Influence of the Implementation of Nigerian University Commission Library Parameters on Accreditation Readiness for Academic Programmes in Federal Universities of South-East, Nigeria

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ABSTRACT: *The study investigated the influence of the implementation of Nigerian University Commission library parameters on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The study adopted the descriptive survey design. The population of the study comprised 161 academic librarians in the five federal universities located in the South-East zone of Nigeria. These are; University of Nigeria, Nsukka, Nnamdi Azikiwe University, Awka, Michael Okpara University, Umudike, Federal University of Technology, Owerri and Alex Ekwueme Federal University Ndufu-Alike, Ikwo. The census sampling technique was adopted for the study since the total number of academic librarians in the five universities was within a manageable size. The sampling method was considered appropriate because it allows statistical enumeration and participation of all members of the population in the study. Data was collected using questionnaire and analysed using regression analysis. Findings show that libraries are under staffed in most universities in the South East of Nigeria and the libraries had information resources to a great extent, but still needed to widen their services given the growing student population and new courses offered. The study therefore concluded that it is imperative for university administrators through the governing councils to employ more library staff in all cadres (professionals and para-professionals) as well as support staff. Also, the academic library environment should be made more conducive to attract clienteles to the library at all times and maintenance of furniture and equipment at libraries should be standardized, while upgrade and expansion services should also be done systematically.*

KEYWORDS: Nigerian University Commission (NUC), accreditation readiness, libraries, electronic resources, library environment, library staffing, librarians, federal universities.

INTRODUCTION

Consistent with its mission and core themes, all institutions of higher learning provide access to library and information resources with an appropriate level of currency, depth and breadth to support the institution's mission, core themes, programmes and services. The library supports all its students, staff and community members as well as those online. Library services and resources, support student progression and completion and have become an essential component of quality assurance, warranting the National Universities Commission (NUC) to include it in its assessment for accreditation of all academic programmes in universities in Nigeria. Libraries are an essential component of all accreditation exercises for academic programmes.

Accreditation of programmes in higher institutions of Nigeria was designed by the National University Commission (NUC) to sustain quality of education and promote academic excellence among Nigerian universities. Among the various requests of the National University Commission (NUC) and different sets of criteria that a department must meet for the programme to be accredited are the curriculum and general facility, which the library is at its core. The following is a benchmark set up by NUC for each academic programme evaluated and scored:

Criteria	Percentage
Staffing	32
Academic content	18
Physical facilities	27
Library	18
Funding	03
Employers' Rating	02
Total	**100**

Source: NUC Accreditation Benchmark

Accreditation exercise is a recognized process in which standards, policies and procedures are evaluated to ascertain the quality of a particular programme by accrediting authorities which are either government agencies or specialized/professional bodies. The exercise is done to ensure that students receive the type of education consistent with standards for entry into practice in their respective fields or disciplines. For a university to be addressed as a world class citadel of knowledge, such university must possess a combination of special space, operational modalities and appropriate facilities which include, functional laboratories, classrooms, library and conducive learning environment (Adetunla and Familusi, 2017).

The library plays a vital role in the accreditation exercise of any given university. The objective is to support teaching, learning and research as well as create a conducive environment for all community members to interact as well as share ideas. It is also a place of relaxation for students as well as other users (Okogwu and Akidi, 2011). Library accreditation readiness is a self-review process to determine if library services and infrastructure meet defined standards of quality to enable an institution prepare for accreditation by national agencies (Towolawi and Omagbemi, 2018). According to the Nigerian Universities Commission (2012) and the Librarians'

Registration Council of Nigeria (2019), certain parameters are supposed to be considered before accreditation takes place. They are library staffing, information resources, library and information services, library environment as well as library furniture and equipment. Library staffing represents a way of getting the human resources required for the attainment of the objectives of the library. According to Heneman and Judge (as cited by Issa *et al* 2016), staffing can be described as the selection and training of individuals for specific job functions and charging them with the associated functions.

