2016

WITS LIBRARY
ANNUAL REPORT

UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

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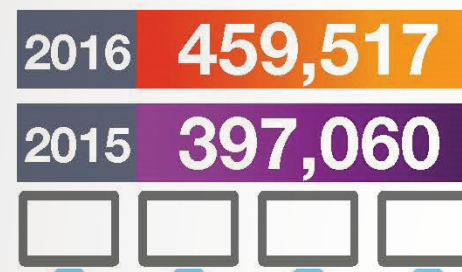
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INTRODUCTION

Despite the protests, mainly in the months of February, March, September and October, which made library operations difficult, inroads were made in facilitating access to relevant collections and services, enhancing the backend enabling technologies, and introducing appropriate study and learning spaces, in support of the strategic priorities of the University. Thanks to the commitment of Library staff at all levels; without their dedication, the 2016 accomplishments would not have been possible.
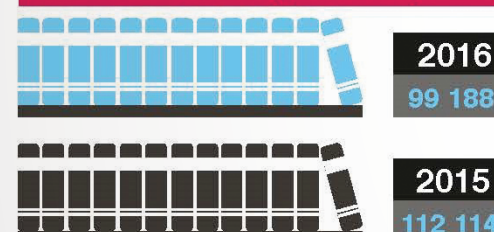
Resources/Services

LibGuides (page views)
- 2016: 516 284
- 2015: 459 740

e-Wits

e-Wits Mobile Page Views
- 2016: 158 828
- 2015: 96 508

WIREDspace (page views)
- 2016: 459,517
- 2015: 397,060

Databases & eBooks downloads and searches
- 2016: 2 434633
- 2015: 2 115457

PRINT BOOKS (in-library use)
- 2016: 99 188
- 2015: 112 114

PRINT BOOKS (borrowed)
- 2016: 339 557
- 2015: 468 864

Physical access
- 2 314 154 — 2016
- 2 552 751 — 2015

FTEs
- 2016: 27 019
- 2015: 25 522

COLLECTIONS

COLLECTIONS	2016	2015
Book volumes	1,230,643	1,220,125
e-Books	16,473	16,357
Databases	224	226

Information literacy

Information literacy	Classes	Attendances
Undergraduates	122	13,708
Postgraduates	168	3,809

HELP
- Reference inquiries | 8,096
- Ask-a-Librarian & Chat | 327

ILL
- Borrowed 1,721 — 2016
- Loaned 2,548
- Borrowed 1,883 — 2015
- Loaned 3,009
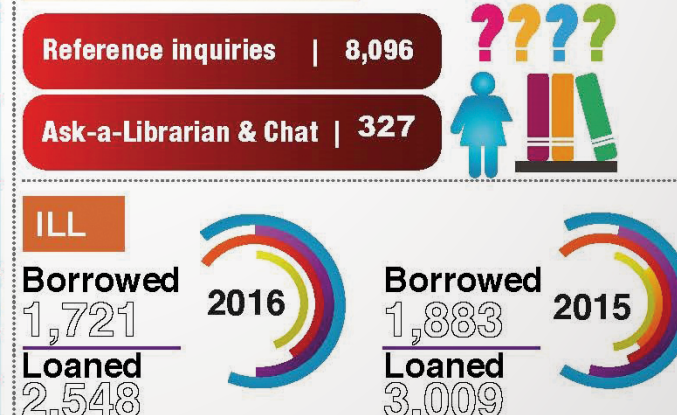
3 THE FUTURE OF OUR LIBRARIES

Re-imagining the Wits Libraries for the 21st Century survey prizes: Professor Jeanine Vellema announced the two winners and handed over a Chromebook to Martin Rafuma and an external hard drive to Sheena Swemmer at a function held in the Wartenweiler Library, Braamfontein Campus, East, on 17th November 2016. Photos by Library Computer Services (LCS)

Re-imagining the Wits Libraries for the 21st Century

In the last ten years, academic library services across the world have undergone tremendous change. In 2014, the Wits Library Triennial Review Report recommended the reconceptualisation of libraries to align with the needs of the 21st century research-intensive university. The Review Panel noted that some of the issues require institutional input and direction. At the beginning of 2016, a representative task team on *Reimagining the Wits Libraries for the 21st Century* sponsored by Prof. Z. Vilakazi, Deputy Vice Chancellor: Research and Postgraduate Affairs, who took over from former Deputy Vice Chancellor: Knowledge, Information Management, Infrastructure and Operations, Prof. B. Lacquet, and chaired by Prof. J. Vellema of the Faculty of Health Sciences, was formed. The purpose of the task team was to explore future directions in which the library needs to move, in light of trends in teaching and scholarship, electronic publication and access to information, and the escalating costs of information resources. The team comprised representatives from the student body, undergraduate and postgraduate, academics from all five faculties, the Library, Computer and Network Services department, and the Campus Planning and Development unit.

