

# CONTINUING CHANGE, CONSTANT ENGAGEMENT

Caribbean Academic Libraries at the  
Forefront of Transformation

**Edited by** Paulette A. Kerr, Jessica Lewis Marshall,  
Nicola A. Palmer and David A. Drysdale

ADVANCES IN  
LIBRARIANSHIP

**VOLUME 57**

**CONTINUING CHANGE,  
CONSTANT ENGAGEMENT**

# ADVANCES IN LIBRARIANSHIP

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CARIBBEAN ACADEMIC  
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FOREFRONT OF  
TRANSFORMATION**

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INVESTOR IN PEOPLE

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# SERIES EDITOR'S INTRODUCTION

I am delighted to take this opportunity and introduce myself as the Series Editor of *Advances in Librarianship* since January 2021 in this role. Over the past few years, I have tried to extend the series' impact via integrating a critical perspective that spotlights social justice and inclusive praxis from the shadows to an emerging canon at the core of who we are and what we value in library and information science (LIS) research, scholarship, education, and practice. This strategic vision has required destabilizing of entrenched hegemonies within our privileged ranks, and in our external communities at large. The aim has been to inspire and mobilize LIS stakeholders in a more assertive capacity as active agents that directly alleviate intersecting political, economic, and social imbalances developed over the course of human history. Such efforts have now emerged as part of a larger intergenerational, community-wide international movement. They are publicly transmitted through a dynamic cultural memory and praxis, of activism, advocacy, and resistance to a neoliberal global network information society that perpetuates an imperialist and colonial world order with its redrawn boundaries of power abuse, disparities, and exploitation. Recent political attacks in the United States targeting diversity, equity, and inclusion (DEI) initiatives and egalitarian institutions in a civil society (e.g., libraries, colleges and universities, agencies funding DEI research, K-12 schools, etc.) stem from insecurities that threats of social justice advocacy pose to existing power differentials and status quo conditions. They are operationalized via the manipulative brainwashing of the public through flows of dis/misinformation in predominant news channels and the ransacking of democratic processes sanctioned from the highest office of the land. The use of oppressive and systemic infrastructures as terrorizing tools is meant to erase any semblance of fairness, justice, empowerment, and democracy with devastating local, regional, national, and global implications. Hence, an urgency of continued "speaking up and speaking out" in support of social justice acts of defiance by LIS professionals and others cannot be overstated. We must remain committed to examine innovating counternarratives, especially in the face of contemporary political and economic forces of aggression that are facilitated through the ubiquitous neoliberal infrastructures of capitalism (and governing authorities) the world over.

The appetite of power is insatiable. It is voracious and wants more and more unless its growth is curtailed. The dysfunction of the times, evidenced in the political oppression and loss of humanity, has worsened since the second resurrection of Donald J. Trump as the forty-seventh president of the United States in January 2025. As we cross the quarter-century mark plunged in these insurmountable challenges, LIS professionals need to persist in the doing-and-documenting of social justice advocacy to make some kind of impactful difference. We must

explore creative approaches and stay open to paradigmatic shifts required to serve as a foundation of inspiration upon which, together in our multiple identities and diversities, we can actively contribute to the building of a meaningful civil society around the globe. How else is it possible to offer a brighter future of universal hope and global progress for our children to inherit, instead of this politically degraded and dismal cultural inheritance of doom and decay based on widened gaps between the haves and have nots?

Yet, the harsh political realities of today provide potential opportunities for the emergence of an action-oriented space of resistance and information grounds of resilience and rebirth. New stimulating models reimagining (or extending) cultural memory institutions (e.g., libraries, museums, archives, schools, etc.) and the field of information can stimulate real change for moving us forward. We also need to better tell our stories of information activism and community mobilization in the face of overwhelming challenges to human existence, from dogmatic forces of neoliberal corporatization, political ransacking, media irresponsibility, climate change, environmental degradation, and pandemic dis/misinformation, to name a few. What do contemporary threats of human extinction and cultural decline mean for LIS professionals, be it scholars, researchers, educators, practitioners, students, and others embedded in a variety of information settings? First, it requires actions in the “doing” of resistance via information to decenter dysfunctional powerbrokers and their oppressions and entitled privileges. However, disseminating a forward-thinking agenda and narrative beyond our internally focused bastardized institutional bastions is equally important, as we adapt and adopt an active stance of resistance to political and economic marginalization and promote fairness, justice, equity, change agency, empowerment, community building, and community development.

