



Education for Library Professionals in Romania

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- **General context, Libraries, Roles for librarians in the Global Information Society**
 - **Romanian context, Library system, ICT in libraries in Romania**
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 - **Education for librarians in Romania (before and after 1990)**
 - **Professional associations**
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General context – Global Information Society

Developments in the IT&C field

- we are no longer part of a society based on production of physical goods, we are part of the global information society;
- the emphasis shifts on information production and exchange;
- endless possibilities for producing and disseminating information;
- rich and heterogeneous informational universe;
- changes in communication patterns and also in human behavior.

Libraries in the Global Information Society

The new global environment will have a powerful impact on libraries, at all levels:

- NTIC has changed collections (both in terms of production and access) and expectations of library users.**
- the focus moves from quantity towards quality**

In order to survive, libraries must change, adapting to the increasingly diverse needs of the public.

Roles for librarians in the global information society

Librarians are no longer „guardians”, they must be active and effective educators, able to provide the user with the possibility to achieve information literacy, or to improve his abilities in finding, retrieving, analysing, and putting information to work.

Competencies and abilities for modern librarians:

- to identify, access, organise, interpret and evaluate knowledge and information, in all forms and formats
- experienced and trained communicator who easily identifies and efficiently meets the information needs of the users
- to fulfils his educational role in an active manner, adapted to the present shift from teaching to learning.
- flexible and intuitive and choose the best solution in each particular situation
- IT-related skills, and the ability to transfer IT knowledge towards users.
- personal qualities, such as positive attitude, assertiveness and high motivation

THE MODERN LIBRARIAN = A SUPER-HERO

Romanian context

- **Ex-communist country**

- **EU integration**

The transition to the Information Society is stated as a strategic objective by the Romanian Government for 2004 – 2008, as it is one of the critical conditions for Romania's successful integration in the European Union.

- **Rapid development in IC&T sectors**

- competitive environment for fixed-line operators, mobile telecommunication operators and internet providers (425 companies are authorised to provide data transmission and 475 are authorised to provide Internet access)

- positive values for the rate of penetration and usage of the internet: **4,940,000** internet users (from a **21,266,679** total population); **23.4%** is the rate of internet penetration, internet usage **27.7%**

- percentage of user growth over 2000-2007 period is **517.5%**

Library system in Romania

12,456 administrative units and 80 branches

- 4 national libraries
 - Romanian Academy Library
 - The National Library
 - The National Library of Education "I. C. Petrescu"
 - The National Military Library
- 106 higher education libraries (including the 4 central university libraries in Bucharest, Cluj-Napoca, Iasi and Timisoara)
- 846 specialized libraries of public institutions and economic agents
- public libraries:
 - 42 county libraries (including the Metropolitan Library, Bucharest)
 - 264 municipality and town libraries
 - 2,608 commune libraries
- 8,586 school libraries

ICT in libraries in Romania

The Romanian library system is in a process of continuous change:

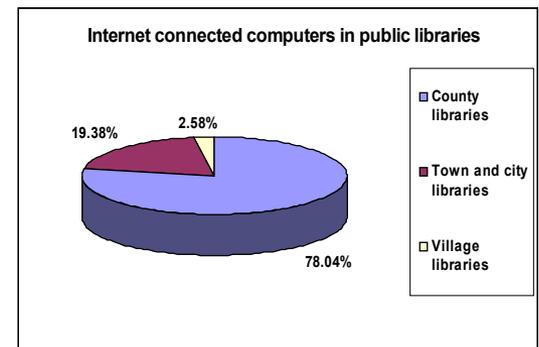
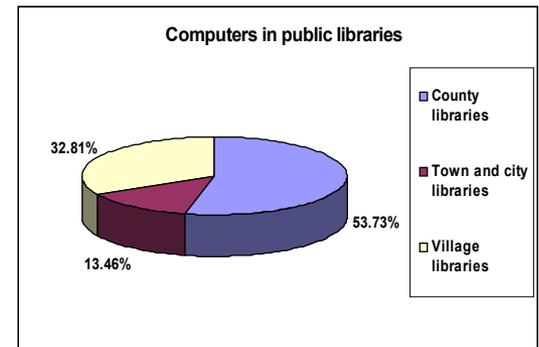
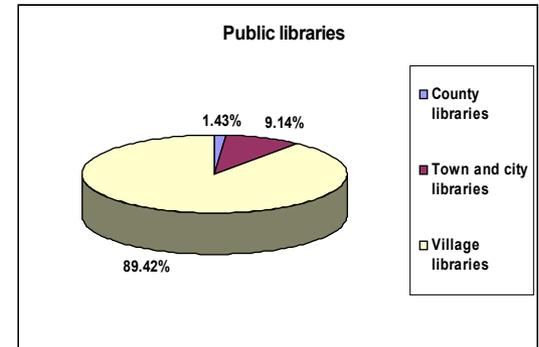
- the level of NTIC usage is very heterogeneous, depending on the geographical area and on the type of library;

