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University of Minnesota, Twin Cities
Example: Academic Programs Division Goals 2008-2009

Libraries Goal 1
Integrate information discovery and management tools and services into the workflow of students and faculty, creating highly functional physical and network environments.

Academic Programs Goals
- Create and charge E-Science Collaborative. (AUL, w/HSL)
- Assess opportunities for Libraries' role in campus GIS services. Design programs and services based on findings. (SSPP, ESC w/DLDL & appropriate campus units)
- Assess opportunities for Libraries' role in campus data services. Design programs and services and develop collections based on findings. (ABES, PSE, SSPP, ESC, w/DLDL, HSL & appropriate campus units)
- Investigate and address the technological considerations for integrating course reserve reading lists, Tiny URLs for article linking, and information literacy learning materials into courses supported by campus course management systems WebVista and Moodle. (CES w/ DLDL, IADS)
- Create and maintain user-centered, highly valued, just-in-time support systems for library users, with a goal of improving the quality of user research, improving user productivity, and increasing user autonomy and efficiency. Use data gathered with Desk Tracker and through other means to inform decisions. Make ongoing assessment an integral part of help services.
  - Assess user needs for digital help services. If assessment indicates need, evaluate options and design services. (RRC, all AP depts.)
  - Assess user needs for place based help services. If assessment indicates need, evaluate options and design services. (RRC, all AP depts., IADS)
  - Identify failure points in Libraries' website and incorporate performance support. (RRC, CES w/DLDL)
  - Create branding that provides a unified entry or front for help services (RRC)
- Create a student advisory board. (CES, w/IADS)

Libraries Goal 2
Expedite the dissemination and preservation of researchers' scholarship (articles, data, images, media) through new models of electronic publication, thereby influencing public policy on copyright and open access.

Academic Programs Goals
- Support faculty compliance with the NIH mandate through education and assistance with depositing articles. (SCC w/HSL)
- Define position and Hire Scholarly Communication Librarian (AUL w/HSL)
- Complete Phase 2 of the scholarly communication environmental scan and participate in the ARL New Models Study. Analyze results to inform education and programmatic efforts. (SCC, ABES, AH, PSE, SSPP)

- Create campus advisory committee to inform our scholarly communication efforts. (SCC, new SC librarian, Admin)
- Revise Copyright Information and Education web site (new SC librarian, SCC)
- Educate campus administrators, faculty and students about authors' rights. (SCC, ABES, AH, PSE, SSPP)
- Establish relationship with campus Copyright Permissions Center in order to increase use of Libraries' licensed content in courses. (AUL)
- Refine the concept of the University Digital Conservancy as a program, rather than a project. Identify staffing needs and options for bringing new content into the UDC. (UDC Management Group, UDC Working Group, SCC, ABES, AH, ASC, PSE, SSPP, w/ DLDL, HSL)
- Develop strategies and workflows for systematic recruiting of new content from University centers, institutes, and other units, including creating new collections and bringing existing collections up to date with new content. Develop distributed model, utilizing library liaisons, for contacting and consulting with these units. (UDC Management Group, UDC Working Group, SCC, ABES, AH, ASC, PSE, SSPP)
- Add at least 50 new collections and 3000 new items to UDC by end of FY 09 (UDC Working Group, SCC, ABES, AH, ASC, PSE, SSPP, w/TS)

Libraries Goal 3
Integrate information literacy competencies into curriculum and practice and provide new collaborative learning spaces to facilitate student learning outcomes and goals of liberal and professional education.

Academic Programs Goals
- Proactively approach campus departments participating in the Student Learning Outcomes pilot project in order to support the integration of the SLOs into their curricula. (ABES, AH, CES, PSE, SSPP, ILC)
- Develop learning materials to support the integration of information literacy competencies into courses and independent student learning. Initial projects with Writing, ASC, CBS/ABES. (ABES, AH, ASC, CES, PSE, SSPP, ILC)
    o Hire temporary instructional designer. (CES)
- Develop an information literacy toolkit for librarians in order to increase their knowledge of and confidence in creating information literacy programs and learning materials. (ABES, AH, ASC, CES, PSE, SSPP, ILC)
- Assess emerging interests in visual / spatial / statistical literacies. Design staff education offerings. (ABES, AH, CES, PSE, SSPP, ILC)
    o Hire Media Services librarian (CES)
- Develop an information literacy training pilot for library student workers. (CES)
- Design and implement a Peer Research Consultants program. (CES)

Libraries Goal 4
Advance the Libraries' transition from print to digital collections, fostering cooperative action toward a new model of collection management and increasing the visibility of and access to our rich array of resources.

Academic Programs Goals
- Increase the visibility and discoverability of map collections throughout the Libraries. (ABES, ASC, PSE, SSPP)
- Develop a cooperative response to the Libraries' storage requirements for physical materials. (AUL, APDs, CDO, AS, FOM, Minitex)

- Expand and enhance EAD finding aids in order to increase access to materials in archives and special collections. (ASC, DLDL, TS)
- Submit at least three grant proposals for processing and digitization of archives and special collections in order to address space issues and increase access to collections. (ASC)
- Continue migrating journals and other resources to electronic format only as the preferred strategy.

Libraries Goal 5
Leverage the Libraries spaces to maximize the visibility of our services, access to physical collections, learning, collaboration, and public engagement.

Academic Programs Goals
- Open SMART Learning Commons and Library Media Services in Walter Library. Monitor use of the space and collections in order to inform decisions on staffing and services. Continue working with the colleges and other partners to design services that support teaching and learning. (CES, SLC, AUL, APDs w/ITS)
- Increase use of library spaces to display student work, partnering with colleges and other campus programs. Present examples include Art in Wilson, Art in Music, Undergraduate Symposium poster displays. (All AP depts.)
- Evaluate the use of public spaces in Wilson, Walter and Magrath Libraries, including a review of service points. Begin to develop a plan for how spaces may be re-purposed. (CES, ABES, A&H, PSE, SSPP, with IADS, FOM)

Libraries Goal 6
Share and promote our expertise and resources through engagement in dynamic community and state partnerships.

Academic Programs Goals
- Create exhibits that showcase Libraries' collections and/or services.
- Plan and/or sponsor events that showcase Libraries' collections and resources or that support campus programs. These will include the Bly event, Solar Decathlon, Welcome Week, First Fridays.

Libraries Goal 7
Invest in staff and organizational capacity for innovation, collaboration and risk taking.

Academic Programs Goals
In response to the Knowledge, Skills, and Abilities study:
- Develop professional education offerings for all staff that focus on leadership and leading from within. (AUL, APDs, HR)
- Develop professional education offerings for all staff that focus on staff roles in development, donor relationships, grant seeking. (AUL, ASC, External Funding TF, Development Office)
- Develop professional education offerings for all staff that focus on gaining a deeper understanding of our archives and special collections in order to better integrate these into research, teaching and learning. (ASC)
- Develop professional education offerings for all staff that focus on collection management including ARC training and using GOBI and other vendor selection tools; Aleph asquisitions. (Collection Coordinators, CDO)

- Continue professional education offerings for all staff that focus on information literacy, teaching and learning. (ILC, CES)
- Continue professional education offerings for all staff that focus on scholarly communication. (SCC, UDC, new SC librarian)
- Develop professional education offerings for all staff that focus on gaining cultural competency. (DOC, CES)

Additional AP Goals
- Develop a Diversity Action Plan that outlines programmatic priorities for serving underrepresented populations. (DOC, CES)
- Continue review and revision of CS and BU position descriptions in order to ensure that staff responsibilities align with priority work. (AUL, APDs)