Strategic Plan Goal & Library Goal Codes	Objectives	Center(s) of Responsibility	Status	Outcomes & Accomplishments	Rev. 2/10/2023
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. Donna Witek, Research & Scholarly Services Coordinator, 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 *The 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.			**Fall 2022:** Prof. Witek met twice with Dr. Billie Tadros, Department of English & Theatre, and Slattery Center Student Fellow Sydney Youngblood to provide in-depth research support to Dr. Tadros's Fall 2022 Slattery Center Faculty Fellowship project on Coptic/Egyptian and queer identities.	
	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. Develop mutually supportive initiatives and crossover events between the Humanities Center and the Schemel Forum. Coordinate efforts to eliminate/reduce competition.	Administration	In progress	**Fall 2022:** A Schemel Forum / Slattery Center Assistant was hired to serve and support both areas of the University. The assistant will help to bridge the Humanities Center and Schemel Forum.	
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. Colleen 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, https://digitalprojects.scranton.edu/s/native-history-wyoming-valley/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 the course's website which explores topics related to Black history at the University: https://digitalprojects.scranton.edu/s/rememberingblackness/page/home. **Fall 2022:** Prof. Michael Knies developed and provided a PDF version of the University Archives database with search instructions for HIST 190: Digital History, https://digitalprojects.scranton.edu/s/hist190/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:** Dean George Aulisio (then 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, HIST 250 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. **2022–2023:** Information Literacy Stipend program continues to be paused while we search for R&I Librarian for Student Success.	
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	**Fall 2020:** The Jesuit Center purchased 1 rare book for Special Collections. **2021–2022:** *(i)* The Jesuit Center purchased 6 rare books in Spring 2021; *(ii)* Through funds provided by the Jesuit Center, the Library established a standing order with publisher Jesuit Sources (at Boston College's Institute for Advanced Jesuit Studies); as of 2022, the collection added 8 monographs through this partnership; *(iii)* The Jesuit Center purchased 6 rare books in Summer 2021; *(iv)* The Jesuit Center purchased 2 rare books in Fall 2021; *(v)* The Jesuit Center purchased 1 rare book in Spring 2022; *(vi)* The McHugh Family Special Collections hosted an exhibit titled "Ad Majorem Dei Gloriam: Rare Books from the Hill-Davis Jesuit Collection" in the Heritage Room from Feb. 2–April 24, 2022. The exhibit primarily featured books written by Jesuits from the founding of the order in 1540 through its suppression in 1773. **Fall 2022:** *(i)* 5 new monographs have been added to the collection through our standing order with the publisher Jesuit Sources, funded in partnership with the Jesuit Center; all monographs added to the collection through this partnership to date can be found in the catalog by searching "Gift of the Jesuit Center" and filtering to Location: Circulating Collection; *(ii)* A small exhibit of rare books purchased by the Jesuit Center continues to be on display in the Special Collections Reading Room.	

	1C.2. Partner with the Jesuit Center to offer programs on Jesuit studies, history, and resources.	Special Collections	Ongoing	**Spring 2022:** In collaboration with the Jesuit Center, the McHugh Family Special Collections hosted a keynote address by Rev. Antoni Ucerler, S.J., Director of the Ricci Institute for Chinese-Western Cultural History at Boston College. Father Ucerler spoke on the Jesuits' use of printing technology to further missionary activities in Japan.	
	1C.3. Participate in Jesuit Center-sponsored service trips and help 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	Ongoing	**Fall 2022:** Prof. Kate Cummings participated in the 1st year Ignatian Pedagogy Seminar.	
	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	**2020-2022:** Prof. Witek served on the General Education Review Committee and contributed to an initial review of the General Education curriculum at the University, the first conducted in 20 years. **2022-2023:** Prof. Witek is serving as Vice Chair of the General Education Review Committee; the committee's charge this year is to make short- and long-term recommendations to the Faculty Senate to improve the GE curriculum at the University. Prof. Witek is also co-convener of a Clavius Fund faculty seminar focused on "Exploring Core Curricula in the 21st Century."	
	1D.2. Advocate for the full integration of the Library into the curriculum focusing 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. Broaden the Information Literacy Stipends in light of the changing needs of both the Information Literacy curriculum and the University's curriculum. Engage the Library Advisory Committee in the revision process.	Faculty; Administration; Information Literacy Program			
	1D.4. Explore opportunities—such as having a librarian sit on the Royal Reads committee—for the Library to take a more active role in the Royal Reads program.	Faculty Librarian		**Fall 2022:** Prof. Sheli Pratt-McHugh attended breakfast with Royal Reads author Annette Gordon-Reed who spoke on her book *On Juneteenth*.	
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 to improve the accuracy and quality of catalog records in the circulating collection.	Technical Services	Ongoing	**Spring 2020:** On-site cataloging enhancement project inventory work put on hold due to the pandemic. **Spring 2020–Spring 2021:** Catalog Record Data Enhancement projects were converted to Remote Work projects that could be undertaken at home when cataloging staff worked remotely. **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 previously been accessible on OCLC WorldCat. **Summer 2021:** In-house Catalog Record Enhancement Project inventory work resumed with Section B-BZ.	
