1. **Promote Academic Engagement:**

We are committed to participating in the entire life cycle of the research, teaching and learning process that emphasize critical thinking and innovative forms of expression. We identify priorities that guide strategic efforts to foster academic collaborations and cultivate enduring partnerships to enable student, faculty, and research success.

**Academic Engagement**

**Goal 1: Engagement**

- Organize meetings with new faculty (as individuals and groups, ex. host luncheon)
- Attend departmental events such as presentations, seminars, academic and cultural programs, and professional events.
- Integrate into university-wide activities, such as curriculum development.
- Seek opportunities to collaborate with faculty (ex. research, embedded instruction, projects, grants).

**Goal 2: Promotion**

- Make research services more visible and impactful across campus (ex. Libguides, promotional events and materials).
- Promote open access publishing opportunities, and open access resources and platforms (ex. workshops, events, LibGuides, and directly with faculty).

**Goal 3: Assessment**

- Begin to develop assessment planning protocols and strategies.
- Seek access to tools and data for assessment.
- Use information literacy assessment data to promote University achievement and student performance.

**Goal 4: Advance information literacy**

- Align library instruction with University undergraduate learning mission to “...evaluate information sources”.
- Develop student-focused activities (ex. embedded instruction, research projects and programs, and other methods).
- Establish baseline knowledge of undergraduate information literacy skills.

**Goal 5: Research and Clinical**

- Collaborate with researchers and clinicians to develop specialized resource guides and other instructional materials oriented to research and clinical practice.

**Access Services**

- Goal 1- Create a uniform user experience based on equitable and consistent policies and procedures throughout the Stony Brook University Libraries.
- Goal 2: Promotion and marketing of services and offerings in Access Services so that patrons are aware of the resources available to support academic pursuits.

**Administrative Support**
- Goal 1: Re-design Library Administration section on library webpage to be more user-friendly. Include Frequently asked questions (FAQ) for Library Administration areas.
- Goal 2: Develop Communication Initiatives. Send out email announcements to faculty/staff at the beginning of every semester and as needed with important deadlines and University and SUNY Policy changes.

**Cataloging and Metadata**
- Goal 1: Provide advice, training and instruction on metadata, controlled vocabularies, authority control, etc. to faculty and students to assist them in planning digitization projects.
- Goal 2: Collaborate directly with faculty, students and library staff on projects by contributing metadata and expertise and by participating in the planning and development of digitization projects.

**eResources & Serials**
- Goal 1: Provide input to support the efforts of library faculty and staff in their promotion of academic engagement by creating internal LibGuides.
- Goal 2: Provide collective expertise for seamless access to all materials in various formats to support the learning process and cultivate academic excellence.

**Health Sciences**
- Goal 1: HSL has unique constituents such as clinicians and researchers who are underserved by the library, so we need to develop innovative communication methods and marketing strategies to reach them in their labs and hospital departments.
- Goal 2: Since outreach involves everyone in the HS Library, training should be implemented for all staff in the unique needs of HS faculty, students, researchers and clinicians as well in using our unique resources.
- Goal 3: Create a virtual tour to enhance the physical tours offered by the SOM and others who conduct tours without contacting the library. Links to the tour should be sent to all schools.
- Goal 4: Re-evaluate the HS reference desk model to make sure reference questions are being referred to librarians when needed.
- Goal 5: Evaluate all HSL Libguides and tutorials over the summer 2015 to make access to information on resources and services more accessible, combine or remove unused guides, provide clear pathways for getting help and making it clear what services we provide and who to contact.

**Lead Selectors**
- Goal 1: *Modeling liaison core and enhanced activities.* Through contacts and collaborations with faculty, researchers, and students in their subject areas, and by discussing these activities with their subject groups, Lead Selectors will model and promote academic engagement for their colleagues.
- Goal 2: *Outreach.* Find appropriate and efficient processes for faculty, researchers, and students to play a role in the development of the goals focusing on the development of
an open access faculty research repository, fund allocations, and scholarly communication issues.

