

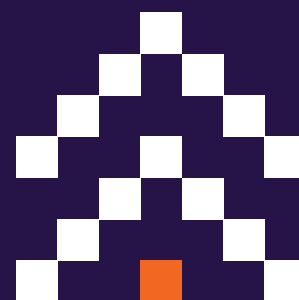


UNIVERSITY
OF
JOHANNESBURG

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UJ LIBRARY ANNUAL REPORT 2019

**The Future
Reimagined**



UJ LIBRARY ANNUAL REPORT 2019

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1. Executive Summary

In 2019, the Library had three key strategic objectives. The first, in line with UJ's strategic objective focusing on staff and student wellness, was to upskill staff, enabling them to develop the skills needed to embrace the changes and opportunities presented by the Fourth Industrial Revolution (4IR). The second objective was to develop new library products to support excellence in both teaching and learning, and research at UJ. Some of the most important of these include: a Research Data Management (RDM) online platform; an online Learning Innovation Hub (LIH) in which staff can search for teaching material like podcasts, 3D printing recipes, and virtual reality experiences to enhance the student learning experience; a Library app that

enables staff and students to access the whole Library catalogue on their phones; and a chatbot that answers all general questions staff and students may have about the Library. The third objective was linked to the University's strategic goal, which positions UJ as a thought leader on the implementation and effects of 4IR. To meet this objective, the Library hosted some informative and engaging events explaining how 4IR technologies work, and other more philosophical discussions about the impact of 4IR on the future of work and society. In line with this third objective, the Library also worked towards positioning itself as a thought leader on 4IR in the library and information landscape of South Africa.

1.1 STAFF AND STUDENT WELLNESS

1.1.1 Future fit jobs

The landscape of libraries and information management is rapidly changing due in large part to the technological advances that enable a sophisticated analysis of metadata. In this new environment, the work of librarians is changing, as technological innovations are making some of their work redundant, while other technologies require them to do new types of work. Staff attended various soft-skills workshops that were tailor-made for the Library environment by the UJ Human Resources Training and Development team. These included workshops on managing change and becoming your own leader, i.e. not waiting to be told what to do but taking initiatives for your development. The Library management team also attended a series of workshops on how to lead effectively in the age of 4IR.

During the course of the year, staff also received training on new developments in library tools and products. Much of this training was done by experts from various service providers and other academic libraries. Two of the most significant upskilling projects were the training librarians received on the role of librarians in research data management, and training the shelveers received on navigating the Library catalogue. This followed on from the 2018 initiative in which all shelveers were given iPhones with a customised shelf-reading app. Shelveers now use their phones to scan the books on any shelf, and the app tells them which books have been incorrectly shelved or are missing. This has saved shelveers an enormous amount of time because the app scans a shelf more quickly and accurately than a human. Shelveers, therefore, have more time, and after receiving training in catalogue and database searching from the campus librarians, the shelveers have become first-line, on the floor,

client service assistants, helping students with general queries.

1.1.2 Repurposed jobs

As part of the strategy to ensure that all Library jobs are relevant and future-fit, an analysis of the positions in the Library was done at the beginning of 2019. The analysis showed that some staff at the circulation desks of the various campus libraries were underutilised. It also became clear that there was a need for someone to manage the Makerspace. More support to assist students with general library queries at SWC was needed, and in the Research Commons on APK an assistant was needed to help with general queries. To get the Library's research data management platform up and running, a manager was required. These four positions were advertised internally and open to all the circulation staff. Interviews were held and the successful four circulation staff members were redeployed to the following positions: Library Assistant Makerspace (DFC), Library Assistant Research (APK), Library Assistant Information Services (SWC), and Library Assistant Research Data Management (APK). To more effectively support teaching and learning at UJ, a faculty librarian position that became available in 2019 was repurposed to be Faculty Librarian Teaching and Learning (APK).

1.1.3 Piloting a new KPI structure

At the beginning of 2019, the Library was one of the departments to pilot a new Key Performance Indicators (KPI) system, developed by the HR division at UJ. To make the project effective, the Library staff participated in several workshops to determine exactly how the new KPIs would work and how to have

effective progress and review meetings. Three aspects of the project were particularly positive.

The first was using words, rather than numbers to describe an individual's performance. Telling someone that they were a 'Full Performer' when they did all they were asked to do, was much more motivating for staff than hearing that they scored a three out of five. Secondly, 30% of the KPIs was given over to teamwork and how well staff worked in teams. Line managers found this particularly helpful, as there are staff members who are very good at their jobs but not easy to work with. Since it was now a KPI requirement that people work well in a team, line managers found it easier to highlight this as an area of development that needed to be addressed going forward. Thirdly, at the end of the year, everyone who scored as a 'Full Performer', that means a three on the old rating system, was given an appreciation bonus. The Library did not receive more money for bonuses than in previous years, but the money was divided differently. The bonus amounts paid out to individuals were lower than in previous years, but more people received bonuses. All line managers agreed that this made the

KPI process much more motivating for staff, and there were no complaints or appeals at the end of the year.

One aspect of the pilot KPI that did not work well, was limiting the KPIs to a five-point scale, instead of the usual eight-point scale; and staff found the third section, living out the UJ Values, difficult to relate to in terms of KPI points that needed to be rated.

1.1.4 Task teams

During 2019, all Library staff elected to work in a task team for the year. Task teams were teams set up to solve particular problems, to develop a particular product or to offer a particular service that did not previously exist. Fifteen task teams were set up. A key aspect of each task team was to allow staff members to learn new skills. Therefore, a cataloguer could join the online training task team even though he or she had no previous knowledge of online training. The new products and services highlighted below are the result of the work of the various task teams. Most of the task team leaders were not line managers, and leading a task team gave them exposure to and experience in leading a team and managing a project.

1.2 SUPPORTING EXCELLENCE IN RESEARCH

To offer a better quality of support to postgraduate students, the postgraduate task team developed an online postgraduate research navigator, which can be found on the Library website. The online research navigator outlines what students need to do at each stage of their research project and directs students to e-books, articles, podcasts or videos that will help them understand and master what is required of them throughout the research life cycle.

For UJ researchers to fulfil the National Research Foundation (NRF) mandate to make their research data available on an online system, the Library identified, bought and set up the online research data management system, Figshare. This platform allows researchers to choose if they want their data to be freely accessible as open data, or via a password protected behind controlled online access. At the beginning of 2020, this will be available to all

researchers at UJ, and extensive training will be given showing researchers how to use the platform.

Within the global and national move to open access scholarship, championed in South Africa by Universities South Africa (USAF), the Library set up two initiatives. The first was a pilot with the Faculty of Science, in which 20% of the Library book budget for the Faculty of Science was used to pay article processing costs charged by some open access journals to authors when they publish an article in these journals. The second was to implement an open access journal platform called Open Journal System (OJS). This platform is free to any academic at UJ who is part of the editorial team of an academic journal. The platform offers various administrative support services to manage the editorial process of journal publication more effectively and efficiently.

1.3 SUPPORTING EXCELLENCE IN TEACHING AND LEARNING

In 2019, more students chose to do the Library Information Literacy training module online than in the traditional face-to-face medium. The Library subject-specific guides to resources and assignment support, Libguides, have continued to grow in popularity year-on-year. In 2019, the usage of these guides went up by 22% when compared with 2018. During 2019, there was a 4% drop in the number of people who physically visited the Library, but the number of virtual visits increased by 12% year-on-year. Resources were more

widely used by staff and students during 2019 when compared with 2018. Database usage increased by 31%, while the use of books, both electronic and print, increased by 16%. To ensure that students correctly cite the sources that they use in their assignments, the Library developed an online plagiarism game that uses the pedagogy of gamification to teach students the important principles and practices associated with plagiarism.

To offer a more effective and efficient service to students, the Library developed and launched a chatbot and a Library app. The chatbot, developed using GES 4.0 funding, was launched in October 2019 and is called Botsa (which means ask in Setswana). Between October and December 2019, the chatbot had over 4 500 interactions with students and staff, answering questions as wide-ranging as when the Library is open and where to find the psychology books. With the help of GES 4.0 funding, the Library IT department developed a Library app with various functions, from informing users when their book is overdue to enabling them to access all the Library's resources from their phones. It is a virtual 'library in your pocket'. The app goes live in February 2020.

To support and promote teaching and learning in the age of 4IR, the Library appointed a dedicated staff member to manage the Makerspace. Makerspaces are places where people use cutting-edge technology in robotics, 3D printing, and laser cutting to make

objects. Staff members from the Makerspace task team participated in training, learning how to successfully develop and run a Makerspace. In October 2019, one of the shelveers in the task team introduced the Makerspace team to a manager of Nedbank's corporate responsibility fund, and in mid-December, the Library received a grant of R2 599 000 for equipment to upgrade the Makerspace.

To assist lecturers in using the Makerspace and other 4IR innovations like coding and virtual reality in their teaching, the Library's blended learning task team developed an online Learning Innovation Hub, which is a catalogue of learning 'artefacts', such as lines of code, 3D printing recipes, and podcasts for all disciplines. Lecturers search the catalogue according to their subject and specify what type of learning aid they are looking for, e.g. a virtual reality experience for Emergency Medicine students. This catalogue will be launched in 2020.

1.4 GLOBAL EXCELLENCE AS THOUGHT LEADER

1.4.1 Conference hosted and papers delivered

A key objective for the Library in 2019 was positioning itself as a thought leader on 4IR and information management. To achieve this, the Library hosted public lectures, discussions, and workshops on 4IR. Some of these included postgraduate students running workshops on things like coding to teach their fellow students across multiple disciplines how 4IR technologies can be used. A highlight among the 165 events hosted by the Library was the VC's Reading Group. The group discussed the following books with Prof Marwala, Vice-Chancellor and Principal of UJ: *AI Superpowers: China, Silicon Valley and the New World Order* by Kai-Fu Lee; *21 Lessons for the 21st Century* by Yuval Noah Harari; *Thinking Fast and Slow* by Daniel Kahneman; *The Fourth Industrial Revolution* by Klaus Schwab; and *Eichmann in Jerusalem* by Hannah Arendt.

One of the most exciting events was the first-ever TEDx conference hosted by UJ in August 2019. Together with Samuel Segun, a PhD student in Philosophy, the Library and The University of Johannesburg International Students Society (UJISS), organised and ran the event. The theme was "Reimagine". Prof Marwala, together with other academics from UJ, gave several talks that can now be downloaded from the TEDxUniversityofJohannesburg site.

In May, the Library ran a workshop for teacher-librarians, giving them practical insights into how to use 4IR technologies in their libraries. This workshop was free for teacher-librarians from Quintile 1, 2, and 3 schools and was part of the Library's community

engagement project for 2019. It was oversubscribed and many people requested that something similar be held in 2020.

From 23 to 25 October 2019, the Library hosted an international conference entitled 'The Fourth Industrial Revolution and the Library Practices'. One of the keynote speakers was Dr Carl Grant, Dean of Libraries at the University of Oklahoma, USA, who shared how his library has successfully developed and implemented a range of 4IR technologies. Some of the papers from the conference will be published as an edited book. In 2019, Library staff gave 11 papers at national and international conferences, and the staff published three papers in academic journals. This is the highest number of papers delivered and published in one year by Library staff.

1.4.2 National global excellence

In 2019, Prof Maria Frahm-Arp, the Executive Director of the Library and Information Centre, was elected onto the Sabinet Board and onto the Committee of Higher Education Libraries of South Africa (CHELSA) task team working on establishing a national policy and plan for open access scholarship and libraries and information centres. Mrs Janina van der Westhuizen, the Manager of Technical Services in the Library and Information Centre, set up a Gauteng working group to explore how cataloguing and metadata management need to develop for libraries to use emerging technologies optimally.

The UJ Library began to establish a significant social media presence in 2019, and by the end of the year had

13 258 Facebook followers, 5 242 Twitter followers, 1 047 Instagram followers and 1 151 LinkedIn followers. Through these social media platforms, the Library has been able to reach a far wider audience.

Towards the end of 2018, the Library began an internship programme funded by the EOH Group, the largest technology provider in Africa, who sponsors two interns a year to assist with the smooth running of computers and audiovisual equipment in the Library. With the appointment of these interns, it became possible for the Library to offer top quality technical support in the large and small venues on the APK Campus. During 2019, the Library hosted 42 paid events, i.e. events that were not done in partnership with the Library but by a department or faculty in UJ,

or an organisation outside UJ. Through this, the Library generated a profit of R233 091.06. To streamline and optimise the use of all Library conference and meeting spaces, an online booking system was developed that the UJ community can access through the intranet.

1.4.3 Fitness for global excellence

During 2019, a variety of renovation projects were completed. These included the heating, ventilation and air conditioning (HVAC) system on APK. On this Campus, further projects were completed: the waterproofing of the roof, the extension to the Learning Commons and the development of a tea room for cleaning staff as well as a dedicated room for cleaning products. On the Soweto Campus, a door was installed in the staff kitchen and the 24-hour study space was doubled.

1.5 ONGOING CHALLENGES AND AREAS FOR DEVELOPMENT

1.5.1 Twenty four-hour study spaces

Every year, the students demand that the Library be open for 24 hours. One of the reasons for this demand is that the 24-hour study spaces across all the campus libraries seat less than 500 students. In 2020, the Library needs to find a way to double the seating available in the 24-hour study spaces.

1.5.2 Optimal use of databases and resources

While faculties are consulted in the annual buying of databases and books, there is concern that what is bought is not optimally used by the University community. In 2020, the Library will undertake a detailed analysis of which databases are used the most and whether the Library is buying databases in optimal packages. To achieve this, the Library will work with ICS to set up a comprehensive business intelligence system (BIS) to ensure that a more detailed statistical picture can be drawn, showing who uses what resources, when and how, and the Library will use these data to inform future spending.

1.5.3 Ongoing maintenance

At all the Library exits, the 3M gates, which have sensors to pick up if a book has not been officially issued and demagnetised, need to be replaced. This is an expensive project, as each gate costs in the region of R3 million. Going forward, money will have to be allocated for the replacement of these gates.

Waterproofing on the SWC Library roof is urgently needed, and a new HVAC system in the DFC Library must be installed. At present, it is so hot in summer that students faint from the heat, and in winter they have to wear gloves indoors because of the cold.

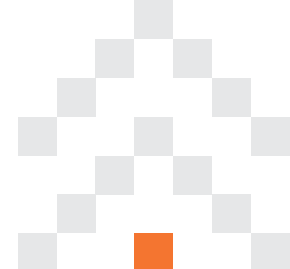
By the end of 2019, the Library still did not have wall-to-wall Wi-Fi coverage in each campus library, and this urgently needs to be addressed in light of the 4IR strategic vision of the University. Over the last two years, the computers in the various campus libraries have come to the end of their life but have not been replaced. In the DFC Research Commons, of the 32 computers, only 12 are working properly.

