therefore, this study was designed primarily to assess the degree of library patronage and utilization by students of the National University of Lesotho (NUL). This study is particularly important because the students, more often than not, ask lecturers to place books on the reserve shelves because they do not know how to locate such books on open shelves.

Methodology

The total population of the NUL students during the 1994/95 session when the data for this study were collected stood at

2,433. This figure was made up of 1,797 for undergraduates and 636 for the sub-degrees, and spread across six faculties; viz: humanities, education, science, law, social sciences, and agriculture including the non-formal educational programmes of the Institute of Extra-Mural Studies (NUL Gazette, 1995).

A total sample of three hundred respondents were chosen using a combination of quota, stratified and accidental sampling methods at different levels. These systems were adopted not only to ensure that all students across faculties, courses, years of study as well as gender classification were represented in the sample but they also gave high percentage of over 10% of the entire population an opportunity to be selected.

A male research assistant was recruited for a period of three months on part-time basis to distribute copies of the questionnaire to students. Respondents were apathetic to participate in the process despite the fact that there was no form of identification provided for on the questionnaire. Out of the three hundred copies of the questionnaire distributed, the researchers recovered 200 completed copies comprising of 130 females and 70 males which were used for the analysis of the results of the study.

Even though students' enrolment figures were not the same across all the faculties and the institute, the various sampling methods adopted for this study provided ample opportunity for adequate representation of the total students' population of the National University of Lesotho, particularly for the 1994/95 session when this research was conducted.

The main objectives of the study were to ascertain the utilization of the library by the undergraduate students, as well as to find out inhibitions to the use of library, if any.

Findings

Majority of the respondents were female (65%). The respondents were generally between 16 and 40 years in age with 31% being in the age category of 16 and 20. The respondents were well represented in all the faculties and the institute as shown in table 1. Although the student population across all faculties and the institute are unevenly distributed, nonetheless table 1 shows a high disparity of student patronage in the library. For

example, top on the list is the Institute of Extra-Mural Studies (IEMS) whose students' library patronage score is 27.5% followed by Law Faculty with 20%, Science with 15.0% and Education came next with 14%.

Table 1: Ranked Distribution of Respondents according to faculty

Faculty	No.	%
Institute of Extra Mural Studies	55	27.5
Law	40	20.0
Science	30	15.0
Education	28	14.0
Humanities	20	10.0
Social Sciences	14	7.0
Agriculture	13	6.5
Total	200	100

The non-formal nature of IEMS' programmes may particularly be a great determining factor for its students to engage in private reading using the NUL Library and other libraries in the cities because they combine work with learning.

When the respondents were further asked to indicate one principal reason for not using the library, 20% of the respondents were asked to give the most important factor for using the library, the responses presented in Table 2 show that most of the students go to the library for materials which would enable them to complete their class assignments (30%), while 20% of the respondents only go to read their lecture notes dictated to them in the class by their lecturers. About 12.5% and 6% of the respondents go to the library to socialize and to achieve personal pleasure respectively. In order to enhance intellectual development, 6.5% considered library as useful. In this process, it is difficult to ascertain what major problems students encounter in using the library. Suffice to say however, that there is a general apathy among the library users in this study to make adequate use of the library facilities for their personal development. It is not impossible that this practice may be as a result of ignorance on respondents indicated that unavailability of current and up-to-date reference materials is

Table 2: Distribution of Respondents' by Major Reasons for using the Library

Reason	No.	%
To collect materials for class assignment	60	30.0
Read lecture notes	40	20.0
To socialise	25	12.5
Gather materials for research projects	20	10.0
Reading journals	15	7.5
Reducing tension and boredom	15	7.5
To enhance intellectual development	13	6.5
To achieve personal pleasure	12	6.0
Total	200	100

essentially their greatest inhibition to use the library. Another 15% of the respondents indicated their inability to locate books in the library as a major inhibition to their library utilization, while 12.5% claimed that they were not used to reading in a solitary place called the library.

