Executive Summary

Blueprint for Academic Excellence
University Libraries
AY2020-2021

Introduction

Any overview of the Library must include acquiring and maintaining exceptional research resources; providing desirable and secure seating and meeting spaces; and recruiting, hiring and training individuals capable of teaching and assisting individuals from all disciplines in the use of research materials.

The Library provides outreach to the university community and to our city, state, and region through programs that include the Scholar's Corner, Fall Literary Festival, fall and spring dinners, Russell Lecture, South Caroliniana luncheon, tours of the Horseshoe and Open Gallery events in the Hollings Library. In reality, each of our libraries presents a range of programs and exhibits each year.

Highlights

Collections:

Notable acquisitions this year include the addition of more than 5,000 films for the Marine Corps Archive; the papers of Charles F. Bolden, Jr., Maj. Gen. USMC (Ret.), NASA Administrator, and astronaut; the papers of printmaker, painter, sculptor, illustrator, author, and educator Boyd Saunders; the papers of S.C. Senator William P. Baskin, Jr.; a copy of the first Census of the United States signed by Thomas Jefferson; significant collections of antique maps and natural history prints

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Facilities:

• South Caroliniana Renovation will be complete in Fall 2021

Administration:

• The ONE LIBRARY INITIATIVE continues to unify and streamline University Libraries

Services:

• Digital Research and Scholarship Unit created and serving faculty and students

Thomas F. McNally Dean of University Libraries
University Libraries

Table Of Content

Foundation for Academic Excellence

Mission Statement

We foster learning and discovery by connecting people with significant collections and expert support of research.

Updated: 03/12/2018

Vision Statement

In support of the University's mission, University Libraries will provide a center for learning and discovery on campus connecting students, faculty, and community in the exchange of ideas. Our collections will support research and teaching and be available anytime, anywhere and on any device. We will be responsive to changes in information acquisition and scholarly publishing. Our special collections will stimulate research locally and attract scholars from around the world. We will be an essential partner with teaching faculty to integrate information literacy skills across university curriculum.

Updated: 03/12/2018

Values Statement

Service: We are committed to providing excellent service. We are responsive, respectful and accessible.

Continuous improvement: We anticipate and are responsive to changes in user needs and the needs of our institution. We strive for excellence in all we do, creating and employing best practices.

Professional development: We invest in the training and development of our employees and they approach their work with respect and skill.

Collaboration and teamwork: We rely on our collective expertise in accomplishing our goals. We establish partnerships outside the library to further our mission.

Diversity and Inclusion: The University Libraries are committed to upholding the University of South Carolina's core value of diversity of ideas and people by creating a learning community grounded in knowledge, dialogue, respect and acceptance through fostering an environment of inclusion, equity and non-discrimination that is rooted in valuing and honoring the uniqueness of individuals.

Updated: 03/12/2018

Goals - Looking Back

Goals for the previous Academic Year.

Goal 1 - Collections

Goal Statement	Develop collections strategies that emphasize access at the point of need; collections that enhance research and teaching; and access through partnerships.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	We will continue to assess and promote needed collections with input from all academic departments.
Achievements	Notable acquisitions this year include the addition of more than 5,000 films for the Marine Corps Archive; the papers of Charles F. Bolden, Jr., Maj. Gen. USMC (Ret.), NASA Administrator, and astronaut; the papers of printmaker, painter, sculptor, illustrator, author, and educator Boyd Saunders; the papers of S.C. Senator William P. Baskin, Jr.; a copy of the first Census of the United States signed by Thomas Jefferson; significant collections of antique maps and natural history prints
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	Have all Special Collections finding aids in ArchivesSpace by December 2020.
Resources Needed	$450,000 in recurring money for Periodicals Inflation.
Goal Notes	Acquire significant special collections via gift and gift purchase using funds from gifts and endowments.

Goals - Looking Back

Goal 2 - Facilities

Goal Statement	Renovate and update spaces and furniture in Thomas Cooper Library to meet student needs. Create secured entrance to provide additional safety. Create a public services area for the Digital Research Services unit. Explore state-wide print repository.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Implement new secured entry on main level of Thomas Cooper Library to improve safety and security. Renovate main entrance to accommodate secured entrance/exit using turnstiles and create new visitor registration desk. Integrate communications with Carolina Card, visitor registration system, USC Police Department, and fire/emergency systems. Replace worn and stained furniture and carpeting in study areas and Cooper Technology Lounge. Explore possibility of state-wide print repository.
Achievements	Created public services space for new Digital Research Services unit. Partnered with PASCAL (consortium of 56 academic libraries in SC) on $56,000 planning grant from the Andrew W. Mellon Foundation to develop a plan for a shared state-wide print repository as an addition to the current Library Annex. The plan was presented to PASCAL board and will be used to pursue state funding to preserve South Carolina's academic library collections. Additional off-site storage offered through this repository will allow for space to opened in Thomas Cooper Library for additional seating and new services. Ordered chairs to replace furniture in Cooper Technology Lounge using Olsgaard Endowment Fund. Assembled team to implement secured entry including Law Enforcement, Facilities, Carolina Card and

	University Architect.
Resources Utilized	Used donated funds in Educational Foundation to buy replacement furniture in the Cooper Technology Lounge. Used ASPIRE grant to create public service space for Digital Research Services. Used Mellon grant to explore state-wide print repository.
Goal Continuation	Renovating 4th Level to provide more seating and study space for students.
Goal Upcoming Plans	Create secured entrance to provide additional safety.
Resources Needed	Secured entry requires implementing CarolinaCard authentication for entry to the building and creating a visitor registration process. Renovation of the entrance, security equipment, authentication software, and visitor registration system estimated will require a feasibility study of the Main Level. Feasibility study would be approximately $200,000.
Goal Notes	

Goals - Looking Back

Goal Statement	Participate in implementation of state-wide Library Services Platform (LSP).
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Library faculty lead or contribute to all the working groups implementing the statewide shared library services platform (Alma from Ex Libris), and UofSC Columbia is one of seven "vanguard" institutions developing workflows and best practices for the benefit of all fifty-five participating libraries.
Achievements	The vanguard test implementation of Alma, the statewide shared library services platform, was completed successfully and the migration to the new system is underway. UofSC Libraries have successfully met all PASCAL deadlines. Columbia staff have taken on significant responsibility for the migration system campus data, as well.
Resources Utilized	
Goal Continuation	Will continue to work as a vanguard institution.
Goal Upcoming Plans	Implement new Library Services Platform in 2021.
Resources Needed	
Goal Notes	

Goals - Looking Back

Goal Statement	Hire Associate Dean for Technology who will provide leadership and vision as the Libraries and University move to cloud computing, big data storage and organization. Hire 2 full time classified supervisor positions to fully staff overnight shift in Thomas Cooper Library. These positions are vital to the safety and security of students who study in the building overnight.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	
Status	Progressing as expected (multi-year goal)
Action Plan	Hire Associate Dean for Technology who will provide leadership and vision as the Libraries and University move to cloud computing, big data storage and organization. Hire 2 full time classified supervisor positions to fully staff overnight shift in Thomas Cooper Library. These positions are vital to the safety and security of students who study in the building overnight.
Achievements	All 3 positions have been filled.
Resources Utilized	Rebudgeted student and temporary employee dollars to fund two full-time overnight circulation supervisors. Received money from Provost's Office to fund Associate Dean of Technology position.
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Goals - Real Time

Goals for the current Academic Year.

