Management of the library; performance indicators, planning, decision-making, evaluation, mission statement

As the national library of Denmark The Royal Library administers the national cultural heritage in terms of published works (books, periodicals, newspapers, leaflets), manuscripts, archives, maps, pictures, photographs and music in conventional and digital form. The Royal Library must provide the best possible access to the collections on present-day conditions for the purpose of research, studies and experiences, while at the same time making sure that the collections are preserved, secured and will be handed on to posterity.

As university library for the University of Copenhagen and national main subject library, The Royal Library does make the at any time most relevant and comprehensive collections of scholarly literature available for research and further education at the University of Copenhagen and for the country as a whole within the fields of humanities, theology, social sciences and law.

As a research institution, The Royal Library carries out relevant research within the library’s tasks, functions, subjects and collections.

As a cultural institution and museum, The Royal Library has, due to its function as national library, a special obligation to mediate knowledge and experiences within that part of the country’s cultural heritage for which the library is responsible.

In June 2005 a very important decision was made in order to strengthen and coordinate the service in relation to the University of Copenhagen and to develop the service to research and higher education: The Ministry of Culture decided to merge the Danish National Library of Science and Medicine with The Royal Library.

The idea behind the merging of the two libraries is to provide a more complete and comprehensive service to the University of Copenhagen and to make sure that the different services develop concurrently with the increased needs and demands from the university, including the demands to a future research library and also to create a new accommodating organisation that will be able more forcefully to produce the basis for qualitative improvements and thereby greater opportunities for both the university library, the national library and joint areas. The effect of the merging will make itself felt during the course of 2006.

Handling of electronic publications and formats, including new legislation

The objective of The Royal Library’s digitisation of its collections is to provide easier access to the national cultural heritage by making available authentic digital editions of important national works via the net to research, education and anyone else interested – both in Denmark and abroad.
The largest project in 2005 was the launching of an internet harvesting of the Danish part of the internet following an amendment to the Act on Legal Deposit. Read more about that under ‘Legal deposit of materials’.

In 2005 another important project was retro-digitisation of Danish scientific journals, which will form the basis for a Danish J-Store. The project has been in the pipeline for quite a long time, i.a. because the level of ambition was raised considerably when it proved economically feasible to make most of the material available with free-text searching in the complete text. Via an electronic journals archive with interdisciplinary search facilities, everybody interested is offered a user-friendly, free as well as independent of time and place, access to a digital version. The project now awaits the final copyright issues to be cleared, after which it will be introduced to the general public.

On the occasion of the 200-year anniversary of the writer Hans Christian Andersen’s birth a large virtual library has been established with a considerable number of online editions by and about Hans Christian Andersen. The Royal Library’s new web site ‘H.C. Andersen online’ now gives access to almost a dozen important and lasting web editions by and about the famous writer: i.a. diaries, almanacs, portraits, manuscripts. Five publications are also available in their entirety in an English version. See <www.kb.dk/elib/mss/hca/>

Apart from that the series of Danish and foreign, older and more recent digital facsimiles have been extended by GKS 1657 4º, a late medieval gynaecological manuscript Liber Trotula, in a Dutch translation. This happened in connection with the loan of the manuscript to a surgical/ historical exhibition in Bruges.

‘Digital facsimiles’ is a term applied to those online publications that the Manuscript Department has placed on the net. The expression ‘electronic manuscript’ may at first glance seem rather contradictory. It is the translation into English of the author Klaus Høeck’s collection of poems Hjem (Home) from 1985, which has been characterised as an outstanding work in Danish literature of the 1980s.

**Funding**

The library’s budget is based on a four-year strategic plan for The Royal Library for the years 2003-2006, agreed with the Ministry of Culture. The strategic plan is entitled *For research, use and experience* and covers the tasks which have been agreed with the ministry should be prioritised over this period. The strategic plan provides the framework for central operational tasks as well as investments in new ones, and there has also been made room for a couple of significant development tasks for The Royal Library as digital library.

In addition the library tries constantly to attract supplementary funding from Denmark’s Electronic Research Library, a number of private and public foundations and cooperation partners. The aim is to produce more spectacular results, but without exception the grants are all earmarked.

