

THE ROLE OF EMBEDDED LIBRARIANS AS INFORMATION PROFESSIONALS: A SYSTEMATIC LITERATURE REVIEW

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Abstract

This study discusses the role of embedded Librarians as information professionals. Embedded librarian is someone who is proactive in providing library services in information retrieval and understands the information needs of its users. The development of information and communication technology (ICT) has also had a significant impact on education and research. However, the abundance of information sources is sometimes a problem for students or researchers who must choose and use appropriate and accurate sources of information. The Embedded Librarian concept refers to librarians who are actively involved in a particular group, build deep relationships with the group, and provide information services tailored to their needs. The method used is a systematic study with a qualitative approach, and selected articles sourced from Google Scholar and OnlineDatabase subscribed to the Library of the University of Indonesia <http://remote-lib.ui.ac.id/>). The analysis process consists of 6 (six) stages, namely 1) field mapping through scope review; 2) comprehensive search; 3) quality assessment; 4) data extraction; 5) synthesis; and 6) writing. The majority of the journal articles studied discussed the roles and activities of embedded librarians. This research provides a broader understanding of the development of information professionals and how the role of the Embedded Librarian evolves as information and technology evolves. This research also provides guidance on the skills and competencies required to become an effective Embedded Librarian. In practice, Embedded Librarian activities can be adapted to the environment and needs of the clients served, so as to provide relevant and effective information support

Keywords: *Embedded librarian; Information; Librarian; Collaboration; Library Services*

INTRODUCTION

In today's digital era, information is becoming increasingly accessible via the internet. This makes many people feel that they no longer need the help of information professionals such as librarians or libraries. However, in reality, not everyone is able to manage this information effectively. The role of information professionals is still needed to help people access information effectively and efficiently.

The development of information and communication technology (ICT) has had a significant impact on the world of education and research. In the digital era like today, information sources are very abundant and can be easily accessed via the internet. However, the

excess of information sources sometimes becomes a problem for students or researchers who have to evaluate, select, and use the right and accurate information sources.

Shumaker and Talley (2009) define embedded librarians as "librarians who focus on the needs of a particular group, build relationships with those groups, develop a deep understanding of their work or research, and provide information services that are highly customized and targeted to their needs". Isuster et al. (2015) states embedded librarianship as "the act of attaching oneself or joining the population or group being served, and also acting to achieve a deeper level of integration of the group, which requires direct and directed interaction with the group". According to the Merriam Webster dictionary, 'librarian' is a specialist in managing and administering libraries, 'embed' means making something an inseparable part. Thus, the meaning of 'embedded librarian' can be said as 'someone who is inseparable from a team or group in effective library practice'. Embedded librarians have a basic goal, namely to serve users who seek information appropriately and immediately when needed.

There is an idea of embedded librarians, where information needs are met proactively by librarians. Embedded librarians employ a variety of methods to teach information literacy, such as posting to discussion boards, linking to course guides and courseware or library websites, answering email questions, providing library instruction through webinars and chat sessions, and linking or embedding tutorials" (Skaggs, 2013). Activities carried out by embedded librarians (Pati & Majhi, 2019) include content management on the organization's Web and intranet, providing information literacy to users, serving as a supporter of core research and development as a reliable source of information, providing assistance (information) to core research groups Teaching instructional-based classes, conducting seminars and conferences for various user groups, promoting information services, designing and promoting institutional websites, making significant research publications from division members displayed and accessible through institutional repositories, creating and promoting social media sites, both general and specific, for collaboration and professional communication. Nicholas (2003) presents a framework for conducting information needs analysis, which can be used as a guideline for monitoring and evaluating the suitability and effectiveness of information services provided with user needs. Nicholas (2003) identified several categories to identify information needs, including information subjects, information functions, information forms, information awareness, information perspectives, information quantity, information quality, and information up-to-dateness.

One form of information professional role that is increasingly popular is the role of "embedded librarian". An embedded librarian is an information professional who works within a particular organization or agency, such as a company or university, and is involved in the decision-making process and project implementation. Embedded librarians usually work within a project team or department, and help ensure that the information needed is available easily and quickly.

The role of embedded librarians is increasingly important due to the increasingly complex and changing demands of the job market. Information professionals must be able to keep up with the latest developments in technology and information and be able to adapt to changes that occur. In situations like this, embedded librarians can help organizations or agencies to continue to grow and adapt quickly.

