

University of Nebraska - Lincoln

DigitalCommons@University of Nebraska - Lincoln

---

Library Philosophy and Practice (e-journal)

Libraries at University of Nebraska-Lincoln

---

4-22-2021

## The Impact of Collection Development Policy on the Provision of Library Resources in Academic Libraries in Imo State, Nigeria

DORIS CHINYERE OBIANO

*Federal University of Technology, Owerri*, obianodoris@gmail.com

Follow this and additional works at: <https://digitalcommons.unl.edu/libphilprac>



Part of the [Library and Information Science Commons](#)

---

OBIANO, DORIS CHINYERE, "The Impact of Collection Development Policy on the Provision of Library Resources in Academic Libraries in Imo State, Nigeria" (2021). *Library Philosophy and Practice (e-journal)*. 5538.

<https://digitalcommons.unl.edu/libphilprac/5538>

# **THE IMPACT OF COLLECTION DEVELOPMENT POLICY ON THE PROVISION OF LIBRARY RESOURCES IN ACADEMIC LIBRARIES IN IMO STATE, NIGERIA**

**BY**

**DR DORIS CHINYERE OBIANO (CLN)**

**RARE COLLECTIONS UNIT, FEDERAL UNIVERSITY OF TECHNOLOGY,**

**OWERRI**

**IMO STATE, NIGERIA**

**Email: [obianodoris@gmail.com](mailto:obianodoris@gmail.com)**

**Phone number: +2348035482671**

## **Abstract**

The study examined the impact of collection development policy on the provision of library resources in academic libraries in Imo state, Nigeria which revealed the effectiveness of collection development policy in providing the needed information resources in academic libraries. Four objectives and four research questions were formulated to guide the study. Survey research design was adopted and questionnaire titled Adoption of Collection Development Policy in the Provision of Library resources in Academic Libraries in Imo State was the instrument for data collection. The entire five academic institutions' libraries in Imo state were used as sample and the entire 120 academic librarians in charge of collection development was the population. Data collected was presented in tables and analyzed using mean frequency. Findings revealed that collection development policy is necessary in collection building in academic libraries in Imo state and in use by all the libraries studied. It helps in the provision of quality print and non-print materials including e-resources for quality services delivery etc. Some challenges like inadequate funding, inability of the collection development librarian to interpret the policy and adhere to it, lack of coverage of all disciplines and high cost of information resources due to high exchange rate were found. The study recommended that the university management should ensure that funds are provided for the upkeep of the library, professionals should be employed to handle collection development duties, heads of libraries should ensure that funds provided are judiciously used in the acquisition of relevant information materials using the policy.

**Keywords: Impact, Collection Development, Collection Development Policy, Library Resources, Academic Library**

## **Introduction**

Quality and current library resources in every academic library are the reasons for standard academic activities and production of students with good grades at the end of their programmes. Therefore it could be categorically stated that libraries are the engine rooms of every high institution. During accreditation of new departments, libraries play a major role in the exercise by ensuring that the concerned departments for accreditation have quality and current resources in stock in the library, if not they will fail the accreditation. For academic libraries to enhance their resources to meet the information needs of the clients there must be a guide to collection development which is called collection development policy.

What then is academic library and collection development policy which can be used to enhance library resources in academic libraries in Imo state, Nigeria? Academic libraries are libraries in universities, colleges and institutions of higher learning that have students enrolled for academic studies to aid teaching and learning. It includes the libraries in the universities, colleges of education and polytechnics and many others (Eze and Eze, 2016).

The following are the responsibilities expected of any academic library according to Okoro (2005):

- 1) To provide materials which will support the curriculum of the institutions taking into cognizance the individual students' needs, the varied interest of users, abilities and backgrounds of the users served.
- 2) To provide comprehensive collections of learning and instructional materials selected in compliance with basic selection principles and to provide maximum accessibility to those materials to serve the educational and research purposes of the institutions.
- 3) To provide materials which reflect the ideas and beliefs of religious, social, historical, political and other ethnic groups and activities
- 4) To provide materials for students that will help to encourage growth in knowledge and values and the adoption of patterns of life for a better society and living. From the observation of the researcher, many academic libraries do not have clear-cut policies guiding their collection development. It is against this backdrop that the researcher decided to ascertain the impact of collection development policy on the provision of library resources in academic libraries in Imo state, Nigeria.

