

Strategic Plan Goals and Objectives Codes

Academic Excellence	
I	Strategic Goal I: Improve the quality of scholarly resources and information services that support the advancement of academic excellence at Rutgers
I.A.	Expand the collections both electronic and in print to the level of our peer institutions
I.B.	Adopt or develop tools that provide easy, seamless, reliable, and convenient access to both online and traditional scholarly resources, wherever they are located, such as cross-database searching, link resolvers, and citation software
I.C.	Address information competency standards for students through information literacy materials, services, and programs in partnership with the teaching faculty
I.D.	Support academic excellence and a richer intellectual life at the university through increased diversity of the Libraries' workforce
I.E	Build a preservation program for the collections in all formats to ensure that critical and unique collections remain available in perpetuity
I.F.	Focus the creation of digital resources on the Libraries' unique collections and on the output of Rutgers University, with an emphasis on support for the faculty research process
I.G.	Develop services that facilitate scholarly communication and support the research in process among researchers at Rutgers
I.H.	Advocate for university and faculty participation in the open access movement to increase the impact of our faculty's research and expand access to scholarly information
I.I.	Enhance the reciprocal partnerships, including collaboration with UMDNJ and NJIT, that provide Rutgers faculty and students seamless access to collections outside the university
I.J.	Continuously improve services by utilizing assessment and accountability indicators that measure needs and impact

Students and Campuses	
II.	Strategic Goal II: Enhance the effectiveness of library services for students and the development of library facilities as learning spaces
II.A.	Focus on upgrading the maintenance and physical library environment, so that all libraries are welcoming, comfortable, safe and secure, and easy to navigate
II.B.	Expand wireless availability and the number of public access computers across the libraries
II.C.	Organize print library collections to respond to efficient delivery services and reciprocal borrowing opportunities
II.D.	Relocate lesser used print collections to the Annex to recoup space in all libraries to create spaces associated with the ways students and faculty want to work and socialize, such as group studies, cafes, social spaces, quiet areas, etc.
II.E	Work toward the development of a consolidated science library with better support for multi-disciplinary studies

Strategic Plan Goals and Objectives Codes

Service and Constituency Relations	
III.	Strategic Goal III: Improve awareness of the resources, services, facilities, and support available to all of the Libraries' constituencies
III.A.	Develop and implement marketing and communications plans for university and statewide constituencies
III.B.	Collaborate with university programs and offices to enhance communication about services and resources
III.C.	Ensure that library liaisons effectively communicate information about library services, collections, and programs to university departments, centers, and institutes and share changes and developments in departments, centers, and institutes with the Libraries
III.D.	Leverage the liaison relationship to departments, centers, and institutes to understand and support the development of new research methodologies in the disciplines
III.E.	Use our participation and leadership in collaborative statewide and regional initiatives, such as VALE and PALCI, to develop additional tools to share resources and services

Resources for Rutgers	
IV.	Strategic Goal IV: Increase the Libraries' resources to the levels of peer AAU public universities and manage those resources more strategically and efficiently
IV.A.	Secure resources to bring the Libraries to the level of peer institutions and to support new areas of academic and research excellence through a budget process that recognizes inflation and new programs, through strategic grants and partnerships, and through targeted fund raising
IV.B.	Increase the collections endowments and general academic program support in the next capital campaign
IV.C.	Partner with university and campus offices in ways that leverage the resources of each organization to support new research methodologies and new ways of teaching and learning
IV.D.	Allocate resources based on the strategic directions of the five-year plan

Leadership, Administration, Human Resources	
V.	Strategic Goal V: Continue to develop an organization and the human resources to achieve the Libraries' strategic goals
V.A.	Continue to focus the development of library leadership in copyright, intellectual freedom, and access to government information
V.B.	Invest in staff development and recognition, and support organizational development, including the areas of managing people and resources
V.C.	Examine all vacant positions for possible redesign to support the Libraries strategic plan and take into account the university's new major multidisciplinary research areas, recruit the highest caliber librarians and staff, and reassign positions strategically