Over the past few years The Royal Library’s appropriations have been decreasing, forcing the library to launch a general plan for the adjustment of its costs. The plan was implemented by degrees during 2002-2005, and was meant to ensure a balance between grants and costs.

However, the library has suffered yet further framework reductions, the most recent of 1.4 million DKK being announced in April 2005 and taking effect from January 2006. On top of
this, the budget model that released grants for the university library task has now been revoked, which means that the library is allocated less money for this particular task than were to be expected according to the library’s own calculations. It therefore became necessary for the library as soon as possible to reduce its costs within the National Budget-financed activities by a further 5.5 million DKK and consequently there had to be reductions in staff as well.

**Legislation**
An extended act on legal deposit came into force on July 1. 2005, making it possible to harvest the entire Danish internet. See also the section ‘Legal deposit of materials’.

Otherwise there have been no major changes in legislation that would affect the library and its missions. The Royal Library’s tasks are described in the annual National Budget and in the legislation concerning legal deposit.

**Buildings**
In order to improve the university library service at Copenhagen University Campus Amager a new faculty library building for the humanities is planned for early 2008 with i.a. attractive reading desks for the students. The library has engaged its users in a dialogue about the new faculty library and has been experimenting with changes in the placing of furniture and furniture groups. Members of staff have subsequently been asked to fill in observation questionnaires, and the result of these observations will become part of a broader overall knowledge in terms of library design.

Following a government report on the preservation of our cultural heritage the Ministry of Culture now invests in the establishment of climate-controlled stacks for the library’s national collections. The first stack is to be inaugurated in connection with the new university library at Campus Amager. The ministry is also planning a large climate-controlled stack for the National Archives and The Royal Library on premises near the main railway station. This location is very attractive in relation to the library’s service points.

In 2005 The Royal Library signed a very large sponsor agreement with Montana Company which means the fulfilment of an age long wish to have a permanent, high security exhibition room in the Gallery in The Black Diamond. The treasury, which will be named the Montana Hall, will house exhibitions of the library’s most valuable treasures. The layout will differ markedly from other more traditional exhibition rooms. Through a single very large cylindrical glass case one will experience an entire exhibition hall full of treasures. The new treasury is expected to be ready for opening in autumn 2006.

**Staffing matters**
The Royal Library’s plan for staff development is *strategic* by being closely related to the institution’s goals and assignments, and *systematic* via recurrent use of tools like for example individual development plans.

In 2004-2005 the library prepared a new management policy that describes management roles, management values and management assessment. The policy states that management assessment should be conducted biannually. The first assessment took place in September 2005, where all members of staff had the opportunity to assess individuals, management group and board. The individual leader was assessed according to his or her focus on results and costs, the strategic overview and emphasis on the common cause as
well as active staff management. The management group and the board were each assessed on strategic overview and emphasis on the common cause.

The results for the individual leader were discussed at the annual management development interview and in a dialogue with his or her staff. The appraisal of the management group and the board indicates a need for improved communication in relation to the institution’s goals, prioritisations and context. The new board takes the indications very seriously and will be looking further into the subject in the near future. At the beginning of 2006 the liaison committee will also be given the opportunity to comment on the results and to contribute with ideas for improvements.

Members of staff were invited to attend a number of internal regular courses primarily with external instructors, but also courses where the library uses ‘in-house instructors’ – for example courses on library subjects, economics, Latin, special databases and special programmes on the general public’s computers. Regular courses have been supplemented with new offers, such as net communication, and the departments have been able to request special courses, run in their own department. Due to the merging of the two libraries there has been a reduced number of internal courses during the second half of 2005.

**Information technology and networks – the digital library**

With a simultaneous focus on building up, mediation and preservation of both conventional and digital collections The Royal Library is a hybrid library. As part of a forward-orientated goal it is absolutely essential that the digital content of the hybrid library is augmented. This must happen by increasing the digital share of the library’s collections, the digital accessibility of collections and information and the digital administration of the library. It must improve the users’ access to relevant information and encourage self-service. In this way the library’s services and activities will become more effective, use of manpower will be reduced as will wear and tear.

