



WITS LIBRARIES ANNUAL REPORT

2017



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

Meeting the Need for a
High Tech Integrated Library,
Research, Learning and
Teaching Environment in the

21ST CENTURY

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STATISTICS AT A GLANCE

Resources/Services		2015	2016	2017	Resources/Services		2015	2016	2017
	Physical access	2,552,751	2,390,310	2,448,447		FTEs	25,522	27,019	28,438
Group Discussion Rooms Bookings					COLLECTIONS				
	Commerce Library	6,316	7,850	14,166		Book volumes	1,220,125	1,230,643	1,238,995
	Engineering Library	1,474	1,881	1,515		eBooks	16,357	16,473	16,813
	Wartenweiler Library	-	-	2,651		Databases	226	224	230
						Journal titles in databases	147,714	170,652	155,945
						Print journal titles	2232	2,086	1,904
USAGE					CORPORATE USER SCHEME				
	Print books (borrowed)	284,697	254,306	235,848		Number of users	35	25	35
	Print books (in-library use/shelved)	112,114	99,188	102,272		Reference inquiries handled	236	514	938
	Databases & e-Books (downloads/searches)	2,115,457	2,451,441	2,842,612					
	LibGuides (page views)	459,740	516,284	601,930					
WIREDSpace					SOCIAL MEDIA ENGAGEMENT				
 	Page views	397,060	459,517	473,216		Facebook followers	2,221	2,332	2,665
	Number of items	12,394	14,743	17,067					
	Number of Open Access items	11,542	12,986	15,330					
	e-Wits mobile	96,508	156,828	156,990					
	Borrowed	1,883	1,721	1,924	HELP				
	Loaned	3,009	2,548	2,018		Reference inquiries	-	8,096	14,180
						Ask-a-Librarian & Chat (Online)	713	327	442
						Turnitin reports	90	193	183
INFORMATION LITERACY		2015			2016		2017		
	Undergrad	Classes	Attendances	Classes	Attendances	Classes	Attendances		
	Postgrad		3,174	122 168	13,708 3,809	159 177	14,563 5,397		
DEVELOPMENT OF LIBRARY STAFF									
						Professional attendances		Paraprofessional & Support attendances	
						248		97	



INTRODUCTION

The University Task Team on the Reimagining of Libraries for the 21st Century finalised its report in early 2017. The report advocated the provision of high tech library services in integrated virtual and physical library, teaching, learning and research spaces as well as organisational design and upskilling. The team observed that integration could be achieved through reconfiguring the existing libraries and creative re-purposing of existing under-utilised spaces surrounding some of the libraries. The Task Team recommendations were translated into the Library Strategic Plan for the years 2017-2022. The plan seeks to position libraries as information, teaching, learning and research commons. In order to achieve this, the core focus areas are infrastructure redevelopment, enabling digital research, teaching and learning activities, and our people. This report is a consolidation of the foundational work carried out for the rest of 2017 towards achieving the goals enshrined in the Library Strategic Plan for the years 2017-2022.

MEETING THE INFORMATION NEEDS OF STUDENTS AND ACADEMICS

Management of collections

Among the recommendations of the University Task Team on the Reimagining of Libraries for the 21st Century was the clearing of spaces occupied by little-used print materials, taking them into storage while at the same time growing the digital collections. The different branch libraries worked tirelessly to get this mandate off the ground.

Commerce, Law and Management Libraries (CLM)

The Commerce Library identified titles for discarding to free up space on the mezzanine floor. The Law Library emptied some shelves on the ground floor. In consultation with the Business School and the School of Governance, the Library of Management identified material to be weeded and some to be moved to storage.

Humanities and Social Sciences Libraries

In the Wartenweiler Library, Social Sciences and Languages collections were identified for weeding and/or relocation to the first basement in consultation with the affected Schools. Room nine in the Wartenweiler Library basement was cleared and seven rows of shelves were assembled to accommodate the collections being relocated. The Education Library undertook an extensive weeding exercise of books in Dewey classes 100s, 320s and 700s, emptying 16 tiers on the mezzanine floor. Considerable progress was made in clearing the basement ahead of upgrading works to repurpose this space into a storage area for little used materials taken off the shelves across the Libraries.

Witwatersrand Health Sciences Library (WHSL)

At WHSL, the weeding of print books commenced and loose issues of African journal publications were sent for binding in preparation for relocation into storage as well as ensuring that they are preserved.

Science Libraries

Over the years, the library retained an extensive collection of bound journal volumes on the Biological and Physical Sciences (BioPhy), mainly in the Wartenweiler Library basement. As part of the effort to extend e-access and clear spaces for the re-imagining of our libraries, the Library embarked on a project that compared print journal content with what Wits has available in electronic archives format. The aim of the project was to discard duplicate print resources. As the existing lighting in the basement was not sufficient, additional power plug points first had to be installed. A list of possible titles to be withdrawn was sent to the Faculty of Science for review. At the Geosciences and Mathematics (GeoMaths) Library in, cases where there were multiple copies of book titles, only one copy was retained and the rest were withdrawn from shelves. A total of nine journal cancellations were confirmed for 2018. The Faculty of Science also approved the conversion of about 30 print journal subscriptions to electronic access only as from 2018. The Faculty of Humanities opted to go online with only 20 titles. Regarding conversion of print books to e-access where possible, the Library also commenced a costing exercise across all branches. It was envisaged these costs would be incorporated into the overall budgets for the redevelopment of Libraries.

At the William Cullen Library, the shortage of space for Historical Papers continued. As new and unprocessed collections were accessioned, the pressure for storage, preservation, office space and exhibitions continued to justify the need for a new purpose-built facility. Previously submitted funding proposals will be reactivated in 2018 in consultation with the Development and Fundraising Office and the Campus Planning and Development Department.