During the course of the year, the team carried out its work, including a Library spaces audit, to help establish the extent of reimagining that could be possible. In addition to site visits (e.g. the reimagined University of Johannesburg Library), literature research and discussions and presentations at eight different meetings between May and November 2016, the task team also carried out an online survey, *Re-imagining the Wits Libraries for the 21st Century*, from 17th August to 4th September 2016. In collaboration with the Computer and Network Services department, two free devices, an external hard drive and a Chromebook, were offered to two lucky survey participants. A total of 533 survey responses were received. The year ended with the task team collating its findings with a view to releasing its report in early 2017.

While the task team was carrying out its work, the Libraries continued to enhance services available to our user community. This report describes the service advances made with a view to strengthening the foundations upon which to reconceptualise libraries to align with the 21st century needs of the University.

4 TEACHING AND LEARNING

Meeting the Needs of Students and Academics

Collections

Exchange rate fluctuations continued to exert pressure on subscriptions to journals. With top-up funding and cancellation of titles of relatively less importance, the Library continued to provide the information resources needed by students and academics. Increasingly, the higher education sector questioned the duplications across the academic libraries and started to explore ways of improved sharing of resources, rationalising access and minimising costs. Resource sharing discussions between the University of Pretoria, University

of Johannesburg and University of the Witwatersrand Libraries covering collection development focus areas, an audit of back files, review of interlibrary loans (ILL) contract clauses, and expenditure per FTE and usage statistics commenced. It was expected this exercise would be completed in 2017.

In light of the national fees crisis and difficulties of physical access into libraries during days of protests, one of the major Library partners, Wiley InterScience, provided free access to the electronic copies of 22 key textbooks that were prescribed at Wits during 2016.

Details of the offer and links to the material were posted on the Library's home page, intranet, Wits News and various social media platforms.

Gifts of books and materials

As part of its collection development efforts, the Library accepted book donations from the Thabo Mbeki Foundation and the Shanduka Black Umbrellas and continued to add to the shelves books from the estate of Nadine Gordimer, as well as from Aja Verhaagen and Professor Katherine Munro. In general, donations that support the curriculum of the University are accepted and added to our growing collections.

Facilitating access to textbooks

The escalating costs of textbooks and other recommended readings constituted a challenge to student success. The Library launched a LibGuide pilot project to identify prescribed, recommended and open textbooks in the Engineering field in order to assist students in finding textbooks in the library. Links were provided to the online availability of prescribed and recommended books. Additional information was added to create an awareness of Open Textbook platforms to guide students to alternative Engineering textbooks. The LibGuide was published on 11 November 2016 for access at: http://libguides.wits.ac.za/engineering/prescribedandrecommended. As at 31 December, 2016, the LibGuide was viewed 443 times. This exercise was scheduled for expansion to other curriculum fields in 2017. In line with previous practice, the Commerce Library worked with the Schools and made provision for the 2017 prescribed and recommended books in order to meet the needs of as many students as possible.

Improving the user experience

The Commerce Library naming was approved and signage installed in November making it easier for users to find this library which is located in the midst of many other buildings on Braamfontein Campus West. At the Law Library, the Circulation Desk Supervisor created a WhatsApp chat group to assist student assistants in resolving problems they may experience with library users after hours. The chat group worked well and went a long way to improving the library experience of after-hours users.

At the Biological and Physical Sciences (BioPhy) Library, Braamfontein Campus East, queues to access computers increasingly became a common occurrence. In order to promote equitable access, the library introduced a system limiting students to one hour at a terminal during busy times. A university-wide managed printing service was implemented in all Libraries, enabling users to send out print jobs wirelessly or on the network to any printing station of choice across campus.

Since 1997, library management and administrative tasks such as acquisitions, cataloguing and circulation, were handled through the Millennium Library Management System. Vendor support for this system was scheduled to end in 2016. There was increasing disquiet from Faculties, Schools and Support departments about continued manual ordering systems and the lack of integration between the Oracle Financial system and the Millennium library ordering system. After detailed comparisons with other systems on the Library market, the Library upgraded from Millennium to the Sierra Library Management System. The new system went live on 25th February 2016. A related information discovery system Sierra/Encore Duet/EDS, aimed at giving users a Google

–like one stop search interface, also went live on the Library web site on a trial basis and running in parallel with the existing WorldCat Local, before a complete changeover scheduled for 2017. A pilot online ordering system using the Sierra functionalities revealed some shortcomings and was discontinued. Work on identifying a purpose built online ordering system that integrates with Sierra and the integration of Oracle and Sierra commenced with a view to implementing cost effective solutions in 2017.

