

## Strategic Plan Update 2019-2020

### Goal 1: Invest in current staff and evolve existing positions to address challenges

Academic libraries are hiring professionals with experience in emerging 21<sup>st</sup> century skills. The American Library Association reports that over half of advertised library positions in recent years are new or redefined roles.

**Action steps:** We continue to recalibrate our organization to meet the demand for support for instruction, research and new services across campus. As we have hired new librarians, we have sought candidates with expertise in new areas, such as data management, digital humanities and innovative teaching methods.

### Goal 2: Advance teaching, learning and research through library services

An increasing number of academic libraries are supporting a more integrated approach to information literacy education. Librarians are broadening their role in the co-design of curriculum and expanding instruction.

**Action steps:** The Libraries' instructional program is well integrated in the curriculum. We reach over 85% of COLL100 and 150 classes (required freshman-level courses) as well as upper-level classes in most majors. We have partnered with the Vice Provost for Academic and Faculty Affairs and the departments of e-learning and information technology to coordinate university-wide support of teaching and learning. Most recently, we hosted a campus conversation on the changing nature of scholarship and how librarians and academic technologists can support new forms of scholarship.

### Goal 3: Provide exceptional collections to support evolving curriculum and program needs and improve access to collections

Libraries have identified a need to provide access to a broad range of research materials and to digitize unique and one-of-a-kind materials to contribute to global scholarship.

**Action steps:** Providing digital access to our unique collections is critical to extending W&M's global reach. We completed a project to digitize all W&M theses and dissertations from 1920 to 2015, and made these materials available online in our institutional repository. In August we were awarded a digital humanities grant by the National Endowment for the Humanities to support a collaborative project between the libraries and computer science department to improve automated transcription tools, making historical documents more accessible to researchers. We are also leading efforts to address textbook affordability and advocate the use of open educational resources. Our Libraries Faculty Scholar, Lawrence Leemis, professor of mathematics, will be partnering with library colleagues to create an open textbook for applied statistics.

### Goal 4: Expand library reach through alumni and community engagement

Academic libraries nationwide have recognized that public engagement and outreach efforts extend and enrich the research environment.

**Action steps:** To date, we have raised \$20.8 million for the libraries as part of the university's *For the Bold* campaign, reaching 83.2% of our \$25 million campaign goal. We continue to develop opportunities for meaningful engagement with alumni and library donors, including building relationships with a growing cohort of alumni authors, hosting book talks and lectures, offering volunteer opportunities and more.

### Goal 5: Create safe, beautiful, learning-centered spaces

At a time when discovery can happen anywhere, students and faculty are relying on libraries to provide places to be productive.

**Action steps:** We record more than one million visits to our university libraries annually, with gate counts per FYE student larger than any other ASERL university. We continue to refresh and/or redesign library spaces as needed. The library has been a leader in advocating for and planning the Studio for Teaching & Learning Innovation, which will replace underutilized staff areas in Swem Library with spaces dedicated to student learning and experimental teaching. The Studio will advance W&M priorities of cultivating institution-wide thinking; fostering innovation; enhancing diversity, inclusion, and equity; and building community.