

Objectives (document last updated 6/21/21)	Center(s) of Responsibility	Status	Outcomes/Accomplishments for 2020-2021.
1. Ensure that the Scranton student experience is transformational, integrated and grounded in the humanities as a pathway to understanding the human experience in its many dimensions.			
1A.1. Work with teaching faculty on collection development and collection enhancement for the Humanities.	Library Faculty; Technical Services	Ongoing	Prof. Witek developed and curated a Remote Biblical Research Guide (https://guides.library.scranton.edu/rem-ote-biblical-research) in support of the research needs of students in courses that include Bible research. In partnership with the Theology/Religious Studies department we acquired online access to the Library of Catholic Thought, which added to our collection 55 ebooks in the area of Catholic theology, including the highly-used Jerome Biblical Commentary for the Twenty-First Century.
1B.2. Track Information Literacy Stipend collaborations that include a digital humanities project or assignment.	Information Literacy Program	Ongoing	In Spring 2021, Prof. Aulisio served as the collaborating librarian on an Information Literacy Stipend in HIST 250: History of Science and Society taught by Dr. Paul Sampson, through which students contributed to an online University of Scranton History of Science Encyclopedia.
1C.1. Partner with the Jesuit Center to secure funding for collections that focus on Jesuit studies, history, and sources.	Research Services; Technical Services; Special Collections	Ongoing	The Jesuit Center purchased 9 rare books for Special Collections. A standing order with the publisher Jesuit Sources from the Institute for Advanced Jesuit Studies at Boston College was set up through funds provided by the Jesuit Center; to date, eight monographs have been added to the collection through this partnership.
1D.1. Participate in the initial review of the General Education curriculum through service on the General Education Review Committee.	Library Faculty	In Progress	Prof. Witek is serving on the General Education Review Committee and contributing to an initial review of the General Education curriculum at the University, the first conducted in twenty years.
2. Engage students as individuals through personal attention that helps them explore their faith, discern their purpose and pursue their passion, as they work to create a more just and sustainable world.			
2A.1. Revise procedures for accessioning student scholarship into digital collections to accommodate the growing volume and variety of submissions.	Digital Services	Complete	In Spring 2021 Prof. Farry met with the Registrar to confirm the needs of their office. Prof. Farry then worked with IT to develop an app for submissions, and a web landing page was designed as the common starting place for the submission of all student scholarship.
2A.2. Continue to develop and grow the Bonnie W. Oldham Library Research Prize as one of the University's high-profile awards programs for recognizing student research excellence.	Administration; Library Faculty; Information Literacy Program	In Progress	Enhancements to the research prize initiative this year included a newly designed logo and branding, introduction of redaction for the blind review of applications, development of a model for equitably judging projects in languages other than English, and the migration of the application form to our in-house forms platform.
2A.3. Promote opportunities for student fellowships in Special Collections and Digital Services with related departments, programs, and campus organizations.	Digital Services; Special Collections	Ongoing	In Fall 2020 Omeka was selected and implemented as our digital platform for projects. Student Casey Welby, mentored by Profs. Knies and Farry, created a digital exhibit as part of her Humanities Fellowship. Student Olivia Stenkowski worked with Prof. Farry on a digital capstone project for the Peace & Justice Program, also using the Omeka platform.
2B.1. Further embed our information literacy program and enhance our consultation model to include asynchronous materials/hybrid modes of information literacy, and outreach to online programs.	Research Services; Information Literacy Program	In Progress	In response to the impact of the COVID-19 pandemic on instructional services, the Information Literacy Program actively offered asynchronous instruction options for the first time, including pre-recorded videos, robust LibGuides, and LMS content modules. We also conducted all of our research consultations virtually and saw a 35.7% increase in the use of this service between this year and AY19-20, and a 128% increase between this year and AY18-19.

2B.3. Continue to host and adapt the Heritage Hunt to orient new students to the Library. Identify partners to expand the library orientation program.	Research Services; Library Faculty	In Progress	The Heritage Hunt Committee is doing a total overhaul of the Heritage Hunt for AY 21-22. The plan is for the HH to be more self-directed so that students other than first-year students could also take the HH after the first week of the semester. The HH will also have more components related to information literacy.
2B.4. Continue to support University Orientation programming.	Library Faculty; Information Literacy Program	Ongoing	In Summer 2020 Profs. Aulisio, Banyas, Cloutier, Conserette, and Farry participated in Virtual Orientation sessions for students, which included online synchronous and asynchronous components. Profs. Aulisio, Banyas, and Pratt-McHugh will participate in Virtual Orientation sessions in Summer 2021 using the same formats.
