

UNIVERSITY OF TEXAS AT DALLAS LIBRARIES STRATEGIC PLAN 2016-2020

July 2016

Introduction

The McDermott and Callier Libraries of the University of Texas at Dallas operate in an extremely dynamic environment that challenges the foundation of our organization. As we plan the transformation that will move the Library to meet the demands of a major research institution, we see an organization that must undergo a change in culture. Our strategy views the Libraries as an academic partner with the University rather than the traditional view of library solely as service provider.

This plan is based on values that were expressed by the excellent staff who worked on this document.

These values are:

- The Libraries exist to meet the needs of the University community and reflect the goals of the University.**
- The Libraries are committed to future planning. The commitment includes continued evaluation of our current environment and strategies for the future. Our future depends on providing more structure within the organization and the financial flexibility to increase the resources available for our students and researchers.**
- The role of the Library as a repository will continue and will meet the user's expectations by collecting materials in a variety of formats.**
- The Libraries are committed to serving a diverse clientele in an attractive environment that promotes learning and research.**
- The Libraries depend on the skills and knowledge of the librarians and support staff as they are our most valuable resource. The Libraries are committed to the development and training of this staff.**
- The Libraries are committed to taking advantage of all technological advances as deemed appropriate to further our mission and that of the University.**

Strategic Themes

This Plan is conceived around six themes that will guide us during the coming five years. The themes will guide the Libraries' pursuit of our own vision and mission (see appendix):

- **Collections**
- **Communications**
- **Facilities**
- **Services**
- **Human Resources**
- **Technology**

I. Strategic Theme: Collections

Goal: Develop collection strategies that respond to the instructional and research needs of the University of Texas at Dallas, striving for a balance between the development of on-site collections and access to external information resources.

Strategic Directions

Objective: Investigate the funding requirements, collection size and scope, space needs, and technology infrastructure needed to support the University's mission.

- **Years: 2016-2020**
- **Responsible Parties: Collections/Liaisons**

Objective: Obtain the finances needed to keep pace with inflation, growth of the student body and faculty, and new academic programs.

- **Years: 2016-2020**
- **Responsible Parties: Dean of McDermott Library and University Administration**

Objective: Create and update all collection development policies and procedures.

- **Years: 2016-2020**
- **Responsible Parties: Collections/Liaisons**

II. Strategic Theme: Communications

Goal: Enhance communication between Library departments, other University departments, and all of the Library's constituents.

Strategic Directions

Objective: Investigate and implement methods of delivering Library and University information through a variety of technologies, including public computers and plasma screens.

- **Years: 2016-2020**
- **Responsible Parties: Public Relations, Public Services, and Systems**

Objective: Create a quarterly digital newsletter for Special Collections.

- **Years: 2017**
- **Responsible Parties: Special Collections staff**

Objective: Improving exhibits to promote library collections.

- **Years: 2017**
- **Responsible Parties: Library staff**

III. Strategic Theme: Facilities

Goal: Provide an attractive and comfortable environment for study, research, creative/intellectual exchange, and access to and preservation of the collections.

Strategic Directions

Objective: Occupy 80% of the McDermott Building. This will provide additional space for collections to bring them into ADA compliance. The Library needs to develop a strategy for reducing the physical print collection through the creation of a storage facility.

- **Years: 2016-2020**
- **Responsible Parties: Library and University Administration**

Objective: Initiate a long-term plan for expanding McDermott Library to provide additional study space, expand space for Special Collections, and provide for the preservation of at-risk collections.

- **Years: 2016-2020**
- **Responsible Parties: Library and University Administration**

Objective: Complete the Library's Disaster Recovery Plan and Emergency Procedures.

- **Years: 2016-2020**
- **Responsible Parties: Existing Committee**

Objective: Improve the physical safety of the building by adding fire suppression systems on all floors, eliminating all carpeting from stairwells, and removing all hazardous materials during renovations.

- **Years: 2016-2020**
- **Responsible Parties: Library and University Administration**

Objective: Improve study space at Callier Library.

- **Years: 2016-2018**
- **Responsible Parties: Callier Center Administration**

IV. Strategic Theme: Human Resources

Goal: Actively recruit, develop, and retain a diverse, well-qualified staff whose work reflects a balanced commitment to the distinctive values of librarianship and to further those values in a rapidly evolving information environment.

Strategic Directions

Objective: Establish a mentoring program that provides a thorough introduction to the Library's institutional culture for all new Library employees.

- **Years: 2016-2020**
- **Responsible parties: Library Advisory Board**

Objective: Improve formal training of liaisons.

- **Years: 2016-2020**
- **Responsible Parties: Collections/Liaisons and Library Administration**

Objective: Formulate budgeting guidelines for conference/travel requests.

- **Years: 2016-2020**
- **Responsible parties: Library Administration**

Objective: Develop a cross-training program between Library departments.

- **Years: 2016-2020**
- **Responsible parties: Library Advisory Board**

V. Strategic Theme: Services

Goal: Provide user-centered services assuring timely access to the information resources needed for learning, teaching, and research. Help users develop the information skills required for lifelong learning.

Strategic Directions

Objective: Host annual events for faculty to increase their knowledge of Library services and staff.

- **Years: 2016-2020**
- **Responsible parties: Dean of Libraries**

Objective: Investigate the demand for a full document delivery service for faculty.

- **Years: 2016-2020**
- **Responsible parties: Interlibrary Loan Services**

Objective: Use technology to provide alternative delivery methods of instructional sessions and Library events.

- **Years: 2016-2020**
- **Responsible party: Systems and Information Literacy**

Objective: Create an online required library literacy skills course.

- **Years: 2016-2020**
- **Responsible party: Information Literacy**

VI. Strategic Theme: Technology

Goal: Develop and maintain an infrastructure that accommodates the existing and emerging technologies required to further the Libraries' mission.

Strategic Directions:

Objective: Improve library conference room equipment

- **Years: 2017**
- **Responsible Party: Systems**

Objective: Develop ability to have feature presentations in the library lobby and/or Special Collections.

- **Years: 2017-2018**
- **Responsible Party: Systems, Communications, Special Collections**

Objective: Replace Archivist's Toolkit with ArchivesSpace.

- **Years: 2017**
- **Responsible Party: Systems, Special Collections**

Objective: Upgrade DSpace software to latest version.

- **Years: 2017**
- **Responsible Party: Systems**

Objective: Create a digital preservation laboratory.

- **Years: 2016-2020**
- **Responsible Party: Library Administration**