

# NIGERIAN LIBRARY LINK

A JOURNAL OF LIBRARY AND INFORMATION SCIENCE

A BI-ANNUAL PUBLICATION OF ENUGU STATE UNIVERSITY  
OF SCIENCE AND TECHNOLOGY LIBRARY, ENUGU

NLL Vol. 13 Nos. 1 & 2

ISSN: 1597 - 1149

DECEMBER 2013

Changing Library Services in Perspective of Electronic Resources  
- **Eze Jacintha U.**

Marketing of Library and Information Services:  
A Pre-requisite for Wider Use of Libraries in Nigeria  
- **Benjamin U. Ugwoke**

Skill Requirements of Library Profession and Professionals in  
the Digital Age  
- **Okogwu Flora I.**

An Appraisal of User Satisfaction with Reference Sources and  
Services of Federal University of Technology Minna Library  
- **Salimatu K. Garba**

Academic Librarians' Gains and Pains of Publishing: A Case  
Study of Two University Libraries in Ogun State, Nigeria  
- **Idiegbeyan-Ose, Jerome**

Library and Information Science Profession and Law Making in Nigeria  
- **Tunde Seidu S. & Arome Samson Agada**

Networking in Academic Libraries: An Effective Tool for Quality and  
Substantive Educational Delivery  
- **Oluchi C. Okeke**

Library and Information Services for Rural Transformation in Nigeria:  
Public Libraries in Focus  
**Dr. Eze Jacintha U., Dr. (Mrs.) Umunnakwe G.C. &  
Madonna Okonkwo**

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## CONTENTS

| <b>Articles</b>   | <b>Pages</b> |
|---|--------------|
| Changing Library Services in Perspective of Electronic Resources ..<br>- <b>Eze Jacintha U.</b>   | 1            |
| Marketing of Library and Information Services:<br>A Pre-requisite for Wider Use of Libraries in Nigeria ..<br>- <b>Benjamin U. Ugwoke</b>   | 15           |
| Skill Requirements of Library Profession and Professionals in<br>the Digital Age .. .. .<br>- <b>Okogwu Flora I.</b>  | 22           |
| An Appraisal of User Satisfaction with Reference Sources and<br>Services of Federal University of Technology Minna Library .. ..<br>- <b>Salimatu K. Garba</b>                            | 33           |
| Academic Librarians' Gains and Pains of Publishing: A Case<br>Study of Two University Libraries in Ogun State, Nigeria ..<br>- <b>Idiegbeyan-Ose, Jerome</b>                              | 43           |
| Library and Information Science Profession and Law Making in Nigeria<br>- <b>Tunde Seidu S. &amp; Arome Samson Agada</b>  | 56           |
| Networking in Academic Libraries: An Effective Tool for Quality and<br>Substantive Educational Delivery .. .. .<br>- <b>Oluchi C. Okeke</b>   | 66           |
| Library and Information Services for Rural Transformation in Nigeria:<br>Public Libraries in Focus .. .. .<br><b>Dr. Eze Jacintha U., Dr. (Mrs.) Umunnakwe G.C. &amp; Madonna Okonkwo</b> | 73           |

**ACADEMIC LIBRARIANS' GAINS AND PAINS OF  
PUBLISHING: A CASE STUDY OF TWO UNIVERSITY  
LIBRARIES IN OGUN STATE., NIGERIA.**

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**Abstract**

This study investigated academic Librarians' gains and pains of publishing: a case study of two private Universities in Ogun State Nigeria. Literatures were reviewed from related studies, survey research method was used. Questionnaire was designed and administered to all the academic librarians in the two Universities under study. A total of 27 academic librarians are in the two Universities and were given a copy of the questionnaire, and 24 copies were returned and found usable. The data was analyzed using statistical package for social science (SPSS). The findings revealed that the librarians in the two Universities are publishing, it was also discovered that there are gains of publishing which includes, earning promotion, peer recognition, departmental recognition, adding value to the profession. It was also found out that there are pains of publishing by academic librarians such as financial pains, too much demand by daily work in the library, lack of academic freedom, and family commitments. This study also revealed that the gains of publishing slightly outweigh the pains. Based on these findings, conclusions were drawn.

Key words: Academic Librarians, Librarians and publishing, Publish or Perish, Ogun State. Covenant University

**Introduction**

Research is central to the mission of academics. Part of the mission of the University is to discover and accumulate new knowledge. In the academic community, much of a scholar's reputation is dependent upon the publication of his or her researches in journal articles and books. The ability to publish research consistently enhances one's prestige and is a key factor in determining where one's employment will be within the prestige hierarchy of the discipline. Departments are also ranked according to the number of articles and books their faculties produce.