**Library Instruction**
- Promote, improve, and assess information literacy competencies university wide.
- Explore a variety of methods of engaging with faculty and students through diversified instructional activities.
- Make research services more visible and impactful across campus.

**Library Technology**

Goal 1. Aggressively promote and support open access as the preferred mode of scholarly communication. Engage faculty, researchers, clinicians, and students in all facets of open access:

- Objective 1: Lead efforts for university wide adoption of a faculty open access policy by fall 2015.
- Objective 2: Launch the Center for Scholarly Communication by fall 2015. Host workshops and other events to promote awareness of open access initiatives and mandates.
- Objective 3: Implement a scholarly repository to collect, organize, manage, and share scholarly output at Stony Brook University.
- Objective 4: Implement a data repository to acquire, disseminate, and preserve research data.
- Objective 5: Collaborate with Library Liaisons group to promote and encourage faculty participation in open access initiatives.

Goal 2. Provide technology tools and expertise to support multiple modes of teaching and learning:

- Objective 1: Support faculty needs to embed library resources into learning management systems. Explore and implement new tools to streamline the process of embedding library resources and services into learning management systems (for example, EBSCO’s Curriculum Builder).
- Objective 2: Encourage and support librarians to develop more dynamic and interactive online teaching tools (tutorials, research guides, mobile apps, chat, etc.).
- Objective 3: Develop the Library’s presence in the mobile environment; explore emerging technologies that can be used to enhance teaching and learning of library’s resources.

Goal 3. Outreach to faculty to increase their awareness of library resources and services, and develop their skills on integrating these resources and services into teaching and research:

- Objective 1: Identify and offer faculty workshops on library technology.
- Objective 2: Actively participate in new faculty orientation; ensure that new faculty are on board with library technology.
- Objective 3: Provide technology support for faculty using library resources for unique and innovative teaching and research.
Objective 4: Explore partnerships with academic units to establish digital centers that integrate the use of special collections, such as Digital Humanities and Digital Music Labs.

Operations and Facilities
- Goal 1 Survey to find out patron research needs in regard to facilities/space
- Goal 2 Coordinate with other units such as TLT to offer optimum services

Preservation
- Goal 1 Advise the campus community, and Library faculty and staff in preservation matters as they relate to the instructional and intellectual inquiry mission of the University, i.e. provide personal guidance on the preservation of faculty papers and research materials such as advising on binding operations for doctoral and masters’ works at the History Department and to individual faculty, as needed.
- Goal 2 Collaborate with Library faculty and staff in pursuit of grant opportunities; pursue departmental grant offerings in support of the academic engagement initiative, i.e. Consult on digital curation practices and policies such as the School of Journalism Curation Project or the future online exhibits.
- Goal 3 Collaborate with Resource Management personnel in the education and training in preservation metadata creation, and the application of preservation metadata generation in the cataloging of born digital information in support of the Institutional Repository initiative.
- Goal 4 Develop and maintain departmental subject guides and outreach materials which educate users on the importance of preserving library assets in all formats, i.e. digital preservation practices libguide.

Special Collections and University Archives
- Goal 1 Collaborate with teaching faculty and library subject liaisons to integrate primary source materials into The Stony Brook Curriculum (SBC).
- Goal 2 Empower and engage students with experiential learning opportunities.
- Goal 3 Partner with academic departments, administrative offices, and student groups on university documentation projects to foster community, spirit, and pride.
- Goal 4 Seek opportunities to collaborate with faculty.
- Goal 5 Offer targeted outreach programs to the university and surrounding communities.
2. Build, Preserve, and Provide Access to Rich and Diverse Collections

We equip students, faculty and researchers with the means to reach their fullest potential by ensuring an equitable and balanced collection development profile that (a) reflects and anticipates the University’s teaching, research and clinical requirements; (b) deploys seamless and flexible technology in discovery of relevant information in all formats; and (c) implements sustainable policies and procedures to ensure the availability and integrity of information resources now and into the future.

