

Knowledge Management in Academic Libraries

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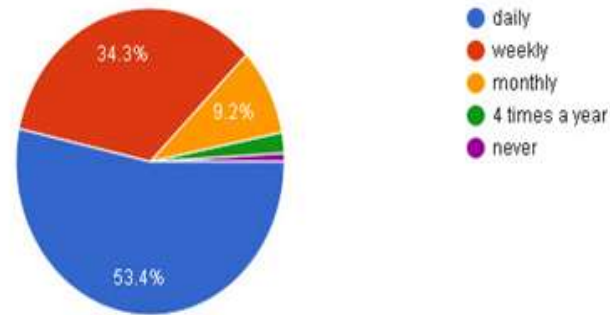


WIUT Learning Resource Center

➤ 2018

2. How often do you visit LRC, call for information or use the LRC Intranet?

554 responses



In many ways LRC staff tried to develop the best practices in order to support **teaching, learning, and research** support at WIUT being in tune with worldwide trends in this sphere.

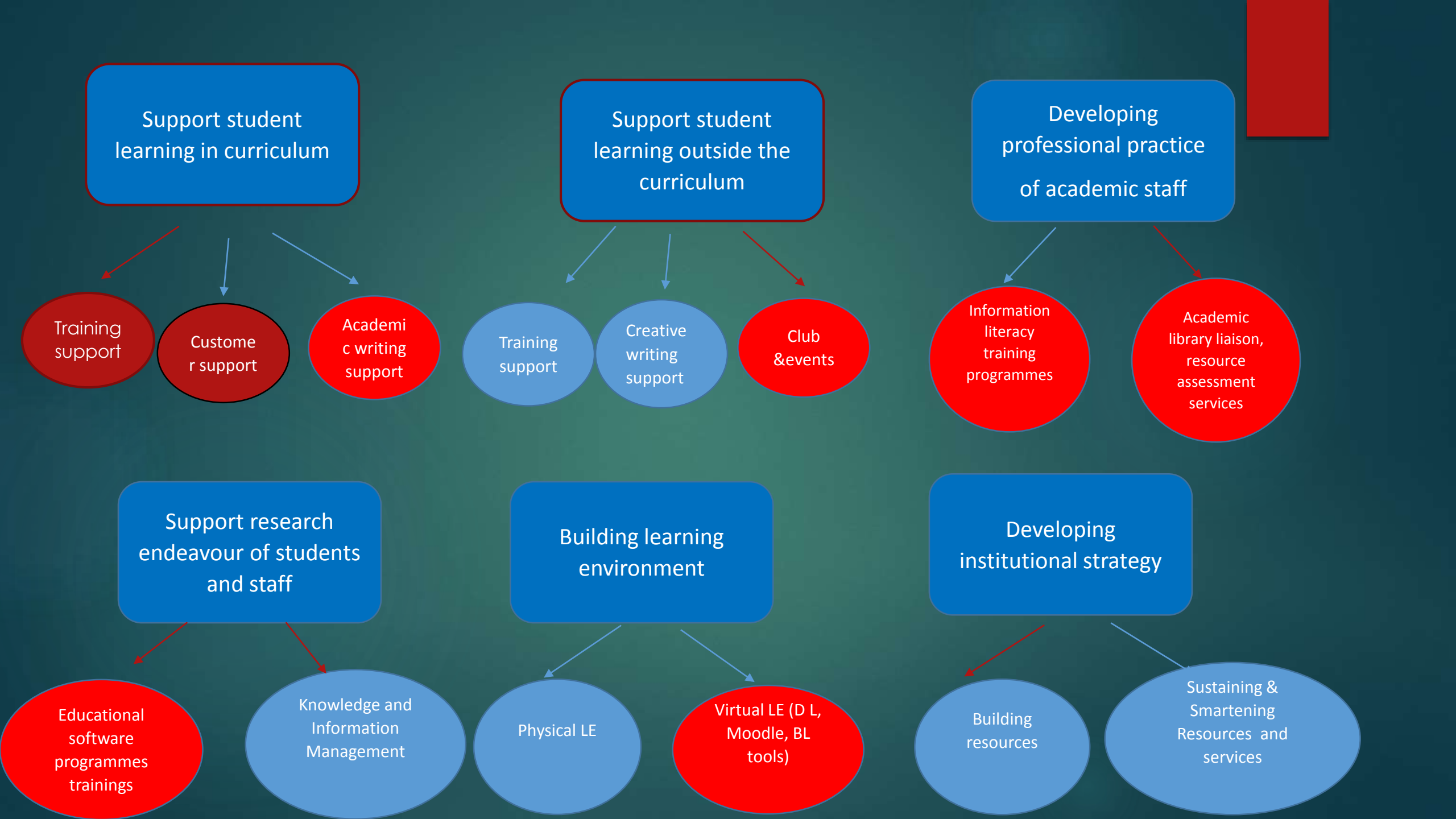
Range of activities





Our mission

- ▶ Learning Resource Center in WIUT provides quality and reliable print and electronic resources and innovative services to stimulate creativity, intellectual inquisitiveness and to facilitate learning and research processes. It is an essential component of the academic and creative life of the university because of its accessibility, sustainability and credibility.
- ▶ **Our vision** is to become a hub of knowledge in order to ensure quality and diversity of teaching, learning and research activities in WIUT.



