Curriculum Vitae – University Librarian Position at Busitema

1. **PERSONAL DATA:**
   1.1 **Name:**   Fredrick Kiwuwa Lugya (PhD)
   1.2 **Contact address:**   Makerere University Library
                                            P.O. Box 7062, Kampala, Uganda
                                            Tel: +256-706-200-217; +256-776-057-200
   1.3 **E-mail Address:**   flugya@gmail.com
   1.4 **Gender :**   Male
   1.5 **Date of Birth:**   July 20,1981
   1.6 **Marital Status:**   Married, 4 Children
   1.7 **Present Salary:**   Makerere University, M5 Salary Scale

2. **CAREER OBJECTIVE**

   Learning and teaching are essential and invigorating aspects of my intellectual life. Incessant learning has allowed me to continue to grow personally and intellectually because I am challenged by colleagues, students, and other members of the community who present and defend their ideas in the learning setting. This vitality, which is deliberative and provocative, drew me to a career in librarianship and is what will continue to challenge me, both as a Librarian and a Scholar. I firmly agree with S. R. Ranganathan's Five Laws of Library Science, particularly that "*Every reader his [or her] book.*" My intention is to help my library users at Busitema University find theirs.

3. **EDUCATION**
   1.1 University of Illinois at Urbana-Champaign, United States
   - Ph.D. in Library and Information Science, August 2012 – May 2017 (CGPA = 3.87/4, **Dissertation:** " *Next Generation catalogues: An Analysis of User Search Strategies and Behavior*"
   - Masters of Science in Library and Information Science (CGPA = 3.93/4), January 2009 – May 2010. **Thesis:** "*Successful resource sharing in academic and research libraries in Illinois: lessons   for   developing   countries*" https://www.ideals.illinois.edu/handle/2142/15450

   1.2 Makerere University, Uganda
   - Bachelor of Science in Library and Information Science (CGPA = 4.02/5). October 2001-July 2004, **Dissertation**: "*Establishing a secondary school library: a case of Kassanda Secondary School, Mubende District, Uganda*"**.** *Unpublished dissertation.*

4. **PROFESSIONAL SKILLS/ EXPERTISE**
   Library Administration, Community informatics, Digital libraries, Librarianship, Library cooperation and networking, Information Literacy and Instruction, Computer Supported Cooperative Work, Task Analysis, Usability, Library Automation, Web-based Technologies, Reference services, and Publishing and Scholarly Communication.

5. RELEVANT WORK EXPERIENCE

Makerere University Library, Kampala: May 2005 – Date

i) Senior Librarian: July 2018 - Date

A. February 2016 – Date, <u>Head Digitization</u>
- Responsible for leading the development and implementation of digital preservation policies and programs that ensure the Libraries' long-term preservation and access to digital collections;
- Promote preservation agenda in a collaborative environment bring together teams from the Quality Assurance Directorate (QAD), Directorate of Research and Graduate Training (DRGT), The Book Bank, Technical Services Section, and Africana Special Collections;
- Working closely with teams to assess, develop, and implement digital preservation policies, strategies and systems that support the enduring curation of the Libraries' born digital and digitized collections;
- Other duties include: leading the continued development and management of the University Library's digital preservation programme; conducting ongoing environmental scan of developing technologies, standards, and practice in the preservation of digital collections; advising Library staff and users on practice relating to the long-term retention of digital assets; assisting in the development of requirements, specifications, and policies related to the Library's digital content; and building presence of digital preservation within library and campus communities.