*Advances in Librarianship* holds a special place in the hands, hearts, and minds of readers as a key platform to support creative ideas and practices that change and better articulate the vital contributions of libraries and the impact of information on diverse multicultural communities in a global network and pluralistic information society. Looking ahead, my aim for the series is to engage our diverse professional communities in critical discourse that enable real transformations to occur. It is important to propel progress in shifting entrenched positionalities in LIS, while making visible content related to the “margins.” Decentering canons and practices towards equity of representation, inclusivity, and progressive change will naturally occur. Intersecting social, cultural, political, and economic upheavals in recent times demand an urgent response from the LIS professions in this regard. This could not be more important than the current moment of the NOW.

I am truly honored and privileged to build on the legacy of Paul T. Jaeger, who served as Series Editor of *Advances in Librarianship* since 2013. His contributions built on deployment of LIS in addressing DEI concerns more substantially beyond past lip-service, also shaping the focus of the book series. In the light of contemporary toxicities of the day, I plan to continue operationalizing new directions for single or multi-authored book-length explorations and edited collections by shifting focus on understudied spaces, invisible populations from the margins,

and knowledge domains underrepresented in high impactful venues of LIS and beyond. Examples might involve a reflective journey that established, or newly emerging LIS professionals seek to document as they critically reflect, assess, evaluate, and propose actions to change entrenched practices in different library and information-related settings. It might also involve decolonizing systemic LIS inequities that are established through biased Euro/Anglo-centricities and values, with inclusion of new content from geographical diversities around the world.

*Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation* represents some of these opportunities and more. The collection presents a fresh, inclusive approach to global academic library literature, featuring a uniquely Caribbean voice and a futures mindset, while bridging critical gaps and charting new pathways forward. It features forward-thinking case studies, research findings, and historical perspectives from information professionals across the French, Spanish, and English-speaking Caribbean region. Chapters illuminate transformative stories of libraries reimagining their responses to cultural shifts, redefining their purpose, and pioneering practices for engaging communities. Authors highlight triumphs and challenges in surpassing user expectations while navigating declining budgets, resource constraints, leadership issues, technological advancement, climate change, and post-pandemic realities. Caribbean academic libraries are positioning themselves as future catalysts—supporting teaching, learning, and research while becoming engines of knowledge creation, institutional transformation, and regional development. Readers get a brilliant glimpse of such a vision and implementation in this volume.

In my brief narrative I am also reaching out to our multiple audiences for their support to spread the call for proposals to new volumes in the *Advancement in Librarianship* series. Let us find our “collective voice” in the LIS professions as we identify proactive responses to resist the political and economic hegemony. Let us embrace new roles to make us (and others) all uncomfortable as we continue to “push the buttons” of progressive change, thereby, becoming stronger in our quest to further social justice and develop our humanity, human dignity, respect, and potential to the fullest.

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**Berthamae Walker** has been a Librarian in The Bahamas for over 40 years, celebrating her retirement in January 2024. Her service to the Bahamian community spans the spaces of public-school libraries and tertiary institution libraries. The past 37 years have been in service to the College of The Bahamas and the University of The Bahamas libraries. She also served as the distance services librarian for Nova Southeastern University's distance learning campus that was operating out of the Bahamas. She served as President of the Bahamas Library Association and the Association of Caribbean University, Research and Institutional Libraries ACURIL.

**Barbara D. Waul** is currently serving as the Senior Executive Secretary at The University of the West Indies, Mona Library. She holds a Bachelor's degree in International Relations and has furthered her expertise by obtaining a Postgraduate Diploma in Business Administration. Her commitment to lifelong learning is evident as she continually seeks out opportunities for professional development and continuing education. She is a proud member of the Mona Library Mentorship Initiative, the Middle Management Committee, and the Customer Service Committee, where she contributes her skills and insights to enhance the library's services and foster a collaborative atmosphere.