	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	In Progress	**2022–2023:** FOLIO was selected as a new ILS. Implementation is planned for Summer 2024.	
	1E.4. Launch catalog and discovery layer enhancements during the Integrated Library System implementation.	Technical Services; Faculty; Library Systems; Administration	In Progress	**Spring 2023:** EBSCO Discovery System (EDS) was selected as a new discovery layer. EDS and FOLIO's Electronic Resource Management (ERM) module will be implemented during Summer 2023.	
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 that the Library Chairperson sign off on FSCC proposals.	Library Faculty	Complete	**Fall 2021:** The FSCC now requests 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. **Fall 2022**: Library faculty members sat on both the FSCC and the CCC.	
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	Complete	**Fall 2022:** Sharon Finnerty, Media Resources Coordinator, collaborated with Dan Cosacchi, VP for Mission and Ministry, for a screening of the film Francesco (https://www.francescofilm.com). Finnerty 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.	
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	**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. A web landing page was designed as the common starting place for the submission of all student scholarship.	
	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	**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. **Fall 2022:** The Library has updated the selection criteria for the Bonnie W. Oldham Library Research Prize to make the criteria more inclusive and diverse in the types of projects and researchers it honors and added new criterion focused on Ignatian dimensions to research. Updates reflecting changes to the criteria were made to the contest website, the "Tips" help page, and the faculty support form. To strengthen student submissions, the judging rubric was published for the first time.	
	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 Prof. Michael Knies and Prof. Colleen Farry, created a digital exhibit as part of her Humanities Fellowship. Student Olivia Stemkowski 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 the Information Literacy Program and enhance the 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 Prof. Kelly Banyas and Prof. Marleen 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. **Fall 2022:** Task force formed to develop a flyer and digital advertisement for Graduate students (on-campus & online) with information on collections and services. Flyer will be published and disseminated during Spring 2023.	
	2B.2. Explore opportunities for programming toward the development of digital literacies to increase students' understanding of the 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 overhauled the Heritage Hunt for AY 21-22. The plan is for the HH to be more self-directed so that students other than 1st-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. **Fall 2021:** The revised Heritage Hunt had 640 students registered, with 587 participants and 53 absences. Out of a freshman class of 824, we were able to reach 71.24% of the students. **Fall 2022:** The Heritage Hunt had 772 students registered, with 711 participants and 61 absences. Out of a freshman class of 1056, we were able to reach 67.3% of the students.	
	2B.4. Support University orientation programming.	Library Faculty; Information Literacy Program	Postponed	**Summer 2020:** Dean Aulisio (then Prof. 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 Dean Aulisio (then Interim Dean Aulisio) participated in Virtual Orientation sessions using the same formats. **Fall 2022:** Profs. Banyas and Farry staffed a table at the Resource Fair and shared information with students about Library resources, spaces, and services.	
	2B.5. Hire a student worker to act as Social Media Intern.	Communications and Outreach Committee Chairperson	Postponed		
	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	In Progress	**2022–2023:** Successfully advocated for the hire of a tenure-track R&I Librarian for Student Success; search in process in 2022-2023 with potential start date of August 1, 2023.	
	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.		Ongoing	**Fall 2022:** *(i)* The Media Resources Center / Ed Lab hosted two classes of Dr. Lisa 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; *(ii)* Prof. Knies instructed students in HIST 190: Digital History on how to navigate the Special Collections, including the website and University Archives database.	
	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	Postponed		
	2B.10. Include a letter from the Dean of the Library to new students.	Administration	Postponed		

2C	2C. Champion sustainability initiatives and programming.	Faculty; Administration			
	2C.1. Continue hosting an annual Environmental Art Show.	Library Faculty; Technical Services	Ongoing	**Spring 2021:** April 2021 exhibit was offered online. **Spring 2022:** April 2022 exhibit was offered online and in-person with the theme "Everything is Connected: Celebrating our Connection with the Natural Environment." Laura Kern, whose art explores environmental themes, was the keynote speaker.	
	2C.2. Explore the possibility of hosting a sustainability-related movie screening.	Media Resources; Administration	In Progress	**Fall 2022:** Finnerty met with students and identified films and their corresponding public performance rights that could be shown during Earth Week / Month. Finnerty will assist in the securing of Public Performance Rights for selected films for Spring 2023.	
	2C.3. Continue participation in the Bike Scranton program. Assess its successes as well as areas for improvement.	Circulation Services; Administration	Postponed	**Summer and Fall 2021:** Bike Scranton was not reinstated because of COVID protocols. **Spring 2022**: Bike Scranton will be reassessed for viability for Spring - Fall 2022. **Summer 2022–Fall 2022:** Bike Scranton was reinstated. The University community and public at-large began borrowing bicycles from the Library during this time.	
