Strategic Plan Goal & Library Goal Codes	Objectives	Center(s) of Responsibility	Status	Outcomes & Accomplishments	
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			
				2020-2021: *(i)* Prof1:	
	1A.1. Work with teaching faculty on collection development and collection enhancement for the humanities.	Faculty; Technical Services	Ongoing		
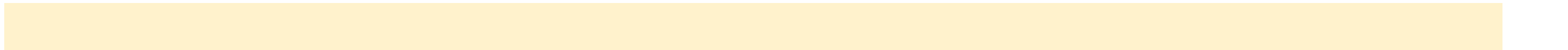
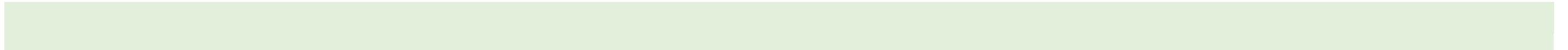|			
			Spring 2021: Dean George Aulisio (then Prof. Aulisio) served as the collaborating librarian on an Information Literacy Stipend in HIST 250: History of Science and Society. Taught by Dr. Paul Sampson, HIST 250 students contributed to an online University of Scranton History of Science Encyclopedia.
			Fall 2021:
1B.2. Track curricular collaborations (e.g., Information Literacy Stipends) that include a digital humanities project or assignment.	Information Literacy Program	Ongoing	

	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.			

1E.1 Participate in the Catalog Record Enhancement Project to improve the accuracy and quality of catalog records

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

	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.
	2E.2. Identify other student groups to meet with regularly and/or on an as needed basis.	Library Administration; Faculty Chairperson; Library Faculty		**Summer 2022:** The Library purchased specialized furniture by request of neurodivergent advocate. **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. **Spring 2022:** Provost Gingerich disseminated a campus-wide email highlighting seven new and continuing initiatives of the Weinberg Memorial Library.
	2E.3. Share Library initiatives in campus-wide announcements.	Library Administration; Library Faculty		**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-			

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	

		2020–2021: Adjunct Research & Instruction Librarian Erica Getts, whose background includes ADA compliance, reviewed our online learning materials and made accessibility enhancements.
		Spring 2022:
3B.4. Increase and improve accessibility of online resources (LibGuides, asynchronous resources) and physical spaces (classrooms) by reviewing ADA standards.	Library Faculty; Administration	Ongoing

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	

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	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			

	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		

	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			

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 notree247.2 47.3MCID 30 3g.1 (a)7.6 (ss2(the)7.6

	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.			

			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.
5A.4. Continue Leaves of Class for fundraising (highlighting community businesses).	Friends; Administration	Ongoing	

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

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	

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		