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**CODES**

Access Svcs -----	Access Services
Acq Librarian -----	Acquisition Librarian
Admin -----	Dean, Associate Dean
AgNIC Work G-----	AgNIC Work Group
Archives & Spec Coll -----	Archives & Special Collections
Assoc. Dean -----	Associate Dean
Bldg Monitor-----	Building Monitor
Bus Mngr-----	Business Manager
Campus Sign Officer -----	Campus Sign Officer
Cat Staff -----	Cataloging Staff
CD Group-----	Collection Development Group
CD Librarian -----	Collection Development Librarian
Dgtl Measures WrkG-----	Digital Measures Work Group
DACC -----	Doña Ana Community College
DE WorkG -----	Distance Ed Work Group
DH -----	Department Heads
Gov Doc Librarian -----	Government Documents & Maps Librarian
Grants -----	Grants/University Relations Officers
HR Liaison-----	Library HR Liaison
Instruc Coord.-----	Instruction Coordinator
Lib Dev Officer-----	Library Development Officer
Libsys5 -----	Lib System 5
Libsys5 Liaison -----	Lib System 5 Liaison
NMSU-C -----	NMSU- Carlsbad
OFS -----	Office of Facilities and Services
R&R Svcs -----	Reference & Research Services
Search Comm -----	Search Committees
SS -----	Subject Specialists
Staff -----	All Staff
Sys -----	Systems
Tech Svcs -----	Technical Services
TForce -----	Task Force
Web Dsgnr -----	Web Designer
2012 Cmt -----	2012 Committee

**ADMINISTRATIVE/ INFRASTRUCTURE/ ORGANIZATIONAL EFFICIENCY**

OBJECTIVE	ACTION	PROGRESS MADE
1. Reduce operational costs (Living the Vision, Goal 5-Obj. 2)	1.1 Review entire library phone system to make sure we are as cost effective as possible 1.2 Make changes	1.1-1.2 Achieved
2. Review & strengthen library statistics reporting (Living the Vision, Goal 5-Obj. 2)	2.1 Review existing procedures 2.2 Implement changes, if needed 2.3 Work with vendors to provide cost per use data	2.1 Continue in FY12
3. Optimize consortial agreements to reduce operating cost (Living the Vision, Goal 5-Obj. 2)	3.1 Investigate alternatives for consortial agreements 3.2 Make recommendations 3.3 Implement changes	3.1-3.3 Achieved Joined Portico and Lyris. Renewed consortial agreement with Amigos.
4. Integrate digital activities into Library organization (Living the Vision, Goal 3-Obj. 2) Library 2009-2012 Plan	4.1 Identify organizational home for digital projects 4.2 Initiate projects	4.1 – Achieved 4.2 Continue in FY12
5. Centralize all cataloging functions in Technical Services (Living the Vision, Goal 5-Obj. 2)	5.1 Transition Special Collections cataloging back into Technical Services 5.2 Transition Gov. Docs. Cataloging back into Technical Services	5.1 – 5.2 Achieved
6. Strengthen library security	6.1 Respond to the recommendations of the security audit for Zuhl Library 6.1a Make decisions on implementation 6.1b Identify funding 6.1c Implement 6.2 Investigate methods of identifying library owned materials 6.2a Implement	6.1 – 6.2a Partially Achieved Continue in FY12
7. Maximize use of existing shelving resources	7.1 Organize all shelving components at Branson and Zuhl 7.2 Perform physical inventory and create report	7.1 Continue in FY12 7.2 Continue in FY12

New Mexico State University Library  
2010- 2011 STRATEGIC TARGETS  
Final Report  
**ASSESSMENT**

OBJECTIVE	ACTION	PROGRESS MADE
1. Have NMSU Library do at least two assessment activities	1.1 Assess impact of building hours and service hour changes on services 1.2 Conduct seating capacity study and do analysis 1.3 Assess Mail/Inventory/Supplies Unit	1.1 – 1.2 On-going, no longer a Strategic Target  1.3 Achieved