	2C.4. Form a group of volunteers from the Library to help clean the Lackawanna Heritage Trail one or more times annually.	Prof. Pratt-McHugh	Ongoing	**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.	
	2C.5. Ensure that the Library plays a role in the University's commitment to *Laudato Si'*.	Faculty Librarians; Administration	In Progress	**2022-2023:** Prof. Pratt-McHugh joined the *Laudato Si* committee. The committee met twice in the Fall and will continue into the Spring 2023 semester.	
	2C.6. Investigate the installation of an expansive solar panel array on the Library's flat roof and other campus structures (e.g., parking pavillion) to allow for virtual net energy metering and substantially offset the Library's electricity consumption.	Administration	In Progress	**2022-2023:** Library Administration and University Facilities met several times to discuss the project. An engineering firm was contracted to provide an initial design proposal. A more refined installation bid will be sought in Spring 2023.	
	2C.7. Replace all Library public-area Library receptacles with updated recycling bins through a Facilities Management Plan application.	Administration	In Progress	**Spring 2023:** Library administration identified appropriate recycling receptacles and surveyed what was needed to replace bins on all 5 floors. University purchasing submitted a bid for the desired recycling receptacles	

	2C.8. Collaborate with facilities on the completion of the multi-year HVAC system upgrade.	Administration; University Facilities	In Progress	**Summer 2018:** The Library's 5th floor HVAC system and air handlers were updated. **Summer 2019:** The Library's 4th floor HVAC system and air handlers were updated. **Summer 2021:** The Library's 3rd floor HVAC system and air handles were updated. **Summer 2022:** The Library's 1st floor HVAC system and air handlers were updated.	
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	**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. **Spring 2022:** An updated report is in development for Summer 2022 submission. **Summer 2022:** Information Literacy Assessment Report submitted to the Office of Educational Assessment and appended to the Annual Report submitted to the Provost.	
	2D.2. Hire, train, mentor, and empower student workers in the development of 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 their graduation.	Circulation Services Coordinator; Media Resources Coordinator; Digital Services; Special Collections & Archives; Technical Services	Ongoing	**Fall 2021:** *(i)* Technical Services created a new work-study position to work directly with Library materials and support the Technical Services office with the ongoing maintenance activities related to the Library's collection during the fall and spring semesters; *(ii)* student workers at the Library Services Desk are trained to handle both circulation services tasks and refer research questions to the on-call Research & Instruction Librarian. The additional responsibility and training of these student workers was the result of consolidating the Research Services Desk and Circulation Services Desk into one Library Services Desk. Patricia Savitts, Circulation Services Coordinator, supervises and hires these student workers, and research services-specific training happens through consultation with Prof. Witek.	

	2D.3. Explore metrics and formal methods for collecting evidence of student worker post-graduation professional success. Determine if their successes are attributable in part 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 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.	Library Administration; Faculty Chairperson	Ongoing	**Fall 2021:** Dean Aulisio (then Interim Dean Aulisio) and Prof. 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. **Fall 2022:** *(i)* Dean Aulisio and Prof. Pratt-McHugh met with a Student Government representative to discuss Library services and addressed how best to share information with students and to meet their expectations. The Library will utilize social media platforms regularly and the student government plans to reshare posts; *(ii)* a Student government representative joined the Library Advisory Committee; *(iii)* A graduate student joined the Library's DEIA committee. **Summer 2022:** The Library purchased specialized furniture by request of	
	2E.2. Identify other student groups to meet with regularly and/or on an as needed basis.	Library Administration; Faculty Chairperson; Library Faculty		**Spring 2022:** Dean Aulisio (then Interim Dean Aulisio) and Prof. Pratt-McHugh met with student advocate for Neurodivergent 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. **Fall 2022:** The Library made regular calls and advertisements for the Affordable Learning Grant and Bonnie W. Oldham Library Research Prize. Library services, programs, and spaces posted regularly to Instagram throughout the semester.	
University Strategic Plan Goal 3	3. Advance the University into the future by challenging the Library's staff 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 the Library's 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. **Summer 2022:** The area where previously the Research Services desk was located was remodeled into a comfortable seating area with bean bag chairs and updated seating. New and varied seating was added throughout the second floor study spaces and the area opposite the 2nd floor communications closet was remodeled into an elegant student study space with warm lamp lighting and a large conference table. Faculty office WML 207 was split into two offices to better support on call Research Services. WML 201 was split into two separate offices in January 2023.
	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. **Spring 2023**: New tables, media cabinet, and podium were delivered to the Heritage Room and available for student use. All student tables in the room now have power outlets. The addition of a new podium and media cabinet makes the room a more dynamic space that can be used for presentations and special events. New soft seating expected to arrive in March 2023.