Academics and students using the Library website experienced challenges regarding over-use of library jargon, broken links, complicated navigation and choice of images. The Library addressed these issues and would implement upgrades on an ongoing basis.

Space management and access to technologies the users want

The Libraries opened up spaces for new collections and technology enabled zones to meet varying user learning and research needs. At William Cullen Library, a collection of current Africana pamphlet boxes was relocated from the ground floor to the first floor. This created more shelving space on the ground floor which houses print Africana collections. At the GeoMaths Library, all duplicate journals in the compactor shelves were discarded to open up space for the growing hard copy journal collection and old books were moved to storage to free up space. At the Education Library, the atlas and old fiction collections were weeded. At the Architecture Library, the bound journal collection was weeded in liaison with the academics thereby opening up much needed shelving space in

Users at work in the newly opened Knowledge Commons, Education Library, Parktown Campus. Photos by Alison Chisholm

the bound journal section. It was planned that the weeding across all branches will continue in 2017 to open up more spaces for current curriculum related print materials, technology enabled individual, communal and discussion learning, teaching and research facilities.

At the Education Library, the Media Room in the basement was refurbished and turned into a 36-PC Knowledge Commons. It opened in April and was used to capacity during term; five multifunction devices (copier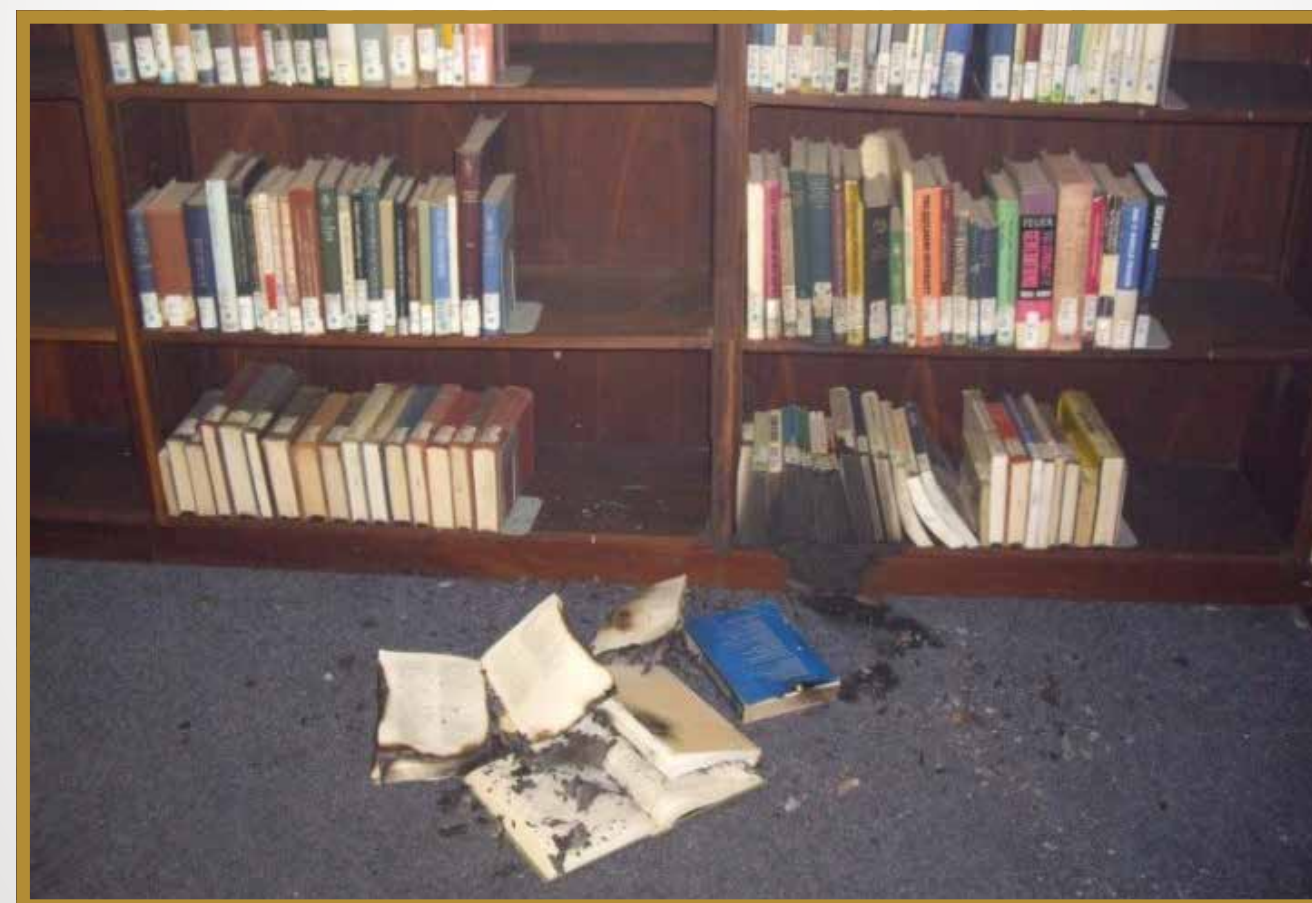s-scanners-printers) were installed, ending chronic queuing. A computer for alumni and visitors was installed in April at the Engineering Library. By the end of 2016, computing facilities for users with disabilities were accessible in all Library branches, including the Research Commons in William Cullen Library.

