

Strategic Plan Grid

P = group has primary role/objective is of primary importance

S = group has secondary role/objective is of secondary importance

		Academic Excellence											
Strategic Goal I: Improve the quality of scholarly resources and information services that support the advancement of academic excellence at Rutgers		Advisory Committee on Diversity	Assessment (AUL POR/Planning Committee)	Collection Development Council (includes Preservation and Scholarly Communication)	Public Services Council	Technical Services Council	Training and Learning Committee	Communications/Marketing Area Group	Facilities Area Group	Personnel/Human Resources Area Group	Access Services Committee	Web Advisory Committee	Instructional Services Committee
I. A.	Expand the collections both electronic and in print to the level of our peer institutions	S(1)	S	P		P							
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	S(2)	S	S	P (ISC-S)	P					S	T (A)	S
I. C.	Address information competency standards for students through information literacy materials, services, and programs in partnership with the teaching faculty		S		P (ISC-P)		P				S		P
I. D.	Support academic excellence and a richer intellectual life at the university through increased diversity of the Libraries' workforce	P(3)	S	S	S	P	P			P	P		
I.E.	Build a preservation program for the collections in all formats to ensure that critical and unique collections remain available in perpetuity		S	P		P			S		S		

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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		S	P	S	P							
I. G.	Develop services that facilitate scholarly communication and support the research in process among researchers at Rutgers		S	S	P	P					S	P	
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	S(4)	S	P	S	S							
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		S		P	P				S	P		
I. J.	Continuously improve services by utilizing assessment and accountability indicators that measure needs and impact	S(5)	P	S	P	P			S	P	P	S	S

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(1): Advisory Role in collaboration with CDC, especially for assessing diversity and equity of collections, raise funds for diversity related collections, etc.

(2) Advisory Role in collaboration with CDC, PSC, etc., especially for reaching diverse populations within RU, or advisory collaboration with liaisons, Coll.Devlt. Specialists...

(3): Collaborate with PPAC and HR for recruiting procedures, searching, position descriptions, etc.

(4): Advisory role: overall public access, equity, diversity and social justice issues

(5) Advisory Role

(A) Tertiary role

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		Students and Campuses											
Strategic Goal II: Enhance the effectiveness of library services for students and the development of library facilities as learning spaces		Advisory Committee on Diversity	Assessment (AUL POR/Planning Committee)	Collection Development Council (includes Preservation and Scholarly Communication)	Public Services Council	Technical Services Council	Training and Learning Committee	Communications/Marketing Area Group	Facilities Area Group	Personnel/Human Resources Area Group	Access Services Committee	Web Advisory Committee	Instructional Services Committee
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	S(6)	S		S	S			P		P		S
II. B.	Expand wireless availability and the number of public access computers across the libraries		S		S	P			P		S		
II. C.	Organize print library collections to respond to efficient delivery services and reciprocal borrowing opportunities		S	S	P	P			S		P		
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.		S	P	P	P			P		P		
II. E.	Work toward the development of a consolidated science library with better support for multi-disciplinary studies		S	P	P	S			P	S	S		

(6): Advisory Role: Consultations, suggestions to enhance comfort, environment collaborate with Facilities, HR, PPAC

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Service and Constituency Relations													
		Advisory Committee on Diversity	Assessment (AUL POR/Planning Committee)	Collection Development Council (includes Preservation and Scholarly Communication)	Public Services Council	Technical Services Council	Training and Learning Committee	Communications/Marketing Area Group	Facilities Area Group	Personnel/Human Resources Area Group	Access Services Committee	Web Advisory committee	Instructional Services Committee
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		S	S	S	S	P	P		S	S		S
III. B.	Collaborate with university programs and offices to enhance communication about services and resources	S(7)	S	S	P	S		P		S	P		S
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		S	P	P	S	S	P			S	T(A)	S
III. D.	Leverage the liaison relationship to departments, centers, and institutes to understand and support the development of new research methodologies in the disciplines		S	P	P			P					S

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Service and Constituency Relations	
<p>Strategic Goal III: Improve awareness of the resources, services, facilities, and support available to all of the Libraries' constituencies</p>	<div style="display: flex; justify-content: space-between;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Advisory Committee on Diversity</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Assessment (AUL POR/Planning Committee)</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Collection Development Council (includes Preservation and Scholarly Communication)</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Public Services Council</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Technical Services Council</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Training and Learning Committee</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Communications/Marketing Area Group</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Facilities Area Group</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Personnel/Human Resources Area Group</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Access Services Committee</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Web Advisory committee</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Instructional Services Committee</div> </div>
<p>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</p>	<div style="display: flex; justify-content: space-between;"> <div></div> <div>S</div> <div>S</div> <div>P</div> <div>P</div> <div>S</div> <div>S</div> <div></div> <div></div> <div>P</div> <div></div> <div>S</div> </div>

(7): Currently collaborate with University Diversity committee and Committee to Advance our Common Purposes (CACP); keep libraries advised of developments;...

(A) Tertiary role

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Resources for Rutgers													
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		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	S(1)	S	S	S	S			P				
IV. B.	Increase the collections endowments and general academic program support in the next capital campaign	S(1)	S	S									
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		S		P	P	S		S				P
IV. D.	Allocate resources based on the strategic directions of the five-year plan		S	S	S	P				P	S		

(1): Advisory Role in collaboration with CDC, especially for assessing diversity and equity of collections, raise funds for diversity realted collections, etc.

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Leadership, Administration, Human Resources												
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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		S		S	S				S	S	
V. B.	Invest in staff development and recognition, and support organizational development, including the areas of managing people and resources	S(8)	S		S	P	P	S	S	P	P	
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	S(8)	S	S	S	P	P		S	P	S	

(8) Advisory Role in collaboration with PPAC, Training & Learning, HR...