The Library extended access to the Rand Daily Mail and 3 Taylor & Francis digital back files which had all been on the information resources wishlist for several years. Across the Library system, 2,777 orders (340 eBooks, 58 DVDs and 2,379 print books) were placed. The eBooks ordered in 2017 were almost three times more than the 2016 figure. The total Wits Library holding (bibliographic) was 601,719 and the cumulative total of volumes was 1,238,995 as at 31 December 2017.



Historical Papers acquisitions fill up shelves pending accessioning and inventorying, William Cullen Library. **Photos by Isaac Nkadameng**



The cumulative total for electronic books as at 31st December 2017 was 16,813 (8,023 single titles and 8,790 in packages). The total of electronic journal titles was 155,945 and print journals was 1,904 as at 31st December 2017. The apparent decrease in the number of electronic journal titles was a result of careful title-by-title holdings management which enabled the removal of superseded and duplicate titles.

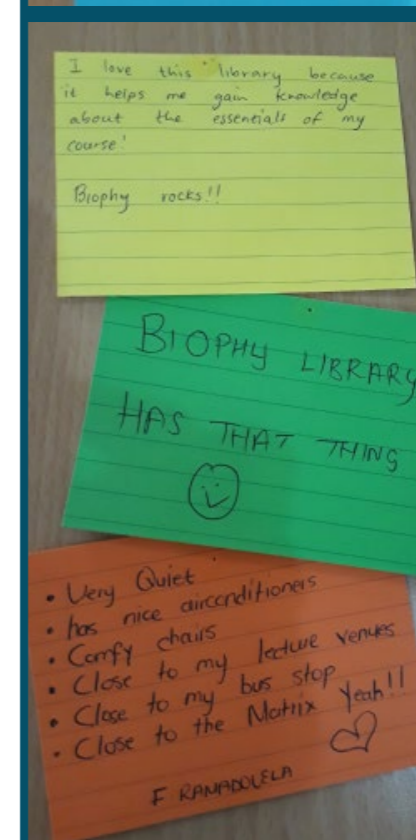
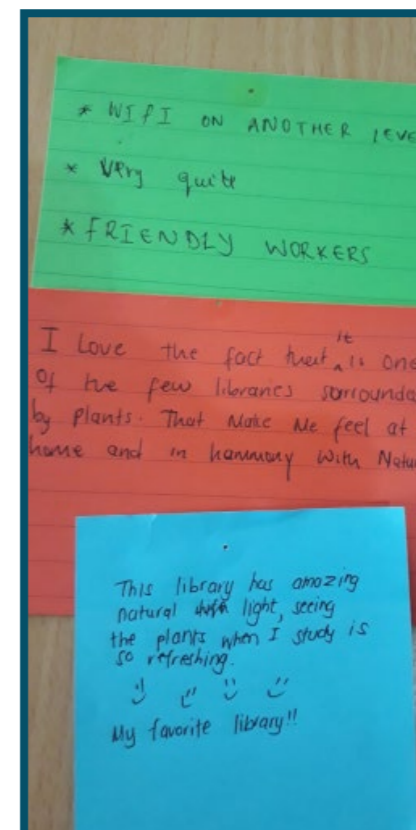
Enhancing access

Access to e-book content in the Sciences was increased. Following the sharing of Wits eBook turn away statistics from Springer, Cambridge University Press and Elsevier/ScienceDirect, the Faculty of Science actively participated in the acquisition of eBooks resulting in the 100 percent expenditure of their book budget. In the Faculty of Engineering and the Built Environment, book collection development received added impetus from the circulation of lists of newly published books to academics via a public WorldCat link; only 1.5 percent of the total book budget was unspent.

The notable book donations to the Library in 2017 included: the Gail Gordon donation of books on coal and mining; and architecture book donations from Professor Katherine Munro, Hannah Le Roux, Claudia Abrahams and Taffy Adler. In the clean-up to the #FeesMustFall damages, 1,104 books were sent for binding; 157 books were purchased comprising 123 print and 34 in electronic formats.

In order to promote access to and use of these collections, library displays were put up to mark South African Library Week, with the theme 'My Library, Your Library', in March 2017. The BioPhy Library display was awarded the first prize in the display competition. This winning display was accompanied by a comments board which asked visitors "Tell us why you love your library".

In recognition of the increased costs of textbooks, the Library continued to focus on exploring ways to assist students in accessing these. LibGuides on prescribed, recommended books and open access textbooks for CLM, Humanities and Social Sciences, Engineering, Science and Health Sciences were published at different times of the year for access on the Library website. Among other things, these guides were meant to assist students in checking what prescribed and recommended textbooks were available in the library for their courses. The cumulative total number of page views for the five LibGuides in 2017



Pictures containing comments on the BioPhy Library Week Display, 2017. **Photos by Salome Potgieter.**

SUPPORTING RESEARCH ACTIVITIES

Prioritising the research needs of our user community

Librarians continued to offer support to researchers in such key areas as the use of Zotero, referencing, avoidance of predatory journals, and Turnitin. The Scholarly Communications Librarian generated many Turnitin reports for students and some staff members. In one of the cases, Turnitin reports were generated for the chapters of a book by a National Health Laboratory Services (NHLS) author as it was being written and gave advice on paraphrasing. Upon publication, the publisher gave permission for the uploading of four chapters onto the Wits Institutional Repository on DSpace (WReDSpace).

The Education Library released a new, much-enlarged booklet on thesis layout and formatting. This was well-received and forestalled many queries that the Library would otherwise have fielded. In addition, the Education Library showcased the year's publications by lecturers, also a much-appreciated service.

In the Faculty of Science, the Manager: Library Research Support served on a committee to review the PhD proposal which involved bibliometrics. Her role was to contribute an objective opinion in the assessment of the proposal.

