



OUR VISION

To provide leadership and strategic thinking to direct, inform and align the key processes and future of academic libraries in South Africa.



COMMITTEE FOR HIGHER EDUCATION
LIBRARIANS OF SOUTH AFRICA

www.chelsa.ac.za

¹ Approved at CHELSA Business Meeting held 7 May 2013 NPO NR:

CHELSA STRATEGIC PLAN 2013 - 2015

CHELSA Mission

To promote collaboration in South African higher education and research libraries in pursuit of their goals to support teaching , learning and research.

CHELSA strives through visionary and visible transformational leadership to ensure that the higher education sector is provided with optimal access to information for the purpose of learning, teaching, research and community development. CHELSA will support knowledge management practices in academic and research libraries.

ENVIRONMENT

CHELSA, the Committee of Higher Education Libraries in South Africa, provides dynamic and strategic leadership in the consolidation, integration and streaming of academic and research libraries. It also identifies, creates and establishes a world identity as well as identifying areas of innovation for development and implementation. In order to realise its mission CHELSA will focus on:

- The development of policies, norms and standards for SA Higher Education Libraries
- The development of Quality Measurements and Performance Management Systems
- Staff development, induction and succession planning
- Scholarly communication

To remain relevant CHELSA will:

- Keep abreast with national and international higher education and library trends and developments
- Maintain an up-to-date website
- Be a network organisation
- Benchmark against Best Practices
- Sustain a range of communities of practice

Strategic Goal 1: COMMUNICATION AND INFLUENCE

In the last two years CHELSA has engaged in discussions and conversation circles to plan and implement its strategic and business plan. The Committee agreed to have three specific focus areas and also established working groups to spearhead the development and implementation of programmes in the identified areas of:

- Staff development
- Supporting teaching and learning in an e-environment
- Supporting research

It was also agreed that in 2013, the Committee will

“Provide leadership, strategic thinking and direct, inform and align key processes future of academic libraries in South Africa”.

To achieve this special emphasis will be on creation, alignment and sustaining a number of platforms. It will also be on advocacy, lobbying, networks, links and partnerships. Other immediate goals for 2013 were identified as:

- The setting up of the CHELSA Office
- Initiating official engagement with Higher Education South Africa (HESA)
- Engaging SANLIC on a possible merger
- Broadening membership to include research Councils
- Involving deputy library directors in projects Setting up task team/committees to work on key areas of the organization

Objective 1:				
Objectives	Activities	Person Responsible	Date of Implementation	Progress on Implementation
1. Leadership and Strategic thinking	<ul style="list-style-type: none"> To direct, inform and align the key processes and future of academic libraries in South Africa. 	EXCO	Ongoing 2013 - 2015	
2. Internal and external communication	<ul style="list-style-type: none"> Maintain an up-to-date website promoting CHELSA as the leading organization promoting higher education and research libraries in South Africa Publish and distribute monthly members' bulletin 	EXCO	2014/2015	The company was paid in 2014. Awaiting for a website preview from Octopus .
3. Create, align and sustain a number of platforms	<ul style="list-style-type: none"> Establish CHELSA office and recruitment of a CHELSA coordinator/Director Set up various task teams/standing committees/project committees to coordinate CHELSA projects Involve Deputy Library Directors to participate and lead some of CHELSA projects 	EXCO	2013 2013	Accomplished Accomplished Ongoing: Information literacy and a national team to look at using CPUT/ CHELSA statistics collection

				platform were established.
4. Advocacy and lobbying	<ul style="list-style-type: none"> • Lobby decision makers in key sectors relevant to the development of higher education and research libraries • Influence policy makers in both public and private sectors to recognize the role of higher education and research libraries in tertiary education 	EXCO	2013 – 2015 2013 - 2015	Ongoing NRF public statement on publicly funded research is one of the milestones that will contribute towards recognition of the role higher education libraries have to play in research support.
5. Networks, links and partnerships	<ul style="list-style-type: none"> • Partner local institutions and key stakeholders • Broaden CHELSA membership to include research councils • Establish links with similar organizations globally • Set standards for Higher Education libraries 	EXCO	2013 - 2015	There is ongoing conversation on collaboration with SANLIC and Research Councils to strengthen and broaden the scope of our local and national contribution in

