

What we **don't** learn during our Masters or

What they **don't** teach you  
at Masters

... professional aspect of LIS

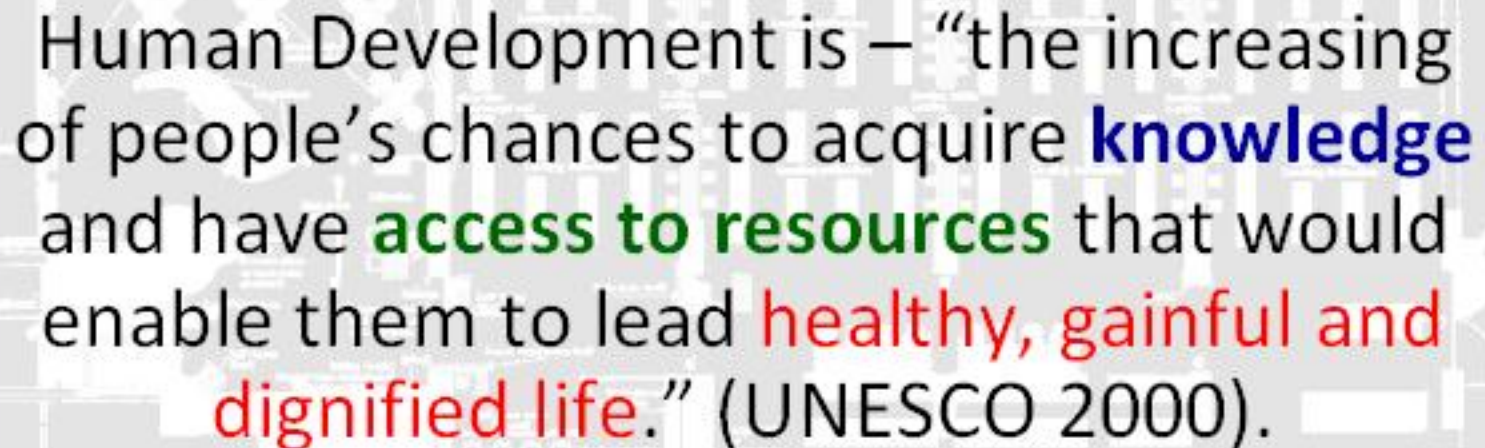
Working Group Meeting on Libraries & Librarians  
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## The Purpose

purpose of LIS life in the society  
“Human Development”



Human Development is – “the increasing of people’s chances to acquire **knowledge** and have **access to resources** that would enable them to lead **healthy, gainful and dignified life.**” (UNESCO 2000).

# LIS Life in the society

## An Art or a Science

It's an **Art** as well as a **Science** today

Science = Action->Reaction-> predictable Results

Art = Action->Reaction-> unpredictable Results

Agree – disAgree – 50/50 ???

## Changing HR Needs

Required IT Lead: University Libraries Enterprise Technology  
@ University of Minnesota

Qualifications required include a Bachelor's degree in **Computer Science, Information Systems**, or a closely related field **OR** a Masters degree in **Library/Information Science or Business Administration/Management**, as well as substantial and successful professional experience in the management of large-scale integrated enterprise systems for libraries, museums, or other environments with responsibilities comparable to this position.

# Changing HR Needs

IT Knowledge : 40%

Management Skills : 30%

Library & Info Science : 30%

## Changing HR Needs

### IT Knowledge includes

Web 2.0 tools (Website Management, RSS, Blogs, Social Websites, WebTV, Podcasting, Mobiles), Video-conferencing, Webinars, Digitization

Office Management Tools (Word, Excel, PP, eMails)

Network Tools (Remote Logins, Federated Search, NCIP, TCP-IP, FTP and other International Standards)

File Formats, OS Platforms (Linux/Windows)

Hardware, Software Tools, Techniques & Trends

Antivirus, Firewalls, Backups

Stats and Analytical Tools

# Changing HR Needs

## Management Skills include

Leadership, Human Relationship,  
MIS analysis, Surveys, Reporting, HRD, Staff-  
Training, Communication (Internal/External),  
Presentations, Planning, Budgeting, Resource-  
Identification/Optimization/Utilization, Trend-  
Analysis, Futuristic Approach, User Interactions,  
Catalysts Identification, Techno-savvy,  
Administrative Abilities, Target/Result Oriented,  
Inquisitive

## Changing HR Needs

### LIS skills include

Metadata Tools & Techniques, Knowledge of Quality Resources, Search Techniques, Content Analysis, Indexing Techniques, Knowledge Management Tools & Techniques, Impact Factor, User-needs Knowledge, User-friendly Processes, Services - Planning, Creation, Delivery, Evaluation - Tools & Techniques, Analytical Approach, Flexibility, Environment Knowledge, Facilities Up-gradation, Info-Literacy, IT/Web-savvy, Virtual Reference Services, Deep-Web Tools, Digitization Tools & Techniques. Preservation

## What's missing is Human Touch

- Do we know why are we employed ? Our role & responsibilities.
- Have we forgotten the User ? Do we ever rush to the User when he/she needs help (leaving behind whatever is on hand) ?
- Do we interact with users on a regular basis ?
- Do we greet the user when he/she passes by ?
- Are we proactive in looking after users' info needs ?
- Do we do regular analysis of Collection to match user needs ?
- Do we have in-depth knowledge of our Resources ?
- Are we inquisitive ?
- Do we ever question the current practices and try to find alternate ways to increase efficiency of the system ?

