Executive Summary

Blueprint for Academic Excellence
University Libraries
AY2022-2023

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 Shakespeare's Third Folio, Mouzon Map of South Carolina, and Ovid's Metamorphoses.

Facilities:

- South Caroliniana Renovation will be complete in Fall 2022

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

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Foundation for Academic Excellence

Mission Statement
Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research.

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.

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.

Innovation: We are creative, adaptable, and amenable to intelligent risk-taking.

Discovery: Our collections, spaces, and services nurture scholarly exploration by our users.

Learning: We foster learning and work to advance the library's role in the wider educational mission of the university.

Goals - Looking Back

Goals for the previous 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	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	Collection assessment projects have made possible the de-accessioning of materials from the Library Annex, freeing up space in the facility for materials of higher preservation priority. Collection assessment also contributed to the successful conclusion in January 2020 of the Thomas Cooper Level 4 renovation, which moved library materials to an off-site storage facility to make space for state-of-the-art furniture to encourage both collaborative and individual study.$450,000 in one-time funding from central administration for periodicals inflation costs enabled the continuation of current serials subscriptions. In 2020-21, collection assessment work continued to enable deaccessioning of print to make space available for higher-priority materials, including rare and unique items from the Libraries' special collections libraries. The gathering of electronic resource usage data is being systematized to enable regular review of the Libraries' e-database and e-journal subscriptions. Maintaining subscriptions to high-value content remains a top priority.
Resources Utilized	Periodicals inflation funding (one-time)
Goal Continuation	

Goals - Looking Back

Goal Upcoming Plans	
Resources Needed	$450,000 in recurring money for periodicals inflation.
Goal Notes	

Goals - Looking Back

Goal Statement	Hire several new positions and fill currently open positions to support various services in the Libraries.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	Replacements: System Campuses LibrarianSystem Campuses Library Specialist Assessment LibrarianIrvine Dept. ArchivistSouth Caroliniana Library SpecialistSouth Caroliniana Library Technical Assistant Data Visualization Librarian New Positions: User Experience Librarian Online Learning Librarian Campus Engagement LibrarianAssistant Director of DevelopmentProcessing Archivist for South Caroliniana Library Developer II positionDesktop Support SpecialistEvening manager for the Technology Lounge (part-time, 20 hours/week)Staff member in Digital Research Services Digital Projects Manager to manage metadata and workflows for CONTENTdm, Scholar Commons, Newspapers, born digital processing, and AV processing
Achievements	Temporary Desktop Support Specialist was hired and remains with us. Developer II position was hired, sharing 1/2 time with DoIT. Data visualization librarian was hired but then resigned for teaching position at another institution. This position and other positions listed above were frozen due to COVID budget issues. We have not had stable financial funding to fill these critical positions.
Resources Utilized	
Goal Continuation	Will try to hire when hiring freeze is lifted and funding is restored. We currently have pending SUAC requests, if approved, which would allow us to focus on a few of these positions that we deem critical.
Goal Upcoming Plans	Will try to hire when hiring freeze is lifted and funding is restored.

Goals - Looking Back

	We currently have pending SUAC requests, if approved, which would allow us to focus on a few of these positions that we deem critical.
Resources Needed	
Goal Notes	

Goals - Looking Back

Goal 3 - Technology

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	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	The SLSP was successfully launched on schedule. We have partnered with DoIT's Research Computing to establish an Open Science Framework membership and are continuing to work with that unit to advance data curation & preservation. For example, we are developing a policy for high-performance computing (HPC) data storage. We have established a digital preservation workflow via Archivematica, have begun to archive websites, and .are working to migrate all scanned collections to the cloud for robust disaster-recovery. We purchased and installed self-service scanners.
Resources Utilized	$20,000 to add self-service scanning stations for our patrons (one-time)
Goal Continuation	Continue to explore alternative software for UofSC research data repository.

Goals - Looking Back

	Advance the state of digital preservation for Libraries collections
Goal Upcoming Plans	
Resources Needed	
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. PASCAL was able to subsidize the cost of the SLSP last year and will be able to do so next year as well.

Goals - Looking Back

Goal 4 - Facilities

Goal Statement	Secure front entry. Remodel main level. Continually review spaces and replace furniture, carpeting, and paint as budget allows.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
Alignment with Mission, Vision, and Values	Focus on Services, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Conduct a feasibility study of remodeling the main level. Repair the exterior of the Library Annex. Secure the main entry
Achievements	Worked with University architect and Quackenbush to create redesign of Main Level to include secured entry point. This project is shovel-ready with detailed plans and cost estimate, approximately $6 million. Breaches in the building envelope of the Annex were repaired to help mitigate climate control issues. Furniture in Thomas Cooper Library was not replaced this year due to budget constraints.
Resources Utilized	$50,000 for Architect Design Study of Main Level. $150,000 repairs to building envelope of Annex.
Goal Continuation	Secure funding to renovate main level of Thomas Cooper Library. Continue to upgrade furnishings and provide more student space, as budget allows.Continue with deferred maintenance, as budget allows.
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Goals - Real Time

Goals for the current Academic Year.

Goal 1 - Collections

Goal Statement	Use collection assessment to develop strategies for managing the Libraries' print collections within space and staffing constraints. Expand access to library resources that support diversity, equity, and inclusion. Ensure that library collections, especially electronic subscription products, align with the University's teaching and research priorities.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	Review current print journal subscriptions; continue projects to de-accession materials from the Library Annex; work with the Libraries' Equity, Diversity, and Inclusion Team to identify books, journals, databases, and other resources that will broaden representation in the Libraries' collections; use analytics functionality of the new Statewide Library Services Platform (Alma/Primo) to assess relevance and value of current electronic resource subscriptions.
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	Review current print journal subscriptions; continue projects to de-accession materials from the Library Annex; work with the Libraries' Equity, Diversity, and Inclusion Team to identify books, journals, databases, and other resources that will broaden representation in the Libraries' collections; use analytics functionality of the new Statewide Library Services Platform (Alma/Primo) to assess relevance and value of current electronic resource subscriptions.

Goals - Real Time

Resources Needed	$600,000 in recurring money for periodicals inflation.
Goal Notes	

Goals - Real Time

Goal Statement	Hire positions several new positions and fill currently open positions to support various services in the Libraries. Implement core competencies for customer service to include diversity and inclusion training for all front facing employees. Library instruction for individualized courses continues to increase 20% per year during Fall semester. There is increasing need for Librarians to provide group instruction and individualized research consultations for every discipline, in-person and through Blackboard or other online formats. Expand suite of online instructional videos and tutorials for integration into online courses or Blackboard.Implement new single service desk model for front entrance. Implement recruitment practices that emphasize diversity, equity, and inclusion.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	**<u>Replacement Hires:</u>** System Campuses Librarian System Campuses Library Specialist Assessment Librarian Irvine Dept. Archivist South Caroliniana Library Specialist South Caroliniana Library Technical Assistant Data Visualization Librarian MIRC Assistant Director Online Learning Librarian Campus Engagement Librarian New Positions:

