



OTTENHEIMER LIBRARY

Library Component Plan (FY24-FY28)

GOAL 1: Access

Increase student access to transformative educational experiences that are affordable, versatile, and relevant.

Objective 1: Improve access to library content and services.

- **Strategy 1:** Redesign library interfaces to improve usability and discoverability.
- **Strategy 2:** Increase library provision of student technologies.
- **Strategy 3:** Increase the inclusion of library-sponsored affordable course content and open educational resources into courses.

Objective 2: Improve access to spaces supporting scholarship, teaching and learning.

- **Strategy 1:** Review, inventory and downsize physical collections.
- **Strategy 2:** Develop a library master plan in alignment with the university master plan that creates a technologically-rich environment to meet users' diverse needs.

Goal 2: Experience

Improve the student, faculty, and staff experience by cultivating an engaging campus community that promotes diversity, equity, and inclusivity.

Objective 1: Build a service-orientated, customer-centric culture.

- **Strategy 1:** Assess and improve customer-responsive services.
- **Strategy 2:** Improve library employee skills in communication, customer service and cultural competencies.

Objective 2: Enhance a sense of belonging among people of various backgrounds, identities, perspectives, and skills.

- **Strategy 1:** Evaluate processes in recruitment to improve inclusive practices and increase the diversity of applicant pools.

- **Strategy 2:** Provide collections reflecting a variety of perspectives, viewpoints, and experiences.
- **Strategy 3:** Develop campus partnerships to support campus diversity, equality and inclusion initiatives.

Objective 3: Update library organization to support library strategic objectives and values (access, service, respect and excellence).

- **Strategy 1:** Undertake a library employee salary assessment to identify equity and market problems based on benchmark data.
- **Strategy 2:** Update positions and position responsibilities as needed to support strategic initiatives.

GOAL 3: Attainment

Increase educational attainment that leads to social and economic mobility

Objective 1: Expand instructional initiatives to support student achievement.

- **Strategy 1:** Expand instructional initiatives promoting information literacy and critical thinking skill development.
- **Strategy 2:** Promote experiential learning opportunities that develop career-readiness skills.
- **Strategy 3:** Explore the offering of micro-credentials and/or certificates for students and student employees.
- **Strategy 4:** Support use of culturally responsive and inclusive pedagogical practices in instruction.
- **Strategy 5:** Organize student employee experiences that promote skills development.

Objective 2: Assess student success outcomes of instructional initiatives.

- **Strategy 1:** Assess outcomes of information literacy instruction.
- **Strategy 2:** Assess the impact of individual consultations on student academic success.

Goal 4: Research

Expand the institution's applied research footprint to provide advanced educational opportunities and to broaden external impact.

Objective 1: Improve and increase access to research infrastructure

- **Strategy 1:** Review, assess and refine research collections.

- **Strategy 2:** Create institutional repository (IR) to preserve and promote research of students and faculty.

Objective 2: Improve research support services.

- **Strategy 1:** Support researchers in open access publishing.
- **Strategy 2:** Explore opportunities for the library to measure and support faculty research impact.
- **Strategy 3:** Explore collaboration with other research support services in development of a research commons.

Objective 3: Support the development of student researchers.

- **Strategy 1:** Develop undergraduate research experiences.
- **Strategy 2:** Improve promotions and communication of Karen Russ Memorial Award for Excellence in Research.
- **Strategy 3:** Highlight student research and archive artifacts in the institutional repository.

GOAL 5: Community Engagement

Enhance community engagement through partnerships and collaborations involving faculty, staff, and students that address local, state, and regional needs.

Objective 1: Expand collaborations within the community to develop library resources and support student achievement.

- **Strategy 1:** Collaborate with CALS and other libraries in support of reciprocal agreements and community focused programming.
- **Strategy 2:** Support skills development of high school and concurrent students.

Objective 2: Pursue external funding opportunities to support library initiatives.

- **Strategy 1:** Collaborate with Advancement to expand development efforts and support the Centennial Campaign.
- **Strategy 2:** Build partnerships to solicit grant funding for programming that is inclusive of the community.