



LIBRARY DUHS

DOW UNIVERSITY OF HEALTH SCIENCES

STRATEGIC PLAN

(2024 – 2027)

Pioneering Excellence | Inspiring Innovation



To Heal | To Educate | To Discover

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HOD'S MESSAGE

Dear DUHS Community,

Welcome to the DUHS Library, your gateway to knowledge and resources. We're here to support your academic journey.

Our library is a hub for learning, offering a wide range of print and digital resources. Whether you're studying, researching, or just looking for a quiet space, we've got you covered.

Our friendly librarians are here to help you find your needs and make the most of our services. Explore our digital resources for 24/7 access to valuable materials.

Collaboration and innovation are at the heart of our library. We have group study areas and meeting spaces.

For details and assistance, visit our website or talk to our staff. We're excited to be a part of your academic success.

Welcome to DUHS Library!

Sincerely,

Fahira Rasheed,
Librarian (University)/Chief Librarian,
DUHS Library

EXECUTIVE SUMMARY

The Dow University of Health Sciences (DUHS) Library Strategic Plan outlines a clear roadmap to enhance library services across its central and college libraries. Anchored in five strategic goals—unified services, improved infrastructure, enriched collections, advanced technology, and staff development—the plan seeks to align library operations with DUHS’s academic mission. Key initiatives include upgrading library facilities, digitizing resources, implementing an Integrated Library System, and promoting inclusive access and collaboration. Resource planning emphasizes budget prioritization, staff training, and IT support. A strong monitoring framework ensures ongoing evaluation, while addressing challenges like staffing, space, and connectivity. This plan positions DUHS libraries as modern, accessible hubs for research and learning.

ABOUT DUHS LIBRARY

Dow University of Health Sciences (DUHS) boasts a comprehensive network of libraries dedicated to supporting research, learning, and academic endeavors across various disciplines within the realm of health sciences. With a commitment to providing access to a wealth of knowledge resources, DUHS libraries serve as vital hubs for students, faculty, and researchers.

INTRODUCTION & OVERVIEW

Central Libraries:

Dow Medical College Library (DMC):

The Dow Medical College Library is a cornerstone of DUHS's academic excellence. With an extensive collection of medical literature, journals, and research materials, DMC caters to the diverse informational needs of students and faculty members from various medical disciplines.

Dow Medical College, founded in 1944 with the laying of its foundation stone by Sir Dow Hough, stands as a distinguished institution with a rich history and commitment to medical education. The college is home to the Professor Muhammad Ali Shah Library Block, a testament to its enduring legacy. Constructed before partition around 1944 and covering an expansive area of approximately 10,000 sq. ft., the library is a central hub within Dow Medical College.

The library, having undergone three renovations since its inception, saw its most recent refurbishment in 2009. The imposing three-story building features a well-stocked souvenir shop and the Moin Auditorium on the ground floor, adding to the overall academic and cultural ambiance of the institution.

Situated on the first floor, the main library houses the reference section and the archive section, boasting a collection of around 27,000 books and various local and international scholarly journals. The library also provides well-furnished separate reading rooms for faculty and postgraduate students, fostering an environment conducive to focused study. Additionally, a dedicated discussion room is available to facilitate group studies and collaborative learning.

Ascending to the second floor, students will find a spacious, well-furnished, fully air-conditioned reading hall with a capacity to accommodate 250 students. This reading hall serves as a haven for students of all years, providing an ideal setting for academic pursuits.

Dow Medical College's commitment to education, reflected in its state-of-the-art library facilities, demonstrates its dedication to providing a conducive and enriching environment for both faculty and students. With a legacy dating back to its foundation, Dow Medical College continues to be a beacon of medical education and scholarly excellence.

Dow International Medical College Library (DIMC):

The Dow International Medical College Library Inaugurated on January 29th, 2010, The DIMC Library, a central hub for knowledge, offers an array of services including reference assistance and online access. Equipped with a spacious reading room, video conference hall, and a digital library, it caters to diverse learning needs. With over 6,000 books, 600 journals, and 251 CDs,

the library supports research and academic growth for students and faculty alike. Dedicated spaces like the Gosha-e-Yusfia highlight its commitment to enriching Urdu literature while fostering a collaborative learning environment across 70,439 sq. ft.

