



## SOCIAL MEDIA TECHNOLOGY (SMT) FOR RESEARCH AT THE HARARE INSTITUTE OF TECHNOLOGY (HIT)



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Social interaction and networking may easily be taken as a forum where possibly gossip and rumours run riot, news and views on the grape vine are shared. It can also be taken as a platform for providing sources for entertainment like listening to new music releases and viewing new video and film productions using communication platforms such as Facebook, Twitter and YouTube respectively. One cannot be blamed for thinking like

this as this probably was the original intention of creating such social media technology.

The Harare Institute of Technology Library is making tremendous efforts to debunk this myth and attempt to make use of social media technology for scientific and scholarly research, as well as platforms for communicating and sharing innovation and scholarly output. Malik Aleem Ahmed thought along the same lines when he correctly observed that "Higher education institutions in developing countries have started using social media for the provision of quality education and the production of valuable research." (Ahmed 2011). This means that if higher education institutions in developing countries do not hook on to SMT now, they will definite leg behind. Understandably, issues to do with Internet connectivity in the face of incessant power outages as well as the high costs of Internet access may preclude many

such institutions in developing countries to make optimum use of the social media technologies. However, efforts should be made to promote and increase awareness and acceptance of the myriad of possibilities and benefits accrual to academics and researchers alike through the use of social media technology.

### What is Social Media Technology (SMT)?

Andreas Kaplan and Michael Haenlein defined social media technology as "A group of Internet-based applications that build on the ideological and technological foundations of Web 2.0 which allows the creation and exchange of user-generated content" (In Wikipedia, Accessed 01/06/11). As highlighted in the last segment of this definition, the HIT Library intends to debunk the social network-use-only myth and show that this technology can be used to create and share user-generated content by scientists, scholars and academics at HIT.

SMT uses readily and easily accessible communication technologies using asynchronous and synchronous communication processes that is, reaching large audiences from a single source to many, or from many sources to many audiences, and from many sources to a single user. SMT is highly scalable. It can disseminate and share scientific and scholarly research to a very wide audience over great distances simultaneously. It would thus take a short time for one's research to be accessed, read and used by millions of users through the social media technology making the research an instant success story.

The social media also makes use of web-based and mobile technologies which provide for greatly enhanced and highly interactive communication process. This permits a researcher to get immediate feedback from a user or groups of users including experts and eminent researchers in one's field regarding the shared research findings. The immediate feedback provides for instant recognition of contributions made in the field of study hence the rise to prominence of the contributing researcher (s). The blended use of technology and the enhanced capability of interaction both contribute towards unlocking stakeholder value in social media technology.

### Advantages of Social Media

Compared to the printed media such as newspapers as well television and radio, social media technologies have advantages that outweigh the former. The following are some of the advantages worth noting:

*Social media technologies have the capability of wide coverage and reaches very large audiences easily since they are Internet and web-based.* The social media tools use extensive communication technologies such as fibre-optic cabling, Wireless or radio technologies, ordinary twisted-pair cabling, or very small and very-wide aperture satellite (VSAT and WSAT) communication technologies that reach corners of the world in seconds.

*Ease of access* - The social media technologies are also readily and easily available to the general public at almost no cost except for the initial investment in the procurement and installation of a computer, laptop, palm-top, notebook, or mobile phone and connecting to the Internet.

*No real demand for specialized skills training and knowledge* - For one to be able to start producing material for publication on social media, one does not require specialized skills training and knowledge. These normally require an improvement or build up on the existing Internet use skills for one to be able to produce and share materials on any of the social media platforms.

*Instant communication* - Communication using social media tools is almost instantaneous. Response from audiences on posted issues is received as soon as it hits the Web.

Instant editing and commenting on errors - This gives social media the added advantage of effecting changes wherever and whenever these are required.

Article by:



J L Maenzanise

## HIT LIBRARY AND INFORMATION SERVICES MANAGEMENT TEAM

**Librarian****Jasper L Maenzanise**

*BA (UZ), PGDLIS (Botswana) MIS (SA)*

Mr. Jasper Lee Maenzanise is a man with vast experience in library and information circles and has led various recognized institutions in the past 20 years in good workmanship.

