The University of Alabama Libraries

2022-2025 Strategic Plan
Executive Summary

SERVICE INNOVATION ACHIEVEMENT





UNIVERSITY OF ALABAMA STRATEGIC PILLARS

To provide a premier undergraduate and graduate education that offers a global perspective and is characterized by outstanding teaching, high-quality scholarship and distinctive curricular and co-curricular programs.

To increase the University's productivity and innovation in research, scholarship and creative activities that impact socio-economic development.

To enrich the learning and work environment by providing an accepting, inclusive community that attracts and supports a diverse faculty, staff and student body.

To provide opportunities and resources that facilitate work-life balance and enhance the recruitment and retention of outstanding faculty and staff.

University Libraries

UNIVERSITY LIBRARIES STRATEGIC GOALS 2022-2025

Goal One: Deliver innovative instruction that empowers students to engage with, integrate, create, and transform knowledge by connecting with library collections, services, and resources.

Goal Two: Develop relevant library resources and services that support and engage students and faculty throughout the research lifecycle.

Goal Three: Cultivate and maintain dynamic, flexible, and inclusive physical and virtual library spaces that meet the needs of campus communities, informed by trends in higher education and technological advances.

Goal Four: Develop, enhance, and sustain a skilled and engaged workforce that can succeed in a changing environment while providing excellent experiences for library users.



Introduction

The University Libraries Strategic Plan (2022–2025) built upon the accomplishments of the previous planning cycle by moving University Libraries from assessment, experimentation, and early-stage service development toward broader implementation, organizational integration, and sustained strategic impact. Where the prior plan helped identify emerging needs and establish new directions, this planning cycle focused on strengthening the systems, services, spaces, and professional capacities needed to support a modern research library environment.

Over the course of the plan, University Libraries expanded its role in teaching, learning, and research support through a more intentional approach to instruction, outreach, and service delivery. Across public services, research support, collections, technology, and access units, faculty and staff contributed to an increasingly integrated service model that connects students and faculty with collections, expertise, technologies, and research support at key points of need. These efforts strengthened the capacity of University Libraries to support information literacy, data-intensive research, digital scholarship, scholarly communication, business analytics, sponsored research, and emerging research technologies.

This planning cycle also included significant work to expand access to high-impact collections and make library resources more visible, discoverable, and usable. University Libraries advanced major initiatives in collection stewardship, metadata remediation, archival processing, digital access, e-resource management, interlibrary loan, and public-facing service pathways. At the same time, focused marketing and outreach efforts helped connect campus communities with specialized resources, unique collections, and expert support that might otherwise remain underutilized.

Physical and virtual library spaces also continued to evolve in response to changing user needs. Renovation and space-planning efforts improved user environments in branch libraries, expanded collaborative and technology-enabled spaces, and addressed long-deferred infrastructure needs within Gorgas Library. In parallel, University Libraries invested in web platforms, virtualization, open-source development, e-resource systems, and public-facing technologies that strengthen access, improve service continuity, and position University Libraries to adapt to future models of research, instruction, and discovery.

A defining feature of the 2022–2025 planning cycle was the degree to which continuous improvement became embedded in the organization’s work. Across library units, faculty and staff developed new workflows, strengthened documentation, expanded cross-training, improved assessment practices, and adopted more systematic approaches to project management and operational planning. These efforts supported greater organizational agility and helped establish a foundation for more coordinated, evidence-informed, and sustainable decision-making.

Taken together, the accomplishments highlighted in this report reflect more than a completed set of goals, objectives, and action items. They demonstrate a substantive shift in how University Libraries organizes its work, supports its stakeholders, and defines its value to The University of Alabama. The 2022–2025 planning cycle helped establish a more modern, responsive, and strategically aligned library system—one prepared to support the next phase of institutional priorities through

expanded instructional capacity, advanced research support, renewed physical and virtual spaces, stronger public-facing technologies, and continued investment in organizational learning. These themes carry forward directly into the University Libraries Strategic Plan (2026–2030), which emphasizes instructional services and curriculum support, library resources and non-instructional services, physical and virtual spaces, and organizational learning, workforce development, and assessment.

