



OHIO UNIVERSITY LIBRARIES

2021-2023

STRATEGIC PLAN



OHIO
UNIVERSITY

University Libraries



Photo by James Year/Ohio University Libraries

Photo by Bryan Thomas/Ohio University Libraries

Message FROM THE DEAN



I am pleased to share the Ohio University Libraries' Strategic Plan 2021-2023. This plan is the result of a dynamic, Libraries staff-led process from April to December 2020: a time during which the University and global community were faced with the unprecedented challenge of the COVID-19 pandemic.

Throughout the process, our staff engaged virtually with students, faculty, staff, alumni and other stakeholders to create a renewed mission, vision and strategy for the Libraries. Focusing on three overarching themes: *connect*, *empower* and *sustain*, this plan positions and affirms the Libraries as the heart of the University. Through the advancement of our strategic goals, the Libraries seeks to amplify our role as the locus of interdisciplinarity and collaboration across all Ohio University campuses.

Informed and energized by this plan, librarians and staff are committed to *connecting* with our users to reimagine services, collections and spaces for the future; *empowering* our communities by ensuring that all of our work upholds and advances the University's commitment to diversity, equity and inclusion; and *sustaining* student and faculty success through the continued innovation in stewardship of our many resources.

I look forward to sharing updates on the work we undertake to advance this strategy in the months ahead. I also welcome any feedback and suggestions you might have on how University Libraries can help to support your own goals.