In addition, the role of embedded librarians also brings other benefits to organizations or agencies. In some cases, embedded librarians can help save costs by providing access to the right information at the right time, avoiding duplication of information, and managing

information resources effectively. In addition, embedded librarians can also help improve the quality of products or services of organizations or agencies by providing relevant and up-to-date information.

Research on the role of embedded librarians as information professionals can provide an overview of how effective the role is in helping organizations or agencies achieve their goals. Research can also provide information about the organization's needs for the role of embedded librarians and how the presence of embedded librarians can help improve the efficiency and effectiveness of organizations or agencies.

Research on the role of embedded librarians can also provide a broader view of the development of information professionals and how the role evolves along with the development of technology and information. Research can help identify the skills and abilities needed to be an effective embedded librarian, as well as provide input on how to improve the overall competency of information professionals.

However, although the role of embedded librarian has become popular in recent years, many organizations or agencies still do not fully understand the benefits of having an embedded librarian. Therefore, research on the role of embedded librarians can also help increase understanding and awareness of the importance of this role among decision makers in organizations or agencies.

Previous research discussing the topic of embedded librarians was written by Pramod Sharma, Kamal Kumar, and Parveen Babbar (2014) entitled *Embedded Librarianship: Librarian Faculty Collaboration*. This research explains several important attributes of embedded librarianship. In addition, this research also explains the process of embedded librarianship practices that begin with identifying library users and ending with providing embedded library services in the technology era.

Previous research written by Carl R. Andrews (2015) entitled "Embedded Librarianship Best Practices Explored and Redefined" said that information literacy skills are very important for academic success and the world of work. Academic librarians must be able to teach research skills. With the presence of embedded librarians, students can be better and more likely to complete their academic programs when there are many resources working collectively to support learning and teaching. Research conducted by Jeffrey A. Knapp (2014) entitled "Retaining students by embedding librarians into undergraduate research experiences" concluded that embedded librarianship is an effective practice to improve students' research experiences and strengthen their retention in college. This study also highlights the importance of the role of librarians as partners in education and provides practical guidance for institutions to implement embedded librarianship practices. The purpose of this study is to identify the role of embedded librarians as information professionals in meeting information needs.

The purpose of this study is to identify the role of embedded librarians as information professionals in meeting information needs. By working closely with users, such as faculty, students, or business teams, embedded librarians are able to provide more personalized, relevant, and efficient support. This not only increases user satisfaction and effectiveness in information searches, but also optimizes the use of information resources and supports better decision-making in a variety of contexts, both academic and professional.

This study also aims to highlight the added value that librarians can provide in today's digital information age. By understanding the role and contribution of embedded librarians, institutions and organizations can better optimize their information resources and improve the quality of information services they provide to users.

This study not only summarizes the findings of previous studies but also identifies knowledge gaps and new opportunities for the development of librarian roles in the digital age. By integrating literature analysis with current information technology developments and best practices, this study provides new perspectives on how embedded librarians can adapt and provide greater added value in a variety of contexts, both academic and professional. This offers valuable strategic guidance for institutions seeking to maximize the contribution of librarians in supporting the information needs of their users.

RESEARCH METHOD

In this study, a systematic review method was used, which includes all published articles and systematically selected to answer certain research questions with the aim of minimizing bias and error (Jesson, 2011). Initially, this method was widely used in health science studies, but now systematic reviews can also be applied in social science research. This study synthesizes literature relevant to the role of embedded librarians, and the systematic review process consists of several stages.

The first stage is to determine the research question based on the initial phase of the study, the purpose of this study is to find out how the role of embedded librarians is. To determine research boundaries and formulate research questions, the PICOC (Population, Intervention, Comparison, Outcome, Context) search tool from Petticrew & Roberts (2008) was used. This limitation aims to facilitate the search for relevant articles to answer research questions. Based on the results of using the PICOC search tool, the identified research questions can be formulated.

Question 1 (Q1): What is the role of embedded librarians as information professionals?

Question 2 (Q2): What are the activities carried out by embedded librarians?

The second stage is the inclusion and exclusion criteria to ensure that articles are relevant and in accordance with the context of the research study, identification is carried out by applying the inclusion and exclusion criteria to the journal articles found. The inclusion criteria include articles that discuss the role of embedded librarians, and published in Indonesian or English from 2012 to 2022.