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

The library maintained its focus on the digitisation, curation and showcasing of rare primary research materials and research outputs of the University. A total of 94 (38 theses and 56 archival collections) items were digitised and uploaded onto WReDSpace and the Access to Memory (AtoM) repository, respectively. Among the notable collections digitised were the New Age newspaper, Arthur Chaskalson papers, Helen Joseph papers, Apartheid Archives, Albert Luthuli Papers, Ronnie Kasrils papers, Reports of Government Commissions of Inquiry and Security Trials.



OA Seminar, Wits, 19 September 2017 at which Professor Tom Lipinski, University of Milwaukee-Wisconsin, USA was keynote speaker. **Photos by LCS**



Initiatives aimed at promoting OA practices continued during 2017. The Library organised an OA workshop on predatory publishing practices on 22 June 2017. The speaker was Mr. S.O. Masinyana, Managing Editor at Taylor & Francis Africa. 40 staff and postgraduates attended. Together with the Research Office and the Centre for Learning, Teaching and Development (CLTD), the Library co-organised the annual Wits OA Seminar on 19 September 2017. There were 62 attendees from Wits and elsewhere. The keynote speaker was Professor Tom Lipinski, University of Milwaukee-Wisconsin, USA.

The number of items in WReDSpace increased by 16 percent from 14,743 in 2016 to 17,067 in 2017. The number of downloads from across the world increased by 3 percent from 459,517 in 2016 to 473,216 in 2017.

The draft Open Access (OA) policy and a proposal for an article processing charges (APCs) pilot project were completed for presentation and approval in 2018. During the second quarter of 2017 the Library became a sustaining member of arXiv, a repository of electronic preprints of scientific papers, by joining 206 other member institutions that were already doing so.

Supporting research reporting requirements of the University

The Manager: Library Research Support worked closely with the Research Office and the Faculties on matters of research output reporting. Included in these activities was the collaboration with the Research Office in identifying 380 unrecorded 2016 publications, the sourcing of full-text content for the reporting to the Department of Higher Education and Training, and the identification of the highest cited authors for the research celebration event. The Library also collaborated with the Research Office in generating research output reports in support of the Vice Chancellor's annual Research Awards.

At the Faculty of Commerce, Law and Management (CLM), the Principal Librarian coordinated the generation of the research output report for the five Schools for the Faculty Research office showing the H-indexes for all published articles for the years 2012 - 2016 and the impact factor information for all Journals in which the Faculty published. At the request of the CLM Dean, the Manager: Library Research Support carried out a comprehensive literature search on research conducted at Wits in the area of urban development in Johannesburg, 1994-2016. At the Faculty of Health Sciences, WHSL tracked research outputs monthly on behalf of the Faculty of Health Sciences Research Office.

At the Faculty of Science, the Principal Librarian supported the Faculty Research Office in compiling the Faculty Research Report by listing all publications for each School, organisations the Faculty collaborated with, research/subject areas of interest, Journal Impact Factors of the journals in which the Faculty published and the top authors in the Faculty. In addition, the Library provided bibliometric data in support of the School of Animal, Plant and Environmental Sciences five year review. Also updated citation overviews were provided for the Department of Botany (1973-1999), and the Department of Zoology (1972-1999).

At the Faculty of Engineering and the Built Environment, the Library assisted the Faculty Research office with the Faculty research output report for reporting to the University Research Committee.

In related collaborations, the Library assisted Wits University Press (WUP) with a publication report for review purposes. The report included citation statistics for WUP books, Library holdings across the world and the number of reviews to books.

SUPPORTING DIGITAL LEARNING, RESEARCH AND TEACHING

The aim of a discovery service is to enable researchers to find electronic information more efficiently. In 2017 the Library enhanced this service to include the search results from the main catalogue as well as to give a single search box for all collections simultaneously.

Computers in different Library venues were replaced with either new or refurbished machines. At the Commerce Library Electronic Class Room (ECR) 18 refurbished computers were installed together with a new projector. The WHSL small cyber class room was upgraded with seven new machines. 13 new machines were installed in the Wartenweiler Library ECR. In the two Wartenweiler Library Knowledge Commons, a total of 124 new machines were deployed. In the Multi-media Centre, Wartenweiler Library eight new machines were added complementing the other 16 machines that were already in the Centre. 17 new computers were added to the Education Library Knowledge Commons. Due to increased numbers of students needing PCs for either assignment writing or printing purposes, two of the student PCs in the BioPhy Library were dedicated specifically for printing purposes. This brought relief to students that had to wait to print in the past. For users who needed to convert print materials to digital formats, one Zeta scanner was set up at the Education Library and another at WHSL. The self-check machine at the Architecture Library was replaced with a new one.

WHSL and the Law Library engaged students through social media spaces where they were active. The usage of eBooks at WHSL has increased in recent years. In order to make access as smooth as possible, WHSL adopted the practice of tweeting updated electronic addresses of eBooks using the WHSL Twitter feed. On the other hand, the desk supervisor at the Law Library continued using the WhatsApp chat group to assist Library Student Assistants who worked in the Library after hours.

Integrated information and digital literacies

In collaboration with lecturers, the Library continued strengthening information and digital literacies using online platforms where students were actively engaged in learning. Library skills lectures, tutorials and quizzes were integrated into Wits-e courses or offered through LibGuides. Wits-e is a platform for e-learning and collaboration at the University and is built on Sakai. The table below gives an overview across all Faculties.

