

11.2

Library and Learning/Information Staff

The institution ensures an adequate number of professional and other staff with appropriate education or experiences in library and/or other learning/information resources to accomplish the mission of the institution.

Judgment

☑ Compliant ☐ Non-Compliant ☐ Not Applicable

Narrative

University Libraries

Faculty and Staff Qualifications

All Librarians employed by the University of South Carolina hold graduate degrees from accredited institutions. In most cases, Librarians hold a master's degree in a library science program from an institution accredited by the American Library Association (ALA); according to the Statement on the Certification & Licensing of Academic Librarians, "the Association of College and Research Libraries (ACRL) has affirmed that the master's degree from a program accredited by the American Library Association (ALA) is the appropriate terminal professional degree for academic librarians." There are a few library faculty who have advanced degrees in fields other than library science. In each case, the faculty member's advanced degree, skill, knowledge, and experience were matched to the position requirements and it was judged that the individual had the background to fulfill the position successfully. Library hiring standards for library support positions, including Library Assistants, Library Managers I and II, Library Technical Assistants, Library Specialists, and Administrative staff have been established by the University of South Carolina Human Resources within the guidelines of the University of South Carolina Board of Regents Policies and are described on the State Job Classifications website. Classified staff members offer varied educational levels and expertise which are specified in their position descriptions.

Research and Instruction librarians are aligned with specific subjects; in addition to assisting students with research activities, the librarians also work with the colleges and schools to offer course- and program-specific orientation sessions and lib-guides. The library assigns a Liaison Librarian to each college, school, and academic department on campus. The liaisons provide personal research consultations, library instruction and regular communication about resources and services. These librarians communicate with teaching faculty on a regular basis to promote library collections and services and to ensure that the university's collection remain up-to-date for all current programs, and work with faculty experts to ensure the existence of appropriate resources for new programs. In addition to the support of the liaison librarians housed in Thomas Cooper, programs also draw on the expertise housed within University's expansive and unique research collections: the South Caroliniana Library, South Carolina Political Collections, Irvin Department of Rare Books and Special Collections, Moving Image Research Collections, the Music Library, Digital Collections, and the Department of Oral History. The Law Library and the Medical Library, which support the University of South Carolina School of Law and the University of South Carolina School of Medicine, are described individually at the end of this section.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Appling, Michael Brent (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2010)	Position Description
Bennett, Miranda (F)	Master's (Professional/Integrative): Library Science (MLS) (Indiana University Bloomington, 2005)	Position Description
Berry, Michael David (F)	Master's (Academic): English (MA) (University of South Carolina Columbia, 2005)	Position Description
	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2007)	

		Position Description
Bilderback, Elizabeth (F)	Master's (Academic): Applied History (MA) (University of South Carolina Columbia, 1993)	Beth Bilderback's position was designed to work with manuscript materials in the South Caroliniana Library. This position was advertised in the Chronicle and elsewhere and required an M.A. in History (preferably Applied History) or English, MLS degree preferred). Ms. Bilderback holds an M.A. in Public History (what used to be known as Applied History).
Birchfield, Marilee (F)	Master's (Professional/Integrative): Librarianship (ML) (University of Washington, 1987)	Position Description
Boyd, Kate (F)	Master's (Professional/Integrative): Library and Information Services (MSI) (University of Michigan, 1999)	Position Description
		Position Description
Britton, Jeanne M (F)	<p>Doctorate (Academic): Comparative Literature (PhD) (University of Chicago, 2007)</p> <p>Master's (Academic): Comparative Literature (MA) (University of Chicago, 2001)</p>	Jeanne Britton is in a unique position in the Irvin Department of Rare Books and Special Collections. Her position, titled Curator, was designed to add an experienced member of the teaching faculty with an interdisciplinary background to the Special Collections staff, specifically to teach two full semester courses each spring and fall semester with special collections materials. An MLIS was not required, but graduate study in an area in the arts and sciences was. Dr. Britton, an alumna of University of South Carolina's Honors College, holds a Master's degree and a Ph.D. from the University of Chicago in Comparative Literature. To date, Dr. Britton has taught with materials from the natural history, science, literature, French literature, and art history collections. In addition, she promotes the use of special collections materials to faculty in all disciplines. She has also been very successful developing engaging exhibits and programs for campus and the community.
Brown, Karen (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2003)	Position Description
Bunton, Glenn (F)	<p>Master's (Academic): Computer Education & Cognitive Systems (MS) (University of North Texas, 1997)</p> <p>Master's (Academic): Library Science (MS) (University of North Texas, 1985)</p>	Position Description
Cammarata, Paul (F)	Master's (Professional/Integrative): Library Science (MSLS) (University of Kentucky, 1983)	Position Description
Clenney, Karen Jean (F)	<p>Master's (Academic): Marketing (MS) (University of Alabama, 2012)</p> <p>Master's (Professional/Integrative): Library and Information Studies (MLIS) (University of Alabama, 2014)</p>	Position Description

