



MISSION

The College Libraries make available a comprehensive collection of scholarly resources, expert instruction, and diverse programming to support the College’s mission of developing ethically centered, intellectually versatile, and globally fluent citizens who create innovative solutions to social, economic, and environmental challenges.

VISION

The College Libraries promote intellectual curiosity, creative and collaborative learning, and an uncompromising commitment to open and equitable access to information as the College transforms into a national university redefining liberal arts education through innovation.

CORE VALUES

Integrity: We take accountability for our actions and adhere to the highest ethical standards in all our professional obligations and personal responsibilities. We demonstrate respect for self, others and place.

Academic Excellence: We are committed to a dynamic intellectual community, high academic standards, strong academic programs, exceptional teacher-scholars, engaged students and lifelong learners.

Liberal Arts Education: We encourage intellectual curiosity and foster each student’s ability to think creatively and analyze, synthesize, apply and communicate knowledge from many sources.

Diversity, Equity & Inclusion: We create and nurture a diverse and inclusive community demonstrated through our thoughts, words and actions. We value and respect the unique perspectives, backgrounds and experiences every individual has to offer.

Student Centeredness: We are devoted to nurturing thriving scholar-citizens through the intellectual, ethical and social development of each individual student.

Innovation: We act with an entrepreneurial spirit to imagine and implement creative, bold and sustainable solutions in our pursuit of excellence and continuous improvement.

Public Mission: We demonstrate social responsibility in meeting the educational and professional needs of our community, our state, our nation and the world.



STUDENT EXPERIENCE & SUCCESS

Ensure an effective support system that increases retention and graduation rates and enables students to learn and grow in every aspect of their College experience, preparing them to work and lead in a globally connected world.

Strategies:

Enable relevant and timely access to scholarly materials, instruction, and services for students, faculty, staff, researchers, and members of the community in support of academic endeavors.

Upgrade and maintain physical facilities and virtual services to enable and foster effective learning and well-being.

Support efforts to recruit, retain, and graduate greater numbers of students including underrepresented minority and first-generation students.

Create a welcoming and inclusive environment where all students feel they belong.

Example success metrics:

- Student feedback through Library Student Ambassadors, Annual Library User Survey, and Senior Exit Survey.
- Faculty feedback through the Faculty Senate Committee on the Library and the Annual Library User Survey.
- Specialized Information Literacy Instruction.
- Facilities condition index (FCI)



ACADEMIC DISTINCTION

Become ranked as a national university distinguished by our innovative liberal arts core and high-achieving students and alumni.

Strategies:

Develop robust information literacy and digital fluency programming to deliver scheduled and point of need instruction contributing to the academic rigor of the College’s curriculum and mission.

Identify, acquire, and make accessible needed resources to support signature undergraduate, master’s, and doctoral programs that will advance our profile as a national university.

Support and incentivize faculty to lead the way in implementing innovative teaching models and practices and contributing to cutting-edge thought leadership and research in their respective fields.

Acquire, describe, and make available unique materials that reflect the Lowcountry’s diverse global community.

Example success metrics:

- Student success outcomes (e.g., assignment, course, graduation, and retention)
- Faculty success outcomes (e.g., redesigned curriculum, publications, and research)
- Community engagement opportunities
- Peer comparisons
- Accessible unique materials
- Co/Extra-Curricular learning opportunities



EMPLOYEE EXPERIENCE & SUCCESS

Create an inclusive workplace that inspires excellence and innovation resulting in a thriving faculty and staff community.

Strategies:

Support College efforts to address compensation, salary compression, and cost of living.

Recruit, retain and promote more women and underrepresented populations into faculty, staff and management positions.

Invest in faculty and staff learning and development to foster professional growth, leadership and lifelong learning.

Recognize and encourage efficiencies and innovations in programs, processes, and procedures.

Create a sense of purpose and belonging for all.

Example success metrics:

- Librarian, archivist, and library staff specific salary study
- Clear, consistent position descriptions with transparent expectations
- Promotions for URM and women
- Participation in professional development opportunities
- Comparative data on professional development funding

COLLEGE OF CHARLESTON CROSS-CUTTING COMMITMENTS

Foster a culture of innovation to create sustainable solutions: Assess, adjust and establish policies, programs and incentives to encourage and enable innovation and continuous improvement in how faculty, staff and students teach, learn, and lead.

Advance our commitment to diversity, equity & inclusion: Refresh and implement the University’s Diversity & Inclusion Plan (e.g., education, programs, accountabilities, and metrics) in order to drive noticeable improvement in creating a campus culture where everyone feels they belong.

Cultivate impactful strategic partnerships: Establish a central office to help forge, facilitate and foster high-impact strategic partnerships across campus with industry, educational institutions, local and state government, and community organizations in order to advance our mission, vision, and strategic priorities.