ROLES OF LIBRARY LEADERS IN POSITIONING LIBRARIES FOR SUSTAINABLE DEVELOPMENT IN NIGERIA

DR. KENNEDY AREBAMEN EIRIEMIOKHALE
Department of Library and Information Science,
Faculty of Information and Communication Technology,
Kwara State University, Malete, Nigeria.
kennedy.eiriemiokhale@kwasu.edu.ng

ABDULAKEEM SODEEQ SULYMAN
Department of Library and Information Science,
Kwara State Polytechnic. Ilorin.
sulyman.abdulakeem@kwarastatepolytechnic.edu.ng

DR. MOSUNMADE OLORUNTOLA
British Columbia, Canada.
oloruntolamosun@gmail.com

ISKIL ARISEKOLA BOLAJI
Social Research Department,
University of Hull, England.
bolaji-2022@hull.com
&
MISIFAHU FOLASHADE RAJI
Kwara State Polytechnic Library, Ilorin,
rajimisifahufolashade@gmail.com

ABSTRACT

Libraries have crucial roles to play in every social developmental issue. However, it has been observed by researchers that libraries may find it difficult to achieve their mandates in supporting social causes when they lack quality leaders. This paper investigated the roles of library leaders in positioning libraries for sustainable development. This paper adopted narrative design. Its population is an informal group of library leaders, who attended the 62nd National Conference and Annual General Meeting of the Nigerian Library Association in 2024. Expert sampling was used and data was gathered through focus group discussion. Findings revealed that Nigerian library leaders adopted transformational, distributed, purposive, servant and strategic leadership styles. Nigerian library leaders position libraries for gender equity and inclusion, quality education, industry and innovation

through community engagement, advocacy and equal access to information. Findings showed that library leaders struggle to position libraries for sustainable development because of poor funding, nonchalant attitudes of the library personnel and poor political will to support libraries. The study concluded that library leaders are promoting SDGs by demonstrating leadership capacities to drive community engagement, provide equal access to information to fight hunger, strengthen quality education, digital inclusion, gender equality and industry, innovation and infrastructure. The study recommended that Nigerian government should develop the political will to invest in and support their libraries. This will result in formulating supportive policies and funding libraries for social impacts.

Keywords: Libraries, Library leaders, Leaders, Nigeria, Sustainable development

Introduction

Development is a great indicator of progress in every society. Development is the end to growth because growth that does not result in development is meaningless. The need to make development a lasting experience gave birth to its sustainability; which is a concept that leverages cultural vitality to initiate plans and execute strategies that will advance the values of the people without affecting economic, environmental and social potential. The problem of grasping with the real meaning of sustainable development justified why the United Nations (UN), in 2015, introduced the Sustainable Development Goals (SDGs) to establish a global framework. These goals consist of 17 interconnected objectives that outline specific targets and indicators, serving as benchmarks for measuring progress towards a sustainable future (Lison & Hinz, 2023). Sustainable development is envisioned as a solid approach based on economic, social and environmental progress (Prakasan, 2020). Sustainable development aims to meet the needs of the present without compromising the needs of future generations. It focuses on balancing social equality, economic development and environmental thinking (Prakasan, 2020).   The all-encompassing importance of sustainable development makes it relevant for each and every stakeholder in the society, including libraries (Lison & Hinz, 2023).

Since the ancient times till the contemporary era, libraries have been serving as the hubs for ideas communication and policy transmission from the government at all levels. This becomes the premise for Panda and Das (2022) to submit that libraries at all levels in the society play an important role in achieving SDGs as it is globally considered a center of research and knowledge generation to empower people and address human challenges. Leadership scholars have been undaunted in attributing efficient and successful changes and transitions in the society to leaders. The basis of their arguments is that leadership is about influencing, persuading, inspiring, motivating and encouraging people to earn their buy-in into a cause that will benefit everyone and without anyone pioneering the causes, no significant changes can happen (Sulyman _et al._, 2023).

The importance of leadership in positioning libraries for social change and positive impacts cannot be overemphasized. Pasha's and Jange's (2016) acknowledgement of the growing importance of library leaders made them submit that leadership is one of the key competencies for

librarians in positioning libraries for better productivity, visibility and development of functional and innovative libraries. This, thus, set the ground for this study to explore the roles of library leaders in positioning libraries for sustainable development in Nigeria.

