

Library Science and Information Services  
Department of Educational Technology and Library Science  
College of Education  
University of Central Missouri  
Strategic Plan  
2026-2030

## **Introduction**

The Master of Library Science (MLS) program at the University of Central Missouri (UCM) has a long and established history offering MLIS graduate degrees since 1975. As the program celebrates a milestone anniversary in 2025, and is proud of this legacy, it is also preparing for the future. This strategic plan is designed to meet the requirements for American Library Association (ALA) accreditation, while also positioning the program to become a leader in library and information science (LIS) education for the next 50 years, and beyond. This strategic plan contains the program's mission, vision, and current student learning outcomes, while also outlining new strategic goals. The development of this plan adheres to the ALA's Standards for Accreditation of Master's Programs in Library and Information Studies adopted in 2023 and is informed by these standards, program strategic planning, national trends in LIS education, and stakeholder engagement.

## **Context**

The mission and vision of the MLS program at UCM align with [the mission and values of the University of Central Missouri](#) and [the College of Education](#).

## **Mission**

The Master of Library Science program at UCM disseminates knowledge that transforms students into library leaders who possess the knowledge, skills, and confidence to succeed in all types of libraries.

## **Vision**

The Master of Library Science program at UCM aspires to provide transformational education by creating an inclusive learning community that connects learners worldwide with practitioners in their field of study.

These mission and vision statements articulate the program's ambitions and emphasize leadership, inclusion, and the transformative power of education. These guiding principles align with, and meet, ALA expectations, as well as addressing the future direction of LIS professions.

## **Strategic Goals**

In accordance with the MLS program's mission and vision statements, to meet the student learning outcomes, and to achieve initial – and continued – ALA accreditation, the MLS program has set ambitious, realistic, and measurable strategic goals. The following strategic goals emerged from the program's strategic planning process, review of ALA accreditation standards, examination of national trends within LIS education, and stakeholder engagement.

1. Deliver a rigorous, agile, forward-focused, pedagogically sound, and student-centered program curriculum that addresses pressing needs and prepares students as leaders in contemporary and future LIS professional roles
  - 1.1 Engage local, regional, national, and international partners to continually refine program and course content to ensure our students possess relevant and desired knowledge, understanding, competencies, and skills to serve as leaders in LIS professions
  - 1.2 Carry out ongoing, systematic, assessment of program learning outcomes (PLOs) to ensure our students possess relevant and desired knowledge, understanding, competencies, and skills to serve as leaders in LIS professions
  - 1.3 Conduct annual curriculum review to revise and refine program courses to ensure content remains relevant, updated, and current to contemporary trends in LIS
  - 1.4 Invite student feedback via continual and varied engagement methods (e.g., anonymous forums, virtual townhalls, course evaluations, etc.) and incorporate student comments and recommendations into curricular revision and refinement decisions
2. Reinforce and strengthen existing, and establish new, community partners and relationships at university, local, regional, national, and international levels as we contribute program and LIS values to address pressing social issues and challenges
  - 2.1 Collaborate with local, regional, national, and international partners to communicate program and LIS values as we contribute in efforts to address pressing social issues and challenges
  - 2.2 Actively engage with professional organizations to integrate external knowledge and experience into program operation
  - 2.3 Encourage and incentivize students to actively engage with professional organizations to leverage knowledge and experience of others for their own academic and professional development

3. Support research and activities that creates new, or contributes to existing, scholarly knowledge, provides practical insight into professional practice, and positively impacts communities
  - 3.1 Encourage, acknowledge, and recognize faculty research and other scholarly activities at the program, college, and university levels, while also promoting scholarly achievements to external stakeholders and professional organizations
  - 3.2 Conduct research with and for communities which is relevant, considers their wants and needs, and that produces beneficial findings, insights, and outcomes
  - 3.3 Engage and encourage MLS students to contribute to scholarship and research activities that is beneficial to their careers and is relevant to their professional interests
  
