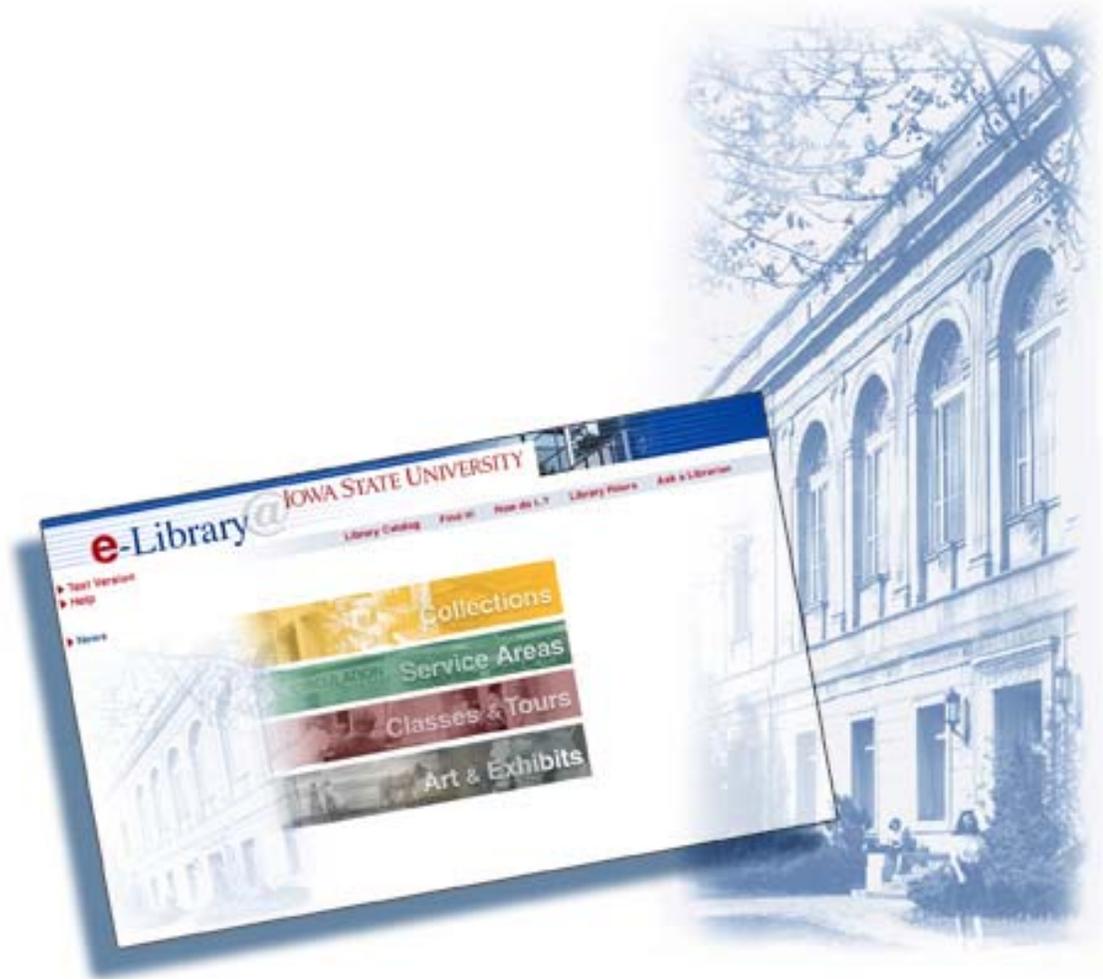


*In  
Pursuit  
of* **OUR  
STRATEGIC  
VISION**

2005-2010



## ***Our Mission***

---

Iowa State University Library aspires to be the first place that people in the ISU community think of when they need information. We are creative partners in learning and teaching, research, and outreach. We select, organize, present, preserve, and promote information resources for present and future scholarly communities. We are active stewards of our rich collections of knowledge, and we provide innovative services in ways that anticipate needs and respect the diversity of community and ideas.

## ***Our Vision***

---

The University Library is an indispensable partner in the learning and teaching, research, and outreach missions of the University. We are the place where intellectual connections begin. We are the university's scholarly commons, providing physical and virtual spaces where faculty and students explore ideas and issues, or engage in solitary or collective inquiry and reflection. We rely on our highly skilled faculty and staff to encourage innovation, capitalize on appropriate technologies, forge effective partnerships, and aggressively promote excellence.