Table 3: Ranked Distribution of Major Inhibitors to Library Utilization

Inhibitor	No.	%
Dated reference materials	40	20.0
Lack of searching skills	30	15.0
Not used to reading in the library	25	12.5
Unhelpful staff	20	10.0
Too crowded	18	9.0
Unavailability of time	16	8.0
Satisfied with own books	15	7.5
No relevant books	14	7.0
restricted library hours	12	6.0
Uncomfortable environment	10	5.0
Total	200	100

Conclusion and Recommendations

Students should be conscientised to understand the value and usefulness of the library in any academic environment. If we must desist from the production of mediocres and armchair philosophers and thus enhance the frontier of knowledge while at the same time building a virile socio-economic base, students should be encouraged to cultivate a positive reading habit.

The consequences of the students' inability to use the library will include among other things, a serious debasement of the quality of university education which may consequently have a negative effect on the job performance of the university products. On the other hand, initiative as well as competence to conduct viable academic-researches for the purposes of solving any kind of social and economic national problems may be inhibited as a result of failure to use library documentation.

On the overall, lack of motivation to make use of the University library by both students will undoubtedly lead to

having paucity of relevant and current stock of books and journals in the library. Such books and journals would otherwise have been recommended by the lecturers and/or being requested for by the students if they had been keen and consistent users of the library. The University library must aggressively organise information literacy programmes for its users, to enable them acquire all the necessary skills for optimum utilization of library services, especially information searching skills.

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Afr. J. Lib., Arch. & Inf. Sc., Vol. 7, No. 1 (1997) 71-79

Automating the Federal University Libraries in Nigeria: A State of the Art.

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Abstract

In an effort to equip the federal university libraries in Nigeria, the National Universities Commission (NUC) signed a credit facility agreement with the World Bank to supply books and journals. One of the conditions in the agreement was that the libraries would automate their services. This paper provides a state of the art report on the automation of the libraries. Problems envisaged and solutions proffered are given in the paper.

Introduction

Computers are now commonly used in government organizations, libraries, financial and academic institutions among others, to store and retrieve information and most significantly, to enhance services.

According to Reynolds (1985), libraries have been in the information business several years before any known modern institution. Libraries have been involved in the task of gathering, storing, organising and disseminating information long before most known modern institutions. Libraries therefore, ought to have been "the earliest beneficiaries" of the application of computer technology to their operations and services. Long before now therefore, libraries that have established some needs to automate their operations ought to have done so. Some reasons were advanced against library automation since some time past, these include the fear of

automation, job security, equipment breakdown, power supply and a host of others.

Should library automation be or not, remains the debate in some Third World countries even to date, as was the case in some advanced countries some years past. Some people have expressed trepidation about library automation, many more have qualms about it. They advanced reasons to support their position. Some felt that automation would replace the profession of librarianship rather than upgrade it. Sagar (1985) asserted that the introduction of automated library systems would not save libraries any money but rather cost more. Cart (1987) was as scared about library automation as he was terrified about it. His reasons range from the hilarious language the adherents of automation speak, to the heavy cost the project requires once it is initiated. Like Sagar, Cart believed that automation does not save money but would cost rather much more than was initially anticipated. He remarked that "on-line catalogs are still a gamble". Cart probably would have been more frightened lately when such disciples of library automation as LaRue (1990) talked about computer viruses like "worms", "trojans" and "bombs" attacking software.

However, there is a lot of argument for library automation. Hegarty (1985) believed that if properly procured and installed, automated systems would save money. He added that automated library systems would provide suitable "management data and controls to permit a library to adopt appropriate policies and procedures, which when vigorously applied and enforced, will not only lower delinquency rate, but will also increase library's circulation". In support of library automation, Padway (1987) wrote that automated systems provide access to data through multiple formats and at locations both on and off the library premises. Arikenbi (1981) made a case for automating the acquisition process of the University of Lagos (UNILAG) Library in Nigeria. He propped his argument with statistics on the prevailing growth of acquisition of monographs. He mentioned the creation of machine readable records that could be useful in cataloguing as one of the obvious advantages of automating the UNILAG acquisition process. Obviously, library automation is no more a gamble. It has come to stay.