1.5.4 Completing the coffee shop on DFC

During 2019, the money needed to complete the coffee shop on the DFC Campus was raised and in 2020 this project needs to be completed.

1.5.5 Digitizing our archives timeously

Over the last few years, the Library has developed an extensive archive that focuses on mining and business on the Witwatersrand. For as many people as possible to have access to this archive, the archive needs to be digitised as quickly as possible.



2. OPERATING CONTEXT, GOVERNANCE AND RISK MANAGEMENT

2.1 Operating Context

To fulfil the Library's mandate, we offer the following services:

- Access to academically sound information in print and electronic formats, to support teaching, learning and research.
- Support in retrieving information relevant to academic work and research offered by a team of Faculty Librarians and Information Librarians.
- Training in making optimal use of the library facilities and services.
- Spaces to meet a variety of needs: Learning Commons, Research Commons, reading corners, 24-

- hour study spaces, meeting rooms and tutor rooms.
- Limited Wi-Fi coverage in all campus libraries.
- An Institutional Repository for disseminating the research output of the University.
- Developing Library collections that support the needs of students, academics and researchers in collaboration with academic departments.
- Workshops, seminars and public talks offering opportunities for students and staff to extend their involvement in academic discussions and debates.
- Bindery service.

2.2 Governance

The UJ Library reports to the Deputy Vice-Chancellor: Research and Internationalisation. The Executive Director of the Library is a member of the University's Executive Leadership Group, as well as of Senate.

In 2019 Library management structures were realigned for broader inclusivity and effectiveness. The two levels of management in the Library were realigned as follows:

a) The Management Committee.

The committee consists of the Executive Director, two Directors, Manager Operations and Quality Assurance, Manager Technical Services, Manager Library Systems and IT, Manager Client Services, Faculty Librarian Research, Coordinator Special Projects, Campus Librarians, Circulation Team Leaders, the Faculty Librarians, the Information Literacy Librarian and section heads for Archiving, Bindery, Shelving, Cataloguing, and Acquisitions. The Management Committee composition was reviewed and expanded to include all line managers and section heads, to enable smooth communication across all library divisions. The committee met monthly.

b) Executive Management Team.

The Executive Management Team is made up of the Executive Director; two Library Directors; Manager Operations and Quality Assurance; Manager Technical Services, Manager Library Systems and IT, and the four Campus Librarians. The latter were included in the team for the effective and smooth running of the campus libraries. The team met on a weekly basis.

c) The Library Task Teams.

The task teams consist of a task team leader and its members. Each staff member belongs to one task team. The task teams are project-based and the projects form part of the Library's strategic plan.

d) Staff Quarterly Engagements.

All the Library staff participate in this interactive meeting. This is an opportunity for the Library Executive Director to update all staff about progress in strategic issues and to discuss future plans with staff and to ask them for their input on decision-making.

2.2.1 Library management structure

a) Directorate

- Professor Maria Frahm-Arp, Executive Director
- Ms Nomoya Mahlangu, Director Research and Innovation
- Ms Alrina de Bruyn, Director Marketing and Teaching and Learning

b) Campus Librarians

- Ms Santha Geduld, Auckland Park Kingsway Campus Library
- Mr Kenneth Chinyama, Doornfontein Campus Library
- Ms Moipone Qhomane-Goliath, Soweto Campus Library
- Mr Frederick Mavhunduse, Auckland Park Bunting Road Campus Library

c) Managers

- Dr Pieter Hattingh, Specialist ILMS
- Ms Janina van der Westhuizen, Technical Services
- Ms Hettie Wentzel, Operations and Quality Assurance
- Mr Hopewell Gwala, Special Collections and Archives (Mr Gwala joined the Library in August 2019, after the retirement of Ms Riëtte Zaaiman)
- Ms Happy Mphahlele, Client Services
- Ms Ivy Segoe, Faculty Librarian Research
- Mr Michael Mokoena, Bindery
- Ms Elize Du Toit, Specialist Librarian: Teaching and Learning

2.2.2 Advisory Committees

a) Library Advisory Committee

The purpose of the committee is to provide high level advice and counsel to the Library on all matters relating to strategic planning, policy development, collections and services offered to library clients. It also serves as a communication and consultation forum between the Library and the University. The committee meets once a semester.

Committee members

Chairperson

- Professor Maria Frahm-Arp, Executive Director

Faculty representatives

- Prof Catherine Botha, Faculty of Humanities
- Dr Stephen Ekolu, Faculty of Engineering and the Built Environment
 - Prof Shahed Nalla, Faculty of Health Sciences
 - Prof Jan Neels, Faculty of Law
- Prof Llewellyn Leonard, College of Business and Economics
 - Ms D Rabaitse, Faculty of Education
 - Prof Jean Sonnekus, Faculty of Law
- Mr Vedant Nanackland, Faculty of Arts, Design and Architecture
 - Prof Ina Wagenaar, Faculty of Science

Members from other UJ support services

- Prof T de Wet, Director Centre for Academic Technologies
- Dr E Pretorius, Instructional Design, Centre for Academic Technologies
 - Ms K Sibanda, Executive Director, ICS

Library representatives

The Library Management Committee and the Faculty Librarians.

b) Special Collections Advisory Committee

The purpose of the committee is to provide advice and counsel to the Library's Archives and Special Collections division on all matters relating to aligning the policies and collections of the division to the university's vision.

Committee members

Chairperson

- Professor Maria Frahm-Arp, Executive Director (from March 2018, taking over from Ms Moipone Qhomane-Goliath who was acting in the position from 01 June 2017).

Community representatives

- Prof Tony Rodrigues, Senior Lecturer in Archives and Records Management at UNISA
 - Mr Peter Knottenbelt, Senior Lecturer: Mining Department, UJ
 - Dr Sydney Mufamadi, Director of the School of Leadership, UJ
- Prof Edwin Bbenkele, Associate Professor: Department of Business Management, UJ
 - Prof Natasha Erlank, Historical Studies
 - Prof Thembisa Waetjen, Historical Studies
- Prof Brenda Schmahmann, Faculty of Arts, Design and Architecture
 - Prof Kate Alexander, Faculty of Humanities

Library representatives

- Ms Nomoya Mahlangu, Director Research and Innovation
- Mr Hopewell Gwala, Manager Archives and Special Collections (Mr Gwala replaced Ms Riëtte Zaaiman who retired at the end of March 2019)
 - Mr Kenneth Chinyama, Campus Librarian DFC
 - Ms Janina van der Westhuizen, Manager Technical Services

2.3 RISK MANAGEMENT

During 2019, the following risk areas were identified and managed to allow the Library to achieve its goals and the institutional mandate to support teaching and learning, as well as other support functions:

- Maintenance of buildings
- Occupational safety and security
- Financial risks (add publishing costs and open access)
- Library information systems
- Library governance and compliance

Mitigating strategies and achievements are discussed in detail below.

2.3.1 Maintenance of buildings

In 2019 the Library planned for projects that were either maintenance-related or new projects, which were necessary to achieve the Library's strategic goals. The Library collaborated with the Maintenance and CTS departments in planning the way forward regarding highlighted projects. However, due to feasibility or budget constraints, some projects are still in progress and some were not completed in 2019.

The following Library projects were completed in 2019:

- APK Heating, Ventilation and Air Conditioning System (HVAC)
- APK Waterproofing
- SWC Kitchen doors were installed
- APK Library Learning Commons extension
- APK Tea room and storage space for cleaning staff

2.3.2 Occupational Safety and Security

Occupational safety and security remain a crucial Library operation because the

Library is one of the busiest operating spaces on campus. The following were some of the actions that were taken to keep the Library safe and compliant:

- Appointment of student assistants to help with the evacuation process in the evenings
- Organising of routine library evening drills
- Establishment of the Health & Safety Task Team

a) Appointment of Student Assistants to Assist with Risk in the Evenings

The Library appointed student assistants for the evening shift to ensure that it was compliant with the safety and security regulations.

b) Library Drills

The Library started the year with its annual training session for all staff and newly appointed temporary staff on the emergency procedures in the Library. Due to the growing need for the Library venues by other stakeholders, arranging drills proved a challenge, because although the Library recognized the importance of drills, it also had a duty to the clients to deliver limited interruptions whilst they were using the venues.

Therefore, the 2019 drills took place during the middle of the year, either over weekends, in the evenings or during the social hour on a Friday. During each drill, Library staff and the Protection Services staff fulfilled their trained roles and emptied the libraries within a good time.

The Occupational Safety Practitioner addressed the evacuated groups at the assembly points and briefly provided information on the importance of drills, actions to take upon hearing an alarm, what to do in an emergency, contact numbers to remember and how to use a fire extinguisher.

c) The Health and Safety Task Team

To further strengthen the Library's compliance with safety and security, the Health and Safety task team was established. Members of the task team attended training on the Occupational Health and Safety Act, facilitated by Affsaf who clarified the roles of the employer, employees and the individual's responsibility. The task team members also attended the 6th Annual SHECASA Conference, which was organized and hosted by the UJ Library in conjunction with the UJ branch of the Occupational Safety and Security, Health & Environment Campus Association of South Africa (SHECASA) on 3-4 September 2019 at the APK Library. The task team will continue to instil the value of saving lives in an emergency.



SWC Library: Office and Kitchen areas closed



Students and staff at assembly points



2.3.3 Financial Risks

Annual increases in information resources subscriptions and the demands of the Fourth Industrial Revolution, both in terms of technology usage, staff development, and the need to meet compliance standards and regulations, continue to pose a financial risk to the Library. To mitigate the financial challenges, the Library continued with its third-stream income generating activities:

- Annual Library e-book Expo,
- The Library hires out its venues to departments within UJ and outside stakeholders. In this way the Library generates an income and the UJ community has access to the wonderful venues maintained by the Library,
- International conference: The 4th Industrial Revolution and Library Practices held in October 2019,
- The Bindery services.

Details of the above activities will be discussed in the following pages.

2.3.4 Change Management and Restructuring

a) Reimagining staff roles and responsibilities:

Technological developments and the demands of the Fourth Industrial Revolution continued to challenge the Library to reimagine staff roles and responsibilities. The dwindling Library print circulation and the rise of new services such as the Makerspace, meant that the Library had to restructure and reorganize its staff accordingly. A Makerspace is a space where people make things by using 3D printers, laser cutters and soldering equipment. Five Circulation positions were repurposed to positions that urgently needed to be filled. All Circulation staff were invited to apply for these positions and after interviews, the most suitable candidates were appointed. The following positions were re-imagined from existing Circulation positions and filled in 2019 with staff members from the Circulation team:

- Library assistant Makerspace (DFC)
- Library assistant Research (APK)
- Librarian assistant Information Services (SWC)
- Faculty librarian: Teaching and Learning (APK)
- Library assistant: Research Data Management (APK)

b) Strengthening of Library Task Teams:

In 2019, the Library's focus was on strengthening the Task Teams and Library leadership structures, to enable them to implement planned strategic goals. This was done through training and workshop interventions, aimed at Task Team leaders and the broader Library management team. For instance, the Library organised a Task Team Leaders training workshop, in which team leaders were trained on how to conduct KPIs for their team members. The fact that 15% of the staff's KPIs was made up of involvement in Task Teams, contributed to the success of the Task Teams in the Library, as team members were expected to give 10% of their time to their respective teams.

c) Empowering the Library Management Team:

In the same vein as with the Task Team leaders, attention was paid to the Library Management Team to enable them to manage the change in various aspects of their work. For instance, amongst many interventions that were made, on 30 April 2019, Library Management Committee members had a workshop presented by the Scheitima group. The workshop focussed on developing the management team as people who grow and care for their staff, while holding everyone who reports to them accountable for doing everything that they are asked to do.

2.3.5 Library Governance and Compliance

The Procurement Task Team focused on creating a culture of understanding and compliance with UJ prescribed policies and processes. As such the Task Team hosted a workshop for the Library staff, entitled Fraud Risk Management, presented by Advocate Hannes Bezuidenhout from the University of Pretoria Enterprises. The Task Team also developed a new process for Library event and venue booking, to ensure that the Library remains compliant and legal. This process will be implemented in 2020.



Library Procurement Task Team

3. STRATEGIC FOCUS AND TARGETS

3.1 Introduction

The University set six strategic objectives to drive Global Excellence and Stature (GES). In order to reach these objectives, the Library's primary strategic focus in 2019 was on developing the Library staff, to ensure that all jobs are future-fit and staff re-skilled to excel in their jobs. As such, the Library ensured that all Library positions were essential in its reimagining of Librarianship. This is part of the Library's five-year strategic plan. The first year, 2018, was focused on putting in place the technology needed for the Library to lead in the Fourth Industrial Revolution. The second year, 2019, focused on people and the positions they fill. The third year, 2020, will focus on scholarship in the Library and the University. To this purpose, the Library staff will critically examine and research the impact and effectiveness of the Library and how it supports the scholarship work of the University.

a) Reviewed Library Strategic Plan and Focus

The Library reviewed the vision and mission statements of the Library for 2019. The new vision was: A globally acknowledged African gateway to scholarly information renowned for breaking boundaries. The Mission was: To support, facilitate and develop teaching, learning and research by:

- Being innovative and utilizing the latest technology
- Providing a comprehensive and diverse information service
- Promote information literacy through learning programs tailored for the needs of staff and students
- Fostering national and international partnerships through collaboration and cooperation
- Driving social responsibility initiatives that support community teaching and learning engagements
- Creating an environment that promotes lifelong learning for staff

b) Highlights of the Library's Achievements for 2019 include:

- Library Change Management and Restructuring Process
- Reviewed Library Strategic plan and focus

- Development of the following assignment support tools:
 - Online Plagiarism Game
 - Library Steps to Success for assignment support
 - Library Chatbot
 - Library App
- Library Open Scholarship Projects
 - Facilitating payment of article processing charges (APCs)
 - Library Open Journal System
 - Implementing a Research Data Management tool (Figshare)
 - Development of the UJ Open Access policy
 - Development of the UJ Research Data Management policy.
- UJ Library membership to the Bloxburg Blockchain
- Hosting of the TEDx conference (with the Theme: Reimagining our presence and redefining the future)
- Reimagine Library Makerspaces and the approved funding from the Nedbank Eyethu Community Trust
- Hosting of the Library International Conference
- Hosting of the 6th Annual SHECASA Conference
- UJ Library's presentation to CARLIGH (Consortium of Academic and Research Libraries in Ghana)
- The establishment of the Vice Chancellor's Reading Group
- Hosting of the Teacher Librarian workshop
- Pavlinka Kovatcheva, the Faculty Librarian for Science, won a travelling award sponsored by JoVE (Journal of Visualized Experiments)
- UJ Library regarded as a benchmark academic library
- Strengthening the role of Library Task Teams
- Library online Expo
- Increased usage of the Online Information Literacy training module
- Increased usage of LibGuides
- Eleven (11) papers were presented at conferences and at seminars, compared to eight (8) in 2018
- APK HVAC and waterproofing completed.

