Historical note

This document is a merged version of prior LIS strategic plans that were updated each year from 2009-2014, compiled by Professor Emerita Violet Harada in December 2014.

Vision Statement for the LIS Program

The LIS Program prepares students to be tomorrow's highly skilled leaders in libraries, archives, and other information professions by
  ➢ delivering a quality program that offers courses and professional opportunities for students to meet the challenges of the digital age workplace
  ➢ establishing and nurturing partnerships within the University and beyond to recruit and educate an increasingly diverse body of graduate students
  ➢ promoting scholarly research and service among students and faculty that befit a premier research institution
  ➢ maintaining high standards of professionalism, integrity and conduct for students and faculty.

Mission Statement for the LIS Program

The mission of the LIS Program is to educate individuals for careers as librarians, archivists and other information professionals and to undertake instruction, research, and service programs to meet current and emerging needs in library and information science, technology and practice. The Program supports the Department's, College's, and University's missions by developing leadership in a diverse local, national and international population with an emphasis on Hawai'i and the Asia-Pacific region.

LIS Program Strategic Goals and Objectives 2009-2014
1. Provide a curriculum that meets the evolving demands of the job market for librarians and other information professionals. A. Maintain a continuous review and implementation process for systematic curriculum renewal and enhancement. B. Expand LIS Program partnerships with UH system units, government agencies, and community organizations. C. Assess the culminating experience and implement changes as appropriate.
2. Serve the needs of a diverse student population. A. Recruit students from diverse backgrounds. B. Provide high quality advising and mentoring to students. C. Expand opportunities that enhance professionalism and leadership, and which bridge the curriculum and the job market. D. Review and improve modes of offering courses via distributed learning.

3. Advance faculty excellence in teaching, research, and service.

A. Maintain a high quality of instruction.

B. Maintain productive research and service initiatives with diverse communities.

C. Promote UH, state, national, and international recognition of faculty excellence in research, teaching and service.

D. Hire new faculty to support program goals and student needs.

E. Provide mentoring support for junior and adjunct faculty.

F. Obtain tenure or promotion.

4. Provide a quality learning and research environment for students and faculty.

A. Plan and execute a smooth return to reconstructed facilities in Hamilton Library.

B. Continue to enrich the intellectual and professional environment.

C. Continue to improve physical and intellectual access to information technologies.

D. Enhance the administrative structure and organization of the LIS Program.

5. Strengthen the emphasis on Hawaii, Asia, and the Pacific in teaching, research, and service.

A. Enhance the Hawaii-Asia-Pacific components within the LIS curriculum.

B. Encourage faculty and students to do research and provide services in Asia-Pacific areas.

C. Forge Asia-focused, Pacific-focused, and Hawaii-focused alliances within the UH system, and with the local, national, and international LIS communities.

Strategic Goal 1: PROVIDE A CURRICULUM THAT MEETS THE EVOLVING DEMANDS OF THE JOB MARKET FOR LIBRARIANS AND OTHER INFORMATION PROFESSIONALS.

Objective A: Maintain a continuous review and implementation process for systematic curriculum renewal and enhancement.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
A1. Align curriculum with revised LIS Student Learning Outcomes.	Matrix aligning courses with Student Learning Outcomes	2011	LIS Curriculum Committee
A2. Execute additions, deletions and modifications to LIS courses as approved by faculty.	UHM 1 and UHM 2 forms	2013: dropped 602, 661, 662 2013: modified 605, 610	LIS Curriculum Committee Faculty assigned make the changes
A3. Identify how LIS courses address the following targets identified by community stakeholders as essential: • real world applications • advocacy • management and leadership • assessment—collection, analysis and use of data for improvements and advocacy • ethical issues • multicultural/diversity issues • nontraditional career trends • technology proficiency • community engagement • digital literacy	Summaries of discussions at LIS faculty meetings	Ongoing	LIS Curriculum Committee
A4. Continue assessment for student learning across LIS curriculum	Course assessment profiles and samples of student work	Ongoing	LIS Curriculum Committee Course instructors
A5. Explore possibility of informatics track	Report to LIS faculty	Moved to 2015-2020 strategic plan	Gazan

Strategic Goal 1: PROVIDE A CURRICULUM THAT MEETS THE EVOLVING DEMANDS OF THE JOB MARKET FOR LIBRARIANS AND OTHER INFORMATION PROFESSIONALS.

Objective B: Expand LIS Program partnerships with UH system units, government agencies, and community organizations.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
B1. Collaborate with other departments, organizations, and agencies to offer courses, programs, and services for students and in-service professionals	Annual summaries compiled in collaboration with faculty Project PEARL in-service with Hawaii DOE (Web site)	Ongoing	LIS Professional Development Committee Harada (PEARL)
B2. Promote LIS courses as professional development for alumni	Communication through state email lists	Ongoing	LIS Professional Development Committee

Strategic Goal 1: PROVIDE A CURRICULUM THAT MEETS THE EVOLVING DEMANDS OF THE JOB MARKET FOR LIBRARIANS AND OTHER INFORMATION PROFESSIONALS.