Recent Attempts at Automating Some Nigerian University Libraries.

A number of Nigerian university libraries had attempted to automate their operations at one time or the other. University of Ibadan (1975) University of Lagos (1982) Ahmadu Bello University (1987). In all these attempts, automation of the complete library services failed. Many more attempts to automate some Nigerian university libraries have since been made.

The federal university libraries in Nigeria were to be supplied with books and journals under the NUC\World Bank Credit facility agreement. In this connection, the National University Commissions (NUC) Nigeria, directed the university librarians of federal universities at a meeting in Kaduna, 1990 among other things, to get their operations computerised adding that it was compulsory for each university library to be provided with at least a personal computer. It was not immediately clear who was to provide the computers. Some of the librarians expected that either the NUC, or the World Bank through the NUC, would provide them. In another meeting in Zaria in 1991 where 19 of the 20 federal university librarians were present with three World Bank officials in attendance, the issue was clarified with the librarians to the effect that each library was to cater for its own automation project. At this second meeting, the librarians gave individual report on the efforts made thus far to automate the libraries which indicated that most of the libraries had no sufficient equipment for computerisation or did not have any computer at all. In addition almost all the libraries lacked the necessary manpower for computerisation.

NUC promised to offer one microcomputer to each university library and this was fulfilled in 1994. A 4-LAN version of TINLIB (The Information Navigator) software was also delivered and installed in each of the libraries. In the case of the Kenneth Dike Library, University of Ibadan, an update version of TINLIB capable of driving 20 workstations in a network was provided. Kenneth Dike had earlier started its own automation project independently of the NUC.

In November 1994, in what appeared a part of its contract agreement with the NUC, BUSICON (Nig.) Ltd., the supplier of

the TINLIB, in collaboration with the NUC organised a week-long workshop training for the libraries' representatives. These representatives were made up of three librarians and one systems administrator. The training was held at four locations; Ogbomoso for the South Western Zone, Port Harcourt for the South Eastern Zone, Jos and Zaria for the Northern Zone. With this author a participant, the import of the workshop was to acquaint the librarians with the use of and the capabilities of TINLIB. It was at the workshop that it became clearer to the participants that each library would have to continue with the project on its own, independent of the NUC.

The literature on library automation in the Nigerian university libraries are replete with tales of flop. The University of Ibadan, University of Lagos and Ahmadu Bello University experiments between the 1970's and 1980's were clear examples (Alabi, 1985). There has since been a period of time during which not much was done on the practical side to actualise the dreams of the libraries to automate their operations. The National Universities Commission is the Federal Government parastatal that oversees and regulates the activities of all universities in Nigeria. It in addition disburses funds to the federal universities. It is commendable to note that recently it has done so much for the university system in Nigeria than in the past. The first phase of the NUC/World Bank books and journals supply to the university libraries is almost completed. The condition that the libraries automate their operations to be qualified for books and journals supply has been partially accomplished. The belief initially was that NUC wanted the libraries to automate only their acquisitions operations so that there would be proper record keeping for the materials supplied through the agreement. But an evaluation of the software package delivered to the libraries, shows that the version of the TINLIB supplied is supposed to drive up to four (4) workstations in a network and it consists of the catalogue, acquisitions, serials control and circulation modules. This goes beyond automating the acquisitions process only.

Problems envisaged

The question of automation as a pre-condition for books and journals supply has its own merits. For instance, but for this, the computers would never have found their ways into many of the

libraries this century. However, with the NUC's approach, some problems are envisaged.