3.2 TEACHING AND LEARNING SUPPORT

The Library used various mechanisms and channels to support undergraduate students. Online and face-to-face training sessions were offered to enable students to use the channels that were convenient for them. The Library also reached out to students through the presentation of various UJFM radio talks to promote the importance of using the Library and its resources. Through its various Task Teams, the Library strengthened the Library staff's skills in providing 21st century Library undergraduate support services, such as implementing effective LibGuides, and the development of blended and online tutorials for students. In a nutshell, the Library's undergraduate support focus was the following:

- To create online training modules with self-help material (videos and podcasts)
- Informal training and support for students to find course reserve material at circulation
- Implement the Library App to provide a customised service
- A Chatbot that answers students' questions immediately 24/7

3.2.1 First-Year Seminar (FYS)

The FYS took place from 29 January to 1 February 2019. The seven faculties and the College participated in the FYS. Different programmes were planned for each faculty and the College, which were conducted over the course of one day or the full four days of the FYS. In general, all programmes included a welcome session by either the Deans, Director or HODs. The programmes comprised of academic activities and an introduction to the library services. The library services programme included an orientation presentation, integrated with the faculties' official orientation and library walk-about tours. These programmes were well-received by academics and first-year students.

3.2.2 Undergraduate Training

The library offered both face-to-face and online information literacy training to students. The face-to-face training sessions were divided into different themes to support the various stages of the undergraduate student academic programmes. In total, 16 461 undergraduate students received information literacy training in 2019, as opposed to 17 651 in 2018. The decline in the number of face-to-face training sessions is due to the awareness and the uptake in the use of the online information literacy module. The online information literacy module has attracted



FYS Library Orientation: APK



APK library training session



Elize Du Toit at the UJFM studio

the attention of various academic departments from Humanities and the Education faculty, which have subsequently made the module compulsory for their students. From 1 January 2019 up to 21 November 2019, the Online Information Literacy module received 222 100 views, as opposed to 210,067 received in 2018. The increase in the online information literacy module usage is due to it being made compulsory in some departments within the Humanities and Education faculties.

3.2.3 Assignment Support

The Library continued to find innovative and effective ways to provide assignment support to students through many platforms and channels, such as the Online Plagiarism Game, the Library Tutors, and continual development and improvement of the Library LibGuides. These innovations are elucidated below.

a) Library Tutors

The Unit for Tutor Development and the Library conducted a comprehensive training programme for the Library Tutors. The programme consisted of an in-depth tutor training session, which focused on orientating tutors in best tutoring practices. This was accompanied by a simulated consultation session. During the simulated consultation session, tutors were expected to present a mock one-on-one consultation session, as a means of demonstrating their understanding of the training. These were also used as teaching and learning examples and presented tutors with the opportunity to face potential scenarios which could play out within the library.



2019 Library tutors with Elize du Toit, the Info-skilling Librarian

b. LibGuides

LibGuides continued to be an effective mechanism to provide subject-specific guidance to students, or to create guides on specific topics, e.g. Information Literacy, Research Support and Plagiarism. Usage of the LibGuides increase exponentially every year. In 2019 usage of the LibGuides increased by 22% with 721 844 views, as opposed to 591 924 in 2018. The increase is due to factors such as the increased information literacy training offered in 2019 and the fact that more students were exposed to the online information literacy module.

Table 01: Usage increases for LibGuides and Ujoogle platforms: 2015 - 2019

Platforms	2015	2016	2017	2018	2019	diff	%
LibGuides	131 200	169 960	379 285	591 924	721 844	129 920	22
Ujoogle	88 015	115 208	118 189	174 279	193 131	18 852	11

c) Online Plagiarism Game

To increase plagiarism awareness among students, the Library in collaboration with the Centre for Academic Technologies (CAT), developed an online plagiarism game. The students have shown great interest in this online game. In 2020, the Library will look at ways in which to evaluate the impact of this online plagiarism game in the students' assignment performances.

3.3 New Teaching and Learning Support Innovations

a. Library steps to success

The library in collaboration with CAT developed a "Library Steps to Success" book stack. This project is aimed at increasing Library awareness amongst the students and to enable the Library to identify challenges that students experience when completing their assignments. Each step in the assignment process is linked to specific Library support for the students. This interactive help desk will be made available to all students via their Blackboard modules in 2020.

b. The Library Chatbot (BOTsa)

The Library, in collaboration with the UJ Technolab technician Safvan Patel, an undergraduate student and Prof Abejide Ade-Ibijola, developed a Library Chatbot. The Chatbot went live towards the end of 2019. The Chatbot, named BOTsa (meaning "ask" in Setswana), provides real-time support to students and staff by answering basic library-related queries immediately, 24/7. This innovation augments the quick reference service provided by the Librarians. It was evident that the Bot was well-received, as students began to use it extensively, often asking BOTsa questions that were outside the scope of the Library domain. By the end of December, BOTsa had handled close to 2000 message exchanges.

3.4 TECHNOLOGY SUPPORT FOR TEACHING AND LEARNING

The Library continued to maintain and update Library technologies to bring a quality service experience to Library users. The following value-added enhancements were made in 2019:

a) Library App and Industrial 4.0 Artificial Intelligent Technology

To support and embrace the Vice-Chancellor's vision of a University that is fully embedded in the latest Industrial 4.0 Technology, the Library built an App with a difference. The App can be used on any device, which means that students no longer need to stand in queues to wait for a free computer for their information searches. They can now search the entire Library catalogue on their phone and download whatever they need immediately. With the App all students have the 'Library in their pocket'.

UJ Library is the first university worldwide to offer an App that integrates a GPS guide to every facility in the library, a self-checkout service, an online payment service, and a customized communication service.

Driven by the latest technology, this App provides the following to Library users:

- Focussed, timeous and customized communication to patrons, for example notifying students when they have overdue books, or informing lecturers about the arrival of books they had ordered. The App is linked to patron profiles and therefore knows which courses students are doing. It can therefore let students know that a new journal issue of for example 'Childhood Psychology' has arrived.



Prof Maria Frahm-Arp acknowledging Safvan Patel (UJ 3rd year Software Development student) for developing BOTsa

- Keeps the UJ community up-to-date with Library services and events.
- Consolidates all Library services within a single App.
- Enables students to see which computers are available on which floor of each campus library. This saves them time as they no longer need to walk through the library trying to find a free computer.
- Gives users directions on how to find a print book or journal, much like an in-house GPS guide.
- Gathers “decision making” statistics pertaining to patron’s usage patterns of the Library’s spaces/ services.
- Enables Users to take out books via the App, without needing to stand in queues to wait for a librarian to issue a book.
- Facilitates the paying of all fines via the App. Therefore the Library no longer needs to hold any cash, which decreases the security risks.

b) Mapping of Library spaces, shelves, services & Research Commons PCs

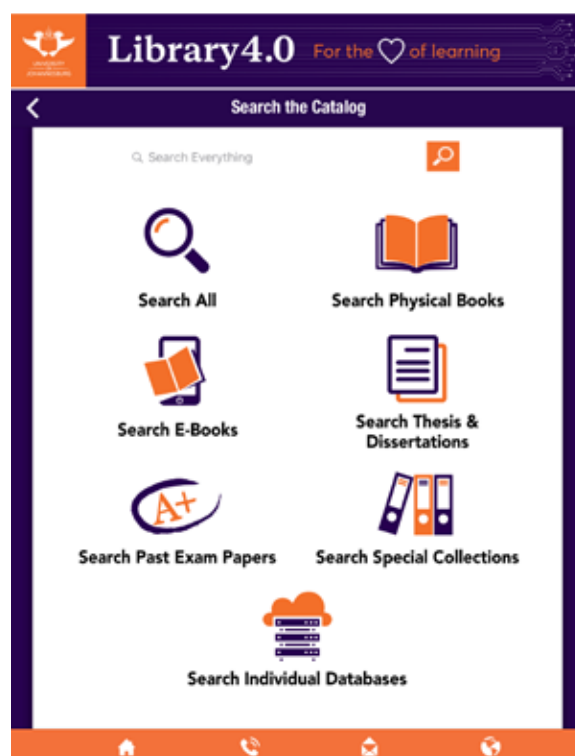
The five UJ campus libraries are situated on the four UJ campuses and it can be daunting and even time-consuming for a library user to find an item or a space in these libraries. Stackmap – Explore is one of the functionalities of the UJ Library App, and it covers interactive maps of the 13 levels within the 5 Libraries, by indicating the physical spaces and identifies the 1.1 million stock items according to subject labels.

PC mapping has been integrated with the Student PC Time Management System on all Research Commons workstations. Students and staff are now able to see if any workstations are available without having to visit the Library first. Workstations will either have an available (Green) or an occupied (Red) Status.

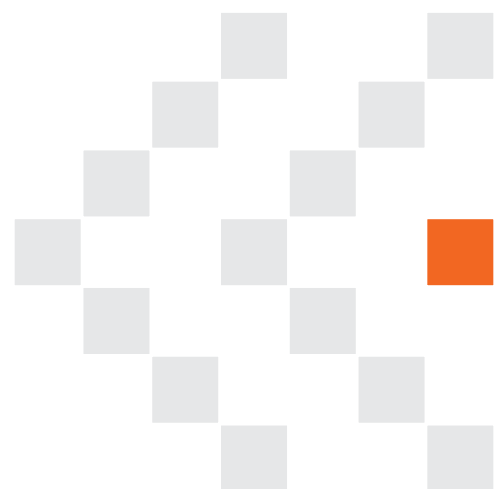
This service is not only available via the App, but also on the Library Web site and touch screens at the entrance of each Library. The UJ Library envisions that the directional queries to librarians will decrease which will free them to focus on more subject-related queries.

c) Vital Hard-and Software migration

In 2019, the Library migrated and upgraded the Vital Institutional Repository system. This project entailed, amongst other things, the migration of over 32000 records from the old server to the new. The new look and feel of the Vital system is more modern-looking with new functionalities. Continued testing and fine-tuning of the system is done regularly as the need arises. The huge popularity of the exam papers archive means that it is very important for this site to remain stable and to be available 24/7, especially during exam times. The system upgrade ensures that the system is now more stable.



The App features were customized according to the UJ brand (colours and logo)



d) Student PC Time Management System – migration to a web-based version

All four Time Management System (TMS) Servers have been migrated to a web-based version, to improve functionality and software stability. Learning and Research Commons workstations have been upgraded with the latest TMS software. Changes have been made to the login screen with a new UJ Library logo and design.

The Research Commons workstations at FADA have been added to the TMS.

A second Learning Commons area has been established at APK. It comprises of 48 additional PCs, where undergraduate students can use a PC for 20 minutes at a time. This service is meant to be a quick “in and out” access to a PC, to quickly read emails or print a document. These computers are at standing stations without chairs, to enhance the speed and efficiency of these stations. This quick ‘in and out’ service should help to reduce the long queues of students waiting for PC access every day.

e) Online Forms

Within the Library domain, various online forms are needed for a large spectrum of services. Instead of buying specific software and then having to host it locally on a physical server or virtual machine, the Library opted for a form hosting service that is being maintained in the Cloud. In 2019, 10 such forms were created and are used by various library stakeholders to deliver innovative services to staff and students.

f) UJ Library Makerspace

The Library Makerspace was re-imagined in 2019. A Makerspace is an area where people create things by using 3D printers, laser cutters and soldering equipment. These could be objects for teaching, such as a 3D skeleton of the human body or new robotic inventions of students. A team of Library staff put together a funding proposal to upgrade the



Mechanical Engineering students were busy with an autocad drawing course

Makerspace to be fit for purpose. The proposal was successful, as the Nedbank Eyethu Community Trust approved funding totalling R2 559 820, 33 towards the University of Johannesburg Library’s Makerspace. A full-time staff member was appointed (as part of the staff movement from Circulation) to oversee the activities in the Makerspace. Below are four students who have used the Library Makerspace to print objects for their assignments:

3.5 LIBRARY CHANGE MANAGEMENT INTERVENTIONS

In 2019, the Library’s focus was on people, to empower them to adopt to the changes and opportunities brought about by the 4IR. The implementation of Library 4.0 technologies have created both positive and challenging experiences for Library staff. Acquiring relevant technologies, empowering staff to use these and reorganizing staff to maximize their value in the information ecosystem required the implementation of various change management interventions. Below are some of the interventions that were implemented to help Library staff navigate all the changes:

a) Running a Successful KPI Meeting as a Line Manager

All the Line Managers participated in a workshop with Ingrid Hurwitz on how to run a successful KPI contracting meeting, to ensure that line managers conduct productive and useful KPI discussions with staff. KPI forms were revised for all to ensure that all the library staff was aligned to the UJ strategic goals and that everyone in the same division had the same KPIs. It meant that, for example, all the Faculty

Librarians would work with the same KPIs. The KPIs were far more streamlined than before and are no longer overly detailed. It also meant that everyone had the space to define what they wanted to do in the current year and how they wanted to achieve their goals. Towards the end of the year, the line managers participated in another workshop that equipped them with the tools to have an end-of-year performance review with staff. The aim of this workshop was to show line managers how to use the end-of-year review as a positive, developmental experience for all staff.

b) Leading teams when you are not a line manager

In April 2019, all task team leaders participated in a workshop that provided them with guidance on how to lead a team when they were not the line managers of these teams. At the end of the year, the task team leaders did short KPI evaluations with each of their team members and these evaluations were used in the 15% of the KPI allocated to task team work in the overall KPI score for each staff member. Some of the most notable developments from task teams are discussed below in the section on new services and products. Running short KPI sessions with their team members was often a daunting task for task team leaders, but they all found it a valuable learning experience that gave them more insight into the value of KPIs.

c) Task Teams

Task teams were a huge contributor to the Library's ability to achieve its goals in 2019, and to enable staff to cope with the changes in the Library landscape. Work was shared collaboratively through task teams. Task teams gave staff an opportunity to grow and learn from each other. Various task teams ran workshops and training sessions to upskills members. The leaders of these task team were empowered to lead and appraise the performances of team members at the end of the year.

d) Training on Self-Leadership

In 2019 the Library organised two self-leadership workshops for all Library staff. The aim of the workshops was to empower staff to self-manage as they stepped up to the opportunities presented by the changes that are taking place in the Library. Everyone who attended the workshops thoroughly enjoyed and found them really useful.

e) Management workshop (Scheitima Group)

A management workshop for everyone on the Library Management Committee was organised and presented by the Scheitima Group. This committee is made up of people who have one or more people reporting to them as line managers and four other members of the

committee who are not line managers, but who needed to participate in the monthly management meeting of the Library. The management workshop focused on developing the management team as people who grow and care for their staff, while holding everyone who reports to them accountable for doing what they set out to do.