Knowledge Pyramid

(Charles T. Townley,
1997)

Wisdom

Synthesis

Knowledge

Certitude

Intelligence

Reference through public services

Information

Context through cataloguing and metadata

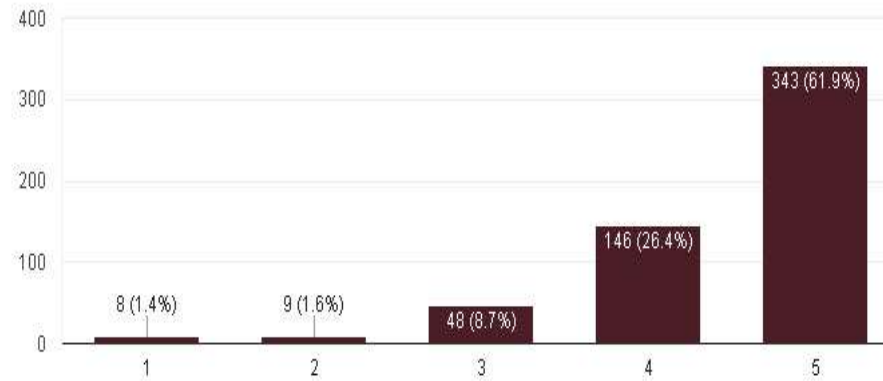
Facilities. Labor, Capital

Data and unfiltered facts

Digital library and Intranet

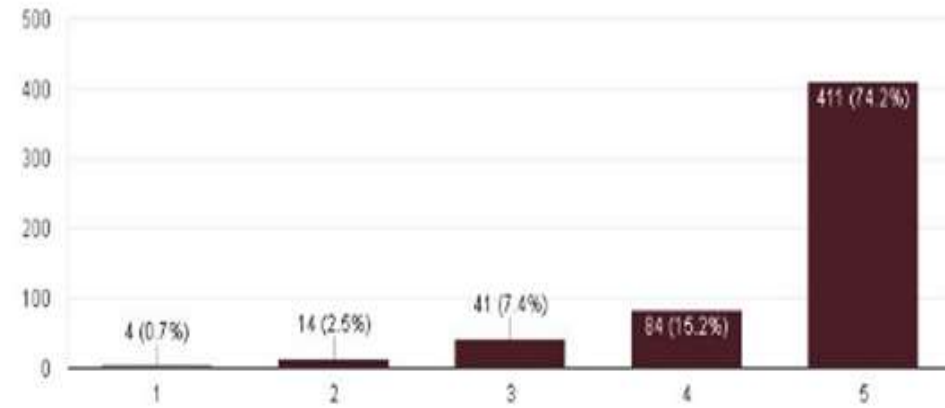
e) Digital Library

554 responses



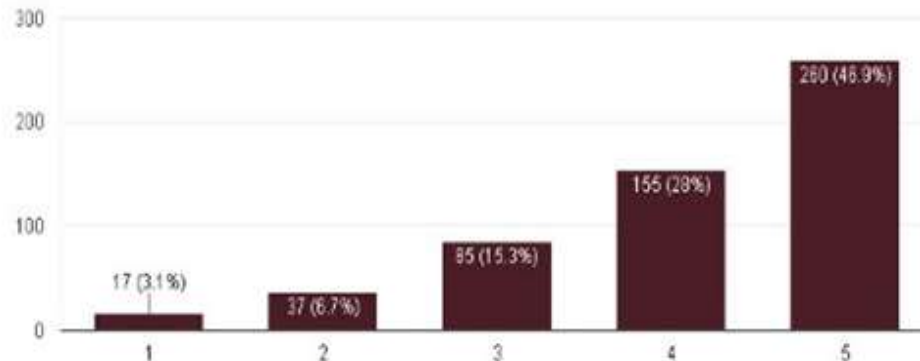
c) Digital library with downloadable high demanded ebooks

