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INNOVATION ANALYSIS AND POSSIBILITIES FOR PUBLIC LIBRARIES IN SOUTH-EASTERN NIGERIA

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Public libraries exist in many countries across the world and are often considered an essential part of having an educated and literate population. The objectives of the study are to evaluate the current innovative nature of librarians in public libraries South-East of Nigeria; to analyze librarians' adaptation to innovative transformations from traditional management and use; to examine partnerships to boost libraries' innovative prowess; evaluate the innovative services rendered by public libraries as social Responsibility Contribution to the Host Community; and to recommend possibilities to improve the current innovation states and trends of public libraries in the South-East. The descriptive survey research design was adopted for the study. The study covered the State Public Library Boards in the five (5) South-Eastern States of Nigeria: Abia, Imo, Enugu, Anambra and Ebonyi State. One of the findings showed that Librarians' level of commitment to work will influence their innovative culture. As part of the recommendations, politicians should try to boost their campaigns by winning the confidence and anticipated votes of the populace by investing in public libraries. They should take up a library in their name, and decide to provide all needed support of the library. The Innovative Culture of the Librarians has a huge role to play in creating the innovative mindset needed to adapt to the innovative transformations from traditional management and use, so as not to be left backwards by the current developing trend of information. Partnerships to boost libraries' innovative prowess as one of the innovative ideas and recommendation in the study should be encouraged so as to have improvements both within the library circus and to the community as social responsibility contributions.

Keywords: Innovative Culture, Innovative Services, Partnerships, Social Responsibility.

Public libraries have long acquainted itself with the whole categories of people in the society, in that, it has really impacted on the lives of the children, youths, adults, and even aged people. Over the years, its values and dignity depreciates drastically due to neglect from the government, the library management, and even the library users. Public library according to Rubin (2010) is a library that is accessible by the public and is generally funded from public sources (such as tax money) and operated by civil servants. He went further in the general characteristics of a public library to state that there are five fundamental characteristics shared by public libraries. The first is that they are generally supported by taxes (usually local, though any level of government can and may contribute); they are governed by a board to serve the public interest; they are open to all and every community member can access the collection; they are entirely voluntary in that no one is ever forced to use the services provided; and public libraries provide basic services without charge. What would happen to the informational and recreational reading needs of the less-privileged if public libraries ceased to exist? Such an event would affect the economic, social and political development of the entire country. The importance of public libraries in providing information to both the rich and the poor cannot be ignored.

In the 21st century, the digital revolution and 'change' itself shows no sign of slowing. To remain relevant, any institution, including one established as libraries, must evaluate its place in a world increasingly changing. The

good news is that many library professionals recognize this need and are driving adaptations designed to ensure that libraries remain an integral part of our society's commitment to education, equity, and access to information, (Hendrix 2010). Despite this struggle for adaptation; Are there improvements in our public libraries to meet up the challenges from advancing users and their information need?; Even when it is quite obvious that the Government is not providing enough funds needed to run these libraries, do we just fold our arms and watch?; Watch our careers and the futures of our children look so restricted and unpromising?; Allowing our aspirations and innovative ideas lie silent?. One of the respondents in an interview session opined that she will never advice any young upcoming librarian to work in a public library, 'It is the worst place to work as a librarian', she said. Hence, a wake-up call beckons on both librarians and the general public to the importance and necessities of inculcating innovative culture into the operations of our libraries for posterity and progress.

While the public library is the most influential aspect of our profession due to the fact that it cuts across different categories of people from all walks of life, librarians in public libraries should not always wait on the Government to provide every needed financial support or even initiate every plan for them. It is time to look within ourselves . . . What innovative ideas do you have for the progress of the library? What goals have you helped the library achieve during your stay? What are your plans in soliciting for partnerships that will help bring out the image of your library? How are you contributing to the social uplift of your host community? . . . These are what the study sets to find out.

Objectives of the Study

The general objective of the study is to carry-out an analysis on Innovation and its possibilities for public libraries in South-Eastern Nigeria. The specific objectives are to:

1. Evaluate the current innovative nature of librarians in public libraries South-East of Nigeria
2. Analyze librarians' adaptation to innovative transformations from traditional management and use
3. Examine partnerships to boost libraries' innovative prowess
4. Evaluate the innovative services rendered by public libraries as social responsibility contribution to the host community
5. Recommend possibilities to improve the current innovation states and trends of public libraries in the South-East.