According to Keith and Babchuk (1998), a greater number of publications lead to greater scholarly prestige. He stressed that in this day and age, scholars are to a great extent evaluated by the number of publications they have, which is utilized as measure of how productive they have been. One's worth is determined by how much he or she has published. Baro, et al (2009) cited Kling and Spetor (2003) and submitted that the main objectives of publishing remain communication with peers, enhancing career prospects and gaining personal prestige.

Adomi and Mordi (2003) asserted that research and publications especially in foreign journals help to project the image not only of the author but of his or her institution. They also noted that in other part of the world, faculty publishing is often used as an index of departmental and institutional prestige and is associated strongly with an individual faculty member's reputation, visibility and advancement in the academic reward structure.

Duze, (2011) submitted that one of the major obligations of higher education academic staff is to conduct research. It is used to assess academic staff scholarship and leads to promotion. It is therefore expected that academic staff who must progress as expected should imbibe the culture of conducting researches and publishing results. Neuman (2006) stated that research is a way of going about finding answers to questions. He defined research as a way of finding answers to unresolved problems emerging from natural and artificial phenomena within our society and in our immediate tangible and intangible environment through a systematic and logical process.

Because of the significance attached to research and publication in all sectors of various institutions, academic librarians in Universities are expected to be conducting researches. Research and publication are two important devices in the expression of proffered solutions to carefully identified problems. They are fundamental tools for knowledge development, the essence of which is to find solution to human problems. Hence Universities expect academicians to publish often in most prestigious journals with a high "impact factor" which is a measure of how many times articles published in journals are cited in other journals (Egwunyenga, 2008). Publish or perish refers to the pressure on academic staff to publish work constantly to further or sustain a career in academic. (Wikipedia, 2011).

Recent publications are one of the few methods at the scholar's disposal to improve his or her visibility. Pile (2009) stated that the motivation to publish a paper in a journal is myriad and vary among authors. He stressed that over time, intense personal satisfaction is achieved when one's article appears in journals. The importance of publication in the growth and development of the library profession cannot be over emphasized. It is essential for problem solving leading to dynamism in library services. Aina. (2004) stressed that researches and publications are needed for the expansion of the frontier of librarianship and for finding solutions to problems emanating from its practices. Eliason, (2008)

opined that the publish-or-perish imperative holds for academic librarians not less than it does for other academics. He further stated that like their counterparts in other disciplines. Librarians are expected to be productive scholars in order to secure tenure or promotions.

All librarians have something to contribute to the literature of librarianship. Lorenzen,( 2009) cited Gordon, (2004), who stressed that librarians who write and publish do help themselves; in this case, the combined activities of writing and publishing enable librarians to become innovative and think in new ways. He further emphasized that librarians who regularly publish articles are more likely to be recognized as authorities, invited to speak at conferences and workshops and are recognized as expert in the profession.

Neuman's (2006) submitted that because of the significance attached to research and publications in all sectors of the various institutions, academic librarians in universities are expected to conduct researches alongside their counterparts in other fields. He stated that it may be surprising to some people to hear librarians engage in research and publications because people generally believed that librarians confine themselves to shelving, checking books in and out, and cataloguing and classifications of books in the library. Verzosa, (2007) believes that it is very important for librarians to engage in research and publications because they add value to librarianship as a profession.

It is accepted generally that career advancement and promotion of academic staff including librarians are influenced stupendously by the quality and quantity of articles published (Nkereuwem, 2005). Evidence of effective scholarship/ research achievements may include but not limited to the following:

- a. Publications, including but not limited to journal articles and books,
  - b. Chapter (s) in a book,
  - c. Work as editor
  - d. Review of books or other media
  - e. Activity as a publication referee or as a member of editorial board
  - f. Presentations at scholarly or professional conferences and workshops.
- (Trinity University, 2003.)

According to University of South Florida St. Peterberg Report (2010) all research activities of librarians will be judged on the quality, significance and impact of these activities. Research activities for librarians include but are not limited to the following:-

- a. Publications of articles in library and information science journals
- b. Publication of scholarly library and information science books
- c. Publication in chapters in scholarly library and information science books
- d. Published books or media review
- e. Papers presented at international and national levels

- f. Published articles in professional non-library or information science journals
- g. Publication of books or book chapters in professional non-library and information science disciplines
- h. Work as editor or contributing editor of books, journals and magazines.

