

# **School of Library and Information Sciences Strategic Plan**

## **Mission, Goals, and Objectives**

### **The SLIS Vision and Mission**

Based on the 2006 review of the SLIS strategic plans and approved by the Faculty, our revised vision is “promoting access to information for all humanity.” Supporting this vision for everyone in the SLIS, the mission is “to prepare professionals to become leaders who can advance the library and information sciences in a diverse and global society.”

In 2008, the SLIS review of its strategic plan resulted in additional wording and details that demonstrate promotion of the UNC Tomorrow Initiative in many ways, including program support of global focus, recruitment support of underrepresented populations and non-traditional students, school media MLS track and certification support of public education, and initiatives in health information that support improved health and wellness for people and communities.

### **The SLIS Master’s Programs’ Goals**

Currently the Master of Library Science (MLS) and Master of Information Science (MIS) programs are supported by the SLIS. As part of Strategic Planning for 2006-2011, goals for these degree programs were developed to support the vision and augment the mission. The four goals are:

1. To provide an environment that enhances the professional and intellectual growth and development of faculty and students.
2. To sustain innovative and quality teaching that fosters student learning.
3. To promote faculty and student participation in scholarly and creative activities that contribute to the knowledge base of our professions.
4. To strengthen participation in the development of literate and informed communities through faculty and student engagement in public service.

## The SLIS Programs' Objectives

Objectives for both degree programs at the SLIS are stated as student learning outcomes (SLOs) and program learning outcomes (PLOs) based on our goals, and faculty and staff support. With our location in central North Carolina, we are able to prepare students to serve the state in public education as school media center directors, in growing information technology businesses throughout the state, in environmental research facilities, and in healthcare libraries and information networks.

Objective 1: Given improved environment, students will be able to meet professional and intellectual goals as reflected in course objectives for the student's program.

Objective 2: After implementation of a new evaluation program and accomplishments by faculty of their professional development programs, teaching at the SLIS will demonstrate continued innovation and sustained quality by means of student feedback in forms and shared learning experiences.

Objective 3: After receiving support for scholarly and creative endeavors, faculty will make documented contributions to their professions.

Objective 4: Given encouragement to increase and strengthen participation in public service, faculty and students will provide communities with tools and resources to improve levels of literacy and channels of informed communication.

## Evaluation and Analysis

For each goal, the SLIS faculty has developed objectives for the 2006-2011 strategic planning period.

*(Goal 1)* To provide an environment that enhances the professional and intellectual growth and development of faculty and students in an arena of global competitiveness, the SLIS has these objectives based on the NCCU Strategic Plan and UNC Tomorrow for the 21<sup>st</sup> Century:

- 1. Promote and sustain high quality and innovative teaching through the implementation of technology throughout the curriculum.**
- 2. Support students developing proficiency in the utilization of technology appropriate to their degree program.**
- 3. Strengthen the learning environment for all students by increasing the diversity of the student body, supporting distance learning, recruiting lifelong learners, and continuing our historical commitment to provide educational opportunities to African-Americans.**

Graduates of the SLIS apply research and professional skills in the libraries and businesses where they work throughout North Carolina. New technologies supported by the SLIS include digitization initiatives to promote the development of digital libraries in

the state and beyond. On a national and international level, the learning environment and curriculum incorporates an understanding and appreciation of diversity and global issues.

The SLIS was established specifically for the purpose of providing education and training for African-American librarians and remains committed to diversity and quality among its student population. In any given year, nearly two-thirds of the students enrolled in the ALA accredited Master's program are white Americans and one fourth are African Americans.

A substantial number of students are international students. The School prides itself in having one of the more culturally as well as racially diverse population groups in the United States. Through outreach programs, the use of grants and fellowships such as the new Diversity Scholars program, the School will continue to focus on maintaining a diverse student population. Opportunities to work with colleagues and network in Europe, Asia, and Africa will continue to grow. The School's policies focus on the recruitment and retention of multicultural, multiethnic, and multilingual student body from a variety of backgrounds, including international students for both the MLS and the MIS.

The School will continue to do all of the above while maintaining the highest average GPA at entry of any unit within the University. The School also maintains the highest GRE scores at entry of any unit within the University and will continue to do so.

Additionally, because of the documented lack of diversity in the library and information sciences profession, preparation of African American and other ethnic minorities will continue to be a major focus. The School's commitment to maintaining the diversity and quality of the student population underlies the formulation of its recruitment, admission, and financial aid policies. The School is the highest ranking MLS program in the production of African-American librarians and ranks fourth among ALA accredited programs in overall diversity.

The Master of Information Science program will continue to serve to attract larger number of African-American and minority students. Consistent with the policies of the University, this program is and will continue to be the signature NCCU program in developing proficiency in the utilization of technology in the education of graduate students and in promoting and sustaining high quality innovative teaching through the implementation of technology throughout the curriculum. Graduate and undergraduate students at NCCU work with MIS students on inter-disciplinary and inter-institutional collaborations in research, class projects, and capstone courses.

The SLIS continues to support goal four of the University Strategic Plan, which is as follows: "Expand the emphasis on high quality research and creative activity." The SLIS faculty contributes to scholarship and research with proposal writing, the obtainment of grants, and presentations at meetings and conferences. Classrooms will continue to be enhanced to support lecturing and teaching with high tech/multimedia equipment. The

SLIS will continue to use educational technology fees and Title III funds to provide lap tops for site use by faculty.