OBJECTIVE	ACTION	PROGRESS MADE
1. Optimize the approval Plan (Living the Vision, Goal 5-Obj. 2)	1.1 Review current approval plan 1.2 Propose changes 1.3 Implement changes	1.1-1.3 Achieved
2. Align local federal depository collection management practices with national recommendations	2.1 Review recommendations on federal depository collection management (FDLP Strategic Plan, ARL/Ithaka reports, etc.) and determine implications for local collection 2.2 Work with regional depository librarian to conduct comprehensive review of NMSU's depository collection 2.3 Review and revise item selection profile and collection development statements as appropriate	2.1 Achieved  2.2 Achieved  2.3 Achieved
3. Spend Down Current Use Accounts Library 2009-2012 Plan	3.1 Spend down funds of current use accounts (Non-recurring cost obligations) 3.2 Reduce the number of current use funds.	3.1 Continue in FY12 FY11- Spent down \$58,690  3.2 Continue in FY12 FY11- Closed 4 current use fund accounts

**FACILITIES/SPACE**

OBJECTIVE	ACTION	PROGRESS MADE
1. Complete new Way Finding System – Branson <i>Library 2009-2012 Plan</i>	1.1 Finalize signs to be installed on 2 <sup>nd</sup> -4 <sup>th</sup> floors 1.2 Install signs 2 <sup>nd</sup> -4 <sup>th</sup> floor	1.1 Achieved 1.2 Continue in FY12
2. Construct Archives as part of Domenici Public Policy Institute Bldg (multiple years) <i>Library 2009-2012 Plan</i>	2.1 Participate in building design planning	2.1 Pending funding
3. Reduce energy consumption <i>(Living the Vision, Goal 5-Obj. 2)</i>	3.1 Install energy efficient lighting BRR Project – Zuhl Library	3.1 Continue in FY12 Requires OFS action.
4. Optimize library space <i>(Living the Vision, Goal 5-Obj. 2)</i> <i>Library 2009-2012 Plan</i>	4.1 Repurpose Branson Rm. 265 for library use 4.2 Repurpose 1 <sup>st</sup> floor area for Gov. Docs services and collections 4.3 Plan and relocate Technical Services	4.1 Achieved 4.2 Achieved 4.3 Continue in FY12
5. Offload weight from stack areas in both libraries to meet floor load weight criteria	5.1 Relocate Gov. Docs. (Federal & State) to 1 <sup>st</sup> floor Branson Library 5.2 Make recommendations for remote storage facility 5.3 Work with others on campus to procure off-sites storage facility 5.4 Relocate collections to storage 5.5 Shift all collections to redistribute loads 5.6 Make necessary catalog changes	5.1 Achieved 5.2 Achieved 5.3 Pending administrative action OFS/Provost. Continue FY12 5.4 Pending obtaining storage facility 5.5 Continue FY12 5.6 Continue FY12
6. Redesign public spaces in both libraries to better address library user needs <i>(Living the Vision, Goal 5-Obj. 2)</i> <i>Library 2009-2012 Plan</i>	6.1 Consolidate and relocate Current Periodicals Reading Room 6.2 Install historical photographs from our collections 6.3 Install new modular computer workstations in Branson Library 6.4 Expand number of computer workstations 1 <sup>st</sup> floor Zuhl Library	6.1 Achieved 6.2 Achieved 6.3 Achieved 6.4 Achieved

**FISCAL MANAGEMENT**

OBJECTIVE	ACTION	PROGRESS MADE
1. Adjust Library Materials budget in response to budget reductions (Living the Vision, Goal 5-Obj. 2)	1.1 Renegotiate subscriptions 1.2 Terminate subscriptions 1.3 Review alternatives to current departmental allocation model 1.3a Implement new model	1.1 Achieved 1.2 Achieved 1.3 Achieved 1.3a Achieved – Move to new ledger in FY12
2. Reduce Operating Budget by \$308,000 (Recurring costs) (Living the Vision, Goal 5-Obj. 2)	2.1 Identify areas for budget reductions 2.2 Make organizational & budget adjustments	2.1-2.2 Achieved
3. Assess status of perpetual access provisions in current licenses (Living the Vision 2009, Goal 5)	3.1 Establish e-licensing standards including perpetual access as a component of all license agreements	3.1 On-going, no longer a Strategic Target

