

20/20 Vision Plan

**The Long Range Plan for
Johnston Memorial Library**



**Johnston Memorial Library
Virginia State University
Strategic Plan 2005-2007**

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INTRODUCTION

Virginia State University, America's first fully state supported four-year institution of higher learning for African Americans, is a comprehensive university and one of two land-grant institutions in the Commonwealth of Virginia. Its mission is to promote and sustain academic programs that integrate instruction, research, and extension/public service in a design most responsive to the needs and endeavors of individuals and groups within its scope of influence.

Johnston Memorial Library is the main library for the campus. The Library's senior management team, along with four internal library-planning committees, develop and coordinate the strategic planning process in accordance with the goals and objectives of the University. The Library senior management team consists of: the University Library Dean, the Associate Librarian for Public Services, and the Associate Librarian for Technical Services. The four library planning committees and their charges are listed below. Participants include personnel from the administrative and management staff, as well as the support staff.

Information Technology Committee – To assess and evaluate current and leading edge technologies which enhance and improve library services and programs.

Publicity and Programs – To solicit ideas, plan, design and create thought provoking, informative and educational exhibits, displays and programs that support the mission and vision of the Library and the University.

Virtua Committee – To discuss issues, problems, training, upgrades, and enhancements related to the library's integrated Library system.

Web Site Committee – To continuously review and evaluate the library's website and to make recommendations as to best practices and design in support of library services.

The Strategic Plan provides a framework that assists the library in developing its annual goals and objectives. Further, the Plan helps to better equip the library to respond rapidly, and with greater flexibility, to challenges and opportunities as they arise. The library's annual report will document the progress towards meeting the stated goals and objectives of the Plan.

MISSION

The mission of Johnston Memorial Library is to support the teaching, research, cultural, recreational, and outreach endeavors of Virginia State University. This is accomplished by:

facilitating the identification, delivery, and access of scholarly information resources regardless of format;

providing excellent quality services, tools, and resources for learning and research to faculty, staff and students both on and off campus; and

offering a program of information literacy, which emphasizes critical thinking skills and addresses the use of information in a variety of formats to prepare our user community for a lifetime of learning.



VISION

Johnston Memorial Library is integral to the success of Virginia State University. We are the preferred source of quality information for the VSU community; and therefore will be recognized as an innovative leader in defining the research library of the 21st century for the university.

In keeping with the mission of VSU, the library will continue to develop new partnerships and collaborations and to effectively use technology to acquire, evaluate, organize, provide access to, store and preserve scholarly information by expanding our services and creating a sound financial and physical infrastructure.



VALUES

Johnston Memorial Library strives to live by the core values of the university - - committed to the promotion of knowledgeable, perceptive, and humane citizens – secure in their self-awareness, equipped for personal fulfillment, sensitive to the needs and aspirations of others, and committed to assuming productive roles in a challenging and ever-changing global society.

In support of our specific mission and role as an academic research library, we also value:

Academic Excellence – Wherein both the student and teacher are responsible for learning that reflects intellectual vitality, curiosity, and creativity.

Intellectual Freedom – We recognize freedom of speech, expression and ideas as well as the rights of students, faculty, and staff involved in intellectual inquiry in the development of knowledge. The Library supports the *ALA Bill of Rights* and the *Freedom to Read Statement*.

Diversity, Social Justice, and Human Rights – Through our services, programs and collections, we promote the principles of openness, pluralism, inclusiveness, and democracy in the belief that they enrich our learning and growth and promote collegiality.

Equitable Access to Information – We believe that to be successful in the globally connected and complex world of the twenty-first century, knowledge respects no geographic, disciplinary or cultural boundaries and is accessible to ALL.

