

2021-2023 Library Strategic Plan – Operational Overview

ver. May 2, 2023

Summary of Actions to date

GOAL	Number of Actions	Status of Activities to meet Actions	
Create Innovative Spaces and Services	3	100% complete - 13 activities 50% progress - 1 activity 20% progress - 2 activities	10% progress - 2 activities Not yet started - 6 activities
Deliver Excellent Library Instruction	4	100% complete - 7 activities 95% progress - 1 activity 80% progress - 3 activities 60% progress - 1 activity 50% progress - 1 activity	20% progress - 1 activity 10% progress - 1 activity 5% progress - 1 activity Ongoing - 1 activity On hold - 2 activities Not yet started - 2 activities
Indigenize Library Practices and Inspire Reciprocal Reconciliatory Relationships	6	100% complete - 20 activities 85% progress - 1 activity 80% progress - 1 activity 70% progress - 1 activity 60% progress - 1 activity	50% progress - 2 activities 40% progress - 1 activity 15% progress - 1 activity 5% progress - 1 activity
Support Research Advancement at KPU	4	100% complete - 4 activities 50% progress - 1 activity 40% progress - 1 activity 20% progress - 3 activities	10% progress - 5 activities Ongoing - 2 activities On hold - 3 activities
Invest in Relationship Building with our Communities	4	100% complete - 10 activities 50% progress - 3 activities 25% progress - 1 activity	10% progress - 2 activities 5% progress - 1 activity Not yet started - 2 activities
Collections and Open Education	6	100% complete - 16 activities 75% progress - 1 activity 50% progress - 6 activities 40% progress - 1 activity 25% progress - 2 activities	20% progress - 1 activity 10% progress - 1 activity Ongoing - 1 activity Not yet started - 2 activities
	27	Total activities – 143 100% complete - 70 activities 95% progress - 1 activity 85% progress - 1 activity 80% progress - 4 activities 75% progress - 1 activity 70% progress - 1 activity 60% progress - 2 activities 50% progress - 14 activities	40% progress - 3 activities 25% progress - 3 activities 20% progress - 7 activities 15% progress - 1 activity 10% progress - 11 activities 5% progress - 3 activities Ongoing - 4 activities On Hold - 5 activities Not yet started - 12 activities

GOAL 1

Create Innovative Spaces and Services

1.1 Design effective and inclusive services and improve digital learning experiences across all environments	Target/Notes	Progress
Extend online research support	<p>Develop and test a drop-in virtual reference desk (Zoom a Librarian) service.</p> <p>Service has been implemented and is being tested.</p> <p>UPDATE: Service has been evaluated and uptake has not been high. Looking at incorporating in a different way.</p>	<p>UPDATED 100% complete</p>
Create instructional subject videos	<p>Enhance the library instruction program with asynchronous videos.</p> <p>72 videos created.</p>	<p>100% complete Ongoing</p>
Ensure all instructional videos are accessible	<p>To support people with visual impairments. Tidy up computer generated captions.</p> <p>Offering librarian and staff training regarding descriptive video, etc.</p>	<p>NEW Not yet started</p>
Create instructional services videos	<p>Enhance the use of library services with instructional videos.</p>	<p>Not yet started</p>
Improve access to services for students	<p>Use digital technology to improve access to services for students.</p> <p>UPDATE: Added point of sale; investigated mobile checkout; implemented online payment system.</p>	<p>UPDATED 100% complete Ongoing</p>
Reduce barriers by reducing fees	<p>Remove fines for general collection materials</p>	<p>100% complete</p>
Create inclusive washroom signage	<p>Inclusive washroom signage now at Surrey Campus Library.</p>	<p>NEW 100% complete</p>
Allow preferred name for library card	<p>Preferred name option now available for card printing and digital records.</p>	<p>NEW 100% complete Ongoing</p>
Enhance and expand accessible technology offerings	<p>5 White Noise Machines purchased (Surrey (2), Langley (1), Richmond (1), Cloverdale (1)) to support students with ADHD and others who benefit from white noise while studying.</p> <ul style="list-style-type: none"> - 3 circulations so far. <p>Accessible laptop loan process clarified to ease student access.</p>	<p>NEW 100% complete Ongoing</p>