	User Experience Librarian Assistant Director of Development Processing Archivist for South Caroliniana Library SCL Building/Stacks/Security Manager Developer II position Desktop Support Specialist (permanent) Evening manager for the Technology Lounge (part-time, 20 hours/week) Digital Research Services staff member Digital Projects Manager MIRC Scanning Technician Digital Archivist Preservation Services Librarian Digital Communications Manager
Achievements	Frontline staffed participated in a series of Diversity, Equity and Inclusion training sessions on implicit bias, microaggressions, stereotypes, etc. Implemented a new service desk model for front entrance that combines visitor registration and help desk services. Librarians have created instruction modules for 193 courses using both synchronous and asynchronous instruction methods. In addition, the suite on online tutorials grew this year. This year, the libraries increased opportunity for diversity within applicant pools by advertising more broadly in publications and to organizations with diverse membership; utilizing more inclusive language in advertisements; and decreasing minimum requirements for entry-level positions
Resources Utilized	Employee time
Goal Continuation	Continue to require training on DEI topics for frontline staff. Continue to grow suite of online instructional material and tutorials. Continue to find ways to diversify applicant pools.
Goal Upcoming Plans	
Resources Needed	Due to the COVID Budget Cut, recurring money is needed to hire replacements as well as new positions. Replacements: System Campuses Librarian -- $50,000 + $20,000 System Campuses Library Specialist -- $27,527 + $11,011 Assessment Librarian -- $80,000 + $32,000 Irvine Dept. Archivist -- $50,000 +$20,000 South Caroliniana Library Specialist South Caroliniana Library Technical Assistant Data Visualization Librarian -- $50,000 + $20,000

| | MIRC Assistant Director -- $50,000 + $20,000
Online Learning Librarian -- $50,000 + $20,000
Campus Engagement Librarian -- $50,000 + $20,000

New Positions:
User Experience Librarian -- $50,000 + $20,000
Assistant Director of Development -- $60,000 + $24,000
Processing Archivist for South Caroliniana Library -- $45,000 +$18,000
SCL Building/Stacks/Security Manager -- $35,000 +$14,000
Desktop Support Specialist (permanent) -- $40,000 + $16,000
Evening manager for the Technology Lounge (part-time, 20 hours/week) -- $20,000 + $8,000
Staff member in Digital Research Services (recurring) -- $27,527 +$11011
Digital Projects Manager -- $35,000 + $14,000
MIRC Scanning Technician -- $27,527 + $11,011
Digital Archivist -- $45,000 + $18,000
Preservation Services Librarian -- $50,000 + $20,000

Total needed: $1,340,827 |
| **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	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student.
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	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	Our in-person consultations and trainings continue to grow year over year. SHARPGrads was established and then pivoted online; our consultation program more broadly has been sustained and new topics have been added (e.g., extremely popular Tableau sessions) after transition to online. We have partnered with DoIT's Research Computing unit to reach additional faculty and to better support campus data management. We have scoped a state-of-the-art data visualization facility with that group; DoIT has requested funding to support its installation in the Libraries
Resources Utilized	Staff time
Goal Continuation	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.

Goals - Real Time

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 $15,000 for storage of digital assets (recurring; expect annual growth of at least 5% growth)
Goal Notes	LSP implementation $289,805 (plus inflation factor) yearly payment for UofSC system. The Columbia campus, the 4-year campuses, Palmetto College, 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. PASCAL was able to subsidize the cost of the SLSP last year and will be able to do so next year as well. This is a year to year decision based on CHE ability to pay. It is not a guarantee, and does not help us to be able to budget for such services as we move forward.

Goals - Real Time

Goal 4 - Facilities

Goal Statement	Renovate the front entry and main level. $8.9 million renovation of the South Caroliniana Library. Monitor Library Annex and 707 Catawba Street for maintenance issues
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Provide a sustainable campus infrastructure that supports academic excellence and preeminent student life.
Alignment with Mission, Vision, and Values	Focus on Services, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.
Status	Progressing as expected (multi-year goal)
Action Plan	Renovate front entrance of Thomas Cooper Library to include secure entry. Detailed plans have been developed by Quackenbush architect and in consultation with University Law Enforcement. HVAC components at Library Annex (chiller, cooling towers, boilers and pumps) are all past their median service life. Replacement may be necessary at any time. South Caroliniana Library renovation has been moving forward steadily, but has had some timeline extensions due to supply chain issues.
Achievements	The library implemented a secured entry point for Covid and has been requiring non-UofSC visitors to register, this process will continue post-Covid. However, without renovation of library entrance and installation of turnstiles, this requires significant staffing cost to maintain security at front entrance. Replaced both the cold and hot water pumps at the Library Annex after failure. Work is about to begin to replace a broken underground pipe that feeds the water tower. We are awaiting a quote to recommission the HVAC and correct a high humidity issue that has been ongoing since last summer. South Caroliniana Library renovation has been moving forward steadily, but has had some timeline extensions due to supply chain issues.

Goals - Real Time

Resources Utilized	The secure entry point at the front of Thomas Cooper Library was implemented using repurposed furniture. Student labor is used to check for UofSC status of visitors. Without dedicated budget for student employees this will not be possible to maintain. Facilities paid to replace pumps and repair underground pipe at Library Annex.
Goal Continuation	Continue to seek funding to renovate the front entrance of Thomas Cooper Library. Facilities has indicated the water tower at the Library Annex is at end of service life and will need to be replaced. Replace HVAC components at Library Annex.
Goal Upcoming Plans	
Resources Needed	$600,000 to install turnstiles and new registration desk at front of Thomas Cooper Library. Renovation of the main level of the library has been designed by Quackenbush Architects and is a shovel-ready project with $6 million cost estimate. Approximately $3 million to replace HVAC system at Annex when failure occurs.
Goal Notes	$600,000 to install turnstiles and new registration desk at front of Thomas Cooper Library. Renovation of the main level of the library has been designed by Quackenbush Architects and is a shovel-ready project with $6million cost estimate. Approximately $3 million to replace HVAC system at Annex when failure occurs.

Goals - Looking Ahead

Goals for the next Academic Year.

Goal 1 - Sustainably grow UofSC Libraries world-class research collections (SUAC Initiative #1 - Research Journals & Databases)

Goal Statement	Alignment with Mission, Vision, and Values: Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research. Our vision is to develop "collections [that] support research and teaching and be available anytime, anywhere and on any device," to "stimulate research," and to "be responsive to changes in information acquisition and scholarly publishing." Relevant values include "Service," "Continuous Improvement," "Innovation," "Discovery," and "Learning."
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Provide a sustainable campus infrastructure that supports academic excellence and preeminent student life. • Build teams that win with excellence and character.
Alignment with Mission, Vision, and Values	Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research. Our vision is to develop "collections [that] support research and teaching and be available anytime, anywhere and on any device," to "stimulate research," and to "be responsive to changes in information acquisition and scholarly publishing." Relevant values include "Service," "Continuous Improvement," "Innovation," "Discovery," and "Learning."
Status	Progressing as expected (multi-year goal)
Action Plan	Continue to provide access to current journal and database packages, and to meet future needs for additional resources.
Achievements	
Resources Utilized	

Goals - Looking Ahead

Goal Continuation	
Goal Upcoming Plans	
Resources Needed	$500,000 in recurring funds for research journals and databases (inflation)
Goal Notes	

