The University Library updated the Strategic Plan this past year, the new plan includes years 2011 through 2016. The updated mission and vision statements are listed below.

- University Library Mission Statement:
  - Iowa State University Library is integral to the campus mission to create, share and apply knowledge to make Iowa and the world a better place.

- University Library Vision Statement:
  - The University Library provides and promotes discovery tools, trusted informational resources, and information literacy skills as a vital campus partner in ensuring that the university will lead the world in advancing the land-grant ideals of putting science, technology and human creativity to work. In doing so, the Library equips faculty, staff and students to create, share and apply knowledge in addressing the challenges of the 21st century.

Learning and Teaching

One of the University Library’s priorities is that all Iowa State students, regardless of their learning location, will enjoy productive gatherings or solitary work in a technologically advanced, safe and trusted library environment that serves as their intellectual, cultural and social center for efficient academic work and personal success.

One avenue of assisting the campus is through Library Guides. We currently have the following guides available to assist with diversity related research:

- African & African American Studies: Getting Started with Research
- African & African American Studies: In-Depth Research
- American Indian Studies: Getting Started with Research
- American Indian Studies: In-Depth Research
- Asian American Studies: Getting Started with Research
- Asian American Studies: In-Depth Research
- Latino Studies: Getting Started with Research
- Latino Studies: In-Depth Research

The stated mission of the University Library is to be integral to the campus mission to create, share and apply knowledge. One way to accomplish this is to communicate frequently and effectively with our users regarding resources and services available. One direct means of contact is through the faculty liaisons that have been assigned by each department and program on campus. Subject Librarians have regular contact with these liaisons, sharing information about resources available as well as soliciting feedback and suggestions. Another means of communicating with the campus community is through our monthly Your Library-Newsletter. The newsletter is used to reach out to the campus community on new services, resources and other pertinent information. Lastly, our ultimate communication channel is the e-Library, which provides resources and information in support of research and scholarship.
The University Library, in collaboration with the ISUCard Office, also ensures that all visiting faculty and scholars have the same access to library collections and services as ISU faculty. This includes remote access to all licensed electronic content (e-journals and e-books, online indexes and abstracts, etc.) and interlibrary loan.

**Research and Access**

The University Library plan states that Iowa and global community members will enjoy welcoming access to a research library environment that may serve as an intellectual and cultural center for their efficient research and personal success.

Access for researchers, regardless of location, includes broad interdisciplinary and basic research collections with rapid and easy access to broad array of research materials. Access also includes a digital repository and publishing infrastructure that ensures global awareness and access to Iowa State Research. An array of research support tools that provide and promote individual and institutional awareness of research success and creative impact.

The Library also continues its systematic collection programs in the areas of:

- Diversity: African American Studies, American Indian Studies, Asian American Studies, Latino/a Studies, Women's Studies, LGBT Studies, and multicultural diversity materials
- Globalization: Chinese Studies, French, German, Russian Studies, Spanish, and International materials of all types
- Religious diversity materials

To expand the diversity, multiculturalism, and globalization of its collections and services the Library has assigned Subject Librarians for each of the above subject areas. Subject Librarians are responsible for building the collections, providing classroom and online instruction, and in-depth research assistance to ISU faculty and students. The Library also has a wide variety of online class and research guides related to diverse classes and subject areas to assist researchers in identifying the best resource materials for their specific needs.

Regarding access, from the physical building perspective, the University Library offers a variety of services for patrons with either temporary or permanent disabilities, and works closely with staff in the university’s Disability Resources Center to continuously improve these services. Iowa State students, faculty and staff are encouraged to contact the Library’s Stacks Management for information on access and services available. Full-time staff or students are available to assist users. The e-Library provides a complete overview of all disability-related equipment and services provided by the Library (www.lib.iastate.edu/services1/other/disab.html). Having branch facilities throughout the campus is also an extremely valuable resource for patrons with disabilities. Service and materials are available in the following locations: on-line, Parks Library, Veterinary Medical Library, and Design Reading Room. We also offer delivery between our branch facilities and storage building.

**Outreach and Extension**

The University Library can also reach Iowa and global community members on or off campus. All members can discover and access unique and nationally important research materials held and preserved by the ISU Library. They can also enjoy access having access to the research library environment that may serve as an intellectual and cultural center for their efficient research and personal success.

A number of the Library Faculty and staff also serve on various University Committees with diversity-related missions as well as external committees related to diversity. We continue to encourage our faculty and staff to
continue or enroll in such committees and bring related materials back to the library to help enhance our diversity efforts.

**Community of Faculty and Staff**

The University Library supports the retention of an outstanding faculty and staff internally and externally to the library. Staff members of the library are welcomed to join our Library Staff Association (LSA). The mission of this organization states, “The Library Staff Association (LSA) is a non-profit social organization, which promotes and enhances the well-being of Iowa State University library staff.” These events and other library sponsored events make staff value the work environment at the University Library. The Library Staff Association also provides service opportunities throughout the year to support the Ames and Story County community. They regularly hold food drives and support local families in need through an annual giving tree.

Another approach of pursuing this goal is through the Library Diversity Committee. This is a long-standing library committee, which consists of six members representative of faculty, P&S staff and merit staff. This is an active committee that meets on a monthly basis or as needed. The Library Committee on Diversity works with the Dean of the Library to develop and promote a diverse work force within the ISU Library. The creation and maintenance of a community that is multicultural, multiracial, and multinational as well as respectful of the dignity of all persons is essential to the educational mission of this library.

The Library Diversity Committee's charge includes:

- To inform and educate Library personnel concerning diversity issues.
- To maintain a focus on equal employment opportunity and affirmative action within the Library.
- To help create a work environment in which all personnel are able to develop to the fullest extent of their potential.
- To review with selection committees the recruitment process in relation to members of protected classes for professional positions, and to serve as a resource for hiring at all levels.

The Library Diversity Committee presented diversity displays over the 2012 spring and fall semesters in a central location on the main level. The goal was to highlight material available within the Library's collection on the selected diversity related topics. The Library Diversity Committee continues to focus on offering valuable training regarding diversity topics to Library faculty and staff. Throughout the academic year the committee invites various speakers to the Library and provides information to staff regarding diversity related events on campus.

Coupled with efforts to make an excellent first impression and welcoming environment for Library staff, the library offers technologically advances and safe library environment that serves as their intellectual, cultural and social center for efficient academic work and personal success. The university community will benefit from our extensive range of library resources and services that ensures vibrant community success and impact.

The library also strives to provide a welcoming environment for the entire campus in our physical facilities. We have staff dedicated to building security and public safety, and continue to strive for service excellence at our various service points throughout the University Library. We feel Parks Library and our branch facilities provide an environment where the campus community feels welcomed, respected, and safe.

Student employees also play a valuable role in our organization. Due to prominent location of the Library Human Resources Office we do not have a need to actively recruit student employees. Although no diversity related student employee statistics are available, we feel that our student employee population is a good representation of the student body. Library student employees add a significant level of diversity to our organization joining us from various countries and cultures.