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Science Reference Strategic Planning Process (University Libraries)

Edward J. Eckel

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# Science Reference Strategic Planning Process (University Libraries)

Edward J. Eckel, Engineering and Applied Sciences Librarian

In collaboration with Linda Rolls (Head) and Carrie Leatherman (Natural Science Librarian)

## Problem Statement

Science Reference serves:
- College of Engineering and Applied Sciences
- College of Health and Human Services
- College of Arts and Sciences
  - Biology
  - Chemistry
  - Environmental Studies
  - Geosciences
  - Mathematics
  - Physics
  - Statistics

We are a small department - three full-time librarians and one full-time evening coordinator.

![Science Reference Organizational Chart](Haq2013)

Changing information world and student/faculty body
- More reference questions via email and chat
- Fewer in-person reference questions
- More librarian time spent on rich activities:
  - Information Literacy instruction
  - Committee and taskforce work
  - Consultations/collaborations with faculty, staff, administrators
- Difficult to maintain librarian staffing on Science Reference desk due to other responsibilities

We began to ask ourselves: Is our current service model effectively meeting the needs of our students and faculty?

We needed a methodology to guide our exploration.

## Strategic Action Planning – Peter Dams

### The Total Performance System – Peter Dams

- Review what an organization does and why (Figure 2)
- Ask questions:
  - Why does the organization exist in the first place?
  - Who does it serve?
  - What are the main products or services?

![The Total Performance System](Dams2013)

### Next Steps

- Develop mission and vision statement
  - Mission – What you are and do NOW
  - Vision – What you want to be and do
- Find gaps between what organization is and what it wants to be
- Develop goals
- Develop action plan for achieving the vision (Figure 3)

![Dams Strategic Action Planning](Dams2013)

## Brainstorming Sessions - A Messy Process

### Brainstorming Sessions revolved around our

- Resources (information, technology, material for internal processes)
- Internal Processes – To generate valued outputs
- Products and Services
- Beneficiaries of our services (customers, stakeholders)
- Feedback (outcome and process)

### Brainstorming Sessions - A Messy Process

- A Messy Process

### Internal Processes

Support
- Environmental Studies
- Resources

### Beneficiaries of our services

- Biology
- Chemistry
- Mathematics
- Physics
- Statistics

### Products and Services

- Three full

### Brainstorming Sessions - A Messy Process

- A Messy Process

### Conclusion

This was a frustrating process for a number of reasons. Losing our coordinator meant that my colleagues and I had additional job responsibilities to handle, which contributed to a lack of time to work on our vision statement. However, it also became clear that the big picture issues mentioned above were important to consider. Despite our desire to create a strategic plan for our small department, we came to realize that the Science Reference department does not work in isolation. We will need to be mindful of the role of the University Libraries as its own mission and vision evolves. Furthermore, we will need to keep in mind the changing University environment.

We are in a position of having to accept uncertainty while exploring what we in the Libraries do and why. This is a work-in-progress. Stay tuned!

## References


## Acknowledgements

Special thanks to my department colleagues Linda Rolls, Carrie Leatherman, and our former coordinator Faizan Haq for their invaluable assistance in this project. This really is our project, rather than my project.

## Contact Information

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- Western Michigan University

**Dams & Associates, Inc. (2013). Systems Thinking Starter Kit. WMU Academic Leadership Academy, Office of Faculty Development.**


**Academic Leadership Academy. Office of Faculty Development.**

**WMU Science Reference Dept.**

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