The Scheitima group views good leadership as: '... [S]omeone who uses work as a way to enable staff to flourish as people'. The workshop helped staff shift their focus from how much can the organisation you work for take from you, to how much can the organisation you work in provide you with. This speaks directly to the Library's overall goal of developing a culture of empowerment in which all staff can flourish.

f) Campus Librarians' and the Library Directors' Break Away Sessions

The Campus Librarians, as leaders of the campus libraries had a fruitful team building session, in which they crafted a leadership code for themselves. The code will guide them in leading and managing effectively, to ensure that the Library fulfils its mandate in the fast-paced era brought about by the changing Library and Information services landscape. The Library Directors also went through a similar exercise to review and realign their responsibilities and also to produce their own leadership code. Together these codes were workshopped amongst the broader Library management team. The agreed-upon codes will form the new Library Leadership Codes, which will form part of the leadership KPIs for 2020.

g) The Library participated in the Pilot version of the new KPI system

The Library was one of the departments that participated in the pilot version of a new KPI system, which the Human Resources division hoped to roll out to the University. The Library staff found the new system helpful. One of the most powerful changes in the new system is the nomenclature approach to describe performance. In the feedback session held at the end of the process, staff said that when they heard that they were a three out of five (as in the old system), it felt as if their line manager thought they only did half their job. However, being told they were a 'Full Performer' (the equivalent of the three in the new system), implied that the line manager understood that they did everything they were asked to do. It then became easier for staff to agree with their line manager if they were not a 'Superior Performer' (or four in the old system), because they had not done anything over and above what was required. Paying everyone a small bonus when they scored a 'Full Performer' was very motivating for staff. Staff all felt that it was not the amount of money they were given as a bonus, but the recognition that the bonus implied that made it so valuable.

3.6 RESEARCH SUPPORT

3.6.1 Library Open Scholarship Projects

The Library focussed on establishing and promoting Open Access (OA) scholarship through various means. These include events and seminars that were organised to continue to raise awareness of OA scholarship amongst the UJ academic and student communities. Some key initiatives that were taken to promote and support research scholarships were the following:

- Piloting payment of Article Processing Charges (APC) in Faculties.
- Launching of the Online Open Journal System.
- Acquisition of the Research Data Management platform: Figshare.
- Development of the University Open Access Policy.
- Development of the University Research Data Management Policy.

a) Article Processing Charges (APCs)

One of the new business models established by the Library to support OA, was to allow faculties to use a portion of their annual library budget to pay the Article Processing Charges (APC) that are often required when researchers publish in OA journals. OA journals charge this fee since they have no form of income through a subscription model. APCs pay for the copy editing and layout of an article in a journal. There is a nation-wide drive to encourage OA publications, but in the UJ funding model there is little scope for the University Research Committee to fund APCs, and staff are reluctant to use their research funds to pay for APCs. This has meant that UJ is publishing less in OA journals than other universities. The three disciplines that publish widely in OA journals worldwide are Science, Health Sciences and Engineering. The UJ Library piloted a project in 2019 with the Faculty of Science, whereby the faculty could use up to 20% of their Library budget to pay for APCs for staff members who they elected to support. It was up to the faculty to decide which researchers were allocated APCs and the Faculty Librarian had to ensure that the journals chosen by authors were not predatory journals. The Library Technical Services team then processed the payment of the APCs.

b) UJ Library Launched the Online Open Journal System

As part of its support for Open Scholarship, the Library acquired the Online Journal System (OJS). The OJS was designed to facilitate the development of open access, peer-reviewed publishing, providing the technical infrastructure not only for the online presentation of journal articles, but also an entire editorial management

workflow, including article submission, multiple rounds of peer-reviewing, and indexing. The acquisition of this platform will allow journals to be hosted for free at UJ. The OJS was acquired in June 2019 and by the end of the year, four journals, whose editors are staff members at UJ, had been uploaded onto the system. OA publishing makes published work freely available to anyone in the world and therefore raises author profiles, which usually leads to increased citations.

c) Research Data Management Tool: Figshare

The Library acquired Figshare as part of its plan to support open research and data sharing. Figshare is a multidisciplinary repository, where users can make all their data and research outputs available in a citable, shareable and discoverable form. Figshare allows users to upload any file format to be visually available in the browser, so that figures, datasets, media, papers, posters, presentations, films, photographs, podcasts, works of art and file sets can be disseminated. Each researcher can choose to make their data available to be viewed and used by anyone in an open access format, or they can hide their data in a password-access controlled format. The author of the data can then choose to whom they give access to their data. It is a requirement of the National Research Foundation (NRF) that all data produced through their funding support should be housed on a secure and accessible RDM platform. Users can upload files over 5GB in size and have over 20GB of free private space. Relevant staff members received training on this new Library platform. The Library, in line with its strategy to move Circulation staff to new 4IR positions, appointed one staff member within the library to form part of the Library Research Data Management team.

d) Open Access Scholarship Policy

The Open Access Scholarship Policy for the university was approved at the last University Research Committee meeting in 2019. It is exciting that the university is moving forward in embracing Open Access and this is part of a larger national drive to embrace Open Access.

e) Research Data Management Policy

The Library established the University's Research Data Management Policy, which was approved by Senate in 2019.

3.7 Postgraduate Seminars, Workshops and Training

a) Postgraduate Writing Retreats

Writing a thesis or dissertation can be a lonely and challenging experience. Whether it is in finding time to write, grappling with the technical work of writing or finding the relevant resources, many postgraduates find it a struggle. The Faculty and Information Librarians supported three different postgraduate writing retreats in January, October and November 2019. This was a joint venture between the Library and the Postgraduate School. Postgraduates were offered a space at the UJ Postgraduate School for some focused time for their writing, while having an opportunity for one-on-one consultations with librarians, writing experts and academics.

The overall experience of the librarians who participated in the retreat was positive and the feedback received from the students indicates that the librarian consultations are much needed. A total of 42 postgraduate consultations with librarians across the different faculties took place at the retreats.

b) Postdoctoral Research Fellows' Annual Forum

A group of Librarians took part in the Postdoctoral Research Fellows' Annual Forum that was held on 28 October 2019. They explained the range of Library services available to support PDRFs in their research journey. Many PDRFs were particularly excited about the Library's new initiative to help the faculties with Open Access APCs. At the forum, some PDRFs from the different faculties made presentations on various areas of their research. The theme for 2019 was 'Rethinking African Development in the Fourth Industrial Revolution'.

c) Postgraduate Online training

The Faculty Librarian Research introduced online training for postgraduate students to accommodate those who are not able to visit the Library physically. The online training sessions were hosted through Zoom, a cloud-based service that offers meetings and webinars and provides content sharing and video conferencing capabilities. This initiative is in line with the UJ 4IR vision to use technology to support research. Forty people participated in the first online training session. By the end of 2019, four online sessions had been conducted. Based on the feedback received from the participants after the first session, more sessions like this are needed.



Librarian consultations during the January writing retreat

d) Open Access Seminar

On 22 October 2019, the Library hosted an Open Access Seminar. This was during the International Open Access Week and the theme was 'Open for whom? Equity in Open Knowledge'. The seminar was attended by 38 participants, many of whom were postgraduate students. The aim behind OA is to ensure maximum dissemination and rapid availability of scholarly knowledge and information. The Institutional Repository Manager, Tyson Mabunda spoke about the UJ Library's upcoming and current initiatives to support Open Access. These include the UJ Institutional Repository, Research Data Repository, the Open Journal System and the Article Processing Charges' support.

3.8 UJ LIBRARY ARCHIVES AND SPECIAL COLLECTIONS

The Archives and Special Collections continued to provide research support services to researchers and students, while also focusing on preserving research material, by digitising collections for future accessibility, in line with the vision to implement Fourth Industrial Revolution technologies for better service delivery. Its latest acquisition is a collection of photographs about major construction projects that occurred in and around South Africa. These include FNB Soccer City Stadium, Walter Sisulu Square and Monte Casino. They are available in the form of DVDs and photographs. They will all be digitized and made available online in 2020.

3.9 BUILDING THE DIGITAL LIBRARY COLLECTIONS

The Library continued to develop a strong collection of digital information sources as part of its strategic focus. The collection is made up of electronic databases and e-books. The focus of Collection Development in 2019 was on strengthening the research collection to support the University's postgraduate students and researchers. The Library therefore acquired multiple e-book collections and backfiles. The following are some of the research collections that were bought:



Librarians with Dr. Linda Mtwisha from the Strategic Initiatives and Administration Unit (UJ) and Prof Fulufhelo Nwelwamondo (Executive Director: Modeling and Digital Science, CSIR)



Ms Ivy Segoe: Faculty librarian: Research

3.9.1 GALE Primary Sources

Journal back files are important to keep in the Library, as researchers need to do comprehensive reading about topics across various disciplinary subjects, focusing both on current and previous research. Older articles are valuable for testing new areas of research and prevent duplication of established research.

The most interesting archives bought this year are the GALE Primary Sources, which will help Law and History researchers in their research work. The GALE Primary Sources allows one to discover original, first-

hand content, meticulously cross-referenced to bring facts into focus and information to life in remarkable new ways. These digital archives are a valuable source of information for issues such as slavery, labour issues and history, which includes governments and legal precedents.

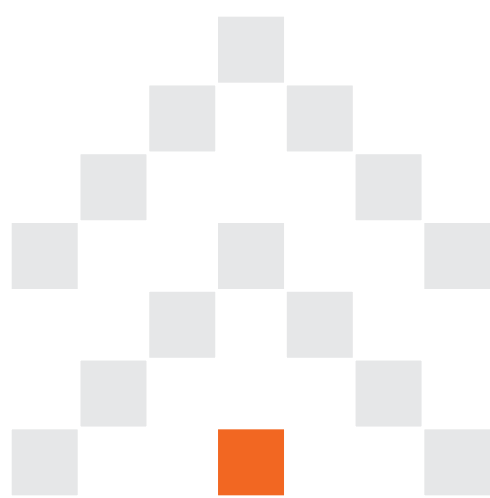
In 2019, 45% of the total collection was available in electronic format, as opposed to 43% in 2018. The total print collection comprised 55% of the collection in 2019, as opposed to 57% in 2018. This shows that the library's electronic collection keeps growing steadily.

Table 02: Growth trend: print and electronic collection

Collection type	2015	2016	2017	2018	2019	Diff: 2018/ 2019	%
Print	588 211	587 746	595 991	599 819	602 779	42 460	7
Electronic	280 453	298 297	314 586	452 637	506 157	53 520	12

3.9.2 Library Online Book Expo – to facilitate the Selection of E-books

The Online Expo is an annual event organised by the Library to encourage the purchasing of relevant information sources for the UJ Library at cheaper prices, negotiated with the suppliers. A total of 149 e-book collections, that consist of 12 317 individual e-book titles, were purchased at a value of R23 789 554-90. 43% of the allocated funds to faculties for books were spent during the expo.



4. DEVELOPING WELL-ROUNDED LIFE-LONG LEARNERS

All the campus libraries engaged students in various activities to contribute to the development of well-rounded life-long learners. These activities included displays, workshops, Makerspace activities and stocking up reading corners with interesting current books. Below are some of the activities in 2019:

a) Introduction to Coding Using Python: a workshop held at the DFC Campus Library presented by students to other students.



b) Academic Writing Skills Training

The APB Info Librarians held an Academic Writing Skills Development event on 14 March 2019 with Ms Caroline Ngamlana from the UJ Writing Centre. The event was attended by 62 students and they expressed gratitude and appreciation for the training and asked that the Library host more events pertaining to academic writing.



c) Embracing Sexuality #Zithande - LGBTQIA+

The Soweto Campus Library hosted a conversation on Embracing Sexuality #Zithande on 10 May 2019. There were 110 students at the event. Several topics relating to the LGBTQIA+ community were discussed, as the speakers shared their experiences of coming out to their families and also the dangers of coming out. Jay from the Thami Dish Foundation explained the misconceptions around gender and biological sex and sexuality.



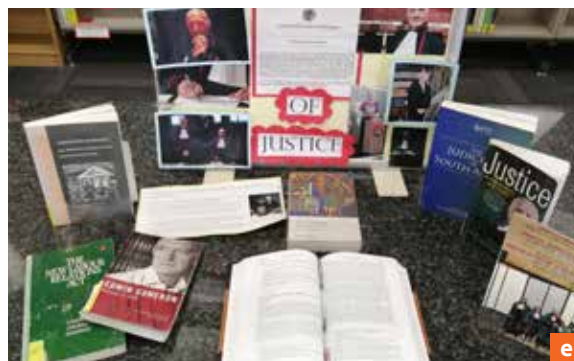
d) Stress Management Motivational Talk

The APB Campus Library held a Stress Management motivational talk on 10 September in preparation for the upcoming exams. The event was facilitated by Mr Siyabonga Ntshangase from the Centre for Psychological Services & Career Development. The event was attended by 33 students and three staff members.



e) Law Library Display

The Law Library Student assistants at APK put together a display to honour Justice Edwin Cameron and to celebrate his illustrious career on the Bench. Justice Cameron retired from the Constitutional Court on Tuesday 20 August 2019. He worked as a human rights lawyer during apartheid and was at the forefront of fighting for gay and lesbian equality. He was on the bench in various capacities for 25 years.



f) Spelling BEE Competition at APK Campus Library

The UJ Reading Society held a Spelling BEE Competition at the APK Campus Library in the Eskia Mphahlele room in August 2019. Prizes for the competitors were sponsored by the Library Technical Services Section and The Library Marketing and Events Task Team.



g) DFC Library Solar Car Event

On 31 July 2019, the DFC Library held a fascinating and interactive Solar Car event, together with the UJ Solar Team members in the Makerspace area. At this event, the Engineering students launched the solar car they had designed and built, to the public.

