



2021-2026 STRATEGIC PLAN

UNIVERSITY OF KENTUCKY LIBRARIES

MESSAGE FROM THE DEAN



I am pleased to share the University of Kentucky Libraries' 2021-2026 Strategic Plan. Developed over the course of the 2020-21 academic year, this plan is the result of a multifaceted process led by DeEtta Jones & Associates (DJA) in close collaboration with a Steering Committee composed of library faculty and staff.

Throughout the process, DJA and the Steering Committee engaged with the full employee body as well as university students, faculty, staff, and administrators to assess the wider academic and libraries landscape, coalesce around

a set of shared organizational values, and develop a change agenda that would help us chart a path from our current reality to our aspirational vision.

This early effort laid the groundwork for the Strategic Priorities presented here. With Equity, Diversity, and Inclusion as key guiding principles, these priorities form the central aims of our strategic plan and are expected to guide our work and goals for the years to come. This is an exciting and dynamic time in higher education, and no part of the university has changed more over the last twenty years than libraries. This plan allows for an agile approach to the challenges and opportunities we will continue to face over the next five years.

I am grateful for the work done by the Steering Committee and for the contributions of everyone across our organization. And I look forward to actively engaging with our communities across campus and beyond as we work to advance these priorities in the months ahead.

A handwritten signature in blue ink that reads "Doug".

Doug Way
Dean of Libraries



MISSION

Our mission is to ignite the human drive to discover, create, and connect by facilitating access to information, empowering learners, and collaborating with our communities to advance knowledge, enhance scholarship, and preserve the history and culture of the Commonwealth.

GUIDING PRINCIPLE

Our efforts to provide ever expanding access to information resources, collaborative spaces, and research-enhancing services and technologies are guided by a deeply held principle—that equity, diversity, and inclusion (EDI) are both essential for, and improved by, the acquisition and creation of new knowledge. This principle informs all aspects of our work and requires all library personnel to actively consider and address barriers that permeate institutional structures and systems. Viewing our work through this EDI lens, we are committed to building collections, enhancing services, and providing spaces that reflect and support individuals with diverse perspectives and abilities.



VALUES

Collaboration
Commitment to Service
Equity, Diversity & Inclusion
Growth & Development
Excellence
Versatility



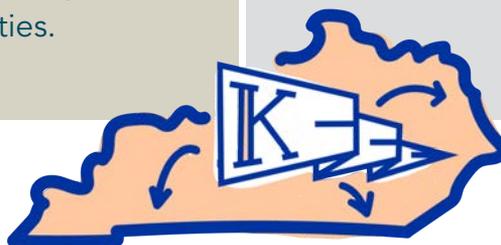
I. COMMUNITY IMPACT

UK Libraries will cultivate campus and community partnerships to advance university priorities and our land grant mission, focusing first on:

High-impact collaborative partnerships.

Programming and services in response to university and community priorities.

Partnerships with underserved and marginalized communities.



II. MEANINGFUL SERVICES

UK Libraries will create services and spaces that center the user experience, putting learners and researchers at the heart of everything we do, focusing first on providing:

Welcoming and accessible physical and virtual spaces.

Approachable and equity-minded experts.

Creative, inclusive, and accessible services.



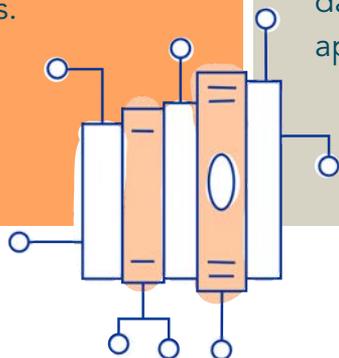
III. ENHANCING ACCESS

UK Libraries will develop transformative approaches to resource management that broaden and simplify access to research collections, focusing first on:

Elevating marginalized voices.

Utilizing partnerships and data-driven approaches.

Increasing access to distinctive collections and university scholarship.



IV. ADVANCING KNOWLEDGE

UK Libraries will empower scholars throughout the research lifecycle by providing innovative services and partnerships that enhance discovery, creativity, and connectivity, focusing first on:

Enabling access beyond the university to open, affordable educational resources.

Offering versatile and accessible spaces that support knowledge creation.

Developing creative and cost-saving technologies and services.



V. AN ORGANIZATION THAT EXCELS

Foster a learning organization that empowers employees, supports collaboration, and encourages individual and organizational growth and development, focusing first on:

Cultivating a supportive community of belonging for all.

Creating a culture of exploration, experimentation, and collaboration.

Providing equitable training and professional development opportunities.



GOALS & IMPLEMENTATION

Using the Strategic Plan to focus our efforts and resources to accelerate change over time, we will engage an agile and iterative process to develop goals based on these strategic priorities, initiatives to accomplish those goals, and measures to examine our progress.

Each summer, individuals from across the organization will participate in brainstorming sessions to identify potential new goals and initiatives. As an organization we will decide on the priorities for the coming year. The UK Libraries Executive Committee and a Strategic Plan Implementation Committee, consisting of volunteers from across the library system, will take those priorities, develop measures, and identify and coordinate project teams to carry out the work. The Implementation Committee will also track progress on annual goals and update the organization regularly. At the conclusion of each year, we will celebrate progress made and refocus our efforts on new goals for the coming year.



AUGUST - DECEMBER 2020 CONTEXTUAL DEEP DIVE

Planning kickoff

Stakeholder research

Values sessions

Environmental scan

JANUARY - APRIL 2021 STRATEGY FOR CHANGE

Develop change agenda

Draft & refine strategic priorities

Establish process for implementation

MAY - DECEMBER 2021 GOALS & IMPLEMENTATION

Brainstorming & identifying annual goals

Implementation Committee formed

2022 initiatives & workgroups established

2022 - 2025 REFLECT & RENEW ANNUALLY

Review progress on current initiatives

Brainstorm & identify our next goals

Establish initiatives & workgroups to accomplish goals





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