Absence of Systems Analysis Study

This author is neither aware of any systems study undertaken by the NUC on behalf of the libraries, nor undertaken by any of the libraries on the directives of the NUC. Therefore, no systems design could be said to have evolved. Yet, computers, one for each of the libraries, with printers and UPS were distributed to the libraries. One wonders then what actually informed the configurations of the computers. One of the problems that is likely in such computers is deficiency of the internal memory. The Kenneth Dike Library undertook a system study and prepared an "invitation to tender" for supply of computing equipment. This document addressed the question of configuration, but was not prepared with a prior knowledge of the NUC/World Bank project. In actual fact, the paper was prepared long before the NUC's idea was mooted. In 1994, the Hezekiah Oluwasanmi Library (HOL), Obafemi Awolowo University, Ile-Ife hired a visiting systems librarian and went ahead to conduct a comprehensive systems study for its proposed Integrated Library Automation System. Like the Kenneth Dike's paper, HOL was not aware of the NUC's project before its study. It was not a surprise then that in the case of the HOL, the hardware and software requirements which evolved as a result of its analysis and design studies showed a sharp disparity when compared with the computing equipment supplied by the NUC.

The objectives of the universities are similar especially in the areas of supporting teaching, learning and research. But one university library differs from the other in the size of its files, information recorded, library accommodation, staff population and students' enrolment. These factors are the chief determinants of what the configuration of the hardware and software requirements of a library should be, and these are supposed to have been taken care of in a systems study.

Funding

Funding is another problem envisaged, solution to which each library ought to have addressed at the systems study stage. The NUC expects each library to take off from where it stops (i.e. after delivering a microcomputer each to the libraries). The kind of funds one is talking about here is not the one required

to enable the libraries instal the computers for now, but funds from regular sources to keep the project up and

running once the library takes the decision to change-over to the new system. No such sources are known to have been identified. Besides, automation projects in general do cost much more money than is initially contemplated. This is partly because at the beginning of the project, some less obtrusive costs are always almost underestimated or outrightly overlooked.

Once the project has started, there should be guaranteed source(s) of funding to sustain it.

Personnel

An automated library system will be as good and as reliable as the sole operator of the system. So, who gives the project the day-to-day expertise and attention is another problem that has not been adequately addressed. A number of the systems staff ought to have been trained or recruited before embarking on the project but unfortunately many of the libraries did not have the necessary manpower for computerisation.

Power Supply

Erratic electric power supply has long been a problem in Nigeria. This is known to have been responsible for sudden break-down of some expensive machineries and equipment, computers inclusive, in many industries and government installations. Although, the NUC supplied an uninterruptible power supply (UPS) together with the microcomputer it delivered to each library, it has not adequately addressed the problem of power failure.

Equipment Maintenance

Who to call upon for the maintenance of the computers, an individual or a corporate body, where the corporate body or person is based and how soon he can be reached in event of an emergency are other questions which were not addressed before installing the few computing equipment supplied to the universities.

Solutions

There is no gainsaying that the National Universities Commission (NUC) under the current administration has done much more for the federal university libraries in Nigeria than in the past. But for her initiatives, the books and journals that came in through the NUC/World Bank wouldn't have come, let alone talking about any attempts at the automation of the libraries. The move to use computers in the libraries is commended. But in order to forestall the problems envisaged, the following solutions are being proffered.

The NUC should not leave the computerisation project to individual libraries to accomplish at this stage. Rather, it should play the role of a moderator, a financial supporter and a supervisor, making available to the libraries, a set of standards to which the libraries must meticulously adhere. Such standards, while aiming at achieving a uniform objective, must vary with the staff and students' population and of course, the size of the libraries' collections bearing in mind the need to give room for future growth. The automation initiative is a baby of the NUC and the NUC should be glad to nurture it to adulthood.

Another key determinant of success with respect to an automation project is the operators of the system. This is consistent with the opinion Tedd (1984) that the success of a computer-based system depends very much on the existence of a key person to provide the needed strength, intelligence and enthusiasm for the system. The NUC should demonstrate in practice, its willingness to assist each library to raise a team of staff capable of giving the project the right expertise it merits. This team should include technicians, technologist, system analysts, systems administrators and librarians.