Goals - Looking Ahead

Goal 2 - Sustain anytime access to electronic resources and late night access to physical resources and spaces (SUAC Initiative #2 - Student Employment

Goal Statement	Student & temporary positions that provide experiential learning opportunities support late-night operating hours and collections scanning for anytime access. These programs foster student learning and discovery, and support students with diverse backgrounds, learning styles and needs.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Build teams that win with excellence and character.
Alignment with Mission, Vision, and Values	Alignment with Mission, Vision, and Values: Our mission is to "foster learning and discovery by connecting people with significant collections and expert support of research." Our vision is to "provide a center for learning and discovery on campus connecting students, faculty, and community in the exchange of ideas." Our values include "Service," "Continuous Improvement," "Collaboration and Teamwork," "Innovation," "Discovery," and "Learning."
Status	Progressing as expected (multi-year goal)
Action Plan	
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	$600,000 recurring
Goal Notes	Although student/temp positions are not permanent, the library needs the funding stream for these positions to be stable and predictable. In the past, these positions have been funded with carryforward, which is not sustainable. It should be noted that student and temporary employment is an essential part of providing library hours on evenings and weekends. Students and temporary positions have allowed us to continue providing services without

	filling open FTE vacancies. These vacancies were eliminated in 2020 due to the 2020 COVID budget cut.

Goals - Looking Ahead

Goal 3 - Process special collections of high research value (SUAC Initiative #3 - Processing Collections)

Goal Statement	Process special collections of high research value to open them to researchers on campus, in the Columbia community, in the state of South Carolina, and around the globe
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Provide a sustainable campus infrastructure that supports academic excellence and preeminent student life.
Alignment with Mission, Vision, and Values	Alignment with Mission, Vision, and Values: Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research. Our vision includes acquiring and providing access to special collections that "will stimulate research locally and attract scholars from around the world." Relevant values include "Service," "Continuous Improvement," "Innovation," "Discovery," and "Learning."
Status	Progressing as expected (multi-year goal)
Action Plan	
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	Resources needed: $200,000 recurring Faculty-Irvin Dept:Archivist Base - $45,000 Fringe -$18,000 Total - $63,000 Faculty-SCL Processing Archivist Base - $45,000Fringe - $18,000 Total - $63,000 Staff–SCL Library Specialist Base - $28,215Fringe - $11,286 Total -$39, 501 Supplies for Processing Collections - $34,499
Goal Notes	

Goals - Looking Ahead

Goal 4 - Help students and faculty explore, analyze and communicate their data (SUAC Initiative #4 - Support for Public Services)

Goal Statement	Help students and faculty explore, analyze and communicate their data with support for data visualization tools (e.g., R, ArcGIS and Tableau)
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Provide a sustainable campus infrastructure that supports academic excellence and preeminent student life. • Build teams that win with excellence and character.
Alignment with Mission, Vision, and Values	Alignment with Mission, Vision, and Values: Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research. Our vision includes serving as a "center for learning and discovery on campus" and "connecting students, faculty, and community in the exchange of ideas." We also seek to "be an essential partner with teaching faculty to integrate information literacy skills across university curriculum." Our values include "Service," "Continuous Improvement," "Professional Development," "Collaboration and Teamwork," "Innovation," "Discovery," and "Learning."
Status	Progressing as expected (multi-year goal)
Action Plan	
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	$100,000 to fill vacant Data Visualization Librarian position
Goal Notes	

Goals - Looking Ahead

Goal 5 - Continuously assess our services to the UofSC community (SUAC Initiative #5 - Mission Critical Positions)

Goal Statement	Continuously assess our services to the UofSC community to sustainably improve the resources and programs we provide.
Linkage to University Goal	• Attract, inspire, challenge and enable our students to become innovative thinkers and transformative leaders. • Assemble and cultivate a world-class faculty and staff. • Create new pathways to research excellence to become AAU eligible. • Cultivate a more diverse, equitable, and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive. • Harness the power, attributes and institutional diversity of an integrated and interoperative university system that enhances access, success and affordability for every eligible SC student. • Provide a sustainable campus infrastructure that supports academic excellence and preeminent student life.
Alignment with Mission, Vision, and Values	Alignment with Mission, Vision, and Values: Our mission is to foster learning and discovery by connecting people with significant collections and expert support of research. Our vision includes serving as a "center for learning and discovery on campus" and "connecting students, faculty, and community in the exchange of ideas." Our values include "Service," "Continuous Improvement," "Innovation," "Discovery," and "Learning."
Status	Progressing as expected (multi-year goal)
Action Plan	
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	Hire Assessment librarian (salary + fringe): $120,000
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.

Academic Initiatives

Experiential Learning For Undergraduates

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

We provide experiential learning for undergraduate students through internships and employment. They learn marketable skills in instruction, technology, public service and more. 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. Many of our Ambassadors are hired as freshmen and continue in this role through graduation.

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. Co-sponsored by University Libraries and the School of Information Science, the Richard T. Greener Fellowship is a year-long program offered to a member of an underrepresented group in the SLIS master's program. In addition, Digital Research Services offers intensive workshops, internships, and fellowships, such as the SHARPGrads workshop with certificate. We are collaborating with Research Computing to further enhance the curriculum for SHARPGrads in the upcoming academic year.

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.

The library provides a collection of textbooks to assist students with the rising cost of

Academic Initiatives

materials. The library purchases a copy of current textbooks for courses with enrollment of over 100 students. These books are available for short-term loan. This program began as a partnership with Student Government and has assisted students with the cost of textbooks for over ten years.

We offer desktop computing to all patrons and maintain a short-term loan program for laptops, cameras and peripherals. All students on campus can access audio and video production studios to complete course assignments (e.g., podcasts, documentaries). Finally, since the start of the COVID-19 pandemic, the Libraries has administered the Provost's long-term laptop loan program, which allows students to borrow laptops for semester-long terms.

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.

University Libraries faces many challenges in the wake of the pandemic and reduced budget. As submitted in SUAC requests, our most dire challenges to date remain the following:

1. Resource Journals & Databases (Periodicals Inflation) - $500,000
   - These funds are utilized yearly to address inflation on research journals and databases.
   - Each year, we see an increase from 3-5% in these costs.
   - If these funds are not issued recurring each year, we do not have funding to absorb the inflation rates.
2. Student Employment and Temporary Employee Funding - $600,000
   - Student and temporary employees bridge a critical gap in staffing created by unfunded staff positions.
   - Student employment plays an essential part in providing library hours on evenings and weekends.
   - Student and temporary employees are key to the possibility of extension of library hours during the exam period or responding to student government requests to extend library hours.
3. Processing Collections - $200,000
   - Although UL receives numerous world class special collections, funding is needed to process these collections - otherwise we are able to make these collections available to faculty, students, and the general public.
   - Within this category, are critical positions - Faculty (Irvin Dept. Archivist), Faculty (SCL Processing Archivist), Staff (SCL Library Specialist)
   - Supplies for processing collections - $34,499
4. Support for Public Services - $100,000
   - Restore funding for GIS/Data Visualization Faculty Librarian position
   - This position is a "One Library" position that works across all departments and collections to provide training to graduate students through the SHARP grads program, creates opportunities for new research approaches for doctoral students, and enhances advanced undergraduate level research.

