"Adapt or die"

Energizing library staff & academics through the development of digital repositories

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73rd IFLA General Conference and Council

21 August 2007

University of Pretoria

"Skydiving" through virtual space

(Source)

Agenda

- University of Pretoria

- Strategies & Objectives

- "Skydiving" in 5 simple steps

- "Skydiving" as part of a team

- Leading the team

- Examples: "Skydiving teams"

- The perfect landing …

About Skydiving

- Trust

- Lots of energy!

- Risks

- Teamwork

- Strategies

- Sharing

- Helping each other

- Perseverance

- Practice makes perfect!

- Perfect landing …

University of Pretoria

- Leading SA research university

- Highest research output in country

- 1 of 4 SA Universities out of 500 - Shanghai Jiao Tong University list of world's top 500 universities

- **Research** & **Postgraduate education** – key drivers for implementation of UP strategic plan

- **Primary goal:** "To become an internationally recognised South African teaching and research university"

Strategies & Objectives

Organizational Strategy & Objectives

"The **sound management of information** through our library system is **cardinal** to our vision of being an **internationally recognised research university**. **New technologies** have made it possible to **access academic information** here and abroad more efficiently than in the past. Furthermore, increasingly, **information sources** are being received in **digital format** by the University's libraries. We believe it to be essential that the **opportunities** afforded us by these developments should be **fully exploited**. We intend ensuring that this is the case."

(University of Pretoria 2007)

Library e-Strategy & Objectives

- **Integrated seamless e-Service**
- **Objectives**
  - Support education innovation & research excellence
  - Optimal e-information (portal) services
  - Participate & contribute to national & international e-information phenomena
- **Key sub strategies**
  - Create **e-information environment**
  - E-Information plan
  - Learning/ e-learning & **research/ e-research support strategies**
  - Library structure, business processes, skills, facilities
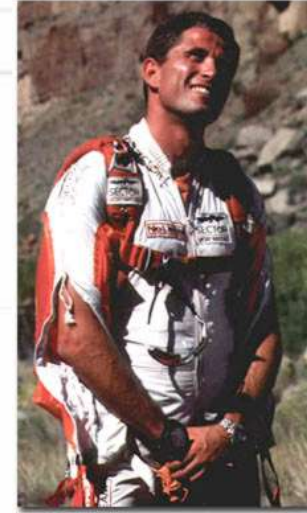
"Skydiving" in 5 simple steps

(Source)

Step 1: Be aware of the risk

- Do your homework

- What do you want to achieve?

- Get others on board – team approach

- Start planning

- Resources (Human, Financial, Hardware, Software)

- Get, set, go!

Step 2: Choose a method

- Needs analysis

- Evaluation of software

- Proposal

- Project plan

- DSpace

  - Design

  - Development

  - Implementation

  - Evaluation

(Source)

http://www.dspace.up.ac.za

UNIVERSITY OF PRETORIA

Step 3: Find a Drop Zone

- 4 "zones":

  - Pretoriana Collection (Architecture)

  - Scholarly Publications (All faculties)

  - Arnold Theiler (Veterinary Sciences)

  - Jonathan Jansen Collection (Education)

- All research output @ the University of Pretoria

- Tacit (beliefs, "minds") & explicit (documented, recorded) knowledge

- Digitally born & non-digitally born

Step 4: Set a date and jump!

- January 2006

- Jumps so far ….

    - 2 000 items (full text, open access)

