

Strategic Plan Goal & Library Goal Codes	Objectives	Center(s) of Responsibility	Status	Outcomes & Accomplishments	Revised 6 October 2022		
University Strategic Plan Goal 1	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	1A. Cooperate with the Slattery Center for the Ignatian Humanities and its advisory board to engage with primary sources and Special Collections for student research and scholarship.	Digital Services; Reilly Learning Commons; Special Collections; Administration					
	1A.1. Work with teaching faculty on collection development and collection enhancement for the Humanities.	Faculty; Technical Services	Ongoing	2020-2021: (i). Prof. Witek developed and curated a Remote Biblical Research Guide (https://guides.library.scranton.edu/remote-biblical-research) in support of the research needs of students in courses that include Bible research. (ii). 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.			
	1A.2. Identify and secure resource bundles and other packages relevant to humanities teaching, learning, and research.	Administration; Faculty	Ongoing				
	1A.3. Identify faculty that will partner with Librarians on integrating Library resources and services into courses that engage the humanities.						
	1A.4. Explore opportunities for the Humanities Center to support Library collections and programs that are relevant and of interest to the humanities.						
	1A.5. Formally coordinate the Schemel Forum activities with the Humanities Center. Begin mutually supporting both initiatives and develop crossover events.	Administration					
1B	1B. Explore new and sustainable ways to encourage and support teaching and learning in the digital humanities.	Digital Services; Reilly Learning Commons; Information Literacy Program					
	1B.1. Develop guides and instructional materials on digital methods and technologies.	Faculty; Reilly Learning Commons; Digital Services	Ongoing	Summer 2021: Prof. Farry developed instructional materials for an Omeka training for Presidential Scholar Peter Burke, mentored by Dr. Adam Pratt. Burke developed an Omeka site on Native American history of the Wyoming Valley (still under development). https://digitalprojects.scranton.edu/s/TBD/page/about . Fall 2021: Prof. Farry developed an Omeka manual for the course HIST 190 Digital History, taught by Dr. Aiala Levy, to support the development of their website which explores topics related to Black history at The University of Scranton. https://digitalprojects.scranton.edu/s/rememberingblackness/page/home .			
	1B.2. Track curricular collaborations (e.g., Information Literacy Stipends) that include a digital humanities project or assignment.	Information Literacy Program	Ongoing	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. Fall 2021: (i). Prof. Witek served as the collaborating librarian on an Information Literacy Stipend in HIST 190: Digital History taught by Dr. Aiala Levy, through which students helped excavate the University's Black History through work in the physical and digital archives. (ii). Calls for new Information Literacy Stipend projects were paused due to being down one tenure track Research & Instruction Librarian. Spring 2022: Information Literacy Stipend program continues to be paused while we search for R&I Librarian for Business.			
1C	1C. Expand collaboration with the Jesuit Center [e.g., developing collections, sharing resources, exploring pedagogical strategies, etc.].	Administration; Technical Services; Research Services; Special Collections					

	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	<p>Fall 2020: The Jesuit Center purchased 1 rare book for Special Collections.</p> <p>Spring 2021: (i) The Jesuit Center purchased 6 rare books. (ii) 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, 8 monographs have been added to the collection through this partnership.</p> <p>Summer 2021: The Jesuit Center purchased 6 rare books.</p> <p>Fall 2021: The Jesuit Center purchased 2 rare books.</p> <p>Spring 2022: (i) The Jesuit Center purchased 1 rare book. (ii) The McHugh Family Special Collections is hosting an exhibit titled “Ad Majorem Dei Gloriam: Rare Books from the Hill-Davis Jesuit Collection” in the Heritage Room. The exhibit will primarily feature books written by Jesuits from the founding of the order in 1540 through its suppression in 1773.</p>			
	1C.2. Partner with the Jesuit Center to offer programs on Jesuit studies, history, and resources.	Special Collections	Ongoing	<p>Spring 2022: In collaboration with the Jesuit Center, the McHugh Family Special Collections will host a keynote address by Rev. Antoni Ucerler, S.J., Director of the Ricci Institute for Chinese-Western Cultural History at Boston College. Father Ucerler will speak on the Jesuit’s use of printing technology to further missionary activities in Japan.</p>			
	1C.3. Participate in Jesuit Center sponsored service trips and help to spread the word of these service opportunities to interested faculty and staff.	Faculty; Library Administration					
	1C.4. Participate in Jesuit Center seminars and luncheons.	Faculty; Staff; Administration					
	1C.5. Explore opportunities to secure Jesuit Center grant funding.	Faculty, Administration					
1D	1D. Pursue opportunities to integrate the Information Literacy Program into the General Education review and revision.	Faculty; Research Services; Information Literacy Program					
	1D.1. Participate in the initial review of the General Education curriculum through service on the General Education Review Committee.	Faculty	In Progress	<p>2020-2022: 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.</p>			
	1D.2. Advocate for the full integration of the Library into the curriculum with a focus on a comprehensive and sustainable approach to reaching students at the appropriate points in their academic careers that integrates both resources (e.g., collections) and services (e.g., the Information Literacy Program).	Faculty; Administration; Information Literacy Program					
	1D.3. Revise the Information Literacy Stipends in light of the changing needs of the curriculum, both the Information Literacy curriculum and the University’s curriculum more broadly. Engage the Library Advisory Committee in the revision process.	Faculty; Administration; Information Literacy Program					
	1D.4. Explore opportunities for the Library to take a more active role in the Royal Reads program, such as having a Librarian sit on the committee.	Faculty Librarian					