**Bernadette Worrell-Johnson** is a Librarian in the West Indies and Special Collections (WISC) of The University of the West Indies, Mona Main Library. Her early professional experience in rare book collection and preservation management, research and outreach was gained at the National Library of Jamaica. Since her appointment to the WISC in November 2018, she has focussed on improving the discoverability of the hidden West Indiana gems while she worked to find her niche in the evolving Caribbean academic landscape.

**Stacie K. Young** is a Library Professional at The University of the West Indies Mona Library, currently assigned to the Cataloguing Section. She holds both a Bachelor of Arts and a Master's degree in Library and Information Studies. She has more than 20 years of experience working in the field of librarianship in varying capacities, with experience working in user services, technical services, and

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# FOREWORD

## **Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation**

In a period marked by rapid technological progress and shifting educational frameworks, academic libraries are more crucial than ever. This collaborative work, *Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation*, serves as a source of inspiration, insight, and innovation, tackling the unique challenges and opportunities these essential institutions face.

The Caribbean, known for its vibrant cultural heritage, and multifaceted social, political, and economic systems, offers a unique backdrop for this treatise on academic libraries. The book offers a comprehensive, contemporary exploration of the issues shaping the environment, impact, and future directions of libraries. The chapters examine the factors and forces influencing the responsiveness and adaptability of academic libraries in this non-homogenous region. This is effectively achieved under the book's broad themes of impact and engagement, the evolving roles of academic librarians and library staff, and global trends and challenges inherent in the future of academic libraries.

What sets this volume apart from similar works is that it reflects on the current state of academic libraries and anticipates the trends and developments that will shape their future. The stories and case studies encapsulated in individual chapters, highlight how libraries have adroitly responded to changes in culture, purpose, and practice, continually striving to deliver excellence in programmes and services to their communities.

It should be noted that despite the abundance of global literature on academic libraries, there remains a significant gap in contemporary research that captures the nuanced discussions of academic libraries from a Caribbean perspective. This volume, therefore, stands as a crucial and timely comprehensive contribution, filling a decade-long research gap and giving a platform to the voices of information professionals from the region. The contributions cover the diverse and multicultural Caribbean archipelago, including use cases from academic libraries in the Spanish, French, and English-speaking areas. This variety highlights the significance of a uniquely Caribbean viewpoint in the global conversation about academic libraries.

Readers, before you dive into the full content, here is a summary of each Section for your reference:

*Section 1: Impact and Engagement of Caribbean Academic Libraries* sets the foundation of the work by introducing the enduring benefits of legacy leadership and examining how libraries collaborate and engage with their communities. In discussing internal and external partnerships within and outside the academy and

showcasing innovative services to support teaching, learning, and research, these chapters highlight the dynamic ways in which libraries add value, foster information literacy, and support academic integrity.

*Section 2: Staffing in the Academic Library: Changing Roles and Classic Practices* focusses on the human element as it explores the evolving roles of academic librarians and library staff. The chapter commences with reflective biographical insights shared by a seasoned practitioner in the field. Mentorship, leadership, change management, and the need for continuous reskilling and upskilling are additional crucial themes, as are the innovative contributions of library and information science education in empowering Caribbean academic librarians to navigate current and future demands.

*Section 3: Academic Libraries: Critical Challenges, Global Trends, Futures* explores the broader global context in which Caribbean academic libraries operate in a post-pandemic world. It speaks to library advocacy on climate action, strategic planning, business continuity, transformation of library spaces, and the implementation of open-source library systems as key post-COVID library realities. These aspects underscore the roles of academic libraries as early technology adopters, facilitators of forecasting and change management, and agents of social justice and activism, emphasizing their importance in providing equitable access to information for all.

*Section 4: Communications from the Field* documents varied issues of practice in relation to the COVID-19 environment.

This book is an invaluable resource for practising librarians, library and higher education administrators, LIS faculty, and students. It offers a timely compilation of critical insights and practical guidance, making it an essential addition to the toolkit of anyone involved in policy-making in the academic library sector, public and corporate environments, in the Caribbean region and beyond.