				research support. Quality measures that are being reviewed at national level might lead to easy setting of higher education library standards.
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Strategic Goal 2: STAFF DEVELOPMENT GROUP				
Objective 2				
Objectives	Activity	Person Responsible	Date of implementation	Progress on Implementation
1. Training needs assessment	<ul style="list-style-type: none"> To direct, inform and align the key processes and future of academic libraries in South Africa. 	Ms Lucille Webster		
2. Core competencies for academic and research librarianship	<ul style="list-style-type: none"> Environmental scan of international trends Design and run training academies for librarians 			
3. Areas of specialization for LIS training	<ul style="list-style-type: none"> Collaborate with library schools and other training providers on curriculum development suitable for academic and research librarianship 		2015	
4. Skills retention and succession planning	<ul style="list-style-type: none"> Engage HR specialists to develop strategies for skills retention, succession planning, career development, coaching and mentoring Collaborate with LIASA regarding recruitment strategies for LIS graduates 		2015 May 2015	

5. Staff re-skilling	<ul style="list-style-type: none"> • Periodic seminars on current trends in academic and research libraries • Identification of re-skilling areas • Leadership training to enhance and entrench innovative leadership 		2013 - 2015 October 2014 October 2015	Subject to funding availability SETA
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Strategic Goal 3: SUPPORT TEACHING AND LEARNING				
Objective 3				
Objectives	Activities	Person Responsible	Date of implementation	Progress on Implementation
1. Library spaces	<ul style="list-style-type: none"> • Norms and standards for libraries • Share experiences on evolution of library spaces • Facilitate inter-university visits for benchmarking on library spaces • Share experiences in libraries' contribution into provision of collaborative learning 	Mr. Robert Pearce	Plan for CHELSA Conference 2015 Plan by October 2013 Plan for CHELSA Symposium 2014	Subject to funding availability SETA
2. E-learning	<ul style="list-style-type: none"> • Develop learner support capacity for e-environments • Improve libraries role in course/learner management systems 		Plan ready by October 2013 Plan ready by October 2013	Subject to funding availability SETA

3. Information literacy	<ul style="list-style-type: none"> • Share and collaborate best practices on information literacy programmes 		Plan ready by October 2013	
4. Electronic information sources	<ul style="list-style-type: none"> • Use of e-book platforms • Access to Resources at National Level (National science) 	CHELSA/ ASSAF Rookaya and Elisha	Ongoing	

Strategic Goal 4: RESEARCH SUPPORT				
Objective 4				
Objectives	Activities	Person Responsible	Date of implementation	Progress on Implementation
1. Broad research support	<ul style="list-style-type: none"> Collaborate on HE libraries' response to national research, innovation and partnership initiatives Collaborate on bibliometric data compilation and use within universities 	Dr E Chiware	Collaborate with E-Research in Conference in October 2013	Subject to funding availability SETA
2. Institutional Repositories	<ul style="list-style-type: none"> Work towards the development of a national repository infrastructure, including metadata standards and OAI compliance Promote role of libraries in digitization of universities' research outputs Run national workshop on sustenance of IRs Collaborate with national bodies on 	Chairperson / Mr. Felix Ubogu	<p>May 2014 CHELSA to work DST on the National Digital Library Initiative</p> <p>Ongoing 2013 – 2015</p> <p>Plan ready by October 2013 Ongoing 2013 -2015</p>	Subject to funding availability SETA

	IRs development			
3. Research data management	<ul style="list-style-type: none"> • Develop national guidelines on best practices in research data curation and management • Develop skills on data curation and management • CHELSA Database Statistics workshop. 		<p>May 2015</p> <p>Plan ready by October 2013</p> <p>19-20 August 2014</p>	<p>Subject to funding availability SETA</p> <p>A workshop was conducted with national working team established for each institution to prepare for the uptake of the database. CPUT is more than willing in capacitating libraries interested.</p>

Acronyms

- CAUL: Council of Australian University Librarians
- CHELSA: Committee of Higher Education Librarians of South Africa
- CSIR: Council for Scientific and Industrial Research
- DHET: Department of Higher Education and Training
- DST: Department of Science and Technology

HESA: Higher Education South Africa
HSRC: Human Sciences Research Council
IFLA: International Federation of Library Associations
IATUL: The International Association of Scientific and Technological University Libraries
LIASA: Library and Information Association of South Africa
NRF: National Research Council
SCONUL: Society of College, National and University Libraries
UNESCO: United Nations Educational, Scientific and Cultural Organisation

CHELSA Leadership, working committees and key personnel

EXCO: CHELSA Executive Committee
SD: Staff development Committee
TL: Teaching and Learning Committee
RS: Research Support Committee
CO: CHELSA Office
CA: CHELSA Administrator
CC: CHELSA – Chairperson
CS: CHELSA Secretary
CT: CHELSA Treasurer