

DESIGNING THE FUTURE

DANIEL F. CRACCHIOLO LAW LIBRARY

AMBITIOUS • IMPACTFUL • CONSCIENTIOUS

Strategic Plan 2022-2027

Foundation for the Future

Changes and challenges brought about by the pandemic, new colleagues, and reorganization of library processes and structures provided a unique opportunity to think broadly and creatively about the future of the Law Library. We want to be more valuable at the Law School and in our various communities as well as expand our efforts to develop leaders in the profession.

Already striding towards our **Vision**, we endeavor to increase our impact for all those we serve and support. Our **Mission** commits us to this ambitious trajectory. The **Guiding Principles** ensure we are conscientious, centering our values in each step of our growth.

Vision

Proactively support and empower our diverse Law Library community, augment partnerships for social change, catalyze legal education innovation, and cultivate library leaders.

Mission

The Law Library's mission is to:

- › Develop innovative services and cultivate resources that benefit the current and future needs of our diverse Law Library community.
- › Promote intellectual engagement.
- › Train ethical, competent, and service-minded lawyers.
- › Build inclusive community relationships to advance systemic equity and social justice.
- › Invest in the professional growth of Law Library personnel.

Guiding Principles

- › Embrace diversity, encourage equity, and ensure inclusivity.
- › Put the stakeholders at the center of Law Library services and support.
- › Demonstrate environmentally conscious and sustainable stewardship.
- › Practice fiscal responsibility.
- › Fulfill our responsibilities as a land grant, Hispanic-serving, and Native- and Alaska-Native-serving institution.
- › Foster and develop librarians of the future.

Strategic Planning Goals, 2022-2027

These goals are both internal and external. The **Inward-Looking Goals** focus on the wellbeing of our personnel, the internal administration, and collection development that enables the functionality of the Law Library. The **Outward-Looking Goals** are intended to meet the needs of the Law Library's local, national, and global community of University of Arizona students, faculty, alumni, and public patrons.

Collaboration is a component of nearly all the work that we do, therefore, there are objectives that will impact both our **Inward-** and **Outward-Looking Goals**. We have devised these goals to foster the expansion of existing projects and leave room for new initiatives in support of the Arizona Law community and the College of Law strategic goals.

Inward-Looking Goals

A. Supporting Law Library Staff

1. Foster an inclusive, equitable, and safe work environment that promotes a culture of radical empathy, free from fear of repercussions from colleagues and supervisors.
2. Provide infrastructure, processes, and support to facilitate employee engagement with existing College, University, and public resources for personal health and wellness.

B. Fiscal Responsibility

1. Review and update existing budget structure to reflect and support future goals and the updated Collection Management Policy.
2. Secure external funding, such as grants, to support projects and programs.

C. Sustainability

1. Proactively apply sustainable thinking and decision-making in our facilities, operations, technology, programming, and partnerships.
2. Assess and update Law Library policies to integrate sustainable stewardship.

D. Collection Development

1. Employ data driven and stakeholder involved acquisitions and curation to better address need and fiscal responsibilities.
2. Establish standards and develop an evaluation tool to assess acquired and prospective resources.
3. Develop workflows and data management to improve discoverability and evaluation of materials.

E. Commitment to Inclusion, Diversity, Equity, Allyship, Sovereignty (IDEAS)

1. Designate an IDEAS Committee to audit current status, formulate initiatives, and develop assessments in relation to the fundamental values of inclusivity, diversity, equity, and allyship, and to promote anti-racism, in all facets of the Law Library.
2. Cultivate IDEAS-related skill sets and foster positive change through leadership and mentorship opportunities.

F. Workplace Environment & Teamwork

1. Develop procedures and strategies for conscientious communication among Law Library personnel.
2. Create leadership opportunities for Law Library personnel's professional growth.