Information resources are the information bearing materials both in printed and electronic formats that exist in a library collection. In contemporary academic libraries, they exist in print, non-print, as well as cartographic resources. In physical forms they may be found as textbooks, journals, indexes, abstracts, newspapers, magazines and reports while in electronic forms they exist as CD-ROM databases, internet/e-mail, video tapes/cassettes, diskettes, magnetic disk, computers microforms and electronically transmitted resources. Library and Information services are programmes and offerings provided by an academic library which are directly related to the vision and mission of an institution. They are designed to support the teaching, learning and research functions of the institution. According to IGI Global (2019), services provided by the library to students can include instruction on how to use library materials, reference services to provide quick and in-depth answers to students' questions, and material delivery services that provide students with access to library materials. The library also provides technical services, public/readers' services, extension services and library promotional activities. These services cannot be effectively carried out when there's no provision for a conducive environment to attract clienteles to the library at all times hence the need to consider the library environment.

The importance of the library depends on providing a welcoming environment for patrons. A good environment plays a fundamental role in the learning process of an individual. The purpose of having a building is of essence, as over utilized space is often targeted for enlargement (Garnar, 2021). Furthermore, the facilities available in the library can have a significant impact on the patrons and how they perceive it. Therefore, the kind of environment the library operates is critical for continuous patronage by clienteles. As library environment is put in place, furniture and other equipment are duly considered. Library furniture includes chairs, tables, air conditioners and other equipment for the physical convenience of the staff and users.

Library accreditation process can be a lot of work, but in the end can be incredibly beneficial for the university as it gives it credibility. Ultimately, it signals to potential students and educational stakeholders that the University is a reputable place to go. Beyond this, accreditation ensures employees are competent with necessary skills and are acting compliantly. Library accreditation readiness also ensures that facilities, equipment and support systems are adequate, efficient and can support a wide range of learning situations. It is against this background that this study was carried out to investigate the implementation of National Universities' Commission library parameters and accreditation readiness for academic programmes in Federal universities of South-East Nigeria.

Statement of the Problem

The demand for library services has increased dramatically over the last decade as student enrollment rate rises exponentially. Libraries are expected to keep pace with this growth. Accreditation readiness, thus, becomes a tool for self-assessment, quality assurance and quality improvement. Nonetheless, having discovered from reviewed literature, most library staff and institutions still fall short of preparations for external accreditation and are seen running helter-skelter to sort out issues that would have been taken care of had they assessed themselves through self-study to determine accreditation readiness.

The need for research in accreditation readiness of libraries is to help libraries plan ahead for the foreseeable future. Library administrators not involved in the practice of determining accreditation readiness risk jeopardizing accreditation status of their respective institutions, as failure to plan is planning to fail. The focus of accreditation may be on the programmes for which the accreditation teams are visiting, but libraries are an integral part of the assessment. Sadly, it has been observed that ill-equipped libraries among other factors may have hindered the full accreditation of many academic programmes. It seems little attention is paid to the libraries in terms of adequate staffing, quality, quantity and relevance of information resources, library and information services, library architecture and furniture and these have contributed to its malfunctioning and accreditation loss in universities.

Purpose of the Study

The main purpose of the study is to determine the influence of the implementation of NUC library parameters on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The specific purposes are as follows:

1. To determine the influence of implementation of NUC library staffing parameter on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.
2. To examine the influence of implementation of NUC information resource parameter on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.
3. To assess the influence of implementation of NUC library and information services parameter on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.
4. To ascertain the influence of implementation of NUC library environment parameter on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.
5. To assess the influence of implementation of NUC library furniture and equipment parameter on accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.

Research Question

1. Is there any significant influence of the implementation of NUC library staffing parameters on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

2. Does the implementation of NUC information resource parameters significantly have any influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?
3. Is there any significant influence of implementation of NUC library and information services parameters on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?
4. Does the implementation of NUC library environment parameters have any significant influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?
5. Does the implementation of NUC library furniture and equipment parameters have any significant influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

