

Career in Academic Libraries

**HKLA Education & Career Forum
31 July 2021**

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Academic Libraries in Hong Kong

UGC-funded Universities

- ▶   City University of Hong Kong (CityU)
- ▶   Hong Kong Baptist University (HKBU)
- ▶   Lingnan University (LU)
- ▶   The Chinese University of Hong Kong (CUHK)
- ▶   The Education University of Hong Kong (EdUHK)
- ▶   The Hong Kong Polytechnic University (PolyU)
- ▶   The Hong Kong University of Science and Technology (HKUST)
- ▶   The University of Hong Kong (HKU)

Other Higher Education Institutions in Hong Kong

- ▶ Caritas Institute of Higher Education
- ▶ Centennial College
- ▶ Chu Hai College of Higher Education
- ▶ Gratia Christian College
- ▶ Hang Seng Management College
- ▶ HKCT Institute of Higher Education
- ▶ Hong Kong Academy for Performing Arts (government-funded)
- ▶ Hong Kong Nang Yan College of Higher Education
- ▶ Hong Kong Shue Yan University
- ▶ School of Continuing Education, Hong Kong Baptist University
- ▶ School of Professional Education and Executive Development, The Hong Kong Polytechnic University
- ▶ Technological and Higher Education Institute (THEi) of Hong Kong
- ▶ The Open University of Hong Kong
- ▶ Tung Wah College
- ▶ Vocational Training Council (government-funded)



A photograph of an orchestra performing on a wooden stage. In the foreground, a young woman in a blue dress plays a guqin. Behind her, several young men in black suits and white shirts play violins. A harp is visible in the background. The scene is lit with warm stage lights.

HKAPA and the Libraries

an Overview

The Hong Kong Academy for Performing Arts



- Established since 1984
- The only tertiary institution in HK providing professional diploma, UG and PG programs on different disciplines in performing arts:
 - Chinese Opera
 - Dance
 - Drama
 - Film and Television
 - Music
 - Theatre and Entertainment Arts
- See [Video](#) about the Academy

HKAPA - Demography

As of October 2020

Student Population	
Undergraduate	817
Post-secondary	118
Postgraduate	134
Full-time Staff	
Academic Staff	Fulltime: 125 Part-time: 401
Administrative Staff	Fulltime: 297 Part-time: 42

Finance

Finance *(Based on the Financial Statements 2019/20)*

Income	HKSM	(%)
Government	520	75%
Non-Government	169	25%
Total:	689	100%

Income Breakdown	HKSM	(%)
Government Recurrent	361	52%
Government Capital	36	5%
Tuition Fee	73	11%
Scholarships	21	3%
Other Donation	132	20%
Donation Bldg	29	4%
Self-Financing Activities	19	3%
Other Income	3	0%
Interest Income	15	2%
Total:	689	100%

Source: <https://www.hkapa.edu/page/detail/48759>

HKAPA Campuses

- **Wanchai Campus (main)**

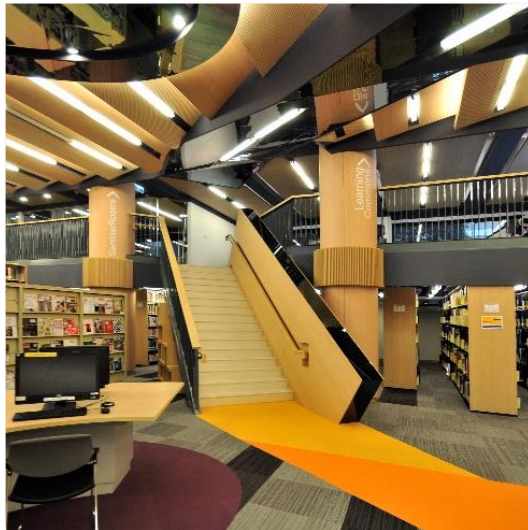
- housing 5 Schools
 - Chinese Opera, Dance, Drama, Music, Theatre & Entertainment Arts
- <https://www.hkapa.edu/venue/location-by-google-map>

- **Béthanie Campus**

- a heritage site in Pokfulam
- housing the School of Film and Television since 2006
- <https://www.hkapa.edu/venue/bethanie-campus/bethanie-theatre>