ii) Librarian I: 2011 – June 2017

B. January 2011 to July 2012, <u>Head Periodicals Library and National E-Resources Coordinator</u>
- Won two grants from INASP: Evidence-Informed Policy Making Research Grant $14,560 for research activities; and $2,500 for conducting consultative stakeholders' meetings for PERii Uganda Team to identify PERii Uganda activities for INASP 2012 work-plan;
- Spearheaded the planning, coordination, and participation of Consortium of Uganda University Libraries (CUUL) membership in the selection and access to electronic resources, and contract negotiations with publishers on behalf of libraries in Uganda. This increased and strengthened CUUL's network among its membership and other partners like INASP, Electronic Information for Libraries (eIFL)'s open access programme, and Makerere University Library as the coordinating institution; and envisaged cost-effective services;
- To increase membership participation in both CUUL and PERii programmes, subsequent to my master's research findings, I participated in the formation of CUUL Functional Committees, Librarians' Roundtable Meeting and Regional and Institutional Coordinators thus promoting and informing national institutions about PERii programmes. This increased CUUL membership participation and financial base;

- As CUUL Programmes Functional Committee Chairperson, I provided professional and technical support to CUUL Executive and INASP staff specifically in areas of selection and access to e-resources, membership recruitment, induction programmes for new members, and monitoring and evaluation. I managed to improve procedures, and maintained improved and effective communication among CUUL libraries hence recognition of member institution's autonomy;
- One of the core values of CUUL is advocacy and as a National coordinator I was mandated to support and initiate activities that promote academic and research libraries at the local, national, regional and international levels. I have achieved this goal through participation in the formation of librarians' roundtable meetings, conducting awareness workshops to institutional administrators and policy makers;
- My other duties included: Coordinate in-country access to various online resources; answer in-country queries regarding any aspect of PERii; organize the review and assessment of resources (statistics compilation, evaluation, monitoring and reporting) for evidence-based decision making; identify journal editors and publishers to participate in PERii programmes; identify the support needs of editors and publishers; assess ICT learning and training needs of target communities; identify appropriate people to facilitate and deliver training workshops; and organize and manage training events.

E-Resources Coordination: Grants Received and Trainings Facilitated

Organisation	Makerere University Library, International Network for Availability of Scientific Publications (INASP), & Electronic Information for Libraries (EIFL), and Consortium of Uganda University Libraries (CUUL)
Duration	January 2008 – July 2012
Functions Performed	Coordinated and facilitated the following workshops/ seminars:

- Co-Facilitated a training programme: Promoting the adoption of campus-based, faculty-driven open access policies, Budget - $3,940.00, funded by Electronic Information For Libraries (EIFL) & Consortium of Uganda University Libraries, 1st May – 30th November, 2012.
  Reference:
  Iryna Kuchma, Director, Open Access,
  EIFL, E-mail: iryna.kuchma@eifl.net
- Facilitated Enhancing Access and Information Training Skills in Electronic Resources workshop, Grant: $6,042.50, funded by Makerere University Library & International Network for Availability of Scientific Publications, 27th – 28th October 2011.
  Reference:
  Anne Powell, Programme Officer, Information Delivery,
  International Network for the Availability of Scientific Publications (INASP),
  60 St Aldates, Oxford, OX1 1ST,
  E-mail: apowell@inasp.info
- Facilitated Information Literacy Workshop for Academic Libraries and Research Institution in 10 university in Uganda, Grant: $9085.00, funded by Makerere University Library & International Network for Availability of Scientific

Publications, 04th December – 07th December 2011.
> Reference: Anne Powell

- Facilitated Marketing and Advocacy Workshop in three countries – Rwanda, Uganda, and Zimbabwe, Grant: $19,335.3, funded by Makerere University Li1brary & International Network for Availability of Scientific Publications, May 2011 – July 2012,
  > Reference: Ms. Emma Farrow, Programme Officer, Information Delivery,
  > INASP, E-mail: apowell@inasp.info

- Facilitator for Learning Events and CHANGE Symposium: Search strategies for DAAD German Studies Research Grant scholars, Grant: $2,200.00, funded by DAAD – Kenya German Embassy, 12th – 16th March, 2012.
  > Reference: Bonface K. Nyagah,
  > German Academic Exchange Service (DAAD),
  > Tel: +254 -733-929 929, --771 444 111, Dir: +254-733-465720,
  > E-mail: bonface@daadafrica.org

