TEXAS A&M UNIVERSITY
Libraries

Strategic Horizon 2025-2030:
A Roadmap for Texas A&M Libraries

Looking Ahead

The value of Texas A&M University Libraries is not only found in what we provide, but in what we make possible. By connecting people, ideas, expertise, and opportunities, the Libraries advance student success, research excellence, innovation, and access to knowledge across the university and beyond.

As the needs of students, researchers, and communities continue to evolve, the Libraries increasingly serves not only as provider of resources and services, but also as a strategic partner in learning, discovery, and institutional success. This roadmap provides a shared framework for aligning our efforts, partnerships, and investments through 2030.

Guided by four strategic initiatives, the Libraries will advance future-ready students, bolster innovative research, cultivate a dynamic organization, and drive access and discovery. Through these initiatives, associated objectives, and annual planning cycles, we seek to reduce barriers to student success, amplify research impact, foster innovation and resilience, and expand global access to knowledge in support of our vision of being the indispensable hub of discovery, learning, and creativity at Texas A&M University.

Part I: Strategic Foundation

Mission

To enrich minds and inspire learning by providing quality information, services, and resources to the Texas A&M University Libraries global community.

Vision

The University Libraries will be the indispensable hub of discovery, learning, and creativity at Texas A&M University.

Guiding Principles

Dignity & Respect

We honor the inherent value of everyone. We build trust with the communities we serve and one another and see each interaction as an opportunity to expand upon that trust.

Inclusion & Belonging

We value all individuals' abilities, contributions, perspectives, and experiences. We foster a culture of belonging where all are welcomed, respected, and empowered to succeed.

Person-Centered

We recognize the needs, goals, interests, and ambitions of individuals. We support and guide members of our communities and organization as they navigate the library and university environment, pursue learning opportunities, and achieve personal, academic, professional or research goals.

Collaboration
We work across and within groups to pursue our common goals, recognizing the diverse strengths and contributions of the communities we serve and one another. We seek to engage stakeholders, foster meaningful partnerships, and prioritize clear, open, and constructive communication.

Continuous Learning
We model a commitment to continuous learning and improvement by fostering curiosity, supporting professional development, and creating opportunities for growth. We learn from and with our communities, push creative boundaries, and support new initiatives.

Quality
We commit to high-quality work, services, and experiences that benefit our communities and one another. We experiment, assess, and learn as we partner with our communities to provide outstanding services and resources that inspire trust, strengthen our reputation, and advance learning, discovery, and success across Texas A&M and beyond.

Part II: Strategic Imperatives

A: Advance Future-Ready Students

We connect students with the technologies, services, resources, and experts needed to excel academically, professionally, and personally in a rapidly changing world.

- **Objective A.1: Empower Student Learning**
  Provide accessible programs, information services, and learning opportunities that foster academic success, information literacy, career readiness, and lifelong learning.
- **Objective A.2: Champion Academic Support Networks**
  Coordinate a connected network of partners dedicated to the well-being and success of students.
- **Objective A.3: Develop Student Talent**
  Prepare students for future success through meaningful work experiences, experiential learning opportunities, and career-readiness initiatives.

Outcome: Reduce Barriers to Student Success

B: Bolster Innovative Research

We enable researchers to create, discover, share, and preserve knowledge through expert partnerships and innovative technologies.

- **Objective B.1: Enrich the Research Lifecycle**

Ensure researchers have access to expertise, tools, technologies, and services needed to advance their work from initial discovery through publication and long-term stewardship.

- **Objective B.2: Foster Research Communities**
  Lead the cultivation of interdisciplinary research communities that advance innovation, discovery, scholarly achievement, and collaborative problem solving.

- **Objective B.3: Showcase Research Impact**
  Advance open scholarship and knowledge-sharing practices to maximize the visibility, accessibility, and impact of Texas A&M's scholarly output.

Outcome: Amplify Research Impact

C: Cultivate a Dynamic Organization

We empower a talented workforce and cultivate welcoming environments that enable innovation, adaptability and organizational resilience.

- **Objective C.1: Design Future-Ready Environments**
  Create flexible, welcoming spaces that support modern learning, research, collaboration and innovation.

- **Objective C.2: Foster Employee Growth**
  Cultivate a culture of professional growth, wellbeing, and continuous learning to keep the Libraries responsive to evolving academic needs.

- **Objective C.3: Sustain a Talented Workforce**
  Build and maintain an engaged workforce through intentional recruitment, development, recognition, and retention practices.

Outcome: Foster Innovation and Resilience

D: Drive Access and Discovery

We ensure seamless access to information, collections, and expertise while reducing barriers to discovery, use, and impact.

- **Objective D.1: Enhance Collection Stewardship**
  Build and preserve accessible collections and archives that serve as the backbone for teaching and research

- **Objective D.2: Deliver User-Centered Discovery Systems**
  Deliver seamless access to library resources, services, expertise, and institutional knowledge through intuitive, integrated digital platforms.

- **Objective D.3: Elevate Institutional Visibility**
  Increase the discovery, visibility, and public value of Texas A&M's knowledge, expertise, cultural heritage, and scholarly assets on a global scale.

Outcome: Expand Global Access, Discovery, and Impact

Part III: Appendix

Elements of the Strategic Plan

The priorities identify where we are focused. The descriptions define what each priority encompasses. The goals articulate what we seek to achieve. The outcomes remind us why the work matters and the impact we hope to create.

Element	Purpose	Question It Answers
Imperative/Priority	Organizing Framework (ABCDs): Defines a broad area of strategic focus and provides an organizational framework.	*Where are we focused? Where are we investing our attention?*
Description	Clarifies what the imperative/priority means in practice and establishes its scope and boundaries.	*What do we mean by this priority? How should we think about this area of work?*
Objectives	Describe the key achievements required to advance the imperative/priority.	*What are we trying to accomplish?*
Outcome	Expresses the broader impact expected from successfully achieving the imperative/priority and its goals.	*Why does this matter? What impact are we seeking to create?*