

Executive Summary

Blueprint for Academic Excellence University Libraries AY2021-2022

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 Richard Samuel Roberts collection of approximately 3,500 glass plate negatives, 1920-1936, documenting Columbia's African American community; John and Margaret Downs KISS Collection; Gordon (Dick) Goodwin Collection; John Milton's Lycidas; additions to the Richard Greener Papers, the Women's History Oral History Collection, the Marine Corps Archives, and the papers of Congressman James Clyburn.

Facilities:

- South Caroliniana Renovation will be complete in Spring 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

Table Of Content

Executive Summary	1
Introduction	1
Highlights	1
Foundation for Academic Excellence	4
Mission Statement	4
Vision Statement	4
Values Statement	4
Goals - Looking Back	5
Goals - Real Time	10
Goals - Looking Ahead	17
Academic Programs	24
Program Rankings	24
Instructional Modalities	24
Program Launches	24
Academic Initiatives	25
Experiential Learning For Undergraduates	25
Experiential Learning For Graduate Students	25
Affordability	25
Reputation Enhancement	25
Challenges	26
Faculty Population	27
Faculty Employment by Track and Title	27
Faculty Diversity by Gender and Race/Ethnicity	28
Faculty Information	30
Research and Scholarly Activity	30
Faculty Development	30
Other Activity	30
Teaching	32
Analysis of Ratio	32
Student Recruiting and Retention	33
Student Recruitment	33
Student Retention	33
Student Enrollment & Outcomes	34
Student Enrollments	34
Enrollment by Time Status	36
Student Diversity by Gender	37
Student Enrollment by Race/Ethnicity	38
Student Retention, Transfer, and Graduation	40
Degrees Awarded by Level	42
Faculty Awards Nominations	43
Faculty Awards Received	47

- Alumni Engagement & Fundraising** 51
 - Alumni 51
 - Development, Fundraising and Gifts 51
- Community Engagement** 53
 - Community Engagements and Community - Based Activities 53
 - Community Perceptions 54
 - Incentivizing Faculty Engagement 54
- Collaborations** 55
 - Internal Collaborations 55
 - External Collaborations 55
- Equity and Diversity Plan** 57
 - Improve Under-Represented Minority (URM) Student Enrollment 57
 - Improve The Number Of Full-Time URM Faculty Across Academic Units 57
 - Enhance Outcomes For URM Undergraduate and Graduate/Professional Students 57
 - Improve Post-Graduate Outcomes For URM Undergraduate and Graduate/Professional Students 57
 - Increase the engagement of students, faculty, staff, administrators in Equity and Inclusion 57
 - Improve The Sense Of Inclusion Amongst All University Community Members 57
- Dashboard Metrics and Narrative** 58
 - Metrics 58
 - Student Information Narrative 58
 - Contribution (Per Student) Narrative 58
 - Model Allocations (Per Student) Narrative 58
 - Faculty Information Narrative 58
 - Credit Hours Taught Narrative 58
 - College/School Financial Information Narrative 58
 - Student Outcomes Narrative 58
 - HERD Research Expenditures Narrative 58
 - Other Information Narrative 58
- Concluding Remarks** 59
 - Quantitative Outcomes 59
 - Cool Stuff 59
- Appendix A. Research & Scholarly Activity** 60

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	We will continue to assess and promote needed collections with input from all academic departments.
Linkage to University Goal	<ul style="list-style-type: none"> • 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	<p>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.</p> <p>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.</p>
Achievements	<p>The SLSP was successfully launched on schedule.</p> <p>Collection Assessment Librarian has been hired.</p> <p>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</p>

Goals - Looking Back

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

Goals - Looking Back

Goal 2 - Staffing

Goal Statement	Hire several new positions.
Linkage to University Goal	<ul style="list-style-type: none"> • 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	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 Librarian 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 - Looking Back

Goal 3 - Technology

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	<ul style="list-style-type: none"> • 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	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	SHARPGrads was established and then pivoted online; consultation program more broadly has been sustained and new topics have been added (e.g., extremely popular Tableau sessions) after transition to online
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 - Looking Back

Goal 4 - Facilities

Goal Statement	<p>Replace worn and stained furniture and carpeting in study areas and Cooper Technology Lounge.</p> <p>Implement secured entry.</p>
Linkage to University Goal	<ul style="list-style-type: none"> • 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	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	<p>Books and shelving are expected to move off-site in December and furniture is planned to arrive in January.</p> <p>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.</p>
Goal Upcoming Plans	<p>Secure front entry.</p> <p>Remodel main level.</p> <p>Continually review spaces and replace furniture, carpeting, and paint as budget allows.</p>
Resources Needed	
Goal Notes	

Goals - Real Time

Goals for the current 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	<ul style="list-style-type: none"> • 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	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.
Resources Utilized	Periodicals inflation funding (one-time)
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	\$450,000 in recurring money for periodicals inflation.
Goal Notes	