As you delve into its pages, I invite you to reflect on the dynamic and evolving roles of academic librarians and library staff. Their dedication to fostering knowledge, supporting research, and enhancing learning experiences. May this volume inspire you to embrace a future mindset, navigating the challenges and opportunities of the present with creativity, confidence, and commitment to the communities served. The journey of Caribbean academic libraries is one of continuing change and constant engagement, and this book stands as a testament to their longstanding legacy at the forefront of transformation.

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We express heartfelt appreciation to all our 40 amazing contributors who responded to our call and worked steadily with us through the process to make this collection a unique and valuable body of work. Our French translation was facilitated by two special colleagues. We are also indebted to our external reviewers, who were detail-oriented and timely.

We express our sincere thanks to the family, friends, and colleagues of the co-editors who have supported us in the editorial process.

Paulette A. Kerr  
Jessica Lewis Marshall  
Nicola A. Palmer  
David A. Drysdale

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# INTRODUCTION

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## **SHAPING THE VISION FOR, AND READING, CONTINUING CHANGE, CONSTANT ENGAGEMENT: CARIBBEAN ACADEMIC LIBRARIES AT THE FOREFRONT OF TRANSFORMATION**

The idea for this book arose in 2021 in the midst of the COVID-19 pandemic. The aims were directly related to the positive, energetic responses from academic librarians and staff who had pivoted towards remaining relevant, and to be transformative in the continuing ethos of life-altering global changes, and the devastating resulting movements in higher education institutions. Yet this book was also borne out of a deep desire of the lead editor, Paulette Kerr, to capture in one volume the nuanced dynamics and uniqueness of Caribbean academic librarianship, through stories, research, and practice. There was also a need to explicate the impact of Caribbean culture, history, and environment in these institutions. Further, the information and higher education landscapes in the region had faced economic, social, and cultural challenges, and this work aimed to highlight the resilience, change, and engagement that academic librarians have displayed amidst these circumstances.

The first post-pandemic regional LIS Conference in 2023 in Kingston, Jamaica, at the Association of Caribbean University, Research and Institutional Libraries (ACURIL) was the ideal place to make the call for submissions for *Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation*. The annual ACURIL conference is the gathering place for library and information professionals from all language groups across the Caribbean,

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**Continuing Change, Constant Engagement:**

**Caribbean Academic Libraries at the Forefront of Transformation**

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and our aim was to engage with members of this diverse and yet unified group. Our call for chapters centred on what we considered central and cutting edge areas in Caribbean academic librarianship and included broad themes of impact and engagement, evolving and future academic library buildings, collections and spaces, staffing and more specifically academic library global trends, critical challenges and futures (which included subthemes of artificial intelligence (AI) and social justice). Our aim was to chronicle the diversity and multiculturalism of the region's island nations and offer a wide scope for engagement from professionals. Our vision in *Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation* was to give library practitioners and LIS researchers across the region an opportunity to share dynamic stories of best practice. This wide scope was perhaps too ambitious, as most submissions coalesced around the themes of staffing, impact, and engagement. There remain significant gaps and therefore opportunities for further research on academic libraries in the region are in the areas of governance, academic library value, the Library as a social and cultural enterprise, disaster risk management, navigating AI, and budgeting in academic libraries, which have not been treated in this volume. Across the Caribbean, practitioners appeared to still be wrestling with post-COVID-19 environments and limited time to focus on their research agendas.

In our quest to identify comparable literature to position our vision, we were amazed and yet challenged at the robust and growing literature on academic libraries globally which confirms the intrinsic and ever-changing roles of these institutions, their impact and value within their communities, as well as how these communities influence the work and output of libraries and librarians. [Budd's \(2018\)](#) extensive work situates academic libraries within a dominant culture, and subcultures of the college or university, and documents ongoing and far-reaching changes in higher education which have affected libraries, and how they have changed to remain relevant to the missions of their institutions.

