



MISSION AND VISION

The VCU Libraries transforms our communities by enriching scholarship, learning, creative endeavors, and clinical care through inclusive and equitable teaching, collections, and leadership.

VALUES

As VCU Libraries employees, we place the VCU community and all it stands for at the forefront of everything we do. We affirm that a great university is built upon a great library, and we commit ourselves to:

- engage our communities and evolve to meet their needs
- promote, inspire, and support intellectual curiosity and lifelong discovery
- embrace diversity and inclusion to foster excellence
- seek new technologies and methods for our communities to convey their discoveries to the world
- protect unrestricted access to scholarly research, creative expression, and ideas representing all points of view
- foster the open exchange of ideas and celebrate the richness of an environment shaped by many voices
- embrace creativity, agility, and energy in all our work
- value all staff as contributors to the success of the organization
- adhere to the highest ethical standards, cultivate transparency, and safeguard privacy
- be accountable to each other and to our communities

FRAMEWORK



PROMOTE LEARNING AND TEACHING SUCCESS

Partner with the VCU community to develop skills to be successful students, researchers, scholars, informed citizens, and life-long learners.

- Invest in innovative, transformative, and inclusive learning experiences for students
- Advance collaborative learning and teaching through innovative technologies
- Incorporate active learning into educational offerings
- Promote universal instructional design methods



ADVANCE RESEARCH, COLLABORATION AND DISCOVERY

Advance research enterprise at VCU by providing expert knowledge of information assets and how to locate, use, and manage them.

- Invest strategically in research-level collections and technologies for using them to ensure the representation of the diverse interests and population of our communities
- Champion equitable discovery of and access to all library resources
- Develop and sustain robust, collaborative relationships with faculty
- Build capabilities to advance all stages of data management and curation in the research life cycle



FOSTER SCHOLARLY AND CREATIVE EXPRESSION

Expand options to share intellectual output with the world.

- Create, disseminate, and preserve accessible open access resources
- Expand publishing capabilities and new forms of scholarly communication
- Curate, preserve, and support digital scholarship and collections
- Use education to raise awareness of intellectual property, copyright, and author's rights
- Provide expertise and tools to assess impact of scholars' and creators' works
- Work with our local community to add and share underserved and underrepresented voices and points of view to the scholarly record



INVIGORATE COLLABORATION AND INTELLECTUAL PURSUIT

Cultivate and sustain environments that act as a catalyst for intellectual pursuit in all of its forms.

- Transform and create innovative spaces that meet the needs of contemporary learners and collections
- Provide adaptive and accessible spaces and environments that support transformative learning, research and collaboration
- Generate collaborations and programming with partners vested in enriching learning and research
- Promote mutually beneficial relationships among VCU Libraries and our broader communities



IMPROVE HEALTH AND WELL-BEING

Support collaborative clinical care and interdisciplinary research to improve health equity, human health, and well-being.

- Facilitate and support connections to enhance interdisciplinary research on health and well being
- Educate and support healthcare professionals in finding and integrating evidence into patient care
- Work to mitigate social determinants of health
- Engage and inform patients, families, and health professionals to foster health literacy, wellness, and recovery



DEVELOP VCU LIBRARIES STAFF

Value and respect all roles within VCU Libraries to foster a healthy, agile, and successful learning organization.

- Foster an inclusive and respectful work environment
- Strive to achieve diversity and equity in recruitment, advancement, and retention of the workforce
- Provide and invest in staff development
- Cultivate a culture of appreciation and recognition
- Reward and compensate excellent performance
- Evolve staffing to meet the changing nature of research libraries



STEWARD OUR ASSETS STRATEGICALLY

Ensure extraordinary stewardship of resources and assets on behalf of the communities we serve.

- Practice a culture of assessment and accountability
- Strengthen and diversify fundraising
- Control costs and leverage funds to finance emerging opportunities
- Develop preservation priorities and capabilities for physical and digital collections
- Commit to taking into account all members of the VCU community when developing policies, collaborating, and offering programs and services