Enhancing information and digital literacies

Faculties	Courses integrating online library skills
Commerce, Law and Management (CLM)	1st year Library skills
	School of Governance, Social Theory (1st year PhD and Masters of Management) Wits-e course
	School of Governance, PhD and Masters of Management programmes
	Information Systems
Faculty of Engineering and the Built Environment (EBE)	Civil and Environmental Engineering (CIVN1004)
	Electrical and Information Engineering (ELEN1004 & ELEN1002)
	Mechanical, Industrial and Aeronautical Engineering (MECN1001)
	Mining Research Institute LibGuide
Faculty of Health Sciences	Extensive use of LibGuides as a tool to teach users on how to access and use e-Resources continued to contribute to the increase in the use of online information resources
Faculty of Humanities and Social Sciences	International Relations and Sociology (INTR4018_2017)
	Media and Society (SLLS1005)

In the collaboration with the Faculty of Engineering and the Built Environment, two postgraduate students were trained in the development of LibGuide content for the Digital Mining project. The guide was an extension of the Mining Research Institute webpage. The library plagiarism video was embedded into all the above Wits-e courses. The Information Systems discipline incorporated copyright and plagiarism PowerPoint presentations, requiring the students to take a quiz that contributed towards their satisfactory performance assessments. In addition, copyright and plagiarism PowerPoint presentations were published for access by CLM students on Wits-e.

Improving the user experience

To address commonly asked questions from the user community, a Frequently Asked Questions web page was published at the Library home page. This service answered questions on four topics, namely, library access/borrowing; library resources; computing, printing, photocopying, and scanning; as well as training. The page would be continuously reviewed and updated to accommodate changing user needs. At the Education Library, Parktown Campus the old problem of slow student logins to computers was finally resolved. Users also relished early opening on Wednesday (08:00 instead of 09:00) across the majority of all our branch libraries.

LIBRARIES MEETING THE DIFFERENT SPACE NEEDS OF THE UNIVERSITY COMMUNITY

Commerce, Law and Management Libraries

At the Commerce and Law Libraries, malfunctioning air conditioning units were repaired. At the Commerce Library, use of the discussion rooms continued to grow. There were 14,166 students using the rooms as opposed to 7,850 in 2016 and 6,316 in 2015. Additional work at the Law Library included the cleaning of the carpets.

Engineering and Built Environment Libraries

The Faculty of Engineering and the Built Environment Academic Development Unit booked the Engineering Library electronic classroom from 10 - 13 April and 7 - 11 August as a venue for the Study Trust interviews of students who apply for bursaries. Also, one of the four discussion rooms was converted into a Faculty of Engineering and the Built Environment Video Studio, for use in the development of eLearning content.



Photo of video studio by Maryna van den Heever

Humanities and Social Sciences Libraries

The Library continued to offer the appropriate spaces and ambience for the hosting of events. On Friday, 31st March 2017, Patrice Motsepe was awarded an Honorary Doctorate and a dinner was arranged in the William Cullen Library in his honour. Historical Papers provided eight display cases with a thematic exhibition of their most outstanding collection items. On Tuesday, 24th October 2017, the University and Telkom hosted a dinner and an exhibition for Telkom's Chairperson Jabu Mabuza at the William Cullen Library.

Visitors were intrigued by rare displays mounted in the Research Commons by the William Cullen Library and Wits Rock Art Research Institute. Some of the artefacts on display included a replica of Homo Naledi.

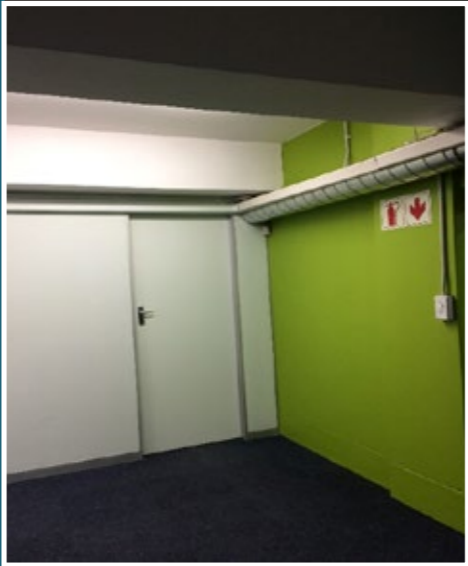
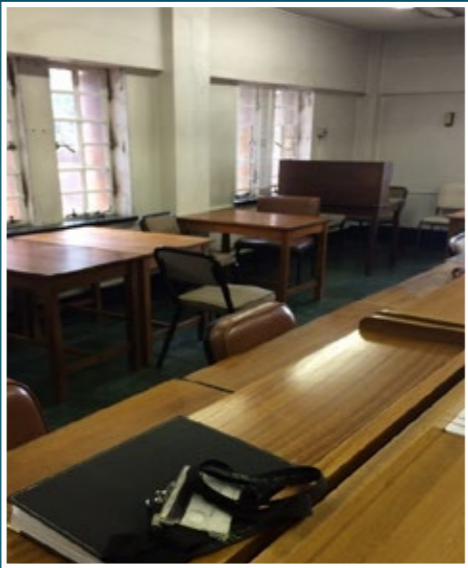
In 2017, the Department of Science and Technology-National Research Foundation (DST-NRF) awarded the Library R4,718,926.83 to facilitate digitisation workshops under the National Digitisation Capacity Development Project, 2017-2020. The repurposing of space in the William Cullen Library (the Green Room) to host national digitisation workshops in 2018-2020 and other multiple uses in future, commenced in 2017. This involved re-painting, carpeting, partitioning and cabling; new chairs and tables; and laptops and an interactive whiteboard. The repurposing was scheduled for completion in early 2018.



Guests viewing displays
Cullen reading room used as banqueting hall.
Pictures courtesy of Peter Duncan and Margaret Atsango



William Cullen Library Green Room before repurposing



William Cullen Library Green Room partially refurbished at the end of 2017
Pictures courtesy of Margaret Atsango

On the down side, Basement 3, William Cullen Library was flooded in November and December resulting in water dripping onto archival materials. The Library continued to engage with the Property and Infrastructure Management Division (PIMD) to secure a permanent solution to this long recurring problem in order to prevent immeasurable damage to valuable historical and archival collections housed in the various basements.

At Wartenweiler Library, the north-eastern corner of the second floor was restored to its original state. A fire had broken out in this section of the Library on Wednesday, 19 October 2016, amidst the nationwide student protests in the higher education sector over affordable fees, damaging some books, shelves and the ceiling.

