

VISIBILITY OF LIBRARIANS FROM THE FEDERAL UNIVERSITIES IN THE NATIONAL CONFERENCES OF THE NIGERIAN LIBRARY ASSOCIATION: 2010 TO 2019

By

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Abstract

This study was carried out to investigate the visibility of librarians from the federal universities in the national conferences of the Nigerian Library Association between 2010 and 2019. Three objectives of the study guided the research. Document analysis is the research method used for data collection. The document used for this study is the NLA National Conference Attendance list. Data generated through document examination were coded, analyzed, interpreted and presented. The findings of the study revealed thus: the number of librarians that attended the NLA annual national conferences from 2010 to 2019 represents a very low attendance when compared to the number of librarians that were certified/licensed to practice in Nigeria; librarians from the academic libraries (university, polytechnic, and college of education libraries) that attended the conferences were more than the librarians from the other types of libraries (National Library, public library, school library, and special library); amongst librarians from the university libraries/library schools, librarians from the federal university libraries/library schools constitute as much as 45.6% while the remaining 54.4% was made up of librarians from the state universities and the private universities put together. Some of the recommendations of the study included that: the NLA National Executive Committee should liaise with the Librarians' Registration Council of Nigeria (LRCN) for the contacts (mobile phone numbers and email addresses) of all the registered/licensed librarians in Nigeria and send the conference invitations directly to each of them; the NLA Executive Committee at the national and state levels, heads of libraries, and heads of NLA sections should organize advocacy campaign towards sensitizing and mobilizing librarians to attend NLA national conferences through self sponsorship if not sponsored officially; the NLA National Executive Committee should institute an award/prize for the NLA State Chapter, academic library, public library and special library that has the highest number of librarians attending each of the future annual conferences at their categories, and also awards/prizes for two runners up in the categories.

Keywords: Visibility; Librarians; University Libraries; Nigerian Library Association; National Conference

Introduction

Conference attendance is a major activity required of an academic such as the librarians in the academic libraries. The Nigerian Library Association (NLA) organizes Annual National Conference that provides opportunity for librarians to attend professional conference at the national level. The origin of the Nigerian Library Association (NLA) is traced to the West African

Library Association (WALA). In the 2019 NLA National Conference and General Meeting Programme, it was stated that WALA established national divisions in the various countries of West Africa which transformed into National Library Associations of their respective countries. As a result, the WALA national division in Nigeria was transformed into the Nigerian Library Association (NLA) in 1962. On its part, WALA was established in 1954 as a result of the UNESCO Seminar on the Development of Public Libraries in Africa held at Ibadan in 1953.

NLA: Achieving its Objectives through National Conference

From 1962 to 2019 (57 years), the Nigerian Library Association (NLA) successfully organized and held National Conferences every year with an exception of the year 1967 when the conference did not hold because of the Nigerian civil war (Nigerian Library Association, 2019). The National conference organized by the NLA is central to the achievement of the Association's objectives in the following ways:

Objective 1 - To unite persons interested in libraries, librarianship and information services: Attending relevant conferences is considered as a professional necessity for librarians. Therefore, the annual national conference organized by the NLA provides opportunity for librarians in Nigeria to converge for social and professional discussion, collaboration, partnership and networking. They exchange thoughts and ideas on professional matters. These go a long way to unite librarians that possess common social, research, and work-related interests.

Objective 2 - To safeguard and promote the professional interests of librarians: The NLA National Conference provides a platform for librarians to share ideas and take decisions on processes and actions to be taken to promote the professional interests of librarians in Nigeria. Professional challenges of librarians are usually discussed in the NLA National Conferences during sectional meetings. Some research papers presented in the conferences also throw up discourse that leads to decisions and actions on safeguarding and promoting the professional interests of librarians in Nigeria.

Objective 3 - To promote the establishment and development of libraries and information centres: The National conference organized by the NLA practically serves as an advocacy for the promotion of libraries, information centres, and information dissemination. The conference, through its speakers, research papers presented, discussions and ideas shared, motivate and inspire many attendees to new level of commitment in the establishment and development of libraries and information centres in their work places, communities, and the society at large.