Neil Romanosky
Dean of University Libraries

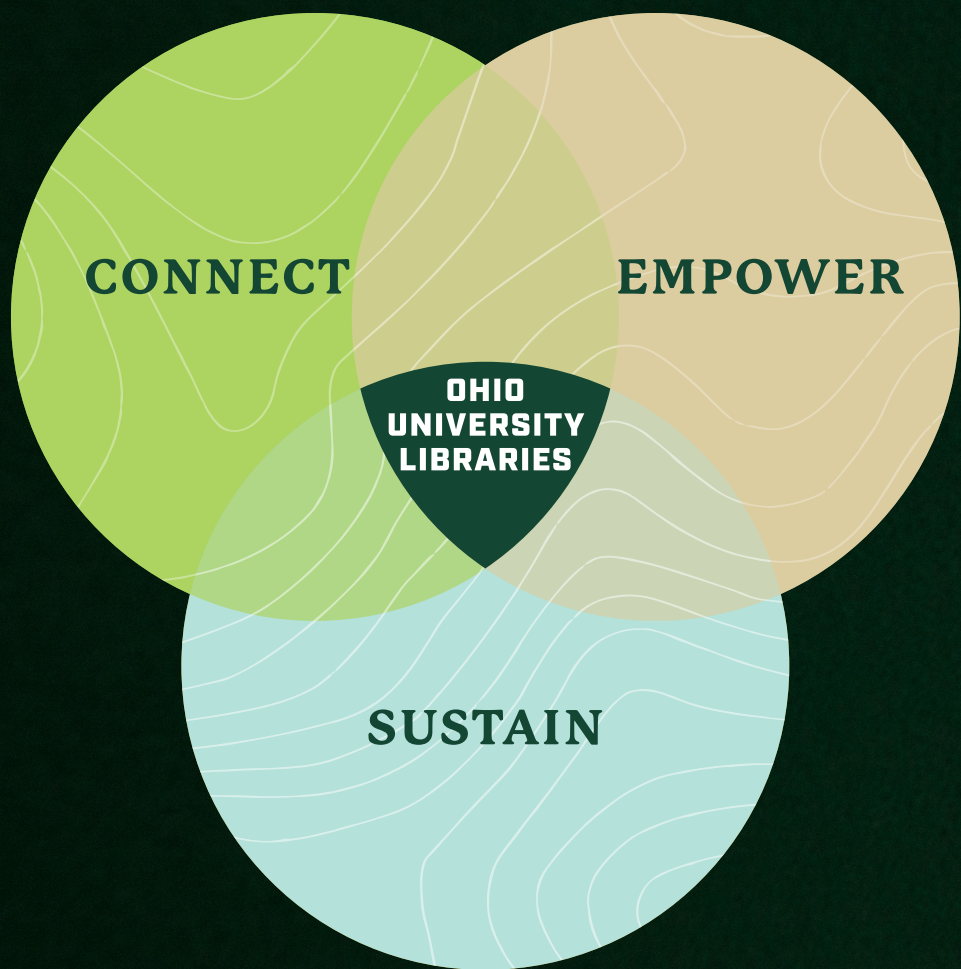




Photo by Daniel Owen/Ohio University



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2021-2023 STRATEGIC PLAN

The Ohio University Libraries Strategic Plan affirms the role of the Libraries as the heart of the University. We connect the University to our local and global communities, empower our users as creators of knowledge and positive change, and sustain the University's commitment to be an enduring source of growth, innovation and support. Our strategic goals position the Libraries to be the locus of interdisciplinarity and collaboration across all Ohio University campuses, as we deepen existing partnerships and explore new opportunities to connect with a wide range of communities.

The Libraries' ambitious staff-led strategic planning process took place between April and December 2020. The process included a robust environmental scan, extensive engagement with stakeholders and collaborative authorship of a strategic plan that aligns the Ohio University Libraries with the University's Strategic Framework. Now the real work begins as the Libraries develops and enacts initiatives to bring this plan to life.

In the spirit of transparency and accountability, we will share our progress through these new strategic directions by sharing updates, conducting assessments and engaging with users around our goals. In order to most effectively embody our values and accomplish our goals, the Libraries will embrace holistic decision-making processes. Wherever appropriate, we will seek input from our users, foregrounding their perspectives before, during and after implementation. We will generate evidence to support our strategic choices, while also incorporating professional judgment and experience.

VISION

Ohio University Libraries is a catalyst for research, knowledge discovery, and student success and transformation. We empower students, faculty and staff by providing equitable access to knowledge and expertise, sustaining the Ohio University academic enterprise.

MISSION

Ohio University Libraries embraces a culture of connection, empowerment and sustainability to reimagine services, anticipate needs and manage change to create a better future.



Photo by Alysia Burton/Ohio University Libraries

Strategic Plan **CONNECT**

Ohio University Libraries connects our community of faculty, students, global scholars and other stakeholders to knowledge and expertise. We are collaborative and leverage national and international partnerships to advance research, education and innovation.

OHIO UNIVERSITY LIBRARIES WILL:

