



THE UNIVERSITY OF
SYDNEY

The University of Sydney Library *Strategy*

2023 – 2033



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The University of Sydney's campuses and facilities sit on the ancestral lands of many of Australia's First peoples, who have for thousands of generations exchanged knowledge for the benefit of all. These include the Gadigal, Gamaraygal, Dharug, Wangal, Tharawal, Deerabbin, Darkinyung, Guringgai, Gamilaraay, Barkindji, Bundjalung, Wiradjuri, Wiljali, Ngunawal, Gureng Gureng and Gagudju Peoples.



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University Librarian's Foreword



The development of a new strategy for the University Library is timely. The previous library strategy expired and the University of Sydney has set a bold new vision for the next 10 years in its *Sydney in 2032* strategy. The library is eager to play a vital role in delivering the university strategy. Common themes in the two strategies are mapped visually later in this document.

As the library for Australia's first university, we have a long and rich heritage. This library has always been at the heart of the university and its community with an innovative approach to service. We were the first library in Australia to implement the Dewey Decimal classification. The original Fisher Library was an architectural gem that incorporated an early book lift and a fire-proof stack inspired by the Library of Congress. This library was an early player in automation and digital humanities. 2023 marks 60 years since the commencement of services in the mid-century modern incarnation of Fisher Library.

The COVID-19 pandemic forced us to vary our service offering at short notice. We extended our considerable online collections, improvised new online service models while maintaining essential physical services for students with no alternatives. The pandemic was a game changer for our academic community, open access research accelerated the scientific response to the medical emergency, and new teaching and learning opportunities challenged teachers and students alike.

Our library staff were flexible and resilient, took on new roles and responsibilities and implemented different models of service delivery. The human challenges of the time prompted us to revisit our values and priorities in a thoughtful way.

With the pandemic and a nascent university strategy, the library embarked on a collaborative approach to developing a new strategy. This document includes feedback from many interactions inside and outside the library to ensure a client-centric approach. We were fortunate to involve a senior colleague from Ithaka S+R, a New York based not-for-profit that had recently researched the strategic intentions of senior academic officers in more than 60 research intensive universities and their libraries in USA and Canada.

I would like to record my thanks to the many staff, students and stakeholders of the university who contributed to this new strategy development. I am indebted to the goodwill, creativity and heartfelt response of staff across the University Library. They collaboratively built this new strategy to guide the next exciting era in our rich history.

Philip Kent
University Librarian

Our Strategy 2023 – 2033

Our Mission

Our people, collections, and spaces empower the diverse Sydney community to pursue academic excellence and advance understanding. We care deeply about the success and wellbeing of our clients and colleagues, actively supporting them with distinctive resources, and innovative approaches to information sharing and knowledge building.

Our Values



Diversity, Equity and Inclusion



People First



Curiosity



A Trusted Partner

Our Vision

Your Library: A leader in innovation, a partner in lifelong learning

Our Strategic Priorities

We are valued for exceptional client experiences

Partnership is at the heart of what we do

The Library empowers minds and enriches communities

We are an inspirational cultural institution

Alignment with the University's Strategy

University Aspirations



We are valued as outstanding partners



Our student-focused education is transformational



Our research is excellent, tackles the greatest challenges and contributes to the common good



Our community thrives through diversity



Wherever we gather, we do our best work



Our policies, processes, systems and services help us achieve our ambitions



We lead with high trust and high accountability to deliver high performance



The Library is an essential partner in the delivery of the University's strategic goals.



The Library is an essential partner in the delivery of the University's strategic goals.



The Library is a key partner for all who pursue research excellence, tackle the greatest challenges and contribute to the common good.



The Library will develop collections that provide a diversity of voices and perspectives, including materials authored by Aboriginal and Torres Strait Islander peoples and members of gender, culturally or geographically diverse communities.



The Library invests in the development of future-oriented, client-focused staff.



Library services are client-centred, discoverable and clear.



The Library is recognised as an international leader in information stewardship and engages with the global academic library community.

Library Deliverables



The Library is a key partner in co-designing a transformational, student-focused education and a distinctive Sydney student experience.



The Library cares about wellbeing, prioritises inclusion and cultural safety, and recognises the importance of the whole person.



Rich library collections are readily discoverable and accessible, and we champion open access and open data.



Library staff create connections and collaborate freely across the University.



The Library encourages its communities to participate in lifelong learning by providing access to collections and engagement opportunities.



The Library is agile and responsive to emerging trends, and develops innovative, sustainable services and infrastructure in its physical and digital environments



Library digital and physical spaces are dynamic and flexible. They enhance the client experience and are the destination of choice for research, study and collaboration.