He has served in many institutions and has brought many varied experiences from previous postings at Belvedere Technical Teachers Training, Morgan Zintec and the University Of Zimbabwe.

Due to his experience and expertise, he was engaged as a Lecturer by the Harare Polytechnic in the department of Library and Information Sciences. At the Zimbabwe Open University, Mr Maenzanise was the Director of the ten regional libraries for the entire ZOU student population spread throughout the country. His experience as a Periodicals Librarian, Assistant Librarian, Subject Librarian, and Librarian has earned him the necessary experience which will assist him in transforming HIT LIS department into great force to reckon with in the areas of information gathering, storage, retrieval and dissemination.

Apart from leading in the four walls of the library, Mr Maenzanise has attended many professional conferences, workshops and seminars regionally and abroad. He has also participated in various activities with the Zimbabwe University Library Consortium (ZULC). He also has also worked with Book Aid International in various projects and contributed various papers with different Open Access debates and forum.

**Experience**  
Assistant Librarian at Belvedere Technical Teachers Training (1989),  
Librarian, Morgan Zintec (1991)  
Lecturer Department of Library and Information Science, 1993  
Senior Assistant Librarian, University of Zimbabwe  
Director of Libraries, Zimbabwe Open University

**External Activities**

Country representative, Book Aid International Chair and founder member of the Zimbabwe University Libraries Consortium  
A Rotarian

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**J L MAENZANISE****Deputy Librarian****Edward T Mujera,**

*BLS (Hons)(L'boro Univ., UK), MSc LIS (NUST, ZW)*

Before he came to HIT, Mr Mujera worked for the University of Zimbabwe Medical School as Sub- Librarian where he got experience and exposure in various fields of Librarianship. He has submitted and made various presentations of papers at conferences and workshops. He is driven by the desire to achieve set goals.

**Experience**

**Deputy Librarian:** July 2009- HIT

**Sub-Librarian:** 2007-June 2009 Sch. Soc Work, UZ

**Senior Assistant Librarian:** 2004-7 CHS,UZ

**Assistant Librarian:** 2001-3 Faculty of Law,

UZ

**Senior Library Assistant:** 1994-2000 CHS, UZ

**External Activities**

Cell Representative—Zimbabwe Academic and Non-Fiction Authors Association  
Member -Zimbabwe University Libraries Consortium  
Member - Zimbabwe Library Association  
Member - Zimbabwe Libraries Development Trust

**Areas of Research Interest**

Information literacy, information retrieval, information seeking behaviour, information marketing and publicity

**Current Research**

Strategies for marketing e-resources in the Harare Institute of Technology

**Selected Conference Papers Presented**

1. The effect of information literacy skills on access to knowledge for the achievement of MDGs in Zimbabwe (2010)
2. The role of the medical library in e-health in Zimbabwe (2007)
3. Enhancing maximum utilisation of health information resources in a health sciences library (2006)

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**E T MUJERA****Secretary****Savie Mudiwa**

*NC;ND in Office Management Hre. Poly*

Her road to experience started when she joined the teaching fraternity in 1997. From teaching Miss Mudiwa received training in Office Management from Harare Polytechnic College. She worked as a Personal Assistant

to an MP at Parliament of Zimbabwe from 2002 to 2005 before joining ZRP as PA to an Assistant Police Inspector in 2007. In May 2008 Miss Mudiwa arrived at HIT and joined the Human Resources Department. Currently she is stationed in the Librarian's Office where she continues to perform her office management business.

**Area of Interest**

Public relations and customer care

Administration including adherence to set rules and regulations governing human resources

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**S MUDIWA**

*Standing on the shoulders of giants is important in research for getting the books off the top shelf!!*

## HIT LIBRARY AND INFORMATION SERVICES MANAGEMENT TEAM

**Sub-Librarian****Patience MUPAMHANGA***BSc LIS (NUST)*

Mrs. P Mupamhanga joined the institute in 2007 as a Senior Assistant Librarian, rose through the ranks and was promoted to the position of Sub Librarian after she demonstrated skill, hardworking and leadership capabilities. She holds a Bachelor of Science in Library and Information Science and currently studying towards a Master of Philosophy in LIS. She is instrumental in organizing internal workshops for staff development to ensure that professional ethics, equitability and fairness is achieved on a daily basis in library operations.

