

## **WSU Vancouver Library, Strategic Plan 2021-2026**

### **Mission Statement**

The mission of the Washington State University Vancouver Library is to advance the research and learning goals of all members of the WSU Vancouver community and to serve as an information resource within the SW Washington community.

### **Values**

We, the Library's faculty and staff, strive to accomplish this mission through the following activities:

- Develop and apply equitable, effective and innovative ways to provide information, in any format, to meet the needs of our students, faculty and staff.
- Help our patrons to apply these information resources to their scholarly and life endeavors through consultation, instruction, and the development of accessible learning materials.
- Provide collaborative and contemplative spaces that encourage participation in the discovery and creation of knowledge by recognizing and celebrating the diversity of the WSU Vancouver community.
- Build and steward a collection that is responsive to the needs of the WSU Vancouver community and encourages engagement with social justice issues and the diversity of intellectual thought.
- Recognize and respect individuals and their diverse, intersectional identities as we engage in the free exchange of ideas, engaging with them in ways that recognize their holistic beings.
- Work collaboratively with libraries and institutions (locally and nationally) to support the resource and service needs of the WSU Vancouver community in a fiscally responsible manner.

### **Strategic Plan**

**1. In support of student retention and success, partner with faculty, the First Year Experience and others to increase opportunities for students to participate in mentoring, experiential learning and information literacy learning. This includes:**

Outreach to targeted groups of students:

- First year students as part of the First Year Experience.
- Graduate students.
- Students who are members of marginalized groups.
- Students who are re-entering an educational program after pandemic stop-outs.

Provide mentoring and experiential learning opportunities for student workers and for students interested in the information sciences.

Further develop the Library's mentoring program for student workers (e.g. training for reference).

## **2. Reinvigorate Instructional and Reference Programs**

Create an instructional program centered on critical information literacy and in support of all student success and retention with an emphasis on students from traditionally minoritized populations.

- Do the difficult work of recognizing how libraries sustain oppression and develop an instructional program to interrupt this cycle.
- Develop shared understandings and goals between all library faculty.
- Create a space for shared resources.
- Market offerings.

Develop successful methods of information literacy instruction in response to a greater emphasis on hybrid and online courses.

Revise and/or develop Univ 300 and Univ 199.

Revise physical and virtual reference services.

Most immediately – consider the importance of trauma-informed service provision.

## **3. Support progress in library faculty research activities and support research efficiencies across campus. This includes:**

Support Library faculty research. Two main research foci are:

- Social Justice, Equity, Diversity & Inclusion in library collections & services.
- The understanding physical spaces and their relationship to academic success.

Library faculty will pursue more grant-supported research opportunities.

Some research projects will support the needs of the Library as an organization (see assessment plan under Goal #6).

Continue to expand assistance with and advocacy for the data management challenges experienced by campus graduate students and faculty.

Continue to advocate and support campus initiatives such as scholarly communication education and open access.

## **4. Successfully partner with other campus units in activities that support Campus and SW Washington priorities and values.**

In order to support diversity, equity, social justice and accessibility efforts, Library employees will:

- be active allies for underrepresented populations on campus and within the wider community.
- advocate for and support library and campus student initiatives especially around anti-racism, gender inclusivity, and student economic precarity.

- continue to develop stronger ties with student organizations and campus centers/personnel/offices.
- change any hiring, collections, programming and space practices within the Library to positively impact these efforts.

Library employees will be active partners and leaders in the campus effort to increase the use of Open Educational Resources through:

- advocating for increased resources to support OER.
- working with ASWSUV to support student-led initiatives around textbooks.
- developing and maintaining services for all faculty interested in using OER.

Assist the Campus and the SW Washington community in the preservation of its historical record and in the use of this record in research.

- Further develop the space and staffing of Archives and Special Collections.
- Make a special effort to reach out to populations whose voices are not always included in the historical record to collect their records.
- Pursue joint grant opportunities with community organizations.
- Create digital infrastructure for preservation and access that brings together community groups.

Develop mutually beneficial relationships with community organizations.

Continue to evolve the Library's liaison program to develop beneficial relationships between the Library and academic units.

At first, target outreach to groups/departments who are not currently frequent users of the Library.

## **5. Create physical and virtual Library spaces that are seen as welcoming, inclusive spaces that answer the needs of the diverse and intersecting identities of our students, faculty and staff.**

Evaluate past studies to identify those voices that are missing and redesign studies to be more inclusive.

Advocate for changes based on the previous activity.

As virtual services and space become more important, re-evaluate the Library's virtual spaces.

## **6. In order to respond to current and future challenges, implement positive changes to meet these challenges.**

In response to the rapidly changing fields of higher education and technology, provide appropriate professional development opportunities for staff and faculty. These may include: Workday, technologies to provide instruction and reference, telework technologies, remote storage of documents (COOP, remote work), and technologies for managing services and projects.

Develop plan to adapt to workplace changes and budget challenges as a result of COVID and future enrollment challenges.

Update and revise collections allocations to:

- represent current and future programmatic needs, and
- inclusion of authentic voices representing the diversity of voices.

Develop a plan for subscriptions and seek stable funding for collections.

- Work with all WSU campus libraries on the management of subscription costs (journals, ebooks, streaming).
- Seek stable funding for necessary collections purchases.
- Look for opportunities to use grants for collection building.

Evaluate our print and electronic systems for privacy/confidentiality/web security. This includes on-site staff and public terminals and off-site work procedures.

- Audit current practices and policies and revise as needed to create a patron-focused policy on privacy protection.
- Advocate for privacy in WSU-wide licensing /vendor contracts.

Develop an assessment plan for library services and resources. This plan should enable us to address the following:

- Are we leveraging technologies appropriately?
- Do our practices and policies live up to our stated values?
- Are we including the voices of our students, faculty, staff and our library employees in policy-making decisions?
- Are we evaluating services to ensure that they are still relevant and/or cost effective?

Advertise these changes.