STRATEGIC OBJECTIVES

Mission:
We support and advance teaching, learning, and research for Montana State University and the people of Montana by providing access to information and knowledge.

1. User Perspective – Our users will...
   1.1 Interact with a welcoming and responsive physical and digital library environment;
   1.2 Experience convenient access to extensive collections; and
   1.3 Achieve positive learning outcomes and develop their information literacy abilities.

2. Internal Processes Perspective – We will...
   2.1 Create useful, dynamic, and accessible digital and physical spaces;
   2.2 Collaborate with researchers to produce digital research and scholarship;
   2.3 Expand, diversify, and adapt our collections and services; and
   2.4 Grow an engaged library community through marketing and outreach.

3. Learning & Growth Perspective – By working in ways that...
   3.1 Build and sustain an organizational culture of evidence-based decision making assessment;
   3.2 Foster an organizational culture that supports ongoing professional growth; and
   3.3 Cultivate a climate of engagement and empowerment in which all employees are valued.

4. Financial Perspective – While managing our finances to help us...
   4.1 Develop financial resources to implement the building Master Plan; and
   4.2 Improve classified staff compensation to the representative peer market average.