Academic Initiatives

- This position helps to inform research and information processes of fields such as public health, social work, environmental science, politics, history, and linguistics.
5. Mission Critical Positions - $165,000
    - Funding will support two mission critical positions
        - Assessment Librarian - enables the UL to better assess its resources and services and provide for more accurate budget and planning of library programs
        - Desktop Support Specialist - relieves an already over burdened Library Information Technology staff by managing the hundreds of desktop resources we provide through our classrooms and the Library Technology Lounge, one of the largest and busiest technology resources for students on campus.
        - These two positions will provide future savings and productivity to the library's administration and Library Information Technology services.

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 2021	**Fall 2020**	**Fall 2019**
Tenure-track Faculty			
Professor, with tenure			
Associate Professor, with tenure			
Assistant Professor			
Librarian, with tenure			
Research Faculty			
Research Professor			
Research Associate Professor			
Research Assistant Professor			
Clinical/instructional Faculty			
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 this link: https://nces.ed.gov/ipeds/Section/collecting_re

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

	Fall 2021	**Fall 2020**	**Fall 2019**
Gender			
Male			
Female			
Race/Ethnicity			
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

2022 Faculty Gender	2021 Faculty Gender	2020 Faculty Gender

Male ■ Female   Male ■ Female
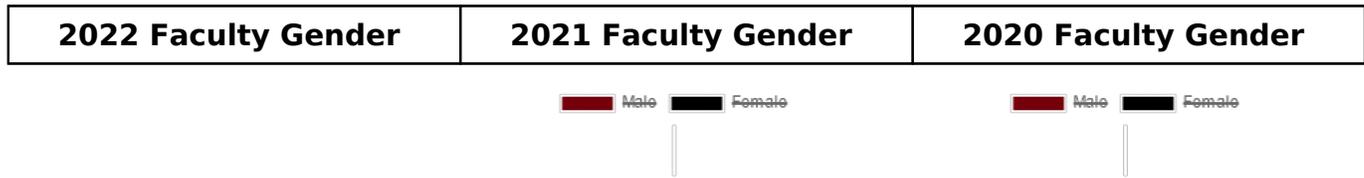
Illustration 2. Faculty Diversity by Race & Ethnicity

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

AY2019-2020

AY2020-2021

AY2021-2022

0   0.1   0.2   0.3   0.4   0.5   0.6   0.7   0.8   0.9   1.0
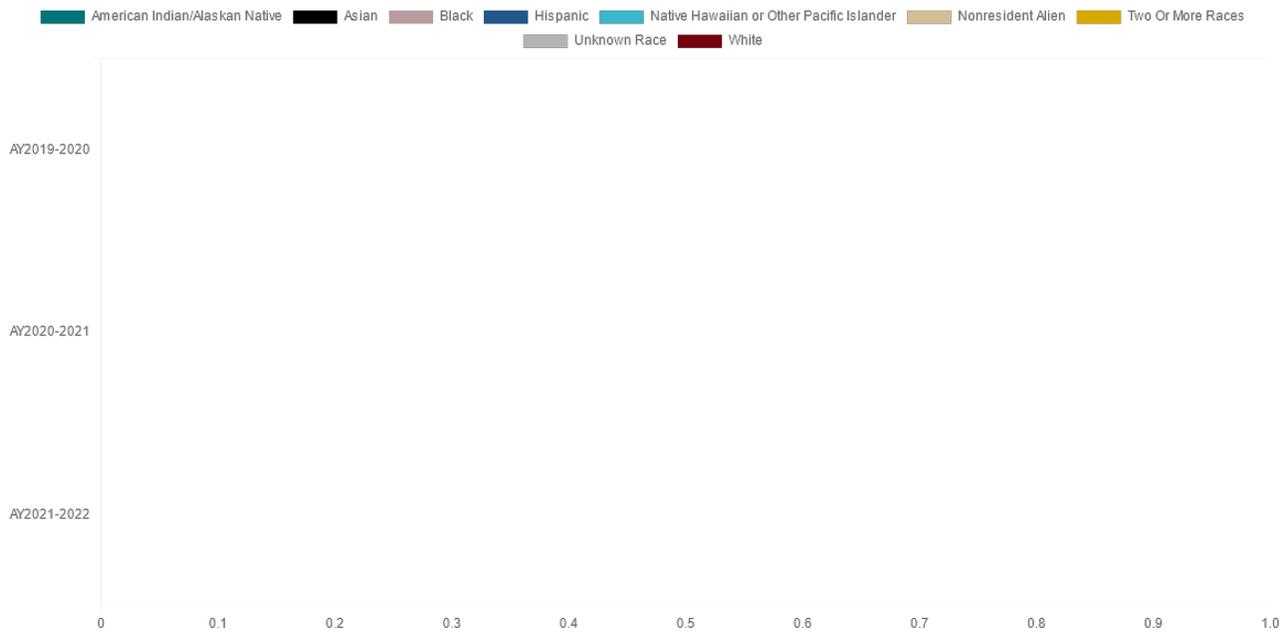
Faculty Information

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.
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. We have made a particular effort to support training in diversity, equity and inclusion this year and plan to sustain this programming.

Other Activity

Jeanne Britton, Curator in the Irvin Department of Rare Books and Special Collections, was named a Breakthrough Star by the Office of the Vice President for Research in spring 2021. Dr. Britton's research, teaching, and project development in relation to Giovanni Piranesi's engravings has been supported by grants from the University, NEH, and the Delmas Foundation. The physical and digital exhibits opened in February 2021, along with the continued development of a virtual product.

2020/2021 is the inaugural year of the University of South Carolina's Catesby Centre. Michael Weisenburg, Curator and Head of Reference and Instruction for the Irvin Department and David Elliott, Executive Director of the Centre, delivered a virtual program and digital exhibit featuring faculty from across the University. The University Libraries' first, second, and third editions of Mark Catesby's Natural History, and his Hortus have been digitized. Additional projects underway include work on a book about Catesby, the development of K-12 modules about Mark Catesby and Natural History, and plans for an exhibit commemorating the Tercentennial of Catesby's visit to South Carolina in 2022, possibly in conjunction with hosting the Linnean Society's Conference.

Beth Bilderback, Edward Blessing, Graham Duncan, and Elizabeth West are all part of the "Documenting COVID-19 at the University of South Carolina" project team that received

Faculty Information

$21,783 in funding from the Office of the Vice President for Research through the COVID-19 Research Initiative. This project was developed to collect, preserve, and then make available for future research, primary source materials documenting the effects of the COVID-19 pandemic on the University of South Carolina, and the University's subsequent

response and recovery.

Along with Jennifer Gunter (SC Collaborative on Race and Reconciliation), Ramon Jackson (SC Department of Archives and History), and Kimberly Simmons (USC Anthropology and African American Studies), USC Libraries and the Civil Rights Center's Constance Caddell, Amie Freeman, Graham Duncan, Andrea L'Hommedieu, Jennifer Melton, and Stacy Winchester developed "Voices of SC: Black Lives Matter," a digital archival project that received $13,829 in funding from the Office of the Vice President for Research and the Office of Diversity Equity and Inclusion through the Racial Justice and Equity Fund. This project will collect, archive, and spotlight South Carolina experiences in the weeks following George Floyd's death.