The University of Alabama Libraries 2022-2025 Strategic Plan Executive Summary highlights more of these significant accomplishments performed through the dedicated work of University Libraries faculty and staff to meet the needs of The University of Alabama community. I invite you to explore this report and our many accomplishments, which are also a reflection of the University's many achievements among our colleges and units as the Tide Continues to Rise!

Sincerely,
Donald L. Gilstrap, PhD
Dean of University Libraries







THE UNIVERSITY OF ALABAMA® | University Libraries

MISSION

The University of Alabama Libraries are essential in advancing the educational mission of the University. We provide innovative instruction, services, and resources to facilitate teaching, research, and learning. The University of Alabama Libraries are committed to be student-centered and research-focused in order to support discovery, learning, and creativity at the Capstone.



VISION

We envision a future in which faculty and students have in-depth awareness of the resources available, skills to evaluate them, and a desire to pursue life-long learning.



VALUES

• Providing excellent services and learning experiences for all members of the University community while promoting collaboration.

• Openness to ideas and knowledge that support inquiry, discovery, and human progress.

• Access to comprehensive scholarly information resources that support campus curricula and contribute to the impact of the research lifecycle.

• Assessment and continuous improvement of our practices with a culture of accountability.

• Professional development training and technology that support innovation and entrepreneurship.

University Libraries
2022-2025 Strategic Plan Achievements:
Executive Summary

This executive summary provides a concise overview of accomplishments associated with the University Libraries Strategic Plan (2022–2025).

Over the course of this planning cycle, University Libraries pursued strategic priorities organized around four goals, 13 objectives, and 154 action items aligned with The University of Alabama's institutional goals. As the plan was implemented, action items were refined, added, or removed in response to evolving organizational needs, emerging campus priorities, and opportunities for greater impact.

While this document does not capture every accomplishment achieved during the planning period, it highlights selected outcomes that demonstrate meaningful progress, institutional alignment, and continued commitment to advancing teaching, research, discovery, access, and service for The University of Alabama community.



GOAL ONE ACHIEVEMENTS

Goal One: Deliver innovative instruction that empowers students to engage with, integrate, create, and transform knowledge by connecting with library collections, services, and resources.

Student success depends in great part on a learner's ability to locate, evaluate, and use information effectively. Research and writing remain among the most challenging academic tasks students encounter, and library instruction helps students develop the skills needed to move from uncertainty to informed inquiry. During the 2022–2025 planning cycle, University Libraries strengthened its instructional role by aligning library expertise more closely with the learning needs of students and the teaching goals of faculty. At the same time, instructional support expanded beyond traditional information literacy to include advanced research methods, data sources, software tools, and emerging technologies used by graduate and faculty researchers. Through this work, University Libraries helped users not only access information, but understand how to apply it in support of academic success, scholarly inquiry, and the creation of new knowledge.

Objective 1.1 *Provide learning opportunities that promote the use of library services and resources.*

Action Items Completed

- Promote the University Libraries Institutional Repository during Open Access Week by offering targeted programs for faculty and graduate students.
- Expand the number of Research Data Services workshops to promote wider use of specific collections and licensed software.
- Make Special Collections research guides available on University Libraries website and to specific liaisons.
- Identify appropriate University of Alabama departments and faculty that match University Libraries Special Collections content.
- Develop instructional sessions that leverage the historical/cultural value of Special Collections to benefit the curriculum and scholarship of UA programs and departments.
- Reimagine and refresh Business Research Academy by working with STEM Path to MBA program to update library-based instructional content.
- Develop instructional content and web resources that promote the use of the Alabama Digital Humanities Center, Special Collections, and University Archives across the disciplines.
- Offer instruction related to programmatic access of information to promote advanced use of open and subscription information resources



Objective 1.2 *Provide innovative information services and instructional programs that enhance student learning outcomes.*

Action Items Completed

- Develop a plan for the implementation of learning outcomes assessment across liaison areas.
- Collect assessment data from instruction librarians to inform practices and assess student learning outcomes.
- Establish an RDS presence within the Bruno Business Library, focused on providing support for data-intensive business research.
- Incorporate service and instructional support for research data services into regular liaison workflows as a facet of outreach beyond instruction.
- Train all liaisons in ArcGIS using the Esri Academy.
- Develop workshop series on data research techniques and tools to support researchers in science and engineering.
- Develop workshop series on data research techniques and tools to support researchers in business.
- Expand support for high-performance computing (HPC) through in-person instruction and the creation of web-based content.
- Provide instructional programs that address campus needs, relative to Opportunities, Connections, and Success initiatives
- Expand virtual information services through additional development.
- Utilize Data & Informatics Student Assistants to help expand support for Research Data Services (RDS) within University Libraries