1E	1E. Enrich the value of the Library’s cataloging and metadata through catalog enhancement to improve findability and simplify access.	Technical Services					

	1E.1 Participate in the Catalog Record Enhancement Project improving the accuracy and quality of catalog records in the circulating collection.	Technical Services	Ongoing	<p>Spring 2020: On-site cataloging enhancement project inventory work put on hold due to the pandemic.</p> <p>Spring 2020- Spring 2021: Catalog Record Data Enhancement projects were converted to Remote Work projects that could be worked on from home when cataloging staff were working remotely.</p> <p>Summer 2020: OCLC DataSync Reclamation reviewed our records against the holdings in OCLC WorldCat, improving the accuracy and the accessibility of our record holdings by identifying discrepancies and records in need of updating. Participation in this process added student thesis records that had not been previously made accessible on OCLC WorldCat.</p> <p>Summer 2021: In-house Catalog Record Enhancement Project inventory work resumed with Section B-BZ.</p>			
	1E.2. Provide enhancement of Special Collections catalog records improving interest and discovery through the addition of metadata related to provenance and binding materials.	Technical Services, Special Collections	Ongoing				
	1E.3. Implement a new Integrated Library System to better serve the University community and to ensure efficient Library workflows.	Technical Services; Faculty; Library Systems; Administration					
	1E.4. Launch catalog and discovery layer enhancements during the Integrated Library System implementation.	Technical Services; Faculty; Library Systems; Administration					
1F	1F. Formalize the Library's role in the proposal of new academic programs.	Library Faculty; Administration					
	1F.1. Advocate for the FSCC to require the Chairperson of the faculty Librarians signature on FSCC proposals.	Library Faculty	Complete	<p>Fall 2021: The FSCC has been requesting departments acquire the Chairperson's signature. Chairperson consults with the Dean of the Library and other library faculty regarding required resources, including both services and collections.</p> <p>Fall 2022: Library faculty members sit on both the FSCC and the CCC.</p>			
1G	1G. Collaborate with Mission and Ministry to support their Humanities-related objectives by utilizing the Library's expertise and resources.	Library Faculty; Administration					
	1G.1. Support Mission and Ministry's film requests and provide information on Public Performance Rights.	Media Resources		<p>Fall 2022: Sharon Finnerty collaborated with Dan Cosacchi, VP for Mission and Ministry, for a screening of the film Francesco (https://www.francescofilm.com). Sharon contacted the distributor who granted The University one-time public screening rights and educational resources for the film and forwarded the information to Dr. Cosacchi to finalize the arrangements.</p>			
University Strategic Plan Goal 2	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	2A. Support and promote student scholarship.	Library Faculty					
	2A.1. Revise procedures for accessioning student scholarship into digital collections to accommodate the growing volume and variety of submissions.	Digital Services	Complete	<p>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.</p>			
	2A.2. 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	<p>2021-2022: Enhancements to the research prize initiative in this 2-year period included a newly designed logo and branding; newly designed flyers, posters, and award certificates; the 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.</p>			

	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	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	2B. Support and promote student engagement with Library resources and services.	Library Faculty					
	2B.1. Further embed our Information Literacy Program and enhance our research consultation model to include asynchronous materials/hybrid modes of information literacy and outreach to online programs.	Research Services; Information Literacy Program	In Progress	Spring 2020 - Fall 2021: 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. Fall 2021: Online Programs research guide was updated and expanded by Profs. Banyas and Cloutier as a resource for online education students providing helpful links and tips on how students can navigate the Library's website, find Library assistance, and conduct research utilizing the Library's resources.			
	2B.2. Explore opportunities for programming toward the development of digital literacies to increase students' understanding of our information environments [including online catalogs and licensing].	Library Faculty; Information Literacy Program					
	2B.3. 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	Summer 2021: The Heritage Hunt (HH) Committee overhauls 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. Support University Orientation programming.	Library Faculty; Information Literacy Program	Ongoing	Summer 2020: Profs. Aulisio, Banyas, Cloutier, Conserette, and Farry participated in Virtual Orientation sessions for students, which included online synchronous and asynchronous components. Summer 2021: Profs. Banyas and Pratt-McHugh, and Interim Dean Aulisio participated in Virtual Orientation sessions using the same formats.			
	2B.5. Hire a student worker to be a Social Media Intern.	Communications and Outreach Committee Chairperson					
	2B.6. Prioritize the hiring of a tenure-track Research & Instruction Librarian for Student Success to ensure the Library can sustainably support students through their academic journeys and to take a comprehensive approach to integrating the Library into the curriculum and co-curricular activities.	Administration; Faculty					
	2B.7. Ensure that non-traditional students have adequate Library support, including Library services, spaces, and resources.						
	2B.8. Utilize the Library's unique collections and services to meet the needs of specialized student populations.			Fall 2022: The Media Resources Center / Ed Lab hosted two classes of Dr. LoBasso's sophomore Education students to promote and demonstrate the Library resources available to them. The focus was on Pre-k through 1st-grade math, and the resources included books, eBooks, kits, streaming media, and the Ask a Librarian feature.			