To realize this strategic vision, we will:

- Collaborate with ISU students, faculty, and staff to ensure that students acquire the knowledge and skills necessary to function independently and successfully in an information-driven world.
- Build, steward, and preserve our information resources, regardless of format, for present and future generations.
- Add value to the educational and research endeavor by providing a wide range of seamless services, instruction, and resources to support intellectual inquiry and meet the evolving needs of our users.
- Maximize the usefulness and easy accessibility of our information resources and ensure a safe and secure research environment.
- Champion intellectual freedom and the rights of individuals to explore and express a diversity of viewpoints.
- Foster an environment that not only encourages open access to research and scholarship but also explores creative alternatives to scholarly communication.
- Conduct research and create knowledge.
- Ensure accountability and collaboration in all we do in order to make best use of precious resources.
- Seek out strategic and collaborative partnerships with faculty and university/regents units and organizations to achieve local, state, national, and international goals for effective and affordable scholarly communications.

# ***Learning and Teaching***

---

***Strengthen university educational programs and enhance student learning through library services and instruction, and through the integrated use of library resources and information technologies.***

**Goal A: Provide information, collections, research tools, and reference and access services to support and strengthen learning and teaching across the university. Encourage collaboration between librarians and campus faculty, and promote the integration of library resources and information technologies with instruction.**

- Improve bibliographic and physical access to information resources, regardless of the location of user or collection, and enhance the delivery of electronic resources.
- Maintain information resources in all formats critical to higher education, with continuing emphasis on electronic formats.
- Ensure that library collections and programs support university goals in such areas as diversity, multiculturalism, globalization, interdisciplinary studies, and experiential learning.
- Enable users to identify, locate, evaluate, organize, and use information resources, regardless of format.
- Improve collections, access tools, and reference services through regular assessment of user needs.
- Publicize and promote to faculty and students library services and resources that support academic programs and individual courses.
- Collaborate with campus faculty and other academic support services (e.g., Center for Excellence in Learning and Teaching, Instructional Technology Center, and Information Technology Services) to improve student-centered learning and to promote the use of instructional technology.

**Goal B. Teach information literacy skills and concepts to students and the broader university community for use within academic programs, individual courses, general education, and life-long learning.**

- Assist and enable a diverse community of users to identify, locate, evaluate, organize, and use information resources through for-credit instruction (such as Library 160) and non-credit instruction (such as course-related instruction, subject-based seminars, workshops, tutorials, and guides).
- Develop and continuously improve evaluative mechanisms to assess the library's instruction program and student learning outcomes.
- Expand and promote student-centered learning environments within the library. Support a diverse student population with a variety of learning styles, and encourage holistic approaches to learning through research, collaboration, and innovation.
- Expand the library faculty's participation in learning communities, ISUComm, and other interdisciplinary and collaborative instruction.
- Support library faculty innovation in learning, teaching, and assessment.
- Publicize and promote library instructional services that support learning and teaching.
- Expand and improve technological and physical library infrastructures to support learning and teaching.

# Research

---

***Strengthen existing and newly created university programs in basic and applied research by providing access to library collections, services, and information systems. Foster a research environment that encourages faculty, staff, and students to engage in technology transfer and entrepreneurial activities.***

**Goal A: Provide information, collections, services, access tools, and instruction to support goals of the university strategic plan for achieving outstanding research programs.**

- Build and maintain the strongest and deepest collections possible to support university research, particularly in newly emerging interdisciplinary areas that are becoming as the loci of cutting-edge research.
- Create new financial models to fund collections that support new academic and research initiatives.
- Improve access to research collections and information resources in all formats, regardless of the location of the user or collection.
- Assist and enable users to identify, locate, evaluate, organize, and use research collections, through a variety of reference and instructional services.
- Continue to strengthen and broaden library collections and programs that support university research in diversity, multiculturalism, and globalization.
- Support the adoption of innovative information research techniques, technologies, and outcomes. Encourage experimentation with research and scholarly communication.
- Develop and improve evaluative mechanisms to assess library collections, services, and programs that support university research.
- Publicize and promote library collections, services, and programs that support university research.

**Goal B: Create and support opportunities for research in library and information science, knowledge management, and related areas.**

- Encourage the pursuit and application of new research methodologies to solve problems—both practical and theoretical—in the field of library and information science that challenge librarians in their work and in their profession.
- Provide support for the active pursuit of research, individual and collaborative, in library and information science, knowledge management, and related areas.
- Promote opportunities for publication and/or presentation of research projects and activities, within both the University Library and the profession.