College Libraries:

In addition to the central libraries, DUHS hosts a network of specialized departmental libraries, each tailored to meet the unique demands of its respective academic discipline. These include:

Institute of Business and Health Management (IBHM) Library:

Supporting studies at the intersection of business and health management, the IBHM Library offers a diverse collection of resources spanning healthcare administration, policy, economics, and strategic management.

Dow College of Pharmacy (DCOP) Library:

Catering to the educational needs of pharmacy students and researchers, the DCOP Library houses a comprehensive assortment of pharmaceutical literature, drug references, and scholarly works.

School of Public Health (SPH) Library:

As a focal point for public health education and research, the SPH Library provides access to a wide array of materials covering epidemiology, biostatistics, health policy, environmental health, and global health initiatives.

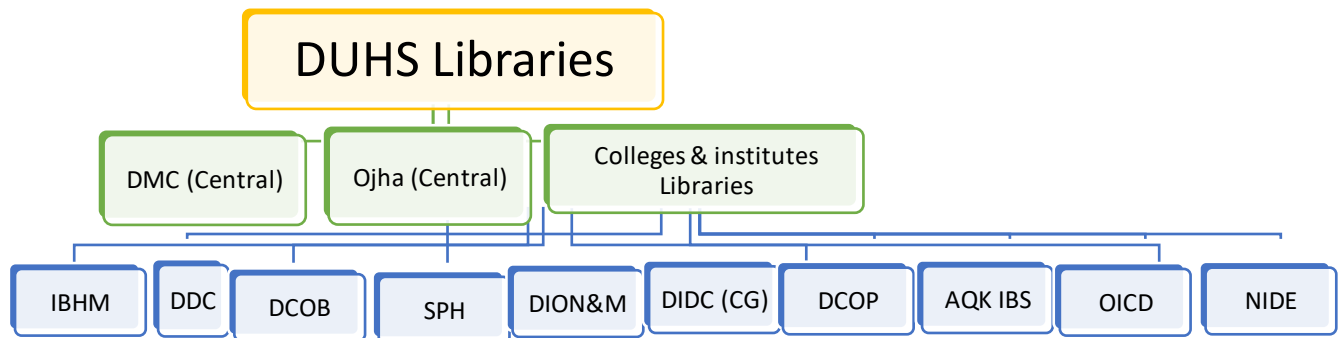
Institute of Nursing (DION&M) Library:

Supporting the training and development of nursing professionals, the ION Library offers a rich collection of nursing textbooks, journals, and clinical resources, facilitating evidence-based practice and continuous learning within the field.

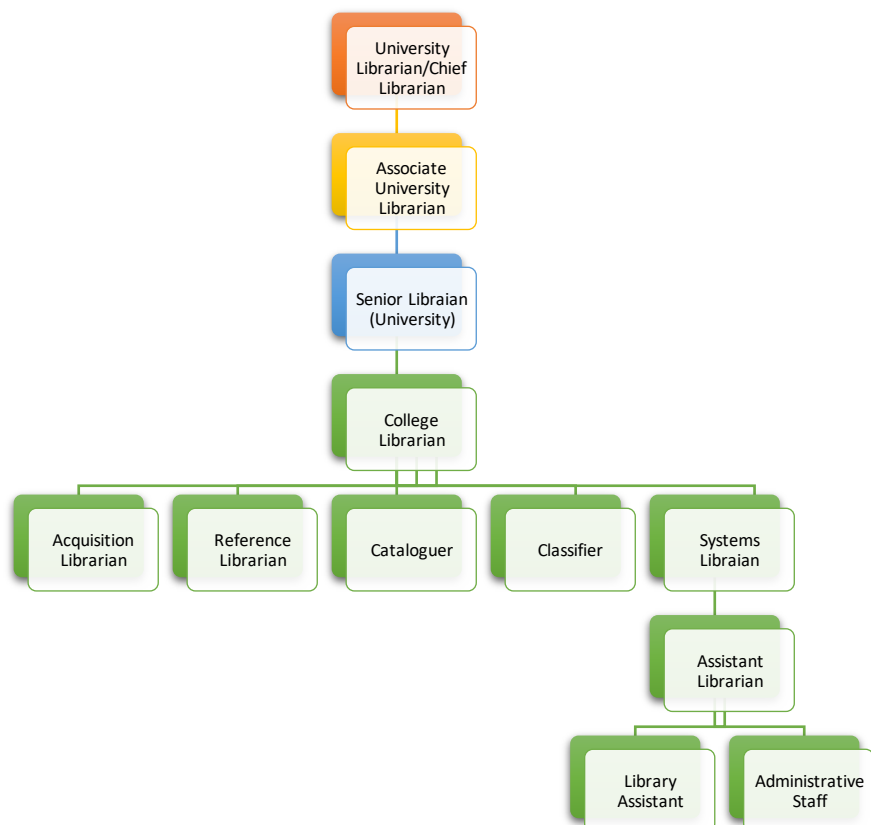
Dow Dental College DIDC (Chensar Goth Library):