	2B.9. In consultation with the newly hired student worker Social Media Intern, develop achievable goals for posting to the Library's social media accounts.	Communications and Outreach Committee Chairperson					
	2B.10. Include a letter from the Dean of the Library to new students.						

2C	2C. Champion sustainability initiatives and programming.	Faculty; Administration				
	2C.1. Continue hosting an annual Environmental Art Show.	Library Faculty; Technical Services	Ongoing	<p>Spring 2021: 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.</p> <p>Spring 2022: April 2022 exhibit was offered online and in-person with the theme "Everything is Connected: Celebrating our Connection with the Natural Environment." Keynote speaker was Laura Kern.</p>		
	2C.2. Explore the possibility of hosting a sustainability-related movie screening.	Media Resources; Administration				
	2C.3. Continue participation in the Bike Scranton program. Assess its successes as well as areas for improvement.	Circulation Services; Administration	Postponed	<p>Summer and Fall 2021: Bike Scranton was not reinstated because of COVID protocols.</p> <p>Spring 2022: Bike Scranton will be reassessed for viability for Spring - Fall 2022.</p>		
	2C.4. Form a group of volunteers from the Library to help clean the Lackawanna Heritage Trail one or more times per year.	Prof. Pratt-McHugh		<p>Spring 2022: A group of Library faculty and staff volunteered to clean a section of the Lackawanna Heritage Valley trail near the Quinn / South Side Sports Complex.</p>		
	2C.5. Ensure that the Library plays a role in the University's commitment to <i>Laudato Si</i> .	Faculty Librarians; Administration				
2D	2D. Assess student learning and the Library's distinct educational role in developing students' research abilities and dispositions, including information retrieval and evaluation.	Library Faculty; Administration; Information Literacy Program				
	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	<p>Summer 2020: 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.</p> <p>Spring 2022: An updated report is in development for summer 2022 submission.</p> <p>Summer 2022: Information Literacy Assessment Report submitted to the Office of Educational Assessment and appended to the Annual Report submitted to the Provost.</p>		
	2D.2. Hire, train, mentor, and empower student workers so that they develop workplace skills that will better equip them for success in their future employment. Ensure that student workers have strong research and information retrieval abilities by the time they graduate.	Circulation Services Coordinator; Media Resources Coordinator; Digital Services; Special Collections & Archives; Technical Services				
	2D.3. Explore metrics and formal methods for collecting evidence of student worker post-graduation professional success. Determine if some of their success can be tied to their employment as student workers in the Library.					
2E	2E. Increase student involvement in Library programs and events.	Administration; Friends; Special Collections; Library Faculty				

	2E.1. Meet at least once per semester with a representative from Student government.	Library Administration, Faculty Chairperson		Fall 2021: Interim Dean Aulisio and Chairperson Pratt-McHugh met with Student Government representative and discussed new initiatives in the library, including the Recreational Reading Collection. Spring 2022: A spring meeting with Student Government Representative is scheduled for March			
	2E.2. Identify other student groups to meet with either regularly or on an as needed basis.	Library Administration, Faculty Chairperson, Library Faculty		Spring 2022: Interim Dean Aulisio and Chairperson Pratt-McHugh are scheduled to meet with student advocate for Neuro Divergent students to discuss Library spaces and services.			
	2E.3. Share Library initiatives in campus-wide announcements.	Library Administration, Library Faculty		Spring 2022: Provost Gingerich disseminated a campus-wide email highlighting seven new and continuing initiatives of the Weinberg Memorial Library.			
	2E.4. Share all relevant Library programs and events with Student Government.	Library Administration	Ongoing	Spring 2022: Student Government Representative will be handed a packet of material at the Spring meeting.			
University Strategic Plan Goal 3	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	3A. Improve the Library's physical space to better accommodate a variety of seating and study needs.	Administration					
	3A.1. Assess our student populations, how they are changing, and how we can support them through Library space enhancements.	Administration; Library Faculty					
	3A.2. Renovate the 2nd-floor of the Library, focusing on creating intentional student learning environments for different learning styles.	Research Services; Administration; Friends	Ongoing	Summer 2021: 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. Fall 2021: Completed renovating the top of the grand staircase and open computer lab to improve the function and overall aesthetic of the area. Replaced underutilized circle tables with computer terminals 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.			
	3A.3. Redesign the Heritage Room into a transformable space that can be utilized for multimedia presentations, special collections exhibits, social events, and student study space.	Administration; Friends; Library Faculty	In Progress	Spring 2022: The Friends of the Library gifted \$75,000 from the Endowment Spending account to update the Heritage Room.			
	3A.4. Explore updating the 4th Floor Quiet Study Room to improve student space and incorporate display cases.	Administration	In Progress	Spring 2022: Interim Dean Aulisio, Provost Gingerich, and VP Tom Mackinnon met to discuss the possibility of renaming the room in honor of Rev. Scott R. Pilarz, S.J. and to update the room by securing financial benefactors.			
	3A.5. Expand 24/7 spaces to permanently include the 3rd floor of the Library.	Administration	Complete	Fall 2021: The 3rd-floor of the Library was made accessible 24/7 by holders of valid Royal Cards. This permanent change happened after a pilot of the program in 2019-2020 and was reinstated after relaxing of early COVID Health & Safety Protocols.			