The event was very popular, and students were captivated by the 3D printing artefacts that the Library Makerspace team and the team from Tshimologong Makerspace had printed.

In the picture students and DFC Library staff



h) Pepper – Robotic Humanoid Visited the Library

On Monday 12 August 2019, Pepper (a robotic humanoid) visited the University of Johannesburg Library on the APB Campus. This event was facilitated by Dr Abejide Ade-Ibijola (the head of the Technopreneurship Centre, School of Consumer Intelligence and Information Systems in the College of Business and Economics), in collaboration with Bridge Labs founders Mr Musa Kalenga and Mr Kola Olajide.

Pepper is South Africa's first client-friendly humanoid robot. She is a day-to-day companion who can perceive human emotions, communicate in the most natural and intuitive way through body movements and voice. Pepper familiarizes herself with a person's traits, likes, and dislikes, attempting to adapt and fit in with humans. Throughout the day, hundreds of students interacted with Pepper; watched her dance, make jokes, and play music.



i) Prof Abejide Ade-Ibijola with Theodorah Modise and Mr Musa Kalenga

5. STATISTICAL REPORT

The compilation and analysis of Library statistics were done to:

- Describe and monitor the collections and use of services in the Library;
- Determine trends and development areas
- Demonstrate the impact of the Library services on the University.

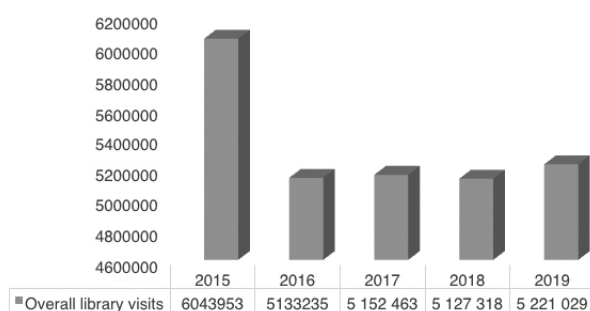
5.1 Visits to the Libraries

The UJ Library is strategically reducing the face-to-face training of students and the need for students to ask librarians to conduct simple searches, by offering students online tutorials through LibGuides. This trend in Library usage is indicative of the Library's ongoing digital development. The various platforms from which the Library can be accessed means that users have more options to access Library services and resources. The Library's total visits increased by 2% in 2019. The physical visits decreased by 4%, whilst access through LibGuides and Ujoogle had increased. The virtual visits through the web page increased by 12% in 2019.

Table 3: Library Visits 2015-2019

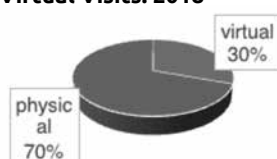
	2015	2016	2017	2018	2019	2015	%
LibGuides	131 200	169 960	379 285	591 924	721 844	129 920	22
Ujoogle	88 015	115 208	118 189	174 279	193 131	18 852	11
Physical Visits	4 459 336	3 711 617	3 713 922	3 564 973	3 414 192	-150 781	-4
Web Access	1 365 402	1 136 450	941 067	796 142	891 862	95 720	12
Overall library visits	6 043 953	5 133 235	5 152 463	5 127 318	5 221 029	93 711	2

Overall library visits 2015 -2019



Overall, the Library visits had increased. While the physical visits had decreased, the virtual visits had increased, because staff and students had made more use of the electronic resources of the Library. This is in line with the Library's strategic plan to be accessible to anyone at UJ from anywhere.

Library Physical Visits vs Virtual Visits: 2018



Library Physical Visits vs Virtual Visits: 2019

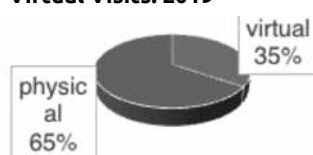


Figure 01: Library Physical Visits vs Virtual Visits: 2018 and 2019

5.2 Use of the Book Collection (print and electronic)

In 2019, overall print and electronic book usage increased by 16%. Print usage decreased by 24%, whilst e-book usage increased by 60%. The Library worked hard to increase collection usage by implementing various marketing strategies, including Library Information Literacy training sessions. The decrease in print collection usage is in line with the global trends in which digital material is preferred over print material.

Table 04: Use of the Book Collection (print and electronic)

Collection type	2017	2018	2019	Difference	%
Print books	431 945	383 711	290 991	-92 720	-24
E-books	453 233	433 569	658 793	255 224	60
Total	885 178	817 280	949 784	132 504	16

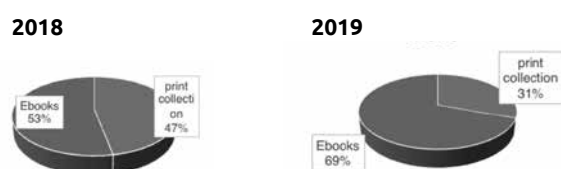


Figure 02: E-books vs Print Collection Usage

5.3 Collection Development

In 2019, 55% of the total collection was available in print format whilst 45% was available electronically. The Library was fortunate that with its information budget, it could maintain all current subscriptions and increase the holdings with 203203 titles, as compared to 141879 titles in 2018. The focus for the development of the collection was on growing the electronic collections. The e-book expo, which allows the Library to buy many books from a publisher at one time, made it possible to negotiate significant discounts, enabling us to buy many more titles.

a) Electronic Collection

This collection includes both the electronic journal collection and e-books. The Library strove to provide access to as many full text articles as possible. The marked growth in the electronic collection was in accordance with the e-first policy. The increase from 2018 to 2019 is 12%, from 449 352 in 2018 to 503 772 in 2019.

Table 05: Details of the Electronic Collection and Growth Trends

Collection type	2015	2016	2017	2018	2019	Diff	% 2018 vs 2019
Single titles	22 796	33 394	37 732	77 873	109 912	32 039	41
E-books in collections	151 258	157 292	167 315	253 938	228 866	25 072	10
Journal titles with full text access in databases	105 264	106 508	105 235	116 375	163 719	47 344	41
Individual e-journal titles	1 135	1 103	1 133	1 166	1 275	109	9
Total e-book collection	280 453	298 297	311 415	449 352	503 772	54 420	12

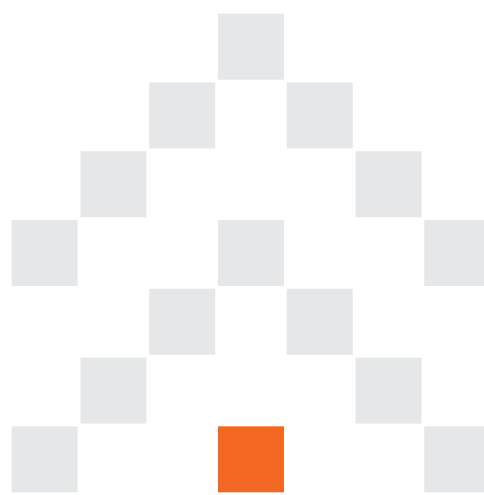
Types of databases	2015	2016	2017	2018	2019	Diff	%
Abstract databases	16	16	9	11	11	0	0
Full text databases	119	134	127	172	182	10	6
E-book databases	18	18	18	20	21	1	5
Bibliographic databases	22	23	22	23	23	0	0
Reference databases	15	15	11	12	13	1	8
Other databases (Incl. Access Tools)	24	24	29	30	52	22	73
Total	214	230	216	268	302	34	13

Table 06: Growth of the Database Collection (2015 - 2019)**b) Usage of the Database Collection**

The UJ Library provided access to 302 electronic databases during 2019, as compared to 268 in 2018. The use of the electronic databases increased by 31%, from 4 076 351 in 2018 to 5 328 160 in 2019.

Table 07: Database Usage Trend: 2015-2019

2015	2016	2017	2018	2019	Diff	% 2018 vs 2019
5 643 611	3 699 457	4 289 941	4 076 351	5 328 160	1 251 809	31



6. EMPLOYEE PROFILE

6.1 STAFF COMPOSITION PER PEROMNES LEVELS

The UJ Library has 139 permanent positions. As of 31 December 2019, the Library had seven vacant positions. One position was abolished earlier in the year to upgrade the Information Literacy position to a P7 Faculty Librarian Teaching and Learning position.

A total of six appointments were made in 2019. The majority (56%) of permanent staff are between Peromnes Levels 11 and 8, with 58% of the staff component being female. The equity profile is as follows: 70% Black, 5% Coloured, 2% Indian and 23% White.

Table 08: Library Staff Peromnes Profiles

Peromnes level	Number of positions	%
P3	1	1
P5	2	1
P6	1	1
P7	21	15
P8	30	22
P9	13	9
P10	9	6
P11	44	32
P12	16	12
P14	2	1
Total	139	100

6.2 STAFF TURNOVER (APPOINTMENTS, RESIGNATIONS AND RETIREMENTS)

6.2.1 Permanent Positions

As mentioned above, in 2019, six appointments were made. Four staff members left the UJ Library and two staff members retired.

We would like to thank the following staff members who retired in 2019 for the excellent work performed during their tenure at the UJ Library: Mrs Zelda Geldenhuys (Information Librarian: Humanities) and Anza Bouwer (Librarian: Cataloguing).

6.2.2 Temporary Appointments

The Library appointed student assistants and tutors to assist in the work of the Library and to expose them to the responsibilities linked to employment. The student assistants helped at the service points in the various libraries and the tutors provided support to undergraduates. In 2019 Library Events and Marketing

grew to a point where it was necessary for the Library to appoint more student assistants to help the section with Library events. Several interns were employed to work in the growing events and marketing department, as well as administrative assistants. Student assistants and general assistants were also employed to work on various projects in the Library.

Appointments made were as follows (includes repeat appointments):

- 14 Full-day Interns and Administrative assistants, appointed against the Reserve Fund.
- 14 Full-day general assistants, appointed against the Reserve Fund.
- 2 Full-day temporary staff appointed against permanent posts.
- 49 Student assistants
- 23 Tutors funded by the Library
- 4 Consultants

6.3 EQUITY PROFILE

6.3.1 Race Equity Profile

On 31 December 2019, 71.22% of the permanent library staff was from the designated groups.
See figure 6 for details:

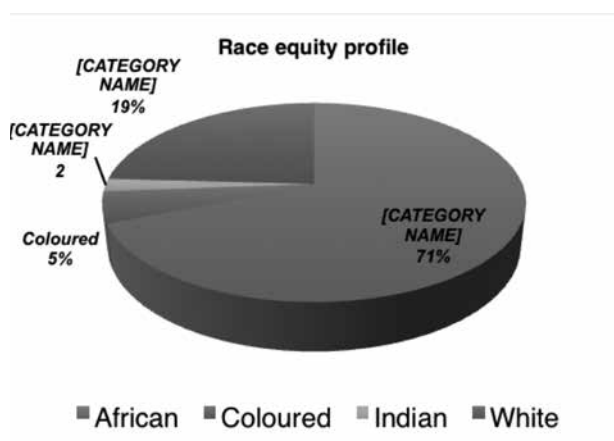


Figure 03: Race equity profile

Table 09: Equity Profile – Race trend

Category	2016	%	2017	%	2018	%	2019	%	Trend
African	96	68%	97	69%	100	70%	101	72,66	↑
Coloured	7	5%	7	5%	7	5%	7	5,03	
Indian	4	3%	3	2%	3	2%	3	2,15	
White	34	24%	34	24%	33	23%	28	20,14	↓
Total	141	100%	141	100%	143	100%	139	100%	

Table 10: Equity Profile – Gender Trend

Gender	2016		2017		2018		2019		Trend
	Number	%	Number	%	Number	%	Number	%	
Female	82	58%	82	58%	83	58%	77	55,39	= ↓
Male	59	42%	59	42%	60	42%	62	44,60	= ↑
Total	141	100%	141	100%	143	100%	139	100%	

7. STAFF DEVELOPMENT

7.1 CONFERENCE PRESENTATIONS, PUBLICATIONS AND QUALIFICATIONS

In 2019, Library staff members presented papers at various conferences, published articles in peer reviewed journals and completed professional qualifications relevant to their areas of work.

a. Publications

Staff member	Paper title	Journal Title
Janina Van der Westhuizen	The curious case of Sherlock Holmes and competitive intelligence: Applying abductive reasoning to competitive analysis	Conference of the International Journal of Arts & Sciences, 12(01):175–184 (2019)
Frederick Mavhunduse and Marlene Holmner, (UP)	Utilisation of Mobile Phones in Accessing Agricultural Information by Smallholder Farmers in Dzindi Irrigation Scheme in South Africa	African Journal of Library, Archives & Information Science. April 2019, Vol. 29 Issue 1, p93-101. 9p.

b) Conferences and Seminars

Presenter	Conference	Title of the presentation
Ms Elize du Toit	First Biennial University of South Africa International Conference on Library and Information Science Research in Africa (UNILISA), 13 – 15 March 2019, Pretoria, South Africa	Teaching first-year students information literacy through online-learning: hits and misses of MAPS students at the University of Johannesburg.
Ms Elize du Toit	UJ Library International Conference: The 4th Industrial Revolution and the Library Practices, 23-25 October 2019	Are the Big 6 information literacy skills still relevant within the fourth industrial revolution?
Prof Maria Frahm-Arp	SACOMM conference 27 -29 July 2019	Open Access and the Problem of Funding
Prof Maria Frahm-Arp	LIASA Annual 20th Conference, 30 September to 04 October 2019	Keynote Speaker: Libraries and Information Centres as a Leading Space in Implementing 4IR
Prof Maria Frahm-Arp	TEDx University of Johannesburg August 2019	Leading Change in 4IR
Prof Maria Frahm-Arp	UJ Library International Conference: The 4th Industrial Revolution and the Library Practices, 23-25 October 2019	Some Lessons Learnt from Embracing the 4th Industrial Revolution in the Library at UJ.
Prof Maria Frahm-Arp	ILL Sabinet Conference, 2 August 2019	Lessons learnt in the implementation of 4IR in the Library
Ms Nomoya Mahlangu	UJ Library International Conference: The 4th Industrial Revolution and the Library Practices, 23-25 October 2019	AI and the Changing role of Academic Libraries in RSA: opportunities, challenges, risks and the way forward.