Making the Libraries attractive learning and research hubs

A combination of new and refurbished chairs replaced older seating in the BioPhy, Commerce and Management Libraries. At the Library of Management, three air-conditioning units were installed in the study area. At William Cullen Library, housing the Africana, historical papers and other special collections, half of the walls to the east of the second and third basements of the building were painted; the parquet flooring on the second basement was sanded and polished; half of the shelves and collections to the east of the two basements were thoroughly cleaned. At the BioPhy Library, water damaged areas were re-carpeted and painted.

Books torn up to serve as kindling for the fire attack in the East Reading Room, Education Library, 27 October 2016. Photo by Alison Chisholm

Aftermath of Wartenweiler Library second floor fire incident 19 October 2016.
Photos by LCS

These modest measures took place amidst the nationwide student protests in the higher education sector over affordable fees. In some cases, libraries were targeted thereby compromising their role as welcoming destinations for all. On 18 February, there was an attempt to burn the Wartenweiler Library 24-hour reading room during the evening by setting alight a foam mattress at the entrance. In March and coinciding with a day when there were protests, the William Cullen and Wartenweiler Libraries were flooded due to the taps that were left open in the students' toilets. In William Cullen Library, this caused extensive damage to boxes of archival material, international periodicals, government publications documents and wooden parquet floors. An investigation commissioned at the time concluded that the building's structure was historically compromised and that there were structural cracks in the ground floor slab as well as in the first basement slab. At the Law Library, there was a

failed attempt to burn down the building at the end of May. On Wednesday 19 October 2016, a fire broke out on the second floor, Wartenweiler Library, damaging some books but this was extinguished before it could spread. At the Education Library, a fire was started on 27 October but was quickly extinguished, thanks to the speedy seizing of fire extinguishers by two Library staff members on site, Mr Mandla Masina and Mr Tshifhiwa Ramuhulu, who quickly put out the multiple fires. In the Wartenweiler and Education Library fires, about 1 507 books were damaged. 1 262 of these damaged books were not in a very bad condition and were earmarked for binding in 2017 and 245 needed replacement.

The refurbishment of William Cullen Library featured in the discussions of the Reimagining of Libraries task team and was identified as one of the major projects to be implemented as part of the plans for the future.

Wits Amphitheatre and Library Lawns

5 ENABLING RESEARCH ACTIVITIES

Promoting access to original source materials: Historical Papers and Special Collections

The Historical Papers (HP) department in William Cullen Library maintained its position as the premier destination in the country for original source materials needed by the research community. Among the key collections processed during 2016 were: Arthur Chaskalson Papers, Archbishop Ndungane Papers, SADTU Papers, South African Institute of Race Relations (SAIRR) Minute books, John Matshikiza Papers and Patrick Lewis Papers. The awareness

raising initiatives around these rich collections received a shot in the arm when the University hosted a high level Government delegation led by the Minister of Higher Education and Training, Dr Blade Nzimande, and the Minister of Police, Mr Nkosinathi Nhleko, in February 2016. The delegation visited the HP department where they viewed some of the most prominent archival collections, amongst them the Rivonia trial papers and the personal papers of Nelson Mandela. Other notable exhibitions during the year were: an exhibition marking 40 years since the June 16 rising of 1976; an exhibition in commemoration

Student uprisings, 16 June 1976: An Exhibition in William Cullen Library, 14-30 June 2016 marking 40 years since the June 16 uprising of 1976. Photo by Historical Papers Unit

of the 30th anniversary of the death of Mozambican President Samora Machel, during the month of October 2016, running in parallel the conference "The politics of armed struggle in Southern Africa", which took place at the University from 23-26 November; and on 6 December 2016 the Vice-Chancellor and Principal Professor Adam Habib hosted a dinner at the William Cullen Library to celebrate the conferment of an Honorary Degree on Dr Stanley Bergman. At the event, HP displayed some of its most outstanding collection items in an exhibition held in the Research Commons, adjacent to the dinner venue.