The third stage is determining the search keywords. In this study, the search was carried out using a strategy built by determining keywords using Boolean Logic with the terms OR, AND, and NOT. There are three criteria used to help identify articles, namely population, intervention, and method. Thus, the search structure obtained is (Embedded librarian OR Information professional) AND (Role OR Task).

Literature Sources In the second phase, namely comprehensive search, literature was searched through the Google Scholar database (<http://scholar.google.com/>) and OnlineDatabase subscribed to by the University of Indonesia Library (<http://remote-lib.ui.ac.id/>), by utilizing the convenience offered by Google Scholar in finding scientific articles and journals. In addition, Google Scholar is considered a scientifically accountable source of reference and learning, considering Webometrics and H-Index rankings based on excellence and openness criteria.

Search Result Quality Assessment The third phase, called quality assessment, is the process of assessing the quality of search results. The goal is to facilitate the determination of relevant journal articles by looking at the relevance of the data to be used. In this process, questions to assess journal articles are compiled based on five aspects (Jesson, 2011), namely:

1) research objectives; 2) research context; 3) research rationality; 4) methods used; and 5) research results that explain the role of embedded librarians.

RESULT AND DISCUSSION

Research Question

After developing a systematic review method, the next step is to evaluate the primary data that has been collected. Then, journal articles relevant to the research questions will be identified as the main data sources. Detailed information from the selected articles will be listed in Table 1. Based on the search results following the systematic review method in Table 1, the majority of studies on the role of embedded librarians apply qualitative methods. There are 11 selected articles (J1; J3; J4; J5; J6; J7; J8; J10; J11; J12; J13), while 2 articles (J2; J9) use quantitative methods. The distribution of the year of publication of the articles also affects the findings. Of the total 13 articles found, one article was published in 2013 (J10), one article in 2014 (J6), one article in 2015 (J3), one article in 2016 (J11), two articles in 2017 (J2; J8), two articles in 2018 (J4; J13), three articles in 2019 (J1; J5; J7), and two articles in 2022 (J9; J12).

Q1: What is the role of an embedded librarian as an information professional?

The role of an embedded librarian as an information professional is to understand the educational and research priorities of students and staff in a particular discipline. As part of the embedded librarian approach, they must have a deep understanding of the research culture and academic practices in that discipline. This allows the embedded librarian to provide more effective and relevant support to library users. In addition, embedded librarians must also continue to learn and develop their understanding of the discipline they support through a process of reflection and examination of their practice (Pati & Majhi, 2019).

As an information professional, the role of an embedded librarian is to work with faculty and academic staff in integrating information literacy skills into the curriculum and academic programs. They also assist students in developing the information literacy skills necessary to complete their academic assignments (Kvenild et al., 2016). In addition, embedded librarians help develop and maintain library collections that are relevant to academic programs and provide the information technology support needed to support learning and research. The role of an embedded librarian as an information professional is critical in supporting learning and research in academic institutions. They work directly with students, staff, and faculty in specific disciplines to understand information needs and the resources needed. Embedded librarians help integrate information literacy skills into the curriculum, develop students' information search and use skills, and provide information technology support as needed. They may also work with local communities, collaborate with organizations outside the academic institution, and help strengthen relationships between the library and the community it serves (Sharma et al., 2014). In all of these roles, embedded librarians have the potential to improve the quality of library services, enhance student academic success, and strengthen the role of information professionals in society.

Q2: What are the activities carried out by embedded librarians?

Embedded librarians carry out a variety of activities to support library users in specific disciplines. These activities include providing specialized research and reference support, providing specialized information training, participating in academic and research activities,

building relationships with faculty and staff, developing and maintaining relevant library collections, and assisting library users in navigating complex information resources.

In the context of embedded librarianship, activities carried out by embedded librarians can include a variety of things, such as helping to develop curricula, providing training and support in the use of library resources and information literacy skills, assisting students in completing academic assignments, providing research guidance and online resources, collaborating with organizations outside the academic institution, and providing reference services and research assistance.

According to Knenild (2016), there are several conclusions that can be drawn. First, embedded librarians have an important role in supporting student learning in higher education. They can help students develop research and writing skills, provide guidance in finding relevant information resources, and provide support in the writing process. Collaboration between librarians, faculty, and learning specialists can also help design more effective curricula for teaching research and writing skills. Second, embedded librarians can help strengthen the relationship between libraries and local communities by understanding the needs and challenges faced by those communities. They can help improve access to and use of information resources in local communities in a more integrated and sustainable way. Activities performed by embedded librarians in this context include designing more effective and relevant programs and services for local communities, providing training and support for the use of information resources, and building partnerships with other organizations and institutions in the local community. Third, activities performed by embedded librarians can vary depending on the context and specific needs of a particular department or academic program. However, some common activities performed by embedded librarians include providing reference and mentoring services, providing training and support in the use of information resources, assisting in curriculum development and instruction, providing support in research and publication, participating in academic activities and professional development programs, and providing technical support and assistance in using software.