Develop EDIA (Equity, Diversity, Inclusion and Accessibility) focused display calendar.	Library Staff choose which EDIA related displays they want to put up each month. A variety of options have been provided which include Indigenous topics, mental health, disability, celebrating multiple cultures, LGBTQ2IA+, and more.	NEW 100% complete Ongoing
Expand Wellness collection and space	Further develop the wellness collection by enhancing the space at Surrey and extending the collection to other campuses	NEW 50% progress
Incorporate subject terms from Homosaurus (an International LGBTQ+ Linked Data vocabulary) to bibliographic records to enhance discoverability of LGBTQ+ resources.	Add subject headings from Homosaurus where appropriate. These headings are intended to function as companion to Library of Congress subject headings. Homosaurus headings are added manually to LGBTQ+-related materials.	NEW 10% progress Ongoing
1.2 Ensure equitable and accessible services to students on and off campus	Target/Notes	Progress
Semester loan laptops for students	Implement semester laptop loan services for students. Started Fall 2020 but had to reduce number of available laptops for Fall 2021 semester. UPDATE: Semester loans to end with Summer 2023, loan period to convert to 1 day to provide greater access to resources.	UPDATED 100% complete
Accessibility audit of library specific digital platforms.	Check library specific platforms for digital accessibility. Libguides, catalog, digital vendors, etc. and make a list of recommendations to enhance accessibility.	Not yet started
Accessibility of all modes of reference services	Review various modes of reference and establish best practices for ensuring accessibility; provide training to reference librarians	NEW 20% progress
Review Academic Integrity Badge for accessibility	Consultation with students regarding Academic Integrity Badge accessibility. Improvements to be integrated into UK revised badge. (Relates to 2.3 - with UK).	NEW 100% complete
Accessibility audit of KPU wide digital platforms.	Check with Trina Prince regarding the accessibility of KPU wide platforms like Zoom, Teams, Kaltura, etc. Make a list of recommendations to enhance accessibility.	NEW Not yet started
Accessibility audit of the 4 library physical spaces.	Make a list of recommendations to enhance accessibility.	NEW Not yet started
Attend Accessibility Committee	Attending Accessibility Committee meetings to support the creation of a KPU Accessibility Plan that includes the Library.	NEW 100% complete Ongoing
Create Accessible Scans as part of Scan.Link.Open	Trina Prince is investigating how KPU can get a screen-reader friendly scanner. KPU employees will supplement the accessible scanner images with alt text as needed.	NEW 10% progress Ongoing

	This service would be available for any print material at KPU.	
1.3 Expand and Improve spaces for active learning and collaboration	Target/Notes	Progress
Define and create learning zones at Surrey Campus Library	<p>Establish learning zones to create an empowering space that suits a range of learning and collaboration styles; that visually communicates and enables students to self-manage and improve their experience in library space.</p> <p>Worked with Marketing and Facilities to create Zone signage at Surrey Campus Library.</p> <p>UPDATE: Learning Zone signage has been added to all floors at the Surrey Library.</p>	UPDATED 100% complete
Define and create learning zones at Cloverdale, Langley and Richmond Libraries	<p>Establish learning zones to create an empowering space that suits a range of learning and collaboration styles; that visually communicates and enables students to self-manage and improve their experience in library space.</p> <p>Worked with Marketing and Facilities to create Zone signage and it has now been added to all campus Libraries.</p>	NEW 100% complete
Space Planning for the Library	Develop a 5 year coordinated space use plan for all campus libraries.	Not yet started
Student Artwork in the Library	Acquire and display artwork from diverse KPU Students. Source artwork, find funding, then purchase and display artwork. In the planning stage.	NEW 20% progress

GOAL 2

Deliver Excellent Library Instruction

2.1 Establish a clear and sustainable plan for KPU Library's teaching program, under the coordination of a Teaching and Learning Librarian*	Target/Notes	Progress
* Creation of Student Success Librarian position	The Student Success Librarian started in July 2022. Slightly different than a Teaching and Learning Librarian position, the Student Success Librarian works towards developing and facilitating student engagement programming to orient a wide variety of new students toward strong information literacy skills.	NEW 100% complete

	This position is working on creating sustainable resources and goals for the Library's teaching program, but also has an outreach component for student success initiatives.	
Develop and oversee the implementation of a Teaching & Learning Strategic Plan	A sustainable plan to a maximum number of students in core courses with minimum duplication while communicating the library's instructional role and value to the university. UPDATE: A draft report has been prepared and recommendations will be finalized in 2023.	UPDATED 80% progress
Create new online instructional booking form listing full range of instructional modes	New form to improve workflow and provide a list of all instructional modes.	UPDATED 100% complete
Promote instructional options available	Promote the range of instructional options available through both broadcast messages from Library as well as outreach by liaison librarians Library Instruction webpage now provides info on full range of instructional options; info included in fall library newsletter. UPDATE: New instruction page being created in Drupal which will include all relevant library instruction & information literacy information, including linking to the new instruction booking form, and all asynchronous content.	UPDATED 80% progress
2.2 Evaluate our teaching program on an ongoing basis and incorporate best practices supported by research	Target/Notes	Progress
Program evaluation	Evaluation will be more of a focus in 2022-23.	On hold
2.3 Improve the student learning experience through the effective use of innovative instructional technology	Target/Notes	Progress
Doing Research Tutorial Digital Badge	Develop digital badge for Doing Research tutorial. Content updated summer 2021. UPDATE: See New Stackable Library Research Skills Tutorial.	UPDATED 50% progress
APA Citation Tutorial digital badge	Develop digital badge for APA Citation Tutorial. To be started Spring 2022. Update: With reworking the AI (Academic Integrity) tutorial, this may become part of a citing/writing tutorial instead; preliminary talks with English faculty and Learning Centre. Planning in progress.	UPDATED Not yet started