The vision is continually to support a network-based further development of the research libraries. A new organisation has been created with a number of programme areas that cover the whole spectrum of these assignments. The Royal Library participates very actively in these.

In 2005 The Royal Library has collaborated with the Faculty of Theology as well as the Institutes for English, German and Romance languages on a project that examines the possibilities for making the electronic resources of the subjects more visible and accessible for the users. This should ideally be done with the help of professional subject portals that make it possible to simultaneously search in a large number of portals in one go. Two portals were established, with the subject areas themselves choosing which resources to include as well as deciding how they were to be structured in professional terms.

Commercial suppliers of electronic resources are more and more making their content available in a form that makes them searchable directly from tools other than the resources’ own interfaces. The terminology is still a little vague, but concepts such a meta search and federated search are among the most popular. These simultaneous search tools enable the user from one and the same interface both to find relevant resources and to search in these and to get the search result presented directly in the interface. Moreover, it is also possible to search in a large number of resources at the same time.
Another important initiative within the area of simultaneous search is Google Scholar. An estimated 85-90% of The Royal Library’s licensed electronic resources are searchable via Google Scholar.

The Department of Music and Theatre’s most important partners are the Institutes of Musicology and Dramaturgy at the University of Copenhagen and the Music Section at the State and University Library. The most important result of the cooperation with the State and University Library is still the subject portal ‘The Virtual Music Library’, where also the University Library of Southern Denmark and Aalborg University Library are stakeholders. The portal represents a quality-assured, well-structured access to music resources, predominantly in Denmark, but also a number of foreign resources, primarily aimed at music students and music scholars.

**Legal deposit of materials**

In December 2004 The Danish Parliament (Folketinget) approved an extended act on legal deposit, *Act on Legal Deposit of Published Material*, which replaced the former act from 1997. The main aims of the new act is to harmonise legislation on legal deposit with the technological development as far as electronic cultural heritage is concerned, as well as bringing together legislation on legal deposit in one single act. The Legal Deposit Act will now also comprise film, radio and television programmes and to a greater extent Danish internet material.

The Act came into force on July 1. 2005 and from then on The Royal Library in cooperation with the State and University Library has started to download the Danish part of the internet and secure it for posterity. For this purpose a joint organisation has been established between the two libraries – netarkivet.dk

The first cross-section harvesting was launched on July 1. 2005. This kind of harvesting covers the entire Danish internet, i.e. dk-domains. Apart from these very broad retrievals, netarkivet.dk also harvests about 80 web sites more intensively, so that for example news items from Denmark’s Radio are particularly carefully filed and monitored during the day.

In October the minister of culture, Brian Mikkelsen, initiated a special harvesting with focus on local elections taking place on November 15. This is the first so-called event harvesting, where a large number of web sites are being monitored intensively over a period with a view to covering a selected event in Danish society. The local elections 2005 were of considerable interest as they coincided with a major structural reform in the municipalities. netarkivet.dk has preserved this for posterity by following the homepages of candidates and parties for a period of four weeks as well as following debate fora on the net etc. Event harvesting of the local elections provided the staff involved with a knowledge and insight that enabled them to secure a comprehensive collection of web pages from the political parties and their candidates.

**Acquisitions**

In 2005 The Royal Library acquired original manuscripts by a large number of prominent Danish authors, both poets and writers from The Golden Age and modern literature from the latter part of the 20. century. The acquisition of fictional and lit crit author manuscripts etc. from the 1800s and 1900s has – like in previous years – been highly prioritised in the library’s acquisition policy.
Denmark joined NATO in 1949. For the purpose of the defence of Denmark and to be used in many future military situations, it was necessary to get precise aerial photography of the whole country (in the highest possible strength of solution). This did not exist at the time and Denmark was unable to produce it at that moment. The US Air Force therefore conducted a secret total, systematic and top-quality aerial photography in 1954 of the entire country and internal waters. The Royal Library learned of a possible discarding from The Royal Air Force Archives in Great Britain and successfully negotiated a handing over of all the negatives. In December the RAF’s photographic archive of the 1954 photography was included in the Department of Maps, Prints and Photographs as one of the most valuable accessions in later years.

