Library Unit Action Plan
2019-2020

Division: **Academic Affairs**
Unit: **Library**

Unit Mission:

The Amelia V. Gallucci-Cirio Library **supports the teaching and scholarship mission** of Fitchburg State University by providing dynamic and collaborative **learning spaces**, both physically and virtually. Actively developing, maintaining, and creating accessible **collections** with evolving **services** is essential to this mission.

Librarians and staff **teach key information literacy skills** that enable users to effectively find, manage, critically evaluate, and use information. The library's goal is to create **an environment that fosters intellectual curiosity and the social, cultural and professional development** of students, faculty and staff.

Goals/Outcomes:	Associated Strategic Plan Goals:
Goal 1: Investigate/Select a New Integrated Library System. AVGC Library has the infrastructure to collect, organize, provide access to, disseminate and preserve collections needed by users. (ACRL Standard 5.4)	**Goal 1: Investigate/Select a New Integrated Library System.** *University Plan Goal 4:* Grow and Strategically Align Fitchburg State's Resources (in support of student learning and faculty research).
Goal 2: Support Faculty Publishing. Deepen **Faculty/Librarian Relationships.** AVGC Library is the intellectual commons of FSU where faculty interact with ideas in physical and virtual spaces to expand the creation of knowledge. (ACRL Standard 6.4 and 3.5)	**Goal 2: Support Faculty Publishing. Deepen Faculty/Librarian Relationships.** *Academic Affairs Goal*: Support, strengthen and encourage faculty scholarship. *Corollary:* Work with faculty to develop an infrastructure to support digital humanities.
Goal 3: Support Student Learning – Access to Materials AVGC Library contributes to student retention and academic success by developing practices and employing models that support open access textbooks and materials, and leverage digital purchases within financial limitations. (ACRL Standard 4)	**Goal 3: Support Student Learning – Access to Materials** *Academic Affairs Goal:* Encourage the use of alternative education materials to reduce the cost for students.

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Goal 4: Support Student Learning – Information Literacy AVGC Library partners in the educational mission of the institution to develop and support information-literacy learners who can discover access and use information effectively for academic success, research and lifelong learning. (ACRL Standard 3)	**Goal 4: Support Student Learning – Information Literacy** *University Plan Goal 1: S*trengthen Academic Programs. *Academic Affairs Goal*: Implement LA&S Core curriculum
Goal 5: Deepen Community Engagement AVGC Library engages Fitchburg State University and its broader community in order to educate and foster intellectual curiosity, and also to develop strong connections on behalf of Fitchburg State. (ACRL Standard 9)	**Goal 5: Deepen Community Engagement** *Academic Affairs Goal*: Continue to develop programs and partnerships with surrounding community. (University Plan 1,2,3)
Goal 6: Institute Professional Development and Mentorship AVGC Library provides significant number and quality of personnel to ensure excellence and to function successfully in an environment of continuous change. (ACRL Standard 8)	**Goal 6: Institute Professional Development and Mentorship** *University Plan Goal 4:* Grow and Strategically Align Fitchburg State's Resources
Goal 7: External Relations Communication Plan AVGC Library engages the campus and the broader community through multiple strategies in order to advocate, educate and promote their value. (ACRL Standard 9)	**Goal 7: External Relations Communication Plan** *University Plan Goal 4:* Grow and Strategically Align Fitchburg State's Resources *University Plan Goal 1: S*trengthen Academic Programs. *Academic Affairs Goal*: Continue to develop programs and partnerships with surrounding community. (University Plan 1,2,3)

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Objectives	Performance Measures/Targets
Objective 1: Investigate/Select a New Integrated Library System. AVGC Library selects an integrated library system that supports students in their learning and faculty in their research, while considering financial parameters, technological innovation and staff work flows and skills.	**Measure 1: Investigate /Select a New Integrated Library System.** Through a year-long process of exploration run by the Technical Services Department, a decision is made on the selection of a new integrated library system. Implementation of system by June 2021.
Objective 2: Support Faculty Publishing. Deepen Faculty/Librarian Relationships. AVGC Library is an important University partner in supporting and promoting faculty scholarship. Faculty seek the expertise of librarians in further developing their scholarship.	**Measures 2: Support Faculty Publishing. Deepen Faculty/Librarian Relationships.** The current faculty liaison program is collaboratively reexamined by librarians and changes made to increase its effectiveness. The library staff from various departments contribute to the visibility of Fitchburg faculty's scholarship by creating a series of recurring promotional displays of faculty work, both digitally and physically.
Objective 3: Support Student Learning – Access to Materials AVGC Library is known on campus as a leading advocate for open educational resources. Faculty seek the expertise of librarians on the use of library resources and OER in course and assignment development. AVGC Library continues to collect and make available materials for all students, whether online and on campus. AVGC Library privileges DRM-free license materials for its collections in order to facilitate the use of Library materials in courses.	**Measures 3: Support Student Learning – Access to Materials** Roadmap for OER adoption is developed for review by OER MSCA committee. Librarian to lead OER MSCA committee. Workshops and one-on one meetings are held by librarians with faculty to support the use of OER materials. Digital eBook purchases recently made, including new models of acquisition, are assessed to determine their effectiveness.
Objective 4: Support Student Learning – Information Literacy Librarians collaborate with each other and with faculty to embed information literacy learning outcomes into curricula, courses and assignments. (ACRL Standard 3.2)	**Measures 4: Support Student Learning – Information Literacy** Instruction librarians reexamine and modify, as needed, the information literacy program to support the new LA&S curriculum.

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Librarians provide appropriate and timely instruction in a variety of contexts and employ multiple learning platforms and pedagogies. (ACRL Standard 3.4)	Instruction librarians evaluate and modify, as needed, the information literacy program in order to better support online learners (possibilities include online orientations, online tutorials and deeper connections with GCE staff and faculty).
Objective 5: Deepen Community Engagement Objectives AVGC Library contributes to community relations through events and services. (ACRL Standard 9.1)	**Measures 5: Deepen Community Engagement** Programming, open to both the University and local communities, is developed and implemented. Participation statistics are gathered and examined. Librarian will lead the University's Community Read initiative.
Objective 6: Professional Development and Mentorship Library personnel demonstrate commitment to ongoing professional development, maintaining and enhancing knowledge and skills for themselves and their coworkers. (ACRL Standard 8.3) Library personnel engage with library student workers to provide mentoring and work that enhances the students' overall academic experience. (ACRL Standard 8.7)	**Measures 6: Professional Development and Mentorship** Library staff reflect on and participate in professional development, with input from their supervisor. Librarians develop a mentoring program for new hire. Student employees list their AVGC Library work on their resume and list library employees as references.
Objective 7: External Relations Communication Plan The Library communicates with the campus community and the surrounding community, when applicable, in a timely way using a variety of methods and evaluates the communication for effectiveness.	**Measures 7: External Relations Communication Plan** A comprehensive communication plan is developed, under the leadership of the Dean. Implementation is be shared by multiple library staff members.

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