**Interests**

- Information literacy skills training
- Customer care services

**Current Studies**

Soon to embark on a Master of Philosophy Programme in LIS with the National University of Science and Technology (NUST)

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**P MUPAMHANGA****Senior Assistant Librarian****MR JOSEPH CHAKA MBIRIZAH***BA (Hons) UZ; PGDLIS (Wales)*

Mr J Mbirizah is one of the pillars in the Library section as the main man behind the cataloguing department. He holds a BA (Hons) and a post graduate Diploma in Library and Information Sciences. He had served the University of Zimbabwe as the Chief Cataloger in the Bibliographic Services for more than 25 years and many cataloguing experts in the country passed through his hands for orientation and knowledge impartation within the cataloguing department. The Hit Library is very grateful for his contribution in the transformation of the University to suit and match most popular university standards of operation. He has got

experience and exposure from local and international universities and surely HIT library won't be found wanting in terms of expertise and commitment with a man of his calibre in their midst.

**Area of Interests**

Information organization  
Information retrieval

**Current Research  
Selected Publications****Contact Details:**

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**J C MBIRIZAH****Senior Assistant Librarian****MR C RUZANDE***BLS (Hons)(L'boro Univ., UK), MSc, (L'boro Univ., UK),*

Mr Cleopas Ruzande is a Senior Assistant Librarian in charge of the Reader Services in the Library and Information Services LIS Department. He has served as a Senior Library Assistant, Senior Assistant Librarian and Librarian at various academic and research institutes which includes the National University of Science and Technology (NUST), Seke Teachers College and the Research Council of Zimbabwe. Mr Ruzande holds a Masters Degree in Library and Information Management from Loughborough University, United Kingdom. He has developed an interest in such

areas as information literacy, knowledge management and information seeking behavior.

**Areas of Research Interests**

Information literacy, knowledge management and information seeking behavior.

**External Activities**

A member of the Zimbabwe Academic and Non-Fiction Authors Association (ZANA)

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**C T RUZANDE**



## Subject Librarians: at your service

### Senior Library Assistant

#### MacDonald Nhakura

ND Lib & Inf Scie. (Hre. Poly), ND public Relations, LCC Dip. , BA Media and Com Studies (ZOU)

Mr M Nhakura joined HIT library in March 2010 as a Senior Library Assistant .He holds a National Diploma in Library and Information Sciences, a National Diploma in Public Relations, an LCCI Diploma in Marketing, Public Relations and Sales Management , BA Degree in Media and Communication Studies and a certificate in bookbinding .Before joining HIT ,he worked as a Branch Librarian In charge of Waterfalls City

of Harare Library and Ellis Robins high as a Librarian. He was in charge of setting up binding departments in libraries and has become a strong pillar in that area. Meanwhile he has teamed up with other members of staff in revamping the HIT bindery section and imparting his skills to other members of staff. His academic strength and passion in research, information gathering, dissemination, publicity and marketing is what makes him tick in the reader services department which is his area of interest.

#### Area of Interest

Information marketing and publicity

#### Contact Details

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**M NHAKURA**

### Senior Library Assistant

#### MATSIKA GODFREY

ND Lib & Inf Scie. (Hre. Poly), Dip Systems Analysis and Design

Mr Matsika joined HIT as a Senior Library Assistant from the University of Zimbabwe in 2006 . He holds a National Diploma in Library and Information Sciences (Harare Polytechnic) and also a Diploma in Systems Analysis and Design (Macmine School Of Computing) and he is SISCO certified .Currently he is studying towards an Executive Diploma in Leadership and Management with ALMA. Mr Matsika is a pillar in the bibliographic services and an expert in the cataloguing department and also works in conjunction with the IT department in main-

taining and trouble shooting library automated systems and problems .