Objective 1.3 *Improve the reach and impact of library instructional programs through embedding liaisons physically and virtually within campus communities.*

Action Items Completed

- Evaluate the current list of liaison areas
- Audit liaison workloads to develop norms and standards.
- Define liaison expectations for service and support in academic departments, areas of expertise, student groups, and research centers.
- Identify gaps of expertise within the liaison program and support professional development among librarians to fill those gaps.
- Create a statement of instructional practice for liaison librarians, which will promote effective and inclusive teaching practices that serve the various learning styles of our students.
- Identify student groups and research centers that will benefit from an official liaison relationship.
- Assign liaison to identified student groups and research centers that will benefit from an official liaison relationship.
- Expand support for Open Data through public-facing services and cross-departmental partnerships.
- Assess the general research needs of students to support the design of new student-focused programs of instruction and outreach.
- Design new learning tools based on information gleaned from assessment of instruction.

GOAL TWO ACHIEVEMENTS

Goal Two: Develop relevant library resources and services that support and engage students and faculty throughout the research lifecycle.

Research collections are scholarly infrastructure, built through deliberate choices rather than simple acquisition. In a research library, those choices begin with sustained understanding of the institution itself: what is taught, what is being studied, where disciplines are moving, and what kinds of evidence students and faculty need to produce meaningful academic work. Because those needs change over time, collection development requires continual interpretation of the University's academic direction and ongoing attention to the ways users encounter and apply scholarly resources. During this planning cycle, University Libraries strengthened the practices that connect collection decisions to the University's evolving curricular and research profile while ensuring those collections are visible, discoverable, and usable. In doing so, University Libraries advanced the role of collections as active instruments of teaching, scholarship, and knowledge creation.

Objective 2.1 *Collect, preserve, and promote campus scholarship by capturing scholarly output in an Institutional Repository.*

Action Items Completed

- Improve Institutional Repository Access and Usability through Upgrade to DSpace 7.
- Launch a locally-hosted instance of Open Journal Systems and Open Monograph Press to support open access publishing by University of Alabama scholars.
- Develop Institutional Repository services that support ingestion, as well as long-term storage and access, for novel research datasets created by University of Alabama scholars.
- Conduct a workflow analysis of Institutional Repository processes that can identify opportunities for workflow refinement, as well as beneficial cross-unit collaboration.
- Develop a processing workflow for electronic dissertations and theses and transfer lead responsibility for these efforts from Metadata Services to Institutional Repository personnel.
- Evaluate, adjust, and streamline the process across Institutional Repository Services, Metadata Services, and Archival Facility Services to ingest corpus of older University of Alabama theses and dissertations into the Institutional Repository.
- Offer training to faculty and graduate students related to maintaining and managing intellectual property rights, including copyright.
- Develop reporting procedures to demonstrate value added services within scholarly communications.
- Prepare to host conference proceedings in the Institutional Repository.
- Develop standard talking points and informative documentation for use with liaison outreach efforts promoting Institutional Repository services to University of Alabama faculty.
- Improve discoverability and access to University of Alabama research by implementing the use of digital object identifiers in the Institutional Repository.



Objective 2.2 *Collect and capture the research output in Special Collections.*

Action Items Completed

- Increase access to and promote resources within University Libraries Special Collections that highlight unique materials that support specific curricula and emerging research trends.
- Pursue external funding to expand access to and promote Special Collections materials.
- Promote Special Collections to the campus research community using general and specific points of outreach.
- Complete third project cycle of the National Digital Newspaper Program to digitize historic Alabama newspapers from microfilm.
- Develop program of liaison outreach to help promote the use of Special Collections for research and teaching.
- Develop retention timelines that align with the state Records Disposition Authority (RDA) and transfer agreements with campus departments for disposal of University Records.
- Promote historic Alabama newspaper content in both Chronicling America and CONTENTdm and through engaging exhibits on historic Alabama newspapers.
- Develop a standard notation format for restricted archival collections to encode within ArchivesSpace finding aids.
- Create more web-based digital exhibits that highlight collections and collecting areas in Special Collections.
- Coordinate the implementation of Aeon, an automated request and workflow management software specifically designed for special collections libraries and archives.
- Develop training and documentation for use of Aeon to schedule research visits, request materials, and place duplication orders. Market these materials to library liaisons, student workers, and the general research community.
- Develop a processing plan for the Richard C. Shelby Congressional collection.
- Coordinate regular reporting and statistics on progress of the Richard C. Shelby Congressional collection