Cook, Christine Amber (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2006)	Position Description
Cuthrell, Brian (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1996)	Position Description
Dubnjakovic, Ana (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (Louisiana State University, 2004)	Position Description
DuPre, Lance (F)	Master's (Academic): Biology (MS) (University of South Carolina Columbia, 2002) Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2006)	Position Description
Freeman, Amie (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2010)	Position Description
Fulmer, Henry (F)	Master's (Academic): English (MA) (University of South Carolina Columbia, 1985) Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1991)	Position Description
Gao, Peng (F)	Doctorate (Academic): Geography (PhD) (University of South Carolina Columbia, 2013)	Position Description Dr. Gao holds a Ph.D. in Geography from the University of South Carolina. This credential gave him an exceptionally firm grounding in the software required by his position description: "3 years demonstrated experience using statistical and Geographic Information Systems (GIS) software such as ArcGIS, QGIS, scripting and programming languages such as Python, and JavaScript, and related software."
Garris, Joshua (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2002)	Position Description
Geary, Brittney Jade (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2015)	Position Description

Gettys, Rebecca (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of Hawaii Manoa, 2003)	Position Description
Harvey, Jessica (F)	Master's (Professional/Integrative): Library Science (MSLS) (University of North Carolina Chapel Hill, 2007)	Position Description
Heckman, Heather (F)	Doctorate (Academic): Communication Arts (PhD) (University of Wisconsin Madison, 2009)	Position Description
Horton, Mary Coit (F)	Master's (Professional/Integrative): Management/Marketing (MBA) (Mercer University, 1994)	Position Description
	Master's (Professional/Integrative): Library Science (MSLS) (University of North Carolina Chapel Hill, 1988)	
Keeney, Craig (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2003)	Position Description
King, Douglas Paul (F)	Master's (Academic): Library and Information Science (MA) (University of South Florida, 2000)	Position Description
L'Hommedieu, Andrea Ross (F)	Master's (Academic): Library Science (MS) (University of Kentucky, 1992)	Position Description
Liu, May Harn (F)	Master's (Professional/Integrative): Library Science (MSLS) (University of North Carolina Chapel Hill, 1979)	Position Description
Lookingbill, Valerie (F)	Master's (Professional/Integrative): Library and Information Licence (MLIS) (University of South Carolina Columbia, 2019)	Position Description
Ma, Li (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of Texas Austin, 2002)	Position Description
McNally, Thomas F. (F)	Master's (Professional/Integrative): Library Studies (MLib) (University of Washington, 1978)	Position Description

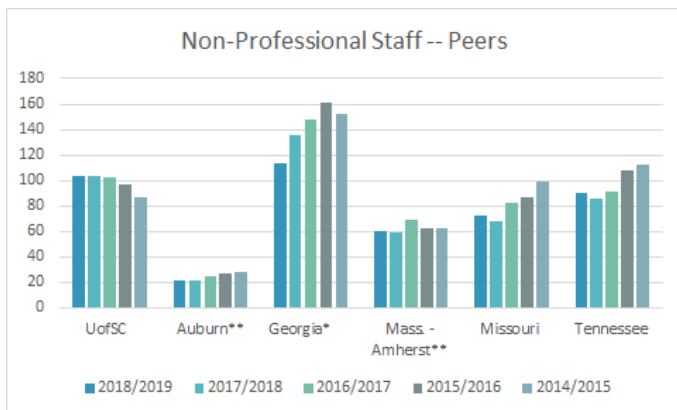
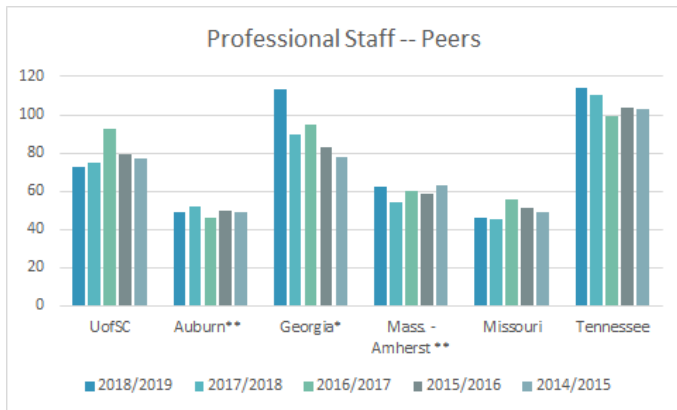
		Position Description
Meaney, Amy (F)	Master's (Academic): Historical Studies (MA) (University of Maryland Baltimore, 2009)	Amy Meaney holds an MA in Historical Studies (Public History) from the University of Maryland-Baltimore County. The program is "characterized by a core emphasis on academic training in historiography and current conceptual tools and techniques for collecting, organizing, and interpreting historical evidence." These are the fundamental skills necessary for Ms. Meaney's role as a Curator at Moving Image Research Collections (MIRC).
Oliver, Megan (F)	Master's (Academic): Library and Information Science (MA) (University of South Florida, 2011)	Position Description
Olsgaard, Jane (F)	Master's (Academic): Library Science (MA) (The University of Iowa, 1977)	Position Description
		Position Description
Pappas, Lydia (F)	Master's (Academic): Film Studies (MA) (University of East Anglia, 2007)	Lydia Pappas holds an MA in Film Studies with Archiving from the University of East Anglia (UEA). This was the first Master's in film archiving offered in the world. Although it no longer exists, the UEA program remains highly regarded for the rigor of its training in the preservation of moving image materials.
Pascale, Christee (F)	Master's (Academic): Library and Information Science (MS) (University of Pittsburgh, 1999)	Position Description
Phinney, Scott (F)	Master's (Professional/Integrative): Library Science (MSLS) (University of North Carolina Chapel Hill, 2005)	Position Description
Schaffer, Shanna (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2004)	Position Description
Schwoebel, Kristina Joanne (F)	Master's (Professional/Integrative): Library Science (MLS) (Indiana University Bloomington, 2006)	Position Description
Shay, David (F)	Master's (Academic): Library Science (MA) (University of Missouri Columbia, 2010)	Position Description
Simmons, Timothy C (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2009)	Position Description
Snediker, Kathryn (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2007)	Position Description