Open Access (OA) to knowledge: curating and showcasing the research outputs and treasures of the University

In 2016, 37 new open access (OA) collections, including the Lee Berger collection, the Centre of Excellence in Mathematical and Statistical Sciences (CoE-MaSS) collection, and School of Oral Health Sciences publications were added to the Wits Institutional Repository (WIReDspace). The Lee Berger collection had 456 views from the date of publication in May 2016 to December 2016. In response to interlibrary loan requests and in support of OA

Sean Flynn, Associate Director, Program on Information Justice and Intellectual Property (PIJIP) at the Washington College of Law, American University, giving the keynote address, Copyright Flexibility for the Public Interest, at the Joint Open Access Seminar, University of the Witwatersrand, Johannesburg, 1 December 2016. Photo by LCS

online access to theses and dissertations produced at the University, 24 of these were digitised and added to WIReDspace.

The key research collections digitised and made accessible to the world on the Wits Digital Library platform included Government Commissions of Enquiry, Patrick Lewis Papers, Maps, Drum Magazine, Bantu World newspaper, African Architect: Journal of the Association of Transvaal Architects, 1911 – 1942, and Anglican Church, Provincial Synod Minutes, 1870 – 1999.

In order to increase capacity in the Digitisation Centre, additional equipment including LCD Monitor 32", Microbox slide scanner, Netbook and Dell Precision Workstation/laptop was acquired and 16 TB of additional storage space was made available.

In October 2016, the University signed the OA2020 "Expression of Interest (EoI) in the Large-scale Implementation of Open Access to Scholarly Journals". In addition, the University hosted the OA seminar jointly organised by the Library, the Research Office, Centre for Learning, Teaching and Development and Wider Gauteng Institutional Repository Forum on 1 December 2016.

To complement collections that were added to WIREDSpace and the digital library, hyper links to other OA resources were created on Sierra, for example, *Discovering Literature: 20th Century*, published by the British Library and aimed mainly at undergraduate students; *Connecting Africa*, published by the African Studies Centre in Leiden; and the *Darwin Manuscript Project*, which records Darwin's work as a practicing scientist.

Research data management

In order to increase the research value of WIReDSpace and to promote compliance with the National Research Foundation (NRF) policy requiring the deposit of data sets generated in NRF funded research, the Library implemented a research data management curation pilot project. One health sciences data set was uploaded onto WIReDspace and one mining engineering data set was uploaded and managed through a closed test environment. In collaboration with the Research Office, the pilot was extended to include the curation of research data from the Centre for Deaf Studies. The latter entailed the cleaning of data, uploading data, creating metadata, checking quality, and creating data documentation. This pilot would continue in 2017.

Supporting research reporting requirements

In collaboration with the Research Office the Library implemented an alert service for research output capturers. The aim of this service was to create an awareness of newly published research in Schools and to ensure regular updating of School research output on the Research Output Capturing System (ROCS) of the University throughout the year. The Library also continued to assist various entities in generating research output reports for different

purposes including NRF ratings, the Vice Chancellor's Research Awards, research performance of the Sydney Brenner Institute for Molecular Biosciences, Centre for Applicable Analysis and Number Theory, Health Communication Research Unit, Wits Institute for Social and Economic Research (WISER) and Centre For Mechanised Mining Systems and School of Economics and Business Sciences. The report for the Faculty of Science included citation statistics, information on collaborations with other organizations, areas of research, top journals published in, Journal Impact Factors of titles, and top authors in the Faculty. The research output report for the Faculty of Engineering and Built Environment included institutional comparisons.

At the School of Education, research publications in what appeared to be hijack journals, 'volume 1, number 1' journals, and journals by predatory publishers were identified. In consultation with the Head of School, explanations of these menaces were communicated thereby heightening awareness in the School. The Library was actively engaged in helping researchers in identifying predatory and dodgy publishers.

In ongoing efforts to support research ethics across the University, the Library offered plagiarism and copyright talks throughout the year and set up a plagiarism Wall of Shame in the Wartenweiler Library foyer.

6

PARTNERSHIPS IN SUPPORT OF THE ACADEMIC PROJECT

Recent surveys showed that some users were experiencing challenges in accessing the extensive collections available through the Library. The Library partnered with lecturers in selected courses and Schools and integrated the teaching of information skills to students, using the Wits-e online learning platform. The skills courses were integrated into: the Electrical and Information Engineering ELEN1004 (Engineering Skills and Design) course; the Mechanical, Aeronautical and Industrial Engineering MECN1001 (Introduction to Mechanical Engineering and Design) course; the 'Road to Success' programme in the Faculty of Commerce, Law and Management; School of Language, Literature and Media Studies (SLLM) first year students,

and, Wits School of Arts (WSOA), Film, Visual and Performing Arts (FVPA) course in the Faculty of Humanities; and Archaeology I (ARCL1000-2016). The skills course comprised lectures, online tutorials and quizzes.