Objective 4 - To watch legislation affecting libraries and assist in the promotion of such legislation as may be considered necessary for the establishment, regulation and management of libraries within Nigeria: The National Conference organized by the NLA provides a veritable platform for discussion on library legislations in Nigeria. For example, the Public Library Section of the NLA, during recent National Conferences, deliberated extensively on the public library legislation in Nigeria and a proposal on Model Public Library Law for Nigeria was developed from the deliberations. The proposed Model Public Library Law serves as a guide for the state public libraries in reviewing their public library legislations.

Objective 5 - To promote and encourage bibliographical study, research and library cooperation: The National Conference of the NLA provides opportunity for professional interaction, cooperation and networking among librarians from different institutional or organizational libraries and this provides further opportunity for these networking librarians to step up their professional and working relationship by involving their various libraries into a library cooperation arrangement, networking, and working relationship.

Attendees to the NLA National Conference are mostly librarians in the services of the academic institutions (universities, polytechnics, colleges of education) and their libraries, the national library, the public libraries, the school libraries, and the special libraries. The focus of this paper is on the federal universities and their libraries. The university is an institution of learning of the highest educational level where students receive teaching and study for degrees and where academic research is done. Therefore, the university library is defined as a library or library system that is established, administered and also funded by the parent University to meet the information, research and curriculum needs of its students, faculty and staff (Reitz, 2004). In this research, however, universities are mostly used interchangeably as university libraries. Librarians from the federal universities/university library refer to librarians in the university library system and also those in the library school.

The term ‘visibility’ as defined in Uzuegbu, C. P. and Onyekweodiri, N. E. (2011) means ‘publicity’. The online Merriam-Webster Dictionary provided more definitions of the term ‘visibility’ such as: “the ability to see or be seen”; “the quality or state of being known to the public”; “capacity of being readily noticed.” Therefore, within the context of the NLA National Conferences under review, visibility of the federal university libraries refers to the number of librarians from the federal university and its library/library school that attended the conferences in relation to the number of librarians from the state and private universities, polytechnics, colleges of education, public libraries, school libraries, and special libraries extractions that attended the conferences. Also, visibility refers to the number of librarians from each federal university library that attended the conferences in relation to the number of librarians from the other federal university libraries that attended the conferences. A conference is a large scale meeting on a specific theme for which identified group of people such as the professionals, business people, or scientists participate. In a conference, exchange of ideas amongst participants is central and thoughts about a stated theme are usually formed (De Grip and Pleijers, 2019).

Statement of the Problem

The Nigerian Library Association organizes National Conference every year. From observation made during some of the conferences, most of the librarians that attended the conferences are from the various types of libraries in Nigeria - the academic library, the national library, the public library, the school library, and the special library. Incidentally, the researcher noted through the Library and Information Science (LIS) literature that there is no known research that has conducted an analysis of the librarians that attended the NLA National Conferences from the different types of libraries in Nigeria. This has created an information gap that needs to be filled. There is, therefore, need to carry out an analysis of the librarians that attended the NLA National Conferences from different types of libraries in Nigeria and also from each of the federal universities in Nigeria. Specifically, the concern of this research is to ascertain the number of librarians that attended the NLA National Conferences from different types of libraries in Nigeria and also from each of the federal universities in Nigeria from 2010 – 2019.

Objectives of the Study

The general objective of the study is to conduct analysis of the attendance to the NLA national conferences from 2010 to 2019 by librarians from different types of libraries in Nigeria. Specifically, the objectives are to:

- 1). Find out the number of librarians that attended the NLA national conferences during the period 2010 to 2019.
- 2). Ascertain the proportion of librarians from the various types of libraries in Nigeria that attended the NLA national conferences.
- 3). Find out the proportion of librarians that attended the NLA national conferences from each of the Federal Government universities in Nigeria.

Research Questions

- 1) How many librarians attended the NLA National Conferences during the period 2010 to 2019?
- 2) What is the proportion of librarians from the various types of libraries in Nigeria that attended the NLA national conferences during the period under review?
- 3) What is the proportion of librarians that attended the NLA national conferences from each of the Federal Government universities in Nigeria during the period under investigation?