- in the urban area computers and connectivity are quite wide-spread;

- university libraries and school libraries in the urban area are much more evolved from a technological point of view than rural or small town school libraries.

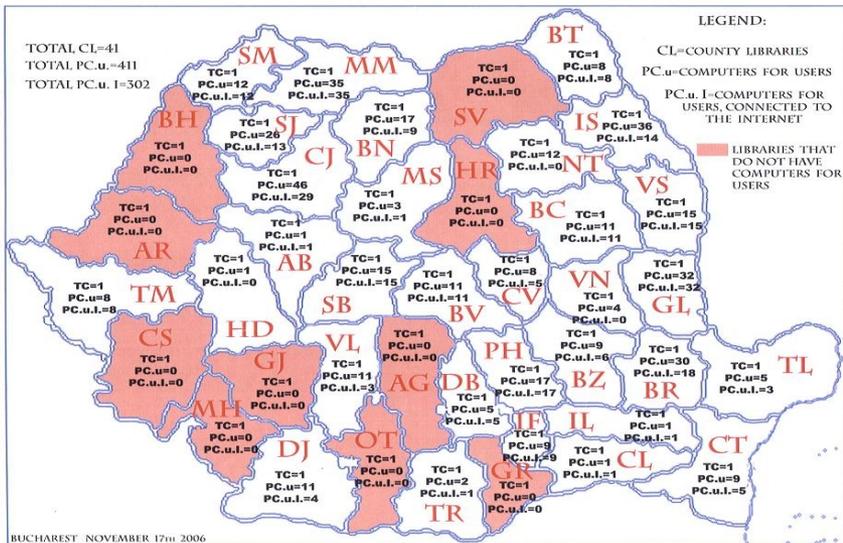
A survey realised by the National Association for Public Libraries shows that a total of 2865 public libraries, offers 765 computers for users, only 387 being connected to the internet.

This means that 53.73% of computers are in the 41 county libraries (that represent only 1.43% of the total number of public libraries).



