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**Goals for the University of Northern Colorado Libraries**  
**(Submitted to Provost Harraf on October 2, 2008)**

**MISSION STATEMENT**

The University of Northern Colorado Libraries serves the university's mission by providing an environment and resources for learning, research, and problem solving in the academic community. Library personnel serve the entire range of scholarship through the selection, organization, retrieval, interpretation, and conservation of intellectual resources and provide instruction for faculty, staff, and students through courses, class sessions, and one-on-one consultations. The University Libraries also extends its services beyond the university community through outreach activities.

**VISION STATEMENT**

The University of Northern Colorado Libraries will be an innovative, creative participant in the university's academic mission. The Libraries will provide opportunities for research that serve the advancement of knowledge and opportunities for learning that strengthen critical thinking and information retrieval skills to build a foundation for lifelong learning and effective participation in a diverse and technologically advanced society.

The following goals are established in support of: 1) the University Libraries' mission and vision, and 2) the University and the Academic Plan.

**FY09 Goals with Measurable Objectives**

Goal 1. Continue implementation of the "Teaching Library" concept

Measurable objectives:

- Create a University Libraries five-year plan based on the Academic Plan.
- Support the *Academic Plan* through continual review of and changes to the University Libraries five-year plan.
- Evaluate, update, and implement initiatives listed in the *University Libraries Leadership/Management Task Force Report Plan for Implementation*.
- Establish a process for creating and maintaining an annual *Diversity Plan*.
- Evaluate, update, and implement initiatives listed in the *University Libraries Diversity Implementation Plan*.
- Expand diversity initiatives through partnerships internal and external to the University.
- Evaluate, update, and implement initiatives listed in the *University Libraries Advancement Plan*.

- Include the recommendations of the Library Assessment Committee in the annual planning goals and consequent budget requests.
- Implement priorities listed in the annually-produced *University of Northern Colorado Libraries Planning Goals*.
- Implement the recommendations of the Technical Services Task Force.

Goal 2. Request and obtain funding through the internal budget process and external fund-raising initiatives to continue implementation of the “Teaching Library” concept

Measurable objectives:

- Revise and revitalize the University Libraries Development Advisory Board.
- Develop criteria for an annual fund-raising event.
- Demonstrate continual success with obtaining funds for priorities listed in annual planning goal statements.
- Maintain and enhance the evidence-based process of assessment to plan to budget to implementation.
- Request two additional faculty positions through the budget process to support library instruction and Digital UNC.

Goal 3. Maintain and enhance service excellence and access to information

Measurable objectives:

- Recruit and retain the best possible faculty and staff by filling the two vacant faculty positions, converting three Library Technician II positions to III’s, and conducting desk audits as appropriate.
- Convert term faculty to tenure-track as opportunities arise.
- Design and implement a faculty mentorship program.
- Continue the assessment program.
- Develop appropriate annual planning goals.
- Promote positive faculty and staff morale through effective and efficient methods of communication and transparency.
- Promote collegiality through communication, collaboration, and involvement in shared governance.
- Provide support for library faculty research, instruction, professional development, promotion, and tenure.
- Provide support for staff professional development.
- Continue to build internal and external stakeholders.
- Enhance facilities, including the remodel of Access Services and Technical Services, the design for Archival Services, and the enhancement of the Information Commons, library classrooms, and group-study rooms.
- Raise funds from external sources.
- Enhance collections in all formats.
- Implement processes for library involvement in budgeting for new campus programs.

- Continue and enhance interlibrary cooperation through the Colorado Alliance of Research Libraries and the Colorado Academic Library Consortium.
- Carry out appropriate special events.
- Continue involvement in external partnerships, including Thailand and Nigeria.

Goal 4. Ensure that all members of university community are information literate

Measurable objectives:

- Review and enhance the LIB curriculum.
- Expand LIB 150 as required for more majors, minors, and programs.
- Expand involvement in the first-year experience and in learning communities.
- Continue instruction with the Center for Urban Education.
- Expand instruction with Aims Community College and non-postsecondary schools.
- Expand partnering with the Graduate School.
- Review and enhance course-integrated instruction.
- Review and enhance instruction services to online and distance students.
- Continue involvement in new faculty and student orientation.

Goal 5. The Dean will maintain professional involvement in academic librarianship

Measurable objectives:

- Continue editorial responsibilities.
- Present papers/sessions to professional organizations.
- Continue professional consultation.
- Continue professional organization membership/service.