Literature Review

There is no known literature that dwells on the number of librarians from the various types of libraries that attended the NLA National Conferences. The existing literature related to this research focus on the impact and the benefits of attending NLA conference by librarians. In this regard, Eke (2011), observes that librarians attend library conferences for professional update and continuing education, to learn how to serve clients better, to update on existing knowledge, to learn how to write scholarly papers, to learn how to speak in public, and to learn new occurrences in the profession. Oester, Cigliano, and Hind-Ozan (2017) note that gathering people with varied expertise, experience, and from different parts of the society in a conference has led to: new learning, professional initiatives, research publications, work collaborations and getting to know professional colleagues, social interactions amongst colleagues, gaining career and research opportunities. They emphasize that conferences can help deepen professional relationships and connections. Jenkins (2015) observes that conferences in library and information science profession provide a platform for experts and learners to share ideas, thoughts, knowledge and experiences on a variety of subjects of interest to the profession. Harrison (2010) and Marchildon (2018) state that conference in the Library and Information Science (LIS) field is an important method of professional development; provides opportunity of being part of the profession's movement; provides opportunity for learning about trends and new technology; provides opportunity to give back to the professional association; helps shape future professionals; and impart knowledge onto others.

Research Methodology

This study is a qualitative research. Document analysis is, therefore, the research method used for data collection. This involves analyzing and interpreting data generated from the examination of the document relevant to the study. This, in other words, means coding the content of the document into subjects thereby giving voice and meaning around the assessment topics. During the NLA National conferences under review, delegates to the conferences were required to enter their names in the conference attendance list which provided information on the delegates' names, official addresses and phone numbers/email addresses. The main document used for this study, therefore, is the conference attendance list. However, the shortcoming in the use of the conference attendance list is that some delegates did not enter their names in the attendance list. Notwithstanding this

shortcoming, the conference attendance list, which is the only list containing the comprehensive names and official addresses of the attendees to the conferences is the main document used in the document analysis for this study. When there are two meetings with two separate attendance lists in any of the annual conferences, the list with the highest number of attendance was taken and used in this research. The publication of the Librarians Registration Council of Nigeria (LRCN) Titled ‘List of Certified Librarians in Nigeria, 2017’ was also used in the document analysis for this research.

Analysis

Data for each research question was analyzed in order to ensure comprehension.

Research Question 1:

How many librarians attended the NLA national conferences during the period 2010 to 2019?

Table 1(a): Attendance to the NLA national conferences

<i>Number of librarians that attended the conferences.</i>	
Year	Number of Attendance (Librarians)
2010	226 (6.6%)
2011	470 (13.6%)
2012	318 (9.2%)
2013	343 (9.9%)
2014	250 (7.3%)
2015	359 (10.4%)
2016	208 (6%)
2017	347 (10.1%)
2018	487 (14.1%)
2019	440 (12.8%)
Total	3,448 (approximately 345 per year)

Data in table 1(a) shows that an average of 345 librarians attended the conferences each year from 2010 to 2019. The highest number of librarians that attended the conferences was recorded in 2018 with 487 (14.1%) librarians while the lowest number of attendees was recorded in 2016 with 208 (6%) librarians.

Table 1(b): Registered/Licensed Librarians in Nigeria.

<i>Number of Registered/Licensed Librarians in Nigeria</i>		
Year	Number of Registered Librarians Annually	Cumulative Total Registration
2005	536	536 (As at 2005)
2011	1,177	1,713 (As at 2011)
2012	948	2,661 (As at 2012)
2013	603	3,264 (As at 2013)
2014	877	4,141 (As at 2014)

2015	530	4,671 (As at 2015)
2016	354	5,025 (As at 2016)
2017	412	5,437 (As at 2017)

Source: Librarians Registration Council of Nigeria (2017).

Data in table 1(b) reveals the number of registered or licensed librarians in Nigeria as at the various years outlined in the table. This implies that there are some other librarians that have not been licensed. As at 2017, there were 5,437 registered librarians in Nigeria.

Research Question 2:

What is the proportion of librarians from the various types of libraries in Nigeria that attended the NLA national conferences?

Table 2: Analysis of Attendance to NLA National Conferences from 2010 to 2019.