The role these libraries play cannot be overemphasized. Suffice it to say that the libraries in universities and higher institutions are the engine rooms of the institutions especially when there is a functional and effective collection development policy which enables the libraries to have adequate and up-to-date information resources (Ubah, 2014). Therefore,

collection development policy was defined by Eze and Eze (2006) as a document that contains a list of guidelines as to what is suitable for requisition in a particular library. While Ugwuanyi (2000) sees collection development policy as a blue print that also guides the library in its collection development. This investigation will therefore find out how inclined the academic libraries are in using collection development policy and the probable impact in the selection of their resources and services.

### **Review of related literature**

A lot of articles have been written on collection development policy and explained the concept of library resources. Library resources are made up of prints and non-print materials including e-resources. Obiano, (2020) defined library resources as print and non-print materials acquired using methods such as direct purchase, donations, bequeaths, inter-library loan that are available and accessible in the library. She went further to say that print materials are made up of textbooks, journals, magazines, periodicals, and encyclopedia etc. while the non-print materials include pictures, slides, video tapes, compact disks, pictures, micro-card etc. The electronic resources are mostly found in the institutions' database powered by computer systems.

According to Ibenne (2010), library resources are categorized under manuscripts, graphics, cartographic materials, audio recordings, audio-visual materials, microforms e.t.c. Okoro, (2005) opined that library resources mean the sum total of a library material that constitutes the holdings of a particular library. Academic library resources are considered to be adequate and sound when it goes a long way in satisfying users' academic needs. That is why Nwosu and Udo-Anyanwu (2015), wrote that effective library service delivery is due to the availability of adequate library collections. Therefore academic libraries should be able to support the academic programmes of the institutions by ensuring that every material needed for academics is available whether physical or digital. In other words, when academic libraries live up to the expectations of the users, it means that there are useful and current library resources that enable the professional librarians to offer the needed library services to the users. It could also be said that library services mean the totality in which the library staff attends to library users, the way and manner the resources are used to meet their information needs (Uba, 2014). When resources in academic libraries are acquired in line with the approved and effective collection development policy, the library resources will be quality resources and will go a long way to provide quality library services to the users.

It is the role of academic librarians to select, acquire and organize library resources and make it accessible to users. To further buttress the above assertion, Bakker (2000), opined that the library's primary task has always been and will remain regardless of change of technology to select, stabilize, protect and provide access to relevant information resources.

Collection development according to Aina (2004) is a fundamental function of library and information science profession that relates to the selection and acquisition of information materials. This aspect of library practice involves selecting and acquiring information materials necessary for the performance of the various functions of academic libraries as relates users' quality services delivery. Johnson, (2004) argues that collection development does not involve books selection only. He said it encompasses selection of materials in all formats such as collection policies, collection maintenance, selection for weeding and storage, presentation and serials collection, budget and finance, collection assessment and its evaluation. Collection development is the most challenging task of a librarian. To buttress the above assertion, Bakker (2000) stated that collection development is however becoming increasingly difficult. There should be a policy guiding the selection, collection and acquisition of library resources in any university library. Collection development cuts across the activities like weeding, conservation and preservation of information materials, it is not done haphazardly. Developing a library's collection involves not only the quantity but also quality of information resources (Oduagwu, 2000). Spiller (2000) also lent credence to the above statement that collection development may not be possible without a good policy. What then is a collection development policy?

A collection development policy is a living document that is subject to change and review especially in this covid-19 pandemic era. It is subject to review or change in line with any current trend especially in this covid-19 pandemic era. A lot of changes have occurred in this new normal in library services due to the covid-19 pandemic. Most of the library resources now are e-resources like e-books, e-journals and network databases where their resources could be stored and looked up. Any academic library that wishes to have quality and adequate resources to serve the information needs of the users must ensure it uses adequate collection development policy in the acquisition of their materials.

Collection Development Policy has the primary function of providing guidance to staff when making selection and de-selection of printed and non-printed materials including e-resources (IFLA, 2001). According to IFLA (2001), the importance of a written collection policy cannot be overemphasized and is grouped under the following headings:

- 1) **Selection:** A written collection development policy helps or guides the acquisition librarian in the selection of resources that will serve the information needs of the users. The policy also covers some aspects involved in collection development such as processing, weeding, acquisition, preservation e.t.c. It is also a guide to all staff involved in collection development in their libraries by ensuring that selection of a material is not repeated often.
- 2) **Planning:** Planning is very paramount in every aspect of library activities and without a written policy it will be difficult to have a sound administration in the library especially in the disbursement of funds allocated to acquisition of resources in the library. Written collection development policy provides avenue for the

determination of priorities when funds are limited. For instance it guides the librarian by identifying the areas that are due for weeding and selection.