- Actively enhance and facilitate teaching, learning, research and creative activity by meeting faculty and students where they are with responsive and direct pathways to the resources they need.
- Engage in the rapidly evolving ecosystem of scholarship and research, in support of faculty and student success, affordable college experiences and the positive global impact of networked information.
- Advance our approaches to engagement within the Libraries and across Ohio University to broaden the reach of our services and collections.



Photo by Alysia Burton/Ohio University Libraries

Strategic Plan **EMPOWER**

Ohio University Libraries acknowledges our responsibility to empower our communities by providing equitable access to information, facilitating the creation of new knowledge and preserving our history, so that we may continue to learn from it.

As the Libraries embarks on a path of new strategic priorities, we also commit to imbuing diversity, equity and inclusion throughout those priorities, recognizing that these are not aspects of our work: they are the heart of it.

OHIO UNIVERSITY LIBRARIES WILL:

- Commit to incorporating social justice into our decision-making processes. We will confront institutional bias and structural racism to make demonstrable progress toward diverse collections, equitable policies and inclusive practices.
- Develop and evolve approaches and modalities to instruction, learning and research that amplify the critical and creative inquiry skills needed to navigate complex information environments to nurture life-long learners.
- Benefit our entire community through the intentional creation of accessible, usable and inviting spaces, experiences and resources for our users, especially those who have historically been excluded from library and higher education spaces.
- Engage our communities by celebrating, sharing and preserving the geographic and cultural heritages of our campuses.



Photo by Stephen Zerner/Ohio University Libraries

Strategic Plan **SUSTAIN**

Ohio University Libraries is a committed steward of resources essential to student, faculty and community success. We recognize the vital importance of holistic decision making in creating a sustained positive impact at a time of social and financial stress.

OHIO UNIVERSITY LIBRARIES WILL:

- Advance the University's success and distinction through the ongoing development of sustainable collections strategies that broaden student and faculty access to the resources they need.
- Commit to developing, recruiting and retaining staff with skills and approaches that meet the needs of the University community.
- Foster a culture of learning, retention and support of our diverse student population as key stakeholders in their success.