3B	3B. Support innovation by reviewing existing operations, services, staffing, and budget allocations-to promote a flourishing Library and academic community.	Administration; Library Faculty					

	3B.1. Internally review each open position to alter job descriptions and create a sustainable working environment that meets the comprehensive needs of the Library and University community.	Administration	Ongoing	<p>2020-21: We completed successful searches for the Evening Circulation Services Clerk and the Acquisitions Clerk. The Dean of the Library search failed.</p> <p>Fall 2021: Dean of the Weinberg Memorial Library search reinitiated. Successfully hired Media Resources Clerk (part-time) to allow consistent hours in the Media Resources Collection.</p> <p>Spring 2022: (i) Successfully hired InterLibrary Loan & Collections Assistant. (ii) Successfully hired Research & Instruction Librarian (part-time) to cover Research Services and support Circulation Services on the evenings and weekends. (iii) Successfully hired Dean of the Weinberg Memorial Library. (iv) Initiated tenure-track search for Research & Instruction Librarian for Business with an expected start date of August 1, 2022.</p>			
	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	<p>2020-21: 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.</p>			
	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	<p>2020-2021: 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.</p>			
	3B.5. Increase and improve accessibility of online resources [LibGuides, asynchronous resources] and physical spaces [classrooms] by reviewing ADA standards.	Library Faculty; Administration	Ongoing	<p>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.</p> <p>Spring 2022: (i) University facilities removed an architectural feature from the 3rd and 4th floor stack areas to improve walkways around study carrels. (ii) University facilities installed new electrical outlets to decrease the need to run power cords across walkways.</p>			
	3B.7. Consider improving the strength of the Interlibrary Loan (ILL) department to enhance operations.	Interlibrary Loan; Administration	Complete	<p>Spring 2022: After a fall retirement, the existing job was realigned to be at a higher level, and a successful search was performed. The new assistant is now able to perform all functions of the Dept. in the absence of the coordinator.</p>			
	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	<p>Spring 2020: Library Instruction Room 306 was upgraded from providing VDI computers to Chrome Books.</p>			
	3B.9. Investigate modernizing our collection development model and implementing the new model.	Technical Services; Research Services; Administration		<p>Spring 2022: The Library Advisory Committee formed a subcommittee to investigate updates to the collection development model. The subcommittee was chaired by Prof. Sylvia Orner.</p> <p>Fall 2022: Collection Development letters have been sent to academic departments and programs with monograph and standing order budgets allocated. Electronic resources and journals will be under the care and management of the Library moving forward.</p>			
	3B.10. Assess materials housed in off-site storage. Consider sending additional materials to off-site storage.	Technical Services; Special Collections; Administration	Ongoing	<p>Spring 2021: Iron Mountain provided pricing for the possibility of sending archival boxes from Special Collections to remote storage in Summer/Fall 2021.</p> <p>Spring 2022: Library administration proposes removing items from remote storage to deaccession items and lower ongoing & recurring costs.</p> <p>Summer 2022: The first shipment of Iron Mountain books have been recalled and reviewed. Some titles returned to the collection while others are recycled to save money on future storage costs.</p>			

	3B.11. Assess the current and future storage needs of the library's digital preservation repository to support the sustainability of digital collections.	Digital Services					
	3B.12. Assess electronic collections [monographs & streaming media] for additional funding.	Technical Services; Administration	Ongoing	<p>Spring 2021: The library worked with the proposers of a Cinema Studies Minor to develop an annual budget for supporting this program.</p> <p>Fall 2021: Library began supporting the media resources collection through the Frank A. Cimini World Languages Collection Endowment Fund. To date 25 streaming licenses have been purchased using the Cimini funds. Four of them are perpetual licenses, they are: <i>Tomboy</i>, <i>Black Sunday</i>, <i>They Call Me Jeeg</i>, and <i>Inch'Allah Dimanche</i>.</p>			
	3B.13. Explore-selective approval plans and potentially pilot for a specific program or subject area.	Technical Services; Research Services; Administration		<p>Spring 2022: Library began participation in evidenced based acquisition (EBA) program with Cambridge University Press.</p>			
	3B.14. Explore a combined services desk model.	Research Services; Circulation Services; Media Resources; Technical Services; Administration	In progress	<p>Summer 2021: Prof. 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.</p> <p>Fall 2021: The Research Services Desk and the Circulation desk began consolidating in the evenings after 5:00 pm to ensure staffing and coverage at the Library's main service point.</p> <p>Spring 2022: The consolidated evening desk continues to run as a pilot to determine its long-term feasibility.</p> <p>Fall 2022: (i) The Library instituted the Library Services Desk on the first floor by utilizing a triage model. The Research Search Services Desk on the 2nd floor has been demolished and R&I Librarian offices will be used for research and Library consultations. (ii) Added a featured Media Collection to the Library lobby near the Library Services Desk to increase visibility of DVDs and Blu-rays.</p>			
