

GOALS	STRATEGIES	TARGETS/OBJECTIVES	DELIVERABLES/ASSESSMENT
<p align="center"><b>Goal 1:</b> <b>Strengthen Liberal Education</b></p>	<p><b>Strategy 1.1:</b> The library will hire and develop exceptional talent.</p>	<ul style="list-style-type: none"> <li>- Conduct a national search to fill vacancies.</li> <li>- Design training for search committees in collaboration with the Department of Human Resources.</li> <li>- Align new hires with library and university vision through an orientation program.</li> </ul>	<ul style="list-style-type: none"> <li>- Post job vacancies with national organizations. (ALA, SAA)</li> <li>- Schedule and attend training sessions in conjunction with HR.</li> <li>- New hires will attend orientations with staff development coordinator.</li> </ul>
	<p><b>Strategy 1.2:</b> Align our instructional learning outcomes with those of the University.</p>	<ul style="list-style-type: none"> <li>- Conduct instruction meetings with librarians.</li> <li>- Align the library's information literacy standard with the university's liberal education outcomes.</li> <li>- Ensure best practices in library instruction.</li> <li>- Provide students with necessary skills, tool and resources to be information literate learners.</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct at least 5 instruction meetings per semester.</li> <li>- Review library lesson plans. (Lesson Plans)</li> <li>- Survey faculty and students to ensure best practices (Minute Papers)</li> <li>- Conduct meetings with university stake holders to review information literacy needs. (Contacts and Consultations form)</li> </ul>
	<p><b>Strategy 1.3:</b> Support high impact curriculum through faculty outreach.</p>	<ul style="list-style-type: none"> <li>- Embed librarians in the classroom.</li> <li>- Offer and strengthen the O'K Scholars program to faculty.</li> <li>- Meet with each academic department individually.</li> </ul>	<ul style="list-style-type: none"> <li>- Count the number of courses with embedded librarians.</li> <li>- Conduct pre and post O'K Scholars assessments.</li> <li>- Report the number of departments met with.</li> </ul>

	<p><b>Strategy 1.4:</b> Explore and develop opportunities to foster and support scholarship, research and creative work.</p>	<ul style="list-style-type: none"> <li>- Participate and archive university day research posters.</li> <li>- Conduct research and participate in professional writing and presentations.</li> <li>- Seek opportunities to work with faculty research.</li> <li>- Partner with faculty and university stake holders to identify research needs.</li> <li>- Support library staff in implementing new initiatives.</li> <li>- Build a collection that supports faculty and student research needs</li> <li>- Develop services and programs that strengthen liberal education.</li> </ul>	<ul style="list-style-type: none"> <li>- Review accession of university day research.</li> <li>- Yearly report of library professional activity.</li> <li>- Report opportunities available in collaboration with faculty and university stake holders. (Digital Publishing, Social Media)</li> <li>- Review initiative ideas and support needs. (Tutorials: funding, time, staff)</li> <li>- Assess collection development policies and liaison program.</li> <li>- Analyze and report statistical data. (Value of the Library Stats)</li> </ul>
	<p><b>Strategy 1.5:</b> Create liberal education opportunities for students.</p>	<ul style="list-style-type: none"> <li>- Collaborate with faculty through course and assignment creation.</li> <li>- Use library collections, resources and technology in collaboration with university stake holders.</li> <li>- Provide students with internship opportunities within library departments.</li> </ul>	<ul style="list-style-type: none"> <li>- Review O'K Scholars outcomes and subject liaison interactions.</li> <li>- Analyze and report statistical data. (Value of the Library Stats)</li> <li>- Report opportunities available to students and the outcome of those interactions.</li> </ul>
<p><b>Goal 2:</b> <b>Enhance Quality of Graduate and</b></p>	<p><b>Strategy 2.1:</b> Assess the library's collections and services to ensure that they enhance and support (quality) academic programs.</p>	<ul style="list-style-type: none"> <li>- Assess collections for relevancy in collaboration with faculty and subject liaisons.</li> </ul>	<ul style="list-style-type: none"> <li>- Review collection development policies and subject liaison program.</li> <li>- Conduct meetings with university stake holders to review collection</li> </ul>

C.G. O'KELLY LIBRARY – STRATEGIC PLAN

<p><b>Professional Programs</b></p>		<ul style="list-style-type: none"> <li>- Review and implement relevant collection development best practices.</li> <li>- Partner with faculty and university stake holders to identify program needs.</li> <li>- Maintain best practices within the service areas.</li> </ul>	<p>needs. (Contacts and Consultations form)</p> <ul style="list-style-type: none"> <li>- Review service policies and procedures.</li> </ul>
<p><b>Goal 3:</b> <b>Build Commitment to Social Justice Through Enhanced Community Engagement</b></p>	<p><b>Strategy 3.1:</b> Issues of social justice will be advanced through library sponsored services, programs and collections.</p>	<ul style="list-style-type: none"> <li>- Sponsor a library lecture series.</li> <li>- Offer programs that provide opportunities for discussion.</li> <li>- Collaborate with faculty and university stake holders to promote and support issues of social justice.</li> </ul>	<ul style="list-style-type: none"> <li>- Report on the progress of the library lecture series.</li> <li>- Survey audience about opportunities.</li> <li>- Review exhibits and marketing methods used to support the collaboration.</li> </ul>
<p><b>Goal 4:</b> <b>Enhance Revenue and Stewardship of Resources</b></p>	<p><b>Strategy 4.1:</b> All library plans, policies and practices will support university priorities and reflect a commitment to stewardship of resources.</p>	<ul style="list-style-type: none"> <li>- Review and revise policies.</li> <li>- Collaborate with administration to determine university priorities.</li> <li>- Implement policies and practices based on trust.</li> </ul>	<ul style="list-style-type: none"> <li>- Indicate when a policy was reviewed or revised. (Created 4/2015, Revised 6/2016)</li> <li>- Assess rules and procedures. (Internal Auditor)</li> <li>- Review and revise service policies.</li> </ul>
	<p><b>Strategy 4.2:</b> Enhance revenue through outside funding options such as grants and the Friends of the Library.</p>	<ul style="list-style-type: none"> <li>- Seek grant writing opportunities.</li> <li>- Host Friends of the Library fund raising events.</li> </ul>	<ul style="list-style-type: none"> <li>- Report on available grant opportunities.</li> <li>- Review the Friends of the Library program and fund raising options.</li> </ul>

<p><b>Goal 5:</b></p> <p><b>Enhance the Quality of Physical and Operational Infrastructure</b></p>	<p><b>Strategy 5.1:</b> Manage transactional processes efficiently with the use of technology.</p>	<ul style="list-style-type: none"> <li>- Review and revise policies.</li> <li>- Collaborate with IT to ensure staff has access to technology to adequately support learning and services.</li> <li>- Collaborate with university stake holders to support physical access to collections and services.</li> </ul>	<ul style="list-style-type: none"> <li>- Indicate when a policy was reviewed or revised. (Created 4/2015, Revised 6/2016)</li> <li>- Conduct meetings with library and IT staff.</li> <li>- Review security and physical access policies and procedures.</li> </ul>
	<p><b>Strategy 5.2:</b> Staff will be: highly trained, committed to excellence, and promoting a welcoming and inclusive environment.</p>	<ul style="list-style-type: none"> <li>- Create an orientation program to align all new hires with the vision of the library and the university.</li> <li>- Create a new policy manual for all staff members.</li> </ul>	<ul style="list-style-type: none"> <li>- New hires will attend orientations with staff development coordinator.</li> <li>- Staff development committee will create and review a new policy and procedure manual.</li> </ul>