Goal 1 - Collections

Goal Statement	We will continue to assess and promote needed collections with input from all academic departments.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Implementation of a new, state-of-the-art library services platform, as part of a statewide project with academic libraries throughout South Carolina, will enhance access to library resources and enable more sophisticated assessment of collections. The new system is scheduled to be in place in June 2020. With the addition of the Collection Assessment Librarian, the Libraries have greater capacity for analysis of collections across all formats, ensuring responsible stewardship of the Libraries' resources.
Achievements	Collection Assessment Librarian has been hired. Notable acquisitions this year include the addition of more than 5,000 films for the Marine Corps Archive; the papers of Charles F. Bolden, Jr., Maj. Gen. USMC (Ret.), NASA Administrator, and astronaut; the papers of printmaker, painter, sculptor, illustrator, author, and educator Boyd Saunders; the papers of S.C. Senator William P. Baskin, Jr.; a copy of the first Census of the United States signed by Thomas Jefferson; significant collections of antique maps and natural history prints
Resources Utilized	Re-budgeted salary monies from other lines.
Goal Continuation	Continuing Implementation of Library Services Platform.
Goal Upcoming Plans	Collection Assessment Librarian will develop an assessment plan and begin assessing the collection.

Goals - Real Time

Resources Needed	$450,000 to off-set periodicals inflation.
Goal Notes	

Goals - Real Time

Goal 2 - Staffing

Goal Statement	Hire several new positions.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Hire Associate Dean for Technology. Hire Collection Assessment Librarian. Reassign several positions to Digital Research Services. Hire Data Visualization Librarian.
Achievements	AD for Technology Hired. Data Visualization Library Hired. Three faculty positions reassigned.
Resources Utilized	$160,00 from Provost for AD for Technology. Re-allocated money from other positions to hire Data Visualization Librarian.
Goal Continuation	
Goal Upcoming Plans	Hire new and replacement faculty and staff positions.
Resources Needed	
Goal Notes	

Goals - Real Time

Goal Statement	The Library will introduce new services to support faculty and students in digital creation, data management, analysis, and digital publishing.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	
Status	Progressing as expected (multi-year goal)
Action Plan	Grow Digital Research Services program of in-person consultations and trainings. Establish a certificate program co-sponsored with the Graduate School: Skills, Habits, and Advanced Research Program Certificate (SHARPGrads), a series of advanced workshops that offer training for graduate students about practices and tools to do research in the digital age.
Achievements	Digital Research Services unit has been established and staffed.
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	The Libraries will guide data curation and scholarly communication practice at UofSC, supporting faculty and students in digital creation, data management and analysis, and digital publishing.
Resources Needed	
Goal Notes	

Goals - Real Time

Goal Statement	Replace worn and stained furniture and carpeting in study areas and Cooper Technology Lounge. Implement secured entry.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Renovate Level 4 by removing many books and replacing with modern, usable furniture.
Achievements	Warehouse has been secured for temporary storage of books. Furniture has been ordered.
Resources Utilized	$1,000,000 support from central administration.
Goal Continuation	Books and shelving are expected to move off-site in December and furniture is planned to arrive in January. Implementation of secured entry put on hold. Hire architect to create conceptual design for complete renovation of the main level of Thomas Cooper Library to include secured entry.
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goals for the next Academic Year.

Goal 1 - Collections

Goal Statement	With the Collection Assessment Librarian in place, we will begin to assess our collections in terms of what we can send to the annex or de-accession to make space for more seating. We can also refine what we purchase.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Develop Collection Assessment Plan. Continue to purchase serials at current holdings.
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	$450,000 in recurring money for periodicals inflation.
Goal Notes	

Goals - Looking Ahead

Goal 2 - Facilities

Goal Statement	Renovate and update spaces and furniture in Thomas Cooper Library to meet student needs. Create secured entrance to provide additional safety. Renovate HVAC at Library Annex to maintain standard cooling and humidity levels. Explore costs to add storage space to Annex.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Hire Architect to conduct feasibility study of Main Level to include secured entry. Make structural improvements to the extrior of the Annex. Replace worn and stained furniture and carpeting in study areas.
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	Feasibility study of Main level approximately $200,000. Structural improvements at Annex $100,000.
Goal Notes	

Goals - Looking Ahead

Goal Statement	The Libraries will guide data curation and scholarly communication practice at UofSC, supporting faculty and students in digital creation, data management and analysis, and digital publishing. The Libraries will implement a new, state-of-the-art library services platform, as part of a statewide project with academic libraries throughout South Carolina, will enhance access to library resources and enable more sophisticated assessment of collections. The new system is scheduled to be in place in June 2020.
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Implement LSP. Identify software for a UofSC research data repository. Advance the state of digital preservation for Libraries collections.
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	$160,000 to refresh and maintain basic hardware and software (recurring; expect inflation of 2%) · $45,000 annually for timely replacement of staff workstations · $75,000 annually for timely replacement of public workstations (including classrooms) · $30,000 annually to maintain and refresh classrooms · $5,000 annually to host servers · $5,000 annually to support software licenses for public computing $20,000 to add self-service scanning stations for our patrons (one-time) $15,000 for storage of digital assets (recurring; expect annual growth of at least 5% growth) · $35,000 for 50% of a Developer II position, shared with DoIT · $15,000 for evening manager for the Technology

Goals - Looking Ahead

	Lounge (part-time, 20 hours/week) $50,000 for staff member in Digital Research Services (recurring) · $50,000 for Digital Projects Manager to manage metadata and workflows for CONTENTdm, Scholar Commons, Newspapers, born digital processing, and AV processing
Goal Notes	LSP implementation $289,805 (plus inflation factor) yearly payment for UofSC system. The Columbia campus, the 4-year campuses, Palmetto Coollege, the Law Library, and the Medical Library would each have to pay a portion of this maintenance fee. The consensus viewpoint is that this fee should be paid centrally, rather than the Columbia campus library billing all of the other University library entities.

