



Strategic Plan: 2012-2017

Vision:

The University Libraries is recognized nationally for its excellence in library service to the UMKC and Kansas City community as the entry point of discovery and creativity to UMKC students and faculty.

Mission:

The University Libraries is an essential partner in empowering intellectual discovery, facilitating scholarship and creative activity, and preserving intellectual and cultural records.

Values:

- We place our users' needs at the center.
- We value and respect the individual.
- We value working together.
- We value the creation and preservation of information.
- We value the power of sharing knowledge openly.

Executive Summary

The UMKC University Libraries function in a dynamic environment responding to the learning and research needs of the UMKC students, faculty, staff, and users from the greater community. Changes in scholarly communication, learning environments, and technology coupled with recent trends in practical, collaborative learning and interdisciplinary scholarship demand an agile and responsive organization to meet the expectations of the academy. The faculty and staff of the University Libraries continually monitor trends in librarianship, publishing, and technology as well as library user expectations and needs here at UMKC. Surveys, usability studies and other user feedback have provided valuable information to guide our plans for improving our library facilities and technologies, expanding our physical and electronic collections, delivering services and instruction to library users regardless of where they are, and fostering a workplace where innovation, achievement, personal growth, and respect for others are celebrated.

University Libraries Long-Term Goals—5 Year Plan (—2012-2017)

By 2017, the UMKC University Libraries, an essential partner in learning and research, will be a campus presence characterized by the following statements:

- A. **FACILITIES AND TECHNOLOGY:** The University Libraries' facilities on the Volker, Hospital Hill, and online campuses welcome library users and staff with comfortable, safe, inviting spaces and state-of-the art technologies to optimize learning, research, creativity, and collaboration.
- B. **COLLECTIONS:** The University Libraries strengthens the university's research, teaching, and learning activities by building and sustaining relevant physical and online collections and facilitating the discovery and access to needed materials
- C. **SERVICES:** The University Libraries enhances learning and research priorities of UMKC through services offered at the point of need and development of life-long information literacy skills.
- D. **WORK ENVIRONMENT:** The University Libraries engender a pleasant, collegial work environment where there are respectful interactions and employees feel valued as individuals and as team members. Employees are encouraged to think and act creatively and are recognized for making positive contributions.

University Libraries Goals—5 Year Plan (—2012-2017)

Long Term Goal:

- A. **FACILITIES AND TECHNOLOGY:** The University Libraries' facilities on the Volker, Hospital Hill, and online campuses welcome library users and staff with comfortable, safe, inviting spaces and state-of-the art technologies to optimize learning, research, creativity, and collaboration.

Objectives with Sample Operational Strategies:

- 1. Seek funding and donations for capital projects, facility upgrades, technology, and creative works to enhance learning, scholarship and creativity in all library spaces.
 - o Continue fund-raising for MNL renovations and identify possible funding for improvements to Health Sciences and Dental Libraries.
- 2. Assess user satisfaction of the library facilities and technology and incorporate needs into plans as is feasible to enhance teaching, learning, research, scholarship, creativity, and the work environment.
 - o Open the new classroom addition. (2013)
 - o Renovate the 2nd and 3rd floors of MNL. (2013-2014)
 - i. Virtualize library servers (2013-)
 - ii. Load Special Collections/Marr collections into RooBot (2013-2014)
 - iii. Load Law Library materials into RooBot (2013)
 - o Participate in Music Library planning for Downtown Campus if it is approved or for relocation in MNL if not (2013-)
- 3. Ensure library facilities can safely and securely support expanded hours of service.
- 4. Develop, extend, and maintain the online presence of the libraries.
 - a. Implement responsive web design. (2013-)

- b. Publish student research in MoSpace for SEARCH and Honors programs.
 - c. Develop online faculty research profiles (2013-)
- 7. Establish and maintain effective means for two-way communications with library users about new and evolving library services.

Long Term Goal:

- D. **WORK ENVIRONMENT:** The University Libraries engender a pleasant, collegial work environment where there are respectful interactions and employees feel valued as individuals and as team members. Employees are encouraged to think and act creatively and are recognized for making positive contributions.