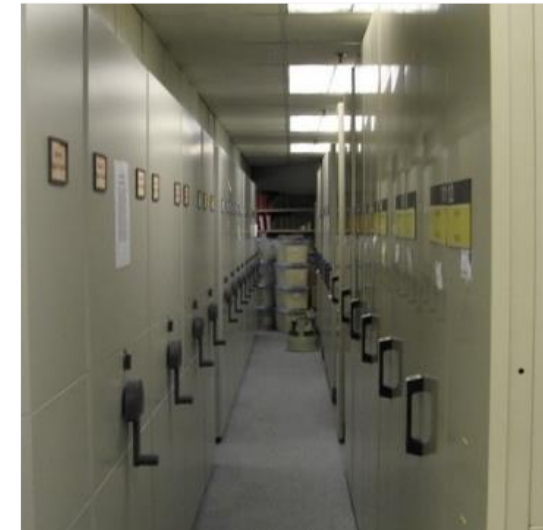
The Academy Libraries



**The Academy Library
(Wan Chai Campus)**



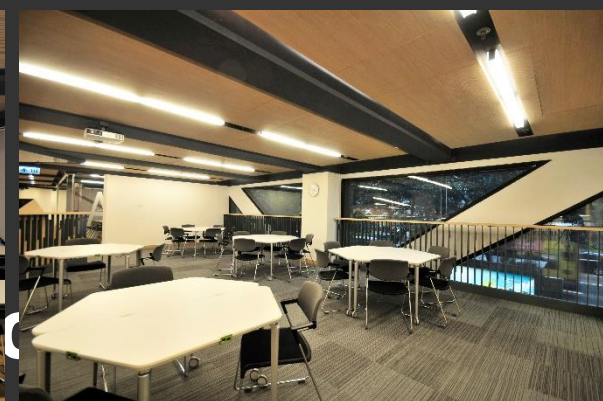
**The F/TV Library
(Béthanie Campus)**



**Music Library
(closed stack)**

The Academy Library in 360 degree

<https://hkapa.edu/library/about-us/floor-plan>



The Academy Library



Film & Television Library



Music Library

Library Resources

A s o f J u n e 2 0 2 1

Print & Physical

173,776

volumes

Books (Chinese)	27,513
Books (English & Other Languages)	54,512
Periodical Bound Volumes	6,515
Music Scores & Orchestral Parts	30,281
AV Materials	47,342
Slide sets, computer files, kits and others	7,613
Print Journal Titles	320

Electronic

505,957

items

E-Books (Chinese)	7,663
E-Books (English)	235,962
E-Filmscript	1,599
E-Plays	45,644
E-Scores	154,436
E-Videos	47,207
E-Journal Titles	13,446
E-Databases	85

Digital

101,202

digital objects

PDF files	19,305
Video	2,158
Audio	2,359
Images	77,380

E-Resources

f o r a c c e s s a n y t i m e a n y w h e r e

1

Journal Articles and E-News

- Academic Search Elite
- Ebscohost Databases
- ProQuest Databases
- JSTOR
- Music Periodicals Database
- Film & Television Literature Index with Full Text
- Int'l Bibliography of Theatre & Dance with Full Text
- 中國期刊全文數據庫
- WiseNews
- WisersOne
- New York Times
- Initium Media
- PressReader

2

E-Books and E-Reference

- Ebsco eBook Academic Collection
- Gale eBooks
- ProQuest Ebook Central
- 華藝電子書
- Oxford Reference Online
- Academic Writer
- RefWorks
- Theatre in Context Collection
- Credo Philosophy Essentials Collection
- Bloom's Literature
- HyRead eBook
- iG Library
- Screen Studies – BFI Films, BFI Classics, Filmmaking

3

Online Audio and Video

- AudioMiner
- Naxos Music Library
- MasterClass
- Berliner Philharmoniker Digital Concert Hall
- Alexander Street Press Database
- Live Design Sessions on Demand
- Kanopy
- National Theatre Collection
- Films on Demand
- Performance Design Archive Online
- Human Kinetics Dance Technique
- 萬芳視頻數據庫

4

Images, E-Plays, E-Scores, E-Learning

- BabelScores
- Classical Scores Library
- Drama Online
- ARTstor
- Britannica Image Quest
- 中國民間美術館
- NetLanguages IELTS Preparation Course
- Screen Studies
- Playwrights Canada Press & Aurora Metro Books
- New Play Exchange
- Performance Design Archive Online
- Bloomsbury and Faber Screenplays & Criticism Annual Update
- nkoda



the reluctant
No land me
lamented in
the tears
forget the
The amount of
I could you
know the
can you
Often when it has been th
Appears in
What little
Hear O Israel. The Lord our God is one Lord
And thou shalt love the Lord thy God with all thy heart and w
all thy soul with all thy mind and with all thy strength



What do we Do?

