



Illinois Wesleyan  
UNIVERSITY



THE AMES  
LIBRARY

BUILDING ON OUR STRENGTHS  
STRATEGIC PLAN

**MOTTO:**  
REFLECT TRADITION  
PROMOTE SCHOLARSHIP  
INSPIRE EXCELLENCE



THE AMES  
LIBRARY

## MISSION STATEMENT

The Ames Library provides a setting conducive to interaction, consultation, study and reflection and is dedicated to serving the scholarly needs of the Illinois Wesleyan University community. Library faculty and staff develop and maintain collections that enhance the university curriculum and provide access to global information networks that assist research. They provide expertise in the management of the creation, organization, and distribution of knowledge in a changing environment. Library faculty promote information literacy by teaching the use of the tools of scholarship. In keeping with the mission of Illinois Wesleyan University, The Ames Library fosters inquiry and the pursuit of knowledge, intellectual and ethical integrity, excellence in teaching and learning, and respect for diverse points of view.

*March 2004*

## VISION STATEMENT

As the intellectual heart of the campus, The Ames Library transforms individuals in their quest for wisdom and knowledge and the Illinois Wesleyan University community in its pursuit of excellence.

- Students trust that their needs are the library's top priority.
- Faculty eagerly seek the library as an ally in their teaching and research.
- Individuals and groups investigating new ideas and researching new fields turn to the library first for support, consultation and collaboration.
- Members of the IWU community rely on the library and its staff as a key resource for encouragement, innovation, and service in fulfilling the goals and ideals of the highest quality liberal education.
- Graduates leave the university with the realization that the library was indispensable to their academic accomplishments.

With our people, services, collections, and facilities, The Ames Library makes it easy for our users to navigate the research process and access the highest quality information resources. Motivated by our desire to understand, anticipate, and fulfill the research and information needs of our community, we continually evolve in our efforts to meet those needs. Our passion and commitment for our work inspire a zeal for inquiry in others and is central to our drive to excel. We enthusiastically reach out beyond the walls of the library, initiating and joining cooperative endeavors with others and delivering our services to individuals where they work and live.

*April 2004*

## THEME 1

### THE AMES LIBRARY IS INDISPENSABLE

Intensify efforts to realize diversity as an important principle in building our collections, creating and targeting services, and staff hiring.

- Connect with groups on campus representing diverse groups, assessing their academic needs and promoting the library
- Purchase materials in all formats to improve access to diverse perspectives
- Purchase & implement adaptive technology for students with disabilities
- Create a culture of exploration and learning about diversity in the library

Interweave information literacy into student learning and faculty development.

- Collaborate with First Year Experience
- Implement a research peer assistance program
- Initiate a research triad program
- Link services in order to assist students throughout the research and creative process
- University adopts information literacy as part of identity

Cultivate new relationships within the IWU community while continuing to expand and strengthen existing ones.

- Identify campus constituents and their research and information needs

## THEME 2

### LEADING BEYOND THE WALLS

Initiate and contribute to collaborative projects with faculty and IT to create seamless access to scholarly and university content.

- Work with campus groups to create and provide access to university-wide digital collections
- Serve as a Digital Institutional Repository for research projects
- Explore new ways to partner with the Information Technology Department to provide better service to our users

Deliver and distribute library services to where community members work and live, in new and innovative ways.

- Evaluate, envision, and enact changes to our reference services that transform us to meet the needs of our audience
- Enhance the delivery, distribution, and routing of items to all constituents

## THEME 3

### HOW DO WE “UNDERSTAND AND ANTICIPATE” (AKA BUILD ORGANIZATIONAL LEARNING CAPACITY)?

We reflect on and share our individual and collaborative expertise and experience, in order to ensure progression, enrich organizational knowledge, and strengthen community.

- Foster a sense of community among the library staff through scheduled informal social interaction (or... “Getting to know you”)
- Develop a review plan for the improvement of library processes and services (or... “Why we do what we do”)

We look beyond our own institution and profession, exploring other organizations and businesses for inspiration, solutions, and possibilities.

- Implement methods of pursuing cutting-edge ideas into our work habits

We pursue and evaluate data, trends and other indicators that allow us to predict changing expectations.

- Establish criteria for the evaluation of data
- Create a location for the data
- Develop questions to ask ourselves as we look beyond our walls
- Identify places to look for inspiration and ideas

We develop and invest in the fundamental resources of time, people, and tools to stimulate individual creativity and organizational innovation.

- Develop resources and a structure that provides a concise avenue for professional development within the library
- Develop and invest in a learning plan that will meet the needs of faculty and staff’s professional development
- Develop and implement a plan which enhances communication skills within the library

## OUTCOMES

Empower staff to translate new information into immediate action.

Evolve to match our users’ ever-changing reality.

Invest in and develop a highly skilled and knowledgeable staff.

Foster an environment in which creativity and risk-taking are valued and encouraged.

Provide opportunities, resources, and a support structure to promote professional growth, retention, and advancement, thus allowing Ames to take a leadership role on campus and beyond.