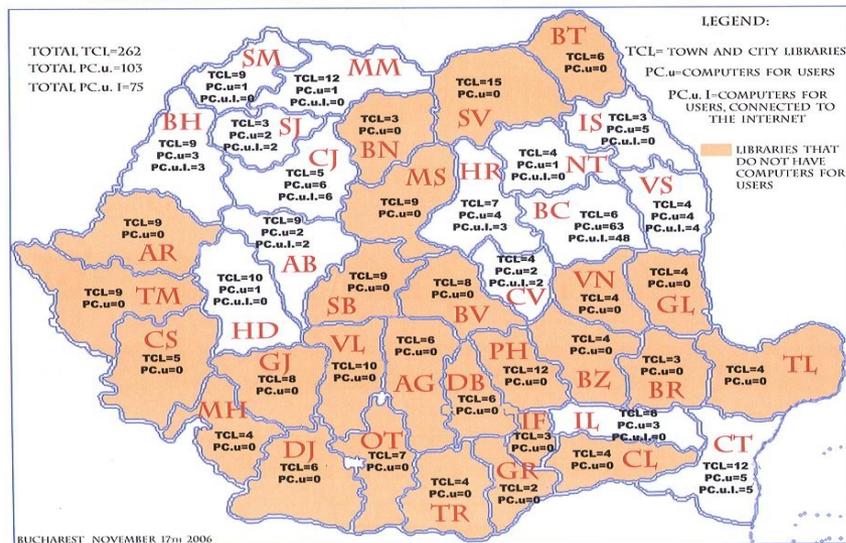
ROMANIA

THE NUMBER OF PCs FOR USERS, CONNECTED TO THE INTERNET IN COUNTY LIBRARIES IN 2005



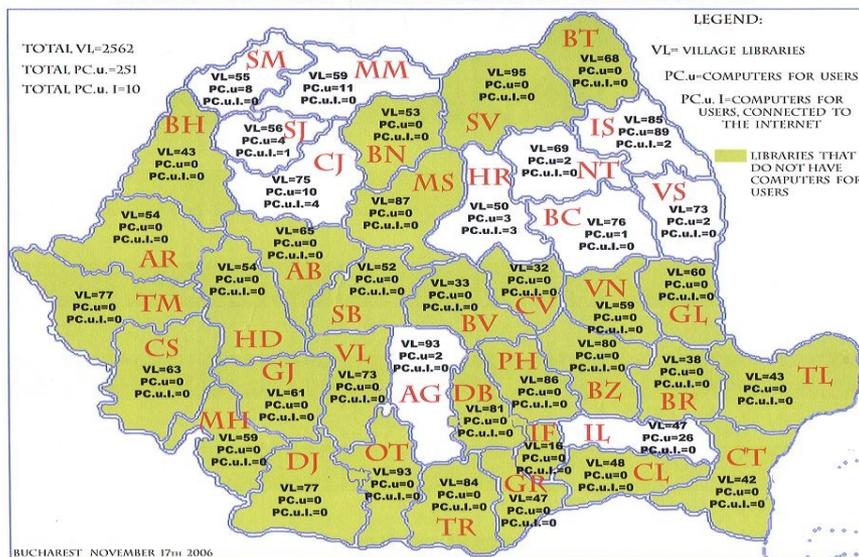
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THE NUMBER OF PCs FOR USERS, CONNECTED TO THE INTERNET IN TOWN AND CITY LIBRARIES IN 2005



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THE NUMBER OF PCs FOR USERS, CONNECTED TO THE INTERNET IN VILLAGE LIBRARIES IN 2005



Library personnel and qualifications

- heterogeneous working environment
- a big variety of qualification levels
- payment differs from very much from case to case, depending on the type of library
 - in the public libraries system there are 5,639 librarians, with salaries comprised between 140 and 300 EUR

In tertiary education libraries, in 2000, the number of employees trained on the job is 529 - 36% from total of employees - and number of employees holding a diploma (not necessary in librarianship) is 930

UNESCO Statistics for Romanian Libraries

Type of library	Year	Administrative Units	Service Points	Collections. Books: Number of Volumes	Registered users	Library employees. Holding a diploma	Library employees. Trained on the job
Tertiary education libraries	1996	75	439	21,276,141	366,238	1,332	144
	2000	91	97	23,061,928	643,205	930	529
Public libraries	1996	2,936	3,221	49,489,384	2,118,345	4,374	520
	1997	2,953	3,246	50,493,040	1,994,240	4,433	581
	1999	2,919	...	48,895,000	2,142,000	4,504	...
National libraries	1995	2	51	18,860,000	317,920	520	207
	1996	5	48	18,558,791	702,308	501	441
	1997	5	48	18,477,382	701,655	478	435
	1998	2	243	109
	1999	3	52	19,035,006	76,636	532	154

Education for librarians in Romania (before 1990)

• formal framework for librarianship education in Romania, in the 20th century.

• 1925 - Superior School for Archivists and Palaeography

• 1932 - the first university degrees in library science, in Bucharest and Cluj

During the communist regime, the education for librarians diversified, but the lack of valuable teachers turned into a real problem, as it was common practice to marginalize great personalities on ideological criteria.