	3B.15. Keep systems/programs up to date for our users by performing regular maintenance and upgrades.	Library Systems	Ongoing	<p>Summer 2020: Library Systems worked with IT and III 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.</p> <p>November 2020: We upgraded OSS for Encore catalog discovery layer.</p> <p>January 2021: IT purchased the Pharos Touchless Printing Solution for the library. Testing this new process has been ongoing in Spring 2021 with the goal of going live with this for the Fall 2021 semester.</p> <p>Summer 2021: Library Systems worked with Cataloging and Circulation to prepare for the PALCI migration of EZBorrow to the new ReShare platform, which went live on August 12, 2021.</p> <p>Fall 2021: The library implemented touchless printing in the building.</p> <p>Summer 2022: Sierra was upgraded to version 5.4. There were problems with the Encore upgrade, so both systems will be upgraded to be on the same version in December 2022.</p>			

	3B.16. Continue to work with Academic Departments on accreditation documentation as needed.	Administration; Technical Services	Ongoing	<p>Summer 2020: Prepared the library narrative and statistics for Health Informatics.</p> <p>Fall 2020: Prepared the library narrative and statistics for KSOM.</p> <p>Fall 2021: Prepared the library narrative and statistics for HA/HR (Long Term Care).</p> <p>Spring 2022: (i) Prepared narrative and statistics for Nursing and Computing Sciences. (ii) Dean Aulisio met with accreditors for Nursing. (iii) Associate Dean Lenville met with the nurse anesthesia program's re-accreditation team.</p>			
	3B.17. Continue collection assessment for currency, deduplication, electronic access, etc.	Technical Services					
	3B.18. Identify and reclaim lost space in the Library, such as storage closets, to store important documents and resources and to avoid additional off-site storage costs.	Library Administration, Circulation Services, Aramark	In Progress	<p>Fall 2021: Acquisitions records in the 4th-floor communication closet were reviewed for relevance and identified for shredding.</p> <p>Spring 2022: (i) Shredding of 4th-floor communication closet Acquisitions records has begun with the hope of securing additional storage space for University Archives. (ii) Interim Dean Aulisio met with representatives from Aramark to discuss their storage spaces in the library. Aramark agreed to clean out the 4th-floor closet next to Special Collections and return the space to Library oversight.</p>			
	3B.19. Conduct the Measuring Information Service Outcomes (MISO) survey jointly with the IT Division.	Library Administration, Library Faculty, IT Division	Complete	<p>Fall 2021: Library administration, faculty, and representatives from the IT Division began customizing the MISO survey for our campus populations.</p> <p>Spring 2022: (i) MISO survey disseminated to campus communities on February 17, 2022. (ii) A meeting will be called to review results when data has been collated.</p>			
	3B.20. Form a task force that will investigate a campus survey to replace the MISO survey.	Administration; Faculty; Staff; IT Division					
	3B.21. Optimize the Library's technology and software to ensure the best possible student experience, including through regular updates and maintenance.	Library Systems					
	3B.22. Meet regularly with representative(s) of Student Government and other interested student groups to ensure the Library is meeting the dynamic needs of the student community.	Administration; Faculty					
	3B.23. Meet regularly with CTLE staff or ensure that a member of the Library sits on the CTLE Advisory Committee so that the Library can coordinate and partner with the CTLE and promote CTLE services.	Administration; Faculty					
3C	3C. Support and engender a culture of Open (i.e., OA, OER, Open Source, etc.) in the Library and on campus.	Administration; Library Faculty					
	3C.1. Continue to implement and explore Affordable Learning Initiatives, including collaborating with Open Access Consortia and Initiatives.	OER Committee; Library Faculty; Administration	Ongoing	<p>2020-2021: 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.</p> <p>Fall 2021: Two affordable Learning Implementation Grants were awarded for Spring 2022 courses.</p> <p>Spring 2022: (i) Up to Four Affordable Learning Implementation grants will be awarded for Fall 2022 courses. (ii) Library faculty and administration began discussing the feasibility of GE textbooks on reserve program for possible Fall 2022 implementation. (iii) Contributed to Direct to Open programs for MIT Press and the University of Michigan Press which enabled both publishers to publish their 2022-23 frontlist titles as Open Access. Open Access titles from these publishers have been added and will continue to be added as they are made available.</p>			

	3C.2. Explore a new [open source] Integrated Library System (ILS) and discovery layer.	Technical Services; Library Systems; Administration	In Progress	<p>Fall 2021: An exploratory committee was formed to review available Open Source and for-cost Integrated Library Systems. The committee is charged with identifying two viable Open Source and 2 viable for-profit ILS systems for the University to move forward on acquiring.</p> <p>Spring 2022 - Summer 2022: Talks are underway with University Administration about funding a new Integrated Library System. Meetings have been held with vendors to discuss their products.</p>			
University Strategic Plan Goal 4	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	4A. Enhance focus on inclusive practices through all facets of the Library, including services, spaces, collections, and policies.						
	4A.1. Bring in a diversity consultant to review library services, spaces, collections, and policies.						
	4A.2. Ensure that the Council on Diversity and Inclusion has representation from the Library.	Library Faculty	Ongoing	<p>Summer 2019: Prof. Pratt-McHugh joins the Council on Diversity and Inclusion.</p> <p>Spring 2021: Prof. Ian O'Hara joins the Council on Diversity and Inclusion.</p>			
	4A.3. Internally audit policies and forms to identify and revise marginalizing language.	Library Faculty; Administration					
	4A.4. Form a Library Diversity, Equity, and Inclusion Committee, which includes library faculty, staff, and student representation.	Faculty; Staff; Administration		Summer 2022: Committee is formed after the Library Faculty Strategic/Tactical Plan Retreat. Prof. Ian O'Hara will chair the committee.			
