

Tisch Library Strategic Framework, 2024

Information Literate Tufts

Empower learners to seek, evaluate, create, and ethically use information.

Strategy	Action	Outcome	Projects	Leader	Assessment	Timeline
1.1. Integrate information literacy learning into the AS&E curriculum.	1.1.1 Strengthen partnerships with academic departments to provide thoughtful information literacy instruction to students at every level.	Information literacy instruction is scaffolded and aligned with programmatic curricular needs to produce information literate graduates. Assessment of library instruction shows learning outcomes are achieved.	ID first round of depts and programs. Pilot curriculum mapping and outreach.	CLS will lead project with all liaisons.	Completed curriculum maps and outreach strategies in target departments.	Gather data and pilot target departments January 2024. Implementation and outreach through FY25.
1.2 Build and sustain inclusive learning environments.	1.2.1 Strengthen partnerships with DSDI Centers.	The creation of a suite of learning opportunities that are community-driven.	Programming options regularly offered to DSDI staff partners, informed by prior event assessment & student-interest. Programs offered & assessed.	Led by UESS in partnership with DSDI staff, other library staff, and other campus partners (e.g. StAAR Center).	- Attendance. - Feedback from DSDI program. - Feedback from Students.	Ongoing.
	1.2.2 Instructional staff focus team learning on practices of inclusive pedagogy.	All staff who teach increase facility with inclusive learning practices; students experience inclusive learning environments.	Work with consultant to design/launch "Reflective Practice" series; create an onboarding tool for new teaching staff.	R&L	Assessment of learning outcomes.	Launch workshops in Spring 2024.

Facilitate Scholarship

Bring the world's scholarship to Tufts and Tufts' scholarship to the world.

Strategy	Action	Outcome	Projects	Leader	Assessment	Timeline
2.1 Increase support for open scholarship at Tufts.	2.1.1 Implement responses to the Nelson memo in partnership with Tufts Libraries, TTS, OVPR.	Robust library support for data management planning and activities, including data sharing, is in place and utilized; Tufts-wide strategy for open access support for researchers in place.	Develop, refine, document policies & workflows. Consult with stakeholders. Articulate and share researcher-focused info on support for Nelson Memo.	Scholarship and Research Data in partnership with TLC, Digital Initiatives, and University partners.	Documentation that clearly articulates Tufts Libraries services. Partnerships are established.	Services for researcher support in place by December 2024
	2.1.2 Advocate for and support use of affordable and open educational resources.	Increased adoption and creation of OER by instructors. Creation of a Tufts values-driven approach to required course materials, supporting equitable student access.	Pilot workflows for automated reserves acquisitions. Continue to convene the textbook summit stakeholders .	Library Director in partnership with Open Scholarship & Research Data and University partners.	Established workflows and continue to facilitate development of Tufts-wide approach.	Ongoing
	2.1.3 Identify a digital scholarship service model based on current areas of need and growth at Tufts University.	Identify digital scholarship needs and opportunities at Tufts that can be used to develop a digital scholarship service model.	Conduct an environmental scan of existing digital scholarship activities and potential needs at Tufts.	Various staff across Tisch. Project lead TBD.	Creation of a report or summary of findings from environmental scan.	Convene a group and plan to begin campus environmental scan in Spring 2024. Work on the report and findings in Fall 2024.
2.2 Establish clear collections priorities that correspond with Tufts' areas of focus in research and learning.	2.2.1 Articulate and enact collections strategy.	Collections priorities are clear, written, and shared. Funding, digitization, preservation, and description efforts are aligned with priorities.	Generate collection development statements.	Tisch Collections Committee, CLS With CST, RMRS.	Written collection development policies are used and shared.	Policies shared by FY25
	2.2.2 Reduce the square footage of print collection in Tisch. Working with	We realize the goals of Create Inspiring Spaces. Collection location strategy is clear.	Identify on-site and off-site collection targets. Implement.	EC in collaboration with library staff.	Smaller footprint for the print collection in Tisch Library.	Ongoing.