#### Area of Interest

Computers and networks in libraries

#### Current

Executive Diploma in Leadership and Management (ALMA)

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**G MATSIKA**

### Library Assistant

#### MAMBUME TELSON

NC Lib & Inf Scie. (Hre. Poly),

Mr Telson Mambume is the oldest serving member of staff in the HIT library .He joined the institution in 2005 as Technical Assistant and he rose through the ranks to become a Library Assistant after displaying potential and skill in various library disciplines. He attained a National Certificate in Library and Information Sciences from the Harare Polytechnic and is currently in his final year completion of a National Diploma in Library and Information Sciences .He is one of the pillars of information in the library section since he knows the library stock and facilities like the back of his hand. He is also an expert in

bookbinding activities and has teamed up with other staff members in binding books back into circulation

#### Area of Interest

Materials binding

#### Current Studies

National Diploma Lib & Inf. Scie. final (Hre Poly)

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**T MAMBUME**

If a student goes to a seven-story library and checks out seven books, how many are left? Answer : *None. The Library had only seven stories!*

## Subject Librarians: at your service

### Library Assistant

#### 10) GEORGE CHIPOYERA

*ND Lib & Inf Scie. (Hre. Poly),*

Mr G Chipoyera affectionately referred to as Mr Chips, joined the institution in 2010 as a library Assistant. He holds a national diploma in library and information sciences from the Harare Polytechnic College. He is currently studying for a . He joined the institute from the Ministry of Small and Medium Enterprises Development. He has got experience in working with various projects engineered by the

ministry of which some of the students and departments are available at HIT and is easily adapting and working well with them in identifying and meeting their user needs.

#### Area of Interest

Materials circulation

#### Current Studies

Degree in Library and Information Science - Zimbabwe Open University

#### Contact Details

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**G CHIPOYERA**

### Library Assistant

#### ROSEWITTER TANDI

*ND Lib & Inf Scie. (Hre. Poly),*

Miss R Tandi joined the institute in 2010 as a Library Assistant from SSB. She holds a National Diploma in Library and information Sciences from the Bulawayo Polytechnic and has got a certificate in Records Management. She is currently studying towards an LCCI Diploma in Marketing, Public Relations and Advertising. Her Skills in Records Management has tremendously changed the general outlook of the HIT library as a record keep-

ing center which is well and professionally organized.

#### Area of Interest

Records management

#### Current Studies

LCCI Diploma in Marketing, Public Relations and Advertising.

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**R TANDI**

### Library Assistant

#### MORLEEN BORTMAN-DHLAMINI

*ND, HND, Lib & Inf Scie. (Hre. Poly),*

Mrs Bortman joined the institute as a library assistant in 2010 from the University of Zimbabwe. She holds a Higher National Diploma in Library Sciences and currently undertaking some studies towards attaining a Degree in Business Administration with Midlands State University. She has also worked as a documentalist in such reputable NGOS as

Association of Christian Centres of Africa (ACLCA). She has got more than 10 years of experience in the field of librarianship and her skills have been highly essential in library development at HIT.

#### Area of Interest

Reference work and current awareness

#### Current Studies

Degree in Business Administration- MSU

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**M BORTMAN-DHLAMINI**

### Library Assistant

#### MARGARETH CHIUMBE

*NC Lib & Inf Scie. (Hre. Poly),*

Miss M Chiumbe is also one of the longest serving HIT library staff member who joined the institution as a Technical Assistant in the Library in 2005 and is also very familiar and comfortable with the HIT library environment. She recently completed a National Certificate in Library and Information Sciences from the Harare Polytechnic and is now undertaking a

National Diploma in Library and information Sciences.

#### Area of Interest

Reference and circulation

#### Current Studies

National Diploma Lib & Inf Scie.