Established in 2018, Dow Dental College's library, known as Chensar Goth Library, holds a collection of 740 books, catering specifically to the academic needs of dental students and researchers.

INSTITUTIONAL ORGANOGRAM



Staff Hierarchy



SECTION I: OVERVIEW OF THE STRATEGIC PLANNING PROCESS

The strategic planning process for the DUHS Library is a comprehensive framework designed to articulate the library's vision, goals, and objectives over a specified period. This plan aims to enhance library services, optimize resource allocation, and ensure alignment with the broader mission of the Dow University of Health Sciences (DUHS). The involvement of a diverse committee reflects a commitment to inclusive decision-making and a comprehensive approach to addressing the needs of all library stakeholders.

Strategic Planning Committee

The strategic planning process is spearheaded by a dedicated committee comprising individuals with varied expertise across library services and administration. The committee members are as follows:

SR #	Name of Participants	Designation	Institute/College/Supporting Department/Section
01	Prof. Nazli Hossain	Chairperson	Pro-Vice Chancellor, DUHS
02	Ms. Fahira Rasheed	Member/Secretary	Librarian, University, DMC, DUHS
03	Mr. Mirza Muddassir Beg	Member	Librarian, DMC
04	Ms. Umm e Habiba	Member	Assistant Librarian, DIMC
05	Ms. Raffat Saba	Member	Librarian, SPH/DIMC
06	Ms. Amber Ahmed	Member	Librarian, DIMC
07	Ms. Aliya Waqar	Member	Librarian, IBHM
08	Ms. Javarya Hanif	Member	Librarian, DCOP
09	Ms. Safa Asif	Member	Librarian, DION & M
10	Mr. Nasrullah Khan	Member	Admin Officer, DIDC (CG)