Goals - Looking Ahead

Goal 4 - Staffing

Goal Statement	Hire positions several new positions and fill currently open positions to support various services in the Libraries. System Campuses Librarian System Campuses Library Specialist Online Learning Librarian User Experience Librarian Campus Engagement Librarian Assessment Librarian Assistant Director of Development Processing Archivist for South Caroliniana Library Desktop Support Specialist
Linkage to University Goal	• Educating the Thinkers and Leaders of Tomorrow • Assembling a World-Class Faculty of Scholars, Teachers, and Practitioners • Spurring Knowledge and Creation • Building Inclusive and Inspiring Communities • Ensuring Institutional Strength, Longevity, and Excellence
Alignment with Mission, Vision, and Values	Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Hire: System Campuses Librarian -- replacement System Campuses Library Specialist -- replacement Online Learning Librarian -- new position User Experience Librarian -- new position Campus Engagement Librarian -- new position Assessment Librarian -- replacement SCL Processing Archivist -- new positionDesktop Support Specialist -- new position
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	System Campuses Librarian-- $50,000 plus fringe benefits System Campuses Library Specialist -- $27,527 plus fringe benefits Online Learning Librarian -- $50,000 plus fringe benefits User Experience Librarian -- $50,000 plus fringe benefits Campus Engagement Librarian -- $50,000 plus fringe benefits

Goals - Looking Ahead

	Assessment Librarian -- $60,000 plus fringe benefits Assistant Development Director -- $45,000 plus fringe benefits SCL Processing Archivist -- $45,000 plus fringe benefits Desktop Support Specialist -- $40,000 plus fringe benefits
Goal Notes	

Academic Programs

Program Rankings

Academic programs that were nationally ranked or received external recognition during the Academic Year.

Not applicable.

Instructional Modalities

Innovations and changes to Instructional Modalities in unit's programmatic and course offerings that were implemented during the Academic Year.

Program Launches

Academic Programs that were newly launched during the Academic Year; those that received required approvals but which had not yet enrolled students are not included.

The Oral History Department has been re-organized and now reports to the Dean of University Libraries. A new focus is on capturing oral histories on a variety of subjects, not just those covering South Carolina subjects.

The Digital Scholarship unit has been formed with three librarians taking on new roles: Director of Digital Research Services, Scholarly Communication Librarian, and Research Data Librarian. We have hired a fourth position: Data and Information Visualization Librarian. This unit will provide services for faculty and students in the areas of copyright, author's rights, open educational resources, and digital data creation and storage.

Academic Initiatives

Experiential Learning for Undergraduates

Initiatives, improvements, challenges, and progress with Experiential Learning at the Undergraduate level.

We provide experiential learning for graduate students through internships and employment. They learn marketable skills in instruction, technology, public service and more. Graduate students in Library Science, Computer Science, Public History, and Museum Studies as well as a variety of disciplines across the Arts and Sciences work in responsible positions in areas in which they will seek employment.

The Library Ambassador program hires undergraduates who provide peer research consultations and promote the library at University events.

The Library also has a strong track record of hosting South Carolina Honors College interns, undergraduate students working on independent study courses, and undergraduate student volunteers.

Experiential Learning For Graduate Students

Initiatives, improvements, challenges, and progress with Experiential Learning at the Graduate or Professional level.

We provide experiential learning for graduate students through employment. They learn marketable skills in instruction, technology, public service and more. Graduate students in Library Science, Computer Science, Public History, and Museum Studies as well as a variety of disciplines across the Arts and Sciences work in responsible positions in areas in which they will seek employment. In addition, Digital Research Services offers intensive workshops, internships, and fellowships, such as the SHARPGrad workshop with certificate.

Affordability

Assessment of affordability and efforts to address affordability.

The Library actively promotes the use of Open Educational Resources (OER). We offer grants to faculty to incorporate OER or library-licensed resources into their courses. As a result of those grants and other affordable learning initiatives lead by the Library, in the past 5 years faculty using OERs or library-licensed resources instead of textbooks have saved students over $1,000,000. USC's participation in PASCAL provides students and faculty with extensive library resources, including a large selection of e-books, key databases such as Academic Search Premier, and easy access to print materials from academic libraries throughout the state. USC librarians and staff are leading PASCAL's efforts to provide affordable learning materials to students at South Carolina colleges and universities.

Reputation Enhancement

Contributions and achievements that enhance the reputation of UofSC Columbia regionally

and nationally.

Challenges

Challenges and resource needs anticipated for the current and upcoming Academic Years, not noted elsewhere in this report and/or those which merit additional attention.

Each year, our number one challenge is to keep our collections intact. In order to accomplish that, we request an additional $450,000 in recurring funds. We have maintained our request for this amount as part of a five year plan to gain control of materials inflation through collection assessment.

The need to renovate the Cooper Library is upon us. Our facilities are in disrepair and cannot be improved until the paper volumes are removed. Step one is to expand the Library Annex. Library paper volumes are of value, but that value is not equal to locating them in the Cooper Library. We are doing our part by seeking funding through the legislature for a state-wide storage facility, but I am doubtful this can be achieved in this legislative cycle. Legislative funding is a long shot at best, but the lack of university response to expand the Annex leaves us with no choice. Although the funding to renovate Level 4 is a great help, we still have 6 more Levels that need to be renovated.

The Cooper library is at its limits. We house millions of volumes, the Career Center, The Center for Teaching Excellence, the Institute for African American Research, the Student Success Center, and the Office of the Faculty Senate. We have less than 2,000 seats for students studying. The number of students on campus has rapidly increased in the last ten years, while seating in the library has remained the same. Students are frustrated in our inability to provide them with a place to study. According to national standards, we should have seating for 6,000 students.

Faculty Population

Faculty Employment by Track and Title

The following data was provided by UofSC's Office of Institutional Research, Assessment, and Analytics.

Table 1. Faculty Employment by Track and Title.

