

Tisch Library Strategic Framework 2024

Introduction

“Tufts is a student-centered research university dedicated to the creation and application of knowledge.”
—Tufts University Mission Statement, 2013

Tisch Library and its branches—the Lilly Music Library and the W. Van Alan Clark, Jr. Library at the SMFA—embrace Tufts University’s mission wholeheartedly. To meet the challenge of being both student-centered and research-focused, we remain committed to these priorities:

- Lead the university by integrating opportunities for the development of critical information skills across the student experience.
- Provide resources and guidance for learning and student scholarship.
- Collaborate with the other Tufts libraries to deliver resources and services to support the faculty’s research agenda.

The goals below provide a framework to more effectively integrate library support into the university’s pursuit of its mission. They respond to changed community needs and the changing landscape of knowledge and information. They will guide our choices about how we invest our time, energy, and money.

Goals

Information Literate Tufts

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

Facilitate Scholarship

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

Invest in People

Inspire all library staff—as stakeholders in our strategic plan—to learn, grow, and contribute to the success of our shared mission.

Create Inspiring Spaces

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

Information Literate Tufts

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

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.

1.2 Build and sustain inclusive learning environments.

1.2.1 Strengthen partnerships with DSDI Centers.

1.2.2 Instructional staff focus team learning on practices of inclusive pedagogy.

Facilitate Scholarship

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

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.

2.1.2 Advocate for and support use of affordable and open educational resources.

2.1.3 Identify a digital scholarship service model based on current areas of need and growth at Tufts University.

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.

2.2.2 Reduce the square footage of print collection in Tisch. Working with Tufts libraries, adopt off-site storage.

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.

2.3.2 Define parameters of research data output managed by the libraries (establish policy) and identify repository solution.

Invest in People

Inspire all library staff—as stakeholders in our strategic plan—to learn, grow, and contribute to the success of our shared mission.

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.

3.1.2 Provide opportunities for staff to understand how to create and sustain equitable practices and services.

3.1.3 Provide ongoing inclusive management skill development for all supervisors.

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.

3.2.2 Staff utilize opportunities to reflect on and share what they have learned.

3.3 Support student worker growth and development

3.3.1 Implement best practices in student employment.

Create Inspiring Spaces

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

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.

4.1.2 Improve the experience of navigating physical collection spaces.

4.1.3 Coordinate library redesign planning with campus capital planning efforts.

4.1.4 Improve access to library spaces for all people through the principles of universal design.

4.1.5 Create spaces that foster communities of scholars.

Values

The staff of Tisch Library and its branches values community, curiosity and learning, openness, and social justice. We continually engage with our community about their work, and our place in it. We are ready to ask ourselves hard questions, challenge assumptions, solve difficult problems, and expand our capacity to serve “creative scholars who generate bold ideas, innovate in the face of complex challenges, and distinguish themselves as active citizens of the world” (T10, Tufts Strategic Plan 2013-2023).

Value	What Does This Mean?	What Do We Expect of Ourselves?
Community	<ul style="list-style-type: none"> •We continuously seek to align our services, programs, space and collections with the needs of our communities. •We are accountable to our users by actively seeking feedback, anticipating and responding to concerns. 	<ul style="list-style-type: none"> •We work to make library systems easy, accessible, and understandable for our communities. •We foster trust by engaging with our communities and following through about changes and initiatives. •We are consistent, dependable, and reliable in how we carry out our work.
Curiosity & Learning	<ul style="list-style-type: none"> •We inspire our communities with our collections and services, supporting every stage of the learning and research process. •We facilitate co-created learning and partnerships, helping our communities to shape their own learning. •We see everyone as lifelong learners. 	<ul style="list-style-type: none"> •We foster experimentation, iteration, and assessment, bringing inventiveness and ingenuity to our creative problem solving. •We support opportunities for learning and sharing of ideas, knowledge, and experience.
Openness	<ul style="list-style-type: none"> •We encourage and support open scholarship. •We share information widely. We respect different experiences and perspectives. 	<ul style="list-style-type: none"> •We prioritize initiatives that make the work happening at Tufts available to the world. •We communicate often and in a consistent way. •We commit to transparency in how we make decisions, making it easy to participate and stay current with projects and initiatives.
Social Justice	<ul style="list-style-type: none"> •We advance initiatives that make the libraries accessible and welcoming. •We commit to making meaningful progress addressing issues of diversity, equity and inclusion in libraries, at Tufts, and in the world. •We work to understand and dismantle structural inequality in our systems and culture. •We value the lived experience each person brings to bear. 	<ul style="list-style-type: none"> •We address barriers that limit access to library services, collections, programs and spaces. •We strive to reach and serve members of a diverse community. •We are respectful to each other. We are committed to recruiting, hiring and retaining a diverse staff, and creating a culture that is welcoming and supportive to this workforce.