Goals - Real Time

Goal 2 - Staffing

Goal Statement	Hire positions several new positions and fill currently open positions to support various services in the Libraries.
Linkage to University Goal	<ul style="list-style-type: none"> • 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	Replacements: <ul style="list-style-type: none"> • System Campuses Librarian • System Campuses Library Specialist • Assessment Librarian • Irvine Dept. Archivist • South Caroliniana Library Specialist • South Caroliniana Library Technical Assistant • Data Visualization Librarian New Positions: <ul style="list-style-type: none"> • User Experience Librarian • Online Learning Librarian • Campus Engagement Librarian • Assistant Director of Development • Processing Archivist for South Caroliniana Library • Developer II position • Desktop Support Specialist • Evening manager for the Technology Lounge (part-time, 20 hours/week) • Staff member in Digital Research Services (recurring) • Digital Projects Manager to manage metadata and workflows for CONTENTdm, Scholar Commons, Newspapers, born digital processing, and AV processing

Goals - Real Time

Achievements	<p>Temporary Desktop Support Specialist was hired and remains with us.</p> <p>Data visualization librarian was hired but then resigned for teaching position at another institution. This position and other positions listed above are frozen due to COVID budget issues.</p> <p>Developer II position was hired, sharing 1/2 time with DoIT.</p>
Resources Utilized	
Goal Continuation	Will try to hire when hiring freeze is lifted and funding is restored.
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Goals - Real Time

Goal 3 - Technology

Goal Statement	<p>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.</p>
Linkage to University Goal	<ul style="list-style-type: none"> • 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	<p>Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.</p>
Status	<p>Progressing as expected (multi-year goal)</p>
Action Plan	<p>Implement LSP.</p> <p>Identify software for a UofSC research data repository.</p> <p>Advance the state of digital preservation for Libraries collections.</p>
Achievements	<p>The SLSP was successfully launched on schedule.</p> <p>We have partnered with Research Computing to establish an Open Science Framework membership. This is in progress and the agreement is with the General Counsel's Office.</p> <p>We have established a digital preservation workflow via Archivematica.</p> <p>We purchased and installed self-service scanners.</p>
Resources Utilized	<p>\$20,000 to add self-service scanning stations for our patrons (one-time)</p>
Goal Continuation	<p>Continue to explore alternative software for UofSC research data</p>

Goals - Real Time

	<p>repository.</p> <p>Advance the state of digital preservation for Libraries collections.</p>
Goal Upcoming Plans	
Resources Needed	<p>\$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)</p>
Goal Notes	<p>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.</p> <p>PASCAL was able to subside the cost of the SLSP last year and will be able to do so next year as well.</p>

Goals - Real Time

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	<ul style="list-style-type: none"> • 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	<p>Conduct a feasibility study of remodeling the main level.</p> <p>Repair the exterior of the Library Annex.</p> <p>Secure the main entry.</p>
Achievements	<p>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.</p> <p>Breaches in the building envelope of the Annex were repaired to help mitigate climate control issues.</p> <p>Furniture in Thomas Cooper Library was not replaced this year due to budget constraints.</p>
Resources Utilized	<p>\$50,000 for Architect Design Study of Main Level.</p> <p>\$150,000 repairs to building envelope of Annex.</p>
Goal Continuation	<p>Continue to upgrade furnishings and provide more student space, as budget allows.</p> <p>Continue with deferred maintenance, as budget allows.</p>
Goal Upcoming Plans	

Goals - Real Time

Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goals for the next 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	<ul style="list-style-type: none"> • 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	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	
Resources Needed	\$600,000 in recurring funds for periodicals inflation
Goal Notes	

Goals - Looking Ahead

Goal 2 - Staffing

<p>Goal Statement</p>	<p>Hire positions several new positions and fill currently open positions to support various services in the Libraries.</p> <p>Implement core competencies for customer service to include diversity and inclusion training for all front facing employees.</p> <p>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.</p> <p>Implement recruitment practices that emphasize diversity, equity, and inclusion.</p>
<p>Linkage to University Goal</p>	<ul style="list-style-type: none"> • 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.
<p>Alignment with Mission, Vision, and Values</p>	<p>Focus on Service, Continuous Improvement, Professional Development, Collaboration and Teamwork, Innovation, Discovery, and Learning.</p>
<p>Status</p>	<p>Progressing as expected (multi-year goal)</p>
<p>Action Plan</p>	<p>Hire:</p> <p>Replacements:</p> <ul style="list-style-type: none"> • System Campuses Librarian • System Campuses Library Specialist • Assessment Librarian • Irvine Dept. Archivist • South Caroliniana Library Specialist • South Caroliniana Library Technical Assistant • Data Visualization Librarian

Goals - Looking Ahead

	<ul style="list-style-type: none"> • MIRC Director • MIRC Assistant Director • Online Learning Librarian • Campus Engagement Librarian <p>New Positions:</p> <ul style="list-style-type: none"> • 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) • 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 • MIRC Scanning Technician • Digital Archivist • Preservation Services Librarian • Digital Communications Manager <p>Total: \$1,340,827</p>
Achievements	
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	<p>Due to the COVID Budget Cut, recurring money is needed to hire replacements as well as new positions.</p> <p>Replacements:</p> <ul style="list-style-type: none"> • 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 Director -- \$80,000 + \$32,000 • MIRC Assistant Director -- \$50,000 + \$20,000 • Online Learning Librarian -- \$50,000 + \$20,000 • Campus Engagement Librarian -- \$50,000 + \$20,000

