

IUP LIBRARIES STRATEGIC PLAN

January 2020 – August 2021

UNIVERSITY MISSION STATEMENT

Indiana University of Pennsylvania is a leading public, doctoral/research university, strongly committed to undergraduate and graduate instruction, scholarship, and public service.

Indiana University of Pennsylvania engages students as learners and leaders in an intellectually challenging, culturally enriched, and contemporarily diverse environment.

Inspired by a dedicated faculty and staff, students become productive national and world citizens who exceed expectations personally and professionally.

IUP LIBRARIES MISSION STATEMENT

Explore – Collaborate – Create

The IUP Libraries advance Indiana University of Pennsylvania's education and research mission by providing resources for its communities of successful scholars to explore, collaborate, and create knowledge in an inclusive and safe learning environment.

IUP LIBRARIES VISION STATEMENT

The IUP Libraries will be the intellectual center of the university. We will provide the best scholarly and educational resources, will deliver quality and innovative services, and will establish an inclusive and user-centered space. We will cultivate a place that fosters community building, diversity, and scholarly success using our shared strengths.

IUP LIBRARIES VALUES

IDEAS: Innovation, Discovery, Equality, Access, and Service

FOUR STRATEGIC GOAL AREAS

1. Content
2. Learning, Research, and Enrichment
3. Operational Efficiency
4. Organizational Capacity



GOAL 1. CONTENT

Collect, preserve, describe, and provide access to a wide range of high-quality information resources to enrich the teaching, learning, and research missions of the University.

Strategy 1.1 Realign acquisitions to the University's redesigned academic programs and budget.

Tactic 1.1.1 Complete a comprehensive review and realignment of e-resource subscriptions.

Tactic 1.1.2 Maximize acquisition budget for most effective mix of print and electronic purchases.

Tactic 1.1.3 Update the IUP Libraries Collection Development Plan.

Strategy 1.2 Improve access to the collection.

Tactic 1.2.1 Complete the deaccessioning and book removal project.

Tactic 1.2.2 Eliminate backlog of unprocessed book donations stored in the building.

Tactic 1.2.3 Complete the book inventory project, correcting errors in the ALMA catalog and OCLC.

Tactic 1.2.4 Complete a sync of records in the ALMA catalog and OCLC.

Strategy 1.3 Strengthen the role of Special Collections in the Libraries' and the University's core missions.

Tactic 1.3.1 Review this program and develop a multi-year strategic plan for the program.

Tactic 1.3.2 Develop a directed digitization program to improve virtual access to collections.

Tactic 1.3.3 Continue to address physical space needs for this program.

Strategy 1.4 Design and implement a robust integrated program for digital content.

Tactic 1.4.1 Create digital content platform(s) appropriate to user needs and budgetary realities.

Tactic 1.4.2 Collaborate with partners to prioritize content ingest and encourage its use.

Strategy 1.5 Enrich interlibrary loan program to supplement collections and assist consortium partners.

Tactic 1.5.1 Complete a systematic review of interlibrary loan services.

GOAL 2. LEARNING, RESEARCH, AND ENRICHMENT

Provide impactful services and programs which encourage and support student success, research and scholarship, and extracurricular enrichment.

Strategy 2.1 Lead campus-wide programs which support and celebrate teaching, research, and learning.

Tactic 2.1.1 Strengthen reference and research support services to students and faculty.

Tactic 2.1.2 Expand the Libraries' successful information literacy program.

Tactic 2.1.3 Facilitate a summit of campus faculty and staff involved in remote learning, educational design, and instructional technology.

Tactic 2.1.4 Lead campus implementation of open educational resources (OER).

Tactic 2.1.5 Implement program to highlight the scholarly output of IUP faculty, staff and students.

Strategy 2.2 Implement an integrated outreach and engagement program.

Tactic 2.2.1 Establish an events, exhibits, and engagement group to coordinate this work.

Tactic 2.2.2 Engage input and participation of all library personnel in outreach activities.

Tactic 2.2.3 Develop partnerships with other IUP units and off-campus agencies to deliver high-impact collaborative programming for students, faculty, and staff.

Strategy 2.3 Implement an integrated external communications program.

Tactic 2.3.1 Establish a marketing and communications group to coordinate this work.

Tactic 2.3.2 Engage input and participation of all library personnel in external communications.

Tactic 2.3.3 Develop partnerships with IUP Marketing and Communications and student organizations to enrich and extend communications activities.

GOAL 3. OPERATIONAL EFFICIENCY

Strengthen administrative, assessment, facilities, and technological infrastructures to ensure efficient and maximal use of human, budgetary, and physical resources.

Strategy 3.1 Improve administrative structures to empower faculty and staff with decision-making.

Tactic 3.1.1 Implement operational and reporting structures in response to changing needs.

Tactic 3.1.2 Maximize tools for internal communication.

Tactic 3.1.3 Re-establish a Technology Advisory Group to provide overarching coordination of technology needs.

Strategy 3.2 Cultivate a culture of continuous assessment, user experience, and data-inspired decision-making.

Tactic 3.2.1 Establish an assessment group with short-term outcomes for usability testing, surveys focus groups, and other forms of data collection, analysis, and/or reporting.

Tactic 3.2.2 Collect, analyze, and use library users' expectations to inform and direct goals, strategies and tactics throughout the IUP Libraries strategic plan.

Tactic 3.2.3 Complete 5-year program review, including input from an external reviewer.

Strategy 3.3 Review, re-envision, and redesign physical facilities for optimal staff and patron use.

Tactic 3.3.1 Re-establish a space planning group with short-term outcomes for signage and priorities for space utilization, renovation, and improvement.

Tactic 3.3.2 Implement incremental improvements in facilities, furnishings, and equipment.

Tactic 3.3.3 Address safety and security challenges in our public facility.

Tactic 3.3.4 Remove obstacles to accessibility and equity presented in our facilities.

Tactic 3.3.5 Update the IUP Libraries disaster response plan.

GOAL 4. ORGANIZATION CAPACITY

Create a supportive and empathetic organization in which collaboration, innovation and scholarship are celebrated, the contribution of each individual is valued in the larger mission, and where work/life balance is an explicit component of our shared success.

Strategy 4.1 Encourage and support professional development and training for Library faculty and staff.

Tactic 4.1.1 Seek and distribute adequate funding for professional development and training.

Tactic 4.1.2 Utilize the Professional Development Committee to coordinate and communicate information about on-campus and external training and professional development opportunities.

Strategy 4.2 Implement effective activities for organizational development and staff morale.

Tactic 4.2.1 Continue a social committee for informal engagement, exchange, and celebrations.

Tactic 4.2.2 Continue formal and informal programming which encourage exchange of employee knowledge, highlight the mission and program of campus partners, and share wellness activities.

Tactic 4.2.3 Encourage networking, information exchange and visits with other libraries and off-campus partners, esp. SSHELCO libraries.

Tactic 4.2.4 Develop activities to socialize individuals and integrate programming across units in the Stapleton and Stabley libraries.

Strategy 4.3 Enrich the experience of library student employees.

Tactic 4.3.1 Develop programs to support, train, and improve capacity of student managers.

Tactic 4.3.2 Create feedback/input mechanisms for student employees.

Tactic 4.3.3 Establish varied programs/events to acknowledge and celebrate student employees.