Special initiatives to mitigate COVID-19 – all library faculty and staff came together to plan for and deliver library services during the period campus was closed and again to plan for the safe reopening of the libraries.

Heather Heckman received a Certificate of Meritorious Service from the President's Office for her work on the Committee of 9.

Greg Wilsbacher and co-PI's from the Computing Vision Lab, College of Engineering and Computin and Research Computing, Division of Information Technology were awarded an NEH Preservation Research and Development Grant.

Greg Wilsbacher was awarded an Aspire III grant for the acquisition of a new 6.5K Kinetta scanner.

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:

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

Analysis of Ratio

Analysis of the ratio, agreement with the data, and plans for the future to impact this ratio.
Not applicable.

Table 4. Faculty-to-Student Ratio.

	Fall 2021	**Fall 2020**	**Fall 2019**
Analysis of Ratio			

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 2021	**Fall 2020**	**Fall 2019**
Undergraduate Enrollment			
Freshman			
Sophomore			
Junior			
Senior			
Dual/Non-Degree			
Sub Total			
Graduate Enrollment			
Masters			
Doctoral			
Graduate Certificate			
Sub Total			
Professional Enrollment			
Medicine			
Law			
PharmD			
Sub Total			
Total Enrollment (All Levels)			

Student Enrollment & Outcomes

Illustration 3. Undergraduate Student Enrollment by Classification
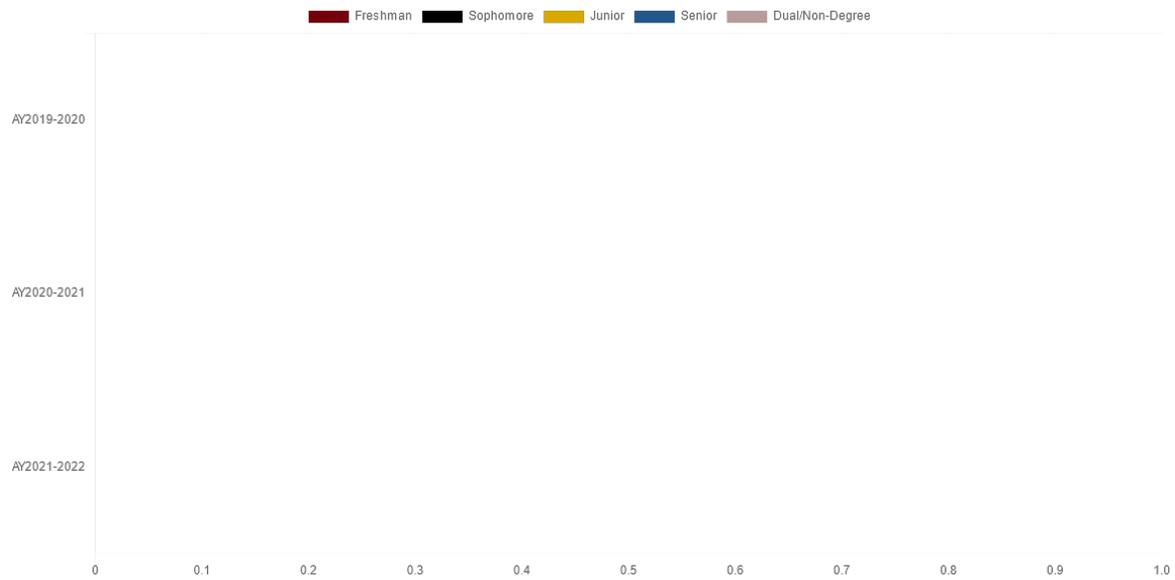
Illustration 4. Graduate/Professional Student Enrollment by Classification
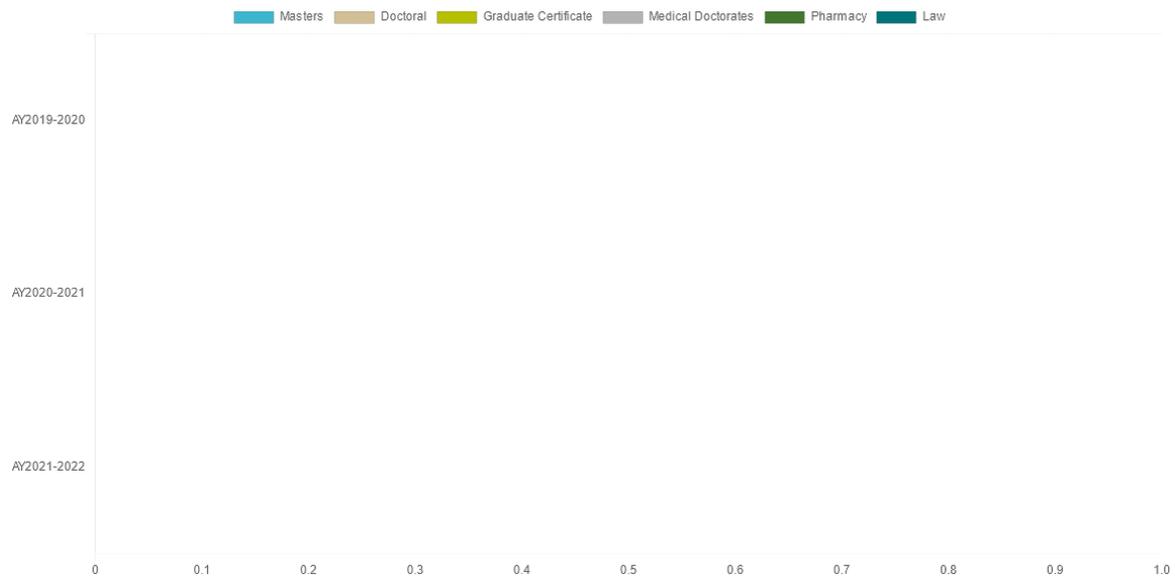
Student Enrollment & Outcomes