    - 187 collections

    - 800 e-persons

    - 18 subject librarians
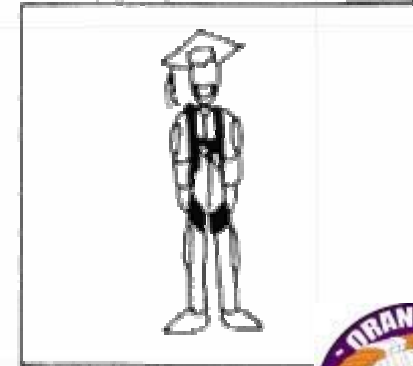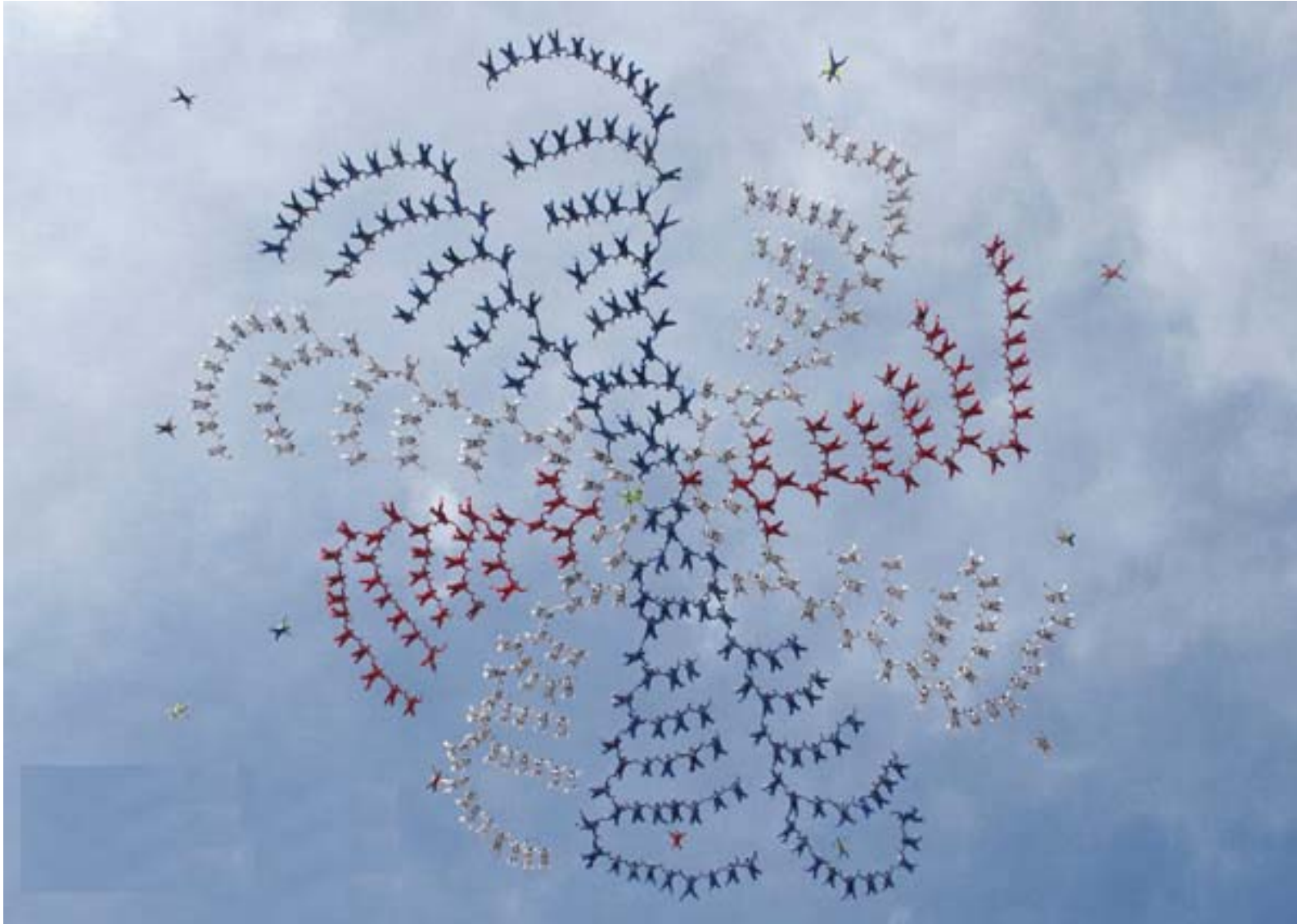
    - 12 cataloguers

Step 5: Get licensed

- Registered with:
  - ROAR
  - openDOAR
  - Google & GoogleScholar
  - OAISTER
  - DSpace Community
  - Wikipedia etc.

"Skydiving" as part of a team

(Source)

Roles & Responsibilities (1)

- Re-structuring of library

- E-Information Service established

- Specialist roles:
  - UPSpace Manager
  - Digitization Specialist
  - Metadata Specialist
  - Open Access Manager

  Assistant Director:
  E-Information Strategy &
  Knowledge Management

- Subject Librarians (18)

