COPLEY LIBRARY
MISSION, VISION, AND VALUES

University of San Diego
COPLEY LIBRARY

MISSION

The core values of the University of San Diego guide Copley Library, an innovative leader in information access and application. We develop digital and print collections that support research and teaching. We value scholarship and meaningful improvement through assessment, community engagement, diversity, social justice, and sustainability efforts. In a welcoming and inclusive environment, we provide outstanding service to our users.

VISION

We are a nationally preeminent contemporary Catholic university library advancing knowledge creation in a global environment in the 21st century.

CORE VALUES WE ARE COMMITTED TO:

STUDENT SUCCESS
Supporting student success at the University of San Diego

ACADEMIC EXCELLENCE
Advancing the academic mission of the university by providing students and faculty with access to information, instruction, research guidance, library collections, and innovative technology

ASSESSMENT
Endorsing a culture of assessment to make meaningful improvements to our services and operations

COMMUNITY ENGAGEMENT
Building community engagement and collaboration with new and existing partners

EQUITY
Fostering social justice, celebrating diversity, and ensuring inclusion through our collections, programs, and services

SUSTAINABILITY
Affirming strategic and sustainable development of the library's collections, organization, resources, services, and facilities

STRATEGIC PRIORITIES 2021-2024

INTRODUCTION

Copley Library's strategic plan charts our course for the next three years. Its themes will guide the library's response to the challenges and opportunities that face higher education today and will provide a planning framework for the immediate future. The five themes—Support Student and Faculty Success; Diversity, Equity, and Inclusion; Responsive Collections and Spaces; Extending Outreach Efforts; and Organizational Effectiveness—align with the university's mission, vision, and values. Goals for each theme offer an attainable path to achieving our plan with specific objectives that will make these achievements possible.

THE COPLEY LIBRARY strategic plan 2021-2024 focuses on five strategic THEMES:

1 Support Student and Faculty Success

2 Diversity, Equity, and Inclusion

3 Responsive Collections and Spaces

4 Extending Outreach Efforts

5 Organizational Effectiveness

STRATEGIC PLANNING COMMITTEE

DIANE MAHER (Chair), Head of Archives, Special Collections, and Digital Initiatives

HUGH BURKHART, Coordinator of Instruction

V DOZIER, Education Librarian

MICHAEL EPSTEIN, Head of Reference

CHRISTOPHER MARCUM, Access and Outreach Services Librarian

ALEX MORAN, Access Services Manager

MARGI PEOPLES, Cataloging Library Assistant

LAURA TURNER, Head of Collections, Access, and Discovery

1 SUPPORT STUDENT AND FACULTY SUCCESS

Copley Library seeks to advance student and faculty success through services, collections, and programs that support their teaching, learning, and research.

Make our services, collections, and resources more discoverable and accessible to our users.

- **DEVELOP** and launch a redesigned library website guided by usability testing with students and faculty so that our users can better navigate and use the services and resources we provide.
- **UTILIZE** new library physical and virtual spaces to highlight and promote our physical, digital, and special collections.
- **SUPPORT** student success by promoting Open Educational Resources (OER) and textbook affordability options.
- **EDUCATE** faculty and students about open access, *Digital USD*, and the changing research information landscape.
- **INCREASE** embedded librarian support of graduate programs, research, and school-embedded centers.
- **ESTABLISH** a new library position focused on student success, diversity, and user experience.

Ensure that students acquire the information literacy skills needed for academic success.

- **CREATE** and implement a library instruction plan with an assessment cycle driven by data to make improvements and modifications as needed.
- **DEVELOP** protocol for regularly scheduled student evaluations of one-shot sessions and workshops.
- **APPLY** instruction data and curriculum mapping to identify specific disciplines and programs for growing instructional reach.
- **PROVIDE** additional virtual research assistance and instructional options (e.g. online tutorials, videos, guides, screen sharing sessions) to better accommodate online teaching and learning.
- **PARTNER** with the Center for Educational Excellence (CEE) to offer workshops and training, and to assist faculty with incorporating information literacy into their classes.

UNIVERSITY GOALS

PATHWAY: Liberal Arts Education for the 21st Century

GOAL 1: Enhancing Student Learning & Success

PATHWAY: Access and Inclusion

GOAL 2: Strengthening Diversity, Inclusion, & Social Justice

2 DIVERSITY, EQUITY, AND INCLUSION (DEI)

Copley Library will incorporate diversity, equity, and inclusion into its organizational fabric.

Support USD becoming a Hispanic Serving Institution (HSI)

- **LEARN** about the HSI designation and prepare the library for USD to join this group of schools.

- **DEVELOP** collections and design programs to address Latinx students' information literacy and research skills.

Contribute to student success by making the library relevant to all students, regardless of socioeconomic status.

- **DESIGN** programs and services that meet the needs of students from diverse backgrounds.

- **UTILIZE** Copley Library's Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee to develop initiatives to make the library an inclusive environment.