	Fall 2019	Fall 2018	Fall 2017
Tenure-track Faculty	0	0	0
Professor, with tenure			
Associate Professor, with tenure			
Assistant Professor			
Librarian, with tenure			
Research Faculty	0	0	0
Research Professor			
Research Associate Professor			
Research Assistant Professor			
Clinical/instructional Faculty	0	0	0
Clinical Professor			
Clinical Associate Professor			
Clinical Assistant Professor			
Instructor			
Lecturer			
Visiting			
Adjunct Faculty			

Faculty Population

Faculty Diversity by Gender and Race/Ethnicity

Note: UofSC follows US Department of Education IPEDS/ National Center for Education Statistics guidance for collecting and reporting race and ethnicity. See

https://nces.ed.gov/ipeds/Section/collecting_re

Table 2. Faculty Diversity by Gender and Race/Ethnicity.

	Fall 2019	Fall 2018	Fall 2017
Gender	0	0	0
Female			
Male			
Race/Ethnicity	0	0	0
American Indian/Alaska Native			
Asian			
Black or African American			
Hispanic or Latino			
Native Hawaiian or Other Pacific Islander			
Nonresident Alien			
Two or More Races			
Unknown Race/Ethnicity			
White			

Illustrations 1 and 2 (below) portray this data visually.

Faculty Population

Illustration 1. Faculty Diversity by Gender

2019 Faculty Gender
Male   Female

2018 Faculty Gender
Male   Female

2017 Faculty Gender
Male   Female

Illustration 2. Faculty Diversity by Race & Ethnicity

American Indian/Alaskan Native   Asian   Black   Hispanic   Native Hawaiian or Other Pacific Islander   Nonresident Alien
Two Or More Races   Unknown Race   White
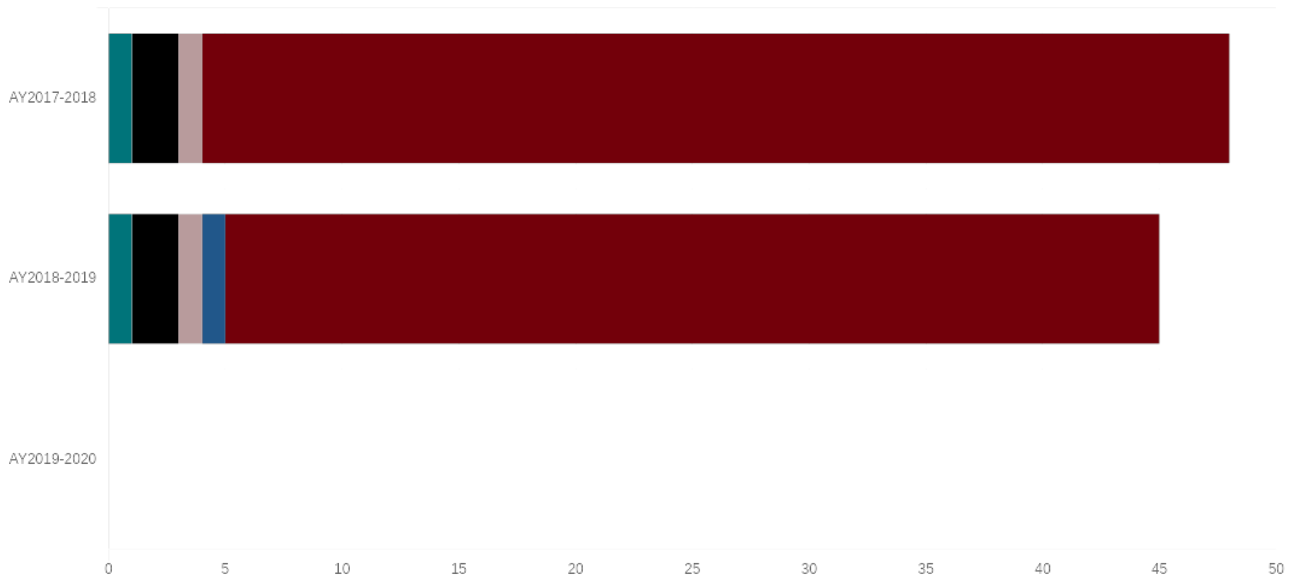
Faculty Information

Research and Scholarly Activity

Please refer to Appendix 3, which provides detailed information from the Office of the Vice President for Research, department of Information Technology and Data Management, including:
1) The total number and amount of externally sponsored research proposal submissions by funding source for the appropriate Fiscal Year.
2) Summary of externally sponsored research awards by funding source for the appropriate Fiscal Year. Total extramural funding processed through Sponsored Awards Management (SAM) in the Fiscal Year, and federal extramural funding processed through SAM in the Fiscal Year. (Available at: http://sam.research.sc.edu/awards.html) Amount of sponsored research funding per faculty member for the appropriate fiscal year (by rank, type of funding; e.g., federal, state, etc., and by department if applicable).
3) Number of patents, disclosures, and licensing agreements for three most recent Fiscal Years.

Not applicable.

Faculty Development

Efforts at Faculty Development, including investments, activities, incentives, objectives, and outcomes. Optional

Our library faculty has a Faculty Development Committee. The Committee organizes programming to support professional development. The Library also generously supports travel to conferences and training.

Other Activity

Efforts at Faculty Development, including investments, activities, incentives, objectives, and outcomes. Optional

Not applicable.

Teaching

Faculty to Student Ratio

The following data was provided by UofSC's Office of Institutional Research, Assessment, and Analytics.

The formula used to compute the ratio uses data from Faculty Population by Track and Title and Student Enrollment by Time Basis, as follows:

$$\frac{(\text{Total Full-time Students} + 1/3 \text{ Part-time Students})}{((\text{Total Tenure-track Faculty} + \text{Total Research Faculty} + \text{Total Clinical/Instructional Faculty}) + (1/3 \text{ Adjunct Faculty}))}$$

Table 4. Faculty-to-Student Ratio.

	Fall 2019	Fall 2018	Fall 2017
Analysis of Ratio			

Analysis of Ratio

Analysis of the ratio, agreement with the data, and plans for the future to impact this ratio.

Not applicable.

Student Recruiting and Retention

Student Recruitment

Efforts, including specific actions, to recruit students into College/School programs.

Not applicable.

Student Retention

Efforts at retaining current students in College/School programs.

Not applicable.

Student Enrollment & Outcomes

The following data was provided by UofSC's Office of Institutional Research, Assessment, and Analytics.

Note: Student enrollment and outcomes data are calculated by headcount on the basis of primary program of student only.

Student Enrollment by Level & Classification

Table 5. Student Enrollment by Level & Classification.