Our Work



Collection Development & Management

- Acquisitions
- Metadata and bibliographic control
- Electronic resources management
- Serials control
- Gift & Donations
- Weeding
- Book fund management



Access Services

- Loan services
- ILL service
- Inter-campus Request Service
- Stack management
- User area management
- Space & Facilities
- Library card application



Instruction & Reference Services

- Reference & enquiries
- Embedded library sessions
- Open workshops
- Library orientations
- Library guides compilation
- Subject liaison
- Marketing
- Library activities



Digital Archiving & Projects

- Collection and curation of archive materials
- Copyright clearance
- Digitization
- Record and metadata management
- Special Projects



Systems and IT Support

- System support
- Hardware & software maintenance
- Program and application development
- Web management
- Online access control
- Server management

Library System

ILS Migration in 2018

iii innovative



ExLibris
Alma
Primo

Library System

Digital Repository Migration in 2020

The logo for ExLibris DigiTool. It features the word "ExLibris" in a grey sans-serif font, with a rainbow-colored arc above the "i" and "b". Below "ExLibris" is the word "DigiTool" in a blue sans-serif font.The logo for ExLibris Alma. It features the word "ExLibris" in a grey sans-serif font, with a rainbow-colored arc above the "i" and "b". Below "ExLibris" is the word "Alma" in a blue sans-serif font. Below "Alma" is the text "Alma Digital" in a black sans-serif font.

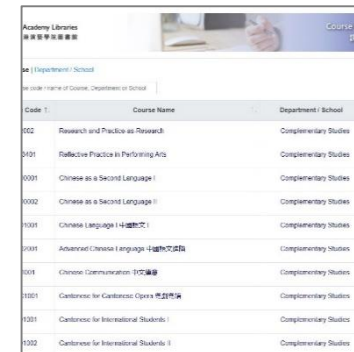
Recent Development

2019 / 20



Library Guides on LibGuides

More than 50 guides on specific subjects, e-databases and topics made available to users on LibGuides platform.



Code	Course Name	Department / School
002	Research and Practice as Research	Complementary Studies
001	Reflective Practice in Performing Arts	Complementary Studies
0001	Chinese as a Second Language I	Complementary Studies
0002	Chinese as a Second Language II	Complementary Studies
1001	Chinese Language I (中文 I)	Complementary Studies
1005	Advanced Chinese I (高级中文 I)	Complementary Studies
1006	Chinese Communication (中文沟通)	Complementary Studies
1001	Guidance for Cardiac Care (心脏护理)	Complementary Studies
1001	Guidance for International Students I	Complementary Studies
1002	Guidance for International Students II	Complementary Studies

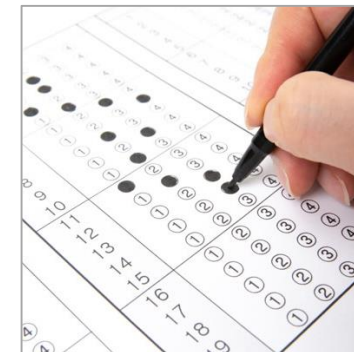
Course Reading Lists

By making use of Alma system's course reserve module, the lists can be shared to Canvas LMS.



Embedding User Education

Embedded a library training session in UG and PG mandatory courses.



Library User Survey

Conducted to collect user feedback and to assess library service level for further enhancement of library services.

Recent Development



Local TV programs

Recording and delivering RTHK programs to staff and students within the campus network.



WhatsApp-a-Librarian service

Allows users to send their enquiries to the Library on weekday afternoons for instant response.



Library website revamp

Reorganized and enriched web content to allow easier location of library information and services.



WiFi printing

Allows users to print from their laptops or mobile devices to designated library printers.



E-Preferred Policy

Strengthened to meet users' needs – more e-resources acquired.