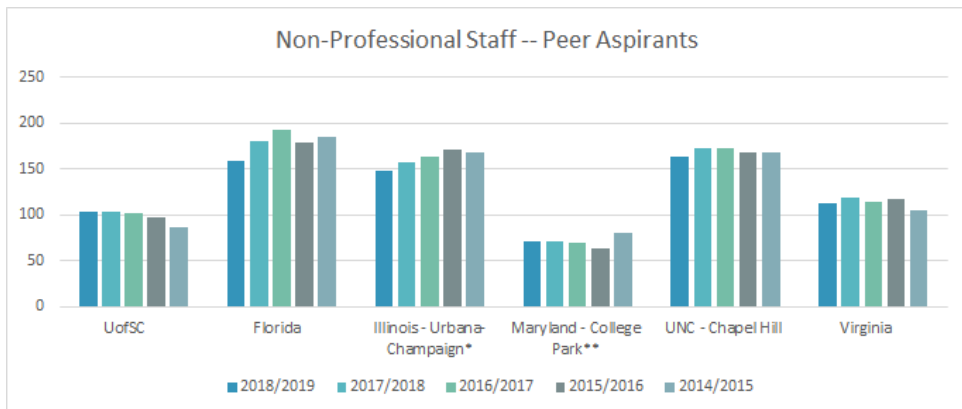
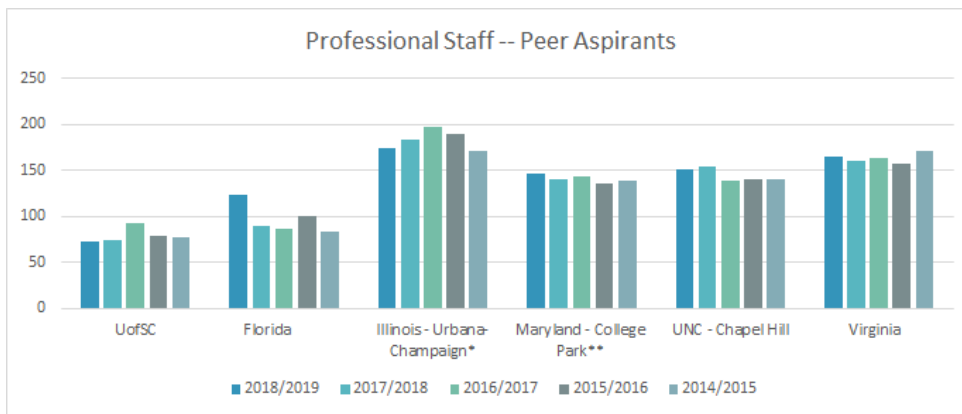
Spillane, Jodi (F)	Master's (Academic): Library Science (MS) (University of Kentucky, 1997)	Position Description
Sudduth, Elizabeth A. (F)	Master's (Academic): Library Science (MS) (University of North Carolina Chapel Hill, 1985)	Position Description
Sudduth, William E. (F)	Master's (Professional/Integrative): Library Science (MLS) (University of North Carolina Chapel Hill, 1985)	Position Description
Verba, Sharon (F)	Master's (Academic): English (MA)(Indiana University Bloomington, 1992)	Position Description
Walker, Dorothy (F)	Master's (Academic):Comparative Literature (MA) (Indiana University Bloomington, 1997)	Position Description
Walker, Dorothy (F)	Master's (Professional/Integrative): Library Science (MLS) (Indiana University Bloomington, 1997)	Dorothy Walker is a Certified Archivist and Director of South Carolina Political Collections. Graduate level archives education can be a component of an MLIS program or a History or Public History program. Dorothy Walker's terminal degree is a Master's in History, with a concentration on Archives. In addition, she has pursued and has maintained certification from the Academy of Certified Archivists.
Weisenburg, Michael Carl (F)	Master's (Academic): History (MA) (University of South Carolina Columbia, 2000)	Position Description
Weisenburg, Michael Carl (F)	Doctorate (Academic): English (PhD) (University of South Carolina Columbia, 2017)	Michael Weisenburg is the Reference and Instruction Librarian for the Irvin Department of Rare Books and Special Collections. The advertisement for his position listed the MLIS and/or subject area Master's degree or Ph.D. as required. Our hope was to attract applicants who had relevant experience and a strong affinity for special collections materials in addition to a passion for teaching. Dr. Weisenburg is a polymath. He has a strong science background but completed his M.A. and Ph.D. in English. His educational background and interests are an excellent match for our collections. He came to us with eleven years' experience teaching in the English programs at SUNY Brockport and the University of South Carolina. He is regarded as an exceptional teacher by colleagues across campus and in the Library.
West, Elizabeth C (F)	Master's (Academic): History (MA) (University of South Carolina Columbia, 2002)	Position Description
West, Elizabeth C (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1995)	Position Description

	Doctorate (Academic): English (PhD) (Indiana University Bloomington, 1998)	
Wilsbacher, Gregory (F)	Master's (Academic): English (MA) (Indiana University Bloomington, 1992)	Position Description
	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2008)	
Winchester, Stacy (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2002)	Position Description
Wochner, Jennifer (F)	Master's (Academic): Library and Information Science (MA) (The University of Iowa, 2005)	Position Description

Sufficient Staffing

Fully staffed, the University Libraries employ 64 faculty librarians and archivists and 77 staff. As shown in the charts below (Association of Research Libraries (ARL) Statistics), the University of South Carolina Libraries employs a comparable number of librarians to those universities in our peer group, although significant hiring would be required to achieve a median position among peer aspirants. The University of South Carolina Librarians also employs a similar number of support staff when compared to peer-group universities.