Objective C: Assess the culminating experience and implement changes as appropriate.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Revise the oral exam for Plan B (non-thesis option) to align with SLOs	Revised oral exam	2012	LIS Curriculum Committee
C2. Assess and analyze oral exam results	Individual rating sheets and compiled data	Ongoing	LIS Curriculum Committee, LIS faculty
C3. Raise student awareness of Plan A (thesis option)	Student advising New student orientation Theses in ScholarSpace institutional repository	Ongoing	LIS faculty advisors
C4. Provide guidelines and assess thesis procedures	Rating sheet for assessment Web site lists: policies, examples, links to successful theses, readiness criteria	2014: draft of rating sheet	LIS Curriculum Committee, LIS faculty

Strategic Goal 2: SERVE THE NEEDS OF A DIVERSE STUDENT POPULATION.

Objective A: Recruit students from diverse backgrounds.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
A1. Recruit and educate an increasing number of students especially from ethnically underrepresented groups, neighbor islands, STEM	Enrollment statistics, promotional materials, Web announcements	Ongoing	LIS Chair, LIS Student Affairs Committee
A2. Secure extramural funding and scholarship opportunities especially for students from underrepresented groups	Web announcements, news releases	Ongoing	LIS Chair, LIS Student Affairs Committee
A3. Develop and implement a recruitment plan that includes outreach to departments, organizations, and community sectors	Recruitment plan, promotional materials, Web announcements	Ongoing	LIS Chair, LIS Student Affairs Committee

Ethnically underrepresented groups = *this refers to the UH designations of diversity; underrepresented groups include Filipino, Pacific Island, and Native Hawaiian populations.*

Strategic Goal 2: SERVE THE NEEDS OF A DIVERSE STUDENT POPULATION.

Objective B: Provide high quality advising and mentoring to students.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
B1. Maintain and enhance advising-related information on the LIS Web site	LIS Web site	Ongoing	LIS Web Team with LIS Chair
B2. Monitor effectiveness of the advising process	Surveys of LIS current students and graduating students	Ongoing	LIS Student Affairs Committee
B3. Support appropriate independent study through LIS 699 and thesis research	Proposals for LIS 699 and theses	Ongoing	LIS faculty advisors
B4. Recommend sources for internal and external funding to students	Announcements on LIS Web site, lis-stu listserv	Ongoing	LIS Student Affairs Committee

Strategic Goal 2: SERVE THE NEEDS OF A DIVERSE STUDENT POPULATION.

Objective C: Expand opportunities that enhance professionalism and leadership, and which bridge the curriculum and the job market.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Have students join and participate in the activities of at least one professional organization or group during their time in the Program	Student advising records, exit survey	Ongoing	LIS faculty advisors
C2. Offer at least three workshops and brown bag sessions each semester	Publicity materials, Web announcements	Ongoing	LIS Professional Development Committee
C3. Publicize availability of financial aid or scholarships to participate in professional activities	Publicity materials, Web announcements	Ongoing	LIS Professional Development Committee
C4. Increase the number of students who create public ePortfolios	ePortfolios, exit survey	Ongoing	LIS Professional Development Committee, LIS Web Team

Strategic Goal 2: SERVE THE NEEDS OF A DIVERSE STUDENT POPULATION.

Objective D: Review and improve modes of offering courses via distributed learning.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
D1. Assess and strengthen effectiveness of online synchronous or asynchronous course delivery	Course evaluations, surveys of current LIS students and graduating students	Ongoing	LIS Curriculum Committee
D2. Offer at least one asynchronous online course each year	Course syllabi, schedule of courses	Ongoing	LIS Chair with faculty
D3. Explore possibility of joining WISE Consortium	Report to LIS faculty	Tabled	Wertheimer

Distributed learning = *instructional models that allow instructors, students, and content to be located in different, noncentralized locations. Distributed learning can be used in combination with traditional classroom-based courses as well as with distance learning courses. It can also refer to wholly virtual classrooms.*
.
Asynchronous online learning = *online learning opportunities and support that can take place or be accessed at any time, i.e., they are not fixed to standard timetabled lectures or seminars.*