Conclusion

The envisaged problems identified in this paper are as a result of lack of systems studies on the part of the parties involved. Before any computer is installed or used in the library in particular, and other establishments in general, there should be a formal study among other things, to ascertain the feasibility of the system. This assertion is not only consistent with the *status quo*, experts who have been involved in library systems

analysis, design, and implementation, Tedd (1984) inclusive, have always maintained that such study should almost always be the genesis of any such project and should not be skipped or compromised. Very much like a building project, no prospective house owner hardly ever skips the crucial stages involved, such as the architect's initial sketch (based on the

needs of the prospective owner), a review and revision of the sketch, then a final building plan from which materials and quantities needed for the building will be estimated with a view to determining cost. If efforts are made as appropriate, the solutions proffered in this paper are capable of forestalling the problems being anticipated.

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For the students of history of libraries in Africa, this book has filled a long gap because of the dearth of books. It is indeed a pioneering book on history of libraries in Africa. The book is well presented, having been written by an expert in the well spread of history of libraries in Africa and was written at one of the leading library schools in Nigeria, Ondo State University, Ondo, Ondo State.

There are nine chapters in the well illustrated book. Chapter one gives an overview of library development in Africa. Chapter two deals with the role of foreign bodies such as the British Council, the American Foundation for the Advancement of Science, International Aid in the development of libraries in Africa. Chapters three to eight provide case studies in Kenya, Ghana and Nigeria. These chapters focus on Kenya (Carnegie Memorial Library, Nairobi), The Legation Library, The British Council Libraries in Gold Coast (now Ghana) and Nigeria, The East African Literature Bureau, the Northern Regional Library in Nigeria and the National Library of Nigeria. The last chapter raises issues and questions in library development in Africa.



G.O. OGUNLEYE

In general, libraries in Africa have common problems which hinder the provision of adequate library resources. Such problems cover high population growth, high degree of illiteracy, inadequate educational facilities, limited financial and human resources. These problems obviously affect library services and cause many difficulties in the development of libraries in Africa. The author touches quite correctly on problems and issues that have hindered the development of libraries in Africa such as poor book publishing, lack of technology and the need for the technical expertise, poor distribution facilities etc.

BOOK REVIEWS

Libraries in Africa: Pioneers, Policies, Problems by Anthony Olden. Folkstone (England) : Scarecrow, 1995. 170p.

For the students of history of libraries in Africa, this book has filled a big gap because as the name suggests, it is indeed a pioneering book on history of libraries in Africa. This book is well presented, having been written by an author who is well versed on history of libraries in Africa and who has taught at one of the leading library schools in Nigeria, Ahmadu Bello University, Zaria for some years.

There are nine chapters in the well illustrated book. The first chapter gives an overview of library development in Africa. Chapter two deals with the role of foreign donors, such as the British Council, the American Foundations, Charitable Aid and Book International Aid in the development of librarianship in Africa. Chapters three to eight provide case studies in Kenya, Ghana and Nigeria. These chapters focus on Kenya (Carnegie) Memorial Library, Nairobi, The Lagos Library, The British Council libraries in Gold Coast (now Ghana) and Nigeria, The East African Literature Bureau, the Northern Regional Library in Nigeria and the National Library of Nigeria. The last chapter raises issues and questions in library development in Africa.

In general, libraries in Africa have common problems which hinder the provision of adequate library resources. Such problems cover high population growth, high degree of illiteracy, inadequate educational facilities, limited economic and human resources. These problems obviously affect library services and cause many difficulties in the development of libraries in Africa. The author touches quite correctly on problems and issues that have beset the development of libraries in Africa such as poor local publishing, lack of technology and the need for the technical expertise, poor distribution facilities etc.

The book is well illustrated with maps and photographs. The print is very readable. The bibliography is very exhaustive. It also provides a comprehensive index which combines author subject and geographical names in an alphabetical order.

Some of the weaknesses of the book include highlighting libraries in only three countries out of about 56 countries in Africa, excluding Francophone Africa and the use of excessive foot notes. In spite of these limitations the book is a necessary addition to the collections of libraries.

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Bridge Builders: African Experiences with Information and Communication Technology by the Office of International Affairs National Research Council. Washington D.C.: National Academy Press, 1996.290p.