Ms Angela Moeng, Ms Christina Mafumana and Ms Agnes Xaba	UJ Library International Conference: The 4th Industrial Revolution and the Library Practices, 23-25 October 2019	Artificial intelligence and robotics within the library space: a brief review of the UJ Library
Ms Christina Mafumana	LIASA Annual 20th Conference, 30 September to 04 October 2019	The Library Future Reimagined for the 4th Industrial Revolution: UJ case study
Ms Christina Mafumana	University of Pretoria and the Carnegie Corporation of New York: Capstone Conference: 25 to 29 March 2019	University of Johannesburg Library in support of quality education and Lifelong Learning

c. Workshop/Seminar Presentations

Presenter	Workshop/ Seminar	Title of Presentation
Prof Maria Frahm-Arp	LIASA IGBIS workshop, 29 August 2019	Keynote address: Leading change in 4IR at LIASA.
Prof Maria Frahm-Arp	Seminar: 4IR: opportunities and interesting challenges for teacher librarians, University of Johannesburg Johannesburg, 16 May 2019	First Steps in Embracing the 4th Industrial Revolution in the Library at UJ.
Ms Elize du Toit	Seminar: 4IR: opportunities and interesting challenges for teacher librarians, University of Johannesburg, 16 May 2019	The responsibilities of school libraries in sustaining information literacy in a changing environment
Mrs Claudia Reynolds	LIASA IGBIS workshop, 29 August 2019	Shelf packing? : The role of cataloguers in a world of automatic metadata extraction.

d. Qualifications

Staff member	Qualification
Mrs Nthabiseng Bridgette Monyaise	Bachelor's in information sciences
Ms Deborah Amy Ellis	Bachelor's in information sciences Honours
Mrs De Ponte Lizette	Certificate in Business Administration Services
Miss Brumilda Iverlene August Meldene	Diploma in Early Childhood Development

8. COMMUNITY SERVICE, STAKEHOLDER MANAGEMENT AND REPUTATION MANAGEMENT

The UJ Library continued to provide a stimulating environment for debate and engagement with topical issues to students, staff and external stakeholders. In 2019, the Library expanded its events to include exhibitions and conferences. During the year, the Library hosted a record number of over 160 events in our various campus library venues. Of these, at least 38 focused on Artificial Intelligence and the Fourth Industrial Revolution related topics. The Library is very proud of its collaborations with faculties and divisions to keep the events programme active. Below are the highlights of some of the events held in 2019. A detailed list of the 109 events hosted by the Library or in partnership with other divisions or faculties is attached as an addendum to this report. Another 50 events were held in Library spaces, but these were not conducted in partnership with the Library. This is part of a growing initiative to hire out Library spaces to the UJ community by offering conference/ seminar venues with state-of-the art equipment, sound proof spaces and catering to suit any budget. We would like to thank all our partners for their collaboration and support in 2019. Below are the highlights of some of the events held in 2019:

- Industry talks
- Exhibitions
- Conferences
- Book discussions
- Public lectures
- UJ Talks

8.1 INDUSTRY TALKS

The Library has seen an increase in the number of corporates wishing to promote their services and career opportunities within the UJ student market. The Library hosted companies like Vodacom, L'Oreal, ABB, CISCO, LUNO, Ster Kinekor and many more.



Industry Talks

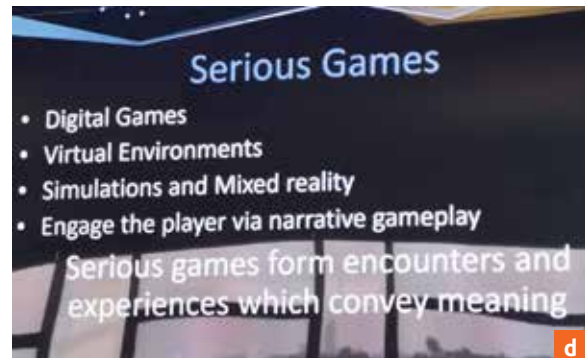
8.2 EXHIBITIONS

a) *Virtual and Augmented Reality Exhibition in partnership with the UJ Technopreneurship Centre and SMMEs.*

b) *PEPPER (Robot): The Robotic Humanoid Visited UJ at APB Library.*

c) *An Industrial Revolution experience with an exhibition of a solar car designed by UJ students and the relaunch of the Makerspace at DFC Library.*

d) *Serious Game Exhibition and Workshop by UJ Engineering students.*



8.4 BOOK DISCUSSIONS, PUBLIC LECTURES AND SEMINARS

The Library hosted many book and public discussions in partnership with various faculties. The topics covered included discussions on novels, academic book launches, Artificial Intelligence and the Fourth Industrial Revolution. In 2019, the Library added to its list the bi-monthly Vice Chancellor Book Discussions.

The Vice Chancellor Reading Group Discussion

In February 2019, the Library hosted the first of the Vice Chancellor Reading Group Discussions. The VC selected titles that dealt mainly with 4IR and Human Psychology. During these sessions, the VC presented his interpretation of the book under discussion and then opened the floor for discussion. These were very interesting and eye-opening conversations that strengthened understanding of the impact and benefits of the 4IR. The following five books were discussed:

- AI Super-Powers China, Silicon Valley, and the New World Order by Kai-Fu Lee,
- 21 Lessons for the 21st Century by Yuval Noah Harari
- Thinking Fast and Slow by Daniel Kahneman
- The Fourth Industrial Revolution by Klaus Schwab
- Eichmann in Jerusalem by Hannah Arendt



The Vice Chancellor: Prof Marwala



Prof Daniel Masha: Executive Dean: FEBE

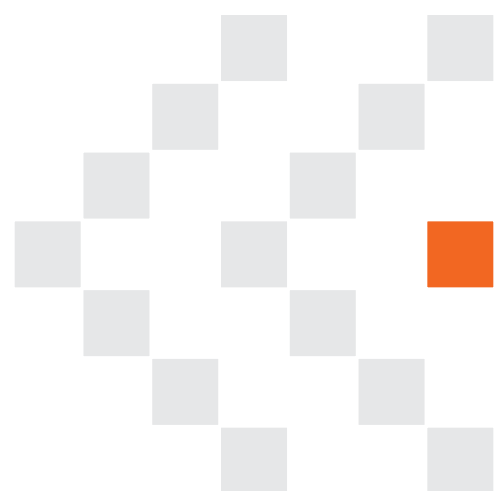
8.5 PUBLIC LECTURES



a) Public Lecture: Network evolution and open source software as the foundation for the 4th Industrial Revolution



b) Public Lecture: Artificial Intelligence - Meet the future: A guide to the next 10 years in high-tech by Arthur Goldstuck (Author, journalist, Editor and heads up Worldwide Worx, providing market research and strategy in the use of technology.)





- c) Public Lecture: *The Construction Industry in the 4th Industrial Revolution: Is this the future?* Mr. Ronnie Siphika
 d) Public Lecture: *Innovation is one powerful catalyst ripe for leveraging in the 4th Industrial Revolution* by Arnold Blinn
 e) Public Lecture: *4IR in Marketing* by Prof Abejide Ade-Ibijola, Associate Professor, UJ.
 f) AI Hackathon with high school pupils. Joint venture with Proudly Sowetan and Centre of Entrepreneurship

8.6 LIBRARY CONFERENCES

a) The Library International Conference

The Library hosted its very first International Conference from the 23-25 October 2019 titled: *The 4th Industrial Revolution and the Library Practices*.

The aim of the conference was to explore what new technologies the Fourth Industrial Revolution (4IR) is bringing to libraries, how they can be used, and the effect of 4IR on library practices. Many papers presented at the conference showed what the implications of the Fourth Industrial Revolution would be to academic libraries concerning knowledge production and knowledge sharing, which are central to the South African National Development Plan. Few in-depth studies have been done on the Fourth Industrial Revolution and Libraries in Africa, so this was an exciting new field of research. Overall, 63 papers were submitted and only 31 were accepted.

The keynote speakers were Prof Saurabh Sinha, Deputy Vice Chancellor: Research and Internationalization,

who presented the opening address. The University of Johannesburg President and Vice Chancellor, Prof Marwala, and Dr. Carl Grant, Library Dean, University Libraries, University of Oklahoma, USA.

In his address, Prof Sinha spoke about how 4IR is shaping businesses around us and how it has been influencing how we operate in the world. Meaningfully incorporating 4IR into our society begins with education about its prevalence and importance

In his address, Prof Marwala explored applications of Fourth Industrial Revolution technologies to libraries, engineering, social sciences, education and medical problems. He discussed the implications of these for society, as well as the underlying costs. He said, "The Fourth Industrial Revolution is characterized by making systems as well as machines intelligent and connected and that the underlying technologies of the Fourth Industrial Revolution include artificial intelligence (AI) as well as blockchain."

The title of Dr Grant's talk was, *Transforming an Academic Research Library into a Campus Engine for Innovation – A Case Study*. Dr Grant shared many practical ways in which he has helped his library and library staff to embrace the 4IR and to upskill themselves to meet the new challenges and opportunities.

A highlight at the conference were two performances by the Library Choir who had written songs about 4IR and its impact on work and society, which they performed to the delight of the audience.

b) 6th Annual SHECASA Conference

The Library, in conjunction with UJ branch of the Occupational Safety and the Security, Health & Environment Campus Association of South Africa (SHECASA) hosted the 6th Annual SHECASA Conference on 3-4 September 2019 at the APK Library.

The conference attracted approximately 120 delegates and professionals from across the country and the theme of the conference was *Empowering SHE Professionals to fulfil their role in ensuring legal compliance and best SHE Practices in institutions of higher learning*. Prof Ahmed Bawa the Chief Executive Officer, Universities South Africa (USAF) delivered the keynote address. A panel discussion took place in which case studies related to various aspects of safety and security were explored.



Professor Ahmed Bawa: CEO USAF



- a) The Vice Chancellor: Prof Marwala
- b) Dean (Interim), University Libraries, University of Oklahoma, USA.
- c) Prof Saurabh Sinha, Deputy Vice Chancellor: Research and Internationalization
- d) UJ Library choir performing their songs at the conference

8.7 COMMUNITY OUTREACH, COLLABORATIONS AND PARTNERSHIPS

The library also developed partnerships with various entities as part of its community outreach programmes. The following were some of the social engagement activities for 2019:

a) Teacher Librarian Workshop: A Community Outreach Programme

The Library identified High School Libraries as its community engagement project. As part of the project, the Library ran a very successful workshop for Teacher Librarians on 16 May 2019. Prof Carmel McNaught delivered the key-note address entitled: Wonderful Opportunities and Interesting Challenges for Teacher Librarians.

The turnout was great, and the delegates requested that the Library conduct a similar workshop. "Reaching out to schools and offering informative workshops is our vision for the type of community engagement work we plan to run at the Library and it seems to be what people really need and want" (Prof Maria Frahm-Arp).

The following speakers also presented papers on how to embrace the Fourth Industrial Revolution at schools:

- Prof Maria Frahm-Arp (Executive Director: UJ Library)
- Ms Chanille Viviers (Head of EduTech Centre at Steyn City School)
- Ms Leana van der Westhuizen (Independent consultant)
- Ms Elize du Toit (Librarian Teaching and Learning – UJ Library)
- Prof Kat Yassim Nee Adam (Associate Professor in the Faculty of Education)



Workshop delegates



*The Keynote Speaker at the workshop:
Prof Carmel McNaught*

b) Mandela day Toiletries and Food Drive Project

The APK UJ Library staff started a food and toiletries drive for the Nelson Mandela day. All the donations were grouped into parcels that students collected from the Bindery section of the Library. With this drive, the staff managed to distribute 62 food and toiletries parcels to students.

c) UJ Library Caring for Girls

The toiletry and food drive led to a sister project called UJ Library Caring for Girls. The project aimed at helping female students with feminine hygiene products. Notices were put in all the ladies' restrooms. The library team prepared the "care bags", which contained the essentials and biscuits that were baked by a Library staff member, Rebecca Mabuya. These were distributed across the ladies' restrooms in the library.

d) Providing Students with Muffins During the Exams Period

A large number of students who attend the University of Johannesburg come from disadvantaged backgrounds. Therefore, it does not come as a surprise that food, transport, and accommodation are real challenges for them. It has been our experience at the UJ Library that during the examination period, many students study throughout the night in the Library's 24-hour study area. Some students move directly from the Library to their examination locations. There are many reasons for this, one being transport insecurity. The result is that some students sit the examinations on an empty stomach. One can imagine the adverse effects of this condition. In order to help in a small way, the Library baked muffins and handed them out to students as they left the 24-hour study area when the Library opened in the mornings.

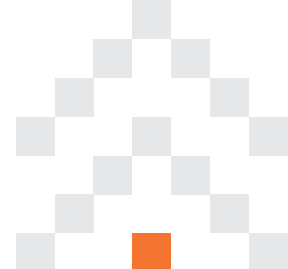


Library staff preparing food and toiletry hampers for students



The Library team after preparing the care bags





9. RESOURCES MANAGEMENT AND SUSTAINABILITY

The Library generated income from various activities and projects, such as the venue hiring service, the Library International Conference, the Bindery, fines paid for overdue books and the Library Online Expo.

9.1 Income

In March 2019, the Library officially introduced the hiring of venues for meetings and conferences as a third-stream income. The venues were in high demand and a total amount of R768 855.00 was generated in income. This income enabled the Library to start an internship program with interns assisting the events and marketing team. It also enabled the Library to keep the venues and equipment in excellent condition, to buy new furniture and to sound-proof three venues.

The Library hosted The 4th Industrial Revolution and Library Practices international conference in October, which generated a total of R323 275.00, of which R117 925.00 was from sponsorships received. The conference showed a profit of R32 848.00 after the expenditure of R290 426.00 was deducted.

Other income generated by the Library includes fines received for an amount of R448 867.00 and the Bindery income of R592 134.00

9.2 Financial Summary

In 2019, 100% of the Library budget was spent. Several big projects were completed on the APK campus, such as purchasing furniture for the extended APK 24 Hour Area, additional furniture for level 6 and 5 venue spaces and replacing the floors of the level 5 foyer and the Nadine Gordimer Auditorium and lifts.

Table 11: Finance summary for 2019

Annual Report 2019

		2019		
		Budget	Expenditure	%
1	Human Resource	75 730 440	73 020 512	96%
2	Restricted Budget	900 696	756 345	84%
3	Operational Budget	8 140 740	7 489 393	92%
	Sub Total (HR, Restricted & Operational)	84 771 877	81 266 250	96%
4	Information Budget	127 853 017	131 863 513	103%
	Total	212 624 894	213 129 763	100%

Note on Point 1

Human Resources

There were a few vacancies during the year, thus creating the under expenditure on the Human Resource / Personnel Remuneration category.

Note on Point 2

Restricted Budget

Expenses relating to Foreign Exchange Gains and Losses was allocated by Finance to a central Foreign Gains and Losses account. This resulted in an under expenditure on Restricted Budget category.