- **ASSESS** library instructional programs and support for flexibility and diversity and ensure instructional materials adhere to best practices.

- **DEVELOP** an accessibility strategy in compliance with the Americans with Disabilities Act for procuring library materials and equipment whenever possible.

- **INCLUDE** multicultural art and acquire DEI and anti-racism books for the library.

- **RECRUIT** and retain a diverse workforce and provide DEIA training for employees.

UNIVERSITY GOAL

PATHWAY: Access and Inclusion

GOAL 2: Strengthening Diversity, Inclusion, & Social Justice

3 RESPONSIVE COLLECTIONS AND SPACES

Copley Library is the center of all intellectual pursuits at the university through its role as steward and guide to comprehensive, diverse collections and scholar-centered spaces.

Develop and maintain Copley's collections in any essential and sustainable format to support the teaching and research needs of the university and to elevate the university's stature in global scholarship.

- **STRENGTHEN** the investment in, discoverability of, and access to Copley Library's physical, digital, and special collections, e.g. new integrated library automation system.

- **ELEVATE** the relevance, diversity, and sustainability of the library's current and emerging physical and digital collections through strategic redesign of three key library tools: the library website, the collection development and management policy, and the materials budget model.

- **IMPROVE** access for all faculty and students to global research and scholarship through enhanced resource sharing and partnerships, cost-saving pedagogical materials, community engagement, and support of open access.

Create a vibrant welcoming and inclusive library environment for all scholarly activities.

- **PROMOTE** flexible spaces in the library and provide a safe and supportive climate for all users.

- **EQUIP** library users with responsive digital wayfinding solutions and offer rotating onsite and online promotions of library resources, services, and events.

UNIVERSITY GOALS

PATHWAY: Liberal Arts Education for the 21st Century

GOAL 1: Enhancing Student Learning & Success

PATHWAY: Care of Our Common Home

GOAL 3: Improving Structural & Operational Effectiveness

PATHWAY: Anchor Institution

GOAL 5: Amplifying Local & Global Engagement and Reputation

4 EXTENDING OUTREACH EFFORTS

Copley Library will develop and implement a library outreach plan that cultivates and connects campus and community outreach efforts across all Copley departments and builds on existing partnerships and programs.

Strengthen the library's connection to the campus and local community.

- **CREATE** an annual outreach plan and exhibit schedule that raises the visibility of the library on campus.
- **CONTINUE** to look for opportunities to collaborate with campus partners.
- **INCREASE** our community partnerships in San Diego and Mexico.
- **PRIORITIZE** adding local community content to digital and print library collections.

Solidify and expand upon partnerships with Roman Catholic organizations.

- **EXPLORE** the establishment of a fellowship program to increase scholarly research and use of the Academy of American Franciscan History Rare Book and Manuscript Collection.
- **DEVELOP** a guide for easy-to-find information on the library's current Catholic partnerships.

Enhance the university's reputation by increasing digital access to USD scholarship, creative work, and unique library holdings.

- **COMMIT** to supporting and sustaining open access resources, partnerships, and initiatives.
- **ENCOURAGE** and facilitate the deposit of faculty and student scholarship into the institutional repository, *Digital USD,* and explore sharing digital collections with other online platforms.

UNIVERSITY GOALS

PATHWAY: Care for our Common Home

GOAL 3: Improving Structural & Operational Effectiveness

PATHWAY: Engaged Scholarship

GOAL 4: Elevating Faculty & Staff Engagement

PATHWAY: Anchor Institution

GOAL 5: Amplifying Local & Global Engagement and Reputation

5 ORGANIZATIONAL EFFECTIVENESS

Copley Library is dedicated to continuous improvement and will establish evidence-based practices to ensure an effective and efficient operation. We will focus on assessment, best practices, become a learning organization, and increase our funding. The library requires a highly trained, proactive workforce to serve our students and faculty scholars.

UNIVERSITY GOALS

PATHWAY: Liberal Arts Education for the 21st Century

GOAL 1: Enhancing Student Learning & Success

PATHWAY: Care of Our Common Home

GOAL 3: Improving Structural & Operational Effectiveness

PATHWAY: Engaged Scholarship

GOAL 4: Elevating Faculty & Staff Engagement

Use a variety of data, tools, and partnerships to improve the library's services and overall enterprise.

- **USE** evidence-based practices to assess policies, services, and spaces to determine if the library is meeting student and faculty needs, e.g. MISO survey; Academic Program Review.
- **ENSURE** the library and departments have a marketing, outreach, and implementation plan for services.
- **ESTABLISH** a culture of assessment, changemaking, and sustainability in the library's ongoing, daily work.
- **PROVIDE** opportunities for faculty and staff to hone their expertise by participating in job-related professional development activities and trainings.

Work with the Provost to increase resources and the University Advancement to build a culture at USD of giving to the library.

- **INCREASE** fundraising efforts and cultivate a group of select donors for the library.
- **GROW** endowments to support special collections and general needs.
- **ALLOCATE** additional funding for graduate programs.