However, a brief review of related literatures on the above sub-themes of the study coupled with the research method used, Presentation and Discussion of Findings will be much necessary for the comprehension of the study. The recommended possibilities follow thereafter.

Brief historical Profile of the Public Libraries in South-East Nigeria

Public libraries exist in many countries across the world and are often considered an essential part of having an educated and literate population. However, here is a brief review of the related literatures on the history of public libraries in the South-Eastern part of Nigeria.

Osuigwe, Jiagbogu and Udeze (2012) in their findings, noted that the Eastern Nigeria Library Board came into being in 1955 through legislation two years after the UNESCO Seminar on Public Library development in Africa held in Ibadan. The State Central Library which was also the administrative headquarters was commissioned on March 9th, 1959 at Enugu by Dr. Nnamdi Azikiwe, the then premier of the Eastern region of Nigeria. The Authors went further to state that by 1967 when the Nigerian civil war erupted, the Board had opened branches in Ikot Ekpene, Umuahia, Onitsha and Calabar. Meanwhile the Nigerian region was divided into twelve (12) states in 1967. The Eastern region was divided into East Central State, Rivers and Cross River State. In 1976, the Eastern Central State was split into Anambra and Imo State. Again in 1991, Abia State was carved out of Imo State and a new Anambra State was cut out from the old one with the capital at Awka while the remaining part was renamed Enugu State with the capital at Enugu. Also in 1966, Ebonyi State was carved out of Enugu. Presently, the South East Region of the country consists of Abia, Anambra, Ebonyi, Enugu, and Imo States.

In support of this finding, Eze (2012) also noted that there are five main public libraries in the five states of the south-east geopolitical zone of Nigeria. These are the Abia state library board, Anambra state library board, Ebonyi state library board, Enugu state library board and the Imo state library board. All these libraries started from the same root and origin – the Eastern Nigerian Library Board then in Enugu city. Due to creation and recreation of states the present five (5) state libraries emerged from the Eastern Nigerian Library board. First creation of states from regions gave birth to the old Anambra state and Imo state and their state libraries. Subsequently, in 27th August, 1991, the old Anambra was divided and Enugu state emerged with its library – the one that retained the historic Eastern Nigeria library board headquarters in Enugu city. The new Anambra had its own library with headquarters at Awka retaining the Onitsha branch library of the old Anambra state. Abia state was created from Imo state and had its own library with headquarters in Umuahia. Lastly, on October 1st, 1996, Ebonyi state was created and the former Abakaliki zonal library was converted to the present Ebonyi state library board. Each of these libraries has its headquarters in the state capitals.

It can be seen that the story today of public libraries in South-Eastern Nigeria is far from its speculated and projected status years ago considering and comparing their year of establishment with the current trend of information needs and usage. Hence, there is great need for not just the mere construction, equipping, stocking and staffing public libraries, but also inclusion of an innovation-oriented system so as to blend with the today's information world.

Review of Related Literature

Innovative Culture

Traditional library services appear to be on the decline while new technology-based services are on the rise. However, public libraries have strived beyond all odds to keep up with the tandem of the growth, usage and management of today's information materials and users; which without innovative ideas is almost impossible.

Innovation is the implementation of new ideas to produce a new service or product (Martins & Terblanche, 2003). Innovation is also modifying or improving the existing services or products (Avlontis, Papastathopoulou, & Gounaris, 2001). From these two definitions, it can be seen that innovation tends to add value to our services and the library as a whole. These innovations did not just exist; they were as a result of ideas from the librarians and library management which were successfully implemented. In support of this, Zaid and Oyelude (2012) realized and stated that from the minds of creative librarians come the innovative programs that will enable libraries to avoid future marginalization or obsolescence. Libraries traditionally worked with restrained resource pools. To have come so far with so many successes is owing to the levels of creative thinking in our libraries.

