Creighton
UNIVERSITY
University Libraries

Creighton University Libraries Strategic Plan

2021-2024

Build talent

to deliver next generation library services.

Creighton University Libraries continues to have a need for qualified, agile library professionals and staff members. Our department will develop and maintain a team of skilled information professionals who remain current with the shifting landscape of scholarly information, research, and publishing. To determine priority areas for professional development, we will undertake a review of current talent to identify and address gaps. This effort is supported by Creighton University, which encourages continuous learning, exploration, mentorship, and professional growth and provides the spaces and tools necessary to undertake these activities.

Acknowledging a need for more personnel, we will maintain a staffing plan which takes into account external trends in higher education and the needs of our users. We will develop proposals for necessary positions in preparation for filling these positions as resources become available. When positions are vacated, our department will evaluate them to determine whether it can be reallocated to fill a higher priority need. Benchmarking and assessment data will be used as decision making tools as we align our growth with that of Creighton University.

GOALS

- Develop and maintain a team of highly skilled information professionals who remain current with the shifting landscape of scholarly information, research, and publishing.

- Advocate for professional positions necessary to deliver high quality library services.

ACTIONS

- Create annual training plans for each unit which identifies skill gaps, prioritizes training needs, identifies training required, and establishes deadlines for completing training.

- Establish minimum technology competencies for all members of the team, evaluate whether staff meet the competencies, and assign additional training, when necessary.

- Establish a minimum requirement that all members of the team complete at least one training activity on diversity and inclusion annually.

- Create individual training goals for each employee, including assignments from unit training plans and technology competencies.

- Develop proposals for required positions that include a justification supported by benchmarking and assessment data.

Actively
engage

with the campus community.

Creighton University Libraries will refocus energies and
resources into becoming an integral part of the campus community.
Our department will strengthen current partnerships and seek out
opportunities for new partnerships which align with the academic mission
of Creighton University. To foster partnerships, we will collaboratively program
annual events, increase participation in grant funded activities, and launch our
own internal grant dedicated to sparking innovative uses of our services, collections,
and spaces.

A dynamic marketing strategy for our department will be developed and new avenues of
communication employed to make the University Libraries visible to the campus community.
Increased communication and engagement with the campus community will generate
information about the needs of our users, which will be utilized to further
improve our services.

GOALS

- Promote library services and resources to campus constituent groups.

- Offer programmed events on information topics and trends for faculty, students, and staff.

- Support and participate in grant funding opportunities offered through state, regional, and national organizations.

- Develop new partnerships between the University Libraries and other departments, colleges, and schools on campus and institutions within the community.

ACTIONS

- Develop a marketing plan which identifies campus user groups, tools that will be used for communication, a schedule for disseminating information, and guidelines for how content is shared.

- Program annual events independently or with campus partners focused on information topics of interest to the campus community.

- Partner with the Sponsored Programs office to investigate how to best embed librarians into grant funding opportunities.

- Launch an Innovation Fund for internal grants which encourages faculty and staff to partner with the Libraries on new projects.

- Apply for external funding opportunities independently or in partnership with faculty or other teams on campus.

- Partner with the offices of Academic and Faculty Affairs and Faculty and Staff Development to investigate opportunities to promote information literacy, data literacy, and technology literacy to campus instructors.

Transform services

to support the changing landscape within higher education.

Higher education is facing unprecedented change and our academic libraries are continuously adapting to meet the information needs of the campus community. Adapting to a changing landscape requires our team to evaluate and assess our services, spaces, and collections and use that data to chart our course. New services, such as support for research data management, will be launched to address emerging needs while other services, such as our liaison program, will be reinvigorated to increase efficiency and offer an improved user experience.

The University Libraries will transform to offer more support to a growing body of non-traditional, first-generation, and international students. Programs will welcome a diverse student body to the libraries and our team will communicate with campus groups that support diversity to determine how we can be more inclusive. To offer more diversity of thought, our collection development policy will be revised to bring perspectives of underrepresented authors and researchers into the collection.

GOALS

- Establish a culture of ongoing assessment and evidence-based decision making within the University Libraries.

- Increase library services to support research data management at the University.

- Strengthen the library liaison program to increase partnerships with faculty.

- Offer a schedule of library workshops on new resources or information topics.

- Build collections, services, and spaces that supports inclusion of an increasingly diverse student population.

ACTIONS

- Develop and implement a plan for ongoing assessment, which includes a gap analysis of existing tools, where data will be stored, and how it will be used to make decisions.

- Expand library services to include research data management, offering consultation on research data planning, offering a workshop on the topic, and launching a subject guide.

- Reinvigorate the liaison program through developing guidelines and best practices, exploring and adopting new tools, and assessing liaison assignments.

- Develop and launch a series of library workshops to cover popular topics or resources, such as Open Access, scholarly impact, ORCiD, systematic reviews, and RefWorks.

- Update information literacy sessions for first-year students to include background on what academic libraries provide for those who have not had prior access to one.

- Update the collection development plan to include actions to bring perspectives of underrepresented authors and researches into the collection.

- Communicate with campus groups and offices that support diversity and inclusion annually in order to determine what actions the Libraries might take to be more inclusive.

- Host annual open house events for first generation and international students.

One library enterprise.

To meet evolving needs of the Creighton community, the Reinert-Alumni Memorial Library and Health Sciences Library will develop a plan to establish the Creighton University Libraries as one enterprise. Our department will evaluate services, policies, and activities to identify redundancies and improve efficiency. Where possible, we will centralize services to improve the user experience by reducing the complexity of our system. In preparation for a physical merger of spaces, print collections will be analyzed and selected content will be removed from the collections. A user-centered plan will be developed to guide the merger of our spaces, which will accommodate the diverse study needs of our students.

Library space is not just physical, but virtual—we will bring new life to the Creighton University Libraries web presence, branding it as one system. We will provide mobile-friendly, accessible online sites that make navigating our resource offerings quick and effortless.

GOALS

- Evaluate physical collections and complete weeding in preparation for space consolidation.

- Redesign the University Libraries webpages, branding the libraries as one system.

- Deliver recommendations for modifying the space in Reinert Alumni Memorial Library to accommodate combined collections and personnel.

- Merge policies, procedures, and practices of libraries and merge content within the integrated library system.

ACTIONS

- Undertake a print journal deaccession project which includes collections within both libraries. The project will utilize collections evaluation data and input from faculty and subject librarians. Throughout the project, the Libraries will communicate the status to the campus community.

- Undertake a print book deaccession project which includes collections within both libraries. The project will utilize collections evaluation data and input from faculty and subject librarians. Throughout the project, the Libraries will communicate the status to the campus community.

- Establish a task force to evaluate space and deliver recommendations for changes needed for a physical merger of libraries. Recommendations will include reclaiming student space, signage, staff work areas, and stack changes to accommodate merged physical collections, and moving schedules.

- Redesign the University Libraries website, moving content from the Health Sciences Library, Reinert Alumni Memorial Library, and Archives & Special Collections websites to the new site.

- Examine library services and policies and activities to identify redundancies, outdated processes, and areas where combining or centralizing will improve the user experience.

- Resolve discrepancies between the classification system used for the Health Sciences Library and Reinert Alumni Memorial Library and update records in the integrated library system, including location changes.

- Physically move collections and staff from the Health Sciences Library to the Reinert Alumni Memorial Library.

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