Explore additional “stackable” (modular) reference tutorials	<p>Additional “stackable” (modular) reference tutorials, ideally linked to a digital badge.</p> <p>Developing comparison chart of current main tutorial creation tools; reviewing implementation at other universities.</p> <p>UPDATE: See New Stackable Library Research Skills Tutorial.</p>	UPDATED 10% progress
Admin Access to Instruction Platforms	<p>Provide administrative level permissions to LibGuides, Moodle, etc. to a teaching librarian.</p> <p>LibGuides and LibWizard access provided but not Moodle.</p>	100% complete
Embedding LibGuides into Moodle	<p>Integrate subject and course LibGuides into Moodle courses, ideally in an automated way.</p> <p>Teaching and Learning Commons had concerns about this integration in the past.</p> <p>Inconsistent use of groups vs types affecting usage statistics collection.</p> <p>UPDATE: Moodle metadata issue so can’t be automatically done but now much easier. Still requires some final testing before sent out to faculty.</p>	UPDATED 95% progress
Embedding H5P into Moodle Gradebook	Be ready to implement H5P integration with Moodle gradebook with upgrades to Moodle v3.10.	Not yet started
New Academic Integrity tutorial	<p>Collect student feedback on current content and accessibility</p> <p>Work with AI team on content revision</p> <p>Student videos</p> <p>Create new Moodle course & new badge</p> <p>Target: trial in summer; implementation fall 2023</p>	80% progress
Stackable Library Research Skills Tutorial	<p>Being created directly in Moodle for integration with the Gradebook and in anticipation of new badging platform.</p> <p>Builds from Doing Research and includes 5 sections with 4 stackable badge options: Introduction to KPU Library, Exploring Sources, Finding Sources: The Basics, Finding Source: Advanced, Evaluating Sources</p> <p>Target implementation is Fall 2023 but badge will not likely happen until new platform is attained.</p>	NEW 60% progress
Citation Style Pressbooks	Create OER Pressbooks with H5P exercises for the main citation styles supported by the library (APA, MLA, Chicago). To be used as teaching support or independent self-paced study.	UPDATED 100% complete

2.4 Collaborate with other service areas to deliver integrated supports for student learning	Target/Notes	Progress
Long Night Against Procrastination	Partnership with the Library, Learning Centre and Kwantlen Student Association to provide writing, studying, and research support from KPU Librarians and Learning Centre Tutors, while also providing relaxation activities and food Optional workshops and study breaks in the Library Lab run by both the Library and Learning Centre	NEW 100% complete Ongoing
Available Anytime Online Library Research Workshop	An online, self-paced Library research workshop hosted on the Learning Centre's website. Designed in WordPress to be a 20-30 minute fully self-paced workshop for students to brush up on their library research skills	NEW 20% progress
KPU 100 Library Module	A Library focused shell has been added into the Learning Centre's KPU 100 course for new students	NEW 100% complete Ongoing
Collaboration with Academic Integrity Team	AI tutorial (development as described in 2.3 with launch September 2023); regular update of content Academic Integrity Week and ICAI Day against Contract Cheating	NEW Ongoing
Collaboration with Academic Integrity Team	Creating information about appropriate use of Artificial Intelligence (to be used by students as well as Learning Centre peers and strategists) Presence at Artificial Intelligence info booth	NEW 100% Complete Ongoing
Collaboration with Academic Integrity Team and Learning Centre	In-person workshops on writing and academic integrity (preliminary discussions)	NEW 5%

GOAL 3

Indigenize Library Practices and Inspire Reciprocal Reconciliatory Relationships

3.1 Enhance Indigenous presence within library spaces and reduce colonial barriers within the institution.	Target/Notes	Progress

Create an Indigenous resource hub to ground our space with Indigenous voices and design (Surrey)	A completed hub where Indigenous and non-Indigenous KPU members can gather and learn. UPDATE: Completed.	UPDATED 100% complete
Create an Indigenous resource hub to ground our space with Indigenous voices and design (Richmond)	A completed hub where Indigenous and non-Indigenous KPU members can gather and learn.	NEW 100% complete
Create an Indigenous resource hub to ground our space with Indigenous voices and design (Langley)	A completed hub where Indigenous and non-Indigenous KPU members can gather and learn.	NEW 100% complete
Create an Indigenous resource hub to ground our space with Indigenous voices and design (Cloverdale)	A completed hub where Indigenous and non-Indigenous KPU members can gather and learn. Furniture arrived; books processed. Waiting on carving from Lekeyten's grandsons before launching the space.	NEW 85% progress
Add Indigenous presence with the zone signage design by Roxanne Charles (Surrey, Langley)	Sizable design features that situate KPU on Coast Salish lands. UPDATE: Signage has been installed.	UPDATED 100% complete
Add Indigenous presence with Indigenous textile designs by KPU student Jennifer Lamont (Metis) both in the ɣʷəχʷéyəm and beyond	Include Indigenous upholstery on various chairs that require reupholstering as part of general maintenance. UPDATE: Expanded to all 4 campus libraries.	UPDATED 100% complete
Add Indigenous presence with Indigenous-led mural	Mural featuring Indigenous woman at Surrey Campus Library. Collaboration with KDOCS and Brandon Gabriel, Indigenous Artist in Residence (Arts).	NEW 100% complete
3.2 Elevate Indigenous authority within the institution; specifically, in relation to Indigenous Intellectual Property, Traditional Knowledge Keepers, and Indigenous Information Literacy	Target/Notes	Progress
Create Indigenous Information Literacy video series and Pressbook	A completed video series and Pressbook readily used by KPU. Over 2000 cumulative video views in 2022 but server change with Kaltura has disrupted accurate statistics.	100% complete
Collaborate with Academic Integrity Office on a campus wide Academic Integrity plan that includes Indigenous Information Literacy	A campus wide Academic Integrity plan that includes Indigenous Information Literacy. Initial consultation only.	5% progress

Collaborate with Christina Page to offer Peer Tutor training on Indigenous Information Literacy	<p>Instruction provided on a semester basis to Peer Tutors and supporting staff/faculty on Indigenous Information Literacy.</p> <p>1st presentation to 20 tutors and supporting staff/faculty complete November 2021 but work is needed to revive it.</p>	<p>100% complete</p> <p>Ongoing</p>
Collaborate with Office of Research Services to develop an AV release form that complies with UNDRIP/DRIPA with regards to Oral History, Traditional Knowledge, and Indigenous Intellectual Property.	Worked with Indigenous lawyers and Office of Research Services (Deepak Gupta) to create this form. The form to be used for the creation of Elder recordings to be housed at KPU Library.	<p>NEW</p> <p>100% complete</p>
Develop Indigenous oral stories to be featured in the ḡḡḡḡḡḡ space.	\$1000 PDEC funding received. Lekeyten & Gordon Cobb agreed to film. Filming complete and editing is in progress.	<p>NEW</p> <p>70% progress</p>
3.3 Amplify Indigenous voices within KPU Library's collections and address the legacies of colonialism within the collection	Target/Notes	Progress
Purchase materials from Indigenous publishers	<p>Regularly make purchases from Indigenous publishers.</p> <p>400+ items have been purchased in 2021- 2022 fiscal year.</p> <p>UPDATE: Approx. 200 - 250 items purchased in 2022 – 2023 fiscal year; \$5000 budgeted</p> <p>Secured an additional \$10,000 from the Office of Research Services in grant funding to support Indigenous and EDI (Equity, Diversity, and Inclusion) purchases for the 2023 – 2024 fiscal year.</p>	<p>UPDATED</p> <p>100% complete</p> <p>Ongoing</p>
Include Indigenous Authors local subject term to easily identify Indigenous materials in the collection	<p>Evaluate print and ebook collection for Indigenous authors.</p> <p>UPDATE: Ebook collection assessment letters A - E. Over 1400 items are currently identified. All print titles are flagged by selectors and assessed by cataloguers on arrival.</p>	<p>UPDATED</p> <p>15% progress</p>
Modify subject terms for materials about Indigenous Peoples to reflect reconciliation efforts	<p>Database work to alter all subject headings representing Indigenous Peoples in Canadian region.</p> <p>Headings modified. Ongoing maintenance is underway.</p>	<p>UPDATED</p> <p>80% progress</p> <p>Ongoing</p>

	<p>UPDATE: Authority records reflecting changes to Indigenous-related headings, from Library & Archives Canada, are loaded monthly.</p> <p>Modified “Indians of North America” subject heading to “Indigenous Peoples” for Canada-related materials. Ongoing maintenance is underway.</p>	
Modify subject terms for naming of Indigenous groups to reflect reconciliation efforts	<p>Names of First Nations groups in Canada modified to include the names First Nations choose for themselves (as opposed to government names).</p> <p>First Nations groups in British Columbia modified.</p>	<p>UPDATED 40% progress</p>
Use a Modified Brian Deer Indigenous Classification to organize materials in the ᑭᓐᓐᓐᓐᓐᓐ Indigenous Collection	<p>Adapt and further modify Simon Fraser University’s ICRC modified Brian Deer Classification (BDC) to fit our collection.</p> <p>KPU’s modified BDC Version 1 currently being reviewed by the Metadata Librarian (Cleire Lauron), Cataloguer (Brigette Liang), and the Indigenous Engagement Librarian (Rachel Chong).</p>	<p>NEW 60% progress</p>
3.4 Inspire KPU Library faculty and staff to broaden their knowledge on Indigenous Peoples	Target/Notes	Progress
Email monthly updates with virtual learning opportunities	<p>Send monthly email updates.</p> <p>UPDATE: Discontinued monthly emails as COVID virtual offerings have declined. Now sending KPU events as they come up.</p>	<p>UPDATED 100% complete</p> <p>Ongoing</p>
Add territorial acknowledge rotation added to library meetings	Territorial acknowledgements used at library meetings.	<p>100% complete</p> <p>Ongoing</p>
Attend Jennifer Anaquod’s bi-weekly Kitchen Table Talks	<p>Meet more faculty interested in Indigenous topics and introduce them to library resources.</p> <p>UPDATE: Ongoing work will depend on contract renewal for Jennifer Anaquod as the Indigenous Education Consultant (Arts).</p>	<p>UPDATED 100% complete</p>
Offered Tea & Bannock sessions in person with Jennifer Anaquod	<p>Meet faculty and support Indigenous learning through library resources and conversations.</p> <p>Note: Ongoing work will depend on contract renewal for Jennifer Anaquod as the Indigenous Education Consultant (Arts).</p>	<p>NEW 100% complete</p> <p>Ongoing</p>
Offer faculty workshops via T&L on Indigenous Information Literacy and including Indigenous voices in curriculum	<p>Help faculty feel more comfortable using Indigenous resources in their classroom.</p> <p>3 workshops completed in 2021. Work has shifted to Jennifer Anaquod as the Indigenous Education Consultant.</p>	100% complete

3.5 Bridge relationships within KPU's Indigenous and non-Indigenous faculty, staff and students	Target/Notes	Progress
Collaborate on Indigenous Book Club with Indigenous Services for Students	Offer Indigenous Book Club each semester to students, staff, and faculty twice per year (fall and spring).	100% complete Ongoing
Participate in Indigenous faculty hires	Participate in faculty interviews, be introduced to new hires, build relationships, and encourage collaboration both with new hires and those on the hiring committee.	100% complete Ongoing
Participate in Indigenous Advisory Committee meetings to meet with Indigenous community members and KPU faculty with Indigenous initiatives.	Meet every two months to discuss initiatives. Building interdisciplinary relationships with faculty. This offers potential for collaboration. Faculty relationships include Maddie Knickerbocker (HIST), Jennifer Hardwick (ENGL), Kathy Dunster (HORT) etc.	100% complete Ongoing
Hire a 2 day-a-week Library Technician to support Indigenization and other EDIA initiatives.	Job posting is live and interviews are underway.	NEW 50% progress
3.6 Initiate reciprocal reconciliatory relationships within Indigenous communities, with a focus on the Nations whose territories we inhabit	Target/Notes	Progress
Library staff fundraisers to support Indigenous initiatives	Create fundraisers to encourage learning related to Indigenous topics. Beaded earrings gifted to those who donated to the Indian Residential School Survivor Society and/or the Orange Shirt Day Society. Staff learn both Indigenous history (residential school) and Indigenous culture (beading). Dialogue also around cultural appropriate and Indigenous art. We raised over \$700 in September and gifted 7 beaded items (2021). Update: No additional work in this area yet.	100% complete Ongoing
Mentor Indigenous Library Students via the Professional Experience program at UBC's MLIS (Master of Library and Information Studies) First Nations' Curriculum Concentration (FNCC)	Xaanjia Free (Métis) will be our first FNCC Professional Experience student, beginning her placement this Summer.	NEW 100% complete Ongoing

GOAL 4

Support Research Advancement at KPU

4.1 Partner with the Office of Research Services and the Teaching and Learning Commons, providing relevant research support to advance the scholarship of faculty and students	Target/Notes	Progress
Develop a better system for how liaison librarians track the number of requests for research assistance from faculty specifically	Improve consistency of statistics for a more accurate representation of librarian involvement in supporting faculty research.	UPDATE 10% progress
Increase awareness of our student research consultation service	Increase # of booked consultations (in person and virtual) through various promotional streams and collaboration with instructors.	Ongoing
"Supporting Undergraduate Research at KPU" project	Launch qualitative research project exploring how students in research intensive classes use library services, spaces, and resources.	NEW Not yet started
Facilitate Open Journal Systems (OJS) & KORA projects to support publishing of student research	Promote projects as they are completed.	10% progress
Develop a copyright workshop specifically for students	Increase students' copyright awareness and use of responsible use of information in their work.	10% progress
Assess existing demand for a formalized Evidence Synthesis service at KPU	Gather sufficient information from faculty to determine the need for a service and develop an optimal level of tiered Evidence Synthesis support options.	NEW Not yet started
4.2 Participate in the formulation of a KPU Graduate Commons	Target/Notes	Progress
<i>Awaiting further development of Graduate Studies at KPU. Will keep apprised of developments before setting library goals for a Graduate Commons.</i>		
Work with Provost to develop a working group on the KPU Graduate Commons		On hold
Survey faculty to discover what they want from a Graduate Commons		On hold
Survey students to discover what they want from a Graduate Commons		On hold

4.3 Accelerate the profile and use of KORA within KPU to deliver global access to research at KPU	Target/Notes	Progress
Integrate Kwantlen Open Research Access (KORA) in all Open Publishing Suite (OPUS) workshops	Increase awareness of KORA through workshops offered every semester – synchronous & asynchronous.	100% complete Ongoing
Send out targeted messaging on Open Access Publishing using KORA	Increase awareness through messaging offered during Open Access Week and Open Ed Week.	100% complete Ongoing
Provide discipline specific presentations at Faculty meetings and events	Increase the number of items in KORA: # of departments and faculty members represented; # of theses and capstone projects; # of presentations/workshops on research, publishing and other scholarly communication topics.	Ongoing
Integrate KORA in the research and grant workflow at KPU	Establish integration once the new ORS SharePoint site has been published.	10% progress
4.4 As funds allow, work with the Office of Research Services to provide research data management services and resources for the KPU community.	Target/Notes	Progress
Hire a Research Data Management (RDM) Strategy Librarian to create an institutional RDM strategy	Each postsecondary institution and research hospital eligible to administer Tri-Agency (CIHR, NSERC or SSHRC) funds is required to create an institutional RDM strategy by March 1, 2023. This was completed and endorsed by the Senate Standing Committee on the Library and the Senate Standing Committee on Research and Graduate Studies.	NEW 100% complete
Hire a permanent RDM Librarian to support the data needs of KPU faculty	An RDM Librarian is needed to assist faculty with all aspects of their data management. Funding was secured for 1 year, and a request for a permanent position will be submitted for the 2024-25 fiscal year.	NEW 50% progress
Implement the KPU RDM Strategy	Form an RDM Strategy implementation committee comprising stakeholders from across the university. Develop an operationalization plan for the RDM Strategy.	NEW 10% progress
Work with Office of Research Services (ORS) to determine	Apply user group information to target library services.	UPDATED 40% progress

KPU researchers' needs related to RDM	<p>UPDATE: Formation of RDM working group to steer RDM services development (in progress)</p> <p>Semi-structured interview tool for data inventory and user needs assessment being created for use with PIs/research clusters starting Spring 2023.</p>	Ongoing
Assist researchers in the development of research data management plans	<p>Increase awareness of RDM services the library provides through promotional streams every semester.</p> <p>UPDATE: KPU added to organizations in DMP Assistant, and institutional DMP template being drafted.</p>	UPDATED 20% progress
Assist researchers in the archiving and sharing of research data through Dataverse North or other service providers	<p>Increase faculty and student awareness of Borealis (formerly Dataverse North) and other service providers through promotional streams every semester.</p> <p>UPDATE: In discussions with BCELN (BC Electronic Library Network) re: negotiating consortial Borealis subscriptions.</p> <p>Work begun on institutional login and IT approval of Globus for FRDR repository deposit.</p>	UPDATED 20% progress
Develop and maintain the RDM subject guide	<p>Development and maintenance of the RDM subject guide.</p> <p>Guide completed and will continue to be updated and maintained.</p>	100% complete Ongoing
Facilitate RDM workshops	<p>Offer workshops every semester – synchronous & asynchronous (e.g., Using DMP Assistant).</p> <p>UPDATE: Pilot 'Intro to RDM' workshop delivered to ARSCN January 2023; future versions for all faculty, student researchers planned.</p>	UPDATED 20% progress

GOAL 5

Invest in Relationship Building with our Communities

5.1 Empower our employees to be innovative stewards of the library	Target/Notes	Progress
Create a Library Engagement Committee	Establish an engagement to identify engagement goals and direction for the library.	100% complete Ongoing
Employee relationship building and engagement	Improve employee communication, relationships, and stimulate growth via engagement activities.	100% complete Ongoing

Librarians' journal club	Regularly meet to discuss sector specific research and trends, and to generate discussion, ideas and professional growth.	100% complete Ongoing
Establish official service identity	Creation of a service ethic that helps us continue to centre our users and provides a basis to provide cohesive service.	Not yet started
Provide accessibility training for employees	RUSA (Reference and User Services Association) accessibility training planned for April Librarian's Training Day.	NEW 50% progress
Re-establish a library-wide annual PD day	Annual day for all library staff to engage in some professional development and engagement	NEW Not yet started
5.2 Energize community partnerships to accomplish shared goals	Target/Notes	Progress
Reimagine and establish our Community Borrower's program and services to community members and partners	Repackage services to the community to be appealing, accessible and helpful to community borrowers and contacts. Conduct outreach to community partnerships to promote and grow the program.	10% progress
Integrate Community Scholars Program into services for community members	Offer the Community Scholars Program in a suite of Community Borrower Services. Foster cross-institutional relationships and sharing with other Community Scholar Librarians.	50% progress on integration 100% on fostering relationships Ongoing
5.3 Create new experiences for knowledge sharing and engagement by expanding relationships with our campus partners	Target/Notes	Progress
Teaching & Learning Team supports and seeks new partnerships to support instructor development and learning resources	Actively contributes to campus initiatives that are created to support development and learning (Such as T&L Commons 'Fostering Teaching Excellence' modules).	100% complete Ongoing
Diversify our Special Collections room to also become a program room for library events and opportunities for collaborating with partners	Transform the Special Collections room to be a more versatile space, suitable for library events or other learning opportunities. UPDATE: At the planning stage and budget request to go in for FY24.	UPDATED 10% progress
Photo Identification Project with the KPURA (KPU Retirees Association)	Enhance and invigorate KPU Archive's photograph collection by drawing on personal and collective memories from members of the KPURA. Photographs become more accessible to researchers and valuable KPU history is retained.	UPDATED 50% progress

	UPDATE: Started Summer 2022 and continuing through 2023.	
Enhance offerings and service to Alumni	Promote learning beyond KPU and continue connections and relationship with our KPU community. Recent improvements include off-campus access to select resources.	25% progress
Explore new ways of collaboration between closely aligned KPU departments such as the Learning Centre, Teaching & Learning Commons.	Meeting students and faculty where they are and reaching them where they seek assistance. Enhance awareness of the library and its services across campuses. Strengthen relationships between departments. Recent examples include Peer Tutoring training on Indigenous Information Literacy, Academic Integrity Learning Resources and a joint newsletter to students each semester. UPDATE: Long Night Against Procrastination partnered KPU Library with the Learning Centre and KSA (Kwantlen Student Association). Ideally this will be an event hosted every semester.	UPDATED 100% complete Ongoing
5.4 Connect with learners by fostering curiosity, participating in community events and generating learning opportunities	Target/Notes	Progress
LLEADS (High School) Bridging program	Preparing new students for post-secondary and building relationships and positive experience with universities and secondary schools. Specific connections with IB Secondary Programs in Richmond and Delta.	UPDATED 100% complete Ongoing
Create an event/engagement plan, rethinking old programming and aim for new programming	Student Engagement Librarian to outline current programming and provide leadership and encouragement to librarians and staff to develop new programs. Consult with Library Engagement Committee. Ideas gathered from Library Engagement Committee only.	5% progress
Explore new ways to connect with learners and new learning opportunities	Identify new service points or service and explore options (ex. Health Librarian Roaming Outreach Cart, Zoom A Librarian)	100% complete Ongoing
KPU & Surrey Public Library Collaboration	Partnership with Surrey Public Libraries to offer a series of summer workshops to students Grade 11 and up on tips and tricks for researching their first postsecondary paper/assignment.	NEW 100% complete Ongoing

	These workshops also mention Community Borrower and COPPUL (Council of Prairie and Pacific University Libraries) information available to students at KPU.	
Enhanced presence during KPU's First Year Festival and KPU's Community Day	Create and share KPU Library and information literacy related games, activities, and showcase Library resources at all KPU hosted open houses, festivals, and events. (ex Library Jeopardy, Virtual Escape Rooms, promote board game collection, etc.).	NEW 100% complete Ongoing

Goal 6 Collections and Open Education

6.1 Build, sustain and provide access to dynamic, scholarly collections in different formats, recognizing the diverse and changing needs of our users	Target/Notes	Progress
Develop a collections funding model that enables greater flexibility to acquire new ebook models with greater scope of content than single title purchasing	Develop a new collections budget that enables Evidence Based Acquisition (EBA). 40% of title-by-title funding has been reallocated to EBA funding.	100% complete
Develop a collections funding model for database subscriptions	Develop alternative pathways for funding new database subscriptions that reflect changes to the discretionary budget.	20% progress
Identify vendors that provide access to non-print formats and evaluate the resources offered for acquisition.	Provide additional resources in audio/video formats. A subscription to Overdrive has been started to provide access to more diverse publishers of ebooks and audiobooks not available through current library vendors.	UPDATED 100% complete Ongoing
Evaluation of this goal's progress.	Develop relevant targets, goals, or metrics to enable evaluation of this goal's progress.	UPDATED 50% progress
Implement EBA programs to provide greater breadth of ebook offerings.	Evaluate EBA offerings for breadth, depth, support of program areas, and cost. Implement the plans that best match KPU's needs. Plans for 6 publishers have been or are being implemented.	UPDATED 100% complete Ongoing
Evaluate EBA collections models to ensure cost effectiveness and relevance to KPU community.	Evaluate usage and cost to determine if EBA plans are cost effective and provide ebooks that serve KPU users well. Evaluation of the Wiley EBA revealed usage was too low to support an ongoing subscription. That EBA was not	UPDATED 100% complete Ongoing

	renewed and funds were reinvested in trying the Oxford EBA.	
Provide options for multimedia and streaming video	Look for additional options for multimedia and streaming Subscribed to Kanopy and Criterion.	100% complete Ongoing
Catalogue KPU Pressbooks and BC Open Textbooks for enhanced access and discoverability	Catalogued new KPU Pressbooks and BC Open Textbooks as they are published. Ongoing maintenance is underway. MARC records are also shared to the BCCATS (BC Cataloguing & Technical Services Interest Group) community on a quarterly basis. Currently working with BCcampus to streamline the creation of MARC records for BC Open Textbooks	NEW 100% complete Ongoing
More asynchronous learning tools to promote and educate faculty about the collection	Work with internal and external tools such as LibGuides to educate library users on various features of the collection.	50% progress
Enhance IDEA (inclusion, diversity, equity, and accessibility) materials in the library collection	Established vendor relations with BIPOC vendors. Established collection code with \$5000 dedicated to EDIA related materials, prioritizing marginalized voices. Received a \$10,000 grant funding from the Office of Research Services to support the expansion of Indigenization and IDEA related materials for 2023.	NEW 100% complete Ongoing
6.2 Invest time and financial resources to support scholarly communication	Target/Notes	Progress
Foster integration of different parts of the scholarly communications workflow among KPU's various research and scholarly communications platforms	Integrate tools such as OrcID into KPU systems. Investigate new systems that facilitate integration and streamlining.	25% progress Ongoing
Regularly assess adopted platforms and workflows with an eye on improvement or streamlining	Assess platforms like KORA, Pressbooks, OJS for speed and ease of use, etc. Investigate other services such as shareyourpaper, Manifold, etc. Participating in Manifold pilot: 2022/2023.	50% progress KORA speed assessment 40% progress on other investigations
6.3 Support the adoption of open educational resources across all Faculties and Schools	Target/Notes	Progress
Work closely with the Open Education Working Group and KPU Open Education	University Librarian and the OPUS librarians part of the OEWG.	100% complete 100% complete

	OPUS librarians working jointly with Open Education strategists in the OPUS team.	
Offer various points of information and education about OER (Open Education Resources) and ZTC (Zero Textbook Cost) options	Offer synchronous and asynchronous online sessions about Open and ZTC topics. Send out information over channels such as Today@KPU, during special interest weeks. Maintain OER and ZTC libguides.	100% complete Ongoing 100% complete Ongoing 100% complete Ongoing
Integrate liaison librarians in Open grant projects	Add requirement to consult with liaison librarian as part of Open grant application.	100% complete Ongoing
6.4 Establish guiding principles for the selection and collection of open access resources, where appropriate, in the development of the Library's collection	Target/Notes	Progress
Review and revise the guiding principles document for e-resources	Separate out the guidelines for open resources from the e-resources document.	100% complete
Review and revise the guiding principles document for open resources	Conduct a literature search for guidance on collection policies for open access resources and draft new guiding principles document.	NEW 10% complete
6.5 Strengthen our publishing infrastructure and systems to support the creation and adaptation of open educational resources	Target/Notes	Progress
Provide necessary technical training to faculty and staff (e.g., Pressbooks)	Conduct training with OPUS library staff but also with library staff and librarians in general.	75% progress Ongoing
Embed Pressbooks conversion projects and other OPUS projects into general library services.	Have library staff from every campus involved in OPUS.	100% complete
More Asynchronous learning tools for open	Videos for linking to library resources, open ed licensing, finding open images/materials, copyright, and Pressbooks training. 3 videos created. Videos will be short as software changes will mean changes to them. Copyright workshop is available asynchronously.	100% complete Ongoing
6.6 Become a leader within the library community, showcasing support for open educational	Target/Notes	Progress

resource creation and adaptation		
Create awareness of and share KPU Open work while also supporting the wider Open library community	Continue to offer 'made in KPU' sessions but also partner with other institutions for celebrations off site, online, and joint efforts hosted by KPU.	Ongoing