	4A.5. Develop a Library Diversity, Equity, and Inclusion statement to be endorsed by the Library Administration and posted to the website.	DEI Committee; Administration					
	4A.6. Meet the needs of a diverse student body, including racial, economic, learning styles, and life experiences, by ensuring that the Library's resources, services, and spaces are intentionally designed with a focus social justice and equity.	Administration; Faculty					
4B	4B. Improve and promote diversity in the Library's collections.	Technical Services; Library Faculty					
	4B.1. Compare our collection with peer institution collections to fill in gaps, especially regarding underrepresented authors, Diversity, Equity, and Inclusion, and anti-racism resources.	Technical Services; Research Services	Ongoing	<p>Spring 2021: The library purchased a DRM-free EBSCO ebook collection that focuses on Diversity, Equity, and Inclusion.</p> <p>Spring 2022: The Library purchased an IGI collection of 325 ebooks on various DEI topics.</p> <p>Fall 2022: EBSCO's Ethnic Diversity Source database was added. It includes full text access to various books, articles, and primary source material related to the culture, tradition, and lived experience of different ethnic groups in America.</p>			
	4B.2. Continue hosting displays and online exhibits 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	<p>Summer 2020: 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/antiracism.</p> <p>Fall 2022: (i) Prof. O'Hara updated the guide to highlight new materials. (ii) Media Resources displayed relevant DVDs and EdLab books for National Hispanic Heritage Month.</p>			

	4B.3. Promote use of the African-American materials in the Louis Mitchell Collection.	Special Collections	Ongoing	SEMESTER? The English department was informed of the acquisition of this collection. Spring 2021-Fall 2022: The Louis Mitchell Collection is added to the catalog. Can be keyword searched by "Louis Mitchell Collection."			
	4B.4. Pursue opportunities to highlight diverse perspectives and narratives in digital collections through collaboration with campus and community-based programs and projects.	Digital Services	Ongoing	2021-2022: To support the work of the Subcommittee on Institutional Black History of the Provost's Council for Diversity and Inclusion, Prof. Farry oversaw the development of a digital archive to remember Black history of the University using resources from digital collections and the archives. https://digitalprojects.scranton.edu/s/rememberingblackness/page/home .			
	4B.5. Explore grant opportunities to expand parts of the collection and community outreach.	Library Faculty; Administration					
	4B.6. Utilize Library Faculty collection development funds to grow the collection in ways that support the Race, Racism, and Anti-Racism Research Guide, notably by purchasing works by authors from underrepresented groups.	Library Faculty; Administration		Ongoing: Prof. O'Hara has been utilizing his Collection Development Discretionary fund to purchase books by diverse and underrepresented authors.			
4B	4B. Review information literacy pedagogy and curriculum for increased diversity, equity, and inclusion.	Library Faculty; Information Literacy Program					
	4B.1. Review the information literacy curriculum and program learning outcomes and determine a timeline for revision to make the program more diverse, inclusive, and reflective of our commitment to social justice.	Information Literacy Program; Library Faculty					
	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	2020-2021: 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	2020-2021: Prof. Banyas is serving on the pilot planning group for the Pedagogical Partnership program, PiLLaR (Partners in Learning, Leadership, and Reflection).			
4C	4C. Explore possibilities for diversity hiring and pursue more diversity training for existing employees	Administration					
	4C.1. Include the Library in the next round of diversity hires. Advocate that the R&I Librarian for Student Success should be part of the next cluster hire.	Administration		Spring 2022: The Library faculty and administration utilized best practices from the University's Hiring for Diversity guide.			
	4C.2. Explore the possibility of a diversity fellowship in the library.	Administration					
	4C.3. Offer professional development opportunities to faculty and staff on Diversity, Equity, and Inclusion.	Administration; DEI Committee	Ongoing	Spring 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. Fall 2021: A plan to host a Race and Ethnicity Awareness Workshop in January 2022 was postponed until Summer 2022. Spring 2022: Interim Dean Aulisio met with Jesuit Center Executive Director Fr. Pat Rogers to discuss hosting an Anti-Racism Exam for all library faculty and staff in June of 2022.			
	4C.4. Advocate for the inclusion of salary ranges in job ads to grow candidate pools and encourage diverse applicants. Advocacy should occur in Staff Senate, FAC, and in professional organizations, such as PaLA.	Administration; DEI Committee; Staff; Faculty					
	4C.5. Research equitable, legal, and fair ways to assess if candidate pools are diverse.	DEI Committee					
	4C.6. Explore making it expected practice to share interview questions with candidates in advance and make a recommendation to the Dean of the Library so that it can be discussed with the Provost and VP for Human Resources.	DEI Committee; Faculty; Administration					
4D	4D. Expand and enhance focus on Library programming dedicated to Diversity, Equity, and Inclusion.						
	4D.1. Explore partnering for Diversity-inspired film offerings [e.g., library to secure rights and serve as host].	Media Resources; Library Administration	Postponed	Spring 2022: Media Resources purchased "John Lewis: Good Trouble" with public performance rights for Jose Sanchez from the Cross-Cultural Center to show at a student club screening during Black History Month. The DVD has unlimited PPR for a single location, so it may be shown on campus multiple times.			

