“Adapt or die”

Energizing library staff & academics through the development of digital repositories

Ina Smith & Heila Pienaar
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“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
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
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 & Google Scholar
  - 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
- Subject Librarians (18)
- Cataloguers (12)
- Faculty Library Leaders (9)

Assistant Director:
E-Information Strategy & Knowledge Management
Roles within the team

Communities of Practice

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

UP Client / retrieval

UP Digital Repository
UPSpace Manager: Ina Smith

Special Collections
Collection Manager: Pieter vd Merwe

Veterinary Sciences
Collection Manager: Erica vd Westhuizen

EMS
Collection Manager: Ujala Satgoor

Education
Collection Manager: Johann van Wyk

EBIT & NAS
Collection Manager: Elna Randall

Health Sciences
Collection Manager: Magriet Lee

Humanities & Theology
Collection Manager: Maureen du Pisanie

Law
Collection Manager: Shirley Schröder
Roles & Responsibilities (2)

- **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
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

UPSpace Workflow for Van der Waal (Pretoriana) Collection

- Innopac record = Cataloguer
  - Identify for scanning
    - Students & Lecturer

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

- Quality control: Digitization Specialist

- Submit
  - Students +

- Accept/Reject
  - Edit Metadata
    - (Subject Expert)

- Edit Metadata
  - (Subject Expert/Librarian)

- Edit DC Metadata and commit
  - (Cataloguer)

- Available on UPSpace

- Lecturer contacts experts for contributions
  - Feedback to Subject Librarian

- 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: Rita 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 Ann ella 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.

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 ....
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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