SSU University Library

Strategic Plan, 2019-2025

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SONOMA
STATE UNIVERSITY

University Library

Mission

The Sonoma State University Library fosters curiosity, critical thinking, and transformational learning. We provide services, spaces, and collections that encourage exploration and engagement with new ideas. We build equity in our community by providing access to resources and creating an inclusive, welcoming environment. We make connections across and beyond the university in order to contribute to the creation and preservation of knowledge and information.
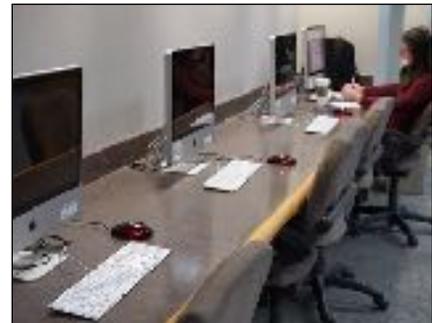
Vision

Through their engagement with the University Library, learners are genuinely inspired, curious, and empowered in their ability to seek and take in information, grapple with it, and create new knowledge. They develop innovative solutions to 21st century challenges with an awareness of the ways in which structures of power, knowledge, and discourse are inextricably woven together with the creation, dissemination, and synthesis of information.

Values

We support the core values of the profession of librarianship and of Sonoma State University. In addition, we are guided by the values of

- Integrity and respect
- Equity, diversity, and inclusion
- Creativity, curiosity, and critical engagement
- Education and lifelong learning
- Collaboration

Strategic Priorities and Goals, 2019-2025

The University Library has identified five areas of strategic importance for the fulfillment of our mission. These strategic priorities provide focus for short- and long-term goals and give direction to our decision-making. The library's strategic priorities support the university's strategic priorities of Student Success, Academic Excellence and Innovation, Leadership Cultivation, and Transformative Impact in a variety of ways.

Priority 1: Collaborate with campus partners to develop innovative, high-quality academic programs that support critical thinking, experiential learning, active learning, creativity, innovation, and cross-disciplinary collaboration.

Student learning is the library's highest priority. Through collaborative partnerships across campus, we contribute to the development of high-quality academic programs through information literacy instruction, collections that support the curriculum, spaces and tools that provide unique learning opportunities, and experiences that enhance the curriculum and expose students to new ideas and perspectives.

1. Develop a comprehensive and systematic information literacy plan in the general education program and in the majors.
2. Assess information literacy instruction and practice to improve the existing instruction program, highlight the impact on student learning and student success, and create new opportunities.
3. Develop tested strategies for collaborating with program faculty to integrate information literacy in the majors and in key academic programs.
4. Increase awareness among faculty, students, and administrators of information literacy and its benefits and importance to student success.

5. Engage with campus partners, academic programs, and the external community to curate exhibits and programs that align with and are integrated into the university curriculum.

Priority 2: Contribute to SSU's Graduation Initiative 2025 retention and graduation goals and strategic enrollment management plan.

The library can play a critical role in student recruitment, retention, and time to graduation through many of our programs and initiatives. Our mission to build equity in our community and to make connections across and beyond the university is directly tied to supporting students through every stage of their university career and providing the tools and guidance they need to persist in meeting their educational goals.

1. Find ways to engage with students to reduce library anxiety and to increase awareness of the ways the library can support students in their academic careers.
2. Identify social justice issues and identities resonating among students and find ways to support their exploration of those issues and identities.
3. Identify core needs of students so we can provide meaningful services and useful study space during the Stevenson remodel and library revitalization projects.
4. Establish an affordable learning strategy that supports student learning and faculty pedagogical needs.
5. Explore options for developing, managing, and highlighting collections, including our unique Special Collections and open access resources, in new and innovative ways; make these collections more visible and accessible in the library's physical and digital spaces.

Priority 3: Improve teaching and learning spaces and virtual environments to support student learning and research.

The library provides a unique environment for learning and engaging with new ideas. By re-imagining and revitalizing the library's physical and virtual spaces, we can encourage innovation and creativity, provide enhanced space for learning and teaching, encourage collaboration and cross-discipline engagement, and give students a dedicated space that supports their educational achievement.

1. Conclude the library design process begun under the last strategic plan and use the results to plan the library's revitalization for 2022-25.
2. Work with the SSU community to develop a plan for improvements to the library facility, including core infrastructure updates and enhances student study and work space.

3. Create a strategic technology plan to sustain and improve services and infrastructure, focusing on the user experience, equity of access to resources and services, and promoting academic excellence, innovation, and collaboration.
4. Optimize library systems and workflows to provide effective discovery and access to library resources in all formats.

Priority 4: Cultivate leadership, diversity, equity, and inclusion within the library and continue efforts to improve organizational effectiveness.

The library is committed to anti-racism and to increasing diversity, equity, and inclusion at SSU. Building a stronger and more inclusive organizational culture requires commitment, leadership, and the willingness to learn and grow. Through meaningful assessment practices we continue to improve our organizational effectiveness and to execute our mission with integrity and a commitment to the values of diversity, sustainability, and community engagement.

1. Diversity our faculty and staff ranks and ensure all faculty, staff, and managers are well positioned to support SSU's multicultural communities.
2. Develop and continue to refine assessment plans and processes across all library program areas.
3. Optimize data gathering processes and systems across library programs in order to develop and maintain a body of evidence that allows us to document successes, share our results, and make improvements.
4. Develop and implement a sustainable plan for reviewing collections in order to align spending with budget, ensure a fair allocation of funds across disciplines, and provide curriculum support.
5. Build up staff and student assistant ability to provide front line services by providing regular training across teams and departments and frequent information about student needs.
6. Provide opportunities for library faculty and staff to engage in ongoing professional development, research, and scholarly activity.

Priority 5: Engage with the campus and broader community through multiple strategies in order to advocate, educate, and promote our value.

The library's mission to create connections across and beyond the community is closely tied to SSU's focus on community engagement. Library programs seek to engage with the community in order to increase SSU's impact on the region and to support community-based research and service.

1. Identify the most effective ways to communicate the value of the University Library to the SSU community, the broader North Bay philanthropic, business, and government communities, and stakeholders in the CSU system.
2. Establish a framework for philanthropy and sponsored research.
3. Engage with campus partners, academic programs, and the external community to curate exhibits and programs that align with and are integrated into the university curriculum.