<i>Attendance to the NLA National Conference by librarians from the various types of libraries in Nigeria</i>							
Year	Academic Library	National Library	Public Library	School Library	Special Library	Unknown Address	Total
2010	153 (67.7%)	7 (3.1%)	17 (7.5%)	2 (0.9%)	45 (19.9%)	2 (0.9%)	226 (100%)
2011	299 (64%)	19 (4%)	32 (6.8%)	7 (1.5%)	105 (22%)	8 (1.7%)	470 (100%)
2012	215 (67.6%)	8 (2.5%)	26 (8.2%)	4 (1.2%)	60 (18.9%)	5 (1.6%)	318 (100%)
2013	244 (71.1%)	15 (4.4%)	23 (6.7%)	2 (0.6%)	50 (14.6%)	9 (2.6%)	343 (100%)
2014	185 (74%)	5 (2%)	17 (6.8%)	1 (0.4%)	38 (15.2%)	4 (1.6%)	250 (100%)
2015	284 (79.1%)	9 (2.5%)	15 (4.2%)	-	43 (12%)	8 (2.2%)	359 (100%)
2016	145 (69.7%)	19 (9.1%)	6 (2.9%)	1 (0.5%)	32 (15.4%)	5 (2.4%)	208 (100%)
2017	243 (70%)	17 (4.9%)	20 (5.8%)	4 (1.2%)	58 (16.7%)	5 (1.4%)	347 (100%)
2018	341 (70%)	36 (7.4%)	23 (4.7%)	6 (1.2%)	73 (15%)	8 (1.7%)	487 (100%)
2019	321 (73%)	29 (6.6%)	16 (3.6%)	3(0.7%)	55 (12.5%)	16 (3.6%)	440 (100%)
Total Average per year	2,430 243 (70.4%)	164 16 (4.6%)	195 20 (6%)	30 3 (1%)	559 56 (16%)	70 7 (2%)	3,448 345 (100%)

Data in table 2 reveals that from 2010 to 2019, an average of 345 librarians attended the National Conferences of the NLA per year. Out of this number (345 per year), as many as an average of 243 (70.4%) of the librarians attended the conferences from the academic library extraction per

year; an average of 56 (16%) of the librarians attended the conferences from the special library extraction each year, while an average of 20 (6%) of the librarians attended the conferences from the public library extraction each year. The National Conference held in 2018 recorded the highest number of librarians (487 librarians) that attended the NLA National Conferences during the period under review while the Conference held in 2016 recorded the lowest participants (208 librarians).

Table 3: Analysis of Attendance to NLA National Conferences by librarians from the Federal Universities

Number of librarians that attended the conferences from the Federal Universities											
Year/Univ ersity	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Total
Abubakar Tafawa Balewa University, Bauchi	-	-	-	1	1	11	7	-	3	1	24 (2.2%)
Ahmadu Bello University, Zaria	1	5	6	7	5	1	7	6	6	11	55 (5%)
Bayero University, Kano	1	1	-	1	2	1	2	1	1	2	12 (1.1%)
Federal University Gashua, Yobe	-	-	-	-	-	-	-	-	9	-	9 (0.8%)
Federal University of Agriculture, Abeokuta	-	2	-	-	1	-	1	2	3	-	9 (0.8%)
Federal University of Petroleum Resources, Effurun	-	-	-	1	-	-	-	1	2	3	7 (0.6%)

Federal University of Technology, Akure	-	-	1	-	-	-	-	-	-	-	1 (0.1 %)
Federal University of Technology, Mina	1	2	3	1	-	2	1	1	11	1	23 (2.1 %)
Federal University of Technology, Owerri	13	16	16	15	21	9	7	4	7	15	123 (11.1 %)
Federal University, Birnin Kebbi	-	-	-	-	-	1	2	-	-	2	5 (0.5 %)
Federal University Dutse, Jigawa State	-	-	-	6	-	-	-	-	-	-	6 (0.5 %)
Federal University Dutsin-Ma, Katsina	-	-	-	1	-	-	-	-	-	-	1 (0.1 %)
Federal University Gusau, Zamfara State	-	-	-	-	-	-	-	-	-	-	-
Federal University Kashere, Gombe State	-	-	-	1	-	-	-	-	-	-	1 (0.1 %)
Federal University Lafia, Nasarawa State	-	-	-	-	-	5	1	-	2	-	8 (0.8 %)