Goals - Looking Ahead

	<p>New Positions:</p> <ul style="list-style-type: none">• 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 + \$11,011• Digital Projects Manager to manage metadata and workflows for CONTENTdm, Scholar Commons, Newspapers, born digital processing, and AV processing -- \$35,000 + \$14,000• MIRC Scanning Technician -- \$27,527 + \$11,011• Digital Archivist -- \$45,000 + \$18,000• Preservation Services Librarian -- \$50,000 + \$20,000 <p>Total needed: \$1,340,827</p>
Goal Notes	

Goals - Looking Ahead

Goal 3 - Technology

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	<ul style="list-style-type: none"> • 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 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	SHARPGrads was established and then pivoted online; consultation program more broadly has been sustained and new topics have been added (e.g., extremely popular Tableau sessions) after transition to online
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.
Goal Upcoming Plans	
Resources Needed	
Goal Notes	

Goals - Looking Ahead

Goal 4 - Facilities

Goal Statement	Renovate the front entry and main level. Monitor Library Annex and 707 Catawba Street for maintenance issues.
Linkage to University Goal	<ul style="list-style-type: none"> • 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 Service, 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.
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.
Resources Utilized	
Goal Continuation	
Goal Upcoming Plans	
Resources Needed	\$600,000 to install turnstiles and new registration desk at front of Thomas Cooper Library. \$3 million to replace HVAC system at Annex when failure occurs.
Goal Notes	The library implemented a secured entry point for COVID and has been requiring non-UofSC visitors to register, this process will

Goals - Looking Ahead

	continue post-COVID. However, without renovation of library entrance and installation of turnstiles, this requires significant staffing cost to maintain security at front entrance.
--	--

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 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. 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.

Reputation Enhancement

Contributions and achievements that enhance the reputation of UofSC Columbia regionally and nationally.

Academic Initiatives

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 \$600,000 in recurring funds. Last year, we were given one time monies for collections. In order that we not fall further behind, we must request a larger amount of recurring dollars.

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. The Level 4 was a great help. We still have 6 more Levels that need to be renovated. If we could receive \$1 million per year for six years, we would have accomplished a renovation that would equal the \$100 million renovations at other libraries. The Cooper library is at its limits. We house millions of volumes, the Career Center, TheCenter for Teaching Excellence, the Institute for African American Research, the StudentSuccess 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 2020	Fall 2019	Fall 2018
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 2020	Fall 2019	Fall 2018
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			

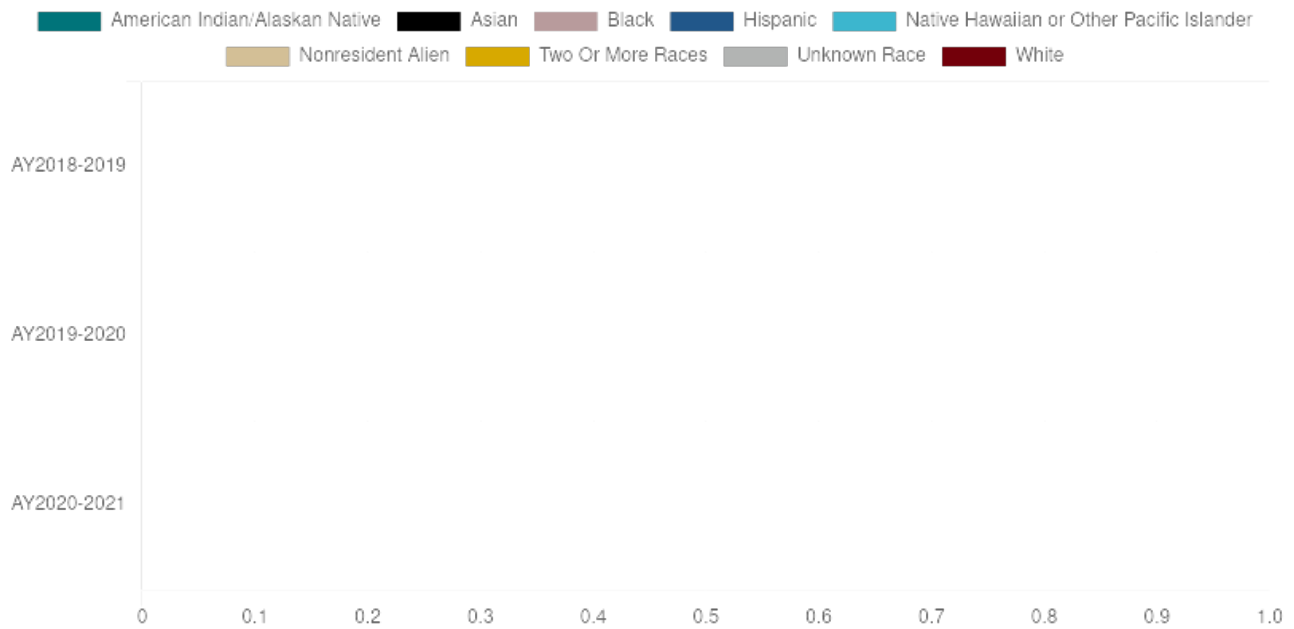
Illustrations 1 and 2 (below) portray this data visually.