Baro, et al (2009) cited Atinmo and Jimba (2002) and stated that it is not surprising that library and information specialists in academic libraries dominated authorship in the field. They stressed that in Nigeria for example there is publish-or-perish syndrome hanging on the necks of academics. The possibility for academics to be promoted is weighted by their academic publications and contributions to scholarly activities. They further opined that for librarians in university libraries and lecturers in university environment, publication output is seen as an important psychological factor in one's life because it both enhances career advancement and projects one's contribution to knowledge.

**Objectives of the Study**

The main objectives of the study were as follows:

- a. To investigate the reasons why academic librarians publish
- b. To determine factors discourage academic librarians from publishing
- c. To establish if the pains of publishing outweigh the gains.
- d. To determine the avenues through which academic librarians publish.

**Research Methodology**

The research was a case study and the population was the academic librarians in both Centre for Learning Resources (University Library) at the covenant University, and the University Library, the Bells University of Technology both in Ota, Ogun State, Nigeria. The population consisted of 24 librarians holding a minimum of Bachelors Degree in Library and Information Science who at the time of study were employed in the two University Libraries. These 24 librarians constituted the sample as well since the population was small and could be managed. Questionnaire was used to collect data from the respondents while the data was analyzed using frequency counts and percentages and presented in tables.

**Data Analysis and Interpretation**

**Table 1  
Number of Librarians per institution**

|                        | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|------------------------|-----------|------------|------------------|-----------------------|
| Valid Bells University | 9         | 37.5       | 37.5             | 37.5                  |
| Covenant University    | 15        | 62.5       | 62.5             | 100                   |
| <b>Total</b>           | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

The above table showed the two Universities under study, 9 respondent (37.5%) were from Bells University of Technology, while 15 respondents (62.5%) were from Covenant University.

**Table 2: Gender of the respondents**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Male   | 7         | 29.2       | 29.2             | 29.2                  |
| Female       | 17        | 70.8       | 70.8             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

Table 2 above represents the gender of the respondents. While 7 (29.2%) were male, 17 (70.8%) were female indicating that the females outnumbered the male librarians.

**Table 3: Working Experience**

|                    | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------------|-----------|------------|------------------|-----------------------|
| Valid 1-5 Years    | 9         | 37.5       | 37.5             | 37.5                  |
| 6-10 Years         | 11        | 45.8       | 45.8             | 83.3                  |
| 11-15 Years        | 3         | 12.5       | 12.5             | 95.8                  |
| 20 years and above | 1         | 4.2        | 4.2              | 100.0                 |
| <b>Total</b>       | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 4: The number of years respondents spend on a particular position**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid 0      | 2         | 8.3        | 8.3              | 8.3                   |
| 1-2 years    | 8         | 33.3       | 33.3             | 41.7                  |
| 3-5 years    | 8         | 33.3       | 33.3             | 75.0                  |
| 6-10 years   | 6         | 25.0       | 25.0             | 100                   |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 5: Reasons why promotions are delayed**

|                           | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|---------------------------|-----------|------------|------------------|-----------------------|
| Valid No response         | 11        | 45.8       | 45.8             | 45.8                  |
| Not dedicated to duty     | 3         | 12.5       | 12.5             | 58.3                  |
| Insufficient publications | 7         | 29.2       | 29.2             | 87.5                  |
| Lack of higher degree     | 1         | 4.2        | 4.2              | 91.7                  |
| Lack of vacancy           | 2         | 8.3        | 8.3              | 100.0                 |
| <b>Total</b>              | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 6: Effect of publication criterion on the respondents' attitude to work**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 5         | 20.8       | 20.8             | 20.8                  |
| No           | 19        | 79.2       | 79.2             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 7a: Contribution to knowledge as motivation to publish**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 20        | 83.3       | 83.3             | 83.3                  |
| No           | 4         | 16.7       | 16.7             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 7b: Earning promotion as gain of publishing**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 20        | 83.3       | 83.3             | 83.3                  |
| No           | 4         | 16.7       | 16.7             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 7c: Peer recognition as librarians gain of publishing**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 13        | 54.2       | 54.2             | 54.2                  |
| No           | 11        | 45.8       | 45.8             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 7d: Adding value to profession as gain of publishing**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 17        | 70.8       | 70.8             | 70.8                  |
| No           | 7         | 29.2       | 29.2             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 7e: Departmental recognition as gain of publishing**