Transformation of the ethos and culture of a university by a modern academic library is documented in the *Library as Stoa* ([Wingert-Playdon et al., 2020](#)), which positions academic libraries as not only serving academic missions of research and study, but also as valuable social spaces of inspiration in the heart of the academy. *The Social Future of Academic Libraries* ([Schlak et al., 2023](#)) examines social turns that academic libraries have made, especially in relation to services, programmes, and varied forms of community engagement. As academic libraries evolve to meet the changing needs of colleges and universities, we noted key discussions on human resource matters that explored the fundamental role of librarians, as well as their education and development, in leading transformation. [Budd \(2018\)](#) reflects on the impact of university culture on their output, saying, 'librarians are also personally affected by the existing culture since their own conceptions of success are heavily influenced by the dominant culture' (p. 108). [Paul T. Jaeger \(2022\)](#), writing in the foreword to [Renee F. Hill's](#) edited book, alludes to challenges of visibility and recognition associated with libraries. He points out that 'libraries do so much for their communities in such a wide range of areas that the most impactful and innovative activities of libraries are often unknown to everyone except those who are participating in the activities'

(p. xv). As with other types of libraries, the library in the academy has had its relevance questioned, budgets impacted, spaces revoked, and re-purposed, as staff seek equity in professional development opportunities.

Amidst this academic literature, there is a need, however, for a voice that is uniquely Caribbean. The seeming robustness of the literature on academic libraries globally, as evidenced in the select works above is not mirrored in the literature of the Caribbean, as there exists no comprehensive contemporary work that captures the layered and nuanced discourses of academic libraries through a Caribbean lens. A previous volume on libraries in the Caribbean was published in 2007, *Caribbean Libraries in the 21st Century: Changes, Challenges and Choices*, Renwick and Peltier-Davis (editors) (2014). However, no current volume exists on academic libraries. While there are instances of recent individual papers on aspects of Caribbean librarianship (e.g., Ferdinand-James et al., 2024; Harris, 2022; Lindsay & Bushay, 2024; Newman & Newman, 2022), no complete single volume exists that provides the breadth of discussions and research on academic libraries as obtained globally. About twenty-four proposals from across the region were submitted for inclusion in *Continuing Change, Constant Engagement: Caribbean Academic Libraries at the Forefront of Transformation*. The final product arose from an iterative process of deep engagement with authors including three rounds of double peer reviews, editorial contributions, and in a few instances, editorial conversations with authors via virtual meetings.

This edited book, therefore, seeks to bridge the gap in research and practice on academic libraries in the Caribbean in the last 10 years. It provides access to scholarly and professional works on a range of topics, produced by information professionals throughout the region and beyond. The volume stands as the sole text currently available that explores pertinent issues affecting academic libraries in the Caribbean, including library leadership, collaboration, ensuring impact, especially in areas of teaching and learning, the multifaceted and evolving roles of the academic librarian and library staff, and the all-pervasive COVID-19 pandemic. The book also represents a chronicle of recognition of the work and impact of these libraries and their staff in transforming academic communities. Chapters highlight stories and research on how libraries have responded to changes in purpose and practice to offer programmes and services to their communities. The extensive Caribbean archipelago is by no means homogenous; thus, contributions in this volume span academic libraries in the French, Spanish, and English-speaking Caribbean.

The volume was originally divided into three sections carved from four major themes which we envisioned the book would cover and which were included in our call for proposals and chapters. These are *Impact and Engagement of Caribbean Academic Libraries*; *Evolving and Future Academic Libraries: Buildings, Collections and Spaces*; *Staffing in the Academic Library: Changing Roles and Classic Practices*; and *Academic Libraries: Critical Challenges, Global Trends, Futures*; all from a Caribbean perspective. Section 4 'Communications from the Field' evolved, and allowed us to offer a window into narrative works which provide detailed insight into situations on the ground in two Caribbean libraries during the COVID-19 pandemic.

## READING CONTINUING CHANGE, CONSTANT ENGAGEMENT: CARIBBEAN ACADEMIC LIBRARIES AT THE FOREFRONT OF TRANSFORMATION

### *Section 1: Impact and Engagement of Caribbean Academic Libraries*

We begin our collection of works on Caribbean academic libraries with a signal chapter, 'Kenneth Ingram: A Legacy of Scholarship and Stewardship in Academic Librarianship', which reflects on the life and work of an outstanding academic librarian, scholar, and bibliographer of note, Kenneth Ingram. Written by Demar D. Ludford, librarian from The University of the West Indies, Mona, the chapter highlights the impact of Ingram's work of unearthing and bringing to the fore crucial Caribbean historical resources, and further, his acquisition and preservation of these varied materials. Professor Barry Higman (2014) noted his impact when he remarked that 'Ken Ingram did not simply dig the trenches for the building of West Indian History; he laid some of the cornerstones vital to its foundation'. Kenneth Ingram epitomizes the spirit of this work in his constant engagement with Caribbean historical resources for greater impact on the global academic community. His diligence in research and his scholarship explicated in his varied publications are indicators of an outstanding academic librarian.