	Fall 2019	**Fall 2018**	**Fall 2017**
Undergraduate Enrollment			
Freshman			
Sophomore			
Junior			
Senior			
Sub Total	0	0	0
Graduate Enrollment			
Masters			
Doctoral			
Graduate Certificate			
Sub Total	0	0	0
Professional Enrollment			
Medicine			
Law			
PharmD			
Sub Total	0	0	0
Total Enrollment (All Levels)	0	0	0

Student Enrollment & Outcomes

Illustration 3. Undergraduate Student Enrollment by Classification

Freshman | Sophomore | Junior | Senior | Dual/Non-Degree

	0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1.0
AY2017-2018											
AY2018-2019											
AY2019-2020											
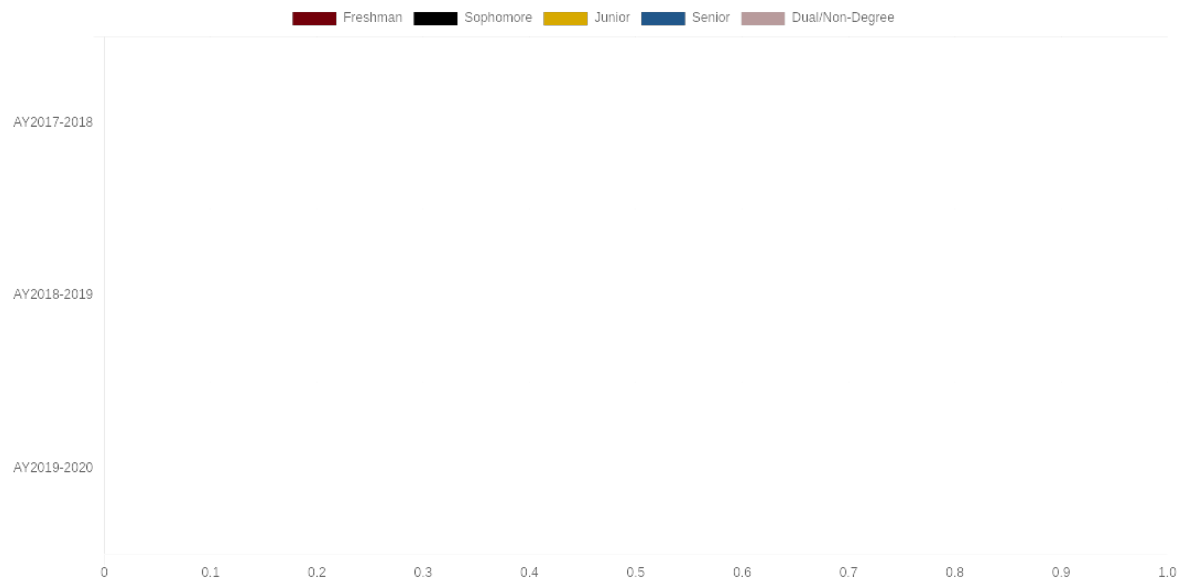
Illustration 4. Graduate/Professional Student Enrollment by Classification

Masters | Doctoral | Graduate Certificate | Medical Doctorates | Pharmacy | Law

	0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1.0
AY2017-2018											
AY2018-2019											
AY2019-2020											
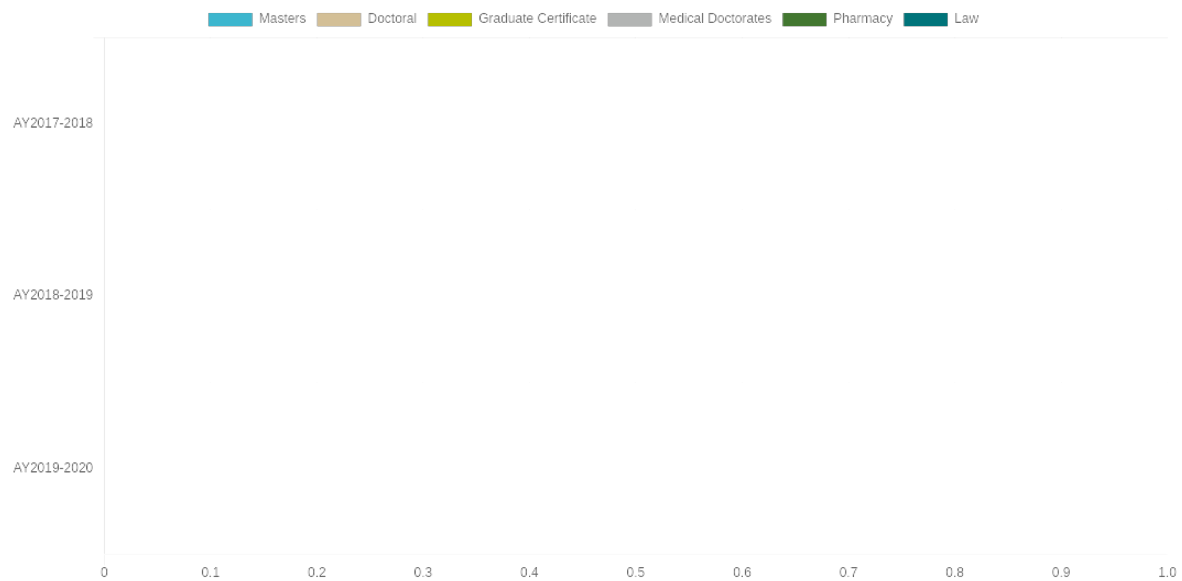
Student Enrollment & Outcomes

Illustration 5. Total Student Enrollment by Classification (All Levels)
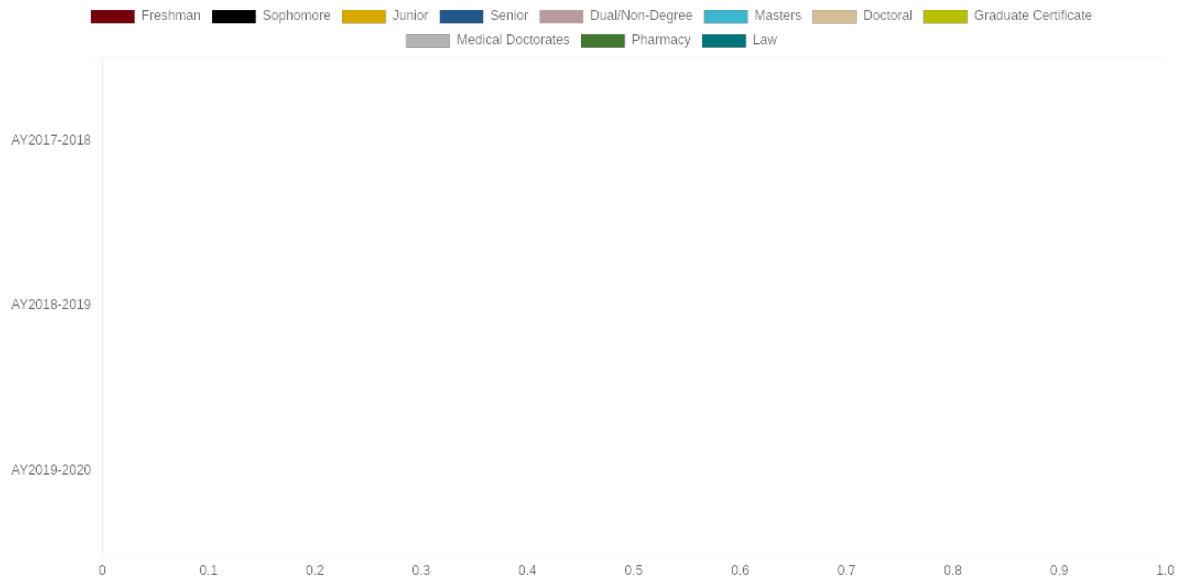
Enrollment by Time Status