	3A.4. Explore updating the 4th Floor Quiet Study Room to improve student space and incorporate display cases.	Administration	Postponed	**Spring 2022:** Dean Aulisio (then 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	**2020–2021:** We completed successful searches for the Evening Circulation Services Clerk and the Acquisitions Clerk. The Dean of the Library search failed. **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. **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, which resulted in accomplishing this objective. **Fall 2022:** *(i)* Successfully hired second Research & Instruction Librarian (part-time) to cover Research Services and support Circulation Services on the evenings and weekends; *(ii)* Initiated tenure-track search for Research & Instruction Librarian for Student Success with potential start date of August 1, 2023. **Summer 2022:** *(i)* Digital Services Clerk (part-time) transitioned to full-time	
	3B.2. Continue offering student support through 24/7 access to Research Services and evening librarian hours. Provide additional outreach to online programs.	Research Services	Ongoing	**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 continued with Scranton faculty into the evenings and provided 24/7 support through AJCU VR. **Fall 2022:** In moving to an on-call Research Services model, patrons continue to have dedicated access to Research Services Librarians in person at most times the Library is open, via phone and email, and through 24/7 chat service 207B has been remodeled into a shared office where 2 part-time Research & Instruction Librarians and the Research Services Assistant provide consistent on-call research support. The full-time Research & Instruction Librarians also provide on-call research services from their offices. All librarians post clear signage when they are on call, and the Library Services Desk receives the schedule of on-call librarians so those who staff the desk know where to direct patrons for research assistance referrals.	
	3B.3. Explore new modalities and innovations for information literacy instruction to meet the evolving needs of the University.	Information Literacy Program; Library Faculty	Ongoing	**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.	

	3B.4. Increase and improve accessibility of online resources (LibGuides, asynchronous resources) and physical spaces (classrooms) by reviewing ADA standards.	Library Faculty; Administration	Ongoing	**2020–2021:** Adjunct Research & Instruction Librarian Erica Getts, whose background includes ADA compliance, reviewed our online learning materials and made accessibility enhancements. **Spring 2022:** *(i)* University facilities removed an architectural feature from the 3rd and 4th floor stack areas to improve walkways around study carrells; *(ii)* University facilities installed new electrical outlets to decrease the need to run power cords across walkways. **Fall 2022:** Library furniture was rearranged throughout the building to improve walkways. Automatic door openers added to the Accessible bathrooms in the Pro Deo room (1st floor). Work order placed to inspect Library doors to ensure they fall within ADA compliance for resistance and automatic close time.	
	3B.5. Consider improving the strength of the Interlibrary Loan (ILL) department to enhance operations.	Interlibrary Loan; Administration	Complete	**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.	
	3B.6. Collaborate with IT on creating new spaces and lending programs with new technologies (technology provided by the library vs. BYOD).	Research Services; Library Systems; Administration; Reilly Learning Commons	Ongoing	**Spring 2020:** Library Instruction Room 306 was upgraded from providing VDI computers to Chrome Books.	
	3B.7. Investigate modernizing the collection development model and implementing the new model.	Technical Services; Research Services; Administration	Complete	**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. **Fall 2022:** Collection Development letters have been sent to academic departments and programs with monograph and standing order budgets allocated. Electronic resources and journal are now under the care and management of the Library.	
	3B.8. Assess materials housed in off-site storage. Consider sending additional materials to off-site storage.	Technical Services; Special Collections; Administration	Ongoing	**Spring 2021:** Iron Mountain provided pricing for the possibility of sending archival boxes from Special Collections to remote storage in Summer/Fall 2021. **Spring 2022:** Library administration proposes removing items from remote storage to deaccession items and lower ongoing & recurring costs. **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. **Fall 2022:** The Iron Mountain books (10,172 items) have been recalled, reviewed, and processed. Approx. 200 titles were returned to the collection. Titles not returned to the collection were recycled.	
	3B.9. Assess the current and future storage needs of the Library's digital preservation repository to support the sustainability of digital collections.	Digital Services			

	3B.10. Assess electronic collections—monographs & streaming media—for additional funding.	Technical Services; Administration	Ongoing	**Spring 2021:** The library worked with the proposers of a Cinema Studies Minor to develop an annual budget for supporting this program. **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: *Tomboy, Black Sunday, They Call Me Jeeg,* and *Inch'Allah Dimanche.* **Fall 2022:** Media Resources Acquisitions budget increased to meet the surge in demand for media that supports the curriculum.
	3B.11. Explore selective-approval plans and potentially pilot for a specific program or subject area.	Technical Services; Research Services; Administration	Postponed	**Spring 2022:** Library began participation in evidenced-based acquisition (EBA) program with Cambridge University Press.
