

Library Strategic Plan for 2024-2027

Mission

Provide access to diverse, high-quality information resources and services advancing the University of Richmond's academic, research, and creative endeavors. Create welcoming and inspiring physical and virtual spaces that foster learning, collaboration, and creativity. Advance information literacies that develop critical thinking and ethical use of information. Preserve and promote the University of Richmond's intellectual and cultural heritage.

Vision

The University of Richmond Libraries commit to collaboratively cultivating a vibrant and dynamic research and learning ecosystem, empowering and sustaining an inclusive, intercultural, and innovative campus community.

Values

We support open access to information and diverse viewpoints and empower our campus to freely explore intellectual interests, question assumptions, and contribute responsibly to dialogue as part of a rigorous liberal arts education.

We actively cultivate a hub for connection, mutual understanding, and growth across differences where all community members feel a sense of belonging and are treated with empathy, dignity, and respect.

We carefully weigh competing needs to develop balanced policies with integrity. We communicate our principles openly and apply them consistently to build trust, especially when navigating difficult decisions.

We ignite curiosity and champion self-directed learning by providing resources and spaces to foster intellectual vitality and connecting people with ideas, information, and networks.

We integrate sustainable practices across our operations, teaching, and partnerships for a positive, enduring impact on our community and environment.

1. Enhance Academic Excellence

Strategically enhancing library staff expertise, expanding resources, and innovating services are critical steps to significantly bolster the library's pivotal role in supporting and enriching academic programs and research, ultimately elevating the overall learning experience for students.

IDEAS/SOLUTIONS:

1. Conduct a thorough analysis of the current workload and identify areas of increased demand for research and information services. Develop a staffing plan to meet those needs. **(ADMIN)**
2. Collaborate with faculty and department heads to identify key research areas and align collection development strategies accordingly. **(ALL)**
3. Allocate resources for acquiring new materials. **(ALL)**
4. Enhance collection access by improving discoverability. **(ALL)**
5. Develop digital collections that provide broader access to research materials held in the libraries' archival collections. **(DSLDE, MUSIC, BAD)**
6. Develop digital scholarship projects as Open Educational Resources. **(DSLDE, MUSIC)**
7. Involve students in digital scholarship projects providing them with research and skill-building opportunities. **(DSLDE, MUSIC)**
8. Strengthen our partnership with the Weinstein Learning Center and Faculty Hub **(ADMIN, RI, ACCESS, GS)**
9. Work with academic support partners and the Provost Office to create a comprehensive learning center within the library. **(ADMIN, RI, BAD, ACCESS, GS)**
10. Develop specialized library programs and resources that complement/engage/work with writing, quantitative skills, and academic skills development. Collaborate with faculty to effectively integrate these programs and resources into the curriculum. **(ADMIN, RI)**
11. Work closely with academic advising to identify the needs of students regarding information literacy and research skills. Provide resources, workshops, and training sessions to academic advisors to improve their ability to support students in these areas. **(ADMIN, RI)**
12. Engage with students to understand their challenges in navigating scholarly resources effectively. Develop targeted workshops and programs that address those needs. Work with faculty to integrate these workshops and programs into the curriculum or offer them as standalone sessions. Ensure alignment with course objectives and assignments. **(RI, MUSIC)**

2. **Fostering Belonging and Community**

We will proactively foster an inclusive and welcoming environment within the libraries, implementing initiatives that promote diversity, equity, belonging, inclusion, and community building, while ensuring all users feel respected and valued.

IDEAS/SOLUTIONS:

1. Support and promote sessions or workshops that enhance staff members' understanding of cultural competence, diversity, and inclusion. Topics may include unconscious bias, inclusive language, and creating a welcoming atmosphere for all library users. **(LLG)**

2. Review existing library policies, spaces, and procedures to ensure they promote equitable access to resources and services for all users. Make necessary adjustments to eliminate barriers and create a more inclusive environment. **(LLG)**
3. Enrich partnerships with various campus organizations and affinity groups to co-host inclusive events. Work together to create events that celebrate diversity and promote community building. **(ACCESS, RI, BAARB, MUSIC, BAD)**
4. Support discussions, panels, or workshops that provide platforms for diverse perspectives and experiences to be shared and celebrated. Encourage participation from students, faculty, and staff from different backgrounds and cultures. **(ACCESS, RI, BAARB, MUSIC)**
5. Enhance spaces within the libraries for students, staff, faculty, and affinity groups. Offer organizational assistance and support to foster their activities. **(ACCESS, MUSIC)**
6. Provide professional development opportunities for student employees working in the library, focusing on skills relevant to experiential learning and community engagement. **(ALL)**
7. Foster a supportive and inclusive work environment that values input and encourages involvement in decision-making processes. **(ALL)**

3. Promoting Access and Affordability

We will develop a comprehensive and targeted advocacy campaign for open educational resources (OER) and affordable textbook initiatives, incorporating innovative outreach methods and strategic partnerships, to ensure all students, irrespective of their economic background, not only become aware of but also actively utilize the library's services and resources.