Note on Point 3

Operational Budget

The under expenditure on the Operational Budget category can be attributed to savings on various operational expense accounts.

Note on Point 4

Information Budget

The overspent of the afore-mentioned budget, may be attributed to the weakening of the Rand against the US Dollar during 2019.



10. THOUGHT LEADER

The UJ Library is one of the leading academic libraries in the country. Many visitors continue to visit us to benchmark against the Library in various areas. The UJ Library is amongst the leading libraries in Africa implementing cutting-edge technologies, in line with the University's Fourth Industrial Revolution impetus. The Library and its staff displayed special leadership qualities in various ventures. The library had outstanding initiatives that set it apart from other libraries in South Africa. Details are listed below:

a) Bloxburg Blockchain

The Library was invited to attend the first summit of the Bloxburg Blockchain for research in Germany. The summit was hosted by the Max Planck Institute. UJ was one of 12 universities selected to be part of this initiative because of the exciting and innovative work we are doing in the library. A few other universities that were included are: University College London, IT University Copenhagen and Carnegie Mellon University. Members had created a blockchain, which will allow academics to upload their research onto a very secure site. Every time something is uploaded it is also time-stamped. This will mean that people can put up their raw data as soon as tests are done and can prove that although the research paper analysing the data only came out months later, they actually did the research some time ago. Members are trying to find a way to use blockchains for academics to upload their reviews of books or book chapters, thus reiterating that the review was completed before the book was published and that the reviewers considered the work of a high academic standard. This will help a lot in getting DHET approval for books and book chapter contributions.

b) TEDx Hosted at the UJ Library: Reimagining our Present and Redefining the Future

On Thursday, 22 August 2019, the Library hosted UJ's very first TEDx event in partnership with the UJ Arts and Culture. TEDx University of Johannesburg was designed to serve the university community. This project was conceived and driven by postgraduate students in the Humanities.

TEDxUniversityofJohannesburg was a high-octane, community-driven, independently organized TED Talk, licensed by TED New York. The vision was to show-case the most fascinating thinkers and leaders at UJ and in industry, who got together for a stimulating day of presentations and discussions to inspire new ideas and opportunities across all disciplines. The theme for the day was: REIMAGINE: Reimagining our present and redefining the future. The speakers were: Prof Tshilidzi Marwala, Prof Maria Frahm-Arp, Dr Demilade Fayemiwo (FEBE: Engineer & Water Conservation Consultant), Ms Boniswa Madikizela (Chartered Accountant & Senior Lecturer, Department of Accountancy, UJ), Ebenhaezer Dibakwane (two-time Savannah Comic's Choice Award winning comedian and a SAFTA nominated writer) and Tbo Touch (CEO: TOUCH HD). The Programme Director was Melody Miya (UJ Alumnus). Some social media news: Trendsmap South Africa reported #tedxuniversityofjohannesburg was trending at number 8 in South Africa on 22 August.



c) Library Takes Part in the Cloud Debate

The University held its 3rd Cloudebate on Wednesday, 18 September at 16h30 at the Johannesburg Business School.

The theme of the discussion was: Should Books be Shelved: The Role of Libraries in the Internet Age. The Library embraced this opportunity to be involved in this debate before the international conference on the fourth industrial revolution and library practices. UJ is well-aware that there are passionate views on either side of the question whether, and how, libraries can remain relevant, and that the question is one about which everyone will have an opinion.

The panellists included : Prof Abejide Ade-Ibijola, College of Business and Economics: Lead of the Technopreneurship Centre of the School of Consumer Intelligence and Information Systems, Karabo Moleya, Fasken (SA Law firm), Prof Ylva Rodny-Gumede: Senior Director, Internationalisation and Prof Maria Frahm-Arp: Executive Director, UJ Library



The panellists included from left; Prof Abejide Ade-Ibijola, College of Business and Economics: Lead of the Technopreneurship Centre of the School of Consumer Intelligence and Information Systems, Karabo Moleya, Fasken (SA Law firm), Prof Ylva Rodny-Gumede: Senior Director, Internationalisation and Prof Maria Frahm-Arp: Executive Director, UJ Library

d) Science Faculty Librarian Pavlinka Kovatcheva Wins a Travel Award

Pavlinka Kovatcheva, Faculty Librarian: Sciences won an award to attend the European Association for Health Information and Libraries conference. The award was sponsored by JoVE – Journal of Visualised Experiments. The travel grant covered all her expenses at the conference. Comment from the judging panel:

“As per our judges’ comments on [Pavlinka’s] essay, ‘clear explanation of practices she uses for successful knowledge transfer, being present in student spaces. Confirmation of value, as all science students are now automatically enrolled in her community. Integration with the department, Blackboard, LibGuides, library training sessions, displays, social media and newsletters. Appreciated by academic colleagues’....” The UJ Library provides access to the JoVE Research Video-journals and Science Education.



e) UJ Library Presents at CARLIGH (Consortium of Academic and Research Libraries in Ghana)

UJ Library was invited to present a paper at CARLIGH (Consortium of Academic and Research Libraries in Ghana). The paper examined the development of UJ Library’s successful e-book collection. Janina van der Westhuizen represented the Library with her paper given on 13 June 2019 at the Balme Library in Accra with the title: **Diving into the deep end – the UJ Library’s e-book journey**. The presentation was well-received and the audience asked several questions afterwards. The day before the presentation, she visited the Balme Library and the Institute of African Studies Library and was pleasantly surprised by the number of items they have on South Africa in their collection.



f) UJ Library Considered a Benchmark Academic Library

The UJ Library is recognised as one of the best libraries in the country. In 2019, several academic libraries came to benchmark against UJ Library on a number of services that we offer. We were able to share some of our challenges and lessons learnt as we embrace the Fourth Industrial Revolution. The following are some the libraries that came to do benchmarking at the UJ Library:

- A visit from the Central University of Technology (CUT): the Library hosted a delegation from CUT, who spent a day at the library learning more about the library and our IT infrastructure.
- The Botswana Open University visited UJ and Unisa from 10-14 June 2019 to benchmark our services and facilities.
- The Ann Latsky Nursing College: On Monday 9 July, visitors from Ann Latsky Nursing College came to conduct a benchmark exercise at the APK Library. They were mainly interested in furniture, space layout and health and safety measures.
- Visitors from the University of Stellenbosch: On 28 August 2019, The Deputy Registrar, Ms Lazelle Bonthuys and Senior Archivist, Ms Karlien Breedt visited our archives to do some archive management benchmarking, and were very impressed with the storage and arrangement of the collections.



WAY FORWARD

In 2019, the UJ Library focussed on supporting staff through various interventions, as the Library reimagined librarianship in the 21st century and the 4IR era. In 2020, the Library's focus will be on scholarship, as it seeks to position itself as a thought leader in the Library community and research in information science. As part of this process, the Library will evaluate new products and services that have been introduced through qualitative and quantitative research that will be done in 2020. The findings of this research will be published as journal articles.

Below is the summary of the strategic areas for 2020:

- Investigating and implementing technology underpinning Research and Scholarships:
 - **Sharing knowledge with the community**
 - **Digital scholarship**
 - **Research support**
- Offering relevant and high-quality trainings, events and conferences for students and staff
- Developing the scholarship of library and information science at UJ
- Implementing Business Intelligence to provide customised services to staff and students and to be able to make informed financial and strategic decisions
- Improving systems and work flows for library administration, technical services and library IT
- Excelling in marketing, communication and Public relations
- Employing cutting-edge technology for teaching: the Makerspace and the Library Innovation Hub
- Strengthening Community partnerships
- Hosting an International Conference
- Promoting the Library through digital marketing
- Continuing to implement relevant technologies to enhance Library services
- Implementing staff development programmes in line with the principles of the Fourth Industrial Revolution
- Re-imagining the Circulation staff job profiles

CONSOLIDATED LIBRARY EVENTS: 2019

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
DATE	EVENT	PARTNERS
13 February	VC Reading Group: Title of book choice: <i>AI Super-Powers China, Silicon Valley, and the New World Order</i> by Kai-Fu Lee	Library
14 February	Public Lecture: Network evolution and open source software as the foundation for the 4th Industrial Revolution	Institute for Intelligent Systems and Red Hat Enterprise Technologies
14 February	Valentine's Day Celebration: Sex and Sexuality with Sister Chetty	PriMarchy Health Care
18 February	Public lecture: The socio-political and socio-cultural approaches of maths education and scientific discourse rather than the cognitive ones by Dr Swanson (from UK/Canada)	Faculty of Education / School of Communication / Centre for Education Practice Research
19 -February	Public Lecture: Artificial Intelligence - Meet the future: A guide to the next 10 years in high-tech by Arthur Goldstuck (Author, journalist, Editor and heads up World Wide Worx, providing Marchket research and strategy in the use of technology)	Academy of Computer Sciences and Software Engineering
20 February	Seminar and book discussion: Risky Student Behaviour (RSB). The author Jackie Phamotse on her book BARE	Transformation Office
21 February	Book Discussion: The Path to Power: <i>In Search of the Elusive Zimbabwean Dream, An Autobiography of Thought Leadership</i> , Volume II by Prof Arthur Mutambara	Institute for Pan African Thought and Conversation (IPATC)
22 February	UJ Talks with Chad Harris on: Contemplating Conversationalism: The New Wave in African Philosophy?	Library Project
25 February	Book Launch: <i>We need a Country</i> by Monde Nkasawe (Author and Chief Director – Eastern Cape Government)	Transformation Unit
26 February	Book Discussion: <i>Bitcoin - How I became a Millionaire at 21</i> by Mpho Dagada (Entrepreneur, Author and developer of the first black-owned cryptocurrency platform)	Jacana Media
27 February	Book Discussion: <i>Shapes, Shades & Faces</i> by Moferefere Lekorotsoana (Poet, Author and Chief of Staff at Ministry of Mineral Resources)	African Perspectives
28 February	Book Discussion: <i>Shift Your Mind and Make Yourself Great Again</i> by Dr Sarah Wamala Andersson, Stockholm, Sweden	College of Business and Economics
01 March	VC Alumni Dinner: Strictly per invitation	Alumni Division
04 March	Book Discussion: <i>Power in Action: Democracy, Citizenship and Social Justice</i> by Prof Steven Friedman. He is based in the Department of Politics, UJ	Department of Politics
05 March	Book Discussion: <i>My Blood Divides and Unites</i> by Jesmane Boggenpoel. She is an experienced business executive and a former Head of Business Engagement for Africa at the World Economic Forum in Switzerland	Nelson Mandela Foundation / Ahmed Kathrada Foundation / UJ Transformation Unit

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
06 March	Book discussion: <i>Magnetize – How to stop chasing life and attracting success in the modern disrupted world</i> by John Sanei. Sanei is a best-selling author, Singularity University faculty member, global speaker and trend specialist	Johannesburg Business School
07 March	Talk: Human Trafficking in South Africa - Ms Cornel Viljoen from Choma organisation	Library Project
08 March	Seminar: Entrepreneurial Mindset	Centre for Entrepreneurship
11 March	Book Award Ceremony: The Jacana Literary Foundation announcement of the winner of the 2018 Dinaane Debut Fiction Award. The recipient of the Kraak Writing Award will be acknowledged.	Jacana Literary Foundation and Exclusive Books
11 March	Book Discussion: <i>Lift as you Rise</i> by Bonang Mohale. Bonang is currently the CEO of Business Leadership South Africa (BLSA) and he was the Vice President Upstream & Chairman of Shell Downstream South Africa (Pty) Ltd.	UJ Transformation Unit
12 March	Poetry Session: Mak Manaka in conversation with Professor Raphael D'Abdon." Dr Raphael d'Abdon is a writer, scholar, editor and translator. He has a PhD in Linguistics and Literary Studies (University of Udine, 2010).	UJ Arts and Culture
12 March	Lunch Hour Talk with Prof. Les Sztandera from Thomas Jefferson University: Rethinking pedagogies for Academia-Industry Collaboration	Faculty of Health Sciences
13 March	Open Discussion: How to Open Up the Entertainment Industry. Panellists were mostly radio and tv personalities: Masechaba Ndlovu, Tshepo Maseko, Candice Modiselle, Melody Miya and Nicolette Mashile	UJ Arts and Culture
14 March	Book Discussion: <i>Building Blocks Towards an African Century - Essays in honour of Thabo Mbeki, former president of the Republic of South Africa</i> edited by Barney Pityana. Max Boqwana , Mandla Makhanya , Sabelo Ndlovu-Gatsheni , and Prof. Vusi Gumede	Institute for African Thought and Conversation
18 – 19 March	Symposium: Developing the capacity of Early Career Researchers hosted by the Association of Commonwealth Universities and Universities South Africa – BY INVITATION ONLY	Internationalisation Division
20 March	Colloquium: 25 Years after Apartheid: An examination of the Republic of South Africa – BY INVITATION ONLY	Internationalisation Division
20 March	Book Discussion: Zakes Mda author of <i>The Zulus of New York</i> . Mda is a prolific writer of Novembers, plays, poems and articles for academic journals and newspapers, and his writing has been translated into twenty languages	Johannesburg School for Advanced Study (JIAS)
09 April	Public Lecture: The Construction Industry in the 4th Industrial Revolution: Is this the Future? Mr Ronnie Siphika	The SARChi in Sustainable Construction Management and Leadership in the Built Environment
10 April	Book Discussion: <i>My life Beyond HIV</i> by Pholo Ramothwala	IOHA
10- April	Book Discussion: <i>Black tax</i> with author Marchcia Modike	Library Project
11 April	Book Discussion: <i>Building Block Towards an African Century</i>	Institute for Pan African Thought and Conversation
12 April	UJ Talks: This is Poetry Hour by Quatz Roodt. He is a poet and editor of poetrypotion.com.	UJ Arts Centre
12 April	Book Discussion: <i>A Cancer Wicket for My Mum</i> by Owam	Department of Social Work