Faculty Population

Illustration 1. Faculty Diversity by Gender



Illustration 2. Faculty Diversity by Race & Ethnicity



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.

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 \$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

Faculty Information

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. (I can elaborate on the efforts of Special Collections if needed.)
- Heather Heckman received a Certificate of Meritorious Service from the President's Office for her work on the Committee of 9.

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:

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

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 2020	Fall 2019	Fall 2018
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 2020	Fall 2019	Fall 2018
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

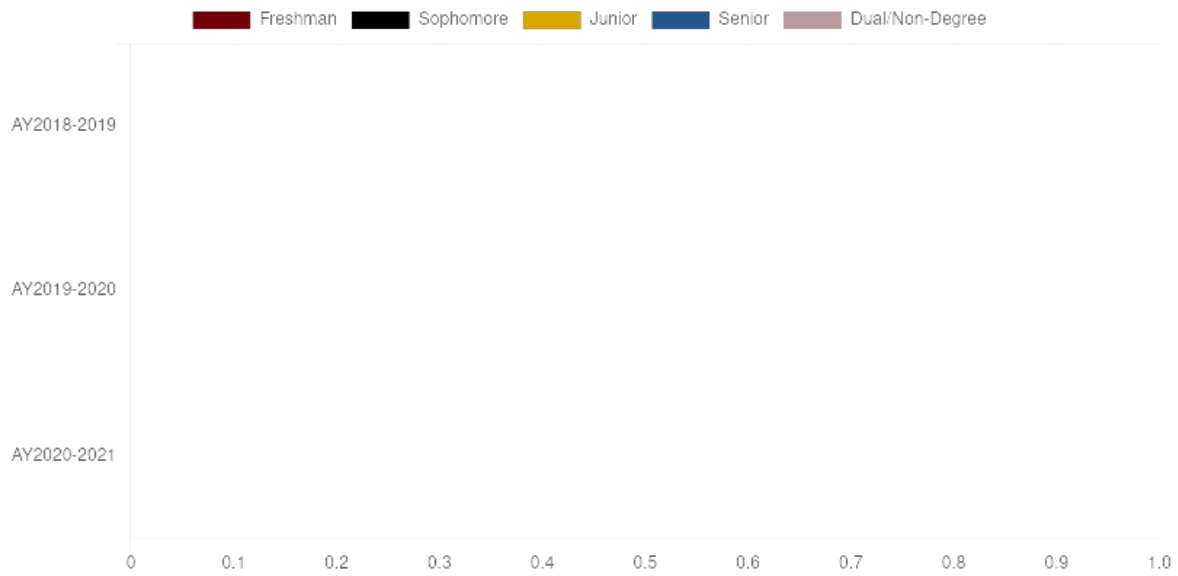
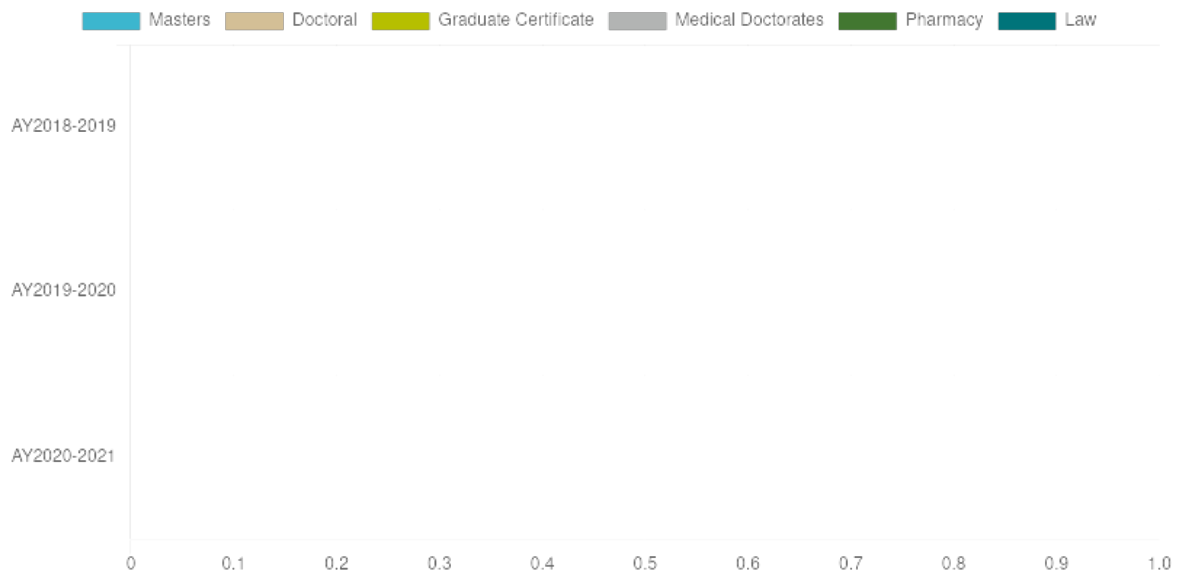
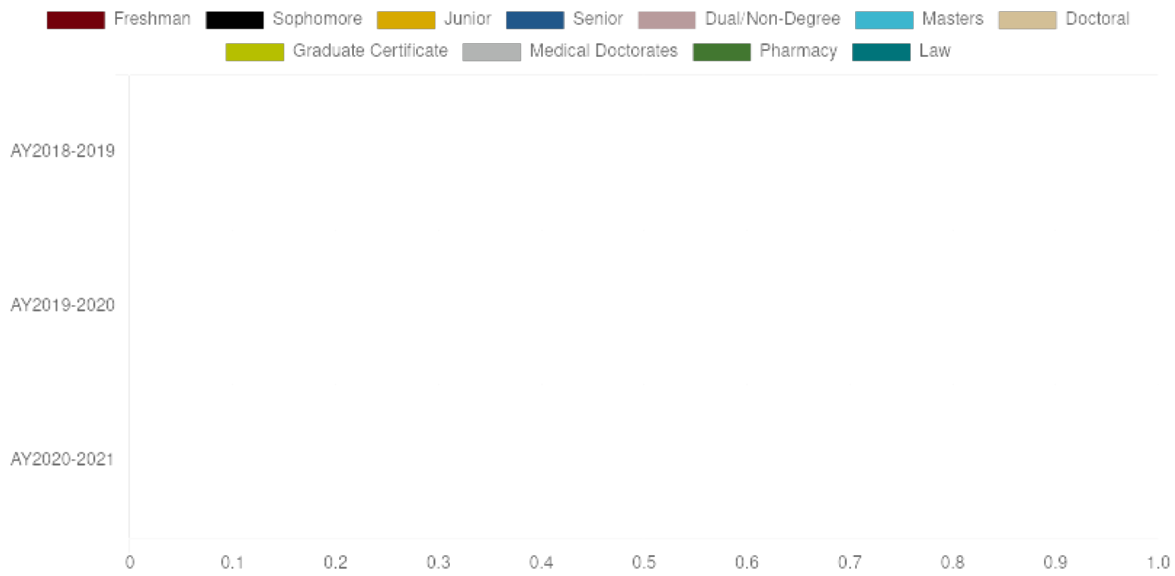