• 1953 – 1958 - Philological Faculty in Bucharest

• 1944 – 1963 – a library science specialisation within the Technical School for Cultural Activists

• 1963 – 1970 - a 3-year form of specialisation within the Pedagogical Institute

• 1957 – 1974 - post-high school specialisation (2 years)

Education for librarians in Romania (after 1990)

- **formal university education in the field of library science in Romania was re-established in 1990**, and 6 of the Romanian university centres set up departments of Library and Information Science.
- **2003 - 4 librarianship departments**, functioning within universities of **Bucharest, Cluj-Napoca, Timisoara and Oradea**, **4 colleges** functioning within universities in **Bucharest, Brasov, Sibiu and Targoviste** and **2 post - high schools**, in **Suceava and Calarasi**.
- **at present time**
 - **6 university centres offering bachelor degrees** in library science: Bucharest, Cluj-Napoca, Timisoara, Brasov, Sibiu and Suceava;
 - **University of Bucharest offers master courses and doctorate programs** in information and documentation sciences.
- for librarians with no professional qualification in library science: **post-university studies** (lasting for 1 year) in **Bucharest, Cluj-Napoca, Timisoara and Brasov** (organised by the library science departments in the universities) or **post - high school courses** in **Bucharest and Cluj-Napoca**.
- **distance learning** in library science in **Brasov and Sibiu**

Good news

Number of graduates from specialised studies

- by the end of 2005, 782 graduates from 4-year education; 1030 graduates from 3-year education.; 53 master-degree specialists; 388 graduates from post-university courses; 721 graduates from post - high school education 721 → around 3000 specialists, graduated from Romanian library science education institutions

International Exchange Programs

- most of the universities have bilateral agreements for students and teacher exchange
- Library Science Department in Bucharest - with universities from Denmark (Royal School of Librarianship, Aalborg branch), United Kingdom (Newcastle University), France („Michel de Montaigne” University, Bordeaux) and other countries.

Uniform Curricula

- 2003 - the National Council of Education Libraries organized a reunion with representatives of all types of education libraries: curricula were analysed, a framework-plan was established, indicating the compulsory disciplines to be taught in the specialised education for library science → the plan was transmitted by the Ministry of Education and Research to all collegiums and faculties in the field, as a core-structure for developing curricula.

Bologna Convention

Bad news

- the absence of formal education in librarianship had a tremendous impact both on the quality of professionals in the field and in the professional statute of librarians in Romania → ***the profession is unattractive for competent young people.***
- the ***content of the curricula*** and the ***quality of the teaching.***
- according to the „**Report regarding the status of university libraries – 30th of June 2005**” elaborated by the National Council for Education Libraries, in the 56 state universities libraries in Romania there were only 412 librarians that graduated from Romanian library schools.

Continuing education

❖ the levels of qualification and competences of librarians in Romania are quite unequal, due to subjective reasons (low motivation, people not suitable for the job) or objective reasons (no formal qualification);

❖ heterogeneity in former curricula of formal qualifications)

Continuing education, in all forms, represents a solution for outrun this problem.

Continuing education programs for library workers in Romania are mostly provided in present by the **big libraries** or **professional associations**.

Until recently, several professional associations, each representing interests of a certain type of library: **The Association of Education Libraries – Romania (ABIR)**, **The National Association of Public Libraries in Romania (ANBPR)**, **The Association of Librarians and Documentarists in Bucharest (ABIDOR)** and **The Association of Librarians in the National Library of Romania (ABBNR)**. The need of cooperation and the common interests of the organisation led to the **Federation of Associations of Libraries in Romania (FABR)**.

The organisms that were most active in the field of professional development are ABIR and ANBPR.