Therefore most emphasis should be laid on the innovative minds and culture of librarians. Which Nadig (1999) clearly stated in his paraphrased speech

It is possible to maintain a culture of innovation. There has to be a fundamental change which has to take place within us, in our attitudes and mindsets to accompany any movement towards sustaining innovation. An important goal to bear in mind is to have a shared purpose and vision, and assume responsibility for change and innovation. A personal SWOT analysis can help your personal assessment, know what gaps to fill and recognize what to change. Achieving this goal involves observing the external environment, its challenges; and observing the person within us. However, a personal self analysis includes personal questions like: how has my behaviour contributed to present conditions? What sort of behaviour is required to reach our goals? And what do I have to do differently to learn reaching these goals?

He (Nadig, 1999) summarily noted that the important point to remember is that creative breakthroughs and innovation are much more likely to happen when diversity is encouraged, and therefore the innovation manager has to learn how to grow such breeding grounds. He created a template- 'Roadmap to Innovation'

which involves six stages:

1. Organisational Requirements
2. Role of Knowledge
3. Work Methods
4. Skill Requirements
5. Communication
6. Reward System

Librarian's Adaptation to Innovative Transformations from Traditional Management and Use

Hendrix (2010) stated that while some individuals are pessimistic about the future of libraries, many in the community envision future library services that incorporate new philosophies, new technologies, and new spaces to meet the needs of all users more effectively than ever before. This seems to give the right answers to (Nadig, 1999)'s questions: In what ways might that portend change in your world? Or in the lives of library users? Does it mean change in their information seeking behaviour? Or where they will go looking? And if you want to respond to evolving information needs, what sort of changes will be required to fulfil them?

Libraries innovative transformations is a phenomenon that can widely be seen and applied in all ramifications of a library organization but the most acclaimed phase is that of technology or ICT. Hendrix (2010) in technological innovations in libraries pointed out that 'a number of technological advances have eliminated, supplanted, or altered the more traditional forms of information provided by libraries'.

ICT innovation has successfully improved the notions and prospects of libraries by providing compatibility and applicability into diverse areas of the library. As observed by Friend (2000), basic collection management activities include analysis of user needs, inter-and intra-library communication, policy development, budgeting and allocation of resources, contract negotiations, macro-evaluations of collection, micro-evaluation for selection, relegation, preservation or withdrawal of stock, and system evaluation. It is very obvious that the system of handling these activities must always be on the innovation drive to be to keep up with today's needs.

Odufuwa (2006) asserts that advances in ICT have progressively reduced the cost of managing information. It is enabling individuals and organizations to undertake information related tasks much more efficiently. Such advances have equally introduced innovations in products, processes and organization structures.

Eze (2012) stated that librarians have been sharing catalogues for a long time, but electronics and the internet have made it easier. Because of on-line access, making catalogues easy to use is more critical and more possible. Using computers, Crosby (2001) said, librarians are starting to create different catalogues for different kinds of readers. A catalogue designed for casual browsers for instance, she said, might display summaries of each book while the one designed for preschoolers might use more graphics or might not rely as heavily on putting things in alphabetical order.

In her findings, Eze (2012) noted that all the public libraries in South-Eastern Nigeria can boast of a number of computers but they are not used for library services; rather they are used for administrative purposes. Although three (3) (60%) of the libraries studied have installed Internet facility through dial-up servers and providers, none of them is functional. This has been due to lack of maintenance and fund to sustain the facilities.

Also a study on the Development of Public libraries in South East Nigeria by Osuigwe, Jiagbogu, and Udeze (2012) also highlighted the fact that there was under development in the areas of establishment of libraries, staffing, infrastructural development and embracing of technology in delivering of library and information services.

While some critics argue that innovation in libraries will mean the eventual disappearance of a physical library, others see it as an opportunity to make more resources available to more users in more locations.

Partnerships to Boost Libraries' Innovative Prowess

No one person can know everything or have enough items or access to enough data to meet all information needs. This shortage of intellectual, physical or electronic resources force people to turn to others for assistance. Many times those "others" are librarians. In the same way, individual librarians and libraries habitually turn to each other to meet their and their users' needs. (Jennifer Inglis, in, Bridges 2003).