- Cataloguers (12)
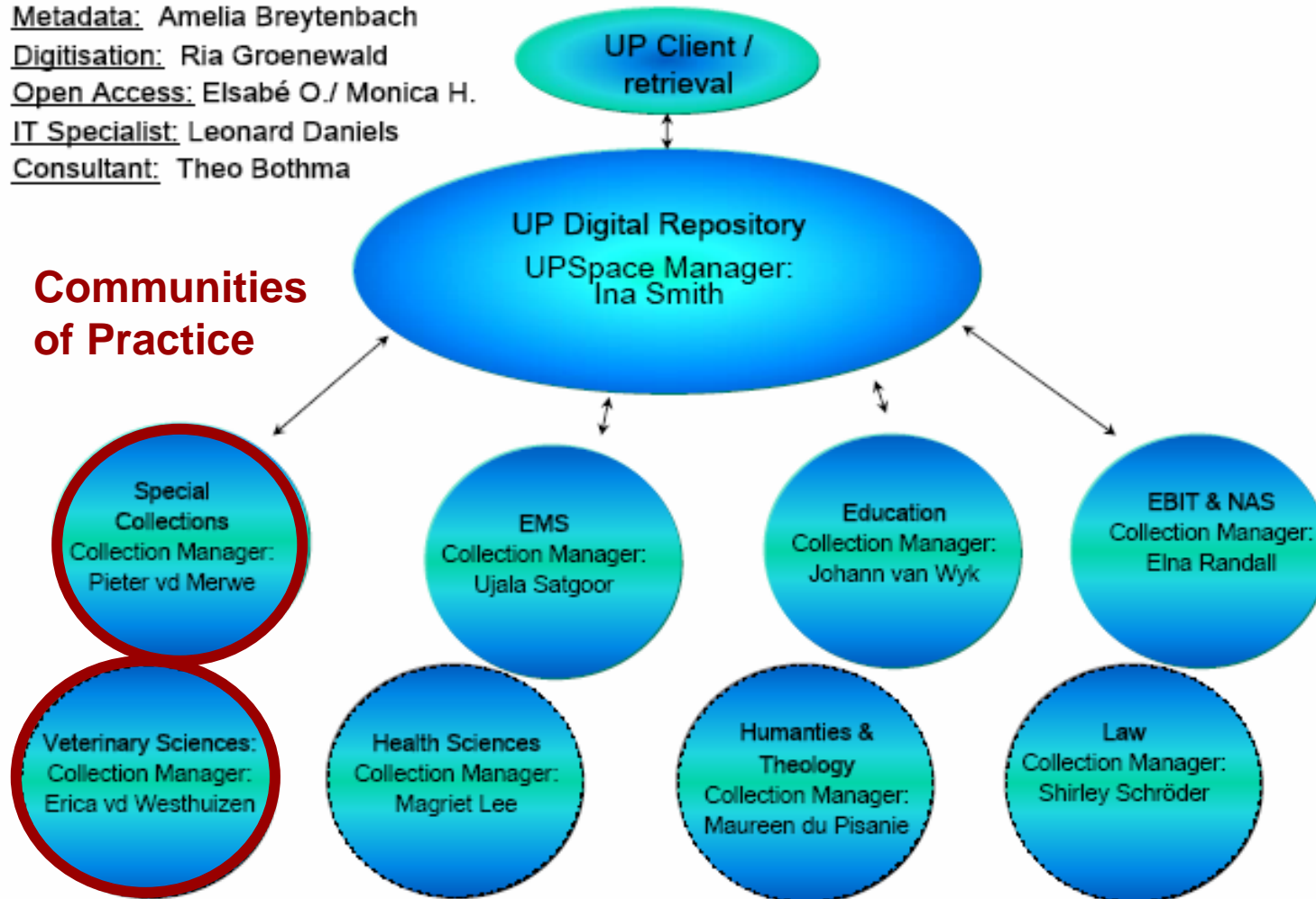
- Faculty Library Leaders (9)

Roles within the team

UP Digital Institutional Research Repository

Specialist / expert roles:
- Metadata: Amelia Breytenbach
- Digitisation: Ria Groenewald
- Open Access: Elsabé O./ Monica H.
- IT Specialist: Leonard Daniels
- Consultant: Theo Bothma

Communities of Practice

UP Client / retrieval

UP Digital Repository
UPSpace Manager:
Ina Smith

Special Collections
Collection Manager:
Pieter vd Merwe

EMS
Collection Manager:
Ujala Satgoor

Education
Collection Manager:
Johann van Wyk

EBIT & NAS
Collection Manager:
Elna Randall

Veterinary Sciences:
Collection Manager:
Erica vd Westhuizen

Health Sciences
Collection Manager:
Magriet Lee

Humanties &
Theology
Collection Manager:
Maureen du Pisanie

Law
Collection Manager:
Shirley Schröder

Roles & Responsibilities (2)

Collection Manager — Faculty Library Leader

Collection Administrator — Subject Librarian

Submitter	Subject librarian, Researcher, Research Assistant
Reviewer	Subject librarian, Subject expert
Metadata Editor	Subject librarian
Editor	Cataloguer
Repository	

Leading the team

(Source)

Challenges

- Support strategies & objectives

- Influence mindsets

- Encourage knowledge transfer

- Motivate to share, learn, apply new knowledge

- Communication

- Identify opportunities

- Mentor

SKYDIVE
NO SPEED LIMIT

(Source)

Remember …

- "**Uncertainty** will always be part of the taking charge process" – Harold Geneen

- "Leadership is practiced not so much in words as in **attitude** and in **actions**" - Harold Geneen

- "The task of the leader is to get his people from **where they are** to where they have not been." – Henry Kissinger

- "**No man will make a great leader who wants to do it all himself, or to get all the credit for doing it**" – Andrew Carnegie

Examples: "Skydiving" teams

The perfect landing ….