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

Legend: Freshman, Sophomore, Junior, Senior, Dual/Non-Degree, Masters, Doctoral, Graduate Certificate, Medical Doctorates, Pharmacy, Law
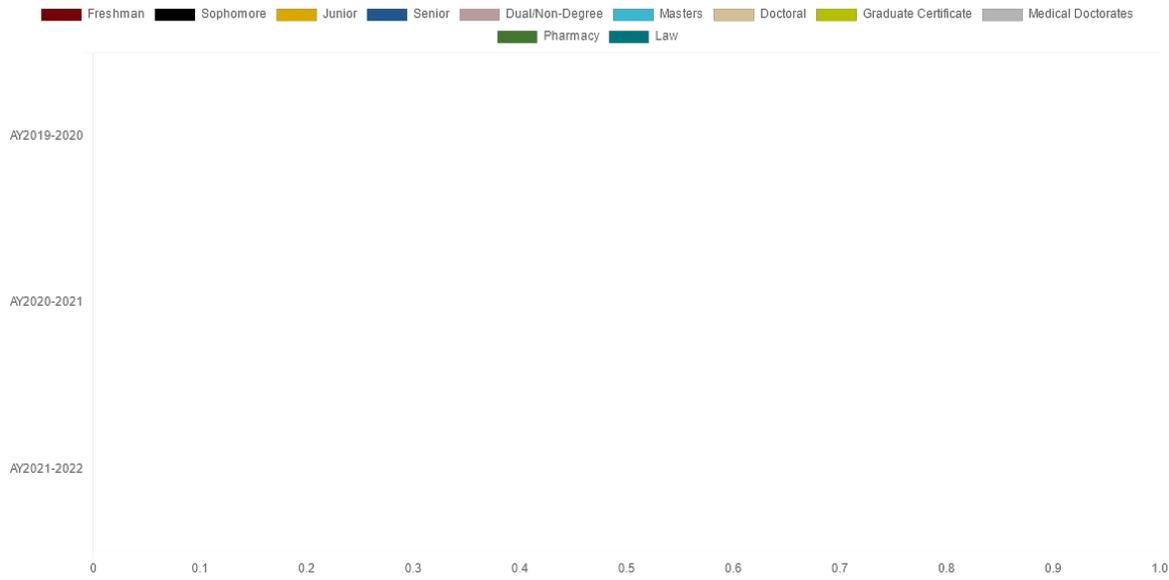
Enrollment by Time Status

Table 6. Student Enrollment by Level and Time Status

	Fall 2021	Fall 2020	Fall 2019
Undergraduate			
Full-Time			
Part-Time			
Graduate/Professional			
Full-Time			
Part-Time			
Total - All Levels			
Full-Time			
Part-Time			

Student Enrollment & Outcomes

Student Diversity by Gender

Table 7. Student Enrollment by Gender.

	Fall 2021	Fall 2020	Fall 2019
Undergraduate			
Female			
Male			
Graduate/Professional			
Female			
Male			

Illustration 6. Undergraduate Student Diversity by Gender

AY2021-2022 Undergrad Gender	AY2020-2021 Undergrad Gender	AY2019-2020 Undergrad Gender
Male Female	Male Female	Male Female

Illustration 7. Graduate/Professional Student Diversity by Gender

AY2021-2022 Graduate Gender	AY2020-2021 Graduate Gender	AY2019-2020 Graduate Gender
Male Female	Male Female	Male Female
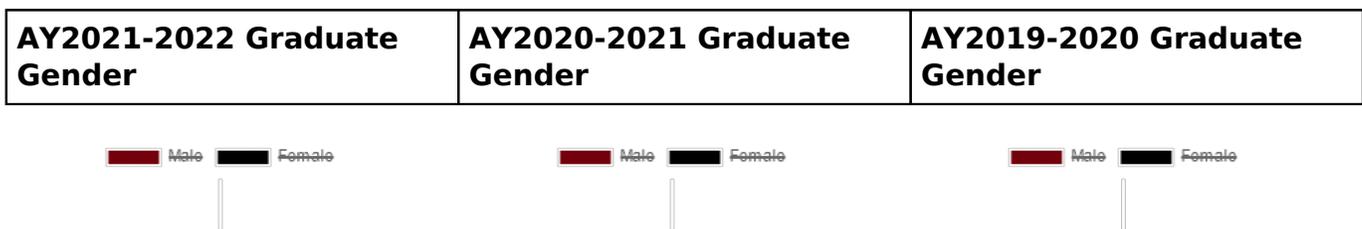
Student Enrollment & Outcomes

Student Diversity by Race/Ethnicity

Table 8. Student Enrollment by Race/Ethnicity

	Fall 2021	Fall 2020	Fall 2019
Undergraduate			
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			
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

	0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1.0
AY2019-2020											
AY2020-2021											
AY2021-2022											
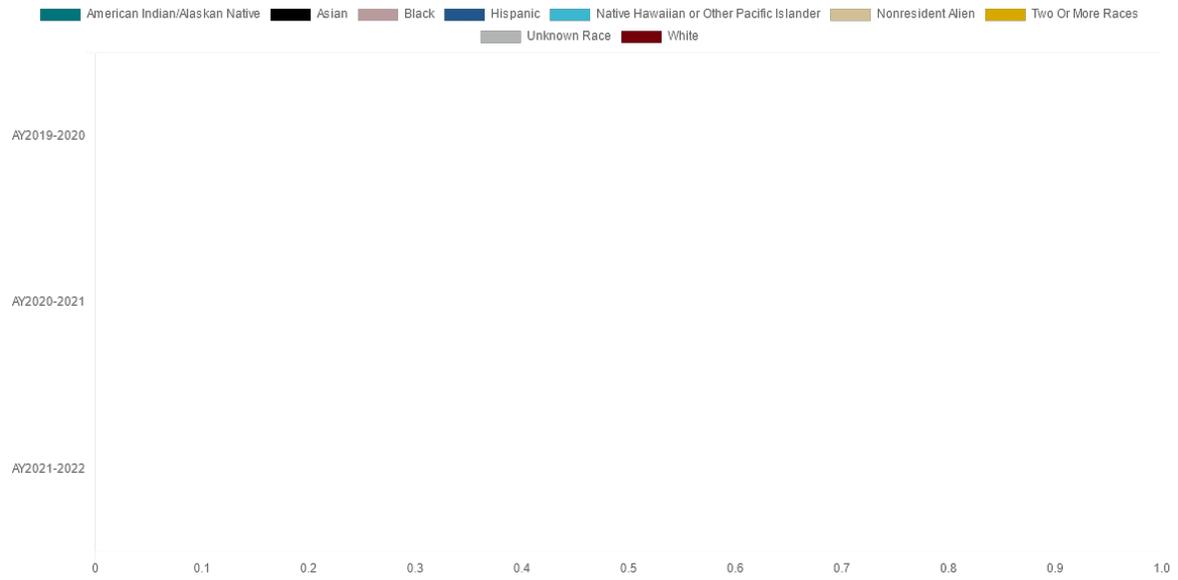
Illustration 9. Graduate/Professional Student Diversity by Race/Ethnicity