Bringing her view closer to our study shows clearly that no one library can 'successfully' exist without having partnership programs with other bodies; be it Educational, Government or Private Organizations. This brings to limelight the partnership agreements libraries can participate in, to boost its innovative prowess.

Public-Private Partnerships (PPP) as seen in different articles are mutually beneficial relationships between the public and private sectors for the provision of public services or facilities whereby both contribute their complementary competencies to a project with varying levels of involvement and responsibility (Lee, 2005). It is a mode of implementing government programs and schemes in partnership with the private sector. The term private in PPP encompasses all non-government agencies such as the corporate sector, voluntary organizations, self-help groups, partnership firms, individuals and community-based organizations. The PPP, moreover, subsumes all the objectives of the service being provided earlier by the government, and is not intended to compromise on them. Essentially, the shift in emphasis is from delivering services directly, to service management and coordination. The roles and responsibilities of the partners may vary from sector to sector Muralidhar and Rao (2013).

Generally in PPPs, it is the public agency that defines the quality, quantity of services or facilities required, the time frame within which they are to be delivered, and is also responsible for the regulation of the usage. The private sector entity on its own is responsible for delivering the defined services or asset using innovative and flexible means to ensure cost-effectiveness, financing of the project and recouping its investment in the stipulated manner. These arrangements are usually governed by long-term contracts which spell out the services/ facilities the private sector has to deliver and the expected standards of such and the risks associated to each partner as well as expected rewards. (Kwan 1999; In Anaehobi, Osuigwe, & Nwofor, 2012).

Anaehobi, Osuigwe, and Nwofor (2012), in the 'Public Private Partnership Initiatives Between Libraries and Other Organizations in Anambra State, Nigeria'; found out that different variants of PPP models exist between libraries and the private sector in Anambra State. The relationships are mainly contractual in nature with no legal framework. They also discovered that the most likely factors inhibiting the PPP initiatives between libraries and non-governmental bodies was the inability to identify who to partner with and the lack of an established framework for doing so.

Partnerships provide an opportunity for private sector participation in financing, designing, construction and operation and maintenance of public sector programmes and projects. The time has come to forge a greater interface between the public and the private sector in a wide range of activities in the world of information management and usage in South-Eastern Public libraries.

Innovative Services Rendered by Public Libraries as Social Responsibility Contribution to the Host Community

Public libraries have been a vital tool of change in any society in that it operates directly with the public. The 'Poor Man's University' as it is sometimes called, have achieved a lot of landmarks in different nations of the world. For instance, Doraiswamy (2010) noted that in the past, when immigrants landed in America, it was the public libraries that helped them learn English. In 1963, the American Library Association established a standing committee on Reading Improvement for public libraries: to stimulate librarians to realize their responsibilities and their role in an all-out effort to combat illiteracy; to survey existing library programs for undereducated adults; to furnish information in support of legislation and cooperative action to extend adult literacy; to survey existing materials which meet the interests and needs of the undereducated adult, reinforce his skills and establish habits of continuing reading; to document the great need for more and better

instructional and supplementary reading materials for the adult just learning to read.

Doraiswamy (2010) on how public libraries facilitate the constitutional mandate stated that their function is "to offer knowledge and information to the average citizen. In this way, public libraries provide tangible commitment to free speech, self-government, and self-education by collecting, organizing, preserving, disseminating, and protecting everyone's rights of access to the richness of human expression in all its recorded forms"(ALA, 2002). American public libraries grew out of this commitment. What would happen to the informational and recreational reading needs of the less-privileged if public libraries ceased to exist? Such an event would affect the economic, social and political development of the entire country. The importance of public libraries in providing information to both the rich and the poor cannot be ignored.

In carrying out its role, public libraries can also train the personnel carrying out the different educational program in the community. This can be done by the library carrying out seminars, workshops and conference on the different subject areas of the literacy program; so that they can become better at their various fields. Public libraries can also carry out their roles as education providers for their community by setting up literacy institutions such as adult literacy program in their community. By doing this, public libraries would have successfully carried out a literacy campaign since adult literacy program would aid literacy (Apotiade, 2002; In Akparobore, 2011).