Statement of the Problem

The basic and underlying roles of libraries as institutions established to collect, process, organise, store, disseminate and utilise information in the society are already overwhelming for librarians to cope with. Adding to this was the conception of sustainable development, which consists of 17 indicators to measure the milestones of societies, as they relate with nature without jeopardizing the future's social, economic and environmental progress. The need for library to transition towards the adoption and promotion of sustainable development has called for the presence of strong leadership practices in libraries. The reason is because the introduction of sustainable development has redesigned the paradigms of libraries in order to be active participants in the quest of achieving the vision the whole world believes in. Library situations in Nigeria is different from those of other developed countries of the world. Though, it is worthy to recognise that the situation of libraries in Nigeria is improving and changing for the better. Yet, it has been observed that the pace of the improvement is being slowed down by many factors including inadequate funding, poor expertise of staff, poor motivation of library personnel and absence of library leadership to champion changes and set the library narrative towards the right directions. Eiriemiokhale *et al.* (2024), Olarongbe *et al.* (2023) and Phillips (2014) have reported the availability of different leadership approaches such as visionary, purposeful, transformational, transactional, servant, participative and strategic. Each of the leadership approaches is weaved with pleasing appraisals of their veritability to initiate and foster positive changes in libraries. Knowing that leadership approaches can only be practiced by library leaders necessitates this study to explore the roles of library leaders in positioning libraries for sustainable development in Nigeria.

Objectives of the Study

The main objective of this study is to explore the roles of library leaders in positioning libraries for sustainable development in Nigeria. The specific objectives are to:
i.   ascertain the types of leaders needed to position libraries for sustainable development in Nigeria;
ii.   identify the strategies library leaders used in positioning libraries for sustainable development in Nigeria; and
iii. determine the factors militating against the positioning of libraries for sustainable development in Nigeria.

Research Questions

This study seeks to provide answers to the following research questions:
1.   What are the types of leaders needed to position libraries for sustainable development in Nigeria?
2.   What are the strategies library leaders used in positioning libraries for sustainable development in Nigeria?

3.   What are the factors militating against the positioning of libraries for sustainable development in Nigeria?

Review of Related Literature

In every decade, millennia and century, it has become the tradition of global leaders to formulate a set of goals that activities of every country across the globe would be tailored towards to contribute their quotas to global development. The genesis of the Sustainable Development Goals (SDGs) was the Millennium Development Goals (MDGs), which was conceived and designed to measure the world's progress in all ramifications from 2000 and 2015. After 2015, there was a need for global leaders to formulate new global goals. Prakasan (2020) reported that the SDGs were formulated in September, 2015, when the UN General Assembly approved the 2030 agenda for sustainable development, which includes 17 SDGs, 169 targets and 232 indicators. The goal of sustainable development is to bring in new investments in the private and public sectors.

SDGs are variously described as a 'global plan,' 'a shared blueprint' and 'a framework.' It seeks to address negative trends by improving the quality of life of people across the globe through the elimination of poverty and food insecurity, provision of better healthcare for all and reduction of bad environmental practices that lead to climate change (Bangani & Dube, 2023). The SDGs provide a roadmap for sustainable development in social inclusion and equality among the UN member states (Prakasan, 2020). Osborn *et al.* (2015) posited that the SDGs is a global vision of progress towards ensuring a safe, just and sustainable space for all human beings to thrive on the planet. The view is that, SDGs is an unanimously accepted set of universal goals by every member of the UN on the ground that they will bring about global progress and development within the given time. As asserted by the United Nation (2016), all stakeholders including governments, agencies, institutions, civil societies and private sectors have pivotal roles to play for the realization of these goals.

The SDGs lay out a plan for all countries to actively engage in making the world a better place for people and the planet, and is expected to help member states focus their attention on poverty eradication, climate change, and the development of people (Panda & Das, 2022). A thorough study and analysis to unravel the catalysts to the achievement of SDGs revealed the need for strong and quality library services in all countries that subscribed to the vision of the SDGs. Ogunmodede (2019) aptly noted that libraries have come to be seen as the center of development. They served as the nucleus of development and are crucial to achieving sustainable development objectives (Ogunmodede *et al.*, 2023). The formulation of SDGs adds to the responsibilities of libraries, affirming the point of Gani *et al.* (2016) that there is no institution ever acknowledged by man though with a multi-responsibility for the good of man as the library.

