

## Penfield Library Strategic Plan Alignment with SUNY Oswego Tomorrow Plan Impacts

Library Strategic Plan Goals	Tomorrow Plan Impacts				
<p><i>As active partners in the teaching and learning process, Penfield Library faculty and staff will:</i></p>	<p><b>Impact 1:</b> Our students and graduates thrive and succeed.</p>	<p><b>Impact 2:</b> Our education ecosystem is highly collaborative and engaged.</p>	<p><b>Impact 3:</b> Our communities and partnerships are enriched and supported.</p>	<p><b>Impact 4:</b> Our institution is highly effective and sustainable.</p>	<p><b>Impact 5:</b> Our faculty, staff and students move the dial on grand challenges of our time.</p>
<p>Goal 1. Provide a welcoming atmosphere and positive experience for our external and internal communities, through continuous improvement of user-centered services and environments.</p>	X	X	X	X	
<p>Goal 2. Provide equitable access to high quality resources and expertise for learning and research.</p>	X	X		X	
<p>Goal 3. Support and celebrate innovation and creation of scholarly and creative works, empowering users at all stages, from idea generation through completion, display, and preservation.</p>	X	X			X
<p>Goal 4. Build formal and informal relationships within our internal and external communities and create programming that demonstrates our vital contributions to SUNY Oswego.</p>	X	X	X	X	X
<p>Goal 5. Equip users with critical and ethical practices in information use and creation for lifelong learning and faculty, staff, and student success.</p>	X	X			X

### SUNY Oswego Tomorrow Plan Impacts

- **Impact 1:** Our students and graduates thrive and succeed.  
Our students and graduates thrive through knowledge, experience, perspectives and discovery gained here that animates and informs their work, their communities and their personal lives.
  1. Foster a college-wide culture of caring that provides supportive, effective advisement and personalized mentoring.
  2. Provide diversified outreach programs to increase alumni engagement and lifelong affiliation with the institution.
  3. Plan for, recruit and retain a highly diverse, prepared and talented student body.
  4. Encourage critical thinking, leadership, synthesis of knowledge and motivation to live active, engaged lives.
- **Impact 2:** Our education ecosystem is highly collaborative and engaged.  
Our academic quality is demonstrated, extended, recognized, sought-after and heralded. SUNY

Oswego's unique education ecosystem is driven by devoted, passionate, diverse and talented faculty and staff who work collaboratively, resourcefully, and creatively to enhance our dynamic course offerings, programs, and research as well as the applied learning experiences we provide. They volunteer and contribute in the community and around the globe.

1. Create and deliver innovative, rigorous academic programs that match society and student need and maintain existing programs that have proven effective.
  2. Provide high-impact, inspiring and transformative learning experiences.
  3. Hire and maintain diverse and accomplished faculty and staff and ensure that equitable employment policies and practices are in place across the institution.
  4. Incorporate and infuse dynamic and effective teaching practices in curriculum across the college.
  5. Implement robust and creative professional development activities readily accessible to all faculty and staff.
  6. Empower and recognize faculty and staff participation in collaborative and cross-cutting research and creative work.
- **Impact 3:** Our communities and partnerships are enriched and supported.  
Communities we touch experience increased prosperity, social equity, sustainability, self-sufficiency and greater educational attainment. SUNY Oswego faculty and staff engage and partner with local, national and international communities and make an impact through research, community service and economic development for collective prosperity, equity, resilience and success.
    1. Elevate and support productive external partnerships.
    2. Integrate and embed arts, athletics and recreation offerings in the community.
    3. Widen and deepen college programming that serves the social needs of the community and clearly communicate the presence and value of these programs.
  - **Impact 4:** Our institution is highly effective and sustainable.  
Our proven institutional effectiveness results in increased resources, flexibility, academic capacity and institutional success.
    1. Expect and support a college-wide culture of program review and data-rich assessment to provide a systematic feedback loop in all operational endeavors and foster excellence, abundance and student success.
    2. Solicit and obtain robust private support.
    3. Solicit and obtain extramural funding for sponsored projects.
    4. Put physical resources, capital assets, and technological capabilities to their highest usefulness and ensure they are protected against waste and deterioration and are renewed and strengthened to advance continuous improvement.
    5. Conduct practices that enable natural resources and the environment to be responsibly and proactively stewarded and protected.
  - **Impact 5:** Our faculty, staff and students move the dial on grand challenges of our time.
    1. Instill the belief that SUNY Oswego can contribute at the highest levels of theory and application to provide solutions to critical challenges.
    2. Vibrant, engaged and curious faculty, staff and students delve into multidisciplinary investigation of problematic social and global issues.
    3. Promote learning and knowledge to advance the common good and lay the foundation for a better world.