For each training the duties performed included:
- o Preparing training materials
- o Facilitating the training
- o Training evaluation
- o Workshop report writing

Relevant Contact   Assoc. Prof. Kakembo Robert
University Librarian
Muteesa 1 University
Tel: 256-772-964-056
E-mail: kakembor@mru.ac.ug

C. January – December, 2008 - <u>Deputy National E-resources Coordinator for PERI[1] programmes</u>

- Liaising with INASP[2] staff, participate in the e-resources contract negotiation with CUUL[3] and the vendors/ publishers
- Planning, monitoring and reporting on the execution of the programme
- Coordinator the selection of E-resources across institutions
- Promoting and informing national institutions about PERI
- Coordinate in-country access to various online resources
- Answering in-country queries regarding any aspect of PERI
- Organizing the review and assessment of resources (statistics compilation, evaluation, monitoring and reporting)
- Identify journal editors and publishers to participate in the programme
- Identify the support needs of editors and publishers

[1] Programme for Enhancement of Research Information (PERI)
[2] International Network for Availability of Scientific Publications (INASP)
[3] Consortium of Uganda University Libraries (CUUL)

- Assessing ICT[4] learning and training needs of target communities
- Identify appropriate people to facilitate and deliver training workshops
- Organizing and managing training events

iii) Librarian II: May 2006 – February 2011

D. <u>Library Public Relations Officer</u>, January – December, 2008.
Working closely with Makerere University Public Relations Office, I was charged with:
- Professionally brand and market the library publications such as newsletters, handbooks, brochures, supplements and audio-visual recordings to ensure the integrity of the University brand
- Plan and host the library events and inform the Makerere University Public Relations Office of upcoming events in the library
- Contribute to the development and design of the University Library webpage, calendar, and invitation cards
- Write speeches for guest speakers at the unit functions
- Consult with Makerere University Public Relations Office on media relations
- Inform the Makerere University Public Relations Office of special visitors to the Library
- Regularly compile information on the development at the unit and forward the information to the Makerere University Public Relations Office
- Manage the communication and information needs of members of staff and students at the library

E. <u>Reference and Circulation Librarian/ Head IDA[5] and Law Sections</u> – June 2006-December 2008
- Participate in the planning and implementation of online circulation in the Main Library and College libraries
- Initiate automated circulation policies and procedures
- Train students and staff circulation procedures, and access to the online catalog
- Provide reference (physical, e-mail, chat and telephone) and instructional services
- Provide Current Awareness Service (CAS), and Selective Dissemination of Information (SDI)
- Perform circulation tasks such as charging and discharging materials, collecting fines
- Supervise support employees in the performance of their duties
- Assist in material selection and acquisition for IDA Section (Textbook collection)
- Assist in stocktaking
- Work as leader for circulation data and statistics compilation, and reporting
- Create displays to highlight book collections and services

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[4] Information and Communication technologies (ICT)
[5] International Development Agency (IDA) named after the textbook collection section of Makerere University

F. <u>**Information Processing Assistant, Mak-Libis Project**</u>, **Makerere University Library, May 2005 - April 2006**
- Stock validation and shelving,
- Book weeding,
- Cataloguing using MARC formats and code lists,
- Classification using Dewey Decimal Classification and National Library of Medicine Classification schemes,
- Data entry and editing using virtual integrated library system,
- Assigning local symbols for books and shelf labeling,
- And accessioning of information materials.