Table 6. Student Enrollment by Level and Time Status.

	Fall 2019	**Fall 2018**	**Fall 2017**
Undergraduate	0	0	0
Full-Time			
Part-Time			
Graduate/Professional	0	0	0
Full-Time			
Part-Time			
Total - All Levels	0	0	0
Full-Time	0	0	0
Part-Time			

Student Enrollment & Outcomes

Student Diversity by Gender

Table 7. Student Enrollment by Gender.

	Fall 2019	**Fall 2018**	**Fall 2017**
Undergraduate	0	0	0
Female			
Male			
Graduate/Professional	0	0	0
Female			
Male			

Illustration 6. Undergraduate Student Diversity by Gender

2019 Undergrad Gender

Male   Female

2018 Undergrad Gender

Male   Female

2017 Undergrad Gender

Male   Female

Illustration 7. Graduate/Professional Student Diversity by Gender

2019 Graduate Gender

Male   Female

2018 Graduate Gender

Male   Female

2017 Graduate Gender

Male   Female

Student Enrollment & Outcomes

Student Diversity by Race/Ethnicity
Table 8. Student Enrollment by Race/Ethnicity.

	Fall 2019	Fall 2018	Fall 2017
Undergraduate	0	0	0
American Indian/Alaska Native			
Asian			
Black or African			
Hispanic or Latino			
Native Hawaiian or Other Pacific Islander			
Nonresident Alien			
Two or More Races			
Unknown Race/Ethnicity			
White			
Graduate/Professional		0	0
American Indian/Alaska Native			
Asian			
Black or African			
Hispanic or Latino			
Native Hawaiian or Other Pacific Islander			
Nonresident Alien			
Two or More Races			
Unknown Race/Ethnicity			
White			

Illustration 8. Undergraduate Student Diversity by Race/Ethnicity

American Indian/Alaskan Native   Asian   Black   Hispanic   Native Hawaiian or Other Pacific Islander   Nonresident Alien
Two Or More Races   Unknown Race   White

AY2017-2018

AY2018-2019

AY2019-2020

0   0.1   0.2   0.3   0.4   0.5   0.6   0.7   0.8   0.9   1.0
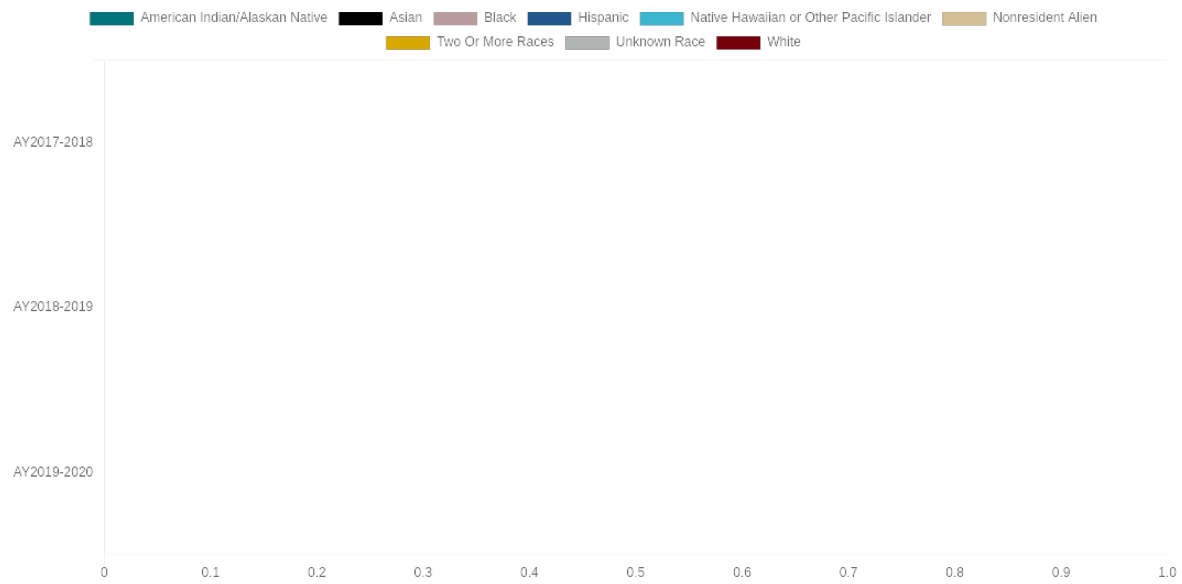
Illustration 9. Graduate/Professional Student Diversity by Race/Ethnicity

American Indian/Alaskan Native   Asian   Black   Hispanic   Native Hawaiian or Other Pacific Islander   Nonresident Alien
Two Or More Races   Unknown Race   White