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**FUNDRAISING**

OBJECTIVE	ACTION	PROGRESS MADE
1. Create 2 new endowments (Living the Vision, Goal 5-Obj. 2) Library 2009-2012 Plan	1.1. Identify donors and sign agreements	1.1 Continue in FY12 One new endowment created.
2. Increase by at least 3% the growth of 4 existing endowments (Living the Vision, Goal 5-Obj. 2) Library 2009-2012 Plan	2.1. Identify donors to "grow" existing endowments & "do the ask"	2.1 Achieved and exceeded Casad-Mandell; Leza; Apodaca; Blaney; DeWitt; Titus
3. Increase the giving culture within the Library (Living the Vision, Goal 5-Obj. 2)	3.1. Raise the level of staff participation in giving to the Library by 5%	3.1 Decision not to pursue
4. 2 million Volumes by 2012 Campaign (Living the Vision, Goal 5-Obj. 2) Library 2009-2012 Plan	4.1 Create and promote University wide campaign as well as community based campaign 4.2 Increase the level of giving to campaign	4.1 Achieved 4.2 Achieved
5. Raise funds to add US/ Mexico border related collections to Archives (Living the Vision, Goal 3-Obj. 2) Library 2009-2012 Plan	5.1 Identify donors with interest in border issues and make the ask 5.2 Identify relevant collections to acquire and raise funds 5.3 Letter campaign to large donor pool with subject interest	5.1 Achieved 5.2 Continue in FY12 5.3 Achieved
6. Plan fundraising events	6.1 Plan, promote and execute Round Up Digitization Celebration	6.1 Achieved
7. Publish Casad/ VanWinkle Biography Library 2009-2012 Plan	7.1 Work with author on publishing book	7.1 Continue in FY12 Manuscript completed & being reviewed by publisher
8. Collaborate with others on campus to do joint fundraising Library 2009-2012 Plan	8.1 Work with Alumni Association on fundraising activity	8.1 Achieved USB Drives; % of membership dues to Library; calendar sales

**ONE UNIVERSITY ONE LIBRARY**

OBJECTIVE	ACTION	PROGRESS MADE
1. Facilitate acquisitions and cataloging processes at the NMSU Community College libraries (Living the Vision, Goal 5-Obj. 2) Library 2009-2012 Plan	1.1 Collaborate with DACC to order and track materials through Voyager acquisitions module 1.1a Monitor and assess  1.2 Explore options available for DACC in using GOBI order service 1.2a Implement if feasible 1.3 Investigate feasibility of NMSU-Las Cruces performing cataloging functions for NMSU-Carlsbad	1.1 Achieved  1.1a Continue in FY12  1.2 Achieved  1.2a Achieved 1.3 Continue in FY12
2. Gain efficiencies by functioning as One University-One Library (Living the Vision, Goal 5-Obj. 2) Library 2009-2012 Plan	2.1 Establish system-wide cooperative collection development policies & procedures	2.1 On-going, no longer a Strategic Target
3. Improve system-wide resource sharing	3.1 Participate in the planning and implementation of the new Request It! Service 3.2 Integrate NMSU-Alamo as a new satellite site into existing ILLiad processes 3.3 Monitor and assess	3.1 Achieved  3.2 Achieved  3.3 Continue in FY12 under Assessment category
4. Establish common circulation policies for consistency in user services	4.1 Create workgroup to review existing policies and procedures system-wide 4.2 Make recommendations 4.3 Formalize and implement	4.1 -4.3 On-going, no longer a Strategic Target



**PERSONNEL**

OBJECTIVE	ACTION	PROGRESS MADE
1. Implement an e-portfolio system	1.1 Do design (Digital Measures) 1.2 Implement design	1.1-1.2 Continue in FY12
2. Personnel records retention review	2.1 Review state & university requirements re: records retention 2.2 Assure library records are in compliance with 2.1	2.1 Continue in FY12 2.2 Achieved
3. Hire staff to meet operational needs of library (Living the Vision Goal 2)	3.1. Hire Acquisitions Librarian 3.2. Hire Business Librarian  3.3. Hire non exempt position vacancies	3.1 Achieved 3.2 Position reverted to Provost. Funding for position/submitted as part of FY12 Comprehensive Budget Review process. Decision pending. 3.3 On-going, no longer a Strategic Target