A national study of faculty productivity reports that the mean productivity for faculty at SLIS over a five years period was comparable to the national average. The SLIS faculty will continue to demonstrate a record of scholarly activities as well as a commitment to profession endeavors.

**(Goal 2)** To sustain innovative and quality teaching that fosters student learning, the SLIS has these objectives based on the NCCU Strategic Plan:

1. (*Professional Development*) Beginning with the 2007-2008 academic year, the School of Library and Information Sciences will implement a professional development program to support the acquisition of knowledge and the development of skills related to each faculty member's professional responsibilities.

**Activities:**

- **Within the first year of employment, each faculty member will provide the Dean with an assessment of current professional development needs, goals for the future, and an estimate of the resources needed to accomplish those goals.**
- **As part of the annual faculty review process, each faculty member will report on progress towards meeting the goals set in the professional development plan.**
- **Each faculty member will provide the Dean with an updated professional development plan at least every three years.**
- **The School will provide funding to support faculty in meeting the goals set in the professional development plan.**
- **Progress towards meeting the goals set in the professional development plan will be taken into consideration when determining merit increases, appointments, promotions, tenure, post-tenure review, and other personnel decisions.**

[ See Website on faculty evaluation = <http://honolulu.hawaii.edu/intranet/committees/FacDevCom/guidebk/teachtip/teachtip.htm> and plan on the Web = [http://www2.nr.edu/fs/pro\\_dev\\_plan.pdf](http://www2.nr.edu/fs/pro_dev_plan.pdf) ]

2. (Evaluation) Beginning with the 2007-2008 academic year, the School of Library and Information Sciences will implement a faculty evaluation program to support the faculty in reaching their potential in the areas of teaching, research, and service.

- **Students in all classes will complete the Student Rating of Instruction form for the instructor, and a summary of these ratings will be provided to each instructor in a timely manner.**
- **The Dean will re-constitute the Faculty Evaluation Committee as the Peer Review and Support Committee, and this committee will provide a review of**

- each instructor's performance on annual basis to the instructor and to the Dean.
- **The Dean will conduct a thorough review of each instructor's performance on an annual basis and will convey to each instructor (in person, if possible) the results of that review.**
  - **The Dean will also provide timely feedback to faculty members regarding their performance, including a mid-year evaluation (in person, if possible).**
  - **The School will implement a post-tenure review process consistent with that implemented by the University.**

3. (Technology Resources) Beginning with the 2007-2008 academic year, the School of Library and Information Sciences will implement a technology resources system to support an upgrade of machines and software every three years. Decisions to improve resources will be based on the needs of faculty and dedicated staff and will support innovation in teaching.

**Activities:**

- **Complete *inventory* of computers, peripherals and phones by June, 2007.**
- **Collect from faculty and dedicated staff their *needs* and recommendations for state-of-the-art technology in an Access database and in a report to the Dean by July, 2007.**
- **The Dean will conduct analysis of the "wish list" and determine purchase orders with any additional faculty and staff input.**
- **The digitization lab will be established for students in courses by Spring, 2008.**
- **The inventory and wish-list will be sustained and updated by all faculty and staff.**
- **The Dean will also be able to refer to the list if monies are made available during the year.**
- **The Distance Learning technology improvements will be addressed in 2008-2009 school year.**

NOTE 1: The inventory and wish-list can be completed online with minimum reminders and coaching of faculty and staff. It should be accessible for all to see for ideas and cross-fertilization.

NOTE 2: Our committee might be able to launch the information. This will NOT be a Fixed Assets inventory or an inventory of the SLIS library, but a "technology" inventory to promote innovative teaching.

**(Goal 3)** To promote faculty and student participation in scholarly and creative activities that contribute to the knowledge base of our professions, the SLIS has these objectives based on the NCCU Strategic Plan:

- 1. To initiate a "Brown-Bag" Symposium series where students and Faculty share**

**their research work.**

**2. To create Student-Faculty collaboration in research work**

**3. To apply research to outreach programs in community and state.**

Note examples in 2007-2008: Symposium series includes International presentations by students and faculty. Research collaboration includes students and faculty from the SLIS working with the NCCU Health Education department in NC communities with healthcare disparities. Outreach also includes health sciences librarianship program in Durham area.

**(Goal 4)** To strengthen participation in the development of literate and informed communities through faculty and student engagement in public service, the SLIS has these objectives based on the NCCU Strategic Plan:

- 1. Demonstrate the impact and value of our School (programs and services) in the information community with a quarterly newsletter from the school and updated webpage communications.**
- 2. Develop a comprehensive continuing education program service policy by May, 2007.**
- 3. Develop a plan for marketing SLIS to increase visibility by September, 2007.**
- 4. Demonstrate the contributions to public education by students and faculty involved in School Media track and other programs.**

Through the digitization initiative and digital libraries training, the SLIS will be able to communicate resources and expertise to wider audiences in the state, nation, and world.

### **Planning**

Faculty are actively engaged and will continue to be actively engaged in grant and proposal writing, attending professional meetings, making presentations at those meetings and engaged in scholarly publication.

Funding for training activities and research that focus on economic transformation in rural areas of North Carolina and promote community awareness through public libraries will be sought.