Science Libraries

At the BioPhy Library, old student chairs were replaced with new more durable chairs. Meantime, preliminary designs for the reimagining of the Library were completed and were scheduled for finalisation in 2018. Unfortunately for this library, although PIMD carried out extensive roof leak repairs in 2015 and 2016, some new leaks resurfaced in February 2017.

Occupational Health, Safety and Environment (OHSE)

At the Engineering Library building, block-work fell through the library skylight damaging the photocopier underneath. Fortunately there were no injuries. The damage was repaired and the photocopier was decommissioned and replaced. A new fire door for the BioPhy Library basement exit together with the magnetic locks to the existing fire/emergency exit were installed in January 2017 in compliance with Health & Safety standards. At the Education Library, rioting students smashed two of the plate glass front doors, some hours of service were lost, and on one day staff members were trapped on campus by a student blockade. At the Wartenweiler Library a new Public Announcement System (PA) was installed. In order to heighten awareness of occupational health, safety and environment issues in different settings, members of the Library OHSE Committee toured the Digital Mine in the Chamber of Mines building basement on 24 November 2017.



Digital Mining Tour. Photos by Wits Mining Institute, 24 November 2017

In ongoing efforts to publicise the extensive primary source research materials in the custody of the Historical Papers Unit, the Archivist, Gabriele Mohale partnered with the History Workshop, Section 27 and the Public Affairs Research Institute in hosting the Archives and Democracy Colloquium on the 24th of August 2017. Ronnie Kasrils, ANC/MK Veteran and former Cabinet Minister and Yasmin Sooka, Executive Director of the Foundation for Human Rights spoke on Apartheid era archives – understanding the context. Also included in the programme were contributions from Germany and South Africa. The workshop was well attended by representatives from various archival institutions, government, nongovernmental organisations and the private sector.



Professor Z. Vilakazi opens the Archives and Democracy Colloquium, 24th August 2017. Photo by Gabriele Mohale



Ronnie Kasrils speaks at the Archives and Democracy Colloquium, 24th August 2017. Photo by Gabriele Mohale

The partnership between the Library and the San José State University continued in 2017. Paizha Stoothoff, an Information Science student, was successful in her application to reimagine the Library's Research Support LibGuide. Under the supervision of the Manager: Library Research Support, she revised the LibGuide for continued use in 2018.

WHSL supported Faculty partnerships that brought 15 students from the University of Liverpool Medical School and one student from the College of Medicine Malawi to Wits affiliated Teaching Hospitals for their medical electives by granting them access to Library resources.

Resource sharing discussions between the University of Johannesburg, University of Pretoria and University of the Witwatersrand continued in 2017 with the aim of finding a solution to the escalating costs of information resources and how best these could be shared to save costs. A working group of seven staff members held three workshops that focused on back files, collection development and cancellation of less used resources. The group concluded that cancellations would have a negative impact on undergraduates, who at all three institutions cannot make use of interlibrary loan services (ILL). Usage statistics of databases were examined and less used resources that could be cancelled and shared via ILL were identified. All three universities had specialised research areas with databases that were often not heavily used by the larger university community, but which were critical for specific research areas. Cancellation of these databases would have a negative effect on the research output in the relevant research areas. In any event, database cancellations could only take place after consultation with academics. Collaborative purchasing of back files could be a workable solution, but would not lead to cost savings. The group agreed to purchase back files on a collaborative basis in the future and that each library would spend an equal amount on back files. After examining all of the options, the working group recommended that the South African National Licencing Initiative should negotiate pricing relevant to the South African environment and to persuade publishers to do away with the base print spend as one of the underlying factors in our license agreements and that more support should be directed towards Open Access (OA) initiatives.

In other partnership engagements, the Library hosted the University of Johannesburg Library staff on the 24th of October 2017 to share information on library developments. Previously, on the 26th of June 2017, WHSL held an information sharing and "how -to -do -it" meeting with two Faculty of Health Sciences Librarians from the University of Johannesburg, Doornfontein Campus, to hone their skills and knowledge on supporting their user communities.



Wits and UJ Libraries staff information sharing meeting at Wartenweiler Library, Electronic Library, 24 October 2017.

Photo by LCS

People

At the end of 2017, a facilitator for a Library Organisational Design intervention was identified and a contract signed for implementation in 2018. The agreed scope of work required the facilitator to familiarise with the report of the **University Task Team on the Reimagining of Libraries for the 21st Century**; consult relevant stakeholders and gain insight into the Wits Library culture; review and revise the Library organisational structure; review and revise job profiles clearly identifying the skills, experience and competencies needed across all job clusters; review and redesign business processes to take account of the needs of the University in the 21st Century; and provide a transitional change management framework and implementation plan. Pending the outcomes of this intervention, staffing matters continued to be addressed in order to maintain satisfactory service levels.

Senate Library Committee

The Committee guided the Library in fulfilling its role as part of the teaching and research infrastructure throughout the year. The members of the committee were:

Professor Z Vilakazi (DVC: Research and Postgraduate Affairs/Chairperson)

Ms S Benvenuti (Dean's Representative: Faculty of Commerce, Law and Management)

Mr P Bhana (Director of CNS – Acting)

Professor D Billing (Dean's Representative: Faculty of Science)

Professor V Bronstein (Senate Member)

Professor A Crouch (DVC: Academic)

Ass Professor D Hornsby (Dean's Representative: Faculty of Humanities)

Ms N Luthuli (SRC Representative)

Mr I Maneta (PGA Representative)

Mr P Muswazi (University Librarian)

Professor C Nyamupangendu (Dean's Representative: Faculty of Engineering & the Built Environment)

Mr M Patel (PGA Representative)

Ms N Potgieter (Deputy Registrar)

Professor C Rey (Senate Member: Faculty of Science)