Other notable partnerships during the year were:

Access to other libraries: Committee for Higher Education Librarians of South Africa (CHELSA) Agreement

Academic staff and postgraduate students continued to request assistance to access and use other libraries either because they were continuing with their research away from the University or they needed to access research materials not available in the Library. Under the CHELSA Agreement, a

total of 133 letters of introduction to other South African university Libraries were issued compared to 64 in 2015. Under the agreement, the Library also hosted 59 users from other South African universities compared to 64 in 2015. In addition, the Library hosted 78 private researchers compared to 35 in 2015.

Santu Mofokeng Donation and Library Week

In collaboration with the School of Arts, the Library hosted a presentation of photographic books by Mr Santu Mofokeng, an expert and award winning photographer, during Library Week, 11-18th March 2016. The presentation was witnessed by 30 students and academic staff. Library Week also featured an exhibitions competition between the Libraries. The exhibitions highlighted what was on offer through the libraries and attracted attention across the Wits user community. At an event held on 8 March 2016 in the Wartenweiler Library, Braamfontein Campus East, Professor Dave Billing, School of Chemistry, congratulated and handed over

some awards to the winners, Commerce & Engineering Libraries.

Five Hundred Years Rediscovered: an Archival Research Portal for the Southern Swaziland-KwaZulu Natal Region

In collaboration with the University of Cape Town, this project saw the partial digitisation of the Swaziland Oral History Project collection, with funding from the Andrew Mellon Foundation and the NRF. The digital collection was accessible online.

Social Work Day

In continuation of a three year relationship with the Social Work department, Ms Nokuthula Zungu, Senior Library Assistant in Wartenweiler Library, collaborated with Dr Thobeka Nkomo and mounted an outstanding display of materials on this subject to commemorate Social Work day on 15 March 2016.

Professor Dave Billing, School of Chemistry, hands over awards to the winners of the 2016 Library Week exhibition competition, Commerce & Engineering Libraries. Photo by LCS.

Library Week 2016: Exhibition in the Engineering Library. Photo by Maryna van den Heever.

7 LIBRARY STAFF

Senate Library Committee

The Committee worked tirelessly and ensured that the Library's role as part of the teaching and research infrastructure was maintained and developed. The members of the committee were:

- **Professor Z Vilakazi**
  Deputy Vice-Chancellor: Research and Postgraduate Affairs/Chairperson, took over from Prof. B. Lacquet
- **Mr P Bhana**
  Director of CNS – Acting
- **Professor D Billing**
  Dean's Representative: Faculty of Science
- **Professor J Vellema**
  Dean's Representative: Faculty of Health Sciences

- **Professor F Cawood**
  Senate Member: Faculty of Engineering and the Built Environment (EBE)
- **Professor C Nyamupangendu**
  Dean's Representative: Faculty of EBE
- **Dr D Hornsby**
  Dean's Representative: Faculty of Humanities
- **Professor A Kramvis**
  Senate Representative: Faculty of Health Sciences

- **Mr P Muswazi**
  University Librarian
- **Ms S Benvenuti**
  Dean's Representative: Faculty of Commerce, Law and Management
- **Professor V Bronstein**
  Senate Member from Faculty of CLM
- **Professor A Crouch**
  Deputy Vice-Chancellor: Academic
- **Professor C Penn**
  Senate Member: Faculty of Humanities
- **Professor M Kadenge**
  Representative: Faculty of Humanities
- **Professor C Rey**
  Senate Member: Faculty of Science
- **Ms N Sithole**
  Representative: Finance Office
- **Ms N Potgieter**
  Deputy Registrar
- **Mr I Maneta**
  Representative of Postgraduate Association
- **Mr N Ndimande**
  Representative – SRC
- **Mr M Ntshwanti**
  Representative – SRC
- **Professor S Weiss**
  Senate Representative: Faculty of Science
- **Mr S Yengde**
  Representative of Postgraduate Association

The Library was grateful for the guidance received from the Committee.

Library management

Previously, the Library reported to the Deputy Vice-Chancellor: Knowledge, Information Management and Infrastructure. In early 2016, the post of Deputy Vice-Chancellor: Knowledge, Information Management and Infrastructure was disestablished and the Library portfolio henceforth reported to the Deputy Vice-Chancellor: Research and Postgraduate Affairs.

