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Exploring academic libraries' core values

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Mission

Who we are and what we do

*"University Libraries provides resources, services, and expertise to support and enhance teaching, learning, and research."**

Focus

Vision

What we want to become

*"To be known and valued as a collaborative partner essential to the educational and research processes, and fundamental to the success of the university community…."**

Inspiration

Core Values

How we behave

★ *Student Empowerment**

★ *Inclusiveness**

★ *Service**

Culture

*Examples from University of Akron Libraries' Strategic Plan – available at https://www.uakron.edu/libraries/about/

School Characteristics

State — Michigan – 13 / Ohio – 11

Control — Public – 15 / Private – 9

Carnegie Classification Basic 2021

Baccalaureate/Associates – Asso. Dominant – 2

Baccalaureate : Arts & Sciences – 3

Master's Programs– 2

Doctoral/Professional – 4

Doctoral: H/VH Research Activity– 12

Special Focus Four Year – 1

Stated Values from 24 Academic Libraries

Value	Count	Value	Count	Value	Count
Collaboration	12	Teaching	3	Humanity	1
Diversity, Equity, Inclusion	10	Evidence-Based Decision Making	2	Humility	1
Service	8	Flexibility	2	Information Literacy	1
Stewardship	8	Risk-Taking	2	Inquiry	1
Empowerment	7	Support	2	Intellectual Freedom	1
Integrity	7	Sustainability	2	Interdependence	1
Access	6	User-Centered	2	Justice	1
Respect	5	Appreciation	1	Kindness	1
Welcoming	5	Care	1	Knowledge	1
Engagement	4	Change	1	Openness	1
Innovation	4	Compassion	1	Operational Excellence	1
Learning	4	Confidentiality and Privacy	1	Organization and Culture	1
Scholarly Research	4	Connection	1	Preservation	1
Communication	3	Continuous Improvement	1	Resourcefulness	1
Community	3	Cultural Center	1	Student Success	1
Creativity	3	Discovery	1	Teamwork	1
Curiosity	3	Espirt de Corps	1	Trust	1
Excellence	3	Fun	1	Wellbeing	1
Expertise	3				

(data collected October and November, 2022)

Professional Core Values

Core Values
of
Librarianship

Access

Confidentiality/Privacy

Democracy

Diversity

Education & Lifelong Learning

Intellectual Freedom

The Public Good

Preservation

Professionalism

Service

Social Responsibility

Sustainability

Professional Core Values

Core Values of Librarianship

Values Listed

Access ←

Confidentiality/Privacy ←

Democracy

Diversity ←

Education & Lifelong Learning ←

Intellectual Freedom ←

The Public Good

Preservation ←

Professionalism ←

Service ←

Social Responsibility ←

Sustainability ←

Access (6)

Confidentiality & Privacy (1)

Diversity, Equity, & Inclusion (10)

Expertise (3)

Justice (1)

Learning (4)

Intellectual Freedom (1)

Preservation (1)

Service (8)

Sustainability (2)

Non-ALA Core Values

Value	Count	Value	Count	Value	Count
Collaboration	12	Teaching	3	Humanity	1
		Evidence-Based Decision Making	2	Humility	1
Service	8	Flexibility	2	Information Literacy	1
Stewardship	8	Risk-Taking	2	Inquiry	1
Empowerment	7	Support	2	Intellectual Freedom	1
Integrity	7	Sustainability	2	Interdependence	1
Access	6	User-Centered	2	Justice	1
Respect	5	Appreciation	1	Kindness	1
Welcoming	5	Care	1	Knowledge	1
Engagement	4	Change	1	Openness	1
Innovation	4	Compassion	1	Operational Excellence	1
		Confidentiality and Privacy	1	Organization and Culture	1
Scholarly Research	4	Connection	1	Preservation	1
Communication	3	Continuous Improvement	1	Resourcefulness	1
Community	3	Cultural Center	1	Student Success	1
Creativity	3	Discovery	1	Teamwork	1
Curiosity	3	Espirt de Corps	1	Trust	1
Excellence	3	Fun	1	Wellbeing	1
Expertise	3				

(data collected October and November, 2022)

"Academic" Values

Scholarly Research (4)

Teaching (3)

Information Literacy (1)

Student Success (1)

Interpersonal Core Values

Appreciation (6)

Respect (5)

Interdependence (1)

(1) Humility

(1) Trust

(1) Humanity

"awareness of our thinking, speaking and behavior"
(Lencioni 2002)

Welcoming (5)

Wellbeing (1)

Kindness (1)

Care (1)

Connection (1)

Compassion (1)

Inward-Facing Core Values

(7) Empowerment

(7) Integrity

(5) Respect

(4) Innovation

(3) Communication

(3) Creativity

(2) E-B Decision Making

(2) Flexibility

Risk-Taking (2)

Continuous Improvement (1)

Esprit de Corps (1)

Fun (1)

Operational Excellence (1)

Organization and Culture (1)

Resourcefulness (1)

Teamwork (1)

More Questions

Why did your library choose to articulate a set of core values? (Or why did your library choose to not articulate a set of core values?)

How do your library's core values integrate with its mission and vision statements?

Who was involved in determining your library's core values?

Have your library's core values evolved over time?

How do your library's core value direct or reflect your library's culture?

Final Takeaways

→ Core Values guide how to evaluate and behave.

→ Core Values create community.

→ Core Values make your library unique.

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MI & OH Acad. Lib. with Value Statements

Michigan	School	Control	Carnegie Basic Classification (2021)
Ohio	University of Cincinnati – Blue Ash College	Public	Baccalaureate/Associate's Colleges: Associate's Dominant
Ohio	University of Cincinnati – Clermont College	Public	Baccalaureate/Associate's Colleges: Associate's Dominant
Michigan	Aquinas College	Private	Baccalaureate Colleges: Arts & Sciences Focus
Michigan	Hope College	Private	Baccalaureate Colleges: Arts & Sciences Focus
Michigan	Kalamazoo College	Private	Baccalaureate Colleges: Arts & Sciences Focus
Ohio	Ohio Dominican University	Private	Master's Colleges & Universities: Medium Programs
Michigan	University of Michigan – Dearborn	Public	Master's Colleges & Universities: Larger Programs
Michigan	Andrews University	Private	Doctoral/Professional Universities
Michigan	Ferris State University	Public	Doctoral/Professional Universities
Michigan	Grand Valley State University	Public	Doctoral/Professional Universities
Ohio	Walsh University	Private	Doctoral/Professional Universities
Michigan	Central Michigan University	Public	Doctoral Universities: High Research Activity
Ohio	Miami University – Oxford	Public	Doctoral Universities: High Research Activity
Michigan	Michigan Technological University	Public	Doctoral Universities: High Research Activity
Michigan	Oakland University	Public	Doctoral Universities: High Research Activity
Ohio	University of Akron	Public	Doctoral Universities: High Research Activity
Ohio	University of Dayton	Private	Doctoral Universities: High Research Activity
Ohio	Case Western Reserve University	Private	Doctoral Universities: Very High Research Activity
Ohio	Kent State University – Kent	Public	Doctoral Universities: Very High Research Activity
Michigan	Michigan State University	Public	Doctoral Universities: Very High Research Activity
Ohio	Ohio State University – Main Campus	Public	Doctoral Universities: Very High Research Activity
Michigan	University of Michigan – Ann Arbor	Public	Doctoral Universities: Very High Research Activity
Michigan	Wayne State University	Public	Doctoral Universities: Very High Research Activity
Ohio	Cincinnati College of Mortuary Science	Private	Special Focus Four-Year: Arts, Music & Design Schools