Strategic Framework 2020

The Future of the UConn Library
Connect. Empower. Engage.

This Strategic Framework charts the UConn Library's direction and builds on our strengths as a hub of scholarship, research, and learning for UConn students, faculty, and staff. We connect our community to information resources; to the spaces needed for thinking, studying, learning, and collaborating; and to the essential expertise of Library staff.

The future of the UConn Library is one in which we remain committed to the University's mission and engaged with our community to address its needs throughout shifts in higher education and technology. We foster innovative programs, services, and spaces that advance scholarship, facilitate equitable and life-long learning, invest in our people, and contribute meaningfully to our profession.

The right library for UConn skillfully leads while being proactive and responsive in meeting the University's needs. We empower our staff to embrace experimentation and continuous improvement. Our work is imbued with our values, our professional ethos, and our efforts to ensure that all are welcome and given equal opportunity to thrive. We enrich our community and communicate our value to inspire engagement and investment.

Connect

Advancing a community of learners

Empower

Investing in ourselves and sharing our expertise

Engage

Evolving our role at UConn and beyond

UCONN | LIBRARY

Strategic Directions

Connect

Advancing a community of learners

We are committed to the academic and scholarly success of our community, and we connect people and resources to foster transformative inquiry, discovery, and learning. As an essential part of the research lifecycle, we develop vibrant, diverse collections, exceptional services, and seamless systems to support the needs of our users in a dynamic environment. We seek innovative ways to share and disseminate the research of UConn to the world through a commitment to open, accessible initiatives and materials.

We provide ...

- Resources that reflect research, teaching, and learning at UConn

- Responsive and relevant services that support the wide range of community needs

- Unique and distinctive collections that engage and stimulate the broader scholarly world

- Agile and inspiring spaces for thinking, learning, working, and collaborating

- Flexible and accessible technologies that support our work and provide robust discovery and access

Strategic Directions

Empower

Investing in ourselves and sharing our expertise

We celebrate leadership, initiative, and excellence across all levels of the Library. Our staff draws on extensive skills and knowledge to engage with each other and with the resources and services critical to our community's—and our own—success. Motivated by curiosity and inclusiveness, the best staff for our users must be empowered to learn, solve problems, and innovate to produce meaningful and high-impact work that aligns with our values and the University's mission.

We embrace ...

- Demonstrable and ongoing commitments to diversity, equity, and inclusion in our staff and across all areas of our work

- New and expanded capabilities through investment in continuous professional learning and strategic hiring

- A culture of exploration, assessment, and reflection

- Leadership at all levels and collaboration across the Library

- Advocacy and planning for the sustainability of the UConn Library

Strategic Directions

Engage

Evolving our role at UConn and beyond

We apply our expertise and resources to promote the creative exchange of ideas, develop innovative initiatives, advance interdisciplinary scholarship, and support student success. We build strong networks across campus and with external partners for cultural exchange, equitable learning, and the creation of new knowledge. We foster the research productivity of our campus partners, and we conduct scholarship that advances our profession.

We cultivate …

- Relationships across academic organizations to inspire shared knowledge, inquiry, and collaboration
- Partnerships with cultural and civic institutions to serve the needs of Connecticut and beyond
- Innovative services and programs to aid student success
- New knowledge and best practices in the fields of librarianship and information science

Implementation Plan

Implementation Plan

Implementation Team Charge

The Strategic Framework Implementation Team (SFIT) executes the Strategic Framework and oversees implementation activities. SFIT is empowered to:

Interpret what the Framework means and **envision** ways to advance it.

Engage library staff & stakeholders; **fund & support** their participation with the Framework.

Enact programs and practices that align with the Framework.

Membership on SFIT begins annually on July 1st, with members serving for a minimum of one year. SFIT is responsible for submitting a yearly plan within the first two months of each new term on how they will interpret, envision, engage, fund & support, and enact the Framework. A final report is due at term end and the committee is responsible for regularly communicating with library staff on the group's progress and work done in support of the Framework.

Membership*

To ensure representation across all levels of the organization, the team will include:

1. All Area Heads serving on the Senior Leadership Team (SLT)

2. Minimum of three members of the Dean's Library Council (DLC), nominated and selected by DLC

3. Minimum of four library staff outside of SLT or DLC membership, nominated and selected by library staff

Terms of Service

The team will be reconstituted annually (July 1 - June 30) with rotating members.

Implementation Plan

Avenues for Framework Implementation

To fully realize the potential of the Strategic Framework, it is important to engage with the plan both within and outside of our annual goal setting process. We encourage all staff members to propose an individual project, group project, or event/program for approval to the Implementation Team at any time in the year, and to run for any length of time. All projects and proposals must include a budget and justification. Individual, area, and unit goals may be submitted for review if funding is requested, but do not require approval.

1. Work as an **individual contributor**. Staff who do not seek collaboration but who can identify ways their work connects with the Strategic Framework, such as an independent research project or a new workflow, will have a discussion with their supervisor and the Implementation Team.

2. Propose a **working group**. Staff who want to work on an idea with colleagues can submit a proposal to form a working group or issue an open call for participation. The proposal will speak to the what, why, who, when, and how. Working groups can be any size and comprise library staff, faculty, and/or students, but must have at least 1 library staff member. The proposal can include a specific membership or list the types of roles involved.

3. Propose an **event or program**. Events or programs may be a series or a one-time event.

4. **Set goals**. Area and unit heads will plan their goals for the year around the framework, but need not submit them for prior approval. The Implementation Team will be kept apprised of the intended work and progress on these goals throughout the year. This process will happen in conjunction with the Dean's Leadership Council goal-setting workflow.