

VISION

The University Libraries, as an integral partner within UMKC and the greater Kansas City community, inspire and empower learners engaged in research, discovery, service, and creativity to reach their goals.

MISSION

The University Libraries:

- ✓ Curate and preserve distinctive collections of knowledge and data
- ✓ Empower discovery and creativity
- ✓ Spark creative thinking through diversity of perspectives
- ✓ Deliver exceptional services, providing support to the classroom, the clinic, the laboratory, the studio, and beyond
- ✓ Develop inspirational spaces that meet users' needs
- ✓ Build community and partnerships
- ✓ Facilitate growth and potential of its faculty and staff

VALUES

As Librarians and Library Staff we, take a:

- ✓ *User Perspective* to develop services and spaces that optimize the student and researcher experience
- ✓ *Learning and Growth Perspective* to instill intellectual curiosity and a desire for continual growth in everyone
- ✓ *Operational Excellence Perspective* to leverage our resources and improve our effectiveness and productivity

The University Libraries endorse the values of UMKC which reflect our own values of:

- ✓ Respecting the individual: equity, inclusion, diversity, individuality
- ✓ Working together: respect, integrity, cooperation, collegiality, empathy
- ✓ Sharing: knowledge, experience, skills, passion
- ✓ Contributing: knowledge, expertise, effort, productivity
- ✓ Learning: for the individual and the organization
- ✓ Innovating: adaptability, creativity, and future-focus
- ✓ Advancing the public good: intellectual freedom, freedom of information, intellectual property rights, literate citizenry, privacy
- ✓ Acting with integrity: accountability, ownership, stewardship

GOALS

- Goal I. Provide high-impact learning and research opportunities that contribute to student success.**
- Goal II. Impact the UMKC research agenda with tools and services for research productivity and generation of new scholarship.**
- Goal III. Assure collections reflect the needs of UMKC academic programs and research.**
- Goal IV. Create library spaces that transform learning, scholarship and engagement.**
- Goal V. Strengthen the library's core resources for organizational excellence.**

Goal I. Provide high-impact learning and research opportunities that contribute to student success. UMKC's first strategic goal centers on student success which is measured by enrollment, retention, and on-time graduation. Students expect rich, experiential learning experiences, meaningful co-curricular activities, and technologies that prepare them for the workforce. The Libraries play a critical role in the learning and research mission of the university.

Strategies:

1. Ensure information literacy and evidence-based critical thinking skills are attained to prepare students for future careers by assessing learning outcomes.
2. Develop equitable services and learning programs that promote the success of all our diverse students in all settings--in the classroom, in clinical environments, and in online and blended learning environments.
3. Ensure scholarly and professional success of UMKC students by developing customized services and experiential learning opportunities.
4. Facilitate the work of library users by supporting new models of learning, research and scholarship and implementing appropriate technology and tools.
5. Encourage discovery and life-long learning by generating programming open to the campus and Kansas City community.
6. Partner with other UMKC units to improve retention and on-time graduation.

Goal II. Impact the UMKC research agenda with tools and services for research productivity and generation of new scholarship. As UMKC grows its research infrastructure and research output, the Library will provide expertise, research tools and services to aid researchers so they can focus their work in their own area of expertise. The Libraries will be a centralized collaboratory for digital scholarship where new knowledge is created. The Libraries can significantly impact campus research, preserve and expand access to scholarship at UMKC and document research excellence.

Strategies:

1. Facilitate the research life cycle for knowledge and data generated by UMKC faculty, researchers, and students, by contributing expertise and services in all stages of research including creation, analysis, storage, preservation, curation, data management, and widespread public dissemination.
2. Encourage the ethical use of information by providing guidance on copyright retention and appropriate use of copyrighted material.
3. Showcase and celebrate the research and creative output of faculty and students through physical and digital exhibits and permanent digital repositories open to the public.
4. Facilltate wide dissemination of scholarship produced at UMKC by promoting and supporting open access publishing on campus.
5. Understand our diverse student, faculty and researcher needs through user-centered research.
6. Create opportunities to advance digital humanities and interdisciplinary research by providing technology-rich tools, resources, and expertise.

Goal III. Assure collections meet the needs of UMKC academic programs and research.

The UMKC Libraries acquire, manage, preserve, and provide access to print and online collections as a core service in support of the diverse range of teaching, learning and research. These collections reflect the programs and research strengths of the university and influence faculty and graduate student recruitment and success. New technologies are revolutionizing information discovery, knowledge creation, and preservation which the UMKC Libraries will adopt to ensure ongoing access to human knowledge.

Strategies:

1. Develop collections that reflect and support the diversity of research and instruction of the university.
2. Curate distinctive collections of unique and primary source materials that reflect and support university areas of emphasis and diverse cultural heritage, and promote community engagement with and national prominence of these collections.
3. Leverage regional and national partnerships to enable resource sharing between libraries to the benefit of all researchers.
4. Integrate systems, external databases, repositories, and websites for efficient use of library and open access resources, improved user experience, and greater discoverability.
5. Digitally and physically preserve unique and primary source collections and incorporate public domain items into the Libraries' digital library for use by current and future researchers.
6. Optimize discovery and access of UMKC library collections through cataloging, metadata, and discovery systems.

Goal IV. Create library spaces that inspire learning, scholarship and engagement. The UMKC Libraries provide dynamic and high quality spaces for research, learning, and creativity outside of the formal classroom. Addressing diverse learning styles, the Libraries address both contemplative and collaborative learning and research spaces that are flexible to accommodate specific needs at any time. The Libraries are a destination that welcomes users of all backgrounds, values, beliefs, and needs. The Libraries provide 24X7 virtual spaces that reflect the services and resources found in the physical libraries. The Libraries' spaces are at the center of transformative scholarly and creative endeavor.

Strategies:

1. Develop inspirational and inclusive learning spaces and services, both place-based and virtual, that promote student success and are accessible to all.
2. Create physical and digital exhibit spaces to engage the community in life-long learning and to showcase UMKC scholarship and creativity.
3. Continually enhance the library environment and access to meet changing needs of library users.
4. Strategically partner with other campus units that broadly serve the academic mission to expand learning and research in library spaces.

Goal V. Strengthen the library's core resources for organizational excellence. The UMKC Libraries' faculty and staff contribute to UMKC's competitive edge. The Libraries are dedicated to creating a diverse and inclusive work environment for all faculty and staff. The Libraries' continually improve policies and procedures and invest in professional and staff development. They seek sources of external funding and support to deliver new services and to maintain its core mission, to upgrade facilities and technology, and to build excellent collections. The Libraries responsibly steward all of their resources and engage the community and its constituents by communicating and demonstrating the library's value to Kansas City and UMKC.

Strategies:

1. Improve student learning outcomes, streamline processes, and implement efficiencies by establishing an outcomes-based focus and a culture of assessment.
2. Develop diverse revenue streams to increase the library's strength.
3. Create impactful communication that demonstrates the value of the Libraries to ourselves, to UMKC, and to community constituents.
4. Build a dynamic learning organization by investing in professional and staff development that sparks initiative to enhance performance and innovation.
5. Foster intrinsically motivated library employees who feel empowered and valued for their contributions.
6. Benefit from the diversity of perspectives by recruiting and retaining an excellent and diverse staff.