- 3) **Public relations:** Policy statements are very useful in decision making, when dealing with the management of the university libraries in terms of funding of the library. It goes a long way in making a case for the library when there is need to meet with the administrators and funding bodies. It guides the librarian in the selection of materials to avoid selecting and collecting offensive materials.
- 4) **The wider context:** A written collection development policy helps a library to have a wider coverage in their resources' selection and it grants a wider cooperation and resource sharing among libraries whether in the country or international.

Furthermore, the roles of a collection development policy are too glaring that Suass, (2001) outlined the following roles of collection development policy as it affects the provision of library resources in academic libraries:

- 1) To provide and maintain consistency and continuity in developing and selecting library resources which are relevant and adequate for the academic libraries and its users.
- 2) To provide acquisition and selection strategies which set guidelines for the selection, acquisition and weeding of stock according to subject, user group and format.
- 3) To act as a communication tool for academic staff, library staff, students and researchers to ensure that learning, teaching and research activities are supported and achieved.

### **Factors affecting the development of academic library resources**

A renowned author in the field of librarianship Aguolu & Aguolu (2002) wrote that many of the obstacles to the development of quality learning resources in Nigeria Universities are endemic even to all developing countries and largely a reflection of underdevelopment. The following are the factors responsible for the poor and inadequate learning resources found in our academic libraries.

- 1) **Inadequate funding:** Funds are a major factor that brings about progress or downfall of every business depending on which is obtainable. Library budget everywhere is not keeping pace with the trend in the growth of information and increasing demand for them. Allen, (1994) opined that it is not in controversy that every good collection is an expression of adequate and unlimited financial backing by the funding authorities. He continued that no library could achieve sound, adequate and relevant library collections if it is financially handicapped. In the same vein, Garnba, (2007) stated that funding of any business successfully will be determined by the quality and quantity of

goods and services in stock. That means the higher the funding of the library, the higher the growth of library collections and the weaker the funding, the lower the growth of the collections.

- 2) **Library crimes:** Many users of the library are uncivilized and engage in acts of stealing, vandalism, mutilation etc. This has deprived so many academic libraries of having quality and relevant library resources in their libraries. Iwu, (2011) observed that theft and mutilation really exist in Nigerian academic libraries and therefore a topical issue when considering the factors militating against the maintenance of qualitative library resources.
- 3) **Lack of policies, standards and guidelines:** Policies such as collection development policy, selection policy, standards and guidelines are lacking in so many academic libraries. This affects the collection development of every library due to the fact that it will bring about lopsided and irrelevant collections.
- 4) **Inadequate human resources:** Iwuoha, (2008) is of the opinion that inadequate human resources development and re-skilling is a major obstacle academic libraries face in their efforts to build a standard, up-to-date and quality library resources.

The above mentioned factors are some of the reasons for lack of quality services delivery some libraries render to their clients.

### **Statement of the Problem**

There are many works already in existence on collection development policy but very few are written on the role the policies play in the area of provision of academic library resources and services. The place of collection development in the academic libraries cannot be jettisoned due to its importance in ensuring that quality library resources are acquired for the users. The type of collection development policies adopted by every university library could have a positive or negative effect on the quality and quantity of the library stock. To lend credence to the importance of collection development policy, Olaniyan & Ojo (2008) acknowledged that academic libraries should acquire materials in terms of quality and quantity for the programmes run by the institutions. Any academic library that its collection development is not guided by a policy would end up having junks and other offensive materials in their resources, hence being under-used because it won't serve the information needs of its users

## **Objectives of the study**

The main objective of this study is to find out the impact of collection development policy on the provision of library resources in academic libraries in Imo state, Nigeria.

The specific objectives are:

- i) To find out the role of collection development policies in enhancing the provision of quality library resources in academic libraries in Imo state, Nigeria.
- ii) To determine the influence of collection development policies on the provision of quality library services in academic libraries in Imo state, Nigeria.
- iii) To evaluate the extent collection development policy has affected the quality of library resources in academic libraries in Imo state, Nigeria.
- iv) To identify the factors that affect collection development policies in the provision of library resources in Imo state, Nigeria.