Studies have also revealed that library leaders in Nigeria are promoting SDGs 10, which is concerned with Industry, Innovation and Infrastructure. For example, Adeyemi *et al.* (2024) investigated green library practices in selected academic libraries in Kwara State, Nigeria. The study adopted an exploratory design. A purposive sampling technique was used to select 18 librarians as the participants

for the study, and the interview method was adopted for data collection. The findings reveal that all the academic libraries engaged in the fumigation of their environment to preserve library resources, and the level of adoption of information and communications technology resulted in the libraries having a high carbon footprint. The results also showed that the academic libraries engaged in resource-sharing for economic sustainability and that they have value for their users in terms of social and cultural support.

Phillips (2014) argued that leadership is an often-misunderstood word, especially in the context of libraries. With a plethora of definitions for the word 'leadership,' it can be difficult to identify what exactly is meant when discussing library leadership. Much of this definitional confusion comes from the misidentification of leadership as simply management. The definition that attempted to reflect the vividness of leadership was made by Abubakar (2016), who opined that leadership is about listening to people, supporting and encouraging and involving them in the decision taking and problem-solving process.

Positioning libraries in supporting the achievement of the SDGs in their respective societies calls for librarians with sound understanding of the emerging practices, possessing the qualities to galvanise people to encourage, inspire and motivate them towards enhancing library services for promoting the awareness of SDGs among the people. The so-called librarians needed for this can be referred to as library leaders. Eiriemiokhale *et al.* (2024) argued that the word 'leadership' in the context of librarianship is encapsulated in an individual who guides, influences, encourages, empowers, handles change, and sets examples for library personnel to achieve shared goals. A library leader is a person who encourages and motivates library professionals to actively engage with their modern users and try to meet their needs.

Realising that the challenges of library leaders usually involved managing change in libraries made Ashiq *et al.* (2021) posited that library leadership has a key role to play in managing transitions and keeping the libraries relevant in any change scenario by fostering creativity and vision. The role of leadership in reforming library services for sustainable development cannot be over emphasised. This is because library leaders need to rejig library services by encouraging and enhancing the capacities of library personnel to be at par with emerging information needs of the community of users (Ejovwokoghene, 2024).

Strategic and effective transition in libraries cannot be achieved through haphazard leadership practices. The import of this is that library leaders need to acquaint themselves with different leadership approaches or styles and deploy the ones suitable to the occasion at hand. Adekoya (2020), Olarongbe *et al.* (2023) asserted that leadership styles are the various approaches leaders use to guide, motivate, influence and inspire their teams.

Due to this, several leadership styles including transformational, situational, charismatic, bureaucratic, servant, strategic, agile visionary, purposeful and others have been employed by library leaders to drive strategies, foster inclusivity and strengthen civic engagement in libraries. Library leaders promote sustainable development by creating the enabling environment for library personnel to provide responsive information services to users, which thus turns libraries to centers for civic engagement, social cohesion, equity and inclusion (Sulyman *et al.*, 2023).

One should not be too optimistic to the point of ignoring the challenges associated with leading to promote sustainable development in Nigerian libraries. Studies have validated that Nigerian library leaders encounter a lot of challenges including inadequate funding, inadequate infrastructure, insufficient libraries to serve the needed population, inadequate or irrelevant information resources, failure to embrace change, inadequate staffing, low literacy rate among others.

Methodology

This study adopted narrative design. Narrative design is a qualitative research methodology that involves examining and interpreting the stories or narratives people tell in order to gain insights into their meanings, experiences and perspectives about the investigated phenomenon (Hassan, 2024). To achieve this, expert sampling was adopted. Bannah (2024) asserted that expert sampling involves selecting participants who are considered experts in the field of study. This method is employed when researchers seek specialised knowledge or insights from individuals with a high level of expertise in a particular subject area. Thus, in this study, expert sampling was used to select both emerging and assigned library leaders who formed a group with the researchers in the recently concluded 62nd National Conference and Annual General Meeting (AGM) of the Nigerian Library Association in Port Harcourt from 7th – 12th July, 2024. The discussion was an informal focus group discussion. The researchers tailored the discussions toward the objectives of the study. The perspectives of the respondents, along with related reports in literature were reported in the form of a cohesive narration.