The Library's collections are recognised for their quality, breadth and depth and are showcased to the global community.

The Library's Strategic Priorities



We are valued for exceptional client experiences



Partnership is at the heart of what we do



We empower minds and enrich communities



The Library is a world class cultural institution

Our Vision

*Your Library:
A leader in innovation and
partner in lifelong learning*

The University of Sydney Library's 10-year strategy has been developed in response to the University's 2032 Strategy. It is values-focused, and reflects the University's strategic priorities, global and local trends in the library and information sector, and extensive consultation with stakeholders.

By 2032 the Library will achieve a suite of strategic priorities including exceptional student experiences and learning, embracing diversity and partnering with the Sydney research community to create a better future. To realise these priorities, the Library will continue to develop our innovative, inclusive, people-focused and trusted team.

The Library's strategy will inform 3 x 3-year roadmaps. These plans will articulate the projects and initiatives to help the Library deliver on the priorities described in the strategy.



Our Mission

Our people, collections and spaces empower the diverse Sydney community to pursue academic excellence and advance understanding. We care deeply about the success and wellbeing of our colleagues and clients, actively supporting them with distinctive resources and innovative approaches to information sharing and knowledge building.

We value...



A Trusted Partner

The Library is a hub for the Sydney community, and we thrive when working in partnership. We value thoughtful and considered information sharing to build knowledge and understanding, and actively seek feedback from our communities.



Diversity, Equity and Inclusion

The Library is stronger because of the diversity of our clients, colleagues and communities. We value equity, inclusion and dignity for all, including a culturally safe environment for the Aboriginal and Torres Strait Islander community.



People first

People come first in all we do. We continuously strive to deliver distinctive experiences, resources and spaces that empower the Sydney community to excel at every stage of their academic or professional life.



Curiosity

We start with "What if we could?" and explore innovative ways forward. Curiosity, innovation and creativity help us meet future needs.

“May it continue for ever as the source of light and learning to the inhabitants of Australia. This generation will soon pass away but the torch of learning will be handed down by the influence of this great library to generation after generation of Australian scholars.”

Sir Henry Normand MacLaurin

University Chancellor, on the opening of Fisher Library in 1909

Our Strategic Priorities

We are valued for exceptional client experiences



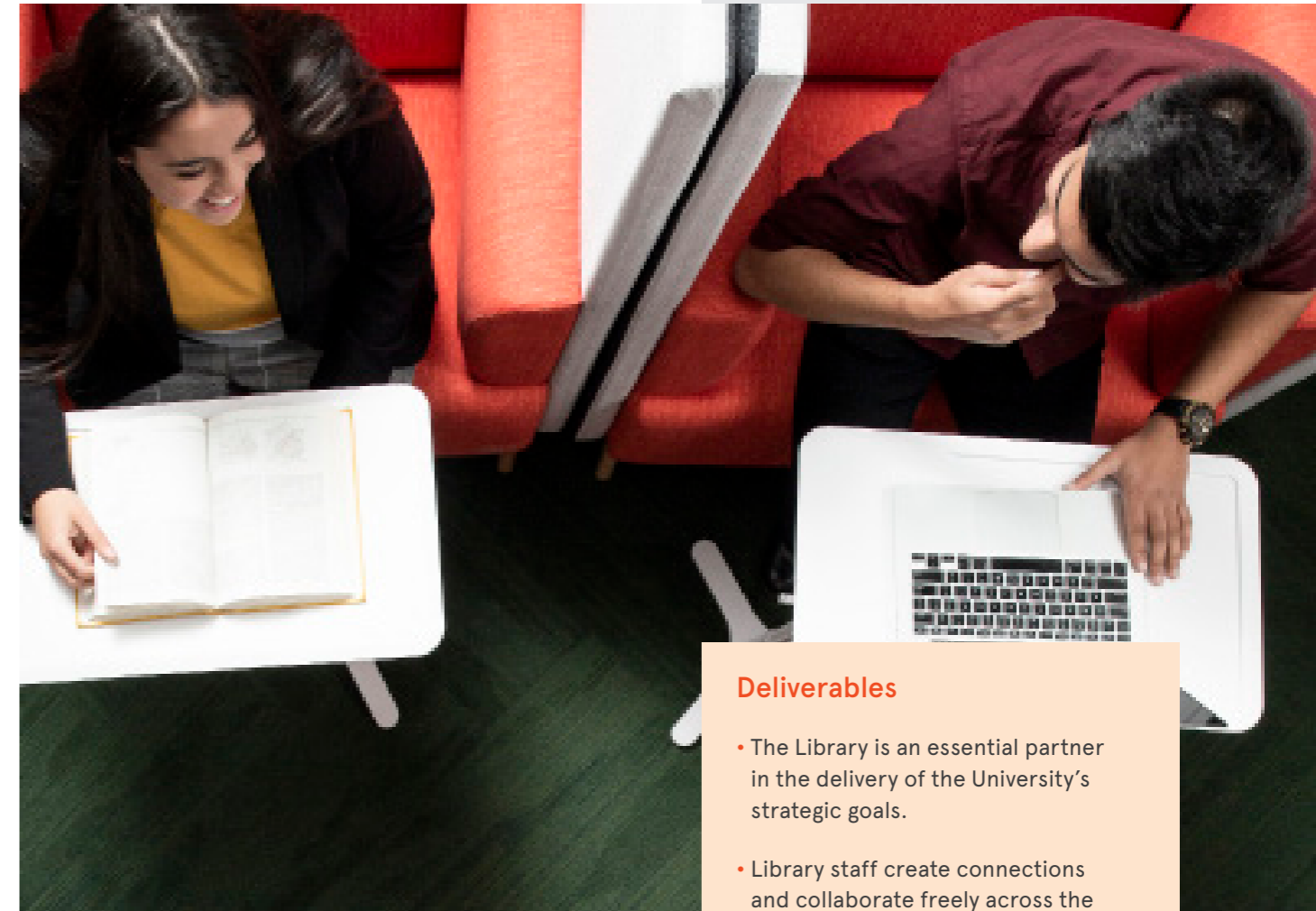
Our clients come first.