4. Cultivate a sustainable and inclusive academic community by implementing systematic strategies for the recruitment and retention of diverse students, faculty, and advisory council members, ensuring the program's leadership and learning environment reflect the values of equity and the diversity of the global LIS profession.
  - 4.1 Recruit students from a wide range of backgrounds, experiences, and identities to strengthen diversity within the MLS program.
  - 4.2 Foster an equitable and supportive learning environment that promotes the retention of students through advising, accessible resources, and community engagement.
  - 4.3 Recruit a diverse pool of full-time and part-time faculty who bring varied perspectives and practitioner expertise.
  - 4.4 Maintain a Library Science Advisory Board that reflects the diversity of the LIS profession and the communities served by our graduates.

The following table displays a concise overview of each strategic goal and key actions the program will take to ensure progress toward the achievement of the strategic goals.

<b>Strategic Goal</b>	<b>Objectives</b>
Rigorous program curriculum	<ul style="list-style-type: none"> <li>● Engage local, regional, national, and international partners to continually refine program and course content to ensure our students possess relevant and desired knowledge, understanding, competencies, and skills to serve as leaders in LIS professions</li> <li>● Carry out ongoing, systematic, assessment of program learning outcomes (PLOs) to ensure our students possess relevant and desired knowledge, understanding, competencies, and skills to serve as leaders in LIS professions</li> </ul>

	<ul style="list-style-type: none"> <li>● Conduct curricular review to revise and refine program courses to ensure content remains relevant, updated, and current to contemporary trends in LIS.</li> <li>● Invite student feedback via continual and varied engagement methods (e.g., anonymous forums, virtual townhalls, course evaluations, etc.) and incorporate student comments and recommendations into curricular revision and refinement decisions.</li> </ul>
Communities, partners, and service practices	<ul style="list-style-type: none"> <li>● Collaborate with local, regional, national, and international partners to communicate program and LIS values as we contribute in efforts to address pressing social issues and challenges.</li> <li>● Actively engage with professional organizations to integrate external knowledge and experience into program operation.</li> <li>● Encourage and incentivize students to actively engage with professional organizations to leverage knowledge and experience of others for their own academic and professional development.</li> </ul>
Research output	<ul style="list-style-type: none"> <li>● Encourage, acknowledge, and recognize faculty research and other scholarly activities at the program, college, and university levels, while also promoting scholarly achievements to external stakeholders and professional organizations.</li> <li>● Conduct research with and for communities which is relevant, considers their wants and needs, and that produces beneficial findings, insights, and outcomes.</li> <li>● Engage and encourage MLS students to contribute to scholarship and research activities that are beneficial to their careers and are relevant to their professional interests.</li> </ul>
Academic Community	<ul style="list-style-type: none"> <li>● Recruit students from a wide range of backgrounds, experiences, and identities to strengthen diversity within the MLS program.</li> <li>● Foster an equitable and supportive learning environment that promotes the retention of students through advising, accessible resources, and community engagement.</li> </ul>

	<ul style="list-style-type: none"><li>● Recruit a diverse pool of full-time and part-time faculty who bring varied perspectives and practitioner expertise.</li><li>● Maintain a Library Science Advisory Board that reflects the diversity of the LIS profession and the communities served by our graduates.</li></ul>
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## **Program-Level Learning Outcomes**

UCM's MLS program will continue to assess the following core program-level learning outcomes (PLOs), which are informed by the aforementioned strategic goals:

1. Apply the values, ethics, and professional guidelines of the library and information professions.
2. Plan for the sustainable management of human, fiscal, and information resources for access and equity
3. Plan for the implementation of technologies in libraries, including strategies for developing the technical skills and habits of mind in librarians, patrons, and stakeholders as necessary for innovation.
4. Curate, organize, and manage information resources to support retrieval by users.
5. Evaluate and propose library services for diverse communities.
6. Analyze data to make decisions for the library.