Federal University Lokoja, Kogi State	-	-	1	3	-	1	1	3	1	-	10 (0.9 %)
Alex Ekwueme Federal University, Ndifu-Alike, Ikwo, Ebonyi State	-	-	-	-	-	1	-	2	3	2	8 (0.7 %)
Federal University Otuoke, Bayelsa State	-	-	-	2	-	-	1	1	2	-	6 (0.5 %)
Federal University Oye-Ekiti, Ekiti State	-	-	-	-	-	-	-	-	9	-	9 (0.8 %)
Federal University Wukari, Taraba State	-	-	1	2	1	1	1	1	1	1	9 (0.8 %)
Michael Okpara University of Agriculture , Umudike	1	2	3	5	6	-	-	1	2	10	30 (2.7 %)
Modibbo Adama University of Technolog y, Yola	3	1	-	-	-	-	-	-	-	-	4 (0.4 %)
National Open University of Nigeria, Lagos	-	1	1	1	2	5	1	1	3	-	15 (1.4 %)

Nigerian Police Academy, Wudil	-	-	-	-	-	-	-	-	-	-	-
Nigerian Defence Academy, Kaduna	2	1	-	8	-	-	-	-	-	-	11 (1%)
Nnamdi Azikiwe University, Awka	2	2	8	4	9	1	2	1	1	4	34 (3.1 %)
Obafemi Awolowo University, Ile-Ife	4	2	-	4	1	15	10	3	2	4	45 (4.1 %)
University of Abuja, Gwagwala da	1	8	1	2	1	4	2	3	10	5	37 (3.3 %)
University of Agriculture , Makurdi	-	1	-	1	-	2	1	3	3	5	16 (1.4 %)
University of Benin	-	-	-	3	7	6	6	8	6	6	42 (3.8 %)
University of Calabar	1	2	3	15	4	2	3	-	-	2	32 (2.9 %)
University of Ibadan	9	11	4	4	3	7	2	4	10	4	58 (5.2 %)
University of Ilorin	6	1	5	3	1	5	2	2	3	3	31 (2.8 %)
University of Jos	1	4	2	2	3	1	1	1	4	2	21 (1.9 %)
University of Lagos	1	2	4	7	5	7	7	16	7	4	60 (5.4 %)
University of Maiduguri	1	1	2	1	-	1	-	5	2	2	15 (1.4 %)

University of Nigeria, Nsukka	16	19	19	13	19	6	2	9	4	12	119 (10.8 %)
University of Port Harcourt	8	10	7	7	11	4	9	6	6	12	80 (7.2 %)
University of Uyo	1	6	5	4	4	1	3	5	36	14	79 (7.1 %)
Usmanu Danfodiyo University, Sokoto	6	5	7	4	1	11	4	6	3	5	52 (4.7 %)
TOTAL	79 (7.1 %)	105 (9.5 %)	99 (8.9 %)	129 (11.7 %)	108 (9.8 %)	111 (10 %)	86 (7.8 %)	96 (8.7 %)	162 (14.6 %)	132 (11.9 %)	1,107 (100 %)

Drawn from table 3, the result presented indicates that for the period under review (2010 – 2019), the Librarians from the Federal Universities that attended the conferences were 1,107 librarians. When compared with the 2,430 librarians that attended the conferences from the whole academic library extraction as shown in table 2, the 1,107 librarians from the federal universities represent 45.5% of the librarians from the entire academic library extraction. The librarians from the Federal University of Technology, Owerri were the most visible in the NLA National Conferences amongst the federal universities with the highest number of 123 (11.1%) librarians that attended the conferences from the federal universities/ university libraries and library schools in Nigeria. Similarly, the University of Nigeria, Nsukka was the second most visible with 119 (10.8%) librarians that attended the NLA National Conferences while the University of Port Harcourt was the third most visible with 80 (7.2%) librarians that attended the Conferences.

Discussion of Findings

The number of librarians that attended the NLA Annual National Conferences from 2010 to 2019 is 3,448 librarians cumulatively (an average of 345 attendees each year) as shown in table 2 above. This represents a very low attendance when the average of 345 attendees each year is compared to the 5,437 librarians that were certified and licensed to practice in Nigeria as at 2017. The number of librarians that attended the NLA National Conferences in 2017, 2018, and 2019 were 347 librarians, 487 librarians, and 440 librarians respectively at a time when there were at least 5,437 licensed librarians in Nigeria. The above finding on the number of librarians that attended the NLA annual National Conferences from 2010 to 2019 provide verifiable answer to research question 1.