AY2017-2018

AY2018-2019

AY2019-2020

0   0.1   0.2   0.3   0.4   0.5   0.6   0.7   0.8   0.9   1.0
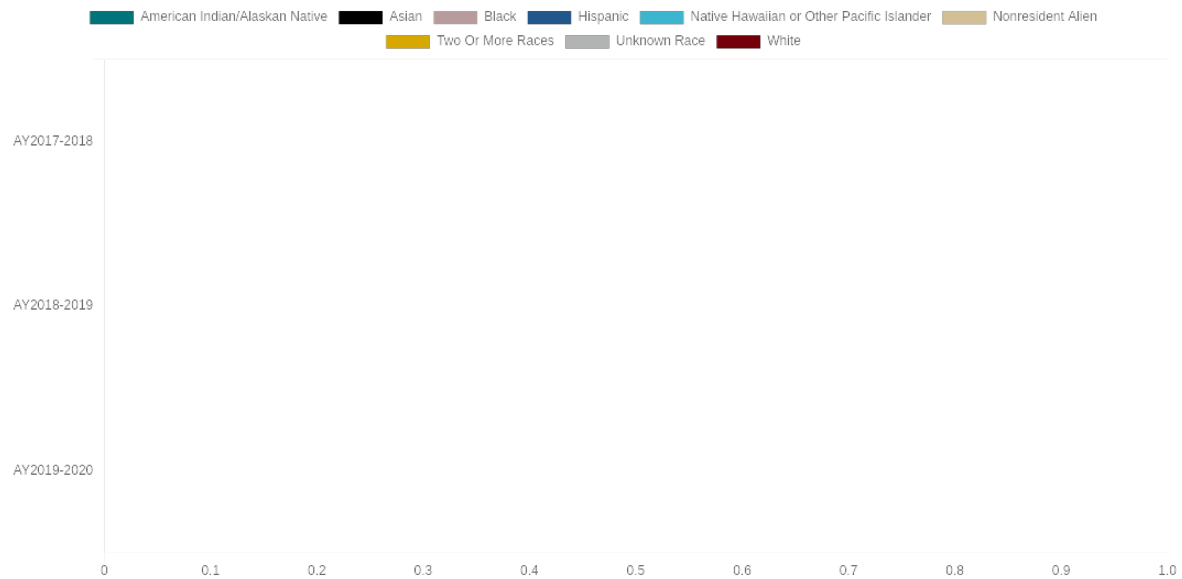
Student Enrollment & Outcomes

Undergraduate Retention

Table 9. Undergraduate Retention Rates for First-time Full-time Student Cohorts

	First Year	Second Year
Fall 2017 Cohort	0%	N/A
Fall 2016 Cohort	0%	N/A
Fall 2015 Cohort	0%	0%
Fall 2015 Cohort	0%	0%

Illustration 10. Undergraduate Retention, First and Second Year

First Year

Second Year

Student Completions
Graduation Rate - Undergraduate

Table 10. Undergraduate Graduation Rates for First-time Full-time Student Cohorts at 4-, 5-, and 6 Years.

	Fall 2011	Fall 2010	Fall 2009
4-Year Same	0%	0%	0%
4-Year Diff	0%	0%	0%
4-Year Total	0%	0%	0%
5-Year Same	0%	0%	0%
5-Year Diff	0%	0%	0%
5-Year Total	0%	0%	0%
6-Year Same	0%	0%	0%

Student Enrollment & Outcomes

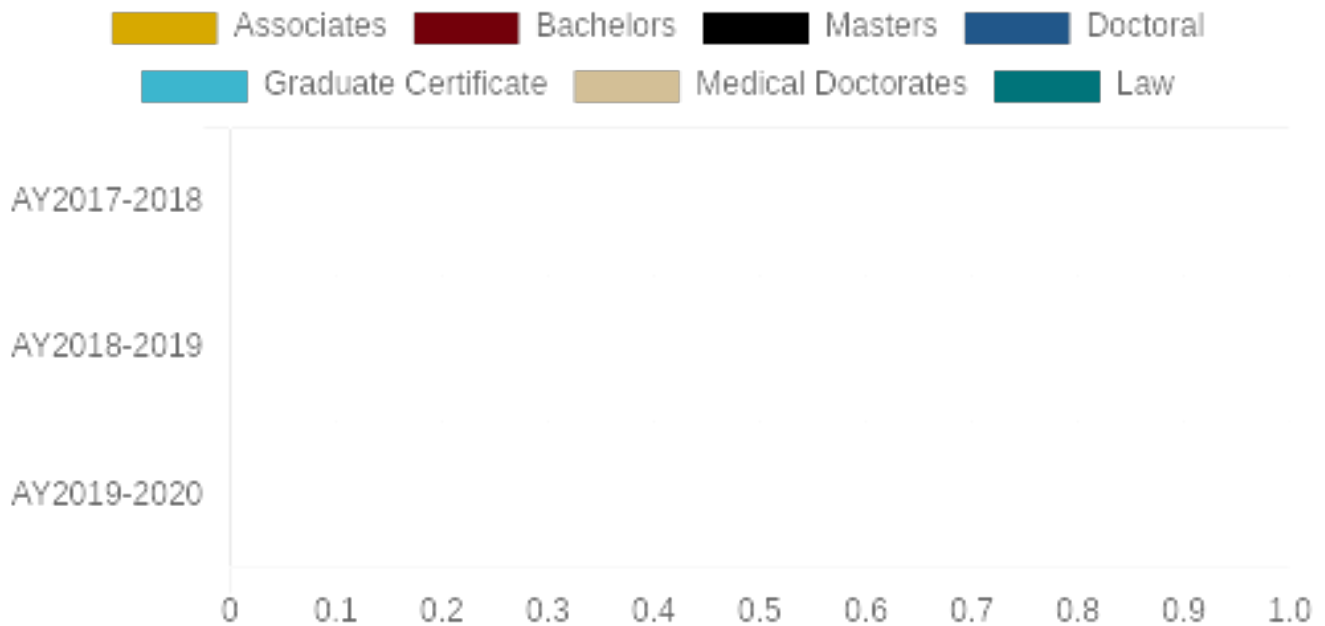|			
6-Year Diff	0%	0%	0%
6-Year Total	0%	0%	0%

Student Enrollment & Outcomes

Degrees Awarded by Level

Table 11. Degrees Awarded by Level.

	AY2019-2020	AY2018-2019	AY2017-2018
Associates Degree			
Bachelors			
Masters			
Doctoral			
Medical			
Law			
Pharmacy Doctorate			
Graduate Certificate			

Illustration 11. Degrees Awarded by Level

Faculty Awards Nominations
No Awards Nominations have been entered for this section.

Faculty Awards Received

Faculty of LIBR were recognized for their professional accomplishments in the categories of Research, Service, and Teaching.

Research Awards

Recipient(s)	Award	Organization

Faculty Awards Received

Service Awards

Recipient(s)	Award	Organization

Recipient(s)	Award	Organization

Faculty Awards Received

Other Awards

Recipient(s)	Award	Organization
L'Hommedieu, Andrea	Elizabeth B. Mason Award for Small Budget Projects	American Oral History Asso

Alumni Engagement & Fundraising

Alumni

Substantial activities, engagements, and initiatives with alumni, focusing on relationships and activities with alumni.

Through our partnership with PASCAL we offer access to several online databases as a benefit to Alumni membership. Alumni also have borrowing privileges with the Thomas Cooper Library.