Communities of Practice

- Network of people emerging spontaneously

- Social learning between people to find solutions, share ideas, stimulate innovations, share tacit knowledge etc.

- Sharing common knowledge, expertise and tools

- Held together by informal relationships

- Learning from one another

- Committed, Active, Adaptive

COP: Architecture

COP Workflow

Innopac record = Cataloguer
Identify for scanning
Students & Lecturer

UPSpace Workflow for Van der Waal (Pretoriana) Collection

Scanning : Student
File: Specs & admin form
CD/DVD to Digitization
Specialist

Use of Collection:
File: Subject
Librarian

Quality control:
Digitization Specialist

Submit
Students +

Accept/Reject
Edit Metadata
(Subject Expert)

Lecturer contacts experts
for contributions
Feedback to Subject
Librarian

Edit Metadata
(Subject Expert/
Librarian)

Edit DC Metadata
and commit
(Cataloguer)

Available on UPSpace

Notify interesting parties to subscribe
to collection; Lecturer +
feedback ; administrator (Subject Librarian)

Example

Photograph taken on 19 April 1984 of the Barclays Bank Building designed by Gordon Leith in 1939

Example

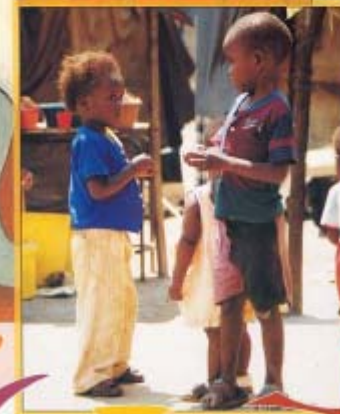The Pretoria Station building, designed by Sir Herbert Baker and opened in 1912
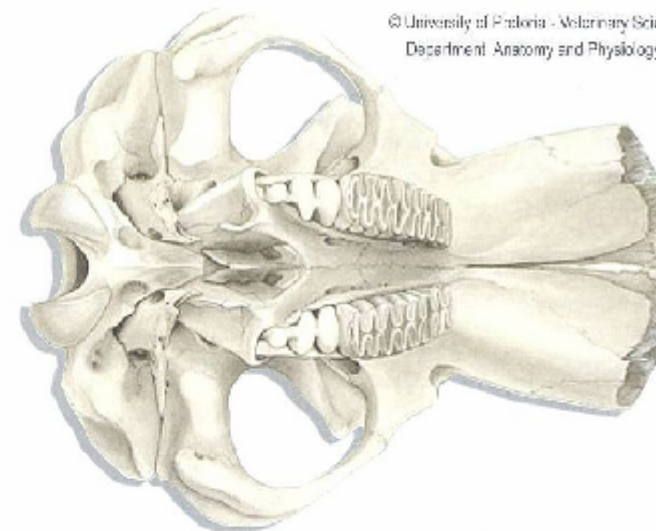
Examples

Example

Elephants in UPSpace

by Erica van der Westhuizen

The Onderstepoort library is excited about its latest digital project. Fifty-one of Christine Seegers's elephant sketches have been placed on the UPSpace at https://www.up.ac.za/dspace/handle/2263/1971. In this way this unique collection can be safeguarded, while showing it to the rest of the world. Each plate has the UP logo, marking it as UP property, the copyright-holder being the Department of Anatomy and Physiology of the Faculty of Veterinary Science.

Special mention must be made of the important role of two staff members in creating this digital collection: Ria Groenewald, Digitisation Coordinator of UP, whose expertise in creating the digital images ensured that the artist's work is shown to its best advantage, and Amelia Breytenbach of the Onderstepoort library, who heads the metadata applications for UP, enabling optimal retrieval of information on the website.

We would like to thank Prof Herman Groenewald, Head of the Department of Anatomy and Physiology, for his input in describing each illustration.

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Department Anatomy and Physiology

An example of Christine Seegers's illustration of the African elephant (the adult skull), which can be seen at https://www.up.ac.za/dspace/handle/2263/2213.

Well on track ….

(Source)

Future Prospects

- Curation of data sets

- Investigate criteria for a trusted digital repository

- Self-archiving by our research departments

- Archiving all research output mandatory @ UP

(Source)

Acknowledgements

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