Objective 2.3 *Expand and promote high quality resources and collections that support curricular and research needs.*

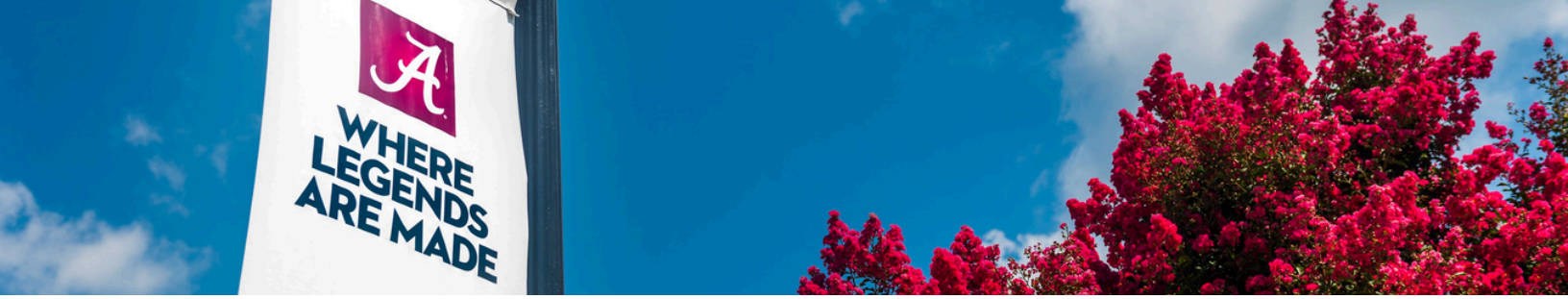
Action Items Completed

- Identify and process high priority collections to increase discoverability of unique archival materials held in Hoole Special Collections.
- Shift collections in Gorgas Library to facilitate ingestion of education collections following McLure Library sunsetting.
- Making use of internal longitudinal data, re-examine the demand-driven acquisition profiles and ensure that purchasing and use are aligned to curricular and research needs.
- Incorporate curriculum materials collection into the regular circulating collection.
- Develop closer partnership between University Libraries Inter-library Loan and Acquisitions units to improve user experience via a "borrow vs. buy" collection development/delivery strategy.
- Expand streaming video content based on user data and feedback within UL collections and work with liaisons to promote use within specific curricula.
- Ingest and effectively incorporate UA Map Library Collections into the University Libraries collection.
- Identify and remediate finding aid records to improve access and discoverability of collections in ArchivesSpace.
- Consider improving cross-institutional collections by investigating the potential workflow for sharing, uploading, and actively maintaining University Libraries journal holdings in the OCLC database.
- Conduct pilot of the Article Galaxy document delivery solution to provide University Libraries users with increased access to academic content not found in local collections.
- Conduct pilot of Lean Library browser app to facilitate greater ease of collection access/use by off-campus library users.
- Partner with the Office of Information Technology and the Office Student Life to develop an improved lending program for technologies such as laptops, hotspots, and webcams.



University Libraries University Libraries University Libraries University Libraries University Libraries University Libraries





Objective 2.4 *Provide leadership and support for research technologies, tools, and workflows that bolster research effectiveness and quality amongst UA scholars.*

Action Items Completed

- Identify and apply for external funding for digital humanities.
- Create a standardized Alabama Digital Humanities Center workflow, relative to project management, that establishes norms for project completion, maintenance, and sustainability, as well as parameters for archiving projects.
- Promote the use of Institutional Repository services via liaison outreach to academic departments and their faculty.
- Seek out opportunities to leverage the benefits of artificial intelligence (AI) in support of Research Data Services (RDS).
- Develop a plan for cross-departmental Research Data Services that provide University Libraries users with point-of-need support and programmatic learning opportunities relative to data-intensive research workflows and tools.
- Develop program of ongoing instructional offerings that highlight a variety of tools and methods supporting data-intensive research workflows.
- Develop instructional content for data handling tools and methods.
- In support of RDS workshop expansion, develop instructional content that supports programming for micro-computers.
- Develop instructional content related to open access publishing, open educational resources, and the benefits of depositing research in the Institutional Repository.
- Develop instructional content related to methods and tools that support systematic reviews.
- Develop instructional content related to qualitative research methods and tools.
- Develop instructional content related to the benefits and effective use of citation management tools.









