

**The Fred J. Taylor Library**  
**University of Arkansas at Monticello**  
**Strategic Plan      2024-2027**

**Goal One:    Promote Opportunity and Success for All Students**

**Outcome 1.1:** Support the transition from high school to post-secondary education to career by developing marketable skills in students and providing access to employment opportunities.

Strategy 1.1.1 Collaborate with Admissions and other departments to participate in area schools' early career initiatives

- a. Actively participate in high school career fairs and campus high school days to highlight librarianship careers
- b. Incorporate a Taylor Library booth/table at career fairs on the Monticello, Crossett, and McGehee campuses.

Strategy 1.1.2 Partner with Student Engagement to assist with Weevil Jumpstart Program.

Strategy 1.1.3 Support the transition from high school to postsecondary education by encouraging consistent Library involvement with UST 1001 classes.

- a. Support Faculty Librarian participation in teaching UST 1001 classes to increase critical thinking, information literacy, and active engagement with information.
- b. Develop an Assessment system using pre- and post-tests for UST 1001 classes.

Strategy 1.1.4 Collaborate with UAM Administration, Schools, and Departments in order to foster support of university programming to increase student success.

- a. Partner with Admissions and Student Engagement to assist with Move-in Day
- b. Actively Participate in orientation activities
  - i. Partner with Admissions/Campus Ambassadors to include the Taylor Library as a regular stop during campus tours
  - ii. Create/provide Library survival kits that include key items such as bookmarks, pen & pad with library UAM Taylor Library logo
  - iii. Implement/schedule activities to encourage use of the library during first week of school
  - iv. Assess and modify De-Stress resources, including offering stress-reducing treats or activities during exam periods  
Date: Fall 2024 and ongoing

Strategy 1.1.5 Enhance partnership with Career Services:

- a. Host/assist with mock interviews and resume development.

**Outcome 1.2:** Prepare students for success with active learning and personalized engagement opportunities that motivate persistence and create opportunities for life-long learning.

Strategy 1.2.1: Enhance library participation and contribution across campus-wide and community engagement activities to promote student success and to increase awareness of library resources and services.

Strategy 1.2.2 Participate in the scholarly conversation in accessible, inclusive, and equitable ways that promote student success.

a. In addition to existing celebration of faculty scholarship, find ways to celebrate and promote student scholarly and creative achievements.

**Outcome 1.3:** Develop partnerships with campus organizations, department programs, and student groups that encourage students, faculty, and staff to engage in scholarship and intellectual activities, and to share their knowledge and expertise to enhance successful student-centered culture.

Strategy 1.3.1: Partner with Admissions, Student Engagement, and other departments to enhance recruitment and retention.

a. Co-sponsor or join visits to area high schools to speak with counselors and students about UAM.

b. Develop information literacy and research skills brochure for high school students.

Strategy 1.3.2: Advocate for information literacy and academic research to be integrated into the university curriculum programming infrastructure.

a. Assess library involvement in UAM curriculum to improve library support of and participation in teaching.

b. Expand information literacy by integrating a library/department librarian link in all courses using Blackboard

c. Strengthen Information Literacy outreach, especially in ways that develop active reading and critical thinking.

d. Encourage liaison participation in and availability to instructional meetings of schools and departments.

e. Offer research assistance to support academic programs focusing on junior/senior course projects or capstones.

Strategy 1.3.3: Facilitate, support, and participate in interdisciplinary partnerships across academic departments to develop partnerships, including off-campus stakeholders, especially alumni.

**Goal Two: Recruit, Empower, and Retain High-Quality Faculty and Staff**

**Outcome 2.1** Implement a marketing plan that attracts a qualified and diverse pool of faculty and staff.

Strategy 2.1.1 Attract, retain, and develop diverse Library Faculty and Staff

- a. Increase funding for faculty and staff salaries annually contingent on enrollment and legislative appropriation.
- b. Create clear expectations and job descriptions consistent with budget
- c. Encourage collaboration and cross-training among all library staff.
- d. Provide mentoring for faculty and staff in their library roles, research, and career goals.
- e. Recognize and celebrate outstanding employee performance

**Outcome 2.2** Enhance the working environment for library faculty and staff.

- a. Strengthen library cohesion to better serve UAM.
- b. Build systems, processes, and overall organizational capacity for engaging library employees around their expertise while supporting their excellence as individuals and in teams.
- c. Support teams and team building to enhance Taylor Library's collective impact on research and academic achievement.
- d. Identify and implement best practices and standards for internal communications, including regular activities and methods to keep employees within the library informed, especially where work intersects.

Strategy 2.2.1: Increase opportunities for staff development.

- a. Build skills in leadership and teamwork at all levels through professional development and training opportunities.
- b. Increase number and variety of staff workshops and trainings.
- c. Increase funding available for staff training.
- d. Increase opportunities for regional travel.
- e. Collaborate with UAM Grant Office to expand training for writing and administering grants

**Goal Three: Strengthen Institutional Resources**

**Outcome 3.1:** Develop internal and external partnerships to strengthen Library resources

Strategy 3.1.1 Develop strategic partnerships which support the Library, UAM, and the community consistent with regional and state workforce demands.

- a. Assess and update the Library's relationships with campus support services, such as Information Technology Services, Development, the Center for Teaching and Learning, and the Academic Support Center for our mutual benefit.
- b. Facilitate, support, and participate in interdisciplinary partnerships across academic departments.
- c. Develop partnerships with off-campus stakeholders, including alumni.

- d. Partner with other departments to help sponsor programs to bring awareness to socio-economic, educational and health and wellness challenges, i.e., health and wellness fairs, History Day, Dr. Seuss Day.

Strategy 3.1.2: Seek new ways to partner with technical campuses.

Date: 2025

Strategy 3.1.3 Strengthen partnerships with the Arkansas State Library and with other academic libraries for our mutual benefit.

- a. Enhance access to interlibrary loan services.
- b. Seek partnerships and grant funding for cooperative digitization projects, especially in Special Collections.
- c. Increase professional involvement at local, state, regional, and national levels.

Date:

### **Outcome 3.2 Strengthen Library Resources**

Strategy 3.2.1 Increase budgets for Collections, Digital Content/Databases, and Special Collections

Strategy 3.2.2 Assess and update current resources as appropriate.

- a. Provide relevant and accessible collections and digital programming to facilitate active engagement with scholarship.
- b. Assess usage of existing Collections including reference, journals, and government docs.
- c. Develop the library's digital spaces, tools, infrastructure, and expertise.
- d. Provide and promote access to course readings and content, and support open educational resources and diverse approaches to higher education curriculum.
- e. Review/update Taylor Library laptops and hotspots to enhance access to high-speed technology for all UAM students

Strategy 3.2.3 Assess and update library infrastructure, equipment, and furnishings.

### **Outcome 3.3 Strengthen the Library's public presence**

Strategy 3.4.1 Increase use of social media platforms to highlight library resources, promoting our presence in the region, state and beyond.

- a. Implement and publish digital calendar instead of pdf document for UAM Academic Calendar and events
- b. Work with University webpage administrators to enhance Library's website.

Strategy 3.4.2 Enhance physical accessibility of Taylor Library

- a. Provide more and better-marked visitor parking near the Library  
Date: 2026
- b. Enhance external lighting around the building. Date: 2027