Strategic Goal 3: ADVANCE FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective A: Maintain a high quality of instruction.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
A1. Identify and share effective teaching/learning strategies used in courses	Minutes of LIS faculty meeting; course syllabi, course evaluations	Ongoing	LIS Curriculum Committee with faculty
A2. Collect evidence of student course achievement, along with constructive critiques and assessment criteria	Course assessment profiles with student work samples	Ongoing	LIS Curriculum Committee
A3. Survey LIS graduating students and alumni on the general quality of instruction received	Survey results	End of fall and spring semesters for graduating students Every 5 years for alumni (done in 2014)	LIS Student Affairs Committee
A4. Survey employers on the effectiveness of graduates in their current jobs	Survey results	Every 5 years (next in 2015)	LIS Student Affairs Committee
A5. Assess internships and practica and create more recognition of student work in regular internships	Internship evaluations, practicum assessments	Ongoing	Internship and Practicum Coordinators
A6. Modify curriculum and instruction based on assessment results of A1-A5	Course syllabi	Ongoing	LIS Curriculum Committee with faculty
A7. Work with adjunct faculty in preparing courses	Course syllabi	Ongoing	LIS Chair

Strategic Goal 3: ADVANCE FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective B: Maintain productive research and service initiatives with diverse communities.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
B1. All tenure track faculty submit and/or publish at least two works for publication each year	Vitae documenting submissions and publications, ICS workload reports	Ongoing	LIS faculty
B2. All tenure track faculty disseminate their expertise through a minimum of one local, national, or international conference or other professional forum each year	Presentation documents, conference programs, vitae documenting presentations	Ongoing	LIS faculty
B3. All tenure track faculty participate in service-related activities at the local, national, and/or international levels each year	Vitae documenting service activities	Ongoing	LIS faculty
B4. Tenure track faculty encourage students to engage in research and service-related activities	Course syllabi, vitae, LIS 699, theses, conference presentations, student research in ScholarSpace institutional repository	Ongoing	LIS faculty

Strategic Goal 3: ADVANCE FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective C: Promote UH, state, national, and international recognition of LIS faculty excellence in teaching, research, and service.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Be recognized for excellence in research, teaching, and service	Documents of awards and other forms of recognition, vitae	Ongoing	LIS Personnel Committee with faculty
C2. Publicize awards and other forms of recognition received through various campus, local, national and international print and electronic media	News releases, posts on the HLA list, HLA Facebook and Flickr sites, ICS and LIS sites	Ongoing	LIS Personnel Committee with faculty

Strategic Goal 3: FURTHER FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective D: Hire faculty to support program goals and student needs.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
D1. Hire faculty as needed based on strategic goals of the Program	Position advertisements, contracts awarded	2013-2015: 3 retirements, 2 positions filled	ICS and LIS Chairs with Dean of College, ICS/LIS Personnel Committees

Strategic Goal 3: ADVANCE FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective E: Provide mentoring support for junior and adjunct faculty.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
E1. Update LIS online handbook for new and adjunct faculty	Handbook	Ongoing	LIS Chair, LIS Personnel Committee
E2. Maintain mentoring support for junior faculty	Handbook, informal reports from mentors and mentees	Ongoing	LIS Personnel Committee with senior faculty
E3. Provide mentoring support for all adjunct faculty	Handbook, syllabus template, sample syllabi	Ongoing	LIS Chair

Strategic Goal 3: ADVANCE FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective F: Obtain tenure or promotion.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
F1. Gain tenure and promotion (LIS and LIS/ICS faculty)	Dossiers, letters of award	By 2012: 4 junior faculty received tenure and promotion	LIS and LIS/ICS faculty, ICS/LIS Personnel Committees
F2. Meet requirements of post-tenure review (tenured LIS and LIS/ICS faculty)	Post-tenure documents, results of the reviews	Ongoing	LIS and LIS/ICS faculty, ICS/LIS Personnel Committees

Strategic Goal 4: PROVIDE A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective A. Plan and execute a smooth return to reconstructed facilities in Hamilton Library.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
A1. Coordinate the return to LIS reconstructed facility in Hamilton Library	Progress reports at LIS faculty meetings	2010	LIS coordinator for return to Hamilton (Knuth); Center for Instructional Support; Hamilton Library staff; ICS IT specialist (Oshiro)
A2. Conduct ongoing student and faculty assessment of the new facility after the move, and optimize based on feedback	Assessment records and responses	2010-2011	LIS coordinator for return (Knuth)
A3. Maximize outreach to publicize facilities, program and profession	Event programs	2010-2011	Knuth, Terry Skilman, LIS Alumni

Objective B: Continue to enrich the intellectual and professional environment.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
B1. Publicize publications and presentations by students, faculty, information professionals and researchers; and UHM sponsored events	Promotional materials, Web announcements, news releases, ScholarSpace, Program display case	Ongoing	LIS Professional Development Committee, LIS student organizations, Hamilton Library events coordinator
B2. Incorporate faculty research findings in the courses taught	Vitae, course syllabi	Ongoing	LIS faculty
B3. Explore social and networking opportunities for students	LIS Web site, event announcements, student organization Web sites Also through social networks, e.g., Second Life, Twitter, blogs, LIS Commons, Tech Bytes	Ongoing	LIS Student Affairs Committee, LIS Alumni Group, LIS student organizations, Beta Phi Mu

