

Fresno State Library Strategic Plan 2021-2026

Supplemental documents:

Fresno State Library [Vision and Values Statement](#)

Fresno State Library [DEIA Statement](#)

1. EVOLVE AS A LEARNING ORGANIZATION

The growing needs of our community are better met when we invest in our employees and transform our ways of working for the improvement of our library and the university.

- A. Foster a workplace where employees feel welcomed, valued, respected, and engaged, and can effectively participate and bring their unique skills, and perspectives. Create a diverse and forward-thinking environment for employee growth by investing in professional development and cross-unit training.
- B. Transform our practices to enable opportunities for effective collaboration in the library and with campus and community partners.
- C. Build a culture of transparency and accountability by encouraging solutions-oriented processes, effective assessments, and efficient use of resources.
- D. Improve communication for an open flow of information among all library units.

2. BUILD DYNAMIC, CURRICULUM-FOCUSED COLLECTIONS

Building meaningful collections depends upon navigating resources for library users in the most effective and efficient ways.

- A. Develop a sustainable model for continued support of core information needs and explore alternative resources for greater accessibility.
- B. Cultivate knowledge by identifying, describing, delivering, and preserving unique and local collections.
- C. Amplify inclusivity and ensure representation in all of our collections.

3. STRENGTHEN SUPPORT FOR TEACHING, LEARNING AND SCHOLARSHIP

The educational landscape evolves through expansion of educational technologies and high impact and collaborative learning strategies.

- A. Empower all students to develop information literacy, digital literacy and research skills to succeed in their academic work in close collaboration with teaching faculty. • Respond to increasing calls for accountability in higher education and continually improve and demonstrate our impact on student learning and success.
- B. Provide and publicize robust, needs-based services for research, scholarly communication, and the generation of new knowledge.

4. PROMOTE THE LIBRARY TO ENRICH THE USER EXPERIENCE

Our students and community expand their potential when we reach out, engage in conversation, and meet our users where they are.

- A. Make our collections, programs, resources, and services more readily discoverable and available for users, both digitally and in-person
- B. Enhance our outreach by working with partners to promote our offerings • Communicate our value to everyone we come in contact with throughout campus • Explore new channels that increase user engagement through representation of our diverse student body, faculty, and community

5. GROW AN EMPOWERED CULTURE OF PHILANTHROPY

Fostering stewardship and support from our community builds a sustainable future for our library's growth and success.

- A. Cultivate a development model that provides voice and opportunity for all library faculty and staff.
- B. Cultivate a growing and sustainable network of donors
- C. Leverage and build dynamic community partnerships to foster innovation with the aim of providing new content creation opportunities for students and faculty.

Adopted 2022 as a working draft - Provost/Dean approved

6. ENHANCE LIBRARY SPACES

Students, faculty, staff and community members from diverse backgrounds flourish in an environment that reflects who they are, adapts to their needs, and supports a holistic learning experience.

- A. Construct and sustain adaptable library spaces that embrace emerging technologies, collaboration, teaching and learning and content creation amongst students, staff and faculty.
- B. Sustain an inclusive, empathetic library environment that is welcoming to all.
- C. Clearly designate and brand spaces so that their purpose is easy to understand and ensure that access to the physical space meets student needs.

7. PROMOTE VALUES THAT AFFIRM ALL MEMBERS OF THE FRESNO STATE COMMUNITY

Our campus and community members from diverse backgrounds thrive when we create and maintain inclusive and accessible environments and resources.

- A. Critically examine the manner in which diversity, equity, inclusion, and accessibility are addressed and coordinated throughout the library's programs, communications, policies, procedures, and spaces.
- B. Cultivate a workplace environment that ensures outreach, retention and advancement for underrepresented and underserved populations.
- C. Support the development of library employees with opportunities that promote greater appreciation for diversity, equity, inclusion and accessibility.