LITERATURE REVIEW

Issa et al. (2016) examined academic library staffing and implications for librarianship practice in Nigeria, presenting the report from Kwara State. The study aimed at ascertaining present staffing conditions, assessing the adequacies of the libraries staffing mix under study, etc. The findings revealed gross inadequacy in the staffing situation of two of the libraries, one had a bottom-heavy pyramidal staffing structure and the other had a good number and mix of staff desired. Furthermore, Oribabor (2014), examined the parameter for the National Universities Commission (NUC) accreditation of programmes in four selected Nigerian universities, and evaluated the impact of the NUC's accreditation exercise on the academic programmes and administrative structures of the selected universities up to 1988. The findings indicated that the parameter of NUC accreditation is adequate and appropriate

In another study by Chuks-Ibe (2018), he examined the level of on awareness and use of electronic information resources in university libraries on academic performance of postgraduate students. The findings indicated that the postgraduate students' level of awareness of electronic information resources was low and that CD-ROMS were used more often. This corroborates with Oyewusi and Oyeboade (2009) who conducted an empirical study on accessibility and use of library resources by undergraduates in Ladoke Akintola University (LAUTECH). The study concluded that libraries in Nigerian universities should regularly evaluate the quality, adequacy, and use of their library's information resources and services in order to meet up with the quality of library services stipulated by IFLA which was the aim of the study.

Adeola (2014) conducted a study on accreditation and the role of the academic library in undergraduate programs: a case study of Fountain University, Oshogbo. The paper examined the process of accreditation exercise in the university, indicating the role of library in the exercise, in compliance with the National Universities Commission's definition of accreditation. Emphasis was on the library holdings, quantity and quality of materials and their currency. The study concluded that the statement of fountain university accreditation status with the NUC is also an affirmation that the institution is persistently committed to the commission's principles and philosophy of accreditation. In the same vein, Agbetuyi et al. (2017) taking a look at Afe Babalola University, Ado-Ekiti (ABUAD) library by investigating the role of academic libraries in

accreditation of courses and teaching programmes in Nigeria. The findings revealed that in Afe Babalola University, decentralized library system has enhanced specialized collections that are rich and in-depth for providing access to information in print and electronic media.

Zotoo et al. (2022) investigated library Environment, Seat and Noise Making: The Case of Jiangsu University Library. The study revealed that the designated places around the staircase are not really comfortable as they prefer seating sometimes. Furthermore, the reading areas are underutilized. Furthermore, Kwegyiriba *et al.* (2021) researched on the significance of academic libraries in programmes accreditation in technical universities in Ghana. The study concludes that sitting and libraries of technical universities collection plays a very crucial element in the accreditation of programmes knowing that available information resources are current and adequate.

Folorunsho and Njoku (2016) investigated the influence of library environment and user education on undergraduates' use of the University central library at the University of Ibadan, Nigeria. The finding of the study revealed that library environment at the University of Ibadan was characterized by good library building (mean=3.75), seating arrangement (mean=3.59), availability of information resources (mean=3.54), and fair electricity supply while there was poor internet connectivity and Wi-Fi within and outside the library (mean=2.39). In another study, Uzoagba and Okiche (2018) investigated the Library and Accreditation of Nigerian Universities: The Case of the University of Nigeria, Nsukka, Enugu State. Findings of the study reveal that although there are facilities and furniture for libraries at the Nsukka campus, the growing student enrollment has not been factored into expansion projects. The self-study identified physical facilities as being dilapidated, furniture's as needing maintenance and an overall lack of maintenance and upgrade culture among school administrators towards libraries.

Achi et al. (2019) investigated library and accreditation of academic programmes at Bingham University, Nassarawa State, Nigeria. Findings revealed that academic libraries play important, direct and positive roles on courses accreditation of academic programmes in Bingham University, Karu, Nasarawa State by providing up-to-date information resources in both printed and electronics formats, skilled personnel and conducive infrastructure needed for learning and teaching with guarantee of easy access to the organised information resources; that inadequate funding and erratic power supply were the major challenges to the provision of necessary accreditation requirement. The study recommended that the library should be adequately funded, systematic and deliberate staff development programme should be put in place to keep staff abreast of current library trends and that alternative power sources should be provided to address erratic electricity supply in the library.