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	Tufts libraries, adopt off-site storage.		Identify off-site storage solution.		Offsite storage option in place.	
2.3 Build the capacity of our repository infrastructure to provide improved access to and long-term preservation of distinctive digital content.	2.3.1 Support ongoing infrastructure development by defining and prioritizing services; assessing current staffing, services and stack; developing a road map; and securing resources to implement priorities.	Service goals are supported by staffing and resource investment; effective governance and decision-making in place.	Work with consultants to develop a sustainable plan for repository services.	Digital Initiatives with TARC, TTS.	Repository collections and usage data	December 2024
	2.3.2 Define parameters of research data output managed by the libraries (establish policy) and identify repository solution.	There is clarity on research data that the library stewards and preserves, and it is managed responsibly.	Collaborate on development of policy and on metadata production for data managed by the library.	Open Scholarship and Research Data; Digital Initiatives, with Data Management Team.	Analysis of data objects in Dataverse and TDL Needs assessment based on recent requests for help.	December 2024.

Invest in People

Inspire all library staff to learn, grow, and contribute to the success of our shared mission.

Strategy	Action	Outcome	Projects	Leader	Assessment	Timeline
3.1 Invest in developing, recruiting, and retaining a diverse and equity-focused staff.	3.1.1 Improve retention by auditing and addressing issues related to compensation, workload, opportunity and belonging.	Greater staff retention and a commitment to diversity.	Salary review for the libraries. Support for managers to: create/prioritize sustainable dept and individual workloads; discuss opportunities with staff from a diversity of backgrounds	Library directors EC, with LMC	Improved compensation; transparency about opportunities Staff feedback	Ongoing
	3.1.2 Provide opportunities for staff to understand how to create and sustain equitable practices and services.	Staff are empowered and supported in efforts to actively audit and modify current practices and services for equity.	Develop community building events that include participatory and reflective approaches. Share resources with staff.	Tisch Equity Facilitation Team	Pre- & post-assessment surveys from staff.	Ongoing
	3.1.3 Provide ongoing inclusive management skill development for all supervisors.	Managers effectively use inclusive meeting practices, provide mentoring, and support conflict resolution.	Skill building and community development for all supervisors.	EC	Managers can identify which inclusive practices they use.	Ongoing.
3.2 Build and sustain commitment to ongoing individual and team learning.	3.2.1 Departments, teams, and individuals all set annual goals related to learning.	Learning goals support individual and organizational growth.	Create a shared space for team/department goals.	LMC	Goals are shared in All staff Box folder	By end of January 2024
	3.2.2 Staff utilize opportunities to reflect on and share what they have learned.	Individuals share content and reflection from learning experiences in a regular, timely way.	Design opportunities for staff to report back on what they learned at workshops, conferences, etc.	Director's Office	Feedback from staff.	Ongoing

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3.3 Support student worker growth and development	3.3.1 Implement best practices in student employment.	Student workers grow and develop transferable skills through employment at the library.	Develop a library-wide student orientation and training program.	Student Supervisors Working group	Feedback from student employees	Spring 2024 start

Create Inspiring Spaces

Provide welcoming, inspirational, accessible, flexible, and sustainable library spaces that promote learning and scholarship.

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4.1 Redesign public and staff spaces across the three libraries to address student enrollment growth and changes in scholarship and learning.	4.1.1 Increase both the amount and the variety of space for individual and collaborative learning.	Increased utilization of library spaces for individual and collaborative learning.	Tisch is conducting a Facility Framework Study in partnership with Campus Planning to explore near-term and longer-term priorities that will meet this strategy.			
	4.1.2 Improve the experience of navigating physical collection spaces.	Users can more easily discover and find items on shelves.				
	4.1.3 Coordinate library redesign planning with campus capital planning efforts.	Library renovations are aligned with and support campus priorities and growth.				
	4.1.4 Improve access to library spaces for all people through the principles of universal design.	An improved user experience and more inclusive spaces.				
	4.1.5 Create spaces that foster communities of scholars.	A welcoming, flexible, variety of spaces encourage gathering and provide access to expertise, technology, and collections.				