After nearly five years of preparation it became possible towards the end of 2005 to get the necessary means for acquiring a large collection of music manuscripts and other documents left by the composer Paul van Klenau. The collection, which includes more than 100 complete musical compositions in Klenau’s own handwriting as well as a considerable number of manuscripts for lectures and articles, have for the last 40 years been languishing in a cottage in Tyrol and in a flat in the centre of Vienna. Apart from works by Klenau that are already known, the collection contains a large number of works that seems to be unknown. When the collection has been examined and sorted in the course of 2006, it will probably offer the chance of a re-estimation partly of Klenau’s own music, and partly of aspects of Danish and German musical history.

The major investment in electronic resources has been made in connection with the purchase of ECCO – Eighteenth Century Collection Online. ECCO is a unique collection of digital books and other printed material published between 1700 and 1799 in England and the Commonwealth. The collection is complete, i.e. everything published in England during the period mentioned will be available online in 2006.

**Preservation and Conservation**

As part of a four-year allocation The Royal Library has in 2005 received 6.1 million DKK from the special allocation for the preservation of the cultural heritage. The allocation has made a considerable intensification of the preservation effort possible in order to catch up with the backlog in the conservation of threatened objects of unique national importance and for preventive measures. The intensified effort is based on The Royal Library’s Preservation Plan 2010.

The preservation initiative can be divided into three overall action lines: 1. **Preventive preservation**, including all activities associated with the prevention of disintegration of the objects without actually interfering with them. 2. **Conservation**, including chemical as well as physical interference with a damaged object with a view to stabilizing or recreating the object in its physical form. 3. **Substitution**, including production of replacement copies of objects that are in danger of being lost because of disintegration. This is done by transferring the information to a new medium in the form of film, paper or in digital form.

A main assignment in 2005 has been to extend the preservation capacity in accordance with the new economic conditions. More staff has been appointed, so that the number of staff has tripled from 8 to 23. Consequently focus has been on training the new members of staff as well as on an extension of the workshop.

At the same time a massive effort has started within the areas of cleaning, packaging and conservation. The work also involves collection departments that carry out the prioritisation
and handling of collections. The initiative covers all parts of the library’s collections of unique national importance.

As mentioned under Buildings special action line is the preparation of the new stacks. According to the plans set out, climate-controlled stacks will be established in Njalsgade 112 and at the Goods Railway Station, where nearly all collections of unique national importance can be stored. Storage of the collections in climate-controlled stacks is without doubt the best and the most economical way to prevent disintegration.

**Services to readers**
The aim is for an increased usage of the library’s collections and facilities, but at the same time a shift towards a major increase in the usage of electronic loans.

Lending is an area where digital usage has increased considerably with an intensified use of electronic and digital services. In 2004 electronic loans constituted 73 % of total loans, rising to 77 % in 2005. At the same time the total loans figure has doubled from 2002 to 2005.

In most other Danish and foreign libraries conventional loans have fallen in number over the past few years. The Royal Library has surprisingly once more enjoyed a small increase by about 4,000 loans in 2005. This is i.a. due to the fact that major parts of the older collections are being made available via the online catalogue in connection with their retro-conversion. It is part of the library’s policy that there shall be a shift from conventional usage to electronic usage via the internet. Number of visits to the library’s web www.kb.dk is therefore compared to the number of visitors who appear in person. The aim is for the number of physical visits and web visits to be on the increase, but that the greatest increase should be on www.kb.dk. In 2005 there were more than four times as many virtual visits as there were physical ones.

‘Books to your doorstep’, which means that any borrower in Denmark can register, order and have books sent by post to his or her home from the 12 major research libraries in Denmark, has been extended so that borrowers can now return the books free of charge via one of the libraries that participate in this service.