METHODOLOGY

This study adopted the descriptive survey design. The descriptive survey design was selected so as to enable the researcher construct questions that helped to elicit the desired information, identify the means by which the research was conducted and obtain data that is summarized in a way that provides the designed descriptive information. The population of the study comprised five federal universities located in the South-East zone of Nigeria. These are; University of Nigeria, Nsukka, Nnamdi Azikiwe University, Awka, Michael Okpara University, Umudike, Federal University of

Technology, Owerri and Alex Ekwueme Federal University Ndufu-Alike, Ikwo. The respondents for this study were delimited to the 161 academic librarians of the five federal universities in South-East, Nigeria. The Census Sampling technique was adopted for the study since the total number of academic librarians in the five universities was within a manageable size.

The instrument for collection of data was a self-developed questionnaire titled "NUC Library Parameters and   Accreditation Readiness Checklist (NUCLPARC). The questionnaire was divided into sections (A and B). Section A of the instrument elicited information on the implementation of NUC library parameters by universities under study. The parameters include library staffing, information resources, library and information services, library environment and library furniture. Section B elicited information on library accreditation readiness of the universities. The instrument was designed with a four-point rating scale with response options and weightings ranging from Very Highly Adequate (VHA) (4), Highly Adequate (HA) (3), Adequate (A) (2) and Not Adequate (NA) (1).

PRESENTATION OF RESULTS

Research Question 1: Is there any significant influence of the implementation of NUC library staffing parameters on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

Table 1. Summary of Regression Analysis of implementation of Library staffing influence on accreditation readiness for academic programmes

	Model	Unstandardized Coefficients		Standardized Coefficients	R	R^2.
		B	Std. Error	Beta		
1	(Constant)	8.831	1.205		.320[a]	.103
	Library staffing	.317	.076	.320		

Source: Researcher's Field Work (2022)

Table 1 gives the summary of the regression test for influence of library staffing on the accreditation readiness for academic programmes in Federal universities of South-East, Nigeria. The result shows that every time library staffing is increased by a unit, say one more academic librarian is employed, accreditation readiness increases by 0.317. This shows a positive moderate influence of implementation of library staffing parameters on accreditation readiness. The result shows that the R^2 value is 0.103, indicating that 10.3% changes in accreditation readiness is as a result of library staffing. This indicates a low influence of staffing as regards accreditation readiness. Thus, there is a low influence of implementation of library staffing on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.

Research Question 2: Does the implementation of NUC information resources parameters have any significant influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

Table 2:   Summary of Regression Analysis of implementation of Library information resources influence on accreditation readiness for academic programmes

Model	Unstandardized Coefficients		Standardized Coefficients	R	R^2.
	B	Std. Error	Beta		
(Constant)	9.788	1.217			
Information resources	.276	.083	.260	.260[a]	. 062

Source: Researcher's Field Work (2022)

Table 2 gives the summary of the regression test for influence of library information resources on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The result shows that every time library information resources is increased by a unit, accreditation readiness increases by 0.276. The result also shows that the correlation index is .260 indicating a low influence of library information resources parameters on accreditation readiness for academic programmes. The result shows that the R^2 value is 0.062, indicating that 6.2% changes in accreditation readiness is as a result of library information resources. This indicates a low influence of information resources parameters on accreditation readiness. Thus, there is a low influence of implementation of information resource on the accreditation readiness of academic programmes in Federal Universities of South-East, Nigeria.

Research Question 3: Is there any significant influence of implementation of NUC library and information services parameters on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

Table 3: Summary of Regression Analysis of implementation of Library an information services influence on accreditation readiness for academic programmes

Model	Unstandardized Coefficients		Standardized Coefficients	R	R^2.
	B	Std. Error	Beta		
(Constant)	9.580	1.226		.271[a]	.073
Library information services	.254	.073	.271		

Source: Researcher's Field Work (2022)

Table 3 gives the summary of the regression test for influence of library and information services on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The result shows that every time library and information services increases by a unit, accreditation readiness increases by 0.254. This shows a low positive influence of implementation of library and information services parameters on accreditation readiness. The result shows that the R^2 value is 0.073, indicating that 7.3% changes in accreditation readiness is as a result of library and information services. This indicates a low influence of information services as parameters on

accreditation readiness. Thus, there is a low influence of implementation of library and information services on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.