## **Research Questions**

The study was anchored on the under listed research questions:

- i) What is the role of collection development policies in enhancing the provision of library resources in academic libraries in Imo state, Nigeria?
- ii) How does collection development policy influence the provision of quality library resources in academic libraries in Imo state, Nigeria?
- iii) To what extent has collection development policy affected the quality of provision of library resources in academic libraries in Imo state?
- iv) What are the factors affecting collection development policies in the provision of library resources in academic libraries in Imo state, Nigeria?

## **Significance of the study**

Apart from awareness creation on the need for academic libraries to embrace the use of collection development policy in the acquisition of their library resources, the study will expose librarians, management of universities, government and researchers on the benefits of using collection development policy in academic libraries.

The study will be beneficial to librarians whose main duty in the library is collection development based. It will serve as a guide when this study gets to their library and the importance of collection development policy revealed.



The universities' management of academic libraries in Imo State will benefit from this study. A well articulated collection development policy will help to create quality library resources that will promote the academic role of the library. It will urge the library management to enhance effective collection development in their libraries which will have positive impact on the library users.

This study will also benefit the government by enabling them to allocate more funds to academic libraries in Imo state in order to encourage collection development. When there are more funds, more quality, relevant, current and needed information resources will be acquired.

The study will sensitize the users and researchers on the quality resources in academic libraries in Imo state, Nigeria and will equally enhance the rate of usage by researchers. Those academic libraries that are yet to use the policy will switch over to using it given the positive effect it has on resources development in the libraries.

### **Research Methodology**

The survey research design was adopted for the study. According to Stoner, (2002), survey research is a method that focuses on a representative sample that was used to study the data collected. The research instrument used for data collection was a questionnaire titled: Adoption of Collection Development Policy in Academic Libraries Resources Building (ACDPALRB).

The questionnaire is made up of sections "A" and "B". Section "A" collected data on the respondents' personal data while section 'B' collected data on the questions structured based on the research questions. The population of the study was made up of all the professionals/academic librarians in the five (5) academic libraries in Imo state under study. These professionals are those whose schedule of duty is collection development based.

These libraries include Federal University of Technology, Owerri (25 respondents), Imo state University of Agriculture and Environmental Sciences, Umuagwo (30 respondent), Federal Polytechnic Nekede, Owerri (25 respondents), Alvan Ikoku Federal College of Education, Owerri (20 respondents) and Imo State University, Owerri (20 respondents). These tertiary institutions are situated in Owerri, Imo state, Nigeria.

Given that the research under studied only the professional librarians in academic libraries who are in charge of collection development in their libraries, the population of the study is not large and thus manageable. All the entire population of 120

professionals was adopted. Therefore data was collected using a four- point likert scale which comprised of the bench mark for rating as follows: (SA) strongly Agree/(VHE) Very high extent = 3.50-4.00, (A) Agree/(HE) High extent =2.50-3.49, (D) Disagree/(LE) Low extent =1.5-2.49, (SD) Strongly Disagree/(VLE) Very low extent = 0.1-1.49 were distributed and all returned through the help of 5 research assistants. Suffice it to say that the questionnaire had a 100% return rate. Data collected was analyzed using tables and mean (x) scores. Items with mean values of 2.50 and above were positively interpreted and accepted while items with less than mean value of 2.50 were negatively interpreted and rejected.

### Data analysis and discussions

**Research question 1:** What is the role of collection development policy in enhancing the provision of library resources in academic libraries in Imo state, Nigeria?

**Table 1:** Responses on the roles of collection development policies in enhancing the provision of library resources in academic libraries in Imo State, Nigeria

S/N	Questionnaire Items	SA	A	D	SD	$\sum fx$	N	X	Decision
1.	Collection development policy is adequate for the provision of current books and serial materials in academic libraries.	88	30	2	0	446	120	3.7	Accepted
2.	Collection development policy is very useful in the provision of e-resources and internet services in academic libraries.	52	60	8	0	404	120	3.4	Accepted
3.	Collection development policy is adequate for the provision of current and up-to-date reference materials in academic libraries.	62	56	2	0	414	120	3.5	Accepted
4	Collection development policy enhances provision of audio-visual resources and services in academic libraries.	48	63	9	0	399	120	3.3	Accepted
	Grand mean	250	209	21	0	1663	480	3.5	Accepted