These statistics include the Main, Law, and Medical Libraries, with the following exceptions:

*does not include a Medical Library

**does not include a Law or Medical Library

During the recessions of the 1990's, major cuts were made to the Library budget, resulting in a loss of faculty and staff position. Although the numbers of the University of South Carolina Library librarians and support staff have kept pace with peer universities, it acknowledged that the numbers are far below peer and peer aspirant libraries. The library is in a time of transitioning from traditional library services to Digital Research Services and the Library's staff is responding to every challenge of new service initiatives. The University of South Carolina Libraries are often described as being able to do great things with its existing levels of support.

Survey results also show that students and faculty are pleased with our services; if they felt the library was understaffed, survey results would reflect this. Students and faculty of the University of South Carolina recognize the quality of the Libraries' staff through their comments on biannual surveys. In the last survey to faculty, assistance from library staff was rated in the top 3 most important services for research and teaching needs. In the [2018-2019 Faculty Survey](#), 78% of faculty respondents answered "yes" to the question: Are the Libraries' services effective in meeting your research and/or teaching needs? Another 20% answered "somewhat." In the [2017 Student Survey](#), over 90% of the respondents were "satisfied" or "very satisfied" with the Library. The libraries look for more support from central administration to increase the size of the library faculty and staff.

Professional Development, Growth, and Training Opportunities

Professional librarians and archivists at the University Libraries have faculty status and have all privileges, rights and responsibilities afforded to all University Faculty. University Libraries faculty members receive [tenure](#), but do not have a rank structure. The Libraries have elected representatives to the University [Faculty Senate](#) and may serve on any faculty committee, except those where the rank of full professor is a requirement. Librarians currently serve on library and university-wide committees, including the Committee on Academic Responsibility, Committee on Admissions, Faculty Budget Committee, Faculty Grievance Committee, Faculty Senate Information Technology Committee, Committee on Instructional Development, Intellectual Property Committee, Committee on Professional Conduct, and the Senate Steering Committee.

Training programs have been carefully developed to help employees increase their effectiveness by building and refining job skills and by gaining greater knowledge of the University of South Carolina operations. Through the University's Human Resources [Professional Development](#) office library faculty and staff can improve their skills in communication, business writing, conflict management, sexual harassment recognition and prevention. In addition, there are core curriculum courses available to them in contracts, grants, intellectual property, supervision, and technology information. Also library faculty can take advantage of the workshops offered by the [Center for Teaching Excellence](#), the [Office of the Provost](#), and other departmental workshops. These units offer workshops to hone teaching skills, discuss recent learning trends and assessment, and assist instructors in staying up to date on new technologies that are effective in teaching today's students. The University of South Carolina also offers to employees a [Tuition Assistance](#) program that allows full-time employees to

enroll in one three-hour credit course (four hours in the case of a lab course) per academic term at no charge, on a space available basis.

Librarians and staff are encouraged to pursue professional development opportunities and are given financial support to participate in webinars and other online training, attend conferences, and pursue relevant certifications. In FY 2018-2019, the University Libraries expended nearly \$90,000 for conference registrations, travel expenses, and staff development programs. Forty-three librarians traveled to conferences and attended various workshops.

University of South Carolina librarians are active within regional, national, and international organizations. Since 2016, our librarians have given 16 presentations at seven international conferences, including the Quantitative and Qualitative Methods in Libraries conference. Our librarians have given 14 presentations at national conferences such as the Charleston Conference and the Association of Moving Image Archives conference. They have also presented at numerous regional, state and local conferences and workshops. Our librarians have published chapters in books, articles in referred and non-referred journals, and have served as editors and reviewers of various publications. We have representation on over twenty national committees, including the Association of Moving Image Archivists, the Music Library Association, and the Medical Library Association. As the flagship university, our librarians are especially active in leadership activities in the state including the South Carolina Library Association and the Partnership Among South Carolina Academic Libraries (PASCAL).

Law Library

The law library currently employs the following personnel: 11 professional librarians (faculty), five classified employees and seven part-time student workers. The librarians (faculty) all hold accredited graduate degrees. According to the Statement on the Certification & Licensing of Academic Librarians, "the Association of College and Research Libraries (ACRL) has affirmed that the master's degree from a program accredited by the American Library Association (ALA) is the appropriate terminal professional degree for academic librarians.

