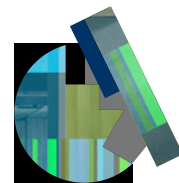


# Creating Spaces of Knowledge

## 2020–2025 Strategy for the University Library of Freie Universität Berlin

This strategy is unique in the history of Freie Universität Berlin, as it explicitly lays out the vision, mission, values and strategic goals for the university library. It also defines the main areas of development for 2020–2025.



### **Vision:** Who do we want to be?

We are a community that works to promote excellent research, high-quality teaching and student success by creating spaces of knowledge at Freie Universität Berlin.

### **Mission:** What is our assignment?

As an integral part of our international network university, we contribute to shaping the future of research.

Our spaces facilitate connection, dialogue and community for people at Freie Universität Berlin. We preserve the results of their work and connect them globally. We create reliable access to data, information and knowledge.

Together with researchers, teachers and students, we develop sustainable infrastructures and innovative solutions. We help people acquire the skills they need to understand data, find information and share knowledge.





## Values: How do we want to work?

**People and relationships:** We can only work well together if we know each other well. Good work relationships establish a common ground for thinking and taking action. This is why we value encounters and conversations and seize opportunities to get to know each other. We trust in the capabilities of our colleagues. We respect diverse points of view and join discussions with a curious and open mind.

**Learning and reflecting:** We perceive every situation as an opportunity to learn. We appreciate praise and criticism and reflect on our structures, processes and results on a regular basis. We ask for feedback early on and implement practical solutions. We leave room for experiments and take a solution-oriented approach to mistakes.

**Cooperation and networks:** We work to build fair partnerships and see ourselves as members of effective networks. When working with individuals, groups or organizations, we focus on common goals and consider broad contexts and communities.

**Flexibility and stability:** One part of our way of working is dynamic and agile, one part is built on tradition and continuity. Our strength comes from bringing these two elements together, combining both in productive interplay.

**Openness and inclusion:** One of our main strengths lies in facilitating access. Accessibility is one of the basic conditions for open science and a democratic society. In order to interact openly with each other, we need clear and transparent communication. This is why we share our knowledge and encourage inclusion and active participation in all of our work.

**Sustainability and responsibility:** We acknowledge our duty toward future generations. This is why we weigh our decisions with regard to ecological, economic and social sustainability and coordinate our actions accordingly.

**Quality and ambition:** We always strive for high quality in all that we do. These standards are largely based on the expectations of our various user groups and on good scientific practice. We achieve our strategic goals with excellent results.



## Strategic goals: What do we want to achieve?

1. We are already a reliable and competent service provider for the people and organizations with whom we work. In the future, we will strengthen our role as an active and creative partner.
2. We will systematically expand our expertise in supporting research and strengthen our relationships with researchers at Freie Universität Berlin. Our work here focuses on the cooperative development of digital services and solutions.
3. We are expanding our services for counselling, skill transfer and digital solutions to support the work of teachers and students at Freie Universität Berlin in sustainable ways. Our work in this area focuses on digital teaching and learning.
4. For the people at Freie Universität Berlin, we provide spaces that facilitate focus, inspiration, connection and exchange. We are continuously developing all our spaces to adapt to the specific requirements of our different user groups.
5. For our staff, we create space and time for training programs and continuing education that look to the future. We implement personnel development as a fundamental part of our organization.
6. We strive to establish an environment that allows all members of our staff in their diversity to identify as a part of our community and to pursue common goals.



## Development

This strategy has been developed in a comprehensive process between September 2019 and May 2020 as part of the change project *Wandel@FU-Bib* at the university library of Freie Universität Berlin.

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**Contributors:** A large number of colleagues contributed to the development of the strategy, including in workshops building on the preparatory strategic analysis and for developing the first draft of the strategy. In addition, the strategy was discussed with other members of Freie Universität Berlin.

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