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

|	0	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1.0
AY2019-2020											
AY2020-2021											
AY2021-2022											
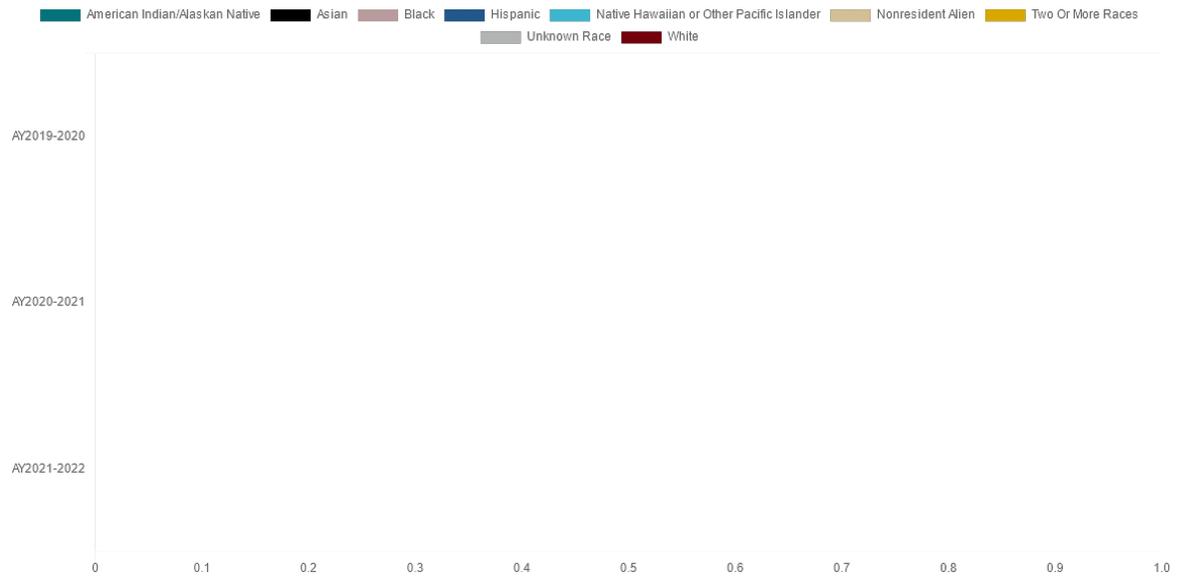
Student Enrollment & Outcomes

Undergraduate Retention

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

	First Year	Second Year
Fall 2021 Cohort	0%	N/A
Fall 2020 Cohort	0%	N/A
Fall 2019 Cohort	0%	N/A

Illustration 10. Undergraduate Retention, First and Second Year

First Year

Second Year
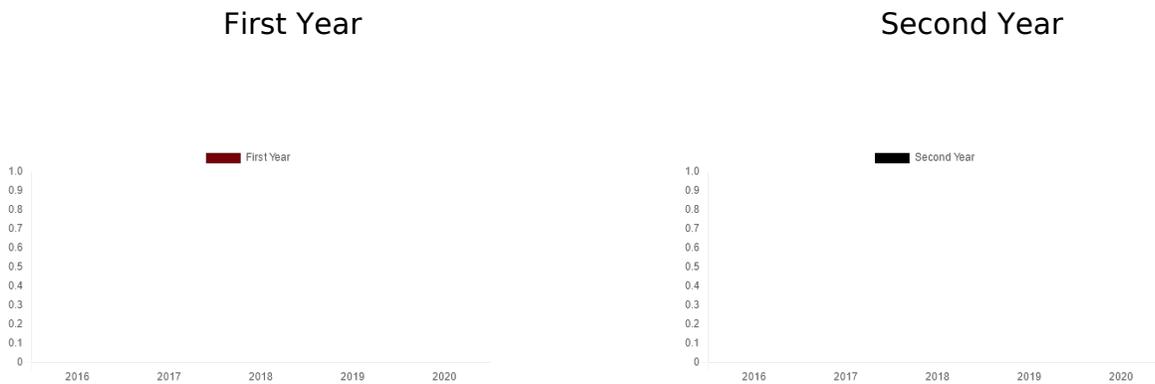
Student Completions

Graduation Rate - Undergraduate

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

	Fall 2021	Fall 2020	Fall 2019
4-Year Same Cohort	0%	0%	0%
4-Year Diff Cohort	0%	0%	0%
4-Year Total Cohort	0%	0%	0%
5-Year Same Cohort	0%	0%	0%
5-Year Diff Cohort	0%	0%	0%
5-Year Total Cohort	0%	0%	0%
6-Year Same Cohort	0%	0%	0%

Student Enrollment & Outcomes

6-Year Diff Cohort	0%	0%	0%
6-Year Total Cohort	0%	0%	0%

Degrees Awarded by Level

Table 11. Degrees Awarded by Level.

	Fall 2021	**Fall 2020**	**Fall 2019**
Associates Degree			
Bachelors			
Masters			
Doctoral			
Medical			
Law			
Pharmacy Doctorate			
Graduate Certificate			

Illustration 11. Degrees Awarded by Level
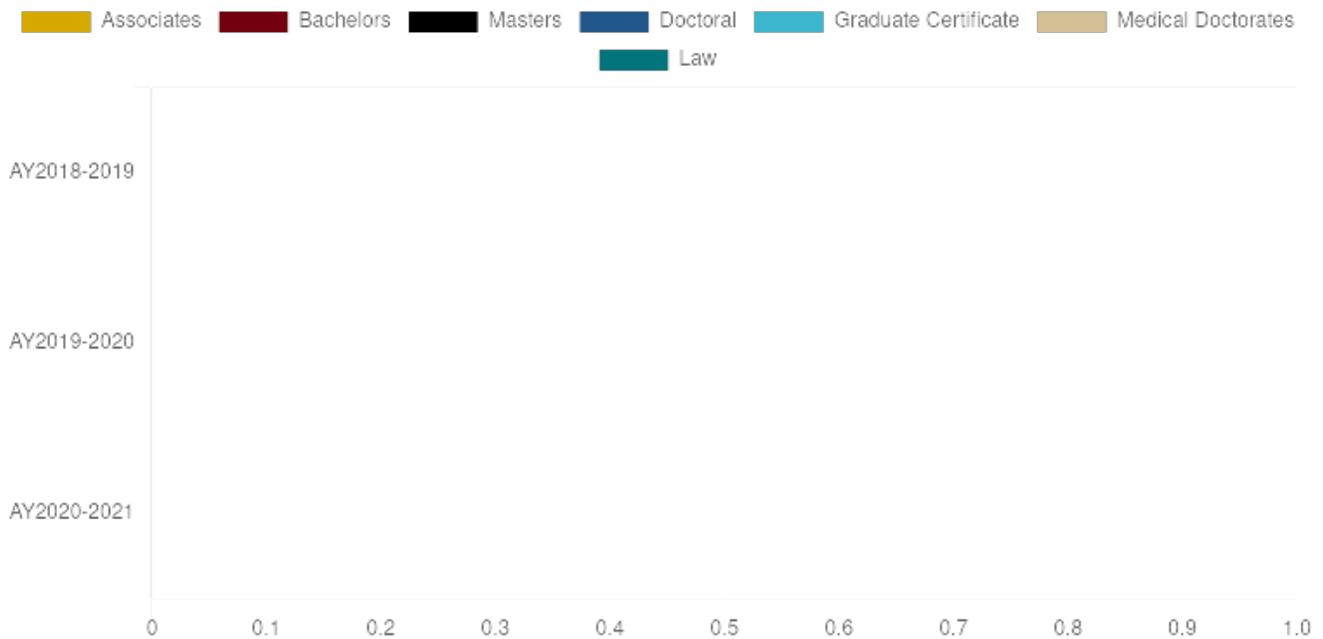
Faculty Awards Nominations

Faculty nominated for the following awards in the categories of Research, Service, Teaching, or Other.

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

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

Faculty Awards Nominations

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

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

Faculty Awards Received

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

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

Faculty Awards Received

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

Faculty Awards Received

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

Faculty Awards Received

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

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.