Illustration 4. Graduate/Professional Student Enrollment by Classification



Student Enrollment & Outcomes

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



Enrollment by Time Status

Table 6. Student Enrollment by Level and Time Status

	Fall 2020	Fall 2019	Fall 2018
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 2020	Fall 2019	Fall 2018
Undergraduate			
Female			
Male			
Graduate/Professional			
Female			
Male			

Illustration 6. Undergraduate Student Diversity by Gender

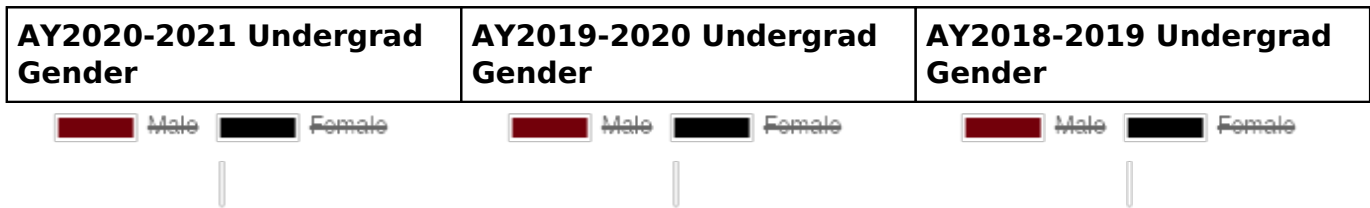
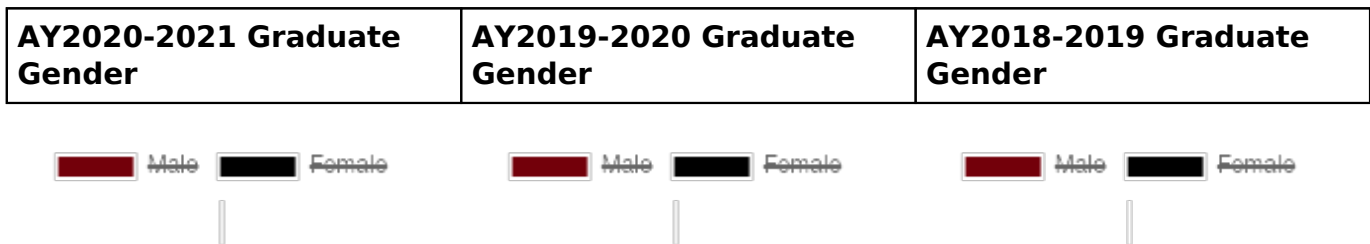