British Council, Uganda, <u>**Information Trainee**</u>, **January – April, 2005**
- Registration, orientation and training of new Information Centre members
- Handling physical, telephone, and e-mail enquiries of Information centre members
- Perform cataloguing, circulation, acquisition and stock validation of information materials using ALICE library system
- Controlling and monitoring the usage of internet access computers using a timing software
- Offering computer use support and training to information Centre customers
- Receiving payments for examinations and other British Council fees
- Working with the team to organize events such as the Management Forum and Breakfast events;
- Re-arranging stock collection and ensuring all stock are in right classification order;
- Weeding, sorting, and discarding and selling off collection
- Shelf labeling and display organization
- Setting up files according to their filing system
- Assist Information Centre members in locating reading materials
- Training of Library members on how to browse the internet, online journals and other electronic resources

Nansana St. Joseph's Secondary School, Wakiso, Uganda, <u>**Teacher January**</u> **2002 – December 2004 (Pre-Professional)**
- Implement designated curriculum as per Uganda secondary school curriculum
- Demonstrate accurate and up-to-date knowledge of class notes and exercises
- Maintains lesson plans as required by Uganda Ministry of Education
- Assigns reasonable tasks, class exercises and examinations to students
- Participated in professional development opportunities aimed at managing classroom environment and students
- Timely assessment and recording of students' records and reports

6.   CONTRIBUTION TO COMMUNITY

Working with Belgium Technical Agency (BTC) and Ministry of Education - Uganda, Established 4 College Libraries under the User-Friendly Libraries programme: HTC Mulago, NIC Muni, NTC Kaliro, and NIC Abilonino

Organization	Belgium Technical Cooperation (BTC) and Ministry of Education, Uganda
Duration	May-December, 2015

Functions Performed   The overall objective of the consultancy was to strengthen the capacities of the colleges' librarians, academic and management staff to develop, organize and administer their college' libraries. In view of this, the participants:

- Developed a unique library vision, mission and mandate (per college)
- Understood the physical design of their respective library and the need to set up a maintenance system
- Developed their library regulations: operating hours, borrowing system, users' identification, etc.
- Developed capacity to use modern IT resources for the management of the library and to facilitate users' access to knowledge and information
- Developed the libraries' collection policy
- Set-up a Library Committee per college -involving teachers and students under the guidance of the Librarian- in charge of designing, implementing and monitoring: the existing library collection: inventory, cataloguing, labelling, repairs and disposal; & an action plan for the development of partnerships with different stakeholders who can support the user-friendly libraries in the future
- Developed the job descriptions of the library staff and an organogram showing the links between the library and the other college departments
- Developed an action plan for each college library, to be presented for approval at the college governing council

Relevant Contact   Barbara Radelli
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7.   ACADEMIC CONTRIBUTION

7.1 LIS Professionals Mentored

- Nina, Olivia, Reg. No. 2009/HD05/15010U, PhD Dissertation Internal Examiner, Title: *Indigenous knowledge utilization strategies for HIV prevention in Uganda: a study of secondary school adolescents, Kampala District*
- Twinomugisha, Sadres, Reg. No. 2012/HD05/2576U, Masters Thesis Examination Title: *Examining Library Services Provision to Distance Learners: A Case Study of Bishop Barham University College*

- Nabitotto, Sharon Alice, Reg. No. 2012/HD05/4349U Masters Thesis Examination Title: *Challenges and prospects of marketing library and information services at HAM Mukasa Library, Uganda Christian University*
- Akiteng, Faith, PhD Student College of Computing and Information Sciences, East African School of Library and Information Sciendes, *Effects of Research4Life and other ICT related Initiatives on Librarians' knowledge, competences and skills* – Seminar paper reviewed

6.2 Reviewer
- Reviewer for Library Review Journal
  - Library Review (2017, Under Publication). *Subject-Based Retrieval of Scientific Documents, Case study: Retrieval of Information Technology Scientific Articles*
  - Library Review (2017, Under Publication). *Bibliometric Analysis of Library and Information Science Research: A Case Study of BRICS Countries*
  - IEEE Access (2020), *Toward Effective Planning and Management using Predictive Analytics based on Rental Book Data of Academic Libraries by Iqbal, Naeem; Jamil, Faisal; Ahmad, Shabir; Kim, Dohyeun; and Graph-based text Representation and Matching: A review of the state of the art and future challenges by Osman, Ahmed; Barukab, Omar, https://ieeeaccess.ieee.org/*