|              | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|--------------|-----------|------------|------------------|-----------------------|
| Valid Yes    | 7         | 29.2       | 29.2             | 29.2                  |
| No           | 17        | 70.8       | 70.8             | 100.0                 |
| <b>Total</b> | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 8a: Weak/poor research orientation as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 1         | 4.2        | 4.2              | 8.3                   |
| No                | 22        | 91.6       | 91.6             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 3b: Too much demand by daily work in the library as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 21        | 87.5       | 87.5             | 91.7                  |
| No                | 2         | 8.3        | 8.3              | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 8c: Lack of academic freedom as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 10        | 54.2       | 54.2             | 58.3                  |
| No                | 10        | 41.7       | 41.7             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 8d: Lack of fund as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 8         | 33.3       | 33.3             | 37.5                  |
| No                | 15        | 62.5       | 62.5             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 8e: Family commitment as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 8         | 33.3       | 33.3             | 37.5                  |
| No                | 15        | 62.5       | 62.5             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 8f: Journal editors as pain of publishing**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 4         | 16.7       | 16.7             | 20.8                  |
| No                | 19        | 79.2       | 79.2             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 9: revealed if the respondents have published in the last six months**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 17        | 70.8       | 70.8             | 75.0                  |
| No                | 6         | 25.0       | 25.0             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |



**Table 10: Avenue of publication in the last six months**

|                      | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|----------------------|-----------|------------|------------------|-----------------------|
| Valid No response    | 7         | 29.2       | 29.2             | 29.2                  |
| Articles in journals | 17        | 70.8       | 70.8             | 100.0                 |
| <b>Total</b>         | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

**Table 11: showing if the pains of publishing outweigh the gains**

|                   | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------|-----------|------------|------------------|-----------------------|
| Valid No response | 1         | 4.2        | 4.2              | 4.2                   |
| Yes               | 11        | 45.8       | 45.8             | 50.0                  |
| No                | 12        | 50.0       | 50.0             | 100.0                 |
| <b>Total</b>      | <b>24</b> | <b>100</b> | <b>100</b>       |                       |

The responses of the librarians on the issues regarding the pains and gains of publication, the frequency and avenues of publication were highlighted in the tables above. In the last table, it was revealed that 11(45.8%) of the respondents pointed out that the pains of publishing outweigh the gains, whereas 12 (50.0%) stated that the gains of publishing outweigh the pains.

**Discussion of Findings**

The findings revealed that some respondents spend number of years in the same position (58% of the respondents spent between 3 to 10years in one position). The reasons attributed to delay in promotion are insufficient number of required publication: as an academic staff, certain number of publications is required to move from a particular position to the next position. Twenty nine (29%) of the respondents pointed out that their promotions were delayed because of insufficient number of publications. Other reasons why promotions of librarians are delayed are lack of dedication to duty, and lack of higher degree.

This study also found out that a good number (87.5%) of the respondents agreed that librarians should publish just like other academic staff since they are fully recognized as academics. It was also discovered that publication requirement directly or indirectly affect the librarian's attitude to work; either positively or negatively. Findings also revealed the following as the gains of publishing: contribution to knowledge (as indicated by 83% of the respondents),

and promotion. Promotion brings about recognition, satisfaction and financial gains. About 54.2% of the respondents pointed out peer recognition as a gain of publishing. This is true because those who write (publish) are most likely to be recognized in the profession, they are most likely to be called to speak in conferences/ seminars.

Although there are gains of publishing, there are also pains as revealed by this study.

Weak/poor research orientation hindered some people from publishing and is causing them pains. Another pain of publishing as revealed by this research work is too much demand by daily work in the library. Librarians are usually on duty from 8am and close 4pm or 5pm. Librarians do report to their duty post between 8am-4pm from Mondays-Fridays; this is not the case with other academic staff.

Lack of fund is another pain of publishing as money is involved in research and publication. Another pain encountered by academic librarians in publishing is family commitment. This was revealed by mostly female academic librarians that after the day's work in the office they have responsibilities to their family; taking care of children, and so on. Some journal editors are also causing pains to academic librarians as some of them are not reliable. After accepting manuscripts for publications, it will take them too long to publish them.

The results of the study also revealed that most librarians had published articles in the last six months; but it was observed that all the respondents had articles in journals; there was no chapter in a book, or a textbook published within the period. This study revealed that there are pains and there are gains of publishing for academic librarians; but the gain slightly outweigh the pains.

**Conclusion**

This research work investigated the academic librarians' pains and gains of publishing. It is obvious that research and publication are core parts of academics, therefore, a librarian as academics must publish; the pains notwithstanding because there are gains as well in research and publishing. Academic librarians must publish if they will remain relevant and grow professionally as academic staff, which is for the interest of the individual, the institution, and the library profession in general.

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