Illustration 7. Graduate/Professional Student Diversity by Gender



Student Enrollment & Outcomes

Student Diversity by Race/Ethnicity

Table 8. Student Enrollment by Race/Ethnicity

	Fall 2020	Fall 2019	Fall 2018
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			

Student Enrollment & Outcomes

Illustration 8. Undergraduate Student Diversity by Race/Ethnicity

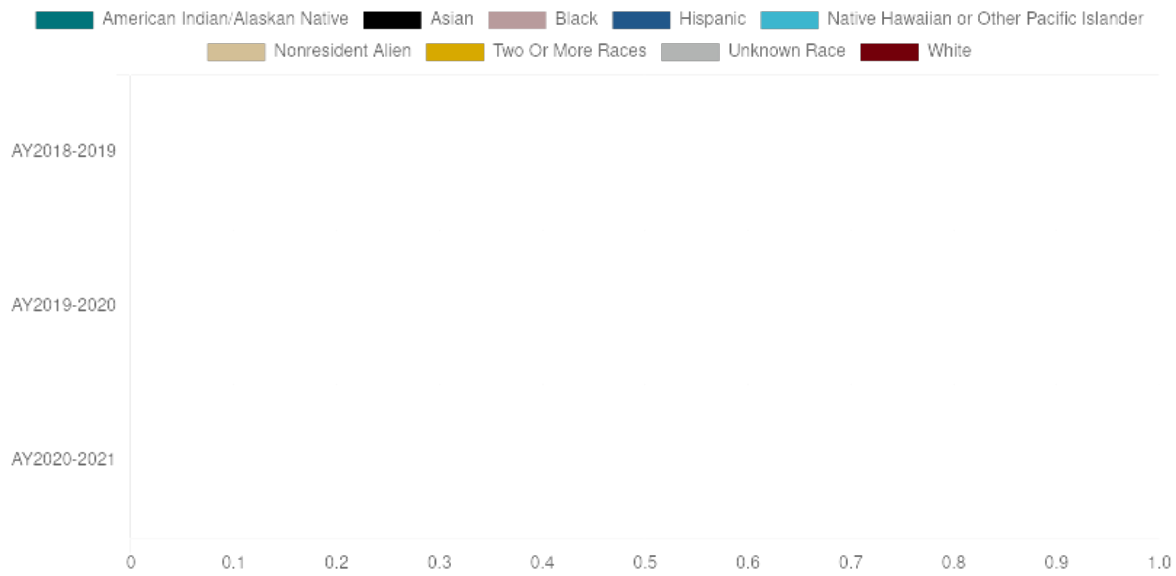
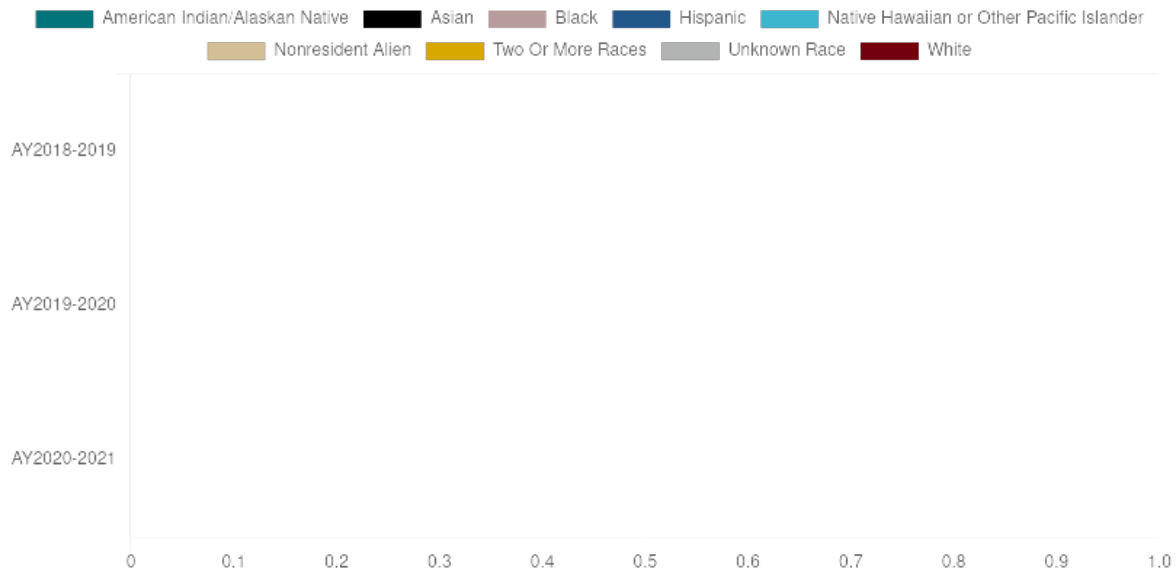


