Our Mission

The College Library staff fosters a community of lifelong learners, critical thinkers, and engaged citizens. We offer access to high quality resources, development of information literacy skills, and personal support for the academic endeavors of our students, faculty, and professional staff. We advance academic excellence in learning, teaching and research by connecting people, scholarly resources and technology in comfortable and collaborative environments designed to support student success, personal growth and thoughtful inquiry in the pursuit of a liberal arts education.

Our Vision

The College Library is a leader of intellectual activity on campus, connecting people and resources in order to innovate and create knowledge. We are advocates for our users’ needs and proactively pursue initiatives that we are uniquely positioned to grow as a leading liberal arts college library. Our expertise in library services, digitization, information literacy and scholarly communication combined with a capacity to imagine co-located services puts us at the forefront of contributing to student success. *We preserve the past, take action in the present and embrace the future.*

Our Commitments and Values

With civility and respect, we collaborate with students, faculty and professional staff to further the College’s goals, and partner with our communities to encourage creative activity, scholarly engagement and academic integrity. As individuals and in groups, we take responsibility for fulfilling our mission, pursuing our vision and responding to a rapidly changing academic and higher education landscape.

The College Library:

- Recognizes the strength and value in the diversity of our students, faculty and staff
- Asks our communities and colleagues for input and welcomes constructive feedback
- Acquires, preserves and provides access to scholarly, diverse collections
- Enables the discovery of knowledge in all forms
- Teaches the critical evaluation and use of information
- Develops welcoming and creative services for our user communities
- Provides safe, useful and adaptable environments for individual and group work
- Evolves personnel and positions to be responsive to user needs
- Advocates for the use of open educational resources and open access to scholarship
- Applies best practices and professional standards to inform decision-making
- Approaches our work with a growth mindset and encourages informed experimentation
Our Strategic Areas, Goals and Objectives

1. Enhance User Experiences and Develop Instructional Best Practices

Improve user engagement by listening to and advocating for the needs of a diverse community. Develop our teaching identities and pedagogy to better support student success in ways that acknowledge differences in cultural backgrounds and prior educational experiences.

Goal: Create opportunities for intentional dialogue with our user groups

- Develop channels for student input: a suggestion box, student town halls, focus groups, or an advisory group through Diplomatic Congress
- Design services and develop service qualities that integrate user feedback
- Conduct an ethnographic study to see how resources are used
- Analyze MISO (Measuring Information Services Outcomes) survey data, draw conclusions and publicize

Goal: Strengthen our teaching skills and information literacy program so that all students are engaged creatively and respectfully

- Develop a program for regular assessment of learning outcomes
- Formalize and promote our information literacy program
- Improve teaching spaces and create a community of practice
- Collect a repository of lesson plans and teaching tools
- Encourage application to the Association of College & Research Libraries’ Immersion program
- Partner with the Faculty Center on learning pedagogy
- Explore co-teaching or teaching a Connections Course
- Collaboration with faculty to develop individual and programmatic information literacy solutions to allow students to learn research skills, whatever their previous experience of libraries

2. Curate Scholarly Content and Provide Robust Access

Cultivate vibrant collections of accessible resources in support of the curriculum, research and knowledge creation.

Goal: Write a comprehensive collections management plan encompassing physical, electronic and digital collections

- Write specific, integrated policies for all collections

Goal: Implement collection development policies to ensure the quality and relevance of our physical resources

- Assess shelving needs, inventory collections and deaccession
- Assess and alter or expand approval plans as needed
- Complete a review of standing orders
- Review the use and relative costs of all physical resources

Images provided by the Office of Communications
Goal: Sustain and grow necessary future electronic access in concert with collection development policies and management plan

- Review the use and relative costs of all licensed e-resources
- Pursue HathiTrust membership and similar initiatives
- Assess use/cost and appropriately expand streaming media

3. Invest in and Grow Our Digital Initiatives

Lead the College in the conceptualization, building and preservation of unique digital collections, archival records, and scholarship services.