STAKEHOLDERS

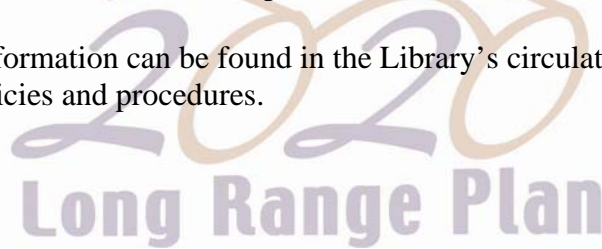
The Library recognizes collaboration in governance and working cooperatively in partnerships that recognize the synergy resulting from broad participation and valuing all voices. The Library's primary stakeholders are the faculty, the administrative and support staff, the students of Virginia State University and University Board of Visitors. The Library is also recognized for its contributions to statewide, regional, and national library organizations such as membership in RALC (Richmond Academic Library Consortium), VIVA (Virtual Library of Virginia), SOLINET (Southeastern Library Network), and ALA (American Library Association).

Faculty, staff, undergraduate and postgraduate students are entitled to full partnership/membership at the library including borrowing rights in accordance with library rules and access to library-provided electronic resources. Selected services are also available to non-university library users. Entitlements to borrow and access to resources vary for different groups of users.

All user groups are entitled to:

- advice about services and collections, borrowing privileges, and conditions of use;
- access to the library's resources
- use of services such as photocopiers, computers, and study rooms;
- advice about exhibitions and special events.

More detailed information can be found in the Library's circulation and collection development policies and procedures.



KEY STRATEGIC INITIATIVES

I. INFORMATION LITERACY: Johnston Memorial Library will be a critical partner with the faculty and staff of VSU by contributing to the academic success and life-long learning of VSU students.

1. Take a leadership in improving student's information literacy skills.

Enhance the library's information literacy program to teach all aspects of information use, focusing on effective research skills, and to prepare students to apply research skills in diverse contexts and professional careers.

2. Collaborate with faculty to integrate information literacy into the curriculum and course assignments.

Work closely with faculty to increase awareness of library programs, services and collections through library liaison program and employment of Information Literacy/Reference Librarian.

II. COLLECTION DEVELOPMENT: Select, acquire, manage and preserve materials, both in print and electronic, to meet university programs and user needs.

1. Increase books and electronic resources to support the new doctoral and Masters programs, and the six new undergraduate programs.
2. Work with regional consortium and statewide Library Advisory Committee to create an institutional repository and develop digital collections of archival materials to improve access to primary resources.

Digitize manuscripts, photographs, and artifacts linked to guides currently in database. Transcribe text of digital manuscripts to complete full content database.

3. Create, preserve, and maintain electronic theses and dissertations (ETD).

III. INFORMATION TECHNOLOGY: Systematically update, evaluate and develop resources to support virtual library.

1. Implement single-search interface.

Single-search interface - single or simultaneous search across multiple electronic sources and return of results in a consistent library-customizable format – but identified by source.

2. Implement Open URL.

Open URL - provides a uniform way for users to link directly from bibliographic citations to full-text articles, document delivery services, library catalog searches, and other potential services for which a URL can be constructed.

IV. ACCESS TO INFORMATION RESOURCES: Implement a wireless environment to provide numerous access points to library and information resources.

1. Provide convenient, reliable and secure access to information resources for both on and off-campus users.

Develop policies and implement a comprehensive network security plan that protects the security of VSU's information technology resources as well as safeguard personal privacy.

2. Provide web-based self service access to academic information, resources, and services.

Expand the scope and functionality of the library's website by developing user-friendly web-based applications that enhance access to information.

3. Participate in professional networks and student reciprocal borrowing programs with other academic libraries.

V. INFRASTRUCTURE: Create a learning library that fosters an environment conducive to teaching, research, study, and work.

1. The library faculty and staff communicate and cooperate as one staff and utilize a variety of communication methods both within the library and the University community.

Continue to improve internal communications among library personnel and wider university community. Staff from all employee classifications work together in flexible teams to analyze issues and opportunities, recommend actions, and participate in implementation.

2. Ensure that staff has the appropriate skill sets to provide excellent service.

Provide ongoing staff development programs and training opportunities for the library faculty and staff to enhance their knowledge and skills and to better contribute to the strategic directions and goals of the library and the university.

3. Recruit new professional and paraprofessional staff.

Hire a paraprofessional to assist in the Reference and Serials Department. Hire a digital librarian to work with Archivist and OIT to create a digital library. Recruit and fill positions in the Acquisitions and Circulation Departments.

4. Develop digital library capacity to complement teaching, research, and learning.