Kumar (2013) in his definition of Community Social Responsibility opined that the CSR refers to the involvement of corporates in socio-economic development program. Generally, such initiatives are taken in the vicinity of the area in which they operate, and sometimes at other places also depending on the cause they support. The corporates undertake a broad variety of activities covering health, education, environment, sports, music and culture etc. Many organization give priority to health and education. In the area of education, they support/assist in construction of school buildings, providing furniture and supply of books for the libraries, etc. There are no separate initiatives observed for the purpose of promotion and development of public libraries.

Ebiwolate (2010) suggested some community services like Bookmobile Service, Information and Referral Services, Current Awareness Programmes, Library Services to Children, Selective Dissemination of Information (SDI).

The Innovative Culture of the Librarians has a huge role to play in creating the innovative mindset needed to adapt to the innovative transformations from traditional management and use; so as not to be left backwards by the current developing trend of information. Partnerships to boost libraries' innovative prowess as one of the innovative ideas in the study should be encouraged so as to have improvements both within the library and to the community as social responsibility contributions.

Method

The descriptive survey research design was adopted for the study. The study covered the State Public Library Boards in the five (5) South-Eastern States of Nigeria: Abia, Imo, Enugu, Anambra and Ebonyi States. The population of the study comprised a total of 57 librarians in the five different library boards. 35 (63%) of the librarians were sampled. The instruments for data collection were oral interview and questionnaire which contained 30 items derived from the research questions and built on a 4-point scale of Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD). The criterion mean was 2.50. Therefore any calculated mean below 2.50 was adjudged a negative score while any mean from 2.50 and above was regarded as a positive score. The questionnaire was administered to the respondents through personal contact by the researchers. Data were analyzed using frequency tables, percentages and mean representations.

Presentation and Discussion of Findings

Table 1: The current innovative culture of librarians in public libraries South-East of Nigeria

S/N	ITEMS	SA	A	D	SD	MEAN	DE		
1.	Librarians need special training to improve their innovative culture	21	11	2	0	3.68	A		
2.	Librarians level of commitment to work will influence their innovative culture	15	19	0	0	3.44	A		
3.	Previous and assumed responses from the management of public libraries affect librarians innovative culture	12	18	3	0	3.27	A		
4.	The presence of improved working resources and remuneration will affect Librarians' innovative culture	17	16	1	0	3.47	A		
5.	The level of exposition to other improved and advanced libraries affect librarians' innovative culture	15	11	3	7	2.75	A		
6.	Librarians' innovative culture depends on the individual IQ or creativity thinking level.			13	15	1	3	3.19	A
7.	Librarians' work condition affect the opportunity of trying out new ways of doing the same work	13	18	5	0	3.22	A		
8.	Librarians job instability or eagerness to leave the job will affect their innovative culture for the job	8	16	8	1	2.94	A		
9.	Librarians prefer doing the same work the same way always (routine work) to trying out new and better ways of doing your work?	3	14	11	6	2.59	A		
10.	What innovative goals have you personally achieved in your library?								

10 respondents replied as follows

- Increased work output/ efficiency
- Introduced the card index into the library
- Improved service to satisfy our numerous clientel
- Improved user-librarian relationship
- Asking staff in the branch libraries to collect programme of activities/ festivals in their localities for the library
- Organized a holiday programme for secondary schools students
- Organizing a reading competition for secondary schools
- Undertaking youth mass literacy
- Extension services for children on Saturdays and holidays

Table 1 shows total agreement in support of all the purported items evaluating the current innovative culture of librarians in public libraries South-East of Nigeria as shown by the mean scores above 2.5.

However, item 10 showed that only 10 (28%) of the respondents mentioned what they have personally achieved in the library, it is expected to inspire others into having more innovative goals to their credit.