The book is a project of the National Research Council of the United States of America with support from the Carnegie Corporation of New York. The authors of the case studies were selected and given instructions at writing workshops on how to present their reports. The aim of this project is to present the State-of-the-art information provision in Africa to encourage the donor community and others to engage in strategic planning for science and technology information systems.

The case studies are not restricted to science and technology information but clearly form the infrastructure for development of STI, and if donors would see the view of the National Research Council, future support for the development of the systems described would focus on strengthening the design and management of scientific and technological information systems.

The book contains sixteen remarkable stories, that is, personal accounts of how information and communication technologies have been successfully introduced in Sub-Saharan Africa. The projects described are located in ten countries, Botswana, Ethiopia, Ghana, Kenya, Malawi, Senegal, Tanzania, Uganda, Zambia and Zimbabwe. Four major areas of information and communications technologies are covered. These are CD-ROM, desktop publishing,

electronic networking and collection, management and dissemination of information.

The various case studies are geared towards the creation, collection, organisation and dissemination of information through linking local with international information systems.

Helga Patrikios (Zimbabwe), John Newa (Tanzania) and Regina Shakakata (Zambia) provide their experiences of the introduction of CD-ROM to university libraries. The consensus of the three contributors is that it has improved the provision of library services to the users in terms of journal selection by bibliometrics, publication of current awareness service and the selective dissemination of information.

The use of desktop publishing in promoting local production of journals, newsletter, posters annual reports etc is discussed by Xavier Carelse (Zimbabwe), Agnes Katama (Kenya), Alex Tindimubona (Kenya) and Albima Kasango (Tanzania). The viability of electronic networking in Africa was demonstrated by the case studies presented by Lishan Adam (Ethiopia), Mouse Fall (Senegal), Charles Musisi (Uganda), Paulos Nyirenda (Malawi) and Neil Robinson (Zambia).

The last section of the book, collection management and the dissemination of local information resources was based on the experiences of Ermias Dagne (Ethiopia), Stella Monageng (Botswana), James Muttunga (Kenya) and John Villers (Ghana). The case studies discussed how information technology has helped in the dissemination of local information.

In spite of the successful case studies presented in the book, the contributors did not allude to the sustainability of all these projects, as most of the hardware and software were provided by donor agencies. Efforts of individual organisations at maintaining and sustaining the various projects after the termination of the donor support were not addressed. It is hoped that all these projects will not end up being white elephant projects. The National Research Council must however be commended for publishing this book. It is expected that the various projects will generate interests across the continent.

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NEW PUBLICATIONS

Performance Indicators : A Training aid for University Librarians. Compiled by Christine Abbot; edited by Diana Rosenberg. Proceedings of a Workshop, Maputo. London: IAI, 1996. 127p.

This book aims to provide a series of teaching materials which can be used by African university librarians should they decide to run a workshop to familiarise their own staff with the concept of performance management. There are thirteen chapters on various aspects of performance measurement.

Copies which can be obtained from Diana Rosenberg, IAI, SOAS Thornhaugh Street, Russell Square, London are distributed free of charge to librarians in major universities and to departments of librarianship and information studies in Africa.

Seminar on Information Provision to Rural Communities in Africa. Proceedings of the seminar held in Gaborone, Botswana, 22-25 June, 1994. Edited by Eve Johansson. Uppsala University Library, 1995. 150p. ISBN 91-85092-39-8 Price: 150 SEK

The report is essentially at promoting provision and extension of library and information services to non-literate and rural communities. The report contains experiences and practices in the delivery of information in rural areas. The target groups were information providers, educators and trainers, researchers and policy makers. The seminar covered various contexts and determinants of success or failure of rural information programmes, specific skills required for successful operation of rural information service in Africa, application of basic technologies, creation of awareness of alternative information delivery strategies etc.

Copies can be obtained from ALP focal point c/o University of Uppsala Library, P.O.Box 510, S-751 20 Uppsala, Sweden. The publication is free of charge for IFLA members in developing countries.