Findings

Types of Leaders Needed to Position Libraries for Sustainable Development in Nigeria

The group agreed that leadership is a demanding and multi-various task that requires many qualities before it can be demonstrated. Leading starts from possessing the qualities and one of those qualities is to be knowledgeable about different leadership approaches library leaders can deploy. The group members submitted that they have worked with different assigned, emerging and team leaders in different libraries and the major leadership styles adopted by their leaders include transformational, transactional, visionary, purposeful, servant, strategic, democratic/ participative and sometimes autocratic.

Strategies Library Leaders Used in Positioning Libraries for Sustainable Development in Nigeria

The group agreed that as long as one of the sacred responsibilities of libraries in to provide information, libraries always have the edge to be relevant in every programme associated with social changes. Thus, the group viewed that library leaders are positioning libraries for sustainable development through formulation of policies and implementing programmes that support the provision of equal access to information, community engagement, inclusive library services, teaching literacy skills, deepening the library advocacy and awareness of sustainable development programmes.

Factors militating against Positioning of Libraries for Sustainable Development by Nigerian Library Leaders

The group identified many factors prohibiting Nigerian library leaders from positioning libraries for sustainable development. Among the factors included poor attitude of library personnel, inadequate funding of libraries, lack of inclusive library services, lack of library services to people in the rural areas and lack of political will to support libraries by the Nigeria government.

Discussion of the Findings

Library leadership has become a phenomenon that has generated much attention in recent time. Findings of this study revealed that Nigerian library leaders are promoting sustainable development by practicing transformational, transactional, visionary, purposeful, servant, strategic, democratic and autocratic leadership. Ejovwokoghene (2024) found a moderate extent of distributed leadership among university librarians in Edo State, Nigeria. The leadership style is promoting inclusion among the staff of the university libraries. Similar to this is the finding of Eiriemiokhale _et al._ (2024) which found that democratic, visionary, transformational, strategic, purposeful and distributed leaderships foster diversity, equity and inclusion (DEI) in selected public university libraries in Kwara State, Nigeria. The import of this is that library leaders are promoting sustainable development, particularly the Goal 5 that bothers on equality. One of the strategies used by leaders to build a rallying-cry for a vision is to create an enabling environment for every library personnel to play their parts in achieving the library goals (Sulyman _et al._, 2023).

It becomes interesting to discover that Nigerian library leaders allow personnel from all backgrounds, beliefs and orientations to demonstrate their expertise in achieving the library goals. Furthermore, findings revealed that equal access to information, community engagement, inclusive library services, teaching literacy skills, deepening the library advocacy and awareness of sustainable development programmes are used by library leaders to promote sustainable development. Promotion of civic engagement in libraries by leaders corroborates the findings of Bangani and Dube (2023) which reported that academic libraries in South Africa play a role in addressing hunger, improving health and well-being and contributing to climate actions. Findings by Lyaka _et al._ (2020) also revealed that the Federal University of Technology (FUTO) Library, Owerri, Imo State, Nigeria, focused its attention to farmers, as primary producers of food. The library purchased cassava seeds and distributed to local farmers for plantation. Beyond providing services to address SDG 2 (Zero Hunger), African library leaders also promote access to information.

Ashwill and Norton (2015) submitted that access to information is a key enabling factor for libraries to deliver quality and inclusive services to their users. Lison and Hinz (2023) corroborates this claim by submitting that none of the SDGs can be achieved without access to information. Given that libraries are major players in the information field, they are essential in providing access to information to the individuals and organizations working towards the achievement of SDGs. It is worth noting that Nigerian libraries are promoting access to information. Onwubiko (2021) discovered that selective dissemination of information (SDI) and proper information provision contribute immensely in

the realisation of SDGs, whereas, modern library roles like advocacy programmes, community outreach and engagements aid librarians and libraries to contribute meaningfully towards the realisation of these goals.