2C.1. Continue hosting an annual Environmental Art Show (including as an online exhibit).	Library Faculty; Technical Services	Ongoing	The April 2021 exhibit was offered online, and is available on the library webpage at https://digitalprojects.scranton.edu/s/environmental-art-exhibit/page/exhibit-home
2D.1. Prepare and submit an Information Literacy Assessment Report from the Dean of the Library to the Office of Educational Assessment piloting their new template for college assessment reports.	Administration; Information Literacy Program	Complete	This report was submitted to the Office of Educational Assessment on July 27, 2020 and maps student learning assessment to the University's Institutional Learning Outcomes.
3. Advance the University into the future by challenging ourselves to educate and support an ever-changing, diverse landscape of students in ways that are affordable, relevant and innovative.			
3A.2. Continue renovating the 2nd-floor of the library, focusing on creating intentional student learning environments for different learning styles.	Research Services; Administration; Friends	Ongoing	1. The area at the top of the grand staircase and the open computer lab will be renovated during Summer 2021 to improve the function and overall aesthetic of the area. Underutilized circle tables will be replaced with both low- and high-top tables for personal laptops and the computer lab area will integrate more student workspace by downsizing the computer footprint. The computer lab will also offer monitors with HDMI cables for students to use with their own devices. 2. The second phase of the reference relocation project shifted another large portion of reference books to the basement and circulating collection. The space saved allowed for the periodicals section to combine with the reference collection, which resulted in removing the periodical shelving from the second floor. This provides more space for student use.
3B.1. Create a sustainable and comprehensive plan for succession of human resources.	Administration	Ongoing	In 2020-21 we completed successful searches for the Evening Circulation Services Clerk and the Acquisitions Clerk. The Dean of the Library search failed, but will be resumed for 2021-22.
3B.2. Continue to implement and explore Affordable Learning Initiatives.	OER Committee; Library Faculty; Administration	Ongoing	Six Affordable Learning Implementation grants were awarded for the 2020-21 AY. The OER Committee hosted two information sessions on affordable learning for faculty. The Committee also commissioned a logo for future promotion of the Affordable Learning Grants and related events or initiatives.
3B.3. Continue offering student support through 24/7 access to Research Services and evening librarian hours. Provide additional outreach to online programs.	Research Services	Ongoing	During 2020-21 AY, Research Services remained staffed with Scranton librarians until 10 pm during most business days. Coverage continued 24/7 through our participation in the AJCU Virtual Reference (AJCU VR) project. We continue to plan to cover into the evenings with Scranton faculty and will provide 24/7 support through AJCU VR.

3B.4. Explore new modalities and innovations for information literacy instruction to meet the evolving needs of the University.	Information Literacy Program; Library Faculty	Ongoing	New modalities of information literacy instruction implemented this year include fully asynchronous formats such as pre-recorded videos, robust LibGuides, and LMS content modules, and synchronous online teaching through the Zoom meeting platform.
3B.5. Increase and improve accessibility of online resources [LibGuides, asynchronous resources] and physical spaces [classrooms] by reviewing ADA standards.	Library Faculty; Administration	Ongoing	During AY 2020-21, Adjunct Research & Instruction Librarian Erica Getts reviewed our online learning materials and made accessibility enhancements. Prof. Getts has a background in online ADA compliance.
3B.8. Collaborate with IT on creating new spaces and lending programs with new technologies [Technology we provide vs. BYOD]	Research Services; Library Systems; Administration; Reilly Learning Commons	Ongoing	In Dec.2020 Library Instruction Room 306 was upgraded from providing VDI computers to Chrome Books.
3B.10. Assess materials housed in off-site storage. Consider sending additional materials to off-site storage.	Technical Services; Special Collections; Administration	Ongoing	In Spring 2021 Iron Mountain provided pricing for the possibility of sending archival boxes from Special Collections to remote storage in Summer/Fall 2021.
3B.12. Assess electronic collections [monographs & streaming media] for additional funding.	Technical Services; Administration	Ongoing	In Spring 2021 we worked with the proposers of a Cinema Studies Minor to develop an annual budget for supporting this program.
3B.14. Explore a unified services desk model.	Research Services; Circulation Services; Media Resources; Technical Services; Administration	In progress	Beginning in Summer 2021, George Aulisio will convene an exploratory committee. The committee is tasked with determining the feasibility of moving to a unified service desk and will make a recommendation to the library faculty and administration. The committee includes George Aulisio, Kelly Banyas, Ian O'Hara, Sharon Finnerty, and Pat Savitts.
