

CSUSB Libraries Strategic Plan 2025-30

Mid-Year Progress Report for 25-26

NOTE: Although the library's strategic plan was not formally adopted until the beginning of 2025, progress on some goals began in late 2024, so for the purposes of this first progress report, we will include a slightly longer period than usual. Going forward, progress reports will be annual, based on the academic year.

Library Strategic Plan Progress Team: Stacy Magedanz, Catrina Mancha, Sanjeet Mann, Eric Milenkiewicz, Bonnie Petry.

Goals, Objectives, Outcomes

Goal 1: Student Success

Objective 1: Acknowledge and value students' cultural, linguistic, and social identities

Outcome 1: Provide students with library materials that represent their identities.

- DEI related archival database purchases using money earmarked from campus Strategic Planning funds:
 - AY 2024-25
 - [Indigenous Life in America, 1690-present](#)
 - [Disability in the Modern World: History of a Social Movement](#)
 - [Environmental History: Conservation and Public Policy in America, 1870-1980](#) (\$1,369)
 - [Europe and Africa: Commerce, Christianity, Civilization, and Conquest](#) (\$1,369)
 - [Political Extremism and Radicalism: Far-Right and Left Political Groups in the U.S., Europe, and Australia in the Twentieth Century](#) (\$1,369)
 - [Power to the People: Counterculture, Social Movements, and the Alternative Press](#) (\$1,375)
 - [Public Health Archives: Public Health in Modern America, 1890-1970](#) (\$1,369)

- [Refugees, Relief, and Resettlement: The Early Cold War and Decolonization](#) (\$1,369)
- [Slavery and Anti-Slavery, A Transnational Archive, Part 3: The Institution of Slavery](#) (\$1,369)
- [U.S. Declassified Documents Online](#) (\$1,369)
- [The Times Digital Archive, 1785-2019](#) (\$1,369)
- [Archives of Sexuality and Gender](#), Part 5 (\$1,369)
- DEI related book purchases using money earmarked from campus Strategic Planning funds:
 - AY 2024-25 \$13,000
- With support from the Office of Tribal Relations, purchased \$5,000 worth of books relating to Native American/Indigenous Studies, including OTR- and librarian-suggested titles, Fall 2025
- Created Digital Exhibits that celebrate CSUSB's diversity: [Building the Coyote Legacy: A History of CSUSB](#) and [Strengthening the Pack: Black Leadership & Legacy at CSUSB](#) (2025)
- [South Colton Oral History Project](#) documents life in a Mexican-American community from 1890 to 1960 (completed 2025)
- [Bridges that Carried Us Over](#) digital archive documents the Inland Empire's Black community (2024-2025)

Outcome 2: Develop library spaces that reflect diversity and are welcoming for all.

- Added Author biographies on end caps of stacks shelves to highlight a diverse set of authors, Summer 2024
- Installed student-made Afro-Latine textile art (which had accompanied the [Afróntalo](#) 2023 exhibit at the Anthropology Museum) 4th floor near PL-4005, August 2024
- Added rocker chairs per request of neurodiverse students, 4th floor "cozy corner" and popular reading area, June 2024
- Provided space for the Neurodiversity Space (a.k.a. The Cog) in PL-2006; opened Fall 2025.
- Provided book displays for identity recognition months, such as Hispanic Heritage Month, Women's History Month, and others. First floor, in front of Library Service Desk.
- All-gender restrooms installed on 1st floor, April 2025; new directional signage provided.

Outcome 3: Offer programs that embrace socially conscious values.

- Author Visit: Dr. Debbie Reese for presentation "Representations of Native Peoples in Children's Literature" April 9, 2024
- Banned Books panel discussion, "Banned Graphic Novels" Sept. 24, 2024