	4D.2. Promote the Jay Nathan, Ph.D. Visiting Scholar Lecture and its cultural event components.	Administration; Communications & Outreach Committee; DEI Committee	In Progress	<p>Spring 2022: (i). The University of Scranton will host the 7th Jay Nathan, Ph.D. Visiting Scholar Lecture Series on Tuesday, on "Iceland: History, Culture, Environment." Our featured guests are Bergdis Ellertsdóttir, Ambassador of Iceland, and Eva Ingólfssdóttir, Icelandic classical violinist. (ii). Library Administration has attained budget oversight for the Jay Nathan, Ph.D. endowment. (iii). Promotional documents were sent to the Principle of Scranton Preparatory School and a representative of Wyoming Seminary. Personalized emails were sent to campus constituents by Interim Dean Aulisio.</p>			
4E	4E. Expand Library resource offerings to include more non-English language materials.						
	4E.1. Utilize the Cimini Endowment to purchase and subscribe to both physical discs and streaming media.	Media Resources; Library Administration					
	4E.2. Explore ways to encourage using InterLibrary Loan and PALCI EZ Borrow to share more non-English language resources with the University community.	InterLibrary Loan; Library Services Desk; Research Services					
	4E.3. Purchase more non-English language books for the Circulating Collection.	Faculty Librarians					
University Strategic Plan Goal 5	5. Invite and inspire our alumni, parents, friends and community to be partners in the mission of the University.						
5A	5A. Work with Friends of the Library on engagement with the Library and University.	Friends; Library Faculty; Administration					
	5A.1. Grow the Friends network with more publicity and outreach.	Friends; Administration	Ongoing	<p>Spring 2021: The Friends brochure was redesigned and lists new incentives for members. The membership card was also redesigned to reflect new incentives. We also streamlined data entry/record keeping for memberships.</p> <p>Spring 2022: A plaque dedicated to the Friends was installed on the second floor of the library to acknowledge their \$100,000 gift.</p>			
	5A.2. Work with Friends to offer opportunities to recent graduates/student workers [one year Friends membership, newsletter]	Friends; Administration	Ongoing	<p>Spring 2021: Graduating Seniors were offered the option to opt in for a free year of membership. 15 students have opted in to the free membership.</p>			
	5A.3. Include the Library in Alumni/Parents weekend [book sale, mixer]	Friends; Administration		<p>Fall 2021: The Friends of the Library hosted an outdoor mini-book sale during Parents Weekend. The event was considered successful and will be discussed as an annual venture.</p>			
	5A.4. Continue Leaves of Class for fundraising [highlighting community businesses]	Friends; Administration	Ongoing	<p>Fall 2021: (i). The XXIII Ann Moskovitz Leaves of Class fundraiser is relaunched. (ii). Leaves of Class brochure is redesigned to include two forms on one brochure to save on printing and postage costs.</p> <p>Spring 2022: The raffle is live with four seasonal drawings.</p>			
	5A.5. Continue Friends relationship with the Schemel Forum.	Friends; Administration	Ongoing	<p>Ongoing: (i) Schemel forum members also become Friends members. (ii). Friends and Schemel members are both included on library mailing list to support both endeavors.</p>			
	5A.6. Grow and support partnerships through the Friends of the Library	Friends; Administration	Ongoing	<p>Fall 2021: (i). Friends Advisory Board member Sid Prejean secured a donation of first edition and greatest books collection books for the McHugh Family Special Collections from the family of Melinda C. Ghilardi. (ii). Books were processed by Cataloging and include a donor plaque.</p> <p>Spring 2022: University facilities constructed permanent shelving in the Special Collections reading room to house the new donations and to provide additional space for future donations.</p>			
5B	5B. Establish a stronger relationship with University Advancement.	Friends; Administration					
	5B.1. Participate in fund raising initiatives to identify donors for projects like the second floor renovations and endowing the Affordable Learning Grants Initiative.	Administration		<p>Spring 2022: Interim Dean Aulisio, and Profs. Pratt-McHugh and Witek formed a committee to initiate a 5.06 Fundraiser to benefit the Library.</p>			

	5B.2. Brainstorm library needs for fundraising participation in the Capital Campaign [e.g., building renovations, new discovery layer/ILS, an Affordable Learning endowment, new Digital Collections platform, etc.].	Administration		Spring 2022: (i). A 30th Anniversary Fund account was initiated by University Advancement for the Library. (ii). The Friends of the Library gifted \$75,000 to the fund to kickstart the 30th-Anniversary fundraiser. (iii). A kick-off event for 30th-Anniversary fundraising activities will occur in April or May of 2022.			
	5B.3. Work with the attorney and family of Brian McHugh to coordinate additional gifts of furniture, rename the Special Collections to the McHugh Family Special Collections.	Administration	In Progress	Fall 2021: Brian McHugh's 18th-Century Grandfather Clock was delivered to the Library's Heritage Room and is currently on permanent display. Spring 2022: (i). The McHugh Family Special Collections plaque has been delivered and installed. (ii). A new McHugh Family Special Collections logo is being designed for the Digital Collections and Special Collections webpages and promotional materials. (iii). Interim Dean Aulisio and Carol Maculloch from Advancement are in communication with Attorney John Weaver about Brian McHugh's bequeathment and the gifting of an antique curio cabinet to the Special Collections.			