3B.15. Keep systems/programs up to date for our users by performing regular maintenance and upgrades.	Library Systems	Ongoing	In July/Aug 2020 Library Systems worked with IT and ILL to migrate Sierra & Encore to Red Hat 7, and then update both software versions. This broke several functions and took much longer than anticipated to resolve. We also upgraded oss for Encore in Nov.2020. Library Systems also worked with PALCI to prepare for the migration of EZBorrow to the new ReShare platform in Summer 2021. ILLiad was upgraded to 9.1.4 in June 2021. IT also purchased the Pharos Touchless Printing solution for us in Jan.2021. Testing this new process has been ongoing in Spring 2021 with the goal of going live with this for the Fall 2021 semester.
3B.16. Continue to work with Academic Departments on accreditation documentation as needed.	Administration; Technical Services	Ongoing	We prepared the library narrative/statistics for Health Informatics in Jun.2020 and for KSOM in Oct.2020.
4. Reflect and understand the diversity of the world by demanding that diversity be a priority as we build an inclusive community and campus culture, develop and deliver our education and shape our student experience.			
4A.1. Compare our collection with peer institution collections to fill in gaps, especially regarding underrepresented authors, EDI, and anti-racism resources.	Technical Services; Research Services	Ongoing	In Spring 2021 the library purchased a DRM-free EBSCO ebook collection that focuses on Diversity, Equity and Inclusion.
4A.2. Continue hosting displays related to the Library's collections, including suggested readings. Explore and seek travelling exhibits.	Circulation Services; Research Services; Media Resources; Special Collections; Digital Services	Ongoing	Prof. O'Hara created a list of resources on Race, Racism, and Anti-Racism. Available on the Library Web Page at https://guides.library.scranton.edu/c.php?g=1046576
4A.3. Promote use of the African-American materials in the Louis Mitchell Collection.	Special Collections	Ongoing	The English department was informed of the acquisition of this collection.
4B.2. Analyze and audit the policies, workflows, and criteria for the Bonnie W. Oldham Library Research Prize and Information Literacy Stipends to strengthen the inclusivity of these award programs in order to attract diverse applicants.	Information Literacy Program; Library Faculty	In Progress	Through consultation with the Office of Equity and Diversity, we successfully piloted redaction and blind review of Bonnie W. Oldham Library Research Prize applications, making the judging process more equitable by minimizing bias in the evaluation of applications; we also developed a model for equitably judging projects composed in languages other than English, making the prize initiative more inclusive.

4B.3. Pursue opportunities to support the new Pedagogy Partnership program on campus through pedagogical and collections work on diversity and inclusion.	Information Literacy Program; Library Faculty	In Progress	Prof. Banyas is serving on the pilot planning group for the Pedagogical Partnership program, PiLLaR (Partners in Learning, Leadership, and Reflection).
4C.4. Offer professional development opportunities to faculty and staff on Equity, Diversity and Inclusion.	Administration	Ongoing	Feb.-Mar. 2021 Prof. Orner, Prof O'Hara, and Interim Dean Lenville completed a three session "Fostering an Anti-Racist Library Culture" Professional Development Class offered by Library Journal.
4C.5. Ensure that the Council on Diversity and Inclusion has representation from the Library.	Library Faculty	Ongoing	Prof. Pratt-McHugh currently sits on this Council.
5. Invite and inspire our alumni, parents, friends and community to be partners in the mission of the University.			
5A.1. Grow the Friends network with more publicity and outreach.	Friends; Administration	Ongoing	In Spring 2021 there was a partial redesign of the brochure offering new perks. The membership card was also redesigned to reflect new benefits. We also streamlined data entry/record keeping for memberships.
5A.2. Work with Friends to offer opportunities to recent graduates/student workers [one year Friends membership, newsletter]	Friends; Administration	Ongoing	In Spring 2021 Graduating Seniors were offered the option to opt in for a free year of membership. So far 16 students have opted in.
5C.1. Continue Archives/Special Collections work with Alumni donors and their families.	Special Collections	Ongoing	In 2020-21 Special Collections received materials from the collections of former Professor Louis Mitchell and alumnus and White House correspondent Gene Gibbons. We also received a significant portion of the penmanship history collection of David Kaminski. These materials document 19 th and early 20 th century penmanship instruction and practice, and will complement The Zaner-Bloser Penmanship Company Collection.
5D.1. Continue maintaining, enhancing, and expanding our consortial partnerships [PALCI and other local library consortia, shared collections (electronic or physical), grants (Scranton/Marywood grant)]	Administration; Technical Services; Digital Services	Ongoing	In 2020 the library agreed to become a charter participant in JSTOR's Open Community Collections Initiative, allowing publication of our digital collections in their platform.