	3B.12. Explore a combined services desk model.	Research Services; Circulation Services; Media Resources; Technical Services; Administration	In progress	**Summer 2021:** Dean Aulisio (then Interim Dean Aulisio) convened an exploratory committee tasked with determining the feasibility of moving to a unified service desk. The committee included Profs. Aulisio, Banyas, and Prof. Ian O'Hara, as well as Finnerty and Savitts. **Fall 2021:** The Research Services Desk and the Circulation desk began consolidating in the evenings after 5 pm to ensure staffing and coverage at the Library's main service point. **Spring 2022:** The consolidated evening desk continues to run as a pilot to determine its long-term feasibility. **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. New assessment forms for logging patron interactions both at the 1st-floor Library Services Desk and through engagement with our on-call Research Services on the second floor were developed and implemented; *(ii)* A featured Media Collection was added to the Library lobby near the Library Services Desk to increase the visibility of DVDs and Blu-rays.

	3B.13. Keep systems/programs up to date for our users by performing regular maintenance and upgrades.	Library Systems	Ongoing	**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. **2020–2021:** *(i)* Upgraded OSS for Encore catalog discovery layer; *(ii)* 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; *(iii)* 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. **2021–2022:** *(i)* The Library implemented touchless printing in the building; *(ii)* 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; *(iii)* My.Scranton Task Force was created to develop a new library card for the imminent My.Scranton.edu update. Task Force will present their proposal to Library faculty during Spring 2023.	
	3B.14. Continue to work with academic departments on accreditation documentation as needed.	Administration; Technical Services	Ongoing	**Summer 2020:** Prepared the Library narrative and statistics for Health Informatics. **Fall 2020**: Prepared the Library narrative and statistics for KSOM. **Fall 2021:** Prepared the Library narrative and statistics for HA/HR (Long Term Care). **Spring 2022:** *(i)* Prepared narrative and statistics for Nursing and Computing Sciences; *(ii)* Dean Aulisio (then Interim Dean Aulisio) met with accreditors for Nursing; *(iii)* Associate Dean Jean Lenville met with the nurse anesthesia program's re-accreditation team. **Fall 2022:** Dean Aulisio met with site visitors from ABET.	
	3B.15. Continue collection assessment for currency, deduplication, electronic access, etc.	Technical Services	Ongoing	**Fall 2022:** *(i)* Discontinued 26 low- or no-usage journal titles and switched to online access for 68 titles that were previously print-only subscriptions; *(ii)* Began an overlap analysis of all currently subscribed databases.	

	3B.16. 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	**Fall 2021:** Acquisitions records in the 4th-floor communication closet were reviewed for relevance and identified for shredding. **Spring 2022:** *(i)* Shredding of 4th-floor communication closet Acquisitions records began with the hope of securing additional storage space for University Archives; *(ii)* Dean Aulisio (then 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. **Fall 2022:** The 1st-floor and 3rd-floor closets were reclaimed from Aramark for Library use. The 3rd-floor closet will be used to store archival material to make space for new donations and acquisitions. Acquisitions records in 4th floor communications closet shredded to make room for archival materials.
	3B.17. Conduct the Measuring Information Service Outcomes (MISO) survey jointly with the IT Division.	Library Administration; Library Faculty; IT Division	**Complete**	**Fall 2021:** Library administration, faculty, and representatives from the IT Division began customizing the MISO survey for our campus populations. **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.
	3B.18. Form a task force that will investigate a campus survey to replace the MISO survey.	Administration; Faculty; Staff; IT Division	**In progress**	**Fall 2022:** Associate Dean Lenville will explore viable options and present her findings to the Library faculty. After options are shared with the Library faculty, a committee may be formed to explore shifting from MISO to an alternate product.
	3B.19. Meet regularly with CTLE staff, or ensure that a member of the Library sits on the CTLE Advisory Committee, to enable the Library to coordinate and partner with the CTLE and promote CTLE services.	Administration; Faculty		**2022–2023:** Prof. Witek has served on the CTLE Advisory Committee since 2008. The new R&I Librarian for Student Success will be invited to serve after their hire. **2020–Fall 2022:** Eugeniu Grigorescu, Director of the CTLE, sits on the Library Advisory Committee. **Spring 2023:** Library administration and faculty will continue to monitor the restructing of the CTLE into two centers and how the centers and the Library can mutually support each others' goals.
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 Acces+B102s Consortia and Initiatives.	OER Committee; Library Faculty; Administration	Ongoing	**2020–2021:** 6 Affordable Learning Implementation grants were awarded for the 2020–21 AY. The OER Committee hosted 2 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. **2021-2022:** *(i)* Two affordable Learning Implementation Grants were awarded for Spring 2022 courses; *(ii)* 4 Affordable Learning Implementation grants were awarded for Fall 2022 courses; *(iii)* Library faculty and administration began discussing the feasibility of GE textbooks on reserve program for Fall 2022 implementation; *(iv)* 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. **Fall 2022:** *(i)* 5 Affordable Learning Implementation grants were awarded for Fall 2022 courses; *(ii)* the Library continued its support for both the MIT Press and University of Michigan Press's Direct to Open Programs; *(iii)* the Library entered into a transformative agreement with Cambridge University Press that will allow reading access to all Cambridge University Press journals as well as a waiver of all article processing charges (APCs) for any University faculty who publish Open Access in Cambridge University journal.