Findings revealed that Nigerian library leaders contribute to SDGs' attainment by fostering the teaching of different 21st Century literacy and turning their libraries to digital hubs. This aligns with the submissions of Willems (2022) that Nigerian library leaders are promoting SDGs through the teaching of digital skills and promoting informal and non-formal education among the community of users. African libraries also impact the SDGs by advocating for community outreach and DEI to strengthen creativity and innovation in society. The respondents' submissions on library leaders pioneering of digital inclusion and equity is worthy to be stressed. On many occasions, these researchers have read about or attended programmes in Nigerian libraries, be it public, academic or private, organised by library leaders in collaboration with organisations like Wikipedia Foundation, Code for Africa among others, training girls and youth on digital skills. The training not only enhanced the capacities of the beneficiaries to be active participants of their present world, it also prepares them for a sustainable future.

It is indisputable that libraries themselves are benefitting from the creativity and innovation opportunities SDG offers. One of the group members asserted that:

Thanks to the SDGs. I think it has expanded the practices of Librarianship. Currently, we are discussing Green Libraries and Sustainable Librarianship. These are innovative ways of making the libraries relevant than before.

The efforts of Nigerian library leaders towards promoting sustainable development has been frustrated by many factors. This study showed that Nigerian library leaders cannot promote sustainable development because of poor attitude of library personnel, inadequate funding of libraries, lack of library services to people in the rural areas and lack of political will to support libraries by the Nigerian government. Findings of this study share semblance with the findings of Onwubiko (2021), which reported poor funding, inadequate library infrastructure, imbalance development, poor political will to develop and support libraries and low level of awareness or familiarity of SDG among librarians and libraries.

Conclusion

The creation of SDGs has added to the responsibilities of libraries leaders across Nigeria because the SDGs, being a global vision, have posed a new challenge for library leaders to re-strategise and reposition their libraries for global impact. Given Nigeria's peculiarity, promoting libraries for SDGs became a daunting task for the Nigerian library leaders because they were already battling various challenges affecting the growth and development of libraries in Nigeria.

Despite the enormous challenges facing Nigeria, this study has established that Nigerian library leaders are promoting SDGs by demonstrating transformational, purposeful, visionary and distributed leaderships to drive community engagement, provide equal access to information in order to fight hunger, strengthen quality education, digital inclusion, gender equality and industry, innovation and infrastructure.

Recommendations

Based on the findings, this study recommends that:

1. Nigerian government should develop the political will to invest in and support their libraries. This will result in formulating supportive policies and funding the libraries for social impacts.

2. Library personnel should stop exhibiting nonchalant attitudes towards changes and innovation in libraries. This will serve as a way of encouraging and motivating themselves in supporting their leaders in achieving any set goals.

REFERENCES

Abubakar, N. U. (2016). Motivational factors as correlate of job performance of librarians in state-owned universities in North-central, Nigeria. Unpublished Ph.D. Thesis. University of Nigeria, Nsukka.

Adeyemi, I. O., Oladayiye, P. O., Odunayo, A. O., Omolokun, B. F., Fakorede, E. Y., Olayinka, I. O., & Eiriemiokhale, K. A. (2024). Green library practices in selected academic libraries in Kwara State, Nigeria. *IFLA Journal, 50*(3). https://journals.sagepub.com/doi/10.1177/03400352241257670

Adekoya, C. O. (2020). Library leadership: Opinions and attributes about Nigerian women academic librarians breaking the glass ceiling. *Library Management,41*(4/5), 221-233.

Ashiq, M., Rehman, S., Safdar, M., & Ali, H. (2021). Academic library leadership in the dawn of the new millennium: A systematic literature review. *Journal of Academic Librarianship*, *12*(2), 107-123. DOI: 10.1016/j.acalib.2021.102355

Ashwill, M., & Norton, A. (2015). *Rights and Social Action for Risk Management: Reflections on Local, National and International Roles and Responses*. London: Overseas Development Institute (ODI).

Bangani, S., & Dube, L. (2023). Academic libraries and the actualisation of sustainable development goals two, three and thirteen. *Journal of Librarianship and Information Science*, *00*(0), 1-12.

Bannah, S. (2024). A guide to qualitative research data and sampling techniques. https://www.authoraid.info/en/news/details/1912/

Eiriemiokhale, K. A., Olarongbe, S. A., & Sulyman, A. S. (2024). Leadership styles as an impetus for fostering diversity, equity and inclusion among personnel of public academic libraries in Kwara State, Nigeria. *Proceedings of the 62nd Conference and AGM of the Nigerian Library Association (NLA) held from 7th-12th July, in Port-Harcourt, Nigeria*, 392-401.