GOAL THREE ACHIEVEMENTS

Goal Three: Cultivate and maintain dynamic, flexible, and inclusive physical and virtual library spaces that meet the needs of campus communities, informed by trends in higher education and technological advances.

Library spaces are essential academic infrastructure. Physical spaces provide students and faculty with environments for study, collaboration, instruction, technology use, and engagement with library expertise. Virtual spaces extend that infrastructure beyond the building, shaping how users discover collections, request services, access digital resources, and connect with support. During the 2022–2025 planning cycle, University Libraries continued to modernize both physical and virtual environments in response to evolving user expectations. Renovation and space-planning projects improved the functionality of library facilities, while investments in web platforms, discovery systems, virtualization, and digital infrastructure strengthened the reliability and usability of online services. These efforts helped ensure that University Libraries remains accessible, secure, intuitive, and responsive in the physical and virtual spaces where teaching, learning, and research now occur.

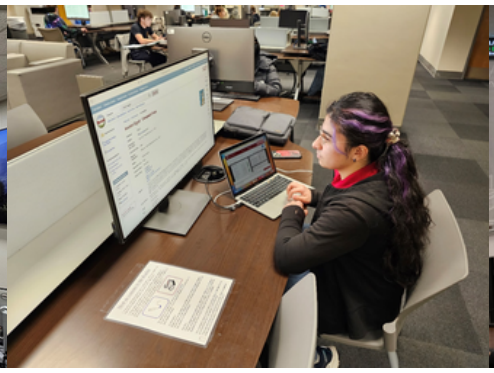
Objective 3.1 *Evaluate and update existing physical and virtual spaces to align services, collections, and changes in resources and technology with the evolving needs of users.*

Action Items Completed

- Develop and test FOLIO implementation plans for three major library units: acquisitions, metadata, and circulation.
- Offer and promote more student-centered events.
- Develop a plan to shift collections in Gorgas to first floor once federal documents are moved.
- Develop a plan and coordinate efforts to replace "Annex" name with "Archival Facility" for all public services interactions and public-facing library documentation.
- Identify criteria and develop a plan to relocate low use materials to the Archival Facility.
- Transfer Special Collections materials from Mary Harmon Bryant Hall to the Archival Facility to alleviate space and preservation concerns at Mary Harmon Bryant Hall.
- Develop continuity plan for Bruno Library's services during planned facility renovations.
- Expand the 3D Studio into a more robust makerspace.
- Catalog all 19th century documents in the federal depository collection and relocate those materials to the Archival Facility for long-term storage and access.
- Complete cataloging for congressional documents in the federal depository collection and relocate those materials to the Archival Facility for long-term storage and access.
- Identify and rearrange items within the Archival Facility, based on circulation statistics, electronic access, and commitment to national retention projects.

Objective 3.2 *Maintain innovative research spaces for collaboration and instruction that accommodate established and emerging technologies.*



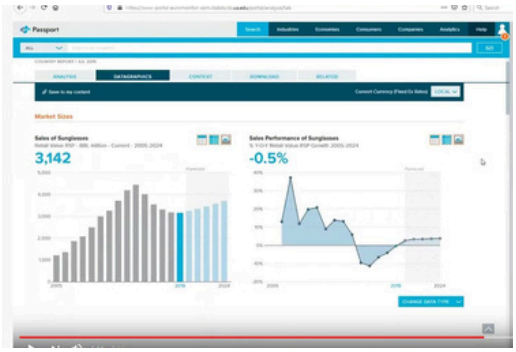


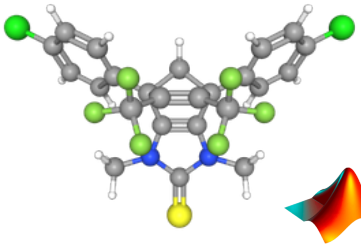


As the nature of scholarly work continues to evolve, University Libraries spaces must evolve with it. Through the development of flexible instructional environments, technology-enabled study spaces, and access to specialized research tools, we are creating academic spaces that support emerging approaches to learning, collaboration, and research.

