



THE CLAREMONT COLLEGES LIBRARY | 2022-2023 Strategy Articulation Map

Mission We partner with faculty, students, and staff to provide content and services in support of all forms of intellectual engagement and inquiry across The Claremont Colleges consortium. We are focused on creating a dynamic, equitable and welcoming presence for our users, honoring the diverse voices--and varied lived experiences--of our community and constituencies.

Values

Collaboration Community	Inclusivity Innovation	Inspiration Empowerment	Diversity Discovery	Stewardship
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Goals

Position the Library as a trusted and valued partner in supporting student success and student wellbeing	Facilitate and support faculty teaching and research (as well as students) through new pedagogical methods and data curation/data visualization	Bolster staff morale and a “one team” organizational approach to ensure a thriving work environment	Support equitable access to content, collections, and spaces	Further Library assessment, metrics, and outreach strategies
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Initiatives

<p>Engage with 5C first-year programs to consistently provide college-level research skills, resources, and services</p> <p>Work with new Head of Information Literacy & Student Engagement to design additional outreach strategies to first-generation and international students</p> <p>Further establish outreach to BIPOC, marginalized-identifying, and other-abled students in collaboration with campus affinity groups and Student Affairs</p> <p>Continue representation on the TCC Student Center project and identify synergies with the Library</p> <p>Deepen relationship and continue coordination with Huntley Bookstore on various operations (e.g. Library hours, wayfinding) and in support of student Course Readings service</p> <p>Expand support of graduate students through various programs, events, and/or resources.</p>	<p>Develop a strategy for continuing Digital Humanities activities in the Library following the sunsetting of DH@CC</p> <p>Implement a Data Science Hub per transfer of initiative from OCAC to the Library, approval from the ADC, and the needs of TCC faculty</p> <p>Continue to expand the collecting scope for, awareness of, and discoverability/access to materials for the Asian Library</p> <p>Support faculty work with Justice Education initiatives across TCC including the “Inside Out” Pathway-to-BA prison education program</p> <p>Work with faculty to explore ways to further service the unique teaching modalities implemented for graduate students at CGU and KGI</p>	<p>Prioritize staff health and wellbeing; examine staff work/life balance and acknowledge the stressors of the Covid-19 pandemic</p> <p>Explore strategies to better recruit--and retain--BIPOC and marginalized-identifying candidates</p> <p>Implement more robust retention strategies for staff; work with HR on examining salary equity</p> <p>Support student assistants’ professional development and career aspirations</p> <p>Involve staff throughout the Library’s upcoming comprehensive strategic planning process</p>	<p>Improve currency, relevance, and presentation of the Library’s physical collections through collection development, inventory projects, and stacks maintenance</p> <p>Act upon ongoing analysis of in-person and online Library user experience and discovery</p> <p>Further advance Library programs supporting the creation and discoverability of Open Access content</p> <p>Explore strategies for better and equitable access to our facilities and improvements to the overall visitor experience and navigation through our physical spaces</p>	<p>Complete assessment of Library’s cost allocation model, service offerings, and resources per the Presidents Council request, and in collaboration with intercollegiate committees/TCCS finance</p> <p>Outline and advance communication and outreach strategies to the Colleges and intercollegiate committees (e.g., ADC, SDC, ITSC)</p> <p>Review Library staff and service policies in order to ensure they are up-to-date and in line with Library values</p> <p>Examine opportunities for additional funding for Library collection endowments and new donors, building upon the current high interest in special collections</p> <p>Recalibrate student advisory groups (e.g., BOSS and graduate students) in order to garner more robust input and advocacy among student constituencies; include student assistants in the advisory process</p>
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Mission, Values, and Goals

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Values

Collaboration
Community

Inclusivity
Innovation

Inspiration
Empowerment

Diversity
Discovery

Stewardship

Goals

Position the Library as a trusted and valued partner in supporting student success and student wellbeing

Facilitate and support faculty teaching and research (as well as students) through new pedagogical methods and data curation/data visualization

Bolster staff morale and a "one team" organizational approach to ensure a thriving work environment

Support equitable access to content, collections, and spaces

Further Library assessment, metrics, and outreach strategies



Goals and Initiatives

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Initiatives

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Work with new Head of Information Literacy & Student Engagement to design additional outreach strategies to first-generation and international students

Further establish outreach to BIPOC, marginalized-identifying, and other-abled students in collaboration with campus affinity groups and Student Affairs

Continue representation on the TCC Student Center project and identify synergies with the Library

Deepen relationship and continue coordination with Huntley Bookstore on various operations (e.g. Library hours, wayfinding) and in support of student Course Readings service

Expand support of graduate students through various programs, events, and/or resources.

Develop a strategy for continuing Digital Humanities activities in the Library following the sunsetting of DH@CC

Implement a Data Science Hub per transfer of initiative from OCAC to the Library, approval from the ADC, and the needs of TCC faculty

Continue to expand the collecting scope for, awareness of, and discoverability/access to materials for the Asian Library

Support faculty work with Justice Education initiatives across TCC including the “Inside Out” Pathway-to-BA prison education program

Work with faculty to explore ways to further service the unique teaching modalities implemented for graduate students at CGU and KGI

Prioritize staff health and wellbeing; examine staff work/life balance and acknowledge the stressors of the Covid-19 pandemic

Explore strategies to better recruit--and retain--BIPOC and marginalized-identifying candidates

Implement more robust retention strategies for staff; work with HR on examining salary equity

Support student assistants’ professional development and career aspirations

Involve staff throughout the Library’s upcoming comprehensive strategic planning process

Improve currency, relevance, and presentation of the Library’s physical collections through collection development, inventory projects, and stacks maintenance

Act upon ongoing analysis of in-person and online Library user experience and discovery

Further advance Library programs supporting the creation and discoverability of Open Access content

Explore strategies for better and equitable access to our facilities and improvements to the overall visitor experience and navigation through our physical spaces

Complete assessment of Library’s cost allocation model, service offerings, and resources per the Presidents Council request, and in collaboration with intercollegiate committees/TCCS finance

Outline and advance communication and outreach strategies to the Colleges and intercollegiate committees (e.g., ADC, SDC, ITSC)

Review Library staff and service policies in order to ensure they are up-to-date and in line with Library values

Examine opportunities for additional funding for Library collection endowments and new donors, building upon the current high interest in special collections

Recalibrate student advisory groups (e.g., BOSS and graduate students) in order to garner more robust input and advocacy among student constituencies; include student assistants in the advisory process