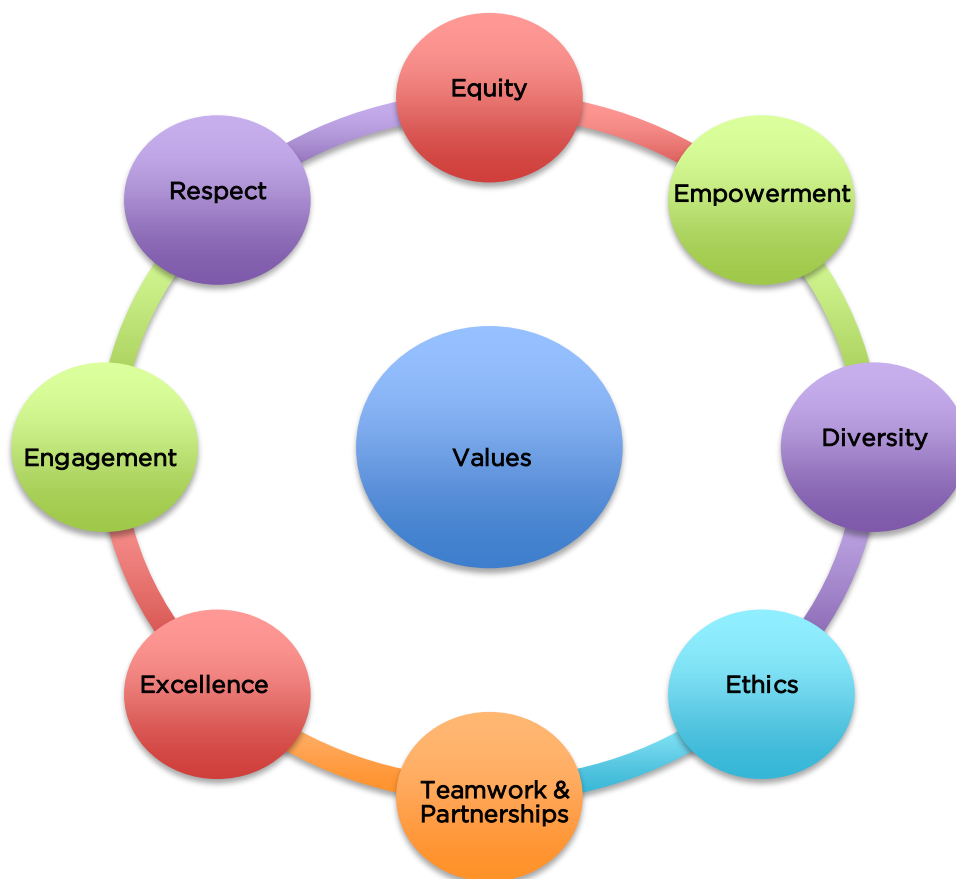
SECTION II: VISION, MISSION, AND VALUES

VISION

To be a pre-eminent academic institution committed to changing and saving lives.

MISSION

Providing outstanding patient-centered education, training, and clinical care informed by cutting-edge research and innovation generating and disseminating new knowledge.



VALUES

- **Customer Service**
 - Put students first
- **Empathy & Compassion**
 - Understand before you judge
 - Be concerned for the sufferings and misfortunes of others

- **Excellence**

- Be the best and commit to exceptional quality and service

- **Innovation**

- Encourage curiosity, imagine, create, and share

- **Teamwork**

- Engage and collaborate

- **Integrity & Leadership**

- Be a role model and influence others to achieve their best
- Have the courage to do the right thing
- Hold yourself and others accountable

- **Respect & Collegiality**

- Be kind
- Listen to understand
- Value different opinions

STATEMENT OF PURPOSE

"The DUHS Library Services aims to be a dynamic and unified knowledge hub that fosters academic excellence, research innovation, and lifelong learning. Committed to serving the diverse needs of all disciplines across Dow University of Health Sciences, our libraries provide equitable access to comprehensive resources, cutting-edge technologies, and collaborative learning environments.

By integrating emerging technologies, embracing global best practices, and facilitating interdisciplinary research, we strive to empower students, faculty, and researchers with the tools and knowledge required for excellence in healthcare, science, business, public health, and beyond.

Through our centralized yet campus-specific approach, DUHS Library Services aspires to be a model of modern library systems, advancing knowledge while upholding the values of inclusivity, innovation, and academic integrity."

SECTION III: ASPIRATIONAL INSTITUTIONS

National Institutes

1. Karachi University
2. Ziauddin University
3. Aga Khan University (AKU), Karachi, Karachi

International Institutes

4. **King Saud University Library** (Saudi Arabia)
 - Extensive collection in health sciences and allied fields.
5. **Qatar University Library** (Qatar)
 - Strong focus on research and digital services.

SECTION IV: STRATEGIC GOALS

Goal 1: Unified and Inclusive Library Services

Objective 1: Develop and implement a unified policy framework.

Objective 2: Establish a centralized governance structure.

Objective 3: Ensure accessibility for all users.

Objective 4: Foster collaboration across campuses.

Goal 2: Infrastructure and Facilities

Objective 1: Conduct orientation program for library users.

Objective 2: Upgrade library infrastructure with modern furniture, lighting, and ventilation.

Objective 3: Implement an efficient security system for books and library assets.