As regards the proportion of librarians from the various types of libraries that attended the NLA National Conferences as shown in table 2, librarians from the academic libraries (University, Polytechnic, and Colleges of Education Libraries) /Library Schools constitute majority of the attendees with a total number of 2,430 (70.5%) out of the 3,448 number of librarians that attended the conferences during the period under review. Idiegbeyan-Ose, Ohaegbulam and Osayande

(2014) noted that inspiring research ideas and sharing research findings are some of the benefits of attending professional conferences by librarians. These benefits invariably relate more to the librarians from the academic libraries/institutions. Hence, they are more interested in attending the NLA national conferences than the librarians from the other types of libraries. This finding on the proportion of librarians from the various types of libraries that attended the NLA national conferences provides the answer to research question 2.

The analysis on the number of librarians that attended the conferences from the federal universities/university libraries and the library schools addressed research question 3. The analysis reveals that 1,107 librarians from the federal universities/university libraries attended the conferences during the period. This represents 45.6% of the 2,430 librarians from the entire academic libraries that attended the conferences. The remaining 54.4% librarians are from the state and private universities, polytechnics, colleges of education and their libraries/library schools. This implies that amongst the librarians that attended the conferences from the academic institutions/libraries extraction, those from the federal universities/university libraries and their library schools were most visible. For emphasis, it is worth restating that the analysis further reveals that, amongst the librarians from the federal universities in Nigeria, the librarians from the Federal University of Technology, Owerri Library were the most visible in the NLA National Conferences with the highest number of 123 (11.1%) librarians, an average of 12 librarians in attendance per year. The University of Nigeria, Nsukka was the second most visible federal university (library and library school) during the period under review with 119 (10.7%) librarians in attendance, an average of approximately 12 librarian attendees to the conferences each year. The third most visible federal university (library and library school) in the NLA conferences under review is the University of Port Harcourt, with 80 (7.2%) librarians in attendance, an average of 8 librarian attendees to the conferences each year.

Conclusion

This study revealed that the total number of librarians that attended the NLA national conferences from 2010 to 2019 was relatively low with regard to the number of registered/licensed librarians in Nigeria. The study further revealed that librarians from the academic libraries (university, polytechnic, and colleges of education libraries) that attended the conferences are more than the librarians from the other types of libraries (National Library, public library, school library, and special library) put together. Amongst librarians from the university libraries/library schools, the study found that librarians from the federal university libraries/library schools constitute as much as 45.6% while the 54.4% was made up of librarians from the state universities and the private universities put together. The highest number of librarians that attended the conferences from each of the federal universities came from the Federal University of Technology Library, Owerri, the University of Nigeria, Nsukka (Library/Library School), and the University of Port Harcourt (Library/Library School). The findings of the study have implications for the NLA Executive Committee at the National and State levels, heads of libraries, and heads of NLA sections. Intensified and coordinated efforts should be made by the NLA Executive Committee at the National and State levels, heads of libraries, and heads of NLA sections to ensure that many more

librarians attend the NLA national conferences. The adoption and implementation of the recommendations of this study by the NLA Executive Committee will be useful in enhancing the number of librarians that attend the NLA national conferences in future.

Recommendations

Based on the findings of the study, the following recommendations are made:

- 1). The NLA National Executive Committee should liaise with the Librarians' Registration Council of Nigeria (LRCN) for the contacts (mobile phone numbers and email addresses) of all the registered/licensed librarians in Nigeria and send the conference invitations to each of them.
- 2). The NLA Executive Committee at the National and State levels, heads of libraries, and heads of NLA sections should organize advocacy campaign towards sensitizing and mobilizing librarians to attend NLA national conferences even through self sponsorship.
- 3). The NLA National Executive Committee should institute an award/prize for the NLA State Chapter that has the highest number of librarians attending each of the annual conferences in future, and also awards/prizes for two runners up.
- 4). The NLA state chapters and heads of NLA sections should also institute awards/prizes for the institutions that provide the highest number of librarians and also two runners up to the national conferences. The awards/prizes should be funded or provided by the NLA National Executive through the NLA state chapters and heads of NLA sections.
- 5). More diligence should be deployed in the writing of the conference attendees' personal and official information in the conference attendance list to ensure that every participant's name is entered correctly and legibly in the NLA National Conference/Annual General Meetings (AGM) attendance list.
- 6). Measures should be taken to ensure that all that registered for the NLA National Conference attend the AGM where the list of attendees are written.
- 7). The NLA National Executives should embark on advocacy visits to heads and chief executives of academic institutions and other heads of institutions that employed librarians to lobby them to sponsor more librarians to the NLA national conferences.

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