

## 2006 Library plan

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## Part 1: Planning Process

There was:

A review of strategy and associated activities within the Library Leadership team;

- Discussions with School Boards and Library staff in general, on the need to improve access to scholarly resources and the need to build research capacity.
- Discussions between the three South Australian universities to build collaborative approaches to staff training, information resources and IT systems.
- Discussions with ATN libraries about possible collaborative approaches particularly to research collections, online and off shore information skills acquisition and succession planning.
- Comparisons of activity and benchmarking of inputs and outputs across CAUL and the scholarly communication sector.
- Engagement with DEST's EResearch strategy, RQF trial and University's strategic priority.

Outcomes:

- Increased proportion of funds to support access to information resources.
- Confirmation of Library 2006-2008 priorities and action plan.

## Part 2: 2006 Unit Plan

### 2.1 Overview

The Library's priorities show a shift away from internal staff reorganization issues and toward increased capacity to support research through access to scholarly resources, information skills training and an increased emphasis on improving both the online and physical environments for clients. This change is reflected in a continued reduction in staff establishment numbers, a reduction of 13 positions since 2004, and an increased proportion of funds allocated to information resources from 23% in 2004 to 29% in 2006.

### 2.2 Academic profile 2010-2015

The Library is developing its collections to support an academic profile embracing the themes of Sustainability, Healthy Lifestyles and Modeling and Managing Complex Systems. The core of this development is in providing access to online resources and as such the collections will be available to staff and students of the University regardless of location.

Improved access and delivery mechanisms for printed resources are also being developed.

Healthy Lifestyles will be part of the ongoing collaborative collection discussions with the Libraries of the ATN

Encouragement of multi disciplinary research: The Library will use budgetary targets to continue to improve access to a range of scholarly resources which, while spread across many disciplines, will not be limited by artificial boundaries around schools, divisions, research centers or institutes.

### 2.3 Supporting teaching and learning

The Library has 5 major strategies:

1. Provide quality and timely information resources and services regardless of physical boundaries. Actions will include:
  - reviewing practices and setting standards for shelving, loans, opening hours and inquiry services.
2. Seamless access to information resources by improving access to electronic resources through increasing the range of titles as well as improving discovery tools.
3. Contribute to the acquisition of graduate qualities by:
  - assisting in embedding information literacy into curricula,
  - working closely with Learning Connection on a range of initiatives using technological solutions to assist both students and academic staff navigate the complexity of the information environment.

4. Improving collections by:
  - reviewing the nature and location of physical collections including call numbers,
  - developing continuous quality improvement strategies to assess and expand Library collections especially using automated processes,
  - improving collection maintenance.
  
5. Provide improved learning resources for courses by:
  - reviewing and revising processes around academic liaison,
  - reading list acquisition,
  - increasing proportion of material held including increased online access,
  - reciprocal borrowing and the use of high demand collections.

### **2.3.1 Supporting equity**

- Quality assurance will be embedded in all library activities through:
  - responses to client satisfaction studies,
  - feedback loops completed, and
  - periodic review of all services.
- In 2006 quality assurance focus will be on high demand collections, the layout and location of physical collections, and selection and loan policies.
- Clients with special needs will be supported by liaison with Disability Services to improve process for provision of information resources in alternative formats.
- Support will be provided for the Northern Adelaide strategy by building on partnerships to enhance access to information resources and services and staff expertise.
- Service provision to Mt Gambier based students will be evaluated.

### **2.4 Supporting research, research education and commercialisation**

- Collaborate to provide services which advance, disseminate and preserve knowledge by:
  - establishing an "Eresearch " repository,
  - assist with the publication of online peer reviewed journals,
  - develop process to assist with the RQF,
  - identify discipline specific tools and strategies for effective citation analysis and measurement of research impact factors,
  - expand, monitor and evaluate induction and training for researchers and research assistants,
  - contribute to Early Career Researcher support programs,
  - regularly meet with Deans Research and Institute Directors to identify new researchers and research directions.
- Contribute to research degree graduate qualities by:
  - provision of workshops,
  - reviewing all *Strategies for Successful Researchers* modules for currency, consistency and more effective delivery,
  - increase collaboration with LATN on online tutorial content.
- Improve access to scholarly resources by:
  - increasing access to high impact journals,
  - aligning expenditure with research strengths,
  - aligning collections of excellence with University research priorities,
  - participating in Australian Digital theses project,
  - integrating discovery tools for BHPML,
  - ensuring efficient processes in URRSA,

- developing a web page for research collections,
- improving Inter Library Loan and reciprocal borrowing services, and
- developing collaborative collection agreements.
- Contribute to research through:
  - promotion of University manuscript and archival collections,
  - participation in LIEF grant to digitize Australian newspapers.

## **2.5 Supporting international**

- Improve support for transnational students by:
  - responding to transnational SEQ results,
  - collaborating to review online professional development program for off shore partners,
  - participating in LATN Offshore Information Skills trial,
  - reviewing availability of reference resources for international students.

## **2.6 Supporting people and services**

- Provide opportunities for staff to develop relevant skills and knowledge by:
  - monitoring and reviewing against expected outcome in 2004 Managing Change document,
  - developing improved performance planning documentation,
  - completing training needs analysis,
  - all staff to complete OHSW modules,
  - investigating external secondments and joint training with ULSA and the State Library, and
  - training.
- Analysis of workload in three Library units.
- Improve transaction based business processes including cash handling.
- Improve amenity of Library buildings by:
  - implementation of a furniture and equipment replacement strategy,
  - consistent signage at all campuses,
  - review and monitor use of study areas,
  - investigate & acquire secure laptop storage areas.
- Align collections and service with University Capital planning by participating in developments associated with the Florey precinct.
- Develop strategies for services around BHPML and other special collections.
- Provide infrastructure to meet student and staff needs by:
  - upgrading software as required,
  - monitoring and improving automated software deployment and IT security,
  - developing further the hardware replacement plan,
  - providing a reliable and secure desktop and server environment,
  - collaborating with ISTS and Document services to implement an holistic printer, scanner and copier strategy, and
  - developing a plan for microform reproduction.

### Part 3: KPI targets for 2006

#### EQUITY

Dimension	Indicator Data	2004 Actual	2005 Target	2005 Prelim	2006 Target
Equity participation	% of students in equity groups	41%	42%	42%	43%

#### 3.1 Equity participation

- Services for clients with disabilities or other challenges supported through multi access and adaptive technology suites, W3C web pages, flexible information service and information resources in alternative formats.
- Staff training in awareness of Indigenous culture and international perspectives.
- Improvement to process for access to alternative format information resources.

#### STAFFING

Dimension	Indicator Data	2004 Actual	2005 Target	2005 Prelim	2006 Target
Staff gender ratio	<i>Women as a % of total staff:</i>				
	Academic staff FTE, all levels	44%	47%	43%	48%
	Academic staff FTE, D & above	27%	29%	27%	30%
	General staff FTE, HEO10 & above	42%	43%	39%	44%

#### 3.2 Staff gender

83% of positions in the Library are filled by women with eight out of ten positions above HEO8 held by women. No action is required to increase the percentage of women in the Library.

### Part 4: Workforce planning

#### 4.1 Attraction and retention of talent

- Continue collaboration with ATN libraries as a result of the ATN sponsored report on succession planning by Vicki Whitmell.
- Review staff development opportunities and career paths for professional staff.
- Continue development of written procedures to assist in knowledge transfer.