

### 3.8.3

The institution provides a sufficient number of qualified staff-with appropriate education or experiences in library and/or other learning/information resources-to accomplish the mission of the institution. **(Qualified staff)**

An examination of the vitae of the USC's librarians provides evidence that they hold appropriate degrees in the fields of library science, information science, or archival studies; many hold advanced degrees in relevant subject disciplines. The vitae also provide evidence of a range of experience appropriate for a research or special library (such as law and medicine) and professional and service involvement. Library support positions must meet criteria established by the state personnel system.

Librarians at USC have faculty status, and criteria for achieving tenure are clearly presented in a policy document. Library faculty are represented on the Faculty Senate, and they can serve on university-wide committees. Staff have access to training offered by various units on campus and to a tuition assistance program. Funds are provided for attendance at external conferences and workshops. Online training is also an option, particularly for the regional campus libraries where staffing levels can make it difficult for staff to leave campus.

The number of staff is adequate to provide a range of services appropriate for a research library. The quality of library staff has been singled out for positive comments in multiple iterations of the LibQUAL survey. As noted in the *Blueprint for Service Excellence at USC*, however, the number of staff is less than that of comparable peer SEC institutions (by about 60 positions); the plan notes that staff availability could be a limiting factor in introducing or expanding services in the future.