554 responses



b) Video Tutorials on Intranet or Digital Library

554 responses



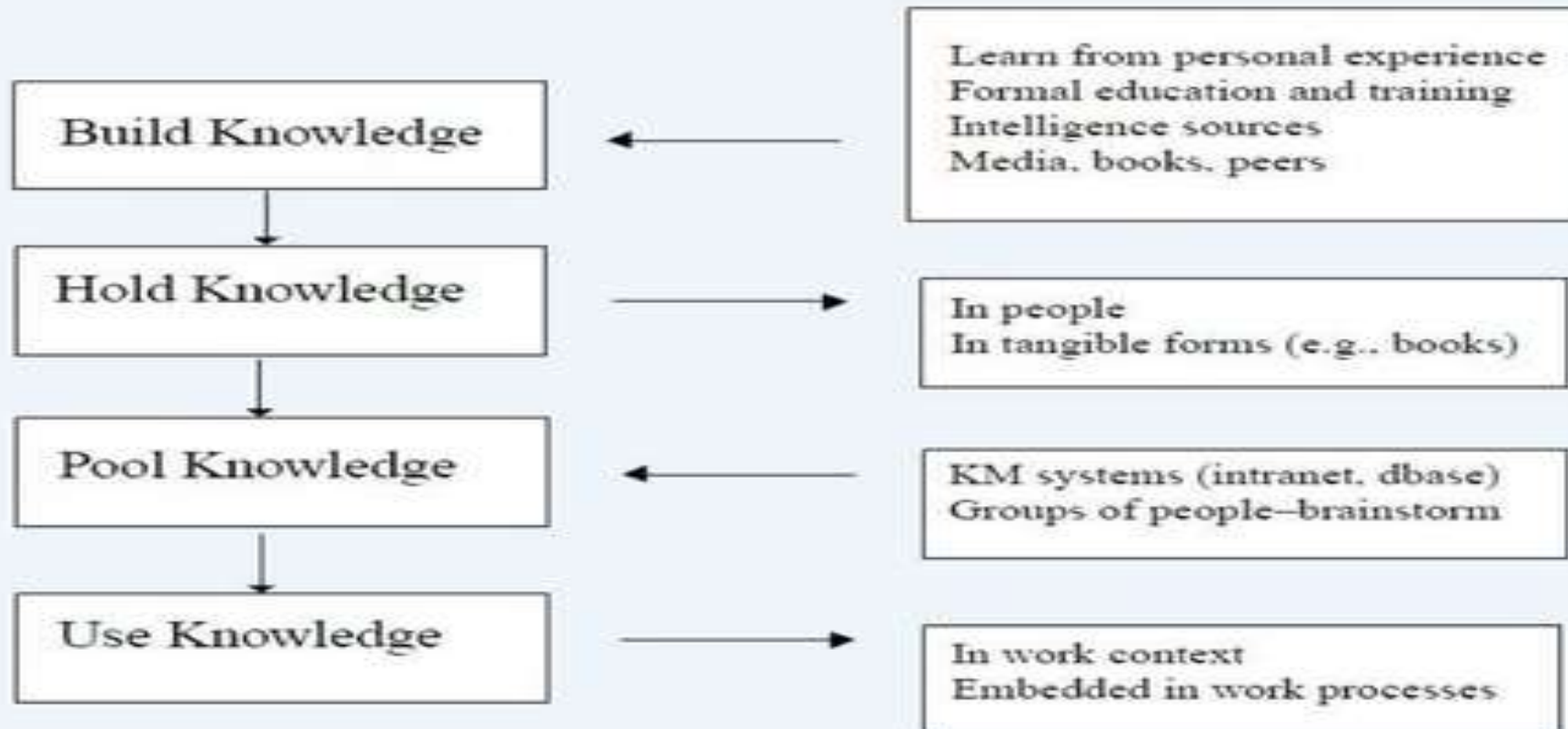


Knowledge Environment

- Focus on creating an environment that encourages the creation and transfer of knowledge.
- If the tacit knowledge about users held by a reference librarian could be shared with systems personnel, for example, a more effective library home page would result
- management must generate meaningful contacts among the staff, provide resources and incentives, and praise progress.
- As an outcome it gives assistance in organization of the value of knowledge and development of effective research, including publication activities,

Wiig's model of knowledge management cycle (2003)

MAJOR STEPS IN THE WIIG KM CYCLE





IFLA's Continuing Professional Development: Principles and Best Practices (10 points (1-6))

- 1. Regular learning needs assessment**
- 2. Broad range of learning opportunities, both formal and informal**
- 3. Organizational commitment and leadership from staff development and continuing education administrators with expertise in adult continuing education**
- 4. Widely disseminated information about continuing education and resources, accurately described.**
- 5. Continuing Education activities design that includes learning objectives aligned with identified needs**
- 6. Consistent documentation of individuals' participation in learning and recognition of continuing learning in hiring and promotion decisions.**



IFLA's Continuing Professional Development: Principles and Best Practices (7-10)

- **7. A minimum of 0.5–1.0% of institutional budget marked for staff development**
- **8. About 10% of work hours provided for attendance at workshops, conferences, in-service training, and other educational activities, and for informal learning projects.**
- **9. Evaluation of continuing education and staff development offerings and program.**
- **10. Research that assesses the state of CPD and examines the efficacy and outcomes of continuing education and staff development programs.**



Are UZ Academic Libraries ready for Knowledge Management?

- Knowledge Management is not included into Library Science subjects
- Very low research and publication activity in Uzbekistan
- Tacit knowledge is not recognized
- No interest in CPD. Only 15.8 % of academic libraries' staff members are having university degree (10.3% Library Science degree)
- Poor knowledge and computer skills

Conclusion

- Higher education and academic libraries can use knowledge management to achieve organizational goals.
- Knowledge management can be incorporated into many library operations to improve effectiveness. In addition, it offers the opportunity to expand the role of libraries in the academic community and to result in strengthened relationships with related units, inside and outside the university.





➤ **Thank you**

➤ **Questions?**