

# The University of Southern Mississippi University Libraries Strategic Plan

Submitted by the  
Libraries Strategic Planning Committee  
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## MISSION

The mission of the University Libraries is to create an information-rich environment that fosters the intellectual development and creativity of the university community by providing services, collections, and other resources to meet the needs of the university's students, faculty, staff, and other researchers in a changing academic landscape.

## VALUES

- **Service** – Deliver exemplary service.
- **Stewardship** – Evaluate, select, and provide access to a broad range of information resources.
- **Intellectual Freedom** – Protect the privacy of individuals and their rights to find and use information relevant to educational and research needs.
- **Collaboration** – Form partnerships that support or advance the Libraries' mission.
- **Equality** – Provide access to the library and its resources without regard to national origin, background, or views.
- **Diversity** – Respect the richness of different ideas and cultures.
- **Empowerment** – Support student success and professional development.
- **Engagement** – Be a vital and welcoming center for educational and cultural activity.

## **GOALS**

- Provide, strengthen, maintain, and preserve the Libraries' information resources.
- Pursue additional funding opportunities to stabilize the operating budget and enhance collections and services.
- Educate students and other researchers to successfully find, evaluate, and use information resources.
- Inform stakeholders through public relations and outreach about the evolving nature and value of library resources and services.
- Collaborate with potential partners inside and outside the university to strengthen and expand existing services and collections and to explore new mutually beneficial opportunities.
- Adopt new technologies to enhance the experience of library patrons and to improve employee efficiency.
- Recruit and retain highly skilled faculty and staff and facilitate the professional development of all University Libraries employees.
- Manage physical and virtual library spaces to provide environments conducive to learning and research.

## Strategic Planning Background Documents

### STAKEHOLDERS

(Categorized according to intensity of the Libraries engagement)

#### Primary

- Students, undergraduate, including on-site and online
- Students, graduate, including on-site and online
- Faculty, active and retired
- Staff, active and retired
- Administrators, university, e.g., Provost, CFO, President
- Libraries faculty and staff

#### Secondary

- Donors, cash and material
- Potential students, e.g., high school students
- Researchers, external, e.g., visiting and off-site scholars
- Friends of University Libraries
- Alumni, members of Alumni Association
- Community members and groups

#### Tertiary

- SACS-COC and other accrediting bodies
- Mississippi state government, e.g., IHL, legislature
- Alumni, not members of Alumni Association (see above)
- Business partners, e.g., vendors, publishers, contractors, consortium members
- Parents and family members
- Mississippi taxpayers (as a state-supported institution)
- Residents of Mississippi's 4th Congressional District (as a Federal Depository Library)

### MANDATES

#### Formal Mandates

*From the Employee Handbook*

- Provide library services to students, faculty, and staff, including circulation, course reserves, interlibrary loan, reference assistance, instruction, and orientations. (Retrieval No. 9002)
- Provide retired employees with the same library privileges as currently employed faculty and staff. (Retrieval No. 9106)

#### *From the Faculty Handbook*

- Provide emeritus faculty with the same library privileges as active members of the faculty. (3.7.3 Privileges)
- Send one representative to the University Advisory Committee. (2.11.1 The University Advisory Committee)
- Send one representative to the Council of Chairs. (2.11.3 The Council of Chairs)
- Send at least one representative to the Faculty Senate. Number of representatives may vary. (2.11.4 The Faculty Senate)
- Send one representative to the Academic Council. (2.11.5 The Academic Council)
- Send one or two representatives to the University Research Council. The Faculty Handbook calls for one member and the URC charter calls for two members from the Libraries. (2.11.8 The University Research Council); (URC Charter: II. MEMBERSHIP)
- Send a representative to the Sabbatical Review Committee. (6.2.6 Sabbatical Policies)
- The Dean of University Libraries serves as ex officio member of the Academic Council and the Graduate Council. (2.11.5 The Academic Council); (2.11.6 The Graduate Council)
- Form a Libraries Departmental Personnel Committee each year. (8.3.1 (b) Committee Membership, Libraries)

#### *From Consortia Agreements*

- Circulate materials to current faculty, staff, and students of Alcorn State University, Delta State University, Jackson State University, Mississippi State University, Mississippi University for Women, Mississippi Valley State University, University of Mississippi (Oxford campus only) as part of the Mississippi University Libraries borrowing program. ([http://www.lib.usm.edu/services/library\\_borrowing.html](http://www.lib.usm.edu/services/library_borrowing.html))
- Circulate materials to faculty from OCLC member libraries that participate in the Reciprocal Faculty Borrowing Program. ([http://www.lib.usm.edu/services/fac\\_borrowing.html](http://www.lib.usm.edu/services/fac_borrowing.html))
- Participate in interlibrary lending and borrowing with other OCLC member libraries.
- Participate in the Mississippi Academic Libraries Consortium.
- Contribute the Libraries' share of MAGNOLIA subscription costs.

#### *From Other Sources*

- Uphold the Code of Ethics of the American Library Association. <http://www.usm.edu/institutional-policies/policy-acaf-lib-010>  
<http://www.ala.org/advocacy/proethics/codeofethics/codeethics>
- Uphold the Library Bill of Rights of the American Library Association. <http://www.usm.edu/institutional-policies/policy-acaf-lib-010>  
<http://www.ala.org/advocacy/intfreedom/librarybill>
- Fulfill the obligations of a Selective Depository library in United States government Federal Depository Library Program. [http://libguides.lib.usm.edu/government\\_publications\\_policies](http://libguides.lib.usm.edu/government_publications_policies)  
<http://www.fdlp.gov/requirements-guidance/legal-requirements>

**Informal Mandates**

- Provide the physical environment, technical infrastructure, collections, and personnel necessary to deliver library services.
- As a state-supported institution, serve the members of the public.
- Comply with SACS-COC and other accreditation standards.
- Perform any duties specifically stipulated for the Libraries in an official university policy, e.g., records retention policy.
- Provide the necessary infrastructure to support the Libraries’ faculty and staff, including the tenure and promotion of faculty and the career and professional development of all.
- Fulfill contractual obligations, including requirements of awarded grants.
- Participate in shared cataloging by contributing records to the OCLC databases.
- Comply with requirements of the Americans with Disabilities Act.
- Comply with university assessment requirements.
- Comply with OSHA and other safety requirements.
- Comply with U.S. copyright and other intellectual property laws.

**STRENGTHS, WEAKNESSES, OPPORTUNITIES, CHALLENGES**

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Library personnel</li> <li>• Collections and access</li> <li>• Library services</li> <li>• Collaborative agreements</li> <li>• Facilities</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Facilities limitations</li> <li>• Technology/infrastructure</li> <li>• Staffing needs</li> <li>• Resources</li> <li>• Collection assessment</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• External funding</li> <li>• Public relations and outreach</li> <li>• New partnerships</li> <li>• Technology advancements</li> <li>• Scholarly communication trends</li> </ul>	<p><b>Challenges</b></p> <ul style="list-style-type: none"> <li>• Budget limitations and instability</li> <li>• Lack of familiarity with library</li> <li>• Perceptions of the value of libraries</li> <li>• Maintaining a highly skilled workforce</li> <li>• Allocation of space</li> <li>• Adaptability to changing technology</li> </ul>