Library loan policy review

Reviewed and simplified the loan policy for enhanced user experience and operational efficiency.



Findit@HKAPA & Checkit@HKAPA

Links users' Google Scholar search results to the fulltext articles or ebooks in the Library's subscribed e-databases.



Service and operation automation

Automation with e-forms, e-payment, e-filing, statistical analysis and electronic resources management on Alma, etc.



HKAPA Digital

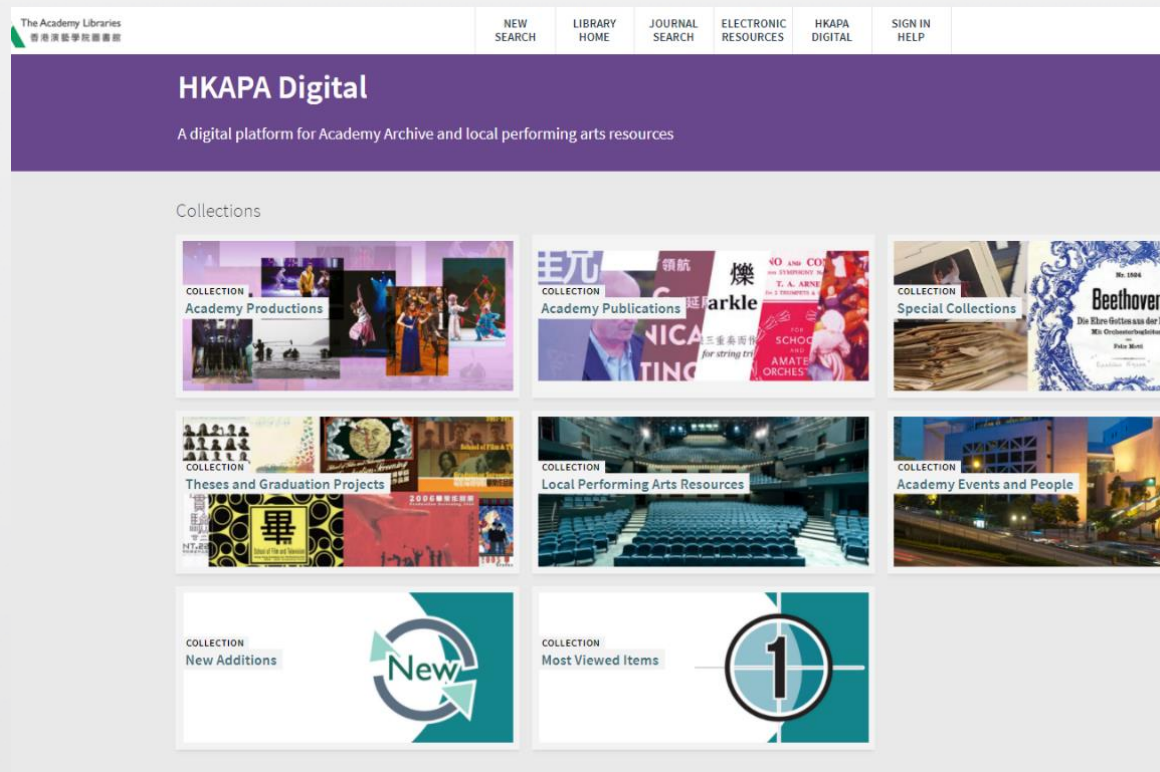
A brand new digital platform for Academy Archive and local performing arts resources



Launched in October 2020

HKAPA Digital

the digital platform for Academy Archive and local performing arts resources



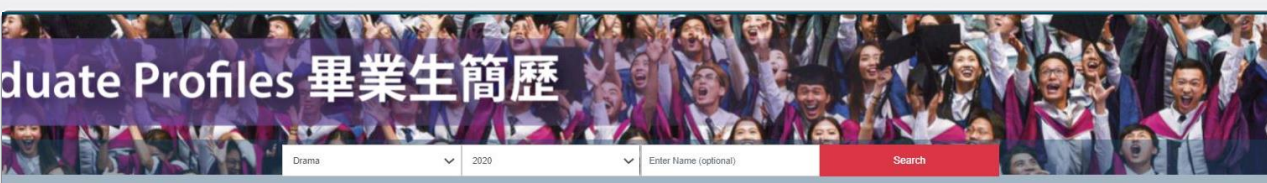
1 System Migration

- Migrated from standalone database system (Digitool) to integrate with the new Alma library system since October 2020
- Video server upgraded for compatibility and better performance in video storage and transmission

2 Features

- Unified resources management
- One-stop-search of all library materials, including digital resources
- Supports classroom/online teaching and self-learning anytime anywhere
- Allows hyperlinking to Canvas course page for T&L
- Now contains over 100,000 digital files in different formats, including videos, audio, images and PDF text.