- Author Visit: Michael Curato, author & illustrator of *Flamer*, book discussion Oct. 8, 2024
- Library co-sponsored the lecture series, [Conversations on Race & Policing](#), ongoing throughout 2024-2025
- Library co-sponsored the following events with other campus units:
 - screening & discussion of the film “Sugarcane” Nov. 12, 2025 with the Native American Heritage Month Committee.
 - in-person lecture by Dr. Cristina Mora “Normalizing Inequality: How Californians Make Sense of the Growing Divide” Oct. 16, 2025 with the Faculty Center for Excellence and the Hispanic Heritage Month Planning Committee
 - performance of short play “Sky Woman” Sept. 17, 2025 with the Office of Government, Tribal, and Community Relations
 - “By the Shore of Lake Michigan” panel presentation and poetry reading April 29, 2025, with the Asian Faculty Staff and Student Association. (The authors were imprisoned in the Japanese American WWII internment camps)
 - book talk “Performing Chinatown: Hollywood, Tourism, and the Making of a Chinese American Community,” April 23, 2025, with the APIDA Heritage Month Committee
 - program “Black Woman on Board: Claudia Hampton, the California State University and the Fight to Save Affirmative Action” March 3, 2025, with the Faculty Center for Excellence, the Office of Black Student Success, and the Black Faculty, Staff, and Student Association.
 - panel discussion on book “Indian, Black, and Irish: Indigenous Nations, African Peoples, European Invasions, 1492-1790” Nov. 7, 2024 with the Santos Manuel Student Union and the First Peoples Center.
 - book presentation “A Place at the Nayarit: How a Mexican Restaurant Nourished a Community” Sept. 25, 2024 with the Hispanic Heritage Month Planning Committee and the Santos Manuel Student Union
- “Pop-Tart Pop-in” Book Giveaways – Titles given away free have included banned books and books selected for identity-group observances such as Hispanic Heritage Month. Example titles:
 - They Called Us Enemy*
 - Genderqueer*
 - How the Garcia Girls Lost their Accents*
 - Gabi, a Girl in Pieces*
 - Aristotle & Dante Discover the Secrets of the Universe*
- Provided space & support for virtual reality experience “Gaza Unveiled: Virtual Reality Expedition into Pre- and Post-War Realities” for Arab American Heritage Month, April 16-18, 2024, and April 7 & 9, 2025

Objective 2: Advance life-long learning and critical information literacy

Outcome 1: Incorporate inclusive pedagogy practices.

- Workshops:
 - Inclusive Citation: Why do we only cite white guys? William Ortiz and Shana Higgins. Oct. 1 & Nov. 6, 2024; Feb. 12, 2025
- Presentation: Information Literacy Instruction Trifecta: Universal Design for Learning, Culturally Responsive Teaching, and Andragogy in Action; by William Ortiz for Library Team Meeting, July 21, 2025

Outcome 2: Offer varied modalities for building critical information literacy.

- [Critical Information Literacy Lab](#) online tutorials: quiz modules moved to Google, Summer 2024; three videos updated Summer 2025
- Recorded new or substantially updated library workshops for upload to YouTube (2024-25)
- Revised and updated asynchronous lab activity for PSYC 3311, July-August 2025

Outcome 3: Develop students' core competencies to help them to engage with information beyond the classroom.

- Hands-on student projects working with archival and primary source materials (physical and digital) in HIST 3160 and 3460 (2024-2025).
- Library workshops offered through the Office of Student Research, Fall 2025, including:
 - How to Read a Scholarly Article (9/11/25)
 - Zotero: Citation Management (10/16/25)
 - Advanced Google Searching and Evaluation of Results (10/30/25)
 - Identifying Different Types of Scholarly Journal Articles (11/13/25)
- Special Collections & University Archives hosted 3 student interns in 2024-25. Interns processed and completed finding aids for the Ratibu Shadidi Jacocks papers, Collection of Citrus Labels, City of San Bernardino Bicentennial Commission records, and Collection on the City of San Bernardino Bicentennial. Additionally, each intern curated a small exhibit on their collection and delivered a presentation on their project to library staff.

Objective 3: Promote student engagement with the libraries' collections, programs, and services

Outcome 1: Identify and eliminate barriers to discovering library resources to improve user experience.

- Revised OneSearch scopes to reduce interface complexity and user confusion, as well as reduce request for items that are unobtainable; Summer 2025. Revised Library Guides user documentation and instructional videos accordingly.
- Increased the discoverability of 17 archival collections through the creation of online finding aids in [ArchivesSpace](#)
- Added 1,356 items to library digital collections in [ScholarWorks](#) for online discovery and display
- In response to student concerns regarding the CDOTA textbook project, Jennifer Beamer and Shana Higgins met with ASI students to discuss textbook costs (Fall 2024)

Outcome 2: Identify and promote services for meeting users at point of need in digital and physical spaces.

- Library Building Team improved directional signage throughout the library, based on users' line of sight, with emphasis on wayfinding for study rooms; Fall 2024 through Fall 2025.