The Planning PROCESS

From April to December 2020, the staff of Ohio University Libraries worked together to develop a three-year strategic plan to guide and sustain our work in service to our users, our institution and our profession. This report briefly describes the process, presents the strategic plan and paves our path forward.



Photo by Lexi Browning/Ohio University Libraries



Photo by Lexi Browning/Ohio University Libraries

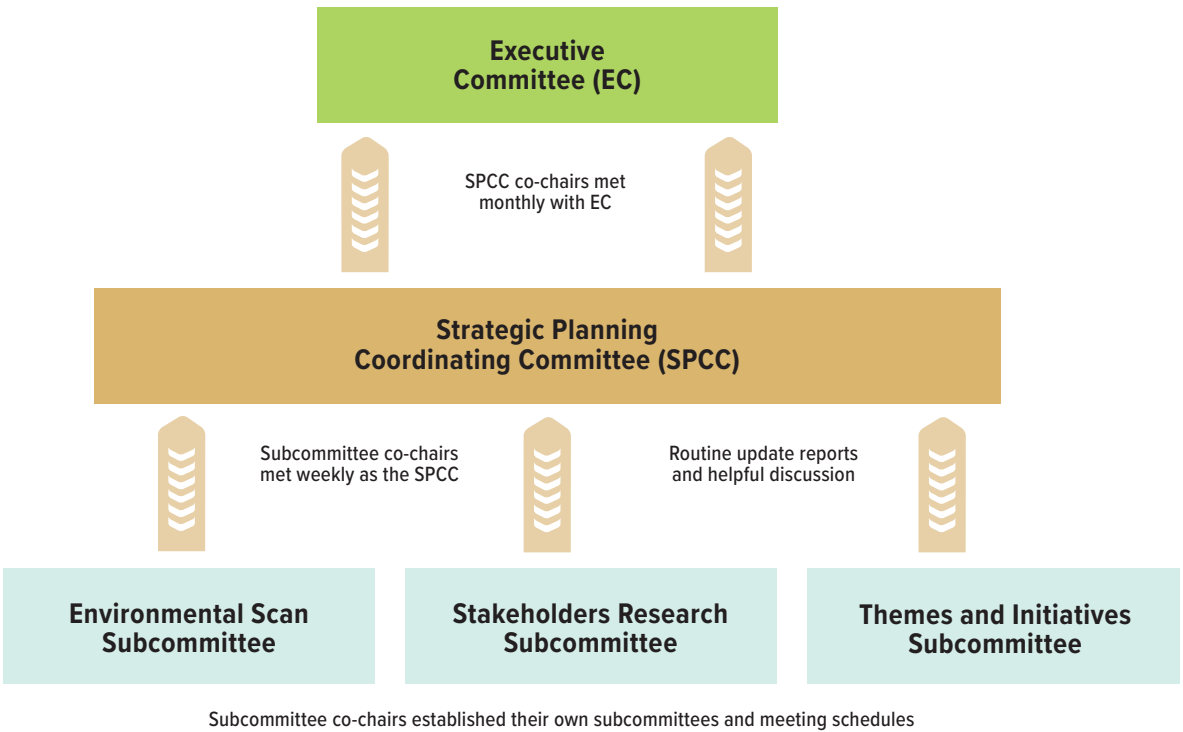


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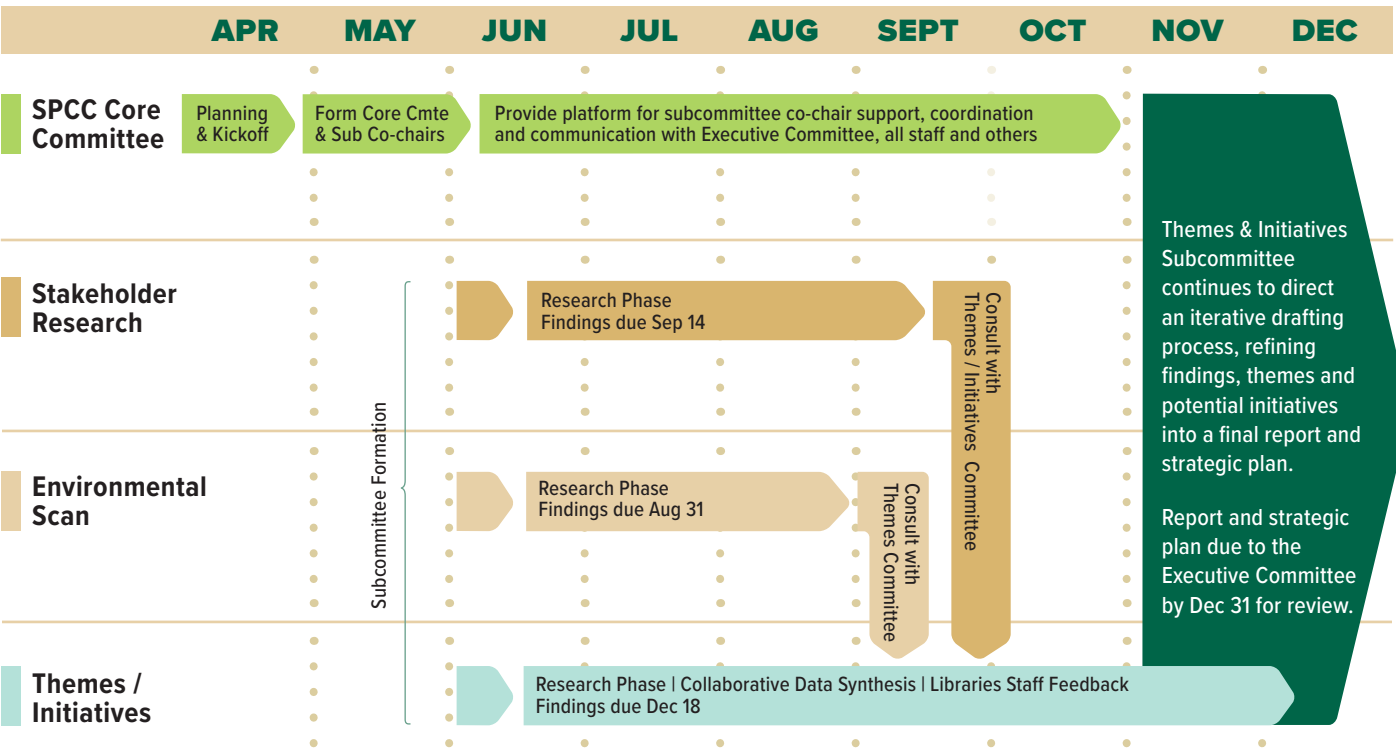