Table 1 shows the information on the role of collection development policy in enhancing the provision of library resources in academic libraries in Imo state, Nigeria. It was discovered that items 1 to 4 were all positive. This is because item 1 has a mean response of 3.7, item 2 has a mean of 3.4, item 3 equally has a mean of 3.3 while item 4 has a mean of 3.5 respectively. The response shows that all the items have mean scores of more than 2.5 and a grand mean of 3.5 shows a high positive response on the items. Therefore it is concluded that collection development policy plays important roles in enhancing the provision of library resources in academic libraries in Imo state, Nigeria.

**Research question 2:** What is the influence of collection development policies on the provision of library services in academic libraries in Imo state, Nigeria?

Table 2: Responses on the influence of collection development policies on the provision of quality library services to users of academic libraries in Imo state, Nigeria.

S/N	QUESTIONNAIRE ITEMS	SA	A	D	SD	$\sum fx$	N	X	DECISION
5.	Collection development policy enables the library to have needed quality materials made accessible to students and also offer services on library usage.	54	64	2	0	412	120	3.4	Accepted
6.	Collection development policy enables the users to be offered services like photocopying, bindery and computer typesetting etc.	50	70	0	0	410	120	3.4	Accepted
7.	Collection development policy enables the library to offer quality serials and reference services to students and other users	30	81	9	0	381	120	3.2	Accepted
8.	Collection development policies enables the library to offer ICT services to users	66	54	0	0	426	120	3.6	Accepted
Grand mean		200	269	11	0	1629	480	3.4	Accepted

It was discovered in table 2 that all the items from 5 to 8 were positive. The fifth, sixth, seventh and eighth items are on the level of satisfaction with mean response of 3.4, 3.4, 3.2 and 3.6 respectively. This shows that all the responses have mean scores of more than 2.5 which. It is therefore concluded that collection development policy has positive influence on the provision of library services to the students and other users. A grand mean of 3.4 shows a high positive response on the items which means that collection development policy is necessary in academic libraries' services.

**Research question 3:** To what extent has collection development policy affected the quality of the provision of library resources in academic libraries in Imo state, Nigeria?

Table 3: Responses on the extent to which collection development policy affected the quality of provision of library resources in academic libraries in Imo state, Nigeria.

S/N	Questionnaire Items	VHE	HE	LE	VLE	$\sum fx$	N	X	Decision
9.	Collection development policy ensures adequate library collection building in academic libraries in Imo state, Nigeria.	68	50	2	0	420	120	3.6	Accepted
10.	Collection development policy guides in the weeding, selection and acquisition of relevant and up-to-date materials in academic libraries in Imo state, Nigeria.	64	54	2	0	422	120	3.5	Accepted
11.	Collection development policy engenders balanced collection building in academic libraries in Imo state, Nigeria.	62	56	2	0	420	120	3.5	Accepted
12	There is no form of bias in the selection of rightful library resources if collection development policy is in use in academic libraries	50	70	0	0	410	120	3.4	Accepted
Grand mean		244	230	6	0	1,672	480	3.5	Accepted

Table 3 shows the information on the extent to which collection development policy affected the quality of provision of library resources in academic libraries in Imo state, Nigeria. All the items in the table from 9 to 12 were positive. This is because items 9, 10, 11 and 12 have mean scores of 3.6, 3.5, 3.5 and 3.4 respectively. And with a grand mean of 3.5, it could evidently be said that

collection development policy affected the quality of provision of library resources in academic libraries in Imo state, Nigeria to a very high extent.

**Research question 4:** What are the factors that affect collection development policy in the provision of quality library resources in academic libraries in Imo state, Nigeria.