OBJECTIVE	ACTION	PROGRESS MADE
1.Establish needed library policies and/or revise existing library policies (Living the Vision, Goal 5-Obj. 2)	1.1 Corporate Borrowers Card Policy	1.1 Decision not to pursue
	1.2 Filming/Photographing in the Library Policy	1.2 Continue in FY12
	1.3 Keys Policy	1.3 Decision not to pursue.
	1.4 Orphan Works	1.4 Decision not to pursue.
	1.5 Confidentiality of Records Policy	1.5 Achieved
	1.6 Services for Users with Disabilities (Revision)	1.6 Achieved
	1.7 Unattended Children (Revision)	1.7 Achieved

**PROFESSIONAL DEVELOPMENT/TRAINING WORKFORCE**

OBJECTIVE	ACTION	PROGRESS MADE
1. Improve professional skill levels of NMSU Library staff. (Living the Vision, Goal 2) Library 2009-2012 Plan	1.1 Provide opportunities for staff training and professional development	1.1 Achieved Workshops held- RDA, E-Casting

**SERVICES**

OBJECTIVE	ACTION	PROGRESS MADE
1. Increase access to collections <a href="#">Library 2009-2012 Plan</a> (Living the Vision, Goal 5)	1.1 Reduce the backlog of unprocessed collections 1.1.a Process collections identified	1.1 85% Achieved  Walter Lwowski Rosalie Rader Ray Veitch Las Cruces City Council Progress Club Pan American Round Table Howard Phillips
2. Increase quality and content of NMSU/AgNIC sites <a href="#">Library 2009-2012 Plan</a> (Living the Vision 2009, Goal 5)	2.1 Rangelands content into Content DM and enhance with metadata	2.1 Initiated project to digitize NMSU Cooperative Extension publications. Fundraising underway.
3. Provide self service checkout <a href="#">Library 2009-2012 Plan</a> (Living the Vision, Goal 5-Obj. 2)	3.1 Purchase 3M Self Check-out System 3.2 Install 3.3 Promote new service	3.1 – 3.3 Achieved
4. Provide information on computer availability in libraries and campus labs <a href="#">Library 2009-2012 Plan</a>	4.1 Install Labstats computers in both libraries in collaboration with ICT. 4.2 Promote new service	4.1 – 4.2 Achieved
5. Increase computing capability within Library by offering notebook/laptop loan program <a href="#">Library 2009-2012 Plan</a>	5.1 Develop policies & procedures 5.2 Implement and assess	5.1 -5.2 Achieved
6. Provide users with “one-stop” access to IDS and inter-campus borrowing and lending services <a href="#">Library 2009-2012 Plan</a> (Living the Vision 2009, Goal 5)	6.1 Make systems changes 6.2 Rebrand existing ILLiad and Pegasus services as <i>Request It!</i> 6.3 Evaluate staff functions, adjust and train 6.4 Monitor deliveries between NMSU campuses	6.1 – 6.4 Achieved
7. Broaden the library instruction base. <a href="#">Library 2009-2012 Plan</a>	7.1 Pilot new one-credit research skills course (LIB 101)	7.1 Achieved

**SYSTEMS**

OBJECTIVE	ACTION	PROGRESS MADE
1. Improve Voyager System function (Living the Vision, Goal 5) Library 2009-2012 Plan	1.1 Based on feedback continue to improve online catalog	1.1 Continue in FY12. Did 1 <sup>st</sup> OPAC interface redesign
2. Enhance Library website Library 2009-2012 Plan	2.1 Add "suggest a purchase" form to solicit user recommendations for collection development 2.2 Continue to design Domenici website	2.1 – 2.2 Continue in FY12
3. Increase donor recognition options	3.1 Design and implement electronic bookplate capability	3.1 Achieved
4. Improve access to library resources and services through mobile technologies	4.1 Share/promote existing capabilities 4.2 Explore potential applications 4.2a Implement if feasible	4.1 – 4.2a Implement mobile interface for OPAC.