Development, Fundraising and Gifts

Substantial development initiatives and outcomes, including Fundraising and Gifts.

Community Engagement

Community Engagements and Community - Based Activities

Community engagement and community based research, scholarship, outreach, service or volunteerism conducted, including activities at the local, state, regional national and international levels.

The many programs the Library presents are open to the public and are well attended by our community.

 South Carolina Political Collections hosted a celebration of the opening of Richard Riley's papers with an exhibit and community event featuring Secretary Riley and President Bill Clinton at the opening in August. In Fall 2018, the Library hosted a collaborative exhibit and programming relating to the 100th anniversary of the end of the first World War, followed by an exhibit and programming celebrating the 200th anniversary of the publication of Mary Shelley's Frankenstein. When the feature film, The Greenbook was released in Fall 2018, the South Caroliniana Library installed "Green Book: African American Travel Experiences" at the front of the Thomas Cooper Library and offered numerous tours to faculty, students, and community members. This was a wonderful introduction to a collaborative exhibit sponsored by the University Libraries and the Civil Rights Center. The One Library exhibition "Justice for All" ran from February through August with programming for the campus, the community, and K-12 students and teachers. The exhibition and programming served to connect collections, curators, and experts from the University Libraries' special collections units, and other units on campus including English, History, Public History, Library Science, and the School of Hospitality, Retail, Sport Management and fostered new collaborations. Two smaller library exhibits, an exhibit commemorating the 75th anniversary of D-Day and another celebrating the 50th anniversary of the moon landing served to promote special collections material to new audiences and demonstrated our ability to deliver exhibits related to newsworthy anniversaries.

In addition, the Libraries have supported families at Christmas through the Salvation Army's Stocking Stuffer program, fielded a team for the annual American Heart Association Heart Walk, and adopted a street in the city's street clean-up program.

Community Perceptions

How unit assesses community perceptions of engagement, as well as impact of community engagement on students, faculty, community and the institution.

We do not have a formal assessment activity for community engagement. We routinely receive praise and thanks for the programs and services we provide.

Incentivizing Faculty Engagement

Policies and practices for incentivizing and recognizing community engagement in teaching

Community Engagement

and learning, research, and creative activity.

We do not incentivize our faculty for community engagement. The Library feels this is part of what we do.

Collaborations

Internal Collaborations

Our most significant academic collaborations and multidisciplinary efforts characterized as internal to the University.

All library units have collaborated in the development of the "Justice for All: South Carolina in the American Civil Rights Movement" exhibition and programming with the University's Civil Rights History and Research Center.

Our Oral Historian collaborated with the Honors College on the SC Veteran's Oral History Project. This project won the Oral History Association's Elizabeth B. Mason Award for Small Budget Projects.

The University Libraries collaborate with the Law, Medicine, and campus libraries. We make joint purchases and share costs for some of the systems we use. We manage the online catalog for all USC campus libraries and provide cataloging and some acquisition services to the four two-year campuses. We provide a shuttle to move all types of materials between the campuses.

Librarians collaborate every day with faculty across the curriculum as we teach library instruction sessions and provide research consultations.

A librarian is designated for each academic department to build collections that support faculty teaching and research needs and communicate information on library services.

External Collaborations

Our most significant academic collaborations and multidisciplinary efforts characterized as external to the University.

Our Digital Collections staff work with teachers around the state by helping them integrate our digital resources into their lesson plans.

Membership in the Association of Southeastern Research Libraries allows us to collaborate with libraries in our region.

Membership in the Association of Research Libraries allows us to collaborate with libraries nationally and internationally.

The Partnership Among South Carolina Libraries (PASCAL) is our state-wide collaborative group.

USC librarians have provided training to colleagues around the state in preparation for the implementation of a statewide library services platform.

Collaborations

USC librarians will lead the implementation of the new statewide library services platform (scheduled to go live at all fifty-five participating libraries in June 2020) by chairing the project's Steering Committee and three of the Working Groups.

USC librarians and staff contribute to the governance of PASCAL, serving on the Board of Directors and several committees.

Equity and Diversity Plan

Improve Under-Represented Minority (URM) Student Enrollment

Improve The Number Of Full-Time URM Faculty Across Academic Units

Enhance Outcomes For URM Undergraduate and Graduate/Professional Students

Improve Post-Graduate Outcomes For URM Undergraduate and Graduate/Professional Students

Increase the engagement of students, faculty, staff, administrators in Equity and Inclusion

Improve The Sense Of Inclusion Amongst All University Community Members

Concluding Remarks

Quantitative Outcomes

Explain any surprises regarding data provided in the quantitative outcomes modules throughout this report.

Not applicable.

Cool Stuff

Describe innovations, happy accidents, good news, etc. that occurred within your unit not noted elsewhere in your reporting.

The ONE LIBRARY theme of the university libraries began with an administrative reorganization. We have moved away from two Associate Deans to what will ultimately be five Associate Deans. Our Associate Deans will cover Administration/Diversity, Collections, Services, Special Collections, and Technology.

The focus is going to be change. If the Library is to respond to the needs of our users, we must become much more nimble. We have to be able to cross administrative lines, break down walls, remove silos, and assign new duties as needs arise.

The initial response has been overwhelmingly positive. Our Oral Historian, originally with the South Caroliniana Library, is now working with units throughout the library. Our Born Digital librarian, originally assigned to South Carolina Political Collections, is working on project with multiple areas of the library. A librarian from Communications is working on retrospective conversion for the South Caroliniana Library.

This is only the beginning. The library is moving rapidly into the area of digital scholarship in response to user needs. This will require reallocated staff from throughout the library and redefining vacancies to meet this emerging area. Through ONE LIBRARY we will accomplish this shared goal.

Appendix 3. Research & Scholarly Activity

Office of Research
IT and Data Management Office

University Libraries
Summary of Awards

SAM ACTIVITY	FY2015	FY2016	FY2017	FY2018	FY2019	% Change Avg. (15-18) & 2019
Division Award Totals	*249,696*	*125,580*	*100,858*	*74,158*	*400,684*	191.3
Unit Totals						
Univ Libraries – Dean's Office	249,696	125,580	100,858	74,158	400,684	191.3
Source						
Federal	247,696	35,580	100,585	17,658	339,684	238.2
Private	2,000	90,000	0	56,500	60,000	61.6
State/Local	0	0	0	0	1,000	0
Proposals						
Submissions	7	10	5	4	8	23.1
Dollars Requested	462,548	345,819	221,907	307,542	439,436	31.4

Awards by Source
5 Year Average

State/Local 200

Private 41,700

Federal 148,295