Our client-focused workforce is ready to deliver outstanding interactions; empowering students, researchers and professional colleagues to achieve their goals.

Deliverables

- Library services are client-centred, discoverable and clear.
- The Library invests in the development of future-oriented, client-focused staff.
- Library digital and physical spaces are dynamic and flexible. They enhance the client experience and are the destination of choice for research, study and collaboration.
- The Library equips clients with the skills to navigate and contribute the complex information landscape by delivering accessible and inclusive learning experiences.

Partnership is at the heart of what we do



Deliverables

- The Library is an essential partner in the delivery of the University's strategic goals.
- Library staff create connections and collaborate freely across the University.
- The Library is a key partner for all who pursue research excellence, tackle the greatest challenges and contribute to the common good.
- The Library is a key partner in co-designing a transformational, student-focused education and a distinctive Sydney student experience.

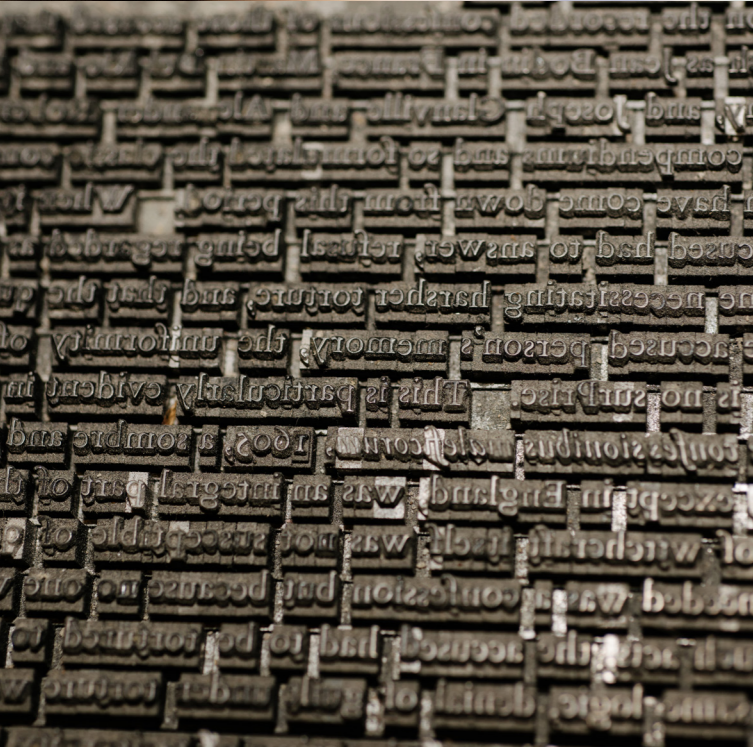
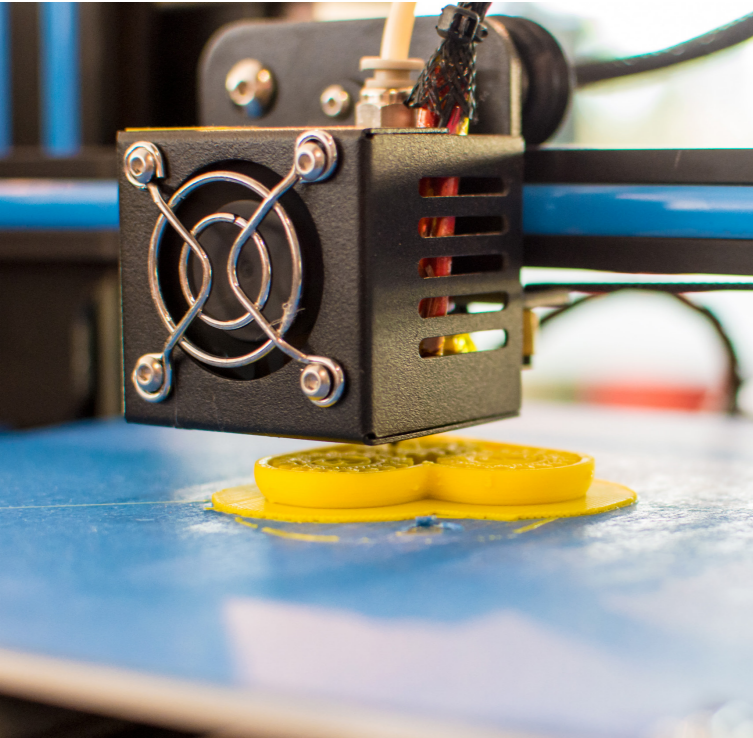
The Library's collaborations with students, researchers and professional partners are long-lasting and extend beyond any single project.