	3C.2. Explore a new (open source) Integrated Library System (ILS) and discovery layer.	Technical Services; Library Systems; Administration	In Progress	**Fall 2021:** An exploratory committee was formed to review available Open Source and for-cost Integrated Library Systems. The committee is charged with identifying 2 viable Open Source and 2 viable for-profit ILS systems for the University to move forward on acquiring. **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. **2022–2023:** FOLIO (open source) was selected as the Library's next ILS. The new ILS is slated to be implemented in Summer 2024 with a go-live date of June 1, 2024.
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.	Administration; DEIA Committee	In Progress	**Fall 2022:** Dean Aulisio identified possible external reviewers that can conduct a Library DEIA audit over Summer 2023. **Spring 2023:** The DEIA Committee will discuss the prospect of a summer diversity audit and will identify areas of the library that external reviewers should focus on. A task force will be formed to write a self-report on these areas.
		4A.2. Ensure that the Council on Diversity and Inclusion has representation from the Library.	Library Faculty	Ongoing	**Summer 2019:** Prof. Pratt-McHugh joined the Council on Diversity and Inclusion. **Spring 2021-Present:** Prof. O'Hara joined the Council on Diversity and Inclusion.
		4A.3. Internally audit policies and forms to identify and revise marginalizing language.	Library Faculty; Administration	In Progress	**Fall 2022:** The DEIA Committee began reviewing Library materials. A warning on Harmful Language in the Library Catalog was developed. The statement will be reviewed by the Library faculty. **Spring 2023:** Digital Services / Archives drafted an Archives Harmful Content Statement that will be reviewed by the Library faculty.
		4A.4. Form a Library Diversity, Equity, and Inclusion Committee, which includes Library faculty, staff, and student representation.	Faculty; Staff; Administration	Complete	**Summer 2022:** A committee was formed after the Library Faculty Strategic/Tactical Plan Retreat. Prof. O'Hara chairs 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	Complete	**Fall 2022:** The DEIA Committee developed a Library Diversity, Equity, Inclusion, and Access statement that was ratified by the Library faculty and added to the Library's website. https://www.scranton.edu/academics/wml/about/policies/deia.shtml. The DEIA pages of the Library have been revised to allow better navigability.
		4A.6. Intentionally design the Library's resources, services, and spaces with a focus on social justice and equity to meet the needs of a student body that is racially and economically diverse and includes different learning styles and life experiences.	Administration; Faculty	Ongoing	
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	**Spring 2021:** The Library purchased a DRM-free EBSCO eBook collection that focuses on Diversity, Equity, and Inclusion. **Spring 2022:** The Library purchased an IGI collection of 325 eBooks on various DEIA topics. **Fall 2022:** *(i)* 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; *(ii)* Prof. Witek's sabbatical "Information Literacy, Ignatian Pedagogy, and Social Justice" has been approved for Intersession and Spring 2024; her research will inform a subsequent review of the information literacy curriculum with the Library faculty.	
	4B.2. Continue hosting displays and online exhibits related to the Library's collections, including suggested readings. Explore and seek traveling exhibits.	Circulation Services; Research Services; Media Resources; Special Collections; Digital Services	Ongoing	**Summer 2020:** Prof. O'Hara created a list of resources on Race, Racism, and Anti-Racism that are now available on the Library Web Page at https://guides.library.scranton.edu/antiracism. **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. **Fall 2023:** *(i)* The Library's DEIA committee developed additional research guides and expanded existing guides on marginalized groups, including LGBTQIA+; *(ii)* Prof. Pratt-McHugh created a guide for Latin American Studies.	
	4B.3. Promote use of the African-American materials in the Louis Mitchell Collection.	Special Collections	Ongoing	**Spring 2021–Fall 2022:** The Louis Mitchell Collection is added to the catalog and can be keyword searched by "Louis Mitchell Collection." **Fall 2021:** The English department was informed of the acquisition of this 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		**2020–Present:** Prof. O'Hara has been utilizing his Collection Development Discretionary fund to purchase books by diverse and underrepresented authors.	
	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		
4C	4C. Review information literacy pedagogy and curriculum for increased diversity, equity, and inclusion.	Library Faculty; Information Literacy Program			
	4C.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			
	4C.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.

Fall 2022: The Library has updated the selection criteria for the Bonnie W. Oldham Library Research Prize to make the criteria more inclusive and diverse in the types of projects and researchers it honors and added new criterion focused on Ignatian dimensions to research. Updates reflecting changes to the criteria were made to the contest website, the "Tips" help page, and the faculty support form. To strengthen student submissions, the judging rubric was published for the first time. | |
	4C.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	Postponed	**2020–2021:** Prof. Banyas served on the pilot planning group for the Pedagogical Partnership program, PiLLaR (Partners in Learning, Leadership, and Reflection).	