Guide to Institutions Supporting Librarianship in Developing Countries. Compiled by Birgitta Sandell. Uppsala University Library. 1996. 71p. ISBN 91-85092-46-0 Price: 100 SEK

It is a guide to institutions and organisations which provide financial support to library development and information provision in developing countries. Forty eight organisations located in sixteen countries are covered. The directory is arranged alphabetically. For each organisation, the address, contact person, target groups and areas covered are listed.

Copies can be obtained from ALP focal point c/o University of Uppsala Library, P.O.Box 510, S-751 20 Uppsala, Sweden. The publication is free of charge for IFLA members in developing countries.

The Council is charged with determining who are librarians, the standards of knowledge and skills to be possessed by persons seeking to become registered as librarians, and the requirements of a register of persons entitled to practice the profession and the publication from time to time of the list of such persons. The Council is composed of 15 members representing the federal government, directors of state libraries, Nigerian Library Association and library schools.

The Council shall appoint a registrar who will be secretary to the council and maintain a register of librarians. The registrar shall contain the names, addresses and approved qualifications of persons who are entitled to register as librarians. The Council is also expected to approve institutions whether in Nigeria or elsewhere that is properly organized and equipped for conducting a course of training approved by the council.

It will be recalled that JWP joined the group of prestigious librarianship journals within a relatively short period. Under his editorship, a section of each issue was devoted to the pioneers. This was highly esteemed in the professional circle.

PROFESSIONAL NEWS AND EVENTS

NEWS

Librarian Registration Council in Nigeria

A librarian registration council decree has been signed by the Head of State, General Sanni Abacha. For the first time in Nigeria, there will be a register of librarians. Only a registered librarian shall be entitled to practise as a librarian throughout the country.

The Council is charged with determining who are librarians, the standards of knowledge and skills to be possessed by persons seeking to become registered as librarians, and the maintenance of a register of persons entitled to practise the profession and the publication from time to time of the lists of such persons. The Council is composed of 29 members representing the federal government, directors of state libraries, Nigerian Library Association and library schools.

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Guy Marco Quits as Editor of TWL

Dr. Guy Marco, foundation editor-in-chief of the *Third World Libraries* (TWL) has left Rosary college, USA which is the sponsor of TWL. A new editor-in-chief will be appointed soon. It will be recalled that TWL joined the group of prestigious librarianship journals within a relatively short period. Under his editorship, a section of each issue was devoted to the pioneers. This was highly esteemed in the professional circle.

In addition, he made sure that books on librarianship which focused on Africa and other Third World countries were regularly reviewed. It is hoped that the succeeding editor will maintain the high quality established by Dr. Guy Marco.

Professor Bottle dies at 67

The Foundation Professor of the Department of Information Science, City University London, Professor Robert Bottle died recently in England. He was the first Director of the then Centre of Information Science (now Department of Information Science) in 1973. He became the first professor of information science in the Department of Information Science in 1979. He contributed many papers on bibliometrics and information content of titles and documents. Professor Bottle supervised the dissertations of many African information professionals who attended the City university, London. He was awarded the title of Professor Emeritus shortly before he died.

Grant for Library Organisations

H.W. Wilson Library Staff Development Grant is available to library organisations to aid in a current or proposed programme designed to further staff development objectives. The grant is USD 2500. The deadline for submission of application is 1 December of every year. For further information, contact ALA Awards Committee, ALA 50 E Huron Street, Chicago IL 60611, USA.

Editorial Board member wins an award, Another moves up

Prof. A.A. Alemna of the University of Ghana and also a member of the editorial board of AJLAIS has won the Literati Club's outstanding paper award. The award is under the auspices of MCB University press, publishers of Library Review. Dr Kingo Mchombu, a member of the editorial board of AJLAIS and until recently a senior lecturer in the Department of Library and Information Studies, University of Botswana has been appointed a professor and Head of the Department of Library and Information Science, University of Namibia.

FORTH COMING CONFERENCES, SEMINARS AND WORKSHOPS

June 14th- 5th July, 1997 Aberystwyth, Wales. International Graduate Summer School on electronic libraries. For further information contact. Joyce Wallace, IGSS Administrator, Department of Information and Library Studies, University of Wales Aberystwyth, Llanbadarn Fawr, Aberystwyth SY 23 3AS. Great Britain.