**Cultural events, exhibitions and publishing**
The Royal Library has mediation of culture as one of its objectives. The library holds very important collections concerning Hans Christian Andersen, i.a. most of his manuscripts, all first editions, nearly all known portrait photographs, translations in nearly every language, etc. This induced the library to contribute with a great number of events in the 200-year of Hans Christian Andersen’s birth.

The Diamond hosted three exhibitions in 2005. The cultural-historical main exhibition *The poet’s theatre dreams*, the exhibition in the National Museum of Photography *Silhouettes* and in the Gallery the exhibition *From Albanian to Zulu*. This was supplemented by a travelling exhibition to provincial libraries with original material, *The original Hans Christian Andersen*. The exhibitions were supplemented by a series of lectures. Finally the library has lent objects to a large number of exhibitions in Denmark and abroad.

Together with a number of other institutions the library published a gift, a free book to immigrant families with translations in immigrant languages of some of the author’s most famous fairy-tales. The library has moreover and in cooperation with a publishing house in
Damascus been instrumental in getting the majority of Hans Christian Andersen’s fairy-tales translated directly from Danish into Arabic for the first time. Hans Christian Andersen’s and J.P.E. Hartmann’s opera *Little Kirsten* has been published as full score for the first time, and now available on the Internet is *Hans Christian Andersen online*, with extensive texts and documentation on the author and his works, including the publication *Hans Christian Andersen. A letter biography*.

The year was rounded off with an exhibition about the general and politician Napoleon with whom Denmark at one time was forced into an alliance. The exhibition, entitled *The power game. Denmark and Napoleon*, will be followed by a number of lectures discussing superpowers over the years.

The National Museum of Photography in autumn 2005 staged an exhibition *Photie Man* with the Irish-born photographer Tom Wood who has long been a cult figure and an important source of inspiration to many photographers. For almost thirty years Wood has been wandering through the streets of his hometown, Liverpool, and photographed in busses, nightclubs and restaurants, on the beach and in market places. He quickly got the nickname, Photie Man, because he was always wandering about photographing. The nickname has stuck – hence the name of the exhibition.

**Other notable information**

The opening of the library’s extensive – and up till then unsolved – case of theft in the 1970s happened in September 2003 when the British auctioneers Christie’s approached the library on the matter of a book that had been handed in to them for sale. In 2004 the solving of the crime resulted in sentences for handling of stolen goods. The Ministry of Culture is contemplating the possibilities of retrieving the loss caused by ‘The Major Book Theft’.

Most of the stolen books by far have been returned to The Royal Library with the help of the police. But altogether 76 books have been sold via auction houses to buyers in many different countries within and outside the EU. The fact remains that these are books of considerable cultural value, i.a. as museum artefacts. But this function may just as well be fulfilled by other copies of the works or by acquiring other books of similar quality.

The Royal Library will try to acquire these or similar works on the open market so that the library can exploit general trade mechanisms when fixing the price.

As part of this procedure, the library has established a web site *Missing Books* <www.kb.dk/kb/missingbooks/> that also includes other works that have disappeared. The library’s book historians have played an important part in the establishment of checked and corrected lists, completed and put on the web in May 2005. At the same address one will find *Royal Identification Marks* “a digital list with pictures and descriptions of identification marks and characteristics of older books in the library’s collections” that includes many interesting library historical insights.

**Major celebrations**

The most important event in 2005 was the festivities in connection with the 200-year of the poet Hans Christian Andersen’s birth, mentioned elsewhere in this summary.

**Organisation**
The merging of the National Library of Science and Medicine with The Royal Library takes effect from January 1, 2006 under the name – The Royal Library, National Library and Copenhagen University Library. The fusion means the unification of the two oldest, existing libraries in Denmark, The University Library and The Royal Library, with a common history which for the older part stretches right back to 1482, for the younger back to 1648.

The National Library of Denmark and Copenhagen University Library encompass two tasks within the same library, each with its own resources, own collections and service surfaces that form part of a common library and culture institution, The Royal Library. The historical and geographical community between the two institutions, which have now been merged, offers special service advantages for the University of Copenhagen that must be maintained and developed.

A strategic plan for the university library task, *The University at the Centre*, was produced in December 2005. The final organisation plan will be ready in spring 2006.