Strategic Goal 4: PROVIDE A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective C: Continue to improve physical and intellectual access to information technologies.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Monitor the impact of the ICT* requirement for the MLISc degree	Minutes of LIS faculty meetings, exit survey, alumni and employer surveys	Ongoing	LIS Student Affairs Committee and LIS Curriculum Committee
C2. Promote student participation in ICT-related organizations and events	Student advising documents, promotional materials, student organization reports	Ongoing	LIS faculty advisors, LIS student organizations
C3. Assess, maintain, and upgrade technology infrastructure (including technical support)	Minutes of ICS/LIS faculty meetings	Ongoing	ICS Infrastructure Committee, ICS IT specialist
C4. Offer at least one ICS course per year	Course syllabi, LIS course schedule	Ongoing	LIS Chair

Strategic Goal 4: PROVIDE A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective C. Enhance the leadership structure and organization of the LIS Program.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Improve the storage, retrieval, and distribution of online LIS Program data	Minutes of LIS faculty meetings, LIS faculty space in Laulima	Ongoing	LIS chair
C2. Assess LIS role in CIS Program	Participation of LIS faculty in CIS PhD courses, CIS Web site, area exams, faculty committees, dissertation committees LIS graduates accepted into CIS Program Facility for program and students	Ongoing	LIS/CIS chairs

Strategic Goal 5: STRENGTHEN THE EMPHASIS ON HAWAII, ASIA, AND THE PACIFIC IN TEACHING, RESEARCH, AND SERVICE.

Objective A: Enhance the Hawaii-Asia-Pacific components in the LIS curriculum.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
A1. Integrate relevant Hawaii-Asia-Pacific content in existing LIS courses	Course syllabi, Na Hawaii Imi Loa study	Ongoing	LIS faculty, adjunct faculty
A2. Create one new course with a Hawaiian/indigenous emphasis	Course syllabus	Summer 2015	LIS Chair with adjunct faculty
A3. Develop exchange programs and online teaching partnerships to strengthen Asia-Pacific content in curriculum	Exchange agreements, reports	2014: established exchange with Tsukuba University	LIS Chair with Asato
A4. Cross list and publicize existing courses that focus on Hawaii-Pacific-Asia content in other campus units	Cross listing agreements, news announcements	Ongoing	LIS Chair

Strategic Goal 5: INCREASE EMPHASIS ON HAWAII, ASIA, AND THE PACIFIC IN TEACHING, RESEARCH AND SERVICE.

Objective B: Encourage faculty and students to do research and provide services in Hawaii-Asia-Pacific areas.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
B1. Participate in local, national, and international conferences with Hawaii-Asia-Pacific themes (faculty and students)	LIS Web site, vitae	Ongoing	LIS faculty, Na Hawaii Imi Loa
B2. Conduct and promote research on Hawaii-Asia-Pacific LIS issues and collaborate with relevant scholars (faculty and students)	LIS Web site, vitae, ScholarSpace	Ongoing	Asato and Wertheimer
B3. Identify and publicize options for Hawaii-Asia-Pacific grants, scholarships and fellowships	LIS Web site, lis-stu listserv	Ongoing	LIS Chair
B4. Apply for a grant to expand Hawaii-Asia-Pacific research and services	Grant application	2014: IMLS grant proposal submitted	Montague

Strategic Goal 5: INCREASE EMPHASIS ON HAWAII, ASIA, AND THE PACIFIC IN TEACHING, RESEARCH AND SERVICE.

Objective C: Forge Asia-focused, Pacific-focused, and Hawaii-focused alliances within the UH system, and with the local, national, and international LIS communities.

ACTIVITY	DOCUMENTATION	BY WHEN	LEAD PERSON OR TEAM
C1. Seek possibility of projects on Hawaii-focused initiatives with relevant community agencies	LIS Web site, student papers, project proposals and reports	Ongoing	Quiroga with Na Hawaii Imi Loa
C2. Promote the current dual degrees with Asian Studies and Pacific Islands Studies	LIS Web site	Ongoing	LIS Chair with Asato
C3. Create new dual degree with Hawaiʻinuiakea, the School of Hawaiian Knowledge	Dual degree documents	2014	LIS Chair
C4. Expand partnerships in Asia with scholars, organizations, and practitioners Explore similar possibilities in the Pacific	Reports at LIS faculty meetings	Ongoing	LIS Chair with Asato
C5. Work with groups developing plans for a Native Hawaiian Librarian Association	Web announcements	Ongoing	Wertheimer, LIS Alumni Group, Native Hawaiian organizations