

University Libraries
2007/2008 Dean's Goals
Respectfully submitted by Martha Bedard
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The University Libraries Senior Management Team (Dean, Assistant and Associate Deans), Customer Services Committee (Program directors and Coordinators), and Research Program Curators held a day long retreat on Sept. 21, 2007. In preparation each participant reviewed the existing Strategic Plan document (now in year 2), the newly prepared Staffing Plan Task Force recommendations, the Regent's Goals for the President, and a set of guiding principles for the UL put forth by the Dean: Service, Trust, Collaboration, Accountability. In addition all managers led a discussion in each of their work units to bring forth suggestions from the ground up for creating a common set of priorities to guide our work over the next year. They are listed at the end of this document for your information.

Regent Goal 1. Mission, Vision, and Strategic Plan

Review and refine the mission, vision, and strategic plan for the University of New Mexico.

UL Dean's goals

- Participate as a member of Dean's Council in the development of the mission, vision and plan. Demonstrate clear support.
- Engage the entire library staff in discussions related to understanding and creating action steps to support the mission, vision, and plan.
- Prepare comments and suggestions for the Master Facility Plan efforts
- Review the library strategic plan to assure it is aligned and still relevant
- Create annual library-wide priorities with action steps and milestones

Regent Goal 2. Accountability

Continue to develop an organizational and leadership infrastructure at UNM that creates and reinforces a culture of accountability, continuous process improvement, and transparency, with measurement- and results-driven performance.

UL Dean's goals

- Highlight examples of behaviors that support the library's newly adopted guiding principles of Service, Trust, Collaboration, Accountability
- Strengthen the management skills of all library supervisors, directors and coordinators. Build accountability for good management into performance reviews
- Conduct a LibQual survey at least every other year- use results to improve performance to meet user expectations
- Create and fill the position of data analyst to assist in making effective decisions with usage data regarding public services and appropriate collections
- Meet with student leaders and the faculty senate library committee regularly to respond to concerns and emerging needs
- Share decisions widely. Hold monthly all employee Dean's Corner meetings
- Revisit the roles for all main campus libraries in order to assure effective use of these facilities
- Complete the transition of all materials and staff currently in the Political Archives unit located in the Elks building to new locations and roles. Work collaboratively with NMSU and Senator Domenici's office to relocate his personal papers

Regent Goal 3. Academics

Establish an integrated system of services to prepare, recruit, enroll, develop, retain, and graduate both undergraduate and graduate students at the University of New Mexico, with special focus on the recruitment of high-achieving students and national merit scholars.

UL Dean's goals

- Develop and pilot new strategies for “meeting the students where they are”. Refine liaison model, establish chat reference, go further beyond library walls
- Evaluate and expand information literacy instruction and services
- Improve access to library resources and services through a major revision of the library website. Focus on retrieval of full text from the top level, improve navigation by engaging students in the redesign, consolidate pages, enforce standards and accurate, timely content
- Provide more electronic content in response to user needs. Eliminate print when reasonable to do so. Evaluate our existing collections and budget to reflect UNM current programs
- Review and expand library hours in response to student needs
- Reopen the Zimmerman basement with focus on new user spaces, open the Fine Arts and Design Library with users as first priority, renovate damaged areas of Centennial
- Engage students in the redesign of the first floor of Zimmerman. Improve group study spaces.
- Assure accessibility for students and faculty with disabilities. Initiate a survey with Accessibility Services

Regent Goal 4. Diversity of Leadership, Faculty, and Staff

Develop and execute a plan to ensure that UNM is able to recruit and retain diverse and talented leaders, faculty, staff, and students that reflect the diversity of the state of New Mexico.

UL Dean's goals

- Apply for an IMLS recruitment grant in order to build a more diverse pool of qualified library and information science professionals. Target the Native American and Hispanic populations in New Mexico
- Assure that all library searches include substantive efforts to reach out to potential candidates representing diverse backgrounds
- Participate actively as a member of the Diversity Steering Committee

Regent Goal 5. Community Engagement

Initiate personal outreach to and active engagement with communities throughout the State of New Mexico and beyond.

UL Dean's goals

- Build on the success of library's primary outreach efforts –Indigenous Nations Library Program (INLP) and Chicano/Hispano/Latino Library Program (CHIPOTLE) by seeking secure, adequate funding and offering additional programming to keep these groups engaged and comfortable with library resources
- Visit all UNM branch libraries to seek ways to share resources and improve access for all UNM constituents regardless of location
- Work collaboratively with Extended University to assure all distance students have access to UNM library resources

Regent Goal 6. Legislative Role

Establish and sustain positive relationships with the New Mexico Legislature that result in beneficial support and outcomes for UNM.

UL Dean's goals

- Serve on the New Mexico College and Academic Libraries (NMCAL) Legislative Committee. Communicate purpose and needs to legislators and higher education administrators. Work to assure success of GO Bond for libraries and library formula funding in the recommendations of the Formula Enhancement Task Force to the Legislative Finance Committee
- Participate in Library Legislative Day
- Provide information to key legislators about INLP and CHIPOTLE (part of the UNM Teaching and Learning program approved by Regents)

Regent Goal 7. Fundraising

Apply knowledge and expertise to design, organize, launch, and actively participate in a comprehensive fundraising strategy and executable program that produces positive results for UNM.

UL Dean's goals

- Reestablish working relationship with the Friends of the Library
- Reinvigorate the Dean's Advisory Council
- Create an internal library Development group
- Establish priorities and guidelines for the library Development office
- Work with the Foundation Alumni Association on a program to engage alumni with Zimmerman
- Clarify library policies regarding accepting donated collections. Assure that funds are identified to process and make them available

Regent Goal 9. UNM Rio Rancho Campus

Develop the vision, curriculum, and programs for UNM's Rio Rancho campus that will serve the needs of the community and enhance the overall strength and vitality of the University of New Mexico.

UL Dean's goals

- Identify the library needs of the students and faculty located primarily on this new campus.

Regent Goal 10. Health Sciences Center

Provide visible and active leadership and support in developing the future of the Health Sciences Center.

UL Dean's goals

- Identify opportunities to share resources and work collaboratively with the Health Sciences Library and Informatics Center

Regent Goal 11. Athletics

Develop and implement a plan to improve the academic performance, retention, and graduation rates of UNM's student athletes, in all athletic programs

UL Dean's goals

- Support the group study and information literacy training needs of the student athletes as requested by the Athletics department. Evaluate this effort and space allocation after one year

These new priorities coming from the UL Planning retreat (9/07) were distributed for comment to all library employees, discussed within each unit and in an all staff and faculty meeting led by the Dean. They are aligned with the Regent's goals above.

Over-arching Priority <i>Meet users where they are (curriculum and web)</i>
Top UL Priorities
Website Revision
Increase Digital Content
Quantitative and Qualitative Data Collection
Decide on the Role of and Delivery method (s) for Reference
Other Priorities that stay on the radar
Storage for UL collections
Fundraising
Application Support for Users
More user space
Continue discussion of liaison model
Over-arching Internal Priority Effective managers throughout the UL
Top Internal Priorities
Clear expectations and consequences
Provided and Required Training for all technology and services
Other Priorities that stay on the radar
Revisit the re-org of technical services
Libros [define the future of]
Communication
Top Things to Stop
Stop buying print journals if e version is available and high quality
Stop accepting gift materials unless solicited and desired by UL