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**M CHIUMBE**

BOOK REVIEW: Multinational finance / Adrian Buckley. 5<sup>th</sup> ed.**Multinational finance 5<sup>th</sup> ed.**

Dr Adrian Buckley, Prentice Hall, 2004 - 788 pg

Multinational Finance is an authoritative and comprehensive description of the theory and practice of international finance and its management. This fifth EDITION builds on the strengths of previous EDITIONs, offering a user-friendly guide to the subject that moves through the basics to the advanced

with clarity and conciseness. The content has been thoroughly revised to incorporate the most up-to-date information in terms of markets, coverage of new financial instruments, and the latest empirical work (in particular in relation to discount rates and required rates of return). A key feature of this EDITION is its strong European orientation, a theme that runs throughout the book and makes Multinational Finance unique in its field.

**New to this EDITION:**

Up-to-date coverage of international accounting (IFRS) and recent empirical studies.

Foreign exchange coverage fully revised with euro currency referenced throughout the book.

Improved coverage of essential areas and issues such as international capital budgeting and country risk bring students entirely up to date.

Two-colour text design greatly improves readability. Companion Website with extra support for both lecturers and students at [www.booksites.net/buckley](http://www.booksites.net/buckley).

New END of chapter questions with answers provided at the back of the book.

**Features:**

Strong European orientation with full coverage of markets and issues relating to this region make the book ideal for courses in Europe.

Plenty of exercises and multiple choice questions are provided for each part to allow students to track their own progress.

Each chapter ENDS with an extensive summary, sign-posted with bullet points to ease the revision of key

points.

Much-praised, comprehensive glossary.

Multinational Finance is recommended for undergraduate, MBA and other postgraduate courses in international financial management taken as a part of a degree programme in finance or international business. Nearer the book beckons Financial Engineering and E-Commerce Departments for attention. The book also caters for professionals in the financial field. The author Dr Adrian Buckley is Professor of International Finance at Cranfield School of Management, Cranfield University, and a Visiting Professor at the Free University, Amsterdam.

**Its New!! Check it out at HD 786 BUC. Enjoy your reading!!**



E T Mujera

## New Arrivals—visit HIT Library

Multimedia finance (2004)/ A. Buckley	HG4027.5 BUC
Multinational financial management (2010) / A.C. Shapiro	HG4027.5 SHA
Food science (1995) / N.H. Potter	TP370 POT
Refrigeration systems and applications (2010) / I. Dincer	TP372.2 DIN
Hygiene in food processing (2003) / Lelieveld..[et al.]	TP373.6 HYG
Principles of food sanitation (2006) / N.G. Marriot	TP373.6 MAR
Advances in food refrigeration (2001) / edited by Da-Wen Sun	TP490 ADV
Fermented beverage production (2003) edited by A.G.H. Lea	TP505 FER
Malting and brewing science (1981) / D.E. Briggs	TP570 BRI
Principles of brewing science (1999) / G.J. Fix	TP570 FIX
Fox and Cameron's food science, nutrition and health / Fox	TX541 FOX

For further information please contact Joe Mbirizah at [joembirizah@gmail.com](mailto:joembirizah@gmail.com) or call ext 1183



### Lighter moment

**When the cold wind blows, what does a book do?**

*It puts on a book jacket  
Well, well!!*

**What did the spider do inside the library computer?**

*It made a Web page.*





## EXPLORING and IMPLEMENTING SUBJECT LIBRARIANSHIP IN HIT

### Introduction

A subject librarian is a library staff member who has been formally assigned to be the primary contact person or liaison person between the Library and a particular academic group (s) (i.e. faculty, department, college, school, centre or program).

Subject librarians work with academic departments to identify and address the library and information needs of staff and students in particular discipline areas. They typically provide user education sessions that are specifically tailored to the needs of assigned departments, manage the library's subject collections for that department, ensures relevance, currency of information sources, authoritative, and help users at all levels to make effective use of library resources. In some institutions the subject librarian may be a 'one-stop-shopkeeper' for the academic units on any library issue with minimum referrals.