August 2-9, 1997 Harare, Zimbabwe. Zimbabwe International Book Fair. Theme: Libraries. For further information contact: ZIBF97 P.O.Box CY 1179 Causeway, Harare, Zimbabwe.

August 16-21, 1998 Amsterdam, Netherlands. 64th IFLA Council and General Conference. Theme: On Cross roads of Information and Culture. For further information contact : IFLA, P.O.B 95312, 2509 CH The Hague, Netherlands.

REPORT OF A WORKSHOP

Workshop for Social Science, Cultural and Literary Journal Publishers in Southern Africa, Harare, Zimbabwe, 25-29 July, 1996.

The workshop sponsored by the International African Institute London and the Swedish International Development Agency (SIDA) through the African Journals Distribution programme was attended by editors of Journals in Southern Africa. Participants came from Botswana, Lesotho, Malawi, Namibia, Nigeria, South Africa, Zimbabwe. The workshop was conveyed mainly to review *A Handbook of Good Practice in Journals Publishing* by Hans Zell. The Handbook covers most aspects of journal publishing and journals management. A lot of emphasis is placed on systems management, subscription fulfilment, financial control, and effective marketing and distribution. The workshop was aimed at assisting editors of African journals in improving their publishing operations. It was a successful workshop. The resource persons were Hans Zell and Roger Stringer. The editor in-chief of *African Journal of Library, Archives and Information Science*, Dr. L.O.Aina was the only editor of library and information science journal in Africa that participated in the workshop.

Errata

In our last issue we inadvertently ascribed MLS (Loughborough University of Technology) to George Chimseu. We have since been informed that he actually did not attend this University. He is a graduate in agricultural sciences from the University of Malawi and at time the research paper was submitted to us he was employed by the Malawi National Library Service. It will be recalled that Mr. Chimseu was the 1995 recipient of the Munford Award for a proposed research project on rural community information centres in Malawi.

AIMS AND SCOPE

African Journal of Library, Archives and Information Science is established mainly to provide a forum for librarians, archivists, documentalists, information scientists and other information related professionals in Africa to report their research findings but with emphasis on African setting. The Journal is refereed by distinguished scholars. Emphasis is on empirical research; however manuscripts of high quality on theoretical aspects of the three information related disciplines will be considered for publication.

NOTES TO CONTRIBUTORS

Three copies of the manuscripts typed double space on one side should be submitted. Ample margins should be provided. The title, author's name, position and place of work should appear on the first page, Subsequent pages of not more than 15, should include an informative abstract of not more than 100 words. Manuscript will be considered only if it has not been published elsewhere.

References and notes should be indicated in the text by names of authors and date of publication in brackets. The list of references should be listed at the end of the text.

References to journal articles should be in the following order: Author(s) date, title, journal's name, volume number, issue number and inclusive pagination e.g.

Mazikana, P.C. (1987) "Archives and Oral History: Overwhelming Lack of Resources" *Information Development*, 3 (1) 13 - 16.

References to books should be in the following order: Author(s), date, title, place of publication, publisher, pagination eg.

Aboyade, B. O. (1989) *The Provision of Information for Rural Development* Ibadan: Fountain Publications, 104p.

References to contributors in collected works should be in the following order: author(s), date, title of contribution, name of the editor, title of the collected works, place of publication, publisher and inclusive pagination e.g.

Neill, J. R. and Kotei, S. I. A. (1981) "Towards a National Information System for Botswana" in Inganji, Francis (ed.) *Use of Information and Documentation for Planning and Decision Making*. Gaborone : NIR, pp. 36 - 53.

No charge is made for publication. Twenty five copies of reprints of each major article will be supplied to the principal author.

Manuscripts and other editorial materials should be directed to the Editor in Chief, Dr. L. O. Aina, Department of Library and Information Studies, University of Botswana or to any member of the editorial board nearest to you.