We thank everyone who contributed to our strategic plan.

We asked you how we should change. The answers were varied, abundant and insightful. The feedback we gathered is woven into the sturdy and resilient foundation of this plan.

We listened. We are changing. We are grateful for the opportunity to keep building on the work we do. We don’t take that responsibility lightly. In fact, it galvanizes us and inspires us to try harder despite difficult economic times and adjusting to things beyond our control in the larger world around us.

Our values remain constant. This plan upholds our values as we focus on the future of the Libraries, a future that is rooted in the creativity and passion of the people who work here and of the communities to which we belong. We are part of a dynamic and vibrant university, a testament to the achievement of those who believed in the power of education. The Libraries are pivotal to fostering that education.

It is in this tradition that we turn to the future and begin the work of change.
Be fearless, honest, and objective about the work we do and the relationships we build by fostering a culture of courageous conversation and resiliency.

- Invest in change and project management to support operational excellence.
- Define our decision-making process incorporating inclusivity, collaboration and transparency.

Trust and respect each other as we experiment, collaborate, and innovate.

- Assess, measure and evaluate to continuously improve.
- Integrate innovative approaches that propel Memorial’s strategic directions.

Align, support, and cultivate our people and their skills.

- Develop an effective organizational structure to best meet our strategic priorities.
- Recognize and cultivate the contributions of our people.
- Foster and encourage leadership development.

Align digital and physical spaces to demonstrated and anticipated workflow needs.

- Align public space to program and service provision.
- Reconsider divisional and employee space in light of programs, service, prioritization, and organizational review.

Increase engagement through meaningful communication.

- Ensure consistency and clarity in all internal communications.
re·imagine
COMMUNITY AND PROFESSIONAL RELATIONSHIPS

Build creative and inventive collaborations between the libraries and global thinkers and doers.
  • Identify partnerships to share expertise on a global scale.

In recognition of our special obligation to the people of Newfoundland and Labrador, commit to expanding engagement with the public.
  • Provide expertise to facilitate the digitization and discovery of community collections.
  • Enhance support and programming for high school students.
  • Encourage use of the library as a community space.

Contribute to regional, national, and international organizations and initiatives.
  • Participate in shared initiatives of GLAM (Galleries, Libraries, Archives, and Museums).

Increase global visibility of Memorial University Libraries’ unique collections.
  • Disseminate and highlight the purpose and scope of our unique collections.
  • Showcase our unique collections on an international stage.

Strengthen partnerships through focused and relevant communication.
  • Proactively identify opportunities for dialogue and exchange with our external communities.

Reimagining Memorial University Libraries’ value and impact with creativity, inclusivity, and integrity.
re·imagine

TEACHING, LEARNING AND RESEARCH

Increase global visibility and impact of Memorial University research.
  • Make discovery of and access to scholarly collections as efficient and
effective as possible.
  • Preserve the record of scholarship and research.

Our unique expertise will contribute to success through teaching and course
development.
  • Integrate current and relevant information literacy in courses and curricula.

Be an essential collaborator in established and emerging areas of research
and scholarship.
  • Lead the University's copyright compliance initiative.
  • Define and develop high quality, measurable research data curation tools
and services.

Align the Libraries' collection with University and community needs through
expert curation.
  • Create a shared vision of the future of Memorial University Libraries'
collections.

Revitalize services and space to reflect our diverse community and the
changing environment of teaching, learning, and research.
  • Provide inclusive, safe and technology-enhanced services and spaces.

Enhance access, as well as the user experience of online resources, services,
and collections.
  • Target efforts to simplify the online user experience.

Enhance communications for greater impact with researchers, faculty, and
students.
  • Use strategic communication approaches to consult, collaborate and inform.