Ejovwokoghene, E. R. (2024). Inclusivity in distributed leadership and service delivery in academic libraries in Delta State. *Proceedings of the 62nd Conference and AGM of the Nigerian Library Association (NLA) held from 7th-12th July, in Port-Harcourt, Nigeria*, 361-368.

Gani, E., Kasa, M. G. & Khali, A. (2016). Role of library in supporting sustainable development goals. *Paper presented at the 3rd Conference of Certified Librarians in Nigeria on November 8, 2016, at the National Space Research and Development Agency, Obasanjo Centre*, Airport Road, Abuja.

Hassan, M. (2024). Narrative analysis-types, methods and examples. https://researchmethod.net/ narrative-analysis/

Lison, B., & Hinz, A. (2023). Libraries exist to serve the sustainable development goals: An interview with Barbara Lison. *De Gruyter Academia and Publishing*. https://blog.degruyter.com/libraries-exist-to-serve-the-sustainable-development-goals-an-interview-with-barbara-lison/

Lyaka, M., Mbagwu, F. C., Kiwelu, E. J., Nyantakyi-Baah, L., & Holmner, M. (2020). Achieving sustainable development goals two and three: Role of academic libraries. *LibraryPhilosophy and Practice (e-journal) 3995*. https://digitalcommons.unl.edu/libphilprac/3995

Ogunmodede, T., Adio, G., Aboyade, M. A., Ebijuwa, A. S., & Oyetola, S. O. (2023). The role of library and information services in achieving sustainable development: Issues and challenges. _International Journal of Library and Information Science Studies_, _9_(2), 30-40.

Ogunmodede, T. A. (2019). _Appraisal of the Effect of Library Use Education on Library Patronage_. Mauritius: LAP Lambert Academic Publishing. ISBN: 978 6200317810. 93p.

Olarongbe, S. A., Sulyman, S. A., Taiwo, M. A., Abdulrahaman, H. K., & Idris, O. A. (2023). Managers or leaders: Who fit the helms of 21st century librarianship? _Business Information Review_, _40_(4) 1–8. DOI: 10.1177/02663821231195732

Sulyman, A. S., Taiwo, M. A., & Abdulrahaman, H. K. (2023). Leveraging distributed leadership for effective services delivery in the library system. _Business Information Review_, _41_(1), 1-6. Doi: 10.1177/02663821231216686

Onwubiko, E. C. (2021). Role of librarians and libraries in the realization of the United Nations Sustainable Development Goals: An empirical study. _Library Philosophy and Practice (e-journal). 6497_. https://digitalcommons.unl.edu/libphilprac/6497

Osborn, D., Cutter, A., & Ullah, F. (2015). Universal sustainable development goals: Understanding the transformational challenge for developed countries. _Report of a study by stakeholders forum_. http://sustainabledevelopment.un.org/content/documents/ 1684SF-:-SDG-University-Report-May-2015pdf

Panda, S., & Das, S. K. (2022). Role of public libraries in promoting social sustainability for the United Nations Sustainable Development Goals (SDG): An exploratory study. _Library Waves: A Biannual Peer Reviewed Journal of Library and Information Science_, _8_(1).

Pasha, M. G. G., & Jange, S. (2016). Research on library leadership and traits of leadership among library directors in Dubai. _International Journal of Librarianship and Administration_, _7_(1), 7-12.

Phillips, A. L. (2014). What do we mean by library leadership? Leadership in LIS education. _Journal of Education for Library and Information Science_, _55_(4), 336-344.

Prakasan, P. M. (2020). Sustainable development initiatives in libraries based on the COVID 19 experience: A future plan. _Library Philosophy and Practice (e-journal)_. 4642. https://digitalcommons.unl.edu/libphilprac/4642.

United Nations. (2016). SDGs. https://www.un.org/sustainabledevelopment/development-agenda-retired/

United Nations. (2015). Transforming our world: The 2030 agenda for sustainable development.

Willems, L. (2022). 7 ways that libraries can support and promote the UN SDGs at their institutions.