	5B.4. Develop promotional material for the Library's 30th Anniversary.		In Progress	Fall 2022: 30th Anniversary Issue of Information Update			
	5B.5. Send fundraising letters for the Library's 30th Anniversary through University Advancement.						
	5B.6. Develop a mobile giving website for the Library's 30th Anniversary Enhancement Fund.						
5C	5C. Continue work with Alumni, and work more closely with the Alumni Society on new initiatives.	Administration					
	5C.1. Continue Archives/Special Collections work with Alumni donors and their families.	Special Collections	Ongoing	2020-2021: 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 20th-century penmanship instruction and practice and will complement The Zaner-Bloser Penmanship Company Collection.			
	5C.2. Develop digital projects that engage and celebrate our alumni and community partners.	Digital Services; Special Collections		2021-2022: To support the work of the CDI Subcommittee on Institutional Black History, Prof. Farry oversaw the development of a digital archive to remember the Black history of the University. This project addresses instances of anti-Black racism and social injustice, while also being dedicated to celebrating Black alumni and their contributions to the University community. https://digitalprojects.scranton.edu/s/rememberingblackness/page/home .			
	5C.3. Investigate hosting an alumni event in the Library.	Administration					
	5C.4. Hold a reunion for former library work study students during Alumni weekend.	Administration					
5D	5D. Continue existing collaborations and explore new collaborations with local educational and cultural organizations [e.g., Anthracite Heritage Museum, Lackawanna Historical Society, Lackawanna Heritage Valley, Everhart Museum, Scranton Public Library, Marywood University, etc.].	Special Collections; Digital Services; Technical Services					
	5D.1. Continue maintaining, enhancing, and expanding our consortia partnerships [e.g., PALCI, Lyrisis].	Administration; Technical Services		Spring 2020: The library agreed to become a charter participant in JSTOR's Open Community Collections Initiative, allowing the publication of our digital collections on their platform. Fall 2021: The library separated from the JSTOR Open Community Collection because of JSTOR's proposed pricing models and policies but continues to explore options.			
	5D.2. Explore the possibility of shared collections, whether physical or electronic with other area institutions [e.g., Marywood].	Administration; Library Faculty					
	5D.3. Formalize agreement with the Dean of the Geisinger Commonwealth School of Medicine (GCSOM) to ensure continued collaborative programs between the Schemel Forum and GCSOM	Administration					
	5D.4. Encourage Library faculty and staff to seek out board appointments on cultural and non-profit organization boards.	Administration; Faculty					
	5D.5. Identify organizations that the Library can support in various ways, including by storing materials in Special Collections, digitization, and research assistance.	Administration; Faculty					
5E	5E. Explore collaboration with the Scranton Public Library [such as with popular reading collection, library card drive, book mobile, satellite collection, tiny libraries, etc.]	Administration; Technical Services					

	5E.1. Develop a popular reading collection.	Library Faculty; Administration	Ongoing	<p>Fall 2021: The student government representative to the Library asked Interim Dean Aulisio to develop a popular reading collection for students. Profs. Orner and Cloutier identified an appropriate vendor to supply popular reading books and developed policies and promotional materials.</p> <p>Spring 2022: The Recreational Reading Collection is housed in the lobby of the Library and features rotating new and popular titles for students, staff, and faculty to borrow on a 30 day loan period. New titles are added on a monthly basis.</p>			
	5E.2. Formally share event notifications and other advertisements with the Scranton Public Library and post Scranton Public Library events and promotional materials in the Weinberg Memorial Library.						
	5E.3. Review reciprocal borrowing agreements with an eye toward greater efficiencies.	Circulation Services; Administration					
5F	5F. Explore more informal local community outreach.	Library Faculty; Administration					
	5F.1. Create outreach and informational materials for members of our community, such as high school students and educators, alumni, and Friends.	Faculty; Administration	In Progress	<p>Fall 2021: The library subscribed to Cloudsource OA, a resource that allows consolidated searching of Open Access publications. The resource is not behind a paywall and does not require University credentials to access.</p> <p>Spring 2022: Cloudsource OA Search tab added to the homepage of the Library's website under Open Access Search tab.</p> <p>Summer 2022: Design and develop materials that can be sent to area High Schools and the community at-large, such as information about Cloudsource OA.</p>			
	5F.2 Potentially go to high schools to present to students.	Faculty; Administration	Postponed	2021-2022: Postponed due to staffing issues and COVID protocols.			
5G	5G. Formalize campus partnerships that will empower the Library to partner with the community in the mission of the University.	Library Faculty; Administration					
	5G.1. Invite the Vice President for Enrollment to meet with the Library faculty and to discuss ways the Library can support enrollment and retention initiatives.	Faculty; Administration					
	5G.2. Library faculty included as part of leadership group on the NEH Grant project Scranton's Story.	Faculty					
	5G.3. Develop a brochure dedicated to resources and services to the public with a focus on High School students.						
	5G.4. Formalize ways that the Library can be a place for Service Learning opportunities (e.g., Library book sale, Library-sponsored events, daily operations, etc.).	Administration					