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<th>GOALS</th>
<th>STRATEGIES</th>
<th>TARGETS/OBJECTIVES</th>
<th>DELIVERABLES/ASSESSMENT</th>
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| Goal 1: Strengthen Liberal Education | **Strategy 1.1:** The library will hire and develop exceptional talent. | - Conduct a national search to fill vacancies.  
- Design training for search committees in collaboration with the Department of Human Resources.  
- Align new hires with library and university vision through an orientation program. | - Post job vacancies with national organizations. (ALA, SAA)  
- Schedule and attend training sessions in conjunction with HR.  
- New hires will attend orientations with staff development coordinator. |
| | **Strategy 1.2:** Align our instructional learning outcomes with those of the University. | - Conduct instruction meetings with librarians.  
- Align the library’s information literacy standard with the university’s liberal education outcomes.  
- Ensure best practices in library instruction.  
- Provide students with necessary skills, tool and resources to be information literate learners. | - Conduct at least 5 instruction meetings per semester.  
- Review library lesson plans. (Lesson Plans)  
- Survey faculty and students to ensure best practices (Minute Papers)  
- Conduct meetings with university stakeholders to review information literacy needs. (Contacts and Consultations form) |
| | **Strategy 1.3:** Support high impact curriculum through faculty outreach. | - Embed librarians in the classroom.  
- Offer and strengthen the O’K Scholars program to faculty.  
- Meet with each academic department individually. | - Count the number of courses with embedded librarians.  
- Conduct pre and post O’K Scholars assessments.  
- Report the number of departments met with. |
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<th>Strategy 1.4: Explore and develop opportunities to foster and support scholarship, research and creative work.</th>
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| - Participate and archive university day research posters.  
- Conduct research and participate in professional writing and presentations.  
- Seek opportunities to work with faculty research.  
- Partner with faculty and university stakeholders to identify research needs.  
- Support library staff in implementing new initiatives.  
- Build a collection that supports faculty and student research needs  
- Develop services and programs that strengthen liberal education.  
- Review accession of university day research.  
- Yearly report of library professional activity.  
- Report opportunities available in collaboration with faculty and university stakeholders. (Digital Publishing, Social Media)  
- Review initiative ideas and support needs. (Tutorials: funding, time, staff)  
- Assess collection development policies and liaison program.  
- Analyze and report statistical data. (Value of the Library Stats) |

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<th>Strategy 1.5: Create liberal education opportunities for students.</th>
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| - Collaborate with faculty through course and assignment creation.  
- Use library collections, resources and technology in collaboration with university stakeholders.  
- Provide students with internship opportunities within library departments.  
- Review O’K Scholars outcomes and subject liaison interactions.  
- Analyze and report statistical data. (Value of the Library Stats)  
- Report opportunities available to students and the outcome of those interactions. |

| Goal 2: Enhance Quality of Graduate and  
Strategy 2.1: Assess the library’s collections and services to ensure that they enhance and support (quality) academic programs. |
|---|
| - Assess collections for relevancy in collaboration with faculty and subject liaisons.  
- Review collection development policies and subject liaison program.  
- Conduct meetings with university stakeholders to review collection... |
| Professional Programs | - Review and implement relevant collection development best practices.  
- Partner with faculty and university stakeholders to identify program needs.  
- Maintain best practices within the service areas. | needs. (Contacts and Consultations form)  
- Review service policies and procedures. |
|-----------------------|---------------------------------------------------------------|---------------------------------------------------------------|
| **Goal 3:** Build Commitment to Social Justice Through Enhanced Community Engagement | **Strategy 3.1:** Issues of social justice will be advanced through library sponsored services, programs and collections. | - Sponsor a library lecture series.  
- Offer programs that provide opportunities for discussion.  
- Collaborate with faculty and university stakeholders to promote and support issues of social justice. | - Report on the progress of the library lecture series.  
- Survey audience about opportunities.  
- Review exhibits and marketing methods used to support the collaboration. |
| **Goal 4:** Enhance Revenue and Stewardship of Resources | **Strategy 4.1:** All library plans, policies and practices will support university priorities and reflect a commitment to stewardship of resources. | - Review and revise policies.  
- Collaborate with administration to determine university priorities.  
- Implement policies and practices based on trust. | - Indicate when a policy was reviewed or revised. (Created 4/2015, Revised 6/2016)  
- Assess rules and procedures. (Internal Auditor)  
- Review and revise service policies. |
| **Strategy 4.2:** Enhance revenue through outside funding options such as grants and the Friends of the Library. | - Seek grant writing opportunities.  
- Host Friends of the Library fund raising events. | - Report on available grant opportunities.  
- Review the Friends of the Library program and fund raising options. |
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<th>Goal 5: Enhance the Quality of Physical and Operational Infrastructure</th>
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<td><strong>Strategy 5.1:</strong> Manage transactional processes efficiently with the use of technology.</td>
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| - Review and revise policies.  
  - Collaborate with IT to ensure staff has access to technology to adequately support learning and services.  
  - Collaborate with university stakeholders to support physical access to collections and services.  
  - Indicate when a policy was reviewed or revised. (Created 4/2015, Revised 6/2016) |
| **Strategy 5.2:** Staff will be: highly trained, committed to excellence, and promoting a welcoming and inclusive environment. |
| - Create an orientation program to align all new hires with the vision of the library and the university.  
  - Create a new policy manual for all staff members.  
  - New hires will attend orientations with staff development coordinator.  
  - Staff development committee will create and review a new policy and procedure manual. |
| **Strategy 5.3:** Staff will: manage transactional processes efficiently with the use of technology. |
| - Conduct meetings with library and IT staff.  
  - Review security and physical access policies and procedures. |
| - New hires will attend orientations with staff development coordinator.  
  - Staff development committee will create and review a new policy and procedure manual. |