Action Items Completed

- Improve infrastructure for technology, flexible/multi-purpose spaces, appropriate office spaces for faculty and staff, innovation spaces, and spaces designated for use by graduate students.
- Develop and initiate roadmap for remodeling projects in Gorgas Library, Special Collections, the Bruno Business Library, and the McLure Education Library.
- Add Team Workroom spaces in Rodgers Science & Engineering Library to expand collaborative study footprint.
- Update furniture in public-use spaces on the first floor of Rodgers Science & Engineering Library to expand and improve seating footprint.
- Renovate the instructional spaces in Gorgas Library by redesigning the spaces, as well as upgrading furniture and technology.
- Renovate the Rodgers Library Scholars Station by redesigning the space, as well as upgrading furniture and technology.
- Create a plan for renovation of Gorgas Library to include spaces more conducive to collaborative work and individual study and that reflect current services.
- Contract with an architectural firm to create a design plan for an extensive renovation of Gorgas Library that reimagines spaces with service-related utility in mind.





In tandem with our available advanced data driven resources our, Data Services Workshop Series covers a variety of software tools and techniques that enhance faculty and student research capabilities.

Objective 3.3 *Maintain an intuitive and accessible web presence that allows users to effectively engage with library services, spaces, and data in innovative ways.*

Action Items Completed

Library Systems and Technology

- Contribute to the development of the FOLIO library services platform for local implementation.
- Launch a local implementation of the FOLIO patron discovery system as a replacement for the existing Voyager integrated library system.
- Develop a Windows Virtualization pilot project in collaboration with the Office of Information Technology that will offer a remote virtual desktop environment for students and faculty.
- Test an integration of the EBSCO Discovery Service for University Libraries Sandbox FOLIO system.
- Hire student programmers to facilitate FOLIO development in areas of high importance.
- Develop a virtualized environment for the LOCKSS servers.
- Reduce the number of different authentication solutions utilized within the Libraries web presence and systems.
- Upgrade all library web servers to promote migration to the latest version of PHP.

Web Services, Digital Content, and Learning

- Streamline services to researchers in Special Collections through the creation of online forms for requesting materials.
- Conduct audit of University Libraries research guides to determine relevance, creator, and inclusivity/accessibility.
- Coordinate instructional design efforts among liaison librarians and develop resource, audience, and subject-specific learning objects.
- Establish standards and best practices for the creation and management of locally controlled digital learning objects.
- Audit existing liaison-created digital learning objects to determine relevance, creator, and inclusivity/accessibility.
- Update website framework to promote aesthetic/functional consistency across University Libraries web properties.
- Enhance Special Collections website and archival collection records to provide improved planning and reporting information for use of collections.
- Develop more efficient web property management workflows by establishing the use of revision dates and content ownership for all web properties.
- Develop integrated assessment for the web-based Roll Tide Research learning modules.

Internal Systems, Workflows, and Documentation

- Create/update documentation of operating procedures for University Libraries Area Computing Services.
- Redesign and launch new University Libraries intranet for hosting internal organizational documentation.
- Migrate from the KACE ticketing system to Jira as implemented by the Office of Information Technology

GOAL FOUR ACHIEVEMENTS

Goal Four: Develop, enhance, and sustain a skilled and engaged workforce that can succeed in a changing environment while providing excellent experiences for library users.

The effectiveness of a modern research library depends on a workforce prepared to learn, adapt, and improve as user needs, research practices, and technologies continue to evolve. In this environment, expertise cannot remain static; faculty and staff must continually develop the skills, workflows, and shared knowledge needed to build, maintain, interpret, and deliver high-quality collections, services, technologies, and spaces. During this planning cycle, University Libraries deepened its commitment to continuous improvement by strengthening professional development, cross-training, documentation, workflow management, and organizational communication. This ongoing investment in people and practices supports a more agile, sustainable, and responsive organization—one prepared to meet the current needs of students and faculty while anticipating the future of academic inquiry, research practice, and knowledge creation.