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WORK TEAMS



TIMELINE



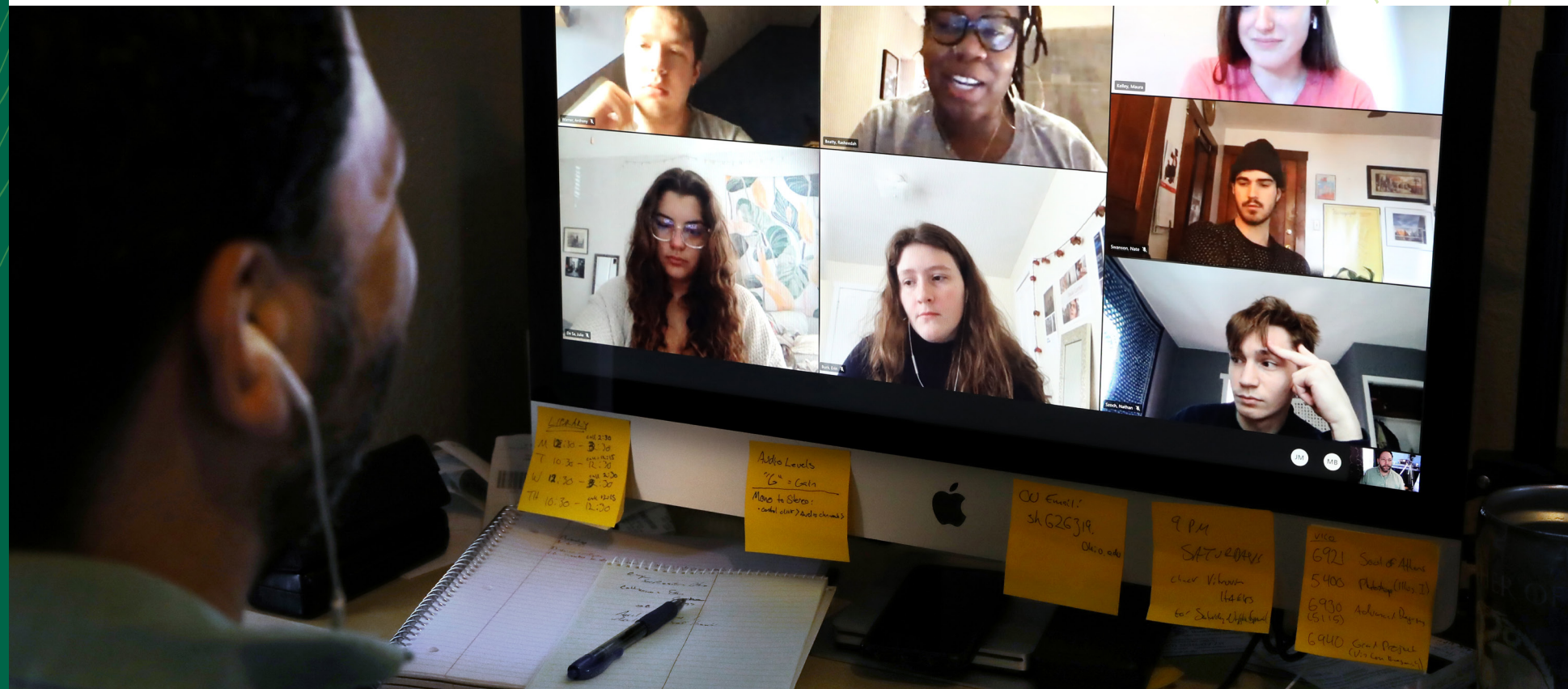


Photo by Stephen Hayford/Ohio University Libraries

Planning COMMITTEES

The Strategic Planning Coordinating Committee guided the strategic planning process, including an extensive research phase that supported the collaborative authorship of the final plan. The committee met weekly throughout the planning process to discuss findings and to make shared decisions to move the work forward. The committee members co-chaired the Environmental Scan, Stakeholders and Themes & Initiatives subcommittees.

Coordinating Committee: George Cheripko, Damon DeBorde, Janelle Hubble, Katy Mathuews (co-chair), Miriam Nelson, Michael Pistrui, Hanna Schmillen, Tanner Smith (student representative), Ryan Spellman (co-chair), Nancy Story and Eileen Theodore-Shusta (liaison to Executive Committee)

Environmental Scan Subcommittee conducted an extensive environmental scan to ground our work in contemporary issues and a deep understanding of our professional and institutional values. The work of the subcommittee included:

- Review of 21 peer institutions
- Robust literature review of scholarly and professional publications
- Survey of Libraries' staff in collaboration with Stakeholders subcommittee
- 44-page report and presentation to the Libraries' staff

Members: John Canter, Damon DeBorde (co-chair), Jeff Ferrier, Miriam Intrator, Ryan Spellman (ex-officio), Nancy Story (co-chair), Brandi Weaver and Carla Williams

Stakeholders Subcommittee engaged in robust inquiry with the Libraries' staff and external stakeholders, including students, faculty, alumni and community members, among others, to understand needs and opportunities. The work of the subcommittee included:

- Analysis of a reference transaction sample
- Survey of Libraries' staff in collaboration with the Environmental Scan subcommittee and stakeholders
- Focus groups: Three staff and 10 stakeholders
- 20-page final report, four sub-reports with inquiry details and presentation to Libraries' staff

Members: George Cheripko (co-chair), Janelle Hubble (co-chair), Katy Mathuews (ex-officio), Sherri Saines, Hanna Schmillen (co-chair) and Seth Sisler

Themes and Initiatives Subcommittee transformed environmental scan and stakeholder research into a collaboratively authored strategic plan. The subcommittee engaged in broad and iterative feedback with the Libraries' staff. The work of the subcommittee included:

- Two staff surveys
- A town-hall workshop session
- Iterative feedback and drafting with Executive Committee
- Open review and feedback
- Presentation of final strategic plan

Members: Judy Carey Nevin, Araba Dawson-Andoh, Jeff Fulk, Michele Jennings, Katy Mathuews (ex-officio), Miriam Nelson (co-chair), Michael Pistrui (co-chair), Carrie Preston and Ryan Spellman (ex-officio)



Photo by John Michael Simpson/Ohio University Libraries



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