**Academic Engagement**

**Goal 1: Institutional Repository**
- Assess existing platforms and provide new or enhanced platforms to support institutional repository of faculty intellectual output by Fall 2016.

**Goal 2: Assessment**
- Embark on a comprehensive collection assessment, including policies, spaces, and usage data (ex. circulation, ILL, etc.).
- Use or acquire assessment tools that can effectively evaluate our current collections and future enhancements.
- Assess digital resource usage by population to make future collection decisions.

**Goal 3: Access**
- Consult on the development of a user-centered Online Catalog and other Library Web interfaces.
- Investigate and recommend tools that provide better accessibility to resources for diverse needs.
- Increase awareness of the libraries’ tools to access our collections and how to use these tools effectively.

**Goal 4: Promotion**
- Promote awareness of subject-specific library resources.
- Provide resource-specific instructional sessions and/or create online learning objects.
- Offer Library Fairs and Expos to demonstrate and showcase new and existing resources, research tools and technologies.

**Goal 5: Research and Clinical**
- Collaborate with researchers and clinicians to develop specialized resources and collections oriented to research and clinical practice.

**Access Services**
- Goal 1-Collect, analyze and interpret data for improvement of library services, such as collection assessment, shelving space assessment, access policies.
- Goal 2-Develop services and policies that make access to our collections easier and equitable for patrons.

**Administrative Support**
- Goal 1 Streamline the process of signing of electronic resources license agreements with Procurement Office to ensure continuous user access to electronic collections.
- Goal 2 Collaborate with Resource Management Administration on refining invoices processing for east and west

**Cataloging & Metadata**

- Goal 1 Non-MARC metadata production will be fully integrated into the cataloging program with print and media formats.
- Goal 2 Begin planning for a next-generation library management system that will enhance discovery and access to information resources and provide appropriate support for the library's acquisition, fiscal management and reporting needs.
- Goal 3 Collaborate with Special Collections and University Archives to address the issue of hidden collections. Make use of staff language and subject expertise for unique collections.
- Goal 4 Increase access to Stony Brook research and creative works to promote global recognition of the university's intellectual output.
- Goal 5 Review and emphasize database maintenance and authority control program and include non-MARC databases to increase the quality, accuracy and interoperability of library databases.

**eResources & Serials**

- Develop project management expertise in order to implement projects that respond to users and support emerging technology and data needs.
- Create, develop and implement uniform policies and procedures for continuing resources to ensure availability, accuracy and integrity of the collections across all Stony Brook University libraries.
- Maintain accuracy in the library collections' lifecycle by anticipating the constantly evolving publication models and technologies of the academic publishing world.
- Participate and contribute to the planning of a new library management system, providing expertise in the areas of acquisitions, serials cataloging and continuing resource management allowing seamless access to the collections.

**Health Sciences**

- Goal 1 – The HS collection is unique, reflecting our unique clients and it should be evaluated and updated to reflect equal coverage for all clients and including new areas of research that may not be covered.
- Goal 2 – The HS collection needs to be evaluated and little used materials moved to basement storage and more frequently accessed materials in the basement should be moved to the stacks for easier access by users and ILL staff.
- Goal 3 – The HS reference collection should be updated and older materials moved to storage. The Index Medicus should be moved to the reference area and leisure reading materials added to update the area which is highly visible upon entering the library and should reflect updated and relevant resources to all who visit.
- Goal 4 – Collection development procedures and policies reflecting the new, merged libraries procedures need to be updated and posted on Staffweb and training provided if needed.
- Goal 5 – An online form should be created for suggesting new resources and materials.

**Lead Selectors**
• Goal 1: **Institutional Repository.** Review content in existing DSpace collections and identify what should be included in local repository. By end of June 2015, develop general content statement to clarify what content should be included in IR. Review metadata in material selected for inclusion, and develop procedures for revisions or enhancements by beginning of September 2015. Develop comprehensive collection development policy for IR by end of 2015. Include policies for creation of open access collection of faculty scholarship.