Goal 3: Collection Development and Management

Objective 1: Enhance print and e-resources collections to support academic programs.

Objective 2: Develop a systematic acquisition policy to ensure relevant and up-to-date resources.

Objective 3: Digitize rare and essential materials for broader accessibility.

Goal 4: Technology and e-Resources

Objective 1: Implement a state-of-the-art Integrated Library System (ILS) for efficient cataloging and circulation.

Objective 2: Develop an institutional repository for archiving research output and theses.

Goal 5: Staff Development and Capacity Building

Objective 1: Provide regular training program for library staff to enhance technical and managerial skill.

Objective 2: Promote collaborative learning environments by creating group study areas and discussion rooms.

Objective 3: Foster collaboration with other university libraries and professional organizations.

OBJECTIVES, OKRs & KPIS

Strategic Goal 1: Unified and Inclusive Library Services

Goal Statement: Establish a centralized framework for DUHS Library Services, integrating all campus libraries under a unified system that provides equitable access to resources, aligns with institutional branding, and meets the needs of diverse disciplines and user groups.

OKR (Objective and Key Results)

Objective 1: Develop and implement a unified policy framework.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Standardize operations and policies across DUHS libraries.	KR1: Draft and approve the unified policy framework by Q2 of Year 1.	Number of libraries adopting the policy; staff trained.	Compliance reports and workshop attendance logs.	100% implementation by Q4 of Year 1.	DUHS & all Librarians	Policy drafting team, training budget, workshop materials.	Jul-25
	KR2: Conduct 3 policy orientation workshops for library staff by Q3. (Internal Policy each library)						
	KR3: Achieve 100% implementation in all libraries by Q4.						

Objective 2: Establish a centralized governance structure.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Create an oversight committee for library governance.	KR1: Form the governance committee with representatives from all campuses by Q2 of Year 1.	Governance structure operational ; meetings held.	Meeting minutes and implementation status of decisions.	Governance structure operational by Year 1, Q4.	Fahira Rasheed (Librarian University)	Administrative support, meeting logistics.	Dec-24
	KR2: Develop a decision-making protocol by Q3.						
	KR3: Conduct bi-annual governance meetings starting Q4.						

Objective 3: Ensure accessibility for all users.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Equip libraries with inclusive design features.	KR1: Conduct accessibility audits for all libraries by Q1 of Year 2.	Percentage of libraries with inclusive features; staff trained.	Accessibility audit reports, user feedback.	60% of libraries fully accessible by Year 2, Q4.	Fahira Rasheed (Librarian University), Mirza Mudasar (DMC), Riffat Saba (Librarian DIMC, SPH)	Accessibility devices, training modules.	Dec-26
	KR2: Install assistive technologies (Barcode kit) in 60% of libraries by Q3 of Year 2.						
	KR3: Train all library staff on inclusive services by Q4 of Year 2.						

Objective 4: Foster collaboration across campuses.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Create a platform for resource-sharing and knowledge exchange.	KR1: Launch an online resource-sharing platform by Q2 of Year 3.	Number of events conducted; platform usage statistics.	Attendance records, user satisfaction surveys.	Fully operational platform and 2 events by Year 3, Q4.	IT Team and Library Services Director.	IT budget, event logistics.	Year 3, Q4.
	KR2: Conduct 2 inter-campus library collaboration events per year.						
	KR3: Develop shared learning modules for staff by Q3 of Year 3.						

Strategic Goal 2: Infrastructure and Facilities							
Goal Statement: Implement cutting-edge technologies and innovative library services, such as digital archives, AI-driven systems, RFID security, and virtual libraries, to enhance the library's role as a modern knowledge hub.							
OKR (Objective and Key Results)							
Objective 1: Conduct orientation program for library users.							
Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Orientation for the library users	Conduct orientation program for new students and faculty	User attendance	Survey feedback, attendance list	New students, new faculty	Librarian of respective campuses	-	Yearly
Objective 2: Upgrade library infrastructure with modern furniture, lighting, and ventilation.							
Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Upgrade library infrastructure with modern furniture	Renovate reading spaces with modern design and facilities	Renovate space coverage, satisfaction rating, usage of new services	User satisfaction survey, services usage analytics	Reading space	P.D & University librarian	Renovation budget, user survey tools	Dec 26
Objective 3: Implement an efficient security system for books and library assets.							
Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Implementation of RFID Security System	Implement RFID system	Librarian with RFID system: staff trained: system operational	System usage satisfies, system usage statistics, system usage feedback	Implement 100% in 1 year	University librarian + I.T dept.	Software license, training and budget	Dec 26
	Train 50% staff on MARC						
	Install RFID in 40% of libraries						