Mr Paiki Muswazi was appointed University Librarian, vacating the post of Deputy University Librarian (DUL). Due to operational budget pressures, the filling of the vacant post of DUL was put on hold. In addition, it was envisaged the process of re-imagining the libraries may result in a redefinition of jobs, with a possibility that the content may change. In order to optimise capacity in the library, the DUL role was split between the Manager: Library Client Services, Ms Janet Zambri, and Manager: Library Research Support, Ms Maryna van den Heever.

During the course of the year, only two critical posts were filled. These were Nkemeleng Lesejane, Principal Librarian: Humanities and Neliswa Madakana, Principal Librarian: Bibliographic Control. For most of 2016, about 11 posts remained vacant. Included in these were such key posts as Manager, Witwatersrand Health Sciences Library (WHSL), Senior Librarian: BioPhy; Senior Librarian: Africana, and, Librarian: Teaching & Learning: WHSL. The responsibilities of the vacant posts were spread to the depleted staff complement resulting in increased work volumes. There was one resignation and seven retirements. Despite the challenging financial and staffing pressures, the Library senior management team worked tirelessly with all staff, Faculties and other support divisions of the University to realise the accomplishments highlighted in this report.

Aligning our grading structures with service changes

A 2014 benchmarking exercise with the Libraries of the University of Pretoria, Stellenbosch University and University of Johannesburg showed that Wits Library entry level grades were lower, although this could not be generalised to the professional posts. The Library entry level grade had remained at LB14 compared to sister University Libraries in the country, where it was LB13. After considering the impact of electronic services on the technical demands of the posts and the resultant complexities in job responsibilities, a revised entry level grade structure was implemented:

Post	Old Grade	New Grade
Clerical Assistant	LB14	LB13
Library Assistant	LB13	LB12
Snr Library Assistant	LB11 & LB12	LB11

Upskilling our staff

As the Library world continued to implement information technology solutions to meet the demands of 21st century users, the need for technical skills remained paramount. The Wits Digitisation Centre in collaboration with the Goethe Institut and NRF organised and hosted a South African Digitisation Initiative (SADI) workshop on colour management for digital preservation, 8-19 January 2016. It was attended by 25 participants from University of South Africa (UNISA), NRF, National Library of South Africa, National Archives, University of Johannesburg, Wits, First Coast and Deltalink. An expert from Innovative Interfaces, Inc. provided on-site training on all Sierra modules, 9-10 March, followed up by a more advanced workshop, 14-19 March, San Francisco attended by the Library Systems Coordinator.

The Library congratulated Ms Lihle Gumbi, Assistant Librarian, Information Resources Department, who completed her Bachelors in Information Science (Hons) degree and Ms Margaret Atsango, Assistant Librarian, Commerce Library, for the completion of her Masters in Information Technology degree.

Recognising staff achievements

At the year-end function on 7 December 2016, the Library honoured those staff members who had excelled in performing their duties and five retirees who collectively had served the University for 149 years. Ms Aysha Patel, a Librarian from the Law Library, won the Library Employee of the Year Award which recognised outstanding performance and commitment to excellence. Ms Margaret Atsango from the Commerce Library won the STAR Achiever Award which recognised outstanding dedication and service beyond the call of duty. Ms Nokuthula Malazi from the Library of Management won the Rock Solid Award which recognised consistent high quality, reliable and critical work which, if undone, would halt highly visible operations. Ms Mary Mabote and Ms Mapule Ngubeni from the William Cullen Library won the Perseverance in Adversity Awards. We invite the University community to join us in congratulating our colleagues for their outstanding work.

The library bade farewell to:

- **Cecilia Ford:** after 42 years of service to the University
- **Manini Nkutha:** after 36 years of service to the University
- **Michele Pickover:** after 30 years of service to the University
- **Mapule Ngubeni:** after 24 years of service to the University
- **Janie Johnson:** after 17 years of service to the University

Recognised for excellent services: From left to right - Ms Aysha Patel, Ms Nokuthula Malazi, Ms Mapule Ngubeni and Ms Margaret Atsango. Photo by LCS.

8 CONTRIBUTIONS TO THE PROFESSION

Publishing

The Library team contributed to the knowledge in their various areas of interest.

Denise Nicholson. *Seeking balance in copyright law for persons with disabilities*. Sri Lanka National Library Review Journal, 2016.

Denise Nicholson, Janet Zambri & Devind Peter. *SA Library Week at Wits*. LIASA-in Touch, Sept. 2016

Paiki Muswazi & Sue Alman. *Strategic planning: international online collaboration*, International Information & Library Review, Vol 48, no.1, 2016, DOI: 2317.2016.1146052

The highlights were:

Denise Nicholson. *Copyright and access: why the Marrakesh Treaty is so crucial*. Presentation at the 9th African Library Public Lecture (Unisa/IFLA Africa Section Office), University of South Africa, Pretoria, 13 July 2016

Denise Nicholson. *Copyright and OA*. Presentation at the Parliament Information Centre, 15 September 2016.