The library's reference department has five librarians with dual degrees (J.D. and M.L.S.). Additionally, the law library has an Associate Director for Faculty Services and Administration to support law faculty scholarship. All full-time, professional librarians have been hired through national searches. Furthermore, the law library has four non-tenure-track librarians – one in the access services department and three in the technical services department. All professional librarians hold accredited library science graduate degrees and are either tenured or on the University's tenure track or are non-tenure-track faculty. Seven professional librarians also hold an accredited J.D. degree. Tenured librarians are subject to periodic post-tenure reviews. Because librarians are faculty, most will not have position descriptions; the job posting summary of the position has been provided when available.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Alford, Duncan (F)	Juris Doctor: Law (JD) (University of North Carolina Chapel Hill, 1991)	
	Juris Doctor: Law (JD) (University of Cincinnati, 1991)	
Brackmann, Dan (F)	Master's Academic: Library and Information Science (MS) (University of Illinois Urbana Champaign, 1999)	Job Posting
Brown, Megan (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2017)	Job Posting
Bullington, Amanda (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2016)	Job Posting
	Juris Doctor: Law (JD) (University of South Carolina Columbia, 1987)	
Conroy, Teresa (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2002)	

	Juris Doctor: Law (JD) (University of South Carolina Columbia, 2013)	
Glenn, Aaron (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2015)	Job Posting
Kretschmar, Andy (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2016)	Job Posting
	Juris Doctor: Law (JD) (Mercer University, 1994)	
Maxwell, Rebekah (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1995)	
Pereira, Neil (F)	Master's Academic: Library and Information Science (MS) (University of Illinois Urbana Champaign, 2003)	Job Posting
	Juris Doctor: Law (JD) (University of South Carolina Columbia, 2007)	
Rossl Eve (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2014)	
	Juris Doctor: Law (JD) (University of Nebraska, 2007)	
Wester, Candle (F)	Master's Academic: Library and Information Science (MS) (University of Illinois Urbana Champaign, 2006)	Job Posting

Attendance at professional organization conferences and workshops, local and national, is encouraged by the law library. Funds are available for professional librarians to travel and attend conferences and workshops for professional development. Librarians regularly make presentations at national and statewide professional librarian organizations.

The classified employees of the law library have extensive experience working in an academic law library. Three staff serve in the Access Services Department assisting with interlibrary loan, document delivery and collection maintenance. One serves as the library's business manager and administrative coordinator. One serves in the Technical Services Department. The longest serving employee has worked in the law library for over twenty years. The most recent hire was in May 2019. One classified employee holds a Ph.D. in History from the University of South Carolina and another holds an M.L.I.S. degree from the University.

School of Medicine Library

The [School of Medicine Library](#) employs eight librarians, all holding accredited graduate degrees. According to the [Statement on the Certification & Licensing of Academic Librarians](#), "the Association of College and Research Libraries (ACRL) has affirmed that the master's degree from a program accredited by the American Library Association (ALA) is the appropriate terminal professional degree for academic librarians." The School of Medicine Library does not maintain position descriptions for its faculty librarians.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Jenkinson, Victor (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1998)	
Kane, Laura (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1991)	
McConnaughy, Rozalynd (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2001)	
McMullen, Karen (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 1994)	
Riley, Ruth Ann (F)	Master's Academic: Library and Information Science (MS) (University of Illinois Urbana Champaign, 1999)	
Whitaker, Christine (F)	Master's (Professional/Integrative): Library Science (MLS) (University of Kentucky, 1996)	
Wilson, Steven (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2005)	

The librarians hold faculty appointments in the School of Medicine. Of the eight librarians, six hold tenure-track appointments including two in the Information Services division, two in the Technical Services division, and one in the Education and Outreach division. The library has two non-tenure track librarians – one serves as the Systems Librarian and one serves as the Web Architect and Outreach Librarian. Tenured librarians are subject to post-tenure reviews every six years. Six of the librarians are members of the [Academy of Health Information Professionals \(AHIP\)](#). AHIP is the Medical Library Association's peer-reviewed, accomplishment/portfolio-based certification and career development program for health information professionals. Academy membership indicates that the librarians' peers have certified that they have met a standard of professional education, experience, and accomplishment and demonstrates that they are committed to career development.

Librarians serve on School of Medicine committees and task forces, including the Admissions Committee, Faculty/Staff Peer Advisory Committee, Information Technology Committee, Leave of Absence Committee, Scholarship and Loan Committee, Student Services Committee, Wellness Promotion Committee, Women in Science and Medicine Committee, 2020 Curriculum Innovation Task Force, Advisory Task Force for Security and Safety, Social Determinants of Health I-3 Curriculum Team, and Strategic Planning Team. Library faculty also represent the School of Medicine on university-wide committees including Faculty Senate, Steering Committee for Interprofessional Education, and Russell House Advisory Board.

The Director of Library Services holds the dual role of Assistant Dean for Executive Affairs and meets weekly with the Executive Dean and the Dean's Administrative Council (Executive Dean and six associate deans) and serves on the School of Medicine Executive Committee, Strategic Planning Steering Committee, Curriculum Committee, Information Technology Committee and Marketing Committee.

The Library also employs six paraprofessional staff including two in the Access Services department, two in the Technical Services division, one in Interlibrary Loan, and one in the Administration Office. One staff member has worked in the library for 38 years and another for 20 years. Two staff members hold an advanced degree - M.L.I.S. and Master of Education respectively. Librarians and staff attend monthly staff meetings which include project updates and staff development presentations.

The Library strongly supports professional development for its librarians and staff and funds annual attendance of national, regional and local conferences, webinars, and continuing education courses. The Library provides its librarians and staff with complimentary access to the Medical Library Association annual meeting e-conference content which includes plenary sessions, posters and program sessions for up to one

year after the conference.