Table 2: Librarians' adaptation to innovative transformations from traditional management and use

SN	ITEMS		SA	A	D	SD	MEAN	DE
1.	Computer-Based library operation incorporated into your library operation	Circulation	6	7	5	9	2.37	R
		Cataloguing	5	6	3	9	2.3	R
		Acquisitions	6	4	4	9	2.3	R
		Interlibrary Loan	4	7	5	9	2.24	R
		Serials	4	7	5	9	2.24	R
		Reference	6	4	5	10	2.24	R
2.	Use of ICTs will improve your traditional library services		17	9	3	1	3.4	A
3.	Librarians find it difficult to apply ICT into manual work		7	5	8	11	2.61	A
4.	Type of training attended to improve your innovative prowess	Seminars/workshop	18	11	6	0	3.23	A
		In-service training	14	10	3	0	3.34	A
		Short Course	8	13	4	2	2.51	A
		Learning from experiences	9	16	5	3	2.94	A
		Learning from senior colleagues	14	15	3	0	3.34	A
5.	Innovative areas operated through ICT in your library	Services to Physically challenged	4	7	2	3	2.75	A
		Mobile library	3	8	9	4	2.41	R
		Collection development	6	3	10	3	2.55	A
		Indexing and Abstracting	8	4	8	4	2.5	A
		Inter library loan	2	6	12	4	2.25	R
		Selective Dissemination of Information	9	7	9	3	2.79	A
		Current Awareness Services	7	7	8	2	2.79	A
6.	Innovations in the area of ICT will take over librarians' work		2	8	12	12	2	R

Item 1, obviously shows that Computer-Based library operations is not incorporated into the different departments of the libraries and hence not in use. Despite the fact that the use of ICT will improve their traditional library services, librarians find it difficult applying ICT into their manual work.

Table 3: Partnerships to boost libraries' innovative prowess

SN	ITEMS		SA	A	D	SD	MEAN	DE
1.	Are you aware of any partnership programme going on in your library	Aware	14 (39%)					
		Unaware	22 (61%)					
2.	What type of partners does your library collaborate with?	Education and Learning Institution	6	6	2	2	3	A
		Corporate Bodies	7	3	5	0	3.13	A
		Voluntary Agencies	6	5	2	1	3.14	A
		Philanthropists	7	7	4	3	2.86	A
3.	What is the duration of the Partnership process existing in your library?	0-2 years	1	3	0	0	3.25	A
		2-4 years	2	2	3	1	3.62	A
		5 years and above	2	3	0	0	3.4	A
4.	What provisional areas would you prefer your library's partnership directed to first?	Providing power generating set	9	5	4	0	3.28	A
		Providing Library furniture	11	6	2	0	3.47	A
		Provision of infrastructures	16	4	3	0	3.57	A
		Provision of information resources- Print and non-print	22	2	4	0	3.64	A
		Provision of ICT facilities and services	23	7	0	0	3.77	A
	Human Resources Training	19	6	0	0	3.76	A	
5.	Have you ever tried soliciting for Partnership Supports for your library?	YES	15 (42%)					
		NO	21 (58%)					
6.	What are the challenges to partnerships in your library?	conflicting objectives between libraries and would-be partners	3	12	4	2	2.76	A
		Partners will not like to collaborate with a non profit-oriented organization (library)	8	7	5	3	2.64	A
		The partnership arrangement can only be entered into by the controlling ministries of the library, and not the library itself	7	10	4	2	2.22	R
		Identifying corporate bodies, voluntary agencies and other non-governmental bodies to partner with is a challenge	10	14	3	0	3.26	A

Only 39% of the respondents are aware of the partnership programs going on in their libraries. The types of partners are mostly voluntary agencies and corporate bodies spanning for a period of 2-4years. However, they prefer their partnership agreements mostly in the areas of ICT facilities/ service provision; and human resource training.

Table 4: Innovative services rendered as a social responsibility contribution to your host community

S/N	ITEMS	SA	A	D	SD	MEAN	DE
1.	Your library offer new and popular materials by developing relevant and inspiring collections that meet the evolving needs and expectations of your host community	10	12	8	0	3.06	A
2.	Your library provides easy access to early literacy material and increase its awareness for parents and caregivers for the children	7	14	4	3	2.89	A
3.	Your library continuously strengthen services, materials and digital learning for all users	3	11	8	5	2.44	R
4.	Your library continuously help your community reach its cultural awareness through collection displays and programming	6	14	8	3	3.05	A
5.	Your library implement and continue its outreach programme to people with disabilities in the community	7	14	7	0	3	A
6.	Your library engage in adult literacy and education services for the community	5	9	9	6	2.45	R
7.	You train or educate users from the community on the use of ICT for information retrieval	3	12	6	10	2.26	R
8.	Libraries have a part to play in the resolution of conflicts in the community	7	17	2	5	2.97	A

With a mean point of 2.44, the librarians pointed out that they do not continuously strengthen services, materials and digital learning for all users. They also do not engage in adult literacy and education services for the community.