Objective 4.1 *Promote continuous improvement in library operations and outcomes through increased focus on systematic approaches toward workflow management, procedural documentation, and cross-unit communication.*

Action Items Completed

- Market library initiatives through a variety of communication sources.
- Integrate workflows of government documents and processing of archival collections into Resource Acquisition & Discovery.
- Increase outreach efforts to campus faculty to increase the rate of deposit and the number of items added to the Institutional Repository.
- Create targeted advertising to increase University Libraries audience using social media.
- Develop social media guidelines for University Libraries based on existing practices for faculty, staff, and students.
- Create a workflow for supervisors to efficiently add/remove faculty and staff access to software and apps during on-boarding/off-boarding process.
- Audit faculty and staff access to software and programs.
- Develop metrics and reporting procedures specific to archival metadata processing.
- Create and distribute documentation to explain practices related to content troubleshooting in order to improve clarity and workflow for internal faculty and staff.
- Train staff and student workers in operating procedures across University Libraries.
- Formalize cross-training of staff at service points and establish backups across University Libraries.
- Formalize cross-training of student assistants at service points across University Libraries.
- Develop an exit checklist that is clear and explains the steps required when faculty or staff leave University Libraries.
- Work with UA Business Analytics and Process Improvement Office on implementation of best practices for Agility Teams.



Objective 4.2 *Provide library employees with opportunities for ongoing professional growth and development.*

Action Items Completed

Employee Development, Support, and Management

- Evaluate and make recommendations on sun-setting Job Family. Develop contemporary pathways for staff development.
- Invite University of Alabama Human Resources to provide an annual workshop on existing programs (ex. Family Medical Leave, retirement, etc.) for library faculty and staff.
- Update the employee orientation program.
- Provide tenure track faculty with professional development opportunities related to the development and maintenance of a cohesive and impactful research agenda.
- Provide library managers with access to information/training related to inclusive personnel management practices.

Liaison, Instruction, and Scholarly Communication Development

- Engage Alabama Digital Humanities Center in identifying common training needs across the University Libraries.
- Develop training for liaisons about primary sources held in Special Collections that support specific curricular and research needs of the campus community.
- Develop training for liaisons and public services on copyright, fair use and digital rights management of library funded resources.
- Develop internal training documentation that provides liaisons with additional information about EBSCO Discovery Service and Full Text Finder.
- Promote Universal Design for Learning (UDL) in teaching practice among liaisons through programmatic professional development.
- Offer liaisons sessions on outreach and issues related to Institutional Repository and open access at least once a semester.
- Develop training for librarians to create digital learning objects and other innovative resources for teaching and learning conducted by Instructional Design Librarian.
- Promote skill development for instruction by providing in-house and external training opportunities.
- Revive/revamp weekly summer training opportunities for liaisons for enhancing skill sets.

Technology and Software Skills Development

- Develop and offer training for University Libraries faculty/staff in the area of non-academic software (i.e., Last Pass, Microsoft Teams, Advanced Zoom, etc.).
- Develop and offer training for University Libraries faculty and staff on key software needed to perform evolving library work (e.g., Excel, SQL, Python, etc.).



University Libraries

Objective 4.3 *Recruit, hire, and onboard a qualified workforce of faculty and staff that effectively deliver services to the university community.*

Action Items Completed

- Encourage faculty and staff to participate in voluntary, University-sponsored training.
- Develop an on-boarding plan for new faculty, staff, and students that enhances the new hire experience by providing access to campus and community resources and contributes to recruitment and retention outcomes.
- Conduct a cohesive training program for all front-line customer-service workers (staff and students) toward enhanced user experience.
- To enhance recruitment efforts, expand the number of recruitment networks in which library positions are advertised.
- Update the search committee guidelines for the University Libraries.
- Review all job descriptions and update accordingly for current needs.
- Transition management of desk operations at branch libraries to fall under Access Services.
- Recruit students enrolled in computing-heavy disciplines to build a team of Data & Informatics Student Assistants who will help develop and facilitate RDS services and projects.









Scan To
Learn More

https://www.lib.ua.edu/ua-libraries-giving/

@GorgasLib **@UALibraries** **@UniversityLibraries**

University Libraries
Box 870266 Tuscaloosa, AL 35487
(205) 348-6047 • libraries.ua.edu