• Goal 2: **Allocations.** Review and refine fund allocations and develop new allocations based on updated analysis of University research and teaching priorities, student population and demographics, and other information impacting the cost and availability of content. Develop and implement rational, data-driven, fund allocation procedure for FY2016-17, including a methodology for ongoing review.

• Goal 3: **Coordination with subject groups.** Beginning over summer 2015, Lead Selectors will begin schedule of regular meetings with their subject groups to discuss allocations, coordinate cross-disciplinary purchases, assess training needs and strategies to satisfy them, develop best practices, and assist in implementation of core and enhanced liaison activities. By end of June 2015, develop reference calendar displaying key dates in selection and acquisition processes through the fiscal year.

• Goal 4: **Collection Development Policy.** Review existing collection development policy and develop format and guidelines for new policy by the end of summer 2015. Begin working with selectors to revise collection development policy for their subject areas by the end of 2015.

• Goal 5: **Expand ebook collections.** Select academic ebook subscription collection for one-year trial during FY2015-16. Work with selectors to develop patron-driven acquisitions (PDA) program in selected disciplines during FY2015-16.

**Library Instruction**

- Use assessment tools to evaluate our collections and enhancements in relation to research and teaching.
- Instruct our stakeholders in the value of our unique resources.
- Invest in and create tools that provide better accessibility to our resources.

**Library Technology**

Goal 1. Promote, foster, and support open access to SBU’s intellectual content and unique collections:

- Objective 1: Deploy a scholarly repository by fall 2015. Develop policies and procedures for the repository, and promote and encourage faculty to deposit scholarly works.
- Objective 2: Continue to develop the institutional repository to facilitate access to university archives and special collections. Upgrade IR platform by spring 2016.
- Objective 3: Build expertise and implement technological platform to collect, manage, and preserve SBU’s research data; have an established data repository by 2016.
- Objective 4: Solicit, acquire, and manage projects to digitize special collections and reformat multimedia content for online delivery. Seek external funding to support digital projects. Facilitate access to born digital content.

Goal 2. Enhance discoverability and increase awareness of all collections:
- Objective 1: Provide reliable and efficient search tools for optimal user experience. Support ERMS group to update EBSCO discovery tool to better align with OPAC, databases, and repositories.
- Objective 2: Promote collections through website, social media, and digital signage. Develop digital exhibits to promote special collections; launch digital exhibit platform (Omeka) in fall 2015.
- Objective 3: Foster the development of new tools to enhance information research, such as mobile apps, bookmarklet, research guides, etc.
- Objective 4: Seek partnerships with other institutions to share and promote collections. Participate as active members with open repositories and digital collection gateways.

Goal 3. Facilitate access to appropriate technologies for Library faculty and staff to build, assess, and preserve collections:
- Objective 1: Provide a library management system that’s modern, robust, and meet the needs of Library staff to acquire, describe, and enhance discoverability of collections.
- Objective 2: Streamline collection data extraction and report generation processes to better meet demands. Increase number of staff with skill set to collect, analyze, and interpret data. Implement and support collection analysis tools.
- Objective 3: Provide and support technology needs for preservation of collections.

Operations & Facilities
- Goal 1 Adjust shelf space to respond changes in collection
- Goal 2 Support preservation/emergency needs, keep manual updated regularly

Preservation
- Goal 1 Ensure the integrity and preservation of library assets and informational holdings through instituting expanded preservation preventative measures and policies which address all digital and analog format needs, i.e. planned update of preservation policies.
- Goal 2 Collaborate with appropriate organizational personnel in the continued maintenance and care of the library assets housed within branch and collection specific areas, i.e. work with division heads to address collections such as HSL Cage Collection.
- Goal 3 Collaborate with appropriate organizational personnel in the monitoring and oversight of environmental conditions within organizational and affiliate facilities, and make recommendations on changes, when required.
- Goal 4 Develop and collaborate on the expansion of the organization’s digital curation and preservation policies and procedures.
- Goal 5 Act as advisors to the appropriate organizational units on the information life-cycle and digital preservation procedures to ensure the longevity of library digital assets.

