# Vision

To be an excellent library in a new time and space that forms a strategically strong research, teaching and learning support environment within UCT and brings in newness purposefully around a compelling and exciting common work purpose which is firmly grounded in a transformed, non-racial, inclusive and collegial workplace.

# Mission

The mission of UCT Libraries is to provide the best academic information services in support of UCT’s institutional goals and strategies.

# Purpose

The purpose of the UCT Libraries is to support the university’s strategic goal of becoming a distinguished institution by providing the means for discovery, pursuit and creation of new knowledge:

- in providing access to collections and services that directly support the academic and research priorities of the university;
- ensuring that the Libraries are adequately providing core services to faculty and students;
- positioning the Libraries to provide new services supporting the emerging teaching, learning and research needs of the university community and its various constituents;
- continuously assessing services to identify those no longer valued by users or that have become redundant or obsolete.

# Strategic Objectives

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<tr>
<th>Strategic Objective</th>
<th>Description</th>
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<tr>
<td><strong>Enable research success</strong></td>
<td>• Investigate, design and implement innovative support services for research success including interdisciplinarity and internationalisation; • Lead, support and grow services that enhance the visibility, accessibility and discoverability of UCT’s research; and • Provide support services to facilitate measuring research excellence.</td>
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<td><strong>Support excellence in teaching and learning</strong></td>
<td>• Investigate, design and implement innovative services and activities that help critical thinking flourish; • Design programmes and activities to support access to digital teaching and learning content; • Investigate, design and implement services and facilities in support of undergraduate students; and • Assess impact of the Libraries’ services and facilities on under- and postgraduate success.</td>
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<td><strong>Develop strong partnerships</strong></td>
<td>• Develop strategies to enhance the visibility and sharing of unique UCT collections; • Explore, engage and establish partnerships with key university departments and other stakeholders; • Explore, engage and implement regional and national collaboration, including professional bodies; and • Explore and engage international collaboration.</td>
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4 Participate in social responsibility activities

- Optimise the inherent skills and capacity of staff for socially responsive activities;
- Optmise relationships with professional bodies, NGOs etc. to support school education;

5 Nurture, develop and motivate all staff

- Recruit competent, dynamic and skilled staff in compliance with institutional policies and guidelines;
- Develop and implement a staff retention strategy;
- Align continuing education and professional development support with Library strategy, actively encouraging participation and leadership over attendance alone;
- Develop and sustain an appropriately skilled and engaged workforce that can succeed and flourish; and
- Cultivate an organisational climate that promotes workplace harmony, collegiality, collaboration and teamwork.

6 Demographically representative staff profile

- Develop and implement the 5 year Employment Equity Targets Plan;
- Develop and implement strategies to improve the pipeline of next-generation academic librarians.

7 Use current technology to enhance service provisions and delivery

- Develop a robust, dynamic and interactive web-based environment underpinned by technological innovation;
- Adopt appropriate software applications that enable virtual library services; and
- Implement infrastructure components that support the management, accessibility and discoverability of UCT Libraries’ collections.

8 Repurpose the physical library space

- Develop a 10 year UCT Libraries’ spatial plan for users, collections and staff.