Strategic Goal 3: Collection Development and Management

Goal Statement: Expand and diversify library collections and services to support interdisciplinary research and the evolving academic needs of all faculties, students, and researchers.

OKR (Objective and Key Results)

Objective 1: Enhance print and e-resources collections to support academic programs.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Enhance library resources	Add 20% More books and journals in priority discipline	No, of new acquisition, collection coverage per discipline	Annual acquisition report	20% collection growth by year 1 & on-going updates annually	University librarian & library committee	Acquisition budget, vendor partnership	yearly

Objective 2: Develop a systematic acquisition policy to ensure relevant and up-to-date resources.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Unified acquisition policy for DUHS library	Implement approved acquisition policy across DUHS libraries	No. of libraries adopting acquisition policy, staff trained	Compliance circulation record	100% implementation by Q4	University librarians & all librarians	Policy drafting team, training budget, workshop material	Dec 25

Objective 3: Digitize rare and essential materials for broader accessibility.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Digitization of library rare material	Complete 15% digitization by Q4 year 1	Percentage of material digitize portal usage statistics	Digitization logs, feedback surveys, portal software	50% Digitize by year 2	All librarians	Scanning equipment, portal usage percentage, budget	Dec 26
	Developing online portal prototype Q2 year 1						

Strategic Goal 4: Technology and e-Resources

Goal Statement: To provide seamless access to comprehensive up-to-date information of collection and e-resources, enabling users to efficiently research, learn, and collaborate through user-friendly platforms and ongoing technology advancements, thereby supporting the academic and research needs of the community.

OKR (Objective and Key Results)

Objective 1: Implement a state-of-the-art Integrated Library System (ILS) for efficient cataloging and circulation.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Implementation of Library (ILMS) system for standardizing cataloguing system	Implement library-oriented software	Librarian with software, trained staff, system operational	System usage satisfaction, system usage statistics, user feedback	Implement 100% in year 1	All librarians + Library I.T Professional	Software, training budget	Dec 25
	Train 100% of staff						
	Install software in all libraries of DUHS						

Objective 2: Develop an institutional repository for archiving research output and theses.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Develop DUHS theses repository	Make institutional repository	Repository operational across all libraries of DUHS	Usage statistics	Implement 100% in 1 year	All librarians + Library I.T Professional	Software, training budget	Dec 25
	Trained staff						

Strategic Goal 5: Staff Development and Capacity Building

Goal Statement: Enhance user satisfaction by providing innovative services, creating collaborative environments, incorporating feedback mechanisms, and regularly updating resources and facilities to adapt to evolving needs.

OKR (Objective and Key Results)

Objective 1: Provide regular training program for library staff to enhance technical and managerial skill.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Staff professional development program	Ensure 50% of library staff attend at least 1 workshop	Attendance rate, paper submitted	Workshop attend	50% participation annually	University librarian + all librarian	Allowances & travel budget	Dec 26
	Submit 2 library improvement papers in a conference over 3 years						

Objective 2: Promote collaborative learning environments by creating group study areas and discussion rooms.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Expend reading spaces for the library users	Expand reading spaces	Libraries upgraded	User satisfaction	Full upgrade by year 2	P.D & University Librarian	Budget & space	Dec-26

Objective 3: Foster collaboration with other university libraries and professional organizations.