ABIR

The Association of Education Librarians – Romania

- the professional and scientific organization of libraries and librarians of educational system of Romania
- has dedicated its activities to “*setting up and developing professional relations between libraries and librarians in the educational system, promoting the professional interests of libraries and librarians, studying the main scientific, technical and organizational issues that the educational libraries and their staff are facing, representing the educational libraries in professional relations with national and international bodies and collaboration with the Ministry of Education and Research and other ministries in elaborating the librarian’s statute, the organizational rules and regulations for different types of libraries and other legal documents*”.
- elaborated programs and organised courses for librarians and information science specialists, had an important contribution in elaborating the framework programs for basic formation in librarianship and information science, together with Ministry of Education and Research and higher education institutions.
- a national conference one a year, acknowledged as the main professional event in the field of library science.
- other professional scientific meetings (congresses, conferences, symposiums, workshops), on specific thematics for the library specialists.
- initiated international professional exchange and participated in international reunions.
- an important role in the elaboration and publishing of professional publications (manuals, methodologies, work instruments, serials etc.)

ANBPR

The National Association of Public Libraries in Romania

- more than 2,500 members
- its main mission is to promote specific library and information services by increasing their quality and to ensure the public access to information
- one of the major ANBPR objectives is to promote the professional development of specialists in library science.
- organises national conferences that are rich in professional information and help public librarians keep up to date
- very active in elaborating and publishing professional publications, standards and best-practice guides.

ABR - The Association of Librarians of Romania

- **established on the 19th of March 2007**
- intends to be the **professional and scientific organisation of libraries and librarians in Romania.**
- **objectives:**
 - promoting professional and scientific interests of libraries and librarians in Romania;
 - developing professional relationships between libraries and librarians in Romania;
 - study main scientific, technical and organisational issues regarding libraries and library staff;
 - representing Romanian libraries in professional relations with national institutions and organisation in Romania and abroad.
- it promotes theoretical and practical development of librarianship and information sciences
- elaborates programs and organises courses for professional development, for all categories of librarians and other specialists in information sciences
- organizes scientific reunions (congresses, conferences, symposiums, workshops), experience exchanges, documentation stages, etc.
- collaborates with the Ministry of Education and research and other education institutions for setting up the framework-programs for initial education in library science, with the Ministry of Culture and Religious Affairs and other structures that organizes programs for continuing education of librarians

Continuing education for librarians in Romania

the case of „Carol I” Central University Library



“Carol I” Central University Library of Bucharest is one of the most important university libraries in Romania.

Its new modern headquarters had been constructed in concordance with the newest standards in library buildings and it benefits from the most modern endowments, in order to provide a wide range of services to a wide variety of users.

These services are permanently adapted to user’s needs.



Short overview

- 1891 - at the initiative of King Carol I, the University Foundation is established
 - 1895 - the library building is opened
 - after the instauration of the communist regime, the Library of the University Foundation becomes the Central University Library, with subsidiary libraries in the faculties of University of Bucharest
 - 1989 - a catastrophic fire that took place during the anticommunist revolution
- ➔ destruction of the library building and the disappearance of more than 500.000 volumes.



Current situation

- The new building of the main unit was opened for the public in November 2001:
 - over 700.000 documents, 7 reading rooms with a capacity of 391 seats
 - average flow – 1000 users / day
 - mentioned in „New library buildings of the world” (**Shanghai, 2003**) as being one of the 100 most beautiful libraries.
- At present, the library consists of one main unit, with an encyclopaedic character, and 15 subsidiary libraries, with specialized collections, functioning within the faculties of the University of Bucharest
- After 1990, the automation of the library was one of the top-priorities in order to achieve a unitary structure, user-oriented and suitable for an information-rich environment. Its main purpose was to provide modern techniques for information processing and exchange, according to international standards, in order to provide exhaustive and efficient solutions to satisfy students', professors' and researchers' complex information requests, and to provide the necessary documentation support for the learning process. It is also opened to other categories of public, thus it provides non-discriminating access to information.

Services. Priorities. Perspectives

- hybrid structure, which combines traditional and electronic services, and operates with NTIC-based instruments and access methods
- provides a wide range of services for its users:
 - online access to catalogue for the main unit and branches;
 - bibliographic research and access to documents;
 - orientation guides and permanent assistance for users in the library;
 - references by e-mail;
 - access to commercial data-bases;
 - access to e-journals and document delivery.
- priorities for the next stage in the evolving of “Carol I” Central University Library are:
 - developing IT&C based services;
 - providing increased access to commercial databases and electronic publications;
 - organizing the electronic information and providing professional assistance in retrieving this type of information.

