

University of Minnesota Libraries
2021-2025 Strategic Plan

**Powering curiosity,
discovery, & connection.**



University of Minnesota Libraries

2021-2025 Strategic Plan

The University of Minnesota Libraries expands access to information, strengthens research and teaching, and enriches communities throughout Minnesota, the region, and the world.

At the University of Minnesota Libraries:

We respect each person

by striving to create spaces, services, and collections that make individuals feel welcome, included, and represented, reflecting our commitment to diversity and anti-racism work. We support wellbeing and embody a shared culture of respect.

We lead with expertise

by striving to bring excellence and transparency to our work and share our knowledge to advance learning, exploration, and the common good.

We are accountable

by striving for equity and sustainability across the work of the Libraries to allow each of us to be responsible stewards of our resources and active participants in our community and in our world.

We support the journey

by striving to provide accessible, open, and shared resources, and maintain integrity and trust in our collaborations to enable evidence-based innovation, individual growth, and organizational transformation.

Together we make the difference.

By living our values, we are positioned to achieve our vision of powering curiosity, discovery, and connection.

Strategic Priority: **Student Success**

Foster student success and life-long learning in partnership with our academic and community partners.

Support student financial equity

Support student equity through access to affordable course materials, resources, and technologies.

Support the whole student

Support academic success, career readiness, and student well-being through programming, resources, services, spaces, and student employment.

Cultivate student innovation and creativity

Cultivate student innovation and creativity through technology-rich spaces and services that enhance experiential learning.

Strengthen student information literacy

Strengthen student knowledge and skills to effectively and critically discover information, understand knowledge production, and ethically use information and scholarly content to further learning and research.



Strategic Priority: **Research & Discovery**

Serve as a touchpoint at every part of the research lifecycle from discovery to impact to assessment and reuse.

Facilitate the research lifecycle

Facilitate the research lifecycle across disciplines through custom services and expertise.

Enhance public engagement, transparency, and connection

Showcase University research, engage in public scholarship, and connect researchers, instructors, and students through specialized research and tools.

Lead open scholarship and open science

Lead the University toward open scholarship and open science as the standard practice.

Engage with the research enterprise

Establish the Libraries as a significant partner in moving the University's research enterprise forward.



Strategic Priority: **Collections**

Meet the scholarly information needs of our campus, state, and worldwide communities through our networked, world-class collections and deep staff expertise.

Invest in collections partnerships

Expand discoverability and long term access to research materials through partnerships and strategic investments.

Expand special and distinctive collections

Expand the breadth of, preservation, and access to our special and distinctive collections.

Champion open access

Champion the production and infrastructure of open access as a core collection value of the Libraries.

Prioritize fiscal responsibility

Practice fiscal responsibility through continued prioritization and investment in evidence-based acquisitions.



Strategic Priority:

Inclusion, Diversity, Equity, and Accessibility

Create a powerful learning community and welcoming spaces where all can achieve their personal and professional goals.

Create welcoming spaces

Build and sustain user-centered library spaces and services that are welcoming and accessible.

Enhance representation in collections

Enhance representation of historically marginalized groups in collections to highlight diverse voices, perspectives, and absent narratives.

Boost student outreach

Address the opportunity gap through targeted outreach to underrepresented students.

Cultivate community partnerships

Cultivate mutually beneficial community partnerships with underserved local communities.



Strategic Priority:

Organizational Effectiveness

Build and sustain a supportive, inclusive, and diverse workplace; develop and deploy employee expertise, reward operational excellence, and empower innovation and change.

Prioritize environmental sustainability

Align internal Libraries practices with the system-wide Climate Action Plan for 2030.

Foster an inclusive & diverse workplace

Foster a more inclusive and diverse workplace through equity in our recruitment, hiring, training, and staff development practices and by integrating IDEA priorities into everyone's everyday work.

Foster operational excellence

Foster Libraries organizational effectiveness and employee empowerment through internal collaboration, a flexible work culture, culture of assessment, and evidence-based decision-making.

Increase awareness & engagement

Create and implement a communications, engagement, and outreach plan to raise awareness and use of library resources, services, and programs on campus and in the community.