3. Optimize workflows and data management to support workplace performance and interdepartmental collaboration.

G. Professional Development

1. Establish rotating mentorship opportunities for Staff, Librarian and Fellowship development.
2. Build a Professional Development Collection which can be accessed by the Arizona Law community.
3. Provide an environment that stimulates creativity and encourages scholarly output for the betterment of the law librarian profession.

Outward-Looking Goals

H. Promotion & Marketing

1. Encourage and provide opportunities and space for further librarian scholarship and outreach to highlight the work we are doing and the services we provide.
2. Employ strategic marketing of Law Library collections, resources, services, and technology.

I. Outreach

1. Cultivate and sustain relationships with alumni and donors through collaboration with the Alumni and Development Office.
2. Determine internship opportunities as new projects arise for the Law School, the BA program, and the iSchool students.
3. Leverage user experience best practices to improve information dissemination to our stakeholders.

J. Programming

1. Facilitate programming to advance the Law School Community's scholarship.
2. Expand support for public patrons through thoughtful community collaboration with local organizations and experts.
3. Share and promote College, University, and public resources for student health and wellness.

K. Future Planning

1. Collaborate with stakeholders to evaluate and expand on recent Law Library reorganization to address evolving patron needs.
2. Create systems to measure progress towards strategic goals and mechanisms to adjust as needed.

L. Global

1. Participate in collaborative Foreign, Comparative, and International Law collection development that allows targeted resource procurement, enhances use and awareness of our collections, and increases access to global legal materials for our researchers.
2. Prepare students for global law practice by creating opportunities for students to engage with and develop researching skills in Foreign, Comparative, and International Legal structures and materials.

3. Build infrastructure and processes to better promote existing services, collections, and resources that support student learning at all microcampuses.

M. Teaching

1. Strengthen our teaching presence within the College of Law and iSchool curriculum.
2. Support the continuing education of Law Library instructors on educational and cognitive theory and pedagogy.

N. Fellowship

1. Implement a formal mentorship program for Law Library Fellows as they prepare for professional librarianship careers.
2. Remain dedicated to ensuring employment in libraries across the country.
3. Explore non-traditional fellowship opportunities.

O. Collaborations

1. Establish channels for our stakeholders to engage with and share feedback to Law Library administration.
2. Proactively seek collaborations locally and nationally to expand Law Library services, expand community engagement, and develop recruitment pipelines for the profession.

P. Research Support & Scholarly Communications

1. Continue to broaden and solidify our substantive research and instructional support for faculty through collaborative faculty-librarian-liaison partnerships.
2. Continue our work to enhance faculties' scholarly identity and proactively serve as an essential tool for scholarly discoverability, dissemination, and promotion.

Q. Technology & Data

1. Leverage technology to enhance awareness, discoverability, and service throughout the Law Library.
2. Utilize data to improve existing services, innovate solutions to fill patron needs, and anticipate future opportunities.

R. Revitalized Space

1. Utilize design theory to cultivate zones in the Law Library that support learning, exploration, and wellbeing.
2. Develop collaboration efforts with stakeholders to implement design strategies to enhance and sustain Law Library space.

Strategic Priorities for the First Year

Yearly, and as needed, the Law Library Leadership team will review the goals and communicate to Library staff the strategic priorities for that year. Therefore, the timeline below is a suggestion for the first year and subject to change.

2022-2023

- Law Library Leadership team establishes annual strategic goal timeline to include communication of yearly priorities, milestone check-ins, and accountability mechanisms to assess progress and inform next steps. (K.2)
- Collect feedback from Library staff on workplace environment, job duties, and aspirations. (A, E-G)
- IDEAS Committee is established and charged. (E.1)
- Survey and interview community stakeholders to understand how best to encourage feedback, establish outreach touchpoints, and engage in relevant Library decisions. (D, H-L, O, P, R)
- Managers work with staff to document workflows, identify opportunities for improvement or interdepartmental collaboration, and craft a plan towards that change. (C, F.3)