Special Collection and University Archives
- Goal 1 Develop a plan to establish a circulating Long Island Collection.
- Goal 2 Establish project-based workflows with Resource Management to ensure the discoverability of collections in the EDS and in WorldCat (high level, enhanced MARC records).
- Goal 3 Work with Library IT to create digital objects and collections, and to explore the implementation of an archival content management system.
- Goal 4 Embark on a comprehensive collection assessment of the University Archives.
• Goal 5 Advocate for the consolidation of collections in a secure facility with appropriate shelving and climate controls.
3. Develop Responsive Library Spaces for Diverse Communities

We design library space to increase productivity and develop communities of learning. We benefit curricular and research initiatives with library facilities, technologies and services and we design flexible/multi-purpose spaces in a high technology environment.

**Academic Engagement**

Goal 1: Assessment
- Conduct a user survey to identify needs and drive future decisions.

Goal 2: Library as place
- Develop our physical spaces to meet users’ needs with effective and flexible furniture choices and technology features.
- Drive space usage through furniture layout and other space features that direct users to appropriate areas for quiet and group study.
- Redefine public service points/desks to serve users more efficiently (ex. create information commons desk).
- Invest in and develop our virtual spaces such as website, repository interface, social media, digital signage, etc.

Goal 3: Promotion
- Create a library virtual tour to showcase the library spaces, services and collections.
- With Development Office, offer naming opportunities to develop funding initiatives for renovating/creating library spaces.
- Partnering with campus offices and academic units to develop interesting and cultural programs, and showcase student work and collections (ex., research prize poster session, collections prize).
- Collaborate with myriad campus units to highlight and promote library spaces, services and collections.

**Access Services**

- Goal 1-Evaluate use of space in Access Services’ locations and revise to meet user needs
- Goal 2-Investigate options for offering locations for library service outside the library walls, such as additional book drops on campus and book delivery.

**Administrative Support**

- Goal 1 Evaluate the use of space in Library Administration Office to meet the needs of our library faculty, staff and student employees effectively.
- Goal 2 Assessing Library Administration activities to ensure that we are providing optimal support for improvements to library facilities and technologies. Collaborate with Library Facilities/Operations and Library IT on future improvements to Library Space (office moves, networking upgrades, and computer equipment purchases).

**Cataloging & Metadata**

- Goal 1 Provide librarians and staff with comfortable, quiet workspaces and appropriate tools and technologies to ensure a safe, healthy and productive work environment.
- Goal 2: Provide suitable spaces for training, collaboration with internal and external entities, and professional development to encourage continual acquisition of knowledge.

**Eresources**
- Cultivate a merged collaborative workspace for ERMS/Serials & Continuations that provides an environment devoid of distractions and fosters concentration, communication and creativity.
- Maintain a virtual learning space that supports distance learning communities, research and curricula initiatives by providing seamless access to online content by eliminating gaps between publishers, aggregators and subscription agents.

**Health Sciences**
- **Goal 1** – Since a cross-section of students from both sides of campus study in the HS Library, which is the only study space for Health Sciences, there are a large variety of study needs and space requirements that we need to support. Current spaces include quiet study, small group and large group study areas. A plan for optimizing the space including making the quiet area more quiet and adding study rooms needs to be developed and funding sources identified.
- **Goal 2** – Develop a plan for better, more reliable after hours coverage for regular hours (after 5 pm) and for extended hours during finals periods so that students have access to staff in case of problems or questions they can’t answer.
- **Goal 3** – Statistics collected during fall and spring extended hours indicate that this is a very popular service. Create a plan for budget and staffing to continue this service.
- **Goal 4** – Evaluate existing furniture needs and plan for budget to replace broken chairs and add additional seating to replace the seating that was destroyed during the flood.

