Strategic Goal 1: Meet the scholarly, clinical, and creative information needs of UCR's diverse communities

Objectives	Action Items	Progress
Build World-Class Collections	Play an integral role in shaping UC systemwide library collection	
	Build focused research collections that support local teaching and scholarship agendas	
	Document the art, culture, history, politics of traditionally underrepresented communities	
Support open access publishing	Provide robust outreach to faculty around academic publishing, open access, and authors' rights; Invest in continuous professional development of UCR librarians on issues related to scholarly communications	
Improve the discoverability of local UCR and UC systemwide library information resources, online subscriptions, and open access content worldwide	Optimize local metadata and cataloging practices to enhance the ability for UCR content to be discovered by search tools; Partner with UC Libraries colleagues to enhance the effectiveness of the Systemwide Integrated Library System to surface information resources for stakeholders;	
	Invest in continuous professional development of metadata and technical services staff to ensure fluency in evolving cataloging practice	
	Implement reparative metadata strategies	
Preservation and Access	Build capacity to significantly increase amount and description of locally-digitized content of UCR's rare or unique collections	
	Create a print preservation laboratory in Rivera Library	

Strategic Goal 2: Enhance the Library's role as a dynamic learning space for the UCR community and the peoples of Inland Southern California		
Objectives	**Action Items**	**Progress**
Remodel and enhance UCR Library buildings to ensure that serve as a welcoming, safe, and enriching environment for UCR's diverse student body.	Enhance existing study room spaces to meet evolving study and social capacity needs Expand security and safety initiatives in the library buildings; Improve navigation of the library spaces and services through enhanced signage and other wayfinding methodologies	
	Renovate existing library buildings to create dynamic learning spaces	
Improve access to UCR Library resources	Implement single sign-on service to online resources Explore and implement self-service options throughout the Rivera and Orbach Libraries	
Enhance access to UCR Library services	Redesign UCR Library website to improve navigability Implement advanced data visualization capacity in both the Rivera and Orbach Libraries Integrate library service desks to streamline stakeholder experience accessing library services Implement Concierge Service to facilitate navigation of Library services	

Strategic Goal 3: Increase the role of the UCR Library as a key hub for the inclusive dissemination of information, digital, and other literacies on campus and for the peoples of Inland Southern California		
Objectives	**Action Items**	**Progress**
Position the library and its divisions as key sources of expertise in information, data, visual, geospatial, primary source, and emerging literacies on campus to meet requirements for improved information literacy	In collaboration with Undergraduate Education, develop a 1-2 unit information literacy course; Review and reimagine existing reference and instruction services to align with campus student success initiatives and goals; Establish the library as a site for the development of information, data, computstional, and visual literacies through high-impact practices Develop, in collaboration with XCITE and other campus partners, support for innovative instructional practices	
Develop the necessary assessment resources, services, and infrastructure to enable excellence in information literacy teaching and learning.	Create a robust information literacy assessment program in partnership with Institutional Research, XCITE, and other stakeholders	

Strategic Goal 4: Serve as a key research partner for UCR's diverse faculty and student population and the peoples of Inland Southern California.

Objectives	Action Items	Progress
Develop a robust Digital Scholarship Program to serve the needs of UCR's diverse student population and the research agendas of the UCR faculty.	Conduct ongoing needs assessments for research services that are digital, data-intensive, and computational in methodology Expand support and services for the entire research lifecycle Invest in ongoing professional development of library staff involved in digital scholarship services	
Create tighter integration of technology and research services	Implement a program to encourage more embedded research support services across campus Develop capacity in Library IT to support research projects on data science, computing, artificial intelligence, and cross-disciplinary research	
Expand experiential learning spaces in the UCR Library buildings	Apply for federal, state, and corporate grants; Conduct assessment of Creat'R Lab services; Generate business case analyses of potential new services to determine level of need, resource requirements, and potential impact	

Strategic Goal 5: Invest in the professional growth and success of the UCR Library Staff		
Objectives	**Action Items**	**Progress**
Promote high morale, wellbeing, and success for all library employees	Promote staff participation in Wellness Program offerings; Celebrate the successess of UCR Library employees, units, and services; Evaluate and assess work spaces routinely to ensure continuous improvement	
Cultivate a culture of trust and positive interpersonal dynamics throughout the library workforce at all levels and at all locations	Develop and formalize best practices for assembling library task forces, working groups, and committees Establish framework for gathering input and feedback from library employees and sharing of action plans arising from the feedback generated; Build upon existing CODEI programs promote the development of cultural competencies; Hold workshops for all staff on engaging in difficult conversations and conversations on sensitive topics;	
Continue commitment to hiring, empowering, and retaining a diverse workforce that reflects the diverse UCR communities	Conduct a joint review by Library HR and CODEI of UCR Library hiring and onboard practices; Share recruitment plan on the Library Staff wiki; Invest in professional development of all UCR Library staff	
Provide and support growth opportunities for all library employees around diversity, equity and inclusion	Continue and expand upon UCR Library Committee on Diversity, Equity, and Inclusion efforts and activities	