The theme '*Impact and Engagement of Academic Libraries*' captured the imagination of half of the chapter submissions accepted for the volume. This reflects the recent thrust of Caribbean academic libraries towards collaboration, partnership, and outreach within and outside the academy. In this volume, we see that each library assesses its local environment and seeks to be in sync with the expectations and needs of its user community. Nicole Prawl, Pauline Nicholas, Kareen Lawrence, Yolanda Tugwell, and Vergie Lee Reid Lawson's 'Creating Impact in Academic Libraries through Collaboration' is an exploration of a robust liaison librarian programme in the traditional library setting of The University of the West Indies, Mona Library, that has yielded a new and interesting partnership with the Office of Graduate Studies to assist PhD students to communicate about their research among other initiatives. This initiative also serves to foster another level of library collaboration between UWI Campus libraries in the region.

Relationship building is key as libraries and librarians seek to sustain partnerships and connect with their communities. The chapter by Casma Cockburn-Henlon, Betsy Bemis, and John Nemmers is an example of a community partnership sown out of the lack of resources, that was nurtured and collectively reaped multiple rewards. 'Documenting Communities through Partnership: Building a More Comprehensive History of the Panama Canal with the Caribbean Diaspora' explores a relationship formed outside of the academy. The authors detail the process of the ingest of the Panama Canal Museum Collection (PCMC) which documented the history of the Panama Canal into the special collections of the University of Florida Smathers Libraries (UF). UF's partnership with the community organization Pan Caribbean Sankofa blossomed into an ongoing project to ensure the active collection of documentary and oral heritage surrounding West Indians who worked on the Panama Canal. Challenges,

communication, engagement, and trust-building in academic-community initiatives are explored with this story of success. Similarly, David A. Drysdale's (co-editor) 'Leveraging Shared Resources through Collaboration: A Historical and Analytical Study of the College Libraries Information Network (COLINET) in Jamaica', offers insight into an important Caribbean network of libraries that is a shining example of an active professional community. COLINET's rich history has limited documentation in the academic literature in the region though it serves as a productive example of Caribbean consortium in action that should be replicated.

The essential area of support to teaching and learning in the academy is addressed explicitly in Chapters 7–10, with writers from the French, Spanish, and English-speaking Caribbean. Information literacy remains an area of the greatest impact by academic librarians, and these chapters highlight varied and innovative approaches which will be useful not only to Caribbean librarians but also the global community. Ivette Maldonado-Rivera from the University of Puerto Rico is not afraid of taking on an aspect of teaching learning in the academic library that is usually avoided by practitioners, and shares extensive work on assessment of information competencies. According to the author, this is necessary to satisfy the need for evidence of learning and determine the effectiveness of teaching information skills. 'Assessing Information Skills Towards Effective Learning: Libraries at the Forefront' provides an authentic and deep review of an array of assessment instruments and their impact on the teaching and learning process among undergraduate students.

Going against the limits of one-shot, single-level information literacy programmes, Éliane Falco's chapter from the Université des Antilles in Guadeloupe captures the development of an innovative information research programme. *K@Fé*, which addresses the process of including IL in all levels of undergraduate education, core issues of librarian-faculty collaboration, librarian-led sessions, and expanded interactive content with a uniquely Caribbean outlook. Falco's detailed chapter, 'K@Fé: A New System in Information Literacy for Undergraduates', provides a step-by-step approach on moving from a legacy IL programme to cutting-edge resources and towards deep engagement with students and faculty.