**Lead Selectors**
**Goal 1: Virtual Space.** Develop and maintain web presence for Lead Selectors to be used to describe collection development operations and procedures; develop, maintain, and publicize policies; and offer resources for faculty and students to make recommendations and provide feedback. Develop online purchase recommendation form by end of June 2015.

**Library Instruction**
- Create dynamic classrooms using mobile furniture and technologies.
- Develop active building tour program by partnering with First Year Programs.
- Design physical and virtual spaces to reflect and enhance information needs.
- Teach our communities to use both physical and virtual spaces effectively.

**Library Technology**
**Goal 1.** Embed an array of technology into physical spaces to create the 21st century library that meets the demands of a diverse user population:
- **Objective 1:** Align technology with physical spaces and furnishing to support Bring Your Own Device (BYOD). Provide adequate resources, such as power outlets, charging stations, and robust wi-fi to sustain and encourage the use of personal devices.
- **Objective 2:** Create technology enriched study spaces and group study rooms to support collaborative learning and social networking.
- **Objective 3:** Foster engaged learning by creating Active Learning Spaces; allow for experimentation with innovative products.
Objective 4: Ensure availability of assistive and adaptive technology for users who require them.

Goal 2. Improve and expand virtual spaces to bring the library to its users:

- Objective 1: Develop and maintain a dynamic website that serves as a virtual gateway to the Libraries.
- Objective 2: Support library faculty on embedding resources and services into the university’s learning management system.
- Objective 3: Continue to develop the Libraries’ presence in mobile and web 2.0 environments.
- Objective 4: Facilitate testing and integration of emerging technologies into library spaces to meet user needs.
- Objective 5: Sustain a digital infrastructure that’s easily adaptable to changing technologies, users research needs, and disruptive innovations.

Goal 3. Create new and develop existing technology spaces to enable faculty and staff to carry out the mission and goals of the Library:

- Objective 1: Communicate upgrades and enhancements for library classrooms to appropriate campus IT units.
- Objective 2: Complete implementation of the Center for Scholarly Communication by fall 2015. Promote and use the Center for library workshops, events, and in-house staff development activities.
- Objective 3: Establish the current digital lab as a Digital Production Center to move forward the Library’s digitization efforts as a core operation and essential service.
- Objective 4: Ensure that staff work spaces are equipped with access to adequate hardware and software.

**Operations and Facilities**

- Goal 1 Examine statistical data to access space usage
- Goal 2 Designate NRR first floor as individual quiet study area
- Goal 3 Designate and establish group study area/room on the first floor of CRR
- Goal 4 Install more electrical outlet/charging stations and make those stations easy to access

**Preservation**

- Goal 1 Provide a department that is a safe and healthy work space for all faculty and staff.
- Goal 2 Develop and maintain suitable preservation laboratory space, tools and technologies to meet the needs of the organization and campus community.
- Goal 3 Collaborate with appropriate library divisions to refine the department’s internal reformatting laboratory space.
- Goal 4 Collaborate with appropriate library divisions to refine the department’s emergency response storage locations.
- Goal 5 Collaborate with appropriate library divisions to refine general and special storage areas to ensure the longevity of all custodial assets and materials.

**Special Collections and University Archives**

- Goal 1 Contribute content to social and digital spaces.
● Goal 2 Continue to emphasize and provide user-centered services and research experiences on campus and in virtual spaces.
● Goal 3 Equip Javits Room with technology and utilize space to display collections.
● Goal 4 Explore external venues to sponsor events and exhibit collections.
● Goal 5 Secure internal and external funding to upgrade technology and spaces.
4. Foster an Innovative Culture of Learning and Assessment

We encourage and enable all staff to contribute to the development of the library as a learning organization that acquires knowledge and responds appropriately to a rapidly changing environment. Learning organizations (a) create a culture that encourages and supports continuous employee learning, critical thinking, assessment and risk taking, and innovation of new ideas, (b) allow experimentation, and value employee contributions, (c) learn from experience and experiment, and (d) disseminate the new knowledge throughout the organization for incorporation into day-to-day workflows.

