Sacramento State University Library
Strategic Plan
2015 - 2020

Mission: The Sacramento State University Library inspires excellence in teaching, learning, and scholarly activities.

- The University Library transforms lives by connecting students, faculty, and the Sacramento community with collections and research services that foster academic achievement, promote cultural engagement, and stimulate lifelong learning.

Vision: Our Library: the center of campus intellectual discovery.

- The Sacramento State University Library positions its people, collections, and knowledge at the center of campus academic culture.

Diversity Statement: The Sacramento State University Library celebrates diversity, inclusion, and equity. We embody this stance through the development of our collections, services, physical spaces, hiring practices, and our ongoing support of the campus community.

Core Values: (in addition to University Values)

- Service that exceeds expectations
- A student-centered organization
- A culture of communication, honesty, respect, and trust
- Collaboration across boundaries for the common good
- A practice of continuous improvement
- Innovative thoughts and actions in service to the Mission
- Lifelong learning to benefit our students, faculty, staff, and community
- Intellectual freedom as a bedrock principle

Strategic Goals

- The Library will integrate and align its virtual and physical research spaces to ensure that all access points enhance student learning and success.
- The Library will lead by supporting superior campus research, scholarly, and creative activities.

- The Library will align information resource stewardship with local teaching and research needs and priorities.
- The Library will expand existing partnerships and initiate new connections in order to engage all partners in collaborative initiatives that promote student success and lifelong learning.
- The Library will design and implement a flexible, integrated, and responsive learning organization.
- The Library is committed to excellent and inclusive services for all members of our community.

Goal #1

- The Library will integrate and align its virtual and physical research spaces to ensure that all access points to services enhance student learning and success (In-line with Campus Goals: 1, 2, 4, 5).
  - Strategies:
    - Reinvent inquiry services for seamless access.
    - Improve online presence via redesign.
    - Align building infrastructure with student and faculty needs.
    - Build flipped online instruction modules for course integration.
    - Provide attractive, safe, spaces.
  - Indicators of Achievement:
    - Begin assessing the success of students and faculty who use multi-modal library services 24/7.
    - Build a new and improved online interface using proven user design principles.
    - Undertake a library space census and align use with teaching and learning priorities.
      - Develop building use criteria for successful in-house partnerships.
    - Design services that support students at point of need; anytime, anywhere.
    - Refurbish and repurpose current Library space in line with changing technologies and diverse study modes.
      - Incorporate public safety mechanisms; e.g.: security cameras and increased CSO presence.

Goal #2

- The Library will take a leading role in supporting and engaging in superior campus research, scholarly, and creative activities (In-line with Campus Goals: 1, 2, 5).
  - Strategies:
    - Plan and implement a process for retaining and preserving student and faculty research endeavors.
    - Support the production and preservation of faculty publications; text, data, video, etc.
    - Promote university and community engagement through collections and spaces.
  - Indicators of Achievement:
    - Advocate for open access publishing efforts, Creative Commons licensing, alternative peer review, and other innovative scholarly publishing activities.
    - Explore campus need for the collection and dissemination of research data via the Library's institutional repository.

- Build, in partnership with Sacramento State Colleges, cross-disciplinary collaborative zones. e.g.: makerspace, complementary academic and research support units.

Goal #3

- The Library will align information resource stewardship with local teaching and research needs and priorities (In-line with Campus Goals: 1, 2, 4).
  - Strategies:
    - Partner with local, CSU, and national organizations in efforts to acquire, share, and diversify collections.
    - Revitalize Special Collections and University Archives mission in support of campus scholarship and preservation for future access and research.
    - Digitize resources for the purpose of access, preservation, and the dissemination of collections that are of recognized importance.
    - Build a collections operation that is predictable and based in library best practices.
  - Indicators of Achievement:
    - Participate in CSU-wide collection development, Sacramento area partnerships, and shared print agreements.
    - Develop sound criteria for the acquisition of SCUA holdings and other collections of distinction.
    - Digitize, publicize, and promote current archives and collections.
    - Create a systematic collection management cycle that follows a regular timeline, which will include collection evaluation, management of budget allocations, and effective deselection processes.

Goal #4

- The Library will expand existing partnerships and initiate new connections in order to engage all partners in collaborative initiatives that promote student success and lifelong learning (In-line with Campus Goals: 3, 5, 6).
  - Strategies:
    - In partnership with campus units, design and implement a comprehensive and developmental approach to library instruction that is aligned with campus and programmatic student learning outcomes.
    - Increase the number of students who participate in high-impact research experiences.
    - Continue leading the conversation on affordable textbooks and other educational resources.
  - Indicators of Achievement:
    - The Library will develop a strong support system for first-year and transfer students.
    - Design and fund an Undergraduate Research Award that recognizes and celebrates the research endeavor.
    - The Library is at the table for the CSU-wide conversation on CSU's Affordable Learning Solutions (AL$) initiative.

Goal #5

- The Library will design and implement a flexible, integrated, and responsive learning organization (In-line with Campus Goals: 5, 6).
    - Strategies:
        - Incorporate assessment best practices.
        - Identify, justify, and stabilize internal funding.
        - Cultivate a programmatic approach to acquiring extramural funding.
        - Participate in the CSU-wide ULMS project.
        - Invest in the development of library employees.
        - The Library will continue to be a student employer of distinction.
        - Improve organizational structure and workflow.
        - Strengthen governance.
    - Indicators of Achievement:
        - Develop internal and external assessment practices; EX:
            - Ithaka Faculty Survey
            - Student (undergrad/graduate) focus groups
            - Anthropological studies of students researchers
            - Incorporate assessment practices in all measurable activities
        - Improve and stabilize the Library's funding model for its core services in alignment with library priorities and campus needs.
        - Build on the already successful Friends of the Library and donor pools by connecting donors with library aligned funding opportunities.
            - Improve communications, publications, and donor cultivation.
        - Successfully implement ULMS.
        - Focus on professional growth & career development.
        - Students who are employed by the Library will be given an exceptional working experience, acquire transferrable skills, and a thorough understanding of the in-depth academic research process.
        - Reorganize library structure to best support future organizational growth.
        - Systemically optimize workflows via Business Process Improvement.
        - Build a Library advisory and governance structure to reflect the needs of the entire community, including faculty, students, researchers, and staff.

Goal #6

- The Library is committed to excellent and inclusive services for all members our community (In-line with Campus Goals: 1, 2, 3, 4, 5, 6).
    - Strategies:
        - Create welcoming and inclusive spaces.
        - Establish library wide training and protocols to ensure a welcoming environment for all members of the community.
        - Celebrate diversity via library collections and events.
    - Indicators of Achievement:
        - Create gender neutral, ADA, and family restroom space in the Library.
        - Emphasize inclusiveness in all public service training.
        - Use the depth of SCUA holdings, and other collections of significance, to build physical and digital exhibits that recognize and celebrate our diverse Sacramento State University community.