Personnel

From a personnel perspective, the library consists of 328 people:

- 283 specialised employees:
 - Librarians
 - Editors
 - Administrators
 - Restaurateurs
 - Operators etc.
- 4 administrative staff
- 41 service employees

To achieve its objectives the library needs highly qualified personnel. The library has constantly been preoccupied to provide its staff the proper professional training, in order to respond to patrons' needs.

Courses

“Carol I” Central University Libraries is very active in organising courses, symposiums, workshops and lectures, conferences and seminars on different interesting subjects, for all levels of employees.

The institution is authorised to organise initiating courses in library science for employees with no previous qualification in librarianship, from inside or outside the library.

Human Resources and Professional Development Compartment

The main responsible for organising initial and continuing education forms in the institution is the Human Resources and Professional Development Compartment.

- provides continuing professional education of staff by setting up the framework and by finding the most adequate solutions and resources.
- permanent objectives:
 - to identify the general and particular professional subjects of interest for library personnel (taking into account both managerial suggestions and staff's requests)
 - finding the most efficient solutions for preparing personnel, from the educational point of view, for the new challenges that the library is confronted with.

The compartment sets up an annual plan, taking into account the general strategy of the institution and new information coming from the coordinators of different library departments.

Professional development in 2006

For 2006, the professional development plan comprised themes of interest, suggested by the library departments:

- 10 lectures on specific library programs and procedures, necessary for efficient workflow in the library – lecturers were trained persons from the library staff (coordinators of library departments)
- 4 seminars on Professional Ethics and Deontology
- 4 lectures on Bibliophile and Preservation - with a special emphasis on current practice and perspectives in digitisation of rare documents
- 6 presentations of recent programs developed in Romania (NUSIDOC, RAMEAU) from both theoretical and practical perspectives
- 2 workshops on marketing of library services, in collaboration with Goethe Institute
- IT related lectures, at the request of personnel
- Presentations and practical training of commercial data bases that the library provides access to (ProQuest, EBSCO, Elsevier, Springer), in the main unit and all branches
- Workshops and lectures on other “hot” topics (changes in library law and public acquisition law, statistics, user studies etc)

For initial education, the compartment organised two sessions of courses, with a total of 48 participants (12 higher education and 36 medium education graduates), each consisting of 22 lectures, given by specialised staff within the library.

2006 in figures

“Carol I” Central University Library supports professional development by offering financial support for education of personnel, within the framework of the current legislation.

•**financial support** for professional education - 17,320 RON (approximately 5,250) plus expenses for official trips of 59 librarians (study visits to libraries in the country and abroad, professional meetings and conference attending).

•**career advancement** - 161 of the total 283 specialized employees were promoted (56.9%)

•**scientific contributions and participation in professional events** are also high for the past year:

- 29 employees participating in national professional events outside the library, 18 of them presented papers;
- 8 employees participating in international professional events, 4 of them presented papers;
- 8 contributions of employees to the professional field by publishing, 3 of the contributions were published in international scientific journals.

Conclusions

- The transformations that the NTIC brought in Romanian libraries are spectacular, and must be reflected in all forms of education that is available in the field of library science. There is a long way to achieve excellence, but the first steps have been taken already in that direction. Modern libraries must focus their activities on serving users' needs, and on providing quality services. These goals are impossible to achieve unless personnel is highly qualified and motivated.
- Continuing education, together with a real reform of the university curricula represents solution for the lack of properly trained personnel in all types of libraries in Romania. In all forms of education for librarianship, there is a strong need to diminish descriptivism and redundancy and aim at true, modern, development.
- NTIC provide low cost solutions and means to help librarians have to deal with the new information reality: electronic publishing, professional mailing lists, professional forums and blogs, all these new opportunities have to be taken into account and put to work.

Thank you for your attention!



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