Regional Palmetto College Campuses

The four regional campuses of the University of South Carolina (Lancaster, Salkehatchie, Sumter, and Union) fall under the authority of the Columbia campus and reside in a central administrative unit known as Palmetto College, headed by a Chancellor and Associate Provost. Resultantly, these campuses are referred to as regional Palmetto College campuses. The campuses exist as part of the University of South Carolina system as denoted in [Board of Trustees Bylaws](#) (p.2). The administrative unit also houses the academic unit University of South Carolina Palmetto College Columbia, which offers courses on the Columbia campus and in the metropolitan Columbia area as well as AA/AS programs and courses at Ft. Jackson. This unit also provides instruction, guidance and support for the delivery of the University's undergraduate online degree completion programs.

Lancaster

Medford Library employs two full-time professional librarians who both hold American Library Association (ALA)-accredited Master's Degrees (the terminal degree for the field) and who currently hold the tenured rank of Associate Professor. Medford Library is the only Palmetto College campus with librarians in faculty ranks. As a result, in addition to their core duties of collection management, and library service creation, implementation, and provision, Medford Library faculty are deeply involved in originating research, presenting scholarship, and engaging in campus, local, regional, national, and international service committees and initiatives. These two librarians have brought tremendous energy to building on an already sound library to create a lively and imaginative concept of the library as a cultural and community resource.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Freeman, Rebecca (F)	Master's (Professional/Integrative): Library and Information Studies (MLIS) (University of North Carolina Greensboro, 2010)	Manage a wide range of areas in the library, including Circulation, Reserves, Government Documents, Acquisitions, and Technical Services, and work extensively with Collection Development, Programming, Reference, and Instruction. Assist with the budget and handle finances in the library. Assist with managing the electronic resources.
Broughton, Zachary (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2017)	Provide user reference and technology support; assist in collections, including circulation, shelving, and preservation; assist with maintenance of library community computers; assist in library community outreach events; train new library employees and familiarize them with library procedures.

Mission critical operations such as collections development, reference work, and library instruction are capably covered by these highly qualified library faculty. The library is also staffed by one full-time staff member with a Master's in Library Science, and temporary workers and student assistants help keep the library open for the current 52 hours of weekly operation. Student and temporary workers cover routine tasks such as checking out library resources, shelving materials in collections, and assisting library patrons with basic information requests. Since the library director retired in 2015, the two faculty librarians have reported to the campus Associate Dean for Academic and Students Affairs. Currently the organizational structure of the library is under review now that both library faculty are tenured. This review will consider the open director position as well as possibly replacing temporary workers with part-time or full-time library staff; this would allow the library to broaden the scope of its instructional and technological services. Student employment in the library remains a priority, since it both meets staffing needs and provides students excellent job experience and work-study funding opportunities. Additional study and data will be needed to inform this staffing review.

Because research greatly enhances Lancaster's faculty librarians' work, their library staffing days are allocated to a four-day work week to allow dedicated time for scholarship. Attendance at professional organization conferences and workshops is encouraged and supported through departmental travel funds for library employees. Recently, Medford Library librarians have participated in professional development by attendance and participation in conferences hosted by organizations including the Association of College and Research Libraries, LIBRIS, the Metrolina Library Association, the South Carolina Library Association, among many others, with panels on topics such as wellness programming for library patrons and faculty morale in library staff members. Both faculty librarians are active in providing professional development for other librarians in those venues as well.

Salkehatchie

Salkehatchie employs two professionals to staff its two library facilities. Both hold appropriate credentials (i.e., M.L.S., M.L.I.S. degrees). Salkehatchie employs two temporary workers to staff the libraries in the evenings and Sundays. These staff members have varied educational levels and expertise.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Johnson, Daniel (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2008)	Position Description
Goodwin, Jessica (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2009)	Position Description

Salkehatchie also employs two temporary workers to staff the libraries in the evenings and Sundays. These staff members have varied educational levels and expertise but are appropriately trained by the professional librarians to serve faculty and students. The librarians also train new and returning library work-study students in the fall and/or spring semesters. These trainings cover the circulation module, catalog, library website, databases, shelving, and various other library duties.

The librarians provide library orientations and/or teach bibliographic instruction sessions to groups and individuals. They are members of various committees within both the Salkehatchie Faculty Organization and the greater campus community, through which they contribute to diverse events and activities. They are also active within the library community of the University of South Carolina. For example, both librarians attend meetings of the University of South Carolina Campus Library Council in the fall and in the spring. They also attend meetings of the University of South Carolina Circulation personnel and the University of South Carolina Interlibrary Loan personnel, usually at least once a year.

Moreover, the Salkehatchie librarians participate in professional growth and development activities. Along with taking advantage of trainings and opportunities available to all in the University of South Carolina system (as referenced in the general Palmetto College introduction above), they regularly attend the Libris Conference of South Carolina Academic Libraries and South Carolina Library Association Conferences, and one librarian is active in the PASCAL planning process for a statewide shared library services platform

Sumter

The University of South Carolina Sumter Anderson Library employs one professional librarian who holds the appropriate credentials (MLIS degrees). The [Association of College and Research Libraries \(ACRL\)](#) considers that "the master's degree in library science from a library school program accredited by the American Library Association is the appropriate terminal professional degree for academic librarians." The University of South Carolina in its Policy on Unclassified Academic Titles recognizes the following definition for the title Librarian: A regular, full-time appointment of a person who normally holds a terminal degree in his/her field and a master's degree in library science and has strong potential for effective professional service.

