



William H. Hannon Library
Unit-level Strategic Plan, 2021-2026
April 29, 2022

Strategic Goals and Objectives

Goal 1: Enrich and transform the student experience.

Objective 1.1: Enhance information literacy instruction, building upon an existing landscape of instruction delivery modalities, to support student research and lifelong learning.

Objective 1.2: Develop innovative programming that supports students' co-curricular needs and sense of belonging.

Objective 1.3: Integrate aspects of interdisciplinary and integrative thinking into library instruction and co-curricular programming.

Goal 2: Advance collaborative efforts to promote more open, equitable, accessible, and sustainable models of scholarly communication and digital pedagogies.

Objective 2.1: Elevate campus engagement with Digital Commons to preserve and disseminate LMU scholarly record for the community and beyond the bluff.

Objective 2.2: Sustainably support emerging digital scholarship needs of the LMU community

Objective 2.3: Increase the accessibility and affordability of an LMU education through the library's Open & Affordable Textbook Initiative (OATI).

Goal 3: Create and maintain efficient, innovative systems that support discovery, access, and sharing of library resources.

Objective 3.1: Upgrade the integrated library system (ILS) for Hannon and Rains libraries to a more reliable, better-supported, contemporary solution.

Objective 3.2: Evaluate and adapt to the changing landscape of resource sharing to ensure that faculty and students have seamless access to research and learning materials, regardless of learning modality.

Objective 3.3: Increase accessibility to and visibility of collections related to underrepresented groups.

Goal 4: Support research, scholarship and learning through responsive, sustainable collection development and stewardship.

Objective 4.1: Support new and emerging information resource needs of academic programs through collaborative, equitable, and sustainable policies and practices.

Objective 4.2: Expand the library's capacity for creating, preserving, and providing access to LMU Digital Collections.

Objective 4.3: Codify existing practices integrating principles of diversity, equity, inclusiveness, anti-racism, and accessibility in collection development and acquisitions work, and explore avenues for continued growth.

Objective 4.4: Optimize the library's capacity to accommodate future growth of the physical collections.

Objective 4.5: Establish collecting priorities for the University Archives and other archival collections to amplify the voices of historically marginalized communities in support of evolving curricula and research needs.

Goal 5: Ensure that library spaces and services meet the research and learning needs of our community.

Objective 5.1: Optimize library spaces, services, and technology to meet user needs.

Objective 5.2: Improve the accessibility and inclusiveness of library services and spaces.

Goal 6: Nurture an equitable and inclusive organizational culture.

Objective 6.1: Ensure that the library is following best practices for mission-driven, inclusive recruitment and retention of a diverse workforce.

Objective 6.2: Enhance support structures to foster staff success and improve work climate.

Objective 6.3: Strengthen structures of support for librarians pursuing promotion in rank.

Objective 6.4: Improve the quality of the library student employee experience.

Goal 7: Strengthen the library's organizational effectiveness.

Objective 7.1: Increase the library's capacity for effective project management and teamwork.

Objective 7.2: Develop, coordinate, and implement a framework for emergency response.