AUTHORS' PROFILES

Dr. Kennedy Arebamen Eiriemiokhale is a Senior Lecturer in the Department of Library and Information Science, Kwara State University, Malete, Kwara State, Nigeria. He holds a B.Sc. (LIS) from Ambrose Alli University, Ekpoma, Nigeria, M.Sc. (LIS) from Delta State University, Abraka, Nigeria, and a Ph.D. (LIS) from University of Ilorin, Ilorin, Kwara State, Nigeria. He is currently the Deputy Director, Institute of Professional and Continuous Education, Kwara State University, Malete. He is the immediate past Coordinator, Department of Library and Information Science and also the immediate past Sub-Dean, Faculty of Information and Communication Technology, KWASU. He has taken up numerous responsibilities in the department and in the university. He is a recipient of many awards, among which are: Kwara State Government Award of the Best Performing Lecturer in Kwara State University, Malete (2022); HOD's Prize for Best Graduating Student, Department of Library and Information Science, Ambrose Alli University, Ekpoma (2006/2007 session). He is Member, NLA and NALISE. His research interests are in the Fifth Industrial Revolution, Knowledge Management and Information Literacy Skills

Abdulakeem Sodeeq SULYMAN is an emerging scholar in LIS, author and ghost writer. He began honing his LIS acumen at the Federal Polytechnic, Offa, Kwara State, Nigeria, where he earned both National Diploma (ND, Distinctions) and Higher National Diploma (HND, Distinctions). He later proceeded to Kwara State University to earn a BLIS (First Class Honours). Sulyman is a Certified Librarian of Nigeria (CLN); Member, NLA; Life Member, LIS Academy, India; Member, Africa ICT Alliance (AfICTA) and Editorial Board Member, Journal Region Cientifica, Colombia. Sulyman reviews for different national and international journals including International Journal of Information Research (IJIR), Journal of Librarianship and Scholarly Communication (JLSC) and International Journal of Library and Information Science (IJLIS). Currently, he is a lecturer at the Department of Library and Information Science, Kwara State Polytechnic, Ilorin, and a Master degree candidate at Al-Hikmah University, Ilorin, Kwara State, Nigeria. His research interests include Library Management and Leadership, Social Media, Information Disorders, Digital Skills and Research Productivity.

Dr. Mosunmade Oloruntola is a dedicated professional with a rich academic and administrative background. She holds a PhD in Library and Information Science from the University of Ilorin, Nigeria, and is a former lecturer at Kwara State University, where she demonstrated her passion for education and personal development. Now residing in Canada, she works with Activecare Services, where she plays a vital role in managing records for clients with special needs and developmental disabilities. In her quest for continuous growth, she is actively pursuing courses on FOIPPA (Freedom of Information and Protection of Privacy Act) and product management to enhance her expertise. Her commitment to learning and excellence reflects her drive to make a meaningful impact in every role she undertakes. Her research interests include Knowledge Management, Information Literacy.

Iskil Bolaji is a seasoned professional in library and information science, with a robust academic background and extensive practical experience in the field. Bolaji holds a National Diploma (ND) and a Higher National Diploma (HND) in Library and Information Science, a B.Sc. in the same discipline, and M.Sc. in Social Research from the prestigious University of Hull, England. With a wealth of experience as an Information Assistant at Barking and Dagenham Library and New City College, London, Bolaji has honed skills in information management, user support, and digital resource curation. These roles have provided opportunities to engage with diverse communities, enhancing access to information and fostering inclusive learning environments. Bolaji's areas of specialization include information literacy, digital information systems, user engagement strategies, and research methodologies. With a keen interest in exploring the intersection of technology and information science, Bolaji is passionate about leveraging digital tools to improve information accessibility and streamline knowledge dissemination. Bolaji's contributions to the field are shaped by a commitment to lifelong learning and the belief in the transformative power of information for personal and community development. As an author in several Journal of Information Management and Library Science, Bolaji combines academic rigor with practical insights to explore contemporary challenges and advancements in the ever-evolving field of information management.

Mishifau Folashade Raji holds a Diploma and Bachelor in Library and Information Science. She is currently the Head of Cataloguing Unit of Kwara State Polytechnic Library. Her research interests include cataloguing and digital referencing.