Objective	Key Results	KPI	Measurement Method	Target	Person Responsible	Resource Requirement	Timeline
Develop collaborations for other libraries	Sign MOUs with 2 national and 1 international library	No. of MOUs	Signed agreement	2 local & 1 international libraries	University librarian	Travel and networking budget	Dec 27

SECTION V: RESOURCE PLANNING FOR ACHIEVING STRATEGIC GOALS

Effective resource planning is key to reaching our goals. We need to prioritize budgets, train staff, and upgrade technology to improve services and resources. Engaging partners will help us grow. Additionally, hiring an IT person for the library system is crucial for better support and management.

SECTION VI: IMPLEMENTATION AND MONITORING OF STRATEGIC PLAN

The implementation and monitoring of the strategic plan at the DUHS Library aims to enhance its strengths while addressing weaknesses. With a positive environment for collaboration, updated learning resources, and skilled staff, the library offers valuable support to students and faculty. However, challenges like outdated staff salaries, Internet issues, and insufficient space need attention. Opportunities for improvement include hiring an IT specialist and digitalizing resources, while threats like data entry delays and space limitations must be managed.

SECTION VII: LIST OF APPENDICES

No.	DESCRIPTION
A	SWOT Analysis
B	TOWS Matrix

APPENDIX A: SWOT ANALYSIS

STRENGTHS	WEAKNESSES
<ol style="list-style-type: none"> 1. The Dow University of Health Sciences (DUHS) Libraries boasts a positive work environment, fostering productivity, collaboration, and employee satisfaction. 2. They offer updated learning resources and E-resources, ensuring access to cutting-edge information and a global perspective on education. 3. Highly skilled staff members are readily available to provide expert assistance, contributing to a high-quality educational experience. 4. The digital library website and OPAC provide 24/7 accessibility, enabling flexible resource access for students and faculty. 5. The DUHS libraries feature study rooms available for group discussions, fostering collaboration and catering to varied learning styles. 6. A dedicated faculty lounge and reserved spaces for postgraduate students create conducive environments for academic engagement. 7. The DMC reading room accommodates up to 300 students and DIMC 350, offering ample seating capacity for many users. 8. The DMC library boasts an extensive collection of approximately 27,000 reference and medical books, including a 70-year archive of DMC books, index, and journals. Additionally, the DIMC library holds over 6,000 books, 600 journals, and 251 CDs, providing robust support for research and academic growth for students and faculty alike. 	<ol style="list-style-type: none"> 1. Lead to demotivation and hinder overall staff performance. 2. Internet and Wi-Fi issues present challenges, causing inconsistent or unreliable access to online resources and hindering research activities. 3. Inadequate technology integration results in missed opportunities for innovative services, potentially affecting user satisfaction. 4. Insufficient physical space poses challenges in accommodating a growing student population and expanding resources. 5. The collection of books is not regularly updated, potentially creating a gap in providing the latest and most relevant academic resources. 6. Unimplemented DUHS library software and outdated computers contribute to inefficient operations and challenges in resource retrieval. 7. The lack of a DUHS libraries security system poses security vulnerabilities, risking theft or damage to valuable resources.

OPPORTUNITIES	THREATS
<ol style="list-style-type: none"> 1. Recruitment of an IT specialist can enhance the DUHS libraries' technological capabilities, addressing existing weaknesses. 2. The digitalization of archive materials presents an opportunity to preserve historical documents and improve accessibility. 3. New professional staff hires can address workforce-related weaknesses, bringing up updated skills and expertise. 4. Orientation and E-resources sessions can enhance user awareness and utilization of electronic resources. 5. Networking or cooperation with other Libraries or international libraries fosters collaboration and resource sharing. 6. Acquiring more reference books on various topics can enhance the library's academic support. 	<ol style="list-style-type: none"> 1. The delay in implementing KOHA at DUHS is due to some library staff not entering data correctly. 2. Insufficient physical space poses a threat to user satisfaction, impacting study and resource access.