The Role of Embedded Librarian

The role of an embedded librarian as an information professional is to understand the educational and research priorities of students and staff in a particular discipline. As part of the embedded librarian approach, they must have a deep understanding of the research culture and academic practices in the discipline. This allows embedded librarians to provide more effective and relevant support to library service users (Husna, 2019). In addition, embedded librarians must also continue to learn and develop their understanding of the disciplines they support through a process of reflection and testing in their practice.

As an information professional, the role of an embedded librarian is to work with faculty and academic staff in integrating information literacy skills into the curriculum and academic programs (Kvenild, 2016). They also assist students in developing the information literacy skills needed to complete their academic assignments. In addition, embedded librarians help develop and maintain library collections that are relevant to academic programs and provide the information technology support needed to support learning and research.

Embedded librarians have an important role as the best resource owned by an academic institution. As an information professional, an embedded librarian can help enhance school curricula, support professional development for faculty, and introduce students to resources that support retention. In addition, an embedded librarian can help improve students'

information literacy skills and assist them in completing their academic assignments (Skaggs, 2013). In some cases, an embedded librarian may also work with organizations outside the academic institution, such as libraries, schools, businesses, and government agencies, to improve learning and teaching. Therefore, an embedded librarian plays a critical role in supporting student academic success and improving the quality of education in academic institutions.

An embedded librarian plays a critical role as an information professional in strengthening the relationship between the library and the community it serves (Sharma et al., 2014). An embedded librarian can help strengthen the relationship between the library and the local community by understanding the needs and challenges faced by that community. By understanding these needs and challenges, an embedded librarian can design programs and services that are more effective and relevant to the local community. In addition, embedded librarians can also help improve access and use of information resources in local communities in a more integrated and sustainable way. Thus, embedded librarians can help increase the added value of libraries and strengthen the role of information professionals in society.

In addition, embedded librarians have a very important role as information professionals in supporting student learning. As librarians who are directly involved in courses, embedded librarians can help students develop their research and writing skills. This is done by providing guidance and advice on relevant information resources, helping students evaluate information resources, and providing feedback and support in the writing process (Clossen, 2018). In addition, embedded librarians can also work with lecturers and other learning specialists to design and develop a more effective curriculum in teaching research and writing skills. Thus, embedded librarians can help students achieve their learning goals and improve the quality of education in higher education.

According to (Abrizah, 2016) the role of embedded librarians is to be an active part of academic activities to support the information needs of users. In this context, librarians assist in teaching information literacy, support research and scholarly activities, and engage in distance and online learning. Librarians can also be directly involved in the classroom to assist in the learning process. All of this is done so that librarians can be more integrated with users and contribute to the success of library services in the academic environment.

Embedded Librarian Activities

Embedded librarians have a basic goal of serving users who are looking for information accurately and immediately when needed. There is an idea of embedded librarians, where information needs are met proactively by librarians. Embedded librarians apply various methods to teach information literacy, such as posting to discussion boards, linking to course guides and courseware or library websites, answering email questions, providing library instruction through webinars and chat sessions, and linking or embedding tutorials" (Skaggs, 2013).

Embedded librarians carry out various activities to support library service users in specific disciplines (Pati & Majhi, 2019). Some of the activities carried out by embedded librarians include providing specialized research and reference support for students and staff in specific disciplines, developing and providing specialized information training for students and staff in specific disciplines, participating in academic and research activities in specific disciplines to further understand the needs of library service users, building relationships with faculty and staff in specific disciplines to further understand the needs of library service users

and promote relevant library services, developing and maintaining library collections relevant to specific disciplines, assisting library service users in navigating the complex and diverse information resources in specific disciplines. These activities help embedded librarians to understand the needs of library service users in specific disciplines and provide more effective and relevant support to them. Based on the theory of embedded librarianship, there are many activities that can be carried out by an embedded librarian (Pathi & Majh, 2019).