## What's missing is Communication Skills

- Do we know the difference between Bio-data and Resume or a CV ?
- Do we ever write a covering letter highlighting the skills matching the job requirement ?
- Do we ever read the Advt text properly ?
- Do we ever do job analysis or scrutinize Job Description ?
- Do we ever try to study the Organization in depth before we apply for the job or appear for an interview ?
- Do we apply for a job based on qualifications sought or possession of skills, knowledge and confidence ?
- Do we rearrange paras, add/delete contents of a CV / rephrase covering letter, depending on Job requirement ?

## What's missing is Communication Skills...

- Do we proactively analyze Collection strengths/ weaknesses or Services Offered ?
- Do we try to understand Users Info-needs pattern ?
- Do we prepare for an Interview ?
- Do we move around the premises during free time ?
- Do we visit the Library, Class-rooms before the interview ?
- Do we check the Notice-boards and register the framework / do items grouping ?
- Are we honest in projecting our skills / knowledge ?
- Are we presentable ?

There is a 'shift' in market needs  
from Qualifications to Value added

i.e.

RoI / Cost-benefit Analysis

or understanding our Role and Responsibilities  
and linking them with long term benefits to the  
Organization

# Do we know ?

## How Library can be a Partner in Social Development ?

- For the citizens - it's a information and **intellectual social space**
- Improve the **quality** of education (teaching – learning process)
- Support the various **initiatives in education**, research and training in the state
- Provide **global exposure** through highly reliable and selected collections
- Place to **read, learn and interact** for the citizens and visitors
- Help **archive** materials of historical, cultural, heritage value

## Library : A partner in Development

- Organizing & retrieving **government information**
- Platform for **community participation** in the **information infrastructure** of the state
- Help the **student community** to enhance their abilities to compete nationally and globally
- Create a facility for **educated entrepreneurship** to happen
- Become the **hub of literary activity** in the community

**This was just a brief on  
what we don't learn  
during our Masters  
or**

**What they don't teach  
you at Masters !!!**

ThanQ

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## **33 REASONS WHY LIBRARIES AND LIBRARIANS ARE STILL EXTREMELY IMPORTANT**

**By: Will Sherman**

- 1. Not everything is available on the internet**
- 2. Digital libraries are not the internet**
- 3. The internet isn't free**
- 4. The internet complements libraries, but it doesn't replace them**
- 5. School Libraries and Librarians Improve Student Test Scores**
- 6. Digitization Doesn't Mean Destruction**
- 7. In fact, digitization means survival**
- 8. Digitization is going to take a while. A long while.**
- 9. Libraries aren't just books**
- 10. Mobile devices aren't the end of books, or libraries**
- 11. The hype might really just be hype**
- 12. Library attendance isn't falling – it's just more virtual now**

13. Like businesses, digital libraries still need human staffing
14. We just can't count on physical libraries disappearing
15. Google Book Search "don't work"
16. Physical libraries can adapt to cultural change
17. Physical libraries are adapting to cultural change
18. Eliminating libraries would cut short an important process of cultural evolution
19. The internet isn't DIY
20. Wisdom of crowds is untrustworthy, because of the tipping point
21. Librarians are the irreplaceable counterparts to web moderators
22. Unlike moderators, librarians must straddle the line between libraries and the internet
23. The internet is a mess
24. The internet is subject to manipulation

25. Libraries' collections employ a well-formulated system of citation
26. It can be hard to isolate concise information on the internet
27. Libraries can preserve the book experience
28. Libraries are stable while the web is transient
29. Libraries can be surprisingly helpful for news collections and archives
30. Not everyone has access to the internet
31. Not everyone can afford books
32. Libraries are a stopgap to anti-intellectualism
33. Old books are valuable

### **Conclusion**

Society is not ready to abandon the library, and it probably won't ever be. Libraries can adapt to social and technological changes, but they can't be replaced. While libraries are distinct from the internet, librarians are the most suited professionals to guide scholars and citizens toward a better understanding of how to find valuable information online. Indeed, a lot of information is online. But a lot is still on paper. Instead of regarding libraries as obsolete, state and federal governments should increase funding for improved staffing and technology. Rather than lope blindly through the digital age, guided only by the corporate interests of web economics, society should foster a culture of guides and guideposts. Today, more than ever, libraries and librarians are extremely important for the preservation and improvement of our culture.