K-State 2025 Strategic Action and Alignment Plan
College or Major Unit: K-State Libraries
Department: Faculty and Graduate Services

1. **What are your Department's mission and vision and how does your organization contribute to achieving the University's and your College's/Major Unit's vision for K-State 2025?**

    Mission: In support of the K-State Libraries mission to elevate academic success, Faculty and Graduate Services actively explores and leverages opportunities to engage with all faculty and graduate students.

    Vision: In support of the K-State Libraries vision, Faculty and Graduate Services will enhance faculty and graduate student teaching, learning, and research through focused and dedicated service and resources and become a model.

    The Faculty and Graduate Services strategic plan supports the K-States' 2025 Thematic Goal III: Graduate Scholarly Experience to Advance a culture of excellence that attracts highly talented, diverse graduate students and produces graduates recognized as outstanding in their respective professions.

2. **What are your Department's _key_ strategic activities and outcomes?**

3. **Identify [in brackets] which of your Department's strategic outcomes are directly linked to your College's/Major Unit's outcomes.** *(If your Department or similar unit is not in a College or Major Unit, skip this question.)*

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
What we plan to do…	*What we expect to happen…*	*What we expect to happen…*	*What we expect to happen…*
1. Expand the role of FGS librarians beyond the classroom through inter-disciplinary collaborative efforts with University departments and initiatives to include off-campus opportunities (Olathe, Salina, BRI) [L1-3, L2-6, L3, T3-C]	1a. Two librarians integrated within an academic department or college. [L1-3] 1b. One librarian integrated in a student service unit such as Student Life, student housing, Graduate School [L2-6] 1c. An established inter-disciplinary digital humanities team that works toward the creation of a digital humanities program. [L1-3] 1d. Establish more uniform practices across the branch libraries to mirror the main library to make more evident the role of the branch libraries as embedded services [L1,L2,L3]	1a. Integrate at least 4 additional FGS librarians within 4 additional academic departments, student service units, or inter-disciplinary centers. [L1-3] 1b. Establish a University recognized digital humanities program in collaboration with other academic departments [L1-3]	1a. Establish a presence in new sites such as the Student Success Center, College of Business, Calvin Hall, a graduate research center [L1-3] 1b. Establish a Digital Humanities Center and/or degree program through close collaborations with other academic departments and services such as Special Collections, English, Beach Museum [L1-3]

2. Create state-of-the art graduate learning spaces [L2, L4-3,4, T3-O]	2. Fully assess, to include non-users of the dedicated graduate student study rooms to determine the demand for the space, and areas of enhancement [L2, L4-3,4]	2. Achieve a usage rate of 50 students, on average per month during each academic semester in the dedicated graduate student study space through targeted marketing and enhanced features [L4-3,4]	2a. Expanded and enhanced graduate learning space equipped with technologies that encourage collaboration and innovation [L4-3,4; L4-F] 2b. Established graduate learning spaces strategically located to encourage use of focused resources, which may include, but not limited to Scholarly Communications[L2]
3. Enhance faculty and graduate student research and publication productivity through the use of KRex, open access publishing, and Special Collections [L1, L1-5,6, L2, L2-4, T3-C,F, I, J,O, T5-C, F]	3a. Establish through active and unified marketing a toolkit of research and publication support promoting KRex, Scholarly Communications, New Prairie Press, subject specific open access journals, and University hosted open access journals [L1-5,6; L1-D] 3b. Actively support grant proposal writing and research support to include assisting researchers with establishing research IDs such as ORCID [L1-6, L1-E] 3c. Establish an annual program or workshop to educate faculty and students about peer review quality of open access publications, amending copyright agreements to allow for KRex submissions, and the effective use of citation management [L1-5] 3d. Gain graduate faculty status for at least 24 librarians to serve on thesis or dissertation committees to teach or co-teach graduate level credit courses within academic departments, and to serve on	3a. Establish with the Graduate School a formal program for thesis or dissertation research support, with defined parameters of assistance offered [L1-6] 3b. Integrated librarians into the grant writing and research process across disciplines for the various federally funded grants [L1-6] 3c. Increase by 2 librarians with graduate faculty status [L2] 3d. Support at least 3 graduate level courses with librarians teaching or co-teaching as graduate faculty in academic departments, or serving on a thesis or dissertation committee [L2-4]	3a. Standardization of graduate faculty status for all FGS librarians [L2] 3b. Creation of a University accepted and recognized standard for the integration of librarians in the grant writing or research process across all disciplines [L1, L2] 3c. Support an additional 5 graduate level courses with librarians teaching or co-teaching as graduate faculty in departments, or serving on a thesis/dissertation committee by 10% [L2-4]