Goal: Identify platforms suited to the range of our digital collections and make those collections discoverable

- Pursue a more robust platform for digitized Archives & Special Collections material
- Make collections discoverable through the Discover system
- Explore an additional platform or storage for visual resources in collaboration with appropriate campus partners
- Continue to build digital collections following the collection development policy

Goal: Manage a digital archives repository for preserving valuable College records

- Codify a long term preservation plan
- Process locally stored materials and identify an appropriate long term digital storage solution
- Investigate an archiving program for the College web site
- Advocate for the development of a College records management program

Goal: Develop programs to support student and faculty digital scholarship projects

- Assemble relevant parties to plan for support, including library employees, IET, ITS, Faculty Center, and faculty
- Plan and implement small, initial programs, such as class projects or a summer digital scholars program
- Support digital scholarship tools and techniques through instruction
- Create a web presence to showcase/make discoverable digital scholarship at F&M
- Initiate a campus conversation about a digital scholarship center
4. Develop Our Organization and Empower Employees

Structure our organization to meet user needs, while encouraging employees to discover and pursue development opportunities. Provide leadership and support for an engaged staff, in order to best serve the College and the library profession.

**Goal: Continually improve organizational effectiveness**

- Update job descriptions and reporting structures as needed
- Structure staffing for specialized work, including but not limited to assessment, scholarly communication and/or coordinated marketing
- Assess student employment and develop as needed
- Explore consortial participation and professional development possibilities
- Embrace opportunities to diversify our organization

**Goal: Foster individual employee growth**

- Provide more professional development opportunities for all employees, particularly those that enhance the ability of employees to work with diverse students, staff and faculty
- Explore leadership opportunities by integrating into College governance
- Invest in enhancing employee work environments
- Create opportunities for internal collaboration centered on working groups informed by our strategic plan

5. Grow Collaborative Outreach and Expand Advocacy

Engage with our communities and increase advocacy in order to demonstrate our unique value to the College.

**Goal: Grow our engagement with various communities**

- Collaborate with classes to develop exhibits
- Work with the Phillips Museum on specific projects
- Offer campus workshops on current events/issues
- Design programming, events and services connected to the curriculum, the College and the liberal arts
- Provide specific alumni support, such as access to some licensed e-resources
- Partner with Advancement, Development and the Office of College Grants on campaign, growth and grant opportunities

**Goal: Support initiatives that reduce barriers to access to quality information**

- Encourage and support the faculty adoption of Open Educational Resources and Open Textbooks as class texts
- Advocate for Open Access publishing and inform campus on scholarly communication issues
Goal: Promote our unique value to the College community

- Update and implement a marketing plan
- Publish annual report and external survey data
- Evaluate and improve the Library web site

6. Adapt Spaces and Facilities to Meet Evolving Needs

Informed by our community as the campus landscape changes, we design useful, innovative environments to encourage engagement and knowledge creation. These spaces serve the scholarly and professional pursuits of a progressive liberal arts college.

Goal: Create and implement a cohesive development plan for both buildings

- Connect this with a collections management plan
- Evaluate use and redesign service areas accordingly

Goal: Explore potential co-location or building expansion with other academic services, such as, but not limited to:

- Participate actively in the Visual Arts quad development, advocating for ideas such as a cafe, gathering and exhibit spaces
- Propose a Learning Center space that includes co-location with academic services
- Expand the Faculty Center within or as addition to the Shadek-Fackenthal Library
- Expand the Quantitative & Science Center spaces within or as an addition to the Martin Library of the Sciences

Goal: Continue to improve buildings and spaces as possible

- Improve security in all library spaces
- Explore potential 24 hour study spaces
- Add gender neutral restrooms where possible in both buildings
- Upgrade student study and work spaces
- Integrate more technology and knowledge creation tools
- Invest in work and service spaces for the benefit of all users