Anderson Library employs a library manager who also holds an MLIS degree and two paraprofessionals. Staff members are encouraged to participate in development opportunities offered by the academic community and online instruction.

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Chapman, Sharon (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2001)	Plans, implements and evaluates programs for library services. Recruits, trains and supervises all library personnel. In-depth research services and bibliographic instructions. Assistance to library patrons. Support for the Jack C. Anderson Library Society. Liaison with other libraries.
Pender, Constance (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2010)	Manages public and technical services for Anderson Library's undergraduate, graduates and distance learning patrons in the areas interlibrary loans, reference, online circulation systems, audio-visual services, bibliographic instruction, and the open computer lab. Provides technical support to the University system libraries by serving as a system-wide consultant on online systems including online services, library instruction, and circulation.

The librarian and library manager are members of various standing committees within the Sumter Faculty Organization, committees and councils within the library community of the University of South Carolina, and members of state and national library organizations. The librarian and library manager teach bibliographic instruction sessions, both class and one-on-one sessions. The library manager also provides training to new and returning library work study students in the fall and/or spring semesters on the circulation software, online catalog, library web site, databases, shelving, and various other library duties.

Anderson Library staff participates in professional growth opportunities, workshops, conferences and meetings throughout each semester. The staff also take advantage of web conferences, webinars and attend multi-campus meetings via webcam.

Union


















The Union Library merged in Fall 2018 with the Union County Carnegie Library, located two blocks from the center of campus, as part of a five-year pilot contract. This move was completed after consultation with library administration from the University of South Carolina Columbia campus library, and their subsequent approval. The benefits of this move for the Union campus and student body are numerous.
























































Prior to the merger, the campus library had one full-time librarian and shared one part-time staff person with the administrative offices, resulting in many times when no staff were present in the library. Since merging, students now enjoy assistance from a larger staff of librarians and full-time employees at the Carnegie Library; the Assistant Directory also serves the Union Academic Library Liaison. The [Association of College and Research Libraries \(ACRL\)](#) considers that "the master's degree in library science from a library school program accredited by the American Library Association is the appropriate terminal professional degree for academic librarians."

The Library partners with more than 55 agencies at the local, state, and national level and provides support staff for services including case management and counseling and financial stability. The Union County Carnegie Library received four separate state and national recognitions in 2019 as a result of its renovation and programs, including being named a finalist for the 2019 National Medal for Museum and Library Service and receiving a Preservation Honor Award from the South Carolina Governor's Office and SC Department of Archives and History. Anchoring this excellent service and providing the expanded services to Union students described in Standard 11.1 are the following individuals:

NAME (F, P)	ACADEMIC DEGREES & COURSEWORK	POSITION DESCRIPTIONS & OTHER QUALIFICATIONS
Drinkwine, Rieta (F)	Master's (Professional/Integrative): Library and Information Science (MLS) (Indiana University, 2011)	Position Description
Atkinson, Taylor (F)	Master's (Professional/Integrative): Library and Information Science (MLIS) (University of South Carolina Columbia, 2015)	Position Description






Sources

-  2017 Student Library Survey (Executive Summary)
-  ACRL Home
-  AHIP Credentialing
-  Alford Transcript (JD)
-  Appling Transcript (MLIS)
-  Appling, Brent_PD
-  Atkinson, Taylor_PD
-  Atkinson, Taylor_Transcript (MLIS)
-  Bennett Transcript (MLS)
-  Bennett, Miranda_PD
-  Berry Transcript (MA)
-  Berry Transcript (MLIS)
-  Berry, Mike_PD
-  Bilderback Transcript (MA)
-  Bilderback, Beth_PD
-  Birchfield Transcript (ML)
-  Birchfield, Marilee_PD

-  Board of Trustees Bylaws
-  Boyd Transcript (MSI)
-  Boyd, Kate_PD
-  Brackman, Dan_PD
-  Brackmann Transcript (JD)
-  Brackmann Transcript (MS)
-  Britton Transcript (MA)
-  Britton Transcript (PhD)
-  Britton, Jeanne_PD
-  Broughton, Zachary_Transcript (MLIS)
-  Brown Transcript (MLIS)
-  Brown, Karen_PD
-  Brown, M Transcript (MLIS)
-  Brown, Megan_PD
-  Bullington Transcript (MLIS)
-  Bullington, Amanda_PD
-  Bunton Transcript (MS) Comp Edu
-  Bunton Transcript (MS) Libr Sci
-  Bunton, Glenn_PD
-  Cammarata Transcript (MSLS)
-  Cammarata, Paul_PD
-  Center for Teaching Excellence
-  Chapman, Sharon_Transcript (MLIS)
-  Ciesielski, Amy_PD
-  Clenney Transcript (MLIS)
-  Clenney Transcript (MS)
-  Clenney, Jean_PD
-  Conroy Transcript (JD)
-  Conroy Transcript (MLIS)
-  Cook Transcript (MLIS)
-  Cook, Amber_PD
-  Crouch, Jessica_PD
-  Cuthrell Transcript (MLIS)
-  Cuthrell, Brian_PD
-  Drinkwine, Rieta_Transcript (MLS)
-  Drinkwine, Rita_PD
-  DuPre Transcript (MLIS)
-  DuPre Transcript (MS)
-  Dubnjakovic Transcript (MLIS)
-  Dubnjakovic, Ana_PD
-  Duncan, Graham_PD
-  Dupre, Lance_PD
-  Edwards, Amy_PD
-  Faculty Activity
-  Faculty Senate
-  Faculty Tenure Policy & Criteria
-  Faculty_Survey 2018
-  Freeman Transcript (MLIS)
-  Freeman, Amie_PD
-  Freeman, Rebecca_Transcript (MLIS)
-  Fulmer Transcript (MA)
-  Fulmer Transcript (MLIS)
-  Fulmer, Henry_PD
-  Gao Transcript (PhD)
-  Gao, Peng_PD

