Goal 1: Collaborate with students, faculty, staff, administration, alumni and the outside community

Goal 1.1: Continue to provide high quality information literacy instruction, the foundation for academic success and lifelong learning

Objectives:
- Work with faculty to increase library instruction courses throughout curriculum
- Work with faculty to ensure coursework reflects development of research skills
- Work with faculty to develop a year-by-year information literacy plan for freshmen, sophomores, juniors, seniors, and graduate students.
- Collaborate with the Center for Academic Excellence and the Writing Center to develop programs/workshops that will help students with research and paper writing processes and enhance student learning
- Collaborate with other campus offices to promote the concept of Digital Literacy

Goal 1.2: Educate the Franklin Pierce community regarding library resources

Objectives:
- Create online tutorials
- Continue and strengthen orientation for new, current, and adjunct Rindge and CGPS faculty
- Work with faculty for better integration of library resources into the curriculum to meet specific program needs

Goal 1.3: Advocate for, and promote the library

Objectives:
- Increase faculty involvement in developing and assessing library resources and services
- Market library collections and resources to the Franklin Pierce community
- Work to increase the visibility and presence of library resources in the university’s virtual environment.
- Partner with other Franklin Pierce community members – clubs, organizations and departments to initiate and sponsor programs
- Partner with Admissions for open houses and to better integrate library information into student tours
- Use the library website to highlight new services/products/events
- Increase use of appropriate social media to promote library resources and events
Goal 1.4:
Work with other University departments and outside entities

Objectives:
- Collaborate with University departments to promote preservation of University records/history
- Digitize all appropriate artifacts in the Archives
- Identify, purchase, and begin use of platform (such as ContentDM) to store digitized artifacts
- Hire a University Archivist to develop the archives and improve accessibility to the collection
- Collaborate with University departments to develop formal policies for students, faculty and administrators on intellectual property and copyright
- Collaborate with faculty and administration to create a Center for Teaching and Learning
- Continue to collaborate with NHCUC libraries

Goal 1.5:
Work with the appropriate Franklin Pierce constituencies to seek sustained funding for library services

Objectives:
- University funding
  - Provide data to administration to support the funds needed for Library
- Donor funding
  - Work with Institutional Advancement to ensure library is part of the Annual Fund and to promote the DiPietro Library as a giving opportunity
  - Work with Alumni Office to promote the library and encourage alumni support
- Grant funding
  - Work with Institutional Advancement to identify and apply for appropriate grants

Goal 2: Continue to develop the library collection and improve accessibility to resources in all formats – print, multimedia and electronic materials

Goal 2.1:
Ensure we meet curricular needs of new and existing courses and programs

Objectives:
- Partner with faculty, academic departments and administrators to budget for and develop a collection in all formats that support the University’s academic programs
• Continue to evaluate the collection and provide recommendations for new programs to the Rindge Curriculum Committee and Graduate Curriculum Committee

**Goal 2.2:**
Develop electronic resources and related services

**Objectives:**
- Continue to acquire materials in electronic format
- Develop collection of Open Educational Resources (OER) and educate faculty as to their use and value
- Continue to replace print reference with electronic editions when appropriate
- Continue to expand the e-book collection
- Assess the electronic resources collection on an annual basis for usage and cost per usage

**Goal 2.3:**
Develop and implement strategies to preserve existing collections and acquired collections, i.e., the University Archives collection

**Objectives:**
- Communicate preservations policies, procedures and practices
- Hire a University Archivist
- When staffed, make Archives accessible through finding aids, integration in coursework, and digitization

**Goal 2.4:**
Provide efficient on and off-site access to physical library materials and electronic resources licensed through the library

**Objectives:**
- Assess and upgrade interlibrary loan/document delivery software and hardware as needed.
- Implement an online suggestion form
- Continue to update and improve library web site to ensure easy access to the library’s resources

**Goal 2.5:**
Work with the Center for Academic Excellence to ensure accessibility of our collection for students with disabilities or special needs

**Objective:**
- Explore appropriate software to make all resources accessible to differently abled patrons.
**Goal 2.6:**
Assess the print and electronic library collections

Objective:
- Employ usage data to determine collection development priorities
- Continue to conduct on-going evaluation of print resources through de-selection and replacement of materials
- Investigate use of an electronic collection analysis tool
- Conduct periodic inventory and assessment of library materials.

**Goal 3:** Advocate for a thorough renovation of the current facility, reconfiguring the present facility to meet the needs of a contemporary population

Objectives:
- Secure support and funding for a complete renovation of existing facility
- Complete the renovation of the Library Instruction Room, specifically adding new chairs.
- Use a library architect to design the renovated space
- Hold focus groups with students, staff and faculty to get their input for a renovated library facility
- Develop a plan for a renovation and prioritize a list of areas that need to be renovated:
  - Evaluate the space for possible repurposing – additional study space/quiet study area
  - Evaluate the library for energy efficiency and sustainability
    - Work with Facilities to replace all windows with energy-efficient thermo-pane windows
    - Install improved environmental and climatic control
    - Upgrade light fixtures for improved energy efficiency and longevity
  - Examine all library spaces for possible aesthetic improvement
    - Continue to replace outdated furniture, flooring, etc. to improve overall appearance of library
  - Install improved signage throughout the library
  - Renovate and expand the restrooms.
  - Work with facilities to improve the cleanliness and maintenance of the library; maintain regular deep cleaning of student/staff areas and regular schedule for bulb replacement
  - Improve library to be ADA compliant
  - Evaluate office space needs for library personnel
  - Expand and improve technology for library users
    - Work with IT to plan for upgrades and maintenance of computers, software
    - Ensure adequate, safe, and logical sites for electrical and network drops in staff offices and public areas
    - Ensure adequate wireless coverage
Goal 3.1
Foster the library as place – reinvent ourselves as a destination and change student perceptions of an academic library

Objectives:
- Expand library events and lecture series for the Franklin Pierce community by engaging outside speakers
- Offer co-sponsored events, e.g., film series

Goal 4: Empower and develop library personnel

Goal 4.1:
Develop and maintain a quality staff, adequate in number, to provide the best library and media services to users

Objective:
- Create and fill professional and staff positions as needed

Goal 4.2:
Design and implement a program of staff development and training for the library staff

Objectives:
- Develop a budget that will provide staff with the tools and educational opportunities required to develop new skills
- Provide release time from regular duties to allow staff to pursue other library-related opportunities
- Provide on-the-job opportunities for staff to apply new skills and knowledge

Goal 4.3:
Participate actively in local, regional, and national library professional associations and consortia

Objectives:
- Continue to participate in NHCUC Library Directors group
- Encourage and provide funding for library personnel to join regional and national professional associations, such as ACRL-NE and ALA
- Provide funding for conference registration and travel expenses

Goal 4.4:
Support library faculty and other library staff in continuing their own learning about and experimentation with technology

Objective:
- Provide adequate funding for library personnel to experiment with new technologies
Provide adequate funding for library personnel to travel to conferences or workshops specific to library technology

**Goal 4.5:**
Support library faculty in pursuing continuing education, professional involvement, and scholarship and creative work

**Objective:**
- Provide release time for library faculty to attend professional meetings and for scholarship and creative work

**Goal 4.6:**
Foster a culture of inclusion that encourages open communication and participation

**Objectives:**
- Continue to communicate the decision-making process and collaborate with the staff for their input
- Develop and encourage cross-training opportunities
- Encourage open communications among library personnel
- Increase the use of the Library Wiki
- Host an annual staff retreat