Graduate Profiles



School of Drama > 2020



CHAN Chi Fung 陳子豐
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



CHAN Chun Tung 陳鎮東
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



CHAN Hing To 陳煥濤
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



CHEUNG Chi Ho 鍾志豪
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



CHEUNG Yan Ha 鄧欣恩
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



CHOW Man Chung 周敏冲
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



LAI Yat Ching Sunny 黎逸正
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)



LAU Wai Yiu 劉煒堯
School of Drama - 2020
Bachelor of Fine Arts (Honours)
Degree in Drama (Major in Acting)

1 Introduction

Started from School of Drama since 2017, this project aims to showcase the graduates' achievement and talents.

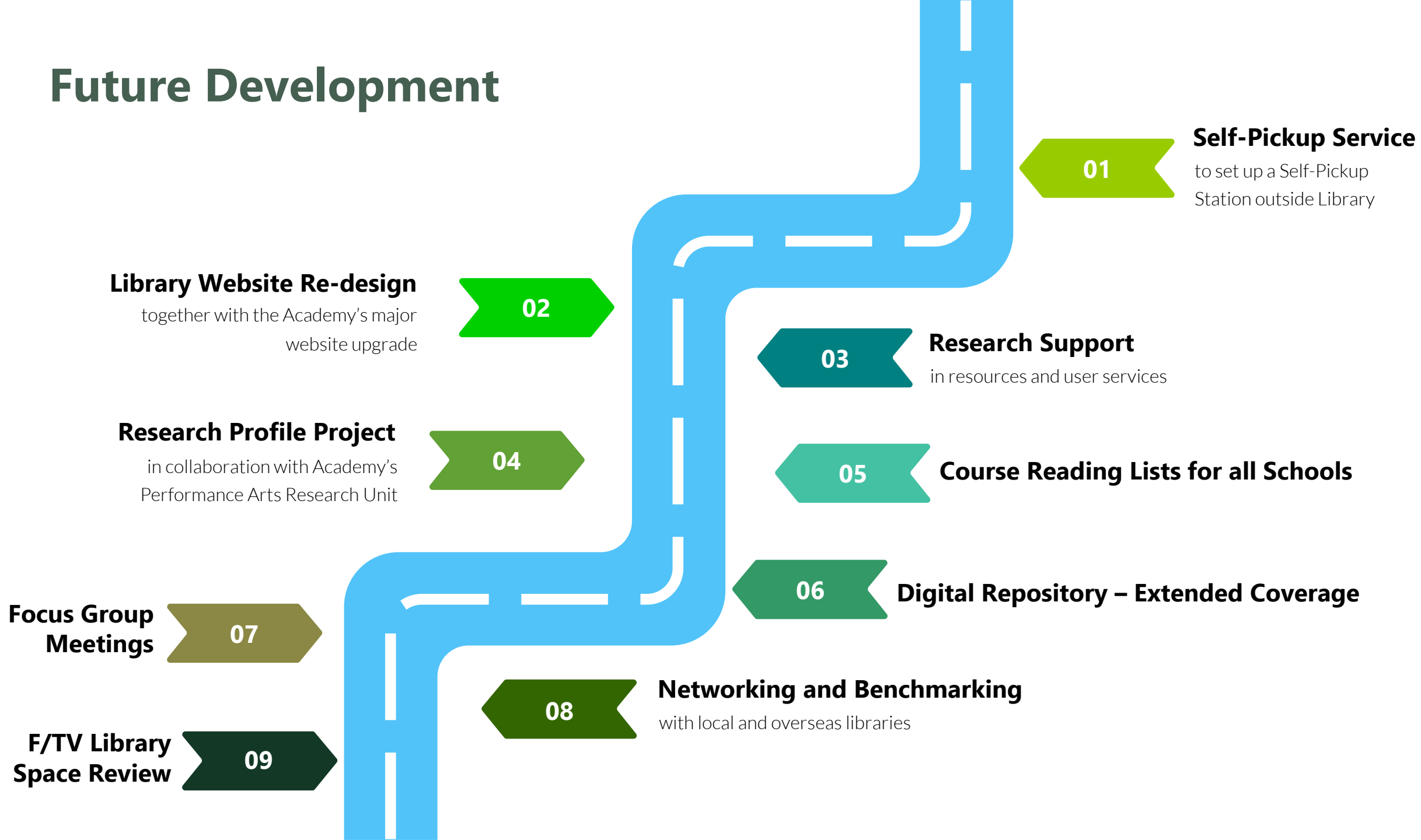
2 Latest Development

- This year's profiles just released - unexpected delay in the student profile information due to pandemic
- Extended to also cover graduates of School of Dance
- Now working on the profiles for School of Theatre & Entertainment Arts

3 Extension Plan

The Library will consider extending to cover more Schools, where manpower permits.

Future Development