Outcome 3: Improve the exposure and promotion of our collections, spaces, and services to our students.

- Book Salon and Fantasy Book Club meetings (2024-25)
- Outreach Librarian & other volunteers regularly staff information tables at new student orientation and grad days.
- Workshops:
 - Primary Sources for African American/Black History, Feb. 28, 2024
 - Primary Source Material for Gender & Sexuality Studies, March 13, 2024
 - Streaming Video: Go with the Flow, April 24, 2024
 - Primary Sources for Chicanx/Latinx History, October 9, 2024
 - Primary Sources for Native American/Indian/Indigenous Studies, November 13, 2024
- "Pop-Tart Pop-In" book giveaways (2024-25)

Outcome 4: Develop in-person programming that reflects the PDC campus' interests and capacity.

- In-person sessions for faculty re: Open Access & Scholarly Communication, Fall 2025

Goal 2: Faculty and Staff Success

Objective 1: Provide CSUSB faculty and scholars with opportunities, resources, and tools to improve knowledge creation and curation

Outcome 1: Curate collections that support the university's programs and priorities.

- DEI-related database and book purchases using money earmarked from campus Strategic Planning funds
- Children's Book Award winners – purchased once a year from philanthropic funds
- Donated Egyptology book collection processed; supports the museum's Egyptian collection and Prof. Kate Liszka's classes (2024-25)

Outcome 2: Support and enhance multiple modalities of teaching and learning.

- Faculty Workshop: Leverage Library/Archival Resources for Student-Centered Course Projects, March 27, 2024

Outcome 3: Increase understanding and support of open access, knowledge creation, publishing, and emerging scholarly communication practices.

- Workshops:
 - Authors Rights and Keeping Your Copyright, Sept. 11, 2024
 - Building Your Scholarly Profile Workshop, September 26, 2024
 - Building Your Scholarly Identity, October 2, 2024
 - Copyright Basics for Graduate Students, October 14, 2024
 - Open Access Publishing, October 30, 2024
 - Finding Open Textbooks for your Class, January 8, 2025
 - Keeping It Legal: Copyright and Fair Use in the Classroom, January 15, 2025
- Presentations:
 - "Designing the Future of Data Sharing: CSU and Japan's NII in Partnership" October 9, 2025

Objective 2: Position the libraries as valuable resources for staff

Outcome 1: Highlight opportunities for life-long learning and enrichment.

Outcome 2: Increase awareness through outreach and programming directed at staff.

Objective 3: Prioritize the work life balance needs of the libraries' team

Outcome 1: Prioritize improving the physical work environment and work tools.

- New signage produced by the Library Building Team has reduced the number of directional questions posed to staff.

Outcome 2: Cultivate training and professional development opportunities for the libraries' team members

- Library Service Desk Training series, Summer 2025
- Hosted watch party for the first CSU Libraries Conference, June 3, 2025
- Two library staff members attended the CLA Conference, October 2024

Outcome 3: Promote a workplace culture of trust and safety.

- Developed new employee on-boarding process, Fall 2025.

Outcome 4: Address logistical and support issues unique to PDC.

- Staff member at PDC Library reclassified to reflect actual responsibilities, Fall 2025.

Goal 3: Diversity, Equity, Inclusion, Belonging, and Accessibility

Objective 1: Augment library users' sense of belonging.

Outcome 1: Provide physical spaces that are inviting, safe, and comfortable.

- Provided space for the Neurodiversity Space (a.k.a. The Cog) in PL-2006; opened Fall 2025.

Outcome 2: Advocate for physical space needs at the PDC library.

Outcome 3: Promote positive mental health through programs and activities.

- Offered “de-stress” craft activities during finals, Spring and Fall 2025

Outcome 4: Continuously examine our spaces and services to recognize and celebrate individual identities, diverse perspectives, and myriad backgrounds.

- Installed student-made Afro-Latine textile art (which had accompanied the [Afróntalo](#) 2023 exhibit at the Anthropology Museum) 4th floor near PL-4005, August 2024

Objective 2: Integrate DEIBA into our policies and practices

Outcome 1: Review and adjust the libraries’ policies and procedures to reduce barriers to access, with attention to different needs of the PDC and San Bernardino libraries.

Outcome 2: Encourage participation in DEIBA training opportunities for the libraries’ employees.

Outcome 3: Provide library users and employees with opportunities to give feedback during DEIBA progress assessment.

