

Following on the heels of our very successful 200th anniversary celebration, it is an opportune time to launch the **Health Sciences and Human Services Library's 2015-2020 Strategic Plan**. After almost two years of gathering input, we feel our plan is reflective of what we heard from our community regarding the future of the Library. This is meant to be a living document, to be fleshed out within the Library departments and through the work of our excellent team. Every year it will be reviewed and renewed; responsive to the changing needs of our users and our own evolution.



## MISSION

The Health Sciences and Human Services Library meets the information needs of our diverse communities through provision of expertise, resources, services and an environment supportive of the University's values and mission.

## VISION

We will create a dynamic, collaborative and innovative knowledge environment focused on excellence in expertise, service, and resource access and creation, relevant to and advancing university priorities. We will also advance the library as a vibrant intellectual and cultural hub for the university.

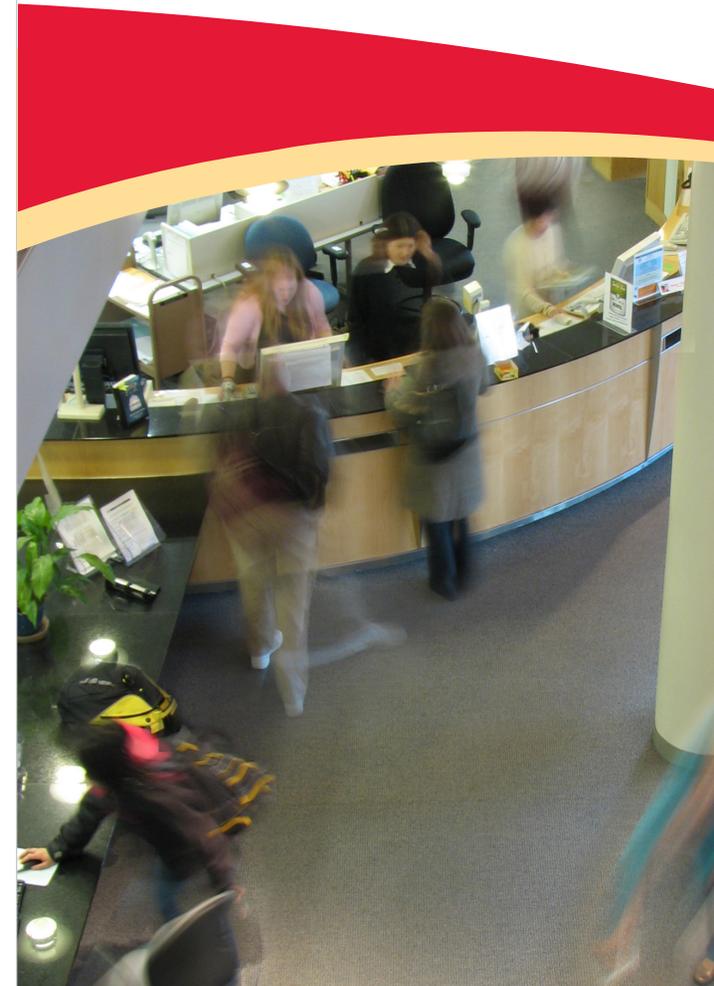
# EXPERTISE RESOURCES PLACE

HEALTH SCIENCES AND  
HUMAN SERVICES LIBRARY  
UNIVERSITY OF MARYLAND, BALTIMORE

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HEALTH SCIENCES AND  
HUMAN SERVICES LIBRARY  
UNIVERSITY OF MARYLAND, BALTIMORE



STRATEGIC PLAN  
2015-2020





## GUIDING PRINCIPLES AND VALUES

**Strive**  
for excellence.

**Collaborate**  
to enhance knowledge.

**Anticipate**  
respond, and evolve to meet  
the needs of our users.

**Promote**  
a diverse environment marked  
by integrity, inclusiveness  
and respect.

**Lead**  
in the creation and dissemination  
of knowledge in our professional  
communities.

## THEMES AND GOALS:

### THEME 1 – RESEARCH

- Advance the scholarly and research goals of faculty, staff, and students.
- Develop innovative ways to organize and deliver information and services to researchers.
- Lead initiatives to preserve the scholarly record and promote scholarly communication.
- Demonstrate the effectiveness of the research enterprise through the use of analytical expertise and tools.
- Create a knowledge culture supportive of entrepreneurship and discovery through responsive and anticipative services.

### THEME 2 – TEACHING AND LEARNING

- Advance the Health Sciences and Human Services Library as an integral part of teaching and learning initiatives at the University of Maryland, Baltimore.
- Lead in the use and creation of innovative teaching methodologies and technologies by partnering with instructional design and technology leaders.
- Instruct faculty, staff and students in the use of information resources and tools promoting discovery, learning, creativity and innovation.

### THEME 3 – COMMUNITY

- Advance health and well-being in our communities through support of innovative health information outreach projects.
- Support and participate in university-wide outreach efforts promoting health and wellness.
- Engage health care providers and researchers to improve clear communications and increase health literacy awareness.

### THEME 4 – CULTURE

- Cultivate the HS/HSL's role as a catalyst for social connection, collaboration, and celebration.
- Spark imagination and stimulate interest in health and social sciences, humanities, and technology.
- Promote a culture of civility, diversity and inclusion, responsibility, and excellence.

## STRATEGIES FOR ACHIEVING SUCCESS:

*Developing capacity in the areas outlined below is essential to achieving our Vision.*

### Strategy 1:

**Develop staff expertise that encourages innovation, making them sought-after UMB partners and productive HS/HSL staff members.**

- Prepare staff for new roles through programming and training opportunities.
- Promote a collaborative/collegial work environment.
- Recruit and retain a diverse, knowledgeable and flexible workforce.
- Encourage and sustain expertise, skills, curiosity, and commitment.

### Strategy 2:

**Explore and implement technologies enabling user success.**

- Adopt a lifecycle planning approach that ensures optimal and user-oriented technology resources.
- Evaluate, acquire, and support the technologies that users need to discover, create, use, and preserve information.

### Strategy 3:

**Create physical spaces and virtual environments that enhance research, learning, and collaboration.**

- Create an overall plan that aligns with the Library's strategic themes.
- Reimagine and redesign Library environments through a continuous, evidence-based process.

### Strategy 4:

**Communicate library value using evidence-based analysis.**

- Conduct regular needs assessments for service improvements and planning, incorporating users into the decision-making process.
- Use data to demonstrate the value of services, collections, and environments.
- Through an effective communication and promotion program, build awareness of and support for the Library.

### Strategy 5:

**Sustain optimal funding to advance the Library's strategic priorities.**

- Advocate for the HS/HSL as an essential component of the university's infrastructure.
- Strive for a stable and appropriate funding environment.
- Diversify funding sources through pursuit of grant, contract, and other opportunities.