Ms N Sithole (Representative: Finance Office)

Professor J Vellema (Dean's Representative: Faculty of Health Sciences)

Professor F Cawood (Senate Member: Faculty of Engineering & the Built Environment)

Mr C Khumalo (SRC Representative)

Professor A Kramvis (Senate Representative: Faculty of Health Sciences)

Professor C Penn (Senate Member: Faculty of Humanities)

STAFFING

Appointments

The high number of vacancies continued to pose challenges. In order to maintain services at satisfactory levels, a number of appointments were made in 2017 paying regard to the employment equity (EE) targets of the Library. Ms Margaret Atsango was appointed to the post of Senior Librarian: Africana Collections and Services; Ms Kedibone Moagi assumed the post of Librarian: Teaching and Learning at WHSL; Mr Isaac Nkadameng was appointed as Principal Curator: Archives and Digital Library; Ms Bongi Mphuti was appointed to the post of Senior Librarian in Architecture Library; Mr Leonard Phasha was appointed to the post of Clerical Assistant in the Education Library; Mr Xolani Ndelela was appointed as Cataloguing and Metadata Services Librarian and Mr Michael Mulaudzi was appointed as Senior Library Assistant in the Africana Library. As at 1st December 2017, the Library had reduced its EE target for African males from 16 to 7 since the beginning of our current EE plan.

In other appointments, Ms Michelle Colman was appointed on a fixed term contract from July to November 2017 to assist with the processing of the Jane Furse and St Alban papers. With partial funding from the School of Architecture and Planning, Ms Janie Johnson was appointed on a fixed term contract in the Architecture Library from April to December to assist in processing archival materials. The library was grateful to Section 27 for funding the processing of their institutional collection and to the Wits Institute for Social and Economic Research (WISER) for funding a contract employee for a period of six months commencing on the 1st of November 2017 to process the Elaine Katz Papers.

Turnover

The library bade farewell to:

- **Judy Marshall:** after 33 years of service to the University
- **Wina Steck:** after 31 years of service to the University
- **Molefi Lebelo:** after 31 years of service to the University
- **Sefora Leeto:** after 31 years of service to the University
- **Duduzile Mnguni:** after 26 years of service to the University



Duduzile Mnguni retires and is thanked by Nkemeleng Lesejane, 1 December 2017. Photo by LCS

Aligning our grading structures with service changes

The table below summarises the jobs that were regraded to align with ongoing Library service changes.

Previous Position/Job Title	Revised Position/Job Title
Assistant Librarian: Cataloguing	Cataloguing and Metadata Services Librarian
Assistant Librarian: Commerce Library	Librarian: Commerce Library
Librarian: Architecture Library	Senior Librarian: Architecture Library
Librarian: Engineering Library	Senior Librarian: Engineering Library
Senior Librarian: Education Library	Principal Librarian: Education Library

Upskilling our staff

New staff members Mr Isaac Nkadimeng, Ms Bongi Mphuti and Mr Matamela Mulaudzi participated in University and Library orientation programmes.

Some staff members, Mr E Masole and Ms M Mabote took up the opportunity presented by the Human Resources Development Unit to improve their qualifications. They attended National Certificate in Business Administration Services, NQF Level 3 classes throughout the year. Both successfully completed the course and were awarded the national certificate in business administration services.

Cataloguing and Metadata Services Librarians attended a music scores cataloguing training at the University of South Africa (UNISA) on 28-29 August 2017. In the area of the interlibrary loans service, staff attended the Sabinet OCLC World-share ILL migrations training at the University of Johannesburg on 19 and 20 June 2017. In the area of Library systems and digital initiatives, two staff members attended the Innovative Users Group Southern Africa (IUGSA) conference, from 8-9 November 2017.

As from September 2017, Ms E Mabala, Cataloguing and Metadata Services Librarian in the Information Resources Department, was deployed to the BioPhy Library for a six month job rotation period in order to familiarise herself with the tasks carried out in a branch library. She assisted with several duties at the Circulation Desk, loaded articles onto WIRed-Space and assisted with the withdrawal of BioPhy Library items.

Mr Simon Lesejane, Principal Librarian: Humanities, and Mr Devind Peter, Health Sciences Librarian, attended a research administration workshop in Nairobi, Kenya, which ran from 22-24 May 2017. Ms Salome Potgieter, Principal Librarian: Sciences attended the Consortium of Advanced Research Training in Africa (CARTA) Faculty and Administrators' (FAS) workshop that took place at the University of Rwanda in Kigali from 17-19 July 2017. Ms Chiratidzo Chatikobo, Manager: Information Resources, attended the 2017 Springer Nature Library Advisory Board meeting in Prague, Czech Republic on May 23-25, 2017, where she participated in product development, business models and service discussions. On 26-28 August 2017, Ms Zofia Sulej, Archivist and Mr Gosiame Letlape, Digital Technician, attended a South African Preservation and Conservation (SAPCON) Conference in Durban. Ms Khosi Mathole, Ms Cynthia Warren, Ms Maryna van den Heever, Mr Paiki Muswazi and Ms Jo-Anne King attended the SANLIC Conference 23-25 May 2017, Umhlanga, Durban. Among other things, this conference covered the details around OA2020, an initiative that works towards accelerating the transition to open access.

Staff at different levels also attended workshops and seminars that served to enrich their skill sets and knowledge. The Education Library facilitated a workshop to improve the effectiveness and attractiveness of our Library displays on 13 July 2017. The workshop was run by Art lecturer, Dr Alison Kearney. Participants learnt about the use of colour in displays, among other things. In the area of occupational health and safety, different staff members attended the injury on duty awareness and first aid training programmes which equipped them with knowledge and skills on how to assist with first aid and completing the emergency incident report.