Subject librarianship is indeed a strategic service in which the subject librarian acts as a point of contact between the library and faculty. In the HIT LIS, this strategy enables the Library to effectively promote user-focused service provision by promoting a more detailed awareness of user needs through the subject librarian. The strategy also ensures that the library collections are balanced and are also in line with the interests of the users. Acquisition of library materials, for example, should be done by a team of subject librarians with different backgrounds in order to ensure a balanced collection. Even in weeding unused materials from the library, subject librarianship assures that this exercise is undertaken in a systematic manner. Baker and Smith (1994) observed that in the UK weeding of books is done by subject librarians as uninformed weeding could lead to a loss of unique and useful materials.

### Designations of Subject Librarians

Many institutions of higher learning in the global village have different designations or titles for subject librarians. They are known as faculty librarians, school librarians in institutions that have schools and/or with faculties, subject consultants, subject support officers, subject specialists, academic librarians, liaison librarians, academic liaison officers, link librarians, information librarians, information specialist, or subject librarians.

According to Martin (1996), the majority of librarians in Britain prefer to be known as either a "liaison librarian" or a "subject librarian". They believe that a subject specialist denotes that one has serious subject knowledge and qualifications, whereas a subject librarian is a professional librarian who happens to look after a particular subject. Nearer home the University of Botswana Library (UBL) refers them as subject librarians or library liaison (Martin, 1996). The HIT Library has settled for the term Subject Librarian.

### Objectives

The following are some of the identified objectives for subject librarianship at HIT:

tives for subject librarianship at HIT:

- To be the library link and focal-point persons for both students and members of staff;
- To develop, in liaison with faculty, and maintain the subject collection in the library;
- To provide subject-oriented library instruction and information literacy skills training to students and faculty members;
- To promote and provide reference and referral information services to all library patrons;
- To direct staff and students to other useful sources of information other than those found in the HIT Library; and
- To cultivate commitment to innovative customer care, effective public relations and deliver professional services grounded in fairness, equity and honesty within and outside the library.

### Role of the Subject Librarian at HIT

The Subject Librarian at HIT Library shall engage in activities related to the development of the library collection, including the determination, coordination and implementation of the selection policy; assisting faculty members in selecting library materials through the circulation of print and online subject catalogues; collection maintenance and weeding; assessment of user needs with the specific view to build a relevant collection; undertaking collection use studies to determine usage patterns; and to carry out collection evaluation to assess relevance and appropriateness. These activities highlight why collection development is the heart of subject librarianship in any institution. The Subject Librarian at HIT must know the particular strengths of the library collections and selects the appropriate library materials that support the teaching, learning, and research needs of a particular faculty or department and students.

The Subject Librarians and the faculty must jointly collaborate and participate actively in book selection. The responsibility of the teaching staff is to keep the collection in their respective subject fields alive and to fill existing gaps. Faculty must respond to requests by Subject Librarians to submit lists of core texts and/or additional recommended bibliography for purchase to ensure a well-rounded subject collection development.

In a rapidly changing information environment, it is increasingly necessary to keep users abreast with newer, readily available and easily accessible information resources. Different subject communities are currently contributing to and making use of electronic library services. Subject librarians are better placed to see how the electronic library service can best fit with subject user groups. They can vigorously advocate for the use of the new electronic library materials and even help in showing how these can be used in teaching, learning and research activities. Case studies and sam-

ple electronic materials can be identified which can be made available to academic staff for use in their teaching activities. This way, the Subject Librarian is therefore able to participate actively in the learning and teaching process at HIT.

### Roles of HIT Subject Librarians

Subject Librarians at HIT will provide specialized reference service to students and faculty in their subject fields and are particularly adept at determining user needs. Their involvement with departments increases librarians' awareness of past, ongoing and future research among faculty members. This information is then used to match the expressed and potential or unexpressed needs with the existing library collections thereby enabling the Subject Librarians to provide effective reference and referral services.

Subject Librarians at HIT are involved in liaison activities especially in establishing and promoting liaison relationships for inter-departmental cooperation. Liaison denotes cooperation, collaboration, and partnership between the subject librarian and the faculty in order to enhance teaching, learning and research activities. This enables the HIT Library to reach out and work closely with faculty rather than to be seen as an independent and isolated ivory tower to which users only go to as a one-way information seeking process.