IDEAS/SOLUTIONS:

1. Work closely with faculty members to identify and promote open educational resources (OER). Encourage faculty to adopt OER materials in their courses, reducing student costs. **(ADMIN, RI, BAD)**
2. Promote the use of library electronic resources (ebooks, etc.) that can be licensed for multiple users. **(ADMIN, RI, BAD)**
3. Seek partnerships with organizations and funding opportunities supporting affordable course materials adoption. This could include grants or collaborations with publishers, textbook rental programs, or other initiatives. **(ADMIN, RI, MUSIC, ACCESS)**
4. Determine how effective our current communications tools are, including their strengths and weaknesses, and provide recommendations and improvements necessary for our communications plan to work better. **(RI, ACCESS, MUSIC)**
5. Develop marketing strategies to promote the library's services and resources, focusing on reaching students from diverse financial backgrounds. Utilize various channels such as social media, campus newsletters, and student organizations to ensure broad reach. **(RI, ACCESS, MUSIC)**

6. Partner with student organizations to host events, workshops, or informational sessions highlighting the library's services and resources available for students, emphasizing their affordability and accessibility. **(RI, ACCESS, MUSIC)**
7. Incorporate information on the library's services and resources into new student orientation programs. Ensure that all students, regardless of their financial background, know the support and resources available to them. **(RI, ACCESS, MUSIC)**

4. **Supporting Well-being**

We will collaboratively redesign library spaces and services, incorporating elements that actively promote physical and mental well-being for all users. Furthermore, we will forge sustainable partnerships with campus health and counseling services to ensure holistic support, while also implementing staff and faculty well-being initiatives that can be measured for their positive impact.

IDEAS/SOLUTIONS:

1. Assess the current layout and furniture in the library to create comfortable and flexible study areas. Consider incorporating ergonomic seating, natural lighting, and spaces for quiet reflection. **(ADMIN, GS, MUSIC)**
2. Offer access to mindfulness resources, wellness reading materials, or guided meditation recordings through physical or digital library platforms. **(ADMIN, GS, MUSIC)**
3. Collaborate with campus health and counseling services to provide informational displays and resources within the library that address mental health and well-being topics. This can include pamphlets, brochures, and recommended reading materials. **(ADMIN, ACCESS, RI, MUSIC)**
4. Work with campus health and counseling services to organize workshops and events focused on stress management and self-care. These sessions can cover relaxation techniques, time management, and mindfulness practices. **(ADMIN, ACCESS, MUSIC)**
5. Offer resources and training sessions for library staff and faculty on work-life balance, stress management, and self-care. These resources can include workshops, webinars, or access to online resources and self-help materials. **(ADMIN, ACCESS, MUSIC)**
6. Promote awareness of campus well-being programs and initiatives among library staff and faculty. Encourage them to participate and use these programs to support their well-being. **(ADMIN, ACCESS, RI, MUSIC)**

5. **Strengthening Experiential Learning and Community Engagement**

We will proactively develop and curate specialized collections and resources that cater to diverse experiential learning opportunities and foster community engagement. We will implement strategic partnerships and innovative outreach initiatives with

local organizations, libraries, museums, and archives to maximize the impact and accessibility of these resources.

IDEAS/SOLUTIONS:

1. Consider diverse formats, such as physical books, e-books, audiovisual materials, and interactive digital resources, to accommodate different learning preferences. **(RI, BAARB, MUSIC, BAD)**
2. Curate collections that reflect the cultural and historical significance of the UR community, fostering a sense of connection and pride. **(RI, BAARB, MUSIC, BAD)**
3. Develop online resource guides and databases that provide easy access to specialized collections and materials for students, faculty, and community partners. **(RI, BAARB, MUSIC, BAD)**
4. Collaborate with faculty and staff to integrate specialized collections into course curricula, research projects, and internship programs. **(RI, BAARB, MUSIC)**
5. Offer workshops and training sessions for faculty, staff, and students on effectively using and leveraging the resources available in the specialized collections. **(RI, BAARB, MUSIC)**
6. Encourage students to explore and engage with the collections independently to foster a culture of self-directed learning. **(RI, BAARB, MUSIC)**
7. Promote the Library's Community Engagement Initiatives **(ACCESS, MUSIC, BAARB, DSLDE)**
8. Partner on events, exhibitions, and workshops with local libraries, museums, archives, and galleries to showcase the UR libraries' collections, connect them to collections in the community, and foster engagement. **(ALL)**
9. Use social media and other communication channels to promote experiential learning opportunities within the libraries and our community engagement initiatives to a broader audience. **(ALL)**