4D	4D. Explore possibilities for diversity hiring and pursue more diversity training for existing employees.	Administration			
	4D.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	Complete	**Spring 2022:** The Library faculty and administration utilized best practices from the University's Hiring for Diversity guide.

Fall 2022: The Library launched a search for a Research & Instruction Librarian for Student Success. The search is not part of a cluster hire; however, best practices for diversity hiring will be utilized in the search process. The job ad was also placed in numerous diversity-focused venues. The tenure-track librarian is expected to start August 2023. | |
| | 4D.2. Explore the possibility of a diversity fellowship in the Library. | Administration | Postponed | | |

		4D.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 Associate Dean Lenville (then Interim Dean Lenville) completed a 3-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:** Dean Aulisio (then Interim Dean Aulisio) met with Jesuit Center Executive Director Fr. Pat Rogers to discuss hosting an Anti-Racism Examen for all library faculty and staff in June of 2022.	
		4D.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	Ongoing	**Fall 2022:** The search committee for the tenure-track Research & Instruction Librarian for Student Success search advocated successfully for the inclusion of a link to the Collective Bargaining Agreement and notation of where to find the minimum starting salary for the Assistant Professor rank in the HR job description for the search.	
		4D.5. Research equitable, legal, and fair ways to assess if candidate pools are diverse.	DEI Committee	In Progress	**Spring 2023:** The search committee for the Research & Instruction Librarian for Student Success will reach out to HR to discuss ways of fairly assessing diverse candidates.	
		4D.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	In Progress	**Fall 2022:** The search committee for the Research and Instruction Librarian (part-time) search shared interview questions with candidates in advance at both the Zoom and on campus interview stages and observed the quality of responses from candidates was improved by this practice.	
4E		4E. Expand and enhance focus on Library programming dedicated to Diversity, Equity, and Inclusion.				
		4E.1. Explore partnering for Diversity-inspired film offerings (e.g., Library to secure rights and serve as host).	Media Resources; Library Administration	In Progress	**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. **Fall 2022:** Library applied for a Diversity Initiatives Grant and worked with officers of the Black Student Union to develop a Black History Month Film Series. **Spring 2023:** Black History Month film series will present 5 films chosen by the BSU. Films will be open to the public and will be contextualized by professors that teach in the Black Studies program.	

	4E.2. Promote the Jay Nathan, Ph.D. Visiting Scholar Lecture and its cultural event components.	Administration; Communications & Outreach Committee; DEI Committee	In Progress	**Spring 2022:** *(i)* The University of Scranton hosted the 7th Jay Nathan, Ph.D. Visiting Scholar Lecture Series on "Iceland: History, Culture, Environment." Featured guests were Bergdís Ellertsdóttir, Ambassador of Iceland, and Eva Ingolfsdóttir, Icelandic classical violinist; *(ii)* Library Administration 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 Dean Aulisio (then Interim Dean Aulisio).
4F	4F. Expand Library resource offerings to include more non-English language materials.			
	4F.1. Utilize the Cimini Endowment to purchase and subscribe to both physical discs and streaming media.	Media Resources; Library Administration	Ongoing	**Fall 2022:** The Library acquired Kanopy Base which exponentially expanded our streaming media offerings, including international and foreign language films.
	4F.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		
	4F.3. Purchase more non-English language books for the Circulating Collection.	Faculty Librarians		
University Strategic Plan Goal 5	5. Invite and inspire 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	**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. **Spring 2022:** A plaque dedicated to the Friends was installed on the 2nd floor of the library to acknowledge their $100,000 gift.
	5A.2. Work with Friends to offer opportunities to recent graduates / student workers (1-year Friends membership, newsletter).	Friends; Administration	Ongoing	**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.
	5A.3. Include the Library in Alumni/Parents weekend (book sale, mixer).	Friends; Administration	In progress	**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. **Spring 2022**: The Library hosted a mini book sale during Alumni weekend. **Fall 2022:** The Library hosted a mini book sale during Parents weekend.

	5A.4. Continue Leaves of Class for fundraising (highlighting community businesses).	Friends; Administration	Ongoing	**Fall 2021**: *(i)* The XXIII Ann Moskovitz Leaves of Class fundraiser relaunched; *(ii)* The Leaves of Class brochure was redesigned to include two forms on one brochure to save on printing and postage costs. **Spring 2022**: The raffle earned over $8,000 for the Friends of the Library. **Spring 2023**: The XXIV Ann Moskovitz Leaves of Class fundraiser is live with four seasonal drawings.	
	5A.5. Continue Friends relationship with the Schemel Forum.	Friends; Administration	Ongoing	**2020-Present**: *(i)* Schemel forum members also become Friends members; *(ii)* Friends and Schemel members are both included on library mailing list to support both endeavors.	
	5A.6. Grow and support partnerships through the Friends of the Library.	Friends; Administration	Ongoing	**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)* The books were processed by Cataloging and include a donor plaque. **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.	
