Mission:
University Libraries supports the mission of the University of Southern Mississippi by creating and providing access to an information-rich environment that fosters the intellectual development, diversity, and creativity of the University community. University Libraries provides educational opportunities which support the success of Southern Miss students, faculty, staff, and other researchers in their academic endeavors through collections, instructional services, and emerging trends in scholarship.

Vision:
University Libraries aspires to support world-class research, embrace diverse voices, and advance student success by empowering faculty, staff, and students to create new knowledge and thrive in a twenty-first century global society.

Values:

- Empowerment – Support student success and professional development.

- Engagement – Provide opportunities for collective interaction, scholarly activity, and lifelong learning.

- Intellectual Curiosity – Foster intellectual development and protect freedom of information.

- Collaboration – Secure partnerships that support or advance the Libraries' mission.

- Outreach – Connect to users where they are, building meaningful relationships that support the university and broader community.

- Diversity, Equity, and Inclusion – Embrace diversity by creating a welcoming environment and providing resources representative of the diverse university populations.

- Access – Evaluate, select, and provide access to resources that meet the information needs of users.

- Service – Deliver exemplary service.

Goals

Goal #1: University Libraries will engage university and local communities through outreach, teaching, and collaborative activities.

1. **Strategy:** Build partnerships with campus and community groups to support the mission of University Libraries.

2. **Strategy:** Provide instructional support to teaching faculty. Assess and enhance librarian teaching practices related to information literacy and research skills with the goal of creating inclusive, learner-centered experiences.

3. **Strategy:** Promote collections, services, and activities to users.

4. **Strategy:** Provide focused outreach to increase knowledge and use of library resources, collections, and services.

5. **Strategy:** Conduct usability studies of the Libraries' web presence with the campus community to enhance the user experience.

Goal #2: University Libraries will strive to make public collections and spaces, both physical and virtual, accessible and inviting to all members of the University community.

1. **Strategy:** Comply with University provided accessibility standards to enhance the library experience.

3. **Strategy:** Provide access to collections and services for remote users.

4. **Strategy:** Create and enhance collection records to improve discoverability and provide more equitable access to resources.

5. **Strategy:** Support the maintenance and visibility of digitally created resources and the digitization of unique physical collections.

Goal #3: University Libraries will embrace emerging technologies that enhance user experience, improve employee efficiency, and support the Libraries' mission.

1. **Strategy:** Collaboratively investigate the technology needs of library users and staff to improve user experience and promote effective use of technology.

2. **Strategy:** Explore and pursue external funding to incorporate new technologies.

Goal #4: University Libraries will foster diversity, equity, and inclusion (DEI) through its collections, services, spaces, and staffing.

1. **Strategy:** Develop collections that emphasize diversity, equity, and inclusion.

2. **Strategy:** Explore the use of alternative subject vocabularies and incorporate inclusive descriptive terminology for library collections.

3. **Strategy:** Foster a diverse workforce by re-examining recruitment, hiring practices, and search committee training to align with DEI principles.

4. **Strategy:** Educate library users on the value of open access educational resources and explore sustainable scholarly publishing models to promote equitable access to information.

Goal #5: University Libraries will recruit, develop, and retain outstanding employees.

1. **Strategy:** Promote University Libraries as a welcoming place to work where ideas and diverse voices are welcomed and respected.

2. **Strategy:** Empower employees in decision-making processes by asking for valued input.

3. **Strategy:** Distribute publicity internally and to library affiliates to keep employees informed on all activities in the University Libraries.

4. **Strategy:** Explore opportunities to address salary compression and upgrade staff positions.

5. **Strategy:** Support on-the-job training, cross-training, workshops, and enhanced professional development opportunities.

Goal #6: University Libraries will build, maintain, and preserve robust collections and resources to meet the diverse information needs of the University community.

1. **Strategy:** Identify additional external funding sources and consortia that can be used to enhance collections.

2. **Strategy:** Ensure the library collections support teaching, learning, and the research needs of users.

3. **Strategy:** Maintain optimal environmental conditions and recommend upgrades for preserving physical and digital collections.

4. **Strategy:** Review library collections through collection analysis and deselection.

5. **Strategy:** Create a data/metric-based formula for establishing the Libraries' collections budgets.