



*"A Plan Emanating From an Appreciation of Our Strengths"*

**BUILDING ON STRENGTHS  
DALHOUSIE LIBRARIES PLAN  
2010 – 2013**



## MISSION

*Dalhousie Libraries support and advance learning and research endeavours by providing collections, facilities and services that enable expedient access to the world's information and knowledge.*

## VISION

*Dalhousie University Libraries provide superior facilities and staff that promote excellence and innovation in the workplace allowing us to fully engage students, enhance the learning and teaching experience, and support researchers in a sustainable manner.*

*We are committed to understanding our students' learning behaviour and the needs of the Dalhousie community so as to provide collections, services and facilities that expedite the access and use of all scholarly information.*

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***Strategic Initiative 1:*** Provide the environment required to transform the library into a “learning organization” that supports change and innovation.

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*To help library staff perform at their best*

1. Engage in an externally led process of organizational development to overcome issues related to change management, roles and responsibilities, organizational culture and the collective agreement (Senate Library Review Committee, External Report ,2009)
  - 1.1. Build staff community, collegiality
  - 1.2. Investigate and implement project management as a method of expeditiously introducing new services and dealing with issues
  - 1.3. Improve internal communication
2. Partner with other campus services to provide learning and skills training opportunities for staff
3. In collaboration with other units on campus create an incubation and innovation centre to further staff development

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**Strategic Initiative 2:** Deliver resources and services that engage the student as learner and fulfill faculty, researcher and student information needs

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*To improve Faculty's research and teaching effectiveness and student learning outcomes*

1. Understand researcher and student information needs
  - 1.1. Develop a workable plan to gather information on user behavior and needs
    - 1.1.1. Improve frequency and use of survey tools
    - 1.1.2. Use data that already exists from other sources
  - 1.2. Remain abreast of learner and researcher behavior studies
  - 1.3. Partner with other services on campus to gather user data
2. Engage researchers more directly to help solve their information sourcing and management problems
  - 2.1. Explore researcher needs in the context of eScience and eHumanities service delivery
3. Improve external communication
  - 3.1. Revisit the Library communications plan and revise as necessary
  - 3.2. Explore new ways of communicating library services to the community
  - 3.3. Engage all staff in assuming a greater role in communicating with clients
4. Provide instruction to facilitate access to information
5. Form partnerships (internal, local, regional, national) that enable the libraries' objectives

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***Strategic Initiative 3:*** Optimize access, dissemination and utilization of resources

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*To ensure convenient access to, and effective use of, all scholarly information resources*

1. Continue to explore technologies and methods of improving convenient and timely access to information
  - 1.1. Consider interface design and usability
2. Develop a digital publication and preservation service
  - 2.1. Continue to develop institutional repositories
  - 2.2. Partner on archival publishing
  - 2.3. Partner on electronic publishing
  - 2.4. Support and promote the Open Access initiatives
3. Capitalize on the assets of Archives and Special Collections by continuing to make them readily available to the community
4. Develop a collections preservation and maintenance strategy

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***Strategic Initiative 4:*** Improve learning engagement and the learning experience through renewed library environments

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*To create learning and research environments that encourage the most effective use of information resources*

1. Design library space as complementary learning and research environments
  - 1.1. Participate fully in the development of Learning Commons hubs (University Master Plan)
2. Design and implement more collaborative learning and research spaces in cooperation with Facilities Management
  - 2.1. Create a variety of spaces to meet different needs
  - 2.2. Redesign the 1<sup>st</sup> and 2<sup>nd</sup> floors of the Killam
  - 2.3. Consider relocation of Archives and Special Collections
3. Make the libraries technology friendly (robust wireless connectivity, sufficient and convenient electrical outlets and network connections, space to use collaborative technologies [electronic whiteboards, etc.]
4. Create comfortable and welcoming environments
  - 4.1. Plan a new health sciences library
  - 4.2. Plan a new architecture and engineering library
  - 4.3. Plan an addition to the Killam Library
  - 4.4. Create a proper accessibility centre
5. Collaborate with faculties to create open learning spaces
6. Build accessible dense offsite storage to make room for more learning and research spaces within library areas