5B	5B. Establish a stronger relationship with University Advancement.	Friends; Administration			
	5B.1. Participate in fundraising initiatives to identify donors for projects, such as the 2nd floor renovations and endowing the Affordable Learning Grants Initiative.	Administration	In Progress	**Spring 2022**: Dean Aulisio (then Interim Dean Aulisio) and Profs. Pratt-McHugh and Witek formed a committee to initiate a 5.06 Fundraiser to benefit the Library. **Fall 2022**: *(i)* Prof. Knies provided background information on Alumni and University history to advancement to support donor cultivation; *(ii)* Dean Aulisio met with University Advancement leadership to discuss the Library's fundraising priorities.	
	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	In Progress	**Spring 2022**: *(i)* University Advancement for the Library initiated a 30th Anniversary Fund account; *(ii)* Friends of the Library gifted $75,00 to the fund to kickstart the 30th Anniversary fundraiser; *(iii)* A kick-off event for 30th Anniversary fundraising activities was held during Spring 2022. **Fall 2022**: The Library developed a list of items to be funded through donor gifts and identified potential donors. **Spring 2023**: A targeted list of donors will receive a 30th Anniversary fundraising letter from the Dean of the Library.	

	5B.3. Work with the family and attorney of Brian McHugh. Coordinate receiving additional gifts of furniture and renaming 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)* Dean Aulisio (then 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. **Fall 2022:** The University received the McHugh Bequeathment. A McHugh Family Special Collections Endowment was created to fund the purchase of rare items and to support the work of Special Collections and Digital Services.	
	5B.4. Develop promotional materials for the Library's 30th Anniversary.		In Progress	**Fall 2022:** *(i)* The Library published as 30th Anniversary issue of *Information Update; (ii)* Prof. Pratt-McHugh crated social media posts to share about the 30th Anniversary fundraising efforts.	
	5B.5. Send fundraising letters for the Library's 30th Anniversary through University Advancement.		In Progress	**Fall 2022:** Fundraising letters from the Dean of the Library were sent to a list of donor prospects.	
	5B.6. Develop a mobile giving website for the Library's 30th Anniversary Enhancement Fund.		Complete	**Fall 2022:** A mobile fundraising website for the Library's 30th Anniversary was created.	
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 19th- 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 University alumni and community partners.	Digital Services; Special Collections	In Progress	**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 and can be accessed at https://digitalprojects.scranton.edu/s/rememberingblackness/page/home.	
	5C.3. Investigate hosting an alumni event in the Library.	Administration	Postponed		
	5C.4. Hold a reunion for former Library work study students during Alumni Weekend.	Administration	Postponed		
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, Lyrasis).	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.	
	5.D.2. Explore the possibility of shared collections, whether physical or electronic, with other area institutions (e.g., Marywood University).	Administration; Library Faculty	Postponed		
	5.D.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	Complete	**Fall 2022:** GCSOM committed to $5,000 per year for 5 years to host a collaborative program between the GCSOM and the Schemel Forum.	
	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	Ongoing	**2020–Present:** Prof. Cloutier volunteers weekly at the Lackawanna Historical Society and assists with cataloging, shelving, and digital metadata projects.	
5E	5E. Explore collaboration with the Scranton Public Library (including 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	Complete	**Fall 2021:** The student government representative to the Library asked Dean Aulisio (then 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. **Spring 2022:** The Recreational Reading Collection is now 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.	
	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.		Postponed		
	5E.3. Review reciprocal borrowing agreements with an eye toward greater efficiencies.	Circulation Services; Administration	Postponed		
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	**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. **Spring 2022:** Cloudsource OA Search tab added to the homepage of the Library's website under Open Access Search tab. **Summer 2022:** Designed and developed materials—including information about Cloudsource OA—that can be sent to area high schools and the community at-large.	
	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	In Progress	**Fall 2022:** Dean Aulisio met with Shannon Zottola, VP for Enrollment Management, to discuss initial ideas for ways the library can support enrollment and retention initiatives.	
	5G.2. Develop leadership group participation by Library faculty on the NEH Grant project Scranton's Story.	Faculty	In Progress	**2022–2023:** Profs. Farry and Pratt-McHugh serve on the NEH Grant Committee.	
	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	In Progress	**Fall 2022:** *(i)* A collection of books on community and service-based learning from the Office of Community-Based Learning are now available as a 1-day loan for faculty use. The collection can be keyword searched by the phrase "CBL Resources"; *(ii)* Prof. Pratt-McHugh applied for a CBL grant to hold a "mat making" workshop during Earth Week.	
5H	5H. Revamp the Schemel Forum so that it is a fiscally-sustainable and profitable community outreach and education program hosted by the Library.	Administration			
	5H.1. Analyze annual cost of hosting the Schemel Forum and assess membership costs.	Administration	In Progress		
	5H.2. Develop a new registration process that will streamline the process.	Administration	In Progress		
	5H.3. Rename the luncheon series to support greater diversity of topics.	Administration			