We grow and develop our capabilities together through sustainable partnerships inside and outside the Library. We are leaders in innovation and are recognised and sought out for our professional skills and expertise.

"Freedom, ease of access to quiet and bookable spaces and computers"

Students on what they liked about Library spaces.

*The Library empowers minds
and enriches communities*



The Library creates a better future.

We contribute to a fair, equitable and sustainable world by promoting the ethical creation, dissemination and access to information and scholarly content.

Deliverables

- Rich library collections are readily discoverable and accessible, and we champion open access and open data.
- The Library will develop collections that provide a diversity of voices and perspectives, such as materials authored by Aboriginal and Torres Strait Islander peoples and members of gender, culturally or geographically diverse communities.
- The Library cares about wellbeing, prioritises inclusion and cultural safety, and recognises the importance of the whole person.

*We are an inspirational
cultural institution*



The Library's world class collections, practices and experts inspire the Sydney community to achieve more than they thought possible.

We are innovative leaders in a rapidly evolving field.

"I am very appreciative of library colleagues. The library is always enthusiastic to be involved. This strategic partnering should continue and grow."

Academic Staff

Deliverables

- The Library's collections are recognised for their quality, breadth and depth and are showcased to the global community.
- The Library is recognised as an international leader in information stewardship and engages with the global academic library community.
- The Library is agile and responsive to emerging trends, and develops innovative, sustainable services and infrastructure in its physical and digital environments.
- The Library encourages its communities to participate in lifelong learning by providing access to collections and engagement opportunities.

Our Journey Together



The strategy discovery process has been both consultative and iterative. The Library's values and mission have been agreed, its vision and priorities honed to reflect current ambitions, and strategic opportunities identified. The process has involved multiple engagements with stakeholders including Library staff across all areas and levels, students at various stages of their education, researchers, academic partners from across the University, alumni, community members and the Friends of the Library.

The feedback and inspirational ideas gathered from Library's diverse communities have enriched the overall strategy. The strategy has been shaped by the priorities articulated in the University's 2032 strategy and informed by trends identified in environmental scans.

The Library will continue to consult and adapt as we develop our supporting 3-year plans.

Consultation with Library stakeholders includes:

138

Library staff across a variety of workshops, meetings, and through online feedback mechanisms

118

online survey responses from alumni, community members and Friends of the Library

80

students in 8 focus groups

16

academic staff involved with in-depth interviews

Feedback invited on the draft strategy from senior University stakeholders including the Provost, Deans, Academic Board, and the University Executive.

“Faculty particularly value the support the Library provides to identify quality scholarly publications, provide research metrics, interpret what they mean and how to use them.”

Academic Staff

“I want to be able to read widely and deeply in my own and other cultures. To be able to access rare, out of print and old books is most precious to me in continuing to live a culturally rich and meaningful life. I value the incredible resources it has to offer. It is an integral resource to my life.”

Library Community Borrower



THE UNIVERSITY OF
SYDNEY

