



Building Assessment into the Library Strategic Plan



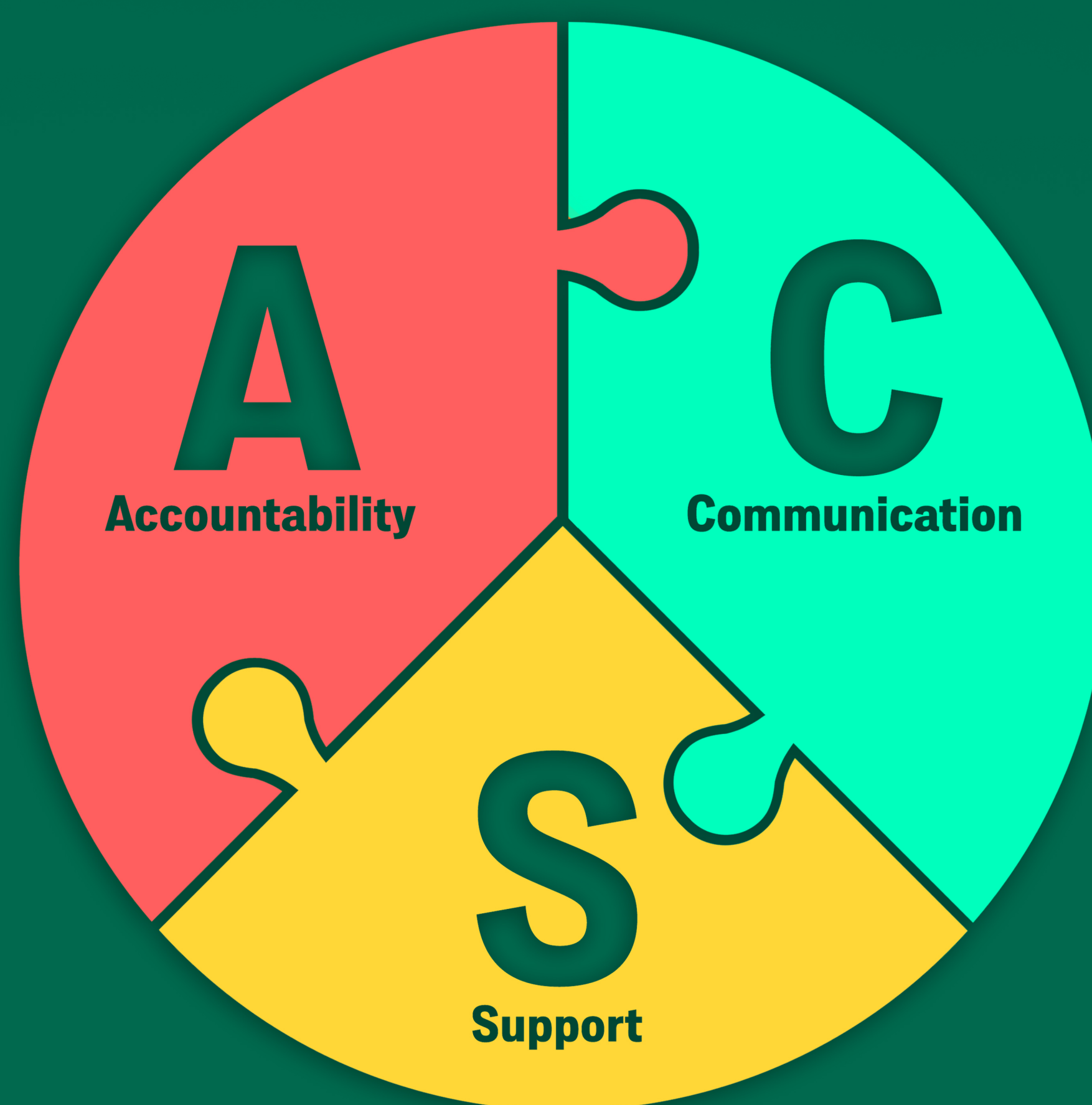
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Techniques for Actionable Initiatives

SMART Goal Approach

- S** Specific
- M** Measurable
- A** Assignable
- R** Realistic
- T** Time-related

Measurable Outcomes Essential to Implementation



Embedded Accountability

- Set goals early
- Assign a responsible party
- Produce annual reports

Robust Communication

- Frequent progress checks
- Share successes with stakeholders
- Centralize information

Network of Support

- Advocate to campus leadership
- Leverage stakeholder relationships
- Maintain connection with colleagues

Tracking Grid Example

Goal	Action Plan	Timeframe	Leader	Collaborators	Stakeholders	Budget	Assessment Metrics
Increase representation of traditionally marginalized authors in the general collection.	Conduct diversity audit of circulating collection. Employ a \$100,000 budget to purchase titles in identified gap areas; or increase holdings of diverse authors by 10%.	Spring Semester 2024	Head of Collections	Collections Services, Metadata Services, Acquisitions department, student employees, faculty library committee	Students, faculty, diversity officers / departments, library, and university leadership	\$5,000 to conduct audit \$100,000 for acquisitions	Dollars spent on purchases. Percentage increase of titles by marginalized authors.

References

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