	University committees requiring graduate faculty status [L2]		
4. Support and utilize open data/data curation/data services [L1-1,3,5,6, L3, T3-C, I, J, O, T5-C, F]	4a. Establish a series of smaller workshops to introduce and educate K-State faculty and students about data, and data services through collaborations with units such as ORSP, CIS [L1-5, L2] 4b. Establish baseline of locally owned and externally hosted data resources, software, and tools [L1, 2]	4a. Establish an annual lecture sponsored by the President/Provost and University Libraries inviting data experts to speak on current and anticipated data trends [L1-5, L3] 4b. Establish an annual workshop or seminar in collaboration with other units such as ORSP, CIS on open data, data management, data services, and data resources to further educate faculty and students about the meanings and implications of data proper [L1-5, L3-A] 4c. Increase locally owned, licensed research data, datasets hosted by other institutions, organizations, or government agencies by 5% [L1-1,6]	4a. Establish a multi and inter-disciplinary data center equipped with technologies and software [L1-3,6, L3-A] 4b. Increase locally owned, licensed research data, datasets hosted by other institutions, organizations, or government agencies by an additional 5% [L1-1,6]

4a. What resources and/or opportunities <u>exist</u> for your Department to achieve its vision and outcomes?

Existing resources include space dedicated for graduate student study rooms, librarian expertise in the area of data services, and assessment, and newly formed partnerships with other University departments such as the Writing Center, ORSP, Graduate School, Teaching & Learning Center, and Honor & Integrity Office.

4b. What resources and/or opportunities are <u>needed</u> for your Department to achieve its vision and outcomes?

Resources needed are dedicated staff time for a strategic and systematic approach for marketing/outreach of services, funding to enhance the existing graduate student study space with technologies and/or furnishings as appropriate, possible funding of space and/or resources for the proposed digital humanities, data centers and lecture/workshops.

5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

Working through Dean's office, and continuing active assessment and marketing.

6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?
(See below)

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics
B-1 - Total research and development expenditures B-4 - Number of faculty awards

Links to Common Elements
CE-1 - Communications and Marketing CE-2 - Culture CE-3 - Diversity CE-4 - External Constituents CE-5 - Funding

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)	T1-A - Increased intellectual and financial capital to support RSCAD T1-B - More clusters/centers of collaborative RSCAD focus T1-C - Increased funding for investigator-based research, research centers, and graduate training grants T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities	T1-I - Intellectual and financial capital in place for expanded RSCAD efforts T1-L - Recognized for prominent and productive placement of our graduates T1-M - Increased participation by undergraduates in expanded opportunities in research	
T3 - Graduate Scholarly Experience	T3-C - Engaged graduate students integrated in university life with enhanced visibility and appreciation T3-D - Outstanding mentoring for our graduate students T3-E - Expectation of excellence for the graduate scholarly experience T3-H - Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students	T3-I - Increased participation by our graduate students in unique high level learning and experiential training T3-J - Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment T3-K - Increased funding for graduate research and teaching T3-L - Increased number of nationally and internationally recognized award-winning graduate faculty	

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T4 - Engagement, Extension, Outreach and Service	T4-A - Enhanced integration between academics and student service learning T4-C - Increased recognition of our services as a source of expertise, information, and tools for disciplines worldwide T4-D - Increased numbers and diversity of faculty and staff participating in Engagement T4-E - Increased extramural funding for Engagement initiatives at the local, state, national, and international level T4-F - Recognition as leaders in Engagement within our state and nation T4-G - Enhanced visibility and appreciation for Engagement and its interconnectedness with research and education within our university community	T4-J - Increased number of graduate students involved in Engagement T4-M - Preferred destination for faculty, staff, and students who value Engagement as integral to their academic and personal lives	T4-N - Nationally recognized as a leader in and model for a re-invented and transformed land -grant university integrating research, education, and engagement
T6 - Facilities and Infrastructure	T6-A - Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation	T6-E - Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators	T6-H - High-quality research laboratories and specialty spaces that enhance research and scholarly activities T6-K - Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators