

Library Strategic Plan 2024-26



Acknowledgement of Country

The University of Western Australia acknowledges the custodians and traditional owners of land on which any of its campuses are located. This includes the Whadjuk Noongar people at the Crawley campus and the Menang Noongar people at the Albany campus.

The Library recognises and celebrates that the Whadjuk and Menang people remain the spiritual and cultural custodians of their land, and continue to practise their value, languages, beliefs and knowledge.



Introduction

At a time when rapid technological change and the integrity of information are key issues impacting the world's future, the role of the academic library has never been more vital. This Strategic Plan captures the collective vision and commitment of the Library at The University of Western Australia to maximise opportunities and navigate challenges in the coming years.

This Strategy is the result of a scan of our environment and discussions with and between Library staff and the University community. The Plan aims to build on previous success and enhance the Library's pivotal role in enabling the education, research and community engagement priorities of the University.

While the Plan provides clear direction, it is intended that there is flexibility to evolve and respond proactively to the changing higher education landscape. Our strategic priorities encompass a broad spectrum of endeavours aligned with the University's goals. These include

enhancing the student experience, strengthening support for a growing and more diverse student cohort, developing best practice research infrastructure, and emphasising and celebrating a positive work culture.

Importantly the Strategy provides a clear commitment to enhancing Indigenous ways of knowing, being and doing across the Library. This builds on the Library's work to date to encourage engagement with Indigenous cultures and knowledges, to better enable Indigenous leaders and researchers, and to enhance the Indigenous student experience.

The Plan reflects the Library's commitment to partnership, inclusivity, visibility, investment in our staff and high-quality services.

We look forward to working in partnership with the University community in the coming years to achieve our goals.

Jill Benn

University Librarian

Library Values

The Library aligns with and demonstrates the University's core values through our staff and our activities.



UWA Values

Excellence

We consistently pursue the highest levels of achievement, creating the best outcomes possible.

Integrity

We are honest and ethical and show respect for, and appreciate, each other, our partners and our communities — valuing our differences.

Innovation

We are constantly, and creatively, improving and adapting.

Collaboration

We share our collective intelligence to achieve more.

Equity

We are committed to providing everyone at UWA equality of opportunity, experience and outcome.

Strategic Principles

To deliver on the Library plan and support the broader strategic objectives of the University we commit to embedding the following principles across all that we do:

- **Partnerships** - we will partner with students, researchers, academics, professional staff, alumni and the wider University community to share expertise and resources resulting in sustainable and best practice services and support. Mutually beneficial partnerships will be essential to meet our strategic objectives.
- **Diversity Equity & Inclusion** – we will continually improve our services and spaces to embrace the diversity of the University community and ensure they are inclusive, welcoming, and accessible to all. The Library aligns with the [UWA's Diversity, Equity and Inclusion Strategy 2022–2025](#) and values everyone's differences and perspectives.
- **Indigenous Commitment** - we recognise, celebrate and engage with the traditional custodians of country and Indigenous cultures and knowledges across Library services and activities.
- **Investing in Library Staff** – we will support, develop and recognise staff to foster positive well-being, to encourage best practice and innovation, and ensure we have the attributes and capabilities to meet future opportunities and challenges.
- **Increasing Visibility** – we will ensure the UWA community are aware of the expertise, initiatives, and services that we offer.



Strategic Priorities

1 Enhancing the Student Experience

An excellent student experience is essential for the University's success. The Library plays a vital role in student experience in many ways including our multiple, inclusive and well-used spaces that emphasise safety and wellbeing, and our extensive collections and services.

Strategic Statements

- 1.1 We will partner with students and other areas of the University to co-design Library services and spaces (where appropriate) to ensure they are targeted, relevant and visible
- 1.2 We will create and maintain engaging, inclusive and flexible spaces that support diverse modes of learning
- 1.3 We will endeavour to provide a positive experience for all student cohorts including rural, regional, Indigenous and international
- 1.4 We will embrace digital opportunities to improve and streamline the student experience
- 1.5 We will develop, evaluate and enhance the discoverability and accessibility of the Library's collections, ensuring they are responsive to the University's teaching and learning needs



Measures of Success

- Increase student satisfaction with Library services and spaces
- Increase in digitally integrated Library services, that is services delivered by the Library that are integrated with UWA and other online services
- Increase the discoverability, usage, and satisfaction with Library collections



2 Growing Student Enrolment

The Library is committed to UWA's strategy to provide a wide range of pathways to grow enrolment and diversify student cohorts. The Library recognises the evolving needs of UWA's growing student population and will build upon our suite of tailored Library services, resources and collections that are flexible, scalable and equitable to support learning, teaching and research.

Strategic Statements

- 2.1 We will develop targeted learning support for diverse student cohorts including rural, regional, Indigenous and international
- 2.2 We will prioritise and develop support for UWA's student growth initiatives
- 2.3 We will continue to enhance our Library spaces to provide a welcome, safe and vibrant environment for the UWA Community
- 2.4 We will collaborate with partners across the University including students to develop and deliver tailored, engaging and relevant Library support and services

Measures of Success

- Increase the number and quality of support materials available for diverse student cohorts
- Increase student satisfaction with Library services, spaces and communications



3 Indigenous Ways of Knowing, Being and Doing

The Library aligns with the University's commitment to recognising and engaging with the traditional custodians of country, promoting a greater level of understanding of Indigenous culture and knowledge, enabling Indigenous leaders and researchers, and enhancing the Indigenous student experience

Strategic Statements

- 3.1 We will partner with Indigenous students, staff and community representatives to advance Indigenous ways of knowing, being, and doing within the Library
- 3.2 We will focus on increasing support for Indigenous students at UWA
- 3.3 We will embed UWA's Indigenous Cultural and Intellectual Property approach into Library services and operations
- 3.4 We will enable UWA's Indigenous Research strategy and improve the discoverability, accessibility and impact of Indigenous research and collections



Measures of Success

- Increase staff cultural awareness competency and applications in Library environments
- Increase the number of Aboriginal staff working in the Library
- Increase recognition of Indigenous cultures through engagement with Indigenous communities in Library services and spaces
- Incorporate UWA ICIP approach into all relevant Library services and processes
- Increase proportion of completed Indigenous' researcher and HDR student profiles
- Implement the Australian Library Information Association First Nations Collection Description Guidelines



4 Building Research Capacity

UWA is a research-intensive University focused on being a trusted source of open and accessible research which is internationally connected and has significant social and economic impact. The Library supports researchers through the research lifecycle (where appropriate) by providing a range of services, collections and skills training to achieve their goals and advance the [UWA Research Strategy](#).

Strategic Statements

- 4.1 We will prioritise initiatives aimed at increasing open and transparent scholarship within the University
- 4.2 We will develop best practice research data management services and infrastructure
- 4.3 We will provide comprehensive Library training and support to UWA researchers
- 4.4 We will enhance our services and infrastructure to improve the visibility, accessibility and discoverability of UWA's research and researchers
- 4.5 We will develop, evaluate and enhance the discoverability of the Library's collections, ensuring they are responsive to the University's research needs
- 4.6 We will facilitate and provide infrastructure to digitise, preserve and discover UWA's culturally significant collections



Measures of Success

- Increase the proportion of open research publications in the UWA Research Repository
- Increase the number of open UWA research datasets accessible through the UWA Research Repository
- Increase the number of completed research data management plans
- Increase discoverability and usage of open UWA publications, data sets, and digitised collections
- Increase satisfaction and participation with the Library's support services for UWA researchers
- Increase number of UWA Collections digitised and preserved



5 Sustainable Finances and Operations

Environmental and operational sustainability is a key pillar of the University's strategy. The Library is committed to adopting environmental sustainability efforts to minimise our impact and to play an influential role in modelling good practices to our users, within our institution and beyond. The Library is committed to optimal use of our human, physical and financial resources to achieve operational sustainability and success. Agility and innovation will enable the Library to take advantage of future opportunities and respond to challenges.

Strategic Statements

- 5.1 We will develop and maintain a positive work culture where staff are engaged and valued
- 5.2 We will adopt sustainable practices to minimise our impact on the environment.
- 5.3 We will enhance records management infrastructure and services to improve the University's information management
- 5.4 We will optimise the impact and sustainability of the Library through innovative and agile practices



Measures of Success

- Increase the number of sustainability initiatives implemented in the Library
- Increase Library staff satisfaction results via UWA Staff Engagement Survey
- Increase the integration of the records information management system with other UWA infrastructure
- Regular reporting of Library innovative and agile initiatives and their impact
- Maximise use of the Library's annual budget through meeting targets





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