FOCUS LIBRARY 2018 - 2020 LIBRARY STRATEGY MAP

FOCUS MONASH GOALS AND PRINCIPLES

- Excellent
  - Discovery
- International
  - Ambition
- Enterprising
  - Respect
- Inclusive
  - Openness
  - Service

WHAT WE DELIVER

- Relevant information resources
- Conducive learning and research environments
- Capability building for learning and research
- Enhanced Monash University impact and reputation

OBJECTIVES WE WILL PURSUE

- Enhance the relevance of information resources
- Enhance the physical library environment
- Facilitate learning, research and employability skills development
- Maximise the impact of Monash research
- Develop discovery and access pathways to information
- Enhance the online library environment
- Enable effective research practice for enhanced impact
- Contribute to scholarly communication and debate
- Conducive learning and research environments
- Capability building for learning and research
- Enhanced Monash University impact and reputation

HOW WE WILL PREPARE OURSELVES

- Build a contemporary professional workforce
- Improve the effectiveness of our systems and processes
- Promote our value to our stakeholders
- Demonstrate our industry leadership
## 2018 ANNUAL PLAN: Summary of key initiatives and enhancements

### Theme 1: Relevant information resources

**Objective 1: Enhance the relevance of information resources**
- a. Develop and implement the Library strategic collection development program, to ensure the collection best represents the education and research priorities of the University. (LE)
- b. Implement the new digitisation management system, Talis Aspire Digitised Content, for improved management of Part VB material. (LE)

**Objective 2: Develop discovery and access pathways to information**
- a. Review the Library’s Search functionality to improve collection discoverability and implement recommended changes. (LI)
- b. Provide systems and practices to enable use of collections in new ways (e.g. text and data mining). (LI)

### Theme 2: Conducive learning and research environments

**Objective 1: Enhance the physical library environment**
- a. Evaluate the Caulfield and Matheson Libraries’ refurbishments against project objectives and implement recommended changes. (LI)
- b. Develop and implement refurbishment plans for the Hargrave-Andrew, Law, Peninsula and Pharmacy Libraries, to provide more contemporary and inclusive teaching and learning environments. (LI)
- c. Align library service models with the Clayton Horizons initiative to ensure evolving student demands and preferences are met. (UI)
- d. Improve the student:seat ratio in libraries, in particular to accommodate Scale and Focus student growth at the Clayton campus, by prioritising the review of space utilisation. (LE)
- e. Advance the interests of Library stakeholders through active engagement in the development and implementation of campus master plans. (UE)

**Objective 2: Enhance the online library environment**
- a. Adopt the most effective communication channels, techniques and tools to enhance service delivery to Library users (e.g. Moodle discussion forums, online chat, social media, Zoom). (LE)

### Theme 3: Capability building for learning and research

**Objective 1: Facilitate learning, research and employability skills development**
- a. Contribute to the University Digital Education Strategy, including the development and implementation of a digital literacy/skill development framework. (UI)
- b. Contribute and connect to University-wide initiatives, including Professions of the Future; Entrepreneurship, Employability and Work Experience, including Work Integrated Learning. (UI)
- c. Redevelop the Library’s academic integrity modules to build staff and student capabilities in an increasingly digital context. (LE)
- d. Pilot the Library’s Inclusive Teaching Toolkit for Library staff to enable them to articulate and promote the University’s focus on inclusivity. (LI)

**Objective 2: Enable effective research practice for enhanced impact**
- a. Develop programs for researchers to develop their skills across the research lifecycle. (LE)
- b. Develop a suite of services and tools to enable researchers to utilise Library-managed data (e.g. API development, data visualisation, text mining). (LI)
- c. Establish a research community of practice to rapidly build capability across the University (e.g. Excel for Research, MatLab, NVivo, Python, R). (LI)
- d. Implement the 70:20:10 learning model for developing Library priority capabilities, including contemporary teaching and research practice and evidence-based decision making. (LE)
- b. Review and re-implement the staff induction program for new staff to understand and function effectively in the university environment. (LE)
- c. Review and enhance Library in-house staff development programs to strengthen the opportunities for learning on-the-job and from interactions with others. (LE)
- d. Develop a workforce plan to address Library professions of the future. (LI)

### Theme 4: Enhanced Monash University impact and reputation

**Objective 1: Maximise the impact of Monash research**
- a. Develop and promote systems and practices that enable industry and international collaborators to discover, track and access Monash research (e.g. Altmetrics, figshare, Google Scholar, ORCID). (LE)
- b. Lead a review of the University’s approach to Open Access, enabling Monash to meet its obligations and maximise the benefits. (LI)

**Objective 2: Contribute to scholarly communication and debate**
- a. Review the Monash University Publishing communications strategy to ensure maximum impact for publications. (LE)

**Objective 3: Deliver enriching public programs and outreach**
- a. Implement the Library’s engagement strategy, including public programs, exhibitions and displays policies, to effectively build connections with the Monash and wider community. (LE)
- b. Adopt the most effective communication channels, techniques and tools for new audiences to better engage with Monash’s research and special library collections (e.g. Monash Collections Online, fellowships). (LE)

**Enabler 1: Build a contemporary professional workforce**
- a. Implement the 70:20:10 learning model for developing Library priority capabilities, including contemporary teaching and research practice and evidence-based decision making. (LE)
- b. Review and re-implement the staff induction program for new staff to understand and function effectively in the university environment. (LE)
- c. Review and enhance Library in-house staff development programs to strengthen the opportunities for learning on-the-job and from interactions with others. (LE)
- d. Develop a workforce plan to address Library professions of the future. (LI)

**Enabler 2: Improve the effectiveness of our systems and processes**
- a. Review the feasibility of a customer relationship management software solution for the Library to enhance service delivery. (LI)

**Enabler 3: Promote our value to our stakeholders**
- a. Build on existing evidence-based communication strategies to promote the Library’s value through targeted campaigns. (LE)

**Enabler 4: Demonstrate our industry leadership**
- a. Identify the Library’s new areas of industry leadership and promote these through targeted opportunities (e.g. hosting professional roundtables). (LI)
- b. Proactively participate in the leadership of consortial partnerships to re-envision the future (e.g. NLA, CAVAL, CAUL, ANDS). (LE)