-  Garris Transcript (MLIS)
-  Garris, Joshua_PD
-  Geary Transcript (MLIS)
-  Geary, Jade_PD
-  Gettys Transcript (MLIS)
-  Gettys, Beki_PD
-  Glenn Transcript (JD)
-  Glenn Transcript (MLIS)
-  Glenn, Aaron_PD
-  Goodwin, Jessica_PD
-  Goodwin, Jessica_Transcript (MLIS)
-  Harvey Transcript (MSLS)
-  Harvey, Jessica_PD
-  Heckman Transcript (PhD)
-  Heckman, Heather_PD
-  Horton Transcript (MBA)
-  Horton Transcript (MSLS)
-  Horton, Mary_PD
-  Ithaka S+R Faculty Survey 2016
-  Jenkinson Transcript (MLIS)
-  Johnson, Daniel_PD
-  Johnson, Daniel_Transcript (MLIS)
-  Kane Transcript (MLIS)
-  Keeney Transcript (MLIS)
-  Keeney, Craig_PD
-  King Transcript (MA)
-  King, Douglas_PD
-  Kretschmar Transcript (MLIS)
-  Kretschmar, Andy_PD
-  L'Hommedieu Transcript (MS)
-  L'Hommedieu, Andrea_PD
-  Law Librarians Post-Tenure Policy and Criteria
-  Law Librarians Tenure Policy and Criteria
-  Law Library
-  Liu Transcript (MSLS)
-  Liu, May_PD
-  Lookingbill Transcript (MLIS)
-  Lookingbill, Valerie_PD
-  Ma Transcript (MLIS)
-  Ma, Li_PD
-  Maxwell Transcript (JD)
-  Maxwell Transcript (MLIS)
-  McConaughy Transcript (MLIS)
-  McMullen Transcript (MLIS)
-  McNally Transcript (MLib)
-  McNally, Thomas_PD
-  Meaney Transcript (MA)
-  Meaney, Amy_PD
-  Medical Librarians Post-Tenure Policy and Criteria
-  Medical Librarians Tenure Policy and Criteria
-  Medical Library
-  Medicine Library Directory
-  Mental Health First Aid
-  Oliver Transcript (MA)
-  Oliver, Megan_PD

-  Olsgaard Transcript (MA)
-  Olsgaard, Jane_PD
-  Pappas Transcript (MA)
-  Pappas, Lydia_PD
-  Pascale Transcript (MS)
-  Pascale, Christee_PD
-  Pender, Connie_Transcript (MLIS)
-  Pereira Transcript (MS)
-  Pereira, Neil_PD
-  Phinney Transcript (MSLS)
-  Phinney, Scott_PD
-  Professional Development Office
-  Provost's Office
-  Riley Transcript (MS)
-  Ross Transcript (JD)
-  Ross Transcript (MLIS)
-  Schaffer Transcript (MLIS)
-  Schaffer, Shanna_PD
-  School of Law Library Directory
-  School of Law Organizational Chart, Law Library Chart 3
-  Schwoebel Transcript (MLS)
-  Schwoebel, Kristina_PD
-  Shay Transcript (MA)
-  Shay, David_PD
-  Simmons Transcript (MLIS)
-  Simmons, Timothy_PD
-  Snediker Transcript (MLIS 0)
-  Snediker, Kathryn_PD
-  Spillane Transcript (MS)
-  Spillane, Jodi_PD
-  State Job Classifications
-  Statement of the Certification & Licensing of Academic Librarians
-  Sudduth, Elizabeth_PD
-  Sudduth, William_PD
-  Sudduth,Elizabeth Transcript (MS)
-  Sudduth,William Transcript (MLS)
-  Tuition Assistance
-  Verba Transcript (MA)
-  Verba Transcript (MLS)
-  Verba, Sharon_PD
-  Walker Transcript (MA)
-  Walker, Dorothy_PD
-  Weisenburg Transcript (PhD)
-  Weisenburg, Michael_PD
-  West Transcript (MA)
-  West Transcript (MLS)
-  West, Elizabeth_PD
-  Wester Transcript (JD)
-  Wester Transcript (MS)
-  Wester, Candle_PD
-  Whitaker Transcripts (MLS)
-  Wilsbacher Transcript (MA)
-  Wilsbacher Transcript (MLIS)
-  Wilsbacher Transcript (PhD)
-  Wilsbacher, Gregory_PD

-  Wilson Transcript (MLIS)
-  Winchester Transcript (MLIS)
-  Winchester, Stacy_PD
-  Wochner Transcript (MA)
-  Wochner, Jennifer_PD