Denise Nicholson. *Copyright, plagiarism and OA issues*. Presentation at the Rosebank College Conference, 14 July 2016

Denise Nicholson. *Open access and predatory publishers*. Presentation at the Re-Inventing African Libraries Conference held at the University of Johannesburg, 20 September 2016

Denise Nicholson. *Need for limitations and exceptions for libraries, archives & museums*. Workshop presentations at Parliament, University of Cape Town and Wits LINK Centre, December 2016, with sponsorship from The American University Washington College of Law.

Devind Peter. *Literature searching: building a matrix*. Presentation at the CARTA JAS II research week, Wits School of Public Health, 30 November 2016

Eric Skosana. *Implementing Sierra at Wits*. Presentation at the 14th IUG-SA Annual Conference at the Vaal University of Technology, 23rd -25th of November 2016.

Gabriele Mohale. *What comes after the struggle?: From the Archive of Ronnie Kasrils*. Paper presented at the conference, "The Politics of Armed Struggle in Southern Africa", at the University of the Witwatersrand, Johannesburg, 23-26 November 2016

Janie Johnson. *Wits Architecture Library – a history, part one*. Paper presented at the Re-Inventing African Libraries Conference held at the University of Johannesburg, 20-21 September 2016

Professional leadership

Our librarians were recognized in the field and were called upon to serve in various capacities:

Denise Nicholson was reappointed to the Ministry of Arts and Culture's Legal Deposit Committee for the period 1 July 2016 to 30 June 2019.

Denise Nicholson was Vice-Chair of the National Council for Library and Information Services (NCLIS), 2016

Devind Peter served as Executive Committee Member of the Southern African Online User Group (SAOUG).

Jo-Anne King was member of the South African National Library and Information Consortium (SANLiC) e-Resources Advisory Group (SEA)

Paiki Muswazi served as member of the Executive Committee of the Committee of Higher Education Librarians in South Africa (CHELSA) for the period 2016-2018.

Suzette Jansen van Rensburg served as a member of the Sabinet Library Products Advisory Board.

CONCLUSION 9

2016 set the tone for the re-imaging of the Wits Libraries for the 21st Century. Some advances were made in meeting the research, teaching and learning needs of the University, improving the user experience, enabling research productivity, engaging in productive partnerships, rationalising the entry level grading structure and developing of needed high tech support skills and knowledge. The Library launched a LibGuide pilot project identifying prescribed, recommended and open textbooks in the Engineering field in order to make it easier for students to find textbooks. In order to ensure the optimal usage of the extensive information resources accessible through the Libraries, lecturers and librarians partnered in teaching information skills to students, using the Wits-e online learning platform.

The Sierra Library Management System went live on 25th February 2016. At the Education Library, the Media Room in the basement was refurbished and turned into a 36-PC Knowledge Commons. In collaboration with the Research Office the Library implemented an alert service for research output capturers to increase efficiency in research output reporting. 37 new open access (OA) collections were added to WIREDspace. In October 2016, the University signed the OA2020 "Expression of Interest in the Large-scale Implementation of Open Access to Scholarly Journals". The Historical Papers (HP) department strengthened its position as the premier destination for original source research materials.

As in the past, Library users appreciated the services from the different Library units and commented: "Thank you so very much I can't believe you found this article!"; "Keep up the great professional work"; "I am writing to let you know that I had a very positive experience working at Government Publications at Cullen Library."; and, "I just wanted to take the time to thank you for the excellent guides, assistance and informational retrieval sessions you offer us."

The Library expresses its appreciation to members of the Senate Library Committee for their interest and contribution to the running of the libraries. We were particularly grateful to the Faculty/School Library Representatives and Faculty Library Committees who continued to work closely with the Library. And thanks to the Library Senior Management Team and to professional librarians and support staff in all units throughout the Library for their hard work during 2016 and their continued contribution to the Library's high levels of service.

Contributors: Caddie Hart, Catherine Dryden, Charl Roberts, Chiratidzo Chatikobo, Denise Nicholson, Devind Peter, Gabrielle Mohale, Janet Zambri, Janie Johnson, Maggie Lediga, Mark Sandham, Maryna van den Heever, Nabisa Mbali, Nina Lewin, Nkemeleng Lesejane, Rachel Louis, Salome Potgieter, Suzette Jansen Van Rensburg, Thuli Dhlamini, Xoliswa Xanko.

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For any questions or general feedback, please contact:

Ms Tshidi Mwandla
tshidi.mwandla@wits.ac.za
+27 11 717 1901