The Senior Librarian: Education and Training and the Librarian: Education and Training and Senior Librarian: GeoMaths, attended mentoring and coaching and voice and presentation skills workshops, respectively at the CLTD. One of our clerical assistants at the GeoMaths Library attended the "Customer Relations Management" workshop offered by CLTD. At the Law Library, our Administrative Officer/Coordinator attended the six-day Office Professional Development Programme in June 2017. The course imparted office management skills which she was implementing in the workplace.

At the winter and summer workshops organised by the Library Education and Training Unit in July and November 2017, staff who had attended the above conferences and training events shared their newly learnt skills and knowledge with colleagues across all Library grades. Other in-house training programmes relevant to the digital developments of the Library that were offered to all staff included e-Reserves, Mobile Applications, Windows 10, and Intranet for Beginners.

Recognising staff achievements

The Library Recognition program acknowledged various staff members for their commitment and hard work during 2017. At the year-end function on 1 December 2017, the Library honoured these staff members and retirees who collectively had served the University for 152 years. Ms Sophie Motsewabone, from the Africana Library, won the Library Employee of the Year Award which recognised outstanding performance and commitment to excellence. Ms Gugu Mamiane, also from the Africana Library, won the STAR Achiever Award. Ms Thuli Dhlamini from the Education and Training Unit won the Rock Solid Award in recognition of her consistent high quality, reliable and critical work which, if undone, would halt highly visible operations. At the Education Library, Ms Noxolo Nkosi, a Library Student Assistant was awarded the student assistant of the year certificate. At the national and international level Denise Nicholson, Scholarly Communications Librarian, received a Certificate of Service and Recognition from the Library and Information Association of South Africa (LIASA) at its conference in October 2017. She was also nominated as an Expert Advisor to the International Federation of Library Associations and Institutions (IFLA) Advisory Committee on Copyright and other Legal Matters (2018 – 2019). The Library appreciated and celebrated these outstanding accomplishments.



Student Assistant of the Year, Noxolo Nkosi, receiving her certificate from Mark Sandham. Photo by Alison Chisholm.



Sophie Motsewabone, Library Employee of the Year 2017 accepts her award in the company of Margaret Atsango, Caddie Hart and Paiki Muswazi, on 1 December 2017. Photo by LCS

CONTRIBUTIONS TO THE PROFESSION

Publishing

1. Johnson, J. 2017. *Reading history: part 1: the history of the University of the Witwatersrand Architecture Library*, Architecture South Africa: Journal of the South African Institute of Architects, 2017.
2. Johnson, J. 2017. *Reading history: part 2: the history of the Wits Architecture Library*, Architecture South Africa: Journal of the South African Institute of Architects, 2017.
3. Mohale, G. *Lack of political will keeps apartheid archive in shackles*, Curiosity, Issue 3. Wits Communications and Wits Research Office, 2017.

National and International Presentations

1. Nicholson, D. Keynote speaker at the Open Source Seminar, Engineering Faculty, University of Mauritius, Reduit 21 September 2017
2. Nicholson, D. Copyright, plagiarism, research issues and open access. Presentation at a Workshop, University of Free State Postgraduate School, 30 January 2017
3. Nicholson, D. Copyright, plagiarism and citation. Presentation at a Workshop, University of Free State, Qwa Qwa Campus, 8 May 2017
4. Nicholson, D. Fair use. Presentation at the IFLA CLM session on 21 August 2017 in Wroclaw, Poland
5. Nicholson, D. Parliament copyright training workshop. Sponsored by the American University Washington College of Law in partnership with the University of Cape Town, 27 June 2017
6. Nicholson, D. Provisions in the Copyright Bill. Presentation at the multi-stakeholder DTI/FXI/Google SA Copyright Workshops at Wits Law School on 21 July 2017, and in Pretoria on 24 July 2017
7. Nicholson, D. Content and progress of the Copyright Bill. Presentation at the Committee of Higher Education Libraries of South Africa (CHELSA) seminar, Johannesburg, 2 October 2017
8. Peter, D. Facilitator at the Consortium of Advanced Research Training in Africa [CARTA] for a Joint Advanced Seminar 1 (JAS 1) for Cohort 7, University of Makerere, School of Public Health, Kampala, Uganda, 27 February-3 March 2017
9. Sulej, Z. Disaster management in the Historical Papers Unit. Presentation at the South African Preservation and Conservation (SAPCON) Conference, Durban, 26 - 28 August 2017

Professional leadership

1. Jansen van Rensburg, S., Senior Librarian: ILL served as a member of the Sabinet Advisory Board.
2. King, J.A., E-Resources Librarian was member of the South African National Library and Information Consortium (SANLiC) e-Resources Advisory Group (SEA).
3. Muswazi, P., University Librarian served as member of the Executive Committee of the Committee of Higher Education Librarians in South Africa (CHELSA) for the period 2016- 2018.
4. Nicholson, D. Scholarly Communications Librarian attended the public hearings by the Portfolio Committee on Trade and Industry at Parliament, with sponsorship from the Department of Arts and Culture from 1-4 August 2017
5. Nicholson, D. Scholarly Communications Librarian was reappointed to the Legal Deposit Committee until 30 June 2019.
6. Peter, D., Deputy Health Sciences Librarian served as South African Online User Group (SAOUG) Minutes Secretary.
7. Peter, D., Deputy Health Sciences Librarian was appointed to the 2018 Southern African Online Information Meeting Organizing Committee.
8. Potgieter, S. Principal Librarian: Sciences was elected as a committee member of LIASA's Higher Education Libraries Interest Group (HELIG) for the period 2017-2018.