7.2 Setting up LIS Units
- Established 4 College Libraries under the User-Friendly Libraries programme: HTC Mulago, NIC Muni, NTC Kaliro, and NIC Abilonino

8. LIST OF PUBLICATIONS
- Lugya, F.K. (2019). Ideational, Canonical, Semantic, and Textual Relationship among Sacred Works: A Case Study of the Bible, International Journal of Library Science, 17(1), (Expected in advance by January, 2019).
- Lugya, F.K. (2018). User Friendly Libraries for Active Teaching and Learning: Case for Business, Technical and Vocational Education and Training Colleges in Uganda, Information and Learning Science Journal, Emerald
https://www.emeraldinsight.com/doi/full/10.1108/ILS-07-2017-0073 .
- Lugya, F.K. (2018).The nature and impact of social settings on information flow: Espresso Royale Cafe at an Undergraduate Library, International Journal of Library Science, 16(2), http://www.ceser.in/ceserp/index.php/ijls/article/view/5464
- Lugya, F.K. (2014). Examining the incentives and motivations for research-based legislation in Uganda. Library Journal, Library Review, 63(1/2), http://www.emeraldinsight.com/journals.htm?articleid=17108817.
- Lugya, F.K. (2014). What counts as a science and discipline in library and information science?, Library Review, 63(1/2), http://www.emeraldinsight.com/journals.htm?articleid=17108852

- Lugya, F.K. and Weech, T. (2014). Library's role in overcoming barriers to information flow in East African community, International Journal of Library Science, 13 (4), expected online by August 2014. http://www.ceserp.com/cp-jour/index.php?journal=ijls
- Vittore, C.A., Larson, R., Lugya, F.K., Seadle, M., Tammaro, A.M., & Weech, T (2013). iSchools Building on the Strengths Found in the Convergence of Librarianship, Archival, and Museum Studies to Improve the Education of Managing Digital Collections, iSchools Conference February 11-15 th, 2013, Fort Worth, USA, https://ideals.illinois.edu/handle/2142/42574
- Brittany N.S., Lugya, F.K. and Evans, C. (2013). Learning focused search in an online social network community, iSchools Conference February 11-15 th, 2013, Fort Worth, USA, https://www.ideals.illinois.edu/handle/2142/42530
- Lugya, F.K. (2010). *Successful resource sharing in academic and research libraries: lessons for developing countries*, LAP LAMBERT Academic Publishing, Germany, pp124. ISBN 978-3-8433-7767-6
- Lugya, F.K. (2010). Usability of Makula among Makerere University Library users: a case study. Qualitative & Quantitative Methods in Libraries, 23rd-28th May, 2011, Athens, Greece.
- Lugya, F.K. (2010). The hidden forces that positively shape library consortia: addressing the gap between developed and developing countries. Qualitative & Quantitative Methods in Libraries, 23rd-28th May, 2011, Athens, Greece.

9. OTHER RELEVANT SUPPORTING INFORMATION

Additional Skills:

Technology

Excellent with Internet technologies, E-mail (Webmail, Outlook, Mozilla Thunderbird), Windows 98/2007, Windows NT, MS Word, MS Excel, MS Access, MS Outlook, MS Power Point; Web Authoring Technologies (Drupal, Open CMS, WordPress, CSS, HTML, XHTML), Database Design Technologies (MS Access, XML, PHP, MySQL), Arch-GIS, and Quantum GIS; and Publishing technologies (PageMaker, In-Design, Illustrator, and Photoshop).