Objectives with Sample Operational Strategies:

- 1. Encourage creative thinking, consider all new ideas without prejudice, and seek active engagement in library planning and assessment.
- 2. Acknowledge and demonstrate the value of all library employees and celebrate accomplishments, creativity and risk-taking.
- 3. Retain and recruit diverse and exemplary employees.
- 4. Encourage and invest in professional development for all library employees.
 - a. Create a team of staff and librarians to create a focused plan for staff and organizational development. (2013-)
- 5. Apply library resources appropriately to ensure the successful implementation and maintenance of innovative library services.
- 6. Establish and maintain effective means for regular, ongoing, and multi-directional internal communications.

How the University Library Strategic Plan Advances the UMKC Strategic Plan

The University Libraries support the mission of the University and align the goals of the Libraries to those of the University.

UMKC vision statement

UMKC will become a model urban research university characterized by signature graduate and professional programs, a dynamic undergraduate population, a highly diverse faculty, staff and student body, and active engagement with its city and region.

Like the University, the University Libraries envision being a model that is characterized by excellence in library service in support of the academic programs and as an entry point to the world of discovery and creative endeavor.

UMKC mission statement

UMKC's mission is to lead in life and health sciences; to deepen and expand strength in the visual and performing arts; to develop a professional workforce and collaborate in urban issues and education; and to create a vibrant learning and campus life experience.

As an essential partner with UMKC's academic units, the University Libraries participate in creating a vibrant learning and campus life experience and in providing resources to stimulate learning and research in all areas.

Sample Library Strategies for the UMKC Strategic Plan

| UMKC Strategic Goals | UMKC Goal Strategies | Libraries: Facilities/Technology | Libraries: Collections | Libraries: Services | Libraries: Work Environment |
|--|--|--|---|---|--|
| Goal 1: Student Success | Develop Honors College | | | Participate on Honors College planning | |
| Goal 1: Student Success | Expand SEARCH / high impact student experiences | | <ul style="list-style-type: none"> • Add student research to MoSpace • Student exhibits and performances in the library | | |
| Goal 1: Student Success | Retention | Create learning and study spaces that meet student needs | Expand electronic resources in the collection | Expand library hours | Provide staff training for continual improvement in excellent customer service |
| Goal 1: Student Success | Expand E-Learning | Develop and enhance library's virtual space and Web site | Expand electronic resources in the collection | Develop online, self-paced library instruction modules | |
| Goal 1: Student Success | GenEd | | | Develop information literacy modules in conjunction with the new GenEd model | |
| Goal 2: Lead in Life and Health Sciences | Improve research administrative support services | | Assist researchers in Federal mandates for open access publishing | Assist researchers in grant proposal preparation, compliance and data management plans. | |

| UMKC Strategic Goals | UMKC Goal Strategies | Libraries: Facilities/Technology | Libraries: Collections | Libraries: Services | Libraries: Work Environment |
|------------------------------------|---|--|---|--|---|
| Goal 3: Advance Urban Engagement | Community access to UMKC's academic resources | | Digitize Special Collections to make rare and unique materials available | Hold programs and mount exhibits in partnership with other academic units that are open to the community | |
| Goal 3: Advance Urban Engagement | Carnegie Community Engagement Classification | | | Ensure we meet the criteria of the classification scheme for outreach programs for the community (events and exhibits) | |
| Goal 4: Visual and Performing Arts | Downtown Campus | Music Library incorporation | | | |
| Goal 4: Visual and Performing Arts | Enhance student education by infusing the arts into campus life | | Enhance access to the Marr Sound Archives and music portions of Special Collections | Exhibits and programming in the library | |
| Goal 5: Diversity | Provide diverse learning and life experience for students | Work with the Disabilities Office to ensure needs are met in library facilities. | | <ul style="list-style-type: none"> Library exhibits and programming, specifically the African-American Read-In and Social Justice Lecture Series. Participate in | Recruit librarians and library staff with diverse backgrounds to serve students |

| UMKC Strategic Goals | UMKC Goal Strategies | Libraries: Facilities/Technology | Libraries: Collections | Libraries: Services | Libraries: Work Environment |
|---|--------------------------------|---|--|--|-----------------------------|
| | | | | mentorship programs of underrepresented groups <ul style="list-style-type: none"> • Orientation programs for international students | |
| Goal 6: Research and Economic Development | Expand the research enterprise | Provide specialized technologies to support student learning to prepare them for the workforce. | Assist researchers in the dissemination of scholarship via open source publishing, including MoSpace | <ul style="list-style-type: none"> • Assist researchers in grant proposal preparation, compliance and data management plans. • Implement faculty research profiles system. | |