Recommended Possibilities

The American Library Association established a standing committee on Reading improvement for Adults with the following mandate for public libraries:

1. To stimulate librarians to realize their responsibilities and their role in an all-out effort to combat illiteracy; to survey existing library programs for undereducated adults; to furnish information in support of legislation and cooperative action to extend adult literacy; to survey existing materials which meet the interest and needs of the undereducated adults, reinforce his skills and establish habits of continuing reading; to document the great need for more and better instructional and supplementary reading materials for the adult just learning to read. (Nauratil, 1985).
2. Carry out reading and literacy programs in partnership with schools and other associations such as the International Reading Association. These programs not only promote diversity, but also enables new immigrants to learn about American culture.
3. Young adult services- Public libraries have long played a major role in shaping the lives of teens for children and teenagers, public libraries can provide guidance and influence their lives through programs such as Job training, Computer skills training, and Resume writing. Such services increase the number of young adults visiting public libraries.
4. Use new technologies and client feedback mechanism to monitor stock usage and respond to demands ensuring that clients' needs and interests form collection building.

5. Ensuring public access to the widest possible range of digital library and archive services and resources, both locally and online via the library website and other web presence.
6. Explore other areas of resources sharing to achieve best value and ensure maximum public access to collection.

The effective implementation of the mandates in public libraries in South-Eastern Nigeria will go a long way in ameliorating and uplifting its status. Some other areas that are worth considering are:

- ▲ Public libraries should have full-time staff dedicated to establishing strategic plans, valuable partnerships and fostering an understanding of its users, their development and needs.
- ▲ Public libraries facilitate in reducing HIV/AIDS and malaria fever through the provision of information materials like, the newspapers that give or announce opportunities of campaigns and immunization, place of study, health organizations that give health services. Through orientation and acquisition of materials on HIV/AIDS and other social disease, Public libraries provide and intimate its users, (youths in particular) on their causes, symptoms, prevention and control. Uneducated clients can also benefit from these library facilities or services through documentary films (usually translated into local language, posters, illustrations that depicts important aspects of these diseases, benefits of education and continuing education and healthcare delivery.
- ▲ Government should make it mandatory to all public sector companies to spend a percentage of their profits on educational social responsibilities. Even private sector should be asked to increase their expenditure on Corporate Social Responsibility. Taking this as an opportunity, the concerned authorities need to come out of the bureaucratic mindset, change their attitude and start approaching the organisations, officially, and seek their involvement in the development of the public library movement.
- ▲ Government policy-makers should think of libraries beyond the usual 'book lending activity' and consider them as knowledge gateways, which would enable the society to become a knowledge society. Numerous domestic and international NGOs that exist today are concerned with public library development for partnership between state-funded public libraries and NGO-supported libraries and information centres and the Government encourage such type of organisation to work the development through PPP.
- ▲ Lack of information and misinformation are principal reasons for unresolved conflicts and difficulty in promoting peace. **Public libraries** must disseminate well packaged information to the various stakeholders in the conflict resolution and peace keeping chain. To achieve this, the services of the libraries must be expanded through innovation, multimedia and information communication technology to deliver value added development services that will aid resolution of conflict and promotion of peace (Oluwaseun, 2012).
- ▲ Also, politicians should try to boost their campaigns by winning the confidence and anticipated votes of the populace by investing in public libraries. They should take up a library in their name, and decide to provide all needed support of the library. This will surely add to their winning chances as the general public will benefit from the benevolent sacrifice.

Conclusion

The study among other things revealed that Computer-Based library operations is not incorporated into the different departments of the libraries and hence not in use. Despite the fact that the use of ICT will improve their traditional library services, librarians find it difficult applying ICT into their manual work. Only 39% of the respondents are aware of the partnership programs going on in their libraries. The study has successfully

examined the innovation nature of public libraries in South-Eastern Nigeria, and as well proffered some possibilities which when implemented will improve the state of these libraries.

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