**Academic Engagement**

**Goal 1: Staff development**
- Institute faculty staff development opportunities.
- Interdepartmental learning: attend department symposia, events.
- Support staff professional development and continuous learning of new skills and knowledge through workshops and conferences.
- Participate in and lead local, national, and international professional committees/associations.
- Present at meetings and conferences.
- Participate in grant writing opportunities.

**Goal 2: Enhance knowledge sharing across library**
- Create forum for knowledge-sharing: staffweb or other platform.
- Share our own knowledge with each other.
- Collaborate on research projects.

**Goal 3: Support faculty through promotion and tenure process**
- Have a strong mentoring program.
- Develop culture of research by creating space and time and other support structures to increase number of library faculty engaged in research activities by 50%.
- Support from senior librarians for junior faculty in their research.

**Goal 4: Raise Library Faculty Stature**
- Develop a culture of research within the library.
- Identify opportunities for library faculty as teaching faculty.
- Partner with SPD to create a SBU MLIS program.
- Offer a Scholar's Fellowship to new and ABD PhD students considering entering the profession.

**Access Services**
- Goal 1- Attend conferences, workshops and other training to increase knowledge of services and develop alliances with colleagues at other institutions. (SUNYLA, ALA, IDS)
- Goal 2- Provide training to Library staff to increase awareness of circulation, reserves and interlibrary loan services.

**Administrative Support**
- Goal 1 Provide funding and support to Library Staff as they master new competencies and transition to new roles to foster a culture of learning and assessment. List clear staff
development guidelines and forms on StaffWeb to enable faculty/staff to attend conferences and workshops to increase knowledge of services, develop alliances with colleagues at other institutions and meet their research needs.

- Goal 2 Develop Communication Initiatives to inform Library Faculty/Staff of upcoming training workshops offered by Human Resources Services, etc.

**Cataloging & Metadata**

- Goal 1 Continually augment staff skills through training and mentoring.
- Goal 2 Provide support for metadata creation by developing policies, best practices, training programs, etc. to support discovery of and access to library collections, projects and other initiatives.
- Goal 3 Increase staff knowledge of Resource Description and Access (RDA) and develop specialists in using RDA to provide access to special materials in both analog and digital formats (e.g., music, moving image materials, cartographic materials, serials, rare books streaming video, streaming audio, etc.).
- Goal 4 Develop staff expertise in DCMI, Bibframe, XML and TEI and ensure that the staff has some expertise in additional metadata schemes (e.g., MODS, METS, EAD, and VRA).
- Goal 5 Develop training sessions and guidelines to improve departmental skills with RDA, metadata schemes, etc. and design workshops, guides, etc. to familiarize other library areas with cataloging and metadata standards.

**eResources & Serials**

- Create a learning environment where an exchange of ideas is encouraged and fostered so that cross-training provides a new skill set for each member of ERMS/Serials & Continuations.
- Foster staff knowledge by providing access to webinars and encouraging attendance at national or regional conferences to increase creativity, skill sets and workflows.
- Collaborate with Library Information Technology to develop strategies and create more efficient workflows in Aleph Cataloging and Acquisitions/Serials modules.

**Health Sciences**

- Goal 1 – Provide cross-training for staff since we are working with reduced numbers and need to back each other up in duties.
- Goal 2 – Provide increased professional development money and programs for staff. Professional development should be a priority for all staff since it improves job performance, brings in new ideas and improves staff morale.
- Goal 3 – HSL staffing needs to be evaluated and create recommendations/justification for new librarian in 2017 when Pharmacy school is added as well as recommendations for other staffing needs.
- Goal 4 – A channel for communication of policies and procedures between both sides of campus needs to be developed so that everyone has immediate access to new procedures as they change and in order to optimize workflow between libraries.