Illustration 9. Graduate/Professional Student Diversity by Race/Ethnicity



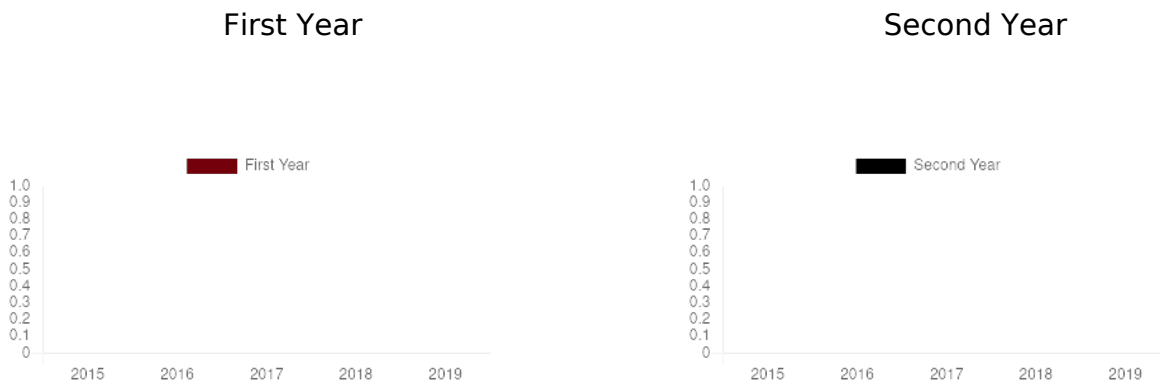
Student Enrollment & Outcomes

Undergraduate Retention

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

	First Year	Second Year
Fall 2019 Cohort	0%	N/A
Fall 2018 Cohort	0%	N/A
Fall 2017 Cohort	0%	N/A

Illustration 10. Undergraduate Retention, First and 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 2020	Fall 2019	Fall 2018
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%

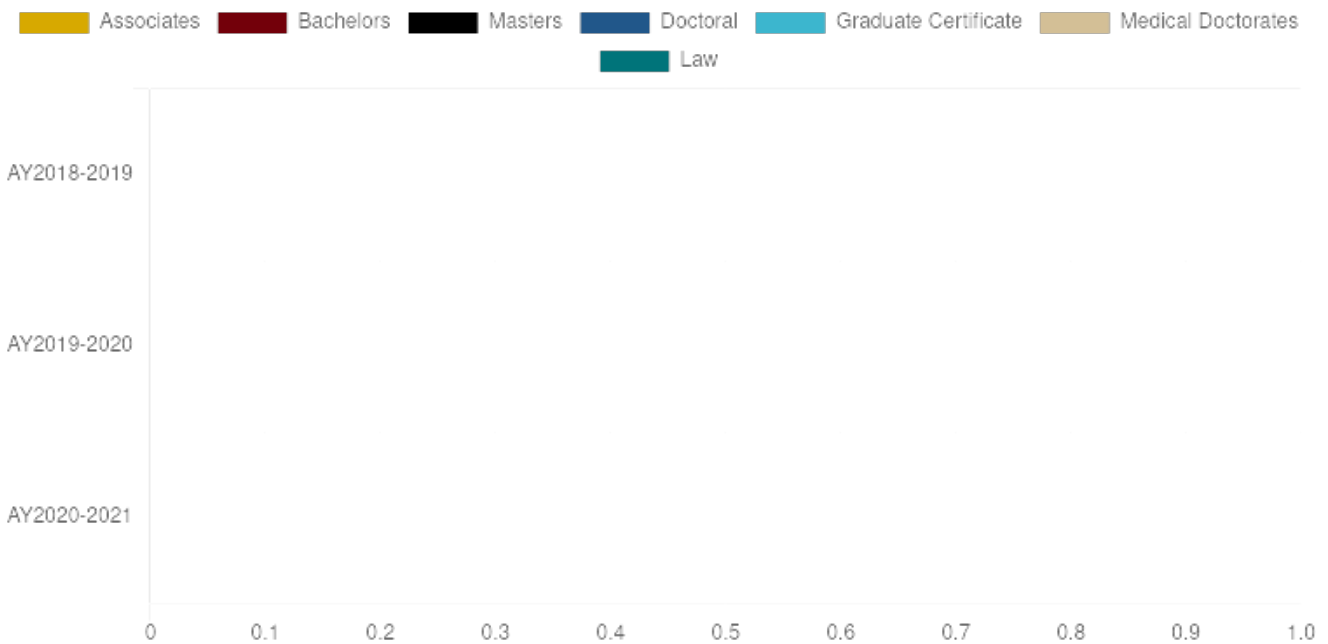
Student Enrollment & Outcomes

Degrees Awarded by Level

Table 11. Degrees Awarded by Level.

	Fall 2020	Fall 2019	Fall 2018
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 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 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, 2019

Gift In Kind

1. The Downs Family KISS Collection
2. The Derek P. Royal Graphic Narrative Collection
3. Fitz. Woodrow
4. Lawrence Block Archive

Gift/Purchase

1. The Roberts Glass Plate Negatives

Purchased with donor/bequest funds

1. The Michael Broomfield Collection of William Faulkner
2. John Milton's Lycidas or Justa Edouardo King Naufrago...(1638).