Nicoleen Saunders-Grant, Janice Harrison, Collett Sanderson-Allen, and Monique Forgie-Scott showcase the impact of librarians in the Technical, Vocational, Educational Training (TVET) ecosystem in Jamaica, which is an under-researched area of academic librarianship. The chapter, 'Empowering Through Information Literacy: A Case Study of TVET Librarians in Jamaica', covers the process as well as the content of the TVET Information Literacy programme. Their findings indicate that often unrecognized TVET librarians, through their information literacy programme, can directly impact the information-seeking and usage behaviour among learners in non-traditional settings.

Section 1, *Impact and Engagement* ends with the exploration of academic integrity with a chapter by faculty member in The UWI, Mona Department of Library and Information Studies (DLIS), Ruth Baker-Gardner. 'The Role of Academic Libraries in Academic Integrity Development in Caribbean Higher

Education Institutions' highlights recommendations for further integration of academic integrity matters in information literacy programmes.

*Section 2: Staffing in the Academic Library: Changing Roles and Classic Practices*

This critical aspect of human resources is covered in Section 2, '*Staffing in the Academic Library: Changing Roles and Classic Practices*'. The five chapters in this section are authored by contributors from the English-speaking Caribbean island of Jamaica. The section begins with a chapter that offers a deep reflection of an almost four-decade-long career in academic librarianship under the title 'Navigating Caribbean Academic Librarianship: Reflections on a Storied Career'. Paulette A. Kerr's exploration of her professional journey through the intersecting roles of a Caribbean academic librarian, including practitioner, teacher, and researcher, is rich in the lived experience of a regional academic library leader.

Simone J. Harrison, Barbara D. Waul and Stacie K. Young's chapter focusses on 'Empowering Library Employees Through a Mentorship Initiative: The Case of the University of the West Indies, Mona Library'. They highlight the mentorship initiative's goals of boosting staff morale, fostering professional growth and aiding in the retention of staff through peer mentorship. These contributors identified both the benefits and challenges of a professional mentorship programme, noting that it improves employee motivation and provides for succession planning, professional networking and opportunities to learn more about their profession. These benefits are however counter-balanced by some challenges which are discussed in detail. The authors conclude that the Mona Library staff have reaped benefits from the mentorship programme. Their qualitative case study helps in uncovering interesting findings that should be of value to other academic libraries bereft of such a programme.

'Transforming Roles of Library Staff Through Upskilling, Retooling, and Job Restructuring: The Case of The UWI Mona Library' by Karen C. Levy, Elaine A. Sauches, and Calarine A. Smith Rance uses a descriptive case study based on the authors' workplace experiences and the examination of departmental records to identify key factors and strategies used in the process of job role transformation. The authors describe how these enhance The UWI Mona Library's capacity to remain current, deliver contemporary services, and at the same time keep the library staff motivated. In line with the university's broad strategic plan, the library developed various strategies to support the overall transformation. Their findings reveal that technological developments, continuous up-skilling of staff, and job restructuring exercises deliver many benefits to the library staff.

The training for library and information professionals begins at the library school. There is a serious question implicit in the title of the next chapter: 'Preparing Caribbean Academic Librarians: Is the DLIS Programme Ready?' The authors Audrey M. Saddler and Adele Merritt Bernard, while focussing on the Caribbean, examine the changing global academic landscape to pinpoint unique challenges and opportunities for librarians in higher education. Their laser-like focus is on the DLIS at The UWI Mona Campus in Jamaica, which is

the foremost institution for training academic (among others) librarians in the English-speaking Caribbean. These authors examine the teaching strategies used in the library school, examining their strengths and weaknesses, and offer recommendations for changes. There is also some focus on accreditation concerns and the need for ongoing programmatic reviews to keep up to date with current trends within academic libraries, especially in light of advances in technology.

Finally, co-editor for this volume, Nicola A. Palmer, contributes a chapter titled: 'Who the Cap Fits: Perceptions of Leadership Capacities Among Jamaican Academic Librarians'. Having served as director of library services for a major higher education library in Jamaica, she takes an in-depth look at the views of librarians on leadership at different points in their careers. The chapter argues that leaders and change makers exist at all levels in the library hierarchy. Through a survey conducted among the academic libraries represented in the main professional association, the Library and Information Association of Jamaica (LIAJA), the author investigates and demonstrates that library practitioners at all levels do portray the personal attributes and competencies characteristic of library leaders and leadership.