Large vs Smaller

Academic Libraries

Large academic libraries

Much more staff for large user population

More layers in staff hierarchy

Professional librarians assigned to individual sections and take up particular duties

Seldom share duties across sections, though they may work together on projects or in working groups

Library staff more specialized in particular tasks or operations

Library management team usually includes section heads (at ALI+) and above

Librarians are specialists in many cases

Much more resources and large budget

Need to put much effort and resources in research support

Small academic libraries

Less staff for small user population

Flatter organization structure

Professional librarian required to lead and coordinate specific function(s)

May share duties in user education, collection development, etc. – less silo

Library staff given more opportunity to different tasks

ALL may participate in the library management team and involve in decision and policy making

Librarians tend to be generalists – exposed to different tasks and developed some knowledge of each

Less resources and smaller budget

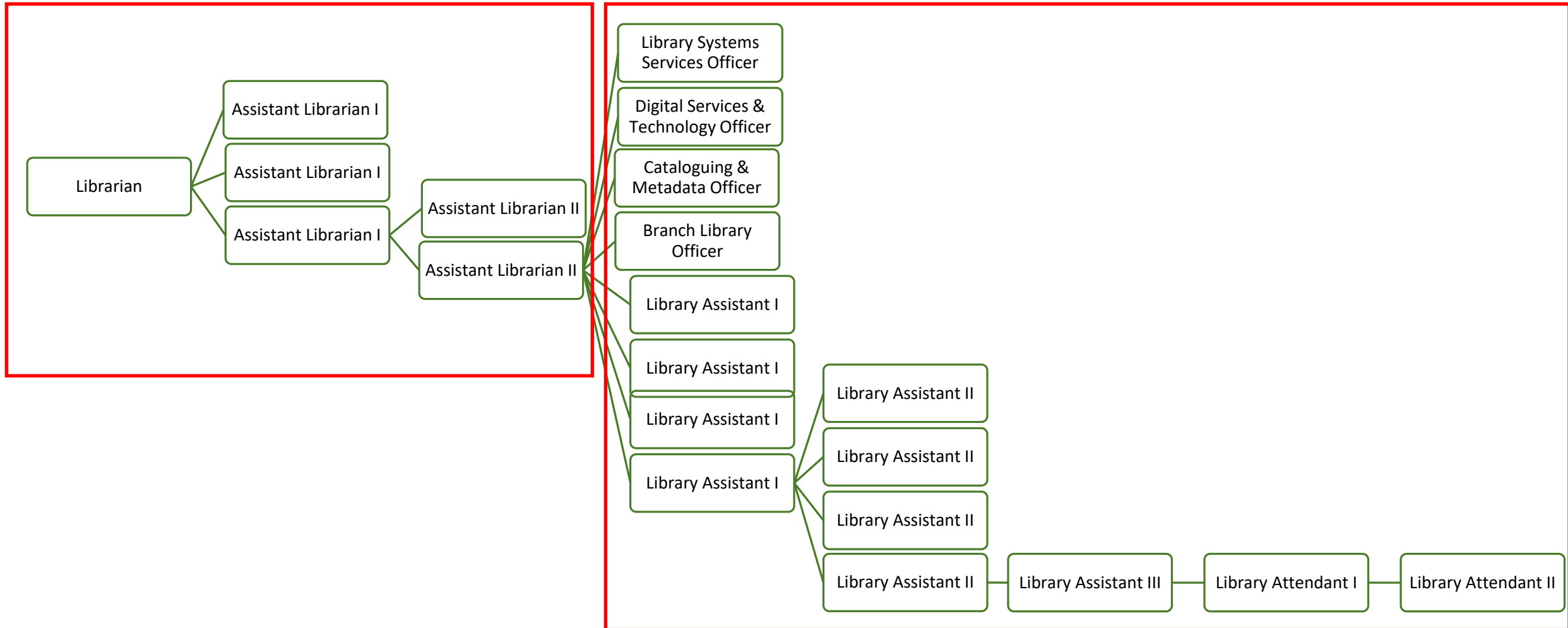
Library services and resources more targeted to UG curriculum