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
12 April	Presentation by Misha Teasdale (Founder and TreeEO GreenPop: Greening and Sustainability)	Department of Environmental Health
29 April	Public Lecture: “Why the 4th Industrial Revolution won’t happen” by Prof Alex Broadbent – Dean - Faculty of Humanities, UJ	Faculty of Humanities
17 April	Award Ceremony: SCiS Awards and Prize Giving	School of Consumer Intelligence and Information Systems
17 April	Workshop: Academic Writing Skills Development	Library Project
17 April	Launch: Thinker Magazine – The Next Episode	Faculty of Humanities
25 April	Seminar: World Book and Copyright Day	Faculty of Engineering and Build Environment
02 May	Workshop: DISINFORMATION - Social Media and Elections in South Africa by Media Monitoring SA	Department of Journalism, Film and Television
03 May	UJ Talks - Jazz is not lost: How jazz applies to life and business	UJ Arts & Culture
06 May	Book Discussion: Radio Soundings: South Africa and the Black Modern by Prof Liz Gunner	Faculty of Humanities
07 May	Book Discussion: The A-Z of South African Politics – People, Parties and Players. Authors: Kashiefa Ajam, Kevin Ritchie, Lebogang Seale, Janet Smith, and Thabiso Thakali	Jacana Media
07 May	Exhibition: See into the Future focused on display of Graduation regalia to encourage students to graduate	Library Project
09 May	Book Discussion: Vagabond - Wandering Through Africa On faith by Lerato Mogoatlhe. Lerato is a journalist, editor and professional traveller	UJ Department of Historical Studies
10 May	Public Lecture: Nanotechnology and The Fourth Industrial Revolution by Prof Kriveshini Pillay	Faculty of Science
10 May	Dialogue: Embracing your sexuality#Zithande	IOHA & Thami Dish Foundation
14 May	Workshop: Time Management Skills	Library Project
15 May	VC Reading Group - Thinking Fast and Slow by Daniel Kahneman	Prof Tshilidzi Marchwala
16 May	Seminar: 4IR Wonderful Opportunities and Interesting Challenges for Teacher Librarians by Carmel McNaughton	Library Project
16 May	Public Lecture: South Africa and China at the UN Security Council	The Confucius Institute
17 May	Public Lecture: The life and times of the early Earth by Dr Bertus Smith	Department of Geology
22 May	Public Lecture: The Black Revolution in Azania - Back to Black by Professor Kehinde Andrews, Professor of Black Studies, Birmingham City University, UK	The Centre for Social Change, the Department of Sociology and the Department of Anthropology and Development Studies
23 May	Book Launch: Philosophy of Medicine by Prof Alex Broadbent	Faculty of Humanities
29 May	Workshop: How to Publish: Using FEBRUARY Standards	Faculty of Engineering and Build Environment
03 June	VC Reading Group: Thinking Fast and Slow by Daniel Kahneman	Vice Chancellor’s Office
01 July	Colloquium: Sociology Migration Colloquium	Department of Sociology

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
08 July	Seminar with the Postgraduate School: YouTube - your story	Postgraduate School
09 July	Winter School with focus on 4IR	Academic Development Centre
10 July	AI Hackathon with High School pupils. Joint venture with Proudly Sowetan and Centre of Entrepreneurship	Centre for Entrepreneurship / Community Engagement
16 July	Public Lecture: Dr David Zoogah - Visiting Professor from Ohio USA - talking about Racism, Complex Identities and Institutional Restoration.	College of Business and Economics
16 July	Public Engagement with Prof Jim Woodburn from Glasgow Caledonian University. Big data - health data, data linkage, analysis, and Cloud computing through digital research environment	Faculty of Health Sciences
22 July	Book Discussion: Bare: The Hockey Club - Can a dead soul ever leave the devil's den?	Transformation Unit
23 July	Poetry Session: with Hear My Voice, Rasheed Copeland and the Azania to Washington DC International Exchange Tour to South Africa	Library Project
30 July	Conference: BOLD Training	Department of Botany and Plant Biotechnology - ACDB
30 July	Public Lecture: The Fourth Industrial Revolution: Digital Transformation = An Opportunity to Reposition By Dr Gustav Rohde	South African Academy of Engineering (SAAE)
30 July	Exhibition: Industrial Revolution experience with an exhibition of a solar car designed by UJ students and relaunch of the Makerspace	Faculty of Engineering and Built Environment
31 July	Conference: I-CAB	Department of Accounting
02 August	UJ Talks: Mamolefe Pulane Molefe on Personal Branding: The Discreet Whispers Whispers	Library Project
02 August	ABASA Roundtable Discussion	Department of Accounting
02 August	Science Public Lecture: Harnessing collaboration between the University of Johannesburg and Covenant University	Faculty of Science
05 August	Industry Talk: PFMA and PGA Career Day	Department of Accounting
05 August	Seminar: The Symbolic Significance of PT Mtuze's Poem 'Isinagogo' in Uyavuh' Umlilo' by Prof Zilibele Mtumane - HOD, UJ	Department of African Languages
06 August	Public Lecture: 4IR in Marketing by Dr Abejide Ade-Ibijola, Senior Lecturer, UJ	Department of Applied Information Systems
07 August	Public Seminar: WTO Reform, Trade Wars and South Africa	SARCHI Chair Industrial Development
08 August	Book Discussion: Commemorating Women's Month - Celebrating Trailblazers with Vanessa Govender (<i>Beaten but not Broken</i>) and Jackie Phamotse (<i>BARE 2: The Cradle of the Hockey Club</i>)	IOHA / Akani Women's Day Residence
12 August	Exhibition: PEPPER (ROBOT): The Robotic Humanoid Visits UJ	Technopreneurship Centre / Bridge Labs PTY
12 August	Seminar: Vodacom Activation plus Seminar with Danny K	Student Village
13 August	Seminar: Gender-based violence in Sport with Olivia Jasriel	Transformation Unit / Department of Sport and Movement Sciences

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
13 August	Talk: Money Mastery Talk by Sandras J. Phiri: CEO and Founder of Africa Trust Academy Ltd	Library Project
14 August	Industry Talk: CISCO addressing students on Careers at the company.	PsyCaD
14 August	Workshop: Train the Trainer for Library Staff	Library Project
15 August	Public Lecture: 'A New Dispensation Tackling Accumulated Challenges: Understanding Zimbabwe's Future Prospects'.	Confucius Institute
16 August	Science Public Lecture: Breaking barriers with Biotech by Dr Kulsum Kondiah	Faculty of Science
19 August	Seminar: Skills to manage university life by Van Schaik Publishers	Van Schaik Publishers
22 August	Conference: TEDxUniversityofJohannesburg: The theme for the day is: REIMAGINE: Reimagining our present and redefining the future	Library Project
23 August	Public Dialogue: Walk a mile in her shoes	Transformation Unit
23 August	Public Engagement: Rethinking the Healthcare Profession Landscape in the era of the 4th IR	Dept. of Medical Imaging and Radiation Services
23 August	Conference: Process Energy and Environmental Technology Station	Faculty of Engineering and the Built Environment / Confucius Institute
26 August	Public Lecture: Black Panther and Contemporary Pan-Africanism	Institute of Pan-African Thought and Conversation
27 August	Book Discussion: <i>Extremisms in Africa Vol. 2</i> by Good Governance Africa. Edited by Alain Tschudin, Stephen Buchanan-Clark, Craig Moffat, Susan Russell and Lloyd Coutts	Department of Politics and International Relations / Good Governance Africa
28 August	Women's Day Celebration: Community Engagement	Community Engagement
30 August	Science Public Lecture: The ecological role of humankind by Prof Francois Durand	Faculty of Science
03 - 05 September	SHECASA Conference	Occupational Health and Safety Division
03 September	Industry Talk: Vodacom Connect Career Day	Student Village and Vodacom
04 September	Reading Group: Prof Daneel van Lill's Reading Group on Tuesdays with Morrie by Mitch Albom	College of Business and Economics
05 September	Workshop: Two Minute Thesis with the Postgraduate School	Postgraduate School
05 September	Poetry Session: Hear My Voice Organisation hosting Swedish and Canadian/Jamaican Poets	Library Project
05 September	Book Launch: The Trajectory of Management Studies in South Africa by Radhamany Sooryamoorthy and Shaun Ruggunan	College of Business and Economic
06 September	Science Public Lecture: X-ray Crystallography: From invisibility to infinity by Dr Charmaine Arderne	Faculty of Science
06 September	Workshop: Vice Chancellor addressing reps from the Stanford Business School	College of Business and Economics
06 September	Dialogue: Madoda Khasime Talk. tackling issues affecting male students on campus	IOHA / Campus Health
09 September	Awards: FEBRUARY Final Year Female Student Lunch with the Deanery	Faculty of Engineering and the Built Environment
09 September	Research day: with Postgraduates	Postgraduate School

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
10 September	Workshop: Golden Key International Student Chapter hosting a TedX event showcasing faculty experiences and ways of overcoming challenges as a student	Faculty of Engineering and the Built Environment
10 September	Workshop: Elsevier Engineering Solutions	Faculty of Engineering and the Built Environment
11 September	Workshop on Curriculum Development	College of Business and Economics
11 September	Exhibition: Virtual and Augmented Reality	Technopreneurship Centre
12 September	Industry Talk: L'Oreal Presentation for UJ Students	PsyCaD
12 September	Public Lecture: The Role of the Caribbean in the Southern African Liberation Struggle Documentary: Fire in Babylon	Institute for Pan-African Thought and Conversation
13 September	UJ Talks: Celebrating Heritage month with Raymond Nkululeko Maseko on his book: <i>African Culture, Customs and Beliefs. Why they work for me</i>	Library Project
13 September	Science Public Lecture: The ecological role of humankind by Prof Francois Durand	Faculty of Science
13 September	Talk: All dressed up and nowhere to ... work? Alternative career options for law students	Faculty of Law
16 September	Public lecture: MDGs to Sustainable Development Goals: The Travails of International Development'	Department of Social Work
17 September	Seminar: Top Achievers PGDIP in Financial Management programme	Department of Accountancy
18 September	Seminar: Serious Game Exhibition and Workshop	Faculty of Engineering and the Built Environment
18 September	Research Day with Postgraduates	Postgraduate School
18 September	Cloud Debate: The Role of Libraries in the Internet Age	Library Project
20 September	Science Public Lecture and Book Discussion: Life 3.0 by Max TegMarchk	Faculty of Science
25 September	Workshop: Teaching and Learning	Library Project
26 September	Public Lecture: United Nations Security Council: South Africa and the Great Powers	Institute for Pan-African Thought and Conversation
30 September	Industry Talk: Career Day with Ster Kinekor	PsyCaD
01 October	Book Launch: Black African Story / Africa Where did we go wrong	Department of Politics
02 October	Public Lecture: Bioethics in the Fourth Industrial Revolution by Prof Keun Lee	Faculty of Health Sciences
02 October	Workshop: for Masters Sociology Students	Department of Sociology
03 October	Public Lecture: InNovemberation is one powerful catalyst ripe for leveraging in this 4th Industrial Revolution by Arnold Blinn	Library Project
03 October	Public Dialogue: Challenges faced by the Queer Community featuring Prof Anthony Brown	IOHA
04 October	Science Public Lecture: A call for more hypothesis-driven studies in ethnobotany: An illustration based on structural equation models fitted to southern Africa's dataset by Dr Kowiyou Yessoufou	Faculty of Science
04 October	Public Lecture: Diversity, Digital Identity and AI Citizenship in the 4IR	Faculty of Engineering / Faculty of Law

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
09 October	Book Discussion: In search of knowledge capital - Shifting the economic landscape	Library Project
09 October	Public Lecture: 70 Years of the Progressive Republic of China	Confucius Institute
10 October	Industry Talk: ABB South Africa addressing final year students in Engineering	PsyCaD
10 October	Workshop: Addressing Anxiety during Exams	Library Project
10 October	Books discussion and Activities focussing on African Languages Day	Department of African Languages
10 October	Book Discussion: 3 UJ students authors discussing their books	Library Project
11 October	Science Public lecture: Nuclear energy education removes phobia to the members of the public by Dr Dazmen Mavunda	Faculty of Science
11 October	UJ Talks: Gender-based violence	Library Project
11 October	Workshop: Honours in HRM Writing	Faculty of Humanities
14 October	Meeting: Gauteng Department of Infrastructure Development and Universities Construction Management Engagement	Operations Division
14 October	Meeting: Board of Humanities	Faculty of Humanities
15 October	VC Reading Group: Eichmann in Jerusalem by Hannah Arendt	Vice Chancellor's Office
15 October	Seminar on Breast Cancer Awareness with Campus Health	PriMarchy Health Care Division
15 October	UCT Visit/FigShare Training	Library Project
16 October	Conference: Undergraduate Student research	
16 October	Public Lecture with: Prof Marchus de Oliveira from the Federal Institute of Bahia. Education 4.0 – Design of Apps for Enhanced Teaching, Learning and Assessment	Faculty of Health Sciences
18 October	Science Public Lecture: Nihonium, element 11 by Prof Toshimi Suda, Visiting Professor	Faculty of Science
18 October	Workshop with James Brown from the London School of Economics and Political Science	School of Economics
18 October	Movie Screening: Queer Week Movie Screening. Movie addressing issues affecting and related to the Queer/ LGBTIQ+ community	IOHA
21 October	Book Discussion titled: Victory and Justice @ Last by Buyi Daweti	Faculty of Health Sciences / Department of Nursing
23 October	Conference: UJ International Library Conference on Library Practices in the 4th IR	Library Project
28 October	Public Lecture: Artificial Intelligence and Clinical Health Care: Deep Learning or Deep Trouble?	Faculty of Health Sciences
29 October	Public Dialogue: The Challenges of Africa/Europe Migration, and Combating Xenophobia in South Africa	Institute for Pan-African Thought and Conversation
29 October	Ceremony: CBE First Years Top Achiever	College of Business and Economics
	Seminar: ICT4 Development - Strengthening the quality of research for postgraduates	Department of Applied Information Systems
31 October	UJ Community Engagement Imbizo Awards	Community Engagement

LIBRARY EVENT SCHEDULE – FEBRUARY – NOVEMBER 2019		
31 October	Isaah Mhlanga public lecture	School of Economics
01 November	Science Public Lecture: Surveillance: Drawing Modern Parallels to George Orwell's <i>Nineteen Eighty-Four</i> by Mr Brian Greaves	Faculty of Science
01 November	Sociology Awards	Department of Sociology
04 November	Symposium: Botany Postgraduates	Faculty of Science
06 November	Science Public Lecture: The Open Source Lab by Prof Reinout Meijboom	Faculty of Science
07 November	Workshop: Yoga and Meditation for Exams	Technopreneurship Centre
07 November	Workshop: Ecological Infrastructure/Artificial Wetlands	Department of Civil Engineering Science
13 November	Book Launch: Industrialising Africa: Unlocking the Economic Potential of the Continent by Prof Horman Chitonge	SARCHi Chair:
18 November	Science Public Lecture - Fortitudo Telemedicine - A Tool to Mitigate the Healthcare Deficits in a Developing Country by Prof Barry Levine (from San Francisco State University)	Faculty of Science