### *Section 3: Academic Libraries: Critical Challenges, Global Trends, Futures*

The academic library has the unique characteristic of being situated in spaces where innovation occurs, research and development information can be accessed, and future leaders of nations are educated and trained. Within the Caribbean context, this holds true for the campuses from which the discourses in this section are drawn. The four chapters of this section, which speak to the theme '*Academic Libraries: Critical Challenges, Global Trends and Futures*' are authored by practitioners from two Caribbean countries. Each chapter presents, in its turn, a window into a critical challenge and how this was managed, a consideration of a future-facing implementation, and the reckoning that libraries must have with climate change.

Jessica Lewis Marshall (co-editor) and Bernadette Worrell-Johnson open the section with their contribution, 'Go Green, Embrace Sustainability: Empowering Caribbean Academic Libraries to Enhance Climate Literacy'. Theirs is a presentation gauging the climate literacy awareness among Caribbean academic libraries, being as they are located in states that are 'increasingly vulnerable to the impact of climate change largely as a result of their geographic location and fiscal insecurities'. The significance of the discussion cannot be overemphasized. The authors posit that the library has a responsibility to its citizens, both within and outside of the academy, to implement teaching programmes that can assist individuals in making informed decisions regarding their relationship with their environment. As Caribbean libraries themselves become more climate aware and literate, the natural outcome is the transfer of vital information that can garner public participation and elicit changes in behaviours to the benefit of the region.

Post-2020 library literature will likely, be imbued with the events and memories that were shaped by the COVID-19 global pandemic. It is through the lens of this life-altering occurrence that the next two narratives in the section are presented.

The authors write about the challenges that this particular crisis created. In one instance, there was a retrospective look at how one library on a single campus pivoted to ensure business continuity, and in the other, the authors were prompted to do an investigation of library leaders' views of post-pandemic planning in their various institutions.

Lorraine M. Nero and Kumaree Ramtahal, using the COVID-19 pandemic as their backdrop, provide a unique insight into how library leaders from across language groups and territories in the Caribbean envision the future of their entities in the post-pandemic era. 'A Post-pandemic Future for Library Planning: Perceptions of Caribbean Academic Library Leaders' highlights the areas that these leaders identified as needing development and attention. These included but were not limited to digitalization of services, creating flexible and agile work systems, and investing in the health and wellness of staff. The consensus from the leaders was that strategic planning had to consider the lessons learned from the pandemic and seek to mitigate against the gaps that are likely to result from any future disasters or crises that would impact library workflows, service to patrons, and access to resources and information. Though the areas for development were in some respects similar to those in more advanced regions, the findings indicated aspects that seemed to be uniquely Caribbean.

In the work 'An Academic Medical Library in the Caribbean Providing Services Using a Business Continuity Model to Respond to the COVID-19 Pandemic: A Case Study', Ayaana Alleyne Cumberbatch and Niala Dwarika-Bhagat chronicle the processes employed by their university that served to shore up continued service delivery as the pandemic was ongoing. Their library's adherence to the parent institution's business continuity policies and guidelines enabled them to craft a model of their own. These actions, they contend, ensured that the library continued to serve its community through different and novel means while complying with the rolling mandates that characterized the pandemic era.

The section concludes with the futures perspective coming from Susan Sandiford, whose chapter is built on being involved in the implementation of a new and game-changing Library Services Platform (LSP). Titled 'The Implementation of the Future of Libraries is Open (FOLIO) at the University of Trinidad and Tobago (UTT) Libraries', the discourse explores challenges related to this next generation system in its embryonic stages. As the first university library in the English-speaking Caribbean to adopt FOLIO, the coverage given to the implementation at the UTT may serve to provide signposts and guidelines for other institutions that may see the strengths of transitioning to this particular open source LSP.

#### *Section 4: Communications from the Field*

This Section is presented as a means of documenting descriptive practice from varied lenses. The first communication comes from the University of the Bahamas. The Bahamas, due to its location and strength of its economy, straddles the line between the developed and developing world. The chapter offers insight into how a library system successfully remained connected to the community