

IOWA STATE
UNIVERSITY
University Library

2023-2031

▶ STRATEGIC
PLAN

OUR COMMITMENT

Faced with the rapidly changing landscape of higher education, shifting student demographics, and evolving technology, the Iowa State University Library remains committed to providing equitable access to information and technology, supporting student success and world-class research, and maintaining a team of excellent library staff. Our new strategic plan positions us at the forefront of academic education and research, as we empower users to discover, create, and share knowledge in alignment with Iowa State University's broader goals and initiatives.

Our new strategic plan results from a nine-month, inclusive process led by ISU Extension and Outreach that engaged a wide range of library stakeholders and staff, including nearly 50 staff who participated in at least one planning workshop. Using a survey, focus groups, and well-attended workshops, we identified and discussed key internal and external trends, challenges, and opportunities. We used this data to inform our priorities and create a path forward.

I appreciate our staff's hard work and dedication. Their tireless efforts enable the library to provide high-quality resources and services our academic community relies on. I am confident that with our new strategic plan, we will continue to lead the way in academic research and support student success.



Hilary Seo
Dean of Library Services

MISSION

The Iowa State University Library provides world-class collections, services, and technologies to meet the dynamic needs of faculty, staff, students, and users in our local and global communities.

To advance a flourishing society, we will:

- ▶ **cultivate welcoming, collaborative, and accessible environments for our diverse community,**
- ▶ **collaborate in the development and preservation of knowledge,**
- ▶ **foster critical thinking by empowering our users to locate, evaluate, and apply information effectively, and**
- ▶ **provide programs and services in support of the instruction, research, outreach, and innovation needs of the ISU community and beyond.**

VISION

The University Library will advance a flourishing society by empowering our community and the world to discover, create, and share knowledge.

VALUES STATEMENTS

Community

We will foster and inspire an open, collaborative, and forward-thinking environment that recognizes the community as the focus of our services. We do this by providing services that exceed expectations and partnering with our communities in the sharing, development, and implementation of our policies and procedures.

Learning

We engage with our community in the development of critical thinking and research skills that are central to lifelong learning.

Stewardship

We create, collect, and preserve knowledge for the long-term needs of our community, and serve as a home for diverse collections for future generations of scholars.

Accessibility

We ensure that the collections and spaces we provide are accessible to all users.

Inclusive Culture

We foster a vibrant and inclusive culture by creating a welcoming environment that is open and supportive of all users.

Privacy & Security

We assess and create services and policies that prioritize and protect the privacy and security of our community.

Intellectual Freedom

We support the principles of intellectual freedom and open inquiry by sharing collections representing a multitude of perspectives.

STATEMENTS OF ASPIRATION

The University Library's Statements of Aspiration stem from the university's statements and reflect the library's vision to advance a just and inclusive society and to empower our community and the world. The University Library's "to-be" statements make clear our commitment to our staff and to delivering world class services and resources that advance the success of the University's land-grant research and learning mission. By 2031, the Iowa State University Library will strive:

- ▶ **To be the most student-centric leading research library**
- ▶ **To be the library that cultivates a welcoming diverse, equitable, and inclusive environment where students, faculty, and staff flourish**
- ▶ **To be the library that fosters lifelong learning**
- ▶ **To be the library that creates opportunities and forges new frontiers**
- ▶ **To be the trusted partner for proactive and innovative solutions**

SUCCESS FACTORS

The University Library has identified specific success factors for each of its aspirational “to be” statements. These success factors will enable the library to establish priorities and allocate resources effectively, ensuring alignment with the university’s overarching priorities and objectives. Furthermore, the success factors will be used to gauge the library’s progress towards achieving its “to be” statements.

A. TO BE THE MOST STUDENT-CENTRIC LEADING RESEARCH LIBRARY

A.1 Physical and Virtual Spaces

The University Library’s spaces and technology will be regularly assessed, updated, and improved to meet evolving learning, collaboration, and innovation needs to attract and retain students and support their success.

A.2 Improving affordability

The University Library will help reduce the cost of attending Iowa State by leading and partnering with campus, consortia, and state-wide stakeholders on affordability initiatives.

A.3 Experiential learning

The University Library will support and advance high-impact practices that develop transferrable critical thinking, professional, knowledge production, and information literacy skills.

B. TO BE THE LIBRARY THAT CULTIVATES A WELCOMING DIVERSE, EQUITABLE, AND INCLUSIVE ENVIRONMENT WHERE STUDENTS, FACULTY, AND STAFF FLOURISH

B.1 Staff success and empowerment

The University Library will support and promote wellness within an inclusive and safe working environment that improves recruitment and retention of world-class staff.

B.2 Accessibility

The digital and physical accessibility of the library’s spaces and resources will be regularly assessed, updated, and improved.

B.3 Organizational excellence

The University Library will promote and grow organizational excellence through transparency, establishing and communicating clear priorities, and being attentive and responsive to workplace culture and climate.

C. TO BE THE LIBRARY THAT FOSTERS LIFELONG LEARNING

C.1 Learning beyond the classroom

The University Library will provide opportunities for continuous learning, information discovery, and use.

C.2 Staff professional development

The University Library will support career advancement and professional development that improves recruitment and retention of world-class staff and enhances the quality of library services.

**D. TO BE THE LIBRARY THAT CREATES OPPORTUNITIES
AND FORGES NEW FRONTIERS**

D.1 Open science and scholarship

The University Library will advance open science and scholarship through its campus partnerships, engagement, data-driven collections spending and investments, and leadership, taking an active role in national and international conversations that are reshaping scholarly communication, research practice, and funder requirements.

D.2 Advance innovation and entrepreneurship

Innovation and entrepreneurship initiatives will be initiated and supported through workshops, resources, and collections, and staff will be encouraged to actively participate in campus initiatives and development opportunities.

D.3 Technology

The University Library will track emerging practices and trends to inform our work and will provide new services, technology, and innovative solutions to advance users' goals.

E. TO BE THE TRUSTED PARTNER FOR PROACTIVE AND INNOVATIVE SOLUTIONS

E.1 Library as Trusted Partner

The University Library will develop new, and enrich existing, external partnerships with campus units, Regents' libraries, and other community organizations to accelerate and amplify the library's work.

E.2 Develop Resources

The University Library will grow our fundraising by attracting new donors, securing grant funding, and engaging partners.