Research Question 4: Does the implementation of NUC library environment parameters have any significant influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

Table 4:Summary of Regression Analysis of implementation of Library environment influence on accreditation readiness for academic programmes

Model	Unstandardized Coefficients		Standardized Coefficients	R	R^2.
	B	Std. Error	Beta		
(Constant)	3.001	.628			
Library environment	.795	.045	.819	.819[a]	.671

Source: Researcher's Field Work (2022)

Table 4 gives the summary of the regression test for influence of library environment on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The result shows that every time library environment increases by a unit accreditation readiness increases by 0.795. This shows a positive influence of implementation of library environment parameters on accreditation readiness. The result shows that the R^2 value is 0.671, indicating that 6.7% changes in accreditation readiness is as a result of library architecture. This indicates a high influence of environment as regards accreditation readiness. Thus, there is a high influence of implementation of library environment on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.

Research Question 5: Does the implementation of NUC library furniture and equipment parameters have any significant influence on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria?

Table 5: Summary of Regression Analysis of implementation of Library furnitureand equipment influence on accreditation for academic programmes

Model	Unstandardized Coefficients		Standardized Coefficients	R	R^2.
	B	Std. Error	Beta		
(Constant)	6.583	.895			
Library furniture and equipment	.518	.063	.555	.555[a]	.308

Source: Researcher's Field Work (2022)

Table 5 gives the summary of the regression test for influence of library furniture and equipment on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria. The result shows that whenever library furniture and equipment increases by a unit, accreditation readiness increases by 0.518. This shows a positive influence of implementation of library furniture and equipment on accreditation readiness. The result shows that the R^2 value is 0.308, indicating that 30.8% changes in accreditation readiness is as a result of library furniture and equipment. This indicates a high influence of furniture and equipment parameters on accreditation readiness. Thus, there is a high influence of implementation of library furniture and equipment on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria.

DISCUSSION OF RESULTS

Influence of Library Staffing Parameters on Accreditation Readiness
The result shows that for every unit rise in library staffing, say one more academic librarian is employed, accreditation readiness increases by 0.317. The result shows that the R^2 value is 0.103, indicating that 10.3% changes in accreditation readiness is as a result of library staffing. Thus, there is a low influence of library staffing on the accreditation readiness for academic programmes. The corresponding hypothesis test indicates that the implementation of library staffing parameter on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria is hereby rejected. Personnel in academic libraries can be categorised into professionals (librarians) and para-professionals (technical-support staff). Library staff are essential for both back office and front office functions of the library. Their roles range from customer (user) service to liaison services, all of which are essential for effective library administration.

Every university is admonished to meet the minimum requirements for library staffing. Libraries are under staffed in most universities in the South East of Nigeria. This is corroborated by Joseph and Urhiewhu (2016) who found that one of the factors that determine the success of any university during accreditation exercise is personnel. It is worrisome today that many academic libraries are understaffed and lack basic skills needed in the smooth running of the standard academic library.

Influence of Information Resources Parameters on Accreditation Readiness
On information resources, the result shows that every time library information resources increased by a unit, accreditation readiness increases by 0.276. The result shows that the R^2 value is 0.062, indicating that 6.2% changes in accreditation readiness is as a result of library information resources. Thus, there is a low influence of information resources on the accreditation readiness for academic programmes. The hypothesis test confirms that implementation of library information resources parameter on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria is hereby rejected. Information resources serve as the underlying factor influencing patronage of libraries. Their provision, adequacy and access determine the quality of service and how rich any library is adjudged to be. The libraries assessed had information resources to a great extent, but still needed to update and enlarge their services given the growing student population and more courses offered.

This finding is corroborated by Iwhiwhu and Okorodudu (2012) who found that the myriads of problems encountered by university libraries today is centered on their library collections. More often than not, accreditation exercise exposes the dearth of information resources needed to accomplish the very core mandate of establishing the university- teaching, learning, research and community service. Many universities rely on donations, gift and or exchanges to ensure books are available for use. At a glance, book collections and its electronics counterparts reveal the commitment, seriousness of purpose and intellectual investment of any university. Sad but true, many academic libraries cannot boast of latest titles of books in all fields of studies that their collections represent and cover.