**Lead Selectors**

- Goal 1: Scholarly Communication. In collaboration with the Libraries’ Scholarly Communication Initiative, develop and implement survey of library staff to gauge involvement in and understanding of open access activities. Based on survey results, formulate plan for using web pages, forums, webinars, invited speakers, and other
professional development activities to expand and deepen understanding of open access and scholarly communication developments and issues over the 2015-16 academic year.

- **Goal 2: Assessment.** Survey assessment tools and methodologies used by other ARL libraries, and develop plan to implement regular collection assessments to begin in Spring 2016.

**Library Instruction**
- Create a culture of assessment for SBU Libraries Instruction program.
- Create a culture of research and professional development for information literacy.
- Create mentoring relationships amongst library faculty.

**Library Technology**
Goal 1. Support and encourage an organizational culture that foster technology as a necessary part of the job:

- **Objective 1:** Provide ongoing staff training on library technology.
- **Objective 2:** Implement a reliable and efficient support system for staff related technology issues. Establish a help ticketing system by 2016 to add to the channels of communicating library IT issues. Streamline and foster open communication among various campus IT units to facilitate timely and responsive support.
- **Objective 3:** Facilitate and provide appropriate technology to support professional development activities and events such as forums, symposia, etc.
- **Objective 4:** Deliver tools that enhance library faculty and staff communication, collaboration, and information dissemination. Develop, promote and train staff on use of StaffWeb or similar intranet.

Goal 2. Investigate, test, implement, and train staff on new and innovative technologies:

- **Objective 1:** Encourage Library faculty and staff participation on technology planning, implementation, and assessment process.
- **Objective 2:** Investigate and deploy systems that achieve efficient and cost-effective work processes. Enhance/upgrade current library management system (Aleph) with more standardized and consolidated workflow processes among all Library units.

Goal 3. Actively collaborate and participate with leading organizations and other research libraries to maximize these relationships:

- **Objective 1:** Exchange ideas with peer institutions through ongoing collaboration.
- **Objective 2:** Explore new memberships and continue to be active members with open source organizations.
- **Objective 3:** Foster partnerships with digital collections gateways such as DPLA and NY Heritage.

Goal 4. Support a climate of assessment with appropriate technology tools:

- **Objective 1:** Provide and/or assist with technology platforms to design and deliver assessment tools, such as Blackboard, Qualtrics, SurveyMonkey, and collection analysis tools.
- **Objective 2:** Work with all library units on creative and efficient methods for data gathering and analysis.
Operations and Facilities

- Goal 1  Improve/update public furniture
- Goal 2  Consistent patrol in all public spaces to discourage food and control noise problem

Preservation

- Goal 1  Develop and collaborate with related organizational divisions in creating appropriate workflow models and business processes which enable learning across units, i.e. collaborate with Resource Management catalogers in a revision of a Preservation Metadata Schema to be used in cataloging born digital assets.
- Goal 2  Research and explore evolving preservation techniques and standards in support of the preservation of all library assets and formats, i.e. update existing departmental manuals to include current online tutorials and procedures.
- Goal 3  Represent the libraries at appropriate regional, national professional meetings and on related invited committees, and report back to the University Libraries as appropriate, i.e. Long Island Library Resources Council Preservation and Conservation Committee.
- Goal 4  Participate in the mentorship and training of archival and preservation interns for the betterment of the discipline, when requested.
- Goal 5  Continue and expand individual departmental training efforts to ensure that preservation faculty and staff maintain the skills to meet the future needs of the organization and campus community, i.e. sending Preservation Technician to Center for the Book Arts advanced training seminars this coming academic year.

Special Collections and University Archives

- Goal 1  Maintain currency with archival standards/best practices and with literature relevant to curatorial areas.
- Goal 2  Define and articulate library innovation to expand the recognition of the University Libraries.
- Goal 3  Cultivate a work environment that supports professional activities and personal growth.