Goal 4: Collaboration

Objective 1: Promote collaboration with the community

Outcome 1: Connect with local groups to preserve unique histories in both the Palm Desert and San Bernardino communities.

- [South Colton Oral History Project](#) documents life in a Mexican-American community from 1890 to 1960 (completed 2025)
- [Bridges that Carried Us Over](#) digital archive documents the Inland Empire’s Black community (2024-2025)

Outcome 2: Partner with local schools to promote information literacy and interest in higher education opportunities.

- Partnered with Cajon High School for an International Baccalaureate library research visit; October 13, 20 & 27, 2023; October 24, 2025

- Partnered with SBUSD elementary, middle, and high schools and the CSUSB History Department on National History Discovery Day to support student research for their National History Day projects, November 16, 2024, and November 14, 2025.
- Librarian representatives visited Lankershim Elementary School for Career Day to discuss librarianship as a career.

Outcome 3: Seek opportunities to learn from and cooperate with other CSUs and area universities.

- Innovation Lab hosted a delegation from CSU Long Beach on April 11, 2025, when they were developing a pop-up makerspace. They later presented on their efforts at [MIRA](#) (Makerspaces for Innovation and Research in Academics)
- Access Services unit participated in [CLASS](#) (California Library Access Services-South)
- CSU SDLC staff met with Tech Services staff and the Dean, Sept. 3, 2025

Objective 2: Promote collaboration with other CSUSB units

Outcome 1: Demonstrate how the libraries can support the mission of other CSUSB units.

- University Archives works with university departments to preserve their history.
- Provided space for Tutoring Center on 2nd floor, Fall 2025
- Library workshops offered through the Office of Student Research, Fall 2025, including:
 - How to Read a Scholarly Article (9/11/25)
 - Zotero: Citation Management (10/16/25)
 - Advanced Google Searching and Evaluation of Results (10/30/25)
 - Identifying Different Types of Scholarly Journal Articles (11/13/25)
- Project Rebound, Library Orientation; October 15, 2024
- Librarians attended open meetings relating to CDOTA concerns, Fall 2024, to provide information and promote goodwill

Outcome 2: Explore ways in which partnerships with other CSUSB units can support the mission of our libraries.

- Services to Students with Disabilities: College-level liaison program includes a library representative (Fall 2024-present)
- Library co-sponsors the “Provost Presents” Faculty Research Series
- Library co-sponsors the Race and Policing Lecture Series

- Library provides space and in-kind support for the Neurodiversity Space, a.k.a. The Cog (opened Fall 2025)
- Library partners with the Office of Research to support faculty, scholarship, open requirements in grant proposals, data management, and funder compliance.

Objective 3: Promote collaboration within the libraries

Outcome 1: Include a mix of faculty and staff for committees and working groups.

- Building Operations Team, established Fall 2023; meets weekly
- Strategic Planning Team, active Spring 2024-Spring 2025
- Strategic Planning Progress Team, established Fall 2025

Outcome 2: Provide a range of informal opportunities for cross-departmental interaction and understanding.

- Library Service Desk Training series, Summer 2025

Outcome 3: Encourage cross-departmental projects, including projects between the Palm Desert and San Bernardino campus libraries.

- Salton Sea Archive collaboration between PDC Library and Special Collections & University Archives (2024-ongoing).
- Collaboration between Special Collections and Cataloging units to upload photos and data to the Bridges that Carried Us Over digital archive (2024-25)

Outcome 4: Improve internal communication and inclusive decision making.

- As part of the Strategic Planning Process, the Planning Team held multiple internal library employee focus groups; Spring 2024

Outcome 5: Increase presence of San Bernardino campus librarians at the Palm Desert Campus library.

- Librarians Sanjeet Mann and Eva Sorrell and staff member Tanya Kato made a site visit to PDC; May 19, 2025
- In-person faculty development sessions held at PDC on Open Access, OER, Scholarly Publishing, Fall 2025
- All Heritage Month book giveaways in 2024-2025 also took place at PDC. Rather than handing them out at the Dean's Pop Tart Pop In, we put out a cart with the giveaway books that week.
- Increased PDC social media presence, PDC staff coordinating with Outreach Librarian, 2024-2025

- Dean Emeritus Cesar Caballero filled in at PDC library as need to cover staff absences; Fall 2024
- Strategic Planning Team made two site visits to PDC to gather information from library employees and from PDC students, Spring 2024