Influence of Library and Information Services Parameters on Accreditation Readiness
The result of analysis on library and information services reveals that every unit rise in library and information services, increases accreditation readiness by 0.254. It shows that the R^2 value is 0.073, indicating that 7.3% changes in accreditation readiness is as a result of library and information services. This indicates a low influence of information services on accreditation readiness. The corresponding hypothesis of no significant influence of implementation of library and information services parameter on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria is hereby rejected. Library and information services is regarded as ancillary services, but has evolved over the years to become an essential component of services offered at the library required for accreditation. This finding is in line with Olajide and Omotayo (2016) who found that libraries always have low patronage when they are not adequately equipped to effectively provide the range of services entrusted on them.

The finding is also supported by Ezeala and Yusuf (2011) who found that if research libraries are to play their role they must possess adequate and appropriate information resources and services, give user-oriented services such as Selective Dissemination of Information (SDI), Current Awareness Services (CAS), indexing and abstracting services, interlibrary loans among other services. However, such services are very skeletal in most universities in Nigeria.

Influence of Library Environment Parameters on Accreditation Readiness
The findings show that every time library environment increases by a unit, accreditation readiness increases by 0.795. This shows a high positive influence. It shows that the R^2 value is 0.671, indicating that 67% changes in accreditation readiness is as a result of library environment. This indicates a high influence of environment on accreditation readiness. Thus, there is a high influence of library environment on the accreditation readiness for academic programmes. The corresponding hypothesis of no significant influence of implementation of library environment parameter on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria is hereby rejected. A library design can affect the conduct and satisfaction of customers in the same manner a library's physical environment and organization can.

Influence of Library Furniture and Equipment Parameters on Accreditation Readiness
The result of the analysis indicates that every time library furniture and equipment increases by a unit, accreditation readiness increases by 0.518. This shows a high positive influence. The result

shows that the R^2 value is 0.308, indicating that 30.8% changes in accreditation readiness is as a result of library furniture and equipment. Thus, there is a high influence of library furniture and equipment parameters on the accreditation readiness for academic programmes. The corresponding hypothesis of no significant influence of implementation of library furniture and equipment parameter on the accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria is hereby rejected. The result indicated the availability and adequacy of library furniture and equipment in the universities under study.

CONCLUSION

Based on the findings of the study, it is concluded that implementation of NUC library parameters influence accreditation readiness for academic programmes in Federal Universities of South-East, Nigeria to an extent. Based on the result of the analysis, the staff mix of libraries in Federal Universities in the South East is lopsided. It is also concluded that Federal University libraries in the South East differ significantly on information resources and library and information services. Thus, are most likely to be awarded different status of accreditation. Notably, Alex Ekwueme University, being a new university, differed significantly from others with far less resources and fewer services.

Recommendations
Based on the findings of the study, the following recommendations were made:

i. University administrators through the governing councils should employ more library staff in all cadres (Professionals and para-professionals as well as support staff). The staff strength should go beyond the minimum standards and the staff mix should also be appropriate not just for accreditation, but for optimal service delivery.

ii. The University librarians should work together with the management of the universities to upgrade and improve the information resources available at all the libraries, particularly the electronic resources and current literature in all fields. The collection of the libraries of the universities must be current to help support accreditation of programmes in their institutions as well as being relevant to the programmes being offered by the various universities in South East, Nigeria.

iii. Libraries in the South East should offer more services to their users. This should go beyond photocopying services to include more value adding services, such as reprographic services among others.

iv. It is also recommended that the academic library environment (both inner and external) should be made more conducive to attract clienteles to the library at all times. The library administration can add glamour to the library setting by embellishing the library atmosphere and investing in fresh techniques which will always attract library patrons.

v. Maintenance of furniture and equipment at libraries should be routine and standardized, while upgrade and expansion services should also be done systematically.

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