APPENDIX B: TOWS MATRIX

OPPORTUNITIES	THREATS
<ol style="list-style-type: none"> 1. Recruitment of an IT specialist can enhance the DUHS libraries' technological capabilities, addressing existing weaknesses. 2. The digitalization of archive materials presents an opportunity to preserve historical documents and improve accessibility. 3. New professional staff hires can address workforce-related weaknesses, bringing up updated skills and expertise. 4. Orientation and E-resources sessions can enhance user awareness and utilization of electronic resources. 5. Networking or cooperation with other Libraries or international libraries fosters collaboration and resource sharing. 6. Acquiring more reference books on various topics can enhance the library's academic support. 	<ol style="list-style-type: none"> 1. The delay in implementing KOHA at DUHS is due to some library staff not entering data correctly. 2. Insufficient physical space poses a threat to user satisfaction, impacting study and resource access.

STRENGTHS	SO	ST
<ol style="list-style-type: none"> 1. The Dow University of Health Sciences (DUHS) Libraries boasts a positive work environment, fostering productivity, collaboration, and employee satisfaction. 2. They offer updated learning resources and E-resources, ensuring access to cutting-edge information and a global perspective on education. 3. Highly skilled staff members are readily available to provide expert assistance, contributing to a high-quality educational experience. 4. The digital library website and OPAC provide 24/7 accessibility, enabling flexible resource access for students and faculty. 5. The DUHS libraries feature study rooms available for group discussions, fostering collaboration and catering to varied learning styles. 6. A dedicated faculty lounge and reserved spaces for postgraduate students create conducive 	<ol style="list-style-type: none"> 1.Leverage Skilled Staff and Digital Resources: Utilize the highly skilled staff to conduct orientation and E-resource sessions that enhance user awareness and effectively guide students and faculty to utilize the extensive digital resources available. 2. Use the positive work environment and collaborative space to foster partnerships with other libraries or international libraries to share resources and knowledge, enhancing access to diverse academic materials. 3. Recruit an IT specialist who can work alongside existing staff to integrate innovative technologies that enhance user experience and resource access, addressing both strengths in personnel and the opportunity for improved technology. 4. Use the library's extensive collections and skilled personnel to digitally archive valuable historical documents and materials, improving accessibility and preservation for future generations. 	<ol style="list-style-type: none"> 1.Promote strong digital resources to reduce the impact of physical space limitations. 2.Train staff on how to effectively input data into the KOHA system to avoid delays. 3. Utilize the large reading rooms and study spaces to create a comfortable study environment that counters user dissatisfaction from limited space.

<p>environments for academic engagement.</p> <p>7. The DMC reading room accommodates up to 300 students and DIMC 350, offering ample seating capacity for many users.</p> <p>8. The DMC library boasts an extensive collection of approximately 27,000 reference and medical books, including a 70-year archive of DMC books, index, and journals. Additionally, the DIMC library holds over 6,000 books, 600 journals, and 251 CDs, providing robust support for research and academic growth for students and faculty alike.</p>		
WEAKNESSES	WO	WT
<p>1. Lead to demotivation and hinder overall staff performance.</p> <p>2. Internet and Wi-Fi issues present challenges, causing inconsistent or unreliable access to online resources and hindering research activities.</p> <p>3. Inadequate technology integration results in missed opportunities for innovative services, potentially</p>	<p>1.Hire an IT specialist to address tech weaknesses and improve system like KOHA.</p> <p>2.Implement regular updates for the collections and staff training, using new staff expertise.</p> <p>3. Address outdated salaries and staff satisfaction by justifying hiring skilled staff to upgrade library services.</p>	<p>1. Address internet and Wi-Fi issues to enhance the reliability of online resources.</p> <p>2. Plan for a new library space or adjustments to accommodate the growing student body and improve user satisfaction.</p> <p>3. Develop a security system to protect valuable resources and prevent theft or damage, helping to mitigate vulnerabilities in the library's operations.</p>

<p>affecting user satisfaction.</p> <p>4. Insufficient physical space poses challenges in accommodating a growing student population and expanding resources.</p> <p>5. The collection of books is not regularly updated, potentially creating a gap in providing the latest and most relevant academic resources.</p> <p>6. Unimplemented DUHS library software and outdated computers contribute to inefficient operations and challenges in resource retrieval.</p> <p>7. The lack of a DUHS libraries security system poses security vulnerabilities, risking theft or damage to valuable resources.</p>		
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