

Ohio Wesleyan University Libraries Strategic Plan 2003-2008

Mission

We, the staff of the Ohio Wesleyan University Libraries, support the teaching, study, and research activities of the University. We enthusiastically serve the community of scholars by acquiring, organizing, and preserving information, and by teaching its ethical, effective use. We actively encourage the lifelong pursuit of knowledge.

Vision

We, the staff of the Ohio Wesleyan University Libraries, are guided in our vision by an abiding commitment to service excellence. An ability to be creative, nimble, and responsive to the challenges of 21st century librarianship will allow us to meet the needs of our community of scholars in a rapidly evolving information landscape. By our willingness to explore and try new service paradigms, the Libraries will remain relevant and central to the teaching, research and service mission of the University. We seek to make the libraries attractive, inviting environments to ensure that our users will be comfortable, welcomed, and empowered to meet their information needs, whether physically or virtually. We will embrace opportunities to “take the library to the user” and become a vital presence throughout the campus.

We will conscientiously acquire, preserve, and provide access to materials that support Ohio Wesleyan University’s curriculum. We will build a strong collection in a variety of formats, consisting of both traditional and electronic reference sources and services. We will provide our users with the best materials available using innovative technologies, giving them access to our information resources 24 hours a day. In the process of acquiring materials and licensing access to electronic sources, we will support and encourage initiatives that promote alternative, lower cost methods of disseminating scholarly research.

Participation in consortial relationships will be a priority. By developing cooperative relationships with information specialists beyond our institution, we will leverage our actions with the wisdom and resources of an extended community. Such participation gives us the opportunity to share ideas with colleagues, to develop programs and services which benefit all participating schools, and to purchase information with greater efficiency and lower cost than if we worked independently. While working consortially, we will maintain our strong, individual identity as Ohio Wesleyan University Libraries.

As a learning organization, we are committed to ongoing self-scrutiny in our effort to maximize excellent service, both individually and institutionally. Staff roles will evolve as the information landscape changes. To maintain our high quality of service and keep current with the fast pace of technological change, all staff will commit to

continuous improvement through in-service training, workshops, attendance at conferences, and other professional development activities. These staff development activities are vital to all employees regardless of classification - administrative, clerical, and support. We affirm the value of collaboration and teamwork in the workplace. We see ourselves working in a team-based mode, where small groups representing all classifications work as collaborative units to help solve problems, seek out new ways of providing service, and facilitate change within the library. We commit to recruiting and hiring the best and the brightest in our profession.

Our goal is to become a highly visible and vibrant hub of this campus community. By developing collegial relationships and partnering with the instruction faculty, we will ensure the ability of our students to find and use information no matter how it is “packaged.” Through proactive information literacy initiatives, we will provide our students with the critical thinking skills that will enable their life-long pursuit of knowledge. We will seek to create an atmosphere among the staff that supports innovation, experimentation and risk-taking in their work. We will honor every staff idea that might further the library community’s goals and objectives. We will stay abreast of technological changes that will enable us to make our user-centric vision a reality. We will become one of the finest liberal arts college libraries in the country, providing excellent information resources and services to our community of scholars!

Core Values

1. Collaboration/Teamwork
2. Open Communication
3. Flexibility
4. Cooperation/Civility/Courtesy/Mutual Respect
5. Opportunities for Professional Growth
6. Appreciation and Acknowledgment
7. Honesty and Trust
8. Autonomy
9. Equal Treatment for All “Classes” of Employees, No Double Standards
10. Commitment to Thorough Training and Cross-training.

Trends Impacting Academic Libraries

1. Stable or Declining Budgets (inflation)
2. Consortia
3. Information Literacy
4. USA Patriot Act and Privacy Issues
5. Copyright Law, especially DMCA and Attacks on Fair Use
6. Outsourcing
7. Technology and the Internet (including remote access, virtual access, and wireless)
8. Transition from Print to Electronic Publications (journals and databases)

9. Publisher Mergers and Publishers as Archivists of Digital Information
10. Explosion of Information and Format as well as Scholarly Publishers
11. Preservation of Digital and Monographic Resources
12. Rapid Change and Innovation
13. Collaborative Team Management Models
14. Diverse Student Populations
15. Peer Institution Pressure
16. Marketing of Academic Libraries
17. Diversity and Recruitment of Academic Librarians

Strategic Goals

Top Priorities and the Budget

To make this five-year strategic plan a reality, we have listed in priority order the top ten goals and estimated the cost as follows:

- 1) Enhance resources (\$100,000 annually includes 10% increase for periodicals).
- 2) Install a digital classroom in Beeghly Library (\$30,000 one-time only).
- 3) Hire a full-time Science Librarian (\$50,050/year includes benefits).
- 4) Hire an additional Public Services Librarian (\$45,000/year includes benefits).
- 5) Install wireless Internet capability throughout Beeghly Library (\$50,000 including laptops and NIC cards for student checkout).
- 6) Use OCLC PrompCat service for all books purchased from YBP, which will expedite the book ordering process (\$6,500 annually) and outsource retrospective cataloging projects such as Dewey books, historical government documents, Archives of Ohio United Methodism books, and music materials to make these uncataloged library materials accessible to faculty and students (\$15,000 annually).
- 7) Replace public and staff computers every three years in libraries (\$30,000 triennially).
- 8) Refurbish and remodel Beeghly Library (\$1,200,000 one-time only).
- 9) Establish a \$1,000,000 endowment fund to augment the Libraries' annual budget.
- 10) Provide \$100,000 funding annually for consortial memberships and initiatives.

Goal 1: Resources

To acquire, preserve, and provide access to library collections that support the curriculum, we must increase funding for books, government documents, electronic resources, and media. Funding must be maintained for print/e-journal periodical subscriptions. In addition, we must establish an endowment fund to augment the Libraries' annual budget.

Goal 2: Services

To maintain existing service paradigms and develop new service patterns, we must support student and faculty research needs by continuing to develop and offer user-centered services in the areas of information literacy, traditional and virtual reference, remote access, interlibrary loan, and copyright education. In order to support the curriculum, we must continue to acquire, catalog, organize, and preserve information resources in all formats, internally as well as outsourcing. We must market library services to the university community and assess our work through initiatives such as LibQUAL+, focus groups, and various surveys.

Goal 3: Staffing

To adequately staff current services as well as new initiatives, we must maintain a diverse and committed library staff with the addition of new library staff, such as a Weekend Circulation Supervisor, a full-time Science Librarian, and a Public Services Librarian. The Library will offer continuing education and professional development to its staff as we further develop as a learning organization. Staff who make significant contributions to the goals of the library should be recognized and rewarded fairly.

Goal 4: Technology

To provide access to library resources and support librarian teaching, we must provide digital classrooms, install wireless Internet capability, and replace and upgrade public and staff computers and software every three years. We must also assist the campus in preserving digital documents.

Goal 5: Facilities

To present an attractive, inviting environment that fosters a sense of community, we must refurbish and remodel Beeghly. We must upgrade existing library facilities, improve building security, and meet the ADA requirements. For preservation of materials, we must improve the air quality, humidity control, lighting, and temperature in all libraries.

Goal 6: Consortial Involvement

To leverage our actions with the wisdom and resources of an extended community, we must develop cooperative relationships with information specialists beyond our institution and actively participate in initiatives through consortia such as the CONSORT, Five Colleges of Ohio, OhioLINK, the Great Lakes Colleges Association, and the Oberlin Group.