A black and white photograph of a fisherman standing in shallow water, holding a long pole. The fisherman is silhouetted against the bright sky and water. The pole is held horizontally across his shoulders. The water is calm with some small waves. In the background, there is a distant shoreline with some vegetation.

Staffing Structure

Staff Hierarchy / Career Path



Library Positions – Basic Qualifications

Library Attendant

- At least Form-3 level in secondary education
- Competent in spoken English
- Basic knowledge in using computers
- Work experience in libraries preferred

Library Assistant I/II

- Completed secondary education
 - with at least 5 passes in HKCEE including English Language (at least Grade C if Syllabus A / Level 2 from 2007) and Chinese Language at least Level 2 from 2007)
 - or at least 5 subjects attaining Level 2 in HKDSE including English Language, Chinese Language and Mathematics;
- Or a recognized university degree (required by some academic libraries)
- Good command of spoken and written English and Chinese
- Work experience in libraries preferred

Library Positions - Basic Qualifications

Officer

- A recognized bachelor degree in relevant discipline
- Work experience in libraries preferred (preferably in academic libraries)
- Good command of spoken and written English and Chinese
- Good knowledge in relevant tools or skills preferred

Assistant Librarian II

- Postgraduate qualification in librarianship or information science
- bachelor degree in IT-related fields for position in systems or IT sections
- Post-qualification working experience in libraries, preferably in academic libraries (required or preferred)
- Good command of spoken and written English and Chinese

Library Positions – Other General Requirements

- Good organizational skill
- Good communication and interpersonal skill
- Good knowledge in using certain computer software or tools preferred
- Working knowledge in certain library system or platform preferred
- ...

Part-time or full-time working experiences in libraries → certainly help





Preparing Yourself

Academic Librarians Nowadays



Stereotypes

You're a librarian.
You must like to read.

What do you do
in the library?
Shelving?
Checkin/out?

Shh!

Librarians
are mostly
women

Do we still need the
library and the
librarians? We can find
anything on Google.

My experience as an Academic Librarian

- ✓ Cataloging
- ✓ Managing a media library
- ✓ Digitization projects
- ✓ Space planning, facilities and furniture
- ✓ Renovation and building projects
- ✓ IT and systems support and development
- ✓ Budget planning and management
- ✓ Collection development
- ✓ Staff planning, management and development
- ✓ Service planning, marketing and promotion
- ✓ Strategic development and policy making ...

Library Trend

Scholarly Communication

- Research Information System
- Research data management
- Author identity management
- Open access repositories and publishing
- Digital scholarship

Information Literacy

- Embedding IL programs in curriculum
- Online tutorials
- MooC courses
- Course reading lists

Electronic Resources Management

- ER preferred policy for online or blended learning
- Streaming media
- VR/XR/AR based content
- Open educational resources

Services with Emerging Technologies

- Makerspace
- Machine learning & AI
- Linked data
- VR/Hologram
- Learning analytics with big data
- ...



More...

Sought-after Skills and Experiences



Knowledge in programming languages

Data management knowledge and experience

Research support experience

IT knowledge, systems and IT-related experience


Graphic and web design skill


- ✓ Good language, communication and interpersonal skills
- ✓ Creative thinking, positive attitude and independence at work
- ✓ Can-do spirit, self-initiative and user-oriented mindset


Thank You!

Sources of Images: HKAPA

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Find Us