Table 4: Responses on the factors that affect collection development policies in the provision of quality library resources in academic libraries in Imo state, Nigeria

S/N	Questionnaire items	SA	A	D	SD	$\sum fx$	N	X	Decision
13.	Inadequate funding of academic libraries	90	30	0	0	450	120	3.7	Accepted
14.	High cost of information resources and materials due to high exchange rate	62	56	2	0	420	120	3.5	Accepted
15.	Inadequate coverage of all disciplines in the policy and unwritten collection development policy	48	63	9	0	399	120	3.3	Accepted
16.	Inability of collection development librarian to interpret the policy and adhere to it.	30	81	9	0	381	120	3.2	Accepted
	Grand Mean	230	230	20	0	1,650	480	3.4	Accepted

Table 4 shows responses on the factors that affect collection development policies in the provision of quality library resources in academic libraries in Imo state, Nigeria. From the responses given by the respondents, it is deduced that some factors affect collection development policy use in academic libraries in Imo state, Nigeria. Items 13, 14, 15 and 16 have mean response rate of 3.7, 3.5, 3.3 and 3.2 respectively which are above mean of 2.5 to show satisfaction or acceptance. Therefore it is revealed that inadequate funding of academic libraries, high cost of information resources due to exchange rate, inadequate coverage of all disciplines in the policy and unwritten collection development policy, inability of the collection development librarian to interpret the policy and adhere to it are the factors that affect collection development policy in the provision of quality library resources in academic libraries in Imo state, Nigeria. Finally with a grand mean of 3.4, there is high positive response rate on the items.

### Discussion of findings

The result of the findings revealed that collection development policy is of paramount importance in building quality library resources and materials (both prints and non-prints) for quality services delivery to users. That is why Atkinson, (2001) opined that when collection

development is effective, it guides the librarian on when, how and types of resources to be acquired, weeded and the type of services to be offered. Therefore with the mean response of 3.7, 3.4, 3.5 and 3.3 on the items in table 1 it revealed that collection development policy enhances the provision of quality library resources in academic libraries in Imo state, Nigeria.

In line with research question two and based on data analyzed, it was deduced that collection development policy has positive influence on collection development of every academic library in Imo state, Nigeria and also offers services to users on library usage. With the mean response rate of 3.4, 3.2, 3.2 and 3.6 on the items in table 2, it shows that the collection development policy enables the academic libraries in Imo state Nigeria to offer ICT services, photocopying and bindery services, reference and other quality services delivery etc. This goes to show that collection development policy adds significant value in the collection development of a library (Aina, 2004).

Furthermore, the study revealed that to a very high extent, collection development policy has positive effect on the quality of library resources provided in academic libraries in Imo state, Nigeria with the mean responses of 3.6, 3.5, 3.5 and 3.4 respectively on the items in table 3 showing acceptance. Spiller (2000) was right in the assertion that collection development may not be possible without a good policy.

However, certain challenges were found to be factors that affect collection develop policy in academic libraries in Imo state, Nigeria, according to the mean responses of 3.5, 3.5, 3.3 and 3.2 on the items in research question 4. In line with research question 4 on the factors that affect collection development policy, the research found that inadequate funding affects resource building because without adequate funding, collection building becomes a problem hence it would hinder the effective use of collection development policy. To lend credence to the above factor, Ubah, (2014) stated that high cost of materials is one of the basic factors affecting collection development policy in Nigeria. Aina (2004) also observed that the issue of unwritten collection policy and inability to cover all disciplines are factors affecting collection development policy.

## **Conclusion**

Collection development policy has been found to be a necessity in the collection building of every academic library due to the role it plays in resources building of every academic library. Academic libraries in Imo state are in dare need of quality collection development guided by a working policy, that is why Nwachukwu, (2004) noted that most of the Nigerian universities' libraries have collection development policy. The study showed that the quality collection building required in terms of book and non-book materials as well as e-resources are restricted due to inadequate funding, high cost of library resources, inadequate coverage of all disciplines offered in the school and inability of the collection development librarian to interpret the policy and adhere to it.

## Recommendations

Based on the above findings, the study recommends that:

- I. The management of academic libraries in Imo state, Nigeria should ensure that adequate funds are provided for the upkeep of the library in terms of adequate resource building by making known the problems of the institutions to the appropriate bodies that will help in funding the libraries e.g TETFUND and other funding bodies both local and international.
- II. The Head of libraries should also ensure that the funds disbursed are judiciously used in the purchase of relevant information materials that will cut-across all disciplines offered by the institutions to enable the policy capture every field in the school since information resources are very costly now due to high exchange rate.
- III. The collection development librarian should make sure that collection building using collection development policy should cover all the disciplines run in the school. This will call for a quality and balanced information resources acquired both in print, non-print and e-resources and the use of unwritten collection development policy should be avoided.
- IV. The management of academic libraries should always employ professionals who will be engaged in the activities of weeding, selection and collection development and can interpret the policy accurately and adhere to it in collection building. These professional librarians are those who also ensure that their subordinates render quality library services in the academic libraries.