Notable Acquisitions and donations since July 1, 2020

Gift In Kind

1. William Shakespeare's Third Folio
2. Mouzon Map of South Carolina
3. The Miller Shealy Collection of film and photographs from Columbia native Miller Shealy, who served with the USMC 11th in Korea
4. Rainbow Radio Collection of Oral Histories
5. Former Speaker of the House Rex Carter's papers
6. Additions to the natural history and maps collections, the portrait collection,film and home movie collections, the McMaster Family Collection, the James E. Clyburn Collection and other political collections

Gift/Purchase

1.   Ovid's Metamorphoses (1642)

Alumni Engagement & Fundraising

Cash Gifts

1. An anonymous donor, John Simms, Samuel Freeman Trust, Mary Keenan, South Caroliniana Society – South Caroliniana Library
2. Marine Corps Heritage Foundation, Richard Smith, Dorothy Smith Foundation - Marine Corps Films
3. K.D. Kennedy, The Pope Brown Foundation, Helen Ann Rawlinson, Mary Keenan, Lucille Mould – Irvin Department
4. The Pathfinder Foundation, Maurice Thompson – The Catesby Center
5. Dorothy Smith Foundation – Hollings Library

Department Funds

1. Additions to the Augusta Baker Collection and African American literature and history holdings
2. Additions to the G. Ross Roy Collection of Robert Burns manuscripts, the Robert B. Ariail Collection of Historical Astronomy, the C. Warren Irvin Collection of Darwin and Darwiniana, the Medieval Manuscript Collection, and the Gary Lee Watson Collection of Comic Books

Goals for 2022/2023

1. Endowing the Dean of Libraries position
2. Funds to strengthen the University Libraries holdings of materials by and about under-represented peoples
3. Funds to support undergraduate and graduate student hiring
4. Funds to support the Movietone News, Marine Corps, and Oral History Archives, and the SC Historical Aerial Photography Collection

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.

Exhibits:

SCPC gallery exhibit "Before They Were Famous: The Early Lives of Notable South Carolinians"
Irvin Department gallery "Bradbury 101"
Highlights from the Derek P. Royal Comic Book Collection
Highlights from the Irvin Department Collections for Black History Month
Highlights from South Carolina Political Collections for Black History Month

Hollings Library Programs:

Presentation by art consultant, Michele Seekings
Presentation by the editors of "The Conversation"
Fall Literary Festival featuring readings by Jacqueline Woodson, Robyn Schiff, and Aminatta Forna
Opening of "Bradbury 101," with a lecture by donor/collector Anne Farr Hardin

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 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.

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.

Digital Research Services & Collections partners with DoIT's Research Computing unit and with Arts & Sciences' Humanities Collaborative to fulfill its mission of supporting researchers "in all stages of the research process."

The Libraries is participating in a $200,000 grant to emeritus history faculty member Constance B. Schulz for a new digital edition, The Pinckney Revolutionary Era Statesmen on the papers of Charles Cotesworth Pinckney (1746- 1825), his brother Thomas Pinckney (1750-1828), and their cousin, Charles Pinckney (17576- 1824) to be published by the University of Virginia Press in its Rotunda "Founding Era Collection."

External Collaborations

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

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 and staff contribute to the governance of PASCAL, serving on the Board of Directors and several committees. As the state flagship institution, our contributions are significant, and UofSC librarians and staff have had leadership roles in major PASCAL projects, including the implementation and operation of the statewide library services platform (the software managing many core library functions, including collection management, cataloging, and materials circulation) and South Carolina Affordable Learning (SCALE).

Collaborations

UofSC Libraries is co-founder and contributing member institution of the South Carolina Digital Library, which provides free access to historic materials from over 40 cultural heritage institutions across the state. UofSC's Kate Boyd serves as SCDL Program Director and Associate Director for the Midlands Region (Midlands Regional Coordinator).

University of South Carolina Libraries Moving Image Research Collections and the Marine Corps University History Division partner to preserve and make accessible a large, historic collection of Marine Corps films that has been housed at Quantico, Virginia for generations

Equity and Diversity Plan

Improve Under-Represented Minority (URM) Student Enrollment

The Libraries DEI Committee is developing a week-long summer program to welcome HBCU students to to the field of librarianship. The program is still very much in its infancy, but our tentative goal is to host 12 students from 6 HBCUs in August 2023.

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

The Libraries co-sponsors the Richard T. Greener Fellowship—named in honor of Richard T. Greener, the first African-American professor and librarian at of UofSC—with the iSchool. The Fellow receives training and mentoring to serve as an active participant in departments throughout Thomas Cooper Library and the other UofSC, Columbia University Libraries. The Fellow rotates on a semester basis through public services, technical services, and collection development, gaining practical experience in many facets of librarianship. Thus, the Fellow gains valuable on-the-job experience that positions them for post-graduate success in multiple subfields of librarianship.

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

University Libraries faculty received a $13,829 grant from the Racial Justice and Equity Research Fund to preserve and showcase activist experiences in the months following the killing of George Floyd. This project documents stories and archives digital content produced by South Carolinians demonstrating against police brutality, social inequities, and systemic racism. A digital exhibit featuring these materials will be made available through the University Libraries.

The Libraries launched the Cooperative Metadata Team (CoMeT), charged with considering "fundamental questions around diversity, representation, equity, access and justice in description." How our collections are described matters. There is power in classification. This Team is an important step forward recognizing that power and making the Libraries online presence more inclusive and welcoming.

We were awarded funding from the Council on Library and Information Resources' (CLIR's) Digitizing Hidden Special Collections and Archives grant program for the project, "New Insights on South Carolina and the American Civil Rights Movement: National Interracial

Equity and Diversity Plan

Activism in the South Carolina Council on Human Relations Papers ($205,692.50)."

We are applying for funding to participate in the University of North Carolina-Chapel Hill's project, "On the Books: Jim Crow and Algorithms of resistance," which uses "text mining and machine learning to discover Jim Crow and racially-based legislation signed into law in North Carolina between Reconstruction and the Civil Rights Movement." We hope to extend this important effort to our state.

Improve The Sense Of Inclusion Amongst All University Community Members

Dashboard Metrics and Narrative

Metrics

Student Information Narrative

Contribution (Per Student) Narrative

Model Allocations (Per Student) Narrative

Faculty Information Narrative

Credit Hours Taught Narrative

College/School Financial Information Narrative

Student Outcomes Narrative

HERD Research Expenditures Narrative

Other Information Narrative

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.

Appendix A. Research & Scholarly Activity

Office of Research
IT and Data Management Office

University Libraries
Summary of Awards

SAM ACTIVITY	FY2017	FY2018	FY2019	FY2020	FY2021	% Change Avg. (17-20) & 2021
Division Award Totals	*100,858*	*74,158*	*400,684*	*205,261*	*129,882*	*(33.5)*
Unit Totals						
Univ Libraries – Dean's Office	100,858	74,158	400,684	205,261	127,382	(34.8)
South Caroliniana Library	0	0	0	0	2,500	N/A
Source						
Federal	100,585	17,658	339,684	0	0	(100.0)
Private	0	56,500	60,000	205,261	119,218	48.2
State/Local	0	0	1,000	0	10,664	4165.6
Proposals						
Submissions	5	4	8	4	7	33.3
Dollars Requested	221,907	307,542	439,436	385,103	389,943	15.2