1. **Goal: Commitment to diversity, equity and inclusion.**

Objective: commit to intentionally fostering diversity, equity, and inclusion. From Diversity at Rutgers University Libraries: “As the intellectual commons of one the most diverse universities in the nation, Rutgers University Libraries advance and promote diversity in all its forms. We believe the Libraries are stronger and can more effectively support the mission of Rutgers when we are inclusive and equitable. To this end, the Libraries endeavor to create a welcoming workplace that reflects and supports the many populations and programs of the university with which we engage and we strive to provide spaces, resources, and services that are accessible.”

Activities:
- Create Committee on Diversity, Equity & Inclusion.
- Recruit for diversity.
- Provide staff and student workers with training and development to cultivate cultural humility, sensitivity, understanding, and empathy, especially as it relates to supporting marginalized or underrepresented groups and identities.
- Provide equitable access to information and sources:
  - Continue providing course reserves and market OAT program, which ensures that all students, regardless of economic resources, have access to class resources.
  - Expand Technology Lending Program as we recognize that not everyone can afford or has access to the technological devices.

2. **Goal: Meaningful assessment.**

Objective: develop an assessment framework that measures success and sets benchmarks in all areas: services (e.g. access, instruction, and reference), spaces and collections. Commit to evaluation, planning, design, development, facilitation, and implementation of collaborative library assessment initiatives that will lead to service improvement for library users.

Activities:
• Map library’s activities to university’s priorities, e.g. library’s impact on teaching and learning.
• Hire Information Research Management and Assessment Librarian.

3. **Goal: Library’s visibility on campus.**
Objective: increase library’s visibility by strengthening existing and building new collaborative campus and community partnerships to market and promote library services, resources, and events.

Activities:
• Continue regularly networking with campus and community partners to gather feedback on needs which library can fill.
• Support undergraduate and graduate students with access to resources and experiences that help them succeed academically:
  o Expand library hours to being open later in response to feedback from student groups and Student Success units and to best serve the campus community.
  o Based on Graduate School of Fine Arts and Sciences faculty feedback continue with pilot project for archiving Graduate Research and Creative Works symposium digital collections
  o Investigate feasibility of a similar digital project for Undergraduate Student Research - CURCA.
  o Work with Student Success Services on pilot “Personal Librarian” project.
  o Showcase collections which support local programs: children’s literature for Ph. D. in Childhood Studies, graphic novels for ESL program, recreational reading.
  o Support student’s experiential learning by providing library student-workers positions and creating meaningful experiences.

• Support faculty research excellence:
  o Based on the faculty feedback create an area showcasing RU Camden faculty publications and celebrate faculty research with programming.
  o Continue marketing OAT program and providing support for faculty interested in OER/affordable course materials, including content creation via Pressbooks.
3.

Market Wordpress/Omeka to campus community and create local workflow for requests.

Create local workflow for streaming and hard copy media reserves requests to serve faculty needs.

- Curate events and exhibits that showcase existing strengths within the Library’s and the RU-Camden.

4. **Goal: Library organizational structure.**

Review and update Robeson library policies and guidelines to determine whether there are more advantageous ways of organizing library services, collections and spaces to support campus and community needs. Promote continuous professional development opportunities for all library staff in order to remain current with trends and developments within the field. Promote regular communication that encourages innovative thinking and creative risk-taking at all levels.

Activities:

- Continue with re-organization of Access Services department to align staff with outcome based responsibilities and shift away from tasks that are no longer being performed.

- Review Access Services current tasks, procedures and guidelines for efficiency and clarity and determine training needs, and set up training time-line.

- Review and update Robeson library policies and guidelines to determine whether there are more advantageous ways of organizing library services, collections and spaces.

5. **Goal: Library’s spaces.**

Create a library spaces plan to assess how effectively the Library’s spaces serve the needs of different user populations and how resources should be allocated in those spaces.

Activities:

- Work on auditing and improving wayfinding in library physical spaces.

- Renovate Electronic Classroom to provide a more comfortable space for library instruction and other teaching/learning activities.