

# STRATEGIC PLAN 2024-2029

## AT OUR CORE,

UCI Libraries strive to foster connections between people and information and enhance the intellectual life of the UC Irvine community. In 2023, UCI published a refresh of its campus-wide four-pillar strategic plan, outlining areas of focus for the next five years. Similarly, the 2024 refresh of the UCI Libraries Strategic Plan outlines the initiatives and commitments in place to align with UCI's 2023–2028 priorities and fulfill the Libraries' current strategic goals.

Since the publication of our last Strategic Plan in 2016, the Libraries have weathered the COVID-19 crisis, transitioned to a hybrid workforce and service model, and renewed and enhanced our commitment to anti-racism, equity, inclusion, and accessibility. We have continued to advance our role in digital scholarship, student learning, UCI's healthcare enterprise, and information access. While much has changed, we remain committed to the success of UCI's faculty, students, staff, and community.

# MISSION & VISION

UCI Libraries empower students, faculty, researchers, and staff to discover, learn, create, and share knowledge by providing open and robust collections, welcoming spaces, and trusted services. We collaborate with our communities in the stewardship and innovation of information to support the highest-quality teaching, learning, research, and patient care.

We advance justice and belonging by prioritizing diversity, equity, inclusion, and accessibility in all that we do.

## VALUES

UCI Libraries are committed to the values of empathy, innovation, and accountability in support of a more sustainable, just, and equitable future for UCI's diverse students, faculty, community, and employees. We are committed to providing the UCI community with spaces and services where growth, creativity, flexibility, and adaptability are supported and encouraged.

## PILLARS

The Libraries' Strategic Plan is closely aligned with the four pillars of UC Irvine's *Strategic Plan: Bright Past. Brilliant Future.*

# PILLAR 1

## Growth That Makes a Difference – Expanding Our Capacity to Improve Lives




The Libraries provide platforms for campus growth through sustainable collections, expert services, and innovative program development. Through partnerships that span the globe, we provide access to world-class collections; contribute library expertise to the academic life of the UCI community; and deliver information literacy and support at all stages of research, education, and clinical care. To advance these priorities, we

- **Create, administer, and preserve access to collections and scholarly resources** to support expanding areas of research, education, and healthcare, with an emphasis on leveraging statewide resources and partnerships for building collections and supporting open, equitable, and accessible materials.
- **Provide and expand our information literacy and scholarship services** to support current and emerging campus learning communities, research areas, and information life cycle needs via sustainable engagement with the Libraries' subject matter and functional experts.
- **Promote the global visibility, reproducibility, and public impact** of UCI's research by enabling services and technologies that facilitate the management, sharing, discoverability, and preservation of research output.
- **Enhance the discoverability and accessibility of our distinctive collections and resources** for the global scholarly community.
- **Invest in our professional expertise, flexibility, and capacity** to support emerging research and learning needs in computational and data literacy, evidence synthesis, and digital scholarship.

# PILLAR 2

## First in Class – Elevating the Student Experience to Prepare Future Leaders



The Libraries enrich discovery, engagement, and belonging for students of all backgrounds by fostering an inclusive and welcoming environment and by creating opportunities for inspiration, empowerment, and lifelong learning. To advance these priorities, we

- **Partner with faculty and campus units to promote critical information literacy skills** that address threats of misinformation and disruptive technologies, while grounding practices in anti-oppressive and racially just approaches.
- **Reduce the total cost of UCI's educational experience** through programs such as course reserves, streaming media services, and open and affordable course materials.
- **Promote equity and innovation in teaching, research, and knowledge creation** through resources and services that are available to the entire campus community such as loanable technology, collaborative spaces, and consultation and services that support experimentation.
- **Ensure that the diverse experiences and backgrounds of our student population are reflected** in our services, programs, spaces, and resources by implementing best practices in user experience, accessibility, and universal design.
- **Enhance efforts to support traditionally underserved student populations** through programming and services that promote a sense of belonging.

# PILLAR 3

## Great Partners – Making Regional and Global Connections That Enhance Our Mission and Serve the People


The Libraries share and grow expertise and experience by facilitating meaningful connections within our diverse community. We engage the community with our services, welcoming and inclusive public spaces, and exhibits and events that are of broad interest on campus and beyond. To advance these priorities, we

- **Preserve the legacy of the region's diverse individuals and communities** by advancing community-centered archival practices and engaging with campus and community partners to highlight cultural and regional histories through unique collections, events, and exhibits.
- **Expand and develop initiatives and practices that further our role as a valued partner** that empowers the UCI and greater Orange County communities to discover and preserve diverse histories and knowledge.
- **Engage with partners across campus** to promote the benefits of the Libraries' programs and resources for discipline- and department-based initiatives.
- **Invest in the Libraries' innovative spaces and tools** to support community engagement, career growth, entrepreneurship, and pathways to further education.
- **Enrich UCI's academic and social life** through spaces, exhibitions, events, and programs that foster a sense of belonging and support diversity, equity, inclusion, and accessibility.



# PILLAR 4

## New Paths for Our Brilliant Future – Forging Best Practices to Power the Coming Century

A photograph of four students sitting around a wooden table in a library, working on laptops and books. The background shows tall bookshelves filled with books. The image is partially obscured by a dark blue and teal geometric overlay.

The Libraries provide a thriving, supportive, receptive, responsive, and innovative organizational culture and environment conducive to work, research, and career growth. We continually implement best practices and evaluate our physical spaces and financial resources to further UCI's mission. To advance these priorities, we

- **Intentionally build a welcoming organizational culture** that supports inclusion and belonging, provides flexibility, advances professional growth, and supports the well-being of the Libraries' team.
- **Adapt library spaces and technologies** to improve accessibility, meet the evolving needs of the campus community, balance the use of available space, provide comfortable and supportive work environments, and ensure that visitors feel safe, welcome, and represented in library buildings.
- **Carefully commit financial resources to advance strategic priorities** in support of campus growth, evolving student and faculty needs, an inclusive and equitable workplace, and critical resources and services.
- **Attract, develop, and retain an expert team** with a diversity of knowledge, skills, and lived experiences to advance the Libraries' strategic goals. ■