Some common activities carried out by embedded librarians include being a member of a teaching or research team, embedded librarians may work with faculty or researchers in research groups, interdisciplinary projects, or teaching programs, embedded librarians may attend academic events such as seminars, symposia, or guest presentations to expand their knowledge of the academic disciplines served, building and managing collections. In addition, embedded librarians may help build and manage library collections that are relevant to the needs of the clients served, providing training and technology support. Embedded librarians may provide training and technology support to clients to help them access relevant information resources, providing reference services that are specific and tailored to the needs of the clients served, building strong relationships with the clients served, by means such as attending staff meetings or hosting special events for clients, providing remote services such as online consultations or webinars to assist clients who are unable to physically visit the library. However, the activities carried out by embedded librarians can vary depending on the environment and needs of the clients served.

Table 1 Search Results

Kode	Judul	Penulisan, Tahun / Jurnal
J1	Reflections on an Embedded Librarianship Approach: The Challenge of Developing Disciplinary Expertise in a New Subject Area	Edward Joseph Luca, 2019 / Journal of the Australian Library and Information Association
J2	In Bed with the Library: A Critical Exploration of Embedded Librarianship at the City Abstract University of New York	Nora Almeida, 2017 / Communications in Information Literacy
J3	Embedded Librarianship: Best Practices Explored and Redefined	Carl R. Andrews, 2015 / The International Journal of Educational Organization and Leadership
J4	Embedded library practices in Africa: A literature review	Christopher M dan Owusu-Ansah, 2018 / All Nations University Journal of Applied Thought (ANUJAT)
J5	Embedded Librarian: Kolaborasi Pustakawan di Era Informasi	Jazimatul Husna, 2019 / UNDIP E-Journal System
J6	Embedded librarianship in branch settings: customizing liaison services	Susan L. Hall and Derek Hunter Marshall, 2014 / Emerald Discover Journals, Books & Case Studies
J7	Research on Embedded Information Service Model of University Library under the Environment of Innovation and Entrepreneurship	Xue-Yan CAO, Pei-Han LIU, Xiao HU, Teng-Bin DENG, 2019 / Advances in Social Science, Education and Humanities Research
J8	Teaching Research Skills Through Embedded Librarianship	Nadine Hoffman, Susan Beatty, Patrick Feng and Jennifer Lee, 2017 / Emerald Discover Journals, Books & Case Studies
J9	Embedded librarianship and Greek academic libraries	Konstantinos Kyprianos, 2022 / Emerald Discover Journals, Books & Case Studies

J10	Retaining students by embedding librarians into undergraduate research experiences	Jeffrey A. Knapp, 2013 / Emerald Discover Journals, Books & Case Studies
J11	Systematic Literature Review Informing LIS Professionals on Embedding Librarianship Roles	A. Abrizah, Samaila Inuwa, N. Afiqah-Izzati, 2016 / The Journal of Academic Librarianship
J12	Figuring Embedded Librarianship: An Analysis of the Embedded Journalist Metaphor in the Professional Discourse	Rachel Lynn Edford, 2022 / Taylor and Francis Online
J13	INOVASI PERPUSTAKAAN MELALUI MOOCs: PELUANG PUSTAKAWAN EMBEDDED DI ERA INDUSTRI 4.0	Riana Mardina, 2018 / Jurnal Perpustakaan Universitas Airlangga

CONCLUSION

The role of embedded librarians as information professionals is to understand and support the educational and research needs of a particular discipline. They work with faculty and academic staff to integrate information literacy skills into the curriculum, assist students in developing information literacy skills, and provide information technology support. Embedded librarians also strengthen the relationship between the library and the community they serve by designing relevant programs and services. In supporting student learning, they help develop research and writing skills. In addition, embedded librarians also perform a variety of activities such as providing research support, building relationships with faculty, and providing remote services. These activities help embedded librarians understand user needs and provide relevant and effective support. In practice, embedded librarian activities can be tailored to the environment and needs of the clients they serve.

SUGGESTION

It would be beneficial to adopt a multi-method approach that includes a comprehensive literature analysis as well as practical case studies in various institutions. Combining quantitative and qualitative data will provide deeper insights into the various roles and impacts of embedded librarians in different contexts. In addition, research on embedded librarians should consider the variability in the types of institutions and user communities they serve, as well as the latest information technology developments that influence embedded librarian practices. Involving librarians, users, and other stakeholders in discussions and interviews will also enrich the research findings and provide more applicable recommendations for the implementation of embedded librarian roles in the future.

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