## References

- Adekambi, A. R. and Boadi, B. Y. (2012). Problems of developing library collections: A study of colleges of education libraries in Botswana. *Information development*, November, 2008
- Aguolu, C. C. and Aguolu, I. E. (2002). *Libraries and information management in Nigeria*. Maiduguri, ed-linform services.
- Aina, L.O. (2004). *Library and information text for Africa*. Ibadan: Third World Information Services.
- Allen, B. M. F. (1994). Theoretical value of conspectus based (cooperative) collection management: collection management. *Collection building* vol.13 no 2-3, pp. 53- 57.
- Atkinson, R. (2001). The language of the levels: reflections on the communication of Collection development policy. *College and research libraries*, vol 47 no 2. Pp.140-149.
- Bakker, T. (2000). The implication of electronic library for collection development in Netherlands. *European Research Libraries Cooperation: The LIBCR Quarterly* Vol.6 no 4, pp. 356-367.

- Eze, I. O. and Eze, J. U. (2006). Collection development in academic libraries. In F.C. Ekere (ed.). Administration of academic libraries: A book of readings; Enugu: Uco-Academic libraries. Garnba, R. (2007). Employee training and development. New York: Mcgraw Hill, Irwin.
- Ibenne, S. K. (2010). Information resources management: A concise text for libraries and information centers, Owerri: Liu House of Excellence Ventures.
- IFLA (2001). Guidelines for performance measurement in academic libraries. Available on [www.journals.sagepub.com](http://www.journals.sagepub.com) . Accessed 4/3/21.
- Iwuoha, C. C. (2009). Impact of training and development programmes on secretaries' productivity in selected business organizations in Owerri, Imo state, Nigeria. *Journal of School of Business and Management Technology*. Vol. 1(1), pp. 106-110.
- Johnson, Q. (2004). User preferences in formats of print and electronic journals. *Journal of Humanities and Social Sciences*. Vol. 1 (3), pp. 15-22.
- Nwachukwu, U. I. (2004). Personnel management in Nigeria. Principles and Practice, Zaria, CC Publishers Ltd. *Desicioc Journal of Library & Information Technology*. Vol 29(3). Pp. 125-130
- Nwosu, C. C. and Udo-Anyanwu A. J. (2015). Collection development in academic libraries in Imo state, Nigeria: Stress analysis and way forward. *International journal of advanced library and information science*, vol.3 no.1 pp. 18-25
- Obiano, D. C. (2020). Availability and use of library resources in the rehabilitation of inmates in correctional centres in Imo and Abia states, Nigeria. *Information Impact: Journal of Information and Knowledge Management*. Vol. 11 (2). Pp.51- 61. Available on <https://dx.doi.org/10.4314/ijikm.v11i2.1> Accessed 7/4/21.
- Oduagwu, E. A. (2000). Library and Information Science: Theory and Practice. Owerri: Grace of God printing and publishing Co.
- Okoro, O. (2005). A book of reading in Library and Information science, Owerri: Ihem Davies Press.
- Olaniyan, D. A. & Ojo, I. (2008). Staff training and development: A vital tool for organizational effectiveness. *Euro journals*. Vol 24 (3), pp. 326-331. Available on <http://www.eurojournals.com/ejsr.html> . Accessed 4/2/21
- Spiller, O. (2000). Book Selection: principle and practice. 5<sup>th</sup> ed. London: Library Association Publishers.
- Stoner, K. (2002). Motivating and evaluating staff. Available on <http://www.libsci.sc.edu/bob/classclis724/speciallibrarieshandbook/motivating.html> Accessed 17/3/21
- Suass, A. I. (2001). Grant to benefit four Nigerian universities libraries. Free management library. Available on [http://www.managementhelp.org/trng\\_dev/basics/reasons.html](http://www.managementhelp.org/trng_dev/basics/reasons.html). Accessed 5/2/2021.



- Ubah, C.N. (2014). The roles of the library in the academic performance of students. *Journal of Humanities and Social Science*, Abia state university. Vol. 1(3). Pp. 12-18.
- Ugwuanyi, A. A. (2000). *Use of library for higher education*. 2<sup>nd</sup> ed. Ibadan: Wisdom Press.