Cash Gifts

1. Anonymous Donor, Lee Thomas - South Caroliniana Renovation
2. John Simms, Samuel Freeman Trust, Mary Keenan, South Caroliniana Society - South Caroliniana Library
3. Marine Corps Heritage Foundation, Richard Smith, Coca Cola matching gift, Dorothy Smith Foundation - Marine Corps Films
4. Lucille P. Mould Travel Fund - Irvin Department
5. The Pope Brown Foundation, Helen Ann Rawlinson - Irvin Department
6. Joel Myerson, Alex Papas - Irvin Department Treasures Acquisitions Fund
7. Charles Berolzheimer, The Pathfinder Foundation, Maurice Thompson - The Catesby Center
8. Elizabeth Newton, Steve Ackerman - Bequests
9. City of Columbia, Dorothy Smith Foundation - Technology grant
10. Newton and Ackerman Bequests

Department Funds

1. Walter Moseley Collection and other books and manuscripts relating to African-American history, literature and culture
2. Additions to the G. Ross Roy Collection of Robert Burns manuscripts

Alumni Engagement & Fundraising

3. Manuscript additions to the Myerson Collection of Nineteenth-Century American Literature

Acquisitions/Donations to come: Gift in kind

1. Early medieval manuscript leaves and a codex
2. Westmoreland Bust
3. The papers of Congressman Joe Cunningham

Cash

1. Samuel Freeman Trust - additional gift to South Caroliniana Library

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.

Exhibits:

- To mark the election year, the SCPC gallery featured an exhibit, "In the Arena: Presidential Campaigns and Conventions," showcasing presidential campaign memorabilia from 1948 through 2012.
- Piranesi's Worlds: Mapping the Architectural Imagination, curated by Jeanne Britton and Zoe Langer, February 2021-October 2021

Programs:

- "The Rise and Fall of the American Horror Comic," talk by David Shay, Irvin Department Cataloger, for the Columbia Museum of Art, April 21, 2020.
- Announcement of the acquisition of the Anne Farr Hardin Collection of Ray Bradbury with online interviews, a digital exhibit, and related social media posts, August 2020
- The 2020 Fall Literary Festival at Home: the 2020 series included online sessions with Nikky Finney, Kelly Starling Lyons, and George Singleton during the month of October 2020
- "Fun Finds in SC Political Collections," with Ann Abney, SCPC Special Projects Archivist, October 20, 2020
- "Curious Like Catesby - Explorer, Artist, Naturalist," sponsored by the Catesby Centre, moderated by Michael Weisenburg, with David Elliott, Rudy Mancke, and Herrick Brown, November 16, 2020

Programs related to Piranesi's Worlds:

- Jeanne Britton's independent study course: Giovanni Piranesi: Between Neoclassicism and Romanticism
- Virtual lecture series: "Piranesi Turns 300," Fall 2020
- "Mapping Knowledge and Mapping Rome in Piranesi"
- Modern Language Association, Seattle, WA (Jan 2020)
- "Architectural History Meets Virtual Reality: The Digital Piranesi," public talk and demonstration,
- Hollings Library, USC (Jan 2020)
- "Architectural History Meets Virtual Reality: The Digital Piranesi," American Institute of Architects, Columbia chapter (Feb 2020)

Community Engagement

Programs from the Oral History Department:

- “Suffrage, E.R.A. and Today: Empowering Women’s Voices and Exploring Generational Perspectives”, Oral History Association annual conference (online)
- “Oral history as a Book Club Topic”, Women in Leadership (WIL) organization, Columbia, SC (online)
- “Oral History Introduction for a Neighborhood Project”, Race and Reconciliation outreach group, Columbia, SC (online)
- “Department of Oral History @ UofSC: What We Do”, Golden Kiwanis Club, Columbia, SC (online)
- Andrea L’Hommedieu, Keynote Speaker, Annual Legacy Luncheon, Central Carolina Community Foundation, Columbia, SC
- Oral history workshop, Hampton Public Library, Hampton, SC
- “South Carolina Veterans oral history project: an online tour”, OHA conference, Salt Lake City, UT
- “Oral Histories in a Digital World: Connecting Stories and Resources”, SCAA annual conference, Newberry, SC
- Speech: South Carolina Veterans Project, Special Forces Association annual convention, West Virginia
- “Women Power” oral history class program in Hollings Library to showcase final projects and honor the participants at the end of the semester

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.

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.

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.

Collaborations

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

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.

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.

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

Appendix A. Research & Scholarly Activity

Office of Research IT and Data Management Office

University Libraries Summary of Awards

SAM ACTIVITY	FY2016	FY2017	FY2018	FY2019	FY2020	% Change Avg. (16-19) & 2020
Division Award Totals	125,580	100,858	74,158	400,684	205,261	17.1
Unit Totals						
Univ Libraries – Dean's Office	125,580	100,858	74,158	400,684	205,261	17.1
Source						
Federal	35,580	100,585	17,658	339,684	0	(100.0)
Private	90,000	0	56,500	60,000	205,261	297.6
State/Local	0	0	0	1,000	0	(100.0)
Proposals						
Submissions	10	5	4	8	4	(40.7)
Dollars Requested	345,819	221,907	307,542	439,436	385,103	17.2