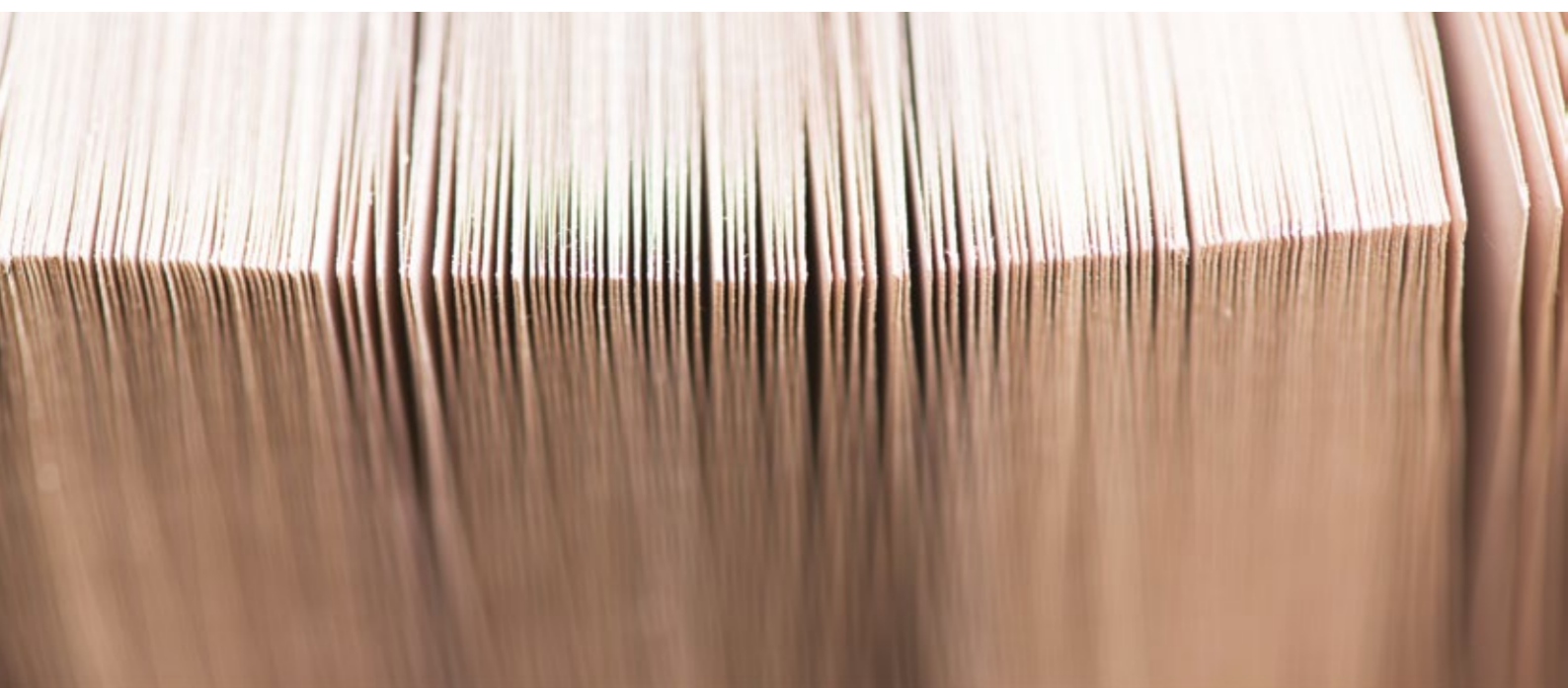
Conclusion

The Library targeted some of the recommendations made by the **University Task Team on the Reimagining of Libraries for the 21st Century**. Across the five strategic priorities: people; library space/environment; information resources and services; digitisation; and technology some moderate inroads were made.

A facilitator was appointed to assist with organisational design. Some staff members took up the opportunity presented by the Human Resources Development Unit to improve their qualifications. One staff member in the Information Resources Department temporarily joined the BioPhy Library for a six month job rotation period in order to familiarise herself with the tasks carried out in the function of library client services.

Branch libraries identified collections that could be weeded in order to create spaces for the re-imagining project. In some cases, spaces were cleared. Preliminary designs for the reimagining of the Libraries were completed and were scheduled for finalisation in 2018.

Access was extended to some Taylor & Francis digital back files and to the Rand Daily Mail (RDM) archive which researchers had found invaluable. The draft Open Access (OA) policy and a proposal for an article processing charges (APCs) pilot project were completed for presentation and approval in 2018. A total of 50 print journal subscriptions were converted for electronic access. In collaboration with lecturers, the Library continued strengthening information and digital literacies by offering Library skills lectures, tutorials and quizzes integrated into Wits-e courses or through LibGuides. Librarians continued to support researchers in such key areas as the use of Zotero, referencing, avoidance of predatory journals, research output assessments and plagiarism checks.



Notable research collections digitised in 2017 included the New Age newspaper, Arthur Chaskalson papers, Helen Joseph papers, Albert Luthuli papers, and Ronnie Kasrils papers. DST/NRF awarded the Library R4,7 million to facilitate digitisation workshops under the National Digitisation Capacity Development Project, 2017-2020.

Computers in different Library venues were replaced with either new or refurbished machines, and in some cases additional machines were installed. Zeta scanners were set up at the Education Library and WHSL to meet the need to convert print materials to digital formats by an increasing number of users.

What did some of our users say in 2017?

Commenting on their experiences with the Library, some users said:

"My own experience this semester has revealed just how much students appreciated their engagement with the library and its staff."

"Thank you so very much - this is really important to my work and I appreciate that you kept looking for it"

"The findings are interesting, and it has given me a sense of how others relate to library resources, I want to reiterate how useful is the interlibrary loan system, how quick it works and I would suggest we use it if needed... this is not something I want to suggest but there are a couple of websites that can pirate almost everything you may be looking for, I would say let's not be tempted and rather get interlibrary loans!"

"It was a real delight to look into your collections of the ANC and the Women's Legal Status Committee. Your work is so invaluable to researchers such as myself".

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 all our staff in all units throughout the Library for their hard work during 2017 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, Isaac Nkadameng/Gabrielle Mohale, Janet Zambri, Bongsi Mputi/Pinky Matai, 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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