Library systems

Cardmaster, CDS/ISIS, ALICE Library Automation Software, Athenaeum LightPackages Library Software, Online Integrated Library System including Virtue (VTLS), Voyager, ViFind (Open Source), and Resourcemate

Educational Platforms/ Applications

Moodle, Blackboard, Google Classroom

Trainings Facilitated

- **Marketing and Advocacy workshop for CUUL members,** University of Zimbabwe, 14th – 16th February, Zimbabwe; 3rd – 5th April, Makerere University, Uganda; and University of Rwanda, 23rd – 25th July 2012, Rwanda.
- **Learning Events and CHANGE Symposium:** Search strategies for DAAD German Studies Research Grant scholars, March 13th – 15th, 2012, Nairobi, Kenya

- **Information Literacy Workshop,** Consortium of Uganda University Libraries, 5th-7th, December, 2011, Makerere University
- **Enhancing Access and Information Training Skills in Electronic Resources workshop**, Uganda Martyrs University (UMU), August 20-22, Kampala; Nkumba University Library - Entebbe, July 23-25; Gulu University Library - Gulu, June 18-20, 2008, Uganda.
- August 20-22, 2008, **Enhancing Access and Information Training Skills in Electronic Resources workshop**, Uganda Martyrs University (UMU) - Archbishop Kiwanuka Memorial Library, Kampala, Uganda.
- July 23-25, 2008, **Enhancing Access and Information Training Skills in Electronic Resources workshop**, Nkumba University Library - Entebbe, Uganda.
- June 18-20, 2008, **Enhancing Access and Information Training Skills in Electronic Resources workshop**, Gulu University Library - Gulu, Uganda.

Short Courses / **Training attended**
- June 12-22, 2006, **E-Learning course**, Makerere University Faculty of Computing and Information Technology, Uganda.
- July 3-5, 2006, **Monitoring and Evaluation of Electronic Resources Use (MEERU)**, organized by INASP, Makerere University, Uganda
- April 24-27, 2007, **AGORA/ HINARI/ OARE Training of Trainers workshop**, Organized by United Nations FAO and WHO in partnership with Cornell University's Albert R. Mann Library. Makerere University, Uganda
- October 9-12, 2007, "**Beyond the Basics" course: Illinois digitization Institute's program as part of "Thinking Outside the Borders International Leadership Institute**". Illinois State Library, Springfield, Illinois United States.
- September 4 – November 2, 2007, **Mortenson Center 2007 Fall Associate Library Training Program**. C. Walter and Gerda B. Mortenson Center for International Library Programs. University of Illinois at Urbana-Champaign.
- July 11, 2008, **Bandwidth management and optimization workshop**, organized by Makerere University Library and INASP, Makerere University, Uganda
- March 19-21st, 2010, **Text Encoding Initiative and eXtensible Markup Language workshop**. Graduate School of Library and Information Science, University of Illinois at Urbana-Champaign

Conferences attended
- April 24-27, 2007, **AGORA/ HINARI/ OARE Training of Trainers workshop**, Organized by United Nations Food and Agriculture Organization and World Health Organization in partnership with Cornell University's Albert R. Mann Library. Makerere University, Uganda.
- July 3-5, 2006, **Monitoring and Evaluation of Electronic Resources Use (MEERU)**, organized by INASP, Makerere University, Uganda.
- July 11, 2008, **Bandwidth management and optimization workshop**, organized by Makerere University Library and INASP, Makerere University, Uganda.
- August, 19-24, 2007, **World Library and Information Congress**: 73rd IFLA General Conference and Council, Durban, South Africa.

- May 18-20, 2009, **Cohasset Associates' National Conference on Managing Electronic Records**, Chicago, Illinois, United States.
- April 29-May 2, 2009, **Midwest Archives Conference and 2009 Annual Meeting**, St. Louis, Missouri. Illinois, United States

Membership to Professional Societies

- International Federation of Library and Information Science Associations (IFLA)
- American Library Association (ALA)
- Uganda Library and Information Science Association (ULIA)

10. REFEREES

1. Dr. Eliz Nassali State
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