

Shared Collections Strategic Directions 2024/25

In an effort to ground our work in the [mission and vision of CDL](#), and also to frame our work in the context of our current work environment, Shared Collections is defining a framework for our overall strategic directions in 2024/25.

Carpe diem (seize the day) - navigating change strategically and sustainably

Shared Collections contributes to CDL's mission to "provide transformative digital library services, grounded in campus partnerships and extended through external collaborations, that amplify the impact of the libraries, scholarship, and resources of the University of California" by strategically harnessing the opportunities of change and intentionally managing change from a lens of sustainability. As we navigate change together, we are committed to teamwork, communication, learning, respect, and sustainability.

We meet and manage the opportunities of change through lenses of:

- **Circles of collaboration and influence**
 - We work collaboratively with and provide essential resources for other CDL program areas, UC Libraries, and the UC campuses.
 - We collaborate with the regional, national, and international library and scholarly communications community, including vendor partners, to amplify the impact of UC resources and bring further benefit to the UC System.
 - We develop and implement innovative, evidence-based programs and services that benefit UC and the larger library and scholarly community, bringing both expertise and empathy to collaborative projects.
- **Impact at scale**
 - We bring our collective capacity and expertise to programs and services that manage and leverage the scale of resources and activity of the UC System.
 - We leverage the scale of our collective investments of financial and human resources to lead change that improves processes and outcomes for the UC System and the larger library and scholarly community.
 - We recognize that focusing on large-scale impact may exclude historically underserved communities, and we seek opportunities and partnerships that extend the benefits of our work to these groups.
 - We expand our impact at scale by building relationships and collaborating with other CDL teams whose capacity and skills complement ours.
- **Balancing maintenance and innovation**
 - We recognize and center the critical role of maintenance to ensure the sustainability of the work we do.
 - We prioritize our role as stewards of UC's financial resources and deploy those resources strategically and responsibly to maximize the benefit our communities realize from these resources.

- We sustain processes, systems, and relationships that contribute to the UC System mission by developing and implementing creative solutions to current and emerging challenges.
- **Values-forward approach**
 - We center the [values articulated by CDL staff](#) in all the work that we prioritize.
 - We strive to ensure that our work promotes equity.
 - We endeavor to identify all those impacted by our work and involve them appropriately.

We create and sustain a work culture that values:

- **Teamwork**
 - We are at our best when each of us brings our unique strengths to our shared work, and we strive to catalyze these strengths through thoughtful, generous collaboration.
- **Communication**
 - We are at our best when we inform and engage with each other and our stakeholders about the work we are doing, and we recognize that doing so in a complex, rapidly changing environment requires consistent, intentional effort.
- **Learning**
 - We are at our best when we approach our work with open-minded curiosity and a willingness to change, and we support each other in our shared commitment to professional growth.
- **Respect**
 - We are at our best when we take the time to understand the diverse backgrounds, interests, and perspectives we bring to our work and show appreciation for the contributions each of us makes.
- **Sustainability**
 - We are at our best when we are transparent and honest about the workload we are managing and the resources we need to achieve mission-critical work, and we support one another in maintaining a sustainable and mission-critical portfolio.

We intend to use this document:

- To inform annual goal-setting, for both individuals and teams
- To evaluate potential new projects or efforts, including whether they are in or out of scope for current Shared Collections priorities
- To introduce new employees to Shared Collections during onboarding
- To provide external audiences with an understanding of Shared Collections priorities and work culture
- To establish a framework for regular review, revision, and reaffirmation of Shared Collections strategic directions