

# CATALYST

**Strategic Plan**  
for the '22-23 Academic Year

## FROM THE DEAN



Uncertainty can feel like a constant weight on our shoulders at times. When change and unrest unsettle so many parts of our lives, we must look to our values and vision to illuminate the path forward—to show us the way to work together to create the future we want to see.

The greatest representation of this collaborative idealism at Miami lies in how our Libraries serve the people of this university. The welcoming and safe environment it creates for all through its rich resources, empowering services, and vibrant, inviting spaces is a physical and intellectual sanctuary for so many in the Miami community. Continuing this mission in the face of change, however, requires a plan of action.

Catalyst, the Libraries' yearly approach to strategic planning, has guided us for the past three turbulent years, allowing us to pivot and evolve as the landscape changes. It supports our team in answering: "What's next?"

Over the past three years, we've made real change in the Libraries by bolstering key elements of our organization. This year, we're engaging the broader community so we can expand our impact to other areas on campus.

The outcomes achieved through Catalyst would not be possible without a dedicated staff. Each year, library staff have eagerly volunteered to serve on strategic plan workgroups, and this year is no different. The passionate involvement of my colleagues continues to inspire me, and I am privileged to work alongside a team so devoted to developing our future.

Jerome U. Conley  
Dean and University Librarian

### MISSION

We proactively connect our community with the resources and personalized guidance to empower discovery, creation, and success.

### VISION

We will be the catalyst for growth and discovery for every scholar in our community.

### VALUES

- » Welcoming
- » Collaborative
- » Curious
- » Trailblazing



Read more about our plan  
[Lib.MiamiOH.edu/Catalyst](http://Lib.MiamiOH.edu/Catalyst)



# STRATEGIC GOALS

Develop talent, resources, and experiences that facilitate an inclusive community.



► **Pipeline of Inclusive Talent**

Develop and implement a recruitment plan and build marketing tools to attract skilled and diverse talent.

► **Heanon Wilkins Faculty Fellow**

Launch a residency program for the Libraries in coordination with Miami University's Heanon Wilkins Faculty Fellows program through the Office of the Provost and the ACRL Diversity Alliance.

► **DEI Strategic Plan**

Write and begin to implement a diversity, equity, and inclusion strategic plan for the Libraries.

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Transform the Libraries' environment and user-centered experience to anticipate evolving modes of learning.



► **Infrastructure Improvements**

Implement change to continue to make King Library a first-class space that supports student learning and success, attracts the best staff, and fosters collaboration.

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Forge meaningful partnerships that foster affordability, ensure relevancy, and cultivate life-long connections.



► **External Funding**

Increase external funding by 10% by engaging with partners such as ASPIRE, the Office of Research and Innovation, and University Advancement.