Apart from developing and fostering direct and effective communication Subject Librarians also provide good public relations inside and outside the library and are taking the library right to the doorsteps of the schools and departments.

The HIT subject librarian is expected to monitor and evaluate developments in subject areas they have been assigned to look after and to alert members of current developments in their respective fields.

HIT Subject Librarians also have the primary responsibility for the selection e-resources for purchase and inclusion in the library collection. Information is now available in different formats such as e-books, CD-ROM, online journals and databases. The liaison role of the Subject Librarians ensures that the selection of e-resources is done in accordance with the general collection development policy (CDP) of the HIT Library. Currently, the HIT Library is subscribing to online resources through various International support initiatives; the International Network for the Availability of Scientific Publications (INASP) and the Electronic Information For Libraries (eIFL). INASP provides access to electronic journal literature for scientific and scholarly research through the Programme for the Enhancement of Research Initiatives (PERii) while eIFL provides free open access to research information through consortia participation. The HIT Library has recently taken up subscription to e-Brary which is providing access to more than 30000 digital books on the web. The Subject Librarian at HIT has a critical responsibility to ensure that all these electronic resources are therefore

*HIT subject librarianship continued from page 7*

extensively used to stimulate scholarship in innovation. The growing and valuable resource base will make the HIT Library realise its vision of being the ultimate knowledge and information focal-point and assures stakeholders one-stop shopping for information.

Information literacy skills (ILS) training is becoming an increasingly important element of the subject librarian's role. At HIT Library, this role entails inculcating in faculty members and students research and information searching and use skills. The importance of subject librarians as teachers is also gradually being acknowledged. In addition to imparting bibliographic skills to students and staff, Subject Librarians teach users how to search for quality information on the Internet using a variety of search engines as well as subject directories and subject gateways. ILS training equips users with skills to search, locate and use knowledge and information for their project research work, for assignment writings, and for study and learning activities.

#### Benefits of Subject Librarianship at HIT

1. Subject librarianship achieves a more efficient liaison between the library and the faculties. Through this scheme, there is a constant flow of ideas between librarians and the faculty (lecturers). The problems of the faculty are carried to the libraries for effective solutions, whilst those of the library are sympathetically listened to by members of the faculty. This builds mutually beneficial and harmonious relationships between the HIT Library, faculty and students.

2. The most logical approach to collection development appears to be by subject approach. Subject Librarians, in liaison with faculty, are able to build relevant and appropriate information resource collections because they have the assistance of faculty and they utilise their subject knowledge and bibliographic skills to achieve this goal.

3. Another important aspect of collection development is stock revision. A decision is made on which books should be bound, which should be replaced with new editions, which ones to retire from active service or for 'discarding?' (donating to others who may find them useful?). A subject librarian is in a better position to know what books are relevant and can meaningfully effect stock revision in consultation with the relevant departments.

4. Subject librarianship facilitates the efficient use of professional staff and maximizes the utilization of staff expertise and qualities. It ensures that professional librarians do not spend a great deal of their time performing routine tasks that could be handled by non-professionals.

A subject librarian is more likely to provide an efficient reference and bibliographic service because he or she is aware of the research interests of members of his faculty and can offer personalized services. Efficient bibliographic help could be given to teaching and research staff because the

subject librarian is familiar with his subject and greater client satisfaction can be achieved. This fosters a crucial symbiotic relationship between user, materials and specially trained staff.

#### Challenges with Subject Librarianship

According to Martin (1996), the major problem of subject librarianship is that there is always poor job definition or specification and performances are very often inadequate. Thus at HIT, there would be need in the near future to adequately define the job description and person specification of Subject Librarians in order to recruit personnel who would be specifically engaged and geared to implement this important strategic service. Currently the service is at its inception in the HIT Library and is being performed by all library staff. Professional staffs are being used as the main executors of the service while junior staff are being introduced and equipped to carry out the service. The professional staffs are essentially 'holding hands' of the junior staff as they help them navigate the deep and turbulent waters during the early days of implementing the service.