# Outreach and Extension

---

***Strengthen outreach and extension efforts through access to library materials, services, and information systems; through provision of non-credit courses and workshops to meet the life-long learning needs of Iowans; and through national and international leadership in information-sharing.***

**Goal A: Provide information, collections, services, access tools, and instruction to support university outreach and extension.**

- Provide an array of access and delivery services, both subsidized and fee-based, to support University Extension, community and economic development, alumni, and the citizens of Ames and of Iowa.
- Provide basic reference and instructional services to meet a broad range of outreach and extension activities.
- Extend library outreach by publicizing and promoting Web-based access to collections, services, and programs via the e-Library.
- Continuously improve reference and instructional services, collections, and access tools that support outreach and extension, by regularly evaluating the needs of our diverse clientele.

**Goal B: Encourage library participation and leadership in developing local, regional, national, and international information-sharing partnerships and knowledge management systems.**

- Participate in expanding global outreach and resource-sharing networks that include government agencies, state libraries, public and private libraries, archives, associations, consortia, bibliographic networks, businesses, research organizations, schools, and universities.
- Strengthen support for global outreach through increased participation in international library programs.
- Develop and apply evaluative tools and techniques to assess user needs and to improve library services supporting outreach and extension.

# ***Infrastructure Support***

---

***Provide a dynamic library infrastructure to meet organizational space and information technology systems needs.***

## **Goal A: Maintain an effective, flexible, and dynamic organization.**

- Ensure an effective organizational structure, communication avenues, decision-making patterns, over-all budget, and utilization of human resources to support library priorities.
- Provide initiatives for library development and fundraising in partnership with the ISU Foundation.
- Pursue external, competitive grant funds for projects that support the strategic goals and objectives of the library.
- Promote the library's image and key roles it plays as a partner in the university mission to create, share, and apply knowledge to make Iowa and the world a better place.

## **Goal B: Ensure well-equipped and appropriately-designed workspace for staff, operations, and collections.**

- Provide an attractive, well-designed, safe, comfortable, and appropriately equipped work environment, with attention to ergonomics.
- Provide necessary storage space for library supplies, equipment, and furniture.
- Improve space for short-term processing, equipment testing, and storage needs.

## **Goal C: Ensure well-equipped, safe, and appropriately-designed public space.**

- Revitalize public space, furnishings, and equipment to support new learning environments and changing user needs.
- Ensure accessibility to library facilities, collections, and services, with attention to appropriate standards.
- Provide an attractive, safe, comfortable, and secure environment.
- Plan optimal storage and environmental controls for library materials.

## **Goal D: Provide comprehensive and state-of-the-art information technology systems for the Library.**

- Expand the e-Library and ensure that it remains the key central access point for information and library services.
- Strive to create more transparent user interfaces that are convenient, intuitive, and time-saving.
- Utilize information technology systems to improve accessibility to the library and its resources.
- Implement state-of-the-art software, hardware, and systems that enable library staff to accomplish their work-related responsibilities.
- Select and manage information technology systems that promote interoperability and industry standards in conjunction with campus systems.

# Human Resources

---

***Maintain a well-trained, knowledgeable, diverse, and service-oriented staff (library faculty, professional/scientific staff, merit staff, and student assistants) and a positive work environment essential to the successful operation of the library.***

**Goal A: Ensure recruitment of a qualified, diverse, and service-oriented staff.**

- Provide for an effective recruitment and hiring process through promoting and adhering to university, state, and national hiring regulations.
- Continue to increase staff diversity through focused recruiting efforts involving traditional and non-traditional measures.
- Ensure clearly defined roles of library supervisors, search committees, and administration in the recruitment and hiring processes.
- Provide competitive compensation to recruit qualified staff.

**Goal B: Maintain and build a service-oriented, collaborative, and knowledgeable library staff who are dedicated to individual and organizational excellence and achievement.**

- Promote a shared understanding of the mission, goals, and core values of the library and university.
- Encourage staff to actively participate in designing, planning and implementing library programs and services.
- Support the achievement of professional and personal growth of staff.
- Ensure adherence to existing laws, regulations, and policies pertaining to library services, programs, and collections.
- Encourage all staff to demonstrate leadership, initiative, accountability, and problem solving skills
- Enhance channels of communication within the library and between library staff and patrons.
- Ensure an effective evaluation process

**Goal C: Ensure a user-focused work environment that is intellectually stimulating, nurturing and humane.**

- Maintain an appropriate balance between workforce and workload.
- Foster an environment in which decision making is participative, data driven, user-centered, and evidence based.
- Provide an environment supportive of a diverse workforce and increased staff awareness of international and cultural diversity in the workplace.
- Ensure that the Library is a great place to learn and work.