#### Conclusion

Subject Librarianship at HIT opens up new horizons and new opportunities in knowledge and information provision at HIT. It is meant to attain stakeholder satisfaction through reaching out and providing access to content right at the doorstep of faculty and students. The Subject Librarians will ensure that the contents in the

one-stop shop are not preserved for posterity on the Library shelves but are made known for effective and optimum utilisation to stimulate scholarship in innovation by students and staff at HIT. The Subject Librarians are your link persons and focal-point men and women at your service. The HIT user community is thus being encouraged to work with them.

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We continue to remind each other and make ourselves aware of the investment the Institute has made in making electronic resources available and accessible to us all in HIT. These electronic resources, many of them subscribed through the PERii and eIFL programs contain thousands of electronic journals accessible full text through HIT Web site. The previous edition of this newsletter volume 1 issue 1 carried out an article on the e-resources the Institute had subscribed to in 2011. For the benefit of those who may not have had an opportunity to get their hands or eyes on the edition, we would like to present to you the list of the resources and their web addresses. In addition we would also want to inform our readers that the Institute has added another e-resource to the list; e-Brary Digital Library which has more than 33000 electronic books. Let us maximise usage while subscriptions last and show that the investment made was worthwhile and we still want the Institute to continue to subscribe to e-resources.

#### **Program for the Enhancement of Research Information Initiative (PERii)**

The following are electronic databases currently available and accessible -:

**Emerald:** <http://www.emeraldinsight.com>  
 User name: hararetech261 Password: Belvedere986

**EBSCO Host:** <http://search.ebscohost.com>  
 Login: IP Authentication i.e. load site and go on to search or browse

**Wiley-Blackwell:** <http://onlinelibrary.wiley.com>  
 Login: IP Authentication i.e. load site and go on to search or browse

**SAGE:** <http://online.sagepub.com>  
 User name: hitlib Password: hitlib11

**Taylor & Francis:** <http://www.informaworld.com>  
 Login: IP Authentication i.e. load site and go on to search or browse

#### **Electronic Information For Libraries (eIFL) Licencing Program**

Below are commercial e-resources available and accessibly free of charge only to members of the Zimbabwe University Libraries Consortium through eIFL- Licensing to which HIT is a paid up member:-

**BionOne** [www.bionone.org](http://www.bionone.org)  
 -provides, until 31 December 2012, access to about 160 high-impact research journals covering biological, ecological and environmental sciences.

**Cambridge Journals Online** [www.journals.cambridge.org](http://www.journals.cambridge.org)  
 -provides, until 31 December 2012, access to a multi-disciplinary collection of over 230 leading journals covering subjects including science and technology, medicine and the humanities and social sciences.

**JSTOR** [www.jstor.org](http://www.jstor.org) -provides, until 31 December 2013, access to over 1 000 leading academic journals across the humanities, social sciences and sciences.

**Oxford English Dictionary Online** [www.oed.com](http://www.oed.com) -provides access until 31 December 2012

**Oxford Reference Online** [www.oxfordreference.com](http://www.oxfordreference.com) -provides, until 31 December 2012, cross searchable access to the full text of over 200 dictionaries and reference books covering a broad range of subject areas, plus more than 12500 images.

**Oxford Journals Collection** [www.oxfordjournals.org](http://www.oxfordjournals.org) -will be providing access to over 220 high quality online journals in medicine, life sciences, mathematics and physical sciences, law, the humanities and social sciences when negotiations for renewal currently underway are concluded.

**Oxford Handbooks Online** [www.eifl.net/oxford-handbooks-online](http://www.eifl.net/oxford-handbooks-online) -provides, until 31 December 2012, access to the full text of over 80 titles published as part of the prestigious Oxford Handbooks series, plus specially commissioned keywords and abstracts in Business & Management, Philosophy, Political Science, and Religion.

**E-Brary Digital Library:** <http://site.ebrary.com/lib/hit.zw> currently providing more than 33 000 electronic books in such areas that include Business & Economics; Computers & IT; Technology; Life sciences; Medicine and Physical Sciences among others.

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